

## **BAB V**

### **KESIMPULAN DAN SARAN**

#### **5.1 Kesimpulan**

Tujuan dari penelitian ini yaitu menganalisis kembali faktor-faktor yang mempengaruhi niat keluar karyawan. Hasil penelitian ini menunjukkan bahwa dua hipotesis terdukung dan sepuluh hipotesis tidak terdukung. Hal ini dapat ditunjukkan sebagai berikut :

1. Hipotesis pertama, variabel komitmen afektif tidak mempengaruhi niat keluar karyawan Rumah Sakit Mutiara.
2. Hipotesis kedua, variabel komitmen melanjutkan tidak mempengaruhi niat keluar karyawan Rumah Sakit Mutiara.
3. Hipotesis ketiga, variabel komitmen normatif mempengaruhi niat keluar karyawan Rumah Sakit Mutiara, hal ini menjelaskan bila komitmen normatif meningkat maka niat keluar karyawan rendah.
4. Hipotesis keempat, variabel kepuasan kerja tidak mempengaruhi komitmen afektif karyawan Rumah Sakit Mutiara.
5. Hipotesis kelima, variabel kepuasan kerja tidak mempengaruhi komitmen melanjutkan karyawan Rumah Sakit Mutiara.
6. Hipotesis keenam, variabel kepuasan kerja tidak mempengaruhi komitmen normatif karyawan Rumah Sakit Mutiara.
7. Hipotesis ketujuh, variabel kualitas hubungan pemimpin-anggota tidak mempengaruhi komitmen afektif karyawan Rumah Sakit Mutiara.

8. Hipotesis kedelapan, variabel kualitas hubungan pemimpin-anggota tidak mempengaruhi komitmen melanjutkan karyawan Rumah Sakit Mutiara.
9. Hipotesis kesembilan, variabel kualitas hubungan pemimpin-anggota tidak mempengaruhi komitmen normatif karyawan Rumah Sakit Mutiara.
10. Hipotesis kesepuluh, variabel budaya pembelajaran organisasi tidak mempengaruhi komitmen afektif karyawan Rumah Sakit Mutiara.
11. Hipotesis kesebelas, variabel budaya pembelajaran organisasi tidak mempengaruhi komitmen melanjutkan karyawan Rumah Sakit Mutiara .
12. Hipotesis keduabelas, variabel budaya pembelajaran organisasi mempengaruhi komitmen normatif, hal ini menjelaskan bahwa ketika rumah sakit menerapkan budaya pembelajaran maka komitmen normatif akan meningkat.

## 5.2 Keterbatasan Penelitian

Penelitian ini telah dilakukan sesuai dengan prosedur yang ada , namun masih memiliki keterbatasan yaitu :

1. Terbatasnya jumlah karyawan di Rumah Sakit Mutiara Kota Sorong yang tidak mencapai 200, hal ini menyebabkan sensitivitas teknik analisis SEM terhadap sampel yang kurang. Dengan demikian hasil tidak mendapat *goodness of fit* model yang normal.
2. Penelitian ini didapat melalui penyebaran kuesioner sehingga terkadang responden mengisi tidak sesuai dengan keadaan sesungguhnya. Jika tidak

didampingi selama pengisian kuesioner, responden terkadang kurang teliti terhadap pernyataan dan tidak mengisi data dengan lengkap.

### **5.3 Saran**

Berdasarkan dari hasil analisis yang telah dilakukan, adapun saran yang dapat diberikan sebagai berikut :

#### **5.3.1 Bagi Rumah Sakit**

1. Rumah Sakit Mutiara Kota Sorong dapat meningkatkan komitmen normatif dengan memberikan hal-hal berharga seperti kepercayaan untuk menyelesaikan tugas sehingga timbul rasa tanggung jawab dan setia untuk bekerja.
2. Rumah Sakit Mutiara Kota Sorong perlu meningkatkan budaya pembelajaran organisasi yang meliputi pembelajaran berkelanjutan, menciptakan peluang belajar dan mendukung karyawan untuk pengembangan diri. Jika budaya pembelajaran tinggi, maka komitmen normatif akan tinggi dan niat keluar rendah.
3. Dilihat dari hasil deskriptif variabel komitmen afektif yang rendah Rumah Sakit Mutiara Kota Sorong perlu meningkatkan nilai-nilai organisasi sehingga individu selalu merasa cocok dengan budaya di rumah sakit dan merasa terlibat dengan seluruh kegiatan untuk menjalankan visi misi rumah sakit.
4. Dilihat dari statistik deskriptif variabel kualitas hubungan pemimpin-anggota Rumah Sakit Mutiara Kota Sorong perlu

meningkatkan interaksi yang baik antara pemimpin dan anggota, menciptakan keakraban yang tidak memandang status sosial. Interaksi dapat terbentuk oleh hubungan karyawan dengan pimpinan, pimpinan dengan pimpinan maupun karyawan dengan karyawan.

5. Rumah Sakit Mutiara Kota Sorong perlu meningkatkan komitmen melanjutkan dengan memberi keuntungan sesuai dengan syarat-syarat insentif-insentif yang berlaku seperti upah gaji yang berbeda karena prestasi kerja, penghargaan dalam bentuk uang kepada mereka yang dapat melampaui standar yang ditentukan sehingga pada akhirnya karyawan akan merasa takut kehilangan pekerjaan.
6. Rumah Sakit Mutiara Kota Sorong perlu meningkatkan kepuasan kerja dengan menerapkan sikap emosional yang menyenangkan terhadap pekerjaan, pengalaman kerja, karakteristik sosial dan lingkungan dimana karyawan melakukan kegiatan kerja.

### **5.3.2 Bagi Peneliti Selanjutnya**

1. Peneliti selanjutnya diharapkan menambah jumlah sampel yang sesuai dengan teknik analisis data SEM.
2. Peneliti selanjutnya diharapkan untuk mengembangkan pernyataan kuesioner dengan mencari indikator yang lebih akurat. Peneliti selanjutnya diharapkan dapat membuat kuesioner yang lebih mudah dipahami oleh responden.

3. Peneliti selanjutnya diharapkan mengambil data di beberapa rumah sakit, tidak bersifat homogen agar memperoleh hasil yang lebih baik.

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**Lampiran 1. Kuisisioner**

**KUESIONER**  
**IDENTITAS RESPONDEN**

Mohon memberi tanda (√) pada pilihan dibawah.

Nama :

Usia :

Jenis Kelamin :  Laki-laki                       Perempuan

**PETUNJUK MENJAWAB**

Mohon untuk memberikan tanda (√) pada pernyataan yang anda pilih.

Keterangan :

STS = Sangat Tidak Setuju

TS = Tidak Setuju

CS = Cukup Setuju

S = Setuju

SS = Sangat Setuju

**Niat Keluar**

NO	Pernyataan	SS	S	CS	TS	STS
1.	Dalam pikiran saya terlintas niat untuk keluar dari rumah sakit ini.					
2.	Dalam pikiran saya terlintas keinginan untuk keluar dari rumah sakit ini.					
3.	Dalam pikiran saya terlintas untuk keluar dari rumah sakit ini.					

**Komitmen Afektif**

NO	Pernyataan	SS	S	CS	TS	STS
1.	Saya merasa cocok dengan budaya yang ada di rumah sakit ini.					

2.	Saya merasa terlibat dengan kegiatan yang ada di rumah sakit ini untuk menjalankan visi dan misi.					
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#### **Komitmen Melanjutkan**

NO	Pernyataan	SS	S	CS	TS	STS
1.	Saya mendapatkan banyak keuntungan dalam bekerja di rumah sakit ini.					
2.	Saya merasa takut kehilangan pekerjaan di rumah sakit ini.					

#### **Komitmen Normatif**

NO	Pernyataan	SS	S	CS	TS	STS
1.	Saya setia bekerja di rumah sakit ini.					
2.	Saya selalu bertanggung jawab terhadap rumah sakit ini.					

#### **Kepuasan Kerja**

NO	Pernyataan	SS	S	CS	TS	STS
1.	Saya puas bekerja di rumah sakit ini.					
2.	Saya bangga dengan hasil kerja saya di rumah sakit ini.					

#### **Kualitas Hubungan Pemimpin-Anggota**

NO	Pernyataan	SS	S	CS	TS	STS
1.	Saya punya interaksi yang baik dengan atasan di rumah sakit ini.					
3.	Komunikasi saya dengan atasan sangat baik di rumah sakit ini.					

#### **Budaya Pembelajaran Organisasi**

NO	Pernyataan	SS	S	CS	TS	STS
1.	Rumah sakit menyediakan peluang untuk belajar.					
2.	Rumah sakit mendukung karyawan untuk pengembangan diri.					

## Lampiran 2. Uji validitas

### UJI VALIDITAS

#### Factor Analysis

Correlation  
Matrix<sup>a</sup>

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a. This matrix is not positive definite.

	Initial	Extraction
NK1	1,000	,995
NK2	1,000	,995
NK3	1,000	,990
KA1	1,000	,998
KA2	1,000	,998
KM1	1,000	,993
KM2	1,000	,993
KN1	1,000	,998
KN2	1,000	,998
KK1	1,000	,997
KK2	1,000	,997
KH1	1,000	,911
KH2	1,000	,868
BO1	1,000	,969
BO2	1,000	,958

Extraction Method: Principal Component Analysis.

#### Component Matrix<sup>a</sup>

	Component						
	1	2	3	4	5	6	7
NK1	-,792	,460					
NK2	-,792	,460					
NK3	-,750	,476		,410			
KA1	,630		-,463		-,509		
KA2	,630		-,463		-,509		
KM1	,610	-,548		,418			
KM2	,610	-,548		,418			

KN1	,633		-,472				
KN2	,633		-,472				
KK1	,753		,444				
KK2	,753		,444				
KH1	,519		,410		-,422		
KH2	,606	,422				-,404	
BO1	,550						
BO2	,714			-,435			

Extraction Method: Principal Component Analysis.  
a. 7 components extracted.

**Rotated Component Matrix<sup>a</sup>**

	Component						
	1	2	3	4	5	6	7
NK1	,928						
NK2	,928						
NK3	,940						
KA1				,938			
KA2				,938			
KM1			,928				
KM2			,928				
KN1		,941					
KN2		,941					
KK1					,876		
KK2					,876		
KH1							,878
KH2							,799
BO1						,946	
BO2						,826	

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	7
1	-,532	,354	,331	,347	,398	,332	,305
2	,552	,135	-,532	,269	,251	,356	,364
3	,112	-,514	,263	-,500	,482	,033	,412
4	,533	,452	,514	,086	,150	-,462	,058
5	,071	,504	-,012	-,647	,120	,436	-,343
6	,315	-,359	,436	,336	,016	,506	-,462
7	,104	,069	,291	-,133	-,714	,319	,521

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



### Lampiran 3. Uji reliabel niat keluar

#### UJI RELIABEL NIAT KELUAR

#### Scale: ALL VARIABLES

##### Case Processing Summary

		N	%
Cases	Valid	123	100,0
	Excluded <sup>a</sup>	0	,0
	Total	123	100,0

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

##### Reliability Statistics

Cronbach's Alpha	N of Items
,969	3

##### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NK1	4,37	2,004	,943	,947
NK2	4,33	1,995	,942	,948
NK3	4,31	2,002	,915	,968

#### Lampiran 4. Uji reliabel komitmen afektif

### UJI RELIABEL KOMITMEN AFEKTIF

#### Scale: ALL VARIABLES

##### Case Processing Summary

		N	%
Cases	Valid	123	100,0
	Excluded <sup>a</sup>	0	,0
	Total	123	100,0

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

##### Reliability Statistics

Cronbach's Alpha	N of Items
,846	2

##### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KA1	3,93	,577	,737	.
KA2	3,70	,704	,737	.

## Lampiran 5. Uji reliabel komitmen melanjutkan

### UJI RELIABEL KOMITMEN MELANJUTKAN

#### Scale: ALL VARIABLES

##### Case Processing Summary

		N	%
Cases	Valid	123	100,0
	Excluded <sup>a</sup>	0	,0
	Total	123	100,0

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

##### Reliability Statistics

Cronbach's Alpha	N of Items
,944	2

##### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KM1	3,34	,882	,893	.
KM2	3,44	,871	,893	.



**Lampiran 6. Uji reliabel komitmen normatif**

**UJI RELIABEL  
KOMITMEN NORMATIF**

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	123	100,0
	Excluded <sup>a</sup>	0	,0
	Total	123	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,899	2

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KN1	4,02	,377	,818	.
KN2	4,00	,426	,818	.

## Lampiran 7. Uji reliabel kepuasan kerja

### UJI RELIABEL KEPUASAN KERJA

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	123	100,0
	Excluded <sup>a</sup>	0	,0
	Total	123	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,856	2

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	3,85	,492	,749	.
KK2	3,85	,454	,749	.

**Lampiran 8. Uji reliabel kualitas hubungan pemimpin-anggota**

**UJI RELIABEL  
KUALITAS HUBUNGAN PEMIMPIN-ANGGOTA**

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	123	100,0
	Excluded <sup>a</sup>	0	,0
	Total	123	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,845	2

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KH1	4,12	,485	,741	.
KH2	3,83	,356	,741	.

## Lampiran 9. Uji reliabel budaya pembelajaran organisasi

### UJI RELIABEL BUDAYA PEMBELAJARAN ORGANISASI

Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	123	100,0
	Excluded <sup>a</sup>	0	,0
	Total	123	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,925	2

**Item-Total Statistics**

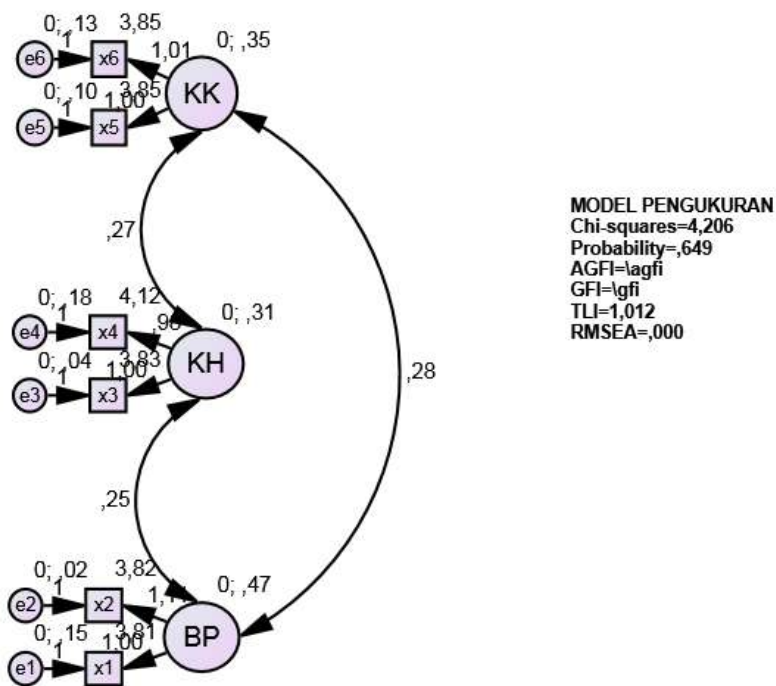
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BP1	3,82	,607	,861	.
BP2	3,81	,629	,861	.

## Lampiran 10. Uji hipotesis

### UJI HIPOTESIS

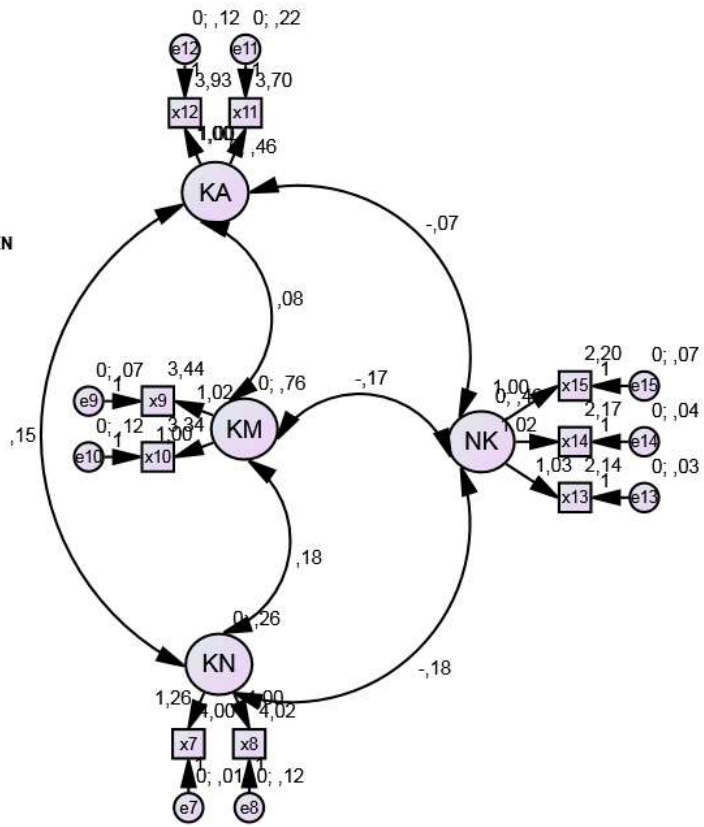
#### *Structural Equation Modeling (SEM)*

#### MODEL PENGUKURAN

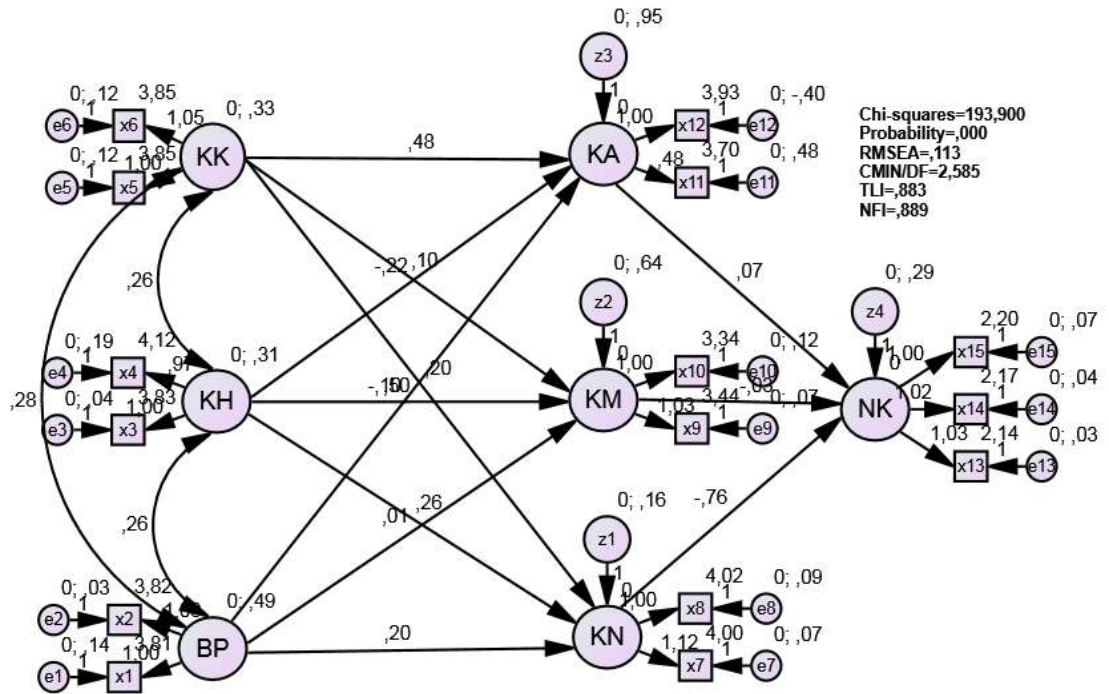


Lampiran 11. Model pengukuran

MODEL PENGUKURAN - ENDOGEN  
 Chi-square=38,662  
 Probability=.015  
 CFI=.983  
 TLI=.965  
 RMSEA=.078



**Lampiran 12. Model struktural**



**Analysis Summary**

**Date and Time**

Date: 13 Mei 2019

Time: 22:31:33

**Title**

Model struktural\_4b: 13 Mei 2019 22:31

**Notes for Group (Group number 1)**

The model is recursive.

Sample size = 125

**Result (Default model)**

Minimum was achieved

Chi-square = 193,900

Degrees of freedom = 75

Probability level = ,000

**Variable Summary (Group number 1)**

Your model contains the following variables (Group number 1)

## Observed, endogenous variables

x15

x14

x13

x5

x6

x12

x11

x10

x9

x3

x4

x1

x2

x8

x7

## Unobserved, endogenous variables

NK

KA

KM

KN

## Unobserved, exogenous variables

e15

e14

e13

KK

e5

e6

e12

e11

e10

e9

KH

e3

e4

BP

e1

e2

e8

e7

z4

z3

z2

z1



**Variable counts (Group number 1)**

Number of variables in your model: 41  
 Number of observed variables: 15  
 Number of unobserved variables: 26  
 Number of exogenous variables: 22  
 Number of endogenous variables: 19

**Parameter Summary (Group number 1)**

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	26	0	0	0	0	26
Labeled	0	0	0	0	0	0
Unlabeled	20	3	22	0	15	60
Total	46	3	22	0	15	86

**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
KA <--- KK	,480	,302	1,588	,112	par_9
KM <--- KH	,500	,324	1,547	,122	par_10
KN <--- BP	,196	,092	2,129	,033	par_11
KM <--- KK	,103	,339	,304	,761	par_12
KN <--- KK	,202	,187	1,075	,282	par_13
KA <--- KH	-,222	,289	-,770	,441	par_14
KN <--- KH	,257	,171	1,505	,132	par_15
KM <--- BP	,012	,173	,068	,945	par_16
KA <--- BP	-,105	,144	-,725	,469	par_17
NK <--- KM	-,031	,070	-,448	,654	par_18
NK <--- KA	,066	,075	,881	,379	par_22
NK <--- KN	-,763	,129	-5,931	***	par_23
x15 <--- NK	1,000				
x14 <--- NK	1,024	,046	22,175	***	par_1
x13 <--- NK	1,027	,045	22,804	***	par_2
x5 <--- KK	1,000				
x6 <--- KK	1,049	,096	10,939	***	par_3
x12 <--- KA	1,000				
x11 <--- KA	,479	,425	1,126	,260	par_4

			Estimate	S.E.	C.R.	P	Label
x10	<---	KM	1,000				
x9	<---	KM	1,025	,120	8,575	***	par_5
x3	<---	KH	1,000				
x4	<---	KH	,969	,097	10,018	***	par_6
x1	<---	BP	1,000				
x2	<---	BP	1,083	,082	13,224	***	par_7
x8	<---	KN	1,000				
x7	<---	KN	1,118	,087	12,786	***	par_8

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

			Estimate
KA	<---	KK	,281
KM	<---	KH	,322
KN	<---	BP	,256
KM	<---	KK	,068
KN	<---	KK	,218
KA	<---	KH	-,127
KN	<---	KH	,270
KM	<---	BP	,009
KA	<---	BP	-,074
NK	<---	KM	-,040
NK	<---	KA	,095
NK	<---	KN	-,597
x15	<---	NK	,929
x14	<---	NK	,965
x13	<---	NK	,974
x5	<---	KK	,861
x6	<---	KK	,868
x12	<---	KA	1,303
x11	<---	KA	,565
x10	<---	KM	,930
x9	<---	KM	,960
x3	<---	KH	,944
x4	<---	KH	,784
x1	<---	BP	,884
x2	<---	BP	,974
x8	<---	KN	,874
x7	<---	KN	,918

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

	Estimate	S.E.	C.R.	P	Label
x15	2,195	,066	33,012	***	par_24
x14	2,171	,066	33,111	***	par_25
x13	2,138	,065	32,808	***	par_26
x5	3,854	,061	63,447	***	par_27
x6	3,846	,063	60,786	***	par_28
x12	3,927	,068	57,358	***	par_29
x11	3,699	,076	48,904	***	par_30
x10	3,341	,085	39,452	***	par_31
x9	3,439	,084	40,864	***	par_32
x3	3,829	,054	71,197	***	par_33
x4	4,122	,063	65,646	***	par_34
x1	3,813	,071	53,338	***	par_35
x2	3,821	,070	54,394	***	par_36
x8	4,016	,055	72,570	***	par_37
x7	4,000	,059	67,955	***	par_38

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

	Estimate	S.E.	C.R.	P	Label
BP <--> KH	,261	,048	5,447	***	par_19
KK <--> KH	,262	,043	6,070	***	par_20
BP <--> KK	,278	,052	5,371	***	par_21

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

	Estimate
BP <--> KH	,667
KK <--> KH	,809
BP <--> KK	,688

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

	Estimate	S.E.	C.R.	P	Label
KK	,334	,059	5,622	***	par_39
KH	,315	,050	6,335	***	par_40
BP	,487	,083	5,905	***	par_41
z3	,945	,865	1,092	,275	par_42
z2	,645	,117	5,489	***	par_43
z1	,157	,030	5,282	***	par_44
z4	,292	,047	6,242	***	par_45
e15	,074	,012	6,379	***	par_46
e14	,036	,008	4,309	***	par_47
e13	,027	,008	3,389	***	par_48
e5	,116	,025	4,565	***	par_49
e6	,121	,027	4,395	***	par_50
e12	-,399	,852	-,469	,639	par_51
e11	,475	,205	2,324	,020	par_52
e10	,117	,083	1,409	,159	par_53
e9	,068	,087	,781	,435	par_54
e3	,038	,022	1,758	,079	par_55
e4	,186	,031	6,023	***	par_56
e1	,136	,032	4,221	***	par_57
e2	,031	,032	,962	,336	par_58
e8	,088	,018	4,800	***	par_59
e7	,066	,021	3,125	,002	par_60

**Matrices (Group number 1 - Default model)**

**Factor Score Weights (Group number 1 - Default model)**

	x 7	x 8	x 2	x 1	x 4	x 3	x 9	x 1 0	x1 1	x1 2	x 6	x 5	x 1 3	x 1 4	x 1 5
K H	,0 2 2	,0 1 4	,0 3 1	,0 0 7	,1 2 9	,6 4 6	,0 1 2	,0 0 7	,0 03 0	- ,0 08	,0 4 8	,0 4 8	- ,0 0	- ,0 0	,0 0 0
K K	,0 2 4	,0 1 6	,0 5 9	,0 1 2	,0 2 9	,1 4 5	,0 0 6	,0 0 3	- ,0 18	,0 46 0	,3 1 9	,3 1 6	- ,0 0	- ,0 0	- ,0 0
B P	,0 1 3	,0 0 9	,7 0 9	,1 4 8	,0 0 5	,0 2 3	,0 0 1	,0 0 0	,0 02 0	- ,0 04	,0 1 5	,0 1 4	- ,0 0	- ,0 0	,0 0 0
K N	,4 4 0	,2 9 5	,0 2 7	,0 0 6	,0 0 7	,0 3 3	- ,0 0	,0 0 1	- ,0 05	,0 12 0	,0 1 3	,0 1 2	- ,0 0	- ,0 0	- ,0 0
K M	- ,0 0 1	,0 0 0	,0 0 2	,0 0 0	,0 4 0	,0 2 0	,5 9 2	,3 3 3	,0 00 0	,0 01 0	,0 0 3	,0 0 3	- ,0 0	- ,0 0	- ,0 0
K A	- ,0 8 3	- ,0 5 5	,0 5 4	,0 1 1	,0 1 6	,0 8 0	- ,0 4	- ,0 2	- 1, 04 9	2, 60 9	- ,1 5 9	- ,1 5 8	- ,1 0 0	- ,0 7 3	,0 3 5
N K	- ,0 1 4	- ,0 0 9	- ,0 0 1	,0 0 0	,0 0 0	- ,0 0 1	- ,0 0 1	,0 0 0	- ,0 03 0	,0 07 0	- ,0 0 1	- ,0 0 1	,4 5 1	,3 3 1	,1 5 9

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

	KH	KK	BP	KN	KM	KA	NK
KN	,257	,202	,196	,000	,000	,000	,000
KM	,500	,103	,012	,000	,000	,000	,000
KA	-,222	,480	-,105	,000	,000	,000	,000
NK	-,227	-,125	-,156	-,763	-,031	,066	,000
x7	,288	,225	,219	1,118	,000	,000	,000
x8	,257	,202	,196	1,000	,000	,000	,000

	KH	KK	BP	KN	KM	KA	NK
x2	,000	,000	1,083	,000	,000	,000	,000
x1	,000	,000	1,000	,000	,000	,000	,000
x4	,969	,000	,000	,000	,000	,000	,000
x3	1,000	,000	,000	,000	,000	,000	,000
x9	,513	,105	,012	,000	1,025	,000	,000
x10	,500	,103	,012	,000	1,000	,000	,000
x11	-,106	,230	-,050	,000	,000	,479	,000
x12	-,222	,480	-,105	,000	,000	1,000	,000
x6	,000	1,049	,000	,000	,000	,000	,000
x5	,000	1,000	,000	,000	,000	,000	,000
x13	-,233	-,129	-,161	-,783	-,032	,068	1,027
x14	-,232	-,128	-,160	-,781	-,032	,067	1,024
x15	-,227	-,125	-,156	-,763	-,031	,066	1,000

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

	KH	KK	BP	KN	KM	KA	NK
KN	,270	,218	,256	,000	,000	,000	,000
KM	,322	,068	,009	,000	,000	,000	,000
KA	-,127	,281	-,074	,000	,000	,000	,000
NK	-,186	-,106	-,160	-,597	-,040	,095	,000
x7	,248	,200	,235	,918	,000	,000	,000
x8	,236	,191	,223	,874	,000	,000	,000
x2	,000	,000	,974	,000	,000	,000	,000
x1	,000	,000	,884	,000	,000	,000	,000
x4	,784	,000	,000	,000	,000	,000	,000
x3	,944	,000	,000	,000	,000	,000	,000
x9	,310	,066	,009	,000	,960	,000	,000
x10	,300	,064	,009	,000	,930	,000	,000
x11	-,071	,159	-,042	,000	,000	,565	,000
x12	-,165	,367	-,097	,000	,000	1,303	,000
x6	,000	,868	,000	,000	,000	,000	,000
x5	,000	,861	,000	,000	,000	,000	,000
x13	-,181	-,103	-,156	-,581	-,039	,092	,974
x14	-,180	-,102	-,154	-,576	-,039	,092	,965
x15	-,173	-,099	-,149	-,555	-,037	,088	,929



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

	KH	KK	BP	KN	KM	KA	NK
KN	,000	,000	,000	,000	,000	,000	,000
KM	,000	,000	,000	,000	,000	,000	,000
KA	,000	,000	,000	,000	,000	,000	,000
NK	-,227	-,125	-,156	,000	,000	,000	,000
x7	,288	,225	,219	,000	,000	,000	,000
x8	,257	,202	,196	,000	,000	,000	,000
x2	,000	,000	,000	,000	,000	,000	,000
x1	,000	,000	,000	,000	,000	,000	,000
x4	,000	,000	,000	,000	,000	,000	,000
x3	,000	,000	,000	,000	,000	,000	,000
x9	,513	,105	,012	,000	,000	,000	,000
x10	,500	,103	,012	,000	,000	,000	,000
x11	-,106	,230	-,050	,000	,000	,000	,000
x12	-,222	,480	-,105	,000	,000	,000	,000
x6	,000	,000	,000	,000	,000	,000	,000
x5	,000	,000	,000	,000	,000	,000	,000
x13	-,233	-,129	-,161	-,783	-,032	,068	,000
x14	-,232	-,128	-,160	-,781	-,032	,067	,000
x15	-,227	-,125	-,156	-,763	-,031	,066	,000

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

	KH	KK	BP	KN	KM	KA	NK
KN	,000	,000	,000	,000	,000	,000	,000
KM	,000	,000	,000	,000	,000	,000	,000
KA	,000	,000	,000	,000	,000	,000	,000
NK	-,186	-,106	-,160	,000	,000	,000	,000
x7	,248	,200	,235	,000	,000	,000	,000
x8	,236	,191	,223	,000	,000	,000	,000
x2	,000	,000	,000	,000	,000	,000	,000
x1	,000	,000	,000	,000	,000	,000	,000
x4	,000	,000	,000	,000	,000	,000	,000
x3	,000	,000	,000	,000	,000	,000	,000
x9	,310	,066	,009	,000	,000	,000	,000
x10	,300	,064	,009	,000	,000	,000	,000
x11	-,071	,159	-,042	,000	,000	,000	,000
x12	-,165	,367	-,097	,000	,000	,000	,000
x6	,000	,000	,000	,000	,000	,000	,000
x5	,000	,000	,000	,000	,000	,000	,000
x13	-,181	-,103	-,156	-,581	-,039	,092	,000
x14	-,180	-,102	-,154	-,576	-,039	,092	,000
x15	-,173	-,099	-,149	-,555	-,037	,088	,000



**Minimization History (Default model)**

Iteration		Negative eigenvalues	Condition #	Small est Eigen value	Diameter	F	N Tries	Ratio
0	e	14		-,583	9999,000	1821,958	0	9999,000
1	e*	18		-,901	2,694	1075,568	20	,647
2	e	14		-	,469	878,317	6	,966
3	e*	10		-,434	,447	679,163	5	,962
4	e*	7		-,744	,724	464,804	5	,863
5	e*	2		-	,642	318,116	5	,650
6	e	1		-,129	,335	251,768	7	,844
7	e	1		-,210	,452	212,158	5	,757
8	e	1		-,062	,409	196,735	8	,855
9	e	0	11311,077		,267	194,836	6	,859
10	e	0	4445,100		,382	194,481	1	,683
11	e	0	166182,933		,116	194,080	1	,972
12	e	0	9535,241		,283	194,042	4	,000
13	e	0	95002,676		,072	193,928	1	,989
14	e	0	22938,383		,190	193,919	2	,000
15	e	0	101719,045		,036	193,902	1	1,012
16	e	0	71935,482		,086	193,901	1	,660
17	e	0	120768,842		,002	193,900	1	,996
18	e	0	117085,391		,000	193,900	1	,998

**Model Fit Summary****CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	60	193,900	75	,000	2,585
Saturated model	135	,000	0		
Independence model	15	1740,852	120	,000	14,507

**Baseline Comparisons**

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,889	,822	,929	,883	,927
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,625	,555	,579
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**NCP**

Model	NCP	LO 90	HI 90
Default model	118,900	81,541	163,938
Saturated model	,000	,000	,000
Independence model	1620,852	1489,632	1759,465

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	1,564	,959	,658	1,322
Saturated model	,000	,000	,000	,000
Independence model	14,039	13,071	12,013	14,189

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,113	,094	,133	,000
Independence model	,330	,316	,344	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	313,900	331,678		
Saturated model	270,000	310,000		
Independence model	1770,852	1775,296		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	2,531	2,230	2,895	2,675
Saturated model	2,177	2,177	2,177	2,500
Independence model	14,281	13,223	15,399	14,317

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	62	69
Independence model	11	12

BP1	BP2	KH1	KH2	KK1	KK2	KN1	KN2	KM1	KM2	KA1	KA2	NK1	NK2	NK3	x16		
4	4	5	5	4	4	5	4	5	5	4	3	1	1	2	4	1.333333	1
4	4	4	4	4	4	5	5	5	5	4	4	2	2	2	4	2	2
3	3	3	3	3	3	3	3	3	3	2	4	3	3	3	2	3	3
4	4	5	5	4	5	4	4	4	4	4	4	1	1	1	4	1	4
4	4	4	4	4	3	4	4	2	2	4	4	2	2	2	4	2	5
5	5	4	5	4	4	5	5	5	4	4	4	2	2	2	4	2	6
4	4	4	4	4	4	4	4	2	2	4	4	2	2	2	4	2	7
4	4	4	4	4	4	4	4	2	2	4	4	2	2	2	4	2	8
3	4	4	4	4	4	4	4	2	2	4	4	2	2	2	4	2	9
3	3	4	4	4	3	4	4	2	2	3	4	2	2	2	3	2	10
3	4	4	4	4	4	3	3	4	4	3	3	2	2	2	3	2	11
4	5	4	4	5	5	3	3	2	2	3	4	2	2	2	3	2	12
4	4	4	5	5	4	4	4	2	2	4	4	2	2	2	4	2	13
4	4	4	5	4	4	4	4	3	3	3	4	2	2	2	3	2	14
4	4	4	5	5	4	4	4	4	4	4	4	2	2	2	4	2	15
3	3	3	3	3	3	3	3	2	2	3	4	3	3	3	3	3	16
5	5	5	5	4	4	5	5	5	5	5	5	1	1	1	5	1	17
4	5	5	5	5	5	5	5	4	4	4	4	1	1	1	4	1	18
3	3	3	3	3	3	3	3	2	2	5	5	3	3	3	5	3	19
3	3	3	3	3	3	3	3	3	3	5	5	3	4	3	5	3.333333	20
3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	21
3	3	5	5	5	5	5	5	2	2	3	5	2	2	2	3	2	22
4	5	5	5	4	5	5	5	4	4	4	4	1	1	1	4	1	23
4	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	24
4	4	4	4	4	4	4	4	3	3	3	4	2	2	2	3	2	25
4	4	4	5	5	5	5	5	3	3	5	5	2	3	2	5	2.333333	26
5	5	4	4	5	4	5	5	5	5	5	5	2	2	2	5	2	27
3	3	4	4	4	4	3	3	3	3	3	3	2	2	2	3	2	28
3	3	4	4	4	3	3	3	3	3	3	3	2	2	2	3	2	29

BP1	BP2	KH1	KH2	KK1	KK2	KN1	KN2	KM1	KM2	KA1	KA2	NK1	NK2	NK3	x16		
4	4	4	4	4	4	4	4	4	4	3	4	3	3	2	3	2.666667	30
2	3	3	4	3	3	4	4	4	4	3	5	3	3	3	3	3	31
3	2	3	4	4	3	4	4	3	3	5	4	3	3	3	5	3	32
3	3	3	4	3	3	3	3	3	3	4	4	3	3	3	4	3	33
3	3	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	34
4	4	4	4	5	4	4	4	4	4	4	4	2	2	2	4	2	35
5	5	3	3	3	3	5	5	2	2	5	5	1	1	1	5	1	36
4	3	3	4	3	3	3	3	2	2	3	3	3	3	3	3	3	37
2	3	3	3	4	4	4	4	4	4	3	3	3	3	3	3	3	38
4	4	4	5	4	4	4	4	4	4	4	4	2	2	2	4	2	39
5	5	4	4	5	5	5	5	4	4	4	4	2	2	3	4	2.333333	40
4	3	3	3	3	3	4	4	3	3	3	3	3	3	2	3	2.666667	41
4	3	3	4	3	3	4	4	3	3	3	3	3	3	3	3	3	42
3	3	3	3	3	4	4	4	5	5	4	4	3	3	3	4	3	43
5	5	5	5	5	5	5	5	4	4	5	5	1	1	1	5	1	44
4	4	4	5	4	4	4	4	4	4	2	2	2	2	2	2	2	45
4	4	4	4	4	4	4	4	4	4	2	2	2	2	2	2	2	46
4	4	4	5	4	4	4	4	4	4	2	2	2	2	2	2	2	47
5	5	4	4	3	3	4	4	2	2	3	3	1	2	2	3	1.666667	48
4	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	49
4	4	4	4	4	4	4	4	5	5	5	5	2	2	2	5	2	50
4	4	5	4	4	4	5	5	5	5	4	4	1	1	2	4	1.333333	51
5	5	4	5	5	5	5	5	5	5	4	4	1	1	1	4	1	52
5	5	4	4	4	5	4	4	4	4	4	4	1	1	1	4	1	53
4	5	4	5	4	4	4	4	4	4	4	4	1	1	1	4	1	54
4	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	55
4	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	56
4	3	4	4	4	4	4	4	3	3	5	5	3	3	3	5	3	57
5	5	4	4	4	5	4	4	3	3	4	4	2	2	2	4	2	58
3	3	4	4	3	3	4	4	2	2	3	3	3	3	4	3	3.333333	59
2	3	3	4	3	3	4	4	2	2	3	3	3	3	3	3	3	60
4	4	4	5	4	4	4	4	4	4	4	4	2	2	2	4	2	61

BP1	BP2	KH1	KH2	KK1	KK2	KN1	KN2	KM1	KM2	KA1	KA2	NK1	NK2	NK3	x16		
4	4	4	5	4	4	4	4	4	2	3	4	2	2	2	3	2	62
4	4	4	5	5	4	4	4	4	4	4	4	2	2	3	4	2.333333	63
4	4	4	5	4	4	3	4	3	4	3	3	2	2	2	3	2	64
4	4	3	3	4	5	3	5	2	2	3	4	2	2	2	3	2	65
4	4	4	5	4	4	4	4	2	2	4	4	2	2	2	4	2	66
4	4	4	5	3	5	4	4	3	3	3	4	2	2	2	3	2	67
4	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	68
3	3	3	3	3	4	3	4	2	2	3	4	3	3	3	3	3	69
5	5	5	5	4	4	5	3	3	3	5	5	1	1	1	5	1	70
5	5	5	5	5	4	5	4	4	4	4	4	1	1	1	4	1	71
3	3	3	3	3	3	3	3	2	2	5	5	4	3	3	5	3.333333	72
3	3	3	3	4	3	3	3	3	3	5	5	3	3	3	5	3	73
3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	74
3	4	4	4	4	5	5	5	2	2	3	5	2	2	2	3	2	75
5	4	4	5	5	5	4	4	4	4	4	4	1	1	1	4	1	76
4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	4	5	77
4	4	4	4	5	5	4	4	3	3	3	4	2	2	2	3	2	78
4	4	4	4	4	5	5	5	3	3	5	5	2	2	2	5	2	79
5	4	5	5	4	4	5	5	5	5	5	5	2	2	2	5	2	80
3	4	3	3	4	3	3	3	3	3	3	3	2	2	2	3	2	81
4	3	3	4	3	3	3	3	3	3	3	3	2	2	2	3	2	82
4	4	4	4	3	4	4	4	3	3	3	4	2	2	2	3	2	83
2	2	3	3	3	3	4	4	3	3	3	5	3	3	3	3	3	84
2	2	3	3	2	2	4	4	3	3	5	4	3	3	3	5	3	85
3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	4	3	86
4	4	4	5	4	4	4	4	3	3	3	4	2	2	2	3	2	87
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3	3	3	4	3	3	3	3	3	3	3	3	2	2	2	3	2	91
4	4	4	4	3	3	4	4	4	3	3	4	3	3	4	3	3.333333	92
2	2	4	4	3	3	4	4	4	3	3	5	3	2	3	3	2.666667	93

BP1	BP2	KH1	KH2	KK1	KK2	KN1	KN2	KM1	KM2	KA1	KA2	NK1	NK2	NK3	x16		
2	2	3	4	3	3	4	4	4	3	5	4	2	3	3	5	2.666667	94
3	3	3	4	3	3	3	3	4	3	4	4	3	3	3	4	3	95
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4	4	4	5	4	4	4	4	4	4	4	4	2	2	2	4	2	97
5	5	4	4	4	4	5	5	2	2	5	5	1	1	1	5	1	98
4	4	4	5	4	4	3	3	2	2	3	3	3	3	3	3	3	99
2	2	3	3	3	3	4	4	4	4	3	3	3	3	3	3	3	100
4	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	101
5	5	4	4	5	5	5	5	4	4	4	4	1	2	1	4	1.333333	102
4	3	3	3	3	3	4	4	3	3	3	3	3	4	4	3	3.666667	103
4	4	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	104
4	4	4	4	4	3	4	4	5	5	4	4	3	3	3	4	3	105
4	4	4	5	5	5	5	5	4	4	5	5	1	1	1	5	1	106
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4	4	4	5	4	4	4	4	4	4	4	4	2	2	2	4	2	111
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4	4	4	4	4	4	4	4	4	2	3	4	2	2	2	3	2	113
4	4	4	4	4	4	4	4	4	4	4	4	2	2	3	4	2.333333	114
4	4	4	4	4	4	3	4	3	4	3	3	2	2	2	3	2	115
5	5	5	5	5	5	3	5	4	2	3	4	2	2	2	3	2	116
4	4	4	4	4	4	4	4	4	2	4	4	2	2	2	4	2	117
4	4	4	5	4	4	4	4	3	3	3	4	2	2	2	3	2	118
4	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	119
3	3	3	3	3	3	4	4	2	2	3	4	3	3	3	3	3	120
5	5	3	3	3	3	5	5	5	4	5	5	1	1	1	5	1	121
5	5	5	5	5	4	5	4	4	4	4	4	1	1	1	4	1	122
4	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	2	123