

Lampiran 1

KUESIONER PENELITIAN

PENGARUH KEPEMIMPINAN
INTRAPERSONALTERHADAP ORGANIZATIONAL
COMMITMENT MELALUI CALLING DAN
MEMBERSHIP

(Studi pada SMA Negeri 1 Sumbawa besar, SMA Negeri 1 Lape, SMA
Negeri 1 Maronge)

Saya adalah mahasiswa Program Studi Magister Manajemen Universitas Muhammadiyah Yogyakarta yang sedang mengadakan penelitian dalam rangka penyusunan tesis. Saya memohon bantuan dan kerjasama Bapak/Ibu/Saudara untuk mengisi beberapa pernyataan dalam kuesioner ini untuk melengkapi pengumpulan data penelitian.

Saya mengharapkan kerjasama Bapak/Ibu/Saudara untuk memberikan

jawaban pada kuesioner ini secara jujur dan apa adanya karena identitas dan informasi dari responden akan dirahasiakan oleh peneliti dan tidak akan mempengaruhi posisi ataupun jabatan Bapak/Ibu/Saudara saat ini.

Atas perhatian dan kerjasama Bapak/Ibu/Saudara, saya mengucapkan terima Kasih.

1. Identitas Responden

Jenis Kelamin :

Usia :

Pendidikan Terakhir :

2. Petunjuk Pengisian Kuesioner

a. Bacalah dengan cermat setiap butir pernyataan dalam kuesioner ini !

b. Pilihlah jawaban yang paling sesuai dengan keadaan Bapak/Ibu/Saudara !

c. Berilah tanda centang (√) pada kolom yang sesuai dengan pilihan !

d. Tidak ada jawaban yang benar atau salah dalam kuesioner ini.

Keterangan Jawaban :

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

KUESIONER

NO	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
1	Saya menyadari mengapa saya ada dalam kehidupan ini					
2	Saya menyadari peran saya dalam menjalani kehidupan ini					
3	Saya selalu mengingat, suatu saat saya kembali pada ALLAH SWT					
4	Saya sangat ingin kembali pada ALLAH SWT dalam kondisi terbaik (khusnul Khotimah)					
5	Keyakinan saya pada ALLAH SWT sehingga saya melakukan yang terbaik bagi sekolah ini					
6	Misi spiritual sejalan dengan pekerjaan-pekerjaan yang saya lakukan ditempat kerja saya					
7	Saya bersyukur dan menerima diri saya					
8	Saya bahagia saat membantu orang lain					
9	Saya senang melihat keberhasilan sekolah tempat saya bekerja					
10	Kreatifitas saya menjadi solusi bagi lingkungan					

NO	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
	kerja saya					
11	Tindakan dan ucapan saya sejalan dengan apa yang saya lakukan di tempat kerja					
12	Pikiran dan sikap saya mempengaruhi lingkungan kerja saya					
13	Saya selalu berusaha lebih baik dalam melakukan pekerjaan					
14	Saya mendapat banyak pengetahuan dan keterampilan di tempat kerja saya					
15	Banyak pelajaran terbaik, saya dapatkan dalam menjalani kehidupan saya					
16	Pekerjaan saya bermakna					
17	Aktivitas yang saya lakukan di tempat kerja adalah sesuatu yang bermakna					
18	Pekerjaan yang saya lakukan berpengaruh pada efektifitas sekolah					
19	Saya merasa pekerjaan yang saya lakukan monoton					
20	Aktivitas saya berjalan tanpa arah yang jelas					
21	Pekerjaan saya tidak berhubungan dengan hal					

NO	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
	penting					
22	Saya antusias pada pekerjaan dan lingkungan kerja saya					
23	Saya memahami harapan sekolah					
24	Lingkungan kerja saya menghargai peran saya di tempat kerja					
25	Kami saling membantu dalam menyelesaikan pekerjaan					
26	Saya respek pada teman-teman kerja saya					
27	Saya merasa bahagia menjalani karir sebagai guru di sekolah ini					
28	Saya merasa permasalahan yang dihadapi sekolah merupakan permasalahan saya juga					
29	Secara emosional, saya merasa memiliki ikatan perasaan yang kuat dengan tempat kerja					
30	Saya merasa sebagai bagian dari keluarga tempat saya kerja					
31	Lembaga tempat bekerja memilikimakna pribadi bagi saya					

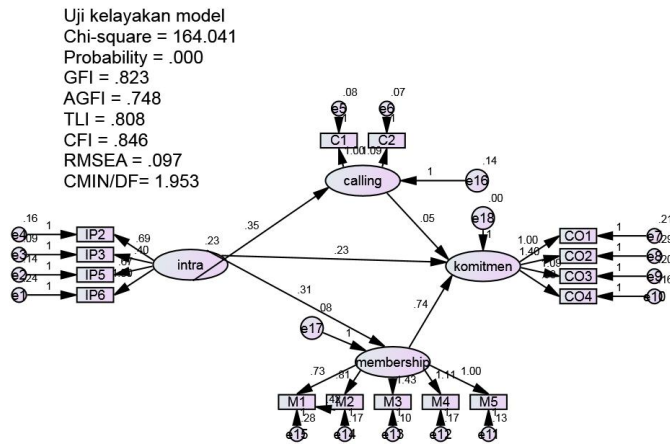
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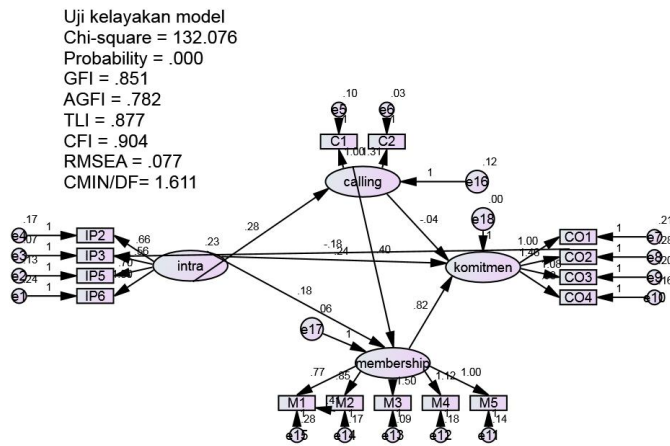
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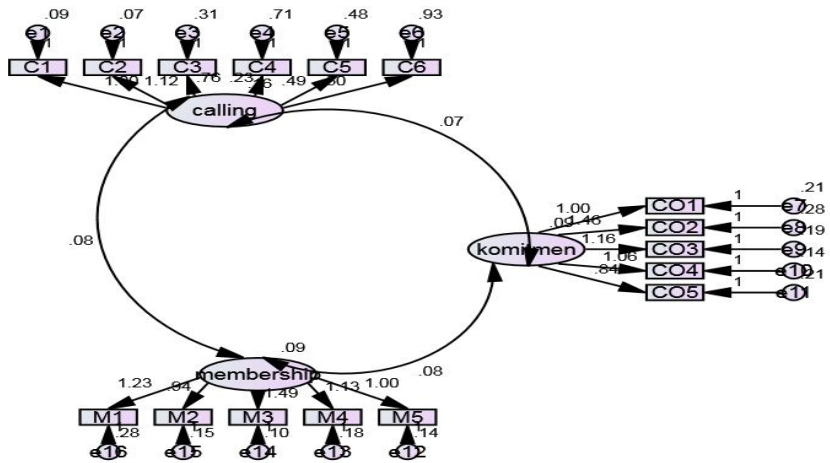


Gambar Full Model Awal



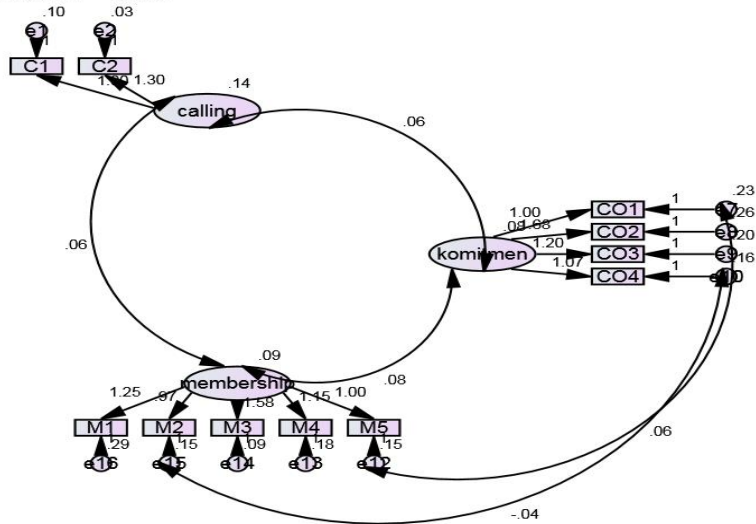
Gambar Analisis Ful model setelah Modifikasi

Uji kelayakan model
 Chi-square = 243.064
 Probability = .000
 GFI = .770
 AGFI = .690
 TLI = .684
 CFI = .734
 RMSEA = .117



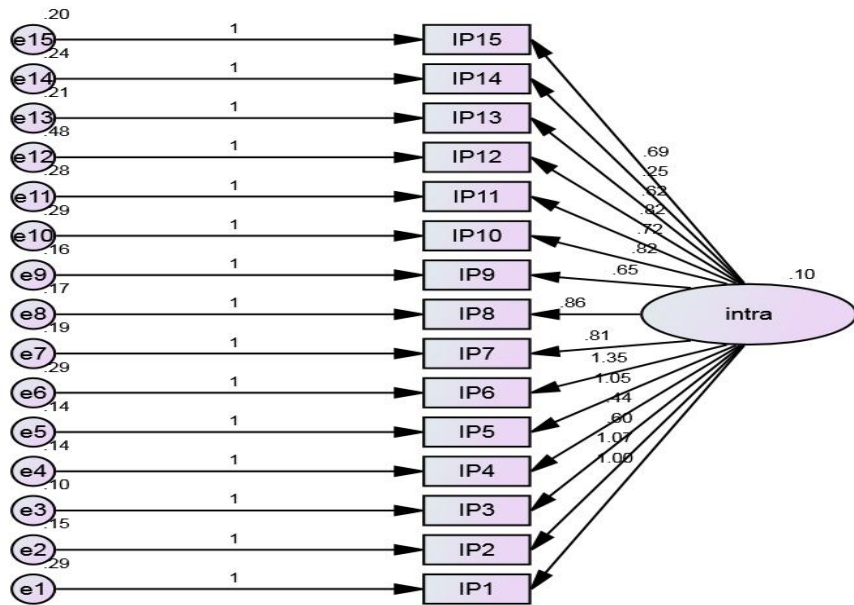
Gambar Analisis Variabel Endogen tahap 1

Uji kelayakan model
 Chi-square = 64.361
 Probability = .006
 GFI = .907
 AGFI = .843
 TLI = .908
 CFI = .935
 RMSEA = .080

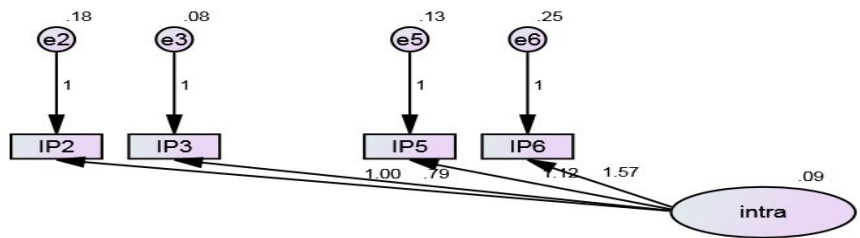


Gambar Analisis Variabel Endogen tahap 2

Uji kelayakan model
 Chi-square = 239.300
 Probability = .000
 GFI = .755
 AGFI = .673
 TLI = .533
 CFI = .600
 RMSEA = .128



Gambar Analisis Variabel Eksogen tahap



Uji kelayakan model
Chi-square = 1.159
Probability = .560
GFI = .994
AGFI = .971
TLI = 1.033
CFI = 1.000
RMSEA = .000

Gambar Analisis Variabel Eksogen tahap 2

Lampiran 3 Analisis jawaban Responden Variabel Kepemimpinan Intrapersonal

Statistics

		IP1	IP2	IP3	IP4	IP5	IP6	IP7
N	Valid	103	103	103	103	103	103	103
	Missing	0	0	0	0	0	0	0
Mean		4.39	4.44	4.84	4.85	4.66	4.17	4.53

Statistics

IP8	IP9	IP10	IP11	IP12	IP13	IP14	IP15
103	103	103	103	103	103	103	103
0	0	0	0	0	0	0	0
4.61	4.72	4.05	4.07	3.98	4.56	4.34	4.50

IP1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.0	1.0	1.0
3	2	1.9	1.9	2.9
Valid 4	55	53.4	53.4	56.3
5	45	43.7	43.7	100.0
Total	103	100.0	100.0	

IP2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.0	1.0	1.0
Valid 4	56	54.4	54.4	55.3
5	46	44.7	44.7	100.0
Total	103	100.0	100.0	

IP3

	Frequency	Percent	Valid Percent	Cumulative Percent
4	16	15.5	15.5	15.5
Valid 5	87	84.5	84.5	100.0
Total	103	100.0	100.0	

IP4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	1.9	1.9	1.9
Valid 4	11	10.7	10.7	12.6
5	90	87.4	87.4	100.0
Total	103	100.0	100.0	

IP5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.0	1.0	1.0
4	33	32.0	32.0	33.0
5	69	67.0	67.0	100.0
Total	103	100.0	100.0	

IP6

	Frequency	Percent	Valid Percent	Cumulative Percent
3	17	16.5	16.5	16.5
4	52	50.5	50.5	67.0
5	34	33.0	33.0	100.0
Total	103	100.0	100.0	

IP7

	Frequency	Percent	Valid Percent	Cumulative Percent
4	48	46.6	46.6	46.6
Valid 5	55	53.4	53.4	100.0
Total	103	100.0	100.0	

IP8

	Frequency	Percent	Valid Percent	Cumulative Percent
4	40	38.8	38.8	38.8
Valid 5	63	61.2	61.2	100.0
Total	103	100.0	100.0	

IP9

	Frequency	Percent	Valid Percent	Cumulative Percent
4	29	28.2	28.2	28.2
Valid 5	74	71.8	71.8	100.0
Total	103	100.0	100.0	

IP10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	16	15.5	15.5	15.5
4	66	64.1	64.1	79.6
Valid 5	21	20.4	20.4	100.0
Total	103	100.0	100.0	

IP11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.0	1.0	1.0
3	11	10.7	10.7	11.7
Valid 4	71	68.9	68.9	80.6
5	20	19.4	19.4	100.0
Total	103	100.0	100.0	

IP12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	3.9	3.9	3.9
3	17	16.5	16.5	20.4
Valid 4	59	57.3	57.3	77.7
5	23	22.3	22.3	100.0
Total	103	100.0	100.0	

IP13

	Frequency	Percent	Valid Percent	Cumulative Percent
4	45	43.7	43.7	43.7
Valid 5	58	56.3	56.3	100.0
Total	103	100.0	100.0	

IP14

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.0	1.0	1.0
Valid 4	66	64.1	64.1	65.0
5	36	35.0	35.0	100.0
Total	103	100.0	100.0	

IP15

	Frequency	Percent	Valid Percent	Cumulative Percent
4	51	49.5	49.5	49.5
Valid 5	52	50.5	50.5	100.0
Total	103	100.0	100.0	

Lampiran 4 Analisis jawaban Responden Variabel *Calling***Statistics**

		C1	C2	C3	C4	C5	C6
N	Valid	103	103	103	103	103	103
	Missing	0	0	0	0	0	0
Mean		4.42	4.50	4.10	3.73	4.28	4.09

C1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	60	58.3	58.3	58.3
	5	43	41.7	41.7	100.0
	Total	103	100.0	100.0	

C2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.0	1.0	1.0
4	50	48.5	48.5	49.5
Valid 5	52	50.5	50.5	100.0
Total	103	100.0	100.0	

C3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.9	1.9	1.9
3	10	9.7	9.7	11.7
Valid 4	67	65.0	65.0	76.7
5	24	23.3	23.3	100.0
Total	103	100.0	100.0	

C4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	13	12.6	12.6	12.6
3	16	15.5	15.5	28.2
Valid 4	60	58.3	58.3	86.4
5	14	13.6	13.6	100.0
Total	103	100.0	100.0	

C5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.0	1.0	1.0
2	3	2.9	2.9	3.9
Valid 3	1	1.0	1.0	4.9
4	59	57.3	57.3	62.1
5	39	37.9	37.9	100.0
Total	103	100.0	100.0	

C6

	Frequenc y	Percent	Valid Percent	Cumulative Percent
1	3	2.9	2.9	2.9
2	9	8.7	8.7	11.7
3	1	1.0	1.0	12.6
Valid 4	53	51.5	51.5	64.1
5	37	35.9	35.9	100.0
Total	103	100.0	100.0	

Lampiran 5 Analisis jawaban Responden Variabel *Membership***Statistics**

		M1	M2	M3	M4	M5
N	Valid	103	103	103	103	103
	Missing	0	0	0	0	0
Mean		4.18	4.19	4.16	4.27	4.26

M1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.9	2.9	2.9
	3	5	4.9	4.9	7.8
	4	65	63.1	63.1	70.9
	5	30	29.1	29.1	100.0
	Total	103	100.0	100.0	

M2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	3.9	3.9	3.9
4	75	72.8	72.8	76.7
5	24	23.3	23.3	100.0
Total	103	100.0	100.0	

M3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	8.7	8.7	8.7
4	69	67.0	67.0	75.7
5	25	24.3	24.3	100.0
Total	103	100.0	100.0	

M4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	4.9	4.9	4.9
4	65	63.1	63.1	68.0
5	33	32.0	32.0	100.0
Total	103	100.0	100.0	

M5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	1.9	1.9	1.9
4	72	69.9	69.9	71.8
5	29	28.2	28.2	100.0
Total	103	100.0	100.0	

Lampiran 6 Analisis jawaban Responden Variabel *Organizational Commitment*

Statistics

		CO1	CO2	CO3	CO4	CO5
N	Valid	103	103	103	103	103
	Missing	0	0	0	0	0
Mean		4.51	4.08	4.07	4.36	4.20

CO1

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	3	3	2.9	2.9	2.9
	4	44	42.7	42.7	45.6
	5	56	54.4	54.4	100.0
	Total	103	100.0	100.0	

CO2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.9	1.9	1.9
3	15	14.6	14.6	16.5
Valid 4	59	57.3	57.3	73.8
5	27	26.2	26.2	100.0
Total	103	100.0	100.0	

CO3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	12.6	12.6	12.6
Valid 4	70	68.0	68.0	80.6
5	20	19.4	19.4	100.0
Total	103	100.0	100.0	

CO4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.0	1.0	1.0
4	64	62.1	62.1	63.1
Valid 5	38	36.9	36.9	100.0
Total	103	100.0	100.0	

CO5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.0	1.0	1.0
3	3	2.9	2.9	3.9
Valid 4	73	70.9	70.9	74.8
5	26	25.2	25.2	100.0
Total	103	100.0	100.0	

Lampiran 7 Uji validitas konvergen tahap 1

Regression Weights: (Group number 1 - Default model)**Uji validitas konvergen tahap 1**

			Estimate	S.E.	C.R.	P	Label
IP1	<---	intra	1.000				
IP2	<---	intra	1.070	.247	4.333	***	
IP3	<---	intra	.598	.157	3.799	***	
IP4	<---	intra	.442	.157	2.827	.005	
IP5	<---	intra	1.047	.239	4.378	***	
IP6	<---	intra	1.352	.320	4.221	***	
IP7	<---	intra	.805	.215	3.745	***	
IP8	<---	intra	.859	.217	3.955	***	
IP9	<---	intra	.653	.187	3.491	***	
IP10	<---	intra	.817	.244	3.346	***	
IP11	<---	intra	.717	.231	3.112	.002	
IP12	<---	intra	.817	.286	2.853	.004	
IP13	<---	intra	.625	.198	3.151	.002	
IP14	<---	intra	.253	.176	1.442	.149	

	Estimate	S.E.	C.R.	P	Label
IP15 <--- intra	.693	.205	3.378	***	

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
intra	.098	.040	2.473	.013	
e1	.295	.044	6.665	***	
e2	.153	.025	6.085	***	
e3	.096	.015	6.618	***	
e4	.144	.021	6.951	***	
e5	.136	.023	6.004	***	
e6	.288	.046	6.249	***	
e7	.185	.028	6.649	***	

	Estimate	S.E.	C.R.	P	Label
e8	.165	.025	6.512	***	
e9	.160	.024	6.768	***	
e10	.291	.043	6.820	***	
e11	.285	.041	6.888	***	
e12	.478	.069	6.946	***	
e13	.208	.030	6.878	***	
e14	.237	.033	7.104	***	
e15	.203	.030	6.809	***	

Lampiran 8 Uji validitas variabel eksogen tahap 2

Regression Weights: (Group number 1 - Default model)**Uji validitas variabel eksogen tahap 2**

			Estimate	S.E.	C.R.	P	Label
IP2	<---	intra	1.000				
IP3	<---	intra	.791	.185	4.266	***	par_1
IP5	<---	intra	1.122	.263	4.271	***	par_2
IP6	<---	intra	1.575	.345	4.560	***	par_3

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

			Estimate
IP2	<---	intra	.575
IP3	<---	intra	.647
IP5	<---	intra	.673
IP6	<---	intra	.681

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
intra	.088	.033	2.686	.007	par_4
e2	.178	.030	5.855	***	par_5
e3	.076	.015	5.245	***	par_6
e5	.133	.027	4.969	***	par_7
e6	.251	.052	4.821	***	par_8

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

	Estimate
IP6	.464
IP5	.452
IP3	.418
IP2	.330

Lampiran 9 Uji validitas konvergaen variabel endogen tahap 1

Regression Weights: (Group number 1 - Default model) Uji validitas konvergaen variabel endogen tahap 1

			Estimate	S.E.	C.R.	P	Label
C1	<---	calling	1.000				
C2	<---	calling	1.124	.154	7.297	***	
C3	<---	calling	.760	.169	4.509	***	
C4	<---	calling	.229	.232	.986	.324	
C5	<---	calling	.490	.194	2.519	.012	
C6	<---	calling	.505	.269	1.879	.060	
CO1	<---	komitmen	1.000				
CO2	<---	komitmen	1.460	.312	4.680	***	
CO3	<---	komitmen	1.158	.251	4.617	***	
CO4	<---	komitmen	1.058	.225	4.692	***	
CO5	<---	komitmen	.842	.217	3.874	***	
M5	<---	membership	1.000				
M4	<---	membership	1.130	.215	5.257	***	
M3	<---	membership	1.488	.237	6.291	***	
M2	<---	membership	.940	.189	4.976	***	

			Estimate	S.E.	C.R.	P	Label
M1	<---	membership	1.225	.252	4.855	***	

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
calling	<-->	komitmen	.070	.021	3.370	***	
komitmen	<-->	membership	.081	.022	3.767	***	
calling	<-->	membership	.075	.020	3.811	***	

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
calling	.155	.036	4.322	***	
komitmen	.095	.034	2.767	.006	
membership	.092	.028	3.301	***	
e1	.088	.021	4.217	***	
e2	.073	.023	3.142	.002	

	Estimate	S.E.	C.R.	P	Label
e3	.309	.046	6.746	***	
e4	.714	.100	7.126	***	
e5	.476	.068	7.037	***	
e6	.933	.132	7.085	***	
e7	.213	.033	6.449	***	
e8	.278	.046	5.990	***	
e9	.189	.031	6.077	***	
e10	.144	.024	5.971	***	
e11	.212	.032	6.650	***	
e12	.141	.022	6.355	***	
e13	.178	.020	6.340	***	

	Estimate	S.E.	C.R.	P	Label
e14	.103	.022	4.69	***	
e15	.153	.024	6.50	***	
e16	.285	.043	6.56	***	

Lampiran 10 Uji validitas konvergen variabel eksogen tahap 2

Regression Weights: (Group number 1 - Default model) Uji validitas konvergen variabel eksogen tahap 2

			Estimate	S.E.	C.R.	P	Label
C1	<---	calling	1.000				
C2	<---	calling	1.299	.230	5.648	***	par_1
CO1	<---	komitmen	1.000				
CO2	<---	komitmen	1.684	.385	4.373	***	par_2
CO3	<---	komitmen	1.204	.292	4.122	***	par_3
CO4	<---	komitmen	1.071	.253	4.228	***	par_4
M5	<---	membership	1.000				
M4	<---	membership	1.148	.221	5.194	***	par_5
M3	<---	membership	1.578	.259	6.099	***	par_6
M2	<---	membership	.972	.200	4.851	***	par_7
M1	<---	membership	1.249	.265	4.721	***	par_8

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

			Estimate
C1	<---	calling	.758
C2	<---	calling	.936
CO1	<---	komitmen	.504
CO2	<---	komitmen	.680
CO3	<---	komitmen	.599
CO4	<---	komitmen	.600
M5	<---	membership	.608
M4	<---	membership	.621
M3	<---	membership	.838
M2	<---	membership	.590
M1	<---	membership	.564

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
calling	<-->	komitmen	.059	.021	2.858	.004	par_9
komitmen	<-->	membership	.077	.024	3.235	.001	par_10
calling	<-->	membership	.063	.018	3.420	***	par_11
e7	<-->	e12	.061	.021	2.901	.004	par_12
e10	<-->	e15	-.042	.018	-2.371	.018	par_13

Correlations: (Group number 1 - Default model)

			Estimate
calling	<-->	komitmen	.562
komitmen	<-->	membership	.938
calling	<-->	membership	.576
e7	<-->	e12	.334
e10	<-->	e15	-.268

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
calling	.140	.03	3.71	***	par_14

	Estimate	S.E.	C.R.	P	Label
		8	8		
komitmen	.078	.032	2.462	.014	par_15
membership	.086	.027	3.173	.002	par_16
e1	.103	.026	3.982	***	par_17
e2	.033	.037	.913	.361	par_18
e7	.230	.035	6.572	***	par_19
e8	.258	.044	5.852	***	par_20
e9	.202	.033	6.188	***	par_21
e10	.160	.026	6.087	***	par_22
e12	.147	.023	6.443	***	par_23
e13	.181	.028	6.367	***	par_24

	Estimate	S.E.	C.R.	P	Label
e14	.091	.021	4.412	***	par_25
e15	.152	.024	6.439	***	par_26
e16	.288	.044	6.551	***	par_27

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

	Estimate
M1	.318
M2	.348
M3	.701
M4	.385
M5	.370
CO4	.360
CO3	.359
CO2	.462
CO1	.254

	Estimate
C2	.876
C1	.575

Lampiran 11 Evaluasi reliability

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
M1	2.000	5.000	-.839	-3.477	1.982	4.105
M2	3.000	5.000	.445	1.845	.252	.521
M3	3.000	5.000	.053	.220	-.013	-.027
M4	3.000	5.000	.070	.288	-.466	-.966
M5	3.000	5.000	.549	2.276	-.478	-.991
CO4	3.000	5.000	.352	1.458	-1.304	-2.701
CO3	3.000	5.000	.018	.076	.116	.241
CO2	2.000	5.000	-.455	-1.885	.254	.527
CO1	3.000	5.000	-.569	-2.356	-.751	-1.556
C2	3.000	5.000	-.189	-.783	-1.477	-3.061
C1	4.000	5.000	.335	1.387	-1.888	-3.911
IP2	3.000	5.000	.041	.170	-1.494	-3.095
IP3	4.000	5.000	-1.903	-7.885	1.621	3.359
IP5	3.000	5.000	-.917	-3.799	-.584	-1.210
IP6	3.000	5.000	-.222	-.921	-.877	-1.816

Variable	min	max	skew	c.r.	kurtosis	c.r.
Multivariate					19.772	4.443

Lampiran 12 Evaluasi normalitas

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
M1	2.000	5.000	-.839	-3.477	1.982	4.105
M2	3.000	5.000	.445	1.845	.252	.521
M3	3.000	5.000	.053	.220	-.013	-.027
M4	3.000	5.000	.070	.288	-.466	-.966
M5	3.000	5.000	.549	2.276	-.478	-.991
CO4	3.000	5.000	.352	1.458	-1.304	-2.701
CO3	3.000	5.000	.018	.076	.116	.241
CO2	2.000	5.000	-.455	-1.885	.254	.527
CO1	3.000	5.000	-.569	-2.356	-.751	-1.556
C2	3.000	5.000	-.189	-.783	-1.477	-3.061
C1	4.000	5.000	.335	1.387	-1.888	-3.911
IP2	3.000	5.000	.041	.170	-1.494	-3.095
IP3	4.000	5.000	-1.903	-7.885	1.621	3.359
IP5	3.000	5.000	-.917	-3.799	-.584	-1.210
IP6	3.000	5.000	-.222	-.921	-.877	-1.816

Variable	min	max	skew	c.r.	kurtosis	c.r.
Multivariate					19.772	4.443

Lampiran 13 Evaluasi Multivariate outliers

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

Observation number	Mahalanobis d-squared	p1	p2
14	35.774	.002	.178
26	32.947	.005	.087
61	30.366	.011	.098
34	29.435	.014	.059
76	28.162	.021	.062
53	25.677	.042	.258
54	25.528	.043	.159
63	25.135	.048	.124
66	25.062	.049	.067
43	24.440	.058	.076
73	24.316	.060	.045
102	24.234	.061	.024
87	24.187	.062	.011
84	23.283	.078	.030

Observation number	Mahalanobis d-squared	p1	p2
25	23.083	.082	.022
58	22.565	.094	.031
2	22.469	.096	.019
103	22.031	.107	.025
82	21.561	.120	.037
80	19.904	.176	.349
100	19.819	.179	.291
1	19.583	.189	.293
89	19.259	.202	.334
13	19.052	.211	.331
35	19.041	.212	.255
52	19.004	.214	.198
56	18.906	.218	.167
57	18.892	.219	.119
44	18.468	.239	.183
74	18.379	.243	.154
75	18.379	.243	.107
5	18.103	.257	.131

Observation number	Mahalanobis d-squared	p1	p2
22	17.650	.281	.219
19	17.519	.289	.206
98	17.442	.293	.175
95	17.107	.313	.239
49	17.000	.319	.218
59	16.706	.337	.276
99	16.600	.343	.255
36	16.559	.346	.210
18	16.510	.349	.173
92	16.176	.370	.246
24	15.951	.385	.283
20	15.947	.386	.221
21	15.947	.386	.166
29	15.863	.391	.147
46	15.852	.392	.109
62	15.774	.397	.093
47	15.463	.419	.141
90	15.173	.439	.198

Observation number	Mahalanobis d-squared	p1	p2
10	15.141	.441	.158
68	14.742	.470	.272
79	14.205	.510	.503
94	13.693	.549	.727
32	13.320	.578	.840
39	13.215	.586	.833
101	13.202	.587	.785
71	12.840	.615	.880
85	12.810	.617	.847
45	12.626	.631	.869
3	12.606	.633	.830
27	12.418	.647	.856
41	12.354	.652	.833
7	12.122	.670	.874
83	12.001	.679	.874
11	11.889	.687	.869
51	11.408	.723	.958
81	11.328	.729	.951

Observation number	Mahalanobis d-squared	p1	p2
48	11.175	.740	.956
93	10.882	.761	.977
91	10.431	.792	.995
60	10.238	.804	.996
55	9.913	.825	.999
69	9.900	.826	.998
31	9.256	.864	1.000
88	8.973	.879	1.000
50	8.878	.884	1.000
97	8.869	.884	1.000
9	8.786	.888	1.000
17	8.489	.903	1.000
86	8.444	.905	1.000
4	8.410	.906	1.000
67	8.410	.906	.999
65	8.399	.907	.999
70	8.399	.907	.997
72	8.399	.907	.993

Observation number	Mahalanobis d-squared	p1	p2
8	8.208	.915	.994
23	7.521	.942	1.000
30	7.521	.942	.999
42	7.521	.942	.997
40	7.462	.944	.995
77	7.290	.949	.994
96	7.290	.949	.984
12	6.884	.961	.993
15	6.202	.976	.999
16	6.202	.976	.997
33	6.202	.976	.988
64	6.202	.976	.963
6	6.009	.980	.940
28	6.009	.980	.840

Lampiran 14

Bootstrap Distributions (Default model)

ML discrepancy (implied vs sample) (Default model)

	42.332	*
	52.345	**
	62.359	*****
	72.373	*****
	82.386	*****
	92.400	*****
	102.414	*****
N = 1000	112.427	*****
Mean = 93.839	122.441	*****
S. e. = .664	132.455	*****
	142.468	***
	152.482	*
	162.496	*
	172.509	*
	182.523	*

Summary of Bootstrap Iterations (Default model)

(Default model)

Iterations	Method 0	Method 1	Method 2
1	0	0	0
2	0	0	0
3	0	0	0

Iterations	Method 0	Method 1	Method 2
4	0	0	0
5	0	0	0
6	0	0	0
7	0	0	0
8	0	0	0
9	0	0	0
10	0	0	0
11	0	8	0
12	0	9	0
13	0	56	0
14	0	71	0
15	0	107	0
16	0	122	0
17	0	143	0
18	0	124	0
19	0	360	0
Total	0	1000	0

0 bootstrap samples were unused because of a singular covariance matrix.

1 bootstrap sample was unused because a solution was not found.

1000 usable bootstrap samples were obtained.

Bollen-Stine Bootstrap (Default model)

The model fit better in 947 bootstrap samples.

It fit about equally well in 0 bootstrap samples.

It fit worse or failed to fit in 53 bootstrap samples.

Testing the null hypothesis that the model is correct,

Bollen-Stine bootstrap $p = .054$

Lampiran 15

Evaluasi multikolinearitas

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
e14	<-->	e15	.074	.026	2.869	.004	par_16
e7	<-->	e13	-.043	.018	-2.367	.018	par_17
e7	<-->	e11	.039	.019	2.029	.042	par_18
e5	<-->	e10	-.042	.014	-2.934	.003	par_19
e2	<-->	e13	-.045	.017	-2.725	.006	par_20
e2	<-->	e11	.033	.016	2.088	.037	par_21
e11	<-->	e12	.049	.019	2.557	.011	par_22
e10	<-->	e12	-.042	.017	-2.417	.016	par_23
e9	<-->	e10	.024	.020	1.185	.236	par_24
e6	<-->	e9	-.035	.017	-2.028	.043	par_25
e3	<-->	e8	-.053	.018	-2.891	.004	par_26

Lampiran 16

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	38	132.076	82	.000	1.611
Saturated model	120	.000	0		
Independence model	15	626.316	105	.000	5.965

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.018	.851	.782	.581
Saturated model	.000	1.000		
Independence model	.092	.405	.320	.354

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.789	.730	.908	.877	.904
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.781	.616	.706
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	50.076	22.575	85.493
Saturated model	.000	.000	.000
Independence model	521.316	446.224	603.908

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	1.295	.491	.221	.838
Saturated model	.000	.000	.000	.000
Independence model	6.140	5.111	4.375	5.921

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.077	.052	.101	.040
Independence model	.221	.204	.237	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	208.076	222.216	308.196	346.196
Saturated model	240.000	284.651	556.167	676.167
Independence model	656.316	661.897	695.837	710.837

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	2.040	1.770	2.387	2.179
Saturated model	2.353	2.353	2.353	2.791
Independence model	6.434	5.698	7.244	6.489

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	81	89
Independence model	22	24

	M2	CO 2	M1	M3	M4	M5	CO 4	CO 3	CO 1	C2	C1	IP2	IP3	IP5	IP6
CO 3	-.00 8	.009	.004	.009	-.03 9	-.00 8	.029	.000							
CO 1	-.00 1	-.01 4	.008	-.04 0	.003	.047	.022	-.02 2	.000						
C2	.005	.006	.015	.007	-.00 8	-.01 2	.003	-.01 7	.002	.000					
C1	.018	.021	.023	.001	-.02 2	-.02 0	-.02 8	.029	.013	.000	.000				
IP2	-.00 5	-.02 9	-.01 3	.013	.008	-.01 2	.037	.011	.026	.031	.029	.000			
IP3	-.00 9	-.01 5	-.00 5	-.01 4	.019	.009	-.00 6	-.02 5	.018	.005	-.00 1	.003	.00 5		
IP5	-.00 2	-.03 2	.021	-.04 4	-.01 6	.034	-.00 8	.012	.034	-.02 4	.001	-.01 4	.01 5	.000	
IP6	-.01 0	-.03 0	.003	.032	.009	-.01 1	.031	.040	-.02 5	-.01 8	-.00 5	.002	.00 6	-.00 4	.00 0

Lampiran 18

Uji Hipotesis

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
calling	<---	intra	.277	.109	2.542	.011	par_12
membershi p	<---	intra	.179	.084	2.142	.032	par_13
membershi p	<---	calling	.396	.106	3.729	** *	par_19
komitmen	<---	calling	-.039	.095	-.414	.679	par_14
komitmen	<---	members hip	.815	.195	4.189	** *	par_15
komitmen	<---	intra	.243	.087	2.785	.005	par_17
CO2	<---	komitme n	1.455	.302	4.822	** *	par_5
M2	<---	members hip	.851	.185	4.592	** *	par_10
IP6	<---	intra	1.000				
IP5	<---	intra	.696	.129	5.405	** *	par_1
IP3	<---	intra	.557	.107	5.190	** *	par_2
IP2	<---	intra	.663	.130	5.087	** *	par_3
C1	<---	calling	1.000				
C2	<---	calling	1.306	.228	5.720	** *	par_4

			Estimate	S.E.	C.R.	P	Label
CO1	<---	komitmen	1.000				
CO3	<---	komitmen	1.083	.237	4.571	**	par_6
CO4	<---	komitmen	.983	.208	4.725	**	par_7
M5	<---	membership	1.000				
M4	<---	membership	1.115	.209	5.346	**	par_8
M3	<---	membership	1.501	.245	6.122	**	par_9
M1	<---	membership	.775	.249	3.106	.002	par_11
M1	<---	M2	.412	.135	3.059	.002	par_16
IP3	<---	CO2	-.183	.050	-3.667	**	par_18