

DATE: 5/25/2008

TIME: 14:48

L I S R E L 8.50

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\I P S  
CONSULTING\ADJENG\AJ005X.Spl:

SEM SIKAP, EI, OCB

Observed variables: NDO IO POIS KMDS MOT MHS EMPATI ALTRU CV  
Sample size: 223  
Raw Data from file AJ.PSF  
Latent variables: SIKAP KEM OCB  
Relationships:  
NDO IO POIS = SIKAP  
KMDS MOT MHS EMPATI = KEM  
ALTRU CV = OCB

OCB = SIKAP KEM

Set Error Covariance between MOT and KMDS to 0.03  
Set Error Covariance between MHS and MOT to -0.04  
Set Error Covariance between EMPATI and MHS to 0.03

Path Diagram  
End of Problem

Sample Size = 223

SEM SIKAP, EI, OCB

Covariance Matrix

	ALTRU	CV	NDO	IO	POIS	KMDS
ALTRU	0.12					
CV	0.04	0.12				
NDO	0.02	0.01	0.25			

IO	0.05	0.03	0.13	0.32		
POIS	0.05	0.03	0.11	0.24	0.31	
KMDS	0.07	0.03	-0.01	0.01	0.01	0.23
MOT	0.10	0.03	0.03	0.03	0.03	0.14
MHS	0.10	0.04	0.00	0.02	0.01	0.14
EMPATI	0.07	0.02	-0.01	-0.02	-0.03	0.11

Covariance Matrix

	MOT	MHS	EMPATI
MOT	0.22		
MHS	0.14	0.20	
EMPATI	0.12	0.15	0.26

SEM SIKAP, EI, OCB

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

Measurement Equations

ALTRU = 0.30\*OCB, Errorvar.= 0.029 , R<sup>2</sup> = 0.76  
 (0.016)  
 1.77

CV = 0.12\*OCB, Errorvar.= 0.11 , R<sup>2</sup> = 0.13  
 (0.029) (0.010)  
 4.32 10.18

NDO = 0.25\*SIKAP, Errorvar.= 0.18 , R<sup>2</sup> = 0.25  
 (0.033) (0.018)  
 7.47 10.05

IO = 0.52\*SIKAP, Errorvar.= 0.047 , R<sup>2</sup> = 0.85  
 (0.036) (0.023)  
 14.52 2.04

POIS = 0.47\*SIKAP, Errorvar.= 0.096 , R<sup>2</sup> = 0.69  
 (0.036) (0.020)  
 12.93 4.78

KMDS = 0.31\*KEM, Errorvar.= 0.15 , R<sup>2</sup> = 0.40  
 (0.030) (0.012)  
 10.47 12.33

MOT = 0.40\*KEM, Errorvar.= 0.067 , R<sup>2</sup> = 0.71  
 (0.028) (0.011)  
 14.38 6.05

MHS = 0.43\*KEM, Errorvar.= 0.021 , R<sup>2</sup> = 0.90  
 (0.025) (0.0091)  
 17.21 2.35

EMPATI = 0.28\*KEM, Errorvar.= 0.19 , R<sup>2</sup> = 0.30  
 (0.032) (0.015)  
 8.83 12.45

Error Covariance for MOT and KMDS = 0.030

Error Covariance for MHS and MOT = -0.04

Error Covariance for EMPATI and MHS = 0.030

Structural Equations

OCB = 0.23\*SIKAP + 0.71\*KEM, Errorvar.= 0.40 , R<sup>2</sup> = 0.60  
 (0.061) (0.067) (0.18)  
 3.74 10.64 2.22

Correlation Matrix of Independent Variables

	SIKAP	KEM
SIKAP	1.00	
KEM	0.13 (0.07)	1.00
	1.96	

Covariance Matrix of Latent Variables

	OCB	SIKAP	KEM
OCB	1.00		
SIKAP	0.32	1.00	
KEM	0.74	0.13	1.00

Goodness of Fit Statistics

Degrees of Freedom = 24  
 Minimum Fit Function Chi-Square = 39.27 (P = 0.026)  
 Normal Theory Weighted Least Squares Chi-Square = 37.58 (P = 0.038)  
 Estimated Non-centrality Parameter (NCP) = 13.58  
 90 Percent Confidence Interval for NCP = (0.78 ; 34.30)

Minimum Fit Function Value = 0.18  
 Population Discrepancy Function Value (F0) = 0.061  
 90 Percent Confidence Interval for F0 = (0.0035 ; 0.15)

Root Mean Square Error of Approximation (RMSEA) = 0.050  
90 Percent Confidence Interval for RMSEA = (0.012 ; 0.080)  
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.46

Expected Cross-Validation Index (ECVI) = 0.36  
90 Percent Confidence Interval for ECVI = (0.30 ; 0.45)  
ECVI for Saturated Model = 0.41  
ECVI for Independence Model = 3.93

Chi-Square for Independence Model with 36 Degrees of Freedom = 855.47

Independence AIC = 873.47

Model AIC = 79.58

Saturated AIC = 90.00

Independence CAIC = 913.13

Model CAIC = 172.13

Saturated CAIC = 288.32

Normed Fit Index (NFI) = 0.95

Non-Normed Fit Index (NNFI) = 0.97

Parsimony Normed Fit Index (PNFI) = 0.64

Comparative Fit Index (CFI) = 0.98

Incremental Fit Index (IFI) = 0.98

Relative Fit Index (RFI) = 0.93

Critical N (CN) = 243.98

Root Mean Square Residual (RMR) = 0.013

Standardized RMR = 0.051

Goodness of Fit Index (GFI) = 0.96

Adjusted Goodness of Fit Index (AGFI) = 0.93

Parsimony Goodness of Fit Index (PGFI) = 0.51

Time used: 0.040 Seconds

DATE: 5/25/2008

TIME: 14:48

L I S R E L 8.50

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\I P S  
CONSULTING\ADJENG\AJ005X.Spl:

SEM SIKAP, EI, OCB

#### CATATAN KU

- Semula SIKAP (X1) terdiri dari 4 indikator : Nilai Dasar Organisasi (NDO), Aturan Organisasi (AO), Iklim Organisasi (IO) dan Perilaku Org dalam Interaksi Sosial (POIS). Namun dari Hasil Analisis Faktor, AO mempunyai nilai muatan faktor yang paling rendah (0.5) sehingga tidak digunakan untuk analisa selanjutnya
- Semula EI/EQ/Kecerdasan Emosional (X2) terdiri dari 5 indikator : Kemampuan Mengatur Diri Sendiri (KMDS), Kesadaran Diri (KD), Motivasi (MOT), Empati, Memelihara Hub Sosial (MHS). Namun dari Hasil Analisis Faktor, KD mempunyai nilai muatan faktor yang paling rendah sehingga tidak digunakan untuk analisa selanjutnya
- Semula OCB (Y) terdiri dari 5 subdimensi : Altruism, Civic Virtue (CV), Courtesy, Conscientiousness dan Sportmanship. Namun dari Hasil Analisis Faktor, hanya 2 subdimensi yang dpt digunakan untuk analisa selanjutnya

Observed variables: NDO IO POIS KMDS MOT MHS EMPATI ALTRU CV

Sample size: 223

Raw Data from file AJ.PSF

Latent variables: SIKAP KEM OCB

Relationships:

NDO IO POIS = SIKAP

KMDS MOT MHS EMPATI = KEM

ALTRU CV = OCB

OCB = SIKAP KEM

Set Error Covariance between MOT and KMDS to 0.03  
 Set Error Covariance between MHS and MOT to -0.04  
 Set Error Covariance between EMPATI and MHS to 0.03

Path Diagram  
 End of Problem

Sample Size = 223

SEM SIKAP, EI, OCB

Covariance Matrix

	ALTRU	CV	NDO	IO	POIS	KMDS
ALTRU	0.12					
CV	0.04	0.12				
NDO	0.02	0.01	0.25			
IO	0.05	0.03	0.13	0.32		
POIS	0.05	0.03	0.11	0.24	0.31	
KMDS	0.07	0.03	-0.01	0.01	0.01	0.23
MOT	0.10	0.03	0.03	0.03	0.03	0.14
MHS	0.10	0.04	0.00	0.02	0.01	0.14
EMPATI	0.07	0.02	-0.01	-0.02	-0.03	0.11

Covariance Matrix

	MOT	MHS	EMPATI
MOT	0.22		
MHS	0.14	0.20	
EMPATI	0.12	0.15	0.26

SEM SIKAP, EI, OCB

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$$\text{ALTRU} = 0.30 \cdot \text{OCB}, \text{ Errorvar.} = 0.029, R^2 = 0.76$$

(0.016)  
1.77

$$\text{CV} = 0.12 \cdot \text{OCB}, \text{ Errorvar.} = 0.11, R^2 = 0.13$$

(0.029)                      (0.010)  
4.32                              10.18

$$\text{NDO} = 0.25 \cdot \text{SIKAP}, \text{ Errorvar.} = 0.18, R^2 = 0.25$$

(0.033)                      (0.018)  
7.47                              10.05

$$\begin{array}{l} \text{IO} = 0.52 * \text{SIKAP}, \text{ Errorvar.} = 0.047, R^2 = 0.85 \\ (0.036) \qquad (0.023) \\ 14.52 \qquad 2.04 \end{array}$$

$$\begin{array}{l} \text{POIS} = 0.47 * \text{SIKAP}, \text{ Errorvar.} = 0.096, R^2 = 0.69 \\ (0.036) \qquad (0.020) \\ 12.93 \qquad 4.78 \end{array}$$

$$\begin{array}{l} \text{KMDS} = 0.31 * \text{KEM}, \text{ Errorvar.} = 0.15, R^2 = 0.40 \\ (0.030) \qquad (0.012) \\ 10.47 \qquad 12.33 \end{array}$$

$$\begin{array}{l} \text{MOT} = 0.40 * \text{KEM}, \text{ Errorvar.} = 0.067, R^2 = 0.71 \\ (0.028) \qquad (0.011) \\ 14.38 \qquad 6.05 \end{array}$$

$$\begin{array}{l} \text{MHS} = 0.43 * \text{KEM}, \text{ Errorvar.} = 0.021, R^2 = 0.90 \\ (0.025) \qquad (0.0091) \\ 17.21 \qquad 2.35 \end{array}$$

$$\begin{array}{l} \text{EMPATI} = 0.28 * \text{KEM}, \text{ Errorvar.} = 0.19, R^2 = 0.30 \\ (0.032) \qquad (0.015) \\ 8.83 \qquad 12.45 \end{array}$$

Error Covariance for MOT and KMDS = 0.030

Error Covariance for MHS and MOT = -0.04

Error Covariance for EMPATI and MHS = 0.030

### Structural Equations

**CATATAN KU :** Aku lupa mendefinisikan hipotesa ke-3 yaitu X1 dan X2 berpengaruh positif secara bersama thd Y, tp kata temanku hasil dibawah ini menunjukkan  $R^2 = 0,60$ , spt yang aku tanya kemarin, penjelasanmu 60% model diwakili oleh X1 dan X2, Ho diterima atau ditolak, dicek dari nilai probabilita yang  $< 0,05$  (nah ini yang tdk kutemukan...)

Tapi kalau hipotesa ke-1 dan ke-2 sdh ada jawabannya, diterima

- Hasil uji persamaan struktural model ini menunjukkan bahwa sikap dalam budaya organisasi memiliki pengaruh terhadap OCB ( $\gamma_1 = 0.23$ ;  $t = 3.74$ ).
- Hasil uji persamaan struktural model menunjukkan bahwa kecerdasan emosi memiliki pengaruh terhadap OCB ( $\gamma_2 = 0.71$ ;  $t = 10.64$ ).

$$\begin{array}{l} \text{OCB} = 0.23 * \text{SIKAP} + 0.71 * \text{KEM}, \text{ Errorvar.} = 0.40, R^2 = 0.60 \\ (0.061) \qquad (0.067) \qquad (0.18) \\ 3.74 \qquad 10.64 \qquad 2.22 \text{ (apakah ini t nya ?)} \end{array}$$

Correlation Matrix of Independent Variables

	SIKAP	KEM
SIKAP	1.00	
KEM	0.13 (0.07) 1.96	1.00

Covariance Matrix of Latent Variables

	OCB	SIKAP	KEM
OCB	1.00		
SIKAP	0.32	1.00	
KEM	0.74	0.13	1.00

CATATANKU : Aku ga paham betul arti angka2 dibawah ini.....:(

Goodness of Fit Statistics

Degrees of Freedom = 24  
 Minimum Fit Function Chi-Square = 39.27 (P = 0.026)  
 Normal Theory Weighted Least Squares Chi-Square = 37.58 (P = 0.038)  
 Estimated Non-centrality Parameter (NCP) = 13.58  
 90 Percent Confidence Interval for NCP = (0.78 ; 34.30)

Minimum Fit Function Value = 0.18  
 Population Discrepancy Function Value (F0) = 0.061  
 90 Percent Confidence Interval for F0 = (0.0035 ; 0.15)  
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 90 Percent Confidence Interval for RMSEA = (0.012 ; 0.080)  
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.46

Expected Cross-Validation Index (ECVI) = 0.36  
 90 Percent Confidence Interval for ECVI = (0.30 ; 0.45)  
 ECVI for Saturated Model = 0.41  
 ECVI for Independence Model = 3.93

Chi-Square for Independence Model with 36 Degrees of Freedom = 855.47  
 Independence AIC = 873.47  
 Model AIC = 79.58  
 Saturated AIC = 90.00  
 Independence CAIC = 913.13  
 Model CAIC = 172.13  
 Saturated CAIC = 288.32

Normed Fit Index (NFI) = 0.95  
 Non-Normed Fit Index (NNFI) = 0.97  
 Parsimony Normed Fit Index (PNFI) = 0.64

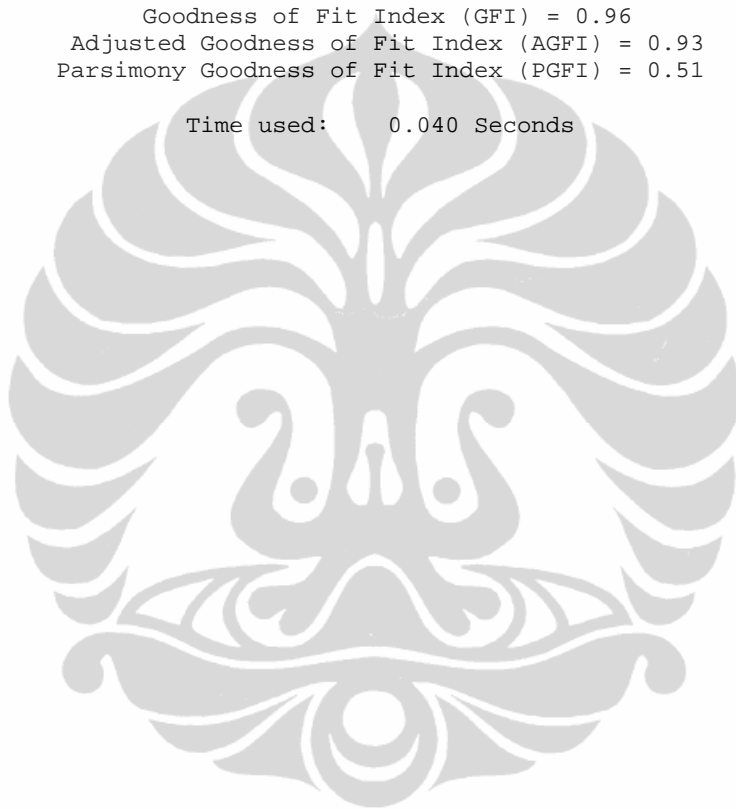


Comparative Fit Index (CFI) = 0.98  
Incremental Fit Index (IFI) = 0.98  
Relative Fit Index (RFI) = 0.93

Critical N (CN) = 243.98

Root Mean Square Residual (RMR) = 0.013  
Standardized RMR = 0.051  
Goodness of Fit Index (GFI) = 0.96  
Adjusted Goodness of Fit Index (AGFI) = 0.93  
Parsimony Goodness of Fit Index (PGFI) = 0.51

Time used: 0.040 Seconds



DATE: 6/ 2/2008

TIME: 21:09

L I S R E L 8.50

BY

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The following lines were read from file C:\ADJENG\AJ005AKHIR2.Spl:

SEM SIKAP, EI, OCB

Observed variables: NDO IO POIS KMDS MOT MHS EMPATI ALTRU CV

Sample size: 223

Raw Data from file AJ.PSF

Latent variables: SIKAP KEM OCB

Relationships:

NDO = SIKAP

IO = 1\*SIKAP

POIS = SIKAP

KMDS = KEM

MOT = KEM

MHS = 1\*KEM

ALTRU CV = OCB

SIKAP = KEM

OCB = SIKAP KEM

Set Error Covariance between MOT and KMDS to 0.03

Set Error Covariance between MHS and MOT to -0.03

Path Diagram

End of Problem

Sample Size = 223

## Covariance Matrix

	NDO	IO	POIS	ALTRU	CV	KMDS
NDO	0.25					
IO	0.13	0.32				
POIS	0.11	0.24	0.31			
ALTRU	0.02	0.05	0.05	0.12		
CV	0.01	0.03	0.03	0.04	0.12	
KMDS	-0.01	0.01	0.01	0.07	0.03	0.23
MOT	0.03	0.03	0.03	0.10	0.03	0.14
MHS	0.00	0.02	0.01	0.10	0.04	0.14

## Covariance Matrix

	MOT	MHS
MOT	0.22	
MHS	0.14	0.20

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

Measurement Equations

NDO = 0.47\*SIKAP, Errorvar.= 0.18 , R<sup>2</sup> = 0.25  
 (0.066) (0.018)  
 7.15 10.04

IO = 1.00\*SIKAP, Errorvar.= 0.049 , R<sup>2</sup> = 0.85  
 (0.023)  
 2.17

POIS = 0.90\*SIKAP, Errorvar.= 0.094 , R<sup>2</sup> = 0.70  
 (0.085) (0.020)  
 10.47 4.73

ALTRU = 0.31\*OCB, Errorvar.= 0.027 , R<sup>2</sup> = 0.78  
 (0.017)  
 1.61

CV = 0.12\*OCB, Errorvar.= 0.11 , R<sup>2</sup> = 0.12  
 (0.029) (0.010)  
 4.25 10.19

KMDS = 0.74\*KEM, Errorvar.= 0.14 , R<sup>2</sup> = 0.43  
 (0.067) (0.011)  
 11.00 11.99

MOT = 0.88\*KEM, Errorvar.= 0.077 , R<sup>2</sup> = 0.65  
 (0.074) (0.011)  
 11.84 7.25

MHS = 1.00\*KEM, Errorvar.= 0.014 , R<sup>2</sup> = 0.93  
 (0.011)  
 1.25

Masing-masing persamaan di atas adalah pengujian model secara parsial, model persamaan yang dapat digunakan adalah yang R<sup>2</sup>>0.50

Error Covariance for MOT and KMDS = 0.030

Error Covariance for MHS and MOT = -0.03

Structural Equations

SIKAP = 0.12\*KEM, Errorvar.= 0.27 , R<sup>2</sup> = 0.010  
 (0.085) (0.037)  
 1.42 7.25

OCB = 0.47\*SIKAP + 1.65\*KEM, Errorvar.= 0.39 , R<sup>2</sup> = 0.61  
 (0.12) (0.15) (0.18)  
 4.07 10.86 2.14

Reduced Form Equations

SIKAP = 0.12\*KEM, Errorvar.= 0.27, R<sup>2</sup> = 0.010  
 (0.085)  
 1.42

OCB = 1.71\*KEM, Errorvar.= 0.45, R<sup>2</sup> = 0.55  
 (0.16)

10.90

Variiances of Independent Variables

KEM  
-----  
0.19  
(0.02)  
8.57

Covariance Matrix of Latent Variables

	SIKAP	OCB	KEM
SIKAP	0.27		
OCB	0.17	1.00	
KEM	0.02	0.32	0.19

Goodness of Fit Statistics

Degrees of Freedom = 17  
Minimum Fit Function Chi-Square = 20.67 (P = 0.24)  
Normal Theory Weighted Least Squares Chi-Square = 20.77 (P = 0.24)  
Estimated Non-centrality Parameter (NCP) = 3.77  
90 Percent Confidence Interval for NCP = (0.0 ; 19.51)

Minimum Fit Function Value = 0.093  
Population Discrepancy Function Value (F0) = 0.017  
90 Percent Confidence Interval for F0 = (0.0 ; 0.088)  
Root Mean Square Error of Approximation (RMSEA) = 0.032  
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.072)  
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.73

Expected Cross-Validation Index (ECVI) = 0.26  
90 Percent Confidence Interval for ECVI = (0.25 ; 0.34)  
ECVI for Saturated Model = 0.32  
ECVI for Independence Model = 3.29

Chi-Square for Independence Model with 28 Degrees of Freedom = 714.86

Independence AIC = 730.86  
Model AIC = 58.77  
Saturated AIC = 72.00  
Independence CAIC = 766.12  
Model CAIC = 142.51  
Saturated CAIC = 230.66

Normed Fit Index (NFI) = 0.97  
Non-Normed Fit Index (NNFI) = 0.99  
Parsimony Normed Fit Index (PNFI) = 0.59  
Comparative Fit Index (CFI) = 0.99  
Incremental Fit Index (IFI) = 0.99  
Relative Fit Index (RFI) = 0.95  
Critical N (CN) = 359.80  
Root Mean Square Residual (RMR) = 0.0074  
Standardized RMR = 0.033  
Goodness of Fit Index (GFI) = 0.98  
Adjusted Goodness of Fit Index (AGFI) = 0.95  
Parsimony Goodness of Fit Index (PGFI) = 0.46  
Time used: 0.020 Seconds

Parameter Specifications

LAMBDA-Y		
	SIKAP	OCB
-----		
NDO	1	0
IO	0	0
POIS	2	0
ALTRU	0	0
CV	0	3

LAMBDA-X	
	KEM
-----	
KMDS	4
MOT	5
MHS	0

BETA		
	SIKAP	OCB
-----		
SIKAP	0	0
OCB	6	0

GAMMA	
	KEM
-----	
SIKAP	7
OCB	8

PHI	
	KEM
-----	
	9

PSI  
Note: This matrix is diagonal.

	SIKAP	OCB
-----		
	10	11

THETA-EPS					
	NDO	IO	POIS	ALTRU	CV
-----					
	12	13	14	15	16

THETA-DELTA			
	KMDS	MOT	MHS
-----			
	17	18	19

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y		SIKAP	OCB
		-----	-----
NDO		0.47 (0.07) 7.15	--
IO		1.00	--
POIS		0.90 (0.09) 10.47	--
ALTRU		--	0.31
CV		--	0.12 (0.03) 4.25
LAMBDA-X		KEM	
		-----	
KMDS		0.74 (0.07) 11.00	
MOT		0.88 (0.07) 11.84	
MHS		1.00	
BETA		SIKAP	OCB
		-----	-----
SIKAP		--	--
OCB		0.47 (0.12) 4.07	--
GAMMA		KEM	
		-----	
SIKAP		0.12 (0.09) 1.42	
OCB		1.65 (0.15) 10.86	
Covariance Matrix of ETA and KSI			
	SIKAP	OCB	KEM
	-----	-----	-----
SIKAP	0.27		
OCB	0.17	1.00	
KEM	0.02	0.32	0.19

PHI  
 KEM  
 -----  
 0.19  
 (0.02)  
 8.57

PSI  
 Note: This matrix is diagonal.

SIKAP	OCB
-----	-----
0.27	0.39
(0.04)	(0.18)
7.25	2.14

Squared Multiple Correlations for Structural Equations

SIKAP	OCB
-----	-----
0.01	0.61

Squared Multiple Correlations for Reduced Form

SIKAP	OCB
-----	-----
0.01	0.55

Reduced Form  
 KEM

SIKAP	0.12
	(0.09)
	1.42
OCB	1.71
	(0.16)
	10.90

THETA-EPS

NDO	IO	POIS	ALTRU	CV
-----	-----	-----	-----	-----
0.18	0.05	0.09	0.03	0.11
(0.02)	(0.02)	(0.02)	(0.02)	(0.01)
10.04	2.17	4.73	1.61	10.19

Squared Multiple Correlations for Y - Variables

NDO	IO	POIS	ALTRU	CV
-----	-----	-----	-----	-----
0.25	0.85	0.70	0.78	0.12

THETA-DELTA			
	KMDS	MOT	MHS
KMDS	0.14 (0.01) 11.99		
MOT	0.03	0.08 (0.01) 7.25	
MHS	- -	-0.03	0.01 (0.01) 1.25

Squared Multiple Correlations for X - Variables

	KMDS	MOT	MHS
	0.43	0.65	0.93

Goodness of Fit Statistics

Degrees of Freedom = 17  
 Minimum Fit Function Chi-Square = 20.67 (P = 0.24)  
 Normal Theory Weighted Least Squares Chi-Square = 20.77 (P = 0.24)  
 Estimated Non-centrality Parameter (NCP) = 3.77  
 90 Percent Confidence Interval for NCP = (0.0 ; 19.51)

Minimum Fit Function Value = 0.093  
 Population Discrepancy Function Value (F0) = 0.017  
 90 Percent Confidence Interval for F0 = (0.0 ; 0.088)  
 Root Mean Square Error of Approximation (RMSEA) = 0.032  
 90 Percent Confidence Interval for RMSEA = (0.0 ; 0.072)  
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.73

Expected Cross-Validation Index (ECVI) = 0.26  
 90 Percent Confidence Interval for ECVI = (0.25 ; 0.34)  
 ECVI for Saturated Model = 0.32  
 ECVI for Independence Model = 3.29

Chi-Square for Independence Model with 28 Degrees of Freedom = 714.86

Independence AIC = 730.86  
 Model AIC = 58.77  
 Saturated AIC = 72.00  
 Independence CAIC = 766.12  
 Model CAIC = 142.51  
 Saturated CAIC = 230.66  
 Normed Fit Index (NFI) = 0.97  
 Non-Normed Fit Index (NNFI) = 0.99  
 Parsimony Normed Fit Index (PNFI) = 0.59  
 Comparative Fit Index (CFI) = 0.99  
 Incremental Fit Index (IFI) = 0.99  
 Relative Fit Index (RFI) = 0.95  
 Critical N (CN) = 359.80  
 Root Mean Square Residual (RMR) = 0.0074  
 Standardized RMR = 0.033  
 Goodness of Fit Index (GFI) = 0.98  
 Adjusted Goodness of Fit Index (AGFI) = 0.95  
 Parsimony Goodness of Fit Index (PGFI) = 0.46



Standardized Solution

LAMBDA-Y		
	SIKAP	OCB
-----		
NDO	0.25	- -
IO	0.52	- -
POIS	0.47	- -
ALTRU	- -	0.31
CV	- -	0.12

LAMBDA-X	
	KEM
-----	
KMDS	0.32
MOT	0.38
MHS	0.43

BETA		
	SIKAP	OCB
-----		
SIKAP	- -	- -
OCB	0.25	- -

GAMMA	
	KEM
-----	
SIKAP	0.10
OCB	0.72

Correlation Matrix of ETA and KSI			
	SIKAP	OCB	KEM
-----			
SIKAP	1.00		
OCB	0.32	1.00	
KEM	0.10	0.74	1.00

PSI  
Note: This matrix is diagonal.

	SIKAP	OCB
-----		
	0.99	0.39

Regression Matrix ETA on KSI (Standardized)	
	KEM
-----	
SIKAP	0.10
OCB	0.74

Completely Standardized Solution

LAMBDA-Y		
	SIKAP	OCB
-----		
NDO	0.50	- -
IO	0.92	- -
POIS	0.84	- -
ALTRU	- -	0.88
CV	- -	0.35

LAMBDA-X  
 KEM  
 -----  
 KMDS 0.66  
 MOT 0.81  
 MHS 0.96

BETA  
 SIKAP OCB  
 -----  
 SIKAP - -  
 OCB 0.25 - -

GAMMA  
 KEM  
 -----  
 SIKAP 0.10  
 OCB 0.72

Correlation Matrix of ETA and KSI  
 SIKAP OCB KEM  
 -----  
 SIKAP 1.00  
 OCB 0.32 1.00  
 KEM 0.10 0.74 1.00

PSI  
 Note: This matrix is diagonal.

SIKAP OCB  
 -----  
 0.99 0.39

THETA-EPS  
 NDO IO POIS ALTRU CV  
 -----  
 0.75 0.15 0.30 0.22 0.88

THETA-DELTA  
 KMDS MOT MHS  
 -----  
 KMDS 0.57  
 MOT 0.13 0.35  
 MHS - - -0.14 0.07

Regression Matrix ETA on KSI (Standardized)  
 KEM  
 -----  
 SIKAP 0.10  
 OCB 0.74

Total and Indirect Effects

Total Effects of KSI on ETA

	KEM
SIKAP	0.12 (0.09)
OCB	1.42 (0.16)
	10.90

Indirect Effects of KSI on ETA

	KEM
SIKAP	- -
OCB	0.06 (0.04)
	1.35

Total Effects of ETA on ETA

	SIKAP	OCB
SIKAP	- -	- -
OCB	0.47 (0.12)	- -
	4.07	

Largest Eigenvalue of B\*B' (Stability Index) is 0.224

Total Effects of ETA on Y

	SIKAP	OCB
NDO	0.47 (0.07)	- -
	7.15	
IO	1.00	- -
POIS	0.90 (0.09)	- -
	10.47	
ALTRU	0.15 (0.04)	0.31
	4.07	
CV	0.06 (0.02)	0.12 (0.03)
	2.99	4.25

Indirect Effects of ETA on Y		
	SIKAP	OCB
	-----	-----
NDO	- -	- -
IO	- -	- -
POIS	- -	- -
ALTRU	0.15	- -
	(0.04)	
	4.07	
CV	0.06	- -
	(0.02)	
	2.99	

Total Effects of KSI on Y		
	KEM	
	-----	
NDO	0.06	
	(0.04)	
	1.40	
IO	0.12	
	(0.09)	
	1.42	
POIS	0.11	
	(0.08)	
	1.42	
ALTRU	0.52	
	(0.05)	
	10.90	
CV	0.21	
	(0.05)	
	4.10	

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA		
	KEM	
	-----	
SIKAP	0.10	
OCB	0.74	

Standardized Indirect Effects of KSI on ETA		
	KEM	
	-----	
SIKAP	- -	
OCB	0.02	

Standardized Total Effects of ETA on ETA		
	SIKAP	OCB
	-----	-----
SIKAP	- -	- -
OCB	0.25	- -

	Standardized Total Effects of ETA on Y	
	SIKAP	OCB
	-----	-----
NDO	0.25	- -
IO	0.52	- -
POIS	0.47	- -
ALTRU	0.08	0.31
CV	0.03	0.12

	Completely Standardized Total Effects of ETA on Y	
	SIKAP	OCB
	-----	-----
NDO	0.50	- -
IO	0.92	- -
POIS	0.84	- -
ALTRU	0.22	0.88
CV	0.09	0.35

	Standardized Indirect Effects of ETA on Y	
	SIKAP	OCB
	-----	-----
NDO	- -	- -
IO	- -	- -
POIS	- -	- -
ALTRU	0.08	- -
CV	0.03	- -

	Completely Standardized Indirect Effects of ETA on Y	
	SIKAP	OCB
	-----	-----
NDO	- -	- -
IO	- -	- -
POIS	- -	- -
ALTRU	0.22	- -
CV	0.09	- -

	Standardized Total Effects of KSI on Y	
	KEM	
	-----	
NDO	0.03	
IO	0.05	
POIS	0.05	
ALTRU	0.23	
CV	0.09	

	Completely Standardized Total Effects of KSI on Y	
	KEM	
	-----	
NDO	0.05	
IO	0.09	
POIS	0.08	
ALTRU	0.65	
CV	0.26	

Time used: 0.030 Seconds

DATE: 6/ 2/2008  
TIME: 19:36

L I S R E L 8.50

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\ADJENG\AJ002.Spl:

SEM SIKAP, EI, OCB

Observed variables: NDO AO IO POIS KD KMDS MOT MHS EMPATI ALTRU CONS COUR  
CV SPORT

Sample size: 223

Raw Data from File AJ.PSF

Latent variables: SIKAP

Relationships:

NDO AO IO POIS = SIKAP

Path Diagram

End of Problem

Sample Size = 223

SEM SIKAP, EI, OCB

Covariance Matrix				
	NDO	AO	IO	POIS
NDO	0.25			
AO	0.16	0.39		
IO	0.13	0.14	0.32	
POIS	0.11	0.15	0.24	0.31

Number of Iterations = 9

LISREL Estimates (Maximum Likelihood)

Measurement Equations

NDO = 0.26\*SIKAP, Errorvar.= 0.18 , R<sup>2</sup> = 0.28  
(0.033) (0.018)  
8.01 9.93  
AO = 0.31\*SIKAP, Errorvar.= 0.30 , R<sup>2</sup> = 0.25  
(0.042) (0.030)  
7.47 10.03

$IO = 0.50 * SIKAP, Errorvar. = 0.073, R^2 = 0.77$   
 (0.034) (0.018)  
 14.63 4.07  
 $POIS = 0.48 * SIKAP, Errorvar. = 0.080, R^2 = 0.74$   
 (0.034) (0.017)  
 14.27 4.65

Correlation Matrix of Independent Variables  
SIKAP

-----  
1.00

Standardized Solution

LAMBDA-X  
SIKAP  
-----  
NDO 0.26  
AO 0.31  
IO 0.50  
POIS 0.48

PHI

SIKAP  
-----  
1.00

Completely Standardized Solution (**Muatan Faktor**)

LAMBDA-X  
SIKAP  
-----  
NDO 0.53  
AO 0.50  
IO 0.88  
POIS 0.86

PHI

SIKAP  
-----  
1.00

THETA-DELTA (**Galat**)

	NDO	AO	IO	POIS
	0.72	0.75	0.23	0.26

Time used: 0.020 Seconds

Goodness of Fit Statistics

Degrees of Freedom = 2

Minimum Fit Function Chi-Square = 35.49 (P = 0.00)

Normal Theory Weighted Least Squares Chi-Square = 33.01 (P = 0.00)

Estimated Non-centrality Parameter (NCP) = 31.01

90 Percent Confidence Interval for NCP = (15.97 ; 53.47)

Minimum Fit Function Value = 0.16

Population Discrepancy Function Value (F0) = 0.14

90 Percent Confidence Interval for F0 = (0.072 ; 0.24)

Root Mean Square Error of Approximation (RMSEA) = 0.26  
90 Percent Confidence Interval for RMSEA = (0.19 ; 0.35)  
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 0.22  
90 Percent Confidence Interval for ECVI = (0.15 ; 0.32)  
ECVI for Saturated Model = 0.090  
ECVI for Independence Model = 1.57

Chi-Square for Independence Model with 6 Degrees of Freedom = 341.64

Independence AIC = 349.64

Model AIC = 49.01

Saturated AIC = 20.00

Independence CAIC = 367.27

Model CAIC = 84.26

Saturated CAIC = 64.07

Normed Fit Index (NFI) = 0.90

Non-Normed Fit Index (NNFI) = 0.70

Parsimony Normed Fit Index (PNFI) = 0.30

Comparative Fit Index (CFI) = 0.90

Incremental Fit Index (IFI) = 0.90

Relative Fit Index (RFI) = 0.69

Critical N (CN) = 58.62

Root Mean Square Residual (RMR) = 0.026

Standardized RMR = 0.084

Goodness of Fit Index (GFI) = 0.93

Adjusted Goodness of Fit Index (AGFI) = 0.65

Parsimony Goodness of Fit Index (PGFI) = 0.19

The Modification Indices Suggest to Add an Error Covariance

Between	and	Decrease in Chi-Square	New Estimate
AO	NDO	30.5	0.09
IO	AO	10.3	-0.06
POIS	NDO	10.3	-0.05
POIS	IO	30.5	0.26

Time used: 0.010 Seconds



LAMPIRAN  
KECERDASAN EMOSI

DATE: 6/ 2/2008  
TIME: 20:20

L I S R E L 8.50

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\AJEI1.Spl:

SEM SIKAP, EI, OCB

Observed variables: NDO IO POIS KMDS MOT MHS EMPATI ALTRU CONS COUR CV  
SPORT

Sample size: 223

Raw Data from File AJ.PSF

Latent variables: EI

Relationships:

KMDS MOT MHS = EI

Set Error Covariance between OT and KMDS to 0.03

Path Diagram

End of Problem

Sample Size = 223

SEM SIKAP, EI, OCB

Covariance Matrix

	KMDS	MOT	MHS
KMDS	0.23		
MOT	0.14	0.22	
MHS	0.14	0.14	0.20

SEM SIKAP, EI, OCB

Number of Iterations = 0

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KMDS = 0.39\*EI, Errorvar.= 0.084 , R<sup>2</sup> = 0.64

(0.029) (0.012)

13.15 6.72

MOT = 0.37\*EI, Errorvar.= 0.085 , R<sup>2</sup> = 0.61  
 (0.029) (0.012)  
 12.81 7.18  
 MHS = 0.37\*EI, Errorvar.= 0.065 , R<sup>2</sup> = 0.68  
 (0.027) (0.011)  
 13.62 6.04

Correlation Matrix of Independent Variables

EI  
 -----  
 1.00

Goodness of Fit Statistics

Degrees of Freedom = 0  
 Minimum Fit Function Chi-Square = 0.0 (P = 1.00)  
 Normal Theory Weighted Least Squares Chi-Square = 0.00 (P = 1.00)

The Model is Saturated, the Fit is Perfect !

Time used: 0.030 Seconds

Covariance Matrix

	KMDS	MOT	MHS
KMDS	0.23		
MOT	0.14	0.22	
MHS	0.14	0.14	0.20

Parameter Specifications

LAMBDA-X

	EI
KMDS	1
MOT	2
MHS	3

THETA-DELTA

	KMDS	MOT	MHS
	4	5	6

Number of Iterations = 0

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

	EI
KMDS	0.39 (0.03) 13.15
MOT	0.37 (0.03) 12.81
MHS	0.37 (0.03) 13.62

```

PHI
  EI
  -----
    1.00

THETA-DELTA
  KMDS      MOT      MHS
  -----
    0.08     0.08     0.06
    (0.01)   (0.01)   (0.01)
    6.72     7.18     6.04

Squared Multiple Correlations for X - Variables
  KMDS      MOT      MHS
  -----
    0.64     0.61     0.68

Goodness of Fit Statistics
  Degrees of Freedom = 0
  Minimum Fit Function Chi-Square = 0.0 (P = 1.00)
  Normal Theory Weighted Least Squares Chi-Square = 0.00 (P = 1.00)

  The Model is Saturated, the Fit is Perfect !

Standardized Solution
LAMBDA-X
  EI
  -----
  KMDS    0.39
  MOT     0.37
  MHS     0.37

PHI
  EI
  -----
    1.00

Completely Standardized Solution
LAMBDA-X
  EI      (Muatan faktor)
  -----
  KMDS    0.80
  MOT     0.78
  MHS     0.82

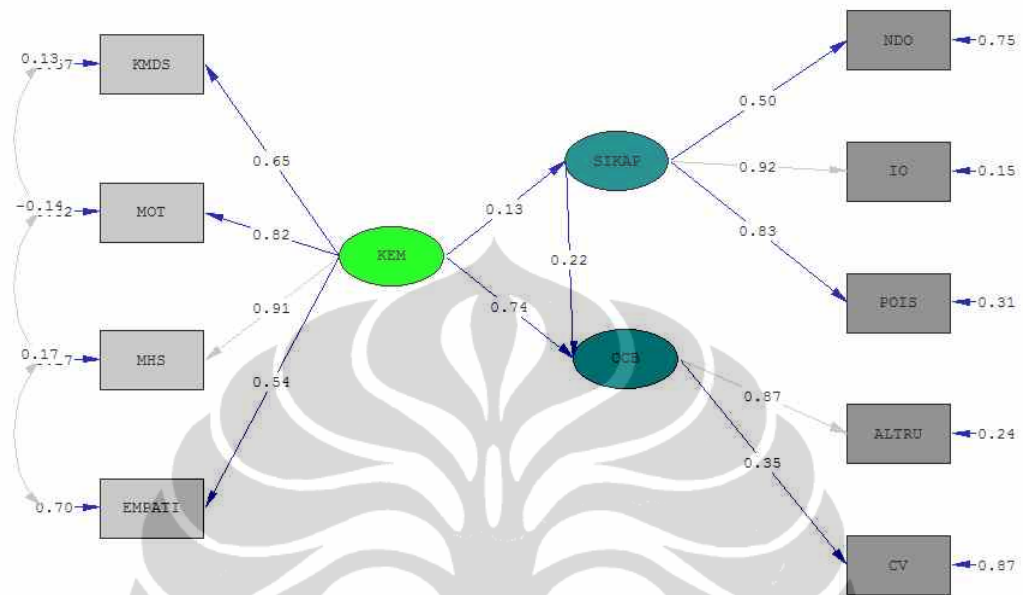
PHI
  EI
  -----
    1.00

THETA-DELTA (Galat)
  KMDS      MOT      MHS
  -----
    0.36     0.39     0.32

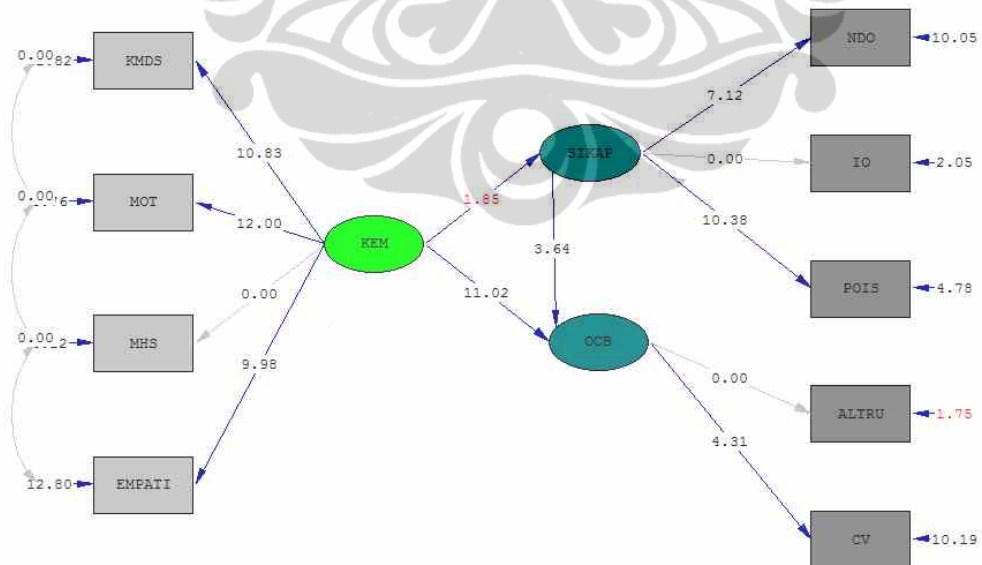
Time used: 0.010 Seconds

```

Lampiran 3



Chi-Square=37.32, df=24, P-value=0.04066, RMSEA=0.050 ESTIMATES: STANDARDIZED SOLUTION



Chi-Square=37.32, df=24, P-value=0.04066, RMSEA=0.050 ESTIMATES: T VALUES

DATE: 5/30/2008

TIME: 12:50

L I S R E L 8.50

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file F:\ADJENG\AJ005AKHIR2.Spl:

SEM SIKAP, EI, OCB

Observed variables: NDO IO POIS KMDS MOT MHS EMPATI ALTRU CV

Sample size: 223

Raw Data from file AJ.PSF

Latent variables: SIKAP KEM OCB

Relationships:

NDO = SIKAP

IO = 1\*SIKAP

POIS = SIKAP

KMDS = KEM

MOT = KEM

MHS = 1\*KEM

EMPATI = KEM

ALTRU CV = OCB

SIKAP = KEM

OCB = SIKAP KEM

Set Error Covariance between MOT and KMDS to 0.03

Set Error Covariance between MHS and MOT to -0.03

Set Error Covariance between EMPATI and MHS tot 0.04

LISREL Output: SC

Path Diagram

End of Problem

SEM SIKAP, EI, OCB

Covariance Matrix

	NDO	IO	POIS	ALTRU	CV	KMDS
NDO	0.25					
IO	0.13	0.32				
POIS	0.11	0.24	0.31			
ALTRU	0.02	0.05	0.05	0.12		
CV	0.01	0.03	0.03	0.04	0.12	
KMDS	-0.01	0.01	0.01	0.07	0.03	0.23
MOT	0.03	0.03	0.03	0.10	0.03	0.14
MHS	0.00	0.02	0.01	0.10	0.04	0.14
EMPATI	-0.01	-0.02	-0.03	0.07	0.02	0.11

Covariance Matrix

	MOT	MHS	EMPATI
MOT	0.22		
MHS	0.14	0.20	
EMPATI	0.12	0.15	0.26

SEM SIKAP, EI, OCB

Parameter Specifications

LAMBDA-Y

	SIKAP	OCB
NDO	1	0
IO	0	0
POIS	2	0
ALTRU	0	0
CV	0	3

LAMBDA-X

	KEM
KMDS	4
MOT	5
MHS	0
EMPATI	6

BETA

	SIKAP	OCB
SIKAP	0	0
OCB	7	0

GAMMA

	KEM
-----	-----
SIKAP	8
OCB	9

PHI

KEM
-----
10

PSI

Note: This matrix is diagonal.

SIKAP	OCB
-----	-----
11	12

THETA-EPS

NDO	IO	POIS	ALTRU	CV
-----	-----	-----	-----	-----
13	14	15	16	17

THETA-DELTA

KMDS	MOT	MHS	EMPATI
-----	-----	-----	-----
18	19	20	21

SEM SIKAP, EI, OCB

Number of Iterations = 14

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	SIKAP	OCB
-----	-----	-----
NDO	0.47	- -
	(0.07)	
	7.12	
IO	1.00	- -
POIS	0.89	- -
	(0.09)	
	10.38	
ALTRU	- -	0.30
CV	- -	0.12
		(0.03)
		4.31

LAMBDA-X

	KEM	
	-----	
KMDS	0.78	
	(0.07)	
	10.83	
MOT	0.95	
	(0.08)	
	12.00	
MHS	1.00	
EMPATI	0.69	
	(0.07)	
	9.98	
BETA		
	SIKAP	OCB
	-----	-----
SIKAP	--	--
OCB	0.43	--
	(0.12)	
	3.64	
GAMMA		
	KEM	
	-----	
SIKAP	0.17	
	(0.09)	
	1.85	
OCB	1.79	
	(0.16)	
	11.02	

Covariance Matrix of ETA and KSI

	SIKAP	OCB	KEM
	-----	-----	-----
SIKAP	0.27		
OCB	0.17	1.00	
KEM	0.03	0.32	0.17

PHI

	KEM
	-----
	0.17
	(0.02)
	8.14

PSI

Note: This matrix is diagonal.



SIKAP	OCB
0.27	0.36
(0.04)	(0.18)
7.23	2.00

Squared Multiple Correlations for Structural Equations

SIKAP	OCB
0.02	0.64

Squared Multiple Correlations for Reduced Form

SIKAP	OCB
0.02	0.59

Reduced Form

	KEM				
SIKAP	0.17				
	(0.09)				
	1.85				
OCB	1.86				
	(0.17)				
	11.19				
THETA-EPS					
	NDO	IO	POIS	ALTRU	CV
	0.18	0.05	0.10	0.03	0.11
	(0.02)	(0.02)	(0.02)	(0.02)	(0.01)
	10.05	2.05	4.78	1.75	10.19

Squared Multiple Correlations for Y - Variables

NDO	IO	POIS	ALTRU	CV
0.25	0.85	0.69	0.76	0.13

THETA-DELTA

	KMDS	MOT	MHS	EMPATI
KMDS	0.14			
	(0.01)			
	11.82			
MOT	0.03	0.07		
		(0.01)		
		6.76		
MHS	- -	-0.03	0.04	
			(0.01)	
			4.12	



SEM SIKAP, EI, OCB

Standardized Solution

LAMBDA-Y

	SIKAP	OCB
NDO	0.25	- -
IO	0.52	- -
POIS	0.47	- -
ALTRU	- -	0.30
CV	- -	0.12

LAMBDA-X

	KEM
KMDS	0.32
MOT	0.39
MHS	0.41
EMPATI	0.28

BETA

	SIKAP	OCB
SIKAP	- -	- -
OCB	0.22	- -

GAMMA

	KEM
SIKAP	0.13
OCB	0.74

Correlation Matrix of ETA and KSI

	SIKAP	OCB	KEM
SIKAP	1.00		
OCB	0.32	1.00	
KEM	0.13	0.77	1.00

PSI

Note: This matrix is diagonal.

	SIKAP	OCB
	0.98	0.36

Regression Matrix ETA on KSI (Standardized)

	KEM
SIKAP	0.13
OCB	0.77

SEM SIKAP, EI, OCB

Completely Standardized Solution

LAMBDA-Y

	SIKAP	OCB
NDO	0.50	- -
IO	0.92	- -
POIS	0.83	- -
ALTRU	- -	0.87
CV	- -	0.35

LAMBDA-X

	KEM
KMDS	0.65
MOT	0.82
MHS	0.91
EMPATI	0.54

BETA

	SIKAP	OCB
SIKAP	- -	- -
OCB	0.22	- -

GAMMA

	KEM
SIKAP	0.13
OCB	0.74

Correlation Matrix of ETA and KSI

	SIKAP	OCB	KEM
SIKAP	1.00		
OCB	0.32	1.00	
KEM	0.13	0.77	1.00

PSI

Note: This matrix is diagonal.

SIKAP	OCB
0.98	0.36

THETA-EPS

NDO	IO	POIS	ALTRU	CV
0.75	0.15	0.31	0.24	0.87

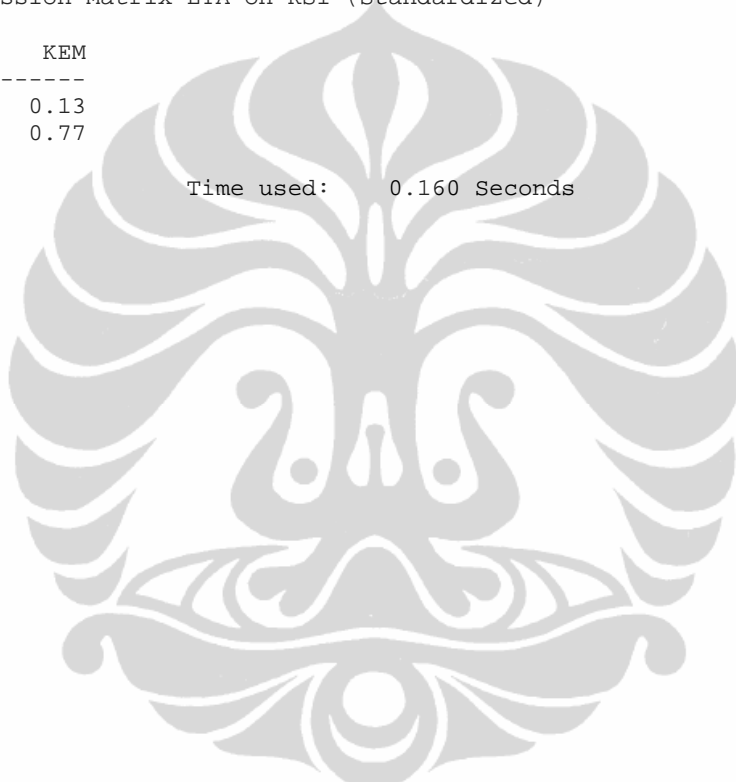
THETA-DELTA

	KMDS	MOT	MHS	EMPATI
KMDS	0.57			
MOT	0.13	0.32		
MHS	- -	-0.14	0.17	
EMPATI	- -	- -	0.17	0.70

Regression Matrix ETA on KSI (Standardized)

	KEM
SIKAP	0.13
OCB	0.77

Time used: 0.160 Seconds



DATE: 6/ 2/2008  
TIME: 20:59

L I S R E L 8.50

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\ADJENG\AJ004G.Spl:

SEM SIKAP, EI, OCB

Observed variables: NDO AO IO POIS KD KMDS MOT MHS EMPATI ALTRU CONS COUR  
CV SPORT

Sample size: 223

Covariance Matrix from File AJ.COV

Latent variables: OCB

Relationships:

ALTRU = OCB

CONS = 1\*OCB

COUR = 1\*OCB

CV = OCB

SPORT = 1\*OCB

Set Error Covariance between COUR and ALTRU to 0.09

Set Error Covariance between CV and ALTRU to -0.03

Set Error Covariance between CV and CONS to 0.04

Set Error Covariance between COUR and ALTRU to 0.03

Path Diagram

End of Problem

Sample Size = 223

Covariance Matrix					
	ALTRU	CONS	COUR	CV	SPORT
ALTRU	0.12				
CONS	0.05	0.18			
COUR	0.07	0.02	0.17		
CV	0.04	0.05	0.03	0.12	
SPORT	0.04	0.03	0.01	0.03	0.15

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

Measurement Equations

ALTRU = 2.89\*OCB, Errorvar.= 0.0080, R<sup>2</sup> = 0.93  
(0.66) (0.025)  
4.38 0.32  
CONS = 1.00\*OCB, Errorvar.= 0.17 , R<sup>2</sup> = 0.072  
(0.015)  
11.97  
COUR = 1.00\*OCB, Errorvar.= 0.16 , R<sup>2</sup> = 0.078  
(0.013)  
11.99  
CV = 1.67\*OCB, Errorvar.= 0.088 , R<sup>2</sup> = 0.30  
(0.26) (0.012)  
6.44 7.62  
SPORT = 1.00\*OCB, Errorvar.= 0.14 , R<sup>2</sup> = 0.091  
(0.013)  
10.42

Error Covariance for COUR and ALTRU = 0.030

Error Covariance for CV and ALTRU = -0.03

Error Covariance for CV and CONS = 0.040

Variances of Independent Variables

OCB  
-----  
0.01  
(0.00)  
3.11

Goodness of Fit Statistics

Degrees of Freedom = 7

Minimum Fit Function Chi-Square = 6.74 (P = 0.46)

Normal Theory Weighted Least Squares Chi-Square = 6.12 (P = 0.53)

Estimated Non-centrality Parameter (NCP) = 0.0

90 Percent Confidence Interval for NCP = (0.0 ; 8.98)

Minimum Fit Function Value = 0.030

Population Discrepancy Function Value (F0) = 0.0

90 Percent Confidence Interval for F0 = (0.0 ; 0.040)

Root Mean Square Error of Approximation (RMSEA) = 0.0

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.076)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.81

Expected Cross-Validation Index (ECVI) = 0.10

90 Percent Confidence Interval for ECVI = (0.10 ; 0.14)

ECVI for Saturated Model = 0.14

ECVI for Independence Model = 0.71

Chi-Square for Independence Model with 10 Degrees of Freedom = 147.51

Independence AIC = 157.51

Model AIC = 22.12

Saturated AIC = 30.00

Independence CAIC = 179.54

Model CAIC = 57.38

Saturated CAIC = 96.11

Normed Fit Index (NFI) = 0.95  
 Non-Normed Fit Index (NNFI) = 1.00  
 Parsimony Normed Fit Index (PNFI) = 0.67  
 Comparative Fit Index (CFI) = 1.00  
 Incremental Fit Index (IFI) = 1.00  
 Relative Fit Index (RFI) = 0.93

Critical N (CN) = 609.93

Root Mean Square Residual (RMR) = 0.0071  
 Standardized RMR = 0.044  
 Goodness of Fit Index (GFI) = 0.99  
 Adjusted Goodness of Fit Index (AGFI) = 0.98  
 Parsimony Goodness of Fit Index (PGFI) = 0.46

Time used: 0.020 Seconds

Standardized Solution

LAMBDA-X  
 OCB  
 -----  
 ALTRU 0.34  
 CONS 0.12  
 COUR 0.12  
 CV 0.19  
 SPORT 0.12

PHI  
 OCB  
 -----  
 1.00

Completely Standardized Solution

LAMBDA-X (Muatan Faktor)  
 OCB  
 -----  
 ALTRU 0.97  
 CONS 0.27  
 COUR 0.28  
 CV 0.55  
 SPORT 0.30

PHI  
 OCB  
 -----  
 1.00



	THETA-DELTA ALTRU	CONS	COUR	CV	SPORT
	-----	-----	-----	-----	-----
ALTRU	0.07				
CONS	- -	0.93			
COUR	0.21	- -	0.92		
CV	-0.24	0.26	- -	0.70	
SPORT	- -	- -	- -	- -	0.91

Time used: 0.010 Seconds

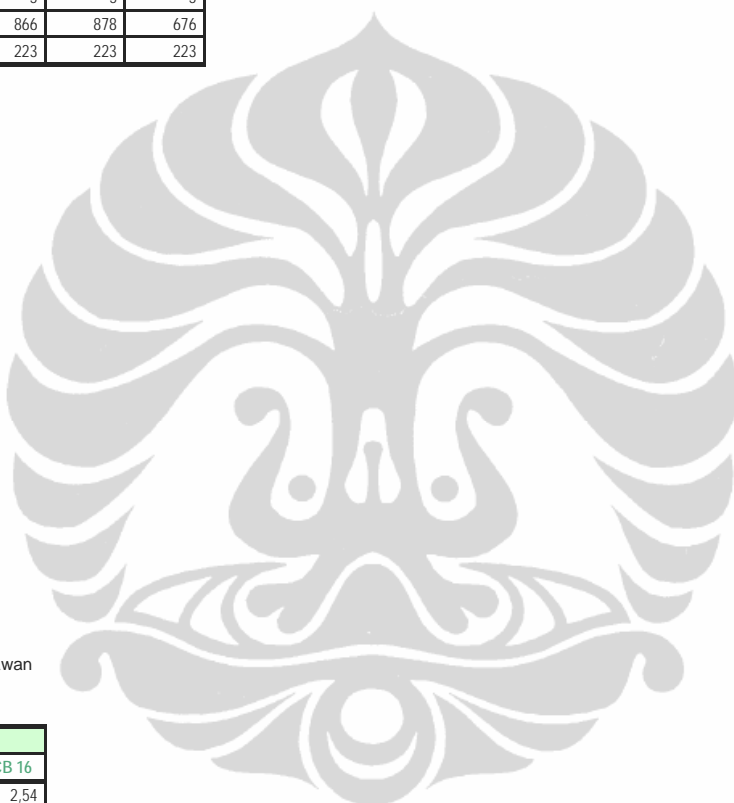


OCB	Altruism						
	OCB 1	OCB 2	OCB 3	OCB 4	OCB 5	OCB 6	OCB 7
Mean	3,94	4,21	3,73	3,74	3,88	3,94	3,03
Standard Error	0,04	0,03	0,05	0,05	0,04	0,04	0,06
Median	4,00	4,00	4,00	4,00	4,00	4,00	3,00
Mode	4,00	4,00	4,00	4,00	4,00	4,00	3,00
Standard Deviation	0,60	0,50	0,75	0,68	0,62	0,55	0,85
Sample Variance	0,37	0,25	0,56	0,46	0,38	0,30	0,72
Kurtosis	2,40	0,07	(0,49)	(0,32)	0,45	0,84	(0,22)
Skewness	(0,59)	0,37	0,03	0,02	(0,27)	(0,20)	(0,19)
Range	4	2	3	3	3	3	4
Minimum	1	3	2	2	2	2	1
Maximum	5	5	5	5	5	5	5
Sum	878	939	832	835	866	878	676
Count	223	223	223	223	223	223	223

Nilai	Jumlah	Persentase	Kategori
68-78	8,00	3,59	Sangat kurang
79-89	60,00	26,91	Kurang
90-100	139,00	62,33	Cukup
101-111	15,00	6,73	Tinggi
> 112	1,00	0,45	Sangat tinggi
Jumlah	223,00	100,00	

Tabel 4.16. Statistik Deskriptif dari Sub Dimensi *Conscientiousness* Karyawan BPPT

OCB	Conscientiousness			
	OCB 8	OCB 9	OCB 10	OCB 11
Mean	1,49	2,44	2,83	3,22
Standard Error	0,04	0,06	0,05	0,06
Median	1,00	2,00	3,00	3,00
Mode	1,00	3,00	3,00	3,00
Standard Deviation	0,63	0,88	0,81	0,87
Sample Variance	0,40	0,77	0,65	0,76
Kurtosis	1,93	(0,50)	0,17	0,28
Skewness	1,23	0,05	(0,15)	(0,54)
Range	3	4	4	4
Minimum	1	1	1	1
Maximum	4	5	5	5
Sum	333	545	632	719
Count	223	223	223	223



Tabel 4.17. Statistik Deskriptif dari Sub Dimensi *Courtesy* Karyawan BPPT

OCB	Courtesy				
	OCB 12	OCB 13	OCB 14	OCB 15	OCB 16
Mean	3,95	4,09	4,06	3,48	2,54
Standard Error	0,04	0,04	0,04	0,06	0,06
Median	4,00	4,00	4,00	4,00	3,00
Mode	4,00	4,00	4,00	4,00	3,00
Standard Deviation	0,67	0,60	0,61	0,86	0,87
Sample Variance	0,44	0,36	0,37	0,75	0,75
Kurtosis	1,87	1,70	0,57	0,67	(0,29)
Skewness	(0,68)	(0,54)	(0,27)	(0,71)	0,08
Range	4	3	3	4	4
Minimum	1	2	2	1	1
Maximum	5	5	5	5	5
Sum	881	913	906	775	567
Count	223	223	223	223	223

Tabel 4.18. Statistik Deskriptif dari Sub Dimensi *Civic Virtue* Karyawan BPPT

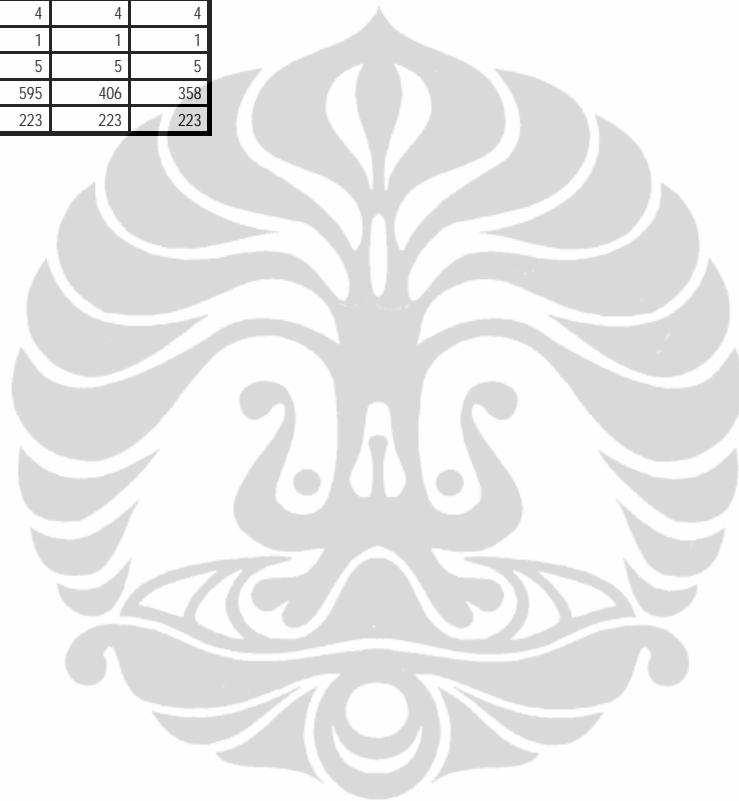
OCB	Civic Virtue						
	OCB 17	OCB 18	OCB 19	OCB 20	OCB 21	OCB 22	OCB 23
Mean	2,69	1,86	1,60	2,83	4,01	2,12	3,73

Standard Error	0,06	0,05	0,04	0,06	0,04	0,06	0,05
Median	3,00	2,00	2,00	3,00	4,00	2,00	4,00
Mode	3,00	2,00	2,00	3,00	4,00	2,00	4,00
Standard Deviation	0,90	0,70	0,63	0,85	0,65	0,87	0,79
Sample Variance	0,81	0,49	0,39	0,72	0,43	0,76	0,63
Kurtosis	(0,67)	(0,06)	1,33	(0,13)	4,31	(0,04)	1,10
Skewness	(0,06)	0,44	0,89	(0,28)	(1,18)	0,55	(0,73)
Range	4	3	3	4	4	4	4
Minimum	1	1	1	1	1	1	1
Maximum	5	4	4	5	5	5	5
Sum	600	415	356	630	895	473	832
Count	223	223	223	223	223	223	223



Tabel 4.19. Statistik Deskriptif dari Sub Dimensi *Sportmanship* Karyawan BPPT

OCB	Sportmanship						
	OCB 24	OCB 25	OCB 26	OCB 27	OCB 28	OCB 29	OCB 30
Mean	4,05	4,09	2,65	1,82	2,67	1,82	1,61
Standard Error	0,04	0,04	0,07	0,05	0,06	0,05	0,04
Median	4,00	4,00	3,00	2,00	3,00	2,00	2,00
Mode	4,00	4,00	2,00	2,00	3,00	2,00	2,00
Standard Deviation	0,56	0,63	0,99	0,71	0,92	0,78	0,65
Sample Variance	0,31	0,40	0,98	0,50	0,85	0,61	0,42
Kurtosis	2,19	2,71	(0,46)	0,84	(0,69)	1,47	3,39
Skewness	(0,46)	(0,72)	0,23	0,73	(0,12)	1,02	1,20
Range	3	4	4	3	4	4	4
Minimum	2	1	1	1	1	1	1
Maximum	5	5	5	4	5	5	5
Sum	903	912	592	406	595	406	358
Count	223	223	223	223	223	223	223



POPULASI DAN SAMPEL KARYAWAN BPPT

NO	UNITKERJA	POPULASI	SAMPEL	KUESIONER	kembali 12 mei 08
	DEPUTI BIDANG PENGKAJIAN KEBIJAKAN TEKNOLOGI	3			
1	PUSAT PENGKAJIAN KEBIJAKAN INOVASI TEKNOLOGI	47	5	5	4
2	PUSAT PENGKAJIAN KEBIJAKAN DIFUSI TEKNOLOGI	52	5	5	3
3	PUSAT PENGKAJIAN KEBIJAKAN PENINGKATAN DAYA SAING	57	6	6	4
4	PUSAT AUDIT TEKNOLOGI	38	4	5	5
5	BALAI INKUBATOR TEKNOLOGI	27	3	5	5
	SEKRETARIAT UTAMA	1			
6	BIRO PERENCANAAN	50	5	5	5
7	BIRO SUMBER DAYA MANUSIA DAN ORGANISASI	121	12	12	12
8	BIRO KEUANGAN	52	5	5	4
9	BIRO UMUM DAN HUBUNGAN MASYARAKAT	342	34	35	18
10	PUSAT PEMBINAAN, PENDIDIKAN DAN PELATIHAN	35	4	5	5
11	PUSAT DATA, INFORMASI DAN STANDARDISASI	28	3	5	5
	DEPUTI BIDANG TEKNOLOGI PENGEMBANGAN SUMBERDAYA ALAM	2			
12	PUSAT TEKNOLOGI INVENTARISASI SUMBER DAYA ALAM	61	6	10	2
13	PUSAT TEKNOLOGI SUMBER DAYA MINERAL	36	4	5	4
14	PUSAT TEKNOLOGI SUMBER DAYA LAHAN, WILAYAH DAN MITIGASI BENCANA	36	4	5	3
15	PUSAT TEKNOLOGI LINGKUNGAN	70	7	10	5
16	UNIT PELAKSANA TEKNIS - HUJAN BUATAN	41	4	5	3
17	BALAI TEKNOLOGI SURVEI KELAUTAN	39	4	5	5
18	BALAI TEKNOLOGI LINGKUNGAN	24	2	4	5
	DEPUTI BIDANG TEKNOLOGI AGROINDUSTRI DAN BIOTEKNOLOGI	1			
19	PUSAT TEKNOLOGI PRODUKSI PERTANIAN	64	6	6	6
20	PUSAT TEKNOLOGI AGROINDUSTRI	45	5	5	5
21	PUSAT TEKNOLOGI BIOINDUSTRI	44	4	5	4
22	PUSAT TEKNOLOGI FARMASI DAN MEDIKA	41	4	5	3
23	BALAI PENGKAJIAN BIOTEKNOLOGI	67	7	10	9
24	BALAI BESAR TEKNOLOGI PATI	95	10	10	9
	DEPUTI BIDANG TEKNOLOGI INFORMASI, ENERGI, DAN MATERIAL	9			
25	PUSAT TEKNOLOGI INFORMASI DAN KOMUNIKASI	99	11	11	7
26	PUSAT TEKNOLOGI PENGEMBANGAN SUMBER DAYA ENERGI	49	5	5	3
27	PUSAT TEKNOLOGI KONVERSI DAN KONSERVASI ENERGI	46	5	5	2
28	PUSAT TEKNOLOGI MATERIAL	30	3	3	4

POPULASI DAN SAMPEL KARYAWAN BPPT

NO	UNITKERJA	POPULASI	SAMPEL	KUESIONER	kembali 12 mei 08
29	BALAI PENGAJIAN TEKNOLOGI POLIMER	25	3	3	5
30	UNIT PELAKSANA TEKNIS PENGEMBANGAN SENI DAN TEKNIK KERAMIK DAN PORSELEN BALI	35	5	5	4
31	BALAI JARINGAN ILMU PENGETAHUAN DAN TEKNOLOGI	21	2	2	1
32	BALAI REKAYASA DISAIN DAN SISTEM TEKNOLOGI	21	2	2	2
33	BALAI BESAR TEKNOLOGI ENERGI	110	11	11	11
	DEPUTI BIDANG TEKNOLOGI INDUSTRI RANCANG BANGUN DAN REKAYASA	1			
34	PUSAT TEKNOLOGI INDUSTRI PROSES	56	6	6	5
35	PUSAT TEKNOLOGI INDUSTRI MANUFAKTUR	39	4	5	5
36	PUSAT TEKNOLOGI INDUSTRI PERTAHANAN DAN KEAMANAN	28	3	5	5
37	PUSAT TEKNOLOGI INDUSTRI DAN SISTEM TRANSPORTASI	78	8	10	8
38	UNIT PELAKSANA TEKNIS - LABORATORIUM AERO GAS DINAMIKA DAN GETARAN	50	5	5	4
39	UNIT PELAKSANA TEKNIS - BALAI PENGAJIAN DAN PENELITIAN HIDRODINAMIKA	75	8	8	
40	BALAI TERMODINAMIKA, MOTOR DAN PROPULSI	55	6	6	7
41	BALAI PENGAJIAN DINAMIKA PANTAI	45	5	5	
42	BALAI MESIN PERKAKAS, TEKNIK PRODUKSI DAN OTOMASI	15	2	2	5
43	BALAI BESAR TEKNOLOGI KEKUATAN STRUKTUR	154	15	15	8
44	INSPEKTORAT	58	6	6	5
45	BPPT ENJINIRING	23	2	2	2
	JUMLAH	2641	265	300	226
					75,33