Kepada:
Yth. Bapak/ Ibu/ Saudara
di PT. PAM Lyonnaise Jaya (PALYJA)

Dengan hormat,
Kami mohon kesediaan Bapak/ Ibu/ Saudara untuk mengisi angket terlampir.

Angket ini bertujuan untuk kepentingan ilmiah, yaitu sebagai data penelitian yang kami lakukan sebagai persyaratan untuk menyelesaikan program pascasarjana yang sedang kami tempuh. Oleh karena itu, jawaban Bapak/ Ibu/ Saudara akan sangat besar manfaatnya dalam pengembangan ilmu pengetahuan. Angket ini tidak ada hubungannya dengan status dan kedudukan Bapak/ Ibu/ Saudara, dan identitas Bapak/ Ibu/ Saudara akan kami jaga kerahasiaannya. Untuk itu kami mohon jawaban yang benar-benar menggambarkan keadaan yang dihadapi saat ini.

Sebelumnya kami mengucapkan terimakasih banyak atas kerjasama dan bantuan yang Bapak/ Ibu berikan.

Jakarta, May 2008
Hormat kami,

Herni Kartika Ratri

PETUNJUK PENGISIAN KUESIONER
Bapak/ Ibu/ Saudara diminta untuk memkan tanggapan atas pernyataan yang ada pada angket ini, sesuai dengan keadaan, pendapat, dan perasaan Bapak/ Ibu/ Saudara, bukan berdasarkan pendapat umum atau pendapat orang lain.
Kuesioner ini terdiri dari 40 butir pertanyaan, masing-masing dengan 5 alternatif jawaban sebagai berikut:

NILAI	**1**	**2**	**3**	**4**	**5**
ARTI	Sangat Tidak Setuju	Tidak Setuju	Cukup Setuju	Setuju	Sangat Setuju

Berilah tanda silang (X) pada kolom di bawah jawaban yang paling sesuai dengan pernyataan mengenai keadaan, pendapat, dan perasaan Bapak/ Ibu/ Saudara seperti contoh berikut:

Contoh: PERNYATAAN		**1** Sangat Tidak Setuju	**2** Tidak Setuju	**3** Cukup Setuju	**4** Setuju	**5** Sangat Setuju
12.	Kami, di unit kerja ini merasa memiliki perusahaan (sense of belonging)	1	2	X	4	5

Silahkan mulai mengisi

DATA RESPONDEN:

UMUR : …….. tahun

MASA KERJA : …….. tahun …….. bulan

JENIS KELAMIN :□ Laki-laki □ Wanita

POSISI :□ Manager □ Supervisor □ Staff

PENDIDIKAN FORMAL TERAKHIR :□ SMA □ Diploma

□ S1 □ S2 □ S3

	PERTANYAAN	1	2	3	4	5
		STS	TS	S/TS	S	SS
	Saya merasa puas dengan:					
1.	Cara penerapan kebijakan perusahaan					
2.	Kemampuan atasan dalam mengambil keputusan					
3.	Cara atasan menangani anak buah					
4.	Kondisi pekerjaan secara keseluruhan					
5.	Hubungan dengan rekan kerja					
6.	Gaji					
7.	Kesempatan untuk menjadi "seseorang"					
8.	Kemampuan perusahaan dalam menjamin kestabilan status pekerjaan					
9.	Kesempatan untuk mengerjakan beragam pekerjaan					
10.	Kesempatan untuk melakukan sesuatu untuk orang lain					
11.	Kebebasan untuk menggunakan pertimbangan sendiri dalam bekerja					
12.	Kesempatan yang diberikan untuk menyelesaikan pekerjaan dengan cara saya sendiri					
13.	Kesemptan yang diberikan untuk mempergunakan kemampuan saya sepenuhnya					
14.	Kesempatan untuk bekerja secara mandiri					
15.	Kesempatan untuk berkembang					
16.	Kesempatan untuk mengarahkan orang lain					
17.	Pekerjaan yang dilakukan tidak bertentangan dengan kata hati					
18.	Saya merasa berprestasi jika berhasil menyelesaikan pekerjaan dengan baik					
19.	Saya mendapatkan pujian apabila dapat menyelesaikan pekerjaan dengan baik					
20.	Saya menikmati kesibukan bekerja					
21.	Saya bersedia melakukan upaya keras melebihi apa yang diharapkan untuk mendukung keberhasilan perusahaan					

PERTANYAAN		1	2	3	4	5
		STS	TS	S/TS	S	SS
22.	Saya merekomendasikan perusahaan saya kepada rekan-rekan saya					
23.	Saya akan menerima tugas dalam bentuk apapun sepanjang bisa tetap bekerja di perusahaan ini					
24.	Saya merasa memiliki nilai-nilai yang sama dengan perusahaan ini					
25.	Saya bangga bekerja di perusahaan ini					
26.	Perusahaan memberikan inspirasi mengenai bagaimana bekerja dengan baik					
27.	Saya merasa senang karena telah memilih untuk bekerja di perusahaan ini dibanding di tempat lain					
28.	Saya peduli terhadap nasib perusahaan ini					
29.	Menurut saya perusahaan ini adalah tempat bekerja yang paling baik					
	Perusahaan bersikap:					
30.	Menghargai kontribusi karyawan dalam keberhasilannya					
31.	Memberikan penghargaan terhadap usaha keras karyawan					
32.	Peduli terhadap keluhan karyawan					
33.	Peduli terhadap kesejahteraan karyawan					
34.	Mengetahui karyawan yang berhasil mengerjakan pekerjaannya dengan sangat baik					
35.	Peduli terhadap kepuasan kerja karyawan secara umum					
36.	Memberikan banyak perhatian kepada karyawan					
37.	Memberikan penghargaan terhadap pencapaian karyawan dalam pekerjaan					
38.	Saya tidak berpikir untuk keluar dari perusahaan ini					
39.	Saya tidak berencana untuk mencari alternatif pekerjaan lain					
40.	Saya tidak mencari pekerjaan lain secara aktif dalam 12 bulan mendatang					

Nonparametric Correlations

Correlations

			penerapan kebijakan	kompetensi atasan	hubungan dengan atasan	kondisi pekerjaan keseluruhan	hubungan dengan rekan kerja	gaji	menjadi seseorang	keamanan kerja	keragaman tugas	melakukan sesuatu untuk orang	pertimbangan sendiri	cara sendiri	penggunaan kemampuan	bekerja mandiri	kesempatan berkembang	mengarahkan orang lain	kata hati	merasa berprestasi	pujian jika sukses	menikmati kesibukan
Spearman's rho	penerapan kebijakan	Correlation Coefficient	1.000	-0.146	.919(**)	.492(**)	-0.060	-0.191	-0.124	-.450(**)	0.091	-0.190	0.216	-0.027	-0.122	.797(**)	0.097	-.406(*)	-0.298	.816(**)	1.000(**)	0.057
		Sig. (2-tailed)	.	0.403	0.000	0.003	0.731	0.271	0.478	0.007	0.602	0.273	0.213	0.878	0.484	0.000	0.579	0.016	0.082	0.000	.	0.746
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	kompetensi atasan	Correlation Coefficient	-0.146	1.000	-0.033	0.093	0.061	.473(**)	0.120	.761(**)	.389(*)	0.181	0.124	0.291	.579(**)	0.190	0.100	.703(**)	-0.169	-0.228	-0.146	0.029
		Sig. (2-tailed)	0.403	.	0.851	0.597	0.726	0.004	0.493	0.000	0.021	0.297	0.478	0.090	0.000	0.274	0.566	0.000	0.332	0.187	0.403	0.867
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	hubungan dengan atasan	Correlation Coefficient	**.919(**)**	-0.033	1.000	.452(**)	-0.106	-0.191	-0.182	-0.306	0.186	-0.263	0.185	0.037	0.055	.868(**)	0.106	-0.267	-.350(*)	.750(**)	.919(**)	0.126
		Sig. (2-tailed)	0.000	0.851	.	0.006	0.543	0.272	0.294	0.074	0.286	0.127	0.287	0.834	0.752	0.000	0.546	0.120	0.039	0.000	0.000	0.471
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	kondisi pekerjaan keseluruhan	Correlation Coefficient	**.492(**)**	0.093	.452(**)	1.000	0.082	-0.031	-0.071	-0.031	0.129	-0.006	.559(**)	-0.093	-0.060	.392(*)	0.048	-0.015	-0.237	.603(**)	.492(**)	0.085
		Sig. (2-tailed)	0.003	0.597	0.006	.	0.642	0.861	0.684	0.861	0.462	0.971	0.000	0.595	0.731	0.020	0.785	0.932	0.170	0.000	0.003	0.629
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	hubungan dengan rekan kerja	Correlation Coefficient	-0.060	0.061	-0.106	0.082	1.000	0.157	0.041	-0.083	0.066	0.233	0.246	-0.234	-0.329	-0.046	0.121	-0.040	-0.126	-0.123	-0.060	0.134
		Sig. (2-tailed)	0.731	0.726	0.543	0.642	.	0.366	0.814	0.637	0.705	0.178	0.155	0.176	0.054	0.792	0.490	0.819	0.472	0.482	0.731	0.444
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	gaji	Correlation Coefficient	-0.191	**.473(**)**	-0.191	-0.031	0.157	1.000	0.078	.512(**)	0.072	.448(**)	0.006	0.292	0.265	-0.124	.449(**)	.586(**)	0.051	-0.198	-0.191	0.082
		Sig. (2-tailed)	0.271	0.004	0.272	0.861	0.366	.	0.657	0.002	0.683	0.007	0.973	0.089	0.123	0.478	0.007	0.000	0.770	0.253	0.271	0.640
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	menjadi seseorang	Correlation Coefficient	-0.124	0.120	-0.182	-0.071	0.041	0.078	1.000	0.209	-0.008	0.181	0.057	0.047	0.061	-0.071	-0.076	0.248	.547(**)	-0.279	-0.124	-0.220
		Sig. (2-tailed)	0.478	0.493	0.294	0.684	0.814	0.657	.	0.228	0.963	0.297	0.744	0.790	0.728	0.686	0.664	0.152	0.001	0.105	0.478	0.205
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	keamanan kerja	Correlation Coefficient	-.450(**)	**.761(**)**	-0.306	-0.031	-0.083	.512(**)	0.209	1.000	0.134	0.117	-0.021	0.240	.713(**)	-0.212	0.006	.957(**)	0.137	-.494(**)	-.450(**)	-0.091
		Sig. (2-tailed)	0.007	0.000	0.074	0.861	0.637	0.002	0.228	.	0.444	0.502	0.905	0.165	0.000	0.221	0.971	0.000	0.432	0.003	0.007	0.602
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	keragaman tugas	Correlation Coefficient	0.091	**.389(*)**	0.186	0.129	0.066	-0.072	-0.008	0.134	1.000	-0.093	0.286	-0.056	0.195	0.217	-0.141	0.148	-0.224	0.019	0.091	-0.085
		Sig. (2-tailed)	0.602	0.021	0.286	0.462	0.705	0.683	0.963	0.444	.	0.596	0.095	0.750	0.263	0.212	0.420	0.398	0.195	0.914	0.602	0.625
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	melakukan sesuatu untuk orang	Correlation Coefficient	-0.190	0.181	-0.263	-0.006	0.233	**.448(**)**	0.181	0.117	-0.093	1.000	0.068	.350(*)	-0.100	-0.186	0.088	0.175	0.311	-0.213	-0.190	.489(**)
		Sig. (2-tailed)	0.273	0.297	0.127	0.971	0.178	0.007	0.297	0.502	0.596	.	0.699	0.039	0.566	0.286	0.613	0.315	0.069	0.218	0.273	0.003
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	pertimbangan sendiri	Correlation Coefficient	0.216	0.124	0.185	**.559(**)**	0.246	0.006	0.057	-0.021	0.286	0.068	1.000	-0.032	-0.254	0.197	0.206	-0.003	-0.089	0.296	0.216	-0.007
		Sig. (2-tailed)	0.213	0.478	0.287	0.000	0.155	0.973	0.744	0.905	0.095	0.699	.	0.856	0.142	0.256	0.235	0.988	0.610	0.084	0.213	0.968
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	cara sendiri	Correlation Coefficient	-0.027	0.291	0.037	-0.093	-0.234	0.292	0.047	0.240	-0.056	**.350(*)**	-0.032	1.000	0.136	0.082	0.226	0.180	0.176	-0.049	-0.027	0.016
		Sig. (2-tailed)	0.878	0.090	0.834	0.595	0.176	0.089	0.790	0.165	0.750	0.039	0.856	.	0.435	0.638	0.191	0.301	0.312	0.782	0.878	0.928
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	penggunaan kemampuan	Correlation Coefficient	-0.122	.579(**)	0.055	-0.066	-0.329	0.265	0.061	**.713(**)**	0.195	-0.100	-0.254	0.136	1.000	0.067	-0.280	.686(**)	0.010	-0.100	-0.122	-0.043
		Sig. (2-tailed)	0.484	0.000	0.752	0.731	0.054	0.123	0.728	0.000	0.263	0.566	0.142	0.435	.	0.619	0.103	0.000	0.954	0.568	0.484	0.807
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	bekerja mandiri	Correlation Coefficient	.797(**)	0.190	**.868(**)**	.392(*)	-0.046	-0.124	-0.071	-0.212	0.217	-0.186	0.197	0.082	0.087	1.000	0.140	-0.195	-.352(*)	.651(**)	.797(**)	0.143
		Sig. (2-tailed)	0.000	0.274	0.000	0.020	0.792	0.478	0.686	0.221	0.212	0.286	0.256	0.638	0.619	.	0.422	0.263	0.038	0.000	0.000	0.414
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	kesempatan berkembang	Correlation Coefficient	0.097	0.100	0.106	0.048	0.121	**.449(**)**	-0.076	0.006	-0.141	0.088	0.206	0.226	-0.280	0.140	1.000	-0.005	-0.111	0.079	0.097	-0.051
		Sig. (2-tailed)	0.579	0.566	0.546	0.785	0.490	0.007	0.664	0.971	0.420	0.613	0.235	0.191	0.103	0.422	.	0.977	0.524	0.651	0.579	0.770
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	mengarahkan orang lain	Correlation Coefficient	-.406(*)	**.703(**)**	-0.267	-0.015	-0.040	.580(**)	0.248	.957(**)	0.148	0.175	-0.003	0.180	.686(**)	-0.195	-0.005	1.000	0.183	-.454(**)	-.406(*)	-0.022
		Sig. (2-tailed)	0.016	0.000	0.120	0.932	0.819	0.000	0.152	0.000	0.398	0.315	0.988	0.301	0.000	0.263	0.977	.	0.292	0.006	0.016	0.901
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	kata hati	Correlation Coefficient	-0.298	-0.169	-.350(*)	-0.237	-0.126	0.051	**.547(**)**	0.137	-0.224	0.311	-0.089	0.176	0.010	-.352(*)	-0.111	0.183	1.000	-.393(*)	-0.298	0.083
		Sig. (2-tailed)	0.082	0.332	0.039	0.170	0.472	0.770	0.001	0.432	0.195	0.069	0.610	0.312	0.954	0.038	0.524	0.292	.	0.019	0.082	0.635
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	merasa berprestasi	Correlation Coefficient	**.816(**)**	-0.228	.750(**)	.603(**)	-0.123	-0.198	-0.279	-.494(**)	0.019	-0.213	0.296	-0.049	-0.100	.651(**)	0.079	-.454(**)	-.393(*)	1.000	.816(**)	0.086
		Sig. (2-tailed)	0.000	0.187	0.000	0.000	0.482	0.253	0.105	0.003	0.914	0.218	0.084	0.782	0.568	0.000	0.651	0.006	0.019	.	0.000	0.622
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	pujian jika sukses	Correlation Coefficient	**1.000(**)**	-0.146	.919(**)	.492(**)	-0.060	-0.191	-0.124	-.450(**)	0.091	-0.190	0.216	-0.027	-0.122	.797(**)	0.097	-.406(*)	-0.298	.816(**)	1.000	0.057
		Sig. (2-tailed)	.	0.403	0.000	0.003	0.731	0.271	0.478	0.007	0.602	0.273	0.213	0.878	0.484	0.000	0.579	0.016	0.082	0.000	.	0.746
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
	menikmati kesibukan	Correlation Coefficient	0.057	0.029	0.126	0.085	0.134	0.082	-0.220	-0.091	-0.085	**.489(**)**	-0.007	0.016	-0.043	0.143	-0.051	-0.022	0.083	0.086	0.057	1.000
		Sig. (2-tailed)	0.746	0.867	0.471	0.629	0.444	0.640	0.205	0.602	0.625	0.003	0.968	0.928	0.807	0.414	0.770	0.901	0.635	0.622	0.746	.
		N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Nonparametric Correlations

Correlations

			upaya keras demi perusahaan	merekomendasikan ke teman	menerima tugas apapun	memiliki nilai sama	bangga	inspirasi performa tinggi	senang memilih perusahaan ini	peduli nasib perusahaan	tempat kerja terbaik
Spearman's rho	upaya keras demi perusahaan	Correlation Coefficient	1.000	0.264	.475(**)	.381(*)	.522(**)	0.241	0.150	.337(*)	0.229
		Sig. (2-tailed)	.	0.126	0.004	0.024	0.001	0.163	0.391	0.048	0.186
		N	35	35	35	35	35	35	35	35	35
	merekomendasikan ke teman	Correlation Coefficient	0.264	1.000	.469(**)	.392(*)	0.076	.772(**)	0.285	.457(**)	.531(**)
		Sig. (2-tailed)	0.126	.	0.004	0.020	0.665	0.000	0.097	0.006	0.001
		N	35	35	35	35	35	35	35	35	35
	menerima tugas apapun	Correlation Coefficient	**.475(**)**	.469(**)	1.000	.587(**)	.487(**)	.570(**)	0.142	.417(*)	.428(*)
		Sig. (2-tailed)	0.004	0.004	.	0.000	0.003	0.000	0.417	0.013	0.010
		N	35	35	35	35	35	35	35	35	35
	memiliki nilai sama	Correlation Coefficient	.381(*)	.392(*)	**.587(**)**	1.000	0.313	.387(*)	0.177	.347(*)	.387(*)
		Sig. (2-tailed)	0.024	0.020	0.000	.	0.067	0.022	0.310	0.041	0.021
		N	35	35	35	35	35	35	35	35	35
	bangga	Correlation Coefficient	**.522(**)**	0.076	.487(**)	0.313	1.000	0.137	0.046	.389(*)	0.190
		Sig. (2-tailed)	0.001	0.665	0.003	0.067	.	0.432	0.791	0.021	0.275
		N	35	35	35	35	35	35	35	35	35
	inspirasi performa tinggi	Correlation Coefficient	0.241	**.772(**)**	.570(**)	.387(*)	0.137	1.000	0.221	.417(*)	.543(**)
		Sig. (2-tailed)	0.163	0.000	0.000	0.022	0.432	.	0.203	0.013	0.001
		N	35	35	35	35	35	35	35	35	35
	senang memilih perusahaan ini	Correlation Coefficient	0.150	0.285	0.142	0.177	0.046	0.221	1.000	0.274	.685(**)
		Sig. (2-tailed)	0.391	0.097	0.417	0.310	0.791	0.203	.	0.111	0.000
		N	35	35	35	35	35	35	35	35	35
	peduli nasib perusahaan	Correlation Coefficient	.337(*)	**.457(**)**	.417(*)	.347(*)	.389(*)	.417(*)	0.274	1.000	.508(**)
		Sig. (2-tailed)	0.048	0.006	0.013	0.041	0.021	0.013	0.111	.	0.002
		N	35	35	35	35	35	35	35	35	35
	tempat kerja terbaik	Correlation Coefficient	0.229	.531(**)	.428(*)	.387(*)	0.190	.543(**)	**.685(**)**	.508(**)	1.000
		Sig. (2-tailed)	0.186	0.001	0.010	0.021	0.275	0.001	0.000	0.002	.
		N	35	35	35	35	35	35	35	35	35

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Nonparametric Correlations

Correlations

			menghargai kontribusi karyawan	memberikan penghargaan kerja keras	peduli keluhan	peduli kesejahteraan	mengetahui karyawanberprestasi	peduli kepuasan kerja	memberikan perhatian	memberikan penghargaan
Spearman's rho	menghargai kontribusi karyawan	Correlation Coefficient	1,000	.454(**)	.353(*)	.343(*)	-0,004	0,082	-0,074	-0,005
		Sig. (2-tailed)	.	0,006	0,037	0,044	0,982	0,638	0,673	0,978
		N	35	35	35	35	35	35	35	35
	memberikan penghargaan kerja keras	Correlation Coefficient	**.454(**)**	1,000	.683(**)	.537(**)	0,329	0,268	0,038	0,225
		Sig. (2-tailed)	0,006	.	0,000	0,001	0,054	0,120	0,827	0,194
		N	35	35	35	35	35	35	35	35
	peduli keluhan	Correlation Coefficient	.353(*)	**.683(**)**	1,000	.823(**)	.611(**)	.553(**)	0,308	.362(*)
		Sig. (2-tailed)	0,037	0,000	.	0,000	0,000	0,001	0,072	0,032
		N	35	35	35	35	35	35	35	35
	peduli kesejahteraan	Correlation Coefficient	.343(*)	.537(**)	**.823(**)**	1,000	.642(**)	.522(**)	.355(*)	.455(**)
		Sig. (2-tailed)	0,044	0,001	0,000	.	0,000	0,001	0,036	0,006
		N	35	35	35	35	35	35	35	35
	mengetahui karyawanberprestasi	Correlation Coefficient	-0,004	0,329	.611(**)	**.642(**)**	1,000	.451(**)	0,243	.361(*)
		Sig. (2-tailed)	0,982	0,054	0,000	0,000	.	0,007	0,159	0,033
		N	35	35	35	35	35	35	35	35
	peduli kepuasan kerja	Correlation Coefficient	0,082	0,268	**.553(**)**	.522(**)	.451(**)	1,000	.389(*)	.340(*)
		Sig. (2-tailed)	0,638	0,120	0,001	0,001	0,007	.	0,021	0,046
		N	35	35	35	35	35	35	35	35
	memberikan perhatian	Correlation Coefficient	-0,074	0,038	0,308	.355(*)	0,243	.389(*)	1,000	.555(**)
		Sig. (2-tailed)	0,673	0,827	0,072	0,036	0,159	0,021	.	0,001
		N	35	35	35	35	35	35	35	35
	memberikan penghargaan	Correlation Coefficient	-0,005	0,225	.362(*)	.455(**)	.361(*)	.340(*)	**.555(**)**	1,000
		Sig. (2-tailed)	0,978	0,194	0,032	0,006	0,033	0,046	0,001	.
		N	35	35	35	35	35	35	35	35

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

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

Nonparametric Correlations

Correlations

			berpikir untuk keluar	berencana untuk keluar	berusaha untuk keluar
Spearman's rho	berpikir untuk keluar	Correlation Coefficient	1,000	.780(**)	.782(**)
		Sig. (2-tailed)	.	0,000	0,000
		N	35	35	35
	berencana untuk keluar	Correlation Coefficient	**.780(**)**	1,000	.947(**)
		Sig. (2-tailed)	0,000	.	0,000
		N	35	35	35
	berusaha untuk keluar	Correlation Coefficient	.782(**)	**.947(**)**	1,000
		Sig. (2-tailed)	0,000	0,000	.
		N	35	35	35

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

OUTPUT CONFIRMATORY FACTOR ANALYSIS

1. Persepsi terhadap Dukungan Organisasi

L I S R E L 8.30

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file H:\HERNI_2\SVARRE.SPJ:

```
Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
X.1-X.3=DUKORG
Options: SS
Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem
```

Sample Size = 102

Covariance Matrix to be Analyzed

	X.1	X.2	X.3
X.1	11.40		
X.2	3.18	2.39	
X.3	4.24	1.75	2.72

Number of Iterations = 0

LISREL Estimates (Maximum Likelihood)

X.1 = 2.77*DUKORG, Errorvar.= 3.70 , R^2 = 0.67
(0.29) (0.79)
9.43 4.66

X.2 = 1.15*DUKORG, Errorvar.= 1.08 , R^2 = 0.55
(0.14) (0.18)
8.28 5.89

X.3 = 1.53*DUKORG, Errorvar.= 0.39 , R^2 = 0.86
(0.14) (0.19)
11.08 2.07

Correlation Matrix of Independent Variables

	DUKORG
	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 !

Standardized Solution

LAMBDA-X

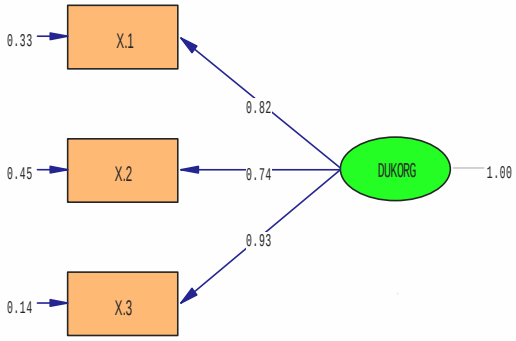
	DUKORG
X.1	2.77
X.2	1.15
X.3	1.53

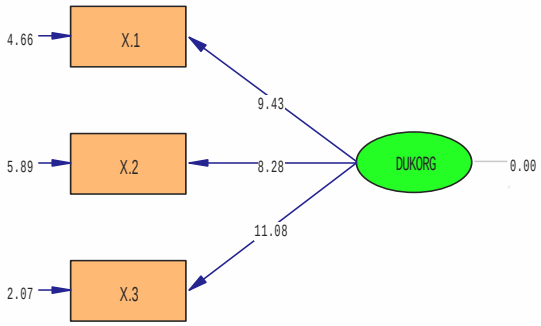
PHI

	DUKORG
	1.00

The Problem used 2544 Bytes (= 0.0% of Available Workspace)

Time used: 0.016 Seconds





2. Kepuasan Kerja

L I S R E L 8.30

BY

Karl G. Jöreskog & Dag Sörbom

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Website: www.ssicentral.com

```
The following lines were read from file H:\HERNI_2\SVARRE.SPJ:

Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
Y1.1-Y1.10=KEPKER
Options: SS
Set Error Covariance of Y1.2 and Y1.1
Set Error Covariance of Y1.3 and Y1.1
Set Error Covariance of Y1.4 and Y1.1
Set Error Covariance of Y1.7 and Y1.2
Set Error Covariance of Y1.7 and Y1.4
Set Error Covariance of Y1.9 and Y1.1
Set Error Covariance of Y1.9 and Y1.4
Set Error Covariance of Y1.9 and Y1.7
Set Error Covariance of Y1.10 and Y1.2
Set Error Covariance of Y1.10 and Y1.7
Set Error Covariance of Y1.10 and Y1.9
Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6
Y1.1	0.72					
Y1.2	0.86	1.60				
Y1.3	0.80	1.18	1.50			
Y1.4	0.16	0.74	0.55	3.12		
Y1.5	0.26	0.51	0.42	0.39	0.49	
Y1.6	0.38	0.69	0.61	0.37	0.27	0.68
Y1.7	0.15	0.28	0.39	0.87	0.13	0.21
Y1.8	0.71	1.16	0.97	0.88	0.34	0.56
Y1.9	0.40	1.23	0.86	2.72	0.63	0.62
Y1.10	0.61	1.02	1.07	0.75	0.37	0.54

Covariance Matrix to be Analyzed

	Y1.7	Y1.8	Y1.9	Y1.10
Y1.7	0.81			
Y1.8	0.42	1.73		
Y1.9	0.81	1.34	3.73	
Y1.10	0.54	1.11	1.44	1.80

Number of Iterations = 19

LISREL Estimates (Maximum Likelihood)

Y1.1 = 0.66*KEPKER, Errorvar.= 0.27 , R^2 = 0.62
(0.073) (0.048)
9.05 5.59

Y1.2 = 1.18*KEPKER, Errorvar.= 0.20 , R^2 = 0.87
(0.097) (0.066)
12.09 3.01

Y1.3 = 1.02*KEPKER, Errorvar.= 0.47 , R^2 = 0.69
(0.10) (0.079)
10.08 5.94

Y1.4 = 0.67*KEPKER, Errorvar.= 2.58 , R^2 = 0.15
(0.17) (0.36)
3.91 7.11

Y1.5 = 0.41*KEPKER, Errorvar.= 0.32 , R^2 = 0.35
(0.065) (0.047)
6.35 6.88

Y1.6 = 0.58*KEPKER, Errorvar.= 0.34 , R^2 = 0.49
(0.073) (0.051)
7.97 6.67

Y1.7 = 0.35*KEPKER, Errorvar.= 0.68 , R^2 = 0.15
(0.091) (0.097)
3.79 7.04

Y1.8 = 1.00*KEPKER, Errorvar.= 0.73 , R^2 = 0.58
(0.11) (0.11)
8.84 6.47

```
    Y1.9 = 1.08*KEPKER, Errorvar.= 2.46 , R² = 0.32
          (0.18)                  (0.34)
           6.05                    7.21

   Y1.10 = 1.01*KEPKER, Errorvar.= 0.79 , R² = 0.56
          (0.12)                  (0.13)
           8.46                    5.86

Error Covariance for Y1.2 and Y1.1 = 0.059
                                    (0.044)
                                      1.36
Error Covariance for Y1.3 and Y1.1 = 0.099
                                    (0.042)
                                      2.36
Error Covariance for Y1.4 and Y1.1 = -0.19
                                    (0.074)
                                     -2.60
Error Covariance for Y1.7 and Y1.2 = -0.10
                                    (0.048)
                                     -2.14
Error Covariance for Y1.7 and Y1.4 = 0.56
                                    (0.14)
                                     3.98
Error Covariance for Y1.9 and Y1.1 = -0.21
                                    (0.077)
                                     -2.68
Error Covariance for Y1.9 and Y1.4 = 1.90
                                    (0.31)
                                     6.16
Error Covariance for Y1.9 and Y1.7 = 0.36
                                    (0.13)
                                     2.72
Error Covariance for Y1.10 and Y1.2 = -0.16
                                     (0.058)
                                      -2.72
Error Covariance for Y1.10 and Y1.7 = 0.19
                                    (0.076)
                                      2.49
Error Covariance for Y1.10 and Y1.9 = 0.28
                                     (0.11)
                                      2.51
```

Correlation Matrix of Independent Variables

KEPKER
1.00

Goodness of Fit Statistics

Degrees of Freedom = 24
Minimum Fit Function Chi-Square = 38.53 (P = 0.031)
Normal Theory Weighted Least Squares Chi-Square = 34.36 (P = 0.079)
Estimated Non-centrality Parameter (NCP) = 10.36
90 Percent Confidence Interval for NCP = (0.0 ; 30.03)

Minimum Fit Function Value = 0.38
Population Discrepancy Function Value (F0) = 0.10
90 Percent Confidence Interval for F0 = (0.0 ; 0.30)
Root Mean Square Error of Approximation (RMSEA) = 0.065

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.11)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.28

Expected Cross-Validation Index (ECVI) = 0.95
90 Percent Confidence Interval for ECVI = (0.85 ; 1.15)
ECVI for Saturated Model = 1.09
ECVI for Independence Model = 7.20

Chi-Square for Independence Model with 45 Degrees of Freedom = 706.82
Independence AIC = 726.82
Model AIC = 96.36
Saturated AIC = 110.00
Independence CAIC = 763.07
Model CAIC = 208.73
Saturated CAIC = 309.37

Root Mean Square Residual (RMR) = 0.080
Standardized RMR = 0.047
Goodness of Fit Index (GFI) = 0.94
Adjusted Goodness of Fit Index (AGFI) = 0.85
Parsimony Goodness of Fit Index (PGFI) = 0.41

Normed Fit Index (NFI) = 0.95
Non-Normed Fit Index (NNFI) = 0.96
Parsimony Normed Fit Index (PNFI) = 0.50
Comparative Fit Index (CFI) = 0.98
Incremental Fit Index (IFI) = 0.98
Relative Fit Index (RFI) = 0.90

Critical N (CN) = 113.66

Standardized Solution

LAMBDA-X

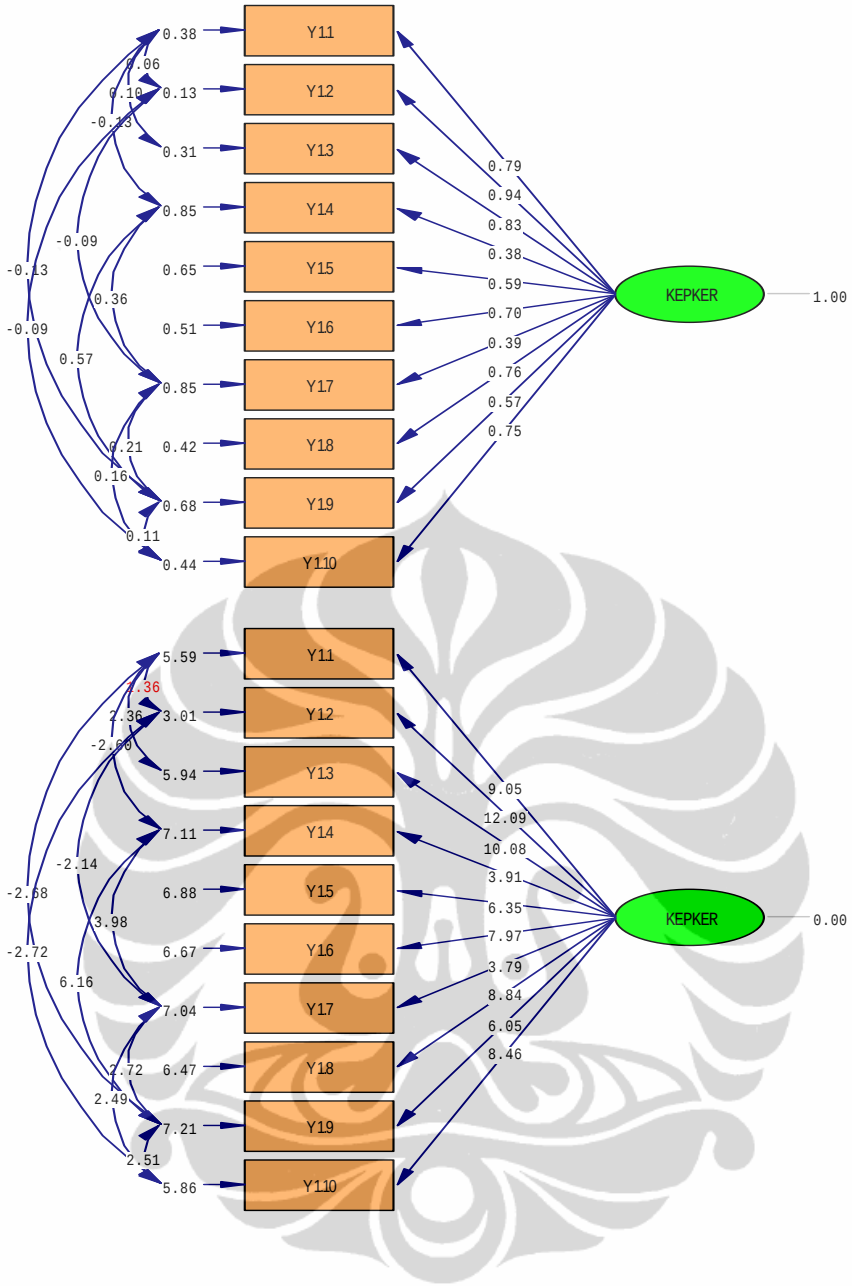
	KEPKER
Y1.1	0.66
Y1.2	1.18
Y1.3	1.02
Y1.4	0.67
Y1.5	0.41
Y1.6	0.58
Y1.7	0.35
Y1.8	1.00
Y1.9	1.08
Y1.10	1.01

PHI

KEPKER
1.00

The Problem used 19928 Bytes (= 0.0% of Available Workspace)

Time used: 0.000 Seconds


Y11
Y12
Y13
Y14
Y15
Y16
Y17
Y18
Y19
Y110
KEPKER
1.00
0.38
0.13
0.31
0.85
0.65
0.51
0.85
0.42
0.68
0.44
0.79
0.94
0.83
0.38
0.59
0.70
0.39
0.76
0.57
0.75
0.06
0.10
-0.13
-0.09
-0.13
-0.09
0.36
0.57
0.21
0.16
0.11
5.59
3.01
5.94
7.11
6.88
6.67
7.04
6.47
7.21
5.86
9.05
12.09
10.08
3.91
6.35
7.97
3.79
8.84
6.05
8.46
7.36
2.36
-2.60
-2.14
-2.68
3.98
-2.72
6.16
2.72
2.49
2.51
KEPKER
0.00

3. Komitmen Organisasi

L I S R E L 8.30

BY

Karl G. Jöreskog & Dag Sörbom


```
The following lines were read from file H:\HERNI_2\SVARRE.SPJ:

Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
Y2.1-Y2.3=KOMORG
Options: SS
Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y2.1	Y2.2	Y2.3
Y2.1	3.14		
Y2.2	3.43	5.85	
Y2.3	2.26	3.41	3.17

```
Number of Iterations =  0

LISREL Estimates (Maximum Likelihood)

    Y2.1 = 1.51*KOMORG, Errorvar.= 0.87 , R² = 0.72
          (0.15)                   (0.17)
           10.33                    5.17
```

```
Y2.2 = 2.28*KOMORG, Errorvar.= 0.66 , R² = 0.89
      (0.19)                   (0.28)
       12.08                    2.37

Y2.3 = 1.50*KOMORG, Errorvar.= 0.93 , R² = 0.71
      (0.15)                   (0.17)
       10.15                    5.36
```

Correlation Matrix of Independent Variables

	KOMORG
	1.00

Goodness of Fit Statistics

Degrees of Freedom = 0
Minimum Fit Function Chi-Square = 0.00 (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

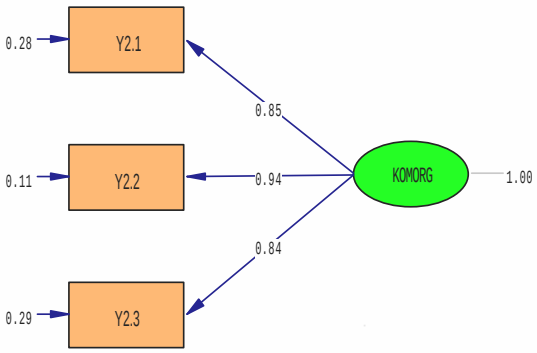
	KOMORG
Y2.1	1.51
Y2.2	2.28
Y2.3	1.50

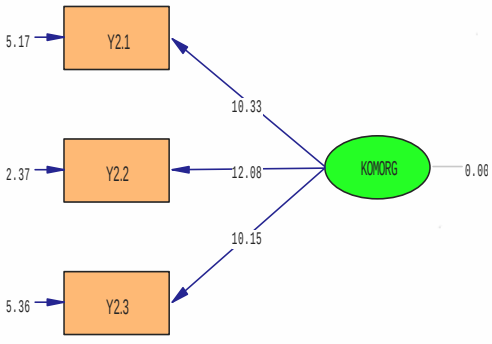
PHI

	KOMORG
	1.00

The Problem used 2544 Bytes (= 0.0% of Available Workspace)

Time used: 0.000 Seconds





4. Keinginan Karyawan untuk Keluar dari Perusahaan (*Turnover Intention*)

```
                    L I S R E L  8.30

                          BY

                  Karl G. Jöreskog & Dag Sörbom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The following lines were read from file H:\HERNI_2\SVARRE.SPJ:

Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
Y3.1-Y3.3=TURNINT
Options: SS
Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102


        Covariance Matrix to be Analyzed

              Y3.1       Y3.2       Y3.3
          --------   --------   --------
    Y3.1       1.00
    Y3.2       0.86       1.11
    Y3.3       0.81       0.94       1.22




Number of Iterations =  0

LISREL Estimates (Maximum Likelihood)

    Y3.1 = 0.86*TURNINT, Errorvar.= 0.26  , R² = 0.74
          (0.081)                  (0.050)
           10.59                    5.17
```

```
Y3.2 = 1.00*TURNINT, Errorvar.= 0.11  , R² = 0.90
      (0.081)                  (0.049)
       12.29                    2.35

Y3.3 = 0.94*TURNINT, Errorvar.= 0.34  , R² = 0.72
      (0.090)                  (0.063)
       10.40                    5.37


    Correlation Matrix of Independent Variables

         TURNINT
        --------
            1.00


                    Goodness of Fit Statistics

                    Degrees of Freedom = 0
          Minimum Fit Function Chi-Square = 0.00 (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

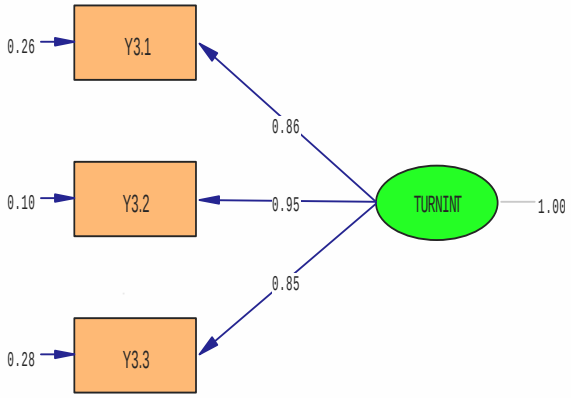
         TURNINT
        --------
Y3.1       0.86
Y3.2       1.00
Y3.3       0.94

    PHI

         TURNINT
        --------
            1.00


     The Problem used     2544 Bytes (=  0.0% of Available Workspace)

                    Time used:    0.015 Seconds
```



OUTPUT HIPOTESIS

1. Pengaruh Persepsi terhadap Dukungan Organisasi terhadap Kepuasan Kerja

L I S R E L 8.30

BY

Karl G. Jöreskog & Dag Sörbom

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```
The following lines were read from file H:\HERNI_2\SHIPARR.SPJ:

Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
X.1-X.3=DUKORG
Y1.1-Y1.10=KEPKER
KEPKER=DUKORG
Options: SS
Set Error Covariance of Y1.2 and Y1.1
Set Error Covariance of Y1.3 and Y1.1
Set Error Covariance of Y1.4 and Y1.1
Set Error Covariance of Y1.7 and Y1.2
Set Error Covariance of Y1.7 and Y1.4
Set Error Covariance of Y1.9 and Y1.1
Set Error Covariance of Y1.9 and Y1.3
Set Error Covariance of Y1.9 and Y1.4
Set Error Covariance of Y1.9 and Y1.7
Set Error Covariance of X.1 and Y1.4
Set Error Covariance of X.2 and Y1.8
Set Error Covariance of Y1.8 and Y1.3
Set Error Covariance of Y1.10 and Y1.4
Set Error Covariance of Y1.10 and Y1.9
Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6
Y1.1	0.72					
Y1.2	0.86	1.60				
Y1.3	0.80	1.18	1.50			
Y1.4	0.16	0.74	0.55	3.12		
Y1.5	0.26	0.51	0.42	0.39	0.49	
Y1.6	0.38	0.69	0.61	0.37	0.27	0.68
Y1.7	0.15	0.28	0.39	0.87	0.13	0.21
Y1.8	0.71	1.16	0.97	0.88	0.34	0.56
Y1.9	0.40	1.23	0.86	2.72	0.63	0.62
Y1.10	0.61	1.02	1.07	0.75	0.37	0.54
X.1	0.93	2.05	1.75	2.98	0.75	0.86
X.2	0.40	0.77	0.83	0.85	0.22	0.44
X.3	0.61	1.15	1.03	1.16	0.39	0.44

Covariance Matrix to be Analyzed

	Y1.7	Y1.8	Y1.9	Y1.10	X.1	X.2
Y1.7	0.81					
Y1.8	0.42	1.73				
Y1.9	0.81	1.34	3.73			
Y1.10	0.54	1.11	1.44	1.80		
X.1	0.81	2.28	3.41	1.90	11.40	
X.2	0.43	1.23	1.21	0.84	3.18	2.39
X.3	0.37	1.19	1.56	0.96	4.24	1.75

Covariance Matrix to be Analyzed

	X.3
X.3	2.72

Number of Iterations = 73

LISREL Estimates (Maximum Likelihood)

Y1.1 = 0.65*KEPKER, Errorvar.= 0.29 , R^2 = 0.59
(0.078) (0.047)
8.28 6.22

Y1.2 = 1.12*KEPKER, Errorvar.= 0.34 , R^2 = 0.79
(0.11) (0.064)
10.20 5.30

Y1.3 = 1.06*KEPKER, Errorvar.= 0.40 , R^2 = 0.73
(0.11) (0.079)
9.52 5.13

Y1.4 = 0.72*KEPKER, Errorvar.= 2.44 , R^2 = 0.17
(0.17) (0.34)
4.25 7.25

```
    Y1.5 = 0.41*KEPKER, Errorvar.= 0.33  , R² = 0.34
          (0.067)                (0.047)
           6.09                   6.93

    Y1.6 = 0.56*KEPKER, Errorvar.= 0.37  , R² = 0.46
          (0.077)                (0.054)
           7.27                   6.80

    Y1.7 = 0.38*KEPKER, Errorvar.= 0.66  , R² = 0.18
          (0.090)                (0.095)
           4.24                   6.99

    Y1.8 = 1.06*KEPKER, Errorvar.= 0.62 , R² = 0.64
          (0.11)                 (0.11)
           9.27                   5.82

    Y1.9 = 1.19*KEPKER, Errorvar.= 2.08 , R² = 0.41
          (0.18)                 (0.31)
           6.64                   6.64

   Y1.10 = 0.99*KEPKER, Errorvar.= 0.82 , R² = 0.55
          (0.12)                 (0.12)
           8.03                   6.56


     X.1 = 2.74*DUKORG, Errorvar.= 3.63 , R² = 0.68
          (0.28)                 (0.71)
           9.73                   5.10

     X.2 = 1.12*DUKORG, Errorvar.= 1.06 , R² = 0.54
          (0.13)                 (0.17)
           8.49                   6.11

     X.3 = 1.50*DUKORG, Errorvar.= 0.47 , R² = 0.83
          (0.13)                 (0.15)
           11.21                  3.12

Error Covariance for Y1.2 and Y1.1 = 0.12
                                    (0.041)
                                     2.91
Error Covariance for Y1.3 and Y1.1 = 0.12
                                    (0.043)
                                     2.81
Error Covariance for Y1.4 and Y1.1 = -0.15
                                    (0.067)
                                     -2.26
Error Covariance for Y1.7 and Y1.2 = -0.10
                                    (0.046)
                                     -2.19
Error Covariance for Y1.7 and Y1.4 = 0.55
                                    (0.14)
                                     4.01
Error Covariance for Y1.8 and Y1.3 = -0.19
                                    (0.056)
                                     -3.44
Error Covariance for Y1.9 and Y1.1 = -0.26
                                    (0.072)
                                     -3.66
Error Covariance for Y1.9 and Y1.3 = -0.28
                                    (0.078)
                                     -3.55
Error Covariance for Y1.9 and Y1.4 = 1.55
```

(0.28)
5.56
Error Covariance for Y1.9 and Y1.7 = 0.23
(0.12)
1.85
Error Covariance for Y1.10 and Y1.4 = -0.11
(0.12)
-0.87
Error Covariance for Y1.10 and Y1.9 = 0.22
(0.13)
1.60
Error Covariance for X.1 and Y1.4 = 0.61
(0.21)
2.89
Error Covariance for X.2 and Y1.8 = 0.36
(0.10)
3.60

KEPKER = 0.69*DUKORG, Errorvar.= 0.53, R^2 = 0.47
(0.12)
5.90

Correlation Matrix of Independent Variables

	DUKORG
	1.00

Covariance Matrix of Latent Variables

	KEPKER	DUKORG
KEPKER	1.00	
DUKORG	0.69	1.00

Goodness of Fit Statistics

Degrees of Freedom = 50
Minimum Fit Function Chi-Square = 62.68 (P = 0.11)
Normal Theory Weighted Least Squares Chi-Square = 64.17 (P = 0.086)
Estimated Non-centrality Parameter (NCP) = 14.17
90 Percent Confidence Interval for NCP = (0.0 ; 38.91)

Minimum Fit Function Value = 0.62
Population Discrepancy Function Value (F0) = 0.14
90 Percent Confidence Interval for F0 = (0.0 ; 0.39)
Root Mean Square Error of Approximation (RMSEA) = 0.053
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.088)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.43

Expected Cross-Validation Index (ECVI) = 1.45
90 Percent Confidence Interval for ECVI = (1.31 ; 1.69)
ECVI for Saturated Model = 1.80
ECVI for Independence Model = 9.80

Chi-Square for Independence Model with 78 Degrees of Freedom = 964.29
Independence AIC = 990.29
Model AIC = 146.17
Saturated AIC = 182.00

Independence CAIC = 1037.42
Model CAIC = 294.80
Saturated CAIC = 511.87

Root Mean Square Residual (RMR) = 0.20
Standardized RMR = 0.062
Goodness of Fit Index (GFI) = 0.91
Adjusted Goodness of Fit Index (AGFI) = 0.84
Parsimony Goodness of Fit Index (PGFI) = 0.50

Normed Fit Index (NFI) = 0.93
Non-Normed Fit Index (NNFI) = 0.98
Parsimony Normed Fit Index (PNFI) = 0.60
Comparative Fit Index (CFI) = 0.99
Incremental Fit Index (IFI) = 0.99
Relative Fit Index (RFI) = 0.90

Critical N (CN) = 123.71

Standardized Solution

LAMBDA-Y

	KEPKER
Y1.1	0.65
Y1.2	1.12
Y1.3	1.06
Y1.4	0.72
Y1.5	0.41
Y1.6	0.56
Y1.7	0.38
Y1.8	1.06
Y1.9	1.19
Y1.10	0.99

LAMBDA-X

	DUKORG
X.1	2.74
X.2	1.12
X.3	1.50

GAMMA

	DUKORG
KEPKER	0.69

Correlation Matrix of ETA and KSI

	KEPKER	DUKORG
KEPKER	1.00	
DUKORG	0.69	1.00

PSI

```
            KEPKER
          --------
              0.53

 Regression Matrix ETA on KSI (Standardized)

            DUKORG
          --------
KEPKER        0.69

 The Problem used    33296 Bytes (=  0.0% of Available Workspace)

                     Time used:    0.031 Seconds
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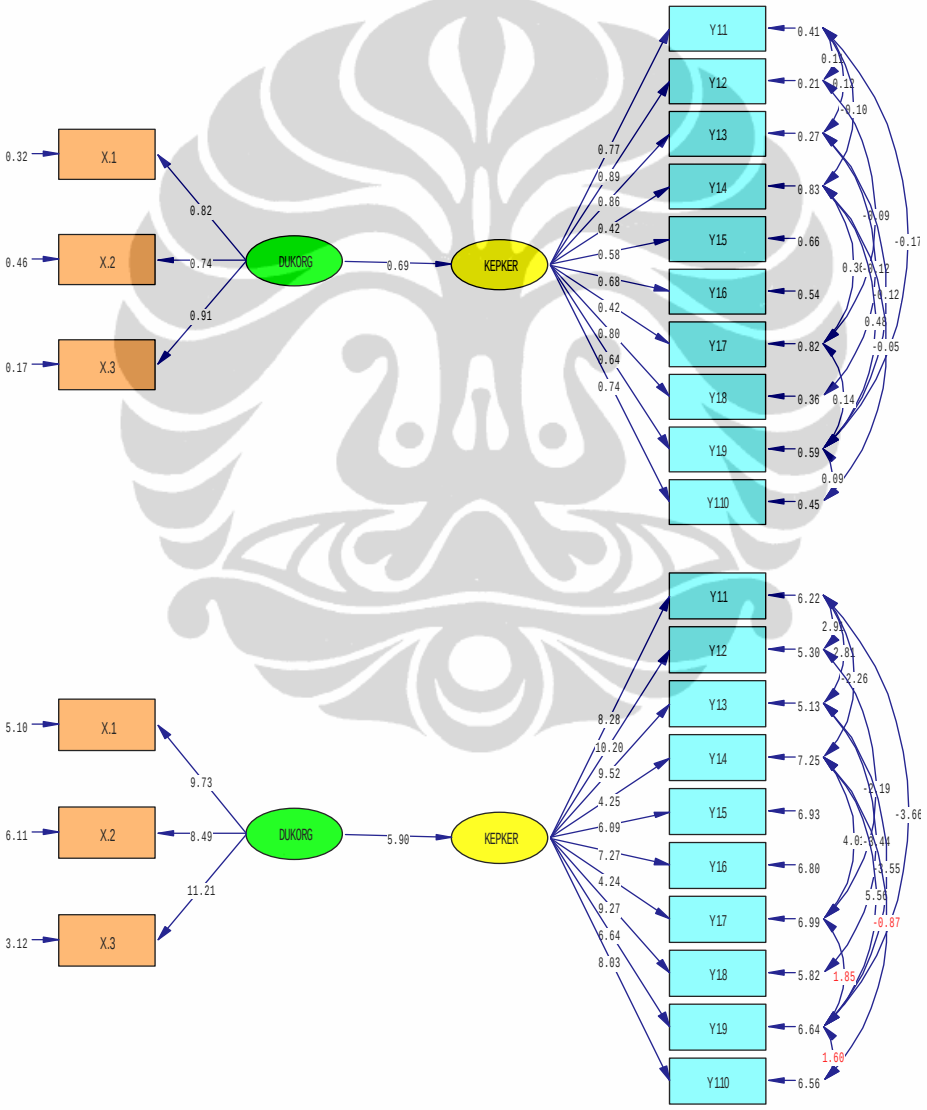

2. Pengaruh Persepsi terhadap Dukungan Organisasi terhadap Komitmen Organisasi

L I S R E L 8.30

BY

Karl G. Jöreskog & Dag Sörbom

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```
The following lines were read from file H:\HERNI_2\SHIPARR.SPJ:

Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
X.1-X.3=DUKORG
Y2.1-Y2.3=KOMORG
KOMORG=DUKORG
Set Error Covariance of X.2 and Y2.2
Options: SS
Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y2.1	Y2.2	Y2.3	X.1	X.2	X.3
Y2.1	3.14					
Y2.2	3.43	5.85				
Y2.3	2.26	3.41	3.17			
X.1	3.33	4.62	3.33	11.40		
X.2	1.30	2.36	1.43	3.18	2.39	
X.3	1.49	2.26	1.48	4.24	1.75	2.72

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

```
    Y2.1 = 1.52*KOMORG, Errorvar.= 0.83 , R² = 0.74
          (0.16)                  (0.16)
           9.45                    5.32

    Y2.2 = 2.25*KOMORG, Errorvar.= 0.74 , R² = 0.87
          (0.21)                  (0.24)
           10.62                   3.04

    Y2.3 = 1.49*KOMORG, Errorvar.= 0.94 , R² = 0.70
          (0.16)                  (0.17)
           9.18                    5.65


     X.1 = 2.88*DUKORG, Errorvar.= 3.12 , R² = 0.73
          (0.28)                  (0.69)
           10.15                   4.54

     X.2 = 1.17*DUKORG, Errorvar.= 1.03 , R² = 0.57
          (0.14)                  (0.17)
           8.67                    5.90

     X.3 = 1.46*DUKORG, Errorvar.= 0.58 , R² = 0.79
          (0.14)                  (0.16)
           10.76                   3.71

Error Covariance for X.2 and Y2.2 = 0.40
                                   (0.14)
                                    2.85


  KOMORG = 0.71*DUKORG, Errorvar.= 0.49, R² = 0.51
          (0.12)
           5.94
```

Correlation Matrix of Independent Variables

	DUKORG
DUKORG	1.00

Covariance Matrix of Latent Variables

	KOMORG	DUKORG
KOMORG	1.00	
DUKORG	0.71	1.00

Goodness of Fit Statistics

Degrees of Freedom = 7
Minimum Fit Function Chi-Square = 6.02 (P = 0.54)
Normal Theory Weighted Least Squares Chi-Square = 5.49 (P = 0.60)
Estimated Non-centrality Parameter (NCP) = 0.0
90 Percent Confidence Interval for NCP = (0.0 ; 7.80)

Minimum Fit Function Value = 0.060

Population Discrepancy Function Value (F0) = 0.0
90 Percent Confidence Interval for F0 = (0.0 ; 0.077)
Root Mean Square Error of Approximation (RMSEA) = 0.0
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.11)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.74

Expected Cross-Validation Index (ECVI) = 0.35
90 Percent Confidence Interval for ECVI = (0.35 ; 0.42)
ECVI for Saturated Model = 0.42
ECVI for Independence Model = 4.43

Chi-Square for Independence Model with 15 Degrees of Freedom = 434.93
Independence AIC = 446.93
Model AIC = 33.49
Saturated AIC = 42.00
Independence CAIC = 468.68
Model CAIC = 84.24
Saturated CAIC = 118.12

Root Mean Square Residual (RMR) = 0.10
Standardized RMR = 0.024
Goodness of Fit Index (GFI) = 0.98
Adjusted Goodness of Fit Index (AGFI) = 0.95
Parsimony Goodness of Fit Index (PGFI) = 0.33

Normed Fit Index (NFI) = 0.99
Non-Normed Fit Index (NNFI) = 1.01
Parsimony Normed Fit Index (PNFI) = 0.46
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.00
Relative Fit Index (RFI) = 0.97

Critical N (CN) = 311.05

Standardized Solution

LAMBDA-Y

	KOMORG
Y2.1	1.52
Y2.2	2.25
Y2.3	1.49

LAMBDA-X

	DUKORG
X.1	2.88
X.2	1.17
X.3	1.46

GAMMA

	DUKORG
KOMORG	0.71

Correlation Matrix of ETA and KSI

	KOMORG	DUKORG
KOMORG	1.00	
DUKORG	0.71	1.00

PSI

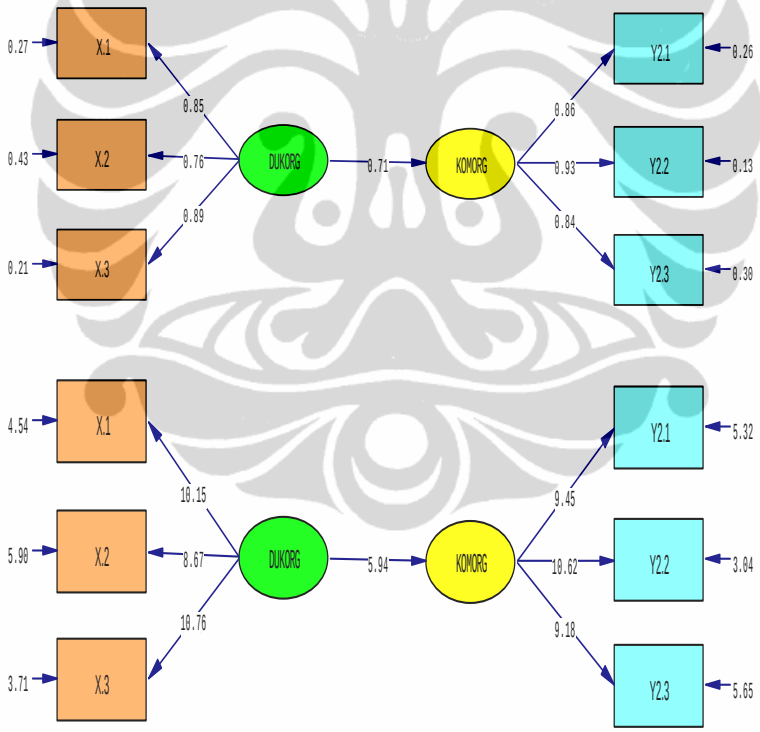
	KOMORG
	0.49

Regression Matrix ETA on KSI (Standardized)

	DUKORG
KOMORG	0.71

The Problem used 7664 Bytes (= 0.0% of Available Workspace)

Time used: 0.000 Seconds



3. Pengaruh Persepsi terhadap Dukungan Organisasi terhadap Keinginan Karyawan untuk Keluar dari Perusahaan

L I S R E L 8.30

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file H:\HERNI_2\SHIPARR.SPJ:

```
Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
X.1-X.3=DUKORG
Y3.1-Y3.3=TURNINT
TURNINT=DUKORG
Options: SS
Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y3.1	Y3.2	Y3.3	X.1	X.2	X.3
Y3.1	1.00					
Y3.2	0.86	1.11				
Y3.3	0.81	0.94	1.22			
X.1	-2.12	-2.24	-2.15	11.40		
X.2	-0.80	-0.86	-0.89	3.18	2.39	
X.3	-0.92	-0.96	-0.94	4.24	1.75	2.72

Number of Iterations = 21

LISREL Estimates (Maximum Likelihood)

```
    Y3.1 = 0.87*TURNINT, Errorvar.= 0.24  , R² = 0.76
          (0.094)                  (0.046)
           9.24                     5.22

    Y3.2 = 0.99*TURNINT, Errorvar.= 0.14  , R² = 0.87
          (0.10)                   (0.043)
           9.85                     3.25

    Y3.3 = 0.95*TURNINT, Errorvar.= 0.33  , R² = 0.73
          (0.10)                   (0.059)
           9.03                     5.53


     X.1 = 2.92*DUKORG, Errorvar.= 2.85 , R² = 0.75
          (0.28)                  (0.65)
           10.44                   4.36

     X.2 = 1.16*DUKORG, Errorvar.= 1.05 , R² = 0.56
          (0.14)                  (0.17)
           8.50                    5.99

     X.3 = 1.44*DUKORG, Errorvar.= 0.65 , R² = 0.76
          (0.14)                  (0.15)
           10.58                   4.18


 TURNINT =  - 0.75*DUKORG, Errorvar.= 0.44, R² = 0.56
             (0.13)
             -5.95
```

Correlation Matrix of Independent Variables

	DUKORG
	1.00

Covariance Matrix of Latent Variables

	TURNINT	DUKORG
TURNINT	1.00	
DUKORG	-0.75	1.00

Goodness of Fit Statistics

Degrees of Freedom = 8
Minimum Fit Function Chi-Square = 8.06 (P = 0.43)
Normal Theory Weighted Least Squares Chi-Square = 7.66 (P = 0.47)
Estimated Non-centrality Parameter (NCP) = 0.0
90 Percent Confidence Interval for NCP = (0.0 ; 10.40)

Minimum Fit Function Value = 0.080
Population Discrepancy Function Value (F0) = 0.0
90 Percent Confidence Interval for F0 = (0.0 ; 0.10)
Root Mean Square Error of Approximation (RMSEA) = 0.0

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.11)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.64

Expected Cross-Validation Index (ECVI) = 0.34
90 Percent Confidence Interval for ECVI = (0.34 ; 0.44)
ECVI for Saturated Model = 0.42
ECVI for Independence Model = 4.51

Chi-Square for Independence Model with 15 Degrees of Freedom = 443.58
Independence AIC = 455.58
Model AIC = 33.66
Saturated AIC = 42.00
Independence CAIC = 477.33
Model CAIC = 80.79
Saturated CAIC = 118.12

Root Mean Square Residual (RMR) = 0.081
Standardized RMR = 0.027
Goodness of Fit Index (GFI) = 0.98
Adjusted Goodness of Fit Index (AGFI) = 0.94
Parsimony Goodness of Fit Index (PGFI) = 0.37

Normed Fit Index (NFI) = 0.98
Non-Normed Fit Index (NNFI) = 1.00
Parsimony Normed Fit Index (PNFI) = 0.52
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.00
Relative Fit Index (RFI) = 0.97

Critical N (CN) = 252.86

Standardized Solution

LAMBDA-Y

	TURNINT
Y3.1	0.87
Y3.2	0.99
Y3.3	0.95

LAMBDA-X

	DUKORG
X.1	2.92
X.2	1.16
X.3	1.44

GAMMA

	DUKORG
TURNINT	-0.75

Correlation Matrix of ETA and KSI

	TURNINT	DUKORG
TURNINT	1.00	
DUKORG	-0.75	1.00

PSI

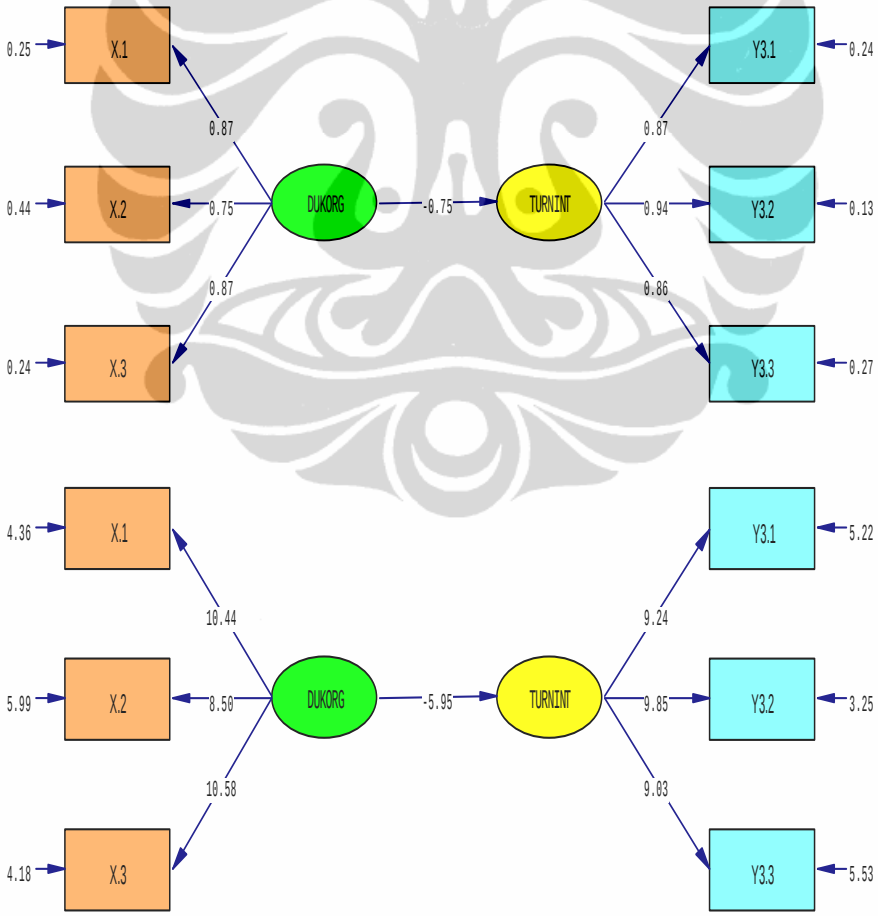
	TURNINT
	0.44

Regression Matrix ETA on KSI (Standardized)

	DUKORG
TURNINT	-0.75

The Problem used 7368 Bytes (= 0.0% of Available Workspace)

Time used: 0.000 Seconds



4. Pengaruh Kepuasan Kerja terhadap Komitmen Organisasi

L I S R E L 8.30

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```
The following lines were read from file H:\HERNI_2\SHIPARR.SPJ:

Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
Y1.1-Y1.10=KEPKER
Y2.1-Y2.3=KOMORG
KOMORG=KEPKER
Options: SS
Path Diagram
Set Error Covariance of Y1.2 and Y1.1
Set Error Covariance of Y1.3 and Y1.1
Set Error Covariance of Y1.4 and Y1.1
Set Error Covariance of Y1.7 and Y1.2
Set Error Covariance of Y1.7 and Y1.4
Set Error Covariance of Y1.9 and Y1.1
Set Error Covariance of Y1.9 and Y1.3
Set Error Covariance of Y1.9 and Y1.4
Set Error Covariance of Y1.9 and Y1.7
Set Error Covariance of Y1.10 and Y1.2
Set Error Covariance of Y1.8 and Y1.1
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y2.1	Y2.2	Y2.3	Y1.1	Y1.2	Y1.3
Y2.1	3.14					
Y2.2	3.43	5.85				
Y2.3	2.26	3.41	3.17			
Y1.1	0.40	0.63	0.45	0.72		
Y1.2	0.97	1.39	0.93	0.86	1.60	
Y1.3	0.87	1.27	0.81	0.80	1.18	1.50
Y1.4	1.43	2.04	1.63	0.16	0.74	0.55
Y1.5	0.38	0.49	0.37	0.26	0.51	0.42
Y1.6	0.49	0.81	0.59	0.38	0.69	0.61
Y1.7	0.68	0.89	0.69	0.15	0.28	0.39
Y1.8	1.11	1.84	1.33	0.71	1.16	0.97
Y1.9	1.84	2.88	2.06	0.40	1.23	0.86
Y1.10	1.14	1.69	1.24	0.61	1.02	1.07

Covariance Matrix to be Analyzed

	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9
Y1.4	3.12					
Y1.5	0.39	0.49				
Y1.6	0.37	0.27	0.68			
Y1.7	0.87	0.13	0.21	0.81		
Y1.8	0.88	0.34	0.56	0.42	1.73	
Y1.9	2.72	0.63	0.62	0.81	1.34	3.73
Y1.10	0.75	0.37	0.54	0.54	1.11	1.44

Covariance Matrix to be Analyzed

	Y1.10
Y1.10	1.80

Number of Iterations = 44

LISREL Estimates (Maximum Likelihood)

Y2.1 = 1.51*KOMORG, Errorvar.= 0.85 , R^2 = 0.73
(0.15) (0.16)
9.98 5.35

Y2.2 = 2.27*KOMORG, Errorvar.= 0.71 , R^2 = 0.88
(0.20) (0.25)
11.19 2.90

Y2.3 = 1.50*KOMORG, Errorvar.= 0.91 , R^2 = 0.71
(0.15) (0.17)
9.82 5.51

Y1.1 = 0.58*KEPKER, Errorvar.= 0.36 , R^2 = 0.48
(0.076) (0.053)
7.58 6.85

```
    Y1.2 = 1.11*KEPKER, Errorvar.= 0.32  , R² = 0.79
          (0.099)                (0.069)
           11.23                  4.63

    Y1.3 = 1.01*KEPKER, Errorvar.= 0.48  , R² = 0.68
          (0.10)                 (0.078)
           10.03                  6.07

    Y1.4 = 0.73*KEPKER, Errorvar.= 2.53 , R² = 0.17
          (0.17)                 (0.36)
           4.28                   7.06

    Y1.5 = 0.40*KEPKER, Errorvar.= 0.34  , R² = 0.32
          (0.065)                (0.048)
           6.13                   7.00

    Y1.6 = 0.56*KEPKER, Errorvar.= 0.36  , R² = 0.46
          (0.073)                (0.053)
           7.70                   6.89

    Y1.7 = 0.44*KEPKER, Errorvar.= 0.61  , R² = 0.24
          (0.088)                (0.089)
           5.05                   6.83

    Y1.8 = 1.01*KEPKER, Errorvar.= 0.71 , R² = 0.59
          (0.11)                 (0.11)
           9.06                   6.59

    Y1.9 = 1.24*KEPKER, Errorvar.= 2.04 , R² = 0.43
          (0.17)                 (0.30)
           7.24                   6.79

   Y1.10 = 1.10*KEPKER, Errorvar.= 0.60 , R² = 0.67
          (0.11)                 (0.11)
           9.73                   5.68

Error Covariance for Y1.2 and Y1.1 = 0.17
                                   (0.046)
                                    3.66
Error Covariance for Y1.3 and Y1.1 = 0.19
                                   (0.044)
                                    4.37
Error Covariance for Y1.4 and Y1.1 = -0.13
                                    (0.071)
                                     -1.81
Error Covariance for Y1.7 and Y1.2 = -0.15
                                    (0.050)
                                     -3.01
Error Covariance for Y1.7 and Y1.4 = 0.48
                                    (0.14)
                                     3.51
Error Covariance for Y1.8 and Y1.1 = 0.14
                                   (0.045)
                                    3.21
Error Covariance for Y1.9 and Y1.1 = -0.19
                                    (0.075)
                                     -2.48
Error Covariance for Y1.9 and Y1.3 = -0.26
                                    (0.076)
                                     -3.45
Error Covariance for Y1.9 and Y1.4 = 1.67
                                    (0.29)
```

5.80
Error Covariance for Y1.9 and Y1.7 = 0.16
(0.12)
1.31
Error Covariance for Y1.10 and Y1.2 = -0.17
(0.056)
-3.08

KOMORG = 0.65*KEPKER, Errorvar.= 0.58, R^2 = 0.42
(0.11)
5.92

Correlation Matrix of Independent Variables

	KEPKER
	1.00

Covariance Matrix of Latent Variables

	KOMORG	KEPKER
KOMORG	1.00	
KEPKER	0.65	1.00

Goodness of Fit Statistics

Degrees of Freedom = 53
Minimum Fit Function Chi-Square = 81.40 (P = 0.0073)
Normal Theory Weighted Least Squares Chi-Square = 82.15 (P = 0.0063)
Estimated Non-centrality Parameter (NCP) = 29.15
90 Percent Confidence Interval for NCP = (8.50 ; 57.74)

Minimum Fit Function Value = 0.81
Population Discrepancy Function Value (F0) = 0.29
90 Percent Confidence Interval for F0 = (0.084 ; 0.57)
Root Mean Square Error of Approximation (RMSEA) = 0.074
90 Percent Confidence Interval for RMSEA = (0.040 ; 0.10)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.11

Expected Cross-Validation Index (ECVI) = 1.57
90 Percent Confidence Interval for ECVI = (1.36 ; 1.85)
ECVI for Saturated Model = 1.80
ECVI for Independence Model = 10.24

Chi-Square for Independence Model with 78 Degrees of Freedom = 1008.62
Independence AIC = 1034.62
Model AIC = 158.15
Saturated AIC = 182.00
Independence CAIC = 1081.74
Model CAIC = 295.90
Saturated CAIC = 511.87

Root Mean Square Residual (RMR) = 0.25
Standardized RMR = 0.085
Goodness of Fit Index (GFI) = 0.89
Adjusted Goodness of Fit Index (AGFI) = 0.81
Parsimony Goodness of Fit Index (PGFI) = 0.52

Normed Fit Index (NFI) = 0.92
Non-Normed Fit Index (NNFI) = 0.96
Parsimony Normed Fit Index (PNFI) = 0.62
Comparative Fit Index (CFI) = 0.97
Incremental Fit Index (IFI) = 0.97
Relative Fit Index (RFI) = 0.88

Critical N (CN) = 100.07

Standardized Solution

LAMBDA-Y

	KOMORG
Y2.1	1.51
Y2.2	2.27
Y2.3	1.50

LAMBDA-X

	KEPKER
Y1.1	0.58
Y1.2	1.11
Y1.3	1.01
Y1.4	0.73
Y1.5	0.40
Y1.6	0.56
Y1.7	0.44
Y1.8	1.01
Y1.9	1.24
Y1.10	1.10

GAMMA

	KEPKER
KOMORG	0.65

Correlation Matrix of ETA and KSI

	KOMORG	KEPKER
KOMORG	1.00	
KEPKER	0.65	1.00

PSI

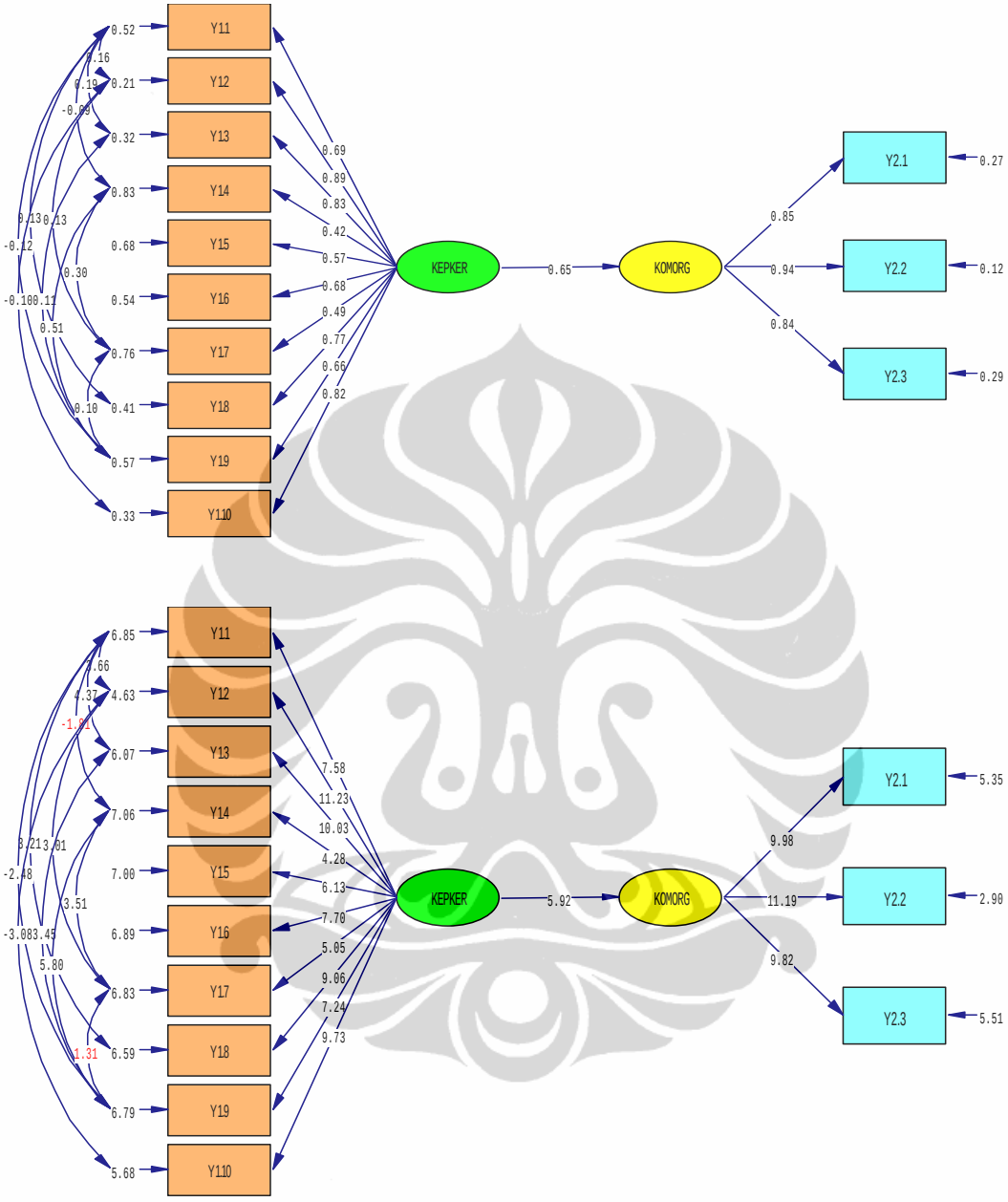
KOMORG
0.58

Regression Matrix ETA on KSI (Standardized)

	KEPKER
KOMORG	0.65

The Problem used 31104 Bytes (= 0.0% of Available Workspace)

Time used: 0.016 Seconds



5. Pengaruh Kepuasan Kerja terhadap Keinginan Karyawan untuk Keluar dari Perusahaan

L I S R E L 8.30

BY

Karl G. Jöreskog & Dag Sörbom

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```
The following lines were read from file H:\HERNI_2\SHIPARR.SPJ:

Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
Y1.1-Y1.10=KEPKER
Y3.1-Y3.3=TURNINT
TURNINT=KEPKER
Options: SS
Set Error Covariance of Y1.2 and Y1.1
Set Error Covariance of Y1.3 and Y1.1
Set Error Covariance of Y1.4 and Y1.1
Set Error Covariance of Y1.7 and Y1.2
Set Error Covariance of Y1.7 and Y1.4
Set Error Covariance of Y1.9 and Y1.1
Set Error Covariance of Y1.9 and Y1.3
Set Error Covariance of Y1.9 and Y1.4
Set Error Covariance of Y1.9 and Y1.7
Set Error Covariance of Y1.10 and Y1.2
Set Error Covariance of Y1.5 and Y3.2
Set Error Covariance of Y1.5 and Y3.3
Set Error Covariance of Y1.10 and Y1.7
Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y3.1	Y3.2	Y3.3	Y1.1	Y1.2	Y1.3
Y3.1	1.00					
Y3.2	0.86	1.11				
Y3.3	0.81	0.94	1.22			
Y1.1	-0.31	-0.37	-0.32	0.72		
Y1.2	-0.55	-0.63	-0.64	0.86	1.60	
Y1.3	-0.57	-0.60	-0.68	0.80	1.18	1.50
Y1.4	-0.74	-0.70	-0.93	0.16	0.74	0.55
Y1.5	-0.29	-0.24	-0.39	0.26	0.51	0.42
Y1.6	-0.33	-0.32	-0.40	0.38	0.69	0.61
Y1.7	-0.30	-0.23	-0.27	0.15	0.28	0.39
Y1.8	-0.75	-0.79	-0.75	0.71	1.16	0.97
Y1.9	-1.04	-1.06	-1.25	0.40	1.23	0.86
Y1.10	-0.68	-0.68	-0.75	0.61	1.02	1.07

Covariance Matrix to be Analyzed

	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9
Y1.4	3.12					
Y1.5	0.39	0.49				
Y1.6	0.37	0.27	0.68			
Y1.7	0.87	0.13	0.21	0.81		
Y1.8	0.88	0.34	0.56	0.42	1.73	
Y1.9	2.72	0.63	0.62	0.81	1.34	3.73
Y1.10	0.75	0.37	0.54	0.54	1.11	1.44

Covariance Matrix to be Analyzed

	Y1.10
Y1.10	1.80

Number of Iterations = 20

LISREL Estimates (Maximum Likelihood)

Y3.1 = 0.87*TURNINT, Errorvar.= 0.24 , R^2 = 0.76
(0.086) (0.047)
10.10 5.21

Y3.2 = 0.99*TURNINT, Errorvar.= 0.14 , R^2 = 0.88
(0.090) (0.044)
11.07 3.10

Y3.3 = 0.94*TURNINT, Errorvar.= 0.32 , R^2 = 0.73
(0.094) (0.059)
9.97 5.48

Y1.1 = 0.66*KEPKER, Errorvar.= 0.27 , R^2 = 0.61
(0.073) (0.046)
9.02 5.91

```
    Y1.2 = 1.13*KEPKER, Errorvar.= 0.32  , R² = 0.80
          (0.100)                (0.068)
           11.29                  4.67

    Y1.3 = 1.02*KEPKER, Errorvar.= 0.46  , R² = 0.69
          (0.10)                 (0.079)
           10.11                  5.84

    Y1.4 = 0.70*KEPKER, Errorvar.= 2.53 , R² = 0.16
          (0.17)                 (0.36)
           4.11                   7.08

    Y1.5 = 0.40*KEPKER, Errorvar.= 0.32  , R² = 0.33
          (0.063)                (0.046)
           6.36                   6.89

    Y1.6 = 0.57*KEPKER, Errorvar.= 0.35  , R² = 0.48
          (0.073)                (0.053)
           7.81                   6.70

    Y1.7 = 0.36*KEPKER, Errorvar.= 0.69  , R² = 0.16
          (0.092)                (0.098)
           3.95                   7.07

    Y1.8 = 1.02*KEPKER, Errorvar.= 0.68 , R² = 0.61
          (0.11)                 (0.11)
           9.20                   6.42

    Y1.9 = 1.22*KEPKER, Errorvar.= 2.05 , R² = 0.42
          (0.17)                 (0.30)
           7.10                   6.77

   Y1.10 = 1.05*KEPKER, Errorvar.= 0.71 , R² = 0.61
          (0.11)                 (0.12)
           9.10                   6.14

Error Covariance for Y1.2 and Y1.1 = 0.084
                                    (0.043)
                                      1.94
Error Covariance for Y1.3 and Y1.1 = 0.10
                                    (0.041)
                                     2.44
Error Covariance for Y1.4 and Y1.1 = -0.20
                                     (0.073)
                                      -2.72
Error Covariance for Y1.5 and Y3.2 = 0.060
                                     (0.034)
                                       1.78
Error Covariance for Y1.5 and Y3.3 = -0.08
                                     (0.041)
                                      -2.01
Error Covariance for Y1.7 and Y1.2 = -0.10
                                     (0.050)
                                      -2.03
Error Covariance for Y1.7 and Y1.4 = 0.55
                                     (0.14)
                                      3.97
Error Covariance for Y1.9 and Y1.1 = -0.30
                                     (0.077)
                                      -3.92
Error Covariance for Y1.9 and Y1.3 = -0.25
                                     (0.076)
```

-3.32

Error Covariance for Y1.9 and Y1.4 = 1.69
(0.29)
5.82

Error Covariance for Y1.9 and Y1.7 = 0.26
(0.12)
2.08

Error Covariance for Y1.10 and Y1.2 = -0.14
(0.057)
-2.48

Error Covariance for Y1.10 and Y1.7 = 0.19
(0.073)
2.61

TURNINT = - 0.66*KEPKER, Errorvar.= 0.56, R^2 = 0.44
(0.11)
-5.89

Correlation Matrix of Independent Variables

	KEPKER
	1.00

Covariance Matrix of Latent Variables

	TURNINT	KEPKER
TURNINT	1.00	
KEPKER	-0.66	1.00

Goodness of Fit Statistics

Degrees of Freedom = 51
Minimum Fit Function Chi-Square = 87.80 (P = 0.0010)
Normal Theory Weighted Least Squares Chi-Square = 79.13 (P = 0.0070)
Estimated Non-centrality Parameter (NCP) = 28.13
90 Percent Confidence Interval for NCP = (7.92 ; 56.27)

Minimum Fit Function Value = 0.87
Population Discrepancy Function Value (F0) = 0.28
90 Percent Confidence Interval for F0 = (0.078 ; 0.56)
Root Mean Square Error of Approximation (RMSEA) = 0.074
90 Percent Confidence Interval for RMSEA = (0.039 ; 0.10)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.11

Expected Cross-Validation Index (ECVI) = 1.58
90 Percent Confidence Interval for ECVI = (1.38 ; 1.85)
ECVI for Saturated Model = 1.80
ECVI for Independence Model = 10.57

Chi-Square for Independence Model with 78 Degrees of Freedom = 1041.08
Independence AIC = 1067.08
Model AIC = 159.13
Saturated AIC = 182.00
Independence CAIC = 1114.20
Model CAIC = 304.12
Saturated CAIC = 511.87

Root Mean Square Residual (RMR) = 0.12
Standardized RMR = 0.071
Goodness of Fit Index (GFI) = 0.89
Adjusted Goodness of Fit Index (AGFI) = 0.81
Parsimony Goodness of Fit Index (PGFI) = 0.50

Normed Fit Index (NFI) = 0.92
Non-Normed Fit Index (NNFI) = 0.94
Parsimony Normed Fit Index (PNFI) = 0.60
Comparative Fit Index (CFI) = 0.96
Incremental Fit Index (IFI) = 0.96
Relative Fit Index (RFI) = 0.87

Critical N (CN) = 90.03

Standardized Solution

LAMBDA-Y

	TURNINT
Y3.1	0.87
Y3.2	0.99
Y3.3	0.94

LAMBDA-X

	KEPKER
Y1.1	0.66
Y1.2	1.13
Y1.3	1.02
Y1.4	0.70
Y1.5	0.40
Y1.6	0.57
Y1.7	0.36
Y1.8	1.02
Y1.9	1.22
Y1.10	1.05

GAMMA

	KEPKER
TURNINT	-0.66

Correlation Matrix of ETA and KSI

	TURNINT	KEPKER
TURNINT	1.00	
KEPKER	-0.66	1.00

PSI

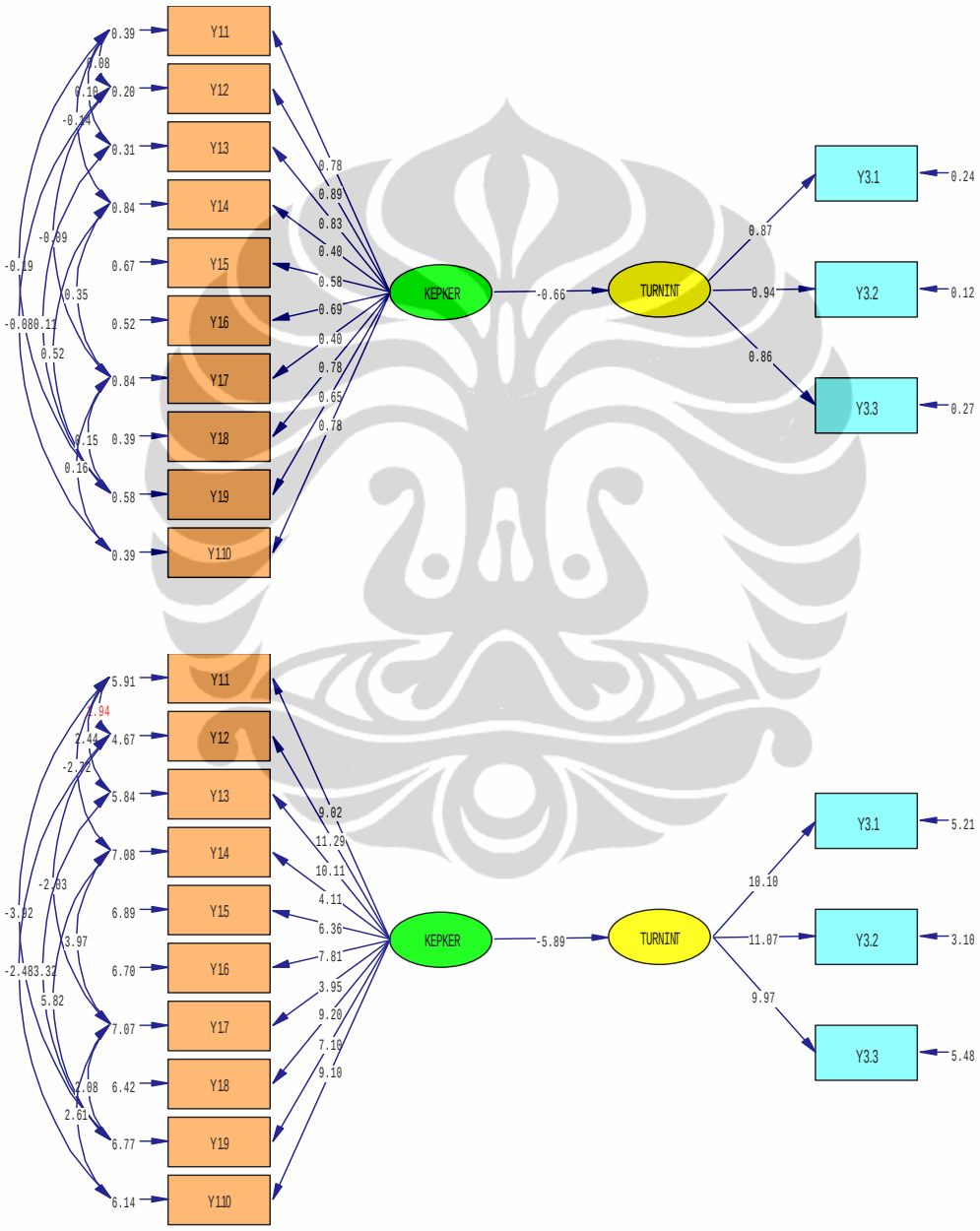
TURNINT
0.56

Regression Matrix ETA on KSI (Standardized)

	KEPKER
TURNINT	-0.66

The Problem used 32512 Bytes (= 0.0% of Available Workspace)

Time used: 0.017 Seconds



6. Pengaruh Komitmen Organisasi terhadap Keinginan Karyawan untuk Keluar dari Perusahaan

```
                                L I S R E L  8.30

                                      BY

                             Karl G. Jöreskog & Dag Sörbom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 The following lines were read from file H:\HERNI_2\SHIPARR.SPJ:

 Observed Variables
 X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
 Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
 Raw Data From File H:\HERNI_2\DATA.PR2
 9.000000        7.000000        5.000000        2.000000        5.000000
6.000000       5.000000       3.000000
 Sample Size = 102
 Latent Variables  DUKORG KEPKER KOMORG TURNINT
 Relationships
 Y2.1-Y2.3=KOMORG
 Y3.1-Y3.3=TURNINT
 TURNINT=KOMORG
 Options: SS
 Path Diagram
 Iterations > 250
 Method of Estimation: Maximum Likelihood
 End of Problem

 Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y3.1	Y3.2	Y3.3	Y2.1	Y2.2	Y2.3
Y3.1	1.00					
Y3.2	0.86	1.11				
Y3.3	0.81	0.94	1.22			
Y2.1	-0.85	-0.90	-0.93	3.14		
Y2.2	-1.41	-1.54	-1.61	3.43	5.85	
Y2.3	-1.01	-1.08	-1.10	2.26	3.41	3.17

Number of Iterations = 10

LISREL Estimates (Maximum Likelihood)

```
    Y3.1 = 0.87*TURNINT, Errorvar.= 0.25  , R² = 0.75
          (0.088)                  (0.047)
           9.85                     5.26

    Y3.2 = 0.98*TURNINT, Errorvar.= 0.14  , R² = 0.87
          (0.092)                  (0.043)
           10.71                    3.24

    Y3.3 = 0.95*TURNINT, Errorvar.= 0.32  , R² = 0.74
          (0.098)                  (0.059)
           9.73                     5.41


    Y2.1 = 1.49*KOMORG, Errorvar.= 0.92 , R² = 0.71
          (0.15)                   (0.16)
           10.24                    5.60

    Y2.2 = 2.29*KOMORG, Errorvar.= 0.62 , R² = 0.89
          (0.19)                   (0.24)
           12.32                    2.61

    Y2.3 = 1.50*KOMORG, Errorvar.= 0.91 , R² = 0.71
          (0.15)                   (0.16)
           10.30                    5.55


 TURNINT =  - 0.70*KOMORG, Errorvar.= 0.51, R² = 0.49
             (0.12)
             -6.03
```

Correlation Matrix of Independent Variables

	KOMORG
KOMORG	1.00

Covariance Matrix of Latent Variables

	TURNINT	KOMORG
TURNINT	1.00	
KOMORG	-0.70	1.00

Goodness of Fit Statistics

Degrees of Freedom = 8
Minimum Fit Function Chi-Square = 5.22 (P = 0.73)
Normal Theory Weighted Least Squares Chi-Square = 5.04 (P = 0.75)
Estimated Non-centrality Parameter (NCP) = 0.0
90 Percent Confidence Interval for NCP = (0.0 ; 5.49)

Minimum Fit Function Value = 0.052
Population Discrepancy Function Value (F0) = 0.0
90 Percent Confidence Interval for F0 = (0.0 ; 0.054)

Root Mean Square Error of Approximation (RMSEA) = 0.0
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.082)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.86

Expected Cross-Validation Index (ECVI) = 0.34
90 Percent Confidence Interval for ECVI = (0.34 ; 0.39)
ECVI for Saturated Model = 0.42
ECVI for Independence Model = 4.97

Chi-Square for Independence Model with 15 Degrees of Freedom = 489.95
Independence AIC = 501.95
Model AIC = 31.04
Saturated AIC = 42.00
Independence CAIC = 523.70
Model CAIC = 78.16
Saturated CAIC = 118.12

Root Mean Square Residual (RMR) = 0.051
Standardized RMR = 0.026
Goodness of Fit Index (GFI) = 0.98
Adjusted Goodness of Fit Index (AGFI) = 0.96
Parsimony Goodness of Fit Index (PGFI) = 0.37

Normed Fit Index (NFI) = 0.99
Non-Normed Fit Index (NNFI) = 1.01
Parsimony Normed Fit Index (PNFI) = 0.53
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.01
Relative Fit Index (RFI) = 0.98

Critical N (CN) = 389.90

Standardized Solution

LAMBDA-Y

	TURNINT
Y3.1	0.87
Y3.2	0.98
Y3.3	0.95

LAMBDA-X

	KOMORG
Y2.1	1.49
Y2.2	2.29
Y2.3	1.50

GAMMA

	KOMORG
TURNINT	-0.70

Correlation Matrix of ETA and KSI

	TURNINT	KOMORG
TURNINT	1.00	
KOMORG	-0.70	1.00

PSI

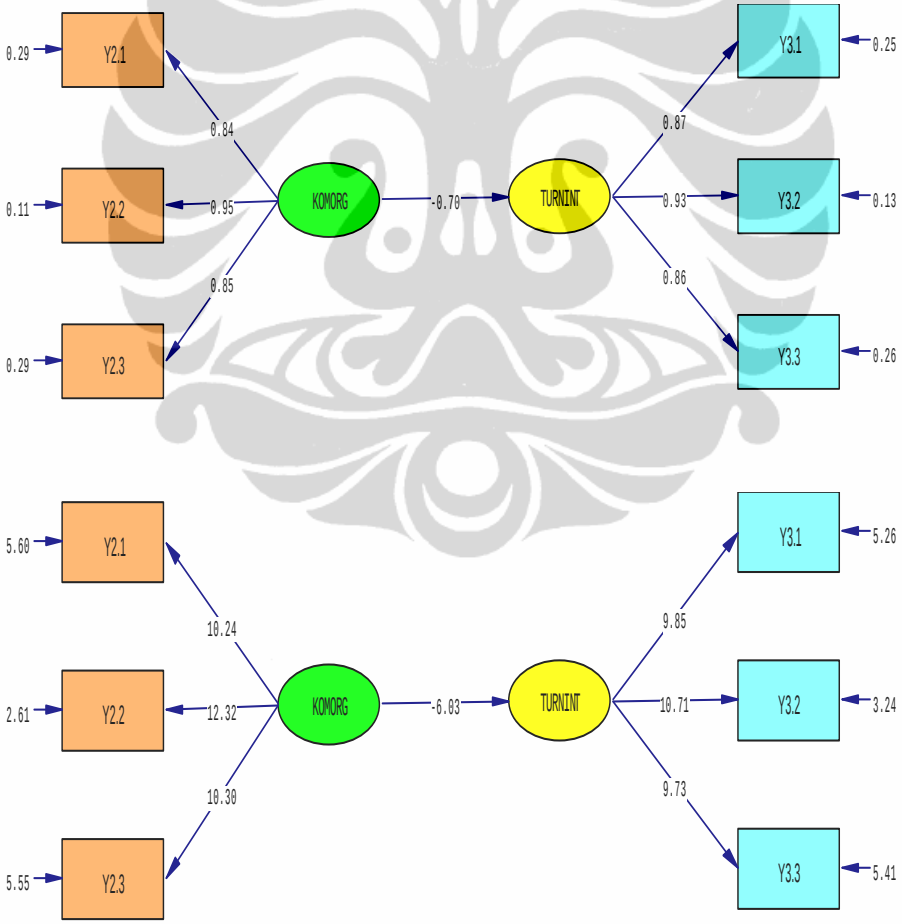
	TURNINT
	0.51

Regression Matrix ETA on KSI (Standardized)

	KOMORG
TURNINT	-0.70

The Problem used 7368 Bytes (= 0.0% of Available Workspace)

Time used: 0.000 Seconds



OUTPUT LISREL FULL MODEL

L I S R E L 8.30

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file H:\HERNI_2\SIMP2.SPJ:

```
Observed Variables
X.1 X.2 X.3 Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7
Y1.8 Y1.9 Y1.10 Y2.1 Y2.2 Y2.3 Y3.1 Y3.2 Y3.3
Raw Data From File H:\HERNI_2\DATA.PR2
Sample Size = 102
Latent Variables  DUKORG KEPKER KOMORG TURNINT
Relationships
X.1-X.3=DUKORG
Y1.1-Y1.10=KEPKER
Y2.1-Y2.3=KOMORG
Y3.1-Y3.3=TURNINT
KEPKER=DUKORG
KOMORG=DUKORG KEPKER
TURNINT=DUKORG KEPKER KOMORG
Options: SS EF
Set Error Covariance of Y1.2 and Y1.1
Set Error Covariance of Y1.3 and Y1.1
Set Error Covariance of Y1.4 and Y1.1
Set Error Covariance of Y1.7 and Y1.2
Set Error Covariance of Y1.7 and Y1.4
Set Error Covariance of Y1.9 and Y1.1
Set Error Covariance of Y1.9 and Y1.3
Set Error Covariance of Y1.9 and Y1.4
Set Error Covariance of Y1.9 and Y1.7
Set Error Covariance of Y3.3 and Y1.5
Set Error Covariance of X.2 and Y1.8
Set Error Covariance of X.2 and Y2.2
Set Error Covariance of Y1.8 and Y1.3
Set Error Covariance of X.1 and Y1.4
Set Error Covariance of Y1.6 and Y1.2

Path Diagram
Iterations > 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size =   102
```

Covariance Matrix to be Analyzed

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6
Y1.1	0.72					
Y1.2	0.86	1.60				
Y1.3	0.80	1.18	1.50			
Y1.4	0.16	0.74	0.55	3.12		
Y1.5	0.26	0.51	0.42	0.39	0.49	
Y1.6	0.38	0.69	0.61	0.37	0.27	0.68
Y1.7	0.15	0.28	0.39	0.87	0.13	0.21
Y1.8	0.71	1.16	0.97	0.88	0.34	0.56
Y1.9	0.40	1.23	0.86	2.72	0.63	0.62
Y1.10	0.61	1.02	1.07	0.75	0.37	0.54
Y2.1	0.40	0.97	0.87	1.43	0.38	0.49
Y2.2	0.63	1.39	1.27	2.04	0.49	0.81
Y2.3	0.45	0.93	0.81	1.63	0.37	0.59
Y3.1	-0.31	-0.55	-0.57	-0.74	-0.29	-0.33
Y3.2	-0.37	-0.63	-0.60	-0.70	-0.24	-0.32
Y3.3	-0.32	-0.64	-0.68	-0.93	-0.39	-0.40
X.1	0.93	2.05	1.75	2.98	0.75	0.86
X.2	0.40	0.77	0.83	0.85	0.22	0.44
X.3	0.61	1.15	1.03	1.16	0.39	0.44

Covariance Matrix to be Analyzed

	Y1.7	Y1.8	Y1.9	Y1.10	Y2.1	Y2.2
Y1.7	0.81					
Y1.8	0.42	1.73				
Y1.9	0.81	1.34	3.73			
Y1.10	0.54	1.11	1.44	1.80		
Y2.1	0.68	1.11	1.84	1.14	3.14	
Y2.2	0.89	1.84	2.88	1.69	3.43	5.85
Y2.3	0.69	1.33	2.06	1.24	2.26	3.41
Y3.1	-0.30	-0.75	-1.04	-0.68	-0.85	-1.41
Y3.2	-0.23	-0.79	-1.06	-0.68	-0.90	-1.54
Y3.3	-0.27	-0.75	-1.25	-0.75	-0.93	-1.61
X.1	0.81	2.28	3.41	1.90	3.33	4.62
X.2	0.43	1.23	1.21	0.84	1.30	2.36
X.3	0.37	1.19	1.56	0.96	1.49	2.26

Covariance Matrix to be Analyzed

	Y2.3	Y3.1	Y3.2	Y3.3	X.1	X.2
Y2.3	3.17					
Y3.1	-1.01	1.00				
Y3.2	-1.08	0.86	1.11			
Y3.3	-1.10	0.81	0.94	1.22		
X.1	3.33	-2.12	-2.24	-2.15	11.40	
X.2	1.43	-0.80	-0.86	-0.89	3.18	2.39
X.3	1.48	-0.92	-0.96	-0.94	4.24	1.75

Covariance Matrix to be Analyzed

	X.3
X.3	2.72

Number of Iterations = 62

LISREL Estimates (Maximum Likelihood)

Y1.1 = 0.63*KEPKER, Errorvar.= 0.29 , R^2 = 0.58
(0.077) (0.046)
8.22 6.43

Y1.2 = 1.07*KEPKER, Errorvar.= 0.43 , R^2 = 0.73
(0.11) (0.068)
9.79 6.38

Y1.3 = 1.06*KEPKER, Errorvar.= 0.42 , R^2 = 0.73
(0.11) (0.084)
9.40 4.99

Y1.4 = 0.74*KEPKER, Errorvar.= 2.44 , R^2 = 0.18
(0.17) (0.34)
4.41 7.29

Y1.5 = 0.38*KEPKER, Errorvar.= 0.34 , R^2 = 0.30
(0.065) (0.048)
5.91 7.03

Y1.6 = 0.53*KEPKER, Errorvar.= 0.40 , R^2 = 0.41
(0.077) (0.057)
6.88 6.97

Y1.7 = 0.39*KEPKER, Errorvar.= 0.66 , R^2 = 0.19
(0.089) (0.094)
4.42 7.02

Y1.8 = 1.08*KEPKER, Errorvar.= 0.58 , R^2 = 0.67
(0.11) (0.100)
9.50 5.80

Y1.9 = 1.29*KEPKER, Errorvar.= 1.79 , R^2 = 0.48
(0.17) (0.28)
7.36 6.50

Y1.10 = 1.05*KEPKER, Errorvar.= 0.71 , R^2 = 0.61
(0.12) (0.10)
8.73 6.74

Y2.1 = 1.50*KOMORG, Errorvar.= 0.88 , R^2 = 0.72
(0.16) (0.16)
9.54 5.67

Y2.2 = 2.26*KOMORG, Errorvar.= 0.68 , R^2 = 0.88
(0.21) (0.22)
10.83 3.01

```
    Y2.3 = 1.50*KOMORG, Errorvar.= 0.92 , R² = 0.71
          (0.16)                  (0.16)
           9.44                    5.75

    Y3.1 = 0.87*TURNINT, Errorvar.= 0.25  , R² = 0.75
          (0.091)                 (0.045)
           9.50                    5.54

    Y3.2 = 0.99*TURNINT, Errorvar.= 0.14  , R² = 0.88
          (0.096)                 (0.039)
           10.29                   3.52

    Y3.3 = 0.95*TURNINT, Errorvar.= 0.32  , R² = 0.74
          (0.099)                 (0.057)
           9.58                    5.57


     X.1 = 2.83*DUKORG, Errorvar.= 3.02 , R² = 0.73
          (0.27)                  (0.62)
           10.41                   4.84

     X.2 = 1.15*DUKORG, Errorvar.= 1.00 , R² = 0.57
          (0.13)                  (0.16)
           8.84                    6.16

     X.3 = 1.44*DUKORG, Errorvar.= 0.66 , R² = 0.76
          (0.13)                  (0.14)
           10.66                   4.57

Error Covariance for Y1.2 and Y1.1 = 0.13
                                    (0.039)
                                     3.39
Error Covariance for Y1.3 and Y1.1 = 0.12
                                    (0.044)
                                     2.65
Error Covariance for Y1.4 and Y1.1 = -0.15
                                    (0.067)
                                     -2.30
Error Covariance for Y1.6 and Y1.2 = 0.11
                                    (0.041)
                                     2.63
Error Covariance for Y1.7 and Y1.2 = -0.11
                                    (0.047)
                                     -2.26
Error Covariance for Y1.7 and Y1.4 = 0.53
                                    (0.13)
                                     3.99
Error Covariance for Y1.8 and Y1.3 = -0.23
                                    (0.057)
                                     -4.10
Error Covariance for Y1.9 and Y1.1 = -0.30
                                    (0.072)
                                     -4.19
Error Covariance for Y1.9 and Y1.3 = -0.41
                                    (0.082)
                                     -4.97

Error Covariance for Y1.9 and Y1.4 = 1.45
                                    (0.26)
                                     5.53
Error Covariance for Y1.9 and Y1.7 = 0.19
```

(0.12)
1.60

Error Covariance for Y3.3 and Y1.5 = -0.12
(0.038)
-3.18

Error Covariance for X.1 and Y1.4 = 0.67
(0.21)
3.17

Error Covariance for X.2 and Y1.8 = 0.32
(0.090)
3.54

Error Covariance for X.2 and Y2.2 = 0.34
(0.12)
2.78

KEPKER = 0.69*DUKORG, Errorvar.= 0.52, R^2 = 0.48
(0.12)
5.99

KOMORG = 0.31*KEPKER + 0.50*DUKORG, Errorvar.= 0.44, R^2 = 0.56
(0.12) (0.13)
2.70 3.81

TURNINT = - 0.25*KEPKER - 0.27*KOMORG - 0.38*DUKORG, Errorvar.= 0.36, R^2 = 0.64
(0.11) (0.12) (0.13)
-2.22 -2.30 -2.82

Correlation Matrix of Independent Variables

	DUKORG
DUKORG	1.00

Covariance Matrix of Latent Variables

	KEPKER	KOMORG	TURNINT	DUKORG
KEPKER	1.00			
KOMORG	0.66	1.00		
TURNINT	-0.69	-0.70	1.00	
DUKORG	0.69	0.72	-0.74	1.00

Goodness of Fit Statistics

Degrees of Freedom = 131
Minimum Fit Function Chi-Square = 159.90 (P = 0.044)
Normal Theory Weighted Least Squares Chi-Square = 153.03 (P = 0.091)
Estimated Non-centrality Parameter (NCP) = 22.03
90 Percent Confidence Interval for NCP = (0.0 ; 56.98)

Minimum Fit Function Value = 1.58
Population Discrepancy Function Value (F0) = 0.22
90 Percent Confidence Interval for F0 = (0.0 ; 0.56)
Root Mean Square Error of Approximation (RMSEA) = 0.041
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.066)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.70

Expected Cross-Validation Index (ECVI) = 2.68
90 Percent Confidence Interval for ECVI = (2.47 ; 3.03)
ECVI for Saturated Model = 3.76
ECVI for Independence Model = 16.84

Chi-Square for Independence Model with 171 Degrees of Freedom = 1663.07
Independence AIC = 1701.07
Model AIC = 271.03
Saturated AIC = 380.00
Independence CAIC = 1769.94
Model CAIC = 484.90
Saturated CAIC = 1068.74

Root Mean Square Residual (RMR) = 0.22
Standardized RMR = 0.078
Goodness of Fit Index (GFI) = 0.86
Adjusted Goodness of Fit Index (AGFI) = 0.80
Parsimony Goodness of Fit Index (PGFI) = 0.59

Normed Fit Index (NFI) = 0.90
Non-Normed Fit Index (NNFI) = 0.97
Parsimony Normed Fit Index (PNFI) = 0.69
Comparative Fit Index (CFI) = 0.98
Incremental Fit Index (IFI) = 0.98
Relative Fit Index (RFI) = 0.87

Critical N (CN) = 109.37

Standardized Solution

LAMBDA-Y

	KEPKER	KOMORG	TURNINT
Y1.1	0.63	- -	- -
Y1.2	1.07	- -	- -
Y1.3	1.06	- -	- -
Y1.4	0.74	- -	- -
Y1.5	0.38	- -	- -
Y1.6	0.53	- -	- -
Y1.7	0.39	- -	- -
Y1.8	1.08	- -	- -
Y1.9	1.29	- -	- -
Y1.10	1.05	- -	- -

Y2.1	- -	1.50	- -
Y2.2	- -	2.26	- -
Y2.3	- -	1.50	- -
Y3.1	- -	- -	0.87
Y3.2	- -	- -	0.99
Y3.3	- -	- -	0.95

LAMBDA-X

	DUKORG
X.1	2.83
X.2	1.15
X.3	1.44

BETA

	KEPKER	KOMORG	TURNINT
KEPKER	- -	- -	- -
KOMORG	0.31	- -	- -
TURNINT	-0.25	-0.27	- -

GAMMA

	DUKORG
KEPKER	0.69
KOMORG	0.50
TURNINT	-0.38

Correlation Matrix of ETA and KSI

	KEPKER	KOMORG	TURNINT	DUKORG
KEPKER	1.00			
KOMORG	0.66	1.00		
TURNINT	-0.69	-0.70	1.00	
DUKORG	0.69	0.72	-0.74	1.00

PSI

Note: This matrix is diagonal.

KEPKER	KOMORG	TURNINT
0.52	0.44	0.36

Regression Matrix ETA on KSI (Standardized)

	DUKORG
KEPKER	0.69
KOMORG	0.72
TURNINT	-0.74

Total and Indirect Effects

Total Effects of KSI on ETA

	DUKORG
KEPKER	0.69
	(0.12)
	5.99
KOMORG	0.72
	(0.12)
	6.12
TURNINT	-0.74
	(0.12)
	-6.22

Indirect Effects of KSI on ETA

	DUKORG
KEPKER	- -
KOMORG	0.22
	(0.08)
	2.67
TURNINT	-0.37
	(0.10)
	-3.58

Total Effects of ETA on ETA

	KEPKER	KOMORG	TURNINT
KEPKER	- -	- -	- -
KOMORG	0.31	- -	- -
	(0.12)		
	2.70		
TURNINT	-0.33	-0.27	- -
	(0.11)	(0.12)	
	-2.90	-2.30	

Largest Eigenvalue of B*B' (Stability Index) is 0.195

Indirect Effects of ETA on ETA

	KEPKER	KOMORG	TURNINT
KEPKER	- -	- -	- -
KOMORG	- -	- -	- -
TURNINT	-0.09	- -	- -
	(0.05)		
	-1.73		

Total Effects of ETA on Y

	KEPKER	KOMORG	TURNINT
Y1.1	0.63	- -	- -
	(0.08)		
	8.22		
Y1.2	1.07	- -	- -
	(0.11)		
	9.79		
Y1.3	1.06	- -	- -
	(0.11)		
	9.40		
Y1.4	0.74	- -	- -
	(0.17)		
	4.41		
Y1.5	0.38	- -	- -
	(0.06)		
	5.91		
Y1.6	0.53	- -	- -
	(0.08)		
	6.88		
Y1.7	0.39	- -	- -
	(0.09)		
	4.42		
Y1.8	1.08	- -	- -
	(0.11)		
	9.50		
Y1.9	1.29	- -	- -
	(0.17)		
	7.36		
Y1.10	1.05	- -	- -
	(0.12)		
	8.73		
Y2.1	0.47	1.50	- -
	(0.17)	(0.16)	
	2.69	9.54	
Y2.2	0.71	2.26	- -
	(0.26)	(0.21)	
	2.74	10.83	
Y2.3	0.47	1.50	- -
	(0.17)	(0.16)	
	2.69	9.44	
Y3.1	-0.29	-0.24	0.87
	(0.10)	(0.10)	(0.09)
	-2.90	-2.33	9.50
Y3.2	-0.33	-0.27	0.99
	(0.11)	(0.11)	(0.10)
	-2.93	-2.35	10.29

Y3.3	-0.31	-0.26	0.95
	(0.11)	(0.11)	(0.10)
	-2.89	-2.33	9.58

Indirect Effects of ETA on Y

	KEPKER	KOMORG	TURNINT
Y1.1	- -	- -	- -
Y1.2	- -	- -	- -
Y1.3	- -	- -	- -
Y1.4	- -	- -	- -
Y1.5	- -	- -	- -
Y1.6	- -	- -	- -
Y1.7	- -	- -	- -
Y1.8	- -	- -	- -
Y1.9	- -	- -	- -
Y1.10	- -	- -	- -
Y2.1	0.47	- -	- -
	(0.17)		
	2.69		
Y2.2	0.71	- -	- -
	(0.26)		
	2.74		
Y2.3	0.47	- -	- -
	(0.17)		
	2.69		
Y3.1	-0.29	-0.24	- -
	(0.10)	(0.10)	
	-2.90	-2.33	
Y3.2	-0.33	-0.27	- -
	(0.11)	(0.11)	
	-2.93	-2.35	
Y3.3	-0.31	-0.26	- -
	(0.11)	(0.11)	
	-2.89	-2.33	

Total Effects of KSI on Y

	DUKORG
Y1.1	0.44

	(0.07)
	6.23
Y1.2	0.74
	(0.11)
	6.79
Y1.3	0.74
	(0.11)
	6.81
Y1.4	0.51
	(0.13)
	3.91
Y1.5	0.27
	(0.05)
	5.00
Y1.6	0.37
	(0.07)
	5.56
Y1.7	0.27
	(0.07)
	4.01
Y1.8	0.75
	(0.12)
	6.51
Y1.9	0.89
	(0.15)
	5.85
Y1.10	0.73
	(0.11)
	6.41
Y2.1	1.08
	(0.16)
	6.93
Y2.2	1.62
	(0.22)
	7.41
Y2.3	1.07
	(0.16)
	6.89
Y3.1	-0.64
	(0.09)
	-7.32
Y3.2	-0.73
	(0.09)
	-7.78
Y3.3	-0.70
	(0.10)
	-7.32

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	DUKORG
KEPKER	0.69
KOMORG	0.72
TURNINT	-0.74

Standardized Indirect Effects of KSI on ETA

	DUKORG
KEPKER	- -
KOMORG	0.22
TURNINT	-0.37

Standardized Total Effects of ETA on ETA

	KEPKER	KOMORG	TURNINT
KEPKER	- -	- -	- -
KOMORG	0.31	- -	- -
TURNINT	-0.33	-0.27	- -

Standardized Indirect Effects of ETA on ETA

	KEPKER	KOMORG	TURNINT
KEPKER	- -	- -	- -
KOMORG	- -	- -	- -
TURNINT	-0.09	- -	- -

Standardized Total Effects of ETA on Y

	KEPKER	KOMORG	TURNINT
Y1.1	0.63	- -	- -
Y1.2	1.07	- -	- -
Y1.3	1.06	- -	- -
Y1.4	0.74	- -	- -
Y1.5	0.38	- -	- -
Y1.6	0.53	- -	- -
Y1.7	0.39	- -	- -
Y1.8	1.08	- -	- -
Y1.9	1.29	- -	- -
Y1.10	1.05	- -	- -
Y2.1	0.47	1.50	- -
Y2.2	0.71	2.26	- -
Y2.3	0.47	1.50	- -
Y3.1	-0.29	-0.24	0.87
Y3.2	-0.33	-0.27	0.99
Y3.3	-0.31	-0.26	0.95

Standardized Indirect Effects of ETA on Y

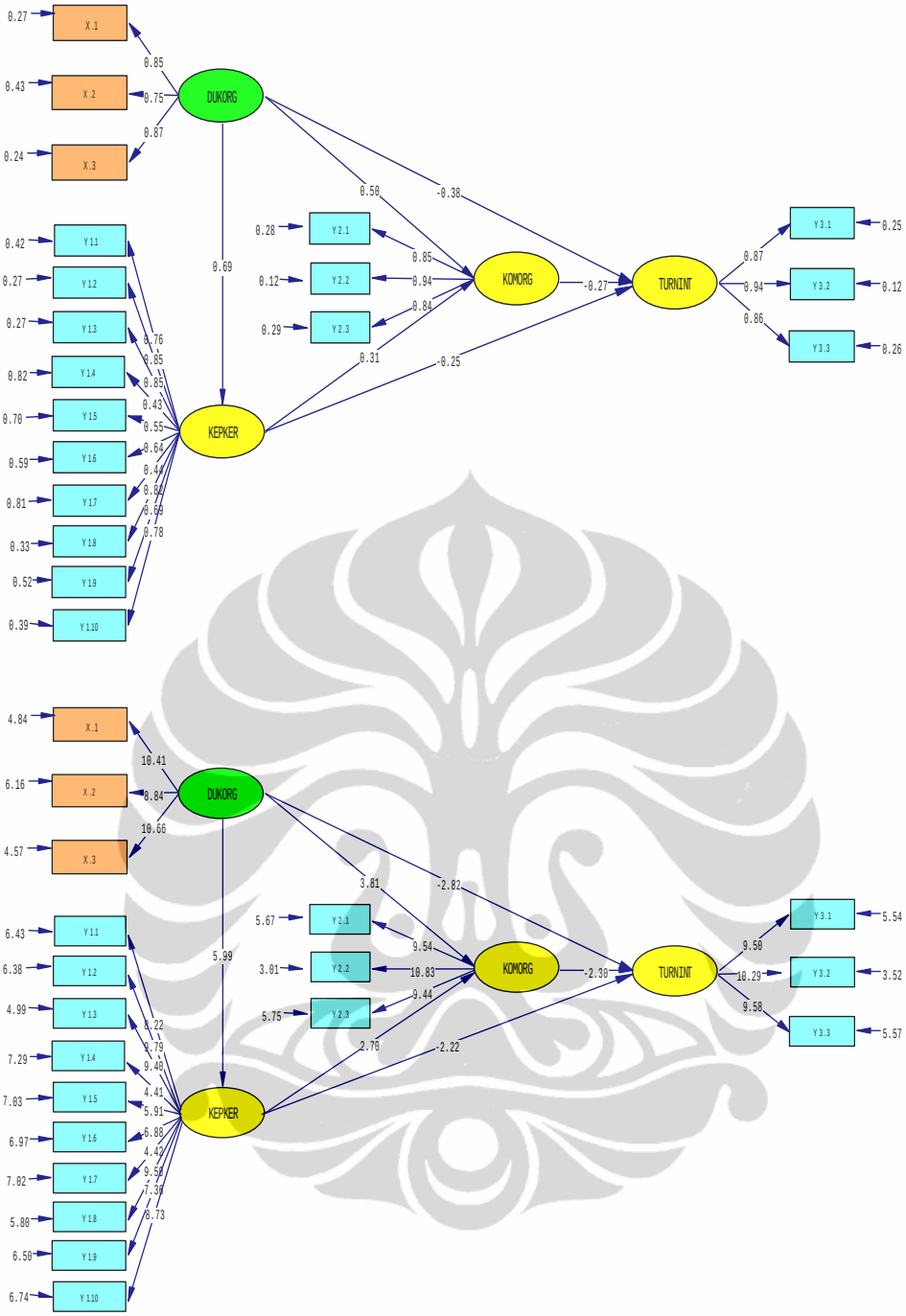
	KEPKER	KOMORG	TURNINT
Y1.1	- -	- -	- -
Y1.2	- -	- -	- -
Y1.3	- -	- -	- -
Y1.4	- -	- -	- -
Y1.5	- -	- -	- -
Y1.6	- -	- -	- -
Y1.7	- -	- -	- -
Y1.8	- -	- -	- -
Y1.9	- -	- -	- -
Y1.10	- -	- -	- -
Y2.1	0.47	- -	- -
Y2.2	0.71	- -	- -
Y2.3	0.47	- -	- -
Y3.1	-0.29	-0.24	- -
Y3.2	-0.33	-0.27	- -
Y3.3	-0.31	-0.26	- -

Standardized Total Effects of KSI on Y

	DUKORG
Y1.1	0.44
Y1.2	0.74
Y1.3	0.74
Y1.4	- -
Y1.5	- -
Y1.6	- -
Y1.7	- -
Y1.8	- -
Y1.9	- -
Y1.10	- -
Y2.1	- -
Y2.2	- -
Y2.3	- -
Y3.1	- -
Y3.2	- -
Y3.3	- -

The Problem used 69144 Bytes (= 0.1% of Available Workspace)

Time used: 0.078 Seconds


X.1
X.2
X.3
DUKORG
KEPKER
KOMORG
TURNINT
Y1.1
Y1.2
Y1.3
Y1.4
Y1.5
Y1.6
Y1.7
Y1.8
Y1.9
Y1.10
Y2.1
Y2.2
Y2.3
Y3.1
Y3.2
Y3.3
0.27
0.43
0.24
0.85
0.75
0.87
0.69
0.58
-0.38
0.42
0.27
0.27
0.82
0.70
0.59
0.81
0.33
0.52
0.39
0.76
0.85
0.85
0.43
0.55
0.64
0.44
0.88
0.69
0.78
0.28
0.12
0.29
0.85
0.94
0.84
0.31
-0.27
-0.25
0.87
0.94
0.86
0.25
0.12
0.26
4.84
6.16
4.57
10.41
8.84
10.66
5.99
3.81
-2.82
6.43
6.38
4.99
7.29
7.03
6.97
7.02
5.80
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6.74
8.22
8.79
9.46
4.41
5.91
6.88
4.42
9.58
7.36
8.73
5.67
3.01
5.75
9.54
10.83
9.44
2.78
-2.30
-2.22
9.58
10.29
9.58
5.54
3.52
5.57