LAMPIRAN 1
KUESOIONER PENELITIAN

Kuesioner

Saya mohon kesediaan saudara/saudari untuk berkenan mengisi kuesioner berikut ini dengan judul Pengaruh Karakteristik Pekerjaan, Kepuasan Kerja terhadap Komitmen Organisasional dan *Turnover Intention* Pada PT. Surya Satwika Surabaya.

Saya ucapkan terima kasih yang sebesar - besarnya atas kesediaanya dalam mengisi kuisioner ini. Data responden dan semua informasi yang diberikan akan dijamin kerahasiaannya, oleh sebab itu dimohon untuk mengisi kuesioner dengan sebenarnya dan seobjektif mungkin.

Hormat Saya,

Reinaldo Heinrick Lukito

Lingkari untuk jawaban pilihan saudara.

a. Jenis Kelamin : **1**. Laki-laki **2**. Perempuan

b. Berapa lama saudara telah bekerja?

1. di bawah 5 tahun

2. 5 – 10 tahun

3. 11–19 tahun

4. di atas 20 tahun

c. Berapa usia anda saat ini ?

1. 18 - 26 tahun

2.26 – 35 tahun

3.40 – 50 tahun

4. di atas 50 tahun

d. Apa pendidikan terakhir saudara ?

1.SMA **2**.D3 **3**. S1 **4.** Lainnya …

e. Apa status kepegawaian saudara di tempat kerja sekarang ?

1. Pegawai tetap **2**. Kontrak

PETUNJUK PENGISIAN KUESIONER

1. Dari daftar pertanyaan yang ada dikelompokkan dalam 4 (empat) bagian utama indikator pengukuran (Lihat Tabel)
2. Responden diharapkan membaca terlebih dahulu diskripsi masing-masing pernyataan sebelum memberikan tanggapan.
3. Responden dapat memberikan tanggapan dengan memberikan tanda check (√) pada salah satu pilihan tanggapan yang tersedia. **Hanya satu jawaban saja yang dimungkinkan untuk setiap pernyataan**
4. Pada masing-masing pernyataan terdapat lima alternatif tanggapan yang mengacu pada teknik skala Likert, yaitu:
    - Sangat Setuju (SS)
    - Setuju (S)
    - Netral (N)
    - Tidak Setuju (TS)
    - Sangat Tidak Setuju (STS)

DAFTAR KUESIONER

Pengaruh Karakteristik Pekerjaan, Kepuasan Kerja terhadap Komitmen Organisasional dan *Turnover Intention* Pada PT. Surya Satwika di Surabaya

Kuesioner Karakteristik Pekerjaan

No	Pernyataan	Alternatif Tanggapan				
		SS	S	N	TS	STS
1.	Banyak variasi dalam pekerjaan saya.					
2.	Saya berkesempatan menuntaskan pekerjaan saya.					
3.	Penyelesaian pekerjaan saya yang baik berpengaruh pada orang lain.					
4.	Pekerjaan saya membuat saya harus mengabaikan pekerjaan lain untuk dapat mengerjakannya.					
5.	Saya dapat mengetahui seberapa baik saya mengerjakan pekerjaan saya.					
6.	Saya berkesempatan untuk melakukan banyak proyek yang menarik dalam pekerjaan saya.					
7.	Pengaturan pekerjaan saya memungkinkan saya memiliki kesempatan dan kemampuan untuk berbicara dengan pelanggan / klien.					
8.	Pekerjaan saya mempengaruhi keputusan yang berdampak penting bagi perusahaan.					
9.	Waktu bekerja saya sangat fleksibel.					
10.	Saya berkesempatan untuk berkomunikasi dengan atasan dan mendapatkan pengakuan.					
11	Pekerjaan saya memungkinkan menggunakan banyak teknologi baru.					

12	Pekerjaan diatur sedemikian rupa sehingga jelas kaitannya dengan misi perusahaan					
13	Pekerjaan saya mempengaruhi keberhasilan perusahaan setiap harinya.					
14	Dalam melakukan pekerjaan supervisor saya tidak banyak ikut campur tangan.					
15	Rekan kerja saya memberikan umpan balik atas hasil kerja saya.					

Kuesioner Kepuasan Kerja

No	Pernyataan	Alternatif Tanggapan				
		SS	S	N	TS	STS
	Ini yang saya rasakan terkait dengan pekerjaan saya :					
1	Bisa sibuk terus.					
2	Berkesempatan bekerja mandiri					
3	Variasi dari waktu ke waktu.					
4	Merasa penting					
5	Cara pimpinan menangani karyawan					
6	Kompetensi supervisor dalam membuat keputusan.					
7	Mampu melakukan hal-hal yang tidak berlawanan dengan hati nurani.					
8	Kesempatan pekerjaan tetap.					
9	Berbuat untuk orang lain.					
10	Memanfaatkan kemampuan					
11	Bagaimana kebijakan perusahaan dilaksanakan					
12	Upah dan beban pekerjaan					
13	Kesempatan untuk maju					
14	Kebebasan dalam membuat pertimbangan					
15	Berkesempatan untuk mencoba cara kerja sendiri					

16	Kondisi kerja					
17	Bagaimana rekan kerja bergaul					
18	Pujian atas kerja yang baik.					
19	Rasa berhasil dalam bekerja					

Kuesioner Komitmen Organisasional

No.	Pernyataan	Alternatif Tanggapan				
		SS	S	N	TS	STS
1.	Walaupun ingin namun saya merasa sangat berat keluar di perusahaan ini.					
2.	Saya tidak merasa wajib untuk tetap bekerja di perushaan ini®.					
3.	Saya akan sangat senang untuk tetap bekerja di sini.					
4.	Salah satu kesulitan untuk meninggalkan perusahaan ini adalah sulitnya mendapatkan pekerjaan lain.					
5.	Bahkan kalaupun menguntungkan, meninggalkan perusahaan ini tidaklah tepat.					
6	Saya sungguh merasakan bahwa masalah perusahaan adalah masalah pribadi juga.					
7.	Saat ini, bekerja di perusahaan ini sangat perlu dan sesuai dengan keinginan saya.					
8.	Saya tidak memiliki rasa yang kuat dengan perusahaan ini®.					
9.	Tidak mempunyai pertimbangan untuk meninggalkan perushaan ini.					
10.	Saya tidak memiliki ikatan emosional dengan perusahaan ini®.					
11.	Bilamana saya meninggalkan perusahaan ini sekarang, tidak merasa salah®.					

12	Saya tidak merasa menjadi bagian dari keluarga di perusahaan ini®.					
13	Saya wajib setia dengan perusahaan ini.					
14	Bila saya belum banyak berkorban untuk perusahaan ini, mungkin saya mempertimbangkan untuk pindah kerja.					
15	Saya tidak meninggalkan perusahaan karena memiliki kewajiban kepada orang-orang di dalamnya.					
16	Perusahaan sangat beraarti bagi saya.					
17	Bila saya memutuskan untuk meninggalkan perusahaan ini sekarang, hidup akan kacau.					
18	Saya sangat berutang budi kepada organisasi.					

Kuesioner *Turnover Intention*

No	Pernyataan	Alternatif Tanggapan				
		SS	S	N	TS	STS
1.	Dalam beberapa bulan terakhir ini, saya sangat serius berpikir mencari pekerjaan baru.					
2.	Saat ini, saya giat mencari pekerjaan lain.					
3.	Saya bermaksud untuk meninggalkan perusahaan ini dalam waktu dekat					

LAMPIRAN 2
HASIL TANGGAPAN RESPONDEN

FREQUENCIES VARIABLES

Frequencies

[DataSet1] G:\profil responden.sav

Statistics

Jenis Kelamin

N	Valid	150
	Missing	0

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	87	58.0	58.0	58.0
	Perempuan	63	42.0	42.0	42.0
	Total	150	100.0	100.0	

Frequencies

[DataSet1] G:\profil responden.sav

Statistics

Lama Kerja

N	Valid	150
	Missing	0

Lama Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	di bawah 5 tahun	83	24.0	24.0	26.0
	5-10 tahun	117	76.0	76.0	78.0
	11-19 tahun	10	6.7	6.7	
	Di atas 20 tahun	3	2.0	2.0	
	Total	200	100.0	100.0	

Usia

N	Valid	150
	Missing	0

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 -25 tahun	83	24.0	24.0	26.0
	26-35 tahun	117	76.0	76.0	78.0
	36-45 tahun	10	6.7	6.7	
	46-55 tahun	3	2.0	2.0	
	Lebih dari 55 tahun	3	2.0	2.0	
	Total	200	100.0	100.0	

Frequencies

[DataSet1] G:\profil responden.sav

Statistics

N	Valid	150
	Missing	0

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	16	7.3	30,7	30.7
	D3	44	30.7	30,7	30.7
	S1	90	60.0	60.0	60.0
	Lainnya	4	2.00	2.00	2.00
	Total	150	100.0	100.0	

Frequencies
[DataSet1] G:\profil responden.sav

Statistics

N	Valid	150
	Missing	0

Status Kepegawaian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tetap	63	47.0	47.0	47.0
	Kontrak	87	53.0	53.0	53.0
	Total	150	100.0	100.0	

LAMPIRAN 3
HASIL SEM

Lampiran Normalitas

DATE: 04/03/2014
TIME: 20:14

P R E L I S 2.80

BY

Karl G. Jöreskog& Dag Sörbom

The following lines were read from file D:\ALDO\Input.PR2:

```
!PRELIS SYNTAX: Can be edited
 SY='D:\ALDO\Input.PSF'
 NS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26
27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50
51 52 53 54 55 56
 OU MA=CM XT
```

Total Sample Size = 150

Univariate Summary Statistics for Continuous Variables

Variable	Mean	St. Dev.	T-Value	Skewness	Kurtosis	Minimum	Freq.	Maximum	Freq.
KP1	3.393	0.969	42.906	-0.063	-0.374	0.777	2	4.990	22
KP2	3.640	0.900	49.561	-0.178	-0.073	1.170	2	5.194	20
KP3	3.233	0.789	50.169	-0.033	0.075	1.061	2	5.057	6
KP4	3.500	0.896	47.866	-0.081	-0.222	1.068	2	5.030	20
KP5	3.120	0.802	47.645	0.019	0.060	0.918	2	4.969	6
KP6	3.667	0.910	49.359	-0.184	-0.106	1.169	2	5.191	22
KP7	3.653	0.897	49.864	-0.185	-0.036	1.182	2	5.208	20
KP8	3.487	0.910	46.910	-0.086	-0.252	1.020	2	5.039	20
KP9	3.113	0.807	47.240	0.021	0.035	0.900	2	4.972	6
KP10	3.220	0.802	49.198	-0.034	0.026	1.020	2	5.067	6
KP11	3.453	1.021	41.445	-0.122	-0.382	0.977	4	5.130	22
KP12	3.487	0.910	46.910	-0.086	-0.252	1.020	2	5.039	20
KP13	3.187	0.763	51.143	0.064	0.248	0.868	1	4.873	8
KP14	3.233	0.789	50.169	-0.033	0.075	1.061	2	5.057	6
KP15	3.507	0.925	46.429	-0.096	-0.297	1.002	2	5.035	22
KK1	3.287	1.200	33.536	-0.120	-0.689	0.566	6	4.986	33
KK2	3.340	1.192	34.321	-0.144	-0.672	0.924	10	5.061	31

KK3	3.480	1.139	37.406	-0.186	-0.634	0.906	6	5.068
34								
KK4	3.013	0.927	39.822	-0.060	-0.173	1.116	10	5.277
4								
KK5	3.220	1.110	35.513	-0.068	-0.462	0.977	10	5.148
18								
KK6	3.053	1.002	37.324	-0.091	-0.292	1.050	11	5.405
5								
KK7	3.373	1.224	33.764	-0.161	-0.725	0.944	11	5.096
33								
KK8	3.340	1.192	34.321	-0.144	-0.672	0.924	10	5.061
31								
KK9	3.360	1.194	34.454	-0.137	-0.659	0.994	11	5.129
29								
KK10	3.380	1.224	33.812	-0.184	-0.740	0.889	10	5.044
36								
KK11	3.333	1.191	34.279	-0.137	-0.664	0.921	10	5.074
30								
KK12	3.353	1.199	34.248	-0.135	-0.663	0.978	11	5.130
29								
KK13	3.327	1.156	35.256	-0.143	-0.584	0.963	10	4.988
32								
KK14	3.280	1.159	34.653	-0.109	-0.601	0.934	10	5.043
27								
KK15	3.307	1.164	34.791	-0.120	-0.616	0.950	10	5.054
28								
KK16	3.240	1.127	35.200	-0.129	-0.525	0.576	5	4.871
32								
KK17	3.447	1.167	36.159	-0.153	-0.548	1.070	10	5.233
27								
KK18	3.413	1.130	36.984	-0.159	-0.619	0.771	5	5.010
33								
KK19	2.913	0.904	39.453	-0.124	-0.349	1.088	11	5.606
1								
KK20	2.973	0.976	37.317	-0.006	-0.229	0.992	10	5.109
7								
KO1	3.147	1.058	36.427	-0.152	-0.258	1.053	12	5.574
6								

KO2	2.913	1.042	34.233	0.023	-0.340	0.894	12	5.071
9								
KO3	3.353	1.018	40.362	-0.148	-0.155	1.095	7	5.360
12								
KO4	3.300	1.015	39.820	-0.124	-0.182	0.982	6	5.342
11								
KO5	3.187	1.077	36.244	-0.113	-0.285	1.072	12	5.446
9								
KO6	2.927	1.037	34.569	0.016	-0.327	0.871	11	5.132
8								
KO7	3.300	1.015	39.820	-0.145	-0.167	1.108	8	5.388
10								
KO8	3.340	1.029	39.767	-0.116	-0.239	1.002	6	5.280
14								
KO9	3.353	1.018	40.362	-0.124	-0.180	0.947	5	5.322
13								
KO10	3.200	1.135	34.525	-0.064	-0.479	1.001	12	5.205
17								
KO11	3.293	1.115	36.189	-0.097	-0.521	0.928	8	5.060
24								
KO12	3.327	1.026	39.692	-0.088	-0.318	0.928	5	5.184
16								
KO13	3.373	1.132	36.482	-0.121	-0.507	1.078	10	5.200
23								
KO14	3.313	1.159	35.002	-0.112	-0.595	0.969	10	5.100
26								
KO15	3.367	1.089	37.849	-0.117	-0.392	1.100	9	5.239
19								
KO16	3.387	1.157	35.839	-0.132	-0.572	1.041	10	5.174
26								
KO17	3.400	1.135	36.683	-0.130	-0.540	1.099	10	5.178
25								
KO18	3.400	1.087	38.314	-0.113	-0.481	0.866	5	5.131
24								
TI1	3.660	1.134	39.523	-0.275	-0.677	0.991	5	5.101
42								
TI2	3.660	1.110	40.375	-0.261	-0.639	1.051	5	5.104
40								

TI3 3.760 1.091 42.208 -0.288 -0.704 0.776 2 5.108 45

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

KP1 -0.324 0.746 -1.025 0.305 1.156 0.561
KP2 -0.914 0.361 -0.034 0.973 0.837 0.658
KP3 -0.170 0.865 0.358 0.720 0.157 0.924
KP4 -0.419 0.675 -0.488 0.626 0.413 0.813
KP5 0.098 0.922 0.320 0.749 0.112 0.945
KP6 -0.944 0.345 -0.130 0.897 0.908 0.635
KP7 -0.948 0.343 0.068 0.946 0.904 0.637
KP8 -0.445 0.657 -0.586 0.558 0.542 0.542
KP9 0.108 0.914 0.256 0.798 0.077 0.962
KP10 -0.176 0.860 0.233 0.815 0.085 0.958
KP11 -0.630 0.528 -1.053 0.292 1.507 0.471
KP12 -0.445 0.657 -0.586 0.558 0.542 0.763
KP13 0.330 0.742 0.759 0.448 0.685 0.710
KP14 -0.170 0.865 0.358 0.720 0.157 0.924
KP15 -0.497 0.619 -0.742 0.458 0.797 0.671
KK1 -0.621 0.534 -1.807 0.062 5.673 0.076
KK2 -0.741 0.459 -1.812 0.066 5.869 0.051
KK3 -0.954 0.340 -1.798 0.078 5.742 0.057
KK4 -0.309 0.758 -0.330 0.741 0.204 0.903
KK5 -0.349 0.727 -1.378 0.168 2.020 0.364
KK6 -0.470 0.639 -0.725 0.469 0.746 0.689
KK7 -0.830 0.406 -1.724 0.076 5.809 0.067
KK8 -0.741 0.459 -1.912 0.056 5.869 0.061
KK9 -0.704 0.481 -1.838 0.059 5.963 0.051

KK10	-0.945	0.344	-1.815	0.075	5.816	0.052
KK11	-0.704	0.481	-1.864	0.078	5.086	0.098
KK12	-0.698	0.485	-1.858	0.078	5.049	0.099
KK13	-0.738	0.460	-1.942	0.052	4.317	0.115
KK14	-0.564	0.573	-1.927	0.053	4.428	0.109
KK15	-0.618	0.537	-1.905	0.055	4.813	0.090
KK16	-0.666	0.505	-1.657	0.098	3.188	0.203
KK17	-0.785	0.432	-1.765	0.078	3.731	0.155
KK18	-0.816	0.414	-1.919	0.054	5.156	0.076
KK19	-0.639	0.523	-0.930	0.352	1.273	0.529
KK20	-0.032	0.974	-0.511	0.609	0.262	0.877
KO1	-0.783	0.434	-0.607	0.544	0.981	0.612
KO2	0.119	0.905	-0.896	0.370	0.816	0.665
KO3	-0.759	0.448	-0.275	0.783	0.652	0.722
KO4	-0.639	0.523	-0.359	0.720	0.537	0.765
KO5	-0.585	0.558	-0.700	0.484	0.833	0.659
KO6	0.081	0.935	-0.847	0.397	0.724	0.696
KO7	-0.748	0.454	-0.314	0.754	0.658	0.720
KO8	-0.599	0.549	-0.543	0.587	0.653	0.721
KO9	-0.637	0.524	-0.353	0.724	0.531	0.767
KO10	-0.332	0.740	-1.453	0.146	2.222	0.329
KO11	-0.500	0.617	-1.641	0.101	2.943	0.230
KO12	-0.455	0.649	-0.816	0.415	0.873	0.646
KO13	-0.622	0.534	-1.578	0.115	2.876	0.237
KO14	-0.580	0.562	-1.908	0.056	4.328	0.115
KO15	-0.603	0.546	-1.094	0.274	1.560	0.458
KO16	-0.681	0.496	-1.880	0.060	3.998	0.135
KO17	-0.671	0.502	-1.727	0.084	3.433	0.180
KO18	-0.585	0.559	-1.460	0.144	2.474	0.290
TI1	-1.401	0.161	-1.939	0.052	5.914	0.059
TI2	-1.332	0.183	-1.929	0.056	5.744	0.084

TI3 -1.464 0.143 -1.899 0.059 5.897 0.072

Relative Multivariate Kurtosis = 1.031

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
3.018	1.681	0.093	3.813	1.709	0.071	5.747	0.057

Covariance Matrix

	KP1	KP2	KP3	KP4	KP5	KP6
KP1	0.938					
KP2	0.716	0.809				
KP3	0.554	0.576	0.623			
KP4	0.688	0.673	0.539	0.802		
KP5	0.687	0.545	0.542	0.491	0.643	
KP6	0.754	0.795	0.592	0.666	0.565	0.828
KP7	0.641	0.703	0.510	0.581	0.475	0.709
KP8	0.707	0.676	0.542	0.809	0.506	0.669
KP9	0.690	0.544	0.544	0.494	0.644	0.563
KP10	0.574	0.579	0.626	0.545	0.558	0.596
KP11	0.843	0.739	0.645	0.769	0.604	0.777
KP12	0.707	0.676	0.542	0.809	0.506	0.669
KP13	0.549	0.416	0.427	0.374	0.523	0.434
KP14	0.554	0.576	0.623	0.539	0.542	0.592
KP15	0.809	0.747	0.631	0.739	0.586	0.782
KK1	-0.204	0.153	0.219	-0.060	0.065	0.139
KK2	-0.203	0.123	0.102	-0.106	-0.029	0.125
KK3	-0.100	0.162	0.141	-0.004	0.014	0.170
KK4	-0.016	0.105	0.117	0.001	0.068	0.119
KK5	-0.157	0.106	0.040	-0.140	-0.015	0.112
KK6	-0.060	0.085	0.102	-0.019	0.036	0.097
KK7	-0.172	0.154	0.161	-0.047	0.011	0.154
KK8	-0.203	0.123	0.102	-0.106	-0.029	0.125
KK9	-0.181	0.121	0.143	-0.060	-0.001	0.121

KK10	-0.206	0.114	0.127	-0.092	-0.019	0.115
KK11	-0.187	0.143	0.118	-0.093	-0.014	0.145
KK12	-0.172	0.130	0.151	-0.051	0.006	0.131
KK13	-0.157	0.168	0.158	-0.032	0.010	0.172
KK14	-0.155	0.181	0.136	-0.053	-0.001	0.185
KK15	-0.167	0.139	0.142	-0.054	-0.004	0.142
KK16	-0.210	0.147	0.209	-0.063	0.058	0.134
KK17	-0.232	0.089	0.094	-0.104	-0.032	0.086
KK18	-0.183	0.084	0.043	-0.036	-0.086	0.094
KK19	0.066	0.122	0.178	0.097	0.122	0.139
KK20	-0.005	0.080	0.133	0.024	0.073	0.094
KO1	0.347	0.531	0.564	0.349	0.466	0.536
KO2	0.393	0.324	0.397	0.349	0.454	0.340
KO3	0.325	0.462	0.455	0.406	0.384	0.464
KO4	0.458	0.584	0.547	0.426	0.470	0.604
KO5	0.225	0.401	0.449	0.331	0.356	0.405
KO6	0.384	0.309	0.391	0.335	0.449	0.324
KO7	0.459	0.609	0.580	0.448	0.501	0.611
KO8	0.334	0.457	0.434	0.405	0.361	0.476
KO9	0.325	0.440	0.424	0.386	0.353	0.458
KO10	0.296	0.530	0.521	0.296	0.427	0.533
KO11	0.398	0.454	0.363	0.329	0.447	0.459
KO12	0.314	0.420	0.423	0.390	0.340	0.439
KO13	0.357	0.534	0.490	0.328	0.415	0.546
KO14	0.342	0.379	0.306	0.260	0.389	0.393
KO15	0.242	0.320	0.339	0.308	0.262	0.339
KO16	0.348	0.537	0.482	0.315	0.411	0.547
KO17	0.233	0.362	0.336	0.298	0.264	0.379
KO18	0.280	0.448	0.390	0.336	0.326	0.463
TI1	0.264	0.509	0.497	0.294	0.380	0.501
TI2	0.154	0.402	0.365	0.264	0.270	0.394
TI3	0.202	0.408	0.377	0.313	0.280	0.392

Covariance Matrix

	KP7	KP8	KP9	KP10	KP11	KP12
KP7	0.805					
KP8	0.577	0.829				

KP9	0.474	0.509	0.651			
KP10	0.507	0.561	0.560	0.643		
KP11	0.660	0.781	0.613	0.658	1.041	
KP12	0.577	0.829	0.509	0.561	0.781	0.829
KP13	0.352	0.376	0.524	0.429	0.469	0.376
KP14	0.510	0.542	0.544	0.626	0.645	0.542
KP15	0.674	0.746	0.589	0.638	0.887	0.746

KK1	0.078	-0.068	0.054	0.210	-0.126	-0.068
KK2	0.074	-0.107	-0.041	0.099	-0.147	-0.107
KK3	0.152	-0.012	0.003	0.133	0.004	-0.012
KK4	0.055	0.002	0.060	0.117	0.005	0.002
KK5	0.061	-0.149	-0.028	0.030	-0.176	-0.149
KK6	0.035	-0.017	0.030	0.103	0.010	-0.017
KK7	0.106	-0.054	-0.001	0.154	-0.102	-0.054
KK8	0.074	-0.107	-0.041	0.099	-0.147	-0.107
KK9	0.082	-0.070	-0.013	0.134	-0.072	-0.070
KK10	0.065	-0.099	-0.030	0.120	-0.137	-0.099
KK11	0.094	-0.095	-0.026	0.115	-0.130	-0.095
KK12	0.091	-0.061	-0.006	0.141	-0.063	-0.061
KK13	0.116	-0.041	-0.001	0.149	-0.087	-0.041
KK14	0.132	-0.056	-0.013	0.133	-0.095	-0.056
KK15	0.097	-0.064	-0.016	0.132	-0.057	-0.064
KK16	0.065	-0.073	0.047	0.198	-0.133	-0.073
KK17	0.043	-0.103	-0.044	0.094	-0.183	-0.103
KK18	0.073	-0.044	-0.097	0.034	-0.082	-0.044
KK19	0.066	0.102	0.114	0.183	0.115	0.102
KK20	0.023	0.024	0.066	0.131	0.031	0.024
KO1	0.487	0.337	0.460	0.554	0.403	0.337
KO2	0.268	0.348	0.459	0.396	0.363	0.348
KO3	0.400	0.398	0.380	0.448	0.373	0.398
KO4	0.549	0.417	0.466	0.540	0.507	0.417
KO5	0.357	0.321	0.351	0.439	0.280	0.321
KO6	0.253	0.334	0.454	0.390	0.352	0.334
KO7	0.547	0.439	0.497	0.572	0.510	0.439
KO8	0.422	0.397	0.357	0.427	0.384	0.397
KO9	0.405	0.378	0.349	0.416	0.372	0.378
KO10	0.484	0.278	0.429	0.504	0.295	0.278
KO11	0.398	0.314	0.449	0.347	0.245	0.314

KO12	0.393	0.374	0.342	0.407	0.348	0.374
KO13	0.533	0.312	0.418	0.475	0.347	0.312
KO14	0.380	0.245	0.391	0.291	0.185	0.245
KO15	0.350	0.291	0.265	0.324	0.264	0.291
KO16	0.535	0.300	0.414	0.468	0.405	0.300
KO17	0.382	0.282	0.268	0.321	0.241	0.282
KO18	0.410	0.321	0.329	0.376	0.285	0.321

TI1	0.478	0.291	0.370	0.495	0.311	0.291
TI2	0.371	0.267	0.260	0.369	0.188	0.267
TI3	0.338	0.309	0.272	0.373	0.286	0.309

Covariance Matrix

	KP13	KP14	KP15	KK1	KK2	KK3
KP13	0.582					
KP14	0.427	0.623				
KP15	0.454	0.631	0.856			
KK1	0.004	0.219	-0.055	1.441		
KK2	-0.084	0.102	-0.076	1.033	1.421	
KK3	-0.064	0.141	0.026	1.010	1.013	1.298
KK4	0.021	0.117	0.035	0.637	0.894	0.662
KK5	-0.071	0.040	-0.102	0.921	1.086	0.869
KK6	-0.055	0.102	0.006	0.785	0.824	0.784
KK7	-0.061	0.161	-0.027	1.323	1.206	1.145
KK8	-0.084	0.102	-0.076	1.033	1.421	1.013
KK9	-0.072	0.143	-0.040	1.155	1.179	1.255
KK10	-0.070	0.127	-0.063	1.227	1.301	1.059
KK11	-0.081	0.118	-0.058	1.063	1.387	1.044
KK12	-0.080	0.151	-0.030	1.150	1.193	1.252
KK13	-0.007	0.158	-0.014	1.083	1.069	0.937
KK14	-0.027	0.136	-0.023	0.881	1.179	0.876
KK15	-0.025	0.142	-0.024	0.911	1.037	1.025
KK16	0.052	0.209	-0.065	1.200	0.893	0.784
KK17	-0.037	0.094	-0.111	0.895	1.182	0.845
KK18	-0.115	0.043	-0.055	0.777	0.897	1.088
KK19	0.049	0.178	0.123	0.623	0.676	0.655
KK20	0.031	0.133	0.057	0.565	0.805	0.610

KO1	0.362	0.564	0.437	0.594	0.705	0.597
KO2	0.386	0.397	0.335	0.220	0.389	0.288
KO3	0.310	0.455	0.392	0.440	0.547	0.456
KO4	0.361	0.547	0.528	0.413	0.565	0.548
KO5	0.279	0.449	0.311	0.565	0.699	0.557
KO6	0.389	0.391	0.324	0.223	0.366	0.288
KO7	0.393	0.580	0.533	0.465	0.573	0.494
KO8	0.277	0.434	0.402	0.389	0.564	0.510
KO9	0.278	0.424	0.390	0.389	0.542	0.511
KO10	0.337	0.521	0.381	0.669	0.787	0.641
KO11	0.380	0.363	0.314	0.384	0.534	0.386
KO12	0.275	0.423	0.392	0.363	0.522	0.451
KO13	0.311	0.490	0.420	0.429	0.569	0.549
KO14	0.317	0.306	0.254	0.276	0.464	0.415
KO15	0.194	0.339	0.312	0.207	0.427	0.378
KO16	0.306	0.482	0.408	0.437	0.598	0.559
KO17	0.185	0.336	0.297	0.273	0.503	0.430
KO18	0.257	0.390	0.339	0.476	0.614	0.563
TI1	0.252	0.497	0.373	0.884	0.626	0.588
TI2	0.161	0.365	0.244	0.653	0.749	0.502
TI3	0.182	0.377	0.295	0.631	0.650	0.731

Covariance Matrix

	KK4	KK5	KK6	KK7	KK8	KK9
KK4	0.859					
KK5	0.870	1.233				
KK6	0.722	0.946	1.004			
KK7	0.813	1.089	0.956	1.497		
KK8	0.894	1.086	0.824	1.206	1.421	
KK9	0.771	1.012	0.899	1.313	1.179	1.427
KK10	0.929	1.128	0.900	1.411	1.301	1.233
KK11	0.851	1.115	0.845	1.235	1.387	1.208
KK12	0.783	1.019	0.910	1.311	1.193	1.425
KK13	0.668	0.929	0.742	1.274	1.069	1.102
KK14	0.613	0.871	0.647	1.067	1.179	1.038
KK15	0.606	0.837	0.667	1.093	1.037	1.197

KK16	0.488	0.756	0.562	1.087	0.893	0.931
KK17	0.618	0.851	0.659	1.046	1.182	1.020
KK18	0.520	0.709	0.556	0.940	0.897	1.044
KK19	0.662	0.665	0.695	0.801	0.676	0.747
KK20	0.796	0.749	0.656	0.744	0.805	0.718
KO1	0.525	0.639	0.545	0.751	0.705	0.727
KO2	0.431	0.360	0.375	0.389	0.389	0.386
KO3	0.445	0.488	0.446	0.579	0.547	0.560
KO4	0.447	0.519	0.456	0.605	0.565	0.585
KO5	0.540	0.608	0.516	0.714	0.699	0.691
KO6	0.410	0.351	0.389	0.392	0.366	0.390
KO7	0.449	0.526	0.459	0.612	0.573	0.592
KO8	0.464	0.492	0.430	0.572	0.564	0.552
KO9	0.446	0.483	0.445	0.574	0.542	0.555
KO10	0.542	0.713	0.515	0.827	0.787	0.780
KO11	0.438	0.527	0.344	0.524	0.534	0.489
KO12	0.439	0.461	0.417	0.549	0.522	0.492
KO13	0.390	0.521	0.354	0.603	0.569	0.561
KO14	0.377	0.463	0.283	0.454	0.464	0.421
KO15	0.365	0.378	0.343	0.453	0.427	0.398
KO16	0.397	0.544	0.433	0.611	0.598	0.575
KO17	0.410	0.460	0.362	0.515	0.503	0.457
KO18	0.458	0.556	0.452	0.661	0.614	0.619
TI1	0.321	0.531	0.416	0.875	0.626	0.695
TI2	0.305	0.467	0.315	0.629	0.749	0.606
TI3	0.374	0.502	0.440	0.729	0.650	0.844

Covariance Matrix

	KK10	KK11	KK12	KK13	KK14	KK15
KK10	1.499					
KK11	1.266	1.418				
KK12	1.248	1.217	1.438			
KK13	1.266	1.072	1.111	1.336		
KK14	1.067	1.180	1.047	1.117	1.344	
KK15	1.092	1.037	1.206	1.145	1.205	1.355
KK16	1.078	0.895	0.939	1.140	0.930	0.962
KK17	1.040	1.175	1.034	1.054	1.144	0.980
KK18	0.945	0.887	1.042	0.938	0.887	1.030
KK19	0.731	0.702	0.743	0.563	0.488	0.490

KK20	0.858	0.763	0.730	0.608	0.534	0.558
KO1	0.719	0.723	0.735	0.745	0.741	0.729
KO2	0.403	0.371	0.388	0.385	0.380	0.389
KO3	0.552	0.547	0.569	0.597	0.602	0.584
KO4	0.572	0.583	0.594	0.609	0.610	0.595
KO5	0.710	0.686	0.693	0.704	0.707	0.694
KO6	0.380	0.362	0.397	0.409	0.395	0.403
KO7	0.580	0.591	0.600	0.612	0.616	0.600
KO8	0.568	0.551	0.556	0.572	0.582	0.566
KO9	0.546	0.542	0.564	0.595	0.597	0.581
KO10	0.796	0.804	0.788	0.823	0.825	0.785
KO11	0.527	0.521	0.493	0.527	0.548	0.505
KO12	0.524	0.521	0.501	0.571	0.574	0.519
KO13	0.569	0.588	0.570	0.603	0.616	0.573
KO14	0.454	0.452	0.425	0.457	0.480	0.437
KO15	0.426	0.427	0.407	0.472	0.481	0.424
KO16	0.576	0.617	0.584	0.613	0.647	0.588
KO17	0.509	0.492	0.460	0.511	0.523	0.472
KO18	0.632	0.614	0.628	0.681	0.671	0.646
TI1	0.819	0.648	0.705	0.858	0.691	0.711
TI2	0.610	0.743	0.611	0.619	0.782	0.627
TI3	0.689	0.655	0.855	0.751	0.728	0.874

Covariance Matrix

	KK16	KK17	KK18	KK19	KK20	KO1
KK16	1.271					
KK17	0.911	1.363				
KK18	0.775	0.844	1.278			
KK19	0.374	0.507	0.409	0.818		
KK20	0.427	0.539	0.472	0.699	0.952	
KO1	0.579	0.711	0.472	0.480	0.487	1.119
KO2	0.210	0.380	0.217	0.423	0.454	0.776
KO3	0.446	0.532	0.363	0.413	0.413	0.846
KO4	0.400	0.556	0.442	0.418	0.412	0.987

KO5	0.546	0.694	0.485	0.464	0.502	0.992
KO6	0.239	0.370	0.191	0.434	0.435	0.757
KO7	0.447	0.562	0.383	0.417	0.414	0.994
KO8	0.373	0.543	0.452	0.403	0.429	0.868
KO9	0.399	0.528	0.424	0.415	0.413	0.842
KO10	0.656	0.788	0.537	0.529	0.500	1.100
KO11	0.372	0.512	0.333	0.395	0.395	0.797
KO12	0.376	0.510	0.371	0.406	0.409	0.811
KO13	0.421	0.559	0.457	0.394	0.351	0.917
KO14	0.272	0.446	0.367	0.336	0.332	0.736
KO15	0.215	0.415	0.300	0.336	0.336	0.735
KO16	0.431	0.589	0.470	0.369	0.341	0.947
KO17	0.255	0.481	0.384	0.341	0.356	0.803
KO18	0.487	0.601	0.488	0.433	0.400	0.859
TI1	0.847	0.614	0.510	0.284	0.261	0.782
TI2	0.626	0.751	0.465	0.215	0.228	0.664
TI3	0.630	0.622	0.667	0.332	0.340	0.715

Covariance Matrix

	KO2	KO3	KO4	KO5	KO6	KO7
KO2	1.086					
KO3	0.738	1.035				
KO4	0.692	0.694	1.030			
KO5	0.949	0.888	0.859	1.160		
KO6	0.962	0.849	0.672	0.813	1.075	
KO7	0.695	0.880	0.843	0.866	0.674	1.030
KO8	0.862	0.738	0.906	1.025	0.729	0.723
KO9	0.736	0.849	0.884	0.882	0.845	0.696
KO10	0.752	0.830	0.962	0.977	0.737	0.969
KO11	0.910	0.850	0.651	0.951	0.782	0.830
KO12	0.727	0.821	0.852	0.851	0.835	0.670
KO13	0.607	0.699	0.863	0.790	0.589	0.847
KO14	0.846	0.695	0.695	0.889	0.718	0.677
KO15	0.657	0.803	0.702	0.774	0.765	0.653

KO16	0.626	0.726	0.889	0.820	0.607	0.874
KO17	0.812	0.722	0.759	0.951	0.682	0.713
KO18	0.735	0.846	0.885	0.892	0.840	0.705
TI1	0.352	0.576	0.618	0.646	0.332	0.735
TI2	0.512	0.618	0.503	0.799	0.382	0.621
TI3	0.509	0.830	0.577	0.733	0.605	0.714

Covariance Matrix

	KO8	KO9	KO10	KO11	KO12	KO13
KO8	1.058					
KO9	0.922	1.035				
KO10	0.847	0.825	1.289			
KO11	0.804	0.672	0.975	1.242		
KO12	0.890	1.001	0.801	0.649	1.054	
KO13	0.742	0.719	1.095	0.849	0.696	1.283
KO14	0.845	0.715	0.916	1.090	0.689	1.108
KO15	0.741	0.851	0.717	0.629	0.910	0.819
KO16	0.768	0.745	1.037	0.797	0.719	1.218
KO17	0.904	0.770	0.888	0.889	0.764	0.981
KO18	0.917	1.025	0.996	0.827	0.997	0.878
TI1	0.490	0.461	0.810	0.539	0.437	0.660
TI2	0.639	0.502	0.699	0.702	0.480	0.553
TI3	0.597	0.692	0.725	0.658	0.630	0.594

Covariance Matrix

	KO14	KO15	KO16	KO17	KO18	TI1
KO14	1.344					
KO15	0.820	1.187				
KO16	1.052	0.843	1.339			
KO17	1.080	1.029	0.963	1.289		
KO18	0.872	0.846	0.875	0.872	1.181	
TI1	0.432	0.412	0.658	0.484	0.525	1.286
TI2	0.596	0.457	0.573	0.623	0.544	0.961
TI3	0.536	0.615	0.598	0.555	0.716	0.835

Covariance Matrix

	TI2	TI3
TI2	1.233	
TI3	0.816	1.190

Means

KP1	KP2	KP3	KP4	KP5	KP6
3.393	3.640	3.233	3.500	3.120	3.667

Means

KP7	KP8	KP9	KP10	KP11	KP12
3.653	3.487	3.113	3.220	3.453	3.487

Means

KP13	KP14	KP15	KK1	KK2	KK3
3.187	3.233	3.507	3.287	3.340	3.480

Means

KK4	KK5	KK6	KK7	KK8	KK9
3.013	3.220	3.053	3.373	3.340	3.360

Means

KK10	KK11	KK12	KK13	KK14	KK15
3.380	3.333	3.353	3.327	3.280	3.307

Means

KK16	KK17	KK18	KK19	KK20	KO1
3.240	3.447	3.413	2.913	2.973	3.147

Means

KO2	KO3	KO4	KO5	KO6	KO7
2.913	3.353	3.300	3.187	2.927	3.300

Means

KO8	KO9	KO10	KO11	KO12	KO13
3.340	3.353	3.200	3.293	3.327	3.373

Means

KO14	KO15	KO16	KO17	KO18	TI1
3.313	3.367	3.387	3.400	3.400	3.660

Means

TI2	TI3
3.660	3.760

Standard Deviations

KP1	KP2	KP3	KP4	KP5	KP6
0.969	0.900	0.789	0.896	0.802	0.910

Standard Deviations

KP7	KP8	KP9	KP10	KP11	KP12
0.897	0.910	0.807	0.802	1.021	0.910

Standard Deviations

KP13	KP14	KP15	KK1	KK2	KK3
0.763	0.789	0.925	1.200	1.192	1.139

Standard Deviations

KK4	KK5	KK6	KK7	KK8	KK9
0.927	1.110	1.002	1.224	1.192	1.194

Standard Deviations

KK10	KK11	KK12	KK13	KK14	KK15
1.224	1.191	1.199	1.156	1.159	1.164

Standard Deviations

KK16	KK17	KK18	KK19	KK20	KO1
1.127	1.167	1.130	0.904	0.976	1.058

Standard Deviations

KO2	KO3	KO4	KO5	KO6	KO7
1.042	1.018	1.015	1.077	1.037	1.015

Standard Deviations

KO8	KO9	KO10	KO11	KO12	KO13
1.029	1.018	1.135	1.115	1.026	1.132

Standard Deviations

KO14	KO15	KO16	KO17	KO18	TI1
1.159	1.089	1.157	1.135	1.087	1.134

Standard Deviations

TI2	TI3
1.110	1.091

The Problem used 237528 Bytes (= 0.4% of available workspace)

LampiranSem

DATE: 4/ 3/2014
TIME: 20:22

L I S R E L 8.80

BY

Karl G. Jöreskog& Dag Sörbom

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The following lines were read from file D:\Adit 2\output.SPJ:

Raw Data from file 'D:\Adit 2\Input.psf'
Latent Variables KP KK KO TI
Relationships
KP1 = KP
KP2 = KP
KP3 = KP
KP4 = KP
KP5 = KP
KP6 = KP
KP7 = KP
KP8 = KP
KP9 = KP
KP10 = KP
KP11 = KP
KP12 = KP
KP13 = KP
KP14 = KP
KP15 = KP
KK1 = KK
KK2 = KK
KK3 = KK
KK4 = KK
KK5 = KK

KK6 = KK
KK7 = KK
KK8 = KK
KK9 = KK
KK10 = KK
KK11 = KK
KK12 = KK
KK13 = KK
KK14 = KK
KK15 = KK
KK16 = KK
KK17 = KK
KK18 = KK
KK19 = KK
KK20 = KK
KO1 = KO
KO2 = KO
KO3 = KO
KO4 = KO
KO5 = KO
KO6 = KO
KO7 = KO
KO8 = KO
KO9 = KO
KO10 = KO
KO11 = KO
KO12 = KO
KO13 = KO
KO14 = KO
KO15 = KO
KO16 = KO
KO17 = KO
KO18 = KO
TI1 = TI
TI2 = TI
TI3 = TI
KO = KP KK
TI = KP KK KO
Path Diagram
Wide Print
Number of Decimals = 3

Print Residuals
OPTIONS: AD=OFF ALL
End of Problem

Sample Size = 150

W_A_R_N_I_N_G: Matrix to be analyzed is not positive definite,
ridge option taken with ridge constant = 0.001

Covariance Matrix

	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10
KO1	1.120									
KO2	0.764	1.087								
KO3	0.874	0.722	1.036							
KO4	1.003	0.684	0.726	1.031						
KO5	1.006	0.929	0.907	0.883	1.161					
KO6	0.749	0.960	0.831	0.666	0.799	1.076				
KO7	1.003	0.684	0.893	0.862	0.883	0.666	1.031			
KO8	0.889	0.848	0.758	0.911	1.037	0.716	0.743	1.059		
KO9	0.874	0.722	0.868	0.893	0.907	0.831	0.726	0.926	1.036	
KO10	1.125	0.762	0.868	1.000	1.009	0.746	1.000	0.885	0.868	1.290
KO11	0.802	0.911	0.849	0.663	0.952	0.780	0.831	0.812	0.681	0.961
KO12	0.838	0.720	0.837	0.861	0.871	0.829	0.693	0.895	1.005	0.840
KO13	0.945	0.623	0.740	0.894	0.822	0.605	0.881	0.772	0.753	1.099
KO14	0.739	0.853	0.701	0.697	0.887	0.721	0.684	0.846	0.714	0.897
KO15	0.771	0.663	0.829	0.735	0.804	0.772	0.688	0.767	0.876	0.772

KO16 0.970 0.638 0.762 0.917 0.847 0.619 0.903 0.794 0.775 1.056
KO17 0.827 0.820 0.750 0.785 0.972 0.687 0.738 0.930 0.797 0.906
KO18 0.887 0.733 0.871 0.899 0.918 0.842 0.732 0.930 1.039 1.007
TI1 -0.795 -0.366 -0.611 -0.653 -0.661 -0.344 -0.767 -0.519 -0.497 -0.834
TI2 -0.674 -0.521 -0.644 -0.532 -0.809 -0.384 -0.646 -0.667 -0.530 -0.713
TI3 -0.740 -0.516 -0.850 -0.609 -0.757 -0.620 -0.730 -0.626 -0.730 -0.753
KP1 0.331 0.403 0.310 0.432 0.208 0.391 0.445 0.308 0.296 0.303
KP2 0.550 0.324 0.477 0.599 0.417 0.309 0.626 0.466 0.450 0.569
KP3 0.556 0.396 0.454 0.547 0.439 0.386 0.581 0.430 0.420 0.544
KP4 0.349 0.352 0.406 0.419 0.322 0.339 0.446 0.393 0.379 0.322
KP5 0.452 0.460 0.373 0.460 0.340 0.452 0.494 0.348 0.340 0.439
KP6 0.559 0.340 0.481 0.617 0.425 0.324 0.631 0.483 0.468 0.577
KP7 0.508 0.272 0.425 0.568 0.374 0.256 0.574 0.434 0.419 0.526
KP8 0.338 0.351 0.397 0.410 0.311 0.338 0.437 0.384 0.371 0.305
KP9 0.446 0.466 0.369 0.456 0.334 0.458 0.489 0.344 0.336 0.440
KP10 0.545 0.395 0.445 0.538 0.428 0.385 0.571 0.421 0.412 0.526
KP11 0.403 0.368 0.369 0.494 0.277 0.356 0.507 0.368 0.356 0.332
KP12 0.338 0.351 0.397 0.410 0.311 0.338 0.437 0.384 0.371 0.305
KP13 0.355 0.392 0.296 0.353 0.267 0.390 0.387 0.265 0.262 0.345
KP14 0.556 0.396 0.454 0.547 0.439 0.386 0.581 0.430 0.420 0.544

KP15 0.435 0.340 0.390 0.518 0.307 0.326 0.532 0.390 0.377 0.408
KK1 0.602 0.179 0.442 0.430 0.577 0.182 0.464 0.405 0.408 0.660
KK2 0.755 0.385 0.590 0.609 0.762 0.361 0.609 0.615 0.590 0.811
KK3 0.627 0.277 0.474 0.560 0.594 0.277 0.506 0.527 0.527 0.655
KK4 0.582 0.444 0.485 0.486 0.602 0.424 0.486 0.506 0.485 0.588
KK5 0.679 0.361 0.519 0.551 0.657 0.352 0.551 0.529 0.519 0.728
KK6 0.596 0.394 0.484 0.494 0.574 0.407 0.494 0.472 0.484 0.560
KK7 0.797 0.395 0.619 0.646 0.769 0.397 0.646 0.617 0.619 0.851
KK8 0.755 0.385 0.590 0.609 0.762 0.361 0.609 0.615 0.590 0.811
KK9 0.772 0.394 0.597 0.623 0.744 0.396 0.623 0.595 0.597 0.807
KK10 0.763 0.396 0.590 0.610 0.768 0.370 0.610 0.615 0.590 0.816
KK11 0.770 0.365 0.586 0.624 0.743 0.353 0.624 0.597 0.586 0.826
KK12 0.780 0.393 0.606 0.632 0.746 0.402 0.632 0.597 0.606 0.815
KK13 0.784 0.364 0.629 0.640 0.751 0.387 0.640 0.606 0.629 0.840
KK14 0.784 0.367 0.639 0.647 0.759 0.383 0.647 0.622 0.639 0.843
KK15 0.767 0.376 0.616 0.626 0.741 0.392 0.626 0.600 0.616 0.804
KK16 0.589 0.148 0.452 0.424 0.559 0.172 0.458 0.394 0.418 0.650
KK17 0.766 0.415 0.593 0.603 0.762 0.409 0.603 0.599 0.593 0.816
KK18 0.516 0.197 0.397 0.459 0.533 0.171 0.405 0.476 0.450 0.548
KK19 0.523 0.435 0.440 0.442 0.513 0.443 0.442 0.432 0.440 0.568

KK20 0.521 0.454 0.432 0.431 0.542 0.434 0.431 0.452 0.432 0.529

Covariance Matrix

	KO11	KO12	KO13	KO14	KO15	KO16	KO17	KO18	TI1	TI2
KO11	1.243									
KO12	0.655	1.055								
KO13	0.843	0.730	1.284							
KO14	1.095	0.689	1.090	1.345						
KO15	0.650	0.926	0.889	0.851	1.188					
KO16	0.799	0.752	1.237	1.046	0.911	1.341				
KO17	0.895	0.788	1.017	1.095	1.047	1.005	1.290			
KO18	0.821	1.016	0.883	0.854	0.886	0.878	0.886	1.182		
TI1	-0.563	-0.468	-0.692	-0.450	-0.448	-0.689	-0.506	-0.546	1.288	
TI2	-0.718	-0.501	-0.571	-0.604	-0.481	-0.589	-0.647	-0.560	0.978	1.234
TI3	-0.668	-0.670	-0.627	-0.552	-0.659	-0.624	-0.587	-0.748	0.851	0.837
KP1	0.407	0.300	0.356	0.346	0.231	0.350	0.224	0.271	-0.289	-0.168
KP2	0.469	0.434	0.572	0.395	0.354	0.576	0.393	0.467	-0.561	-0.441
KP3	0.367	0.427	0.510	0.309	0.350	0.506	0.349	0.403	-0.516	-0.382
KP4	0.336	0.393	0.349	0.265	0.319	0.342	0.309	0.349	-0.326	-0.292
KP5	0.454	0.336	0.425	0.398	0.264	0.423	0.267	0.328	-0.403	-0.283
KP6	0.474	0.452	0.582	0.407	0.371	0.586	0.409	0.483	-0.550	-0.430

KP7 0.418 0.409 0.580 0.405 0.390 0.585 0.421 0.435 -0.526 -0.405
KP8 0.319 0.377 0.334 0.249 0.304 0.327 0.294 0.334 -0.321 -0.294
KP9 0.456 0.339 0.427 0.400 0.267 0.426 0.270 0.330 -0.394 -0.274
KP10 0.351 0.411 0.494 0.293 0.335 0.492 0.334 0.388 -0.512 -0.384
KP11 0.249 0.348 0.373 0.186 0.276 0.434 0.260 0.294 -0.343 -0.216
KP12 0.319 0.377 0.334 0.249 0.304 0.327 0.294 0.334 -0.321 -0.294
KP13 0.381 0.267 0.319 0.324 0.193 0.317 0.187 0.254 -0.272 -0.171
KP14 0.367 0.427 0.510 0.309 0.350 0.506 0.349 0.403 -0.516 -0.382
KP15 0.320 0.390 0.440 0.256 0.316 0.434 0.306 0.346 -0.402 -0.267
KK1 0.352 0.369 0.443 0.272 0.250 0.445 0.301 0.475 -0.836 -0.622
KK2 0.537 0.553 0.597 0.470 0.479 0.619 0.548 0.635 -0.613 -0.727
KK3 0.382 0.460 0.558 0.406 0.413 0.558 0.458 0.558 -0.567 -0.493
KK4 0.459 0.472 0.431 0.398 0.411 0.438 0.451 0.491 -0.347 -0.333
KK5 0.526 0.485 0.535 0.461 0.415 0.552 0.482 0.569 -0.532 -0.465
KK6 0.367 0.452 0.396 0.305 0.390 0.456 0.401 0.482 -0.428 -0.334
KK7 0.534 0.582 0.631 0.466 0.506 0.633 0.554 0.682 -0.826 -0.611
KK8 0.537 0.553 0.597 0.470 0.479 0.619 0.548 0.635 -0.613 -0.727
KK9 0.498 0.526 0.590 0.430 0.451 0.591 0.499 0.634 -0.667 -0.593
KK10 0.532 0.553 0.595 0.464 0.477 0.597 0.552 0.652 -0.788 -0.607
KK11 0.519 0.548 0.613 0.452 0.474 0.635 0.530 0.631 -0.631 -0.711

KK12	0.500	0.535	0.599	0.432	0.460	0.601	0.502	0.643	-0.678	-0.597
KK13	0.521	0.591	0.629	0.454	0.517	0.631	0.546	0.694	-0.837	-0.615
KK14	0.541	0.599	0.640	0.475	0.528	0.663	0.558	0.686	-0.673	-0.754
KK15	0.500	0.543	0.596	0.433	0.471	0.599	0.507	0.655	-0.689	-0.615
KK16	0.339	0.377	0.440	0.260	0.260	0.443	0.293	0.487	-0.847	-0.626
KK17	0.526	0.558	0.584	0.456	0.479	0.605	0.525	0.632	-0.569	-0.676
KK18	0.328	0.381	0.462	0.353	0.337	0.463	0.411	0.485	-0.490	-0.464
KK19	0.415	0.431	0.429	0.356	0.374	0.410	0.384	0.464	-0.306	-0.246
KK20	0.404	0.425	0.379	0.344	0.366	0.366	0.387	0.420	-0.273	-0.246

Covariance Matrix

	TI3	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9
TI3	1.192									
KP1	-0.202	0.939								
KP2	-0.416	0.700	0.810							
KP3	-0.379	0.552	0.581	0.624						
KP4	-0.322	0.688	0.664	0.540	0.803					
KP5	-0.284	0.684	0.540	0.542	0.490	0.644				
KP6	-0.403	0.736	0.799	0.595	0.658	0.557	0.829			
KP7	-0.352	0.634	0.727	0.524	0.584	0.478	0.736	0.806		
KP8	-0.319	0.707	0.666	0.543	0.809	0.505	0.660	0.579	0.830	

KP9 -0.276 0.687 0.538 0.544 0.493 0.644 0.555 0.476 0.508 0.652

KP10 -0.375 0.571 0.583 0.626 0.547 0.557 0.597 0.520 0.563 0.559

KP11 -0.291 0.834 0.721 0.645 0.765 0.596 0.756 0.662 0.778 0.606

KP12 -0.319 0.707 0.666 0.543 0.809 0.505 0.660 0.579 0.829 0.508

KP13 -0.179 0.544 0.403 0.426 0.369 0.521 0.418 0.347 0.372 0.522

KP14 -0.379 0.552 0.581 0.623 0.540 0.542 0.595 0.524 0.543 0.544

KP15 -0.297 0.806 0.741 0.633 0.738 0.583 0.774 0.680 0.745 0.586

KK1 -0.593 -0.248 0.131 0.188 -0.097 0.032 0.116 0.073 -0.107 0.021

KK2 -0.659 -0.202 0.143 0.108 -0.097 -0.028 0.148 0.099 -0.099 -0.039

KK3 -0.713 -0.110 0.161 0.136 -0.013 0.009 0.168 0.147 -0.020 -0.001

KK4 -0.413 -0.012 0.112 0.124 0.007 0.072 0.125 0.065 0.007 0.066

KK5 -0.523 -0.154 0.113 0.049 -0.131 -0.013 0.121 0.070 -0.141 -0.025

KK6 -0.476 -0.048 0.093 0.115 -0.007 0.047 0.105 0.045 -0.006 0.041

KK7 -0.721 -0.168 0.169 0.161 -0.047 0.015 0.172 0.124 -0.055 0.004

KK8 -0.659 -0.202 0.143 0.108 -0.097 -0.028 0.148 0.099 -0.099 -0.039

KK9 -0.819 -0.176 0.130 0.144 -0.060 0.003 0.134 0.092 -0.069 -0.008

KK10 -0.689 -0.204 0.131 0.126 -0.091 -0.019 0.134 0.086 -0.099 -0.030

KK11 -0.658 -0.186 0.161 0.123 -0.087 -0.013 0.166 0.116 -0.089 -0.025

KK12 -0.830 -0.167 0.141 0.152 -0.050 0.011 0.145 0.103 -0.059 0.000

KK13 -0.750 -0.163 0.186 0.158 -0.030 0.008 0.190 0.141 -0.039 -0.004

KK14 -0.732 -0.158 0.202 0.142 -0.047 0.000 0.208 0.158 -0.050 -0.012

KK15 -0.859 -0.168 0.151 0.143 -0.054 -0.003 0.157 0.114 -0.063 -0.015

KK16 -0.622 -0.243 0.147 0.185 -0.081 0.025 0.134 0.090 -0.091 0.013

KK17 -0.618 -0.224 0.095 0.103 -0.091 -0.020 0.096 0.049 -0.091 -0.031

KK18 -0.664 -0.197 0.089 0.037 -0.040 -0.097 0.098 0.077 -0.048 -0.108

KK19 -0.368 0.068 0.123 0.181 0.097 0.125 0.139 0.070 0.103 0.117

KK20 -0.356 0.004 0.078 0.134 0.027 0.077 0.092 0.024 0.026 0.070

Covariance Matrix

	KP10	KP11	KP12	KP13	KP14	KP15	KK1	KK2	KK3	KK4
KP10	0.643									
KP11	0.658	1.042								
KP12	0.563	0.778	0.830							
KP13	0.428	0.458	0.372	0.583						
KP14	0.626	0.645	0.543	0.426	0.624					
KP15	0.639	0.883	0.745	0.448	0.633	0.857				

KK1	0.178	-0.171	-0.107	-0.040	0.188	-0.093	1.442				
KK2	0.106	-0.135	-0.099	-0.091	0.108	-0.066	1.036	1.422			
KK3	0.129	-0.004	-0.020	-0.077	0.136	0.017	1.023	1.024	1.300		
KK4	0.125	0.007	0.007	0.024	0.124	0.040	0.647	0.922	0.685	0.860	
KK5	0.039	-0.168	-0.141	-0.075	0.049	-0.092	0.930	1.099	0.894	0.883	
KK6	0.116	0.016	-0.006	-0.044	0.115	0.020	0.790	0.848	0.813	0.744	
KK7	0.152	-0.097	-0.055	-0.063	0.161	-0.023	1.322	1.214	1.162	0.854	
KK8	0.106	-0.135	-0.099	-0.091	0.108	-0.066	1.036	1.421	1.024	0.922	
KK9	0.135	-0.064	-0.069	-0.074	0.144	-0.036	1.158	1.192	1.256	0.814	
KK10	0.117	-0.133	-0.099	-0.078	0.126	-0.060	1.226	1.313	1.065	0.955	
KK11	0.121	-0.119	-0.089	-0.089	0.123	-0.049	1.072	1.383	1.060	0.881	
KK12	0.143	-0.054	-0.059	-0.087	0.152	-0.026	1.153	1.208	1.252	0.827	
KK13	0.149	-0.089	-0.039	-0.014	0.158	-0.012	1.080	1.069	0.929	0.694	
KK14	0.139	-0.088	-0.050	-0.032	0.142	-0.015	0.866	1.159	0.865	0.641	
KK15	0.133	-0.053	-0.063	-0.031	0.143	-0.022	0.891	1.029	0.999	0.633	
KK16	0.175	-0.163	-0.091	0.009	0.185	-0.082	1.199	0.891	0.790	0.487	
KK17	0.102	-0.164	-0.091	-0.017	0.103	-0.100	0.864	1.142	0.831	0.679	
KK18	0.029	-0.088	-0.048	-0.131	0.037	-0.063	0.780	0.892	1.069	0.531	

KK19	0.187	0.113	0.103	0.057	0.181	0.125	0.629	0.701	0.679	0.672	
KK20	0.133	0.032	0.026	0.032	0.134	0.061	0.558	0.821	0.617	0.799	

Covariance Matrix

	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14
KK5	1.234									
KK6	0.961	1.005								
KK7	1.119	0.993	1.499							
KK8	1.099	0.848	1.214	1.422						
KK9	1.048	0.947	1.334	1.192	1.428					
KK10	1.144	0.919	1.401	1.313	1.238	1.500				
KK11	1.134	0.875	1.251	1.383	1.228	1.275	1.420			
KK12	1.056	0.961	1.330	1.208	1.422	1.254	1.237	1.440		
KK13	0.934	0.754	1.260	1.069	1.096	1.258	1.072	1.105	1.337	
KK14	0.864	0.656	1.049	1.159	1.026	1.054	1.154	1.035	1.116	1.345
KK15	0.838	0.682	1.073	1.029	1.164	1.077	1.025	1.173	1.141	1.216
KK16	0.746	0.551	1.084	0.891	0.920	1.083	0.893	0.928	1.156	0.932
KK17	0.861	0.701	1.033	1.142	1.013	1.030	1.132	1.029	1.048	1.089
KK18	0.707	0.555	0.925	0.892	1.018	0.936	0.881	1.014	0.931	0.877
KK19	0.697	0.716	0.845	0.701	0.797	0.751	0.734	0.789	0.586	0.508
KK20	0.771	0.679	0.768	0.821	0.741	0.869	0.781	0.754	0.606	0.538

Covariance Matrix

	KK15	KK16	KK17	KK18	KK19	KK20
KK15	1.356					
KK16	0.959	1.272				
KK17	0.956	0.879	1.364			
KK18	1.013	0.786	0.821	1.279		
KK19	0.510	0.370	0.569	0.412	0.819	
KK20	0.559	0.396	0.582	0.461	0.702	0.953

Initial Estimates (TSLS)

Measurement Equations

KO1 = 1.000*KO, Errorvar.= 0.961, R^2 = 0.571

KO2 = 0.684*KO, Errorvar.= 1.576, R^2 = 0.275

KO3 = 0.782*KO, Errorvar.= 1.291, R^2 = 0.377

KO4 = 0.896*KO, Errorvar.= 1.034, R^2 = 0.499

KO5 = 0.898*KO, Errorvar.= 1.288, R^2 = 0.445

KO6 = 0.670*KO, Errorvar.= 1.578, R^2 = 0.267

KO7 = 0.896*KO, Errorvar.= 1.035, R^2 = 0.498

KO8 = 0.796*KO, Errorvar.= 1.308, R^2 = 0.383

KO9 = 0.782*KO, Errorvar.= 1.291, R^2 = 0.377

KO10 = 1.005*KO, Errorvar.= 1.288, R^2 = 0.501

KO11 = 0.720*KO, Errorvar.= 1.824, R^2 = 0.267

KO12 = 0.750*KO, Errorvar.= 1.390, R^2 = 0.341

KO13 = 0.845*KO, Errorvar.= 1.654, R^2 = 0.356

KO14 = 0.661*KO, Errorvar.= 2.132, R^2 = 0.208

KO15 = 0.689*KO, Errorvar.= 1.768, R^2 = 0.256

KO16 = 0.867*KO, Errorvar.= 1.720, R^2 = 0.359

KO17 = 0.740*KO, Errorvar.= 1.879, R^2 = 0.272

KO18 = 0.794*KO, Errorvar.= 1.558, R^2 = 0.341

TI1 = 1.000*TI, Errorvar.= 1.182, R^2 = 0.541

TI2 = 0.732*TI, Errorvar.= 1.721, R^2 = 0.302

TI3 = 0.662*TI, Errorvar.= 1.772, R^2 = 0.256

KP1 = 1.215*KP, Errorvar.= 0.402, R^2 = 0.786

KP2 = 0.752*KP, Errorvar.= 1.054, R^2 = 0.349

KP3 = 0.601*KP, Errorvar.= 0.887, R^2 = 0.289

KP4 = 0.748*KP, Errorvar.= 1.046, R^2 = 0.349

KP5 = 0.761*KP, Errorvar.= 0.709, R^2 = 0.449

KP6 = 0.798*KP, Errorvar.= 1.020, R^2 = 0.384

KP7 = 0.673*KP, Errorvar.= 1.159, R^2 = 0.281

KP8 = 0.771*KP, Errorvar.= 1.065, R^2 = 0.358

KP9 = 0.746*KP, Errorvar.= 0.748, R^2 = 0.426

KP10 = 0.634*KP, Errorvar.= 0.884, R^2 = 0.313

KP11 = 0.906*KP, Errorvar.= 1.265, R^2 = 0.393

KP12 = 0.771*KP, Errorvar.= 1.065, R^2 = 0.358

KP13 = 0.587*KP, Errorvar.= 0.821, R^2 = 0.296

KP14 = 0.601*KP, Errorvar.= 0.887, R^2 = 0.289

KP15 = 0.878*KP, Errorvar.= 0.943, R^2 = 0.450

KK1 = 1.452*KK, Errorvar.= 0.776, R^2 = 0.731

KK2 = 0.985*KK, Errorvar.= 1.874, R^2 = 0.341

KK3 = 0.966*KK, Errorvar.= 1.666, R^2 = 0.359

KK4 = 0.615*KK, Errorvar.= 1.341, R^2 = 0.220

KK5 = 0.889*KK, Errorvar.= 1.679, R^2 = 0.320

KK6 = 0.750*KK, Errorvar.= 1.448, R^2 = 0.280

KK7 = 1.254*KK, Errorvar.= 1.425, R^2 = 0.525

KK8 = 0.985*KK, Errorvar.= 1.874, R^2 = 0.341

KK9 = 1.101*KK, Errorvar.= 1.645, R^2 = 0.424

KK10 = 1.164*KK, Errorvar.= 1.647, R^2 = 0.451

KK11 = 1.016*KK, Errorvar.= 1.807, R^2 = 0.364

KK12 = 1.094*KK, Errorvar.= 1.681, R^2 = 0.416

KK13 = 1.110*KK, Errorvar.= 1.442, R^2 = 0.461

KK14 = 0.821*KK, Errorvar.= 2.016, R^2 = 0.251

KK15 = 0.849*KK, Errorvar.= 1.991, R^2 = 0.266

KK16 = 1.153*KK, Errorvar.= 1.215, R^2 = 0.522

KK17 = 0.851*KK, Errorvar.= 2.004, R^2 = 0.265

KK18 = 0.741*KK, Errorvar.= 2.008, R^2 = 0.215

KK19 = 0.592*KK, Errorvar.= 1.287, R^2 = 0.214

KK20 = 0.528*KK, Errorvar.= 1.628, R^2 = 0.146

Structural Equations

KO = 0.843*KP + 0.887*KK, Errorvar.= -0.226, R^2 = 1.176

TI = - 0.00*KO - 0.00*KP - 0.00*KK, Errorvar.= 1.393,

Correlation Matrix of Independent Variables

	KP	KK
KP	1.000	
KK	0.005	1.000

Covariance Matrix of Latent Variables

	KO	TI	KP	KK
KO	1.280			
TI	0.000	1.393		
KP	0.847	0.000	1.000	

KK 0.892 0.000 0.005 1.000

Number of Iterations = 38

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KO1 = 0.994*KO, Errorvar.= 0.132 , R^2 = 0.882
(0.0174)
7.582

KO2 = 0.812*KO, Errorvar.= 0.428 , R^2 = 0.606
(0.0594) (0.0509)
13.670 8.416

KO3 = 0.882*KO, Errorvar.= 0.258 , R^2 = 0.751
(0.0497) (0.0314)
17.739 8.209

KO4 = 0.932*KO, Errorvar.= 0.163 , R^2 = 0.842
(0.0437) (0.0206)
21.338 7.883

KO5 = 0.997*KO, Errorvar.= 0.167 , R^2 = 0.856
(0.0453) (0.0214)
21.998 7.798

KO6 = 0.801*KO, Errorvar.= 0.434 , R^2 = 0.596
(0.0596) (0.0516)
13.440 8.425

KO7 = 0.890*KO, Errorvar.= 0.238 , R^2 = 0.769
(0.0485) (0.0292)
18.352 8.166

KO8 = 0.935*KO, Errorvar.= 0.185 , R^2 = 0.825
(0.0455) (0.0233)
20.551 7.972

KO9 = 0.924*KO, Errorvar.= 0.183 , R^2 = 0.824
(0.0451) (0.0229)
20.498 7.977

KO10 = 1.033*KO, Errorvar.= 0.223 , R^2 = 0.827
(0.0500) (0.0280)
20.658 7.961

KO11 = 0.866*KO, Errorvar.= 0.493 , R^2 = 0.604
(0.0637) (0.0586)
13.609 8.419

KO12 = 0.901*KO, Errorvar.= 0.243 , R^2 = 0.770
(0.0490) (0.0297)
18.382 8.164

KO13 = 0.930*KO, Errorvar.= 0.418 , R^2 = 0.674
(0.0604) (0.0501)
15.402 8.342

KO14 = 0.867*KO, Errorvar.= 0.593 , R^2 = 0.559
(0.0688) (0.0702)
12.600 8.454

KO15 = 0.857*KO, Errorvar.= 0.454 , R^2 = 0.618
(0.0614) (0.0540)
13.951 8.405

KO16 = 0.943*KO, Errorvar.= 0.452 , R^2 = 0.663
(0.0625) (0.0541)
15.090 8.357

KO17 = 0.919*KO, Errorvar.= 0.445 , R^2 = 0.655
(0.0618) (0.0532)
14.881 8.366

KO18 = 0.968*KO, Errorvar.= 0.246 , R^2 = 0.792
(0.0504) (0.0303)

19.218 8.098

TI1 = 0.999*TI, Errorvar.= 0.291 , R^2 = 0.774
(0.0534)
5.438

TI2 = 0.946*TI, Errorvar.= 0.339 , R^2 = 0.725
(0.0714) (0.0550)
13.252 6.166

TI3 = 0.890*TI, Errorvar.= 0.399 , R^2 = 0.665
(0.0719) (0.0587)
12.381 6.805

KP1 = 0.857*KP, Errorvar.= 0.204 , R^2 = 0.783
(0.0621) (0.0249)
13.803 8.202

KP2 = 0.824*KP, Errorvar.= 0.130 , R^2 = 0.839
(0.0563) (0.0163)
14.644 8.008

KP3 = 0.732*KP, Errorvar.= 0.0884 , R^2 = 0.858
(0.0490) (0.0112)
14.937 7.907

KP4 = 0.801*KP, Errorvar.= 0.162 , R^2 = 0.798
(0.0570) (0.0198)
14.036 8.158

KP5 = 0.697*KP, Errorvar.= 0.159 , R^2 = 0.754
(0.0520) (0.0192)
13.386 8.266

KP6 = 0.844*KP, Errorvar.= 0.117 , R^2 = 0.859
(0.0564) (0.0148)
14.946 7.904

KP7 = 0.749*KP, Errorvar.= 0.245 , R^2 = 0.696
(0.0596) (0.0293)
12.574 8.358

KP8 = 0.811*KP, Errorvar.= 0.171 , R^2 = 0.793
(0.0581) (0.0210)
13.962 8.173

KP9 = 0.699*KP, Errorvar.= 0.163 , R^2 = 0.750
(0.0525) (0.0197)
13.330 8.274

KP10 = 0.742*KP, Errorvar.= 0.0923 , R^2 = 0.856
(0.0498) (0.0117)
14.910 7.918

KP11 = 0.918*KP, Errorvar.= 0.200 , R^2 = 0.808
(0.0647) (0.0246)
14.180 8.128

KP12 = 0.811*KP, Errorvar.= 0.171 , R^2 = 0.793
(0.0581) (0.0210)
13.962 8.173

KP13 = 0.542*KP, Errorvar.= 0.290 , R^2 = 0.503
(0.0544) (0.0340)
9.962 8.511

KP14 = 0.732*KP, Errorvar.= 0.0884 , R^2 = 0.858
(0.0490) (0.0112)
14.937 7.907

KP15 = 0.892*KP, Errorvar.= 0.0603 , R^2 = 0.930
(0.0555) (0.00855)
16.068 7.048

KK1 = 0.995*KK, Errorvar.= 0.452 , R^2 = 0.686
(0.0800) (0.0538)
12.441 8.407

KK2 = 1.128*KK, Errorvar.= 0.151 , R^2 = 0.894
(0.0727) (0.0194)
15.502 7.764

KK3 = 0.974*KK, Errorvar.= 0.351 , R^2 = 0.730
(0.0746) (0.0420)
13.057 8.354

KK4 = 0.771*KK, Errorvar.= 0.265 , R^2 = 0.692
(0.0616) (0.0315)
12.522 8.401

KK5 = 0.969*KK, Errorvar.= 0.295 , R^2 = 0.761
(0.0718) (0.0355)
13.497 8.305

KK6 = 0.805*KK, Errorvar.= 0.356 , R^2 = 0.645
(0.0678) (0.0422)
11.879 8.445

KK7 = 1.152*KK, Errorvar.= 0.172 , R^2 = 0.885
(0.0750) (0.0219)
15.362 7.839

KK8 = 1.128*KK, Errorvar.= 0.151 , R^2 = 0.894
(0.0727) (0.0194)
15.502 7.764

KK9 = 1.118*KK, Errorvar.= 0.177 , R^2 = 0.876
(0.0735) (0.0224)
15.215 7.907

KK10 = 1.156*KK, Errorvar.= 0.165 , R^2 = 0.890
(0.0749) (0.0211)
15.441 7.798

KK11 = 1.131*KK, Errorvar.= 0.141 , R^2 = 0.901
(0.0725) (0.0183)

15.607 7.699

KK12 = 1.126*KK, Errorvar.= 0.171 , R^2 = 0.881
(0.0736) (0.0217)
15.297 7.870

KK13 = 1.012*KK, Errorvar.= 0.314 , R^2 = 0.765
(0.0746) (0.0378)
13.560 8.297

KK14 = 0.970*KK, Errorvar.= 0.405 , R^2 = 0.699
(0.0769) (0.0483)
12.615 8.394

KK15 = 0.964*KK, Errorvar.= 0.427 , R^2 = 0.686
(0.0776) (0.0507)
12.430 8.408

KK16 = 0.855*KK, Errorvar.= 0.542 , R^2 = 0.574
(0.0783) (0.0638)
10.915 8.493

KK17 = 0.951*KK, Errorvar.= 0.461 , R^2 = 0.662
(0.0785) (0.0546)
12.110 8.430

KK18 = 0.831*KK, Errorvar.= 0.588 , R^2 = 0.540
(0.0795) (0.0691)
10.460 8.511

KK19 = 0.663*KK, Errorvar.= 0.379 , R^2 = 0.537
(0.0636) (0.0446)
10.416 8.513

KK20 = 0.695*KK, Errorvar.= 0.470 , R^2 = 0.507
(0.0694) (0.0552)
10.014 8.526

Structural Equations

KO = 0.540*KP + 0.592*KK, Errorvar.= 0.336 , R^2 = 0.664
(0.0604) (0.0623) (0.0459)
8.951 9.500 7.311

TI = - 0.210*KO - 0.355*KP - 0.499*KK, Errorvar.= 0.356 , R^2 = 0.644
(0.103) (0.0838) (0.0906) (0.0638)
-2.050 -4.242 -5.512 5.571

Reduced Form Equations

KO = 0.540*KP + 0.592*KK, Errorvar.= 0.336, R^2 = 0.664
(0.0604) (0.0623)
8.951 9.500

TI = - 0.469*KP - 0.624*KK, Errorvar.= 0.370, R^2 = 0.630
(0.0667) (0.0724)
-7.028 -8.613

Correlation Matrix of Independent Variables

	KP	KK
KP	1.000	
KK	0.035	1.000
	(0.083)	
	0.426	

Covariance Matrix of Latent Variables

	KO	TI	KP	KK
KO	1.000			
TI	-0.715	1.000		
KP	0.561	-0.491	1.000	
KK	0.611	-0.640	0.035	1.000

Goodness of Fit Statistics

Degrees of Freedom = 1478
Minimum Fit Function Chi-Square = 15604.091 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 11441.312 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 9963.312
90 Percent Confidence Interval for NCP = (9626.294 ; 10307.363)

Minimum Fit Function Value = 104.725
Population Discrepancy Function Value (F0) = 66.868
90 Percent Confidence Interval for F0 = (64.606 ; 69.177)
Root Mean Square Error of Approximation (RMSEA) = 0.063
90 Percent Confidence Interval for RMSEA = (0.059 ; 0.076)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.000

Expected Cross-Validation Index (ECVI) = 78.371
90 Percent Confidence Interval for ECVI = (76.109 ; 80.680)
ECVI for Saturated Model = 21.423
ECVI for Independence Model = 418.661

Chi-Square for Independence Model with 1540 Degrees of Freedom = 62268.532
Independence AIC = 62380.532
Model AIC = 11677.312
Saturated AIC = 3192.000
Independence CAIC = 62605.127
Model CAIC = 12150.567
Saturated CAIC = 9592.974

Normed Fit Index (NFI) = 0.949
Non-Normed Fit Index (NNFI) = 0.958
Parsimony Normed Fit Index (PNFI) = 0.769
Comparative Fit Index (CFI) = 0.967
Incremental Fit Index (IFI) = 0.968
Relative Fit Index (RFI) = 0.939

Critical N (CN) = 16.349

Root Mean Square Residual (RMR) = 0.0774
Standardized RMR = 0.0704
Goodness of Fit Index (GFI) = 0.967
Adjusted Goodness of Fit Index (AGFI) = 0.969
Parsimony Goodness of Fit Index (PGFI) = 0.747

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.314
Median Fitted Residual = -0.009
Largest Fitted Residual = 0.360

Standardized Residuals

	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10
KO1	- -									
KO2	-2.378	- -								
KO3	-0.237	0.218	- -							
KO4	7.223	-3.581	-6.247	- -						
KO5	1.413	5.846	1.738	-3.798	- -					
KO6	-2.619	8.990	4.725	-3.916	0.022	- -				
KO7	8.971	-1.557	5.609	2.185	-0.296	-1.856	- -			
KO8	-3.513	4.101	-3.988	3.065	8.083	-1.473	-5.592	- -		
KO9	-3.953	-1.292	3.159	2.508	-1.105	4.176	-6.126	4.526	- -	
KO10	7.877	-3.189	-2.359	2.632	-1.431	-3.371	4.579	-5.328	-5.696	- -
KO11	-3.061	5.676	3.001	-6.618	4.005	2.328	2.209	0.111	-5.135	2.578
KO12	-4.399	-0.464	2.157	1.419	-1.767	4.220	-5.880	3.266	10.743	-5.126
KO13	1.135	-3.930	-3.157	1.346	-5.214	-4.149	2.114	-4.567	-4.994	5.884

KO14 -5.819 3.688 -2.094 -4.626 0.947 0.648 -2.986 1.363 -3.408 0.026

KO15 -4.355 -0.929 2.725 -3.041 -2.393 2.419 -2.905 -1.498 3.797 -4.601

KO16 1.783 -3.643 -2.611 1.842 -4.429 -3.855 2.495 -3.902 -4.311 3.379

KO17 -4.766 2.131 -2.278 -3.453 2.679 -1.399 -3.142 3.209 -2.350 -1.782

KO18 -5.679 -2.087 0.882 -0.184 -3.091 2.593 -7.021 1.580 9.026 0.388

TI1 -2.707 4.323 0.472 0.360 1.455 4.595 -3.412 4.196 4.649 -2.491

TI2 -0.070 0.557 -1.157 2.737 -3.662 3.103 -1.101 -0.935 2.542 -0.354

TI3 -2.865 0.007 -6.598 -0.431 -3.059 -2.106 -3.830 -0.779 -3.569 -2.174

KP1 -3.872 0.255 -2.657 -0.435 -6.764 0.120 0.394 -3.532 -3.737 -4.399

KP2 2.821 -1.136 1.833 5.101 -1.305 -1.360 5.831 0.969 0.673 2.426

KP3 5.502 1.616 2.847 5.895 1.046 1.471 6.858 1.597 1.423 3.735

KP4 -2.854 -0.267 0.246 0.023 -3.467 -0.451 1.208 -0.753 -1.000 -3.565

KP5 1.932 3.332 0.775 2.895 -1.438 3.229 4.046 -0.499 -0.625 0.930

KP6 2.865 -0.985 1.708 5.491 -1.407 -1.216 5.800 1.217 0.910 2.394

KP7 2.256 -1.394 1.251 4.422 -1.084 -1.611 4.687 1.003 0.744 2.034

KP8 -3.279 -0.388 -0.107 -0.397 -3.838 -0.563 0.806 -1.125 -1.363 -4.062

KP9 1.692 3.416 0.615 2.681 -1.619 3.316 3.838 -0.661 -0.784 0.915

KP10 4.765 1.438 2.372 5.261 0.454 1.302 6.277 1.081 0.915 2.943

KP11 -2.847 -0.948 -1.933 0.357 -5.805 -1.083 1.130 -2.779 -2.984 -4.480

KP12 -3.279 -0.388 -0.107 -0.397 -3.838 -0.563 0.806 -1.125 -1.363 -4.062

KP13 1.283 3.065 0.649 1.720 -0.843 3.083 2.735 -0.459 -0.445 0.678

KP14 5.502 1.616 2.847 5.895 1.046 1.471 6.858 1.597 1.423 3.735

KP15 -2.375 -1.563 -1.509 1.825 -6.633 -1.742 2.596 -2.603 -2.899 -3.335

KK1 -0.040 -4.825 -1.664 -2.619 -0.528 -4.673 -1.386 -3.035 -2.887 0.555

KK2 1.958 -3.164 -0.384 -0.873 1.926 -3.462 -0.103 -0.716 -1.161 2.275

KK3 0.766 -3.442 -0.994 0.112 0.027 -3.324 -0.468 -0.601 -0.468 0.759

KK4 2.855 1.232 1.594 1.175 3.165 0.926 1.551 1.584 1.225 2.236

KK5 2.085 -2.085 -0.066 -0.015 1.455 -2.138 0.500 -0.540 -0.618 2.319

KK6 2.359 -0.097 1.026 0.785 1.762 0.226 1.160 0.256 0.649 1.006

KK7 2.588 -3.100 -0.040 -0.253 1.654 -2.923 0.427 -0.972 -0.755 2.725

KK8 1.958 -3.164 -0.384 -0.873 1.926 -3.462 -0.103 -0.716 -1.161 2.275

KK9 2.473 -2.873 -0.129 -0.350 1.565 -2.695 0.328 -1.056 -0.839 2.233

KK10 1.631 -3.136 -0.719 -1.218 1.581 -3.431 -0.412 -1.090 -1.531 1.923

KK11 2.343 -3.596 -0.527 -0.523 1.413 -3.646 0.214 -1.229 -1.336 2.600

KK12 2.571 -2.955 -0.023 -0.243 1.488 -2.655 0.429 -1.115 -0.729 2.314

KK13 3.787 -2.321 1.652 1.405 2.850 -1.825 1.806 0.613 1.243 3.902

KK14 3.962 -1.830 2.143 1.922 3.271 -1.462 2.250 1.347 1.810 4.113

KK15 3.600 -1.621 1.745 1.520 2.920 -1.265 1.869 0.947 1.391 3.417

KK16 1.269 -4.201 -0.154 -1.142 0.675 -3.754 -0.122 -1.669 -1.159 1.791

KK17 3.641 -0.879 1.428 1.201 3.371 -0.874 1.559 1.051 1.066 3.678
KK18 0.203 -3.208 -0.854 -0.248 0.458 -3.510 -0.787 0.027 -0.326 0.367
KK19 2.632 1.987 1.723 1.437 2.304 2.215 1.721 1.163 1.441 2.928
KK20 1.950 1.859 1.090 0.707 2.264 1.601 1.011 1.082 0.793 1.603

Standardized Residuals

	KO11	KO12	KO13	KO14	KO15	KO16	KO17	KO18	TI1	TI2
KO11	- -									
KO12	-4.615	- -								
KO13	1.021	-4.367	- -							
KO14	7.952	-3.097	7.146	- -						
KO15	-2.440	5.931	2.661	2.598	- -					
KO16	-0.479	-3.754	10.472	5.531	2.874	- -				
KO17	2.661	-1.560	4.756	7.277	7.265	3.913	- -			
KO18	-0.625	7.686	-0.691	0.477	2.174	-1.328	-0.139	- -		
TI1	1.035	4.502	-0.560	2.943	3.219	-0.328	2.950	3.639	- -	
TI2	-2.447	2.648	1.140	-0.302	1.879	0.917	-0.495	2.266	2.941	- -
TI3	-2.094	-2.232	-0.666	-0.010	-2.114	-0.439	-0.038	-2.973	-2.625	-0.248
KP1	-0.172	-3.124	-1.772	-1.220	-3.458	-1.924	-4.115	-4.419	2.982	4.987
KP2	1.408	0.461	3.086	-0.109	-0.899	2.966	-0.679	0.512	-4.223	-1.457
KP3	0.281	1.792	3.241	-1.040	-0.039	2.931	-0.700	0.166	-5.000	-1.248

KP4 -1.079 -0.313 -1.457 -2.325 -1.378 -1.659 -2.155 -2.150 1.688 1.913

KP5 2.524 -0.434 1.387 1.203 -1.587 1.203 -2.052 -1.349 -1.627 1.033

KP6 1.336 0.698 3.113 -0.063 -0.736 2.980 -0.550 0.673 -3.773 -0.972

KP7 1.005 0.708 3.665 0.701 0.573 3.546 0.671 0.627 -3.451 -1.205

KP8 -1.480 -0.840 -1.854 -2.665 -1.766 -2.037 -2.521 -2.605 1.887 1.935

KP9 2.516 -0.406 1.399 1.209 -1.546 1.218 -2.004 -1.301 -1.341 1.277

KP10 -0.227 1.106 2.671 -1.481 -0.535 2.386 -1.181 -0.459 -4.602 -1.144

KP11 -3.517 -2.669 -1.981 -4.302 -3.055 -0.926 -3.899 -4.553 2.400 4.487

KP12 -1.480 -0.840 -1.854 -2.665 -1.766 -2.037 -2.521 -2.605 1.887 1.935

KP13 2.321 -0.148 0.731 1.114 -1.369 0.589 -1.838 -0.903 -0.135 1.686

KP14 0.281 1.792 3.241 -1.040 -0.039 2.931 -0.700 0.166 -5.000 -1.248

KP15 -2.471 -1.821 -0.592 -3.546 -2.549 -0.862 -3.503 -4.091 1.151 4.233

KK1 -2.508 -3.171 -1.823 -3.413 -4.013 -1.834 -3.766 -1.932 -3.583 -0.333

KK2 -1.009 -1.551 -0.790 -1.988 -1.967 -0.520 -1.504 -0.708 2.790 -1.056

KK3 -2.082 -1.492 0.071 -1.600 -1.551 -0.042 -1.417 -0.329 1.113 1.862

KK4 0.952 1.101 -0.136 -0.176 0.146 -0.118 0.343 0.787 3.412 3.027

KK5 0.210 -1.006 -0.271 -0.798 -1.550 -0.099 -1.039 -0.076 1.882 2.513

KK6 -0.992 0.186 -1.063 -1.897 -0.547 -0.131 -0.861 0.115 1.779 3.068

KK7 -1.237 -1.140 -0.401 -2.174 -1.639 -0.503 -1.569 0.022 -2.205 1.969

KK8 -1.009 -1.551 -0.790 -1.988 -1.967 -0.520 -1.504 -0.708 2.790 -1.056

KK9 -1.567 -1.987 -0.813 -2.492 -2.322 -0.896 -2.219 -0.597 1.188 1.928

KK10 -1.308 -1.838 -1.075 -2.245 -2.183 -1.156 -1.660 -0.668 -1.221 2.144

KK11 -1.356 -1.714 -0.540 -2.312 -2.087 -0.275 -1.859 -0.853 2.426 -0.643

KK12 -1.605 -1.892 -0.730 -2.524 -2.236 -0.815 -2.252 -0.496 1.045 1.947

KK13 -0.224 0.677 0.892 -1.197 -0.200 0.780 -0.346 1.857 -3.936 -0.053

KK14 0.427 1.221 1.381 -0.532 0.313 1.578 0.217 2.023 -1.001 -3.036

KK15 -0.150 0.235 0.740 -1.066 -0.517 0.649 -0.509 1.500 -1.334 -0.557

KK16 -1.619 -1.595 -0.666 -2.577 -2.745 -0.689 -2.697 -0.296 -5.066 -1.792

KK17 0.332 0.620 0.656 -0.639 -0.269 0.837 -0.128 1.209 0.691 -1.753

KK18 -1.563 -1.277 -0.144 -1.143 -1.401 -0.210 -0.784 -0.107 0.664 0.635

KK19 1.115 1.383 0.924 0.083 0.492 0.484 0.208 1.449 2.389 3.115

KK20 0.574 0.803 -0.254 -0.359 0.032 -0.534 -0.055 0.170 3.135 3.159

Standardized Residuals

	TI3	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9
TI3	-	-								

KP1 3.533 - -

KP2 -1.320 -0.569 - -

KP3 -1.614 -7.384 -2.729 - -

KP4 0.626 0.112 0.402 -5.026 - -

KP5 0.491 6.196 -3.091 3.613 -5.452 - -

KP6 -0.811 1.098 11.199 -2.928 -1.695 -2.946 - -

KP7 -0.511 -0.475 7.899 -2.098 -1.022 -2.823 8.009 - -

KP8 0.786 0.772 -0.213 -5.375 12.399 -4.696 -2.272 -1.779 - -

KP9 0.712 6.131 -3.455 3.520 -5.273 12.464 -3.326 -3.055 -4.540 - -

KP10 -1.374 -6.300 -3.507 12.417 -5.109 4.361 -3.736 -3.143 -4.067 4.245

KP11 2.209 3.021 -2.874 -2.622 2.189 -3.128 -1.568 -1.510 2.339 -2.558

KP12 0.786 0.772 -0.213 -5.375 12.399 -4.696 -2.272 -1.779 12.892 -4.540

KP13 1.185 4.113 -2.845 2.389 -3.771 8.436 -2.693 -2.757 -3.845 8.302

KP14 -1.614 -7.384 -2.729 13.405 -5.026 3.613 -2.928 -2.098 -5.375 3.520

KP15 2.405 5.228 0.826 -4.022 3.422 -5.523 3.702 1.334 2.948 -5.293

KK1 -0.432 -4.352 1.799 3.318 -2.152 0.149 1.541 0.744 -2.276 -0.065

KK2 -0.366 -4.695 2.623 2.221 -2.856 -1.273 2.789 1.305 -2.841 -1.513

KK3 -2.905 -2.390 2.583 2.508 -0.772 -0.300 2.736 2.099 -0.892 -0.503

KK4 0.585 -0.720 2.067 2.789 -0.337 1.283 2.371 0.922 -0.332 1.111

KK5 0.570 -3.339 1.770 0.581 -3.164 -0.790 1.935 0.806 -3.309 -1.036

KK6 -0.329 -1.310 1.416 2.212 -0.584 0.589 1.655 0.447 -0.564 0.447

KK7 -1.349 -3.883 3.077 3.523 -1.689 -0.288 3.226 1.708 -1.832 -0.526

KK8 -0.366 -4.695 2.623 2.221 -2.856 -1.273 2.789 1.305 -2.841 -1.513

KK9 -3.814 -4.066 2.244 3.107 -1.975 -0.538 2.373 1.164 -2.116 -0.778

KK10 -0.642 -4.608 2.233 2.600 -2.637 -1.057 2.356 1.014 -2.755 -1.286

KK11 -0.294 -4.422 3.082 2.680 -2.664 -0.956 3.271 1.653 -2.656 -1.203

KK12 -3.984 -3.901 2.503 3.346 -1.770 -0.375 2.647 1.368 -1.918 -0.618

KK13 -3.268 -3.398 3.138 3.094 -1.135 -0.358 3.256 1.995 -1.288 -0.585

KK14 -3.140 -3.070 3.225 2.521 -1.337 -0.467 3.345 2.196 -1.368 -0.685

KK15 -5.325 -3.189 2.246 2.486 -1.431 -0.518 2.342 1.443 -1.569 -0.730

KK16 -2.170 -4.087 2.073 3.182 -1.738 0.067 1.841 1.066 -1.877 -0.147

KK17 -1.280 -3.984 1.190 1.612 -2.027 -0.817 1.209 0.375 -2.005 -1.004

KK18 -2.973 -3.293 1.070 0.296 -1.029 -2.070 1.208 0.847 -1.139 -2.240

KK19 0.183 0.883 2.120 3.868 1.582 2.381 2.430 1.013 1.657 2.201

KK20 0.706 -0.288 1.062 2.466 0.132 1.199 1.312 0.103 0.118 1.051

Standardized Residuals

	KP10	KP11	KP12	KP13	KP14	KP15	KK1	KK2	KK3	KK4
	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------

KP10 - -
KP11 -2.267 - -
KP12 -4.067 2.339 - -
KP13 2.082 -2.038 -3.845 - -
KP14 12.417 -2.622 -5.375 2.389 - -
KP15 -4.454 8.268 2.948 -3.606 -4.022 - -
KK1 3.061 -3.085 -2.276 -0.986 3.318 -2.316 - -
KK2 2.108 -3.385 -2.841 -2.053 2.221 -2.932 -4.303 - -
KK3 2.301 -0.599 -0.892 -1.696 2.508 -0.289 1.686 -4.288 - -
KK4 2.739 -0.349 -0.332 0.207 2.789 0.388 -4.365 3.399 -2.757 - -
KK5 0.313 -3.526 -3.309 -1.726 0.581 -2.782 -1.192 0.396 -1.991 6.117
KK6 2.185 -0.178 -0.564 -1.152 2.212 -0.118 -0.351 -3.417 1.016 5.015
KK7 3.223 -2.537 -1.832 -1.515 3.523 -1.611 8.214 -7.206 2.118 -2.111
KK8 2.108 -3.385 -2.841 -2.053 2.221 -2.932 -4.303 13.705 -4.288 3.399
KK9 2.809 -1.911 -2.116 -1.732 3.107 -1.939 2.069 -5.761 8.677 -2.924
KK10 2.317 -3.257 -2.755 -1.780 2.600 -2.664 3.641 0.846 -3.346 3.949
KK11 2.554 -3.098 -2.656 -2.039 2.680 -2.505 -2.791 10.263 -2.456 0.616
KK12 3.040 -1.736 -1.918 -1.951 3.346 -1.689 1.523 -5.295 8.260 -2.527
KK13 2.824 -2.079 -1.288 -0.600 3.094 -0.969 2.476 -4.335 -2.145 -3.807
KK14 2.409 -1.891 -1.368 -0.880 2.521 -0.903 -2.907 3.500 -2.670 -4.121
KK15 2.244 -1.312 -1.569 -0.841 2.486 -1.012 -1.942 -3.001 1.956 -4.124
KK16 2.929 -2.797 -1.877 -0.131 3.182 -1.897 8.794 -3.311 -1.221 -5.689
KK17 1.564 -2.965 -2.005 -0.591 1.612 -2.426 -2.233 3.502 -2.970 -1.966

KK18 0.139 -1.635 -1.139 -2.452 0.296 -1.497 -1.131 -1.967 7.134 -3.468

KK19 3.928 1.631 1.657 0.912 3.868 2.169 -0.918 -2.540 1.153 6.331

KK20 2.413 0.158 0.118 0.354 2.466 0.728 -3.599 1.836 -1.848 9.283

Standardized Residuals

	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14
KK5	- -									
KK6	7.025	- -								
KK7	0.130	3.449	- -							
KK8	0.396	-3.417	-7.206	- -						
KK9	-2.069	2.389	3.597	-5.761	- -					
KK10	1.425	-0.625	5.660	0.846	-4.345	- -				
KK11	2.484	-2.111	-4.626	10.263	-3.181	-2.905	- -			
KK12	-2.077	2.829	2.621	-5.295	12.653	-3.873	-3.241	- -		
KK13	-1.928	-2.278	5.354	-4.335	-1.940	5.132	-4.575	-1.925	- -	
KK14	-2.763	-4.113	-3.346	3.500	-2.826	-3.376	3.192	-2.834	4.796	- -
KK15	-3.435	-3.052	-1.832	-3.001	4.038	-1.833	-3.537	4.177	5.712	8.476
KK16	-2.602	-3.894	4.234	-3.311	-1.501	4.125	-3.496	-1.463	8.884	2.764
KK17	-2.071	-1.997	-2.844	3.502	-2.290	-3.232	2.937	-1.922	2.859	4.852
KK18	-2.963	-3.105	-1.306	-1.967	3.527	-1.029	-2.649	3.173	2.643	1.813
KK19	2.044	6.161	4.101	-2.540	2.734	-0.775	-0.899	2.156	-3.095	-4.299
KK20	3.279	3.630	-1.454	1.836	-1.601	3.075	-0.258	-1.279	-3.162	-3.883

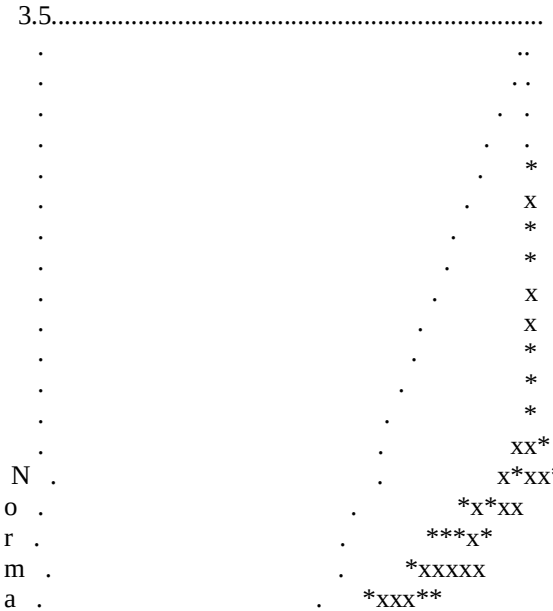
Standardized Residuals

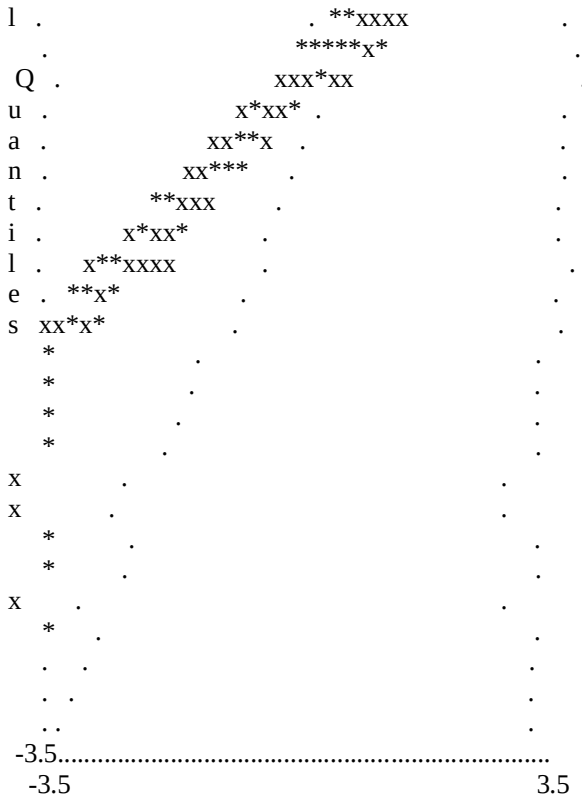
	KK15	KK16	KK17	KK18	KK19	KK20
KK15	- -					
KK16	3.513	- -				
KK17	1.114	1.652	- -			
KK18	5.273	1.663	0.736	- -		
KK19	-4.005	-5.377	-1.817	-3.645	- -	
KK20	-3.100	-4.863	-2.087	-2.746	7.078	- -

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -7.384
Median Standardized Residual = -0.211
Largest Standardized Residual = 13.705

Qplot of Standardized Residuals





Standardized Residuals

Factor Scores Regressions

ETA

	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10
KO	0.120	0.030	0.054	0.091	0.095	0.029	0.059	0.080	0.080	0.074

TI -0.007 -0.002 -0.003 -0.005 -0.006 -0.002 -0.003 -0.005 -0.005 -0.004

ETA

	KO11	KO12	KO13	KO14	KO15	KO16	KO17	KO18	TI1	TI2
KO	0.028	0.059	0.035	0.023	0.030	0.033	0.033	0.063	-0.003	-0.003
TI	-0.002	-0.003	-0.002	-0.001	-0.002	-0.002	-0.002	-0.004	0.318	0.258

ETA

	TI3	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9
KO	-0.002	0.001	0.002	0.003	0.002	0.001	0.002	0.001	0.001	0.001
TI	0.206	-0.005	-0.008	-0.010	-0.006	-0.005	-0.009	-0.004	-0.006	-0.005

ETA

	KP10	KP11	KP12	KP13	KP14	KP15	KK1	KK2	KK3	KK4
KO	0.002	0.001	0.001	0.001	0.003	0.005	0.001	0.002	0.001	0.001
TI	-0.010	-0.006	-0.006	-0.002	-0.010	-0.018	-0.003	-0.011	-0.004	-0.004

ETA

	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14

```
          --------  --------  --------  --------  --------  --------  --------  --------
--------  --------
     KO     0.001     0.001     0.002     0.002     0.002     0.002     0.002
0.002     0.001     0.001
     TI    -0.005    -0.003    -0.010    -0.011    -0.010    -0.011    -0.012
-0.010    -0.005    -0.004
```

ETA

```
          KK15      KK16      KK17      KK18      KK19      KK20
          --------  --------  --------  --------  --------  --------
     KO     0.001     0.000     0.001     0.000     0.000     0.000
     TI    -0.003    -0.002    -0.003    -0.002    -0.003    -0.002
```

KSI

```
          KO1       KO2       KO3       KO4       KO5       KO6       KO7
KO8       KO9       KO10
          --------  --------  --------  --------  --------  --------  --------  --------
--------  --------  --------
     KP     0.002     0.001     0.001     0.002     0.002     0.001     0.001
0.002     0.002     0.001
     KK     0.002     0.001     0.001     0.002     0.002     0.001     0.001
0.001     0.001     0.001
```

KSI

```
          KO11      KO12      KO13      KO14      KO15      KO16
KO17      KO18      TI1       TI2
          --------  --------  --------  --------  --------  --------  --------  --------
--------  --------  --------
     KP     0.001     0.001     0.001     0.000     0.001     0.001     0.001
0.001    -0.004    -0.003
     KK     0.000     0.001     0.001     0.000     0.001     0.001     0.001
0.001    -0.005    -0.004
```

KSI

```
          TI3       KP1       KP2       KP3       KP4       KP5       KP6
KP7       KP8       KP9
```

KP	-0.003	0.057	0.086	0.113	0.067	0.060	0.098	0.042	0.064	0.058
KK	-0.003	-0.001	-0.001	-0.002	-0.001	-0.001	-0.001	-0.001	-0.001	-0.001

KSI

	KP10	KP11	KP12	KP13	KP14	KP15	KK1	KK2	KK3	KK4
KP	0.109	0.062	0.064	0.025	0.113	0.202	0.000	-0.001	-0.001	-0.001
KK	-0.002	-0.001	-0.001	0.000	-0.002	-0.003	0.026	0.088	0.033	0.034

KSI

	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14
KP	-0.001	0.000	-0.001	-0.001	-0.001	-0.001	-0.002	-0.001	-0.001	0.000
KK	0.038	0.026	0.078	0.088	0.074	0.082	0.094	0.077	0.038	0.028

KSI

	KK15	KK16	KK17	KK18	KK19	KK20
KP	0.000	0.000	0.000	0.000	0.000	0.000
KK	0.026	0.018	0.024	0.017	0.020	0.017

Standardized Solution

LAMBDA-Y

	KO	TI
KO1	0.994	- -
KO2	0.812	- -
KO3	0.882	- -
KO4	0.932	- -
KO5	0.997	- -
KO6	0.801	- -
KO7	0.890	- -
KO8	0.935	- -
KO9	0.924	- -
KO10	1.033	- -
KO11	0.866	- -
KO12	0.901	- -
KO13	0.930	- -
KO14	0.867	- -
KO15	0.857	- -
KO16	0.943	- -
KO17	0.919	- -
KO18	0.968	- -
TI1	- -	0.999
TI2	- -	0.946
TI3	- -	0.890

LAMBDA-X

	KP	KK
KP1	0.857	- -
KP2	0.824	- -
KP3	0.732	- -
KP4	0.801	- -
KP5	0.697	- -
KP6	0.844	- -

KP7	0.749	- -
KP8	0.811	- -
KP9	0.699	- -
KP10	0.742	- -
KP11	0.918	- -
KP12	0.811	- -
KP13	0.542	- -
KP14	0.732	- -
KP15	0.892	- -
KK1	- -	0.995
KK2	- -	1.128
KK3	- -	0.974
KK4	- -	0.771
KK5	- -	0.969
KK6	- -	0.805
KK7	- -	1.152
KK8	- -	1.128
KK9	- -	1.118
KK10	- -	1.156
KK11	- -	1.131
KK12	- -	1.126
KK13	- -	1.012
KK14	- -	0.970
KK15	- -	0.964
KK16	- -	0.855
KK17	- -	0.951
KK18	- -	0.831
KK19	- -	0.663
KK20	- -	0.695

BETA

	KO	TI
KO	- -	- -
TI	-0.210	- -

GAMMA

	KP	KK
KO	0.540	0.592
TI	-0.355	-0.499

Correlation Matrix of ETA and KSI

	KO	TI	KP	KK
KO	1.000			
TI	-0.715	1.000		
KP	0.561	-0.491	1.000	
KK	0.611	-0.640	0.035	1.000

PSI

Note: This matrix is diagonal.

KO	TI
0.336	0.356

Regression Matrix ETA on KSI (Standardized)

	KP	KK
KO	0.540	0.592
TI	-0.469	-0.624

Total and Indirect Effects

Total Effects of KSI on ETA

	KP	KK
KO	0.540	0.592
	(0.060)	(0.062)
	8.951	9.500
TI	-0.469	-0.624
	(0.067)	(0.072)

-7.028 -8.613

Indirect Effects of KSI on ETA

	KP	KK
KO	- -	- -
TI	-0.114	-0.124
	(0.057)	(0.062)
	-2.007	-2.013

Total Effects of ETA on ETA

	KO	TI
KO	- -	- -
TI	-0.210	- -
	(0.103)	
	-2.050	

Largest Eigenvalue of B*B' (Stability Index) is 0.044

Total Effects of ETA on Y

	KO	TI
KO1	0.994	- -
KO2	0.812	- -
	(0.059)	
	13.670	
KO3	0.882	- -
	(0.050)	
	17.739	
KO4	0.932	- -
	(0.044)	
	21.338	
KO5	0.997	- -
	(0.045)	
	21.998	
KO6	0.801	- -
	(0.060)	

			13.440
KO7	0.890	-	-
			(0.049)
			18.352
KO8	0.935	-	-
			(0.045)
			20.551
KO9	0.924	-	-
			(0.045)
			20.498
KO10	1.033	-	-
			(0.050)
			20.658
KO11	0.866	-	-
			(0.064)
			13.609
KO12	0.901	-	-
			(0.049)
			18.382
KO13	0.930	-	-
			(0.060)
			15.402
KO14	0.867	-	-
			(0.069)
			12.600
KO15	0.857	-	-
			(0.061)
			13.951
KO16	0.943	-	-
			(0.062)
			15.090
KO17	0.919	-	-
			(0.062)
			14.881
KO18	0.968	-	-
			(0.050)
			19.218
TI1	-0.210	0.999	
			(0.102)
			-2.050
TI2	-0.199	0.946	

	(0.097)	(0.071)
	-2.047	13.252
TI3	-0.187	0.890
	(0.092)	(0.072)
	-2.043	12.381

Indirect Effects of ETA on Y

	KO	TI
KO1	- -	- -
KO2	- -	- -
KO3	- -	- -
KO4	- -	- -
KO5	- -	- -
KO6	- -	- -
KO7	- -	- -
KO8	- -	- -
KO9	- -	- -
KO10	- -	- -
KO11	- -	- -
KO12	- -	- -
KO13	- -	- -
KO14	- -	- -
KO15	- -	- -
KO16	- -	- -
KO17	- -	- -
KO18	- -	- -
TI1	-0.210	- -
	(0.102)	
	-2.050	
TI2	-0.199	- -
	(0.097)	

-2.047

TI3 -0.187 - -

(0.092)

-2.043

Total Effects of KSI on Y

	KP	KK
KO1	0.537	0.588
	(0.060)	(0.062)
	8.951	9.500
KO2	0.439	0.480
	(0.055)	(0.058)
	7.905	8.275
KO3	0.477	0.522
	(0.056)	(0.058)
	8.504	8.970
KO4	0.503	0.551
	(0.057)	(0.059)
	8.823	9.347
KO5	0.538	0.590
	(0.061)	(0.063)
	8.867	9.400
KO6	0.433	0.474
	(0.055)	(0.058)
	7.860	8.224
KO7	0.481	0.527
	(0.056)	(0.058)

	8.568	9.046
KO8	0.505	0.553
	(0.058)	(0.060)
	8.764	9.277
KO9	0.499	0.547
	(0.057)	(0.059)
	8.760	9.273
KO10	0.558	0.611
	(0.064)	(0.066)
	8.772	9.287
KO11	0.468	0.513
	(0.059)	(0.062)
	7.893	8.262
KO12	0.487	0.533
	(0.057)	(0.059)
	8.571	9.050
KO13	0.503	0.550
	(0.061)	(0.064)
	8.201	8.617
KO14	0.468	0.513
	(0.061)	(0.064)
	7.681	8.019
KO15	0.463	0.507
	(0.058)	(0.061)
	7.958	8.336
KO16	0.509	0.558
	(0.062)	(0.065)
	8.153	8.562

KO17	0.496	0.544
	(0.061)	(0.064)
	8.120	8.523
KO18	0.523	0.573
	(0.060)	(0.063)
	8.652	9.145
TI1	-0.468	-0.623
	(0.067)	(0.072)
	-7.028	-8.613
TI2	-0.444	-0.590
	(0.064)	(0.070)
	-6.911	-8.399
TI3	-0.417	-0.555
	(0.062)	(0.068)
	-6.763	-8.137

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	KP	KK
KO	0.540	0.592
TI	-0.469	-0.624

Standardized Indirect Effects of KSI on ETA

	KP	KK
KO	- -	- -
TI	-0.114	-0.124

Standardized Total Effects of ETA on ETA

	KO	TI
KO	- -	- -
TI	-0.210	- -

Standardized Total Effects of ETA on Y

	KO	TI
KO1	0.994	- -
KO2	0.812	- -
KO3	0.882	- -
KO4	0.932	- -
KO5	0.997	- -
KO6	0.801	- -
KO7	0.890	- -

KO8	0.935	- -
KO9	0.924	- -
KO10	1.033	- -
KO11	0.866	- -
KO12	0.901	- -
KO13	0.930	- -
KO14	0.867	- -
KO15	0.857	- -
KO16	0.943	- -
KO17	0.919	- -
KO18	0.968	- -
TI1	-0.210	0.999
TI2	-0.199	0.946
TI3	-0.187	0.890

Standardized Indirect Effects of ETA on Y

	KO	TI
KO1	- -	- -
KO2	- -	- -
KO3	- -	- -
KO4	- -	- -
KO5	- -	- -
KO6	- -	- -
KO7	- -	- -
KO8	- -	- -
KO9	- -	- -
KO10	- -	- -
KO11	- -	- -
KO12	- -	- -
KO13	- -	- -
KO14	- -	- -
KO15	- -	- -

KO16	- -	- -
KO17	- -	- -
KO18	- -	- -
TI1	-0.210	- -
TI2	-0.199	- -
TI3	-0.187	- -

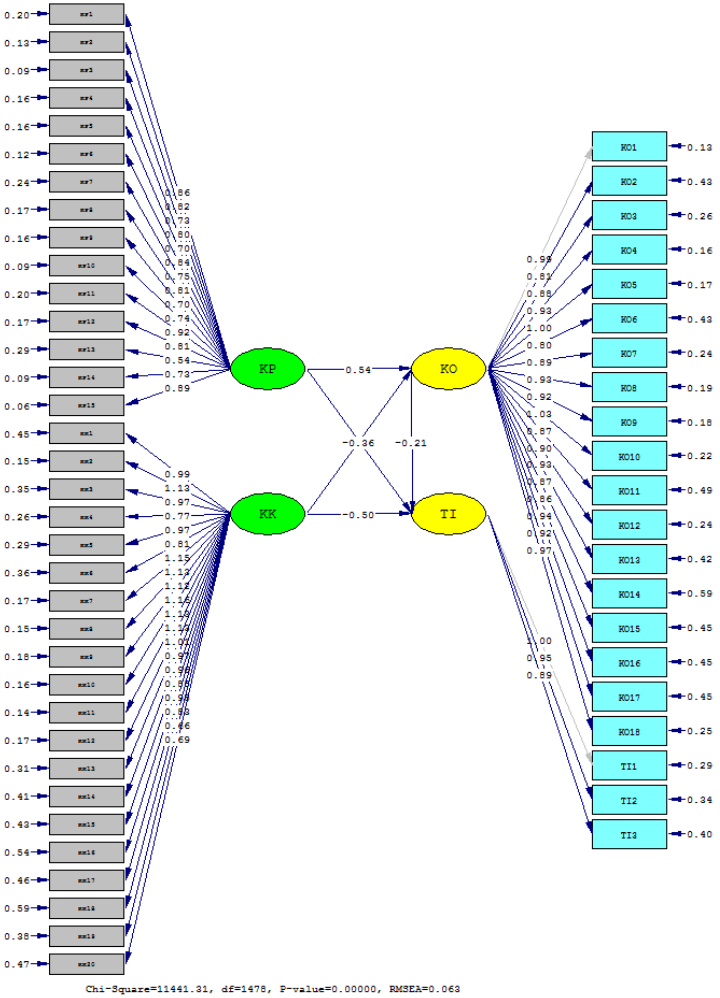
Standardized Total Effects of KSI on Y

	KP	KK
KO1	0.537	0.588
KO2	0.439	0.480
KO3	0.477	0.522
KO4	0.503	0.551
KO5	0.538	0.590
KO6	0.433	0.474
KO7	0.481	0.527
KO8	0.505	0.553
KO9	0.499	0.547
KO10	0.558	0.611
KO11	0.468	0.513
KO12	0.487	0.533
KO13	0.503	0.550
KO14	0.468	0.513
KO15	0.463	0.507
KO16	0.509	0.558
KO17	0.496	0.544
KO18	0.523	0.573
TI1	-0.468	-0.623
TI2	-0.444	-0.590
TI3	-0.417	-0.555

Time used: 1.451 Seconds

LAMPIRAN 4
GAMBAR

ESTIMATES


KP
KK
KO
TI
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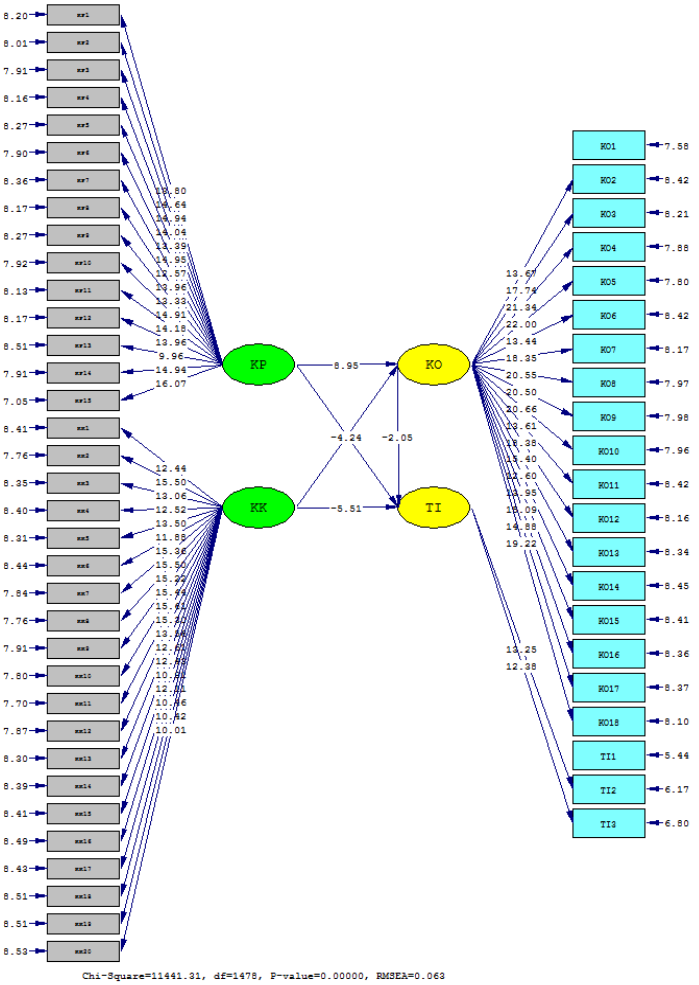
-0.21
-0.50
Chi-Square=11441.31, df=1478, P-value=0.00000, RMSEA=0.063

T- VALUE


KP
KK
KO
TI
8.95
-4.24
-2.05
-5.51
KO1
KO2
KO3
KO4
KO5
KO6
KO7
KO8
KO9
KO10
KO11
KO12
KO13
KO14
KO15
KO16
KO17
KO18
TI1
TI2
TI3
Chi-Square=11441.91, df=1478, P-value=0.00000, RMSEA=0.063

STANDARDIZE