

# LAMPIRAN

## **SURAT PERMOHONAN MENJADI RESPONDEN**

**Kepada Yth. Ibu/Saudari**

**Di Tempat**

Dengan hormat,

Saya mahasiswa Universitas Muhammadiyah Yogyakarta Program Studi Manajemen,

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Sedang mengadakan penelitian tentang “Pengaruh Konflik Peran Ganda (*work family conflict & family work conflict*) Dan Stres Kerja Terhadap Kepuasan Kerja”. Saudara terpilih sebagai responden untuk memberikan pendapat sebagai masukan guna mengetahui Pengaruh Konflik Peran Ganda (*work family conflict & family work conflict*) Dan Stres Kerja Terhadap Kepuasan Kerja pada Rumah Sakit PKU Muhammadiyah.

Dalam menjawab kuesioner yang saya berikan, mohon kepada Ibu/Saudari untuk memberikan jawaban yang sejujurnya dan sesuai dengan keadaan yang sebenarnya. Adapun jawaban yang Ibu/Saudari berikan tidak akan berpengaruh pada diri Ibu/Saudari karena penelitian ini dilakukan semata-mata untuk pengembangan ilmu pengetahuan.

Besar harapan saya, Ibu/Saudari bersedia untuk mengisi kuesioner ini. Atas kesediaannya saya ucapkan terima kasih.

Hormat saya,

Idris sardi nasution

## A. DATA RESPONDEN

Sebelum menjawab pertanyaan dalam kuesioner ini, mohon Ibu/Saudari mengisi data berikut terlebih dahulu. (Jawaban yang saudara berikan akan diperlakukan secara rahasia)

### Lingkari untuk jawaban pilihan Ibu/Saudari

1. Nama : .....
2. Berapa usia Ibu/Saudari saat ini ?
  1. di bawah 25 th
  2. 26 – 30 th
  3. 31 – 35 th
  4. 36 – 40 th
  5. 41 – 45 th
  6. di atas 45 th
3. Berapa lama saudara telah bekerja ?
  1. di bawah 5 th
  2. 5- 10 th
  3. 11- 15 th
  4. 16- 20 th
  5. di atas 20 th
4. Apa pendidikan terakhir saudara ?
5. 1. SD 2. SLTP 3. SLTA 4. D1 5. D2 6. D3 7. S1 8. Lainnya

## B. PETUNJUK PENGISISAN KUESIONER

1. Dari daftar pertanyaan yang ada dikelompokkan dalam 3 (tiga) bagian utama indikator pengukuran
2. Responden diharapkan membaca terlebih dahulu deskripsi masing-masing pertanyaan sebelum memberikan jawaban
3. Responden dapat memberikan jawaban dengan memberikan tanda check (✓) pada salah satu jawaban yang tersedia. **Hanya satu jawaban saja yang dimungkinkan untuk setiap pertanyaan.**
4. Pada masing-masing pertanyaan terdapat lima alternatif jawaban yang mengacu pada skala likert, yaitu :
  - a) Sangat setuju (SS) = 5
  - b) Setuju (S) = 4
  - c) Netral (N) = 3
  - d) Tidak setuju (TS) = 2
  - e) Sangat tidak setuju (STS) = 1

**DAFTAR KUESIONER****Pengaruh Konflik Peran Ganda (*Work Family Conflict & Family Work Conflict*) Dan Stres Kerja Terhadap Kepuasan Kerja****KUESIONER KONFLIK PERAN GANDA (*Work Family Conflict & Family Work Conflict*)**

No	Pertanyaan	SS	S	N	TS	STS
1	Tuntutan pekerjaan mengganggu kehidupan keluarga saya					
2	Tingginya waktu pekerjaan membuat saya sulit untuk memenuhi tanggung jawab keluarga					
3	Hal-hal yang ingin saya lakukan di rumah tidak bisa dilakukan karena tuntutan keluarga saya					
4	Pekerjaan saya menghasilkan keletihan yang membuat saya sulit untuk memenuhi tugas-tugas keluarga					
5	Dikarenakan pekerjaan membuat saya harus melakukan perubahan untuk kegiatan keluarga					
6	Tuntutan keluarga membuat saya bertentangan dengan aktivitas kerja saya					
7	Saya harus menunda melakukan hal-hal ditempat kerja karena tuntutan waktu saya dirumah					
8	Hal yang ingin saya lakukan di tempat kerja tidak bisa dilakukan karena tuntutan dari keluarga atau pasangan saya					
9	Kehidupan rumah tangga bertentangan dengan tanggung jawab saya di tempat kerja seperti, untuk bekerja tepat waktu, menyelesaikan tugas-tugas setiap hari dan bekerja lembur					
10	Permasalahan keluarga bertentangan dengan kemampuan saya untuk melakukan tugas yang berhubungan dengan pekerjaan					

## KUESIONER STRES KERJA

No	Pertanyaan	SS	S	N	TS	STS
1	Saya tidak tahu apa yang menjadi tanggung jawab pekerjaan yang saya jalankan					
2	Saya tahu dengan pasti apa yang diharapkan perusahaan dari saya sehubungan dengan posisi pekerjaan yang saya terima					
3	Saya mengalami konflik dalam menjalankan berbagai tugas yang diberikan atasan-atasan saya yang berlainan					
4	Saya merasakan konflik dari tugas pekerjaan yang dibebankan kepada saya					
5	Saya tidak punya cukup waktu untuk menyelesaikan semua pekerjaan					
6	Beban tugas pekerjaan terlalu berat buat saya					
7	Saya harus bekerja super cepat dalam menyelesaikan pekerjaan					
8	Saya tidak memiliki ruangan kantor yang cukup luas untuk bekerja					
9	Saya memperoleh peralatan kantor yang memadai untuk bekerja					

## KUESIONER KEPUASAN KERJA

No	Pertanyaan	SS	S	N	TS	STS
1	Saya tidak diberi kebebasan dalam melakukan pekerjaan					
2	Saya tidak menerima feedback yang memuaskan dari lingkungan kerja atas pekerjaan yang saya lakukan					
3	Tingkat kesulitan yang saya alami dalam pekerjaan tidak sesuai dengan kemampuan saya					
4	Dengan tingkat kesulitan tersebut saya merasa tidak puas dengan pekerjaan saya					
5	Saya merasa suasana kerja sangat nyaman					
6	Rekan kerja saya tidak bisa diajak bekerja sama					
7	Rekan kerja tidak mau membantu saat saya menghadapi masalah dalam pekerjaan					
8	Saya merasa puas dengan hubungan dengan rekan kerja					
9	Perusahaan tidak pernah memberikan kesempatan untuk pelatihan, seminar, serta tugas belajar					
10	Secara keseluruhan saya puas dengan gaji saya					

## LAMPIRAN 1

### Hasil Uji Work Family Conflict

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

	Estimate
WFC1 <--- WFC	,914
WFC2 <--- WFC	,929
WFC3 <--- WFC	,883
WFC4 <--- WFC	,883
WFC5 <--- WFC	,806

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

	Estimate
WFC5	,649
WFC4	,780
WFC3	,779
WFC2	,863
WFC1	,835

#### Model Fit Summary

##### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	15	8,065	5	,153	1,613
Saturated model	20	,000	0		
Independence model	10	891,728	10	,000	89,173

**RMR, GFI**

Model	RMR	GFI	AGFI	PGFI
Default model	,035	,911	,886	,817
Saturated model	,000	1,000		
Independence model	,132	,682	,651	,620

**Baseline Comparisons**

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,991	,982	,997	,993	,997
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,500	,495	,498
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**NCP**

Model	NCP	LO 90	HI 90
Default model	3,065	,000	15,009
Saturated model	,000	,000	,000
Independence model	881,728	787,423	983,422



**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,058	,000	,128	,360
Independence model	,692	,654	,731	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	38,065	39,076		
Saturated model	40,000	41,348		
Independence model	911,728	912,402		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	,207	,190	,272	,212
Saturated model	,217	,217	,217	,225
Independence model	4,955	4,443	5,508	4,959

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	253	345
Independence model	4	5

## LAMPIRAN 2

### Hasil Uji Family Work Conflict

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

	Estimate
FWC5 <--- FWC	,922
FWC4 <--- FWC	,859
FWC3 <--- FWC	,861
FWC2 <--- FWC	,903
FWC1 <--- FWC	,897

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

	Estimate
FWC1	,805
FWC2	,816
FWC3	,742
FWC4	,738
FWC5	,850

### Model Fit Summary

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	15	14,904	5	,011	2,981
Saturated model	20	,000	0		
Independence model	10	911,648	10	,000	91,165

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,036	,932	,890	,833
Saturated model	,000	1,000		
Independence model	,132	,682	,651	,620

#### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,984	,967	,989	,978	,989
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

#### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,500	,492	,495
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,104	,045	,166	,062
Independence model	,700	,662	,739	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	44,904	45,915		
Saturated model	40,000	41,348		
Independence model	931,648	932,322		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	,244	,201	,329	,250
Saturated model	,217	,217	,217	,225
Independence model	5,063	4,545	5,622	5,067

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	137	187
Independence model	4	5

### LAMPIRAN 3

#### Hasil Uji Stres Kerja

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

	Estimate
SK9 <--- SK	,849
SK8 <--- SK	,790
SK7 <--- SK	,830
SK6 <--- SK	,726
SK5 <--- SK	,822
SK4 <--- SK	,842
SK3 <--- SK	,786
SK2 <--- SK	,791
SK1 <--- SK	,876

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

	Estimate
SK1	,768
SK2	,625
SK3	,617
SK4	,708
SK5	,676
SK6	,527
SK7	,689
SK8	,625
SK9	,720

### Model Fit Summary

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	27	47,191	27	,009	1,748
Saturated model	54	,000	0		
Independence model	18	1326,405	36	,000	36,845

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,055	,930	,910	,819
Saturated model	,000	1,000		
Independence model	,132	,682	,651	,620

#### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,964	,953	,984	,979	,984
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

#### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,750	,723	,738
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,064	,031	,093	,212
Independence model	,441	,421	,462	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	101,191	104,295		
Saturated model	108,000	114,207		
Independence model	1362,405	1364,474		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	,550	,467	,676	,567
Saturated model	,587	,587	,587	,621
Independence model	7,404	6,777	8,071	7,416

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	157	184
Independence model	8	9

## LAMPIRAN 4

### Hasil Uji Kepuasan Kerja

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

	Estimate
KK1 <--- KK	,807
KK2 <--- KK	,875
KK3 <--- KK	,847
KK4 <--- KK	,896
KK5 <--- KK	,873
KK6 <--- KK	,844
KK7 <--- KK	,701
KK8 <--- KK	,830
KK9 <--- KK	,869
KK10 <--- KK	,853
KK11 <--- KK	,842
KK12 <--- KK	,887
KK13 <--- KK	,892
KK14 <--- KK	,790
KK15 <--- KK	,934
KK16 <--- KK	,929
KK17 <--- KK	,708
KK18 <--- KK	,589



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

	Estimate
KK18	,347
KK17	,501
KK16	,862
KK15	,873
KK14	,625
KK13	,796
KK12	,786
KK11	,708
KK10	,727
KK9	,755
KK8	,688
KK7	,491
KK6	,712
KK5	,763
KK4	,803
KK3	,718
KK2	,765
KK1	,651

### Model Fit Summary

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	54	527,401	135	,000	3,907
Saturated model	189	,000	0		
Independence model	36	4049,482	153	,000	26,467

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,029	,845	,818	,677
Saturated model	,000	1,000		
Independence model	,132	,682	,651	,620

#### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,870	,852	,900	,886	,899
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

#### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,882	,767	,793
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**NCP**

Model	NCP	LO 90	HI 90
Default model	392,401	325,596	466,772
Saturated model	,000	,000	,000
Independence model	3896,482	3692,681	4107,556

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	2,866	2,133	1,770	2,537
Saturated model	,000	,000	,000	,000
Independence model	22,008	21,177	20,069	22,324

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,126	,114	,137	,000
Independence model	,372	,362	,382	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	635,401	647,837		
Saturated model	378,000	421,527		
Independence model	4121,482	4129,773		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	3,453	3,090	3,857	3,521
Saturated model	2,054	2,054	2,054	2,291
Independence model	22,399	21,292	23,547	22,444

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	57	62
Independence model	9	9

## LAMPIRAN 5

### Hasil Uji Kepuasan Kerja Setelah Drop

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

	Estimate
KK2 <--- KK	,882
KK3 <--- KK	,851
KK4 <--- KK	,895
KK5 <--- KK	,864
KK9 <--- KK	,870
KK10 <--- KK	,852
KK12 <--- KK	,892
KK13 <--- KK	,887
KK15 <--- KK	,940
KK16 <--- KK	,928

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

	Estimate
KK16	,860
KK15	,884
KK13	,787
KK12	,795
KK10	,727
KK9	,757
KK5	,747
KK4	,802

	Estimate
KK3	,725
KK2	,779

### Model Fit Summary

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	30	79,536	35	,000	2,272
Saturated model	65	,000	0		
Independence model	20	2294,092	45	,000	50,980

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,057	,941	,908	,805
Saturated model	,000	1,000		
Independence model	,132	,682	,651	,620

#### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,965	,955	,980	,975	,980
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

### **Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,778	,751	,762
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

### **NCP**

Model	NCP	LO 90	HI 90
Default model	44,536	22,398	74,396
Saturated model	,000	,000	,000
Independence model	2249,092	2095,923	2409,606

### **FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	,432	,242	,122	,404
Saturated model	,000	,000	,000	,000
Independence model	12,468	12,223	11,391	13,096

### **RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,083	,059	,107	,014
Independence model	,521	,503	,539	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	139,536	143,351		
Saturated model	130,000	138,266		
Independence model	2334,092	2336,635		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	,758	,638	,921	,779
Saturated model	,707	,707	,707	,751
Independence model	12,685	11,853	13,558	12,699

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	116	133
Independence model	5	6



## LAMPIRAN 6

### Hasil Uji Full Model

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

	Estimate
SK	,820
KK	,361
KK16	,860
KK15	,883
KK13	,786
KK12	,792
KK10	,729
KK9	,754
KK5	,750
KK4	,805
KK3	,727
KK2	,778
SK1	,763
SK2	,621
SK3	,639
SK4	,695
SK5	,695
SK6	,514
SK7	,671
SK8	,619
SK9	,734
WFC5	,685
WFC4	,803

	Estimate
WFC3	,765
WFC2	,825
WFC1	,840
FWC1	,812
FWC2	,774
FWC3	,760
FWC4	,723
FWC5	,871

Determinant of sample covariance matrix = ,000

### **Models**

**Default model (Default model)**

**Notes for Model (Default model)**

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

Number of distinct sample moments: 464

Number of distinct parameters to be estimated: 93

Degrees of freedom (464 - 93): 371

### **Result (Default model)**

Minimum was achieved

Chi-square = 1151,480

Degrees of freedom = 371

Probability level = ,000

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

			Estimate	S.E.	C.R.	P	Label
SK	<---	FWC	,412	,226	1,821	,069	
SK	<---	WFC	,377	,239	1,577	,134	
KK	<---	WFC	-,661	,296	-2,233	,024	
KK	<---	SK	-,232	,135	-1,724	,085	
KK	<---	FWC	-,671	,293	-2,290	,022	
FWC5	<---	FWC	1,000				
FWC4	<---	FWC	,868	,048	18,208	***	
FWC3	<---	FWC	,945	,049	19,458	***	
FWC2	<---	FWC	,907	,045	19,981	***	
FWC1	<---	FWC	,966	,045	21,471	***	
WFC1	<---	WFC	1,000				
WFC2	<---	WFC	,926	,044	20,856	***	
WFC3	<---	WFC	,904	,048	18,781	***	
WFC4	<---	WFC	,839	,042	20,049	***	
WFC5	<---	WFC	,821	,050	16,465	***	
SK9	<---	SK	1,000				
SK8	<---	SK	,900	,067	13,358	***	
SK7	<---	SK	,970	,068	14,302	***	
SK6	<---	SK	,811	,070	11,565	***	
SK5	<---	SK	,988	,067	14,750	***	
SK4	<---	SK	1,043	,071	14,757	***	
SK3	<---	SK	,845	,062	13,717	***	
SK2	<---	SK	,957	,071	13,397	***	
SK1	<---	SK	1,062	,066	16,061	***	
KK2	<---	KK	1,000				

	Estimate	S.E.	C.R.	P	Label
KK3 <--- KK	,958	,058	16,450	***	
KK4 <--- KK	1,142	,062	18,414	***	
KK5 <--- KK	1,146	,067	17,000	***	
KK9 <--- KK	1,109	,065	17,096	***	
KK10 <--- KK	,956	,058	16,504	***	
KK12 <--- KK	1,090	,060	18,059	***	
KK13 <--- KK	1,068	,060	17,917	***	
KK15 <--- KK	,936	,045	20,683	***	
KK16 <--- KK	1,042	,052	19,969	***	

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

	Estimate
SK <--- FWC	,479
SK <--- WFC	,433
KK <--- WFC	-,188
KK <--- SK	-,293
KK <--- FWC	-,237
FWC5 <--- FWC	,933
FWC4 <--- FWC	,850
FWC3 <--- FWC	,872
FWC2 <--- FWC	,880
FWC1 <--- FWC	,901
WFC1 <--- WFC	,916
WFC2 <--- WFC	,908
WFC3 <--- WFC	,874
WFC4 <--- WFC	,896
WFC5 <--- WFC	,828

	Estimate
SK9 <--- SK	,857
SK8 <--- SK	,786
SK7 <--- SK	,819
SK6 <--- SK	,717
SK5 <--- SK	,834
SK4 <--- SK	,834
SK3 <--- SK	,799
SK2 <--- SK	,788
SK1 <--- SK	,873
KK2 <--- KK	,882
KK3 <--- KK	,852
KK4 <--- KK	,897
KK5 <--- KK	,866
KK9 <--- KK	,868
KK10 <--- KK	,854
KK12 <--- KK	,890
KK13 <--- KK	,887
KK15 <--- KK	,940
KK16 <--- KK	,927

**Model Fit Summary**

**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	93	1151,480	371	,000	3,104
Saturated model	464	,000	0		
Independence model	58	7111,987	406	,000	17,517

**RMR, GFI**

Model	RMR	GFI	AGFI	PGFI
Default model	,055	,922	,902	,731
Saturated model	,000	1,000		
Independence model	,132	,682	,651	,620

**Baseline Comparisons**

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,838	,823	,984	,973	,984
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,914	,766	,867
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**NCP**

Model	NCP	LO 90	HI 90
Default model	780,480	682,003	886,561
Saturated model	,000	,000	,000
Independence model	6705,987	6435,758	6982,620

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	6,258	4,242	3,707	4,818
Saturated model	,000	,000	,000	,000
Independence model	38,652	36,446	34,977	37,949

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,017	,000	,032	1,000
Independence model	,115	,106	,124	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	1337,480	1373,714		
Saturated model	928,000	1108,779		
Independence model	7227,987	7250,585		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	7,269	6,734	7,845	7,466
Saturated model	5,043	5,043	5,043	6,026
Independence model	39,283	37,814	40,786	39,405

**HOELTER**

Model	HOELTER	HOELTER
	.05	.01

Model	HOELTER .05	HOELTER .01
Default model	67	70
Independence model	12	13



## LAMPIRAN 7

### Loading Factor dan Reliabilitas

No	Item/indikator	Loading factor	Validitas	Composite reliability
1	WFC1	0,916	Valid	0.996
	WFC2	0,908	Valid	
	WFC3	0,874	Valid	
	WFC4	0,896	Valid	
	WFC5	0,828	Valid	
2	FWC1	0,901	Valid	0.993
	FWC2	0,880	Valid	
	FWC3	0,872	Valid	
	FWC4	0,850	Valid	
	FWC5	0,933	Valid	
3	SK1	0,873	Valid	0.995
	SK2	0,788	Valid	
	SK3	0,799	Valid	
	SK4	0,834	Valid	
	SK5	0,834	Valid	
	SK6	0,717	Valid	
	SK7	0,819	Valid	
	SK8	0,786	Valid	
	SK9	0,857	Valid	
4	KK2	0,882	Valid	0.997
	KK3	0,852	Valid	
	KK4	0,897	Valid	
	KK5	0,866	Valid	
	KK9	0,868	Valid	
	KK10	0,854	Valid	
	KK12	0,890	Valid	
	KK13	0,887	Valid	
	KK15	0,940	Valid	
	KK16	0,927	Valid	

Pengujian reliabilitas menggunakan *Composite Reliability*

$$\text{Construct Reliability} = \frac{(\sum \text{standardized loading})^2}{(\sum \text{standardized loading})^2 + \sum \epsilon_j}$$

*Sum of standardized loading:*

FWC

$$0,901 + 0,880 + 0,872 + 0,850 + 0,933 = 4,436$$

SK

$$0,873 + 0,788 + 0,799 + 0,834 + 0,834 + 0,717 + 0,819 + 0,786 + 0,857 = 7,307$$

WFC

$$0,916 + 0,908 + 0,874 + 0,896 + 0,828 = 4,422$$

KK

$$0,882 + 0,852 + 0,897 + 0,866 + 0,868 + 0,854 + 0,890 + 0,887 + 0,940 = 7,936$$

***Jumlah measurement error ((1-standardized loading)<sup>2</sup>)***

FWC

$$= (1-0,901)^2 + (1-0,880)^2 + (1-0,872)^2 + (1-0,850)^2 + (1-0,933)^2$$

$$= 0,0098 + 0,0144 + 0,0164 + 0,0225 + 0,0059$$

$$= 0,069$$

SK

$$= (1-0,873)^2 + (1-0,788)^2 + (1-0,799)^2 + (1-0,834)^2 + (1-0,834)^2 + (1-0,717)^2 + (1-0,819)^2 + (1-0,786)^2 + (1-0,857)^2$$

$$= 0,0161 + 0,0449 + 0,0404 + 0,0276 + 0,0276 + 0,0809 + 0,0328 + 0,0458 + 0,0204$$

$$= 0,3365$$

WFC

$$= (1-0,916)^2 + (1-0,908)^2 + (1-0,874)^2 + (1-0,896)^2 + (1-0,828)^2$$

$$= 0,0071 + 0,0085 + 0,0159 + 0,0108 + 0,0296$$

$$= 0,0719$$

KK

$$\begin{aligned} &= (1-0,882)^2 + (1-0,852)^2 + (1-0,897)^2 + (1-0,866)^2 + (1-0,868)^2 + (1-0,854)^2 + (1-0,890)^2 + (1-0,887)^2 + (1-0,940)^2 \\ &= 0,0139 + 0,0219 + 0,0106 + 0,0179 + 0,0174 + 0,0213 + 0,0121 + 0,0128 + 0,0036 \\ &= 0,1315 \end{aligned}$$

**Koefisien Reliabilitas**

FWC

$$\begin{aligned} &= \frac{(4,436)^2}{(4,436)^2 + 0,069} \\ &= \frac{(19,68)}{(19,68) + 0,069} = 0,996 \end{aligned}$$

SK

$$\begin{aligned} &= \frac{(7,307)^2}{(7,307)^2 + 0,3365} \\ &= \frac{(53,39)}{(53,39) + 0,3365} = 0,993 \end{aligned}$$

WFC

$$\begin{aligned} &= \frac{(4,422)^2}{(4,422)^2 + 0,0719} \\ &= \frac{(19,55)}{(19,55) + 0,0719} = 0,995 \end{aligned}$$

KK

$$= \frac{(7,936)^2}{(7,936)^2 + 0,1315} = \frac{62,98}{(62,98) + 0,1315} = 0,997$$

## LAMPIRAN 8

### Hasil Uji Normalitas

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

Variable	min	max	skew	c.r.	kurtosis	c.r.
KK16	2,000	5,000	-1,779	-9,877	2,561	7,111
KK15	2,000	5,000	0,877	4,867	-0,737	-2,046
KK13	2,000	5,000	-1,601	-8,89	1,65	4,581
KK12	2,000	5,000	-1,426	-7,92	2,411	6,694
KK10	1,000	5,000	0,671	3,728	-0,255	-0,707
KK9	2,000	5,000	-1,286	-7,142	2,173	6,034
KK5	2,000	5,000	-1,165	-6,469	1,574	4,37
KK4	2,000	5,000	-1,311	-7,279	2,113	5,866
KK3	2,000	5,000	0,695	3,859	-0,772	-2,143
KK2	2,000	5,000	-1,262	-7,005	2,726	7,568
SK1	1,000	5,000	0,671	3,728	-0,255	-0,707
SK2	1,000	5,000	0,723	4,012	-0,41	-1,138
SK3	2,000	4,000	0,343	1,904	-1,281	-3,556
SK4	2,000	5,000	0,658	3,652	-0,791	-2,196
SK5	2,000	5,000	0,694	3,855	-0,539	-1,496
SK6	1,000	4,000	0,221	1,225	-1,306	-3,626
SK7	1,000	5,000	0,212	1,18	-0,699	-1,941
SK8	1,000	5,000	0,314	1,741	-0,871	-2,419
SK9	2,000	5,000	0,521	2,891	-1,182	-3,283
WFC5	2,000	5,000	0,695	3,859	-0,772	-2,143
WFC4	1,000	4,000	0,831	4,616	-0,595	-1,653

Variable	min	max	skew	c.r.	kurtosis	c.r.
WFC3	1,000	5,000	0,896	4,978	-0,38	-1,055
WFC2	1,000	4,000	0,485	2,693	-1,219	-3,384
WFC1	1,000	5,000	0,694	3,852	-0,543	-1,508
FWC1	1,000	5,000	0,845	4,694	-0,125	-0,347
FWC2	1,000	5,000	0,757	4,206	-0,506	-1,405
FWC3	1,000	5,000	0,724	4,02	-0,557	-1,545
FWC4	2,000	5,000	0,877	4,867	-0,737	-2,046
FWC5	1,000	5,000	0,748	4,152	-0,465	-1,292
Multivariate					10,925	1,588

## LAMPIRAN 9

### Nilai Mahalanobis D-Squared

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

Observation number	Mahalanobis d-squared	p1	p2
39	78,477	,000	,000
69	53,880	,003	,128
139	53,880	,003	,025
35	51,629	,006	,026
105	51,629	,006	,005
13	49,177	,011	,018
83	49,177	,011	,005
37	46,971	,019	,024
107	46,971	,019	,009
38	44,885	,030	,055
108	44,885	,030	,026
36	42,363	,052	,258
106	42,363	,052	,170
17	41,590	,061	,242
87	41,590	,061	,162
45	41,342	,064	,140
115	41,342	,064	,088
70	39,894	,086	,322
140	39,894	,086	,238
23	39,421	,094	,287
93	39,421	,094	,211
154	39,364	,095	,161

Observation number	Mahalanobis d-squared	p1	p2
67	38,969	,102	,190
137	38,969	,102	,134
27	38,931	,103	,097
97	38,931	,103	,064
60	38,472	,112	,094
53	37,755	,128	,197
123	37,755	,128	,144
68	37,679	,130	,116
138	37,679	,130	,080
156	37,444	,135	,085
41	37,254	,140	,083
111	37,254	,140	,057
143	37,254	,140	,038
51	36,997	,146	,044
121	36,997	,146	,029
14	36,070	,172	,131
84	36,070	,172	,096
50	35,381	,192	,229
120	35,381	,192	,178
44	34,906	,208	,284
114	34,906	,208	,227
148	34,906	,208	,177
47	33,756	,248	,591
117	33,756	,248	,524
48	33,385	,262	,630
118	33,385	,262	,565

Observation number	Mahalanobis d-squared	p1	p2
52	33,159	,271	,607
122	33,159	,271	,542
57	33,039	,276	,534
127	33,039	,276	,469
160	33,039	,276	,404
49	32,939	,280	,389
119	32,939	,280	,328
2	32,838	,284	,315
72	32,838	,284	,260
19	32,492	,299	,356
89	32,492	,299	,298
165	32,492	,299	,246
40	32,256	,309	,293
110	32,256	,309	,241
142	32,256	,309	,195
109	31,337	,350	,570
141	31,337	,350	,509
58	30,724	,379	,753
128	30,724	,379	,702
161	30,724	,379	,647
170	30,497	,390	,703
66	30,242	,402	,767
136	30,242	,402	,718
157	30,242	,402	,665
158	30,151	,406	,655
55	30,060	,411	,646



Observation number	Mahalanobis d-squared	p1	p2
125	30,060	,411	,589
26	29,871	,420	,632
96	29,871	,420	,575
3	29,725	,428	,595
73	29,725	,428	,537
176	29,725	,428	,478
12	29,570	,436	,505
82	29,570	,436	,446
185	29,570	,436	,388
56	29,499	,439	,370
126	29,499	,439	,316
22	29,103	,460	,473
92	29,103	,460	,414
168	29,103	,460	,358
42	29,092	,460	,310
112	29,092	,460	,260
15	28,668	,482	,427
85	28,668	,482	,370
16	28,466	,493	,425
86	28,466	,493	,369
152	28,053	,515	,546
5	27,583	,540	,745
75	27,583	,540	,695
178	27,583	,540	,642
43	27,325	,554	,725
113	27,325	,554	,674

## LAMPIRAN 10

### Hasil Uji Direct dan Indirect

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

	FWC	WFC	SK	KK
SK	,479	,433	,000	,000
KK	-,228	-,079	-,320	,000
KK16	,000	,000	,000	,928
KK15	,000	,000	,000	,934
KK13	,000	,000	,000	,892
KK12	,000	,000	,000	,885
KK10	,000	,000	,000	,853
KK9	,000	,000	,000	,867
KK5	,000	,000	,000	,874
KK4	,000	,000	,000	,897
KK3	,000	,000	,000	,848
KK2	,000	,000	,000	,875
SK1	,000	,000	,873	,000
SK2	,000	,000	,788	,000
SK3	,000	,000	,799	,000
SK4	,000	,000	,834	,000
SK5	,000	,000	,834	,000
SK6	,000	,000	,717	,000
SK7	,000	,000	,819	,000
SK8	,000	,000	,786	,000
SK9	,000	,000	,857	,000
WFC5	,000	,828	,000	,000

	FWC	WFC	SK	KK
WFC4	,000	,896	,000	,000
WFC3	,000	,874	,000	,000
WFC2	,000	,908	,000	,000
WFC1	,000	,916	,000	,000
FWC1	,901	,000	,000	,000
FWC2	,880	,000	,000	,000
FWC3	,871	,000	,000	,000
FWC4	,850	,000	,000	,000
FWC5	,933	,000	,000	,000

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

	FWC	WFC	SK	KK
SK	,000	,000	,000	,000
KK	-,153	-,139	,000	,000
KK16	-,354	-,202	-,297	,000
KK15	-,356	-,203	-,299	,000
KK13	-,340	-,194	-,285	,000
KK12	-,337	-,192	-,283	,000
KK10	-,325	-,186	-,273	,000
KK9	-,330	-,189	-,278	,000
KK5	-,333	-,190	-,280	,000
KK4	-,342	-,195	-,287	,000
KK3	-,323	-,184	-,271	,000
KK2	-,333	-,190	-,280	,000
SK1	,418	,378	,000	,000
SK2	,377	,341	,000	,000
SK3	,383	,346	,000	,000

	FWC	WFC	SK	KK
SK4	,399	,361	,000	,000
SK5	,399	,361	,000	,000
SK6	,343	,310	,000	,000
SK7	,392	,355	,000	,000
SK8	,377	,340	,000	,000
SK9	,410	,371	,000	,000
WFC5	,000	,000	,000	,000
WFC4	,000	,000	,000	,000
WFC3	,000	,000	,000	,000
WFC2	,000	,000	,000	,000
WFC1	,000	,000	,000	,000
FWC1	,000	,000	,000	,000
FWC2	,000	,000	,000	,000
FWC3	,000	,000	,000	,000
FWC4	,000	,000	,000	,000
FWC5	,000	,000	,000	,000