BAB V

KESIMPULAN DAN SARAN

5.1. Kesimpulan

Berdasarkan hasil analisis data dan pembahasan, dapat diambil beberapa kesimpulan, antara lain:

5.1.1. Instrumen Penelitian

5.1.1.1. Instrumen Penerapan/pelaksanaan K3

Hasil uji validitas membuktikan bahwa dari 42 item untuk mengukur penerapan/ pelaksanaan K3; 41 item dinyatakan valid dan memiliki reliabilitas sebesar 0,9644 (reliabel). Pada analisis faktor tahap pertama; 13 item dinyatakan di-drop dan 29 item dinyatakan diikutkan dalam analisis selanjutnya; serta pada analsis faktor tahap kedua, 1 item (item nomor 23) dinyatakan didrop; sehingga pada analisis faktor ketiga jumlah item pertanyaan yang diikutkan sejumlah 28 item pertanyaan. Dari hasil analisis faktor dengan 28 item pertanyaan didapat nilai KMO 0,825 dengan $p<0,05$; nilai MSA semuanya >0,5 dan terbentuk menjadi 6 faktor dengan *loading factor* semuanya di atas 0,40.

5.1.1.2. Instrumen Kepemimpinan Transformasional

Dari hasil uji validitas dengan 12 item untuk mengukur variabel kepemimpinan transformasional, semuanya dinyatakan valid, serta memiliki tingkat reliabilitas sebesar 0,9714 (reliabel). Pada analisis faktor diperoleh nilai KMO 0,914 dengan $p<0,05$; nilai MSA semuanya >0,5 dan terbentuk menjadi 1 faktor dengan *loading factor* semuanya di atas 0,40.

5.1.1.3. Instrumen Kepemimpinan Transaksional

Dari hasil uji validitas dengan 8 item untuk mengukur variabel kepemimpinan transaksional, semuanya dinyatakan valid, serta memiliki tingkat reliabilitas sebesar 0,9450 (reliabel). Pada analisis faktor diperoleh nilai KMO 0,844 dengan $p<0,05$; nilai MSA semuanya >0,5 dan terbentuk menjadi 1 faktor dengan *loading factor* semuanya di atas 0,40.

5.1.1.4. Instrumen Kepuasan Kerja Pekerja Konstruksi

Hasil uji validitas variabel kepuasan kerja pekerja konstruksi yang diukur dengan 24 item pertanyaan, semuanya dinyatakan valid, serta memiliki tingkat reliabilitas sebesar 0,9838 (reliabel). Adapun hasil analisis faktor diperoleh nilai KMO 0,836 dengan $p<0,05$; nilai MSA semuanya >0,5 dan terbentuk menjadi 2 faktor dengan *loading factor* semuanya di atas 0,40.

5.1.2. Deskriptif

Berdasarkan analisis deskriptif, dapat ditarik beberapa kesimpulan, antara lain:

1. Berdasarkan rata-rata skor, kepuasan kerja pekerja konstruksi di DKI Jakarta mayoritas berada pada kategori sedang; sedangkan dilihat dari mayoritasnya berada pada kategori tinggi dan sangat tinggi (53,2%).
2. Penerapan/pelaksanaan program K3 pada pekerja kontruksi di DKI Jakarta berada pada kategori sedang; sedangkan pada kategori tinggi dan sangat tinggi (45,2%).

3. Kepemimpinan transformasional pada pekerja kontruksi di DKI Jakarta berada pada kategori sedang; sedangkan dilihat dari mayoritasnya berada pada kategori tinggi dan sangat tinggi (50,0%).
4. Kepemimpinan transaksional pada pekerja kontruksi di DKI Jakarta berada pada kategori sedang; sedangkan dilihat dari mayoritasnya berada pada kategori tinggi dan sangat tinggi (46,8%).

5.1.3. Hasil Analisis Pengaruh

Berdasarkan pengujian hipotesis penelitian, penelitian ini membuktikan semua hipotesis penelitian, yaitu:

1. Ada pengaruh positif dan signifikan ($p<0,05$) penerapan program K3 terhadap kepuasan kerja pekerja konstruksi di DKI Jakarta.
2. Ada pengaruh positif dan signifikan ($p<0,05$) kepemimpinan transformasional terhadap kepuasan kerja pekerja konstruksi di DKI Jakarta.
3. Ada pengaruh positif dan signifikan ($p<0,05$) kepemimpinan transaksional terhadap kepuasan kerja pekerja konstruksi di DKI Jakarta.
4. Ada pengaruh positif dan signifikan ($p<0,05$) penerapan program K3, kepemimpinan transformasional, dan kepemimpinan transaksional secara bersama-sama terhadap kepuasan kerja pekerja konstruksi di DKI Jakarta.

Hasil analisis dengan analisis regresi ganda (*multiple regression*) dengan bantuan *software* SPSS diperoleh R sebesar 0,901; koefisien determinasi berganda (R^2) sebesar 0,811; dan $F_{regresi}$= 131,808 dengan $p<0,05$ (signifikan). Hal tersebut membuktikan bahwa penerapan program K3, kepemimpinan transformasional, dan kepemimpinan transaksional secara bersama-sama memberikan kontribusi atau

sumbangan efektif terhadap kepuasan kerja pekerja konstruksi di DKI Jakarta sebesar 81,1%.

5.1.4. Hasil Analisis SEM

Hasil analisis SEM (*Structural Equaton Modeling*) dengan bantuan *software* AMOS, diperoleh Chi-square 40,590 dengan p>0,05 yang berarti bahwa ukuran fundamental dari *overall fit (likehood-ratio)* statistik telah memenuhi syarat. GFI *(Goodness of fit index)* sebesar 0,927 menunjukkan fit yang lebih baik (>90%). AGFI (*Adjusted Goodness of Fit Index*) sebesar 0,870 berada pada kategori marginal fit (model cukup baik). TLI *(Tucker Lewis Index)* sebesar 0,983 dan telah memenuhi syarat (>90%). Adapun hasil RMSEA *(Root Mean Square Error of Approximation)* sebesar 0,057 dan berada diantara 0,05 sampai 0,08 merupakan ukuran yang dapat diterima. Hasil tersebut secara ringkas disajikan pada tabel berikut ini (lihat lampiran 10 halaman 215).

Tabel 5.1. Hasil Pengujian *Overall* Model Analisis SEM

No.	Prasyarat/ Indikator	Patokan*)	Hasil	Keterangan
1.	Chi Square	• p>0,05 (Model baik/ good fit)	40,590 p>0,05	Model baik (*good fit*) dan memenuhi syarat
2.	GFI	• GFI > 0,90 = *good fit* (model baik) • 0,8 ≤ GFI ≤ 0,90 *marginal fit* (model cukup baik)	0,927	*Good fit* (model baik)
3	AGFI	• GFI > 0,90 = *good fit* (model baik) • 0,8 ≤ GFI ≤ 0,90 *marginal fit* (model cukup baik)	0,870	*Marginal fit* (model cukup baik)
4.	TLI	TLI yang direkomendasi-kan adalah ≥0,90	0,983	*Good fit* (model baik)

No.	Prasyarat/ Indikator	Patokan*)	Hasil	Keterangan
5.	RMSEA	• RMSEA < 0,05 menunjukkan *marginal fit* (model mendekati baik) • 0,05 ≤ RMSEA ≤ 0,08 menunjukkan *good fit* (model baik) • RMSEA >0,1 menunjukkan *poor fit* (model jelek)	0,057	*Good fit* (model baik)

*)Sumber: Ghozali, 2010.

Dari hasil analisis jalur (*path analysis*) diketahui pengaruh langsung (*direct effects*) dari kepemimpinan transformasional terhadap kepuasan kerja pekerja konstruksi di DKI Jakarta sebesar 20,4%; sedangkan pengaruh tak langsungnya (*indirect effects*) sebesar 5,7%; pada variabel kepemimpinan transaksional mempunyai pengaruh langsung terhadap kepuasan kerja pekerja konstruksi di DKI Jakarta sebesar 56,3%; sedangkan pengaruh tak langsungnya sebesar 16,4%. Pengaruh langsung dari pelaksanaan program K3 terhadap kepuasan kerja pekerja konstruksi di DKI Jakarta sebesar 31,9%.

5.2. Saran

Berdasarkan hasil analisis data dan kesimpulan, disarankan beberapa hal, yaitu:

1. Dalam kegiatan proyek konstruksi hendaknya para pekerja konstruksi lebih memperhatikan K3 demi mewujudkan keselamatan dan kenyamanan dalam bekerja.

2. Penelitian ini hendaknya dikembangkan lagi baik tema maupun ruang lingkup penelitiannya.
3. Bagi peneliti selanjutnya disarankan agar memasukkan variabel-variabel lain yang diduga kuat berpengaruh terhadap kepuasan kerja pekerja konstruksi, seperti misalnya: gaji/imbalan/bonus, pelatihan, pengalaman kerja, pengembangan karir, iklim kerja, dan sebagainya.
4. Bagi peneliti lain disarankan juga dalam pengumpulan data di lapangan dengan menggunakan kuisoner, perlu dibuat format sesederhana mungkin dengan tidak meninggalkan tujuan penelitian agar mudah dipahami oleh responden. Disamping itu dalam menganalisis data agar digunakan teknik analisis faktor dan analisis model SEM dengan menggunakan *software* AMOS untuk melengkapi model analisis regresi berganda, agar didapatkan hasil analisis yang lebih lengkap dan lebih baik.
5. Saran bagi pihak responden, agar lebih mau membuka diri dan meluangkan waktu serta memberi dukungan bagi pelaksanaan penelitian-penelitian lain yang berhubungan dengan ilmu konstruksi, sehingga diharapkan penelitian-penelitian tersebut dapat berguna bagi perkembangan dunia konstruksi dimasa yang akan datang.


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LAMPIRAN

KUESIONER

HUBUNGAN PROGRAM K3 DAN GAYA KEPEMIMPINAN DENGAN KEPUASAN KERJA PEKERJA KONSTRUKSI DI DAERAH KHUSUS IBUKOTA JAKARTA

Kepada Yth :
Bapak/Ibu/Sdr
PEKERJA KONSTRUKSI
di DKI Jakarta

Dengan Hormat,

Ditengah-tengah kesibukan bapak/ibu/saudara bekerja, bersama ini kami sampaikan kuesioner berupa daftar pertanyaan penelitian, yang bertujuan untuk mengumpulkan data yang akan kami gunakan sebagai bahan untuk menyusun Tesis pada Universitas Atmajaya Yogyakarta.

Sifat penelitian ini semata-mata untuk pengembangan ilmu, dengan demikian mohon untuk dijawab sejujur-jujurnya dan saya menjamin kerahasiaan data yang Bapak/Ibu/Sdr berikan berkaitan dengan angket yang saya ajukan.

Atas kesediaan dan bantuan Bapak/Ibu/Sdr saya ucapkan terima kasih, semoga amal baik Bapak/Ibu/Sdr mendapat imbalan dari Tuhan Yang Maha Esa

Hormat Kami,

(Leonardus Ariyanto Satriawan)

DATA RESPONDEN

1. Jabatan dalam perusahaan
   - ☐ Manajer Lapangan (*Site Manajer*)
   - ☐ *Quantity Surveyor*
   - ☐ Kepala Pelaksana Proyek (*General Superitendent Project*)
   - ☐ Pengawas
   - ☐ Tukang (batu, kayu, listrik, keramik, besi, dll.)
   - ☐ Lainnya, sebutkan :.....

2. Pada saat ini anda bekerja dan bertanggungjawab secara langsung kepada:
   - ☐ Manajer Proyek (*Project Manajer*)
   - ☐ Manajer Lapangan (*Site Manajer*)
   - ☐ *Quantity Surveyor*
   - ☐ Kepala Pelaksana Proyek (*General Superitendent Project*)
   - ☐ Pengawas
   - ☐ Lainnya, sebutkan :.....

3. Pengalaman kerja
   - ☐ 2- 5 Tahun
   - ☐ 6-10 Tahun
   - ☐ 11-15 Tahun
   - ☐ 16-20 Tahun
   - ☐ ≥ 21 Tahun

4. Latar belakang pendidikan
   - ☐ SMP / dan setingkatnya
   - ☐ SMA / STM dan setingkatnya
   - ☐ D1 / D2 / D3
   - ☐ S1
   - ☐ S2

INSTRUMEN (KUESIONER) PENELITIAN

INSTRUMEN I: PENERAPAN/PELAKSANAAN K3

Pada bagian kuesioner pertama ini anda diminta untuk menjawab 42 pertanyaan dibawah ini. Dengan menanyakan pada diri anda sendiri, bagaimana perasaan anda terhadap penerapan/pelaksanaan K3 di tempat kerja/perusahaan anda saat ini.

Petunjuk Pengisian:

Berilah tanda centang (√) pada salah satu jawaban yang tersedia di bawah ini yang paling sesuai dengan pendapat anda. Mohon dijawab tanpa pengaruh apapun, dan peneliti menjamin kerahasiaan jawaban saudara.

Contoh:

No	Pernyataan	SS	S	KD	SJ	TP
1.	Papan peringatan keselamatan kerja (K3) dipasang di setiap sudut lokasi proyek	[ ]	[√]	[ ]	[ ]	[ ]

Jika menurut anda papan peringatan keselamatan kerja (K3) dipasang di setiap sudut lokasi proyek adalah **SERING**, maka anda harus mencentang pada kolom S

SS : apabila Sangat Sering atau Selalu
S : apabila Sering
KD : apabila Kadang-kadang
SJ : apabila Sangat Jarang
TP : apabila Tidak Pernah

No	Pernyataan	SS	S	KD	SJ	TP
A.	**PELATIHAN KESELAMATAN KERJA**					
1.	Pendidikan dasar K3 bagi pekerja tetap	[ ]	[ ]	[ ]	[ ]	[ ]
2.	Pendidikan dasar K3 bagi pekerja tidak tetap	[ ]	[ ]	[ ]	[ ]	[ ]
3.	Pelatihan untuk pekerja tetap	[ ]	[ ]	[ ]	[ ]	[ ]
4.	Pelatihan untuk pekerja tidak tetap	[ ]	[ ]	[ ]	[ ]	[ ]
5.	Pelatihan penanggulangan keadaan darurat/penderita gawat darurat	[ ]	[ ]	[ ]	[ ]	[ ]
6.	Pelatihan mengenai pencegahan kecelakaan	[ ]	[ ]	[ ]	[ ]	[ ]
7.	Manfaat yang diperoleh dari pendidikan dan pelatihan yang diadakan perusahaan	[ ]	[ ]	[ ]	[ ]	[ ]

No	Pernyataan	SS	S	KD	SJ	TP
8.	Sosialisasi K3 kepada pekerja tetap dan pekerja tidak tetap	[ ]	[ ]	[ ]	[ ]	[ ]
9.	Perusahaan mensosialisasikan alat pelindung diri atau alat keselamatan lainnya dan disertai cara penggunaannya	[ ]	[ ]	[ ]	[ ]	[ ]
10.	Perusahaan memberikan pengetahuan tentang *hygiene* (kebersihan) dan *housekeeping* (kerumahtanggaan)	[ ]	[ ]	[ ]	[ ]	[ ]
B.	**PUBLIKASI KESELAMATAN KERJA**					
11.	Pemasangan tanda peringatan dan tanda bahaya di tempat yang berpotensi bahaya	[ ]	[ ]	[ ]	[ ]	[ ]
12.	Di lingkungan perusahaan diberikan pesan-pesan/slogan tentang keselamatan dan kesehatan kerja	[ ]	[ ]	[ ]	[ ]	[ ]
13.	Perusahaan mensosialisasikan penggunaan alat pemadam api/kebakaran	[ ]	[ ]	[ ]	[ ]	[ ]
14.	Sosialisasi kesiapsiagaan/tanggap darurat dan penanggulangan keadaan darurat	[ ]	[ ]	[ ]	[ ]	[ ]
15.	Pelaksanaan bulan K3 nasional di perusahaan	[ ]	[ ]	[ ]	[ ]	[ ]
16.	Sosialisasi prosedur keselamatan kerja untuk pelaksana pekerjaan berpotensi bahaya	[ ]	[ ]	[ ]	[ ]	[ ]
17.	Perusahaan mensosialisasikan limbah hasil produksi yang berbahaya bagi kesehatan disertai cara penanganannya	[ ]	[ ]	[ ]	[ ]	[ ]
C.	**KONTROL LINGKUNGAN KERJA**					
18.	Perusahaan menyediakan alat pelindung diri untuk bekerja	[ ]	[ ]	[ ]	[ ]	[ ]
19.	Kontrol dan Perawatan kondisi ventilasi, suhu dan penerangan di ruang kerja	[ ]	[ ]	[ ]	[ ]	[ ]
20.	Pemeriksaan kebersihan dan penataan tempat kerja	[ ]	[ ]	[ ]	[ ]	[ ]
21.	Terjadi kekurangan ketersediaan perlengkapan keamanan dan keselamatan kerja di lingkungan kerja	[ ]	[ ]	[ ]	[ ]	[ ]
22.	Perusahaan memiliki fasilitas P3K di tempat kerja	[ ]	[ ]	[ ]	[ ]	[ ]

No	Pernyataan	SS	S	KD	SJ	TP
23.	Pemeriksaan kesehatan secara berkala	[ ]	[ ]	[ ]	[ ]	[ ]
24.	Kegiatan senam/olahraga ringan	[ ]	[ ]	[ ]	[ ]	[ ]
25.	Pemeriksaan kondisi alat pemadam (APAT, APAR, sistem pemadam tetap, sistem hidran/*sprinkler*, hidran *portable*) dan APD (Alat Perlindungan Diri)	[ ]	[ ]	[ ]	[ ]	[ ]
26.	Kontrol dan perbaikan instalasi, ruang kerja dan peralatan kerja yang teridentifikasi memiliki potensi bahaya (*safety patrol*)	[ ]	[ ]	[ ]	[ ]	[ ]
D.	**PENGAWASAN DAN DISIPLIN**					
27.	Pelaksanakan inspeksi, pemeriksaan dan pengujian penggunaan prosedur dan membuat laporannya	[ ]	[ ]	[ ]	[ ]	[ ]
28.	Mewajibkan penggunaan alat pelindung diri saat bekerja di kondisi bahaya	[ ]	[ ]	[ ]	[ ]	[ ]
29.	Pemeriksaan sarana dan prasarana yang menunjang pelaksanaan program K3 (alat pemadam api, pompa pemadam, tandu dan pintu darurat)	[ ]	[ ]	[ ]	[ ]	[ ]
30.	Pemberlakuan dan pelaksanaan peraturan yang berkaitan dengan K3	[ ]	[ ]	[ ]	[ ]	[ ]
31.	Pengawasan terhadap bahan-bahan beracun dan berbahaya	[ ]	[ ]	[ ]	[ ]	[ ]
32.	Pemeriksaan peralatan kerja dan mesin-mesin sebelum digunakan	[ ]	[ ]	[ ]	[ ]	[ ]
33.	Audit eksternal dan internal terhadap pelaksanaan K3 di perusahaan	[ ]	[ ]	[ ]	[ ]	[ ]
34.	Pengecekan alat-alat keselamatan kerja secara rutin	[ ]	[ ]	[ ]	[ ]	[ ]
35.	Perusahaan memiliki peraturan-peraturan keselamatan kerja	[ ]	[ ]	[ ]	[ ]	[ ]
E.	**PENINGKATAN KESADARAN K3**					
36.	Adanya perhatian pekerja terhadap K3	[ ]	[ ]	[ ]	[ ]	[ ]
37.	Penggunaan APD dan atau alat keselamatan lain saat bekerja di ruang kerja, lapangan atau tempat yang berbahaya	[ ]	[ ]	[ ]	[ ]	[ ]
38.	Selalu memelihara pelaksanaan K3	[ ]	[ ]	[ ]	[ ]	[ ]
39.	Prioritas pelaksanaan K3	[ ]	[ ]	[ ]	[ ]	[ ]
40.	Motivasi pelaksanaan K3 dari seluruh pekerja	[ ]	[ ]	[ ]	[ ]	[ ]

No	Pernyataan	SS	S	KD	SJ	TP
41.	Pelaksanaan *safety patrol, safety meeting* dan *safety talk* secara rutin	[ ]	[ ]	[ ]	[ ]	[ ]
42.	Penyempurnaan prosedur kerja K3	[ ]	[ ]	[ ]	[ ]	[ ]

INSTRUMEN 2: KEPEMIMPINAN
(Transformational Leadership &Transactional Leadership)

Pada bagian kuesioner kedua ini anda diminta untuk menjawab 21 pertanyaan dibawah ini. Dengan menanyakan pada diri anda sendiri, bagaimana perasaan anda terhadap penerapan gaya kepemimpinan transformasional dan transaksional di tempat kerja/perusahaan anda saat ini.

Petunjuk Pengisian:

Berilah tanda centang (√) pada salah satu jawaban yang tersedia di bawah ini yang paling sesuai dengan pendapat anda. Mohon dijawab tanpa pengaruh apapun, dan peneliti menjamin kerahasiaan jawaban saudara.

Contoh:

No	Pernyataan	SS	S	KD	SJ	TP
1.	Atasan saya memberi teguran apabila saya melakukan sedikit kesalahan dalam pekerjaan saya	[ ]	[ ]	[ ]	[√]	[ ]

Jika menurut anda menyatakan bahwa atasan anda memberi teguran apabila saya melakukan sedikit kesalahan dalam pekerjaan saya adalah **SANGAT JARANG**, maka anda harus mencentang pada kolom SJ

SL : apabila Selalu
SR : apabila Sering
KD : apabila Kadang-kadang
SJ : apabila Sangat Jarang
TP : apabila Tidak Pernah

No	Pernyataan	SL	SR	KD	SJ	TP
A	**Kepemimpinan Transformasional**					
1.	Atasan membuat saya merasa nyaman berada di dekatnya.	[ ]	[]	[ ]	[]	[ ]
2.	Atasan saya dapat dipercaya.	[ ]	[]	[ ]	[]	[ ]
3.	Atasan membuat saya merasa bangga menjadi rekan kerjanya.	[ ]	[]	[ ]	[]	[ ]
4.	Atasan saya menyatakan dengan kata yang sederhana mengenai apa yang akan dan harus para pekerja lakukan.	[ ]	[]	[ ]	[]	[ ]
5.	Atasan saya memberikan gambaran yang menarik mengenai apa yang akan pekerja lakukan.	[ ]	[ ]	[ ]	[]	[ ]
6.	Atasan saya membantu pekerja menemukan arti dalam kerjanya.	[ ]	[ ]	[ ]	[]	[ ]
7.	Atasan saya memperbolehkan pekerja berpikir mengenai masalah-masalah yang lampau dengan cara baru.	[ ]	[ ]	[ ]	[]	[ ]
8.	Atasan saya memberikan kepada pekerja tentang cara-cara yang baru dalam melihat/menyikapi hal-hal yang sulit.	[ ]	[ ]	[ ]	[]	[ ]
9.	Atasan saya meminta pekerja untuk memikirkan kembali gagasan yang mereka punyai yang belum pernah dikemukakan sebelumnya.	[ ]	[ ]	[ ]	[]	[ ]
10.	Atasan saya membantu para pekerja mengembangkan dirinya.	[ ]	[ ]	[ ]	[]	[ ]
11.	Atasan saya membiarkan pekerja mengetahui bagaimana dia berpikir tentang hal yang mereka lakukan.	[ ]	[ ]	[ ]	[]	[ ]
12.	Atasan saya memberikan perhatian secara personal kepada para pekerja yang tampak tidak diterima oleh komunitas.	[ ]	[ ]	[ ]	[]	[ ]
B.	**Kepemimpinan Transaksional**					
13.	Atasan saya mengatakan pada para pekerja apa yang harus dilakukan, jika mereka ingin mencapai sasaran/tujuan mereka.	[ ]	[ ]	[ ]	[]	[ ]
14.	Atasan saya memberikan penghargaan ketika orang lain yang mencapai sasaran/tujuan mereka.	[ ]	[ ]	[ ]	[]	[ ]

No	Pernyataan	SL	SR	KD	SJ	TP
15.	Atasan saya memberikan perhatian terhadap apa yang akan didapatkan pekerja atas pencapaiannya.	[ ]	[ ]	[ ]	[ ]	[ ]
16.	Atasan saya merasa puas ketika pekerja mencapai standar yang telah disepakati.	[ ]	[ ]	[ ]	[ ]	[ ]
17.	Atasan saya tidak akan mencoba untuk melakukan perubahan apapun selama semuanya masih berjalan.	[ ]	[ ]	[ ]	[ ]	[ ]
18.	Atasan saya memberitahu pekerja tentang standar pekerjaannya.	[ ]	[ ]	[ ]	[ ]	[ ]
19.	Atasan saya senang membiarkan pekerja melanjutkan pekerjaan dengan cara yang sama seperti biasanya.	[ ]	[ ]	[ ]	[ ]	[ ]
20.	Atasan saya selalu menyetujui apa yang pekerja lakukan.	[ ]	[ ]	[ ]	[ ]	[ ]
21.	Atasan saya tidak meminta lebih dari apa yang paling penting.	[ ]	[ ]	[ ]	[ ]	[ ]

INSTRUMEN 3: KEPUASAN KERJA

Pada bagian kuesioner ketiga ini anda diminta untuk menjawab 24 pertanyaan dibawah ini. Dengan menanyakan pada diri anda sendiri, bagaimana perasaan anda terhadap aspek pekerjaan yang berhubungan dengan hubungan sosial anda dengan atasan dan atas pemanfaatan kemampuan anda oleh perusahaan.

Petunjuk Pengisian:

Berilah tanda centang (√) pada salah satu jawaban yang tersedia di bawah ini yang paling sesuai dengan pendapat anda. Mohon dijawab tanpa pengaruh apapun, dan peneliti menjamin kerahasiaan jawaban saudara.

Contoh:

No	Pernyataan	SM	M	BS	TM	STM
1.	Kebebasan untuk mengeluarkan pendapat, saya merasa	[ ]	[ ]	[ ]	[√]	[ ]

Jika menurut anda kebebasan untuk mengeluarkan pendapat di perusahaan ini adalah **Tidak Memuaskan**, maka anda harus mencentang pada kolom TM

SM : apabila Sangat Memuaskan
M : apabila Memuaskan
BS : apabila Biasa Saja
TM : apabila Tidak Memuaskan
STM : apabila Sangat Tidak Memuaskan

No	Pernyataan	SM	M	BS	TM	STM
1.	Terhadap pengawasan pekerjaan yang dilakukan oleh atasan saya saat ini, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
2.	Terhadap fasilitas keamanan dan alat pelindung diri (APD) yang diberikan perusahaan saat ini, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
3.	Terhadap prosedur keselamatan kerja di perusahaan saya saat ini, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
4.	Keselamatan dan kesehatan kerja pada lingkungan kerja di perusahaan saat ini, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
5.	Terhadap jaminan kesehatan yang diberikan perusahaan terhadap pekerja, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
6.	Terhadap pengawasan pelaksanaan prosedur keselamatan kerja yang dilakukan atasan saya saat ini, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
7.	Terhadap kesempatan yang diberikan perusahaan untuk melakukan pengembangan diri terkait dengan pekerjaan, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
8.	Adanya kesempatan untuk mengikuti pelatihan yang berkaitan dengan pekerjaan, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
9.	Cara pimpinan saya menangani pekerjaannya, saya menilai:	[ ]	[ ]	[ ]	[ ]	[ ]
10.	Terhadap pengarahan-pengarahan yang diberikan oleh atasan saya, terkait dengan penanganan pekerjaan, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
11.	Terhadap dukungan atasan dalam pengembangan diri, pada profesi saya di perusahaan ini, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
12.	Terhadap penghargaan-penghargaan (berupa: pujian, bonus, dll) oleh atasan saya, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]

No	Pernyataan	SM	M	BS	TM	STM
13.	Kompetensi atasan saya dalam membuat keputusan, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
14.	Adanya cara kerja yang menyediakan kesempatan untuk berkembang, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
15.	Adanya kesempatan untuk bekerja dalam sebuah tim yang dibentuk oleh atasan, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
16.	Adanya kesempatan mencoba untuk memberi tahu/mengarahkan rekan kerja untuk melakukan apa yang harus dilakukan, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
17.	Cara perusahaan merealisasikan kebijakannya, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
18.	Bayaran saya dan beban pekerjaan yang saya lakukan, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
19.	Kebebasan untuk mengeluarkan pendapat pada perusahaan tempat saya bekerja saat ini, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
20.	Terhadap pola disiplin kerja yang diterapkan atasan, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
21.	Suasana kerja, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
22.	Cara rekan kerja saya bergaul dengan baik satu sama lain, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
23.	Penghargaan yang saya dapatkan atas kerjaan yang bagus, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]
24.	Perasaan atas prestasi yang saya dapatkan dari pekerjaan ini, saya merasa:	[ ]	[ ]	[ ]	[ ]	[ ]

LAMPIRAN 2a.

TABULASI DATA
PENERAPAN/PELAKSANAAN K3 (X1)

No. Resp.	Nomor Pertanyaan																																									Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	
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No. Resp.	Faktor							Skor Faktor:						
	1	2	3	4	5	6	Jml	1	2	3	4	5	6	X1
	[8]	[5]	[4]	[4]	[3]	[4]	[28]	[8]	[5]	[4]	[4]	[3]	[4]	[28]
1	22	15	11	11	9	12	80	2.75	3.00	2.75	2.75	3.00	3.00	2.86
2	17	12	12	10	7	16	74	2.13	2.40	3.00	2.50	2.33	4.00	2.64
3	16	11	8	12	9	11	67	2.00	2.20	2.00	3.00	3.00	2.75	2.39
4	14	11	8	9	4	7	53	1.75	2.20	2.00	2.25	1.33	1.75	1.89
5	19	14	18	10	6	7	74	2.38	2.80	4.50	2.50	2.00	1.75	2.64
6	19	9	8	12	7	12	67	2.38	1.80	2.00	3.00	2.33	3.00	2.39
7	24	16	12	10	7	11	80	3.00	3.20	3.00	2.50	2.33	2.75	2.86
8	15	17	9	9	4	9	63	1.88	3.40	2.25	2.25	1.33	2.25	2.25
9	23	15	12	13	5	11	79	2.88	3.00	3.00	3.25	1.67	2.75	2.82
10	19	13	9	9	12	7	69	2.38	2.60	2.25	2.25	4.00	1.75	2.46
11	21	12	8	12	10	10	73	2.63	2.40	2.00	3.00	3.33	2.50	2.61
12	22	12	9	7	6	10	66	2.75	2.40	2.25	1.75	2.00	2.50	2.36
13	19	11	8	12	8	13	71	2.38	2.20	2.00	3.00	2.67	3.25	2.54
14	19	11	7	8	8	11	64	2.38	2.20	1.75	2.00	2.67	2.75	2.29
15	13	13	11	10	9	13	69	1.63	2.60	2.75	2.50	3.00	3.25	2.46
16	27	18	14	13	10	14	96	3.38	3.60	3.50	3.25	3.33	3.50	3.43
17	23	15	12	11	9	12	82	2.88	3.00	3.00	2.75	3.00	3.00	2.93
18	34	14	16	13	12	13	102	4.25	2.80	4.00	3.25	4.00	3.25	3.64
19	21	18	11	12	8	11	81	2.63	3.60	2.75	3.00	2.67	2.75	2.89
20	22	16	10	12	7	10	77	2.75	3.20	2.50	3.00	2.33	2.50	2.75
21	35	22	17	17	12	18	121	4.38	4.40	4.25	4.25	4.00	4.50	4.32
22	21	14	11	17	7	10	80	2.63	2.80	2.75	4.25	2.33	2.50	2.86
23	25	18	13	14	9	11	90	3.13	3.60	3.25	3.50	3.00	2.75	3.21
24	30	20	15	11	12	15	103	3.75	4.00	3.75	2.75	4.00	3.75	3.68
25	36	16	14	17	12	14	109	4.50	3.20	3.50	4.25	4.00	3.50	3.89
26	32	18	13	16	7	13	99	4.00	3.60	3.25	4.00	2.33	3.25	3.54
27	24	20	15	17	11	18	105	3.00	4.00	3.75	4.25	3.67	4.50	3.75
28	33	14	11	13	7	11	89	4.13	2.80	2.75	3.25	2.33	2.75	3.18
29	25	18	13	14	10	11	91	3.13	3.60	3.25	3.50	3.33	2.75	3.25
30	15	12	9	6	6	10	58	1.88	2.40	2.25	1.50	2.00	2.50	2.07
31	32	24	14	18	10	17	115	4.00	4.80	3.50	4.50	3.33	4.25	4.11

32	37	23	16	16	12	16	120	4.63	4.60	4.00	4.00	4.00	4.00	4.29
33	21	18	11	12	9	11	82	2.63	3.60	2.75	3.00	3.00	2.75	2.93
34	27	18	13	13	9	14	94	3.38	3.60	3.25	3.25	3.00	3.50	3.36
35	38	22	17	17	12	16	122	4.75	4.40	4.25	4.25	4.00	4.00	4.36
36	29	23	15	14	7	16	104	3.63	4.60	3.75	3.50	2.33	4.00	3.71
37	21	14	11	14	9	10	79	2.63	2.80	2.75	3.50	3.00	2.50	2.82
38	24	15	10	14	7	12	82	3.00	3.00	2.50	3.50	2.33	3.00	2.93
39	37	23	15	16	12	15	118	4.63	4.60	3.75	4.00	4.00	3.75	4.21
40	27	17	13	13	10	14	94	3.38	3.40	3.25	3.25	3.33	3.50	3.36
41	32	19	16	9	8	18	102	4.00	3.80	4.00	2.25	2.67	4.50	3.64
42	25	18	13	14	10	11	91	3.13	3.60	3.25	3.50	3.33	2.75	3.25
43	29	24	14	18	10	16	111	3.63	4.80	3.50	4.50	3.33	4.00	3.96
44	21	19	11	12	8	14	85	2.63	3.80	2.75	3.00	2.67	3.50	3.04
45	25	18	13	12	10	13	91	3.13	3.60	3.25	3.00	3.33	3.25	3.25
46	20	17	10	10	8	11	76	2.50	3.40	2.50	2.50	2.67	2.75	2.71
47	29	16	12	13	10	14	94	3.63	3.20	3.00	3.25	3.33	3.50	3.36
48	26	19	16	16	10	12	99	3.25	3.80	4.00	4.00	3.33	3.00	3.54
49	32	23	17	17	12	17	118	4.00	4.60	4.25	4.25	4.00	4.25	4.21
50	29	20	16	18	11	17	111	3.63	4.00	4.00	4.50	3.67	4.25	3.96
51	32	19	16	19	14	17	117	4.00	3.80	4.00	4.75	4.67	4.25	4.18
52	37	21	17	17	12	18	122	4.63	4.20	4.25	4.25	4.00	4.50	4.36
53	30	20	15	17	12	12	106	3.75	4.00	3.75	4.25	4.00	3.00	3.79
54	31	20	14	15	11	15	106	3.88	4.00	3.50	3.75	3.67	3.75	3.79
55	33	20	16	16	12	17	114	4.13	4.00	4.00	4.00	4.00	4.25	4.07
56	31	20	16	16	11	15	109	3.88	4.00	4.00	4.00	3.67	3.75	3.89
57	30	19	13	15	12	16	105	3.75	3.80	3.25	3.75	4.00	4.00	3.75
58	29	20	15	14	14	15	107	3.63	4.00	3.75	3.50	4.67	3.75	3.82
59	40	25	20	19	15	20	139	5.00	5.00	5.00	4.75	5.00	5.00	4.96
60	27	16	11	13	11	14	92	3.38	3.20	2.75	3.25	3.67	3.50	3.29
61	37	24	18	14	15	20	128	4.63	4.80	4.50	3.50	5.00	5.00	4.57
62	35	23	16	18	12	19	123	4.38	4.60	4.00	4.50	4.00	4.75	4.39
63	28	15	13	11	11	13	91	3.50	3.00	3.25	2.75	3.67	3.25	3.25
64	33	23	15	15	11	15	112	4.13	4.60	3.75	3.75	3.67	3.75	4.00
65	27	16	13	14	9	14	93	3.38	3.20	3.25	3.50	3.00	3.50	3.32
66	36	21	15	16	11	14	113	4.50	4.20	3.75	4.00	3.67	3.50	4.04
67	22	22	11	13	6	20	94	2.75	4.40	2.75	3.25	2.00	5.00	3.36
68	25	18	13	13	10	13	92	3.13	3.60	3.25	3.25	3.33	3.25	3.29
69	28	23	18	18	10	15	112	3.50	4.60	4.50	4.50	3.33	3.75	4.00
70	33	23	19	15	9	17	116	4.13	4.60	4.75	3.75	3.00	4.25	4.14
71	27	18	12	13	10	13	93	3.38	3.60	3.00	3.25	3.33	3.25	3.32

72	16	11	8	12	9	11	67	2.00	2.20	2.00	3.00	3.00	2.75	2.39
73	19	9	8	12	7	12	67	2.38	1.80	2.00	3.00	2.33	3.00	2.39
74	26	17	14	15	8	11	91	3.25	3.40	3.50	3.75	2.67	2.75	3.25
75	24	18	14	11	9	12	88	3.00	3.60	3.50	2.75	3.00	3.00	3.14
76	23	15	12	13	5	11	79	2.88	3.00	3.00	3.25	1.67	2.75	2.82
77	21	12	8	12	10	10	73	2.63	2.40	2.00	3.00	3.33	2.50	2.61
78	27	15	13	14	11	12	92	3.38	3.00	3.25	3.50	3.67	3.00	3.29
79	19	11	8	12	8	13	71	2.38	2.20	2.00	3.00	2.67	3.25	2.54
80	19	11	7	8	8	11	64	2.38	2.20	1.75	2.00	2.67	2.75	2.29
81	13	12	9	9	8	12	63	1.63	2.40	2.25	2.25	2.67	3.00	2.25
82	34	14	16	13	12	13	102	4.25	2.80	4.00	3.25	4.00	3.25	3.64
83	29	18	11	15	12	11	96	3.63	3.60	2.75	3.75	4.00	2.75	3.43
84	22	16	10	12	7	10	77	2.75	3.20	2.50	3.00	2.33	2.50	2.75
85	24	17	12	13	9	15	90	3.00	3.40	3.00	3.25	3.00	3.75	3.21
86	30	20	15	11	12	15	103	3.75	4.00	3.75	2.75	4.00	3.75	3.68
87	36	16	14	17	12	14	109	4.50	3.20	3.50	4.25	4.00	3.50	3.89
88	32	18	13	16	7	13	99	4.00	3.60	3.25	4.00	2.33	3.25	3.54
89	24	20	15	17	11	18	105	3.00	4.00	3.75	4.25	3.67	4.50	3.75
90	27	17	14	11	10	13	92	3.38	3.40	3.50	2.75	3.33	3.25	3.29
91	32	24	14	18	10	17	115	4.00	4.80	3.50	4.50	3.33	4.25	4.11
92	32	18	13	16	7	13	99	4.00	3.60	3.25	4.00	2.33	3.25	3.54
93	33	14	11	13	7	11	89	4.13	2.80	2.75	3.25	2.33	2.75	3.18
94	25	18	13	14	10	11	91	3.13	3.60	3.25	3.50	3.33	2.75	3.25
95	15	12	9	6	6	10	58	1.88	2.40	2.25	1.50	2.00	2.50	2.07
96	25	18	12	13	10	13	91	3.13	3.60	3.00	3.25	3.33	3.25	3.25

LAMPIRAN 2b.

TABULASI DATA
KEPEMIMPINAN (X2 dan X3)

No.	Transformasional (X2)														Transaksional (X3)										
Resp.	1	2	3	4	5	6	7	8	9	10	11	12	Jml	X2	1	2	3	4	5	6	7	8	9	Jml	X3
1	4	4	4	4	3	4	3	4	4	3	4	2	43	3.58	3	3	4	4	4	4	4	4	4	34	3.78
2	1	1	1	3	3	3	3	3	3	3	2	1	27	2.25	3	1	1	4	2	4	2	3	3	23	2.56
3	1	2	2	2	2	2	2	2	2	2	2	1	22	1.83	2	2	2	2	2	2	2	2	2	18	2.00
4	1	1	1	3	1	2	1	2	2	1	1	1	17	1.42	2	2	2	1	3	2	3	1	2	18	2.00
5	2	2	2	2	2	2	2	2	2	2	2	2	24	2.00	2	2	2	2	2	3	3	2	2	20	2.22
6	2	2	2	2	2	2	2	2	2	2	2	2	24	2.00	2	2	2	1	2	2	2	2	2	17	1.89
7	2	2	2	3	3	3	2	3	3	3	2	2	30	2.50	3	3	3	2	3	3	3	2	3	25	2.78
8	1	1	1	3	1	2	1	2	2	1	1	1	17	1.42	2	2	2	1	3	2	3	1	2	18	2.00
9	2	2	2	3	2	3	3	3	3	2	2	2	29	2.42	3	3	2	1	3	3	3	2	3	23	2.56
10	1	3	1	3	1	2	1	2	2	1	1	1	19	1.58	2	2	2	1	3	2	2	1	2	17	1.89
11	1	1	3	3	1	2	1	2	2	1	1	1	19	1.58	2	2	2	1	3	2	3	1	2	18	2.00
12	2	2	2	2	2	2	2	2	2	2	1	1	22	1.83	2	2	2	3	3	2	2	2	2	20	2.22
13	2	2	3	3	3	3	3	3	3	3	3	3	34	2.83	3	3	2	3	3	2	2	2	2	22	2.44
14	2	3	2	2	2	2	2	2	2	1	2	2	24	2.00	2	2	2	3	3	2	2	2	2	20	2.22
15	1	2	2	2	2	2	2	2	2	2	2	2	23	1.92	2	1	2	2	2	3	2	2	3	19	2.11
16	2	3	2	2	3	3	3	2	3	4	2	2	31	2.58	4	4	4	4	3	4	3	3	2	31	3.44
17	3	3	4	4	4	4	3	3	3	3	2	3	39	3.25	3	3	3	3	2	3	3	3	2	25	2.78
18	3	4	3	4	4	3	3	4	3	3	4	3	41	3.42	4	4	3	4	4	4	4	3	4	34	3.78
19	4	3	5	4	4	5	5	4	5	4	4	4	51	4.25	4	4	4	4	5	5	4	3	4	37	4.11
20	3	3	3	3	3	2	3	3	2	3	3	3	34	2.83	3	2	3	3	3	3	3	2	3	25	2.78
21	3	3	3	3	2	2	3	3	3	3	3	3	34	2.83	3	2	3	3	3	4	2	2	3	25	2.78
22	3	4	3	5	4	4	3	4	4	4	4	4	46	3.83	4	3	3	3	4	5	3	3	4	32	3.56
23	3	3	3	3	3	4	4	3	4	3	3	3	39	3.25	4	2	3	3	4	4	4	2	3	29	3.22
24	4	4	3	4	4	4	3	4	4	3	3	3	43	3.58	4	3	3	4	4	4	4	3	4	33	3.67
25	4	4	4	3	4	3	3	3	4	3	4	4	43	3.58	4	3	3	3	4	4	4	3	3	31	3.44
26	4	3	4	4	4	4	4	5	4	5	5	5	51	4.25	5	4	4	4	4	5	5	3	4	38	4.22
27	4	4	4	3	4	3	3	3	4	3	4	4	43	3.58	4	3	3	3	4	4	3	3	3	30	3.33
28	3	3	3	3	3	3	3	3	4	3	3	3	37	3.08	4	2	3	3	4	4	4	2	3	29	3.22
29	4	4	4	4	4	4	4	4	4	3	3	3	45	3.75	4	3	3	4	4	4	4	3	4	33	3.67
30	3	3	3	3	2	2	3	3	3	3	3	3	34	2.83	3	2	3	3	3	4	4	2	3	27	3.00
31	3	4	5	5	4	4	3	4	4	4	4	4	48	4.00	4	3	3	3	4	5	3	3	4	32	3.56
32	4	5	5	4	4	5	5	5	4	4	4	4	53	4.42	4	4	4	4	5	5	4	3	4	37	4.11
33	3	3	3	3	2	3	3	3	2	3	3	3	34	2.83	3	2	3	3	2	3	3	2	3	24	2.67
34	3	3	4	4	4	4	3	3	4	4	2	3	41	3.42	3	3	3	3	2	3	3	3	2	25	2.78
35	3	4	3	4	4	3	3	4	3	3	4	3	41	3.42	4	4	3	4	4	4	4	3	4	34	3.78
36	4	4	3	3	4	3	3	4	4	3	4	4	43	3.58	4	3	3	3	4	4	3	3	3	30	3.33
37	3	3	3	3	3	3	3	3	3	3	4	3	37	3.08	4	2	3	3	4	4	4	2	3	29	3.22
38	3	3	3	3	2	2	3	3	3	3	3	3	34	2.83	4	3	3	3	3	4	4	2	3	29	3.22
39	4	5	4	4	4	4	5	5	4	4	4	4	51	4.25	4	4	4	4	5	5	4	3	4	37	4.11
40	4	5	4	4	4	4	5	5	4	4	4	4	51	4.25	4	4	4	4	5	5	4	3	4	37	4.11

41	3	3	4	4	4	4	3	3	3	3	3	4	41	3.42	3	3	3	3	2	3	3	3	2	25	2.78
42	4	4	4	4	4	4	4	4	4	3	3	3	45	3.75	4	3	3	4	4	4	4	3	4	33	3.67
43	3	4	4	5	4	4	5	5	4	4	4	4	50	4.17	4	3	3	3	4	5	3	3	4	32	3.56
44	3	3	3	3	2	3	3	2	3	3	3	3	34	2.83	3	2	3	3	2	3	3	2	3	24	2.67
45	3	4	3	4	4	3	4	4	3	3	4	3	42	3.50	4	4	3	4	4	4	4	3	4	34	3.78
46	3	3	3	3	3	4	3	4	3	4	3	3	39	3.25	3	3	3	4	3	3	3	3	3	28	3.11
47	3	3	3	4	3	2	3	3	4	3	2	3	36	3.00	4	3	3	3	4	3	3	3	3	29	3.22
48	4	4	4	4	4	4	4	4	4	4	4	4	48	4.00	4	3	3	5	4	4	3	3	3	32	3.56
49	3	3	3	3	3	4	3	3	3	3	1	4	36	3.00	5	3	2	5	5	4	3	3	2	32	3.56
50	5	5	5	5	5	5	5	5	5	5	5	5	60	5.00	2	3	4	3	3	4	4	3	2	28	3.11
51	5	5	5	5	4	4	4	5	4	4	4	3	52	4.33	4	2	3	4	3	4	4	3	4	31	3.44
52	4	4	4	4	4	4	4	4	4	4	4	3	47	3.92	4	4	4	4	4	4	2	3	4	33	3.67
53	3	3	3	4	3	3	3	4	3	4	3	4	40	3.33	4	3	4	4	3	4	4	3	4	33	3.67
54	4	4	4	4	4	3	4	4	3	4	3	3	44	3.67	4	3	4	4	3	4	3	3	3	31	3.44
55	4	3	4	3	4	4	4	4	4	4	4	4	46	3.83	5	5	5	5	5	5	4	4	4	42	4.67
56	5	5	5	5	5	5	5	5	5	5	5	5	60	5.00	5	5	5	5	5	5	5	4	5	44	4.89
57	4	4	4	3	3	3	4	4	4	3	4	4	44	3.67	4	3	3	4	4	4	4	3	4	33	3.67
58	4	4	5	5	5	5	5	5	5	5	5	4	57	4.75	5	5	3	5	3	4	1	3	3	32	3.56
59	5	4	4	5	5	5	5	4	4	4	4	4	53	4.42	4	5	5	4	5	4	4	4	4	39	4.33
60	5	5	4	4	3	4	3	4	3	3	5	4	47	3.92	4	3	5	5	4	3	4	3	4	35	3.89
61	4	4	4	5	4	4	3	4	4	4	3	3	46	3.83	5	5	4	4	4	5	4	3	2	36	4.00
62	3	3	3	4	3	3	4	3	3	3	4	3	39	3.25	3	5	5	4	4	4	4	4	3	36	4.00
63	4	5	5	4	4	5	4	5	5	4	5	5	55	4.58	4	4	2	4	5	5	2	3	5	34	3.78
64	5	5	4	5	4	3	5	4	4	5	4	1	49	4.08	3	4	4	5	4	4	1	3	3	31	3.44
65	4	4	5	4	4	4	3	4	4	4	3	3	46	3.83	3	3	3	3	4	4	4	3	3	30	3.33
66	3	4	4	4	5	4	4	3	3	4	3	3	44	3.67	5	5	4	3	3	3	4	3	3	33	3.67
67	2	3	2	2	2	3	3	3	4	3	2	2	31	2.58	1	4	4	3	3	4	4	3	4	30	3.33
68	3	5	5	4	4	4	4	4	4	4	4	4	49	4.08	4	4	4	4	4	4	4	4	3	35	3.89
69	3	4	4	4	4	5	4	5	4	4	4	3	48	4.00	4	4	4	4	4	5	4	4	4	37	4.11
70	2	2	2	2	2	2	2	4	2	4	3	3	30	2.50	5	5	4	5	3	4	3	2	3	34	3.78
71	2	2	1	2	1	2	2	2	1	2	1	1	19	1.58	4	4	4	4	4	3	4	4	4	35	3.89
72	4	4	4	5	5	5	3	3	4	4	4	4	49	4.08	3	4	3	3	4	4	3	3	2	29	3.22
73	2	3	2	2	2	2	3	3	3	3	3	2	30	2.50	2	2	2	2	2	3	3	2	2	20	2.22
74	2	2	2	2	1	2	1	2	2	2	2	2	22	1.83	3	3	3	4	3	3	3	3	3	28	3.11
75	2	2	2	3	3	3	2	3	3	3	2	2	30	2.50	3	3	3	3	4	4	3	3	3	29	3.22
76	4	4	4	3	4	4	4	4	3	4	3	3	44	3.67	3	3	3	4	3	3	3	3	3	28	3.11
77	2	2	3	3	2	2	3	3	2	3	3	3	31	2.58	3	3	3	3	3	3	3	3	3	27	3.00
78	4	4	4	4	4	3	4	4	2	4	4	4	45	3.75	2	2	2	3	3	2	2	2	2	20	2.22
79	2	3	2	2	3	3	2	2	3	3	3	3	31	2.58	3	3	2	3	3	2	2	2	2	22	2.44
80	4	3	3	3	4	3	4	3	3	3	3	3	39	3.25	2	1	2	2	2	3	2	2	3	19	2.11
81	2	2	2	2	3	1	2	2	1	2	2	2	23	1.92	4	4	4	4	3	4	3	3	2	31	3.44
82	3	3	4	4	4	4	3	3	3	3	2	3	39	3.25	3	3	3	3	2	3	3	3	2	25	2.78
83	3	3	3	4	3	4	4	3	3	3	3	3	39	3.25	3	4	3	3	4	3	3	3	3	29	3.22
84	3	3	3	3	3	4	4	4	4	3	3	3	40	3.33	3	3	4	4	3	4	3	3	3	30	3.33
85	3	4	3	5	4	4	3	4	4	4	4	4	46	3.83	4	3	3	3	4	5	3	3	4	32	3.56
86	4	4	4	3	2	3	3	3	3	3	4	3	39	3.25	4	3	3	3	4	4	4	3	3	31	3.44
87	4	3	4	4	4	3	3	3	3	3	3	3	40	3.33	3	3	4	3	4	3	3	3	4	30	3.33

88	4	4	4	5	4	4	4	5	4	5	4	4	51	4.25	4	5	4	4	4	4	5	4	4	38	4.22
89	3	3	3	3	3	3	3	3	4	3	3	3	37	3.08	4	2	3	3	4	4	4	2	3	29	3.22
90	4	4	4	4	4	4	4	4	4	3	3	3	45	3.75	4	3	3	4	4	4	4	3	4	33	3.67
91	4	4	4	4	5	5	4	5	4	4	4	4	51	4.25	4	4	4	4	4	4	5	4	4	37	4.11
92	3	3	4	4	4	4	3	3	4	4	2	3	41	3.42	3	3	3	3	2	3	3	3	2	25	2.78
93	4	4	3	3	4	3	3	4	3	3	3	3	40	3.33	4	3	3	3	4	4	3	3	3	30	3.33
94	4	3	3	3	4	3	3	3	4	3	3	4	40	3.33	3	3	2	2	2	3	3	3	3	24	2.67
95	4	4	4	4	4	4	4	4	4	3	3	3	45	3.75	4	3	3	3	3	3	3	3	3	28	3.11
96	3	4	4	5	4	4	5	5	4	4	4	4	50	4.17	4	3	3	3	4	5	3	3	4	32	3.56

LAMPIRAN 2c.

TABULASI DATA
KEPUASAN KERJA (Y)

No. Resp.	Nomor Pertanyaan																								Total	Faktor			Faktor		
																										1	2	Jml	1	2	Y
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24		[14]	[10]	[24]	[14]	[10]	[24]
1	3	3	3	3	2	3	3	3	4	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	75	43	32	75	3.07	3.20	3.13
2	3	2	3	3	4	2	3	2	3	3	3	2	3	3	3	2	3	2	3	4	1	3	1	4	65	42	23	65	3.00	2.30	2.71
3	3	3	2	2	2	2	2	3	2	2	1	1	2	2	2	2	2	2	2	2	1	2	1	1	46	27	19	46	1.93	1.90	1.92
4	1	1	3	1	1	2	1	3	2	2	1	1	1	1	1	3	2	2	1	1	1	3	2	2	39	16	23	39	1.14	2.30	1.63
5	2	3	2	1	2	1	2	2	2	2	2	1	2	3	3	3	2	3	2	2	1	2	1	1	47	28	19	47	2.00	1.90	1.96
6	2	2	2	2	2	2	2	2	1	2	1	1	2	2	2	2	2	2	2	2	3	3	1	1	45	26	19	45	1.86	1.90	1.88
7	2	3	3	4	4	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	2	70	42	28	70	3.00	2.80	2.92
8	1	1	3	1	1	2	1	3	2	2	1	1	1	1	1	3	2	1	1	1	1	3	2	1	37	15	22	37	1.07	2.20	1.54
9	2	2	3	2	2	3	2	3	3	3	2	2	2	2	2	3	3	3	2	2	2	3	2	2	57	29	28	57	2.07	2.80	2.38
10	1	1	3	1	1	2	1	3	2	2	1	1	1	1	1	3	2	2	1	1	1	3	2	1	38	15	23	38	1.07	2.30	1.58
11	1	1	3	1	1	2	1	3	2	2	3	1	1	1	1	3	2	2	1	1	1	3	2	1	40	17	23	40	1.21	2.30	1.67
12	2	2	2	1	1	2	2	2	2	2	1	1	2	2	2	2	2	2	2	2	2	3	1	1	43	24	19	43	1.71	1.90	1.79
13	3	3	3	2	2	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	2	2	66	38	28	66	2.71	2.80	2.75
14	2	2	2	1	1	2	2	2	2	2	2	1	2	2	2	2	2	2	2	2	2	2	1	1	43	25	18	43	1.79	1.80	1.79
15	3	3	3	2	2	3	2	2	2	2	1	1	2	2	2	2	2	2	3	2	2	2	1	1	49	29	20	49	2.07	2.00	2.04
16	2	1	2	2	3	2	2	2	3	3	2	2	3	2	2	3	2	2	2	3	3	3	3	4	58	34	24	58	2.43	2.40	2.42
17	3	2	3	3	2	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	71	41	30	71	2.93	3.00	2.96
18	5	4	4	3	3	3	4	4	4	4	4	3	4	3	4	4	4	3	3	3	4	3	4	3	87	51	36	87	3.64	3.60	3.63
19	4	4	4	4	3	4	4	4	5	5	3	4	4	4	4	4	4	4	4	4	4	4	4	4	96	55	41	96	3.93	4.10	4.00
20	3	3	3	3	3	3	3	3	3	3	3	4	2	3	4	2	2	2	3	3	3	3	3	2	69	41	28	69	2.93	2.80	2.88
21	4	3	4	3	4	4	3	3	4	3	3	3	3	4	4	4	3	3	3	4	4	4	3	3	83	49	34	83	3.50	3.40	3.46
22	4	4	4	4	3	4	3	4	3	4	4	3	4	4	4	4	3	3	3	4	4	4	3	3	87	51	36	87	3.64	3.60	3.63
23	3	4	3	4	3	3	3	3	4	3	3	2	3	4	4	3	3	4	3	4	4	4	3	3	80	49	31	80	3.50	3.10	3.33
24	4	4	4	4	4	4	3	4	4	4	4	3	3	4	4	4	3	3	4	4	4	4	3	3	89	53	36	89	3.79	3.60	3.71

25	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	5	4	4	4	4	97	56	41	97	4.00	4.10	4.04
26	4	4	5	3	5	5	3	5	4	5	4	4	4	5	4	4	4	5	4	5	5	5	4	4	104	58	46	104	4.14	4.60	4.33
27	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	5	4	4	4	4	98	57	41	98	4.07	4.10	4.08
28	3	4	3	4	3	3	3	3	4	3	3	2	3	4	4	3	3	4	3	4	4	4	3	3	80	49	31	80	3.50	3.10	3.33
29	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	3	3	4	4	4	4	3	3	90	54	36	90	3.86	3.60	3.75
30	4	3	4	3	4	4	3	3	4	3	3	3	3	4	4	4	3	3	3	4	4	4	3	3	83	49	34	83	3.50	3.40	3.46
31	4	4	4	4	3	4	3	4	3	4	4	3	4	4	4	4	3	3	3	4	4	4	3	3	87	51	36	87	3.64	3.60	3.63
32	4	4	4	4	3	4	4	4	5	5	3	4	4	4	4	4	4	4	4	4	4	4	4	4	96	55	41	96	3.93	4.10	4.00
33	3	3	3	3	3	3	3	4	3	3	3	2	2	3	4	2	2	2	3	3	3	3	3	2	68	41	27	68	2.93	2.70	2.83
34	3	2	3	3	2	3	3	3	3	3	3	3	4	3	3	3	4	3	3	3	3	4	3		73	41	32	73	2.93	3.20	3.04
35	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	4	3	73	41	32	73	2.93	3.20	3.04
36	5	4	4	3	3	3	4	4	4	4	4	3	4	3	4	4	4	3	3	3	4	3	4	3	87	51	36	87	3.64	3.60	3.63
37	3	4	3	4	3	3	3	3	4	3	3	2	3	4	4	3	3	4	3	4	4	4	3	3	80	49	31	80	3.50	3.10	3.33
38	4	3	4	3	4	4	3	3	4	3	3	3	3	4	4	4	3	3	3	4	4	4	3	3	83	49	34	83	3.50	3.40	3.46
39	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	5	5	4	5	4	4	4	4	98	57	41	98	4.07	4.10	4.08
40	4	4	4	3	3	4	3	4	5	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	92	53	39	92	3.79	3.90	3.83
41	3	2	3	3	2	3	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	3	4	3	73	41	32	73	2.93	3.20	3.04
42	4	4	4	4	4	4	2	4	4	4	4	3	3	4	4	4	3	3	4	4	4	4	3	3	88	52	36	88	3.71	3.60	3.67
43	4	3	3	4	3	3	3	4	3	3	3	3	4	4	3	3	3	3	3	4	4	4	3	3	80	48	32	80	3.43	3.20	3.33
44	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	2	2	2	3	3	3	3	3	2	66	40	26	66	2.86	2.60	2.75
45	4	4	4	3	3	3	3	3	3	3	4	3	4	3	4	3	4	3	3	3	3	3	4	3	80	47	33	80	3.36	3.30	3.33
46	2	3	2	2	2	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	2	4	3	2	69	38	31	69	2.71	3.10	2.88
47	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	3	76	43	33	76	3.07	3.30	3.17
48	3	3	4	3	3	4	4	4	3	3	3	3	3	3	4	5	5	3	3	4	4	4	3	3	84	46	38	84	3.29	3.80	3.50
49	4	4	5	4	4	4	5	4	5	4	4	5	4	4	4	4	4	4	4	5	4	4	5	4	102	59	43	102	4.21	4.30	4.25
50	5	4	5	4	4	4	4	3	4	3	4	4	4	3	3	3	4	3	3	3	3	3	5	3	88	51	37	88	3.64	3.70	3.67
51	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4	4	4	3	4	4	4	4	3	4	92	55	37	92	3.93	3.70	3.83
52	5	5	5	4	5	5	4	4	5	4	5	4	5	4	5	5	4	5	4	5	5	5	5	5	112	66	46	112	4.71	4.60	4.67
53	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	94	55	39	94	3.93	3.90	3.92
54	4	4	4	4	5	4	4	4	4	4	4	3	4	4	4	4	4	3	3	4	4	4	3	4	93	56	37	93	4.00	3.70	3.88
55	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	96	56	40	96	4.00	4.00	4.00
56	4	5	5	5	5	4	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	102	60	42	102	4.29	4.20	4.25
57	4	3	4	3	3	3	3	4	3	3	3	3	4	3	4	3	3	3	3	3	3	3	3	3	77	45	32	77	3.21	3.20	3.21

58	3	4	4	3	3	5	3	5	5	3	4	3	5	3	4	3	4	3	4	4	4	3	3	4	89	53	36	89	3.79	3.60	3.71
59	5	5	5	4	4	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	116	67	49	116	4.79	4.90	4.83
60	5	5	3	4	5	5	3	5	4	3	3	3	5	3	3	4	3	3	4	4	5	3	3	3	91	56	35	91	4.00	3.50	3.79
61	4	4	4	4	4	4	4	4	4	4	5	5	5	5	4	4	4	4	4	4	4	4	4	4	100	59	41	100	4.21	4.10	4.17
62	4	4	4	4	4	5	4	5	4	4	4	5	5	4	5	4	4	5	5	4	5	4	4	4	104	60	44	104	4.29	4.40	4.33
63	3	4	4	4	4	3	4	3	4	3	4	3	3	4	4	3	4	3	3	4	3	3	3	4	84	52	32	84	3.71	3.20	3.50
64	4	4	4	5	4	4	4	4	4	5	5	3	4	5	5	5	4	4	5	4	5	4	4	4	103	62	41	103	4.43	4.10	4.29
65	3	3	3	3	3	3	4	4	3	3	3	3	3	4	3	3	3	3	1	3	3	3	3	3	73	42	31	73	3.00	3.10	3.04
66	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	3	3	4	4	3	3	4	4	89	52	37	89	3.71	3.70	3.71
67	3	3	3	3	2	3	1	1	3	2	1	3	3	3	3	3	1	1	5	3	3	3	5	3	64	39	25	64	2.79	2.50	2.67
68	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	96	56	40	96	4.00	4.00	4.00
69	5	5	4	5	4	5	5	4	5	4	4	5	5	4	4	4	4	4	5	4	4	5	4	4	106	63	43	106	4.50	4.30	4.42
70	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	75	44	31	75	3.14	3.10	3.13
71	3	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	93	55	38	93	3.93	3.80	3.88
72	3	2	3	3	4	2	3	2	3	3	3	2	3	3	3	2	3	2	3	4	1	3	1	4	65	42	23	65	3.00	2.30	2.71
73	2	3	2	3	2	2	3	2	2	3	2	2	2	3	2	3	2	3	3	3	2	2	1	1	55	33	22	55	2.36	2.20	2.29
74	3	2	3	3	4	3	3	3	3	3	3	3	3	4	4	4	3	3	4	4	4	3	3	3	78	47	31	78	3.36	3.10	3.25
75	2	3	3	4	4	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	2	70	42	28	70	3.00	2.80	2.92
76	2	2	3	2	2	3	2	3	3	3	2	2	2	2	2	3	3	3	2	2	2	3	2	2	57	29	28	57	2.07	2.80	2.38
77	3	3	3	2	3	2	3	3	2	3	3	2	3	3	3	3	2	2	2	3	2	3	2	1	61	36	25	61	2.57	2.50	2.54
78	3	2	2	3	2	3	2	3	2	3	3	2	2	3	2	3	2	2	3	3	3	3	2	2	60	35	25	60	2.50	2.50	2.50
79	3	3	3	2	2	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	2	2	66	38	28	66	2.71	2.80	2.75
80	2	2	2	3	3	2	2	2	3	2	3	3	3	2	2	3	3	2	3	3	2	3	2	3	60	36	24	60	2.57	2.40	2.50
81	3	3	3	2	2	3	2	2	2	3	3	2	3	2	3	3	2	2	2	2	2	2	1	1	55	32	23	55	2.29	2.30	2.29
82	3	2	3	3	2	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	71	41	30	71	2.93	3.00	2.96
83	3	3	4	3	3	3	3	3	3	3	4	3	4	3	3	3	4	3	3	3	4	3	4	3	78	45	33	78	3.21	3.30	3.25
84	4	3	4	3	4	4	3	3	4	3	3	3	3	4	4	4	3	3	3	4	4	4	3	3	83	49	34	83	3.50	3.40	3.46
85	4	3	3	4	3	4	3	4	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	77	45	32	77	3.21	3.20	3.21
86	3	4	3	4	3	3	3	3	4	3	3	2	3	4	4	3	3	4	3	4	4	4	3	3	80	49	31	80	3.50	3.10	3.33
87	4	4	4	4	4	4	3	4	4	3	4	3	3	4	3	3	3	3	4	4	3	3	3	3	84	51	33	84	3.64	3.30	3.50
88	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	96	56	40	96	4.00	4.00	4.00
89	3	4	3	4	3	3	3	3	4	3	3	2	3	4	4	3	3	4	3	4	4	4	3	3	80	49	31	80	3.50	3.10	3.33
90	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	3	3	4	4	4	4	3	3	90	54	36	90	3.86	3.60	3.75

91	4	4	4	4	5	4	4	4	5	5	5	4	4	5	4	4	4	4	5	4	5	4	4	4	103	62	41	103	4.43	4.10	4.29
92	3	3	3	3	3	3	3	4	3	3	3	2	2	3	4	2	2	2	3	3	3	3	3	2	68	41	27	68	2.93	2.70	2.83
93	3	2	3	3	2	3	3	3	3	3	3	3	3	4	3	3	3	4	3	3	3	3	4	3	73	41	32	73	2.93	3.20	3.04
94	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	4	3	73	41	32	73	2.93	3.20	3.04
95	3	4	3	4	3	3	3	3	4	3	3	2	3	4	4	3	3	4	3	4	4	4	3	3	80	49	31	80	3.50	3.10	3.33
96	4	3	4	3	4	4	3	3	4	3	3	3	3	4	4	4	3	3	3	4	4	4	3	3	83	49	34	83	3.50	3.40	3.46

LAMPIRAN

REKAP DATA PENELITIAN

No. Resp.	x1_1	x1_2	x1_3	x1_4	x1_5	x1_6	x1	x2	x3	y1	y2	y
1	2.75	3.00	2.75	2.75	3.00	3.00	2.86	3.58	3.78	3.07	3.20	3.13
2	2.13	2.40	3.00	2.50	2.33	4.00	2.64	2.25	2.56	3.00	2.30	2.71
3	2.00	2.20	2.00	3.00	3.00	2.75	2.39	1.83	2.00	1.93	1.90	1.92
4	1.75	2.20	2.00	2.25	1.33	1.75	1.89	1.42	2.00	1.14	2.30	1.63
5	2.38	2.80	4.50	2.50	2.00	1.75	2.64	2.00	2.22	2.00	1.90	1.96
6	2.38	1.80	2.00	3.00	2.33	3.00	2.39	2.00	1.89	1.86	1.90	1.88
7	3.00	3.20	3.00	2.50	2.33	2.75	2.86	2.50	2.78	3.00	2.80	2.92
8	1.88	3.40	2.25	2.25	1.33	2.25	2.25	1.42	2.00	1.07	2.20	1.54
9	2.88	3.00	3.00	3.25	1.67	2.75	2.82	2.42	2.56	2.07	2.80	2.38
10	2.38	2.60	2.25	2.25	4.00	1.75	2.46	1.58	1.89	1.07	2.30	1.58
11	2.63	2.40	2.00	3.00	3.33	2.50	2.61	1.58	2.00	1.21	2.30	1.67
12	2.75	2.40	2.25	1.75	2.00	2.50	2.36	1.83	2.22	1.71	1.90	1.79
13	2.38	2.20	2.00	3.00	2.67	3.25	2.54	2.83	2.44	2.71	2.80	2.75
14	2.38	2.20	1.75	2.00	2.67	2.75	2.29	2.00	2.22	1.79	1.80	1.79
15	1.63	2.60	2.75	2.50	3.00	3.25	2.46	1.92	2.11	2.07	2.00	2.04
16	3.38	3.60	3.50	3.25	3.33	3.50	3.43	2.58	3.44	2.43	2.40	2.42
17	2.88	3.00	3.00	2.75	3.00	3.00	2.93	3.25	2.78	2.93	3.00	2.96
18	4.25	2.80	4.00	3.25	4.00	3.25	3.64	3.42	3.78	3.64	3.60	3.63
19	2.63	3.60	2.75	3.00	2.67	2.75	2.89	4.25	4.11	3.93	4.10	4.00
20	2.75	3.20	2.50	3.00	2.33	2.50	2.75	2.83	2.78	2.93	2.80	2.88
21	4.38	4.40	4.25	4.25	4.00	4.50	4.32	2.83	2.78	3.50	3.40	3.46
22	2.63	2.80	2.75	4.25	2.33	2.50	2.86	3.83	3.56	3.64	3.60	3.63
23	3.13	3.60	3.25	3.50	3.00	2.75	3.21	3.25	3.22	3.50	3.10	3.33
24	3.75	4.00	3.75	2.75	4.00	3.75	3.68	3.58	3.67	3.79	3.60	3.71
25	4.50	3.20	3.50	4.25	4.00	3.50	3.89	3.58	3.44	4.00	4.10	4.04
26	4.00	3.60	3.25	4.00	2.33	3.25	3.54	4.25	4.22	4.14	4.60	4.33

27	3.00	4.00	3.75	4.25	3.67	4.50	3.75	3.58	3.33	4.07	4.10	4.08
28	4.13	2.80	2.75	3.25	2.33	2.75	3.18	3.08	3.22	3.50	3.10	3.33
29	3.13	3.60	3.25	3.50	3.33	2.75	3.25	3.75	3.67	3.86	3.60	3.75
30	1.88	2.40	2.25	1.50	2.00	2.50	2.07	2.83	3.00	3.50	3.40	3.46
31	4.00	4.80	3.50	4.50	3.33	4.25	4.11	4.00	3.56	3.64	3.60	3.63
32	4.63	4.60	4.00	4.00	4.00	4.00	4.29	4.42	4.11	3.93	4.10	4.00
33	2.63	3.60	2.75	3.00	3.00	2.75	2.93	2.83	2.67	2.93	2.70	2.83
34	3.38	3.60	3.25	3.25	3.00	3.50	3.36	3.42	2.78	2.93	3.20	3.04
35	4.75	4.40	4.25	4.25	4.00	4.00	4.36	3.42	3.78	2.93	3.20	3.04
36	3.63	4.60	3.75	3.50	2.33	4.00	3.71	3.58	3.33	3.64	3.60	3.63
37	2.63	2.80	2.75	3.50	3.00	2.50	2.82	3.08	3.22	3.50	3.10	3.33
38	3.00	3.00	2.50	3.50	2.33	3.00	2.93	2.83	3.22	3.50	3.40	3.46
39	4.63	4.60	3.75	4.00	4.00	3.75	4.21	4.25	4.11	4.07	4.10	4.08
40	3.38	3.40	3.25	3.25	3.33	3.50	3.36	4.25	4.11	3.79	3.90	3.83
41	4.00	3.80	4.00	2.25	2.67	4.50	3.64	3.42	2.78	2.93	3.20	3.04
42	3.13	3.60	3.25	3.50	3.33	2.75	3.25	3.75	3.67	3.71	3.60	3.67
43	3.63	4.80	3.50	4.50	3.33	4.00	3.96	4.17	3.56	3.43	3.20	3.33
44	2.63	3.80	2.75	3.00	2.67	3.50	3.04	2.83	2.67	2.86	2.60	2.75
45	3.13	3.60	3.25	3.00	3.33	3.25	3.25	3.50	3.78	3.36	3.30	3.33
46	2.50	3.40	2.50	2.50	2.67	2.75	2.71	3.25	3.11	2.71	3.10	2.88
47	3.63	3.20	3.00	3.25	3.33	3.50	3.36	3.00	3.22	3.07	3.30	3.17
48	3.25	3.80	4.00	4.00	3.33	3.00	3.54	4.00	3.56	3.29	3.80	3.50
49	4.00	4.60	4.25	4.25	4.00	4.25	4.21	3.00	3.56	4.21	4.30	4.25
50	3.63	4.00	4.00	4.50	3.67	4.25	3.96	5.00	3.11	3.64	3.70	3.67
51	4.00	3.80	4.00	4.75	4.67	4.25	4.18	4.33	3.44	3.93	3.70	3.83
52	4.63	4.20	4.25	4.25	4.00	4.50	4.36	3.92	3.67	4.71	4.60	4.67
53	3.75	4.00	3.75	4.25	4.00	3.00	3.79	3.33	3.67	3.93	3.90	3.92
54	3.88	4.00	3.50	3.75	3.67	3.75	3.79	3.67	3.44	4.00	3.70	3.88
55	4.13	4.00	4.00	4.00	4.00	4.25	4.07	3.83	4.67	4.00	4.00	4.00
56	3.88	4.00	4.00	4.00	3.67	3.75	3.89	5.00	4.89	4.29	4.20	4.25
57	3.75	3.80	3.25	3.75	4.00	4.00	3.75	3.67	3.67	3.21	3.20	3.21
58	3.63	4.00	3.75	3.50	4.67	3.75	3.82	4.75	3.56	3.79	3.60	3.71

59	5.00	5.00	5.00	4.75	5.00	5.00	4.96	4.42	4.33	4.79	4.90	4.83
60	3.38	3.20	2.75	3.25	3.67	3.50	3.29	3.92	3.89	4.00	3.50	3.79
61	4.63	4.80	4.50	3.50	5.00	5.00	4.57	3.83	4.00	4.21	4.10	4.17
62	4.38	4.60	4.00	4.50	4.00	4.75	4.39	3.25	4.00	4.29	4.40	4.33
63	3.50	3.00	3.25	2.75	3.67	3.25	3.25	4.58	3.78	3.71	3.20	3.50
64	4.13	4.60	3.75	3.75	3.67	3.75	4.00	4.08	3.44	4.43	4.10	4.29
65	3.38	3.20	3.25	3.50	3.00	3.50	3.32	3.83	3.33	3.00	3.10	3.04
66	4.50	4.20	3.75	4.00	3.67	3.50	4.04	3.67	3.67	3.71	3.70	3.71
67	2.75	4.40	2.75	3.25	2.00	5.00	3.36	2.58	3.33	2.79	2.50	2.67
68	3.13	3.60	3.25	3.25	3.33	3.25	3.29	4.08	3.89	4.00	4.00	4.00
69	3.50	4.60	4.50	4.50	3.33	3.75	4.00	4.00	4.11	4.50	4.30	4.42
70	4.13	4.60	4.75	3.75	3.00	4.25	4.14	2.50	3.78	3.14	3.10	3.13
71	3.38	3.60	3.00	3.25	3.33	3.25	3.32	1.58	3.89	3.93	3.80	3.88
72	2.00	2.20	2.00	3.00	3.00	2.75	2.39	4.08	3.22	3.00	2.30	2.71
73	2.38	1.80	2.00	3.00	2.33	3.00	2.39	2.50	2.22	2.36	2.20	2.29
74	3.25	3.40	3.50	3.75	2.67	2.75	3.25	1.83	3.11	3.36	3.10	3.25
75	3.00	3.60	3.50	2.75	3.00	3.00	3.14	2.50	3.22	3.00	2.80	2.92
76	2.88	3.00	3.00	3.25	1.67	2.75	2.82	3.67	3.11	2.07	2.80	2.38
77	2.63	2.40	2.00	3.00	3.33	2.50	2.61	2.58	3.00	2.57	2.50	2.54
78	3.38	3.00	3.25	3.50	3.67	3.00	3.29	3.75	2.22	2.50	2.50	2.50
79	2.38	2.20	2.00	3.00	2.67	3.25	2.54	2.58	2.44	2.71	2.80	2.75
80	2.38	2.20	1.75	2.00	2.67	2.75	2.29	3.25	2.11	2.57	2.40	2.50
81	1.63	2.40	2.25	2.25	2.67	3.00	2.25	1.92	3.44	2.29	2.30	2.29
82	4.25	2.80	4.00	3.25	4.00	3.25	3.64	3.25	2.78	2.93	3.00	2.96
83	3.63	3.60	2.75	3.75	4.00	2.75	3.43	3.25	3.22	3.21	3.30	3.25
84	2.75	3.20	2.50	3.00	2.33	2.50	2.75	3.33	3.33	3.50	3.40	3.46
85	3.00	3.40	3.00	3.25	3.00	3.75	3.21	3.83	3.56	3.21	3.20	3.21
86	3.75	4.00	3.75	2.75	4.00	3.75	3.68	3.25	3.44	3.50	3.10	3.33
87	4.50	3.20	3.50	4.25	4.00	3.50	3.89	3.33	3.33	3.64	3.30	3.50
88	4.00	3.60	3.25	4.00	2.33	3.25	3.54	4.25	4.22	4.00	4.00	4.00
89	3.00	4.00	3.75	4.25	3.67	4.50	3.75	3.08	3.22	3.50	3.10	3.33
90	3.38	3.40	3.50	2.75	3.33	3.25	3.29	3.75	3.67	3.86	3.60	3.75

91	4.00	4.80	3.50	4.50	3.33	4.25	4.11	4.25	4.11	4.43	4.10	4.29
92	4.00	3.60	3.25	4.00	2.33	3.25	3.54	3.42	2.78	2.93	2.70	2.83
93	4.13	2.80	2.75	3.25	2.33	2.75	3.18	3.33	3.33	2.93	3.20	3.04
94	3.13	3.60	3.25	3.50	3.33	2.75	3.25	3.33	2.67	2.93	3.20	3.04
95	1.88	2.40	2.25	1.50	2.00	2.50	2.07	3.75	3.11	3.50	3.10	3.33
96	3.13	3.60	3.00	3.25	3.33	3.25	3.25	4.17	3.56	3.50	3.40	3.46

Lampiran 3.a.

Hasil Ujicoba Instrumen
Validitas dan Reliabiltias Instrumen Penerapan/Pelaksanaan K3 (X1)

- Analisis Tahap I –
Reliability

****** Method 1 (space saver) will be used for this analysis ******

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM_1	126.1333	560.7091	.4508	.9632
ITEM_2	126.3556	550.7798	.6062	.9626
ITEM_3	126.0444	556.3162	.6154	.9626
ITEM_4	126.5333	556.7545	.6007	.9627
ITEM_5	126.3333	550.9091	.5604	.9628
ITEM_6	126.4222	547.5677	.6156	.9625
ITEM_7	126.4000	555.5636	.5698	.9628
ITEM_8	126.1111	563.1465	.4876	.9631
ITEM_9	126.0444	546.8616	.7460	.9620
ITEM_10	126.1556	553.1343	.6056	.9626
ITEM_11	125.7778	543.3586	.7745	.9618
ITEM_12	125.8889	543.5101	.6741	.9622
ITEM_13	126.0667	544.6545	.7410	.9619
ITEM_14	126.0889	539.6737	.7183	.9620
ITEM_15	126.4222	535.9313	.8171	.9615
ITEM_16	126.2000	543.8000	.7329	.9620
ITEM_17	126.4444	538.5707	.7000	.9621
ITEM_18	125.7556	541.5525	.7200	.9620
ITEM_19	126.1778	555.1495	.5837	.9627
ITEM_20	125.9778	547.6131	.6001	.9626
ITEM_21	126.2889	570.3919	.1659	.9644
ITEM_22	125.8889	553.1465	.5875	.9627
ITEM_23	126.2444	543.3253	.5995	.9628
ITEM_24	126.8667	554.2091	.4028	.9639
ITEM_25	126.2444	555.6434	.5213	.9630
ITEM_26	126.0222	552.7495	.7489	.9622
ITEM_27	125.7778	552.9495	.5992	.9626
ITEM_28	125.7333	552.3818	.5918	.9626
ITEM_29	125.6667	541.5909	.7721	.9617
ITEM_30	125.9111	556.1737	.5753	.9627
ITEM_31	126.5556	542.1162	.6986	.9621
ITEM_32	125.8222	553.9677	.6473	.9625
ITEM_33	126.3778	550.6040	.7154	.9622
ITEM_34	126.0444	542.7707	.7576	.9618
ITEM_35	125.6889	563.7646	.3325	.9637
ITEM_36	125.8889	557.0101	.5469	.9629
ITEM_37	125.7778	541.1768	.7462	.9619

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM_38	126.1111	562.5556	.3165	.9640
ITEM_39	126.1556	552.4071	.5845	.9627
ITEM_40	126.2444	558.6434	.5198	.9630
ITEM_41	126.2222	543.5859	.6776	.9622
ITEM_42	126.3333	549.6364	.6607	.9623

Reliability Coefficients

N of Cases = 45.0

N of Items = 42

Alpha = .9634

Hasil Ujicoba Instrumen
Validitas dan Reliabiltias Instrumen Penerapan/Pelaksanaan K3 (X1)

- Analisis Tahap II –
Reliability

****** Method 1 (space saver) will be used for this analysis ******

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM_1	123.2222	554.1313	.4441	.9643
ITEM_2	123.4444	543.7525	.6129	.9636
ITEM_3	123.1333	549.3909	.6198	.9636
ITEM_4	123.6222	549.9222	.6022	.9637
ITEM_5	123.4222	543.9768	.5645	.9638
ITEM_6	123.5111	540.6192	.6204	.9635
ITEM_7	123.4889	548.4828	.5781	.9637
ITEM_8	123.2000	556.3000	.4884	.9641
ITEM_9	123.1333	540.2091	.7441	.9630
ITEM_10	123.2444	546.2343	.6092	.9636
ITEM_11	122.8667	536.7091	.7732	.9628
ITEM_12	122.9778	536.8859	.6724	.9633
ITEM_13	123.1556	538.0889	.7374	.9630
ITEM_14	123.1778	532.6040	.7262	.9630
ITEM_15	123.5111	529.4828	.8126	.9625
ITEM_16	123.2889	537.0283	.7344	.9630
ITEM_17	123.5333	532.0273	.6975	.9632
ITEM_18	122.8444	534.9525	.7180	.9630
ITEM_19	123.2667	548.6091	.5771	.9637
ITEM_20	123.0667	541.2000	.5932	.9637
ITEM_22	122.9778	546.2495	.5909	.9637
ITEM_23	123.3333	536.5909	.6001	.9638
ITEM_24	123.9556	547.6343	.3990	.9649
ITEM_25	123.3333	549.0455	.5167	.9640
ITEM_26	123.1111	545.9192	.7512	.9632
ITEM_27	122.8667	546.0273	.6034	.9636
ITEM_28	122.8222	545.4677	.5957	.9636
ITEM_29	122.7556	535.0071	.7696	.9628
ITEM_30	123.0000	549.2727	.5787	.9637
ITEM_31	123.6444	535.5980	.6948	.9632
ITEM_32	122.9111	547.1737	.6481	.9635
ITEM_33	123.4667	543.6182	.7221	.9631
ITEM_34	123.1333	535.9364	.7608	.9628
ITEM_35	122.7778	556.9495	.3321	.9648
ITEM_36	122.9778	550.3404	.5435	.9639
ITEM_37	122.8667	534.5273	.7453	.9629

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM_38	123.2000	555.6636	.3181	.9650
ITEM_39	123.2444	545.7343	.5824	.9637
ITEM_40	123.3333	552.0000	.5153	.9640
ITEM_41	123.3111	536.6737	.6820	.9632
ITEM_42	123.4222	542.9768	.6586	.9634

Reliability Coefficients

N of Cases = 45.0 N of Items = 41

Alpha = .9644

Lampiran 3.b.

Hasil Ujicoba Instrumen
Validitas dan Reliabiltias Instrumen Kepemimpinan Transformasional (X2)

Reliability

****** Method 1 (space saver) will be used for this analysis ******

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM_1	33.4444	88.8889	.8802	.9680
ITEM_2	33.1556	89.4980	.8156	.9697
ITEM_3	33.2000	88.8000	.8522	.9687
ITEM_4	32.9111	94.4010	.7388	.9714
ITEM_5	33.2222	88.5859	.8739	.9681
ITEM_6	33.1333	91.8000	.8261	.9694
ITEM_7	33.2222	88.8131	.8612	.9685
ITEM_8	33.0222	89.7040	.8848	.9679
ITEM_9	33.0667	92.0636	.8609	.9688
ITEM_10	33.3333	90.9545	.8430	.9689
ITEM_11	33.3111	88.5374	.8601	.9685
ITEM_12	33.4222	88.2495	.8804	.9680

Reliability Coefficients

N of Cases = 45.0 N of Items = 12

Alpha = .9714

Lampiran 3.c.

Hasil Ujicoba Instrumen
Validitas dan Reliabiltias Instrumen Kepemimpinan Transasksional (X3)

Reliability

****** Method 1 (space saver) will be used for this analysis ******

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM_1	24.1111	31.5556	.8957	.9325
ITEM_2	24.6667	33.0000	.7329	.9413
ITEM_3	24.5556	33.6616	.8043	.9384
ITEM_4	24.4444	31.4343	.7638	.9405
ITEM_5	24.0667	31.9727	.7526	.9407
ITEM_6	23.8444	29.9980	.8765	.9336
ITEM_7	24.1778	33.2859	.7448	.9407
ITEM_8	24.9556	34.3162	.7331	.9417
ITEM_9	24.3778	32.5131	.8184	.9369

Reliability Coefficients

N of Cases = 45.0 N of Items = 9

Alpha = .9450

Lampiran 3.d.

Hasil Ujicoba Instrumen

Validitas dan Reliabiltias Instrumen Kepuasan Kerja (Y)

Reliability

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****** Method 1 (space saver) will be used for this analysis ******

  R E L I A B I L I T Y   A N A L Y S I S  -  S C A L E  (A L P H A)
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Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
ITEM_1	69.5111	342.6192	.8651	.9830
ITEM_2	69.6444	345.1434	.8244	.9832
ITEM_3	69.3556	354.5980	.8232	.9833
ITEM_4	69.8000	344.0727	.8515	.9831
ITEM_5	69.8889	346.0556	.7924	.9835
ITEM_6	69.5556	349.0253	.8758	.9829
ITEM_7	69.8444	349.8162	.8484	.9831
ITEM_8	69.4222	356.0222	.7589	.9836
ITEM_9	69.4000	346.3364	.8768	.9829
ITEM_10	69.4667	348.2545	.8900	.9829
ITEM_11	69.8000	345.1636	.8410	.9831
ITEM_12	70.1556	343.4071	.8692	.9829
ITEM_13	69.7556	345.0071	.9062	.9827
ITEM_14	69.4889	343.0737	.8850	.9828
ITEM_15	69.4667	342.8455	.9056	.9827
ITEM_16	69.4444	355.7980	.7439	.9837
ITEM_17	69.6667	350.4545	.8093	.9833
ITEM_18	69.6889	351.4465	.7665	.9835
ITEM_19	69.7778	348.4040	.8960	.9828
ITEM_20	69.4667	339.6182	.9138	.9827
ITEM_21	69.5556	338.9798	.9016	.9828
ITEM_22	69.3111	357.6737	.7677	.9836
ITEM_23	69.8444	346.2253	.7987	.9834
ITEM_24	70.0222	344.5677	.8466	.9831

Reliability Coefficients

N of Cases = 45.0 N of Items = 24

Alpha = .9838

Lampiran 4.a.
Factor Analysis
Penerapan/Pelaksanaan K3 - dg n= 45 Tahap Pertama

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.546
Bartlett's Test of Sphericity	Approx. Chi-Square	2113.337
	df	861
	Sig.	.000

Anti-Image Matrices

		ITEM_1	ITEM_2	ITEM_3	ITEM_4	ITEM_5	ITEM_6	ITEM_7	ITEM_8	ITEM_9	ITEM_10	ITEM_11	ITEM_12
Anti-image Covariance	ITEM_1	.029	-.005	-.015	.003	-.003	.006	.010	.001	.014	.000	-.008	.000
	ITEM_2	-.005	.008	.001	.007	-.001	-.006	-.003	-.011	-.003	-.004	.003	.006
	ITEM_3	-.015	.001	.027	-.012	-.007	.004	-.006	.009	-.004	-.008	-.003	.003
	ITEM_4	.003	.007	-.012	.026	9.E-05	-.003	-.001	-.021	-.002	-.002	.003	.006
	ITEM_5	-.003	-.001	-.007	9.E-05	.007	-.006	-.004	-.003	-.002	.007	.004	-.003
	ITEM_6	.006	-.006	.004	-.003	-.006	.015	.002	.009	.004	-.004	-.007	-.002
	ITEM_7	.010	-.003	-.006	-.001	-.004	.002	.036	.000	.005	.002	7.E-05	-.004
	ITEM_8	.001	-.011	.009	-.021	-.003	.009	.000	.049	.005	.002	-.010	-.009
	ITEM_9	.014	-.003	-.004	-.002	-.002	.004	.005	.005	.010	-.001	-.007	.000
	ITEM_10	.000	-.004	-.008	-.002	.007	-.004	.002	.002	-.001	.009	.004	-.006
	ITEM_11	-.008	.003	-.003	.003	.004	-.007	7.E-05	-.010	-.007	.004	.008	-.001
	ITEM_12	.000	.006	.003	.006	-.003	-.002	-.004	-.009	.000	-.006	-.001	.009
	ITEM_13	.002	-.004	-.004	-.002	.003	.001	-.002	.005	.001	.004	-.001	-.005
	ITEM_14	.006	-.005	.011	-.010	-.009	.010	.013	.018	.006	-.007	-.009	.002
	ITEM_15	-.001	.002	.007	-.002	-.005	.002	-.001	-.003	.000	-.006	-.002	.005
	ITEM_16	.002	-.008	-.004	-.004	.004	.003	-.002	.021	.004	.007	-.004	-.010
	ITEM_17	-.002	.005	-.002	.008	-.001	-.003	.003	-.009	-.003	-.001	.003	.003
	ITEM_18	.005	-.005	.010	-.009	-.007	.011	.003	.014	.005	-.006	-.008	.000
	ITEM_19	-.006	.008	-.004	.011	.002	-.008	-.003	-.015	-.006	-.001	.007	.005
	ITEM_20	-.006	-.006	.005	-.019	.005	-.001	-.009	.007	-.004	.005	.003	-.005
	ITEM_21	.014	-.005	-.001	.002	-.007	.010	.024	.012	.013	-.001	-.009	-.003
	ITEM_22	.001	-.002	-.016	.002	.008	-.006	.014	-.007	.000	.008	.004	-.005
	ITEM_23	-.001	-.001	-.011	.012	.005	.000	-.005	-.002	-.002	.007	.004	-.007
	ITEM_24	-.001	-.006	.006	-.011	-.001	.004	-.002	.013	.001	.001	-.003	-.003
	ITEM_25	.008	.001	-.011	.011	.000	.002	.006	-.004	.004	.002	-.002	-.004
	ITEM_26	-.004	-.001	-.001	-.004	.007	-.008	-.012	.001	-.003	.006	.005	-.001
	ITEM_27	-.005	-.007	.006	-.012	.001	.004	.000	.015	-.002	.003	-.001	-.005
	ITEM_28	.009	-.003	-.001	.004	-.005	.010	.004	.009	.005	-.002	-.007	-.003
	ITEM_29	.002	.000	.012	-.005	-.007	.006	-.004	.005	.003	-.008	-.007	.006
	ITEM_30	-.003	.012	.001	.008	-.002	-.010	-.005	-.016	-.004	-.007	.006	.013
	ITEM_31	-.015	.007	.007	.000	.000	-.006	-.010	-.007	-.010	-.003	.005	.004

Anti-Image Matrices

		ITEM_1	ITEM_2	ITEM_3	ITEM_4	ITEM_5	ITEM_6	ITEM_7	ITEM_8	ITEM_9	ITEM_10	ITEM_11	ITEM_12
Anti-image Covariance	ITEM_32	-.001	-.009	.001	-.015	.005	.002	-.009	.026	.001	.008	-.003	-.012
	ITEM_33	.001	-.005	-.006	.001	.003	.002	.008	.006	.000	.007	.002	-.008
	ITEM_34	.007	.003	-.002	.004	-.003	.000	.006	-.009	.004	-.004	-.002	.005
	ITEM_35	.012	-.005	-.018	.008	.007	.000	-.006	-.004	.006	.008	-.003	-.005
	ITEM_36	.005	-.007	.007	-.012	-.004	.008	.008	.020	.005	-.002	-.007	-.004
	ITEM_37	-.009	.005	.006	-.003	.002	-.011	-.014	-.005	-.002	-.001	.001	.006
	ITEM_38	-.013	.012	.019	.003	-.011	.002	-.002	-.008	-.006	-.014	.002	.012
	ITEM_39	-.001	-.002	-.006	.001	.006	-.004	-.002	-.001	-.001	.006	.003	-.003
	ITEM_40	-.012	.003	-.002	.004	.004	-.005	.000	-.005	-.008	.004	.007	-.002
	ITEM_41	.006	.001	.003	.000	-.005	.004	.000	.000	.004	-.005	-.004	.003
	ITEM_42	-.015	.002	.004	-.005	.004	-.006	-.001	-.003	-.011	.003	.009	-.002

Anti-Image Matrices

		ITEM_1	ITEM_2	ITEM_3	ITEM_4	ITEM_5	ITEM_6	ITEM_7	ITEM_8	ITEM_9	ITEM_10	ITEM_11	ITEM_12
Anti-image Correlation	ITEM_1	.473[a]	-.297	-.526	.116	-.185	.294	.295	.038	.794	-.030	-.509	.009
	ITEM_2	-.297	.468[a]	.058	.510	-.126	-.553	-.191	-.551	-.359	-.414	.370	.705
	ITEM_3	-.526	.058	.603[a]	-.446	-.496	.188	-.188	.252	-.216	-.515	-.193	.196
	ITEM_4	.116	.510	-.446	.562[a]	.007	-.173	-.029	-.594	-.103	-.152	.214	.369
	ITEM_5	-.185	-.126	-.496	.007	.434[a]	-.608	-.218	-.149	-.271	.848	.564	-.413
	ITEM_6	.294	-.553	.188	-.173	-.608	.570[a]	.104	.336	.324	-.338	-.628	-.189
	ITEM_7	.295	-.191	-.188	-.029	-.218	.104	.743[a]	.003	.285	.085	.004	-.207
	ITEM_8	.038	-.551	.252	-.594	-.149	.336	.003	.477[a]	.238	.094	-.485	-.423
	ITEM_9	.794	-.359	-.216	-.103	-.271	.324	.285	.238	.621[a]	-.060	-.747	-.047
	ITEM_10	-.030	-.414	-.515	-.152	.848	-.338	.085	.094	-.060	.462[a]	.417	-.733
	ITEM_11	-.509	.370	-.193	.214	.564	-.628	.004	-.485	-.747	.417	.577[a]	-.060
	ITEM_12	.009	.705	.196	.369	-.413	-.189	-.207	-.423	-.047	-.733	-.060	.517[a]
	ITEM_13	.150	-.732	-.362	-.183	.551	.183	-.160	.334	.181	.703	-.117	-.805
	ITEM_14	.171	-.287	.343	-.313	-.519	.386	.344	.407	.307	-.371	-.506	.122
	ITEM_15	-.056	.345	.587	-.165	-.716	.237	-.060	-.168	-.047	-.852	-.234	.636
	ITEM_16	.068	-.528	-.145	-.145	.266	.127	-.080	.586	.256	.474	-.262	-.629
	ITEM_17	-.175	.772	-.186	.666	-.087	-.368	.223	-.558	-.349	-.213	.461	.433
	ITEM_18	.247	-.449	.521	-.461	-.714	.753	.121	.518	.423	-.510	-.743	.016
	ITEM_19	-.342	.800	-.222	.624	.253	-.644	-.128	-.629	-.567	-.055	.702	.473
	ITEM_20	-.204	-.337	.178	-.673	.323	-.041	-.267	.170	-.235	.323	.204	-.280
	ITEM_21	.374	-.266	-.037	.064	-.383	.375	.581	.250	.575	-.050	-.453	-.136
	ITEM_22	.021	-.104	-.447	.048	.446	-.209	.341	-.154	-.014	.399	.212	-.225
	ITEM_23	-.018	-.086	-.382	.442	.351	.015	-.161	-.053	-.134	.463	.230	-.448
	ITEM_24	-.041	-.702	.421	-.779	-.084	.400	-.116	.658	.156	.075	-.412	-.423
	ITEM_25	.302	.080	-.443	.468	.031	.099	.207	-.110	.236	.146	-.109	-.248
	ITEM_26	-.170	-.081	-.031	-.162	.503	-.419	-.405	.021	-.219	.429	.356	-.104
	ITEM_27	-.292	-.707	.330	-.698	.127	.319	.018	.624	-.146	.263	-.144	-.524
	ITEM_28	.404	-.235	-.064	.181	-.444	.598	.143	.306	.405	-.184	-.563	-.255
	ITEM_29	.084	-.017	.615	-.271	-.689	.433	-.176	.200	.266	-.748	-.627	.491
	ITEM_30	-.091	.702	.048	.253	-.145	-.416	-.132	-.376	-.230	-.408	.331	.748
	ITEM_31	-.683	.611	.363	.011	.036	-.386	-.425	-.239	-.765	-.263	.473	.354

Anti-Image Matrices

		ITEM_1	ITEM_2	ITEM_3	ITEM_4	ITEM_5	ITEM_6	ITEM_7	ITEM_8	ITEM_9	ITEM_10	ITEM_11	ITEM_12
Anti-image Correlation	ITEM_32	-.044	-.503	.022	-.489	.335	.066	-.260	.618	.030	.435	-.159	-.668
	ITEM_33	.028	-.510	-.300	.035	.317	.171	.362	.232	.016	.619	.155	-.773
	ITEM_34	.421	.371	-.122	.287	-.412	.028	.345	-.446	.443	-.463	-.234	.612
	ITEM_35	.410	-.318	-.624	.289	.475	.012	-.187	-.101	.351	.471	-.156	-.328
	ITEM_36	.227	-.600	.315	-.595	-.394	.524	.314	.683	.389	-.124	-.574	-.320
	ITEM_37	-.245	.285	.165	-.099	.126	-.414	-.348	-.112	-.086	-.050	.075	.295
	ITEM_38	-.337	.552	.499	.069	-.575	.065	-.043	-.160	-.272	-.631	.109	.548
	ITEM_39	-.052	-.282	-.508	.048	.877	-.436	-.167	-.061	-.111	.842	.432	-.461
	ITEM_40	-.666	.306	-.129	.262	.493	-.426	.000	-.243	-.754	.388	.745	-.221
	ITEM_41	.521	.130	.261	.043	-.807	.460	.020	.000	.581	-.780	-.704	.539
	ITEM_42	-.665	.169	.175	-.248	.382	-.385	-.036	-.116	-.789	.235	.700	-.120

Anti-Image Matrices

		ITEM_13	ITEM_14	ITEM_15	ITEM_16	ITEM_17	ITEM_18	ITEM_19	ITEM_20	ITEM_21	ITEM_22	ITEM_23	ITEM_24
Anti-image Covariance	ITEM_1	.002	.006	-.001	.002	-.002	.005	-.006	-.006	.014	.001	-.001	-.001
	ITEM_2	-.004	-.005	.002	-.008	.005	-.005	.008	-.006	-.005	-.002	-.001	-.006
	ITEM_3	-.004	.011	.007	-.004	-.002	.010	-.004	.005	-.001	-.016	-.011	.006
	ITEM_4	-.002	-.010	-.002	-.004	.008	-.009	.011	-.019	.002	.002	.012	-.011
	ITEM_5	.003	-.009	-.005	.004	-.001	-.007	.002	.005	-.007	.008	.005	-.001
	ITEM_6	.001	.010	.002	.003	-.003	.011	-.008	-.001	.010	-.006	.000	.004
	ITEM_7	-.002	.013	-.001	-.002	.003	.003	-.003	-.009	.024	.014	-.005	-.002
	ITEM_8	.005	.018	-.003	.021	-.009	.014	-.015	.007	.012	-.007	-.002	.013
	ITEM_9	.001	.006	.000	.004	-.003	.005	-.006	-.004	.013	.000	-.002	.001
	ITEM_10	.004	-.007	-.006	.007	-.001	-.006	-.001	.005	-.001	.008	.007	.001
	ITEM_11	-.001	-.009	-.002	-.004	.003	-.008	.007	.003	-.009	.004	.004	-.003
	ITEM_12	-.005	.002	.005	-.010	.003	.000	.005	-.005	-.003	-.005	-.007	-.003
	ITEM_13	.004	-.003	-.003	.007	-.003	-.001	-.003	.003	.000	.003	.005	.002
	ITEM_14	-.003	.040	.004	.001	-.005	.014	-.009	-.003	.023	-.005	-.017	.007
	ITEM_15	-.003	.004	.006	-.008	.000	.004	.000	.001	-.003	-.006	-.008	.001
	ITEM_16	.007	.001	-.008	.027	-.006	.001	-.007	-.002	.012	-.004	.013	.006
	ITEM_17	-.003	-.005	.000	-.006	.005	-.004	.006	-.007	.000	.003	.002	-.006
	ITEM_18	-.001	.014	.004	.001	-.004	.014	-.009	5.E-06	.009	-.009	-.007	.006
	ITEM_19	-.003	-.009	.000	-.007	.006	-.009	.011	-.005	-.009	.003	.003	-.007
	ITEM_20	.003	-.003	.001	-.002	-.007	5.E-06	-.005	.032	-.020	-.003	-.006	.008
	ITEM_21	.000	.023	-.003	.012	.000	.009	-.009	-.020	.047	.001	.004	-.001
	ITEM_22	.003	-.005	-.006	-.004	.003	-.009	.003	-.003	.001	.048	-.003	-.005
	ITEM_23	.005	-.017	-.008	.013	.002	-.007	.003	-.006	.004	-.003	.029	-.005
	ITEM_24	.002	.007	.001	.006	-.006	.006	-.007	.008	-.001	-.005	-.005	.007
	ITEM_25	.002	-.010	-.005	.003	.005	-.003	.001	-.014	.010	.011	.014	-.007
	ITEM_26	.003	-.006	-.003	.005	-.004	-.006	.001	.014	-.013	-.011	.004	.003
	ITEM_27	.003	.008	-.001	.007	-.005	.005	-.007	.009	1.E-06	.001	-.003	.008
	ITEM_28	.002	.002	-.001	.008	.000	.006	-.005	-.011	.015	-.006	.009	8.E-05
	ITEM_29	-.003	.013	.006	-.004	-.003	.010	-.005	-.001	.002	-.010	-.012	.004
	ITEM_30	-.009	-.004	.006	-.017	.007	-.005	.013	-.003	-.011	-.009	-.010	-.008
	ITEM_31	-.003	-.007	.004	-.010	.003	-.004	.007	.005	-.020	-.002	-.005	-.001

Anti-image Matrices

		ITEM_13	ITEM_14	ITEM_15	ITEM_16	ITEM_17	ITEM_18	ITEM_19	ITEM_20	ITEM_21	ITEM_22	ITEM_23	ITEM_24
Anti-image Covariance	ITEM_32	.008	-.006	-.005	.018	-.008	.003	-.010	.012	-.007	.000	.006	.010
	ITEM_33	.004	-.003	-.006	.011	.000	-.002	-.002	-.002	.011	.005	.013	.000
	ITEM_34	-.003	.004	.003	-.009	.003	.001	.001	-.006	.006	.005	-.007	-.004
	ITEM_35	.008	-.010	-.007	.012	-.003	-.007	-.002	-.001	7.E-05	.009	.013	.000
	ITEM_36	.001	.013	.001	.006	-.005	.012	-.010	.001	.009	-.004	-.007	.008
	ITEM_37	-.001	-.001	.003	.001	-.004	-.005	.003	.009	-.016	-.014	-.012	.004
	ITEM_38	-.011	-.001	.011	-.018	.007	.006	.008	-.006	-.002	-.022	-.008	-.005
	ITEM_39	.003	-.005	-.004	.005	-.001	-.005	.001	.004	-.003	.005	.005	1.E-04
	ITEM_40	.000	-.009	-.003	-.001	.004	-.008	.006	-.001	-.007	.009	.007	-.004
	ITEM_41	-.002	.005	.003	-.003	.000	.005	-.002	-.003	.005	-.006	-.004	.000
	ITEM_42	-.001	-.007	1.E-05	-.006	.002	-.005	.005	.010	-.015	.007	-.002	.000

Anti-Image Matrices

		ITEM_13	ITEM_14	ITEM_15	ITEM_16	ITEM_17	ITEM_18	ITEM_19	ITEM_20	ITEM_21	ITEM_22	ITEM_23	ITEM_24
Anti-image Correlation	ITEM_1	.150	.171	-.056	.068	-.175	.247	-.342	-.204	.374	.021	-.018	-.041
	ITEM_2	-.732	-.287	.345	-.528	.772	-.449	.800	-.337	-.266	-.104	-.086	-.702
	ITEM_3	-.362	.343	.587	-.145	-.186	.521	-.222	.178	-.037	-.447	-.382	.421
	ITEM_4	-.183	-.313	-.165	-.145	.666	-.461	.624	-.673	.064	.048	.442	-.779
	ITEM_5	.551	-.519	-.716	.266	-.087	-.714	.253	.323	-.383	.446	.351	-.084
	ITEM_6	.183	.386	.237	.127	-.368	.753	-.644	-.041	.375	-.209	.015	.400
	ITEM_7	-.160	.344	-.060	-.080	.223	.121	-.128	-.267	.581	.341	-.161	-.116
	ITEM_8	.334	.407	-.168	.586	-.558	.518	-.629	.170	.250	-.154	-.053	.658
	ITEM_9	.181	.307	-.047	.256	-.349	.423	-.567	-.235	.575	-.014	-.134	.156
	ITEM_10	.703	-.371	-.852	.474	-.213	-.510	-.055	.323	-.050	.399	.463	.075
	ITEM_11	-.117	-.506	-.234	-.262	.461	-.743	.702	.204	-.453	.212	.230	-.412
	ITEM_12	-.805	.122	.636	-.629	.433	.016	.473	-.280	-.136	-.225	-.448	-.423
	ITEM_13	.535[a]	-.208	-.703	.704	-.617	-.080	-.466	.265	-.022	.186	.490	.439
	ITEM_14	-.208	.667[a]	.295	.040	-.313	.599	-.441	-.093	.527	-.108	-.507	.404
	ITEM_15	-.703	.295	.598[a]	-.626	.058	.467	-.008	.087	-.177	-.387	-.661	.107
	ITEM_16	.704	.040	-.626	.607[a]	-.496	.030	-.430	-.071	.326	-.115	.451	.427
	ITEM_17	-.617	-.313	.058	-.496	.533[a]	-.457	.783	-.536	.017	.201	.175	-.901
	ITEM_18	-.080	.599	.467	.030	-.457	.524[a]	-.730	.000	.350	-.335	-.358	.561
	ITEM_19	-.466	-.441	-.008	-.430	.783	-.730	.424[a]	-.287	-.380	.110	.146	-.780
	ITEM_20	.265	-.093	.087	-.071	-.536	.000	-.287	.635[a]	-.504	-.083	-.204	.535
	ITEM_21	-.022	.527	-.177	.326	.017	.350	-.380	-.504	.182[a]	.026	.095	-.034
	ITEM_22	.186	-.108	-.387	-.115	.201	-.335	.110	-.083	.026	.706[a]	-.077	-.261
	ITEM_23	.490	-.507	-.661	.451	.175	-.358	.146	-.204	.095	-.077	.566[a]	-.312
	ITEM_24	.439	.404	.107	.427	-.901	.561	-.780	.535	-.034	-.261	-.312	.331[a]
	ITEM_25	.164	-.318	-.404	.132	.450	-.172	.092	-.513	.319	.334	.547	-.543
	ITEM_26	.291	-.190	-.234	.185	-.362	-.312	.064	.504	-.386	-.314	.151	.251
	ITEM_27	.438	.350	-.130	.411	-.651	.417	-.598	.456	5.E-05	.043	-.149	.796
	ITEM_28	.202	.083	-.097	.374	.019	.382	-.370	-.441	.515	-.203	.411	.007
	ITEM_29	-.376	.547	.700	-.209	-.327	.733	-.367	-.045	.092	-.390	-.593	.386
	ITEM_30	-.726	-.118	.409	-.547	.488	-.234	.655	-.100	-.271	-.213	-.308	-.477
	ITEM_31	-.417	-.272	.396	-.495	.329	-.294	.550	.242	-.727	-.062	-.227	-.140

Anti-Image Matrices

		ITEM_13	ITEM_14	ITEM_15	ITEM_16	ITEM_17	ITEM_18	ITEM_19	ITEM_20	ITEM_21	ITEM_22	ITEM_23	ITEM_24
Anti-image Correlation	ITEM_32	.656	-.148	-.377	.592	-.560	.120	-.504	.367	-.178	-.010	.190	.604
	ITEM_33	.568	-.115	-.712	.578	-.033	-.128	-.196	-.094	.422	.209	.665	.012
	ITEM_34	-.577	.218	.420	-.588	.375	.077	.152	-.367	.291	.226	-.460	-.459
	ITEM_35	.702	-.295	-.549	.418	-.257	-.314	-.120	-.033	.002	.225	.428	-.028
	ITEM_36	.159	.492	.127	.292	-.529	.773	-.753	.051	.328	-.125	-.308	.679
	ITEM_37	-.097	-.014	.207	.030	-.241	-.211	.114	.232	-.340	-.306	-.328	.222
	ITEM_38	-.758	-.018	.631	-.459	.438	.201	.320	-.145	-.043	-.422	-.205	-.252
	ITEM_39	.664	-.336	-.755	.405	-.241	-.604	.114	.305	-.207	.296	.426	.015
	ITEM_40	.024	-.465	-.391	-.057	.542	-.642	.600	-.039	-.297	.418	.397	-.423
	ITEM_41	-.439	.405	.674	-.281	-.057	.597	-.276	-.266	.312	-.389	-.401	.026
	ITEM_42	-.149	-.247	.001	-.283	.225	-.327	.352	.416	-.514	.225	-.091	-.008

Anti-Image Matrices

		ITEM_25	ITEM_26	ITEM_27	ITEM_28	ITEM_29	ITEM_30	ITEM_31	ITEM_32	ITEM_33	ITEM_34	ITEM_35	ITEM_36
Anti-image Covariance	ITEM_1	.008	-.004	-.005	.009	.002	-.003	-.015	-.001	.001	.007	.012	.005
	ITEM_2	.001	-.001	-.007	-.003	.000	.012	.007	-.009	-.005	.003	-.005	-.007
	ITEM_3	-.011	-.001	.006	-.001	.012	.001	.007	.001	-.006	-.002	-.018	.007
	ITEM_4	.011	-.004	-.012	.004	-.005	.008	.000	-.015	.001	.004	.008	-.012
	ITEM_5	.000	.007	.001	-.005	-.007	-.002	.000	.005	.003	-.003	.007	-.004
	ITEM_6	.002	-.008	.004	.010	.006	-.010	-.006	.002	.002	.000	.000	.008
	ITEM_7	.006	-.012	.000	.004	-.004	-.005	-.010	-.009	.008	.006	-.006	.008
	ITEM_8	-.004	.001	.015	.009	.005	-.016	-.007	.026	.006	-.009	-.004	.020
	ITEM_9	.004	-.003	-.002	.005	.003	-.004	-.010	.001	.000	.004	.006	.005
	ITEM_10	.002	.006	.003	-.002	-.008	-.007	-.003	.008	.007	-.004	.008	-.002
	ITEM_11	-.002	.005	-.001	-.007	-.007	.006	.005	-.003	.002	-.002	-.003	-.007
	ITEM_12	-.004	-.001	-.005	-.003	.006	.013	.004	-.012	-.008	.005	-.005	-.004
	ITEM_13	.002	.003	.003	.002	-.003	-.009	-.003	.008	.004	-.003	.008	.001
	ITEM_14	-.010	-.006	.008	.002	.013	-.004	-.007	-.006	-.003	.004	-.010	.013
	ITEM_15	-.005	-.003	-.001	-.001	.006	.006	.004	-.005	-.006	.003	-.007	.001
	ITEM_16	.003	.005	.007	.008	-.004	-.017	-.010	.018	.011	-.009	.012	.006
	ITEM_17	.005	-.004	-.005	.000	-.003	.007	.003	-.008	.000	.003	-.003	-.005
	ITEM_18	-.003	-.006	.005	.006	.010	-.005	-.004	.003	-.002	.001	-.007	.012
	ITEM_19	.001	.001	-.007	-.005	-.005	.013	.007	-.010	-.002	.001	-.002	-.010
	ITEM_20	-.014	.014	.009	-.011	-.001	-.003	.005	.012	-.002	-.006	-.001	.001
	ITEM_21	.010	-.013	1.E-06	.015	.002	-.011	-.020	-.007	.011	.006	7.E-05	.009
	ITEM_22	.011	-.011	.001	-.006	-.010	-.009	-.002	.000	.005	.005	.009	-.004
	ITEM_23	.014	.004	-.003	.009	-.012	-.010	-.005	.006	.013	-.007	.013	-.007
	ITEM_24	-.007	.003	.008	8.E-05	.004	-.008	-.001	.010	.000	-.004	.000	.008
	ITEM_25	.023	-.013	-.007	.013	-.007	-.007	-.005	.001	.008	.002	.009	-.003
	ITEM_26	-.013	.024	.002	-.010	-.004	.002	.002	.006	-.001	-.006	.005	-.005
	ITEM_27	-.007	.002	.012	-.001	.002	-.010	-.001	.011	.004	-.006	-.003	.009
	ITEM_28	.013	-.010	-.001	.018	.001	-.010	-.008	.005	.006	-.001	.004	.006
	ITEM_29	-.007	-.004	.002	.001	.014	.004	.001	-.004	-.008	.003	-.008	.007
	ITEM_30	-.007	.002	-.010	-.010	.004	.035	.010	-.020	-.013	.006	-.015	-.008
	ITEM_31	-.005	.002	-.001	-.008	.001	.010	.015	-.002	-.008	-.001	-.009	-.006

Anti-image Matrices

		ITEM_25	ITEM_26	ITEM_27	ITEM_28	ITEM_29	ITEM_30	ITEM_31	ITEM_32	ITEM_33	ITEM_34	ITEM_35	ITEM_36
Anti-image Covariance	ITEM_32	.001	.006	.011	.005	-.004	-.020	-.002	.036	.007	-.012	.007	.011
	ITEM_33	.008	-.001	.004	.006	-.008	-.013	-.008	.007	.013	-.005	.006	.002
	ITEM_34	.002	-.006	-.006	-.001	.003	.006	-.001	-.012	-.005	.009	-.001	-.002
	ITEM_35	.009	.005	-.003	.004	-.008	-.015	-.009	.007	.006	-.001	.031	-.007
	ITEM_36	-.003	-.005	.009	.006	.007	-.008	-.006	.011	.002	-.002	-.007	.017
	ITEM_37	-.018	.017	-.001	-.014	.005	.010	.008	-.001	-.012	-.001	-.001	-.005
	ITEM_38	-.006	-.008	-.006	-.001	.010	.027	.012	-.020	-.010	.005	-.029	-.001
	ITEM_39	-.001	.007	.001	-.004	-.006	-.004	-.002	.004	.004	-.003	.008	-.004
	ITEM_40	.004	.000	.000	-.003	-.008	.000	.006	.000	.004	-.003	-.001	-.006
	ITEM_41	4.E-05	-.004	-.003	.003	.006	.003	-.002	-.004	-.004	.004	-.002	.002
	ITEM_42	-.005	.002	.005	-.009	-.005	.005	.010	.003	.001	-.005	-.010	-.002

Anti-image Matrices

		ITEM_25	ITEM_26	ITEM_27	ITEM_28	ITEM_29	ITEM_30	ITEM_31	ITEM_32	ITEM_33	ITEM_34	ITEM_35	ITEM_36
Anti-image Correlation	ITEM_1	.302	-.170	-.292	.404	.084	-.091	-.683	-.044	.028	.421	.410	.227
	ITEM_2	.080	-.081	-.707	-.235	-.017	.702	.611	-.503	-.510	.371	-.318	-.600
	ITEM_3	-.443	-.031	.330	-.064	.615	.048	.363	.022	-.300	-.122	-.624	.315
	ITEM_4	.468	-.162	-.698	.181	-.271	.253	.011	-.489	.035	.287	.289	-.595
	ITEM_5	.031	.503	.127	-.444	-.689	-.145	.036	.335	.317	-.412	.475	-.394
	ITEM_6	.099	-.419	.319	.598	.433	-.416	-.386	.066	.171	.028	.012	.524
	ITEM_7	.207	-.405	.018	.143	-.176	-.132	-.425	-.260	.362	.345	-.187	.314
	ITEM_8	-.110	.021	.624	.306	.200	-.376	-.239	.618	.232	-.446	-.101	.683
	ITEM_9	.236	-.219	-.146	.405	.266	-.230	-.765	.030	.016	.443	.351	.389
	ITEM_10	.146	.429	.263	-.184	-.748	-.408	-.263	.435	.619	-.463	.471	-.124
	ITEM_11	-.109	.356	-.144	-.563	-.627	.331	.473	-.159	.155	-.234	-.156	-.574
	ITEM_12	-.248	-.104	-.524	-.255	.491	.748	.354	-.668	-.773	.612	-.328	-.320
	ITEM_13	.164	.291	.438	.202	-.376	-.726	-.417	.656	.568	-.577	.702	.159
	ITEM_14	-.318	-.190	.350	.083	.547	-.118	-.272	-.148	-.115	.218	-.295	.492
	ITEM_15	-.404	-.234	-.130	-.097	.700	.409	.396	-.377	-.712	.420	-.549	.127
	ITEM_16	.132	.185	.411	.374	-.209	-.547	-.495	.592	.578	-.588	.418	.292
	ITEM_17	.450	-.362	-.651	.019	-.327	.488	.329	-.560	-.033	.375	-.257	-.529
	ITEM_18	-.172	-.312	.417	.382	.733	-.234	-.294	.120	-.128	.077	-.314	.773
	ITEM_19	.092	.064	-.598	-.370	-.367	.655	.550	-.504	-.196	.152	-.120	-.753
	ITEM_20	-.513	.504	.456	-.441	-.045	-.100	.242	.367	-.094	-.367	-.033	.051
	ITEM_21	.319	-.386	5.E-05	.515	.092	-.271	-.727	-.178	.422	.291	.002	.328
	ITEM_22	.334	-.314	.043	-.203	-.390	-.213	-.062	-.010	.209	.226	.225	-.125
	ITEM_23	.547	.151	-.149	.411	-.593	-.308	-.227	.190	.665	-.460	.428	-.308
	ITEM_24	-.543	.251	.796	.007	.386	-.477	-.140	.604	.012	-.459	-.028	.679
	ITEM_25	.540[a]	-.557	-.413	.638	-.405	-.258	-.292	.044	.464	.130	.325	-.136
	ITEM_26	-.557	.717[a]	.126	-.499	-.205	.074	.124	.197	-.076	-.443	.194	-.267
	ITEM_27	-.413	.126	.517[a]	-.080	.146	-.497	-.101	.540	.287	-.594	-.140	.618
	ITEM_28	.638	-.499	-.080	.585[a]	.044	-.412	-.452	.196	.407	-.080	.184	.335
	ITEM_29	-.405	-.205	.146	.044	.580[a]	.165	.040	-.177	-.612	.299	-.394	.454
	ITEM_30	-.258	.074	-.497	-.412	.165	.500[a]	.418	-.557	-.587	.371	-.445	-.345
	ITEM_31	-.292	.124	-.101	-.452	.040	.418	.584[a]	-.071	-.522	-.120	-.413	-.354

Anti-Image Matrices

		ITEM_25	ITEM_26	ITEM_27	ITEM_28	ITEM_29	ITEM_30	ITEM_31	ITEM_32	ITEM_33	ITEM_34	ITEM_35	ITEM_36
Anti-image Correlation	ITEM_32	.044	.197	.540	.196	-.177	-.557	-.071	.579[a]	.310	-.674	.199	.441
	ITEM_33	.464	-.076	.287	.407	-.612	-.587	-.522	.310	.589[a]	-.467	.270	.105
	ITEM_34	.130	-.443	-.594	-.080	.299	.371	-.120	-.674	-.467	.635[a]	-.071	-.158
	ITEM_35	.325	.194	-.140	.184	-.394	-.445	-.413	.199	.270	-.071	.379[a]	-.312
	ITEM_36	-.136	-.267	.618	.335	.454	-.345	-.354	.441	.105	-.158	-.312	.469[a]
	ITEM_37	-.574	.511	-.026	-.511	.214	.256	.308	-.021	-.508	-.036	-.032	-.164
	ITEM_38	-.164	-.218	-.254	-.044	.371	.624	.419	-.448	-.385	.243	-.715	-.047
	ITEM_39	-.054	.646	.127	-.369	-.655	-.268	-.174	.260	.404	-.408	.624	-.402
	ITEM_40	.241	-.015	.014	-.233	-.662	.007	.472	.006	.366	-.334	-.082	-.469
	ITEM_41	.004	-.377	-.367	.379	.726	.204	-.189	-.333	-.516	.618	-.130	.235
	ITEM_42	-.230	.121	.325	-.493	-.304	.188	.618	.130	.038	-.378	-.442	-.112

Anti-Image Matrices

		ITEM_37	ITEM_38	ITEM_39	ITEM_40	ITEM_41	ITEM_42
Anti-image Covariance	ITEM_1	-.009	-.013	-.001	-.012	.006	-.015
	ITEM_2	.005	.012	-.002	.003	.001	.002
	ITEM_3	.006	.019	-.006	-.002	.003	.004
	ITEM_4	-.003	.003	.001	.004	.000	-.005
	ITEM_5	.002	-.011	.006	.004	-.005	.004
	ITEM_6	-.011	.002	-.004	-.005	.004	-.006
	ITEM_7	-.014	-.002	-.002	.000	.000	-.001
	ITEM_8	-.005	-.008	-.001	-.005	.000	-.003
	ITEM_9	-.002	-.006	-.001	-.008	.004	-.011
	ITEM_10	-.001	-.014	.006	.004	-.005	.003
	ITEM_11	.001	.002	.003	.007	-.004	.009
	ITEM_12	.006	.012	-.003	-.002	.003	-.002
	ITEM_13	-.001	-.011	.003	.000	-.002	-.001
	ITEM_14	-.001	-.001	-.005	-.009	.005	-.007
	ITEM_15	.003	.011	-.004	-.003	.003	1.E-05
	ITEM_16	.001	-.018	.005	-.001	-.003	-.006
	ITEM_17	-.004	.007	-.001	.004	.000	.002
	ITEM_18	-.005	.006	-.005	-.008	.005	-.005
	ITEM_19	.003	.008	.001	.006	-.002	.005
	ITEM_20	.009	-.006	.004	-.001	-.003	.010
	ITEM_21	-.016	-.002	-.003	-.007	.005	-.015
	ITEM_22	-.014	-.022	.005	.009	-.006	.007
	ITEM_23	-.012	-.008	.005	.007	-.004	-.002
	ITEM_24	.004	-.005	1.E-04	-.004	.000	.000
	ITEM_25	-.018	-.006	-.001	.004	4.E-05	-.005
	ITEM_26	.017	-.008	.007	.000	-.004	.002
	ITEM_27	-.001	-.006	.001	.000	-.003	.005
	ITEM_28	-.014	-.001	-.004	-.003	.003	-.009
	ITEM_29	.005	.010	-.006	-.008	.006	-.005
	ITEM_30	.010	.027	-.004	.000	.003	.005
	ITEM_31	.008	.012	-.002	.006	-.002	.010

Anti-Image Matrices

		ITEM_37	ITEM_38	ITEM_39	ITEM_40	ITEM_41	ITEM_42
Anti-image Covariance	ITEM_32	-.001	-.020	.004	.000	-.004	.003
	ITEM_33	-.012	-.010	.004	.004	-.004	.001
	ITEM_34	-.001	.005	-.003	-.003	.004	-.005
	ITEM_35	-.001	-.029	.008	-.001	-.002	-.010
	ITEM_36	-.005	-.001	-.004	-.006	.002	-.002
	ITEM_37	.045	.002	.002	-.004	.000	.000
	ITEM_38	.002	.054	-.012	.001	.005	.005
	ITEM_39	.002	-.012	.006	.002	-.004	.001
	ITEM_40	-.004	.001	.002	.010	-.005	.009
	ITEM_41	.000	.005	-.004	-.005	.004	-.006
	ITEM_42	.000	.005	.001	.009	-.006	.018

Anti-image Matrices

		ITEM_37	ITEM_38	ITEM_39	ITEM_40	ITEM_41	ITEM_42
Anti-image Correlation	ITEM_1	-.245	-.337	-.052	-.666	.521	-.665
	ITEM_2	.285	.552	-.282	.306	.130	.169
	ITEM_3	.165	.499	-.508	-.129	.261	.175
	ITEM_4	-.099	.069	.048	.262	.043	-.248
	ITEM_5	.126	-.575	.877	.493	-.807	.382
	ITEM_6	-.414	.065	-.436	-.426	.460	-.385
	ITEM_7	-.348	-.043	-.167	.000	.020	-.036
	ITEM_8	-.112	-.160	-.061	-.243	.000	-.116
	ITEM_9	-.086	-.272	-.111	-.754	.581	-.789
	ITEM_10	-.050	-.631	.842	.388	-.780	.235
	ITEM_11	.075	.109	.432	.745	-.704	.700
	ITEM_12	.295	.548	-.461	-.221	.539	-.120
	ITEM_13	-.097	-.758	.664	.024	-.439	-.149
	ITEM_14	-.014	-.018	-.336	-.465	.405	-.247
	ITEM_15	.207	.631	-.755	-.391	.674	.001
	ITEM_16	.030	-.459	.405	-.057	-.281	-.283
	ITEM_17	-.241	.438	-.241	.542	-.057	.225
	ITEM_18	-.211	.201	-.604	-.642	.597	-.327
	ITEM_19	.114	.320	.114	.600	-.276	.352
	ITEM_20	.232	-.145	.305	-.039	-.266	.416
	ITEM_21	-.340	-.043	-.207	-.297	.312	-.514
	ITEM_22	-.306	-.422	.296	.418	-.389	.225
	ITEM_23	-.328	-.205	.426	.397	-.401	-.091
	ITEM_24	.222	-.252	.015	-.423	.026	-.008
	ITEM_25	-.574	-.164	-.054	.241	.004	-.230
	ITEM_26	.511	-.218	.646	-.015	-.377	.121
	ITEM_27	-.026	-.254	.127	.014	-.367	.325
	ITEM_28	-.511	-.044	-.369	-.233	.379	-.493
	ITEM_29	.214	.371	-.655	-.662	.726	-.304
	ITEM_30	.256	.624	-.268	.007	.204	.188
	ITEM_31	.308	.419	-.174	.472	-.189	.618

Anti-Image Matrices

		ITEM_37	ITEM_38	ITEM_39	ITEM_40	ITEM_41	ITEM_42
Anti-image Correlation	ITEM_32	-.021	-.448	.260	.006	-.333	.130
	ITEM_33	-.508	-.385	.404	.366	-.516	.038
	ITEM_34	-.036	.243	-.408	-.334	.618	-.378
	ITEM_35	-.032	-.715	.624	-.082	-.130	-.442
	ITEM_36	-.164	-.047	-.402	-.469	.235	-.112
	ITEM_37	.791[a]	.036	.151	-.173	-.006	-.004
	ITEM_38	.036	.299[a]	-.673	.039	.342	.160
	ITEM_39	.151	-.673	.470[a]	.318	-.704	.085
	ITEM_40	-.173	.039	.318	.451[a]	-.781	.657
	ITEM_41	-.006	.342	-.704	-.781	.508[a]	-.641
	ITEM_42	-.004	.160	.085	.657	-.641	.616[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
ITEM_1	1.000	.765
ITEM_2	1.000	.776
ITEM_3	1.000	.868
ITEM_4	1.000	.757
ITEM_5	1.000	.876
ITEM_6	1.000	.849
ITEM_7	1.000	.694
ITEM_8	1.000	.677
ITEM_9	1.000	.745
ITEM_10	1.000	.799
ITEM_11	1.000	.776
ITEM_12	1.000	.820
ITEM_13	1.000	.828
ITEM_14	1.000	.796

Extraction Method: Principal Component Analysis.

Communalities

	Initial	Extraction
ITEM_15	1.000	.883
ITEM_16	1.000	.699
ITEM_17	1.000	.803
ITEM_18	1.000	.823
ITEM_19	1.000	.843
ITEM_20	1.000	.863
ITEM_21	1.000	.726
ITEM_22	1.000	.854
ITEM_23	1.000	.744
ITEM_24	1.000	.835
ITEM_25	1.000	.832
ITEM_26	1.000	.829
ITEM_27	1.000	.804
ITEM_28	1.000	.852
ITEM_29	1.000	.818
ITEM_30	1.000	.758
ITEM_31	1.000	.724
ITEM_32	1.000	.729
ITEM_33	1.000	.755
ITEM_34	1.000	.880
ITEM_35	1.000	.778
ITEM_36	1.000	.809
ITEM_37	1.000	.750
ITEM_38	1.000	.644
ITEM_39	1.000	.880
ITEM_40	1.000	.708
ITEM_41	1.000	.793
ITEM_42	1.000	.807

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	17.608	41.924	41.924	17.608	41.924	41.924	7.955	18.941	18.941
2	3.559	8.473	50.397	3.559	8.473	50.397	5.422	12.910	31.851
3	2.621	6.241	56.638	2.621	6.241	56.638	4.619	10.997	42.848
4	2.376	5.657	62.295	2.376	5.657	62.295	4.115	9.798	52.646
5	1.807	4.303	66.598	1.807	4.303	66.598	3.223	7.674	60.320
6	1.621	3.860	70.458	1.621	3.860	70.458	2.299	5.474	65.794
7	1.382	3.289	73.747	1.382	3.289	73.747	1.999	4.760	70.553
8	1.198	2.852	76.599	1.198	2.852	76.599	1.822	4.337	74.890
9	1.075	2.561	79.160	1.075	2.561	79.160	1.793	4.269	79.160
10	.959	2.284	81.444						
11	.869	2.070	83.514						
12	.790	1.880	85.394						
13	.772	1.839	87.233						
14	.681	1.620	88.853						
15	.614	1.461	90.314						
16	.525	1.249	91.563						
17	.478	1.139	92.702						
18	.417	.992	93.694						
19	.364	.867	94.562						
20	.341	.811	95.373						
21	.285	.680	96.053						
22	.261	.622	96.675						
23	.246	.586	97.261						
24	.201	.478	97.739						
25	.186	.443	98.183						
26	.151	.359	98.541						
27	.138	.329	98.870						
28	.088	.210	99.080						
29	.074	.176	99.256						
30	.070	.167	99.423						

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
31	.059	.141	99.564						
32	.051	.122	99.686						
33	.039	.092	99.778						
34	.029	.070	99.848						
35	.018	.043	99.891						
36	.016	.038	99.929						
37	.014	.032	99.961						
38	.008	.019	99.980						
39	.004	.009	99.990						
40	.002	.006	99.995						
41	.001	.003	99.998						
42	.001	.002	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component								
	1	2	3	4	5	6	7	8	9
ITEM_15	.836	-.185	-.212	-.222	.183	.088	.089	-.038	.074
ITEM_11	.796	.058	-.088	-.123	.230	-.121	-.176	-.129	-.009
ITEM_29	.792	.223	-.148	-.226	.046	.211	.113	-.021	-.084
ITEM_34	.778	.154	-.160	.198	-.261	.064	.144	-.177	-.251
ITEM_26	.771	.143	-.085	.173	-.119	-.275	-.278	-.021	-.096
ITEM_9	.770	-.099	-.134	-.141	.198	-.075	-.091	-.108	.200
ITEM_13	.763	-.243	-.075	-.191	.335	-.050	.069	-.078	-.143
ITEM_37	.759	.337	.099	.145	.008	.136	.076	.063	-.017
ITEM_16	.757	-.016	-.058	.119	.114	.040	-.204	-4.380E-05	-.231
ITEM_14	.744	-.081	-.113	-.282	.041	.227	-.238	.183	.011

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component								
	1	2	3	4	5	6	7	8	9
ITEM_33	.741	.037	-.183	-.180	-.320	.009	-.025	.146	-.121
ITEM_18	.737	-.094	-.141	.266	-.020	.230	.026	-.210	-.287
ITEM_31	.720	.059	-.189	-.219	-.090	-.017	.255	.210	.021
ITEM_17	.712	-.247	-.205	.037	.200	.066	.117	.330	-.154
ITEM_41	.705	.261	.176	.035	-.070	-.433	-.030	.014	-.041
ITEM_12	.704	-.073	-.211	-.371	.288	-.205	-.104	.008	.033
ITEM_42	.684	.441	.252	.030	.120	-.059	.155	-.192	.032
ITEM_32	.677	.254	-.162	-.307	-.119	.150	-.011	-.094	.203
ITEM_6	.646	-.301	.477	-.134	.015	-.166	-.163	.201	.009
ITEM_10	.641	-.308	-.145	-.392	.056	.008	-.018	-.189	.283
ITEM_3	.636	-.291	.549	.016	.033	.128	-.090	.056	.222
ITEM_2	.635	-.333	.445	.031	-.189	-.103	-.093	-.079	-.039
ITEM_27	.630	.065	.020	.153	-.307	-.425	.089	-.209	.230
ITEM_4	.624	-.389	.224	.162	-.101	.070	.082	-.280	.199
ITEM_28	.624	.376	.033	.010	-.272	.275	.170	-.345	-.149
ITEM_23	.617	-.226	-.381	.138	-.199	.193	.090	.143	.207
ITEM_20	.615	-.068	-.084	.530	.159	.272	-.275	-.068	-.108
ITEM_22	.604	-.224	-.044	.358	-.275	.213	-.222	.095	.361
ITEM_30	.603	-.032	-.352	-.298	-.362	.120	.154	.103	.033
ITEM_7	.602	-.211	.314	-.322	-.223	-.137	.020	-.006	-.129
ITEM_39	.601	.543	.194	.030	-.099	-.113	.395	.072	.021
ITEM_5	.582	-.450	.346	.011	-.073	.051	.032	.257	-.374
ITEM_36	.562	.533	.112	.184	.110	-.064	-.288	.250	-.031
ITEM_40	.547	.526	.048	-.103	.290	-.059	-.084	-.124	-.097
ITEM_8	.513	-.424	.321	-.140	.217	.012	.073	-.224	-.090
ITEM_35	.360	.581	.009	-.079	-.037	.258	-.422	.196	.139
ITEM_24	.416	-.469	-.342	.392	-.075	-.151	.270	.261	-.041
ITEM_1	.461	-.014	.530	.165	.253	.240	.282	.135	.159
ITEM_38	.333	.420	.437	.085	-.064	.106	.228	.270	.137
ITEM_19	.594	-.122	-.140	.631	.037	-.043	-.106	-.179	.103

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component								
	1	2	3	4	5	6	7	8	9
ITEM_21	.169	.106	-.203	.289	.653	.047	.329	.050	.149
ITEM_25	.537	.068	-.257	.223	.041	-.626	.027	.157	.072

Extraction Method: Principal Component Analysis.

a. 9 components extracted.

Rotated Component Matrix[a]

	Component								
	1	2	3	4	5	6	7	8	9
ITEM_15	.801	.297	.138	.247	.119	.006	.118	.131	.167
ITEM_10	.779	.328	-.034	.030	.112	-.101	.213	-.120	.007
ITEM_12	.774	.236	-.005	.061	.321	.155	-.122	.036	.133
ITEM_14	.689	.305	.071	.186	-.020	.374	.125	.171	-.066
ITEM_29	.684	.107	.454	.304	.022	.169	-.017	.104	.010
ITEM_32	.678	.025	.390	.116	.081	.187	.185	-.111	-.125
ITEM_9	.673	.296	.080	.201	.295	.116	.153	-.063	.172
ITEM_30	.669	-.024	.245	.095	.055	-.046	.237	.292	-.307
ITEM_13	.664	.422	.055	.293	.175	-.029	-.144	.131	.226
ITEM_31	.627	.119	.390	.052	.190	.031	.098	.340	-.025
ITEM_11	.616	.280	.141	.317	.345	.237	-.051	-.074	.120
ITEM_33	.566	.148	.276	.229	.210	.156	.121	.306	-.329
ITEM_3	.193	.817	.199	.078	.015	.155	.295	-.037	.070
ITEM_6	.253	.811	.090	-.018	.232	.203	.040	.131	-.066
ITEM_2	.159	.754	.138	.222	.225	-.015	.147	.024	-.200
ITEM_5	.157	.736	.068	.250	.001	.013	-.055	.473	-.126
ITEM_8	.329	.681	.012	.203	.004	-.193	-.088	-.062	.121
ITEM_7	.380	.597	.210	.026	.167	-.045	-.062	.091	-.328
ITEM_4	.256	.577	.134	.328	.128	-.226	.395	-.090	.031
ITEM_1	.016	.567	.483	.053	-.130	.074	.152	.063	.396

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

Rotated Component Matrix[a]

	Component								
	1	2	3	4	5	6	7	8	9
ITEM_39	.191	.079	.854	.059	.295	.087	-.022	.084	.043
ITEM_38	-.081	.219	.696	-.111	.008	.262	.104	.080	.082
ITEM_42	.278	.236	.669	.248	.273	.154	-.069	-.197	.150
ITEM_28	.325	.036	.648	.504	-.016	-.002	.053	-.130	-.227
ITEM_37	.305	.200	.589	.354	.161	.293	.114	.102	.095
ITEM_40	.355	.036	.438	.234	.230	.369	-.279	-.202	.164
ITEM_18	.355	.222	.205	.749	.072	-.012	.101	.169	.020
ITEM_20	.125	.225	.022	.748	.090	.307	.266	.101	.232
ITEM_19	.074	.172	.044	.634	.405	.042	.420	.042	.244
ITEM_34	.363	.079	.460	.627	.252	-.029	.104	.183	-.170
ITEM_16	.397	.306	.117	.527	.222	.283	-.013	.160	.045
ITEM_25	.239	.013	.096	.092	.814	.065	.071	.251	.151
ITEM_27	.238	.201	.342	.166	.656	-.125	.296	-.087	-.145
ITEM_41	.244	.304	.427	.146	.621	.202	-.067	.024	-.074
ITEM_26	.325	.202	.187	.429	.578	.313	.085	.077	-.134
ITEM_35	.221	-.107	.325	.078	-.024	.750	.121	-.132	-.102
ITEM_36	.107	.083	.410	.220	.330	.674	-.019	.052	.091
ITEM_22	.202	.290	.048	.327	.141	.210	.735	.119	-.047
ITEM_23	.488	.045	.080	.277	.097	-.018	.540	.346	.012
ITEM_24	.161	.120	-.106	.269	.317	-.270	.333	.630	.173
ITEM_17	.512	.288	.070	.276	.118	.102	.060	.541	.237
ITEM_21	.123	-.129	.138	.127	.056	-.029	-.006	.089	.804

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

a. Rotation converged in 21 iterations.

Component Transformation Matrix

Component	1	2	3	4	5	6	7	8	9
1	.605	.415	.367	.391	.309	.174	.163	.146	.029
2	-.090	-.507	.641	-.024	.108	.447	-.220	-.253	-.007
3	-.448	.740	.330	-.199	-.124	.093	-.128	-.244	-.052
4	-.612	-.060	.031	.535	.246	.018	.380	.162	.322
5	.137	.086	-.189	.003	-.067	.160	-.392	-.129	.859
6	.097	-.039	.125	.288	-.890	.161	.268	.005	.039
7	.024	-.090	.539	-.167	-.099	-.706	-.045	.297	.273
8	-.082	.035	.016	-.432	-.031	.459	.086	.762	.081
9	.128	-.034	.037	-.473	.102	.033	.728	-.379	.270

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

Lampiran 4.a.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.717
Bartlett's Test of Sphericity	Approx. Chi-Square	1129.324
	df	406
	Sig.	.000

Anti-image Matrices

		ITEM_3	ITEM_4	ITEM_6	ITEM_7	ITEM_9	ITEM_11	ITEM_12	ITEM_13	ITEM_14	ITEM_15	ITEM_16
Anti-image Covariance	ITEM_3	.170	-.039	-.072	-.013	.026	-.017	-.018	-.004	-.037	.004	-.002
	ITEM_4	-.039	.155	.025	-.053	-.053	.025	-.003	.032	-.036	-.065	.064
	ITEM_6	-.072	.025	.138	-.082	-.033	-.018	.003	.030	-.003	-.034	.020
	ITEM_7	-.013	-.053	-.082	.126	.035	.024	.008	-.045	.037	.054	-.049
	ITEM_9	.026	-.053	-.033	.035	.087	-.045	-.001	-.008	.002	.013	-.015
	ITEM_11	-.017	.025	-.018	.024	-.045	.108	-.029	-.006	-.028	.008	-.001
	ITEM_12	-.018	-.003	.003	.008	-.001	-.029	.076	-.037	.036	.007	-.039
	ITEM_13	-.004	.032	.030	-.045	-.008	-.006	-.037	.051	-.040	-.038	.045
	ITEM_14	-.037	-.036	-.003	.037	.002	-.028	.036	-.040	.192	.020	-.056
	ITEM_15	.004	-.065	-.034	.054	.013	.008	.007	-.038	.020	.076	-.045
	ITEM_16	-.002	.064	.020	-.049	-.015	-.001	-.039	.045	-.056	-.045	.116
	ITEM_17	.004	.007	-.041	.043	-.022	.043	.022	-.041	-.009	.013	-.030
	ITEM_18	.039	-.046	.017	-.026	-.004	-.027	.015	-.021	.038	.010	-.035
	ITEM_20	-.018	-.070	-.003	.045	-.006	.014	.018	-.031	.030	.051	-.069
	ITEM_22	-.034	-.060	-.021	.056	.039	-.010	.027	-.028	.048	.032	-.056
	ITEM_23	.014	.052	.030	-.057	-.034	.009	-.032	.039	-.052	-.039	.055
	ITEM_25	.040	.028	.012	-.041	.012	-.009	-.071	.051	-.050	-.037	.066
	ITEM_26	.017	.049	-.009	-.023	-.048	.022	.002	.007	-.022	-.017	.003
	ITEM_27	-.043	-.017	.026	.001	-.035	-.015	.045	-.026	.062	.015	-.013
	ITEM_28	.015	.037	.022	-.045	-.020	.002	-.032	.035	-.052	-.028	.050
	ITEM_29	.006	-.003	.019	-.027	.008	-.047	.028	.001	.033	-.019	-.005
	ITEM_30	-.044	-.027	.012	.022	.004	.011	.042	-.024	.032	.001	-.034
	ITEM_31	-.010	-.016	-.002	.006	-.025	.012	.010	-.009	.049	.013	-.064
	ITEM_32	.029	.055	.023	-.063	-.025	.028	-.062	.048	-.086	-.040	.058
	ITEM_33	.022	.029	.003	-.024	-.013	.021	-.042	.026	-.058	-.020	.055
	ITEM_34	-.007	-.028	-.012	.028	.026	-.011	.021	-.021	.028	.018	-.034
	ITEM_37	-.057	.037	-.001	.020	.013	-.027	.023	.005	.002	-.002	.023
	ITEM_41	.048	-.043	-.014	-.011	.042	-.034	-.009	.006	-.010	.015	-.018
	ITEM_42	-.029	-.013	-.009	.036	-.037	.053	.008	-.031	.035	.016	-.034

Anti-image Matrices

		ITEM_3	ITEM_4	ITEM_6	ITEM_7	ITEM_9	ITEM_11	ITEM_12	ITEM_13	ITEM_14	ITEM_15	ITEM_16
Anti-image Correlation	ITEM_3	.821[a]	-.242	-.467	-.091	.216	-.123	-.154	-.038	-.207	.037	-.014
	ITEM_4	-.242	.639[a]	.174	-.379	-.454	.192	-.027	.367	-.207	-.598	.474
	ITEM_6	-.467	.174	.787[a]	-.625	-.305	-.150	.028	.361	-.020	-.329	.155
	ITEM_7	-.091	-.379	-.625	.592[a]	.336	.206	.078	-.560	.236	.550	-.403
	ITEM_9	.216	-.454	-.305	.336	.789[a]	-.463	-.008	-.127	.018	.165	-.152
	ITEM_11	-.123	.192	-.150	.206	-.463	.862[a]	-.316	-.086	-.191	.087	-.004
	ITEM_12	-.154	-.027	.028	.078	-.008	-.316	.699[a]	-.602	.299	.094	-.410
	ITEM_13	-.038	.367	.361	-.560	-.127	-.086	-.602	.634[a]	-.401	-.606	.589
	ITEM_14	-.207	-.207	-.020	.236	.018	-.191	.299	-.401	.774[a]	.169	-.373
	ITEM_15	.037	-.598	-.329	.550	.165	.087	.094	-.606	.169	.770[a]	-.482
	ITEM_16	-.014	.474	.155	-.403	-.152	-.004	-.410	.589	-.373	-.482	.658[a]
	ITEM_17	.023	.050	-.301	.332	-.199	.353	.217	-.500	-.054	.133	-.238
	ITEM_18	.219	-.269	.107	-.167	-.028	-.187	.123	-.210	.196	.082	-.238
	ITEM_20	-.093	-.388	-.017	.276	-.048	.095	.139	-.297	.148	.399	-.438
	ITEM_22	-.239	-.447	-.170	.462	.387	-.091	.292	-.369	.319	.341	-.485
	ITEM_23	.130	.507	.304	-.608	-.438	.108	-.439	.665	-.450	-.540	.613
	ITEM_25	.247	.179	.080	-.294	.100	-.070	-.651	.569	-.291	-.344	.489
	ITEM_26	.117	.351	-.067	-.184	-.461	.187	.023	.090	-.139	-.170	.022
	ITEM_27	-.283	-.119	.188	.011	-.325	-.126	.448	-.317	.386	.144	-.101
	ITEM_28	.148	.371	.238	-.504	-.276	.023	-.468	.614	-.469	-.409	.586
	ITEM_29	.044	-.022	.156	-.234	.079	-.436	.315	.018	.233	-.207	-.048
	ITEM_30	-.202	-.130	.062	.120	.027	.065	.287	-.199	.141	.007	-.190
	ITEM_31	-.052	-.089	-.012	.037	-.192	.081	.081	-.085	.252	.107	-.420
	ITEM_32	.168	.334	.151	-.420	-.200	.204	-.533	.510	-.470	-.349	.405
	ITEM_33	.193	.273	.026	-.242	-.156	.236	-.559	.427	-.479	-.267	.584
	ITEM_34	-.101	-.439	-.196	.487	.536	-.203	.466	-.560	.389	.396	-.608
	ITEM_37	-.339	.231	-.006	.138	.113	-.199	.206	.049	.009	-.015	.166
	ITEM_41	.317	-.294	-.105	-.087	.387	-.280	-.086	.075	-.062	.149	-.144
	ITEM_42	-.188	-.086	-.065	.269	-.337	.431	.080	-.364	.210	.158	-.268

Anti-image Matrices

		ITEM_17	ITEM_18	ITEM_20	ITEM_22	ITEM_23	ITEM_25	ITEM_26	ITEM_27	ITEM_28	ITEM_29	ITEM_30
Anti-image Covariance	ITEM_3	.004	.039	-.018	-.034	.014	.040	.017	-.043	.015	.006	-.044
	ITEM_4	.007	-.046	-.070	-.060	.052	.028	.049	-.017	.037	-.003	-.027
	ITEM_6	-.041	.017	-.003	-.021	.030	.012	-.009	.026	.022	.019	.012
	ITEM_7	.043	-.026	.045	.056	-.057	-.041	-.023	.001	-.045	-.027	.022
	ITEM_9	-.022	-.004	-.006	.039	-.034	.012	-.048	-.035	-.020	.008	.004
	ITEM_11	.043	-.027	.014	-.010	.009	-.009	.022	-.015	.002	-.047	.011
	ITEM_12	.022	.015	.018	.027	-.032	-.071	.002	.045	-.032	.028	.042
	ITEM_13	-.041	-.021	-.031	-.028	.039	.051	.007	-.026	.035	.001	-.024
	ITEM_14	-.009	.038	.030	.048	-.052	-.050	-.022	.062	-.052	.033	.032
	ITEM_15	.013	.010	.051	.032	-.039	-.037	-.017	.015	-.028	-.019	.001
	ITEM_16	-.030	-.035	-.069	-.056	.055	.066	.003	-.013	.050	-.005	-.034
	ITEM_17	.135	.004	.012	-.003	-.016	-.029	.027	.020	.003	-.046	.006
	ITEM_18	.004	.191	-.034	-.009	-.005	-.010	.013	.048	-.012	.032	-.021
	ITEM_20	.012	-.034	.213	.009	-.032	-.044	-.024	.030	-.023	-.041	.078
	ITEM_22	-.003	-.009	.009	.116	-.071	-.044	-.058	.002	-.054	.030	.036
	ITEM_23	-.016	-.005	-.032	-.071	.069	.046	.040	-.016	.050	-.012	-.045
	ITEM_25	-.029	-.010	-.044	-.044	.046	.155	-.030	-.064	.061	-.016	-.069
	ITEM_26	.027	.013	-.024	-.058	.040	-.030	.128	.003	.020	-.016	-.013
	ITEM_27	.020	.048	.030	.002	-.016	-.064	.003	.135	-.021	.026	.036
	ITEM_28	.003	-.012	-.023	-.054	.050	.061	.020	-.021	.063	-.025	-.045
	ITEM_29	-.046	.032	-.041	.030	-.012	-.016	-.016	.026	-.025	.107	-.004
	ITEM_30	.006	-.021	.078	.036	-.045	-.069	-.013	.036	-.045	-.004	.276
	ITEM_31	-.014	.006	.045	.040	-.025	-.045	.022	-.014	-.031	.004	.005
	ITEM_32	.001	-.010	-.038	-.063	.059	.089	.021	-.059	.058	-.051	-.074
	ITEM_33	.007	-.011	-.016	-.059	.046	.062	.006	-.017	.047	-.037	-.051
	ITEM_34	-.002	-.004	.012	.042	-.036	-.031	-.025	-.003	-.034	.013	.021
	ITEM_37	-.035	-.054	-.025	.009	-.012	-.026	.000	.017	-.022	.016	.019
	ITEM_41	-.047	-.004	.002	.030	-.011	.012	-.038	-.066	-.003	.027	-.024
	ITEM_42	.065	.019	.059	-.002	-.010	-.037	.016	.048	-.018	-.046	.058

Anti-image Matrices

		ITEM_17	ITEM_18	ITEM_20	ITEM_22	ITEM_23	ITEM_25	ITEM_26	ITEM_27	ITEM_28	ITEM_29	ITEM_30
Anti-image Correlation	ITEM_3	.023	.219	-.093	-.239	.130	.247	.117	-.283	.148	.044	-.202
	ITEM_4	.050	-.269	-.388	-.447	.507	.179	.351	-.119	.371	-.022	-.130
	ITEM_6	-.301	.107	-.017	-.170	.304	.080	-.067	.188	.238	.156	.062
	ITEM_7	.332	-.167	.276	.462	-.608	-.294	-.184	.011	-.504	-.234	.120
	ITEM_9	-.199	-.028	-.048	.387	-.438	.100	-.461	-.325	-.276	.079	.027
	ITEM_11	.353	-.187	.095	-.091	.108	-.070	.187	-.126	.023	-.436	.065
	ITEM_12	.217	.123	.139	.292	-.439	-.651	.023	.448	-.468	.315	.287
	ITEM_13	-.500	-.210	-.297	-.369	.665	.569	.090	-.317	.614	.018	-.199
	ITEM_14	-.054	.196	.148	.319	-.450	-.291	-.139	.386	-.469	.233	.141
	ITEM_15	.133	.082	.399	.341	-.540	-.344	-.170	.144	-.409	-.207	.007
	ITEM_16	-.238	-.238	-.438	-.485	.613	.489	.022	-.101	.586	-.048	-.190
	ITEM_17	.828[a]	.025	.070	-.022	-.165	-.198	.203	.150	.032	-.385	.032
	ITEM_18	.025	.914[a]	-.168	-.060	-.046	-.056	.084	.300	-.108	.223	-.090
	ITEM_20	.070	-.168	.780[a]	.058	-.261	-.244	-.147	.174	-.196	-.271	.322
	ITEM_22	-.022	-.060	.058	.547[a]	-.794	-.330	-.476	.015	-.637	.268	.200
	ITEM_23	-.165	-.046	-.261	-.794	.486[a]	.442	.427	-.161	.753	-.138	-.324
	ITEM_25	-.198	-.056	-.244	-.330	.442	.527[a]	-.210	-.441	.617	-.122	-.331
	ITEM_26	.203	.084	-.147	-.476	.427	-.210	.851[a]	.020	.226	-.140	-.071
	ITEM_27	.150	.300	.174	.015	-.161	-.441	.020	.755[a]	-.228	.217	.186
	ITEM_28	.032	-.108	-.196	-.637	.753	.617	.226	-.228	.509[a]	-.305	-.338
	ITEM_29	-.385	.223	-.271	.268	-.138	-.122	-.140	.217	-.305	.843[a]	-.021
	ITEM_30	.032	-.090	.322	.200	-.324	-.331	-.071	.186	-.338	-.021	.820[a]
	ITEM_31	-.086	.029	.220	.262	-.212	-.253	.139	-.084	-.280	.025	.021
	ITEM_32	.005	-.054	-.195	-.445	.537	.539	.137	-.385	.556	-.369	-.335
	ITEM_33	.068	-.095	-.124	-.630	.639	.574	.056	-.173	.685	-.411	-.354
	ITEM_34	-.038	-.062	.161	.753	-.829	-.477	-.424	-.042	-.819	.246	.249
	ITEM_37	-.235	-.303	-.132	.068	-.117	-.162	-.003	.115	-.217	.124	.088
	ITEM_41	-.349	-.024	.010	.235	-.111	.080	-.286	-.486	-.030	.227	-.126
	ITEM_42	.469	.117	.341	-.014	-.104	-.249	.123	.350	-.191	-.374	.294

Anti-Image Matrices

		ITEM_31	ITEM_32	ITEM_33	ITEM_34	ITEM_37	ITEM_41	ITEM_42
Anti-image Covariance	ITEM_3	-.010	.029	.022	-.007	-.057	.048	-.029
	ITEM_4	-.016	.055	.029	-.028	.037	-.043	-.013
	ITEM_6	-.002	.023	.003	-.012	-.001	-.014	-.009
	ITEM_7	.006	-.063	-.024	.028	.020	-.011	.036
	ITEM_9	-.025	-.025	-.013	.026	.013	.042	-.037
	ITEM_11	.012	.028	.021	-.011	-.027	-.034	.053
	ITEM_12	.010	-.062	-.042	.021	.023	-.009	.008
	ITEM_13	-.009	.048	.026	-.021	.005	.006	-.031
	ITEM_14	.049	-.086	-.058	.028	.002	-.010	.035
	ITEM_15	.013	-.040	-.020	.018	-.002	.015	.016
	ITEM_16	-.064	.058	.055	-.034	.023	-.018	-.034
	ITEM_17	-.014	.001	.007	-.002	-.035	-.047	.065
	ITEM_18	.006	-.010	-.011	-.004	-.054	-.004	.019
	ITEM_20	.045	-.038	-.016	.012	-.025	.002	.059
	ITEM_22	.040	-.063	-.059	.042	.009	.030	-.002
	ITEM_23	-.025	.059	.046	-.036	-.012	-.011	-.010
	ITEM_25	-.045	.089	.062	-.031	-.026	.012	-.037
	ITEM_26	.022	.021	.006	-.025	.000	-.038	.016
	ITEM_27	-.014	-.059	-.017	-.003	.017	-.066	.048
	ITEM_28	-.031	.058	.047	-.034	-.022	-.003	-.018
	ITEM_29	.004	-.051	-.037	.013	.016	.027	-.046
	ITEM_30	.005	-.074	-.051	.021	.019	-.024	.058
	ITEM_31	.200	-.021	-.062	.018	-.024	.023	.018
	ITEM_32	-.021	.175	.059	-.035	-.044	.000	-.018
	ITEM_33	-.062	.059	.075	-.033	-.013	-.022	.004
	ITEM_34	.018	-.035	-.033	.027	.009	.018	-.005
	ITEM_37	-.024	-.044	-.013	.009	.164	-.037	-.042
	ITEM_41	.023	.000	-.022	.018	-.037	.136	-.078
	ITEM_42	.018	-.018	.004	-.005	-.042	-.078	.141

Anti-Image Matrices

		ITEM_31	ITEM_32	ITEM_33	ITEM_34	ITEM_37	ITEM_41	ITEM_42
Anti-image Correlation	ITEM_3	-.052	.168	.193	-.101	-.339	.317	-.188
	ITEM_4	-.089	.334	.273	-.439	.231	-.294	-.086
	ITEM_6	-.012	.151	.026	-.196	-.006	-.105	-.065
	ITEM_7	.037	-.420	-.242	.487	.138	-.087	.269
	ITEM_9	-.192	-.200	-.156	.536	.113	.387	-.337
	ITEM_11	.081	.204	.236	-.203	-.199	-.280	.431
	ITEM_12	.081	-.533	-.559	.466	.206	-.086	.080
	ITEM_13	-.085	.510	.427	-.560	.049	.075	-.364
	ITEM_14	.252	-.470	-.479	.389	.009	-.062	.210
	ITEM_15	.107	-.349	-.267	.396	-.015	.149	.158
	ITEM_16	-.420	.405	.584	-.608	.166	-.144	-.268
	ITEM_17	-.086	.005	.068	-.038	-.235	-.349	.469
	ITEM_18	.029	-.054	-.095	-.062	-.303	-.024	.117
	ITEM_20	.220	-.195	-.124	.161	-.132	.010	.341
	ITEM_22	.262	-.445	-.630	.753	.068	.235	-.014
	ITEM_23	-.212	.537	.639	-.829	-.117	-.111	-.104
	ITEM_25	-.253	.539	.574	-.477	-.162	.080	-.249
	ITEM_26	.139	.137	.056	-.424	-.003	-.286	.123
	ITEM_27	-.084	-.385	-.173	-.042	.115	-.486	.350
	ITEM_28	-.280	.556	.685	-.819	-.217	-.030	-.191
	ITEM_29	.025	-.369	-.411	.246	.124	.227	-.374
	ITEM_30	.021	-.335	-.354	.249	.088	-.126	.294
	ITEM_31	.876[a]	-.114	-.505	.242	-.132	.141	.110
	ITEM_32	-.114	.643[a]	.516	-.513	-.261	-.003	-.117
	ITEM_33	-.505	.516	.629[a]	-.728	-.120	-.216	.038
	ITEM_34	.242	-.513	-.728	.602[a]	.130	.303	-.077
	ITEM_37	-.132	-.261	-.120	.130	.897[a]	-.245	-.275
	ITEM_41	.141	-.003	-.216	.303	-.245	.798[a]	-.562
	ITEM_42	.110	-.117	.038	-.077	-.275	-.562	.750[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
ITEM_3	1.000	.821
ITEM_4	1.000	.683
ITEM_6	1.000	.851
ITEM_7	1.000	.700
ITEM_9	1.000	.677
ITEM_11	1.000	.754
ITEM_12	1.000	.822
ITEM_13	1.000	.804
ITEM_14	1.000	.735
ITEM_15	1.000	.833
ITEM_16	1.000	.706
ITEM_17	1.000	.705
ITEM_18	1.000	.739
ITEM_20	1.000	.808
ITEM_22	1.000	.765
ITEM_23	1.000	.697
ITEM_25	1.000	.820
ITEM_26	1.000	.760
ITEM_27	1.000	.790
ITEM_28	1.000	.834
ITEM_29	1.000	.810
ITEM_30	1.000	.800
ITEM_31	1.000	.703
ITEM_32	1.000	.684
ITEM_33	1.000	.712
ITEM_34	1.000	.833
ITEM_37	1.000	.709
ITEM_41	1.000	.765
ITEM_42	1.000	.772

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	14.348	49.476	49.476	14.348	49.476	49.476	5.328	18.371	18.371
2	1.814	6.255	55.731	1.814	6.255	55.731	3.930	13.553	31.924
3	1.721	5.933	61.664	1.721	5.933	61.664	3.501	12.071	43.995
4	1.632	5.629	67.293	1.632	5.629	67.293	3.302	11.386	55.381
5	1.335	4.602	71.895	1.335	4.602	71.895	3.047	10.506	65.887
6	1.244	4.290	76.185	1.244	4.290	76.185	2.986	10.298	76.185
7	.803	2.770	78.955						
8	.727	2.507	81.461						
9	.672	2.316	83.778						
10	.623	2.147	85.924						
11	.536	1.849	87.773						
12	.494	1.703	89.477						
13	.438	1.511	90.988						
14	.407	1.404	92.392						
15	.351	1.211	93.603						
16	.305	1.053	94.656						
17	.292	1.006	95.662						
18	.227	.782	96.445						
19	.193	.665	97.109						
20	.172	.595	97.704						
21	.147	.506	98.210						
22	.117	.403	98.612						
23	.107	.368	98.981						
24	.082	.281	99.262						
25	.074	.254	99.516						
26	.066	.226	99.742						
27	.037	.128	99.870						
28	.029	.099	99.969						
29	.009	.031	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
ITEM_15	.842	.072	-.312	-.144	-.026	-.012
ITEM_11	.805	.013	-.095	.166	-.219	-.142
ITEM_29	.799	-.259	-.198	-.034	.162	-.194
ITEM_9	.788	.158	-.147	.051	-.086	.006
ITEM_34	.784	-.399	.220	-.105	-.023	-.004
ITEM_26	.776	-.095	.226	.178	-.211	.147
ITEM_16	.769	.106	.100	-.096	-.210	-.199
ITEM_13	.768	.185	-.299	.013	-.202	-.223
ITEM_14	.759	.114	-.312	-.177	-.010	-.131
ITEM_33	.756	-.231	-.155	-.028	.113	.223
ITEM_37	.749	-.183	.259	.054	.053	-.206
ITEM_31	.744	-.166	-.252	.062	.122	.200
ITEM_18	.738	-.098	.217	-.321	-.082	-.170
ITEM_17	.722	.164	-.213	-.221	-.247	-.046
ITEM_12	.720	.104	-.448	.200	-.206	-.095
ITEM_32	.704	-.218	-.189	.072	.308	-.070
ITEM_41	.687	-.020	.255	.470	-.075	.034
ITEM_42	.659	-.157	.263	.317	.086	-.369
ITEM_27	.637	-.114	.315	.332	-.049	.400
ITEM_23	.636	-.059	-.074	-.423	-.020	.321
ITEM_30	.634	-.263	-.278	-.171	.296	.367
ITEM_28	.625	-.469	.251	-.041	.317	-.242
ITEM_6	.619	.590	.040	.257	.227	.033
ITEM_20	.605	.120	.372	-.430	-.270	-.177
ITEM_22	.603	.202	.321	-.406	.032	.304
ITEM_4	.601	.355	.313	-.184	.199	.155
ITEM_3	.601	.579	.212	.021	.277	-.054
ITEM_7	.600	.281	-.086	.285	.414	.044
ITEM_25	.537	-.086	.048	.345	-.520	.365

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
ITEM_13	.799	.202	.140	.175	.226	.150
ITEM_12	.799	.127	.238	-.053	.190	.270
ITEM_14	.678	.200	.347	.257	.222	-.001
ITEM_15	.677	.191	.446	.272	.227	.118
ITEM_17	.676	.075	.225	.396	.126	.140
ITEM_11	.637	.355	.142	.159	.188	.376
ITEM_9	.582	.189	.265	.224	.321	.282
ITEM_16	.540	.355	.045	.442	.196	.230
ITEM_28	.048	.818	.343	.197	.059	.053
ITEM_42	.261	.744	-.018	.049	.268	.276
ITEM_37	.265	.651	.163	.291	.193	.258
ITEM_34	.222	.602	.386	.400	-.031	.335
ITEM_29	.503	.555	.469	.110	.119	.059
ITEM_30	.204	.155	.830	.141	.109	.115
ITEM_33	.328	.290	.626	.174	.128	.285
ITEM_31	.397	.246	.607	.063	.185	.280
ITEM_23	.276	.024	.565	.530	.041	.138
ITEM_32	.348	.483	.519	-.008	.233	.074
ITEM_20	.312	.291	-.072	.778	.064	.103
ITEM_22	.060	.045	.305	.735	.305	.182
ITEM_18	.349	.469	.187	.589	.063	.106
ITEM_6	.329	.065	.065	.118	.825	.199
ITEM_3	.228	.149	.022	.346	.790	.045
ITEM_7	.247	.219	.308	-.068	.690	.127
ITEM_4	.079	.128	.193	.544	.557	.130
ITEM_25	.321	.002	.117	.108	-.031	.831
ITEM_27	.004	.263	.291	.178	.270	.729
ITEM_41	.229	.437	.058	.050	.352	.626
ITEM_26	.297	.354	.200	.308	.173	.617

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	.544	.433	.397	.361	.333	.344
2	.212	-.513	-.379	.184	.705	-.128
3	-.600	.361	-.399	.496	.151	.287
4	-.014	.163	-.225	-.727	.292	.556
5	-.411	.273	.441	-.223	.530	-.481
6	-.362	-.564	.542	.110	.051	.492

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

Lampiran 4.a.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.825
Bartlett's Test of Sphericity	Approx. Chi-Square	1050.162
	df	378
	Sig.	.000

Anti-image Matrices

		ITEM_3	ITEM_4	ITEM_6	ITEM_7	ITEM_9	ITEM_11	ITEM_12	ITEM_13	ITEM_14	ITEM_15	ITEM_16	ITEM_17
Anti-image Covariance	ITEM_3	.173	-.068	-.087	-.003	.042	-.019	-.014	-.021	-.034	.018	-.022	.007
	ITEM_4	-.068	.208	.004	-.021	-.045	.024	.035	.006	.006	-.067	.047	.027
	ITEM_6	-.087	.004	.152	-.102	-.026	-.025	.023	.026	.026	-.026	-.007	-.039
	ITEM_7	-.003	-.021	-.102	.201	.014	.051	-.037	-.035	-.012	.049	-.009	.049
	ITEM_9	.042	-.045	-.026	.014	.107	-.050	-.025	.024	-.036	-.010	.023	-.037
	ITEM_11	-.019	.024	-.025	.051	-.050	.109	-.030	-.021	-.026	.019	-.013	.047
	ITEM_12	-.014	.035	.023	-.037	-.025	-.030	.094	-.043	.019	-.019	-.026	.019
	ITEM_13	-.021	.006	.026	-.035	.024	-.021	-.043	.091	-.023	-.039	.040	-.060
	ITEM_14	-.034	.006	.026	-.012	-.036	-.026	.019	-.023	.241	-.016	-.029	-.027
	ITEM_15	.018	-.067	-.026	.049	-.010	.019	-.019	-.039	-.016	.107	-.032	.006
	ITEM_16	-.022	.047	-.007	-.009	.023	-.013	-.026	.040	-.029	-.032	.186	-.028
	ITEM_17	.007	.027	-.039	.049	-.037	.047	.019	-.060	-.027	.006	-.028	.139
	ITEM_18	.041	-.057	.022	-.048	-.008	-.027	.015	-.032	.042	.010	-.050	.003
	ITEM_20	-.012	-.067	.013	.033	-.029	.020	.004	-.025	.008	.050	-.075	.005
	ITEM_22	-.052	-.022	.027	-.011	.013	-.002	-.018	.059	-.019	-.031	.001	-.053
	ITEM_25	.039	-.012	-.011	-.007	.052	-.019	-.077	.054	-.025	-.020	.058	-.023
	ITEM_26	.011	.031	-.035	.019	-.044	.020	.031	-.034	.013	.010	-.057	.045
	ITEM_27	-.042	-.008	.037	-.018	-.054	-.014	.049	-.032	.065	.008	.000	.018
	ITEM_28	.012	-.003	.002	-.015	.011	-.011	-.027	.027	-.041	-.001	.039	.034
	ITEM_29	.009	.008	.027	-.060	.002	-.047	.029	.015	.031	-.036	.007	-.052
	ITEM_30	-.039	.011	.039	-.025	-.025	.020	.029	.004	-.002	-.038	.003	-.005
	ITEM_31	-.005	.005	.010	-.024	-.049	.016	-.002	.011	.040	-.001	-.074	-.021
	ITEM_32	.024	.019	-.003	-.031	.007	.029	-.060	.036	-.074	-.013	.024	.021
	ITEM_33	.021	-.013	-.032	.038	.021	.026	-.044	.000	-.049	.014	.049	.030
	ITEM_34	.002	-.005	.012	-.005	.033	-.020	.018	-.002	.005	-.011	-.028	-.034
	ITEM_37	-.056	.063	.005	.015	.009	-.025	.022	.021	-.010	-.012	.053	-.040
	ITEM_41	.052	-.047	-.011	-.032	.046	-.033	-.017	.022	-.023	.013	-.015	-.052
	ITEM_42	-.028	-.007	-.005	.044	-.053	.056	.005	-.045	.034	.015	-.042	.065

Anti-image Matrices

		ITEM_3	ITEM_4	ITEM_6	ITEM_7	ITEM_9	ITEM_11	ITEM_12	ITEM_13	ITEM_14	ITEM_15	ITEM_16	ITEM_17
Anti-image Correlation	ITEM_3	.806[a]	-.360	-.536	-.015	.306	-.139	-.108	-.168	-.168	.129	-.120	.046
	ITEM_4	-.360	.822[a]	.024	-.103	-.299	.160	.252	.046	.028	-.447	.239	.157
	ITEM_6	-.536	.024	.811[a]	-.583	-.201	-.193	.189	.224	.137	-.205	-.042	-.268
	ITEM_7	-.015	-.103	-.583	.783[a]	.098	.345	-.266	-.262	-.054	.331	-.048	.296
	ITEM_9	.306	-.299	-.201	.098	.811[a]	-.465	-.248	.244	-.223	-.094	.164	-.306
	ITEM_11	-.139	.160	-.193	.345	-.465	.848[a]	-.300	-.213	-.160	.173	-.090	.378
	ITEM_12	-.108	.252	.189	-.266	-.248	-.300	.789[a]	-.462	.126	-.189	-.198	.164
	ITEM_13	-.168	.046	.224	-.262	.244	-.213	-.462	.800[a]	-.153	-.393	.307	-.530
	ITEM_14	-.168	.028	.137	-.054	-.223	-.160	.126	-.153	.908[a]	-.099	-.137	-.146
	ITEM_15	.129	-.447	-.205	.331	-.094	.173	-.189	-.393	-.099	.896[a]	-.227	.053
	ITEM_16	-.120	.239	-.042	-.048	.164	-.090	-.198	.307	-.137	-.227	.855[a]	-.175
	ITEM_17	.046	.157	-.268	.296	-.306	.378	.164	-.530	-.146	.053	-.175	.785[a]
	ITEM_18	.227	-.285	.127	-.246	-.053	-.184	.115	-.240	.196	.068	-.266	.018
	ITEM_20	-.062	-.307	.067	.153	-.186	.128	.028	-.172	.036	.318	-.364	.028
	ITEM_22	-.225	-.085	.123	-.045	.071	-.009	-.105	.350	-.071	-.172	.004	-.255
	ITEM_25	.213	-.058	-.063	-.035	.364	-.132	-.567	.410	-.114	-.139	.308	-.142
	ITEM_26	.068	.173	-.228	.105	-.337	.157	.258	-.287	.066	.080	-.336	.307
	ITEM_27	-.268	-.044	.252	-.111	-.445	-.111	.425	-.285	.356	.068	-.003	.127
	ITEM_28	.076	-.019	.015	-.087	.091	-.089	-.232	.231	-.222	-.004	.239	.240
	ITEM_29	.063	.056	.210	-.405	.021	-.428	.286	.149	.193	-.338	.047	-.418
	ITEM_30	-.171	.042	.178	-.102	-.135	.107	.171	.023	-.006	-.211	.011	-.023
	ITEM_31	-.025	.022	.056	-.119	-.324	.107	-.013	.077	.179	-.010	-.376	-.125
	ITEM_32	.117	.085	-.016	-.139	.046	.174	-.392	.243	-.304	-.083	.113	.112
	ITEM_33	.144	-.078	-.230	.241	.179	.219	-.403	.003	-.278	.121	.317	.229
	ITEM_34	.013	-.038	.105	-.038	.344	-.203	.203	-.022	.032	-.110	-.225	-.316
	ITEM_37	-.328	.339	.032	.084	.069	-.189	.173	.172	-.050	-.093	.303	-.259
	ITEM_41	.337	-.278	-.075	-.196	.379	-.272	-.150	.201	-.127	.106	-.097	-.375
	ITEM_42	-.177	-.039	-.035	.261	-.427	.448	.039	-.397	.184	.122	-.260	.461

Anti-image Matrices

		ITEM_18	ITEM_20	ITEM_22	ITEM_25	ITEM_26	ITEM_27	ITEM_28	ITEM_29	ITEM_30	ITEM_31	ITEM_32	ITEM_33
Anti-image Covariance	ITEM_3	.041	-.012	-.052	.039	.011	-.042	.012	.009	-.039	-.005	.024	.021
	ITEM_4	-.057	-.067	-.022	-.012	.031	-.008	-.003	.008	.011	.005	.019	-.013
	ITEM_6	.022	.013	.027	-.011	-.035	.037	.002	.027	.039	.010	-.003	-.032
	ITEM_7	-.048	.033	-.011	-.007	.019	-.018	-.015	-.060	-.025	-.024	-.031	.038
	ITEM_9	-.008	-.029	.013	.052	-.044	-.054	.011	.002	-.025	-.049	.007	.021
	ITEM_11	-.027	.020	-.002	-.019	.020	-.014	-.011	-.047	.020	.016	.029	.026
	ITEM_12	.015	.004	-.018	-.077	.031	.049	-.027	.029	.029	-.002	-.060	-.044
	ITEM_13	-.032	-.025	.059	.054	-.034	-.032	.027	.015	.004	.011	.036	.000
	ITEM_14	.042	.008	-.019	-.025	.013	.065	-.041	.031	-.002	.040	-.074	-.049
	ITEM_15	.010	.050	-.031	-.020	.010	.008	-.001	-.036	-.038	-.001	-.013	.014
	ITEM_16	-.050	-.075	.001	.058	-.057	.000	.039	.007	.003	-.074	.024	.049
	ITEM_17	.003	.005	-.053	-.023	.045	.018	.034	-.052	-.005	-.021	.021	.030
	ITEM_18	.191	-.039	-.039	-.008	.020	.048	-.019	.032	-.027	.004	-.008	-.013
	ITEM_20	-.039	.228	-.068	-.031	-.008	.025	.000	-.051	.069	.038	-.016	.010
	ITEM_22	-.039	-.068	.313	.009	-.055	-.039	-.021	.049	-.031	.040	-.010	-.052
	ITEM_25	-.008	-.031	.009	.193	-.086	-.068	.081	-.010	-.054	-.037	.087	.066
	ITEM_26	.020	-.008	-.055	-.086	.156	.015	-.024	-.012	.017	.047	-.024	-.044
	ITEM_27	.048	.025	-.039	-.068	.015	.139	-.023	.024	.030	-.021	-.066	-.012
	ITEM_28	-.019	.000	-.021	.081	-.024	-.023	.145	-.039	-.032	-.033	.052	.055
	ITEM_29	.032	-.051	.049	-.010	-.012	.024	-.039	.109	-.013	-.001	-.058	-.050
	ITEM_30	-.027	.069	-.031	-.054	.017	.030	-.032	-.013	.308	-.013	-.056	-.040
	ITEM_31	.004	.038	.040	-.037	.047	-.021	-.033	-.001	-.013	.209	3.E-05	-.080
	ITEM_32	-.008	-.016	-.010	.087	-.024	-.066	.052	-.058	-.056	3.E-05	.247	.047
	ITEM_33	-.013	.010	-.052	.066	-.044	-.012	.055	-.050	-.040	-.080	.047	.127
	ITEM_34	-.023	-.014	.045	-.028	-.016	-.034	-.059	.023	-.006	.016	-.021	-.048
	ITEM_37	-.056	-.033	-.009	-.022	.008	.015	-.031	.015	.012	-.030	-.048	-.009
	ITEM_41	-.005	-.004	.051	.024	-.039	-.071	.012	.026	-.035	.020	.012	-.025
	ITEM_42	.019	.059	-.034	-.038	.028	.048	-.025	-.049	.058	.016	-.014	.018

Anti-Image Matrices

		ITEM_18	ITEM_20	ITEM_22	ITEM_25	ITEM_26	ITEM_27	ITEM_28	ITEM_29	ITEM_30	ITEM_31	ITEM_32	ITEM_33
Anti-image Correlation	ITEM_3	.227	-.062	-.225	.213	.068	-.268	.076	.063	-.171	-.025	.117	.144
	ITEM_4	-.285	-.307	-.085	-.058	.173	-.044	-.019	.056	.042	.022	.085	-.078
	ITEM_6	.127	.067	.123	-.063	-.228	.252	.015	.210	.178	.056	-.016	-.230
	ITEM_7	-.246	.153	-.045	-.035	.105	-.111	-.087	-.405	-.102	-.119	-.139	.241
	ITEM_9	-.053	-.186	.071	.364	-.337	-.445	.091	.021	-.135	-.324	.046	.179
	ITEM_11	-.184	.128	-.009	-.132	.157	-.111	-.089	-.428	.107	.107	.174	.219
	ITEM_12	.115	.028	-.105	-.567	.258	.425	-.232	.286	.171	-.013	-.392	-.403
	ITEM_13	-.240	-.172	.350	.410	-.287	-.285	.231	.149	.023	.077	.243	.003
	ITEM_14	.196	.036	-.071	-.114	.066	.356	-.222	.193	-.006	.179	-.304	-.278
	ITEM_15	.068	.318	-.172	-.139	.080	.068	-.004	-.338	-.211	-.010	-.083	.121
	ITEM_16	-.266	-.364	.004	.308	-.336	-.003	.239	.047	.011	-.376	.113	.317
	ITEM_17	.018	.028	-.255	-.142	.307	.127	.240	-.418	-.023	-.125	.112	.229
	ITEM_18	.895[a]	-.187	-.159	-.039	.115	.297	-.112	.219	-.111	.019	-.035	-.086
	ITEM_20	-.187	.838[a]	-.254	-.148	-.040	.139	.001	-.321	.260	.174	-.068	.058
	ITEM_22	-.159	-.254	.843[a]	.038	-.249	-.187	-.099	.263	-.100	.157	-.036	-.261
	ITEM_25	-.039	-.148	.038	.649[a]	-.492	-.418	.481	-.068	-.222	-.182	.399	.422
	ITEM_26	.115	-.040	-.249	-.492	.860[a]	.099	-.160	-.090	.079	.259	-.120	-.311
	ITEM_27	.297	.139	-.187	-.418	.099	.746[a]	-.165	.199	.143	-.122	-.359	-.093
	ITEM_28	-.112	.001	-.099	.481	-.160	-.165	.798[a]	-.308	-.152	-.187	.274	.403
	ITEM_29	.219	-.321	.263	-.068	-.090	.199	-.308	.824[a]	-.071	-.004	-.353	-.424
	ITEM_30	-.111	.260	-.100	-.222	.079	.143	-.152	-.071	.901[a]	-.052	-.202	-.202
	ITEM_31	.019	.174	.157	-.182	.259	-.122	-.187	-.004	-.052	.893[a]	.000	-.491
	ITEM_32	-.035	-.068	-.036	.399	-.120	-.359	.274	-.353	-.202	.000	.851[a]	.266
	ITEM_33	-.086	.058	-.261	.422	-.311	-.093	.403	-.424	-.202	-.491	.266	.791[a]
	ITEM_34	-.180	-.103	.278	-.219	-.140	-.316	-.531	.237	-.036	.121	-.144	-.461
	ITEM_37	-.311	-.170	-.041	-.124	.052	.098	-.197	.110	.053	-.161	-.237	-.059
	ITEM_41	-.029	-.020	.244	.145	-.265	-.513	.082	.215	-.172	.121	.068	-.190
	ITEM_42	.113	.327	-.159	-.228	.185	.339	-.173	-.395	.277	.090	-.073	.136

Anti-image Matrices

		ITEM_34	ITEM_37	ITEM_41	ITEM_42
Anti-image Covariance	ITEM_3	.002	-.056	.052	-.028
	ITEM_4	-.005	.063	-.047	-.007
	ITEM_6	.012	.005	-.011	-.005
	ITEM_7	-.005	.015	-.032	.044
	ITEM_9	.033	.009	.046	-.053
	ITEM_11	-.020	-.025	-.033	.056
	ITEM_12	.018	.022	-.017	.005
	ITEM_13	-.002	.021	.022	-.045
	ITEM_14	.005	-.010	-.023	.034
	ITEM_15	-.011	-.012	.013	.015
	ITEM_16	-.028	.053	-.015	-.042
	ITEM_17	-.034	-.040	-.052	.065
	ITEM_18	-.023	-.056	-.005	.019
	ITEM_20	-.014	-.033	-.004	.059
	ITEM_22	.045	-.009	.051	-.034
	ITEM_25	-.028	-.022	.024	-.038
	ITEM_26	-.016	.008	-.039	.028
	ITEM_27	-.034	.015	-.071	.048
	ITEM_28	-.059	-.031	.012	-.025
	ITEM_29	.023	.015	.026	-.049
	ITEM_30	-.006	.012	-.035	.058
	ITEM_31	.016	-.030	.020	.016
	ITEM_32	-.021	-.048	.012	-.014
	ITEM_33	-.048	-.009	-.025	.018
	ITEM_34	.085	.007	.041	-.032
	ITEM_37	.007	.167	-.040	-.045
	ITEM_41	.041	-.040	.138	-.081
	ITEM_42	-.032	-.045	-.081	.142

Anti-image Matrices

		ITEM_34	ITEM_37	ITEM_41	ITEM_42
Anti-image Correlation	ITEM_3	.013	-.328	.337	-.177
	ITEM_4	-.038	.339	-.278	-.039
	ITEM_6	.105	.032	-.075	-.035
	ITEM_7	-.038	.084	-.196	.261
	ITEM_9	.344	.069	.379	-.427
	ITEM_11	-.203	-.189	-.272	.448
	ITEM_12	.203	.173	-.150	.039
	ITEM_13	-.022	.172	.201	-.397
	ITEM_14	.032	-.050	-.127	.184
	ITEM_15	-.110	-.093	.106	.122
	ITEM_16	-.225	.303	-.097	-.260
	ITEM_17	-.316	-.259	-.375	.461
	ITEM_18	-.180	-.311	-.029	.113
	ITEM_20	-.103	-.170	-.020	.327
	ITEM_22	.278	-.041	.244	-.159
	ITEM_25	-.219	-.124	.145	-.228
	ITEM_26	-.140	.052	-.265	.185
	ITEM_27	-.316	.098	-.513	.339
	ITEM_28	-.531	-.197	.082	-.173
	ITEM_29	.237	.110	.215	-.395
	ITEM_30	-.036	.053	-.172	.277
	ITEM_31	.121	-.161	.121	.090
	ITEM_32	-.144	-.237	.068	-.073
	ITEM_33	-.461	-.059	-.190	.136
	ITEM_34	.843[a]	.059	.379	-.293
	ITEM_37	.059	.884[a]	-.262	-.291
	ITEM_41	.379	-.262	.778[a]	-.580
	ITEM_42	-.293	-.291	-.580	.732[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
ITEM_3	1.000	.823
ITEM_4	1.000	.706
ITEM_6	1.000	.846
ITEM_7	1.000	.701
ITEM_9	1.000	.676
ITEM_11	1.000	.764
ITEM_12	1.000	.824
ITEM_13	1.000	.799
ITEM_14	1.000	.733
ITEM_15	1.000	.833
ITEM_16	1.000	.703
ITEM_17	1.000	.700
ITEM_18	1.000	.744
ITEM_20	1.000	.817
ITEM_22	1.000	.715
ITEM_25	1.000	.817
ITEM_26	1.000	.772
ITEM_27	1.000	.784
ITEM_28	1.000	.835
ITEM_29	1.000	.810
ITEM_30	1.000	.810
ITEM_31	1.000	.712
ITEM_32	1.000	.687
ITEM_33	1.000	.766
ITEM_34	1.000	.832
ITEM_37	1.000	.734
ITEM_41	1.000	.768
ITEM_42	1.000	.792

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	13.961	49.860	49.860	13.961	49.860	49.860	5.355	19.125	19.125
2	1.813	6.473	56.333	1.813	6.473	56.333	3.700	13.215	32.339
3	1.719	6.139	62.473	1.719	6.139	62.473	3.301	11.791	44.130
4	1.523	5.438	67.910	1.523	5.438	67.910	3.223	11.511	55.640
5	1.334	4.765	72.676	1.334	4.765	72.676	2.971	10.610	66.250
6	1.155	4.124	76.800	1.155	4.124	76.800	2.954	10.550	76.800
7	.773	2.761	79.561						
8	.715	2.553	82.114						
9	.644	2.300	84.414						
10	.575	2.055	86.468						
11	.523	1.867	88.335						
12	.471	1.682	90.017						
13	.410	1.463	91.480						
14	.393	1.403	92.883						
15	.331	1.183	94.066						
16	.304	1.084	95.150						
17	.232	.830	95.980						
18	.209	.748	96.728						
19	.193	.688	97.416						
20	.147	.525	97.941						
21	.120	.429	98.370						
22	.111	.398	98.768						
23	.090	.323	99.090						
24	.077	.274	99.364						
25	.067	.239	99.604						
26	.050	.178	99.781						
27	.032	.116	99.897						
28	.029	.103	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component					
	1	2	3	4	5	6
ITEM_15	.839	.084	-.296	-.179	-.030	.053
ITEM_11	.808	.004	-.113	.119	-.222	-.185
ITEM_29	.801	-.258	-.201	-.140	.152	-.138
ITEM_9	.787	.157	-.149	.047	-.085	-.020
ITEM_26	.782	-.110	.204	.188	-.205	.173
ITEM_34	.781	-.398	.223	-.112	-.025	.047
ITEM_16	.772	.104	.106	-.154	-.220	-.111
ITEM_13	.772	.185	-.300	-.085	-.212	-.162
ITEM_33	.757	-.227	-.155	-.046	.117	.320
ITEM_14	.756	.127	-.293	-.230	-.018	-.082
ITEM_37	.749	-.192	.248	.027	.048	-.266
ITEM_31	.742	-.164	-.258	.057	.128	.219
ITEM_18	.735	-.088	.244	-.354	-.094	-.050
ITEM_12	.722	.100	-.466	.131	-.207	-.121
ITEM_17	.717	.179	-.188	-.233	-.252	.023
ITEM_32	.704	-.219	-.200	.015	.305	-.098
ITEM_41	.695	-.051	.205	.476	-.066	-.090
ITEM_42	.668	-.183	.222	.223	.078	-.456
ITEM_27	.637	-.133	.283	.449	-.028	.279
ITEM_28	.628	-.475	.243	-.123	.306	-.217
ITEM_30	.626	-.245	-.259	-.128	.305	.425
ITEM_6	.625	.573	.020	.266	.232	-.031
ITEM_3	.604	.571	.215	.044	.276	-.092
ITEM_7	.603	.266	-.111	.277	.420	-.037
ITEM_20	.602	.133	.411	-.432	-.283	-.033
ITEM_4	.602	.357	.334	-.123	.201	.222
ITEM_22	.590	.222	.368	-.255	.039	.340
ITEM_25	.537	-.101	.017	.441	-.501	.271

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
ITEM_12	.802	.137	.217	-.062	.194	.272
ITEM_13	.798	.182	.151	.193	.215	.153
ITEM_14	.691	.200	.324	.248	.222	-.003
ITEM_15	.687	.171	.439	.274	.224	.118
ITEM_17	.687	.065	.204	.384	.125	.141
ITEM_11	.643	.370	.123	.154	.187	.374
ITEM_9	.593	.199	.239	.213	.323	.279
ITEM_16	.535	.315	.078	.476	.176	.233
ITEM_28	.052	.795	.376	.233	.042	.048
ITEM_42	.257	.761	-.009	.071	.258	.273
ITEM_37	.276	.674	.142	.287	.192	.252
ITEM_34	.227	.566	.410	.422	-.044	.335
ITEM_29	.507	.527	.491	.138	.106	.059
ITEM_30	.221	.116	.837	.148	.109	.114
ITEM_33	.329	.217	.683	.224	.108	.286
ITEM_31	.405	.215	.620	.079	.181	.280
ITEM_32	.360	.488	.510	-.004	.233	.069
ITEM_20	.314	.248	-.048	.801	.042	.104
ITEM_22	.082	.037	.272	.711	.309	.178
ITEM_18	.353	.426	.213	.615	.044	.107
ITEM_4	.082	.082	.224	.579	.539	.128
ITEM_6	.327	.065	.068	.138	.820	.198
ITEM_3	.233	.158	.011	.355	.785	.042
ITEM_7	.248	.224	.306	-.056	.691	.127
ITEM_25	.324	.009	.101	.093	-.025	.832
ITEM_27	.011	.266	.286	.181	.272	.725
ITEM_41	.225	.446	.066	.069	.346	.624
ITEM_26	.291	.301	.253	.357	.150	.618

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	.553	.424	.389	.364	.331	.347
2	.218	-.516	-.383	.200	.689	-.156
3	-.601	.314	-.346	.595	.113	.230
4	-.165	.043	-.146	-.603	.335	.688
5	-.418	.251	.469	-.207	.537	-.459
6	-.286	-.625	.584	.257	-.049	.343

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

Lampiran 4.b.
Factor Analysis - Variabel Kepemimpinan Transformasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.914
Bartlett's Test of Sphericity	Approx. Chi-Square	622.667
	df	66
	Sig.	.000

Anti-Image Matrices

		ITEM_1	ITEM_2	ITEM_3	ITEM_4	ITEM_5	ITEM_6	ITEM_7	ITEM_8	ITEM_9	ITEM_10	ITEM_11	ITEM_12
Anti-image Covariance	ITEM_1	.122	-.075	-.056	.048	.001	.000	.009	-.018	-.055	.019	-.010	-.030
	ITEM_2	-.075	.222	.005	-.031	-.051	.019	-.031	-.009	.029	.035	-.023	.010
	ITEM_3	-.056	.005	.190	-.055	.008	-.038	-.028	.036	.018	.005	-.003	-.042
	ITEM_4	.048	-.031	-.055	.187	.008	-.056	.081	-.090	-.014	.002	.016	-.026
	ITEM_5	.001	-.051	.008	.008	.202	-.054	.027	-.013	-.014	-.049	-.010	-.021
	ITEM_6	.000	.019	-.038	-.056	-.054	.140	-.047	.004	-.066	-.012	.037	.018
	ITEM_7	.009	-.031	-.028	.081	.027	-.047	.149	-.065	-.004	-.055	.006	-.011
	ITEM_8	-.018	-.009	.036	-.090	-.013	.004	-.065	.104	.006	.003	-.044	.020
	ITEM_9	-.055	.029	.018	-.014	-.014	-.066	-.004	.006	.184	-.023	-.018	.007
	ITEM_10	.019	.035	.005	.002	-.049	-.012	-.055	.003	-.023	.205	-.025	-.046
	ITEM_11	-.010	-.023	-.003	.016	-.010	.037	.006	-.044	-.018	-.025	.146	-.061
	ITEM_12	-.030	.010	-.042	-.026	-.021	.018	-.011	.020	.007	-.046	-.061	.136
Anti-image Correlation	ITEM_1	.904[a]	-.453	-.370	.321	.005	.002	.067	-.164	-.369	.122	-.074	-.235
	ITEM_2	-.453	.934[a]	.022	-.151	-.242	.106	-.170	-.059	.141	.163	-.126	.055
	ITEM_3	-.370	.022	.931[a]	-.290	.042	-.234	-.168	.260	.095	.028	-.020	-.260
	ITEM_4	.321	-.151	-.290	.822[a]	.040	-.348	.488	-.650	-.075	.008	.095	-.160
	ITEM_5	.005	-.242	.042	.040	.959[a]	-.319	.155	-.091	-.071	-.239	-.061	-.128
	ITEM_6	.002	.106	-.234	-.348	-.319	.900[a]	-.327	.034	-.409	-.072	.262	.132
	ITEM_7	.067	-.170	-.168	.488	.155	-.327	.885[a]	-.525	-.024	-.317	.043	-.078
	ITEM_8	-.164	-.059	.260	-.650	-.091	.034	-.525	.872[a]	.040	.021	-.360	.169
	ITEM_9	-.369	.141	.095	-.075	-.071	-.409	-.024	.040	.944[a]	-.120	-.108	.047
	ITEM_10	.122	.163	.028	.008	-.239	-.072	-.317	.021	-.120	.950[a]	-.142	-.273
	ITEM_11	-.074	-.126	-.020	.095	-.061	.262	.043	-.360	-.108	-.142	.932[a]	-.433
	ITEM_12	-.235	.055	-.260	-.160	-.128	.132	-.078	.169	.047	-.273	-.433	.931[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
ITEM_1	1.000	.807
ITEM_2	1.000	.711
ITEM_3	1.000	.770
ITEM_4	1.000	.606
ITEM_5	1.000	.805
ITEM_6	1.000	.737
ITEM_7	1.000	.785
ITEM_8	1.000	.820
ITEM_9	1.000	.786
ITEM_10	1.000	.756
ITEM_11	1.000	.778
ITEM_12	1.000	.808

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	9.169	76.412	76.412	9.169	76.412	76.412
2	.701	5.842	82.254			
3	.472	3.931	86.186			
4	.390	3.253	89.438			
5	.326	2.721	92.159			
6	.256	2.136	94.295			
7	.213	1.778	96.073			
8	.139	1.156	97.229			
9	.101	.839	98.067			
10	.095	.795	98.863			
11	.083	.695	99.558			
12	.053	.442	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
ITEM_8	.906
ITEM_12	.899
ITEM_1	.899
ITEM_5	.897
ITEM_9	.887
ITEM_7	.886
ITEM_11	.882
ITEM_3	.877
ITEM_10	.870
ITEM_6	.859
ITEM_2	.843
ITEM_4	.779

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted. The solution cannot be rotated.

Lampiran 4.c.
Factor Analysis - Variabel Kepemimpinan Transaksional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.844
Bartlett's Test of Sphericity	Approx. Chi-Square	364.634
	df	36
	Sig.	.000

Anti-image Matrices

		ITEM_1	ITEM_2	ITEM_3	ITEM_4	ITEM_5	ITEM_6	ITEM_7	ITEM_8	ITEM_9
Anti-image Covariance	ITEM_1	.143	-.066	.037	-.056	-.008	-.076	-.080	.018	.027
	ITEM_2	-.066	.273	-.115	.058	-.105	.069	-.001	-.116	.002
	ITEM_3	.037	-.115	.257	-.056	-.005	-.068	-.106	.015	.058
	ITEM_4	-.056	.058	-.056	.262	-.011	.027	.004	-.137	-.031
	ITEM_5	-.008	-.105	-.005	-.011	.294	-.032	-.020	.086	-.090
	ITEM_6	-.076	.069	-.068	.027	-.032	.115	.035	-.051	-.073
	ITEM_7	-.080	-.001	-.106	.004	-.020	.035	.316	.047	-.071
	ITEM_8	.018	-.116	.015	-.137	.086	-.051	.047	.227	-.027
	ITEM_9	.027	.002	.058	-.031	-.090	-.073	-.071	-.027	.216
Anti-image Correlation	ITEM_1	.854[a]	-.332	.192	-.290	-.040	-.588	-.379	.098	.151
	ITEM_2	-.332	.788[a]	-.436	.215	-.369	.391	-.003	-.465	.006
	ITEM_3	.192	-.436	.853[a]	-.216	-.017	-.395	-.374	.061	.245
	ITEM_4	-.290	.215	-.216	.865[a]	-.041	.155	.013	-.563	-.130
	ITEM_5	-.040	-.369	-.017	-.041	.889[a]	-.174	-.065	.334	-.356
	ITEM_6	-.588	.391	-.395	.155	-.174	.803[a]	.181	-.316	-.465
	ITEM_7	-.379	-.003	-.374	.013	-.065	.181	.884[a]	.176	-.272
	ITEM_8	.098	-.465	.061	-.563	.334	-.316	.176	.797[a]	-.120
	ITEM_9	.151	.006	.245	-.130	-.356	-.465	-.272	-.120	.876[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
ITEM_1	1.000	.848
ITEM_2	1.000	.628
ITEM_3	1.000	.719
ITEM_4	1.000	.673
ITEM_5	1.000	.649
ITEM_6	1.000	.828
ITEM_7	1.000	.640
ITEM_8	1.000	.615
ITEM_9	1.000	.733

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	6.334	70.373	70.373	6.334	70.373	70.373
2	.796	8.839	79.212			
3	.600	6.670	85.882			
4	.387	4.303	90.184			
5	.253	2.810	92.995			
6	.230	2.556	95.551			
7	.209	2.326	97.876			
8	.129	1.435	99.312			
9	.062	.688	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
ITEM_1	.921
ITEM_6	.910
ITEM_9	.856
ITEM_3	.848
ITEM_4	.820
ITEM_5	.805
ITEM_7	.800
ITEM_2	.793
ITEM_8	.785

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted. The solution cannot be rotated.

Lampiran 4.d.
Factor Analysis - Variabel Kepuasan Kerja Pekerja Konstruksi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.866
Bartlett's Test of Sphericity	Approx. Chi-Square	1545.650
	df	276
	Sig.	.000

Anti-Image Matrices

		ITEM_1	ITEM_2	ITEM_3	ITEM_4	ITEM_5	ITEM_6	ITEM_7	ITEM_8	ITEM_9	ITEM_10	ITEM_11	ITEM_12
Anti-image Covariance	ITEM_1	.063	-.012	-.016	.008	.012	.006	-.007	-.022	-.007	.015	.014	-.008
	ITEM_2	-.012	.036	-.008	-.029	.018	.010	.024	-.012	-.018	-.016	.017	.006
	ITEM_3	-.016	-.008	.028	.024	-.029	-.023	-.009	.006	.012	.002	-.030	.016
	ITEM_4	.008	-.029	.024	.112	-.036	-.024	-.035	.004	.011	.014	-.054	.028
	ITEM_5	.012	.018	-.029	-.036	.104	.022	.016	-.019	-.004	-.004	.027	-.004
	ITEM_6	.006	.010	-.023	-.024	.022	.031	.013	-.007	-.009	-.006	.029	-.023
	ITEM_7	-.007	.024	-.009	-.035	.016	.013	.064	.001	-.028	-.036	.036	-.002
	ITEM_8	-.022	-.012	.006	.004	-.019	-.007	.001	.144	.005	-.046	-.013	.011
	ITEM_9	-.007	-.018	.012	.011	-.004	-.009	-.028	.005	.091	.011	-.009	-.008
	ITEM_10	.015	-.016	.002	.014	-.004	-.006	-.036	-.046	.011	.096	-.036	-.020
	ITEM_11	.014	.017	-.030	-.054	.027	.029	.036	-.013	-.009	-.036	.123	-.030
	ITEM_12	-.008	.006	.016	.028	-.004	-.023	-.002	.011	-.008	-.020	-.030	.101
	ITEM_13	-.009	-.018	.001	.001	.004	.002	-.021	-.005	.032	.008	-.006	-.013
	ITEM_14	-.014	.026	-.002	-.026	.019	.005	.017	-.004	-.002	-.004	.008	-.004
	ITEM_15	.004	-.022	-.003	.012	-.013	.004	-.019	.013	-.004	.011	-.013	-.010
	ITEM_16	.000	.009	-.014	.007	-.008	.002	.026	-.006	-.051	-.022	.006	.009
	ITEM_17	.004	.005	-.016	.001	.019	.012	-.019	-.003	-.001	.017	-.002	-.010
	ITEM_18	.033	-.036	.008	.037	-.007	-.011	-.015	.011	.001	.004	-.008	.016
	ITEM_19	.009	-.014	-.002	-.002	-.010	-.009	-.004	-.004	-.012	-.008	.013	-.013
	ITEM_20	-.005	-.009	.013	.016	-.021	-.012	-.013	.003	.013	.010	-.021	.007
	ITEM_21	-.020	.001	.021	.013	-.022	-.020	-.003	.028	.000	-.010	-.018	.021
	ITEM_22	.024	.006	-.023	-.026	.026	.015	.016	-.030	-.015	-.002	.036	-.015
	ITEM_23	.006	.000	-.006	-.008	.017	.003	-.014	-.051	.013	.032	-.013	-.027
	ITEM_24	-.004	.019	-.008	-.019	.006	.011	.022	.015	-.028	-.023	.018	-.002

Anti-image Matrices

		ITEM_1	ITEM_2	ITEM_3	ITEM_4	ITEM_5	ITEM_6	ITEM_7	ITEM_8	ITEM_9	ITEM_10	ITEM_11	ITEM_12
Anti-image Correlation	ITEM_1	.918[a]	-.257	-.385	.095	.146	.131	-.114	-.226	-.094	.191	.163	-.104
	ITEM_2	-.257	.787[a]	-.236	-.460	.298	.288	.509	-.165	-.321	-.266	.248	.098
	ITEM_3	-.385	-.236	.776[a]	.420	-.531	-.795	-.219	.102	.228	.043	-.509	.305
	ITEM_4	.095	-.460	.420	.862[a]	-.331	-.414	-.411	.031	.113	.135	-.462	.268
	ITEM_5	.146	.298	-.531	-.331	.870[a]	.384	.192	-.151	-.041	-.039	.236	-.039
	ITEM_6	.131	.288	-.795	-.414	.384	.829[a]	.297	-.111	-.178	-.120	.472	-.405
	ITEM_7	-.114	.509	-.219	-.411	.192	.297	.841[a]	.009	-.362	-.459	.408	-.027
	ITEM_8	-.226	-.165	.102	.031	-.151	-.111	.009	.912[a]	.046	-.391	-.095	.090
	ITEM_9	-.094	-.321	.228	.113	-.041	-.178	-.362	.046	.905[a]	.113	-.084	-.080
	ITEM_10	.191	-.266	.043	.135	-.039	-.120	-.459	-.391	.113	.912[a]	-.331	-.205
	ITEM_11	.163	.248	-.509	-.462	.236	.472	.408	-.095	-.084	-.331	.855[a]	-.268
	ITEM_12	-.104	.098	.305	.268	-.039	-.405	-.027	.090	-.080	-.205	-.268	.933[a]
	ITEM_13	-.157	-.432	.035	.020	.060	.052	-.374	-.062	.493	.126	-.073	-.185
	ITEM_14	-.261	.643	-.066	-.376	.283	.128	.320	-.051	-.026	-.062	.115	-.064
	ITEM_15	.090	-.646	-.116	.197	-.217	.113	-.416	.195	-.069	.193	-.206	-.180
	ITEM_16	.002	.125	-.207	.053	-.066	.023	.255	-.042	-.421	-.176	.043	.072
	ITEM_17	.053	.078	-.300	.009	.181	.207	-.235	-.021	-.015	.173	-.020	-.103
	ITEM_18	.408	-.578	.152	.340	-.071	-.185	-.178	.093	.010	.041	-.069	.155
	ITEM_19	.151	-.321	-.044	-.027	-.127	-.209	-.069	-.045	-.169	-.110	.159	-.174
	ITEM_20	-.191	-.407	.665	.421	-.580	-.591	-.447	.060	.367	.279	-.524	.187
	ITEM_21	-.386	.022	.601	.189	-.333	-.545	-.061	.359	-.002	-.162	-.249	.329
	ITEM_22	.476	.144	-.676	-.381	.402	.430	.312	-.380	-.245	-.039	.496	-.229
	ITEM_23	.094	-.001	-.135	-.086	.204	.064	-.206	-.501	.160	.383	-.143	-.325
	ITEM_24	-.105	.613	-.278	-.351	.110	.371	.529	.248	-.565	-.458	.312	-.039

Anti-image Matrices

		ITEM_13	ITEM_14	ITEM_15	ITEM_16	ITEM_17	ITEM_18	ITEM_19	ITEM_20	ITEM_21	ITEM_22	ITEM_23	ITEM_24
Anti-image Covariance	ITEM_1	-.009	-.014	.004	.000	.004	.033	.009	-.005	-.020	.024	.006	-.004
	ITEM_2	-.018	.026	-.022	.009	.005	-.036	-.014	-.009	.001	.006	.000	.019
	ITEM_3	.001	-.002	-.003	-.014	-.016	.008	-.002	.013	.021	-.023	-.006	-.008
	ITEM_4	.001	-.026	.012	.007	.001	.037	-.002	.016	.013	-.026	-.008	-.019
	ITEM_5	.004	.019	-.013	-.008	.019	-.007	-.010	-.021	-.022	.026	.017	.006
	ITEM_6	.002	.005	.004	.002	.012	-.011	-.009	-.012	-.020	.015	.003	.011
	ITEM_7	-.021	.017	-.019	.026	-.019	-.015	-.004	-.013	-.003	.016	-.014	.022
	ITEM_8	-.005	-.004	.013	-.006	-.003	.011	-.004	.003	.028	-.030	-.051	.015
	ITEM_9	.032	-.002	-.004	-.051	-.001	.001	-.012	.013	.000	-.015	.013	-.028
	ITEM_10	.008	-.004	.011	-.022	.017	.004	-.008	.010	-.010	-.002	.032	-.023
	ITEM_11	-.006	.008	-.013	.006	-.002	-.008	.013	-.021	-.018	.036	-.013	.018
	ITEM_12	-.013	-.004	-.010	.009	-.010	.016	-.013	.007	.021	-.015	-.027	-.002
	ITEM_13	.047	-.013	.011	-.028	-.014	.009	.005	.005	-.016	.003	.021	-.021
	ITEM_14	-.013	.044	-.022	-.008	.017	-.043	-.018	-.008	.004	.000	.000	.013
	ITEM_15	.011	-.022	.032	-.001	.009	.020	.009	.001	-.006	.001	-.005	-.005
	ITEM_16	-.028	-.008	-.001	.159	-.023	-.009	.025	-.001	-.004	.001	-.001	.011
	ITEM_17	-.014	.017	.009	-.023	.102	-.040	-.013	-.010	.004	.007	-.012	.006
	ITEM_18	.009	-.043	.020	-.009	-.040	.106	.013	.005	-.002	-.002	-.015	-.014
	ITEM_19	.005	-.018	.009	.025	-.013	.013	.056	-.003	-.005	.016	.005	-.004
	ITEM_20	.005	-.008	.001	-.001	-.010	.005	-.003	.013	.006	-.015	.007	-.011
	ITEM_21	-.016	.004	-.006	-.004	.004	-.002	-.005	.006	.042	-.027	-.029	.007
	ITEM_22	.003	.000	.001	.001	.007	-.002	.016	-.015	-.027	.042	.011	.003
	ITEM_23	.021	.000	-.005	-.001	-.012	-.015	.005	.007	-.029	.011	.071	-.022
	ITEM_24	-.021	.013	-.005	.011	.006	-.014	-.004	-.011	.007	.003	-.022	.026

Anti-image Matrices

		ITEM_13	ITEM_14	ITEM_15	ITEM_16	ITEM_17	ITEM_18	ITEM_19	ITEM_20	ITEM_21	ITEM_22	ITEM_23	ITEM_24
Anti-image Correlation	ITEM_1	-.157	-.261	.090	.002	.053	.408	.151	-.191	-.386	.476	.094	-.105
	ITEM_2	-.432	.643	-.646	.125	.078	-.578	-.321	-.407	.022	.144	-.001	.613
	ITEM_3	.035	-.066	-.116	-.207	-.300	.152	-.044	.665	.601	-.676	-.135	-.278
	ITEM_4	.020	-.376	.197	.053	.009	.340	-.027	.421	.189	-.381	-.086	-.351
	ITEM_5	.060	.283	-.217	-.066	.181	-.071	-.127	-.580	-.333	.402	.204	.110
	ITEM_6	.052	.128	.113	.023	.207	-.185	-.209	-.591	-.545	.430	.064	.371
	ITEM_7	-.374	.320	-.416	.255	-.235	-.178	-.069	-.447	-.061	.312	-.206	.529
	ITEM_8	-.062	-.051	.195	-.042	-.021	.093	-.045	.060	.359	-.380	-.501	.248
	ITEM_9	.493	-.026	-.069	-.421	-.015	.010	-.169	.367	-.002	-.245	.160	-.565
	ITEM_10	.126	-.062	.193	-.176	.173	.041	-.110	.279	-.162	-.039	.383	-.458
	ITEM_11	-.073	.115	-.206	.043	-.020	-.069	.159	-.524	-.249	.496	-.143	.312
	ITEM_12	-.185	-.064	-.180	.072	-.103	.155	-.174	.187	.329	-.229	-.325	-.039
	ITEM_13	.890[a]	-.276	.290	-.322	-.207	.128	.092	.191	-.368	.065	.368	-.595
	ITEM_14	-.276	.861[a]	-.591	-.091	.256	-.626	-.370	-.346	.086	-.009	-.009	.377
	ITEM_15	.290	-.591	.897[a]	-.016	.154	.348	.212	.032	-.172	.038	-.096	-.167
	ITEM_16	-.322	-.091	-.016	.940[a]	-.180	-.072	.267	-.014	-.051	.011	-.007	.170
	ITEM_17	-.207	.256	.154	-.180	.938[a]	-.386	-.175	-.286	.063	.108	-.139	.107
	ITEM_18	.128	-.626	.348	-.072	-.386	.866[a]	.173	.147	-.032	-.032	-.173	-.258
	ITEM_19	.092	-.370	.212	.267	-.175	.173	.947[a]	-.107	-.104	.336	.074	-.107
	ITEM_20	.191	-.346	.032	-.014	-.286	.147	-.107	.805[a]	.258	-.648	.236	-.625
	ITEM_21	-.368	.086	-.172	-.051	.063	-.032	-.104	.258	.855[a]	-.648	-.532	.212
	ITEM_22	.065	-.009	.038	.011	.108	-.032	.336	-.648	-.648	.785[a]	.198	.099
	ITEM_23	.368	-.009	-.096	-.007	-.139	-.173	.074	.236	-.532	.198	.878[a]	-.520
	ITEM_24	-.595	.377	-.167	.170	.107	-.258	-.107	-.625	.212	.099	-.520	.800[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
ITEM_1	1.000	.806
ITEM_2	1.000	.764
ITEM_3	1.000	.845
ITEM_4	1.000	.803
ITEM_5	1.000	.697
ITEM_6	1.000	.825
ITEM_7	1.000	.827
ITEM_8	1.000	.755
ITEM_9	1.000	.795
ITEM_10	1.000	.814
ITEM_11	1.000	.716
ITEM_12	1.000	.789
ITEM_13	1.000	.831
ITEM_14	1.000	.856
ITEM_15	1.000	.903
ITEM_16	1.000	.811
ITEM_17	1.000	.702
ITEM_18	1.000	.628
ITEM_19	1.000	.893
ITEM_20	1.000	.898
ITEM_21	1.000	.823
ITEM_22	1.000	.705
ITEM_23	1.000	.736
ITEM_24	1.000	.747

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	17.604	73.350	73.350	17.604	73.350	73.350	10.637	44.321	44.321
2	1.363	5.679	79.029	1.363	5.679	79.029	8.330	34.708	79.029
3	.916	3.817	82.846						
4	.731	3.046	85.892						
5	.544	2.265	88.157						
6	.463	1.931	90.087						
7	.345	1.437	91.525						
8	.331	1.378	92.903						
9	.287	1.197	94.100						
10	.277	1.155	95.255						
11	.208	.868	96.123						
12	.153	.638	96.762						
13	.144	.600	97.361						
14	.129	.538	97.899						
15	.121	.504	98.403						
16	.091	.377	98.780						
17	.082	.340	99.121						
18	.057	.238	99.359						
19	.044	.185	99.544						
20	.041	.171	99.715						
21	.032	.132	99.847						
22	.020	.083	99.930						
23	.011	.046	99.976						
24	.006	.024	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
ITEM_20	.924	-.209
ITEM_19	.909	-.257
ITEM_21	.905	-.066
ITEM_15	.903	-.294
ITEM_13	.902	-.127
ITEM_14	.896	-.230
ITEM_10	.892	.131
ITEM_6	.892	.170
ITEM_9	.889	.069
ITEM_12	.883	.097
ITEM_1	.880	-.180
ITEM_24	.862	.056
ITEM_7	.860	-.295
ITEM_4	.860	-.251
ITEM_11	.846	.004
ITEM_2	.831	-.270
ITEM_3	.830	.395
ITEM_17	.825	.146
ITEM_23	.814	.271
ITEM_5	.814	-.186
ITEM_18	.792	.040
ITEM_22	.791	.282
ITEM_8	.769	.405
ITEM_16	.753	.494

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Rotated Component Matrix[a]

	Component	
	1	2
ITEM_15	.875	.369
ITEM_19	.855	.402
ITEM_7	.843	.341
ITEM_20	.835	.448
ITEM_14	.828	.413
ITEM_4	.814	.374
ITEM_2	.805	.340
ITEM_1	.782	.441
ITEM_13	.765	.495
ITEM_5	.737	.393
ITEM_21	.727	.543
ITEM_11	.637	.557
ITEM_24	.615	.607
ITEM_18	.572	.549
ITEM_16	.245	.866
ITEM_3	.368	.842
ITEM_8	.316	.809
ITEM_23	.438	.738
ITEM_22	.412	.731
ITEM_6	.563	.713
ITEM_10	.588	.684
ITEM_12	.603	.652
ITEM_17	.527	.651
ITEM_9	.626	.635

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

a. Rotation converged in 3 iterations.

Component Transformation Matrix

Component	1	2
1	.756	.655
2	-.655	.756

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

Lampiran 5.

STATISTIK DESKRIPTIF

KARAKTERISTIK RESPONDEN

Frequency Table

Jabatan dalam Perusahaan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manajer Lapangan (Site Manager)	11	11.5	11.5	11.5
	Quantity Surveyor	20	20.8	20.8	32.3
	Kepala Pelaksana Proyek	21	21.9	21.9	54.2
	Pengawas	25	26.0	26.0	80.2
	Tukang	6	6.3	6.3	86.5
	Lainnya	13	13.5	13.5	100.0
	Total	96	100.0	100.0	

Bekerja dan bertanggung jawab kpd:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manajer Proyek	47	49.0	49.0	49.0
	Manajer Lapangan	23	24.0	24.0	72.9
	Kepala Pelaksana Proyek	13	13.5	13.5	86.5
	Pengawas	3	3.1	3.1	89.6
	Lainnya	10	10.4	10.4	100.0
	Total	96	100.0	100.0	

Pengalaman Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2-5 tahun	19	19.8	19.8	19.8
	6-10 tahun	39	40.6	40.6	60.4
	11-15 tahun	29	30.2	30.2	90.6
	16-20 tahun	6	6.3	6.3	96.9
	>20 tahun	3	3.1	3.1	100.0
	Total	96	100.0	100.0	

Latar Belakang Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP dan setingkatnya	3	3.1	3.1	3.1
	SMA/STM dan setingkatnya	29	30.2	30.2	33.3
	D1/D2/D3	23	24.0	24.0	57.3
	S1	40	41.7	41.7	99.0
	S2	1	1.0	1.0	100.0
	Total	96	100.0	100.0	

DESKRIPSI DATA PENELITIAN

Statistics

		Pelaksanaan Program K3 (X1)	Kepemimpinan Tranformasional (X2)	Kepemimpinan Transaksional (X3)	Kepuasan Kerja Pekerja Konstruksi (Y)
N	Valid	96	96	96	96
	Missing	0	0	0	0
Mean		3.3019	3.2823	3.2547	3.2427
Median		3.2900	3.3750	3.3300	3.3300
Mode		3.25	3.25	3.22	3.33
Std. Deviation		.66137	.84126	.66357	.74901
Variance		.43742	.70773	.44033	.56101
Skewness		.010	-.411	-.274	-.406
Std. Error of Skewness		.246	.246	.246	.246
Kurtosis		-.663	-.384	-.353	-.298
Std. Error of Kurtosis		.488	.488	.488	.488
Range		3.07	3.58	3.00	3.29
Minimum		1.89	1.42	1.89	1.54
Maximum		4.96	5.00	4.89	4.83
Sum		316.98	315.10	312.45	311.30

Frequency Table

Pelaksanaan Program K3 (X1)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	1	1.0	1.0	1.0
	Rendah	19	19.8	19.8	20.8
	Sedang	32	33.3	33.3	54.2
	Tinggi	27	28.1	28.1	82.3
	Sangat Tinggi	17	17.7	17.7	100.0
	Total	96	100.0	100.0	

Kepemimpinan Tranformasional (X2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	13	13.5	13.5	13.5
	Rendah	10	10.4	10.4	24.0
	Sedang	25	26.0	26.0	50.0
	Tinggi	27	28.1	28.1	78.1
	Sangat Tinggi	21	21.9	21.9	100.0
	Total	96	100.0	100.0	

Kepemimpinan Transaksional (X3)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	6	6.3	6.3	6.3
	Rendah	14	14.6	14.6	20.8
	Sedang	31	32.3	32.3	53.1
	Tinggi	32	33.3	33.3	86.5
	Sangat Tinggi	13	13.5	13.5	100.0
	Total	96	100.0	100.0	

Kepuasan Kerja Pekerja Konstruksi (Y)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	9	9.4	9.4	9.4
	Rendah	9	9.4	9.4	18.8
	Sedang	27	28.1	28.1	46.9
	Tinggi	33	34.4	34.4	81.3
	Sangat Tinggi	18	18.8	18.8	100.0
	Total	96	100.0	100.0	

LAMPIRAN 6.
PENGUJIAN PRASYARAT (ASUMSI) ANALISIS DATA

Lampiran 6.a.
UJI NORMALITAS SEBARAN

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Pelaksanaan Program K3 (X1)	Kepemimpinan Tranformasional (X2)	Kepemimpinan Transaksional (X3)	Kepuasan Kerja Pekerja Konstruksi (Y)
N		96	96	96	96
Normal Parameters[a,b]	Mean	3.3019	3.2823	3.2547	3.2427
	Std. Deviation	.66137	.84126	.66357	.74901
Most Extreme Differences	Absolute	.062	.120	.115	.078
	Positive	.057	.072	.076	.050
	Negative	-.062	-.120	-.115	-.078
Kolmogorov-Smirnov Z		.612	1.177	1.123	.761
Asymp. Sig. (2-tailed)		.848	.125	.161	.609

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 6.b.

PENGUJIAN PRASYARAT ANALISIS
UJI KEBERARTIAN REGRESI & LINIERITAS

Means
Kepuasan Kerja Pekerja Konstruksi (Y) * Pelaksanaan Program K3 (X1)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja Pekerja Konstruksi (Y) * Pelaksanaan Program K3 (X1)	Between Groups	(Combined)	43.087	46	.937	4.496	.000
		Linearity	30.430	1	30.430	146.050	.000
		Deviation from Linearity	12.657	45	.281	1.350	.152
	Within Groups		10.209	49	.208		
	Total		53.296	95			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kepuasan Kerja Pekerja Konstruksi (Y) * Pelaksanaan Program K3 (X1)	.756	.571	.899	.808

Kepuasan Kerja Pekerja Konstruksi (Y) * Kepemimpinan Tranformasional (X2)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja Pekerja Konstruksi (Y) * Kepemimpinan Tranformasional (X2)	Between Groups	(Combined)	36.792	29	1.269	5.073	.000
		Linearity	30.274	1	30.274	121.064	.000
		Deviation from Linearity	6.518	28	.233	.931	.571
	Within Groups		16.504	66	.250		
	Total		53.296	95			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kepuasan Kerja Pekerja Konstruksi (Y) * Kepemimpinan Tranformasional (X2)	.754	.568	.831	.690

Kepuasan Kerja Pekerja Konstruksi (Y) * Kepemimpinan Transaksional (X3)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja Pekerja Konstruksi (Y) * Kepemimpinan Transaksional (X3)	Between Groups	(Combined)	42.903	22	1.950	13.698	.000
		Linearity	38.818	1	38.818	272.657	.000
		Deviation from Linearity	4.085	21	.195	1.366	.165
	Within Groups		10.393	73	.142		
	Total		53.296	95			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kepuasan Kerja Pekerja Konstruksi (Y) * Kepemimpinan Transaksional (X3)	.853	.728	.897	.805

Lampiran 6.c.

PENGUJIAN PRASYARAT ANALISIS
UJI HETEROKEDASTISITAS

Nonparametric Correlations

Correlations

			Pelaksanaan Program K3 (X1)	Kepemimpinan Tranformasional (X2)	Kepemimpinan Transaksional (X3)	Absolut Standardized Residual
Spearman's rho	Pelaksanaan Program K3 (X1)	Correlation Coefficient	1.000	.568**	.663**	.003
		Sig. (2-tailed)	.	.000	.000	.976
		N	96	96	96	96
	Kepemimpinan Tranformasional (X2)	Correlation Coefficient	.568**	1.000	.704**	-.036
		Sig. (2-tailed)	.000	.	.000	.730
		N	96	96	96	96
	Kepemimpinan Transaksional (X3)	Correlation Coefficient	.663**	.704**	1.000	.148
		Sig. (2-tailed)	.000	.000	.	.151
		N	96	96	96	96
	Absolut Standardized Residual	Correlation Coefficient	.003	-.036	.148	1.000
		Sig. (2-tailed)	.976	.730	.151	.
		N	96	96	96	96

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran 7.

ANALISIS KORELASI PRODUCT MOMENT DAN ANALISIS REGRESI SEDERHANA

Lampiran 7a. Analisis Korelasi Product Moment

Correlations

Correlations

		Pelaksanaan Program K3 (X1)	Kepemimpinan Tranformasional (X2)	Kepemimpinan Transaksional (X3)	Kepuasan Kerja Pekerja Konstruksi (Y)
Pelaksanaan Program K3 (X1)	Pearson Correlation	1	.595**	.677**	.756**
	Sig. (2-tailed)	.	.000	.000	.000
	N	96	96	96	96
Kepemimpinan Tranformasional (X2)	Pearson Correlation	.595**	1	.716**	.754**
	Sig. (2-tailed)	.000	.	.000	.000
	N	96	96	96	96
Kepemimpinan Transaksional (X3)	Pearson Correlation	.677**	.716**	1	.853**
	Sig. (2-tailed)	.000	.000	.	.000
	N	96	96	96	96
Kepuasan Kerja Pekerja Konstruksi (Y)	Pearson Correlation	.756**	.754**	.853**	1
	Sig. (2-tailed)	.000	.000	.000	.
	N	96	96	96	96

**. Correlation is significant at the 0.01 level (2-tailed).

LAMPIRAN 7b.
ANALISIS REGRESI SEDERHANA (REGRESI TUNGGAL)

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Pelaksanaan Program K3 (X1)[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.756[a]	.571	.566	.49321

a. Predictors: (Constant), Pelaksanaan Program K3 (X1)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	30.430	1	30.430	125.096	.000[a]
	Residual	22.866	94	.243		
	Total	53.296	95			

a. Predictors: (Constant), Pelaksanaan Program K3 (X1)

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.417	.258		1.619	.109
	Pelaksanaan Program K3 (X1)	.856	.077	.756	11.185	.000

a. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan Tranformasional (X2)[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.754[a]	.568	.563	.49489

a. Predictors: (Constant), Kepemimpinan Tranformasional (X2)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	30.274	1	30.274	123.611	.000[a]
	Residual	23.022	94	.245		
	Total	53.296	95			

a. Predictors: (Constant), Kepemimpinan Tranformasional (X2)

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.040	.204		5.088	.000
	Kepemimpinan Tranformasional (X2)	.671	.060	.754	11.118	.000

a. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan Transaksional (X3)[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.853[a]	.728	.725	.39246

a. Predictors: (Constant), Kepemimpinan Transaksional (X3)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	38.818	1	38.818	252.030	.000[a]
	Residual	14.478	94	.154		
	Total	53.296	95			

a. Predictors: (Constant), Kepemimpinan Transaksional (X3)

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.107	.202		.533	.595
	Kepemimpinan Transaksional (X3)	.963	.061	.853	15.875	.000

a. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Lampiran 8.
ANALISIS REGRESI GANDA (*MULTIPLE REGRESSION*)

Lampiran 8.a.
ANALISIS REGRESI GANDA DENGAN SPSS

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan Transaksional (X3), Pelaksanaan Program K3 (X1), Kepemimpinan Tranformasional (X2)[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.901[a]	.811	.805	.33067	2.007

a. Predictors: (Constant), Kepemimpinan Transaksional (X3), Pelaksanaan Program K3 (X1), Kepemimpinan Tranformasional (X2)

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	43.237	3	14.412	131.808	.000[a]
	Residual	10.060	92	.109		
	Total	53.296	95			

a. Predictors: (Constant), Kepemimpinan Transaksional (X3), Pelaksanaan Program K3 (X1), Kepemimpinan Tranformasional (X2)

b. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-.313	.186		-1.677	.097					
	Pelaksanaan Program K3 (X1)	.319	.071	.282	4.471	.000	.756	.422	.202	.517	1.935
	Kepemimpinan Tranformasional (X2)	.204	.059	.229	3.455	.001	.754	.339	.156	.465	2.148
	Kepemimpinan Transaksional (X3)	.563	.082	.499	6.877	.000	.853	.583	.311	.390	2.563

a. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Pelaksanaan Program K3 (X1)	Kepemimpinan Tranformasional (X2)	Kepemimpinan Transaksional (X3)
1	1	3.941	1.000	.00	.00	.00	.00
	2	.032	11.170	.54	.01	.41	.01
	3	.017	15.369	.44	.64	.34	.03
	4	.011	18.770	.02	.36	.25	.96

a. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Residuals Statistics[a]

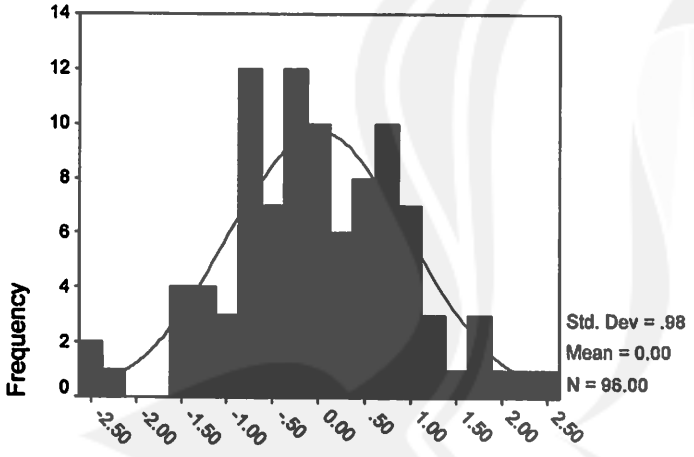
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.7059	4.7015	3.2427	.67463	96
Residual	-.8640	.8460	.0000	.32541	96
Std. Predicted Value	-2.278	2.162	.000	1.000	96
Std. Residual	-2.613	2.558	.000	.984	96

a. Dependent Variable: Kepuasan Kerja Pekerja Konstruksi (Y)

Charts

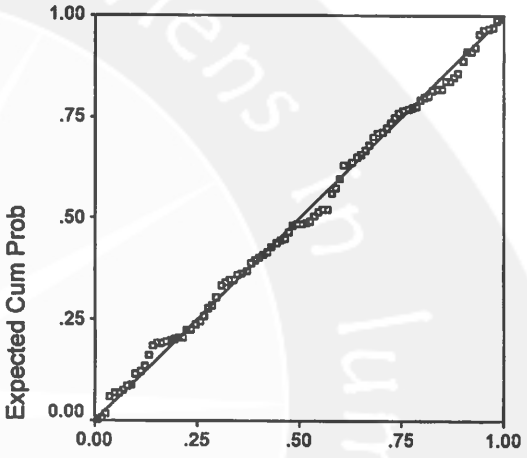
Histogram

Dependent Variable: Kepuasan Kerja Pekerja Konstr



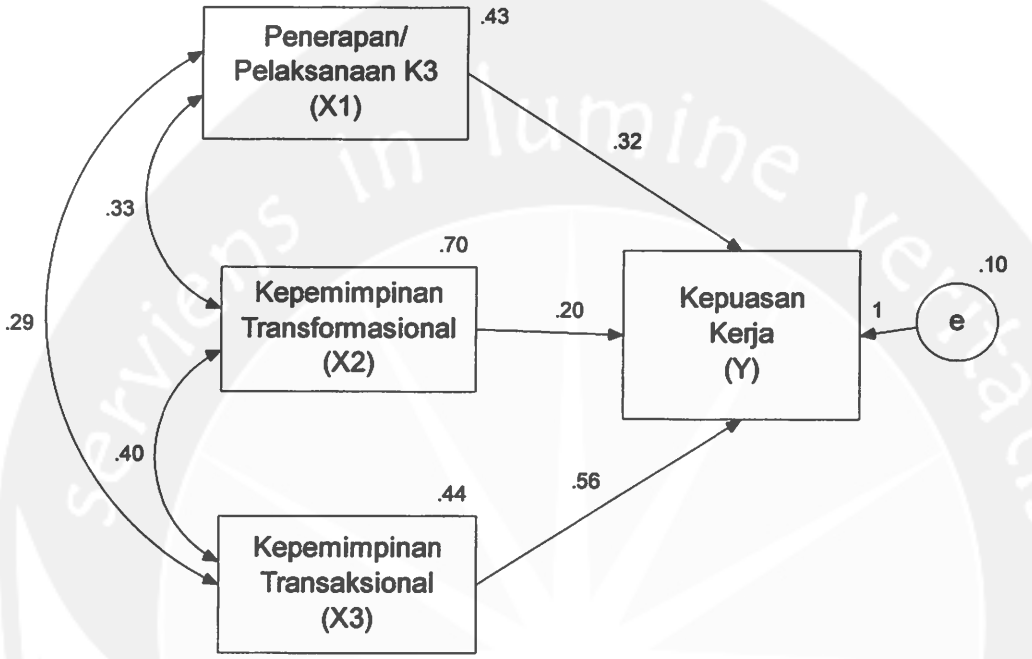
Normal P-P Plot of Regression Standardized R

Dependent Variable: Kepuasan Kerja Pekerja K



Lampiran 8.b.

ANALISIS REGRESI GANDA (*MULTIPLE REGRESSION*) DENGAN AMOS



Analysis Summary

Date and Time
Date: Monday, March 07, 2011
Time: 8:49:12 AM

Title
Analisis - model analisis regresi: Monday, March 07, 2011 08:49 AM

Notes for Group (Group number 1)
The model is recursive.
Sample size = 96

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)
Observed, endogenous variables
Y
Observed, exogenous variables
X1
x2
x3

Unobserved, exogenous variables
e

Variable counts (Group number 1)

Number of variables in your model: 5
Number of observed variables: 4
Number of unobserved variables: 1
Number of exogenous variables: 4
Number of endogenous variables: 1

Parameter summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	1	0	0	0	0	1
Labeled	0	0	0	0	0	0
Unlabeled	3	3	4	0	0	10
Total	4	3	4	0	0	11

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x3	1.890	4.890	-.270	-1.080	-.396	-.793
x2	1.420	5.000	-.404	-1.618	-.427	-.853
X1	1.890	4.960	.010	.040	-.691	-1.381
Y	1.540	4.830	-.400	-1.599	-.345	-.689
Multivariate					3.885	2.747

Sample Moments (Group number 1)

Sample Covariances (Group number 1)

	x3	x2	X1	Y
x3	.436			
x2	.395	.700		
X1	.294	.327	.433	
Y	.420	.470	.370	.555

Condition number = 25.434
Eigenvalues
1.694 .228 .136 .067
Determinant of sample covariance matrix = .003

Sample Correlations (Group number 1)

	x3	x2	X1	Y
x3	1.000			
x2	.716	1.000		
X1	.677	.595	1.000	
Y	.853	.754	.756	1.000

Condition number = 24.210

Eigenvalues
3.181 .409 .279 .131

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments:	10
Number of distinct parameters to be estimated:	10
Degrees of freedom (10 - 10):	0

Result (Default model)
Minimum was achieved
Chi-square = .000
Degrees of freedom = 0
Probability level cannot be computed

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Y <--- X1	.319	.070	4.543	***	par_1
Y <--- x2	.204	.058	3.511	***	par_2
Y <--- x3	.563	.081	6.988	***	par_3

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

	Estimate
Y <--- X1	.282
Y <--- x2	.229
Y <--- x3	.499

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x2 <--> x3	.395	.070	5.672	***	par_4
X1 <--> x2	.327	.066	4.982	***	par_5
X1 <--> x3	.294	.054	5.464	***	par_6

Correlations: (Group number 1 - Default model)

	Estimate
x2 <--> x3	.716
X1 <--> x2	.595
X1 <--> x3	.677

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1	.433	.063	6.892	***	par_7
x2	.700	.102	6.892	***	par_8
x3	.436	.063	6.892	***	par_9
e	.105	.015	6.892	***	par_10

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

	Estimate
Y	.811

Matrices (Group number 1 - Default model)

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

	x3	x2	X1	Y
x3	.436			
x2	.395	.700		
X1	.294	.327	.433	
Y	.420	.470	.370	.555

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

	x3	x2	X1	Y
x3	1.000			
x2	.716	1.000		
X1	.677	.595	1.000	
Y	.853	.754	.756	1.000

Implied Covariances (Group number 1 - Default model)

	x3	x2	X1	Y
x3	.436			
x2	.395	.700		
X1	.294	.327	.433	
Y	.420	.470	.370	.555

Implied Correlations (Group number 1 - Default model)

	x3	x2	X1	Y
x3	1.000			
x2	.716	1.000		
X1	.677	.595	1.000	
Y	.853	.754	.756	1.000

Residual Covariances (Group number 1 - Default model)

	x3	x2	X1	Y
x3	.000			
x2	.000	.000		

	x3	x2	X1	Y
X1	.000	.000	.000	
Y	.000	.000	.000	.000

Standardized Residual Covariances (Group number 1 - Default model)

	x3	x2	X1	Y
x3	.000			
x2	.000	.000		
X1	.000	.000	.000	
Y	.000	.000	.000	.000

Factor Score Weights (Group number 1 - Default model)

Total Effects (Group number 1 - Default model)

	x3	x2	X1
Y	.563	.204	.319

Standardized Total Effects (Group number 1 - Default model)

	x3	x2	X1
Y	.499	.229	.282

Direct Effects (Group number 1 - Default model)

	x3	x2	X1
Y	.563	.204	.319

Standardized Direct Effects (Group number 1 - Default model)

	x3	x2	X1
Y	.499	.229	.282

Indirect Effects (Group number 1 - Default model)

	x3	x2	X1
Y	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	x3	x2	X1
Y	.000	.000	.000

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

	M.I.	Par Change

Variances: (Group number 1 - Default model)

	M.I.	Par Change

Regression Weights: (Group number 1 - Default model)

	M.I.	Par Change

Minimization History (Default model)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	4		-.330	9999.000	251.003	0	9999.000
1	e*	1		-.406	.992	54.084	18	.948
2	e*	0	73.546		.364	19.097	5	.610
3	e	0	81.361		.323	3.396	1	1.200
4	e	0	89.000		.249	.242	1	1.152
5	e	0	97.876		.102	.003	1	1.063
6	e	0	100.868		.013	.000	1	1.009
7	e	0	102.067		.000	.000	1	1.000

Variance-covariance Matrix of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10
par_1	.005									
par_2	-.001	.003								
par_3	-.003	-.002	.006							
par_4	.000	.000	.000	.005						
par_5	.000	.000	.000	.004	.004					
par_6	.000	.000	.000	.003	.003	.003				
par_7	.000	.000	.000	.002	.003	.003	.004			
par_8	.000	.000	.000	.006	.005	.003	.002	.010		
par_9	.000	.000	.000	.004	.002	.003	.002	.003	.004	
par_10	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

AIC

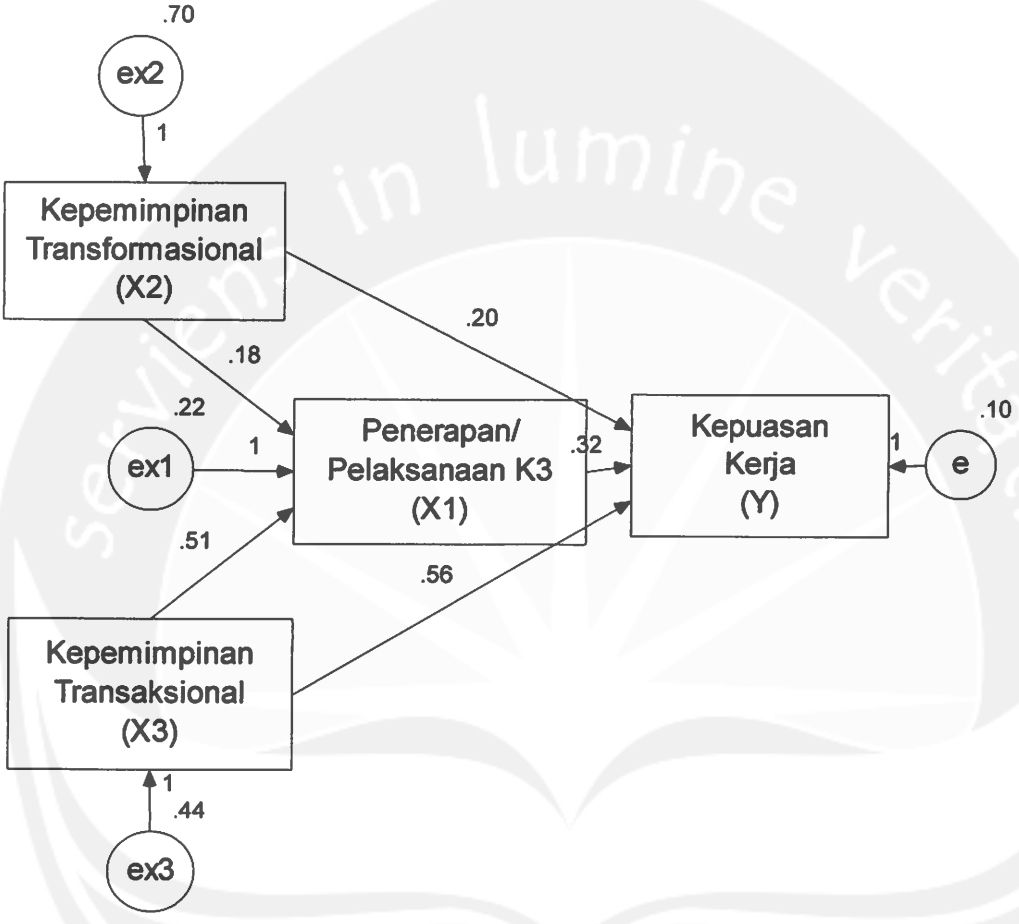
Model	AIC	BCC	BIC	CAIC
Default model	20.000	21.111	45.643	55.643
Saturated model	20.000	21.111	45.643	55.643
Independence model	297.270	297.714	307.527	311.527

Execution time summary

Minimization:	.016
Miscellaneous:	.077
Bootstrap:	.000
Total:	.093

Lampiran 9.

ANALISIS JALUR (*PATH ANALYSIS*) DENGAN AMOS



Analysis Summary

Date and Time

Date: Monday, March 07, 2011

Time: 8:49:00 AM

Title

Analisis - model path analysis: Monday, March 07, 2011 08:49 AM

Notes for Group (Group number 1)

The model is recursive.

Sample size = 96

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables
Y
X1
x2
x3
Unobserved, exogenous variables
e
ex1
ex2
ex3

Variable counts (Group number 1)

Number of variables in your model:	8
Number of observed variables:	4
Number of unobserved variables:	4
Number of exogenous variables:	4
Number of endogenous variables:	4

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables
Y
X1
x2
x3

Unobserved, exogenous variables
e
ex1
ex2
ex3

Variable counts (Group number 1)

Number of variables in your model:	8
Number of observed variables:	4
Number of unobserved variables:	4
Number of exogenous variables:	4
Number of endogenous variables:	4

Parameter summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	4	0	0	0	0	4
Labeled	0	0	0	0	0	0
Unlabeled	5	0	4	0	0	9
Total	9	0	4	0	0	13

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x3	1.890	4.890	-.270	-1.080	-.396	-.793
x2	1.420	5.000	-.404	-1.618	-.427	-.853
X1	1.890	4.960	.010	.040	-.691	-1.381
Y	1.540	4.830	-.400	-1.599	-.345	-.689
Multivariate					3.885	2.747

Sample Moments (Group number 1)

Sample Covariances (Group number 1)

	x3	x2	X1	Y
x3	.436			
x2	.395	.700		
X1	.294	.327	.433	
Y	.420	.470	.370	.555

Condition number = 25.434

Eigenvalues

1.694 .228 .136 .067

Determinant of sample covariance matrix = .003

Sample Correlations (Group number 1)

	x3	x2	X1	Y
x3	1.000			
x2	.716	1.000		
X1	.677	.595	1.000	
Y	.853	.754	.756	1.000

Condition number = 24.210

Eigenvalues

3.181 .409 .279 .131

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 10

Number of distinct parameters to be estimated: 9

Degrees of freedom (10 - 9): 1

Result (Default model)

Minimum was achieved

Chi-square = 68.165

Degrees of freedom = 1

Probability level = .000

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1 <--- x2	.178	.083	2.141	.032	par_4
X1 <--- x3	.513	.105	4.879	***	par_5
Y <--- X1	.319	.070	4.543	***	par_1
Y <--- x2	.204	.058	3.511	***	par_2
Y <--- x3	.563	.081	6.988	***	par_3

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

	Estimate
X1 <--- x2	.248
X1 <--- x3	.564
Y <--- X1	.301
Y <--- x2	.268
Y <--- x3	.584

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
ex2	.700	.102	6.892	***	par_6
ex3	.436	.063	6.892	***	par_7
ex1	.224	.032	6.892	***	par_8
e	.105	.015	6.892	***	par_9

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

	Estimate
x3	.000
x2	.000

	Estimate
X1	.380
Y	.741

Matrices (Group number 1 - Default model)

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

	x3	x2	X1	Y
x3	.436			
x2	.000	.700		
X1	.224	.124	.361	
Y	.317	.183	.266	.405

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

	x3	x2	X1	Y
x3	1.000			
x2	.000	1.000		
X1	.564	.248	1.000	
Y	.753	.343	.697	1.000

Implied Covariances (Group number 1 - Default model)

	x3	x2	X1	Y
x3	.436			
x2	.000	.700		
X1	.224	.124	.361	
Y	.317	.183	.266	.405

Implied Correlations (Group number 1 - Default model)

	x3	x2	X1	Y
x3	1.000			
x2	.000	1.000		
X1	.564	.248	1.000	
Y	.753	.343	.697	1.000

Residual Covariances (Group number 1 - Default model)

	x3	x2	X1	Y
x3	.000			
x2	.395	.000		
X1	.070	.203	.072	
Y	.103	.287	.104	.150

Standardized Residual Covariances (Group number 1 - Default model)

	x3	x2	X1	Y
x3	.000			
x2	6.975	.000		
X1	1.505	3.820	1.379	
Y	1.910	4.971	2.175	2.549

Factor Score Weights (Group number 1 - Default model)

Total Effects (Group number 1 - Default model)

	x3	x2	X1
X1	.513	.178	.000
Y	.727	.261	.319

Standardized Total Effects (Group number 1 - Default model)

	x3	x2	X1
X1	.564	.248	.000
Y	.753	.343	.301

Direct Effects (Group number 1 - Default model)

	x3	x2	X1
X1	.513	.178	.000
Y	.563	.204	.319

Standardized Direct Effects (Group number 1 - Default model)

	x3	x2	X1
X1	.564	.248	.000
Y	.584	.268	.301

Indirect Effects (Group number 1 - Default model)

	x3	x2	X1
X1	.000	.000	.000
Y	.164	.057	.000

Standardized Indirect Effects (Group number 1 - Default model)

	x3	x2	X1
X1	.000	.000	.000
Y	.170	.075	.000

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

	M.I.	Par Change
ex2 <--> ex3	48.644	.395

Variances: (Group number 1 - Default model)

	M.I.	Par Change

Regression Weights: (Group number 1 - Default model)

	M.I.	Par Change
x3 <--- x2	48.644	.564
x2 <--- x3	48.644	.907

Minimization History (Default model)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	1		-.265	9999.000	230.101	0	9999.000
1	e	1		-.209	.848	100.965	18	.899
2	e	0	31.346		.224	74.748	5	.839
3	e	0	25.641		.238	68.586	2	.000
4	e	0	27.655		.056	68.166	1	.994
5	e	0	29.007		.002	68.165	1	1.005
6	e	0	28.726		.000	68.165	1	1.000

Pairwise Parameter Comparisons (Default model)

Variance-covariance Matrix of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9
par_1	.005								
par_2	-.001	.003							
par_3	-.003	-.002	.006						
par_4	.000	.000	.000	.007					
par_5	.000	.000	.000	-.006	.011				
par_6	.000	.000	.000	.000	.000	.010			
par_7	.000	.000	.000	.000	.000	.000	.004		
par_8	.000	.000	.000	.000	.000	.000	.000	.001	
par_9	.000	.000	.000	.000	.000	.000	.000	.000	.000

Correlations of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9
par_1	1.000								
par_2	-.215	1.000							
par_3	-.448	-.529	1.000						
par_4	.000	.000	.000	1.000					
par_5	.000	.000	.000	-.716	1.000				
par_6	.000	.000	.000	.000	.000	1.000			
par_7	.000	.000	.000	.000	.000	.000	1.000		
par_8	.000	.000	.000	.000	.000	.000	.000	1.000	
par_9	.000	.000	.000	.000	.000	.000	.000	.000	1.000

Critical Ratios for Differences between Parameters (Default model)

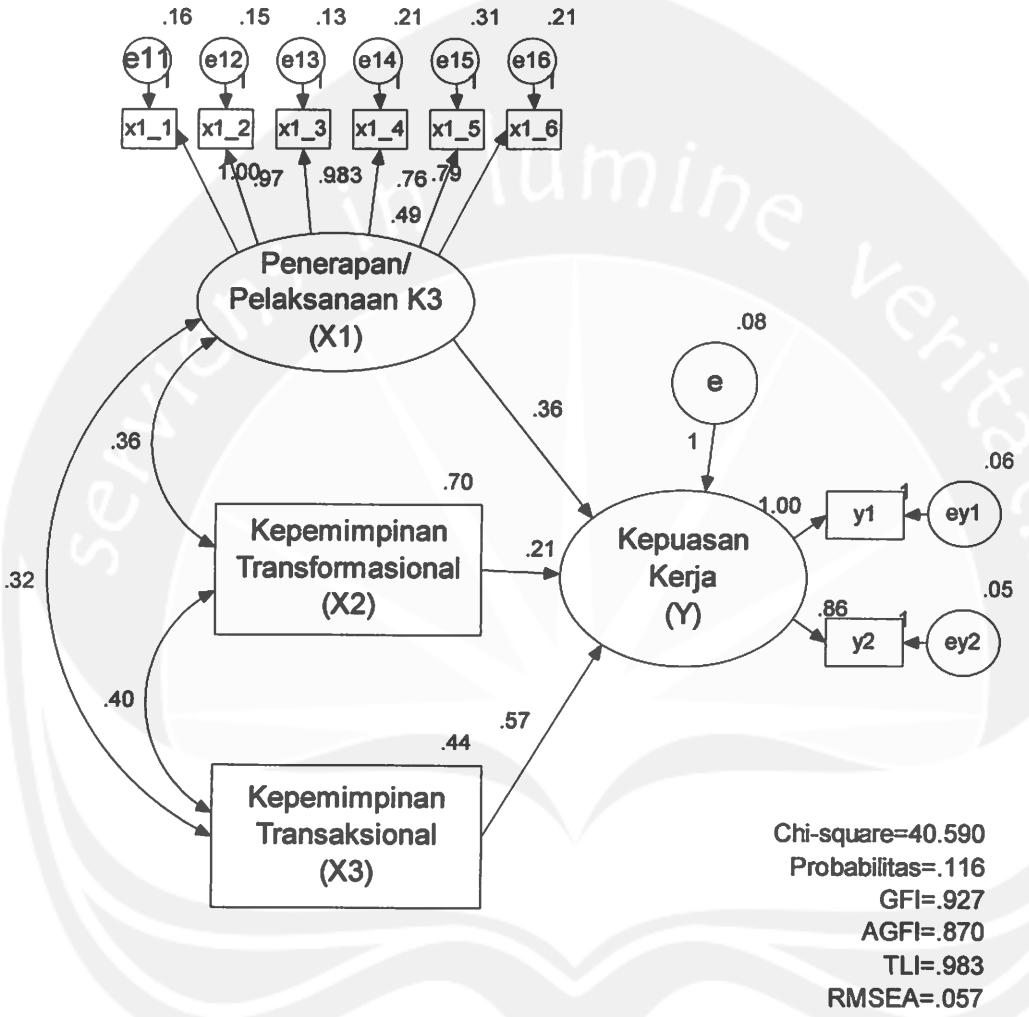
	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9
par_1	.000								
par_2	-1.144	.000							
par_3	1.899	2.945	.000						
par_4	-1.299	-.261	-3.329	.000					
par_5	1.537	2.572	-.373	1.923	.000				
par_6	3.087	4.237	1.060	3.983	1.278	.000			
par_7	1.236	2.695	-1.241	2.472	-.633	-2.211	.000		
par_8	-1.232	.293	-3.905	.515	-2.631	-4.468	-2.983	.000	
par_9	-2.981	-1.653	-5.588	-.865	-3.843	-5.796	-5.090	-3.318	.000

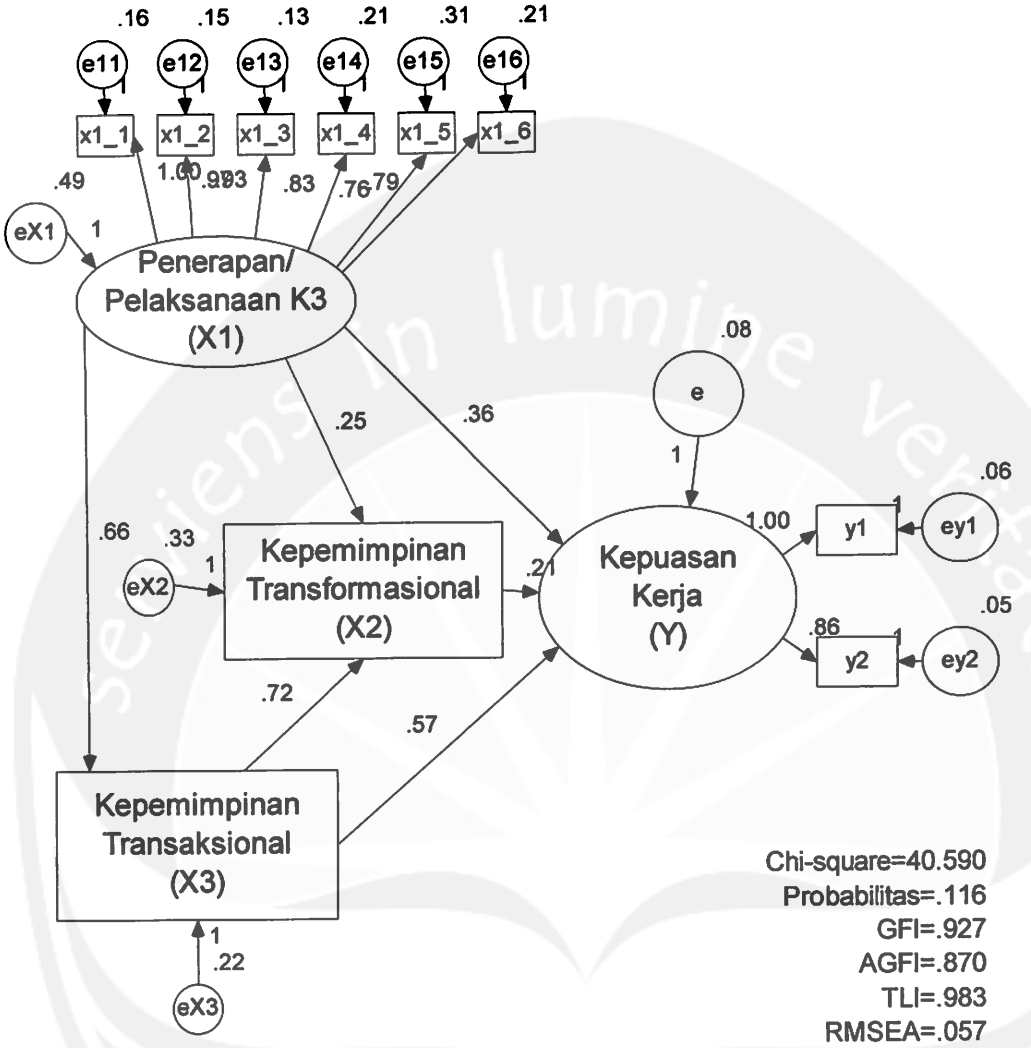
Execution time summary

Minimization: .016
Miscellaneous: .062
Bootstrap: .000
Total: .078

Lampiran 10.

ANALISIS SEM (*STRUCTURAL EQUATION MODELING*) DENGAN AMOS




.16
.15
.13
.21
.31
.21
e11
e12
e13
e14
e15
e16
x1_1
x1_2
x1_3
x1_4
x1_5
x1_6
.49
1.00
.93
.83
.76
.79
eX1
1
Penerapan/
Pelaksanaan K3
(X1)
.08
e
.25
.36
1
.06
.66
.33
1
eX2
Kepemimpinan
Transformasional
(X2)
.21
Kepuasan
Kerja
(Y)
1.00
y1
ey1
.05
.86
y2
ey2
.72
.57
Kepemimpinan
Transaksional
(X3)
1
.22
eX3
Chi-square=40.590
Probabilitas=.116
GFI=.927
AGFI=.870
TLI=.983
RMSEA=.057


scaviens in lumine veritatis


sciviens in lumine veritatis