

BAB 6

PENUTUP

Berdasarkan hasil analisis studi yang telah dilakukan pada bab empat dan bab 5, mengenai Pengaruh Kepemimpinan Stratejik dan *Corporate Culture* terhadap Kinerja Perusahaan melalui *Good Corporate Governance* sebagai variabel intervening, selanjutnya diperoleh suatu kesimpulan dan saran sebagai berikut.

6.1. Kesimpulan

1. Pengujian Hipotesis pertama (H1) memperlihatkan bahwa ada pengaruh yang signifikan Kepemimpinan Stratejik (KS) terhadap *Good Corporate Governance* (GCG). Hal ini lihat pada hasil perhitungan koefisien parameter antara kepemimpinan stratejik dengan *Good Corporate Governance* (GCG) menunjukkan terdapat pengaruh dengan arah positif dan paling besar dibandingkan dengan variabel lain (0,539). Hal ini menunjukkan bahwa Kepemimpinan Stratejik (KS) yang diindikasikan dengan kepemimpinan memberikan suatu pengaruh untuk mengajak dan memandu orang-orang untuk menuju ke tujuan, kepemimpinan selalu melibatkan kelompok orang yang diarahkan sehingga terdapat interaksi antar personal, dan pemimpin merupakan individu yang dipandang sebagai penggerak yang memberikan arti atau nilai yang lebih bagi orang-orang yang ada di bawahnya, akan dapat meningkatkan kualitas *Good Corporate Governance* (GCG). Indikator ini merupakan salah satu dimulai dengan penciptaan visi dan misi organisasi. Artinya semakin tinggi tingkat

Kepemimpinan Stratejik (KS) suatu organisasi dapat meningkatkan *Good Corporate Governance* (GCG) yang bersangkutan.

2. Pengujian Hipotesis ke dua (H2) memperlihatkan bahwa ada pengaruh yang signifikan dari *Corporate culture* (CC) terhadap *Good Corporate Governance* (GCG). Hal ini di lihat hasil perhitungan koefisien parameter antara *Corporate culture* (CC) terhadap *Good Corporate Governance* (GCG) menunjukkan terdapat pengaruh dengan arah positif sebesar 0,399. artinya *Culture* adalah sebagai totalitas pola perilaku, kesenian, kepercayaan, kelembagaan dan semua produk lain karya dan pemikiran manusia yang mencirikan suatu masyarakat atau penduduk yang ditransmisikan bersama. budaya organisasi yang diindikasikan dengan kemampuan fokus pada manusia dan pemberdayaan, kemampuan perhatian terhadap hal-hal yang mendasar, kemampuan tanggung jawab penuh manajemen, kemampuan bebas untuk tumbuh dan gagal, dan kemampuan komitmen dan tanggung jawab personal, akan dapat meningkatkan kualitas *Good Corporate Governance* (GCG). Indikator ini merupakan salah satu strategi yang timbul dari dalam perusahaan yang bersangkutan. Artinya semakin tinggi tingkat *Corporate Culture* (CC) suatu perusahaan dapat meningkatkan *Good Corporate Governance* (GCG) yang bersangkutan.
3. Pengujian Hipotesis ke tiga (H3) memperlihatkan bahwa ada pengaruh yang signifikan Kepemimpinan Stratejik (KS) terhadap Kinerja perusahaan (KP). Hal ini di lihat pada hasil perhitungan koefisien

parameter antara Kepemimpinan Stratejik (KS) terhadap Kinerja Perusahaan (KP) menunjukkan terdapat pengaruh dengan arah positif sebesar 0,278. Artinya pimpinan mempunyai kemampuan untuk mempengaruhi perilaku anggota organisasi, karena anggota tersebut percaya bahwa pimpinannya mempunyai pengetahuan dan kemampuan lebih dibandingkan dengan bawahan berkenaan dengan masalah yang dihadapi, seperti lebih mengenali peluang, atau isu-isu terbaru yang terjadi serta dampaknya terhadap perkembangan organisasi., akan dapat meningkatkan kualitas Kinerja Perusahaan (KP). Hal ini merupakan salah satu strategi yang timbul dari dalam perusahaan yang bersangkutan. Semakin besar keberhasilan pimpinan maka akan semakin besar *power* yang dimiliki olehnya. Artinya semakin tinggi tingkat Kepemimpinan Stratejik (KS) suatu perusahaan dapat meningkatkan Kinerja Perusahaan (KP) yang bersangkutan.

4. Pengujian Hipotesis ke empat (H4) memperlihatkan bahwa ada pengaruh yang signifikan *Corporate Culture* (CC) terhadap Kinerja Perusahaan (KP). Hal ini dapat di lihat pada hasil perhitungan koefisien parameter antara *Corporate Culture* (CC) terhadap Kinerja Perusahaan (KP) yang menunjukkan terdapat pengaruh dengan arah positif sebesar 0,274. Budaya Perusahaan yang meliputi hakikat hubungan dengan lingkungan, hakikat orientasi waktu, hakikat sifat manusia, hakikat kebenaran dan hakikat universalisme atau partikularisme, akan dapat meningkatkan kualitas Kinerja Perusahaan (KP). Hal ini merupakan salah satu strategi yang timbul dari dalam perusahaan yang bersangkutan. Artinya semakin tinggi tingkat

Corporate Culture (CC) suatu perusahaan dapat meningkatkan Kinerja Perusahaan (KP) yang bersangkutan

5. Pengujian Hipotesis ke lima (H5) memperlihatkan bahwa ada pengaruh yang signifikan dari *Good Corporate Governance* (GCG) terhadap Kinerja Perusahaan (KP). hasil perhitungan koefisien parameter antara *Good Corporate Governance* (GCG) terhadap Kinerja Perusahaan (KP) menunjukkan terdapat pengaruh dengan arah positif sebesar 0,390. Peran manajemen suatu perusahaan dalam *Good Corporate Governance* (GCG) dengan cara pengarahan dan pengendalian perusahaan akan juga berpengaruh dalam Kinerja Perusahaan (KP). Dalam perubahan organisasi menuju ke organisasi yang sehat dan kondusif bagi suatu perusahaan, sangat diperlukan peran manajemen perusahaan itu sendiri dalam menciptakan dan menentukan strateginya yang pada akhirnya akan mempengaruhi Kinerja Perusahaan (KP).
6. Studi ini memberikan kontribusi terhadap perkembangan teori, yaitu temuan yang mendukung atau memperkuat teori Wright et al, 1998:231, mengenai implementasi strategik yang efektif diperlukan suatu kekuatan yang mampu mempengaruhi perilaku para anggota organisasi dalam mengantisipasi adanya perubahan. Bass & Avolio (1993) tentang kepemimpinan stratejik merupakan suatu proses di dalam kelompok, dan juga konsep dari penelitian Burns (2008:103-104) menyatakan bahwa kepemimpinan stratejik dalam organisasi sangat diperlukan. Widodo (2001: 14) menyatakan bahwa terdapat keterkaitan erat antara perencanaan strategik, pelaksanaan strategik dan fungsi penendalian. Moeljono

(2005) menyatakan bahwa, sebelum perusahaan menerapkan *Good Corporate Governance* sebaiknya perusahaan menerapkan terlebih dahulu nilai-nilai yang terkandung dalam *Corporate Culture* yang dianutnya dan dipraktikkan dilingkungan perusahaan. Rindang & Paramita (2007), menyatakan bahwa terhadap hubungan yang kuat dan signifikan antara peranan *Corporate Culture* dengan *Good Corporate Governance*. Semakin baik *Corporate Culture* akan berpengaruh pada *Good Corporate Governance*. Miller (1994), yang mengaitkan hubungan antara perencanaan stratejik dengan kinerja, dan hasilnya yaitu antara perencanaan berhubungan positif dengan profitability ketika sumber dari data kinerja digunakan. Karena perencanaan stratejik diukur melalui referensi dan dokumen yang tertulis. teori Shrader et al. (1989), mengatakan bahwa perencanaan dengan kinerja berhubungan erat dan sesuai diterapkan pada industri-industri. studi (Olson & Bokor, 1995; Hadjimonalis, 2000; Hadjimonalis & Dickson, 2000) dan Thoyib (2003), yaitu pemimpin memiliki peran membentuk iklim organisasi sehingga tercapainya kinerja yang baik pula. Artinya pemimpin memiliki peran membentuk iklim organisasi yang kondusif, dari iklim yang lebih kondusif ini terbentuk lah tingkat prestasi kerja karyawan yang lebih baik. Kottter & Haskett (1997) yang menyatakan bahwa terdapat suatu korelasi yang positif antara budaya perusahaan dengan kinerja ekonomi jangka panjang. ini (Ulo Ojo, 2009) bahwa *Corporate Culture* mempunyai pengaruh terhadap Kinerja Kerja Karyawan, *Corporate Culture* ditentukan oleh tingkat produktivitas organisasi, dan terdapat hubungan yang kuat dan

signifikan dan antara *Corporate Culture* dengan produktivitas organisasional. Studi ini berlawanan dengan Berghe & Ridder (1999) dalam penelitiannya menghubungkan kinerja perusahaan dengan *Good Corporate Governance* tidak mudah dilakukan. Beberapa penelitian menunjukkan tidak ada hubungan *Corporate Governance* dengan Kinerja Perusahaan. Misalnya penelitian Daily dkk (1994) dan hasil survey CBI, Young (2000) yang menganalisis beberapa penelitian yang menghubungkan *Corporate Governance* dengan Kinerja Perusahaan.

7. Hasil Studi ini juga merupakan kontribusi terhadap pemerintah Timor-Leste dalam membuat kebijakan dan pengambilan keputusan yang berhubungan dengan *Good Corporate Governance* (GCG) sehingga penerapan *Good Corporate Governance* (GCG) di Timor-Leste yang di kontrol oleh *Camara Comercio Industria* Timor-Leste (CCI-TL) dapat berjalan dengan baik.
8. Berdasarkan Hasil analisis yang dilakukan maka akan memberikan kesimpulan secara umum bahwa Variabel Kepemimpinan Stratejik (KS) mempunyai pengaruh yang lebih besar dibandingkan dengan variabel-variabel lainnya yaitu *Corporate Culture* (CC) dan *Good Corporate Governance* (GCG). Kepemimpinan Stratejik (KS) mempunyai pengaruh langsung terhadap *Good Corporate Governance* (GCG) sebesar 0,539. Diikuti dengan pengaruh langsung *Corporate Culture* (CC) terhadap *Good Corporate Governance* (GCG) sebesar 0,399. Hasil studi ini juga menemukan bahwa Variabel Kepemimpinan Stratejik (KS) mempunyai pengaruh tidak langsung terbesar terhadap Variabel Kinerja Perusahaan

(KP) sebesar 0.210. Hasil Studi ini juga menemukan bahwa Variabel Kepemimpinan Stratejik (KS) mempunyai pengaruh terbesar terhadap Variabel *Good Corporate Governance* (GCG) sebesar 0,539 dibandingkan dengan variabel lain.

8.2. Saran-Saran

Berdasarkan atas hasil studi yang diperoleh, diajukan beberapa saran yang diharapkan dapat dijadikan sebagai pertimbangan, masukan baik untuk perusahaan-perusahaan yang bernaung dibawah *Camara Comercio Industria* Timor Leste (CCI-TL) maupun pada bidang dan permasalahan yang sejenis sebagai berikut:

1. Kepemimpinan Stratejik (KS) memiliki peran sangat penting dalam peningkatan *Good Corporate Governance* (GCG) yang pada akhirnya menuju peningkatan Kinerja Perusahaan. Keadaan memperlihatkan bahwa implementasi strategi yang efektif membutuhkan pimpinan yang mendukung tercapainya tujuan organisasi yang mengarah pada peningkatan motivasi dan komitmen dari seluruh unsur yang terdapat dalam organisasi. Perilaku yang dibawa dalam organisasi akan menentukan pula pada *Good Corporate Governance* (GCG). Perusahaan-perusahaan anggota *Camara Comercio Industria* Timor-Leste perlu memperhatikan peningkatan hubungan komunikasi yang baik antar individu dengan pimpinan dalam organisasi sehingga terjadi dialog secara terus-menerus sehubungan dengan pekerjaan atau tugas yang dikerjakan.
2. *Corporate Culture* (CC) berpengaruh secara signifikan terhadap *Good*

Corporate Governance (GCG). Keadaan memperlihatkan bahwa peran kontrol diri pada suatu perusahaan sangat penting bagi perubahan dalam organisasi, tingkat kebutuhan suatu perusahaan berbeda antara yang satu dengan yang lainnya. Perilaku yang dibawa dalam organisasi akan menentukan pula pada *Good Corporate Governance (GCG)*, sehingga perbedaan itu perlu dipertahankan oleh setiap perusahaan-perusahaan anggota *Camara Comercio Industria Timor-Leste* dalam mencapai hasilnya sesuai dengan cita-cita yang diharapkan.

3. *Good Corporate Governance (GCG)* merupakan variabel intervening yang signifikan, sehingga Perusahaan-perusahaan anggota *Camara Comercio Industria Timor-Leste* perlu memperhatikan Tingkat Transparansi, Tingkat Akuntabilitas, Tingkat Responsabilitas, Tingkat Independensi dan Tingkat Kewajaran pada setiap perusahaan. Perilaku para pimpinan (manajer) harus secara hati-hati mencocokkan kontrol yang berlaku dengan hasil-hasil yang diinginkan. Dalam perubahan organisasi menuju ke organisasi yang sehat dan kondusif bagi suatu perusahaan, sangat diperlukan peran manajemen perusahaan itu sendiri dalam menciptakan dan menentukan strateginya yang sehingga pada akhirnya akan meningkatkan Kinerja Perusahaan .
4. Perlu Adanya Kebijakan dan aturan yang jelas dari Pemerintah Timor-Leste kepada Perusahaan-perusahaan anggota *Camara Comercio Industria Timor-Leste* dalam menjalankan penerapan GCG terutama mengenai tingkat transparansi perusahaan, tingkat responsabilitas perusahaan

sehingga Pemerintah dan masyarakat akan mengetahui setiap informasi yang terjadi dari perusahaan-perusahaan tersebut.

5. Kepemimpinan Stratejik (KS) mempunyai pengaruh terbesar terhadap Variabel *Good Corporate Governance* (GCG) dibandingkan dengan variabel lain, sehingga perusahaan-perusahaan anggota *Camara Comercio Industria Timor-Leste* (CCI-TL) perlu untuk mempertahankan kepemimpinan stratejik yang ada dalam hal visioner, kemampuan berpikir secara strategis, kemampuan mengelola perubahan, keahlian dalam mempengaruhi secara informal dan kemampuan melakukan komunikasi.
6. Studi-studi yang akan datang dapat dilakukan untuk memperdalam studi tentang Kepemimpinan Stratejik, *Corporate Culture* dan *Good Corporate Governance* suatu perusahaan pada bidang manajemen stratejik: (1) Studi ini dapat dilakukan juga di negara berkembang lain yang memiliki budaya yang hampir sama. (2) studi ini masih terdapat Pro-kontra antara *Good Corporate Governance* (GCG) terhadap Kinerja Perusahaan (KP) sehingga studi lebih lanjut bagi Peneliti berikutnya sangat diperlukan untuk melihat variabel *Good Corporate Governance* (GCG) sebagai variabel Moderator.

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Peta Teori

| No | Penulis & Judul | Tujuan Penelitian | Variabel Penelitian | Teknik Analisis | Hipotesis Penelitian | Hasil Penelitian |
|----|--|---|--|-------------------------------|--|---|
| 1 | Coles J.W., Victoria B & Nilanjan, <i>An examination of the relationship of governance mechanism to performance</i> , 2001. | Menggambarkan beberapa perbedaan yang dihadapi mekanisme <i>good corporate governance</i> dalam bidang <i>strategic management</i> dan <i>finance</i> | Kinerja Perusahaan (Variabel Dependen) dan struktur <i>governance</i> perusahaan, struktur <i>leadership</i> (variabel independen) | Statistik deskripsi, korelasi | 1. Ada pengaruh yang positif antara struktur <i>governance</i> perusahaan dengan kinerja. 2. Ada pengaruh struktur kepemimpinan terhadap kinerja perusahaan | Sebagian besar hipotesa terbukti kebenarannya secara positif dan signifikan, hubungan negatif ditemukan pada dampak outside direktor dan CEO <i>salary</i> |
| 2 | Diacon S.R., O'Sullimun Noel. <i>Does corporate governance influence performance? Some evidence from U.K. insurance company</i> , 1995 | Menganalisis <i>corporate governance</i> pada kinerja pada perusahaan asuransi | 1. Kinerja perusahaan, (pertumbuhan dan profitabilitas) 2. Lima faktor <i>governance</i> (1. formal <i>governance</i> , 2. Pengaruh chairman pada Board, 3. CEO appointment, 4. pengaruh dan kedudukan CEO, 5. Pengaruh executive pada | Multiple Regression Analysis | Terdapat pengaruh <i>corporate governance</i> terhadap kinerja perusahaan | 1. faktor formal <i>governance</i> mempunyai pengaruh terhadap kinerja perusahaan 2. faktor ke-2 dan ke-5 juga mempunyai pengaruh terhadap kinerja 3. faktor ke-3 dan ke-4 mempunyai pengaruh yang tidak linear terhadap kinerja perusahaan |

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|---|--|--|---|----------------|--|---|
| 3 | Indrinawati. 2004 | Menganalisis pengaruh kepemimpinan strategik terhadap kinerja program studi melalui manajemen kinerja dan <i>good governance</i> | Board) 1. <i>Strategic leadership</i> 2. Manajemen kinerja 3. <i>good governance</i> | Analisis jalur | 1. Terdapat pengaruh <i>strategic leadership</i> terhadap manajemen kinerja 2. Terdapat pengaruh <i>strategic leadership</i> terhadap <i>good governance</i> 3. Terdapat pengaruh <i>strategic leadership</i> terhadap kinerja program studi 4. Terdapat pengaruh manajemen kinerja terhadap program studi 5. Terdapat pengaruh <i>good governance</i> terhadap kinerja program studi | 1. Terdapat pengaruh <i>strategic leadership</i> terhadap manajemen kinerja 2. Terdapat pengaruh <i>strategic leadership</i> terhadap <i>good governance</i> 3. Terdapat pengaruh <i>strategic leadership</i> terhadap kinerja program studi 4. Terdapat pengaruh manajemen kinerja terhadap program studi 5. Terdapat pengaruh <i>good governance</i> terhadap kinerja program studi |
| 4 | Manuel London and James W. Smither, <i>Feedback orientation, Feedback culture and the longitudinal performance</i> manajemen proses, | Menganalisis konsepsi <i>feedback</i> sebagai bagian dari proses manajemen kinerja jangka panjang dipengaruhi dan berkontribusi pada | 1. Kultur <i>feedback</i> 2. Orientasi <i>feedback</i> 3. Manajemen kinerja | Analisis jalur | 1. Terdapat pengaruh <i>strategic leadership</i> terhadap manajemen kinerja 2. Terdapat pengaruh <i>strategic leadership</i> terhadap <i>good governance</i> terhadap kinerja program studi 3. Terdapat pengaruh <i>strategic leadership</i> terhadap kinerja program studi 4. Terdapat pengaruh manajemen kinerja terhadap program studi 5. Terdapat pengaruh <i>good governance</i> terhadap kinerja program studi | 1. kultur <i>feedback</i> akan memperkuat orientasi <i>feedback</i> individu 2. individu dengan orientasi <i>feedback</i> yang tinggi akan |

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|------|---|--|---|--|---|--|
| 2002 | orientasi <i>feedback</i> kultur organisasi | Menguji dan mencari bukti empiris apakah penerapan prinsip GCG di Indonesia telah memberikan hasil yang menggembirakan ditinjau dari turunnya tingkat rekayasa keuangan yang dilakukan manajemen ketika melaporkan kinerja | <i>Discretionary accruals</i> , sebagai proksi rekayasa keuangan yang dilakukan manajemen | Analisis diskriptif, uji beda, Modified Jones Model | Terdapat perbedaan antara kekayaan keuangan yang dilakukan manajemen dan sesudah penerapan prinsip <i>good corporate governance</i> | lebih responsive untuk pelatihan 3. Orientasi <i>feedback</i> yang positif membantu individu untuk mengendalikan dan menyalurkan reaksi emosional dari <i>feedback</i> untuk fokus pada implikasi perilaku. Tidak berhasil membuktikan hipotesa, artinya tidak terdapat perbedaan tingkat rekayasa sebelum dan sesudah kewajiban menerapkan prinsip GCG di Indonesia |
| 5 | Sulistiyanto, H.S. & Haris Wibisono, <i>Good corporate governance</i> , berhasilkah diterapkan di Indonesia, 2003 | Menciptakan nilai perusahaan melalui kinerja yang berkesimbangan sebagai hasil dari pelaksanaan bisnis secara tepat | 1. <i>Good corporate governance</i> 2. Kinerja perusahaan | Statistik diskriptif, regresi linear dengan menggunakan SPSS | Terdapat Pengaruh antara <i>good corporate governance</i> terhadap kinerja | 1. Pengujian empiris belum mampu menunjukkan signifikansi pengaruh penerapan <i>corporate governance</i> . 2. Penilaian kinerja hanya dilakukan dari sudut pandang |
| 6 | Sugiaro, <i>Good Corporate governance</i> , mampukah meningkatkan kinerja, 2006 | Menciptakan nilai perusahaan melalui kinerja yang berkesimbangan sebagai hasil dari pelaksanaan bisnis secara tepat | 1. <i>Good corporate governance</i> 2. Kinerja perusahaan | Statistik diskriptif, regresi linear dengan menggunakan SPSS | Terdapat Pengaruh antara <i>good corporate governance</i> terhadap kinerja | 1. Pengujian empiris belum mampu menunjukkan signifikansi pengaruh penerapan <i>corporate governance</i> . 2. Penilaian kinerja hanya dilakukan dari sudut pandang |

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| 8 | Santy, Analisis Aktivitas Pengendalian Intern. 2005 | Menganalisis Penerapan Aktivitas Pengendalian Intern atas Persediaan | Pengendalian Intern, Persediaan Barang | Menggunakan Metode LIFO | kinerja keuangan. 1.Struktur organisasi perusahaan garis lurus, 2. Prosedur pengambilan barang gudang sudah cukup efektif. 3. Sistem otorisasi telah dilakukan oleh masing-masing kepala bagian namun pada prosedur pengeluaran barang tidak memiliki otorisasi. |
| 9 | Greenley, Hooley, Broderic & Rudd. 2004 | Menganalisis Strategic Planning Difference 1 among Different Multiple Stakeholder Orientation Profile | Strategic Planning Different dan multiple stakeholder Orientation Profile | Analisis Custer dengan operasionalisasi 6 variabel dengan analisis diskriminan dan analisis satu arah | Perbedaan stakeholder mempengaruhi dalam perencanaan stretejik yang berbeda pula. |
| 10 | Hopkins & Hopkins. 1997 | Menganalisis strategic Planning Financial Performance Relationship in Banks: a Causal Examination | Strategic, Planning, Funancial Performance | Analisis Listrel | Perencanaan Stratejik tidak mempengaruhi Kinerja Keuangan tetapi Kinerja Keuangan yang meningkatkan Prencanaan stratejik |
| 11 | Rue, L. W & Ibrahim, N. A .1998 | The Relationship Between Planning Satisfaction and Performance in Small Business | Pleaning Satisfaction and Performance | ANOVA | Terapat hubungan yang positif antara perencanaan stratejik dengan Kinerja Perusahaan. |
| 12 | Miller, C.C and | Strategic planning and | Strategic | Analisi Regresi | Perencanaan Stratejik |

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|----|-------------------------------|--|---|-------------------------------|--|--|
| | cardinal, L.B. 1994 | Firm performance a Synthesis of More Than Two Decades Of Research | Pleanning and Performance of Synthesis | | | mempunyai pengaruh positif dengan kinerja perusahaan |
| 13 | Ogbonna & Haris. 2000 | Leadership style, Organizational Culture and Performance; Emperical Evidence from UK Companies | Leadership Style, Organizational Culture, and Performance | Analisis faktor | | Tidak terdapat Pengaruh langsung antara Kepemimpinan dengan Kinerja, Budaya Perusahaan berpengaruh langsung pada Kinerja |
| 14 | Desphande & Parasuraman. 2001 | Linking Corporate to Strategic Pleanning | Linking Corporate Culture and Strategic Pleanning | Menggunakan Model Kontingensi | | Terdapat Hubunganyang erat antara budaya perusahaan dengan perencanaan strategik, dimana budaya perusahaan tercipta dari sikap strategik perusahaan itu sendiri. |
| 15 | Kim, Youngba & Y. Choi. 1994 | Strategic Types and Performance of small Firm in Korea | Strategic Types and Performance | Analisis Kluster | | Penelitian pada berbagai jenis perusahaan kecil di Korea yang menggunakan berbagai Strategi dan pengaruhnya terhadap Kinerja. Menggunakan indicator ROA, Sales Growth Rate selama jangka waktu 3 tahun dan menemukan bahwa strategi Inovasi pada Perusahaan mempunyai Pengaruh yang berbeda pada Kinerja |

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| 16 | Elidio de Araujo, 2013. | Pengaruh Kepemimpinan Stratejik dan <i>Corporate Culture</i> terhadap Kinerja Perusahaan dengan <i>Good Corporate Governance</i> sebagai variabel Intervening | Menganalisis pengaruh langsung atau tidak langsung antara KS terhadap KP, CC trhp KP. | KS dan CC sebagai Variabel Exogen GCG sbg Endogen Intervening dan KP sebagai Variabel Endogen | Analisis jalur, SEM | Perusahaan , bergantung pada jenis Industrinya. Terdapat pengaruh yang signifikan antara Kepemimpinan Stratejik terhadap Kinerja perusahaan, secara langsung maupun tidak langsung melalui GCG. Terdapat pengaruh yang signifikan antara CC terhadap KP baik langsung maupun tidak langsung. |
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Lampiran 1.b. : Kuesioner Penelitian

No. ID : _____

ANGKET/PERNYATAAN

Pengaruh Kepemimpinan Stratejik dan *Corporate Culture* Terhadap Kinerja Perusahaan Dengan *Good Corporate Governance* sebagai Variabel *Intervening*.
(Suatu Studi Persepsi Manajer Pada Perusahaan-Perusahaan Anggota C mara Com rcio Ind stria Timor Leste (CCI-TL))



Peneliti : Elidio de Araujo, Lic.Ec, MM
Tuana Laran, Vila-Verde, Dili Timor Leste
Universitas Katolik Widya Mandala Surabaya
Telp. (+670) 77887478; +6281239457865

Tgl Wawancara : _____

Identitas Responden

Nama : _____ Telp/Hp _____

Unit Bisnis : _____

Alamat : _____

Telepon : _____

Umur : _____ Tahun

Jenis Kelamin : Pria Wanita

Jabatan : _____

Pendidikan Terakhir : SMA D3 S1 S2 S3

Berapa lama Bapak/Ibu bekerja di Perusahaan ini _____ tahun

Mohon Bapak/Ibu memberi jawaban terhadap pertanyaan-pertanyaan di bawah ini sesuai dengan kondisi saat ini, dengan cara memberikan tanda centang (✓) pada salah satu kolom pilihan jawaban yang tersedia.

| | 1 | 2 | 3 | 4 | 5 | | | | |
|---|--|-------------------|------------|------------|--------------------|---|---|---|---|
| | Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Setuju (S) | Sangat Setuju (SS) | | | | |
| No | Pernyataan | | | | 1 | 2 | 3 | 4 | 5 |
| A. Visioner (<i>visionary</i>) (X1.1) | | | | | | | | | |
| 1 | Pimpinan perusahaan mempunyai kemampuan untuk menterjemahkan visi perusahaan serta menanamkan visi tersebut pada setiap anggota perusahaan. | | | | | | | | |
| 2 | Pimpinan perusahaan selalu mengajak anggotanya untuk bekerjasama, terutama dalam tim, dan menjaga hubungan yang baik dengan sesama anggota perusahaan | | | | | | | | |
| 3 | Pimpinan perusahaan selalu hati-hati memberikan perhatian hingga pada masalah yang detail. | | | | | | | | |
| B. Kemampuan untuk berpikir secara strategis (<i>Ability to think strategically</i>) (X1.2) | | | | | | | | | |
| 4 | Pimpinan perusahaan memberikan suatu pengaruh untuk mengajak dan memandu orang-orang untuk menuju ke tujuan perusahaan. | | | | | | | | |
| 5 | Pimpinan perusahaan melibatkan kelompok orang yang diarahkan sehingga terdapat interaksi antar personal. | | | | | | | | |
| 6 | Pimpinan perusahaan merupakan individu yang dipandang sebagai penggerak yang memberikan arti atau nilai yang lebih bagi orang-orang yang ada di bawahnya. | | | | | | | | |
| 7 | Pimpinan Perusahaan selalu memberikan pengaruh yang efektif dalam mengimplementasikan strategi. | | | | | | | | |
| C. Kemampuan untuk mengelola perubahan (<i>Ability to manage change</i>) (X1.3) | | | | | | | | | |
| 8 | Pimpinan perusahaan tidak perlu melakukan Restrukturisasi perusahaan kalau adanya perubahan. | | | | | | | | |
| 9 | Berkembangnya jangkauan operasi pasar dan peningkatan penggunaan teknologi yang canggih. | | | | | | | | |
| 10 | Pimpinan perusahaan tanggap terhadap terjadinya perubahan yang cepat pada lingkungan eksternal perusahaan. | | | | | | | | |
| 11 | Kompetensi leadership dari seorang pemimpin penting dalam mengantisipasi perubahan lingkungan eksternal yang cepat yang menjadi tantangan perusahaan. | | | | | | | | |
| D. Keahlian dalam mempengaruhi secara informal (<i>Ability to influence informally</i>) (X1.4) | | | | | | | | | |
| 12 | Pimpinan dikenali sebagai tokoh pelaku, dan seseorang yang menentukan dan memandu semua anggota perusahaan. | | | | | | | | |
| 13 | Pimpinan memiliki Kekuasaan (<i>power</i>) yang cukup untuk mendorong para karyawan untuk bekerjasama dalam rangka menjalankan rencana yang telah disusun. | | | | | | | | |
| 14 | Perusahaan memiliki budaya, yang merupakan kunci bagi pimpinan | | | | | | | | |

| | | | | | | |
|---|---|--|--|--|--|--|
| | dan staf untuk memahami dan mengelola budaya yang mendukung aktivitas strategi perusahaan. | | | | | |
| E. Kemampuan melakukan komunikasi (<i>Ability to communicate</i>) (X1.5) | | | | | | |
| 15 | Pimpinan memberikan informasi yang bermanfaat bagi anggota perusahaannya, terutama mengenai perlindungan hak dan rasa aman bagi semua anggotanya yang berada pada perusahaan. | | | | | |
| 16 | Pimpinan memberikan informasi-informasi yang penting pada para karyawan yang berhubungan dengan perkembangan perusahaan secara keseluruhan | | | | | |
| 17 | Pimpinan mempunyai kemampuan untuk memberikan pengaruh kepada anggota perusahaan melalui daya magnet personal yang dimiliki, antusiasme, dan keyakinan yang kuat. | | | | | |

2. CORPORATE CULTURE

| | | | | |
|---------------------------|-------------------|------------|------------|--------------------|
| 1 | 2 | 3 | 4 | 5 |
| Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Setuju (S) | Sangat Setuju (SS) |

| No | Pernyataan | 1 | 2 | 3 | 4 | 5 |
|---|--|---|---|---|---|---|
| A. Struktur tugas (X2.1) | | | | | | |
| 1 | Perusahaan memiliki struktur tugas yang jelas, sehingga memungkinkan para karyawan untuk bekerja sesuai dengan tanggung jawabnya. | | | | | |
| 2 | Perusahaan telah memanfaatkan sumber daya yang ada untuk meningkatkan kinerja perusahaan | | | | | |
| B. Hubungan imbalan hukum (X2.2) | | | | | | |
| 3 | Tugas batas suatu organisasi dalam memberikan imbalan, seperti promosi dan kenaikan gaji didasarkan pada pertimbangan-pertimbangan lain seperti hasil yang dicapai dan seterusnya. | | | | | |
| 4 | Perusahaan mempunyai kemampuan dalam menciptakan nilai kebersamaan | | | | | |
| C. Sentralisasi keputusan (X2.3) | | | | | | |
| 5 | Perusahaan memberikan batas kepada seorang pimpinan dalam mengambil keputusan-keputusan penting pada manajemen atas. | | | | | |
| 6 | Perusahaan mempunyai kemampuan untuk mempengaruhi anggota perusahaan dalam membuat keputusan | | | | | |
| D. Tekanan pada prestasi (X2.4) | | | | | | |
| 7 | Keinginan pihak pengelola perusahaan dalam melaksanakan pekerjaan dengan baik dan memberikan arahan bagi karyawan untuk meningkatkan prestasi kerja. | | | | | |
| 8 | Perusahaan mempunyai kriteria yang jelas dalam memberikan penghargaan kepada anggota perusahaan | | | | | |

| E. Kejelasan (Clarity) (X2.5) | | | | | |
|--------------------------------------|--|--|--|--|--|
| 9 | Perusahaan mempunyai prosedur kerjanya jelas, sehingga karyawan merasa mengetahui dengan pasti mana yang tanggung jawab dan wewenangnya | | | | |
| 10 | Perusahaan menjadi tempat yang memiliki masa depan yang menjanjikan bagi para karyawannya. | | | | |
| F. Standar Organisasi (X2.6) | | | | | |
| 11 | Penekanan dari standar organisasi terletak pada kualitas hasil dan produk yang dicapai, termasuk tingkat di mana anggota organisasi merasa terlibat untuk ikut mencapai tujuan organisasi. | | | | |
| 12 | Perusahaan mempunyai kriteria yang jelas dalam merekrut dan memilih staf. | | | | |

3. GOOD CORPORATE GOVERNANCE

| 1 | 2 | 3 | 4 | 5 | | | | |
|--|--|------------|------------|--------------------|---|---|---|---|
| Sangat Tidak Sejuju(STS) | Tidak Setuju (TS) | Netral (N) | Setuju (S) | Sangat Setuju (SS) | | | | |
| No | Pernyataan | | | 1 | 2 | 3 | 4 | 5 |
| A. Tingkat Transparansi (Y1.1) | | | | | | | | |
| 1 | Perusahaan menyediakan informasi secara tepat waktu, memadai, jelas, akurat dan dapat diperbandingkan serta mudah diakses oleh pemangku kepentingan sesuai dengan haknya | | | | | | | |
| 2 | Informasi perusahaan yang diungkapkan, tidak terbatas pada, Visi, Misi, sasaran usaha dan strategi perusahaan, tetapi menyangkut kondisi keuangan, susunan dan kompensasi pengurus, pemegang saham pengendali, kepemilikan saham oleh anggota direksi. | | | | | | | |
| 3 | Prinsip keterbukaan yang dianut oleh perusahaan tidak mengurangi kewajiban untuk memenuhi kerahasiaan perusahaan sesuai dengan peraturan perundang-undangan, rahasia jabatan, dan hak-hak pribadi. | | | | | | | |
| 4 | Kebijakan perusahaan tertulis dan secara proporsional di komunikasikan kepada pemangku kepentingan. | | | | | | | |
| B. Tingkat Akuntabilitas (Y1.2) | | | | | | | | |
| 5 | Perusahaan menetapkan rincian tugas dan tanggung jawab masing-masing organ perusahaan dan semua karyawan secara jelas dan selaras dengan Visi, Misi, sasaran usaha dan strategi perusahaan. | | | | | | | |
| 6 | Perusahaan meyakini bahwa semua organ perusahaan dan semua karyawan mempunyai kompetensi sesuai dengan tugas, tanggung jawab dan perannya dalam pelaksanaan GCG | | | | | | | |
| 7 | Perusahaan memastikan adanya sistem pengendalian internal yang efektif dalam pengelolaan perusahaan. | | | | | | | |
| 8 | Dalam melaksanakan tugas dan tanggung jawabnya, setiap organ perusahaan dan semua karyawan harus berpegang pada etika bisnis dan pedoman perilaku (<i>code of conduct</i>) yang telah di sepakati | | | | | | | |

| C. Tingkat Responsabilitas (Y1.3) | | | | | |
|--|--|--|--|--|--|
| 9 | Perusahaan harus berpegang pada prinsip kehati-hatian dan memastikan kepatuhan terhadap peraturan perundang-undangan, anggaran dasar dan peraturan perusahaan (<i>by laws</i>). | | | | |
| 10 | Perusahaan harus melaksanakan tanggung jawab sosial dengan antara lain peduli terhadap masyarakat dan kelestarian lingkungan terutama disekitar perusahaan dengan membuat perencanaan dan pelaksanaan yang memadai. | | | | |
| D. Tingkat Independensi (Y1.4) | | | | | |
| 11 | Masing-masing perusahaan harus menghindari terjadinya dominasi oleh pihak manapun, tidak terpengaruh oleh kepentingan tertentu, bebas dari benturan kepentingan dari segala pengaruh atau tekanan, sehingga pengambilan keputusan dapat dilakukan secara obyektif. | | | | |
| 12 | Masing-masing perusahaan harus melaksanakan fungsi dan tugasnya sesuai dengan anggaran dasar dan peraturan perundang-undangan. | | | | |
| 13 | Tidak saling mendominasi dan atau melempar tanggung jawab antara satu dengan yang lain sehingga terwujud sistem pengendalian internal yang efektif | | | | |
| E. Tingkat Kewajaran (Y1.5) | | | | | |
| 14 | Perusahaan memberikan kesempatan kepada pemangku kepentingan untuk memberikan masukan dan menyampaikan pendapat bagi kepentingan perusahaan serta membuka akses terhadap informasi sesuai dengan prinsip transparansi dalam lingkup kedudukan masing-masing. | | | | |
| 15 | Perusahaan memberikan perlakuan yang setara dan wajar kepada pemangku kepentingan sesuai manfaat dan kontribusi yang diberikan kepada perusahaan. | | | | |
| 16 | Perusahaan memberikan kesempatan yang sama dalam penerimaan karyawan, berkarir dan melaksanakan tugasnya secara professional tanpa membedakan suku, agama, ras, jender, dan kondisi fisik | | | | |

4. KINERJA PERUSAHAAN

| | | | | |
|--------------|-------|-----------|------|-------------|
| 1 | 2 | 3 | 4 | 5 |
| Sangat buruk | Buruk | Rata-rata | Baik | Sangat Baik |

| No | Pernyataan | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| A. Aspek Keuangan (Y2.1) | | | | | | |
| 1 | Realisasi pendapatan (U\$) tahunan terhadap target yang telah ditentukan | | | | | |
| 2 | Adanya laporan keuangan yang tepat waktu dan sudah diaudit oleh pihak independen | | | | | |
| 3 | Adanya analisis rasio keuangan rentabilitas (ROA dan ROE) | | | | | |
| 4 | Adanya peningkatan laba dan efisiensi biaya | | | | | |
| B. Aspek Pelanggan (Y2.2) | | | | | | |
| 5 | Perusahaan selalu melakukan proses Inovasi dalam internal perusahaan | | | | | |
| 6 | Perusahaan selalu menerapkan program budaya kepatuhan, peningkatan kualitas dan memonitor tindakan yang bertanggung jawab | | | | | |
| 7 | Waktu yang digunakan dalam menyelesaikan pekerjaan sesuai dengan target yang telah ditentukan | | | | | |
| 8 | Ketepatan dalam proses penyelesaian pekerjaan | | | | | |
| 9 | Perusahaan selalu mengawasi dalam hal penghematan dalam pemakaian bahan baku dan peralatan pendukung | | | | | |
| 10 | Perusahaan selalu memperhatikan pentingnya ketepatan dalam penempatan peralatan kerja. | | | | | |
| C. Aspek bisnis Internal/Profitabilitas (Y2.3) | | | | | | |
| 11 | Peningkatan laba perusahaan atas investasi dibanding target | | | | | |
| 12 | Penghasilan perusahaan (%) melebihi target yang ditentukan | | | | | |
| 13 | Peningkatan nilai penjualan dibanding target | | | | | |
| D. Aspek Pembelajaran dan pertumbuhan (Y2.4) | | | | | | |
| 14 | Kepuasan karyawan atas peningkatan kompetensi SDM | | | | | |
| 15 | Penggunaan dan pengembangan pemanfaatan sistem teknologi informasi | | | | | |
| 16 | Hubungan yang komunikatif antara atasan dan bawahan maupun rekan kerja | | | | | |

Terima kasih banyak, Bapak dan Ibu telah berkenan meluangkan waktu mengisi kuesioner ini.

Lampiran 1.b. : Kuesioner Penelitian

No. ID : _____

ANGKET/PERNYATAAN

Pengaruh Kepemimpinan Stratejik dan *Corporate Culture* Terhadap Kinerja Perusahaan Dengan *Good Corporate Governance* sebagai Variabel *Intervening*.
(Suatu Studi Persepsi Manajer Pada Perusahaan-Perusahaan Anggota Câmara Comércio Indústria Timor Leste (CCI-TL))



Peneliti : Elidio de Araujo, Lic.Ec, MM
Tuana Laran, Vila-Verde, Dili Timor Leste
Universitas Katolik Widya Mandala Surabaya
Telp. (+670) 77887478; +6281239457865

Tgl Wawancara : _____

Identitas Responden

Nama : _____ Telp/Hp _____

Unit Bisnis : _____

Alamat : _____

Telepon : _____

Umur : _____ Tahun

Jenis Kelamin : Pria Wanita

Jabatan : _____

Pendidikan Terakhir : SMA D3 S1 S2 S3

Berapa lama Bapak/Ibu bekerja di Perusahaan ini _____ tahun

Mohon Bapak/Ibu memberi jawaban terhadap pertanyaan-pertanyaan di bawah ini sesuai dengan kondisi saat ini, dengan cara memberikan tanda centang (✓) pada salah satu kolom pilihan jawaban yang tersedia.

| | 1 | 2 | 3 | 4 | 5 | | | | |
|---|--|-------------------|------------|------------|--------------------|---|---|---|---|
| | Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Setuju (S) | Sangat Setuju (SS) | | | | |
| No | Pernyataan | | | | 1 | 2 | 3 | 4 | 5 |
| A. Visioner (<i>visionary</i>) (X1.1) | | | | | | | | | |
| 1 | Pimpinan perusahaan mempunyai kemampuan untuk menterjemahkan visi perusahaan serta menanamkan visi tersebut pada setiap anggota perusahaan. | | | | | | | | |
| 2 | Pimpinan perusahaan selalu mengajak anggotanya untuk bekerjasama, terutama dalam tim, dan menjaga hubungan yang baik dengan sesama anggota perusahaan | | | | | | | | |
| 3 | Pimpinan perusahaan selalu hati-hati memberikan perhatian hingga pada masalah yang detail. | | | | | | | | |
| B. Kemampuan untuk berpikir secara strategis (<i>Ability to think strategically</i>) (X1.2) | | | | | | | | | |
| 4 | Pimpinan perusahaan memberikan suatu pengaruh untuk mengajak dan memandu orang-orang untuk menuju ke tujuan perusahaan. | | | | | | | | |
| 5 | Pimpinan perusahaan melibatkan kelompok orang yang diarahkan sehingga terdapat interaksi antar personal. | | | | | | | | |
| 6 | Pimpinan perusahaan merupakan individu yang dipandang sebagai penggerak yang memberikan arti atau nilai yang lebih bagi orang-orang yang ada di bawahnya. | | | | | | | | |
| 7 | Pimpinan Perusahaan selalu memberikan pengaruh yang efektif dalam mengimplementasikan strategi. | | | | | | | | |
| C. Kemampuan untuk mengelola perubahan (<i>Ability to manage change</i>) (X1.3) | | | | | | | | | |
| 8 | Pimpinan perusahaan tidak perlu melakukan Restrukturisasi perusahaan kalau adanya perubahan. | | | | | | | | |
| 9 | Berkembangnya jangkauan operasi pasar dan peningkatan penggunaan teknologi yang canggih. | | | | | | | | |
| 10 | Pimpinan perusahaan tanggap terhadap terjadinya perubahan yang cepat pada lingkungan eksternal perusahaan. | | | | | | | | |
| 11 | Kompetensi leadership dari seorang pemimpin penting dalam mengantisipasi perubahan lingkungan eksternal yang cepat yang menjadi tantangan perusahaan. | | | | | | | | |
| D. Keahlian dalam mempengaruhi secara informal (<i>Ability to influence informally</i>) (X1.4) | | | | | | | | | |
| 12 | Pimpinan dikenali sebagai tokoh pelaku, dan seseorang yang menentukan dan memandu semua anggota perusahaan. | | | | | | | | |
| 13 | Pimpinan memiliki Kekuasaan (<i>power</i>) yang cukup untuk mendorong para karyawan untuk bekerjasama dalam rangka menjalankan rencana yang telah disusun. | | | | | | | | |
| 14 | Perusahaan memiliki budaya, yang merupakan kunci bagi pimpinan | | | | | | | | |

| | | | | | | |
|---|---|--|--|--|--|--|
| | dan staf untuk memahami dan mengelola budaya yang mendukung aktivitas strategi perusahaan. | | | | | |
| E. Kemampuan melakukan komunikasi (<i>Ability to communicate</i>) (X1.5) | | | | | | |
| 15 | Pimpinan memberikan informasi yang bermanfaat bagi anggota perusahaannya, terutama mengenai perlindungan hak dan rasa aman bagi semua anggotanya yang berada pada perusahaan. | | | | | |
| 16 | Pimpinan memberikan informasi-informasi yang penting pada para karyawan yang berhubungan dengan perkembangan perusahaan secara keseluruhan | | | | | |
| 17 | Pimpinan mempunyai kemampuan untuk memberikan pengaruh kepada anggota perusahaan melalui daya magnet personal yang dimiliki, antusiasme, dan keyakinan yang kuat. | | | | | |

2. CORPORATE CULTURE

| | | | | |
|---------------------------|-------------------|------------|------------|--------------------|
| 1 | 2 | 3 | 4 | 5 |
| Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Setuju (S) | Sangat Setuju (SS) |

| No | Pernyataan | 1 | 2 | 3 | 4 | 5 |
|---|--|---|---|---|---|---|
| A. Struktur tugas (X2.1) | | | | | | |
| 1 | Perusahaan memiliki struktur tugas yang jelas, sehingga memungkinkan para karyawan untuk bekerja sesuai dengan tanggung jawabnya. | | | | | |
| 2 | Perusahaan telah memanfaatkan sumber daya yang ada untuk meningkatkan kinerja perusahaan | | | | | |
| B. Hubungan imbalan hukum (X2.2) | | | | | | |
| 3 | Tugas batas suatu organisasi dalam memberikan imbalan, seperti promosi dan kenaikan gaji didasarkan pada pertimbangan-pertimbangan lain seperti hasil yang dicapai dan seterusnya. | | | | | |
| 4 | Perusahaan mempunyai kemampuan dalam menciptakan nilai kebersamaan | | | | | |
| C. Sentralisasi keputusan (X2.3) | | | | | | |
| 5 | Perusahaan memberikan batas kepada seorang pimpinan dalam mengambil keputusan-keputusan penting pada manajemen atas. | | | | | |
| 6 | Perusahaan mempunyai kemampuan untuk mempengaruhi anggota perusahaan dalam membuat keputusan | | | | | |
| D. Tekanan pada prestasi (X2.4) | | | | | | |
| 7 | Keinginan pihak pengelola perusahaan dalam melaksanakan pekerjaan dengan baik dan memberikan arahan bagi karyawan untuk meningkatkan prestasi kerja. | | | | | |
| 8 | Perusahaan mempunyai kriteria yang jelas dalam memberikan penghargaan kepada anggota perusahaan | | | | | |

| E. Kejelasan (Clarity) (X2.5) | | | | | |
|--------------------------------------|--|--|--|--|--|
| 9 | Perusahaan mempunyai prosedur kerjanya jelas, sehingga karyawan merasa mengetahui dengan pasti mana yang tanggung jawab dan wewenangnya | | | | |
| 10 | Perusahaan menjadi tempat yang memiliki masa depan yang menjanjikan bagi para karyawannya. | | | | |
| F. Standar Organisasi (X2.6) | | | | | |
| 11 | Penekanan dari standar organisasi terletak pada kualitas hasil dan produk yang dicapai, termasuk tingkat di mana anggota organisasi merasa terlibat untuk ikut mencapai tujuan organisasi. | | | | |
| 12 | Perusahaan mempunyai kriteria yang jelas dalam merekrut dan memilih staf. | | | | |

3. GOOD CORPORATE GOVERNANCE

| 1 | 2 | 3 | 4 | 5 | | | | |
|--|--|------------|------------|--------------------|---|---|---|---|
| Sangat Tidak Sejuju(STS) | Tidak Setuju (TS) | Netral (N) | Setuju (S) | Sangat Setuju (SS) | | | | |
| No | Pernyataan | | | 1 | 2 | 3 | 4 | 5 |
| A. Tingkat Transparansi (Y1.1) | | | | | | | | |
| 1 | Perusahaan menyediakan informasi secara tepat waktu, memadai, jelas, akurat dan dapat diperbandingkan serta mudah diakses oleh pemangku kepentingan sesuai dengan haknya | | | | | | | |
| 2 | Informasi perusahaan yang diungkapkan, tidak terbatas pada, Visi, Misi, sasaran usaha dan strategi perusahaan, tetapi menyangkut kondisi keuangan, susunan dan kompensasi pengurus, pemegang saham pengendali, kepemilikan saham oleh anggota direksi. | | | | | | | |
| 3 | Prinsip keterbukaan yang dianut oleh perusahaan tidak mengurangi kewajiban untuk memenuhi kerahasiaan perusahaan sesuai dengan peraturan perundang-undangan, rahasia jabatan, dan hak-hak pribadi. | | | | | | | |
| 4 | Kebijakan perusahaan tertulis dan secara proporsional di komunikasikan kepada pemangku kepentingan. | | | | | | | |
| B. Tingkat Akuntabilitas (Y1.2) | | | | | | | | |
| 5 | Perusahaan menetapkan rincian tugas dan tanggung jawab masing-masing organ perusahaan dan semua karyawan secara jelas dan selaras dengan Visi, Misi, sasaran usaha dan strategi perusahaan. | | | | | | | |
| 6 | Perusahaan meyakini bahwa semua organ perusahaan dan semua karyawan mempunyai kompetensi sesuai dengan tugas, tanggung jawab dan perannya dalam pelaksanaan GCG | | | | | | | |
| 7 | Perusahaan memastikan adanya sistem pengendalian internal yang efektif dalam pengelolaan perusahaan. | | | | | | | |
| 8 | Dalam melaksanakan tugas dan tanggung jawabnya, setiap organ perusahaan dan semua karyawan harus berpegang pada etika bisnis dan pedoman perilaku (<i>code of conduct</i>) yang telah di sepakati | | | | | | | |

| C. Tingkat Responsabilitas (Y1.3) | | | | | |
|--|--|--|--|--|--|
| 9 | Perusahaan harus berpegang pada prinsip kehati-hatian dan memastikan kepatuhan terhadap peraturan perundang-undangan, anggaran dasar dan peraturan perusahaan (<i>by laws</i>). | | | | |
| 10 | Perusahaan harus melaksanakan tanggung jawab sosial dengan antara lain peduli terhadap masyarakat dan kelestarian lingkungan terutama disekitar perusahaan dengan membuat perencanaan dan pelaksanaan yang memadai. | | | | |
| D. Tingkat Independensi (Y1.4) | | | | | |
| 11 | Masing-masing perusahaan harus menghindari terjadinya dominasi oleh pihak manapun, tidak terpengaruh oleh kepentingan tertentu, bebas dari benturan kepentingan dari segala pengaruh atau tekanan, sehingga pengambilan keputusan dapat dilakukan secara obyektif. | | | | |
| 12 | Masing-masing perusahaan harus melaksanakan fungsi dan tugasnya sesuai dengan anggaran dasar dan peraturan perundang-undangan. | | | | |
| 13 | Tidak saling mendominasi dan atau melempar tanggung jawab antara satu dengan yang lain sehingga terwujud sistem pengendalian internal yang efektif | | | | |
| E. Tingkat Kewajaran (Y1.5) | | | | | |
| 14 | Perusahaan memberikan kesempatan kepada pemangku kepentingan untuk memberikan masukan dan menyampaikan pendapat bagi kepentingan perusahaan serta membuka akses terhadap informasi sesuai dengan prinsip transparansi dalam lingkup kedudukan masing-masing. | | | | |
| 15 | Perusahaan memberikan perlakuan yang setara dan wajar kepada pemangku kepentingan sesuai manfaat dan kontribusi yang diberikan kepada perusahaan. | | | | |
| 16 | Perusahaan memberikan kesempatan yang sama dalam penerimaan karyawan, berkarir dan melaksanakan tugasnya secara professional tanpa membedakan suku, agama, ras, jender, dan kondisi fisik | | | | |

4. KINERJA PERUSAHAAN

| | | | | |
|--------------|-------|-----------|------|-------------|
| 1 | 2 | 3 | 4 | 5 |
| Sangat buruk | Buruk | Rata-rata | Baik | Sangat Baik |

| No | Pernyataan | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| A. Aspek Keuangan (Y2.1) | | | | | | |
| 1 | Realisasi pendapatan (U\$) tahunan terhadap target yang telah ditentukan | | | | | |
| 2 | Adanya laporan keuangan yang tepat waktu dan sudah diaudit oleh pihak independen | | | | | |
| 3 | Adanya analisis rasio keuangan rentabilitas (ROA dan ROE) | | | | | |
| 4 | Adanya peningkatan laba dan efisiensi biaya | | | | | |
| B. Aspek Pelanggan (Y2.2) | | | | | | |
| 5 | Perusahaan selalu melakukan proses Inovasi dalam internal perusahaan | | | | | |
| 6 | Perusahaan selalu menerapkan program budaya kepatuhan, peningkatan kualitas dan memonitor tindakan yang bertanggung jawab | | | | | |
| 7 | Waktu yang digunakan dalam menyelesaikan pekerjaan sesuai dengan target yang telah ditentukan | | | | | |
| 8 | Ketepatan dalam proses penyelesaian pekerjaan | | | | | |
| 9 | Perusahaan selalu mengawasi dalam hal penghematan dalam pemakaian bahan baku dan peralatan pendukung | | | | | |
| 10 | Perusahaan selalu memperhatikan pentingnya ketepatan dalam penempatan peralatan kerja. | | | | | |
| C. Aspek bisnis Internal/Profitabilitas (Y2.3) | | | | | | |
| 11 | Peningkatan laba perusahaan atas investasi dibanding target | | | | | |
| 12 | Penghasilan perusahaan (%) melebihi target yang ditentukan | | | | | |
| 13 | Peningkatan nilai penjualan dibanding target | | | | | |
| D. Aspek Pembelajaran dan pertumbuhan (Y2.4) | | | | | | |
| 14 | Kepuasan karyawan atas peningkatan kompetensi SDM | | | | | |
| 15 | Penggunaan dan pengembangan pemanfaatan sistem teknologi informasi | | | | | |
| 16 | Hubungan yang komunikatif antara atasan dan bawahan maupun rekan kerja | | | | | |

Terima kasih banyak, Bapak dan Ibu telah berkenan meluangkan waktu mengisi kuesioner ini.

Lampiran 1.c : Karakteristik Responden

Jenis Kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 75 | 75.0 | 75.0 | 75.0 |
| | Perempuan | 25 | 25.0 | 25.0 | 100.0 |
| Total | | 100 | 100.0 | 100.0 | |

Pendidikan Terakhir

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | .00 | 2 | 2.0 | 2.0 | 2.0 |
| | 1.00 | 58 | 58.0 | 58.0 | 60.0 |
| | 2.00 | 8 | 8.0 | 8.0 | 68.0 |
| | 3.00 | 29 | 29.0 | 29.0 | 97.0 |
| | 4.00 | 3 | 3.0 | 3.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|-----|---------|---------|---------|----------------|
| Umur | 100 | .00 | 56.00 | 38.9100 | 9.92100 |
| Lama Kerja | 100 | .00 | 15.00 | 5.6800 | 3.22828 |
| Valid N (listwise) | 100 | | | | |

Lampiran 2. Rekapitulasi Data Penelitian

| Resp | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y2.1 | Y2.2 | Y2.3 | Y2.4 |
|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1 | 4.67 | 3.75 | 3.25 | 4.33 | 4.67 | 5.00 | 4.50 | 4.00 | 4.00 | 4.00 | 4.00 | 4.25 | 4.00 | 4.00 | 4.33 | 4.33 | 3.50 | 4.33 | 4.00 | 4.00 |
| 2 | 4.33 | 4.00 | 4.25 | 5.00 | 4.00 | 4.00 | 4.50 | 4.50 | 4.00 | 4.50 | 4.00 | 4.25 | 4.25 | 4.00 | 4.33 | 4.67 | 3.75 | 4.17 | 3.67 | 4.67 |
| 3 | 4.33 | 4.00 | 3.75 | 3.33 | 4.00 | 5.00 | 4.00 | 3.50 | 3.50 | 4.50 | 5.00 | 3.75 | 4.25 | 4.00 | 4.00 | 4.33 | 3.25 | 4.17 | 3.33 | 3.33 |
| 4 | 4.33 | 4.50 | 3.25 | 4.67 | 4.33 | 4.50 | 4.00 | 4.00 | 4.00 | 4.00 | 5.00 | 3.50 | 4.25 | 4.50 | 4.67 | 4.33 | 4.00 | 4.67 | 4.00 | 4.33 |
| 5 | 5.00 | 4.25 | 3.25 | 5.00 | 4.67 | 5.00 | 5.00 | 3.50 | 5.00 | 5.00 | 4.00 | 3.50 | 5.00 | 5.00 | 4.67 | 4.67 | 2.86 | 3.33 | 4.00 | 3.00 |
| 6 | 3.40 | 2.75 | 3.83 | 3.80 | 3.00 | 5.00 | 5.00 | 4.50 | 4.00 | 5.00 | 4.00 | 4.20 | 4.00 | 4.00 | 3.20 | 4.00 | 2.71 | 3.00 | 3.00 | 3.67 |
| 7 | 3.60 | 3.00 | 3.17 | 3.80 | 2.60 | 5.00 | 2.50 | 3.50 | 5.00 | 4.50 | 4.50 | 4.40 | 4.20 | 3.25 | 3.20 | 3.60 | 2.86 | 3.33 | 3.67 | 3.67 |
| 8 | 3.40 | 2.50 | 3.50 | 3.20 | 3.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.50 | 5.00 | 4.00 | 3.25 | 2.60 | 3.80 | 3.14 | 2.67 | 4.00 | 3.00 |
| 9 | 3.80 | 3.00 | 3.83 | 3.00 | 3.40 | 5.00 | 4.00 | 4.50 | 4.50 | 4.50 | 5.00 | 3.40 | 4.20 | 3.75 | 5.00 | 3.80 | 2.29 | 3.33 | 4.00 | 2.33 |
| 10 | 3.60 | 3.75 | 3.83 | 3.60 | 3.20 | 4.00 | 3.50 | 2.50 | 5.00 | 3.00 | 4.00 | 3.20 | 4.00 | 2.50 | 3.20 | 4.00 | 2.86 | 4.00 | 3.33 | 3.67 |
| 11 | 3.60 | 3.75 | 4.33 | 4.40 | 3.40 | 3.50 | 4.00 | 3.50 | 4.25 | 3.50 | 4.25 | 4.80 | 3.40 | 3.75 | 4.00 | 4.00 | 4.14 | 4.00 | 3.33 | 3.67 |
| 12 | 3.60 | 2.75 | 3.33 | 4.40 | 2.80 | 4.00 | 4.00 | 4.00 | 5.00 | 4.00 | 5.00 | 4.00 | 4.20 | 4.00 | 4.00 | 4.00 | 2.00 | 3.00 | 3.67 | 4.33 |
| 13 | 3.20 | 3.75 | 3.67 | 3.20 | 3.60 | 4.00 | 4.50 | 4.00 | 5.00 | 4.00 | 5.00 | 3.60 | 4.20 | 3.00 | 3.80 | 4.20 | 2.00 | 4.33 | 3.33 | 3.33 |
| 14 | 3.00 | 3.25 | 3.83 | 3.60 | 3.80 | 3.00 | 3.00 | 3.00 | 4.00 | 3.00 | 4.00 | 2.60 | 4.00 | 4.50 | 4.00 | 3.20 | 2.57 | 3.00 | 4.00 | 3.33 |
| 15 | 3.80 | 3.50 | 3.83 | 4.00 | 3.40 | 4.25 | 5.00 | 4.50 | 5.00 | 4.75 | 5.00 | 3.80 | 4.00 | 3.75 | 4.20 | 4.00 | 3.14 | 4.00 | 3.00 | 2.67 |
| 16 | 3.00 | 3.25 | 3.83 | 3.00 | 2.60 | 4.25 | 4.75 | 4.00 | 5.00 | 4.00 | 5.00 | 4.20 | 4.20 | 3.50 | 3.20 | 3.80 | 2.43 | 3.67 | 3.33 | 2.33 |
| 17 | 3.60 | 2.75 | 4.00 | 3.60 | 3.00 | 3.75 | 4.00 | 3.75 | 4.75 | 3.75 | 5.00 | 3.20 | 4.00 | 4.75 | 3.60 | 3.80 | 3.14 | 4.00 | 3.33 | 3.67 |
| 18 | 3.80 | 3.50 | 4.00 | 2.80 | 3.20 | 3.00 | 3.25 | 3.00 | 4.00 | 3.00 | 3.00 | 4.00 | 3.40 | 4.00 | 3.20 | 4.00 | 3.14 | 5.00 | 3.33 | 2.33 |
| 19 | 2.80 | 2.50 | 1.83 | 2.40 | 3.00 | 3.25 | 3.50 | 3.25 | 4.25 | 3.50 | 4.00 | 3.20 | 4.00 | 3.00 | 4.00 | 2.80 | 2.43 | 3.67 | 3.00 | 3.00 |
| 20 | 3.60 | 3.00 | 2.83 | 3.20 | 3.60 | 2.75 | 3.00 | 3.00 | 4.00 | 3.00 | 3.75 | 4.00 | 4.20 | 1.75 | 3.20 | 4.00 | 3.00 | 4.00 | 3.67 | 2.33 |
| 21 | 4.00 | 4.25 | 3.75 | 4.33 | 4.00 | 4.00 | 4.00 | 3.50 | 4.00 | 3.00 | 4.00 | 4.50 | 4.00 | 4.50 | 3.67 | 3.33 | 3.50 | 3.67 | 3.00 | 4.00 |
| 22 | 4.00 | 4.25 | 2.75 | 4.33 | 3.67 | 4.50 | 4.00 | 3.75 | 4.00 | 5.00 | 5.00 | 4.25 | 4.25 | 4.50 | 4.00 | 4.00 | 3.75 | 3.67 | 3.67 | 4.67 |
| 23 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| 24 | 4.67 | 5.00 | 4.50 | 5.00 | 4.33 | 4.00 | 5.00 | 4.50 | 5.00 | 4.00 | 5.00 | 4.75 | 4.25 | 4.50 | 4.33 | 4.67 | 4.50 | 4.33 | 4.00 | 4.67 |
| 25 | 3.67 | 3.75 | 4.00 | 4.67 | 4.67 | 4.00 | 4.50 | 4.50 | 4.50 | 5.00 | 5.00 | 4.75 | 4.75 | 4.50 | 4.33 | 5.00 | 4.50 | 4.50 | 4.67 | 4.33 |
| 26 | 4.67 | 4.25 | 4.75 | 4.33 | 4.33 | 5.00 | 4.00 | 3.50 | 4.33 | 4.00 | 5.00 | 4.00 | 3.75 | 4.00 | 3.67 | 4.00 | 3.50 | 4.33 | 4.00 | 4.33 |
| 27 | 5.00 | 4.00 | 5.00 | 2.00 | 4.00 | 5.00 | 5.00 | 3.50 | 4.33 | 4.33 | 4.67 | 4.25 | 4.75 | 4.50 | 4.33 | 4.33 | 3.50 | 4.33 | 4.33 | 4.67 |
| 28 | 4.67 | 4.50 | 2.00 | 5.00 | 4.33 | 4.50 | 4.00 | 3.75 | 4.00 | 3.00 | 4.00 | 4.25 | 4.25 | 5.00 | 4.33 | 4.67 | 3.75 | 4.00 | 3.00 | 4.00 |
| 29 | 4.67 | 4.25 | 3.25 | 2.67 | 4.00 | 3.00 | 3.00 | 3.00 | 4.00 | 4.00 | 4.00 | 5.00 | 5.00 | 5.00 | 3.33 | 4.67 | 2.00 | 2.00 | 2.00 | 2.00 |
| 30 | 4.33 | 3.75 | 3.50 | 4.67 | 4.33 | 4.00 | 4.00 | 3.75 | 4.17 | 4.00 | 5.00 | 4.00 | 4.50 | 4.50 | 4.00 | 3.67 | 3.75 | 4.17 | 4.00 | 4.00 |
| 31 | 3.20 | 3.50 | 3.67 | 4.20 | 3.00 | 3.50 | 3.25 | 3.50 | 4.00 | 3.50 | 4.00 | 2.60 | 4.20 | 3.00 | 3.20 | 3.80 | 3.00 | 3.33 | 3.33 | 2.33 |
| 32 | 3.40 | 3.50 | 3.67 | 3.60 | 3.40 | 3.75 | 3.25 | 3.50 | 4.25 | 3.75 | 4.25 | 3.40 | 4.00 | 3.25 | 4.00 | 3.20 | 2.57 | 3.00 | 4.00 | 1.67 |
| 33 | 4.40 | 3.00 | 4.00 | 3.60 | 3.20 | 3.50 | 4.00 | 3.00 | 4.25 | 3.00 | 5.00 | 4.00 | 4.20 | 3.00 | 3.00 | 3.60 | 2.71 | 2.67 | 3.33 | 2.33 |
| 34 | 4.00 | 5.00 | 2.00 | 2.00 | 2.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 3.60 | 4.00 | 3.00 | 3.20 | 5.00 | 2.43 | 3.00 | 3.00 | 3.00 |
| 35 | 3.20 | 3.50 | 3.00 | 3.00 | 3.60 | 3.00 | 3.25 | 3.50 | 3.25 | 3.50 | 4.00 | 5.00 | 4.20 | 3.75 | 4.00 | 3.60 | 2.71 | 3.33 | 3.67 | 2.33 |
| 36 | 3.40 | 3.00 | 3.17 | 3.00 | 3.20 | 2.75 | 2.75 | 3.00 | 2.00 | 3.25 | 3.00 | 2.60 | 3.80 | 2.75 | 3.20 | 3.00 | 2.71 | 3.00 | 3.00 | 3.67 |
| 37 | 4.20 | 3.50 | 3.83 | 4.60 | 4.20 | 3.50 | 3.25 | 3.50 | 4.25 | 3.00 | 5.00 | 3.40 | 4.20 | 4.00 | 3.20 | 3.80 | 3.29 | 3.33 | 2.67 | 2.00 |
| 38 | 4.20 | 3.50 | 3.67 | 4.60 | 3.40 | 3.50 | 3.25 | 3.50 | 4.75 | 3.00 | 3.75 | 4.60 | 4.00 | 2.75 | 3.20 | 3.80 | 3.29 | 3.33 | 4.00 | 2.33 |
| 39 | 3.20 | 4.25 | 3.67 | 3.20 | 3.20 | 3.50 | 4.00 | 4.25 | 4.75 | 3.75 | 5.00 | 3.60 | 5.00 | 3.75 | 4.60 | 4.20 | 2.14 | 4.00 | 2.67 | 3.67 |
| 40 | 3.80 | 3.50 | 3.83 | 3.40 | 4.80 | 3.00 | 3.25 | 3.50 | 4.00 | 3.25 | 4.25 | 3.60 | 3.20 | 3.50 | 3.00 | 3.00 | 2.00 | 3.33 | 2.00 | 2.00 |
| 41 | 4.20 | 3.25 | 3.17 | 4.60 | 4.00 | 3.00 | 3.00 | 3.25 | 4.75 | 3.00 | 4.75 | 4.00 | 4.20 | 3.50 | 4.00 | 4.00 | 3.43 | 3.00 | 4.00 | 3.67 |
| 42 | 3.00 | 3.75 | 3.67 | 3.60 | 3.60 | 3.25 | 3.50 | 3.75 | 4.25 | 3.50 | 4.25 | 4.40 | 4.20 | 3.25 | 3.60 | 3.80 | 4.00 | 3.00 | 3.33 | 3.67 |

| | | | | | | | | | | | | | | | | | | | | |
|----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 43 | 3.00 | 3.00 | 3.00 | 3.00 | 3.20 | 2.60 | 2.75 | 2.75 | 3.00 | 4.25 | 4.25 | 2.60 | 3.80 | 3.25 | 3.20 | 4.00 | 4.00 | 2.67 | 3.67 | 4.33 |
| 44 | 4.40 | 2.50 | 3.00 | 3.40 | 3.80 | 3.80 | 2.25 | 3.50 | 2.50 | 4.25 | 3.50 | 3.20 | 4.00 | 2.50 | 3.20 | 2.60 | 2.71 | 3.33 | 3.00 | 3.00 |
| 45 | 3.80 | 3.00 | 2.67 | 4.60 | 2.20 | 2.20 | 3.00 | 4.00 | 3.00 | 4.00 | 4.00 | 4.60 | 4.20 | 3.50 | 3.60 | 3.00 | 2.57 | 4.00 | 2.67 | 2.00 |
| 46 | 2.00 | 2.25 | 2.33 | 1.00 | 1.00 | 1.00 | 2.25 | 3.00 | 3.00 | 3.00 | 2.33 | 2.00 | 4.60 | 3.00 | 5.00 | 5.00 | 3.00 | 3.00 | 2.33 | 2.33 |
| 47 | 3.60 | 3.25 | 3.67 | 4.60 | 3.80 | 3.80 | 3.25 | 4.25 | 3.29 | 3.00 | 4.00 | 3.67 | 4.00 | 4.00 | 4.00 | 3.67 | 3.29 | 3.00 | 4.00 | 3.67 |
| 48 | 3.60 | 4.00 | 4.00 | 3.00 | 3.20 | 3.50 | 3.50 | 3.50 | 3.14 | 3.00 | 3.00 | 3.80 | 3.14 | 3.00 | 3.00 | 2.33 | 3.14 | 3.00 | 3.00 | 2.33 |
| 49 | 4.00 | 4.50 | 4.67 | 3.40 | 4.00 | 4.00 | 4.00 | 4.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| 50 | 3.60 | 3.50 | 2.33 | 3.80 | 3.40 | 3.40 | 2.25 | 3.25 | 2.00 | 3.33 | 2.67 | 4.00 | 3.60 | 3.33 | 2.67 | 2.00 | 2.00 | 3.33 | 2.67 | 4.00 |
| 51 | 4.00 | 5.00 | 3.17 | 3.40 | 3.60 | 3.60 | 5.00 | 5.00 | 3.43 | 2.67 | 3.33 | 3.40 | 3.43 | 2.67 | 3.33 | 2.33 | 3.43 | 2.67 | 3.33 | 2.33 |
| 52 | 3.60 | 3.25 | 3.83 | 3.60 | 3.00 | 3.00 | 3.50 | 3.00 | 4.00 | 3.00 | 3.67 | 4.00 | 4.00 | 3.00 | 3.67 | 4.00 | 4.00 | 3.00 | 3.67 | 4.00 |
| 53 | 3.80 | 3.75 | 2.67 | 4.20 | 3.00 | 3.00 | 4.25 | 3.50 | 4.00 | 3.00 | 4.00 | 4.00 | 4.00 | 3.00 | 4.00 | 2.33 | 4.00 | 3.00 | 4.00 | 2.33 |
| 54 | 3.40 | 3.50 | 3.67 | 4.40 | 3.40 | 3.40 | 3.25 | 3.25 | 3.00 | 3.33 | 4.00 | 4.67 | 4.40 | 3.33 | 4.00 | 4.67 | 3.00 | 3.33 | 4.00 | 4.67 |
| 55 | 3.80 | 3.75 | 3.67 | 4.40 | 3.40 | 3.40 | 3.00 | 3.50 | 5.00 | 3.00 | 3.00 | 5.00 | 4.80 | 3.25 | 4.00 | 3.80 | 2.71 | 3.00 | 3.00 | 2.33 |
| 56 | 3.60 | 3.00 | 2.83 | 3.80 | 3.00 | 3.00 | 2.50 | 2.75 | 2.71 | 2.67 | 3.00 | 3.00 | 4.20 | 3.00 | 2.80 | 3.00 | 2.71 | 2.67 | 3.00 | 3.67 |
| 57 | 4.00 | 3.50 | 3.17 | 4.40 | 3.80 | 3.60 | 3.25 | 3.25 | 2.29 | 3.33 | 3.67 | 4.33 | 4.00 | 4.00 | 3.20 | 3.80 | 2.29 | 3.33 | 3.67 | 4.33 |
| 58 | 3.80 | 3.00 | 3.33 | 3.80 | 3.60 | 3.60 | 3.50 | 4.00 | 4.00 | 4.00 | 3.33 | 5.00 | 4.60 | 3.50 | 5.00 | 5.00 | 4.00 | 4.00 | 3.33 | 5.00 |
| 59 | 3.60 | 3.00 | 3.67 | 3.80 | 3.60 | 3.60 | 3.50 | 4.00 | 4.00 | 4.00 | 4.00 | 4.40 | 4.40 | 4.00 | 2.60 | 3.60 | 2.71 | 4.00 | 4.00 | 3.33 |
| 60 | 3.80 | 3.25 | 3.50 | 4.00 | 3.20 | 3.50 | 3.50 | 3.75 | 2.86 | 3.00 | 3.00 | 2.67 | 2.60 | 3.50 | 3.20 | 4.00 | 2.86 | 3.00 | 3.00 | 2.67 |
| 61 | 3.00 | 2.50 | 2.33 | 4.00 | 4.00 | 4.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| 62 | 3.80 | 3.50 | 3.67 | 3.80 | 3.60 | 3.60 | 3.25 | 4.00 | 3.25 | 4.25 | 3.50 | 4.00 | 4.00 | 4.20 | 3.60 | 4.00 | 3.00 | 3.67 | 3.33 | 3.67 |
| 63 | 3.40 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 4.25 | 4.75 | 4.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.25 | 3.00 | 3.20 | 2.00 | 3.00 | 3.00 | 3.00 |
| 64 | 3.60 | 3.25 | 3.33 | 3.40 | 3.20 | 3.20 | 4.00 | 3.50 | 4.00 | 4.00 | 3.00 | 4.75 | 3.60 | 3.50 | 3.20 | 3.80 | 2.71 | 3.33 | 3.00 | 3.00 |
| 65 | 3.00 | 2.00 | 3.00 | 3.00 | 2.00 | 2.00 | 5.00 | 5.00 | 4.00 | 5.00 | 5.00 | 4.00 | 3.40 | 3.50 | 3.20 | 3.80 | 2.57 | 3.00 | 3.00 | 2.67 |
| 66 | 5.00 | 5.00 | 5.00 | 3.60 | 5.00 | 5.00 | 2.00 | 2.00 | 2.25 | 5.00 | 2.00 | 2.00 | 3.00 | 3.50 | 3.60 | 3.80 | 2.86 | 3.33 | 3.33 | 3.33 |
| 67 | 5.00 | 5.00 | 4.00 | 4.00 | 4.00 | 4.00 | 3.50 | 3.50 | 3.25 | 3.00 | 3.50 | 5.00 | 2.20 | 4.00 | 5.00 | 5.00 | 4.00 | 4.00 | 5.00 | 5.00 |
| 68 | 3.80 | 3.50 | 3.67 | 3.80 | 3.60 | 3.60 | 3.00 | 4.00 | 3.75 | 4.75 | 3.75 | 5.00 | 4.00 | 4.20 | 3.80 | 4.00 | 3.00 | 3.67 | 3.33 | 3.67 |
| 69 | 3.00 | 2.25 | 2.33 | 2.80 | 2.60 | 2.60 | 3.25 | 3.50 | 3.25 | 4.25 | 3.25 | 5.00 | 2.20 | 3.20 | 2.80 | 2.80 | 1.57 | 2.33 | 2.00 | 1.67 |
| 70 | 3.60 | 3.25 | 3.33 | 3.40 | 3.20 | 3.20 | 4.00 | 3.75 | 3.50 | 5.00 | 3.50 | 4.00 | 3.40 | 4.00 | 3.20 | 3.80 | 2.71 | 3.00 | 3.00 | 3.00 |
| 71 | 3.60 | 3.00 | 3.17 | 3.40 | 3.20 | 3.20 | 3.25 | 4.00 | 3.75 | 4.00 | 3.75 | 4.00 | 3.40 | 4.00 | 3.20 | 3.80 | 2.57 | 3.00 | 3.00 | 2.67 |
| 72 | 3.40 | 3.00 | 3.17 | 3.20 | 3.00 | 3.00 | 3.75 | 3.75 | 3.50 | 4.75 | 3.50 | 3.20 | 4.00 | 3.25 | 3.20 | 3.60 | 2.43 | 3.00 | 3.00 | 2.33 |
| 73 | 3.60 | 3.25 | 3.33 | 3.40 | 3.20 | 3.20 | 3.00 | 3.50 | 3.25 | 3.00 | 3.00 | 3.60 | 4.00 | 3.50 | 3.20 | 3.80 | 2.71 | 3.00 | 3.00 | 3.00 |
| 74 | 4.00 | 3.75 | 3.67 | 3.80 | 3.80 | 3.80 | 3.50 | 3.00 | 3.25 | 4.25 | 3.00 | 4.00 | 4.20 | 3.75 | 4.00 | 4.00 | 3.14 | 4.00 | 3.67 | 3.67 |
| 75 | 3.40 | 3.00 | 3.17 | 3.20 | 3.00 | 3.00 | 3.25 | 2.50 | 3.25 | 4.00 | 3.00 | 4.00 | 3.20 | 3.25 | 3.20 | 3.60 | 2.43 | 3.00 | 3.00 | 2.33 |
| 76 | 3.00 | 2.50 | 2.50 | 2.80 | 2.60 | 2.60 | 3.00 | 4.00 | 5.00 | 4.00 | 4.00 | 4.00 | 3.00 | 5.00 | 3.00 | 3.00 | 4.00 | 5.00 | 5.00 | 4.00 |
| 77 | 3.20 | 2.75 | 2.83 | 3.00 | 2.80 | 2.80 | 3.50 | 2.50 | 2.75 | 3.00 | 2.50 | 3.00 | 2.60 | 3.80 | 3.00 | 3.00 | 2.14 | 2.67 | 2.67 | 2.00 |
| 78 | 3.60 | 3.25 | 3.33 | 3.40 | 3.20 | 3.20 | 3.00 | 3.00 | 3.25 | 4.75 | 3.00 | 4.50 | 3.60 | 4.00 | 3.20 | 3.80 | 2.71 | 3.33 | 3.33 | 3.00 |
| 79 | 5.00 | 2.75 | 2.67 | 2.50 | 2.50 | 2.50 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 5.00 | 5.00 | 5.00 | 5.00 | 2.00 | 2.00 | 3.00 | 2.00 |
| 80 | 3.00 | 2.50 | 2.50 | 2.80 | 2.60 | 2.60 | 4.25 | 3.75 | 4.00 | 4.00 | 3.75 | 3.75 | 2.40 | 3.00 | 2.60 | 2.80 | 5.00 | 4.00 | 4.00 | 4.00 |
| 81 | 4.20 | 3.75 | 3.83 | 4.40 | 4.00 | 4.00 | 3.00 | 2.75 | 3.00 | 4.75 | 3.00 | 4.75 | 4.40 | 4.00 | 4.00 | 4.00 | 3.43 | 4.00 | 4.00 | 4.00 |
| 82 | 3.60 | 3.00 | 3.33 | 3.40 | 3.20 | 3.20 | 3.25 | 3.75 | 4.25 | 4.00 | 3.75 | 4.00 | 3.40 | 3.50 | 3.20 | 3.80 | 2.57 | 3.00 | 3.00 | 3.00 |
| 83 | 3.40 | 3.00 | 3.17 | 3.20 | 3.00 | 3.00 | 3.25 | 4.50 | 3.75 | 4.00 | 3.50 | 4.00 | 3.20 | 3.25 | 3.20 | 3.60 | 2.43 | 3.00 | 3.00 | 2.33 |
| 84 | 3.80 | 3.50 | 3.67 | 3.80 | 3.60 | 3.60 | 4.00 | 4.75 | 4.00 | 4.25 | 4.25 | 4.00 | 4.20 | 3.75 | 3.80 | 4.00 | 3.00 | 3.67 | 3.33 | 3.67 |
| 85 | 3.80 | 3.50 | 3.67 | 3.80 | 3.60 | 3.60 | 4.00 | 4.00 | 3.25 | 4.25 | 3.25 | 4.00 | 4.20 | 3.75 | 3.80 | 4.00 | 3.00 | 3.67 | 3.67 | 3.67 |
| 86 | 4.00 | 3.75 | 3.83 | 4.00 | 3.80 | 3.80 | 4.00 | 3.50 | 3.50 | 4.75 | 3.50 | 4.50 | 4.20 | 4.00 | 4.00 | 4.00 | 3.14 | 4.00 | 3.67 | 3.67 |
| 87 | 5.00 | 1.00 | 3.17 | 2.00 | 3.20 | 3.20 | 3.50 | 4.00 | 4.50 | 4.00 | 4.00 | 4.00 | 3.40 | 4.00 | 3.20 | 3.60 | 2.43 | 2.00 | 2.00 | 2.67 |
| 88 | 4.40 | 4.00 | 4.00 | 4.60 | 4.20 | 4.20 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 4.00 | 3.00 | 4.00 | 4.00 | 2.00 | 3.00 | 2.00 | 3.00 |

| | | | | | | | | | | | | | | | | | | | | | |
|-----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 89 | 3.60 | 3.25 | 3.50 | 3.60 | 3.40 | 2.75 | 3.50 | 3.50 | 4.25 | 3.50 | 4.00 | 3.60 | 4.20 | 4.20 | 3.50 | 3.20 | 3.80 | 2.86 | 3.33 | 3.33 | 3.00 |
| 90 | 4.00 | 3.75 | 3.83 | 4.20 | 3.80 | 3.50 | 4.00 | 3.50 | 4.75 | 3.75 | 4.75 | 4.20 | 4.20 | 4.20 | 4.00 | 4.00 | 4.00 | 3.29 | 4.00 | 3.67 | 4.00 |
| 91 | 3.80 | 3.50 | 3.50 | 3.60 | 3.40 | 4.00 | 4.00 | 4.00 | 5.00 | 5.00 | 4.00 | 3.80 | 4.20 | 4.20 | 3.75 | 3.60 | 3.80 | 2.86 | 3.33 | 3.33 | 3.33 |
| 92 | 4.40 | 4.00 | 4.00 | 4.60 | 4.40 | 2.50 | 2.75 | 3.75 | 3.00 | 3.00 | 3.00 | 4.80 | 4.80 | 4.80 | 4.25 | 4.00 | 4.20 | 3.86 | 4.33 | 4.00 | 4.33 |
| 93 | 4.20 | 3.75 | 4.00 | 4.40 | 4.20 | 2.50 | 2.75 | 2.75 | 4.75 | 2.50 | 4.75 | 4.60 | 4.60 | 4.60 | 4.00 | 4.00 | 4.00 | 3.57 | 4.00 | 4.00 | 4.00 |
| 94 | 4.40 | 4.50 | 4.67 | 4.80 | 4.60 | 3.00 | 3.50 | 3.00 | 1.00 | 3.00 | 5.00 | 5.00 | 5.00 | 5.00 | 4.50 | 4.80 | 4.80 | 4.00 | 5.00 | 4.33 | 5.00 |
| 95 | 3.80 | 3.50 | 3.67 | 3.80 | 3.60 | 3.75 | 3.75 | 3.00 | 4.25 | 3.50 | 4.25 | 4.00 | 4.20 | 4.20 | 3.75 | 4.00 | 4.00 | 3.14 | 4.00 | 3.67 | 3.67 |
| 96 | 4.00 | 3.00 | 4.00 | 4.00 | 3.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | 4.00 | 5.00 | 5.00 | 5.00 | 5.00 | 4.00 | 5.00 | 5.00 | 5.00 | 5.00 |
| 97 | 3.80 | 3.50 | 3.67 | 3.80 | 3.60 | 5.00 | 3.00 | 2.25 | 4.25 | 3.00 | 4.25 | 4.00 | 4.20 | 4.20 | 3.75 | 3.80 | 4.00 | 3.00 | 3.67 | 3.67 | 3.67 |
| 98 | 3.60 | 3.25 | 3.33 | 3.40 | 3.20 | 3.25 | 3.00 | 2.75 | 4.00 | 3.25 | 4.00 | 3.60 | 4.00 | 4.00 | 3.50 | 3.20 | 3.80 | 2.71 | 3.00 | 3.00 | 3.00 |
| 99 | 3.80 | 3.50 | 3.50 | 3.60 | 3.60 | 4.00 | 3.75 | 2.50 | 4.25 | 4.00 | 4.25 | 4.00 | 4.20 | 4.20 | 3.75 | 3.60 | 3.80 | 3.00 | 3.33 | 3.33 | 3.33 |
| 100 | 4.00 | 3.75 | 3.83 | 3.80 | 3.80 | 3.75 | 3.75 | 3.75 | 4.25 | 4.00 | 4.50 | 4.20 | 4.20 | 4.20 | 3.75 | 4.00 | 4.00 | 3.14 | 4.00 | 3.67 | 3.67 |

Lampiran 3. Output Deskripsi Aitem Penelitian

X1.1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 5 | 5.0 | 5.0 | 5.0 |
| | 4.00 | 49 | 49.0 | 49.0 | 54.0 |
| | 5.00 | 46 | 46.0 | 46.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 4.00 | 38 | 38.0 | 38.0 | 39.0 |
| | 5.00 | 61 | 61.0 | 61.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 3.00 | 9 | 9.0 | 9.0 | 11.0 |
| | 4.00 | 42 | 42.0 | 42.0 | 53.0 |
| | 5.00 | 47 | 47.0 | 47.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 3 | 3.0 | 3.0 | 3.0 |
| | 4.00 | 56 | 56.0 | 56.0 | 59.0 |
| | 5.00 | 41 | 41.0 | 41.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 3.0 | 3.0 | 3.0 |
| | 3.00 | 14 | 14.0 | 14.0 | 17.0 |
| | 4.00 | 51 | 51.0 | 51.0 | 68.0 |
| | 5.00 | 32 | 32.0 | 32.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 3.00 | 16 | 16.0 | 16.0 | 18.0 |
| | 4.00 | 40 | 40.0 | 40.0 | 58.0 |
| | 5.00 | 42 | 42.0 | 42.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 1 | 1.0 | 1.0 | 2.0 |
| | 4.00 | 41 | 41.0 | 41.0 | 43.0 |
| | 5.00 | 57 | 57.0 | 57.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 7 | 7.0 | 7.0 | 7.0 |
| | 2.00 | 24 | 24.0 | 24.0 | 31.0 |
| | 3.00 | 14 | 14.0 | 14.0 | 45.0 |
| | 4.00 | 32 | 32.0 | 32.0 | 77.0 |
| | 5.00 | 23 | 23.0 | 23.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 2.00 | 3 | 3.0 | 3.0 | 4.0 |
| | 3.00 | 15 | 15.0 | 15.0 | 19.0 |
| | 4.00 | 50 | 50.0 | 50.0 | 69.0 |
| | 5.00 | 31 | 31.0 | 31.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 3.0 | 3.0 | 3.0 |
| | 3.00 | 4 | 4.0 | 4.0 | 7.0 |
| | 4.00 | 61 | 61.0 | 61.0 | 68.0 |
| | 5.00 | 32 | 32.0 | 32.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.3.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 2.00 | 5 | 5.0 | 5.0 | 6.0 |
| | 3.00 | 5 | 5.0 | 5.0 | 11.0 |
| | 4.00 | 41 | 41.0 | 41.0 | 52.0 |
| | 5.00 | 48 | 48.0 | 48.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 6 | 6.0 | 6.0 | 6.0 |
| | 3.00 | 9 | 9.0 | 9.0 | 15.0 |
| | 4.00 | 46 | 46.0 | 46.0 | 61.0 |
| | 5.00 | 39 | 39.0 | 39.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 5 | 5.0 | 5.0 | 6.0 |
| | 4.00 | 38 | 38.0 | 38.0 | 44.0 |
| | 5.00 | 56 | 56.0 | 56.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 2.00 | 2 | 2.0 | 2.0 | 3.0 |
| | 3.00 | 2 | 2.0 | 2.0 | 5.0 |
| | 4.00 | 43 | 43.0 | 43.0 | 48.0 |
| | 5.00 | 52 | 52.0 | 52.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.5.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 7 | 7.0 | 7.0 | 8.0 |
| | 4.00 | 48 | 48.0 | 48.0 | 56.0 |
| | 5.00 | 44 | 44.0 | 44.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.5.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 2.00 | 3 | 3.0 | 3.0 | 5.0 |
| | 3.00 | 7 | 7.0 | 7.0 | 12.0 |
| | 4.00 | 45 | 45.0 | 45.0 | 57.0 |
| | 5.00 | 43 | 43.0 | 43.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X1.5.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 6 | 6.0 | 6.0 | 7.0 |
| | 4.00 | 51 | 51.0 | 51.0 | 58.0 |
| | 5.00 | 42 | 42.0 | 42.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 4.00 | 32 | 32.0 | 32.0 | 34.0 |
| | 5.00 | 66 | 66.0 | 66.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 4.00 | 43 | 43.0 | 43.0 | 45.0 |
| | 5.00 | 55 | 55.0 | 55.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 3.0 | 3.0 | 3.0 |
| | 3.00 | 8 | 8.0 | 8.0 | 11.0 |
| | 4.00 | 50 | 50.0 | 50.0 | 61.0 |
| | 5.00 | 39 | 39.0 | 39.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 8 | 8.0 | 8.0 | 9.0 |
| | 4.00 | 45 | 45.0 | 45.0 | 54.0 |
| | 5.00 | 46 | 46.0 | 46.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 4 | 4.0 | 4.0 | 4.0 |
| | 2.00 | 6 | 6.0 | 6.0 | 10.0 |
| | 3.00 | 12 | 12.0 | 12.0 | 22.0 |
| | 4.00 | 40 | 40.0 | 40.0 | 62.0 |
| | 5.00 | 38 | 38.0 | 38.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 2.00 | 6 | 6.0 | 6.0 | 8.0 |
| | 3.00 | 11 | 11.0 | 11.0 | 19.0 |
| | 4.00 | 49 | 49.0 | 49.0 | 68.0 |
| | 5.00 | 32 | 32.0 | 32.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 2.00 | 1 | 1.0 | 1.0 | 2.0 |
| | 3.00 | 6 | 6.0 | 6.0 | 8.0 |
| | 4.00 | 43 | 43.0 | 43.0 | 51.0 |
| | 5.00 | 49 | 49.0 | 49.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 2.00 | 1 | 1.0 | 1.0 | 2.0 |
| | 3.00 | 4 | 4.0 | 4.0 | 6.0 |
| | 4.00 | 49 | 49.0 | 49.0 | 55.0 |
| | 5.00 | 45 | 45.0 | 45.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.5.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 5 | 5.0 | 5.0 | 6.0 |
| | 4.00 | 40 | 40.0 | 40.0 | 46.0 |
| | 5.00 | 54 | 54.0 | 54.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.5.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 2.00 | 4 | 4.0 | 4.0 | 6.0 |
| | 3.00 | 6 | 6.0 | 6.0 | 12.0 |
| | 4.00 | 56 | 56.0 | 56.0 | 68.0 |
| | 5.00 | 32 | 32.0 | 32.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.6.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 3.00 | 8 | 8.0 | 8.0 | 10.0 |
| | 4.00 | 51 | 51.0 | 51.0 | 61.0 |
| | 5.00 | 39 | 39.0 | 39.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

X2.6.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 2 | 2.0 | 2.0 | 2.0 |
| | 3.00 | 4 | 4.0 | 4.0 | 6.0 |
| | 4.00 | 48 | 48.0 | 48.0 | 54.0 |
| | 5.00 | 46 | 46.0 | 46.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 5 | 5.0 | 5.0 | 6.0 |
| | 4.00 | 60 | 60.0 | 60.0 | 66.0 |
| | 5.00 | 34 | 34.0 | 34.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 3 | 3.0 | 3.0 | 4.0 |
| | 3 | 12 | 12.0 | 12.0 | 16.0 |
| | 4 | 51 | 51.0 | 51.0 | 67.0 |
| | 5 | 33 | 33.0 | 33.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 2 | 2.0 | 2.0 | 3.0 |
| | 3 | 16 | 16.0 | 16.0 | 19.0 |
| | 4 | 47 | 47.0 | 47.0 | 66.0 |
| | 5 | 34 | 34.0 | 34.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 3.0 | 3.0 | 3.0 |
| | 3 | 10 | 10.0 | 10.0 | 13.0 |
| | 4 | 57 | 57.0 | 57.0 | 70.0 |
| | 5 | 30 | 30.0 | 30.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 5.0 | 5.0 | 5.0 |
| | 4 | 43 | 43.0 | 43.0 | 48.0 |
| | 5 | 52 | 52.0 | 52.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 5.0 | 5.0 | 5.0 |
| | 4 | 56 | 56.0 | 56.0 | 61.0 |
| | 5 | 39 | 39.0 | 39.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 6 | 6.0 | 6.0 | 8.0 |
| | 4 | 47 | 47.0 | 47.0 | 55.0 |
| | 5 | 45 | 45.0 | 45.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 3 | 3.0 | 3.0 | 4.0 |
| | 4 | 48 | 48.0 | 48.0 | 52.0 |
| | 5 | 48 | 48.0 | 48.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 3 | 3.0 | 3.0 | 3.0 |
| | 4 | 53 | 53.0 | 53.0 | 56.0 |
| | 5 | 44 | 44.0 | 44.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 4 | 61 | 61.0 | 61.0 | 62.0 |
| | 5 | 38 | 38.0 | 38.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 2 | 2.0 | 2.0 | 2.0 |
| | 2 | 1 | 1.0 | 1.0 | 3.0 |
| | 3 | 6 | 6.0 | 6.0 | 9.0 |
| | 4 | 56 | 56.0 | 56.0 | 65.0 |
| | 5 | 35 | 35.0 | 35.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 7 | 7.0 | 7.0 | 8.0 |
| | 4 | 52 | 52.0 | 52.0 | 60.0 |
| | 5 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 2 | 2.0 | 2.0 | 2.0 |
| | 2 | 2 | 2.0 | 2.0 | 4.0 |
| | 3 | 4 | 4.0 | 4.0 | 8.0 |
| | 4 | 55 | 55.0 | 55.0 | 63.0 |
| | 5 | 37 | 37.0 | 37.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.5.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 4 | 4.0 | 4.0 | 5.0 |
| | 4 | 58 | 58.0 | 58.0 | 63.0 |
| | 5 | 37 | 37.0 | 37.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.5.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 3 | 3.0 | 3.0 | 4.0 |
| | 4 | 60 | 60.0 | 60.0 | 64.0 |
| | 5 | 36 | 36.0 | 36.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y1.5.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 4 | 4.0 | 4.0 | 5.0 |
| | 3 | 3 | 3.0 | 3.0 | 8.0 |
| | 4 | 49 | 49.0 | 49.0 | 57.0 |
| | 5 | 43 | 43.0 | 43.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 7 | 7.0 | 7.0 | 7.0 |
| | 3 | 24 | 24.0 | 24.0 | 31.0 |
| | 4 | 50 | 50.0 | 50.0 | 81.0 |
| | 5 | 19 | 19.0 | 19.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 1 | 1.0 | 1.0 | 2.0 |
| | 3 | 18 | 18.0 | 18.0 | 20.0 |
| | 4 | 45 | 45.0 | 45.0 | 65.0 |
| | 5 | 35 | 35.0 | 35.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 9 | 9.0 | 9.0 | 9.0 |
| | 3 | 16 | 16.0 | 16.0 | 25.0 |
| | 4 | 44 | 44.0 | 44.0 | 69.0 |
| | 5 | 31 | 31.0 | 31.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 19 | 19.0 | 19.0 | 20.0 |
| | 4 | 51 | 51.0 | 51.0 | 71.0 |
| | 5 | 29 | 29.0 | 29.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 17 | 17.0 | 17.0 | 17.0 |
| | 4 | 53 | 53.0 | 53.0 | 70.0 |
| | 5 | 30 | 30.0 | 30.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 8 | 8.0 | 8.0 | 9.0 |
| | 4 | 52 | 52.0 | 52.0 | 61.0 |
| | 5 | 39 | 39.0 | 39.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 5 | 5.0 | 5.0 | 7.0 |
| | 4 | 46 | 46.0 | 46.0 | 53.0 |
| | 5 | 47 | 47.0 | 47.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 4 | 4.0 | 4.0 | 5.0 |
| | 3 | 4 | 4.0 | 4.0 | 9.0 |
| | 4 | 47 | 47.0 | 47.0 | 56.0 |
| | 5 | 44 | 44.0 | 44.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 1 | 1.0 | 1.0 | 2.0 |
| | 3 | 4 | 4.0 | 4.0 | 6.0 |
| | 4 | 50 | 50.0 | 50.0 | 56.0 |
| | 5 | 44 | 44.0 | 44.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.2.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 5 | 5.0 | 5.0 | 6.0 |
| | 4 | 57 | 57.0 | 57.0 | 63.0 |
| | 5 | 37 | 37.0 | 37.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 2 | 2.0 | 2.0 | 3.0 |
| | 3 | 20 | 20.0 | 20.0 | 23.0 |
| | 4 | 47 | 47.0 | 47.0 | 70.0 |
| | 5 | 30 | 30.0 | 30.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 2 | 2.0 | 2.0 | 3.0 |
| | 3 | 23 | 23.0 | 23.0 | 26.0 |
| | 4 | 45 | 45.0 | 45.0 | 71.0 |
| | 5 | 29 | 29.0 | 29.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 2 | 2.0 | 2.0 | 2.0 |
| | 2 | 6 | 6.0 | 6.0 | 8.0 |
| | 3 | 18 | 18.0 | 18.0 | 26.0 |
| | 4 | 43 | 43.0 | 43.0 | 69.0 |
| | 5 | 31 | 31.0 | 31.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 1.0 | 1.0 | 1.0 |
| | 2 | 4 | 4.0 | 4.0 | 5.0 |
| | 3 | 12 | 12.0 | 12.0 | 17.0 |
| | 4 | 53 | 53.0 | 53.0 | 70.0 |
| | 5 | 30 | 30.0 | 30.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 8 | 8.0 | 8.0 | 8.0 |
| | 4 | 60 | 60.0 | 60.0 | 68.0 |
| | 5 | 32 | 32.0 | 32.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Y2.4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 5 | 5.0 | 5.0 | 7.0 |
| | 4 | 50 | 50.0 | 50.0 | 57.0 |
| | 5 | 43 | 43.0 | 43.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Descriptives

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|-----|---------|---------|--------|----------------|
| X1.1.1 | 100 | 3.00 | 5.00 | 4.4100 | .58767 |
| X1.1.2 | 100 | 3.00 | 5.00 | 4.6000 | .51247 |
| X1.1.3 | 100 | 2.00 | 5.00 | 4.3400 | .72780 |
| X1.2.1 | 100 | 3.00 | 5.00 | 4.3800 | .54643 |
| X1.2.2 | 100 | 2.00 | 5.00 | 4.1200 | .75585 |
| X1.2.3 | 100 | 2.00 | 5.00 | 4.2200 | .78599 |
| X1.2.4 | 100 | 2.00 | 5.00 | 4.5400 | .57595 |
| X1.3.1 | 100 | 1.00 | 5.00 | 3.4000 | 1.27128 |
| X1.3.2 | 100 | 1.00 | 5.00 | 4.0700 | .81965 |
| X1.3.3 | 100 | 2.00 | 5.00 | 4.2200 | .66027 |
| X1.3.4 | 100 | 1.00 | 5.00 | 4.3000 | .85870 |
| X1.4.1 | 100 | 2.00 | 5.00 | 4.1800 | .83339 |
| X1.4.2 | 100 | 2.00 | 5.00 | 4.4900 | .64346 |
| X1.4.3 | 100 | 1.00 | 5.00 | 4.4300 | .72829 |
| X1.5.1 | 100 | 2.00 | 5.00 | 4.3500 | .65713 |
| X1.5.2 | 100 | 1.00 | 5.00 | 4.2400 | .86597 |
| X1.5.3 | 100 | 2.00 | 5.00 | 4.3400 | .63913 |
| Valid N (listwise) | 100 | | | | |

Descriptives

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|-----|---------|---------|--------|----------------|
| X2.1.1 | 100 | 3.00 | 5.00 | 4.6400 | .52262 |
| X2.1.2 | 100 | 3.00 | 5.00 | 4.5300 | .54039 |
| X2.2.1 | 100 | 2.00 | 5.00 | 4.2500 | .72995 |
| X2.2.2 | 100 | 2.00 | 5.00 | 4.3600 | .67450 |
| X2.3.1 | 100 | 1.00 | 5.00 | 4.0200 | 1.05390 |
| X2.3.2 | 100 | 1.00 | 5.00 | 4.0300 | .92611 |
| X2.4.1 | 100 | 1.00 | 5.00 | 4.3800 | .73553 |
| X2.4.2 | 100 | 1.00 | 5.00 | 4.3600 | .70381 |
| X2.5.1 | 100 | 2.00 | 5.00 | 4.4700 | .64283 |
| X2.5.2 | 100 | 1.00 | 5.00 | 4.1200 | .84423 |
| X2.6.1 | 100 | 2.00 | 5.00 | 4.2700 | .69420 |
| X2.6.2 | 100 | 2.00 | 5.00 | 4.3800 | .66332 |
| Valid N (listwise) | 100 | | | | |

Descriptives

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|-----|---------|---------|--------|----------------|
| Y1.1.1 | 100 | 2.00 | 5.00 | 4.2700 | .60059 |
| Y1.1.2 | 100 | 1 | 5 | 4.12 | .808 |
| Y1.1.3 | 100 | 1 | 5 | 4.11 | .815 |
| Y1.1.4 | 100 | 2 | 5 | 4.14 | .711 |
| Y1.2.1 | 100 | 3 | 5 | 4.47 | .594 |
| Y1.2.2 | 100 | 3 | 5 | 4.34 | .572 |
| Y1.2.3 | 100 | 2 | 5 | 4.35 | .687 |
| Y1.2.4 | 100 | 2 | 5 | 4.43 | .607 |
| Y1.3.1 | 100 | 3 | 5 | 4.41 | .552 |
| Y1.3.2 | 100 | 2 | 5 | 4.36 | .542 |
| Y1.4.1 | 100 | 1 | 5 | 4.21 | .769 |
| Y1.4.2 | 100 | 2 | 5 | 4.31 | .647 |
| Y1.4.3 | 100 | 1 | 5 | 4.23 | .790 |
| Y1.5.1 | 100 | 2 | 5 | 4.31 | .598 |
| Y1.5.2 | 100 | 2 | 5 | 4.31 | .581 |
| Y1.5.3 | 100 | 1 | 5 | 4.29 | .795 |
| Valid N (listwise) | 100 | | | | |

Descriptives

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|-----|---------|---------|------|----------------|
| Y2.1.1 | 100 | 2 | 5 | 3.81 | .825 |
| Y2.1.2 | 100 | 1 | 5 | 4.12 | .808 |
| Y2.1.3 | 100 | 2 | 5 | 3.97 | .915 |
| Y2.1.4 | 100 | 2 | 5 | 4.08 | .720 |
| Y2.2.1 | 100 | 3 | 5 | 4.13 | .677 |
| Y2.2.2 | 100 | 1 | 5 | 4.28 | .697 |
| Y2.2.3 | 100 | 1 | 5 | 4.36 | .759 |
| Y2.2.4 | 100 | 1 | 5 | 4.29 | .808 |
| Y2.2.5 | 100 | 1 | 5 | 4.35 | .702 |
| Y2.2.6 | 100 | 2 | 5 | 4.30 | .611 |
| Y2.3.1 | 100 | 1 | 5 | 4.03 | .822 |
| Y2.3.2 | 100 | 1 | 5 | 3.99 | .835 |
| Y2.3.3 | 100 | 1 | 5 | 3.95 | .957 |
| Y2.4.1 | 100 | 1 | 5 | 4.07 | .820 |
| Y2.4.2 | 100 | 3 | 5 | 4.24 | .588 |
| Y2.4.3 | 100 | 2 | 5 | 4.34 | .670 |
| Valid N (listwise) | 100 | | | | |

Lampiran 4. Validitas dan Reliabilitas Indikator Komposit

Correlations

Correlations

| | | KS1.1 | KS1.2 | KS1.3 | TKS1 |
|-------|---------------------|--------|--------|--------|--------|
| KS1.1 | Pearson Correlation | 1 | .451** | .536** | .822** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KS1.2 | Pearson Correlation | .451** | 1 | .395** | .729** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KS1.3 | Pearson Correlation | .536** | .395** | 1 | .844** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| TKS1 | Pearson Correlation | .822** | .729** | .844** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .712 | 3 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| KS1.1 | 4.3900 | .60126 | 100 |
| KS1.2 | 4.5800 | .53522 | 100 |
| KS1.3 | 4.3200 | .73691 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KS1.1 | 8.9000 | 1.141 | .596 | .547 |
| KS1.2 | 8.7100 | 1.380 | .479 | .689 |
| KS1.3 | 8.9700 | .938 | .551 | .619 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 13.2900 | 2.269 | 1.50618 | 3 |

Correlations

Correlations

| | | KS2.1 | KS2.2 | KS2.3 | KS2.4 | TKS2 |
|-------|---------------------|--------|--------|--------|--------|--------|
| KS2.1 | Pearson Correlation | 1 | .437** | .223* | .244* | .593** |
| | Sig. (2-tailed) | | .000 | .025 | .015 | .000 |
| | N | 100 | 100 | 100 | 99 | 100 |
| KS2.2 | Pearson Correlation | .437** | 1 | .488** | .199* | .773** |
| | Sig. (2-tailed) | .000 | | .000 | .048 | .000 |
| | N | 100 | 100 | 100 | 99 | 100 |
| KS2.3 | Pearson Correlation | .223* | .488** | 1 | .222* | .759** |
| | Sig. (2-tailed) | .025 | .000 | | .027 | .000 |
| | N | 100 | 100 | 100 | 99 | 100 |
| KS2.4 | Pearson Correlation | .244* | .199* | .222* | 1 | .558** |
| | Sig. (2-tailed) | .015 | .048 | .027 | | .000 |
| | N | 99 | 99 | 99 | 99 | 99 |
| TKS2 | Pearson Correlation | .593** | .773** | .759** | .558** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 99 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .742 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| KS2.1 | 4.3535 | .55903 | 99 |
| KS2.2 | 4.1010 | .76258 | 99 |
| KS2.3 | 4.2121 | .78601 | 99 |
| KS2.4 | 4.5152 | .59528 | 99 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KS2.1 | 12.8283 | 2.531 | .425 | .579 |
| KS2.2 | 13.0808 | 1.871 | .550 | .470 |
| KS2.3 | 12.9697 | 1.968 | .459 | .549 |
| KS2.4 | 12.6667 | 2.694 | .282 | .658 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 17.1818 | 3.599 | 1.89717 | 4 |

Correlations

Correlations

| | | KS3.1 | KS3.2 | KS3.3 | KS3.4 | TKS3 |
|-------|---------------------|--------|--------|--------|--------|--------|
| KS3.1 | Pearson Correlation | 1 | .489** | .317** | .235* | .782** |
| | Sig. (2-tailed) | | .000 | .001 | .019 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| KS3.2 | Pearson Correlation | .489** | 1 | .535** | .250* | .757** |
| | Sig. (2-tailed) | .000 | | .000 | .012 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| KS3.3 | Pearson Correlation | .317** | .535** | 1 | .515** | .735** |
| | Sig. (2-tailed) | .001 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| KS3.4 | Pearson Correlation | .235* | .250* | .515** | 1 | .644** |
| | Sig. (2-tailed) | .019 | .012 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| TKS3 | Pearson Correlation | .782** | .757** | .735** | .644** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .679 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| KS3.1 | 3.3800 | 1.26155 | 100 |
| KS3.2 | 4.0500 | .82112 | 100 |
| KS3.3 | 4.2000 | .66667 | 100 |
| KS3.4 | 4.2800 | .86550 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KS3.1 | 12.5300 | 3.403 | .442 | .677 |
| KS3.2 | 11.8600 | 4.425 | .566 | .556 |
| KS3.3 | 11.7100 | 4.895 | .581 | .576 |
| KS3.4 | 11.6300 | 4.842 | .384 | .660 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 15.9100 | 7.052 | 2.65564 | 4 |

Correlations

Correlations

| | | KS4.1 | KS4.2 | KS4.3 | TKS4 |
|-------|---------------------|--------|--------|--------|--------|
| KS4.1 | Pearson Correlation | 1 | .394** | .496** | .830** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KS4.2 | Pearson Correlation | .394** | 1 | .388** | .723** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KS4.3 | Pearson Correlation | .496** | .388** | 1 | .800** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| TKS4 | Pearson Correlation | .830** | .723** | .800** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .689 | 3 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| KS4.1 | 4.1600 | .83750 | 100 |
| KS4.2 | 4.4700 | .65836 | 100 |
| KS4.3 | 4.4100 | .73985 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KS4.1 | 8.8800 | 1.359 | .537 | .557 |
| KS4.2 | 8.5700 | 1.864 | .452 | .660 |
| KS4.3 | 8.6300 | 1.569 | .536 | .553 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 13.0400 | 3.109 | 1.76338 | 3 |

Correlations

Correlations

| | | KS5.1 | KS5.2 | KS5.3 | TKS5 |
|-------|---------------------|--------|--------|--------|--------|
| KS5.1 | Pearson Correlation | 1 | .482** | .500** | .799** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KS5.2 | Pearson Correlation | .482** | 1 | .446** | .839** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KS5.3 | Pearson Correlation | .500** | .446** | 1 | .776** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| TKS5 | Pearson Correlation | .799** | .839** | .776** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .719 | 3 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| KS5.1 | 4.3300 | .66750 | 100 |
| KS5.2 | 4.2200 | .87132 | 100 |
| KS5.3 | 4.3200 | .64948 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KS5.1 | 8.5400 | 1.685 | .573 | .598 |
| KS5.2 | 8.6500 | 1.301 | .536 | .666 |
| KS5.3 | 8.5500 | 1.765 | .543 | .635 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 12.8700 | 3.124 | 1.76758 | 3 |

Correlations

Correlations

| | | CC1.1 | CC1.2 | TCC1 |
|-------|---------------------|--------|--------|--------|
| CC1.1 | Pearson Correlation | 1 | .541** | .875** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 100 | 100 | 100 |
| CC1.2 | Pearson Correlation | .541** | 1 | .881** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 100 | 100 | 100 |
| TCC1 | Pearson Correlation | .875** | .881** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .702 | 2 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| CC1.1 | 4.6200 | .54643 | 100 |
| CC1.2 | 4.5100 | .55949 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| CC1.1 | 4.5100 | .313 | .541 | . ^a |
| CC1.2 | 4.6200 | .299 | .541 | . ^a |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 9.1300 | .943 | .97084 | 2 |

Correlations

Correlations

| | | CC2.1 | CC2.2 | TCC2 |
|-------|---------------------|--------|--------|--------|
| CC2.1 | Pearson Correlation | 1 | .564** | .893** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 100 | 100 | 100 |
| CC2.2 | Pearson Correlation | .564** | 1 | .875** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 100 | 100 | 100 |
| TCC2 | Pearson Correlation | .893** | .875** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .720 | 2 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| CC2.1 | 4.2300 | .73656 | 100 |
| CC2.2 | 4.3400 | .68490 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| CC2.1 | 4.3400 | .469 | .564 | . ^a |
| CC2.2 | 4.2300 | .543 | .564 | . ^a |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 8.5700 | 1.581 | 1.25734 | 2 |

Correlations

Correlations

| | | CC3.1 | CC3.2 | TCC3 |
|-------|---------------------|--------|--------|--------|
| CC3.1 | Pearson Correlation | 1 | .465** | .875** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 100 | 100 | 100 |
| CC3.2 | Pearson Correlation | .465** | 1 | .835** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 100 | 100 | 100 |
| TCC3 | Pearson Correlation | .875** | .835** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .632 | 2 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| CC3.1 | 4.0000 | 1.05409 | 100 |
| CC3.2 | 4.0100 | .92654 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| CC3.1 | 4.0100 | .858 | .465 | . ^a |
| CC3.2 | 4.0000 | 1.111 | .465 | . ^a |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 8.0100 | 2.879 | 1.69667 | 2 |

Correlations

Correlations

| | | CC4.1 | CC4.2 | TCC4 |
|-------|---------------------|--------|--------|--------|
| CC4.1 | Pearson Correlation | 1 | .394** | .843** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 100 | 100 | 100 |
| CC4.2 | Pearson Correlation | .394** | 1 | .827** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 100 | 100 | 100 |
| TCC4 | Pearson Correlation | .843** | .827** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .605 | 2 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| CC4.1 | 4.3600 | .74563 | 100 |
| CC4.2 | 4.3400 | .71379 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| CC4.1 | 4.3400 | .509 | .394 | . ^a |
| CC4.2 | 4.3600 | .556 | .394 | . ^a |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 8.7000 | 1.485 | 1.21854 | 2 |

Correlations

Correlations

| | | CC5.1 | CC5.2 | TCC5 |
|-------|---------------------|--------|--------|--------|
| CC5.1 | Pearson Correlation | 1 | .445** | .806** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 100 | 100 | 100 |
| CC5.2 | Pearson Correlation | .445** | 1 | .888** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 100 | 100 | 100 |
| TCC5 | Pearson Correlation | .806** | .888** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .602 | 2 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| CC5.1 | 4.4500 | .65713 | 100 |
| CC5.2 | 4.1000 | .84686 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| CC5.1 | 4.1000 | .717 | .445 | . ^a |
| CC5.2 | 4.4500 | .432 | .445 | . ^a |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 8.5500 | 1.644 | 1.28216 | 2 |

Correlations

Correlations

| | | CC6.1 | CC6.2 | TCC6 |
|-------|---------------------|--------|--------|--------|
| CC6.1 | Pearson Correlation | 1 | .533** | .835** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 100 | 99 | 100 |
| CC6.2 | Pearson Correlation | .533** | 1 | .870** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 99 | 99 | 99 |
| TCC6 | Pearson Correlation | .835** | .870** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 100 | 99 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .695 | 2 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| CC6.1 | 4.2525 | .70484 | 99 |
| CC6.2 | 4.3636 | .67695 | 99 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| CC6.1 | 4.3636 | .458 | .533 | . ^a |
| CC6.2 | 4.2525 | .497 | .533 | . ^a |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 8.6162 | 1.463 | 1.20971 | 2 |

Correlations

Correlations

| | | GCG1.1 | GCG1.2 | GCG1.3 | GCG1.4 | TGCG1 |
|--------|---------------------|--------|--------|--------|--------|--------|
| GCG1.1 | Pearson Correlation | 1 | .624** | .583** | .487** | .776** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| GCG1.2 | Pearson Correlation | .624** | 1 | .627** | .712** | .885** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| GCG1.3 | Pearson Correlation | .583** | .627** | 1 | .655** | .860** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| GCG1.4 | Pearson Correlation | .487** | .712** | .655** | 1 | .850** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| TGCG1 | Pearson Correlation | .776** | .885** | .860** | .850** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .862 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------|--------|----------------|-----|
| GCG1.1 | 4.2500 | .60927 | 100 |
| GCG1.2 | 4.1000 | .81029 | 100 |
| GCG1.3 | 4.0900 | .81767 | 100 |
| GCG1.4 | 4.1200 | .71464 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| GCG1.1 | 12.3100 | 4.256 | .645 | .853 |
| GCG1.2 | 12.4600 | 3.322 | .769 | .800 |
| GCG1.3 | 12.4700 | 3.403 | .722 | .822 |
| GCG1.4 | 12.4400 | 3.724 | .730 | .817 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.5600 | 6.249 | 2.49978 | 4 |

Correlations

Correlations

| | | GCG2.1 | GCG2.2 | GCG2.3 | GCG2.4 | TGCG2 |
|--------|---------------------|--------|--------|--------|--------|--------|
| GCG2.1 | Pearson Correlation | 1 | .585** | .432** | .522** | .779** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| GCG2.2 | Pearson Correlation | .585** | 1 | .532** | .721** | .870** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| GCG2.3 | Pearson Correlation | .432** | .532** | 1 | .431** | .761** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| GCG2.4 | Pearson Correlation | .522** | .721** | .431** | 1 | .821** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| TGCG2 | Pearson Correlation | .779** | .870** | .761** | .821** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .817 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------|--------|----------------|-----|
| GCG2.1 | 4.4500 | .60927 | 100 |
| GCG2.2 | 4.3200 | .58396 | 100 |
| GCG2.3 | 4.3300 | .69711 | 100 |
| GCG2.4 | 4.4100 | .62109 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| GCG2.1 | 13.0600 | 2.542 | .606 | .784 |
| GCG2.2 | 13.1900 | 2.378 | .762 | .716 |
| GCG2.3 | 13.1800 | 2.432 | .539 | .813 |
| GCG2.4 | 13.1000 | 2.414 | .669 | .756 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 17.5100 | 4.091 | 2.02257 | 4 |

Correlations

Correlations

| | | GCG3.1 | GCG3.2 | TGCG3 |
|--------|---------------------|--------|--------|--------|
| GCG3.1 | Pearson Correlation | 1 | .538** | .880** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 100 | 100 | 100 |
| GCG3.2 | Pearson Correlation | .538** | 1 | .874** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 100 | 100 | 100 |
| TGCG3 | Pearson Correlation | .880** | .874** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .700 | 2 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------|--------|----------------|-----|
| GCG3.1 | 4.3900 | .56667 | 100 |
| GCG3.2 | 4.3400 | .55450 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| GCG3.1 | 4.3400 | .307 | .538 | . ^a |
| GCG3.2 | 4.3900 | .321 | .538 | . ^a |

^a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 8.7300 | .967 | .98324 | 2 |

Correlations

Correlations

| | | GCG4.1 | GCG4.2 | GCG4.3 | TGCG4 |
|--------|---------------------|--------|--------|--------|--------|
| GCG4.1 | Pearson Correlation | 1 | .308** | .547** | .756** |
| | Sig. (2-tailed) | | .002 | .000 | .000 |
| | N | 100 | 100 | 99 | 100 |
| GCG4.2 | Pearson Correlation | .308** | 1 | .388** | .709** |
| | Sig. (2-tailed) | .002 | | .000 | .000 |
| | N | 100 | 100 | 99 | 100 |
| GCG4.3 | Pearson Correlation | .547** | .388** | 1 | .841** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 99 | 99 | 99 | 99 |
| TGCG4 | Pearson Correlation | .756** | .709** | .841** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 99 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .692 | 3 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------|--------|----------------|----|
| GCG4.1 | 4.1818 | .77412 | 99 |
| GCG4.2 | 4.3030 | .64610 | 99 |
| GCG4.3 | 4.2121 | .79889 | 99 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| GCG4.1 | 8.5152 | 1.456 | .543 | .550 |
| GCG4.2 | 8.3939 | 1.915 | .413 | .607 |
| GCG4.3 | 8.4848 | 1.354 | .580 | .499 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 12.6970 | 3.071 | 1.75228 | 3 |

Correlations

Correlations

| | | GCG5.1 | GCG5.2 | GCG5.3 | TGCG5 |
|--------|---------------------|--------|--------|--------|--------|
| GCG5.1 | Pearson Correlation | 1 | .523** | .521** | .823** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| GCG5.2 | Pearson Correlation | .523** | 1 | .408** | .762** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| GCG5.3 | Pearson Correlation | .521** | .408** | 1 | .838** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| TGCG5 | Pearson Correlation | .823** | .762** | .838** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .724 | 3 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------|--------|----------------|-----|
| GCG5.1 | 4.2900 | .60794 | 100 |
| GCG5.2 | 4.2900 | .59110 | 100 |
| GCG5.3 | 4.2700 | .80221 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| GCG5.1 | 8.5600 | 1.380 | .619 | .561 |
| GCG5.2 | 8.5600 | 1.522 | .523 | .668 |
| GCG5.3 | 8.5800 | 1.095 | .534 | .686 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 12.8500 | 2.634 | 1.62291 | 3 |

Correlations

Correlations

| | | KP1.1 | KP1.2 | KP1.3 | KP1.4 | TKP1 |
|-------|---------------------|--------|--------|--------|--------|--------|
| KP1.1 | Pearson Correlation | 1 | .558** | .568** | .606** | .824** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 100 | 98 | 100 | 100 | 100 |
| KP1.2 | Pearson Correlation | .558** | 1 | .585** | .523** | .801** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 |
| KP1.3 | Pearson Correlation | .568** | .585** | 1 | .687** | .837** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 100 | 98 | 100 | 100 | 100 |
| KP1.4 | Pearson Correlation | .606** | .523** | .687** | 1 | .814** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 100 | 98 | 100 | 100 | 100 |
| TKP1 | Pearson Correlation | .824** | .801** | .837** | .814** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 100 | 98 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .850 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| KP1.1 | 3.7959 | .83677 | 98 |
| KP1.2 | 4.1020 | .81847 | 98 |
| KP1.3 | 3.9388 | .91737 | 98 |
| KP1.4 | 4.0306 | .73854 | 98 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KP1.1 | 12.0714 | 4.500 | .676 | .814 |
| KP1.2 | 11.7653 | 4.656 | .644 | .828 |
| KP1.3 | 11.9286 | 4.067 | .728 | .794 |
| KP1.4 | 11.8367 | 4.736 | .722 | .800 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 15.8673 | 7.601 | 2.75695 | 4 |

Correlations

Correlations

| | | KP2.1 | KP2.2 | KP2.3 | KP2.4 | KP2.5 | KP2.6 | TKP2 |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| KP2.1 | Pearson Correlation | 1 | .593** | .295** | .240* | .363** | .333** | .631** |
| | Sig. (2-tailed) | | .000 | .003 | .016 | .000 | .001 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KP2.2 | Pearson Correlation | .593** | 1 | .264** | .287** | .310** | .386** | .637** |
| | Sig. (2-tailed) | .000 | | .008 | .004 | .002 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KP2.3 | Pearson Correlation | .295** | .264** | 1 | .650** | .698** | .497** | .791** |
| | Sig. (2-tailed) | .003 | .008 | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KP2.4 | Pearson Correlation | .240* | .287** | .650** | 1 | .550** | .536** | .763** |
| | Sig. (2-tailed) | .016 | .004 | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KP2.5 | Pearson Correlation | .363** | .310** | .698** | .550** | 1 | .612** | .807** |
| | Sig. (2-tailed) | .000 | .002 | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| KP2.6 | Pearson Correlation | .333** | .386** | .497** | .536** | .612** | 1 | .754** |
| | Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| TKP2 | Pearson Correlation | .631** | .637** | .791** | .763** | .807** | .754** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .824 | 6 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| KP2.1 | 4.1100 | .68009 | 100 |
| KP2.2 | 4.2600 | .70525 | 100 |
| KP2.3 | 4.3400 | .76831 | 100 |
| KP2.4 | 4.2600 | .81178 | 100 |
| KP2.5 | 4.3300 | .71145 | 100 |
| KP2.6 | 4.2800 | .62085 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KP2.1 | 21.4700 | 7.666 | .471 | .820 |
| KP2.2 | 21.3200 | 7.573 | .472 | .820 |
| KP2.3 | 21.2400 | 6.669 | .666 | .779 |
| KP2.4 | 21.3200 | 6.664 | .615 | .792 |
| KP2.5 | 21.2500 | 6.795 | .701 | .773 |
| KP2.6 | 21.3000 | 7.343 | .646 | .788 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 25.5800 | 9.903 | 3.14684 | 6 |

Correlations

Correlations

| | | KP3.1 | KP3.2 | KP3.3 | TKP3 |
|-------|---------------------|--------|--------|--------|--------|
| KP3.1 | Pearson Correlation | 1 | .619** | .540** | .822** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KP3.2 | Pearson Correlation | .619** | 1 | .694** | .889** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KP3.3 | Pearson Correlation | .540** | .694** | 1 | .877** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| TKP3 | Pearson Correlation | .822** | .889** | .877** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .826 | 3 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| KP3.1 | 4.0100 | .82260 | 100 |
| KP3.2 | 3.9700 | .83430 | 100 |
| KP3.3 | 3.9300 | .95616 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KP3.1 | 7.9000 | 2.717 | .626 | .815 |
| KP3.2 | 7.9400 | 2.441 | .750 | .696 |
| KP3.3 | 7.9800 | 2.222 | .686 | .764 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 11.9100 | 5.093 | 2.25673 | 3 |

Correlations

Correlations

| | | KP4.1 | KP4.2 | KP4.3 | TKP4 |
|-------|---------------------|--------|--------|--------|--------|
| KP4.1 | Pearson Correlation | 1 | .566** | .514** | .850** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KP4.2 | Pearson Correlation | .566** | 1 | .642** | .847** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| KP4.3 | Pearson Correlation | .514** | .642** | 1 | .837** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| TKP4 | Pearson Correlation | .850** | .847** | .837** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

** . Correlation is significant at the 0.01 level (2-tailed).

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .789 | 3 |

Item Statistics

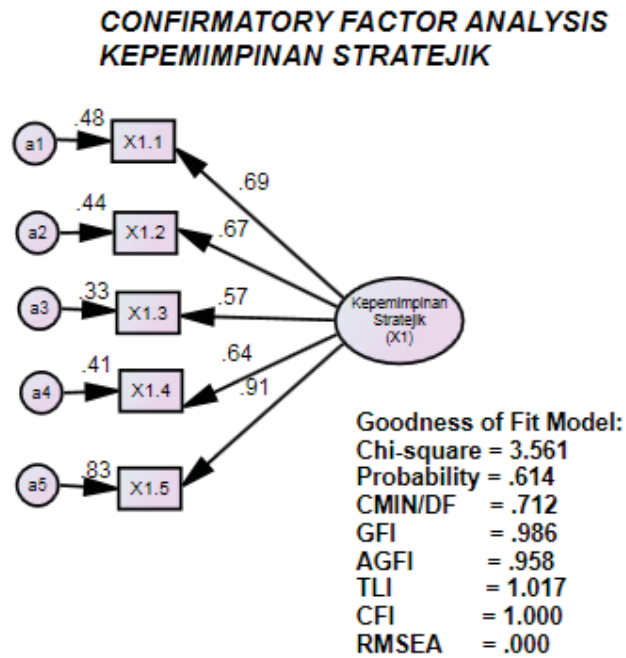
| | Mean | Std. Deviation | N |
|-------|--------|----------------|-----|
| KP4.1 | 4.0500 | .82112 | 100 |
| KP4.2 | 4.2100 | .60794 | 100 |
| KP4.3 | 4.3200 | .67987 | 100 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KP4.1 | 8.5300 | 1.363 | .594 | .779 |
| KP4.2 | 8.3700 | 1.710 | .689 | .671 |
| KP4.3 | 8.2600 | 1.608 | .641 | .702 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 12.5800 | 3.175 | 1.78195 | 3 |

Lampiran 5. Output Validitas dan Reliabilitas Kepemimpinan Stratejik

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 |
|-------------|----------|------|-------|-----|-------|
| X1.4<--- X1 | 1.226 | .210 | 5.832 | *** | par_1 |
| X1.2<--- X1 | 1.185 | .197 | 6.030 | *** | par_2 |
| X1.3<--- X1 | .909 | .174 | 5.216 | *** | par_3 |
| X1.1<--- X1 | 1.000 | | | | |
| X1.5<--- X1 | 1.550 | .210 | 7.377 | *** | par_4 |

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

| | Estimate |
|-------------|----------|
| X1.4<--- X1 | .643 |
| X1.2<--- X1 | .666 |
| X1.3<--- X1 | .571 |
| X1.1<--- X1 | .692 |
| X1.5<--- X1 | .912 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----|----------|------|-------|------|--------|
| X1 | .147 | .040 | 3.712 | *** | par_5 |
| a5 | .072 | .029 | 2.445 | .015 | par_6 |
| a4 | .314 | .050 | 6.309 | *** | par_7 |
| a2 | .259 | .042 | 6.196 | *** | par_8 |
| a3 | .252 | .038 | 6.558 | *** | par_9 |
| a1 | .160 | .026 | 6.041 | *** | par_10 |

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

| | Estimate |
|------|----------|
| X1.1 | .479 |
| X1.3 | .326 |
| X1.2 | .444 |
| X1.4 | .413 |
| X1.5 | .831 |

Model Fit Summary**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|---------|----|------|---------|
| Default model | 10 | 3.561 | 5 | .614 | .712 |
| Saturated model | 15 | .000 | 0 | | |
| Independence model | 5 | 178.465 | 10 | .000 | 17.846 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | .011 | .986 | .958 | .329 |
| Saturated model | .000 | 1.000 | | |
| Independence model | .168 | .508 | .262 | .339 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | .980 | .960 | 1.008 | 1.017 | 1.000 |
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .500 | .490 | .500 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|---------|---------|---------|
| Default model | .000 | .000 | 6.770 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 168.465 | 128.794 | 215.574 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | .036 | .000 | .000 | .068 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 1.803 | 1.702 | 1.301 | 2.178 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .000 | .000 | .117 | .728 |
| Independence model | .413 | .361 | .467 | .000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|---------|---------|---------|---------|
| Default model | 23.561 | 24.851 | 49.613 | 59.613 |
| Saturated model | 30.000 | 31.935 | 69.078 | 84.078 |
| Independence model | 188.465 | 189.110 | 201.490 | 206.490 |

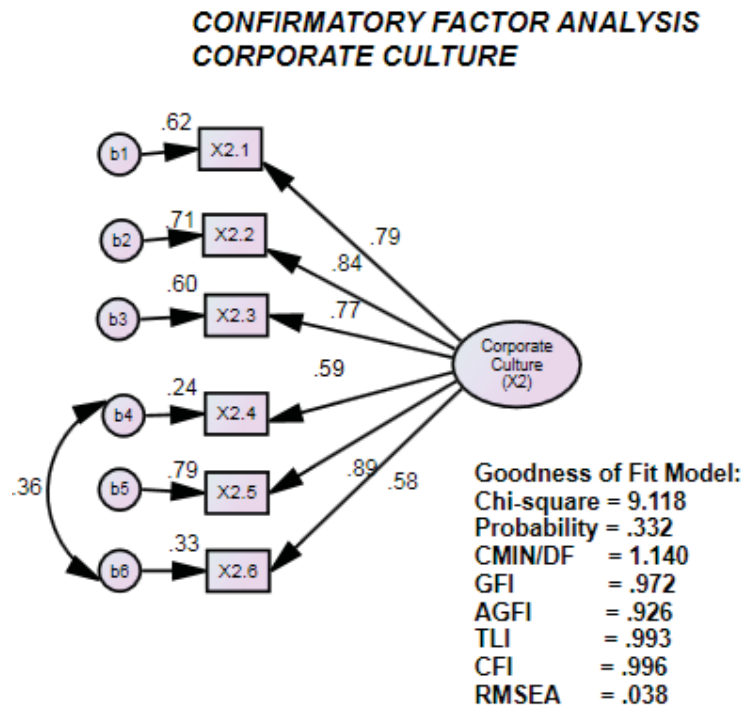
ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|-------|-------|-------|-------|
| Default model | .238 | .253 | .321 | .251 |
| Saturated model | .303 | .303 | .303 | .323 |
| Independence model | 1.904 | 1.503 | 2.380 | 1.910 |

HOELTER

| Model | HOELTER .05 | HOELTER .01 |
|--------------------|----------------|----------------|
| Default model | 308 | 420 |
| Independence model | 11 | 13 |

Lampiran 6. Output Validitas dan Reliabilitas Corporate Culture



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 |
|-------------|----------|------|-------|-----|-------|
| X2.3<--- X2 | .867 | .106 | 8.191 | *** | par_1 |
| X2.2<--- X2 | .992 | .108 | 9.144 | *** | par_2 |
| X2.1<--- X2 | 1.000 | | | | |
| X2.5<--- X2 | 1.036 | .107 | 9.664 | *** | par_3 |
| X2.6<--- X2 | .718 | .123 | 5.823 | *** | par_4 |
| X2.4<--- X2 | .636 | .131 | 4.856 | *** | par_5 |

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

| | Estimate |
|-------------|----------|
| X2.3<--- X2 | .772 |
| X2.2<--- X2 | .845 |
| X2.1<--- X2 | .788 |
| X2.5<--- X2 | .888 |
| X2.6<--- X2 | .578 |
| X2.4<--- X2 | .591 |

Covariances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|------------|----------|------|-------|------|-------|
| b4 <--> b6 | .159 | .050 | 3.164 | .002 | par_6 |

Correlations: (Group number 1 - Default model)

| | Estimate |
|------------|----------|
| b4 <--> b6 | .356 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----|----------|------|-------|-----|--------|
| X2 | .392 | .086 | 4.549 | *** | par_7 |
| b5 | .113 | .026 | 4.262 | *** | par_8 |
| b4 | .498 | .073 | 6.802 | *** | par_9 |
| b3 | .200 | .034 | 5.952 | *** | par_10 |
| b2 | .155 | .030 | 5.159 | *** | par_11 |
| b1 | .240 | .041 | 5.831 | *** | par_12 |
| b6 | .403 | .060 | 6.672 | *** | par_13 |

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

| | Estimate |
|------|----------|
| X2.6 | .334 |
| X2.1 | .621 |
| X2.2 | .714 |
| X2.3 | .597 |
| X2.4 | .241 |
| X2.5 | .789 |

Model Fit Summary**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|---------|----|------|---------|
| Default model | 13 | 9.118 | 8 | .332 | 1.140 |
| Saturated model | 21 | .000 | 0 | | |
| Independence model | 6 | 316.630 | 15 | .000 | 21.109 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | .015 | .972 | .926 | .370 |
| Saturated model | .000 | 1.000 | | |
| Independence model | .266 | .394 | .151 | .281 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | .971 | .946 | .996 | .993 | .996 |
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .533 | .518 | .531 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|---------|---------|---------|
| Default model | 1.118 | .000 | 12.873 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 301.630 | 247.455 | 363.233 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | .092 | .011 | .000 | .130 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 3.198 | 3.047 | 2.500 | 3.669 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .038 | .000 | .127 | .508 |
| Independence model | .451 | .408 | .495 | .000 |

AIC

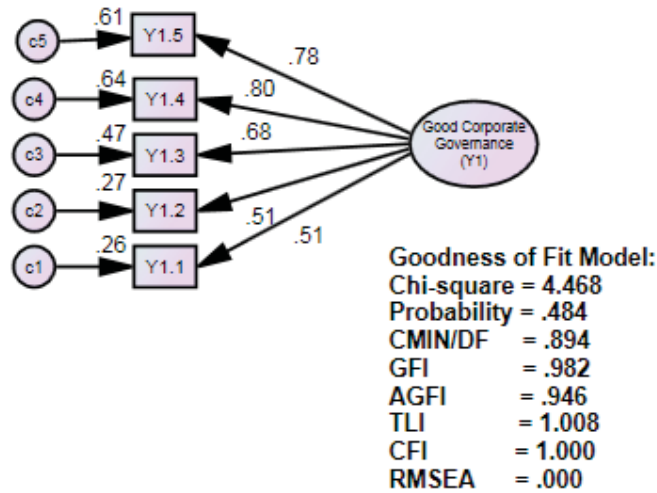
| Model | AIC | BCC | BIC | CAIC |
|--------------------|---------|---------|---------|---------|
| Default model | 35.118 | 37.096 | 68.985 | 81.985 |
| Saturated model | 42.000 | 45.196 | 96.709 | 117.709 |
| Independence model | 328.630 | 329.543 | 344.261 | 350.261 |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|-------|-------|-------|-------|
| Default model | .355 | .343 | .473 | .375 |
| Saturated model | .424 | .424 | .424 | .457 |
| Independence model | 3.319 | 2.772 | 3.942 | 3.329 |

HOELTER

| Model | HOELTER .05 | HOELTER .01 |
|--------------------|----------------|----------------|
| Default model | 169 | 219 |
| Independence model | 8 | 10 |

Lampiran 7. Output Validitas dan Reliabilitas Good Corporate Governance**CONFIRMATORY FACTOR ANALYSIS
GOOD CORPORATE GOVERNANCE**

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 |
|-------------|----------|------|-------|-----|-------|
| Y1.1<--- Y1 | 1.000 | | | | |
| Y1.2<--- Y1 | .716 | .189 | 3.797 | *** | par_1 |
| Y1.3<--- Y1 | 1.297 | .290 | 4.476 | *** | par_2 |
| Y1.4<--- Y1 | 1.427 | .299 | 4.777 | *** | par_3 |
| Y1.5<--- Y1 | 1.387 | .293 | 4.738 | *** | par_4 |

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

| | Estimate |
|-------------|----------|
| Y1.1<--- Y1 | .515 |
| Y1.2<--- Y1 | .515 |
| Y1.3<--- Y1 | .683 |
| Y1.4<--- Y1 | .801 |
| Y1.5<--- Y1 | .779 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----|----------|------|-------|------|--------|
| Y1 | .127 | .051 | 2.513 | .012 | par_5 |
| c1 | .352 | .054 | 6.512 | *** | par_6 |
| c2 | .180 | .028 | 6.512 | *** | par_7 |
| c3 | .245 | .043 | 5.732 | *** | par_8 |
| c4 | .145 | .034 | 4.299 | *** | par_9 |
| c5 | .158 | .034 | 4.649 | *** | par_10 |

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

| | Estimate |
|------|----------|
| Y1.5 | .607 |
| Y1.4 | .642 |
| Y1.3 | .466 |
| Y1.2 | .265 |
| Y1.1 | .265 |

Model Fit Summary**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|---------|----|------|---------|
| Default model | 10 | 4.468 | 5 | .484 | .894 |
| Saturated model | 15 | .000 | 0 | | |
| Independence model | 5 | 145.383 | 10 | .000 | 14.538 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | .012 | .982 | .946 | .327 |
| Saturated model | .000 | 1.000 | | |
| Independence model | .146 | .558 | .336 | .372 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | .969 | .939 | 1.004 | 1.008 | 1.000 |
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .500 | .485 | .500 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|---------|---------|---------|
| Default model | .000 | .000 | 8.623 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 135.383 | 100.059 | 178.152 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | .045 | .000 | .000 | .087 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 1.469 | 1.368 | 1.011 | 1.800 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .000 | .000 | .132 | .617 |
| Independence model | .370 | .318 | .424 | .000 |

AIC

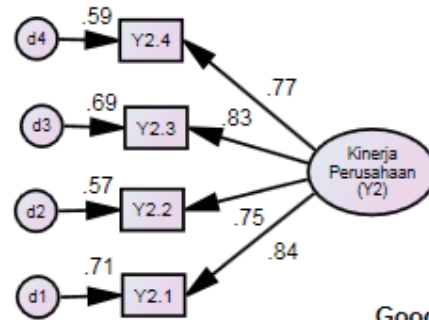
| Model | AIC | BCC | BIC | CAIC |
|--------------------|---------|---------|---------|---------|
| Default model | 24.468 | 25.758 | 50.520 | 60.520 |
| Saturated model | 30.000 | 31.935 | 69.078 | 84.078 |
| Independence model | 155.383 | 156.028 | 168.409 | 173.409 |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|-------|-------|-------|-------|
| Default model | .247 | .253 | .340 | .260 |
| Saturated model | .303 | .303 | .303 | .323 |
| Independence model | 1.570 | 1.213 | 2.002 | 1.576 |

HOELTER

| Model | HOELTER .05 | HOELTER .01 |
|--------------------|----------------|----------------|
| Default model | 246 | 335 |
| Independence model | 13 | 16 |

Lampiran 8. Output Validitas dan Reliabilitas Kinerja Perusahaan**CONFIRMATORY FACTOR ANALYSIS
KINERJA PERUSAHAAN****Goodness of Fit Model:**

Chi-square = .845
Probability = .655
CMIN/DF = .423
GFI = .996
AGFI = .979
TLI = 1.018
CFI = 1.000
RMSEA = .000

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 |
|--------------|----------|------|-------|-----|-------|
| Y2.1 <--- Y2 | 1.000 | | | | |
| Y2.2 <--- Y2 | .827 | .101 | 8.191 | *** | par_1 |
| Y2.3 <--- Y2 | .872 | .095 | 9.177 | *** | par_2 |
| Y2.4 <--- Y2 | 1.089 | .129 | 8.410 | *** | par_3 |

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

| | Estimate |
|--------------|----------|
| Y2.1 <--- Y2 | .843 |
| Y2.2 <--- Y2 | .754 |
| Y2.3 <--- Y2 | .829 |
| Y2.4 <--- Y2 | .770 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----|----------|------|-------|-----|-------|
| Y2 | .381 | .077 | 4.919 | *** | par_4 |
| d1 | .156 | .034 | 4.573 | *** | par_5 |
| d2 | .197 | .034 | 5.732 | *** | par_6 |
| d3 | .132 | .027 | 4.822 | *** | par_7 |
| d4 | .310 | .055 | 5.591 | *** | par_8 |

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

| | Estimate |
|------|----------|
| Y2.4 | .593 |
| Y2.3 | .687 |
| Y2.2 | .569 |
| Y2.1 | .710 |

Model Fit Summary**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|---------|----|------|---------|
| Default model | 8 | .845 | 2 | .655 | .423 |
| Saturated model | 10 | .000 | 0 | | |
| Independence model | 4 | 199.768 | 6 | .000 | 33.295 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | .006 | .996 | .979 | .199 |
| Saturated model | .000 | 1.000 | | |
| Independence model | .266 | .449 | .082 | .270 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | .996 | .987 | 1.006 | 1.018 | 1.000 |
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .333 | .332 | .333 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|---------|---------|---------|
| Default model | .000 | .000 | 4.733 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 193.768 | 151.273 | 243.685 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | .009 | .000 | .000 | .048 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 2.018 | 1.957 | 1.528 | 2.461 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .000 | .000 | .155 | .718 |
| Independence model | .571 | .505 | .641 | .000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|---------|---------|---------|---------|
| Default model | 16.845 | 17.697 | 37.687 | 45.687 |
| Saturated model | 20.000 | 21.064 | 46.052 | 56.052 |
| Independence model | 207.768 | 208.194 | 218.189 | 222.189 |

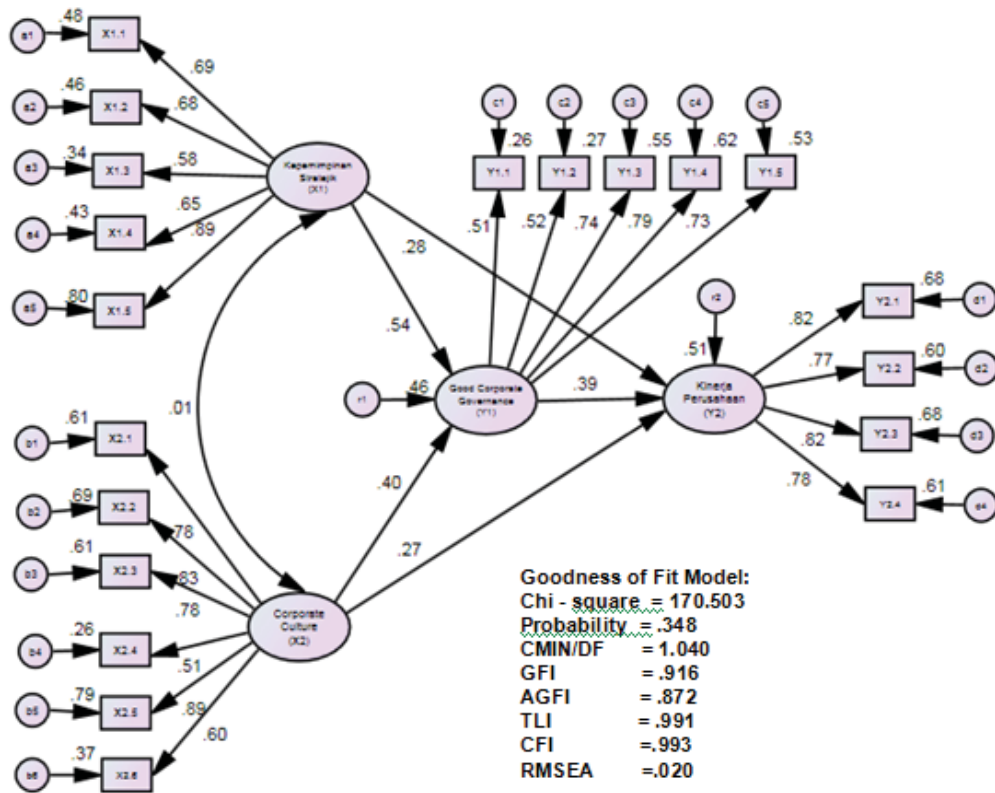
ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|-------|-------|-------|-------|
| Default model | .170 | .182 | .230 | .179 |
| Saturated model | .202 | .202 | .202 | .213 |
| Independence model | 2.099 | 1.669 | 2.603 | 2.103 |

HOELTER

| Model | HOELTER .05 | HOELTER .01 |
|--------------------|----------------|----------------|
| Default model | 702 | 1079 |
| Independence model | 7 | 9 |

Lampiran 9. Output Persamaan Struktural Kinerja Perusahaan



Notes for Group (Group number 1)

The model is recursive.

Sample size = 100

Variable Summary (Group number 1)**Your model contains the following variables (Group number 1)**

Observed, endogenous variables

X1.5

X1.4

X1.2

X1.3

X1.1

X2.5

X2.4

X2.3

X2.2

X2.1

Y1.1

Y1.2

Y1.3

Y1.4

Y2.1

Y2.2

Y2.3

Y1.5

X2.6

Y2.4

Unobserved, endogenous variables

Y1

Y2

Unobserved, exogenous variables

a5
a4
a2
a3
a1
b5
b4
b3
b2
b1
c1
c2
c3
c4
d1
d2
d3
X2
r2
X1
c5
b6
d4
r1

Variable counts (Group number 1)

Number of variables in your model: 46
Number of observed variables: 20
Number of unobserved variables: 26
Number of exogenous variables: 24
Number of endogenous variables: 22

Parameter Summary (Group number 1)

| | Weights | Covariances | Variances | Means | Intercepts | Total |
|-----------|---------|-------------|-----------|-------|------------|-------|
| Fixed | 26 | 0 | 0 | 0 | 0 | 26 |
| Labeled | 0 | 0 | 0 | 0 | 0 | 0 |
| Unlabeled | 21 | 1 | 24 | 0 | 0 | 46 |
| Total | 47 | 1 | 24 | 0 | 0 | 72 |

Assessment of normality (Group number 1)

| Variable | min | max | skew | c.r. | kurtosis | c.r. |
|--------------|-------|-------|--------|--------|----------|--------|
| Y2.4 | 1.670 | 5.000 | .038 | .153 | -.883 | -1.803 |
| X2.6 | 1.000 | 5.000 | -1.270 | -1.184 | 1.226 | 1.544 |
| Y1.5 | 2.000 | 5.000 | -.413 | -1.685 | .478 | .976 |
| Y2.3 | 2.000 | 5.000 | .139 | .567 | .419 | .856 |
| Y2.2 | 2.000 | 5.000 | .231 | .941 | -.214 | -.438 |
| Y2.1 | 1.570 | 5.000 | .627 | 2.559 | .198 | .404 |
| Y1.4 | 2.200 | 5.000 | .353 | 1.443 | -.388 | -.791 |
| Y1.3 | 1.750 | 5.000 | .032 | .132 | .243 | .496 |
| Y1.2 | 2.000 | 5.000 | -.933 | -3.807 | 2.928 | 5.976 |
| Y1.1 | 2.200 | 5.000 | -.342 | -1.396 | -.400 | -.816 |
| X2.1 | 1.000 | 5.000 | -.065 | -.263 | .204 | .417 |
| X2.2 | 1.000 | 5.000 | -.293 | -1.195 | .782 | 1.596 |
| X2.3 | 1.000 | 5.000 | -.207 | -.843 | .940 | 1.919 |
| X2.4 | 1.000 | 5.000 | -1.243 | -5.073 | 2.231 | 4.554 |
| X2.5 | 1.000 | 5.000 | -.045 | -.183 | .733 | 1.497 |
| X1.1 | 2.000 | 5.000 | .127 | .520 | .449 | .916 |
| X1.3 | 1.833 | 5.000 | -.234 | -.955 | .475 | .969 |
| X1.2 | 1.000 | 5.000 | -.079 | -.324 | 1.079 | 2.203 |
| X1.4 | 1.000 | 5.000 | -.571 | -2.329 | .867 | 1.770 |
| X1.5 | 1.000 | 5.000 | -.413 | -1.687 | 1.230 | 2.510 |
| Multivariate | | | | | 3.073 | 1.463 |

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

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 87 | 49.461 | .000 | .000 |
| 67 | 49.453 | .000 | .000 |
| 66 | 45.294 | .001 | .000 |
| 76 | 45.066 | .001 | .000 |
| 79 | 43.297 | .002 | .000 |
| 29 | 42.854 | .002 | .000 |
| 94 | 39.778 | .005 | .000 |
| 51 | 39.420 | .006 | .000 |
| 45 | 39.384 | .006 | .000 |
| 50 | 39.107 | .006 | .000 |
| 27 | 37.165 | .011 | .000 |
| 61 | 35.564 | .017 | .000 |
| 88 | 35.243 | .019 | .000 |
| 28 | 34.209 | .025 | .000 |
| 7 | 33.964 | .026 | .000 |
| 5 | 32.246 | .041 | .000 |
| 39 | 31.091 | .054 | .000 |
| 55 | 30.271 | .066 | .000 |
| 20 | 29.528 | .078 | .000 |
| 53 | 28.904 | .090 | .000 |
| 40 | 28.810 | .092 | .000 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|-------|
| 18 | 28.630 | .095 | .000 |
| 44 | 27.943 | .111 | .000 |
| 80 | 27.814 | .114 | .000 |
| 9 | 26.584 | .147 | .001 |
| 14 | 26.214 | .159 | .002 |
| 54 | 25.523 | .182 | .006 |
| 96 | 24.549 | .219 | .037 |
| 43 | 24.097 | .238 | .061 |
| 19 | 23.697 | .256 | .090 |
| 63 | 23.472 | .266 | .094 |
| 60 | 23.291 | .275 | .090 |
| 12 | 23.032 | .287 | .102 |
| 49 | 22.982 | .290 | .077 |
| 37 | 22.166 | .332 | .237 |
| 58 | 20.727 | .413 | .781 |
| 8 | 20.620 | .420 | .759 |
| 97 | 20.511 | .426 | .736 |
| 38 | 20.393 | .434 | .717 |
| 33 | 19.955 | .461 | .820 |
| 69 | 19.771 | .472 | .828 |
| 6 | 19.453 | .493 | .875 |
| 52 | 19.274 | .504 | .881 |
| 25 | 18.114 | .580 | .994 |
| 92 | 18.013 | .587 | .993 |
| 13 | 17.683 | .608 | .997 |
| 47 | 17.436 | .625 | .998 |
| 48 | 17.113 | .646 | .999 |
| 3 | 16.894 | .660 | .999 |
| 59 | 16.852 | .663 | .999 |
| 11 | 16.813 | .665 | .998 |
| 42 | 16.788 | .667 | .997 |
| 24 | 16.770 | .668 | .995 |
| 1 | 16.491 | .686 | .997 |
| 32 | 16.487 | .686 | .995 |
| 65 | 16.293 | .698 | .996 |
| 22 | 16.192 | .705 | .995 |
| 36 | 16.115 | .709 | .993 |
| 35 | 16.084 | .711 | .989 |
| 10 | 15.810 | .728 | .993 |
| 57 | 15.624 | .740 | .994 |
| 21 | 15.504 | .747 | .994 |
| 17 | 15.002 | .776 | .999 |
| 2 | 14.292 | .815 | 1.000 |
| 15 | 14.038 | .829 | 1.000 |
| 26 | 13.680 | .846 | 1.000 |
| 31 | 13.489 | .855 | 1.000 |
| 41 | 13.448 | .857 | 1.000 |
| 93 | 13.231 | .867 | 1.000 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|-------|-------|
| 16 | 13.044 | .876 | 1.000 |
| 56 | 12.911 | .881 | 1.000 |
| 77 | 11.610 | .929 | 1.000 |
| 91 | 11.311 | .938 | 1.000 |
| 4 | 10.922 | .948 | 1.000 |
| 99 | 9.197 | .981 | 1.000 |
| 64 | 9.086 | .982 | 1.000 |
| 83 | 7.924 | .992 | 1.000 |
| 81 | 7.737 | .993 | 1.000 |
| 75 | 6.385 | .998 | 1.000 |
| 30 | 5.987 | .999 | 1.000 |
| 82 | 5.438 | .999 | 1.000 |
| 68 | 5.338 | 1.000 | 1.000 |
| 73 | 4.964 | 1.000 | 1.000 |
| 78 | 4.817 | 1.000 | 1.000 |
| 70 | 4.728 | 1.000 | 1.000 |
| 72 | 4.476 | 1.000 | 1.000 |
| 74 | 4.457 | 1.000 | 1.000 |
| 89 | 4.070 | 1.000 | 1.000 |
| 85 | 3.973 | 1.000 | 1.000 |
| 84 | 3.831 | 1.000 | 1.000 |
| 71 | 3.667 | 1.000 | 1.000 |
| 98 | 3.594 | 1.000 | 1.000 |
| 23 | 3.341 | 1.000 | 1.000 |
| 86 | 3.336 | 1.000 | 1.000 |
| 90 | 3.086 | 1.000 | 1.000 |
| 62 | 2.998 | 1.000 | 1.000 |
| 95 | 2.770 | 1.000 | 1.000 |
| 100 | 2.156 | 1.000 | 1.000 |

Condition number = 38.853

Eigenvalues

3.275 2.693 1.704 .910 .825 .788 .727 .669 .655 .645 .625 .608 .590 .552 .444 .438 .408 .403
.391 .384

Determinant of sample covariance matrix = 0.00108

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 <--- X2 | .229 | .070 | 3.255 | .001 | par_1 |
| Y1 <--- X1 | .502 | .138 | 3.644 | *** | par_19 |
| Y2 <--- X1 | .438 | .197 | 2.224 | .026 | par_9 |
| Y2 <--- X2 | .266 | .105 | 2.529 | .011 | par_10 |
| Y2 <--- Y1 | .660 | .264 | 2.497 | .013 | par_20 |
| X1.4<--- X1 | 1.251 | .212 | 5.888 | *** | par_2 |
| X1.2<--- X1 | 1.216 | .199 | 6.117 | *** | par_3 |
| X1.3<--- X1 | .933 | .176 | 5.299 | *** | par_4 |
| X1.1<--- X1 | 1.000 | | | | |
| X1.5<--- X1 | 1.522 | .204 | 7.467 | *** | par_5 |
| X2.3<--- X2 | .886 | .108 | 8.242 | *** | par_6 |
| X2.2<--- X2 | .984 | .111 | 8.871 | *** | par_7 |
| X2.1<--- X2 | 1.000 | | | | |
| X2.5<--- X2 | 1.049 | .109 | 9.617 | *** | par_8 |
| Y2.1<--- Y2 | 1.000 | | | | |
| Y2.2<--- Y2 | .868 | .103 | 8.404 | *** | par_11 |
| Y2.3<--- Y2 | .887 | .097 | 9.111 | *** | par_12 |
| X2.6<--- X2 | .759 | .124 | 6.111 | *** | par_13 |
| Y2.4<--- Y2 | 1.130 | .133 | 8.511 | *** | par_14 |
| Y1.1<--- Y1 | 1.000 | | | | |
| Y1.2<--- Y1 | .720 | .186 | 3.868 | *** | par_15 |
| Y1.3<--- Y1 | 1.410 | .297 | 4.745 | *** | par_16 |
| Y1.4<--- Y1 | 1.405 | .289 | 4.867 | *** | par_17 |
| Y1.5<--- Y1 | 1.302 | .276 | 4.712 | *** | par_18 |
| X2.4<--- X2 | .672 | .132 | 5.107 | *** | par_21 |

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

| | Estimate |
|-------------|----------|
| Y1 <--- X2 | .399 |
| Y1 <--- X1 | .539 |
| Y2 <--- X1 | .278 |
| Y2 <--- X2 | .274 |
| Y2 <--- Y1 | .390 |
| X1.4<--- X1 | .654 |
| X1.2<--- X1 | .681 |
| X1.3<--- X1 | .584 |
| X1.1<--- X1 | .690 |
| X1.5<--- X1 | .892 |
| X2.3<--- X2 | .781 |
| X2.2<--- X2 | .830 |
| X2.1<--- X2 | .780 |
| X2.5<--- X2 | .891 |
| Y2.1<--- Y2 | .823 |
| Y2.2<--- Y2 | .773 |
| Y2.3<--- Y2 | .824 |
| X2.6<--- X2 | .605 |
| Y2.4<--- Y2 | .781 |
| Y1.1<--- Y1 | .514 |
| Y1.2<--- Y1 | .518 |
| Y1.3<--- Y1 | .742 |
| Y1.4<--- Y1 | .788 |
| Y1.5<--- Y1 | .731 |
| X2.4<--- X2 | .514 |

Covariances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----------|----------|------|------|------|--------|
| X2<-->X1 | .003 | .027 | .121 | .903 | par_22 |

Correlations: (Group number 1 - Default model)

| | Estimate |
|-----------|----------|
| X2<--> X1 | .014 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----|----------|------|-------|------|--------|
| X2 | .384 | .086 | 4.494 | *** | par_23 |
| X1 | .146 | .039 | 3.714 | *** | par_24 |
| R1 | .069 | .028 | 2.425 | .015 | par_25 |
| R2 | .178 | .042 | 4.201 | *** | par_26 |
| A5 | .087 | .027 | 3.249 | .001 | par_27 |
| A4 | .307 | .049 | 6.288 | *** | par_28 |
| A2 | .249 | .040 | 6.158 | *** | par_29 |
| A3 | .246 | .038 | 6.528 | *** | par_30 |
| A1 | .161 | .026 | 6.109 | *** | par_31 |
| B5 | .110 | .025 | 4.354 | *** | par_32 |
| B4 | .483 | .071 | 6.792 | *** | par_33 |
| B3 | .193 | .032 | 5.946 | *** | par_34 |
| B2 | .168 | .031 | 5.472 | *** | par_35 |
| B1 | .247 | .042 | 5.954 | *** | par_36 |
| C1 | .353 | .054 | 6.589 | *** | par_37 |
| C2 | .180 | .027 | 6.581 | *** | par_38 |
| C3 | .206 | .038 | 5.479 | *** | par_39 |
| C4 | .153 | .031 | 4.950 | *** | par_40 |
| D1 | .173 | .034 | 5.153 | *** | par_41 |
| D2 | .184 | .032 | 5.714 | *** | par_42 |
| D3 | .135 | .026 | 5.137 | *** | par_43 |
| C5 | .187 | .034 | 5.578 | *** | par_44 |
| B6 | .384 | .058 | 6.643 | *** | par_45 |
| D4 | .297 | .053 | 5.644 | *** | par_46 |

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

| | Estimate |
|------|----------|
| Y1 | .456 |
| Y2 | .511 |
| Y2.4 | .609 |
| X2.6 | .366 |
| Y1.5 | .535 |
| Y2.3 | .679 |
| Y2.2 | .597 |
| Y2.1 | .677 |
| Y1.4 | .621 |
| Y1.3 | .551 |
| Y1.2 | .268 |
| Y1.1 | .265 |
| X2.1 | .608 |
| X2.2 | .689 |
| X2.3 | .610 |
| X2.4 | .265 |
| X2.5 | .793 |
| X1.1 | .477 |
| X1.3 | .341 |
| X1.2 | .464 |
| X1.4 | .427 |
| X1.5 | .796 |

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

| | X1 | X2 | Y1 | Y2 |
|------|-------|-------|-------|-------|
| Y1 | .502 | .229 | .000 | .000 |
| Y2 | .769 | .418 | .660 | .000 |
| Y2.4 | .869 | .472 | .745 | 1.130 |
| X2.6 | .000 | .759 | .000 | .000 |
| Y1.5 | .654 | .299 | 1.302 | .000 |
| Y2.3 | .682 | .370 | .585 | .887 |
| Y2.2 | .667 | .362 | .572 | .868 |
| Y2.1 | .769 | .418 | .660 | 1.000 |
| Y1.4 | .705 | .322 | 1.405 | .000 |
| Y1.3 | .708 | .323 | 1.410 | .000 |
| Y1.2 | .361 | .165 | .720 | .000 |
| Y1.1 | .502 | .229 | 1.000 | .000 |
| X2.1 | .000 | 1.000 | .000 | .000 |
| X2.2 | .000 | .984 | .000 | .000 |
| X2.3 | .000 | .886 | .000 | .000 |
| X2.4 | .000 | .672 | .000 | .000 |
| X2.5 | .000 | 1.049 | .000 | .000 |
| X1.1 | 1.000 | .000 | .000 | .000 |
| X1.3 | .933 | .000 | .000 | .000 |
| X1.2 | 1.216 | .000 | .000 | .000 |
| X1.4 | 1.251 | .000 | .000 | .000 |
| X1.5 | 1.522 | .000 | .000 | .000 |

Standardized Total Effects (Group number 1 - Default model)

| | X1 | X2 | Y1 | Y2 |
|------|------|------|------|------|
| Y1 | .539 | .399 | .000 | .000 |
| Y2 | .488 | .429 | .390 | .000 |
| Y2.4 | .381 | .335 | .304 | .781 |
| X2.6 | .000 | .605 | .000 | .000 |
| Y1.5 | .394 | .292 | .731 | .000 |
| Y2.3 | .402 | .354 | .321 | .824 |
| Y2.2 | .377 | .332 | .301 | .773 |
| Y2.1 | .401 | .353 | .321 | .823 |
| Y1.4 | .425 | .315 | .788 | .000 |
| Y1.3 | .400 | .296 | .742 | .000 |
| Y1.2 | .279 | .207 | .518 | .000 |
| Y1.1 | .277 | .205 | .514 | .000 |
| X2.1 | .000 | .780 | .000 | .000 |
| X2.2 | .000 | .830 | .000 | .000 |
| X2.3 | .000 | .781 | .000 | .000 |
| X2.4 | .000 | .514 | .000 | .000 |
| X2.5 | .000 | .891 | .000 | .000 |
| X1.1 | .690 | .000 | .000 | .000 |
| X1.3 | .584 | .000 | .000 | .000 |
| X1.2 | .681 | .000 | .000 | .000 |
| X1.4 | .654 | .000 | .000 | .000 |
| X1.5 | .892 | .000 | .000 | .000 |

Direct Effects (Group number 1 - Default model)

| | X1 | X2 | Y1 | Y2 |
|------|-------|-------|-------|-------|
| Y1 | .502 | .229 | .000 | .000 |
| Y2 | .438 | .266 | .660 | .000 |
| Y2.4 | .000 | .000 | .000 | 1.130 |
| X2.6 | .000 | .759 | .000 | .000 |
| Y1.5 | .000 | .000 | 1.302 | .000 |
| Y2.3 | .000 | .000 | .000 | .887 |
| Y2.2 | .000 | .000 | .000 | .868 |
| Y2.1 | .000 | .000 | .000 | 1.000 |
| Y1.4 | .000 | .000 | 1.405 | .000 |
| Y1.3 | .000 | .000 | 1.410 | .000 |
| Y1.2 | .000 | .000 | .720 | .000 |
| Y1.1 | .000 | .000 | 1.000 | .000 |
| X2.1 | .000 | 1.000 | .000 | .000 |
| X2.2 | .000 | .984 | .000 | .000 |
| X2.3 | .000 | .886 | .000 | .000 |
| X2.4 | .000 | .672 | .000 | .000 |
| X2.5 | .000 | 1.049 | .000 | .000 |
| X1.1 | 1.000 | .000 | .000 | .000 |
| X1.3 | .933 | .000 | .000 | .000 |
| X1.2 | 1.216 | .000 | .000 | .000 |
| X1.4 | 1.251 | .000 | .000 | .000 |
| X1.5 | 1.522 | .000 | .000 | .000 |

Standardized Direct Effects (Group number 1 - Default model)

| | X1 | X2 | Y1 | Y2 |
|------|------|------|------|------|
| Y1 | .539 | .399 | .000 | .000 |
| Y2 | .278 | .274 | .390 | .000 |
| Y2.4 | .000 | .000 | .000 | .781 |
| X2.6 | .000 | .605 | .000 | .000 |
| Y1.5 | .000 | .000 | .731 | .000 |
| Y2.3 | .000 | .000 | .000 | .824 |
| Y2.2 | .000 | .000 | .000 | .773 |
| Y2.1 | .000 | .000 | .000 | .823 |
| Y1.4 | .000 | .000 | .788 | .000 |
| Y1.3 | .000 | .000 | .742 | .000 |
| Y1.2 | .000 | .000 | .518 | .000 |
| Y1.1 | .000 | .000 | .514 | .000 |
| X2.1 | .000 | .780 | .000 | .000 |
| X2.2 | .000 | .830 | .000 | .000 |
| X2.3 | .000 | .781 | .000 | .000 |
| X2.4 | .000 | .514 | .000 | .000 |
| X2.5 | .000 | .891 | .000 | .000 |
| X1.1 | .690 | .000 | .000 | .000 |
| X1.3 | .584 | .000 | .000 | .000 |
| X1.2 | .681 | .000 | .000 | .000 |
| X1.4 | .654 | .000 | .000 | .000 |
| X1.5 | .892 | .000 | .000 | .000 |

Indirect Effects (Group number 1 - Default model)

| | X1 | X2 | Y1 | Y2 |
|------|------|------|------|------|
| Y1 | .000 | .000 | .000 | .000 |
| Y2 | .331 | .151 | .000 | .000 |
| Y2.4 | .869 | .472 | .745 | .000 |
| X2.6 | .000 | .000 | .000 | .000 |
| Y1.5 | .654 | .299 | .000 | .000 |
| Y2.3 | .682 | .370 | .585 | .000 |
| Y2.2 | .667 | .362 | .572 | .000 |
| Y2.1 | .769 | .418 | .660 | .000 |
| Y1.4 | .705 | .322 | .000 | .000 |
| Y1.3 | .708 | .323 | .000 | .000 |
| Y1.2 | .361 | .165 | .000 | .000 |
| Y1.1 | .502 | .229 | .000 | .000 |
| X2.1 | .000 | .000 | .000 | .000 |
| X2.2 | .000 | .000 | .000 | .000 |
| X2.3 | .000 | .000 | .000 | .000 |
| X2.4 | .000 | .000 | .000 | .000 |
| X2.5 | .000 | .000 | .000 | .000 |
| X1.1 | .000 | .000 | .000 | .000 |
| X1.3 | .000 | .000 | .000 | .000 |
| X1.2 | .000 | .000 | .000 | .000 |
| X1.4 | .000 | .000 | .000 | .000 |
| X1.5 | .000 | .000 | .000 | .000 |

Standardized Indirect Effects (Group number 1 - Default model)

| | X1 | X2 | Y1 | Y2 |
|------|------|------|------|------|
| Y1 | .000 | .000 | .000 | .000 |
| Y2 | .210 | .156 | .000 | .000 |
| Y2.4 | .381 | .335 | .304 | .000 |
| X2.6 | .000 | .000 | .000 | .000 |
| Y1.5 | .394 | .292 | .000 | .000 |
| Y2.3 | .402 | .354 | .321 | .000 |
| Y2.2 | .377 | .332 | .301 | .000 |
| Y2.1 | .401 | .353 | .321 | .000 |
| Y1.4 | .425 | .315 | .000 | .000 |
| Y1.3 | .400 | .296 | .000 | .000 |
| Y1.2 | .279 | .207 | .000 | .000 |
| Y1.1 | .277 | .205 | .000 | .000 |
| X2.1 | .000 | .000 | .000 | .000 |
| X2.2 | .000 | .000 | .000 | .000 |
| X2.3 | .000 | .000 | .000 | .000 |
| X2.4 | .000 | .000 | .000 | .000 |
| X2.5 | .000 | .000 | .000 | .000 |
| X1.1 | .000 | .000 | .000 | .000 |
| X1.3 | .000 | .000 | .000 | .000 |
| X1.2 | .000 | .000 | .000 | .000 |
| X1.4 | .000 | .000 | .000 | .000 |
| X1.5 | .000 | .000 | .000 | .000 |

Model Fit Summary**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|----------|-----|------|---------|
| Default model | 46 | 170.503 | 164 | .348 | 1.040 |
| Saturated model | 210 | .000 | 0 | | |
| Independence model | 20 | 1070.216 | 190 | .000 | 5.633 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | .033 | .916 | .872 | .673 |
| Saturated model | .000 | 1.000 | | |
| Independence model | .157 | .320 | .249 | .290 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | .841 | .815 | .993 | .991 | .993 |
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .863 | .726 | .857 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|---------|---------|---------|
| Default model | 6.503 | .000 | 41.718 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 880.216 | 781.191 | 986.732 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|--------|-------|-------|-------|
| Default model | 1.722 | .066 | .000 | .421 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 10.810 | 8.891 | 7.891 | 9.967 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .020 | .000 | .051 | .945 |
| Independence model | .216 | .204 | .229 | .000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|----------|----------|----------|----------|
| Default model | 262.503 | 287.273 | 382.341 | 428.341 |
| Saturated model | 420.000 | 533.077 | 967.086 | 1177.086 |
| Independence model | 1110.216 | 1120.986 | 1162.320 | 1182.320 |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|--------|--------|--------|--------|
| Default model | 2.652 | 2.586 | 3.007 | 2.902 |
| Saturated model | 4.242 | 4.242 | 4.242 | 5.385 |
| Independence model | 11.214 | 10.214 | 12.290 | 11.323 |

HOELTER

| Model | HOELTER .05 | HOELTER .01 |
|--------------------|----------------|----------------|
| Default model | 114 | 122 |
| Independence model | 21 | 23 |

B