KUESIONER PENELITIAN

Pengaruh Gaya Kepemimpinan Transformasional dan Transaksional Terhadap Kepuasan Kerja dan Kinerja Karyawan Di PT. Tohitindo Multi Craft Industries Krian.

Responden yang terhormat,

Perkenankanlah saya, Denny Setiawan, mahasiswa Jurusan Manajemen Fakultas Bisnis Universitas Katolik Widya Mandala Surabaya, mohon bantuan Anda untuk meluangkan waktu mengisi/menjawab daftar pernyataan di bawah ini dengan jujur dan sesuai dengan keinginan Anda. Data yang saya peroleh akan saya gunakan untuk menyusun Tugas Akhir Skripsi yang membahas tentang Pengaruh Gaya Kepemimpinan Transformasional dan Transaksional terhadap Kepuasan Kerja dan Kinerja Karyawan di PT. Tohitindo Multicraft Industries Krian. Atas waktu yang Anda luangkan, saya ucapkan banyak terima kasih.

Hormat Saya,

Denny Setiawan

Apakah anda merupakan karyawan tetap PT. Tohitindo Multi Craft Industries ?

a. Ya
b. Tidak

Jenis Kelamin:

a. Pria
b. Wanita

Usia :

a. 20-30
b. 31-40
c. 41-50
d. 51-60

Berapa lama masa kerja anda sebagai karyawan PT. Tohitindo Multicraft Industries :

a. 1-2 tahun
b. 3-4 tahun
c. 5-6 tahun
d. Lebih dari 6 tahun

Cara pengisian kuesioner :

Berikan tanda pada kolom yang di pilih.

STS : Sangat Tidak Setuju
TS : Tidak Setuju
KS : Kurang Setuju
S : Setuju
SS : Sangat Setuju

No	Pernyataan	STS	TS	N	S	SS
Gaya Kepemimpinan Transformasional (X1)						
1	Pemimpin PT. Tohitindo Multicraft Industries memberikan visi dan misi, serta memberikan respek dan kepercayaan					
2	Pemimpin PT. Tohitindo Multicraft Industries dapat menyatakan tujuan-tujuan penting secara sederhana					
3	Pemimpin PT. Tohitindo Multicraft Industries dapat meningkatkan kecerdasan, rasionalitas, dan pemecahan masalah yang cermat bagi anggotanya					
4	Pemimpin PT. Tohitindo Multicraft Industries memberikan perhatian pribadi, melayani karyawan secara pribadi, melatih dan menasehati					
Gaya Kepemimpinan Transaksional (X2)						
1	Pemimpin PT. Tohitindo Multicraft Industries dapat menjanjikan penghargaan untuk kinerja yang bagus dan mengakui pencapaian yang di peroleh					
2	Pemimpin PT. Tohitindo Multicraft Industries dapat mengamati dan mencari penyimpangan dari aturan-aturan dan standar, serta melakukkan tidakan perbaikan					
3	Pemimpin PT.Tohitindo Multicraft Industries dapat melakukan perbaikan system apa bila standar tidak tercapai					
4	Pemimpin PT. Tohitindo Multicraft Industries dapat memberikan kesempatan pada para bawahan untuk tanggung jawab pribadi					

Kepuasan Kerja Karyawan (Y1)						
1	Saya merasa nyaman dengan pekerjaan dalam perusahaan.					
2	Saya merasa hasil kinerja sesuai dengan gaji yang didapatkan.					
3	Saya memiliki hubungan kerja yang baik dengan rekan sekerja.					
4	Saya memiliki kesempatan untuk mendapatkan promosi jabatan.					

Nama :

Nik :

Divisi :

No	Pertanyaan	STS	TS	N	S	SS
Kinerja Karyawan (Y2)						
1	Karyawan melakukan pekerjaan lebih baik dari pada bisa yang di harapkan					
2	Karyawan hampir selalu menghasilkan pekerjaan lebih baik dari pada yang sekedar bisa diterima					
3	Kualitas pekerjaan karyawan sangatlah bagus					
4	Karyawan sering berupaya sangat keras dalam melaksanakan pekerjaan					
5	Karyawan mencoba bekerja sekeras mungkin					
6	Bagi karyawan sangatlah penting untuk bekerja dengan baik					

No	X11	X12	X13	X14	X21	X22	X23	X24	Y11	Y12	Y13	Y14	Y21	Y22	Y23	Y24	Y25	Y26
1	5	5	5	5	3	2	3	2	3	3	4	3	5	4	5	5	5	5
2	3	4	5	3	3	2	3	2	3	4	4	3	3	4	5	3	5	3
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Lampiran 3 Karakteristik Respoden

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	87	87.00	87,00	86,00
	Perempuan	63	63.00	63,00	100,00
	Total	150	100.00	100,0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 – 2 tahun	14	9,33	9,33	9,33
	3 – 4 tahun	26	17,33	17,33	26,66
	5 – 6 tahun	42	28.00	28,00	54,66
	Lebih dari 6 tahun	68	45.33	45,33	100,00
	Total	150	100,0	100,0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 – 30 tahun	62	41.33	41,33	41,33
	31 – 40 tahun	46	30.67	30,67	72,00
	41 – 50 tahun	23	15,33	15,33	87,33
	51 – 60 tahun	19	12,67	12,67	100,00
	Total	150	100,0	100,0	

Lampiran 4 Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X11	150	1.00	5.00	3.3667	1.15518
X12	150	1.00	5.00	3.1800	1.04958
X13	150	1.00	5.00	3.4800	1.04734
X14	150	1.00	5.00	3.0000	1.17582
X21	150	1.00	5.00	3.5467	.90921
X22	150	1.00	5.00	3.1333	1.09094
X23	150	2.00	5.00	3.5867	.83695
X24	150	1.00	5.00	3.2533	1.06932
Y11	150	2.00	5.00	3.4600	.91688
Y12	150	1.00	5.00	3.0733	1.00400
Y13	150	2.00	5.00	3.8467	.93217
Y14	150	1.00	5.00	3.4533	1.09045
Y21	150	2.00	5.00	3.6933	1.10488
Y22	150	1.00	4.00	2.7933	1.00533
Y23	150	2.00	5.00	3.7533	1.08644
Y24	150	1.00	4.00	2.9400	1.06959
Y25	150	2.00	5.00	3.8333	1.09555
Y26	150	1.00	4.00	2.7133	1.12528
Valid N (listwise)	150				

Lampiran 5 Assessment of normality

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y21	2.000	5.000	-.211	-1.057	-1.295	-2.237
Y22	2.000	5.000	-.492	-2.462	-.799	-1.999
Y23	2.000	5.000	-.224	-1.119	-1.282	-2.206
Y24	2.000	5.000	-.475	-2.374	-1.128	-2.820
Y25	2.000	5.000	-.312	-1.559	-1.290	-2.226
Y26	2.000	5.000	-.242	-1.210	-1.330	-2.326
Y14	1.000	5.000	-.129	-.647	-.857	-2.143
Y13	2.000	5.000	-.390	-1.950	-.728	-1.820
Y12	1.000	5.000	-.387	-1.933	-.798	-1.994
Y11	2.000	5.000	.276	1.378	-.770	-1.926
X24	1.000	5.000	-.022	-.108	-.841	-2.103
X23	2.000	5.000	.000	.001	-.595	-1.488
X22	1.000	5.000	.201	1.004	-.899	-2.248
X21	1.000	5.000	-.166	-.829	-.289	-.722
X11	1.000	5.000	-.092	-.461	-.895	-2.237
X12	1.000	5.000	-.154	-.772	-.795	-1.988
X13	1.000	5.000	-.457	-2.284	-.272	-.681
X14	1.000	5.000	.000	.000	-1.084	-2.510
Multivariate					21.189	4.836

Lampiran 6 Uji Validitas

Correlations

		X11	X12	X13	X14	TX1
X11	Pearson Correlation	1	.565**	.586**	.731**	.892**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	150	150	150	150	150
X12	Pearson Correlation	.565**	1	.470**	.587**	.799**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	150	150	150	150	150
X13	Pearson Correlation	.586**	.470**	1	.360**	.731**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	150	150	150	150	150
X14	Pearson Correlation	.731**	.587**	.360**	1	.834**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	150	150	150	150	150
TX1	Pearson Correlation	.892**	.799**	.731**	.834**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	150	150	150	150	150

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

Correlations

		X21	X22	X23	X24	TX2
X21	Pearson Correlation	1	.718**	.758**	.692**	.861**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	150	150	150	150	150
X22	Pearson Correlation	.718**	1	.737**	.828**	.911**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	150	150	150	150	150
X23	Pearson Correlation	.758**	.737**	1	.905**	.926**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	150	150	150	150	150
X24	Pearson Correlation	.692**	.828**	.905**	1	.943**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	150	150	150	150	150
TX2	Pearson Correlation	.861**	.911**	.926**	.943**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	150	150	150	150	150

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

Lampiran 6 (lanjutan)

Correlations

		Y11	Y12	Y13	Y14	TY1
Y11	Pearson Correlation	1	.452**	.601**	.696**	.817**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	150	150	150	150	150
Y12	Pearson Correlation	.452**	1	.450**	.730**	.799**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	150	150	150	150	150
Y13	Pearson Correlation	.601**	.450**	1	.617**	.792**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	150	150	150	150	150
Y14	Pearson Correlation	.696**	.730**	.617**	1	.922**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	150	150	150	150	150
TY1	Pearson Correlation	.817**	.799**	.792**	.922**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	150	150	150	150	150

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

Lampiran 6 (lanjutan)

Correlations

		Y21	Y22	Y23	Y24	Y25	Y26	TY2
Y21	Pearson Correlation	1	.547**	.546**	.592**	.689**	.744**	.826**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	150	150	150	150	150	150	150
Y22	Pearson Correlation	.547**	1	.592**	.588**	.694**	.535**	.783**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	150	150	150	150	150	150	150
Y23	Pearson Correlation	.546**	.592**	1	.651**	.585**	.677**	.810**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	150	150	150	150	150	150	150
Y24	Pearson Correlation	.592**	.588**	.651**	1	.650**	.750**	.845**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	150	150	150	150	150	150	150
Y25	Pearson Correlation	.689**	.694**	.585**	.650**	1	.685**	.860**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	150	150	150	150	150	150	150
Y26	Pearson Correlation	.744**	.535**	.677**	.750**	.685**	1	.881**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	150	150	150	150	150	150	150
TY2	Pearson Correlation	.826**	.783**	.810**	.845**	.860**	.881**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	150	150	150	150	150	150	150

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

Lampiran 7 Uji Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded[a]	0	.0
	Total	150	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.831	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X11	9.6600	6.951	.784	.727
X12	9.8467	8.104	.645	.794
X13	9.5467	8.625	.543	.836
X14	10.0267	7.355	.678	.779

Lampiran 7 (lanjutan)

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded[a]	0	.0
	Total	150	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.927	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X21	9.9733	7.932	.766	.926
X22	10.3867	6.789	.827	.910
X23	9.9333	7.861	.878	.897
X24	10.2667	6.640	.889	.886

Lampiran 7 (lanjutan)

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded[a]	0	.0
	Total	150	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.853	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y11	10.3733	6.759	.682	.820
Y12	10.7600	6.573	.635	.838
Y13	9.9867	6.859	.640	.836
Y14	10.3800	5.418	.836	.748

Lampiran 7 (lanjutan)

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded[a]	0	.0
	Total	150	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.913	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y21	19.0333	20.677	.741	.899
Y22	18.9333	21.821	.693	.906
Y23	18.9733	20.993	.720	.902
Y24	18.7867	20.692	.771	.895
Y25	18.8933	20.338	.790	.892
Y26	19.0133	19.866	.818	.888

Lampiran 8 Output Amos

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

Observation number	Mahalanobis d-squared	p1	p2
136	39.302	.003	.323
15	38.204	.004	.104
74	35.366	.008	.136
14	32.749	.018	.282
43	32.627	.019	.147
44	32.287	.020	.087
49	30.626	.032	.202
57	30.550	.032	.116
103	30.429	.033	.066
64	30.311	.035	.036
40	30.042	.037	.024
63	29.411	.044	.032
83	28.992	.048	.031
31	28.575	.054	.032
104	28.206	.059	.032
13	28.075	.061	.021
2	27.782	.065	.019
16	26.962	.080	.054
45	26.581	.087	.064
88	26.094	.098	.095
128	25.499	.112	.166
35	25.319	.116	.152
11	25.264	.118	.113
67	24.832	.130	.162
126	24.821	.130	.114
93	24.796	.131	.080
80	24.466	.140	.103
76	24.432	.141	.074
6	24.424	.142	.049

Observation number	Mahalanobis d-squared	p1	p2
34	24.413	.142	.032
27	24.102	.152	.043
105	24.100	.152	.027
99	23.924	.158	.027
47	23.749	.163	.027
8	23.507	.172	.033
50	22.942	.193	.089
145	22.905	.194	.067
7	22.871	.196	.050
24	22.747	.200	.046
38	22.583	.207	.048
17	22.482	.211	.042
42	22.404	.215	.035
18	22.260	.221	.035
48	21.945	.234	.057
55	21.616	.249	.093
95	21.574	.251	.074
51	21.373	.261	.088
12	21.352	.262	.066
53	21.116	.274	.088
82	21.021	.278	.081
129	20.995	.280	.062
20	20.885	.285	.060
22	20.815	.289	.051
56	20.360	.313	.124
4	20.321	.315	.103
75	20.311	.316	.077
115	20.288	.317	.059
150	20.272	.318	.044
146	20.064	.329	.058
101	19.850	.341	.078
97	19.723	.349	.081
60	19.300	.374	.178
9	19.234	.378	.162
46	19.213	.379	.131

Observation number	Mahalanobis d-squared	p1	p2
36	19.120	.384	.126
26	18.971	.394	.141
100	18.831	.402	.153
98	18.588	.418	.210
124	18.557	.420	.178
110	18.173	.444	.319
123	18.173	.444	.263
108	18.020	.454	.291
139	17.962	.458	.268
59	17.554	.485	.455
68	17.458	.492	.453
32	17.275	.504	.510
25	17.185	.510	.504
19	17.133	.514	.474
96	16.842	.534	.604
122	16.754	.540	.599
90	16.745	.541	.540
39	16.626	.549	.556
77	16.328	.570	.688
54	16.280	.573	.658
84	16.108	.585	.706
23	16.078	.587	.666
28	15.882	.601	.728
89	15.783	.608	.731
147	15.718	.612	.713
33	15.713	.613	.657
94	15.249	.645	.856
5	15.218	.647	.828
41	15.191	.649	.796
135	14.731	.680	.931
91	14.707	.682	.913
30	14.653	.686	.901
120	14.609	.689	.884
29	14.485	.697	.894
87	14.375	.704	.898

Observation number	Mahalanobis d-squared	p1	p2
92	14.025	.727	.959

Lampiran 8 (Lanjutan)

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments:	150
Number of distinct parameters to be estimated:	5
Degrees of freedom (171 - 41):	146

Result (Default model)

Minimum was achieved
Chi-square = 163.135
Degrees of freedom = 146
Probability level = .000

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Y1	<---	X1	.210	.065	3.204	.001	par_10
Y1	<---	X2	.323	.092	3.516	***	par_11
Y2	<---	X2	.033	.112	.299	.765	par_12
Y2	<---	X1	.574	.089	6.454	***	par_13
Y2	<---	Y1	.191	.123	1.557	.120	par_14
X14	<---	X1	1.000				
X13	<---	X1	.628	.095	6.585	***	par_1
X12	<---	X1	.724	.083	8.684	***	par_2
X11	<---	X1	1.030	.096	10.701	***	par_3
X21	<---	X2	1.000				
X22	<---	X2	1.349	.124	10.837	***	par_4
X23	<---	X2	1.136	.093	12.213	***	par_5
X24	<---	X2	1.521	.125	12.166	***	par_6

		Estimate	S.E.	C.R.	P	Label
Y11	<--- Y1	1.000				
Y12	<--- Y1	1.128	.126	8.915	***	par_7
Y13	<--- Y1	.928	.115	8.087	***	par_8
Y14	<--- Y1	1.534	.144	10.652	***	par_9
Y26	<--- Y2	1.000				
Y25	<--- Y2	.930	.075	12.379	***	par_15
Y24	<--- Y2	.905	.071	12.739	***	par_16
Y23	<--- Y2	.862	.076	11.330	***	par_17
Y22	<--- Y2	.750	.075	9.976	***	par_18
Y21	<--- Y2	.881	.076	11.633	***	par_19

Total Effects (Group number 1 - Default model)

	X2	X1	Y1	Y2
Y1	.323	.210	.000	.000
Y2	.095	.614	.191	.000
Y21	.084	.541	.168	.881
Y22	.071	.460	.143	.750
Y23	.082	.529	.165	.862
Y24	.086	.555	.173	.905
Y25	.088	.571	.177	.930
Y26	.095	.614	.191	1.000
Y14	.495	.322	1.534	.000
Y13	.300	.195	.928	.000
Y12	.364	.237	1.128	.000
Y11	.323	.210	1.000	.000
X24	1.521	.000	.000	.000
X23	1.136	.000	.000	.000
X22	1.349	.000	.000	.000
X21	1.000	.000	.000	.000
X11	.000	1.030	.000	.000
X12	.000	.724	.000	.000
X13	.000	.628	.000	.000
X14	.000	1.000	.000	.000

Lampiran 8 (Lanjutan)

Standardized Total Effects (Group number 1 - Default model)

	X2	X1	Y1	Y2
Y1	.325	.303	.000	.000
Y2	.066	.615	.133	.000
Y21	.052	.478	.103	.777
Y22	.048	.447	.096	.727
Y23	.051	.476	.103	.773
Y24	.055	.507	.109	.824
Y25	.055	.509	.110	.827
Y26	.057	.532	.115	.865
Y14	.307	.286	.946	.000
Y13	.218	.204	.673	.000
Y12	.246	.229	.758	.000
Y11	.239	.223	.736	.000
X24	.972	.000	.000	.000
X23	.927	.000	.000	.000
X22	.844	.000	.000	.000
X21	.751	.000	.000	.000
X11	.000	.873	.000	.000
X12	.000	.676	.000	.000
X13	.000	.588	.000	.000
X14	.000	.833	.000	.000

Lampiran 8 (Lanjutan)

Direct Effects (Group number 1 - Default model)

	X2	X1	Y1	Y2
Y1	.323	.210	.000	.000
Y2	.033	.574	.191	.000
Y21	.000	.000	.000	.881
Y22	.000	.000	.000	.750
Y23	.000	.000	.000	.862
Y24	.000	.000	.000	.905
Y25	.000	.000	.000	.930
Y26	.000	.000	.000	1.000
Y14	.000	.000	1.534	.000
Y13	.000	.000	.928	.000
Y12	.000	.000	1.128	.000
Y11	.000	.000	1.000	.000
X24	1.521	.000	.000	.000
X23	1.136	.000	.000	.000
X22	1.349	.000	.000	.000
X21	1.000	.000	.000	.000
X11	.000	1.030	.000	.000
X12	.000	.724	.000	.000
X13	.000	.628	.000	.000
X14	.000	1.000	.000	.000

Lampiran 8 (Lanjutan)

Standardized Direct Effects (Group number 1 - Default model)

	X2	X1	Y1	Y2
Y1	.325	.303	.000	.000
Y2	.023	.575	.133	.000
Y21	.000	.000	.000	.777
Y22	.000	.000	.000	.727
Y23	.000	.000	.000	.773
Y24	.000	.000	.000	.824
sY25	.000	.000	.000	.827
Y26	.000	.000	.000	.865
Y14	.000	.000	.946	.000
Y13	.000	.000	.673	.000
Y12	.000	.000	.758	.000
Y11	.000	.000	.736	.000
X24	.972	.000	.000	.000
X23	.927	.000	.000	.000
X22	.844	.000	.000	.000
X21	.751	.000	.000	.000
X11	.000	.873	.000	.000
X12	.000	.676	.000	.000
X13	.000	.588	.000	.000
X14	.000	.833	.000	.000

Lampiran 8 (Lanjutan)

Indirect Effects (Group number 1 - Default model)

	X2	X1	Y1	Y2
Y1	.000	.000	.000	.000
Y2	.062	.040	.000	.000
Y21	.084	.541	.168	.000
Y22	.071	.460	.143	.000
Y23	.082	.529	.165	.000
Y24	.086	.555	.173	.000
Y25	.088	.571	.177	.000
Y26	.095	.614	.191	.000
Y14	.495	.322	.000	.000
Y13	.300	.195	.000	.000
Y12	.364	.237	.000	.000
Y11	.323	.210	.000	.000
X24	.000	.000	.000	.000
X23	.000	.000	.000	.000
X22	.000	.000	.000	.000
X21	.000	.000	.000	.000
X11	.000	.000	.000	.000
X12	.000	.000	.000	.000
X13	.000	.000	.000	.000
X14	.000	.000	.000	.000

Lampiran 8 (Lanjutan)

Standardized Indirect Effects (Group number 1 - Default model)

	X2	X1	Y1	Y2
Y1	.000	.000	.000	.000
Y2	.043	.040	.000	.000
Y21	.052	.478	.103	.000
Y22	.048	.447	.096	.000
Y23	.051	.476	.103	.000
Y24	.055	.507	.109	.000
Y25	.055	.509	.110	.000
Y26	.057	.532	.115	.000
Y14	.307	.286	.000	.000
Y13	.218	.204	.000	.000
Y12	.246	.229	.000	.000
Y11	.239	.223	.000	.000
X24	.000	.000	.000	.000
X23	.000	.000	.000	.000
X22	.000	.000	.000	.000
X21	.000	.000	.000	.000
X11	.000	.000	.000	.000
X12	.000	.000	.000	.000
X13	.000	.000	.000	.000
X14	.000	.000	.000	.000

Lampiran 8 (Lanjutan)

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	41	163.135	146	.000	1.174
Saturated model	171	.000	0		
Independence model	18	1254.819	146	.000	8.595

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.093	.863	.888	.880
Saturated model	.000	1.000		
Independence model	.384	.306	.225	.274

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.850	.806	.896	.857	.894
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.850	.837	.875
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

Lampiran 8 (Lanjutan)

NCP

Model	NCP	LO 90	HI 90
Default model	433.135	363.446	510.370
Saturated model	.000	.000	.000
Independence model	2101.819	1951.917	2259.095

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	3.779	2.907	2.439	3.425
Saturated model	.000	.000	.000	.000
Independence model	15.133	14.106	13.100	15.162

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.050	.137	.162	.000
Independence model	.304	.293	.315	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	645.135	657.119	768.571	809.571
Saturated model	342.000	391.985	856.819	1027.819
Independence model	2290.819	2296.080	2345.010	2363.010

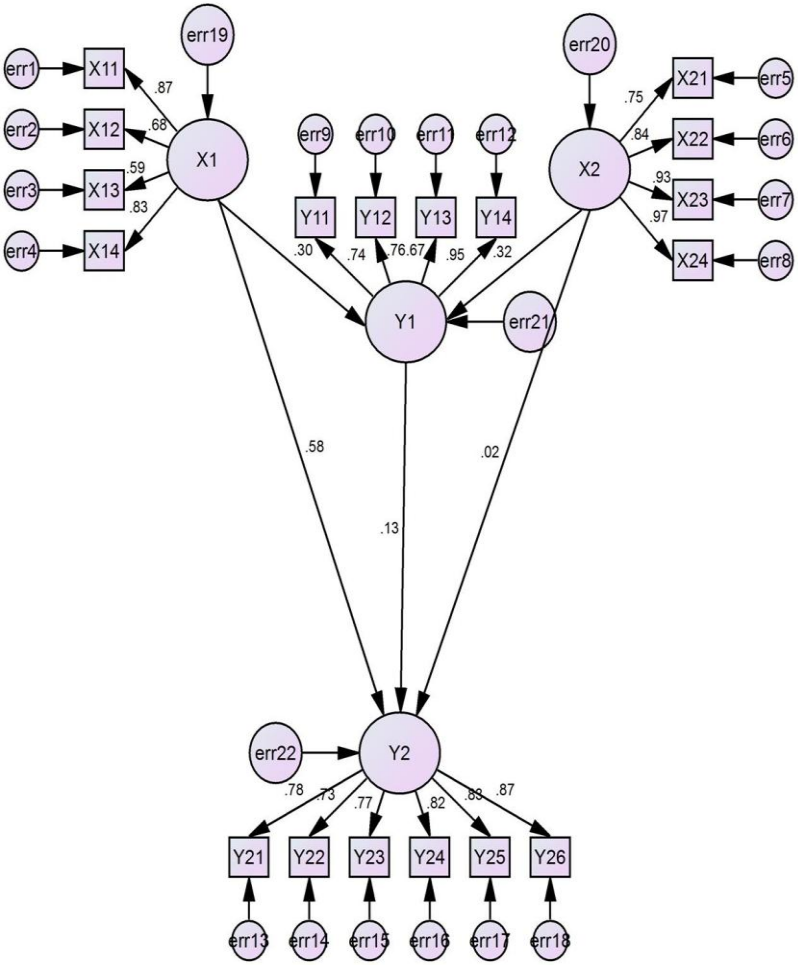
Lampiran 8 (Lanjutan)

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	4.330	3.862	4.848	4.410
Saturated model	2.295	2.295	2.295	2.631
Independence model	15.375	14.369	16.430	15.410

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	42	46
Independence model	13	13


err19
err1
X11
.87
err2
X12
.68
X1
err3
X13
.59
.83
err4
X14
err9
err10
err11
err12
Y11
Y12
Y13
Y14
.30
.74
.76
.67
.95
.32
Y1
err21
err20
X2
.75
.84
.93
.97
X21
X22
X23
X24
err5
err6
err7
err8
.58
.13
.02
err22
Y2
.78
.73
.77
.82
.83
.87
Y21
Y22
Y23
Y24
Y25
Y26
err13
err14
err15
err16
err17
err18

YAYASAN WIDYA MANDALA SURABAYA
UNIVERSITAS KATOLIK WIDYA MANDALA SURABAYA
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Nomor : 005 /WM04/N/2013 14 Januari 2013
Perihal : Permohonan Ijin Penelitian/Skripsi

Kepada : Yth. Bapak/Ibu Pimpinan
PT. Tohitindo Multicraft Industries
Jl. Raya Surabaya-Mojokerto Km. 24, Krian
Sidoarjo

Sebagai salah satu syarat bagi para mahasiswa yang akan menyelesaikan studinya pada Fakultas Bisnis Universitas Katolik Widya Mandala, Para mahasiswa semester akhir diwajibkan membuat atau menyusun skripsi yakni suatu karya ilmiah yang didasarkan atas suatu survei.
Sehubungan dengan hal tersebut di atas, dengan ini kami mohon dengan hormat bantuan serta kebijaksanaan Bapak/Ibu untuk memberikan keterangan/data yang bukan merupakan rahasia perusahaan atau instansi kepada mahasiswa kami:

Nama : **DENNY SETIAWAN**
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Surabaya

Demikian atas bantuan serta kebijaksanaan Bapak/Ibu sebelumnya kami ucapkan terima kasih.

Dekan

Dr. Lodovicus Lasdi, MM
NIK. 321.99.0370

Mengetahui :

Mahasiswa tersebut di atas telah melaksanakan survei
Mulai tanggal 7 Januari 2013
Sampai dengan tanggal 21 Januari 2013
Pada PT. Tohitindo Multicraft Industries

Pimpinan perusahaan/instansi

Tjeng Ring