BAB V

KESIMPULAN

5.1 Kesimpulan

Aparatur Sipil Negara merupakan salah satu elemen dalam pelaksanaan proyek konstruksi pemerintah. Aparatur Sipil Negara memiliki tugas, wewenang, dan tanggung jawab dalam pelaksanaan konstruksi dari perencanaan, pengadaan, pelaksanaan, dan pemeliharaan. Peran dalam proyek pemerintah merupakan hal yang mempengaruhi produktivitas Aparatur Sipil Negara. Dengan penggelempokan peran Aparatur Sipil Negara dalam proyek didapat perbandingan yang mendeskripikan produktivitas Aparatur Sipil Negara. Produktivitas pada Aparatur Sipil Negara pihak pemilik proyek melakukan pengendalian proyek dari pengendalian waktu, pengendalian biaya, dan pengendalian mutu sehingga tercapainya target-target dalam pembangunan infrastruktur. Hasil penelitian mengetahui analisis faktor penentu produktivitas Aparatur Sipil Negara dapat disimpulkan sebagai berikut.

1. Hasil analisis faktor untuk peran penting Aparatur Sipil Negara pada proyek konstruksi didapat 4 peran. Peran penting tersebut adalah pelaksana teknik pada proyek konstruksi, fasilitator administrasi proyek, koordinator pada proyek konstruksi, estimator proyek konstruksi. Peran penting Aparatur Sipil Negara tersebut hasil perbandingan dari Pegawai Pemerintahan Dengan Perjanjian Kerja -

Direksi Teknis - (6-10 Tahun) – Sarjana – (4-9 Miliar) dan Pegawai Negeri Sipil.

2. Hasil analisis faktor untuk penentu produktivitas Aparatur Sipil Negara pada proyek kosntruksi didapat 6 faktor. Faktor produktivitas tersebut adalah situasi dan keadaan lingkungan proyek, intelektual pada proyek konstruksi, interaktif Aparatur Sipil Negara pada proyek, pengetahuan teknologi terapan pada proyek, kerja lembur dan kompesi jadwal. Faktor penentu produktivitas Aparatur Sipil Negara tersebut hasil perbandingan dari Pegawai Pemerintahan Dengan Perjanjian Kerja - Direksi Teknis - (6-10 Tahun) – Sarjana – (4-9 Miliar) dan Pegawai Negeri Sipil.

5.2. Saran

Dari hasil kesimpulan yang telah didapat, penulis memberikan saran sebagai berikut.

1. Kepada Aparatur Sipil Negara, penulis memberi saran bahwa Aparatur Sipil Negara lebih memaksimalkan peranannya pada proyek konstruksi seperti menerapkan strategi-strategi manajemen yang tepat untuk tahapan proyek yang berbeda, mengawasi aktivitas utama dan memastikan bahwa target dapat terpenuhi, memberikan laporan progres informasi biaya dan waktu proyek mengestimasi biaya proyek, sehingga dapat meningkatkan kualitas dan kuantitas proyek konstruksi pemerintah. Menerapkan faktor-

faktor yang menjadi produktivitas aparatur sipil negara seperti memastikan untuk secara reguler bahwa aktivitas tetap pada jadwal, tingkat pendidikan aparatur sipil negara, pengawasan pada hasil kinerja pekerjaan, pengetahuan teknologi alternatif untuk mendukung pencapaian target, kerja lembur, dan kompresi jadwal proyek

2. Kepada pembaca, penulis memberikan saran untuk penelitian selanjutnya agar dapat menambah jumlah responden, dan lokasi yang berbeda.

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UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Teknik

Nomor : 1076/XI/U/2018
Hal : Ijin Penyebaran Kuesioner

Yogyakarta, 19 Maret 2018

Kepada
Yth.

Dengan hormat,

Dalam rangka menyelesaikan Pendidikan Tingkat Sarjana pada Program Studi Teknik Sipil, Fakultas Teknik, Universitas Atma Jaya Yogyakarta, setiap mahasiswa yang menempuh mata kuliah Tugas Akhir sangat membutuhkan data pendukung secara nyata dan lengkap.

Untuk itu kami mohon Bapak/Ibu berkenan memberikan ijin penyebaran kuesioner di instansi yang Bapak/Ibu pimpin, dengan judul "Analisis Faktor Penentu Produktivitas Aparatur Sipil Negara Pada Proyek Konstuksi" kepada :

Nama	: Billy Trikobero
NPM	: 140215173
Program Studi	: Teknik Sipil
Semester	: Genap T.A. 2017/2018

Atas perhatian dan kerjasamanya, kami ucapkan terima kasih.

Dekan

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KUISIONER PENELITIAN

ANALISIS FAKTOR PENENTU PRODUKTIVITAS

APARATUR SIPIL NEGARA PADA PROYEK KONSTRUKSI

A. Data Responden

1. Status ASN :
   - ☐ Pegawai Negeri Sipil
   - ☐ Pegawai Pemerintah dengan Perjanjian Kerja
2. Peran dalam proyek :
   - ☐ Pengguna Anggaran
   - ☐ Kuasa Pengguna Anggaran
   - ☐ Pejabat Pelaksana Teknis Kegiatan
   - ☐ Direksi Pekerjaan
   - ☐ Direksi Teknis
   - ☐ Lainnya, sebutkan ……
3. Pengalaman kerja
   - ☐ ≤ 5 Tahun
   - ☐ 6-10 Tahun
   - ☐ 11-15 Tahun
   - ☐ 16-20 Tahun
   - ☐ ≥ 21 Tahun
4. Latar belakang pendidikan
   - ☐ SMA/SMK dan setingkatnya
   - ☐ D1/D2/D3
   - ☐ S1
   - ☐ S2
   - ☐ S3
5. Nilai proyek terbesar yang pernah ditangani
   - ☐ ≤ 3 Milyar
   - ☐ 4 - 9 Milyar
   - ☐ 10-15 Milyar
   - ☐ ≥ 16 Milyar

B. Peran Penting Aparatur Sipil Negara

Variabel pada kolom di bawah ini adalah peran penting Aparatur Sipil Negara dengan skala penilaian sebagai berikut :

1 = Sangat tidak penting

2 = Tidak penting

3 = Kurang penting

4 = Penting

5 = Sangat penting

No	PERAN	1	2	3	4	5
1	Mengawasi aktivitas utama dan memastikan bahwa target dapat terpenuhi					
2	Mengkoordinasi dan mengelola tim yang solid yang terkait dalam proyek					
3	Mengendalikan keseluruhan kinerja proyek					
4	Menerapkan strategi-strategi manajemen yang tepat untuk tahapan proyek yang berbeda					
5	Mengatur dan menjaga alur informasi di antara anggota tim					
6	Mempersiapkan spesifikasi proyek					
7	Mengawasi perubahan, kesesuaian dengan permintaan desain dan pembayaran kepada kontraktor					
8	Memfasilitasi persiapan kontrak dan dokumen					
9	Mengestimasi biaya proyek					
10	Memberikan laporan progres informasi biaya dan					

	waktu proyek					
11	Menilai proposal dan harga tender dari kontraktor umum					
12	Menentukan pengorganisasian, tanggung jawab dan kewenangan					
13	Menyesuaikan kebutuhan dan karakteristik proyek dengan strategi-strategi pengadaan secara tepat					
14	Memberikan saran untuk peningkatan/perbaikan desain dan konstruksi					
15	Merekomendasi pengadaan material dan peralatan					

C. Faktor-faktor Penentu Produktifitas Aparatur Sipil Negara

Variabel pada kolom kuisioner adalah faktor-faktor penentu produktifitas Aparatur Sipil Negara dengan skala penilaian sebagai berikut :

1 = Sangat tidak setuju

2 = Tidak setuju

3 = kurang setuju

4 = Setuju

5 = Sangat setuju

No	Faktor-faktor yang diidentifikasi	1	2	3	4	5
1	Tingkat pendidikan Aparatur Sipil Negara					
2	Tingkat keahlian yang memadai yang sesuai dengan bidang pekerjaan					
3	Pengalaman kerja					
4	Masa kerja					
5	Kemampuan kepemimpinan, kemampuan interpersonal, dan kemampuan bekerja sama dalam tim					
6	Kemampuan mengerjakan dan menyelesaikan pekerjaan yang sulit dan berusaha untuk memecahkannya					
7	Kemampuan memahami metode konstruksi					
8	Memahami tugas yang diberikan oleh atasan					
9	Aparatur Sipil Negara harus mendampingi pelaksana dalam pemecahan masalah pada proyek					

10	Aparatur Sipil Negara harus secara jelas mendefinisikan kebutuhan dan persyaratan proyek					
11	Memastikan untuk secara reguler bahwa aktivitas tetap pada jadwal					
12	Pengawasan pada hasil kinerja pekerjaan					
13	Aparatur Sipil Negara harus kompeten dalam lingkungan proyek					
14	Pengetahuan teknologi sesuai kebutuhan terhadap mutu pekerjaan					
15	Pengetahuan teknologi alternatif untuk mendukung pencapaian target					
16	Pengetahuan teknologi konstruksi yang mendukung keselamatan dan kesehatan					
17	Jumlah Aparatur Sipil Negara					
18	Memastikan dokumen perjanjian kontrak kerja sesuai prosedur					
19	Pembagian jumlah kelompok kerja berdasarkan beban kerja dan kemampuan Aparatur Sipil Negara pada proyek konstruksi					
20	Penambahan jumlah Aparatur Sipil Negara apabila terjadi pekerjaan tambahan					
21	Penambahan peralatan yang mendukung Aparatur Sipil negara apabila terjadi pekerjaan					
22	Jumlah peralatan yang mendukung Aparatur Sipil Negara pada proyek konstruksi					

23	Anggota tim harus memiliki alur komunikasi yang baik					
24	Aparatur Sipil Negara dapat beradaptasi dengan situasi baru dengan fleksibilitas					
25	Struktur organisasi selalu diperbaharui sesuai kebutuhan proyek					
26	Para anggota tim seharusnya mengadakan pertemuan rutin					
27	Kerja lembur					
28	Kelelahan yang berkepanjangan saat bekerja					
29	Lingkup dan desain pekerjaan yang berubah-ubah					
30	Kompresi jadwal proyek					

Respondent	A.1	A.2	A.3	A.4	A.5	V.B.1	V.B.2	V.B.3	V.B.4	V.B.5	V.B.6	V.B.7	V.B.8	V.B.9	V.B.10	V.B.11	V.B.12	V.B.13	V.B.14	V.B.15
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Responden	A.1	A.2	A.3	A.4	A.5	V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15
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Responden	A.1	A.2	A.3	A.4	A.5	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20	V.C.21	V.C.22	V.C.23	V.C.24	V.C.25	V.C.26	V.C.27	V.C.28	V.C.29	V.C.30
1	1	2	2	4	4	3	5	4	4	4	3	4	4	3	5	4	5	4	3	3
2	1	3	2	3	2	4	4	4	5	4	4	4	5	4	4	4	4	4	5	4
3	1	3	2	3	2	4	4	4	5	5	4	5	4	5	5	4	5	5	4	4
4	1	3	2	3	3	5	4	5	5	5	4	5	5	4	3	5	4	5	5	5
5	1	3	2	3	3	5	5	4	5	5	4	4	4	4	5	4	3	5	3	5
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71	2	5	3	3	3	3	3	3	3	2	4	3	5	4	4	2	4	4	5	5

```
GET
  FILE='F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\P3K.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.3 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11
V.B.12 V.B.13 V.B.14 V.B.15
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.3 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11
V.B.12 V.B.13 V.B.14 V.B.15
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.509
Bartlett's Test of Sphericity	Approx. Chi-Square	98.888
	df	105
	Sig.	.649

Anti-image Matrices

		V.B.1	V.B.2	V.B.3	V.B.4	V.B.5	V.B.6
Anti-image Covariance	V.B.1	.679	.256	-.111	-.108	-.018	.003
	V.B.2	.256	.613	-.221	-.060	-.007	-.085
	V.B.3	-.111	-.221	.689	.051	-.001	-.031
	V.B.4	-.108	-.060	.051	.499	-.033	.012
	V.B.5	-.018	-.007	-.001	-.033	.494	.053
	V.B.6	.003	-.085	-.031	.012	.053	.691
	V.B.7	-.046	.098	-.189	-.166	-.123	-.111
	V.B.8	.035	.101	-.179	.034	.059	.044
	V.B.9	-.101	-.161	.062	-.139	.106	.163
	V.B.10	-.016	-.016	-.067	.088	-.211	.092
	V.B.11	.052	.025	.078	-.183	.038	-.155
	V.B.12	.047	.048	.050	.031	-.008	-.065
	V.B.13	.055	.003	.134	-.191	-.031	-.122
	V.B.14	-.183	-.070	.012	-.088	.083	-.070

	V.B.15	.069	.214	-.076	.076	-.044	-.147
Anti-image Correlation	V.B.1	.500[a]	.396	-.162	-.185	-.030	.005
	V.B.2	.396	.367[a]	-.340	-.108	-.013	-.130
	V.B.3	-.162	-.340	.361[a]	.088	-.002	-.044
	V.B.4	-.185	-.108	.088	.563[a]	-.067	.020
	V.B.5	-.030	-.013	-.002	-.067	.653[a]	.091
	V.B.6	.005	-.130	-.044	.020	.091	.550[a]
	V.B.7	-.069	.155	-.281	-.290	-.217	-.164
	V.B.8	.057	.175	-.293	.066	.113	.072
	V.B.9	-.167	-.280	.102	-.266	.205	.267
	V.B.10	-.032	-.033	-.132	.205	-.492	.180
	V.B.11	.074	.037	.109	-.299	.062	-.216
	V.B.12	.069	.076	.073	.054	-.015	-.096
	V.B.13	.093	.005	.225	-.378	-.062	-.205
	V.B.14	-.269	-.109	.018	-.151	.143	-.103
	V.B.15	.102	.333	-.112	.132	-.076	-.215

Anti-image Matrices

		V.B.7	V.B.8	V.B.9	V.B.10	V.B.11	V.B.12
Anti-image Covariance	V.B.1	-.046	.035	-.101	-.016	.052	.047
	V.B.2	.098	.101	-.161	-.016	.025	.048
	V.B.3	-.189	-.179	.062	-.067	.078	.050
	V.B.4	-.166	.034	-.139	.088	-.183	.031
	V.B.5	-.123	.059	.106	-.211	.038	-.008
	V.B.6	-.111	.044	.163	.092	-.155	-.065
	V.B.7	.657	-.044	.042	-.033	-.016	-.076
	V.B.8	-.044	.542	-.031	.171	-.061	.063
	V.B.9	.042	-.031	.543	.023	-.051	.124
	V.B.10	-.033	.171	.023	.374	-.126	.148
	V.B.11	-.016	-.061	-.051	-.126	.746	.066
	V.B.12	-.076	.063	.124	.148	.066	.666
	V.B.13	.022	-.185	.160	-.005	.101	.152
	V.B.14	.010	-.028	-.062	-.141	-.038	-.218
	V.B.15	.066	-.103	-.214	-.083	.068	-.107
Anti-image Correlation	V.B.1	-.069	.057	-.167	-.032	.074	.069
	V.B.2	.155	.175	-.280	-.033	.037	.076
	V.B.3	-.281	-.293	.102	-.132	.109	.073
	V.B.4	-.290	.066	-.266	.205	-.299	.054
	V.B.5	-.217	.113	.205	-.492	.062	-.015

	V.B.6	-.164	.072	.267	.180	-.216	-.096
	V.B.7	.591[a]	-.073	.070	-.067	-.022	-.115
	V.B.8	-.073	.565[a]	-.058	.379	-.096	.105
	V.B.9	.070	-.058	.425[a]	.052	-.080	.206
	V.B.10	-.067	.379	.052	.558[a]	-.238	.296
	V.B.11	-.022	-.096	-.080	-.238	.515[a]	.094
	V.B.12	-.115	.105	.206	.296	.094	.445[a]
	V.B.13	.038	-.352	.305	-.011	.164	.261
	V.B.14	.015	-.045	-.102	-.279	-.054	-.324
	V.B.15	.099	-.170	-.353	-.166	.096	-.160

Anti-image Matrices

		V.B.13	V.B.14	V.B.15
Anti-image Covariance	V.B.1	.055	-.183	.069
	V.B.2	.003	-.070	.214
	V.B.3	.134	.012	-.076
	V.B.4	-.191	-.088	.076
	V.B.5	-.031	.083	-.044
	V.B.6	-.122	-.070	-.147
	V.B.7	.022	.010	.066
	V.B.8	-.185	-.028	-.103
	V.B.9	.160	-.062	-.214
	V.B.10	-.005	-.141	-.083
	V.B.11	.101	-.038	.068
	V.B.12	.152	-.218	-.107
	V.B.13	.511	-.085	.028
	V.B.14	-.085	.681	-.049
	V.B.15	.028	-.049	.676
Anti-image Correlation	V.B.1	.093	-.269	.102
	V.B.2	.005	-.109	.333
	V.B.3	.225	.018	-.112
	V.B.4	-.378	-.151	.132
	V.B.5	-.062	.143	-.076
	V.B.6	-.205	-.103	-.215
	V.B.7	.038	.015	.099
	V.B.8	-.352	-.045	-.170
	V.B.9	.305	-.102	-.353
	V.B.10	-.011	-.279	-.166
	V.B.11	.164	-.054	.096

	V.B.12	.261	-.324	-.160
	V.B.13	.508[a]	-.145	.047
	V.B.14	-.145	.491[a]	-.072
	V.B.15	.047	-.072	.386[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.610
V.B.2	1.000	.826
V.B.3	1.000	.856
V.B.4	1.000	.732
V.B.5	1.000	.743
V.B.6	1.000	.638
V.B.7	1.000	.624
V.B.8	1.000	.759
V.B.9	1.000	.799
V.B.10	1.000	.775
V.B.11	1.000	.443
V.B.12	1.000	.736
V.B.13	1.000	.693
V.B.14	1.000	.614
V.B.15	1.000	.514

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.396	15.971	15.971	2.396	15.971	15.971
2	2.148	14.322	30.293	2.148	14.322	30.293
3	1.744	11.629	41.922	1.744	11.629	41.922
4	1.659	11.060	52.982	1.659	11.060	52.982
5	1.242	8.283	61.265	1.242	8.283	61.265
6	1.170	7.801	69.066	1.170	7.801	69.066
7	.959	6.393	75.459			
8	.832	5.544	81.002			
9	.663	4.419	85.421			

10	.597	3.981	89.402			
11	.427	2.850	92.252			
12	.363	2.418	94.669			
13	.298	1.984	96.654			
14	.276	1.842	98.496			
15	.226	1.504	100.000			

Total Variance Explained

	Rotation Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %
1	2.240	14.932	14.932
2	2.029	13.526	28.458
3	1.777	11.846	40.304
4	1.505	10.033	50.338
5	1.424	9.493	59.830
6	1.385	9.236	69.066
7			
8			
9			
10			
11			
12			
13			
14			
15			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.B.1	-.045	.483	.172	.498	-.174	-.259
V.B.2	-.171	.016	-.589	-.201	.517	.377
V.B.3	-.256	.131	.195	.071	.832	-.193
V.B.4	.383	.690	-.320	.029	-.072	-.012
V.B.5	-.669	.351	.269	-.280	-.103	-.100
V.B.6	.461	.234	.339	-.226	.206	.403
V.B.7	-.037	.616	.391	-.125	.252	-.103
V.B.8	.694	-.031	.094	.062	.281	-.431
V.B.9	.001	.026	-.551	.692	.107	-.066
V.B.10	-.803	.346	.060	-.030	-.078	.011
V.B.11	.031	.535	-.306	.067	-.081	.226

V.B.12	.200	-.211	.547	.221	-.020	.551
V.B.13	.553	.360	.000	-.445	-.143	-.198
V.B.14	.127	.505	.099	.429	-.027	.386
V.B.15	-.027	-.164	.413	.549	.083	-.088

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.B.1	.114	.412	-.159	.616	-.051	.143
V.B.2	.053	.165	-.214	-.837	-.082	.208
V.B.3	.049	-.115	-.110	-.093	-.017	.905
V.B.4	-.192	.790	.178	.013	-.197	-.009
V.B.5	.774	-.033	.252	.129	-.152	.197
V.B.6	-.237	.222	.481	-.140	.507	.156
V.B.7	.193	.308	.406	.212	.053	.528
V.B.8	-.772	-.003	.178	.225	-.123	.258
V.B.9	-.209	.342	-.778	.015	-.180	.011
V.B.10	.842	.083	-.084	.056	-.142	.171
V.B.11	.125	.637	-.011	-.128	-.040	-.056
V.B.12	-.075	-.125	.020	.113	.834	-.070
V.B.13	-.339	.296	.657	.045	-.220	-.092
V.B.14	.057	.620	-.128	.166	.421	.070
V.B.15	-.075	-.179	-.330	.472	.319	.207

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 10 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	-.891	.239	.304	.062	.166	-.158
2	.268	.845	.298	.171	-.108	.289
3	.144	-.329	.411	.559	.557	.283
4	-.142	.236	-.795	.474	.249	.073
5	-.234	-.085	-.125	-.410	.074	.866
6	.195	.239	-.052	-.512	.764	-.238

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11
V.B.12 V.B.13 V.B.14 V.B.15
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.12
V.B.13 V.B.14 V.B.15
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.523
Bartlett's Test of Sphericity	Approx. Chi-Square	90.702
	df	91
	Sig.	.489

Anti-image Matrices

		V.B.1	V.B.2	V.B.4	V.B.5	V.B.6	V.B.7
Anti-image Covariance	V.B.1	.697	.256	-.103	-.018	-.002	-.085
	V.B.2	.256	.693	-.049	-.009	-.107	.046
	V.B.4	-.103	-.049	.503	-.033	.014	-.166
	V.B.5	-.018	-.009	-.033	.494	.053	-.134
	V.B.6	-.002	-.107	.014	.053	.693	-.129
	V.B.7	-.085	.046	-.166	-.134	-.129	.713
	V.B.8	.006	.054	.053	.064	.039	-.110
	V.B.9	-.095	-.161	-.146	.108	.168	.064
	V.B.10	-.028	-.043	.096	-.215	.091	-.057
	V.B.11	.068	.057	-.192	.038	-.153	.006
	V.B.12	.056	.073	.028	-.008	-.064	-.068
	V.B.13	.082	.055	-.213	-.033	-.123	.067
	V.B.14	-.186	-.075	-.089	.083	-.070	.014
	V.B.15	.059	.217	.084	-.045	-.153	.049
Anti-image Correlation	V.B.1	.520[a]	.368	-.174	-.031	-.003	-.121
	V.B.2	.368	.425[a]	-.083	-.015	-.155	.066

	V.B.4	-.174	-.083	.546[a]	-.067	.024	-.278
	V.B.5	-.031	-.015	-.067	.641[a]	.091	-.226
	V.B.6	-.003	-.155	.024	.091	.541[a]	-.184
	V.B.7	-.121	.066	-.278	-.226	-.184	.589[a]
	V.B.8	.010	.084	.096	.118	.061	-.169
	V.B.9	-.153	-.262	-.278	.207	.273	.103
	V.B.10	-.054	-.084	.219	-.496	.176	-.109
	V.B.11	.093	.079	-.312	.063	-.212	.009
	V.B.12	.082	.107	.048	-.015	-.093	-.098
	V.B.13	.135	.090	-.410	-.063	-.201	.108
	V.B.14	-.269	-.109	-.153	.143	-.102	.021
	V.B.15	.086	.316	.143	-.077	-.222	.071

Anti-image Matrices

		V.B.8	V.B.9	V.B.10	V.B.11	V.B.12	V.B.13
Anti-image Covariance	V.B.1	.006	-.095	-.028	.068	.056	.082
	V.B.2	.054	-.161	-.043	.057	.073	.055
	V.B.4	.053	-.146	.096	-.192	.028	-.213
	V.B.5	.064	.108	-.215	.038	-.008	-.033
	V.B.6	.039	.168	.091	-.153	-.064	-.123
	V.B.7	-.110	.064	-.057	.006	-.068	.067
	V.B.8	.593	-.017	.171	-.045	.084	-.173
	V.B.9	-.017	.548	.030	-.059	.121	.158
	V.B.10	.171	.030	.381	-.122	.156	.009
	V.B.11	-.045	-.059	-.122	.755	.061	.092
	V.B.12	.084	.121	.156	.061	.670	.151
	V.B.13	-.173	.158	.009	.092	.151	.539
	V.B.14	-.027	-.064	-.142	-.040	-.221	-.093
	V.B.15	-.136	-.212	-.094	.079	-.104	.046
Anti-image Correlation	V.B.1	.010	-.153	-.054	.093	.082	.135
	V.B.2	.084	-.262	-.084	.079	.107	.090
	V.B.4	.096	-.278	.219	-.312	.048	-.410
	V.B.5	.118	.207	-.496	.063	-.015	-.063
	V.B.6	.061	.273	.176	-.212	-.093	-.201
	V.B.7	-.169	.103	-.109	.009	-.098	.108
	V.B.8	.628[a]	-.029	.359	-.067	.133	-.307
	V.B.9	-.029	.435[a]	.066	-.092	.200	.291
	V.B.10	.359	.066	.549[a]	-.227	.309	.020
	V.B.11	-.067	-.092	-.227	.520[a]	.086	.144

	V.B.12	.133	.200	.309	.086	.441[a]	.252
	V.B.13	-.307	.291	.020	.144	.252	.513[a]
	V.B.14	-.042	-.104	-.279	-.056	-.327	-.153
	V.B.15	-.214	-.346	-.183	.109	-.153	.075

Anti-image Matrices

		V.B.14	V.B.15
Anti-image Covariance	V.B.1	-.186	.059
	V.B.2	-.075	.217
	V.B.4	-.089	.084
	V.B.5	.083	-.045
	V.B.6	-.070	-.153
	V.B.7	.014	.049
	V.B.8	-.027	-.136
	V.B.9	-.064	-.212
	V.B.10	-.142	-.094
	V.B.11	-.040	.079
	V.B.12	-.221	-.104
	V.B.13	-.093	.046
	V.B.14	.681	-.048
	V.B.15	-.048	.685
Anti-image Correlation	V.B.1	-.269	.086
	V.B.2	-.109	.316
	V.B.4	-.153	.143
	V.B.5	.143	-.077
	V.B.6	-.102	-.222
	V.B.7	.021	.071
	V.B.8	-.042	-.214
	V.B.9	-.104	-.346
	V.B.10	-.279	-.183
	V.B.11	-.056	.109
	V.B.12	-.327	-.153
	V.B.13	-.153	.075
	V.B.14	.487[a]	-.070
	V.B.15	-.070	.379[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.605
V.B.2	1.000	.714
V.B.4	1.000	.721
V.B.5	1.000	.748
V.B.6	1.000	.631
V.B.7	1.000	.508
V.B.8	1.000	.656
V.B.9	1.000	.789
V.B.10	1.000	.775
V.B.11	1.000	.424
V.B.12	1.000	.720
V.B.13	1.000	.672
V.B.14	1.000	.607
V.B.15	1.000	.490

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.361	16.862	16.862	2.361	16.862	16.862
2	2.138	15.275	32.136	2.138	15.275	32.136
3	1.729	12.353	44.489	1.729	12.353	44.489
4	1.657	11.834	56.323	1.657	11.834	56.323
5	1.174	8.388	64.711	1.174	8.388	64.711
6	.964	6.885	71.596			
7	.832	5.942	77.539			
8	.755	5.393	82.932			
9	.614	4.384	87.315			
10	.539	3.850	91.165			
11	.410	2.930	94.096			
12	.310	2.213	96.308			
13	.287	2.047	98.356			
14	.230	1.644	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.274	16.239	16.239
2	2.034	14.530	30.770
3	1.802	12.874	43.643
4	1.529	10.923	54.566
5	1.420	10.145	64.711
6			
7			
8			
9			
10			
11			
12			
13			
14			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component				
	1	2	3	4	5
V.B.1	.003	.477	.155	.517	-.295
V.B.2	-.157	.026	-.614	-.263	.493
V.B.4	.418	.673	-.304	.013	-.032
V.B.5	-.638	.400	.329	-.244	-.115
V.B.6	.496	.182	.330	-.211	.445
V.B.7	.049	.588	.383	-.106	-.030
V.B.8	.722	-.110	.022	.040	-.346
V.B.9	-.004	.033	-.607	.647	-.036
V.B.10	-.773	.408	.105	-.008	-.003
V.B.11	.053	.548	-.280	.057	.198
V.B.12	.195	-.239	.527	.260	.529
V.B.13	.563	.328	.039	-.439	-.230
V.B.14	.169	.490	.085	.442	.368
V.B.15	-.013	-.184	.357	.571	-.053

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

Rotated Component Matrix[a]

	Component				
	1	2	3	4	5
V.B.1	.123	.440	-.101	.617	-.072
V.B.2	.094	.194	-.213	-.787	-.044
V.B.4	-.209	.767	.196	-.028	-.224
V.B.5	.791	-.024	.284	.127	-.157
V.B.6	-.226	.225	.511	-.136	.499
V.B.7	.258	.360	.493	.255	.054
V.B.8	-.728	.030	.204	.267	-.112
V.B.9	-.180	.382	-.764	.052	-.157
V.B.10	.860	.104	-.050	.063	-.139
V.B.11	.105	.619	.001	-.163	-.058
V.B.12	-.087	-.118	.035	.118	.827
V.B.13	-.373	.241	.641	-.015	-.252
V.B.14	.057	.639	-.075	.163	.404
V.B.15	-.023	-.114	-.280	.531	.341

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Component Transformation Matrix

Component	1	2	3	4	5
1	-.892	.267	.322	.063	.157
2	.356	.844	.339	.136	-.165
3	.231	-.297	.524	.563	.517
4	-.078	.283	-.708	.570	.296
5	.133	.217	-.073	-.580	.770

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11
V.B.12 V.B.13 V.B.14
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.12
V.B.13 V.B.14
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.544
Bartlett's Test of Sphericity	Approx. Chi-Square	82.099
	df	78
	Sig.	.354

Anti-image Matrices

		V.B.1	V.B.2	V.B.4	V.B.5	V.B.6	V.B.7
Anti-image Covariance	V.B.1	.703	.265	-.113	-.015	.012	-.091
	V.B.2	.265	.770	-.086	.006	-.069	.034
	V.B.4	-.113	-.086	.513	-.029	.035	-.177
	V.B.5	-.015	.006	-.029	.497	.046	-.133
	V.B.6	.012	-.069	.035	.046	.728	-.125
	V.B.7	-.091	.034	-.177	-.133	-.125	.717
	V.B.8	.019	.113	.074	.058	.010	-.106
	V.B.9	-.087	-.119	-.139	.107	.144	.091
	V.B.10	-.021	-.015	.113	-.230	.076	-.052
	V.B.11	.062	.036	-.208	.044	-.145	.001
	V.B.12	.067	.121	.042	-.016	-.093	-.062
	V.B.13	.080	.045	-.225	-.030	-.119	.064
	V.B.14	-.184	-.067	-.086	.081	-.085	.018
Anti-image Correlation	V.B.1	.530[a]	.360	-.189	-.025	.017	-.128
	V.B.2	.360	.452[a]	-.137	.010	-.092	.046
	V.B.4	-.189	-.137	.513[a]	-.057	.058	-.291

	V.B.5	-.025	.010	-.057	.639[a]	.076	-.222
	V.B.6	.017	-.092	.058	.076	.636[a]	-.173
	V.B.7	-.128	.046	-.291	-.222	-.173	.591[a]
	V.B.8	.029	.163	.131	.104	.015	-.158
	V.B.9	-.132	-.171	-.246	.192	.214	.136
	V.B.10	-.039	-.027	.252	-.521	.142	-.098
	V.B.11	.084	.047	-.333	.072	-.194	.001
	V.B.12	.097	.166	.072	-.027	-.132	-.089
	V.B.13	.129	.070	-.426	-.058	-.189	.103
	V.B.14	-.265	-.092	-.145	.138	-.121	.026

Anti-image Matrices

		V.B.8	V.B.9	V.B.10	V.B.11	V.B.12
Anti-image Covariance	V.B.1	.019	-.087	-.021	.062	.067
	V.B.2	.113	-.119	-.015	.036	.121
	V.B.4	.074	-.139	.113	-.208	.042
	V.B.5	.058	.107	-.230	.044	-.016
	V.B.6	.010	.144	.076	-.145	-.093
	V.B.7	-.106	.091	-.052	.001	-.062
	V.B.8	.622	-.070	.165	-.031	.068
	V.B.9	-.070	.623	.002	-.040	.104
	V.B.10	.165	.002	.394	-.116	.151
	V.B.11	-.031	-.040	-.116	.764	.076
	V.B.12	.068	.104	.151	.076	.686
	V.B.13	-.173	.197	.016	.088	.163
	V.B.14	-.038	-.090	-.155	-.035	-.235
Anti-image Correlation	V.B.1	.029	-.132	-.039	.084	.097
	V.B.2	.163	-.171	-.027	.047	.166
	V.B.4	.131	-.246	.252	-.333	.072
	V.B.5	.104	.192	-.521	.072	-.027
	V.B.6	.015	.214	.142	-.194	-.132
	V.B.7	-.158	.136	-.098	.001	-.089
	V.B.8	.654[a]	-.113	.333	-.045	.104
	V.B.9	-.113	.509[a]	.003	-.058	.158
	V.B.10	.333	.003	.563[a]	-.212	.289
	V.B.11	-.045	-.058	-.212	.535[a]	.105
	V.B.12	.104	.158	.289	.105	.417[a]
	V.B.13	-.298	.338	.034	.137	.267
	V.B.14	-.059	-.137	-.298	-.049	-.342

Anti-image Matrices

		V.B.13	V.B.14
Anti-image Covariance	V.B.1	.080	-.184
	V.B.2	.045	-.067
	V.B.4	-.225	-.086
	V.B.5	-.030	.081
	V.B.6	-.119	-.085
	V.B.7	.064	.018
	V.B.8	-.173	-.038
	V.B.9	.197	-.090
	V.B.10	.016	-.155
	V.B.11	.088	-.035
	V.B.12	.163	-.235
	V.B.13	.542	-.090
	V.B.14	-.090	.685
Anti-image Correlation	V.B.1	.129	-.265
	V.B.2	.070	-.092
	V.B.4	-.426	-.145
	V.B.5	-.058	.138
	V.B.6	-.189	-.121
	V.B.7	.103	.026
	V.B.8	-.298	-.059
	V.B.9	.338	-.137
	V.B.10	.034	-.298
	V.B.11	.137	-.049
	V.B.12	.267	-.342
	V.B.13	.490[a]	-.148
	V.B.14	-.148	.466[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.725
V.B.2	1.000	.709
V.B.4	1.000	.701
V.B.5	1.000	.761
V.B.6	1.000	.660

V.B.7	1.000	.508
V.B.8	1.000	.645
V.B.9	1.000	.760
V.B.10	1.000	.786
V.B.11	1.000	.452
V.B.12	1.000	.785
V.B.13	1.000	.707
V.B.14	1.000	.605

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.361	18.158	18.158	2.361	18.158	18.158
2	2.125	16.343	34.501	2.125	16.343	34.501
3	1.712	13.171	47.672	1.712	13.171	47.672
4	1.436	11.043	58.715	1.436	11.043	58.715
5	1.173	9.022	67.737	1.173	9.022	67.737
6	.834	6.415	74.152			
7	.778	5.988	80.140			
8	.618	4.752	84.892			
9	.601	4.622	89.514			
10	.429	3.297	92.812			
11	.410	3.154	95.966			
12	.289	2.224	98.190			
13	.235	1.810	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.271	17.469	17.469
2	2.001	15.391	32.860
3	1.756	13.506	46.366
4	1.437	11.058	57.424
5	1.341	10.313	67.737
6			
7			
8			
9			
10			
11			
12			
13			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component				
	1	2	3	4	5
V.B.1	.003	.517	.087	.579	-.338
V.B.2	-.161	-.036	.436	-.474	.517
V.B.4	.413	.650	.290	-.150	-.029
V.B.5	-.639	.401	-.390	-.171	-.100
V.B.6	.496	.193	-.379	-.135	.464
V.B.7	.047	.599	-.381	.037	-.036
V.B.8	.724	-.093	.003	-.047	-.332
V.B.9	-.003	.055	.835	.243	-.037
V.B.10	-.774	.416	-.084	-.081	.014
V.B.11	.050	.536	.292	-.171	.219
V.B.12	.198	-.190	-.372	.576	.489
V.B.13	.560	.300	-.215	-.466	-.201
V.B.14	.169	.528	.125	.398	.352

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

Rotated Component Matrix[a]

	Component				
	1	2	3	4	5
V.B.1	.096	.345	-.218	.738	.059
V.B.2	.123	.267	-.167	-.768	-.069
V.B.4	-.189	.769	.130	.108	-.214
V.B.5	.800	-.032	.259	.145	-.179
V.B.6	-.214	.269	.609	-.174	.376
V.B.7	.260	.334	.446	.358	.048
V.B.8	-.722	.039	.215	.208	-.182
V.B.9	-.182	.372	-.760	-.022	-.100
V.B.10	.867	.097	-.058	.043	-.139
V.B.11	.126	.642	.005	-.133	-.079
V.B.12	-.122	-.150	.103	.099	.853
V.B.13	-.343	.279	.621	.040	-.353
V.B.14	.046	.610	-.060	.192	.436

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Component Transformation Matrix

Component	1	2	3	4	5
1	-.889	.279	.338	.081	.103
2	.371	.821	.243	.348	-.095
3	-.227	.418	-.796	-.261	-.269
4	-.047	-.044	-.433	.631	.640
5	.136	.269	.073	-.637	.706

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11
V.B.13 V.B.14
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.13
V.B.14
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.557
Bartlett's Test of Sphericity	Approx. Chi-Square	73.291
	df	66
	Sig.	.251

Anti-image Matrices

		V.B.1	V.B.2	V.B.4	V.B.5	V.B.6	V.B.7
Anti-image Covariance	V.B.1	.709	.263	-.119	-.013	.022	-.086
	V.B.2	.263	.791	-.096	.009	-.055	.047
	V.B.4	-.119	-.096	.516	-.028	.042	-.175
	V.B.5	-.013	.009	-.028	.497	.044	-.135
	V.B.6	.022	-.055	.042	.044	.741	-.137
	V.B.7	-.086	.047	-.175	-.135	-.137	.723
	V.B.8	.013	.105	.071	.060	.020	-.101
	V.B.9	-.101	-.144	-.150	.112	.166	.104
	V.B.10	-.039	-.047	.114	-.248	.107	-.042
	V.B.11	.056	.023	-.217	.046	-.138	.008
	V.B.13	.069	.018	-.254	-.028	-.106	.086
	V.B.14	-.184	-.030	-.081	.085	-.135	-.004
Anti-image Correlation	V.B.1	.548[a]	.351	-.197	-.022	.030	-.120
	V.B.2	.351	.445[a]	-.151	.015	-.071	.062

	V.B.4	-.197	-.151	.490[a]	-.055	.068	-.287
	V.B.5	-.022	.015	-.055	.623[a]	.073	-.225
	V.B.6	.030	-.071	.068	.073	.595[a]	-.187
	V.B.7	-.120	.062	-.287	-.225	-.187	.588[a]
	V.B.8	.019	.149	.125	.107	.029	-.150
	V.B.9	-.150	-.203	-.261	.199	.240	.153
	V.B.10	-.071	-.080	.242	-.536	.190	-.076
	V.B.11	.075	.030	-.343	.075	-.183	.010
	V.B.13	.107	.027	-.463	-.053	-.161	.132
	V.B.14	-.248	-.038	-.128	.138	-.178	-.005

Anti-image Matrices

		V.B.8	V.B.9	V.B.10	V.B.11	V.B.13	V.B.14
Anti-image Covariance	V.B.1	.013	-.101	-.039	.056	.069	-.184
	V.B.2	.105	-.144	-.047	.023	.018	-.030
	V.B.4	.071	-.150	.114	-.217	-.254	-.081
	V.B.5	.060	.112	-.248	.046	-.028	.085
	V.B.6	.020	.166	.107	-.138	-.106	-.135
	V.B.7	-.101	.104	-.042	.008	.086	-.004
	V.B.8	.629	-.083	.166	-.039	-.206	-.017
	V.B.9	-.083	.639	-.024	-.053	.190	-.063
	V.B.10	.166	-.024	.430	-.147	-.023	-.128
	V.B.11	-.039	-.053	-.147	.773	.076	-.010
	V.B.13	-.206	.190	-.023	.076	.583	-.042
	V.B.14	-.017	-.063	-.128	-.010	-.042	.776
Anti-image Correlation	V.B.1	.019	-.150	-.071	.075	.107	-.248
	V.B.2	.149	-.203	-.080	.030	.027	-.038
	V.B.4	.125	-.261	.242	-.343	-.463	-.128
	V.B.5	.107	.199	-.536	.075	-.053	.138
	V.B.6	.029	.240	.190	-.183	-.161	-.178
	V.B.7	-.150	.153	-.076	.010	.132	-.005
	V.B.8	.653[a]	-.132	.319	-.057	-.340	-.025
	V.B.9	-.132	.493[a]	-.045	-.076	.311	-.089
	V.B.10	.319	-.045	.575[a]	-.254	-.047	-.221
	V.B.11	-.057	-.076	-.254	.509[a]	.114	-.014
	V.B.13	-.340	.311	-.047	.114	.507[a]	-.063
	V.B.14	-.025	-.089	-.221	-.014	-.063	.612[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.737
V.B.2	1.000	.713
V.B.4	1.000	.675
V.B.5	1.000	.739
V.B.6	1.000	.486
V.B.7	1.000	.504
V.B.8	1.000	.592
V.B.9	1.000	.751
V.B.10	1.000	.768
V.B.11	1.000	.454
V.B.13	1.000	.590
V.B.14	1.000	.417

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.342	19.514	19.514	2.342	19.514	19.514
2	2.107	17.561	37.075	2.107	17.561	37.075
3	1.666	13.882	50.957	1.666	13.882	50.957
4	1.309	10.907	61.864	1.309	10.907	61.864
5	.897	7.471	69.335			
6	.832	6.936	76.272			
7	.756	6.303	82.574			
8	.611	5.095	87.669			
9	.482	4.020	91.690			
10	.428	3.565	95.254			
11	.327	2.725	97.979			
12	.242	2.021	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.207	18.394	18.394
2	1.973	16.438	34.831
3	1.832	15.269	50.100
4	1.412	11.764	61.864
5			
6			
7			
8			
9			
10			
11			
12			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
V.B.1	.032	.529	.231	-.634
V.B.2	-.132	-.072	.340	.758
V.B.4	.484	.584	.258	.184
V.B.5	-.613	.462	-.381	.065
V.B.6	.485	.190	-.369	.279
V.B.7	.072	.624	-.322	-.076
V.B.8	.725	-.161	-.075	-.186
V.B.9	.033	.003	.863	-.068
V.B.10	-.734	.467	-.057	.093
V.B.11	.110	.501	.279	.336
V.B.13	.601	.233	-.363	.207
V.B.14	.186	.542	.286	-.080

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix[a]

	Component			
	1	2	3	4
V.B.1	.078	.424	-.205	.713
V.B.2	.093	.225	-.115	-.800
V.B.4	-.139	.766	.261	.009
V.B.5	.840	-.043	.138	.107
V.B.6	-.151	.142	.660	-.083
V.B.7	.332	.303	.434	.338
V.B.8	-.673	.033	.314	.198
V.B.9	-.272	.475	-.664	-.099
V.B.10	.855	.105	-.159	.010
V.B.11	.138	.624	.083	-.194
V.B.13	-.236	.202	.703	.006
V.B.14	.031	.610	.000	.208

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

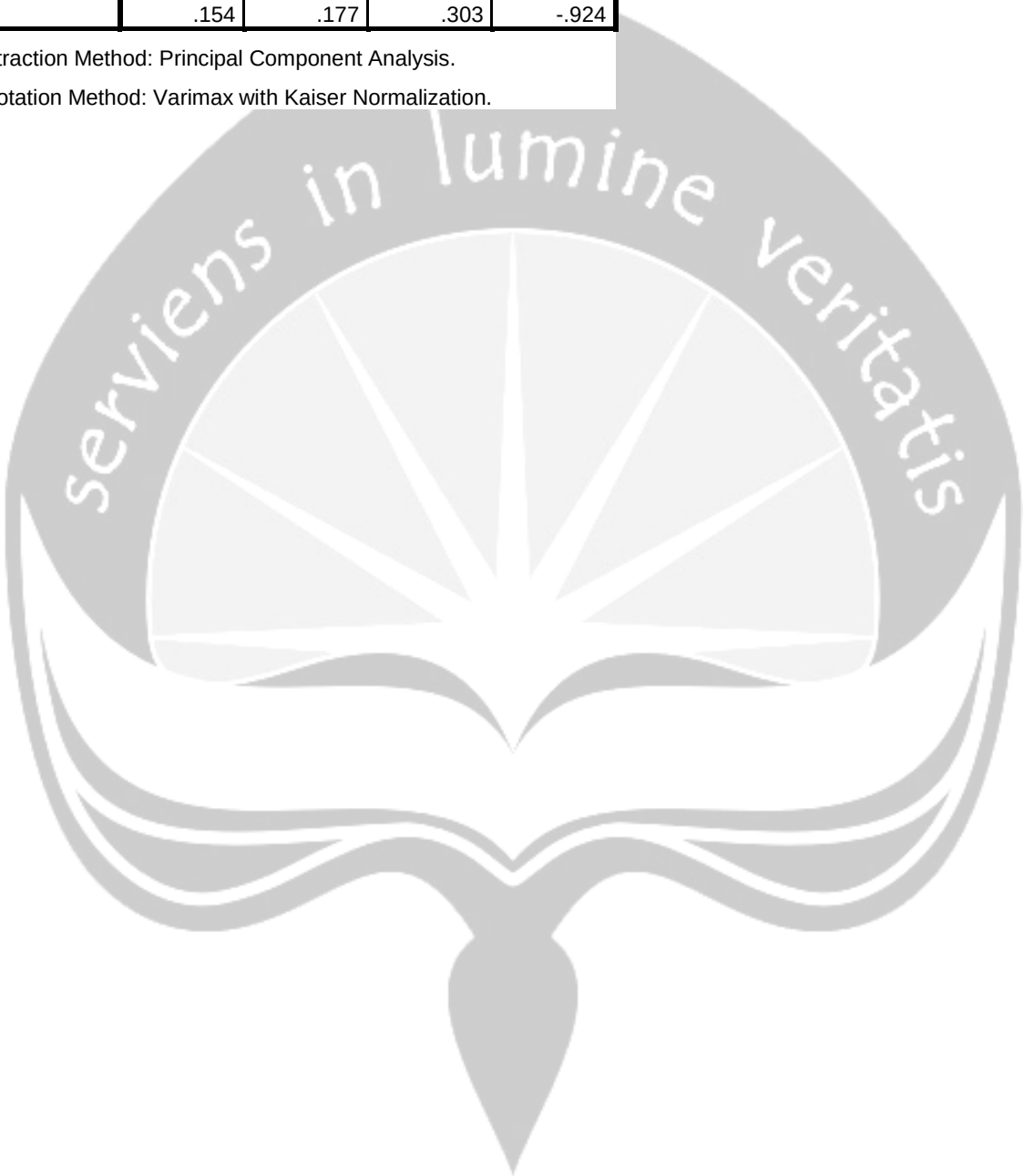
a. Rotation converged in 7 iterations.

Component Transformation Matrix

Component	1	2	3	4
1	-.806	.316	.493	.088
2	.502	.753	.280	.320
3	-.274	.549	-.765	-.192
4	.154	.177	.303	-.924

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.



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FACTOR
  /VARIABLES V.B.1 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.13
V.B.14
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.13
V.B.14
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.563
Bartlett's Test of Sphericity	Approx. Chi-Square	68.024
	df	55
	Sig.	.112

Anti-image Matrices

		V.B.1	V.B.4	V.B.5	V.B.6	V.B.7	V.B.8
Anti-image Covariance	V.B.1	.809	-.102	-.019	.046	-.116	-.026
	V.B.4	-.102	.528	-.027	.036	-.174	.088
	V.B.5	-.019	-.027	.497	.045	-.136	.060
	V.B.6	.046	.036	.045	.745	-.135	.028
	V.B.7	-.116	-.174	-.136	-.135	.725	-.110
	V.B.8	-.026	.088	.060	.028	-.110	.643
	V.B.9	-.063	-.179	.119	.163	.118	-.069
	V.B.10	-.027	.112	-.249	.105	-.040	.177
	V.B.11	.055	-.219	.046	-.137	.006	-.044
	V.B.13	.072	-.258	-.029	-.105	.085	-.213
	V.B.14	-.199	-.087	.086	-.138	-.002	-.014
Anti-image Correlation	V.B.1	.654[a]	-.156	-.029	.059	-.152	-.036
	V.B.4	-.156	.492[a]	-.054	.058	-.281	.151
	V.B.5	-.029	-.054	.621[a]	.074	-.227	.106
	V.B.6	.059	.058	.074	.605[a]	-.184	.040
	V.B.7	-.152	-.281	-.227	-.184	.571[a]	-.162

	V.B.8	-.036	.151	.106	.040	-.162	.640[a]
	V.B.9	-.086	-.301	.207	.231	.169	-.105
	V.B.10	-.046	.233	-.537	.185	-.071	.335
	V.B.11	.069	-.343	.075	-.181	.009	-.062
	V.B.13	.105	-.465	-.053	-.160	.131	-.348
	V.B.14	-.251	-.135	.138	-.181	-.003	-.019

Anti-image Matrices

		V.B.9	V.B.10	V.B.11	V.B.13	V.B.14
Anti-image Covariance	V.B.1	-.063	-.027	.055	.072	-.199
	V.B.4	-.179	.112	-.219	-.258	-.087
	V.B.5	.119	-.249	.046	-.029	.086
	V.B.6	.163	.105	-.137	-.105	-.138
	V.B.7	.118	-.040	.006	.085	-.002
	V.B.8	-.069	.177	-.044	-.213	-.014
	V.B.9	.667	-.034	-.051	.202	-.071
	V.B.10	-.034	.433	-.146	-.023	-.130
	V.B.11	-.051	-.146	.773	.076	-.010
	V.B.13	.202	-.023	.076	.584	-.042
	V.B.14	-.071	-.130	-.010	-.042	.777
Anti-image Correlation	V.B.1	-.086	-.046	.069	.105	-.251
	V.B.4	-.301	.233	-.343	-.465	-.135
	V.B.5	.207	-.537	.075	-.053	.138
	V.B.6	.231	.185	-.181	-.160	-.181
	V.B.7	.169	-.071	.009	.131	-.003
	V.B.8	-.105	.335	-.062	-.348	-.019
	V.B.9	.483[a]	-.063	-.071	.323	-.099
	V.B.10	-.063	.574[a]	-.253	-.045	-.225
	V.B.11	-.071	-.253	.508[a]	.113	-.012
	V.B.13	.323	-.045	.113	.500[a]	-.062
	V.B.14	-.099	-.225	-.012	-.062	.604[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction

V.B.1	1.000	.397
V.B.4	1.000	.637
V.B.5	1.000	.740
V.B.6	1.000	.461
V.B.7	1.000	.483
V.B.8	1.000	.540
V.B.9	1.000	.730
V.B.10	1.000	.759
V.B.11	1.000	.320
V.B.13	1.000	.586
V.B.14	1.000	.414

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.333	21.207	21.207	2.333	21.207	21.207
2	2.105	19.135	40.341	2.105	19.135	40.341
3	1.628	14.802	55.143	1.628	14.802	55.143
4	.999	9.085	64.228			
5	.896	8.150	72.378			
6	.802	7.289	79.667			
7	.616	5.602	85.269			
8	.583	5.297	90.566			
9	.467	4.244	94.810			
10	.327	2.973	97.783			
11	.244	2.217	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.214	20.125	20.125
2	2.000	18.178	38.303
3	1.852	16.840	55.143
4			
5			
6			
7			
8			
9			
10			
11			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component		
	1	2	3
V.B.1	.003	.518	.359
V.B.4	.487	.604	.185
V.B.5	-.631	.442	-.382
V.B.6	.480	.198	-.438
V.B.7	.048	.617	-.316
V.B.8	.717	-.154	-.044
V.B.9	.058	.024	.852
V.B.10	-.741	.453	-.068
V.B.11	.115	.514	.205
V.B.13	.593	.242	-.420
V.B.14	.182	.551	.277

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Rotated Component Matrix[a]

	Component		
	1	2	3

V.B.1	.121	.608	-.113
V.B.4	-.186	.718	.294
V.B.5	.848	.006	.145
V.B.6	-.169	.068	.654
V.B.7	.343	.361	.484
V.B.8	-.652	.040	.337
V.B.9	-.308	.464	-.648
V.B.10	.844	.144	-.158
V.B.11	.076	.557	.064
V.B.13	-.248	.143	.710
V.B.14	.014	.641	.051

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3
1	-.830	.263	.492
2	.459	.823	.335
3	-.317	.504	-.803

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.10 V.B.11 V.B.13 V.B.14
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.10 V.B.11 V.B.13 V.B.14
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\P3K.sav
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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.564
Bartlett's Test of Sphericity	Approx. Chi-Square	57.996
	df	45
	Sig.	.093

Anti-image Matrices

		V.B.1	V.B.4	V.B.5	V.B.6	V.B.7	V.B.8
Anti-image Covariance	V.B.1	.815	-.132	-.008	.065	-.109	-.033
	V.B.4	-.132	.581	.005	.093	-.161	.077
	V.B.5	-.008	.005	.520	.018	-.169	.077
	V.B.6	.065	.093	.018	.787	-.178	.048
	V.B.7	-.109	-.161	-.169	-.178	.747	-.102
	V.B.8	-.033	.077	.077	.048	-.102	.650
	V.B.10	-.030	.113	-.255	.120	-.035	.176
	V.B.11	.050	-.257	.058	-.133	.016	-.050
	V.B.13	.103	-.251	-.075	-.183	.057	-.217
	V.B.14	-.209	-.118	.104	-.129	.011	-.021
Anti-image Correlation	V.B.1	.598[a]	-.191	-.012	.081	-.140	-.045
	V.B.4	-.191	.519[a]	.009	.138	-.245	.126
	V.B.5	-.012	.009	.599[a]	.028	-.271	.132
	V.B.6	.081	.138	.028	.531[a]	-.232	.066
	V.B.7	-.140	-.245	-.271	-.232	.576[a]	-.147
	V.B.8	-.045	.126	.132	.066	-.147	.658[a]
	V.B.10	-.051	.225	-.536	.205	-.062	.331
	V.B.11	.063	-.383	.092	-.169	.021	-.070
	V.B.13	.141	-.407	-.129	-.255	.082	-.334

Anti-image Matrices

		V.B.1	V.B.4	V.B.5	V.B.6	V.B.7	V.B.8
Anti-image Covariance	V.B.1	.815	-.132	-.008	.065	-.109	-.033
	V.B.4	-.132	.581	.005	.093	-.161	.077
	V.B.5	-.008	.005	.520	.018	-.169	.077
	V.B.6	.065	.093	.018	.787	-.178	.048
	V.B.7	-.109	-.161	-.169	-.178	.747	-.102
	V.B.8	-.033	.077	.077	.048	-.102	.650
	V.B.10	-.030	.113	-.255	.120	-.035	.176
	V.B.11	.050	-.257	.058	-.133	.016	-.050
	V.B.13	.103	-.251	-.075	-.183	.057	-.217
	V.B.14	-.209	-.118	.104	-.129	.011	-.021
Anti-image Correlation	V.B.1	.598[a]	-.191	-.012	.081	-.140	-.045
	V.B.4	-.191	.519[a]	.009	.138	-.245	.126
	V.B.5	-.012	.009	.599[a]	.028	-.271	.132
	V.B.6	.081	.138	.028	.531[a]	-.232	.066
	V.B.7	-.140	-.245	-.271	-.232	.576[a]	-.147
	V.B.8	-.045	.126	.132	.066	-.147	.658[a]
	V.B.10	-.051	.225	-.536	.205	-.062	.331
	V.B.11	.063	-.383	.092	-.169	.021	-.070
	V.B.13	.141	-.407	-.129	-.255	.082	-.334
	V.B.14	-.261	-.174	.163	-.164	.014	-.030

Anti-image Matrices

		V.B.10	V.B.11	V.B.13	V.B.14
Anti-image Covariance	V.B.1	-.030	.050	.103	-.209
	V.B.4	.113	-.257	-.251	-.118
	V.B.5	-.255	.058	-.075	.104
	V.B.6	.120	-.133	-.183	-.129
	V.B.7	-.035	.016	.057	.011
	V.B.8	.176	-.050	-.217	-.021
	V.B.10	.435	-.150	-.014	-.136
	V.B.11	-.150	.777	.103	-.015
	V.B.13	-.014	.103	.652	-.023
	V.B.14	-.136	-.015	-.023	.785
Anti-image Correlation	V.B.1	-.051	.063	.141	-.261
	V.B.4	.225	-.383	-.407	-.174
	V.B.5	-.536	.092	-.129	.163
	V.B.6	.205	-.169	-.255	-.164

	V.B.7	-.062	.021	.082	.014
	V.B.8	.331	-.070	-.334	-.030
	V.B.10	.572[a]	-.259	-.026	-.233
	V.B.11	-.259	.452[a]	.144	-.020
	V.B.13	-.026	.144	.527[a]	-.032
	V.B.14	-.233	-.020	-.032	.573[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.581
V.B.4	1.000	.598
V.B.5	1.000	.773
V.B.6	1.000	.417
V.B.7	1.000	.499
V.B.8	1.000	.541
V.B.10	1.000	.765
V.B.11	1.000	.278
V.B.13	1.000	.591
V.B.14	1.000	.535

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.331	23.312	23.312	2.331	23.312	23.312
2	2.105	21.046	44.358	2.105	21.046	44.358
3	1.144	11.440	55.798	1.144	11.440	55.798
4	.988	9.878	65.676			
5	.868	8.679	74.355			
6	.798	7.976	82.331			
7	.616	6.162	88.492			
8	.552	5.520	94.012			
9	.337	3.368	97.381			
10	.262	2.619	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.079	20.788	20.788
2	1.786	17.856	38.644
3	1.715	17.154	55.798
4			
5			
6			
7			
8			
9			
10			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component		
	1	2	3
V.B.1	-.007	.513	-.563
V.B.4	.479	.602	-.077
V.B.5	-.621	.446	.434
V.B.6	.493	.205	.364
V.B.7	.055	.621	.332
V.B.8	.718	-.151	.043
V.B.10	-.740	.452	.115
V.B.11	.107	.512	-.073
V.B.13	.604	.249	.405
V.B.14	.173	.548	-.453

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Rotated Component Matrix[a]

	Component		
	1	2	3
V.B.1	.048	-.160	.743
V.B.4	-.077	.502	.583
V.B.5	.874	.074	-.055
V.B.6	-.118	.635	.006
V.B.7	.416	.509	.260
V.B.8	-.602	.421	-.015
V.B.10	.839	-.208	.133
V.B.11	.158	.231	.447
V.B.13	-.162	.751	.032
V.B.14	-.026	.040	.730

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3
1	-.753	.634	.176
2	.522	.413	.746
3	.401	.653	-.642

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.10 V.B.13 V.B.14
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.10 V.B.13 V.B.14
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis data\P3K.sav

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.593
Bartlett's Test of Sphericity	Approx. Chi-Square	51.874
	df	36
	Sig.	.042

Anti-image Matrices

		V.B.1	V.B.4	V.B.5	V.B.6	V.B.7	V.B.8
Anti-image Covariance	V.B.1	.811	.059	.040	.076	-.135	.029
	V.B.4	.059	.680	.072	-.135	-.144	.029
	V.B.5	.040	.072	.653	-.030	-.023	.081
	V.B.6	.076	-.135	-.030	.818	-.209	-.012
	V.B.7	-.135	-.144	-.023	-.209	.785	.106
	V.B.8	.029	.029	.081	-.012	.106	.524
	V.B.10	-.174	-.259	-.216	.098	-.021	-.085
	V.B.13	.104	.080	.179	-.022	-.149	-.263
	V.B.14	-.181	-.183	-.102	-.111	.011	-.172
Anti-image Correlation	V.B.1	.583[a]	.080	.056	.094	-.170	.044
	V.B.4	.080	.574[a]	.107	-.181	-.197	.048
	V.B.5	.056	.107	.671[a]	-.041	-.031	.139
	V.B.6	.094	-.181	-.041	.606[a]	-.261	-.018
	V.B.7	-.170	-.197	-.031	-.261	.524[a]	.166
	V.B.8	.044	.048	.139	-.018	.166	.598[a]
	V.B.10	-.236	-.385	-.328	.133	-.029	-.145
	V.B.13	.170	.142	.325	-.036	-.246	-.533

Anti-image Matrices

		V.B.1	V.B.4	V.B.5	V.B.6	V.B.7	V.B.8
Anti-image Covariance	V.B.1	.811	.059	.040	.076	-.135	.029
	V.B.4	.059	.680	.072	-.135	-.144	.029
	V.B.5	.040	.072	.653	-.030	-.023	.081
	V.B.6	.076	-.135	-.030	.818	-.209	-.012
	V.B.7	-.135	-.144	-.023	-.209	.785	.106
	V.B.8	.029	.029	.081	-.012	.106	.524
	V.B.10	-.174	-.259	-.216	.098	-.021	-.085
	V.B.13	.104	.080	.179	-.022	-.149	-.263
	V.B.14	-.181	-.183	-.102	-.111	.011	-.172
Anti-image Correlation	V.B.1	.583[a]	.080	.056	.094	-.170	.044
	V.B.4	.080	.574[a]	.107	-.181	-.197	.048
	V.B.5	.056	.107	.671[a]	-.041	-.031	.139
	V.B.6	.094	-.181	-.041	.606[a]	-.261	-.018
	V.B.7	-.170	-.197	-.031	-.261	.524[a]	.166
	V.B.8	.044	.048	.139	-.018	.166	.598[a]
	V.B.10	-.236	-.385	-.328	.133	-.029	-.145
	V.B.13	.170	.142	.325	-.036	-.246	-.533
	V.B.14	-.232	-.257	-.146	-.142	.015	-.275

Anti-image Matrices

		V.B.10	V.B.13	V.B.14
Anti-image Covariance	V.B.1	-.174	.104	-.181
	V.B.4	-.259	.080	-.183
	V.B.5	-.216	.179	-.102
	V.B.6	.098	-.022	-.111
	V.B.7	-.021	-.149	.011
	V.B.8	-.085	-.263	-.172
	V.B.10	.666	.007	.056
	V.B.13	.007	.466	-.034
	V.B.14	.056	-.034	.747
Anti-image Correlation	V.B.1	-.236	.170	-.232
	V.B.4	-.385	.142	-.257
	V.B.5	-.328	.325	-.146
	V.B.6	.133	-.036	-.142
	V.B.7	-.029	-.246	.015
	V.B.8	-.145	-.533	-.275
	V.B.10	.559[a]	.012	.080

	V.B.13	.012	.614[a]	-.058
	V.B.14	.080	-.058	.556[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.416
V.B.4	1.000	.553
V.B.5	1.000	.539
V.B.6	1.000	.667
V.B.7	1.000	.558
V.B.8	1.000	.783
V.B.10	1.000	.607
V.B.13	1.000	.756
V.B.14	1.000	.539

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.327	25.855	25.855	2.327	25.855	25.855
2	1.949	21.653	47.508	1.949	21.653	47.508
3	1.143	12.698	60.206	1.143	12.698	60.206
4	.878	9.758	69.963			
5	.822	9.131	79.095			
6	.664	7.380	86.475			
7	.566	6.286	92.761			
8	.352	3.913	96.674			
9	.299	3.326	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.072	23.026	23.026
2	1.795	19.942	42.968
3	1.551	17.237	60.206
4			
5			
6			
7			
8			
9			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component		
	1	2	3
V.B.1	.472	.243	.366
V.B.4	.421	.608	-.074
V.B.5	.730	-.070	.031
V.B.6	-.048	.557	-.595
V.B.7	.125	.571	-.464
V.B.8	-.655	.425	.418
V.B.10	.583	.338	.391
V.B.13	-.778	.369	.116
V.B.14	.005	.669	.304

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Rotated Component Matrix[a]

	Component		
	1	2	3
V.B.1	-.119	.632	-.042
V.B.4	-.067	.527	.520
V.B.5	-.600	.424	-.001
V.B.6	.085	-.097	.807
V.B.7	.003	.095	.741
V.B.8	.880	.078	-.059
V.B.10	-.152	.764	.018
V.B.13	.838	-.208	.103
V.B.14	.433	.535	.256

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3
1	-.791	.604	.096
2	.484	.522	.702
3	.375	.602	-.705

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20 V.C.21 V.C.22
V.C.23 V.C.24 V.C.25 V.C.26 V.C.27 V.C.28 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20 V.C.21 V.C.22
V.C.23 V.C.24 V.C.25 V.C.26 V.C.27 V.C.28 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet4] F:\Skripsi\analisis faktor penentu produktivitas ASN\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.509
Bartlett's Test of Sphericity	Approx. Chi-Square	806.634
	df	435
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10	V.C.11
Anti-image Covariance	V.C.1	.083	.012	.029	.002	.024	-.005	-.028	-.002	.034	-.014	.031
	V.C.2	.012	.062	.022	.027	.020	.022	-.034	.018	.013	-.023	.021
	V.C.3	.029	.022	.102	-.008	-.004	.017	-.031	.021	.038	-.034	.015
	V.C.4	.002	.027	-.008	.033	.024	-.007	-.012	-.004	-.020	.010	.015
	V.C.5	.024	.020	-.004	.024	.105	-.006	-.028	-.009	.013	.007	.048
	V.C.6	-.005	.022	.017	-.007	-.006	.040	-.012	.024	.024	-.021	-.008
	V.C.7	-.028	-.034	-.031	-.012	-.028	-.012	.039	-.011	-.033	.022	-.037
	V.C.8	-.002	.018	.021	-.004	-.009	.024	-.011	.018	.017	-.018	-.009
	V.C.9	.034	.013	.038	-.020	.013	.024	-.033	.017	.098	-.049	.041
	V.C.10	-.014	-.023	-.034	.010	.007	-.021	.022	-.018	-.049	.070	-.013
	V.C.11	.031	.021	.015	.015	.048	-.008	-.037	-.009	.041	-.013	.127
	V.C.12	.014	.006	.006	.010	-.004	-.018	-.007	-.007	-.005	-.012	.011
	V.C.13	.004	.009	.016	-.013	-.003	.020	-.016	.012	.043	-.026	.028
	V.C.14	-.007	-.017	-.019	-.002	-.004	-.016	.012	-.012	-.015	.009	-.004

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10	V.C.11
	V.C.15	-.011	-.028	-.017	-.011	-.015	-.012	.023	-.009	-.018	.018	-.025
	V.C.16	.011	.001	-.016	.017	.028	-.021	-.003	-.016	-.016	.011	.018
	V.C.17	-.008	-.012	.027	-.016	-.037	-.005	-.005	.004	.030	-.021	.009
	V.C.18	-.003	.017	.012	.003	-.008	.019	-.004	.015	-.002	-.003	-.023
	V.C.19	.001	-.026	-.001	-.015	-.010	-.013	.010	-.009	.002	.006	.004
	V.C.20	-.009	-.006	.016	-.016	-.022	.020	.011	.015	.004	-.004	-.046
	V.C.21	-.025	-.012	-.019	-.010	.020	.021	.022	.005	-.028	.026	-.039
	V.C.22	-.011	.016	-.007	.007	.008	.010	-.017	.007	.007	.008	.015
	V.C.23	-.013	.000	-.038	.013	.019	-.014	.004	-.015	-.013	.004	.019
	V.C.24	.004	.023	-.001	.019	.012	-.003	-.014	-.001	-.004	-.007	.023
	V.C.25	-.041	-.021	-.032	-.006	-.022	.004	.033	-.002	-.037	.027	-.037
	V.C.26	-.031	-.015	-.009	-.020	-.032	.018	.021	.010	-.001	.004	-.033
	V.C.27	-.005	-.042	-.018	-.024	.013	-.009	.023	-.010	-.004	.020	-.040
	V.C.28	.020	.048	.043	.013	.015	.028	-.040	.019	.033	-.033	.050
	V.C.29	.009	-.017	-.019	-.003	-.006	-.027	-.004	-.016	.017	-.003	.043
	V.C.30	.004	.002	.017	-.007	-.001	.015	.001	.010	.006	.001	-.016
Anti-image Correlation	V.C.1	.730[a]	.166	.319	.030	.257	-.090	-.485	-.050	.372	-.189	.299
	V.C.2	.166	.364[a]	.284	.595	.247	.445	-.693	.549	.168	-.345	.233
	V.C.3	.319	.284	.624[a]	-.130	-.039	.271	-.494	.478	.377	-.409	.133
	V.C.4	.030	.595	-.130	.565[a]	.406	-.192	-.342	-.143	-.356	.216	.238
	V.C.5	.257	.247	-.039	.406	.654[a]	-.095	-.440	-.206	.126	.086	.414
	V.C.6	-.090	.445	.271	-.192	-.095	.440[a]	-.299	.870	.379	-.404	-.114
	V.C.7	-.485	-.693	-.494	-.342	-.440	-.299	.455[a]	-.416	-.537	.411	-.525
	V.C.8	-.050	.549	.478	-.143	-.206	.870	-.416	.431[a]	.392	-.494	-.177
	V.C.9	.372	.168	.377	-.356	.126	.379	-.537	.392	.509[a]	-.596	.364
	V.C.10	-.189	-.345	-.409	.216	.086	-.404	.411	-.494	-.596	.550[a]	-.134
	V.C.11	.299	.233	.133	.238	.414	-.114	-.525	-.177	.364	-.134	.371[a]
	V.C.12	.296	.138	.106	.331	-.071	-.538	-.209	-.323	-.105	-.285	.186
	V.C.13	.073	.200	.268	-.377	-.046	.522	-.425	.466	.736	-.526	.419
	V.C.14	-.219	-.650	-.558	-.084	-.104	-.768	.591	-.834	-.448	.339	-.106
	V.C.15	-.270	-.804	-.379	-.437	-.328	-.416	.828	-.460	-.401	.480	-.484
	V.C.16	.219	.020	-.297	.561	.516	-.638	-.104	-.706	-.306	.246	.304
	V.C.17	-.080	-.141	.247	-.259	-.328	-.066	-.076	.089	.283	-.231	.073
	V.C.18	-.081	.469	.264	.124	-.172	.674	-.126	.769	-.051	-.087	-.461
	V.C.19	.023	-.750	-.014	-.589	-.227	-.476	.368	-.483	.045	.163	.085
	V.C.20	-.153	-.119	.250	-.450	-.342	.484	.271	.563	.071	-.067	-.644

Anti-image Matrices

	V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10	V.C.11
V.C.21	-.250	-.142	-.167	-.151	.176	.293	.310	.098	-.257	.278	-.312
V.C.22	-.135	.226	-.078	.134	.085	.182	-.301	.172	.085	.105	.146
V.C.23	-.199	.008	-.535	.330	.262	-.309	.081	-.485	-.186	.062	.244
V.C.24	.102	.619	-.021	.711	.243	-.087	-.465	-.060	-.097	-.180	.439
V.C.25	-.616	-.373	-.439	-.141	-.295	.079	.721	-.073	-.517	.441	-.453
V.C.26	-.478	-.271	-.118	-.497	-.439	.404	.460	.338	-.016	.066	-.414
V.C.27	-.062	-.630	-.205	-.497	.152	-.163	.438	-.264	-.048	.281	-.419
V.C.28	.225	.625	.437	.239	.154	.458	-.661	.458	.346	-.405	.456
V.C.29	.073	-.161	-.141	-.038	-.045	-.314	-.052	-.279	.130	-.024	.290
V.C.30	.083	.044	.350	-.234	-.026	.475	.047	.496	.132	.016	-.285

Anti-image Matrices

		V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20	V.C.21	V.C.22
Anti-image Covariance	V.C.1	.014	.004	-.007	-.011	.011	-.008	-.003	.001	-.009	-.025	-.011
	V.C.2	.006	.009	-.017	-.028	.001	-.012	.017	-.026	-.006	-.012	.016
	V.C.3	.006	.016	-.019	-.017	-.016	.027	.012	-.001	.016	-.019	-.007
	V.C.4	.010	-.013	-.002	-.011	.017	-.016	.003	-.015	-.016	-.010	.007
	V.C.5	-.004	-.003	-.004	-.015	.028	-.037	-.008	-.010	-.022	.020	.008
	V.C.6	-.018	.020	-.016	-.012	-.021	-.005	.019	-.013	.020	.021	.010
	V.C.7	-.007	-.016	.012	.023	-.003	-.005	-.004	.010	.011	.022	-.017
	V.C.8	-.007	.012	-.012	-.009	-.016	.004	.015	-.009	.015	.005	.007
	V.C.9	-.005	.043	-.015	-.018	-.016	.030	-.002	.002	.004	-.028	.007
	V.C.10	-.012	-.026	.009	.018	.011	-.021	-.003	.006	-.004	.026	.008
	V.C.11	.011	.028	-.004	-.025	.018	.009	-.023	.004	-.046	-.039	.015
	V.C.12	.027	-.009	.006	-.004	.014	.008	-.009	.003	-.019	-.041	-.002
	V.C.13	-.009	.035	-.010	-.013	-.013	.024	6.326E-5	.000	.003	-.004	.013
	V.C.14	.006	-.010	.011	.009	.009	.000	-.011	.008	-.009	-.005	-.007
	V.C.15	-.004	-.013	.009	.020	-.003	-.010	-.005	.011	.009	.014	-.016
	V.C.16	.014	-.013	.009	-.003	.028	-.007	-.012	-.001	-.025	-.011	.003
	V.C.17	.008	.024	.000	-.010	-.007	.118	-.004	.007	-.002	-.040	.027
	V.C.18	-.009	6.326E-5	-.011	-.005	-.012	-.004	.020	-.013	.019	.017	.006
	V.C.19	.003	.000	.008	.011	-.001	.007	-.013	.020	-.004	-.013	-.005
	V.C.20	-.019	.003	-.009	.009	-.025	-.002	.019	-.004	.041	.034	-.012
	V.C.21	-.041	-.004	-.005	.014	-.011	-.040	.017	-.013	.034	.123	-.012
	V.C.22	-.002	.013	-.007	-.016	.003	.027	.006	-.005	-.012	-.012	.079
	V.C.23	.004	-.003	.011	-.003	.022	.005	-.014	-.006	-.025	.006	-.004
	V.C.24	.012	.000	-.001	-.013	.014	.005	-.001	-.012	-.018	-.014	.006

	V.C.25	-.019	-.012	.005	.021	-.012	-.031	.005	.002	.018	.046	-.018
	V.C.26	-.022	.007	-.003	.015	-.029	-.018	.008	.007	.028	.025	-.012
	V.C.27	-.017	-.012	.009	.025	-.001	-.016	-.005	.014	.019	.045	-.011
	V.C.28	-.001	.031	-.020	-.036	-.006	.028	.010	-.016	-.011	-.015	.015
	V.C.29	.019	.012	.010	.000	.008	.017	-.028	.021	-.033	-.058	-.008
	V.C.30	-.014	.002	-.009	.003	-.017	-.019	.011	-.002	.023	.021	-.014
Anti-image Correlation	V.C.1	.296	.073	-.219	-.270	.219	-.080	-.081	.023	-.153	-.250	-.135
	V.C.2	.138	.200	-.650	-.804	.020	-.141	.469	-.750	-.119	-.142	.226
	V.C.3	.106	.268	-.558	-.379	-.297	.247	.264	-.014	.250	-.167	-.078
	V.C.4	.331	-.377	-.084	-.437	.561	-.259	.124	-.589	-.450	-.151	.134
	V.C.5	-.071	-.046	-.104	-.328	.516	-.328	-.172	-.227	-.342	.176	.085
	V.C.6	-.538	.522	-.768	-.416	-.638	-.066	.674	-.476	.484	.293	.182
	V.C.7	-.209	-.425	.591	.828	-.104	-.076	-.126	.368	.271	.310	-.301
	V.C.8	-.323	.466	-.834	-.460	-.706	.089	.769	-.483	.563	.098	.172
	V.C.9	-.105	.736	-.448	-.401	-.306	.283	-.051	.045	.071	-.257	.085
	V.C.10	-.285	-.526	.339	.480	.246	-.231	-.087	.163	-.067	.278	.105
	V.C.11	.186	.419	-.106	-.484	.304	.073	-.461	.085	-.644	-.312	.146
	V.C.12	.584[a]	-.298	.364	-.191	.505	.148	-.378	.110	-.573	-.704	-.047
	V.C.13	-.298	.638[a]	-.520	-.471	-.431	.369	.002	-.012	.078	-.068	.246
	V.C.14	.364	-.520	.490[a]	.618	.501	.005	-.708	.526	-.418	-.136	-.223
	V.C.15	-.191	-.471	.618	.387[a]	-.136	-.201	-.239	.554	.301	.278	-.399
	V.C.16	.505	-.431	.501	-.136	.477[a]	-.122	-.510	-.049	-.731	-.188	.069
	V.C.17	.148	.369	.005	-.201	-.122	.642[a]	-.085	.144	-.030	-.329	.282
	V.C.18	-.378	.002	-.708	-.239	-.510	-.085	.533[a]	-.648	.674	.336	.157
	V.C.19	.110	-.012	.526	.554	-.049	.144	-.648	.655[a]	-.141	-.257	-.138
	V.C.20	-.573	.078	-.418	.301	-.731	-.030	.674	-.141	.353[a]	.476	-.204
	V.C.21	-.704	-.068	-.136	.278	-.188	-.329	.336	-.257	.476	.330[a]	-.124
	V.C.22	-.047	.246	-.223	-.399	.069	.282	.157	-.138	-.204	-.124	.843[a]
	V.C.23	.120	-.084	.484	-.097	.581	.065	-.450	-.192	-.552	.072	-.069
	V.C.24	.486	-.016	-.037	-.637	.556	.100	-.065	-.568	-.599	-.271	.153
	V.C.25	-.492	-.285	.218	.640	-.322	-.389	.155	.049	.379	.565	-.281
	V.C.26	-.581	.155	-.127	.455	-.767	-.236	.264	.212	.613	.323	-.182
	V.C.27	-.390	-.248	.331	.652	-.021	-.172	-.131	.361	.347	.480	-.151
	V.C.28	-.013	.544	-.609	-.819	-.109	.264	.224	-.379	-.180	-.141	.172
	V.C.29	.278	.156	.239	.008	.108	.119	-.462	.357	-.390	-.396	-.064
	V.C.30	-.534	.081	-.578	.155	-.642	-.361	.519	-.075	.720	.380	-.315

Anti-image Matrices

	V.C.23	V.C.24	V.C.25	V.C.26	V.C.27	V.C.28	V.C.29	V.C.30

Anti-image Covariance	V.C.1	-.013	.004	-.041	-.031	-.005	.020	.009	.004
	V.C.2	.000	.023	-.021	-.015	-.042	.048	-.017	.002
	V.C.3	-.038	-.001	-.032	-.009	-.018	.043	-.019	.017
	V.C.4	.013	.019	-.006	-.020	-.024	.013	-.003	-.007
	V.C.5	.019	.012	-.022	-.032	.013	.015	-.006	-.001
	V.C.6	-.014	-.003	.004	.018	-.009	.028	-.027	.015
	V.C.7	.004	-.014	.033	.021	.023	-.040	-.004	.001
	V.C.8	-.015	-.001	-.002	.010	-.010	.019	-.016	.010
	V.C.9	-.013	-.004	-.037	-.001	-.004	.033	.017	.006
	V.C.10	.004	-.007	.027	.004	.020	-.033	-.003	.001
	V.C.11	.019	.023	-.037	-.033	-.040	.050	.043	-.016
	V.C.12	.004	.012	-.019	-.022	-.017	-.001	.019	-.014
	V.C.13	-.003	.000	-.012	.007	-.012	.031	.012	.002
	V.C.14	.011	-.001	.005	-.003	.009	-.020	.010	-.009
	V.C.15	-.003	-.013	.021	.015	.025	-.036	.000	.003
	V.C.16	.022	.014	-.012	-.029	-.001	-.006	.008	-.017
	V.C.17	.005	.005	-.031	-.018	-.016	.028	.017	-.019
	V.C.18	-.014	-.001	.005	.008	-.005	.010	-.028	.011
	V.C.19	-.006	-.012	.002	.007	.014	-.016	.021	-.002
	V.C.20	-.025	-.018	.018	.028	.019	-.011	-.033	.023
	V.C.21	.006	-.014	.046	.025	.045	-.015	-.058	.021
	V.C.22	-.004	.006	-.018	-.012	-.011	.015	-.008	-.014
	V.C.23	.050	.018	.000	-.019	-.004	.006	.006	-.023
	V.C.24	.018	.021	-.014	-.023	-.025	.021	-.003	-.013
	V.C.25	.000	-.014	.053	.037	.016	-.032	-.001	.012
	V.C.26	-.019	-.023	.037	.051	.013	-.017	-4.896E-5	.021
	V.C.27	-.004	-.025	.016	.013	.072	-.052	-.031	.008
	V.C.28	.006	.021	-.032	-.017	-.052	.095	.000	.000
	V.C.29	.006	-.003	-.001	-4.896E-5	-.031	.000	.176	-.015
	V.C.30	-.023	-.013	.012	.021	.008	.000	-.015	.024
Anti-image Correlation	V.C.1	-.199	.102	-.616	-.478	-.062	.225	.073	.083
	V.C.2	.008	.619	-.373	-.271	-.630	.625	-.161	.044
	V.C.3	-.535	-.021	-.439	-.118	-.205	.437	-.141	.350
	V.C.4	.330	.711	-.141	-.497	-.497	.239	-.038	-.234
	V.C.5	.262	.243	-.295	-.439	.152	.154	-.045	-.026
	V.C.6	-.309	-.087	.079	.404	-.163	.458	-.314	.475
	V.C.7	.081	-.465	.721	.460	.438	-.661	-.052	.047
	V.C.8	-.485	-.060	-.073	.338	-.264	.458	-.279	.496

	V.C.9	-.186	-.097	-.517	-.016	-.048	.346	.130	.132
	V.C.10	.062	-.180	.441	.066	.281	-.405	-.024	.016
	V.C.11	.244	.439	-.453	-.414	-.419	.456	.290	-.285
	V.C.12	.120	.486	-.492	-.581	-.390	-.013	.278	-.534
	V.C.13	-.084	-.016	-.285	.155	-.248	.544	.156	.081
	V.C.14	.484	-.037	.218	-.127	.331	-.609	.239	-.578
	V.C.15	-.097	-.637	.640	.455	.652	-.819	.008	.155
	V.C.16	.581	.556	-.322	-.767	-.021	-.109	.108	-.642
	V.C.17	.065	.100	-.389	-.236	-.172	.264	.119	-.361
	V.C.18	-.450	-.065	.155	.264	-.131	.224	-.462	.519
	V.C.19	-.192	-.568	.049	.212	.361	-.379	.357	-.075
	V.C.20	-.552	-.599	.379	.613	.347	-.180	-.390	.720
	V.C.21	.072	-.271	.565	.323	.480	-.141	-.396	.380
	V.C.22	-.069	.153	-.281	-.182	-.151	.172	-.064	-.315
	V.C.23	.628[a]	.554	-.004	-.384	-.071	.081	.061	-.660
	V.C.24	.554	.488[a]	-.429	-.689	-.636	.458	-.041	-.593
	V.C.25	-.004	-.429	.153[a]	.708	.263	-.444	-.010	.338
	V.C.26	-.384	-.689	.708	.362[a]	.223	-.240	-.001	.587
	V.C.27	-.071	-.636	.263	.223	.445[a]	-.626	-.272	.202
	V.C.28	.081	.458	-.444	-.240	-.626	.218[a]	.003	-.003
	V.C.29	.061	-.041	-.010	-.001	-.272	.003	.793[a]	-.228
	V.C.30	-.660	-.593	.338	.587	.202	-.003	-.228	.539[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.906
V.C.2	1.000	.671
V.C.3	1.000	.737
V.C.4	1.000	.837
V.C.5	1.000	.720
V.C.6	1.000	.776
V.C.7	1.000	.829
V.C.8	1.000	.796
V.C.9	1.000	.780
V.C.10	1.000	.852
V.C.11	1.000	.616
V.C.12	1.000	.906
V.C.13	1.000	.742
V.C.14	1.000	.765
V.C.15	1.000	.785
V.C.16	1.000	.810
V.C.17	1.000	.886
V.C.18	1.000	.838
V.C.19	1.000	.832
V.C.20	1.000	.747
V.C.21	1.000	.859
V.C.22	1.000	.814
V.C.23	1.000	.719
V.C.24	1.000	.778
V.C.25	1.000	.901
V.C.26	1.000	.664
V.C.27	1.000	.673
V.C.28	1.000	.818
V.C.29	1.000	.793
V.C.30	1.000	.878

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.028	36.761	36.761	11.028	36.761	36.761
2	2.669	8.895	45.657	2.669	8.895	45.657
3	2.399	7.998	53.655	2.399	7.998	53.655
4	1.940	6.468	60.123	1.940	6.468	60.123
5	1.689	5.630	65.753	1.689	5.630	65.753
6	1.403	4.676	70.428	1.403	4.676	70.428
7	1.357	4.523	74.952	1.357	4.523	74.952
8	1.244	4.146	79.097	1.244	4.146	79.097
9	.950	3.168	82.265			
10	.824	2.747	85.012			
11	.734	2.448	87.460			
12	.608	2.027	89.487			
13	.532	1.774	91.262			
14	.498	1.661	92.923			
15	.363	1.210	94.133			
16	.358	1.193	95.326			
17	.320	1.066	96.391			
18	.241	.804	97.196			
19	.180	.600	97.796			
20	.158	.525	98.321			
21	.143	.475	98.796			
22	.124	.412	99.208			
23	.081	.271	99.479			
24	.048	.159	99.638			
25	.041	.138	99.776			
26	.025	.084	99.861			
27	.022	.074	99.934			
28	.012	.038	99.973			
29	.005	.016	99.989			
30	.003	.011	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component							
	1	2	3	4	5	6	7	8
V.C.1	.677	.036	-.380	.047	.396	.033	.376	-.032
V.C.2	.514	.281	.400	.054	.293	-.185	.011	.212
V.C.3	.670	-.096	-.384	-.088	.096	.131	.021	-.311
V.C.4	.666	-.290	-.270	.016	.093	-.391	.271	.027
V.C.5	.587	-.269	-.174	.017	.303	.409	-.070	.090
V.C.6	.608	-.204	.402	.058	.233	-.289	-.246	-.034
V.C.7	.645	-.466	-.317	.193	-.081	-.046	.214	-.046
V.C.8	.640	-.348	-.298	.030	-.105	.115	.382	.078
V.C.9	.564	.014	-.032	-.020	-.421	.097	.014	.523
V.C.10	.519	-.621	.037	.194	-.025	.089	-.351	.162
V.C.11	.400	-.029	.532	.251	.069	-.155	.098	-.267
V.C.12	.681	-.464	.284	.170	.024	.138	-.298	.093
V.C.13	.768	-.154	-.237	-.129	.089	.038	-.214	.007
V.C.14	.747	.284	-.218	-.146	-.072	-.204	.046	.092
V.C.15	.608	-.066	.457	-.258	-.112	.299	.126	-.132
V.C.16	.668	.097	.446	-.242	-.055	.242	.177	.057
V.C.17	.421	.224	.395	-.304	.591	-.099	.178	.137
V.C.18	.695	.310	-.069	-.290	-.044	.116	-.391	-.022
V.C.19	.817	.200	-.133	.035	.043	-.134	-.155	.248
V.C.20	.503	.003	.319	.602	-.023	-.137	.039	.099
V.C.21	.290	-.389	.065	-.495	-.201	-.441	.118	.355
V.C.22	.733	.386	-.079	.068	-.226	.124	.185	-.128
V.C.23	.712	-.094	-.070	.049	.032	.235	-.314	-.203
V.C.24	.665	.498	-.216	.006	-.188	-.027	-.076	-.004
V.C.25	.074	.497	-.168	.496	.370	.295	.074	.381
V.C.26	.502	-.105	.215	-.412	.182	.185	.214	-.270
V.C.27	.512	.167	-.046	.486	.037	-.268	-.020	-.267
V.C.28	.276	.006	.442	.297	-.514	.270	.345	.044
V.C.29	.704	.115	.004	.095	-.282	-.289	-.062	-.329
V.C.30	.676	.529	-.042	-.226	-.237	-.055	-.173	-.014

Extraction Method: Principal Component Analysis.

a. 8 components extracted.

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FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20 V.C.21 V.C.22
V.C.23 V.C.24 V.C.25 V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20 V.C.21 V.C.22
V.C.23 V.C.24 V.C.25 V.C.26 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
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Factor Analysis

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[DataSet4] F:\Skripsi\analisis faktor penentu produktivitas ASN\P3K.sav
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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.544
Bartlett's Test of Sphericity	Approx. Chi-Square	771.696
	df	406
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10	V.C.11
Anti-image Covariance	V.C.1	.087	.003	.026	-.001	.022	-.015	-.036	-.008	.032	-.009	.027
	V.C.2	.003	.101	.002	.035	.020	.016	-.040	.018	-.007	-.012	-.010
	V.C.3	.026	.002	.126	-.018	-.014	.007	-.029	.019	.032	-.029	-.012
	V.C.4	-.001	.035	-.018	.035	.024	-.015	-.012	-.008	-.030	.019	.011
	V.C.5	.022	.020	-.014	.024	.108	-.014	-.040	-.016	.009	.016	.051
	V.C.6	-.015	.016	.007	-.015	-.014	.051	.000	.029	.020	-.018	-.037
	V.C.7	-.036	-.040	-.029	-.012	-.040	.000	.070	-.007	-.039	.016	-.036
	V.C.8	-.008	.018	.019	-.008	-.016	.029	-.007	.023	.014	-.017	-.030
	V.C.9	.032	-.007	.032	-.030	.009	.020	-.039	.014	.111	-.051	.033
	V.C.10	-.009	-.012	-.029	.019	.016	-.018	.016	-.017	-.051	.083	.007
	V.C.11	.027	-.010	-.012	.011	.051	-.037	-.036	-.030	.033	.007	.161
	V.C.12	.015	.010	.007	.011	-.004	-.022	-.013	-.009	-.006	-.015	.014
	V.C.13	-.004	-.015	.003	-.026	-.011	.018	-.006	.010	.052	-.026	.020
	V.C.14	-.004	-.018	-.019	.002	-.001	-.021	.011	-.016	-.014	.005	.013
	V.C.15	-.011	-.052	-.004	-.020	-.029	-.004	.044	-.006	-.018	.020	-.022
	V.C.16	.012	.006	-.017	.019	.030	-.025	-.010	-.019	-.016	.011	.027
	V.C.17	-.016	-.046	.019	-.023	-.045	-.018	.013	-.002	.025	-.014	-.008

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10	V.C.11
	V.C.18	-.006	.020	.010	.002	-.010	.022	.001	.017	-.007	.000	-.038
	V.C.19	.005	-.034	.010	-.016	-.009	-.013	.007	-.009	.010	.001	.019
	V.C.20	-.007	-.001	.027	-.016	-.022	.030	.011	.023	.010	-.009	-.053
	V.C.21	-.024	-.008	-.015	-.008	.023	.033	.027	.010	-.026	.025	-.040
	V.C.22	-.015	.014	-.017	.005	.006	.008	-.019	.005	.003	.016	.009
	V.C.23	-.015	-.004	-.051	.013	.019	-.020	.011	-.020	-.017	.007	.021
	V.C.24	-5.156E-5	.025	-.016	.021	.011	-.014	-.011	-.009	-.017	.000	.019
	V.C.25	-.045	-.011	-.028	-.002	-.022	.021	.043	.006	-.037	.024	-.032
	V.C.26	-.031	-.012	-.001	-.020	-.032	.031	.025	.018	.006	-.002	-.033
	V.C.27	.011	-.043	.012	-.029	.036	.014	.004	.002	.026	.004	-.027
	V.C.29	.009	-.028	-.024	-.003	-.006	-.034	-.007	-.020	.019	-.003	.055
	V.C.30	.004	.003	.022	-.007	-.001	.019	.002	.013	.007	.001	-.020
Anti-image Correlation	V.C.1	.759[a]	.033	.252	-.025	.231	-.223	-.459	-.177	.322	-.110	.227
	V.C.2	.033	.501[a]	.016	.587	.195	.228	-.478	.379	-.065	-.128	-.075
	V.C.3	.252	.016	.717[a]	-.269	-.119	.089	-.304	.348	.267	-.283	-.083
	V.C.4	-.025	.587	-.269	.540[a]	.385	-.349	-.252	-.293	-.482	.353	.149
	V.C.5	.231	.195	-.119	.385	.638[a]	-.188	-.456	-.315	.078	.164	.391
	V.C.6	-.223	.228	.089	-.349	-.188	.438[a]	.005	.836	.264	-.268	-.407
	V.C.7	-.459	-.478	-.304	-.252	-.456	.005	.622[a]	-.171	-.438	.208	-.335
	V.C.8	-.177	.379	.348	-.293	-.315	.836	-.171	.440[a]	.280	-.379	-.488
	V.C.9	.322	-.065	.267	-.482	.078	.264	-.438	.280	.564[a]	-.531	.247
	V.C.10	-.110	-.128	-.283	.353	.164	-.268	.208	-.379	-.531	.695[a]	.063
	V.C.11	.227	-.075	-.083	.149	.391	-.407	-.335	-.488	.247	.063	.403[a]
	V.C.12	.307	.187	.124	.345	-.070	-.598	-.290	-.356	-.107	-.318	.216
	V.C.13	-.060	-.214	.041	-.622	-.156	.366	-.103	.290	.695	-.398	.229
	V.C.14	-.106	-.435	-.409	.080	-.013	-.694	.317	-.788	-.319	.127	.242
	V.C.15	-.154	-.652	-.041	-.432	-.356	-.079	.665	-.166	-.218	.284	-.216
	V.C.16	.252	.114	-.279	.608	.543	-.665	-.236	-.742	-.288	.222	.400
	V.C.17	-.148	-.406	.152	-.343	-.387	-.218	.136	-.037	.212	-.140	-.055
	V.C.18	-.139	.432	.189	.074	-.215	.660	.030	.769	-.141	.005	-.649
	V.C.19	.120	-.710	.181	-.555	-.184	-.367	.170	-.376	.203	.012	.312
	V.C.20	-.118	-.009	.371	-.426	-.323	.648	.205	.738	.145	-.156	-.642
	V.C.21	-.226	-.070	-.119	-.122	.202	.406	.292	.185	-.225	.245	-.281
	V.C.22	-.181	.155	-.172	.097	.060	.118	-.254	.106	.028	.194	.077
	V.C.23	-.224	-.054	-.635	.321	.253	-.390	.179	-.589	-.228	.104	.233
	V.C.24	-.001	.479	-.277	.697	.196	-.376	-.243	-.341	-.306	.007	.290

Anti-image Matrices

	V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10	V.C.11
V.C.25	-.591	-.136	-.304	-.039	-.256	.355	.635	.164	-.432	.319	-.315
V.C.26	-.448	-.159	-.015	-.466	-.419	.597	.414	.519	.073	-.035	-.353
V.C.27	.104	-.392	.098	-.459	.322	.179	.041	.032	.231	.038	-.192
V.C.29	.074	-.209	-.159	-.040	-.045	-.355	-.066	-.315	.138	-.025	.325
V.C.30	.086	.059	.390	-.241	-.026	.536	.060	.559	.141	.017	-.318

Anti-image Matrices

		V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20	V.C.21	V.C.22
Anti-image Covariance	V.C.1	.015	-.004	-.004	-.011	.012	-.016	-.006	.005	-.007	-.024	-.015
	V.C.2	.010	-.015	-.018	-.052	.006	-.046	.020	-.034	-.001	-.008	.014
	V.C.3	.007	.003	-.019	-.004	-.017	.019	.010	.010	.027	-.015	-.017
	V.C.4	.011	-.026	.002	-.020	.019	-.023	.002	-.016	-.016	-.008	.005
	V.C.5	-.004	-.011	-.001	-.029	.030	-.045	-.010	-.009	-.022	.023	.006
	V.C.6	-.022	.018	-.021	-.004	-.025	-.018	.022	-.013	.030	.033	.008
	V.C.7	-.013	-.006	.011	.044	-.010	.013	.001	.007	.011	.027	-.019
	V.C.8	-.009	.010	-.016	-.006	-.019	-.002	.017	-.009	.023	.010	.005
	V.C.9	-.006	.052	-.014	-.018	-.016	.025	-.007	.010	.010	-.026	.003
	V.C.10	-.015	-.026	.005	.020	.011	-.014	.000	.001	-.009	.025	.016
	V.C.11	.014	.020	.013	-.022	.027	-.008	-.038	.019	-.053	-.040	.009
	V.C.12	.027	-.013	.010	-.014	.014	.009	-.009	.003	-.020	-.042	-.002
	V.C.13	-.013	.050	-.008	-.003	-.017	.022	-.005	.008	.010	.001	.012
	V.C.14	.010	-.008	.017	.009	.012	.010	-.014	.008	-.018	-.013	-.006
	V.C.15	-.014	-.003	.009	.062	-.016	.003	-.004	.017	.014	.025	-.032
	V.C.16	.014	-.017	.012	-.016	.028	-.006	-.012	-.002	-.026	-.012	.004
	V.C.17	.009	.022	.010	.003	-.006	.127	-.008	.015	.001	-.039	.025
	V.C.18	-.009	-.005	-.014	-.004	-.012	-.008	.021	-.014	.022	.020	.005
	V.C.19	.003	.008	.008	.017	-.002	.015	-.014	.023	-.007	-.018	-.003
	V.C.20	-.020	.010	-.018	.014	-.026	.001	.022	-.007	.042	.034	-.010
	V.C.21	-.042	.001	-.013	.025	-.012	-.039	.020	-.018	.034	.125	-.010
	V.C.22	-.002	.012	-.006	-.032	.004	.025	.005	-.003	-.010	-.010	.081
	V.C.23	.004	-.008	.020	-.003	.022	.004	-.016	-.006	-.025	.007	-.005
	V.C.24	.015	-.013	.008	-.021	.019	-.001	-.005	-.012	-.020	-.014	.004
	V.C.25	-.024	-.003	-.002	.034	-.018	-.029	.011	-.006	.018	.052	-.017
	V.C.26	-.023	.018	-.011	.027	-.032	-.015	.011	.005	.028	.025	-.010
	V.C.27	-.029	.011	-.004	.027	-.007	-.001	.001	.009	.021	.062	-.005
	V.C.29	.019	.017	.017	.002	.008	.018	-.029	.025	-.034	-.059	-.008
	V.C.30	-.014	.003	-.015	.010	-.017	-.021	.012	-.002	.023	.021	-.014

Anti-image Matrices

		V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20	V.C.21	V.C.22
Anti-image Correlation	V.C.1	.307	-.060	-.106	-.154	.252	-.148	-.139	.120	-.118	-.226	-.181
	V.C.2	.187	-.214	-.435	-.652	.114	-.406	.432	-.710	-.009	-.070	.155
	V.C.3	.124	.041	-.409	-.041	-.279	.152	.189	.181	.371	-.119	-.172
	V.C.4	.345	-.622	.080	-.432	.608	-.343	.074	-.555	-.426	-.122	.097
	V.C.5	-.070	-.156	-.013	-.356	.543	-.387	-.215	-.184	-.323	.202	.060
	V.C.6	-.598	.366	-.694	-.079	-.665	-.218	.660	-.367	.648	.406	.118
	V.C.7	-.290	-.103	.317	.665	-.236	.136	.030	.170	.205	.292	-.254
	V.C.8	-.356	.290	-.788	-.166	-.742	-.037	.769	-.376	.738	.185	.106
	V.C.9	-.107	.695	-.319	-.218	-.288	.212	-.141	.203	.145	-.225	.028
	V.C.10	-.318	-.398	.127	.284	.222	-.140	.005	.012	-.156	.245	.194
	V.C.11	.216	.229	.242	-.216	.400	-.055	-.649	.312	-.642	-.281	.077
	V.C.12	.537[a]	-.346	.449	-.352	.507	.157	-.385	.114	-.585	-.713	-.046
	V.C.13	-.346	.716[a]	-.282	-.051	-.446	.278	-.147	.250	.213	.010	.184
	V.C.14	.449	-.282	.531[a]	.262	.550	.216	-.740	.402	-.677	-.282	-.151
	V.C.15	-.352	-.051	.262	.537[a]	-.395	.028	-.099	.460	.272	.287	-.457
	V.C.16	.507	-.446	.550	-.395	.429[a]	-.097	-.501	-.098	-.768	-.206	.090
	V.C.17	.157	.278	.216	.028	-.097	.641[a]	-.154	.274	.018	-.306	.249
	V.C.18	-.385	-.147	-.740	-.099	-.501	-.154	.512[a]	-.624	.745	.381	.123
	V.C.19	.114	.250	.402	.460	-.098	.274	-.624	.698[a]	-.230	-.338	-.080
	V.C.20	-.585	.213	-.677	.272	-.768	.018	.745	-.230	.311[a]	.463	-.179
	V.C.21	-.713	.010	-.282	.287	-.206	-.306	.381	-.338	.463	.321[a]	-.102
	V.C.22	-.046	.184	-.151	-.457	.090	.249	.123	-.080	-.179	-.102	.868[a]
	V.C.23	.121	-.153	.674	-.053	.595	.046	-.482	-.175	-.548	.084	-.084
	V.C.24	.554	-.356	.344	-.513	.687	-.025	-.194	-.479	-.591	-.234	.085
	V.C.25	-.556	-.058	-.074	.538	-.417	-.314	.292	-.144	.340	.567	-.232
	V.C.26	-.602	.352	-.355	.464	-.823	-.185	.336	.135	.597	.301	-.147
	V.C.27	-.511	.143	-.081	.309	-.116	-.009	.012	.172	.305	.508	-.056
	V.C.29	.279	.184	.303	.018	.109	.123	-.475	.387	-.396	-.399	-.066
	V.C.30	-.534	.099	-.731	.266	-.646	-.373	.533	-.082	.731	.384	-.319

Anti-image Matrices

		V.C.23	V.C.24	V.C.25	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.015	-5.156E-5	-.045	-.031	.011	.009	.004
	V.C.2	-.004	.025	-.011	-.012	-.043	-.028	.003
	V.C.3	-.051	-.016	-.028	-.001	.012	-.024	.022
	V.C.4	.013	.021	-.002	-.020	-.029	-.003	-.007
	V.C.5	.019	.011	-.022	-.032	.036	-.006	-.001

	V.C.6	-.020	-.014	.021	.031	.014	-.034	.019
	V.C.7	.011	-.011	.043	.025	.004	-.007	.002
	V.C.8	-.020	-.009	.006	.018	.002	-.020	.013
	V.C.9	-.017	-.017	-.037	.006	.026	.019	.007
	V.C.10	.007	.000	.024	-.002	.004	-.003	.001
	V.C.11	.021	.019	-.032	-.033	-.027	.055	-.020
	V.C.12	.004	.015	-.024	-.023	-.029	.019	-.014
	V.C.13	-.008	-.013	-.003	.018	.011	.017	.003
	V.C.14	.020	.008	-.002	-.011	-.004	.017	-.015
	V.C.15	-.003	-.021	.034	.027	.027	.002	.010
	V.C.16	.022	.019	-.018	-.032	-.007	.008	-.017
	V.C.17	.004	-.001	-.029	-.015	-.001	.018	-.021
	V.C.18	-.016	-.005	.011	.011	.001	-.029	.012
	V.C.19	-.006	-.012	-.006	.005	.009	.025	-.002
	V.C.20	-.025	-.020	.018	.028	.021	-.034	.023
	V.C.21	.007	-.014	.052	.025	.062	-.059	.021
	V.C.22	-.005	.004	-.017	-.010	-.005	-.008	-.014
	V.C.23	.050	.022	.002	-.020	-.002	.006	-.023
	V.C.24	.022	.027	-.012	-.026	-.029	-.003	-.017
	V.C.25	.002	-.012	.066	.041	-.002	-.001	.015
	V.C.26	-.020	-.026	.041	.054	.008	1.625E-5	.022
	V.C.27	-.002	-.029	-.002	.008	.119	-.050	.014
	V.C.29	.006	-.003	-.001	1.625E-5	-.050	.176	-.015
	V.C.30	-.023	-.017	.015	.022	.014	-.015	.024
Anti-image Correlation	V.C.1	-.224	-.001	-.591	-.448	.104	.074	.086
	V.C.2	-.054	.479	-.136	-.159	-.392	-.209	.059
	V.C.3	-.635	-.277	-.304	-.015	.098	-.159	.390
	V.C.4	.321	.697	-.039	-.466	-.459	-.040	-.241
	V.C.5	.253	.196	-.256	-.419	.322	-.045	-.026
	V.C.6	-.390	-.376	.355	.597	.179	-.355	.536
	V.C.7	.179	-.243	.635	.414	.041	-.066	.060
	V.C.8	-.589	-.341	.164	.519	.032	-.315	.559
	V.C.9	-.228	-.306	-.432	.073	.231	.138	.141
	V.C.10	.104	.007	.319	-.035	.038	-.025	.017
	V.C.11	.233	.290	-.315	-.353	-.192	.325	-.318
	V.C.12	.121	.554	-.556	-.602	-.511	.279	-.534
	V.C.13	-.153	-.356	-.058	.352	.143	.184	.099
	V.C.14	.674	.344	-.074	-.355	-.081	.303	-.731

	V.C.15	-.053	-.513	.538	.464	.309	.018	.266
	V.C.16	.595	.687	-.417	-.823	-.116	.109	-.646
	V.C.17	.046	-.025	-.314	-.185	-.009	.123	-.373
	V.C.18	-.482	-.194	.292	.336	.012	-.475	.533
	V.C.19	-.175	-.479	-.144	.135	.172	.387	-.082
	V.C.20	-.548	-.591	.340	.597	.305	-.396	.731
	V.C.21	.084	-.234	.567	.301	.508	-.399	.384
	V.C.22	-.084	.085	-.232	-.147	-.056	-.066	-.319
	V.C.23	.583[a]	.584	.036	-.377	-.027	.061	-.662
	V.C.24	.584	.499[a]	-.282	-.671	-.504	-.048	-.666
	V.C.25	.036	-.282	.189[a]	.691	-.022	-.010	.376
	V.C.26	-.377	-.671	.691	.348[a]	.096	.000	.604
	V.C.27	-.027	-.504	-.022	.096	.604[a]	-.346	.256
	V.C.29	.061	-.048	-.010	.000	-.346	.763[a]	-.228
	V.C.30	-.662	-.666	.376	.604	.256	-.228	.503[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.902
V.C.2	1.000	.673
V.C.3	1.000	.734
V.C.4	1.000	.843
V.C.5	1.000	.726
V.C.6	1.000	.758
V.C.7	1.000	.824
V.C.8	1.000	.814
V.C.9	1.000	.761
V.C.10	1.000	.860
V.C.11	1.000	.640
V.C.12	1.000	.905
V.C.13	1.000	.810
V.C.14	1.000	.788
V.C.15	1.000	.755
V.C.16	1.000	.807
V.C.17	1.000	.883
V.C.18	1.000	.863
V.C.19	1.000	.812
V.C.20	1.000	.799
V.C.21	1.000	.853
V.C.22	1.000	.854
V.C.23	1.000	.719
V.C.24	1.000	.778
V.C.25	1.000	.898
V.C.26	1.000	.661
V.C.27	1.000	.716
V.C.29	1.000	.796
V.C.30	1.000	.878

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.959	37.791	37.791	10.959	37.791	37.791
2	2.669	9.202	46.993	2.669	9.202	46.993
3	2.301	7.934	54.927	2.301	7.934	54.927
4	1.903	6.562	61.488	1.903	6.562	61.488
5	1.548	5.337	66.825	1.548	5.337	66.825
6	1.385	4.777	71.602	1.385	4.777	71.602
7	1.245	4.294	75.897	1.245	4.294	75.897
8	1.098	3.785	79.682	1.098	3.785	79.682
9	.939	3.239	82.921			
10	.821	2.832	85.753			
11	.609	2.100	87.853			
12	.574	1.978	89.830			
13	.531	1.833	91.663			
14	.467	1.612	93.275			
15	.363	1.251	94.526			
16	.344	1.186	95.711			
17	.288	.995	96.706			
18	.241	.832	97.538			
19	.167	.575	98.112			
20	.148	.509	98.621			
21	.136	.470	99.091			
22	.093	.320	99.411			
23	.048	.165	99.575			
24	.046	.158	99.733			
25	.027	.091	99.824			
26	.024	.082	99.907			
27	.015	.052	99.958			
28	.008	.028	99.987			
29	.004	.013	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.342	18.419	18.419
2	4.024	13.874	32.293
3	3.302	11.385	43.679
4	2.553	8.804	52.482
5	2.537	8.748	61.231
6	2.119	7.307	68.538
7	1.835	6.326	74.864
8	1.397	4.818	79.682
9			
10			
11			
12			
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16			
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18			
19			
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29			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component							
	1	2	3	4	5	6	7	8
V.C.1	.683	.038	-.328	.091	.503	.243	-.058	.058
V.C.2	.513	.280	.438	.188	.115	.171	.228	-.100
V.C.3	.676	-.094	-.341	-.102	.183	-.076	-.308	-.086
V.C.4	.670	-.289	-.244	.016	.057	.489	.030	-.091
V.C.5	.589	-.268	-.141	.060	.406	-.332	.088	-.031
V.C.6	.609	-.205	.455	.201	-.082	.087	.019	-.288
V.C.7	.645	-.465	-.363	.115	-.001	.160	-.071	.123
V.C.8	.640	-.347	-.336	-.061	.125	.135	.018	.365
V.C.9	.558	.014	-.105	-.149	-.278	-.097	.489	.299
V.C.10	.519	-.621	.017	.199	-.151	-.289	.192	-.147
V.C.11	.394	-.032	.498	.328	-.102	.158	-.280	.120
V.C.12	.678	-.465	.262	.211	-.100	-.298	.113	-.064
V.C.13	.773	-.153	-.183	-.115	.072	-.138	.047	-.340
V.C.14	.749	.285	-.192	-.177	-.057	.196	.106	-.159
V.C.15	.599	-.068	.438	-.255	.069	-.172	-.172	.265
V.C.16	.661	.095	.444	-.219	.098	-.093	.011	.312
V.C.17	.425	.224	.532	-.084	.510	.239	.147	-.153
V.C.18	.699	.311	.000	-.274	-.080	-.323	.024	-.301
V.C.19	.822	.201	-.096	.057	-.082	.015	.271	-.057
V.C.20	.495	.001	.214	.611	-.214	.101	.080	.268
V.C.21	.292	-.388	.133	-.499	-.216	.416	.361	-.001
V.C.22	.729	.386	-.137	-.022	-.083	-.012	-.172	.344
V.C.23	.716	-.093	-.040	.073	-.046	-.387	-.188	.052
V.C.24	.666	.499	-.227	-.060	-.173	-.039	.000	-.002
V.C.25	.074	.497	-.208	.531	.390	-.159	.360	.116
V.C.26	.502	-.105	.288	-.339	.337	.003	-.292	.032
V.C.27	.509	.167	-.111	.479	-.148	.192	-.242	-.264
V.C.29	.702	.115	-.029	.040	-.403	.154	-.316	-.023
V.C.30	.676	.529	-.018	-.266	-.245	-.077	.002	-.054

Extraction Method: Principal Component Analysis.

a. 8 components extracted.

Rotated Component Matrix[a]

	Component							
	1	2	3	4	5	6	7	8
V.C.1	.276	.804	.048	.045	.156	.278	.264	-.062
V.C.2	.283	-.009	.101	.365	.141	.632	.120	.126
V.C.3	.427	.598	.275	-.025	.241	-.065	.009	-.235
V.C.4	.219	.763	.170	.211	-.080	.232	-.266	.092
V.C.5	.118	.446	.581	-.127	.271	.124	.267	-.004
V.C.6	.166	.078	.491	.470	.134	.438	-.224	-.046
V.C.7	.119	.762	.362	.217	.044	-.139	-.117	.123
V.C.8	.129	.763	.203	.077	.250	-.112	-.026	.303
V.C.9	.426	.160	.248	.035	.101	-.015	-.002	.693
V.C.10	-.003	.229	.855	.175	.007	-.040	-.128	.165
V.C.11	.021	.018	.094	.695	.317	.187	-.067	-.085
V.C.12	.095	.156	.811	.335	.250	.106	-.072	.149
V.C.13	.504	.429	.559	-.066	.081	.185	-.092	-.066
V.C.14	.730	.389	.062	.058	.019	.276	-.077	.117
V.C.15	.222	.076	.227	.180	.753	.143	-.129	.107
V.C.16	.313	.080	.145	.200	.701	.287	-.019	.261
V.C.17	.114	.085	-.009	.070	.358	.851	.058	-.041
V.C.18	.800	.007	.352	-.103	.228	.183	-.007	-.052
V.C.19	.649	.317	.296	.201	.035	.269	.108	.279
V.C.20	.099	.134	.214	.772	.038	.080	.224	.268
V.C.21	.039	.235	.095	-.090	.038	.260	-.687	.488
V.C.22	.663	.333	-.080	.294	.378	-.075	.196	.154
V.C.23	.421	.248	.515	.203	.374	-.137	.116	-.040
V.C.24	.826	.194	-.005	.134	.076	.034	.151	.100
V.C.25	.117	.053	-.052	.037	-.198	.220	.880	.125
V.C.26	.140	.274	.122	-.024	.641	.274	-.182	-.178
V.C.27	.406	.279	.138	.556	-.216	.097	.099	-.283
V.C.29	.615	.266	.101	.502	.132	-.081	-.239	-.052
V.C.30	.891	.017	.002	.083	.217	.121	-.022	.117

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 16 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6	7	8
1	.597	.480	.401	.292	.316	.225	-.016	.128
2	.600	-.334	-.552	.015	-.023	.186	.429	-.067
3	-.231	-.548	.077	.362	.463	.502	-.207	.013
4	-.238	.031	.197	.665	-.377	-.007	.552	-.124
5	-.333	.372	-.056	-.387	.291	.470	.465	-.275
6	-.123	.425	-.568	.297	-.286	.376	-.405	.074
7	-.031	-.118	.209	-.260	-.362	.391	.157	.752
8	-.216	.154	-.347	.192	.495	-.384	.251	.563

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20 V.C.21 V.C.22
V.C.23 V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20 V.C.21 V.C.22
V.C.23 V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet4] F:\Skripsi\analisis faktor penentu produktivitas ASN\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.553
Bartlett's Test of Sphericity	Approx. Chi-Square	727.616
	df	378
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
Anti-image Covariance	V.C.1	.134	-.007	.013	-.004	.013	-.002	-.017	-.006	.012	.011
	V.C.2	-.007	.103	-.003	.035	.018	.023	-.056	.020	-.016	-.009
	V.C.3	.013	-.003	.139	-.021	-.027	.020	-.019	.024	.022	-.023
	V.C.4	-.004	.035	-.021	.035	.025	-.016	-.019	-.008	-.038	.022
	V.C.5	.013	.018	-.027	.025	.115	-.009	-.046	-.015	-.005	.028
	V.C.6	-.002	.023	.020	-.016	-.009	.059	-.025	.032	.044	-.032
	V.C.7	-.017	-.056	-.019	-.019	-.046	-.025	.117	-.019	-.030	.001
	V.C.8	-.006	.020	.024	-.008	-.015	.032	-.019	.024	.023	-.022
	V.C.9	.012	-.016	.022	-.038	-.005	.044	-.030	.023	.137	-.052
	V.C.10	.011	-.009	-.023	.022	.028	-.032	.001	-.022	-.052	.093
	V.C.11	.008	-.017	-.031	.011	.049	-.034	-.027	-.030	.020	.023
	V.C.12	-.002	.009	-.004	.014	-.018	-.025	.007	-.010	-.034	-.011

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
	V.C.13	-.010	-.016	.002	-.026	-.013	.022	-.007	.010	.061	-.027
	V.C.14	-.009	-.019	-.022	.002	-.001	-.023	.021	-.016	-.019	.006
	V.C.15	.026	-.066	.017	-.027	-.027	-.024	.050	-.014	.002	.013
	V.C.16	.001	.004	-.032	.022	.031	-.027	.003	-.021	-.039	.023
	V.C.17	-.060	-.057	.009	-.026	-.065	-.011	.059	.001	.012	-.005
	V.C.18	.002	.024	.017	.003	-.008	.023	-.011	.018	-.001	-.005
	V.C.19	.003	-.037	.008	-.016	-.012	-.013	.018	-.009	.009	.003
	V.C.20	.009	.003	.043	-.018	-.019	.032	-.001	.025	.028	-.020
	V.C.21	.026	.001	.011	-.010	.064	.028	-.016	.007	.004	.011
	V.C.22	-.044	.012	-.029	.005	.000	.016	-.014	.007	-.009	.026
	V.C.23	-.021	-.004	-.055	.014	.021	-.023	.016	-.021	-.020	.007
	V.C.24	-.014	.026	-.025	.023	.008	-.013	-.005	-.008	-.031	.006
	V.C.26	-.008	-.009	.034	-.036	-.038	.040	-.005	.028	.068	-.036
	V.C.27	.014	-.044	.012	-.030	.038	.017	.008	.002	.031	.005
	V.C.29	.013	-.029	-.026	-.003	-.007	-.038	-.011	-.021	.023	-.003
	V.C.30	.025	.006	.036	-.008	.004	.019	-.014	.014	.023	-.006
Anti-image Correlation	V.C.1	.844[a]	-.059	.094	-.060	.102	-.018	-.135	-.100	.092	.102
	V.C.2	-.059	.473[a]	-.027	.588	.168	.299	-.511	.410	-.139	-.091
	V.C.3	.094	-.027	.654[a]	-.295	-.214	.221	-.150	.424	.158	-.206
	V.C.4	-.060	.588	-.295	.509[a]	.388	-.359	-.294	-.291	-.554	.386
	V.C.5	.102	.168	-.214	.388	.642[a]	-.107	-.393	-.286	-.037	.268
	V.C.6	-.018	.299	.221	-.359	-.107	.443[a]	-.306	.843	.496	-.431
	V.C.7	-.135	-.511	-.150	-.294	-.393	-.306	.710[a]	-.361	-.234	.008
	V.C.8	-.100	.410	.424	-.291	-.286	.843	-.361	.426[a]	.394	-.461
	V.C.9	.092	-.139	.158	-.554	-.037	.496	-.234	.394	.488[a]	-.460
	V.C.10	.102	-.091	-.206	.386	.268	-.431	.008	-.461	-.460	.661[a]
	V.C.11	.054	-.125	-.198	.144	.338	-.333	-.185	-.466	.129	.181
	V.C.12	-.031	.136	-.057	.388	-.264	-.516	.098	-.323	-.463	-.179
	V.C.13	-.117	-.224	.024	-.626	-.177	.414	-.086	.304	.745	-.401
	V.C.14	-.185	-.450	-.454	.077	-.033	-.716	.472	-.788	-.390	.159
	V.C.15	.241	-.693	.153	-.488	-.267	-.343	.497	-.306	.019	.140
	V.C.16	.008	.063	-.468	.652	.496	-.608	.041	-.751	-.570	.412
	V.C.17	-.436	-.477	.062	-.375	-.509	-.120	.458	.016	.089	-.044
	V.C.18	.043	.498	.305	.089	-.151	.622	-.211	.764	-.017	-.097
	V.C.19	.044	-.745	.146	-.567	-.231	-.342	.342	-.361	.158	.061
	V.C.20	.109	.040	.530	-.439	-.260	.600	-.014	.736	.344	-.296

Anti-image Matrices

	V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
V.C.21	.163	.009	.068	-.121	.436	.266	-.107	.113	.027	.082
V.C.22	-.405	.128	-.262	.091	.001	.220	-.142	.150	-.083	.290
V.C.23	-.251	-.050	-.656	.323	.271	-.431	.203	-.603	-.236	.097
V.C.24	-.217	.463	-.397	.715	.134	-.308	-.086	-.312	-.495	.107
V.C.26	-.068	-.091	.283	-.608	-.346	.519	-.045	.569	.571	-.373
V.C.27	.113	-.399	.096	-.460	.328	.199	.071	.036	.246	.047
V.C.29	.084	-.212	-.170	-.040	-.050	-.376	-.078	-.318	.148	-.022
V.C.30	.412	.120	.572	-.244	.078	.465	-.249	.544	.364	-.118

Anti-image Matrices

		V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20
Anti-image Covariance	V.C.1	.008	-.002	-.010	-.009	.026	.001	-.060	.002	.003	.009
	V.C.2	-.017	.009	-.016	-.019	-.066	.004	-.057	.024	-.037	.003
	V.C.3	-.031	-.004	.002	-.022	.017	-.032	.009	.017	.008	.043
	V.C.4	.011	.014	-.026	.002	-.027	.022	-.026	.003	-.016	-.018
	V.C.5	.049	-.018	-.013	-.001	-.027	.031	-.065	-.008	-.012	-.019
	V.C.6	-.034	-.025	.022	-.023	-.024	-.027	-.011	.023	-.013	.032
	V.C.7	-.027	.007	-.007	.021	.050	.003	.059	-.011	.018	-.001
	V.C.8	-.030	-.010	.010	-.016	-.014	-.021	.001	.018	-.009	.025
	V.C.9	.020	-.034	.061	-.019	.002	-.039	.012	-.001	.009	.028
	V.C.10	.023	-.011	-.027	.006	.013	.023	-.005	-.005	.003	-.020
	V.C.11	.178	.004	.021	.013	-.007	.024	-.027	-.040	.018	-.055
	V.C.12	.004	.039	-.020	.013	-.004	.013	-.002	-.008	.001	-.022
	V.C.13	.021	-.020	.050	-.009	-.002	-.021	.023	-.005	.008	.012
	V.C.14	.013	.013	-.009	.018	.014	.014	.010	-.015	.008	-.020
	V.C.15	-.007	-.004	-.002	.014	.087	-.012	.027	-.014	.029	.007
	V.C.16	.024	.013	-.021	.014	-.012	.034	-.018	-.012	-.005	-.029
	V.C.17	-.027	-.002	.023	.010	.027	-.018	.141	-.004	.014	.011
	V.C.18	-.040	-.008	-.005	-.015	-.014	-.012	-.004	.023	-.014	.024
	V.C.19	.018	.001	.008	.008	.029	-.005	.014	-.014	.024	-.007
	V.C.20	-.055	-.022	.012	-.020	.007	-.029	.011	.024	-.007	.047
	V.C.21	-.024	-.049	.005	-.017	-.003	.003	-.026	.018	-.021	.033
	V.C.22	.001	-.013	.012	-.007	-.035	.000	.021	.009	-.005	-.007
	V.C.23	.024	.008	-.008	.020	-.006	.028	.005	-.018	-.006	-.029
	V.C.24	.016	.017	-.015	.008	-.023	.021	-.008	-.003	-.014	-.021
	V.C.26	-.027	-.023	.039	-.018	.014	-.048	.006	.010	.016	.037
	V.C.27	-.031	-.043	.011	-.004	.039	-.009	-.002	.001	.009	.025

Anti-image Matrices

		V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20
	V.C.29	.060	.027	.017	.017	.003	.009	.020	-.032	.025	-.038
	V.C.30	-.016	-.014	.005	-.017	.004	-.018	-.018	.012	-.001	.025
Anti-image Correlation	V.C.1	.054	-.031	-.117	-.185	.241	.008	-.436	.043	.044	.109
	V.C.2	-.125	.136	-.224	-.450	-.693	.063	-.477	.498	-.745	.040
	V.C.3	-.198	-.057	.024	-.454	.153	-.468	.062	.305	.146	.530
	V.C.4	.144	.388	-.626	.077	-.488	.652	-.375	.089	-.567	-.439
	V.C.5	.338	-.264	-.177	-.033	-.267	.496	-.509	-.151	-.231	-.260
	V.C.6	-.333	-.516	.414	-.716	-.343	-.608	-.120	.622	-.342	.600
	V.C.7	-.185	.098	-.086	.472	.497	.041	.458	-.211	.342	-.014
	V.C.8	-.466	-.323	.304	-.788	-.306	-.751	.016	.764	-.361	.736
	V.C.9	.129	-.463	.745	-.390	.019	-.570	.089	-.017	.158	.344
	V.C.10	.181	-.179	-.401	.159	.140	.412	-.044	-.097	.061	-.296
	V.C.11	.482[a]	.052	.222	.232	-.059	.311	-.171	-.614	.284	-.599
	V.C.12	.052	.607[a]	-.456	.492	-.076	.364	-.022	-.280	.041	-.507
	V.C.13	.222	-.456	.676[a]	-.288	-.024	-.517	.274	-.136	.245	.247
	V.C.14	.232	.492	-.288	.505[a]	.359	.573	.204	-.753	.397	-.695
	V.C.15	-.059	-.076	-.024	.359	.585[a]	-.224	.247	-.317	.644	.112
	V.C.16	.311	.364	-.517	.573	-.224	.436[a]	-.264	-.436	-.175	-.733
	V.C.17	-.171	-.022	.274	.204	.247	-.264	.592[a]	-.068	.243	.140
	V.C.18	-.614	-.280	-.136	-.753	-.317	-.436	-.068	.528[a]	-.615	.718
	V.C.19	.284	.041	.245	.397	.644	-.175	.243	-.615	.670[a]	-.195
	V.C.20	-.599	-.507	.247	-.695	.112	-.733	.140	.718	-.195	.321[a]
	V.C.21	-.132	-.581	.052	-.293	-.025	.040	-.164	.273	-.315	.349
	V.C.22	.005	-.215	.176	-.174	-.405	-.007	.190	.205	-.118	-.110
	V.C.23	.258	.169	-.151	.679	-.086	.671	.060	-.515	-.172	-.596
	V.C.24	.221	.498	-.389	.338	-.447	.652	-.125	-.122	-.548	-.549
	V.C.26	-.197	-.364	.542	-.422	.152	-.814	.047	.194	.328	.532
	V.C.27	-.210	-.629	.142	-.083	.381	-.138	-.017	.020	.170	.332
	V.C.29	.339	.328	.184	.303	.027	.115	.126	-.494	.390	-.418
	V.C.30	-.227	-.422	.130	-.761	.082	-.581	-.290	.478	-.030	.692

Anti-image Matrices

		V.C.21	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	.026	-.044	-.021	-.014	-.008	.014	.013	.025
	V.C.2	.001	.012	-.004	.026	-.009	-.044	-.029	.006
	V.C.3	.011	-.029	-.055	-.025	.034	.012	-.026	.036

Anti-image Matrices

		V.C.21	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
	V.C.4	-.010	.005	.014	.023	-.036	-.030	-.003	-.008
	V.C.5	.064	.000	.021	.008	-.038	.038	-.007	.004
	V.C.6	.028	.016	-.023	-.013	.040	.017	-.038	.019
	V.C.7	-.016	-.014	.016	-.005	-.005	.008	-.011	-.014
	V.C.8	.007	.007	-.021	-.008	.028	.002	-.021	.014
	V.C.9	.004	-.009	-.020	-.031	.068	.031	.023	.023
	V.C.10	.011	.026	.007	.006	-.036	.005	-.003	-.006
	V.C.11	-.024	.001	.024	.016	-.027	-.031	.060	-.016
	V.C.12	-.049	-.013	.008	.017	-.023	-.043	.027	-.014
	V.C.13	.005	.012	-.008	-.015	.039	.011	.017	.005
	V.C.14	-.017	-.007	.020	.008	-.018	-.004	.017	-.017
	V.C.15	-.003	-.035	-.006	-.023	.014	.039	.003	.004
	V.C.16	.003	.000	.028	.021	-.048	-.009	.009	-.018
	V.C.17	-.026	.021	.005	-.008	.006	-.002	.020	-.018
	V.C.18	.018	.009	-.018	-.003	.010	.001	-.032	.012
	V.C.19	-.021	-.005	-.006	-.014	.016	.009	.025	-.001
	V.C.20	.033	-.007	-.029	-.021	.037	.025	-.038	.025
	V.C.21	.185	.005	.007	-.007	-.021	.093	-.086	.016
	V.C.22	.005	.086	-.005	.001	.002	-.006	-.009	-.013
	V.C.23	.007	-.005	.050	.024	-.040	-.002	.006	-.027
	V.C.24	-.007	.001	.024	.030	-.038	-.031	-.004	-.018
	V.C.26	-.021	.002	-.040	-.038	.103	.017	.001	.028
	V.C.27	.093	-.006	-.002	-.031	.017	.119	-.050	.016
	V.C.29	-.086	-.009	.006	-.004	.001	-.050	.176	-.017
	V.C.30	.016	-.013	-.027	-.018	.028	.016	-.017	.028
Anti-image Correlation	V.C.1	.163	-.405	-.251	-.217	-.068	.113	.084	.412
	V.C.2	.009	.128	-.050	.463	-.091	-.399	-.212	.120
	V.C.3	.068	-.262	-.656	-.397	.283	.096	-.170	.572
	V.C.4	-.121	.091	.323	.715	-.608	-.460	-.040	-.244
	V.C.5	.436	.001	.271	.134	-.346	.328	-.050	.078
	V.C.6	.266	.220	-.431	-.308	.519	.199	-.376	.465
	V.C.7	-.107	-.142	.203	-.086	-.045	.071	-.078	-.249
	V.C.8	.113	.150	-.603	-.312	.569	.036	-.318	.544
	V.C.9	.027	-.083	-.236	-.495	.571	.246	.148	.364
	V.C.10	.082	.290	.097	.107	-.373	.047	-.022	-.118
	V.C.11	-.132	.005	.258	.221	-.197	-.210	.339	-.227

Anti-image Matrices

	V.C.21	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
V.C.12	-.581	-.215	.169	.498	-.364	-.629	.328	-.422
V.C.13	.052	.176	-.151	-.389	.542	.142	.184	.130
V.C.14	-.293	-.174	.679	.338	-.422	-.083	.303	-.761
V.C.15	-.025	-.405	-.086	-.447	.152	.381	.027	.082
V.C.16	.040	-.007	.671	.652	-.814	-.138	.115	-.581
V.C.17	-.164	.190	.060	-.125	.047	-.017	.126	-.290
V.C.18	.273	.205	-.515	-.122	.194	.020	-.494	.478
V.C.19	-.315	-.118	-.172	-.548	.328	.170	.390	-.030
V.C.20	.349	-.110	-.596	-.549	.532	.332	-.418	.692
V.C.21	.396[a]	.037	.078	-.094	-.152	.632	-.478	.223
V.C.22	.037	.859[a]	-.078	.021	.018	-.062	-.070	-.257
V.C.23	.078	-.078	.543[a]	.620	-.556	-.026	.061	-.729
V.C.24	-.094	.021	.620	.501[a]	-.686	-.532	-.053	-.629
V.C.26	-.152	.018	-.556	-.686	.375[a]	.154	.010	.515
V.C.27	.632	-.062	-.026	-.532	.154	.546[a]	-.347	.286
V.C.29	-.478	-.070	.061	-.053	.010	-.347	.741[a]	-.242
V.C.30	.223	-.257	-.729	-.629	.515	.286	-.242	.517[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.856
V.C.2	1.000	.639
V.C.3	1.000	.699
V.C.4	1.000	.829
V.C.5	1.000	.672
V.C.6	1.000	.743
V.C.7	1.000	.820
V.C.8	1.000	.804
V.C.9	1.000	.684
V.C.10	1.000	.857
V.C.11	1.000	.625
V.C.12	1.000	.908
V.C.13	1.000	.796
V.C.14	1.000	.786
V.C.15	1.000	.729
V.C.16	1.000	.816
V.C.17	1.000	.859
V.C.18	1.000	.841
V.C.19	1.000	.778
V.C.20	1.000	.733
V.C.21	1.000	.822
V.C.22	1.000	.841
V.C.23	1.000	.718
V.C.24	1.000	.784
V.C.26	1.000	.617
V.C.27	1.000	.647
V.C.29	1.000	.656
V.C.30	1.000	.871

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.954	39.123	39.123	10.954	39.123	39.123
2	2.542	9.079	48.202	2.542	9.079	48.202
3	2.273	8.119	56.321	2.273	8.119	56.321
4	1.749	6.247	62.568	1.749	6.247	62.568
5	1.440	5.144	67.713	1.440	5.144	67.713
6	1.355	4.839	72.551	1.355	4.839	72.551
7	1.115	3.983	76.534	1.115	3.983	76.534
8	.993	3.546	80.080			
9	.858	3.063	83.143			
10	.783	2.798	85.942			
11	.609	2.174	88.115			
12	.570	2.034	90.150			
13	.502	1.793	91.943			
14	.443	1.582	93.525			
15	.361	1.288	94.814			
16	.333	1.190	96.003			
17	.288	1.030	97.033			
18	.183	.654	97.687			
19	.148	.530	98.217			
20	.136	.487	98.704			
21	.126	.452	99.156			
22	.093	.331	99.487			
23	.048	.170	99.657			
24	.033	.119	99.776			
25	.026	.094	99.870			
26	.024	.084	99.954			
27	.008	.030	99.984			
28	.004	.016	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.335	19.055	19.055
2	3.994	14.264	33.320
3	3.258	11.637	44.957
4	2.628	9.387	54.344
5	2.568	9.170	63.514
6	1.986	7.092	70.606
7	1.660	5.928	76.534
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
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21			
22			
23			
24			
25			
26			
27			
28			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.681	.086	-.280	.089	.546	-.015	.012
V.C.2	.511	-.308	.421	-.095	.156	.167	-.211
V.C.3	.676	.142	-.330	.112	.179	-.259	.023
V.C.4	.671	.317	-.193	-.022	.301	.382	-.063
V.C.5	.589	.338	-.050	.190	.095	-.365	-.173
V.C.6	.611	.121	.496	-.167	.023	.069	-.278
V.C.7	.647	.528	-.262	-.100	.118	.093	.148
V.C.8	.640	.403	-.268	.132	.103	.125	.342
V.C.9	.557	-.001	-.119	.102	-.484	.303	.150
V.C.10	.520	.631	.156	-.096	-.336	-.085	-.187
V.C.11	.395	-.032	.529	-.319	.136	.014	.260
V.C.12	.679	.440	.373	-.083	-.284	-.140	-.090
V.C.13	.773	.168	-.167	.144	-.053	-.108	-.326
V.C.14	.748	-.276	-.271	.056	.035	.217	-.158
V.C.15	.601	-.075	.390	.290	-.078	-.176	.299
V.C.16	.662	-.204	.389	.292	-.081	-.025	.304
V.C.17	.424	-.294	.496	.321	.424	.111	-.227
V.C.18	.699	-.349	-.100	.184	-.271	-.208	-.266
V.C.19	.821	-.157	-.113	-.090	-.097	.134	-.178
V.C.20	.494	.055	.303	-.596	.004	.104	.166
V.C.21	.296	.235	.094	.406	-.203	.681	-.003
V.C.22	.727	-.358	-.209	-.103	.013	-.076	.351
V.C.23	.717	.106	-.013	-.066	-.170	-.392	.079
V.C.24	.664	-.460	-.326	-.124	-.095	-.015	-.019
V.C.26	.504	-.014	.244	.438	.237	-.172	.161
V.C.27	.508	-.074	-.070	-.563	.213	-.007	-.130
V.C.29	.704	-.162	-.086	-.317	-.058	.067	.138
V.C.30	.676	-.576	-.169	.039	-.225	.016	-.029

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

Rotated Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.285	.820	.027	.070	.150	.258	-.092
V.C.2	.311	-.017	.078	.382	.165	.598	.075
V.C.3	.381	.636	.286	-.042	.209	-.010	-.144
V.C.4	.186	.739	.166	.221	-.069	.223	.343
V.C.5	.146	.469	.572	-.097	.237	.126	-.149
V.C.6	.132	.078	.496	.453	.129	.487	.123
V.C.7	.109	.745	.358	.242	.036	-.156	.203
V.C.8	.150	.729	.192	.121	.268	-.199	.294
V.C.9	.496	.089	.231	.102	.170	-.186	.551
V.C.10	-.008	.209	.847	.202	.023	-.065	.225
V.C.11	-.004	.019	.082	.681	.343	.189	-.018
V.C.12	.092	.142	.804	.353	.272	.077	.172
V.C.13	.468	.447	.562	-.067	.075	.213	.076
V.C.14	.720	.386	.058	.066	.030	.260	.204
V.C.15	.224	.077	.241	.173	.748	.131	.097
V.C.16	.337	.063	.137	.218	.740	.202	.208
V.C.17	.115	.094	-.032	.073	.391	.822	.046
V.C.18	.777	.037	.358	-.115	.228	.205	-.020
V.C.19	.683	.300	.285	.234	.044	.222	.185
V.C.20	.157	.105	.195	.809	.041	.036	.032
V.C.21	.016	.157	.102	-.076	.103	.166	.861
V.C.22	.696	.337	-.076	.307	.362	-.100	-.046
V.C.23	.420	.273	.524	.203	.343	-.108	-.150
V.C.24	.845	.207	-.003	.144	.059	.035	-.035
V.C.26	.095	.302	.124	-.045	.643	.293	.001
V.C.27	.361	.307	.126	.538	-.218	.158	-.208
V.C.29	.571	.274	.122	.473	.105	-.016	.063
V.C.30	.893	.027	.012	.077	.213	.122	.076

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6	7
1	.593	.478	.397	.306	.322	.205	.147
2	-.619	.425	.562	.007	-.124	-.250	.204
3	-.388	-.469	.202	.416	.433	.472	.072
4	-.066	.076	-.025	-.774	.515	.198	.294
5	-.307	.584	-.427	.085	.008	.485	-.373
6	-.020	.071	-.359	.184	-.307	.200	.835
7	-.122	.138	-.415	.305	.578	-.598	.096

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.21 V.C.22 V.C.23
V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.21 V.C.22 V.C.23
V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

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[DataSet4] F:\Skripsi\analisis faktor penentu produktivitas ASN\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.617
Bartlett's Test of Sphericity	Approx. Chi-Square	674.711
	df	351
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
Anti-image Covariance	V.C.1	.136	-.008	.007	-.001	.018	-.012	-.017	-.023	.008	.017
	V.C.2	-.008	.103	-.008	.045	.021	.033	-.056	.041	-.021	-.008
	V.C.3	.007	-.008	.193	-.007	-.014	-.019	-.025	.006	-.005	-.008
	V.C.4	-.001	.045	-.007	.043	.023	-.008	-.024	.002	-.039	.020
	V.C.5	.018	.021	-.014	.023	.124	.007	-.050	-.012	.008	.023
	V.C.6	-.012	.033	-.019	-.008	.007	.092	-.039	.051	.046	-.032
	V.C.7	-.017	-.056	-.025	-.024	-.050	-.039	.117	-.040	-.033	.000
	V.C.8	-.023	.041	.006	.002	-.012	.051	-.040	.052	.020	-.027
	V.C.9	.008	-.021	-.005	-.039	.008	.046	-.033	.020	.155	-.050
	V.C.10	.017	-.008	-.008	.020	.023	-.032	.000	-.027	-.050	.102
	V.C.11	.029	-.021	.041	-.018	.044	.007	-.044	-.005	.093	.001
	V.C.12	.002	.013	.029	.010	-.038	-.021	.008	.004	-.032	-.029
	V.C.13	-.013	-.018	-.013	-.028	-.010	.024	-.007	.010	.066	-.026
	V.C.14	-.010	-.035	-.011	-.014	-.020	-.029	.041	-.024	-.016	-.004
	V.C.15	.025	-.067	.014	-.030	-.026	-.046	.051	-.039	-.002	.017
	V.C.16	.013	.012	-.017	.030	.044	-.025	.004	-.028	-.053	.026

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
	V.C.17	-.064	-.059	-.002	-.028	-.066	-.030	.060	-.011	.007	.000
	V.C.18	-.004	.048	-.012	.030	.004	.023	-.022	.025	-.035	.012
	V.C.19	.004	-.038	.021	-.024	-.016	-.014	.019	-.012	.015	.000
	V.C.21	.023	-.001	-.029	.004	.094	.010	-.017	-.024	-.019	.030
	V.C.22	-.043	.013	-.031	.003	-.003	.032	-.015	.023	-.006	.026
	V.C.23	-.024	-.003	-.061	.005	.015	-.010	.023	-.019	-.005	-.009
	V.C.24	-.014	.038	-.013	.027	-.001	.002	-.008	.008	-.032	-.005
	V.C.26	-.021	-.016	.000	-.039	-.034	.034	-.006	.027	.073	-.032
	V.C.27	.011	-.051	-.016	-.028	.058	2.197E-5	.010	-.027	.021	.019
	V.C.29	.024	-.032	.014	-.026	-.029	-.024	-.015	-.002	.062	-.025
	V.C.30	.040	.010	.034	.004	.030	.006	-.026	.004	.017	.009
Anti-image Correlation	V.C.1	.819[a]	-.064	.043	-.014	.136	-.105	-.134	-.268	.058	.142
	V.C.2	-.064	.398[a]	-.057	.674	.185	.343	-.511	.562	-.163	-.082
	V.C.3	.043	-.057	.845[a]	-.082	-.093	-.142	-.168	.059	-.030	-.060
	V.C.4	-.014	.674	-.082	.530[a]	.316	-.133	-.334	.053	-.477	.298
	V.C.5	.136	.185	-.093	.316	.616[a]	.063	-.411	-.146	.057	.207
	V.C.6	-.105	.343	-.142	-.133	.063	.597[a]	-.371	.742	.386	-.331
	V.C.7	-.134	-.511	-.168	-.334	-.411	-.371	.648[a]	-.518	-.244	.004
	V.C.8	-.268	.562	.059	.053	-.146	.742	-.518	.574[a]	.223	-.376
	V.C.9	.058	-.163	-.030	-.477	.057	.386	-.244	.223	.538[a]	-.400
	V.C.10	.142	-.082	-.060	.298	.207	-.331	.004	-.376	-.400	.713[a]
	V.C.11	.150	-.126	.177	-.166	.236	.042	-.242	-.046	.446	.005
	V.C.12	.028	.181	.290	.214	-.475	-.307	.105	.085	-.356	-.400
	V.C.13	-.150	-.242	-.130	-.595	-.120	.342	-.085	.186	.725	-.354
	V.C.14	-.153	-.588	-.141	-.353	-.308	-.520	.643	-.569	-.223	-.069
	V.C.15	.232	-.702	.111	-.491	-.248	-.516	.502	-.577	-.021	.183
	V.C.16	.129	.137	-.139	.540	.465	-.310	.045	-.461	-.499	.299
	V.C.17	-.458	-.488	-.015	-.352	-.494	-.258	.464	-.130	.044	-.003
	V.C.18	-.051	.675	-.128	.647	.053	.343	-.288	.500	-.404	.174
	V.C.19	.067	-.752	.300	-.740	-.297	-.286	.346	-.328	.244	.004
	V.C.21	.134	-.006	-.147	.038	.582	.075	-.109	-.227	-.105	.207
	V.C.22	-.398	.133	-.242	.047	-.028	.360	-.144	.343	-.048	.272
	V.C.23	-.234	-.032	-.500	.085	.150	-.115	.242	-.303	-.042	-.103
	V.C.24	-.189	.581	-.149	.632	-.011	.032	-.113	.163	-.390	-.070
	V.C.26	-.149	-.133	.001	-.492	-.254	.295	-.045	.309	.488	-.267
	V.C.27	.081	-.437	-.100	-.371	.454	.000	.080	-.325	.149	.162

Anti-image Matrices

	V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
V.C.29	.144	-.215	.067	-.274	-.180	-.172	-.092	-.017	.341	-.169
V.C.30	.469	.128	.335	.092	.370	.085	-.332	.072	.185	.127

Anti-image Matrices

		V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.21
Anti-image Covariance	V.C.1	.029	.002	-.013	-.010	.025	.013	-.064	-.004	.004	.023
	V.C.2	-.021	.013	-.018	-.035	-.067	.012	-.059	.048	-.038	-.001
	V.C.3	.041	.029	-.013	-.011	.014	-.017	-.002	-.012	.021	-.029
	V.C.4	-.018	.010	-.028	-.014	-.030	.030	-.028	.030	-.024	.004
	V.C.5	.044	-.038	-.010	-.020	-.026	.044	-.066	.004	-.016	.094
	V.C.6	.007	-.021	.024	-.029	-.046	-.025	-.030	.023	-.014	.010
	V.C.7	-.044	.008	-.007	.041	.051	.004	.060	-.022	.019	-.017
	V.C.8	-.005	.004	.010	-.024	-.039	-.028	-.011	.025	-.012	-.024
	V.C.9	.093	-.032	.066	-.016	-.002	-.053	.007	-.035	.015	-.019
	V.C.10	.001	-.029	-.026	-.004	.017	.026	.000	.012	.000	.030
	V.C.11	.278	-.044	.058	-.031	.002	-.034	-.022	-.038	.018	.025
	V.C.12	-.044	.053	-.021	.010	-.001	-.001	.005	.007	-.002	-.053
	V.C.13	.058	-.021	.053	-.007	-.004	-.032	.022	-.024	.011	-.004
	V.C.14	-.031	.010	-.007	.034	.033	.007	.030	-.021	.011	-.006
	V.C.15	.002	-.001	-.004	.033	.088	-.017	.026	-.038	.032	-.009
	V.C.16	-.034	-.001	-.032	.007	-.017	.073	-.024	.011	-.020	.058
	V.C.17	-.022	.005	.022	.030	.026	-.024	.144	-.020	.017	-.040
	V.C.18	-.038	.007	-.024	-.021	-.038	.011	-.020	.048	-.024	.003
	V.C.19	.018	-.002	.011	.011	.032	-.020	.017	-.024	.025	-.019
	V.C.21	.025	-.053	-.004	-.006	-.009	.058	-.040	.003	-.019	.210
	V.C.22	-.012	-.021	.014	-.019	-.035	-.010	.023	.027	-.007	.011
	V.C.23	-.023	-.012	.000	.024	-.002	.032	.019	-.010	-.016	.049
	V.C.24	-.017	.014	-.015	-.003	-.028	.024	-.004	.021	-.026	.012
	V.C.26	.036	-.011	.044	-.006	.012	-.075	-.005	-.027	.031	-.074
	V.C.27	-.003	-.048	.005	.015	.040	.016	-.009	-.027	.015	.098
	V.C.29	.030	.016	.035	.002	.011	-.039	.036	-.031	.025	-.083
	V.C.30	.040	-.006	-.003	-.023	.000	-.009	-.048	-.002	.005	-.003
Anti-image Correlation	V.C.1	.150	.028	-.150	-.153	.232	.129	-.458	-.051	.067	.134
	V.C.2	-.126	.181	-.242	-.588	-.702	.137	-.488	.675	-.752	-.006
	V.C.3	.177	.290	-.130	-.141	.111	-.139	-.015	-.128	.300	-.147
	V.C.4	-.166	.214	-.595	-.353	-.491	.540	-.352	.647	-.740	.038
	V.C.5	.236	-.475	-.120	-.308	-.248	.465	-.494	.053	-.297	.582

Anti-image Matrices

	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.21
V.C.6	.042	-.307	.342	-.520	-.516	-.310	-.258	.343	-.286	.075
V.C.7	-.242	.105	-.085	.643	.502	.045	.464	-.288	.346	-.109
V.C.8	-.046	.085	.186	-.569	-.577	-.461	-.130	.500	-.328	-.227
V.C.9	.446	-.356	.725	-.223	-.021	-.499	.044	-.404	.244	-.105
V.C.10	.005	-.400	-.354	-.069	.183	.299	-.003	.174	.004	.207
V.C.11	.558[a]	-.365	.478	-.322	.010	-.235	-.109	-.330	.213	.103
V.C.12	-.365	.706[a]	-.395	.225	-.022	-.013	.058	.141	-.068	-.501
V.C.13	.478	-.395	.677[a]	-.166	-.053	-.510	.250	-.465	.309	-.038
V.C.14	-.322	.225	-.166	.617[a]	.612	.131	.424	-.507	.371	-.074
V.C.15	.010	-.022	-.053	.612	.511[a]	-.209	.235	-.575	.683	-.069
V.C.16	-.235	-.013	-.510	.131	-.209	.584[a]	-.239	.190	-.477	.464
V.C.17	-.109	.058	.250	.424	.235	-.239	.523[a]	-.246	.279	-.229
V.C.18	-.330	.141	-.465	-.507	-.575	.190	-.246	.573[a]	-.697	.034
V.C.19	.213	-.068	.309	.371	.683	-.477	.279	-.697	.587[a]	-.269
V.C.21	.103	-.501	-.038	-.074	-.069	.464	-.229	.034	-.269	.379[a]
V.C.22	-.076	-.316	.211	-.350	-.398	-.130	.209	.410	-.143	.081
V.C.23	-.154	-.191	-.005	.460	-.024	.430	.180	-.157	-.366	.379
V.C.24	-.161	.304	-.312	-.072	-.464	.440	-.058	.469	-.799	.125
V.C.26	.180	-.128	.501	-.085	.110	-.735	-.033	-.321	.520	-.426
V.C.27	-.014	-.566	.065	.218	.367	.164	-.068	-.334	.254	.584
V.C.29	.122	.149	.327	.020	.082	-.309	.206	-.306	.346	-.390
V.C.30	.325	-.113	-.059	-.539	.006	-.151	-.542	-.039	.148	-.027

Anti-image Matrices

		V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.043	-.024	-.014	-.021	.011	.024	.040
	V.C.2	.013	-.003	.038	-.016	-.051	-.032	.010
	V.C.3	-.031	-.061	-.013	.000	-.016	.014	.034
	V.C.4	.003	.005	.027	-.039	-.028	-.026	.004
	V.C.5	-.003	.015	-.001	-.034	.058	-.029	.030
	V.C.6	.032	-.010	.002	.034	2.197E-5	-.024	.006
	V.C.7	-.015	.023	-.008	-.006	.010	-.015	-.026
	V.C.8	.023	-.019	.008	.027	-.027	-.002	.004
	V.C.9	-.006	-.005	-.032	.073	.021	.062	.017

Anti-image Matrices

		V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
	V.C.10	.026	-.009	-.005	-.032	.019	-.025	.009
	V.C.11	-.012	-.023	-.017	.036	-.003	.030	.040
	V.C.12	-.021	-.012	.014	-.011	-.048	.016	-.006
	V.C.13	.014	.000	-.015	.044	.005	.035	-.003
	V.C.14	-.019	.024	-.003	-.006	.015	.002	-.023
	V.C.15	-.035	-.002	-.028	.012	.040	.011	.000
	V.C.16	-.010	.032	.024	-.075	.016	-.039	-.009
	V.C.17	.023	.019	-.004	-.005	-.009	.036	-.048
	V.C.18	.027	-.010	.021	-.027	-.027	-.031	-.002
	V.C.19	-.007	-.016	-.026	.031	.015	.025	.005
	V.C.21	.011	.049	.012	-.074	.098	-.083	-.003
	V.C.22	.087	-.015	-.003	.010	-.003	-.017	-.017
	V.C.23	-.015	.078	.025	-.037	.023	-.033	-.035
	V.C.24	-.003	.025	.042	-.043	-.033	-.035	-.020
	V.C.26	.010	-.037	-.043	.144	-.004	.053	.021
	V.C.27	-.003	.023	-.033	-.004	.133	-.041	.007
	V.C.29	-.017	-.033	-.035	.053	-.041	.213	.008
	V.C.30	-.017	-.035	-.020	.021	.007	.008	.054
Anti-image Correlation	V.C.1	-.398	-.234	-.189	-.149	.081	.144	.469
	V.C.2	.133	-.032	.581	-.133	-.437	-.215	.128
	V.C.3	-.242	-.500	-.149	.001	-.100	.067	.335
	V.C.4	.047	.085	.632	-.492	-.371	-.274	.092
	V.C.5	-.028	.150	-.011	-.254	.454	-.180	.370
	V.C.6	.360	-.115	.032	.295	.000	-.172	.085
	V.C.7	-.144	.242	-.113	-.045	.080	-.092	-.332
	V.C.8	.343	-.303	.163	.309	-.325	-.017	.072
	V.C.9	-.048	-.042	-.390	.488	.149	.341	.185
	V.C.10	.272	-.103	-.070	-.267	.162	-.169	.127
	V.C.11	-.076	-.154	-.161	.180	-.014	.122	.325
	V.C.12	-.316	-.191	.304	-.128	-.566	.149	-.113
	V.C.13	.211	-.005	-.312	.501	.065	.327	-.059
	V.C.14	-.350	.460	-.072	-.085	.218	.020	-.539
	V.C.15	-.398	-.024	-.464	.110	.367	.082	.006
	V.C.16	-.130	.430	.440	-.735	.164	-.309	-.151
	V.C.17	.209	.180	-.058	-.033	-.068	.206	-.542
	V.C.18	.410	-.157	.469	-.321	-.334	-.306	-.039

Anti-image Matrices

	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
V.C.19	-.143	-.366	-.799	.520	.254	.346	.148
V.C.21	.081	.379	.125	-.426	.584	-.390	-.027
V.C.22	.791[a]	-.179	-.047	.091	-.028	-.128	-.253
V.C.23	-.179	.706[a]	.436	-.351	.227	-.257	-.547
V.C.24	-.047	.436	.572[a]	-.557	-.443	-.372	-.413
V.C.26	.091	-.351	-.557	.486[a]	-.029	.302	.239
V.C.27	-.028	.227	-.443	-.029	.558[a]	-.243	.082
V.C.29	-.128	-.257	-.372	.302	-.243	.773[a]	.072
V.C.30	-.253	-.547	-.413	.239	.082	.072	.712[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.870
V.C.2	1.000	.639
V.C.3	1.000	.679
V.C.4	1.000	.829
V.C.5	1.000	.769
V.C.6	1.000	.739
V.C.7	1.000	.827
V.C.8	1.000	.797
V.C.9	1.000	.680
V.C.10	1.000	.855
V.C.11	1.000	.722
V.C.12	1.000	.907
V.C.13	1.000	.753
V.C.14	1.000	.779
V.C.15	1.000	.721
V.C.16	1.000	.817
V.C.17	1.000	.863
V.C.18	1.000	.773
V.C.19	1.000	.787
V.C.21	1.000	.813
V.C.22	1.000	.801
V.C.23	1.000	.717
V.C.24	1.000	.784
V.C.26	1.000	.599
V.C.27	1.000	.780
V.C.29	1.000	.698
V.C.30	1.000	.868

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.729	39.737	39.737	10.729	39.737	39.737
2	2.541	9.410	49.146	2.541	9.410	49.146
3	2.226	8.243	57.389	2.226	8.243	57.389
4	1.492	5.527	62.917	1.492	5.527	62.917
5	1.440	5.335	68.251	1.440	5.335	68.251
6	1.338	4.956	73.207	1.338	4.956	73.207
7	1.098	4.068	77.275	1.098	4.068	77.275
8	.887	3.284	80.559			
9	.812	3.009	83.568			
10	.779	2.885	86.452			
11	.604	2.238	88.691			
12	.552	2.043	90.734			
13	.464	1.717	92.451			
14	.413	1.530	93.981			
15	.360	1.334	95.315			
16	.293	1.084	96.399			
17	.213	.790	97.189			
18	.181	.672	97.861			
19	.139	.514	98.375			
20	.127	.469	98.844			
21	.122	.452	99.296			
22	.073	.270	99.566			
23	.045	.165	99.731			
24	.027	.099	99.829			
25	.024	.088	99.917			
26	.014	.052	99.969			
27	.008	.031	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.353	19.828	19.828
2	4.037	14.950	34.778
3	3.340	12.371	47.148
4	2.596	9.616	56.764
5	2.127	7.879	64.643
6	1.776	6.577	71.220
7	1.635	6.055	77.275
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
27			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.684	.096	-.257	.163	.542	-.066	-.045
V.C.2	.503	-.322	.390	-.108	.159	.211	-.223
V.C.3	.687	.157	-.282	.029	.180	-.261	.041
V.C.4	.670	.323	-.184	.091	.296	.379	-.037
V.C.5	.590	.343	-.005	.131	.093	-.426	-.309
V.C.6	.599	.103	.466	-.252	.030	.159	-.251
V.C.7	.648	.535	-.254	-.050	.118	.107	.169
V.C.8	.644	.414	-.230	.229	.096	.045	.308
V.C.9	.558	.004	-.105	.218	-.493	.229	.116
V.C.10	.515	.626	.163	-.210	-.329	-.015	-.139
V.C.11	.379	-.054	.466	-.401	.148	.136	.396
V.C.12	.670	.428	.374	-.226	-.276	-.073	-.054
V.C.13	.783	.180	-.113	.024	-.052	-.085	-.291
V.C.14	.753	-.265	-.258	.122	.030	.203	-.136
V.C.15	.603	-.080	.440	.183	-.082	-.246	.238
V.C.16	.661	-.210	.430	.232	-.087	-.100	.281
V.C.17	.427	-.301	.545	.227	.418	.081	-.245
V.C.18	.713	-.338	-.047	.004	-.268	-.181	-.209
V.C.19	.817	-.155	-.133	-.010	-.098	.132	-.227
V.C.21	.303	.240	.171	.497	-.221	.581	.025
V.C.22	.723	-.354	-.242	.015	.012	-.123	.280
V.C.23	.716	.107	-.011	-.175	-.163	-.365	.054
V.C.24	.665	-.451	-.353	-.048	-.094	-.015	-.038
V.C.26	.513	-.011	.332	.281	.231	-.232	.199
V.C.27	.501	-.079	-.150	-.633	.231	.204	.059
V.C.29	.699	-.163	-.136	-.300	-.050	.154	.219
V.C.30	.683	-.568	-.163	.033	-.226	.011	-.018

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

Rotated Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.283	.830	.004	.157	.261	.017	-.086
V.C.2	.314	-.010	.114	.168	.657	.252	.065
V.C.3	.375	.641	.250	.209	-.036	.016	-.139
V.C.4	.180	.738	.176	-.055	.233	.200	.352
V.C.5	.166	.501	.543	.222	.160	-.298	-.180
V.C.6	.139	.089	.536	.141	.547	.307	.107
V.C.7	.113	.736	.385	.045	-.139	.243	.209
V.C.8	.159	.720	.211	.272	-.189	.098	.301
V.C.9	.511	.086	.261	.162	-.146	.012	.543
V.C.10	.002	.220	.865	.031	-.039	.116	.206
V.C.11	-.006	-.003	.150	.385	.208	.713	.005
V.C.12	.107	.150	.838	.283	.120	.231	.154
V.C.13	.461	.466	.518	.070	.199	-.072	.064
V.C.14	.712	.394	.036	.033	.260	.058	.209
V.C.15	.241	.073	.267	.739	.164	.079	.085
V.C.16	.349	.058	.156	.746	.220	.140	.205
V.C.17	.107	.106	-.051	.395	.825	.002	.036
V.C.18	.768	.051	.310	.216	.182	-.063	-.031
V.C.19	.694	.315	.301	.038	.281	.084	.171
V.C.21	.011	.149	.106	.105	.155	-.074	.859
V.C.22	.712	.332	-.043	.362	-.051	.216	-.039
V.C.23	.435	.280	.538	.337	-.072	.122	-.162
V.C.24	.849	.213	-.004	.055	.062	.101	-.033
V.C.26	.087	.303	.083	.659	.240	.005	.009
V.C.27	.341	.293	.158	-.187	.158	.678	-.183
V.C.29	.571	.259	.170	.118	.015	.506	.077
V.C.30	.892	.028	.006	.203	.135	.083	.075

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6	7
1	.605	.490	.406	.333	.235	.205	.145
2	-.599	.444	.565	-.120	-.262	-.058	.197
3	-.394	-.434	.259	.528	.526	.155	.102
4	-.030	.190	-.320	.368	.040	-.708	.472
5	-.326	.578	-.439	.021	.453	.158	-.370
6	-.027	.000	-.219	-.429	.259	.387	.742
7	-.112	.070	-.324	.526	-.571	.505	.141

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24
V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24
V.C.26 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet4] F:\Skripsi\analisis faktor penentu produktivitas ASN\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.618
Bartlett's Test of Sphericity	Approx. Chi-Square	651.798
	df	325
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
Anti-image Covariance	V.C.1	.138	-.008	.011	-.001	.011	-.013	-.016	-.021	.011
	V.C.2	-.008	.103	-.008	.045	.032	.034	-.057	.043	-.021
	V.C.3	.011	-.008	.197	-.007	-.002	-.018	-.029	.003	-.008
	V.C.4	-.001	.045	-.007	.043	.032	-.009	-.024	.003	-.039
	V.C.5	.011	.032	-.002	.032	.187	.003	-.064	-.002	.025
	V.C.6	-.013	.034	-.018	-.009	.003	.092	-.038	.055	.048
	V.C.7	-.016	-.057	-.029	-.024	-.064	-.038	.119	-.045	-.035
	V.C.8	-.021	.043	.003	.003	-.002	.055	-.045	.055	.019
	V.C.9	.011	-.021	-.008	-.039	.025	.048	-.035	.019	.157
	V.C.10	.014	-.009	-.004	.020	.015	-.035	.003	-.026	-.050
	V.C.11	.027	-.021	.046	-.019	.050	.005	-.043	-.003	.097
	V.C.12	.011	.018	.030	.015	-.030	-.025	.005	-.002	-.050
	V.C.13	-.012	-.018	-.014	-.028	-.012	.024	-.007	.010	.066
	V.C.14	-.010	-.035	-.013	-.013	-.026	-.029	.041	-.026	-.017

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
	V.C.15	.027	-.067	.013	-.030	-.033	-.046	.051	-.043	-.003
	V.C.16	.009	.015	-.011	.037	.036	-.036	.011	-.029	-.062
	V.C.17	-.064	-.063	-.009	-.029	-.077	-.029	.061	-.017	.003
	V.C.18	-.005	.048	-.012	.030	.004	.023	-.022	.027	-.035
	V.C.19	.007	-.041	.020	-.026	-.013	-.014	.019	-.016	.014
	V.C.22	-.046	.013	-.031	.003	-.012	.032	-.014	.026	-.005
	V.C.23	-.035	-.003	-.065	.005	-.012	-.014	.032	-.017	.000
	V.C.24	-.016	.039	-.012	.027	-.009	.001	-.007	.010	-.031
	V.C.26	-.016	-.020	-.013	-.046	-.001	.046	-.015	.024	.082
	V.C.27	.001	-.077	-.004	-.045	.034	-.007	.028	-.026	.046
	V.C.29	.040	-.038	.002	-.029	.013	-.024	-.025	-.014	.065
	V.C.30	.041	.010	.035	.004	.048	.006	-.027	.004	.017
Anti-image Correlation	V.C.1	.815[a]	-.063	.064	-.019	.071	-.116	-.121	-.246	.073
	V.C.2	-.063	.383[a]	-.059	.675	.231	.345	-.515	.576	-.164
	V.C.3	.064	-.059	.860[a]	-.077	-.010	-.133	-.187	.027	-.046
	V.C.4	-.019	.675	-.077	.504[a]	.361	-.136	-.332	.063	-.476
	V.C.5	.071	.231	-.010	.361	.729[a]	.024	-.430	-.017	.147
	V.C.6	-.116	.345	-.133	-.136	.024	.578[a]	-.367	.781	.397
	V.C.7	-.121	-.515	-.187	-.332	-.430	-.367	.634[a]	-.560	-.259
	V.C.8	-.246	.576	.027	.063	-.017	.781	-.560	.564[a]	.205
	V.C.9	.073	-.164	-.046	-.476	.147	.397	-.259	.205	.511[a]
	V.C.10	.118	-.083	-.031	.297	.109	-.355	.027	-.346	-.388
	V.C.11	.138	-.126	.195	-.171	.218	.034	-.233	-.023	.462
	V.C.12	.112	.206	.253	.270	-.261	-.312	.059	-.033	-.475
	V.C.13	-.146	-.242	-.137	-.594	-.121	.346	-.090	.182	.726
	V.C.14	-.145	-.590	-.154	-.351	-.327	-.517	.640	-.603	-.233
	V.C.15	.244	-.704	.102	-.490	-.257	-.513	.498	-.610	-.029
	V.C.16	.076	.157	-.081	.590	.271	-.390	.108	-.412	-.511
	V.C.17	-.443	-.502	-.050	-.353	-.456	-.248	.454	-.192	.020
	V.C.18	-.056	.676	-.124	.647	.041	.342	-.287	.521	-.403
	V.C.19	.108	-.782	.273	-.758	-.180	-.277	.330	-.414	.225
	V.C.22	-.414	.134	-.233	.045	-.093	.356	-.137	.372	-.040
	V.C.23	-.310	-.032	-.486	.077	-.094	-.155	.308	-.241	-.002
	V.C.24	-.209	.587	-.134	.633	-.104	.023	-.101	.198	-.382
	V.C.26	-.103	-.150	-.069	-.526	-.008	.363	-.101	.241	.493
	V.C.27	.004	-.534	-.018	-.485	.174	-.054	.178	-.244	.260

Anti-image Matrices

	V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
V.C.29	.215	-.236	.011	-.281	.062	-.156	-.147	-.118	.328
V.C.30	.477	.128	.335	.093	.475	.087	-.337	.068	.184

Anti-image Matrices

		V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18
Anti-image Covariance	V.C.1	.014	.027	.011	-.012	-.010	.027	.009	-.064	-.005
	V.C.2	-.009	-.021	.018	-.018	-.035	-.067	.015	-.063	.048
	V.C.3	-.004	.046	.030	-.014	-.013	.013	-.011	-.009	-.012
	V.C.4	.020	-.019	.015	-.028	-.013	-.030	.037	-.029	.030
	V.C.5	.015	.050	-.030	-.012	-.026	-.033	.036	-.077	.004
	V.C.6	-.035	.005	-.025	.024	-.029	-.046	-.036	-.029	.023
	V.C.7	.003	-.043	.005	-.007	.041	.051	.011	.061	-.022
	V.C.8	-.026	-.003	-.002	.010	-.026	-.043	-.029	-.017	.027
	V.C.9	-.050	.097	-.050	.066	-.017	-.003	-.062	.003	-.035
	V.C.10	.106	-.003	-.030	-.027	-.003	.020	.023	.006	.012
	V.C.11	-.003	.281	-.051	.059	-.031	.003	-.052	-.018	-.039
	V.C.12	-.030	-.051	.070	-.029	.011	-.005	.023	-.007	.011
	V.C.13	-.027	.059	-.029	.053	-.007	-.004	-.039	.022	-.024
	V.C.14	-.003	-.031	.011	-.007	.034	.034	.011	.030	-.021
	V.C.15	.020	.003	-.005	-.004	.034	.089	-.018	.026	-.038
	V.C.16	.023	-.052	.023	-.039	.011	-.018	.093	-.018	.013
	V.C.17	.006	-.018	-.007	.022	.030	.026	-.018	.152	-.021
	V.C.18	.012	-.039	.011	-.024	-.021	-.038	.013	-.021	.048
	V.C.19	.003	.022	-.011	.012	.011	.034	-.021	.015	-.026
	V.C.22	.025	-.013	-.025	.015	-.019	-.035	-.017	.027	.027
	V.C.23	-.020	-.034	.000	.001	.029	.000	.029	.035	-.012
	V.C.24	-.007	-.019	.023	-.015	-.002	-.028	.027	-.002	.021
	V.C.26	-.028	.055	-.049	.052	-.010	.011	-.086	-.024	-.031
	V.C.27	.008	-.022	-.047	.011	.027	.067	-.020	.015	-.043
	V.C.29	-.016	.047	-.008	.039	-.001	.009	-.024	.025	-.035
	V.C.30	.010	.041	-.009	-.003	-.023	.000	-.011	-.051	-.002
Anti-image Correlation	V.C.1	.118	.138	.112	-.146	-.145	.244	.076	-.443	-.056
	V.C.2	-.083	-.126	.206	-.242	-.590	-.704	.157	-.502	.676
	V.C.3	-.031	.195	.253	-.137	-.154	.102	-.081	-.050	-.124
	V.C.4	.297	-.171	.270	-.594	-.351	-.490	.590	-.353	.647
	V.C.5	.109	.218	-.261	-.121	-.327	-.257	.271	-.456	.041
	V.C.6	-.355	.034	-.312	.346	-.517	-.513	-.390	-.248	.342

Anti-image Matrices

	V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18
V.C.7	.027	-.233	.059	-.090	.640	.498	.108	.454	-.287
V.C.8	-.346	-.023	-.033	.182	-.603	-.610	-.412	-.192	.521
V.C.9	-.388	.462	-.475	.726	-.233	-.029	-.511	.020	-.403
V.C.10	.742[a]	-.017	-.350	-.354	-.055	.202	.235	.047	.171
V.C.11	-.017	.532[a]	-.363	.485	-.317	.018	-.321	-.088	-.335
V.C.12	-.350	-.363	.708[a]	-.479	.218	-.065	.286	-.068	.182
V.C.13	-.354	.485	-.479	.662[a]	-.170	-.056	-.556	.248	-.465
V.C.14	-.055	-.317	.218	-.170	.602[a]	.610	.187	.419	-.507
V.C.15	.202	.018	-.065	-.056	.610	.498[a]	-.200	.225	-.575
V.C.16	.235	-.321	.286	-.556	.187	-.200	.618[a]	-.154	.197
V.C.17	.047	-.088	-.068	.248	.419	.225	-.154	.527[a]	-.244
V.C.18	.171	-.335	.182	-.465	-.507	-.575	.197	-.244	.562[a]
V.C.19	.063	.252	-.243	.310	.365	.692	-.412	.232	-.714
V.C.22	.262	-.085	-.320	.215	-.346	-.394	-.189	.234	.409
V.C.23	-.201	-.210	-.002	.010	.528	.002	.310	.297	-.183
V.C.24	-.098	-.176	.427	-.310	-.064	-.460	.434	-.030	.469
V.C.26	-.201	.249	-.436	.536	-.129	.089	-.671	-.148	-.339
V.C.27	.051	-.093	-.390	.108	.322	.502	-.148	.083	-.435
V.C.29	-.098	.177	-.058	.339	-.010	.060	-.157	.130	-.318
V.C.30	.136	.329	-.147	-.060	-.542	.004	-.156	-.563	-.038

Anti-image Matrices

		V.C.19	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	.007	-.046	-.035	-.016	-.016	.001	.040	.041
	V.C.2	-.041	.013	-.003	.039	-.020	-.077	-.038	.010
	V.C.3	.020	-.031	-.065	-.012	-.013	-.004	.002	.035
	V.C.4	-.026	.003	.005	.027	-.046	-.045	-.029	.004
	V.C.5	-.013	-.012	-.012	-.009	-.001	.034	.013	.048
	V.C.6	-.014	.032	-.014	.001	.046	-.007	-.024	.006
	V.C.7	.019	-.014	.032	-.007	-.015	.028	-.025	-.027
	V.C.8	-.016	.026	-.017	.010	.024	-.026	-.014	.004
	V.C.9	.014	-.005	.000	-.031	.082	.046	.065	.017
	V.C.10	.003	.025	-.020	-.007	-.028	.008	-.016	.010
	V.C.11	.022	-.013	-.034	-.019	.055	-.022	.047	.041
	V.C.12	-.011	-.025	.000	.023	-.049	-.047	-.008	-.009
	V.C.13	.012	.015	.001	-.015	.052	.011	.039	-.003
	V.C.14	.011	-.019	.029	-.002	-.010	.027	-.001	-.023

Anti-image Matrices

		V.C.19	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
	V.C.15	.034	-.035	.000	-.028	.011	.067	.009	.000
	V.C.16	-.021	-.017	.029	.027	-.086	-.020	-.024	-.011
	V.C.17	.015	.027	.035	-.002	-.024	.015	.025	-.051
	V.C.18	-.026	.027	-.012	.021	-.031	-.043	-.035	-.002
	V.C.19	.027	-.006	-.015	-.027	.032	.038	.022	.006
	V.C.22	-.006	.088	-.020	-.004	.017	-.012	-.016	-.017
	V.C.23	-.015	-.020	.091	.026	-.029	.001	-.019	-.041
	V.C.24	-.027	-.004	.026	.043	-.049	-.060	-.037	-.020
	V.C.26	.032	.017	-.029	-.049	.176	.056	.034	.025
	V.C.27	.038	-.012	.001	-.060	.056	.202	-.005	.013
	V.C.29	.022	-.016	-.019	-.037	.034	-.005	.251	.008
	V.C.30	.006	-.017	-.041	-.020	.025	.013	.008	.054
Anti-image Correlation	V.C.1	.108	-.414	-.310	-.209	-.103	.004	.215	.477
	V.C.2	-.782	.134	-.032	.587	-.150	-.534	-.236	.128
	V.C.3	.273	-.233	-.486	-.134	-.069	-.018	.011	.335
	V.C.4	-.758	.045	.077	.633	-.526	-.485	-.281	.093
	V.C.5	-.180	-.093	-.094	-.104	-.008	.174	.062	.475
	V.C.6	-.277	.356	-.155	.023	.363	-.054	-.156	.087
	V.C.7	.330	-.137	.308	-.101	-.101	.178	-.147	-.337
	V.C.8	-.414	.372	-.241	.198	.241	-.244	-.118	.068
	V.C.9	.225	-.040	-.002	-.382	.493	.260	.328	.184
	V.C.10	.063	.262	-.201	-.098	-.201	.051	-.098	.136
	V.C.11	.252	-.085	-.210	-.176	.249	-.093	.177	.329
	V.C.12	-.243	-.320	-.002	.427	-.436	-.390	-.058	-.147
	V.C.13	.310	.215	.010	-.310	.536	.108	.339	-.060
	V.C.14	.365	-.346	.528	-.064	-.129	.322	-.010	-.542
	V.C.15	.692	-.394	.002	-.460	.089	.502	.060	.004
	V.C.16	-.412	-.189	.310	.434	-.671	-.148	-.157	-.156
	V.C.17	.232	.234	.297	-.030	-.148	.083	.130	-.563
	V.C.18	-.714	.409	-.183	.469	-.339	-.435	-.318	-.038
	V.C.19	.581[a]	-.126	-.296	-.801	.465	.526	.272	.146
	V.C.22	-.126	.782[a]	-.228	-.058	.139	-.092	-.105	-.252
	V.C.23	-.296	-.228	.730[a]	.423	-.227	.007	-.128	-.580
	V.C.24	-.801	-.058	.423	.552[a]	-.561	-.641	-.353	-.413
	V.C.26	.465	.139	-.227	-.561	.490[a]	.299	.163	.252
	V.C.27	.526	-.092	.007	-.641	.299	.536[a]	-.020	.121

Anti-image Matrices

	V.C.19	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
V.C.29	.272	-.105	-.128	-.353	.163	-.020	.837[a]	.066
V.C.30	.146	-.252	-.580	-.413	.252	.121	.066	.693[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.859
V.C.2	1.000	.635
V.C.3	1.000	.623
V.C.4	1.000	.736
V.C.5	1.000	.698
V.C.6	1.000	.737
V.C.7	1.000	.819
V.C.8	1.000	.764
V.C.9	1.000	.494
V.C.10	1.000	.856
V.C.11	1.000	.717
V.C.12	1.000	.902
V.C.13	1.000	.752
V.C.14	1.000	.748
V.C.15	1.000	.723
V.C.16	1.000	.810
V.C.17	1.000	.856
V.C.18	1.000	.757
V.C.19	1.000	.779
V.C.22	1.000	.788
V.C.23	1.000	.615
V.C.24	1.000	.778
V.C.26	1.000	.586
V.C.27	1.000	.726
V.C.29	1.000	.708
V.C.30	1.000	.868

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.645	40.942	40.942	10.645	40.942	40.942
2	2.508	9.646	50.589	2.508	9.646	50.589
3	2.209	8.495	59.084	2.209	8.495	59.084
4	1.457	5.603	64.687	1.457	5.603	64.687
5	1.417	5.451	70.138	1.417	5.451	70.138
6	1.099	4.227	74.365	1.099	4.227	74.365
7	.981	3.772	78.137			
8	.884	3.401	81.538			
9	.811	3.117	84.656			
10	.652	2.507	87.163			
11	.600	2.308	89.470			
12	.512	1.970	91.440			
13	.454	1.746	93.186			
14	.363	1.398	94.584			
15	.339	1.304	95.888			
16	.215	.827	96.715			
17	.194	.744	97.459			
18	.181	.695	98.155			
19	.135	.521	98.676			
20	.122	.470	99.145			
21	.082	.313	99.459			
22	.050	.191	99.650			
23	.044	.170	99.820			
24	.024	.092	99.913			
25	.014	.055	99.967			
26	.008	.033	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.316	20.447	20.447
2	4.238	16.301	36.748
3	3.268	12.570	49.317
4	2.598	9.991	59.308
5	2.150	8.269	67.577
6	1.765	6.788	74.365
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.687	.129	-.236	.494	.263	-.037
V.C.2	.503	-.346	.369	-.012	.262	-.238
V.C.3	.690	.198	-.250	.200	-.020	.068
V.C.4	.663	.317	-.179	.173	.360	-.063
V.C.5	.594	.368	.045	.266	-.236	-.285
V.C.6	.596	.073	.479	-.188	.217	-.252
V.C.7	.645	.556	-.210	.025	.154	.160
V.C.8	.640	.422	-.208	.221	-.031	.287
V.C.9	.551	-.019	-.138	-.228	-.336	.073
V.C.10	.511	.617	.216	-.353	-.152	-.141
V.C.11	.381	-.069	.482	-.209	.361	.400
V.C.12	.666	.407	.414	-.317	-.134	-.048
V.C.13	.783	.195	-.092	.006	-.098	-.287
V.C.14	.752	-.257	-.290	.053	.074	-.154
V.C.15	.602	-.109	.435	.139	-.285	.242
V.C.16	.661	-.244	.408	.137	-.238	.268
V.C.17	.425	-.348	.513	.425	.217	-.252
V.C.18	.716	-.326	-.066	-.138	-.278	-.196
V.C.19	.816	-.148	-.149	-.105	.006	-.239
V.C.22	.728	-.322	-.256	.042	-.055	.290
V.C.23	.720	.136	.026	-.145	-.220	.087
V.C.24	.670	-.415	-.380	-.102	-.038	-.033
V.C.26	.509	-.040	.326	.405	-.092	.217
V.C.27	.510	-.029	-.116	-.339	.576	.073
V.C.29	.700	-.146	-.141	-.290	.205	.226
V.C.30	.686	-.557	-.210	-.139	-.156	-.020

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.262	.832	-.049	.145	.273	.023
V.C.2	.301	.001	.120	.181	.659	.251
V.C.3	.366	.648	.186	.185	-.012	.016
V.C.4	.180	.754	.206	-.029	.206	.222
V.C.5	.158	.518	.473	.191	.201	-.322
V.C.6	.135	.110	.537	.152	.549	.306
V.C.7	.115	.753	.398	.059	-.146	.236
V.C.8	.168	.737	.243	.291	-.203	.086
V.C.9	.539	.118	.349	.197	-.170	.009
V.C.10	.017	.252	.884	.040	-.031	.093
V.C.11	-.015	-.002	.164	.405	.201	.696
V.C.12	.119	.180	.844	.287	.130	.209
V.C.13	.460	.491	.491	.061	.220	-.075
V.C.14	.710	.411	.043	.042	.257	.079
V.C.15	.248	.089	.270	.740	.171	.053
V.C.16	.357	.077	.187	.763	.216	.115
V.C.17	.094	.111	-.062	.400	.819	.010
V.C.18	.768	.070	.275	.197	.211	-.060
V.C.19	.693	.338	.300	.042	.290	.094
V.C.22	.705	.336	-.070	.354	-.035	.216
V.C.23	.434	.295	.481	.311	-.034	.104
V.C.24	.841	.221	-.033	.045	.082	.115
V.C.26	.089	.307	.055	.651	.238	.005
V.C.27	.314	.292	.124	-.185	.175	.681
V.C.29	.568	.267	.165	.125	.015	.521
V.C.30	.892	.041	-.001	.199	.147	.096

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.609	.513	.392	.333	.244	.206
2	-.554	.493	.571	-.154	-.309	-.065
3	-.433	-.386	.341	.531	.493	.150
4	-.254	.507	-.495	.364	.269	-.478
5	-.246	.290	-.291	-.373	.406	.683
6	-.103	.059	-.272	.558	-.604	.485

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24
V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11 V.C.12
V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24 V.C.26
V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet4] F:\Skripsi\analisis faktor penentu produktivitas ASN\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.660
Bartlett's Test of Sphericity	Approx. Chi-Square	612.325
	df	300
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
Anti-image Covariance	V.C.1	.139	.010	.003	.015	-.012	-.027	-.027	.010	.014
	V.C.3	.010	.198	-.006	.001	-.017	-.046	.009	-.010	-.005
	V.C.4	.003	-.006	.079	.036	-.049	.003	-.044	-.057	.044
	V.C.5	.015	.001	.036	.198	-.009	-.067	-.024	.034	.019
	V.C.6	-.012	-.017	-.049	-.009	.105	-.031	.070	.064	-.037
	V.C.7	-.027	-.046	.003	-.067	-.031	.162	-.043	-.066	-.002
	V.C.8	-.027	.009	-.044	-.024	.070	-.043	.082	.043	-.034
	V.C.9	.010	-.010	-.057	.034	.064	-.066	.043	.161	-.054
	V.C.10	.014	-.005	.044	.019	-.037	-.002	-.034	-.054	.107
	V.C.11	.026	.045	-.018	.061	.014	-.075	.009	.097	-.005
	V.C.12	.013	.033	.014	-.039	-.037	.021	-.015	-.050	-.030
	V.C.13	-.015	-.016	-.040	-.007	.036	-.025	.028	.068	-.030
	V.C.14	-.019	-.024	.005	-.025	-.031	.045	-.026	-.038	-.010
	V.C.15	.044	.016	-.003	-.025	-.055	.038	-.042	-.035	.028
	V.C.16	.010	-.010	.058	.034	-.048	.028	-.055	-.062	.025

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
	V.C.17	-.092	-.018	-.003	-.081	-.013	.048	.018	-.013	.001
	V.C.18	-.002	-.015	.029	-.021	.015	.012	.019	-.048	.030
	V.C.19	.009	.042	-.037	.000	-.001	-.014	.005	.016	.000
	V.C.22	-.046	-.030	-.005	-.017	.032	-.010	.031	-.002	.027
	V.C.23	-.035	-.066	.011	-.012	-.015	.041	-.024	-.001	-.020
	V.C.24	-.020	-.014	.029	-.035	-.019	.030	-.016	-.037	-.005
	V.C.26	-.018	-.015	-.070	.005	.061	-.036	.049	.082	-.030
	V.C.27	-.007	-.014	-.030	.085	.028	-.029	.014	.044	.001
	V.C.29	.040	-.001	-.025	.028	-.014	-.067	.003	.062	-.020
	V.C.30	.043	.036	.001	.048	.004	-.030	.000	.020	.011
Anti-image Correlation	V.C.1	.786[a]	.061	.032	.089	-.101	-.180	-.257	.064	.113
	V.C.3	.061	.838[a]	-.051	.004	-.120	-.255	.075	-.056	-.036
	V.C.4	.032	-.051	.596[a]	.286	-.533	.024	-.541	-.502	.480
	V.C.5	.089	.004	.286	.729[a]	-.061	-.373	-.189	.193	.132
	V.C.6	-.101	-.120	-.533	-.061	.557[a]	-.235	.760	.490	-.349
	V.C.7	-.180	-.255	.024	-.373	-.235	.717[a]	-.376	-.406	-.018
	V.C.8	-.257	.075	-.541	-.189	.760	-.376	.605[a]	.372	-.365
	V.C.9	.064	-.056	-.502	.193	.490	-.406	.372	.479[a]	-.409
	V.C.10	.113	-.036	.480	.132	-.349	-.018	-.365	-.409	.694[a]
	V.C.11	.131	.189	-.117	.256	.083	-.350	.061	.451	-.028
	V.C.12	.128	.271	.181	-.324	-.417	.197	-.190	-.457	-.341
	V.C.13	-.166	-.156	-.601	-.069	.472	-.258	.406	.717	-.387
	V.C.14	-.226	-.234	.079	-.242	-.414	.486	-.399	-.414	-.129
	V.C.15	.281	.086	-.028	-.136	-.406	.223	-.353	-.206	.203
	V.C.16	.088	-.073	.664	.245	-.479	.223	-.623	-.498	.252
	V.C.17	-.551	-.092	-.022	-.404	-.093	.264	.138	-.073	.006
	V.C.18	-.018	-.115	.350	-.161	.157	.097	.220	-.401	.309
	V.C.19	.095	.365	-.500	.001	-.013	-.136	.071	.157	-.003
	V.C.22	-.410	-.228	-.063	-.128	.333	-.080	.364	-.018	.276
	V.C.23	-.313	-.489	.133	-.089	-.154	.340	-.272	-.008	-.204
	V.C.24	-.213	-.122	.396	-.304	-.235	.290	-.212	-.358	-.061
	V.C.26	-.114	-.078	-.583	.027	.447	-.211	.405	.480	-.217
	V.C.27	-.036	-.059	-.199	.361	.164	-.134	.092	.207	.008
	V.C.29	.206	-.003	-.170	.123	-.082	-.322	.023	.302	-.121
	V.C.30	.491	.346	.009	.461	.047	-.319	-.007	.209	.148

Anti-image Matrices

		V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19
Anti-image Covariance	V.C.1	.026	.013	-.015	-.019	.044	.010	-.092	-.002	.009
	V.C.3	.045	.033	-.016	-.024	.016	-.010	-.018	-.015	.042
	V.C.4	-.018	.014	-.040	.005	-.003	.058	-.003	.029	-.037
	V.C.5	.061	-.039	-.007	-.025	-.025	.034	-.081	-.021	.000
	V.C.6	.014	-.037	.036	-.031	-.055	-.048	-.013	.015	-.001
	V.C.7	-.075	.021	-.025	.045	.038	.028	.048	.012	-.014
	V.C.8	.009	-.015	.028	-.026	-.042	-.055	.018	.019	.005
	V.C.9	.097	-.050	.068	-.038	-.035	-.062	-.013	-.048	.016
	V.C.10	-.005	-.030	-.030	-.010	.028	.025	.001	.030	.000
	V.C.11	.286	-.050	.060	-.060	-.023	-.051	-.043	-.055	.035
	V.C.12	-.050	.074	-.029	.027	.013	.022	.005	.005	-.010
	V.C.13	.060	-.029	.056	-.022	-.033	-.040	.016	-.030	.012
	V.C.14	-.060	.027	-.022	.052	.033	.025	.018	-.012	-.011
	V.C.15	-.023	.013	-.033	.033	.176	-.017	-.039	-.024	.035
	V.C.16	-.051	.022	-.040	.025	-.017	.096	-.012	.011	-.038
	V.C.17	-.043	.005	.016	.018	-.039	-.012	.203	.020	-.035
	V.C.18	-.055	.005	-.030	-.012	-.024	.011	.020	.089	-.032
	V.C.19	.035	-.010	.012	-.011	.035	-.038	-.035	-.032	.068
	V.C.22	-.011	-.029	.018	-.023	-.053	-.020	.047	.039	-.003
	V.C.23	-.035	.000	.000	.044	-.004	.030	.044	-.020	-.041
	V.C.24	-.017	.027	-.013	.025	-.009	.034	.043	.009	-.045
	V.C.26	.053	-.048	.052	-.026	-.004	-.087	-.050	-.041	.062
	V.C.27	-.054	-.049	-.003	.001	.047	-.013	-.061	-.019	.028
	V.C.29	.042	-.001	.037	-.022	-.033	-.020	.003	-.034	.019
	V.C.30	.044	-.011	-.002	-.031	.013	-.013	-.061	-.012	.024
Anti-image Correlation	V.C.1	.131	.128	-.166	-.226	.281	.088	-.551	-.018	.095
	V.C.3	.189	.271	-.156	-.234	.086	-.073	-.092	-.115	.365
	V.C.4	-.117	.181	-.601	.079	-.028	.664	-.022	.350	-.500
	V.C.5	.256	-.324	-.069	-.242	-.136	.245	-.404	-.161	.001
	V.C.6	.083	-.417	.472	-.414	-.406	-.479	-.093	.157	-.013
	V.C.7	-.350	.197	-.258	.486	.223	.223	.264	.097	-.136
	V.C.8	.061	-.190	.406	-.399	-.353	-.623	.138	.220	.071
	V.C.9	.451	-.457	.717	-.414	-.206	-.498	-.073	-.401	.157
	V.C.10	-.028	-.341	-.387	-.129	.203	.252	.006	.309	-.003
	V.C.11	.478[a]	-.348	.472	-.488	-.101	-.307	-.177	-.342	.248
	V.C.12	-.348	.698[a]	-.452	.430	.115	.263	.042	.059	-.135
	V.C.13	.472	-.452	.642[a]	-.399	-.329	-.540	.150	-.421	.199

Anti-image Matrices

	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19
V.C.14	-.488	.430	-.399	.643[a]	.339	.351	.176	-.181	-.191
V.C.15	-.101	.115	-.329	.339	.738[a]	-.128	-.209	-.189	.319
V.C.16	-.307	.263	-.540	.351	-.128	.573[a]	-.088	.124	-.471
V.C.17	-.177	.042	.150	.176	-.209	-.088	.537[a]	.149	-.299
V.C.18	-.342	.059	-.421	-.181	-.189	.124	.149	.765[a]	-.405
V.C.19	.248	-.135	.199	-.191	.319	-.471	-.299	-.405	.717[a]
V.C.22	-.070	-.359	.257	-.333	-.426	-.215	.352	.436	-.035
V.C.23	-.216	.005	.003	.631	-.028	.319	.324	-.219	-.515
V.C.24	-.127	.386	-.214	.432	-.081	.428	.378	.122	-.677
V.C.26	.235	-.419	.521	-.272	-.024	-.663	-.261	-.326	.564
V.C.27	-.191	-.338	-.026	.010	.210	-.076	-.254	-.119	.204
V.C.29	.153	-.010	.299	-.190	-.154	-.125	.013	-.222	.144
V.C.30	.351	-.178	-.030	-.583	.133	-.180	-.582	-.170	.397

Anti-image Matrices

		V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.046	-.035	-.020	-.018	-.007	.040	.043
	V.C.3	-.030	-.066	-.014	-.015	-.014	-.001	.036
	V.C.4	-.005	.011	.029	-.070	-.030	-.025	.001
	V.C.5	-.017	-.012	-.035	.005	.085	.028	.048
	V.C.6	.032	-.015	-.019	.061	.028	-.014	.004
	V.C.7	-.010	.041	.030	-.036	-.029	-.067	-.030
	V.C.8	.031	-.024	-.016	.049	.014	.003	.000
	V.C.9	-.002	-.001	-.037	.082	.044	.062	.020
	V.C.10	.027	-.020	-.005	-.030	.001	-.020	.011
	V.C.11	-.011	-.035	-.017	.053	-.054	.042	.044
	V.C.12	-.029	.000	.027	-.048	-.049	-.001	-.011
	V.C.13	.018	.000	-.013	.052	-.003	.037	-.002
	V.C.14	-.023	.044	.025	-.026	.001	-.022	-.031
	V.C.15	-.053	-.004	-.009	-.004	.047	-.033	.013
	V.C.16	-.020	.030	.034	-.087	-.013	-.020	-.013
	V.C.17	.047	.044	.043	-.050	-.061	.003	-.061
	V.C.18	.039	-.020	.009	-.041	-.019	-.034	-.012
	V.C.19	-.003	-.041	-.045	.062	.028	.019	.024
	V.C.22	.089	-.020	-.013	.021	-.004	-.012	-.019
	V.C.23	-.020	.091	.042	-.030	-.002	-.022	-.041
	V.C.24	-.013	.042	.065	-.064	-.065	-.036	-.036

Anti-image Matrices

		V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
	V.C.26	.021	-.030	-.064	.180	.059	.029	.027
	V.C.27	-.004	-.002	-.065	.059	.283	-.049	.028
	V.C.29	-.012	-.022	-.036	.029	-.049	.266	.012
	V.C.30	-.019	-.041	-.036	.027	.028	.012	.055
Anti-image Correlation	V.C.1	-.410	-.313	-.213	-.114	-.036	.206	.491
	V.C.3	-.228	-.489	-.122	-.078	-.059	-.003	.346
	V.C.4	-.063	.133	.396	-.583	-.199	-.170	.009
	V.C.5	-.128	-.089	-.304	.027	.361	.123	.461
	V.C.6	.333	-.154	-.235	.447	.164	-.082	.047
	V.C.7	-.080	.340	.290	-.211	-.134	-.322	-.319
	V.C.8	.364	-.272	-.212	.405	.092	.023	-.007
	V.C.9	-.018	-.008	-.358	.480	.207	.302	.209
	V.C.10	.276	-.204	-.061	-.217	.008	-.121	.148
	V.C.11	-.070	-.216	-.127	.235	-.191	.153	.351
	V.C.12	-.359	.005	.386	-.419	-.338	-.010	-.178
	V.C.13	.257	.003	-.214	.521	-.026	.299	-.030
	V.C.14	-.333	.631	.432	-.272	.010	-.190	-.583
	V.C.15	-.426	-.028	-.081	-.024	.210	-.154	.133
	V.C.16	-.215	.319	.428	-.663	-.076	-.125	-.180
	V.C.17	.352	.324	.378	-.261	-.254	.013	-.582
	V.C.18	.436	-.219	.122	-.326	-.119	-.222	-.170
	V.C.19	-.035	-.515	-.677	.564	.204	.144	.397
	V.C.22	.762[a]	-.226	-.170	.162	-.025	-.077	-.273
	V.C.23	-.226	.676[a]	.546	-.234	-.012	-.140	-.581
	V.C.24	-.170	.546	.593[a]	-.591	-.478	-.273	-.608
	V.C.26	.162	-.234	-.591	.452[a]	.262	.133	.276
	V.C.27	-.025	-.012	-.478	.262	.722[a]	-.178	.225
	V.C.29	-.077	-.140	-.273	.133	-.178	.864[a]	.100
	V.C.30	-.273	-.581	-.608	.276	.225	.100	.639[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.860
V.C.3	1.000	.613
V.C.4	1.000	.726
V.C.5	1.000	.711
V.C.6	1.000	.735
V.C.7	1.000	.846
V.C.8	1.000	.813
V.C.9	1.000	.564
V.C.10	1.000	.856
V.C.11	1.000	.715
V.C.12	1.000	.907
V.C.13	1.000	.755
V.C.14	1.000	.730
V.C.15	1.000	.730
V.C.16	1.000	.831
V.C.17	1.000	.821
V.C.18	1.000	.784
V.C.19	1.000	.752
V.C.22	1.000	.785
V.C.23	1.000	.598
V.C.24	1.000	.788
V.C.26	1.000	.584
V.C.27	1.000	.757
V.C.29	1.000	.702
V.C.30	1.000	.873

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.411	41.644	41.644	10.411	41.644	41.644
2	2.444	9.775	51.418	2.444	9.775	51.418
3	2.086	8.342	59.760	2.086	8.342	59.760
4	1.457	5.827	65.588	1.457	5.827	65.588
5	1.370	5.479	71.067	1.370	5.479	71.067
6	1.069	4.276	75.343	1.069	4.276	75.343
7	.941	3.765	79.108			
8	.862	3.447	82.555			
9	.810	3.241	85.796			
10	.620	2.481	88.277			
11	.553	2.211	90.488			
12	.498	1.991	92.479			
13	.364	1.454	93.933			
14	.347	1.387	95.320			
15	.255	1.021	96.341			
16	.211	.844	97.185			
17	.181	.725	97.911			
18	.142	.567	98.477			
19	.122	.490	98.967			
20	.083	.332	99.299			
21	.056	.223	99.522			
22	.049	.198	99.720			
23	.032	.129	99.849			
24	.024	.096	99.945			
25	.014	.055	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.350	21.401	21.401
2	4.164	16.655	38.057
3	3.325	13.301	51.357
4	2.678	10.714	62.071
5	1.792	7.167	69.238
6	1.526	6.105	75.343
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.690	.063	-.278	.502	.218	-.059
V.C.3	.699	.109	-.268	.200	-.029	.009
V.C.4	.671	.258	-.276	.184	.314	-.035
V.C.5	.600	.356	-.032	.260	-.285	-.275
V.C.6	.586	.207	.417	-.183	.234	-.293
V.C.7	.655	.478	-.361	.030	.104	.215
V.C.8	.654	.334	-.282	.221	-.051	.378
V.C.9	.553	-.067	-.100	-.236	-.360	.240
V.C.10	.518	.645	.058	-.356	-.172	-.112
V.C.11	.370	.067	.469	-.202	.466	.309
V.C.12	.669	.489	.321	-.321	-.098	-.074
V.C.13	.787	.153	-.125	.004	-.138	-.278
V.C.14	.749	-.324	-.221	.056	.033	-.106
V.C.15	.595	-.006	.495	.130	-.213	.262
V.C.16	.652	-.144	.506	.129	-.155	.298
V.C.17	.404	-.183	.551	.429	.234	-.286
V.C.18	.715	-.353	.075	-.146	-.245	-.246
V.C.19	.812	-.181	-.112	-.104	-.035	-.186
V.C.22	.728	-.393	-.129	.040	-.021	.286
V.C.23	.726	.115	.041	-.151	-.180	.026
V.C.24	.673	-.519	-.218	-.103	-.014	-.081
V.C.26	.512	.018	.398	.400	.025	.055
V.C.27	.507	-.049	-.142	-.324	.606	-.065
V.C.29	.700	-.187	-.086	-.285	.256	.151
V.C.30	.682	-.610	-.015	-.144	-.121	-.026

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.301	.806	-.005	.110	.047	.323
V.C.3	.375	.640	.211	.127	-.005	.047
V.C.4	.205	.735	.214	-.006	.266	.163
V.C.5	.176	.494	.518	.154	-.294	.239
V.C.6	.177	.068	.579	.197	.394	.412
V.C.7	.097	.783	.365	.065	.203	-.210
V.C.8	.137	.779	.195	.305	.045	-.234
V.C.9	.489	.169	.289	.281	-.035	-.364
V.C.10	-.001	.259	.870	.060	.104	-.134
V.C.11	-.010	.009	.148	.439	.702	.084
V.C.12	.114	.177	.844	.308	.234	.025
V.C.13	.479	.462	.526	.061	-.037	.174
V.C.14	.729	.395	.063	.080	.100	.147
V.C.15	.234	.115	.261	.764	.039	.091
V.C.16	.344	.102	.174	.805	.110	.112
V.C.17	.163	.057	.017	.420	.112	.775
V.C.18	.784	.036	.316	.196	-.034	.169
V.C.19	.709	.321	.320	.092	.124	.138
V.C.22	.693	.357	-.082	.363	.168	-.102
V.C.23	.425	.295	.489	.286	.084	-.057
V.C.24	.854	.195	-.011	.047	.121	.050
V.C.26	.117	.275	.104	.576	.034	.389
V.C.27	.347	.259	.144	-.185	.709	.105
V.C.29	.569	.267	.157	.139	.506	-.080
V.C.30	.898	.028	.012	.232	.099	.050

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.618	.518	.412	.346	.211	.125
2	-.679	.385	.613	-.055	-.001	-.105
3	-.215	-.525	.221	.660	.164	.409
4	-.222	.495	-.450	.282	-.436	.484
5	-.186	.185	-.283	-.235	.824	.341
6	-.163	.167	-.350	.555	.243	-.675

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24
V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11 V.C.12
V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24 V.C.27
V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet4] F:\Skripsi\analisis faktor penentu produktivitas ASN\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.720
Bartlett's Test of Sphericity	Approx. Chi-Square	583.631
	df	276
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
Anti-image Covariance	V.C.1	.141	.009	-.006	.015	-.008	-.032	-.027	.023
	V.C.3	.009	.199	-.018	.001	-.015	-.051	.016	-.004
	V.C.4	-.006	-.018	.120	.057	-.047	-.018	-.044	-.050
	V.C.5	.015	.001	.057	.198	-.013	-.069	-.030	.042
	V.C.6	-.008	-.015	-.047	-.013	.131	-.024	.080	.058
	V.C.7	-.032	-.051	-.018	-.069	-.024	.169	-.042	-.067
	V.C.8	-.027	.016	-.044	-.030	.080	-.042	.098	.032
	V.C.9	.023	-.004	-.050	.042	.058	-.067	.032	.209
	V.C.10	.011	-.008	.052	.021	-.035	-.009	-.033	-.054
	V.C.11	.034	.053	.005	.063	-.005	-.072	-.007	.100
	V.C.12	.010	.035	-.009	-.046	-.031	.015	-.002	-.044
	V.C.13	-.013	-.017	-.041	-.012	.031	-.020	.022	.079
	V.C.14	-.024	-.028	-.008	-.026	-.029	.045	-.024	-.037
	V.C.15	.044	.016	-.008	-.025	-.067	.038	-.049	-.042
	V.C.16	.003	-.031	.065	.064	-.041	.019	-.067	-.052

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
	V.C.17	-.106	-.024	-.036	-.085	.005	.042	.040	.013
	V.C.18	-.007	-.021	.023	-.023	.041	.004	.040	-.043
	V.C.19	.023	.070	-.028	-.002	-.041	-.003	-.021	-.023
	V.C.22	-.045	-.030	.004	-.018	.032	-.006	.031	-.015
	V.C.23	-.041	-.072	.000	-.012	-.006	.039	-.019	.017
	V.C.24	-.042	-.030	.009	-.050	.005	.027	.004	-.015
	V.C.27	-.001	-.010	-.011	.090	.011	-.019	-.003	.024
	V.C.29	.044	.002	-.021	.028	-.030	-.065	-.006	.065
	V.C.30	.050	.042	.018	.051	-.008	-.028	-.010	.010
Anti-image Correlation	V.C.1	.746[a]	.053	-.042	.092	-.056	-.210	-.233	.136
	V.C.3	.053	.792[a]	-.119	.006	-.095	-.278	.117	-.021
	V.C.4	-.042	-.119	.752[a]	.372	-.375	-.124	-.410	-.312
	V.C.5	.092	.006	.372	.690[a]	-.082	-.376	-.219	.205
	V.C.6	-.056	-.095	-.375	-.082	.647[a]	-.161	.707	.351
	V.C.7	-.210	-.278	-.124	-.376	-.161	.766[a]	-.326	-.356
	V.C.8	-.233	.117	-.410	-.219	.707	-.326	.668[a]	.221
	V.C.9	.136	-.021	-.312	.205	.351	-.356	.221	.622[a]
	V.C.10	.091	-.055	.446	.141	-.288	-.067	-.311	-.356
	V.C.11	.163	.214	.025	.257	-.025	-.317	-.038	.396
	V.C.12	.089	.263	-.086	-.344	-.283	.122	-.025	-.321
	V.C.13	-.126	-.136	-.429	-.097	.314	-.178	.250	.623
	V.C.14	-.269	-.266	-.102	-.244	-.339	.456	-.328	-.336
	V.C.15	.280	.084	-.052	-.135	-.442	.223	-.375	-.222
	V.C.16	.016	-.168	.457	.351	-.273	.114	-.518	-.273
	V.C.17	-.605	-.117	-.222	-.412	.028	.221	.276	.062
	V.C.18	-.058	-.149	.209	-.161	.358	.031	.407	-.295
	V.C.19	.194	.497	-.255	-.017	-.358	-.021	-.209	-.157
	V.C.22	-.400	-.219	.039	-.135	.295	-.047	.331	-.111
	V.C.23	-.352	-.523	-.004	-.085	-.056	.306	-.200	.123
	V.C.24	-.349	-.210	.079	-.357	.039	.210	.037	-.105
	V.C.27	-.006	-.040	-.059	.367	.055	-.083	-.016	.096
	V.C.29	.225	.007	-.115	.121	-.159	-.304	-.034	.274
	V.C.30	.547	.383	.218	.472	-.089	-.278	-.136	.091

Anti-image Matrices

		V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17
Anti-image Covariance	V.C.1	.011	.034	.010	-.013	-.024	.044	.003	-.106
	V.C.3	-.008	.053	.035	-.017	-.028	.016	-.031	-.024
	V.C.4	.052	.005	-.009	-.041	-.008	-.008	.065	-.036
	V.C.5	.021	.063	-.046	-.012	-.026	-.025	.064	-.085
	V.C.6	-.035	-.005	-.031	.031	-.029	-.067	-.041	.005
	V.C.7	-.009	-.072	.015	-.020	.045	.038	.019	.042
	V.C.8	-.033	-.007	-.002	.022	-.024	-.049	-.067	.040
	V.C.9	-.054	.100	-.044	.079	-.037	-.042	-.052	.013
	V.C.10	.112	.004	-.049	-.031	-.016	.028	.020	-.008
	V.C.11	.004	.303	-.046	.064	-.059	-.023	-.047	-.032
	V.C.12	-.049	-.046	.089	-.025	.026	.014	-.003	-.011
	V.C.13	-.031	.064	-.025	.077	-.021	-.043	-.035	.045
	V.C.14	-.016	-.059	.026	-.021	.057	.034	.023	.012
	V.C.15	.028	-.023	.014	-.043	.034	.176	-.033	-.044
	V.C.16	.020	-.047	-.003	-.035	.023	-.033	.171	-.070
	V.C.17	-.008	-.032	-.011	.045	.012	-.044	-.070	.218
	V.C.18	.027	-.050	-.008	-.027	-.022	-.028	-.017	.010
	V.C.19	.016	.025	.013	-.012	-.004	.053	-.020	-.028
	V.C.22	.033	-.019	-.029	.017	-.022	-.054	-.018	.059
	V.C.23	-.028	-.029	-.010	.013	.045	-.005	.029	.041
	V.C.24	-.026	.003	.018	.012	.026	-.016	.008	.042
	V.C.27	.013	-.082	-.043	-.030	.012	.052	.031	-.051
	V.C.29	-.017	.036	.008	.039	-.020	-.033	-.011	.012
	V.C.30	.018	.041	-.005	-.014	-.032	.015	.000	-.062
Anti-image Correlation	V.C.1	.091	.163	.089	-.126	-.269	.280	.016	-.605
	V.C.3	-.055	.214	.263	-.136	-.266	.084	-.168	-.117
	V.C.4	.446	.025	-.086	-.429	-.102	-.052	.457	-.222
	V.C.5	.141	.257	-.344	-.097	-.244	-.135	.351	-.412
	V.C.6	-.288	-.025	-.283	.314	-.339	-.442	-.273	.028
	V.C.7	-.067	-.317	.122	-.178	.456	.223	.114	.221
	V.C.8	-.311	-.038	-.025	.250	-.328	-.375	-.518	.276
	V.C.9	-.356	.396	-.321	.623	-.336	-.222	-.273	.062
	V.C.10	.690[a]	.024	-.487	-.329	-.200	.203	.147	-.054
	V.C.11	.024	.536[a]	-.282	.421	-.454	-.098	-.208	-.123

Anti-image Matrices

	V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17
V.C.12	-.487	-.282	.788[a]	-.302	.361	.116	-.022	-.076
V.C.13	-.329	.421	-.302	.742[a]	-.313	-.371	-.305	.348
V.C.14	-.200	-.454	.361	-.313	.687[a]	.345	.236	.112
V.C.15	.203	-.098	.116	-.371	.345	.697[a]	-.192	-.223
V.C.16	.147	-.208	-.022	-.305	.236	-.192	.750[a]	-.361
V.C.17	-.054	-.123	-.076	.348	.112	-.223	-.361	.485[a]
V.C.18	.258	-.288	-.090	-.311	-.297	-.208	-.130	.070
V.C.19	.148	.143	.136	-.134	-.047	.402	-.156	-.191
V.C.22	.323	-.112	-.324	.205	-.304	-.428	-.145	.414
V.C.23	-.269	-.170	-.106	.150	.607	-.035	.225	.281
V.C.24	-.241	.014	.189	.136	.349	-.118	.060	.287
V.C.27	.069	-.269	-.260	-.198	.088	.224	.135	-.199
V.C.29	-.095	.126	.051	.271	-.162	-.152	-.049	.050
V.C.30	.222	.306	-.072	-.212	-.549	.146	.005	-.549

Anti-image Matrices

		V.C.18	V.C.19	V.C.22	V.C.23	V.C.24	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.007	.023	-.045	-.041	-.042	-.001	.044	.050
	V.C.3	-.021	.070	-.030	-.072	-.030	-.010	.002	.042
	V.C.4	.023	-.028	.004	.000	.009	-.011	-.021	.018
	V.C.5	-.023	-.002	-.018	-.012	-.050	.090	.028	.051
	V.C.6	.041	-.041	.032	-.006	.005	.011	-.030	-.008
	V.C.7	.004	-.003	-.006	.039	.027	-.019	-.065	-.028
	V.C.8	.040	-.021	.031	-.019	.004	-.003	-.006	-.010
	V.C.9	-.043	-.023	-.015	.017	-.015	.024	.065	.010
	V.C.10	.027	.016	.033	-.028	-.026	.013	-.017	.018
	V.C.11	-.050	.025	-.019	-.029	.003	-.082	.036	.041
	V.C.12	-.008	.013	-.029	-.010	.018	-.043	.008	-.005
	V.C.13	-.027	-.012	.017	.013	.012	-.030	.039	-.014
	V.C.14	-.022	-.004	-.022	.045	.026	.012	-.020	-.032
	V.C.15	-.028	.053	-.054	-.005	-.016	.052	-.033	.015
	V.C.16	-.017	-.020	-.018	.029	.008	.031	-.011	.000
	V.C.17	.010	-.028	.059	.041	.042	-.051	.012	-.062
	V.C.18	.100	-.028	.050	-.032	-.009	-.006	-.031	-.007

Anti-image Matrices

		V.C.18	V.C.19	V.C.22	V.C.23	V.C.24	V.C.27	V.C.29	V.C.30
	V.C.19	-.028	.100	-.015	-.047	-.052	.012	.014	.023
	V.C.22	.050	-.015	.092	-.018	-.009	-.012	-.016	-.025
	V.C.23	-.032	-.047	-.018	.096	.051	.009	-.018	-.042
	V.C.24	-.009	-.052	-.009	.051	.100	-.073	-.040	-.044
	V.C.27	-.006	.012	-.012	.009	-.073	.304	-.064	.022
	V.C.29	-.031	.014	-.016	-.018	-.040	-.064	.271	.008
	V.C.30	-.007	.023	-.025	-.042	-.044	.022	.008	.059
Anti-image Correlation	V.C.1	-.058	.194	-.400	-.352	-.349	-.006	.225	.547
	V.C.3	-.149	.497	-.219	-.523	-.210	-.040	.007	.383
	V.C.4	.209	-.255	.039	-.004	.079	-.059	-.115	.218
	V.C.5	-.161	-.017	-.135	-.085	-.357	.367	.121	.472
	V.C.6	.358	-.358	.295	-.056	.039	.055	-.159	-.089
	V.C.7	.031	-.021	-.047	.306	.210	-.083	-.304	-.278
	V.C.8	.407	-.209	.331	-.200	.037	-.016	-.034	-.136
	V.C.9	-.295	-.157	-.111	.123	-.105	.096	.274	.091
	V.C.10	.258	.148	.323	-.269	-.241	.069	-.095	.222
	V.C.11	-.288	.143	-.112	-.170	.014	-.269	.126	.306
	V.C.12	-.090	.136	-.324	-.106	.189	-.260	.051	-.072
	V.C.13	-.311	-.134	.205	.150	.136	-.198	.271	-.212
	V.C.14	-.297	-.047	-.304	.607	.349	.088	-.162	-.549
	V.C.15	-.208	.402	-.428	-.035	-.118	.224	-.152	.146
	V.C.16	-.130	-.156	-.145	.225	.060	.135	-.049	.005
	V.C.17	.070	-.191	.414	.281	.287	-.199	.050	-.549
	V.C.18	.775[a]	-.283	.524	-.321	-.093	-.037	-.190	-.088
	V.C.19	-.283	.797[a]	-.155	-.478	-.517	.071	.084	.304
	V.C.22	.524	-.155	.754[a]	-.196	-.093	-.071	-.100	-.336
	V.C.23	-.321	-.478	-.196	.690[a]	.520	.053	-.113	-.552
	V.C.24	-.093	-.517	-.093	.520	.715[a]	-.415	-.243	-.573
	V.C.27	-.037	.071	-.071	.053	-.415	.775[a]	-.223	.165
	V.C.29	-.190	.084	-.100	-.113	-.243	-.223	.882[a]	.067
	V.C.30	-.088	.304	-.336	-.552	-.573	.165	.067	.655[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.843
V.C.3	1.000	.604
V.C.4	1.000	.743
V.C.5	1.000	.708
V.C.6	1.000	.750
V.C.7	1.000	.847
V.C.8	1.000	.827
V.C.9	1.000	.571
V.C.10	1.000	.873
V.C.11	1.000	.716
V.C.12	1.000	.909
V.C.13	1.000	.754
V.C.14	1.000	.730
V.C.15	1.000	.777
V.C.16	1.000	.820
V.C.17	1.000	.816
V.C.18	1.000	.792
V.C.19	1.000	.744
V.C.22	1.000	.788
V.C.23	1.000	.599
V.C.24	1.000	.806
V.C.27	1.000	.796
V.C.29	1.000	.701
V.C.30	1.000	.869

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.169	42.369	42.369	10.169	42.369	42.369
2	2.443	10.181	52.550	2.443	10.181	52.550
3	1.987	8.279	60.829	1.987	8.279	60.829
4	1.371	5.714	66.543	1.371	5.714	66.543
5	1.347	5.613	72.156	1.347	5.613	72.156
6	1.067	4.448	76.603	1.067	4.448	76.603
7	.939	3.912	80.515			
8	.811	3.379	83.894			
9	.710	2.959	86.853			
10	.559	2.330	89.183			
11	.522	2.177	91.360			
12	.429	1.789	93.149			
13	.363	1.514	94.663			
14	.325	1.354	96.017			
15	.212	.884	96.901			
16	.182	.760	97.661			
17	.142	.592	98.254			
18	.123	.514	98.768			
19	.091	.378	99.146			
20	.067	.280	99.426			
21	.050	.207	99.633			
22	.040	.167	99.800			
23	.026	.109	99.909			
24	.022	.091	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.293	22.053	22.053
2	4.171	17.380	39.433
3	3.325	13.854	53.287
4	2.259	9.411	62.698
5	1.784	7.435	70.133
6	1.553	6.470	76.603
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.685	.064	-.352	.082	.486	-.048
V.C.3	.696	.112	-.303	-.066	.104	.000
V.C.4	.676	.261	-.271	.245	.292	-.009
V.C.5	.596	.356	-.058	-.347	.172	-.271
V.C.6	.586	.204	.481	.239	.052	-.270
V.C.7	.660	.482	-.351	.105	-.001	.210
V.C.8	.658	.337	-.291	-.106	.179	.391
V.C.9	.558	-.065	-.057	-.274	-.353	.229
V.C.10	.519	.645	.121	-.067	-.387	-.131
V.C.11	.364	.063	.498	.487	.007	.308
V.C.12	.665	.487	.380	-.018	-.279	-.084
V.C.13	.792	.156	-.094	-.141	-.002	-.271
V.C.14	.755	-.321	-.204	.014	.076	-.096
V.C.15	.586	-.011	.493	-.268	.186	.288
V.C.16	.638	-.149	.481	-.201	.149	.311
V.C.17	.386	-.190	.479	.082	.573	-.259
V.C.18	.714	-.353	.098	-.196	-.207	-.259
V.C.19	.821	-.179	-.058	-.017	-.052	-.176
V.C.22	.731	-.391	-.121	-.030	.027	.289
V.C.23	.729	.116	.083	-.137	-.170	.020
V.C.24	.675	-.517	-.210	.031	-.169	-.099
V.C.27	.510	-.047	-.105	.687	-.205	-.093
V.C.29	.705	-.185	-.033	.327	-.206	.141
V.C.30	.688	-.608	.026	-.084	-.136	-.024

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.307	.811	.004	.042	.042	.295
V.C.3	.387	.628	.234	.072	.006	.013
V.C.4	.181	.760	.192	.005	.251	.183
V.C.5	.182	.494	.528	.102	-.294	.235
V.C.6	.155	.104	.542	.200	.371	.494
V.C.7	.092	.773	.378	.067	.213	-.217
V.C.8	.121	.787	.199	.335	.042	-.199
V.C.9	.489	.162	.304	.306	-.019	-.345
V.C.10	.004	.240	.884	.045	.121	-.132
V.C.11	-.013	.021	.142	.432	.695	.157
V.C.12	.116	.172	.850	.285	.242	.066
V.C.13	.470	.474	.519	.047	-.041	.188
V.C.14	.717	.415	.052	.080	.093	.161
V.C.15	.220	.148	.247	.777	.021	.203
V.C.16	.346	.121	.176	.779	.102	.193
V.C.17	.170	.088	.002	.329	.087	.814
V.C.18	.796	.034	.327	.150	-.026	.166
V.C.19	.692	.344	.303	.107	.116	.175
V.C.22	.685	.371	-.080	.378	.166	-.063
V.C.23	.421	.298	.494	.285	.088	-.019
V.C.24	.867	.188	.005	.006	.135	.014
V.C.27	.360	.241	.158	-.235	.724	.061
V.C.29	.563	.271	.157	.145	.511	-.061
V.C.30	.889	.048	.003	.245	.096	.086

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.624	.529	.417	.303	.214	.139
2	-.679	.376	.618	-.061	.003	-.109
3	-.165	-.569	.297	.578	.213	.427
4	-.118	.060	-.175	-.333	.903	.157
5	-.275	.469	-.452	.207	-.191	.649
6	-.182	.178	-.348	.646	.237	-.584

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24 V.C.27
V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11 V.C.12
V.C.13 V.C.14 V.C.15 V.C.16 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24 V.C.27 V.C.29
V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
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Factor Analysis

```
[DataSet4] F:\Skripsi\analisis faktor penentu produktivitas ASN\P3K.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.739
Bartlett's Test of Sphericity	Approx. Chi-Square	558.099
	df	253
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
Anti-image Covariance	V.C.1	.222	-.005	-.038	-.050	-.008	-.020	-.013	.047
	V.C.3	-.005	.202	-.024	-.010	-.015	-.049	.023	-.003
	V.C.4	-.038	-.024	.127	.055	-.049	-.012	-.043	-.050
	V.C.5	-.050	-.010	.055	.238	-.014	-.066	-.019	.056
	V.C.6	-.008	-.015	-.049	-.014	.131	-.026	.086	.058
	V.C.7	-.020	-.049	-.012	-.066	-.026	.178	-.057	-.073
	V.C.8	-.013	.023	-.043	-.019	.086	-.057	.106	.032
	V.C.9	.047	-.003	-.050	.056	.058	-.073	.032	.210
	V.C.10	.012	-.009	.053	.021	-.035	-.008	-.034	-.054
	V.C.11	.029	.051	.000	.062	-.004	-.070	-.001	.104
	V.C.12	.008	.035	-.011	-.060	-.030	.018	.000	-.044
	V.C.13	.016	-.014	-.041	.008	.035	-.035	.016	.087
	V.C.14	-.029	-.028	-.007	-.025	-.030	.045	-.029	-.038
	V.C.15	.038	.012	-.016	-.054	-.070	.052	-.047	-.042
	V.C.16	-.057	-.045	.065	.052	-.045	.040	-.067	-.055

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
	V.C.18	-.003	-.020	.026	-.022	.041	.002	.042	-.044
	V.C.19	.015	.070	-.036	-.017	-.042	.003	-.017	-.022
	V.C.22	-.032	-.028	.018	.007	.037	-.022	.027	-.023
	V.C.23	-.036	-.075	.007	.006	-.008	.036	-.032	.016
	V.C.24	-.036	-.028	.018	-.044	.004	.022	-.005	-.019
	V.C.27	-.043	-.016	-.022	.088	.013	-.010	.008	.028
	V.C.29	.079	.003	-.020	.040	-.030	-.071	-.008	.065
	V.C.30	.044	.050	.012	.046	-.009	-.024	.002	.020
Anti-image Correlation	V.C.1	.847[a]	-.023	-.228	-.216	-.049	-.098	-.086	.218
	V.C.3	-.023	.799[a]	-.150	-.047	-.093	-.261	.156	-.014
	V.C.4	-.228	-.150	.761[a]	.315	-.378	-.079	-.372	-.307
	V.C.5	-.216	-.047	.315	.752[a]	-.078	-.321	-.120	.253
	V.C.6	-.049	-.093	-.378	-.078	.623[a]	-.171	.728	.350
	V.C.7	-.098	-.261	-.079	-.321	-.171	.769[a]	-.412	-.379
	V.C.8	-.086	.156	-.372	-.120	.728	-.412	.689[a]	.213
	V.C.9	.218	-.014	-.307	.253	.350	-.379	.213	.606[a]
	V.C.10	.073	-.061	.445	.131	-.287	-.056	-.308	-.354
	V.C.11	.112	.203	-.002	.228	-.022	-.299	-.004	.408
	V.C.12	.053	.257	-.106	-.414	-.281	.143	-.004	-.318
	V.C.13	.112	-.102	-.385	.054	.324	-.279	.171	.643
	V.C.14	-.254	-.256	-.079	-.218	-.345	.445	-.376	-.346
	V.C.15	.187	.060	-.107	-.256	-.447	.287	-.335	-.214
	V.C.16	-.272	-.227	.414	.238	-.282	.213	-.466	-.269
	V.C.18	-.020	-.142	.231	-.145	.357	.016	.404	-.300
	V.C.19	.100	.487	-.311	-.107	-.360	.022	-.165	-.148
	V.C.22	-.205	-.188	.148	.043	.312	-.157	.248	-.151
	V.C.23	-.238	-.514	.062	.035	-.067	.260	-.300	.110
	V.C.24	-.231	-.185	.153	-.273	.033	.157	-.046	-.128
	V.C.27	-.162	-.065	-.108	.320	.061	-.041	.041	.110
	V.C.29	.320	.013	-.106	.155	-.161	-.323	-.050	.271
	V.C.30	.322	.384	.118	.323	-.089	-.191	.020	.150

Anti-image Matrices

		V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.18
Anti-image Covariance	V.C.1	.012	.029	.008	.016	-.029	.038	-.057	-.003
	V.C.3	-.009	.051	.035	-.014	-.028	.012	-.045	-.020
	V.C.4	.053	.000	-.011	-.041	-.007	-.016	.065	.026

Anti-image Matrices

		V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.18
	V.C.5	.021	.062	-.060	.008	-.025	-.054	.052	-.022
	V.C.6	-.035	-.004	-.030	.035	-.030	-.070	-.045	.041
	V.C.7	-.008	-.070	.018	-.035	.045	.052	.040	.002
	V.C.8	-.034	-.001	.000	.016	-.029	-.047	-.067	.042
	V.C.9	-.054	.104	-.044	.087	-.038	-.042	-.055	-.044
	V.C.10	.113	.003	-.050	-.033	-.016	.028	.020	.028
	V.C.11	.003	.307	-.049	.082	-.059	-.031	-.067	-.050
	V.C.12	-.050	-.049	.090	-.026	.027	.013	-.007	-.008
	V.C.13	-.033	.082	-.026	.088	-.027	-.041	-.027	-.034
	V.C.14	-.016	-.059	.027	-.027	.057	.039	.032	-.023
	V.C.15	.028	-.031	.013	-.041	.039	.185	-.057	-.027
	V.C.16	.020	-.067	-.007	-.027	.032	-.057	.196	-.016
	V.C.18	.028	-.050	-.008	-.034	-.023	-.027	-.016	.100
	V.C.19	.015	.022	.012	-.007	-.002	.052	-.035	-.028
	V.C.22	.042	-.013	-.032	.007	-.031	-.054	.001	.057
	V.C.23	-.029	-.026	-.009	.006	.047	.004	.052	-.036
	V.C.24	-.026	.010	.022	.004	.026	-.008	.027	-.012
	V.C.27	.011	-.094	-.048	-.023	.015	.046	.017	-.004
	V.C.29	-.016	.039	.009	.042	-.021	-.032	-.008	-.032
	V.C.30	.023	.047	-.012	-.002	-.041	.004	-.032	-.005
Anti-image Correlation	V.C.1	.073	.112	.053	.112	-.254	.187	-.272	-.020
	V.C.3	-.061	.203	.257	-.102	-.256	.060	-.227	-.142
	V.C.4	.445	-.002	-.106	-.385	-.079	-.107	.414	.231
	V.C.5	.131	.228	-.414	.054	-.218	-.256	.238	-.145
	V.C.6	-.287	-.022	-.281	.324	-.345	-.447	-.282	.357
	V.C.7	-.056	-.299	.143	-.279	.445	.287	.213	.016
	V.C.8	-.308	-.004	-.004	.171	-.376	-.335	-.466	.404
	V.C.9	-.354	.408	-.318	.643	-.346	-.214	-.269	-.300
	V.C.10	.686[a]	.018	-.494	-.331	-.196	.196	.137	.263
	V.C.11	.018	.511[a]	-.295	.499	-.446	-.130	-.273	-.283
	V.C.12	-.494	-.295	.773[a]	-.294	.373	.101	-.053	-.085
	V.C.13	-.331	.499	-.294	.762[a]	-.378	-.321	-.205	-.359
	V.C.14	-.196	-.446	.373	-.378	.666[a]	.383	.299	-.308
	V.C.15	.196	-.130	.101	-.321	.383	.703[a]	-.300	-.198
	V.C.16	.137	-.273	-.053	-.205	.299	-.300	.724[a]	-.113
	V.C.18	.263	-.283	-.085	-.359	-.308	-.198	-.113	.763[a]

Anti-image Matrices

	V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.18
V.C.19	.141	.123	.124	-.074	-.026	.376	-.246	-.275
V.C.22	.380	-.068	-.322	.072	-.388	-.379	.005	.545
V.C.23	-.264	-.143	-.088	.059	.603	.029	.365	-.356
V.C.24	-.235	.052	.221	.040	.333	-.058	.183	-.118
V.C.27	.060	-.302	-.282	-.140	.114	.188	.069	-.024
V.C.29	-.093	.133	.055	.271	-.169	-.145	-.033	-.195
V.C.30	.230	.288	-.137	-.027	-.587	.029	-.249	-.059

Anti-image Matrices

		V.C.19	V.C.22	V.C.23	V.C.24	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	.015	-.032	-.036	-.036	-.043	.079	.044
	V.C.3	.070	-.028	-.075	-.028	-.016	.003	.050
	V.C.4	-.036	.018	.007	.018	-.022	-.020	.012
	V.C.5	-.017	.007	.006	-.044	.088	.040	.046
	V.C.6	-.042	.037	-.008	.004	.013	-.030	-.009
	V.C.7	.003	-.022	.036	.022	-.010	-.071	-.024
	V.C.8	-.017	.027	-.032	-.005	.008	-.008	.002
	V.C.9	-.022	-.023	.016	-.019	.028	.065	.020
	V.C.10	.015	.042	-.029	-.026	.011	-.016	.023
	V.C.11	.022	-.013	-.026	.010	-.094	.039	.047
	V.C.12	.012	-.032	-.009	.022	-.048	.009	-.012
	V.C.13	-.007	.007	.006	.004	-.023	.042	-.002
	V.C.14	-.002	-.031	.047	.026	.015	-.021	-.041
	V.C.15	.052	-.054	.004	-.008	.046	-.032	.004
	V.C.16	-.035	.001	.052	.027	.017	-.008	-.032
	V.C.18	-.028	.057	-.036	-.012	-.004	-.032	-.005
	V.C.19	.104	-.009	-.047	-.052	.006	.016	.023
	V.C.22	-.009	.111	-.038	-.027	.002	-.023	-.014
	V.C.23	-.047	-.038	.105	.051	.021	-.022	-.047
	V.C.24	-.052	-.027	.051	.109	-.071	-.046	-.050
	V.C.27	.006	.002	.021	-.071	.317	-.064	.011
	V.C.29	.016	-.023	-.022	-.046	-.064	.272	.017
	V.C.30	.023	-.014	-.047	-.050	.011	.017	.085
Anti-image Correlation	V.C.1	.100	-.205	-.238	-.231	-.162	.320	.322
	V.C.3	.487	-.188	-.514	-.185	-.065	.013	.384
	V.C.4	-.311	.148	.062	.153	-.108	-.106	.118
	V.C.5	-.107	.043	.035	-.273	.320	.155	.323

Anti-image Matrices

	V.C.19	V.C.22	V.C.23	V.C.24	V.C.27	V.C.29	V.C.30
V.C.6	-.360	.312	-.067	.033	.061	-.161	-.089
V.C.7	.022	-.157	.260	.157	-.041	-.323	-.191
V.C.8	-.165	.248	-.300	-.046	.041	-.050	.020
V.C.9	-.148	-.151	.110	-.128	.110	.271	.150
V.C.10	.141	.380	-.264	-.235	.060	-.093	.230
V.C.11	.123	-.068	-.143	.052	-.302	.133	.288
V.C.12	.124	-.322	-.088	.221	-.282	.055	-.137
V.C.13	-.074	.072	.059	.040	-.140	.271	-.027
V.C.14	-.026	-.388	.603	.333	.114	-.169	-.587
V.C.15	.376	-.379	.029	-.058	.188	-.145	.029
V.C.16	-.246	.005	.365	.183	.069	-.033	-.249
V.C.18	-.275	.545	-.356	-.118	-.024	-.195	-.059
V.C.19	.812[a]	-.085	-.450	-.491	.034	.095	.244
V.C.22	-.085	.783[a]	-.357	-.243	.013	-.133	-.142
V.C.23	-.450	-.357	.698[a]	.478	.116	-.132	-.496
V.C.24	-.491	-.243	.478	.747[a]	-.381	-.269	-.519
V.C.27	.034	.013	.116	-.381	.798[a]	-.218	.068
V.C.29	.095	-.133	-.132	-.269	-.218	.863[a]	.113
V.C.30	.244	-.142	-.496	-.519	.068	.113	.744[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.767
V.C.3	1.000	.607
V.C.4	1.000	.719
V.C.5	1.000	.641
V.C.6	1.000	.622
V.C.7	1.000	.787
V.C.8	1.000	.733
V.C.9	1.000	.449
V.C.10	1.000	.872
V.C.11	1.000	.710
V.C.12	1.000	.909
V.C.13	1.000	.704
V.C.14	1.000	.718
V.C.15	1.000	.824
V.C.16	1.000	.768
V.C.18	1.000	.768
V.C.19	1.000	.740
V.C.22	1.000	.770
V.C.23	1.000	.585
V.C.24	1.000	.816
V.C.27	1.000	.802
V.C.29	1.000	.673
V.C.30	1.000	.868

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.033	43.622	43.622	10.033	43.622	43.622
2	2.425	10.544	54.166	2.425	10.544	54.166
3	1.860	8.088	62.255	1.860	8.088	62.255
4	1.371	5.960	68.215	1.371	5.960	68.215
5	1.162	5.053	73.267	1.162	5.053	73.267
6	.995	4.328	77.595			
7	.850	3.698	81.293			
8	.769	3.344	84.637			
9	.622	2.704	87.341			
10	.542	2.356	89.696			
11	.522	2.270	91.967			
12	.412	1.793	93.760			
13	.360	1.567	95.327			
14	.286	1.243	96.570			
15	.182	.793	97.363			
16	.148	.642	98.006			
17	.123	.536	98.542			
18	.105	.458	99.000			
19	.080	.347	99.347			
20	.050	.218	99.565			
21	.040	.176	99.741			
22	.036	.158	99.898			
23	.023	.102	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.169	22.475	22.475
2	4.309	18.736	41.211
3	3.145	13.672	54.882
4	2.302	10.008	64.891
5	1.927	8.377	73.267
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component				
	1	2	3	4	5
V.C.1	.680	.051	-.481	.015	.267
V.C.3	.703	.076	-.294	-.079	.118
V.C.4	.677	.243	-.359	.203	.178
V.C.5	.595	.355	-.133	-.368	-.087
V.C.6	.576	.256	.414	.232	-.017
V.C.7	.671	.438	-.361	.103	.059
V.C.8	.665	.305	-.319	-.129	.281
V.C.9	.563	-.088	.048	-.226	-.265
V.C.10	.528	.637	.154	-.017	-.405
V.C.11	.356	.109	.480	.485	.325
V.C.12	.666	.508	.394	.020	-.227
V.C.13	.796	.140	-.090	-.140	-.150
V.C.14	.754	-.339	-.184	.003	-.019
V.C.15	.578	.036	.478	-.286	.422
V.C.16	.626	-.099	.461	-.215	.328
V.C.18	.712	-.353	.183	-.166	-.274
V.C.19	.819	-.185	-.037	-.011	-.181
V.C.22	.734	-.411	-.046	-.031	.244
V.C.23	.734	.107	.149	-.112	-.030
V.C.24	.676	-.542	-.122	.051	-.219
V.C.27	.512	-.061	-.079	.707	-.176
V.C.29	.710	-.203	.057	.352	.022
V.C.30	.684	-.611	.122	-.065	-.086

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

Rotated Component Matrix[a]

	Component				
	1	2	3	4	5
V.C.1	.302	.814	-.003	.076	.090
V.C.3	.355	.655	.178	.135	.040
V.C.4	.172	.756	.179	.034	.289
V.C.5	.186	.506	.520	.164	-.231
V.C.6	.149	.114	.499	.349	.465
V.C.7	.082	.775	.381	-.014	.187
V.C.8	.121	.788	.214	.228	.000
V.C.9	.521	.154	.367	.107	-.090
V.C.10	.011	.242	.893	.003	.124
V.C.11	-.025	.026	.109	.460	.697
V.C.12	.119	.183	.837	.299	.269
V.C.13	.459	.491	.482	.139	.031
V.C.14	.714	.422	.038	.106	.133
V.C.15	.212	.174	.205	.840	.043
V.C.16	.360	.132	.177	.761	.103
V.C.18	.794	.055	.299	.213	.030
V.C.19	.698	.349	.302	.118	.159
V.C.22	.665	.395	-.116	.365	.157
V.C.23	.396	.330	.440	.336	.113
V.C.24	.869	.195	.006	-.023	.148
V.C.27	.346	.238	.141	-.233	.743
V.C.29	.536	.290	.110	.156	.515
V.C.30	.886	.066	-.016	.254	.117

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

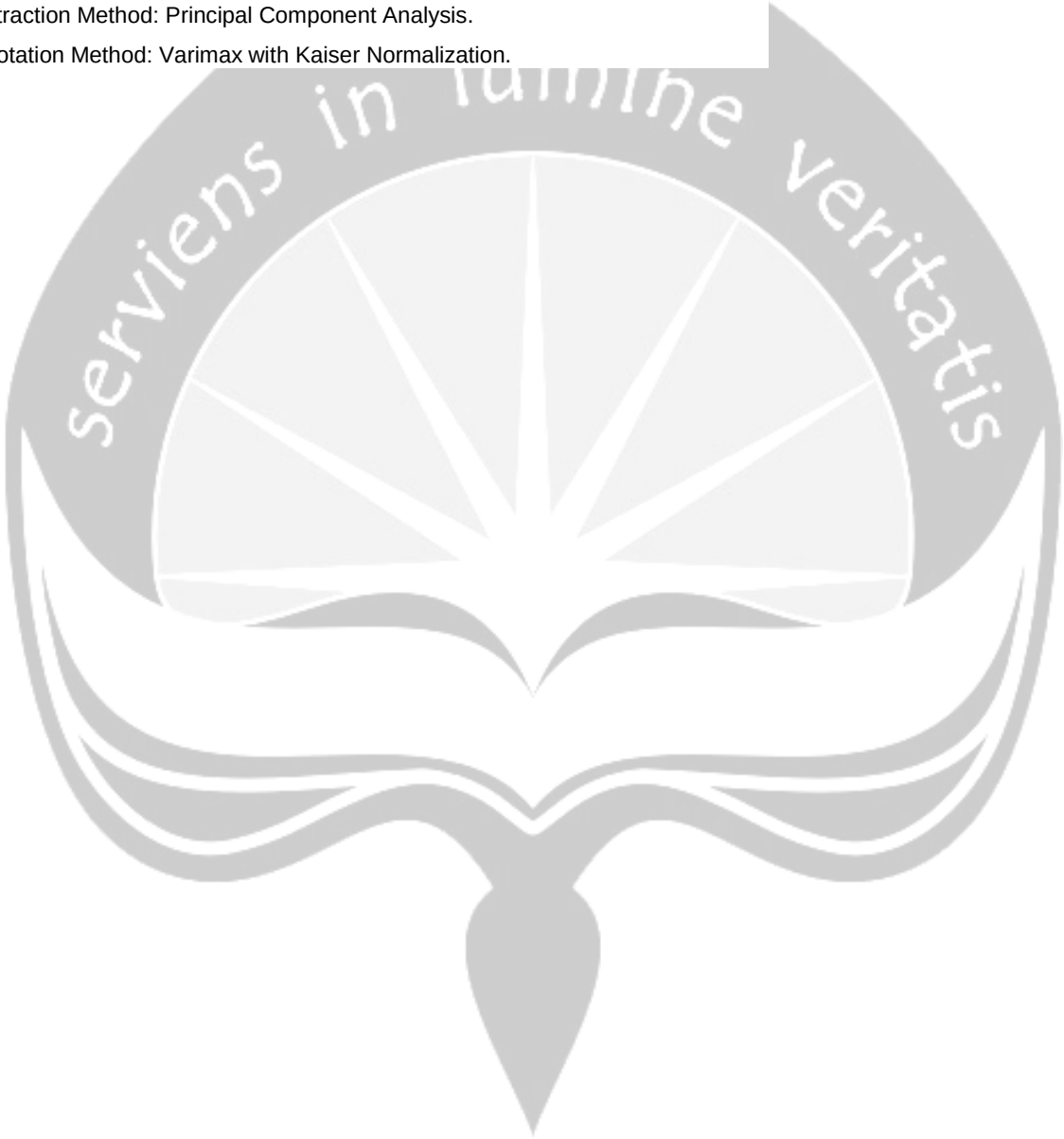
a. Rotation converged in 7 iterations.

Component Transformation Matrix

Component	1	2	3	4	5
1	.617	.552	.398	.309	.247
2	-.705	.325	.630	-.002	.022
3	-.019	-.669	.317	.623	.252
4	-.104	-.016	-.141	-.324	.930
5	-.334	.377	-.569	.641	.107

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.



```
GET
  FILE='F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.3 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11
V.B.12 V.B.13 V.B.14 V.B.15
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.3 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11
V.B.12 V.B.13 V.B.14 V.B.15
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
 [DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.518
Bartlett's Test of Sphericity	Approx. Chi-Square	154.985
	df	105
	Sig.	.001

Anti-image Matrices

		V.B.1	V.B.2	V.B.3	V.B.4	V.B.5	V.B.6
Anti-image Covariance	V.B.1	.430	-.094	.020	-.117	-.041	.009
	V.B.2	-.094	.294	-.137	.068	-.016	.054
	V.B.3	.020	-.137	.615	-.020	-.049	-.005
	V.B.4	-.117	.068	-.020	.376	-.093	.147
	V.B.5	-.041	-.016	-.049	-.093	.595	-.191
	V.B.6	.009	.054	-.005	.147	-.191	.605
	V.B.7	-.023	.069	-.170	.013	.016	-.020
	V.B.8	.115	-.150	.059	.037	.053	.022
	V.B.9	.016	-.159	.241	.019	-.177	-.027
	V.B.10	-.146	-.131	.107	-.074	-.005	-.149
	V.B.11	-.012	.020	.135	.138	-.206	.138
	V.B.12	.139	.003	-.082	-.131	.042	-.088

	V.B.13	-.021	.127	-.173	-.016	.012	-.137
	V.B.14	-.013	-.084	.116	-.178	-.008	-.007
	V.B.15	.073	-.154	.164	-.080	.003	-.058
Anti-image Correlation	V.B.1	.691[a]	-.266	.038	-.291	-.081	.018
	V.B.2	-.266	.524[a]	-.323	.205	-.038	.127
	V.B.3	.038	-.323	.171[a]	-.042	-.081	-.008
	V.B.4	-.291	.205	-.042	.592[a]	-.196	.309
	V.B.5	-.081	-.038	-.081	-.196	.657[a]	-.318
	V.B.6	.018	.127	-.008	.309	-.318	.543[a]
	V.B.7	-.073	.265	-.453	.046	.043	-.053
	V.B.8	.251	-.395	.108	.087	.099	.041
	V.B.9	.035	-.420	.441	.045	-.329	-.049
	V.B.10	-.358	-.389	.219	-.194	-.010	-.307
	V.B.11	-.026	.051	.242	.316	-.375	.248
	V.B.12	.250	.007	-.123	-.251	.064	-.132
	V.B.13	-.040	.298	-.279	-.032	.019	-.223
	V.B.14	-.031	-.245	.235	-.459	-.016	-.015
	V.B.15	.230	-.588	.435	-.271	.008	-.155

Anti-image Matrices

		V.B.7	V.B.8	V.B.9	V.B.10	V.B.11	V.B.12
Anti-image Covariance	V.B.1	-.023	.115	.016	-.146	-.012	.139
	V.B.2	.069	-.150	-.159	-.131	.020	.003
	V.B.3	-.170	.059	.241	.107	.135	-.082
	V.B.4	.013	.037	.019	-.074	.138	-.131
	V.B.5	.016	.053	-.177	-.005	-.206	.042
	V.B.6	-.020	.022	-.027	-.149	.138	-.088
	V.B.7	.228	-.083	-.063	-.083	-.115	.109
	V.B.8	-.083	.487	-.054	.008	-.040	.048
	V.B.9	-.063	-.054	.485	.113	.140	-.100
	V.B.10	-.083	.008	.113	.389	-.047	-.058
	V.B.11	-.115	-.040	.140	-.047	.507	-.097
	V.B.12	.109	.048	-.100	-.058	-.097	.722
	V.B.13	.011	-.157	-.101	-.030	-.133	-.050
	V.B.14	-.141	-.061	.034	.074	.024	-.060
	V.B.15	-.165	.113	.095	.094	.080	-.083

Anti-image Correlation	V.B.1	-.073	.251	.035	-.358	-.026	.250
	V.B.2	.265	-.395	-.420	-.389	.051	.007
	V.B.3	-.453	.108	.441	.219	.242	-.123
	V.B.4	.046	.087	.045	-.194	.316	-.251
	V.B.5	.043	.099	-.329	-.010	-.375	.064
	V.B.6	-.053	.041	-.049	-.307	.248	-.132
	V.B.7	.541[a]	-.250	-.188	-.279	-.338	.268
	V.B.8	-.250	.552[a]	-.110	.018	-.081	.081
	V.B.9	-.188	-.110	.425[a]	.261	.283	-.169
	V.B.10	-.279	.018	.261	.630[a]	-.107	-.109
	V.B.11	-.338	-.081	.283	-.107	.397[a]	-.160
	V.B.12	.268	.081	-.169	-.109	-.160	.395[a]
	V.B.13	.029	-.284	-.184	-.060	-.237	-.074
	V.B.14	-.468	-.138	.078	.189	.054	-.111
	V.B.15	-.718	.335	.283	.312	.233	-.203

Anti-image Matrices

		V.B.13	V.B.14	V.B.15
Anti-image Covariance	V.B.1	-.021	-.013	.073
	V.B.2	.127	-.084	-.154
	V.B.3	-.173	.116	.164
	V.B.4	-.016	-.178	-.080
	V.B.5	.012	-.008	.003
	V.B.6	-.137	-.007	-.058
	V.B.7	.011	-.141	-.165
	V.B.8	-.157	-.061	.113
	V.B.9	-.101	.034	.095
	V.B.10	-.030	.074	.094
	V.B.11	-.133	.024	.080
	V.B.12	-.050	-.060	-.083
	V.B.13	.624	-.019	-.064
	V.B.14	-.019	.399	.118
	V.B.15	-.064	.118	.233
Anti-image Correlation	V.B.1	-.040	-.031	.230
	V.B.2	.298	-.245	-.588
	V.B.3	-.279	.235	.435

	V.B.4	-.032	-.459	-.271
	V.B.5	.019	-.016	.008
	V.B.6	-.223	-.015	-.155
	V.B.7	.029	-.468	-.718
	V.B.8	-.284	-.138	.335
	V.B.9	-.184	.078	.283
	V.B.10	-.060	.189	.312
	V.B.11	-.237	.054	.233
	V.B.12	-.074	-.111	-.203
	V.B.13	.561[a]	-.039	-.169
	V.B.14	-.039	.617[a]	.386
	V.B.15	-.169	.386	.351[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.800
V.B.2	1.000	.780
V.B.3	1.000	.566
V.B.4	1.000	.836
V.B.5	1.000	.635
V.B.6	1.000	.756
V.B.7	1.000	.796
V.B.8	1.000	.809
V.B.9	1.000	.782
V.B.10	1.000	.718
V.B.11	1.000	.666
V.B.12	1.000	.732
V.B.13	1.000	.674
V.B.14	1.000	.760
V.B.15	1.000	.786

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.814	25.428	25.428	3.814	25.428	25.428
2	1.914	12.758	38.185	1.914	12.758	38.185
3	1.602	10.683	48.869	1.602	10.683	48.869
4	1.498	9.984	58.853	1.498	9.984	58.853
5	1.246	8.307	67.159	1.246	8.307	67.159
6	1.021	6.805	73.965	1.021	6.805	73.965
7	.840	5.599	79.564			
8	.703	4.690	84.253			
9	.658	4.390	88.643			
10	.516	3.443	92.086			
11	.352	2.346	94.432			
12	.284	1.894	96.326			
13	.254	1.696	98.022			
14	.207	1.379	99.401			
15	.090	.599	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.631	17.537	17.537
2	2.071	13.808	31.345
3	1.776	11.839	43.184
4	1.745	11.636	54.820
5	1.517	10.116	64.935
6	1.354	9.029	73.965
7			
8			
9			
10			
11			
12			
13			
14			
15			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.B.1	.580	-.125	-.528	-.310	.261	-.070
V.B.2	.713	-.203	.196	-.232	-.185	-.322
V.B.3	.075	.194	-.386	.528	-.269	-.151
V.B.4	.560	-.555	-.257	.058	-.005	.381
V.B.5	.537	.259	.106	-.119	.493	.100
V.B.6	.398	.202	.318	.360	.481	-.309
V.B.7	.766	.095	-.082	.297	-.293	-.134
V.B.8	.378	.517	.239	-.284	-.510	.017
V.B.9	.352	.041	.679	-.441	.016	.024
V.B.10	.689	.068	-.342	-.114	.297	-.142
V.B.11	.139	.732	-.221	-.022	.107	.224
V.B.12	.167	-.277	.396	.377	.184	.543
V.B.13	.326	.565	.125	.425	-.034	.226
V.B.14	.684	-.091	-.133	-.165	-.316	.372
V.B.15	.502	-.426	.278	.441	-.125	-.253

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.B.1	.888	-.031	-.005	.019	-.007	-.100
V.B.2	.432	.425	.581	.125	-.224	-.096
V.B.3	.002	.102	.040	.057	.740	-.057
V.B.4	.615	-.020	.282	-.216	.059	.573
V.B.5	.435	.138	-.180	.554	-.260	.138
V.B.6	.067	-.023	.190	.845	.002	.028
V.B.7	.388	.531	.365	.258	.387	.117
V.B.8	-.009	.876	-.073	.021	-.102	-.157
V.B.9	-.010	.434	.185	.214	-.714	.059
V.B.10	.772	.103	.029	.321	.057	-.072
V.B.11	.138	.332	-.652	.274	.184	-.058
V.B.12	-.123	-.067	.115	.184	-.119	.807
V.B.13	-.079	.449	-.241	.477	.321	.277
V.B.14	.539	.535	.099	-.199	.000	.367
V.B.15	.085	.091	.780	.259	.152	.266

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 14 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.690	.499	.314	.351	.005	.230
2	-.170	.489	-.655	.423	.174	-.305
3	-.573	.255	.312	.353	-.583	.213
4	-.311	-.163	.215	.383	.726	.395
5	.263	-.638	-.278	.592	-.301	.076
6	.018	.115	-.501	-.277	-.109	.804

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.12
V.B.13 V.B.14 V.B.15
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.12
V.B.13 V.B.14 V.B.15
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
 [DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.598
Bartlett's Test of Sphericity	Approx. Chi-Square	144.623
	df	91
	Sig.	.000

Anti-image Matrices

		V.B.1	V.B.2	V.B.4	V.B.5	V.B.6	V.B.7
Anti-image Covariance	V.B.1	.430	-.101	-.117	-.040	.010	-.022
	V.B.2	-.101	.328	.071	-.030	.059	.043
	V.B.4	-.117	.071	.376	-.095	.147	.010
	V.B.5	-.040	-.030	-.095	.599	-.192	.003
	V.B.6	.010	.059	.147	-.192	.605	-.027
	V.B.7	-.022	.043	.010	.003	-.027	.287
	V.B.8	.114	-.154	.040	.059	.023	-.085
	V.B.9	.010	-.145	.034	-.197	-.031	.006
	V.B.10	-.157	-.126	-.074	.004	-.155	-.071
	V.B.11	-.017	.059	.151	-.209	.147	-.104
	V.B.12	.144	-.017	-.136	.036	-.090	.110
	V.B.13	-.017	.108	-.023	-.002	-.150	-.050
	V.B.14	-.017	-.068	-.185	.001	-.007	-.145
	V.B.15	.083	-.161	-.092	.020	-.070	-.186
Anti-image Correlation	V.B.1	.683[a]	-.268	-.290	-.079	.019	-.063

	V.B.2	-.268	.609[a]	.202	-.068	.131	.141
	V.B.4	-.290	.202	.584[a]	-.201	.309	.030
	V.B.5	-.079	-.068	-.201	.661[a]	-.319	.007
	V.B.6	.019	.131	.309	-.319	.531[a]	-.064
	V.B.7	-.063	.141	.030	.007	-.064	.648[a]
	V.B.8	.248	-.383	.092	.109	.042	-.226
	V.B.9	.020	-.327	.071	-.328	-.051	.014
	V.B.10	-.376	-.344	-.190	.008	-.313	-.207
	V.B.11	-.036	.140	.336	-.368	.258	-.264
	V.B.12	.257	-.035	-.258	.054	-.134	.239
	V.B.13	-.031	.228	-.046	-.003	-.235	-.114
	V.B.14	-.041	-.184	-.463	.003	-.013	-.417
	V.B.15	.237	-.525	-.281	.049	-.168	-.649

Anti-image Matrices

		V.B.8	V.B.9	V.B.10	V.B.11	V.B.12	V.B.13
Anti-image Covariance	V.B.1	.114	.010	-.157	-.017	.144	-.017
	V.B.2	-.154	-.145	-.126	.059	-.017	.108
	V.B.4	.040	.034	-.074	.151	-.136	-.023
	V.B.5	.059	-.197	.004	-.209	.036	-.002
	V.B.6	.023	-.031	-.155	.147	-.090	-.150
	V.B.7	-.085	.006	-.071	-.104	.110	-.050
	V.B.8	.493	-.096	-.003	-.057	.058	-.154
	V.B.9	-.096	.602	.093	.115	-.085	-.045
	V.B.10	-.003	.093	.408	-.079	-.046	.001
	V.B.11	-.057	.115	-.079	.539	-.085	-.110
	V.B.12	.058	-.085	-.046	-.085	.733	-.080
	V.B.13	-.154	-.045	.001	-.110	-.080	.677
	V.B.14	-.077	-.015	.060	-.002	-.048	.015
	V.B.15	.121	.047	.084	.058	-.077	-.024
Anti-image Correlation	V.B.1	.248	.020	-.376	-.036	.257	-.031
	V.B.2	-.383	-.327	-.344	.140	-.035	.228
	V.B.4	.092	.071	-.190	.336	-.258	-.046
	V.B.5	.109	-.328	.008	-.368	.054	-.003
	V.B.6	.042	-.051	-.313	.258	-.134	-.235
	V.B.7	-.226	.014	-.207	-.264	.239	-.114

	V.B.8	.557[a]	-.177	-.006	-.111	.096	-.266
	V.B.9	-.177	.590[a]	.188	.202	-.128	-.071
	V.B.10	-.006	.188	.689[a]	-.169	-.084	.001
	V.B.11	-.111	.202	-.169	.456[a]	-.135	-.182
	V.B.12	.096	-.128	-.084	-.135	.434[a]	-.114
	V.B.13	-.266	-.071	.001	-.182	-.114	.667[a]
	V.B.14	-.169	-.029	.144	-.003	-.085	.029
	V.B.15	.322	.113	.246	.146	-.167	-.055

Anti-image Matrices

		V.B.14	V.B.15
Anti-image Covariance	V.B.1	-.017	.083
	V.B.2	-.068	-.161
	V.B.4	-.185	-.092
	V.B.5	.001	.020
	V.B.6	-.007	-.070
	V.B.7	-.145	-.186
	V.B.8	-.077	.121
	V.B.9	-.015	.047
	V.B.10	.060	.084
	V.B.11	-.002	.058
	V.B.12	-.048	-.077
	V.B.13	.015	-.024
	V.B.14	.423	.113
	V.B.15	.113	.287
Anti-image Correlation	V.B.1	-.041	.237
	V.B.2	-.184	-.525
	V.B.4	-.463	-.281
	V.B.5	.003	.049
	V.B.6	-.013	-.168
	V.B.7	-.417	-.649
	V.B.8	-.169	.322
	V.B.9	-.029	.113
	V.B.10	.144	.246
	V.B.11	-.003	.146
	V.B.12	-.085	-.167

	V.B.13	.029	-.055
	V.B.14	.680[a]	.324
	V.B.15	.324	.443[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.806
V.B.2	1.000	.795
V.B.4	1.000	.837
V.B.5	1.000	.666
V.B.6	1.000	.754
V.B.7	1.000	.847
V.B.8	1.000	.808
V.B.9	1.000	.828
V.B.10	1.000	.721
V.B.11	1.000	.709
V.B.12	1.000	.753
V.B.13	1.000	.663
V.B.14	1.000	.760
V.B.15	1.000	.872

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.810	27.215	27.215	3.810	27.215	27.215
2	1.900	13.571	40.785	1.900	13.571	40.785
3	1.575	11.247	52.032	1.575	11.247	52.032
4	1.350	9.644	61.676	1.350	9.644	61.676
5	1.176	8.399	70.075	1.176	8.399	70.075
6	1.009	7.210	77.285	1.009	7.210	77.285
7	.713	5.095	82.380			
8	.696	4.973	87.354			
9	.517	3.693	91.046			
10	.364	2.601	93.647			
11	.292	2.084	95.731			
12	.254	1.817	97.548			
13	.220	1.568	99.116			
14	.124	.884	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.520	18.003	18.003
2	2.018	14.414	32.417
3	1.810	12.931	45.348
4	1.783	12.734	58.082
5	1.345	9.609	67.690
6	1.343	9.595	77.285
7			
8			
9			
10			
11			
12			
13			
14			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.B.1	.580	-.138	-.614	.046	.268	-.022
V.B.2	.715	-.175	.102	-.407	.095	-.262
V.B.4	.560	-.573	-.190	.117	-.117	.364
V.B.5	.539	.285	.015	.123	.494	.186
V.B.6	.397	.208	.415	.408	.381	-.265
V.B.7	.762	.060	.060	.142	-.425	-.244
V.B.8	.378	.546	.096	-.524	-.287	.013
V.B.9	.361	.135	.420	-.583	.376	.147
V.B.10	.689	.058	-.377	.192	.216	-.132
V.B.11	.137	.723	-.258	.254	-.148	.121
V.B.12	.168	-.267	.519	.246	.054	.566
V.B.13	.320	.537	.273	.329	-.239	.181
V.B.14	.685	-.088	-.181	-.208	-.310	.333
V.B.15	.504	-.430	.452	.198	-.252	-.355

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.B.1	.891	.029	-.052	.010	-.092	-.002
V.B.2	.396	.498	-.185	.590	-.068	.064
V.B.4	.582	.318	-.154	-.059	.540	-.280
V.B.5	.483	-.123	.255	.315	.196	.463
V.B.6	.094	.259	.165	.082	.089	.798
V.B.7	.325	.766	.377	.109	-.017	.002
V.B.8	-.026	.153	.493	.664	-.226	-.221
V.B.9	.008	-.044	-.086	.870	.162	.189
V.B.10	.770	.202	.163	.044	-.091	.223
V.B.11	.154	-.179	.781	-.079	-.187	.049
V.B.12	-.107	.077	.006	.052	.846	.134
V.B.13	-.064	.179	.737	.055	.199	.204
V.B.14	.499	.319	.240	.319	.275	-.417
V.B.15	.010	.872	-.166	.004	.209	.198

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.663	.540	.245	.397	.187	.132
2	-.137	-.304	.807	.239	-.361	.224
3	-.661	.327	-.018	.336	.414	.414
4	.102	.117	.288	-.785	.268	.452
5	.298	-.525	-.381	.215	.033	.666
6	.082	-.469	.245	.099	.768	-.336

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.13
V.B.14 V.B.15
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.13
V.B.14 V.B.15
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.602
Bartlett's Test of Sphericity	Approx. Chi-Square	138.488
	df	78
	Sig.	.000

Anti-image Matrices

		V.B.1	V.B.2	V.B.4	V.B.5	V.B.6	V.B.7
Anti-image Covariance	V.B.1	.461	-.104	-.103	-.050	.030	-.050
	V.B.2	-.104	.329	.073	-.029	.058	.049
	V.B.4	-.103	.073	.403	-.095	.143	.034
	V.B.5	-.050	-.029	-.095	.600	-.192	-.003
	V.B.6	.030	.058	.143	-.192	.616	-.014
	V.B.7	-.050	.049	.034	-.003	-.014	.304
	V.B.8	.111	-.154	.054	.057	.031	-.100
	V.B.9	.029	-.150	.020	-.197	-.042	.020
	V.B.10	-.160	-.128	-.089	.006	-.165	-.068
	V.B.11	-.001	.058	.148	-.209	.142	-.098
	V.B.13	-.001	.107	-.041	.002	-.165	-.041
	V.B.14	-.009	-.070	-.209	.004	-.013	-.148
	V.B.15	.108	-.168	-.117	.025	-.083	-.191
Anti-image Correlation	V.B.1	.706[a]	-.268	-.239	-.096	.055	-.133

	V.B.2	-.268	.602[a]	.200	-.066	.128	.154
	V.B.4	-.239	.200	.576[a]	-.194	.286	.097
	V.B.5	-.096	-.066	-.194	.665[a]	-.315	-.006
	V.B.6	.055	.128	.286	-.315	.524[a]	-.033
	V.B.7	-.133	.154	.097	-.006	-.033	.664[a]
	V.B.8	.233	-.382	.122	.104	.056	-.258
	V.B.9	.055	-.334	.040	-.324	-.069	.047
	V.B.10	-.368	-.349	-.220	.013	-.328	-.193
	V.B.11	-.001	.137	.315	-.364	.244	-.241
	V.B.13	-.002	.226	-.078	.003	-.254	-.090
	V.B.14	-.020	-.188	-.504	.007	-.025	-.410
	V.B.15	.294	-.539	-.340	.059	-.194	-.636

Anti-image Matrices

		V.B.8	V.B.9	V.B.10	V.B.11	V.B.13
Anti-image Covariance	V.B.1	.111	.029	-.160	-.001	-.001
	V.B.2	-.154	-.150	-.128	.058	.107
	V.B.4	.054	.020	-.089	.148	-.041
	V.B.5	.057	-.197	.006	-.209	.002
	V.B.6	.031	-.042	-.165	.142	-.165
	V.B.7	-.100	.020	-.068	-.098	-.041
	V.B.8	.498	-.092	.001	-.052	-.151
	V.B.9	-.092	.612	.090	.109	-.056
	V.B.10	.001	.090	.411	-.087	-.005
	V.B.11	-.052	.109	-.087	.549	-.123
	V.B.13	-.151	-.056	-.005	-.123	.686
	V.B.14	-.075	-.021	.058	-.007	.010
	V.B.15	.132	.040	.082	.051	-.034
Anti-image Correlation	V.B.1	.233	.055	-.368	-.001	-.002
	V.B.2	-.382	-.334	-.349	.137	.226
	V.B.4	.122	.040	-.220	.315	-.078
	V.B.5	.104	-.324	.013	-.364	.003
	V.B.6	.056	-.069	-.328	.244	-.254
	V.B.7	-.258	.047	-.193	-.241	-.090
	V.B.8	.551[a]	-.167	.002	-.100	-.258
	V.B.9	-.167	.598[a]	.179	.188	-.087

	V.B.10	.002	.179	.688[a]	-.182	-.009
	V.B.11	-.100	.188	-.182	.479[a]	-.201
	V.B.13	-.258	-.087	-.009	-.201	.660[a]
	V.B.14	-.162	-.041	.138	-.015	.019
	V.B.15	.345	.094	.237	.127	-.075

Anti-image Matrices

		V.B.14	V.B.15
Anti-image Covariance	V.B.1	-.009	.108
	V.B.2	-.070	-.168
	V.B.4	-.209	-.117
	V.B.5	.004	.025
	V.B.6	-.013	-.083
	V.B.7	-.148	-.191
	V.B.8	-.075	.132
	V.B.9	-.021	.040
	V.B.10	.058	.082
	V.B.11	-.007	.051
	V.B.13	.010	-.034
	V.B.14	.426	.112
	V.B.15	.112	.295
Anti-image Correlation	V.B.1	-.020	.294
	V.B.2	-.188	-.539
	V.B.4	-.504	-.340
	V.B.5	.007	.059
	V.B.6	-.025	-.194
	V.B.7	-.410	-.636
	V.B.8	-.162	.345
	V.B.9	-.041	.094
	V.B.10	.138	.237
	V.B.11	-.015	.127
	V.B.13	.019	-.075
	V.B.14	.672[a]	.316
	V.B.15	.316	.417[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.784
V.B.2	1.000	.726
V.B.4	1.000	.696
V.B.5	1.000	.622
V.B.6	1.000	.759
V.B.7	1.000	.818
V.B.8	1.000	.803
V.B.9	1.000	.802
V.B.10	1.000	.702
V.B.11	1.000	.735
V.B.13	1.000	.610
V.B.14	1.000	.695
V.B.15	1.000	.854

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.789	29.150	29.150	3.789	29.150	29.150
2	1.872	14.403	43.553	1.872	14.403	43.553
3	1.462	11.247	54.800	1.462	11.247	54.800
4	1.306	10.044	64.844	1.306	10.044	64.844
5	1.175	9.035	73.879	1.175	9.035	73.879
6	.847	6.515	80.394			
7	.710	5.461	85.855			
8	.519	3.990	89.845			
9	.366	2.818	92.663			
10	.314	2.413	95.076			
11	.276	2.124	97.201			
12	.239	1.840	99.041			
13	.125	.959	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.480	19.074	19.074
2	2.061	15.854	34.928
3	1.828	14.064	48.992
4	1.802	13.864	62.856
5	1.433	11.023	73.879
6			
7			
8			
9			
10			
11			
12			
13			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component				
	1	2	3	4	5
V.B.1	.592	-.243	-.537	-.151	.252
V.B.2	.715	-.186	.314	-.266	.102
V.B.4	.550	-.581	-.194	.017	-.136
V.B.5	.540	.289	-.094	.042	.486
V.B.6	.390	.275	.230	.544	.427
V.B.7	.766	.048	.075	.258	-.395
V.B.8	.388	.529	.230	-.474	-.309
V.B.9	.356	.182	.562	-.445	.359
V.B.10	.695	-.002	-.413	.045	.214
V.B.11	.147	.689	-.456	.041	-.168
V.B.13	.318	.588	.035	.328	-.233
V.B.14	.686	-.121	-.100	-.288	-.342
V.B.15	.490	-.364	.460	.480	-.197

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component				
	1	2	3	4	5
V.B.1	.592	-.243	-.537	-.151	.252
V.B.2	.715	-.186	.314	-.266	.102
V.B.4	.550	-.581	-.194	.017	-.136
V.B.5	.540	.289	-.094	.042	.486
V.B.6	.390	.275	.230	.544	.427
V.B.7	.766	.048	.075	.258	-.395
V.B.8	.388	.529	.230	-.474	-.309
V.B.9	.356	.182	.562	-.445	.359
V.B.10	.695	-.002	-.413	.045	.214
V.B.11	.147	.689	-.456	.041	-.168
V.B.13	.318	.588	.035	.328	-.233
V.B.14	.686	-.121	-.100	-.288	-.342
V.B.15	.490	-.364	.460	.480	-.197

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

Rotated Component Matrix[a]

	Component				
	1	2	3	4	5
V.B.1	.883	-.006	-.033	.024	.057
V.B.2	.390	.401	-.123	.624	.092
V.B.4	.612	.494	-.221	-.042	-.165
V.B.5	.434	-.076	.188	.279	.561
V.B.6	.026	.230	.131	.059	.828
V.B.7	.310	.725	.414	.138	.078
V.B.8	-.017	.051	.557	.672	-.197
V.B.9	-.017	-.026	-.110	.855	.242
V.B.10	.761	.117	.194	.054	.261
V.B.11	.159	-.249	.796	-.101	.057
V.B.13	-.084	.231	.686	.027	.279
V.B.14	.527	.406	.223	.336	-.298
V.B.15	-.005	.880	-.157	.038	.231

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Rotated Component Matrix[a]

	Component				
	1	2	3	4	5
V.B.1	.883	-.006	-.033	.024	.057
V.B.2	.390	.401	-.123	.624	.092
V.B.4	.612	.494	-.221	-.042	-.165
V.B.5	.434	-.076	.188	.279	.561
V.B.6	.026	.230	.131	.059	.828
V.B.7	.310	.725	.414	.138	.078
V.B.8	-.017	.051	.557	.672	-.197
V.B.9	-.017	-.026	-.110	.855	.242
V.B.10	.761	.117	.194	.054	.261
V.B.11	.159	-.249	.796	-.101	.057
V.B.13	-.084	.231	.686	.027	.279
V.B.14	.527	.406	.223	.336	-.298
V.B.15	-.005	.880	-.157	.038	.231

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Component Transformation Matrix

Component	1	2	3	4	5
1	.657	.527	.254	.412	.235
2	-.272	-.356	.815	.218	.295
3	-.643	.399	-.261	.569	.189
4	-.183	.441	.101	-.660	.572
5	.216	-.492	-.439	.154	.704

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.13
V.B.14
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.11 V.B.13
V.B.14
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.662
Bartlett's Test of Sphericity	Approx. Chi-Square	108.360
	df	66
	Sig.	.001

Anti-image Matrices

		V.B.1	V.B.2	V.B.4	V.B.5	V.B.6	V.B.7
Anti-image Covariance	V.B.1	.504	-.066	-.074	-.065	.068	.037
	V.B.2	-.066	.463	.010	-.022	.015	-.141
	V.B.4	-.074	.010	.456	-.097	.129	-.079
	V.B.5	-.065	-.022	-.097	.602	-.193	.022
	V.B.6	.068	.015	.129	-.193	.641	-.118
	V.B.7	.037	-.141	-.079	.022	-.118	.511
	V.B.8	.078	-.127	.137	.052	.080	-.029
	V.B.9	.016	-.181	.041	-.202	-.033	.078
	V.B.10	-.221	-.121	-.068	-.001	-.156	-.027
	V.B.11	-.022	.125	.194	-.218	.165	-.112
	V.B.13	.013	.125	-.062	.005	-.182	-.106
	V.B.14	-.061	-.010	-.206	-.006	.021	-.140
Anti-image Correlation	V.B.1	.757[a]	-.136	-.155	-.118	.120	.074
	V.B.2	-.136	.719[a]	.021	-.041	.028	-.290

	V.B.4	-.155	.021	.600[a]	-.185	.239	-.164
	V.B.5	-.118	-.041	-.185	.661[a]	-.310	.040
	V.B.6	.120	.028	.239	-.310	.492[a]	-.206
	V.B.7	.074	-.290	-.164	.040	-.206	.782[a]
	V.B.8	.146	-.248	.271	.089	.133	-.054
	V.B.9	.029	-.338	.077	-.332	-.052	.139
	V.B.10	-.471	-.270	-.152	-.001	-.296	-.057
	V.B.11	-.041	.245	.384	-.375	.277	-.209
	V.B.13	.022	.220	-.111	.007	-.274	-.179
	V.B.14	-.124	-.022	-.444	-.012	.039	-.286

Anti-image Matrices

		V.B.8	V.B.9	V.B.10	V.B.11	V.B.13	V.B.14
Anti-image Covariance	V.B.1	.078	.016	-.221	-.022	.013	-.061
	V.B.2	-.127	-.181	-.121	.125	.125	-.010
	V.B.4	.137	.041	-.068	.194	-.062	-.206
	V.B.5	.052	-.202	-.001	-.218	.005	-.006
	V.B.6	.080	-.033	-.156	.165	-.182	.021
	V.B.7	-.029	.078	-.027	-.112	-.106	-.140
	V.B.8	.565	-.126	-.043	-.086	-.155	-.157
	V.B.9	-.126	.618	.084	.105	-.052	-.040
	V.B.10	-.043	.084	.436	-.109	.005	.031
	V.B.11	-.086	.105	-.109	.558	-.120	-.030
	V.B.13	-.155	-.052	.005	-.120	.690	.026
	V.B.14	-.157	-.040	.031	-.030	.026	.473
Anti-image Correlation	V.B.1	.146	.029	-.471	-.041	.022	-.124
	V.B.2	-.248	-.338	-.270	.245	.220	-.022
	V.B.4	.271	.077	-.152	.384	-.111	-.444
	V.B.5	.089	-.332	-.001	-.375	.007	-.012
	V.B.6	.133	-.052	-.296	.277	-.274	.039
	V.B.7	-.054	.139	-.057	-.209	-.179	-.286
	V.B.8	.615[a]	-.213	-.087	-.154	-.248	-.304
	V.B.9	-.213	.577[a]	.162	.179	-.080	-.075
	V.B.10	-.087	.162	.722[a]	-.220	.010	.069
	V.B.11	-.154	.179	-.220	.405[a]	-.193	-.058
	V.B.13	-.248	-.080	.010	-.193	.634[a]	.046

Anti-image Matrices

		V.B.8	V.B.9	V.B.10	V.B.11	V.B.13	V.B.14
Anti-image Covariance	V.B.1	.078	.016	-.221	-.022	.013	-.061
	V.B.2	-.127	-.181	-.121	.125	.125	-.010
	V.B.4	.137	.041	-.068	.194	-.062	-.206
	V.B.5	.052	-.202	-.001	-.218	.005	-.006
	V.B.6	.080	-.033	-.156	.165	-.182	.021
	V.B.7	-.029	.078	-.027	-.112	-.106	-.140
	V.B.8	.565	-.126	-.043	-.086	-.155	-.157
	V.B.9	-.126	.618	.084	.105	-.052	-.040
	V.B.10	-.043	.084	.436	-.109	.005	.031
	V.B.11	-.086	.105	-.109	.558	-.120	-.030
	V.B.13	-.155	-.052	.005	-.120	.690	.026
	V.B.14	-.157	-.040	.031	-.030	.026	.473
Anti-image Correlation	V.B.1	.146	.029	-.471	-.041	.022	-.124
	V.B.2	-.248	-.338	-.270	.245	.220	-.022
	V.B.4	.271	.077	-.152	.384	-.111	-.444
	V.B.5	.089	-.332	-.001	-.375	.007	-.012
	V.B.6	.133	-.052	-.296	.277	-.274	.039
	V.B.7	-.054	.139	-.057	-.209	-.179	-.286
	V.B.8	.615[a]	-.213	-.087	-.154	-.248	-.304
	V.B.9	-.213	.577[a]	.162	.179	-.080	-.075
	V.B.10	-.087	.162	.722[a]	-.220	.010	.069
	V.B.11	-.154	.179	-.220	.405[a]	-.193	-.058
	V.B.13	-.248	-.080	.010	-.193	.634[a]	.046
	V.B.14	-.304	-.075	.069	-.058	.046	.749[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.657
V.B.2	1.000	.690
V.B.4	1.000	.675
V.B.5	1.000	.562
V.B.6	1.000	.687
V.B.7	1.000	.601
V.B.8	1.000	.774
V.B.9	1.000	.769
V.B.10	1.000	.668
V.B.11	1.000	.698
V.B.13	1.000	.531
V.B.14	1.000	.703

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.610	30.083	30.083	3.610	30.083	30.083
2	1.810	15.084	45.167	1.810	15.084	45.167
3	1.400	11.667	56.834	1.400	11.667	56.834
4	1.195	9.957	66.791	1.195	9.957	66.791
5	.959	7.995	74.786			
6	.817	6.809	81.595			
7	.592	4.932	86.526			
8	.435	3.622	90.148			
9	.363	3.023	93.172			
10	.314	2.613	95.784			
11	.276	2.301	98.085			
12	.230	1.915	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.813	23.439	23.439
2	1.826	15.221	38.660
3	1.794	14.952	53.612
4	1.582	13.179	66.791
5			
6			
7			
8			
9			
10			
11			
12			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
V.B.1	.626	-.408	.298	.101
V.B.2	.685	-.175	-.435	.040
V.B.4	.518	-.622	.107	-.092
V.B.5	.569	.223	.072	.428
V.B.6	.374	.346	.074	.649
V.B.7	.725	.094	.111	-.234
V.B.8	.434	.482	-.390	-.449
V.B.9	.367	.193	-.736	.234
V.B.10	.722	-.123	.328	.153
V.B.11	.210	.590	.486	-.263
V.B.13	.335	.609	.205	-.076
V.B.14	.701	-.208	-.088	-.401

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix[a]

	Component			
	1	2	3	4
V.B.1	.770	-.087	-.038	.233
V.B.2	.496	.630	-.113	.184
V.B.4	.789	.013	-.222	-.061
V.B.5	.257	.172	.181	.658
V.B.6	.002	.081	.118	.816
V.B.7	.571	.268	.438	.105
V.B.8	.033	.687	.531	-.134
V.B.9	-.068	.805	-.142	.310
V.B.10	.684	-.019	.194	.403
V.B.11	.007	-.171	.814	.081
V.B.13	-.016	.105	.671	.263
V.B.14	.696	.390	.199	-.163

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
1	.764	.432	.305	.369
2	-.560	.209	.745	.297
3	.272	-.867	.401	.118
4	-.170	-.137	-.437	.873

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.13 V.B.14
  /MISSING LISTWISE
  /ANALYSIS V.B.1 V.B.2 V.B.4 V.B.5 V.B.6 V.B.7 V.B.8 V.B.9 V.B.10 V.B.13 V.B.14
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.700
Bartlett's Test of Sphericity	Approx. Chi-Square	94.277
	df	55
	Sig.	.001

Anti-image Matrices

		V.B.1	V.B.2	V.B.4	V.B.5	V.B.6	V.B.7
Anti-image Covariance	V.B.1	.505	.081	-.078	-.086	.077	.035
	V.B.2	.081	.694	.091	-.162	.117	-.096
	V.B.4	-.078	.091	.535	-.029	.201	-.049
	V.B.5	-.086	-.162	-.029	.701	.022	-.026
	V.B.6	.077	.117	.201	.022	.578	-.049
	V.B.7	.035	-.096	-.049	-.026	-.049	.534
	V.B.8	-.065	-.025	-.042	.033	-.117	-.129
	V.B.9	.008	-.165	-.025	-.051	-.184	-.141
	V.B.10	-.237	-.141	-.037	-.053	-.064	-.053
	V.B.13	.021	-.071	.005	-.194	-.116	.107
	V.B.14	-.062	.033	-.230	-.021	-.166	-.154
Anti-image Correlation	V.B.1	.742[a]	.137	-.151	-.144	.142	.067
	V.B.2	.137	.613[a]	.149	-.232	.185	-.158
	V.B.4	-.151	.149	.675[a]	-.048	.361	-.092
	V.B.5	-.144	-.232	-.048	.796[a]	.035	-.042

	V.B.6	.142	.185	.361	.035	.556[a]	-.089
	V.B.7	.067	-.158	-.092	-.042	-.089	.797[a]
	V.B.8	-.130	-.043	-.082	.057	-.219	-.252
	V.B.9	.014	-.234	-.040	-.072	-.286	-.228
	V.B.10	-.492	-.251	-.075	-.093	-.125	-.108
	V.B.13	.037	-.107	.009	-.290	-.191	.183
	V.B.14	-.127	.057	-.458	-.036	-.318	-.305

Anti-image Matrices

		V.B.8	V.B.9	V.B.10	V.B.13	V.B.14
Anti-image Covariance	V.B.1	-.065	.008	-.237	.021	-.062
	V.B.2	-.025	-.165	-.141	-.071	.033
	V.B.4	-.042	-.025	-.037	.005	-.230
	V.B.5	.033	-.051	-.053	-.194	-.021
	V.B.6	-.117	-.184	-.064	-.116	-.166
	V.B.7	-.129	-.141	-.053	.107	-.154
	V.B.8	.492	.167	-.109	-.224	-.004
	V.B.9	.167	.716	-.020	-.032	.020
	V.B.10	-.109	-.020	.458	.113	.027
	V.B.13	-.224	-.032	.113	.638	-.036
	V.B.14	-.004	.020	.027	-.036	.474
Anti-image Correlation	V.B.1	-.130	.014	-.492	.037	-.127
	V.B.2	-.043	-.234	-.251	-.107	.057
	V.B.4	-.082	-.040	-.075	.009	-.458
	V.B.5	.057	-.072	-.093	-.290	-.036
	V.B.6	-.219	-.286	-.125	-.191	-.318
	V.B.7	-.252	-.228	-.108	.183	-.305
	V.B.8	.731[a]	.282	-.229	-.400	-.008
	V.B.9	.282	.576[a]	-.034	-.048	.035
	V.B.10	-.229	-.034	.735[a]	.210	.058
	V.B.13	-.400	-.048	.210	.565[a]	-.065
	V.B.14	-.008	.035	.058	-.065	.736[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.B.1	1.000	.686
V.B.2	1.000	.720
V.B.4	1.000	.648
V.B.5	1.000	.583
V.B.6	1.000	.740
V.B.7	1.000	.672
V.B.8	1.000	.698
V.B.9	1.000	.742
V.B.10	1.000	.653
V.B.13	1.000	.773
V.B.14	1.000	.722

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.579	32.541	32.541	3.579	32.541	32.541
2	1.663	15.120	47.661	1.663	15.120	47.661
3	1.275	11.589	59.250	1.275	11.589	59.250
4	1.118	10.163	69.413	1.118	10.163	69.413
5	.843	7.663	77.076			
6	.670	6.087	83.163			
7	.522	4.745	87.908			
8	.427	3.885	91.792			
9	.348	3.166	94.958			
10	.293	2.664	97.622			
11	.262	2.378	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.715	24.685	24.685
2	1.723	15.664	40.349
3	1.599	14.534	54.883
4	1.598	14.530	69.413
5			
6			
7			
8			
9			
10			
11			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
V.B.1	.632	-.486	.145	.171
V.B.2	.372	.415	.617	.171
V.B.4	.545	-.575	-.046	-.135
V.B.5	.555	.197	.297	.384
V.B.6	.417	.547	-.453	-.248
V.B.7	.717	.060	.034	-.391
V.B.8	.703	.024	-.348	.288
V.B.9	.309	.524	.349	-.499
V.B.10	.718	-.217	.290	.080
V.B.13	.378	.481	-.392	.494
V.B.14	.708	-.170	-.310	-.310

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix[a]

	Component			
	1	2	3	4
V.B.1	.775	.048	.248	-.146
V.B.2	-.023	.019	.817	.225
V.B.4	.799	-.049	-.086	.011
V.B.5	.244	.311	.653	.012
V.B.6	-.025	.583	-.112	.622
V.B.7	.525	.121	.148	.599
V.B.8	.486	.668	.115	.046
V.B.9	-.081	-.107	.353	.774
V.B.10	.666	.062	.443	.096
V.B.13	-.075	.852	.202	-.001
V.B.14	.669	.279	-.164	.411

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 11 iterations.

Component Transformation Matrix

Component	1	2	3	4
1	.742	.423	.364	.370
2	-.664	.427	.337	.513
3	-.015	-.643	.766	.012
4	-.085	.475	.409	-.775

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
GET
  FILE='F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20
V.C.21 V.C.22 V.C.23 V.C.24 V.C.25 V.C.26 V.C.27 V.C.28 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20
V.C.21 V.C.22 V.C.23 V.C.24 V.C.25 V.C.26 V.C.27 V.C.28 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.501
Bartlett's Test of Sphericity	Approx. Chi-Square	802.357
	df	435
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10	V.C.11
Anti-image Covariance	V.C.1	.092	.008	.020	.002	.020	-.008	-.026	-.007	-.004	-.010	.002
	V.C.2	.008	.058	.009	.027	.018	.021	-.038	.016	-.017	-.020	-.002
	V.C.3	.020	.009	.127	-.013	-.023	.015	-.019	.020	-.017	-.031	.020
	V.C.4	.002	.027	-.013	.029	.024	-.005	-.017	-.004	-.002	.009	-.007
	V.C.5	.020	.018	-.023	.024	.110	-.008	-.029	-.014	-.001	.013	-.004
	V.C.6	-.008	.021	.015	-.005	-.008	.041	-.013	.025	-.017	-.021	.013
	V.C.7	-.026	-.038	-.019	-.017	-.029	-.013	.049	-.009	.013	.021	.006
	V.C.8	-.007	.016	.020	-.004	-.014	.025	-.009	.020	-.013	-.017	.011
	V.C.9	-.004	-.017	-.017	-.002	-.001	-.017	.013	-.013	.012	.009	-.009
	V.C.10	-.010	-.020	-.031	.009	.013	-.021	.021	-.017	.009	.074	.002
	V.C.11	.002	-.002	.020	-.007	-.004	.013	.006	.011	-.009	.002	.023
	V.C.12	.014	.006	.003	.010	-.004	-.018	-.008	-.009	.007	-.012	-.014

	V.C.13	.001	.008	.011	-.011	-.006	.020	-.016	.011	-.010	-.026	.001
	V.C.14	.028	.023	-6.740E-6	.018	.047	-.007	-.043	-.012	-.003	-.011	-.018
	V.C.15	-.008	-.027	-.008	-.012	-.014	-.011	.026	-.007	.009	.016	.005
	V.C.16	.013	.004	-.019	.016	.030	-.020	-.007	-.017	.009	.010	-.016
	V.C.17	-.009	-.010	.031	-.013	-.038	-.004	-.007	.004	.000	-.022	-.019
	V.C.18	-.006	.014	.012	.002	-.011	.019	-.001	.016	-.011	-.002	.011
	V.C.19	.003	-.025	.005	-.015	-.010	-.013	.011	-.009	.008	.005	-.001
	V.C.20	-.011	-.011	.020	-.017	-.024	.015	.018	.014	-.007	-.001	.021
	V.C.21	-.028	-.021	-.015	-.014	.012	.015	.034	.004	-.003	.027	.021
	V.C.22	-.009	.021	-.012	.010	.011	.011	-.026	.007	-.008	.005	-.014
	V.C.23	-.009	.006	-.042	.014	.025	-.012	-.004	-.014	.010	8.425E-5	-.023
	V.C.24	.004	.022	-.007	.018	.012	-.002	-.017	-.002	-.001	-.007	-.013
	V.C.25	-.041	-.021	-.022	-.009	-.020	.005	.037	.001	.004	.026	.016
	V.C.26	-.031	-.015	.001	-.021	-.032	.019	.022	.014	-.005	.002	.022
	V.C.27	-.004	-.041	-.010	-.024	.010	-.009	.030	-.009	.010	.019	.010
	V.C.28	.016	.046	.030	.017	.014	.027	-.045	.016	-.019	-.030	-.004
	V.C.29	.013	-.010	-.023	.001	-.002	-.024	-.012	-.016	.010	-.005	-.016
	V.C.30	.031	.012	.028	-.016	.009	.024	-.036	.015	-.014	-.049	.003
Anti-image Correlation	V.C.1	.773[a]	.108	.189	.044	.204	-.133	-.393	-.162	-.130	-.127	.042
	V.C.2	.108	.358[a]	.110	.655	.229	.440	-.716	.477	-.620	-.310	-.051
	V.C.3	.189	.110	.721[a]	-.206	-.195	.209	-.241	.391	-.440	-.321	.368
	V.C.4	.044	.655	-.206	.521[a]	.430	-.145	-.457	-.149	-.121	.187	-.283
	V.C.5	.204	.229	-.195	.430	.639[a]	-.114	-.400	-.299	-.040	.139	-.076
	V.C.6	-.133	.440	.209	-.145	-.114	.456[a]	-.293	.872	-.779	-.391	.432
	V.C.7	-.393	-.716	-.241	-.457	-.400	-.293	.446[a]	-.296	.522	.350	.175
	V.C.8	-.162	.477	.391	-.149	-.299	.872	-.296	.447[a]	-.808	-.452	.482
	V.C.9	-.130	-.620	-.440	-.121	-.040	-.779	.522	-.808	.519[a]	.287	-.540
	V.C.10	-.127	-.310	-.321	.187	.139	-.391	.350	-.452	.287	.586[a]	.058
	V.C.11	.042	-.051	.368	-.283	-.076	.432	.175	.482	-.540	.058	.520[a]
	V.C.12	.289	.147	.055	.344	-.080	-.538	-.214	-.366	.403	-.280	-.553
	V.C.13	.009	.183	.160	-.328	-.088	.516	-.385	.423	-.491	-.502	.035
	V.C.14	.268	.283	-5.480E-5	.312	.408	-.097	-.567	-.235	-.087	-.116	-.347
	V.C.15	-.198	-.817	-.171	-.524	-.300	-.409	.841	-.366	.571	.433	.257
	V.C.16	.256	.098	-.333	.584	.555	-.599	-.206	-.713	.477	.220	-.654

	V.C.17	-.088	-.124	.255	-.229	-.333	-.063	-.088	.087	.006	-.236	-.367
	V.C.18	-.139	.395	.234	.091	-.222	.652	-.031	.767	-.691	-.047	.516
	V.C.19	.068	-.743	.098	-.607	-.213	-.474	.368	-.455	.518	.141	-.026
	V.C.20	-.195	-.254	.293	-.516	-.388	.399	.441	.532	-.340	-.017	.727
	V.C.21	-.281	-.269	-.127	-.253	.110	.223	.467	.084	-.070	.307	.417
	V.C.22	-.106	.331	-.132	.228	.130	.215	-.439	.176	-.274	.068	-.356
	V.C.23	-.137	.120	-.533	.375	.335	-.262	-.080	-.450	.420	.001	-.668
	V.C.24	.093	.663	-.132	.744	.256	-.054	-.547	-.090	-.047	-.180	-.628
	V.C.25	-.563	-.372	-.264	-.215	-.255	.102	.697	.041	.137	.398	.432
	V.C.26	-.445	-.272	.015	-.528	-.421	.418	.445	.429	-.193	.028	.640
	V.C.27	-.059	-.677	-.116	-.552	.121	-.185	.528	-.238	.348	.282	.261
	V.C.28	.178	.653	.286	.330	.145	.454	-.697	.390	-.585	-.375	-.095
	V.C.29	.101	-.096	-.153	.008	-.016	-.290	-.131	-.274	.214	-.048	-.244
	V.C.30	.320	.162	.250	-.290	.088	.372	-.507	.331	-.406	-.571	.070

Anti-image Matrices

		V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20	V.C.21	V.C.22
Anti-image Covariance	V.C.1	.014	.001	.028	-.008	.013	-.009	-.006	.003	-.011	-.028	-.009
	V.C.2	.006	.008	.023	-.027	.004	-.010	.014	-.025	-.011	-.021	.021
	V.C.3	.003	.011	-6.740E-6	-.008	-.019	.031	.012	.005	.020	-.015	-.012
	V.C.4	.010	-.011	.018	-.012	.016	-.013	.002	-.015	-.017	-.014	.010
	V.C.5	-.004	-.006	.047	-.014	.030	-.038	-.011	-.010	-.024	.012	.011
	V.C.6	-.018	.020	-.007	-.011	-.020	-.004	.019	-.013	.015	.015	.011
	V.C.7	-.008	-.016	-.043	.026	-.007	-.007	-.001	.011	.018	.034	-.026
	V.C.8	-.009	.011	-.012	-.007	-.017	.004	.016	-.009	.014	.004	.007
	V.C.9	.007	-.010	-.003	.009	.009	.000	-.011	.008	-.007	-.003	-.008
	V.C.10	-.012	-.026	-.011	.016	.010	-.022	-.002	.005	-.001	.027	.005
	V.C.11	-.014	.001	-.018	.005	-.016	-.019	.011	-.001	.021	.021	-.014
	V.C.12	.027	-.010	.011	-.004	.014	.009	-.009	.003	-.018	-.037	.000
	V.C.13	-.010	.036	.027	-.012	-.012	.025	-.001	.000	.000	-.007	.014
	V.C.14	.011	.027	.119	-.025	.020	.010	-.025	.003	-.046	-.045	.022
	V.C.15	-.004	-.012	-.025	.019	-.005	-.010	-.003	.011	.011	.018	-.018
	V.C.16	.014	-.012	.020	-.005	.027	-.006	-.012	-.002	-.023	-.013	.005
	V.C.17	.009	.025	.010	-.010	-.006	.118	-.005	.007	-.003	-.036	.026
	V.C.18	-.009	-.001	-.025	-.003	-.012	-.005	.021	-.013	.018	.016	.005
	V.C.19	.003	.000	.003	.011	-.002	.007	-.013	.020	-.002	-.008	-.007

	V.C.20	-.018	.000	-.046	.011	-.023	-.003	.018	-.002	.035	.033	-.015
	V.C.21	-.037	-.007	-.045	.018	-.013	-.036	.016	-.008	.033	.106	-.020
	V.C.22	.000	.014	.022	-.018	.005	.026	.005	-.007	-.015	-.020	.070
	V.C.23	.006	-.001	.025	-.007	.022	.006	-.014	-.008	-.024	.000	.000
	V.C.24	.011	.000	.023	-.013	.013	.005	-.002	-.011	-.017	-.017	.009
	V.C.25	-.020	-.011	-.039	.021	-.015	-.033	.008	.001	.022	.051	-.023
	V.C.26	-.022	.008	-.033	.014	-.030	-.019	.010	.007	.028	.028	-.014
	V.C.27	-.016	-.013	-.041	.025	-.004	-.015	-.003	.014	.021	.045	-.017
	V.C.28	.000	.029	.050	-.034	-.001	.027	.007	-.016	-.017	-.026	.022
	V.C.29	.020	.015	.047	-.004	.009	.018	-.028	.019	-.032	-.056	-.002
	V.C.30	-.006	.044	.041	-.017	-.014	.032	-.005	.003	-.001	-.034	.013
Anti-image Correlation	V.C.1	.289	.009	.268	-.198	.256	-.088	-.139	.068	-.195	-.281	-.106
	V.C.2	.147	.183	.283	-.817	.098	-.124	.395	-.743	-.254	-.269	.331
	V.C.3	.055	.160	-5.480E-5	-.171	-.333	.255	.234	.098	.293	-.127	-.132
	V.C.4	.344	-.328	.312	-.524	.584	-.229	.091	-.607	-.516	-.253	.228
	V.C.5	-.080	-.088	.408	-.300	.555	-.333	-.222	-.213	-.388	.110	.130
	V.C.6	-.538	.516	-.097	-.409	-.599	-.063	.652	-.474	.399	.223	.215
	V.C.7	-.214	-.385	-.567	.841	-.206	-.088	-.031	.368	.441	.467	-.439
	V.C.8	-.366	.423	-.235	-.366	-.713	.087	.767	-.455	.532	.084	.176
	V.C.9	.403	-.491	-.087	.571	.477	.006	-.691	.518	-.340	-.070	-.274
	V.C.10	-.280	-.502	-.116	.433	.220	-.236	-.047	.141	-.017	.307	.068
	V.C.11	-.553	.035	-.347	.257	-.654	-.367	.516	-.026	.727	.417	-.356
	V.C.12	.573[a]	-.311	.196	-.197	.519	.151	-.400	.108	-.576	-.694	-.009
	V.C.13	-.311	.656[a]	.412	-.441	-.397	.377	-.041	.006	.013	-.120	.283
	V.C.14	.196	.412	.332[a]	-.522	.354	.082	-.497	.061	-.703	-.399	.238
	V.C.15	-.197	-.441	-.522	.377[a]	-.220	-.207	-.157	.550	.439	.412	-.505
	V.C.16	.519	-.397	.354	-.220	.463[a]	-.109	-.512	-.086	-.736	-.238	.126
	V.C.17	.151	.377	.082	-.207	-.109	.636[a]	-.093	.140	-.048	-.325	.282
	V.C.18	-.400	-.041	-.497	-.157	-.512	-.093	.542[a]	-.618	.652	.337	.126
	V.C.19	.108	.006	.061	.550	-.086	.140	-.618	.661[a]	-.063	-.173	-.188
	V.C.20	-.576	.013	-.703	.439	-.736	-.048	.652	-.063	.324[a]	.546	-.302
	V.C.21	-.694	-.120	-.399	.412	-.238	-.325	.337	-.173	.546	.273[a]	-.231
	V.C.22	-.009	.283	.238	-.505	.126	.282	.126	-.188	-.302	-.231	.761[a]
	V.C.23	.153	-.020	.323	-.225	.596	.078	-.441	-.251	-.570	.006	-.007
	V.C.24	.485	.005	.488	-.690	.585	.109	-.101	-.577	-.659	-.367	.252
	V.C.25	-.502	-.246	-.470	.629	-.396	-.407	.235	.033	.485	.654	-.368

	V.C.26	-.584	.189	-.421	.447	-.806	-.242	.313	.207	.656	.377	-.237
	V.C.27	-.394	-.263	-.472	.707	-.086	-.178	-.089	.383	.434	.549	-.249
	V.C.28	.005	.525	.495	-.837	-.024	.266	.157	-.386	-.308	-.268	.282
	V.C.29	.293	.186	.327	-.062	.127	.126	-.465	.325	-.406	-.412	-.017
	V.C.30	-.113	.724	.368	-.383	-.259	.292	-.107	.061	-.017	-.323	.149

Anti-image Matrices

		V.C.23	V.C.24	V.C.25	V.C.26	V.C.27	V.C.28	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.009	.004	-.041	-.031	-.004	.016	.013	.031
	V.C.2	.006	.022	-.021	-.015	-.041	.046	-.010	.012
	V.C.3	-.042	-.007	-.022	.001	-.010	.030	-.023	.028
	V.C.4	.014	.018	-.009	-.021	-.024	.017	.001	-.016
	V.C.5	.025	.012	-.020	-.032	.010	.014	-.002	.009
	V.C.6	-.012	-.002	.005	.019	-.009	.027	-.024	.024
	V.C.7	-.004	-.017	.037	.022	.030	-.045	-.012	-.036
	V.C.8	-.014	-.002	.001	.014	-.009	.016	-.016	.015
	V.C.9	.010	-.001	.004	-.005	.010	-.019	.010	-.014
	V.C.10	8.425E-5	-.007	.026	.002	.019	-.030	-.005	-.049
	V.C.11	-.023	-.013	.016	.022	.010	-.004	-.016	.003
	V.C.12	.006	.011	-.020	-.022	-.016	.000	.020	-.006
	V.C.13	-.001	.000	-.011	.008	-.013	.029	.015	.044
	V.C.14	.025	.023	-.039	-.033	-.041	.050	.047	.041
	V.C.15	-.007	-.013	.021	.014	.025	-.034	-.004	-.017
	V.C.16	.022	.013	-.015	-.030	-.004	-.001	.009	-.014
	V.C.17	.006	.005	-.033	-.019	-.015	.027	.018	.032
	V.C.18	-.014	-.002	.008	.010	-.003	.007	-.028	-.005
	V.C.19	-.008	-.011	.001	.007	.014	-.016	.019	.003
	V.C.20	-.024	-.017	.022	.028	.021	-.017	-.032	-.001
	V.C.21	.000	-.017	.051	.028	.045	-.026	-.056	-.034
	V.C.22	.000	.009	-.023	-.014	-.017	.022	-.002	.013
	V.C.23	.050	.019	-.006	-.023	-.008	.012	.007	-.007
	V.C.24	.019	.019	-.016	-.022	-.024	.021	.001	-.003
	V.C.25	-.006	-.016	.057	.038	.019	-.032	-.006	-.037
	V.C.26	-.023	-.022	.038	.052	.015	-.017	-.003	.001
	V.C.27	-.008	-.024	.019	.015	.064	-.050	-.032	-.007
	V.C.28	.012	.021	-.032	-.017	-.050	.087	.008	.032
	V.C.29	.007	.001	-.006	-.003	-.032	.008	.173	.023
	V.C.30	-.007	-.003	-.037	.001	-.007	.032	.023	.102
Anti-image Correlation	V.C.1	-.137	.093	-.563	-.445	-.059	.178	.101	.320

	V.C.2	.120	.663	-.372	-.272	-.677	.653	-.096	.162
	V.C.3	-.533	-.132	-.264	.015	-.116	.286	-.153	.250
	V.C.4	.375	.744	-.215	-.528	-.552	.330	.008	-.290
	V.C.5	.335	.256	-.255	-.421	.121	.145	-.016	.088
	V.C.6	-.262	-.054	.102	.418	-.185	.454	-.290	.372
	V.C.7	-.080	-.547	.697	.445	.528	-.697	-.131	-.507
	V.C.8	-.450	-.090	.041	.429	-.238	.390	-.274	.331
	V.C.9	.420	-.047	.137	-.193	.348	-.585	.214	-.406
	V.C.10	.001	-.180	.398	.028	.282	-.375	-.048	-.571
	V.C.11	-.668	-.628	.432	.640	.261	-.095	-.244	.070
	V.C.12	.153	.485	-.502	-.584	-.394	.005	.293	-.113
	V.C.13	-.020	.005	-.246	.189	-.263	.525	.186	.724
	V.C.14	.323	.488	-.470	-.421	-.472	.495	.327	.368
	V.C.15	-.225	-.690	.629	.447	.707	-.837	-.062	-.383
	V.C.16	.596	.585	-.396	-.806	-.086	-.024	.127	-.259
	V.C.17	.078	.109	-.407	-.242	-.178	.266	.126	.292
	V.C.18	-.441	-.101	.235	.313	-.089	.157	-.465	-.107
	V.C.19	-.251	-.577	.033	.207	.383	-.386	.325	.061
	V.C.20	-.570	-.659	.485	.656	.434	-.308	-.406	-.017
	V.C.21	.006	-.367	.654	.377	.549	-.268	-.412	-.323
	V.C.22	-.007	.252	-.368	-.237	-.249	.282	-.017	.149
	V.C.23	.609[a]	.603	-.120	-.461	-.143	.184	.075	-.105
	V.C.24	.603	.453[a]	-.473	-.696	-.675	.518	.010	-.057
	V.C.25	-.120	-.473	.147[a]	.703	.317	-.454	-.064	-.491
	V.C.26	-.461	-.696	.703	.343[a]	.256	-.249	-.035	.012
	V.C.27	-.143	-.675	.317	.256	.402[a]	-.672	-.303	-.087
	V.C.28	.184	.518	-.454	-.249	-.672	.212[a]	.062	.345
	V.C.29	.075	.010	-.064	-.035	-.303	.062	.784[a]	.170
	V.C.30	-.105	-.057	-.491	.012	-.087	.345	.170	.540[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.906
V.C.2	1.000	.674
V.C.3	1.000	.735
V.C.4	1.000	.841
V.C.5	1.000	.717
V.C.6	1.000	.774
V.C.7	1.000	.786
V.C.8	1.000	.787
V.C.9	1.000	.763
V.C.10	1.000	.852
V.C.11	1.000	.879
V.C.12	1.000	.907
V.C.13	1.000	.743
V.C.14	1.000	.614
V.C.15	1.000	.785
V.C.16	1.000	.810
V.C.17	1.000	.884
V.C.18	1.000	.841
V.C.19	1.000	.832
V.C.20	1.000	.743
V.C.21	1.000	.858
V.C.22	1.000	.814
V.C.23	1.000	.721
V.C.24	1.000	.778
V.C.25	1.000	.901
V.C.26	1.000	.665
V.C.27	1.000	.674
V.C.28	1.000	.818
V.C.29	1.000	.794
V.C.30	1.000	.781

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.043	36.811	36.811	11.043	36.811	36.811
2	2.602	8.675	45.486	2.602	8.675	45.486
3	2.367	7.891	53.378	2.367	7.891	53.378
4	1.952	6.508	59.886	1.952	6.508	59.886
5	1.693	5.643	65.529	1.693	5.643	65.529
6	1.404	4.679	70.208	1.404	4.679	70.208
7	1.369	4.564	74.772	1.369	4.564	74.772
8	1.244	4.148	78.920	1.244	4.148	78.920
9	.950	3.166	82.086			
10	.827	2.755	84.841			
11	.738	2.459	87.300			
12	.609	2.030	89.330			
13	.537	1.790	91.120			
14	.499	1.665	92.785			
15	.364	1.214	93.999			
16	.358	1.194	95.193			
17	.327	1.091	96.284			
18	.267	.889	97.173			
19	.177	.588	97.762			
20	.166	.554	98.316			
21	.143	.478	98.794			
22	.124	.414	99.207			
23	.080	.266	99.473			
24	.048	.158	99.632			
25	.042	.140	99.772			
26	.025	.085	99.856			
27	.023	.078	99.934			
28	.012	.040	99.974			
29	.004	.014	99.988			
30	.004	.012	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component							
	1	2	3	4	5	6	7	8
V.C.1	.676	-.104	-.367	.042	.392	-.004	.384	-.023
V.C.2	.517	-.203	.447	.044	.290	-.187	-.006	.211
V.C.3	.668	.026	-.396	-.091	.096	.126	.042	-.311
V.C.4	.665	.240	-.324	.022	.089	-.414	.235	.037
V.C.5	.584	.235	-.222	.008	.309	.411	-.023	.084
V.C.6	.609	.283	.350	.051	.236	-.270	-.260	-.041
V.C.7	.657	.317	-.344	.239	-.105	-.077	.243	-.049
V.C.8	.637	.285	-.356	.039	-.106	.084	.380	.090
V.C.9	.747	-.315	-.164	-.150	-.075	-.204	.017	.096
V.C.10	.515	.621	-.082	.191	-.008	.122	-.347	.153
V.C.11	.678	-.520	.053	-.229	-.240	-.038	-.182	-.018
V.C.12	.678	.513	.190	.163	.038	.166	-.290	.085
V.C.13	.765	.113	-.263	-.139	.095	.058	-.211	.003
V.C.14	.401	.122	.522	.248	.073	-.161	.077	-.261
V.C.15	.608	.156	.433	-.255	-.122	.285	.157	-.130
V.C.16	.669	-.008	.454	-.243	-.065	.226	.195	.061
V.C.17	.422	-.142	.430	-.319	.575	-.121	.185	.138
V.C.18	.695	-.310	-.013	-.304	-.042	.151	-.380	-.033
V.C.19	.818	-.215	-.098	.026	.049	-.117	-.174	.245
V.C.20	.504	.055	.313	.599	-.006	-.133	.006	.104
V.C.21	.286	.398	-.009	-.485	-.217	-.448	.071	.360
V.C.22	.736	-.390	-.011	.073	-.227	.109	.189	-.122
V.C.23	.711	.086	-.091	.040	.044	.261	-.289	-.212
V.C.24	.668	-.524	-.124	.005	-.186	-.019	-.082	-.006
V.C.25	.076	-.524	-.069	.476	.387	.293	.081	.384
V.C.26	.502	.151	.187	-.410	.164	.158	.252	-.268
V.C.27	.514	-.176	-.014	.484	.049	-.263	-.048	-.264
V.C.28	.279	.074	.433	.316	-.512	.245	.349	.055
V.C.29	.705	-.110	.022	.103	-.281	-.281	-.087	-.328
V.C.30	.565	-.015	-.034	-.009	-.420	.101	.003	.523

Extraction Method: Principal Component Analysis.

a. 8 components extracted.

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FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20
V.C.21 V.C.22 V.C.23 V.C.24 V.C.26 V.C.27 V.C.28 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20
V.C.21 V.C.22 V.C.23 V.C.24 V.C.26 V.C.27 V.C.28 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

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 [DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.536
Bartlett's Test of Sphericity	Approx. Chi-Square	756.793
	df	406
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
Anti-image Covariance	V.C.1	.134	-.013	.007	-.006	.009	-.007	-6.375E-5	-.009	-.003	.014
	V.C.2	-.013	.067	.001	.029	.013	.027	-.055	.020	-.018	-.015
	V.C.3	.007	.001	.136	-.018	-.036	.018	-.009	.022	-.017	-.027
	V.C.4	-.006	.029	-.018	.031	.024	-.005	-.024	-.004	-.002	.016
	V.C.5	.009	.013	-.036	.024	.117	-.006	-.034	-.015	.000	.027
	V.C.6	-.007	.027	.018	-.005	-.006	.041	-.032	.025	-.018	-.028
	V.C.7	-6.375E-5	-.055	-.009	-.024	-.034	-.032	.095	-.020	.021	.010
	V.C.8	-.009	.020	.022	-.004	-.015	.025	-.020	.020	-.013	-.021
	V.C.9	-.003	-.018	-.017	-.002	.000	-.018	.021	-.013	.013	.008
	V.C.10	.014	-.015	-.027	.016	.027	-.028	.010	-.021	.008	.087
	V.C.11	.024	.006	.035	-.006	.002	.015	-.010	.012	-.013	-.007
	V.C.12	.001	-.002	-.007	.009	-.016	-.022	.013	-.011	.012	-.006
	V.C.13	-.012	.005	.007	-.014	-.011	.022	-.019	.013	-.010	-.026

	V.C.14	.001	.013	-.021	.017	.045	-.004	-.046	-.014	-.001	.010
	V.C.15	.016	-.037	.000	-.016	-.011	-.022	.039	-.013	.012	.013
	V.C.16	.003	-.003	-.033	.017	.031	-.022	.006	-.019	.012	.024
	V.C.17	-.058	-.032	.023	-.023	-.064	-.002	.034	.006	.003	-.010
	V.C.18	.000	.020	.017	.004	-.009	.019	-.013	.016	-.012	-.007
	V.C.19	.005	-.029	.006	-.015	-.010	-.014	.021	-.009	.008	.006
	V.C.20	.009	-.005	.040	-.018	-.023	.017	.011	.018	-.011	-.017
	V.C.21	.022	-.004	.010	-.012	.056	.018	.003	.005	-.010	.009
	V.C.22	-.043	.017	-.027	.008	.004	.016	-.024	.008	-.008	.021
	V.C.23	-.021	.005	-.049	.014	.024	-.012	.000	-.014	.011	.004
	V.C.24	-.014	.024	-.018	.021	.009	.000	-.017	-.002	.000	.000
	V.C.26	-.010	-.001	.034	-.030	-.038	.032	-.009	.026	-.015	-.036
	V.C.27	.015	-.044	-.003	-.025	.020	-.012	.037	-.010	.010	.014
	V.C.28	-.013	.050	.024	.016	.004	.038	-.061	.022	-.022	-.023
	V.C.29	.012	-.014	-.027	.000	-.005	-.024	-.016	-.016	.011	-.003
	V.C.30	.008	-.002	.019	-.030	-.006	.036	-.030	.021	-.016	-.051
Anti-image Correlation	V.C.1	.844[a]	-.132	.050	-.095	.075	-.092	-.001	-.168	-.065	.128
	V.C.2	-.132	.378[a]	.013	.634	.149	.517	-.686	.531	-.619	-.190
	V.C.3	.050	.013	.666[a]	-.279	-.282	.246	-.083	.417	-.423	-.244
	V.C.4	-.095	.634	-.279	.524[a]	.397	-.127	-.438	-.144	-.094	.304
	V.C.5	.075	.149	-.282	.397	.653[a]	-.092	-.320	-.299	-.006	.272
	V.C.6	-.092	.517	.246	-.127	-.092	.410[a]	-.510	.873	-.805	-.473
	V.C.7	-.001	-.686	-.083	-.438	-.320	-.510	.552[a]	-.453	.601	.110
	V.C.8	-.168	.531	.417	-.144	-.299	.873	-.453	.410[a]	-.822	-.511
	V.C.9	-.065	-.619	-.423	-.094	-.006	-.805	.601	-.822	.480[a]	.256
	V.C.10	.128	-.190	-.244	.304	.272	-.473	.110	-.511	.256	.622[a]
	V.C.11	.382	.130	.555	-.217	.040	.432	-.195	.515	-.670	-.138
	V.C.12	.009	-.049	-.094	.279	-.249	-.566	.218	-.400	.550	-.101
	V.C.13	-.162	.101	.101	-.402	-.161	.562	-.307	.448	-.476	-.455
	V.C.14	.005	.132	-.146	.245	.337	-.056	-.378	-.245	-.026	.087
	V.C.15	.245	-.808	-.006	-.513	-.186	-.612	.721	-.504	.630	.256
	V.C.16	.043	-.058	-.494	.556	.511	-.611	.106	-.760	.584	.448
	V.C.17	-.420	-.324	.167	-.354	-.495	-.024	.298	.113	.068	-.088
	V.C.18	-.008	.534	.316	.149	-.172	.649	-.280	.780	-.751	-.157
	V.C.19	.104	-.788	.111	-.614	-.212	-.480	.482	-.457	.519	.140
	V.C.20	.108	-.090	.499	-.483	-.313	.402	.164	.586	-.469	-.262
	V.C.21	.140	-.036	.063	-.152	.378	.207	.020	.075	-.213	.068
	V.C.22	-.408	.224	-.256	.164	.040	.273	-.274	.206	-.243	.251

	V.C.23	-.249	.081	-.590	.360	.317	-.252	.005	-.449	.443	.054
	V.C.24	-.239	.596	-.303	.747	.158	-.007	-.345	-.080	.020	.010
	V.C.26	-.083	-.016	.293	-.542	-.351	.489	-.087	.563	-.410	-.385
	V.C.27	.153	-.635	-.035	-.522	.220	-.230	.452	-.265	.324	.180
	V.C.28	-.105	.586	.193	.268	.034	.564	-.595	.459	-.592	-.238
	V.C.29	.079	-.129	-.177	-.006	-.033	-.285	-.121	-.273	.225	-.025
	V.C.30	.060	-.026	.143	-.465	-.045	.487	-.264	.403	-.393	-.470

Anti-image Matrices

		V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20	V.C.21
Anti-image Covariance	V.C.1	.024	.001	-.012	.001	.016	.003	-.058	.000	.005	.009	.022
	V.C.2	.006	-.002	.005	.013	-.037	-.003	-.032	.020	-.029	-.005	-.004
	V.C.3	.035	-.007	.007	-.021	.000	-.033	.023	.017	.006	.040	.010
	V.C.4	-.006	.009	-.014	.017	-.016	.017	-.023	.004	-.015	-.018	-.012
	V.C.5	.002	-.016	-.011	.045	-.011	.031	-.064	-.009	-.010	-.023	.056
	V.C.6	.015	-.022	.022	-.004	-.022	-.022	-.002	.019	-.014	.017	.018
	V.C.7	-.010	.013	-.019	-.046	.039	.006	.034	-.013	.021	.011	.003
	V.C.8	.012	-.011	.013	-.014	-.013	-.019	.006	.016	-.009	.018	.005
	V.C.9	-.013	.012	-.010	-.001	.012	.012	.003	-.012	.008	-.011	-.010
	V.C.10	-.007	-.006	-.026	.010	.013	.024	-.010	-.007	.006	-.017	.009
	V.C.11	.029	-.014	.005	-.012	-.001	-.018	-.015	.012	-.001	.024	.014
	V.C.12	-.014	.036	-.019	-.004	.006	.014	-.005	-.009	.004	-.018	-.046
	V.C.13	.005	-.019	.039	.027	-.013	-.019	.023	.001	.000	.007	.005
	V.C.14	-.012	-.004	.027	.153	-.023	.014	-.020	-.026	.005	-.052	-.023
	V.C.15	-.001	.006	-.013	-.023	.031	.001	.005	-.011	.017	.008	2.714E-5
	V.C.16	-.018	.014	-.019	.014	.001	.032	-.022	-.012	-.002	-.026	.002
	V.C.17	-.015	-.005	.023	-.020	.005	-.022	.141	.000	.009	.015	-.014
	V.C.18	.012	-.009	.001	-.026	-.011	-.012	.000	.022	-.013	.020	.016
	V.C.19	-.001	.004	.000	.005	.017	-.002	.009	-.013	.020	-.003	-.016
	V.C.20	.024	-.018	.007	-.052	.008	-.026	.015	.020	-.003	.046	.032
	V.C.21	.014	-.046	.005	-.023	2.714E-5	.002	-.014	.016	-.016	.032	.186
	V.C.22	-.011	-.013	.012	.009	-.019	-.001	.017	.010	-.008	-.009	.002
	V.C.23	-.026	.005	-.002	.027	-.008	.024	.003	-.014	-.008	-.028	.011
	V.C.24	-.014	.010	-.004	.021	-.016	.014	-.006	.000	-.014	-.019	-.006
	V.C.26	.028	-.023	.033	-.018	.000	-.046	.008	.010	.012	.035	-.021
	V.C.27	.007	-.015	-.011	-.040	.033	.002	-.006	-.007	.015	.019	.055
	V.C.28	.007	-.018	.031	.046	-.047	-.015	.012	.015	-.019	-.008	.006

	V.C.29	-.017	.024	.014	.055	-.002	.008	.017	-.029	.019	-.039	-.088
	V.C.30	.022	-.033	.051	.026	-.007	-.037	.016	.001	.005	.023	.000
Anti-image Correlation	V.C.1	.382	.009	-.162	.005	.245	.043	-.420	-.008	.104	.108	.140
	V.C.2	.130	-.049	.101	.132	-.808	-.058	-.324	.534	-.788	-.090	-.036
	V.C.3	.555	-.094	.101	-.146	-.006	-.494	.167	.316	.111	.499	.063
	V.C.4	-.217	.279	-.402	.245	-.513	.556	-.354	.149	-.614	-.483	-.152
	V.C.5	.040	-.249	-.161	.337	-.186	.511	-.495	-.172	-.212	-.313	.378
	V.C.6	.432	-.566	.562	-.056	-.612	-.611	-.024	.649	-.480	.402	.207
	V.C.7	-.195	.218	-.307	-.378	.721	.106	.298	-.280	.482	.164	.020
	V.C.8	.515	-.400	.448	-.245	-.504	-.760	.113	.780	-.457	.586	.075
	V.C.9	-.670	.550	-.476	-.026	.630	.584	.068	-.751	.519	-.469	-.213
	V.C.10	-.138	-.101	-.455	.087	.256	.448	-.088	-.157	.140	-.262	.068
	V.C.11	.552[a]	-.431	.161	-.181	-.021	-.583	-.232	.473	-.045	.656	.197
	V.C.12	-.431	.623[a]	-.518	-.053	.176	.404	-.068	-.336	.144	-.439	-.559
	V.C.13	.161	-.518	.635[a]	.346	-.380	-.556	.312	.018	.014	.157	.056
	V.C.14	-.181	-.053	.346	.494[a]	-.330	.208	-.135	-.450	.086	-.615	-.137
	V.C.15	-.021	.176	-.380	-.330	.435[a]	.040	.069	-.404	.682	.198	.000
	V.C.16	-.583	.404	-.556	.208	.040	.459[a]	-.322	-.470	-.080	-.677	.029
	V.C.17	-.232	-.068	.312	-.135	.069	-.322	.654[a]	.003	.168	.187	-.086
	V.C.18	.473	-.336	.018	-.450	-.404	-.470	.003	.527[a]	-.644	.633	.249
	V.C.19	-.045	.144	.014	.086	.682	-.080	.168	-.644	.623[a]	-.090	-.257
	V.C.20	.656	-.439	.157	-.615	.198	-.677	.187	.633	-.090	.374[a]	.346
	V.C.21	.197	-.559	.056	-.137	.000	.029	-.086	.249	-.257	.346	.449[a]
	V.C.22	-.235	-.242	.213	.079	-.379	-.023	.156	.235	-.189	-.151	.013
	V.C.23	-.688	.108	-.051	.304	-.194	.602	.032	-.428	-.250	-.589	.113
	V.C.24	-.533	.325	-.130	.342	-.573	.492	-.103	.012	-.637	-.557	-.086
	V.C.26	.525	-.376	.525	-.144	.008	-.808	.067	.214	.259	.506	-.153
	V.C.27	.145	-.287	-.201	-.386	.689	.045	-.057	-.177	.393	.337	.477
	V.C.28	.126	-.289	.479	.359	-.796	-.249	.099	.305	-.417	-.113	.043
	V.C.29	-.240	.303	.176	.338	-.028	.111	.110	-.464	.328	-.430	-.491
	V.C.30	.358	-.476	.714	.179	-.110	-.567	.116	.010	.089	.290	-.003

Anti-image Matrices

		V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.28	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.043	-.021	-.014	-.010	.015	-.013	.012	.008
	V.C.2	.017	.005	.024	-.001	-.044	.050	-.014	-.002
	V.C.3	-.027	-.049	-.018	.034	-.003	.024	-.027	.019
	V.C.4	.008	.014	.021	-.030	-.025	.016	.000	-.030
	V.C.5	.004	.024	.009	-.038	.020	.004	-.005	-.006

	V.C.6	.016	-.012	.000	.032	-.012	.038	-.024	.036
	V.C.7	-.024	.000	-.017	-.009	.037	-.061	-.016	-.030
	V.C.8	.008	-.014	-.002	.026	-.010	.022	-.016	.021
	V.C.9	-.008	.011	.000	-.015	.010	-.022	.011	-.016
	V.C.10	.021	.004	.000	-.036	.014	-.023	-.003	-.051
	V.C.11	-.011	-.026	-.014	.028	.007	.007	-.017	.022
	V.C.12	-.013	.005	.010	-.023	-.015	-.018	.024	-.033
	V.C.13	.012	-.002	-.004	.033	-.011	.031	.014	.051
	V.C.14	.009	.027	.021	-.018	-.040	.046	.055	.026
	V.C.15	-.019	-.008	-.016	.000	.033	-.047	-.002	-.007
	V.C.16	-.001	.024	.014	-.046	.002	-.015	.008	-.037
	V.C.17	.017	.003	-.006	.008	-.006	.012	.017	.016
	V.C.18	.010	-.014	.000	.010	-.007	.015	-.029	.001
	V.C.19	-.008	-.008	-.014	.012	.015	-.019	.019	.005
	V.C.20	-.009	-.028	-.019	.035	.019	-.008	-.039	.023
	V.C.21	.002	.011	-.006	-.021	.055	.006	-.088	.000
	V.C.22	.081	-.004	.004	.003	-.011	.013	-.005	-.004
	V.C.23	-.004	.051	.022	-.038	-.007	.011	.006	-.016
	V.C.24	.004	.022	.025	-.029	-.026	.020	-.001	-.022
	V.C.26	.003	-.038	-.029	.102	.004	.012	.002	.067
	V.C.27	-.011	-.007	-.026	.004	.071	-.055	-.033	.008
	V.C.28	.013	.011	.020	.012	-.055	.109	.005	.019
	V.C.29	-.005	.006	-.001	.002	-.033	.005	.174	.024
	V.C.30	-.004	-.016	-.022	.067	.008	.019	.024	.134
Anti-image Correlation	V.C.1	-.408	-.249	-.239	-.083	.153	-.105	.079	.060
	V.C.2	.224	.081	.596	-.016	-.635	.586	-.129	-.026
	V.C.3	-.256	-.590	-.303	.293	-.035	.193	-.177	.143
	V.C.4	.164	.360	.747	-.542	-.522	.268	-.006	-.465
	V.C.5	.040	.317	.158	-.351	.220	.034	-.033	-.045
	V.C.6	.273	-.252	-.007	.489	-.230	.564	-.285	.487
	V.C.7	-.274	.005	-.345	-.087	.452	-.595	-.121	-.264
	V.C.8	.206	-.449	-.080	.563	-.265	.459	-.273	.403
	V.C.9	-.243	.443	.020	-.410	.324	-.592	.225	-.393
	V.C.10	.251	.054	.010	-.385	.180	-.238	-.025	-.470
	V.C.11	-.235	-.688	-.533	.525	.145	.126	-.240	.358
	V.C.12	-.242	.108	.325	-.376	-.287	-.289	.303	-.476
	V.C.13	.213	-.051	-.130	.525	-.201	.479	.176	.714
	V.C.14	.079	.304	.342	-.144	-.386	.359	.338	.179

	V.C.15	-.379	-.194	-.573	.008	.689	-.796	-.028	-.110
	V.C.16	-.023	.602	.492	-.808	.045	-.249	.111	-.567
	V.C.17	.156	.032	-.103	.067	-.057	.099	.110	.116
	V.C.18	.235	-.428	.012	.214	-.177	.305	-.464	.010
	V.C.19	-.189	-.250	-.637	.259	.393	-.417	.328	.089
	V.C.20	-.151	-.589	-.557	.506	.337	-.113	-.430	.290
	V.C.21	.013	.113	-.086	-.153	.477	.043	-.491	-.003
	V.C.22	.833[a]	-.055	.096	.033	-.150	.138	-.044	-.039
	V.C.23	-.055	.595[a]	.625	-.533	-.111	.146	.068	-.189
	V.C.24	.096	.625	.520[a]	-.581	-.629	.386	-.022	-.376
	V.C.26	.033	-.533	-.581	.397[a]	.049	.111	.014	.576
	V.C.27	-.150	-.111	-.629	.049	.453[a]	-.625	-.299	.083
	V.C.28	.138	.146	.386	.111	-.625	.256[a]	.037	.157
	V.C.29	-.044	.068	-.022	.014	-.299	.037	.773[a]	.160
	V.C.30	-.039	-.189	-.376	.576	.083	.157	.160	.523[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.858
V.C.2	1.000	.624
V.C.3	1.000	.702
V.C.4	1.000	.829
V.C.5	1.000	.637
V.C.6	1.000	.753
V.C.7	1.000	.782
V.C.8	1.000	.783
V.C.9	1.000	.765
V.C.10	1.000	.852
V.C.11	1.000	.872
V.C.12	1.000	.911
V.C.13	1.000	.744
V.C.14	1.000	.568
V.C.15	1.000	.763
V.C.16	1.000	.813
V.C.17	1.000	.847
V.C.18	1.000	.839
V.C.19	1.000	.793
V.C.20	1.000	.714
V.C.21	1.000	.824
V.C.22	1.000	.816
V.C.23	1.000	.715
V.C.24	1.000	.784
V.C.26	1.000	.614
V.C.27	1.000	.637
V.C.28	1.000	.812
V.C.29	1.000	.635
V.C.30	1.000	.710

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.038	38.063	38.063	11.038	38.063	38.063
2	2.461	8.488	46.551	2.461	8.488	46.551
3	2.362	8.146	54.696	2.362	8.146	54.696
4	1.846	6.366	61.062	1.846	6.366	61.062
5	1.571	5.416	66.479	1.571	5.416	66.479
6	1.373	4.735	71.214	1.373	4.735	71.214
7	1.342	4.626	75.840	1.342	4.626	75.840
8	.992	3.421	79.261			
9	.872	3.008	82.269			
10	.809	2.789	85.058			
11	.716	2.470	87.528			
12	.609	2.100	89.628			
13	.529	1.826	91.454			
14	.447	1.542	92.996			
15	.363	1.252	94.248			
16	.352	1.215	95.463			
17	.327	1.127	96.590			
18	.215	.741	97.330			
19	.171	.588	97.919			
20	.145	.500	98.419			
21	.127	.438	98.858			
22	.123	.425	99.283			
23	.080	.274	99.557			
24	.048	.164	99.721			
25	.029	.100	99.821			
26	.025	.087	99.908			
27	.017	.058	99.966			
28	.006	.021	99.987			
29	.004	.013	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.379	18.548	18.548
2	3.921	13.520	32.068
3	3.372	11.627	43.695
4	2.898	9.992	53.687
5	2.876	9.917	63.604
6	1.921	6.625	70.229
7	1.627	5.611	75.840
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
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22			
23			
24			
25			
26			
27			
28			
29			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.674	.033	-.355	-.137	-.309	.316	-.250
V.C.2	.515	-.230	.421	-.080	-.288	.079	.180
V.C.3	.668	.079	-.392	-.103	-.072	-.057	-.278
V.C.4	.666	.280	-.281	-.008	-.196	.390	.196
V.C.5	.583	.324	-.160	-.212	-.045	-.204	-.279
V.C.6	.610	.213	.394	-.064	-.319	-.133	.237
V.C.7	.658	.392	-.274	.235	.006	.243	-.082
V.C.8	.638	.349	-.299	.022	.201	.324	-.138
V.C.9	.747	-.319	-.230	-.031	.001	.118	.193
V.C.10	.517	.655	.040	.063	.089	-.335	.171
V.C.11	.678	-.593	-.065	.003	.149	-.138	.123
V.C.12	.679	.507	.290	.021	.066	-.313	.075
V.C.13	.765	.135	-.248	-.174	-.014	-.210	.061
V.C.14	.401	.063	.549	.186	-.226	.098	-.082
V.C.15	.610	-.001	.426	-.210	.293	.019	-.280
V.C.16	.670	-.130	.430	-.231	.275	.101	-.152
V.C.17	.421	-.210	.398	-.545	-.353	.214	.022
V.C.18	.695	-.362	-.089	-.204	.113	-.398	.071
V.C.19	.817	-.169	-.125	.027	-.083	-.084	.258
V.C.20	.503	.124	.364	.511	-.211	.052	.071
V.C.21	.289	.237	.005	-.355	.294	.341	.596
V.C.22	.735	-.378	-.077	.221	.129	.106	-.225
V.C.23	.711	.108	-.072	.006	-.015	-.400	-.182
V.C.24	.666	-.502	-.217	.179	.044	-.070	.030
V.C.26	.504	.026	.178	-.448	.040	.133	-.329
V.C.27	.513	-.075	-.009	.468	-.386	.015	-.008
V.C.28	.279	.026	.451	.444	.476	.233	-.228
V.C.29	.707	-.168	-.015	.315	-.055	.007	.063
V.C.30	.564	-.011	-.037	.115	.532	.054	.301

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

Rotated Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.294	.801	.036	.292	.136	-.147	-.064
V.C.2	.317	-.035	.015	.445	.548	-.061	.139
V.C.3	.393	.616	.335	.167	-.052	-.052	-.150
V.C.4	.187	.730	.141	.064	.295	-.095	.376
V.C.5	.146	.450	.570	.267	-.037	-.032	-.120
V.C.6	.138	.056	.455	.332	.602	-.115	.195
V.C.7	.144	.743	.303	-.076	.223	.215	.127
V.C.8	.148	.750	.255	.080	-.016	.283	.215
V.C.9	.722	.371	.028	.159	.158	-.028	.232
V.C.10	-.020	.210	.836	-.072	.205	.088	.231
V.C.11	.900	.025	.032	.201	.089	.089	.062
V.C.12	.085	.140	.811	.191	.352	.195	.167
V.C.13	.472	.414	.536	.174	.047	-.115	.131
V.C.14	.001	.024	.118	.322	.628	.229	-.059
V.C.15	.227	.087	.307	.627	.089	.455	.030
V.C.16	.346	.075	.201	.658	.142	.416	.143
V.C.17	.144	.049	-.071	.804	.296	-.251	.148
V.C.18	.790	.008	.363	.278	-.030	-.065	.012
V.C.19	.688	.292	.272	.121	.308	-.074	.213
V.C.20	.135	.134	.192	-.031	.751	.276	-.012
V.C.21	.038	.147	.104	.163	-.051	.004	.872
V.C.22	.689	.365	-.008	.182	.181	.351	-.135
V.C.23	.433	.265	.615	.163	.126	.049	-.184
V.C.24	.839	.218	-.002	.034	.146	.085	-.053
V.C.26	.116	.288	.180	.687	-.041	.111	-.008
V.C.27	.339	.310	.065	-.121	.610	.009	-.188
V.C.28	.046	.010	.010	.077	.247	.862	.008
V.C.29	.568	.288	.149	.012	.419	.176	.018
V.C.30	.479	.135	.242	-.037	-.002	.420	.475

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 16 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6	7
1	.596	.469	.407	.326	.333	.156	.135
2	-.680	.336	.596	-.148	.053	.052	.205
3	-.257	-.551	.050	.495	.508	.353	.039
4	.088	.033	-.089	-.702	.489	.436	-.249
5	.146	-.167	.120	-.073	-.567	.711	.322
6	-.243	.500	-.674	.177	.124	.231	.370
7	.168	-.293	.012	-.314	.229	-.316	.797

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20
V.C.21 V.C.22 V.C.23 V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.20
V.C.21 V.C.22 V.C.23 V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
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Factor Analysis

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 [DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.556
Bartlett's Test of Sphericity	Approx. Chi-Square	722.950
	df	378
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
Anti-image Covariance	V.C.1	.136	-.010	.010	-.005	.010	-.004	-.011	-.008	-.008	.012
	V.C.2	-.010	.102	-.015	.036	.017	.022	-.063	.019	-.018	-.006
	V.C.3	.010	-.015	.142	-.024	-.038	.016	.006	.023	-.020	-.024
	V.C.4	-.005	.036	-.024	.033	.025	-.016	-.025	-.009	.002	.022
	V.C.5	.010	.017	-.038	.025	.117	-.011	-.049	-.019	.001	.030
	V.C.6	-.004	.022	.016	-.016	-.011	.060	-.025	.033	-.024	-.032
	V.C.7	-.011	-.063	.006	-.025	-.049	-.025	.147	-.015	.020	-.005
	V.C.8	-.008	.019	.023	-.009	-.019	.033	-.015	.026	-.017	-.023
	V.C.9	-.008	-.018	-.020	.002	.001	-.024	.020	-.017	.019	.006
	V.C.10	.012	-.006	-.024	.022	.030	-.032	-.005	-.023	.006	.093
	V.C.11	.025	.004	.035	-.008	.002	.019	-.010	.014	-.018	-.006
	V.C.12	-.002	.010	-.003	.014	-.017	-.025	.005	-.010	.014	-.011
	V.C.13	-.010	-.018	.001	-.026	-.015	.022	-.003	.010	-.008	-.027
	V.C.14	.007	-.014	-.037	.013	.050	-.034	-.035	-.033	.014	.024
	V.C.15	.029	-.065	.027	-.027	-.026	-.023	.057	-.012	.013	.010
	V.C.16	.001	.007	-.032	.022	.034	-.027	-.004	-.022	.014	.023

	V.C.17	-.058	-.057	.022	-.027	-.065	-.009	.065	.005	.008	-.008
	V.C.18	.001	.023	.016	.002	-.010	.023	-.008	.019	-.016	-.004
	V.C.19	.004	-.037	.013	-.016	-.012	-.012	.019	-.008	.008	.002
	V.C.20	.008	-.002	.043	-.019	-.023	.030	.010	.025	-.020	-.020
	V.C.21	.023	-.010	.009	-.013	.056	.024	.009	.004	-.014	.011
	V.C.22	-.042	.016	-.031	.007	.004	.017	-.027	.007	-.008	.026
	V.C.23	-.020	.000	-.054	.014	.025	-.023	.010	-.021	.021	.006
	V.C.24	-.014	.027	-.027	.022	.009	-.012	-.010	-.009	.008	.006
	V.C.26	-.009	-.010	.034	-.035	-.039	.041	-.003	.030	-.019	-.036
	V.C.27	.014	-.046	.014	-.029	.036	.016	.017	.002	-.003	.004
	V.C.29	.013	-.025	-.029	-.001	-.005	-.038	-.020	-.022	.018	-.002
	V.C.30	.011	-.017	.016	-.036	-.006	.044	-.031	.022	-.019	-.051
Anti-image Correlation	V.C.1	.851[a]	-.087	.072	-.070	.079	-.039	-.079	-.136	-.159	.107
	V.C.2	-.087	.474[a]	-.126	.612	.160	.279	-.517	.364	-.416	-.065
	V.C.3	.072	-.126	.651[a]	-.349	-.294	.169	.041	.377	-.390	-.208
	V.C.4	-.070	.612	-.349	.494[a]	.403	-.349	-.360	-.311	.083	.393
	V.C.5	.079	.160	-.294	.403	.624[a]	-.135	-.374	-.354	.018	.288
	V.C.6	-.039	.279	.169	-.349	-.135	.458[a]	-.263	.837	-.708	-.423
	V.C.7	-.079	-.517	.041	-.360	-.374	-.263	.731[a]	-.252	.383	-.040
	V.C.8	-.136	.364	.377	-.311	-.354	.837	-.252	.432[a]	-.768	-.465
	V.C.9	-.159	-.416	-.390	.083	.018	-.708	.383	-.768	.524[a]	.147
	V.C.10	.107	-.065	-.208	.393	.288	-.423	-.040	-.465	.147	.657[a]
	V.C.11	.401	.070	.545	-.262	.036	.441	-.151	.519	-.745	-.112
	V.C.12	-.023	.155	-.040	.387	-.250	-.509	.060	-.315	.491	-.182
	V.C.13	-.127	-.252	.010	-.627	-.202	.402	-.031	.292	-.272	-.400
	V.C.14	.046	-.104	-.235	.166	.348	-.334	-.219	-.493	.247	.190
	V.C.15	.267	-.696	.249	-.514	-.262	-.325	.509	-.259	.324	.115
	V.C.16	.018	.112	-.469	.667	.537	-.589	-.055	-.750	.559	.413
	V.C.17	-.414	-.474	.152	-.397	-.501	-.097	.447	.077	.158	-.066
	V.C.18	.025	.461	.275	.073	-.192	.607	-.128	.757	-.744	-.092
	V.C.19	.067	-.738	.214	-.574	-.218	-.326	.320	-.329	.372	.046
	V.C.20	.097	-.030	.534	-.473	-.311	.568	.121	.722	-.669	-.299
	V.C.21	.146	-.076	.055	-.170	.378	.222	.057	.063	-.233	.081
	V.C.22	-.400	.179	-.291	.134	.036	.239	-.241	.162	-.202	.295
	V.C.23	-.238	-.005	-.637	.337	.316	-.410	.116	-.587	.665	.092
	V.C.24	-.216	.494	-.417	.724	.158	-.295	-.155	-.314	.334	.113
	V.C.26	-.072	-.100	.278	-.597	-.358	.520	-.026	.580	-.430	-.372
	V.C.27	.112	-.424	.112	-.472	.309	.190	.127	.032	-.073	.041

	V.C.29	.083	-.186	-.187	-.017	-.034	-.371	-.123	-.326	.307	-.017
	V.C.30	.078	-.147	.116	-.533	-.051	.488	-.215	.377	-.376	-.451

Anti-image Matrices

		V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.20
Anti-image Covariance	V.C.1	.025	-.002	-.010	.007	.029	.001	-.058	.001	.004	.008
	V.C.2	.004	.010	-.018	-.014	-.065	.007	-.057	.023	-.037	-.002
	V.C.3	.035	-.003	.001	-.037	.027	-.032	.022	.016	.013	.043
	V.C.4	-.008	.014	-.026	.013	-.027	.022	-.027	.002	-.016	-.019
	V.C.5	.002	-.017	-.015	.050	-.026	.034	-.065	-.010	-.012	-.023
	V.C.6	.019	-.025	.022	-.034	-.023	-.027	-.009	.023	-.012	.030
	V.C.7	-.010	.005	-.003	-.035	.057	-.004	.065	-.008	.019	.010
	V.C.8	.014	-.010	.010	-.033	-.012	-.022	.005	.019	-.008	.025
	V.C.9	-.018	.014	-.008	.014	.013	.014	.008	-.016	.008	-.020
	V.C.10	-.006	-.011	-.027	.024	.010	.023	-.008	-.004	.002	-.020
	V.C.11	.029	-.014	.004	-.018	.007	-.018	-.016	.012	.000	.025
	V.C.12	-.014	.039	-.020	.005	-.005	.013	-.003	-.008	.001	-.021
	V.C.13	.004	-.020	.050	.020	.000	-.021	.026	-.005	.009	.012
	V.C.14	-.018	.005	.020	.176	-.010	.025	-.029	-.041	.018	-.056
	V.C.15	.007	-.005	.000	-.010	.086	-.015	.027	-.013	.029	.011
	V.C.16	-.018	.013	-.021	.025	-.015	.034	-.021	-.012	-.006	-.029
	V.C.17	-.016	-.003	.026	-.029	.027	-.021	.143	-.002	.014	.016
	V.C.18	.012	-.008	-.005	-.041	-.013	-.012	-.002	.024	-.014	.024
	V.C.19	.000	.001	.009	.018	.029	-.006	.014	-.014	.024	-.005
	V.C.20	.025	-.021	.012	-.056	.011	-.029	.016	.024	-.005	.047
	V.C.21	.014	-.049	.004	-.030	.007	.003	-.015	.017	-.018	.033
	V.C.22	-.013	-.012	.011	.004	-.038	.001	.016	.009	-.007	-.009
	V.C.23	-.028	.007	-.007	.026	-.009	.028	.002	-.018	-.007	-.029
	V.C.24	-.019	.017	-.015	.017	-.024	.021	-.010	-.003	-.015	-.021
	V.C.26	.028	-.023	.039	-.027	.015	-.048	.007	.009	.017	.036
	V.C.27	.017	-.043	.011	-.032	.041	-.009	.001	.001	.010	.025
	V.C.29	-.018	.027	.017	.061	.000	.010	.017	-.032	.024	-.039
	V.C.30	.022	-.034	.061	.021	.003	-.038	.014	-.002	.010	.025
Anti-image Correlation	V.C.1	.401	-.023	-.127	.046	.267	.018	-.414	.025	.067	.097
	V.C.2	.070	.155	-.252	-.104	-.696	.112	-.474	.461	-.738	-.030
	V.C.3	.545	-.040	.010	-.235	.249	-.469	.152	.275	.214	.534
	V.C.4	-.262	.387	-.627	.166	-.514	.667	-.397	.073	-.574	-.473
	V.C.5	.036	-.250	-.202	.348	-.262	.537	-.501	-.192	-.218	-.311
	V.C.6	.441	-.509	.402	-.334	-.325	-.589	-.097	.607	-.326	.568

	V.C.7	-.151	.060	-.031	-.219	.509	-.055	.447	-.128	.320	.121
	V.C.8	.519	-.315	.292	-.493	-.259	-.750	.077	.757	-.329	.722
	V.C.9	-.745	.491	-.272	.247	.324	.559	.158	-.744	.372	-.669
	V.C.10	-.112	-.182	-.400	.190	.115	.413	-.066	-.092	.046	-.299
	V.C.11	.531[a]	-.416	.116	-.244	.132	-.574	-.248	.460	.008	.680
	V.C.12	-.416	.611[a]	-.452	.057	-.093	.358	-.041	-.272	.027	-.496
	V.C.13	.116	-.452	.675[a]	.212	.003	-.514	.303	-.153	.268	.241
	V.C.14	-.244	.057	.212	.462[a]	-.079	.328	-.184	-.630	.278	-.620
	V.C.15	.132	-.093	.003	-.079	.573[a]	-.270	.246	-.279	.637	.179
	V.C.16	-.574	.358	-.514	.328	-.270	.434[a]	-.308	-.427	-.208	-.733
	V.C.17	-.248	-.041	.303	-.184	.246	-.308	.594[a]	-.029	.231	.201
	V.C.18	.460	-.272	-.153	-.630	-.279	-.427	-.029	.540[a]	-.597	.705
	V.C.19	.008	.027	.268	.278	.637	-.208	.231	-.597	.675[a]	-.151
	V.C.20	.680	-.496	.241	-.620	.179	-.733	.201	.705	-.151	.323[a]
	V.C.21	.193	-.572	.041	-.164	.057	.041	-.090	.248	-.264	.354
	V.C.22	-.257	-.213	.169	.032	-.448	.012	.144	.205	-.146	-.138
	V.C.23	-.720	.159	-.140	.272	-.129	.666	.018	-.501	-.210	-.583
	V.C.24	-.635	.494	-.389	.236	-.476	.658	-.154	-.121	-.568	-.560
	V.C.26	.518	-.362	.541	-.198	.160	-.811	.057	.190	.338	.525
	V.C.27	.289	-.626	.144	-.222	.405	-.147	.007	.019	.187	.344
	V.C.29	-.247	.328	.181	.348	.002	.124	.107	-.499	.378	-.429
	V.C.30	.345	-.456	.737	.133	.025	-.551	.102	-.040	.172	.313

Anti-image Matrices

		V.C.21	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	.023	-.042	-.020	-.014	-.009	.014	.013	.011
	V.C.2	-.010	.016	.000	.027	-.010	-.046	-.025	-.017
	V.C.3	.009	-.031	-.054	-.027	.034	.014	-.029	.016
	V.C.4	-.013	.007	.014	.022	-.035	-.029	-.001	-.036
	V.C.5	.056	.004	.025	.009	-.039	.036	-.005	-.006
	V.C.6	.024	.017	-.023	-.012	.041	.016	-.038	.044
	V.C.7	.009	-.027	.010	-.010	-.003	.017	-.020	-.031
	V.C.8	.004	.007	-.021	-.009	.030	.002	-.022	.022
	V.C.9	-.014	-.008	.021	.008	-.019	-.003	.018	-.019
	V.C.10	.011	.026	.006	.006	-.036	.004	-.002	-.051
	V.C.11	.014	-.013	-.028	-.019	.028	.017	-.018	.022
	V.C.12	-.049	-.012	.007	.017	-.023	-.043	.027	-.034
	V.C.13	.004	.011	-.007	-.015	.039	.011	.017	.061
	V.C.14	-.030	.004	.026	.017	-.027	-.032	.061	.021

	V.C.15	.007	-.038	-.009	-.024	.015	.041	.000	.003
	V.C.16	.003	.001	.028	.021	-.048	-.009	.010	-.038
	V.C.17	-.015	.016	.002	-.010	.007	.001	.017	.014
	V.C.18	.017	.009	-.018	-.003	.009	.001	-.032	-.002
	V.C.19	-.018	-.007	-.007	-.015	.017	.010	.024	.010
	V.C.20	.033	-.009	-.029	-.021	.036	.025	-.039	.025
	V.C.21	.186	.001	.011	-.008	-.022	.095	-.089	-.002
	V.C.22	.001	.083	-.005	.002	.002	-.008	-.006	-.007
	V.C.23	.011	-.005	.052	.024	-.041	-.002	.006	-.018
	V.C.24	-.008	.002	.024	.029	-.037	-.031	-.003	-.030
	V.C.26	-.022	.002	-.041	-.037	.103	.017	.001	.068
	V.C.27	.095	-.008	-.002	-.031	.017	.117	-.051	.030
	V.C.29	-.089	-.006	.006	-.003	.001	-.051	.174	.024
	V.C.30	-.002	-.007	-.018	-.030	.068	.030	.024	.138
Anti-image Correlation	V.C.1	.146	-.400	-.238	-.216	-.072	.112	.083	.078
	V.C.2	-.076	.179	-.005	.494	-.100	-.424	-.186	-.147
	V.C.3	.055	-.291	-.637	-.417	.278	.112	-.187	.116
	V.C.4	-.170	.134	.337	.724	-.597	-.472	-.017	-.533
	V.C.5	.378	.036	.316	.158	-.358	.309	-.034	-.051
	V.C.6	.222	.239	-.410	-.295	.520	.190	-.371	.488
	V.C.7	.057	-.241	.116	-.155	-.026	.127	-.123	-.215
	V.C.8	.063	.162	-.587	-.314	.580	.032	-.326	.377
	V.C.9	-.233	-.202	.665	.334	-.430	-.073	.307	-.376
	V.C.10	.081	.295	.092	.113	-.372	.041	-.017	-.451
	V.C.11	.193	-.257	-.720	-.635	.518	.289	-.247	.345
	V.C.12	-.572	-.213	.159	.494	-.362	-.626	.328	-.456
	V.C.13	.041	.169	-.140	-.389	.541	.144	.181	.737
	V.C.14	-.164	.032	.272	.236	-.198	-.222	.348	.133
	V.C.15	.057	-.448	-.129	-.476	.160	.405	.002	.025
	V.C.16	.041	.012	.666	.658	-.811	-.147	.124	-.551
	V.C.17	-.090	.144	.018	-.154	.057	.007	.107	.102
	V.C.18	.248	.205	-.501	-.121	.190	.019	-.499	-.040
	V.C.19	-.264	-.146	-.210	-.568	.338	.187	.378	.172
	V.C.20	.354	-.138	-.583	-.560	.525	.344	-.429	.313
	V.C.21	.409[a]	.007	.108	-.112	-.159	.646	-.493	-.010
	V.C.22	.007	.842[a]	-.077	.046	.018	-.082	-.049	-.062
	V.C.23	.108	-.077	.550[a]	.623	-.558	-.026	.063	-.217
	V.C.24	-.112	.046	.623	.495[a]	-.681	-.538	-.040	-.480

	V.C.26	-.159	.018	-.558	-.681	.375[a]	.153	.010	.569
	V.C.27	.646	-.082	-.026	-.538	.153	.539[a]	-.353	.235
	V.C.29	-.493	-.049	.063	-.040	.010	-.353	.738[a]	.156
	V.C.30	-.010	-.062	-.217	-.480	.569	.235	.156	.503[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.857
V.C.2	1.000	.640
V.C.3	1.000	.695
V.C.4	1.000	.831
V.C.5	1.000	.666
V.C.6	1.000	.742
V.C.7	1.000	.775
V.C.8	1.000	.797
V.C.9	1.000	.787
V.C.10	1.000	.858
V.C.11	1.000	.872
V.C.12	1.000	.909
V.C.13	1.000	.801
V.C.14	1.000	.618
V.C.15	1.000	.729
V.C.16	1.000	.816
V.C.17	1.000	.855
V.C.18	1.000	.848
V.C.19	1.000	.776
V.C.20	1.000	.729
V.C.21	1.000	.820
V.C.22	1.000	.841
V.C.23	1.000	.718
V.C.24	1.000	.784
V.C.26	1.000	.616
V.C.27	1.000	.649
V.C.29	1.000	.656
V.C.30	1.000	.688

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.967	39.169	39.169	10.967	39.169	39.169
2	2.461	8.790	47.959	2.461	8.790	47.959
3	2.262	8.077	56.037	2.262	8.077	56.037
4	1.760	6.284	62.321	1.760	6.284	62.321
5	1.444	5.157	67.477	1.444	5.157	67.477
6	1.356	4.843	72.321	1.356	4.843	72.321
7	1.124	4.015	76.336	1.124	4.015	76.336
8	.992	3.543	79.879			
9	.862	3.077	82.956			
10	.783	2.796	85.752			
11	.609	2.175	87.927			
12	.588	2.098	90.025			
13	.503	1.797	91.823			
14	.435	1.552	93.375			
15	.362	1.294	94.669			
16	.338	1.207	95.876			
17	.292	1.043	96.919			
18	.214	.764	97.684			
19	.149	.532	98.216			
20	.139	.495	98.711			
21	.126	.450	99.161			
22	.091	.326	99.488			
23	.048	.170	99.658			
24	.033	.118	99.776			
25	.026	.093	99.869			
26	.024	.085	99.954			
27	.008	.030	99.983			
28	.005	.017	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.300	18.927	18.927
2	3.961	14.145	33.072
3	3.252	11.613	44.685
4	2.674	9.549	54.234
5	2.563	9.153	63.387
6	1.963	7.011	70.398
7	1.663	5.938	76.336
8			
9			
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27			
28			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.680	.046	-.290	.087	.547	-.028	.003
V.C.2	.514	-.241	.461	-.111	.156	.158	-.209
V.C.3	.674	.091	-.344	.123	.172	-.264	.015
V.C.4	.669	.289	-.241	-.021	.309	.373	-.081
V.C.5	.586	.330	-.098	.200	.091	-.364	-.154
V.C.6	.611	.203	.466	-.170	.019	.063	-.278
V.C.7	.656	.399	-.317	-.144	.141	.104	.182
V.C.8	.637	.357	-.323	.137	.114	.129	.333
V.C.9	.749	-.312	-.224	.061	.034	.210	-.172
V.C.10	.516	.654	.058	-.077	-.340	-.077	-.180
V.C.11	.679	-.591	-.081	.042	-.229	.018	-.030
V.C.12	.676	.498	.301	-.072	-.289	-.134	-.084
V.C.13	.770	.144	-.185	.163	-.062	-.112	-.332
V.C.14	.395	.046	.524	-.333	.129	.006	.239
V.C.15	.601	-.014	.400	.283	-.071	-.166	.309
V.C.16	.663	-.143	.418	.281	-.070	-.016	.311
V.C.17	.425	-.218	.539	.301	.431	.101	-.224
V.C.18	.699	-.358	-.040	.197	-.281	-.207	-.263
V.C.19	.822	-.164	-.092	-.083	-.100	.132	-.178
V.C.20	.495	.111	.277	-.600	-.005	.099	.157
V.C.21	.292	.238	.070	.408	-.179	.689	-.013
V.C.22	.731	-.377	-.160	-.107	.013	-.073	.351
V.C.23	.715	.112	-.031	-.051	-.183	-.388	.080
V.C.24	.668	-.496	-.259	-.121	-.099	-.015	-.013
V.C.26	.504	.022	.249	.427	.246	-.169	.168
V.C.27	.510	-.076	-.069	-.564	.196	-.022	-.146
V.C.29	.705	-.168	-.067	-.317	-.064	.065	.128
V.C.30	.559	-.012	-.121	.105	-.467	.323	.167

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

Rotated Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.278	.823	.042	.061	.148	.260	-.089
V.C.2	.312	-.012	.072	.394	.168	.590	.076
V.C.3	.379	.629	.301	-.050	.205	-.004	-.142
V.C.4	.179	.740	.178	.213	-.073	.223	.346
V.C.5	.141	.465	.575	-.090	.239	.118	-.143
V.C.6	.129	.081	.494	.463	.128	.478	.128
V.C.7	.151	.722	.290	.300	.051	-.150	.180
V.C.8	.144	.726	.201	.111	.267	-.196	.294
V.C.9	.719	.386	.069	.062	.027	.263	.205
V.C.10	-.012	.200	.845	.210	.022	-.072	.231
V.C.11	.894	.033	.014	.080	.213	.120	.076
V.C.12	.089	.135	.802	.361	.271	.069	.177
V.C.13	.467	.435	.575	-.068	.070	.215	.081
V.C.14	-.001	.016	.083	.676	.340	.195	-.024
V.C.15	.222	.080	.241	.176	.747	.128	.098
V.C.16	.336	.066	.137	.220	.740	.199	.208
V.C.17	.115	.096	-.028	.079	.392	.819	.048
V.C.18	.780	.032	.365	-.110	.225	.205	-.018
V.C.19	.678	.306	.286	.239	.046	.214	.189
V.C.20	.152	.114	.188	.809	.044	.028	.032
V.C.21	.017	.146	.104	-.078	.103	.170	.861
V.C.22	.690	.351	-.074	.303	.363	-.103	-.046
V.C.23	.416	.270	.532	.201	.340	-.109	-.146
V.C.24	.841	.219	-.005	.148	.062	.027	-.033
V.C.26	.093	.303	.132	-.046	.641	.293	.003
V.C.27	.359	.313	.127	.538	-.219	.155	-.208
V.C.29	.569	.280	.121	.473	.105	-.018	.061
V.C.30	.489	.101	.219	.114	.174	-.200	.555

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6	7
1	.592	.478	.397	.311	.322	.201	.149
2	-.669	.336	.594	.078	-.062	-.182	.211
3	-.288	-.528	.109	.402	.454	.506	.046
4	-.054	.065	.012	-.789	.498	.188	.294
5	-.318	.593	-.428	.065	.020	.491	-.344
6	-.019	.065	-.359	.176	-.291	.179	.848
7	-.125	.137	-.407	.278	.594	-.602	.087

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

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FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.21
V.C.22 V.C.23 V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.21
V.C.22 V.C.23 V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

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 [DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.616
Bartlett's Test of Sphericity	Approx. Chi-Square	669.663
	df	351
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
Anti-image Covariance	V.C.1	.137	-.010	.004	-.002	.015	-.013	-.013	-.026	-.009	.017
	V.C.2	-.010	.102	-.019	.045	.018	.034	-.064	.041	-.035	-.008
	V.C.3	.004	-.019	.198	-.012	-.025	-.026	-.005	-.002	-.004	-.009
	V.C.4	-.002	.045	-.012	.043	.023	-.007	-.028	.002	-.014	.020
	V.C.5	.015	.018	-.025	.023	.130	.006	-.050	-.016	-.018	.025
	V.C.6	-.013	.034	-.026	-.007	.006	.089	-.047	.052	-.030	-.031
	V.C.7	-.013	-.064	-.005	-.028	-.050	-.047	.149	-.044	.045	-.001
	V.C.8	-.026	.041	-.002	.002	-.016	.052	-.044	.054	-.024	-.028
	V.C.9	-.009	-.035	-.004	-.014	-.018	-.030	.045	-.024	.035	-.004
	V.C.10	.017	-.008	-.009	.020	.025	-.031	-.001	-.028	-.004	.102
	V.C.11	.040	.009	.030	.004	.030	.006	-.029	.003	-.023	.010
	V.C.12	.003	.012	.031	.009	-.040	-.022	.012	.004	.011	-.029
	V.C.13	-.013	-.019	-.015	-.029	-.011	.023	-.006	.009	-.007	-.026
	V.C.14	.027	-.027	.034	-.020	.040	.004	-.038	-.010	-.029	.001
	V.C.15	.028	-.067	.024	-.030	-.024	-.047	.057	-.039	.034	.017
	V.C.16	.013	.011	-.016	.030	.047	-.025	.005	-.029	.007	.026

	V.C.17	-.064	-.059	.009	-.028	-.065	-.030	.065	-.009	.029	-.001
	V.C.18	-.005	.048	-.017	.029	.003	.023	-.026	.026	-.021	.012
	V.C.19	.005	-.038	.025	-.024	-.016	-.014	.021	-.012	.011	3.922E-5
	V.C.21	.020	-.010	-.035	.000	.091	.004	.003	-.032	.000	.031
	V.C.22	-.042	.016	-.034	.005	-.001	.034	-.026	.026	-.022	.025
	V.C.23	-.023	-.003	-.059	.005	.018	-.010	.025	-.019	.024	-.009
	V.C.24	-.015	.038	-.015	.027	-.002	.002	-.008	.008	-.003	-.005
	V.C.26	-.020	-.012	-.001	-.036	-.033	.036	-.016	.030	-.009	-.032
	V.C.27	.011	-.051	-.015	-.028	.061	-.001	.013	-.028	.015	.019
	V.C.29	.024	-.033	.011	-.026	-.033	-.024	-.014	-.003	.003	-.025
	V.C.30	.007	-.018	-.011	-.037	.007	.046	-.041	.021	-.017	-.049
Anti-image Correlation	V.C.1	.822[a]	-.085	.024	-.027	.116	-.116	-.092	-.299	-.126	.143
	V.C.2	-.085	.398[a]	-.130	.678	.158	.360	-.518	.557	-.588	-.078
	V.C.3	.024	-.130	.836[a]	-.130	-.159	-.193	-.028	-.015	-.051	-.060
	V.C.4	-.027	.678	-.130	.530[a]	.306	-.111	-.346	.049	-.357	.300
	V.C.5	.116	.158	-.159	.306	.626[a]	.054	-.356	-.197	-.269	.215
	V.C.6	-.116	.360	-.193	-.111	.054	.585[a]	-.405	.750	-.536	-.322
	V.C.7	-.092	-.518	-.028	-.346	-.356	-.405	.654[a]	-.494	.630	-.004
	V.C.8	-.299	.557	-.015	.049	-.197	.750	-.494	.565[a]	-.555	-.378
	V.C.9	-.126	-.588	-.051	-.357	-.269	-.536	.630	-.555	.621[a]	-.075
	V.C.10	.143	-.078	-.060	.300	.215	-.322	-.004	-.378	-.075	.711[a]
	V.C.11	.458	.124	.293	.092	.355	.092	-.320	.056	-.533	.130
	V.C.12	.030	.161	.307	.199	-.490	-.319	.139	.073	.247	-.399
	V.C.13	-.156	-.252	-.145	-.599	-.137	.332	-.063	.175	-.153	-.354
	V.C.14	.136	-.156	.145	-.184	.208	.027	-.185	-.084	-.288	.006
	V.C.15	.255	-.703	.185	-.496	-.221	-.527	.499	-.570	.608	.179
	V.C.16	.131	.132	-.135	.535	.478	-.309	.051	-.470	.136	.299
	V.C.17	-.445	-.478	.053	-.350	-.471	-.262	.434	-.101	.402	-.007
	V.C.18	-.062	.680	-.170	.651	.041	.354	-.303	.505	-.516	.176
	V.C.19	.083	-.751	.353	-.741	-.282	-.295	.345	-.321	.368	.001
	V.C.21	.120	-.069	-.169	-.003	.548	.028	.015	-.297	.006	.209
	V.C.22	-.392	.176	-.259	.078	-.007	.389	-.228	.381	-.400	.269
	V.C.23	-.224	-.028	-.473	.086	.174	-.118	.231	-.296	.455	-.105
	V.C.24	-.195	.577	-.168	.629	-.021	.034	-.106	.158	-.067	-.069
	V.C.26	-.146	-.099	-.003	-.465	-.240	.316	-.106	.342	-.124	-.265
	V.C.27	.084	-.441	-.090	-.374	.467	-.007	.091	-.333	.226	.161
	V.C.29	.139	-.220	.054	-.276	-.196	-.171	-.080	-.026	.030	-.168
	V.C.30	.050	-.145	-.064	-.460	.052	.397	-.268	.230	-.236	-.395

Anti-image Matrices

		V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19	V.C.21
Anti-image Covariance	V.C.1	.040	.003	-.013	.027	.028	.013	-.064	-.005	.005	.020
	V.C.2	.009	.012	-.019	-.027	-.067	.011	-.059	.048	-.038	-.010
	V.C.3	.030	.031	-.015	.034	.024	-.016	.009	-.017	.025	-.035
	V.C.4	.004	.009	-.029	-.020	-.030	.030	-.028	.029	-.024	.000
	V.C.5	.030	-.040	-.011	.040	-.024	.047	-.065	.003	-.016	.091
	V.C.6	.006	-.022	.023	.004	-.047	-.025	-.030	.023	-.014	.004
	V.C.7	-.029	.012	-.006	-.038	.057	.005	.065	-.026	.021	.003
	V.C.8	.003	.004	.009	-.010	-.039	-.029	-.009	.026	-.012	-.032
	V.C.9	-.023	.011	-.007	-.029	.034	.007	.029	-.021	.011	.000
	V.C.10	.010	-.029	-.026	.001	.017	.026	-.001	.012	3.922E-5	.031
	V.C.11	.054	-.007	-.004	.038	.001	-.010	-.048	-.002	.006	-.007
	V.C.12	-.007	.052	-.021	-.045	.000	-.001	.006	.006	-.002	-.051
	V.C.13	-.004	-.021	.053	.059	-.003	-.032	.024	-.024	.011	-.005
	V.C.14	.038	-.045	.059	.285	.007	-.034	-.016	-.041	.020	.019
	V.C.15	.001	.000	-.003	.007	.089	-.017	.025	-.038	.032	-.001
	V.C.16	-.010	-.001	-.032	-.034	-.017	.073	-.025	.011	-.020	.059
	V.C.17	-.048	.006	.024	-.016	.025	-.025	.149	-.021	.016	-.031
	V.C.18	-.002	.006	-.024	-.041	-.038	.011	-.021	.048	-.024	.000
	V.C.19	.006	-.002	.011	.020	.032	-.020	.016	-.024	.025	-.016
	V.C.21	-.007	-.051	-.005	.019	-.001	.059	-.031	.000	-.016	.213
	V.C.22	-.015	-.022	.014	-.011	-.038	-.010	.020	.027	-.008	.008
	V.C.23	-.035	-.012	8.418E-5	-.021	-.003	.033	.018	-.010	-.016	.053
	V.C.24	-.020	.014	-.015	-.019	-.028	.024	-.004	.021	-.026	.011
	V.C.26	.023	-.012	.044	.038	.009	-.075	-.008	-.025	.029	-.075
	V.C.27	.007	-.047	.006	-.002	.040	.016	-.009	-.027	.015	.100
	V.C.29	.007	.016	.035	.029	.012	-.039	.039	-.031	.025	-.086
	V.C.30	.017	-.033	.065	.092	-.004	-.053	.006	-.033	.014	-.024
Anti-image Correlation	V.C.1	.458	.030	-.156	.136	.255	.131	-.445	-.062	.083	.120
	V.C.2	.124	.161	-.252	-.156	-.703	.132	-.478	.680	-.751	-.069
	V.C.3	.293	.307	-.145	.145	.185	-.135	.053	-.170	.353	-.169
	V.C.4	.092	.199	-.599	-.184	-.496	.535	-.350	.651	-.741	-.003
	V.C.5	.355	-.490	-.137	.208	-.221	.478	-.471	.041	-.282	.548
	V.C.6	.092	-.319	.332	.027	-.527	-.309	-.262	.354	-.295	.028
	V.C.7	-.320	.139	-.063	-.185	.499	.051	.434	-.303	.345	.015
	V.C.8	.056	.073	.175	-.084	-.570	-.470	-.101	.505	-.321	-.297

	V.C.9	-.533	.247	-.153	-.288	.608	.136	.402	-.516	.368	.006
	V.C.10	.130	-.399	-.354	.006	.179	.299	-.007	.176	.001	.209
	V.C.11	.720[a]	-.123	-.067	.308	.014	-.153	-.535	-.037	.153	-.069
	V.C.12	-.123	.702[a]	-.394	-.368	-.005	-.010	.069	.127	-.056	-.488
	V.C.13	-.067	-.394	.675[a]	.476	-.042	-.510	.268	-.469	.317	-.049
	V.C.14	.308	-.368	.476	.570[a]	.041	-.236	-.077	-.346	.237	.076
	V.C.15	.014	-.005	-.042	.041	.509[a]	-.207	.218	-.581	.683	-.007
	V.C.16	-.153	-.010	-.510	-.236	-.207	.583[a]	-.242	.186	-.475	.472
	V.C.17	-.535	.069	.268	-.077	.218	-.242	.540[a]	-.245	.270	-.176
	V.C.18	-.037	.127	-.469	-.346	-.581	.186	-.245	.569[a]	-.699	-.002
	V.C.19	.153	-.056	.317	.237	.683	-.475	.270	-.699	.588[a]	-.227
	V.C.21	-.069	-.488	-.049	.076	-.007	.472	-.176	-.002	-.227	.375[a]
	V.C.22	-.224	-.327	.210	-.069	-.435	-.133	.177	.430	-.170	.061
	V.C.23	-.544	-.184	.001	-.140	-.031	.432	.170	-.157	-.371	.413
	V.C.24	-.419	.300	-.316	-.171	-.461	.440	-.052	.467	-.797	.112
	V.C.26	.258	-.137	.502	.191	.079	-.735	-.058	-.298	.496	-.433
	V.C.27	.080	-.559	.067	-.012	.372	.165	-.067	-.336	.258	.597
	V.C.29	.067	.147	.325	.116	.089	-.309	.218	-.307	.351	-.404
	V.C.30	.190	-.364	.718	.439	-.033	-.498	.042	-.387	.234	-.136

Anti-image Matrices

		V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.042	-.023	-.015	-.020	.011	.024	.007
	V.C.2	.016	-.003	.038	-.012	-.051	-.033	-.018
	V.C.3	-.034	-.059	-.015	-.001	-.015	.011	-.011
	V.C.4	.005	.005	.027	-.036	-.028	-.026	-.037
	V.C.5	-.001	.018	-.002	-.033	.061	-.033	.007
	V.C.6	.034	-.010	.002	.036	-.001	-.024	.046
	V.C.7	-.026	.025	-.008	-.016	.013	-.014	-.041
	V.C.8	.026	-.019	.008	.030	-.028	-.003	.021
	V.C.9	-.022	.024	-.003	-.009	.015	.003	-.017
	V.C.10	.025	-.009	-.005	-.032	.019	-.025	-.049
	V.C.11	-.015	-.035	-.020	.023	.007	.007	.017
	V.C.12	-.022	-.012	.014	-.012	-.047	.016	-.033
	V.C.13	.014	8.418E-5	-.015	.044	.006	.035	.065
	V.C.14	-.011	-.021	-.019	.038	-.002	.029	.092
	V.C.15	-.038	-.003	-.028	.009	.040	.012	-.004
	V.C.16	-.010	.033	.024	-.075	.016	-.039	-.053
	V.C.17	.020	.018	-.004	-.008	-.009	.039	.006

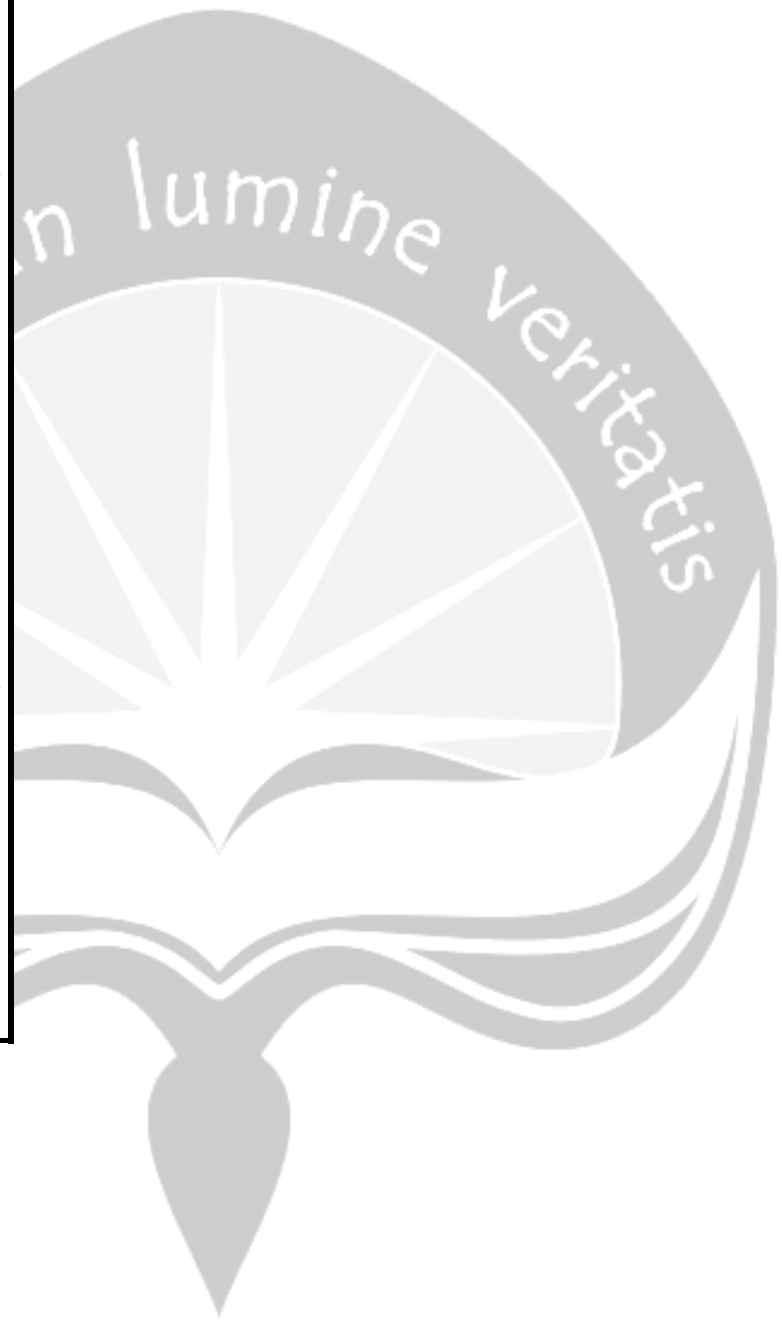
	V.C.18	.027	-.010	.021	-.025	-.027	-.031	-.033
	V.C.19	-.008	-.016	-.026	.029	.015	.025	.014
	V.C.21	.008	.053	.011	-.075	.100	-.086	-.024
	V.C.22	.084	-.016	-.002	.012	-.004	-.016	-.002
	V.C.23	-.016	.078	.025	-.038	.023	-.033	-.005
	V.C.24	-.002	.025	.042	-.043	-.033	-.036	-.031
	V.C.26	.012	-.038	-.043	.142	-.005	.053	.074
	V.C.27	-.004	.023	-.033	-.005	.133	-.041	.020
	V.C.29	-.016	-.033	-.036	.053	-.041	.214	.061
	V.C.30	-.002	-.005	-.031	.074	.020	.061	.153
Anti-image Correlation	V.C.1	-.392	-.224	-.195	-.146	.084	.139	.050
	V.C.2	.176	-.028	.577	-.099	-.441	-.220	-.145
	V.C.3	-.259	-.473	-.168	-.003	-.090	.054	-.064
	V.C.4	.078	.086	.629	-.465	-.374	-.276	-.460
	V.C.5	-.007	.174	-.021	-.240	.467	-.196	.052
	V.C.6	.389	-.118	.034	.316	-.007	-.171	.397
	V.C.7	-.228	.231	-.106	-.106	.091	-.080	-.268
	V.C.8	.381	-.296	.158	.342	-.333	-.026	.230
	V.C.9	-.400	.455	-.067	-.124	.226	.030	-.236
	V.C.10	.269	-.105	-.069	-.265	.161	-.168	-.395
	V.C.11	-.224	-.544	-.419	.258	.080	.067	.190
	V.C.12	-.327	-.184	.300	-.137	-.559	.147	-.364
	V.C.13	.210	.001	-.316	.502	.067	.325	.718
	V.C.14	-.069	-.140	-.171	.191	-.012	.116	.439
	V.C.15	-.435	-.031	-.461	.079	.372	.089	-.033
	V.C.16	-.133	.432	.440	-.735	.165	-.309	-.498
	V.C.17	.177	.170	-.052	-.058	-.067	.218	.042
	V.C.18	.430	-.157	.467	-.298	-.336	-.307	-.387
	V.C.19	-.170	-.371	-.797	.496	.258	.351	.234
	V.C.21	.061	.413	.112	-.433	.597	-.404	-.136
	V.C.22	.772[a]	-.195	-.038	.107	-.037	-.121	-.020
	V.C.23	-.195	.705[a]	.440	-.364	.229	-.254	-.045
	V.C.24	-.038	.440	.575[a]	-.548	-.444	-.374	-.387
	V.C.26	.107	-.364	-.548	.485[a]	-.035	.305	.500
	V.C.27	-.037	.229	-.444	-.035	.556[a]	-.243	.142
	V.C.29	-.121	-.254	-.374	.305	-.243	.771[a]	.339
	V.C.30	-.020	-.045	-.387	.500	.142	.339	.541[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.870
V.C.2	1.000	.638
V.C.3	1.000	.675
V.C.4	1.000	.831
V.C.5	1.000	.756
V.C.6	1.000	.737
V.C.7	1.000	.784
V.C.8	1.000	.793
V.C.9	1.000	.781
V.C.10	1.000	.856
V.C.11	1.000	.869
V.C.12	1.000	.908
V.C.13	1.000	.761
V.C.14	1.000	.708
V.C.15	1.000	.721
V.C.16	1.000	.817
V.C.17	1.000	.860
V.C.18	1.000	.785
V.C.19	1.000	.784
V.C.21	1.000	.811
V.C.22	1.000	.805
V.C.23	1.000	.718
V.C.24	1.000	.783
V.C.26	1.000	.598
V.C.27	1.000	.777
V.C.29	1.000	.698
V.C.30	1.000	.682

Extraction Method: Principal Component Analysis.



Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.740	39.779	39.779	10.740	39.779	39.779
2	2.455	9.094	48.873	2.455	9.094	48.873
3	2.221	8.228	57.101	2.221	8.228	57.101
4	1.497	5.544	62.645	1.497	5.544	62.645
5	1.444	5.347	67.992	1.444	5.347	67.992
6	1.341	4.966	72.958	1.341	4.966	72.958
7	1.108	4.104	77.062	1.108	4.104	77.062
8	.887	3.286	80.348			
9	.831	3.078	83.426			
10	.779	2.886	86.313			
11	.608	2.251	88.564			
12	.557	2.061	90.625			
13	.462	1.713	92.338			
14	.404	1.497	93.835			
15	.361	1.336	95.170			
16	.294	1.089	96.259			
17	.217	.805	97.064			
18	.211	.783	97.847			
19	.140	.520	98.367			
20	.128	.473	98.839			
21	.122	.451	99.290			
22	.073	.270	99.560			
23	.046	.170	99.730			
24	.027	.098	99.828			
25	.024	.088	99.916			
26	.014	.053	99.969			
27	.008	.031	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.309	19.663	19.663
2	3.999	14.811	34.474
3	3.329	12.329	46.803
4	2.596	9.615	56.418
5	2.106	7.801	64.219
6	1.826	6.764	70.983
7	1.641	6.079	77.062
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Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.684	.072	-.266	.120	.551	-.080	-.051
V.C.2	.505	-.279	.419	-.135	.153	.201	-.219
V.C.3	.685	.128	-.293	.028	.170	-.270	.029
V.C.4	.669	.306	-.219	.061	.313	.370	-.055
V.C.5	.587	.345	-.039	.140	.093	-.427	-.284
V.C.6	.599	.162	.447	-.257	.010	.149	-.252
V.C.7	.656	.418	-.303	-.100	.139	.124	.207
V.C.8	.641	.386	-.270	.220	.123	.054	.305
V.C.9	.754	-.289	-.225	.121	.039	.196	-.155
V.C.10	.511	.647	.096	-.170	-.347	-.011	-.136
V.C.11	.686	-.577	-.102	.054	-.227	.014	-.021
V.C.12	.667	.473	.325	-.193	-.297	-.069	-.050
V.C.13	.779	.170	-.125	.046	-.062	-.094	-.306
V.C.14	.380	-.006	.466	-.426	.115	.124	.370
V.C.15	.603	-.030	.446	.187	-.066	-.231	.255
V.C.16	.663	-.161	.451	.231	-.063	-.085	.290
V.C.17	.429	-.243	.574	.180	.437	.070	-.244
V.C.18	.713	-.338	-.005	.042	-.282	-.183	-.218
V.C.19	.818	-.160	-.117	.000	-.099	.130	-.223
V.C.21	.299	.249	.154	.502	-.159	.598	.014
V.C.22	.727	-.370	-.208	.011	.014	-.117	.289
V.C.23	.715	.115	-.022	-.143	-.190	-.366	.056
V.C.24	.668	-.479	-.307	-.039	-.100	-.014	-.031
V.C.26	.513	.025	.332	.260	.253	-.228	.200
V.C.27	.503	-.087	-.150	-.656	.174	.178	.034
V.C.29	.701	-.172	-.122	-.301	-.073	.150	.209
V.C.30	.559	.000	-.107	.251	-.456	.259	.140

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

Rotated Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
V.C.1	.276	.834	.017	.154	.260	.013	-.082
V.C.2	.314	-.005	.109	.171	.650	.267	.066
V.C.3	.373	.636	.262	.205	-.032	.006	-.138
V.C.4	.172	.738	.186	-.059	.232	.196	.356
V.C.5	.163	.498	.548	.223	.148	-.282	-.172
V.C.6	.135	.091	.536	.141	.538	.318	.113
V.C.7	.153	.709	.323	.061	-.129	.312	.192
V.C.8	.152	.716	.214	.272	-.189	.095	.304
V.C.9	.712	.394	.046	.029	.263	.051	.209
V.C.10	-.002	.210	.865	.032	-.046	.126	.213
V.C.11	.892	.034	.008	.203	.134	.085	.076
V.C.12	.103	.143	.837	.284	.113	.241	.160
V.C.13	.463	.456	.532	.065	.202	-.079	.067
V.C.14	-.007	-.006	.147	.384	.217	.701	.000
V.C.15	.238	.077	.265	.740	.161	.085	.087
V.C.16	.346	.062	.155	.747	.220	.142	.206
V.C.17	.107	.110	-.044	.393	.824	.003	.037
V.C.18	.772	.046	.319	.213	.185	-.067	-.030
V.C.19	.689	.319	.302	.041	.272	.096	.178
V.C.21	.012	.138	.107	.103	.160	-.082	.858
V.C.22	.704	.346	-.045	.365	-.057	.224	-.036
V.C.23	.431	.278	.543	.337	-.076	.124	-.157
V.C.24	.844	.224	-.006	.059	.054	.114	-.029
V.C.26	.084	.305	.091	.655	.244	-.002	.009
V.C.27	.336	.298	.156	-.187	.156	.677	-.182
V.C.29	.565	.263	.165	.121	.013	.511	.078
V.C.30	.504	.095	.250	.168	-.160	.036	.549

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6	7
1	.603	.490	.406	.333	.232	.214	.148
2	-.635	.382	.600	-.067	-.208	-.036	.206
3	-.324	-.481	.195	.540	.553	.149	.083
4	.007	.141	-.253	.357	-.003	-.747	.480
5	-.337	.599	-.464	.049	.459	.095	-.301
6	-.026	-.011	-.226	-.405	.235	.373	.768
7	-.119	.070	-.327	.547	-.576	.474	.135

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22
V.C.23 V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.2 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10
V.C.11 V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22
V.C.23 V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.618
Bartlett's Test of Sphericity	Approx. Chi-Square	646.923
	df	325
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.2	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
Anti-image Covariance	V.C.1	.139	-.009	.008	-.002	.010	-.013	-.014	-.025	-.009
	V.C.2	-.009	.103	-.021	.045	.033	.035	-.064	.044	-.035
	V.C.3	.008	-.021	.204	-.012	-.016	-.026	-.005	-.008	-.004
	V.C.4	-.002	.045	-.012	.043	.033	-.007	-.028	.003	-.014
	V.C.5	.010	.033	-.016	.033	.186	.006	-.073	-.005	-.026
	V.C.6	-.013	.035	-.026	-.007	.006	.089	-.047	.057	-.030
	V.C.7	-.014	-.064	-.005	-.028	-.073	-.047	.149	-.048	.045
	V.C.8	-.025	.044	-.008	.003	-.005	.057	-.048	.059	-.026
	V.C.9	-.009	-.035	-.004	-.014	-.026	-.030	.045	-.026	.035
	V.C.10	.015	-.007	-.004	.021	.017	-.033	-.001	-.027	-.005
	V.C.11	.041	.009	.030	.004	.047	.007	-.029	.002	-.023
	V.C.12	.010	.012	.031	.012	-.034	-.027	.017	-.005	.014
	V.C.13	-.013	-.019	-.016	-.029	-.013	.023	-.006	.009	-.007
	V.C.14	.026	-.026	.039	-.020	.046	.004	-.039	-.008	-.029

	V.C.15	.029	-.067	.025	-.030	-.033	-.047	.057	-.043	.034
	V.C.16	.010	.018	-.009	.039	.039	-.033	.006	-.029	.009
	V.C.17	-.063	-.063	.004	-.029	-.077	-.030	.067	-.015	.030
	V.C.18	-.005	.048	-.017	.029	.005	.023	-.026	.028	-.021
	V.C.19	.007	-.041	.024	-.025	-.013	-.014	.022	-.016	.011
	V.C.22	-.044	.017	-.033	.005	-.006	.034	-.026	.030	-.022
	V.C.23	-.035	5.291E-5	-.062	.006	-.009	-.013	.029	-.015	.029
	V.C.24	-.016	.039	-.014	.027	-.009	.002	-.009	.010	-.003
	V.C.26	-.016	-.019	-.016	-.045	-.001	.046	-.018	.025	-.011
	V.C.27	.003	-.073	.003	-.044	.041	-.004	.018	-.022	.024
	V.C.29	.039	-.044	-.003	-.032	.007	-.026	-.016	-.021	.003
	V.C.30	.010	-.020	-.016	-.038	.026	.048	-.041	.019	-.018
Anti-image Correlation	V.C.1	.817[a]	-.077	.045	-.027	.060	-.120	-.095	-.278	-.128
	V.C.2	-.077	.383[a]	-.144	.680	.235	.363	-.518	.563	-.589
	V.C.3	.045	-.144	.856[a]	-.132	-.081	-.191	-.026	-.069	-.051
	V.C.4	-.027	.680	-.132	.501[a]	.368	-.111	-.346	.051	-.357
	V.C.5	.060	.235	-.081	.368	.719[a]	.046	-.436	-.043	-.326
	V.C.6	-.120	.363	-.191	-.111	.046	.564[a]	-.406	.795	-.536
	V.C.7	-.095	-.518	-.026	-.346	-.436	-.406	.640[a]	-.513	.630
	V.C.8	-.278	.563	-.069	.051	-.043	.795	-.513	.565[a]	-.579
	V.C.9	-.128	-.589	-.051	-.357	-.326	-.536	.630	-.579	.606[a]
	V.C.10	.122	-.065	-.026	.307	.123	-.336	-.008	-.338	-.078
	V.C.11	.471	.120	.286	.092	.470	.094	-.320	.038	-.534
	V.C.12	.102	.146	.261	.226	-.305	-.349	.168	-.086	.286
	V.C.13	-.152	-.257	-.155	-.600	-.132	.334	-.062	.169	-.153
	V.C.14	.128	-.151	.160	-.185	.200	.025	-.187	-.065	-.289
	V.C.15	.258	-.705	.186	-.496	-.259	-.527	.499	-.599	.608
	V.C.16	.086	.188	-.064	.608	.297	-.366	.050	-.392	.151
	V.C.17	-.433	-.499	.024	-.356	-.455	-.261	.444	-.163	.410
	V.C.18	-.062	.681	-.172	.651	.051	.355	-.303	.528	-.516
	V.C.19	.114	-.789	.328	-.762	-.193	-.297	.357	-.418	.379
	V.C.22	-.403	.181	-.253	.079	-.049	.388	-.229	.419	-.401
	V.C.23	-.302	.001	-.450	.096	-.068	-.143	.247	-.199	.497
	V.C.24	-.212	.589	-.152	.633	-.099	.031	-.108	.202	-.068
	V.C.26	-.105	-.144	-.086	-.518	-.003	.364	-.111	.248	-.135
	V.C.27	.016	-.500	.013	-.464	.208	-.030	.103	-.203	.277
	V.C.29	.207	-.272	-.015	-.303	.034	-.175	-.081	-.167	.035
	V.C.30	.067	-.157	-.089	-.465	.152	.405	-.269	.200	-.237

Anti-image Matrices

		V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18
Anti-image Covariance	V.C.1	.015	.041	.010	-.013	.026	.029	.010	-.063	-.005
	V.C.2	-.007	.009	.012	-.019	-.026	-.067	.018	-.063	.048
	V.C.3	-.004	.030	.031	-.016	.039	.025	-.009	.004	-.017
	V.C.4	.021	.004	.012	-.029	-.020	-.030	.039	-.029	.029
	V.C.5	.017	.047	-.034	-.013	.046	-.033	.039	-.077	.005
	V.C.6	-.033	.007	-.027	.023	.004	-.047	-.033	-.030	.023
	V.C.7	-.001	-.029	.017	-.006	-.039	.057	.006	.067	-.026
	V.C.8	-.027	.002	-.005	.009	-.008	-.043	-.029	-.015	.028
	V.C.9	-.005	-.023	.014	-.007	-.029	.034	.009	.030	-.021
	V.C.10	.106	.011	-.030	-.026	-.002	.018	.023	.004	.013
	V.C.11	.011	.055	-.011	-.004	.039	.001	-.010	-.051	-.002
	V.C.12	-.030	-.011	.069	-.029	-.053	-.001	.023	-.002	.008
	V.C.13	-.026	-.004	-.029	.053	.060	-.003	-.039	.024	-.024
	V.C.14	-.002	.039	-.053	.060	.287	.007	-.051	-.014	-.041
	V.C.15	.018	.001	-.001	-.003	.007	.089	-.021	.026	-.038
	V.C.16	.023	-.010	.023	-.039	-.051	-.021	.094	-.022	.014
	V.C.17	.004	-.051	-.002	.024	-.014	.026	-.022	.153	-.021
	V.C.18	.013	-.002	.008	-.024	-.041	-.038	.014	-.021	.048
	V.C.19	.003	.005	-.008	.012	.023	.034	-.021	.015	-.025
	V.C.22	.025	-.015	-.026	.014	-.011	-.038	-.016	.022	.027
	V.C.23	-.022	-.041	.002	.002	-.031	-.003	.028	.033	-.012
	V.C.24	-.006	-.020	.022	-.015	-.020	-.029	.028	-.003	.021
	V.C.26	-.027	.025	-.049	.052	.056	.010	-.086	-.025	-.030
	V.C.27	.007	.016	-.046	.013	-.017	.063	-.023	.008	-.042
	V.C.29	-.015	.005	-.008	.039	.043	.014	-.023	.032	-.037
	V.C.30	-.049	.017	-.051	.065	.096	-.004	-.060	.003	-.034
Anti-image Correlation	V.C.1	.122	.471	.102	-.152	.128	.258	.086	-.433	-.062
	V.C.2	-.065	.120	.146	-.257	-.151	-.705	.188	-.499	.681
	V.C.3	-.026	.286	.261	-.155	.160	.186	-.064	.024	-.172
	V.C.4	.307	.092	.226	-.600	-.185	-.496	.608	-.356	.651
	V.C.5	.123	.470	-.305	-.132	.200	-.259	.297	-.455	.051
	V.C.6	-.336	.094	-.349	.334	.025	-.527	-.366	-.261	.355
	V.C.7	-.008	-.320	.168	-.062	-.187	.499	.050	.444	-.303
	V.C.8	-.338	.038	-.086	.169	-.065	-.599	-.392	-.163	.528
	V.C.9	-.078	-.534	.286	-.153	-.289	.608	.151	.410	-.516
	V.C.10	.742[a]	.148	-.348	-.352	-.010	.185	.232	.031	.180

	V.C.11	.148	.703[a]	-.180	-.071	.315	.014	-.137	-.557	-.038
	V.C.12	-.348	-.180	.698[a]	-.479	-.380	-.010	.286	-.019	.145
	V.C.13	-.352	-.071	-.479	.660[a]	.481	-.042	-.553	.264	-.470
	V.C.14	-.010	.315	-.380	.481	.544[a]	.042	-.309	-.065	-.347
	V.C.15	.185	.014	-.010	-.042	.042	.495[a]	-.231	.220	-.581
	V.C.16	.232	-.137	.286	-.553	-.309	-.231	.619[a]	-.183	.212
	V.C.17	.031	-.557	-.019	.264	-.065	.220	-.183	.534[a]	-.249
	V.C.18	.180	-.038	.145	-.470	-.347	-.581	.212	-.249	.557[a]
	V.C.19	.051	.142	-.197	.315	.262	.700	-.428	.240	-.718
	V.C.22	.263	-.221	-.341	.214	-.074	-.435	-.184	.191	.431
	V.C.23	-.215	-.567	.021	.024	-.189	-.031	.295	.270	-.171
	V.C.24	-.095	-.415	.409	-.313	-.181	-.463	.442	-.033	.470
	V.C.26	-.198	.254	-.443	.534	.249	.084	-.668	-.152	-.332
	V.C.27	.046	.151	-.382	.119	-.071	.469	-.165	.048	-.418
	V.C.29	-.094	.043	-.063	.334	.160	.094	-.146	.163	-.337
	V.C.30	-.378	.183	-.498	.719	.455	-.034	-.497	.019	-.391

Anti-image Matrices

		V.C.19	V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	.007	-.044	-.035	-.016	-.016	.003	.039	.010
	V.C.2	-.041	.017	5.291E-5	.039	-.019	-.073	-.044	-.020
	V.C.3	.024	-.033	-.062	-.014	-.016	.003	-.003	-.016
	V.C.4	-.025	.005	.006	.027	-.045	-.044	-.032	-.038
	V.C.5	-.013	-.006	-.009	-.009	-.001	.041	.007	.026
	V.C.6	-.014	.034	-.013	.002	.046	-.004	-.026	.048
	V.C.7	.022	-.026	.029	-.009	-.018	.018	-.016	-.041
	V.C.8	-.016	.030	-.015	.010	.025	-.022	-.021	.019
	V.C.9	.011	-.022	.029	-.003	-.011	.024	.003	-.018
	V.C.10	.003	.025	-.022	-.006	-.027	.007	-.015	-.049
	V.C.11	.005	-.015	-.041	-.020	.025	.016	.005	.017
	V.C.12	-.008	-.026	.002	.022	-.049	-.046	-.008	-.051
	V.C.13	.012	.014	.002	-.015	.052	.013	.039	.065
	V.C.14	.023	-.011	-.031	-.020	.056	-.017	.043	.096
	V.C.15	.034	-.038	-.003	-.029	.010	.063	.014	-.004
	V.C.16	-.021	-.016	.028	.028	-.086	-.023	-.023	-.060
	V.C.17	.015	.022	.033	-.003	-.025	.008	.032	.003
	V.C.18	-.025	.027	-.012	.021	-.030	-.042	-.037	-.034
	V.C.19	.026	-.008	-.015	-.027	.031	.037	.024	.013
	V.C.22	-.008	.085	-.022	-.003	.018	-.012	-.016	-.001

	V.C.23	-.015	-.022	.094	.028	-.029	-.003	-.016	.001
	V.C.24	-.027	-.003	.028	.043	-.048	-.060	-.038	-.031
	V.C.26	.031	.018	-.029	-.048	.175	.059	.033	.082
	V.C.27	.037	-.012	-.003	-.060	.059	.207	-.001	.050
	V.C.29	.024	-.016	-.016	-.038	.033	-.001	.255	.062
	V.C.30	.013	-.001	.001	-.031	.082	.050	.062	.156
Anti-image Correlation	V.C.1	.114	-.403	-.302	-.212	-.105	.016	.207	.067
	V.C.2	-.789	.181	.001	.589	-.144	-.500	-.272	-.157
	V.C.3	.328	-.253	-.450	-.152	-.086	.013	-.015	-.089
	V.C.4	-.762	.079	.096	.633	-.518	-.464	-.303	-.465
	V.C.5	-.193	-.049	-.068	-.099	-.003	.208	.034	.152
	V.C.6	-.297	.388	-.143	.031	.364	-.030	-.175	.405
	V.C.7	.357	-.229	.247	-.108	-.111	.103	-.081	-.269
	V.C.8	-.418	.419	-.199	.202	.248	-.203	-.167	.200
	V.C.9	.379	-.401	.497	-.068	-.135	.277	.035	-.237
	V.C.10	.051	.263	-.215	-.095	-.198	.046	-.094	-.378
	V.C.11	.142	-.221	-.567	-.415	.254	.151	.043	.183
	V.C.12	-.197	-.341	.021	.409	-.443	-.382	-.063	-.498
	V.C.13	.315	.214	.024	-.313	.534	.119	.334	.719
	V.C.14	.262	-.074	-.189	-.181	.249	-.071	.160	.455
	V.C.15	.700	-.435	-.031	-.463	.084	.469	.094	-.034
	V.C.16	-.428	-.184	.295	.442	-.668	-.165	-.146	-.497
	V.C.17	.240	.191	.270	-.033	-.152	.048	.163	.019
	V.C.18	-.718	.431	-.171	.470	-.332	-.418	-.337	-.391
	V.C.19	.576[a]	-.161	-.312	-.798	.453	.504	.291	.210
	V.C.22	-.161	.761[a]	-.242	-.045	.148	-.091	-.106	-.012
	V.C.23	-.312	-.242	.746[a]	.435	-.226	-.024	-.105	.012
	V.C.24	-.798	-.045	.435	.553[a]	-.558	-.640	-.362	-.377
	V.C.26	.453	.148	-.226	-.558	.491[a]	.309	.158	.494
	V.C.27	.504	-.091	-.024	-.640	.309	.557[a]	-.002	.281
	V.C.29	.291	-.106	-.105	-.362	.158	-.002	.831[a]	.313
	V.C.30	.210	-.012	.012	-.377	.494	.281	.313	.516[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.860
V.C.2	1.000	.631
V.C.3	1.000	.617
V.C.4	1.000	.736
V.C.5	1.000	.694
V.C.6	1.000	.735
V.C.7	1.000	.780
V.C.8	1.000	.763
V.C.9	1.000	.748
V.C.10	1.000	.857
V.C.11	1.000	.870
V.C.12	1.000	.903
V.C.13	1.000	.761
V.C.14	1.000	.702
V.C.15	1.000	.724
V.C.16	1.000	.814
V.C.17	1.000	.853
V.C.18	1.000	.771
V.C.19	1.000	.773
V.C.22	1.000	.791
V.C.23	1.000	.615
V.C.24	1.000	.778
V.C.26	1.000	.582
V.C.27	1.000	.722
V.C.29	1.000	.706
V.C.30	1.000	.496

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.659	40.995	40.995	10.659	40.995	40.995
2	2.422	9.314	50.309	2.422	9.314	50.309
3	2.207	8.489	58.798	2.207	8.489	58.798
4	1.456	5.602	64.399	1.456	5.602	64.399
5	1.428	5.492	69.892	1.428	5.492	69.892
6	1.108	4.262	74.154	1.108	4.262	74.154
7	.986	3.793	77.947			
8	.884	3.401	81.348			
9	.824	3.168	84.516			
10	.652	2.506	87.022			
11	.605	2.327	89.349			
12	.511	1.964	91.313			
13	.454	1.746	93.059			
14	.362	1.393	94.452			
15	.337	1.295	95.747			
16	.218	.838	96.585			
17	.212	.815	97.400			
18	.191	.736	98.136			
19	.136	.524	98.660			
20	.125	.479	99.139			
21	.082	.316	99.455			
22	.049	.187	99.642			
23	.046	.176	99.819			
24	.024	.093	99.911			
25	.015	.056	99.968			
26	.008	.032	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.296	20.368	20.368
2	4.192	16.122	36.490
3	3.279	12.612	49.102
4	2.598	9.994	59.096
5	2.114	8.130	67.226
6	1.801	6.928	74.154
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.686	.111	-.247	-.480	.289	-.046
V.C.2	.506	-.313	.394	.035	.263	-.227
V.C.3	.688	.176	-.263	-.206	-.017	.043
V.C.4	.662	.305	-.208	-.154	.365	-.068
V.C.5	.591	.373	.016	-.286	-.223	-.272
V.C.6	.597	.124	.467	.201	.203	-.253
V.C.7	.655	.453	-.256	.000	.200	.202
V.C.8	.637	.401	-.241	-.225	-.011	.295
V.C.9	.753	-.279	-.265	-.049	.064	-.164
V.C.10	.507	.640	.164	.335	-.180	-.137
V.C.11	.689	-.568	-.161	.132	-.170	-.022
V.C.12	.663	.448	.378	.304	-.156	-.047
V.C.13	.779	.188	-.103	-.019	-.118	-.304
V.C.14	.382	-.029	.483	.238	.354	.373
V.C.15	.603	-.069	.444	-.153	-.263	.257
V.C.16	.662	-.207	.429	-.146	-.217	.284
V.C.17	.426	-.304	.542	-.406	.243	-.248
V.C.18	.716	-.328	-.033	.119	-.302	-.212
V.C.19	.817	-.152	-.136	.103	-.008	-.229
V.C.22	.732	-.334	-.232	-.043	-.043	.294
V.C.23	.719	.147	.015	.126	-.234	.073
V.C.24	.674	-.438	-.345	.101	-.046	-.028
V.C.26	.510	-.011	.329	-.408	-.060	.209
V.C.27	.512	-.031	-.121	.375	.549	.042
V.C.29	.701	-.153	-.132	.305	.189	.212
V.C.30	.553	-.024	-.138	.207	-.337	.118

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.258	.836	-.032	.139	.273	.014
V.C.2	.303	.005	.118	.187	.647	.269
V.C.3	.366	.642	.202	.175	-.002	-.004
V.C.4	.175	.755	.216	-.028	.197	.222
V.C.5	.155	.514	.485	.189	.192	-.314
V.C.6	.133	.112	.543	.152	.535	.318
V.C.7	.155	.724	.337	.079	-.140	.303
V.C.8	.162	.734	.243	.296	-.210	.086
V.C.9	.711	.410	.053	.041	.255	.072
V.C.10	.014	.241	.885	.043	-.045	.103
V.C.11	.893	.046	.002	.200	.144	.095
V.C.12	.117	.173	.846	.288	.118	.216
V.C.13	.463	.479	.508	.055	.221	-.086
V.C.14	-.013	-.004	.161	.401	.209	.686
V.C.15	.245	.093	.270	.743	.166	.059
V.C.16	.354	.081	.185	.767	.212	.122
V.C.17	.095	.115	-.052	.398	.818	.015
V.C.18	.772	.064	.286	.192	.215	-.071
V.C.19	.690	.341	.304	.048	.274	.104
V.C.22	.699	.350	-.069	.355	-.041	.217
V.C.23	.431	.293	.490	.305	-.035	.094
V.C.24	.837	.231	-.032	.048	.073	.121
V.C.26	.087	.310	.066	.643	.247	-.005
V.C.27	.313	.296	.127	-.190	.173	.674
V.C.29	.566	.271	.162	.125	.011	.520
V.C.30	.531	.126	.334	.215	-.197	.040

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 7 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.608	.512	.395	.334	.237	.211
2	-.587	.446	.607	-.111	-.272	-.045
3	-.380	-.429	.291	.543	.519	.151
4	.240	-.495	.453	-.374	-.253	.537
5	-.269	.326	-.327	-.333	.412	.659
6	-.107	.061	-.281	.575	-.606	.456

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23
V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23
V.C.24 V.C.26 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.663
Bartlett's Test of Sphericity	Approx. Chi-Square	607.281
	df	300
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9	V.C.10
Anti-image Covariance	V.C.1	.140	.006	.004	.013	-.012	-.027	-.031	-.019	.014
	V.C.3	.006	.208	-.006	-.010	-.022	-.025	.002	-.018	-.005
	V.C.4	.004	-.006	.080	.036	-.047	.001	-.045	.005	.044
	V.C.5	.013	-.010	.036	.197	-.006	-.076	-.028	-.024	.021
	V.C.6	-.012	-.022	-.047	-.006	.102	-.039	.072	-.032	-.035
	V.C.7	-.027	-.025	.001	-.076	-.039	.204	-.041	.049	-.007
	V.C.8	-.031	.002	-.045	-.028	.072	-.041	.086	-.025	-.035
	V.C.9	-.019	-.018	.005	-.024	-.032	.049	-.025	.053	-.011
	V.C.10	.014	-.005	.044	.021	-.035	-.007	-.035	-.011	.107
	V.C.11	.043	.033	.001	.048	.004	-.032	-.002	-.031	.012
	V.C.12	.011	.035	.013	-.041	-.037	.034	-.016	.028	-.030
	V.C.13	-.016	-.022	-.040	-.008	.036	-.025	.027	-.021	-.030
	V.C.14	.024	.035	-.017	.059	.015	-.077	.004	-.059	-.003
	V.C.15	.045	.023	-.004	-.025	-.055	.042	-.042	.033	.027
	V.C.16	.012	-.005	.059	.037	-.047	.025	-.056	.024	.025

	V.C.17	-.092	-.011	-.003	-.080	-.014	.051	.022	.017	.000
	V.C.18	-.001	-.014	.029	-.020	.015	.011	.021	-.013	.030
	V.C.19	.008	.042	-.037	-.001	-.001	-.012	.004	-.010	-6.937E-5
	V.C.22	-.044	-.031	-.005	-.013	.033	-.022	.034	-.025	.027
	V.C.23	-.035	-.064	.011	-.010	-.015	.040	-.022	.044	-.022
	V.C.24	-.020	-.010	.028	-.034	-.020	.033	-.015	.025	-.006
	V.C.26	-.019	-.021	-.069	.006	.061	-.042	.050	-.027	-.029
	V.C.27	-.005	-.017	-.029	.090	.031	-.050	.017	-.003	.003
	V.C.29	.038	-.014	-.025	.024	-.014	-.064	-.003	-.020	-.020
	V.C.30	.008	-.021	-.056	.035	.064	-.075	.041	-.038	-.051
Anti-image Correlation	V.C.1	.790[a]	.034	.035	.081	-.099	-.158	-.285	-.215	.118
	V.C.3	.034	.856[a]	-.047	-.048	-.150	-.119	.015	-.170	-.036
	V.C.4	.035	-.047	.597[a]	.291	-.524	.009	-.548	.072	.480
	V.C.5	.081	-.048	.291	.721[a]	-.044	-.378	-.219	-.239	.143
	V.C.6	-.099	-.150	-.524	-.044	.550[a]	-.273	.766	-.428	-.336
	V.C.7	-.158	-.119	.009	-.378	-.273	.733[a]	-.313	.470	-.048
	V.C.8	-.285	.015	-.548	-.219	.766	-.313	.606[a]	-.371	-.366
	V.C.9	-.215	-.170	.072	-.239	-.428	.470	-.371	.650[a]	-.144
	V.C.10	.118	-.036	.480	.143	-.336	-.048	-.366	-.144	.692[a]
	V.C.11	.485	.309	.015	.458	.055	-.304	-.036	-.577	.158
	V.C.12	.115	.288	.175	-.353	-.437	.287	-.206	.465	-.343
	V.C.13	-.178	-.201	-.601	-.077	.474	-.236	.392	-.389	-.382
	V.C.14	.118	.142	-.113	.245	.087	-.314	.025	-.473	-.020
	V.C.15	.288	.120	-.032	-.136	-.410	.221	-.345	.336	.196
	V.C.16	.102	-.038	.667	.265	-.474	.175	-.613	.329	.249
	V.C.17	-.546	-.056	-.027	-.401	-.099	.250	.165	.165	-.002
	V.C.18	-.013	-.102	.349	-.154	.157	.079	.238	-.194	.307
	V.C.19	.086	.352	-.500	-.012	-.018	-.098	.051	-.173	-.001
	V.C.22	-.397	-.233	-.062	-.096	.352	-.161	.390	-.370	.280
	V.C.23	-.303	-.455	.130	-.070	-.153	.289	-.241	.615	-.215
	V.C.24	-.206	-.084	.392	-.303	-.244	.285	-.195	.428	-.070
	V.C.26	-.118	-.109	-.578	.032	.452	-.219	.402	-.274	-.210
	V.C.27	-.026	-.069	-.195	.386	.187	-.211	.109	-.024	.016
	V.C.29	.194	-.057	-.167	.105	-.085	-.269	-.018	-.161	-.116
	V.C.30	.056	-.114	-.494	.197	.502	-.414	.353	-.413	-.394

Anti-image Matrices

		V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17	V.C.18	V.C.19
Anti-image	V.C.1	.043	.011	-.016	.024	.045	.012	-.092	-.001	.008

Covariance	V.C.3	.033	.035	-.022	.035	.023	-.005	-.011	-.014	.042
	V.C.4	.001	.013	-.040	-.017	-.004	.059	-.003	.029	-.037
	V.C.5	.048	-.041	-.008	.059	-.025	.037	-.080	-.020	-.001
	V.C.6	.004	-.037	.036	.015	-.055	-.047	-.014	.015	-.001
	V.C.7	-.032	.034	-.025	-.077	.042	.025	.051	.011	-.012
	V.C.8	-.002	-.016	.027	.004	-.042	-.056	.022	.021	.004
	V.C.9	-.031	.028	-.021	-.059	.033	.024	.017	-.013	-.010
	V.C.10	.012	-.030	-.030	-.003	.027	.025	.000	.030	-6.937E-5
	V.C.11	.055	-.013	-.002	.043	.014	-.012	-.062	-.012	.024
	V.C.12	-.013	.070	-.029	-.053	.015	.022	.007	.005	-.009
	V.C.13	-.002	-.029	.057	.060	-.033	-.040	.017	-.030	.012
	V.C.14	.043	-.053	.060	.294	-.021	-.049	-.040	-.055	.033
	V.C.15	.014	.015	-.033	-.021	.176	-.018	-.041	-.024	.036
	V.C.16	-.012	.022	-.040	-.049	-.018	.098	-.015	.011	-.038
	V.C.17	-.062	.007	.017	-.040	-.041	-.015	.204	.019	-.034
	V.C.18	-.012	.005	-.030	-.055	-.024	.011	.019	.089	-.032
	V.C.19	.024	-.009	.012	.033	.036	-.038	-.034	-.032	.069
	V.C.22	-.017	-.030	.019	-.008	-.055	-.021	.044	.038	-.002
	V.C.23	-.041	.002	.002	-.032	-.005	.029	.043	-.022	-.041
	V.C.24	-.037	.027	-.013	-.016	-.009	.033	.043	.009	-.045
	V.C.26	.028	-.048	.053	.053	-.004	-.087	-.050	-.041	.062
	V.C.27	.030	-.050	-.001	-.049	.042	-.014	-.064	-.019	.028
	V.C.29	.010	-.003	.036	.036	-.031	-.017	.008	-.034	.018
	V.C.30	.019	-.051	.068	.096	-.035	-.060	-.013	-.047	.015
Anti-image Correlation	V.C.1	.485	.115	-.178	.118	.288	.102	-.546	-.013	.086
	V.C.3	.309	.288	-.201	.142	.120	-.038	-.056	-.102	.352
	V.C.4	.015	.175	-.601	-.113	-.032	.667	-.027	.349	-.500
	V.C.5	.458	-.353	-.077	.245	-.136	.265	-.401	-.154	-.012
	V.C.6	.055	-.437	.474	.087	-.410	-.474	-.099	.157	-.018
	V.C.7	-.304	.287	-.236	-.314	.221	.175	.250	.079	-.098
	V.C.8	-.036	-.206	.392	.025	-.345	-.613	.165	.238	.051
	V.C.9	-.577	.465	-.389	-.473	.336	.329	.165	-.194	-.173
	V.C.10	.158	-.343	-.382	-.020	.196	.249	-.002	.307	-.001
	V.C.11	.647[a]	-.201	-.042	.339	.139	-.163	-.578	-.164	.387
	V.C.12	-.201	.671[a]	-.462	-.366	.133	.266	.063	.062	-.134
	V.C.13	-.042	-.462	.643[a]	.463	-.325	-.531	.162	-.417	.189
	V.C.14	.339	-.366	.463	.500[a]	-.092	-.289	-.164	-.337	.234

	V.C.15	.139	.133	-.325	-.092	.735[a]	-.141	-.214	-.193	.329
	V.C.16	-.163	.266	-.531	-.289	-.141	.582[a]	-.105	.117	-.464
	V.C.17	-.578	.063	.162	-.164	-.214	-.105	.542[a]	.144	-.290
	V.C.18	-.164	.062	-.417	-.337	-.193	.117	.144	.767[a]	-.402
	V.C.19	.387	-.134	.189	.234	.329	-.464	-.290	-.402	.725[a]
	V.C.22	-.249	-.378	.274	-.048	-.440	-.225	.331	.427	-.030
	V.C.23	-.571	.021	.025	-.191	-.042	.301	.312	-.234	-.508
	V.C.24	-.605	.404	-.207	-.116	-.083	.417	.374	.116	-.670
	V.C.26	.276	-.431	.520	.232	-.025	-.659	-.261	-.323	.558
	V.C.27	.245	-.361	-.010	-.171	.190	-.083	-.269	-.122	.205
	V.C.29	.079	-.024	.284	.125	-.143	-.101	.033	-.215	.129
	V.C.30	.206	-.486	.711	.442	-.206	-.482	-.069	-.393	.143

Anti-image Matrices

		V.C.22	V.C.23	V.C.24	V.C.26	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.044	-.035	-.020	-.019	-.005	.038	.008
	V.C.3	-.031	-.064	-.010	-.021	-.017	-.014	-.021
	V.C.4	-.005	.011	.028	-.069	-.029	-.025	-.056
	V.C.5	-.013	-.010	-.034	.006	.090	.024	.035
	V.C.6	.033	-.015	-.020	.061	.031	-.014	.064
	V.C.7	-.022	.040	.033	-.042	-.050	-.064	-.075
	V.C.8	.034	-.022	-.015	.050	.017	-.003	.041
	V.C.9	-.025	.044	.025	-.027	-.003	-.020	-.038
	V.C.10	.027	-.022	-.006	-.029	.003	-.020	-.051
	V.C.11	-.017	-.041	-.037	.028	.030	.010	.019
	V.C.12	-.030	.002	.027	-.048	-.050	-.003	-.051
	V.C.13	.019	.002	-.013	.053	-.001	.036	.068
	V.C.14	-.008	-.032	-.016	.053	-.049	.036	.096
	V.C.15	-.055	-.005	-.009	-.004	.042	-.031	-.035
	V.C.16	-.021	.029	.033	-.087	-.014	-.017	-.060
	V.C.17	.044	.043	.043	-.050	-.064	.008	-.013
	V.C.18	.038	-.022	.009	-.041	-.019	-.034	-.047
	V.C.19	-.002	-.041	-.045	.062	.028	.018	.015
	V.C.22	.088	-.022	-.015	.022	.000	-.009	.002
	V.C.23	-.022	.094	.042	-.030	-.004	-.018	.002
	V.C.24	-.015	.042	.066	-.064	-.066	-.035	-.037
	V.C.26	.022	-.030	-.064	.179	.061	.028	.082
	V.C.27	.000	-.004	-.066	.061	.275	-.046	.050
	V.C.29	-.009	-.018	-.035	.028	-.046	.276	.060

	V.C.30	.002	.002	-.037	.082	.050	.060	.160
Anti-image Correlation	V.C.1	-.397	-.303	-.206	-.118	-.026	.194	.056
	V.C.3	-.233	-.455	-.084	-.109	-.069	-.057	-.114
	V.C.4	-.062	.130	.392	-.578	-.195	-.167	-.494
	V.C.5	-.096	-.070	-.303	.032	.386	.105	.197
	V.C.6	.352	-.153	-.244	.452	.187	-.085	.502
	V.C.7	-.161	.289	.285	-.219	-.211	-.269	-.414
	V.C.8	.390	-.241	-.195	.402	.109	-.018	.353
	V.C.9	-.370	.615	.428	-.274	-.024	-.161	-.413
	V.C.10	.280	-.215	-.070	-.210	.016	-.116	-.394
	V.C.11	-.249	-.571	-.605	.276	.245	.079	.206
	V.C.12	-.378	.021	.404	-.431	-.361	-.024	-.486
	V.C.13	.274	.025	-.207	.520	-.010	.284	.711
	V.C.14	-.048	-.191	-.116	.232	-.171	.125	.442
	V.C.15	-.440	-.042	-.083	-.025	.190	-.143	-.206
	V.C.16	-.225	.301	.417	-.659	-.083	-.101	-.482
	V.C.17	.331	.312	.374	-.261	-.269	.033	-.069
	V.C.18	.427	-.234	.116	-.323	-.122	-.215	-.393
	V.C.19	-.030	-.508	-.670	.558	.205	.129	.143
	V.C.22	.754[a]	-.247	-.191	.179	-.001	-.060	.017
	V.C.23	-.247	.690[a]	.539	-.228	-.027	-.109	.012
	V.C.24	-.191	.539	.597[a]	-.592	-.494	-.259	-.357
	V.C.26	.179	-.228	-.592	.451[a]	.277	.125	.483
	V.C.27	-.001	-.027	-.494	.277	.702[a]	-.166	.237
	V.C.29	-.060	-.109	-.259	.125	-.166	.884[a]	.285
	V.C.30	.017	.012	-.357	.483	.237	.285	.482[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.861
V.C.3	1.000	.609
V.C.4	1.000	.727
V.C.5	1.000	.704
V.C.6	1.000	.728
V.C.7	1.000	.809
V.C.8	1.000	.803
V.C.9	1.000	.731
V.C.10	1.000	.857
V.C.11	1.000	.875
V.C.12	1.000	.907
V.C.13	1.000	.765
V.C.14	1.000	.701
V.C.15	1.000	.729
V.C.16	1.000	.832
V.C.17	1.000	.812
V.C.18	1.000	.797
V.C.19	1.000	.747
V.C.22	1.000	.787
V.C.23	1.000	.600
V.C.24	1.000	.786
V.C.26	1.000	.584
V.C.27	1.000	.757
V.C.29	1.000	.703
V.C.30	1.000	.574

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.422	41.687	41.687	10.422	41.687	41.687
2	2.377	9.510	51.197	2.377	9.510	51.197
3	2.068	8.274	59.470	2.068	8.274	59.470
4	1.456	5.824	65.295	1.456	5.824	65.295
5	1.379	5.515	70.810	1.379	5.515	70.810
6	1.081	4.324	75.134	1.081	4.324	75.134
7	.943	3.770	78.904			
8	.861	3.445	82.350			
9	.823	3.291	85.640			
10	.622	2.488	88.129			
11	.553	2.212	90.341			
12	.498	1.994	92.335			
13	.362	1.449	93.784			
14	.345	1.382	95.166			
15	.256	1.023	96.189			
16	.217	.869	97.058			
17	.208	.832	97.890			
18	.143	.572	98.461			
19	.125	.499	98.960			
20	.083	.333	99.292			
21	.059	.235	99.527			
22	.048	.193	99.720			
23	.032	.127	99.847			
24	.024	.096	99.944			
25	.014	.056	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.308	21.234	21.234
2	4.123	16.490	37.724
3	3.337	13.347	51.071
4	2.801	11.205	62.276
5	1.833	7.331	69.607
6	1.382	5.527	75.134
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.689	.033	-.284	.504	.213	-.065
V.C.3	.696	.077	-.273	.204	-.040	-.013
V.C.4	.669	.229	-.310	.187	.306	-.044
V.C.5	.597	.352	-.069	.268	-.291	-.250
V.C.6	.587	.266	.379	-.184	.229	-.287
V.C.7	.663	.356	-.396	.020	.150	.254
V.C.8	.651	.296	-.316	.225	-.047	.373
V.C.9	.749	-.345	-.178	.056	.022	-.123
V.C.10	.514	.653	-.020	-.348	-.185	-.105
V.C.11	.685	-.603	.057	-.147	-.123	-.031
V.C.12	.666	.530	.258	-.317	-.104	-.067
V.C.13	.784	.140	-.134	.011	-.161	-.294
V.C.14	.371	.122	.452	-.212	.475	.272
V.C.15	.596	.054	.493	.126	-.195	.272
V.C.16	.654	-.083	.521	.123	-.136	.304
V.C.17	.406	-.114	.568	.422	.240	-.276
V.C.18	.715	-.340	.124	-.146	-.260	-.257
V.C.19	.813	-.185	-.094	-.102	-.043	-.175
V.C.22	.732	-.399	-.088	.037	-.010	.287
V.C.23	.725	.126	.027	-.147	-.188	.018
V.C.24	.677	-.535	-.159	-.105	-.014	-.069
V.C.26	.512	.064	.395	.396	.037	.058
V.C.27	.509	-.057	-.149	-.328	.597	-.091
V.C.29	.702	-.191	-.070	-.289	.258	.137
V.C.30	.555	-.074	-.095	-.234	-.348	.277

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.296	.816	.010	.137	.043	.293
V.C.3	.375	.631	.230	.123	-.015	.036
V.C.4	.198	.739	.223	.010	.265	.143
V.C.5	.172	.494	.526	.177	-.282	.204
V.C.6	.173	.078	.573	.238	.410	.372
V.C.7	.132	.752	.307	.073	.261	-.242
V.C.8	.130	.767	.207	.282	.036	-.272
V.C.9	.730	.397	.075	.090	.095	.133
V.C.10	-.007	.244	.871	.047	.113	-.150
V.C.11	.898	.035	.014	.235	.101	.021
V.C.12	.109	.167	.843	.309	.245	-.016
V.C.13	.482	.452	.543	.070	-.040	.166
V.C.14	-.007	.003	.145	.441	.695	.054
V.C.15	.232	.115	.264	.769	.040	.015
V.C.16	.343	.103	.176	.812	.111	.032
V.C.17	.167	.076	.016	.494	.122	.721
V.C.18	.790	.031	.325	.206	-.033	.152
V.C.19	.703	.329	.321	.109	.135	.104
V.C.22	.686	.369	-.078	.352	.167	-.152
V.C.23	.421	.288	.500	.274	.081	-.087
V.C.24	.849	.210	-.014	.057	.132	.021
V.C.26	.118	.280	.110	.608	.035	.329
V.C.27	.342	.268	.139	-.173	.712	.108
V.C.29	.564	.269	.153	.133	.509	-.106
V.C.30	.477	.172	.280	.255	-.021	-.416

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.616	.517	.414	.357	.219	.074
2	-.699	.303	.644	.014	.028	-.058
3	-.125	-.562	.140	.701	.150	.368
4	-.219	.510	-.424	.315	-.456	.453
5	-.196	.199	-.309	-.168	.826	.340
6	-.172	.155	-.344	.504	.197	-.732

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23
V.C.24 V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.17 V.C.18 V.C.19 V.C.22 V.C.23
V.C.24 V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.723
Bartlett's Test of Sphericity	Approx. Chi-Square	578.426
	df	276
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
Anti-image Covariance	V.C.1	.142	.004	-.005	.014	-.007	-.033	-.032	-.023
	V.C.3	.004	.211	-.022	-.009	-.019	-.031	.010	-.023
	V.C.4	-.005	-.022	.120	.058	-.045	-.024	-.047	-.009
	V.C.5	.014	-.009	.058	.197	-.010	-.078	-.036	-.026
	V.C.6	-.007	-.019	-.045	-.010	.129	-.033	.082	-.031
	V.C.7	-.033	-.031	-.024	-.078	-.033	.214	-.037	.049
	V.C.8	-.032	.010	-.047	-.036	.082	-.037	.103	-.023
	V.C.9	-.023	-.023	-.009	-.026	-.031	.049	-.023	.058
	V.C.10	.012	-.009	.052	.023	-.033	-.015	-.034	-.017
	V.C.11	.050	.040	.019	.051	-.007	-.029	-.013	-.032
	V.C.12	.008	.036	-.010	-.049	-.032	.030	-.004	.028
	V.C.13	-.014	-.022	-.042	-.014	.031	-.019	.021	-.020
	V.C.14	.032	.044	.005	.060	-.004	-.071	-.014	-.059
	V.C.15	.045	.023	-.008	-.025	-.067	.043	-.049	.035
	V.C.16	.005	-.028	.067	.070	-.039	.008	-.067	.020

	V.C.17	-.106	-.019	-.036	-.085	.004	.044	.046	.011
	V.C.18	-.006	-.021	.023	-.021	.041	.001	.043	-.024
	V.C.19	.022	.073	-.029	-.005	-.041	.004	-.023	-.002
	V.C.22	-.044	-.030	.005	-.014	.033	-.018	.034	-.025
	V.C.23	-.041	-.072	.000	-.009	-.007	.037	-.017	.045
	V.C.24	-.041	-.027	.008	-.050	.004	.029	.006	.026
	V.C.27	.001	-.010	-.008	.095	.014	-.040	-.001	.007
	V.C.29	.042	-.011	-.021	.024	-.030	-.061	-.013	-.017
	V.C.30	.022	-.015	-.047	.042	.059	-.076	.029	-.037
Anti-image Correlation	V.C.1	.752[a]	.022	-.040	.085	-.052	-.189	-.262	-.259
	V.C.3	.022	.812[a]	-.136	-.045	-.114	-.148	.065	-.210
	V.C.4	-.040	-.136	.747[a]	.380	-.361	-.148	-.422	-.110
	V.C.5	.085	-.045	.380	.679[a]	-.065	-.380	-.253	-.239
	V.C.6	-.052	-.114	-.361	-.065	.641[a]	-.200	.716	-.354
	V.C.7	-.189	-.148	-.148	-.380	-.200	.786[a]	-.252	.437
	V.C.8	-.262	.065	-.422	-.253	.716	-.252	.663[a]	-.296
	V.C.9	-.259	-.210	-.110	-.239	-.354	.437	-.296	.695[a]
	V.C.10	.096	-.061	.449	.153	-.276	-.099	-.315	-.214
	V.C.11	.542	.355	.223	.468	-.082	-.259	-.167	-.543
	V.C.12	.071	.269	-.102	-.376	-.300	.219	-.040	.399
	V.C.13	-.138	-.170	-.430	-.109	.314	-.146	.234	-.300
	V.C.14	.151	.173	.027	.244	-.021	-.277	-.076	-.438
	V.C.15	.287	.118	-.057	-.135	-.447	.220	-.366	.343
	V.C.16	.033	-.147	.466	.380	-.262	.041	-.505	.205
	V.C.17	-.602	-.088	-.225	-.407	.022	.205	.306	.101
	V.C.18	-.054	-.146	.211	-.152	.359	.009	.425	-.311
	V.C.19	.185	.501	-.261	-.036	-.365	.030	-.228	-.024
	V.C.22	-.384	-.218	.052	-.103	.309	-.127	.353	-.339
	V.C.23	-.341	-.495	-.003	-.065	-.058	.252	-.168	.590
	V.C.24	-.345	-.185	.076	-.353	.033	.197	.059	.343
	V.C.27	.007	-.041	-.045	.393	.073	-.160	-.003	.056
	V.C.29	.211	-.044	-.117	.102	-.160	-.250	-.075	-.133
	V.C.30	.130	-.070	-.301	.208	.363	-.361	.199	-.333

Anti-image Matrices

		V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.17
Anti-image Covariance	V.C.1	.012	.050	.008	-.014	.032	.045	.005	-.106
	V.C.3	-.009	.040	.036	-.022	.044	.023	-.028	-.019
	V.C.4	.052	.019	-.010	-.042	.005	-.008	.067	-.036

	V.C.5	.023	.051	-.049	-.014	.060	-.025	.070	-.085
	V.C.6	-.033	-.007	-.032	.031	-.004	-.067	-.039	.004
	V.C.7	-.015	-.029	.030	-.019	-.071	.043	.008	.044
	V.C.8	-.034	-.013	-.004	.021	-.014	-.049	-.067	.046
	V.C.9	-.017	-.032	.028	-.020	-.059	.035	.020	.011
	V.C.10	.112	.019	-.048	-.031	.006	.027	.021	-.009
	V.C.11	.019	.060	-.007	-.015	.040	.016	.003	-.063
	V.C.12	-.048	-.007	.086	-.025	-.050	.017	-.003	-.008
	V.C.13	-.031	-.015	-.025	.078	.064	-.043	-.034	.047
	V.C.14	.006	.040	-.050	.064	.311	-.021	-.043	-.029
	V.C.15	.027	.016	.017	-.043	-.021	.176	-.037	-.045
	V.C.16	.021	.003	-.003	-.034	-.043	-.037	.173	-.074
	V.C.17	-.009	-.063	-.008	.047	-.029	-.045	-.074	.219
	V.C.18	.027	-.006	-.008	-.027	-.050	-.028	-.018	.010
	V.C.19	.015	.023	.013	-.013	.023	.055	-.020	-.027
	V.C.22	.033	-.023	-.030	.018	-.016	-.056	-.018	.056
	V.C.23	-.029	-.042	-.008	.015	-.026	-.007	.027	.040
	V.C.24	-.026	-.044	.019	.013	.005	-.016	.006	.042
	V.C.27	.014	.024	-.045	-.029	-.077	.047	.031	-.054
	V.C.29	-.016	.006	.005	.038	.029	-.031	-.006	.017
	V.C.30	-.052	.010	-.047	.078	.098	-.042	-.047	.014
Anti-image Correlation	V.C.1	.096	.542	.071	-.138	.151	.287	.033	-.602
	V.C.3	-.061	.355	.269	-.170	.173	.118	-.147	-.088
	V.C.4	.449	.223	-.102	-.430	.027	-.057	.466	-.225
	V.C.5	.153	.468	-.376	-.109	.244	-.135	.380	-.407
	V.C.6	-.276	-.082	-.300	.314	-.021	-.447	-.262	.022
	V.C.7	-.099	-.259	.219	-.146	-.277	.220	.041	.205
	V.C.8	-.315	-.167	-.040	.234	-.076	-.366	-.505	.306
	V.C.9	-.214	-.543	.399	-.300	-.438	.343	.205	.101
	V.C.10	.683[a]	.229	-.491	-.327	.030	.195	.151	-.060
	V.C.11	.229	.662[a]	-.094	-.226	.294	.152	.026	-.546
	V.C.12	-.491	-.094	.764[a]	-.309	-.303	.135	-.027	-.057
	V.C.13	-.327	-.226	-.309	.742[a]	.412	-.366	-.294	.361
	V.C.14	.030	.294	-.303	.412	.560[a]	-.089	-.186	-.111
	V.C.15	.195	.152	.135	-.366	-.089	.694[a]	-.210	-.229
	V.C.16	.151	.026	-.027	-.294	-.186	-.210	.755[a]	-.381
	V.C.17	-.060	-.546	-.057	.361	-.111	-.229	-.381	.486[a]
	V.C.18	.258	-.082	-.090	-.309	-.285	-.213	-.134	.065

	V.C.19	.143	.292	.142	-.143	.130	.414	-.153	-.180
	V.C.22	.330	-.315	-.339	.215	-.093	-.443	-.145	.397
	V.C.23	-.277	-.543	-.088	.172	-.145	-.050	.205	.269
	V.C.24	-.246	-.570	.205	.146	.028	-.122	.044	.282
	V.C.27	.079	.182	-.279	-.188	-.252	.205	.137	-.212
	V.C.29	-.092	.047	.033	.258	.100	-.141	-.025	.068
	V.C.30	-.342	.086	-.352	.614	.387	-.222	-.248	.067

Anti-image Matrices

		V.C.18	V.C.19	V.C.22	V.C.23	V.C.24	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	-.006	.022	-.044	-.041	-.041	.001	.042	.022
	V.C.3	-.021	.073	-.030	-.072	-.027	-.010	-.011	-.015
	V.C.4	.023	-.029	.005	.000	.008	-.008	-.021	-.047
	V.C.5	-.021	-.005	-.014	-.009	-.050	.095	.024	.042
	V.C.6	.041	-.041	.033	-.007	.004	.014	-.030	.059
	V.C.7	.001	.004	-.018	.037	.029	-.040	-.061	-.076
	V.C.8	.043	-.023	.034	-.017	.006	-.001	-.013	.029
	V.C.9	-.024	-.002	-.025	.045	.026	.007	-.017	-.037
	V.C.10	.027	.015	.033	-.029	-.026	.014	-.016	-.052
	V.C.11	-.006	.023	-.023	-.042	-.044	.024	.006	.010
	V.C.12	-.008	.013	-.030	-.008	.019	-.045	.005	-.047
	V.C.13	-.027	-.013	.018	.015	.013	-.029	.038	.078
	V.C.14	-.050	.023	-.016	-.026	.005	-.077	.029	.098
	V.C.15	-.028	.055	-.056	-.007	-.016	.047	-.031	-.042
	V.C.16	-.018	-.020	-.018	.027	.006	.031	-.006	-.047
	V.C.17	.010	-.027	.056	.040	.042	-.054	.017	.014
	V.C.18	.100	-.028	.049	-.033	-.010	-.006	-.031	-.041
	V.C.19	-.028	.100	-.015	-.047	-.051	.011	.012	-.025
	V.C.22	.049	-.015	.090	-.020	-.010	-.009	-.013	-.011
	V.C.23	-.033	-.047	-.020	.100	.052	.007	-.014	.021
	V.C.24	-.010	-.051	-.010	.052	.101	-.074	-.039	-.015
	V.C.27	-.006	.011	-.009	.007	-.074	.298	-.061	.031
	V.C.29	-.031	.012	-.013	-.014	-.039	-.061	.280	.062
	V.C.30	-.041	-.025	-.011	.021	-.015	.031	.062	.208
Anti-image Correlation	V.C.1	-.054	.185	-.384	-.341	-.345	.007	.211	.130
	V.C.3	-.146	.501	-.218	-.495	-.185	-.041	-.044	-.070
	V.C.4	.211	-.261	.052	-.003	.076	-.045	-.117	-.301
	V.C.5	-.152	-.036	-.103	-.065	-.353	.393	.102	.208
	V.C.6	.359	-.365	.309	-.058	.033	.073	-.160	.363

	V.C.7	.009	.030	-.127	.252	.197	-.160	-.250	-.361
	V.C.8	.425	-.228	.353	-.168	.059	-.003	-.075	.199
	V.C.9	-.311	-.024	-.339	.590	.343	.056	-.133	-.333
	V.C.10	.258	.143	.330	-.277	-.246	.079	-.092	-.342
	V.C.11	-.082	.292	-.315	-.543	-.570	.182	.047	.086
	V.C.12	-.090	.142	-.339	-.088	.205	-.279	.033	-.352
	V.C.13	-.309	-.143	.215	.172	.146	-.188	.258	.614
	V.C.14	-.285	.130	-.093	-.145	.028	-.252	.100	.387
	V.C.15	-.213	.414	-.443	-.050	-.122	.205	-.141	-.222
	V.C.16	-.134	-.153	-.145	.205	.044	.137	-.025	-.248
	V.C.17	.065	-.180	.397	.269	.282	-.212	.068	.067
	V.C.18	.773[a]	-.282	.521	-.334	-.098	-.036	-.186	-.287
	V.C.19	-.282	.798[a]	-.159	-.471	-.508	.064	.071	-.175
	V.C.22	.521	-.159	.752[a]	-.215	-.108	-.053	-.084	-.081
	V.C.23	-.334	-.471	-.215	.702[a]	.514	.039	-.083	.144
	V.C.24	-.098	-.508	-.108	.514	.719[a]	-.426	-.232	-.101
	V.C.27	-.036	.064	-.053	.039	-.426	.767[a]	-.210	.123
	V.C.29	-.186	.071	-.084	-.083	-.232	-.210	.899[a]	.258
	V.C.30	-.287	-.175	-.081	.144	-.101	.123	.258	.627[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.844
V.C.3	1.000	.601
V.C.4	1.000	.744
V.C.5	1.000	.700
V.C.6	1.000	.743
V.C.7	1.000	.810
V.C.8	1.000	.817
V.C.9	1.000	.731
V.C.10	1.000	.873
V.C.11	1.000	.871
V.C.12	1.000	.909
V.C.13	1.000	.763
V.C.14	1.000	.703
V.C.15	1.000	.776
V.C.16	1.000	.820
V.C.17	1.000	.808
V.C.18	1.000	.805
V.C.19	1.000	.739
V.C.22	1.000	.790
V.C.23	1.000	.600
V.C.24	1.000	.804
V.C.27	1.000	.797
V.C.29	1.000	.702
V.C.30	1.000	.581

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.179	42.413	42.413	10.179	42.413	42.413
2	2.375	9.897	52.310	2.375	9.897	52.310
3	1.971	8.213	60.523	1.971	8.213	60.523
4	1.381	5.754	66.277	1.381	5.754	66.277
5	1.347	5.613	71.889	1.347	5.613	71.889
6	1.079	4.496	76.386	1.079	4.496	76.386
7	.940	3.918	80.303			
8	.823	3.429	83.732			
9	.710	2.958	86.691			
10	.562	2.343	89.033			
11	.523	2.178	91.211			
12	.429	1.788	92.999			
13	.362	1.510	94.508			
14	.323	1.345	95.853			
15	.221	.920	96.773			
16	.208	.867	97.639			
17	.144	.598	98.237			
18	.125	.522	98.759			
19	.092	.383	99.142			
20	.068	.283	99.425			
21	.048	.202	99.627			
22	.041	.171	99.797			
23	.026	.109	99.906			
24	.022	.094	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.251	21.881	21.881
2	4.129	17.205	39.086
3	3.334	13.893	52.979
4	2.285	9.520	62.500
5	1.826	7.610	70.110
6	1.506	6.276	76.386
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24			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.685	.039	-.360	.069	.487	-.053
V.C.3	.694	.086	-.307	-.082	.104	-.022
V.C.4	.674	.243	-.299	.233	.293	-.017
V.C.5	.593	.353	-.085	-.357	.171	-.245
V.C.6	.587	.256	.452	.239	.053	-.263
V.C.7	.667	.373	-.376	.151	-.001	.248
V.C.8	.655	.309	-.316	-.105	.178	.387
V.C.9	.756	-.335	-.172	.002	.077	-.112
V.C.10	.515	.658	.064	-.075	-.387	-.125
V.C.11	.691	-.600	.082	-.083	-.136	-.029
V.C.12	.662	.524	.334	-.019	-.279	-.078
V.C.13	.789	.149	-.099	-.163	-.002	-.287
V.C.14	.365	.106	.485	.500	.009	.272
V.C.15	.587	.035	.494	-.250	.184	.299
V.C.16	.640	-.105	.494	-.182	.147	.318
V.C.17	.388	-.142	.491	.083	.573	-.246
V.C.18	.714	-.342	.138	-.207	-.208	-.270
V.C.19	.822	-.176	-.045	-.023	-.052	-.165
V.C.22	.735	-.393	-.092	-.019	.027	.290
V.C.23	.727	.129	.074	-.142	-.170	.011
V.C.24	.679	-.527	-.167	.031	-.168	-.088
V.C.27	.513	-.048	-.115	.680	-.202	-.121
V.C.29	.707	-.184	-.023	.332	-.205	.127
V.C.30	.559	-.066	-.054	-.258	-.355	.263

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.303	.816	.020	.042	.038	.289
V.C.3	.388	.618	.252	.061	-.005	.018
V.C.4	.176	.762	.201	.006	.249	.174
V.C.5	.179	.491	.538	.107	-.282	.217
V.C.6	.150	.110	.542	.211	.387	.470
V.C.7	.128	.749	.315	.094	.269	-.230
V.C.8	.115	.781	.207	.329	.034	-.202
V.C.9	.719	.414	.065	.078	.088	.159
V.C.10	-.002	.229	.883	.046	.130	-.147
V.C.11	.890	.053	.007	.248	.097	.077
V.C.12	.111	.165	.849	.289	.253	.046
V.C.13	.473	.461	.537	.042	-.044	.188
V.C.14	-.011	.017	.141	.428	.688	.161
V.C.15	.217	.151	.252	.779	.023	.190
V.C.16	.344	.125	.179	.782	.104	.180
V.C.17	.173	.097	.009	.344	.098	.800
V.C.18	.801	.027	.337	.148	-.025	.163
V.C.19	.686	.350	.305	.117	.126	.153
V.C.22	.678	.385	-.077	.378	.165	-.077
V.C.23	.418	.293	.504	.279	.086	-.027
V.C.24	.862	.200	.002	.016	.145	-.006
V.C.27	.356	.246	.153	-.232	.727	.052
V.C.29	.559	.275	.152	.148	.514	-.072
V.C.30	.476	.171	.291	.316	-.005	-.374

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.622	.528	.419	.307	.222	.123
2	-.691	.313	.647	-.016	.030	-.070
3	-.098	-.601	.239	.591	.202	.426
4	-.125	.058	-.196	-.296	.913	.142
5	-.271	.474	-.434	.206	-.196	.658
6	-.192	.181	-.349	.653	.191	-.588

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

```
FACTOR
  /VARIABLES V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24
V.C.27 V.C.29 V.C.30
  /MISSING LISTWISE
  /ANALYSIS V.C.1 V.C.3 V.C.4 V.C.5 V.C.6 V.C.7 V.C.8 V.C.9 V.C.10 V.C.11
V.C.12 V.C.13 V.C.14 V.C.15 V.C.16 V.C.18 V.C.19 V.C.22 V.C.23 V.C.24
V.C.27 V.C.29 V.C.30
  /PRINT INITIAL KMO AIC EXTRACTION ROTATION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /CRITERIA ITERATE(25)
  /ROTATION VARIMAX
  /SAVE BART(ALL)
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1] F:\Skripsi\analisis faktor penentu produktivitas ASN\Analisis
data\pns.sav
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.742
Bartlett's Test of Sphericity	Approx. Chi-Square	552.982
	df	253
	Sig.	.000

Anti-image Matrices

		V.C.1	V.C.3	V.C.4	V.C.5	V.C.6	V.C.7	V.C.8	V.C.9
Anti-image Covariance	V.C.1	.223	-.008	-.038	-.050	-.008	-.019	-.016	-.028
	V.C.3	-.008	.212	-.026	-.020	-.019	-.029	.015	-.023
	V.C.4	-.038	-.026	.126	.056	-.046	-.018	-.045	-.008
	V.C.5	-.050	-.020	.056	.236	-.011	-.076	-.024	-.026
	V.C.6	-.008	-.019	-.046	-.011	.129	-.035	.090	-.031
	V.C.7	-.019	-.029	-.018	-.076	-.035	.223	-.054	.049
	V.C.8	-.016	.015	-.045	-.024	.090	-.054	.113	-.028
	V.C.9	-.028	-.023	-.008	-.026	-.031	.049	-.028	.058
	V.C.10	.012	-.010	.053	.023	-.033	-.014	-.035	-.017
	V.C.11	.044	.050	.013	.046	-.009	-.025	-4.465E-5	-.041
	V.C.12	.006	.036	-.012	-.063	-.032	.033	-.002	.029
	V.C.13	.015	-.021	-.041	.006	.035	-.034	.014	-.026
	V.C.14	.028	.043	.000	.060	-.004	-.069	-.008	-.058
	V.C.15	.039	.020	-.017	-.054	-.070	.057	-.046	.039
	V.C.16	-.056	-.041	.067	.058	-.044	.028	-.067	.029
	V.C.18	-.003	-.021	.026	-.021	.041	-.001	.045	-.024

	V.C.19	.015	.073	-.036	-.019	-.042	.011	-.020	.000
	V.C.22	-.031	-.030	.018	.011	.038	-.036	.029	-.033
	V.C.23	-.036	-.074	.007	.008	-.008	.032	-.030	.047
	V.C.24	-.036	-.026	.018	-.044	.003	.023	-.003	.026
	V.C.27	-.041	-.016	-.019	.093	.016	-.032	.012	.011
	V.C.29	.079	-.009	-.020	.037	-.031	-.068	-.018	-.018
	V.C.30	.046	-.014	-.048	.057	.059	-.083	.029	-.038
Anti-image Correlation	V.C.1	.851[a]	-.039	-.226	-.219	-.048	-.085	-.102	-.249
	V.C.3	-.039	.813[a]	-.161	-.089	-.112	-.133	.097	-.202
	V.C.4	-.226	-.161	.757[a]	.324	-.365	-.107	-.380	-.090
	V.C.5	-.219	-.089	.324	.737[a]	-.061	-.332	-.148	-.218
	V.C.6	-.048	-.112	-.365	-.061	.615[a]	-.209	.745	-.358
	V.C.7	-.085	-.133	-.107	-.332	-.209	.787[a]	-.338	.427
	V.C.8	-.102	.097	-.380	-.148	.745	-.338	.695[a]	-.345
	V.C.9	-.249	-.202	-.090	-.218	-.358	.427	-.345	.674[a]
	V.C.10	.075	-.066	.448	.141	-.276	-.089	-.312	-.210
	V.C.11	.320	.368	.122	.321	-.083	-.180	.000	-.585
	V.C.12	.046	.265	-.118	-.438	-.300	.236	-.024	.408
	V.C.13	.106	-.149	-.384	.044	.328	-.241	.139	-.362
	V.C.14	.106	.165	.002	.220	-.018	-.261	-.045	-.431
	V.C.15	.192	.101	-.114	-.256	-.455	.280	-.319	.378
	V.C.16	-.266	-.196	.422	.266	-.275	.132	-.441	.265
	V.C.18	-.018	-.141	.232	-.138	.358	-.004	.426	-.320
	V.C.19	.097	.496	-.315	-.122	-.367	.069	-.184	-.006
	V.C.22	-.198	-.201	.158	.070	.327	-.232	.265	-.416
	V.C.23	-.233	-.492	.061	.051	-.066	.209	-.272	.587
	V.C.24	-.228	-.168	.149	-.272	.028	.149	-.030	.329
	V.C.27	-.155	-.061	-.097	.344	.079	-.122	.066	.080
	V.C.29	.317	-.038	-.105	.142	-.162	-.270	-.101	-.141
	V.C.30	.213	-.065	-.294	.258	.363	-.384	.188	-.342

Anti-image Matrices

		V.C.10	V.C.11	V.C.12	V.C.13	V.C.14	V.C.15	V.C.16	V.C.18
Anti-image Covariance	V.C.1	.012	.044	.006	.015	.028	.039	-.056	-.003
	V.C.3	-.010	.050	.036	-.021	.043	.020	-.041	-.021
	V.C.4	.053	.013	-.012	-.041	.000	-.017	.067	.026
	V.C.5	.023	.046	-.063	.006	.060	-.054	.058	-.021
	V.C.6	-.033	-.009	-.032	.035	-.004	-.070	-.044	.041
	V.C.7	-.014	-.025	.033	-.034	-.069	.057	.028	-.001

	V.C.8	-.035	-4.465E-5	-.002	.014	-.008	-.046	-.067	.045
	V.C.9	-.017	-.041	.029	-.026	-.058	.039	.029	-.024
	V.C.10	.112	.023	-.049	-.033	.005	.027	.021	.028
	V.C.11	.023	.085	-.013	-.003	.046	.004	-.031	-.005
	V.C.12	-.049	-.013	.087	-.027	-.051	.016	-.007	-.008
	V.C.13	-.033	-.003	-.027	.090	.082	-.040	-.024	-.034
	V.C.14	.005	.046	-.051	.082	.314	-.029	-.063	-.050
	V.C.15	.027	.004	.016	-.040	-.029	.186	-.064	-.028
	V.C.16	.021	-.031	-.007	-.024	-.063	-.064	.202	-.017
	V.C.18	.028	-.005	-.008	-.034	-.050	-.028	-.017	.100
	V.C.19	.015	.022	.013	-.008	.020	.054	-.035	-.028
	V.C.22	.042	-.012	-.033	.008	-.010	-.056	.001	.056
	V.C.23	-.030	-.047	-.007	.008	-.022	.002	.051	-.038
	V.C.24	-.027	-.050	.022	.005	.011	-.009	.026	-.013
	V.C.27	.013	.013	-.049	-.021	-.089	.040	.016	-.004
	V.C.29	-.016	.016	.006	.040	.032	-.029	.000	-.032
	V.C.30	-.052	.020	-.047	.087	.102	-.042	-.050	-.042
Anti-image Correlation	V.C.1	.075	.320	.046	.106	.106	.192	-.266	-.018
	V.C.3	-.066	.368	.265	-.149	.165	.101	-.196	-.141
	V.C.4	.448	.122	-.118	-.384	.002	-.114	.422	.232
	V.C.5	.141	.321	-.438	.044	.220	-.256	.266	-.138
	V.C.6	-.276	-.083	-.300	.328	-.018	-.455	-.275	.358
	V.C.7	-.089	-.180	.236	-.241	-.261	.280	.132	-.004
	V.C.8	-.312	.000	-.024	.139	-.045	-.319	-.441	.426
	V.C.9	-.210	-.585	.408	-.362	-.431	.378	.265	-.320
	V.C.10	.680[a]	.235	-.496	-.328	.024	.187	.139	.263
	V.C.11	.235	.749[a]	-.150	-.038	.281	.033	-.235	-.056
	V.C.12	-.496	-.150	.748[a]	-.309	-.312	.126	-.053	-.087
	V.C.13	-.328	-.038	-.309	.768[a]	.488	-.312	-.181	-.357
	V.C.14	.024	.281	-.312	.488	.533[a]	-.118	-.249	-.280
	V.C.15	.187	.033	.126	-.312	-.118	.700[a]	-.330	-.204
	V.C.16	.139	-.235	-.053	-.181	-.249	-.330	.741[a]	-.118
	V.C.18	.263	-.056	-.087	-.357	-.280	-.204	-.118	.761[a]
	V.C.19	.135	.235	.134	-.085	.113	.389	-.244	-.275
	V.C.22	.386	-.128	-.345	.084	-.054	-.394	.008	.540
	V.C.23	-.271	-.491	-.075	.084	-.121	.013	.345	-.366
	V.C.24	-.240	-.518	.230	.049	.062	-.061	.171	-.122
	V.C.27	.068	.082	-.298	-.122	-.284	.165	.063	-.022

	V.C.29	-.089	.100	.037	.251	.108	-.129	.001	-.192
	V.C.30	-.339	.146	-.349	.634	.398	-.213	-.242	-.292

Anti-image Matrices

		V.C.19	V.C.22	V.C.23	V.C.24	V.C.27	V.C.29	V.C.30
Anti-image Covariance	V.C.1	.015	-.031	-.036	-.036	-.041	.079	.046
	V.C.3	.073	-.030	-.074	-.026	-.016	-.009	-.014
	V.C.4	-.036	.018	.007	.018	-.019	-.020	-.048
	V.C.5	-.019	.011	.008	-.044	.093	.037	.057
	V.C.6	-.042	.038	-.008	.003	.016	-.031	.059
	V.C.7	.011	-.036	.032	.023	-.032	-.068	-.083
	V.C.8	-.020	.029	-.030	-.003	.012	-.018	.029
	V.C.9	.000	-.033	.047	.026	.011	-.018	-.038
	V.C.10	.015	.042	-.030	-.027	.013	-.016	-.052
	V.C.11	.022	-.012	-.047	-.050	.013	.016	.020
	V.C.12	.013	-.033	-.007	.022	-.049	.006	-.047
	V.C.13	-.008	.008	.008	.005	-.021	.040	.087
	V.C.14	.020	-.010	-.022	.011	-.089	.032	.102
	V.C.15	.054	-.056	.002	-.009	.040	-.029	-.042
	V.C.16	-.035	.001	.051	.026	.016	.000	-.050
	V.C.18	-.028	.056	-.038	-.013	-.004	-.032	-.042
	V.C.19	.103	-.010	-.047	-.052	.005	.015	-.024
	V.C.22	-.010	.107	-.039	-.027	.006	-.021	-.018
	V.C.23	-.047	-.039	.107	.051	.019	-.018	.020
	V.C.24	-.052	-.027	.051	.110	-.072	-.046	-.019
	V.C.27	.005	.006	.019	-.072	.312	-.059	.036
	V.C.29	.015	-.021	-.018	-.046	-.059	.281	.062
	V.C.30	-.024	-.018	.020	-.019	.036	.062	.209
Anti-image Correlation	V.C.1	.097	-.198	-.233	-.228	-.155	.317	.213
	V.C.3	.496	-.201	-.492	-.168	-.061	-.038	-.065
	V.C.4	-.315	.158	.061	.149	-.097	-.105	-.294
	V.C.5	-.122	.070	.051	-.272	.344	.142	.258
	V.C.6	-.367	.327	-.066	.028	.079	-.162	.363
	V.C.7	.069	-.232	.209	.149	-.122	-.270	-.384
	V.C.8	-.184	.265	-.272	-.030	.066	-.101	.188
	V.C.9	-.006	-.416	.587	.329	.080	-.141	-.342
	V.C.10	.135	.386	-.271	-.240	.068	-.089	-.339
	V.C.11	.235	-.128	-.491	-.518	.082	.100	.146
	V.C.12	.134	-.345	-.075	.230	-.298	.037	-.349

	V.C.13	-.085	.084	.084	.049	-.122	.251	.634
	V.C.14	.113	-.054	-.121	.062	-.284	.108	.398
	V.C.15	.389	-.394	.013	-.061	.165	-.129	-.213
	V.C.16	-.244	.008	.345	.171	.063	.001	-.242
	V.C.18	-.275	.540	-.366	-.122	-.022	-.192	-.292
	V.C.19	.809[a]	-.096	-.446	-.484	.026	.085	-.166
	V.C.22	-.096	.773[a]	-.364	-.250	.035	-.122	-.117
	V.C.23	-.446	-.364	.708[a]	.474	.102	-.106	.131
	V.C.24	-.484	-.250	.474	.750[a]	-.391	-.263	-.126
	V.C.27	.026	.035	.102	-.391	.795[a]	-.200	.141
	V.C.29	.085	-.122	-.106	-.263	-.200	.880[a]	.255
	V.C.30	-.166	-.117	.131	-.126	.141	.255	.612[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
V.C.1	1.000	.791
V.C.3	1.000	.678
V.C.4	1.000	.719
V.C.5	1.000	.696
V.C.6	1.000	.695
V.C.7	1.000	.806
V.C.8	1.000	.834
V.C.9	1.000	.717
V.C.10	1.000	.889
V.C.11	1.000	.869
V.C.12	1.000	.910
V.C.13	1.000	.763
V.C.14	1.000	.713
V.C.15	1.000	.825
V.C.16	1.000	.811
V.C.18	1.000	.807
V.C.19	1.000	.740
V.C.22	1.000	.775
V.C.23	1.000	.624
V.C.24	1.000	.820
V.C.27	1.000	.802
V.C.29	1.000	.677
V.C.30	1.000	.840

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.042	43.662	43.662	10.042	43.662	43.662
2	2.366	10.285	53.947	2.366	10.285	53.947
3	1.842	8.008	61.955	1.842	8.008	61.955
4	1.380	6.001	67.956	1.380	6.001	67.956
5	1.165	5.064	73.020	1.165	5.064	73.020
6	1.008	4.381	77.401	1.008	4.381	77.401
7	.860	3.739	81.140			
8	.769	3.342	84.482			
9	.621	2.699	87.181			
10	.544	2.366	89.547			
11	.521	2.265	91.812			
12	.410	1.785	93.597			
13	.357	1.553	95.150			
14	.287	1.246	96.395			
15	.217	.942	97.337			
16	.150	.651	97.988			
17	.125	.544	98.533			
18	.105	.458	98.991			
19	.082	.355	99.346			
20	.049	.215	99.560			
21	.041	.179	99.739			
22	.036	.157	99.896			
23	.024	.104	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	5.111	22.222	22.222
2	4.074	17.711	39.933
3	3.312	14.401	54.334
4	2.236	9.720	64.054
5	1.856	8.071	72.125
6	1.213	5.276	77.401
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.679	.027	-.489	.002	.256	-.155
V.C.3	.701	.057	-.293	-.095	.107	-.278
V.C.4	.675	.226	-.383	.191	.167	-.012
V.C.5	.591	.350	-.153	-.379	-.085	-.222
V.C.6	.576	.296	.382	.232	-.028	-.275
V.C.7	.677	.337	-.370	.148	.086	.259
V.C.8	.662	.281	-.336	-.128	.289	.323
V.C.9	.755	-.347	-.158	-.009	-.027	-.033
V.C.10	.523	.647	.113	-.026	-.402	.145
V.C.11	.688	-.598	.166	-.063	-.085	-.003
V.C.12	.663	.539	.358	.019	-.225	.037
V.C.13	.793	.136	-.090	-.163	-.163	-.235
V.C.14	.357	.144	.462	.499	.315	.055
V.C.15	.579	.073	.475	-.266	.431	-.048
V.C.16	.628	-.063	.467	-.195	.341	.201
V.C.18	.712	-.338	.217	-.178	-.280	-.167
V.C.19	.820	-.180	-.028	-.017	-.180	.025
V.C.22	.738	-.407	-.025	-.020	.250	.042
V.C.23	.733	.122	.143	-.117	-.033	-.194
V.C.24	.680	-.544	-.088	.051	-.214	.075
V.C.27	.514	-.059	-.091	.699	-.194	.003
V.C.29	.712	-.196	.064	.358	.018	-.002
V.C.30	.565	-.083	.054	-.210	-.236	.641

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
V.C.1	.324	.816	.069	.069	.054	-.090
V.C.3	.387	.643	.271	.115	-.008	-.169
V.C.4	.176	.752	.211	.033	.271	.052
V.C.5	.186	.488	.579	.132	-.261	-.050
V.C.6	.174	.111	.581	.311	.428	-.189
V.C.7	.093	.734	.276	.020	.257	.340
V.C.8	.079	.765	.166	.255	.021	.386
V.C.9	.720	.409	.079	.103	.103	.067
V.C.10	-.040	.208	.846	-.009	.139	.330
V.C.11	.887	.056	.014	.251	.095	.085
V.C.12	.089	.153	.831	.278	.267	.197
V.C.13	.472	.463	.558	.109	-.017	-.053
V.C.14	-.008	.021	.126	.465	.693	-.007
V.C.15	.218	.162	.255	.828	.026	-.020
V.C.16	.336	.114	.169	.769	.108	.230
V.C.18	.802	.031	.357	.188	-.010	-.007
V.C.19	.682	.335	.318	.110	.143	.170
V.C.22	.667	.397	-.086	.371	.145	.080
V.C.23	.407	.312	.506	.309	.079	-.057
V.C.24	.855	.192	.006	-.019	.142	.179
V.C.27	.356	.243	.151	-.232	.734	.039
V.C.29	.546	.286	.134	.157	.503	.049
V.C.30	.417	.129	.218	.143	-.025	.762

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6
1	.612	.529	.426	.301	.229	.146
2	-.720	.265	.635	.029	.057	.055
3	.032	-.705	.283	.608	.229	-.015
4	-.078	-.003	-.149	-.286	.937	-.105
5	-.293	.390	-.516	.673	.079	-.192
6	-.118	-.029	-.215	.065	.084	.963

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.