LAMPIRAN 1

KUESIONER PENELITIAN

PENGARUH KEPEMIMPINAN, KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING (Studi Pada Dinas Pertanian Kabupaten Bondowoso)

Kepada : Yth. Responden
Di Tempat

Dengan hormat,

Bersama ini kami mohon kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian terlampir berikut ini. Jawaban yang diberikan terjamin kerahasiaannya dan hanya digunakan untuk kepentingan ilmiah. Informasi yang diberikan merupakan bantuan yang sangat berarti bagi penyelesaian penelitian ini. Atas bantuan dan kerjasamanya disampaikan terima kasih.

Bondowoso, 21 November 2019

Hormat saya,

<u>IMAM ZARKASYI</u>
NIM. 1720412022

LAMPIRAN KUESIONER

I. DATA RESPONDEN

1. Nama   : …………………………….. (boleh tidak diisi)

2. Usia   : .... Tahun

3. Jenis Kelamin   :   Laki-laki ☐   Perempuan ☐

4. Pendidikan Terakhir : ....

5. Golongan   : ……………

II.PETUNJUK MENJAWAB

1. Mohon dibaca sebaik-baiknya pernyataan di dalam kuesioner ini.

2. Mohon dengan hormat untuk menjawab semua pertanyaan sesuai dengan pendapat Bapak/Ibu/Saudara/i.

3. Bapak/Ibu/Saudara/i, dengan cara memberi tanda centang (√) pada kotak yang paling sesuai dengan pendapat Bapak/Ibu/Saudara/i.

4. Pada kuesioner tidak ada jawaban yang benar atau salah, untuk itu dimohon untuk menjawab semua pertanyaan dengan jujur dan apa adanya. Berikut ini disajikan pernyataan dengan 5 (lima) alternatif jawaban, yaitu:

   STS : Sangat Tidak Setuju

   TS   : Tidak Setuju

   CS   : Cukup Setuju

   S   : Setuju

   SS   : Sangat Setuju

1. Kepemimpinan (X$_1$)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1	Pimpinan memiliki semangat dan keteguhan dalam menjalankan tugas keorganisasian					
2	Pimpinan mampu memotivasi diri dan bawahan untuk memberikan kinerja terbaik.					
3	Pimpinan komunikatif terhadap rekan sejawat maupun bawahan.					
4	Pimpinan mampu memberikan arahan dan penjabaran tugas kepada bawahan.					
5	Pimpinan memiliki empati ketika bawahan menghadapi masalah/kesusahan					
6	Pimpinan memiliki kemampuan menyusun konsep rencana kegiatan, mengorganisir dan mendelegasikan pelaksanaannya kepada bawahan.					

2. Kompensasi(X$_2$)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1	Gaji setiap bulan yang saya terima sudah sesuai dengan tanggung jawab yang diemban.					
2	Saya mendapat tambahan kompensasi atas tugas yang dilaksanakan di luar gaji bulanan.					
3	Tunjangan yang saya terima sesuai dengan harapan.					
4	Saya mendapatkan fasilitas yang layak dari kantor dalam pelaksanaan tugas kedinasan.					

3. Lingkungan Kerja (X$_3$)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1	Ruangan/kantor tempat saya bekerja memiliki penerangan yang baik.					
2	Sirkulasi udara di ruangan tempat saya bekerja sangat lancar.					
3	Saya merasa keselamatan dan keamanan dalam bekerja sudah terjamin					
4	Pimpinan di tempat saya bekerja selalu memberikan pengarahan, perhatian dan dukungan kepada bawahan.					
5	Kerjasama dan kekompakan diantara pegawai sangat baik dan saling mendukung.					

4. Kepuasan Kerja (Z)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1	Saya merasa senang dengan pekerjaan yang saya geluti sekarang.					
2	Imbalan/gaji yang saya terima sudah sesuai dengan harapan.					
3	Saya merasa puas terhadap dasar kebijakan promosi jabatan					
4	Saya merasa pimpinan memberikan dukungan atas setiap tugas yang saya laksanakan					
5	Saya dan rekan kerja dapat bekerjasama dengan baik.					

5. Kinerja Pegawai (Y)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1	Saya merasa memiliki kualitas kerja yang baik.					
2	Saya mampu menyelesaikan setiap tugas yang diberikan oleh kantor.					
3	Saya mampu menyelesaikan tugas yang diberikan tepat waktu.					
4	Saya mampu menghemat sumber daya dalam setiap pelaksanaan tugas.					
5	Dalam pelaksanaan tugas, saya memiliki kesadaran diri dan komitmen untuk melaksanakan tugas dan tanggungjawab tanpa terlalu tergantung terhadap pengawasan dan bimbingan penuh dari atasan.					

LAMPIRAN 2

DATA UJI VALIDITAS DAN RELIABILITAS INSTRUMEN PENELITIAN

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1	X2.1	X2.2	X3.3	X2.4	X2	X3.1	X3.2	X3.3	X3.4	X3.5	X3
1	5	5	5	4	4	5	28	3	2	3	2	10	4	4	4	3	3	18
2	5	5	4	5	4	5	28	4	4	3	4	15	5	5	5	4	4	23
3	4	4	4	4	4	4	24	5	4	5	4	18	4	4	4	4	5	21
4	5	5	4	4	4	5	27	4	4	3	4	15	5	5	5	4	4	23
5	5	5	4	4	4	5	27	4	4	4	4	16	5	5	5	4	4	23
6	4	5	5	5	4	5	28	4	4	4	5	17	5	4	4	4	4	21
7	4	4	4	5	4	4	25	4	4	3	4	15	4	4	4	4	4	20
8	5	5	5	5	5	5	30	4	4	4	3	15	4	4	4	4	3	19
9	4	4	4	5	4	4	25	4	3	4	4	15	5	5	4	4	4	22
10	4	5	3	3	4	3	22	3	3	3	3	12	4	4	5	4	4	21
11	5	5	5	5	5	5	30	4	4	3	4	15	5	5	5	5	5	25
12	5	4	4	4	4	4	25	4	5	4	4	17	4	4	4	3	5	20
13	4	3	3	4	4	4	22	4	4	3	3	14	5	5	4	4	4	22
14	5	5	5	5	5	5	30	4	4	4	3	15	4	3	3	4	4	18
15	4	3	4	3	3	4	21	3	2	3	3	11	4	4	3	3	4	18
16	4	5	4	4	5	4	26	4	3	3	4	14	4	4	3	4	3	18
17	3	3	3	3	3	3	18	3	3	4	3	13	4	4	4	3	4	19
18	4	4	4	4	4	4	24	4	3	4	4	15	4	2	3	3	3	15
19	5	5	4	4	4	4	26	3	4	3	4	14	4	4	4	4	3	19
20	4	4	3	4	4	4	23	4	4	5	4	17	3	2	3	3	3	14

Resp	Z.1	Z.2	Z.1	Z.1	Z.1	Z	Y.1	Y.2	Y.3	Y.4	Y.5	Y
1	4	4	4	4	4	20	4	4	4	4	4	20
2	5	4	4	5	4	22	5	4	4	4	4	21
3	5	5	4	4	4	22	4	3	4	3	4	18
4	5	4	4	4	4	21	5	4	4	5	5	23
5	5	4	4	4	4	21	4	4	4	5	5	22
6	3	4	3	4	4	18	4	4	5	4	5	22
7	4	3	4	4	4	19	4	4	4	4	5	21
8	4	4	4	3	4	19	4	4	4	5	4	21
9	4	4	4	5	4	21	4	4	4	4	3	19
10	5	4	4	4	4	21	4	4	5	4	5	22
11	4	4	4	4	4	20	4	4	4	4	4	20
12	3	4	3	4	4	18	4	4	5	4	5	22
13	5	4	4	5	5	23	4	4	4	4	4	20
14	5	4	4	5	4	22	5	5	5	5	5	25
15	4	3	3	3	3	16	3	3	4	3	4	17
16	4	4	3	4	4	19	3	3	3	4	3	16
17	3	3	3	3	3	15	4	4	4	4	4	20
18	3	3	3	4	4	17	4	4	4	4	3	19
19	4	3	3	4	4	18	4	4	3	3	4	18
20	4	4	3	3	4	18	4	4	4	4	4	20

LAMPIRAN 3

HASIL UJI VALIDITAS INSTRUMEN DENGAN SPSS

Kepemimpinan (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1
X1.1	Pearson Correlation	1	.677**	.590**	.430	.510*	.750**	.803**
	Sig. (2-tailed)		.001	.006	.059	.022	.000	.000
	N	20	20	20	20	20	20	20
X1.2	Pearson Correlation	.677**	1	.570**	.441	.657**	.595**	.811**
	Sig. (2-tailed)	.001		.009	.051	.002	.006	.000
	N	20	20	20	20	20	20	20
X1.3	Pearson Correlation	.590**	.570**	1	.639**	.541*	.782**	.847**
	Sig. (2-tailed)	.006	.009		.002	.014	.000	.000
	N	20	20	20	20	20	20	20
X1.4	Pearson Correlation	.430	.441	.639**	1	.630**	.668**	.780**
	Sig. (2-tailed)	.059	.051	.002		.003	.001	.000
	N	20	20	20	20	20	20	20
X1.5	Pearson Correlation	.510*	.657**	.541*	.630**	1	.493*	.772**
	Sig. (2-tailed)	.022	.002	.014	.003		.027	.000
	N	20	20	20	20	20	20	20
X1.6	Pearson Correlation	.750**	.595**	.782**	.668**	.493*	1	.878**
	Sig. (2-tailed)	.000	.006	.000	.001	.027		.000
	N	20	20	20	20	20	20	20
X1	Pearson Correlation	.803**	.811**	.847**	.780**	.772**	.878**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	20	20	20	20	20	20	20

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

*. Correlation is significant at the 0.05 level (2-tailed).

Kompensasi (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2
X2.1	Pearson Correlation	1	.587**	.503*	.540*	.832**
	Sig. (2-tailed)		.006	.024	.014	.000
	N	20	20	20	20	20
X2.2	Pearson Correlation	.587**	1	.287	.541*	.807**
	Sig. (2-tailed)	.006		.220	.014	.000
	N	20	20	20	20	20
X2.3	Pearson Correlation	.503*	.287	1	.254	.663**
	Sig. (2-tailed)	.024	.220		.281	.001
	N	20	20	20	20	20
X2.4	Pearson Correlation	.540*	.541*	.254	1	.764**
	Sig. (2-tailed)	.014	.014	.281		.000
	N	20	20	20	20	20
X2	Pearson Correlation	.832**	.807**	.663**	.764**	1
	Sig. (2-tailed)	.000	.000	.001	.000	
	N	20	20	20	20	20

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

*. Correlation is significant at the 0.05 level (2-tailed).

Lingkungan Kerja (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3
X3.1	Pearson Correlation	1	.800**	.635**	.586**	.398	.850**
	Sig. (2-tailed)		.000	.003	.007	.082	.000
	N	20	20	20	20	20	20
X3.2	Pearson Correlation	.800**	1	.736**	.566**	.456*	.910**
	Sig. (2-tailed)	.000		.000	.009	.044	.000
	N	20	20	20	20	20	20
X3.3	Pearson Correlation	.635**	.736**	1	.528*	.433	.846**
	Sig. (2-tailed)	.003	.000		.017	.057	.000
	N	20	20	20	20	20	20
X3.4	Pearson Correlation	.586**	.566**	.528*	1	.321	.724**
	Sig. (2-tailed)	.007	.009	.017		.168	.000
	N	20	20	20	20	20	20
X3.5	Pearson Correlation	.398	.456*	.433	.321	1	.654**
	Sig. (2-tailed)	.082	.044	.057	.168		.002
	N	20	20	20	20	20	20
X3	Pearson Correlation	.850**	.910**	.846**	.724**	.654**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.002	
	N	20	20	20	20	20	20

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

*. Correlation is significant at the 0.05 level (2-tailed).

Kepuasan Kerja (Z)

Correlations

		Z.1	Z.2	Z.3	Z.4	Z.5	Z
Z.1	Pearson Correlation	1	.486[*]	.731[**]	.435	.385	.832[**]
	Sig. (2-tailed)		.030	.000	.055	.093	.000
	N	20	20	20	20	20	20
Z.2	Pearson Correlation	.486[*]	1	.480[*]	.310	.460[*]	.697[**]
	Sig. (2-tailed)	.030		.032	.183	.041	.001
	N	20	20	20	20	20	20
Z.3	Pearson Correlation	.731[**]	.480[*]	1	.484[*]	.425	.822[**]
	Sig. (2-tailed)	.000	.032		.031	.062	.000
	N	20	20	20	20	20	20
Z.4	Pearson Correlation	.435	.310	.484[*]	1	.618[**]	.750[**]
	Sig. (2-tailed)	.055	.183	.031		.004	.000
	N	20	20	20	20	20	20
Z.5	Pearson Correlation	.385	.460[*]	.425	.618[**]	1	.710[**]
	Sig. (2-tailed)	.093	.041	.062	.004		.000
	N	20	20	20	20	20	20
Z	Pearson Correlation	.832[**]	.697[**]	.822[**]	.750[**]	.710[**]	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	
	N	20	20	20	20	20	20

*. Correlation is significant at the 0.05 level (2-tailed).

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

Kinerja Pegawai (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y
Y.1	Pearson Correlation	1	.715**	.355	.503*	.415	.760**
	Sig. (2-tailed)		.000	.125	.024	.069	.000
	N	20	20	20	20	20	20
Y.2	Pearson Correlation	.715**	1	.469*	.603**	.406	.807**
	Sig. (2-tailed)	.000		.037	.005	.076	.000
	N	20	20	20	20	20	20
Y.3	Pearson Correlation	.355	.469*	1	.299	.630**	.733**
	Sig. (2-tailed)	.125	.037		.200	.003	.000
	N	20	20	20	20	20	20
Y.4	Pearson Correlation	.503*	.603**	.299	1	.350	.723**
	Sig. (2-tailed)	.024	.005	.200		.130	.000
	N	20	20	20	20	20	20
Y.5	Pearson Correlation	.415	.406	.630**	.350	1	.774**
	Sig. (2-tailed)	.069	.076	.003	.130		.000
	N	20	20	20	20	20	20
Y	Pearson Correlation	.760**	.807**	.733**	.723**	.774**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	20	20	20	20	20	20

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

*. Correlation is significant at the 0.05 level (2-tailed).

LAMPIRAN 4

HASIL UJI RELIABILITAS INSTRUMEN DENGAN SPSS

Kepemimpinan (X1)

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded[a]	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.897	6

Kompensasi (X2)

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded[a]	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.752	4

Lingkungan Kerja (X3)

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded[a]	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.853	5

Kepuasan Kerja (Z)

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded[a]	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.856	5

Kinerja Pegawai (Y)

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded[a]	0	.0
	Total	20	100.0

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

Reliability Statistics

| Cronbach's Alpha	N of Items
.805	5
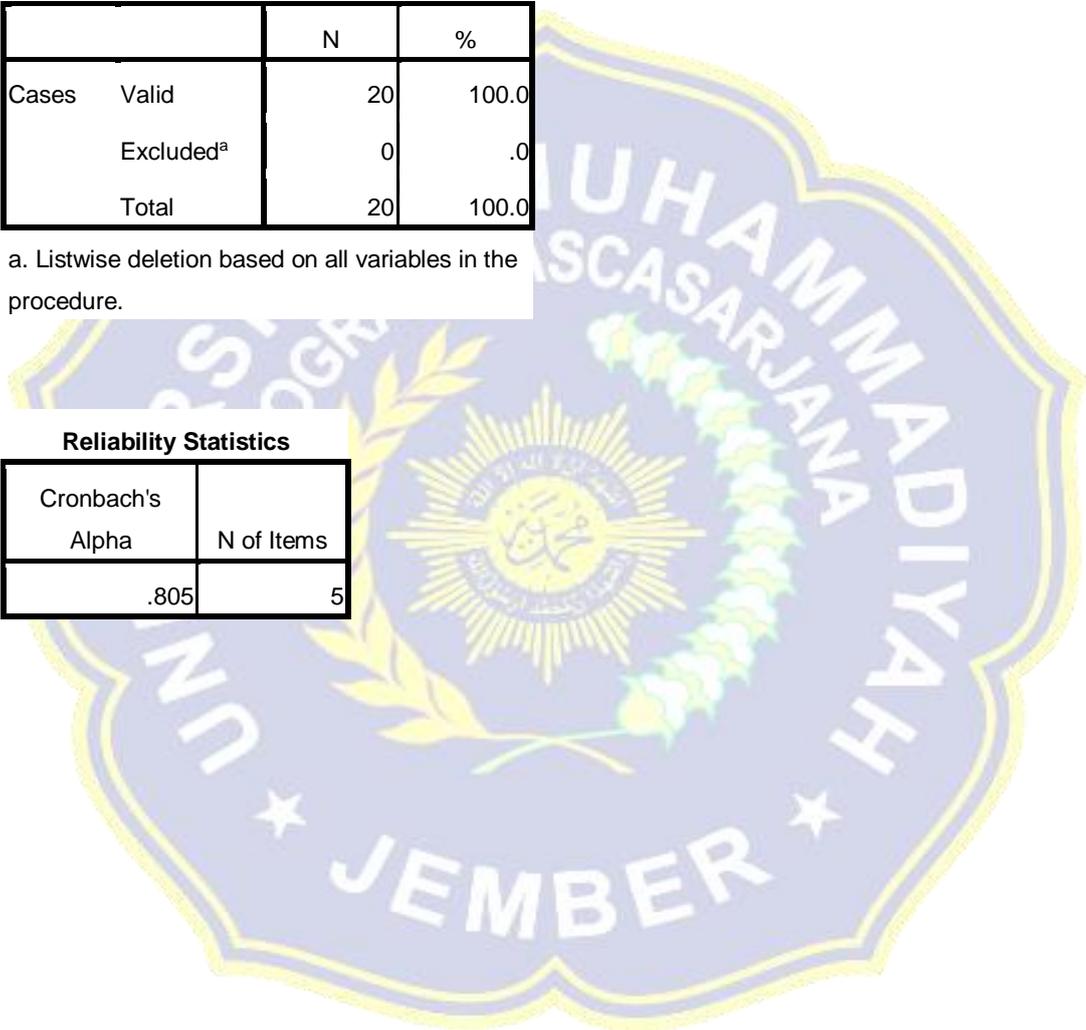
LAMPIRAN 5

DATA HASIL KUESIONER PENELITIAN

Resp	JK	Usia	Pendidikan	Gol	Masa Kerja	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1	Average
1	L	54	S2	IV/a	32	3	3	2	3	2	3	16	2,67
2	L	56	S2	IV/a	27	2	3	3	3	3	3	17	2,83
3	L	54	S1	III/d	21	3	4	3	3	4	3	20	3,33
4	L	50	S2	IV/a	27	3	3	3	4	4	3	20	3,33
5	L	49	S1	IV/a	14	3	3	4	4	4	5	23	3,83
6	L	53	S2	IV/a	27	4	3	3	3	3	4	20	3,33
7	L	54	S1	IV/a	22	3	4	3	4	4	5	23	3,83
8	P	58	S1	IV/c	36	4	3	4	5	5	4	25	4,17
9	P	57	S1	IV/b	36	4	4	2	4	4	4	22	3,67
10	L	57	SLTP	II/c	35	3	4	4	5	5	5	26	4,33
11	L	47	S1	III/b	16	5	4	4	4	3	3	23	3,83
12	L	35	SLTA	III/a	14	4	4	4	3	4	4	23	3,83
13	L	56	SLTA	III/b	32	4	4	4	5	5	5	27	4,50
14	L	56	S1	III/d	31	4	4	5	4	3	4	24	4,00
15	L	49	SLTA	II/d	13	4	4	4	4	4	5	25	4,17
16	L	51	SLTA	II/d	12	4	3	5	4	3	4	23	3,83
17	L	53	SLTA	II/d	12	5	5	4	5	5	4	28	4,67
18	L	47	SLTA	II/d	12	4	4	4	5	4	4	25	4,17

Resp	JK	Usia	Pendidikan	Gol	Masa Kerja	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1	Average
19	L	51	SLTA	II/d	12	5	4	4	5	4	3	25	4,17
20	L	50	SLTA	II/d	12	5	4	4	4	4	5	26	4,33
21	L	43	SLTA	II/d	12	4	5	3	5	5	5	27	4,50
22	L	51	SLTA	II/d	12	5	4	4	5	5	4	27	4,50
23	L	50	SLTA	II/d	12	3	5	5	4	4	4	25	4,17
24	L	55	SLTA	II/d	12	4	4	4	2	3	3	20	3,33
25	L	49	SLTA	II/d	12	5	5	4	5	4	3	26	4,33
26	L	45	SLTA	II/d	12	4	4	4	4	4	5	25	4,17
27	L	50	SLTA	II/d	12	4	4	5	3	3	4	23	3,83
28	L	43	SLTA	II/d	12	5	4	4	4	5	3	25	4,17
29	L	53	SLTA	II/d	12	5	5	5	4	4	5	28	4,67
30	L	56	SLTA	II/b	12	4	4	4	3	3	4	22	3,67
31	L	50	SLTA	II/d	12	5	5	5	4	4	5	28	4,67
32	L	45	SLTA	II/c	11	4	3	5	4	4	3	23	3,83
33	L	40	SLTA	II/c	11	5	5	5	3	3	4	25	4,17
34	L	43	SLTA	II/c	11	5	5	5	5	5	4	29	4,83
35	L	47	SLTA	II/c	11	5	5	5	5	5	4	29	4,83
36	L	43	SLTA	II/c	11	5	5	5	4	3	4	26	4,33
37	L	49	SLTA	II/c	11	4	4	4	3	3	4	22	3,67
38	L	49	SLTA	II/c	11	4	4	4	3	3	3	21	3,50
39	L	51	SLTA	II/c	11	4	4	4	5	5	4	26	4,33
40	L	40	SLTA	II/c	11	4	5	5	4	4	3	25	4,17
41	L	49	SLTA	II/c	11	3	4	4	4	3	3	21	3,50

Resp	JK	Usia	Pendidikan	Gol	Masa Kerja	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1	Average
42	L	56	SLTA	II/d	17	5	4	5	5	4	5	28	4,67
43	L	43	SLTA	II/c	10	3	4	4	3	3	3	20	3,33
44	L	37	SLTA	II/b	10	4	4	4	4	4	3	23	3,83
45	L	55	SLTA	II/c	10	5	5	5	5	5	4	29	4,83
46	P	37	SLTA	II/b	10	5	4	3	4	5	4	25	4,17
47	L	49	SLTA	II/a	10	4	3	3	4	3	3	20	3,33
48	L	38	D IV	III/a	10	3	4	4	5	5	5	26	4,33
49	L	45	D IV	III/b	9	4	3	3	3	3	4	20	3,33
50	P	53	S1	III/c	9	5	5	4	5	5	4	28	4,67
51	L	39	SLTA	II/c	9	4	4	4	4	4	3	23	3,83
52	L	47	SLTA	II/c	9	3	4	4	3	4	3	21	3,50
53	P	39	S1	III/c	9	5	4	3	4	5	4	25	4,17
54	L	35	SLTA	II/a	9	4	4	5	3	4	5	25	4,17
55	L	41	SLTA	II/c	9	3	3	4	4	5	5	24	4,00
56	L	34	D III	III/a	9	4	4	3	3	4	3	21	3,50
57	L	38	S1	III/c	9	3	4	4	4	3	3	21	3,50
58	L	34	SLTA	II/b	5	3	3	4	5	5	5	25	4,17
59	L	38	D III	II/d	5	3	3	3	4	3	4	20	3,33
60	P	41	S1	III/c	9	5	4	4	4	4	5	26	4,33
61	P	53	S1	III/d	28	4	3	4	5	5	4	25	4,17
62	L	40	D IV	III/c	16	5	5	5	4	5	5	29	4,83
63	L	53	S2	IV/a	30	5	5	5	4	5	4	28	4,67
64	P	55	S1	III/d	27	4	3	3	3	4	3	20	3,33

Resp	JK	Usia	Pendidikan	Gol	Masa Kerja	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1	Average
65	P	55	S1	IV/a	27	5	5	4	4	5	5	28	4,67
66	L	50	S2	IV/a	20	4	3	4	2	3	2	18	3,00
67	P	55	S1	III/d	33	5	5	5	5	5	5	30	5,00
68	P	43	S1	III/d	14	4	4	4	5	5	4	26	4,33
69	L	50	S2	IV/a	17	5	4	4	4	3	4	24	4,00
70	L	48	S1	IV/a	13	3	4	5	4	4	5	25	4,17
71	P	44	S1	III/d	19	5	5	5	4	3	3	25	4,17
72	P	40	S1	III/c	16	5	5	5	3	3	4	25	4,17
73	L	39	S1	III/d	14	5	5	5	5	5	5	30	5,00
74	L	51	S1	III/d	21	5	4	4	5	5	4	27	4,50
75	L	45	S1	III/d	11	4	5	4	5	5	5	28	4,67
76	L	45	S1	III/b	17	4	4	4	5	5	4	26	4,33
77	P	42	S1	III/c	10	5	5	5	4	5	4	28	4,67
78	P	37	S1	III/d	10	5	5	5	3	4	5	27	4,50
79	L	46	S1	III/c	9	5	3	5	3	4	3	23	3,83
80	L	49	S2	IV/a	21	5	4	5	5	5	4	28	4,67
81	L	59	S2	IV/c	30	5	5	5	4	3	4	26	4,33

Resp	X2.1	X2.2	X2.3	X2.4	X2	Average	X3.1	X3.2	X3.3	X3.4	X3.5	X3	Average
1	3	2	2	2	9	2,25	3	2	5	3	2	15	3,00
2	3	2	5	3	13	3,25	3	2	3	3	3	14	2,80
3	3	4	5	4	16	4,00	3	4	3	3	4	17	3,40
4	3	3	3	3	12	3,00	3	3	4	3	3	16	3,20
5	3	2	3	4	12	3,00	3	2	4	3	4	16	3,20
6	4	3	3	3	13	3,25	4	3	3	3	3	16	3,20
7	4	5	4	4	17	4,25	4	3	3	3	4	17	3,40
8	4	3	5	3	15	3,75	4	3	4	4	3	18	3,60
9	3	4	2	4	13	3,25	3	4	3	4	4	18	3,60
10	4	3	5	5	17	4,25	4	3	4	5	5	21	4,20
11	3	4	4	4	15	3,75	3	4	3	4	4	18	3,60
12	4	4	5	4	17	4,25	4	4	4	5	4	21	4,20
13	5	5	4	5	19	4,75	5	5	4	4	5	23	4,60
14	4	4	3	5	16	4,00	3	2	3	5	2	15	3,00
15	4	3	3	3	13	3,25	4	3	3	3	3	16	3,20
16	4	5	5	4	18	4,50	4	5	4	4	4	21	4,20
17	4	4	5	3	16	4,00	4	4	5	5	3	21	4,20
18	4	5	4	4	17	4,25	4	5	5	4	4	22	4,40
19	3	5	4	4	16	4,00	3	5	4	4	4	20	4,00
20	4	4	3	5	16	4,00	4	4	5	5	5	23	4,60
21	4	3	5	3	15	3,75	4	3	5	4	3	19	3,80
22	4	5	5	4	18	4,50	4	5	4	4	4	21	4,20
23	4	5	3	4	16	4,00	4	5	4	4	4	21	4,20

Resp	X2.1	X2.2	X2.3	X2.4	X2	Average	X3.1	X3.2	X3.3	X3.4	X3.5	X3	Average
24	4	4	3	3	14	3,50	4	4	5	5	3	21	4,20
25	5	3	4	4	16	4,00	5	3	4	4	4	20	4,00
26	4	4	4	4	16	4,00	4	4	4	4	4	20	4,00
27	4	5	5	4	18	4,50	4	5	4	5	4	22	4,40
28	5	4	4	4	17	4,25	5	4	4	4	4	21	4,20
29	5	5	5	4	19	4,75	5	5	4	5	4	23	4,60
30	5	4	2	4	15	3,75	5	4	3	4	4	20	4,00
31	5	5	5	4	19	4,75	5	5	5	5	4	24	4,80
32	5	4	4	4	17	4,25	5	4	4	4	4	21	4,20
33	4	4	4	5	17	4,25	4	4	4	4	5	21	4,20
34	4	4	3	5	16	4,00	4	4	5	4	5	22	4,40
35	4	4	5	5	18	4,50	4	4	5	5	5	23	4,60
36	5	3	5	4	17	4,25	5	3	3	4	4	19	3,80
37	4	5	3	5	17	4,25	4	5	4	5	5	23	4,60
38	5	4	3	4	16	4,00	5	4	5	5	4	23	4,60
39	4	4	3	4	15	3,75	4	4	4	5	4	21	4,20
40	4	5	5	5	19	4,75	4	5	5	4	5	23	4,60
41	4	4	3	5	16	4,00	4	4	4	5	4	21	4,20
42	5	5	5	5	20	5,00	3	3	3	3	3	15	3,00
43	5	5	5	5	20	5,00	4	3	4	3	3	17	3,40
44	4	4	4	4	16	4,00	4	3	4	4	3	18	3,60
45	4	5	4	4	17	4,25	3	3	3	4	2	15	3,00
46	3	3	5	3	14	3,50	5	4	4	4	5	22	4,40

Resp	X2.1	X2.2	X2.3	X2.4	X2	Average	X3.1	X3.2	X3.3	X3.4	X3.5	X3	Average
47	4	4	3	4	15	3,75	3	2	3	4	2	14	2,80
48	5	5	4	5	19	4,75	2	2	3	3	4	14	2,80
49	4	4	3	4	15	3,75	4	5	4	5	4	22	4,40
50	5	5	5	5	20	5,00	2	3	2	5	2	14	2,80
51	4	4	4	4	16	4,00	4	5	4	5	4	22	4,40
52	4	5	4	4	17	4,25	3	5	5	5	4	22	4,40
53	3	3	5	3	14	3,50	4	4	5	5	5	23	4,60
54	5	4	5	5	19	4,75	5	4	4	5	3	21	4,20
55	5	3	3	4	15	3,75	5	3	4	4	4	20	4,00
56	3	3	4	3	13	3,25	4	3	4	4	3	18	3,60
57	3	3	5	5	16	4,00	2	2	3	3	4	14	2,80
58	3	3	3	5	14	3,50	4	5	4	5	4	22	4,40
59	4	4	4	4	16	4,00	4	4	5	4	4	21	4,20
60	5	5	5	5	20	5,00	5	4	3	4	4	20	4,00
61	2	3	3	3	11	2,75	3	4	4	3	4	18	3,60
62	5	4	4	5	18	4,50	5	4	4	4	5	22	4,40
63	5	5	5	4	19	4,75	5	5	4	5	4	23	4,60
64	4	4	2	4	14	3,50	2	3	2	5	2	14	2,80
65	5	5	3	4	17	4,25	5	5	5	5	4	24	4,80
66	3	5	5	4	17	4,25	3	5	3	4	4	19	3,80
67	5	4	4	4	17	4,25	5	4	4	4	4	21	4,20
68	5	4	5	5	19	4,75	5	4	4	4	5	22	4,40
69	5	4	4	4	17	4,25	5	4	4	5	4	22	4,40

Resp	X2.1	X2.2	X2.3	X2.4	X2	Average	X3.1	X3.2	X3.3	X3.4	X3.5	X3	Average
70	3	4	5	5	17	4,25	3	4	4	5	5	21	4,20
71	5	4	4	5	18	4,50	5	4	4	4	5	22	4,40
72	4	4	5	4	17	4,25	3	3	3	3	3	15	3,00
73	5	5	5	5	20	5,00	5	5	5	5	5	25	5,00
74	5	5	5	5	20	5,00	5	5	5	4	5	24	4,80
75	5	5	4	5	19	4,75	5	4	3	4	4	20	4,00
76	4	4	4	3	15	3,75	4	4	5	4	3	20	4,00
77	4	5	3	5	17	4,25	4	5	5	5	5	24	4,80
78	4	5	3	4	16	4,00	4	5	5	5	4	23	4,60
79	5	4	3	4	16	4,00	5	4	5	5	4	23	4,60
80	5	5	5	4	19	4,75	5	5	4	5	4	23	4,60
81	5	4	4	4	17	4,25	5	5	5	5	5	25	5,00
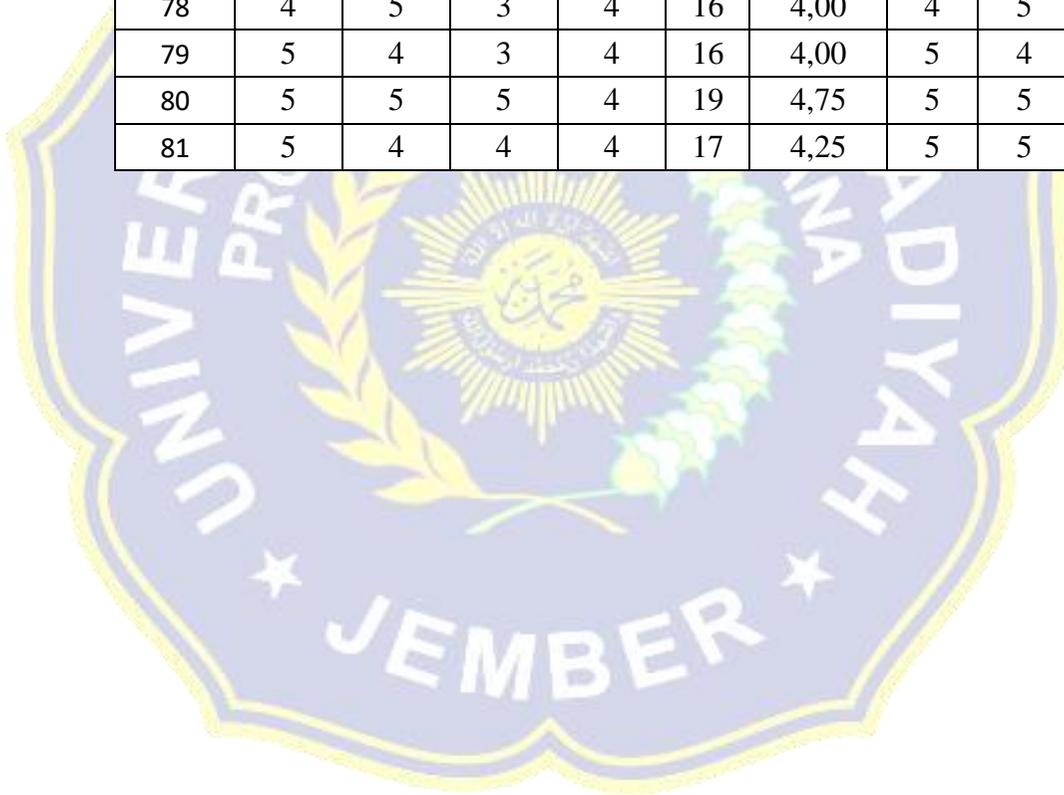
Resp	Z.1	Z.2	Z.3	Z.4	Z.5	Z	Average	Y.1	Y.2	Y.3	Y.4	Y.5	Y	Average
1	3	2	3	2	3	13	2,60	3	3	3	3	3	15	3,00
2	2	3	3	3	2	13	2,60	3	3	3	3	3	15	3,00
3	3	3	4	3	4	17	3,40	3	3	4	4	3	17	3,40
4	4	3	2	3	2	14	2,80	3	3	3	3	3	15	3,00
5	4	3	4	3	4	18	3,60	4	4	3	3	3	17	3,40
6	3	4	4	3	4	18	3,60	4	4	3	3	4	18	3,60
7	3	3	3	4	3	16	3,20	4	3	3	4	4	18	3,60
8	3	4	3	3	3	16	3,20	3	3	4	3	4	17	3,40
9	3	4	3	3	4	17	3,40	4	4	4	2	3	17	3,40
10	3	3	4	3	4	17	3,40	4	3	4	4	4	19	3,80
11	3	4	5	3	4	19	3,80	4	4	4	3	4	19	3,80
12	5	3	4	4	4	20	4,00	4	3	4	4	4	19	3,80
13	5	4	4	4	3	20	4,00	4	4	4	3	5	20	4,00
14	3	4	4	4	4	19	3,80	3	4	4	3	4	18	3,60
15	3	5	5	4	4	21	4,20	5	4	3	3	3	18	3,60
16	5	4	5	5	3	22	4,40	5	4	4	5	5	23	4,60
17	3	3	4	3	4	17	3,40	3	4	5	4	4	20	4,00
18	4	4	5	4	5	22	4,40	4	4	5	5	5	23	4,60
19	4	5	3	3	5	20	4,00	4	4	4	4	5	21	4,20
20	5	5	5	4	4	23	4,60	5	4	4	4	4	21	4,20
21	4	5	4	5	4	22	4,40	5	3	5	4	4	21	4,20
22	3	5	5	3	3	19	3,80	5	5	3	4	5	22	4,40
23	4	4	5	4	4	21	4,20	4	4	5	4	5	22	4,40

Resp	Z.1	Z.2	Z.3	Z.4	Z.5	Z	Average	Y.1	Y.2	Y.3	Y.4	Y.5	Y	Average
24	4	4	5	4	3	20	4,00	4	3	4	4	4	19	3,80
25	4	3	3	4	3	17	3,40	4	4	5	4	4	21	4,20
26	4	4	4	5	4	21	4,20	4	3	4	5	4	20	4,00
27	5	5	3	5	4	22	4,40	4	5	4	4	4	21	4,20
28	5	5	4	4	4	22	4,40	4	5	5	5	5	24	4,80
29	5	5	4	5	5	24	4,80	5	5	4	5	5	24	4,80
30	4	4	4	5	5	22	4,40	4	5	5	5	4	23	4,60
31	4	5	5	5	5	24	4,80	5	5	5	4	5	24	4,80
32	5	3	5	4	3	20	4,00	5	5	3	5	5	23	4,60
33	4	4	4	5	4	21	4,20	3	4	4	3	4	18	3,60
34	5	5	4	5	5	24	4,80	5	5	5	4	5	24	4,80
35	4	5	4	5	4	22	4,40	4	4	4	5	4	21	4,20
36	5	3	3	3	5	19	3,80	4	5	5	4	5	23	4,60
37	4	4	3	4	5	20	4,00	5	3	3	3	4	18	3,60
38	4	5	4	4	4	21	4,20	4	3	4	5	4	20	4,00
39	4	5	4	4	4	21	4,20	4	5	4	4	4	21	4,20
40	4	5	5	5	5	24	4,80	4	4	4	4	5	21	4,20
41	3	5	5	4	4	21	4,20	5	3	4	5	4	21	4,20
42	5	5	5	4	4	23	4,60	5	4	5	3	5	22	4,40
43	2	5	3	4	5	19	3,80	4	2	5	4	3	18	3,60
44	5	4	5	5	3	22	4,40	5	5	4	5	4	23	4,60
45	4	3	4	4	3	18	3,60	5	4	5	4	5	23	4,60
46	4	3	4	4	3	18	3,60	5	5	3	4	4	21	4,20

Resp	Z.1	Z.2	Z.3	Z.4	Z.5	Z	Average	Y.1	Y.2	Y.3	Y.4	Y.5	Y	Average
47	3	3	3	4	3	16	3,20	3	4	3	2	4	16	3,20
48	5	4	4	4	5	22	4,40	4	4	4	5	5	22	4,40
49	4	3	4	4	3	18	3,60	4	4	3	3	4	18	3,60
50	3	4	3	3	4	17	3,40	3	5	5	4	5	22	4,40
51	4	5	2	4	4	19	3,80	4	5	5	5	4	23	4,60
52	3	2	3	3	4	15	3,00	4	3	2	4	5	18	3,60
53	4	2	3	3	4	16	3,20	4	4	5	5	5	23	4,60
54	3	5	5	4	4	21	4,20	5	3	2	5	4	19	3,80
55	5	4	4	4	5	22	4,40	4	4	4	5	5	22	4,40
56	4	4	3	4	4	19	3,80	4	4	3	3	4	18	3,60
57	3	4	3	4	4	18	3,60	3	3	3	4	3	16	3,20
58	3	3	3	4	3	16	3,20	4	4	3	3	4	18	3,60
59	4	5	5	4	5	23	4,60	5	5	4	5	4	23	4,60
60	4	3	4	4	4	19	3,80	5	4	5	4	5	23	4,60
61	3	2	3	4	2	14	2,80	5	5	3	4	4	21	4,20
62	5	4	5	4	4	22	4,40	4	5	5	5	4	23	4,60
63	5	4	5	5	5	24	4,80	5	3	5	4	5	22	4,40
64	3	2	3	4	2	14	2,80	3	3	3	3	3	15	3,00
65	4	4	3	5	5	21	4,20	5	3	4	4	5	21	4,20
66	2	3	2	5	2	14	2,80	4	5	3	5	5	22	4,40
67	4	5	5	4	5	23	4,60	5	4	4	5	5	23	4,60
68	3	3	4	4	4	18	3,60	4	4	4	4	4	20	4,00
69	5	3	4	5	5	22	4,40	4	3	4	5	5	21	4,20

Resp	Z.1	Z.2	Z.3	Z.4	Z.5	Z	Average	Y.1	Y.2	Y.3	Y.4	Y.5	Y	Average
70	5	4	4	4	4	21	4,20	4	4	4	5	4	21	4,20
71	4	4	5	4	4	21	4,20	5	4	5	4	5	23	4,60
72	3	5	5	5	4	22	4,40	4	4	5	5	5	23	4,60
73	4	4	5	5	5	23	4,60	5	4	5	5	5	24	4,80
74	4	5	4	5	4	22	4,40	5	4	5	4	5	23	4,60
75	4	4	5	4	5	22	4,40	5	4	5	4	5	23	4,60
76	4	4	3	4	4	19	3,80	3	4	4	4	4	19	3,80
77	4	5	5	5	5	24	4,80	5	4	5	4	5	23	4,60
78	4	5	5	5	4	23	4,60	5	4	5	5	4	23	4,60
79	4	4	5	4	4	21	4,20	4	5	4	5	4	22	4,40
80	5	5	5	5	4	24	4,80	5	4	5	5	5	24	4,80
81	4	4	5	4	5	22	4,40	5	5	4	4	5	23	4,60

LAMPIRAN 6

ANALISIS *PARTIAL LEAST SQUARE*
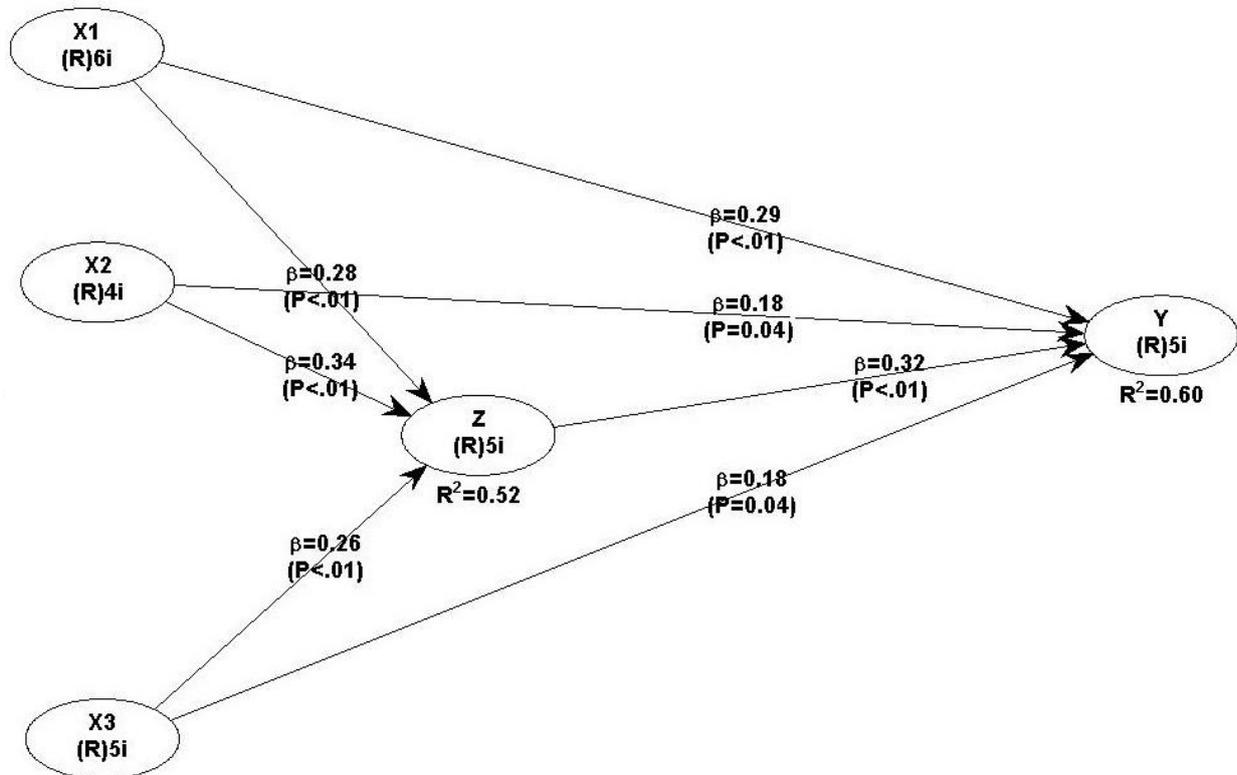

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*******************************
* General SEM analysis results *
*******************************
```

General project information

Version of WarpPLS used: 6.0
License holder: Trial license (3 months)
Type of license: Trial license (3 months)
License start date: 07-Oct-2019
License end date: 05-Jan-2020
Project path (directory): D:\TESIS IMAM ZARKASYI\
Project file: analisis imam'.prj
Last changed: 30-Dec-2019 22:39:11
Last saved: Never (needs to be saved)
Raw data path (directory): D:\TESIS IMAM ZARKASYI\
Raw data file: data imam5.txt

Model fit and quality indices

Average path coefficient (APC)=0.262, P=0.003
Average R-squared (ARS)=0.559, P<0.001
Average adjusted R-squared (AARS)=0.539, P<0.001
Average block VIF (AVIF)=1.642, acceptable if <= 5, ideally <= 3.3
Average full collinearity VIF (AFVIF)=1.993, acceptable if <= 5, ideally <= 3.3
Tenenhaus GoF (GoF)=0.522, small >= 0.1, medium >= 0.25, large >= 0.36
Sympson's paradox ratio (SPR)=1.000, acceptable if >= 0.7, ideally = 1
R-squared contribution ratio (RSCR)=1.000, acceptable if >= 0.9, ideally = 1
Statistical suppression ratio (SSR)=1.000, acceptable if >= 0.7
Nonlinear bivariate causality direction ratio (NLBCDR)=1.000, acceptable if >= 0.7

General model elements

Missing data imputation algorithm: Arithmetic Mean Imputation
Outer model analysis algorithm: PLS Regression
Default inner model analysis algorithm: Warp3
Multiple inner model analysis algorithms used? No
Resampling method used in the analysis: Stable3
Number of data resamples used: 100
Number of cases (rows) in model data: 81
Number of latent variables in model: 5
Number of indicators used in model: 25
Number of iterations to obtain estimates: 9
Range restriction variable type: None
Range restriction variable: None
Range restriction variable min value: 0.000
Range restriction variable max value: 0.000
Only ranked data used in analysis? No

```
********************************
* Path coefficients and P values *
********************************
```

Path coefficients

	X1	X2	X3	Z	Y
Z	**0.284**	**0.342**	**0.258**		
Y	**0.294**	**0.182**	**0.184**	**0.321**	

P values

	X1	X2	X3	Z	Y
Z	**0.003**	**<0.001**	**0.007**		
Y	**0.002**	**0.044**	**0.040**	**0.001**	

```
***************************************
```
* Standard errors for path coefficients *
```
***************************************
```

	X1	X2	X3	Z	Y
Z	0.102	0.100	0.103		
Y	0.102	0.106	0.105	0.101	

```
***************************************
```
* Effect sizes for path coefficients *
```
***************************************
```

	X1	X2	X3	Z	Y
Z	**0.167**	**0.212**	**0.138**		
Y	**0.190**	**0.096**	**0.095**	**0.222**	

```
***************************************
```
* Combined loadings and cross-loadings *
```
***************************************
```

	X1	X2	X3	Z	Y	Type (a	SE	P value
X1.1	**0.672**	0.005	0.068	-0.109	0.493	Reflect	0.091	<0.001
X1.2	**0.720**	0.215	-0.015	0.267	-0.170	Reflect	0.089	<0.001
X1.3	**0.605**	0.361	-0.033	0.298	0.233	Reflect	0.093	<0.001
X1.4	**0.693**	-0.189	-0.162	-0.314	-0.004	Reflect	0.090	<0.001
X1.5	**0.710**	-0.208	0.153	-0.472	-0.030	Reflect	0.090	<0.001
X1.6	**0.603**	-0.164	-0.019	0.421	-0.541	Reflect	0.093	<0.001
X2.1	0.005	**0.742**	-0.078	0.281	0.099	Reflect	0.089	<0.001
X2.2	-0.209	**0.807**	0.090	-0.131	0.194	Reflect	0.087	<0.001
X2.3	0.193	**0.524**	-0.070	-0.477	0.318	Reflect	0.098	<0.001
X2.4	0.107	**0.773**	0.019	0.129	-0.472	Reflect	0.088	<0.001
X3.1	0.023	-0.137	**0.720**	0.207	0.181	Reflect	0.089	<0.001
X3.2	-0.198	0.256	**0.834**	-0.266	0.236	Reflect	0.086	<0.001
X3.3	0.083	-0.468	**0.730**	0.291	-0.192	Reflect	0.089	<0.001
X3.4	0.002	0.277	**0.653**	-0.161	-0.191	Reflect	0.091	<0.001
X3.5	0.119	0.063	**0.732**	-0.046	-0.085	Reflect	0.089	<0.001

Z.1	0.084	-0.278	0.079	**0.643**	0.379	Reflect	0.091	<0.001
Z.2	0.001	0.026	-0.144	**0.769**	-0.216	Reflect	0.088	<0.001
Z.3	-0.021	-0.123	-0.081	**0.695**	0.090	Reflect	0.090	<0.001
Z.4	-0.227	0.197	0.108	**0.685**	0.147	Reflect	0.090	<0.001
Z.5	0.165	0.156	0.061	**0.698**	-0.345	Reflect	0.090	<0.001
Y.1	0.021	-0.168	0.177	0.366	**0.676**	Reflect	0.091	<0.001
Y.2	-0.032	-0.379	-0.151	-0.223	**0.573**	Reflect	0.093	<0.001
Y.3	0.348	0.076	-0.229	0.199	**0.626**	Reflect	0.092	<0.001
Y.4	-0.368	0.037	0.096	0.078	**0.695**	Reflect	0.090	<0.001
Y.5	0.051	0.316	0.053	-0.365	**0.816**	Reflect	0.087	<0.001

Notes: Loadings are unrotated and cross-loadings are oblique-rotated. SEs and P values are for loadings. P values < 0.05 are desirable for reflective indicators.

```
***************************************************
* Normalized combined loadings and cross-loadings *
***************************************************
```

	X1	X2	X3	Z	Y
X1.1	**0.580**	0.008	0.111	-0.178	0.806
X1.2	**0.611**	0.326	-0.023	0.404	-0.257
X1.3	**0.472**	0.689	-0.062	0.568	0.444
X1.4	**0.847**	-0.160	-0.137	-0.266	-0.003
X1.5	**0.830**	-0.171	0.126	-0.389	-0.024
X1.6	**0.729**	-0.148	-0.017	0.382	-0.491
X2.1	0.009	**0.620**	-0.133	0.479	0.169
X2.2	-0.224	**0.681**	0.097	-0.140	0.208
X2.3	0.254	**0.667**	-0.092	-0.628	0.419
X2.4	0.102	**0.761**	0.019	0.123	-0.451
X3.1	0.037	-0.223	**0.634**	0.336	0.295
X3.2	-0.205	0.265	**0.710**	-0.276	0.244
X3.3	0.082	-0.460	**0.833**	0.286	-0.189
X3.4	0.002	0.328	**0.750**	-0.190	-0.226
X3.5	0.161	0.085	**0.705**	-0.063	-0.115
Z.1	0.131	-0.434	0.123	**0.595**	0.592
Z.2	0.001	0.026	-0.047	**0.714**	-0.213
Z.3	-0.026	-0.151	-0.100	**0.651**	0.110
Z.4	-0.359	0.312	0.171	**0.612**	0.232
Z.5	0.196	0.186	0.072	**0.625**	-0.410
Y.1	0.037	-0.292	0.308	0.634	**0.576**
Y.2	-0.026	-0.313	-0.125	-0.185	**0.783**
Y.3	0.615	0.134	-0.404	0.352	**0.561**
Y.4	-0.416	0.041	0.109	0.089	**0.661**
Y.5	0.052	0.326	0.054	-0.377	**0.611**

Note: Loadings are unrotated and cross-loadings are oblique-rotated, both after separate Kaiser normalizations.

```
*************************************
* Pattern loadings and cross-loadings *
*************************************
```

	X1	X2	X3	Z	Y
X1.1	0.338	0.005	0.068	-0.109	0.493
X1.2	0.538	0.215	-0.015	0.267	-0.170
X1.3	0.027	0.361	-0.033	0.298	0.233
X1.4	1.110	-0.189	-0.162	-0.314	-0.004
X1.5	1.088	-0.208	0.153	-0.472	-0.030
X1.6	0.847	-0.164	-0.019	0.421	-0.541
X2.1	0.005	0.499	-0.078	0.281	0.099
X2.2	-0.209	0.875	0.090	-0.131	0.194
X2.3	0.193	0.455	-0.070	-0.477	0.318
X2.4	0.107	0.918	0.019	0.129	-0.472
X3.1	0.023	-0.137	0.532	0.207	0.181
X3.2	-0.198	0.256	0.838	-0.266	0.236
X3.3	0.083	-0.468	0.829	0.291	-0.192
X3.4	0.002	0.277	0.758	-0.161	-0.191
X3.5	0.119	0.063	0.720	-0.046	-0.085
Z.1	0.084	-0.278	0.079	0.420	0.379
Z.2	0.001	0.026	-0.144	0.980	-0.216
Z.3	-0.021	-0.123	-0.081	0.793	0.090
Z.4	-0.227	0.197	0.108	0.525	0.147
Z.5	0.165	0.156	0.061	0.730	-0.345
Y.1	0.021	-0.168	0.177	0.366	0.372
Y.2	-0.032	-0.379	-0.151	-0.223	1.117
Y.3	0.348	0.076	-0.229	0.199	0.318
Y.4	-0.368	0.037	0.096	0.078	0.795
Y.5	0.051	0.316	0.053	-0.365	0.837

Note: Loadings and cross-loadings are oblique-rotated.

```
***************************************************
* Normalized pattern loadings and cross-loadings *
***************************************************
```

	X1	X2	X3	Z	Y
X1.1	**0.554**	0.008	0.111	-0.178	0.806
X1.2	**0.815**	0.326	-0.023	0.404	-0.257
X1.3	**0.652**	0.089	-0.062	0.568	0.444
X1.4	**0.941**	-0.160	-0.137	-0.266	-0.003
X1.5	**0.896**	-0.171	0.126	-0.389	-0.024
X1.6	**0.769**	-0.148	-0.017	0.382	-0.491
X2.1	0.009	**0.851**	-0.133	0.479	0.169
X2.2	-0.224	**0.937**	0.097	-0.140	0.208

X2.3	0.254	**0.598**	-0.092	-0.628	0.419
X2.4	0.102	**0.878**	0.019	0.123	-0.451
X3.1	0.037	-0.223	**0.865**	0.336	0.295
X3.2	-0.205	0.265	**0.868**	-0.276	0.244
X3.3	0.082	-0.460	**0.815**	0.286	-0.189
X3.4	0.002	0.328	**0.897**	-0.190	-0.226
X3.5	0.161	0.085	**0.975**	-0.063	-0.115
Z.1	0.131	-0.434	0.123	**0.655**	0.592
Z.2	0.001	0.026	-0.047	**0.966**	-0.213
Z.3	-0.026	-0.151	-0.100	**0.977**	0.110
Z.4	-0.359	0.312	0.171	**0.831**	0.232
Z.5	0.196	0.186	0.072	**0.868**	-0.410
Y.1	0.037	-0.292	0.308	0.634	**0.645**
Y.2	-0.026	-0.313	-0.125	-0.185	**0.923**
Y.3	0.615	0.134	-0.404	0.352	**0.562**
Y.4	-0.416	0.041	0.109	0.089	**0.898**
Y.5	0.052	0.326	0.054	-0.377	**0.864**

Note: Loadings and cross-loadings shown are after oblique rotation and Kaiser normalization.

```
*****************************************
* Structure loadings and cross-loadings *
*****************************************
```

	X1	X2	X3	Z	Y
X1.1	0.672	0.404	0.412	0.455	0.594
X1.2	0.720	0.492	0.338	0.523	0.487
X1.3	0.605	0.608	0.394	0.629	0.600
X1.4	0.693	0.224	0.085	0.162	0.324
X1.5	0.710	0.200	0.249	0.140	0.326
X1.6	0.603	0.267	0.194	0.380	0.259
X2.1	0.451	0.742	0.325	0.552	0.515
X2.2	0.383	0.807	0.348	0.477	0.507
X2.3	0.326	0.424	0.117	0.137	0.292
X2.4	0.374	0.773	0.224	0.409	0.278
X3.1	0.382	0.343	0.720	0.494	0.513
X3.2	0.317	0.403	0.834	0.409	0.505
X3.3	0.202	-0.001	0.730	0.349	0.267
X3.4	0.280	0.308	0.653	0.282	0.283
X3.5	0.344	0.322	0.732	0.391	0.407
Z.1	0.419	0.311	0.422	0.643	0.553
Z.2	0.368	0.428	0.285	0.769	0.410
Z.3	0.391	0.376	0.337	0.695	0.498
Z.4	0.362	0.471	0.417	0.685	0.505
Z.5	0.427	0.473	0.391	0.698	0.447
Y.1	0.449	0.368	0.491	0.586	0.676
Y.2	0.303	0.097	0.205	0.253	0.573

	X1	X2	X3	Z	Y
Y.3	0.569	0.453	0.257	0.511	0.626
Y.4	0.277	0.368	0.417	0.484	0.695
Y.5	0.575	0.596	0.442	0.486	0.816

Note: Loadings and cross-loadings are unrotated.

****
* Normalized structure loadings and cross-loadings *
****

	X1	X2	X3	Z	Y
X1.1	0.580	0.348	0.355	0.392	0.513
X1.2	0.611	0.418	0.287	0.444	0.414
X1.3	0.472	0.474	0.307	0.490	0.467
X1.4	0.847	0.274	0.104	0.198	0.396
X1.5	0.830	0.234	0.291	0.164	0.381
X1.6	0.729	0.323	0.234	0.460	0.314
X2.1	0.377	0.620	0.272	0.462	0.431
X2.2	0.323	0.681	0.294	0.402	0.428
X2.3	0.513	0.667	0.184	0.216	0.459
X2.4	0.368	0.761	0.220	0.402	0.274
X3.1	0.337	0.302	0.634	0.435	0.452
X3.2	0.270	0.343	0.710	0.348	0.429
X3.3	0.231	-0.001	0.833	0.399	0.305
X3.4	0.321	0.354	0.750	0.323	0.324
X3.5	0.332	0.310	0.705	0.377	0.393
Z.1	0.387	0.288	0.390	0.595	0.511
Z.2	0.342	0.398	0.265	0.714	0.381
Z.3	0.366	0.352	0.316	0.651	0.466
Z.4	0.323	0.421	0.373	0.612	0.451
Z.5	0.383	0.424	0.350	0.625	0.401
Y.1	0.382	0.313	0.418	0.499	0.576
Y.2	0.414	0.132	0.280	0.345	0.783
Y.3	0.509	0.405	0.230	0.457	0.561
Y.4	0.264	0.351	0.397	0.461	0.661
Y.5	0.431	0.446	0.331	0.364	0.611

Note: Loadings and cross-loadings shown are unrotated and after Kaiser normalization.

****
* Indicator weights *
****

	X1	X2	X3	Z	Y	Type (a	SE	P value	VIF	WLS	ES
X1.1	0.250	0.000	0.000	0.000	0.000	Reflect	0.103	0.009	1.616	1	0.168
X1.2	0.268	0.000	0.000	0.000	0.000	Reflect	0.102	0.005	1.705	1	0.193
X1.3	0.226	0.000	0.000	0.000	0.000	Reflect	0.104	0.016	1.486	1	0.136

X1.4	0.258	0.000	0.000	0.000	0.000	Reflect	0.103	0.007	1.942	1	0.179
X1.5	0.265	0.000	0.000	0.000	0.000	Reflect	0.103	0.006	2.086	1	0.188
X1.6	0.225	0.000	0.000	0.000	0.000	Reflect	0.104	0.017	1.338	1	0.135
X2.1	0.000	0.375	0.000	0.000	0.000	Reflect	0.099	<0.001	1.314	1	0.278
X2.2	0.000	0.408	0.000	0.000	0.000	Reflect	0.098	<0.001	1.467	1	0.329
X2.3	0.000	0.215	0.000	0.000	0.000	Reflect	0.104	0.021	1.056	1	0.091
X2.4	0.000	0.390	0.000	0.000	0.000	Reflect	0.099	<0.001	1.388	1	0.302
X3.1	0.000	0.000	0.266	0.000	0.000	Reflect	0.103	0.006	1.448	1	0.192
X3.2	0.000	0.000	0.308	0.000	0.000	Reflect	0.101	0.002	2.067	1	0.257
X3.3	0.000	0.000	0.269	0.000	0.000	Reflect	0.102	0.005	1.457	1	0.197
X3.4	0.000	0.000	0.241	0.000	0.000	Reflect	0.103	0.011	1.489	1	0.157
X3.5	0.000	0.000	0.270	0.000	0.000	Reflect	0.102	0.005	1.664	1	0.198
Z.1	0.000	0.000	0.000	0.263	0.000	Reflect	0.103	0.006	1.328	1	0.169
Z.2	0.000	0.000	0.000	0.315	0.000	Reflect	0.101	0.001	1.666	1	0.242
Z.3	0.000	0.000	0.000	0.285	0.000	Reflect	0.102	0.003	1.347	1	0.198
Z.4	0.000	0.000	0.000	0.280	0.000	Reflect	0.102	0.004	1.404	1	0.192
Z.5	0.000	0.000	0.000	0.286	0.000	Reflect	0.102	0.003	1.433	1	0.199
Y.1	0.000	0.000	0.000	0.000	0.290	Reflect	0.102	0.003	1.345	1	0.196
Y.2	0.000	0.000	0.000	0.000	0.247	Reflect	0.103	0.010	1.176	1	0.141
Y.3	0.000	0.000	0.000	0.000	0.269	Reflect	0.102	0.005	1.269	1	0.169
Y.4	0.000	0.000	0.000	0.000	0.299	Reflect	0.102	0.002	1.314	1	0.207
Y.5	0.000	0.000	0.000	0.000	0.351	Reflect	0.100	<0.001	1.667	1	0.286

Notes: P values < 0.05 and VIFs < 2.5 are desirable for formative indicators; VIF = indicator variance inflation factor;
  WLS = indicator weight-loading sign (-1 = Simpson's paradox in l.v.); ES = indicator effect size.

****
* Latent variable coefficients *
****

R-squared coefficients

X1	X2	X3	Z	Y
			0.516	**0.602**

Adjusted R-squared coefficients

X1	X2	X3	Z	Y
			0.498	0.581

Composite reliability coefficients

X1	X2	X3	Z	Y
0.828	**0.789**	**0.855**	**0.826**	**0.811**

Cronbach's alpha coefficients

X1	X2	X3	Z	Y
0.751	**0.641**	**0.786**	**0.737**	**0.707**

Average variances extracted

X1	X2	X3	Z	Y
0.447	0.495	0.542	0.489	0.465

Full collinearity VIFs

X1	X2	X3	Z	Y
1.885	1.757	1.515	2.275	2.533

Q-squared coefficients

X1	X2	X3	Z	Y
			0.515	0.610

Minimum and maximum values

X1	X2	X3	Z	Y
-2.956	-3.221	-1.976	-2.404	-2.231
1.761	1.569	1.635	1.456	1.360

Medians (top) and modes (bottom)

X1	X2	X3	Z	Y
0.182	0.086	0.319	0.378	0.143
0.499	1.569	0.627	-1.281	0.987

Skewness (top) and exc. kurtosis (bottom) coefficients

X1	X2	X3	Z	Y
-0.477	-0.676	-0.606	-0.552	-0.615
-0.159	0.505	-0.710	-0.521	-0.629

Tests of unimodality: Rohatgi-Szkely (top) and Klaassen-Mokveld-van Es (bottom)

X1	X2	X3	Z	Y
Yes	Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes	Yes

Tests of normality: JarqueBera (top) and robust JarqueBera (bottom)

X1	X2	X3	Z	Y
Yes	No	No	Yes	No
Yes	No	Yes	Yes	Yes

```
**************************************************
* Correlations among latent variables and errors *
**************************************************
```

Correlations among l.vs. with sq. rts. of AVEs

	X1	X2	X3	Z	Y
X1	0.669	0.541	0.414	0.560	0.643
X2	0.541	0.703	0.376	0.591	0.571
X3	0.414	0.376	0.736	0.525	0.542
Z	0.560	0.591	0.525	0.699	0.685
Y	0.643	0.571	0.542	0.685	0.682

Note: Square roots of average variances extracted (AVEs) shown on diagonal.

P values for correlations

	X1	X2	X3	Z	Y
X1	1.000	<0.001	<0.001	<0.001	<0.001
X2	<0.001	1.000	<0.001	<0.001	<0.001
X3	<0.001	<0.001	1.000	<0.001	<0.001
Z	<0.001	<0.001	<0.001	1.000	<0.001
Y	<0.001	<0.001	<0.001	<0.001	1.000

Correlations among l.v. error terms with VIFs

	(e)Z	(e)Y
(e)Z	1.002	0.047
(e)Y	0.047	1.002

Notes: Variance inflation factors (VIFs) shown on diagonal. Error terms included (a.k.a. residuals) are for endogenous l.vs.

P values for correlations

	(e)Z	(e)Y
(e)Z	1.000	0.680
(e)Y	0.680	1.000

****
* Block variance inflation factors *
****

	X1	X2	X3	Z	Y
Z	1.551	1.597	1.331		
Y	1.669	1.737	1.459	2.154	

Note: These VIFs are for the latent variables on each column (predictors), with reference to the latent variables on each row (criteria).

****
* Indirect and total effects *
****

Indirect effects for paths with 2 segments

	X1	X2	X3	Z	Y
Y	**0.092**	**0.090**	**0.074**		

Number of paths with 2 segments

	X1	X2	X3	Z	Y
Y	1	1	1		

P values of indirect effects for paths with 2 segments

	X1	X2	X3	Z	Y
Y	0.040	0.016	0.042		

Standard errors of indirect effects for paths with 2 segments
----

	X1	X2	X3	Z	Y
Y	0.076	0.076	0.077		

Effect sizes of indirect effects for paths with 2 segments

	X1	X2	X3	Z	Y
Y	0.059	0.065	0.045		

Sums of indirect effects

	X1	X2	X3	Z	Y
Y	**0.092**	**0.090**	**0.074**		

Number of paths for indirect effects

	X1	X2	X3	Z	Y
Y	1	1	1		

P values for sums of indirect effects

	X1	X2	X3	Z	Y
Y	**0.040**	**0.016**	**0.042**		

Standard errors for sums of indirect effects

	X1	X2	X3	Z	Y
Y	0.076	0.076	0.077		

Effect sizes for sums of indirect effects

	X1	X2	X3	Z	Y
Y	0.059	0.065	0.045		

Total effects

	X1	X2	X3	Z	Y
Z	**0.284**	**0.342**	**0.258**		
Y	**0.386**	**0.272**	**0.258**	**0.321**	

Number of paths for total effects

	X1	X2	X3	Z	Y
Z	1	1	1		
Y	2	2	2	1	

P values for total effects

	X1	X2	X3	Z	Y
Z	**0.003**	**<0.001**	**0.007**		
Y	**<0.001**	**0.005**	**0.007**	**0.001**	

Standard errors for total effects

	X1	X2	X3	Z	Y
Z	0.102	0.100	0.103		
Y	0.099	0.102	0.103	0.101	

Effect sizes for total effects

	X1	X2	X3	Z	Y
Z	0.167	0.212	0.138		
Y	0.248	0.160	0.140	0.222	

```
***********************************
* Causality assessment coefficients *
***********************************
```

Path-correlation signs

	X1	X2	X3	Z	Y
Z	1	1	1		
Y	1	1	1	1	

Notes: path-correlation signs; negative sign (i.e., -1) = Simpson's paradox.

R-squared contributions

	X1	X2	X3	Z	Y
Z	0.167	0.212	0.138		
Y	0.190	0.096	0.095	0.222	

Notes: R-squared contributions of predictor lat. vars.; columns = predictor lat. vars.; rows = criteria lat. vars.; negative sign = reduction in R-squared.

Path-correlation ratios

	X1	X2	X3	Z	Y
Z	0.484	0.553	0.482		
Y	0.457	0.276	0.323	0.465	

Notes: absolute path-correlation ratios; ratio > 1 indicates statistical suppression; 1 < ratio <= 1.3: weak suppression; 1.3 < ratio <= 1.7: medium; 1.7 < ratio: strong.

Path-correlation differences

	X1	X2	X3	Z	Y
Z	0.303	0.277	0.276		
Y	0.350	0.427	0.367	0.370	

Note: absolute path-correlation differences.

P values for path-correlation differences

	X1	X2	X3	Z	Y
Z	0.002	0.004	0.004		
Y	<0.001	<0.001	<0.001	<0.001	

Note: P values for absolute path-correlation differences.

Warp2 bivariate causal direction ratios

	X1	X2	X3	Z	Y
Z	0.980	0.986	0.983		
Y	1.017	1.010	1.085	1.008	

Notes: Warp2 bivariate causal direction ratios; ratio > 1 supports reversed link; 1 < ratio <= 1.3: weak support; 1.3 < ratio <= 1.7: medium; 1.7 < ratio: strong.

Warp2 bivariate causal direction differences

	X1	X2	X3	Z	Y
Z	0.011	0.009	0.009		
Y	0.011	0.006	0.046	0.005	

Note: absolute Warp2 bivariate causal direction differences.

P values for Warp2 bivariate causal direction differences

	X1	X2	X3	Z	Y
Z	0.459	0.469	0.468		
Y	0.462	0.480	0.338	0.481	

Note: P values for absolute Warp2 bivariate causal direction differences.

Warp3 bivariate causal direction ratios

	X1	X2	X3	Z	Y
Z	1.090	1.012	1.003		
Y	1.040	1.019	1.112	1.029	

Notes: Warp3 bivariate causal direction ratios; ratio > 1 supports reversed link; 1 < ratio <= 1.3: weak support; 1.3 < ratio <= 1.7: medium; 1.7 < ratio: strong.

Warp3 bivariate causal direction differences

	X1	X2	X3	Z	Y
Z	0.053	0.008	0.002		
Y	0.026	0.011	0.061	0.020	

Note: absolute Warp3 bivariate causal direction differences.

P values for Warp3 bivariate causal direction differences

	X1	X2	X3	Z	Y
Z	0.316	0.473	0.494		
Y	0.408	0.460	0.289	0.429	

Note: P values for absolute Warp3 bivariate causal direction differences.