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## Lampiran 1

### UNIVERSITAS MURIA KUDUS KUESIONER PENELITIAN TAHUN 2020

Dengan Hormat

Saya mahasiswa Magister Manajemen Universitas Muria Kudus, Perkenankan peneliti memohon kesediaan saudara/saudari sekalian berkenan meluangkan sedikit waktu guna mengisi angket penelitian yang akan digunakan untuk memenuhi tugas akhir ( Riset).

Peneliti sangat mengharapkan kejujuran dan kemurnian atas jawaban saudara dalam pengisian angket ini, karena semua jawaban yang saudara berikan sangat mempengaruhi keberhasilan penelitian ini secara keseluruhan. Peneliti menjamin semua jawaban yang saudara berikan akan dirahasiakan sesuai dengan kode etik penelitian ilmiah.

**Tidak ada jawaban yang salah, semua jawaban adalah benar.**

Tiap-tiap jawaban yang saudara kembalikan kepada kami merupakan bantuan yang sangat berarti bagi penelitian ini. Untuk itu atas kesediaan dan kerjasamanya peneliti mengucapkan banyak terima kasih yang sebesar-besarnya, Semoga Tuhan Yang Maha Esa selalu melimpahkan rahmat dan hidayah kepada kita.

Atas perhatian dan kerjasamanya, saya ucapkan terima kasih.

Peneliti

**SOLIKHIN**



## ANGKET PENELITIAN

### A. DATA PEGAWAI/RESPONDEN

Lingkari jawaban sesuai dengan kondisi saudara saat ini

1. Golongan/Ruang : I II III IV
2. Pendidikan : SD SMP SMA/SMK DIII S1 S2
3. Masa Kerja : <5 th 5-10 th 11-15 th 16-20 th >20 th
4. Jenis Kelamin : Laki laki / Perempuan

### B. PETUNJUK PENGISIAN

Untuk mengisi daftar pertanyaan di bawah ini, Bapak/Ibu di mohon memilih salah satu jawaban yang paling sesuai dari jawaban-jawaban yang telah disediakan dengan memberi tanda centang pada kolom yang telah disediakan. Jawaban dinyatakan dengan sangat tidak setuju, tidak setuju, netral, setuju, sangat setuju.

**Berikan tanda ( ✓ ) pada kolom yang tersedia**

Keterangan :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju



### A. Iklim Organisasi

No.	Pernyataan	Penilaian				
		STS	TS	N	S	SS
		1	2	3	4	5
1.	Organisasi tempat saya bekerja memberikan otonomi kerja bagi karyawannya dalam penyelesaian tugas pekerjaannya.					
2.	Organisasi tempat saya bekerja memberikan kesempatan bagi karyawannya untuk berpartisipasi dalam setiap kegiatan organisasi					
3.	Organisasi tempat saya bekerja sangat terbuka terhadap komunikasi internal dan eksternal					
4.	Organisasi tempat saya bekerja memberi kesempatan mengintegrasikan kemampuan yang dimiliki karyawan untuk mempermudah penyelesaian pekerjaan					
5.	Organisasi tempat saya bekerja menekankan karyawannya untuk memenuhi target kinerja tiap hari					

Bagaimanakah kondisi iklim organisasi di tempat saudara bekerja?

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### B. Antusiasme Kerja

No.	Pernyataan	Penilaian				
		STS	TS	N	S	SS
		1	2	3	4	5
1.	Saya sangat bersemangat dalam melakukan pekerjaan					
2.	Saya senang mengajak teman teman untuk melakukan yang terbaik bagi organisasi					
3.	Saya siap menghadapi tantangan di era dimana banyak sekali bermunculan inovasi-inovasi baru					

Bagaimanakah cara organisasi saudara menjaga semangat kerja karyawannya?

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### C. Kepuasan kerja

No.	Pernyataan	Penilaian				
		STS	TS	N	S	SS
		1	2	3	4	5
1.	Organisasi tempat saya bekerja memberikan saya bidang kerja yang sesuai dengan kompetensi / keahlian.					
2.	Organisasi tempat saya bekerja sangat menghargai kinerja karyawanya.					
3.	Kehadiran teman sekerja selalu membuat lingkungan kerja menjadi semakin menyenangkan.					
4.	Organisasi tempat saya bekerja memberikan sistem penggajian/promosi dengan memperhatikan masa kerja.					

Bagaimanakah dukungan yang diberikan oleh atasan dan rekan sekerja di tempat saudara bekerja?

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#### D. Kinerja Sumber Daya Manusia (SDM)

No.	Pernyataan	Penilaian				
		STS	TS	N	S	SS
		1	2	3	4	5
1.	Kualitas pekerjaan yang saya berikan memenuhi standar yang ditentukan organisasi					
2.	Kuantitas pekerjaan yang saya hasilkan telah sesuai standar yang ditentukan lembaga.					
3.	Saya sanggup memenuhi standar waktu yang ditetapkan					
4.	Saya selalu mengutamakan efektivitas dalam penyelesaian pekerjaan.					
5.	Saya mampu mengerjakan pekerjaan secara mandiri.					

Bagaimanakah cara organisasi tempat saudara bekerja menjaga produktivitas kerja SDM nya?

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## Lampiran 2

### Penelitian Terdahulu

No	Judul Penelitian	Variabel	Analisis	Hasil Penelitian
1.	<i>Perceived organizational climate and whistleblowing intention in academic organizations: evidence from Selçuk University (Turkey).</i> (Afe et.al, 2019).	Dependent : Y1 : <i>Whistleblowing intention</i> Y2 : <i>Academic organizations</i> Independent X1 : <i>Organizational climate</i> X2 : <i>Trust Safety climate</i>	LISREL	iklim organisasi menjadi salah satu faktor yang menentukan kinerja karyawan
2.	<i>Effects Of Organizational Justice On Organizational Climate And Organizational Performance In Ecology Industry</i> (Huang et.al, 2019).	Dependent x1 : <i>Organizational Justice</i> Independent; y1 : <i>Organizational Climate</i> y2 : <i>Organizational Performance</i>	SEM	iklim organisasi merupakan salah satu pemicu dalam usaha meningkatkan kinerja yang selanjutnya menjadi faktor pendorong keberhasilan sebuah organisasi.
3.	<i>More Than The Average: Examining Variability In Employee Perceptions Of Diversity Climate.</i> (Reinwald, et.al, 2019).	Independent : x1: <i>workforce diversity,</i> x2: <i>diversity climate,</i> x3 : <i>climate strength,</i> var. moderasi <i>collective positive affect,</i> Dependence y1 : <i>company performance</i>	SEM AMOS	Bekerja dalam iklim yang positif akan memberikan energy yang positif bagi karyawan sehingga akan meningkatkan produktivitasnya (Reinwald, et.al, 2019).
4.	<i>The Relationship Between School's Organizational Climate And Teacher's Job Satisfaction: Malaysian Experience. Asia Pacific</i>	Independent x1: <i>School Organizational climate</i> dependent x2 : <i>Teacher Job satisfaction</i>	SEM	Iklim organisasi memiliki hubungan yang positif terhadap kepuasan.

	<i>Education Review</i> (Ghavifekr dan Pillai, 2016)			
5.	<i>Impact Of Organizational Climate On Organizational Commitment And Perceived Organizational Performance: Empirical Evidence From Public Hospitals.</i> (Berberoglu, 2018).	X1: <i>Organizational Climate</i> Y1 : <i>Organizational Commitment</i> Y2 : <i>Perceived Organizational Performance: Empirical Evidence From Public Hospitals.</i>	SEM	Memperbaiki iklim organisasi merupakan salah satu cara paling efektif untuk meningkatkan kepuasan kerja yang selanjutnya menjadi faktor pendorong keberhasilan sebuah organisasi
6.	<i>The Relationship Between Organisational Climate And Employee Satisfaction In A South African Information And Technology Organization</i> (Castro & Martin, 2010).	X1 : <i>Organisational Climate</i> Y1 : <i>Organizational culture</i> Y2 : <i>Employee Satisfaction</i>	<i>Confirmatory and exploratory factor analyses</i>	Iklim organisasi menjadi salah satu faktor yang menentukan kepuasan kerja karyawan
7.	<i>Climate And Organizational Performance In Long-Term Care Facilities: The Role Of Affective Commitment.</i> (Woznyj et.al, 2019)	x1 : <i>Effective commitment</i> x2 : <i>nursing climate</i> y1 : <i>quality care</i> y2 : <i>performance.</i>	SEM	karyawan yang bekerja di organisasi dengan iklim yang lebih positif lebih cenderung puas dengan pekerjaan mereka.
8.	<i>More Than The Average: Examining Variability In Employee Perceptions Of Diversity Climate</i> (Reinwald et.al, 2018).	<i>Independent :</i> x1: <i>workforce diversity,</i> x2: <i>diversity climate,</i> x3 : <i>climate strength,</i> var. moderasi <i>collective positive affect,</i> <i>Dependence</i> y1 : <i>company performance</i>	SEM AMOS	Iklim organisasi yang kurang terkondisikan merugikan organisasi dan menurunkan produktivitas kerja SDM
9.	<i>Does the balanced scorecard adoption enhance the levels of organizational climate,</i>	<i>Mediating variable : balanced scorecard</i> <i>Independent :</i>	SPSS	karyawan yang bekerja di organisasi dengan iklim yang lebih positif akan lebih



	<i>employees' commitment, job satisfaction and job dedication?</i> (Molina <i>et al.</i> ,2014)	<i>organizational climate, employees' commitment,</i> <i>Dependent :</i> <i>job satisfaction job dedication</i>		merasakan puas dengan pekerjaan mereka.
10.	<i>High-Performance Human Resource Practices And Firm Performance: The Mediating Role Of Employees' Competencies And The Moderating Role Of Climate For Creativity.</i> (Van Esch <i>et.al</i> , 2019)	Control var: <i>climat for creativity</i> <i>x1:</i> <i>high-performance HR practices</i> <i>y1 : Employees' Competencies</i> <i>y2 : firm performance</i>	<i>Regression analysis</i>	Antusiasme kerja mempengaruhi tingkat kinerja karyawan. Semangat kerja yang tinggi akan mempengaruhi kinerja karyawan.
11.	<i>The Effect Of The Organizational Communication Climate And Work Enthusiasm On Employee Performance.</i> (Lantara, 2019).	<i>Organizational Communication Climate (x1)</i> <i>Work Enthusiasm (x2)</i> <i>Job satisfaction (y1)</i> <i>Employee Performance (Y2)</i>	<i>multiple linear regression and path analysis</i>	Dengan antusiasme kerja yang tinggi akan memunculkan keinginan dan ketulusan seseorang dalam melakukan pekerjaannya dengan sangat baik untuk mencapai kinerja kerja maksimal
12.	<i>Becoming Diverse And Enthusiastic About It!.</i> (Roberge, 2019).	<i>Diversity (x1)</i> <i>Enthusiasm (x2)</i> <i>Job performance (y1)</i>	<i>Explanatory research</i>	Antusiasme kerja memberikan pengaruh yang signifikan terhadap kinerja karyawan
13.	<i>Job Satisfaction Of Hotel Employees Conceptual Model Construction And Evaluation.</i> (Yuan & Jiaqing 2019).	<i>employees job satisfaction evaluation system</i>	<i>Analisis regresi</i>	Banyak organisasi yang berusaha untuk meningkatkan antusiasme karyawan melalui berbagai cara untuk mengeksplorasi kepuasan kerja karyawannya.
14.	<i>The Influence Of Job Expectation, Job Satisfaction, And Government Policy Towards The Work Stress, Job Enthusiasm And Continuance</i>	<i>Independents :</i> <i>Job Expectation,</i> <i>Job Satisfaction,</i> <i>Government Policy</i> <i>Dependents</i> <i>Work Stress,</i> <i>Job Enthusiasm</i>	<i>lisrell</i>	Antusiasme meningkatkan rasa puas dalam bekerja

	<i>Commitment Of The Honorarium Teacher</i> (Sariwulan <i>et.al.</i> , 2019).	<i>Continuance Commitment</i>		
15.	<i>Leadership, Job Satisfaction And Performance Links In Private Education Institutes Of Pakistan.</i> (Torlak & Kuzey, 2019)	<i>Leadership (x1), Job Satisfaction (y1) Performance (y2)</i>	<i>SEM</i>	Produktivitas dapat dinaikkan dengan meningkatkan kepuasan kerja Dengan kata lain bahwa performansi kerja menunjukkan tingkat kepuasan kerja seorang pekerja, karena perusahaan dapat mengetahui aspek-aspek pekerjaan dari tingkat keberhasilan yang diharapkan.
16.	<i>An Analysis On The Relationship Between Job Satisfaction And Work Performance Among Academic Staff In Malaysian Private Universities.</i> (Yee, 2018).	<i>Job Satisfaction (x1) Work Performance (y1)</i>	<i>Pearson's Correlation Coefficient and Multiple Regression</i>	Kepuasan kerja memiliki pengaruh yang sangat tinggi terhadap kinerja, dimana SDM yang terpuaskan dari pekerjaannya akan memberikan kinerja yang maksimal
17.	<i>Transformational Leadership, High-Performance Work System Consensus, And Customer Satisfaction</i> (Weller, <i>et.al.</i> , 2019).	<i>Transformational Leadership, High-Performance Work System Consensus, Customer Satisfaction</i>	<i>SEM</i>	Karyawan menyukai situasi kerjanya akan lebih merasakan puas terhadap pekerjaannya dibandingkan daripada mereka yang tidak menyukai situasi kerjanya
18.	<i>Happy-Productive Groups: How Positive Affect Links To Performance Through Social Resources.</i> (Peñalver <i>et.al.</i> , 2019).	<i>Group positive affect (x1) Group social resources (x2) In extra role performance (y1) Creative performance (y2)</i>	<i>SEM AMOS</i>	Antusiasme yang tinggi dalam bekerja akan memberikan energi positif kepada individu dalam menghadapi pekerjaannya
19.	<i>Resisting The Sirens Of Temptation While Studying: Using</i>	<i>Independent : Association memory</i>	<i>SPSS two way annova</i>	Antusiasme kerja sangat penting dalam bekerja yang dapat

	<i>Reappraisal To Increase Focus, Enthusiasm, And Performance.</i> (Leroy <i>et.al.</i> , 2019).	<i>Divided attention Temptation perception. Task and temptation reappraisal Independent usceptibility to temptation Enthusiasm for the task.Performance</i>		membuat hidup lebih bahagia dan menyenangkan
20.	<i>The Effect Of TheOrganizational Communication Climate And Work Enthusiasm On Employee Performance</i> (Lantara 2019)	<i>Organizational Communication Climate (x1) Work Enthusiasm (x2) Job satisfaction (y1) Employee Performance (Y2)</i>	<i>multiple linear regression and path analysis</i>	iklim organisasi dan kepuasan kerja memiliki dimensi yang hampir sama sehingga harus diteliti kembali secara terpisah terhadap aspek-aspek spesifik iklim organisasi yang berbeda dengan dimensi dimensi kepuasan kerja untuk mengukur dampak iklim organisasi terhadap kinerja dengan lebih baik.



### Lampiran 3

#### Realisasi Penyerapan Anggaran Semester I Tahun 2019 Organisasi Perangkat Daerah di Lingkungan Kabupaten Demak

NO	OPD	TARGET	PENCAIRAN SP2D	%
1	DINAS PENDIDIKAN DAN KEBUDAYAAN	584.730.993.000	172.296.610.879	29,47%
2	TK NEGERI PEMBINA	659.750.000	284.581.521	43,13%
3	SMP NEGERI 1 DEMAK	4.798.466.000	1.764.294.350	36,77%
4	SMP NEGERI 2 DEMAK	4.301.929.000	1.520.745.177	35,35%
5	SMP NEGERI 3 DEMAK	3.924.640.000	1.464.191.568	37,31%
6	SMP NEGERI 4 DEMAK	3.386.839.000	1.279.053.278	37,77%
7	SMP NEGERI 5 DEMAK	3.904.947.000	1.552.487.948	39,76%
8	SMP NEGERI 1 KARANGTENGAH	3.917.950.000	1.564.447.048	39,93%
9	SMP NEGERI 2 KARANGTENGAH	2.603.600.000	980.372.245	37,65%
10	SMP NEGERI 1 SAYUNG	3.748.832.000	1.330.070.027	35,48%
11	SMP NEGERI 2 SAYUNG	3.357.801.000	1.262.658.234	37,60%
12	SMP NEGERI 1 MRANGGEN	4.840.312.000	1.767.701.046	36,52%
13	SMP NEGERI 2 MRANGGEN	4.188.487.000	1.622.379.976	38,73%
14	SMP NEGERI 3 MRANGGEN	4.647.532.000	1.726.791.679	37,16%
15	SMP NEGERI 1 KARANGAWEN	3.891.408.000	1.416.485.436	36,40%
16	SMP NEGERI 2 KARANGAWEN	2.724.337.000	1.047.305.935	38,44%
17	SMP NEGERI 1 GUNTUR	2.837.990.000	1.124.452.226	39,62%
18	SMP NEGERI 2 GUNTUR	1.176.820.000	470.684.510	40,00%
19	SMP NEGERI 3 GUNTUR	1.246.900.000	490.823.906	39,36%
20	SMP NEGERI 1 WONOSALAM	3.167.448.000	1.189.627.395	37,56%
21	SMP NEGERI 2 WONOSALAM	1.381.275.000	545.543.334	39,50%
22	SMP NEGERI 1 KEBONAGUNG	3.344.150.000	1.134.234.336	33,92%
23	SMP NEGERI 2 DEMPET	3.960.497.000	1.501.400.322	37,91%
24	SMP NEGERI 3 DEMPET	1.866.932.000	764.873.483	40,97%

25	SMP NEGERI 1 GAJAH	2.573.435.000	947.041.989	36,80%
26	SMP NEGERI 2 GAJAH	1.018.250.000	388.691.315	38,17%
27	SMP NEGERI 1 KARANGANYAR	1.923.746.000	750.532.169	39,01%
28	SMP NEGERI 2 KARANGANYAR	2.406.017.000	942.124.728	39,16%
29	SMP NEGERI 1 MIJEN	3.276.400.000	1.256.357.311	38,35%
30	SMP NEGERI 2 MIJEN	1.608.335.000	629.920.589	39,17%
31	SMP NEGERI 1 BONANG	2.866.450.000	1.039.828.242	36,28%
32	SMP NEGERI 2 BONANG	1.670.560.000	639.471.985	38,28%
33	SMP NEGERI 3 BONANG	1.674.427.000	626.938.319	37,44%
34	SMP NEGERI 1 WEDUNG	1.628.699.000	597.410.908	36,68%
35	SMP NEGERI 2 WEDUNG	907.464.000	313.880.181	34,59%
36	SKB DEMAK	2.887.805.000	589.948.037	20,43%
37	DINAS KESEHATAN	210.070.318.750	23.436.165.832	11,16%
38	PUSKESMAS DEMAK I	4.167.239.000	1.400.438.988	33,61%
39	PUSKESMAS DEMAK II	4.228.853.000	1.219.188.882	28,83%
40	PUSKESMAS DEMAK III	3.963.693.500	1.354.895.528	34,18%
41	PUSKESMAS BONANG I	5.448.630.700	1.545.973.859	28,37%
42	PUSKESMAS BONANG II	4.675.710.500	1.330.690.336	28,46%
43	PUSKESMAS WEDUNG I	5.737.133.500	1.727.110.408	30,10%
44	PUSKESMAS WEDUNG II	4.362.809.500	1.224.672.520	28,07%
45	PUSKESMAS MIJEN I	5.372.623.000	1.709.519.969	31,82%
46	PUSKESMAS MIJEN II	3.554.364.000	1.190.924.199	33,51%
47	PUSKESMAS KARANGANYAR I	5.287.138.500	1.621.562.085	30,67%
48	PUSKESMAS KARANGANYAR II	4.673.213.000	1.464.382.301	31,34%
49	PUSKESMAS GAJAH I	5.116.266.500	1.606.533.316	31,40%
50	PUSKESMAS GAJAH II	3.706.348.500	1.241.349.997	33,49%
51	PUSKESMAS SAYUNG I	5.472.150.500	1.540.225.316	28,15%
52	PUSKESMAS SAYUNG II	4.264.706.500	1.435.212.954	33,65%
53	PUSKESMAS KARANGAWEN I	6.376.330.000	1.754.761.984	27,52%
54	PUSKESMAS KARANGAWEN II	5.054.510.800	1.327.389.405	26,26%

55	PUSKESMAS DEMPET	6.289.148.700	1.974.716.422	31,40%
56	PUSKESMAS GUNTUR I	5.964.312.500	1.767.137.203	29,63%
57	PUSKESMAS GUNTUR II	4.627.564.800	1.358.484.171	29,36%
58	PUSKESMAS MRANGGEN I	4.650.509.000	1.353.088.695	29,10%
59	PUSKESMAS MRANGGEN II	4.812.235.000	1.353.635.512	28,13%
60	PUSKESMAS MRANGGEN III	4.610.254.000	1.446.151.814	31,37%
61	PUSKESMAS WONOSALAM I	5.203.173.000	1.581.170.311	30,39%
62	PUSKESMAS WONOSALAM II	5.210.631.500	1.717.487.344	32,96%
63	PUSKESMAS KARANGTENGAH	5.788.770.000	1.649.390.067	28,49%
64	PUSKESMAS KEBONAGUNG	5.517.078.500	1.853.227.625	33,59%
65	RUMAH SAKIT UMUM DAERAH SUNAN KALIJAGA	38.877.896.550	10.108.048.470	26,00%
	RUMAH SAKIT UMUM DAERAH SUNAN KALIJAGA (BLUD)	110.810.000.000	-	0,00%
66	DINAS PEKERJAAN UMUM DAN PENATAAN RUANG	237.458.203.400	64.709.482.197	27,25%
67	DINAS PERUMAHAN DAN KAWASAN PERMUKIMAN	77.470.722.450	4.600.555.391	5,94%
68	KANTOR KESATUAN BANGSA, POLITIK DAN PERLINDUNGAN MASYARAKAT	3.422.903.600	1.835.987.375	53,64%
69	SATUAN POLISI PAMONG PRAJA	10.083.420.700	3.540.238.134	35,11%
70	BADAN PENANGGULANGAN BENCANA DAERAH	5.065.969.500	2.065.989.928	40,78%
71	DINAS SOSIAL, PEMBERDAYAAN PEREMPUAN DAN PERLINDUNGAN ANAK	8.634.981.500	2.899.521.231	33,58%
72	DINAS TENAGA KERJA DAN PERINDUSTRIAN	6.167.353.750	2.895.785.531	46,95%
73	DINAS LINGKUNGAN HIDUP	11.516.999.500	4.595.821.469	39,90%
74	DINAS KEPENDUDUKAN DAN PENCATATAN SIPIL	8.610.664.500	3.080.792.081	35,78%
75	DINAS PEMBERDAYAAN MASYARAKAT DAN DESA, PENGENDALIAN PENDUDUK DAN KELUARGA BERENCANA	15.358.672.600	5.940.901.698	38,68%
76	DINAS PERHUBUNGAN	4.278.055.000	1.730.229.963	40,44%
77	DINAS KOMUNIKASI DAN INFORMATIKA	4.165.211.100	1.886.082.166	45,28%
78	DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU	4.198.515.300	1.700.014.348	40,49%
79	DINAS KEPEMUDAAN DAN OLAHRAGA	3.986.452.500	1.770.780.395	44,42%
80	DINAS PERPUSTAKAAN DAN KEARSIPAN	3.360.668.750	1.572.659.774	46,80%
81	DINAS KELAUTAN DAN PERIKANAN	8.127.040.000	2.090.502.235	25,72%

82	DINAS PARIWISATA	6.584.842.700	1.593.932.054	24,21%
83	DINAS PERTANIAN DAN PANGAN	34.491.918.400	11.278.037.529	32,70%
84	DEWAN PERWAKILAN RAKYAT DAERAH	28.340.244.000	11.106.362.819	39,19%
85	KEPALA DAERAH DAN WAKIL KEPALA DAERAH	1.010.377.000	383.331.222	37,94%
86	DINAS PERDAGANGAN, KOPERASI, USAHA KECIL DAN MENENGAH	25.735.356.000	7.030.612.611	27,32%
87	SEKRETARIAT DAERAH	32.144.586.000	14.699.668.390	45,73%
88	SEKRETARIAT DPRD	43.990.790.000	14.397.011.028	32,73%
89	KECAMATAN DEMAK	2.290.017.000	1.091.593.535	47,67%
90	KELURAHAN BINTORO	1.671.188.000	585.327.514	35,02%
91	KELURAHAN KADILANGU	1.209.852.000	355.777.708	29,41%
92	KELURAHAN KALICILIK	1.248.041.000	352.766.068	28,27%
93	KELURAHAN BETOKAN	1.192.791.000	377.675.660	31,66%
94	KELURAHAN MANGUNJIWAN	1.576.341.000	493.897.743	31,33%
95	KELURAHAN SINGOREJO	1.293.961.000	461.495.392	35,67%
96	KECAMATAN KARANGTENGAH	2.220.600.000	1.010.853.138	45,52%
97	KECAMATAN DEMPET	2.572.685.000	1.047.498.285	40,72%
98	KECAMATAN WONOSALAM	2.650.000.000	1.137.063.784	42,91%
99	KECAMATAN MIJEN	2.233.575.000	857.258.128	38,38%
100	KECAMATAN GAJAH	2.407.255.000	1.004.142.543	41,71%
101	KECAMATAN BONANG	2.552.875.000	1.214.525.319	47,57%
102	KECAMATAN WEDUNG	2.240.455.000	1.104.403.230	49,29%
103	KECAMATAN SAYUNG	2.344.737.000	893.124.570	38,09%
104	KECAMATAN KARANGANYAR	2.424.200.000	1.027.638.329	42,39%
105	KECAMATAN MRANGGEN	2.431.710.000	1.034.488.552	42,54%
106	KECAMATAN GUNTUR	2.734.650.000	1.053.288.783	38,52%
107	KECAMATAN KARANGAWEN	2.663.150.000	818.307.693	30,73%
108	KECAMATAN KEBONAGUNG	2.296.125.000	936.305.059	40,78%
109	INSPEKTORAT DAERAH	6.629.752.000	2.673.706.548	40,33%
110	BADAN PERENCANAAN PEMBANGUNAN, PENELITIAN DAN PENGEMBANGAN DAERAH	8.239.591.600	3.125.272.536	37,93%



111	BADAN PENGELOLAAN KEUANGAN, PENDAPATAN DAN ASET DAERAH	23.610.793.750	6.318.466.109	26,76%
	PPKD	490.941.143.000	152.098.815.030	30,98%
112	BADAN KEPEGAWAIAN, PENDIDIKAN DAN PELATIHAN	14.763.041.100	4.318.233.702	29,25%
	<b>JUMLAH</b>	<b>2.347.587.514.000</b>	<b>635.913.721.672</b>	<b>27,09%</b>

Sumber Data : Bidang Perbendaharaan dan Akuntansi Badan Pengelolaan Keuangan, Pendapatan dan Aset Daerah Kabupaten Demak Tahun 2019.



## Lampiran 4. Deskripsi Responden

### Frequency Table

#### golongan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	II	26	15.1	15.1	15.1
	III	131	76.2	76.2	91.3
	IV	15	8.7	8.7	100.0
	Total	172	100.0	100.0	

#### pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA/SMK	27	15.7	15.7	15.7
	Diploma	8	4.7	4.7	20.3
	Sarjana	93	54.1	54.1	74.4
	Pasca Sarjana	44	25.6	25.6	100.0
	Total	172	100.0	100.0	

#### masa kerja

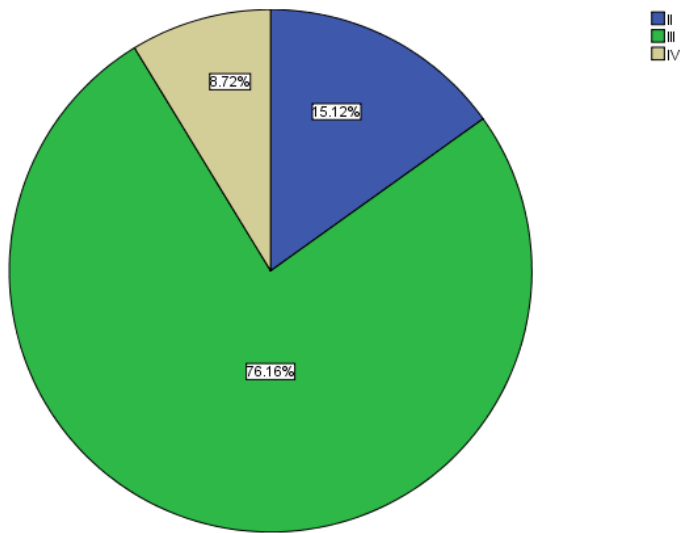
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5-10 tahun	54	31.4	31.4	31.4
	11-15 tahun	60	34.9	34.9	66.3
	16-20 tahun	45	26.2	26.2	92.4
	>20 tahun	13	7.6	7.6	100.0
	Total	172	100.0	100.0	

#### jenis kelamin

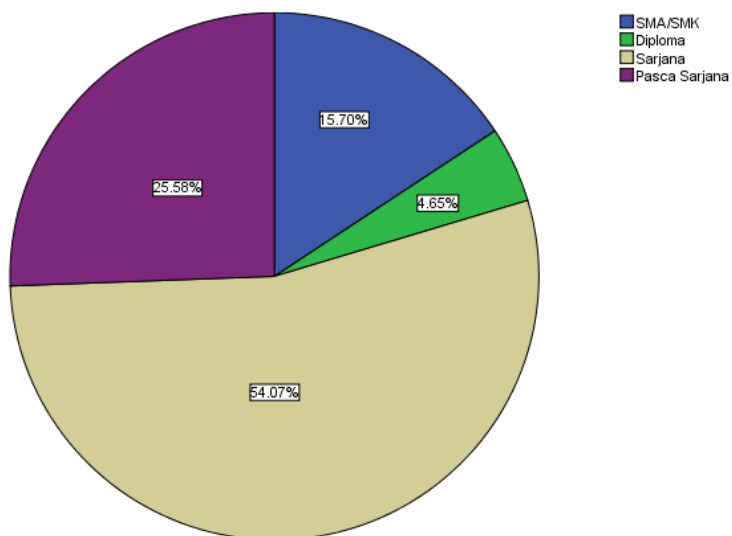
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	57	33.1	33.1	33.1
	perempuan	115	66.9	66.9	100.0
	Total	172	100.0	100.0	

### Pie Chart

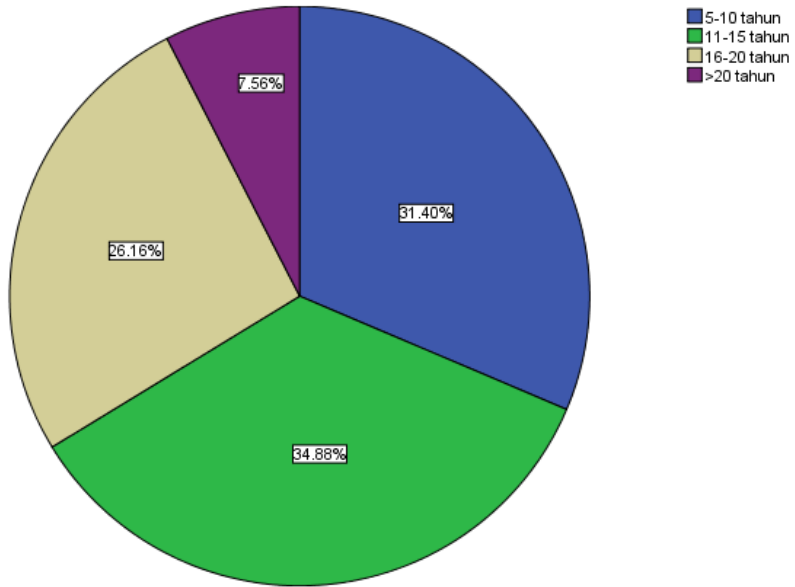
golongan



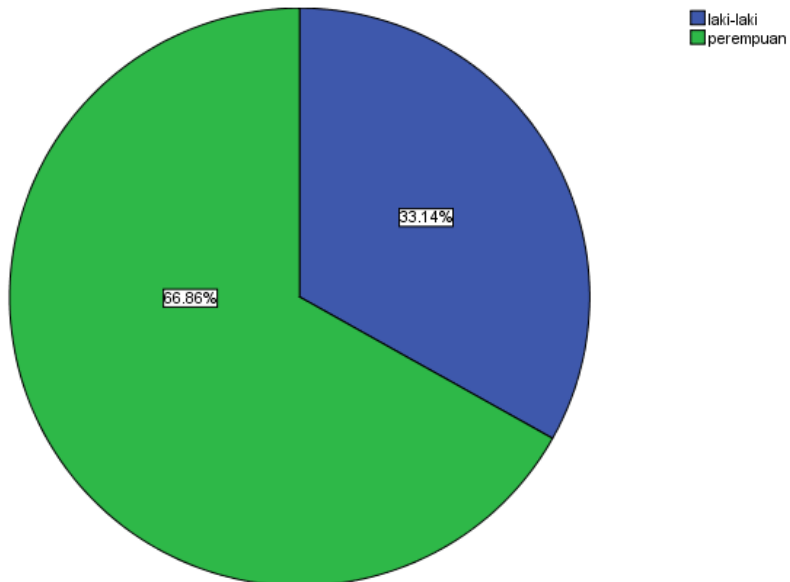
pendidikan



masa kerja



jenis kelamin





## Lampiran 5. Tabulasi Data Kuesioner

NO	IKLIM ORGANISASI					ANTUSIASME KERJA			KEPUASAN KERJA				KINERJA				
	X1_1	X1_2	X1_3	X1_4	X1_5	X2_6	X2_7	X2_8	Y1_9	Y1_10	Y1_11	Y1_12	Y2_13	Y2_14	Y2_15	Y2_16	Y2_17
1	3	4	3	4	4	4	5	5	3	5	5	5	5	5	5	5	5
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## Lampiran 5. (Lanjutan)

NO	IKLIM ORGANISASI					ANTUSIASME KERJA			KEPUASAN KERJA				KINERJA				
	X1_1	X1_2	X1_3	X1_4	X1_5	X2_6	X2_7	X2_8	Y1_9	Y1_10	Y1_11	Y1_12	Y2_13	Y2_14	Y2_15	Y2_16	Y2_17
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## Lampiran 5. (Lanjutan)

NO	IKLIM ORGANISASI					ANTUSIASME KERJA			KEPUASAN KERJA				KINERJA				
	X1_1	X1_2	X1_3	X1_4	X1_5	X2_6	X2_7	X2_8	Y1_9	Y1_10	Y1_11	Y1_12	Y2_13	Y2_14	Y2_15	Y2_16	Y2_17
71	4	4	4	4	3	3	3	3	4	4	4	4	4	5	3	4	5
72	5	5	5	4	4	3	3	3	4	4	4	3	4	5	4	4	4
73	4	4	4	5	5	4	4	3	3	3	5	3	4	4	4	4	5
74	4	5	4	4	4	4	3	3	3	3	3	3	4	4	4	3	3
75	4	4	1	2	4	4	4	4	4	5	4	4	4	4	4	5	5
76	4	5	5	1	5	4	1	2	4	4	5	5	4	4	4	3	4
77	4	4	2	4	3	5	5	4	4	3	3	3	4	4	3	3	5
78	4	5	4	4	5	4	4	4	4	5	5	4	4	4	5	5	4
79	3	2	4	3	4	4	1	3	4	4	5	5	4	4	4	4	3
80	3	1	2	3	3	4	3	3	3	3	3	3	4	4	3	3	4
81	4	4	2	4	2	2	2	4	4	3	3	4	3	4	3	4	4
82	2	1	3	4	1	4	3	3	5	5	3	5	3	5	5	4	5
83	2	2	2	4	3	4	4	4	4	3	3	4	4	4	4	4	5
84	5	5	4	4	5	1	4	5	5	4	4	4	4	5	5	4	5
85	3	3	2	1	3	2	1	3	4	5	4	5	4	4	4	5	4
86	3	4	2	2	3	3	3	5	4	4	4	4	5	5	5	5	5
87	4	4	4	3	3	5	3	3	4	5	4	5	5	5	5	5	5
88	5	5	4	4	4	2	2	4	4	4	5	4	5	4	5	4	4
89	2	3	2	3	2	4	4	2	4	3	4	3	5	4	5	5	4
90	4	3	3	3	4	2	3	1	5	5	5	4	5	6	4	5	4
91	4	3	4	4	5	5	5	5	5	4	5	4	5	5	5	3	5
92	3	5	5	5	5	3	3	3	4	4	4	3	4	4	4	5	5
93	2	3	5	3	4	3	3	3	3	3	4	4	5	4	4	5	5
94	4	2	3	2	3	1	5	4	5	4	5	5	5	5	5	4	5
95	4	5	4	2	5	5	3	2	4	3	4	4	5	4	5	5	4
96	5	4	5	5	5	3	3	3	5	3	5	3	5	5	5	5	5
97	4	4	3	4	5	3	3	3	4	4	3	3	5	4	4	4	3
98	4	5	3	5	5	5	5	5	4	4	5	4	5	5	5	5	4
99	3	4	5	5	5	4	4	4	4	4	5	4	5	4	4	3	5
100	4	3	4	5	1	5	5	5	5	5	4	3	5	5	5	5	4
101	4	4	4	2	4	4	4	4	5	5	5	5	5	5	4	5	5
102	4	5	4	4	5	4	5	5	3	3	3	4	5	4	4	5	4
103	4	4	4	4	4	5	5	5	4	5	3	4	4	5	5	5	3
104	3	4	3	4	3	4	3	5	4	5	3	5	5	5	4	4	4
105	4	3	5	5	5	5	2	5	5	4	5	4	5	5	4	4	5

## Lampiran 5. (Lanjutan)

NO	IKLIM ORGANISASI					ANTUSIASME KERJA			KEPUASAN KERJA				KINERJA				
	X1_1	X1_2	X1_3	X1_4	X1_5	X2_6	X2_7	X2_8	Y1_9	Y1_10	Y1_11	Y1_12	Y2_13	Y2_14	Y2_15	Y2_16	Y2_17
106	4	4	4	5	2	5	5	5	5	4	4	5	5	5	5	4	4
107	4	4	4	5	5	3	3	3	4	4	5	4	5	4	4	4	4
108	5	4	4	4	4	5	5	5	4	5	4	5	3	4	4	5	4
109	3	4	4	4	4	4	5	5	4	4	4	3	5	5	5	4	5
110	5	5	4	4	5	4	4	4	5	5	5	4	4	5	5	5	4
111	4	2	4	3	4	5	5	5	5	3	5	4	5	4	3	5	5
112	5	5	4	2	5	2	4	1	4	5	4	3	5	5	5	4	5
113	4	5	4	4	5	5	4	4	4	5	5	5	5	5	5	5	5
114	3	3	3	2	2	5	5	4	4	4	5	4	5	4	4	5	5
115	3	3	4	3	4	5	5	5	4	5	4	4	5	5	3	4	5
116	3	2	3	2	3	5	5	4	5	4	5	5	5	5	5	4	5
117	4	5	4	3	5	5	3	2	4	3	4	3	5	5	4	4	4
118	4	4	4	2	4	4	3	4	5	2	5	5	3	5	4	5	5
119	4	5	4	4	5	5	5	5	3	3	3	4	5	4	5	4	4
120	3	4	4	4	4	4	5	5	4	4	4	4	5	4	5	4	3
121	5	4	4	4	3	3	3	5	4	4	4	4	5	4	5	5	5
122	4	4	4	3	3	5	3	3	4	5	4	5	4	5	4	5	5
123	5	5	4	4	4	2	2	4	3	3	3	3	5	4	5	4	4
124	2	2	2	2	2	4	4	2	2	3	2	3	3	2	2	3	3
125	4	3	3	3	4	2	3	1	4	3	4	5	5	4	4	5	4
126	4	1	2	2	3	5	5	5	5	4	5	4	5	5	5	4	4
127	5	5	5	5	5	3	3	3	4	5	5	3	4	4	4	5	5
128	2	3	5	3	4	3	3	3	3	3	4	5	5	4	4	5	5
129	4	4	4	5	2	5	5	5	3	4	4	3	5	5	5	4	4
130	4	5	4	5	5	3	3	3	4	3	5	4	5	4	4	4	4
131	5	4	4	4	4	5	5	5	4	3	3	4	5	4	4	3	4
132	3	4	4	4	4	5	5	4	3	4	4	3	3	4	5	4	4
133	5	5	4	4	5	3	4	4	5	5	5	4	5	5	5	5	4
134	3	4	5	4	4	4	5	5	4	4	5	5	5	4	4	4	4
135	3	4	4	4	4	4	3	3	5	4	4	5	5	4	4	4	5
136	4	3	4	2	3	5	5	4	3	3	4	3	5	5	4	5	5
137	4	2	3	2	3	3	2	2	4	3	4	3	4	3	4	3	4
138	5	5	5	5	3	5	4	5	4	5	5	5	3	5	4	5	4
139	3	5	5	4	4	5	5	5	3	4	3	4	5	4	5	5	4
140	3	4	5	4	5	3	3	3	3	4	4	5	4	4	5	5	4



## Lampiran 5. (Lanjutan)

NO	IKLIM ORGANISASI					ANTUSIASME KERJA			KEPUASAN KERJA				KINERJA				
	X1_1	X1_2	X1_3	X1_4	X1_5	X2_6	X2_7	X2_8	Y1_9	Y1_10	Y1_11	Y1_12	Y2_13	Y2_14	Y2_15	Y2_16	Y2_17
141	3	5	4	4	3	5	3	2	4	4	3	5	4	4	4	4	4
142	2	4	2	3	2	5	5	5	4	3	4	3	4	4	4	4	5
143	3	4	4	4	4	4	3	4	4	4	4	5	3	4	3	3	4
144	5	3	4	3	3	1	2	1	3	3	3	4	5	3	4	4	5
145	3	3	2	2	3	3	4	3	4	3	4	4	4	4	3	4	3
146	4	3	4	3	4	4	2	4	3	4	2	3	5	4	4	4	4
147	2	3	2	2	1	3	3	4	4	4	3	5	3	5	4	4	4
148	4	4	3	3	3	3	4	3	4	3	4	4	3	3	3	3	3
149	3	4	4	3	2	4	2	4	3	4	4	3	4	4	5	4	4
150	4	4	3	3	4	3	1	2	3	2	3	3	3	5	4	3	3
151	4	4	3	3	4	5	3	5	4	3	4	3	4	4	3	4	3
152	4	3	2	3	3	4	4	3	4	3	4	4	4	4	4	4	4
153	4	5	4	2	4	2	3	2	4	4	4	3	4	5	5	4	4
154	4	3	4	3	5	3	1	3	3	4	4	3	4	5	5	4	4
155	4	4	3	5	5	5	5	5	4	4	5	5	5	4	4	4	4
156	5	3	4	4	4	3	4	3	4	4	4	4	4	5	3	5	4
157	4	4	5	4	4	3	5	3	4	4	4	4	4	5	4	4	4
158	4	4	5	4	5	3	4	3	4	4	5	5	4	4	4	5	4
159	3	3	4	4	3	3	5	4	4	3	3	5	4	3	3	4	4
160	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4
161	4	4	4	3	3	3	3	4	4	4	5	5	4	4	5	3	4
162	5	4	5	4	5	3	3	4	5	4	3	5	5	4	5	4	5
163	5	4	4	3	4	4	3	4	4	4	4	4	4	5	5	4	4
164	4	5	2	3	4	4	4	4	4	4	3	4	3	5	4	4	4
165	4	2	4	4	3	3	5	5	3	4	3	4	4	4	4	4	5
166	5	3	4	3	4	3	4	4	3	3	3	3	4	4	5	4	5
167	3	4	4	4	5	4	4	4	4	4	5	4	4	4	3	4	4
168	5	3	4	3	4	3	5	4	4	4	5	5	4	4	5	4	5
169	3	3	5	5	4	3	3	3	3	4	3	3	5	4	3	4	4
170	5	4	5	4	5	5	5	4	3	4	3	5	5	5	5	4	4
171	4	3	3	4	4	4	4	3	4	4	5	4	3	5	5	3	4
172	3	4	2	3	3	4	3	2	3	3	4	4	3	4	4	4	5

## Lampiran 6. Deskripsi Data Penelitian

### 1. Iklim Organisasi

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
X1_1	172	1.00	5.00	3.6744	.87782
X1_2	172	1.00	5.00	3.6105	1.03985
X1_3	172	1.00	5.00	3.6279	1.00346
X1_4	172	1.00	5.00	3.4535	1.01632
X1_5	172	1.00	5.00	3.5640	1.09837
Valid N (listwise)	172				

### 2. Antusiasme Kerja

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
X2_6	172	1.00	5.00	3.7035	1.05375
X2_7	172	1.00	5.00	3.5174	1.15203
X2_8	172	1.00	5.00	3.6453	1.08516
Valid N (listwise)	172				

### 3. Kepuasan kerja

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Y1_9	172	2.00	5.00	3.8895	.75278
Y1_10	172	2.00	5.00	3.7733	.75764
Y1_11	172	2.00	5.00	3.9593	.81188
Y1_12	172	2.00	5.00	4.0233	.76436
Valid N (listwise)	172				

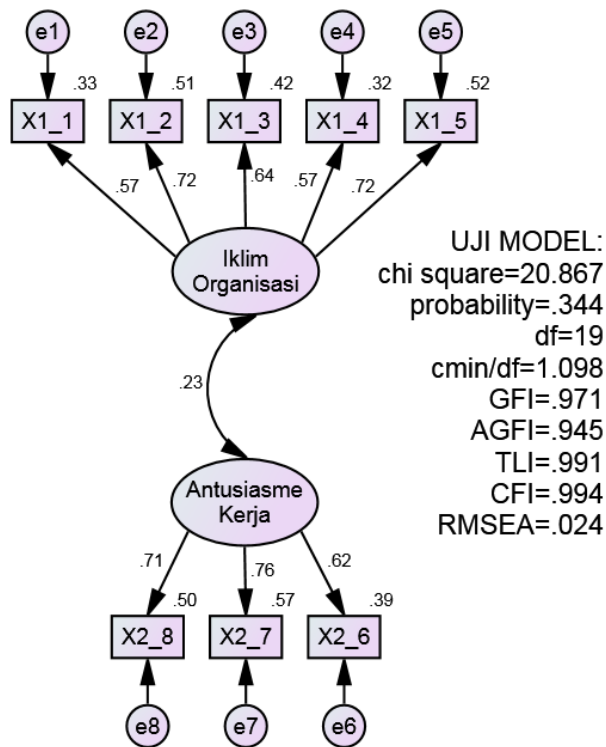
### 4. Kinerja

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Y2_13	172	2.00	5.00	4.1860	.78750
Y2_14	172	2.00	6.00	4.2326	.66972
Y2_15	172	2.00	5.00	4.1744	.71233
Y2_16	172	2.00	5.00	4.1686	.67586
Y2_17	172	2.00	5.00	4.1512	.68428
Valid N (listwise)	172				

## Lampiran 7. Hasil Uji Validitas dan Reliabilitas Konstruk

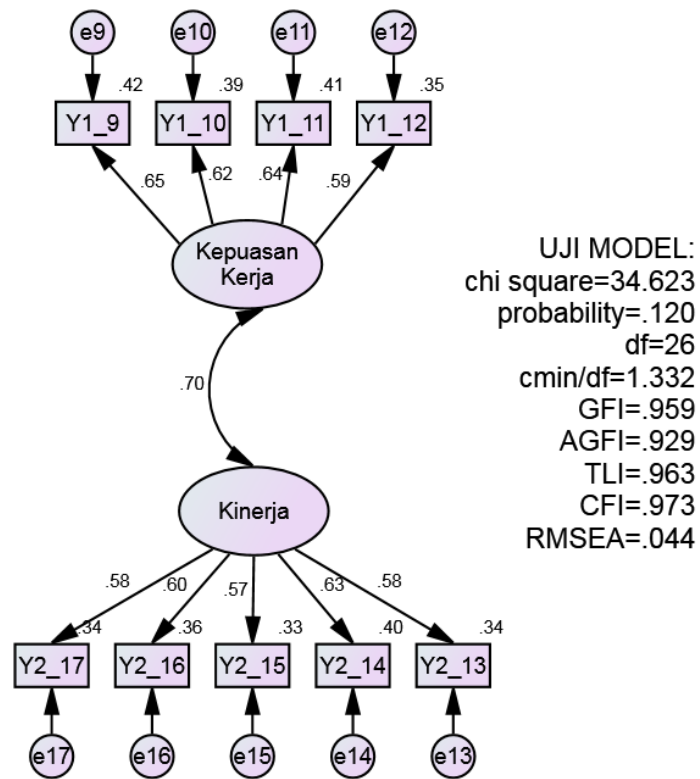
### HASIL UJI VALIDITAS KONSTRUK EKSOGEN



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

	Estimate
X1_1 <--- Iklim_Organisasi	.572
X1_2 <--- Iklim_Organisasi	.716
X1_3 <--- Iklim_Organisasi	.645
X1_4 <--- Iklim_Organisasi	.570
X1_5 <--- Iklim_Organisasi	.722
X2_6 <--- Antusiasme_Kerja	.621
X2_7 <--- Antusiasme_Kerja	.756
X2_8 <--- Antusiasme_Kerja	.708

### HASIL UJI VALIDITAS KONSTRUK ENDOGEN



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

		Estimate
Y1_9	<--- Kepuasan_Kerja	.648
Y1_10	<--- Kepuasan_Kerja	.624
Y1_11	<--- Kepuasan_Kerja	.639
Y1_12	<--- Kepuasan_Kerja	.592
Y2_13	<--- Kinerja	.581
Y2_14	<--- Kinerja	.631
Y2_15	<--- Kinerja	.573
Y2_16	<--- Kinerja	.602
Y2_17	<--- Kinerja	.582

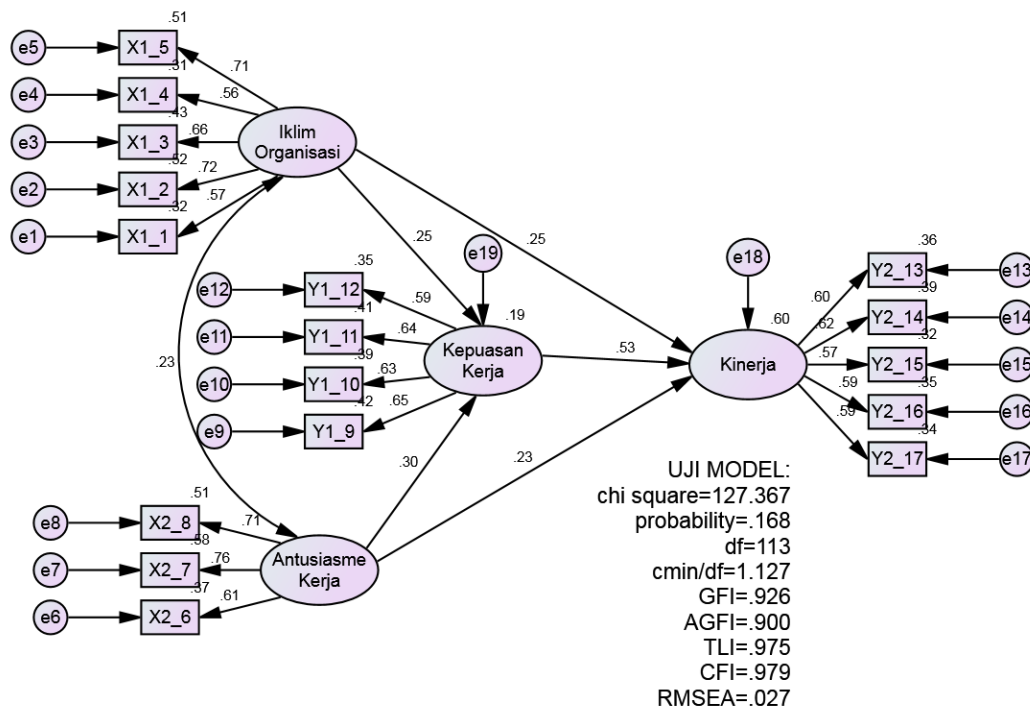


### Hasil Uji Reliabilitas (*Construct Reliability*)

Variabel	Indikator	Loading	Loading <sup>2</sup>	Error	Sum Loading	Sum Loading <sup>2</sup>	Sum Error	CR
Iklim Organisasi	X1_1	0.572	0.327	0.673	3.225	2.488	3.512	0.748
	X1_2	0.716	0.513	0.487				
	X1_3	0.645	0.416	0.584				
	X1_4	0.570	0.325	0.675				
	X1_5	0.722	0.521	0.479				
Antusiasme Kerja	X2_6	0.621	0.386	0.614	2.085	1.458	1.542	0.738
	X2_7	0.756	0.572	0.428				
	X2_8	0.708	0.501	0.499				
Kepuasan Kerja	Y1_9	0.648	0.420	0.580	2.503	1.568	2.432	0.720
	Y1_10	0.624	0.389	0.611				
	Y1_11	0.639	0.408	0.592				
	Y1_12	0.592	0.350	0.650				
Kinerja	Y2_13	0.581	0.338	0.662	2.969	1.765	3.235	0.732
	Y2_14	0.631	0.398	0.602				
	Y2_15	0.573	0.328	0.672				
	Y2_16	0.602	0.362	0.638				
	Y2_17	0.582	0.339	0.661				

## Lampiran 8. Hasil Analisis SEM

### A. Full Model SEM



### Notes for Model (Default model)

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

Number of distinct sample moments:	153
Number of distinct parameters to be estimated:	40
Degrees of freedom (153 - 40):	113

#### Result (Default model)

Minimum was achieved  
 Chi-square = 127.367  
 Degrees of freedom = 113  
 Probability level = .168

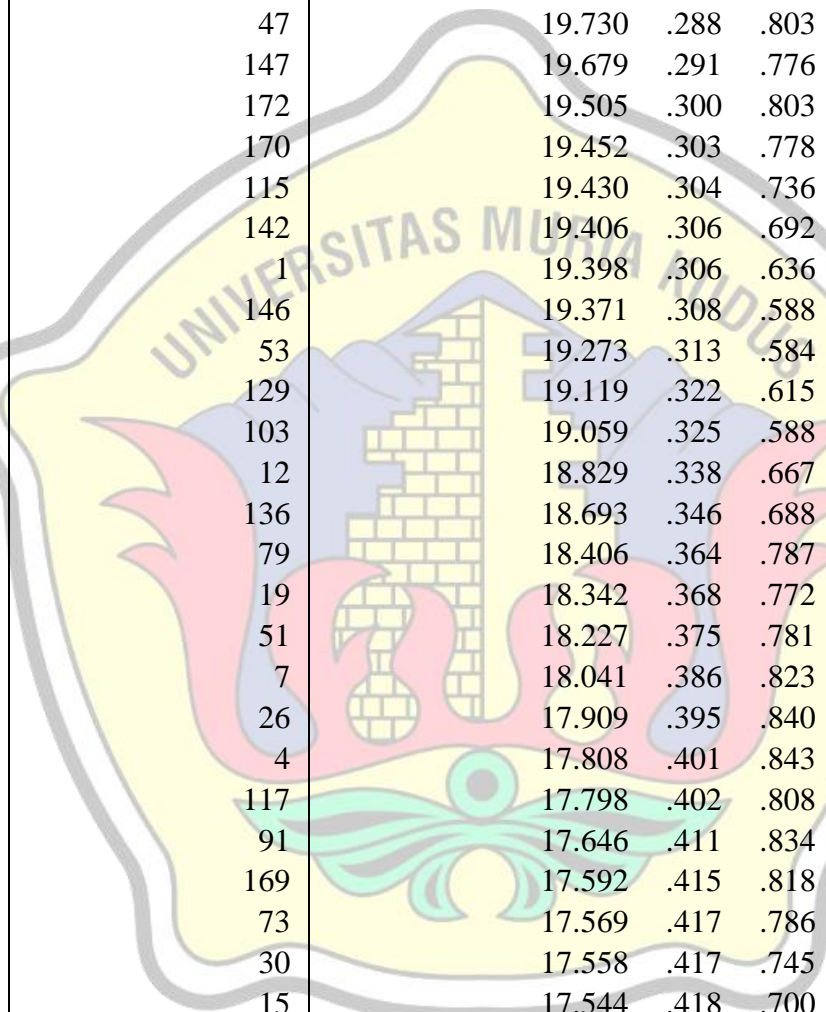
**B. Hasil Uji Normalitas Assessment of normality (Group number 1)**

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y2_17	2.000	5.000	-.309	-1.657	-.447	-1.197
Y2_16	2.000	5.000	-.329	-1.763	-.372	-.995
Y2_15	2.000	5.000	-.362	-1.939	-.634	-1.697
Y2_14	2.000	6.000	-.423	-2.266	.414	1.109
Y2_13	2.000	5.000	-.484	-2.591	-.801	-2.145
Y1_12	2.000	5.000	-.197	-1.053	-.845	-2.262
Y1_11	2.000	5.000	-.452	-2.419	-.277	-.740
Y1_10	2.000	5.000	-.084	-.450	-.454	-1.215
Y1_9	2.000	5.000	-.311	-1.668	-.181	-.486
X2_8	1.000	5.000	-.473	-2.533	-.480	-1.285
X2_7	1.000	5.000	-.250	-1.338	-.773	-2.069
X2_6	1.000	5.000	-.529	-2.834	-.356	-.953
X1_5	1.000	5.000	-.482	-2.580	-.431	-1.155
X1_4	1.000	5.000	-.393	-2.104	-.385	-1.030
X1_3	1.000	5.000	-.354	-1.894	-.662	-1.773
X1_2	1.000	5.000	-.546	-2.926	-.246	-.658
X1_1	1.000	5.000	-.307	-1.642	-.323	-.865
Multivariate					2.165	.558

### C. Hasil Uji *Outlier*

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

Observation number	Mahalanobis d-squared	p1	p2
82	38.883	.002	.273
62	34.367	.008	.372
76	31.759	.016	.526
59	30.795	.021	.494
118	30.769	.021	.305
112	29.902	.027	.323
100	28.855	.036	.422
90	28.806	.036	.290
56	28.685	.038	.200
70	27.899	.046	.272
94	27.865	.047	.180
29	26.591	.064	.429
37	26.535	.065	.333
144	26.069	.073	.381
36	25.271	.089	.568
124	25.110	.092	.524
43	24.640	.103	.609
84	24.510	.106	.563
55	24.151	.115	.616
75	24.043	.118	.567
9	23.959	.121	.510
44	23.733	.127	.518
35	23.514	.133	.527
111	23.200	.143	.583
105	22.581	.163	.768
64	21.402	.209	.978
150	21.400	.209	.965
89	21.360	.211	.952
126	21.155	.219	.959
42	21.010	.226	.959
138	20.950	.229	.948
5	20.755	.237	.956
95	20.744	.238	.937
77	20.382	.255	.968
96	20.316	.258	.961
125	20.302	.259	.945
33	20.270	.261	.928



Observation number	Mahalanobis d-squared	p1	p2
85	20.253	.261	.905
67	20.218	.263	.881
49	20.103	.269	.879
162	20.099	.269	.841
22	19.838	.283	.887
81	19.776	.286	.871
127	19.748	.287	.841
47	19.730	.288	.803
147	19.679	.291	.776
172	19.505	.300	.803
170	19.452	.303	.778
115	19.430	.304	.736
142	19.406	.306	.692
1	19.398	.306	.636
146	19.371	.308	.588
53	19.273	.313	.584
129	19.119	.322	.615
103	19.059	.325	.588
12	18.829	.338	.667
136	18.693	.346	.688
79	18.406	.364	.787
19	18.342	.368	.772
51	18.227	.375	.781
7	18.041	.386	.823
26	17.909	.395	.840
4	17.808	.401	.843
117	17.798	.402	.808
91	17.646	.411	.834
169	17.592	.415	.818
73	17.569	.417	.786
30	17.558	.417	.745
15	17.544	.418	.700
108	17.458	.424	.699
128	17.304	.434	.737
153	17.297	.434	.689
154	17.252	.437	.662
104	17.223	.439	.624
40	17.193	.441	.585
156	17.141	.445	.561
25	17.133	.445	.506



Observation number	Mahalanobis d-squared	p1	p2
171	17.114	.447	.458
45	16.966	.457	.502
99	16.860	.464	.517
92	16.780	.469	.514
10	16.758	.471	.468
151	16.713	.474	.440
168	16.687	.476	.399
86	16.628	.480	.381
83	16.590	.482	.350
38	16.469	.491	.376
159	16.259	.506	.467
46	16.211	.509	.442
165	16.161	.512	.418
52	16.103	.517	.401
161	15.953	.527	.450
149	15.944	.528	.397
106	15.917	.530	.358
60	15.864	.533	.338
164	15.856	.534	.290
123	15.762	.541	.297
141	15.712	.544	.277
27	15.673	.547	.251
137	15.649	.549	.217

**D. Hasil Uji Hipotesis**

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P	Label
Kepuasan_Kerja	<--- Iklim_Organisasi	.245	.104	2.350	.019	par_13
Kepuasan_Kerja	<--- Antusiasme_Kerja	.231	.085	2.713	.007	par_14
Kinerja	<--- Kepuasan_Kerja	.517	.125	4.149	***	par_15
Kinerja	<--- Iklim_Organisasi	.237	.093	2.540	.011	par_16
Kinerja	<--- Antusiasme_Kerja	.171	.075	2.277	.023	par_17
X1_1	<--- Iklim_Organisasi	1.000				
X1_2	<--- Iklim_Organisasi	1.507	.235	6.420	***	par_1
X1_3	<--- Iklim_Organisasi	1.322	.217	6.103	***	par_2
X1_4	<--- Iklim_Organisasi	1.135	.207	5.486	***	par_3
X1_5	<--- Iklim_Organisasi	1.565	.246	6.369	***	par_4
X2_6	<--- Antusiasme_Kerja	1.000				
X2_7	<--- Antusiasme_Kerja	1.371	.218	6.303	***	par_5
X2_8	<--- Antusiasme_Kerja	1.209	.192	6.287	***	par_6
Y1_9	<--- Kepuasan_Kerja	1.000				
Y1_10	<--- Kepuasan_Kerja	.975	.159	6.142	***	par_7
Y1_11	<--- Kepuasan_Kerja	1.062	.171	6.208	***	par_8
Y1_12	<--- Kepuasan_Kerja	.923	.157	5.884	***	par_9
Y2_13	<--- Kinerja	1.000				
Y2_14	<--- Kinerja	.879	.145	6.044	***	par_10
Y2_15	<--- Kinerja	.855	.150	5.683	***	par_11
Y2_16	<--- Kinerja	.841	.144	5.832	***	par_12
Y2_17	<--- Kinerja	.846	.146	5.803	***	par_18

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

		Estimate
Kepuasan_Kerja	<--- Iklim_Organisasi	.251
Kepuasan_Kerja	<--- Antusiasme_Kerja	.303
Kinerja	<--- Kepuasan_Kerja	.532
Kinerja	<--- Iklim_Organisasi	.250
Kinerja	<--- Antusiasme_Kerja	.231
X1_1	<--- Iklim_Organisasi	.569
X1_2	<--- Iklim_Organisasi	.724
X1_3	<--- Iklim_Organisasi	.658
X1_4	<--- Iklim_Organisasi	.558
X1_5	<--- Iklim_Organisasi	.712
X2_6	<--- Antusiasme_Kerja	.607

		Estimate
X2_7	<--- Antusiasme_Kerja	.761
X2_8	<--- Antusiasme_Kerja	.713
Y1_9	<--- Kepuasan_Kerja	.648
Y1_10	<--- Kepuasan_Kerja	.628
Y1_11	<--- Kepuasan_Kerja	.638
Y1_12	<--- Kepuasan_Kerja	.589
Y2_13	<--- Kinerja	.602
Y2_14	<--- Kinerja	.622
Y2_15	<--- Kinerja	.569
Y2_16	<--- Kinerja	.590
Y2_17	<--- Kinerja	.586

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

	Estimate
Kepuasan_Kerja	.190
Kinerja	.598
Y2_17	.344
Y2_16	.349
Y2_15	.324
Y2_14	.387
Y2_13	.363
Y1_12	.347
Y1_11	.407
Y1_10	.394
Y1_9	.420
X2_8	.508
X2_7	.580
X2_6	.369
X1_5	.507
X1_4	.311
X1_3	.433
X1_2	.524
X1_1	.324

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

	Antusiasme_Kerja	Iklim_Organisasi	Kepuasan_Kerja	Kinerja
Kepuasan_Kerja	.000	.000	.000	.000
Kinerja	.161	.133	.000	.000
Y2_17	.230	.225	.312	.000
Y2_16	.231	.226	.314	.000
Y2_15	.223	.218	.303	.000
Y2_14	.244	.238	.331	.000
Y2_13	.236	.231	.320	.000
Y1_12	.179	.148	.000	.000
Y1_11	.194	.160	.000	.000
Y1_10	.190	.158	.000	.000
Y1_9	.197	.163	.000	.000
X2_8	.000	.000	.000	.000
X2_7	.000	.000	.000	.000
X2_6	.000	.000	.000	.000
X1_5	.000	.000	.000	.000
X1_4	.000	.000	.000	.000
X1_3	.000	.000	.000	.000
X1_2	.000	.000	.000	.000
X1_1	.000	.000	.000	.000

### E. Hasil Uji Goodness Of Fit Model

#### Model Fit Summary

##### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	40	127.367	113	.168	1.127
Saturated model	153	.000	0		
Independence model	17	816.015	136	.000	6.000

##### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.040	.926	.900	.684
Saturated model	.000	1.000		
Independence model	.190	.499	.436	.443

##### Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	.844	.812	.980	.975	.979
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

##### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.831	.701	.813
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

##### NCP

Model	NCP	LO 90	HI 90
Default model	14.367	.000	46.266
Saturated model	.000	.000	.000
Independence model	680.015	593.750	773.772



**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	.745	.084	.000	.271
Saturated model	.000	.000	.000	.000
Independence model	4.772	3.977	3.472	4.525

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.027	.000	.049	.959
Independence model	.171	.160	.182	.000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	207.367	216.779	333.267	373.267
Saturated model	306.000	342.000	787.567	940.567
Independence model	850.015	854.015	903.523	920.523

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	1.213	1.129	1.399	1.268
Saturated model	1.789	1.789	1.789	2.000
Independence model	4.971	4.466	5.519	4.994

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	187	203
Independence model	35	38

