

Lampiran I

Kuesioner

**KAJIAN FAKTOR - FAKTOR YANG MEMPENGARUHI MOTIVASI  
PEKERJA PADA KONSTRUKSI BANGUNAN AIR  
DI KOTA SUNGAI PENUH**



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Pascasarjana Universitas Bung Hatta

Padang

2019

## **PENGANTAR**

### **MAKSUD**

Kuisisioner ini dilakukan dalam rangka penelitian untuk keperluan tesis yang berjudul Kajian Faktor - faktor yang mempengaruhi motivasi pekerja konstruksi bangunan air pada Dinas Pekerjaan Umum Kota Sungai Penuh.

### **TUJUAN**

Tujuan kuisisioner ini adalah untuk menentukan variabel yang paling dominan dari faktor - faktor yang mempengaruhi motivasi pekerja konstruksi bangunan air pada Dinas Pekerjaan Umum Kota Sungai Penuh.

### **MANFAAT**

Data yang diperoleh akan dianalisa, dan hasilnya akan dijadikan sebagai variabel dalam kuisisioner yang akan disebar ke responden untuk mencapai tujuan penelitian.

### **KERAHASIAN INFORMASI**

Semua informasi yang Bapak/Ibu berikan dalam survey ini dijamin kerahasiannya dan hanya akan dipakai untuk keperluan penelitian saja.

Demikianlah pengantar yang dapat kami sampaikan, atas kesedian Bapak/Ibu untuk meluangkan waktu dalam pengisian kuisisioner ini, kami ucapkan terima kasih.

## KETERANGAN CEKLIS VARIABEL PENELITIAN

- SB = Sangat Baik  
B = Baik  
C = Cukup  
TB = Tidak Baik  
STB = Sangat Tidak Baik

Survey ini dilakukan untuk mengevaluasi dan memvalidasi hasil temuan kepada para responden

### 1. Data Responden

Nama : .....  
Alamat : .....  
Telpon/Hp : .....  
Nama Instansi/Perusahaan : .....  
Posisi/Jabatan : .....  
Pengalaman : .....  
Usia : .....

.....

## 2. Informasi (Contact Person) Peneliti

Apabila Bapak/Ibu memiliki pertanyaan mengenai penelitian ini, dapat menghubungi :

- a. Peneliti/Mahasiswa : Nurmeilina  
Hp : 085266801706  
Email : Linaarkan442@gmail.com
- b. Dosen Pembimbing I : Prof. Dr. Ir. Nasfryzal Carlo, Msc  
Dosen Pembimbing II: Dr. Zulherna Miswar, ST.MT

## 3. Variabel Penelitian

Mohon berikan masukan/Tanggapan Bapak/Ibu di kotak yang tersedia terhadap variabel yang tercantum.

### VARIABEL PENELITIAN

Apakah variabel yang tercantum berikut merupakan faktor - faktor yang mempengaruhi motivasi pekerja konstruksi bangunan air pada Dinas Pekerjaan Umum Kota Sungai Penuh

No.	Pertanyaan/Pernyataan	Alternatif Jawaban				
		SB	B	C	TB	STB
1.	Apakah Gaji/Upah yang sesuai dengan pekerjaan mempengaruhi motivasi pekerja?					
2.	Apakah pemberian Bonus yang menarik dan Gaji Tambahan mempengaruhi motivasi pekerja?					
3.	Apakah kelengkapan Fasilitas pekerjaan dapat mempengaruhi motivasi pekerja?					
4.	Dengan memberi Upah Lembur yang menarik dapat mempengaruhi motivasi pekerja?					
5.	Seberapa berpengaruhnya motivasi pekerja dengan adanya program kesehatan dalam bekerja?					
6.	Apakah berpengaruh Program keselamatan kerja terhadap peningkatan motivasi pekerja?					

7.	Bagaimana bentuk pengaruh Pengawasan kerja terhadap peningkatan motivasi pekerja?					
8.	Apakah Komunikasi yang lancar dengan sesama pekerja berpengaruh terhadap motivasi pekerja?					
9.	Pemberian Pengarahan kerja yang jelas dari pihak manager mempengaruhi motivasi pekerja?					
10.	Dengan menyediakan Program pelatihan kerja, apakah dapat mempengaruhi motivasi pekerja?					
11.	Bagaimana pengaruh Kondisi lingkungan kerja terhadap motivasi pekerja?					
12.	Dengan dukungan dari keluarga,apakah berpengaruh terhadap motivasi pekerja?					
13.	Apakah Pekerjaan yang menantang kemampuan pekerja dapat mempengaruhi motivasi pekerja?					
14.	Adanya Pengakuan atas hasil pekerjaan yang baik membuat motivasi pekerja meningkat,seberapa pengaruhnya?					
15.	Rasa Tanggung jawab atas pekerjaan,apakah membuat pekerja menjadi termotivasi?					
16.	Jenis Pekerjaan yang baik dapatkah mempengaruhi motivasi pekerja?					
17.	Dengan Pengaturan Jadwal pekerjaan yang tepat dan efektif dapat berpengaruh terhadap peningkatan motivasi pekerja?					
18.	Dengan Adanya batas waktu pekerjaan yang jelas dapat mempengaruhi motivasi pekerja?					
19.	Dengan adanya batas waktu dan Lamanya durasi pekerjaan,apakah mempengaruhi motivasi pekerja?					

20.	Kecukupan dan Ketersediaan Material dilapangan membuat pekerja tidak lama mengulur waktu pekerjaan, apakah mempengaruhi motivasi pekerja?					
21.	Apakah Lokasi pekerjaan dengan kondisi cuaca yang sering terjadi pada lokasi pekerjaan mempengaruhi motivasi pekerja?					
22.	Perbedaan Latar belakang tenaga kerja seperti pendidikan,usia,pengalaman dan daerah asal pekerja dengan perbedaan budaya dan kebiasaan sehari - hari dapat mempengaruhi motivasi pekerja?					
	A. Pendidikan					
	B. Usia					
	C. Pengalaman					
	D. Daerah Asal					
	E. Budaya					
	F. Kebiasaan Sehari - hari					
23.	Kondisi pekerja yang sering keluar masuk atau Pergantian tenaga kerja (turn Over) yang tinggi dapat mempengaruhi motivasi pekerja?					

tabel hasil kuisioner

NO	VARIABEL																						
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23
1	4.0	4.0	4.0	4.0	2.0	4.0	4.0	4.0	5.0	5.0	5.0	2.0	3.0	4.0	4.0	5.0	5.0	5.0	5.0	5.0	5.0	2.0	3.0
2	5.0	5.0	3.0	5.0	3.0	2.0	4.0	1.0	1.0	1.0	4.0	2.0	2.0	3.0	5.0	4.0	5.0	5.0	4.0	5.0	5.0	2.0	3.0
3	4.0	4.0	4.0	4.0	2.0	4.0	4.0	4.0	5.0	5.0	5.0	2.0	3.0	4.0	4.0	5.0	5.0	5.0	5.0	5.0	5.0	2.0	3.0
4	5.0	3.0	3.0	4.0	3.0	4.0	4.0	3.0	4.0	2.0	5.0	2.0	3.0	3.0	4.0	5.0	4.0	4.0	4.0	4.0	5.0	3.0	2.0
5	4.0	5.0	5.0	4.0	4.0	1.0	2.0	3.0	4.0	3.0	3.0	3.0	1.0	1.0	3.0	3.0	5.0	5.0	4.0	4.0	3.0	4.0	4.0
6	5.0	4.0	4.0	1.0	3.0	5.0	4.0	3.0	4.0	2.0	3.0	2.0	3.0	3.0	1.0	4.0	4.0	4.0	4.0	5.0	4.0	4.0	4.0
7	4.0	4.0	4.0	4.0	5.0	4.0	5.0	5.0	5.0	4.0	5.0	5.0	4.0	4.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	3.0	4.0
8	5.0	5.0	5.0	4.0	4.0	4.0	5.0	4.0	5.0	1.0	5.0	3.0	2.0	5.0	5.0	4.0	5.0	5.0	5.0	5.0	5.0	5.0	4.0
9	5.0	5.0	2.0	5.0	1.0	1.0	4.0	2.0	2.0	1.0	1.0	2.0	1.0	2.0	5.0	5.0	5.0	4.0	3.0	5.0	5.0	3.0	2.0
10	5.0	4.0	2.0	5.0	5.0	4.0	2.0	3.0	1.0	3.0	2.0	3.0	6.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	6.0	2.0	1.0
11	5.0	5.0	5.0	4.0	4.0	5.0	5.0	5.0	5.0	5.0	4.0	5.0	4.0	5.0	5.0	5.0	5.0	4.0	4.0	4.0	4.0	4.0	4.0
12	3.0	4.0	1.0	4.0	1.0	3.0	4.0	4.0	4.0	4.0	5.0	4.0	4.0	4.0	2.0	2.0	1.0	2.0	2.0	5.0	5.0	3.0	3.0
13	4.0	5.0	5.0	3.0	4.0	4.0	3.0	3.0	4.0	4.0	2.0	2.0	1.0	2.0	4.0	4.0	4.0	5.0	4.0	4.0	4.0	3.0	3.0
14	1.0	4.0	5.0	4.0	5.0	3.0	1.0	4.0	2.0	5.0	4.0	3.0	5.0	4.0	4.0	4.0	3.0	3.0	2.0	5.0	5.0	4.0	1.0
15	2.0	4.0	4.0	5.0	5.0	3.0	4.0	4.0	4.0	5.0	4.0	3.0	1.0	4.0	4.0	3.0	3.0	5.0	5.0	3.0	2.0	4.0	5.0
16	4.0	5.0	4.0	4.0	1.0	3.0	4.0	4.0	5.0	3.0	1.0	2.0	1.0	3.0	4.0	4.0	5.0	4.0	3.0	5.0	4.0	4.0	2.0
17	4.0	5.0	4.0	3.0	4.0	5.0	4.0	4.0	2.0	5.0	1.0	1.0	4.0	1.0	3.0	5.0	5.0	4.0	5.0	5.0	5.0	4.0	1.0
18	2.0	3.0	2.0	4.0	1.0	1.0	3.0	3.0	2.0	2.0	4.0	5.0	4.0	4.0	3.0	3.0	2.0	4.0	3.0	4.0	4.0	2.0	1.0
19	1.0	2.0	4.0	4.0	2.0	3.0	3.0	4.0	4.0	1.0	5.0	5.0	4.0	4.0	5.0	3.0	1.0	5.0	5.0	3.0	4.0	3.0	5.0
20	2.0	1.0	4.0	4.0	3.0	1.0	3.0	2.0	3.0	1.0	5.0	4.0	4.0	1.0	1.0	5.0	4.0	4.0	4.0	5.0	5.0	2.0	1.0
21	2.0	3.0	1.0	5.0	1.0	1.0	3.0	2.0	2.0	4.0	5.0	5.0	4.0	3.0	3.0	2.0	4.0	3.0	4.0	5.0	4.0	2.0	1.0
22	5.0	3.0	3.0	2.0	2.0	4.0	4.0	3.0	3.0	4.0	5.0	1.0	2.0	2.0	2.0	4.0	4.0	5.0	5.0	5.0	4.0	1.0	2.0
23	3.0	2.0	4.0	3.0	1.0	3.0	4.0	2.0	4.0	4.0	5.0	1.0	1.0	3.0	3.0	2.0	4.0	4.0	5.0	5.0	5.0	1.0	1.0
24	2.0	2.0	4.0	3.0	3.0	1.0	4.0	5.0	5.0	4.0	5.0	3.0	1.0	2.0	2.0	4.0	5.0	3.0	4.0	4.0	3.0	4.0	2.0
25	4.0	5.0	3.0	4.0	2.0	1.0	3.0	4.0	2.0	1.0	4.0	4.0	5.0	4.0	4.0	5.0	3.0	2.0	4.0	2.0	3.0	2.0	4.0
26	3.0	4.0	4.0	3.0	2.0	1.0	3.0	4.0	3.0	2.0	4.0	4.0	5.0	2.0	1.0	4.0	1.0	4.0	5.0	3.0	2.0	4.0	4.0
27	5.0	4.0	4.0	5.0	2.0	3.0	1.0	1.0	3.0	4.0	5.0	5.0	1.0	4.0	3.0	4.0	5.0	4.0	1.0	5.0	4.0	5.0	5.0
28	4.0	4.0	5.0	4.0	3.0	4.0	4.0	2.0	1.0	5.0	3.0	1.0	3.0	4.0	5.0	2.0	1.0	3.0	4.0	2.0	3.0	4.0	4.0
29	2.0	2.0	2.0	5.0	1.0	3.0	4.0	2.0	1.0	4.0	5.0	5.0	5.0	2.0	3.0	4.0	1.0	5.0	5.0	4.0	2.0	4.0	4.0
30	2.0	1.0	2.0	3.0	1.0	4.0	4.0	3.0	4.0	4.0	5.0	1.0	1.0	3.0	4.0	5.0	4.0	5.0	5.0	4.0	5.0	1.0	2.0

31	2.0	1.0	3.0	2.0	2.0	4.0	4.0	2.0	4.0	3.0	5.0	1.0	1.0	3.0	4.0	4.0	5.0	4.0	5.0	2.0	2.0	4.0	3.0
32	5.0	2.0	4.0	4.0	2.0	5.0	4.0	5.0	5.0	4.0	5.0	1.0	1.0	4.0	4.0	5.0	4.0	5.0	4.0	5.0	4.0	1.0	2.0
33	4.0	2.0	1.0	2.0	4.0	5.0	4.0	4.0	2.0	3.0	1.0	4.0	4.0	4.0	5.0	3.0	5.0	5.0	4.0	1.0	3.0	4.0	4.0
34	3.0	4.0	2.0	2.0	3.0	5.0	4.0	4.0	3.0	4.0	5.0	2.0	1.0	3.0	4.0	3.0	3.0	2.0	1.0	2.0	1.0	4.0	5.0
35	5.0	4.0	5.0	1.0	3.0	5.0	5.0	1.0	3.0	3.0	4.0	4.0	5.0	4.0	2.0	3.0	1.0	2.0	3.0	5.0	5.0	4.0	2.0
36	5.0	4.0	5.0	1.0	3.0	5.0	5.0	1.0	3.0	3.0	4.0	4.0	5.0	4.0	2.0	3.0	1.0	2.0	3.0	5.0	5.0	4.0	2.0
37	3.0	2.0	2.0	1.0	1.0	2.0	4.0	4.0	4.0	4.0	4.0	1.0	1.0	4.0	4.0	4.0	4.0	4.0	4.0	5.0	4.0	2.0	1.0
38	3.0	4.0	4.0	5.0	3.0	1.0	4.0	4.0	5.0	3.0	5.0	5.0	3.0	1.0	4.0	2.0	5.0	5.0	3.0	4.0	5.0	2.0	1.0
39	5.0	2.0	2.0	1.0	1.0	1.0	2.0	4.0	4.0	4.0	4.0	1.0	1.0	3.0	3.0	4.0	5.0	4.0	5.0	5.0	4.0	5.0	4.0
40	5.0	3.0	3.0	3.0	4.0	4.0	4.0	4.0	4.0	3.0	3.0	2.0	2.0	1.0	3.0	3.0	5.0	5.0	5.0	5.0	5.0	2.0	1.0
41	5.0	3.0	2.0	2.0	2.0	4.0	4.0	4.0	4.0	5.0	5.0	1.0	1.0	1.0	1.0	4.0	5.0	5.0	5.0	5.0	3.0	3.0	2.0
42	1.0	1.0	3.0	1.0	3.0	4.0	4.0	4.0	4.0	5.0	5.0	1.0	1.0	2.0	4.0	3.0	4.0	4.0	4.0	5.0	4.0	1.0	1.0
43	1.0	1.0	2.0	1.0	4.0	4.0	4.0	4.0	4.0	4.0	5.0	1.0	2.0	1.0	4.0	3.0	5.0	5.0	5.0	4.0	4.0	1.0	2.0
44	1.0	2.0	3.0	1.0	2.0	4.0	4.0	5.0	4.0	4.0	5.0	1.0	5.0	2.0	3.0	4.0	5.0	4.0	5.0	5.0	4.0	2.0	1.0
45	2.0	2.0	1.0	1.0	5.0	3.0	4.0	5.0	3.0	1.0	1.0	4.0	5.0	3.0	4.0	1.0	2.0	2.0	4.0	5.0	5.0	1.0	3.0
46	4.0	5.0	1.0	2.0	3.0	5.0	4.0	5.0	5.0	4.0	4.0	5.0	2.0	4.0	1.0	3.0	5.0	5.0	4.0	4.0	5.0	5.0	3.0



### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
84.50	178.033	13.343	23

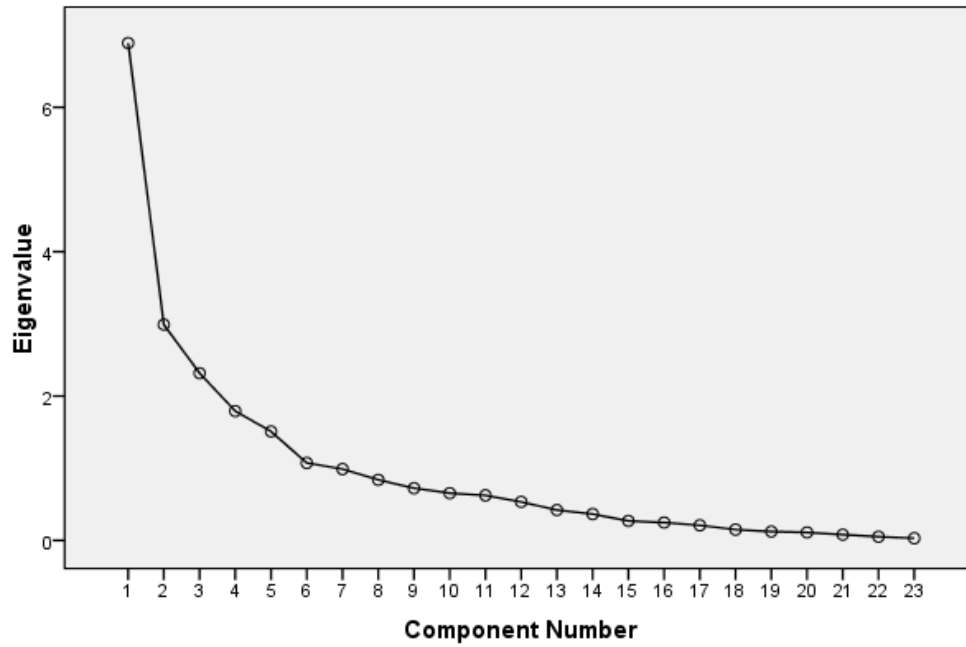
### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.874	.870	23

Inter-Item Correlation Matrix

	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23
X1	1.000	.397	.150	-.155	.022	.410	.199	.199	.134	.127	.042	-.102	.026	.224	.130	.299	.247	.265	.440	.080	.285	-.017	.348
X2	.397	1.000	.414	.397	.545	.650	.216	.356	.228	.437	-.342	.285	.292	.485	.644	.233	.212	.387	.113	-.090	.064	.628	.691
X3	.150	.414	1.000	.108	.554	.387	.267	.315	.291	.164	-.159	-.062	-.038	.119	.456	.403	.268	.369	.194	-.023	-.067	.486	.399
X4	-.155	.397	.108	1.000	.392	.189	.146	.193	.165	.085	.053	.447	.453	.401	.414	.068	.117	.047	.044	.167	.093	.446	.424
X5	.022	.545	.554	.392	1.000	.482	.005	.397	.146	.155	-.288	.219	.305	.389	.461	.475	.190	.416	-.085	-.359	-.115	.680	.625
X6	.410	.650	.387	.189	.482	1.000	.425	.375	.238	.407	-.179	.081	.356	.571	.687	.352	.050	.307	.185	-.103	.070	.439	.645
X7	.199	.216	.267	.146	.005	.425	1.000	.273	.325	.227	.167	.050	-.010	.138	.260	.056	.037	-.008	.335	.133	-.175	.218	.237
X8	.199	.356	.315	.193	.397	.375	.273	1.000	.455	.447	.223	.260	.117	.470	.396	.411	.066	-.031	.079	.090	.003	.571	.507
X9	.134	.228	.291	.165	.146	.238	.325	.455	1.000	.406	.194	.217	-.096	.288	.370	.436	.313	.273	.435	.346	.177	.397	.334
X10	.127	.437	.164	.085	.155	.407	.227	.447	.406	1.000	.254	.309	.030	.504	.431	.076	-.037	.146	.344	.289	.057	.361	.288
X11	.042	-.342	-.159	.053	-.288	-.179	.167	.223	.194	.254	1.000	.151	-.079	.049	-.189	-.001	.048	-.142	.318	.655	.136	-.226	-.254
X12	-.102	.285	-.062	.447	.219	.081	.050	.260	.217	.309	.151	1.000	.583	.295	.360	.325	.225	-.032	.041	.172	.114	.510	.282
X13	.026	.292	-.038	.453	.305	.356	-.010	.117	-.096	.030	-.079	.583	1.000	.381	.335	.316	-.007	-.106	-.182	.023	.340	.354	.335
X14	.224	.485	.119	.401	.389	.571	.138	.470	.288	.504	.049	.295	.381	1.000	.559	.275	-.022	.130	.117	.019	.155	.378	.541
X15	.130	.644	.456	.414	.461	.687	.260	.396	.370	.431	-.189	.360	.335	.559	1.000	.353	.246	.282	.107	.006	-.050	.673	.627
X16	.299	.233	.403	.068	.475	.352	.056	.411	.436	.076	-.001	.325	.316	.275	.353	1.000	.372	.364	.358	.122	.315	.393	.339
X17	.247	.212	.268	.117	.190	.050	.037	.066	.313	-.037	.048	.225	-.007	-.022	.246	.372	1.000	.420	.358	.067	.082	.165	.148
X18	.265	.387	.369	.047	.416	.307	-.008	-.031	.273	.146	-.142	-.032	-.106	.130	.282	.364	.420	1.000	.329	-.047	.120	.140	.233
X19	.440	.113	.194	.044	-.065	.185	.335	.079	.435	.344	.318	.041	-.182	.117	.107	.358	.358	.329	1.000	.356	.300	-.048	.146
X20	.080	-.090	-.023	.167	-.359	-.103	.133	.080	.346	.289	.655	.172	.023	.019	.006	.122	.067	-.047	.356	1.000	.409	-.137	-.242
X21	.285	.064	-.067	.093	-.115	.070	-.175	.003	.177	.057	.136	.114	.340	.155	-.050	.315	.082	.120	.300	.409	1.000	-.058	-.118
X22	-.017	.628	.486	.446	.680	.439	.218	.571	.397	.361	-.226	.510	.354	.378	.673	.393	.165	.140	-.048	-.137	-.058	1.000	.732
X23	.348	.691	.399	.424	.625	.645	.237	.507	.334	.288	-.254	.282	.335	.541	.627	.339	.148	.233	.146	-.242	-.118	.732	1.000

### Scree Plot



### Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.674	3.261	4.152	.891	1.273	.078	23
Item Variances	1.267	.729	2.047	1.318	2.808	.107	23
Inter-Item Covariances	.294	-.469	1.300	1.769	-2.770	.097	23
Inter-Item Correlations	.225	-.359	.732	1.091	-2.040	.047	23

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
84.50	178.033	13.343	23

Faktor Analysis

**Descriptive Statistics**

	Mean	Std. Deviation	Analysis N
X1	3.26	1.255	46
X2	3.63	1.181	46
X3	3.87	1.128	46
X4	3.83	.902	46
X5	3.37	1.254	46
X6	3.52	1.329	46
X7	3.63	1.019	46
X8	3.57	1.088	46
X9	3.65	1.079	46
X10	3.85	1.095	46
X11	3.93	1.162	46
X12	3.39	1.164	46
X13	3.26	1.255	46
X14	3.30	1.133	46
X15	3.67	1.212	46
X16	3.98	1.022	46
X17	3.87	1.046	46
X18	3.98	.954	46
X19	4.07	.854	46
X20	4.15	.918	46
X21	3.96	.965	46
X22	3.43	1.241	46
X23	3.33	1.431	46

Correlation Matrix

	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	
Correlation	X1	1.000	.397	.150	-.155	.022	.410	.199	.199	.134	.127	.042	-.102	.026	.224	.130	.299	.247	.265	.440	.080	.285	-.017	.348
	X2	.397	1.000	.414	.397	.545	.650	.216	.356	.228	.437	-.342	.285	.292	.485	.644	.233	.212	.387	.113	-.090	.064	.628	.691
	X3	.150	.414	1.000	.108	.554	.387	.267	.315	.291	.164	-.159	-.062	-.038	.119	.456	.403	.268	.369	.194	-.023	-.067	.486	.399
	X4	-.155	.397	.108	1.000	.392	.189	.146	.193	.165	.085	.053	.447	.453	.401	.068	.117	.047	.044	.167	.093	.446	.424	
	X5	.022	.545	.554	.392	1.000	.482	.005	.397	.146	.155	-.288	.219	.305	.389	.461	.475	.190	.416	-.065	-.359	-.115	.680	.625
	X6	.410	.650	.387	.189	.482	1.000	.425	.375	.238	.407	-.179	.081	.356	.571	.687	.352	.050	.307	.185	-.103	.070	.439	.645
	X7	.199	.216	.267	.146	.005	.425	1.000	.273	.325	.227	.167	.050	-.010	.138	.260	.056	.037	-.008	.335	.133	-.175	.218	.237
	X8	.199	.356	.315	.193	.397	.375	.273	1.000	.455	.447	.223	.260	.117	.470	.396	.411	.066	-.031	.079	.090	.003	.571	.507
	X9	.134	.228	.291	.165	.146	.238	.325	.455	1.000	.406	.194	.217	-.096	.288	.370	.436	.313	.273	.435	.346	.177	.397	.334
	X10	.127	.437	.164	.085	.155	.407	.227	.447	.406	1.000	.254	.309	.030	.504	.431	.076	-.037	.146	.344	.289	.057	.361	.288
	X11	.042	-.342	-.159	.053	-.288	-.179	.167	.223	.194	.254	1.000	.151	-.079	.049	-.189	-.001	.048	-.142	.318	.655	.136	-.226	-.254
	X12	-.102	.285	-.062	.447	.219	.081	.050	.260	.217	.309	.151	1.000	.583	.295	.360	.325	.225	-.032	.041	.172	.114	.510	.282
	X13	.026	.292	-.038	.453	.305	.356	-.010	.117	-.096	.030	-.079	.583	1.000	.381	.335	.316	-.007	-.106	-.182	.023	.340	.354	.335
	X14	.224	.485	.119	.401	.389	.571	.138	.470	.288	.504	.049	.295	.381	1.000	.559	.275	-.022	.130	.117	.019	.155	.378	.541
	X15	.130	.644	.456	.414	.461	.687	.260	.396	.370	.431	-.189	.360	.335	.559	1.000	.353	.246	.282	.107	.006	-.050	.673	.627
	X16	.299	.233	.403	.068	.475	.352	.056	.411	.436	.076	-.001	.325	.316	.275	.353	1.000	.372	.364	.358	.122	.315	.393	.339
	X17	.247	.212	.268	.117	.190	.050	.037	.066	.313	-.037	.048	.225	-.007	-.022	.246	.372	1.000	.420	.358	.067	.082	.165	.148
	X18	.265	.387	.369	.047	.416	.307	-.008	-.031	.273	.146	-.142	-.032	-.106	.130	.282	.364	.420	1.000	.329	-.047	.120	.140	.233
	X19	.440	.113	.194	.044	-.065	.185	.335	.079	.435	.344	.318	.041	-.182	.117	.107	.358	.358	.329	1.000	.356	.300	-.048	.146
	X20	.080	-.090	-.023	.167	-.359	-.103	.133	.090	.346	.289	.655	.172	.023	.019	.006	.122	.067	-.047	.356	1.000	.409	-.137	-.242
	X21	.285	.064	-.067	.093	-.115	.070	-.175	.003	.177	.057	.136	.114	.340	.155	-.050	.315	.082	.120	.300	.409	1.000	-.058	-.118
	X22	-.017	.628	.486	.446	.680	.439	.218	.571	.397	.361	-.226	.510	.354	.378	.673	.393	.165	.140	-.048	-.137	-.058	1.000	.732
	X23	.348	.691	.399	.424	.625	.645	.237	.507	.334	.288	-.254	.282	.335	.541	.627	.339	.148	.233	.146	-.242	-.118	.732	1.000
Sig. (1-tailed)	X1		.003	.160	.151	.442	.002	.093	.093	.187	.201	.390	.250	.431	.067	.194	.022	.049	.038	.001	.297	.028	.454	.009
	X2	.003		.002	.003	.000	.000	.074	.008	.064	.001	.010	.027	.025	.000	.000	.060	.079	.004	.228	.275	.337	.000	.000
	X3	.160	.002		.237	.000	.004	.037	.017	.025	.139	.145	.342	.400	.216	.001	.003	.036	.006	.099	.439	.330	.000	.003
	X4	.151	.003	.237		.004	.105	.166	.099	.137	.287	.364	.001	.001	.003	.002	.326	.220	.378	.386	.134	.269	.001	.002
	X5	.442	.000	.000	.004		.000	.487	.003	.166	.151	.026	.072	.020	.004	.001	.000	.103	.002	.335	.007	.223	.000	.000
	X6	.002	.000	.004	.105	.000		.002	.005	.056	.002	.117	.297	.008	.000	.000	.008	.371	.019	.109	.248	.322	.001	.000
	X7	.093	.074	.037	.166	.487	.002		.033	.014	.064	.134	.371	.474	.180	.040	.355	.403	.478	.011	.190	.123	.073	.056
	X8	.093	.008	.017	.099	.003	.005	.033		.001	.001	.068	.040	.219	.000	.003	.002	.331	.420	.301	.276	.493	.000	.000
	X9	.187	.064	.025	.137	.166	.056	.014	.001		.001	.098	.074	.264	.026	.006	.001	.017	.033	.001	.009	.119	.003	.012
	X10	.201	.001	.139	.287	.151	.002	.064	.001	.003		.044	.018	.423	.000	.001	.307	.403	.167	.010	.026	.354	.007	.026
	X11	.390	.010	.145	.364	.026	.117	.134	.068	.098	.044		.159	.300	.373	.104	.497	.376	.174	.016	.000	.184	.065	.044
	X12	.250	.027	.342	.001	.072	.297	.371	.040	.074	.018	.159		.000	.023	.007	.014	.066	.416	.394	.127	.225	.000	.029
	X13	.431	.025	.400	.001	.020	.008	.474	.219	.264	.423	.300	.000		.005	.011	.016	.481	.241	.113	.441	.010	.008	.011
	X14	.067	.000	.216	.003	.004	.000	.180	.000	.026	.000	.373	.023	.005		.000	.032	.442	.195	.220	.451	.152	.005	.000
	X15	.194	.000	.001	.002	.001	.000	.040	.003	.006	.001	.104	.007	.011	.000		.008	.050	.029	.240	.485	.370	.000	.000
	X16	.022	.060	.003	.326	.000	.008	.355	.002	.001	.307	.497	.014	.016	.032	.008		.005	.006	.007	.210	.017	.003	.011
	X17	.049	.079	.036	.220	.103	.371	.403	.331	.017	.403	.376	.066	.481	.442	.050	.005		.002	.007	.328	.293	.137	.163
	X18	.038	.004	.006	.378	.002	.019	.478	.420	.033	.167	.174	.416	.241	.195	.029	.006	.002		.013	.379	.214	.178	.059
	X19	.001	.228	.099	.386	.335	.109	.011	.301	.001	.010	.016	.394	.113	.220	.240	.007	.007	.013		.008	.021	.375	.167
	X20	.297	.275	.439	.134	.007	.248	.190	.276	.009	.026	.000	.127	.441	.451	.485	.210	.328	.379	.008		.002	.181	.053
	X21	.028	.337	.330	.269	.223	.322	.123	.493	.119	.354	.184	.225	.010	.152	.370	.017	.293	.214	.021	.002		.351	.217
	X22	.454	.000	.000	.001	.000	.001	.073	.000	.003	.007	.065	.000	.008	.005	.000	.003	.137	.178	.375	.181	.351		.000
	X23	.009	.000	.003	.002	.000	.000	.056	.000	.012	.026	.044	.029	.011	.000	.000	.011	.163	.059	.167	.053	.217	.000	

Anti-image Matrices

	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	
Anti-image Covariance	X1	.275	-.100	.023	.092	.010	.017	-.055	-.012	.065	.027	-.059	.018	.019	-.004	-.009	-.033	-.058	.019	-.011	.000	-.075	.043	-.073
	X2	-.100	.163	-.021	-.052	-.008	-.033	.000	-.019	.037	-.044	.102	-.038	.017	-.006	.013	-.046	-.058	.019	-.045	.000	-.019	-.001	
	X3	.023	-.021	.368	.062	-.083	.041	-.082	-.002	.032	.010	.010	.080	.011	.039	-.070	-.011	-.033	.013	-.018	-.064	-.021	-.009	-.010
	X4	.092	-.052	.062	.217	-.079	.049	-.046	-.027	-.005	.097	-.007	-.031	-.036	-.060	-.055	.084	.018	.014	-.064	-.085	-.029	.015	-.025
	X5	.010	-.008	-.083	-.079	.126	-.046	.069	.002	.021	-.018	-.028	.039	-.016	-.026	.070	-.054	-.016	-.076	.011	.062	.053	-.044	.016
	X6	.017	-.033	.041	.049	-.046	.138	-.120	.020	.018	-.038	-.024	.043	-.018	.022	-.092	-.025	.026	.018	.031	.017	-.064	.047	-.050
	X7	-.055	.000	-.082	-.046	.069	-.120	.287	-.059	-.095	.074	.001	.002	-.064	-.042	.085	.055	.051	-.035	-.109	.000	.153	-.075	.092
	X8	-.012	-.019	-.002	-.027	.002	.020	-.059	.269	-.011	-.076	-.104	.032	.068	-.003	-.003	-.099	-.026	.116	.097	.054	-.049	-.003	-.043
	X9	.065	.037	.032	-.005	.021	.018	-.095	-.011	.330	-.049	.024	.000	.090	-.020	-.008	-.062	-.102	-.041	.035	-.052	-.075	-.004	-.060
	X10	.027	-.044	.010	.097	-.018	-.038	.074	-.076	-.049	.181	-.002	-.050	-.030	-.096	.004	.098	.087	-.035	-.114	-.063	.056	-.035	.050
	X11	-.059	.102	.010	-.007	-.028	-.024	.001	-.104	.024	-.002	.234	-.055	-.010	-.044	.035	.064	-.046	-.042	-.040	-.135	.042	-.005	.022
	X12	.018	-.038	.080	-.031	.039	.043	.002	.032	.000	-.050	-.055	.240	-.099	-6.475E-5	.003	-.059	-.064	-.010	-.006	.032	.048	-.044	.015
	X13	.019	.017	.011	-.036	-.016	-.018	-.064	.068	.090	-.030	-.010	-.099	.190	.020	-.019	-.059	-.023	.081	.091	.005	-.114	.034	-.055
	X14	-.004	-.006	.039	-.060	-.026	-.022	-.042	-.003	-.020	-.036	-.044	-6.475E-5	.020	.292	-.078	-.050	.038	.051	.068	.070	-.080	.068	-.054
	X15	-.009	.013	-.070	-.055	.070	-.092	.085	-.003	-.008	.004	.035	.003	-.019	-.078	.164	-.004	-.062	-.052	-.018	-.018	.086	-.061	.037
	X16	-.033	.033	-.011	.084	-.054	-.025	.055	-.099	-.062	.098	.064	-.059	-.059	-.050	-.004	.165	.024	-.050	-.099	-.076	.032	-.020	.042
	X17	-.058	-.046	-.033	.018	-.016	.026	.051	-.026	-.102	.087	-.046	-.064	-.023	.038	-.062	.024	.487	-.075	-.075	.036	.035	.003	.039
	X18	.019	-.058	.013	.014	-.076	.018	-.035	.116	-.041	-.035	-.042	-.010	.081	.051	-.052	-.050	-.075	.382	.034	.027	-.078	.056	-.033
	X19	-.011	.019	-.018	-.064	.011	.031	-.109	.097	.035	-.114	-.040	-.006	.091	.068	-.018	-.099	-.075	.034	.182	.046	-.101	.051	-.072
	X20	.000	-.045	-.064	-.085	.062	.017	.000	.054	-.052	-.063	-.135	.032	.005	.070	-.018	-.076	.036	.027	.046	.218	-.043	.015	.002
	X21	-.075	.000	-.021	-.029	.053	-.064	.153	-.049	-.075	.056	.042	.048	-.114	-.080	.086	.032	.035	-.078	-.101	-.043	.226	-.076	.098
	X22	.043	-.019	-.009	.015	-.044	.047	-.075	-.003	-.004	-.035	-.005	-.044	.034	.068	-.061	-.020	.003	.056	.051	.015	-.076	.087	-.060
	X23	-.073	-.001	-.010	-.025	.016	-.050	.092	-.043	-.060	.050	.022	.015	-.055	-.054	.037	.042	.039	-.033	-.072	.002	.098	-.060	.105
Anti-image Correlation	X1	.553 <sup>a</sup>	-.471	.073	.377	.053	.085	-.196	-.044	.216	.121	-.231	.070	.083	-.015	-.041	-.154	-.157	.060	-.050	-.004	-.302	.281	-.432
	X2	-.471	.788 <sup>a</sup>	-.085	-.277	-.058	-.223	.000	-.093	.158	-.257	.520	-.191	.098	-.030	.077	.202	-.165	-.232	.112	-.238	-.002	-.159	-.008
	X3	.073	-.085	.782 <sup>a</sup>	.218	-.385	.180	-.251	-.006	.093	.038	.035	.268	.042	.118	-.284	-.043	-.078	.035	-.071	-.227	-.072	-.049	-.050
	X4	.377	-.277	.218	.515 <sup>a</sup>	-.475	.280	-.184	-.112	-.019	.487	-.031	-.136	-.177	-.238	-.293	.441	.054	.050	-.324	-.390	-.132	.106	-.163
	X5	.053	-.058	-.385	-.475	.655 <sup>a</sup>	-.345	.362	.009	.102	-.118	-.164	.224	-.106	-.135	.483	-.374	-.065	-.347	.070	.372	.312	-.418	.142
	X6	.085	-.223	.180	.280	-.345	.656 <sup>a</sup>	-.601	.105	.086	-.239	-.131	.237	-.111	.110	-.612	-.162	.101	.079	.195	.096	-.365	.433	-.416
	X7	-.196	.000	-.251	-.184	.362	-.601	.297 <sup>a</sup>	-.213	-.307	.324	.005	.009	-.273	-.144	.392	.255	.137	-.105	-.477	-.001	.603	-.474	.528
	X8	-.044	-.093	-.006	-.112	.009	.105	-.213	.666 <sup>a</sup>	-.037	-.344	-.414	.126	.302	-.012	-.013	-.470	-.071	.361	.439	.225	-.201	-.019	-.256
	X9	.216	.158	.093	-.019	.102	.086	-.307	-.037	.726 <sup>a</sup>	-.202	.086	-.003	.358	-.065	-.034	-.267	-.254	-.116	.142	-.194	-.274	-.026	-.324
	X10	.121	-.257	.038	.487	-.118	-.239	.324	-.344	-.202	.471 <sup>a</sup>	-.009	-.239	-.164	-.417	.025	.567	.294	-.135	-.631	-.316	.277	-.283	.364
	X11	-.231	.520	.035	-.031	-.164	-.131	.005	-.414	.086	-.009	.488 <sup>a</sup>	-.231	-.049	-.169	.177	.324	-.137	-.140	-.195	-.596	.182	-.033	.139
	X12	.070	-.191	.268	-.136	.224	.237	.009	.126	-.003	-.239	-.231	.660 <sup>a</sup>	-.463	.000	.014	-.295	-.188	-.032	-.030	.141	.206	-.308	.096
	X13	.083	.098	.042	-.177	-.106	-.111	-.273	.302	.358	-.164	-.049	-.463	.506 <sup>a</sup>	.085	-.105	-.333	-.077	.301	.489	.023	-.549	.266	-.391
	X14	-.015	-.030	.118	-.238	-.135	.110	-.144	-.012	-.065	-.417	-.169	.000	.085	.707 <sup>a</sup>	-.356	-.228	.102	.152	.294	.280	-.312	.430	-.309
	X15	-.041	.077	-.284	-.293	.483	-.612	.392	-.013	-.034	.025	.177	.014	-.105	-.356	.681 <sup>a</sup>	-.022	-.218	-.209	-.103	-.098	.449	-.509	.285
	X16	-.154	.202	-.043	.441	-.374	-.162	.255	-.470	-.267	.567	.324	-.295	-.333	-.228	-.022	.507 <sup>a</sup>	.083	-.200	-.573	-.402	.168	-.169	.315
	X17	-.157	-.165	-.078	.054	-.065	.101	.137	-.071	-.254	.294	-.137	-.188	-.077	.102	-.218	.083	.646 <sup>a</sup>	-.174	-.253	.110	.105	.015	.173
	X18	.060	-.232	.035	.050	-.347	.079	-.105	.361	-.116	-.135	-.140	-.032	.301	.152	-.209	-.200	-.174	.622 <sup>a</sup>	.128	.092	-.265	.309	-.163
	X19	-.050	.112	-.071	-.324	.070	.195	-.477	.439	.142	-.631	-.195	-.030	.489	.294	-.103	-.573	-.253	.128	.368 <sup>a</sup>	.232	-.500	.404	-.524
	X20	-.004	-.238	-.227	-.390	.372	.096	-.001	.225	-.194	-.316	-.596	.141	.023	.280	-.098	-.402	.110	.092	.232	.484 <sup>a</sup>	-.195	.112	.016
	X21	-.302	-.002	-.072	-.132	.312	-.365	.603	-.201	-.274	.277	.182	.206	-.549	-.312	.449	.168	.105	-.265	-.500	-.195	.219 <sup>a</sup>	-.540	.639
	X22	.281	-.159	-.049	.106	-.418	.433	-.474	-.019	-.026	-.283	-.033	-.308	.266	.430	-.509	-.169	.015	.309	.404	.112	-.540	.624 <sup>a</sup>	-.625
	X23	-.432	-.008	-.050	-.163	.142	-.416	.528	-.256	-.324	.364	.139	.096	-.391	-.309	.285	.315	.173	-.163	-.524	.016	.639	-.625	.609 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

### Communalities

	Initial	Extraction
X1	1.000	.723
X2	1.000	.778
X3	1.000	.608
X4	1.000	.720
X5	1.000	.782
X6	1.000	.805
X7	1.000	.553
X8	1.000	.815
X9	1.000	.655
X10	1.000	.594
X11	1.000	.714
X12	1.000	.715
X13	1.000	.810
X14	1.000	.656
X15	1.000	.714
X16	1.000	.810
X17	1.000	.664
X18	1.000	.639
X19	1.000	.728
X20	1.000	.738
X21	1.000	.738
X22	1.000	.848
X23	1.000	.763

Extraction Method: Principal Component Analysis.

<b>Total Variance Explained</b>									
Component	Initial Eigenvalues			Extraction Sums of Squared			Rotation Sums of Squared		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.890	29.957	29.957	6.890	29.957	29.957	4.241	18.438	18.438
2	2.990	13.001	42.958	2.990	13.001	42.958	2.832	12.311	30.749
3	2.317	10.074	53.032	2.317	10.074	53.032	2.662	11.574	42.324
4	1.791	7.788	60.821	1.791	7.788	60.821	2.656	11.548	53.871
5	1.510	6.563	67.384	1.510	6.563	67.384	2.466	10.722	64.594
6	1.074	4.668	72.052	1.074	4.668	72.052	1.715	7.458	72.052
7	.988	4.296	76.348						
8	.840	3.650	79.998						
9	.724	3.146	83.144						
10	.655	2.849	85.993						
11	.624	2.715	88.708						
12	.534	2.324	91.032						
13	.421	1.829	92.861						
14	.366	1.590	94.451						
15	.271	1.178	95.629						
16	.248	1.079	96.708						
17	.210	.913	97.621						
18	.150	.653	98.274						
19	.123	.537	98.811						
20	.111	.482	99.292						
21	.080	.347	99.640						
22	.052	.228	99.868						
23	.030	.132	100.000						

Extraction Method: Principal Component

**Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.890	29.957	29.957	6.890	29.957	29.957
2	2.990	13.001	42.958	2.990	13.001	42.958
3	2.317	10.074	53.032	2.317	10.074	53.032
4	1.791	7.788	60.821	1.791	7.788	60.821
5	1.510	6.563	67.384	1.510	6.563	67.384
6	1.074	4.668	72.052	1.074	4.668	72.052
7	.988	4.296	76.348			
8	.840	3.650	79.998			
9	.724	3.146	83.144			
10	.655	2.849	85.993			
11	.624	2.715	88.708			
12	.534	2.324	91.032			
13	.421	1.829	92.861			
14	.366	1.590	94.451			
15	.271	1.178	95.629			
16	.248	1.079	96.708			
17	.210	.913	97.621			
18	.150	.653	98.274			
19	.123	.537	98.811			
20	.111	.482	99.292			
21	.080	.347	99.640			
22	.052	.228	99.868			
23	.030	.132	100.000			

Extraction Method: Principal Component Analysis.



<b>Rotated Component Matrix<sup>a</sup></b>						
	Component					
	1	2	3	4	5	6
X6	.861	-.088	.186	.028	.111	.096
X2	.757	-.179	.140	.274	.278	.009
X23	.688	-.202	.392	.258	.160	-.052
X14	.664	.102	.254	.270	-.152	.212
X15	.296	-.031	.634	.396	.232	-.116
X1	.539	.118	-.049	-.384	.279	.437
X9	.508	.191	.479	.061	.351	-.063
X8	.773	.251	.358	.053	-.154	-.004
X22	.400	-.146	.621	.488	.126	-.164
X16	.098	.054	.619	.088	.425	.476
X5	.570	-.435	.325	.290	.279	-.026
X3	.491	-.105	.483	-.067	.275	-.205
X4	.347	.169	-.023	.497	.104	-.091
X12	.057	.192	.779	.219	.007	.143
X13	.252	-.166	.488	.469	-.175	.242
X17	-.073	.397	.092	.175	.480	.050
X18	.222	-.111	.260	-.075	.448	.191

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

<b>Component Matrix<sup>a</sup></b>						
	<b>Component</b>					
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
X23	.823	-.255	-.046	-.104	-.089	.007
X15	.810	-.118	.048	-.089	.013	.183
X22	.802	-.277	.166	-.060	.295	-.093
X2	.792	-.187	-.101	-.008	-.226	.231
X6	.753	-.082	-.146	-.168	-.424	.038
X5	.700	-.430	-.122	.149	.207	-.166
X14	.665	.025	.275	-.117	-.342	-.083
X8	.622	.139	.159	-.326	.133	-.509
X16	.582	.230	-.147	.440	.142	-.428
X3	.558	-.057	-.438	-.064	.300	-.086
X9	.524	.493	-.078	-.119	.326	-.100
X10	.516	.337	.167	-.419	-.105	-.010
X4	.485	-.091	.484	.141	.159	.445
X20	.012	.790	.315	.025	.065	.095
X11	-.108	.731	.332	-.178	.147	-.068
X19	.284	.709	-.319	.041	-.046	.197
X12	.453	.064	.610	.263	.229	.107
X13	.413	-.199	.581	.433	-.272	.006
X18	.402	.097	-.566	.323	.069	.196
X21	.107	.463	.155	.569	-.373	-.159
X7	.345	.250	-.083	-.526	.000	.298
X17	.315	.252	-.331	.433	.376	.253
X1	.336	.334	-.416	.090	-.560	-.066

Extraction Method: Principal Component Analysis.

a. 6 components extracted.