

LAMPIRAN 1 : KUESIONER PENELITIAN

PETUNJUK PENGISIAN

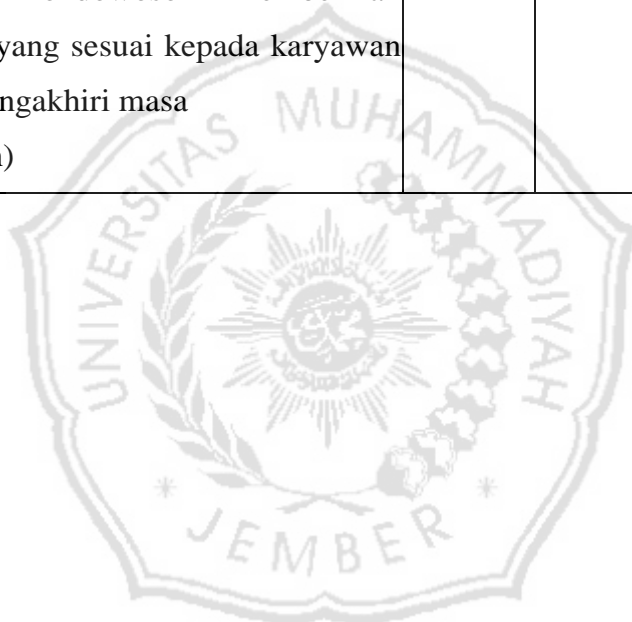
Mohon bapak/ibu memberi tanda silang pada salah satu kolom yang ada di tiap pertanyaan untuk jawaban yang paling tepat. Nilai tiap alternatif jawaban yang tersedia adalah :

- 5 = Sangat Setuju
- 4 = Setuju
- 3 = Kurang Setuju
- 2 = Tidak Setuju
- 1 = Sangat Tidak Setuju

VARIABEL TPP (Kompensasi) (X1)

No.	Item Pertanyaan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Gaji yang diterima telah sesuai dengan beban pekerjaan para karyawan					
2	Dalam pelaksanaan pemberian gaji di BAPPEDA Bondowoso selalu dilakukan tepat waktu					
3	Karyawan berusaha mencapai prestasi kerja yang melebihi rekan kerjanya					
4	Organisasi memberikan kenaikan gaji bagi karyawan yang dapat bekerja dengan baik					
5	Organisasi memberlakukan sistem insentif bagi karyawan yang bekerja dengan baik					
6	Terdapat asuransi kesehatan bagi karyawan-karyawan Bappeda BONDOWOSO					
7	Dana asuransi kesehatan bagi karyawan BAPPEDA Bondowoso sesuai dengan					

No.	Item Pertanyaan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
	biaya kesehatan saat ini					
8	Sistem tunjangan yang ditetapkan di BAPPEDA Bondowoso sesuai dengan kondisi organisasi saat ini					
9	Tunjangan yang diberikan kepada para karyawan sudah sesuai dengan beban pekerjaan tambahan yang dikerjakan					
10	BAPPEDA Bondowoso memberikan penghargaan yang sesuai kepada karyawan yang akan mengakhiri masa kerja (pensiun)					



VARIABEL MOTIVASI KERJA (X2)

No.	Item Pertanyaan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Saya puas dengan penghasilan yang didapat					
2	Gaji yang saya terima setiap bulan mencukupi kebutuhan dasar rumah tangga					
3	Karyawan memiliki rasa yang dapat mendorong kemajuan akan prestasi kerjanya					
4	Organisasi memberikan kenyamanan kerja pada setiap karyawan dilingkungan pekerjaannya					
5	Kepercayaan Pemimpin untuk menentukan keputusan dalam suatu pekerjaan membuat saya bekerja dengan lebih baik, aman dan tanpa rasa takut					
6	Saya memiliki hubungan yang erat dengan semua karyawan					
7	Saya lebih suka bekerja dalam tim untuk menyelesaikan pekerjaan yang sulit					
8	Organisasi memberikan penghargaan kepada karyawan yang memiliki loyalitas dan etos kerja yang tinggi terhadap organisasi					
9	Tugas yang dibebankan kepada saya dianggap sebagai peluang untuk pengembangan karier.					
10	Saya suka mengerjakan pekerjaan yang menantang					

VARIABEL DISIPLIN (Z)

No	Item Pertanyaan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Karyawan mengelola dan mengatur pekerjaan agar dapat selesai tepat waktu					
2	Karyawan berupaya untuk menyelesaikan tugas tanpa terjadi kesalahan					
3	Karyawan percaya bahwa tugas yang diemban untuk kebaikan organisasi.					
4	Karyawan dalam melaksanakan tugasnya dapat menempatkan diri sebagai bagian dari sistem kerja yang ada.					
5	Karyawan mendapatkan informasi dengan baik <i>Job Desc</i> , hingga dapat memahami pekerjaannya dengan baik.					
6	Karyawan mengetahui segala kegiatan teknis terkait dengan lingkup pekerjaannya.					
7	Karyawan mampu melaksanakan seluruh tugas teknis yang menjadi tanggung jawabnya.					
8	Karyawan mampu melaksanakan seluruh tugas manajerial yang menjadi tanggung jawabnya.					
9	Karyawan berusaha mengarahkan mitra kerja dalam melaksanakan pekerjaan.					
10	Mampu membimbing karyawan lain dalam melaksanakan tugasnya.					

VARIABEL KINERJA KARYAWAN (Y)

No.	Item Pertanyaan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Karyawan dapat melaksanakan tugas secara berdaya guna (<i>efisien</i>) dan berhasil guna (<i>efektif</i>)					
2	Hasil kerja karyawan yang dicapai melebihi hasil kerja rata-rata yang ditentukan					
3	Karyawan dapat menyelesaikan masalah yang terkait dengan pekerjaannya					
4	Karyawan mencari tata kerja baru dalam mencapai tujuan organisasi					
5	Karyawan mentaati semua ketentuan jam kerja yang ada dalam organisasi					
6	Karyawan mentaati perintah-perintah yang diberikan atasan yang berwenang dengan sebaik-baiknya					
7	Karyawan melaporkan hasil kerja kepada atasan sesuai keadaan yang sebenarnya					
8	Karyawan tidak menyalah gunakan wewenang yang diberikan kepadanya					
9	Setiap karyawan mampu bekerja sama dalam tim kerja dan mau menerima dalam setiap perubahan yang ada					
10	Karyawan mampu berkomunikasi dengan baik, ke-rekan kerja maupun atasan					
11	Karyawan tanpa menunggu petunjuk dan perintah atasan dapat mengambil keputusan					
12	Karyawan sering memberikan ide-ide untuk perbaikan Organisasi					

LAMPIRAN 2 : DATA HASIL PENELITIAN

VARIABEL (X1) : TUNJANGAN PERBAIKAN PENGHASILAN (TPP)

RESPONDEN	JK	Usia	Pendidikan	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1	AVERAGE
1	P	58	SLTA	3	4	3	4	3	2	3	2	3	2	29	2,90
2	P	49	S2	2	3	3	3	3	3	3	3	4	3	30	3,00
3	L	39	S1	4	4	3	3	3	4	3	3	3	4	34	3,40
4	P	36	S1	4	3	3	3	3	4	3	4	3	4	34	3,40
5	L	49	S2	3	3	3	4	3	4	3	3	3	3	32	3,20
6	L	54	S1	4	3	3	3	3	4	3	3	4	3	33	3,30
7	L	45	S2	3	2	3	4	3	4	3	3	4	4	33	3,30
8	P	38	S2	4	3	2	2	4	4	3	4	3	4	33	3,30
9	L	41	S1	4	3	2	2	4	3	4	3	4	5	34	3,40
10	L	44	S1	3	3	4	4	5	3	4	4	4	4	38	3,80
11	L	47	S1	5	4	4	4	4	3	3	4	3	4	38	3,80
12	L	43	S2	3	4	4	4	3	3	4	3	3	3	34	3,40
13	L	48	S1	3	3	3	4	3	3	4	4	4	4	35	3,50
14	L	38	S1	3	4	4	3	4	4	4	3	3	3	35	3,50
15	P	45	SLTA	4	4	3	4	3	3	4	3	4	5	37	3,70
16	L	49	S2	5	4	5	5	4	3	3	3	4	3	39	3,90
17	P	53	S1	3	4	3	4	4	4	4	5	4	5	40	4,00
18	P	46	S1	4	4	4	4	4	3	4	4	3	4	38	3,80
19	L	45	S1	3	4	4	4	3	3	3	4	5	5	38	3,80
20	P	55	S2	4	4	4	4	5	4	3	3	4	3	38	3,80
21	P	58	S1	4	4	4	5	4	5	4	4	4	3	41	4,10

RESPONDEN	JK	Usia	Pendidikan	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1	AVERAGE
22	L	44	S1	5	4	4	4	4	4	4	5	4	3	41	4,10
23	P	47	S1	5	5	5	3	3	4	3	4	4	4	40	4,00
24	L	49	S1	4	3	3	4	3	4	5	4	5	5	40	4,00
25	L	46	S1	4	3	3	3	3	5	5	4	5	5	40	4,00
26	L	41	S1	5	5	4	5	5	4	4	4	4	4	44	4,40
27	L	35	D II	5	5	5	5	5	4	4	5	4	4	46	4,60
28	L	48	S1	4	3	3	4	3	5	5	4	5	5	41	4,10
29	P	46	SLTA	3	4	4	3	5	4	5	3	5	5	41	4,10
30	L	41	SLTA	4	4	4	5	4	5	4	4	4	5	43	4,30
31	L	35	SLTA	4	4	5	3	4	4	5	5	5	5	44	4,40
32	P	36	S1	5	5	5	5	5	3	4	4	4	4	44	4,40
33	P	33	S1	5	4	5	5	4	5	5	5	5	5	48	4,80
34	L	40	S1	5	5	5	5	5	5	5	5	5	4	49	4,90
35	P	41	SLTA	5	4	4	4	5	5	4	5	5	5	46	4,60
36	P	36	S1	4	4	4	5	4	5	5	5	5	5	46	4,60
37	L	35	D III	4	4	4	4	3	4	3	4	4	3	37	3,70
38	P	42	S1	5	5	5	5	5	4	5	4	4	5	47	4,70
39	P	36	S1	5	5	5	5	5	5	5	4	4	4	47	4,70
40	P	37	S1	5	5	5	5	5	4	5	5	5	4	48	4,80
41	P	42	S1	5	5	5	5	5	5	5	5	4	5	49	4,90
42	P	31	S1	5	5	5	5	5	5	4	5	5	5	49	4,90
43	L	26	D IV	4	5	5	4	5	5	5	4	5	5	47	4,70

VARIABEL (X2) : MOTIVASI KERJA

RESPONDEN	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2	AVERAGE
1	2	3	2	3	2	2	3	2	2	3	24	2,40
2	3	2	3	3	2	3	3	3	3	3	28	2,80
3	3	4	4	3	4	2	3	2	2	3	30	3,00
4	4	3	3	3	3	3	3	3	4	3	32	3,20
5	3	3	4	3	2	4	3	3	4	3	32	3,20
6	3	3	3	4	3	4	3	3	3	3	32	3,20
7	3	3	4	4	5	3	4	4	3	4	37	3,70
8	3	3	3	4	3	4	4	4	3	4	35	3,50
9	3	5	4	3	4	4	3	3	4	3	36	3,60
10	4	4	5	4	3	4	3	3	4	3	37	3,70
11	3	4	4	4	4	3	4	4	3	4	37	3,70
12	4	4	4	4	4	4	3	3	5	5	40	4,00
13	5	5	4	5	5	3	3	3	4	3	40	4,00
14	5	4	3	4	5	4	4	4	4	4	41	4,10
15	4	5	3	3	3	5	5	3	3	4	38	3,80
16	4	3	3	3	4	4	4	5	4	4	38	3,80
17	4	4	5	4	3	4	3	3	5	3	38	3,80
18	4	4	5	3	4	4	4	4	3	4	39	3,90
19	3	3	4	5	4	5	5	3	5	4	41	4,10
20	5	5	5	4	5	5	3	3	3	5	43	4,30
21	4	4	5	3	3	5	5	4	5	5	43	4,30
22	4	4	4	5	4	4	4	4	5	5	43	4,30
23	4	5	4	5	4	4	4	5	4	4	43	4,30

RESPONDEN	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2	AVERAGE
24	5	4	4	4	4	5	5	5	4	5	45	4,50
25	4	4	5	4	4	4	5	5	5	5	45	4,50
26	5	5	4	5	4	4	3	4	5	5	44	4,40
27	3	5	4	5	4	5	5	5	4	5	45	4,50
28	3	4	4	5	4	4	5	5	5	5	44	4,40
29	3	4	4	4	4	5	5	3	3	4	39	3,90
30	5	4	5	5	4	4	5	5	5	5	47	4,70
31	3	4	3	4	5	5	3	3	3	5	38	3,80
32	3	4	3	3	3	5	5	3	5	4	38	3,80
33	4	4	4	4	4	3	2	4	3	2	34	3,40
34	5	5	5	4	5	5	5	5	4	5	48	4,80
35	5	5	5	4	4	5	5	4	5	5	47	4,70
36	5	5	5	5	5	4	3	3	3	3	41	4,10
37	4	5	3	5	5	5	3	3	3	5	41	4,10
38	4	3	3	3	4	4	5	5	5	5	41	4,10
39	4	5	4	5	4	4	5	4	4	4	43	4,30
40	3	4	4	3	4	4	3	3	3	3	34	3,40
41	5	5	4	5	4	4	5	5	5	5	47	4,70
42	3	4	3	5	3	5	3	5	4	3	38	3,80
43	5	5	4	4	4	4	5	5	4	5	45	4,50

VARIABEL (Z) : DISIPLIN

RESPONDEN	Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z	AVERAGE
1	2	3	2	3	2	2	3	2	2	3	24	2,40
2	3	2	3	3	2	3	3	3	3	2	27	2,70
3	4	3	3	3	3	3	4	4	3	4	34	3,40
4	4	4	4	4	4	3	2	4	3	2	34	3,40
5	4	4	3	4	3	3	4	3	3	4	35	3,50
6	3	3	4	4	3	4	4	4	3	4	36	3,60
7	3	3	3	3	3	3	3	3	4	3	31	3,10
8	3	3	3	4	3	4	3	3	3	3	32	3,20
9	4	3	3	4	3	4	3	3	3	4	34	3,40
10	4	3	3	3	3	3	4	4	3	4	34	3,40
11	4	3	3	4	3	4	3	3	3	4	34	3,40
12	4	5	5	4	3	3	4	4	4	4	40	4,00
13	5	5	4	4	4	4	4	4	3	3	40	4,00
14	4	3	3	4	4	4	4	5	5	5	41	4,10
15	4	3	4	5	5	5	5	3	3	4	41	4,10
16	3	3	4	4	3	3	4	4	4	4	36	3,60
17	3	3	4	4	5	3	4	4	3	4	37	3,70
18	4	4	5	4	3	4	3	3	4	3	37	3,70
19	3	4	3	4	5	5	3	3	3	5	38	3,80
20	4	5	3	3	3	5	5	3	3	4	38	3,80
21	4	4	4	4	4	3	4	4	3	4	38	3,80
22	4	3	3	5	5	5	5	2	3	3	38	3,80
23	4	4	5	3	4	4	4	4	3	4	39	3,90

RESPONDEN	Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z	AVERAGE
24	3	4	3	5	3	4	5	3	4	5	39	3,90
25	4	3	4	4	4	4	4	4	4	4	39	3,90
26	5	5	4	5	5	4	3	4	5	5	45	4,50
27	5	5	5	5	5	5	5	3	3	4	45	4,50
28	3	4	4	3	5	5	5	5	4	5	43	4,30
29	3	4	4	3	5	5	5	5	4	5	43	4,30
30	4	5	5	4	3	3	4	5	5	5	43	4,30
31	5	5	5	5	5	4	4	5	4	4	46	4,60
32	5	4	5	4	5	5	5	4	5	5	47	4,70
33	3	3	4	5	5	5	5	3	5	4	42	4,20
34	3	4	3	5	3	4	5	5	5	5	42	4,20
35	5	4	5	4	5	5	5	4	5	5	47	4,70
36	3	4	5	5	5	5	5	5	5	5	47	4,70
37	5	4	5	5	5	5	5	5	4	5	48	4,80
38	5	4	5	5	5	5	5	5	5	4	48	4,80
39	5	5	5	5	5	5	5	5	5	5	50	5,00
40	5	5	5	5	5	5	5	5	5	5	50	5,00
41	4	3	3	5	5	5	5	5	5	4	44	4,40
42	5	4	4	4	4	5	5	5	4	5	45	4,50
43	3	4	4	5	5	4	5	5	5	5	45	4,50

VARIABEL (Y) : KINERJA KARYAWAN

RESPONDEN	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y	AVERAGE
1	2	3	2	3	3	3	3	2	3	2	3	2	31	2,58
2	2	3	2	3	2	2	3	2	2	3	4	3	31	2,58
3	3	3	4	4	5	3	4	4	4	4	4	3	45	3,75
4	3	3	3	4	3	3	4	4	4	4	5	5	45	3,75
5	4	4	5	4	3	4	3	3	5	3	5	3	46	3,83
6	4	4	4	4	5	4	3	3	4	3	4	4	46	3,83
7	4	4	4	4	3	4	4	4	4	4	4	4	47	3,92
8	3	2	3	2	2	3	4	4	4	3	3	4	37	3,08
9	4	3	2	2	4	4	2	4	3	2	5	3	38	3,17
10	4	4	3	3	3	3	3	3	4	3	3	2	38	3,17
11	4	3	3	3	3	3	3	3	4	3	4	3	39	3,25
12	3	4	4	4	3	3	4	3	3	3	4	3	41	3,42
13	4	3	4	3	3	4	4	3	4	3	3	3	41	3,42
14	3	3	4	3	4	4	4	3	4	3	3	4	42	3,50
15	5	4	3	4	4	4	3	3	4	3	3	3	43	3,58
16	3	3	4	3	4	4	5	5	5	5	5	5	51	4,25
17	3	3	4	3	4	4	5	5	5	5	5	5	51	4,25
18	4	4	5	3	4	4	5	5	5	5	4	5	53	4,42
19	4	4	4	4	4	4	3	3	5	5	4	4	48	4,00
20	5	4	3	4	5	4	4	4	4	4	4	3	48	4,00
21	5	4	4	4	4	3	5	4	3	4	4	4	48	4,00
22	5	5	5	5	4	5	3	3	4	3	4	3	49	4,08
23	4	5	4	4	3	4	5	4	5	4	3	4	49	4,08

RESPONDEN	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y	AVERAGE
24	4	3	4	3	3	3	4	3	4	4	4	4	43	3,58
25	3	3	4	3	4	3	3	3	5	3	5	5	44	3,67
26	5	5	5	5	5	3	4	4	4	4	3	4	51	4,25
27	4	5	3	5	5	5	3	3	3	5	5	5	51	4,25
28	3	3	3	3	4	3	5	5	5	5	5	5	49	4,08
29	5	4	5	4	4	4	4	4	4	4	4	4	50	4,17
30	4	3	4	3	3	3	5	5	5	5	5	5	50	4,17
31	4	4	5	3	3	5	5	4	5	5	4	4	51	4,25
32	5	5	4	5	4	4	5	4	5	4	5	5	55	4,58
33	4	5	4	4	5	4	5	5	5	5	5	5	56	4,67
34	5	5	4	5	5	4	5	5	5	5	5	5	58	4,83
35	5	4	5	5	4	5	5	5	5	5	5	5	58	4,83
36	5	5	4	5	5	4	5	5	5	5	5	5	58	4,83
37	4	5	4	5	5	4	4	5	4	4	5	5	54	4,50
38	5	4	4	4	4	5	5	5	4	5	5	5	55	4,58
39	3	4	4	5	5	4	5	5	5	5	5	5	55	4,58
40	5	5	5	5	5	4	5	5	5	5	5	5	59	4,92
41	5	5	5	5	5	5	5	5	4	5	5	5	59	4,92
42	5	5	5	5	5	5	5	5	5	5	4	5	59	4,92
43	5	5	5	5	5	5	5	5	5	5	5	5	60	5,00

LAMPIRAN 3 : DESKRIPTIF STATISTIK HASIL PENELITIAN

Descriptive Statistics (Semua Variabel)

	N Statistic	Minimum Statistic	Maximum Statistic	Mean Statistic
X1	43	29.00	49.00	40.0000
X2	43	24.00	48.00	39.3256
Z	43	24.00	50.00	39.9070
Y	43	31.00	60.00	48.4186
Valid N (listwise)	43			

Descriptive Statistics (Variabel X1: Tunjangan Perbaikan Penghasilan/TPP)

	N	Minimum	Maximum	Mean
X1.1	43	2.00	5.00	4.0698
X1.2	43	2.00	5.00	3.9535
X1.3	43	2.00	5.00	3.9070
X1.4	43	2.00	5.00	4.0233
X1.5	43	3.00	5.00	3.9535
X1.6	43	2.00	5.00	3.9767
X1.7	43	3.00	5.00	3.9767
X1.8	43	2.00	5.00	3.9302
X1.9	43	3.00	5.00	4.0930
X1.10	43	2.00	5.00	4.1163
Valid N (listwise)	43			

Descriptive Statistics (Variabel X2: Motivasi Kerja)

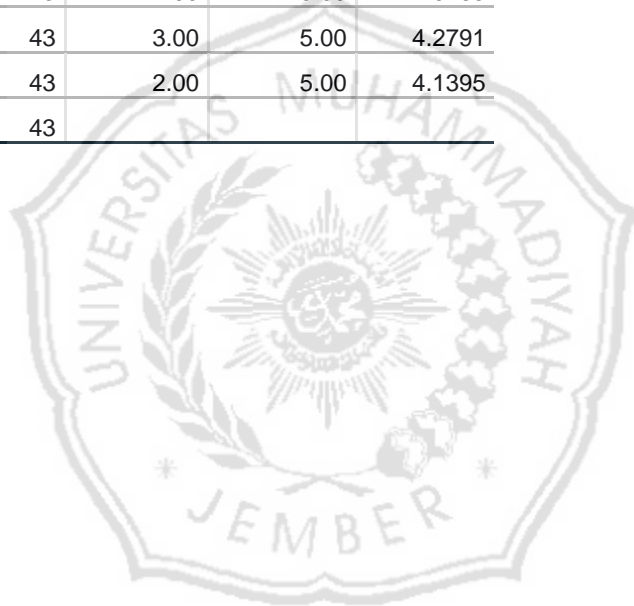
	N	Minimum	Maximum	Mean
X2.1	43	2.00	5.00	3.8372
X2.2	43	2.00	5.00	4.0698
X2.3	43	2.00	5.00	3.9070
X2.4	43	3.00	5.00	4.0000
X2.5	43	2.00	5.00	3.8372
X2.6	43	2.00	5.00	4.0698
X2.7	43	2.00	5.00	3.9070
X2.8	43	2.00	5.00	3.7674
X2.9	43	2.00	5.00	3.8837
X2.10	43	2.00	5.00	4.0465
Valid N (listwise)	43			

Descriptive Statistics (Variabel Z: Disiplin Kerja)

	N	Minimum	Maximum	Mean
Z1	43	2.00	5.00	3.8837
Z2	43	2.00	5.00	3.7907
Z3	43	2.00	5.00	3.9070
Z4	43	3.00	5.00	4.1395
Z5	43	2.00	5.00	4.0000
Z6	43	2.00	5.00	4.0930
Z7	43	2.00	5.00	4.1860
Z8	43	2.00	5.00	3.9302
Z9	43	2.00	5.00	3.8372
Z10	43	2.00	5.00	4.1395
Valid N (listwise)	43			

Descriptive Statistics (Variabel Y: Kinerja Karyawan)

	N	Minimum	Maximum	Mean
Y1	43	2.00	5.00	4.0233
Y2	43	2.00	5.00	3.9302
Y3	43	2.00	5.00	3.9302
Y4	43	2.00	5.00	3.8837
Y5	43	2.00	5.00	3.9535
Y6	43	2.00	5.00	3.8372
Y7	43	2.00	5.00	4.1395
Y8	43	2.00	5.00	3.9767
Y9	43	2.00	5.00	4.2791
Y10	43	2.00	5.00	4.0465
Y11	43	3.00	5.00	4.2791
Y12	43	2.00	5.00	4.1395
Valid N (listwise)	43			



LAMPIRAN 4 : UJI INSTRUMEN DATA (UJI VALIDITAS)

UJI VALIDITAS X1

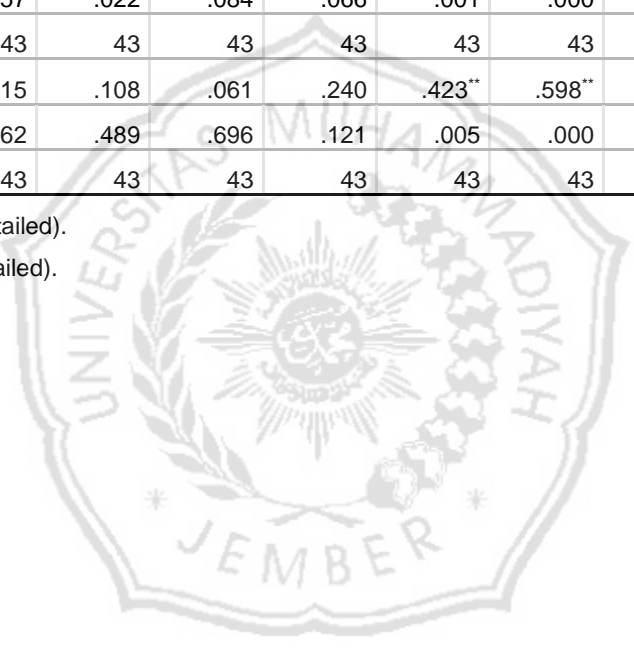
		Correlations										
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1
X1.1	Pearson Correlation	1	.628**	.587**	.466**	.516**	.397**	.290	.548**	.229	.225	.710**
	Sig. (2-tailed)		.000	.000	.002	.000	.008	.060	.000	.139	.147	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.2	Pearson Correlation	.628**	1	.807**	.566**	.643**	.225	.339*	.412**	.177	.115	.716**
	Sig. (2-tailed)	.000		.000	.000	.000	.147	.026	.006	.257	.462	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.3	Pearson Correlation	.587**	.807**	1	.654**	.625**	.296	.395**	.490**	.348*	.108	.774**
	Sig. (2-tailed)	.000	.000		.000	.000	.054	.009	.001	.022	.489	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.4	Pearson Correlation	.466**	.566**	.654**	1	.461**	.278	.347*	.419**	.267	.061	.660**
	Sig. (2-tailed)	.002	.000	.000		.002	.072	.023	.005	.084	.696	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.5	Pearson Correlation	.516**	.643**	.625**	.461**	1	.315*	.456**	.454**	.283	.240	.726**
	Sig. (2-tailed)	.000	.000	.000	.002		.040	.002	.002	.066	.121	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.6	Pearson Correlation	.397**	.225	.296	.278	.315*	1	.518**	.555**	.501**	.423**	.644**
	Sig. (2-tailed)	.008	.147	.054	.072	.040		.000	.000	.001	.005	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.7	Pearson Correlation	.290	.339*	.395**	.347*	.456**	.518**	1	.518**	.625**	.598**	.728**
	Sig. (2-tailed)	.060	.026	.009	.023	.002	.000		.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1
X1.8	Pearson Correlation	.548**	.412**	.490**	.419**	.454**	.555**	.518**	1	.510**	.503**	.778**
	Sig. (2-tailed)	.000	.006	.001	.005	.002	.000	.000		.000	.001	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.9	Pearson Correlation	.229	.177	.348*	.267	.283	.501**	.625**	.510**	1	.606**	.643**
	Sig. (2-tailed)	.139	.257	.022	.084	.066	.001	.000	.000		.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.10	Pearson Correlation	.225	.115	.108	.061	.240	.423**	.598**	.503**	.606**	1	.552**
	Sig. (2-tailed)	.147	.462	.489	.696	.121	.005	.000	.001	.000		.000
	N	43	43	43	43	43	43	43	43	43	43	43

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

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



UJI VALIDITAS X2

Correlations

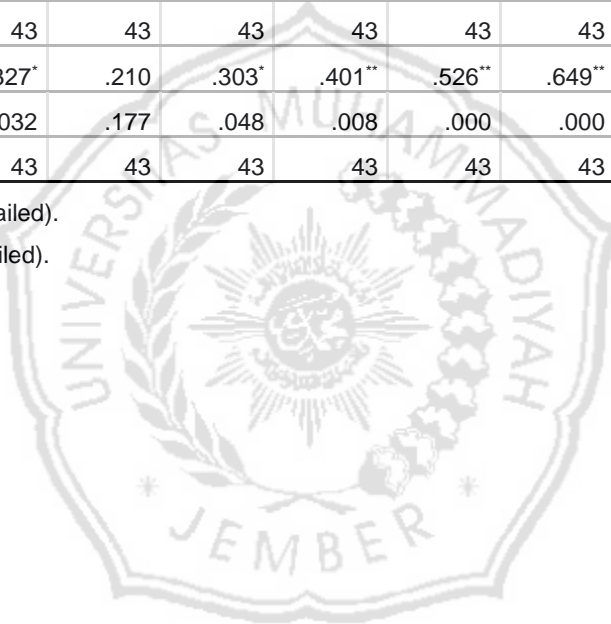
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2
X2.1	Pearson Correlation	1	.548**	.483**	.323*	.481**	.229	.189	.379*	.380*	.387*	.685**
	Sig. (2-tailed)		.000	.001	.035	.001	.139	.224	.012	.012	.010	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.2	Pearson Correlation	.548**	1	.430**	.455**	.530**	.365*	.166	.184	.143	.327*	.633**
	Sig. (2-tailed)	.000		.004	.002	.000	.016	.287	.237	.360	.032	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.3	Pearson Correlation	.483**	.430**	1	.232	.312*	.201	.181	.201	.321*	.210	.548**
	Sig. (2-tailed)	.001	.004		.134	.041	.195	.245	.197	.036	.177	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.4	Pearson Correlation	.323*	.455**	.232	1	.446**	.227	.128	.361*	.301*	.303*	.581**
	Sig. (2-tailed)	.035	.002	.134		.003	.143	.414	.017	.050	.048	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.5	Pearson Correlation	.481**	.530**	.312*	.446**	1	.201	.103	.234	.006	.401**	.568**
	Sig. (2-tailed)	.001	.000	.041	.003		.196	.509	.131	.969	.008	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.6	Pearson Correlation	.229	.365*	.201	.227	.201	1	.450**	.281	.374*	.526**	.606**
	Sig. (2-tailed)	.139	.016	.195	.143	.196		.002	.068	.014	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.7	Pearson Correlation	.189	.166	.181	.128	.103	.450**	1	.575**	.459**	.649**	.638**
	Sig. (2-tailed)	.224	.287	.245	.414	.509	.002		.000	.002	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2
X2.8	Pearson Correlation	.379*	.184	.201	.361*	.234	.281	.575**	1	.481**	.531**	.683**
	Sig. (2-tailed)	.012	.237	.197	.017	.131	.068	.000		.001	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.9	Pearson Correlation	.380*	.143	.321*	.301*	.006	.374*	.459**	.481**	1	.475**	.635**
	Sig. (2-tailed)	.012	.360	.036	.050	.969	.014	.002	.001		.001	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.10	Pearson Correlation	.387*	.327*	.210	.303*	.401**	.526**	.649**	.531**	.475**	1	.770**
	Sig. (2-tailed)	.010	.032	.177	.048	.008	.000	.000	.000	.001		.000
	N	43	43	43	43	43	43	43	43	43	43	43

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

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



UJI VALIDITAS Z

Correlations

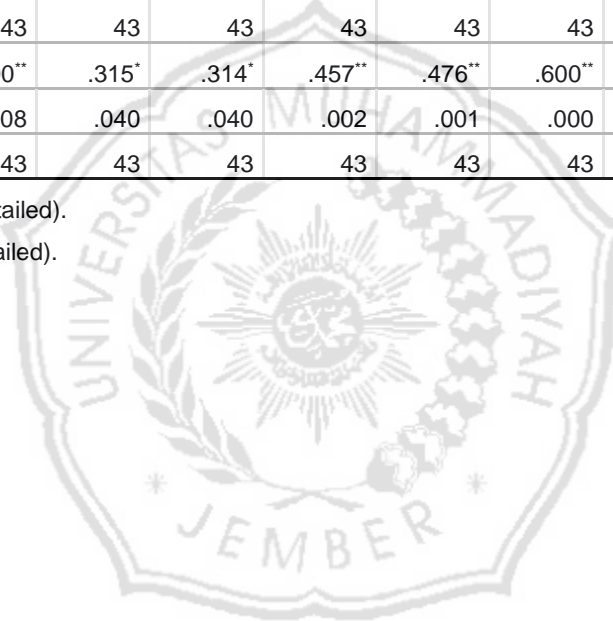
		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z
Z1	Pearson Correlation	1	.539**	.552**	.339*	.405**	.382*	.235	.307*	.264	.198	.602**
	Sig. (2-tailed)		.000	.000	.026	.007	.011	.129	.045	.087	.203	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Z2	Pearson Correlation	.539**	1	.586**	.290	.326*	.268	.267	.370*	.315*	.400**	.619**
	Sig. (2-tailed)	.000		.000	.060	.033	.083	.084	.015	.040	.008	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Z3	Pearson Correlation	.552**	.586**	1	.353*	.521**	.360*	.346*	.504**	.469**	.315*	.722**
	Sig. (2-tailed)	.000	.000		.020	.000	.018	.023	.001	.002	.040	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Z4	Pearson Correlation	.339*	.290	.353*	1	.545**	.460**	.409**	.226	.499**	.314*	.629**
	Sig. (2-tailed)	.026	.060	.020		.000	.002	.006	.145	.001	.040	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Z5	Pearson Correlation	.405**	.326*	.521**	.545**	1	.713**	.531**	.419**	.451**	.457**	.783**
	Sig. (2-tailed)	.007	.033	.000	.000		.000	.000	.005	.002	.002	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Z6	Pearson Correlation	.382*	.268	.360*	.460**	.713**	1	.652**	.250	.417**	.476**	.721**
	Sig. (2-tailed)	.011	.083	.018	.002	.000		.000	.107	.005	.001	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Z7	Pearson Correlation	.235	.267	.346*	.409**	.531**	.652**	1	.416**	.476**	.600**	.712**
	Sig. (2-tailed)	.129	.084	.023	.006	.000	.000		.006	.001	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43

Correlations

		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z
Z8	Pearson Correlation	.307*	.370*	.504**	.226	.419**	.250	.416**	1	.656**	.578**	.689**
	Sig. (2-tailed)	.045	.015	.001	.145	.005	.107	.006		.000	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Z9	Pearson Correlation	.264	.315*	.469**	.499**	.451**	.417**	.476**	.656**	1	.604**	.745**
	Sig. (2-tailed)	.087	.040	.002	.001	.002	.005	.001	.000		.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Z10	Pearson Correlation	.198	.400**	.315*	.314*	.457**	.476**	.600**	.578**	.604**	1	.713**
	Sig. (2-tailed)	.203	.008	.040	.040	.002	.001	.000	.000	.000		.000
	N	43	43	43	43	43	43	43	43	43	43	43

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

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



UJI VALIDITAS Y

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y
Y1	Pearson Correlation	1	.693**	.536**	.597**	.480**	.576**	.268	.373*	.271	.338*	.131	.225	.640**
	Sig. (2-tailed)		.000	.000	.000	.001	.000	.082	.014	.079	.027	.404	.148	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y2	Pearson Correlation	.693**	1	.513**	.849**	.615**	.572**	.295	.324*	.248	.414**	.212	.308*	.706**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.055	.034	.109	.006	.173	.045	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y3	Pearson Correlation	.536**	.513**	1	.511**	.367*	.535**	.514**	.442**	.575**	.502**	.176	.426**	.710**
	Sig. (2-tailed)	.000	.000		.000	.015	.000	.000	.003	.000	.001	.260	.004	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y4	Pearson Correlation	.597**	.849**	.511**	1	.666**	.495**	.317*	.333*	.220	.449**	.323*	.383*	.720**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.039	.029	.157	.003	.035	.011	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y5	Pearson Correlation	.480**	.615**	.367*	.666**	1	.481**	.277	.507**	.296	.477**	.400**	.459**	.707**
	Sig. (2-tailed)	.001	.000	.015	.000		.001	.072	.001	.054	.001	.008	.002	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y6	Pearson Correlation	.576**	.572**	.535**	.495**	.481**	1	.284	.399**	.369*	.443**	.287	.369*	.669**
	Sig. (2-tailed)	.000	.000	.000	.001	.001		.065	.008	.015	.003	.062	.015	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y7	Pearson Correlation	.268	.295	.514**	.317*	.277	.284	1	.804**	.571**	.782**	.326*	.688**	.724**
	Sig. (2-tailed)	.082	.055	.000	.039	.072	.065		.000	.000	.000	.033	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y
Y8	Pearson Correlation	.373*	.324*	.442**	.333*	.507**	.399**	.804**	1	.605**	.776**	.572**	.759**	.811**
	Sig. (2-tailed)	.014	.034	.003	.029	.001	.008	.000		.000	.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y9	Pearson Correlation	.271	.248	.575**	.220	.296	.369*	.571**	.605**	1	.603**	.351*	.572**	.659**
	Sig. (2-tailed)	.079	.109	.000	.157	.054	.015	.000	.000		.000	.021	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y10	Pearson Correlation	.338*	.414**	.502**	.449**	.477**	.443**	.782**	.776**	.603**	1	.538**	.792**	.838**
	Sig. (2-tailed)	.027	.006	.001	.003	.001	.003	.000	.000	.000		.000	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y11	Pearson Correlation	.131	.212	.176	.323*	.400**	.287	.326*	.572**	.351*	.538**	1	.672**	.579**
	Sig. (2-tailed)	.404	.173	.260	.035	.008	.062	.033	.000	.021	.000		.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y12	Pearson Correlation	.225	.308*	.426**	.383*	.459**	.369*	.688**	.759**	.572**	.792**	.672**	1	.783**
	Sig. (2-tailed)	.148	.045	.004	.011	.002	.015	.000	.000	.000	.000	.000		.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43

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

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

**LAMPIRAN 5 : UJI INSTRUMEN DATA (UJI RELIABILITAS)
UJI RELIABILITAS X1**

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded ^a	0	.0
	Total	43	100.0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.768	11

ANOVA

		Sum of Squares	df	Mean Square	F	Sig
Between People		491.636	42	11.706		
Within People	Between Items	50663.818	10	5066.382	1862.700	.000
	Residual	1142.364	420	2.720		
	Total	51806.182	430	120.479		
Total		52297.818	472	110.800		

Grand Mean = 7.2727

UJI RELIABILITAS X2

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded ^a	0	.0
	Total	43	100.0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.757	11

ANOVA

		Sum of Squares	df	Mean Square	F	Sig
Between People		447.797	42	10.662		
Within People	Between Items	48972.342	10	4897.234	1890.124	.000
	Residual	1088.203	420	2.591		
	Total	50060.545	430	116.420		
Total		50508.342	472	107.009		

Grand Mean = 7.1501

UJI RELIABILITAS Z

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded ^a	0	.0
	Total	43	100.0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.768	11

ANOVA

		Sum of Squares	df	Mean Square	F	Sig
Between People		548.228	42	13.053		
Within People	Between Items	50434.140	10	5043.414	1665.699	.000
	Residual	1271.679	420	3.028		
	Total	51705.818	430	120.246		
Total		52254.047	472	110.708		

Grand Mean = 7.2558

UJI RELIABILITAS Y

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded ^a	0	.0
	Total	43	100.0

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

Reliability Statistics

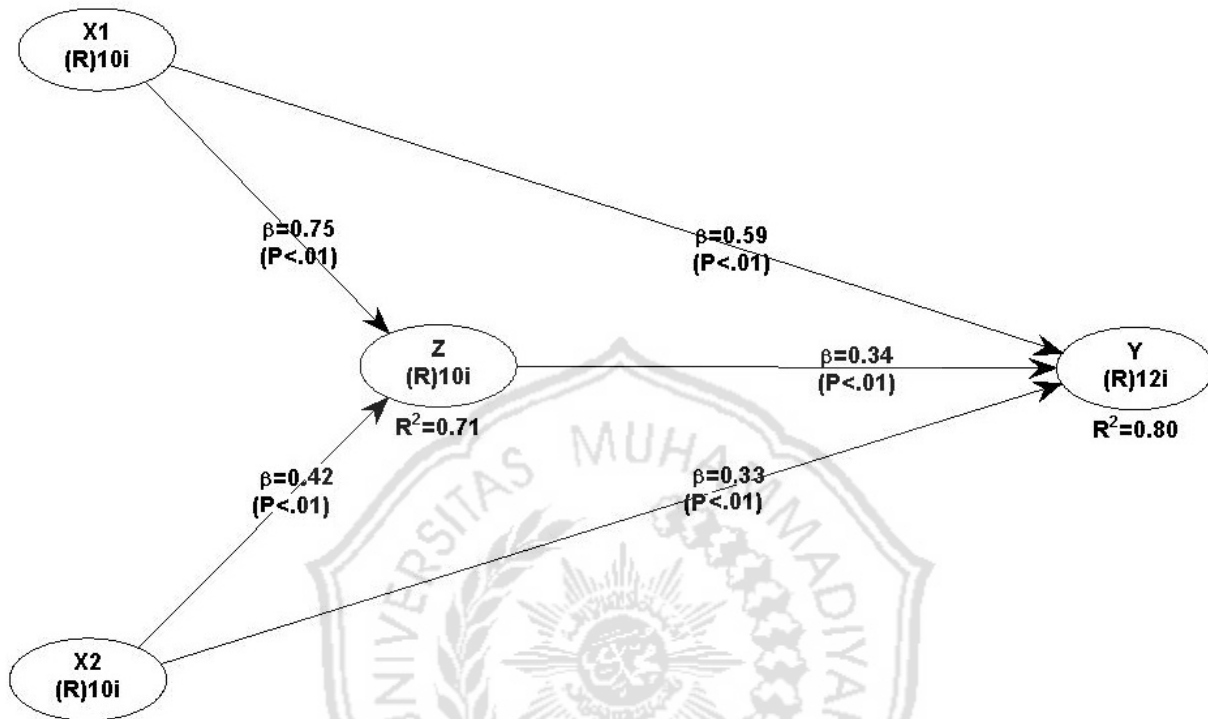
Cronbach's	
Alpha	N of Items
.768	11

ANOVA

		Sum of Squares	df	Mean Square	F	Sig
Between People		548.228	42	13.053		
Within People	Between Items	50434.140	10	5043.414	1665.699	.000
	Residual	1271.679	420	3.028		
	Total	51705.818	430	120.246		
Total		52254.047	472	110.708		

Grand Mean = 7.2558

**LAMPIRAN 6 : DIAGRAM ANALISIS JALUR PLS
ANALISIS PARTIAL LEAST SQUARE (PLS)**



* General SEM analysis results *

Model fit and quality indices

Average path coefficient (APC)=0.367, P=0.002
Average R-squared (ARS)=0.754, P<0.001
Average adjusted R-squared (AARS)=0.739, P<0.001
Average block VIF (AVIF)=2.584, acceptable if ≤ 5, ideally ≤ 3.3
Average full collinearity VIF (AFVIF)=3.537, acceptable if ≤ 5, ideally ≤ 3.3
Tenenhaus GoF (GoF)=0.595, 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: 43
Number of latent variables in model: 4
Number of indicators used in model: 42
Number of iterations to obtain estimates: 6
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	Z	Y
Z	0.751	0.425		
Y	0.590	0.329	0.341	

P values

	X1	X2	Z	Y
Z	<0.001	<0.001		
Y	<0.001	<0.001		<0.001

*** Standard errors for path coefficients ***

	X1	X2	Z	Y
Z	0.112	0.145		
Y	0.119	0.151	0.132	

*** Effect sizes for path coefficients ***

	X1	X2	Z	Y
Z	0.630	0.082		
Y	0.503	0.017	0.276	

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

	X1	X2	Z	Y	Type (a)	SE	P value
X1.1	0.717	-0.112	-0.058	-0.030	Reflect	0.113	<0.001
X1.2	0.730	-0.301	0.397	-0.232	Reflect	0.113	<0.001
X1.3	0.788	-0.226	0.162	0.113	Reflect	0.110	<0.001
X1.4	0.663	-0.087	-0.193	0.185	Reflect	0.116	<0.001
X1.5	0.734	-0.130	0.020	-0.348	Reflect	0.113	<0.001
X1.6	0.634	0.431	-0.423	0.712	Reflect	0.117	<0.001
X1.7	0.720	0.120	0.208	-0.355	Reflect	0.113	<0.001
X1.8	0.780	0.067	-0.165	0.095	Reflect	0.110	<0.001
X1.9	0.632	0.153	0.034	-0.019	Reflect	0.117	<0.001
X1.10	0.525	0.232	-0.069	-0.045	Reflect	0.123	<0.001
X2.1	-0.256	0.694	-0.179	0.342	Reflect	0.114	<0.001
X2.2	0.022	0.644	0.677	-0.333	Reflect	0.117	<0.001
X2.3	-0.088	0.541	-0.692	0.546	Reflect	0.122	<0.001
X2.4	-0.077	0.581	0.289	-0.162	Reflect	0.120	<0.001
X2.5	-0.724	0.575	0.416	0.431	Reflect	0.120	<0.001
X2.6	-0.013	0.608	0.641	-0.331	Reflect	0.119	<0.001

X2.7	0.339	0.626	-0.279	-0.190	Reflect	0.118	<0.001
X2.8	0.741	0.677	-0.827	0.087	Reflect	0.115	<0.001
X2.9	0.197	0.624	-0.171	-0.133	Reflect	0.118	<0.001
X2.10	-0.202	0.776	0.139	-0.165	Reflect	0.111	<0.001
Z1	-0.118	-0.168	0.587	-0.555	Reflect	0.120	<0.001
Z2	-0.546	0.175	0.609	-0.022	Reflect	0.118	<0.001
Z3	-0.540	-0.108	0.715	0.371	Reflect	0.113	<0.001
Z4	0.503	-0.099	0.635	-0.235	Reflect	0.117	<0.001
Z5	0.100	-0.110	0.784	-0.037	Reflect	0.110	<0.001
Z6	0.363	-0.079	0.727	-0.403	Reflect	0.113	<0.001
Z7	0.431	0.003	0.721	-0.166	Reflect	0.113	<0.001
Z8	-0.361	0.059	0.684	0.444	Reflect	0.115	<0.001
Z9	0.101	0.120	0.750	0.496	Reflect	0.112	<0.001
Z10	-0.017	0.198	0.721	-0.015	Reflect	0.113	<0.001
Y1	0.396	0.098	0.333	0.620	Reflect	0.118	<0.001
Y2	0.314	-0.232	0.414	0.675	Reflect	0.115	<0.001
Y3	-0.407	0.113	0.176	0.703	Reflect	0.114	<0.001
Y4	0.040	-0.183	0.440	0.691	Reflect	0.115	<0.001
Y5	0.183	-0.215	0.301	0.694	Reflect	0.114	<0.001
Y6	0.185	-0.145	0.370	0.657	Reflect	0.116	<0.001
Y7	-0.195	0.121	-0.305	0.716	Reflect	0.113	<0.001
Y8	-0.124	0.046	-0.318	0.818	Reflect	0.109	<0.001
Y9	-0.291	0.103	-0.244	0.667	Reflect	0.116	<0.001
Y10	0.025	0.133	-0.371	0.834	Reflect	0.108	<0.001
Y11	0.020	-0.028	-0.365	0.596	Reflect	0.119	<0.001
Y12	-0.058	0.126	-0.251	0.791	Reflect	0.110	<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	Z	Y
X1.1	0.612	-0.126	-0.066	-0.034
X1.2	0.606	-0.311	0.409	-0.239
X1.3	0.603	-0.299	0.215	0.149
X1.4	0.606	-0.110	-0.245	0.236
X1.5	0.645	-0.112	0.017	-0.298
X1.6	0.533	0.460	-0.451	0.759
X1.7	0.595	0.136	0.235	-0.402
X1.8	0.613	0.083	-0.205	0.118
X1.9	0.589	0.283	0.063	-0.036

X1.10	0.582	0.437	-0.130	-0.085
X2.1	-0.282	0.726	-0.197	0.378
X2.2	0.026	0.586	0.812	-0.400
X2.3	-0.075	0.762	-0.592	0.467
X2.4	-0.122	0.687	0.457	-0.256
X2.5	-0.673	0.628	0.386	0.401
X2.6	-0.016	0.586	0.781	-0.403
X2.7	0.397	0.756	-0.327	-0.223
X2.8	0.564	0.668	-0.630	0.066
X2.9	0.264	0.742	-0.228	-0.178
X2.10	-0.214	0.804	0.147	-0.174
Z1	-0.084	-0.119	0.723	-0.394
Z2	-0.474	0.152	0.638	-0.019
Z3	-0.478	-0.096	0.656	0.328
Z4	0.681	-0.134	0.576	-0.318
Z5	0.120	-0.132	0.602	-0.044
Z6	0.364	-0.079	0.607	-0.405
Z7	0.632	0.004	0.572	-0.244
Z8	-0.453	0.075	0.614	0.557
Z9	0.187	0.223	0.552	0.922
Z10	-0.027	0.308	0.595	-0.024
Y1	0.742	0.183	0.623	0.531
Y2	0.532	-0.393	0.701	0.592
Y3	-0.427	0.119	0.185	0.626
Y4	0.067	-0.303	0.730	0.606
Y5	0.320	-0.376	0.527	0.606
Y6	0.375	-0.293	0.749	0.606
Y7	-0.166	0.103	-0.260	0.619
Y8	-0.101	0.037	-0.257	0.642
Y9	-0.253	0.089	-0.211	0.650
Y10	0.022	0.117	-0.326	0.614
Y11	0.021	-0.029	-0.372	0.664
Y12	-0.056	0.121	-0.240	0.606

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

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

	X1	X2	Z	Y
X1.1	0.878	-0.112	-0.058	-0.030
X1.2	0.798	-0.301	0.397	-0.232
X1.3	0.692	-0.226	0.162	0.113
X1.4	0.733	-0.087	-0.193	0.185
X1.5	1.105	-0.130	0.020	-0.348
X1.6	0.092	0.431	-0.423	0.712
X1.7	0.773	0.120	0.208	-0.355
X1.8	0.779	0.067	-0.165	0.095
X1.9	0.517	0.153	0.034	-0.019
X1.10	0.471	0.232	-0.069	-0.045
X2.1	-0.256	0.780	-0.179	0.342
X2.2	0.022	0.353	0.677	-0.333
X2.3	-0.088	0.763	-0.692	0.546
X2.4	-0.077	0.532	0.289	-0.162
X2.5	-0.724	0.524	0.416	0.431
X2.6	-0.013	0.392	0.641	-0.331
X2.7	0.339	0.707	-0.279	-0.190
X2.8	0.741	0.695	-0.827	0.087
X2.9	0.197	0.688	-0.171	-0.133
X2.10	-0.202	0.897	0.139	-0.165
Z1	-0.118	-0.168	1.277	-0.555
Z2	-0.546	0.175	0.998	-0.022
Z3	-0.540	-0.108	0.915	0.371
Z4	0.503	-0.099	0.478	-0.235
Z5	0.100	-0.110	0.818	-0.037
Z6	0.363	-0.079	0.831	-0.403
Z7	0.431	0.003	0.501	-0.166
Z8	-0.361	0.059	0.551	0.444
Z9	0.101	0.120	0.138	0.496
Z10	-0.017	0.198	0.611	-0.015
Y1	0.396	0.098	0.333	-0.091
Y2	0.314	-0.232	0.414	0.158
Y3	-0.407	0.113	0.176	0.835
Y4	0.040	-0.183	0.440	0.367
Y5	0.183	-0.215	0.301	0.394
Y6	0.185	-0.145	0.370	0.228
Y7	-0.195	0.121	-0.305	1.111
Y8	-0.124	0.046	-0.318	1.185
Y9	-0.291	0.103	-0.244	1.083
Y10	0.025	0.133	-0.371	1.067

Y11 0.020 -0.028 -0.365 0.910
 Y12 -0.058 0.126 -0.251 1.007

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

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

	X1	X2	Z	Y
X1.1	0.989	-0.126	-0.066	-0.034
X1.2	0.824	-0.311	0.409	-0.239
X1.3	0.918	-0.299	0.215	0.149
X1.4	0.934	-0.110	-0.245	0.236
X1.5	0.948	-0.112	0.017	-0.298
X1.6	0.098	0.460	-0.451	0.759
X1.7	0.875	0.136	0.235	-0.402
X1.8	0.968	0.083	-0.205	0.118
X1.9	0.956	0.283	0.063	-0.036
X1.10	0.886	0.437	-0.130	-0.085
X2.1	-0.282	0.860	-0.197	0.378
X2.2	0.026	0.424	0.812	-0.400
X2.3	-0.075	0.652	-0.592	0.467
X2.4	-0.122	0.843	0.457	-0.256
X2.5	-0.673	0.487	0.386	0.401
X2.6	-0.016	0.477	0.781	-0.403
X2.7	0.397	0.828	-0.327	-0.223
X2.8	0.564	0.530	-0.630	0.066
X2.9	0.264	0.920	-0.228	-0.178
X2.10	-0.214	0.950	0.147	-0.174
Z1	-0.084	-0.119	0.907	-0.394
Z2	-0.474	0.152	0.867	-0.019
Z3	-0.478	-0.096	0.809	0.328
Z4	0.681	-0.134	0.647	-0.318
Z5	0.120	-0.132	0.983	-0.044
Z6	0.364	-0.079	0.835	-0.405
Z7	0.632	0.004	0.736	-0.244
Z8	-0.453	0.075	0.692	0.557
Z9	0.187	0.223	0.257	0.922
Z10	-0.027	0.308	0.951	-0.024
Y1	0.742	0.183	0.623	-0.170
Y2	0.532	-0.393	0.701	0.267
Y3	-0.427	0.119	0.185	0.877
Y4	0.067	-0.303	0.730	0.608

Y5	0.320	-0.376	0.527	0.691
Y6	0.375	-0.293	0.749	0.461
Y7	-0.166	0.103	-0.260	0.946
Y8	-0.101	0.037	-0.257	0.960
Y9	-0.253	0.089	-0.211	0.940
Y10	0.022	0.117	-0.326	0.938
Y11	0.021	-0.029	-0.372	0.927
Y12	-0.056	0.121	-0.240	0.962

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

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

	X1	X2	Z	Y
X1.1	0.717	0.411	0.556	0.616
X1.2	0.730	0.367	0.632	0.622
X1.3	0.788	0.406	0.652	0.706
X1.4	0.663	0.365	0.518	0.598
X1.5	0.734	0.395	0.541	0.554
X1.6	0.634	0.553	0.544	0.642
X1.7	0.720	0.493	0.660	0.519
X1.8	0.780	0.487	0.592	0.651
X1.9	0.632	0.434	0.537	0.526
X1.10	0.525	0.395	0.454	0.418
X2.1	0.375	0.694	0.390	0.372
X2.2	0.510	0.644	0.584	0.439
X2.3	0.308	0.541	0.167	0.298
X2.4	0.366	0.581	0.405	0.285
X2.5	0.339	0.575	0.470	0.412
X2.6	0.453	0.608	0.567	0.425
X2.7	0.350	0.626	0.315	0.269
X2.8	0.545	0.677	0.333	0.400
X2.9	0.357	0.624	0.342	0.271
X2.10	0.325	0.776	0.386	0.273
Z1	0.370	0.287	0.587	0.309
Z2	0.411	0.443	0.609	0.418
Z3	0.485	0.337	0.715	0.573
Z4	0.603	0.398	0.635	0.537
Z5	0.656	0.443	0.784	0.672
Z6	0.613	0.454	0.727	0.568
Z7	0.671	0.490	0.721	0.615

Z8	0.540	0.392	0.684	0.574
Z9	0.710	0.511	0.750	0.721
Z10	0.588	0.537	0.721	0.561
Y1	0.624	0.498	0.587	0.620
Y2	0.617	0.348	0.584	0.675
Y3	0.531	0.396	0.574	0.703
Y4	0.577	0.346	0.608	0.691
Y5	0.606	0.326	0.598	0.694
Y6	0.561	0.353	0.552	0.657
Y7	0.606	0.388	0.554	0.716
Y8	0.659	0.394	0.603	0.818
Y9	0.512	0.321	0.492	0.667
Y10	0.728	0.476	0.625	0.834
Y11	0.464	0.234	0.425	0.596
Y12	0.667	0.461	0.648	0.791

Note: Loadings and cross-loadings are unrotated.

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

	X1	X2	Z	Y
X1.1	0.612	0.351	0.475	0.526
X1.2	0.606	0.304	0.524	0.516
X1.3	0.603	0.310	0.499	0.540
X1.4	0.606	0.333	0.473	0.546
X1.5	0.645	0.347	0.476	0.487
X1.6	0.533	0.465	0.457	0.539
X1.7	0.595	0.407	0.545	0.428
X1.8	0.613	0.382	0.465	0.512
X1.9	0.589	0.404	0.500	0.490
X1.10	0.582	0.438	0.504	0.464
X2.1	0.393	0.726	0.408	0.389
X2.2	0.464	0.586	0.531	0.399
X2.3	0.434	0.762	0.235	0.420
X2.4	0.432	0.687	0.478	0.337
X2.5	0.370	0.628	0.514	0.451
X2.6	0.436	0.586	0.547	0.410
X2.7	0.422	0.756	0.380	0.324
X2.8	0.538	0.668	0.329	0.395
X2.9	0.424	0.742	0.407	0.322
X2.10	0.336	0.804	0.400	0.283
Z1	0.456	0.354	0.723	0.380

Z2	0.431	0.465	0.638	0.438
Z3	0.445	0.309	0.656	0.526
Z4	0.548	0.361	0.576	0.487
Z5	0.504	0.340	0.602	0.517
Z6	0.512	0.380	0.607	0.474
Z7	0.532	0.389	0.572	0.488
Z8	0.484	0.352	0.614	0.515
Z9	0.522	0.376	0.552	0.530
Z10	0.485	0.443	0.595	0.463
Y1	0.534	0.426	0.502	0.531
Y2	0.541	0.305	0.513	0.592
Y3	0.473	0.352	0.511	0.626
Y4	0.506	0.304	0.533	0.606
Y5	0.529	0.284	0.522	0.606
Y6	0.517	0.326	0.509	0.606
Y7	0.524	0.335	0.479	0.619
Y8	0.518	0.310	0.473	0.642
Y9	0.499	0.313	0.480	0.650
Y10	0.536	0.351	0.461	0.614
Y11	0.517	0.261	0.474	0.664
Y12	0.511	0.353	0.496	0.606

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

*** Indicator weights ***

	X1	X2	Z	Y	Type (a)	SE	P value	VIF	WLS	ES
X1.1	0.148	0.000	0.000	0.000	Reflect	0.143	0.155	2.145	1	0.106
X1.2	0.150	0.000	0.000	0.000	Reflect	0.143	0.150	3.714	1	0.110
X1.3	0.162	0.000	0.000	0.000	Reflect	0.143	0.131	4.168	1	0.128
X1.4	0.137	0.000	0.000	0.000	Reflect	0.144	0.174	1.879	1	0.091
X1.5	0.151	0.000	0.000	0.000	Reflect	0.143	0.149	2.031	1	0.111
X1.6	0.131	0.000	0.000	0.000	Reflect	0.144	0.185	1.748	1	0.083
X1.7	0.149	0.000	0.000	0.000	Reflect	0.143	0.153	2.386	1	0.107
X1.8	0.161	0.000	0.000	0.000	Reflect	0.143	0.133	2.286	1	0.125
X1.9	0.131	0.000	0.000	0.000	Reflect	0.144	0.186	2.305	1	0.083
X1.10	0.109	0.000	0.000	0.000	Reflect	0.146	0.230	2.248	1	0.057
X2.1	0.000	0.171	0.000	0.000	Reflect	0.142	0.118	2.104	1	0.118
X2.2	0.000	0.158	0.000	0.000	Reflect	0.143	0.137	2.096	1	0.102
X2.3	0.000	0.133	0.000	0.000	Reflect	0.144	0.181	1.477	1	0.072
X2.4	0.000	0.143	0.000	0.000	Reflect	0.144	0.163	1.649	1	0.083

X2.5	0.000	0.141	0.000	0.000	Reflect	0.144	0.166	2.037	1	0.081
X2.6	0.000	0.149	0.000	0.000	Reflect	0.143	0.152	1.595	1	0.091
X2.7	0.000	0.154	0.000	0.000	Reflect	0.143	0.144	2.327	1	0.096
X2.8	0.000	0.166	0.000	0.000	Reflect	0.142	0.125	1.977	1	0.112
X2.9	0.000	0.153	0.000	0.000	Reflect	0.143	0.145	2.000	1	0.096
X2.10	0.000	0.191	0.000	0.000	Reflect	0.141	0.092	2.642	1	0.148
Z1	0.000	0.000	0.121	0.000	Reflect	0.145	0.204	1.798	1	0.071
Z2	0.000	0.000	0.126	0.000	Reflect	0.145	0.195	1.938	1	0.077
Z3	0.000	0.000	0.148	0.000	Reflect	0.143	0.154	2.343	1	0.106
Z4	0.000	0.000	0.131	0.000	Reflect	0.144	0.185	1.822	1	0.083
Z5	0.000	0.000	0.162	0.000	Reflect	0.143	0.131	2.874	1	0.127
Z6	0.000	0.000	0.150	0.000	Reflect	0.143	0.151	2.987	1	0.109
Z7	0.000	0.000	0.149	0.000	Reflect	0.143	0.152	2.259	1	0.107
Z8	0.000	0.000	0.141	0.000	Reflect	0.144	0.166	2.487	1	0.097
Z9	0.000	0.000	0.155	0.000	Reflect	0.143	0.142	2.666	1	0.116
Z10	0.000	0.000	0.149	0.000	Reflect	0.143	0.153	2.457	1	0.107
Y1	0.000	0.000	0.000	0.103	Reflect	0.146	0.242	2.517	1	0.064
Y2	0.000	0.000	0.000	0.112	Reflect	0.146	0.223	4.518	1	0.076
Y3	0.000	0.000	0.000	0.117	Reflect	0.145	0.213	2.457	1	0.082
Y4	0.000	0.000	0.000	0.115	Reflect	0.145	0.217	4.794	1	0.079
Y5	0.000	0.000	0.000	0.115	Reflect	0.145	0.216	2.665	1	0.080
Y6	0.000	0.000	0.000	0.109	Reflect	0.146	0.229	1.977	1	0.072
Y7	0.000	0.000	0.000	0.119	Reflect	0.145	0.209	5.175	1	0.085
Y8	0.000	0.000	0.000	0.136	Reflect	0.144	0.176	6.018	1	0.111
Y9	0.000	0.000	0.000	0.111	Reflect	0.146	0.226	2.170	1	0.074
Y10	0.000	0.000	0.000	0.138	Reflect	0.144	0.171	4.289	1	0.115
Y11	0.000	0.000	0.000	0.099	Reflect	0.146	0.252	2.435	1	0.059
Y12	0.000	0.000	0.000	0.131	Reflect	0.144	0.184	3.919	1	0.104

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	Z	Y
		0.712	0.797

Adjusted R-squared coefficients

X1	X2	Z	Y
		0.698	0.781

Composite reliability coefficients

X1	X2	Z	Y
0.903	0.872	0.903	0.923

Cronbach's alpha coefficients

X1	X2	Z	Y
0.880	0.836	0.880	0.908

Average variances extracted

X1	X2	Z	Y
0.485	0.407	0.484	0.502

Full collinearity VIFs

X1	X2	Z	Y
4.550	1.728	3.798	4.072

Q-squared coefficients

X1	X2	Z	Y
		0.707	0.765



Minimum and maximum values

X1 X2 Z Y
-1.881 -2.803 -2.640 -2.357
1.630 1.603 1.673 1.583

Medians (top) and modes (bottom)

X1 X2 Z Y
-0.045 0.131 -0.041 0.111
-1.881 -2.803 -1.004 0.417

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

X1 X2 Z Y
0.023 -0.638 -0.408 -0.468
-1.082 0.121 -0.175 -0.335

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

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

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

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

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

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

	X1	X2	Z	Y
X1	0.696	0.615	0.819	0.844
X2	0.615	0.638	0.620	0.536
Z	0.819	0.620	0.696	0.807
Y	0.844	0.536	0.807	0.709

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

P values for correlations

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

Correlations among l.v. error terms with VIFs

	(e)Z	(e)Y
(e)Z	1.001	0.028
(e)Y	0.028	1.001

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	0.857
(e)Y	0.857	1.000

*** Block variance inflation factors ***

	X1	X2	Z	Y
Z	2.032	2.032		
Y	3.511	1.952	3.391	

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	Z	Y
Y	0.256	0.042		

Number of paths with 2 segments

	X1	X2	Z	Y
Y	1	1		

P values of indirect effects for paths with 2 segments

	X1	X2	Z	Y
Y	0.006	0.345		

Standard errors of indirect effects for paths with 2 segments

	X1	X2	Z	Y
Y	0.097	0.106		

Effect sizes of indirect effects for paths with 2 segments

	X1	X2	Z	Y
Y	0.218	0.025		

Sums of indirect effects

	X1	X2	Z	Y
Y	0.256	0.042		

Number of paths for indirect effects

	X1	X2	Z	Y
Y	1	1		

P values for sums of indirect effects

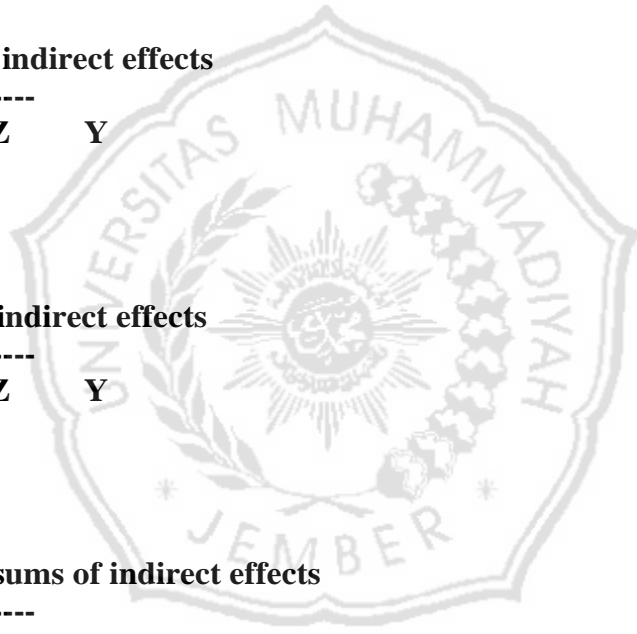
	X1	X2	Z	Y
Y	0.006	0.345		

Standard errors for sums of indirect effects

	X1	X2	Z	Y
Y	0.097	0.106		

Effect sizes for sums of indirect effects

	X1	X2	Z	Y
Y	0.218	0.025		



Total effects

	X1	X2	Z	Y
Z	0.751	0.425		
Y	0.846	0.072	0.341	

Number of paths for total effects

	X1	X2	Z	Y
Z	1	1		
Y	2	2	1	

P values for total effects

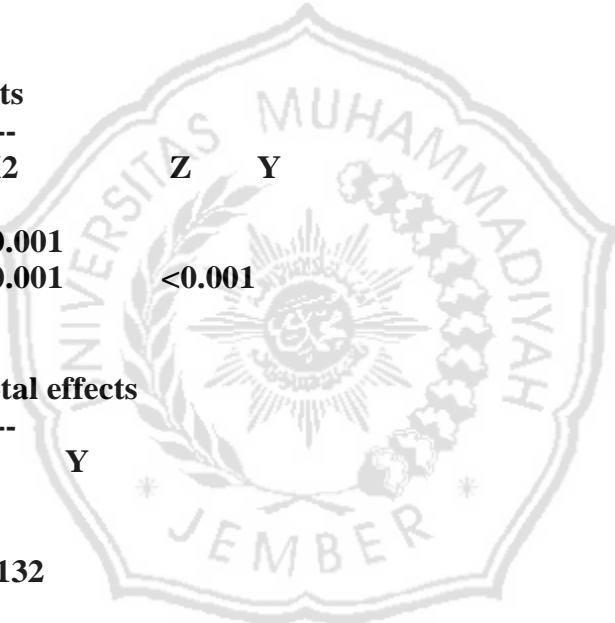
	X1	X2	Z	Y
Z	<0.001	<0.001		
Y	<0.001	<0.001	<0.001	

Standard errors for total effects

	X1	X2	Z	Y
Z	0.112	0.145		
Y	0.107	0.148	0.132	

Effect sizes for total effects

	X1	X2	Z	Y
Z	0.630	0.082		
Y	0.721	0.043	0.276	



*** Causality assessment coefficients ***

Path-correlation signs

	X1	X2	Z	Y
Z	1	1		
Y	1	1	1	

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

R-squared contributions

	X1	X2	Z	Y
Z	0.630	0.082		
Y	0.503	0.017	0.276	

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	Z	Y
Z	0.894	0.189		
Y	0.692	0.050	0.421	

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	Z	Y
Z	0.089	0.535		
Y	0.263	0.564	0.469	

Note: absolute path-correlation differences.

P values for path-correlation differences

	X1	X2	Z	Y
Z	0.275	<0.001		
Y	0.031	<0.001	<0.001	

Note: P values for absolute path-correlation differences.

Warp2 bivariate causal direction ratios

	X1	X2	Z	Y
Z	0.978	1.126		
Y	1.014	1.072	1.000	

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	Z	Y
Z	0.018	0.083		
Y	0.012	0.039	0.000	

Note: absolute Warp2 bivariate causal direction differences.

P values for Warp2 bivariate causal direction differences

	X1	X2	Z	Y
Z	0.453	0.288		
Y	0.469	0.397	0.500	

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

Warp3 bivariate causal direction ratios

	X1	X2	Z	Y
Z	0.984	1.158		
Y	1.007	1.050	1.006	

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	Z	Y
Z	0.013	0.104		
Y	0.006	0.329	0.005	

Note: absolute Warp3 bivariate causal direction differences.

P values for Warp3 bivariate causal direction differences

	X1	X2	Z	Y
Z	0.465	0.240		
Y	0.484	0.423	0.486	

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

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Z

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
1	.827 ^a	.684	.668	3.45311	.684	43.218	2	40	.000	1.201

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Z

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1030.668	2	515.334	43.218	.000 ^b
	Residual	476.960	40	11.924		
	Total	1507.628	42			

a. Dependent Variable: Z

b. Predictors: (Constant), X2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	2.439	4.269		.571	.571					
	X1	.746	.120	.706	6.220	.000	.815	.701	.553	.614	1.630
	X2	.194	.126	.176	1.547	.130	.615	.238	.138	.614	1.630

a. Dependent Variable: Z

Collinearity Diagnostics^a

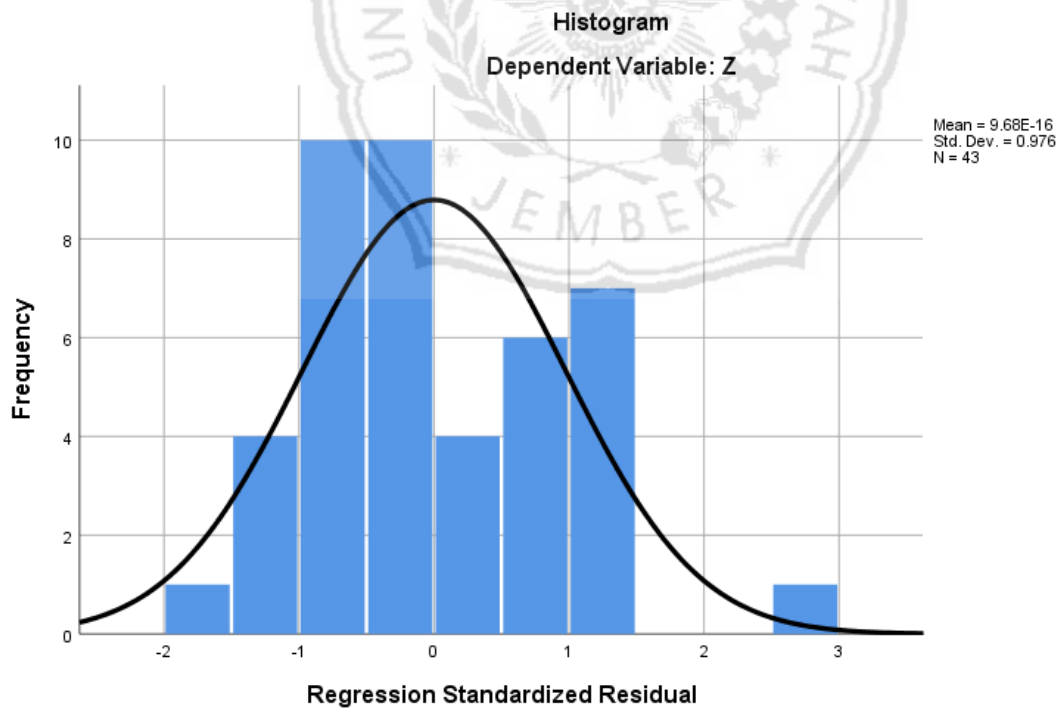
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2.983	1.000	.00	.00	.00
	2	.010	17.091	.98	.26	.12
	3	.007	20.555	.01	.73	.88

a. Dependent Variable: Z

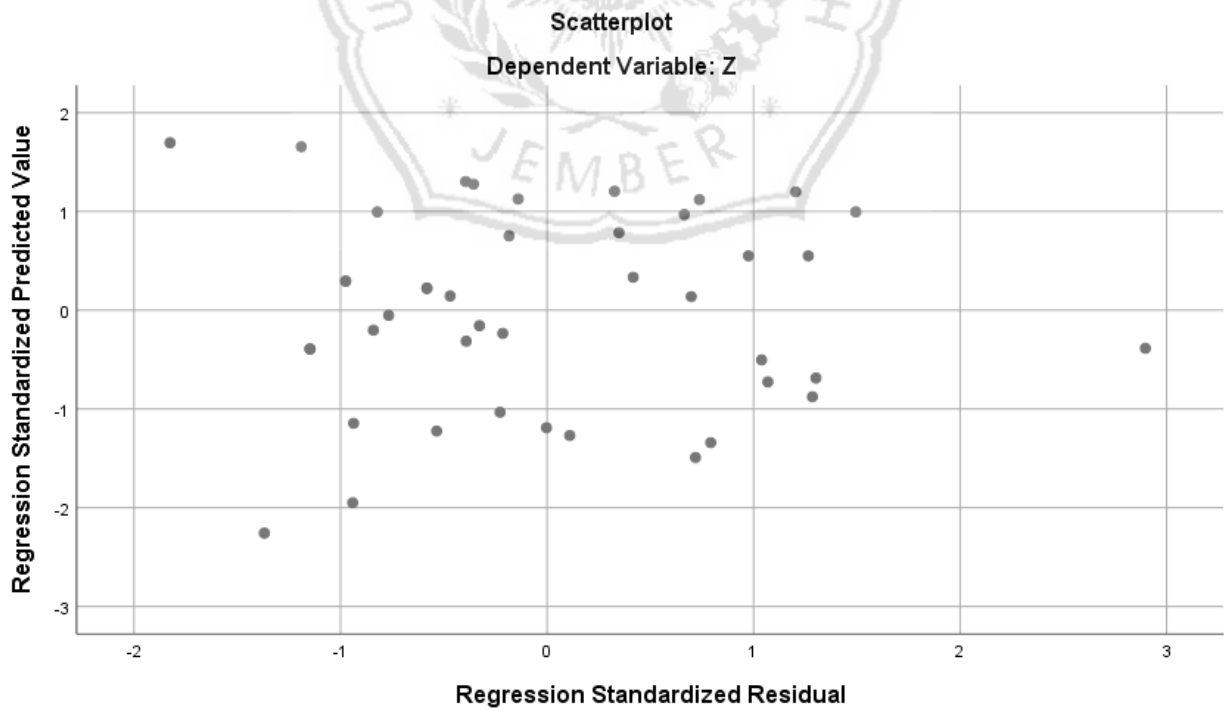
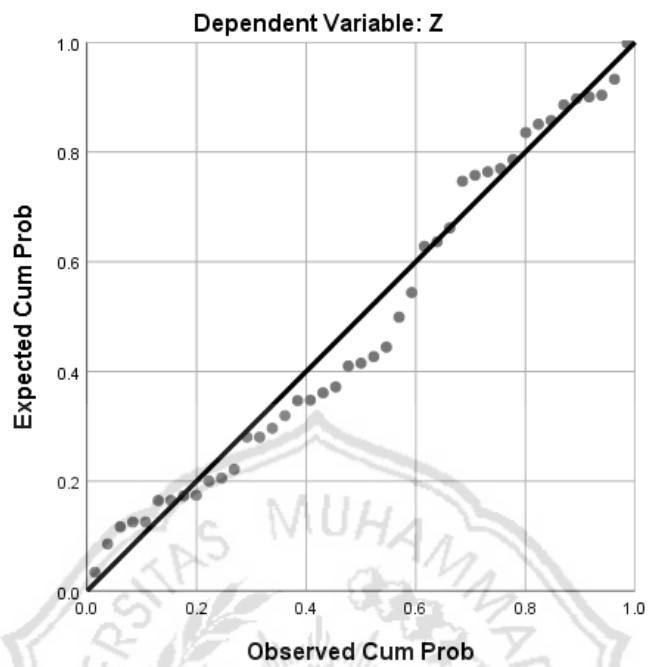
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	28.7267	48.3036	39.9070	4.95376	43
Residual	-6.30358	10.00479	.00000	3.36989	43
Std. Predicted Value	-2.257	1.695	.000	1.000	43
Std. Residual	-1.825	2.897	.000	.976	43

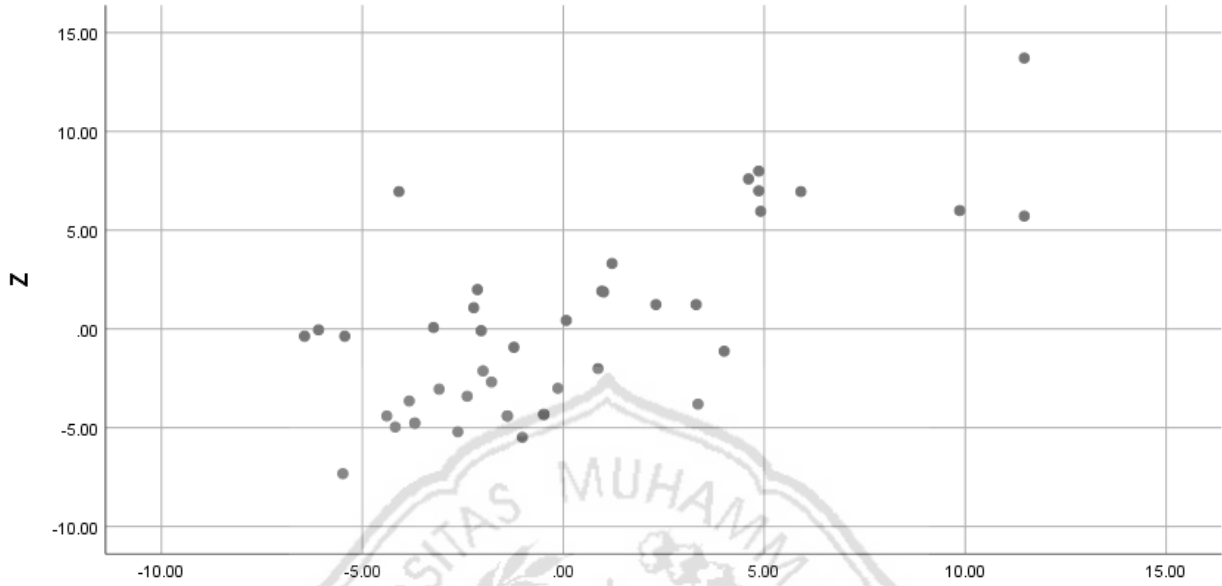
a. Dependent Variable: Z



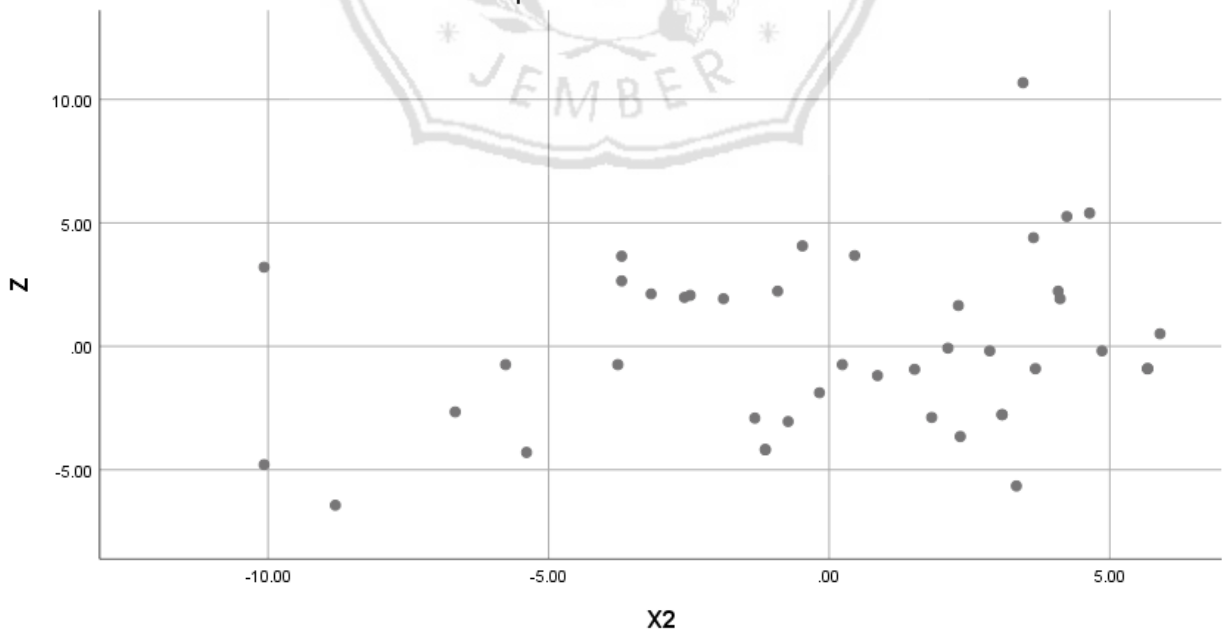
Normal P-P Plot of Regression Standardized Residual



Partial Regression Plot
Dependent Variable: Z



Partial Regression Plot
Dependent Variable: Z



Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Z, X2, X1 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.876 ^a	.767	.750	3.73126	.767	42.893	3	39	.000	.916

a. Predictors: (Constant), Z, X2, X1

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1791.495	3	597.165	42.893	.000 ^b
	Residual	542.970	39	13.922		
	Total	2334.465	42			

a. Dependent Variable: Y

b. Predictors: (Constant), Z, X2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error				Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	2.575	4.632		.556	.581					
	X1	.808	.182	.615	4.449	.000	.854	.580	.344	.312	3.206
	X2	-.090	.140	-.065	-.645	.523	.528	-.103	-.050	.579	1.727
	Z	.427	.171	.343	2.501	.017	.805	.372	.193	.316	3.161

a. Dependent Variable: Y

Collinearity Diagnostics^a

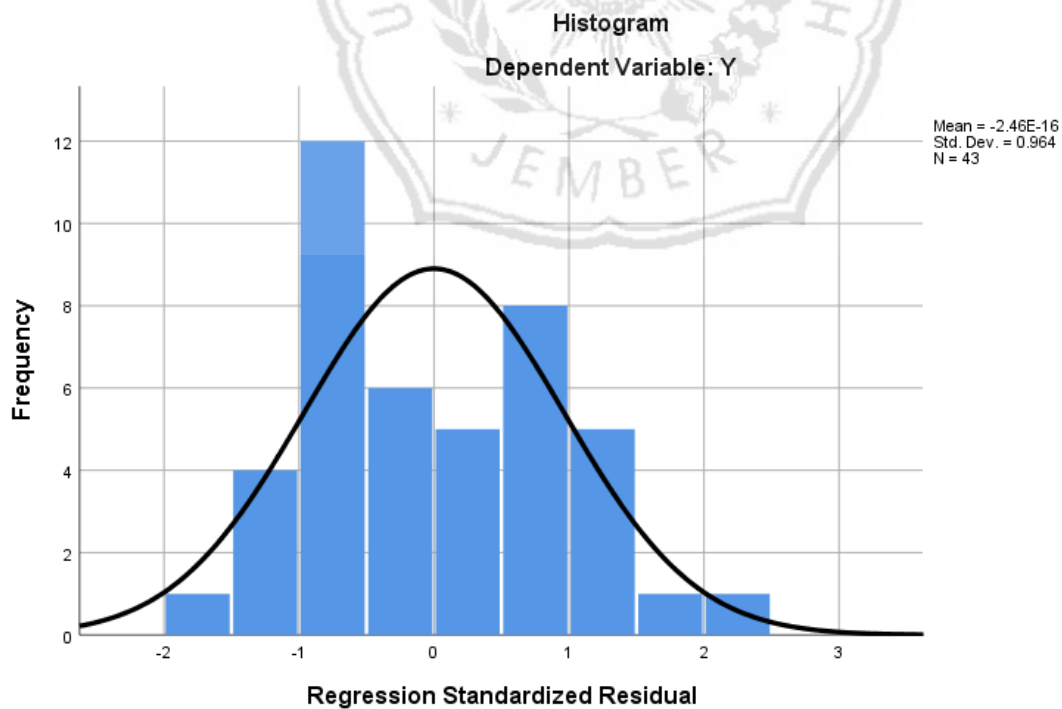
Model	Dimension	Eigenvalue	Condition Index	(Constant)	Variance Proportions		
					X1	X2	Z
1	1	3.976	1.000	.00	.00	.00	.00
	2	.012	17.850	.76	.07	.00	.13
	3	.008	22.442	.23	.05	.99	.07
	4	.004	32.598	.01	.89	.00	.81

a. Dependent Variable: Y

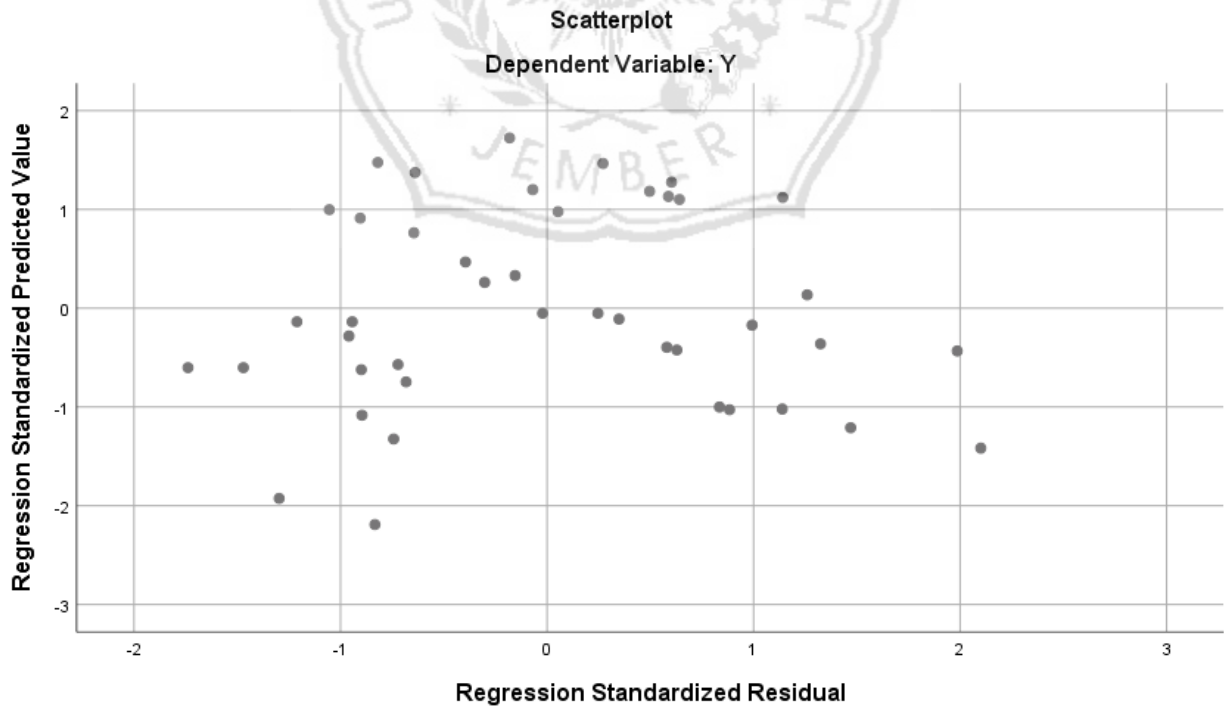
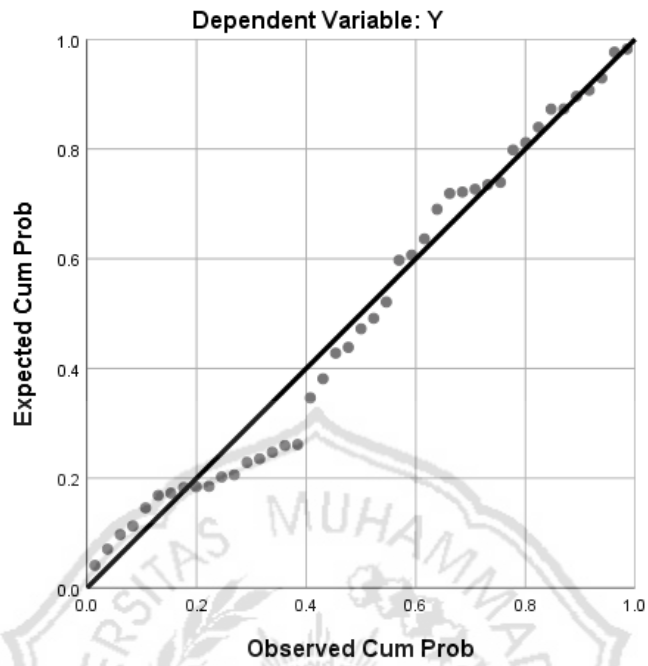
Residuals Statistics^a

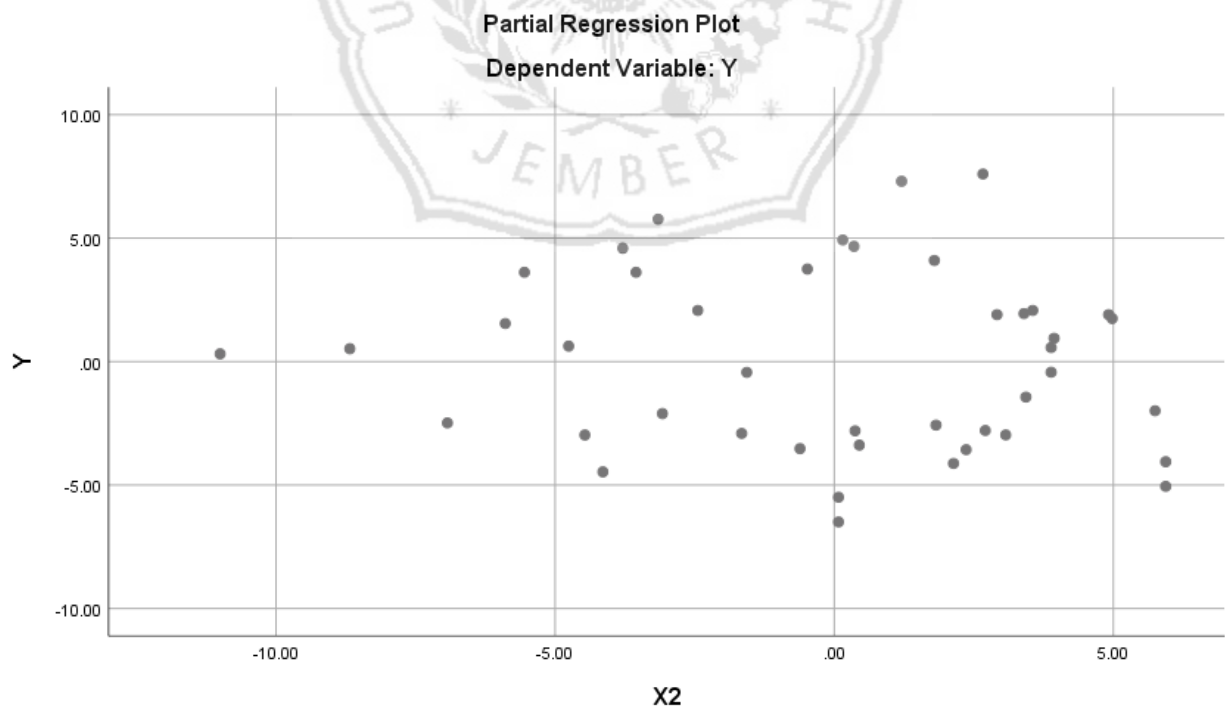
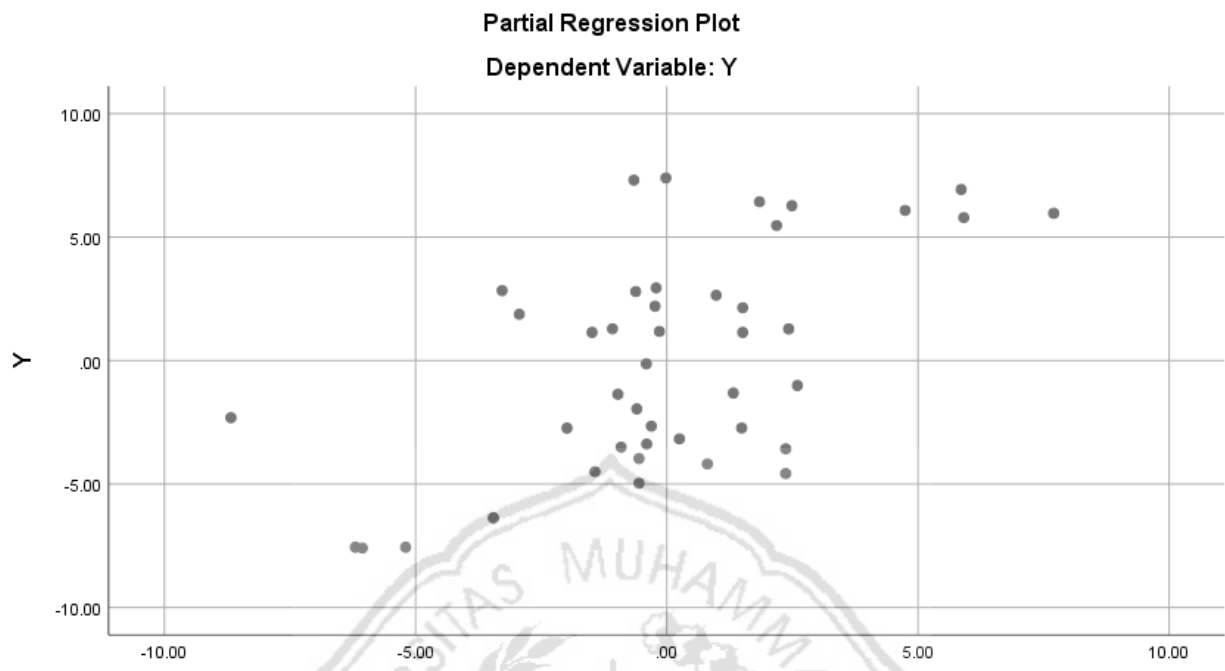
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	34.1105	59.6776	48.4186	6.53105	43
Residual	-6.48747	7.83610	.00000	3.59553	43
Std. Predicted Value	-2.191	1.724	.000	1.000	43
Std. Residual	-1.739	2.100	.000	.964	43

a. Dependent Variable: Y



Normal P-P Plot of Regression Standardized Residual





Partial Regression Plot

Dependent Variable: Y

