

LAMPIRAN

LAMPIRAN 1 KARAKTERISTIK RESPONDEN

Frequency Table

Divisi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bisnis	31	38.8	38.8	38.8
	Operasional	49	61.2	61.2	100.0
	Total	80	100.0	100.0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Perempuan	25	31.2	31.2	31.2
	Laki-laki	55	62.8	62.8	100.0
	Total	80	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 Tahun	7	8.8	8.8	8.8
	25-30 Tahun	73	91.2	91.2	100.0
	Total	80	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	38	47.4	47.4	47.4
	S1	35	43.8	43.8	85.0
	S2	7	8.8	8.8	93.8

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	38	47.4	47.4	47.4
	S1	35	43.8	43.8	85.0
	S2	7	8.8	8.8	93.8
	Total	80	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-1 Tahun	33	41.2	41.2	41.2
	2-3 Tahun	47	58.8	58.8	100.0
	Total	80	100.0	100.0	

LAMPIRAN 2 DESKRIPTIF

Statistics

		Divisi	Jenis Kelamin	Usia	Pendidikan	Masa Kerja
N	Valid	80	80	80	80	80
	Missing	0	0	0	0	0
Mean		1.6125	1.7500	1.9125	1.8000	1.5875
Std. Error of Mean		.05481	.06289	.03179	.09480	.05539
Median		2.0000	2.0000	2.0000	2.0000	2.0000
Std. Deviation		.49025	.56254	.28435	.84793	.49539
Minimum		1.00	1.00	1.00	1.00	1.00
Maximum		2.00	3.00	2.00	4.00	2.00
Percentiles	25	1.0000	1.0000	2.0000	1.0000	1.0000
	50	2.0000	2.0000	2.0000	2.0000	2.0000
	75	2.0000	2.0000	2.0000	2.0000	2.0000

LAMPIRAN 3 TARGET CAPAIAN RESPONDEN

VARIABEL REKRUT CABANG

Statistics

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	RekrutCabang
N Valid	80	80	80	80	80	80	80	80	80	80	80	80	80
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	4.3250	4.2750	3.9750	4.0000	4.3125	4.6750	4.0125	4.0250	4.0250	4.0750	4.7125	4.1000	50.5125

R1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	3	3.8	3.8	3.8
	Setuju	48	60.0	60.0	63.8
	Sangat Setuju	29	36.2	36.2	100.0
	Total	80	100.0	100.0	

R2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	58	72.5	72.5	72.5
	Sangat Setuju	22	27.5	27.5	100.0
	Total	80	100.0	100.0	

R4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	2	2.5	2.5	2.5
	Setuju	76	95.0	95.0	97.5
	Sangat Setuju	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

R5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	10	12.5	12.5	12.5
	Setuju	35	43.8	43.8	56.2
	Sangat Setuju	35	43.8	43.8	100.0
	Total	80	100.0	100.0	

R6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	32.5	32.5	32.5
	Sangat Setuju	54	67.5	67.5	100.0
	Total	80	100.0	100.0	

R7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	77	96.2	96.2	97.5
	Sangat Setuju	2	2.5	2.5	100.0

R7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	77	96.2	96.2	97.5
	Sangat Setuju	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

R8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	78	97.5	97.5	97.5
	Sangat Setuju	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

R9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	78	97.5	97.5	97.5
	Sangat Setuju	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

R10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	74	92.5	92.5	92.5
	Sangat Setuju	6	7.5	7.5	100.0
	Total	80	100.0	100.0	

R11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	23	28.8	28.8	28.8
	Sangat Setuju	57	71.2	71.2	100.0
	Total	80	100.0	100.0	

R12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	72	90.0	90.0	90.0
	Sangat Setuju	8	10.0	10.0	100.0
	Total	80	100.0	100.0	

VARIABEL PENEMPATAN SDM**Statistics**

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P_rata
N Valid	80	80	80	80	80	80	80	80	80	80	80	80	80	80
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	3.8750	4.7125	2.6500	3.9625	3.2500	4.9250	4.2250	4.5625	3.9375	3.9875	3.1500	3.8625	4.0375	13.3125

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	28	35.0	35.0	35.0

Setuju	34	42.5	42.5	77.5
Sangat Setuju	18	22.5	22.5	100.0
Total	80	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	23	28.8	28.8	28.8
Sangat Setuju	57	71.2	71.2	100.0
Total	80	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setju	15	18.8	18.8	18.8
Tidak Setuju	4	5.0	5.0	23.8
Cukup Setuju	55	68.8	68.8	92.5
Setuju	6	7.5	7.5	100.0
Total	80	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	3	3.8	3.8	3.8
Setuju	77	96.2	96.2	100.0
Total	80	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	1	1.2	1.2	1.2
	Cukup Setuju	57	71.2	71.2	72.5
	Setuju	22	27.5	27.5	100.0
	Total	80	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	6	7.5	7.5	7.5
	Sangat Setuju	74	92.5	92.5	100.0
	Total	80	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	62	77.5	77.5	77.5
	Sangat Setuju	18	22.5	22.5	100.0
	Total	80	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	35	43.8	43.8	43.8
	Sangat Setuju	45	56.2	56.2	100.0
	Total	80	100.0	100.0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	5	6.2	6.2	6.2
	Setuju	75	93.8	93.8	100.0
	Total	80	100.0	100.0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	2	2.5	2.5	2.5
	Setuju	77	96.2	96.2	98.8
	Sangat Setuju	1	1.2	1.2	100.0
	Total	80	100.0	100.0	

P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	17	21.2	21.2	21.2
	Tidak Setuju	17	21.2	21.2	42.5
	Cukup Setuju	4	5.0	5.0	47.5
	Setuju	21	26.2	26.2	73.8
	Sangat Setuju	21	26.2	26.2	100.0
	Total	80	100.0	100.0	

P12

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Cukup Setuju	16	20.0	20.0	20.0
	Setuju	59	73.8	73.8	93.8
	Sangat Setuju	5	6.2	6.2	100.0
	Total	80	100.0	100.0	

P13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	75	93.8	93.8	95.0
	Sangat Setuju	4	5.0	5.0	100.0
	Total	80	100.0	100.0	

VARIABEL KINERJA PEGAWAI

Statistics

	K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K_rata
N Valid	80	80	80	80	80	80	80	80	80	80	80	80
Missing	0	0	0	0	0	0	0	0	0	0	0	0
Mean	4.3625	4.2125	4.0125	4.0250	4.1000	4.7875	4.4250	4.3000	4.0875	4.1125	3.9875	12.5125

K1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	51	63.8	63.8	63.8
	Sangat Setuju	29	36.2	36.2	100.0
	Total	80	100.0	100.0	

K2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	4	5.0	5.0	5.0
	Setuju	55	68.8	68.8	73.8
	Sangat Setuju	21	26.2	26.2	100.0
	Total	80	100.0	100.0	

K3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	3	3.8	3.8	3.8
	Setuju	73	91.2	91.2	95.0
	Sangat Setuju	4	5.0	5.0	100.0
	Total	80	100.0	100.0	

K4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	76	95.0	95.0	96.2
	Sangat Setuju	3	3.8	3.8	100.0
	Total	80	100.0	100.0	

K5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	72	90.0	90.0	90.0
	Sangat Setuju	8	10.0	10.0	100.0

K5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	72	90.0	90.0	90.0
	Sangat Setuju	8	10.0	10.0	100.0
	Total	80	100.0	100.0	

K6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.2	1.2	1.2
	Setuju	14	17.5	17.5	18.8
	Sangat Setuju	65	81.2	81.2	100.0
	Total	80	100.0	100.0	

K7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	46	57.5	57.5	57.5
	Sangat Setuju	34	42.5	42.5	100.0
	Total	80	100.0	100.0	

K8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	54	67.5	67.5	68.8
	Sangat Setuju	25	31.2	31.2	100.0
	Total	80	100.0	100.0	

K9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	73	91.2	91.2	91.2
	Sangat Setuju	7	8.8	8.8	100.0
	Total	80	100.0	100.0	

K10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	1	1.2	1.2	1.2
	Setuju	67	83.8	83.8	85.0
	Sangat Setuju	12	15.0	15.0	100.0
	Total	80	100.0	100.0	

K11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	2	2.5	2.5	2.5
	Setuju	77	96.2	96.2	98.8
	Sangat Setuju	1	1.2	1.2	100.0
	Total	80	100.0	100.0	

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	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24	M25	M26	M27	M28	M29	M30	M_r at a
N Valid	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	3.7125	4.8500	4.4000	4.4000	4.4000	4.4375	4.4250	4.4000	4.4000	4.3925	4.3875	4.4450	4.4360	4.4420	4.4450	3.7500	4.2750	4.2750	4.1750	3.4875	3.3950	3.3950	3.3950	2.9375	3.4000	4.1250	2.3100	2.2100	2.2100	2.2100	4.4375

M1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	25	31.2	31.2	31.2
	Setuju	53	66.2	66.2	97.5
	Sangat Setuju	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

M2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	10	12.5	12.5	13.8
	Sangat Setuju	69	86.2	86.2	100.0
	Total	80	100.0	100.0	

M3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	76	95.0	95.0	95.0
	Sangat Setuju	4	5.0	5.0	100.0
	Total	80	100.0	100.0	

M4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	2	2.5	2.5	2.5
	Setuju	76	95.0	95.0	97.5
	Sangat Setuju	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

M5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	74	92.5	92.5	93.8
	Sangat Setuju	5	6.2	6.2	100.0
	Total	80	100.0	100.0	

M6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	3	3.8	3.8	3.8
	Setuju	39	48.8	48.8	52.5
	Sangat Setuju	38	47.5	47.5	100.0
	Total	80	100.0	100.0	

M7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	76	95.0	95.0	96.2
	Sangat Setuju	3	3.8	3.8	100.0
	Total	80	100.0	100.0	

M8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	74	92.5	92.5	93.8
	Sangat Setuju	5	6.2	6.2	100.0
	Total	80	100.0	100.0	

M9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	77	96.2	96.2	96.2
	Sangat Setuju	3	3.8	3.8	100.0
	Total	80	100.0	100.0	

M10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	9	11.2	11.2	11.2
	Setuju	68	85.0	85.0	96.2
	Sangat Setuju	3	3.8	3.8	100.0
	Total	80	100.0	100.0	

M11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	20	25.0	25.0	25.0
	Setuju	53	66.2	66.2	91.2
	Sangat Setuju	7	8.8	8.8	100.0
	Total	80	100.0	100.0	

M12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	2	2.5	2.5	2.5
	Setuju	40	50.0	50.0	52.5
	Sangat Setuju	38	47.5	47.5	100.0
	Total	80	100.0	100.0	

M13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	51	63.8	63.8	63.8
	Sangat Setuju	29	36.2	36.2	100.0
	Total	80	100.0	100.0	

M14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	46	57.5	57.5	57.5
	Sangat Setuju	34	42.5	42.5	100.0
	Total	80	100.0	100.0	

M15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	2	2.5	2.5	2.5
	Setuju	33	41.2	41.2	43.8
	Sangat Setuju	45	56.2	56.2	100.0
	Total	80	100.0	100.0	

M16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.5	2.5	2.5
	Cukup Setuju	23	28.8	28.8	31.2
	Setuju	48	60.0	60.0	91.2
	Sangat Setuju	7	8.8	8.8	100.0
	Total	80	100.0	100.0	

M17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	3	3.8	3.8	3.8
	Setuju	52	65.0	65.0	68.8
	Sangat Setuju	25	31.2	31.2	100.0
	Total	80	100.0	100.0	

M18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	1	1.2	1.2	1.2
	Setuju	56	70.0	70.0	71.2
	Sangat Setuju	23	28.8	28.8	100.0
	Total	80	100.0	100.0	

M19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	2	2.5	2.5	2.5
	Setuju	62	77.5	77.5	80.0
	Sangat Setuju	16	20.0	20.0	100.0
	Total	80	100.0	100.0	

M20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	1	1.2	1.2	1.2
	Tidak Setuju	1	1.2	1.2	2.5
	Cukup Setuju	39	48.8	48.8	51.2
	Setuju	36	45.0	45.0	96.2
	Sangat Setuju	3	3.8	3.8	100.0
	Total	80	100.0	100.0	

M21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	6	7.5	7.5	7.5
	Setuju	72	90.0	90.0	97.5
	Sangat Setuju	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

M22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	3	3.8	3.8	3.8

Setuju	76	95.0	95.0	98.8
Sangat Setuju	1	1.2	1.2	100.0
Total	80	100.0	100.0	

M23

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setju	1	1.2	1.2	1.2
Cukup Setuju	4	5.0	5.0	6.2
Setuju	72	90.0	90.0	96.2
Sangat Setuju	3	3.8	3.8	100.0
Total	80	100.0	100.0	

M24

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setju	9	11.2	11.2	11.2
Tidak Setuju	3	3.8	3.8	15.0
Cukup Setuju	52	65.0	65.0	80.0
Setuju	16	20.0	20.0	100.0
Total	80	100.0	100.0	

M25

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setju	3	3.8	3.8	3.8
Tidak Setuju	3	3.8	3.8	7.5
Cukup Setuju	37	46.2	46.2	53.8
Setuju	33	41.2	41.2	95.0
Sangat Setuju	4	5.0	5.0	100.0
Total	80	100.0	100.0	

M26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	2	2.5	2.5	2.5
	Tidak Setuju	2	2.5	2.5	5.0
	Cukup Setuju	4	5.0	5.0	10.0
	Setuju	47	58.8	58.8	68.8
	Sangat Setuju	25	31.2	31.2	100.0
	Total	80	100.0	100.0	

M27

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	33	41.2	41.2	41.2
	Tidak Setuju	7	8.8	8.8	50.0
	Cukup Setuju	32	40.0	40.0	90.0
	Setuju	6	7.5	7.5	97.5
	Sangat Setuju	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

M28

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	33	41.2	41.2	41.2
	Tidak Setuju	10	12.5	12.5	53.8
	Cukup Setuju	32	40.0	40.0	93.8
	Setuju	5	6.2	6.2	100.0
	Total	80	100.0	100.0	

M29

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	33	41.2	41.2	41.2
	Tidak Setuju	12	15.0	15.0	56.2
	Cukup Setuju	30	37.5	37.5	93.8
	Setuju	5	6.2	6.2	100.0
	Total	80	100.0	100.0	

M30

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	52	65.0	65.0	65.0
	Sangat Setuju	28	35.0	35.0	100.0
	Total	80	100.0	100.0	

LAMPIRAN PLS**OUTER LOADING INSTRUMENAWAL**

	KP	MP	PSDM	RC
K1	0.159814			
K1	0.159814			
K10	-0.45924			
K11	-0.00038			
K2	-0.26438			
K3	-0.25231			
K4	0.200678			
K5	-0.5534			
K6	0.398901			
K7	0.528722			
K8	0.511568			
K9	-0.34445			
M1		0.516782		
M10		0.087398		
M11		0.384111		

M12		-0.6468		
M13		-0.63144		
M14		-0.40017		
M15		0.22265		
M16		0.604029		
M17		-0.02124		
M18		-0.16239		
M19		0.398135		
M2		-0.48746		
M20		-0.0449		
M21		-0.26457		
M22		-0.19619		
M23		-0.27604		
M24		0.431161		
M25		0.217248		
M26		-0.47271		
M27		0.497081		
M28		0.461612		
M29		0.587943		
M3		0.430857		
M30		-0.57754		
M4		-0.1485		
M5		0.091939		
M6		-0.25734		
M7		0.154297		
M8		-0.13692		
M9		0.22387		
P1			0.320323	
P10			-0.22503	
P11			0.364078	
P12			0.246636	
P13			0.490633	
P2			0.7213	
P3			-0.22829	
P4			-0.11355	
P5			-0.32171	
P6			0.392263	
P7			0.123677	

P8			0.68622	
P9			-0.50514	
R				0.719756
R1				0.410956
R10				-0.46072
R11				0.192604
R12				0.417441
R2				0.647437
R3				0.396197
R4				0.153202
R5				0.552374
R7				-0.01876
R8				-0.4068
R9				

OUTER LOADING REESTIMASI 1

	KP	MP	PSDM	RC
K5	-0.69991			
K7	0.544552			
K8	0.838112			
M1		0.732128		
M16		0.764817		
M29		0.723745		
P2			0.88109	
P8			0.813625	
R				0.862255
R2				0.709549
R5				0.765768

OUTER LOADING REESTIMASI 2

	KP	MP	PSDM	RC
K7	0.616707			
K8	0.997814			
M1		0.732782		
M16		0.76499		
M29		0.722914		

P2			0.878104	
P8			0.817258	
R				0.843724
R2				0.742381
R5				0.752218

AVE INSTRUMENAWAL

	AVE
KP	0.13009
MP	0.146484
PSDM	0.167028
RC	0.18176

AVE REESTIMASI 1

	AVE
KP	0.496281
MP	0.548255
PSDM	0.719152
RC	0.611115

AVE REESTIMASI 2

	AVE
KP	0.68798
MP	0.548261
PSDM	0.719488
RC	0.609611

CROSS LOADING INSTRUMEN AWAL

	KP	MP	PSDM	RC
K1	0.159814	-0.12311	0.109759	0.057563
K1	0.159814	-0.12311	0.109759	0.057563
K10	-0.45924	0.12845	-0.20283	-0.00316
K11	-0.00038	-0.04824	-0.11289	-0.16555
K2	-0.26438	-0.05053	-0.15588	0.011864

K3	-0.25231	-0.06732	-0.02247	0.264528
K4	0.200678	-0.05807	0.131624	0.127354
K5	-0.5534	0.28428	-0.19816	-0.03435
K6	0.398901	-0.14883	0.177945	0.066589
K7	0.528722	0.034998	0.084439	-0.0573
K8	0.511568	-0.17385	0.300287	0.2306
K9	-0.34445	0.130632	-0.17446	-0.01917
M1	-0.16078	0.516782	-0.3143	-0.25646
M10	0.008736	0.087398	-0.06633	-0.02579
M11	-0.13419	0.384111	-0.2105	-0.14582
M12	0.009686	-0.6468	0.366936	0.307266
M13	0.157656	-0.63144	0.540578	0.346205
M14	-0.01054	-0.40017	0.241359	0.272796
M15	-0.09297	0.22265	-0.29941	-0.40296
M16	-0.15985	0.604029	-0.45167	-0.33682
M17	-0.03219	-0.02124	0.023633	-0.03664
M18	-0.0627	-0.16239	0.196922	0.039568
M19	-0.10507	0.398135	-0.24491	-0.19387
M2	0.170551	-0.48746	0.241886	0.3426
M20	0.028117	-0.0449	0.128206	0.013362
M21	0.009971	-0.26457	0.15477	0.330025
M22	0.28511	-0.19619	0.055369	-0.03798
M23	-0.00664	-0.27604	0.095996	0.174009
M24	-0.11359	0.431161	-0.31576	-0.12491
M25	-0.19424	0.217248	-0.24452	0.013382
M26	0.246251	-0.47271	0.312928	0.279283
M27	-0.09682	0.497081	-0.23461	-0.24938
M28	-0.11079	0.461612	-0.23792	-0.21986
M29	-0.16789	0.587943	-0.34533	-0.37337
M3	-0.02553	0.430857	-0.25625	-0.27955
M30	0.220859	-0.57754	0.568534	0.363678
M4	0.094306	-0.1485	0.183713	0.207352
M5	-0.12259	0.091939	-0.06172	0.052016
M6	0.11186	-0.25734	0.13394	0.069258
M7	0.029535	0.154297	0.043351	-0.05464
M8	0.013324	-0.13692	0.100811	0.094062
M9	-0.2635	0.22387	-0.16324	-0.16188
P1	0.123253	-0.08712	0.320323	0.083611

P10	-0.14974	0.122215	-0.22503	-0.1076
P11	0.187218	-0.15325	0.364078	0.261875
P12	0.051761	-0.10856	0.246636	0.129967
P13	0.266484	-0.26091	0.490633	0.282178
P2	0.353852	-0.62877	0.7213	0.487185
P3	0.13494	0.150474	-0.22829	-0.04954
P4	-0.0913	0.115921	-0.11355	-0.0156
P5	-0.23246	0.175578	-0.32171	-0.00338
P6	0.170386	-0.25491	0.392263	0.227345
P7	0.07135	-0.01189	0.123677	0.134822
P8	0.132904	-0.59346	0.68622	0.571818
P9	-0.33554	0.284845	-0.50514	0.004058
R	0.093661	-0.40256	0.409758	0.719756
R1	0.001138	-0.14243	0.021095	0.410956
R10	0.10332	0.314186	-0.32229	-0.46072
R11	0.109021	-0.26122	0.168244	0.192604
R12	0.037925	-0.22564	0.199487	0.417441
R2	0.060643	-0.27276	0.341133	0.647437
R3	-0.03431	-0.31176	0.268218	0.396197
R4	0.273937	-0.02032	0.147643	0.153202
R5	0.071431	-0.264	0.302774	0.552374
R7	0.213026	-0.08788	0.051947	-0.01876
R8	0.017622	0.246852	-0.12517	-0.4068
R9				

CROSS LOADING REESTIMASI 1

	KP	MP	PSDM	RC
K5	-0.69991	0.241801	-0.22752	-0.06668
K7	0.544552	-0.11832	0.051576	-0.05092
K8	0.838112	-0.23843	0.258959	0.205209
M1	-0.24504	0.732128	-0.42032	-0.21346
M16	-0.25028	0.764817	-0.39698	-0.29448
M29	-0.17993	0.723745	-0.39389	-0.29682
P2	0.365058	-0.45989	0.88109	0.253308
P8	0.125892	-0.46914	0.813625	0.554965
R	0.160127	-0.34313	0.417565	0.862255
R2	0.099399	-0.2734	0.360151	0.709549

R5	0.128369	-0.21086	0.270547	0.765768
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CROSS LOADING REESTIMASI 2

	KP	MP	PSDM	RC
K7	0.616707	-0.11829	0.051604	-0.0421
K8	0.997814	-0.23858	0.257521	0.208396
M1	-0.20043	0.732782	-0.42042	-0.21657
M16	-0.24368	0.76499	-0.39719	-0.296
M29	-0.08098	0.722914	-0.39416	-0.29307
P2	0.323721	-0.45991	0.878104	0.254328
P8	0.077852	-0.46914	0.817258	0.556779
R	0.138447	-0.343	0.418898	0.843724
R2	0.194543	-0.27345	0.361625	0.742381
R5	0.118331	-0.21075	0.272529	0.752218

Nilai Composite Reliability

	Composite Reliability
KP	0.806842
MP	0.78443
PSDM	0.836687
RC	0.823591

Total Effects (Mean, STDEV, T-Values)

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (O/STERR)
PSDM -> KP	0.202556	0.185861	0.122035	0.122035	1.659823
PSDM -> MP	-0.480552	-	0.068635	0.068635	7.001536
RC -> KP	0.101937	0.118544	0.170332	0.170332	0.598461
RC -> MP	-0.141461	-	0.080794	0.080794	1.750883

