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Lampiran I

KATA PENGANTAR

Perihal	:	Permohonan Pengisian Kuesioner
Lampiran	:	Satu berkas
Judul Tesis	:	KEPUASAN KERJA MEMEDIASI PENGARUH KOMITMEN ORGANISASI, KOMITMEN PROFESIONAL DAN KEPRIBADIAN TERHADAP *ORGANIZATIONAL TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PERANGKAT DESA (Studi Kasus pada Perangkat Desa Kecamatan Jati Kabupaten Kudus)
Kepada Yth	:	Bapak/Ibu/Sdr. ---------- Perangkat Desa pada Desa ..... Kecamatan Jati Kabupaten Kudus

Denganhormat,

Penulisantesissebagai salah satusyaratuntukmenyelesaikanjenjangpendidikan Program Studi Magister ManajemenFakultasEkonomi di UniversitasMuria Kudus, makasayamemohondengansangatkepada Bapak/Ibu/Sdruntukmengisikuesioner yang telahdisediakan.

Kuesionerinidibuatsemata-mataauntukmaksudpenelitian dan bukanuntukmaksudevaluasiataupenilaian, makadariitu Bapak/Ibu/Sdrtidakperlutakutatauragu-ragudalammemberikanjawaban yang sejujurnya, artinyasemuajawaban yang diberikan oleh Bapak/Ibu/Sdradalahbenar dan jawaban yang dimintaadalahsesuaidengankondisi yang dirasakan Bapak/Ibu/Sdrselamaini.

Setiapjawaban yang diberikanmerupakanbantuan yang tidakternilaiharganyabagipenelitianini, atasperhatian dan bantuannyasayamengucapkanterimakasih.

Kudus,

Hormat Saya,

Triyono

Lampiran 2

DAFTAR PERNYATAAN RESPONDEN

DATA RESPONDEN:

1. Nama : …… (Bolehdiisi / tidak)

2. Usia
   a. 20 – 30 tahun
   b. 31 - 40tahun
   c. 41 – 50 tahun
   d. > 50 tahun

3. Pendidikan
   a. Tamat SLTA s/d Diploma III (DIII)
   b. Tamat Strata 1 (S.1)
   c. Tamat Strata 2 (S.2)

4. Masa/lama bekerja : .....

PETUNJUK PENGISIAN

Berilahtandacentang(√) pada kolom yang Bapak/Ibu/Sdrpilihsesuaidengankeadaan yang sebenarnya.

Ada lima alternatifjawaban, yaitu:
- Jikaandamerasa sangattidaksetuju(STS) makapilihanandadiberiskor1
- Jikaandamerasatidaksetuju (TS) makapilihanandadiberiskor 2
- Jikaandamerasanetral (N) makapilihanandadiberiskor 3
- Jikaandamerasasetuju (S) makapilihanandadiberiskor 4
- Jikaandamerasasangatsetuju(SS) makapilihanandadiberiskor5

Catatan: Segalainformasiyang diberikandijaminkerahasiaannyaberdasarkankodeetikpenelitiandanhanyadipergunakanuntukkepentinganpenelitianini.

KOMITMEN ORGANISASI (X_1)

No	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
1.	Saya merasa harus terlibat dengan program-program dan kegiatan-kegiatan yang merupakan tupoksi kantor					
2.	Saya merasa rugi jika harus mutasi ke kantor lain					
3.	Saya merasa bangga bekerja sebagai perangkat desa					
4.	Saya ingin tetap berada dalam kantor saya karena haltersebut merupakan kewajiban dan hal benar yang harusdilakukan					
5.	Saya berusaha agar tercapainyatujuan desa tercapai.					

KOMITMEN PROFESIONAL(X_2)

No	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
1.	Saya sangat senang memilih profesi pekerjaan Perangkat Desa ini diantara profesi yang harus saya pertimbangkan untuk karir saya					
2.	Profesi sebagai Perangkat Desa memberi semangat yangsangat besar bagi saya untuk mencapai prestasi kerja					
3.	Saya akan menerima hampir semua penugasan agar tetap bekerja sebagai Perangkat Desa					
4.	Saya rela menggunakan waktu senggang saya untuk mengurusi					

	pekerjaan kantor					
5.	Saya akan bekerja sama dengan perangkat desa lainnya baik di desa sendiri maupun di luar desa					

KEPRIBADIAN(X3)

No	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
1.	Saya biasanya bersikap terbuka terhadap rekan kerja danatasan mengenai hal-hal yang berhubungan denganpekerjaan					
2.	Saya mudah bekerjasama dengan orang lain dalam tim					
3.	Saya selalu tenang dan berpikir jernih dalam menghadapisituasi apapun					
4.	Saya selalu tertarik untuk mengetahui tentang hal-hal barudan mempelajarinya					
5.	Saya selalu menyelesaikan tugas yang diberikan pada sayadengan benar dan tepat waktu					

KEPUASAN KERJA(Y1)

No	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
1.	Saya bangga dan menikmati pekerjaan yang saya kerjakan saat ini					
2.	Kompensasi yang diberikan telah sesuai dengan tugas dan tanggungjawab yang dibebankan kepadasaya					
3.	Proses kenaikan jabatan di kantor terbuka bagi siapasaja yang berpotensi tanpa membeda-bedakan					
4.	Saya menikmati pengawasan yang diberikan oleh atasan maupun pihak lain					

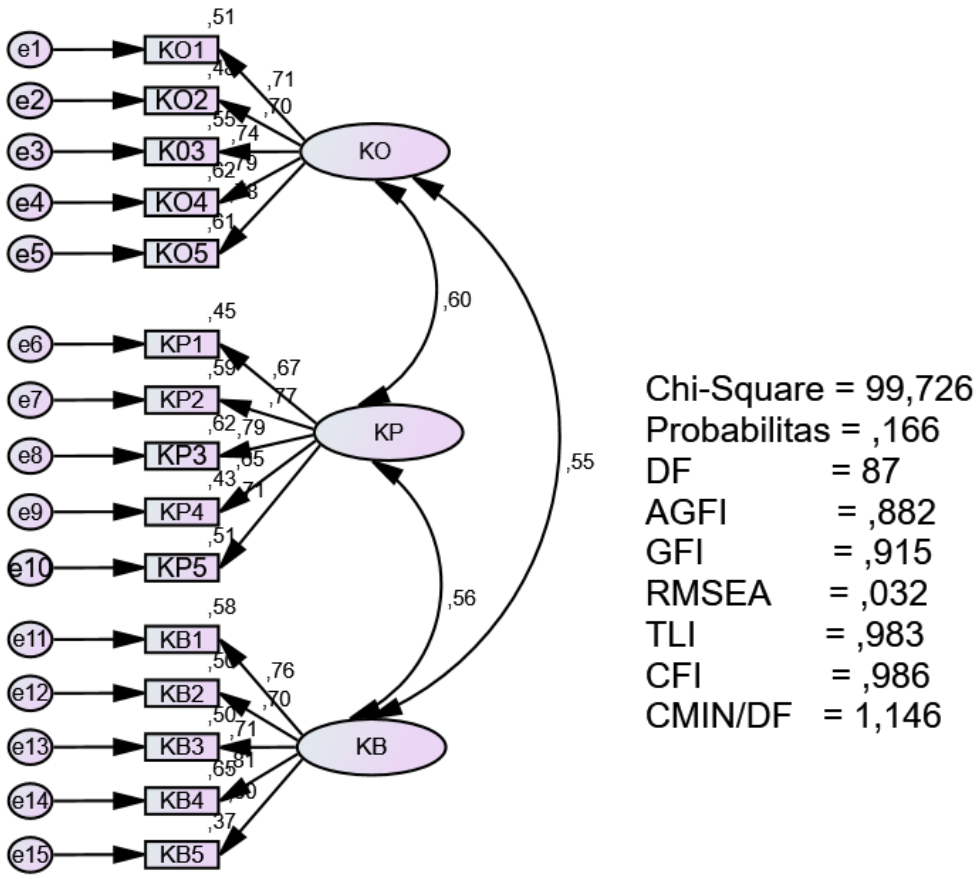
5.	Saya memiliki rekan-rekan kerja yang ramah dan bersahabat					

OCB(Y2)

No	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
1.	Saya bersedia memberikan pertolongan kepada teman saya untuk menyelesaikan pekerjaannya yang terlalu banyak (*overload)*					
2.	Saya dengan sungguh-sungguh mengikuti peraturan dan prosedur					
3.	Saya tidak mengeluh atas berat ringannya pekerjaan karena sudah menjadi kewajiban					
4.	Saya dan rekan saya sesama pegawaisaling menghormati dan menjaga kehormatan serta berupaya untuk meredakan perkembangan masalah yang terjadi di kantor					
5	Saya selalu mengikuti perkembangan kemajuan di kantor saya					

Lampiran 3

A. Analisis Konfirmatory Faktor Variabel Eksogen



Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KO1 <--- KO	1,000				
KP3 <--- KP	1,000				
KP2 <--- KP	1,013	,112	9,028	***	par_1
KP1 <--- KP	,872	,113	7,735	***	par_2
KP4 <--- KP	,830	,106	7,816	***	par_3

	Estimate	S.E.	C.R.	P	Label
KB3 <--- KB	1,000				
KB2 <--- KB	1,008	,132	7,650	***	par_4
KB1 <--- KB	1,200	,150	8,008	***	par_5
KB4 <--- KB	1,258	,147	8,574	***	par_6
KB5 <--- KB	,832	,128	6,500	***	par_7
KO2 <--- KO	,912	,117	7,824	***	par_8
K03 <--- KO	,990	,123	8,076	***	par_9
KO4 <--- KO	1,089	,130	8,374	***	par_10
KO5 <--- KO	1,139	,136	8,395	***	par_11
KP5 <--- KP	,819	,095	8,665	***	par_12

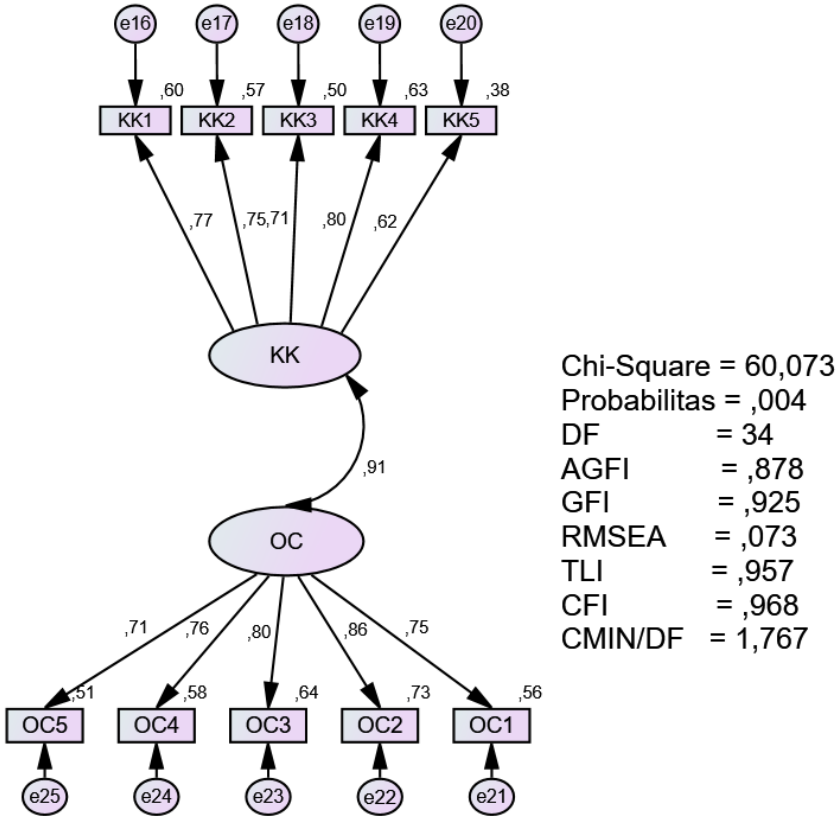
Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
KO1 <--- KO	,711
KP3 <--- KP	,789
KP2 <--- KP	,769
KP1 <--- KP	,673
KP4 <--- KP	,655
KB3 <--- KB	,707
KB2 <--- KB	,705
KB1 <--- KB	,760
KB4 <--- KB	,807
KB5 <--- KB	,605
KO2 <--- KO	,696
K03 <--- KO	,740
KO4 <--- KO	,787
KO5 <--- KO	,783
KP5 <--- KP	,715

Correlations: (Group number 1 - Default model)

	Estimate
KO <--> KP	,597
KP <--> KB	,563
KO <--> KB	,546

B. Analisis Konfirmatory Faktor Variabel Endogen



Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KK1 <--- KK	1,000				
KK5 <--- KK	,694	,094	7,423	***	par_1
KK3 <--- KK	,816	,094	8,677	***	par_2
KK2 <--- KK	1,003	,108	9,280	***	par_3
OC1 <--- OC	1,000				

	Estimate	S.E.	C.R.	P	Label
OC2 <--- OC	1,218	,113	10,772	***	par_4
OC3 <--- OC	1,105	,115	9,652	***	par_5
OC4 <--- OC	1,063	,117	9,085	***	par_6
OC5 <--- OC	,908	,108	8,440	***	par_7
KK4 <--- KK	,871	,088	9,915	***	par_8

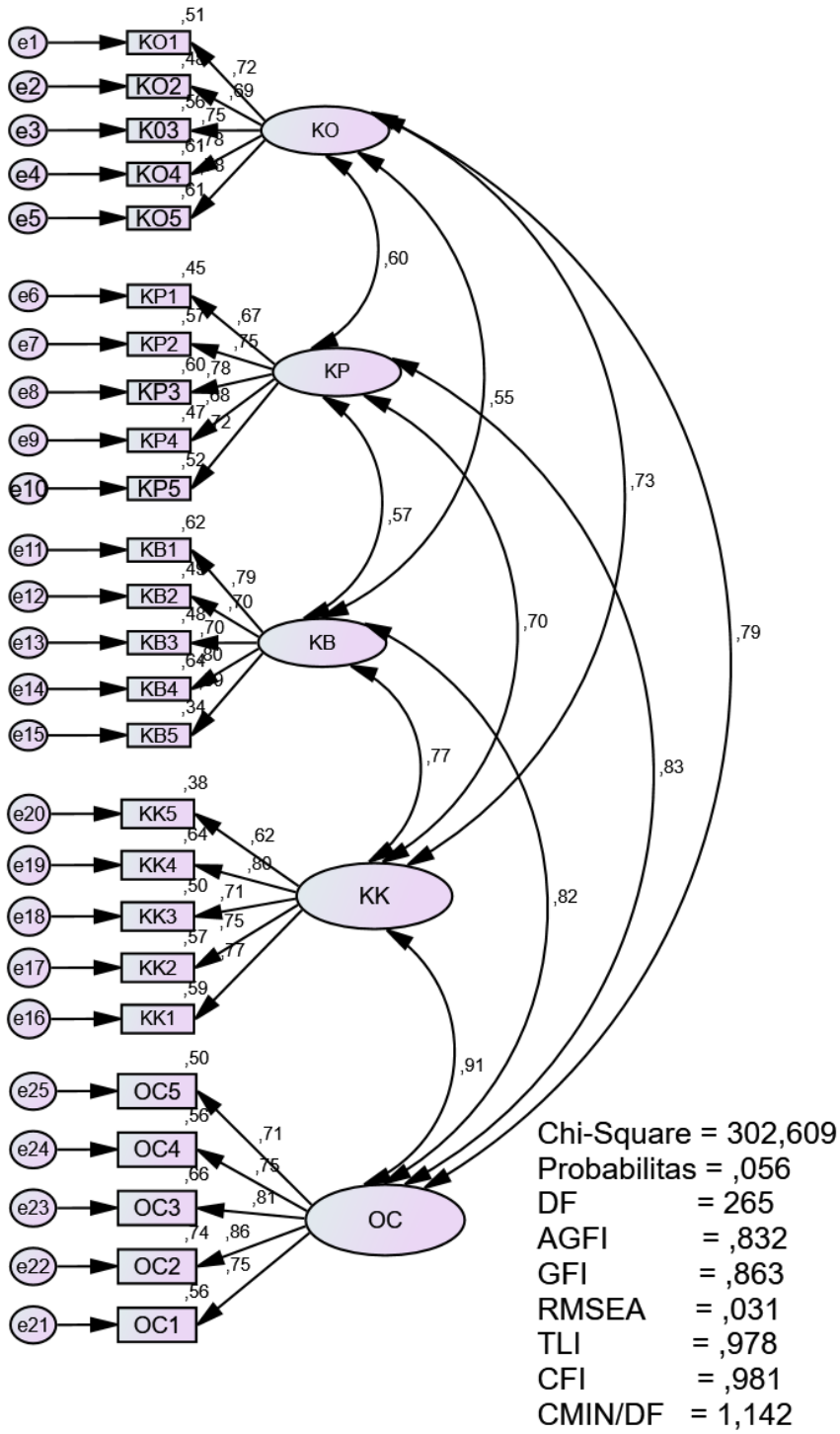
Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
KK1 <--- KK	,773
KK5 <--- KK	,620
KK3 <--- KK	,710
KK2 <--- KK	,755
OC1 <--- OC	,751
OC2 <--- OC	,856
OC3 <--- OC	,799
OC4 <--- OC	,763
OC5 <--- OC	,711
KK4 <--- KK	,796

Correlations: (Group number 1 - Default model)

	Estimate
KK <--> OC	,908

C. Analisis Konfirmatory Faktor Full model



Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KO1 <--- KO	1,000				
KP3 <--- KP	1,000				
KP2 <--- KP	1,010	,111	9,061	***	par_1
KP1 <--- KP	,882	,113	7,833	***	par_2
KP4 <--- KP	,881	,108	8,138	***	par_3
KB3 <--- KB	1,000				
KB2 <--- KB	1,023	,133	7,678	***	par_4
KB1 <--- KB	1,266	,153	8,272	***	par_5
KB4 <--- KB	1,266	,147	8,613	***	par_6
KB5 <--- KB	,821	,128	6,405	***	par_7
KK1 <--- KK	1,000				
KK5 <--- KK	,696	,094	7,381	***	par_8
KK3 <--- KK	,823	,095	8,668	***	par_9
KK2 <--- KK	1,009	,109	9,250	***	par_10
OC1 <--- OC	1,000				
OC2 <--- OC	1,230	,113	10,933	***	par_11
OC3 <--- OC	1,128	,112	10,049	***	par_12
OC4 <--- OC	1,047	,114	9,169	***	par_13
OC5 <--- OC	,909	,105	8,626	***	par_14
KK4 <--- KK	,885	,089	9,972	***	par_15
KO2 <--- KO	,905	,114	7,910	***	par_16
K03 <--- KO	,996	,120	8,293	***	par_17
KO4 <--- KO	1,075	,126	8,531	***	par_18
KO5 <--- KO	1,127	,132	8,544	***	par_19
KP5 <--- KP	,844	,096	8,783	***	par_20

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

	Estimate
KO1 <--- KO	,715
KP3 <--- KP	,776
KP2 <--- KP	,755
KP1 <--- KP	,670
KP4 <--- KP	,683
KB3 <--- KB	,695
KB2 <--- KB	,703
KB1 <--- KB	,788
KB4 <--- KB	,799
KB5 <--- KB	,586
KK1 <--- KK	,767

	Estimate
KK5 <--- KK	,618
KK3 <--- KK	,711
KK2 <--- KK	,754
OC1 <--- OC	,747
OC2 <--- OC	,860
OC3 <--- OC	,812
OC4 <--- OC	,748
OC5 <--- OC	,707
KK4 <--- KK	,803
KO2 <--- KO	,694
K03 <--- KO	,749
KO4 <--- KO	,782
KO5 <--- KO	,779
KP5 <--- KP	,724

Correlations: (Group number 1 - Default model)

	Estimate
KO <--> KP	,595
KP <--> KB	,568
KO <--> KB	,546
KB <--> KK	,765
KK <--> OC	,908
KP <--> KK	,703
KO <--> KK	,727
KB <--> OC	,817
KP <--> OC	,825
KO <--> OC	,790

Lampiran 4

UJI RELIABILITAS

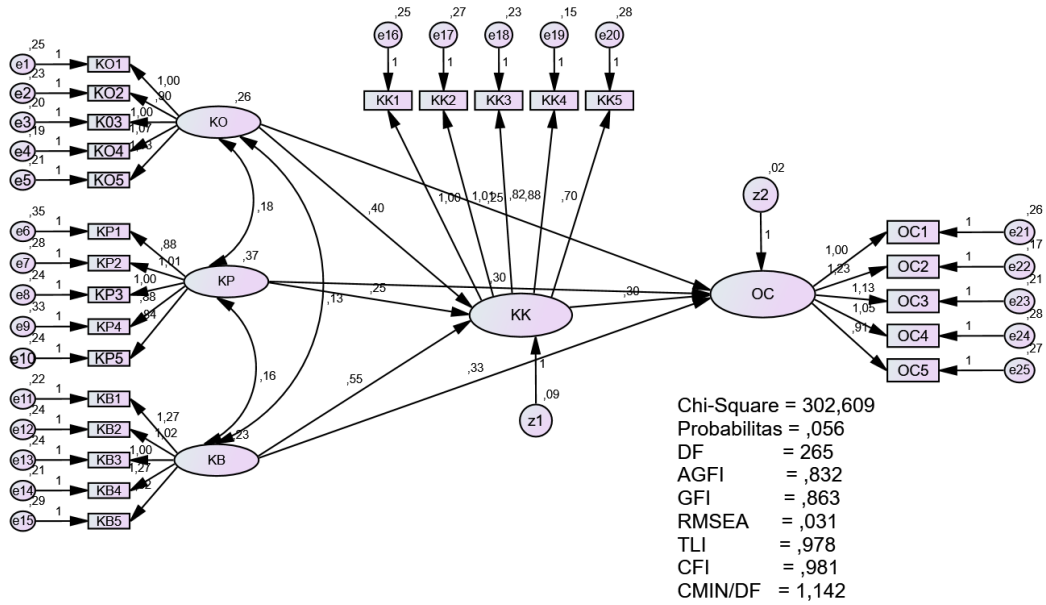
			Loading (λ)	ME	*ej*	Reliabilitas
KB1	<---	KB	0,788	0,621	0,379	
KB2	<---	KB	0,703	0,494	0,506	
KB3	<---	KB	0,695	0,483	0,517	
KB4	<---	KB	0,799	0,638	0,362	
KB5	<---	KB	0,586	0,343	0,657	
			3,571			
			12,752		**2,420**	**0,840**
KK1	<---	KK	0,767	0,588	0,412	
KK2	<---	KK	0,754	0,569	0,431	
KK3	<---	KK	0,711	0,506	0,494	
KK4	<---	KK	0,803	0,645	0,355	
KK5	<---	KK	0,618	0,382	0,618	
			3,653			
			13,344		**2,311**	**0,852**
KO1	<---	KO	0,715	0,511	0,489	
KO2	<---	KO	0,694	0,482	0,518	
KO3	<---	KO	0,749	0,561	0,439	
KO4	<---	KO	0,782	0,612	0,388	
KO5	<---	KO	0,779	0,607	0,393	
			3,719			
			13,831		**2,228**	**0,861**
KP1	<---	KP	0,67	0,449	0,551	
KP2	<---	KP	0,755	0,570	0,430	
KP3	<---	KP	0,776	0,602	0,398	
KP4	<---	KP	0,683	0,466	0,534	
KP5	<---	KP	0,724	0,524	0,476	
			3,608			
			13,018		**2,388**	**0,845**
OC1	<---	OC	0,747	0,558	0,442	
OC2	<---	OC	0,86	0,740	0,260	
OC3	<---	OC	0,812	0,659	0,341	
OC4	<---	OC	0,748	0,560	0,440	
OC5	<---	OC	0,707	0,500	0,500	
			3,874			
			15,008		**1,984**	**0,883**

UJI AVE DAN DISCRIMINANT

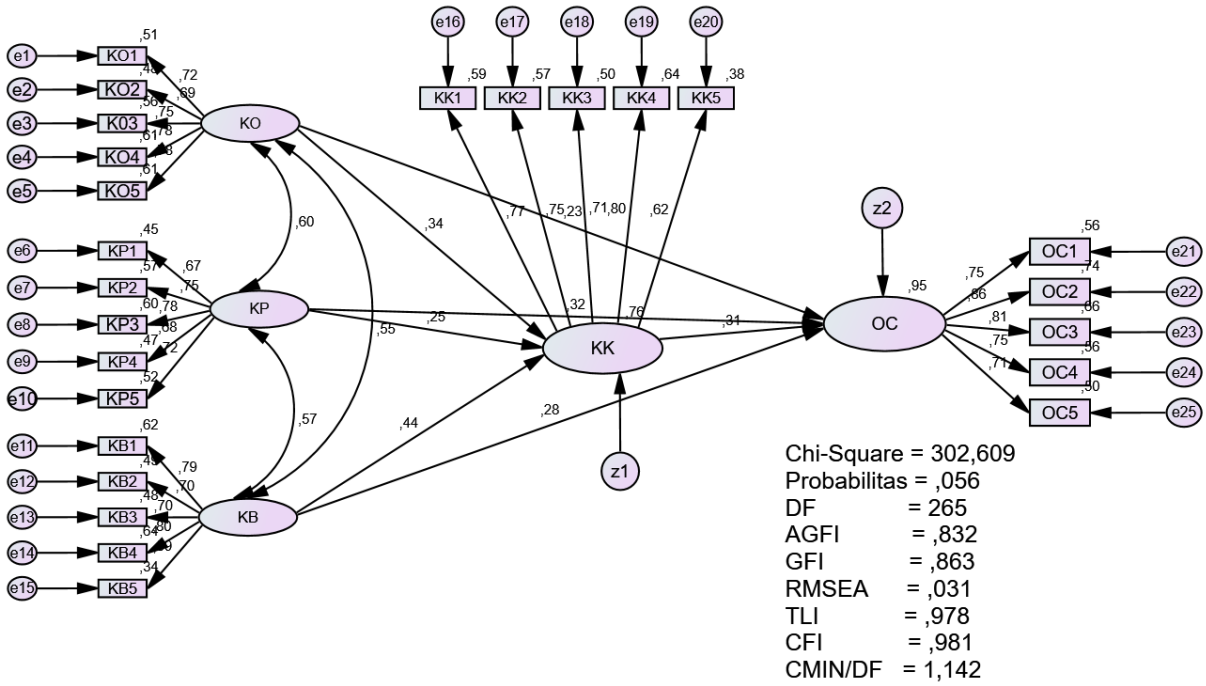
			Loading (λ)	$(\lambda)^2$	$1-(\lambda)^2$	AVE	Discriminant Validity
KB1	<---	KB	0,788	0,621	0,379		
KB2	<---	KB	0,703	0,494	0,506		
KB3	<---	KB	0,695	0,483	0,517		
KB4	<---	KB	0,799	0,638	0,362		
KB5	<---	KB	0,586	0,343	0,657		
				2,580	**2,420**	**0,516**	**0,718**
KK1	<---	KK	0,767	0,588	0,412		
KK2	<---	KK	0,754	0,569	0,431		
KK3	<---	KK	0,711	0,506	0,494		
KK4	<---	KK	0,803	0,645	0,355		
KK5	<---	KK	0,618	0,382	0,618		
				2,689	**2,311**	**0,538**	**0,733**
KO1	<---	KO	0,715	0,511	0,489		
KO2	<---	KO	0,694	0,482	0,518		
KO3	<---	KO	0,749	0,561	0,439		
KO4	<---	KO	0,782	0,612	0,388		
KO5	<---	KO	0,779	0,607	0,393		
				2,772	**2,228**	**0,554**	**0,745**
KP1	<---	KP	0,67	0,449	0,551		
KP2	<---	KP	0,755	0,570	0,430		
KP3	<---	KP	0,776	0,602	0,398		
KP4	<---	KP	0,683	0,466	0,534		
KP5	<---	KP	0,724	0,524	0,476		
				2,612	**2,388**	**0,522**	**0,723**
OC1	<---	OC	0,747	0,558	0,442		
OC2	<---	OC	0,86	0,740	0,260		
OC3	<---	OC	0,812	0,659	0,341		
OC4	<---	OC	0,748	0,560	0,440		
OC5	<---	OC	0,707	0,500	0,500		
				3,016	**1,984**	**0,603**	**0,777**

D. Konstruk

Unstandardized Estimate



Standardized Estimate



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OUTPUT AMOS

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables
KO1
KP3
KP2
KP1
KP4
KB3
KB2
KB1
KB4
KB5
KK1
KK2
KK3
KK4
KK5
OC1
OC2
OC3
OC4
OC5
KO2
K03
KO4
KO5
KP5
Unobserved, exogenous variables
KO
e1
KP
e8
e7
e6
e9
KB
e13
e12

e11
e14
e15
KK
e16
e17
e18
e19
e20
OC
e21
e22
e23
e24
e25
e2
e3
e4
e5
e10

Variable counts (Group number 1)

Number of variables in your model:	55
Number of observed variables:	25
Number of unobserved variables:	30
Number of exogenous variables:	30
Number of endogenous variables:	25

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UJI ASUMSI SEM

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
KP5	2,000	5,000	-,411	-2,019	-,528	-1,297
KO5	2,000	5,000	-,817	-4,016	,612	1,505
KO4	2,000	5,000	-,543	-2,671	-,364	-,895
K03	2,000	5,000	-,481	-2,366	,234	,575
KO2	3,000	5,000	-,184	-,907	-,751	-1,846
OC5	2,000	5,000	-,374	-1,841	-,419	-1,029
OC4	3,000	5,000	-,265	-1,302	-1,378	-3,387
OC3	2,000	5,000	-,591	-2,907	-,119	-,292
OC2	2,000	5,000	-,424	-2,087	-,952	-2,340
OC1	2,000	5,000	-,475	-2,335	-,573	-1,408
KK5	3,000	5,000	-,337	-1,656	-,809	-1,988
KK4	3,000	5,000	-,396	-1,948	-,747	-1,836
KK3	2,000	5,000	-,365	-1,796	-,402	-,989
KK2	2,000	5,000	-,408	-2,005	-,675	-1,658
KK1	2,000	5,000	-,561	-2,760	-,174	-,428
KB5	2,000	5,000	-,413	-2,029	-,194	-,477
KB4	2,000	5,000	-,527	-2,590	-,759	-1,865
KB1	2,000	5,000	-,350	-1,722	-,693	-1,704
KB2	3,000	5,000	-,140	-,687	-,917	-2,253
KB3	2,000	5,000	-,322	-1,582	-,392	-,965
KP4	2,000	5,000	-,490	-2,410	-,334	-,821
KP1	2,000	5,000	-,342	-1,681	-,496	-1,218
KP2	2,000	5,000	-,642	-3,156	,123	,302
KP3	2,000	5,000	-,381	-1,872	-,453	-1,112
KO1	2,000	5,000	-,809	-3,977	,905	2,225
Multivariate					38,529	6,314

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

Observation number	Mahalanobis d-squared	p1	p2
127	56,676	,000	,042
75	53,070	,001	,007
97	47,938	,004	,018
67	47,245	,005	,005
135	47,202	,005	,001
54	45,543	,007	,001
108	42,121	,017	,014
82	41,897	,018	,006
7	40,994	,023	,007
83	39,921	,030	,012
30	38,470	,042	,040
70	38,126	,045	,031
102	37,979	,046	,018
111	37,490	,052	,019
51	36,157	,069	,078
53	36,081	,070	,050
106	35,797	,075	,043
46	35,652	,077	,031
72	35,231	,084	,036
98	34,527	,097	,069
138	34,440	,099	,049
71	33,870	,111	,079
104	33,564	,118	,084
115	33,041	,130	,127
86	32,945	,132	,100
23	32,628	,141	,113
145	32,578	,142	,083
137	31,986	,158	,152
109	31,435	,175	,244
92	31,384	,177	,196
140	31,162	,184	,202
1	30,203	,217	,487
24	30,203	,217	,408
124	29,990	,225	,420
21	29,934	,227	,368

Observation number	Mahalanobis d-squared	p1	p2
44	29,934	,227	,297
84	29,316	,251	,485
74	29,294	,252	,419
69	29,151	,258	,409
142	29,077	,261	,369
27	28,815	,272	,414
144	28,607	,281	,436
87	28,416	,289	,452
134	28,387	,290	,395
141	28,373	,291	,333
101	28,315	,294	,293
78	27,659	,324	,528
68	27,454	,334	,557
18	26,979	,357	,712
41	26,979	,357	,649
80	26,745	,369	,693
139	26,705	,371	,649
93	26,325	,390	,757
43	26,268	,393	,725
40	26,133	,401	,726
8	26,065	,404	,698
105	25,809	,418	,753
60	25,653	,426	,765
3	25,617	,428	,726
26	25,258	,448	,819
79	25,113	,456	,826
90	25,061	,459	,800
55	24,985	,463	,781
128	24,941	,466	,748
48	24,739	,477	,781
121	24,604	,485	,787
49	24,573	,486	,749
123	24,503	,490	,726
143	24,450	,494	,694
99	24,391	,497	,664
94	24,346	,499	,625
17	24,068	,515	,705
73	23,983	,520	,688
77	23,792	,531	,723
50	23,593	,543	,760
125	23,528	,547	,736

Observation number	Mahalanobis d-squared	p1	p2
122	23,486	,549	,700
131	23,376	,556	,697
66	22,911	,583	,844
28	22,859	,586	,821
20	22,565	,603	,880
130	22,559	,603	,845
13	22,490	,607	,828
129	22,408	,612	,815
132	22,196	,624	,850
57	22,074	,631	,851
47	22,054	,633	,816
39	22,039	,634	,775
89	21,924	,640	,773
31	21,674	,654	,827
118	21,593	,659	,814
110	21,419	,669	,835
56	21,386	,671	,802
76	21,339	,674	,771
14	21,273	,677	,747
37	21,273	,677	,687
16	21,230	,680	,646
10	21,146	,684	,626
88	20,686	,710	,793
120	20,278	,732	,893

Sample Moments (Group number 1)

Sample Covariances (Group number 1)

	KP5	KO5	KO4	K03	KO2	OC5	OC4	OC3	OC2	OC1	KK5	KK4	KK3	KK2	KK1	KB5	KB4	KB1	KB2	KB3	KP4	KP1	KP2	KP3	KO1
KP5	,501																								
KO5	,155	,538																							
KO4	,127	,351	,486																						
K03	,127	,272	,280	,455																					
KO2	,162	,252	,213	,243	,437																				
OC5	,194	,217	,214	,224	,204	,534																			
OC4	,255	,283	,285	,238	,225	,378	,634																		
OC3	,243	,295	,277	,281	,267	,314	,372	,625																	
OC2	,289	,290	,278	,286	,232	,330	,420	,441	,662																
OC1	,271	,265	,252	,228	,222	,286	,307	,350	,452	,580															
KK5	,111	,128	,168	,145	,119	,195	,267	,245	,247	,173	,449														
KK4	,177	,199	,196	,213	,181	,273	,267	,323	,302	,254	,244	,429													
KK3	,132	,187	,202	,192	,186	,224	,272	,259	,334	,268	,199	,245	,474												
KK2	,176	,200	,238	,233	,193	,322	,339	,357	,380	,302	,233	,311	,295	,633											
KK1	,205	,255	,231	,236	,209	,264	,342	,389	,355	,298	,240	,317	,297	,355	,600										
KB5	,097	,102	,101	,130	,104	,157	,162	,179	,210	,130	,106	,143	,205	,153	,154	,444									
KB4	,133	,178	,211	,181	,162	,244	,275	,294	,358	,270	,188	,259	,234	,309	,241	,293	,569								
KB1	,181	,177	,202	,177	,136	,280	,324	,329	,379	,322	,217	,254	,225	,295	,258	,214	,342	,584							
KB2	,097	,121	,158	,141	,122	,217	,226	,231	,282	,176	,154	,190	,189	,218	,174	,178	,272	,321	,479						
KB3	,117	,145	,175	,128	,156	,213	,220	,262	,282	,183	,185	,192	,168	,228	,183	,176	,303	,262	,254	,469					
KP4	,294	,139	,129	,138	,159	,254	,243	,309	,360	,255	,179	,217	,172	,248	,252	,106	,166	,220	,143	,160	,614				
KP1	,269	,167	,140	,157	,164	,210	,239	,293	,350	,261	,071	,190	,206	,244	,273	,173	,250	,196	,183	,177	,244	,640			
KP2	,288	,234	,235	,218	,218	,258	,301	,354	,363	,267	,138	,222	,198	,285	,293	,123	,227	,244	,155	,163	,292	,385	,661		
KP3	,334	,209	,174	,190	,183	,239	,231	,322	,335	,279	,140	,256	,183	,281	,260	,099	,174	,219	,136	,176	,336	,304	,380	,613	
KO1	,157	,279	,265	,246	,275	,212	,223	,289	,230	,226	,159	,217	,190	,208	,243	,070	,119	,144	,108	,127	,161	,111	,234	,223	,503

Condition number = 71,341

Eigenvalues

6,219 ,949 ,871 ,564 ,457 ,408 ,377 ,344 ,317 ,291 ,285 ,275 ,259 ,251 ,224 ,209 ,200 ,177 ,168 ,159 ,152 ,139 ,129 ,101 ,087

Determinant of sample covariance matrix = ,000

Sample Correlations (Group number 1)

	KP5	KO5	KO4	K03	KO2	OC5	OC4	OC3	OC2	OC1	KK5	KK4	KK3	KK2	KK1	KB5	KB4	KB1	KB2	KB3	KP4	KP1	KP2	KP3	KO1
KP5	1,000																								
KO5	,298	1,000																							
KO4	,258	,686	1,000																						
K03	,265	,549	,594	1,000																					
KO2	,347	,521	,461	,544	1,000																				
OC5	,375	,405	,419	,455	,423	1,000																			
OC4	,452	,485	,514	,443	,428	,650	1,000																		
OC3	,435	,508	,503	,526	,512	,544	,591	1,000																	
OC2	,503	,486	,491	,522	,432	,555	,649	,686	1,000																
OC1	,504	,474	,475	,443	,441	,515	,507	,581	,730	1,000															
KK5	,234	,260	,359	,321	,269	,398	,501	,463	,453	,339	1,000														
KK4	,382	,415	,429	,482	,417	,570	,512	,624	,566	,510	,555	1,000													
KK3	,272	,371	,421	,414	,410	,444	,495	,476	,596	,512	,431	,544	1,000												
KK2	,312	,342	,429	,435	,366	,553	,534	,567	,587	,499	,437	,597	,538	1,000											
KK1	,374	,449	,427	,451	,408	,466	,554	,635	,564	,505	,462	,624	,557	,576	1,000										
KB5	,205	,208	,218	,289	,236	,323	,306	,340	,388	,257	,236	,329	,446	,289	,299	1,000									
KB4	,249	,321	,401	,355	,324	,442	,458	,493	,583	,471	,373	,525	,451	,515	,412	,583	1,000								
KB1	,335	,316	,378	,344	,270	,501	,532	,544	,610	,554	,425	,508	,427	,485	,435	,420	,594	1,000							
KB2	,199	,237	,328	,303	,266	,429	,411	,423	,500	,334	,331	,419	,397	,396	,325	,386	,520	,607	1,000						
KB3	,241	,289	,366	,277	,345	,425	,404	,484	,507	,351	,403	,427	,357	,419	,345	,386	,587	,501	,536	1,000					
KP4	,531	,242	,237	,261	,308	,443	,390	,499	,566	,428	,342	,422	,319	,397	,416	,204	,281	,367	,264	,299	1,000				
KP1	,475	,284	,251	,292	,310	,360	,376	,463	,537	,428	,132	,362	,374	,384	,440	,324	,414	,321	,330	,324	,390	1,000			
KP2	,501	,392	,414	,398	,406	,434	,464	,551	,548	,431	,253	,417	,354	,441	,465	,227	,371	,393	,275	,292	,458	,592	1,000		
KP3	,603	,364	,318	,359	,353	,418	,371	,520	,526	,469	,266	,499	,339	,451	,428	,190	,295	,365	,251	,329	,548	,485	,596	1,000	
KO1	,314	,537	,535	,514	,587	,408	,395	,515	,399	,418	,335	,468	,388	,368	,442	,148	,223	,266	,220	,261	,290	,196	,405	,402	1,000

Condition number = 75,812

Eigenvalues

11,208 1,808 1,612 1,073 ,847 ,754 ,686 ,618 ,605 ,558 ,531 ,505 ,485 ,458 ,445 ,385 ,366 ,345 ,307 ,291 ,273 ,252 ,242 ,199 ,148

Estimates (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
KK	<---	KO	,395	,110	3,594	***	par_15
KK	<---	KP	,249	,092	2,695	,007	par_17
KK	<---	KB	,546	,121	4,522	***	par_18
OC	<---	KO	,253	,087	2,915	,004	par_23
OC	<---	KP	,296	,073	4,036	***	par_24
OC	<---	KK	,295	,113	2,609	,009	par_25
OC	<---	KB	,333	,105	3,185	,001	par_26
KO1	<---	KO	1,000				
KP3	<---	KP	1,000				
KP2	<---	KP	1,010	,111	9,061	***	par_1
KP1	<---	KP	,882	,113	7,833	***	par_2
KP4	<---	KP	,881	,108	8,138	***	par_3
KB3	<---	KB	1,000				
KB2	<---	KB	1,023	,133	7,678	***	par_4
KB1	<---	KB	1,266	,153	8,272	***	par_5
KB4	<---	KB	1,266	,147	8,613	***	par_6
KB5	<---	KB	,821	,128	6,405	***	par_7
KK1	<---	KK	1,000				
KK5	<---	KK	,696	,094	7,381	***	par_8
KK3	<---	KK	,823	,095	8,668	***	par_9
KK2	<---	KK	1,009	,109	9,250	***	par_10
OC1	<---	OC	1,000				
OC2	<---	OC	1,230	,113	10,933	***	par_11
OC3	<---	OC	1,128	,112	10,049	***	par_12
OC4	<---	OC	1,047	,114	9,169	***	par_13
OC5	<---	OC	,909	,105	8,626	***	par_14
KK4	<---	KK	,885	,089	9,972	***	par_16
KO2	<---	KO	,905	,114	7,910	***	par_19
K03	<---	KO	,996	,120	8,293	***	par_20
KO4	<---	KO	1,075	,126	8,531	***	par_21
KO5	<---	KO	1,127	,132	8,544	***	par_22

			Estimate	S.E.	C.R.	P	Label
KP5	<---	KP	,844	,096	8,783	***	par_27

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

			Estimate
KK	<---	KO	,337
KK	<---	KP	,254
KK	<---	KB	,437
OC	<---	KO	,225
OC	<---	KP	,316
OC	<---	KK	,308
OC	<---	KB	,279
KO1	<---	KO	,715
KP3	<---	KP	,776
KP2	<---	KP	,755
KP1	<---	KP	,670
KP4	<---	KP	,683
KB3	<---	KB	,695
KB2	<---	KB	,703
KB1	<---	KB	,788
KB4	<---	KB	,799
KB5	<---	KB	,586
KK1	<---	KK	,767
KK5	<---	KK	,618
KK3	<---	KK	,711
KK2	<---	KK	,754
OC1	<---	OC	,747
OC2	<---	OC	,860
OC3	<---	OC	,812
OC4	<---	OC	,748
OC5	<---	OC	,707
KK4	<---	KK	,803
KO2	<---	KO	,694
K03	<---	KO	,749
KO4	<---	KO	,782
KO5	<---	KO	,779
KP5	<---	KP	,724

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KO <--> KP	,183	,039	4,707	***	par_28
KP <--> KB	,164	,036	4,567	***	par_29
KO <--> KB	,132	,030	4,375	***	par_30

Correlations: (Group number 1 - Default model)

	Estimate
KO <--> KP	,595
KP <--> KB	,568
KO <--> KB	,546

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KO	,257	,055	4,706	***	par_31
KP	,369	,070	5,251	***	par_32
KB	,226	,050	4,528	***	par_33
z1	,086	,023	3,725	***	par_34
z2	,017	,010	1,774	,076	par_35
e1	,246	,034	7,242	***	par_36
e8	,244	,037	6,588	***	par_37
e7	,285	,042	6,787	***	par_38
e6	,353	,047	7,446	***	par_39
e9	,327	,044	7,375	***	par_40
e13	,242	,033	7,372	***	par_41
e12	,242	,033	7,307	***	par_42
e11	,221	,034	6,419	***	par_43
e14	,206	,033	6,251	***	par_44
e15	,291	,037	7,818	***	par_45
e16	,247	,035	7,125	***	par_46
e17	,274	,038	7,287	***	par_47
e18	,235	,031	7,548	***	par_48
e19	,153	,023	6,754	***	par_49
e20	,277	,035	7,903	***	par_50
e21	,256	,033	7,713	***	par_51
e22	,172	,026	6,662	***	par_52
e23	,213	,029	7,476	***	par_53

	Estimate	S.E.	C.R.	P	Label
e24	,279	,036	7,767	***	par_54
e25	,267	,034	7,948	***	par_55
e2	,226	,031	7,349	***	par_56
e3	,200	,028	7,030	***	par_57
e4	,189	,029	6,578	***	par_58
e5	,212	,032	6,643	***	par_59
e10	,238	,034	7,096	***	par_60

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

	Estimate
KK	,758
OC	,946
KP5	,525
KO5	,607
KO4	,611
K03	,561
KO2	,482
OC5	,500
OC4	,560
OC3	,659
OC2	,740
OC1	,559
KK5	,382
KK4	,644
KK3	,505
KK2	,568
KK1	,589
KB5	,344
KB4	,638
KB1	,621
KB2	,494
KB3	,483
KP4	,467
KP1	,449
KP2	,570
KP3	,602
KO1	,511

Total Effects (Group number 1 - Default model)

	KB	KP	KO	KK	OC
KK	,546	,249	,395	,000	,000
OC	,494	,369	,369	,295	,000
KP5	,000	,844	,000	,000	,000
KO5	,000	,000	1,127	,000	,000
KO4	,000	,000	1,075	,000	,000
K03	,000	,000	,996	,000	,000
KO2	,000	,000	,905	,000	,000
OC5	,449	,336	,336	,268	,909
OC4	,518	,387	,387	,309	1,047
OC3	,558	,417	,417	,333	1,128
OC2	,608	,454	,454	,363	1,230
OC1	,494	,369	,369	,295	1,000
KK5	,380	,173	,275	,696	,000
KK4	,483	,220	,350	,885	,000
KK3	,449	,204	,325	,823	,000
KK2	,551	,251	,399	1,009	,000
KK1	,546	,249	,395	1,000	,000
KB5	,821	,000	,000	,000	,000
KB4	1,266	,000	,000	,000	,000
KB1	1,266	,000	,000	,000	,000
KB2	1,023	,000	,000	,000	,000
KB3	1,000	,000	,000	,000	,000
KP4	,000	,881	,000	,000	,000
KP1	,000	,882	,000	,000	,000
KP2	,000	1,010	,000	,000	,000
KP3	,000	1,000	,000	,000	,000
KO1	,000	,000	1,000	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	KB	KP	KO	KK	OC
KK	,437	,254	,337	,000	,000
OC	,414	,394	,329	,308	,000
KP5	,000	,724	,000	,000	,000

	KB	KP	KO	KK	OC
KO5	,000	,000	,779	,000	,000
KO4	,000	,000	,782	,000	,000
K03	,000	,000	,749	,000	,000
KO2	,000	,000	,694	,000	,000
OC5	,293	,279	,233	,218	,707
OC4	,309	,295	,246	,231	,748
OC3	,336	,320	,267	,250	,812
OC2	,356	,339	,283	,265	,860
OC1	,309	,295	,246	,231	,747
KK5	,270	,157	,208	,618	,000
KK4	,351	,204	,271	,803	,000
KK3	,310	,181	,240	,711	,000
KK2	,329	,191	,254	,754	,000
KK1	,335	,195	,259	,767	,000
KB5	,586	,000	,000	,000	,000
KB4	,799	,000	,000	,000	,000
KB1	,788	,000	,000	,000	,000
KB2	,703	,000	,000	,000	,000
KB3	,695	,000	,000	,000	,000
KP4	,000	,683	,000	,000	,000
KP1	,000	,670	,000	,000	,000
KP2	,000	,755	,000	,000	,000
KP3	,000	,776	,000	,000	,000
KO1	,000	,000	,715	,000	,000

Direct Effects (Group number 1 - Default model)

	KB	KP	KO	KK	OC
KK	,546	,249	,395	,000	,000
OC	,333	,296	,253	,295	,000
KP5	,000	,844	,000	,000	,000
KO5	,000	,000	1,127	,000	,000
KO4	,000	,000	1,075	,000	,000
K03	,000	,000	,996	,000	,000
KO2	,000	,000	,905	,000	,000
OC5	,000	,000	,000	,000	,909
OC4	,000	,000	,000	,000	1,047
OC3	,000	,000	,000	,000	1,128
OC2	,000	,000	,000	,000	1,230
OC1	,000	,000	,000	,000	1,000
KK5	,000	,000	,000	,696	,000

	KB	KP	KO	KK	OC
KK4	,000	,000	,000	,885	,000
KK3	,000	,000	,000	,823	,000
KK2	,000	,000	,000	1,009	,000
KK1	,000	,000	,000	1,000	,000
KB5	,821	,000	,000	,000	,000
KB4	1,266	,000	,000	,000	,000
KB1	1,266	,000	,000	,000	,000
KB2	1,023	,000	,000	,000	,000
KB3	1,000	,000	,000	,000	,000
KP4	,000	,881	,000	,000	,000
KP1	,000	,882	,000	,000	,000
KP2	,000	1,010	,000	,000	,000
KP3	,000	1,000	,000	,000	,000
KO1	,000	,000	1,000	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	KB	KP	KO	KK	OC
KK	,437	,254	,337	,000	,000
OC	,279	,316	,225	,308	,000
KP5	,000	,724	,000	,000	,000
KO5	,000	,000	,779	,000	,000
KO4	,000	,000	,782	,000	,000
K03	,000	,000	,749	,000	,000
KO2	,000	,000	,694	,000	,000
OC5	,000	,000	,000	,000	,707
OC4	,000	,000	,000	,000	,748
OC3	,000	,000	,000	,000	,812
OC2	,000	,000	,000	,000	,860
OC1	,000	,000	,000	,000	,747
KK5	,000	,000	,000	,618	,000
KK4	,000	,000	,000	,803	,000
KK3	,000	,000	,000	,711	,000
KK2	,000	,000	,000	,754	,000
KK1	,000	,000	,000	,767	,000
KB5	,586	,000	,000	,000	,000
KB4	,799	,000	,000	,000	,000
KB1	,788	,000	,000	,000	,000
KB2	,703	,000	,000	,000	,000
KB3	,695	,000	,000	,000	,000
KP4	,000	,683	,000	,000	,000

	KB	KP	KO	KK	OC
KP1	,000	,670	,000	,000	,000
KP2	,000	,755	,000	,000	,000
KP3	,000	,776	,000	,000	,000
KO1	,000	,000	,715	,000	,000

Indirect Effects (Group number 1 - Default model)

	KB	KP	KO	KK	OC
KK	,000	,000	,000	,000	,000
OC	,161	,073	,117	,000	,000
KP5	,000	,000	,000	,000	,000
KO5	,000	,000	,000	,000	,000
KO4	,000	,000	,000	,000	,000
K03	,000	,000	,000	,000	,000
KO2	,000	,000	,000	,000	,000
OC5	,449	,336	,336	,268	,000
OC4	,518	,387	,387	,309	,000
OC3	,558	,417	,417	,333	,000
OC2	,608	,454	,454	,363	,000
OC1	,494	,369	,369	,295	,000
KK5	,380	,173	,275	,000	,000
KK4	,483	,220	,350	,000	,000
KK3	,449	,204	,325	,000	,000
KK2	,551	,251	,399	,000	,000
KK1	,546	,249	,395	,000	,000
KB5	,000	,000	,000	,000	,000
KB4	,000	,000	,000	,000	,000
KB1	,000	,000	,000	,000	,000
KB2	,000	,000	,000	,000	,000
KB3	,000	,000	,000	,000	,000
KP4	,000	,000	,000	,000	,000
KP1	,000	,000	,000	,000	,000
KP2	,000	,000	,000	,000	,000
KP3	,000	,000	,000	,000	,000
KO1	,000	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	KB	KP	KO	KK	OC
KK	,000	,000	,000	,000	,000
OC	,135	,078	,104	,000	,000
KP5	,000	,000	,000	,000	,000
KO5	,000	,000	,000	,000	,000
KO4	,000	,000	,000	,000	,000
K03	,000	,000	,000	,000	,000
KO2	,000	,000	,000	,000	,000
OC5	,293	,279	,233	,218	,000
OC4	,309	,295	,246	,231	,000
OC3	,336	,320	,267	,250	,000
OC2	,356	,339	,283	,265	,000
OC1	,309	,295	,246	,231	,000
KK5	,270	,157	,208	,000	,000
KK4	,351	,204	,271	,000	,000
KK3	,310	,181	,240	,000	,000
KK2	,329	,191	,254	,000	,000
KK1	,335	,195	,259	,000	,000
KB5	,000	,000	,000	,000	,000
KB4	,000	,000	,000	,000	,000
KB1	,000	,000	,000	,000	,000
KB2	,000	,000	,000	,000	,000
KB3	,000	,000	,000	,000	,000
KP4	,000	,000	,000	,000	,000
KP1	,000	,000	,000	,000	,000
KP2	,000	,000	,000	,000	,000
KP3	,000	,000	,000	,000	,000
KO1	,000	,000	,000	,000	,000

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

			M.I.	Par Change
e4	<-->	e5	7,856	,056
e2	<-->	e4	6,326	-,050
e24	<-->	e25	10,797	,080
e22	<-->	KO	4,065	-,034
e21	<-->	e10	4,762	,050
e21	<-->	e22	11,930	,068
e20	<-->	e24	4,595	,053
e19	<-->	e22	4,529	-,034
e16	<-->	KB	4,387	-,040
e16	<-->	e23	4,378	,045
e15	<-->	e18	9,173	,072
e14	<-->	e15	10,560	,076
e11	<-->	z2	4,831	,026
e11	<-->	e21	4,889	,051
e6	<-->	e20	7,570	-,078
e6	<-->	e14	4,015	,053
e7	<-->	e6	5,893	,073
e8	<-->	e24	5,150	-,057
e8	<-->	e19	4,972	,044
e1	<-->	e2	5,867	,053
e1	<-->	e6	4,485	-,058

Variances: (Group number 1 - Default model)

	M.I.	Par Change

Regression Weights: (Group number 1 - Default model)

			M.I.	Par Change
OC5	<---	OC4	4,437	,117
OC4	<---	OC5	5,116	,141
OC2	<---	OC1	4,964	,110
KK5	<---	KP1	6,975	-,149
KK3	<---	KB5	6,607	,164

	M.I.	Par Change
KB4 <--- KB5	6,613	,164
KP1 <--- KB5	4,303	,162
KP1 <--- KB4	4,096	,140

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	60	302,609	265	,056	1,142
Saturated model	325	,000	0		
Independence model	25	2236,327	300	,000	7,454

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,024	,863	,832	,704
Saturated model	,000	1,000		
Independence model	,230	,182	,114	,168

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,865	,847	,981	,978	,981
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,883	,764	,866
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	37,609	,000	84,695
Saturated model	,000	,000	,000
Independence model	1936,327	1789,727	2090,348

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	2,101	,261	,000	,588
Saturated model	,000	,000	,000	,000
Independence model	15,530	13,447	12,429	14,516

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,031	,000	,047	,977
Independence model	,212	,204	,220	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	422,609	449,050	601,213	661,213
Saturated model	650,000	793,220	1617,438	1942,438
Independence model	2286,327	2297,344	2360,746	2385,746

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	2,935	2,674	3,262	3,118
Saturated model	4,514	4,514	4,514	5,508
Independence model	15,877	14,859	16,947	15,954

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	145	153
Independence model	22	24

Frekuensi KO

Statistics

		KO1	KO2	KO3	KO4	KO5	KO
N	Valid	145	145	145	145	145	145
	Missing	0	0	0	0	0	0
Mean		4,22	4,16	4,17	4,27	4,23	21,05
Median		4,00	4,00	4,00	4,00	4,00	21,00
Mode		4	4	4	4	4	20
Sum		612	603	604	619	614	3052

Frequency Table

KO1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	4	2,8	2,8	2,8
	netral	12	8,3	8,3	11,0
	setuju	77	53,1	53,1	64,1
	sangatsetuju	52	35,9	35,9	100,0
	Total	145	100,0	100,0	

KO2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	netral	22	15,2	15,2	15,2
	setuju	78	53,8	53,8	69,0
	sangatsetuju	45	31,0	31,0	100,0
	Total	145	100,0	100,0	

KO3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	2	1,4	1,4	1,4
	netral	17	11,7	11,7	13,1

	setuju	81	55,9	55,9	69,0
	sangatsetuju	45	31,0	31,0	100,0
	Total	145	100,0	100,0	

KO4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	1	,7	,7	,7
	netral	18	12,4	12,4	13,1
	setuju	67	46,2	46,2	59,3
	sangatsetuju	59	40,7	40,7	100,0
	Total	145	100,0	100,0	

KO5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	4	2,8	2,8	2,8
	netral	14	9,7	9,7	12,4
	setuju	71	49,0	49,0	61,4
	sangatsetuju	56	38,6	38,6	100,0
	Total	145	100,0	100,0	

KO

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	13	3	2,1	2,1	2,1
	14	4	2,8	2,8	4,8
	15	3	2,1	2,1	6,9
	16	1	,7	,7	7,6
	17	4	2,8	2,8	10,3
	18	8	5,5	5,5	15,9
	19	5	3,4	3,4	19,3
	20	26	17,9	17,9	37,2
	21	21	14,5	14,5	51,7
	22	19	13,1	13,1	64,8
	23	22	15,2	15,2	80,0

	24	21	14,5	14,5	94,5
	25	8	5,5	5,5	100,0
	Total	145	100,0	100,0	

Frekuensi KP

Statistics

		KP1	KP2	KP3	KP4	KP5	KP
N	Valid	145	145	145	145	145	145
	Missing	0	0	0	0	0	0
Mean		3,97	3,97	4,02	4,08	4,19	20,23
Median		4,00	4,00	4,00	4,00	4,00	21,00
Mode		4	4	4	4	4	22
Sum		575	576	583	592	608	2934

Frequency Table

KP1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	5	3,4	3,4	3,4
	netral	34	23,4	23,4	26,9
	setuju	67	46,2	46,2	73,1
	sangatsetuju	39	26,9	26,9	100,0
	Total	145	100,0	100,0	

KP2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	9	6,2	6,2	6,2
	netral	23	15,9	15,9	22,1
	setuju	76	52,4	52,4	74,5
	sangatsetuju	37	25,5	25,5	100,0
	Total	145	100,0	100,0	

KP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	4	2,8	2,8	2,8
	netral	31	21,4	21,4	24,1

	setuju	68	46,9	46,9	71,0
	sangatsetuju	42	29,0	29,0	100,0
	Total	145	100,0	100,0	

KP4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	4	2,8	2,8	2,8
	netral	27	18,6	18,6	21,4
	setuju	67	46,2	46,2	67,6
	sangatsetuju	47	32,4	32,4	100,0
	Total	145	100,0	100,0	

KP5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	1	,7	,7	,7
	netral	22	15,2	15,2	15,9
	setuju	70	48,3	48,3	64,1
	sangatsetuju	52	35,9	35,9	100,0
	Total	145	100,0	100,0	

KP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12	2	1,4	1,4	1,4
	13	5	3,4	3,4	4,8
	14	1	,7	,7	5,5
	15	5	3,4	3,4	9,0
	16	3	2,1	2,1	11,0
	17	7	4,8	4,8	15,9
	18	17	11,7	11,7	27,6
	19	15	10,3	10,3	37,9
	20	15	10,3	10,3	48,3
	21	15	10,3	10,3	58,6
	22	21	14,5	14,5	73,1
	23	19	13,1	13,1	86,2

	24	16	11,0	11,0	97,2
	25	4	2,8	2,8	100,0
	Total	145	100,0	100,0	

Frekuensi KB

Statistics

		KB1	KB2	KB3	KB4	KB5	KB
N	Valid	145	145	145	145	145	145
	Missing	0	0	0	0	0	0
Mean		4,10	4,10	4,14	4,24	4,21	20,80
Median		4,00	4,00	4,00	4,00	4,00	21,00
Mode		4	4	4	5	4	24
Sum		594	595	601	615	611	3016

Frequency Table

KB1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	2	1,4	1,4	1,4
	netral	30	20,7	20,7	22,1
	setuju	65	44,8	44,8	66,9
	sangatsetuju	48	33,1	33,1	100,0
	Total	145	100,0	100,0	

KB2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	netral	28	19,3	19,3	19,3
	setuju	74	51,0	51,0	70,3
	sangatsetuju	43	29,7	29,7	100,0
	Total	145	100,0	100,0	

KB3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	1	,7	,7	,7
	netral	22	15,2	15,2	15,9

	setuju	77	53,1	53,1	69,0
	sangatsetuju	45	31,0	31,0	100,0
	Total	145	100,0	100,0	

KB4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	1	,7	,7	,7
	netral	25	17,2	17,2	17,9
	setuju	57	39,3	39,3	57,2
	sangatsetuju	62	42,8	42,8	100,0
	Total	145	100,0	100,0	

KB5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	1	,7	,7	,7
	netral	17	11,7	11,7	12,4
	setuju	77	53,1	53,1	65,5
	sangatsetuju	50	34,5	34,5	100,0
	Total	145	100,0	100,0	

KB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	13	1	,7	,7	,7
	15	3	2,1	2,1	2,8
	16	4	2,8	2,8	5,5
	17	9	6,2	6,2	11,7
	18	19	13,1	13,1	24,8
	19	17	11,7	11,7	36,6
	20	18	12,4	12,4	49,0
	21	8	5,5	5,5	54,5
	22	14	9,7	9,7	64,1
	23	17	11,7	11,7	75,9
	24	26	17,9	17,9	93,8

	25	9	6,2	6,2	100,0
	Total	145	100,0	100,0	

Frekuensi KK

Statistics

		KK1	KK2	KK3	KK4	KK5	KK
N	Valid	145	145	145	145	145	145
	Missing	0	0	0	0	0	0
Mean		4,12	4,09	4,17	4,30	4,25	17,0000
Median		4,00	4,00	4,00	4,00	4,00	17,0000
Mode		4	4	4	4	4	19,00
Sum		597	593	605	623	616	2465,00

Frequency Table

KK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	4	2,8	2,8	2,8
	netral	24	16,6	16,6	19,3
	setuju	68	46,9	46,9	66,2
	sangatsetuju	49	33,8	33,8	100,0
	Total	145	100,0	100,0	

KK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	3	2,1	2,1	2,1
	netral	31	21,4	21,4	23,4
	setuju	61	42,1	42,1	65,5
	sangatsetuju	50	34,5	34,5	100,0
	Total	145	100,0	100,0	

KK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	1	,7	,7	,7

	netral	21	14,5	14,5	15,2
	setuju	75	51,7	51,7	66,9
	sangatsetuju	48	33,1	33,1	100,0
	Total	145	100,0	100,0	

KK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	netral	16	11,0	11,0	11,0
	setuju	70	48,3	48,3	59,3
	sangatsetuju	59	40,7	40,7	100,0
	Total	145	100,0	100,0	

KK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	netral	19	13,1	13,1	13,1
	setuju	71	49,0	49,0	62,1
	sangatsetuju	55	37,9	37,9	100,0
	Total	145	100,0	100,0	

KK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10,00	2	1,4	1,4	1,4
	11,00	2	1,4	1,4	2,8
	12,00	2	1,4	1,4	4,1
	13,00	7	4,8	4,8	9,0
	14,00	10	6,9	6,9	15,9
	15,00	12	8,3	8,3	24,1
	16,00	26	17,9	17,9	42,1
	17,00	15	10,3	10,3	52,4
	18,00	22	15,2	15,2	67,6
	19,00	28	19,3	19,3	86,9
	20,00	15	10,3	10,3	97,2
	21,00	1	,7	,7	97,9
	22,00	1	,7	,7	98,6

	23,00	2	1,4	1,4	100,0
	Total	145	100,0	100,0	

Frekuensi OC

Statistics

		OC1	OC2	OC3	OC4	OC5	OC
N	Valid	145	145	145	145	145	145
	Missing	0	0	0	0	0	0
Mean		4,17	4,14	4,10	4,14	4,10	20,66
Median		4,00	4,00	4,00	4,00	4,00	21,00
Mode		4	5	4	5	4	24
Sum		604	601	594	601	595	2995

Frequency Table

OC1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	2	1,4	1,4	1,4
	netral	26	17,9	17,9	19,3
	setuju	63	43,4	43,4	62,8
	sangatsetuju	54	37,2	37,2	100,0
	Total	145	100,0	100,0	

OC2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	2	1,4	1,4	1,4
	netral	33	22,8	22,8	24,1
	setuju	52	35,9	35,9	60,0
	sangatsetuju	58	40,0	40,0	100,0

	Total	145	100,0	100,0	

OC3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	5	3,4	3,4	3,4
	netral	24	16,6	16,6	20,0
	setuju	68	46,9	46,9	66,9
	sangatsetuju	48	33,1	33,1	100,0
	Total	145	100,0	100,0	

OC4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	netral	37	25,5	25,5	25,5
	setuju	50	34,5	34,5	60,0
	sangatsetuju	58	40,0	40,0	100,0
	Total	145	100,0	100,0	

OC5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidaksetuju	2	1,4	1,4	1,4
	netral	26	17,9	17,9	19,3
	setuju	72	49,7	49,7	69,0
	sangatsetuju	45	31,0	31,0	100,0
	Total	145	100,0	100,0	

OC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12	2	1,4	1,4	1,4
	14	3	2,1	2,1	3,4
	15	1	,7	,7	4,1
	16	8	5,5	5,5	9,7
	17	14	9,7	9,7	19,3
	18	18	12,4	12,4	31,7
	19	7	4,8	4,8	36,6
	20	18	12,4	12,4	49,0
	21	8	5,5	5,5	54,5
	22	10	6,9	6,9	61,4
	23	16	11,0	11,0	72,4
	24	25	17,2	17,2	89,7
	25	15	10,3	10,3	100,0
	Total	145	100,0	100,0	