BAB V

PENUTUP

5.1 Kesimpulan

Tujuan dalam penelitian ini adalah untuk menguji pengaruh kesetiaan pada penarikan diri, menguji pengaruh stres tantangan pada kesetiaan dan menguji pengaruh stres hambatan pada kesetiaan di RS PKU Muhammadiyah Surakarta. Dalam penelitian ini dapat disimpulkan bahwa hasil penelitiannya sebagai berikut:

1. Dari hasil pengujian hipotesis 1 menunjukan bahwa kesetiaan berpengaruh signifikan terhadap penarikan diri, hal ini dikarenakan tingkat kesetiaan karyawan di RS PKU Muhammadiyah Surakarta sangatlah tinggi, sehingga semakin tinggi kesetiaan maka akan berpengaruh negatif terhadap penarikan diri.
2. Dari hasil pengujian hipotesis 2 menunjukan bahwa stres tantangan berpengaruh signifikan terhadap kesetiaan, hal ini dikarenakan karyawan Rumah Sakit PKU Muhammadiyah Surakarta menganggap bahwa stres tantangan merupakan stres yang bersifat posistif dan memicu kesetiaan karyawan yang tinggi, sehingga semakin tinggi stres tantangan maka akan berpengaruh positif terhadap kesetiaan karyawan
3. Dari hasil pengujian hipotesis 3 menunjukan bahwa stres hambatan berpengaruh signifikan terhadap kesetiaan, hal ini dikarenakan karyawan Rumah Sakit PKU Muhammadiyah Surakarta juga memiliki stres yang bersifat negatif atau menghambat mereka dalam bekerja dan bisa menurunkan kesetiaan pada karyawan, hal ini dikarenakan tingkat tugas karyawan di RS PKU

Muhammadiyah Surakarta (bagian gizi) sangatlah sibuk yang dapat menguras banyak tenaga, dilihat dari respon karyawan saat penyebaran kuisioner sehingga semakin tinggi stres hambatan maka akan berpengaruh negatif terhadap kesetiaan.

5.2 Keterbatasan Penelitian

Keterbatasan dari penelitian ini adalah hasil penelitian tidak dapat digeneralisasikan untuk seluruh Rumah Sakit yang ada di seluruh Indonesia karena ruang lingkup penelitiannya hanya terbatas di Rumah Sakit PKU Muhammadiyah Surakarta saja dan obyek penelitian yang digunakan dalam penelitian ini hanyalah karyawan dari satu jenis Rumah Sakit Saja, sehingga sample yang digunakan masih kurang banyak.

Untuk penelitian selanjutnya seharusnya penelitian dilakukan di berbagai rumah sakit seperti di rumah sakit umum dan khusus serta rumah sakit pemerintah dan swasta.

5.3 Saran

Berdasarkan pembahasan dan kesimpulan diatas maka saran yang bisa di ajukan dalam penelitiaan yaitu:

5.3.1 Saran Praktis

1. RS PKU Muhammadiyah harus dapat mempertahankan stres kerja tantangan yang bersifat positif sehingga dapat menguatkan atau meningkatkan kesetiaan karyawan yang tinggi dan bisa mengahadapi

stres yang bersifat negatif dan yang akan berdampak pada penarikan diri.

2. Manajer RS PKU Muhammadiyah Surakarta diharapkan harus bisa dan sering berkomunikasi dengan para bawahannya agar mengetahui kendala atau masalah yang dihadapi oleh karyawannya, sehingga karyawan merasa diperhatikan oleh atasannya yang membuat tingkat stres negatif (stres hambatan) karyawan di dalam bekerja menurun.

5.3.2 Saran Untuk Peneliti Masa Depan

1. Perlu dilakukan penelitian kembali terkait variabel penarikan diri dengan menggunakan variabel lainnya karena masih sedikit jurnal atau penelitian yang membahas variabel ini.
2. Perlu dilakukan penelitian kembali terkait variabel penarikan diri yang ditujukan bagi responden yang baru bekerja selama ± 3 bulan.

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L A M P I R A N

Yth. Responden

Saya akan melakukan penelitian dengan judul: ***Pengaruh stres kerja, stres tantangan dan kesetiaan pada penarikan diri***. Saya mohon agar Bpk/Ibu/Sdr/i berkenan mengisi kuisoner dengan apa adanya. Jawaban atas pertanyaan berikut ini dapat digunakan untuk menjelaskan keterlibatan dan pengaruh serta kepuasaan anda dalam hubungannya dengan kompensasi yang diberikan. Anda dapat menyatakan pendapat tanda cek (√) pada kolom yang telah disediakan dengan ketentuan :

STS = Sangat Tidak Setuju
TS = Tidak Setuju
CS = Cukup Setuju
S = Setuju
SS = Sangat Setuju

Penelitian ini sama sekali tidak menimbulkan kerugian bagi responden. Semua informasi dari hasi penelitian hanya akan digunakan untuk kepentingan penelitian dan akan dijaga kerahasiaannya.
Atas perhatian dan kerjasamanya saya ucapkan terima kasih.

Hormat saya,

Lusianus Juniarto Empos
Nim: 13150310L

IDENTITAS RESPONDEN

Mohon Untuk Memberi Tanda (√) Pada Pilihan dibawah.

Jenis Kelamin : ☐ Laki-Laki ☐ Perempuan

Usia :

Pendidikan Terakhir :

NO	PERNYATAAN	PERSEPSI				
		STS	TS	CS	S	SS
PD 1	Saya ingin menghindari tugas yang banyak					
PD 2	Saya ingin pekerjaan-pekerjaan yang berat					
KS 1	Saya sudah mencurahkan semua kemampuan yang saya miliki dalam bekerja					
KS 2	Saya disiplin dalam bekerja					
KS 3	Saya jujur dalam bekerja					
ST 1	Saya dapat menerima semua tugas saya tanpa memandang berat atau ringan					
ST 2	Saya menghadapi tanggung jawab dengan penuh kerelaan terhadap tugas yang saya terima					
SH 1	Saya merasa tidak nyaman terhadap tanggung jawab pekerjaan yang diberikan pada saya					
SH 2	Saya merasa tidak yakin dengan perkembangan karir saya di tempat saya bekerja					

UJI VALID

Factor Analysis

Notes

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	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax		FACTOR /VARIABLES PD1 PD2 KES1 KES3 ST1 ST2 SH1 SH2 /MISSING LISTWISE /ANALYSIS PD1 PD2 KES1 KES3 ST1 ST2 SH1 SH2 /PRINT INITIAL KMO EXTRACTION ROTATION /FORMAT BLANK(0.5) /CRITERIA FACTORS(4) ITERATE(25) /EXTRACTION PC /CRITERIA ITERATE(25) /ROTATION VARIMAX /METHOD=CORRELATION.
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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,721
Bartlett's Test of Sphericity	Approx. Chi-Square	420,311
	Df	28
	Sig.	,000

Communalities

	Initial	Extraction
PD1	1,000	,776
PD2	1,000	,802
KES1	1,000	,763
KES3	1,000	,812
ST1	1,000	,808
ST2	1,000	,849
SH1	1,000	,907
SH2	1,000	,906

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3,493	43,658	43,658	3,493	43,658	43,658	1,864	23,301	23,301
2	1,511	18,882	62,541	1,511	18,882	62,541	1,675	20,933	44,235
3	,884	11,051	73,592	,884	11,051	73,592	1,563	19,542	63,776
4	,735	9,187	82,778	,735	9,187	82,778	1,520	19,002	82,778
5	,497	6,207	88,985						
6	,434	5,428	94,413						
7	,273	3,410	97,823						
8	,174	2,177	100,000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
PD1	-,688			
PD2	-,703		,546	
KES1	,722			
KES3	,704			
ST1	,651			
ST2	,640			
SH1	-,599	,718		
SH2	-,562	,760		

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix[a]

	Component			
	1	2	3	4
PD1		,828		
PD2		,846		
KES1				,756
KES3				,828
ST1			,793	
ST2			,880	
SH1	,929			
SH2	,933			

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3	4
1	-,446	-,544	,478	,526
2	,863	-,184	,451	,131
3	-,135	,808	,514	,255
4	,194	,130	-,551	,801

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

UJI RELIABEL

PENARIKAN DIRI

Reliability

Notes

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Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	130	100,0
	Excluded[a]	0	,0
	Total	130	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,742	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PD1	1,87	,316	,593	.
PD2	1,65	,261	,593	.

UJI RELIABEL

KESETIAAN

Reliability

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=KES1 KES3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

[DataSet3]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	130	100,0
	Excluded[a]	0	,0
	Total	130	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,672	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KES1	3,77	,846	,524	.
KES3	3,93	,499	,524	.

UJI RELIABEL
STRESS TANTANGAN

Reliability

Notes

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	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=ST1 ST2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
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[DataSet3]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	130	100,0
	Excluded[a]	0	,0
	Total	130	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,741	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ST1	4,01	,318	,588	.
ST2	4,10	,339	,588	.

UJI RELIABEL
STRESS HAMBATAN

Reliability

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=SH1 SH2 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
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[DataSet3]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	130	100,0
	Excluded[a]	0	,0
	Total	130	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,902	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SH1	2,13	,425	,822	.
SH2	2,17	,390	,822	.

STATISTIK VARIABEL

Descriptives

Notes

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Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=PD1 PD2 KES1 KES3 ST1 ST2 SH1 SH2 /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00:00:00,00
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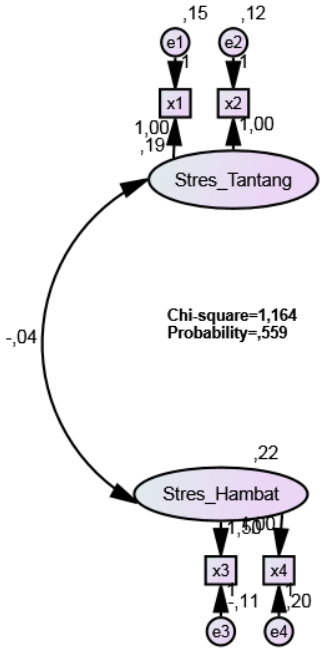
[DataSet2]

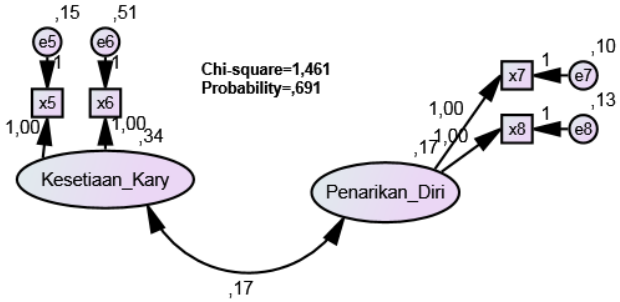
Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
PD1	130	1	3	1,65	,511
PD2	130	1	3	1,87	,562
KES1	130	2	5	3,93	,706
KES3	130	1	5	3,77	,920
ST1	130	3	5	4,10	,582
ST2	130	2	5	4,01	,564
SH1	130	1	3	2,17	,624
SH2	130	1	3	2,13	,652
Valid N (listwise)	130				

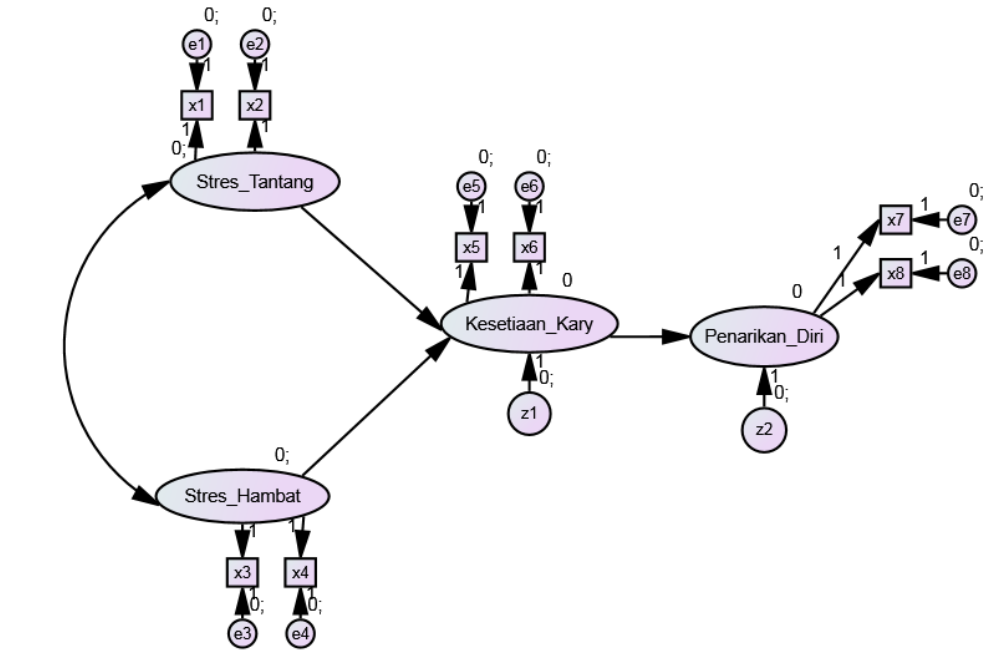
Measurement Model Eksogen

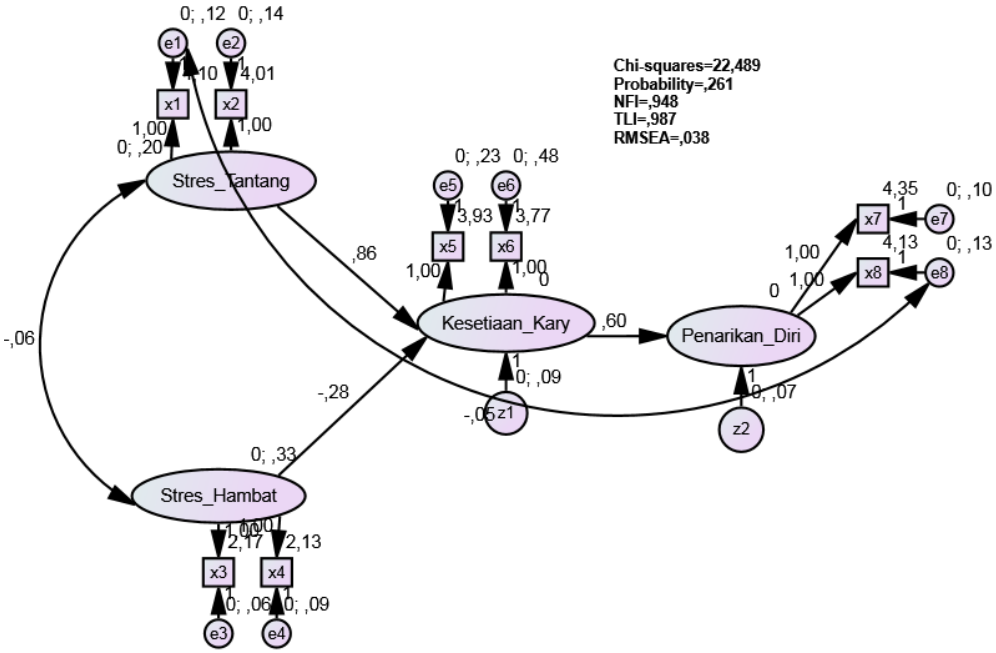


Measurement Model Endogen



Structural Model





Notes for Group (Group number 1)

The model is recursive.
Sample size = 130

Variable Summary (Group number 1)
Your model contains the following variables (Group number 1)

Observed, endogenous variables
x1
x2
x4
x3
x5
x6
x7
x8
Unobserved, endogenous variables
Kesetiaan_Kary
Penarikan_Diri
Unobserved, exogenous variables
Stres_Tantang
e1
e2
Stres_Hambat
e4
e3
e5
e6
e7
e8
z1
z2

Variable counts (Group number 1)

Number of variables in your model:	22
Number of observed variables:	8
Number of unobserved variables:	14
Number of exogenous variables:	12
Number of endogenous variables:	10

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	18	0	0	0	0	18
Labeled	0	0	0	0	0	0
Unlabeled	3	2	12	0	8	25
Total	21	2	12	0	8	43

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x8	1,000	3,000	-,031	-,145	,003	,006
x7	1,000	3,000	-,259	-1,204	-1,132	-2,635
x6	1,000	5,000	-1,270	-5,911	1,716	3,995
x5	2,000	5,000	-,565	-2,629	,641	1,491
x3	1,000	3,000	-,133	-,619	-,528	-1,229
x4	1,000	3,000	-,134	-,626	-,667	-1,553
x2	2,000	5,000	-,258	-1,202	1,113	2,591
x1	3,000	5,000	-,009	-,044	-,110	-,255
Multivariate					19,264	8,682

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

Observation number	Mahalanobis d-squared	p1	p2
69	38,379	,000	,001
24	33,104	,000	,000
7	24,162	,002	,003
123	21,939	,005	,004
111	21,405	,006	,001
13	19,843	,011	,003
70	18,518	,018	,009
107	17,965	,021	,007
38	16,773	,033	,027
112	15,962	,043	,054
35	15,553	,049	,057
56	15,093	,057	,071
103	14,688	,065	,085
6	14,461	,071	,075
40	14,461	,071	,041
23	13,846	,086	,092
8	13,745	,089	,068
9	13,060	,110	,181
79	12,409	,134	,378
36	12,377	,135	,302
41	12,270	,140	,269
34	11,895	,156	,374
44	11,566	,172	,473
64	11,543	,173	,396
121	11,457	,177	,359
30	11,147	,193	,460
45	11,028	,200	,449
78	10,964	,204	,405
130	10,894	,208	,367
108	10,253	,248	,705
115	9,780	,281	,881
109	9,389	,311	,956
1	9,309	,317	,952
124	9,080	,336	,972
128	8,845	,356	,986
106	8,788	,361	,983
11	8,781	,361	,973

Observation number	Mahalanobis d-squared	p1	p2
93	8,754	,363	,964
95	8,754	,363	,946
25	8,572	,380	,964
48	8,531	,383	,955
49	8,531	,383	,935
37	8,456	,390	,932
29	8,400	,395	,923
15	8,367	,398	,905
98	8,367	,398	,871
88	8,155	,418	,921
89	8,155	,418	,891
90	8,155	,418	,853
32	8,017	,432	,881
67	7,872	,446	,907
68	7,872	,446	,874
74	7,872	,446	,833
28	7,870	,446	,787
26	7,787	,455	,791
27	7,787	,455	,736
42	7,649	,468	,780
105	7,649	,468	,724
80	7,606	,473	,698
39	7,603	,473	,637
33	7,511	,483	,653
85	7,473	,487	,621
97	7,473	,487	,552
114	7,449	,489	,505
119	7,449	,489	,435
120	7,399	,494	,413
65	7,366	,498	,376
66	7,366	,498	,312
83	7,366	,498	,253
73	7,325	,502	,229
92	6,956	,541	,492
94	6,956	,541	,422
12	6,944	,543	,366
63	6,894	,548	,347
126	6,831	,555	,340
117	6,736	,565	,363

Observation number	Mahalanobis d-squared	p1	p2
101	6,630	,577	,398
129	6,557	,585	,401
75	6,444	,598	,445
104	6,444	,598	,375
62	6,402	,602	,349
50	6,382	,605	,303
91	6,209	,624	,403
125	5,860	,663	,693
10	5,243	,731	,980
14	5,243	,731	,968
18	5,243	,731	,953
19	5,243	,731	,931
17	5,218	,734	,913
71	5,218	,734	,879
72	5,218	,734	,836
87	5,084	,749	,879
96	4,895	,769	,936
52	4,008	,856	1,000
53	4,008	,856	1,000
76	4,008	,856	1,000
84	4,008	,856	1,000
86	4,008	,856	,999
2	3,892	,867	1,000
57	3,841	,871	1,000

Sample Moments (Group number 1)
Sample Covariances (Group number 1)

	x8	x7	x6	x5	x3	x4	x2	x1
x8	,314							
x7	,169	,259						
x6	-,184	-,143	,839					
x5	-,186	-,155	,338	,495				
x3	,099	,075	-,207	-,111	,387			
x4	,102	,077	-,201	-,106	,332	,421		
x2	-,122	-,097	,171	,139	-,078	-,055	,315	
x1	-,087	-,126	,238	,184	-,048	-,028	,192	,336

Condition number = 22,417
Eigenvalues
1,570 ,589 ,402 ,285 ,216 ,150 ,085 ,070
Determinant of sample covariance matrix = ,000

Sample Correlations (Group number 1)

	x8	x7	x6	x5	x3	x4	x2	x1
x8	1,000							
x7	,593	1,000						
x6	-,359	-,307	1,000					
x5	-,472	-,433	,524	1,000				
x3	,284	,238	-,364	-,254	1,000			
x4	,280	,233	-,337	-,233	,822	1,000		
x2	-,388	-,340	,332	,352	-,224	-,150	1,000	
x1	-,268	-,427	,449	,451	-,132	-,076	,588	1,000

Condition number = 20,056
Eigenvalues
3,493 1,511 ,884 ,735 ,497 ,434 ,273 ,174

Sample Means (Group number 1)

	x8	x7	x6	x5	x3	x4	x2	x1
	1,869	1,646	3,769	3,931	2,169	2,131	4,008	4,100

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

Number of distinct sample moments:	44
Number of distinct parameters to be estimated:	25
Degrees of freedom (44 - 25):	19

Result (Default model)

Minimum was achieved
Chi-square = 22,489
Degrees of freedom = 19
Probability level = ,261

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
Kesetiaan_Kary	<---	Stres_Tantang	,864	,129	6,698	***	par_2
Kesetiaan_Kary	<---	Stres_Hambat	-,276	,087	-3,188	,001	par_3
Penarikan_Diri	<---	Kesetiaan_Kary	-,604	,089	-6,821	***	par_4
x1	<---	Stres_Tantang	1,000				
x2	<---	Stres_Tantang	1,000				
x4	<---	Stres_Hambat	1,000				
x3	<---	Stres_Hambat	1,000				
x5	<---	Kesetiaan_Kary	1,000				
x6	<---	Kesetiaan_Kary	1,000				
x7	<---	Penarikan_Diri	1,000				
x8	<---	Penarikan_Diri	1,000				

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

			Estimate
Kesetiaan_Kary	<---	Stres_Tantang	,714
Kesetiaan_Kary	<---	Stres_Hambat	-,293
Penarikan_Diri	<---	Kesetiaan_Kary	-,785
x1	<---	Stres_Tantang	,791
x2	<---	Stres_Tantang	,764
x4	<---	Stres_Hambat	,887

			Estimate
x3	<---	Stres_Hambat	,926
x5	<---	Kesetiaan_Kary	,751
x6	<---	Kesetiaan_Kary	,615
x7	<---	Penarikan_Diri	,796
x8	<---	Penarikan_Diri	,758

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x1	4,100	,050	82,080	***	par_6
x2	4,008	,052	77,495	***	par_7
x4	2,131	,057	37,284	***	par_8
x3	2,169	,055	39,617	***	par_9
x5	3,931	,064	61,714	***	par_10
x6	3,769	,078	48,492	***	par_11
x7	1,646	,046	35,609	***	par_12
x8	1,869	,049	38,517	***	par_13

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Stres_Hambat	<-->	Stres_Tantang	-,056	,028	-1,997	,046	par_1
e1	<-->	e8	,049	,017	2,949	,003	par_5

Correlations: (Group number 1 - Default model)

			Estimate
Stres_Hambat	<-->	Stres_Tantang	-,216
e1	<-->	e8	,393

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Stres_Tantang	,202	,034	5,852	***	par_14
Stres_Hambat	,332	,046	7,216	***	par_15
z1	,093	,039	2,396	,017	par_16
z2	,067	,022	3,035	,002	par_17
e1	,120	,025	4,875	***	par_18
e2	,143	,026	5,533	***	par_19

	Estimate	S.E.	C.R.	P	Label
e4	,090	,022	4,068	***	par_20
e3	,055	,020	2,727	,006	par_21
e5	,228	,043	5,334	***	par_22
e6	,484	,071	6,817	***	par_23
e7	,101	,020	5,004	***	par_24
e8	,129	,023	5,591	***	par_25

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

	Estimate
Kesetiaan_Kary	,686
Penarikan_Diri	,617
x8	,575
x7	,633
x6	,379
x5	,564
x3	,858
x4	,787
x2	,584
x1	,626

Matrices (Group number 1 - Default model)
Implied (for all variables) Covariances (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri	x8	x7	x6	x5	x3	x4	x2	x1
Stres_Tantang	,202											
Stres_Hambat	-,056	,332										
Kesetiaan_Kary	,190	-,140	,295									
Penarikan_Diri	-,115	,085	-,178	,175								

	Stres_Tantang	Stres_Hambat	Keseti aan_Kary	Penari kan_Diri	x8	x7	x6	x5	x3	x4	x2	x1
x8	-,115	,085	-,178	,175	,304							
x7	-,115	,085	-,178	,175	,175	,276						
x6	,190	-,140	,295	-,178	-,178	-,178	,779					
x5	,190	-,140	,295	-,178	-,178	-,178	,295	,523				
x3	-,056	,332	-,140	,085	,085	,085	-,140	-,140	,387			
x4	-,056	,332	-,140	,085	,085	,085	-,140	-,140	,332	,421		
x2	,202	-,056	,190	-,115	-,115	-,115	,190	,190	-,056	-,056	,345	
x1	,202	-,056	,190	-,115	-,066	-,115	,190	,190	-,056	-,056	,202	,322

Implied (for all variables) Correlations (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Keseti aan_Kary	Penari kan_Diri	x8	x7	x6	x5	x3	x4	x2	x1
Stres_Tantang	1,000											

	Stres_Tantang	Stres_Hambat	Keseti aan_Kary	Penarikan_Diri	x8	x7	x6	x5	x3	x4	x2	x1
Stres_Hambat	-,216	1,000										
Kesetiaan_Kary	,777	-,447	1,000									
Penarikan_Diri	-,610	,351	-,785	1,000								
x8	-,463	,266	-,595	,758	1,000							
x7	-,486	,279	-,625	,796	,603	1,000						
x6	,478	-,275	,615	-,483	-,366	-,385	1,000					
x5	,584	-,336	,751	-,590	-,447	-,469	,462	1,000				
x3	-,200	,926	-,414	,325	,247	,259	-,255	-,311	1,000			
x4	-,192	,887	-,397	,312	,236	,248	-,244	-,298	,822	1,000		
x2	,764	-,165	,594	-,466	-,354	-,371	,366	,446	-,153	-,146	1,000	

	Stres_Tantang	Stres_Hambat	Keseti aan_Kary	Penari kan_Diri	x8	x7	x6	x5	x3	x4	x2	x1
x1	,791	-,171	,615	-,483	-,2100	-,384	,3778	,462	-,1588	-,152	,605	1,000

Implied (for all variables) Means (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri	x8	x7	x6	x5	x3	x4	x2	x1
	,000	,000	,000	,000	1,869	1,646	3,769	3,931	2,169	2,131	4,008	4,100

Implied Covariances (Group number 1 - Default model)

	x8	x7	x6	x5	x3	x4	x2	x1
x8	,304							
x7	,175	,276						
x6	-,178	-,178	,779					
x5	-,178	-,178	,295	,523				
x3	,085	,085	-,140	-,140	,387			
x4	,085	,085	-,140	-,140	,332	,421		
x2	-,115	-,115	,190	,190	-,056	-,056	,345	
x1	-,066	-,115	,190	,190	-,056	-,056	,202	,322

Implied Correlations (Group number 1 - Default model)

	x8	x7	x6	x5	x3	x4	x2	x1
x8	1,000							
x7	,603	1,000						
x6	-,366	-,385	1,000					
x5	-,447	-,469	,462	1,000				
x3	,247	,259	-,255	-,311	1,000			
x4	,236	,248	-,244	-,298	,822	1,000		
x2	-,354	-,371	,366	,446	-,153	-,146	1,000	
x1	-,210	-,384	,378	,462	-,158	-,152	,605	1,000

Implied Means (Group number 1 - Default model)

	x8	x7	x6	x5	x3	x4	x2	x1
	1,869	1,646	3,769	3,931	2,169	2,131	4,008	4,100

Residual Covariances (Group number 1 - Default model)

	x8	x7	x6	x5	x3	x4	x2	x1
x8	,010							
x7	-,006	-,016						
x6	-,006	,035	,060					
x5	-,008	,023	,043	-,028				
x3	,015	-,009	-,067	,029	,000			
x4	,017	-,007	-,061	,034	,000	,000		
x2	-,008	,017	-,019	-,051	-,022	,001	-,030	
x1	-,021	-,012	,049	-,006	,008	,027	-,010	,014

Residual Means (Group number 1 - Default model)

	x8	x7	x6	x5	x3	x4	x2	x1
	,000	,000	,000	,000	,000	,000	,000	,000

Standardized Residual Covariances (Group number 1 - Default model)

	x8	x7	x6	x5	x3	x4	x2	x1
x8	,260							
x7	-,186	-,474						
x6	-,126	,803	,615					
x5	-,200	,623	,689	-,432				
x3	,468	-,312	-1,347	,689	,000			
x4	,531	-,242	-1,168	,779	,000	,001		
x2	-,250	,595	-,382	-1,235	-,688	,029	-,691	
x1	-,761	-,414	1,037	-,144	,259	,835	-,293	,356

Standardized Residual Means (Group number 1 - Default model)

	x8	x7	x6	x5	x3	x4	x2	x1
	,000	,000	,000	,000	,000	,000	,000	,000

Factor Score Weights (Group number 1 - Default model)

	x8	x7	x6	x5	x3	x4	x2	x1
Stres_Tantang	-,142	,000	,032	,068	,010	,006	,266	,375
Stres_Hambat	,009	,012	-,009	-,019	,553	,340	,004	,001
Kesetiaan_Kary	-,179	-,131	,116	,247	-,077	-,047	,109	,202
Penarikan_Diri	,301	,326	-,027	-,058	,022	,013	,000	-,122

Total Effects (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri
Kesetiaan_Kary	,864	-,276	,000	,000
Penarikan_Diri	-,522	,167	-,604	,000
x8	-,522	,167	-,604	1,000
x7	-,522	,167	-,604	1,000
x6	,864	-,276	1,000	,000
x5	,864	-,276	1,000	,000
x3	,000	1,000	,000	,000
x4	,000	1,000	,000	,000
x2	1,000	,000	,000	,000
x1	1,000	,000	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri
Kesetiaan_Kary	,714	-,293	,000	,000
Penarikan_Diri	-,561	,230	-,785	,000
x8	-,425	,174	-,595	,758
x7	-,446	,183	-,625	,796
x6	,439	-,180	,615	,000
x5	,536	-,220	,751	,000
x3	,000	,926	,000	,000
x4	,000	,887	,000	,000
x2	,764	,000	,000	,000
x1	,791	,000	,000	,000

Direct Effects (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri
Kesetiaan_Kary	,864	-,276	,000	,000
Penarikan_Diri	,000	,000	-,604	,000
x8	,000	,000	,000	1,000
x7	,000	,000	,000	1,000
x6	,000	,000	1,000	,000
x5	,000	,000	1,000	,000
x3	,000	1,000	,000	,000
x4	,000	1,000	,000	,000
x2	1,000	,000	,000	,000
x1	1,000	,000	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri
Kesetiaan_Kary	,714	-,293	,000	,000
Penarikan_Diri	,000	,000	-,785	,000
x8	,000	,000	,000	,758
x7	,000	,000	,000	,796
x6	,000	,000	,615	,000
x5	,000	,000	,751	,000
x3	,000	,926	,000	,000
x4	,000	,887	,000	,000
x2	,764	,000	,000	,000
x1	,791	,000	,000	,000

Indirect Effects (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri
Kesetiaan_Kary	,000	,000	,000	,000
Penarikan_Diri	-,522	,167	,000	,000
x8	-,522	,167	-,604	,000
x7	-,522	,167	-,604	,000
x6	,864	-,276	,000	,000
x5	,864	-,276	,000	,000

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri
x3	,000	,000	,000	,000
x4	,000	,000	,000	,000
x2	,000	,000	,000	,000
x1	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	Stres_Tantang	Stres_Hambat	Kesetiaan_Kary	Penarikan_Diri
Kesetiaan_Kary	,000	,000	,000	,000
Penarikan_Diri	-,561	,230	,000	,000
x8	-,425	,174	-,595	,000
x7	-,446	,183	-,625	,000
x6	,439	-,180	,000	,000
x5	,536	-,220	,000	,000
x3	,000	,000	,000	,000
x4	,000	,000	,000	,000
x2	,000	,000	,000	,000
x1	,000	,000	,000	,000

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

	M.I. Par Change

Variances: (Group number 1 - Default model)

	M.I. Par Change

Regression Weights: (Group number 1 - Default model)

	M.I. Par Change

Means: (Group number 1 - Default model)

	M.I. Par Change

Intercepts: (Group number 1 - Default model)

	M.I. Par Change

Minimization History (Default model)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	9		-,161	9999,000	434,829	0	9999,000
1	e*	0	1552,646		1,986	83,101	20	,884
2	e	0	346,081		,756	42,999	3	,000
3	e	0	359,938		,375	24,212	1	,964
4	e	0	351,218		,095	22,514	1	1,068
5	e	0	357,935		,012	22,489	1	1,014
6	e	0	366,585		,000	22,489	1	1,000

Pairwise Parameter Comparisons (Default model)
Variance-covariance Matrix of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
par_1	,001																								
par_2	,000	,017																							
par_3	-,001	,002	,008																						
par_4	,000	,002	-,001	,008																					
par_5	,000	,000	,000	,000	,000																				
par_6	,000	,000	,000	,000	,000	,002																			
par	,000	,000	,000	,000	,000	,002	,003																		

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
_7par_8par_9par_10par_11par_12par_13	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,003																	
	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,003	,003																
	,0000	,0000	,0000	,0000	,0000	,0001	,001	-,001	-,001	,004															
	,0000	,0000	,0000	,0000	,0000	,0001	,001	-,001	-,001	,002	,006														
	,0000	,0000	,0000	,0000	,0000	-,001	-,001	,001	,001	-,001	-,001	,002													
	,0000	,0000	,0000	,0000	,0000	-,001	-,001	,001	,001	-,001	-,001	,002	,002												

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
par_14	,000	-,001	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,001											
par_15	,000	,000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,002										
par_16	,000	-,001	,0000	,0001	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,001									
par_17	,000	,000	,0000	,0001	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,000								
par_18	,000	,001	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,001							
par_19	,000	,001	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,001						

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
par_20	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000					
par_21	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,000				
par_22	,0000	,0000	,0000	-,001	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	-,001	,0000	,0000	,0000	,0000	,0000	,002			
par_23	,0000	,0000	,0001	-,001	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,005		
par_24	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,000	
par_25	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,000	,001

Correlations of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
par_1	1,000																								
par_2	,014	1,000																							
par_3	-,222	,213	1,000																						
par_4	-,031	,210	-,137	1,000																					
par_5	-,023	,022	,066	-,145	1,000																				
par_6	,000	,000	,000	,000	,000	1,000																			
par_7	,000	,000	,000	,000	,000	,605	1,000																		

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
par_8	,0000	,0000	,0000	,0000	,0000	-,152	-,146	1,000																	
par_9	,0000	,0000	,0000	,0000	,0000	-,158	-,153	,822	1,000																
par_10	,0000	,0000	,0000	,0000	,0000	,462	,446	-,298	-,311	1,000															
par_11	,0000	,0000	,0000	,0000	,0000	,378	,366	-,244	-,255	,462	1,000														
par_12	,0000	,0000	,0000	,0000	,0000	-,384	-,371	,248	,259	-,469	-,385	1,000													
par_13	,0000	,0000	,0000	,0000	,0000	-,210	-,354	,236	,247	-,447	-,366	,603	1,000												
par	-,2	-,3	-,0	,0	,0	,0	,0	,0	,0	,0	,0	,0	,0	1,0											

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
_14par_15par_16par_17par_18par_19par_	27	24	45	40	66	0000	0000	0000	0000	0000	0000	0000	0000	0000											
	-,256	,001	,056	,0002	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,030	1,000										
	-,031	-,236	-,056	,363	-,124	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,063	,007	1,000									
	-,016	,023	-,061	,382	-,075	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,012	,001	,121	1,000								
	-,062	,179	,099	,009	,248	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	-,260	,002	-,001	,006	1,000							
	,049	,155	-,003	-,038	,040	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	-,007	-,001	-,211	-,037	-,200	1,000						
	-,0	-,0	,075	,014	,000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	,0000	-,0	,038	,039	,013	,013	-,0	1,0					

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
par_21	85	09												02					12	00					
par_22	,092	,003	-,119	-,015	,000	,000	,000	,000	,000	,000	,000	,000	,000	,003	-,124	-,050	-,014	-,015	,013	-,639	1,000				
par_23	,017	,033	-,032	-,265	,086	,000	,000	,000	,000	,000	,000	,000	,000	-,004	-,002	-,443	-,152	-,032	,064	-,017	,018	1,000			
par_24	,002	-,046	,102	-,232	,044	,000	,000	,000	,000	,000	,000	,000	,000	-,010	,000	-,169	-,155	,014	,005	-,002	,002	,095	1,000		
par_25	,008	,017	,009	-,145	,043	,000	,000	,000	,000	,000	,000	,000	,000	-,004	,000	-,058	-,308	,004	,022	-,004	,004	,045	,027	1,000	
	,000	,000	,003	,084	,261	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,016	-,108	,035	,003	,002	-,002	-,012	-,008	-,172	1,000

Critical Ratios for Differences between Parameters (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
par_1	,000																								
par_2	6,990	,000																							
par_3	-2,278	-8,188	,000																						
par_4	-5,851	-10,464	-2,480	,000																					
par_5	3,191	-6,284	3,732	7,064	,000																				
par_6	72,593	23,396	43,742	46,268	76,956	,000																			
par_7	69	22	42	44	72	-2	,0																		

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
r_7	,115	,623	,4441	,9772	,8881	,0442	00																		
par_8	34,366	8,980	23,183	25,949	34,980	-24,190	-22,750	,000																	
par_9	36,189	9,316	23,852	26,637	37,055	-24,212	-22,736	1,148	,000																
par_10	57,3100	21,3200	39,1100	41,5744	58,9734	-2,8166	-1,2499	18,4755	18,3411	,000															
par_11	46,305	19,293	34,747	37,116	46,806	-4,4211	-3,1377	15,2941	15,1122	-2,174	,000														
par_12	31,501	5,709	19,569	22,526	32,515	-30,6555	-29,098	-7,5758	-8,4588	-24,138	-20,295	,000													

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
par_13	34,369	7,295	21,597	24,493	35,487	-29,125	-25,923	-3,983	-4,718	-21,521	-17,985	5,281	,000												
par_14	5,249	-4,603	5,046	8,596	4,098	-64,250	-61,255	-28,912	-30,418	-51,501	-41,964	-25,058	-28,023	,000											
par_15	6,501	-3,888	6,345	9,385	5,784	-55,509	-53,126	-24,529	-25,702	-45,819	-38,066	-20,162	-23,001	2,299	,000										
par_16	3,066	-5,387	3,809	8,418	,995	-63,414	-60,607	-29,527	-30,967	-51,496	-42,340	-25,765	-28,619	-2,170	-3,990	,000									
par_17	3,421	-6,1114	3,7833	8,1116	,6288	-73,859	-70,092	-33,690	-35,613	-57,324	-45,822	-30,832	-33,809	-3,310	-5,1996	-,611	,0000								
pa	4,	-5	4,	7,	2,	-7	-6	-3	-3	-5	-4	-2	-3	-1	-4	,6	1,	,0							

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
r_18	584	,859	521	898	732	1,430	7,841	2,297	4,115	5,785	4,744	9,118	2,123	,719	,055	00	617	00							
par_19	5,358	-5,648	4,637	8,020	3,126	-70,306	-66,800	-31,669	-33,439	-55,076	-44,251	-28,353	-31,367	-1,344	-3,565	,992	2,207	,590	,000						
par_20	3,927	-5,909	4,167	7,627	1,473	-73,460	-69,702	-33,326	-35,235	-56,995	-45,546	-30,396	-33,391	-2,735	-4,821	-,071	,732	-,934	-1,573	,000					
par_21	3,366	-6,198	3,629	7,233	,232	-75,076	-71,196	-34,246	-36,226	-58,005	-46,249	-31,541	-34,514	-3,674	-5,274	-,846	-,395	-2,032	-2,707	-,904	,000				
par_22	5,602	-4,726	5,154	7,700	4,024	-58,877	-56,317	-26,654	-27,937	-48,260	-39,913	-22,515	-25,369	,483	-1,648	1,955	3,160	2,154	1,744	2,860	3,686	,000			
par_	7,0	-2,5	7,1	8,6	6,0	-41,	-40,	-18,	-18,	-36,	-31,	-13,	-16,	3,5	1,8	4,5	5,3	4,8	4,5	5,3	5,8	3,2	,000		

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20	par_21	par_22	par_23	par_24	par_25
23	80	29	56	56	26	6411	1044	0662	7889	1277	1999	7111	1011	666	022	29	799	611	144	044	155	277			
par_24	4,565	-5,858	4,2449	7,5300	2,035	-744,223	-700,369	-333,488	-355,439	-557,317	-455,677	-306,630	-333,640	-2,514	-4,594	,1886	,9997	-,6025	-1,305	,3811	1,614	-2,735	-5,227	,0000	
par_25	5,100	-5,607	4,525	8,182	3,249	-72,149	-684,474	-324,470	-343,327	-556,109	-448,889	-299,353	-32,373	-1,745	-3,937	,8144	1,8551	,2688	-,4111	1,2411	2,4113	-2,026	-4,742	,8488	,0000

Model Fit Summary
CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	25	22,489	19	,261	1,184
Saturated model	44	,000	0		
Independence model	16	432,033	28	,000	15,430

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,948	,923	,992	,987	,991
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	,643	,673
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	3,489	,000	19,578
Saturated model	,000	,000	,000
Independence model	404,033	340,446	475,056

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	,174	,027	,000	,152
Saturated model	,000	,000	,000	,000
Independence model	3,349	3,132	2,639	3,683

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,038	,000	,089	,596
Independence model	,334	,307	,363	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	72,489	76,239		
Saturated model	88,000	94,600		
Independence model	464,033	466,433		

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	,562	,535	,687	,591
Saturated model	,682	,682	,682	,733
Independence model	3,597	3,104	4,148	3,616

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	173	208
Independence model	13	15

Tabulasi Data Kuesioner Responden

PD1	PD2	KES1	KES3	ST1	ST1	SH1	SH2
1	1	5	4	4	4	3	3
2	2	3	3	4	4	3	3
2	2	4	4	4	4	2	2
2	2	4	4	4	4	3	3
2	2	4	4	4	4	2	2
2	2	2	1	3	3	3	3
2	2	2	1	3	3	2	1
2	2	3	1	3	4	2	2
1	1	4	4	3	3	2	2
2	2	4	4	4	4	1	1
2	3	3	2	3	3	3	3
2	2	4	2	4	4	3	3
1	1	4	1	4	4	3	3
2	2	4	4	4	4	1	1
2	2	4	4	4	4	2	1
2	2	4	4	4	4	2	2
2	2	5	4	4	4	2	2
2	2	4	4	4	4	1	1
2	2	4	4	4	4	1	1
2	2	4	4	4	4	3	3
2	2	4	4	4	4	3	3
2	2	4	4	4	4	3	3
2	1	4	4	4	5	3	3
2	3	3	3	3	3	3	1
2	3	4	4	4	4	3	3
2	3	3	3	4	3	3	3
2	3	3	3	4	3	3	3
1	1	4	4	4	4	3	3
2	2	4	5	4	3	2	2
2	2	4	4	3	4	3	3
2	2	4	4	4	4	3	3
2	2	4	3	4	4	1	1
2	3	4	3	4	4	2	2
1	1	4	2	4	4	3	3
1	2	4	2	5	5	3	3
1	2	4	4	4	4	2	3
2	2	4	4	4	4	2	3
3	3	3	3	3	3	2	3
1	1	5	4	4	4	1	1
2	2	2	1	3	3	3	3
3	3	4	4	4	4	3	3
2	2	3	4	3	3	2	2
2	2	4	4	4	4	3	3
2	2	2	3	4	4	3	3
2	2	2	3	4	4	2	2
2	2	4	4	4	4	2	2
2	2	4	3	4	4	3	3

PD1	PD2	KES1	KES3	ST1	ST1	SH1	SH2
2	2	4	4	5	5	3	3
2	2	4	4	5	5	3	3
2	2	4	4	5	4	2	2
2	2	4	4	4	4	2	2
1	2	4	4	4	4	2	2
1	2	4	4	4	4	2	2
2	2	4	4	4	4	2	2
2	2	4	4	4	4	2	2
2	3	3	4	4	3	3	2
1	1	4	4	4	4	2	2
2	2	3	4	4	4	2	2
2	2	4	4	4	4	2	2
2	2	3	4	4	4	2	2
2	2	4	3	4	4	2	2
2	3	3	3	4	4	3	3
2	2	4	3	3	4	2	2
2	2	4	3	3	3	3	2
1	2	5	4	5	4	2	2
1	2	5	4	5	4	2	2
2	3	3	2	4	4	3	3
2	3	3	2	4	4	3	3
1	2	5	4	5	2	3	3
1	2	5	4	5	3	3	3
2	2	5	4	4	4	2	2
2	2	5	4	4	4	2	2
1	2	5	4	4	4	2	2
2	3	3	2	4	4	3	3
1	1	5	5	5	5	1	1
1	2	4	4	4	4	2	2
2	2	4	3	4	4	2	2
2	2	3	4	4	4	2	3
1	2	3	5	4	4	2	2
1	2	3	4	4	4	2	2
2	2	4	4	4	4	2	2
2	2	3	4	4	4	2	2
1	2	5	4	5	4	2	2
1	2	4	4	4	4	2	2
2	2	4	2	4	4	2	2
1	2	4	4	4	4	2	2
1	1	5	4	4	4	2	2
1	2	4	5	5	5	2	2
1	2	4	5	5	5	2	2
1	2	4	5	5	5	2	2
1	1	4	4	5	5	2	2
1	1	4	5	5	5	2	2
1	1	4	5	5	4	2	2
1	1	4	5	5	5	2	2
1	1	4	5	5	4	2	2
1	1	5	5	5	5	2	2

PD1	PD2	KES1	KES3	ST1	ST1	SH1	SH2
2	2	4	2	4	4	2	2
2	2	4	4	4	4	2	1
2	2	4	4	4	4	2	2
2	2	4	4	4	4	2	2
2	2	4	4	5	5	2	2
2	2	4	4	4	4	2	2
1	1	5	4	5	5	3	2
1	1	5	5	5	5	1	1
2	2	3	4	3	3	2	2
1	1	5	4	5	5	1	1
1	2	4	3	5	5	1	2
2	2	4	4	4	4	1	2
2	1	5	5	4	4	2	2
1	1	4	4	4	4	2	2
1	1	5	5	3	4	2	1
1	2	4	5	5	5	2	1
2	2	4	4	4	4	2	2
1	2	4	4	4	4	1	1
1	1	5	5	4	5	2	2
2	2	3	4	4	4	2	2
2	2	4	4	3	3	2	2
1	1	4	4	4	4	2	2
1	2	4	4	4	4	1	1
2	2	4	4	3	4	2	2
2	2	4	5	5	4	1	1
2	2	3	4	4	4	2	2
2	1	4	4	5	4	3	2
1	1	5	5	5	4	1	1
2	2	4	4	4	3	2	2
2	1	4	4	4	4	2	2
1	1	4	4	4	4	2	2
1	1	5	4	4	5	2	2
1	1	4	4	4	4	1	1
2	2	5	5	5	4	3	3

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SURAT KETERANGAN

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Direktur Rumah Sakit PKU Muhammadiyah Surakarta, menerangkan bahwa :

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Tersebut di atas benar-benar telah menyelesaikan penelitian pada karyawan Rumah Sakit PKU Muhammadiyah Surakarta tanggal 19 Maret – 19 April 2019, dengan judul Skripsi : ***Pengaruh Stres Kerja, Stres Tantangan dan Kesetiaan pada Penarikan diri Karyawan di RS. PKU Muhammadiyah Surakarta***

Demikian, surat keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.

Surakarta, 19 Dzul Qo'dah 1440 H
22 Juli 2019 M

RS PKU Muhammadiyah Surakarta
Direktur,

dr. H. Mardiatmo, Sp.Rad
NBM. 1086.487