BAB V

KESIMPULAN DAN SARAN

5.1 Kesimpulan

Berdasarkan hasil analisis dan pembahasan data di CV.SEHATI WONOGIRI, penulis memperoleh kesimpulan yang dapat diambil dari penelitian megenai pengaruh pengembangan karir, motivasi, pemberdayaan, pengakuan dan penghargaan, dan kepuasan kerja terhadap kesetiaan kerja sebagai berikut:

1. Dari pengujian hipotesis pertama menunjukkan bahwa kepuasan kerja mempunyai pengaruh signifikan terhadap kesetiaan kerja pada karyawan CV SEHATI WONOGIRI.

2. Dari pengujian hipotesis kedua menunjukan bahwa pengembangan karir mempunyai pengaruh tidak signifikan terhadap kepuasan kerja pada karyawan CV SEHATI WONOGIRI.

3. Dari pengujian hipotesis ketiga menunjukan bahwa motivasi mempunyai pengaruh tidak signifikan terhadap kepuasan kerja pada karyawan CV SEHATI WONOGIRI.

4. Dari pengujian hipotesis keempat menunjukan pemberdayaan mempunyai pengaruh signifikan terhadap kepuasan kerja pada karyawan CV SEHATI WONOGIRI.

5. Dari pengujian hipotesis kelima menunjukan bahwa pengakuan dan penghargaan mempunyai pengaruh signifikan terhadap kepuasan kerja pada karyawan CV SEHATI WONOGIRI.

5.2 Keterbatasan penelitian

Penelitian ini telah diusahakan dan dilaksanakan sesuai dengan prosedur ilmiah, namun demikian masih memiliki keterbatasan yaitu:

1. Adanya jarak yang ditempuh ke lokasi penelitian yang berlokasi di Wonogiri.

2. Banyaknya karyawan yang memiliki pendidikan menengah ke bawah jadi mengalami kesulitan pada saat pengisian kuisioner.

5.3 Saran

Berdasarkan pembahasan dan kesimpulan diatas, maka saran yang bisa diajukan dalam penelitian yaitu:

1. Saran praktis

   a. Perlunya keseuaian antara pekerjaan dengan keahlian yang dimiliki oleh karyawan dan menanggapi dengan positif sehingga tercapainya kesetiaan kerja oleh karyawan CV.SEHATI Wonogiri.

   b. Pimpinan CV.SEHATI Wonogiri sebaiknya mengerti apa yang dibutuhkan para karyawan dan mengetahui keinginan-keinginan apa yang membuat karyawan merasa puas sehingga dapat menciptakan kesetiaan kerja.

2. Saran untuk peneliti selanjutnya

   Untuk peneliti selanjutnya, diharapkan melakukan penelitian di lebih dari satu perusahaan sehingga mendaptkan data yang beragam dan mendapatkan kecukupan sampel.

DAFTAR PUSTAKA

Allen, N.J. and Grisaffe, D.B. (2001), "Employee commitment to the organization and customer reactions mapping the linkages", *Human Resource Management Review*, Vol. 11, pp. 209-36

Akmal dan umar. (2015), The Effect of Motivation and Career Development Against Employees' Performance and Job Satisfaction of the Governor Office South Sulawesi Province, Indonesia. *International Journal of Management Sciences* Vol. 5, No. 9, 2015, 628-638

Becker, T.E., Randal, D.M. and Riegel, C.D. (1995), "The multidimensional view of commitment and theory of reasoned action: a comparative evaluation", *Journal of Management*, Vol. 21 No. 4, pp. 617-38.

Chen,C.F. (2006),''Short report job satisfaction, organizational commitment, and flight attendants trunover intention: a note'' *Journal of Air Transport Management*, Vol. 12. Pp 274-6.

Cronin SN, Becherer D. Recognition of staff nurse job performance: staff and manager perceptions. J NursAdm 1999 Jan;29(1):26-31.

Cole, Shawn, and Kartini Shastry, 2009, Smart money: The ect of education, cognitive ability, and nancial literacy on nancial market participation, Working paper no. 09-071, Harvard Business School

Dessler, Gary, (2007), Manajemen Sumber Daya Manusia, Edisi kesepuluh bahasa Indonesia, PT. Indeks, Jakarta.

Etzioni, A. (1961), a Comparative Analysis of Complex Organizations: On Power, Involvement, And Their Correlates, the Free Press, New York, NY

Garcia-Bernal, J., Gargallo-Castel, A., Marzo-Navarro, M. and Rivera-Torres, P. (2005), "Job satisfaction: empirical evidence of gender differences", *Women in Management Review*, Vol. 20 No. 4, pp. 279-88.

Giyatiningrum, 2000, Manajemen Karir: Upaya Mencapai Kesuksesan Karir, Usahawan, no.07, Th XXIX

Flynn, G. (1998). Is your recognition program understood? Workforce, 77(7), 30-35.

Fosam, E.B., Grimsley, M.F.J., and Wiaher, S.J, (1998), Exploring models for employee satisfaction; wiht Particular reference to a police force. *Total Quality Management*, Vol.9, No.2 and 3, pp. 235-47.

Freedman, M. S. (1978). Some Determinants of Compensation Decisions. The Academy of Management. 21397-409.

Gorge, Jenifer M, Gareth R, (2002), Organizational Bhavior, Third Editiont, Prentice Hall, New York.

Hasibuan, Malayu SP. (1977). Manajemen Sumber Daya Manusi. Cetakan Kelima Belas. Jakarta. PT. Bumi Aksara

Hass, M.R. (2010), "The double-edged swords of autonomy and external knowledge: analyzing Team effectiveness in a multinational organization", *The Academy of Management Journal*, Vol.53, p.989-1008.

Hales, C. Dan Klidas, A. (1998), "Empowerment in five-star hotels :choice, voiceor rhetoric", international *Journal of Contemporary Hospitally Management*, Vol.10 No.3, pp.88-95.

Helms, M. M. (2006)."Theory X and Theory,"Encyclopedia of Management Education.Retrieved November 1, 2008 from http://www.enotes.com/management-encyclopedia/ theory-x-theory-y

Kalleberg, A.L. (1977). Work Values and Job Reward: A Theory of Job Satisfaction. American Sociological Review, 42: 124–43.

Ismail, A., Daud, N.G., & Madrah, H. (2011). Relationship between career program characteristics and job satisfaction in a city based local authority. Scientific Annals of the "Alexandru Ioan Cuza" University of Iasi, Economic Sciences section The Romanian Economic Journal, LVIII, 269-280

Koesmono, 2005, Pengaruh Budaya Organisasi Terhadap Motivasi dan Kepuasan Kerja, serta Kinerja Karyawan pada Sub Sektor Industri Pengolahan Kayu Ekspor di Jawa Timur, Program Pasca Sarjana Universitas Airlangga, Surabaya.

Lewin, K. (1951), Field Theory in Social Science, Harper dan Row, New York, NY.

Locke, E. (1976), "The Nature and Causes of Job Satisfaction, in Handbook of Industrial and Organizational Psychology Edited by M.D. Dunnette (Chicago: Rand McNally, 1976), pp. 901-969.

Luthans, Fred, (1995), Organizational Behavior, Seven Edition, McGraw Hill, Inc, New York.

Luthans, F. (1998). Organizational Behavior. 8th ed. Boston: Irwin McGraw-Hill

Mawadha dan Hesty (2015). Pengaruh Pengembangan Karier Terhadap Kepuasan Kerja Karyawan (Studi Kasus Di Pt. Pelabuhan Indonesia Ii (Persero) Cabang Cirebon). *Journal Manageman buissnes*,. Vol 1, No 1, Januari 2015,. Issn; 2087-3077.

Mathieu, J.E. and Zajac, D.M. (1990), "A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment", Psychological Bulletin, Vol. 108 No. 2, pp. 171-94.

McCusker, D., &Wolfman, I. (1998).Loyalty in the eyes of employers and employees.Work-force, 77 (11), 12-14.

McCusker, D., dan Wolfman, I. (1998). Loyalty in the eyes of employers and employees. Work-force, 77 (11), 12-14.

Menon, S.T. (1995), Employee Empowerment: Definition, Measurement and Construct Validation, McGill University, Canada

Milette, V., Dan Gagne, M., 2008, Designing volunteers' tasks to maximize motiovation, satisfaction and performance: The impact of job characteristics on the outcomes of volunteer involvement, Motivation and Emotion, 32, pp 11-22.

Maurer, R. (2001), "Building a foundation for change", Journal for Quality & Participation, Vol. 24 No. 3, pp. 38-9.

Putu Yeni Haryani (2013). Korelasi antara Pengembangan Karir dengan Motivasi Kerja dan Keinginan Untuk Pensiun Dini. Jurnal Buletin Studi Ekonomi, Vol. 18, 190 No. 2, Agustus 2013. Fakultas Ekonomi Universitas Udayana. Bali

Robbins, Stephen P, 2001, Perilaku Organisasi, Edisi Bahasa Indonesia, PT. Prendhallindo, Jakarta.

Robbins, S. P, (2005) Organizational Behavior, 11 th ed., Pearson Preatice Hall, New Jersey.

Smerek Ryan E, dan Peterson, Marvin. 2007. Examining Herzberg's Theory: Improving Job Satisfaction Among Non-Academic Employees at A Universitry, *Journal Research in Higher Education,* Vol. 48, no. 2, pp. 229-250.

Solomon, C.M. (1992). The Loyalty factor, Personnel Journal, 52-62.

Titus A, dan Dominicus (2017). Pengaruh pemberdayaan karyawan DAN LINGKUNGAN TEMPAT dan lingkungan tempat terhadap kepuasan kerja dan loyalitas kerja karyawan pada perusahaan UKM di Surabaya dan Madura.

Jurnal Ilmiah Mahasiswa Manajemen Vol 6 no 2 Desember 2017

Usman. (2010). Impact of Reward and Recognition on Job Satisfaction and Motivation: An Empirical Study from Pakistan. *International Journal of Business and Managemant.* Vol.5, No.2, 2010.

Waqas A, Umair B, Muhammad F.S, Hafiz M.A, Imitiaz H, Wakasa anjum, Muhammad A.A, Rizwan A, (2014). Factors Influencing Job

Satisfaction and Its Impact on Job Loyalty. *International Journal of Learning & Development.* Vol. 4, No. 2. ISSN 2164-4063. 2014

Walker, R.M., and G.A. Boyne, (2005), Public Management Reform and Organizational Performance: An Empirical Assessment of the UK Labor Government‟s Public Service Improvement Strategy. Working Paper, Center for Local and Regional Government Research, Cardiff University

Wilson, T. B. (1994). Innovative reward systems for the changing workplace. United States of America: R.R. Donnelley & Sons Company.

Yoon, J. C., and J.L. Perry, (2012), Intrinsic motivation and employee attitude: Role of managerial trustworthiness, goal directdness, and extrinsic reward expectancy.

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

<u>**KUESIONER**</u>

Data Responden:

1) Nama responden*:……………………

   (*kerahasiaan responden akan dijamin dalam penelitian ini)

2) Usia:……. Tahun

3) Pendidikan terakhir (beri tanda √ pada pilihan anda) :

   - SD   ☐
   - SMP/Sederajat   ☐
   - SMA/SMK/Sederajat   ☐
   - Diploma   ☐
   - Sarjana   ☐
   - Magister   ☐
   - Doktor   ☐

4) Posisi jabatan:…………………………….

5) Lama bekerja di perusahaan ini:…………. Tahun

<u>**Petunjuk pengisian:**</u>

Berilah jawaban anda pada pertanyaan-pertanyaan berikut ini dengan cara memberi tanda (√) pada salah satu kolom yang tersedia sesuai dengan pendapat anda dan berdasarkan pada apa yang anda rasakan. Berikan pendapat anda sesuai kriteria sebagai berikut:

STS = Sangat Tidak Setuju

TS = Tidak Setuju

CS = Cukup Setuju

S = Setuju

SS = Sangat Setuju

1. Kesetianan Kerja

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya selalu berusaha untuk meningkatkan kinerja saya demi perusahaan					
2	Saya tetap akan bertahan bekerja untuk mencapai tujuan perusahaan.					
3	Saya selalu mematuhi peraturan yang di terapkan perusahaan.					

2. Kepuasan Kerja

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya rasa pekerjaan saya menarik.					
2	Saya menyukai pekerjaan saya.					
3	Saya menyukai lingkungan pekerjaan saya.					
4	Saya merasakan emosi positif dari pekerjaan saya.					

3. <u>Pengembangan Karir</u>

No	Pertanyaan	STS	TS	CS	S	SS
1	Proses kenaikan jabatan di perusahaan terbuka bagi siapa saja yang berpotensi tanpa diskriminasi.					
2	Perusahaan menyediakan peluang karir bagi karyawan					
3	Perusahaan memberi perhatian terhadap pengembanganb karir karyawan					
4	Saya merasa senang terhadap pengembangan karir yang ada di perusahaan ini					

4. <u>Motivasi</u>

No	Pertanyaan	STS	TS	CS	S	SS
1	saya selalu merasa termotivasi dalam menjalankan tugas atau pekerjaan saya.					
2	Saya bertanggung jawab penuh atas pekerjaan saya.					
3	Saya selalu berusaha bekerja semaksimal mungkin disetiap pekerjaan yang diberikan					
4	Saya merasa tertantang untuk menyelesaikan tugas yang diberikan.					

5. Pemberdayaan

No	Pertanyaan	STS	TS	CS	S	SS
1	Setiap karyawan diberi kesempatan untuk memanfaatkn potensi diri untuk mendukung pencapaian tujuan organisasi.					
2	Perushaan ini memfasilitasi karyawan untuk mengembangkan potensi diri.					

6. Pengakuan dan Penghargaan

No	Pertanyaan	STS	TS	CS	S	SS
1	Pihak perusahaan peduli atas prestasi yang saya capai.					
2	perusahaan memberikan penghargaan apabila ada karyawan yang menjalani tugas pekerjaan dengan memuaskan.					
3	Perusahaan memberikan pujian atas pekerjaan yang telah saya lakukan dengan hasil yaang baik.					

Lampiran 2. Surat permohonan izin pengambilan data

Lampiran 3. Tabel Tabulasi

	KK1	KK2	KK3	KEP1	KEP2	PK1	PK2	M3	M4	P1	P2	PP1	PP2	PP3
1	4	4	3	4	4	4	5	5	5	5	5	4	4	4
2	4	4	4	4	4	4	4	5	5	5	5	4	4	4
3	4	4	4	5	5	4	4	4	4	4	4	4	4	5
4	2	3	3	2	2	3	3	2	5	4	4	4	4	4
5	3	3	3	4	4	4	4	5	5	4	4	4	5	5
6	4	5	5	4	4	4	4	5	5	4	4	5	5	5
7	4	5	5	4	4	4	4	4	5	4	5	4	4	5
8	4	4	5	5	5	4	5	4	4	4	4	4	4	5
9	4	3	4	5	5	4	4	3	3	4	4	5	5	5
10	5	5	4	4	4	5	5	3	3	5	5	4	4	4
11	4	4	4	3	3	5	5	3	3	4	4	4	4	4
12	5	4	5	3	3	5	5	3	4	4	4	4	4	4
13	5	4	4	3	3	5	4	4	4	4	4	4	4	4
14	5	5	5	5	5	5	5	5	5	5	5	5	5	5
15	3	3	3	5	5	3	4	4	4	4	4	3	3	3
16	4	4	4	3	3	3	3	4	5	5	4	5	5	4
17	4	4	4	3	3	3	4	4	4	4	5	4	5	5
18	4	4	4	4	5	5	5	4	4	4	4	4	3	4
19	4	4	4	5	5	4	4	5	5	4	4	4	4	4
20	4	4	4	4	4	4	4	4	3	4	4	4	4	4
21	5	5	5	4	5	5	4	4	5	5	5	4	5	5
22	3	3	4	4	4	4	4	5	5	5	5	4	4	4
23	4	4	5	4	4	4	5	4	5	4	5	4	5	4
24	4	5	5	5	5	4	5	4	5	5	5	5	4	5
25	5	5	5	4	4	4	4	4	5	5	5	5	5	5
26	5	5	5	4	5	4	5	5	5	4	4	4	4	4
27	3	3	3	4	4	4	4	4	4	4	4	4	4	4
28	4	4	5	4	4	4	5	4	4	5	5	4	4	5
29	4	4	4	5	5	4	4	4	5	5	5	4	4	5
30	4	5	5	4	4	4	5	5	4	4	4	5	5	5
31	4	4	4	5	5	4	4	5	5	5	4	4	4	4
32	4	4	5	5	5	4	4	5	5	5	4	4	5	5
33	4	4	4	5	5	5	5	5	5	4	4	5	5	4
34	5	5	5	4	4	4	5	5	5	5	5	4	4	4
35	5	5	5	4	4	4	4	4	4	5	4	4	5	5
36	4	5	5	4	4	4	4	5	5	5	5	4	4	4
37	5	5	5	4	4	4	5	4	4	5	5	4	5	5
38	4	4	4	5	5	5	4	4	4	5	5	4	4	4

	KK1	KK2	KK3	KEP1	KEP2	PK1	PK2	M3	M4	P1	P2	PP1	PP2	PP3
39	5	5	5	4	4	5	5	5	5	4	4	5	5	5
40	4	4	4	5	5	4	4	4	5	4	4	5	5	5
41	4	5	5	5	5	5	4	4	4	4	4	5	5	5
42	3	3	3	4	4	3	3	4	4	4	4	4	4	4
43	4	5	5	4	4	5	5	5	5	5	5	5	5	5
44	5	5	5	4	4	4	5	5	5	5	5	5	5	5
45	4	4	4	5	5	4	4	5	5	4	5	4	4	4
46	4	4	4	4	5	4	4	4	4	4	5	5	5	5
47	4	4	4	4	5	4	4	4	4	4	4	4	4	5
48	4	4	5	5	5	4	5	4	4	5	5	4	4	4
49	5	5	5	4	4	4	4	5	5	5	5	4	4	5
50	4	4	5	4	4	4	4	5	5	4	4	4	4	4
51	4	4	3	4	4	4	4	4	5	5	5	4	4	4
52	4	4	4	4	4	4	5	4	4	5	4	4	5	5
53	4	4	4	5	5	4	4	4	5	5	5	4	4	4
54	2	3	3	4	4	4	5	5	4	5	5	4	5	5
55	3	3	3	5	5	4	4	5	4	5	5	4	5	5
56	4	5	5	5	5	4	4	5	5	4	4	5	5	5
57	4	5	5	5	5	5	5	5	5	4	4	5	4	4
58	4	4	5	4	4	4	5	5	5	5	5	5	5	5
59	4	3	4	4	4	4	4	4	5	4	5	4	5	5
60	5	5	4	4	4	4	4	5	4	4	5	5	4	4
61	4	4	4	4	4	4	5	4	4	4	4	4	5	5
62	5	4	5	5	5	5	4	4	4	5	5	4	4	5
63	5	4	4	4	4	5	5	5	5	5	5	4	4	4
64	5	5	5	5	5	5	4	4	5	4	4	4	5	5
65	3	3	3	4	4	3	3	4	5	5	5	4	3	4
66	4	4	4	4	4	5	5	5	5	5	5	5	4	4
67	4	4	4	4	4	4	5	5	5	5	5	5	4	4
68	4	4	4	5	5	4	4	5	5	4	5	4	5	5
69	4	4	5	4	5	4	4	4	4	4	5	5	4	4
70	4	4	4	4	5	4	4	4	4	4	4	4	5	4
71	4	5	5	5	5	4	5	4	4	5	5	4	4	5
72	4	4	4	4	4	4	4	5	5	5	5	4	4	5
73	4	4	5	4	4	4	4	5	4	5	5	4	4	4
74	4	4	4	4	4	4	4	4	4	5	5	4	4	4
75	5	5	5	4	4	4	5	4	4	4	4	4	4	5
76	5	5	5	4	4	4	4	5	5	4	4	4	4	4
77	4	5	5	5	4	4	4	5	5	4	4	4	5	5
78	5	5	5	4	4	4	4	4	5	4	4	5	5	5

	KK1	KK2	KK3	KEP1	KEP2	PK1	PK2	M3	M4	P1	P2	PP1	PP2	PP3
79	4	4	4	4	4	4	5	4	5	4	5	4	4	5
80	5	5	5	5	5	4	4	4	5	4	4	4	4	5
81	4	4	4	4	4	4	5	5	5	4	4	5	5	5
82	4	5	5	4	5	4	4	5	4	5	5	4	4	4
83	3	3	3	4	5	4	4	5	4	4	4	4	4	4
84	4	4	4	4	5	5	5	5	4	4	4	4	4	4
85	4	4	4	5	4	4	5	5	5	4	4	4	4	4
86	4	4	4	4	4	4	4	4	5	5	5	4	4	4
87	4	4	4	5	4	4	4	5	5	5	5	4	4	4
88	5	5	5	5	4	4	5	4	4	4	4	4	4	5
89	3	3	4	5	2	3	3	2	5	4	4	4	4	4
90	4	4	5	4	4	4	4	5	5	4	4	4	5	5
91	4	5	5	4	4	4	4	5	5	4	4	5	5	5
92	5	5	5	4	4	4	4	4	5	4	5	4	4	5
93	5	5	5	4	5	4	5	4	4	4	4	4	4	5
94	3	3	3	4	5	4	4	3	3	4	4	5	5	5
95	4	4	5	5	4	5	5	3	3	5	5	4	4	4
96	4	4	4	4	4	5	5	3	3	4	4	4	4	4
97	4	5	5	5	4	5	5	3	4	4	4	4	4	4
98	4	4	4	5	4	5	4	4	4	4	4	4	4	4
99	4	5	5	4	5	5	5	5	5	5	5	5	5	5
100	5	5	5	4	4	3	4	4	4	4	4	3	3	3
101	4	4	4	5	4	3	3	4	5	5	4	5	5	4
102	5	5	5	4	5	3	4	4	4	4	5	4	5	5
103	4	4	4	5	5	5	5	4	4	4	4	4	3	4
104	4	5	5	5	5	4	4	5	5	4	4	4	4	4
105	3	3	3	4	5	4	4	4	4	4	4	4	4	5
106	4	5	5	4	5	4	5	4	4	5	5	4	4	4
107	5	5	5	4	4	4	4	5	5	5	5	4	4	5
108	4	4	4	5	4	4	4	5	5	4	4	4	4	4
109	4	4	4	4	4	4	4	4	5	5	5	4	4	4
110	4	4	4	4	4	4	5	4	4	5	4	4	5	5
111	4	4	5	5	5	4	4	4	5	5	5	4	4	4
112	5	5	5	4	4	4	5	5	4	5	5	4	5	5
113	4	4	5	4	5	4	4	5	4	5	5	4	5	5
114	4	4	3	4	5	4	4	5	5	4	4	5	5	5
115	4	4	4	4	5	5	5	5	5	4	4	5	4	4
116	4	4	4	5	4	4	5	5	5	5	5	5	5	5
117	2	3	3	4	4	4	4	4	5	4	5	4	5	5
118	4	4	5	4	4	4	4	5	4	4	5	5	4	4

	KK1	KK2	KK3	KEP1	KEP2	PK1	PK2	M3	M4	P1	P2	PP1	PP2	PP3
119	4	4	3	4	4	4	5	5	5	5	5	5	5	5
120	4	4	4	4	4	4	4	4	5	4	5	4	5	5
121	4	4	5	5	5	4	5	4	4	4	4	4	4	5
122	4	3	4	5	5	4	4	3	3	4	4	5	5	5
123	5	5	4	4	4	5	5	3	3	5	5	4	4	4
124	4	4	4	4	4	5	5	3	3	4	4	4	4	4
125	5	4	5	4	4	5	5	3	4	4	4	4	4	4
126	5	4	4	4	4	5	4	4	4	4	4	4	4	4
127	5	5	5	5	5	5	5	5	5	5	5	5	5	5
128	3	3	3	4	4	3	4	4	4	4	4	3	3	3
129	4	4	4	4	4	3	3	4	5	5	4	5	5	4
130	4	4	4	5	5	3	4	4	4	4	5	4	5	5
131	4	4	4	4	5	5	5	4	4	4	4	4	3	4
132	4	4	4	5	5	4	4	5	5	4	4	4	4	4
133	4	4	4	4	4	4	4	4	3	4	4	4	4	4
134	5	5	5	4	5	5	4	4	5	5	5	4	5	5
135	3	3	4	4	4	4	4	5	5	5	5	4	4	4
136	4	4	4	5	4	4	5	5	5	4	4	4	4	4
137	4	4	4	4	4	4	4	4	5	5	5	4	4	4
138	4	4	4	5	4	4	4	5	5	5	5	4	4	4
139	5	5	5	5	4	4	5	4	4	4	4	4	4	5
140	3	3	4	5	2	3	3	2	5	4	4	4	4	4
141	4	4	5	4	4	4	4	5	5	4	4	4	5	5
142	4	5	5	4	4	4	4	5	5	4	4	5	5	5
143	5	5	5	4	4	4	4	4	5	4	5	4	4	5
144	5	5	5	4	5	4	5	4	4	4	4	4	4	5
145	3	3	3	4	5	4	4	3	3	4	4	5	5	5
146	4	4	5	5	4	5	5	3	3	5	5	4	4	4
147	4	4	4	4	4	5	5	3	3	4	4	4	4	4
148	4	5	5	5	4	5	5	3	4	4	4	4	4	4
149	4	4	4	5	4	5	4	4	4	4	4	4	4	4
150	4	5	5	4	5	5	5	5	5	5	5	5	5	5

Lampiran 4. Hasil Uji Validitas

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	150	100,0
	Excluded[a]	0	,0
	Total	150	100,0

a. Listwise deletion based on all variables in the
procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,628	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KEP1	4,31	,402	,461	.
KEP2	4,29	,316	,461	.

Lampiran 5. Uji Reliabilitas

Scale: ALL VARIABLES

Variabel KK

Case Processing Summary

		N	%
Cases	Valid	150	100,0
	Excluded[a]	0	,0
	Total	150	100,0

a. Listwise deletion based on all variables in the
procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,887	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	8,52	1,594	,746	,868
KK2	8,43	1,441	,841	,784
KK3	8,29	1,497	,755	,862

Scale: ALL VARIABLES
Variabel M

ase Processing Summary

		N	%
	Valid	150	100,0
Cases	Excluded[a]	0	,0
	Total	150	100,0

a. Listwise deletion based on all variables in the

procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,701	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
M3	4,44	,436	,543	.
M4	4,26	,529	,543	.

Scale: ALL VARIABLES
Variabel PK

Case Processing Summary

		N	%
	Valid	150	100,0
Cases	Excluded[a]	0	,0
	Total	150	100,0

a. Listwise deletion based on all variables in the

procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,718	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PK1	4,34	,333	,560	.
PK2	4,15	,319	,560	.

Scale: ALL VARIABLES
Variabel PP

Case Processing Summary

		N	%
	Valid	150	100,0
Cases	Excluded[a]	0	,0
	Total	150	100,0

a. Listwise deletion based on all variables in the

procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,772	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PP1	8,79	1,011	,501	,800
PP2	8,70	,695	,741	,528
PP3	8,56	,825	,600	,702

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,616
Bartlett's Test of Sphericity	Approx. Chi-Square	778,443
	df	91
	Sig.	,000

Communalities

	Initial	Extraction
KK1	1,000	,789
KK2	1,000	,871
KK3	1,000	,807
KEP1	1,000	,763
KEP2	1,000	,757
PK1	1,000	,749
PK2	1,000	,731
M3	1,000	,817
M4	1,000	,806
P1	1,000	,822
P2	1,000	,839
PP1	1,000	,645
PP2	1,000	,839
PP3	1,000	,764

Extraction Method: Principal

Component Analysis.

Total Variance Explained

Compone nt	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Varianc e	Cumulativ e %	Total	% of Variance	Cumulativ e %	Total	% of Variance	Cumulativ %
1	3,333	23,806	23,806	3,333	23,806	23,806	2,485	17,747	17,747
2	2,165	15,467	39,273	2,165	15,467	39,273	2,082	14,872	32,619
3	1,725	12,322	51,595	1,725	12,322	51,595	1,693	12,090	44,709
4	1,486	10,614	62,209	1,486	10,614	62,209	1,683	12,024	56,733
5	1,315	9,391	71,600	1,315	9,391	71,600	1,561	11,149	67,882
6	,975	6,964	78,564	,975	6,964	78,564	1,496	10,683	78,564
7	,675	4,819	83,384						
8	,557	3,976	87,360						
9	,436	3,115	90,475						
10	,371	2,647	93,122						
11	,311	2,219	95,340						
12	,265	1,896	97,236						
13	,211	1,505	98,741						
14	,176	1,259	100,000						

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component					
	1	2	3	4	5	6
KK1	,713					
KK2	,820					
KK3	,752					
KEP1				,732		
KEP2				,755		
PK1		-,508				
PK2						
M3						
M4		,615				
P1			,673			
P2			,665			
PP1						
PP2		,574	-,505			
PP3	,515					

Extraction Method: Principal Component Analysis.
a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
KK1	,863					
KK2	,893					
KK3	,882					
KEP1						,865
KEP2						,819
PK1			,838			
PK2			,818			
M3					,861	
M4					,817	
P1				,897		
P2				,908		
PP1		,716				
PP2		,907				
PP3		,821				

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
a. Rotation converged in 6 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	,727	,420	,362	,225	,266	,206
2	-,332	,546	-,487	,317	,498	-,079
3	,112	-,621	-,039	,724	,232	-,150
4	-,357	-,147	,198	,048	,225	,871
5	-,414	,324	,557	,469	-,410	-,162
6	-,225	-,116	,530	-,319	,639	-,380

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

Lampiran 6. Hasil Uji Model Strukcural

Chi-square=33,818
Probability=,013
GFI=,948
TLI=,907
CFI=,940
IFI=,942
RMSEA=,077
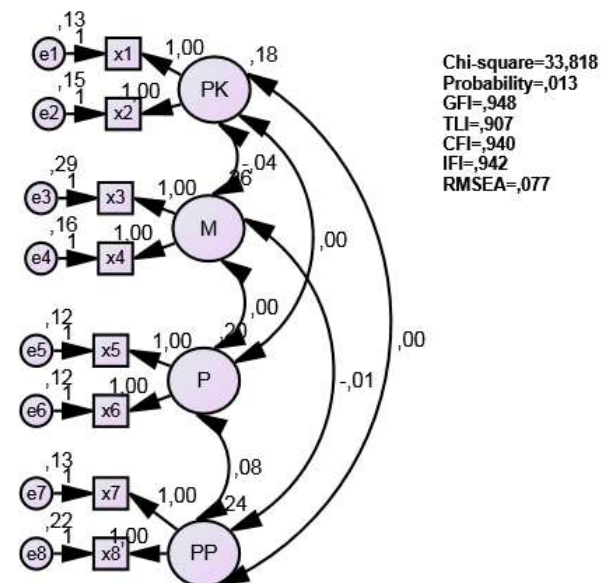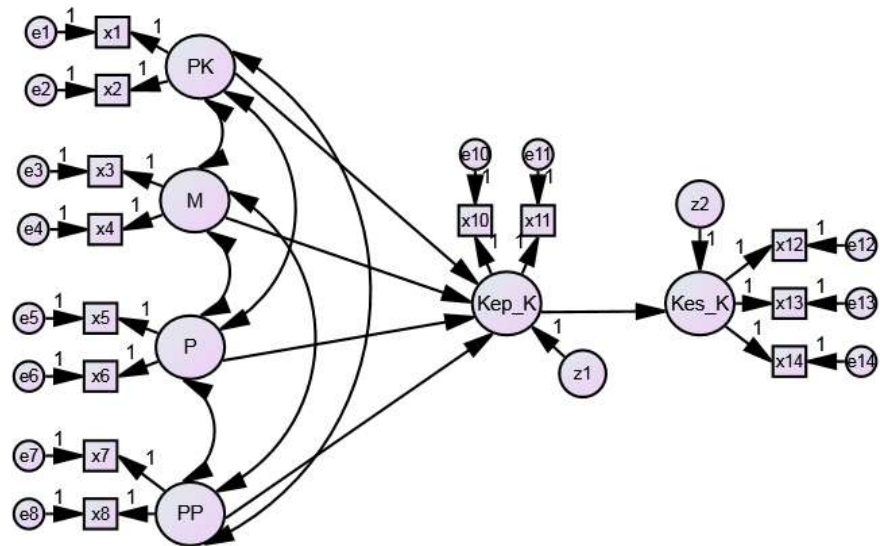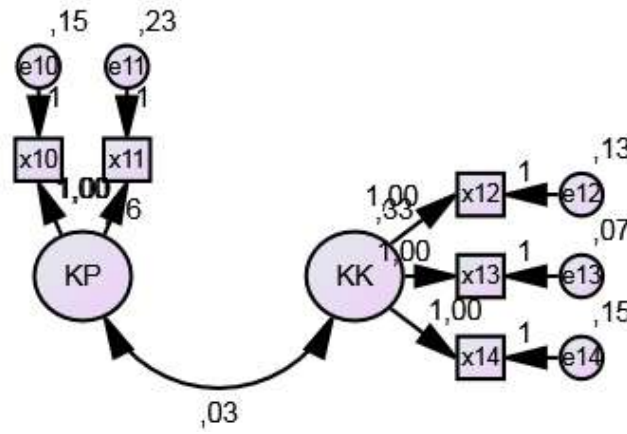
Chi-square=13,487
Probability=,061
GFI=,966
AGFI=,926
NFI=,956
TLI=,969
CFI=,978
RFI=,937
IFI=,978
CMIN/DF= 1,927
RMSEA=,079
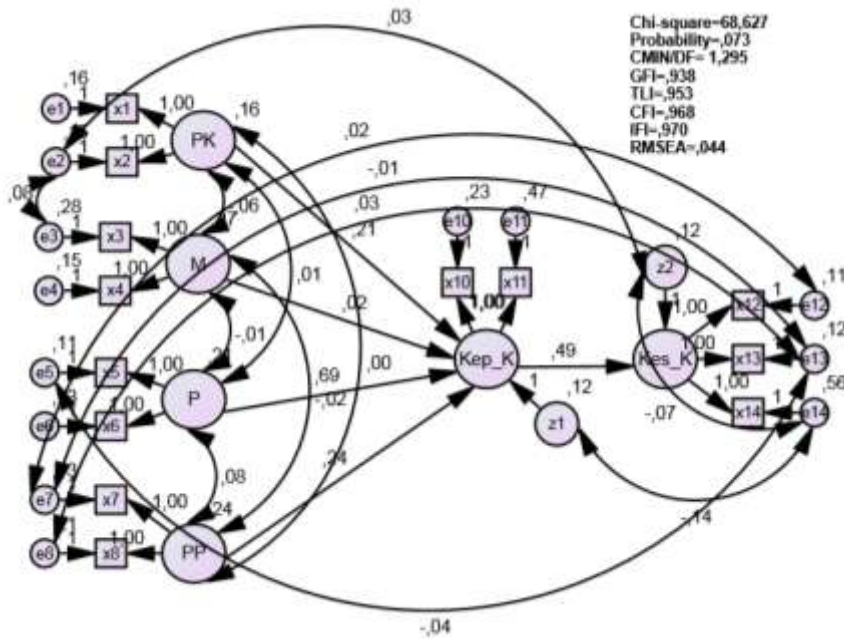
Chi-square=68,627
Probability=,073
CMIN/DF= 1,295
GFI=,938
TLI=,953
CFI=,968
IFI=,970
RMSEA=,044

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

x2

x1

x4

x3

x6

x5

x8

x7

x10

x11

x12

x13

x14

Unobserved, endogenous variables

Kep_K

Kes_K

Unobserved, exogenous variables

PK

e2

e1

M

e4

e3

P

e6

e5

PP

e8

e7

e10

e11

e12

e13

e14

z1

z2

Variable counts (Group number 1)

Number of variables in your model: 34
Number of observed variables: 13
Number of unobserved variables: 21
Number of exogenous variables: 19
Number of endogenous variables: 15

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	28	0	0	0	0	28
Labeled	0	0	0	0	0	0
Unlabeled	5	14	19	0	0	38
Total	33	14	19	0	0	66

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x14	3,000	5,000	-,510	-2,548	-,786	-1,964
x13	3,000	5,000	-,015	-,076	-,169	-,422
x12	3,000	5,000	,118	,590	-,706	-1,764
x11	1,000	5,000	-1,299	-6,495	1,934	4,834
x10	2,000	5,000	-,580	-2,901	,722	1,804
x7	2,000	5,000	-,156	-,779	,214	,535
x8	2,000	5,000	-,189	-,943	-,033	-,083
x5	3,000	5,000	,008	,042	-,067	-,168
x6	2,000	5,000	-,210	-1,052	1,002	2,506
x3	2,000	5,000	-,755	-3,773	,309	,773
x4	3,000	5,000	-,761	-3,804	-,506	-1,265
x1	3,000	5,000	,023	,116	-,082	-,206
x2	3,000	5,000	-,194	-,971	-,683	-1,707
Multivariate					14,206	4,405

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

Observation number	Mahalanobis d-squared	p1	p2
69	43,994	,000	,005
140	40,178	,000	,000
89	32,961	,002	,002
13	28,324	,008	,035
4	25,519	,020	,176
123	23,347	,038	,499
145	21,609	,062	,824
111	20,881	,075	,885
40	20,716	,079	,843
7	20,654	,080	,769
80	20,624	,081	,673
8	20,428	,085	,630
70	20,200	,090	,603
59	20,086	,093	,537
1	19,924	,097	,493
11	19,415	,111	,602
78	19,079	,121	,646
35	18,776	,130	,681
134	18,667	,134	,637
107	18,608	,136	,570
150	18,540	,138	,508
30	18,457	,141	,455
9	18,208	,150	,486
128	18,140	,152	,431
65	18,105	,154	,361
79	18,093	,154	,287
41	17,838	,164	,328
73	17,647	,171	,342
94	17,603	,173	,287
23	17,497	,178	,265
6	17,358	,183	,260
119	17,270	,187	,234
77	17,001	,199	,292
24	16,954	,201	,248
121	16,850	,206	,233
42	16,749	,211	,218
38	16,707	,213	,181
83	16,691	,214	,140
95	16,647	,216	,114
135	16,474	,224	,128

Observation number	Mahalanobis d-squared	p1	p2
66	16,173	,240	,193
62	16,061	,246	,189
130	15,979	,250	,174
64	15,893	,255	,162
129	15,718	,265	,186
34	15,542	,275	,215
26	15,459	,280	,202
115	14,826	,318	,513
142	14,802	,320	,460
44	14,749	,323	,427
112	14,730	,324	,372
146	14,579	,334	,405
124	14,460	,342	,417
67	14,085	,368	,609
114	13,975	,376	,620
27	13,959	,377	,565
88	13,765	,391	,635
103	13,702	,395	,614
12	13,648	,399	,588
56	13,560	,406	,586
45	13,490	,411	,571
125	13,405	,417	,568
63	13,392	,418	,511
97	13,161	,435	,617
15	13,149	,436	,561
25	13,047	,444	,573
148	13,045	,444	,508
71	12,849	,460	,592
90	12,630	,477	,689
20	12,302	,503	,835
10	12,279	,505	,804
96	12,246	,508	,775
48	12,191	,512	,759
126	12,069	,522	,784
33	11,928	,534	,817
39	11,896	,536	,790
85	11,887	,537	,746
101	11,567	,563	,876
29	11,483	,570	,878
93	11,404	,577	,878

Observation number	Mahalanobis d-squared	p1	p2
131	11,374	,579	,856
75	11,321	,584	,843
109	11,250	,590	,840
104	11,186	,595	,832
105	11,123	,601	,824
49	11,102	,602	,791
106	11,038	,608	,782
117	11,019	,609	,743
21	10,857	,623	,797
98	10,830	,625	,765
74	10,544	,649	,879
118	10,367	,664	,917
32	10,363	,664	,890
54	10,324	,667	,873
68	10,323	,667	,834
17	10,318	,668	,792
72	10,279	,671	,766
122	10,225	,675	,749
143	10,182	,679	,723
14	9,945	,698	,826

Notes for Model (Default model)
Computation of degrees of freedom (Default model)
Number of distinct sample moments: 91
Number of distinct parameters to be estimated: 38
Degrees of freedom (91 - 38): 53
Result (Default model)
Minimum was achieved
Chi-square = 68,627
Degrees of freedom = 53
Probability level = ,073

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
Kep_K	<---	PK	,211	,132	1,590	,112	par_1
Kep_K	<---	M	,021	,098	,215	,830	par_2
Kep_K	<---	P	,687	,114	6,015	***	par_3
Kep_K	<---	PP	,241	,106	2,279	,023	par_4
Kes_K	<---	Kep_K	,486	,091	5,356	***	par_5
x2	<---	PK	1,000				
x1	<---	PK	1,000				
x4	<---	M	1,000				
x3	<---	M	1,000				
x6	<---	P	1,000				
x5	<---	P	1,000				
x8	<---	PP	1,000				
x7	<---	PP	1,000				
x10	<---	Kep_K	1,000				
x11	<---	Kep_K	1,000				
x12	<---	Kes_K	1,000				
x13	<---	Kes_K	1,000				
x14	<---	Kes_K	1,000				

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

			Estimate
Kep_K	<---	PK	,164
Kep_K	<---	M	,021
Kep_K	<---	P	,609
Kep_K	<---	PP	,230
Kes_K	<---	Kep_K	,585
x2	<---	PK	,724
x1	<---	PK	,711
x4	<---	M	,800
x3	<---	M	,698
x6	<---	P	,784
x5	<---	P	,814
x8	<---	PP	,728
x7	<---	PP	,807
x10	<---	Kep_K	,736
x11	<---	Kep_K	,600
x12	<---	Kes_K	,797
x13	<---	Kes_K	,774
x14	<---	Kes_K	,620

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
M	<-->	P	-,014	,026	-,521	,603	par_6
P	<-->	PP	,081	,026	3,158	,002	par_7
PK	<-->	M	-,059	,025	-2,389	,017	par_8
PK	<-->	P	,005	,020	,253	,800	par_9
PK	<-->	PP	,002	,023	,101	,920	par_10
M	<-->	PP	-,017	,029	-,589	,556	par_11
e2	<-->	e3	,083	,025	3,258	,001	par_12
e5	<-->	e13	-,038	,015	-2,507	,012	par_13
e14	<-->	z1	-,137	,039	-3,538	***	par_14
e14	<-->	z2	-,066	,034	-1,960	,050	par_15
e7	<-->	e13	-,011	,024	-,469	,639	par_16
e7	<-->	e12	,022	,020	1,106	,269	par_17
e8	<-->	e13	,027	,024	1,128	,259	par_18
e2	<-->	z2	,033	,016	2,096	,036	par_19

Correlations: (Group number 1 - Default model)

			Estimate
M	<-->	P	-,057
P	<-->	PP	,359
PK	<-->	M	-,284
PK	<-->	P	,028
PK	<-->	PP	,011
M	<-->	PP	-,066
e2	<-->	e3	,404
e5	<-->	e13	-,329
e14	<-->	z1	-,530
e14	<-->	z2	-,253
e7	<-->	e13	-,088
e7	<-->	e12	,186
e8	<-->	e13	,164
e2	<-->	z2	,247

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
PK	,161	,029	5,651	***	par_20
M	,270	,045	6,019	***	par_21
P	,210	,032	6,515	***	par_22
PP	,242	,039	6,151	***	par_23
z1	,119	,038	3,159	,002	par_24
z2	,121	,025	4,775	***	par_25
e2	,147	,027	5,357	***	par_26
e1	,158	,028	5,610	***	par_27
e4	,152	,035	4,292	***	par_28
e3	,285	,046	6,128	***	par_29
e6	,131	,023	5,720	***	par_30
e5	,107	,021	4,966	***	par_31
e8	,215	,036	6,012	***	par_32
e7	,130	,030	4,367	***	par_33
e10	,227	,041	5,485	***	par_34
e11	,474	,065	7,275	***	par_35
e12	,106	,021	5,093	***	par_36
e13	,123	,022	5,557	***	par_37
e14	,560	,072	7,830	***	par_38

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

	Estimate
Kep_K	,554
Kes_K	,342
x14	-,169
x13	,599
x12	,635
x11	,360
x10	,541
x7	,651
x8	,530
x5	,663
x6	,615
x3	,487
x4	,641
x1	,506
x2	,524

Total Effects (Group number 1 - Default model)

	PP	P	M	PK	Kep_K	Kes_K
Kep_K	,241	,687	,021	,211	,000	,000
Kes_K	,117	,334	,010	,102	,486	,000
x14	,117	,334	,010	,102	,486	1,000
x13	,117	,334	,010	,102	,486	1,000
x12	,117	,334	,010	,102	,486	1,000
x11	,241	,687	,021	,211	1,000	,000
x10	,241	,687	,021	,211	1,000	,000
x7	1,000	,000	,000	,000	,000	,000
x8	1,000	,000	,000	,000	,000	,000
x5	,000	1,000	,000	,000	,000	,000
x6	,000	1,000	,000	,000	,000	,000
x3	,000	,000	1,000	,000	,000	,000
x4	,000	,000	1,000	,000	,000	,000
x1	,000	,000	,000	1,000	,000	,000
x2	,000	,000	,000	1,000	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	PP	P	M	PK	Kep_K	Kes_K
Kep_K	,230	,609	,021	,164	,000	,000
Kes_K	,135	,356	,012	,096	,585	,000
x14	,083	,221	,008	,059	,363	,620
x13	,104	,276	,010	,074	,453	,774
x12	,107	,284	,010	,076	,466	,797
x11	,138	,366	,013	,098	,600	,000
x10	,169	,448	,016	,120	,736	,000
x7	,807	,000	,000	,000	,000	,000
x8	,728	,000	,000	,000	,000	,000
x5	,000	,814	,000	,000	,000	,000
x6	,000	,784	,000	,000	,000	,000
x3	,000	,000	,698	,000	,000	,000
x4	,000	,000	,800	,000	,000	,000
x1	,000	,000	,000	,711	,000	,000
x2	,000	,000	,000	,724	,000	,000

Direct Effects (Group number 1 - Default model)

	PP	P	M	PK	Kep_K	Kes_K
Kep_K	,241	,687	,021	,211	,000	,000
Kes_K	,000	,000	,000	,000	,486	,000
x14	,000	,000	,000	,000	,000	1,000
x13	,000	,000	,000	,000	,000	1,000
x12	,000	,000	,000	,000	,000	1,000
x11	,000	,000	,000	,000	1,000	,000
x10	,000	,000	,000	,000	1,000	,000
x7	1,000	,000	,000	,000	,000	,000
x8	1,000	,000	,000	,000	,000	,000
x5	,000	1,000	,000	,000	,000	,000
x6	,000	1,000	,000	,000	,000	,000
x3	,000	,000	1,000	,000	,000	,000
x4	,000	,000	1,000	,000	,000	,000
x1	,000	,000	,000	1,000	,000	,000
x2	,000	,000	,000	1,000	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	PP	P	M	PK	Kep_K	Kes_K
Kep_K	,230	,609	,021	,164	,000	,000
Kes_K	,000	,000	,000	,000	,585	,000
x14	,000	,000	,000	,000	,000	,620
x13	,000	,000	,000	,000	,000	,774
x12	,000	,000	,000	,000	,000	,797
x11	,000	,000	,000	,000	,600	,000
x10	,000	,000	,000	,000	,736	,000
x7	,807	,000	,000	,000	,000	,000
x8	,728	,000	,000	,000	,000	,000
x5	,000	,814	,000	,000	,000	,000
x6	,000	,784	,000	,000	,000	,000
x3	,000	,000	,698	,000	,000	,000
x4	,000	,000	,800	,000	,000	,000
x1	,000	,000	,000	,711	,000	,000
x2	,000	,000	,000	,724	,000	,000

Indirect Effects (Group number 1 - Default model)

	PP	P	M	PK	Kep_K	Kes_K
Kep_K	,000	,000	,000	,000	,000	,000
Kes_K	,117	,334	,010	,102	,000	,000
x14	,117	,334	,010	,102	,486	,000
x13	,117	,334	,010	,102	,486	,000
x12	,117	,334	,010	,102	,486	,000
x11	,241	,687	,021	,211	,000	,000
x10	,241	,687	,021	,211	,000	,000
x7	,000	,000	,000	,000	,000	,000
x8	,000	,000	,000	,000	,000	,000
x5	,000	,000	,000	,000	,000	,000
x6	,000	,000	,000	,000	,000	,000
x3	,000	,000	,000	,000	,000	,000
x4	,000	,000	,000	,000	,000	,000
x1	,000	,000	,000	,000	,000	,000
x2	,000	,000	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	PP	P	M	PK	Kep_K	Kes_K
Kep_K	,000	,000	,000	,000	,000	,000
Kes_K	,135	,356	,012	,096	,000	,000
x14	,083	,221	,008	,059	,363	,000
x13	,104	,276	,010	,074	,453	,000
x12	,107	,284	,010	,076	,466	,000
x11	,138	,366	,013	,098	,000	,000
x10	,169	,448	,016	,120	,000	,000
x7	,000	,000	,000	,000	,000	,000
x8	,000	,000	,000	,000	,000	,000
x5	,000	,000	,000	,000	,000	,000
x6	,000	,000	,000	,000	,000	,000
x3	,000	,000	,000	,000	,000	,000
x4	,000	,000	,000	,000	,000	,000
x1	,000	,000	,000	,000	,000	,000
x2	,000	,000	,000	,000	,000	,000

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

	M.I.	Par Change
e14 <--> M	4,072	,064
e14 <--> PK	6,121	,063
e5 <--> e8	5,071	-,040

Variances: (Group number 1 - Default model)

	M.I.	Par Change

Regression Weights: (Group number 1 - Default model)

	M.I.	Par Change
x14 <--- PP	5,669	-,294
x14 <--- x8	5,434	-,183
x14 <--- x1	4,881	,208
x13 <--- P	4,053	,163
x13 <--- Kep_K	4,948	,165
x11 <--- x8	4,006	,179
x6 <--- x4	4,131	,110
x3 <--- x1	5,299	,199

Model Fit Summary
CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	38	68,627	53	,073	1,295
Saturated model	91	,000	0		
Independence model	13	569,094	78	,000	7,296

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,032	,938	,893	,546
Saturated model	,000	1,000		
Independence model	,094	,588	,519	,504

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,879	,823	,970	,953	,968
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,679	,598	,658
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	15,627	,000	41,115
Saturated model	,000	,000	,000
Independence model	491,094	419,054	570,616

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	,461	,105	,000	,276
Saturated model	,000	,000	,000	,000
Independence model	3,819	3,296	2,812	3,830

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,044	,000	,072	,598
Independence model	,206	,190	,222	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	144,627	152,509	259,031	297,031
Saturated model	182,000	200,874	455,968	546,968
Independence model	595,094	597,791	634,233	647,233

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	,971	,866	1,142	1,024
Saturated model	1,221	1,221	1,221	1,348
Independence model	3,994	3,510	4,528	4,012

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	155	174
Independence model	27	29