



**LAMPIRAN 1**

**DAFTAR PERTANYAAN**

## KUESIONER PENELITIAN

*Kepada Yth.*

*Saudara/i Responden*

**Di Tempat**

Dengan Hormat,

Sehubungan dengan penyelesaian tugas akhir sebagai mahasiswa Program Studi Manajemen (S1) Universitas Muria Kudus, maka saya :

Nama : OLIEVIA MUNDA

NIM : 2016 11 127

Fakultas/Program Studi : Ekonomi dan Bisnis/Manajemen

Bermaksud melakukan penelitian untuk penyusunan skripsi dengan judul **PENGARUH BUDAYA ORGANISASI, KOMUNIKASI INTERNAL DAN PUNISHMENT TERHADAP KETERIKATAN PARAMEDIS DAN DAMPAKNYA PADA KINERJA PARAMEDIS PADA RS. AISYIYAH KUDUS**. Untuk itu saya mengajukan permohonan untuk pengisian kuesioner. Adapun tujuan dari pembagian kuesioner ini adalah sebagai bahan untuk memperoleh data yang akurat dalam penyusunan skripsi. Oleh karena itu, mohon kiranya Saudara/i berkenan mengisi kuesioner dengan benar. Demikian permohonan saya, atas partisipasi dan kesediaan Saudara/i saya ucapkan terima kasih.

Hormat saya,

**OLIEVIA MUNDA**

**NIM. 2016 11 127**

## IDENTITAS RESPONDEN

Berilah tanda silang (V) sesuai dengan identitas Saudara/i.

- 1 Nama Responden : ..... (boleh tidak diisi)
- 2 Jenis Kelamin  Laki-laki  Perempuan
- 3 Usia  25 – 30 Tahun  31 – 35 Tahun  
 36 – 40 Tahun  > 40 Tahun
- 4 Lama Bekerja  3-5 Th  >5 Th
- 5 Pendidikan  SMA/SMK  D3/Diploma  
 Sarjana

### TATA CARA PENGISIAN ANGGKET :

- Berikan jawaban hanya menandai salah satu jawaban yang telah disediakan di masing-masing pertanyaan (tanda X)
- Skala berikut ini dipakai untuk mendefinisikan pengukuran dari jawaban yaitu :
  - 5** = Sangat setuju (SS)
  - 4** = Setuju (S)
  - 3** = Netral (N)
  - 2** = Tidak Setuju (TS)
  - 1** = Sangat Tidak Setuju (STS)

Budaya Organisasi (X <sub>1</sub> )							
No	Indikator	Pernyataan	STS	TS	N	S	SS
1	<i>Consistency</i> (konsisten)	Paramedis Rumah Sakit A'isyiyah Kudus memiliki kesepakatan dalam melaksanakan aturan Rumah Sakit					
2	<i>Adaptability</i> (Adaptabilitas)	Paramedis Rumah Sakit A'isyiyah Kudus dapat beradaptasi dengan tugas yang diberikan Rumah Sakit					
3	Integritas	Paramedis Rumah Sakit A'isyiyah Kudus menjaga nama baik Rumah Sakit					
4	Profesionalisme	Paramedis Rumah Sakit A'isyiyah Kudus memiliki tanggung jawab dalam pelaksanaan tugas					
5	Penghargaan pada Sumber Daya Manusia	Rumah Sakit memberikan penghargaan kepada paramedis atas hasil kerja yang memuaskan					

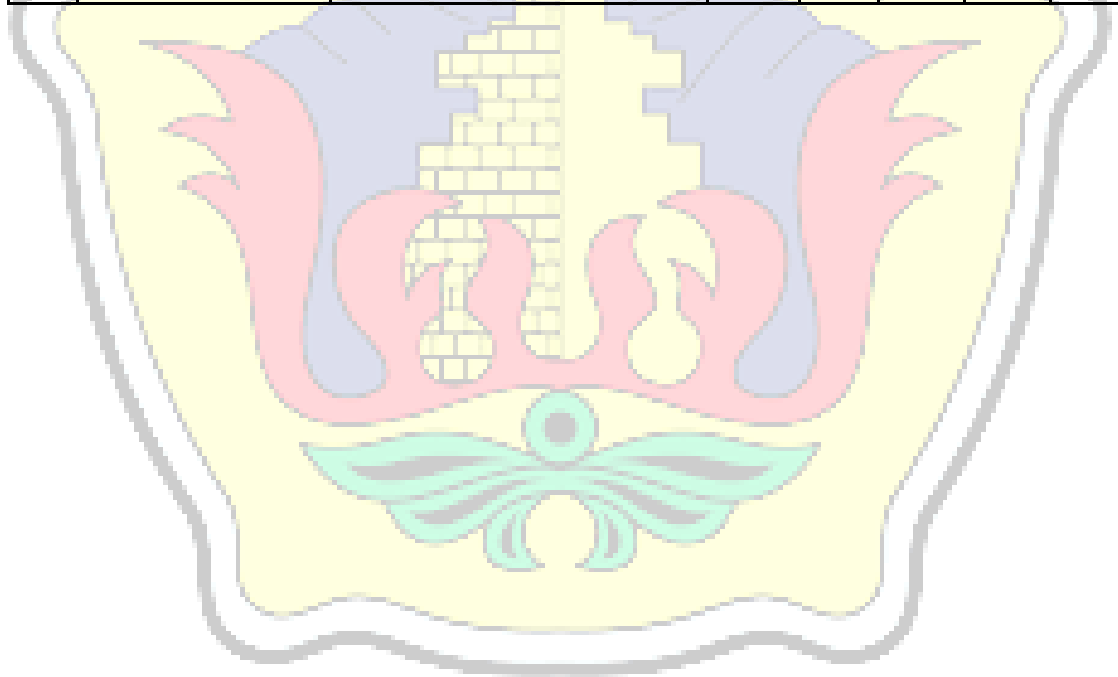
Komunikasi Internal (X <sub>2</sub> )							
No	Indikator	Pernyataan	STS	TS	N	S	SS
1	Kesalahpahaman dalam berkomunikasi	Pimpinan memberikan instruksi yang jelas kepada paramedis sehingga tidak ada kesalahpahaman dalam berkomunikasi					
2	Memberikan saran kepada pimpinan	Pimpinan memberikan kesempatan kepada paramedis untuk memberikan saran atau pendapat					
3	Hubungan kerja dengan atasan	Hubungan kerja dengan atasan terjalin dengan baik					
4	Menginformasikan ketidakpuasan dalam bekerja	Paramedis Rumah Sakit A'isyiyah Kudus menginformasikan ketidakpuasan dalam bekerja kepada pimpinan					
5	Instruksi pimpinan mengenai pekerjaan	Pimpinan selalu memberikan instruksi pekerjaan kepada paramedic					
6	Menginformasikan kesalahan dalam pekerjaan	Pimpinan menginformasikan kesalahan dalam pekerjaan yang dilakukan paramedic					
7	<i>Quality of Information</i>	Paramedis Rumah Sakit A'isyiyah Kudus menjaga agar komunikasi dengan rekan kerja terjalin dengan baik					

<i>Punishment (X3)</i>							
No	Indikator	Pernyataan	STS	TS	N	S	SS
1	<i>Punishment preventif</i>	Adanya tata tertib Rumah Sakit untuk menghindari adanya pelanggaran					
2	<i>Punishment represif</i>	Adanya teguran dari Rumah Sakit apabila ada paramedic yang melakukan kesalahan					
3	Usaha meminimalisir kesalahan yang akan terjadi	Paramedis Rumah Sakit Aisyah Kudus berusaha meminimalisir kesalahan yang akan terjadi					
4	Adanya hukuman yang lebih berat bila kesalahan yang sama dilakukan	Adanya hukuman yang lebih berat diberikan kepada paramedic apabila kesalahan yang sama dilakukan					
5	Hukuman segera diberikan setelah terbukti adanya penyimpangan	Hukuman segera diberikan oleh Rumah Sakit Aisyah Kudus setelah terbukti adanya penyimpangan					

Keterikatan Pramedis (Y <sub>1</sub> )							
No	Indikator	Pernyataan	STS	TS	N	S	SS
1	<i>Dedication</i> (Dedikasi)	Paramedis senang mendedikasikan karirnya di Rumah Sakit ini					
2	<i>Physically Engaged</i> (Keterkaitan Fisik)	Berat bagi paramedis untuk keluar dari Rumah Sakit ini					
3	<i>Company pride</i> (Kebanggaan Perusahaan)	Paramedis bangga bisa menjadi bagian dari Rumah Sakit ini					
4	<i>Commitment</i> (Komitmen)	Paramedis ingin tetap menjadi bagian dari Rumah Sakit ini					

Kinerja Paramedis (Y <sub>2</sub> )							
No	Indikator	Pernyataan	STS	TS	N	S	SS
1	Kualitas kerja	Paramedis mampu menyelesaikan pekerjaan dengan kualitas kerja yang baik.					
2	Ketepatan waktu	Paramedis mampu menyelesaikan pekerjaan dengan tepat waktu					
3	Inisiatif	Paramedis memiliki inisiatif untuk menyelesaikan permasalahan dalam pekerjaan					

4	Kemampuan	Paramedis mampu menyelesaikan tugas yang diberikan oleh Rumah Sakit					
5	Komitmen Kerja	Paramedis memiliki komitmen kerja untuk bertahan di Rumah Sakit					
6	Kuantitas	Sejumlah tugas yang diberikan oleh Rumah Sakit dapat diselesaikan dengan baik oleh paramedis					
7	Efektivitas	Paramedis dapat bekerja secara efektif					







**LAMPIRAN 2**

**HASIL TANGGAPAN**

**RESPONDEN**



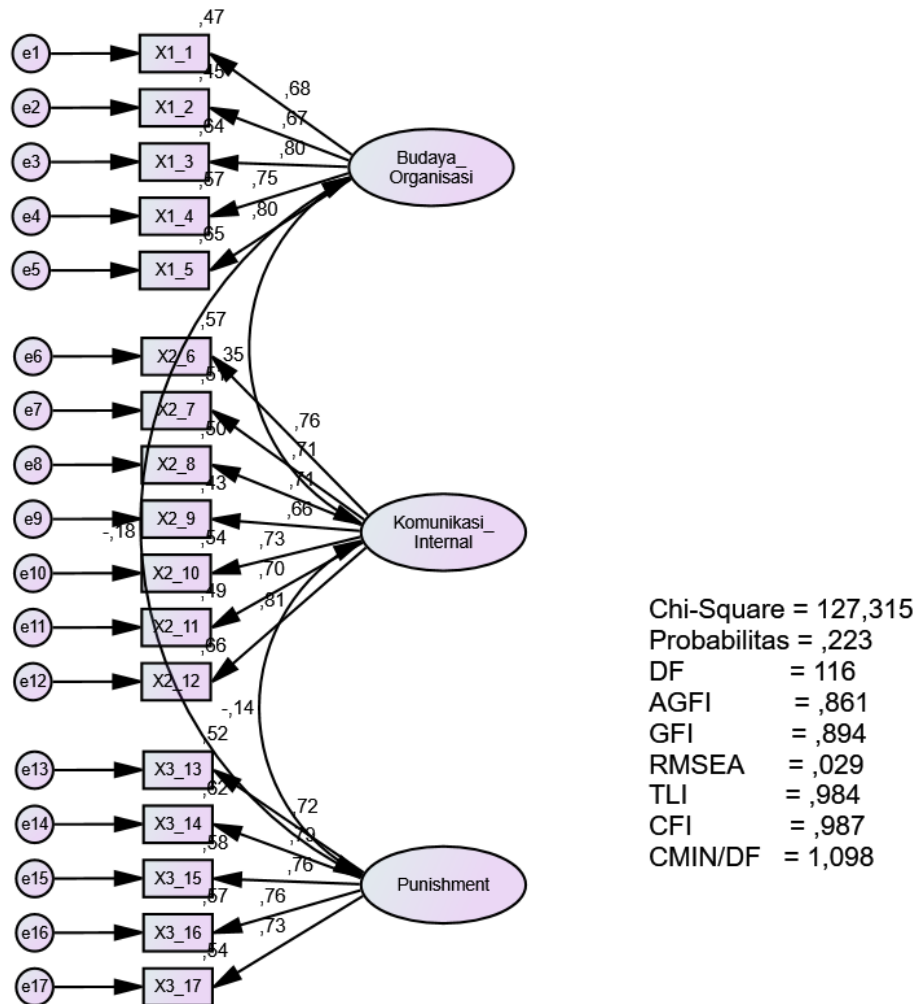




## **LAMPIRAN 3**

## **UJI VALIDITAS**

**ANALISIS KONFIRMATORY VARIABEL EKSOGEN**



**Scalar Estimates (Group number 1 - Default model)**

**Maximum Likelihood Estimates**

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

	Estimate	S.E.	C.R.	P	Label
X1_1 <--- Budaya__Organisasi	1,000				
X1_2 <--- Budaya__Organisasi	1,033	,157	6,581	***	par_1
X2_6 <--- Komunikasi__Internal	1,000				
X2_7 <--- Komunikasi__Internal	,904	,120	7,546	***	par_2
X2_8 <--- Komunikasi__Internal	,943	,125	7,546	***	par_3
X3_13 <--- Punishment	1,000				
X3_14 <--- Punishment	1,071	,138	7,748	***	par_4
X3_15 <--- Punishment	1,146	,153	7,504	***	par_5
X2_9 <--- Komunikasi__Internal	,762	,110	6,956	***	par_6
X3_16 <--- Punishment	1,082	,145	7,475	***	par_7
X1_3 <--- Budaya__Organisasi	1,345	,184	7,327	***	par_8
X2_10 <--- Komunikasi__Internal	1,127	,144	7,821	***	par_9
X1_4 <--- Budaya__Organisasi	1,250	,181	6,906	***	par_10
X3_17 <--- Punishment	1,120	,155	7,233	***	par_11
X1_5 <--- Budaya__Organisasi	1,237	,170	7,260	***	par_15
X2_11 <--- Komunikasi__Internal	,801	,108	7,441	***	par_16
X2_12 <--- Komunikasi__Internal	1,101	,128	8,574	***	par_17

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

	Estimate
X1_1 <--- Budaya__Organisasi	,685
X1_2 <--- Budaya__Organisasi	,671
X2_6 <--- Komunikasi__Internal	,758
X2_7 <--- Komunikasi__Internal	,713
X2_8 <--- Komunikasi__Internal	,706
X3_13 <--- Punishment	,723
X3_14 <--- Punishment	,786
X3_15 <--- Punishment	,759
X2_9 <--- Komunikasi__Internal	,658
X3_16 <--- Punishment	,757

	Estimate
X1_3 <--- Budaya__Organisasi	,801
X2_10 <--- Komunikasi__Internal	,734
X1_4 <--- Budaya__Organisasi	,754
X3_17 <--- Punishment	,734
X1_5 <--- Budaya__Organisasi	,804
X2_11 <--- Komunikasi__Internal	,701
X2_12 <--- Komunikasi__Internal	,810

**Covariances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Komunikasi__Internal <--> Punishment	-,051	,040	-1,254	,210	par_12
Budaya__Organisasi <--> Komunikasi__Internal	,107	,037	2,897	,004	par_13
Budaya__Organisasi <--> Punishment	-,056	,035	-1,618	,106	par_14

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

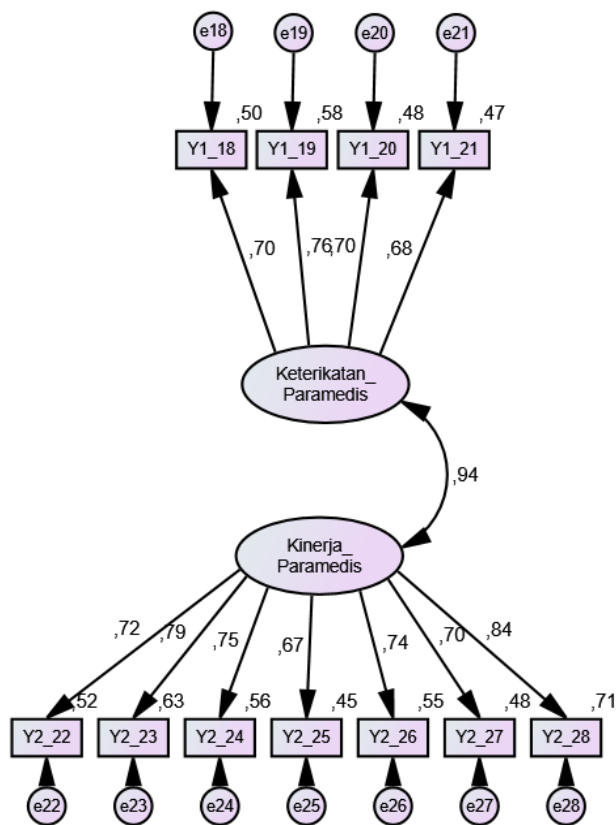
	Estimate
Komunikasi__Internal <--> Punishment	-,136
Budaya__Organisasi <--> Komunikasi__Internal	,348
Budaya__Organisasi <--> Punishment	-,180

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Budaya__Organisasi	,259	,066	3,918	***	par_18
Komunikasi__Internal	,362	,079	4,588	***	par_19
Punishment	,381	,090	4,238	***	par_20
e1	,293	,045	6,464	***	par_21
e2	,337	,052	6,503	***	par_22
e6	,269	,043	6,293	***	par_23
e7	,287	,043	6,599	***	par_24
e8	,324	,049	6,643	***	par_25
e13	,348	,055	6,295	***	par_26
e14	,271	,048	5,655	***	par_27
e15	,368	,062	5,974	***	par_28
e9	,277	,040	6,829	***	par_29

	Estimate	S.E.	C.R.	P	Label
e16	,332	,056	5,964	***	par_30
e3	,261	,048	5,492	***	par_31
e10	,395	,061	6,483	***	par_32
e4	,307	,051	6,013	***	par_33
e17	,408	,066	6,190	***	par_34
e5	,217	,040	5,372	***	par_35
e11	,241	,036	6,645	***	par_36
e12	,231	,040	5,752	***	par_37

**ANALISIS KONFIRMATORY VARIABEL ENDOGEN**



Chi-Square = 56,063  
 Probabilitas = ,087  
 DF = 43  
 AGFI = ,868  
 GFI = ,914  
 RMSEA = ,051  
 TLI = ,975  
 CFI = ,980  
 CMIN/DF = 1,304



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

	Estimate	S.E.	C.R.	P	Label
Y2_22 <--- Kinerja__Paramedis	,954	,113	8,411	***	par_1
Y1_18 <--- Keterikatan__Paramedis	1,000				
Y1_19 <--- Keterikatan__Paramedis	,993	,133	7,470	***	par_2
Y2_25 <--- Kinerja__Paramedis	,814	,109	7,443	***	par_3
Y2_24 <--- Kinerja__Paramedis	1,264	,148	8,526	***	par_4
Y2_23 <--- Kinerja__Paramedis	1,000				
Y2_26 <--- Kinerja__Paramedis	1,095	,129	8,521	***	par_5
Y1_20 <--- Keterikatan__Paramedis	,930	,135	6,888	***	par_6
Y1_21 <--- Keterikatan__Paramedis	,836	,124	6,760	***	par_7
Y2_27 <--- Kinerja__Paramedis	,765	,097	7,879	***	par_8
Y2_28 <--- Kinerja__Paramedis	1,013	,098	10,327	***	par_9

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

	Estimate
Y2_22 <--- Kinerja__Paramedis	,724
Y1_18 <--- Keterikatan__Paramedis	,704
Y1_19 <--- Keterikatan__Paramedis	,763
Y2_25 <--- Kinerja__Paramedis	,670
Y2_24 <--- Kinerja__Paramedis	,746
Y2_23 <--- Kinerja__Paramedis	,795
Y2_26 <--- Kinerja__Paramedis	,744
Y1_20 <--- Keterikatan__Paramedis	,696
Y1_21 <--- Keterikatan__Paramedis	,685
Y2_27 <--- Kinerja__Paramedis	,696
Y2_28 <--- Kinerja__Paramedis	,845

**Covariances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Kinerja__Paramedis <--> Keterikatan__Paramedis	,323	,061	5,340	***	par_10

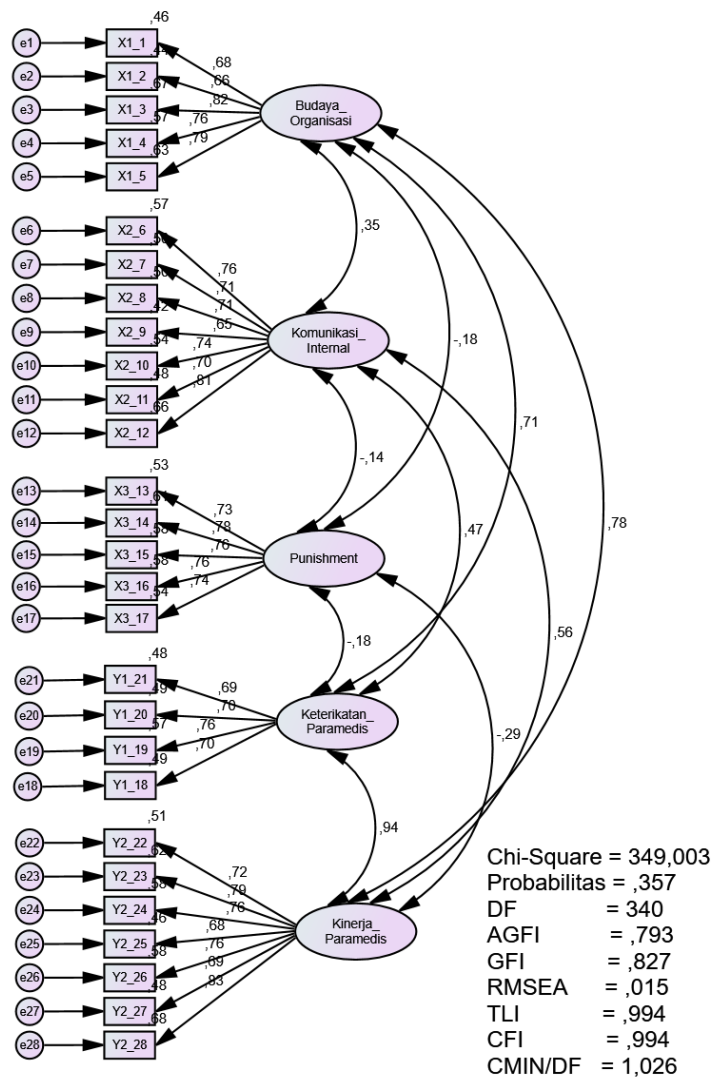
**Correlations: (Group number 1 - Default model)**

	Estimate
Kinerja__Paramedis <--> Keterikatan__Paramedis	,939

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Kinerja__Paramedis	,308	,062	4,997	***	par_11
Keterikatan__Paramedis	,386	,093	4,145	***	par_12
e18	,392	,059	6,635	***	par_13
e23	,180	,028	6,419	***	par_14
e24	,391	,058	6,701	***	par_15
e22	,255	,037	6,800	***	par_16
e19	,273	,045	6,049	***	par_17
e25	,251	,036	7,014	***	par_18
e26	,297	,044	6,733	***	par_19
e20	,356	,054	6,586	***	par_20
e21	,306	,045	6,741	***	par_21
e27	,191	,027	6,972	***	par_22
e28	,126	,022	5,853	***	par_23

**ANALISIS KONFIRMATORY FULL 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
X1_1 <--- Budaya__Organisasi	1,000				
X1_2 <--- Budaya__Organisasi	1,025	,157	6,540	***	par_1
X2_6 <--- Komunikasi__Internal	1,000				
X2_7 <--- Komunikasi__Internal	,902	,120	7,546	***	par_2
X2_8 <--- Komunikasi__Internal	,950	,125	7,608	***	par_3
X3_13 <--- Punishment	1,000				
X3_14 <--- Punishment	1,059	,137	7,731	***	par_4
X3_15 <--- Punishment	1,141	,152	7,528	***	par_5
X2_9 <--- Komunikasi__Internal	,756	,109	6,910	***	par_6
X3_16 <--- Punishment	1,082	,144	7,526	***	par_7
X1_3 <--- Budaya__Organisasi	1,380	,183	7,554	***	par_8
X2_10 <--- Komunikasi__Internal	1,134	,144	7,885	***	par_9
X1_4 <--- Budaya__Organisasi	1,260	,178	7,074	***	par_10
X3_17 <--- Punishment	1,119	,154	7,275	***	par_11
X1_5 <--- Budaya__Organisasi	1,225	,166	7,379	***	par_12
X2_11 <--- Komunikasi__Internal	,795	,107	7,407	***	par_13
X2_12 <--- Komunikasi__Internal	1,106	,128	8,640	***	par_14
Y2_22 <--- Kinerja__Paramedis	,952	,114	8,313	***	par_18
Y1_18 <--- Keterikatan__Paramedis	1,000				
Y1_19 <--- Keterikatan__Paramedis	,986	,134	7,386	***	par_19
Y2_25 <--- Kinerja__Paramedis	,829	,109	7,607	***	par_20
Y2_24 <--- Kinerja__Paramedis	1,300	,148	8,802	***	par_21
Y2_23 <--- Kinerja__Paramedis	1,000				
Y2_26 <--- Kinerja__Paramedis	1,128	,128	8,799	***	par_22
Y1_20 <--- Keterikatan__Paramedis	,938	,136	6,907	***	par_23
Y1_21 <--- Keterikatan__Paramedis	,848	,125	6,804	***	par_24
Y2_27 <--- Kinerja__Paramedis	,765	,097	7,863	***	par_25
Y2_28 <--- Kinerja__Paramedis	,999	,100	10,038	***	par_26

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

	Estimate
X1_1 <--- Budaya__Organisasi	,681
X1_2 <--- Budaya__Organisasi	,662
X2_6 <--- Komunikasi__Internal	,757
X2_7 <--- Komunikasi__Internal	,711
X2_8 <--- Komunikasi__Internal	,710
X3_13 <--- Punishment	,726
X3_14 <--- Punishment	,779
X3_15 <--- Punishment	,759
X2_9 <--- Komunikasi__Internal	,652
X3_16 <--- Punishment	,760
X1_3 <--- Budaya__Organisasi	,818
X2_10 <--- Komunikasi__Internal	,737
X1_4 <--- Budaya__Organisasi	,756
X3_17 <--- Punishment	,736
X1_5 <--- Budaya__Organisasi	,792
X2_11 <--- Komunikasi__Internal	,695
X2_12 <--- Komunikasi__Internal	,813
Y2_22 <--- Kinerja__Paramedis	,716
Y1_18 <--- Keterikatan__Paramedis	,702
Y1_19 <--- Keterikatan__Paramedis	,755
Y2_25 <--- Kinerja__Paramedis	,677
Y2_24 <--- Kinerja__Paramedis	,762
Y2_23 <--- Kinerja__Paramedis	,789
Y2_26 <--- Kinerja__Paramedis	,761
Y1_20 <--- Keterikatan__Paramedis	,699
Y1_21 <--- Keterikatan__Paramedis	,692
Y2_27 <--- Kinerja__Paramedis	,691
Y2_28 <--- Kinerja__Paramedis	,827

**Covariances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Budaya__Organisasi <--> Komunikasi__Internal	,105	,036	2,890	,004	par_15
Komunikasi__Internal <--> Punishment	-,051	,040	-1,265	,206	par_16
Budaya__Organisasi <--> Punishment	-,057	,035	-1,641	,101	par_17
Punishment <--> Keterikatan__Paramedis	-,068	,044	-1,524	,128	par_27
Kinerja__Paramedis <--> Keterikatan__Paramedis	,321	,060	5,329	***	par_28
Budaya__Organisasi <--> Keterikatan__Paramedis	,222	,051	4,387	***	par_29
Budaya__Organisasi <--> Kinerja__Paramedis	,217	,044	4,899	***	par_30
Komunikasi__Internal <--> Keterikatan__Paramedis	,176	,049	3,608	***	par_31
Komunikasi__Internal <--> Kinerja__Paramedis	,186	,043	4,309	***	par_32
Punishment <--> Kinerja__Paramedis	-,097	,039	-2,499	,012	par_33

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

	Estimate
Budaya__Organisasi <--> Komunikasi__Internal	,346
Komunikasi__Internal <--> Punishment	-,137
Budaya__Organisasi <--> Punishment	-,182
Punishment <--> Keterikatan__Paramedis	-,176
Kinerja__Paramedis <--> Keterikatan__Paramedis	,942
Budaya__Organisasi <--> Keterikatan__Paramedis	,709
Budaya__Organisasi <--> Kinerja__Paramedis	,780
Komunikasi__Internal <--> Keterikatan__Paramedis	,472
Komunikasi__Internal <--> Kinerja__Paramedis	,563
Punishment <--> Kinerja__Paramedis	-,285

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Budaya__Organisasi	,256	,065	3,943	***	par_34
Komunikasi__Internal	,362	,079	4,593	***	par_35
Punishment	,384	,090	4,260	***	par_36
Kinerja__Paramedis	,303	,061	4,970	***	par_37
Keterikatan__Paramedis	,383	,093	4,126	***	par_38
e1	,295	,044	6,669	***	par_39
e2	,345	,051	6,756	***	par_40

	Estimate	S.E.	C.R.	P	Label
e6	,269	,042	6,343	***	par_41
e7	,289	,043	6,651	***	par_42
e8	,320	,048	6,643	***	par_43
e13	,345	,055	6,278	***	par_44
e14	,278	,048	5,739	***	par_45
e15	,369	,062	5,986	***	par_46
e9	,280	,041	6,880	***	par_47
e16	,328	,055	5,947	***	par_48
e3	,242	,043	5,572	***	par_49
e10	,390	,060	6,498	***	par_50
e4	,305	,049	6,226	***	par_51
e17	,406	,066	6,181	***	par_52
e5	,228	,039	5,872	***	par_53
e11	,245	,036	6,707	***	par_54
e12	,228	,039	5,768	***	par_55
e18	,395	,059	6,653	***	par_56
e23	,184	,028	6,644	***	par_57
e24	,370	,054	6,797	***	par_58
e22	,260	,038	6,925	***	par_59
e19	,280	,046	6,082	***	par_60
e25	,246	,035	7,109	***	par_61
e26	,280	,041	6,808	***	par_62
e20	,353	,054	6,576	***	par_63
e21	,300	,045	6,716	***	par_64
e27	,194	,027	7,084	***	par_65
e28	,139	,022	6,264	***	par_66

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

	Estimate
Y2_28	,684
Y2_27	,478
Y1_21	,478
Y1_20	,489
Y2_26	,579
Y2_25	,459

	Estimate
Y1_19	,571
Y2_22	,513
Y2_24	,581
Y2_23	,622
Y1_18	,493
X2_12	,660
X2_11	,483
X1_5	,627
X3_17	,542
X1_4	,571
X2_10	,544
X1_3	,669
X3_16	,578
X2_9	,424
X3_15	,575
X3_14	,607
X3_13	,527
X2_8	,505
X2_7	,505
X2_6	,573
X1_2	,438
X1_1	,464

### Variance Extracted (AVE) dan Discriminant Validity

			Loading ( $\square$ )	( $\square$ ) <sup>2</sup>	1-( $\square$ ) <sup>2</sup>	AVE	Discriminant Validity
X1_1	<---	Budaya__Organisasi	0,681	0,464	0,536		
X1_2	<---	Budaya__Organisasi	0,662	0,438	0,562		
X1_3	<---	Budaya__Organisasi	0,818	0,669	0,331		
X1_4	<---	Budaya__Organisasi	0,756	0,572	0,428		
X1_5	<---	Budaya__Organisasi	0,792	0,627	0,373		



				<b>2,770</b>	<b>2,230</b>	<b>0,554</b>	<b>0,744</b>
X2_6	<---	Komunikasi__Internal	0,757	0,573	0,427		
X2_7	<---	Komunikasi__Internal	0,711	0,506	0,494		
X2_8	<---	Komunikasi__Internal	0,710	0,504	0,496		
X2_9	<---	Komunikasi__Internal	0,652	0,425	0,575		
X2_10	<---	Komunikasi__Internal	0,737	0,543	0,457		
X2_11	<---	Komunikasi__Internal	0,695	0,483	0,517		
X2_12	<---	Komunikasi__Internal	0,813	0,661	0,339		
				<b>3,695</b>	<b>3,305</b>	<b>0,528</b>	<b>0,727</b>
X3_13	<---	Punishment	0,726	0,527	0,473		
X3_14	<---	Punishment	0,779	0,607	0,393		
X3_15	<---	Punishment	0,759	0,576	0,424		
X3_16	<---	Punishment	0,760	0,578	0,422		
X3_17	<---	Punishment	0,736	0,542	0,458		
				<b>2,829</b>	<b>2,171</b>	<b>0,566</b>	<b>0,752</b>
Y1_18	<---	Keterikatan__Paramedis	0,702	0,493	0,507		
Y1_19	<---	Keterikatan__Paramedis	0,755	0,570	0,430		
Y1_20	<---	Keterikatan__Paramedis	0,699	0,489	0,511		
Y1_21	<---	Keterikatan__Paramedis	0,692	0,479	0,521		
				<b>2,030</b>	<b>1,970</b>	<b>0,508</b>	<b>0,712</b>
Y2_22	<---	Kinerja__Paramedis	0,716	0,513	0,487		
Y2_23	<---	Kinerja__Paramedis	0,789	0,623	0,377		
Y2_24	<---	Kinerja__Paramedis	0,762	0,581	0,419		
Y2_25	<---	Kinerja__Paramedis	0,677	0,458	0,542		

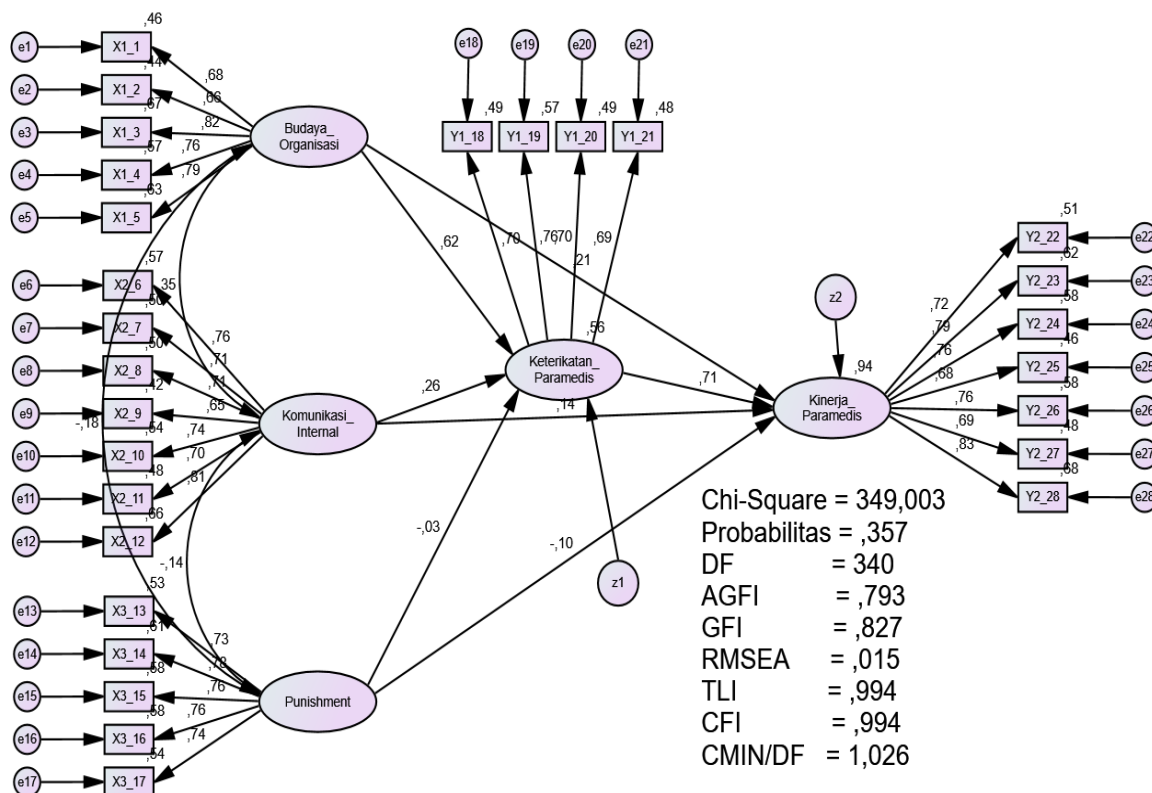
Y2_26	<---	Kinerja__Paramedis	0,761	0,579	0,421		
Y2_27	<---	Kinerja__Paramedis	0,691	0,477	0,523		
Y2_28	<---	Kinerja__Paramedis	0,827	0,684	0,316		
				<b>3,915</b>	<b>3,085</b>	<b>0,559</b>	<b>0,748</b>

### Construct Reliability

			Loading ( $\square$ )	ME	<i>ej</i>	Reliabilitas
X1_1	<---	Budaya__Organisasi	0,681	0,464	0,536	
X1_2	<---	Budaya__Organisasi	0,662	0,438	0,562	
X1_3	<---	Budaya__Organisasi	0,818	0,669	0,331	
X1_4	<---	Budaya__Organisasi	0,756	0,572	0,428	
X1_5	<---	Budaya__Organisasi	0,792	0,627	0,373	
			<b>3,709</b>			
			<b>13,757</b>		<b>2,230</b>	<b>0,861</b>
X2_6	<---	Komunikasi__Internal	0,757	0,573	0,427	
X2_7	<---	Komunikasi__Internal	0,711	0,506	0,494	
X2_8	<---	Komunikasi__Internal	0,710	0,504	0,496	
X2_9	<---	Komunikasi__Internal	0,652	0,425	0,575	
X2_10	<---	Komunikasi__Internal	0,737	0,543	0,457	
X2_11	<---	Komunikasi__Internal	0,695	0,483	0,517	
X2_12	<---	Komunikasi__Internal	0,813	0,661	0,339	
			<b>5,075</b>			
			<b>25,756</b>		<b>3,305</b>	<b>0,886</b>
X3_13	<---	Punishment	0,726	0,527	0,473	
X3_14	<---	Punishment	0,779	0,607	0,393	
X3_15	<---	Punishment	0,759	0,576	0,424	
X3_16	<---	Punishment	0,760	0,578	0,422	
X3_17	<---	Punishment	0,736	0,542	0,458	
			<b>3,760</b>			
			<b>14,138</b>		<b>2,171</b>	<b>0,867</b>
Y1_18	<---	Keterikatan__Paramedis	0,702	0,493	0,507	
Y1_19	<---	Keterikatan__Paramedis	0,755	0,570	0,430	
Y1_20	<---	Keterikatan__Paramedis	0,699	0,489	0,511	
Y1_21	<---	Keterikatan__Paramedis	0,692	0,479	0,521	

			<b>2,848</b>			
			<b>8,111</b>		<b>1,970</b>	<b>0,805</b>
Y2_22	<---	Kinerja__Paramedis	0,716	0,513	0,487	
Y2_23	<---	Kinerja__Paramedis	0,789	0,623	0,377	
Y2_24	<---	Kinerja__Paramedis	0,762	0,581	0,419	
Y2_25	<---	Kinerja__Paramedis	0,677	0,458	0,542	
Y2_26	<---	Kinerja__Paramedis	0,761	0,579	0,421	
Y2_27	<---	Kinerja__Paramedis	0,691	0,477	0,523	
Y2_28	<---	Kinerja__Paramedis	0,827	0,684	0,316	
			<b>5,223</b>			
			<b>27,280</b>		<b>3,085</b>	<b>0,898</b>

**KONFIRMATORY MEASUREMENT MODEL**





**LAMPIRAN 4**

**ASUMSI SEM**

## UJI ASUMSI SEM

### Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
X2_12	1,000	5,000	-,824	-1,623	,758	1,666
Y2_28	2,000	5,000	-,566	-2,487	,583	1,281
Y2_27	2,000	5,000	-,544	-2,392	,817	1,795
X2_11	2,000	5,000	-,602	-2,245	,862	1,895
X1_5	2,000	5,000	-,484	-2,126	,018	,040
X3_17	1,000	5,000	-,534	-2,350	-,398	-,876
X1_4	1,000	5,000	-,293	-1,288	,349	,766
Y1_21	1,000	5,000	-,414	-1,821	,635	1,395
X2_10	2,000	5,000	-,693	-3,047	-,767	-1,687
Y1_20	1,000	5,000	-,582	-2,560	,305	,671
X1_3	1,000	5,000	-,494	-2,173	,119	,261
Y2_26	2,000	5,000	-,566	-2,487	,010	,022
X3_16	1,000	5,000	-,454	-1,994	-,087	-,191
Y2_25	2,000	5,000	-,358	-1,575	,242	,533
Y1_19	2,000	5,000	-,398	-1,751	-,215	-,473
X2_9	1,000	5,000	-,552	-2,429	1,464	2,219
Y2_22	1,000	5,000	-,938	-2,122	1,380	2,034
Y2_24	2,000	5,000	-,194	-,852	-,846	-1,860
Y2_23	2,000	5,000	-,607	-2,371	,232	,509
Y1_18	2,000	5,000	-,250	-1,101	-,626	-1,377
X3_15	2,000	5,000	-,305	-1,339	-,947	-2,082
X3_14	2,000	5,000	-,426	-1,872	-,311	-,683
X3_13	2,000	5,000	-,170	-,748	-,588	-1,293
X2_8	2,000	5,000	-,404	-1,778	-,191	-,421
X2_7	1,000	5,000	-,777	-2,418	1,144	2,516
X2_6	2,000	5,000	-,182	-,798	-,514	-1,130
X1_2	2,000	5,000	-,335	-1,472	-,201	-,441
X1_1	2,000	5,000	-,327	-1,439	-,173	-,380
Multivariate					12,315	1,618

**Observations farthest from the centroid (Mahalanobis distance)**

**(Group number 1)**

Observation number	Mahalanobis d-squared	p1	p2
25	51,923	,004	,366
50	48,472	,010	,303
74	44,607	,024	,534
96	43,132	,034	,554
56	41,888	,044	,590
116	41,725	,046	,444
62	41,057	,053	,419
39	40,971	,054	,291
38	40,795	,056	,204
82	40,425	,061	,166
106	38,124	,096	,564
66	37,576	,107	,589
109	37,195	,115	,578
13	36,760	,124	,588
9	36,470	,131	,563
37	36,166	,138	,547
113	36,029	,142	,483
51	34,873	,174	,736
14	34,625	,181	,721
100	34,539	,184	,660
73	34,413	,188	,609
87	34,278	,192	,561
81	34,269	,192	,471
70	33,974	,202	,482
94	33,575	,215	,533
84	32,952	,238	,667
115	32,895	,240	,604
65	32,612	,250	,623
49	32,576	,252	,552
7	32,567	,252	,471
57	32,411	,258	,446
5	32,400	,259	,369

Observation number	Mahalanobis d-squared	p1	p2
98	31,920	,278	,471
46	31,840	,281	,421
30	31,717	,286	,389
68	31,404	,299	,433
18	31,297	,304	,397
107	30,188	,354	,756
58	29,661	,380	,856
105	29,659	,380	,807
110	29,353	,395	,843
79	29,303	,397	,807
99	29,238	,401	,773
44	29,155	,405	,742
108	28,934	,416	,759
29	28,914	,417	,703
93	28,893	,418	,644
114	28,751	,425	,633
26	28,587	,434	,631
48	28,569	,435	,567
1	28,395	,444	,570
111	28,087	,460	,634
85	27,932	,468	,630
64	27,771	,477	,630
52	27,549	,489	,656
3	27,504	,491	,606
16	27,083	,514	,717
97	26,919	,523	,720
8	26,821	,528	,696
80	26,657	,537	,699
63	26,531	,544	,686
101	26,462	,548	,648
28	26,452	,548	,582
19	26,443	,549	,512
88	26,249	,559	,530
4	26,129	,566	,513
83	26,066	,569	,468
33	26,061	,570	,397

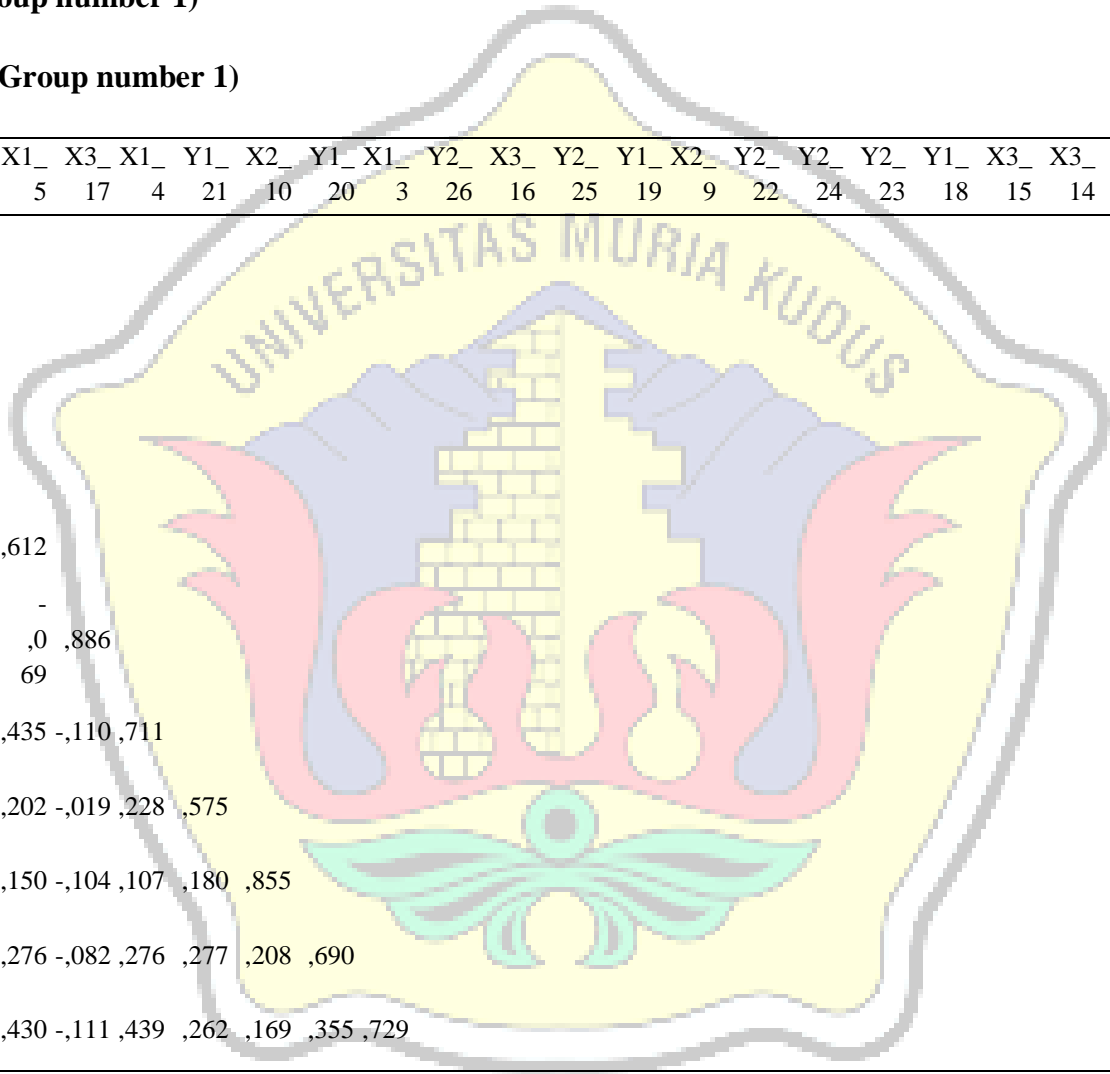
Observation number	Mahalanobis d-squared	p1	p2
61	25,945	,576	,378
31	25,944	,576	,309
22	25,634	,593	,377
55	25,177	,618	,519
15	24,995	,628	,531
104	24,871	,635	,514
47	24,822	,638	,461
40	24,701	,644	,443
77	24,628	,648	,401
24	24,580	,651	,349
12	24,265	,667	,420
42	24,118	,675	,413
23	23,825	,691	,475
20	23,793	,692	,411
89	23,761	,694	,349
95	23,597	,703	,347
76	23,020	,732	,541
17	22,947	,736	,493
32	22,810	,742	,475
43	22,775	,744	,408
75	22,721	,747	,351
41	22,228	,771	,499
45	22,190	,772	,429
72	22,057	,779	,404
69	21,965	,783	,359
112	21,677	,796	,403
54	21,240	,815	,516
103	21,106	,821	,484
6	20,899	,830	,484
27	20,850	,832	,408
71	20,695	,838	,380
2	20,614	,841	,320



**Sample Moments (Group number 1)**

**Sample Covariances (Group number 1)**

	X2_12	Y2_28	Y2_27	X2_11	X1_5	X3_17	X1_4	Y1_21	X2_10	Y1_20	X1_3	Y2_26	X3_16	Y2_25	Y1_19	X2_9	Y2_22	Y2_24	Y2_23	Y1_18	X3_15	X3_14	X3_13	X2_8	X2_7	X2_6	X1_2	X1_1
X2_12	,671																											
Y2_28	,214	,442																										
Y2_27	,166	,235	,371																									
X2_11	,340	,123	,107	,473																								
X1_5	,166	,252	,173	,124	,612																							
X3_17	-,089	-,148	-,035	-,018	,0	,886																						
X1_4	,144	,251	,194	,155	,435	-,110	,711																					
Y1_21	,213	,263	,193	,123	,202	-,019	,228	,575																				
X2_10	,466	,190	,184	,281	,150	-,104	,107	,180	,855																			
Y1_20	,204	,283	,250	,113	,276	-,082	,276	,277	,208	,690																		
X1_3	,188	,312	,232	,125	,430	-,111	,439	,262	,169	,355	,729																	



	X2_12	Y2_28	Y2_27	X2_11	X1_5	X3_17	X1_4	Y1_21	X2_10	Y1_20	X1_3	Y2_26	X3_16	Y2_25	Y1_19	X2_9	Y2_22	Y2_24	Y2_23	Y1_18	X3_15	X3_14	X3_13	X2_8	X2_7	X2_6	X1_2	X1_1	
Y2_26	,289	,316	,270	,212	,304	-,205	,307	,317	,338	,325	,318	,666																	
X3_16	-,090	-,140	-,072	-,006	,0	,490	,0	-,044	-,063	-,048	,1	-,155	,777																
Y2_25	,153	,228	,219	,089	,228	-,096	,237	,230	,232	,225	,262	,326	-,052	,454															
Y1_19	,259	,336	,241	,175	,233	-,131	,265	,321	,278	,392	,293	,358	-,091	,269	,653														
X2_9	,270	,077	,073	,272	,065	-,032	,043	,061	,345	,060	,035	,184	-,076	-,078	,101	,487													
Y2_22	,239	,334	,224	,130	,241	-,151	,241	,251	,191	,259	,329	,299	-,109	,234	,263	,095	,535												
Y2_24	,257	,364	,301	,161	,378	-,165	,368	,419	,301	,419	,419	,469	-,155	,359	,377	,136	,333	,882											
Y2_23	,247	,337	,220	,172	,263	-,084	,289	,280	,211	,293	,327	,316	-,140	,211	,317	,086	,327	,359	,487										
Y1_18	,220	,348	,230	,095	,256	-,144	,318	,308	,166	,364	,285	,352	-,155	,265	,371	,079	,261	,458	,344	,778									
X3_15	-,046	-,120	-,065	-,037	,0	,470	,1	,010	-,042	-,048	,1	-,085	,468	-,050	-,078	,0	-,151	-,095	-,097	-,096	,869								
X3_14	-,038	-,045	-,021	,029	,0	,456	,1	,008	-,020	-,066	,1	-,104	,424	-,018	-,065	,0	-,100	-,103	-,062	-,008	,485	,708							
X3_13	-,124	-,128	-,047	-,052	,0	,416	,0	-,056	-,048	-,069	,0	-,150	,412	-,065	-,131	,0	-,164	-,167	-,151	-,087	,438	,412	,729						

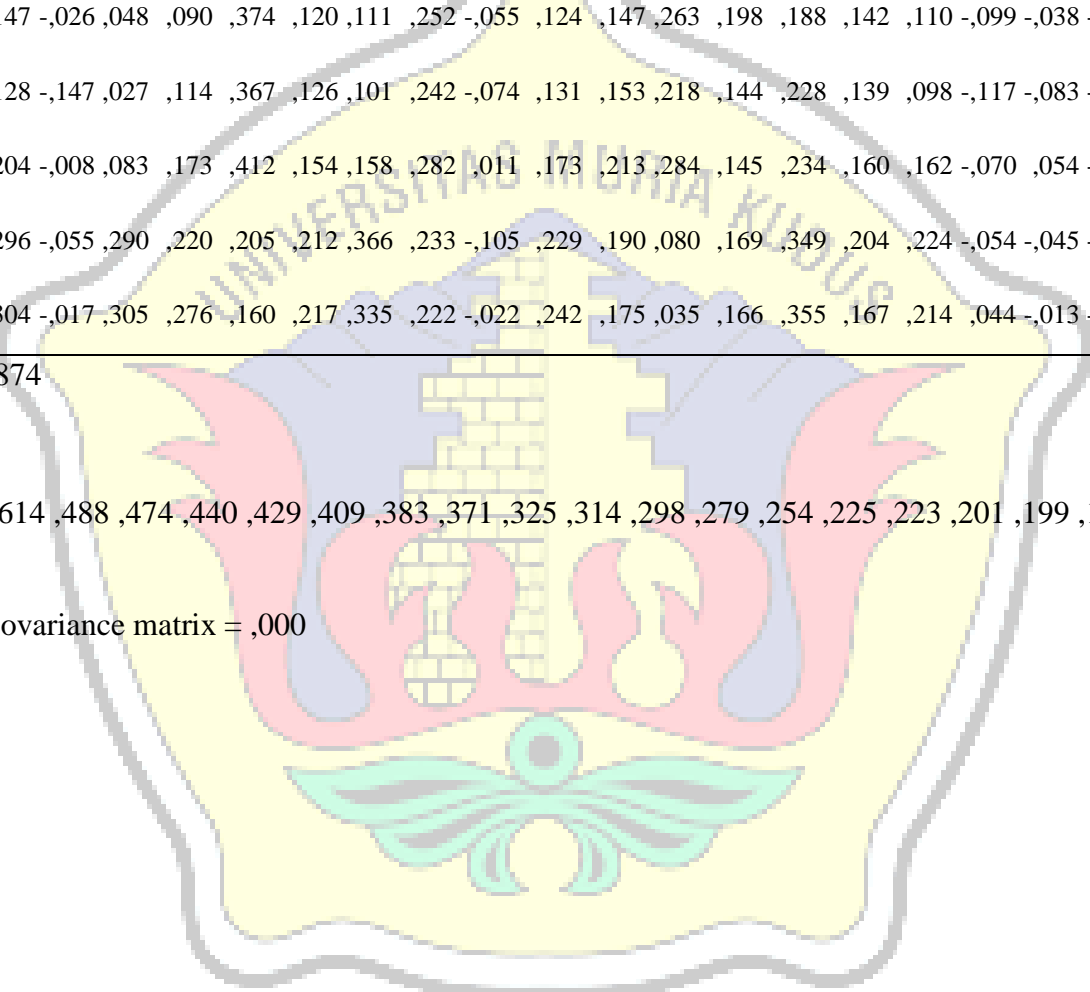
	X2_12	Y2_28	Y2_27	X2_X1_11	X3_X1_5	X3_X1_17	Y1_4	Y1_21	X2_X1_10	Y1_X1_20	Y2_3	X3_Y2_26	Y2_X3_16	Y1_X2_19	Y2_X2_9	Y2_Y2_22	Y2_Y2_24	Y2_Y2_23	Y1_X3_18	X3_X3_15	X3_X3_14	X3_X2_13	X2_X2_8	X2_X2_7	X2_X1_6	X1_X1_2	X1_X1_1	
X2_8	,365	,174	,181	,253	,147	-,026	,048	,090	,374	,120	,111	,252	-,055	,124	,147	,263	,198	,188	,142	,110	-,099	-,038	-,125	,647				
X2_7	,383	,103	,128	,236	,128	-,147	,027	,114	,367	,126	,101	,242	-,074	,131	,153	,218	,144	,228	,139	,098	-,117	-,083	-,119	,343	,583			
X2_6	,378	,189	,161	,297	,204	-,008	,083	,173	,412	,154	,158	,282	,011	,173	,213	,284	,145	,234	,160	,162	-,070	,054	-,030	,359	,323	,631		
X1_2	,159	,192	,202	,139	,296	-,055	,290	,220	,205	,212	,366	,233	-,105	,229	,190	,080	,169	,349	,204	,224	-,054	-,045	-,054	,098	,147	,148	,614	
X1_1	,125	,178	,158	,076	,304	-,017	,305	,276	,160	,217	,335	,222	-,022	,242	,175	,035	,166	,355	,167	,214	,044	-,013	-,031	,020	,068	,116	,354	,551

Condition number = 75,874

Eigenvalues

6,063 2,443 1,887 ,836 ,614 ,488 ,474 ,440 ,429 ,409 ,383 ,371 ,325 ,314 ,298 ,279 ,254 ,225 ,223 ,201 ,199 ,176 ,150 ,148 ,137 ,114 ,107 ,080

Determinant of sample covariance matrix = ,000



**Sample Correlations (Group number 1)**

	X2_12	Y2_28	Y2_27	X2_11	X1_5	X3_17	X1_4	Y1_21	X2_10	Y1_20	X1_3	Y2_26	X3_16
	12	8	7	1	5	7	4	1	0	0	3	6	6
	1	0	0	3	6	5	9	9	2	4	3	8	5
	4	3	8	5	4	3	8	7	6	2	1		
	1												
X2_12	1,00												
Y2_28	,394	1,000											
Y2_27	,334	,579	1,000										
X2_11	,603	,269	,255	1,000									
X1_5	,260	,484	,362	,230	1,00								
X3_17	,115	-,237	-,061	-,028	,094	1,000							
X1_4	,208	,448	,378	,266	,660	-,139	1,00						
Y1_21	,343	,521	,418	,236	,340	-,026	,357	1,000					
X2_10	,616	,310	,327	,441	,207	-,120	,137	,257	1,000				
Y1_20	,300	,512	,494	,198	,424	-,104	,394	,439	,271	1,000			
X1_3	,268	,550	,445	,213	,643	-,138	,610	,404	,214	,500	1,00		
Y2_26	,432	,583	,543	,377	,476	-,267	,447	,513	,449	,480	,457	1,000	
X3_16	,124	-,239	-,135	-,010	,105	,591	,107	-,065	-,077	-,066	,166	-,216	1,000

	X2_12	Y2_2_8	Y2_2_7	X2_1_1	X1_5	X3_1_7	X1_4	Y1_2_1	X2_1_0	Y1_2_0	X1_3	Y2_2_6	X3_1_6	Y2_2_5	Y1_1_9	X2_9	Y2_2_2	Y2_2_4	Y2_2_3	Y1_1_8	X3_1_5	X3_1_4	X3_1_3	X2_8	X2_7	X2_6	X1_2	X1_1
Y2_25	,277	,510	,534	,191	,432	-,152	,416	,450	,372	,402	,455	,593	-,088	1,000														
Y1_19	,391	,626	,490	,314	,368	-,173	,389	,524	,372	,584	,425	,543	-,127	,495	1,000													
X2_9	,473	,165	,172	,567	,118	-,049	,073	,115	,535	,104	,059	,323	-,123	,166	,180	1,000												
Y2_22	,399	,688	,503	,259	,421	-,219	,391	,452	,282	,426	,527	,502	-,169	,474	,445	,186	1,000											
Y2_24	,334	,582	,525	,250	,515	-,186	,465	,588	,346	,538	,522	,612	-,187	,566	,497	,208	,485	1,000										
Y2_23	,432	,727	,517	,358	,482	-,128	,491	,529	,326	,505	,549	,555	-,227	,448	,562	,177	,642	,548	1,000									
Y1_18	,305	,593	,429	,156	,371	-,174	,427	,460	,203	,498	,379	,489	-,199	,445	,520	,128	,405	,553	,558	1,000								
X3_15	-,060	-,193	-,114	-,058	,053	,535	-,134	,015	-,048	-,061	,131	-,112	,570	-,079	-,103	,063	-,222	-,109	-,149	-,117	1,000							
X3_14	-,055	-,081	-,040	,050	,083	,575	,172	,013	-,025	-,094	,174	-,151	,571	-,031	-,095	,071	-,163	-,131	-,106	-,011	,619	1,000						
X3_13	-,177	-,226	-,091	-,089	,135	,518	,114	-,087	-,061	-,097	,119	-,215	,548	-,113	-,191	,101	-,263	-,208	-,253	-,116	,550	,574	1,000					
X2_8	,554	,326	,370	,458	,233	-,035	,070	,147	,502	,180	,161	,385	-,078	,229	,225	,468	,337	,250	,254	,155	-,132	-,056	-,182	1,000				
X2_7	,613	,203	,275	,449	,214	-,205	,042	,196	,519	,199	,155	,389	-,110	,254	,248	,410	,257	,318	,262	,146	-,165	-,129	-,183	,559	1,000			
X2_6	,582	,358	,332	,543	,328	-,010	,123	,288	,561	,233	,234	,436	,016	,324	,332	,512	,250	,314	,289	,231	-,095	,081	-,044	,562	,533	1,000		
X1_2	,247	,369	,422	,259	,484	-,075	,440	,371	,283	,326	,548	,365	-,152	,433	,300	,147	,295	,474	,374	,324	-,075	-,068	-,081	,156	,247	,238	1,000	
X1_1	,205	,361	,348	,148	,523	-,025	,487	,491	,232	,353	,529	,366	-,033	,483	,291	,068	,305	,509	,323	,326	,064	-,021	-,049	,033	,120	,197	,608	1,000

Condition number = 65,765

Eigenvalues

9,738 3,156 2,998 1,348 ,964 ,827 ,719 ,692 ,642 ,613 ,582 ,551 ,516 ,477 ,452 ,435 ,395 ,357 ,344 ,323 ,309 ,294 ,261 ,246 ,236  
,202 ,176 ,148





**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
Keterikatan__Paramedis <---	Punishment	-,029	,089	-,327	,744	par_9
Keterikatan__Paramedis <---	Budaya__Organisasi	,752	,155	4,842	***	par_10
Keterikatan__Paramedis <---	Komunikasi__Internal	,262	,100	2,619	,009	par_12
Kinerja__Paramedis <---	Budaya__Organisasi	,229	,107	2,131	,033	par_8
Kinerja__Paramedis <---	Keterikatan__Paramedis	,630	,120	5,234	***	par_13
Kinerja__Paramedis <---	Punishment	-,091	,051	-1,783	,075	par_18
Kinerja__Paramedis <---	Komunikasi__Internal	,130	,061	2,124	,034	par_19
X1_1 <---	Budaya__Organisasi	1,000				
X1_2 <---	Budaya__Organisasi	1,025	,157	6,540	***	par_1
X2_6 <---	Komunikasi__Internal	1,000				
X2_7 <---	Komunikasi__Internal	,902	,120	7,546	***	par_2
X2_8 <---	Komunikasi__Internal	,950	,125	7,608	***	par_3
X3_13 <---	Punishment	1,000				
X3_14 <---	Punishment	1,059	,137	7,731	***	par_4
X3_15 <---	Punishment	1,141	,152	7,528	***	par_5
Y2_22 <---	Kinerja__Paramedis	,952	,114	8,313	***	par_6
X2_9 <---	Komunikasi__Internal	,756	,109	6,910	***	par_7
X3_16 <---	Punishment	1,082	,144	7,526	***	par_11
Y1_18 <---	Keterikatan__Paramedis	1,000				
Y1_19 <---	Keterikatan__Paramedis	,986	,134	7,386	***	par_14
Y2_25 <---	Kinerja__Paramedis	,829	,109	7,607	***	par_15
Y2_24 <---	Kinerja__Paramedis	1,300	,148	8,802	***	par_16
Y2_23 <---	Kinerja__Paramedis	1,000				
Y2_26 <---	Kinerja__Paramedis	1,128	,128	8,799	***	par_17
X1_3 <---	Budaya__Organisasi	1,380	,183	7,554	***	par_20
Y1_20 <---	Keterikatan__Paramedis	,938	,136	6,907	***	par_21
X2_10 <---	Komunikasi__Internal	1,134	,144	7,885	***	par_22
Y1_21 <---	Keterikatan__Paramedis	,848	,125	6,804	***	par_23
X1_4 <---	Budaya__Organisasi	1,260	,178	7,074	***	par_24
X3_17 <---	Punishment	1,119	,154	7,275	***	par_25
X1_5 <---	Budaya__Organisasi	1,225	,166	7,379	***	par_29
X2_11 <---	Komunikasi__Internal	,795	,107	7,407	***	par_30



		Estimate	S.E.	C.R.	P	Label
Y2_27	<--- Kinerja__Paramedis	,765	,097	7,863	***	par_31
Y2_28	<--- Kinerja__Paramedis	,999	,100	10,038	***	par_32
X2_12	<--- Komunikasi__Internal	1,106	,128	8,640	***	par_33

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

		Estimate
Keterikatan__Paramedis	<--- Punishment	-,029
Keterikatan__Paramedis	<--- Budaya__Organisasi	,615
Keterikatan__Paramedis	<--- Komunikasi__Internal	,255
Kinerja__Paramedis	<--- Budaya__Organisasi	,210
Kinerja__Paramedis	<--- Keterikatan__Paramedis	,708
Kinerja__Paramedis	<--- Punishment	-,103
Kinerja__Paramedis	<--- Komunikasi__Internal	,142
X1_1	<--- Budaya__Organisasi	,681
X1_2	<--- Budaya__Organisasi	,662
X2_6	<--- Komunikasi__Internal	,757
X2_7	<--- Komunikasi__Internal	,711
X2_8	<--- Komunikasi__Internal	,710
X3_13	<--- Punishment	,726
X3_14	<--- Punishment	,779
X3_15	<--- Punishment	,759
Y2_22	<--- Kinerja__Paramedis	,716
X2_9	<--- Komunikasi__Internal	,652
X3_16	<--- Punishment	,760
Y1_18	<--- Keterikatan__Paramedis	,702
Y1_19	<--- Keterikatan__Paramedis	,755
Y2_25	<--- Kinerja__Paramedis	,677
Y2_24	<--- Kinerja__Paramedis	,762
Y2_23	<--- Kinerja__Paramedis	,789
Y2_26	<--- Kinerja__Paramedis	,761
X1_3	<--- Budaya__Organisasi	,818
Y1_20	<--- Keterikatan__Paramedis	,699
X2_10	<--- Komunikasi__Internal	,737

		Estimate
Y1_21	<--- Keterikatan__Paramedis	,692
X1_4	<--- Budaya__Organisasi	,756
X3_17	<--- Punishment	,736
X1_5	<--- Budaya__Organisasi	,792
X2_11	<--- Komunikasi__Internal	,695
Y2_27	<--- Kinerja__Paramedis	,691
Y2_28	<--- Kinerja__Paramedis	,827
X2_12	<--- Komunikasi__Internal	,813

**Covariances: (Group number 1 - Default model)**

		Estimate	S.E.	C.R.	P	Label
Komunikasi__Internal <-->	Punishment	-,051	,040	-1,265	,206	par_26
Budaya__Organisasi <-->	Komunikasi__Internal	,105	,036	2,890	,004	par_27
Budaya__Organisasi <-->	Punishment	-,057	,035	-1,641	,101	par_28

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

		Estimate
Komunikasi__Internal <-->	Punishment	-,137
Budaya__Organisasi <-->	Komunikasi__Internal	,346
Budaya__Organisasi <-->	Punishment	-,182

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Budaya__Organisasi	,256	,065	3,943	***	par_34
Komunikasi__Internal	,362	,079	4,593	***	par_35
Punishment	,384	,090	4,260	***	par_36
z1	,168	,049	3,436	***	par_37
z2	,018	,013	1,391	,164	par_38
e1	,295	,044	6,669	***	par_39
e2	,345	,051	6,756	***	par_40
e6	,269	,042	6,343	***	par_41
e7	,289	,043	6,651	***	par_42
e8	,320	,048	6,643	***	par_43
e13	,345	,055	6,278	***	par_44

	Estimate	S.E.	C.R.	P	Label
e14	,278	,048	5,739	***	par_45
e15	,369	,062	5,986	***	par_46
e18	,395	,059	6,653	***	par_47
e23	,184	,028	6,644	***	par_48
e24	,370	,054	6,797	***	par_49
e22	,260	,038	6,925	***	par_50
e9	,280	,041	6,880	***	par_51
e19	,280	,046	6,082	***	par_52
e25	,246	,035	7,109	***	par_53
e16	,328	,055	5,947	***	par_54
e26	,280	,041	6,808	***	par_55
e3	,242	,043	5,572	***	par_56
e20	,353	,054	6,576	***	par_57
e10	,390	,060	6,498	***	par_58
e21	,300	,045	6,716	***	par_59
e4	,305	,049	6,226	***	par_60
e17	,406	,066	6,181	***	par_61
e5	,228	,039	5,872	***	par_62
e11	,245	,036	6,707	***	par_63
e27	,194	,027	7,084	***	par_64
e28	,139	,022	6,264	***	par_65
e12	,228	,039	5,768	***	par_66

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

	Estimate
Keterikatan__Paramedis	,561
Kinerja__Paramedis	,940
X2_12	,660
Y2_28	,684
Y2_27	,478
X2_11	,483
X1_5	,627
X3_17	,542
X1_4	,571
Y1_21	,478

	Estimate
X2_10	,544
Y1_20	,489
X1_3	,669
Y2_26	,579
X3_16	,578
Y2_25	,459
Y1_19	,571
X2_9	,424
Y2_22	,513
Y2_24	,581
Y2_23	,622
Y1_18	,493
X3_15	,575
X3_14	,607
X3_13	,527
X2_8	,505
X2_7	,505
X2_6	,573
X1_2	,438
X1_1	,464

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

	Punis hment	Komunikasi __Internal	Budaya__O rganisasi	Keterikatan_ _Paramedis	Kinerja__P aramedis
Keterikatan_ _Paramedis	-,029	,262	,752	,000	,000
Kinerja__Par amedis	-,110	,295	,702	,630	,000
X2_12	,000	1,106	,000	,000	,000
Y2_28	-,109	,295	,702	,629	,999
Y2_27	-,084	,226	,537	,482	,765
X2_11	,000	,795	,000	,000	,000
X1_5	,000	,000	1,225	,000	,000
X3_17	1,119	,000	,000	,000	,000
X1_4	,000	,000	1,260	,000	,000

	Punis hment	Komunikasi __Internal	Budaya__O rganisasi	Keterikatan_ _Paramedis	Kinerja__P aramedis
Y1_21	-,025	,222	,638	,848	,000
X2_10	,000	1,134	,000	,000	,000
Y1_20	-,027	,246	,706	,938	,000
X1_3	,000	,000	1,380	,000	,000
Y2_26	-,124	,333	,792	,710	1,128
X3_16	1,082	,000	,000	,000	,000
Y2_25	-,091	,245	,583	,522	,829
Y1_19	-,029	,259	,742	,986	,000
X2_9	,000	,756	,000	,000	,000
Y2_22	-,104	,281	,668	,599	,952
Y2_24	-,142	,384	,913	,819	1,300
Y2_23	-,110	,295	,702	,630	1,000
Y1_18	-,029	,262	,752	1,000	,000
X3_15	1,141	,000	,000	,000	,000
X3_14	1,059	,000	,000	,000	,000
X3_13	1,000	,000	,000	,000	,000
X2_8	,000	,950	,000	,000	,000
X2_7	,000	,902	,000	,000	,000
X2_6	,000	1,000	,000	,000	,000
X1_2	,000	,000	1,025	,000	,000
X1_1	,000	,000	1,000	,000	,000

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

	Punis hment	Komunikasi __Internal	Budaya__O rganisasi	Keterikatan_ _Paramedis	Kinerja__P aramedis
Keterikatan_ _Paramedis	-,029	,255	,615	,000	,000
Kinerja__Par amedis	-,123	,323	,646	,708	,000
X2_12	,000	,813	,000	,000	,000
Y2_28	-,102	,267	,534	,586	,827
Y2_27	-,085	,223	,446	,489	,691
X2_11	,000	,695	,000	,000	,000
X1_5	,000	,000	,792	,000	,000

	Punis hment	Komunikasi __Internal	Budaya__O rganisasi	Keterikatan_ _Paramedis	Kinerja_P aramedis
X3_17	,736	,000	,000	,000	,000
X1_4	,000	,000	,756	,000	,000
Y1_21	-,020	,176	,425	,692	,000
X2_10	,000	,737	,000	,000	,000
Y1_20	-,020	,178	,430	,699	,000
X1_3	,000	,000	,818	,000	,000
Y2_26	-,094	,246	,491	,539	,761
X3_16	,760	,000	,000	,000	,000
Y2_25	-,083	,219	,437	,479	,677
Y1_19	-,022	,193	,465	,755	,000
X2_9	,000	,652	,000	,000	,000
Y2_22	-,088	,231	,462	,507	,716
Y2_24	-,094	,246	,492	,540	,762
Y2_23	-,097	,255	,509	,558	,789
Y1_18	-,020	,179	,432	,702	,000
X3_15	,759	,000	,000	,000	,000
X3_14	,779	,000	,000	,000	,000
X3_13	,726	,000	,000	,000	,000
X2_8	,000	,710	,000	,000	,000
X2_7	,000	,711	,000	,000	,000
X2_6	,000	,757	,000	,000	,000
X1_2	,000	,000	,662	,000	,000
X1_1	,000	,000	,681	,000	,000

**Direct Effects (Group number 1 - Default model)**

	Punis hment	Komunikasi __Internal	Budaya__O rganisasi	Keterikatan_ _Paramedis	Kinerja__P aramedis
Keterikatan_ _Paramedis	-,029	,262	,752	,000	,000
Kinerja__Par amedis	-,091	,130	,229	,630	,000
X2_12	,000	1,106	,000	,000	,000
Y2_28	,000	,000	,000	,000	,999
Y2_27	,000	,000	,000	,000	,765
X2_11	,000	,795	,000	,000	,000
X1_5	,000	,000	1,225	,000	,000
X3_17	1,119	,000	,000	,000	,000
X1_4	,000	,000	1,260	,000	,000
Y1_21	,000	,000	,000	,848	,000
X2_10	,000	1,134	,000	,000	,000
Y1_20	,000	,000	,000	,938	,000
X1_3	,000	,000	1,380	,000	,000
Y2_26	,000	,000	,000	,000	1,128
X3_16	1,082	,000	,000	,000	,000
Y2_25	,000	,000	,000	,000	,829
Y1_19	,000	,000	,000	,986	,000
X2_9	,000	,756	,000	,000	,000
Y2_22	,000	,000	,000	,000	,952
Y2_24	,000	,000	,000	,000	1,300
Y2_23	,000	,000	,000	,000	1,000
Y1_18	,000	,000	,000	1,000	,000
X3_15	1,141	,000	,000	,000	,000
X3_14	1,059	,000	,000	,000	,000
X3_13	1,000	,000	,000	,000	,000
X2_8	,000	,950	,000	,000	,000
X2_7	,000	,902	,000	,000	,000
X2_6	,000	1,000	,000	,000	,000
X1_2	,000	,000	1,025	,000	,000
X1_1	,000	,000	1,000	,000	,000

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

	Punishment	Komunikasi__Internal	Budaya__Organisasi	Keterikatan__Paramedis	Kinerja__Paramedis
Keterikatan__Paramedis	-,029	,255	,615	,000	,000
Kinerja__Paramedis	-,103	,142	,210	,708	,000
X2_12	,000	,813	,000	,000	,000
Y2_28	,000	,000	,000	,000	,827
Y2_27	,000	,000	,000	,000	,691
X2_11	,000	,695	,000	,000	,000
X1_5	,000	,000	,792	,000	,000
X3_17	,736	,000	,000	,000	,000
X1_4	,000	,000	,756	,000	,000
Y1_21	,000	,000	,000	,692	,000
X2_10	,000	,737	,000	,000	,000
Y1_20	,000	,000	,000	,699	,000
X1_3	,000	,000	,818	,000	,000
Y2_26	,000	,000	,000	,000	,761
X3_16	,760	,000	,000	,000	,000
Y2_25	,000	,000	,000	,000	,677
Y1_19	,000	,000	,000	,755	,000
X2_9	,000	,652	,000	,000	,000
Y2_22	,000	,000	,000	,000	,716
Y2_24	,000	,000	,000	,000	,762
Y2_23	,000	,000	,000	,000	,789
Y1_18	,000	,000	,000	,702	,000
X3_15	,759	,000	,000	,000	,000
X3_14	,779	,000	,000	,000	,000
X3_13	,726	,000	,000	,000	,000
X2_8	,000	,710	,000	,000	,000
X2_7	,000	,711	,000	,000	,000
X2_6	,000	,757	,000	,000	,000
X1_2	,000	,000	,662	,000	,000
X1_1	,000	,000	,681	,000	,000



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

	Punishment	Komunikasi__Internal	Budaya__Organisasi	Keterikatan__Paramedis	Kinerja__Paramedis
Keterikatan__Paramedis	,000	,000	,000	,000	,000
Kinerja__Paramedis	-,018	,165	,474	,000	,000
X2_12	,000	,000	,000	,000	,000
Y2_28	-,109	,295	,702	,629	,000
Y2_27	-,084	,226	,537	,482	,000
X2_11	,000	,000	,000	,000	,000
X1_5	,000	,000	,000	,000	,000
X3_17	,000	,000	,000	,000	,000
X1_4	,000	,000	,000	,000	,000
Y1_21	-,025	,222	,638	,000	,000
X2_10	,000	,000	,000	,000	,000
Y1_20	-,027	,246	,706	,000	,000
X1_3	,000	,000	,000	,000	,000
Y2_26	-,124	,333	,792	,710	,000
X3_16	,000	,000	,000	,000	,000
Y2_25	-,091	,245	,583	,522	,000
Y1_19	-,029	,259	,742	,000	,000
X2_9	,000	,000	,000	,000	,000
Y2_22	-,104	,281	,668	,599	,000
Y2_24	-,142	,384	,913	,819	,000
Y2_23	-,110	,295	,702	,630	,000
Y1_18	-,029	,262	,752	,000	,000
X3_15	,000	,000	,000	,000	,000
X3_14	,000	,000	,000	,000	,000
X3_13	,000	,000	,000	,000	,000
X2_8	,000	,000	,000	,000	,000
X2_7	,000	,000	,000	,000	,000
X2_6	,000	,000	,000	,000	,000
X1_2	,000	,000	,000	,000	,000
X1_1	,000	,000	,000	,000	,000

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

	Punishment	Komunikasi__Internal	Budaya__Organisasi	Keterikatan__Paramedis	Kinerja__Paramedis
Keterikatan__Paramedis	,000	,000	,000	,000	,000
Kinerja__Paramedis	-,021	,181	,435	,000	,000
X2_12	,000	,000	,000	,000	,000
Y2_28	-,102	,267	,534	,586	,000
Y2_27	-,085	,223	,446	,489	,000
X2_11	,000	,000	,000	,000	,000
X1_5	,000	,000	,000	,000	,000
X3_17	,000	,000	,000	,000	,000
X1_4	,000	,000	,000	,000	,000
Y1_21	-,020	,176	,425	,000	,000
X2_10	,000	,000	,000	,000	,000
Y1_20	-,020	,178	,430	,000	,000
X1_3	,000	,000	,000	,000	,000
Y2_26	-,094	,246	,491	,539	,000
X3_16	,000	,000	,000	,000	,000
Y2_25	-,083	,219	,437	,479	,000
Y1_19	-,022	,193	,465	,000	,000
X2_9	,000	,000	,000	,000	,000
Y2_22	-,088	,231	,462	,507	,000
Y2_24	-,094	,246	,492	,540	,000
Y2_23	-,097	,255	,509	,558	,000
Y1_18	-,020	,179	,432	,000	,000
X3_15	,000	,000	,000	,000	,000
X3_14	,000	,000	,000	,000	,000
X3_13	,000	,000	,000	,000	,000
X2_8	,000	,000	,000	,000	,000
X2_7	,000	,000	,000	,000	,000
X2_6	,000	,000	,000	,000	,000
X1_2	,000	,000	,000	,000	,000
X1_1	,000	,000	,000	,000	,000

**Modification Indices (Group number 1 - Default model)****Covariances: (Group number 1 - Default model)**

	M.I.	Par Change
e4 <--> e11	6,671	,075
e26 <--> Komunikasi_Internal	4,645	,067
e9 <--> e11	5,933	,065
e22 <--> e28	8,391	,057
e24 <--> e21	4,382	,072
e23 <--> e28	6,775	,044
e23 <--> e25	4,865	-,047
e23 <--> e22	4,357	,046
e14 <--> e28	4,450	,047
e8 <--> e27	4,518	,054
e7 <--> e28	4,587	-,046
e6 <--> e5	4,378	,058
e6 <--> e15	4,377	-,073
e1 <--> e21	10,708	,101
e1 <--> e25	5,422	,063
e1 <--> e24	4,669	,073
e1 <--> e23	4,546	-,052
e1 <--> e2	11,324	,110

**Variances: (Group number 1 - Default model)**

	M.I.	Par Change
--	------	------------

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

	M.I.	Par Change
Y2_28 <--- X2_7	4,264	-,101
X2_11 <--- X1_4	4,094	,116
X1_4 <--- X2_7	4,044	-,147
Y1_21 <--- X1_1	6,038	,178
Y2_26 <--- X2_9	4,194	,152
Y2_25 <--- X1_1	4,179	,131
Y2_24 <--- X1_1	4,213	,164

	M.I.	Par Change
X3_14 <--- Y2_28	4,825	,182
X3_14 <--- Y1_18	4,430	,131
X1_2 <--- X1_1	5,535	,182
X1_1 <--- Y1_21	5,013	,157
X1_1 <--- X3_15	4,390	,120
X1_1 <--- X1_2	5,864	,165

### Model Fit Summary

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	66	349,003	340	,357	1,026
Saturated model	406	,000	0		
Independence model	28	1977,121	378	,000	5,230

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,035	,827	,793	,692
Saturated model	,000	1,000		
Independence model	,214	,230	,173	,215

#### Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	,823	,804	,995	,994	,994
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,899	,741	,894
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

### NCP

Model	NCP	LO 90	HI 90
Default model	9,003	,000	57,286
Saturated model	,000	,000	,000
Independence model	1599,121	1463,705	1742,010

### FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	3,035	,078	,000	,498
Saturated model	,000	,000	,000	,000
Independence model	17,192	13,905	12,728	15,148

### RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,015	,000	,038	,998
Independence model	,192	,183	,200	,000

### AIC

Model	AIC	BCC	BIC	CAIC
Default model	481,003	525,515	662,740	728,740
Saturated model	812,000	1085,814	1929,958	2335,958
Independence model	2033,121	2052,004	2110,221	2138,221

### ECVI

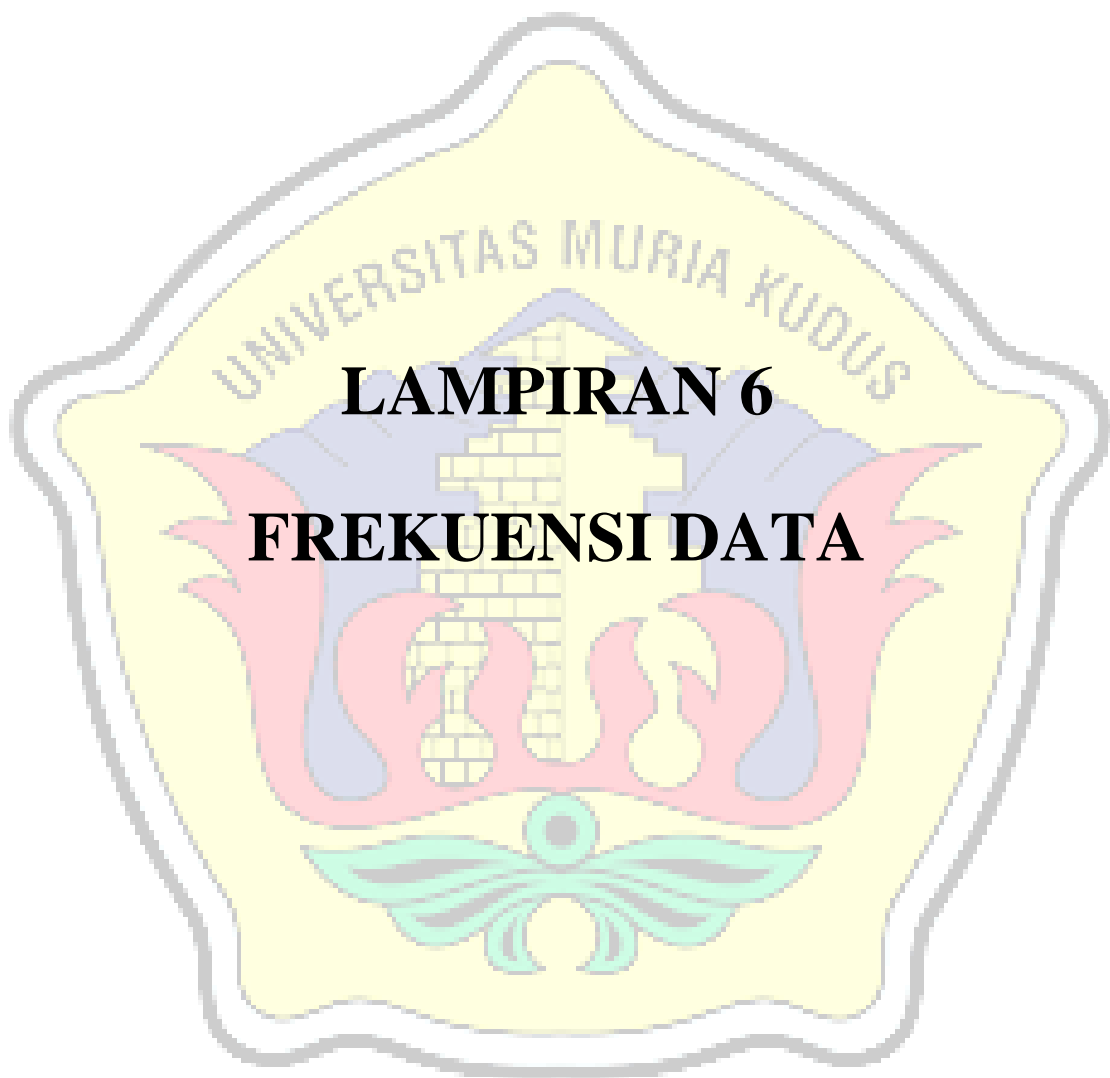
Model	ECVI	LO 90	HI 90	MECVI
Default model	4,183	4,104	4,602	4,570
Saturated model	7,061	7,061	7,061	9,442

Model	ECVI	LO 90	HI 90	MECVI
Independence model	17,679	16,502	18,922	17,844

### HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	127	133
Independence model	25	26





**FREKUENSI IDENTITAS RESPONDEN****Statistics**

		Jenis Kelamin	Usia	lama kerja	Tingkat Pendidikan
N	Valid	116	116	116	116
	Missing	0	0	0	0

**Frequency Table****Jenis Kelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	43	37.1	37.1	37.1
	Perempuan	73	62.9	62.9	100.0
	Total	116	100.0	100.0	

**Usia**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25 - 30 th	3	2.6	2.6	2.6
	31 - 35 th	38	32.8	32.8	35.3
	36 - 40 th	50	43.1	43.1	78.4
	> 40 th	25	21.6	21.6	100.0
	Total	116	100.0	100.0	

**lama kerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 s/d 5 tahun	21	18.1	18.1	18.1
	> 5 tahun	95	81.9	81.9	100.0
	Total	116	100.0	100.0	



### Tingkat Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA/SMK	9	7.8	7.8	7.8
	Diploma / D3	66	56.9	56.9	64.7
	Sarjana / S1	41	35.3	35.3	100.0
	Total	116	100.0	100.0	

### FREKUENSI VARIABEL BUDAYA ORGANISASI

#### Statistics

		X1_1	X1_2	X1_3	X1_4	X1_5	Budaya Organisasi
N	Valid	116	116	116	116	116	116
	Missing	0	0	0	0	0	0
Mean		3.58	3.72	3.83	3.66	3.81	18.60
Median		4.00	4.00	4.00	4.00	4.00	19.00
Mode		4	4	4	4	4	18
Sum		415	432	444	425	442	2158

#### Frequency Table

#### X1\_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	8.6	8.6	8.6
	3	38	32.8	32.8	41.4
	4	59	50.9	50.9	92.2
	5	9	7.8	7.8	100.0
	Total	116	100.0	100.0	

**X1\_2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	6.9	6.9	6.9
	3	32	27.6	27.6	34.5
	4	60	51.7	51.7	86.2
	5	16	13.8	13.8	100.0
	Total	116	100.0	100.0	

**X1\_3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.9	.9	.9
	2	6	5.2	5.2	6.0
	3	30	25.9	25.9	31.9
	4	54	46.6	46.6	78.4
	5	25	21.6	21.6	100.0
	Total	116	100.0	100.0	

**X1\_4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.7	1.7	1.7
	2	4	3.4	3.4	5.2
	3	44	37.9	37.9	43.1
	4	47	40.5	40.5	83.6
	5	19	16.4	16.4	100.0
	Total	116	100.0	100.0	

**X1\_5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	6.9	6.9	6.9
	3	25	21.6	21.6	28.4
	4	64	55.2	55.2	83.6
	5	19	16.4	16.4	100.0
	Total	116	100.0	100.0	

**Budaya Organisasi**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	1	.9	.9	.9
	11	3	2.6	2.6	3.4
	12	2	1.7	1.7	5.2
	13	6	5.2	5.2	10.3
	14	2	1.7	1.7	12.1
	15	3	2.6	2.6	14.7
	16	4	3.4	3.4	18.1
	17	15	12.9	12.9	31.0
	18	20	17.2	17.2	48.3
	19	12	10.3	10.3	58.6
	20	13	11.2	11.2	69.8
	21	11	9.5	9.5	79.3
	22	13	11.2	11.2	90.5
	23	7	6.0	6.0	96.6
	24	3	2.6	2.6	99.1
	25	1	.9	.9	100.0
	Total	116	100.0	100.0	

## FREKUENSI VARIABEL KOMUNIKASI INTERNAL

### Statistics

		X2_6	X2_7	X2_8	X2_9	X2_10	X2_11	X2_12	Komunikasi Internal
N	Valid	116	116	116	116	116	116	116	116
	Missing	0	0	0	0	0	0	0	0
Mean		3.82	3.78	3.79	3.85	4.18	3.97	4.14	27.54
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00	28.00
Mode		4	4	4	4	5	4	4	30 <sup>a</sup>
Sum		443	439	440	447	485	461	480	3195

a. Multiple modes exist. The smallest value is shown

### Frequency Table

#### X2\_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.3	4.3	4.3
	3	34	29.3	29.3	33.6
	4	54	46.6	46.6	80.2
	5	23	19.8	19.8	100.0
	Total	116	100.0	100.0	

#### X2\_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.9	.9	.9
	2	6	5.2	5.2	6.0
	3	25	21.6	21.6	27.6
	4	69	59.5	59.5	87.1
	5	15	12.9	12.9	100.0
	Total	116	100.0	100.0	

**X2\_8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	6.9	6.9	6.9
	3	28	24.1	24.1	31.0
	4	60	51.7	51.7	82.8
	5	20	17.2	17.2	100.0
	Total	116	100.0	100.0	

**X2\_9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.9	.9	.9
	2	1	.9	.9	1.7
	3	29	25.0	25.0	26.7
	4	68	58.6	58.6	85.3
	5	17	14.7	14.7	100.0
	Total	116	100.0	100.0	

**X2\_10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.3	4.3	4.3
	3	26	22.4	22.4	26.7
	4	28	24.1	24.1	50.9
	5	57	49.1	49.1	100.0
	Total	116	100.0	100.0	

**X2\_11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	3.4	3.4	3.4
	3	17	14.7	14.7	18.1
	4	73	62.9	62.9	81.0
	5	22	19.0	19.0	100.0
	Total	116	100.0	100.0	

**X2\_12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.9	.9	.9
	2	2	1.7	1.7	2.6
	3	20	17.2	17.2	19.8
	4	50	43.1	43.1	62.9
	5	43	37.1	37.1	100.0
	Total	116	100.0	100.0	

**Komunikasi Internal**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	1	.9	.9	.9
	16	1	.9	.9	1.7
	17	1	.9	.9	2.6
	18	2	1.7	1.7	4.3
	19	1	.9	.9	5.2
	20	1	.9	.9	6.0
	21	1	.9	.9	6.9
	22	3	2.6	2.6	9.5
	23	4	3.4	3.4	12.9
	24	12	10.3	10.3	23.3
	25	7	6.0	6.0	29.3
	26	12	10.3	10.3	39.7
	27	8	6.9	6.9	46.6
	28	8	6.9	6.9	53.4
	29	8	6.9	6.9	60.3
	30	13	11.2	11.2	71.6
	31	9	7.8	7.8	79.3

	32	13	11.2	11.2	90.5
	33	9	7.8	7.8	98.3
	34	2	1.7	1.7	100.0
	Total	116	100.0	100.0	

### FREKUENSI VARIABEL PUNISHMENT

#### Statistics

		X3_13	X3_14	X3_15	X3_16	X3_17	Punishment
N	Valid	116	116	116	116	116	116
	Missing	0	0	0	0	0	0
Mean		3.63	3.76	3.90	3.80	3.97	19.05
Median		4.00	4.00	4.00	4.00	4.00	19.00
Mode		4	4	4	4	4	19 <sup>a</sup>
Sum		421	436	452	441	460	2210

a. Multiple modes exist. The smallest value is shown

#### Frequency Table

##### X3\_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	7.8	7.8	7.8
	3	40	34.5	34.5	42.2
	4	52	44.8	44.8	87.1
	5	15	12.9	12.9	100.0
	Total	116	100.0	100.0	

**X3\_14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	8.6	8.6	8.6
	3	26	22.4	22.4	31.0
	4	62	53.4	53.4	84.5
	5	18	15.5	15.5	100.0
	Total	116	100.0	100.0	

**X3\_15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	6.0	6.0	6.0
	3	33	28.4	28.4	34.5
	4	41	35.3	35.3	69.8
	5	35	30.2	30.2	100.0
	Total	116	100.0	100.0	

**X3\_16**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	6.9	6.9	6.9
	3	31	26.7	26.7	33.6
	4	53	45.7	45.7	79.3
	5	24	20.7	20.7	100.0
	Total	116	100.0	100.0	

**X3\_17**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	5.2	5.2	5.2
	3	31	26.7	26.7	31.9
	4	40	34.5	34.5	66.4



	5	39	33.6	33.6	100.0
	Total	116	100.0	100.0	

### Punishment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12	4	3.4	3.4	3.4
	13	6	5.2	5.2	8.6
	14	4	3.4	3.4	12.1
	15	6	5.2	5.2	17.2
	16	6	5.2	5.2	22.4
	17	7	6.0	6.0	28.4
	18	13	11.2	11.2	39.7
	19	14	12.1	12.1	51.7
	20	12	10.3	10.3	62.1
	21	14	12.1	12.1	74.1
	22	14	12.1	12.1	86.2
	23	6	5.2	5.2	91.4
	24	7	6.0	6.0	97.4
	25	3	2.6	2.6	100.0
Total		116	100.0	100.0	

### FREKUENSI VARIABEL KETERIKATAN PARAMEDIS

#### Statistics

		Y1_18	Y1_19	Y1_20	Y1_21	Keterikatan Paramedis
N	Valid	116	116	116	116	116
	Missing	0	0	0	0	0
Mean		3.66	3.75	3.71	3.77	14.88
Median		4.00	4.00	4.00	4.00	15.00
Mode		4	4	4	4	15
Sum		424	435	430	437	1726

### Frequency Table

#### Y1\_18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	13	11.2	11.2	11.2
	3	33	28.4	28.4	39.7
	4	51	44.0	44.0	83.6
	5	19	16.4	16.4	100.0
	Total	116	100.0	100.0	

#### Y1\_19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	7.8	7.8	7.8
	3	29	25.0	25.0	32.8
	4	60	51.7	51.7	84.5
	5	18	15.5	15.5	100.0
	Total	116	100.0	100.0	

#### Y1\_20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.9	.9	.9
	2	9	7.8	7.8	8.6
	3	29	25.0	25.0	33.6
	4	61	52.6	52.6	86.2
	5	16	13.8	13.8	100.0
	Total	116	100.0	100.0	

#### Y1\_21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.9	.9	.9
	2	3	2.6	2.6	3.4

	3	35	30.2	30.2	33.6
	4	60	51.7	51.7	85.3
	5	17	14.7	14.7	100.0
	Total	116	100.0	100.0	

### Keterikatan Paramedis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7	1	.9	.9	.9
	9	3	2.6	2.6	3.4
	10	7	6.0	6.0	9.5
	11	5	4.3	4.3	13.8
	12	4	3.4	3.4	17.2
	13	7	6.0	6.0	23.3
	14	14	12.1	12.1	35.3
	15	23	19.8	19.8	55.2
	16	20	17.2	17.2	72.4
	17	17	14.7	14.7	87.1
	18	8	6.9	6.9	94.0
	19	6	5.2	5.2	99.1
	20	1	.9	.9	100.0
	Total	116	100.0	100.0	

### FREKUENSI VARIABEL KINERJA PARAMEDIS

#### Statistics

		Y2_22	Y2_23	Y2_24	Y2_25	Y2_26	Y2_27	Y2_28	Kinerja Paramedis
N	Valid	116	116	116	116	116	116	116	116
	Missing	0	0	0	0	0	0	0	0
Mean		3.71	3.65	3.58	3.77	3.84	3.79	3.76	26.09
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00	27.00
Mode		4	4	4	4	4	4	4	26
Sum		430	423	415	437	446	440	436	3027

### Frequency Table

#### Y2\_22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.9	.9	.9
	2	7	6.0	6.0	6.9
	3	26	22.4	22.4	29.3
	4	73	62.9	62.9	92.2
	5	9	7.8	7.8	100.0
	Total	116	100.0	100.0	

#### Y2\_23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	6.9	6.9	6.9
	3	32	27.6	27.6	34.5
	4	69	59.5	59.5	94.0
	5	7	6.0	6.0	100.0
	Total	116	100.0	100.0	

#### Y2\_24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	18	15.5	15.5	15.5
	3	32	27.6	27.6	43.1
	4	47	40.5	40.5	83.6
	5	19	16.4	16.4	100.0
	Total	116	100.0	100.0	

#### Y2\_25

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	4	3.4	3.4	3.4
	3	31	26.7	26.7	30.2
	4	69	59.5	59.5	89.7
	5	12	10.3	10.3	100.0
	Total	116	100.0	100.0	

**Y2\_26**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	7.8	7.8	7.8
	3	22	19.0	19.0	26.7
	4	63	54.3	54.3	81.0
	5	22	19.0	19.0	100.0
	Total	116	100.0	100.0	

**Y2\_27**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.6	2.6	2.6
	3	27	23.3	23.3	25.9
	4	77	66.4	66.4	92.2
	5	9	7.8	7.8	100.0
	Total	116	100.0	100.0	

**Y2\_28**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.3	4.3	4.3
	3	28	24.1	24.1	28.4
	4	73	62.9	62.9	91.4
	5	10	8.6	8.6	100.0
	Total	116	100.0	100.0	

### Kinerja Paramedis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16	3	2.6	2.6	2.6
	17	1	.9	.9	3.4
	18	3	2.6	2.6	6.0
	19	5	4.3	4.3	10.3
	20	4	3.4	3.4	13.8
	21	4	3.4	3.4	17.2
	22	3	2.6	2.6	19.8
	23	2	1.7	1.7	21.6
	24	6	5.2	5.2	26.7
	25	5	4.3	4.3	31.0
	26	18	15.5	15.5	46.6
	27	12	10.3	10.3	56.9
	28	16	13.8	13.8	70.7
	29	12	10.3	10.3	81.0
	30	10	8.6	8.6	89.7
	31	8	6.9	6.9	96.6
	32	2	1.7	1.7	98.3
33	1	.9	.9	99.1	
35	1	.9	.9	100.0	
Total		116	100.0	100.0	