No Kuesioner…….. (di isi peneliti)

KUESIONER

Responden yth,

Bersama segala kesibukan Bapak/Ibu/Saudara, perkenankan saya memohon kesediaan Bapak/Ibu/Saudara untuk mengisi kuesioner ini. Adapun penelitian ini dilakukan untuk kepentingan ilmiah, sehingga jawaban jujur dari responden sangat saya harapkan.

Akhir kata saya ucapkan terima kasih atas waktu yang disediakan Bapak/Ibu/Saudara untuk mengisi kuesioner ini.

Hormat saya,

Irawan

Mohon memberikan tanda silang (x) pada pilihan jawaban yamg tersedia. Setiap pertanyaan hanya mengharapkan satu jawaban. Setiap angka akan mewakili tingkat kesesuaian dengan pendapat bapak/ibu/saudara, dimana:

1 = Sangat Tidak Setuju Sekali (STSS).
2 = Tidak Setuju Sekali (TSS).
3 = Tidak Setuju (TS).
4 = Netral (N).
5 = Setuju (S).
6 = Setuju Sekali (SS).
7 = Sangat Setuju Sekali (SSS)

Lampiran 1 (Lanjutan)

Kuesioner untuk diisi oleh karyawan

1. Bagian ini menyatakan identitas responden.
   a. Jenis Kelamin.
      1. Pria. 2. Wanita.
   b. Usia.
      1. 18 – 25 Tahun. 4. 45 – 55 Tahun
      2. 26 – 35 Tahun. 5. Lebih dari 56 Tahun.
      3. 36 – 45 Tahun.
   c. Pendidikan Terakhir.
      1. SMU/SMK 4. S2/S3
      2. DIPLOMA 5. Lainnya……
      3. S1
   d. Lama bekerja di PT. SMARTFREN, Tbk.
      1. 1 Tahun – 2 Tahun
      2. 3 Tahun – 4 Tahun
      3. Lebih dair 4 Tahun

Lampiran 1 (lanjutan)

2. Bagian ini menyatakan daftar pertanyaan kepada responden.

| No. | Item Pertanyaaan | Jawaban Responden | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Kepemimpinan | | | | | | | | |
| 1. | Pemimpin telah jelas dalam memberikan perintahnya | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. | Pemimpin pandai membaca situasi dan peka terhadap saran dan masukan pada para bawahannya | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. | Pemimpin sering penghargaan, teguran maupun ujian pada para bawahannya | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. | Pemimpin memiliki kreativitas yang tinggi dalam menciptakan lingkungan kerja yang baik. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. | Pemimpin berhasil menciptakan disiplin diri dan disiplin kelompok karyawan yang baik | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6. | Pemimpin selalu bersedia memberikan contoh dan pengarahan pada para bawahan dalam menyelesaikan pekerjaan | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Motivasi Kerja | | | | | | | | |
| 1. | Karyawan merasa kompensasi yang diberikan perusahaan sudah layak | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. | Karyawan merasa kondisi kerja sudah cukup baik | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. | Karyawan merasa selalu diikut sertakan dalam mengambil keputusan di perusahaan | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. | Karyawan merasa penghargaan yang diberikan perusahaan kepada karyawan sudah baik. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. | Karyawan merasa pekerjaan yang karyawan tangani menarik. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6. | Karyawan merasa perusahaan mendisiplinkan karyawan dengan cara yang manusiawi | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Lampiran 1 (lanjutan)

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Kepuasan Kerja | | | | | | | | |
| 1. | Karyawan merasa puas dengan pekerjaan saat ini. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. | Karyawan merasa puas dengan kualitas supervisor atau atasan Karyawan. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. | Karyawan merasa puas dengan rekan kerja karyawan di perusahaan | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. | Karyawan merasa puas dengan kesempatan promosi yang diberikan perusahaan | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Komitmen Organisasional | | | | | | | | |
| 1. | Karyawan memiliki perasaan emosional terhadap kehadirannya di PT.SMARTFREN, Tbk | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. | Karyawan merasa setia terhadap PT. SMARTFREN, Tbk | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. | Karyawan dapat merasakan keterlibatan karyawan di PT. SMARTFREN, Tbk | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. | Karyawan menikmati keberadaan sebagai karyawan PT. SMARTFREN, Tbk | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. | Karyawan merasa rugi bila keluar dari PT. SMARTFREN, Tbk | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6. | Karyawan merasa segan untuk keluar dari PT. SMARTFREN, Tbk | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7. | Karyawan selalu berusaha memenuhi kewajiban sebagai karyawan PT. SMARTFREN, Tbk | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Lampiran 1 (lanjutan)
Kuesioner Untuk Supervisor/Atasan Langsung Karyawan

Nama Karyawan :…….....

NIK/NRP :…….

Posisi Karyawan di Perusahaan :…….

Posisi Atasan di Perusahaan :…….

| Kinerja Karyawan | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 1. | Karyawan selalu mengutamakan hasil kerja yang berkualitas dalam menyelesaikan pekerjaan | | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. | Karyawan selalu berhasil memenuhi target pekerjaan yang karyawan terima dari perusahaan | | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. | Karyawan memiliki pengetahuan yang baik mengenai pekerjaan karyawan. | | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. | Karyawan selalu berusaha untuk hadir di perusahaan. | | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. | Karyawan selalu dapat bekerjasama dengan karyawan lain untuk menyelesaikan pekerjaan. | | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Lampiran 2. Distribusi frekuensi jawaban Responden

| L1 | L2 | L3 | L4 | L5 | L6 | JM1 | JM2 | JM3 | JM4 | JM5 | JM6 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 6 | 6 | 6 | 6 | 5 | 4 | 2 | 3 | 3 | 3 | 3 | 2 |
| 6 | 6 | 6 | 6 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 2 |
| 3 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 2 |
| 4 | 3 | 5 | 4 | 4 | 4 | 3 | 1 | 3 | 2 | 2 | 2 |
| 5 | 6 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 2 | 3 | 2 |
| 4 | 4 | 6 | 6 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 2 |
| 4 | 5 | 6 | 6 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 2 |
| 5 | 6 | 6 | 6 | 6 | 3 | 3 | 2 | 5 | 4 | 4 | 3 |
| 6 | 5 | 3 | 4 | 5 | 3 | 3 | 2 | 4 | 3 | 3 | 2 |
| 4 | 5 | 6 | 6 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 2 |
| 5 | 6 | 6 | 6 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 2 |
| 4 | 4 | 6 | 5 | 4 | 3 | 3 | 2 | 3 | 2 | 2 | 2 |
| 6 | 5 | 6 | 6 | 6 | 3 | 3 | 2 | 5 | 4 | 5 | 3 |
| 5 | 6 | 6 | 6 | 6 | 5 | 5 | 4 | 5 | 4 | 4 | 3 |
| 5 | 5 | 6 | 6 | 6 | 5 | 5 | 4 | 3 | 4 | 4 | 2 |
| 6 | 5 | 6 | 6 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 2 |
| 5 | 6 | 6 | 6 | 6 | 4 | 2 | 3 | 5 | 4 | 4 | 3 |
| 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 1 |
| 5 | 6 | 6 | 5 | 6 | 4 | 4 | 3 | 4 | 4 | 4 | 3 |
| 5 | 6 | 6 | 6 | 6 | 5 | 5 | 4 | 4 | 4 | 4 | 3 |
| 3 | 3 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 4 | 6 | 5 | 5 | 6 | 5 | 4 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 6 | 5 | 5 |
| 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 6 | 5 | 4 |
| 4 | 5 | 3 | 2 | 4 | 4 | 6 | 6 | 4 | 5 | 4 | 4 |
| 5 | 5 | 2 | 2 | 5 | 3 | 6 | 6 | 5 | 6 | 5 | 4 |
| 3 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 3 |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 3 | 5 | 5 | 5 | 4 | 6 | 6 | 5 | 6 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 5 | 6 | 5 | 5 |
| 5 | 5 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 4 | 5 | 4 | 6 | 6 | 5 | 6 | 5 | 5 |
| 5 | 3 | 2 | 3 | 4 | 4 | 6 | 6 | 4 | 5 | 4 | 4 |
| 3 | 3 | 3 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 4 |
| 5 | 5 | 3 | 3 | 4 | 3 | 6 | 6 | 4 | 5 | 4 | 5 |
| 5 | 4 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 |
| 3 | 3 | 2 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 |
| 4 | 3 | 2 | 3 | 4 | 4 | 6 | 6 | 4 | 5 | 4 | 4 |
| 5 | 4 | 2 | 2 | 5 | 3 | 6 | 6 | 5 | 6 | 5 | 4 |
| 4 | 4 | 2 | 3 | 4 | 3 | 6 | 6 | 4 | 5 | 4 | 4 |
| 5 | 5 | 2 | 3 | 5 | 2 | 4 | 4 | 5 | 6 | 5 | 6 |
| 2 | 1 | 2 | 1 | 3 | 2 | 5 | 5 | 3 | 4 | 3 | 3 |
| 1 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 3 | 2 | 3 |
| 2 | 1 | 2 | 2 | 4 | 1 | 3 | 3 | 4 | 5 | 4 | 2 |
| 2 | 2 | 2 | 2 | 2 | 3 | 5 | 4 | 3 | 3 | 3 | 3 |
| 1 | 1 | 1 | 1 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 4 |
| 3 | 4 | 2 | 2 | 3 | 1 | 3 | 3 | 3 | 4 | 3 | 3 |
| 1 | 2 | 2 | 2 | 3 | 3 | 5 | 5 | 3 | 4 | 3 | 3 |
| 2 | 2 | 1 | 2 | 2 | 4 | 5 | 4 | 3 | 3 | 2 | 3 |
| 1 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 |
| 1 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 |
| 1 | 3 | 2 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 3 |
| 2 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 3 |
| 3 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 3 | 3 | 3 | 3 |
| 3 | 2 | 1 | 2 | 2 | 1 | 3 | 3 | 4 | 3 | 4 | 4 |
| 2 | 3 | 3 | 2 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 |
| 4 | 4 | 3 | 2 | 3 | 3 | 5 | 5 | 3 | 4 | 3 | 4 |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 3 | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 3 |
| 2 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 |
| 3 | 3 | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 3 |
| 4 | 3 | 3 | 1 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 4 |
| 3 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| 4 | 3 | 4 | 5 | 6 | 3 | 3 | 3 | 3 | 4 | 3 | 4 |
| 6 | 5 | 5 | 5 | 6 | 4 | 4 | 4 | 3 | 4 | 3 | 4 |
| 5 | 5 | 5 | 5 | 6 | 4 | 4 | 4 | 3 | 4 | 3 | 3 |
| 6 | 5 | 5 | 4 | 6 | 4 | 2 | 2 | 3 | 4 | 3 | 2 |
| 6 | 5 | 5 | 4 | 6 | 4 | 4 | 4 | 3 | 4 | 3 | 3 |
| 4 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 2 | 3 | 2 | 2 |
| 5 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 2 |
| 3 | 3 | 5 | 3 | 6 | 4 | 4 | 3 | 3 | 4 | 3 | 3 |
| 3 | 3 | 5 | 3 | 6 | 4 | 4 | 3 | 3 | 4 | 3 | 2 |
| 4 | 3 | 5 | 3 | 5 | 4 | 4 | 3 | 2 | 3 | 2 | 3 |
| 5 | 5 | 5 | 5 | 6 | 4 | 3 | 2 | 3 | 4 | 3 | 3 |
| 6 | 4 | 5 | 5 | 6 | 4 | 4 | 2 | 3 | 4 | 3 | 3 |
| 3 | 3 | 5 | 3 | 4 | 4 | 2 | 2 | 1 | 2 | 1 | 2 |
| 4 | 3 | 5 | 2 | 6 | 4 | 4 | 4 | 3 | 4 | 3 | 2 |
| 6 | 2 | 3 | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 1 | 2 |
| 6 | 5 | 5 | 3 | 6 | 4 | 4 | 4 | 3 | 4 | 3 | 2 |
| 6 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 1 | 3 | 2 | 1 |
| 4 | 3 | 4 | 4 | 4 | 3 | 1 | 1 | 1 | 2 | 1 | 2 |
| 4 | 3 | 3 | 3 | 5 | 2 | 2 | 2 | 2 | 3 | 2 | 4 |
| 4 | 4 | 4 | 4 | 5 | 3 | 6 | 5 | 5 | 5 | 5 | 4 |
| 4 | 4 | 4 | 4 | 5 | 3 | 6 | 4 | 5 | 5 | 5 | 3 |
| 5 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 3 |
| 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 |
| 5 | 2 | 4 | 2 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 3 |

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| 3 | 2 | 3 | 2 | 3 | 2 | 6 | 3 | 4 | 3 | 4 | 3 |
| 3 | 2 | 2 | 1 | 4 | 1 | 4 | 3 | 4 | 4 | 4 | 4 |
| 3 | 4 | 4 | 2 | 5 | 3 | 6 | 5 | 5 | 5 | 5 | 4 |
| 2 | 2 | 2 | 2 | 4 | 1 | 4 | 3 | 5 | 4 | 5 | 4 |
| 5 | 4 | 5 | 3 | 5 | 4 | 6 | 5 | 6 | 5 | 6 | 5 |
| 5 | 4 | 4 | 2 | 5 | 3 | 6 | 5 | 5 | 5 | 5 | 4 |
| 5 | 4 | 4 | 2 | 5 | 3 | 6 | 5 | 5 | 5 | 5 | 4 |
| 4 | 4 | 4 | 1 | 4 | 3 | 6 | 5 | 4 | 4 | 4 | 4 |
| 3 | 2 | 4 | 1 | 5 | 3 | 6 | 5 | 5 | 5 | 5 | 4 |
| 3 | 3 | 3 | 1 | 4 | 2 | 3 | 2 | 4 | 4 | 4 | 4 |
| 5 | 2 | 5 | 2 | 5 | 4 | 6 | 5 | 5 | 5 | 5 | 3 |
| 3 | 4 | 5 | 1 | 5 | 4 | 6 | 5 | 5 | 5 | 5 | 4 |
| 5 | 4 | 5 | 2 | 5 | 4 | 6 | 5 | 5 | 5 | 5 | 3 |
| 3 | 3 | 3 | 1 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 4 |
| 3 | 4 | 4 | 2 | 4 | 3 | 6 | 5 | 5 | 5 | 5 | 3 |

| JS 1 | JS 2 | JS 3 | JS 4 | JS 5 | OC 1 | OC 2 | OC 3 | OC 4 | OC 5 | OC 6 | OC 7 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 6 | 4 | 5 | 5 | 6 | 2 | 4 | 3 | 3 | 3 | 3 | 2 |
| 6 | 5 | 5 | 5 | 6 | 2 | 4 | 3 | 4 | 3 | 4 | 4 |
| 5 | 5 | 5 | 3 | 6 | 2 | 1 | 3 | 4 | 3 | 3 | 4 |
| 6 | 5 | 5 | 3 | 6 | 2 | 2 | 2 | 4 | 4 | 3 | 4 |
| 6 | 5 | 5 | 4 | 6 | 2 | 2 | 2 | 4 | 3 | 4 | 4 |
| 6 | 5 | 5 | 5 | 6 | 2 | 4 | 2 | 4 | 3 | 4 | 4 |
| 4 | 5 | 5 | 4 | 6 | 2 | 4 | 3 | 4 | 2 | 4 | 4 |
| 6 | 5 | 5 | 2 | 6 | 4 | 4 | 4 | 4 | 2 | 2 | 2 |
| 6 | 5 | 5 | 4 | 6 | 3 | 2 | 3 | 1 | 3 | 4 | 3 |
| 6 | 5 | 5 | 5 | 6 | 2 | 4 | 3 | 4 | 3 | 3 | 3 |
| 6 | 5 | 5 | 3 | 6 | 2 | 4 | 3 | 4 | 4 | 1 | 3 |
| 6 | 4 | 5 | 5 | 6 | 2 | 4 | 2 | 3 | 2 | 1 | 3 |
| 6 | 4 | 5 | 5 | 6 | 4 | 2 | 4 | 3 | 3 | 2 | 4 |
| 6 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 3 |
| 6 | 4 | 4 | 3 | 5 | 2 | 4 | 4 | 4 | 4 | 1 | 2 |
| 5 | 3 | 4 | 4 | 5 | 2 | 4 | 3 | 4 | 2 | 3 | 2 |
| 6 | 3 | 5 | 3 | 6 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 6 | 4 | 4 | 3 | 5 | 1 | 1 | 2 | 1 | 3 | 3 | 1 |
| 6 | 4 | 5 | 3 | 6 | 3 | 4 | 4 | 4 | 2 | 2 | 3 |
| 6 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 2 | 3 |
| 5 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 2 | 5 | 4 | 4 |
| 5 | 4 | 4 | 3 | 5 | 5 | 5 | 6 | 4 | 5 | 4 | 4 |
| 5 | 3 | 4 | 2 | 5 | 5 | 5 | 6 | 5 | 5 | 4 | 4 |
| 5 | 4 | 4 | 2 | 5 | 5 | 2 | 6 | 3 | 4 | 3 | 3 |
| 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 3 |
| 5 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 2 | 5 | 5 | 3 |
| 5 | 4 | 4 | 2 | 5 | 3 | 4 | 4 | 4 | 6 | 5 | 5 |

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| 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 5 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 |
| 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 5 | 2 | 4 | 2 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 3 |
| 5 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 6 | 5 | 5 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 |
| 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 2 |
| 5 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 4 |
| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |
| 5 | 4 | 4 | 1 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| 5 | 4 | 4 | 3 | 5 | 6 | 5 | 5 | 5 | 5 | 5 | 4 |
| 6 | 5 | 5 | 4 | 6 | 3 | 3 | 3 | 1 | 3 | 3 | 2 |
| 6 | 4 | 5 | 5 | 6 | 3 | 2 | 2 | 2 | 4 | 5 | 2 |
| 6 | 6 | 5 | 4 | 6 | 2 | 4 | 4 | 1 | 4 | 3 | 3 |
| 6 | 5 | 5 | 5 | 6 | 3 | 2 | 3 | 1 | 5 | 2 | 3 |
| 6 | 6 | 5 | 6 | 6 | 4 | 3 | 3 | 4 | 5 | 3 | 4 |
| 6 | 5 | 5 | 4 | 6 | 3 | 3 | 3 | 3 | 5 | 4 | 2 |
| 6 | 6 | 5 | 5 | 6 | 3 | 3 | 3 | 2 | 3 | 2 | 2 |
| 6 | 6 | 5 | 6 | 6 | 3 | 2 | 2 | 1 | 3 | 3 | 3 |
| 6 | 6 | 5 | 6 | 6 | 4 | 2 | 3 | 4 | 3 | 3 | 2 |
| 6 | 6 | 5 | 5 | 6 | 4 | 3 | 3 | 2 | 3 | 3 | 2 |
| 6 | 6 | 6 | 6 | 6 | 4 | 2 | 4 | 1 | 5 | 5 | 3 |
| 4 | 4 | 6 | 4 | 6 | 4 | 2 | 4 | 3 | 5 | 5 | 3 |
| 4 | 5 | 5 | 5 | 6 | 5 | 2 | 5 | 3 | 5 | 5 | 3 |
| 5 | 5 | 6 | 4 | 6 | 3 | 1 | 3 | 2 | 5 | 5 | 3 |
| 5 | 6 | 5 | 6 | 6 | 5 | 3 | 5 | 1 | 5 | 5 | 4 |
| 4 | 4 | 4 | 3 | 6 | 5 | 3 | 5 | 4 | 5 | 5 | 3 |

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| 5 | 6 | 6 | 5 | 6 | 4 | 3 | 5 | 3 | 5 | 5 | 2 |
| 6 | 6 | 6 | 5 | 6 | 4 | 3 | 5 | 3 | 5 | 5 | 3 |
| 5 | 6 | 6 | 4 | 6 | 4 | 3 | 5 | 4 | 5 | 5 | 2 |
| 6 | 6 | 5 | 5 | 6 | 3 | 3 | 5 | 3 | 5 | 5 | 3 |
| 5 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 6 | 6 | 6 | 4 |
| 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 6 | 6 | 5 | 5 |
| 5 | 3 | 3 | 2 | 5 | 6 | 5 | 6 | 6 | 6 | 6 | 4 |
| 5 | 5 | 5 | 5 | 3 | 6 | 5 | 6 | 6 | 6 | 4 | 5 |
| 5 | 5 | 3 | 2 | 5 | 4 | 5 | 4 | 6 | 6 | 6 | 4 |
| 5 | 5 | 2 | 3 | 5 | 6 | 5 | 6 | 6 | 6 | 6 | 5 |
| 4 | 5 | 3 | 3 | 3 | 6 | 5 | 6 | 5 | 6 | 4 | 6 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 6 | 5 |
| 5 | 5 | 4 | 5 | 3 | 5 | 5 | 6 | 4 | 6 | 4 | 4 |
| 5 | 5 | 4 | 4 | 3 | 5 | 5 | 6 | 5 | 6 | 4 | 4 |
| 5 | 4 | 4 | 5 | 3 | 5 | 5 | 6 | 4 | 6 | 4 | 5 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 6 | 6 | 4 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 6 | 5 | 6 | 5 | 5 |
| 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 6 | 4 | 5 |
| 4 | 5 | 5 | 5 | 3 | 6 | 5 | 6 | 6 | 5 | 4 | 5 |
| 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 |
| 5 | 3 | 5 | 4 | 3 | 6 | 5 | 6 | 4 | 5 | 4 | 4 |
| 4 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 4 |
| 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 5 |
| 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 5 |
| 4 | 4 | 2 | 2 | 2 | 5 | 4 | 5 | 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 2 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 |
| 1 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 |

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| 2 | 1 | 2 | 2 | 2 | 3 | 3 | 5 | 4 | 3 | 3 | 5 |
| 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 5 | 4 | 4 |
| 3 | 2 | 2 | 3 | 2 | 5 | 4 | 5 | 4 | 5 | 3 | 3 |
| 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 5 | 4 | 4 |
| 2 | 2 | 2 | 3 | 2 | 5 | 5 | 5 | 5 | 3 | 3 | 4 |
| 3 | 3 | 3 | 2 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 3 |
| 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 |
| 4 | 3 | 1 | 2 | 2 | 5 | 4 | 5 | 3 | 3 | 3 | 4 |
| 4 | 4 | 2 | 1 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 3 |
| 4 | 4 | 2 | 2 | 4 | 2 | 3 | 2 | 4 | 5 | 5 | 4 |
| 2 | 2 | 1 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 3 | 3 | 1 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 3 | 4 |
| 4 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 3 | 4 |
| 2 | 2 | 2 | 1 | 4 | 4 | 3 | 4 | 2 | 5 | 5 | 3 |
| 1 | 2 | 1 | 2 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 4 |

| EP1 | EP2 | EP3 | EP4 | EP5 |
|---|---|---|---|---|
| 6 | 5 | 6 | 5 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 3 | 3 | 4 | 2 | 4 |
| 4 | 2 | 4 | 3 | 3 |
| 4 | 3 | 4 | 3 | 4 |
| 6 | 4 | 5 | 5 | 5 |
| 6 | 5 | 5 | 5 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 4 | 2 | 4 | 3 | 3 |
| 6 | 4 | 6 | 5 | 5 |
| 6 | 5 | 6 | 5 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 4 | 3 | 4 | 3 | 4 |
| 4 | 5 | 6 | 3 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 6 | 4 | 6 | 5 | 5 |
| 6 | 5 | 6 | 5 | 6 |
| 3 | 2 | 3 | 2 | 3 |
| 6 | 4 | 5 | 5 | 5 |
| 6 | 4 | 5 | 5 | 5 |
| 4 | 2 | 4 | 3 | 3 |
| 6 | 5 | 6 | 5 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 3 | 5 | 5 | 2 | 6 |
| 3 | 3 | 3 | 2 | 4 |
| 4 | 3 | 3 | 3 | 4 |
| 3 | 2 | 3 | 2 | 3 |
| 6 | 5 | 6 | 5 | 6 |

| | | | | |
|---|---|---|---|---|
| 6 | 5 | 6 | 5 | 6 |
| 5 | 2 | 4 | 4 | 3 |
| 6 | 4 | 5 | 5 | 5 |
| 5 | 2 | 4 | 4 | 3 |
| 6 | 4 | 5 | 5 | 5 |
| 4 | 2 | 4 | 3 | 3 |
| 5 | 4 | 6 | 4 | 5 |
| 3 | 2 | 3 | 2 | 3 |
| 3 | 3 | 4 | 2 | 4 |
| 5 | 2 | 4 | 4 | 3 |
| 5 | 5 | 5 | 4 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 3 | 2 | 3 | 2 | 3 |
| 3 | 2 | 3 | 2 | 3 |
| 5 | 2 | 4 | 4 | 3 |
| 4 | 3 | 3 | 3 | 4 |
| 5 | 4 | 5 | 4 | 5 |
| 5 | 5 | 6 | 4 | 6 |
| 5 | 2 | 4 | 4 | 3 |
| 4 | 2 | 4 | 3 | 3 |
| 5 | 4 | 6 | 4 | 5 |
| 3 | 3 | 4 | 2 | 4 |
| 3 | 2 | 4 | 2 | 4 |
| 4 | 3 | 3 | 3 | 3 |
| 6 | 4 | 5 | 4 | 5 |
| 3 | 4 | 5 | 4 | 5 |
| 3 | 3 | 6 | 3 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 6 | 5 | 6 | 5 | 6 |

| | | | | |
|---|---|---|---|---|
| 3 | 3 | 5 | 3 | 5 |
| 5 | 4 | 6 | 4 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 3 | 2 | 3 | 2 | 3 |
| 4 | 3 | 3 | 3 | 3 |
| 5 | 5 | 5 | 5 | 5 |
| 6 | 4 | 5 | 4 | 5 |
| 5 | 5 | 6 | 5 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 4 | 3 | 4 | 3 | 4 |
| 6 | 4 | 5 | 4 | 5 |
| 3 | 2 | 3 | 2 | 3 |
| 4 | 2 | 3 | 2 | 3 |
| 4 | 3 | 4 | 3 | 4 |
| 6 | 4 | 6 | 4 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 3 | 2 | 3 | 2 | 3 |
| 3 | 3 | 4 | 3 | 4 |
| 5 | 5 | 5 | 5 | 5 |
| 6 | 5 | 6 | 5 | 6 |
| 3 | 5 | 5 | 5 | 5 |
| 4 | 3 | 3 | 3 | 3 |
| 5 | 3 | 4 | 3 | 4 |
| 6 | 4 | 5 | 4 | 5 |
| 6 | 4 | 5 | 4 | 5 |
| 6 | 5 | 6 | 5 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 6 | 5 | 6 | 5 | 6 |
| 4 | 3 | 3 | 3 | 3 |

| | | | | |
|---|---|---|---|---|
| 3 | 3 | 4 | 3 | 4 |
| 3 | 3 | 4 | 3 | 4 |
| 3 | 2 | 3 | 2 | 3 |
| 6 | 5 | 6 | 5 | 6 |
| 6 | 5 | 5 | 5 | 5 |
| 5 | 5 | 6 | 5 | 6 |
| 6 | 4 | 4 | 4 | 4 |
| 4 | 3 | 5 | 3 | 5 |
| 4 | 3 | 4 | 3 | 4 |
| 4 | 5 | 6 | 5 | 6 |
| 4 | 3 | 4 | 3 | 4 |
| 6 | 5 | 6 | 5 | 6 |
| 5 | 3 | 5 | 3 | 5 |
| 6 | 3 | 6 | 3 | 6 |

Lampiran 3. Output Uji Validitas dan Reabilitas

**Correlations**

| | | L1 | L2 | L3 | L4 | L5 | L6 | TL |
|---|---|---|---|---|---|---|---|---|
| L1 | Pearson Correlation | 1 | .684** | .601** | .514** | .641** | .443** | .793** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| L2 | Pearson Correlation | .684** | 1 | .650** | .688** | .599** | .539** | .851** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| L3 | Pearson Correlation | .601** | .650** | 1 | .705** | .722** | .653** | .886** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| L4 | Pearson Correlation | .514** | .688** | .705** | 1 | .527** | .553** | .829** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| L5 | Pearson Correlation | .641** | .599** | .722** | .527** | 1 | .550** | .811** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| L6 | Pearson Correlation | .443** | .539** | .653** | .553** | .550** | 1 | .737** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| TL | Pearson Correlation | .793** | .851** | .886** | .829** | .811** | .737** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

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

**Correlations**

| | | JM1 | JM2 | JM3 | JM4 | JM5 | JM6 | TJM |
|---|---|---|---|---|---|---|---|---|
| JM1 | Pearson Correlation | 1 | .837** | .590** | .633** | .645** | .466** | .837** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| JM2 | Pearson Correlation | .837** | 1 | .490** | .661** | .551** | .512** | .812** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| JM3 | Pearson Correlation | .590** | .490** | 1 | .771** | .954** | .632** | .865** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| JM4 | Pearson Correlation | .633** | .661** | .771** | 1 | .820** | .708** | .899** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| JM5 | Pearson Correlation | .645** | .551** | .954** | .820** | 1 | .639** | .901** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| JM6 | Pearson Correlation | .466** | .512** | .632** | .708** | .639** | 1 | .764** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| TJM | Pearson Correlation | .837** | .812** | .865** | .899** | .901** | .764** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

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

**Correlations**

| | | JS1 | JS2 | JS3 | JS4 | JS5 | TJS |
|---|---|---|---|---|---|---|---|
| JS1 | Pearson Correlation | 1 | .621** | .654** | .463** | .703** | .842** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| JS2 | Pearson Correlation | .621** | 1 | .599** | .555** | .515** | .801** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| JS3 | Pearson Correlation | .654** | .599** | 1 | .653** | .687** | .881** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| JS4 | Pearson Correlation | .463** | .555** | .653** | 1 | .354** | .743** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| JS5 | Pearson Correlation | .703** | .515** | .687** | .354** | 1 | .807** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| TJS | Pearson Correlation | .842** | .801** | .881** | .743** | .807** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

**Correlations**

| | | OC1 | OC2 | OC3 | OC4 | OC5 | OC6 | OC7 | TOC |
|---|---|---|---|---|---|---|---|---|---|
| OC1 | Pearson Correlation | 1 | .490** | .833** | .415** | .529** | .383** | .390** | .804** |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Pearson Correlation | .490** | 1 | .593** | .584** | .297** | .164 | .408** | .702** |
| OC2 | Sig. (2-tailed) | .000 | | .000 | .000 | .003 | .103 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Pearson Correlation | .833** | .593** | 1 | .462** | .529** | .330** | .386** | .822** |
| OC3 | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .001 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Pearson Correlation | .415** | .584** | .462** | 1 | .291** | .244* | .498** | .703** |
| OC4 | Sig. (2-tailed) | .000 | .000 | .000 | | .003 | .014 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Pearson Correlation | .529** | .297** | .529** | .291** | 1 | .604** | .468** | .734** |
| OC5 | Sig. (2-tailed) | .000 | .003 | .000 | .003 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Pearson Correlation | .383** | .164 | .330** | .244* | .604** | 1 | .349** | .606** |
| OC6 | Sig. (2-tailed) | .000 | .103 | .001 | .014 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Pearson Correlation | .390** | .408** | .386** | .498** | .468** | .349** | 1 | .677** |
| OC7 | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Pearson Correlation | .804** | .702** | .822** | .703** | .734** | .606** | .677** | 1 |
| TOC | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

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

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

**Correlations**

| | | EP1 | EP2 | EP3 | EP4 | EP5 | TEP |
|---|---|---|---|---|---|---|---|
| EP1 | Pearson Correlation | 1 | .673** | .717** | .853** | .647** | .854** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| EP2 | Pearson Correlation | .673** | 1 | .837** | .808** | .916** | .928** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| EP3 | Pearson Correlation | .717** | .837** | 1 | .799** | .928** | .938** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| EP4 | Pearson Correlation | .853** | .808** | .799** | 1 | .725** | .917** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| EP5 | Pearson Correlation | .647** | .916** | .928** | .725** | 1 | .924** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| TEP | Pearson Correlation | .854** | .928** | .938** | .917** | .924** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 100 | 100.0 |
| | Excluded[a] | 0 | .0 |

| | | | |
|---|---|---|---|
| | Total | 100 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .898 | 6 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| L1 | 18.5600 | 29.522 | .691 | .886 |
| L2 | 18.7900 | 28.895 | .777 | .872 |
| L3 | 18.6700 | 26.890 | .817 | .865 |
| L4 | 19.1900 | 27.347 | .725 | .883 |
| L5 | 18.0600 | 30.946 | .734 | .880 |
| L6 | 19.2800 | 33.113 | .653 | .893 |

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 100 | 100.0 |
| | Excluded[a] | 0 | .0 |

| | | | |
|---|---|---|---|
| | Total | 100 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .919 | 6 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| JM1 | 18.5100 | 21.869 | .747 | .909 |
| JM2 | 19.0300 | 22.575 | .716 | .913 |
| JM3 | 19.2100 | 22.774 | .803 | .900 |
| JM4 | 18.8400 | 22.277 | .850 | .894 |
| JM5 | 19.2600 | 22.275 | .853 | .894 |
| JM6 | 19.6500 | 24.614 | .675 | .917 |

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 100 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 100 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .871 | 5 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| JS1 | 16.5400 | 16.190 | .747 | .832 |
| JS2 | 17.2000 | 16.747 | .688 | .846 |
| JS3 | 17.2600 | 15.790 | .806 | .818 |
| JS4 | 17.7300 | 16.886 | .589 | .871 |
| JS5 | 16.7100 | 15.764 | .674 | .851 |

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 100 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 100 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .845 | 7 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| OC1 | 23.5400 | 24.130 | .710 | .807 |
| OC2 | 23.8100 | 25.873 | .581 | .827 |
| OC3 | 23.2400 | 24.043 | .738 | .803 |
| OC4 | 23.7700 | 24.785 | .559 | .832 |
| OC5 | 23.1000 | 25.141 | .617 | .822 |
| OC6 | 23.5200 | 27.040 | .458 | .845 |
| OC7 | 23.9000 | 27.020 | .569 | .829 |

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 100 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 100 | 100.0 |

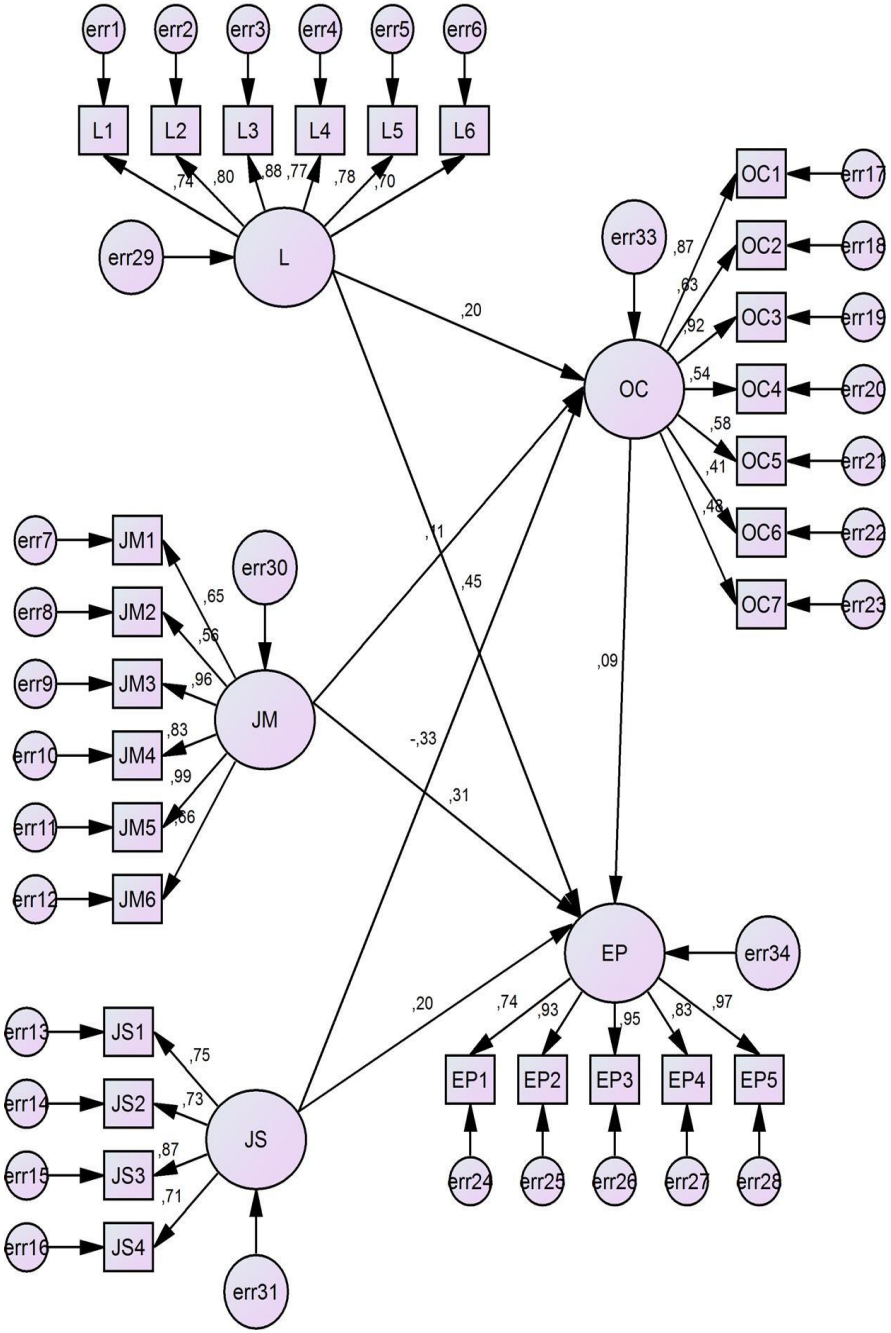
a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .949 | 5 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|
| EP1 | 16.9300 | 18.470 | .770 | .953 |
| EP2 | 18.0000 | 17.818 | .885 | .932 |
| EP3 | 16.9100 | 18.042 | .902 | .930 |
| EP4 | 17.8900 | 18.261 | .870 | .935 |
| EP5 | 16.9900 | 17.687 | .878 | .934 |


err1
err2
err3
err4
err5
err6
L1
L2
L3
L4
L5
L6
,74
,80
,88
,77
,78
,70
err29
L
,20
err33
,87
,63
,92
OC
,54
,58
,41
,48
OC1
OC2
OC3
OC4
OC5
OC6
OC7
err17
err18
err19
err20
err21
err22
err23
,11
,45
,09
err7
err8
err9
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err11
err12
JM1
JM2
JM3
JM4
JM5
JM6
,65
,56
,96
,83
,99
,66
err30
JM
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,31
EP
err34
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,74
,93
,95
,83
,97
EP1
EP2
EP3
EP4
EP5
err24
err25
err26
err27
err28
err13
err14
err15
err16
JS1
JS2
JS3
JS4
,75
,73
,87
,71
JS
err31

**Lampiran 5. Output Structural Equation Modelling (SEM)**

**Notes for Model (Default model)**

**Computation of degrees of freedom (Default model)**

| | |
|---|---|
| Number of distinct sample moments: | 100 |
| Number of distinct parameters to be estimated: | 5 |
| Degrees of freedom (406 - 63): | 95 |

**Result (Default model)**

Minimum was achieved
Chi-square = 114,651
Degrees of freedom = 95
Probability level = ,000

**Assessment of normality (Group number 1)**

| Variable | min | max | skew | c.r. | kurtosis | c.r. |
|---|---|---|---|---|---|---|
| JS1 | 1,000 | 6,000 | -1,298 | -5,298 | 1,555 | 3,173 |
| JS2 | 1,000 | 6,000 | -,392 | -1,601 | -,247 | -,505 |
| JS3 | 1,000 | 6,000 | -,884 | -3,607 | ,508 | 1,037 |
| JS4 | 1,000 | 6,000 | -,055 | -,225 | -,920 | -1,878 |
| JM1 | 1,000 | 6,000 | -,366 | -1,495 | -,703 | -1,434 |
| JM2 | 1,000 | 6,000 | -,133 | -,545 | -,495 | -1,010 |
| JM3 | 1,000 | 6,000 | -,328 | -1,341 | -,243 | -,496 |
| JM4 | 2,000 | 6,000 | -,072 | -,294 | -,676 | -1,379 |
| JM5 | 1,000 | 6,000 | -,244 | -,997 | -,512 | -1,046 |
| JM6 | 1,000 | 6,000 | ,051 | ,209 | -,421 | -,858 |
| EP1 | 3,000 | 6,000 | -,284 | -1,158 | -1,475 | -3,011 |
| EP2 | 2,000 | 5,000 | -,170 | -,694 | -1,440 | -2,940 |
| EP3 | 3,000 | 6,000 | -,279 | -1,140 | -1,313 | -2,681 |
| EP4 | 2,000 | 5,000 | -,270 | -1,103 | -1,349 | -2,754 |
| EP5 | 3,000 | 6,000 | -,258 | -1,052 | -1,440 | -2,939 |
| OC7 | 1,000 | 6,000 | -,193 | -,788 | -,402 | -,821 |
| OC6 | 1,000 | 6,000 | -,461 | -1,883 | -,013 | -,027 |
| OC5 | 2,000 | 6,000 | -,355 | -1,449 | -,999 | -2,040 |
| OC4 | 1,000 | 6,000 | -,328 | -1,341 | -,270 | -,552 |
| OC3 | 2,000 | 6,000 | -,241 | -,982 | -,764 | -1,559 |
| OC2 | 1,000 | 5,000 | -,539 | -2,201 | -,648 | -1,322 |
| OC1 | 1,000 | 6,000 | -,292 | -1,193 | -,637 | -1,300 |
| L6 | 1,000 | 5,000 | -,286 | -1,168 | -,349 | -,712 |
| L5 | 2,000 | 6,000 | -,533 | -2,178 | -,341 | -,697 |
| L4 | 1,000 | 6,000 | ,346 | 1,414 | -1,001 | -2,043 |
| L3 | 1,000 | 6,000 | -,121 | -,493 | -1,129 | -2,305 |
| L2 | 1,000 | 6,000 | -,040 | -,163 | -,750 | -1,531 |
| L1 | 1,000 | 6,000 | -,395 | -1,612 | -,507 | -1,034 |
| Multivariate | | | | | 24,242 | 2,957 |

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

| Observation number | Mahalanobis d-squared | p1 | p2 |
|---|---|---|---|
| 86 | 51,311 | ,005 | ,369 |
| 78 | 48,992 | ,008 | ,204 |
| 43 | 47,788 | ,011 | ,105 |
| 100 | 47,199 | ,013 | ,042 |
| 13 | 46,805 | ,014 | ,015 |
| 24 | 41,621 | ,047 | ,331 |
| 52 | 41,231 | ,051 | ,251 |
| 33 | 41,013 | ,054 | ,168 |
| 7 | 40,097 | ,065 | ,200 |
| 60 | 38,594 | ,088 | ,380 |
| 55 | 38,197 | ,095 | ,348 |
| 44 | 37,880 | ,101 | ,305 |
| 4 | 36,204 | ,137 | ,630 |
| 49 | 36,145 | ,139 | ,532 |
| 61 | 35,641 | ,152 | ,565 |
| 14 | 35,402 | ,158 | ,525 |
| 30 | 35,242 | ,163 | ,466 |
| 85 | 34,823 | ,175 | ,489 |
| 54 | 34,689 | ,179 | ,428 |
| 15 | 34,368 | ,189 | ,429 |
| 48 | 33,223 | ,228 | ,700 |
| 80 | 32,989 | ,236 | ,685 |
| 26 | 32,898 | ,240 | ,626 |
| 96 | 32,669 | ,248 | ,613 |
| 12 | 32,470 | ,256 | ,591 |
| 76 | 32,186 | ,267 | ,601 |
| 5 | 31,923 | ,278 | ,605 |
| 93 | 31,766 | ,284 | ,574 |
| 3 | 31,573 | ,292 | ,557 |
| 37 | 31,539 | ,294 | ,482 |
| 45 | 31,417 | ,299 | ,441 |
| 11 | 31,401 | ,300 | ,363 |
| 29 | 30,841 | ,324 | ,488 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|---|---|---|---|
| 99 | 30,724 | ,329 | ,449 |
| 27 | 30,404 | ,344 | ,489 |
| 9 | 30,399 | ,344 | ,408 |
| 6 | 30,147 | ,356 | ,424 |
| 17 | 29,630 | ,381 | ,547 |
| 42 | 29,619 | ,382 | ,469 |
| 75 | 29,529 | ,386 | ,424 |
| 94 | 29,363 | ,394 | ,411 |
| 34 | 29,145 | ,405 | ,418 |
| 50 | 29,078 | ,409 | ,367 |
| 38 | 29,007 | ,412 | ,320 |
| 68 | 28,497 | ,438 | ,445 |
| 8 | 28,457 | ,440 | ,383 |
| 53 | 28,203 | ,454 | ,409 |
| 18 | 28,112 | ,459 | ,370 |
| 41 | 28,043 | ,462 | ,323 |
| 65 | 27,846 | ,473 | ,327 |
| 77 | 27,646 | ,483 | ,332 |
| 39 | 27,345 | ,500 | ,379 |
| 95 | 26,922 | ,523 | ,481 |
| 62 | 26,696 | ,535 | ,500 |
| 46 | 26,669 | ,536 | ,432 |
| 32 | 26,384 | ,552 | ,477 |
| 21 | 26,020 | ,572 | ,557 |
| 40 | 25,754 | ,587 | ,595 |
| 79 | 25,714 | ,589 | ,533 |
| 51 | 25,562 | ,597 | ,520 |
| 89 | 25,520 | ,599 | ,457 |
| 74 | 25,298 | ,612 | ,475 |
| 28 | 25,072 | ,624 | ,495 |
| 1 | 24,720 | ,643 | ,570 |
| 88 | 24,280 | ,667 | ,680 |
| 59 | 23,952 | ,684 | ,737 |
| 63 | 23,926 | ,685 | ,674 |
| 25 | 23,085 | ,729 | ,885 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|---|---|---|---|
| 90 | 22,520 | ,757 | ,950 |
| 47 | 22,494 | ,758 | ,926 |
| 16 | 22,386 | ,763 | ,912 |
| 57 | 21,748 | ,793 | ,969 |
| 91 | 21,545 | ,802 | ,969 |
| 10 | 21,523 | ,803 | ,952 |
| 23 | 21,306 | ,812 | ,954 |
| 73 | 21,165 | ,818 | ,946 |
| 72 | 21,015 | ,825 | ,938 |
| 19 | 20,472 | ,847 | ,972 |
| 66 | 20,413 | ,849 | ,958 |
| 31 | 20,348 | ,851 | ,939 |
| 81 | 19,976 | ,865 | ,956 |
| 98 | 19,974 | ,865 | ,925 |
| 20 | 19,808 | ,871 | ,913 |
| 67 | 19,774 | ,873 | ,869 |
| 97 | 19,631 | ,878 | ,840 |
| 84 | 19,453 | ,884 | ,816 |
| 56 | 19,305 | ,888 | ,778 |
| 36 | 19,282 | ,889 | ,686 |
| 58 | 19,210 | ,892 | ,599 |
| 35 | 18,711 | ,907 | ,672 |
| 92 | 18,522 | ,912 | ,618 |
| 87 | 18,169 | ,922 | ,619 |
| 82 | 17,881 | ,929 | ,585 |
| 70 | 17,759 | ,932 | ,477 |
| 64 | 17,318 | ,942 | ,475 |
| 69 | 17,305 | ,942 | ,310 |
| 83 | 16,880 | ,951 | ,271 |
| 2 | 16,838 | ,952 | ,133 |
| 71 | 16,369 | ,960 | ,087 |
| 22 | 13,994 | ,987 | ,277 |

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

| | JS | JM | L | OC | EP |
|---|---|---|---|---|---|
| OC | -,367 | ,175 | ,205 | ,000 | ,000 |
| EP | ,219 | ,584 | ,539 | ,109 | ,000 |
| JS1 | ,979 | ,000 | ,000 | ,000 | ,000 |
| JS2 | ,940 | ,000 | ,000 | ,000 | ,000 |
| JS3 | 1,121 | ,000 | ,000 | ,000 | ,000 |
| JS4 | 1,000 | ,000 | ,000 | ,000 | ,000 |
| JM1 | ,000 | 1,266 | ,000 | ,000 | ,000 |
| JM2 | ,000 | 1,049 | ,000 | ,000 | ,000 |
| JM3 | ,000 | 1,598 | ,000 | ,000 | ,000 |
| JM4 | ,000 | 1,396 | ,000 | ,000 | ,000 |
| JM5 | ,000 | 1,665 | ,000 | ,000 | ,000 |
| JM6 | ,000 | 1,000 | ,000 | ,000 | ,000 |
| EP1 | ,169 | ,449 | ,414 | ,084 | ,769 |
| EP2 | ,207 | ,550 | ,507 | ,102 | ,942 |
| EP3 | ,203 | ,540 | ,498 | ,101 | ,924 |
| EP4 | ,176 | ,469 | ,433 | ,087 | ,803 |
| EP5 | ,219 | ,584 | ,539 | ,109 | 1,000 |
| OC7 | -,168 | ,080 | ,094 | ,459 | ,000 |
| OC6 | -,166 | ,079 | ,093 | ,453 | ,000 |
| OC5 | -,244 | ,116 | ,136 | ,665 | ,000 |
| OC4 | -,253 | ,121 | ,141 | ,689 | ,000 |
| OC3 | -,377 | ,180 | ,210 | 1,027 | ,000 |
| OC2 | -,253 | ,121 | ,141 | ,690 | ,000 |
| OC1 | -,367 | ,175 | ,205 | 1,000 | ,000 |
| L6 | ,000 | ,000 | ,684 | ,000 | ,000 |
| L5 | ,000 | ,000 | ,881 | ,000 | ,000 |
| L4 | ,000 | ,000 | 1,185 | ,000 | ,000 |
| L3 | ,000 | ,000 | 1,279 | ,000 | ,000 |
| L2 | ,000 | ,000 | 1,035 | ,000 | ,000 |
| L1 | ,000 | ,000 | 1,000 | ,000 | ,000 |

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

| | JS | JM | L | OC | EP |
|---|---|---|---|---|---|
| OC | -,328 | ,112 | ,204 | ,000 | ,000 |
| EP | ,169 | ,322 | ,465 | ,094 | ,000 |
| JS1 | ,754 | ,000 | ,000 | ,000 | ,000 |
| JS2 | ,733 | ,000 | ,000 | ,000 | ,000 |
| JS3 | ,869 | ,000 | ,000 | ,000 | ,000 |
| JS4 | ,714 | ,000 | ,000 | ,000 | ,000 |
| JM1 | ,000 | ,654 | ,000 | ,000 | ,000 |
| JM2 | ,000 | ,565 | ,000 | ,000 | ,000 |
| JM3 | ,000 | ,959 | ,000 | ,000 | ,000 |
| JM4 | ,000 | ,829 | ,000 | ,000 | ,000 |
| JM5 | ,000 | ,992 | ,000 | ,000 | ,000 |
| JM6 | ,000 | ,655 | ,000 | ,000 | ,000 |
| EP1 | ,126 | ,239 | ,345 | ,070 | ,742 |
| EP2 | ,158 | ,300 | ,433 | ,087 | ,931 |
| EP3 | ,161 | ,306 | ,441 | ,089 | ,949 |
| EP4 | ,140 | ,266 | ,384 | ,078 | ,826 |
| EP5 | ,164 | ,311 | ,449 | ,091 | ,967 |
| OC7 | -,157 | ,053 | ,098 | ,479 | ,000 |
| OC6 | -,133 | ,045 | ,083 | ,405 | ,000 |
| OC5 | -,191 | ,065 | ,119 | ,580 | ,000 |
| OC4 | -,177 | ,060 | ,110 | ,539 | ,000 |
| OC3 | -,301 | ,103 | ,188 | ,917 | ,000 |
| OC2 | -,207 | ,070 | ,129 | ,630 | ,000 |
| OC1 | -,287 | ,098 | ,179 | ,874 | ,000 |
| L6 | ,000 | ,000 | ,697 | ,000 | ,000 |
| L5 | ,000 | ,000 | ,782 | ,000 | ,000 |
| L4 | ,000 | ,000 | ,770 | ,000 | ,000 |
| L3 | ,000 | ,000 | ,877 | ,000 | ,000 |
| L2 | ,000 | ,000 | ,799 | ,000 | ,000 |
| L1 | ,000 | ,000 | ,745 | ,000 | ,000 |

**Direct Effects (Group number 1 - Default model)**

| | JS | JM | L | OC | EP |
|---|---|---|---|---|---|
| OC | -,367 | ,175 | ,205 | ,000 | ,000 |
| EP | ,259 | ,565 | ,516 | ,109 | ,000 |
| JS1 | ,979 | ,000 | ,000 | ,000 | ,000 |
| JS2 | ,940 | ,000 | ,000 | ,000 | ,000 |
| JS3 | 1,121 | ,000 | ,000 | ,000 | ,000 |
| JS4 | 1,000 | ,000 | ,000 | ,000 | ,000 |
| JM1 | ,000 | 1,266 | ,000 | ,000 | ,000 |
| JM2 | ,000 | 1,049 | ,000 | ,000 | ,000 |
| JM3 | ,000 | 1,598 | ,000 | ,000 | ,000 |
| JM4 | ,000 | 1,396 | ,000 | ,000 | ,000 |
| JM5 | ,000 | 1,665 | ,000 | ,000 | ,000 |
| JM6 | ,000 | 1,000 | ,000 | ,000 | ,000 |
| EP1 | ,000 | ,000 | ,000 | ,000 | ,769 |
| EP2 | ,000 | ,000 | ,000 | ,000 | ,942 |
| EP3 | ,000 | ,000 | ,000 | ,000 | ,924 |
| EP4 | ,000 | ,000 | ,000 | ,000 | ,803 |
| EP5 | ,000 | ,000 | ,000 | ,000 | 1,000 |
| OC7 | ,000 | ,000 | ,000 | ,459 | ,000 |
| OC6 | ,000 | ,000 | ,000 | ,453 | ,000 |
| OC5 | ,000 | ,000 | ,000 | ,665 | ,000 |
| OC4 | ,000 | ,000 | ,000 | ,689 | ,000 |
| OC3 | ,000 | ,000 | ,000 | 1,027 | ,000 |
| OC2 | ,000 | ,000 | ,000 | ,690 | ,000 |
| OC1 | ,000 | ,000 | ,000 | 1,000 | ,000 |
| L6 | ,000 | ,000 | ,684 | ,000 | ,000 |
| L5 | ,000 | ,000 | ,881 | ,000 | ,000 |
| L4 | ,000 | ,000 | 1,185 | ,000 | ,000 |
| L3 | ,000 | ,000 | 1,279 | ,000 | ,000 |
| L2 | ,000 | ,000 | 1,035 | ,000 | ,000 |
| L1 | ,000 | ,000 | 1,000 | ,000 | ,000 |

**Standardized Direct Effects (Group number 1 - Default model)**

| | JS | JM | L | OC | EP |
|---|---|---|---|---|---|
| OC | -,328 | ,112 | ,204 | ,000 | ,000 |
| EP | ,200 | ,312 | ,445 | ,094 | ,000 |
| JS1 | ,754 | ,000 | ,000 | ,000 | ,000 |
| JS2 | ,733 | ,000 | ,000 | ,000 | ,000 |
| JS3 | ,869 | ,000 | ,000 | ,000 | ,000 |
| JS4 | ,714 | ,000 | ,000 | ,000 | ,000 |
| JM1 | ,000 | ,654 | ,000 | ,000 | ,000 |
| JM2 | ,000 | ,565 | ,000 | ,000 | ,000 |
| JM3 | ,000 | ,959 | ,000 | ,000 | ,000 |
| JM4 | ,000 | ,829 | ,000 | ,000 | ,000 |
| JM5 | ,000 | ,992 | ,000 | ,000 | ,000 |
| JM6 | ,000 | ,655 | ,000 | ,000 | ,000 |
| EP1 | ,000 | ,000 | ,000 | ,000 | ,742 |
| EP2 | ,000 | ,000 | ,000 | ,000 | ,931 |
| EP3 | ,000 | ,000 | ,000 | ,000 | ,949 |
| EP4 | ,000 | ,000 | ,000 | ,000 | ,826 |
| EP5 | ,000 | ,000 | ,000 | ,000 | ,967 |
| OC7 | ,000 | ,000 | ,000 | ,479 | ,000 |
| OC6 | ,000 | ,000 | ,000 | ,405 | ,000 |
| OC5 | ,000 | ,000 | ,000 | ,580 | ,000 |
| OC4 | ,000 | ,000 | ,000 | ,539 | ,000 |
| OC3 | ,000 | ,000 | ,000 | ,917 | ,000 |
| OC2 | ,000 | ,000 | ,000 | ,630 | ,000 |
| OC1 | ,000 | ,000 | ,000 | ,874 | ,000 |
| L6 | ,000 | ,000 | ,697 | ,000 | ,000 |
| L5 | ,000 | ,000 | ,782 | ,000 | ,000 |
| L4 | ,000 | ,000 | ,770 | ,000 | ,000 |
| L3 | ,000 | ,000 | ,877 | ,000 | ,000 |
| L2 | ,000 | ,000 | ,799 | ,000 | ,000 |
| L1 | ,000 | ,000 | ,745 | ,000 | ,000 |

**Indirect Effects (Group number 1 - Default model)**

| | JS | JM | L | OC | EP |
|---|---|---|---|---|---|
| OC | ,000 | ,000 | ,000 | ,000 | ,000 |
| EP | -,040 | ,019 | ,022 | ,000 | ,000 |
| JS1 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JS2 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JS3 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JS4 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM1 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM2 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM3 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM4 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM5 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM6 | ,000 | ,000 | ,000 | ,000 | ,000 |
| EP1 | ,169 | ,449 | ,414 | ,084 | ,000 |
| EP2 | ,207 | ,550 | ,507 | ,102 | ,000 |
| EP3 | ,203 | ,540 | ,498 | ,101 | ,000 |
| EP4 | ,176 | ,469 | ,433 | ,087 | ,000 |
| EP5 | ,219 | ,584 | ,539 | ,109 | ,000 |
| OC7 | -,168 | ,080 | ,094 | ,000 | ,000 |
| OC6 | -,166 | ,079 | ,093 | ,000 | ,000 |
| OC5 | -,244 | ,116 | ,136 | ,000 | ,000 |
| OC4 | -,253 | ,121 | ,141 | ,000 | ,000 |
| OC3 | -,377 | ,180 | ,210 | ,000 | ,000 |
| OC2 | -,253 | ,121 | ,141 | ,000 | ,000 |
| OC1 | -,367 | ,175 | ,205 | ,000 | ,000 |
| L6 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L5 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L4 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L3 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L2 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L1 | ,000 | ,000 | ,000 | ,000 | ,000 |

**Standardized Indirect Effects (Group number 1 - Default model)**

| | JS | JM | L | OC | EP |
|---|---|---|---|---|---|
| OC | ,000 | ,000 | ,000 | ,000 | ,000 |
| EP | -,031 | ,010 | ,019 | ,000 | ,000 |
| JS1 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JS2 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JS3 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JS4 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM1 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM2 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM3 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM4 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM5 | ,000 | ,000 | ,000 | ,000 | ,000 |
| JM6 | ,000 | ,000 | ,000 | ,000 | ,000 |
| EP1 | ,126 | ,239 | ,345 | ,070 | ,000 |
| EP2 | ,158 | ,300 | ,433 | ,087 | ,000 |
| EP3 | ,161 | ,306 | ,441 | ,089 | ,000 |
| EP4 | ,140 | ,266 | ,384 | ,078 | ,000 |
| EP5 | ,164 | ,311 | ,449 | ,091 | ,000 |
| OC7 | -,157 | ,053 | ,098 | ,000 | ,000 |
| OC6 | -,133 | ,045 | ,083 | ,000 | ,000 |
| OC5 | -,191 | ,065 | ,119 | ,000 | ,000 |
| OC4 | -,177 | ,060 | ,110 | ,000 | ,000 |
| OC3 | -,301 | ,103 | ,188 | ,000 | ,000 |
| OC2 | -,207 | ,070 | ,129 | ,000 | ,000 |
| OC1 | -,287 | ,098 | ,179 | ,000 | ,000 |
| L6 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L5 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L4 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L3 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L2 | ,000 | ,000 | ,000 | ,000 | ,000 |
| L1 | ,000 | ,000 | ,000 | ,000 | ,000 |

**Model Fit Summary**

**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|---|---|---|---|---|---|
| Default model | 63 | 183,541 | 95 | ,000 | 1,932 |
| Saturated model | 406 | ,000 | 0 | | |
| Independence model | 28 | 3181,881 | 378 | ,000 | 8,418 |

**RMR, GFI**

| Model | RMR | GFI | AGFI | PGFI |
|---|---|---|---|---|
| Default model | ,844 | ,842 | ,858 | ,858 |
| Saturated model | ,000 | 1,000 | | |
| Independence model | ,864 | ,845 | ,889 | ,828 |

**Baseline Comparisons**

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|---|---|---|---|---|---|
| Default model | ,876 | ,833 | ,846 | ,855 | ,841 |
| Saturated model | 1,000 | | 1,000 | | 1,000 |
| Independence model | ,000 | ,000 | ,000 | ,000 | ,000 |

**Parsimony-Adjusted Measures**

| Model | PRATIO | PNFI | PCFI |
|---|---|---|---|
| Default model | ,907 | ,823 | ,882 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 1,000 | ,000 | ,000 |

**NCP**

| Model | NCP | LO 90 | HI 90 |
|---|---|---|---|
| Default model | 1005,651 | 896,516 | 1122,328 |
| Saturated model | ,000 | ,000 | ,000 |

| Model | NCP | LO 90 | HI 90 |
|---|---|---|---|
| Independence model | 2803,881 | 2627,538 | 2987,600 |

**FMIN**

| Model | FMIN | F0 | LO 90 | HI 90 |
|---|---|---|---|---|
| Default model | 13,623 | 10,158 | 9,056 | 11,337 |
| Saturated model | ,000 | ,000 | ,000 | ,000 |
| Independence model | 32,140 | 28,322 | 26,541 | 30,178 |

**RMSEA**

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|---|---|---|---|---|
| Default model | ,072 | ,162 | ,182 | ,000 |
| Independence model | ,274 | ,265 | ,283 | ,000 |

**AIC**

| Model | AIC | BCC | BIC | CAIC |
|---|---|---|---|---|
| Default model | 1474,651 | 1526,851 | 1638,777 | 1701,777 |
| Saturated model | 812,000 | 1148,400 | 1869,699 | 2275,699 |
| Independence model | 3237,881 | 3261,081 | 3310,825 | 3338,825 |

**ECVI**

| Model | ECVI | LO 90 | HI 90 | MECVI |
|---|---|---|---|---|
| Default model | 14,895 | 13,793 | 16,074 | 15,423 |
| Saturated model | 8,202 | 8,202 | 8,202 | 11,600 |
| Independence model | 32,706 | 30,925 | 34,562 | 32,940 |

**HOELTER**

| Model | HOELTER .05 | HOELTER .01 |
|---|---|---|
| Default model | 29 | 30 |
| Independence model | 14 | 14 |