

Lampiran 2

Data Responden

[illegible]

No.	PENDIDIKAN DAN PELATIHAN					ORGANOSATION CITIZENSHIP BEHAVIOR					KOMPETENSI					KINERJA				
	DIK1	DIK2	DIK3	DIK4	DIK5	OCB1	OCB2	OCB3	OCB4	OCB5	KOMP1	KOMP2	KOMP3	KOMP4	KOMP5	KIN1	KIN2	KIN3	KIN4	KIN5
21	5	5	5	5	5	5	5	5	4	5	5	5	5	4	5	5	5	5	5	5
22	4	4	4	4	4	5	3	3	3	3	3	4	4	3	4	3	3	4	3	4
23	5	5	5	5	5	5	5	5	5	5	4	4	5	4	4	5	5	5	5	5
24	5	4	5	4	5	4	4	4	4	4	5	5	4	5	5	5	4	5	4	4
25	4	3	3	4	3	4	3	3	3	3	4	3	3	3	4	3	3	4	3	4
26	3	4	4	3	5	5	5	5	4	5	5	5	5	4	5	4	5	4	4	4
27	5	4	4	4	4	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5
28	2	3	2	3	2	4	3	3	3	3	2	3	2	2	3	3	2	4	2	2
29	3	4	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
30	4	3	3	3	3	4	3	3	3	3	3	3	3	4	3	3	3	4	3	3
31	5	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
32	4	5	3	5	5	5	5	5	4	5	5	3	3	3	5	5	5	5	5	5
33	4	4	5	4	3	5	3	4	3	3	4	3	3	5	3	4	3	4	4	4
34	4	5	4	5	5	5	5	5	4	5	4	4	5	4	4	5	5	5	5	5
35	4	4	5	3	3	4	4	4	4	4	5	5	4	5	5	5	4	5	4	4
36	5	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
37	4	4	4	4	4	4	4	4	4	4	4	3	3	5	5	4	4	4	4	4
38	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
39	5	4	3	4	5	4	3	4	3	4	4	4	4	4	4	4	3	4	3	4
40	4	4	5	3	4	4	5	5	5	4	4	5	5	5	5	5	3	5	3	5
41	3	3	4	4	5	4	3	3	3	3	3	4	4	4	4	4	3	4	3	4
42	4	3	2	2	4	5	3	4	3	3	4	2	4	3	2	3	2	4	2	5
43	4	4	3	3	3	3	2	3	3	5	3	3	3	4	3	4	3	4	3	4

No.	PENDIDIKAN DAN PELATIHAN					ORGANOSATION CITIZENSHIP BEHAVIOR					KOMPETENSI					KINERJA				
	DIK1	DIK2	DIK3	DIK4	DIK5	OCB1	OCB2	OCB3	OCB4	OCB5	KOMP1	KOMP2	KOMP3	KOMP4	KOMP5	KIN1	KIN2	KIN3	KIN4	KIN5
44	5	5	5	5	5	3	4	3	3	4	3	4	4	4	4	4	4	4	4	4
45	3	3	3	4	3	5	5	5	4	5	3	4	4	4	4	3	3	4	3	4
46	4	4	5	4	3	3	2	3	3	5	4	4	4	4	4	4	3	4	3	4
47	3	4	4	4	3	4	3	3	3	3	3	4	3	3	3	3	3	4	3	3
48	5	4	5	5	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5
49	5	5	5	5	5	5	5	5	4	5	5	5	5	4	5	5	5	5	5	5
50	4	4	4	4	4	5	3	3	3	3	3	4	4	3	4	3	3	4	3	4
51	5	5	5	5	5	5	5	5	5	5	4	4	5	4	4	5	5	5	5	5
52	5	4	5	4	5	4	4	4	4	4	5	5	4	5	5	5	4	5	4	4
53	4	3	3	4	3	4	3	3	3	3	4	3	3	3	4	3	3	4	3	4
54	3	4	4	3	5	5	5	5	4	5	5	5	5	4	5	4	5	4	4	4
55	4	3	3	3	3	3	4	3	3	4	3	4	4	3	4	4	3	4	3	3
56	5	5	4	5	5	4	3	4	3	4	4	3	4	5	5	4	4	4	4	4
57	4	4	4	4	4	4	3	3	3	3	3	2	4	3	2	3	3	3	3	3
58	5	4	5	5	5	5	5	5	4	5	5	5	5	4	5	5	4	5	4	5
59	3	4	3	4	5	4	3	4	3	4	5	3	3	3	5	4	4	4	4	4
60	4	4	5	3	4	3	2	3	3	5	4	4	4	3	4	4	3	4	3	3
61	3	3	4	4	5	5	3	4	3	3	3	4	4	3	4	3	3	4	3	4
62	4	5	3	3	3	4	3	3	3	3	5	5	3	3	4	4	3	4	3	4
63	4	4	5	4	3	3	3	3	3	4	4	3	3	4	3	4	4	4	4	4
64	3	3	4	5	5	4	4	4	4	4	5	5	3	5	4	3	3	5	3	5
65	3	3	3	4	3	4	3	3	3	3	4	3	3	3	3	3	3	4	3	3
66	2	3	2	3	3	4	3	3	3	3	3	3	3	3	3	3	2	3	2	3

No.	PENDIDIKAN DAN PELATIHAN					ORGANOSATION CITIZENSHIP BEHAVIOR					KOMPETENSI					KINERJA				
	DIK1	DIK2	DIK3	DIK4	DIK5	OCB1	OCB2	OCB3	OCB4	OCB5	KOMP1	KOMP2	KOMP3	KOMP4	KOMP5	KIN1	KIN2	KIN3	KIN4	KIN5
67	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
68	4	4	4	4	4	4	3	3	3	3	3	3	3	4	3	3	3	4	3	4
69	5	5	5	5	5	4	3	4	3	4	5	5	4	5	5	4	4	4	4	4
70	5	4	4	4	5	5	5	5	4	5	4	4	5	4	4	5	5	5	5	5
71	4	4	5	3	4	5	3	4	3	3	4	4	5	4	4	3	4	5	4	4
72	3	3	3	4	5	4	3	4	3	4	4	3	3	4	5	4	3	4	3	4
73	4	5	3	3	4	4	3	4	3	4	5	5	3	3	4	3	4	4	4	4
74	5	4	4	4	4	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5
75	2	3	2	3	2	4	3	3	3	3	2	3	2	2	3	3	2	4	2	2
76	3	4	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
77	4	3	3	3	3	4	3	3	3	3	3	3	3	4	3	3	3	4	3	3
78	5	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
79	4	5	3	5	5	5	5	5	4	5	5	3	3	3	5	5	5	5	5	5
80	4	4	5	4	3	5	3	4	3	3	4	3	3	5	3	4	3	4	4	4
81	4	5	4	5	5	5	5	5	4	5	4	4	5	4	4	5	5	5	5	5
82	4	4	5	3	3	4	4	4	4	4	5	5	4	5	5	5	4	5	4	4
83	5	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
84	4	4	4	4	4	4	4	4	4	4	4	3	3	5	5	4	4	4	4	4
85	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
86	5	4	3	4	5	4	3	4	3	4	4	4	4	4	4	4	3	4	3	4
87	4	4	5	3	4	4	5	5	5	4	4	5	5	5	5	5	3	5	3	5
88	3	3	4	4	5	4	3	3	3	3	3	4	4	4	4	4	3	4	3	4
89	4	3	2	2	4	5	3	4	3	3	4	2	4	3	2	3	2	4	2	5

No.	PENDIDIKAN DAN PELATIHAN					ORGANOSATION CITIZENSHIP BEHAVIOR					KOMPETENSI					KINERJA				
	DIK1	DIK2	DIK3	DIK4	DIK5	OCB1	OCB2	OCB3	OCB4	OCB5	KOMP1	KOMP2	KOMP3	KOMP4	KOMP5	KIN1	KIN2	KIN3	KIN4	KIN5
90	4	4	3	3	3	3	2	3	3	5	3	3	3	4	3	4	3	4	3	4
91	5	5	5	5	5	3	4	3	3	4	3	4	4	4	4	4	4	4	4	4
92	3	3	3	4	3	5	5	5	4	5	3	4	4	4	4	3	3	4	3	4
93	5	4	4	4	4	4	4	4	4	4	3	5	4	3	4	5	4	5	4	4
94	4	3	3	4	3	5	5	3	3	3	4	4	4	3	4	4	3	4	3	4
95	3	4	4	5	5	5	5	5	4	5	4	4	5	4	4	4	4	4	4	4
96	2	3	2	3	3	4	3	3	3	3	3	3	3	3	3	3	2	3	2	3
97	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
98	4	4	4	4	4	4	3	3	3	3	3	3	3	4	3	3	3	4	3	4
99	5	5	5	5	5	4	3	4	3	4	5	5	4	5	5	4	4	4	4	4
100	5	4	4	4	5	5	5	5	4	5	4	4	5	4	4	5	5	5	5	5
101	4	4	5	3	4	5	3	4	3	3	4	4	5	4	4	3	4	5	4	4
102	3	3	3	4	5	4	3	4	3	4	4	3	3	4	5	4	3	4	3	4
103	4	5	3	3	4	4	3	4	3	4	5	5	3	3	4	3	4	4	4	4
104	4	4	5	4	3	3	2	3	3	5	4	4	4	4	4	4	3	4	3	4
105	4	4	4	4	5	4	5	5	4	5	5	4	5	5	4	4	4	4	5	5
106	4	4	4	4	4	5	4	4	5	4	5	4	5	4	5	4	4	5	4	4
107	4	4	4	4	5	3	3	4	4	3	4	3	4	5	5	3	3	4	3	4

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Analisis Statistik Deskriptif

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	L	89	83,2	83,2	83,2
	P	18	16,8	16,8	100,0
	Total	107	100,0	100,0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	15	14,0	14,0	14,0
	S1	29	27,1	27,1	41,1
	S2	12	11,2	11,2	52,3
	SMA	51	47,7	47,7	100,0
	Total	107	100,0	100,0	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20,00	4	3,7	3,7	3,7
	21,00	1	,9	,9	4,7
	22,00	2	1,9	1,9	6,5
	23,00	6	5,6	5,6	12,1
	24,00	4	3,7	3,7	15,9
	25,00	3	2,8	2,8	18,7
	26,00	4	3,7	3,7	22,4
	27,00	1	,9	,9	23,4
	28,00	2	1,9	1,9	25,2
	29,00	2	1,9	1,9	27,1
	30,00	4	3,7	3,7	30,8
	31,00	3	2,8	2,8	33,6
	32,00	1	,9	,9	34,6
	33,00	6	5,6	5,6	40,2

34,00	6	5,6	5,6	45,8
35,00	6	5,6	5,6	51,4
36,00	2	1,9	1,9	53,3
37,00	6	5,6	5,6	58,9
38,00	2	1,9	1,9	60,7
39,00	3	2,8	2,8	63,6
40,00	2	1,9	1,9	65,4
41,00	2	1,9	1,9	67,3
43,00	4	3,7	3,7	71,0
45,00	2	1,9	1,9	72,9
46,00	1	,9	,9	73,8
47,00	3	2,8	2,8	76,6
48,00	3	2,8	2,8	79,4
49,00	1	,9	,9	80,4
50,00	3	2,8	2,8	83,2
51,00	4	3,7	3,7	86,9
52,00	2	1,9	1,9	88,8
53,00	3	2,8	2,8	91,6
54,00	1	,9	,9	92,5
55,00	5	4,7	4,7	97,2
56,00	1	,9	,9	98,1
57,00	2	1,9	1,9	100,0
Total	107	100,0	100,0	

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Analisis Data

Rata-rata			
Pendidikan Dan Pelatihan	OCB	Kompetensi	Kinerja Sumber Daya Aparatur
4,00	4,60	4,20	4,40
4,00	4,40	4,20	4,20
4,00	4,40	4,20	4,20
4,00	4,40	4,20	4,40
4,20	4,00	3,80	4,40
3,40	3,80	3,80	3,60
4,20	4,80	4,20	4,00
3,20	3,40	3,60	3,40
4,80	3,60	4,20	4,00
4,00	3,20	2,80	3,00
4,80	4,80	4,80	4,60
3,80	3,60	3,80	4,00
4,00	3,20	3,80	3,40
3,80	3,60	3,60	3,40
3,60	3,20	4,00	3,60
4,00	3,20	3,40	4,00
4,00	4,00	4,40	3,80
3,20	3,20	3,20	3,20
3,60	3,20	3,20	3,20
4,60	4,80	5,00	5,00
5,00	4,80	4,80	5,00
4,00	3,40	3,60	3,40
5,00	5,00	4,20	5,00
4,60	4,00	4,80	4,40
3,40	3,20	3,40	3,40
3,80	4,80	4,80	4,20
4,20	5,00	4,80	5,00
2,40	3,20	2,40	2,60
4,20	5,00	4,80	5,00
3,20	3,20	3,20	3,20
4,80	5,00	4,80	5,00
4,40	4,80	3,80	5,00
4,00	3,60	3,60	3,80
4,60	4,80	4,20	5,00

Rata-rata			
Pendidikan Dan Pelatihan	OCB	Kompetensi	Kinerja Sumber Daya Aparatur
3,80	4,00	4,80	4,40
4,80	5,00	4,80	5,00
4,00	4,00	4,00	4,00
5,00	5,00	4,80	5,00
4,20	3,60	4,00	3,60
4,00	4,60	4,80	4,20
3,80	3,20	3,80	3,60
3,00	3,60	3,00	3,20
3,40	3,20	3,20	3,60
5,00	3,40	3,80	4,00
3,20	4,80	3,80	3,40
4,00	3,20	4,00	3,60
3,60	3,20	3,20	3,20
4,60	4,80	5,00	5,00
5,00	4,80	4,80	5,00
4,00	3,40	3,60	3,40
5,00	5,00	4,20	5,00
4,60	4,00	4,80	4,40
3,40	3,20	3,40	3,40
3,80	4,80	4,80	4,20
3,20	3,40	3,60	3,40
4,80	3,60	4,20	4,00
4,00	3,20	2,80	3,00
4,80	4,80	4,80	4,60
3,80	3,60	3,80	4,00
4,00	3,20	3,80	3,40
3,80	3,60	3,60	3,40
3,60	3,20	4,00	3,60
4,00	3,20	3,40	4,00
4,00	4,00	4,40	3,80
3,20	3,20	3,20	3,20
2,60	3,20	3,00	2,60
4,80	5,00	5,00	5,00
4,00	3,20	3,20	3,40
5,00	3,60	4,80	4,00
4,40	4,80	4,20	5,00
4,00	3,60	4,20	4,00

Rata-rata			
Pendidikan Dan Pelatihan	OCB	Kompetensi	Kinerja Sumber Daya Aparatur
3,60	3,60	3,80	3,60
3,80	3,60	4,00	3,80
4,20	5,00	4,80	5,00
2,40	3,20	2,40	2,60
4,20	5,00	4,80	5,00
3,20	3,20	3,20	3,20
4,80	5,00	4,80	5,00
4,40	4,80	3,80	5,00
4,00	3,60	3,60	3,80
4,60	4,80	4,20	5,00
3,80	4,00	4,80	4,40
4,80	5,00	4,80	5,00
4,00	4,00	4,00	4,00
5,00	5,00	4,80	5,00
4,20	3,60	4,00	3,60
4,00	4,60	4,80	4,20
3,80	3,20	3,80	3,60
3,00	3,60	3,00	3,20
3,40	3,20	3,20	3,60
5,00	3,40	3,80	4,00
3,20	4,80	3,80	3,40
4,20	4,00	3,80	4,40
3,40	3,80	3,80	3,60
4,20	4,80	4,20	4,00
2,60	3,20	3,00	2,60
4,80	5,00	5,00	5,00
4,00	3,20	3,20	3,40
5,00	3,60	4,80	4,00
4,40	4,80	4,20	5,00
4,00	3,60	4,20	4,00
3,60	3,60	3,80	3,60
3,80	3,60	4,00	3,80
4,00	3,20	4,00	3,60
4,20	4,60	4,60	4,40
4,00	4,40	4,60	4,20
4,20	3,40	4,20	3,40

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
X11	107	2,00	5,00	4,0187	,81242	-,465	,234	-,342	,463
X12	107	3,00	5,00	4,0000	,70040	,000	,234	-,930	,463
X13	107	2,00	5,00	3,9252	,86549	-,388	,234	-,569	,463
X14	107	2,00	5,00	4,0374	,77612	-,312	,234	-,618	,463
X15	107	2,00	5,00	4,1495	,87743	-,469	,234	-1,121	,463
Valid N (listwise)	107								

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
X21	107	3,00	5,00	4,3178	,68126	-,497	,234	-,776	,463
X22	107	2,00	5,00	3,8318	,99514	-,005	,234	-1,440	,463
X23	107	3,00	5,00	4,0000	,82416	,000	,234	-1,529	,463
X24	107	3,00	5,00	3,6355	,74470	,709	,234	-,858	,463
X25	107	3,00	5,00	4,0935	,84153	-,180	,234	-1,569	,463
Valid N (listwise)	107								

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Z1	107	2,00	5,00	4,0000	,77703	-,246	,234	-,677	,463
Z2	107	2,00	5,00	3,9907	,87411	-,327	,234	-,896	,463
Z3	107	2,00	5,00	3,9907	,84111	-,176	,234	-1,121	,463
Z4	107	2,00	5,00	3,9720	,82939	-,149	,234	-1,069	,463
Z5	107	2,00	5,00	4,1308	,82513	-,660	,234	-,185	,463
Valid N (listwise)	107								

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Y1	107	3,00	5,00	4,0374	,78818	-,067	,234	-1,381	,463
Y2	107	2,00	5,00	3,7290	,89622	,085	,234	-1,016	,463
Y3	107	3,00	5,00	4,3458	,55120	-,048	,234	-,760	,463
Y4	107	2,00	5,00	3,7570	,89907	,026	,234	-1,021	,463
Y5	107	2,00	5,00	4,1495	,71115	-,545	,234	,229	,463
Valid N (listwise)	107								

Frequency Table

X11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	3,7	3,7	3,7
	3,00	22	20,6	20,6	24,3
	4,00	49	45,8	45,8	70,1
	5,00	32	29,9	29,9	100,0
	Total	107	100,0	100,0	

X12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	26	24,3	24,3	24,3
	4,00	55	51,4	51,4	75,7
	5,00	26	24,3	24,3	100,0
	Total	107	100,0	100,0	

X13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	5,6	5,6	5,6
	3,00	26	24,3	24,3	29,9
	4,00	45	42,1	42,1	72,0
	5,00	30	28,0	28,0	100,0
	Total	107	100,0	100,0	

X14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	1,9	1,9	1,9
	3,00	24	22,4	22,4	24,3
	4,00	49	45,8	45,8	70,1
	5,00	32	29,9	29,9	100,0
	Total	107	100,0	100,0	

X15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	1,9	1,9	1,9
	3,00	28	26,2	26,2	28,0
	4,00	29	27,1	27,1	55,1
	5,00	48	44,9	44,9	100,0
	Total	107	100,0	100,0	

X21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	13	12,1	12,1	12,1
	4,00	47	43,9	43,9	56,1
	5,00	47	43,9	43,9	100,0
	Total	107	100,0	100,0	

X22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	5,6	5,6	5,6
	3,00	45	42,1	42,1	47,7
	4,00	17	15,9	15,9	63,6
	5,00	39	36,4	36,4	100,0
	Total	107	100,0	100,0	

X23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	36	33,6	33,6	33,6
	4,00	35	32,7	32,7	66,4
	5,00	36	33,6	33,6	100,0
	Total	107	100,0	100,0	

X24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	56	52,3	52,3	52,3
	4,00	34	31,8	31,8	84,1
	5,00	17	15,9	15,9	100,0
	Total	107	100,0	100,0	

X25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	33	30,8	30,8	30,8
	4,00	31	29,0	29,0	59,8
	5,00	43	40,2	40,2	100,0
	Total	107	100,0	100,0	

Z1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	1,9	1,9	1,9
	3,00	26	24,3	24,3	26,2
	4,00	49	45,8	45,8	72,0
	5,00	30	28,0	28,0	100,0
	Total	107	100,0	100,0	

Z2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	3,7	3,7	3,7
	3,00	29	27,1	27,1	30,8
	4,00	38	35,5	35,5	66,4
	5,00	36	33,6	33,6	100,0
	Total	107	100,0	100,0	

Z3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	1,9	1,9	1,9
	3,00	32	29,9	29,9	31,8
	4,00	38	35,5	35,5	67,3
	5,00	35	32,7	32,7	100,0
	Total	107	100,0	100,0	

Z4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	1,9	1,9	1,9
	3,00	32	29,9	29,9	31,8
	4,00	40	37,4	37,4	69,2
	5,00	33	30,8	30,8	100,0
	Total	107	100,0	100,0	

Z5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	3,7	3,7	3,7
	3,00	18	16,8	16,8	20,6
	4,00	45	42,1	42,1	62,6
	5,00	40	37,4	37,4	100,0
	Total	107	100,0	100,0	

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	31	29,0	29,0	29,0
	4,00	41	38,3	38,3	67,3
	5,00	35	32,7	32,7	100,0
	Total	107	100,0	100,0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	5,6	5,6	5,6
	3,00	43	40,2	40,2	45,8
	4,00	32	29,9	29,9	75,7
	5,00	26	24,3	24,3	100,0
	Total	107	100,0	100,0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	4	3,7	3,7	3,7
	4,00	62	57,9	57,9	61,7
	5,00	41	38,3	38,3	100,0
	Total	107	100,0	100,0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	5,6	5,6	5,6
	3,00	41	38,3	38,3	43,9
	4,00	33	30,8	30,8	74,8
	5,00	27	25,2	25,2	100,0
	Total	107	100,0	100,0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	1,9	1,9	1,9
	3,00	14	13,1	13,1	15,0
	4,00	57	53,3	53,3	68,2
	5,00	34	31,8	31,8	100,0
	Total	107	100,0	100,0	



Lampiran 5

Uji Validitas dengan Korelasi Pearson Product Moment

Correlations/ uji validitas

		Correlations					
		X11	X12	X13	X14	X15	X1
X11	Pearson Correlation	1	,630**	,512**	,388**	,367**	,761**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	107	107	107	107	107	107
X12	Pearson Correlation	,630**	1	,467**	,486**	,461**	,787**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	107	107	107	107	107	107
X13	Pearson Correlation	,512**	,467**	1	,426**	,338**	,734**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	107	107	107	107	107	107
X14	Pearson Correlation	,388**	,486**	,426**	1	,601**	,764**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	107	107	107	107	107	107
X15	Pearson Correlation	,367**	,461**	,338**	,601**	1	,741**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	107	107	107	107	107	107
X1	Pearson Correlation	,761**	,787**	,734**	,764**	,741**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	107	107	107	107	107	107

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

Correlations

		X21	X22	X23	X24	X25	X2
X21	Pearson Correlation	1	,622**	,689**	,509**	,227*	,701**
	Sig. (2-tailed)		,000	,000	,000	,018	,000
	N	107	107	107	107	107	107
X22	Pearson Correlation	,622**	1	,794**	,808**	,605**	,916**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	107	107	107	107	107	107
X23	Pearson Correlation	,689**	,794**	1	,799**	,707**	,942**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	107	107	107	107	107	107
X24	Pearson Correlation	,509**	,808**	,799**	1	,657**	,894**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	107	107	107	107	107	107
X25	Pearson Correlation	,227*	,605**	,707**	,657**	1	,768**
	Sig. (2-tailed)	,018	,000	,000	,000		,000
	N	107	107	107	107	107	107
X2	Pearson Correlation	,701**	,916**	,942**	,894**	,768**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	107	107	107	107	107	107

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

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

Correlations

		Z1	Z2	Z3	Z4	Z5	Z
Z1	Pearson Correlation	1	,472**	,318**	,395**	,603**	,718**
	Sig. (2-tailed)		,000	,001	,000	,000	,000
	N	107	107	107	107	107	107
Z2	Pearson Correlation	,472**	1	,564**	,403**	,643**	,811**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	107	107	107	107	107	107
Z3	Pearson Correlation	,318**	,564**	1	,446**	,478**	,737**
	Sig. (2-tailed)	,001	,000		,000	,000	,000
	N	107	107	107	107	107	107
Z4	Pearson Correlation	,395**	,403**	,446**	1	,515**	,720**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	107	107	107	107	107	107
Z5	Pearson Correlation	,603**	,643**	,478**	,515**	1	,844**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	107	107	107	107	107	107
Z	Pearson Correlation	,718**	,811**	,737**	,720**	,844**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	107	107	107	107	107	107

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

Correlations

		Y1	Y2	Y3	Y4	Y5	Y
Y1	Pearson Correlation	1	,749**	,708**	,758**	,630**	,874**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	107	107	107	107	107	107
Y2	Pearson Correlation	,749**	1	,688**	,960**	,656**	,937**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	107	107	107	107	107	107
Y3	Pearson Correlation	,708**	,688**	1	,666**	,709**	,830**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	107	107	107	107	107	107
Y4	Pearson Correlation	,758**	,960**	,666**	1	,662**	,937**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	107	107	107	107	107	107
Y5	Pearson Correlation	,630**	,656**	,709**	,662**	1	,816**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	107	107	107	107	107	107
Y	Pearson Correlation	,874**	,937**	,830**	,937**	,816**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	107	107	107	107	107	107

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

R Tabel

n	Taraf Signifikan		n	Taraf Signifikan		n	Taraf Signifikan	
	5%	1%		5%	1%		5%	1%
3	0,997	0,999	27	0,381	0,487	55	0,266	0,345
4	0,950	0,990	28	0,374	0,478	60	0,254	0,330
5	0,878	0,959	29	0,367	0,470	65	0,244	0,317
6	0,811	0,917	30	0,361	0,463	70	0,235	0,306
7	0,754	0,874	31	0,355	0,456	75	0,227	0,296
8	0,707	0,834	32	0,349	0,449	80	0,220	0,286
9	0,666	0,798	33	0,344	0,442	85	0,213	0,278
10	0,632	0,765	34	0,339	0,436	90	0,207	0,270
11	0,602	0,735	35	0,334	0,430	95	0,202	0,263
12	0,576	0,708	36	0,329	0,424	10	0,195	0,256
13	0,553	0,684	37	0,325	0,418	12	0,176	0,230
14	0,532	0,661	38	0,320	0,413	15	0,159	0,210
15	0,514	0,641	39	0,316	0,408	17	0,148	0,194
16	0,497	0,623	40	0,312	0,403	20	0,138	0,181
17	0,482	0,606	41	0,308	0,398	30	0,113	0,148
18	0,468	0,590	42	0,304	0,393	40	0,098	0,128
19	0,456	0,575	43	0,301	0,389	50	0,088	0,115
20	0,444	0,561	44	0,297	0,384	60	0,080	0,105
21	0,433	0,549	45	0,294	0,380	70	0,074	0,097
22	0,423	0,537	46	0,291	0,376	80	0,070	0,091
23	0,413	0,526	47	0,288	0,372	90	0,065	0,086
24	0,404	0,515	48	0,284	0,368	100	0,062	0,081
25	0,396	0,505	49	0,281	0,364			
26	0,388	0,496	50	0,279	0,361			

Lampiran 6

Uji Reliabilitas dengan Cronbach's Alpha

Reliability Statistics

Cronbach's Alpha	N of Items
,794	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X11	36,2430	30,261	,696	,759
X12	36,2617	30,912	,736	,762
X13	36,3364	30,150	,656	,760
X14	36,2243	30,515	,702	,760
X15	36,1121	29,987	,664	,759
X1	20,1308	9,285	1,000	,809

Reliability Statistics

Cronbach's Alpha	N of Items
,816	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X21	35,4393	42,173	,646	,805
X22	35,9252	36,674	,887	,756
X23	35,7570	38,242	,926	,766
X24	36,1215	39,655	,869	,779
X25	35,6636	40,074	,711	,789
X2	19,8785	12,089	1,000	,899

Reliability Statistics

Cronbach's Alpha	N of Items
,798	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Z1	36,1682	33,971	,650	,773
Z2	36,1776	32,204	,755	,753
Z3	36,1776	33,279	,667	,767
Z4	36,1963	33,555	,647	,771
Z5	36,0374	32,282	,800	,751
Z	20,0841	10,115	1,000	,824

Reliability Statistics

Cronbach's Alpha	N of Items
,821	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Y1	36,0000	37,717	,842	,785
Y2	36,3084	35,838	,918	,767
Y3	35,6916	40,555	,802	,807
Y4	36,2804	35,807	,918	,766
Y5	35,8879	39,082	,776	,797
Y	20,0187	11,622	1,000	,923



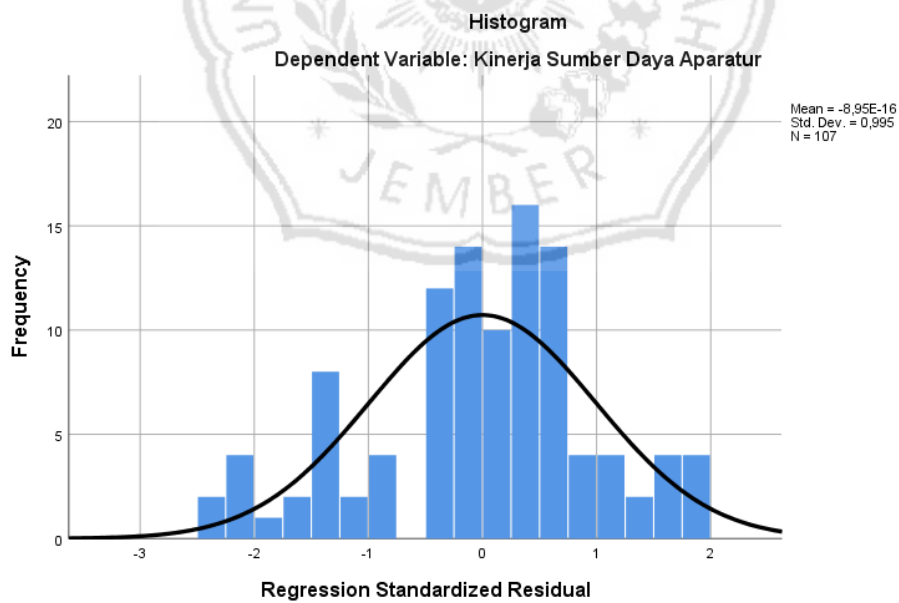
Lampiran 7

Uji Normalitas dengan Kolmogorov Smirnov

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		107
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,10265464
Most Extreme Differences	Absolute	,100
	Positive	,066
	Negative	-,100
Test Statistic		,100
Asymp. Sig. (2-tailed)		,010 ^c

- a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.



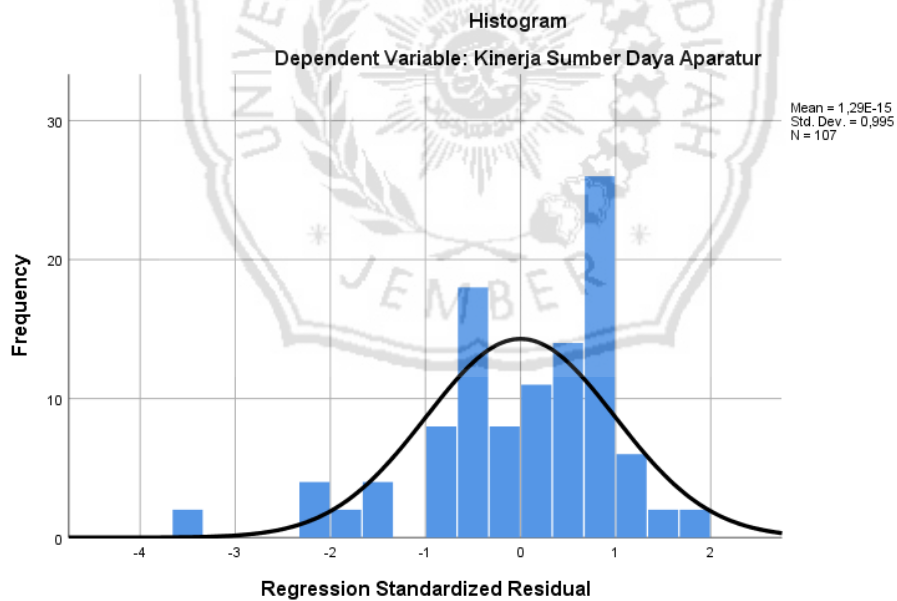
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		107
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,78151949
Most Extreme Differences	Absolute	,126
	Positive	,108
	Negative	-,126
Test Statistic		,126
Asymp. Sig. (2-tailed)		,000 ^c

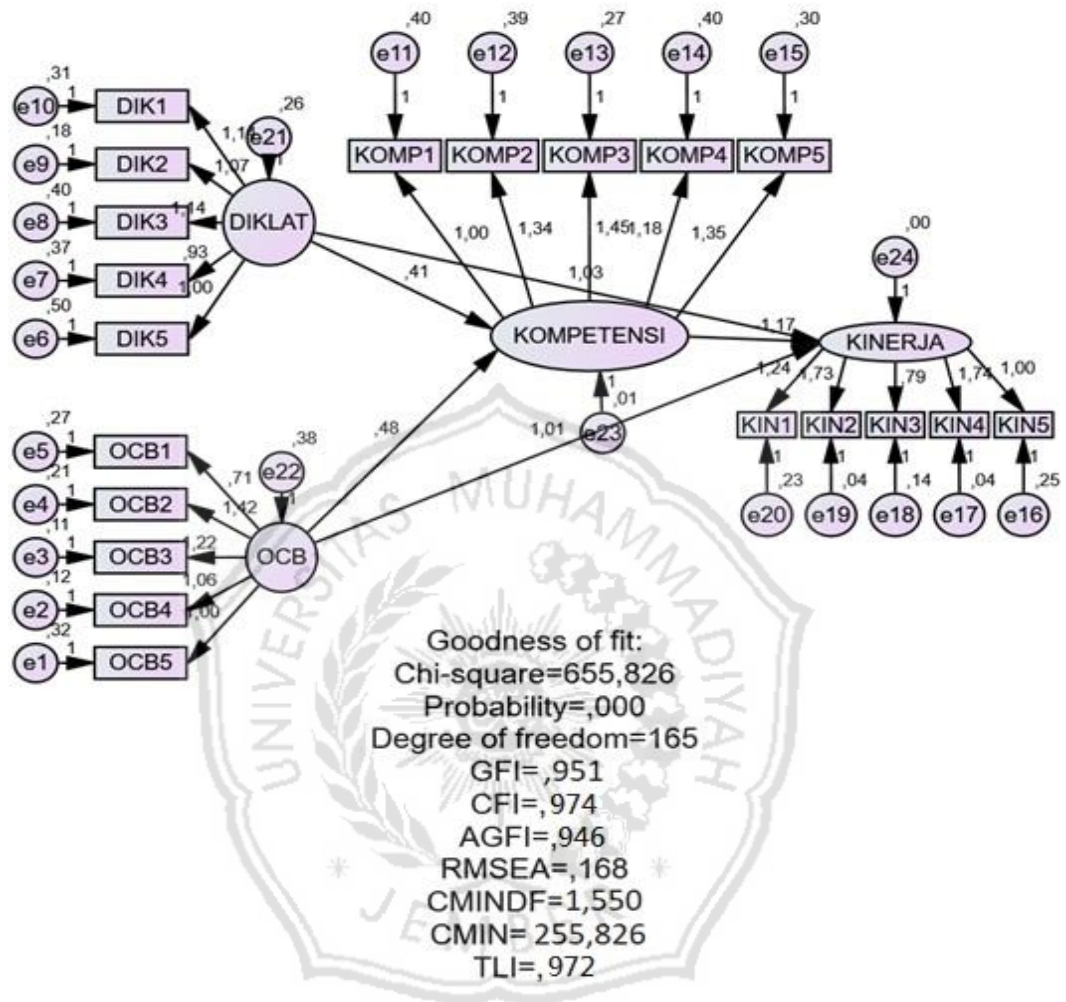
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.



Lampiran 8 Model SEM



Lampiran 9

Hasil Uji SEM

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
KOMPETENSI	<---	DIKLAT	,410	,103	3,977	***	par_17
KOMPETENSI	<---	OCB	,478	,092	5,200	***	par_18
KINERJA	<---	DIKLAT	1,028	,573	1,794	***	par_19
KINERJA	<---	OCB	1,014	,621	1,634	***	par_20
KINERJA	<---	KOMPETENSI	1,171	1,299	,902	***	par_21
OCB5	<---	OCB	1,000				
OCB4	<---	OCB	1,063	,115	9,285	***	par_1
OCB3	<---	OCB	1,225	,126	9,738	***	par_2
OCB2	<---	OCB	1,425	,154	9,228	***	par_3
OCB1	<---	OCB	,711	,109	6,497	***	par_4
DIK5	<---	DIKLAT	1,000				
DIK4	<---	DIKLAT	,928	,176	5,266	***	par_5
DIK3	<---	DIKLAT	1,139	,211	5,389	***	par_6
DIK2	<---	DIKLAT	1,070	,179	5,990	***	par_7
DIK1	<---	DIKLAT	1,141	,202	5,659	***	par_8
KOMP1	<---	KOMPETENSI	1,000				
KOMP2	<---	KOMPETENSI	1,343	,238	5,644	***	par_9
KOMP3	<---	KOMPETENSI	1,449	,254	5,707	***	par_10
KOMP4	<---	KOMPETENSI	1,175	,223	5,260	***	par_11
KOMP5	<---	KOMPETENSI	1,354	,226	5,991	***	par_12
KIN5	<---	KINERJA	1,000				
KIN4	<---	KINERJA	1,736	,176	9,864	***	par_13
KIN3	<---	KINERJA	,789	,107	7,404	***	par_14
KIN2	<---	KINERJA	1,733	,176	9,873	***	par_15
KIN1	<---	KINERJA	1,236	,153	8,093	***	par_16

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

			Estimate
KOMPETENSI	<---	DIKLAT	,555
KOMPETENSI	<---	OCB	,774
KINERJA	<---	DIKLAT	,753
KINERJA	<---	OCB	,880
KINERJA	<---	KOMPETENSI	,655
OCB5	<---	OCB	,734
OCB4	<---	OCB	,882
OCB3	<---	OCB	,918
OCB2	<---	OCB	,885
OCB1	<---	OCB	,645
DIK5	<---	DIKLAT	,589
DIK4	<---	DIKLAT	,618
DIK3	<---	DIKLAT	,680
DIK2	<---	DIKLAT	,789
DIK1	<---	DIKLAT	,725
KOMP1	<---	KOMPETENSI	,517
KOMP2	<---	KOMPETENSI	,632
KOMP3	<---	KOMPETENSI	,725
KOMP4	<---	KOMPETENSI	,576
KOMP5	<---	KOMPETENSI	,683
KIN5	<---	KINERJA	,645
KIN4	<---	KINERJA	,963
KIN3	<---	KINERJA	,659
KIN2	<---	KINERJA	,966
KIN1	<---	KINERJA	,735

Standardized Residual Covariances (Group number 1 - Default model)

	KIN1	KIN2	KIN3	KIN4	KIN5	KOMP5	KOMP4	KOMP3	KOMP2	KOMP1	DIK1	DIK2	DIK3	DIK4	DIK5	OCB1	OCB2	OCB3	OCB4	OCB5
KIN1	1,650																			
KIN2	2,252	2,845																		
KIN3	3,414	2,138	1,323																	
KIN4	2,365	3,040	1,903	2,832																
KIN5	2,614	1,884	3,889	1,960	1,271															
KOMP5	3,683	2,879	3,290	2,206	2,528	1,383														
KOMP4	2,420	1,618	2,253	2,368	3,216	1,969	,984													
KOMP3	2,953	2,625	3,042	2,175	3,753	,729	1,006	1,556												
KOMP2	2,955	1,903	4,061	1,327	2,097	3,063	,956	1,989	1,185											
KOMP1	2,366	2,685	2,602	2,510	3,789	3,297	1,435	-,062	2,047	,793										
DIK1	2,866	1,703	2,108	1,966	2,443	1,192	2,170	2,531	1,465	1,708	,000									
DIK2	2,094	2,812	,758	2,796	1,487	1,614	1,279	1,039	1,537	2,123	,515	,000								
DIK3	1,871	1,255	1,879	1,544	,913	1,603	3,979	2,945	2,717	1,311	,174	-,632	,000							
DIK4	2,035	3,088	1,735	3,359	2,771	2,722	2,753	1,659	1,143	,873	-,565	-,016	,053	,000						
DIK5	1,983	3,066	1,746	2,581	4,109	3,885	2,629	3,715	1,547	2,573	-,571	-,039	-,596	2,299	,000					
OCB1	-,081	1,311	2,418	1,136	3,109	-,550	-1,271	2,172	-,195	,231	1,292	1,628	,419	3,440	3,561	,000				
OCB2	2,810	2,319	2,797	2,248	2,992	,939	,361	2,161	1,305	,178	3,164	3,066	2,329	5,115	4,304	,462	,000			
OCB3	2,447	2,540	3,290	2,391	4,262	1,671	1,282	2,422	,819	1,694	3,481	4,375	2,996	4,859	6,313	,856	-,147	,000		
OCB4	3,251	2,327	4,099	2,176	3,402	1,602	1,984	2,268	1,774	,404	3,649	4,097	3,479	4,614	4,434	-,534	,221	-,084	,000	
OCB5	4,110	3,555	2,612	3,361	3,042	1,920	1,485	2,243	1,489	1,448	3,951	4,944	3,567	4,703	4,539	-2,290	-,386	,284	,081	,000

Sample Moments (Group number 1)

Sample Covariances (Group number 1)

	KIN1	KIN2	KIN3	KIN4	KIN5	KOMP5	KOMP4	KOMP3	KOMP2	KOMP1	DIK1	DIK2	DIK3	DIK4	DIK5	OCB1	OCB2	OCB3	OCB4	OCB5
KIN1	,615																			
KIN2	,524	,796																		
KIN3	,305	,337	,301																	
KIN4	,532	,766	,327	,801																
KIN5	,350	,414	,275	,420	,501															
KOMP5	,416	,475	,263	,434	,298	,674														
KOMP4	,319	,357	,206	,404	,313	,349	,681													
KOMP3	,393	,483	,265	,456	,375	,328	,308	,701												
KOMP2	,384	,418	,302	,381	,282	,459	,289	,411	,757											
KOMP1	,280	,374	,196	,364	,308	,383	,252	,206	,318	,598										
DIK1	,373	,398	,218	,416	,296	,241	,281	,337	,262	,224	,654									
DIK2	,299	,430	,150	,430	,224	,243	,206	,224	,243	,224	,355	,486								
DIK3	,321	,372	,213	,393	,217	,271	,409	,373	,354	,206	,357	,280	,742							
DIK4	,279	,421	,174	,439	,275	,294	,281	,243	,206	,150	,242	,262	,283	,597						
DIK5	,303	,461	,191	,429	,380	,401	,303	,403	,254	,271	,259	,280	,254	,406	,763					
OCB1	,147	,282	,180	,273	,261	,145	,084	,302	,162	,140	,069	,075	,024	,175	,205	,460				
OCB2	,511	,618	,339	,613	,446	,424	,332	,550	,456	,271	,246	,206	,193	,380	,362	,418	,981			
OCB3	,411	,542	,308	,533	,449	,411	,346	,486	,355	,327	,224	,243	,206	,299	,439	,383	,645	,673		
OCB4	,406	,462	,304	,453	,354	,356	,345	,417	,370	,215	,212	,206	,216	,257	,279	,256	,593	,486	,549	
OCB5	,464	,539	,248	,527	,341	,371	,311	,412	,347	,271	,260	,280	,250	,296	,322	,129	,502	,486	,408	,702

Condition number = 354,995

Eigenvalues

7,219 1,100 ,707 ,607 ,575 ,475 ,415 ,369 ,309 ,214 ,212 ,182 ,151 ,129 ,101 ,089 ,077 ,039 ,038 ,020

Determinant of sample covariance matrix = ,000

Sample Correlations (Group number 1)

	KIN1	KIN2	KIN3	KIN4	KIN5	KOMP5	KOMP4	KOMP3	KOMP2	KOMP1	DIK1	DIK2	DIK3	DIK4	DIK5	OCB1	OCB2	OCB3	OCB4	OCB5
KIN1	1,000																			
KIN2	,749	1,000																		
KIN3	,708	,688	1,000																	
KIN4	,758	,960	,666	1,000																
KIN5	,630	,656	,709	,662	1,000															
KOMP5	,645	,648	,584	,590	,513	1,000														
KOMP4	,492	,485	,455	,547	,535	,515	1,000													
KOMP3	,598	,647	,577	,608	,633	,478	,446	1,000												
KOMP2	,562	,539	,633	,489	,458	,643	,403	,564	1,000											
KOMP1	,462	,542	,463	,527	,563	,603	,395	,318	,472	1,000										
DIK1	,588	,551	,491	,575	,518	,362	,421	,497	,372	,359	1,000									
DIK2	,547	,691	,391	,689	,455	,424	,357	,384	,401	,416	,630	1,000								
DIK3	,474	,484	,450	,510	,356	,384	,575	,517	,473	,309	,512	,467	1,000							
DIK4	,460	,611	,411	,635	,503	,464	,441	,376	,306	,250	,388	,486	,426	1,000						
DIK5	,442	,592	,399	,549	,614	,559	,421	,552	,334	,401	,367	,461	,338	,601	1,000					
OCB1	,276	,467	,483	,451	,544	,261	,149	,532	,274	,267	,126	,158	,041	,334	,346	1,000				
OCB2	,658	,699	,623	,692	,636	,521	,406	,663	,530	,354	,307	,298	,226	,497	,418	,622	1,000			
OCB3	,639	,741	,685	,726	,773	,610	,511	,708	,498	,516	,338	,425	,291	,472	,613	,689	,794	1,000		
OCB4	,698	,699	,747	,684	,674	,585	,564	,672	,574	,375	,354	,398	,338	,448	,431	,509	,808	,799	1,000	
OCB5	,706	,722	,540	,704	,575	,539	,450	,588	,476	,418	,384	,480	,346	,457	,441	,227	,605	,707	,657	1,000

Condition number = 419,553

Eigenvalues

10,936 1,711 1,078 ,915 ,852 ,780 ,628 ,559 ,484 ,371 ,337 ,318 ,223 ,205 ,175 ,136 ,127 ,079 ,060 ,026

Standardized Indirect Effects (Group number 1 - Default model)

	DIKLAT	OCB	KOMPETENSI	KINERJA
KOMPETENSI	,000	,000	,000	,000
KINERJA	,586	,817	,000	,000
KIN1	,491	,487	,776	,000
KIN2	,645	,640	1,019	,000
KIN3	,440	,436	,695	,000
KIN4	,643	,638	1,017	,000
KIN5	,431	,428	,681	,000
KOMP5	,379	,529	,000	,000
KOMP4	,320	,446	,000	,000
KOMP3	,402	,561	,000	,000
KOMP2	,351	,489	,000	,000
KOMP1	,287	,400	,000	,000
DIK1	,000	,000	,000	,000
DIK2	,000	,000	,000	,000
DIK3	,000	,000	,000	,000
DIK4	,000	,000	,000	,000
DIK5	,000	,000	,000	,000
OCB1	,000	,000	,000	,000
OCB2	,000	,000	,000	,000
OCB3	,000	,000	,000	,000
OCB4	,000	,000	,000	,000
OCB5	,000	,000	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	DIKLAT	OCB	KOMPETENSI	KINERJA
KOMPETENSI	,555	,774	,000	,000
KINERJA	1,253	1,480	1,055	,000
KIN1	,000	,000	,000	,735
KIN2	,000	,000	,000	,966
KIN3	,000	,000	,000	,659
KIN4	,000	,000	,000	,963
KIN5	,000	,000	,000	,645
KOMP5	,000	,000	,683	,000
KOMP4	,000	,000	,576	,000
KOMP3	,000	,000	,725	,000
KOMP2	,000	,000	,632	,000
KOMP1	,000	,000	,517	,000
DIK1	,725	,000	,000	,000
DIK2	,789	,000	,000	,000
DIK3	,680	,000	,000	,000
DIK4	,618	,000	,000	,000
DIK5	,589	,000	,000	,000
OCB1	,000	,645	,000	,000
OCB2	,000	,885	,000	,000
OCB3	,000	,918	,000	,000
OCB4	,000	,882	,000	,000
OCB5	,000	,734	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	DIKLAT	OCB	KOMPETENSI	KINERJA
KOMPETENSI	,555	,774	,000	,000
KINERJA	,668	,663	1,055	,000
KIN1	,491	,487	,776	,735
KIN2	,645	,640	1,019	,966
KIN3	,440	,436	,695	,659
KIN4	,643	,638	1,017	,963
KIN5	,431	,428	,681	,645
KOMP5	,379	,529	,683	,000
KOMP4	,320	,446	,576	,000
KOMP3	,402	,561	,725	,000
KOMP2	,351	,489	,632	,000
KOMP1	,287	,400	,517	,000
DIK1	,725	,000	,000	,000
DIK2	,789	,000	,000	,000
DIK3	,680	,000	,000	,000
DIK4	,618	,000	,000	,000
DIK5	,589	,000	,000	,000
OCB1	,000	,645	,000	,000
OCB2	,000	,885	,000	,000
OCB3	,000	,918	,000	,000
OCB4	,000	,882	,000	,000
OCB5	,000	,734	,000	,000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	45	255,826	165	,000	1,550
Saturated model	210	,000	0		
Independence model	20	2160,532	190	,000	11,371

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,149	,951	,556	,511
Saturated model	,000	1,000		
Independence model	,333	,157	,068	,142

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,696	,650	,754	,713	,751
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,868	,605	,652
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	490,826	415,797	573,413
Saturated model	,000	,000	,000
Independence model	1970,532	1824,666	2123,787

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	6,187	4,630	3,923	5,410
Saturated model	,000	,000	,000	,000
Independence model	20,382	18,590	17,214	20,036

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,168	,154	,181	,000
Independence model	,313	,301	,325	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	745,826	768,062	866,104	911,104
Saturated model	420,000	523,765	981,294	1191,294
Independence model	2200,532	2210,414	2253,988	2273,988

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	7,036	6,328	7,815	7,246
Saturated model	3,962	3,962	3,962	4,941
Independence model	20,760	19,384	22,206	20,853

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	32	34
Independence model	11	12

