

No. ID : \_\_\_\_\_

**PENGARUH ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB),  
KEPEMIMPINAN, KARAKTERISTIK INDIVIDU TERHADAP KINERJA GURU  
DENGAN KOMPETENSI SEBAGAI VARIABEL INTERVENING PADA SMK  
SWASTA DI KABUPATEN BONDOWOSO**



■ **Enumerator** : Januar Adie Chandra, S.P  
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Kabupaten Jember  
Telp. 085290474758

■ **Tgl. Wawancara** : \_\_\_\_\_

Kepada Yth.  
Pegawai Sekolah Menengah Kejuruan Swasta (SMKS) Kabupaten Bondowoso  
Di tempat

Dengan hormat,

Ditengah kesibukan Bapak / Ibu / Saudara, perkenankanlah saya untuk memohon kesediaan Bapak / Ibu / Saudara untuk meluangkan sedikit waktu guna mengisi angket / kuisisioner yang saya sertakan berikut ini.

Angket ini bertujuan untuk kepentingan ilmiah, oleh karena itu jawaban yang Bapak / Ibu / Saudara berikan sangat besar manfaatnya bagi pengembangan ilmu pengetahuan, khususnya manajemen sumberdaya manusia. angket ini akan menggambarkan pengaruh *organizational citizenship behavior* (ocb), kepemimpinan, karakteristik individu terhadap kompetensi dan Kinerja Guru di SMK Swasta Di Kabupaten Bondowoso, maka jawaban yang benar adalah jawaban yang benar-benar menggambarkan keadaan outlet Bapak / Ibu / Saudara.

Akhir kata, saya mengucapkan terimakasih atas kerjasama dan bantuan yang telah diberikan. Besar harapan saya untuk menerima kembali angket ini dalam waktu singkat.

Jember, 10 Agustus 2020  
Hormat Saya

Januar Adie Chandra, S.P

**IDENTITAS RESPONDEN**

Nama Pegawai : \_\_\_\_\_

Asal SMK : \_\_\_\_\_

Alamat : \_\_\_\_\_

Jenis Kelamin :  Laki-Laki  Perempuan

Usia : \_\_\_\_\_ Tahun

Pendidikan Terakhir :  SMA  S2  
 D1 / D2 / D3  S3  
 D4 / S1

Lama Kerja :  1 Tahun  10 Tahun  
 5 Tahun  > 10 Tahun

Status Kerja :  Pegawai Tidak tetap  Guru Tidak Tetap  
 Pegawai Kontrak  Guru Tetap  
 ASN/PNS  Lainnya, \_\_\_\_\_

**KUISIONER**

Petunjuk Pengisian :

- Berilah tanda *check list* (✓) dan isilah jawaban pada tempat yang tersedia sesuai dengan pendapat Bapak / Ibu / Saudara / i
  - Terdapat lima alternatif jawaban yang tersedia pada lebar jawaban kuisisioner.
- Jawaban sangat tidak setuju (STS), bobot nilai ..... 1**
- Jawaban tidak setuju (TS), bobot nilai ..... 2**
- Jawaban cukup setuju (CS), bobot nilai..... 3**
- Jawaban setuju (S), bobot nilai ..... 4**
- Jawaban sangat setuju (SS), bobot nilai..... 5**

Contoh :

**1. ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)**

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5

1	Saya melakukan kegiatan mengajar sesuai bidang keahlian sangatlah menyenangkan.				✓	
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### 1. Variabel Kinerja guru

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5
<b>Y1</b>	<b>Indikator : Kualitas Kerja</b>					
1	Saya melakukan penerbitan jadwal pelajaran sudah sesuai kalender akademik.					
<b>Y2</b>	<b>Indikator : Kuantitas Kerja</b>					
1	Saya melakukan pekerjaan sudah sesuai kompetensi yang disusun dalam tugas pokok dan fungsi (tupoksi).					
<b>Y3</b>	<b>Indikator : Inisiatif</b>					
1	Saya melakukan penambahan tugas baru diluar tugas pokok dan fungsi (tupoksi) sangatlah mudah.					
<b>Y4</b>	<b>Indikator : Kedisiplinan</b>					
1	Saya melakukan presensi kehadiran sudah sesuai jam kerja yang ditentukan lembaga.					
<b>Y5</b>	<b>Indikator : Tanggung Jawab</b>					
1	Saya melaksanakan <i>job description</i> masing-masing sesuai dengan <i>out put</i> yang dihasilkan.					
<b>Y6</b>	<b>Indikator : Kemandirian dalam menyelesaikan tugas atau memberikan Pelayanan</b>					
1	Saya melakukan pekerjaan sesuai dengan bidang keahlian dimana diselesaikan dengan mandiri tanpa bantuan orang lain					

### 2. Variabel Kompetensi

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5
<b>Z1</b>	<b>Indikator : Kompetensi teknis</b>					
1	Saya melakukan kegiatan belajar mengajar (KBM) semua pegawai harus memahami alat pendukung yang telah disediakan oleh lembaga.					
<b>Z2</b>	<b>Indikator : Kompetensi non teknis</b>					
1	Saya melakukan persiapan sebelum dimulainya ajaran baru dan menyiapkan keperluan pendukung dalam kegiatan belajar mengajar (KBM)					

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**Variabel *Organizational Citizenship Behavior* (OCB)**

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5
<b>X1.1</b>	<b>Indikator : Kepedulian (<i>Altruism</i>)</b>					
1	Saya membantu pegawai lain tanpa adanya paksaan atau dorongan dari orang lain pada tugas-tugas yang berkaitan dengan operasi organisasional sangatlah tidak merepotkan.					

**Variabel *Organizational Citizenship Behavior* (OCB)**

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5
<b>X1.2</b>	<b>Indikator : Kesadaran (<i>Coscientiousness</i>)</b>					
1	Saya menjalankan kewajiban dengan tepat waktu dan tidak menghabiskan waktu luangnya untuk hal-hal yang tidak berkaitan dengan pekerjaan sangatlah mudah.					
<b>X1.3</b>	<b>Indikator : Sportivitas (<i>Sportmanship</i>)</b>					
1	Saya berperilaku sportivitas apabila melakukan kesalahan dan dapat menerima dengan ikhlas bila ada keadaan yang kurang ideal.					
<b>X1.4</b>	<b>Indikator : Sopan santun (<i>Courtesy</i>)</b>					
1	Saya menjaga hubungan baik dengan rekan kerja serta dapat menerima pendapat dari rekan kerja terutama atasan langsung.					
<b>X1.5</b>	<b>Indikator : Tanggung jawab (<i>Civic virtue</i>)</b>					
1	Saya melakukan tanggung jawab dan berpartisipasi dalam kehidupan organisasi seperti memberi saran, hadir secara aktif di lembaga pendidikan serta berusaha meningkatkan kemajuan lembaga pendidikan.					

**4. Variabel Kepemimpinan**

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5
<b>X2.1</b>	<b>Indikator : Kompetensi Kepemimpinan</b>					
1	Saya menyusun perencanaan sebelum memberikan pekerjaan kepada pegawai dan telah dilaksanakan dengan baik dan benar.					
<b>X2.2</b>	<b>Indikator : Gaya Kepemimpinan</b>					
1	Saya selalu menyampaikan dan berdiskusi dengan pegawai tentang informasi yang berkaitan dengan tugas, pokok, dan fungsi (Tupoksi) sesuai dengan <i>output</i> yang dihasilkan.					

**5. Variabel Karakteristik Individu**

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5
<b>X3.1</b>	<b>Indikator : Jenis Kelamin</b>					
1	Saya berpendapat bahwa jenis kelamin mempengaruhi Kinerja Guru dalam kegiatan belajar mengajar (KBM).					
<b>X3.2</b>	<b>Indikator : Umur</b>					
1	Saya berpendapat bahwa faktor umur sangatlah mempengaruhi Kinerja Guru dalam kegiatan belajar mengajar (KBM).					

**5. Variabel Karakteristik Individu**

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5
<b>X3.3</b>	<b>Indikator : Masa Kerja</b>					
1	Saya berpendapat bahwa masa kerja adalah faktor pendukung sebagai ketrampilan khusus dalam kegiatan belajar mengajar (KBM).					
<b>X3.4</b>	<b>Indikator : Status Guru</b>					
1	Saya berpendapat bahwa status kepegawaian yang dimiliki pegawai yang dikukuhkan dengan surat keputusan oleh pejabat yang berwenang sesuai dengan kinerja yang dilakukan.					

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<b>X3.5</b>	<b>Indikator : Pendidikan Terakhir</b>					
1	Saya berpendapat bahwa tingkat pendidikan formal yang ditamatkan sesuai dengan kemampuan yang dilakukan oleh pegawai.					
<b>X3.6</b>	<b>Indikator : Pendidikan Non Formal</b>					
1	Saya berpendapat bahwa jenis pendidikan non formal yang telah dimiliki pegawai sangatlah menunjang kegiatan belajar mengajar (KBM).					
<b>X3.7</b>	<b>Indikator : Sikap</b>					
1	Saya berpendapat bahwa tingkat loyalitas pegawai terhadap Sekolah Menengah Kejuruan Swasta (SMKS) sesuai dengan kesediaan untuk mengabdikan dan memenuhi harapan lembaga pendidikan.					

**5. Variabel Karakteristik Individu**

NO	PERNYATAAN	JAWABAN				
		1	2	3	4	5
<b>X3.8</b>	<b>Indikator : Minat Kerja</b>					
1	Saya telah memberikan pelayanan optimal pada lembaga serta ilmu kepada anak didik.					
<b>X3.9</b>	<b>Indikator : Motivasi</b>					
1	Saya telah mengembangkan karir yang lebih baik daripada sekarang.					
<b>X3.10</b>	<b>Indikator : Kepatuhan</b>					
1	Saya telah patuh terhadap peraturan dan nilai-nilai normatif sudah sangat baik dan sesuai dengan harapan lembaga pendidikan.					

*\*Terima Kasih Atas Partisipasi Bapak / Ibu / Sdr / (i)\**

**Lampiran 2. Tabulasi Data**

NO	X1					X2		X3										Z		Y					
	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Z1	Z2	Y1	Y2	Y3	Y4	Y5	Y6
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NO	X1					X2		X3										Z		Y					
	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Z1	Z2	Y1	Y2	Y3	Y4	Y5	Y6
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NO	X1					X2		X3										Z		Y					
	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Z1	Z2	Y1	Y2	Y3	Y4	Y5	Y6
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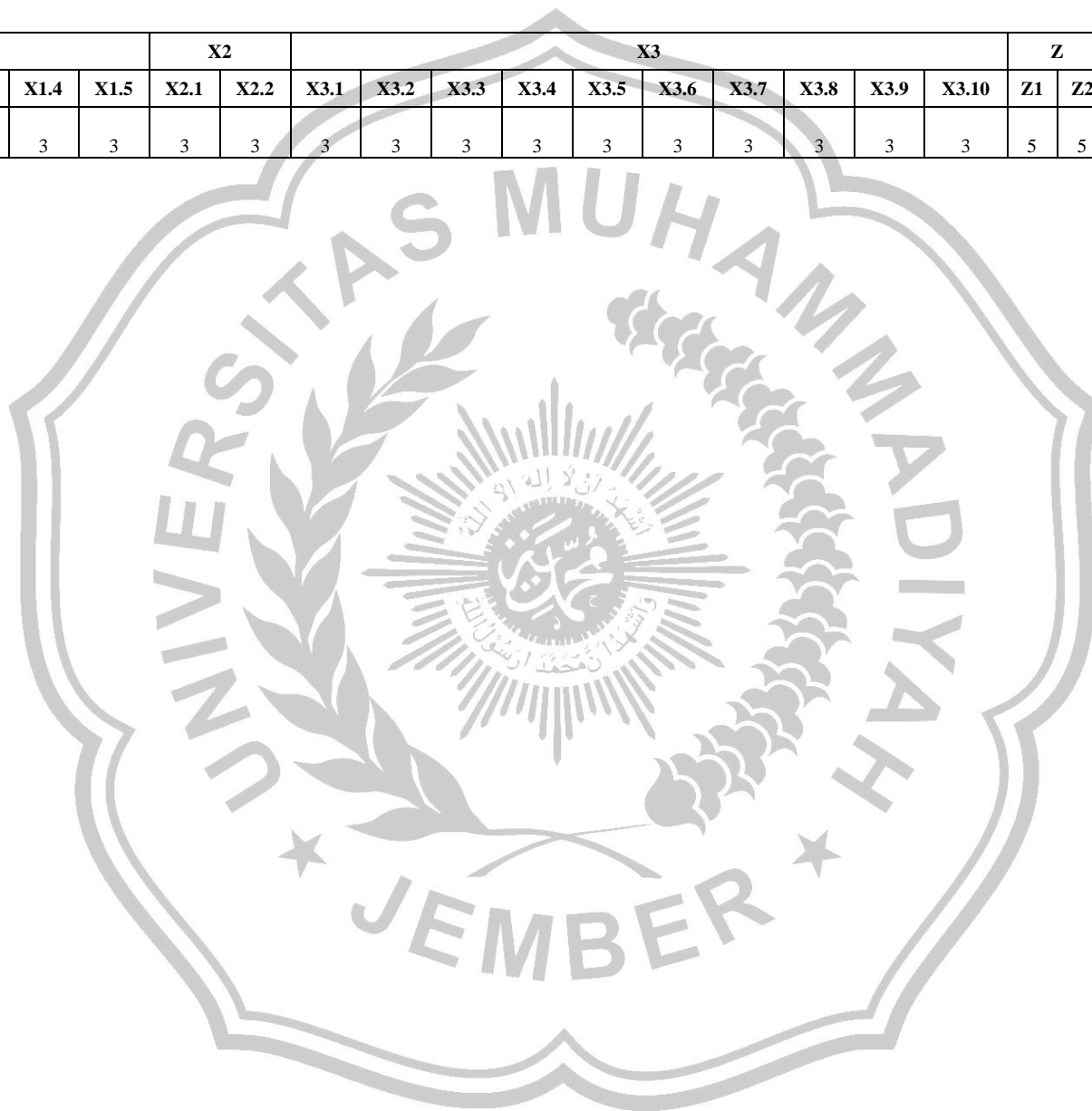
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NO	X1					X2		X3										Z		Y					
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72	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5
73	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
74	4	3	3	4	4	3	4	3	3	3	3	4	4	3	4	3	4	4	4	4	3	3	4	4	3
75	4	4	3	4	4	3	4	4	4	4	5	4	4	5	4	5	4	4	3	4	4	3	4	4	3

NO	X1					X2		X3										Z		Y					
	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Z1	Z2	Y1	Y2	Y3	Y4	Y5	Y6
76	5	5	5	4	5	4	4	5	5	4	5	4	4	5	4	3	4	4	3	5	5	5	4	5	4
77	4	4	5	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4
78	4	3	4	4	4	3	4	3	4	4	4	3	4	3	4	4	4	4	4	4	3	4	4	4	3
79	4	5	5	4	5	5	4	4	5	4	4	4	4	5	4	4	4	4	5	4	5	5	4	5	5
80	4	4	4	4	4	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	5
81	4	4	4	4	4	3	4	3	4	4	4	4	3	3	3	4	4	3	3	4	4	4	4	4	3
82	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
83	5	5	5	5	5	4	4	5	5	4	5	4	4	5	4	5	5	5	5	5	5	5	5	5	4
84	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
85	4	4	4	4	3	3	3	3	2	3	4	3	3	3	3	3	3	3	3	4	4	4	4	3	3
86	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	3
87	1	2	2	2	1	1	3	1	1	2	2	2	3	2	1	2	3	3	2	1	2	2	2	1	1
88	4	4	4	4	4	3	4	4	3	4	4	4	4	4	3	4	3	4	4	4	4	4	4	4	3
89	1	2	1	1	1	2	1	1	2	1	1	1	1	1	1	2	1	1	1	1	2	1	1	1	2
90	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

NO	X1					X2		X3										Z		Y					
	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Z1	Z2	Y1	Y2	Y3	Y4	Y5	Y6
91	4	3	4	4	4	4	4	3	4	4	4	3	3	3	4	4	4	4	3	4	3	4	4	4	4
92	4	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	4
93	5	4	4	4	4	4	5	4	4	4	4	4	4	5	3	4	5	4	4	5	4	4	4	4	4
94	4	4	4	4	3	3	3	3	2	3	4	3	3	3	3	3	3	3	3	4	4	4	4	3	3
95	5	4	4	4	4	5	4	4	4	5	4	4	5	4	5	4	4	5	4	5	4	4	4	4	5
96	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
97	4	4	4	4	3	3	3	3	2	3	4	3	3	3	3	3	3	3	3	4	4	4	4	3	3
98	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	3
99	1	2	2	2	1	1	3	1	1	2	2	2	3	2	1	2	3	3	2	1	2	2	2	1	1
100	4	4	4	4	4	3	4	4	3	4	4	4	4	4	3	4	3	4	4	4	4	4	4	4	3
101	1	2	1	1	1	2	1	1	2	1	1	1	1	1	1	2	1	1	1	1	2	1	1	1	2
102	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
103	4	3	4	4	4	4	4	3	4	4	4	3	3	3	4	4	4	4	3	4	3	4	4	4	4
104	4	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	4
105	5	4	4	4	4	4	5	4	4	4	4	4	4	5	3	4	5	4	4	5	4	4	4	4	4
106	4	4	4	4	3	3	3	3	2	3	4	3	3	3	3	3	3	3	3	4	4	4	4	3	3
107	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	5	5	3	3	3	3	3	3
108	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	5	5	3	3	3	3	3	3
109	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	5	5	3	3	3	3	3	3

NO	X1					X2		X3										Z		Y					
	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Z1	Z2	Y1	Y2	Y3	Y4	Y5	Y6
110	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	5	5	3	3	3	3	3	3



### Lampiran 3. Hasil WarpPLS

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\* Correlations among indicators \*

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#### Indicator correlations

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	X1.1 Y3	X1.2 Y4	X1.3 Y5	X1.4 Y6	X1.5	X2.1	X2.2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Z1	Z2	Y1	Y2
X1.1	1.000	0.792	0.836	0.862	0.892	0.751	0.712	0.870	0.744	0.790	0.825	0.733	0.661	0.770	0.819	0.693	0.669	0.594	0.587	1.000	0.792
	0.836	0.862	0.892	0.751																	
X1.2	0.792	1.000	0.836	0.835	0.846	0.696	0.589	0.842	0.748	0.682	0.778	0.749	0.669	0.789	0.699	0.689	0.587	0.506	0.611	0.792	1.000
	0.836	0.835	0.846	0.696																	
X1.3	0.836	0.836	1.000	0.868	0.891	0.675	0.727	0.813	0.724	0.748	0.787	0.698	0.618	0.690	0.734	0.640	0.606	0.587	0.593	0.836	0.836
	1.000	0.868	0.891	0.675																	
X1.4	0.862	0.835	0.868	1.000	0.890	0.706	0.722	0.827	0.712	0.767	0.811	0.766	0.722	0.731	0.835	0.770	0.679	0.616	0.653	0.862	0.835
	0.868	1.000	0.890	0.706																	
X1.5	0.892	0.846	0.891	0.890	1.000	0.725	0.707	0.888	0.844	0.789	0.795	0.746	0.655	0.763	0.815	0.731	0.661	0.618	0.618	0.892	0.846
	0.891	0.890	1.000	0.725																	
X2.1	0.751	0.696	0.675	0.706	0.725	1.000	0.599	0.748	0.769	0.687	0.622	0.684	0.657	0.707	0.768	0.651	0.536	0.559	0.604	0.751	0.696
	0.675	0.706	0.725	1.000																	
X2.2	0.712	0.589	0.727	0.722	0.707	0.599	1.000	0.711	0.668	0.754	0.735	0.740	0.710	0.725	0.691	0.706	0.760	0.670	0.548	0.712	0.589
	0.727	0.722	0.707	0.599																	
X3.1	0.870	0.842	0.813	0.827	0.888	0.748	0.711	1.000	0.840	0.784	0.853	0.799	0.752	0.872	0.823	0.749	0.639	0.669	0.623	0.870	0.842
	0.813	0.827	0.888	0.748																	
X3.2	0.744	0.748	0.724	0.712	0.844	0.769	0.668	0.840	1.000	0.724	0.741	0.742	0.646	0.772	0.797	0.788	0.658	0.631	0.613	0.744	0.748
	0.724	0.712	0.844	0.769																	
X3.3	0.790	0.682	0.748	0.767	0.789	0.687	0.754	0.784	0.724	1.000	0.802	0.770	0.728	0.703	0.793	0.746	0.731	0.679	0.609	0.790	0.682
	0.748	0.767	0.789	0.687																	
X3.4	0.825	0.778	0.787	0.811	0.795	0.622	0.735	0.853	0.741	0.802	1.000	0.775	0.650	0.784	0.793	0.809	0.717	0.632	0.566	0.825	0.778
	0.787	0.811	0.795	0.622																	
X3.5	0.733	0.749	0.698	0.766	0.746	0.684	0.740	0.799	0.742	0.770	0.775	1.000	0.847	0.847	0.774	0.763	0.691	0.635	0.759	0.733	0.749
	0.698	0.766	0.746	0.684																	

X3.6	0.661	0.669	0.618	0.722	0.655	0.657	0.710	0.752	0.646	0.728	0.650	0.847	1.000	0.825	0.724	0.682	0.639	0.664	0.722	0.661	0.669
	0.618	0.722	0.655	0.657																	
X3.7	0.770	0.789	0.690	0.731	0.763	0.707	0.725	0.872	0.772	0.703	0.784	0.847	0.825	1.000	0.722	0.748	0.700	0.618	0.706	0.770	0.789
	0.690	0.731	0.763	0.707																	
X3.8	0.819	0.699	0.734	0.835	0.815	0.768	0.691	0.823	0.797	0.793	0.793	0.774	0.724	0.722	1.000	0.785	0.676	0.722	0.663	0.819	0.699
	0.734	0.835	0.815	0.768																	
X3.9	0.693	0.689	0.640	0.770	0.731	0.651	0.706	0.749	0.788	0.746	0.809	0.763	0.682	0.748	0.785	1.000	0.748	0.659	0.674	0.693	0.689
	0.640	0.770	0.731	0.651																	
X3.10	0.669	0.587	0.606	0.679	0.661	0.536	0.760	0.639	0.658	0.731	0.717	0.691	0.639	0.700	0.676	0.748	1.000	0.693	0.562	0.669	0.587
	0.606	0.679	0.661	0.536																	
Z1	0.594	0.506	0.587	0.616	0.618	0.559	0.670	0.669	0.631	0.679	0.632	0.635	0.664	0.618	0.722	0.659	0.693	1.000	0.718	0.594	0.506
	0.587	0.616	0.618	0.559																	
Z2	0.587	0.611	0.593	0.653	0.618	0.604	0.548	0.623	0.613	0.609	0.566	0.759	0.722	0.706	0.663	0.674	0.562	0.718	1.000	0.587	0.611
	0.593	0.653	0.618	0.604																	
Y1	1.000	0.792	0.836	0.862	0.892	0.751	0.712	0.870	0.744	0.790	0.825	0.733	0.661	0.770	0.819	0.693	0.669	0.594	0.587	1.000	0.792
	0.836	0.862	0.892	0.751																	
Y2	0.792	1.000	0.836	0.835	0.846	0.696	0.589	0.842	0.748	0.682	0.778	0.749	0.669	0.789	0.699	0.689	0.587	0.506	0.611	0.792	1.000
	0.836	0.835	0.846	0.696																	
Y3	0.836	0.836	1.000	0.868	0.891	0.675	0.727	0.813	0.724	0.748	0.787	0.698	0.618	0.690	0.734	0.640	0.606	0.587	0.593	0.836	0.836
	1.000	0.868	0.891	0.675																	
Y4	0.862	0.835	0.868	1.000	0.890	0.706	0.722	0.827	0.712	0.767	0.811	0.766	0.722	0.731	0.835	0.770	0.679	0.616	0.653	0.862	0.835
	0.868	1.000	0.890	0.706																	
Y5	0.892	0.846	0.891	0.890	1.000	0.725	0.707	0.888	0.844	0.789	0.795	0.746	0.655	0.763	0.815	0.731	0.661	0.618	0.618	0.892	0.846
	0.891	0.890	1.000	0.725																	
Y6	0.751	0.696	0.675	0.706	0.725	1.000	0.599	0.748	0.769	0.687	0.622	0.684	0.657	0.707	0.768	0.651	0.536	0.559	0.604	0.751	0.696
	0.675	0.706	0.725	1.000																	

P values for correlations

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	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Z1	Z2	Y1	Y2
X1.1	1.000	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001
Y3	<0.001	1.000	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001
Y4	<0.001	<0.001	1.000	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001
Y5	<0.001	<0.001	<0.001	1.000	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001
Y6	<0.001	<0.001	<0.001	<0.001	1.000	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001







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\* Latent variable (a.k.a. factor) scores (standardized values) \*

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X1	X2	X3	Z	Y
0.075	0.314	-0.235	-0.387	0.127
1.024	0.314	-0.370	-0.387	0.954
-0.181	-0.259	0.715	-0.387	-0.261
1.284	1.623	1.470	1.497	1.347
0.075	1.623	1.223	0.203	0.294
0.075	-0.259	0.308	0.203	-0.040
-0.147	-0.995	-0.980	-1.092	-0.233
1.284	0.477	1.614	1.497	1.013
-3.293	-3.040	-3.342	-3.682	-3.140
0.547	0.314	0.444	0.203	0.541
0.546	0.887	0.809	0.203	0.706
0.288	0.887	0.308	0.203	0.481
1.025	0.314	0.657	-0.387	0.956
0.288	1.050	0.436	0.203	0.314
0.075	-0.259	-0.193	-1.092	-0.040
-0.443	-0.832	-0.887	-1.567	-0.658
0.075	-0.259	0.184	0.203	-0.040
0.288	0.887	0.698	0.907	0.481
0.075	0.314	0.308	0.203	0.127
0.075	0.314	0.589	0.203	0.127
1.284	1.623	0.308	0.203	1.347
0.075	-0.422	0.190	0.203	0.127
0.331	1.050	0.308	0.203	0.349
0.075	0.314	0.432	0.317	0.127
1.284	1.623	1.496	1.497	1.347
0.334	0.314	0.551	0.907	0.353
-2.778	-2.142	-2.399	-1.682	-2.860
-2.778	-2.142	-2.399	-1.682	-2.860
-0.185	0.314	-0.219	-0.387	-0.099
0.075	0.887	0.441	0.907	0.294
0.075	0.314	0.308	0.203	0.127
1.028	0.314	1.063	0.203	0.959
-0.185	-0.259	-0.079	0.203	-0.266
0.075	0.314	0.175	0.203	0.127
1.284	0.314	1.080	1.497	1.180
0.075	-0.995	0.175	0.203	-0.040
0.075	-0.259	-0.053	0.203	-0.040
0.510	0.314	0.554	0.203	0.508
1.071	0.314	0.308	0.203	0.993
-0.184	-0.995	-1.006	-1.092	-0.264
-0.441	-0.259	-0.472	0.203	-0.488
-0.665	-0.259	-0.221	0.203	-0.684
0.812	0.887	0.548	0.793	0.935
0.075	-0.995	-0.325	-0.502	-0.040
0.075	0.314	0.308	0.203	0.127
0.075	0.314	0.308	0.203	0.127
1.024	0.314	-0.370	-0.387	0.954
1.028	0.314	1.063	0.203	0.959
0.075	-0.422	0.190	0.203	0.127
0.288	0.887	0.308	0.203	0.481
-0.665	-0.259	-0.221	0.203	-0.684
1.284	1.623	1.470	1.497	1.347
0.288	1.050	0.436	0.203	0.314
0.075	0.314	0.432	0.317	0.127



0.075	0.314	0.175	0.203	0.127
0.075	-0.995	-0.325	-0.502	-0.040
0.075	-0.259	0.308	0.203	-0.040
-0.443	-0.832	-0.887	-1.567	-0.658
0.334	0.314	0.551	0.907	0.353
0.075	-0.995	0.175	0.203	-0.040
0.075	0.314	0.308	0.203	0.127
1.284	0.477	1.614	1.497	1.013
0.288	0.887	0.698	0.907	0.481
-2.778	-2.142	-2.399	-1.682	-2.860
0.510	0.314	0.554	0.203	0.508
0.547	0.314	0.444	0.203	0.541
0.075	0.314	0.589	0.203	0.127
0.075	0.887	0.441	0.907	0.294
-0.184	-0.995	-1.006	-1.092	-0.264
0.075	0.314	-0.235	-0.387	0.127
0.546	0.887	0.809	0.203	0.706
1.284	1.623	0.308	0.203	1.347
0.075	0.314	0.308	0.203	0.127
-0.441	-0.259	-0.472	0.203	-0.488
-0.181	-0.259	0.715	-0.387	-0.261
1.025	0.314	0.657	-0.387	0.956
0.331	1.050	0.308	0.203	0.349
-0.185	-0.259	-0.079	0.203	-0.266
0.812	0.887	0.548	0.793	0.935
0.075	1.623	1.223	0.203	0.294
0.075	-0.259	-0.193	-1.092	-0.040
1.284	1.623	1.496	1.497	1.347
1.284	0.314	1.080	1.497	1.180
0.075	0.314	0.308	0.203	0.127
-0.147	-0.995	-0.980	-1.092	-0.233
0.075	-0.259	0.184	0.203	-0.040
-2.778	-2.142	-2.399	-1.682	-2.860
0.075	-0.259	-0.053	0.203	-0.040
-3.293	-3.040	-3.342	-3.682	-3.140
0.075	0.314	0.308	0.203	0.127
-0.185	0.314	-0.219	-0.387	-0.099
1.071	0.314	0.308	0.203	0.993
0.288	1.050	0.436	0.203	0.314
-0.147	-0.995	-0.980	-1.092	-0.233
0.288	0.887	0.698	0.907	0.481
0.075	0.314	0.308	0.203	0.127
-0.147	-0.995	-0.980	-1.092	-0.233
0.075	-0.259	0.184	0.203	-0.040
-2.778	-2.142	-2.399	-1.682	-2.860
0.075	-0.259	-0.053	0.203	-0.040
-3.293	-3.040	-3.342	-3.682	-3.140
0.075	0.314	0.308	0.203	0.127
-0.185	0.314	-0.219	-0.387	-0.099
1.071	0.314	0.308	0.203	0.993
0.288	1.050	0.436	0.203	0.314
-0.147	-0.995	-0.980	-1.092	-0.233
-1.134	-0.995	-0.998	1.497	-1.093
-1.134	-0.995	-0.998	1.497	-1.093
-1.134	-0.995	-0.998	1.497	-1.093
-1.134	-0.995	-0.998	1.497	-1.093



\*\*\*\*\*  
\* General SEM analysis results \*  
\*\*\*\*\*

General project information

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Version of WarpPLS used: 7.0  
License holder: Trial license (3 months)  
Type of license: Trial license (3 months)  
License start date: 27-Aug-2020  
License end date: 25-Nov-2020  
Project path (directory): C:\Users\Acer\Desktop\DATA WARPPLS 27082020\  
Project file: SMKS BONDOWOSO.prj  
Last changed: 27-Aug-2020 21:01:44  
Last saved: Never (needs to be saved)  
Raw data path (directory): C:\Users\Acer\Desktop\DATA WARPPLS 27082020\  
Raw data file: TABULASI SMKS - Copy.txt

Model fit and quality indices

-----

Average path coefficient (APC)=0.305,  $P < 0.001$   
Average R-squared (ARS)=0.698,  $P < 0.001$   
Average adjusted R-squared (AARS)=0.690,  $P < 0.001$   
Average block VIF (AVIF)=3.369, acceptable if  $\leq 5$ , ideally  $\leq 3.3$   
Average full collinearity VIF (AFVIF)=5.532, acceptable if  $\leq 5$ , ideally  $\leq 3.3$   
Tenenhaus GoF (GoF)=0.772, small  $\geq 0.1$ , medium  $\geq 0.25$ , large  $\geq 0.36$   
Simpson's paradox ratio (SPR)=0.1000, 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

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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: 110  
Number of latent variables in model: 5  
Number of indicators used in model: 25  
Number of iterations to obtain estimates: 5  
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

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	X1	X2	X3	Z	Y
Z	-0.267	-0.070	0.660		
Y	0.905	0.164	0.065	0.006	

P values

-----

	X1	X2	X3	Z	Y
Z	0.002	0.230	<0.001		
Y	<0.001	0.038	0.245	0.476	

\*\*\*\*\*

\* Standard errors for path coefficients \*

\*\*\*\*\*

	X1	X2	X3	Z	Y
Z	0.089	0.094	0.080		
Y	0.075	0.091	0.094	0.095	

\*\*\*\*\*

\* Effect sizes for path coefficients \*

\*\*\*\*\*

	X1	X2	X3	Z	Y
Z	0.213	0.055	0.551		
Y	0.900	0.149	0.060	0.004	

\*\*\*\*\*

\* Combined loadings and cross-loadings \*

\*\*\*\*\*

	X1	X2	X3	Z	Y	Type (a	SE	P value
X1.1	0.932	0.196	0.103	-0.125	0.169	Reflect	0.075	<0.001
X1.2	0.916	-0.813	0.516	-0.092	2.423	Reflect	0.075	<0.001
X1.3	0.943	0.517	-0.646	0.122	-1.902	Reflect	0.075	<0.001
X1.4	0.948	0.105	-0.016	0.104	-0.763	Reflect	0.075	<0.001
X1.5	0.962	-0.026	0.058	-0.014	0.146	Reflect	0.074	<0.001

X2.1	-5.331	0.894	-0.006	0.002	6.123	Reflect	0.076	<0.001
X2.2	5.331	0.894	0.006	-0.002	-6.123	Reflect	0.076	<0.001
X3.1	-0.752	-0.309	0.921	-0.108	1.328	Reflect	0.075	<0.001
X3.2	-2.304	-0.301	0.874	-0.111	2.684	Reflect	0.076	<0.001
X3.3	1.454	0.508	0.881	-0.011	-1.560	Reflect	0.076	<0.001
X3.4	1.827	0.027	0.899	-0.229	-1.740	Reflect	0.076	<0.001
X3.5	-0.424	-0.169	0.908	0.104	0.327	Reflect	0.075	<0.001
X3.6	-0.519	0.029	0.848	0.257	0.256	Reflect	0.077	<0.001
X3.7	-1.163	-0.312	0.904	-0.060	1.190	Reflect	0.075	<0.001
X3.8	-1.114	-0.046	0.894	0.137	1.448	Reflect	0.076	<0.001
X3.9	-0.244	-0.184	0.885	-0.004	0.005	Reflect	0.076	<0.001
X3.10	3.537	0.849	0.812	0.042	-4.335	Reflect	0.077	<0.001
Z1	1.677	0.540	-0.113	0.927	-2.017	Reflect	0.075	<0.001
Z2	-1.677	-0.540	0.113	0.927	2.017	Reflect	0.075	<0.001
Y1	0.590	0.196	0.103	-0.125	0.935	Reflect	0.075	<0.001
Y2	-1.214	-0.813	0.516	-0.092	0.911	Reflect	0.075	<0.001
Y3	2.905	0.517	-0.646	0.122	0.931	Reflect	0.075	<0.001
Y4	1.559	0.105	-0.016	0.104	0.941	Reflect	0.075	<0.001
Y5	0.796	-0.026	0.058	-0.014	0.956	Reflect	0.074	<0.001
Y6	-5.331	0.003	-0.006	0.002	0.821	Reflect	0.077	<0.001

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

\*\*\*\*\*  
 \* Normalized combined loadings and cross-loadings \*  
 \*\*\*\*\*

	X1	X2	X3	Z	Y
X1.1	0.494	0.295	0.156	-0.188	0.254
X1.2	0.510	-0.283	0.179	-0.032	0.842
X1.3	0.510	0.145	-0.181	0.034	-0.533
X1.4	0.497	0.060	-0.009	0.060	-0.438
X1.5	0.501	-0.032	0.072	-0.017	0.180
X2.1	-0.657	0.513	-0.001	0.000	0.754
X2.2	0.641	0.518	0.001	-0.000	-0.737
X3.1	-0.434	-0.178	0.483	-0.063	0.767
X3.2	-0.631	-0.082	0.490	-0.030	0.735
X3.3	0.644	0.225	0.491	-0.005	-0.691
X3.4	0.671	0.010	0.500	-0.084	-0.639
X3.5	-0.352	-0.140	0.502	0.086	0.271
X3.6	-0.489	0.027	0.499	0.242	0.241
X3.7	-0.560	-0.150	0.501	-0.029	0.573
X3.8	-0.586	-0.024	0.483	0.072	0.762
X3.9	-0.186	-0.141	0.510	-0.003	0.004
X3.10	0.619	0.149	0.506	0.007	-0.759
Z1	0.595	0.191	-0.040	0.567	-0.715
Z2	-0.588	-0.189	0.039	0.566	0.707
Y1	0.888	0.295	0.156	-0.188	0.496
Y2	-0.422	-0.283	0.179	-0.032	0.508
Y3	0.813	0.145	-0.181	0.034	0.504
Y4	0.895	0.060	-0.009	0.060	0.493
Y5	0.980	-0.032	0.072	-0.017	0.498
Y6	-0.657	0.000	-0.001	0.000	0.471

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

\*\*\*\*\*

\* Pattern loadings and cross-loadings \*

\*\*\*\*\*

	X1	X2	X3	Z	Y
X1.1	0.590	0.196	0.103	-0.125	0.169
X1.2	-1.214	-0.813	0.516	-0.092	2.423
X1.3	2.905	0.517	-0.646	0.122	-1.902
X1.4	1.559	0.105	-0.016	0.104	-0.763
X1.5	0.796	-0.026	0.058	-0.014	0.146
X2.1	-5.331	0.003	-0.006	0.002	6.123
X2.2	5.331	1.785	0.006	-0.002	-6.123
X3.1	-0.752	-0.309	0.748	-0.108	1.328
X3.2	-2.304	-0.301	0.857	-0.111	2.684
X3.3	1.454	0.508	0.542	-0.011	-1.560
X3.4	1.827	0.027	0.996	-0.229	-1.740
X3.5	-0.424	-0.169	1.061	0.104	0.327
X3.6	-0.519	0.029	0.852	0.257	0.256
X3.7	-1.163	-0.312	1.199	-0.060	1.190
X3.8	-1.114	-0.046	0.502	0.137	1.448
X3.9	-0.244	-0.184	1.273	-0.004	0.005
X3.10	3.537	0.849	0.791	0.042	-4.335
Z1	1.677	0.540	-0.113	0.879	-2.017
Z2	-1.677	-0.540	0.113	0.975	2.017
Y1	0.590	0.196	0.103	-0.125	0.169
Y2	-1.214	-0.813	0.516	-0.092	2.423
Y3	2.905	0.517	-0.646	0.122	-1.902
Y4	1.559	0.105	-0.016	0.104	-0.763
Y5	0.796	-0.026	0.058	-0.014	0.146
Y6	-5.331	0.003	-0.006	0.002	6.123

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

\*\*\*\*\*

\* Normalized pattern loadings and cross-loadings \*

\*\*\*\*\*

	X1	X2	X3	Z	Y
X1.1	0.888	0.295	0.156	-0.188	0.254
X1.2	-0.422	-0.283	0.179	-0.032	0.842
X1.3	0.813	0.145	-0.181	0.034	-0.533
X1.4	0.895	0.060	-0.009	0.060	-0.438
X1.5	0.980	-0.032	0.072	-0.017	0.180
X2.1	-0.657	0.000	-0.001	0.000	0.754
X2.2	0.641	0.215	0.001	-0.000	-0.737
X3.1	-0.434	-0.178	0.432	-0.063	0.767
X3.2	-0.631	-0.082	0.235	-0.030	0.735
X3.3	0.644	0.225	0.240	-0.005	-0.691
X3.4	0.671	0.010	0.366	-0.084	-0.639
X3.5	-0.352	-0.140	0.881	0.086	0.271
X3.6	-0.489	0.027	0.802	0.242	0.241
X3.7	-0.560	-0.150	0.578	-0.029	0.573
X3.8	-0.586	-0.024	0.264	0.072	0.762
X3.9	-0.186	-0.141	0.972	-0.003	0.004
X3.10	0.619	0.149	0.138	0.007	-0.759
Z1	0.595	0.191	-0.040	0.311	-0.715
Z2	-0.588	-0.189	0.039	0.342	0.707



Y1	0.888	0.295	0.156	-0.188	0.254
Y2	-0.422	-0.283	0.179	-0.032	0.842
Y3	0.813	0.145	-0.181	0.034	-0.533
Y4	0.895	0.060	-0.009	0.060	-0.438
Y5	0.980	-0.032	0.072	-0.017	0.180
Y6	-0.657	0.000	-0.001	0.000	0.754

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

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

	X1	X2	X3	Z	Y
X1.1	0.932	0.818	0.859	0.637	0.935
X1.2	0.916	0.718	0.821	0.603	0.911
X1.3	0.943	0.784	0.801	0.636	0.931
X1.4	0.948	0.798	0.864	0.684	0.941
X1.5	0.962	0.800	0.872	0.667	0.956
X2.1	0.755	0.894	0.774	0.627	0.821
X2.2	0.736	0.894	0.815	0.657	0.739
X3.1	0.902	0.815	0.921	0.697	0.908
X3.2	0.802	0.804	0.874	0.671	0.824
X3.3	0.803	0.805	0.881	0.695	0.812
X3.4	0.850	0.759	0.899	0.647	0.842
X3.5	0.785	0.796	0.908	0.752	0.796
X3.6	0.707	0.765	0.848	0.748	0.723
X3.7	0.796	0.801	0.904	0.714	0.809
X3.8	0.831	0.816	0.894	0.747	0.849
X3.9	0.749	0.759	0.885	0.719	0.759
X3.10	0.682	0.724	0.812	0.677	0.681
Z1	0.622	0.687	0.747	0.927	0.633
Z2	0.651	0.644	0.736	0.927	0.666
Y1	0.932	0.818	0.859	0.637	0.935
Y2	0.916	0.718	0.821	0.603	0.911
Y3	0.943	0.784	0.801	0.636	0.931
Y4	0.948	0.798	0.864	0.684	0.941
Y5	0.962	0.800	0.872	0.667	0.956
Y6	0.755	0.894	0.774	0.627	0.821

Note: Loadings and cross-loadings are unrotated.

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

	X1	X2	X3	Z	Y
X1.1	0.494	0.434	0.456	0.338	0.496
X1.2	0.510	0.400	0.457	0.336	0.508
X1.3	0.510	0.424	0.433	0.344	0.504
X1.4	0.497	0.419	0.453	0.359	0.493
X1.5	0.501	0.417	0.454	0.348	0.498
X2.1	0.433	0.513	0.444	0.360	0.471
X2.2	0.426	0.518	0.472	0.380	0.428
X3.1	0.473	0.428	0.483	0.365	0.476
X3.2	0.450	0.450	0.490	0.376	0.462
X3.3	0.448	0.449	0.491	0.388	0.453

X3.4	0.473	0.422	0.500	0.360	0.468
X3.5	0.434	0.440	0.502	0.416	0.440
X3.6	0.416	0.450	0.499	0.440	0.426
X3.7	0.441	0.444	0.501	0.396	0.448
X3.8	0.448	0.440	0.483	0.403	0.458
X3.9	0.432	0.437	0.510	0.414	0.437
X3.10	0.425	0.452	0.506	0.422	0.425
Z1	0.380	0.420	0.456	0.567	0.387
Z2	0.398	0.393	0.449	0.566	0.406
Y1	0.494	0.434	0.456	0.338	0.496
Y2	0.510	0.400	0.457	0.336	0.508
Y3	0.510	0.424	0.433	0.344	0.504
Y4	0.497	0.419	0.453	0.359	0.493
Y5	0.501	0.417	0.454	0.348	0.498
Y6	0.433	0.513	0.444	0.360	0.471

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

\*\*\*\*\*  
 \* Indicator weights \*  
 \*\*\*\*\*

	X1	X2	X3	Z	Y	Type (a	SE	P value	VIF	WLS	ES
X1.1	0.211	0.000	0.000	0.000	0.000	Reflect	0.090	0.011	5.535	1	0.197
X1.2	0.207	0.000	0.000	0.000	0.000	Reflect	0.090	0.012	4.225	1	0.190
X1.3	0.213	0.000	0.000	0.000	0.000	Reflect	0.090	0.010	6.004	1	0.201
X1.4	0.215	0.000	0.000	0.000	0.000	Reflect	0.090	0.010	6.362	1	0.203
X1.5	0.218	0.000	0.000	0.000	0.000	Reflect	0.090	0.009	8.693	1	0.209
X2.1	0.000	0.559	0.000	0.000	0.000	Reflect	0.082	<0.001	1.560	1	0.500
X2.2	0.000	0.559	0.000	0.000	0.000	Reflect	0.082	<0.001	1.560	1	0.500
X3.1	0.000	0.000	0.118	0.000	0.000	Reflect	0.092	0.102	9.736	1	0.109
X3.2	0.000	0.000	0.112	0.000	0.000	Reflect	0.093	0.114	4.967	1	0.098
X3.3	0.000	0.000	0.113	0.000	0.000	Reflect	0.093	0.113	4.537	1	0.100
X3.4	0.000	0.000	0.115	0.000	0.000	Reflect	0.093	0.108	6.509	1	0.104
X3.5	0.000	0.000	0.116	0.000	0.000	Reflect	0.093	0.105	5.881	1	0.106
X3.6	0.000	0.000	0.109	0.000	0.000	Reflect	0.093	0.122	5.354	1	0.092
X3.7	0.000	0.000	0.116	0.000	0.000	Reflect	0.093	0.106	8.057	1	0.105
X3.8	0.000	0.000	0.115	0.000	0.000	Reflect	0.093	0.109	4.934	1	0.103
X3.9	0.000	0.000	0.114	0.000	0.000	Reflect	0.093	0.111	4.635	1	0.100
X3.10	0.000	0.000	0.104	0.000	0.000	Reflect	0.093	0.132	3.077	1	0.085
Z1	0.000	0.000	0.000	0.539	0.000	Reflect	0.083	<0.001	2.067	1	0.500
Z2	0.000	0.000	0.000	0.539	0.000	Reflect	0.083	<0.001	2.067	1	0.500
Y1	0.000	0.000	0.000	0.000	0.185	Reflect	0.091	0.022	6.056	1	0.173
Y2	0.000	0.000	0.000	0.000	0.181	Reflect	0.091	0.025	4.353	1	0.164
Y3	0.000	0.000	0.000	0.000	0.185	Reflect	0.091	0.022	6.016	1	0.172
Y4	0.000	0.000	0.000	0.000	0.187	Reflect	0.091	0.021	6.375	1	0.176
Y5	0.000	0.000	0.000	0.000	0.190	Reflect	0.091	0.020	8.728	1	0.181
Y6	0.000	0.000	0.000	0.000	0.163	Reflect	0.091	0.039	2.469	1	0.134

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 \*  
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R-squared coefficients

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X1	X2	X3	Z	Y
			0.283	1.113

Adjusted R-squared coefficients

-----

X1	X2	X3	Z	Y
			0.263	1.117

Composite reliability coefficients

-----

X1	X2	X3	Z	Y
0.974	0.889	0.973	0.924	0.969

Cronbach's alpha coefficients

-----

X1	X2	X3	Z	Y
0.967	0.749	0.968	0.836	0.962

Average variances extracted

-----

X1	X2	X3	Z	Y
0.884	0.800	0.780	0.859	0.841

Full collinearity VIFs

-----

X1	X2	X3	Z	Y	
158.473		9.569	10.121	2.821	192.187

Q-squared coefficients

-----

X1	X2	X3	Z	Y
			0.696	0.994

Minimum and maximum values

-----

X1	X2	X3	Z	Y
-3.293	-3.040	-3.342	-3.682	-3.140
1.284	1.623	1.614	1.497	1.347

Medians (top) and modes (bottom)

-----

X1	X2	X3	Z	Y
0.075	0.314	0.308	0.203	0.127
0.075	0.314	0.308	0.203	0.127

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

-----

X1	X2	X3	Z	Y
-1.728	-0.917	-1.450	-1.353	-1.701
3.451	1.141	2.540	3.318	3.195

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

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

Tests of normality: Jarque-Bera (top) and robust Jarque-Bera (bottom)

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

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

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

	X1	X2	X3	Z	Y
X1	0.940	0.834	0.897	0.687	0.994
X2	0.834	0.894	0.889	0.718	0.872
X3	0.897	0.889	0.883	0.800	0.908
Z	0.687	0.718	0.800	0.927	0.701
Y	0.994	0.872	0.908	0.701	0.917

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

P values for correlations

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

Correlations among l.v. error terms with VIFs

	(e)Z	(e)Y
(e)Z	1.181	0.392
(e)Y	0.392	1.181

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	<0.001
(e)Y	<0.001	1.000

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

	X1	X2	X3	Z	Y
Z	5.751	9.573	10.255		
Y	7.130	10.780	17.352	6.125	

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

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

Indirect effects for paths with 2 segments

	X1	X2	X3	Z	Y
Y	-0.002	-0.000	0.004		

Number of paths with 2 segments

	X1	X2	X3	Z	Y
Y	1	1	1		

P values of indirect effects for paths with 2 segments

	X1	X2	X3	Z	Y
Y	0.491	0.498	0.478		

Standard errors of indirect effects for paths with 2 segments

	X1	X2	X3	Z	Y
--	----	----	----	---	---

Y 0.067 0.067 0.067

Effect sizes of indirect effects for paths with 2 segments

-----  
 X1 X2 X3 Z Y

Y 0.001 0.000 0.003

Sums of indirect effects

-----  
 X1 X2 X3 Z Y

Y -0.002 -0.000 0.004

Number of paths for indirect effects

-----  
 X1 X2 X3 Z Y

Y 1 1 1

P values for sums of indirect effects

-----  
 X1 X2 X3 Z Y

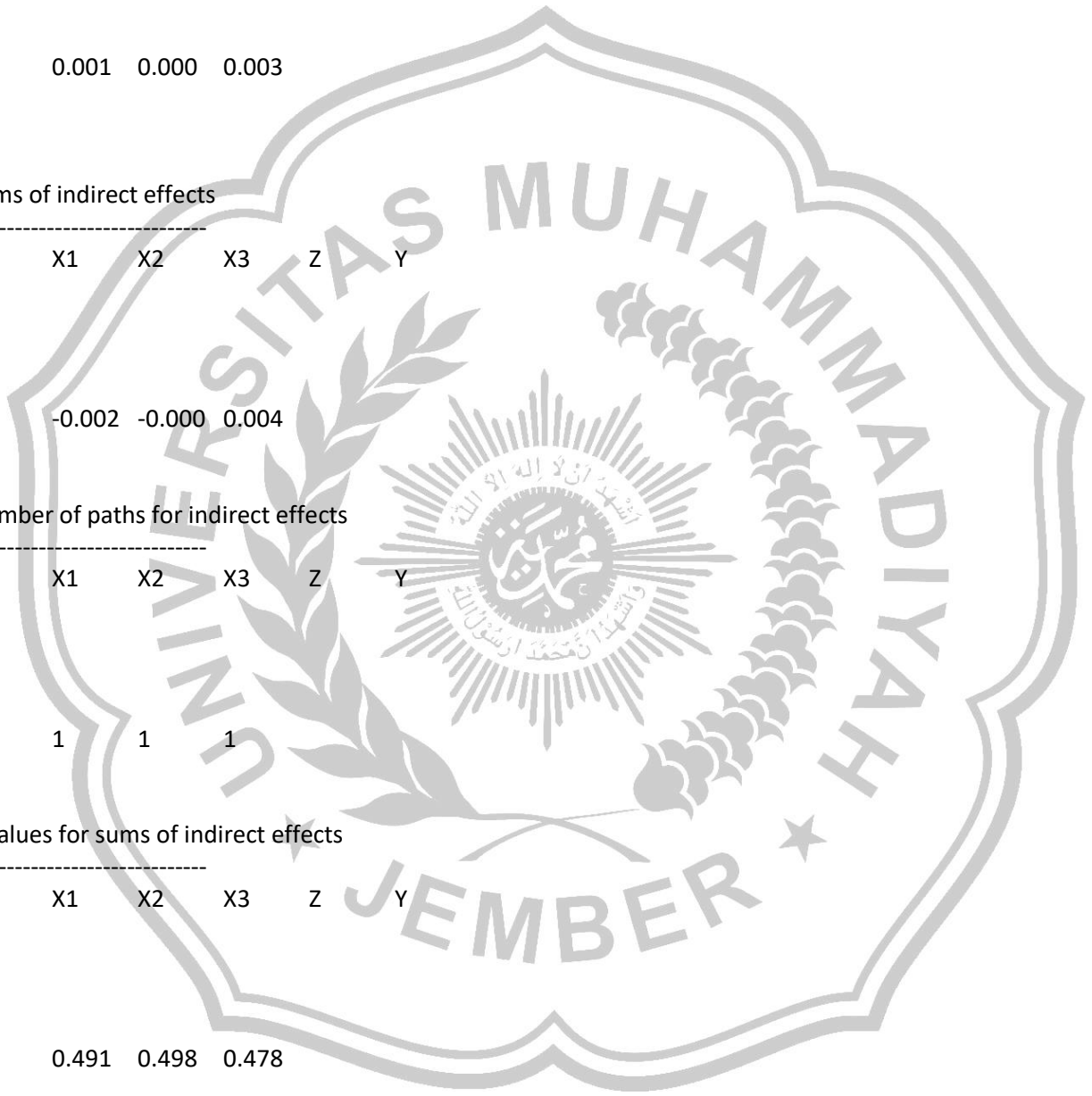
Y 0.491 0.498 0.478

Standard errors for sums of indirect effects

-----  
 X1 X2 X3 Z Y

Y 0.067 0.067 0.067

Effect sizes for sums of indirect effects



	X1	X2	X3	Z	Y
--	----	----	----	---	---

Y	0.001	0.000	0.003		
---	-------	-------	-------	--	--

Total effects

	X1	X2	X3	Z	Y
--	----	----	----	---	---

Z	-0.267	-0.070	0.660		
Y	0.903	0.164	0.069	0.006	

Number of paths for total effects

	X1	X2	X3	Z	Y
--	----	----	----	---	---

Z	1	1	1		
Y	2	2	2	1	

P values for total effects

	X1	X2	X3	Z	Y
--	----	----	----	---	---

Z	0.002	0.230	<0.001		
Y	<0.001	0.038	0.232	0.476	

Standard errors for total effects

	X1	X2	X3	Z	Y
--	----	----	----	---	---

Z	0.089	0.094	0.080		
Y	0.075	0.091	0.094	0.095	

Effect sizes for total effects

	X1	X2	X3	Z	Y
--	----	----	----	---	---

Z	0.213	0.055	0.551		
Y	0.899	0.149	0.063	0.004	

\*\*\*\*\*  
 \* Causality assessment coefficients \*  
 \*\*\*\*\*

Path-correlation signs

-----

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

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

R-squared contributions

-----

	X1	X2	X3	Z	Y
Z	-0.213	-0.055	0.551		
Y	0.900	0.149	0.060	0.004	

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

Path-correlation ratios

-----

	X1	X2	X3	Z	Y
Z	0.335	0.088	0.791		
Y	0.909	0.181	0.071	0.007	

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

Path-correlation differences

-----

	X1	X2	X3	Z	Y
Z	1.065	0.859	0.175		
Y	0.090	0.743	0.854	0.763	

Note: absolute path-correlation differences.



P values for path-correlation differences

	X1	X2	X3	Z	Y
Z	<0.001	<0.001	0.029		
Y	0.168	<0.001	<0.001	<0.001	

Note: P values for absolute path-correlation differences.

Warp2 bivariate causal direction ratios

	X1	X2	X3	Z	Y
Z	1.059	0.974	1.024		
Y	1.000	0.962	0.990	0.950	

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

Warp2 bivariate causal direction differences

	X1	X2	X3	Z	Y
Z	0.042	0.020	0.019		
Y	0.000	0.035	0.009	0.037	

Note: absolute Warp2 bivariate causal direction differences.

P values for Warp2 bivariate causal direction differences

	X1	X2	X3	Z	Y
Z	0.329	0.416	0.419		
Y	0.500	0.357	0.463	0.347	

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

Warp3 bivariate causal direction ratios

	X1	X2	X3	Z	Y
--	----	----	----	---	---

Z	0.948	0.999	1.020	
Y	1.000	0.962	0.991	1.019

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

Warp3 bivariate causal direction differences

-----

	X1	X2	X3	Z	Y
Z	0.042	0.001	0.017		
Y	0.000	0.034	0.009	0.015	

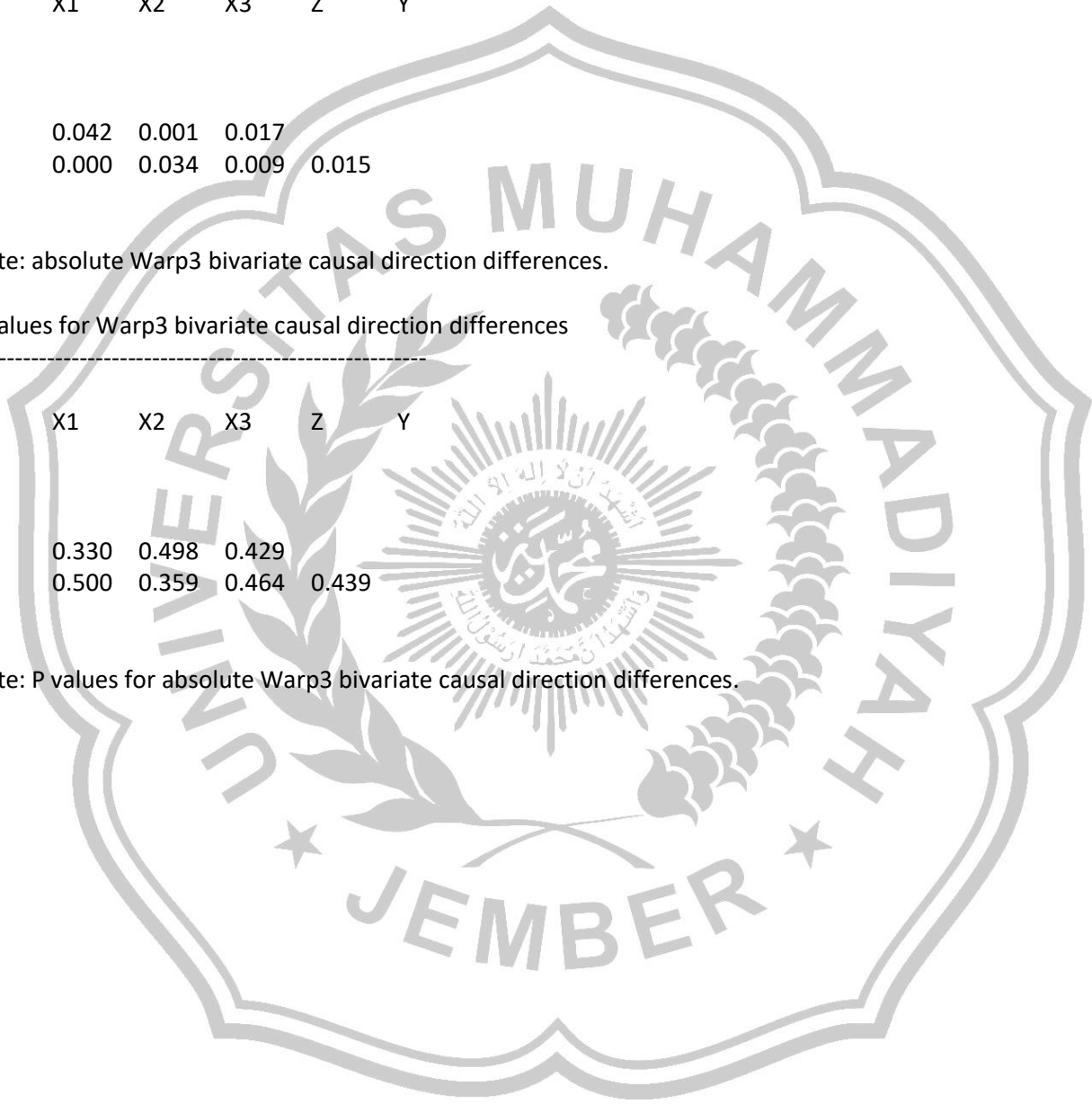
Note: absolute Warp3 bivariate causal direction differences.

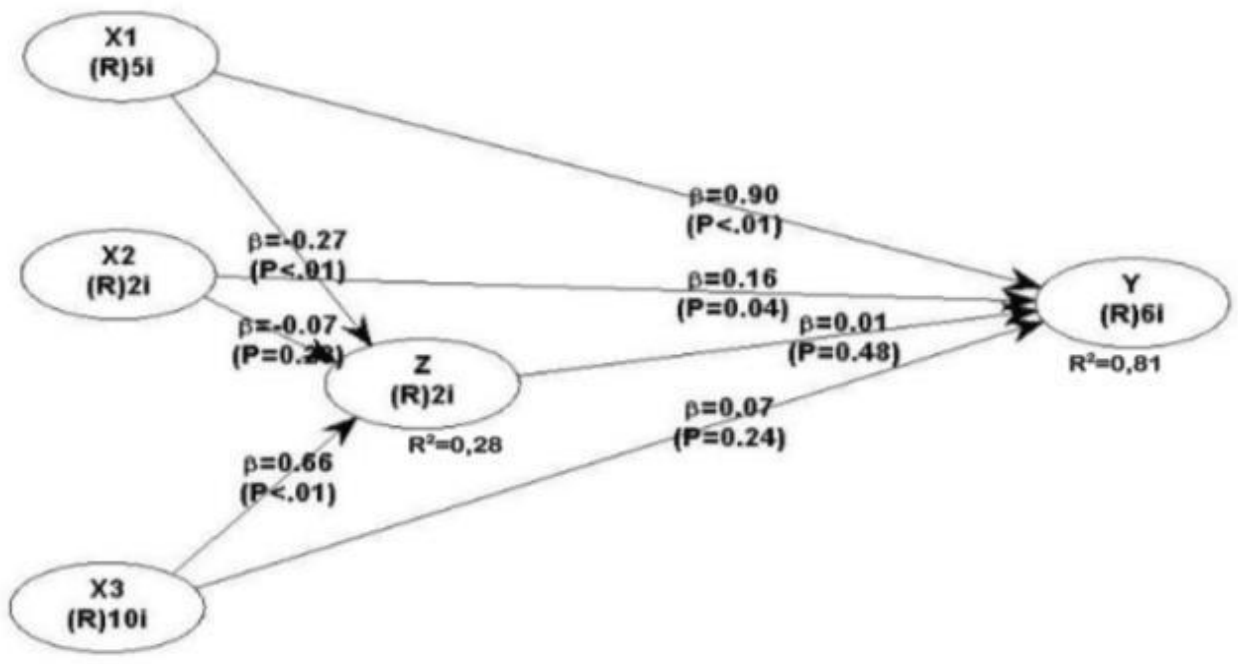
P values for Warp3 bivariate causal direction differences

-----

	X1	X2	X3	Z	Y
Z	0.330	0.498	0.429		
Y	0.500	0.359	0.464	0.439	

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





Total effects

	X1	X2	X3	Z	Y
X1					
X2					
X3					
Z	-0.267	-0.070	0.660		
Y	0.903	0.164	0.069	0.006	

	X1	X2	X3	Z	Y
X1					
X2					
X3					
Z	0.002	0.230	<0.001		
Y	<0.001	0.038	0.232	0.476	