

LAMPIRAN 1

KUESIONER

IDENTITAS RESPONDEN

Nama :
 Usia :
 Lama bekerja :
 Jenis kelamin :
 Status :

PERTANYAAN

Petunjuk pengisian:

Mohon untuk memberikan tanda (√) pada setiap pernyataan yang anda pilih.

Keterangan:

SS : Sangat setuju
 S : Setuju
 N : Netral
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

1. Keadilan Distributif

No	Pertanyaan	SS	S	N	TS	STS
1.	Peningkatan karir yang saya dapat ditempat kerja saya telah menggambarkan usaha yang saya lakukan ditempat kerja selama ini.					
2.	Peningkatan karir pada diri saya sesuai dengan pekerjaan yang saya lakukan.					
3.	Peningkatan karir saya di tempat kerja saya menggambarkan apa yang telah saya berikan kepada tempat kerja saya					
4.	Peningkatan karir saya ditempat kerja sesuai dengan kinerja yang saya berikan.					
5.	Peningkatan karir yang didapatkan di tempat saya sesuai dengan yang seharusnya.					

Sumber : Heru Kurnianto T.(2008)

2. Keadilan Prosedural

No	Pertanyaan	SS	S	N	TS	STS
1.	Prosedur-prosedur karir ditempat kerja telah diaplikasikan secara konsisten					
2.	Prosedur-prosedur karir ditempat kerja saya tidak mengandung bias kepentingan orang-orang tertentu					
3.	Prosedur karir ditempat kerja saya didasarkan pada informasi yang akurat					
4.	Prosedur karir ditempat kerja saya memungkinkan saya untuk memberikan masukan terhadap prosedur karir					
5.	Prosedur karir ditempat kerja saya diterima baik oleh karyawan					
6.	Prosedur karir ditempat kerja saya sesuai standard etika dan moral					
7.	Prosedur karir ditempat kerja saya sesuai dengan harapan saya					

Sumber : Heru Kurnianto T.(2008)

3. Motivasi Intrinsik

No	Pertanyaan	SS	S	N	TS	STS
1.	Saya bekerja secara maksimal untuk memperoleh prestasi kerja yang baik					
2.	Saya ingin mendapat pengakuan dari pimpinan atas prestasi kerja yang saya capai.					
3.	Saya ingin mendapat pengakuan dari rekan kerja atas prestasi kerja yang saya capai.					
4.	Saya menyukai pekerjaan yang menantang					
5.	Saya mengerjakan pekerjaan karena saya merasa bertanggung jawab					
6.	Saya terdorong untuk selalu mengembangkan potensi yang ada pada diri saya					

4. Komitmen Afektif

No	Pertanyaan	SS	S	N	TS	STS
1.	Saya merasa senang menghabiskan karir saya di tempat kerja saya					
2.	Saya merasa senang membicarakan tempat kerja saya pada orang lain					
3.	Tempat kerja saya ini sangat berarti bagi saya					
4.	Saya merasa “bagian dari keluarga” dari tempat saya kerja					
5.	Saya merasa masalah yang dialami tempat saya kerja adalah masalah saya juga					
6.	Saya merasa terdapat kelekatan emosional antara saya dan organisasi					

5. Kuesioner Kinerja Diisi Oleh Pimpinan

Nama karyawan :

Bagian :

Petunjuk pengisian :

Mohon untuk memberikan tanda (√) pada setiap pernyataan yang anda pilih.

Keterangan:

SL : Selalu

S : Sering

KK : Kadang-kadang

K : Kurang

TP : Tidak Pernah

6. Kinerja

No	Pertanyaan	SL	S	KK	K	TP
1.	Menyelesaikan tugas pelayanan dengan sikap sopan dan sangat memuaskan.					
2.	Bersikap jujur, ikhlas, dan tidak pernah menyalahgunakan wewenangnya serta berani menanggung resiko					
3.	Berusaha menegakkan ideologi negara serta mengutamakan kepentingan kedinasan					
4.	Mentaati peraturan kedinasan serta mampu menyimpan dan memelihara barang-barang milik negara					
5.	Mampu bekerjasama serta menghargai dan menerima pendapat orang lain.					
6.	Bertindak tegas, memberikan teladan, mampu menggugah semangat dan menggerakkan bawahan serta mengambil keputusan dengan cepat dan tepat.					

LAMPIRAN 2

DESCRIPTIVE STATISTICS

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KDK1	137	1	5	3.72	1.055
KDK2	137	1	5	3.85	.974
KDK3	137	1	5	3.67	1.023
KDK4	137	1	5	3.77	.965
KDK5	137	2	5	3.73	.935
KPK1	137	2	5	3.73	.862
KPK2	137	1	5	3.74	.934
KPK3	137	1	5	3.66	.935
KPK4	137	2	5	3.69	.864
KPK5	137	1	5	3.68	.954
KPK6	137	1	5	3.67	.900
KPK7	137	2	5	3.72	.881
MOT1	137	1	5	3.66	.973
MOT2	137	2	5	3.69	.888
MOT3	137	2	5	3.69	.854
MOT4	137	2	5	3.58	.888
MOT5	137	1	5	3.76	.928
MOT6	137	1	5	3.73	.836
KA1	137	2	5	3.72	.872
KA2	137	1	5	3.62	.909
KA3	137	1	5	3.76	.920
KA4	137	1	5	3.75	.938
KA5	137	1	5	3.70	.942
KA6	137	1	5	3.62	.876
KIN1	137	1	5	3.86	.964
KIN2	137	1	5	3.80	.906
KIN3	137	1	5	3.90	1.002
KIN4	137	1	5	3.76	.982
KIN5	137	1	5	3.78	1.034
KIN6	137	1	5	3.77	1.009
Valid N (listwise)	137				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Zscore: KDK1	137	-2.57994	1.21043	.0000000	1.0000000
Zscore: KDK2	137	-2.92951	1.17630	.0000000	1.0000000
Zscore: KDK3	137	-2.61247	1.29910	.0000000	1.0000000
Zscore: KDK4	137	-2.86813	1.27893	.0000000	1.0000000
Zscore: KDK5	137	-1.84931	1.35772	.0000000	1.0000000
Zscore: KPK1	137	-2.00734	1.47374	.0000000	1.0000000
Zscore: KPK2	137	-2.93189	1.35258	.0000000	1.0000000
Zscore: KPK3	137	-2.84186	1.43655	.0000000	1.0000000
Zscore: KPK4	137	-1.95173	1.52083	.0000000	1.0000000
Zscore: KPK5	137	-2.80695	1.38435	.0000000	1.0000000
Zscore: KPK6	137	-2.96758	1.47568	.0000000	1.0000000
Zscore: KPK7	137	-1.95622	1.45059	.0000000	1.0000000
Zscore: MOT1	137	-2.72938	1.37969	.0000000	1.0000000
Zscore: MOT2	137	-1.90807	1.47217	.0000000	1.0000000
Zscore: MOT3	137	-1.98357	1.53043	.0000000	1.0000000
Zscore: MOT4	137	-1.78336	1.59434	.0000000	1.0000000
Zscore: MOT5	137	-2.97408	1.33755	.0000000	1.0000000
Zscore: MOT6	137	-3.26619	1.51957	.0000000	1.0000000
Zscore: KA1	137	-1.97504	1.46454	.0000000	1.0000000
Zscore: KA2	137	-2.88420	1.51842	.0000000	1.0000000
Zscore: KA3	137	-2.99982	1.34913	.0000000	1.0000000
Zscore: KA4	137	-2.93490	1.33122	.0000000	1.0000000
Zscore: KA5	137	-2.86644	1.37899	.0000000	1.0000000
Zscore: KA6	137	-2.99281	1.57560	.0000000	1.0000000
Zscore: KIN1	137	-2.96839	1.18130	.0000000	1.0000000
Zscore: KIN2	137	-3.09311	1.32101	.0000000	1.0000000
Zscore: KIN3	137	-2.89176	1.09989	.0000000	1.0000000
Zscore: KIN4	137	-2.81074	1.26409	.0000000	1.0000000
Zscore: KIN5	137	-2.68934	1.17879	.0000000	1.0000000
Zscore: KIN6	137	-2.74109	1.22228	.0000000	1.0000000
Valid N (listwise)	137				

LAMPIRAN 3
UJI VALIDITAS DENGAN
CFA

Uji Validitas dengan CFA

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
KDK5	<---	KDK	1.000				
KDK4	<---	KDK	1.013	.063	16.035	***	
KDK3	<---	KDK	1.135	.061	18.598	***	
KDK2	<---	KDK	1.067	.060	17.898	***	
KDK1	<---	KDK	1.207	.059	20.456	***	
KPK2	<---	KPK	1.000				
KPK1	<---	KPK	.907	.058	15.661	***	
KA1	<---	KA	1.000				
KA2	<---	KA	1.040	.074	14.149	***	
KA3	<---	KA	1.102	.071	15.580	***	
KA4	<---	KA	1.155	.070	16.600	***	
KA5	<---	KA	1.105	.074	14.870	***	
KPK3	<---	KPK	.971	.064	15.176	***	
KPK4	<---	KPK	.881	.060	14.576	***	
MOT3	<---	MOT	1.000				
MOT2	<---	MOT	1.068	.089	12.063	***	
MOT1	<---	MOT	.180	.096	1.866	.062	
KIN1	<---	KIN	1.000				
KIN2	<---	KIN	.958	.058	16.616	***	
KIN3	<---	KIN	1.044	.065	16.053	***	
KIN4	<---	KIN	1.039	.062	16.667	***	
MOT4	<---	MOT	.961	.093	10.296	***	
MOT5	<---	MOT	1.170	.090	13.017	***	
KPK5	<---	KPK	1.022	.063	16.315	***	
KPK6	<---	KPK	.933	.062	15.088	***	
KA6	<---	KA	.970	.073	13.259	***	
KIN5	<---	KIN	1.091	.066	16.559	***	
KIN6	<---	KIN	1.083	.063	17.275	***	
KPK7	<---	KPK	.908	.061	14.923	***	
MOT6	<---	MOT	1.018	.083	12.296	***	

Uji Validitas dengan CFA setelah menghilangkan item tidak valid

			Estimate	S.E.	C.R.	P	Label
KDK5	<---	KDK	1.000				
KDK4	<---	KDK	1.013	.063	16.034	***	
KDK3	<---	KDK	1.135	.061	18.598	***	
KDK2	<---	KDK	1.067	.060	17.898	***	
KDK1	<---	KDK	1.207	.059	20.455	***	
KPK2	<---	KPK	1.000				
KPK1	<---	KPK	.907	.058	15.661	***	
KA1	<---	KA	1.000				
KA2	<---	KA	1.040	.074	14.148	***	
KA3	<---	KA	1.102	.071	15.581	***	
KA4	<---	KA	1.155	.070	16.601	***	
KA5	<---	KA	1.105	.074	14.870	***	
KPK3	<---	KPK	.971	.064	15.178	***	
KPK4	<---	KPK	.881	.060	14.577	***	
MOT4	<---	MOT	1.000				
MOT3	<---	MOT	1.040	.101	10.325	***	
MOT2	<---	MOT	1.110	.104	10.667	***	
KIN1	<---	KIN	1.000				
KIN2	<---	KIN	.958	.058	16.616	***	
KIN3	<---	KIN	1.044	.065	16.054	***	
KIN4	<---	KIN	1.039	.062	16.662	***	
MOT5	<---	MOT	1.217	.108	11.305	***	
MOT6	<---	MOT	1.058	.098	10.820	***	
KPK5	<---	KPK	1.022	.063	16.315	***	
KPK6	<---	KPK	.933	.062	15.088	***	
KA6	<---	KA	.970	.073	13.259	***	
KIN5	<---	KIN	1.091	.066	16.554	***	
KIN6	<---	KIN	1.083	.063	17.272	***	
KPK7	<---	KPK	.908	.061	14.923	***	

LAMPIRAN 4

UJI REABILITAS

Perhitungan CR

Jumlah standar loading:

KDK	:	0.963 +	0.922 +	0.934 +	0.885 +	0.900 =	4.604	
KPK	:	0.882 +	0.897 +	0.870 +	0.855 +	0.897 +	0.868 +	0.864 = 6.133
MOT	:	0.847 +	0.825 +	0.762 +	0.857 +	0.888 =	4.179	
KA	:	0.869 +	0.867 +	0.908 +	0.933 +	0.889 +	0.839 =	5.305
KIN	:	0.891 +	0.907 +	0.895 +	0.908 +	0.906 +	0.921 =	5.428

Kuadrat standar loading

	item1	item2	item3	item4	item5	item6	item7
KDK	0.927	0.850	0.872	0.783	0.810		
KPK	0.778	0.805	0.757	0.731	0.805	0.753	0.746
MOT	0.717	0.681	0.581	0.734	0.789		
KA	0.755	0.752	0.824	0.870	0.790	0.704	
KIN	0.794	0.823	0.801	0.824	0.821	0.848	

Jumlah kesalahan pengukuran = 1 - kuadrat jumlah standar loading

KDK	:	0.073 +	0.150 +	0.128 +	0.217 +	0.190 =	0.757	
KPK	:	0.222 +	0.195 +	0.243 +	0.269 +	0.195 +	0.247 +	0.254 = 1.625
MOT	:	0.283 +	0.319 +	0.419 +	0.266 +	0.211 =	1.498	
KA	:	0.245 +	0.248 +	0.176 +	0.130 +	0.210 +	0.296 =	1.304
KIN	:	0.206 +	0.177 +	0.199 +	0.176 +	0.179 +	0.152 =	1.089

Konstruksi reliability (CR)

KDK	:	$\frac{21.197}{21.197 + 0.757}$	=	0.966
KPK	:	$\frac{37.614}{37.614 + 1.625}$	=	0.959
MOT	:	$\frac{17.464}{17.464 + 1.498}$	=	0.921
KA	:	$\frac{28.143}{28.143 + 1.304}$	=	0.956
KIN	:	$\frac{29.463}{29.463 + 1.089}$	=	0.964

Perhitungan AVE

Jumlah kuadrat standar loading

KDK	:	0.927 +	0.850 +	0.872 +	0.783 +	0.810 =	4.243		
KPK	:	0.778 +	0.805 +	0.757 +	0.731 +	0.805 +	0.753 +	0.746 =	5.375
MOT	:	0.717 +	0.681 +	0.581 +	0.734 +	0.789 =	3.502		
KA	:	0.755 +	0.752 +	0.824 +	0.870 +	0.790 +	0.704 =	4.696	
KIN	:	0.794 +	0.823 +	0.801 +	0.824 +	0.821 +	0.848 =	4.911	

AVE

		4.243		
KDK	:	<hr/>	=	0.849
		4.243 + 0.757		
		5.375		
KPK	:	<hr/>	=	0.768
		5.375 + 1.625		
		3.502		
MOT	:	<hr/>	=	0.700
		3.502 + 1.498		
		4.696		
KA	:	<hr/>	=	0.783
		4.696 + 1.304		
		4.911		
KIN	:	<hr/>	=	0.819
		4.911 + 1.089		

Output Data Untuk Uji Reliabilitas

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

			Estimate
KDK5	<---	KDK	.900
KDK4	<---	KDK	.885
KDK3	<---	KDK	.934
KDK2	<---	KDK	.922
KDK1	<---	KDK	.963
KPK2	<---	KPK	.897
KPK1	<---	KPK	.882
KA1	<---	KA	.869
KA2	<---	KA	.867
KA3	<---	KA	.908
KA4	<---	KA	.933
KA5	<---	KA	.889
KPK3	<---	KPK	.870
KPK4	<---	KPK	.855
MOT4	<---	MOT	.762
MOT3	<---	MOT	.825
MOT2	<---	MOT	.847
KIN1	<---	KIN	.891
KIN2	<---	KIN	.907
KIN3	<---	KIN	.895
KIN4	<---	KIN	.908
MOT5	<---	MOT	.888
MOT6	<---	MOT	.857
KPK5	<---	KPK	.897
KPK6	<---	KPK	.868
KA6	<---	KA	.839
KIN5	<---	KIN	.906
KIN6	<---	KIN	.921
KPK7	<---	KPK	.864

LAMPIRAN 5
EVALUASI ATAS ASUMSI-
ASUMSI APLIKASI SEM

F:\TESIS FIA\MODEL SEM LENGKAP.amw

Analysis Summary

Date and Time

Date: Monday, November 28, 2016

Time: 7:56:48 PM

Title

Model sem lengkap: Monday, November 28, 2016 7:56 PM

Groups

Group number 1 (Group number 1)

Notes for Group (Group number 1)

The model is recursive.

Sample size = 137

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

KDK5

KDK4

KDK3

KDK2

KDK1

KPK2

KPK1

KA1

KA2

KA3

KA4

KA5

KPK3

KPK4

MOT4

MOT3

MOT2

KIN1

KIN2

KIN3

KIN4

MOT5

MOT6

KPK5

KPK6

KA6

KIN5
KIN6
KPK7
Unobserved, endogenous variables
KA
KIN
Unobserved, exogenous variables
KDK
KPK
e5
e4
e3
e2
e1
e7
e6
e18
e19
e20
e21
e22
z1
e8
e9
MOT
e15
e14
e13
e24
e25
e26
e27
z2
e16
e17
e10
e11
e23
e28
e29
e12

Variable counts (Group number 1)

Number of variables in your model:	65
Number of observed variables:	29
Number of unobserved variables:	36
Number of exogenous variables:	34
Number of endogenous variables:	31

Parameter summary (Group number 1)

	Weight s	Covariance s	Variance s	Mean s	Intercept s	Total
Fixed	36	0	0	0	0	36
Labeled	0	0	0	0	0	0
Unlabeled	31	3	34	0	0	68
Total	67	3	34	0	0	104

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
KPK7	2.000	5.000	-.468	-2.237	-.408	-.974
KIN6	1.000	5.000	-.899	-4.294	.479	1.144
KIN5	1.000	5.000	-.714	-3.413	-.020	-.047
KA6	1.000	5.000	-.437	-2.090	-.194	-.464
KPK6	1.000	5.000	-.521	-2.491	-.199	-.476
KPK5	1.000	5.000	-.748	-3.575	.167	.399
MOT6	1.000	5.000	-.750	-3.583	.439	1.050
MOT5	1.000	5.000	-.670	-3.202	-.101	-.241
KIN4	1.000	5.000	-.814	-3.892	.194	.462
KIN3	1.000	5.000	-.719	-3.434	-.140	-.334
KIN2	1.000	5.000	-.674	-3.219	.045	.108
KIN1	1.000	5.000	-.660	-3.152	-.238	-.568
MOT2	2.000	5.000	-.375	-1.792	-.531	-1.269
MOT3	2.000	5.000	-.295	-1.410	-.485	-1.159
MOT4	2.000	5.000	-.287	-1.370	-.641	-1.532
KPK4	2.000	5.000	-.449	-2.143	-.387	-.926
KPK3	1.000	5.000	-.462	-2.206	-.179	-.427
KA5	1.000	5.000	-.591	-2.822	-.303	-.725
KA4	1.000	5.000	-.724	-3.461	-.096	-.230
KA3	1.000	5.000	-.644	-3.079	-.091	-.218
KA2	1.000	5.000	-.538	-2.571	-.292	-.698
KA1	2.000	5.000	-.500	-2.391	-.344	-.822

Variable	min	max	skew	c.r.	kurtosis	c.r.
KPK1	2.000	5.000	-.559	-2.670	-.238	-.568
KPK2	1.000	5.000	-.654	-3.123	.066	.158
KDK1	1.000	5.000	-.710	-3.392	-.051	-.121
KDK2	1.000	5.000	-.998	-4.769	1.000	2.388
KDK3	1.000	5.000	-.469	-2.242	-.413	-.986
KDK4	1.000	5.000	-.556	-2.656	-.184	-.440
KDK5	2.000	5.000	-.414	-1.977	-.653	-1.560
Multivariate					84.774	11.700

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

Observation number	Mahalanobis d-squared	p1	p2
63	57.429	.001	.160
58	51.102	.007	.242
50	49.098	.011	.202
20	48.885	.012	.081
69	46.856	.019	.126
107	46.732	.020	.056
54	45.921	.024	.047
97	44.566	.032	.078
114	44.042	.036	.063
98	43.920	.037	.033
70	42.809	.047	.062
12	42.568	.050	.042
110	42.488	.051	.022
3	41.894	.057	.026
109	41.882	.058	.013
59	41.710	.060	.008
103	41.703	.060	.003
95	41.464	.063	.002
89	41.308	.065	.001
15	41.060	.068	.001
87	40.986	.069	.000
90	40.244	.080	.001
7	39.744	.088	.002
116	39.564	.091	.001
4	39.546	.092	.001
29	39.157	.099	.001
8	38.836	.105	.001

Observation number	Mahalanobis d-squared	p1	p2
125	38.149	.119	.003
6	37.967	.123	.002
96	37.908	.124	.001
81	37.880	.125	.001
52	37.672	.130	.001
71	37.197	.141	.001
53	37.070	.144	.001
135	36.859	.150	.001
33	36.561	.158	.001
136	35.953	.175	.004
106	35.627	.185	.005
126	35.527	.188	.004
39	35.469	.190	.002
137	35.368	.193	.002
32	35.355	.193	.001
31	34.973	.205	.002
117	34.955	.206	.001
43	34.912	.207	.001
131	34.732	.213	.001
48	34.548	.220	.001
74	34.299	.228	.001
83	34.056	.237	.001
2	33.988	.240	.001
91	33.875	.244	.001
130	33.783	.247	.000
21	33.783	.247	.000
19	33.665	.252	.000
124	33.657	.252	.000
40	33.125	.273	.000
76	33.110	.273	.000
26	32.813	.285	.000
72	32.655	.292	.000
92	32.570	.295	.000
120	32.484	.299	.000
62	32.475	.299	.000
37	32.066	.317	.000
65	32.057	.317	.000
68	31.894	.325	.000
123	31.377	.348	.001

Observation number	Mahalanobis d-squared	p1	p2
51	30.735	.378	.005
111	30.428	.393	.009
112	30.428	.393	.006
24	30.300	.399	.005
17	30.016	.413	.008
30	29.832	.422	.010
115	29.600	.434	.013
36	29.568	.436	.009
56	28.870	.472	.046
101	28.609	.486	.062
73	28.544	.489	.052
82	28.393	.497	.054
113	28.146	.510	.070
93	27.601	.539	.168
118	27.140	.564	.291
78	27.108	.566	.247
94	27.075	.568	.208
22	26.897	.577	.223
44	26.890	.578	.177
79	26.826	.581	.154
25	26.788	.583	.126
80	26.716	.587	.109
34	26.378	.605	.165
133	26.332	.608	.137
127	25.937	.629	.222
86	25.213	.667	.497
41	25.153	.670	.455
84	24.929	.682	.499
9	24.817	.688	.484
5	24.235	.717	.703
60	23.877	.735	.793
49	23.805	.739	.765
75	23.735	.742	.733
66	23.722	.743	.673

Models**Default model (Default model)****Notes for Model (Default model)****Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 435

Number of distinct parameters to be estimated: 68

Degrees of freedom (435 - 68): 367

Result (Default model)

Minimum was achieved

Chi-square = 572.713

Degrees of freedom = 367

Probability level = .000

Group number 1 (Group number 1 - Default model)**Estimates (Group number 1 - Default model)****Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
KA <--- KDK	.299	.077	3.877	***	
KA <--- KPK	.316	.072	4.371	***	
KA <--- MOT	.352	.107	3.298	***	
KIN <--- MOT	.340	.115	2.950	.003	
KIN <--- KA	.418	.128	3.257	.001	
KIN <--- KDK	.191	.082	2.339	.019	
KIN <--- KPK	.190	.079	2.395	.017	
KDK5 <--- KDK	1.000				
KDK4 <--- KDK	1.013	.063	16.034	***	
KDK3 <--- KDK	1.135	.061	18.598	***	
KDK2 <--- KDK	1.067	.060	17.898	***	
KDK1 <--- KDK	1.207	.059	20.455	***	
KPK2 <--- KPK	1.000				
KPK1 <--- KPK	.907	.058	15.661	***	
KA1 <--- KA	1.000				
KA2 <--- KA	1.040	.074	14.148	***	
KA3 <--- KA	1.102	.071	15.581	***	
KA4 <--- KA	1.155	.070	16.601	***	
KA5 <--- KA	1.105	.074	14.870	***	
KPK3 <--- KPK	.971	.064	15.178	***	
KPK4 <--- KPK	.881	.060	14.577	***	

	Estimate	S.E.	C.R.	P	Label
MOT4 <--- MOT	1.000				
MOT3 <--- MOT	1.040	.101	10.325	***	
MOT2 <--- MOT	1.110	.104	10.667	***	
KIN1 <--- KIN	1.000				
KIN2 <--- KIN	.958	.058	16.616	***	
KIN3 <--- KIN	1.044	.065	16.054	***	
KIN4 <--- KIN	1.039	.062	16.662	***	
MOT5 <--- MOT	1.217	.108	11.305	***	
MOT6 <--- MOT	1.058	.098	10.820	***	
KPK5 <--- KPK	1.022	.063	16.315	***	
KPK6 <--- KPK	.933	.062	15.088	***	
KA6 <--- KA	.970	.073	13.259	***	
KIN5 <--- KIN	1.091	.066	16.554	***	
KIN6 <--- KIN	1.083	.063	17.272	***	
KPK7 <--- KPK	.908	.061	14.923	***	

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

	Estimate
KA <--- KDK	.333
KA <--- KPK	.350
KA <--- MOT	.315
KIN <--- MOT	.268
KIN <--- KA	.369
KIN <--- KDK	.187
KIN <--- KPK	.186
KDK5 <--- KDK	.900
KDK4 <--- KDK	.885
KDK3 <--- KDK	.934
KDK2 <--- KDK	.922
KDK1 <--- KDK	.963
KPK2 <--- KPK	.897
KPK1 <--- KPK	.882
KA1 <--- KA	.869
KA2 <--- KA	.867
KA3 <--- KA	.908
KA4 <--- KA	.933
KA5 <--- KA	.889
KPK3 <--- KPK	.870
KPK4 <--- KPK	.855

	Estimate
MOT4 <--- MOT	.762
MOT3 <--- MOT	.825
MOT2 <--- MOT	.847
KIN1 <--- KIN	.891
KIN2 <--- KIN	.907
KIN3 <--- KIN	.895
KIN4 <--- KIN	.908
MOT5 <--- MOT	.888
MOT6 <--- MOT	.857
KPK5 <--- KPK	.897
KPK6 <--- KPK	.868
KA6 <--- KA	.839
KIN5 <--- KIN	.906
KIN6 <--- KIN	.921
KPK7 <--- KPK	.864

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KDK <--> KPK	.571	.085	6.693	***	
KDK <--> MOT	.482	.077	6.296	***	
KPK <--> MOT	.466	.075	6.196	***	

Correlations: (Group number 1 - Default model)

	Estimate
KDK <--> KPK	.815
KDK <--> MOT	.852
KPK <--> MOT	.827

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KDK	.704	.104	6.771	***	
KPK	.697	.104	6.718	***	
MOT	.455	.088	5.179	***	
z1	.067	.014	4.879	***	
z2	.059	.013	4.639	***	
e5	.165	.023	7.290	***	
e4	.201	.027	7.444	***	
e3	.132	.020	6.683	***	
e2	.141	.020	6.964	***	

	Estimate	S.E.	C.R.	P	Label
e1	.079	.015	5.327	***	
e7	.169	.024	6.988	***	
e6	.164	.023	7.183	***	
e18	.185	.025	7.441	***	
e19	.203	.027	7.449	***	
e20	.147	.021	7.008	***	
e21	.112	.017	6.450	***	
e22	.185	.026	7.259	***	
e8	.211	.029	7.299	***	
e9	.200	.027	7.423	***	
e15	.328	.043	7.579	***	
e14	.231	.032	7.218	***	
e13	.221	.031	7.014	***	
e24	.191	.026	7.384	***	
e25	.144	.020	7.197	***	
e26	.199	.027	7.343	***	
e27	.168	.023	7.184	***	
e16	.181	.028	6.421	***	
e17	.184	.027	6.902	***	
e10	.177	.025	6.997	***	
e11	.198	.027	7.319	***	
e23	.225	.030	7.624	***	
e28	.190	.026	7.215	***	
e29	.154	.022	6.984	***	
e12	.195	.027	7.354	***	

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

	MOT	KPK	KDK	KA	KIN
KA	.352	.316	.299	.000	.000
KIN	.487	.322	.316	.418	.000
KPK7	.000	.908	.000	.000	.000
KIN6	.527	.349	.342	.452	1.083
KIN5	.531	.352	.345	.456	1.091
KA6	.341	.307	.290	.970	.000
KPK6	.000	.933	.000	.000	.000
KPK5	.000	1.022	.000	.000	.000
MOT6	1.058	.000	.000	.000	.000
MOT5	1.217	.000	.000	.000	.000

	MOT	KPK	KDK	KA	KIN
KIN4	.505	.335	.328	.434	1.039
KIN3	.508	.337	.330	.436	1.044
KIN2	.466	.309	.303	.400	.958
KIN1	.487	.322	.316	.418	1.000
MOT2	1.110	.000	.000	.000	.000
MOT3	1.040	.000	.000	.000	.000
MOT4	1.000	.000	.000	.000	.000
KPK4	.000	.881	.000	.000	.000
KPK3	.000	.971	.000	.000	.000
KA5	.389	.350	.331	1.105	.000
KA4	.407	.366	.346	1.155	.000
KA3	.388	.349	.330	1.102	.000
KA2	.366	.329	.311	1.040	.000
KA1	.352	.316	.299	1.000	.000
KPK1	.000	.907	.000	.000	.000
KPK2	.000	1.000	.000	.000	.000
KDK1	.000	.000	1.207	.000	.000
KDK2	.000	.000	1.067	.000	.000
KDK3	.000	.000	1.135	.000	.000
KDK4	.000	.000	1.013	.000	.000
KDK5	.000	.000	1.000	.000	.000

Standardized Total Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.315	.350	.333	.000	.000
KIN	.384	.315	.310	.369	.000
KPK7	.000	.864	.000	.000	.000
KIN6	.354	.290	.285	.340	.921
KIN5	.348	.285	.281	.334	.906
KA6	.264	.294	.279	.839	.000
KPK6	.000	.868	.000	.000	.000
KPK5	.000	.897	.000	.000	.000
MOT6	.857	.000	.000	.000	.000
MOT5	.888	.000	.000	.000	.000
KIN4	.349	.286	.282	.335	.908
KIN3	.343	.281	.277	.330	.895
KIN2	.348	.285	.281	.335	.907
KIN1	.342	.280	.276	.328	.891
MOT2	.847	.000	.000	.000	.000

	MOT	KPK	KDK	KA	KIN
MOT3	.825	.000	.000	.000	.000
MOT4	.762	.000	.000	.000	.000
KPK4	.000	.855	.000	.000	.000
KPK3	.000	.870	.000	.000	.000
KA5	.280	.311	.296	.889	.000
KA4	.294	.327	.311	.933	.000
KA3	.286	.318	.302	.908	.000
KA2	.273	.304	.289	.867	.000
KA1	.273	.304	.289	.869	.000
KPK1	.000	.882	.000	.000	.000
KPK2	.000	.897	.000	.000	.000
KDK1	.000	.000	.963	.000	.000
KDK2	.000	.000	.922	.000	.000
KDK3	.000	.000	.934	.000	.000
KDK4	.000	.000	.885	.000	.000
KDK5	.000	.000	.900	.000	.000

Direct Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.352	.316	.299	.000	.000
KIN	.340	.190	.191	.418	.000
KPK7	.000	.908	.000	.000	.000
KIN6	.000	.000	.000	.000	1.083
KIN5	.000	.000	.000	.000	1.091
KA6	.000	.000	.000	.970	.000
KPK6	.000	.933	.000	.000	.000
KPK5	.000	1.022	.000	.000	.000
MOT6	1.058	.000	.000	.000	.000
MOT5	1.217	.000	.000	.000	.000
KIN4	.000	.000	.000	.000	1.039
KIN3	.000	.000	.000	.000	1.044
KIN2	.000	.000	.000	.000	.958
KIN1	.000	.000	.000	.000	1.000
MOT2	1.110	.000	.000	.000	.000
MOT3	1.040	.000	.000	.000	.000
MOT4	1.000	.000	.000	.000	.000
KPK4	.000	.881	.000	.000	.000
KPK3	.000	.971	.000	.000	.000
KA5	.000	.000	.000	1.105	.000

	MOT	KPK	KDK	KA	KIN
KA4	.000	.000	.000	1.155	.000
KA3	.000	.000	.000	1.102	.000
KA2	.000	.000	.000	1.040	.000
KA1	.000	.000	.000	1.000	.000
KPK1	.000	.907	.000	.000	.000
KPK2	.000	1.000	.000	.000	.000
KDK1	.000	.000	1.207	.000	.000
KDK2	.000	.000	1.067	.000	.000
KDK3	.000	.000	1.135	.000	.000
KDK4	.000	.000	1.013	.000	.000
KDK5	.000	.000	1.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.315	.350	.333	.000	.000
KIN	.268	.186	.187	.369	.000
KPK7	.000	.864	.000	.000	.000
KIN6	.000	.000	.000	.000	.921
KIN5	.000	.000	.000	.000	.906
KA6	.000	.000	.000	.839	.000
KPK6	.000	.868	.000	.000	.000
KPK5	.000	.897	.000	.000	.000
MOT6	.857	.000	.000	.000	.000
MOT5	.888	.000	.000	.000	.000
KIN4	.000	.000	.000	.000	.908
KIN3	.000	.000	.000	.000	.895
KIN2	.000	.000	.000	.000	.907
KIN1	.000	.000	.000	.000	.891
MOT2	.847	.000	.000	.000	.000
MOT3	.825	.000	.000	.000	.000
MOT4	.762	.000	.000	.000	.000
KPK4	.000	.855	.000	.000	.000
KPK3	.000	.870	.000	.000	.000
KA5	.000	.000	.000	.889	.000
KA4	.000	.000	.000	.933	.000
KA3	.000	.000	.000	.908	.000
KA2	.000	.000	.000	.867	.000
KA1	.000	.000	.000	.869	.000
KPK1	.000	.882	.000	.000	.000

	MOT	KPK	KDK	KA	KIN
KPK2	.000	.897	.000	.000	.000
KDK1	.000	.000	.963	.000	.000
KDK2	.000	.000	.922	.000	.000
KDK3	.000	.000	.934	.000	.000
KDK4	.000	.000	.885	.000	.000
KDK5	.000	.000	.900	.000	.000

Indirect Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.000	.000	.000	.000	.000
KIN	.147	.132	.125	.000	.000
KPK7	.000	.000	.000	.000	.000
KIN6	.527	.349	.342	.452	.000
KIN5	.531	.352	.345	.456	.000
KA6	.341	.307	.290	.000	.000
KPK6	.000	.000	.000	.000	.000
KPK5	.000	.000	.000	.000	.000
MOT6	.000	.000	.000	.000	.000
MOT5	.000	.000	.000	.000	.000
KIN4	.505	.335	.328	.434	.000
KIN3	.508	.337	.330	.436	.000
KIN2	.466	.309	.303	.400	.000
KIN1	.487	.322	.316	.418	.000
MOT2	.000	.000	.000	.000	.000
MOT3	.000	.000	.000	.000	.000
MOT4	.000	.000	.000	.000	.000
KPK4	.000	.000	.000	.000	.000
KPK3	.000	.000	.000	.000	.000
KA5	.389	.350	.331	.000	.000
KA4	.407	.366	.346	.000	.000
KA3	.388	.349	.330	.000	.000
KA2	.366	.329	.311	.000	.000
KA1	.352	.316	.299	.000	.000
KPK1	.000	.000	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KDK1	.000	.000	.000	.000	.000
KDK2	.000	.000	.000	.000	.000
KDK3	.000	.000	.000	.000	.000
KDK4	.000	.000	.000	.000	.000
KDK5	.000	.000	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.000	.000	.000	.000	.000
KIN	.116	.129	.123	.000	.000
KPK7	.000	.000	.000	.000	.000
KIN6	.354	.290	.285	.340	.000
KIN5	.348	.285	.281	.334	.000
KA6	.264	.294	.279	.000	.000
KPK6	.000	.000	.000	.000	.000
KPK5	.000	.000	.000	.000	.000
MOT6	.000	.000	.000	.000	.000
MOT5	.000	.000	.000	.000	.000
KIN4	.349	.286	.282	.335	.000
KIN3	.343	.281	.277	.330	.000
KIN2	.348	.285	.281	.335	.000
KIN1	.342	.280	.276	.328	.000
MOT2	.000	.000	.000	.000	.000
MOT3	.000	.000	.000	.000	.000
MOT4	.000	.000	.000	.000	.000
KPK4	.000	.000	.000	.000	.000
KPK3	.000	.000	.000	.000	.000
KA5	.280	.311	.296	.000	.000
KA4	.294	.327	.311	.000	.000
KA3	.286	.318	.302	.000	.000
KA2	.273	.304	.289	.000	.000
KA1	.273	.304	.289	.000	.000
KPK1	.000	.000	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KDK1	.000	.000	.000	.000	.000
KDK2	.000	.000	.000	.000	.000
KDK3	.000	.000	.000	.000	.000
KDK4	.000	.000	.000	.000	.000
KDK5	.000	.000	.000	.000	.000

Minimization History (Default model)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	13		-1.734	9999.000	5246.976	0	9999.000
1	e	37		-.448	3.670	3370.963	18	.317
2	e*	26		-.877	1.991	1901.245	4	.910
3	e*	3		-.557	1.156	1084.722	4	.863
4	e	2		-.389	.647	897.398	5	.591
5	e*	1		-.297	.357	746.142	4	.893
6	e	0	927.251		.341	638.052	5	.977
7	e	0	243.676		.944	587.702	1	.856
8	e	0	343.948		.191	574.008	1	1.139
9	e	0	358.404		.057	572.756	1	1.105
10	e	0	364.689		.008	572.713	1	1.030
11	e	0	364.798		.000	572.713	1	1.002

Bootstrap (Default model)**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
4	0	0	0
5	0	0	0
6	0	0	0
7	0	0	0
8	0	0	0
9	0	13	0
10	0	28	0
11	0	58	0
12	0	37	0
13	0	49	0
14	0	25	0
15	0	19	0
16	0	8	0
17	0	9	0
18	0	3	0

Iterations	Method 0	Method 1	Method 2
19	0	1	0
Total	0	250	0

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

0 bootstrap samples were unused because a solution was not found.

250 usable bootstrap samples were obtained.

Bollen-Stine Bootstrap (Default model)

The model fit better in 230 bootstrap samples.

It fit about equally well in 0 bootstrap samples.

It fit worse or failed to fit in 20 bootstrap samples.

Testing the null hypothesis that the model is correct, Bollen-Stine bootstrap $p = .084$

Bootstrap Distributions (Default model)

ML discrepancy (implied vs sample) (Default model)

	319.818	----- *
	343.945	*****
	368.071	*****
	392.197	*****
	416.324	*****
	440.450	*****
	464.576	*****
N = 250	488.703	*****
Mean = 457.635	512.829	*****
S. e. = 4.509	536.955	****
	561.082	***
	585.208	****
	609.334	*
	633.461	*
	657.587	**

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	68	572.713	367	.000	1.561
Saturated model	435	.000	0		
Independence model	29	5467.775	406	.000	13.467

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.026	.790	.751	.666
Saturated model	.000	1.000		
Independence model	.595	.067	.000	.062

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.895	.884	.960	.955	.959
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.904	.809	.867
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	205.713	144.749	274.616
Saturated model	.000	.000	.000
Independence model	5061.775	4826.311	5303.681

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	4.211	1.513	1.064	2.019
Saturated model	.000	.000	.000	.000
Independence model	40.204	37.219	35.488	38.998

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.064	.054	.074	.013
Independence model	.303	.296	.310	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	708.713	747.203	907.272	975.272
Saturated model	870.000	1116.226	2140.192	2575.192
Independence model	5525.775	5542.190	5610.454	5639.454

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	5.211	4.763	5.718	5.494
Saturated model	6.397	6.397	6.397	8.208
Independence model	40.631	38.899	42.409	40.751

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	98	103
Independence model	12	12

Execution time summary

Minimization: .031

Miscellaneous: 1.540

Bootstrap: 1.420

Total: 2.991

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Analysis Summary

Date and Time

Date: Monday, November 28, 2016

Time: 7:59:37 PM

Title

Model sem lengkap: Monday, November 28, 2016 7:59 PM

Groups

Group number 1 (Group number 1)

Notes for Group (Group number 1)

The model is recursive.

Sample size = 137

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

KDK5

KDK4

KDK3

KDK2

KDK1

KPK2

KPK1

KA1

KA2

KA3

KA4

KA5

KPK3

KPK4

MOT4

MOT3

MOT2

KIN1

KIN2

KIN3

KIN4

MOT5

MOT6

KPK5

KPK6

KA6

KIN5

KIN6

KPK7

Unobserved, endogenous variables

KA

KIN

Unobserved, exogenous variables

KDK

KPK

e5

e4

e3

e2

e1

e7

e6

e18

e19

e20

e21

e22

z1

e8

e9

MOT

e15

e14

e13

e24

e25

e26

e27

z2

e16

e17

e10

e11

e23

e28

e29

e12

Variable counts (Group number 1)

Number of variables in your model:	65
Number of observed variables:	29
Number of unobserved variables:	36
Number of exogenous variables:	34
Number of endogenous variables:	31

Parameter summary (Group number 1)

	Weight s	Covariance s	Variance s	Mean s	Intercept s	Total
Fixed	36	0	0	0	0	36
Labeled	0	0	0	0	0	0
Unlabeled	31	3	34	0	0	68
Total	67	3	34	0	0	104

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
KPK7	2.000	5.000	-.468	-2.237	-.408	-.974
KIN6	1.000	5.000	-.899	-4.294	.479	1.144
KIN5	1.000	5.000	-.714	-3.413	-.020	-.047
KA6	1.000	5.000	-.437	-2.090	-.194	-.464
KPK6	1.000	5.000	-.521	-2.491	-.199	-.476
KPK5	1.000	5.000	-.748	-3.575	.167	.399
MOT6	1.000	5.000	-.750	-3.583	.439	1.050
MOT5	1.000	5.000	-.670	-3.202	-.101	-.241
KIN4	1.000	5.000	-.814	-3.892	.194	.462
KIN3	1.000	5.000	-.719	-3.434	-.140	-.334
KIN2	1.000	5.000	-.674	-3.219	.045	.108
KIN1	1.000	5.000	-.660	-3.152	-.238	-.568
MOT2	2.000	5.000	-.375	-1.792	-.531	-1.269
MOT3	2.000	5.000	-.295	-1.410	-.485	-1.159
MOT4	2.000	5.000	-.287	-1.370	-.641	-1.532
KPK4	2.000	5.000	-.449	-2.143	-.387	-.926
KPK3	1.000	5.000	-.462	-2.206	-.179	-.427
KA5	1.000	5.000	-.591	-2.822	-.303	-.725
KA4	1.000	5.000	-.724	-3.461	-.096	-.230
KA3	1.000	5.000	-.644	-3.079	-.091	-.218
KA2	1.000	5.000	-.538	-2.571	-.292	-.698

Variable	min	max	skew	c.r.	kurtosis	c.r.
KA1	2.000	5.000	-.500	-2.391	-.344	-.822
KPK1	2.000	5.000	-.559	-2.670	-.238	-.568
KPK2	1.000	5.000	-.654	-3.123	.066	.158
KDK1	1.000	5.000	-.710	-3.392	-.051	-.121
KDK2	1.000	5.000	-.998	-4.769	1.000	2.388
KDK3	1.000	5.000	-.469	-2.242	-.413	-.986
KDK4	1.000	5.000	-.556	-2.656	-.184	-.440
KDK5	2.000	5.000	-.414	-1.977	-.653	-1.560
Multivariate					84.774	11.700

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

Observation number	Mahalanobis d-squared	p1	p2
63	57.429	.001	.160
58	51.102	.007	.242
50	49.098	.011	.202
20	48.885	.012	.081
69	46.856	.019	.126
107	46.732	.020	.056
54	45.921	.024	.047
97	44.566	.032	.078
114	44.042	.036	.063
98	43.920	.037	.033
70	42.809	.047	.062
12	42.568	.050	.042
110	42.488	.051	.022
3	41.894	.057	.026
109	41.882	.058	.013
59	41.710	.060	.008
103	41.703	.060	.003
95	41.464	.063	.002
89	41.308	.065	.001
15	41.060	.068	.001
87	40.986	.069	.000
90	40.244	.080	.001
7	39.744	.088	.002
116	39.564	.091	.001
4	39.546	.092	.001
29	39.157	.099	.001

Observation number	Mahalanobis d-squared	p1	p2
8	38.836	.105	.001
125	38.149	.119	.003
6	37.967	.123	.002
96	37.908	.124	.001
81	37.880	.125	.001
52	37.672	.130	.001
71	37.197	.141	.001
53	37.070	.144	.001
135	36.859	.150	.001
33	36.561	.158	.001
136	35.953	.175	.004
106	35.627	.185	.005
126	35.527	.188	.004
39	35.469	.190	.002
137	35.368	.193	.002
32	35.355	.193	.001
31	34.973	.205	.002
117	34.955	.206	.001
43	34.912	.207	.001
131	34.732	.213	.001
48	34.548	.220	.001
74	34.299	.228	.001
83	34.056	.237	.001
2	33.988	.240	.001
91	33.875	.244	.001
130	33.783	.247	.000
21	33.783	.247	.000
19	33.665	.252	.000
124	33.657	.252	.000
40	33.125	.273	.000
76	33.110	.273	.000
26	32.813	.285	.000
72	32.655	.292	.000
92	32.570	.295	.000
120	32.484	.299	.000
62	32.475	.299	.000
37	32.066	.317	.000
65	32.057	.317	.000
68	31.894	.325	.000

Observation number	Mahalanobis d-squared	p1	p2
123	31.377	.348	.001
51	30.735	.378	.005
111	30.428	.393	.009
112	30.428	.393	.006
24	30.300	.399	.005
17	30.016	.413	.008
30	29.832	.422	.010
115	29.600	.434	.013
36	29.568	.436	.009
56	28.870	.472	.046
101	28.609	.486	.062
73	28.544	.489	.052
82	28.393	.497	.054
113	28.146	.510	.070
93	27.601	.539	.168
118	27.140	.564	.291
78	27.108	.566	.247
94	27.075	.568	.208
22	26.897	.577	.223
44	26.890	.578	.177
79	26.826	.581	.154
25	26.788	.583	.126
80	26.716	.587	.109
34	26.378	.605	.165
133	26.332	.608	.137
127	25.937	.629	.222
86	25.213	.667	.497
41	25.153	.670	.455
84	24.929	.682	.499
9	24.817	.688	.484
5	24.235	.717	.703
60	23.877	.735	.793
49	23.805	.739	.765
75	23.735	.742	.733
66	23.722	.743	.673

Models**Default model (Default model)****Notes for Model (Default model)****Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 435

Number of distinct parameters to be estimated: 68

Degrees of freedom (435 - 68): 367

Result (Default model)

Minimum was achieved

Chi-square = 572.713

Degrees of freedom = 367

Probability level = .000

Group number 1 (Group number 1 - Default model)**Estimates (Group number 1 - Default model)****Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
KA <--- KDK	.299	.077	3.877	***	
KA <--- KPK	.316	.072	4.371	***	
KA <--- MOT	.352	.107	3.298	***	
KIN <--- MOT	.340	.115	2.950	.003	
KIN <--- KA	.418	.128	3.257	.001	
KIN <--- KDK	.191	.082	2.339	.019	
KIN <--- KPK	.190	.079	2.395	.017	
KDK5 <--- KDK	1.000				
KDK4 <--- KDK	1.013	.063	16.034	***	
KDK3 <--- KDK	1.135	.061	18.598	***	
KDK2 <--- KDK	1.067	.060	17.898	***	
KDK1 <--- KDK	1.207	.059	20.455	***	
KPK2 <--- KPK	1.000				
KPK1 <--- KPK	.907	.058	15.661	***	
KA1 <--- KA	1.000				
KA2 <--- KA	1.040	.074	14.148	***	
KA3 <--- KA	1.102	.071	15.581	***	
KA4 <--- KA	1.155	.070	16.601	***	
KA5 <--- KA	1.105	.074	14.870	***	
KPK3 <--- KPK	.971	.064	15.178	***	
KPK4 <--- KPK	.881	.060	14.577	***	

	Estimate	S.E.	C.R.	P	Label
MOT4 <--- MOT	1.000				
MOT3 <--- MOT	1.040	.101	10.325	***	
MOT2 <--- MOT	1.110	.104	10.667	***	
KIN1 <--- KIN	1.000				
KIN2 <--- KIN	.958	.058	16.616	***	
KIN3 <--- KIN	1.044	.065	16.054	***	
KIN4 <--- KIN	1.039	.062	16.662	***	
MOT5 <--- MOT	1.217	.108	11.305	***	
MOT6 <--- MOT	1.058	.098	10.820	***	
KPK5 <--- KPK	1.022	.063	16.315	***	
KPK6 <--- KPK	.933	.062	15.088	***	
KA6 <--- KA	.970	.073	13.259	***	
KIN5 <--- KIN	1.091	.066	16.554	***	
KIN6 <--- KIN	1.083	.063	17.272	***	
KPK7 <--- KPK	.908	.061	14.923	***	

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

	Estimate
KA <--- KDK	.333
KA <--- KPK	.350
KA <--- MOT	.315
KIN <--- MOT	.268
KIN <--- KA	.369
KIN <--- KDK	.187
KIN <--- KPK	.186
KDK5 <--- KDK	.900
KDK4 <--- KDK	.885
KDK3 <--- KDK	.934
KDK2 <--- KDK	.922
KDK1 <--- KDK	.963
KPK2 <--- KPK	.897
KPK1 <--- KPK	.882
KA1 <--- KA	.869
KA2 <--- KA	.867
KA3 <--- KA	.908
KA4 <--- KA	.933
KA5 <--- KA	.889
KPK3 <--- KPK	.870
KPK4 <--- KPK	.855

	Estimate
MOT4 <--- MOT	.762
MOT3 <--- MOT	.825
MOT2 <--- MOT	.847
KIN1 <--- KIN	.891
KIN2 <--- KIN	.907
KIN3 <--- KIN	.895
KIN4 <--- KIN	.908
MOT5 <--- MOT	.888
MOT6 <--- MOT	.857
KPK5 <--- KPK	.897
KPK6 <--- KPK	.868
KA6 <--- KA	.839
KIN5 <--- KIN	.906
KIN6 <--- KIN	.921
KPK7 <--- KPK	.864

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KDK <--> KPK	.571	.085	6.693	***	
KDK <--> MOT	.482	.077	6.296	***	
KPK <--> MOT	.466	.075	6.196	***	

Correlations: (Group number 1 - Default model)

	Estimate
KDK <--> KPK	.815
KDK <--> MOT	.852
KPK <--> MOT	.827

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KDK	.704	.104	6.771	***	
KPK	.697	.104	6.718	***	
MOT	.455	.088	5.179	***	
z1	.067	.014	4.879	***	
z2	.059	.013	4.639	***	
e5	.165	.023	7.290	***	
e4	.201	.027	7.444	***	
e3	.132	.020	6.683	***	

	Estimate	S.E.	C.R.	P	Label
e2	.141	.020	6.964	***	
e1	.079	.015	5.327	***	
e7	.169	.024	6.988	***	
e6	.164	.023	7.183	***	
e18	.185	.025	7.441	***	
e19	.203	.027	7.449	***	
e20	.147	.021	7.008	***	
e21	.112	.017	6.450	***	
e22	.185	.026	7.259	***	
e8	.211	.029	7.299	***	
e9	.200	.027	7.423	***	
e15	.328	.043	7.579	***	
e14	.231	.032	7.218	***	
e13	.221	.031	7.014	***	
e24	.191	.026	7.384	***	
e25	.144	.020	7.197	***	
e26	.199	.027	7.343	***	
e27	.168	.023	7.184	***	
e16	.181	.028	6.421	***	
e17	.184	.027	6.902	***	
e10	.177	.025	6.997	***	
e11	.198	.027	7.319	***	
e23	.225	.030	7.624	***	
e28	.190	.026	7.215	***	
e29	.154	.022	6.984	***	
e12	.195	.027	7.354	***	

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

	MOT	KPK	KDK	KA	KIN
KA	.352	.316	.299	.000	.000
KIN	.487	.322	.316	.418	.000
KPK7	.000	.908	.000	.000	.000
KIN6	.527	.349	.342	.452	1.083
KIN5	.531	.352	.345	.456	1.091
KA6	.341	.307	.290	.970	.000
KPK6	.000	.933	.000	.000	.000
KPK5	.000	1.022	.000	.000	.000

	MOT	KPK	KDK	KA	KIN
MOT6	1.058	.000	.000	.000	.000
MOT5	1.217	.000	.000	.000	.000
KIN4	.505	.335	.328	.434	1.039
KIN3	.508	.337	.330	.436	1.044
KIN2	.466	.309	.303	.400	.958
KIN1	.487	.322	.316	.418	1.000
MOT2	1.110	.000	.000	.000	.000
MOT3	1.040	.000	.000	.000	.000
MOT4	1.000	.000	.000	.000	.000
KPK4	.000	.881	.000	.000	.000
KPK3	.000	.971	.000	.000	.000
KA5	.389	.350	.331	1.105	.000
KA4	.407	.366	.346	1.155	.000
KA3	.388	.349	.330	1.102	.000
KA2	.366	.329	.311	1.040	.000
KA1	.352	.316	.299	1.000	.000
KPK1	.000	.907	.000	.000	.000
KPK2	.000	1.000	.000	.000	.000
KDK1	.000	.000	1.207	.000	.000
KDK2	.000	.000	1.067	.000	.000
KDK3	.000	.000	1.135	.000	.000
KDK4	.000	.000	1.013	.000	.000
KDK5	.000	.000	1.000	.000	.000

Standardized Total Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.315	.350	.333	.000	.000
KIN	.384	.315	.310	.369	.000
KPK7	.000	.864	.000	.000	.000
KIN6	.354	.290	.285	.340	.921
KIN5	.348	.285	.281	.334	.906
KA6	.264	.294	.279	.839	.000
KPK6	.000	.868	.000	.000	.000
KPK5	.000	.897	.000	.000	.000
MOT6	.857	.000	.000	.000	.000
MOT5	.888	.000	.000	.000	.000
KIN4	.349	.286	.282	.335	.908

	MOT	KPK	KDK	KA	KIN
KIN3	.343	.281	.277	.330	.895
KIN2	.348	.285	.281	.335	.907
KIN1	.342	.280	.276	.328	.891
MOT2	.847	.000	.000	.000	.000
MOT3	.825	.000	.000	.000	.000
MOT4	.762	.000	.000	.000	.000
KPK4	.000	.855	.000	.000	.000
KPK3	.000	.870	.000	.000	.000
KA5	.280	.311	.296	.889	.000
KA4	.294	.327	.311	.933	.000
KA3	.286	.318	.302	.908	.000
KA2	.273	.304	.289	.867	.000
KA1	.273	.304	.289	.869	.000
KPK1	.000	.882	.000	.000	.000
KPK2	.000	.897	.000	.000	.000
KDK1	.000	.000	.963	.000	.000
KDK2	.000	.000	.922	.000	.000
KDK3	.000	.000	.934	.000	.000
KDK4	.000	.000	.885	.000	.000
KDK5	.000	.000	.900	.000	.000

Direct Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.352	.316	.299	.000	.000
KIN	.340	.190	.191	.418	.000
KPK7	.000	.908	.000	.000	.000
KIN6	.000	.000	.000	.000	1.083
KIN5	.000	.000	.000	.000	1.091
KA6	.000	.000	.000	.970	.000
KPK6	.000	.933	.000	.000	.000
KPK5	.000	1.022	.000	.000	.000
MOT6	1.058	.000	.000	.000	.000
MOT5	1.217	.000	.000	.000	.000
KIN4	.000	.000	.000	.000	1.039
KIN3	.000	.000	.000	.000	1.044
KIN2	.000	.000	.000	.000	.958
KIN1	.000	.000	.000	.000	1.000
MOT2	1.110	.000	.000	.000	.000
MOT3	1.040	.000	.000	.000	.000

	MOT	KPK	KDK	KA	KIN
MOT4	1.000	.000	.000	.000	.000
KPK4	.000	.881	.000	.000	.000
KPK3	.000	.971	.000	.000	.000
KA5	.000	.000	.000	1.105	.000
KA4	.000	.000	.000	1.155	.000
KA3	.000	.000	.000	1.102	.000
KA2	.000	.000	.000	1.040	.000
KA1	.000	.000	.000	1.000	.000
KPK1	.000	.907	.000	.000	.000
KPK2	.000	1.000	.000	.000	.000
KDK1	.000	.000	1.207	.000	.000
KDK2	.000	.000	1.067	.000	.000
KDK3	.000	.000	1.135	.000	.000
KDK4	.000	.000	1.013	.000	.000
KDK5	.000	.000	1.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.315	.350	.333	.000	.000
KIN	.268	.186	.187	.369	.000
KPK7	.000	.864	.000	.000	.000
KIN6	.000	.000	.000	.000	.921
KIN5	.000	.000	.000	.000	.906
KA6	.000	.000	.000	.839	.000
KPK6	.000	.868	.000	.000	.000
KPK5	.000	.897	.000	.000	.000
MOT6	.857	.000	.000	.000	.000
MOT5	.888	.000	.000	.000	.000
KIN4	.000	.000	.000	.000	.908
KIN3	.000	.000	.000	.000	.895
KIN2	.000	.000	.000	.000	.907
KIN1	.000	.000	.000	.000	.891
MOT2	.847	.000	.000	.000	.000
MOT3	.825	.000	.000	.000	.000
MOT4	.762	.000	.000	.000	.000
KPK4	.000	.855	.000	.000	.000
KPK3	.000	.870	.000	.000	.000
KA5	.000	.000	.000	.889	.000
KA4	.000	.000	.000	.933	.000

	MOT	KPK	KDK	KA	KIN
KA3	.000	.000	.000	.908	.000
KA2	.000	.000	.000	.867	.000
KA1	.000	.000	.000	.869	.000
KPK1	.000	.882	.000	.000	.000
KPK2	.000	.897	.000	.000	.000
KDK1	.000	.000	.963	.000	.000
KDK2	.000	.000	.922	.000	.000
KDK3	.000	.000	.934	.000	.000
KDK4	.000	.000	.885	.000	.000
KDK5	.000	.000	.900	.000	.000

Indirect Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.000	.000	.000	.000	.000
KIN	.147	.132	.125	.000	.000
KPK7	.000	.000	.000	.000	.000
KIN6	.527	.349	.342	.452	.000
KIN5	.531	.352	.345	.456	.000
KA6	.341	.307	.290	.000	.000
KPK6	.000	.000	.000	.000	.000
KPK5	.000	.000	.000	.000	.000
MOT6	.000	.000	.000	.000	.000
MOT5	.000	.000	.000	.000	.000
KIN4	.505	.335	.328	.434	.000
KIN3	.508	.337	.330	.436	.000
KIN2	.466	.309	.303	.400	.000
KIN1	.487	.322	.316	.418	.000
MOT2	.000	.000	.000	.000	.000
MOT3	.000	.000	.000	.000	.000
MOT4	.000	.000	.000	.000	.000
KPK4	.000	.000	.000	.000	.000
KPK3	.000	.000	.000	.000	.000
KA5	.389	.350	.331	.000	.000
KA4	.407	.366	.346	.000	.000
KA3	.388	.349	.330	.000	.000
KA2	.366	.329	.311	.000	.000
KA1	.352	.316	.299	.000	.000
KPK1	.000	.000	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KDK1	.000	.000	.000	.000	.000
KDK2	.000	.000	.000	.000	.000

	MOT	KPK	KDK	KA	KIN
KDK3	.000	.000	.000	.000	.000
KDK4	.000	.000	.000	.000	.000
KDK5	.000	.000	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.000	.000	.000	.000	.000
KIN	.116	.129	.123	.000	.000
KPK7	.000	.000	.000	.000	.000
KIN6	.354	.290	.285	.340	.000
KIN5	.348	.285	.281	.334	.000
KA6	.264	.294	.279	.000	.000
KPK6	.000	.000	.000	.000	.000
KPK5	.000	.000	.000	.000	.000
MOT6	.000	.000	.000	.000	.000
MOT5	.000	.000	.000	.000	.000
KIN4	.349	.286	.282	.335	.000
KIN3	.343	.281	.277	.330	.000
KIN2	.348	.285	.281	.335	.000
KIN1	.342	.280	.276	.328	.000
MOT2	.000	.000	.000	.000	.000
MOT3	.000	.000	.000	.000	.000
MOT4	.000	.000	.000	.000	.000
KPK4	.000	.000	.000	.000	.000
KPK3	.000	.000	.000	.000	.000
KA5	.280	.311	.296	.000	.000
KA4	.294	.327	.311	.000	.000
KA3	.286	.318	.302	.000	.000
KA2	.273	.304	.289	.000	.000
KA1	.273	.304	.289	.000	.000
KPK1	.000	.000	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KDK1	.000	.000	.000	.000	.000
KDK2	.000	.000	.000	.000	.000
KDK3	.000	.000	.000	.000	.000
KDK4	.000	.000	.000	.000	.000
KDK5	.000	.000	.000	.000	.000

Bootstrap (Group number 1 - Default model)
Bootstrap standard errors (Group number 1 - Default model)
Scalar Estimates (Group number 1 - Default model)
Regression Weights: (Group number 1 - Default model)

Parameter	SE	SE-SE	Mean	Bias	SE-Bias
KA <--- KDK	.096	.004	.296	-.003	.006
KA <--- KPK	.101	.005	.312	-.004	.006
KA <--- MOT	.131	.006	.359	.007	.008
KIN <--- MOT	.156	.007	.350	.010	.010
KIN <--- KA	.148	.007	.405	-.013	.009
KIN <--- KDK	.094	.004	.191	.000	.006
KIN <--- KPK	.099	.004	.203	.013	.006
KDK5 <--- KDK	.000	.000	1.000	.000	.000
KDK4 <--- KDK	.059	.003	1.010	-.003	.004
KDK3 <--- KDK	.056	.003	1.132	-.003	.004
KDK2 <--- KDK	.088	.004	1.068	.001	.006
KDK1 <--- KDK	.071	.003	1.205	-.003	.004
KPK2 <--- KPK	.000	.000	1.000	.000	.000
KPK1 <--- KPK	.058	.003	.904	-.003	.004
KA1 <--- KA	.000	.000	1.000	.000	.000
KA2 <--- KA	.064	.003	1.045	.005	.004
KA3 <--- KA	.070	.003	1.107	.005	.004
KA4 <--- KA	.073	.003	1.162	.007	.005
KA5 <--- KA	.081	.004	1.118	.013	.005
KPK3 <--- KPK	.063	.003	.968	-.003	.004
KPK4 <--- KPK	.062	.003	.884	.002	.004
MOT4 <--- MOT	.000	.000	1.000	.000	.000
MOT3 <--- MOT	.082	.004	1.053	.013	.005
MOT2 <--- MOT	.102	.005	1.118	.008	.006
KIN1 <--- KIN	.000	.000	1.000	.000	.000
KIN2 <--- KIN	.057	.003	.959	.002	.004
KIN3 <--- KIN	.053	.002	1.040	-.005	.003
KIN4 <--- KIN	.069	.003	1.042	.004	.004
MOT5 <--- MOT	.104	.005	1.228	.011	.007
MOT6 <--- MOT	.105	.005	1.070	.012	.007
KPK5 <--- KPK	.073	.003	1.024	.003	.005
KPK6 <--- KPK	.074	.003	.928	-.005	.005
KA6 <--- KA	.073	.003	.980	.010	.005
KIN5 <--- KIN	.061	.003	1.091	-.001	.004
KIN6 <--- KIN	.068	.003	1.080	-.003	.004

Parameter	SE	SE-SE	Mean	Bias	SE-Bias
KPK7 <--- KPK	.069	.003	.902	-.005	.004

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

Parameter	SE	SE-SE	Mean	Bias	SE-Bias
KA <--- KDK	.107	.005	.332	-.001	.007
KA <--- KPK	.107	.005	.347	-.003	.007
KA <--- MOT	.107	.005	.317	.003	.007
KIN <--- MOT	.116	.005	.271	.003	.007
KIN <--- KA	.127	.006	.354	-.015	.008
KIN <--- KDK	.091	.004	.187	.000	.006
KIN <--- KPK	.098	.004	.199	.013	.006
KDK5 <--- KDK	.020	.001	.900	.000	.001
KDK4 <--- KDK	.026	.001	.883	-.002	.002
KDK3 <--- KDK	.017	.001	.934	-.001	.001
KDK2 <--- KDK	.017	.001	.921	-.001	.001
KDK1 <--- KDK	.009	.000	.964	.000	.001
KPK2 <--- KPK	.023	.001	.900	.002	.001
KPK1 <--- KPK	.024	.001	.879	-.003	.002
KA1 <--- KA	.028	.001	.866	-.003	.002
KA2 <--- KA	.030	.001	.868	.001	.002
KA3 <--- KA	.020	.001	.907	-.001	.001
KA4 <--- KA	.014	.001	.934	.000	.001
KA5 <--- KA	.025	.001	.891	.002	.002
KPK3 <--- KPK	.024	.001	.871	.000	.002
KPK4 <--- KPK	.030	.001	.856	.001	.002
MOT4 <--- MOT	.055	.002	.758	-.004	.003
MOT3 <--- MOT	.033	.001	.823	-.001	.002
MOT2 <--- MOT	.033	.001	.844	-.003	.002
KIN1 <--- KIN	.020	.001	.892	.001	.001
KIN2 <--- KIN	.015	.001	.909	.002	.001
KIN3 <--- KIN	.019	.001	.894	-.001	.001
KIN4 <--- KIN	.016	.001	.908	.000	.001
MOT5 <--- MOT	.023	.001	.888	.000	.001
MOT6 <--- MOT	.026	.001	.857	.000	.002
KPK5 <--- KPK	.021	.001	.898	.001	.001
KPK6 <--- KPK	.024	.001	.865	-.003	.002
KA6 <--- KA	.033	.001	.840	.001	.002
KIN5 <--- KIN	.017	.001	.905	-.001	.001
KIN6 <--- KIN	.013	.001	.920	-.001	.001

Parameter	SE	SE-SE	Mean	Bias	SE-Bias
KPK7 <--- KPK	.025	.001	.863	-.001	.002

Covariances: (Group number 1 - Default model)

Parameter	SE	SE-SE	Mean	Bias	SE-Bias
KDK <--> KPK	.081	.004	.573	.002	.005
KDK <--> MOT	.069	.003	.477	-.005	.004
KPK <--> MOT	.070	.003	.462	-.004	.004

Correlations: (Group number 1 - Default model)

Parameter	SE	SE-SE	Mean	Bias	SE-Bias
KDK <--> KPK	.035	.002	.815	.000	.002
KDK <--> MOT	.029	.001	.851	-.001	.002
KPK <--> MOT	.033	.001	.824	-.002	.002

Variances: (Group number 1 - Default model)

Parameter	SE	SE-SE	Mean	Bias	SE-Bias
KDK	.089	.004	.703	-.001	.006
KPK	.109	.005	.702	.006	.007
MOT	.083	.004	.450	-.005	.005
z1	.018	.001	.064	-.003	.001
z2	.012	.001	.055	-.004	.001
e5	.028	.001	.163	-.002	.002
e4	.037	.002	.200	-.001	.002
e3	.028	.001	.130	-.002	.002
e2	.026	.001	.140	-.001	.002
e1	.018	.001	.077	-.002	.001
e7	.031	.001	.163	-.006	.002
e6	.027	.001	.165	.001	.002
e18	.029	.001	.184	-.001	.002
e19	.039	.002	.197	-.005	.002
e20	.029	.001	.146	-.001	.002
e21	.019	.001	.109	-.003	.001
e22	.032	.001	.178	-.007	.002
e8	.034	.002	.206	-.005	.002
e9	.034	.002	.195	-.004	.002
e15	.067	.003	.327	-.001	.004
e14	.033	.001	.230	-.001	.002
e13	.037	.002	.220	-.001	.002
e24	.025	.001	.186	-.005	.002

Parameter	SE	SE-SE	Mean	Bias	SE-Bias
e25	.018	.001	.140	-.004	.001
e26	.025	.001	.196	-.003	.002
e27	.020	.001	.165	-.003	.001
e16	.029	.001	.176	-.004	.002
e17	.029	.001	.181	-.003	.002
e10	.029	.001	.173	-.004	.002
e11	.031	.001	.200	.002	.002
e23	.030	.001	.220	-.006	.002
e28	.025	.001	.190	-.001	.002
e29	.019	.001	.152	-.002	.001
e12	.029	.001	.192	-.003	.002

Matrices (Group number 1 - Default model)

Total Effects - Standard Errors (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.131	.101	.096	.000	.000
KIN	.139	.090	.097	.148	.000
KPK7	.000	.069	.000	.000	.000
KIN6	.149	.099	.105	.159	.068
KIN5	.150	.100	.106	.163	.061
KA6	.120	.098	.101	.073	.000
KPK6	.000	.074	.000	.000	.000
KPK5	.000	.073	.000	.000	.000
MOT6	.105	.000	.000	.000	.000
MOT5	.104	.000	.000	.000	.000
KIN4	.143	.100	.099	.153	.069
KIN3	.140	.097	.101	.156	.053
KIN2	.133	.086	.092	.146	.057
KIN1	.139	.090	.097	.148	.000
MOT2	.102	.000	.000	.000	.000
MOT3	.082	.000	.000	.000	.000
MOT4	.000	.000	.000	.000	.000
KPK4	.000	.062	.000	.000	.000
KPK3	.000	.063	.000	.000	.000
KA5	.141	.111	.111	.081	.000
KA4	.148	.115	.115	.073	.000
KA3	.141	.109	.109	.070	.000
KA2	.133	.103	.102	.064	.000
KA1	.131	.101	.096	.000	.000

	MOT	KPK	KDK	KA	KIN
KPK1	.000	.058	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KDK1	.000	.000	.071	.000	.000
KDK2	.000	.000	.088	.000	.000
KDK3	.000	.000	.056	.000	.000
KDK4	.000	.000	.059	.000	.000
KDK5	.000	.000	.000	.000	.000

Standardized Total Effects - Standard Errors (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.107	.107	.107	.000	.000
KIN	.101	.088	.092	.127	.000
KPK7	.000	.025	.000	.000	.000
KIN6	.093	.081	.085	.116	.013
KIN5	.091	.080	.084	.115	.017
KA6	.088	.091	.092	.033	.000
KPK6	.000	.024	.000	.000	.000
KPK5	.000	.021	.000	.000	.000
MOT6	.026	.000	.000	.000	.000
MOT5	.023	.000	.000	.000	.000
KIN4	.091	.082	.084	.115	.016
KIN3	.088	.080	.083	.114	.019
KIN2	.091	.080	.084	.116	.015
KIN1	.089	.079	.083	.112	.020
MOT2	.033	.000	.000	.000	.000
MOT3	.033	.000	.000	.000	.000
MOT4	.055	.000	.000	.000	.000
KPK4	.000	.030	.000	.000	.000
KPK3	.000	.024	.000	.000	.000
KA5	.095	.096	.096	.025	.000
KA4	.100	.101	.100	.014	.000
KA3	.098	.096	.098	.020	.000
KA2	.093	.093	.093	.030	.000
KA1	.094	.094	.093	.028	.000
KPK1	.000	.024	.000	.000	.000
KPK2	.000	.023	.000	.000	.000
KDK1	.000	.000	.009	.000	.000
KDK2	.000	.000	.017	.000	.000

	MOT	KPK	KDK	KA	KIN
KDK3	.000	.000	.017	.000	.000
KDK4	.000	.000	.026	.000	.000
KDK5	.000	.000	.020	.000	.000

Direct Effects - Standard Errors (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.131	.101	.096	.000	.000
KIN	.156	.099	.094	.148	.000
KPK7	.000	.069	.000	.000	.000
KIN6	.000	.000	.000	.000	.068
KIN5	.000	.000	.000	.000	.061
KA6	.000	.000	.000	.073	.000
KPK6	.000	.074	.000	.000	.000
KPK5	.000	.073	.000	.000	.000
MOT6	.105	.000	.000	.000	.000
MOT5	.104	.000	.000	.000	.000
KIN4	.000	.000	.000	.000	.069
KIN3	.000	.000	.000	.000	.053
KIN2	.000	.000	.000	.000	.057
KIN1	.000	.000	.000	.000	.000
MOT2	.102	.000	.000	.000	.000
MOT3	.082	.000	.000	.000	.000
MOT4	.000	.000	.000	.000	.000
KPK4	.000	.062	.000	.000	.000
KPK3	.000	.063	.000	.000	.000
KA5	.000	.000	.000	.081	.000
KA4	.000	.000	.000	.073	.000
KA3	.000	.000	.000	.070	.000
KA2	.000	.000	.000	.064	.000
KA1	.000	.000	.000	.000	.000
KPK1	.000	.058	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KDK1	.000	.000	.071	.000	.000
KDK2	.000	.000	.088	.000	.000
KDK3	.000	.000	.056	.000	.000
KDK4	.000	.000	.059	.000	.000
KDK5	.000	.000	.000	.000	.000

Standardized Direct Effects - Standard Errors (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.107	.107	.107	.000	.000
KIN	.116	.098	.091	.127	.000
KPK7	.000	.025	.000	.000	.000
KIN6	.000	.000	.000	.000	.013
KIN5	.000	.000	.000	.000	.017
KA6	.000	.000	.000	.033	.000
KPK6	.000	.024	.000	.000	.000
KPK5	.000	.021	.000	.000	.000
MOT6	.026	.000	.000	.000	.000
MOT5	.023	.000	.000	.000	.000
KIN4	.000	.000	.000	.000	.016
KIN3	.000	.000	.000	.000	.019
KIN2	.000	.000	.000	.000	.015
KIN1	.000	.000	.000	.000	.020
MOT2	.033	.000	.000	.000	.000
MOT3	.033	.000	.000	.000	.000
MOT4	.055	.000	.000	.000	.000
KPK4	.000	.030	.000	.000	.000
KPK3	.000	.024	.000	.000	.000
KA5	.000	.000	.000	.025	.000
KA4	.000	.000	.000	.014	.000
KA3	.000	.000	.000	.020	.000
KA2	.000	.000	.000	.030	.000
KA1	.000	.000	.000	.028	.000
KPK1	.000	.024	.000	.000	.000
KPK2	.000	.023	.000	.000	.000
KDK1	.000	.000	.009	.000	.000
KDK2	.000	.000	.017	.000	.000
KDK3	.000	.000	.017	.000	.000
KDK4	.000	.000	.026	.000	.000
KDK5	.000	.000	.020	.000	.000

Indirect Effects - Standard Errors (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.000	.000	.000	.000	.000
KIN	.069	.064	.062	.000	.000
KPK7	.000	.000	.000	.000	.000
KIN6	.149	.099	.105	.159	.000
KIN5	.150	.100	.106	.163	.000
KA6	.120	.098	.101	.000	.000
KPK6	.000	.000	.000	.000	.000
KPK5	.000	.000	.000	.000	.000
MOT6	.000	.000	.000	.000	.000
MOT5	.000	.000	.000	.000	.000
KIN4	.143	.100	.099	.153	.000
KIN3	.140	.097	.101	.156	.000
KIN2	.133	.086	.092	.146	.000
KIN1	.139	.090	.097	.148	.000
MOT2	.000	.000	.000	.000	.000
MOT3	.000	.000	.000	.000	.000
MOT4	.000	.000	.000	.000	.000
KPK4	.000	.000	.000	.000	.000
KPK3	.000	.000	.000	.000	.000
KA5	.141	.111	.111	.000	.000
KA4	.148	.115	.115	.000	.000
KA3	.141	.109	.109	.000	.000
KA2	.133	.103	.102	.000	.000
KA1	.131	.101	.096	.000	.000
KPK1	.000	.000	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KDK1	.000	.000	.000	.000	.000
KDK2	.000	.000	.000	.000	.000
KDK3	.000	.000	.000	.000	.000
KDK4	.000	.000	.000	.000	.000
KDK5	.000	.000	.000	.000	.000

Standardized Indirect Effects - Standard Errors (Group number 1 - Default model)

	MOT	KPK	KDK	KA	KIN
KA	.000	.000	.000	.000	.000
KIN	.054	.063	.061	.000	.000
KPK7	.000	.000	.000	.000	.000
KIN6	.093	.081	.085	.116	.000
KIN5	.091	.080	.084	.115	.000
KA6	.088	.091	.092	.000	.000
KPK6	.000	.000	.000	.000	.000
KPK5	.000	.000	.000	.000	.000
MOT6	.000	.000	.000	.000	.000
MOT5	.000	.000	.000	.000	.000
KIN4	.091	.082	.084	.115	.000
KIN3	.088	.080	.083	.114	.000
KIN2	.091	.080	.084	.116	.000
KIN1	.089	.079	.083	.112	.000
MOT2	.000	.000	.000	.000	.000
MOT3	.000	.000	.000	.000	.000
MOT4	.000	.000	.000	.000	.000
KPK4	.000	.000	.000	.000	.000
KPK3	.000	.000	.000	.000	.000
KA5	.095	.096	.096	.000	.000
KA4	.100	.101	.100	.000	.000
KA3	.098	.096	.098	.000	.000
KA2	.093	.093	.093	.000	.000
KA1	.094	.094	.093	.000	.000
KPK1	.000	.000	.000	.000	.000
KPK2	.000	.000	.000	.000	.000
KDK1	.000	.000	.000	.000	.000
KDK2	.000	.000	.000	.000	.000
KDK3	.000	.000	.000	.000	.000
KDK4	.000	.000	.000	.000	.000
KDK5	.000	.000	.000	.000	.000

Minimization History (Default model)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	13		-1.734	9999.000	5246.976	0	9999.000
1	e	37		-.448	3.670	3370.963	18	.317
2	e*	26		-.877	1.991	1901.245	4	.910
3	e*	3		-.557	1.156	1084.722	4	.863
4	e	2		-.389	.647	897.398	5	.591
5	e*	1		-.297	.357	746.142	4	.893
6	e	0	927.251		.341	638.052	5	.977
7	e	0	243.676		.944	587.702	1	.856
8	e	0	343.948		.191	574.008	1	1.139
9	e	0	358.404		.057	572.756	1	1.105
10	e	0	364.689		.008	572.713	1	1.030
11	e	0	364.798		.000	572.713	1	1.002

Bootstrap (Default model)**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
4	0	0	0
5	0	0	0
6	0	0	0
7	0	0	0
8	0	0	0
9	0	4	0
10	0	18	0
11	0	44	0
12	0	40	0
13	0	49	0
14	0	37	0
15	0	31	0
16	0	9	0
17	0	10	0
18	0	6	0
19	0	2	0
Total	0	250	0

0 bootstrap samples were unused because of a singular covariance matrix.
 0 bootstrap samples were unused because a solution was not found.
 250 usable bootstrap samples were obtained.

Bootstrap Distributions (Default model)
ML discrepancy (implied vs sample) (Default model)

	860.704	**
	890.960	*****
	921.216	*****
	951.472	*****
	981.728	*****
	1011.984	*****
	1042.240	*****
N = 250	1072.496	*****
Mean = 1022.086	1102.752	*****
S. e. = 5.600	1133.008	*****
	1163.264	**
	1193.520	*****
	1223.776	*
	1254.032	**
	1284.288	*

ML discrepancy (implied vs pop) (Default model)

	644.384	**
	655.748	*****
	667.112	*****
	678.475	*****
	689.839	*****
	701.203	*****
	712.567	*****
N = 250	723.931	*****
Mean = 695.846	735.295	*****
S. e. = 1.899	746.658	**
	758.022	**
	769.386	*
	780.750	*
	792.114	
	803.477	*

K-L overoptimism (unstabilized) (Default model)

	-185.138	*
	-112.241	**
	-39.344	****
	33.553	*****
	106.451	*****
	179.348	*****
	252.245	*****
N = 250	325.142	*****
Mean = 236.818	398.039	*****
S. e. = 11.450	470.937	****
	543.834	****
	616.731	**
	689.628	*
	762.525	*
	835.423	*

K-L overoptimism (stabilized) (Default model)

	68.874	*
	96.398	**
	123.922	****
	151.446	*****
	178.970	*****
	206.494	*****
	234.018	*****
N = 250	261.541	*****
Mean = 240.515	289.065	*****
S. e. = 4.550	316.589	*****
	344.113	*****
	371.637	***
	399.161	**
	426.685	*
	454.209	*

Model Fit Summary**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	68	572.713	367	.000	1.561
Saturated model	435	.000	0		
Independence model	29	5467.775	406	.000	13.467

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.026	.790	.751	.666
Saturated model	.000	1.000		
Independence model	.595	.067	.000	.062

Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	.895	.884	.960	.955	.959
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.904	.809	.867
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	205.713	144.749	274.616
Saturated model	.000	.000	.000
Independence model	5061.775	4826.311	5303.681

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	4.211	1.513	1.064	2.019
Saturated model	.000	.000	.000	.000
Independence model	40.204	37.219	35.488	38.998

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.064	.054	.074	.013
Independence model	.303	.296	.310	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	708.713	747.203	907.272	975.272
Saturated model	870.000	1116.226	2140.192	2575.192
Independence model	5525.775	5542.190	5610.454	5639.454

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	5.211	4.763	5.718	5.494
Saturated model	6.397	6.397	6.397	8.208
Independence model	40.631	38.899	42.409	40.751

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	98	103
Independence model	12	12

Execution time summary

Minimization:	.031
Miscellaneous:	2.517
Bootstrap:	1.560
Total:	4.108

