

LAMPIRAN

Lampiran I

Kuesioner Penelitian



Analisis Pengaruh Iklim Organisasi dan Kompensasi Terhadap *Turnover intention* Guru dan Karyawan SMA/SMK Muhammadiyah di Kabupaten Lumajang melalui Kepuasan Kerja sebagai Variabel Intervening

Kepada Yth : Responden

Di tempat

Dengan Hormat,

Berkaitan dengan penelitian yang akan dilakukan dalam rangka menyelesaikan studi pada program magister ilmu manajemen Universitas Muhammadiyah Jember mengenai “**Analisis Pengaruh Iklim Organisasi dan Kompensasi Terhadap *Turnover intention* Guru dan Karyawan SMA/SMK Muhammadiyah di Kabupaten Lumajang Melalui Kepuasan Kerja Sebagai Variabel *Intervening*”**, maka dengan ini dimohon kesediaan dari Bapak/Ibu untuk mengisi kuesioner terlampir.

Penelitian ini diharapkan memberikan hasil yang bermanfaat maka dari itu dimohon kesediaannya untuk memberikan jawaban dengan sejujur-jujurnya dan jawaban yang anda berikan **dijamin kerahasiaannya** dan hanya digunakan untuk kepentingan ilmiah.

Atas kerja sama yang baik dan kesungguhan Bapak/Ibu dalam mengisi kuesioner ini, saya mengucapkan terima kasih.



Hormat saya
Peneliti

RADHETERYAN FIRDIANSYAH

NIM : 1820412015

Penelitian ini bertujuan untuk menganalisis pengaruh iklim organisasi dan kompensasi terhadap *turnover intention* guru dan karyawan SMA/SMK Muhammadiyah Di Kabupaten Lumajang melalui kepuasan kerja sebagai variabel Intervening.

Maka dengan ini responden diharap mengisi identitas serta kuesioner yang telah disiapkan.

Identitas Responden

Nama :

Jabatan :

Jenis Kelamin :

Usia :

Pendidikan Terakhir :

Masa Kerja :

Untuk pertanyaan berikut ini, saudara dimohon untuk memberikan jawaban dengan nilai 1-5 pada baris yang sudah tersedia dengan tanda *check* (✓).

Dimana :

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Netral (N)

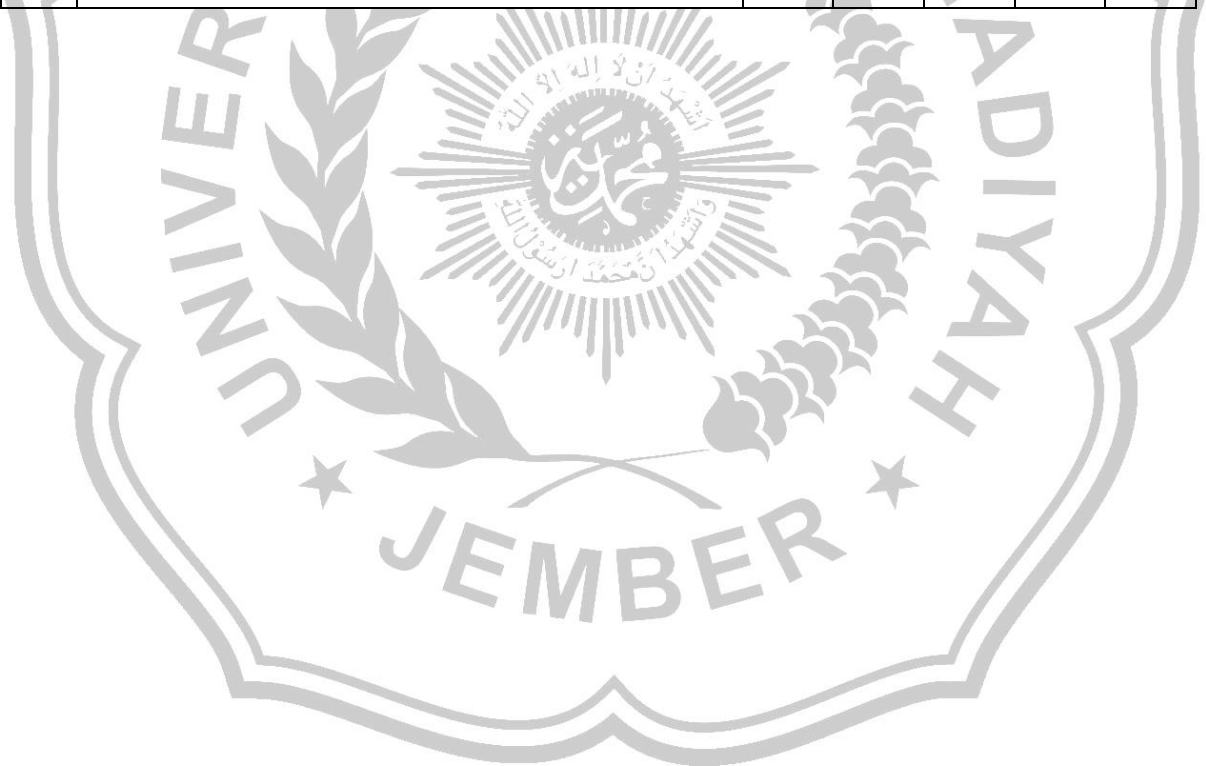
4 = Setuju (S)

5 = Sangat Setuju (SS)

No	Uraian	STS	TS	N	S	SS
Iklim Organisasi (X1)						
1	Proses pengambilan keputusan di unit kerja saya bersifat demokratis.					
2	Dalam lembaga sekolah ini, saya merasa ada tekanan terus-menerus untuk meningkatkan kinerja individu atau kelompok unit kerja.					

3	Saya tidak harus selalu melaporkan pekerjaan saya kepada atasan; jika mengerjakan pekerjaan dengan baik maka dapat terus melanjutkan atau menyelesaikannya .					
4	Di lembaga ini, sistem promosi membantu pegawai yang terbaik untuk memperoleh jabatan yang lebih tinggi.					
5	Saya tidak mendapat simpati, bila melakukan suatu kesalahan.					
6	Saya merasa bangga menjadi guru dan karyawan di lembaga sekolah ini					
Kompensasi (X2)						
1	Saya menerima imbalan sesuai dengan tingkat kesulitan dan tanggung jawab yang di pikul.					
2	Saya merasa dibayar dengan gaji yang adil untuk pekerjaan yang di lakukan.					
3	Imbalan yang diberikan oleh lembaga sekolah dapat menjamin kelangsungan hidup saya dan keluarga.					
4	Lembaga sekolah memberikan imbalan merujuk pada peraturan pemerintah tentang upah guru dan karyawan sekolah.					
5	Imbalan yang saya terima sebanding dengan pengorbanan yang di keluarkan.					
Kepuasan Kerja (Z)						
1	Saya merasa puas dengan standar gaji yang diberikan oleh lembaga sekolah.					
2	Saya suka dengan dasar (patokan) yang digunakan lembaga sekolah dalam memberikan promosi.					
3	Saya puas dengan bantuan yang diberikan oleh rekan kerja ketika menemui kesulitan dalam bekerja.					

4	Saya selalu diberi kebebasan oleh atasan dalam menyelesaikan pekerjaan.					
5	Saya menyukai pekerjaan saat ini.					
6	Saya merasa puas dengan kondisi pekerjaan saat ini.					
Turnover intention (Y)						
1	Saya secara aktif mencari pekerjaan lain diluar pekerjaan saat ini.					
2	Saya berfikir untuk bekerja di lembaga sekolah ini paling lama 2 tahun mendatang.					
3	Saya akan tetap berada di lembaga sekolah ini hingga mendapatkan pekerjaan lainnya.					
4	setelah saya memperoleh pekerjaan yang lebih baik, akan segera pindah dari lembaga sekolah ini.					



Lampiran II

Data Jawaban Responden

NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X2.1	X2.2	X2.3	X2.4	X2.5	Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Y.1	Y.2	Y.3	Y.4
1	4	4	4	4	4	3	4	4	4	3	3	3	4	4	4	4	4	2	2	2	3
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Lampiran III

Analisis Deskriptif SPSS

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	27	19.7	19.7	19.7
	4	65	47.4	47.4	67.2
	5	45	32.8	32.8	100.0
	Total	137	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	25	18.2	18.2	18.2
	4	88	64.2	64.2	82.5
	5	24	17.5	17.5	100.0
	Total	137	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	30	21.9	21.9	21.9
	4	90	65.7	65.7	87.6
	5	17	12.4	12.4	100.0
	Total	137	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	47	34.3	34.3	34.3
	4	77	56.2	56.2	90.5
	5	13	9.5	9.5	100.0
	Total	137	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	14.6	14.6	14.6
	4	78	56.9	56.9	71.5
	5	39	28.5	28.5	100.0
	Total	137	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	18	13.1	13.1	13.1
	4	74	54.0	54.0	67.2
	5	45	32.8	32.8	100.0
	Total	137	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	26	19.0	19.0	19.0
	4	70	51.1	51.1	70.1
	5	41	29.9	29.9	100.0
	Total	137	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	25	18.2	18.2	18.2
	4	73	53.3	53.3	71.5
	5	39	28.5	28.5	100.0
	Total	137	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	16.1	16.1	16.1
	4	97	70.8	70.8	86.9
	5	18	13.1	13.1	100.0
	Total	137	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	38	27.7	27.7	27.7
	4	79	57.7	57.7	85.4
	5	20	14.6	14.6	100.0
	Total	137	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	40	29.2	29.2	29.2
	4	79	57.7	57.7	86.9
	5	18	13.1	13.1	100.0
	Total	137	100.0	100.0	

Z.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	37	27.0	27.0	27.0
	4	68	49.6	49.6	76.6
	5	32	23.4	23.4	100.0
	Total	137	100.0	100.0	

Z.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	25	18.2	18.2	18.2
	4	65	47.4	47.4	65.7
	5	47	34.3	34.3	100.0
	Total	137	100.0	100.0	

Z.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	14.6	14.6	14.6
	4	83	60.6	60.6	75.2
	5	34	24.8	24.8	100.0
	Total	137	100.0	100.0	

Z.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	12.4	12.4	12.4
	4	99	72.3	72.3	84.7
	5	21	15.3	15.3	100.0
	Total	137	100.0	100.0	

Z.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	15.3	15.3	15.3
	4	99	72.3	72.3	87.6
	5	17	12.4	12.4	100.0
	Total	137	100.0	100.0	

Z.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	27	19.7	19.7	19.7
	4	96	70.1	70.1	89.8
	5	14	10.2	10.2	100.0
	Total	137	100.0	100.0	

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	22	16.1	16.1	16.1
	2	91	66.4	66.4	82.5
	3	24	17.5	17.5	100.0
	Total	137	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	40	29.2	29.2	29.2
	2	69	50.4	50.4	79.6
	3	27	19.7	19.7	99.3
	4	1	.7	.7	100.0
	Total	137	100.0	100.0	

Y.3

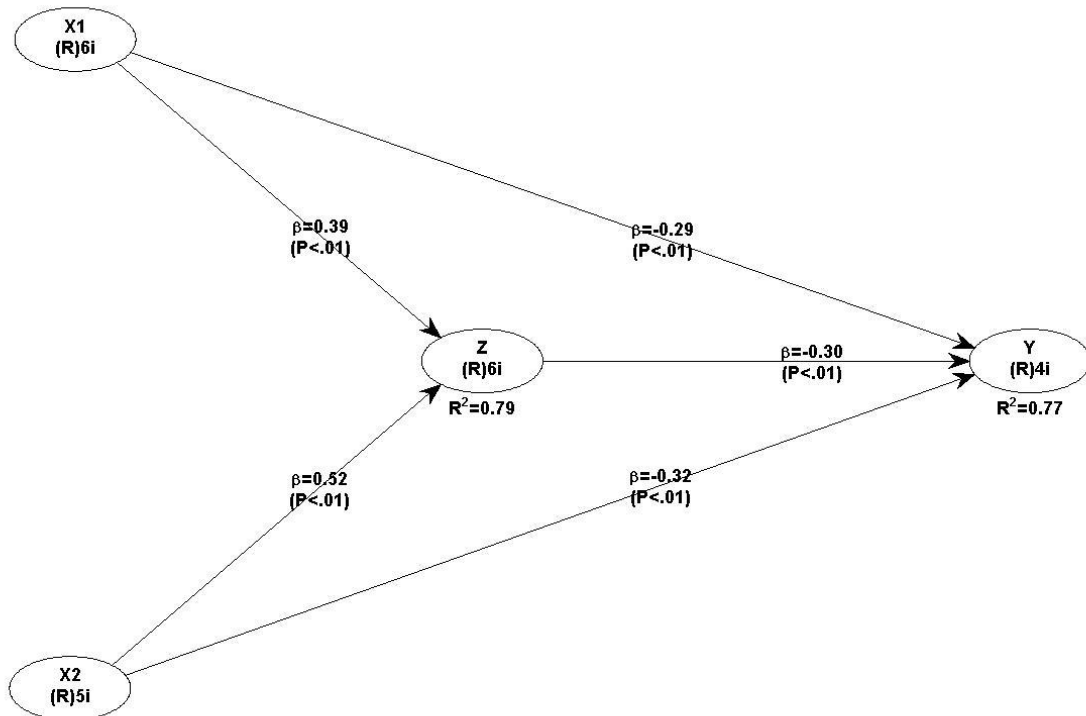
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	39	28.5	28.5	28.5
2	67	48.9	48.9	77.4
3	30	21.9	21.9	99.3
4	1	.7	.7	100.0
Total	137	100.0	100.0	

Y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	35	25.5	25.5	25.5
2	69	50.4	50.4	75.9
3	32	23.4	23.4	99.3
4	1	.7	.7	100.0
Total	137	100.0	100.0	

Lampiran IV

Analisi Partial Least Square



* General SEM analysis results *

General project information

Version of WarpPLS used: 5.0

License holder: Trial license (3 months)

Type of license: Trial license (3 months)

License start date: 18-Jan-2018

License end date: 18-Apr-2018

Project path (directory): E:\Ryan

Project file: Analisis Ryan.prj

Last changed: 27-Aug-2010 11:31:21

Last saved: 24-Aug-2010 13:05:06

Raw data path (directory): E:\Ryan

Raw data file: Analisis Ryan.txt

Model fit and quality indices

Average path coefficient (APC)=0.365, $P < 0.001$

Average R-squared (ARS)=0.779, $P < 0.001$

Average adjusted R-squared (AARS)=0.774, $P < 0.001$

Average block VIF (AVIF)=3.704, acceptable if ≤ 5 , ideally ≤ 3.3

Average full collinearity VIF (AFVIF)=2.473, acceptable if ≤ 5 , ideally ≤ 3.3

Tenenhaus GoF (GoF)=0.474, small ≥ 0.1 , medium ≥ 0.25 , large ≥ 0.36

Sympson's paradox ratio (SPR)=1.000, acceptable if ≥ 0.7 , ideally = 1

R-squared contribution ratio (RSCR)=1.000, acceptable if ≥ 0.9 , ideally = 1

Statistical suppression ratio (SSR)=1.000, acceptable if ≥ 0.7

Nonlinear bivariate causality direction ratio (NLBCDR)=1.000, acceptable if ≥ 0.7

General model elements

Missing data imputation algorithm: Arithmetic Mean Imputation

Outer model analysis algorithm: PLS Regression

Default inner model analysis algorithm: Warp3

Multiple inner model analysis algorithms used? No

Resampling method used in the analysis: Stable3

Number of data resamples used: 100

Number of cases (rows) in model data: 137

Number of latent variables in model: 4

Number of indicators used in model: 21

Number of iterations to obtain estimates: 6

Range restriction variable type: None

Range restriction variable: None

Range restriction variable min value: 0.000

Range restriction variable max value: 0.000

Only ranked data used in analysis? No

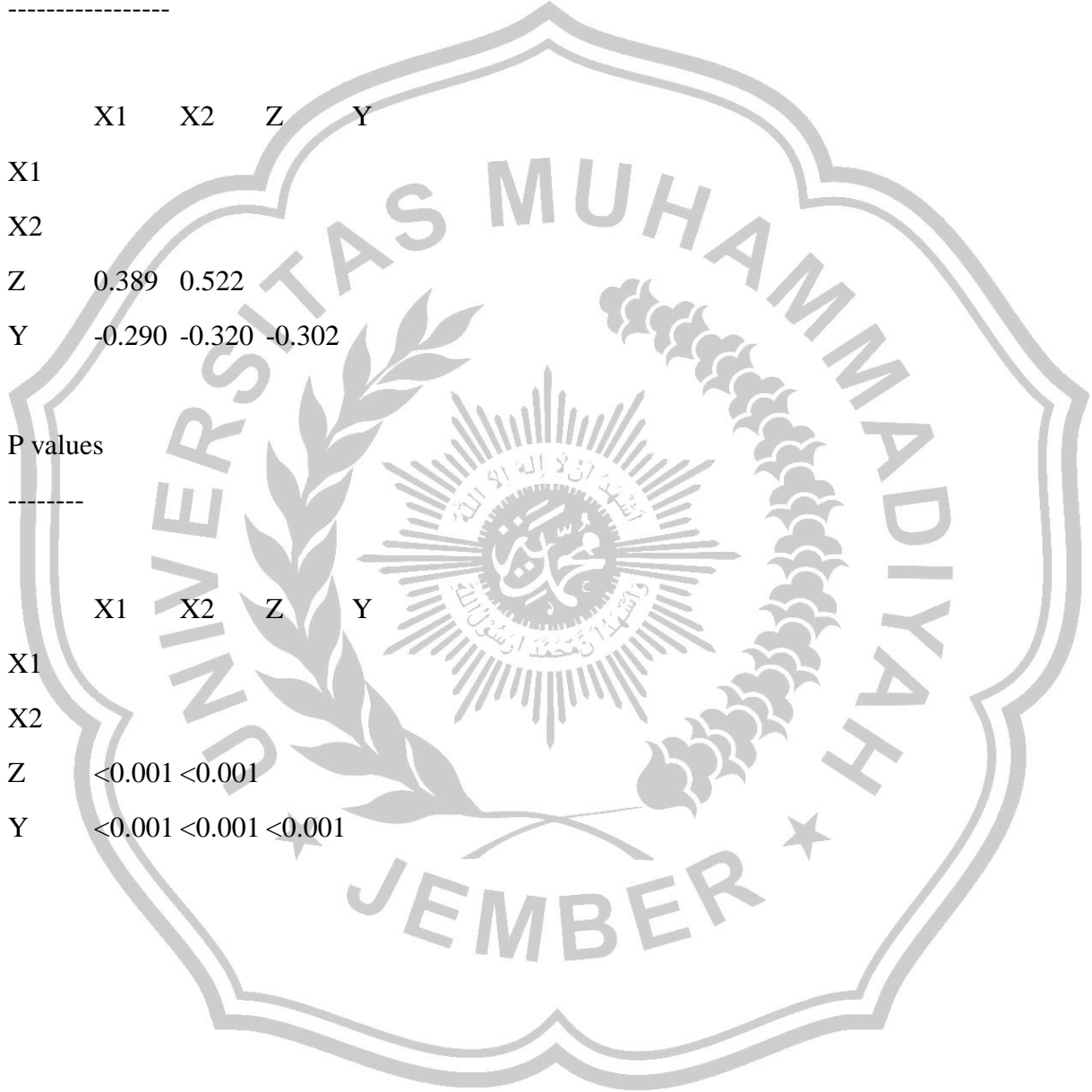
* Path coefficients and P values *

Path coefficients

	X1	X2	Z	Y
X1				
X2				
Z	0.389	0.522		
Y	-0.290	-0.320	-0.302	

P values

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

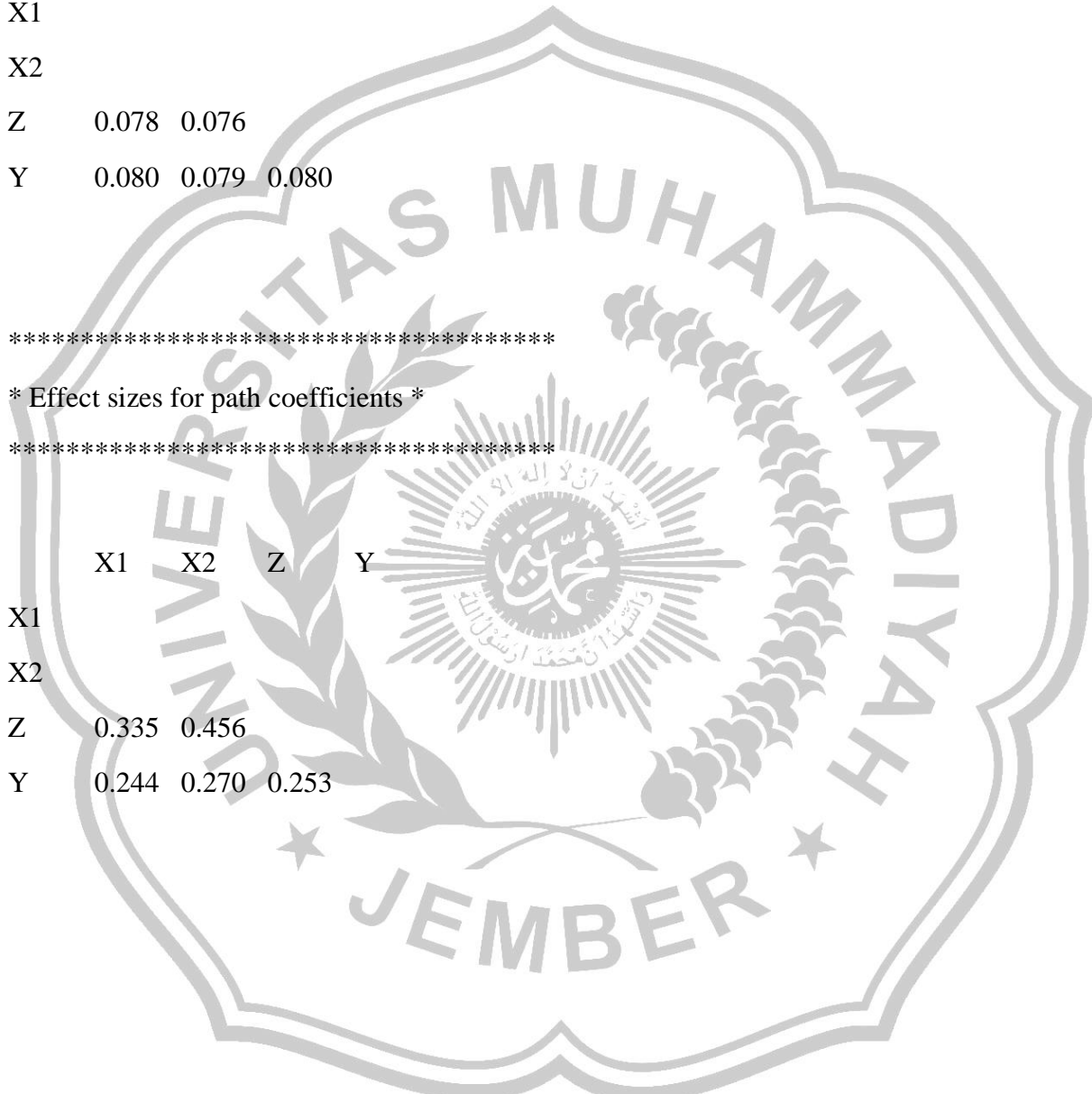


* Standard errors for path coefficients *

	X1	X2	Z	Y
X1				
X2				
Z	0.078	0.076		
Y	0.080	0.079	0.080	

* Effect sizes for path coefficients *

	X1	X2	Z	Y
X1				
X2				
Z	0.335	0.456		
Y	0.244	0.270	0.253	



* Combined loadings and cross-loadings *

	X1	X2	Z	Y	Type (a	SE	P value
X1.1	0.795	-0.097	0.208	-0.084	Reflect	0.071	<0.001
X1.2	0.750	-0.410	0.074	0.173	Reflect	0.072	<0.001
X1.3	0.765	0.273	-0.230	0.187	Reflect	0.072	<0.001
X1.4	0.776	0.317	-0.275	-0.023	Reflect	0.071	<0.001
X1.5	0.730	0.316	-0.160	0.177	Reflect	0.072	<0.001
X1.6	0.750	-0.402	0.382	-0.423	Reflect	0.072	<0.001
X2.1	0.545	0.704	0.026	-0.491	Reflect	0.073	<0.001
X2.2	0.432	0.706	0.052	-0.472	Reflect	0.073	<0.001
X2.3	-0.007	0.793	-0.118	0.450	Reflect	0.071	<0.001
X2.4	-0.386	0.855	-0.002	0.154	Reflect	0.070	<0.001
X2.5	-0.413	0.855	0.047	0.223	Reflect	0.070	<0.001
Z.1	-0.179	0.683	0.759	-0.636	Reflect	0.072	<0.001
Z.2	0.379	0.139	0.746	-0.792	Reflect	0.072	<0.001
Z.3	-0.457	0.590	0.779	-0.589	Reflect	0.071	<0.001
Z.4	0.259	-0.686	0.788	0.272	Reflect	0.073	<0.001
Z.5	0.196	-0.547	0.707	0.939	Reflect	0.072	<0.001
Z.6	-0.143	-0.111	0.763	0.890	Reflect	0.072	<0.001
Y.1	1.013	-0.235	-0.260	0.728	Reflect	0.072	<0.001
Y.2	0.627	-0.146	-0.227	0.808	Reflect	0.071	<0.001
Y.3	-0.656	0.138	0.027	0.789	Reflect	0.071	<0.001
Y.4	-0.976	0.241	0.472	0.744	Reflect	0.072	<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	0.563	-0.147	0.314	-0.127
X1.2	0.604	-0.319	0.057	0.134
X1.3	0.581	0.280	-0.236	0.192
X1.4	0.563	0.380	-0.330	-0.028
X1.5	0.574	0.374	-0.190	0.209
X1.6	0.540	-0.499	0.474	-0.525
X2.1	0.698	0.516	0.033	-0.628
X2.2	0.650	0.524	0.079	-0.710
X2.3	-0.005	0.611	-0.085	0.326
X2.4	-0.271	0.591	-0.002	0.108
X2.5	-0.278	0.592	0.032	0.150
Z.1	-0.181	0.688	0.522	-0.641
Z.2	0.383	0.141	0.502	-0.800
Z.3	-0.477	0.617	0.548	-0.615
Z.4	0.144	-0.493	0.612	0.152
Z.5	0.090	-0.250	0.634	0.430
Z.6	-0.071	-0.055	0.632	0.442
Y.1	0.625	-0.145	-0.160	0.611
Y.2	0.506	-0.117	-0.183	0.599
Y.3	-0.880	0.186	0.036	0.552
Y.4	-0.798	0.197	0.386	0.553

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	0.615	-0.097	0.208	-0.084
X1.2	1.205	-0.410	0.074	0.173
X1.3	0.887	0.273	-0.230	0.187
X1.4	0.721	0.317	-0.275	-0.023
X1.5	0.746	0.316	-0.160	0.177
X1.6	0.403	-0.402	0.382	-0.423
X2.1	0.545	-0.268	0.026	-0.491
X2.2	0.432	-0.172	0.052	-0.472
X2.3	-0.007	1.299	-0.118	0.450
X2.4	-0.386	1.361	-0.002	0.154
X2.5	-0.413	1.405	0.047	0.223
Z.1	-0.179	0.683	-0.285	-0.636
Z.2	0.379	0.139	-0.436	-0.792
Z.3	-0.457	0.590	0.109	-0.589
Z.4	0.259	-0.886	1.519	0.272
Z.5	0.196	-0.547	1.887	0.939
Z.6	-0.143	-0.111	1.795	0.890
Y.1	1.013	-0.235	-0.260	1.215
Y.2	0.627	-0.146	-0.227	1.035
Y.3	-0.656	0.138	0.027	0.325
Y.4	-0.976	0.241	0.472	0.514

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

* Normalized pattern loadings and cross-loadings *

	X1	X2	Z	Y
X1.1	0.929	-0.147	0.314	-0.127
X1.2	0.936	-0.319	0.057	0.134
X1.3	0.910	0.280	-0.236	0.192
X1.4	0.863	0.380	-0.330	-0.028
X1.5	0.883	0.374	-0.190	0.209
X1.6	0.501	-0.499	0.474	-0.525
X2.1	0.698	-0.343	0.033	-0.628
X2.2	0.650	-0.259	0.079	-0.710
X2.3	-0.005	0.941	-0.085	0.326
X2.4	-0.271	0.956	-0.002	0.108
X2.5	-0.278	0.948	0.032	0.150
Z.1	-0.181	0.688	-0.287	-0.641
Z.2	0.383	0.141	-0.440	-0.800
Z.3	-0.477	0.617	0.114	-0.615
Z.4	0.144	-0.493	0.845	0.152
Z.5	0.090	-0.250	0.863	0.430
Z.6	-0.071	-0.055	0.892	0.442
Y.1	0.625	-0.145	-0.160	0.750
Y.2	0.506	-0.117	-0.183	0.835
Y.3	-0.880	0.186	0.036	0.437
Y.4	-0.798	0.197	0.386	0.420

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

* Structure loadings and cross-loadings *

	X1	X2	Z	Y
X1.1	0.795	0.696	0.679	-0.647
X1.2	0.750	0.555	0.597	-0.560
X1.3	0.765	0.644	0.617	-0.595
X1.4	0.776	0.679	0.639	-0.653
X1.5	0.730	0.650	0.600	-0.552
X1.6	0.750	0.636	0.691	-0.699
X2.1	0.701	0.704	0.647	-0.672
X2.2	0.669	0.706	0.646	-0.671
X2.3	0.618	0.793	0.606	-0.557
X2.4	0.677	0.855	0.689	-0.653
X2.5	0.671	0.855	0.703	-0.639
Z.1	0.673	0.738	0.759	-0.736
Z.2	0.749	0.707	0.746	-0.765
Z.3	0.651	0.705	0.779	-0.701
Z.4	0.546	0.463	0.688	-0.526
Z.5	0.546	0.507	0.707	-0.436
Z.6	0.551	0.581	0.763	-0.481
Y.1	-0.478	-0.567	-0.581	0.728
Y.2	-0.595	-0.631	-0.642	0.808
Y.3	-0.706	-0.665	-0.691	0.789
Y.4	-0.711	-0.617	-0.610	0.744

Note: Loadings and cross-loadings are unrotated.

* Normalized structure loadings and cross-loadings *

	X1	X2	Z	Y
X1.1	0.563	0.493	0.481	-0.458
X1.2	0.604	0.447	0.481	-0.451
X1.3	0.581	0.489	0.468	-0.452
X1.4	0.563	0.493	0.464	-0.474
X1.5	0.574	0.511	0.471	-0.434
X1.6	0.540	0.457	0.497	-0.503
X2.1	0.514	0.516	0.475	-0.494
X2.2	0.497	0.524	0.480	-0.498
X2.3	0.475	0.611	0.466	-0.429
X2.4	0.468	0.591	0.476	-0.452
X2.5	0.465	0.592	0.487	-0.443
Z.1	0.463	0.507	0.522	-0.506
Z.2	0.504	0.477	0.502	-0.516
Z.3	0.458	0.496	0.548	-0.493
Z.4	0.486	0.412	0.612	-0.468
Z.5	0.489	0.454	0.634	-0.391
Z.6	0.457	0.482	0.632	-0.399
Y.1	-0.401	-0.477	-0.488	0.611
Y.2	-0.442	-0.468	-0.477	0.599
Y.3	-0.494	-0.465	-0.484	0.552
Y.4	-0.528	-0.458	-0.453	0.553

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

* Indicator weights *

	X1	X2	Z	Y	Type (a	SE	P value	VIF	WLS	ES
X1.1	0.229	0.000	0.000	0.000	Reflect	0.081	0.003	2.471	1	0.182
X1.2	0.216	0.000	0.000	0.000	Reflect	0.081	0.004	1.945	1	0.162
X1.3	0.220	0.000	0.000	0.000	Reflect	0.081	0.004	2.080	1	0.168
X1.4	0.223	0.000	0.000	0.000	Reflect	0.081	0.003	2.054	1	0.173
X1.5	0.210	0.000	0.000	0.000	Reflect	0.081	0.005	1.710	1	0.153
X1.6	0.216	0.000	0.000	0.000	Reflect	0.081	0.004	2.219	1	0.162
X2.1	0.000	0.229	0.000	0.000	Reflect	0.081	0.003	2.615	1	0.161
X2.2	0.000	0.229	0.000	0.000	Reflect	0.081	0.003	2.819	1	0.162
X2.3	0.000	0.257	0.000	0.000	Reflect	0.080	<0.001	1.938	1	0.204
X2.4	0.000	0.277	0.000	0.000	Reflect	0.080	<0.001	9.803	1	0.237
X2.5	0.000	0.277	0.000	0.000	Reflect	0.080	<0.001	10.384	1	0.237
Z.1	0.000	0.000	0.230	0.000	Reflect	0.081	0.003	3.212	1	0.175
Z.2	0.000	0.000	0.226	0.000	Reflect	0.081	0.003	2.396	1	0.169
Z.3	0.000	0.000	0.236	0.000	Reflect	0.081	0.002	2.775	1	0.184
Z.4	0.000	0.000	0.209	0.000	Reflect	0.081	0.006	1.862	1	0.144
Z.5	0.000	0.000	0.215	0.000	Reflect	0.081	0.005	3.462	1	0.152
Z.6	0.000	0.000	0.232	0.000	Reflect	0.081	0.002	3.285	1	0.177
Y.1	0.000	0.000	0.000	0.309	Reflect	0.080	<0.001	2.267	1	0.225
Y.2	0.000	0.000	0.000	0.342	Reflect	0.079	<0.001	2.529	1	0.277
Y.3	0.000	0.000	0.000	0.335	Reflect	0.079	<0.001	2.425	1	0.264
Y.4	0.000	0.000	0.000	0.316	Reflect	0.079	<0.001	2.216	1	0.235

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
		0.790	0.767

Adjusted R-squared coefficients

X1	X2	Z	Y
		0.787	0.762

Composite reliability coefficients

X1	X2	Z	Y
0.892	0.889	0.879	0.852

Cronbach's alpha coefficients

X1	X2	Z	Y
0.855	0.843	0.835	0.767

Average variances extracted

X1	X2	Z	Y
0.580	0.617	0.549	0.590

Full collinearity VIFs

X1	X2	Z	Y
4.685	4.627	4.676	3.904

Q-squared coefficients

X1	X2	Z	Y
		0.791	0.769

Minimum and maximum values

X1	X2	Z	Y
-1.776	-1.942	-1.972	-1.845
1.734	2.083	1.821	3.331

Medians (top) and modes (bottom)

X1	X2	Z	Y
-0.024	0.071	-0.037	0.057

0.953 0.737 -0.037 0.952

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

X1	X2	Z	Y
0.024	0.258	0.010	0.114
-1.153	-0.684	-1.082	-0.681

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

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

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

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

* Ccorrelations among latent variables and errors *

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

	X1	X2	Z	Y
X1	0.861	0.746	0.737	-0.712
X2	0.746	0.885	0.737	-0.708
Z	0.737	0.737	0.841	-0.723
Y	-0.712	-0.708	-0.723	0.868

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	1.000	-0.014

(e)Y -0.014 1.000

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	0.875
(e)Y	0.875	1.000

 * Block variance inflation factors *

	X1	X2	Z	Y
X1				
X2				
Z	5.232	5.232		
Y	6.233	6.246	5.577	

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
X1				
X2				
Z				
Y	-0.117	-0.157		

Number of paths with 2 segments

	X1	X2	Z	Y
X1				
X2				
Z				
Y	1	1		

P values of indirect effects for paths with 2 segments

	X1	X2	Z	Y
X1				
X2				
Z				
Y	0.024	0.004		

Standard errors of indirect effects for paths with 2 segments

	X1	X2	Z	Y
X1				
X2				
Z				
Y	0.059	0.058		

Effect sizes of indirect effects for paths with 2 segments

	X1	X2	Z	Y
X1				
X2				
Z				
Y	0.099	0.133		

Sums of indirect effects

	X1	X2	Z	Y
X1				
X2				
Z				
Y	-0.117	-0.157		

Number of paths for indirect effects

	X1	X2	Z	Y
X1				
X2				
Z				
Y	1	1		

P values for sums of indirect effects

	X1	X2	Z	Y
X1				
X2				
Z				
Y	0.024	0.004		

Standard errors for sums of indirect effects

	X1	X2	Z	Y
X1				
X2				
Z				
Y	0.059	0.058		

Effect sizes for sums of indirect effects

	X1	X2	Z	Y
X1				
X2				
Z				
Y	0.099	0.133		

Total effects

	X1	X2	Z	Y
X1				
X2				
Z	0.389	0.522		
Y	-0.407	-0.477	-0.302	

Number of paths for total effects

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

P values for total effects

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

Standard errors for total effects

	X1	X2	Z	Y
X1				
X2				
Z	0.078	0.076		
Y	0.078	0.076	0.080	

Effect sizes for total effects

	X1	X2	Z	Y
X1				
X2				
Z	0.335	0.456		
Y	0.343	0.403	0.253	

* Causality assessment coefficients *

Path-correlation signs

	X1	X2	Z	Y
X1				
X2				
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
X1				
X2				
Z	0.335	0.456		
Y	0.244	0.270	0.253	

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
X1				
X2				
Z	0.453	0.598		
Y	0.344	0.379	0.359	

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
X1				
X2				
Z	0.470	0.350		
Y	0.552	0.525	0.537	

Note: absolute path-correlation differences.

P values for path-correlation differences

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

Note: P values for absolute path-correlation differences.

Warp2 bivariate causal direction ratios

	X1	X2	Z	Y
X1				
X2				
Z	1.000	0.998		
Y	1.025	1.021	1.014	

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
X1				
X2				
Z	0.000	0.002		
Y	0.020	0.017	0.012	

Note: absolute Warp2 bivariate causal direction differences.

P values for Warp2 bivariate causal direction differences

	X1	X2	Z	Y
X1				
X2				
Z	0.498	0.490		
Y	0.405	0.422	0.446	

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

Warp3 bivariate causal direction ratios

	X1	X2	Z	Y
X1				
X2				
Z	0.988	0.968		
Y	1.012	0.989	1.018	

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
X1				
X2				
Z	0.010	0.028		
Y	0.010	0.009	0.015	

Note: absolute Warp3 bivariate causal direction differences.

P values for Warp3 bivariate causal direction differences

	X1	X2	Z	Y
X1				
X2				
Z	0.453	0.373		
Y	0.452	0.458	0.431	

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

