

## 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<br>Statistic | Minimum<br>Statistic | Maximum<br>Statistic | Mean<br>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 <sup>+</sup> | .405**            | .382 <sup>+</sup> | .235              | .307 <sup>+</sup> | .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 <sup>+</sup> | .268              | .267              | .370 <sup>+</sup> | .315 <sup>+</sup> | .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 <sup>+</sup> | .521**            | .360 <sup>+</sup> | .346 <sup>+</sup> | .504**            | .469**            | .315 <sup>+</sup> | .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 <sup>+</sup> | .290              | .353 <sup>+</sup> | 1                 | .545**            | .460**            | .409**            | .226              | .499**            | .314 <sup>+</sup> | .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 <sup>+</sup> | .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 <sup>+</sup> | .268              | .360 <sup>+</sup> | .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 <sup>+</sup> | .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 <sup>a</sup> | 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 <sup>a</sup> | 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 <sup>a</sup> | 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 <sup>a</sup> | 0  | .0    |
|       | Total                 | 43 | 100.0 |

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

### Reliability Statistics

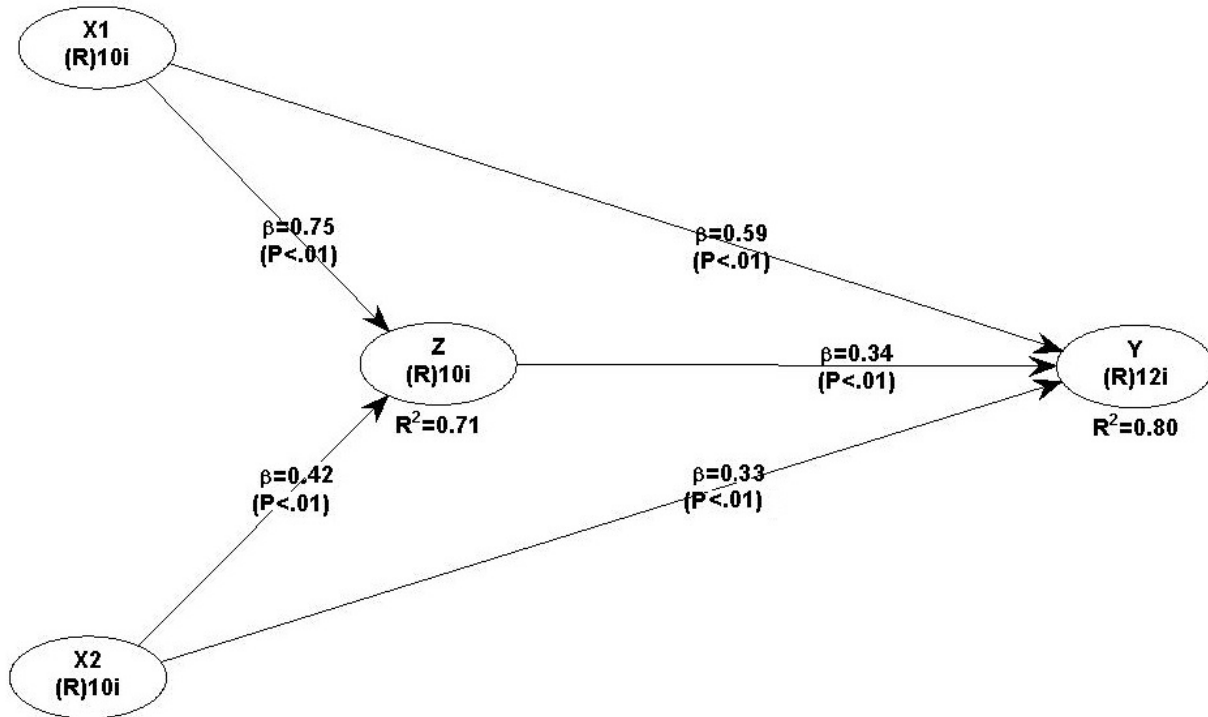
| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .768       | 11         |

### 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  $\leq 5$ , ideally  $\leq 3.3$**   
**Average full collinearity VIF (AFVIF)=3.537, acceptable if  $\leq 5$ , ideally  $\leq 3.3$**   
**Tenenhau GoF (GoF)=0.595, small  $\geq 0.1$ , medium  $\geq 0.25$ , large  $\geq 0.36$**   
**Sympson's paradox ratio (SPR)=1.000, acceptable if  $\geq 0.7$ , ideally = 1**  
**R-squared contribution ratio (RSCR)=1.000, acceptable if  $\geq 0.9$ , ideally = 1**  
**Statistical suppression ratio (SSR)=1.000, acceptable if  $\geq 0.7$**   
**Nonlinear bivariate causality direction ratio (NLBCDR)=1.000, acceptable if  $\geq 0.7$**

**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**

-----

|          | <b>X1</b>    | <b>X2</b>    | <b>Z</b>     | <b>Y</b> |
|----------|--------------|--------------|--------------|----------|
| <b>Z</b> | <b>0.751</b> | <b>0.425</b> |              |          |
| <b>Y</b> | <b>0.590</b> | <b>0.329</b> | <b>0.341</b> |          |

**P values**

-----

|          | <b>X1</b>        | <b>X2</b>        | <b>Z</b> | <b>Y</b>         |
|----------|------------------|------------------|----------|------------------|
| <b>Z</b> | <b>&lt;0.001</b> | <b>&lt;0.001</b> |          |                  |
| <b>Y</b> | <b>&lt;0.001</b> | <b>&lt;0.001</b> |          | <b>&lt;0.001</b> |

\*\*\*\*\*  
**\* 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  |

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

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

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

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

|     |       |       |       |       |
|-----|-------|-------|-------|-------|
| 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.**

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**\* Indicator weights \***

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|       | 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<sup>a</sup>

| Model | Variables Entered   | Variables Removed | Method |
|-------|---------------------|-------------------|--------|
| 1     | X2, X1 <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Z

b. All requested variables entered.

### Model Summary<sup>b</sup>

| 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 <sup>a</sup> | .684     | .668              | 3.45311                    | .684            | 43.218   | 2   | 40  | .000          | 1.201         |

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Z

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1030.668       | 2  | 515.334     | 43.218 | .000 <sup>b</sup> |
|       | Residual   | 476.960        | 40 | 11.924      |        |                   |
|       | Total      | 1507.628       | 42 |             |        |                   |

a. Dependent Variable: Z

b. Predictors: (Constant), X2, X1

### Coefficients<sup>a</sup>

| 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<sup>a</sup>

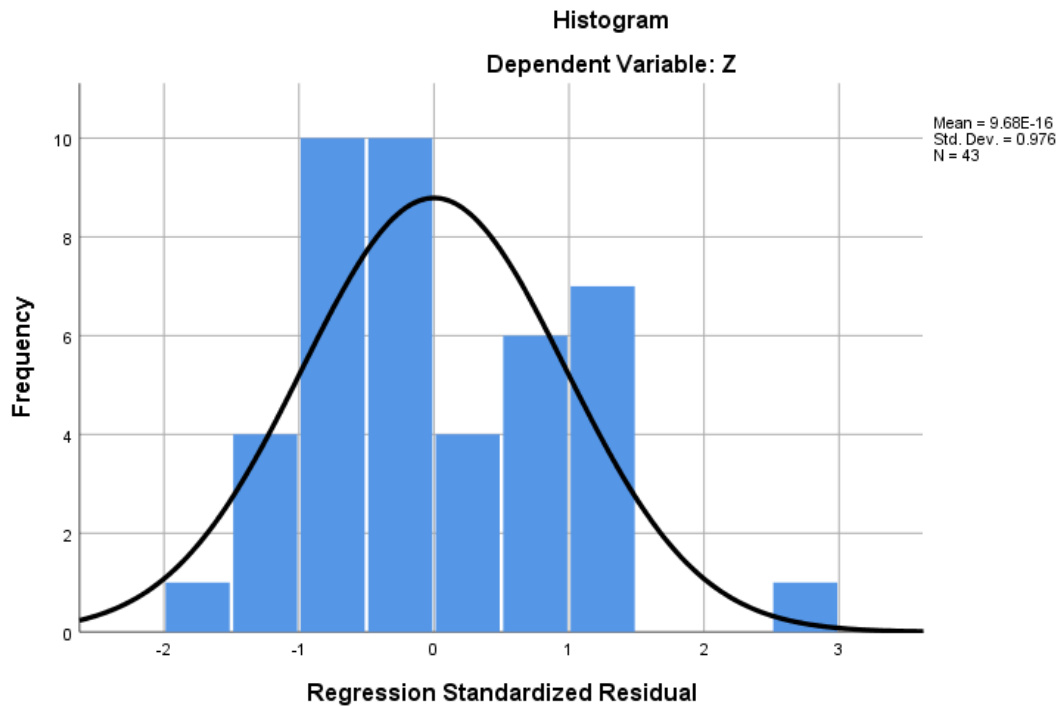
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |     |     |
|-------|-----------|------------|-----------------|----------------------|-----|-----|
|       |           |            |                 | (Constant)           | X1  | X2  |
| 1     | 1         | 2.983      | 1.000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

a. Dependent Variable: Z

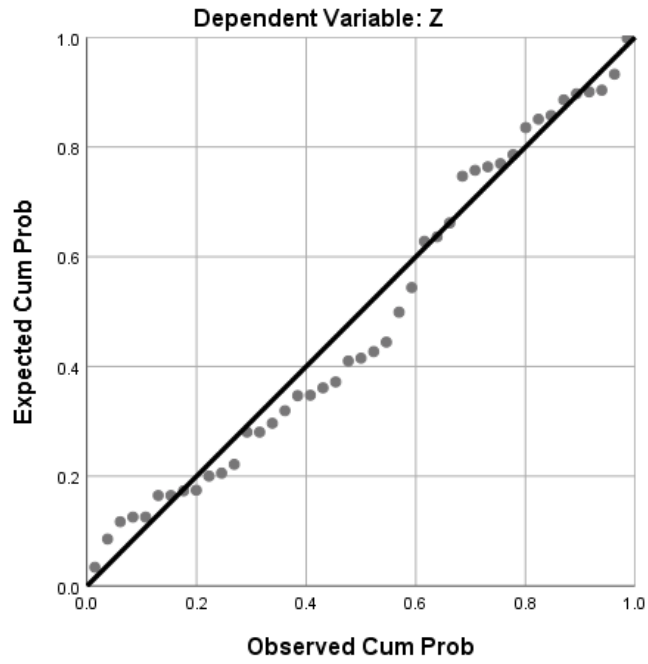
### Residuals Statistics<sup>a</sup>

|                      | 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

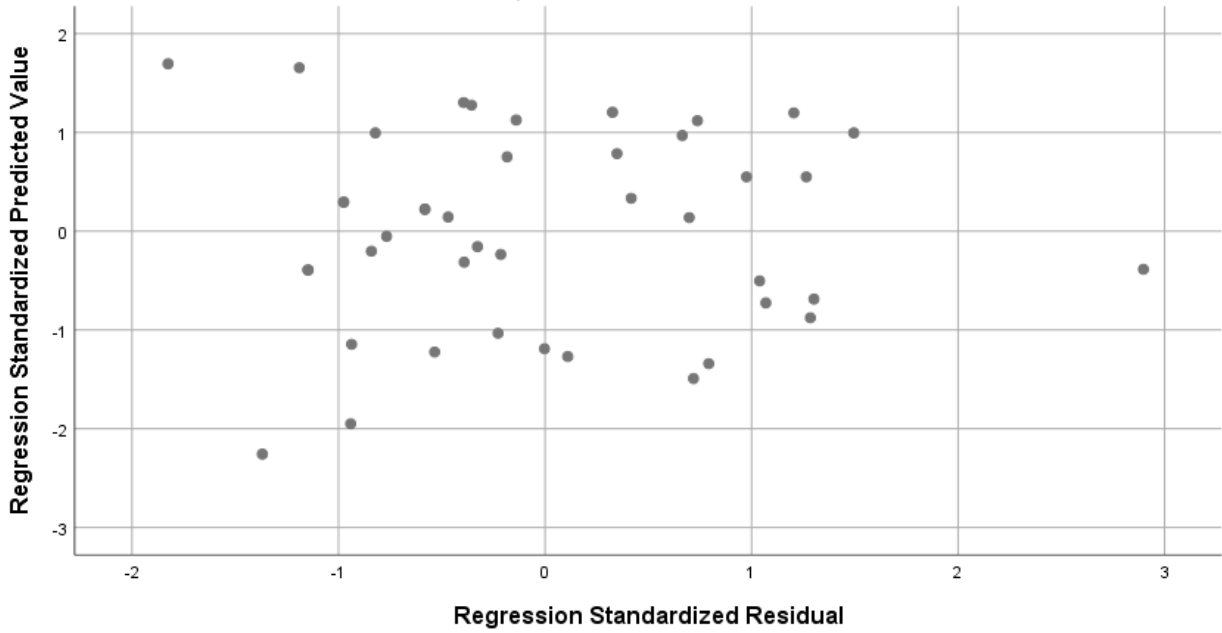


Normal P-P Plot of Regression Standardized Residual

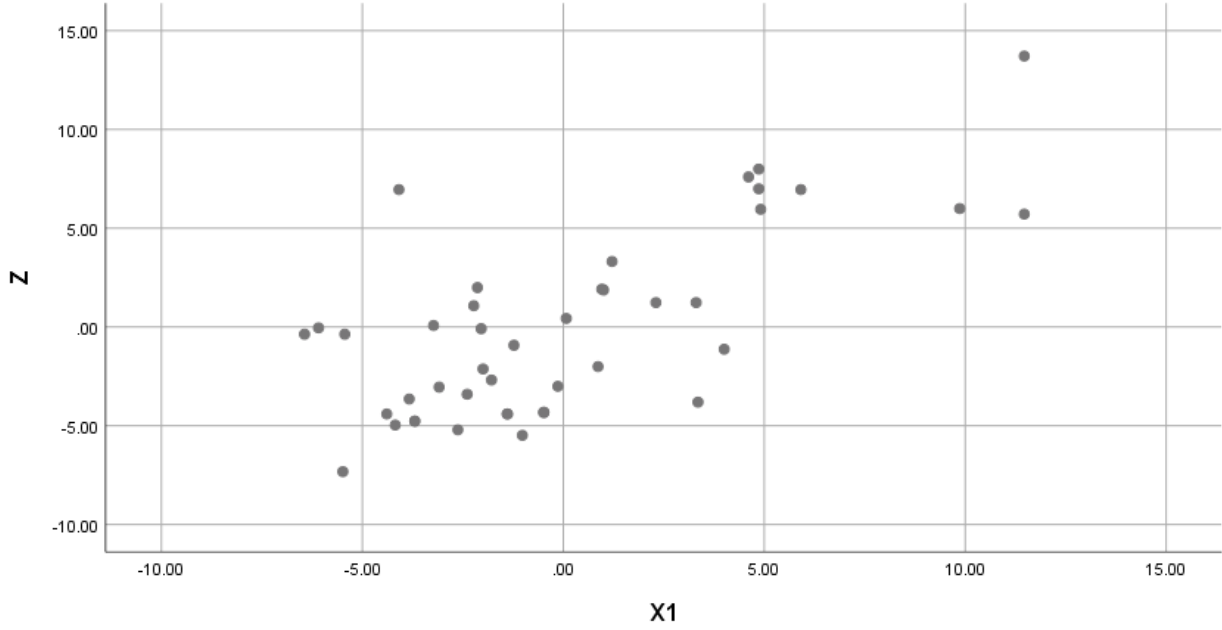


Scatterplot

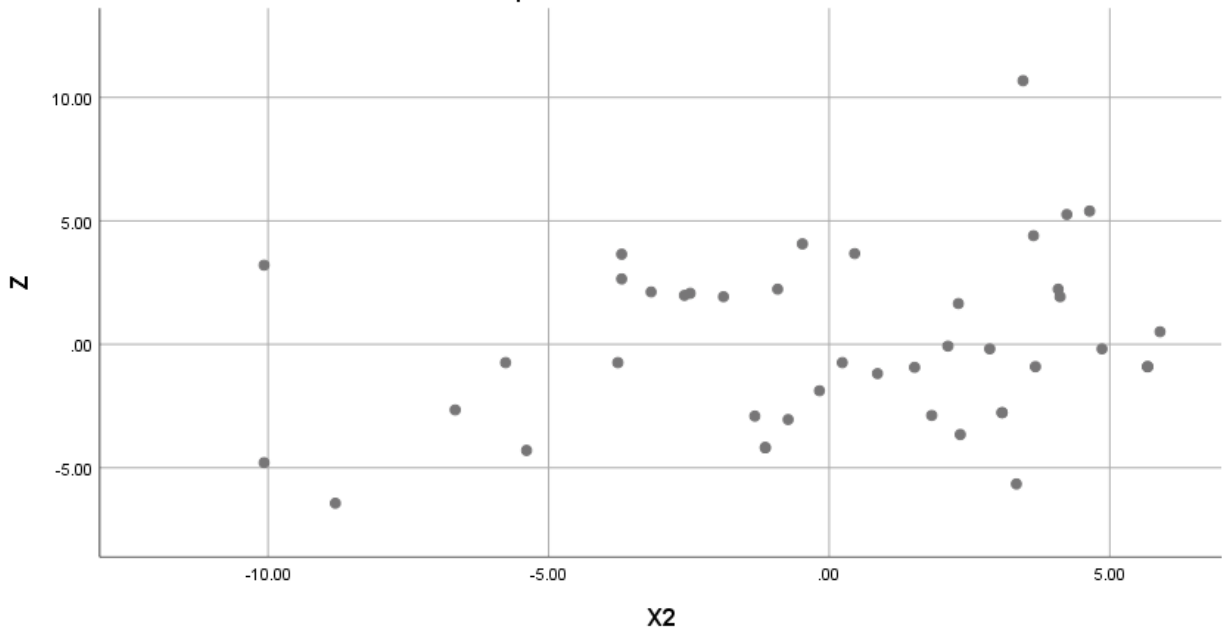
Dependent Variable: Z



Partial Regression Plot  
Dependent Variable: Z



Partial Regression Plot  
Dependent Variable: Z



### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered      | Variables Removed | Method |
|-------|------------------------|-------------------|--------|
| 1     | Z, X2, X1 <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Y

b. All requested variables entered.

### Model Summary<sup>b</sup>

| 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 <sup>a</sup> | .767     | .750              | 3.73126                    | .767            | 42.893            | 3   | 39  | .000          | .916          |

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

b. Dependent Variable: Y

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1791.495       | 3  | 597.165     | 42.893 | .000 <sup>b</sup> |
|       | Residual   | 542.970        | 39 | 13.922      |        |                   |
|       | Total      | 2334.465       | 42 |             |        |                   |

a. Dependent Variable: Y

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

### Coefficients<sup>a</sup>

| 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<sup>a</sup>

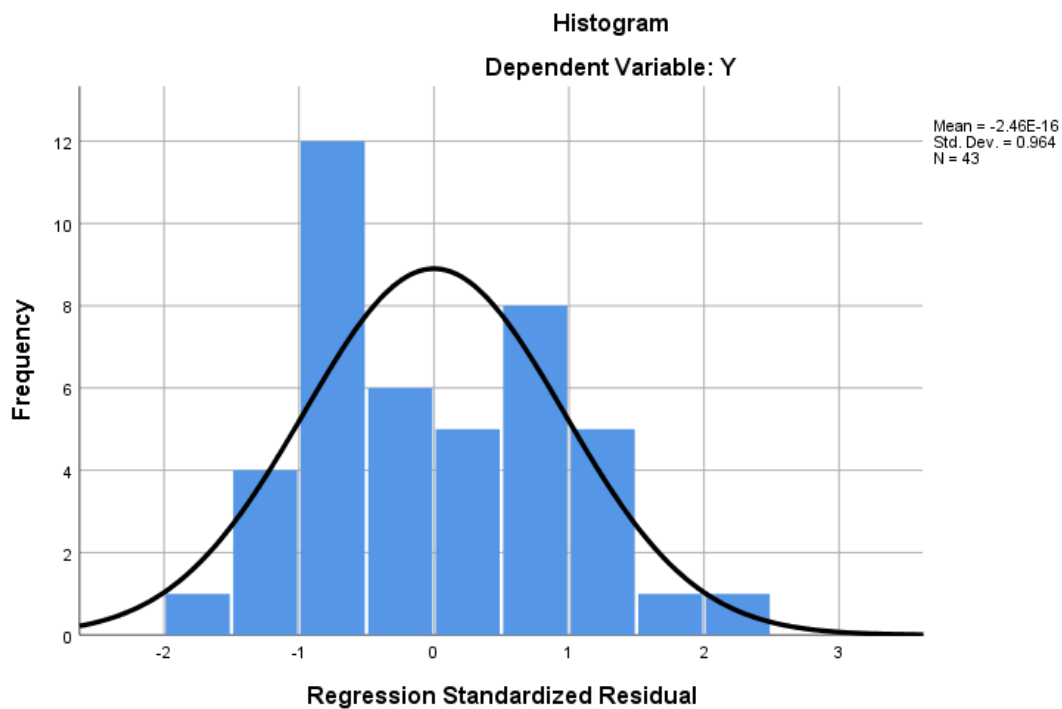
| Model | Dimension | Eigenvalue | Condition Index | (Constant) | Variance Proportions |     |     |
|-------|-----------|------------|-----------------|------------|----------------------|-----|-----|
|       |           |            |                 |            | X1                   | X2  | Z   |
| 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

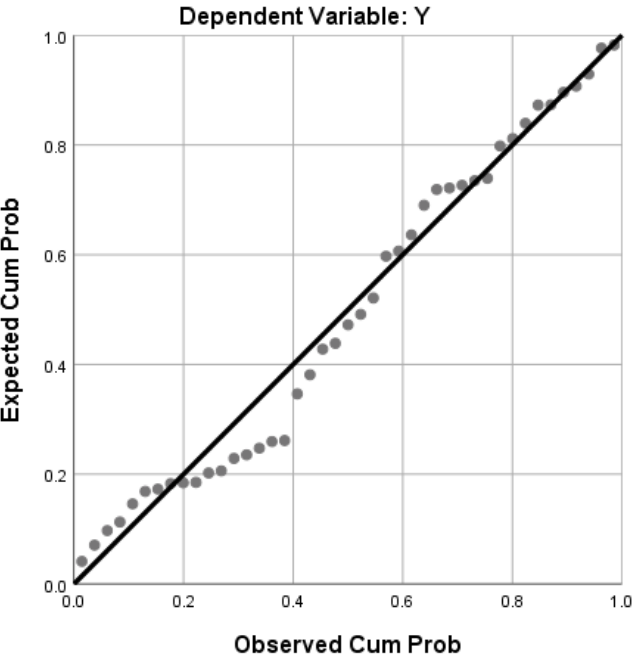
### Residuals Statistics<sup>a</sup>

|                      | 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

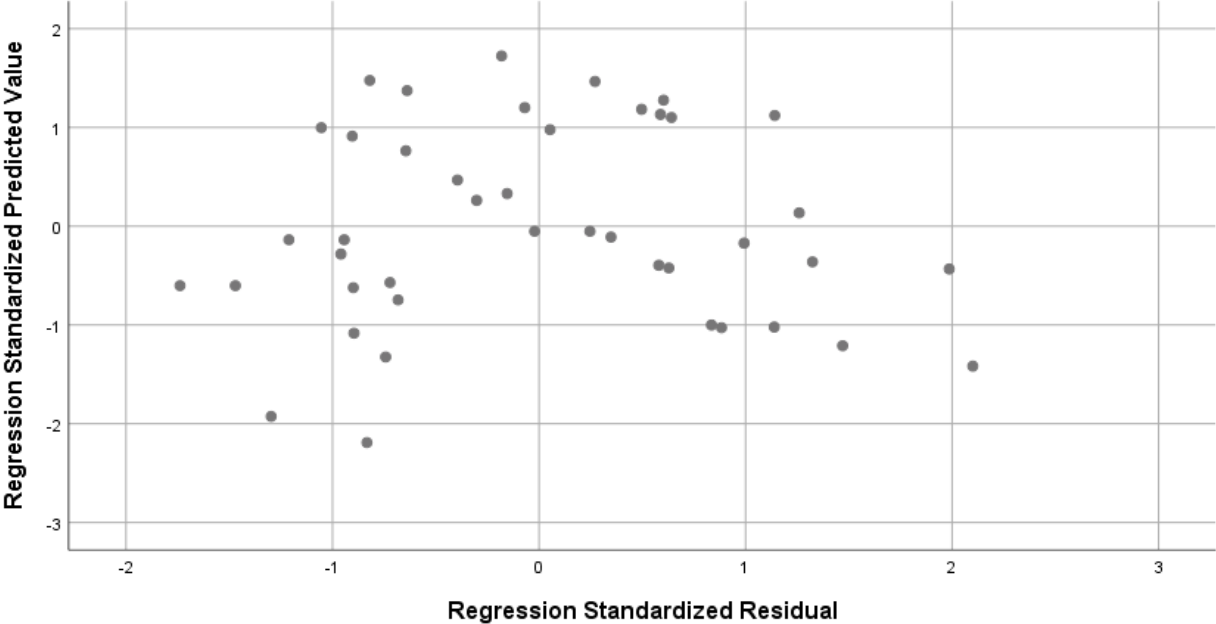


Normal P-P Plot of Regression Standardized Residual

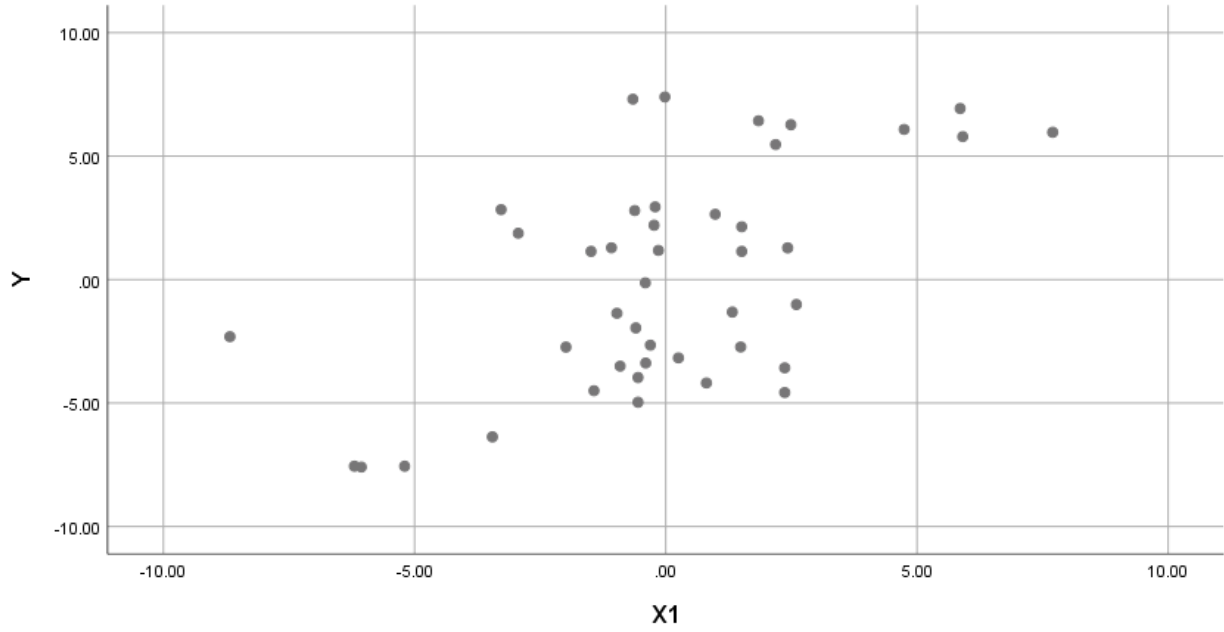


Scatterplot

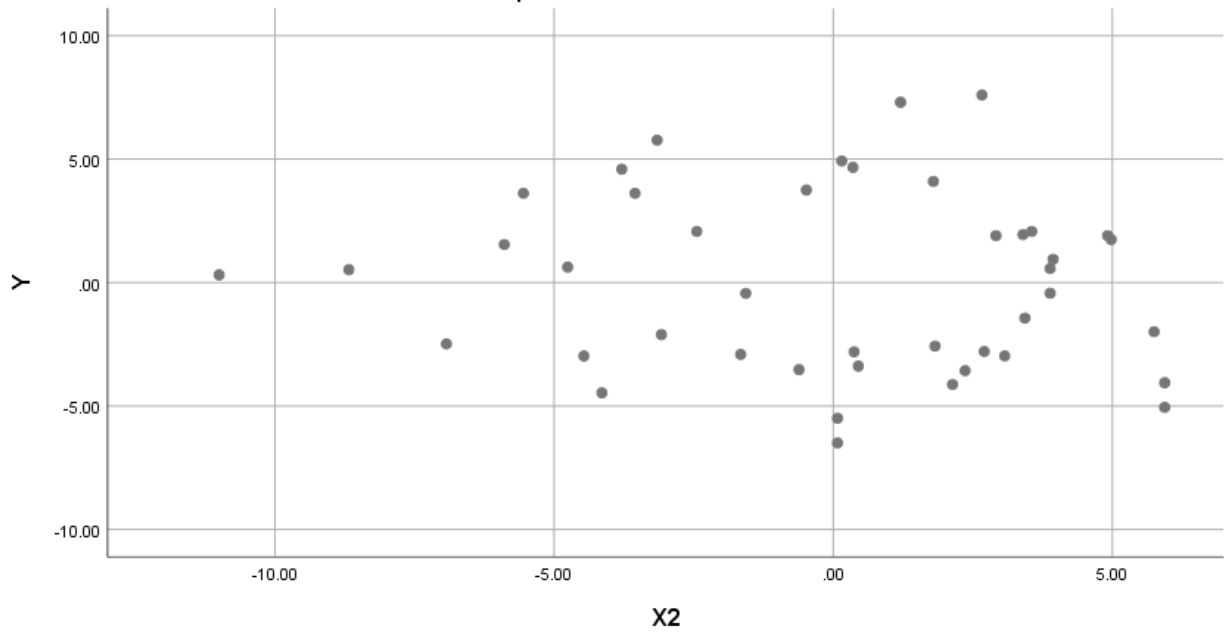
Dependent Variable: Y



Partial Regression Plot  
Dependent Variable: Y



Partial Regression Plot  
Dependent Variable: Y





Partial Regression Plot

Dependent Variable: Y

