

KUESIONER PENELITIAN PENDAHULUAN

MODEL OPTIMAL MANAJEMEN KLINIK

UNTUK MENURUNKAN KEMATIAN IBU

DI RUMAH SAKIT TIPE C PEMERINTAH DI JAWA TIMUR

A. IDENTITAS

A.1 Identitas Rumah Sakit

1. Nama Rumah Sakit :
2. Alamat Rumah Sakit :
3. Tipe Rumah Sakit :
4. Tahun Berdiri Rumah Sakit :

Tanda Tangan

KUESIONER PENELITIAN

MODEL OPTIMAL MANAJEMEN KLINIK
UNTUK MENURUNKAN KEMATIAN IBU
DI RUMAH SAKIT TIPE C PEMERINTAH DI JAWA TIMUR

A.2 Identitas Responden

5. Nama :
6. Umur : Tahun ()
7. Pendidikan :
8. Jabatan :

A.3 Identitas Pewawancara (Yang Mewawancarai)

9. Nama :
10. Umur : Tahun ()
11. Pendidikan :

Tanda Tangan

B. GAMBARAN UMUM RUMAH SAKIT TIPE C

12. Jeterjangkauan oleh kendaraan umum : (1. Ya 2. Tidak)
13. Jarak tempuh (menit) rata-rata dari wilayah kecamatan sekitar.
14. Jarak terjauh dari wilayah kecamatan (kilo meter)
15. Waktu tempuh terlama dari kecamatan (menit)
16. Jarak dengan terminal angkutan umum (kilo meter)
17. Jarak dengan sarana telepon umum (meter)

C. GAMBARAN INPUT KASUS (i)

C.1 Karakteristik kasus-kasus obstetric yang diterima selama satu tahun terakhir

18. Usia rata-rata (tahun)
19. Paritas rata-rata

C.2 Jenis kasus berdasarkan rujukan :(dalam persen)

20. Datang sendiri
21. Rujukan dukun
22. Rujukan bidan rujukan dokter ahli

C.3 Jenis kasus berdasarkan kasus :(dalam persen)

23. Perdarahan infeksi
24. Eklamsi / preeklamsi
25. Lain-lain

C.4 Jenis kasus berdasarkan saat datang :(dalam persen)

26. Avoidable
27. Unavoidable
28. Tidak jelas sulit ditelus

C.5 Jenis kasus berdasarkan pendidikan :(dalam persen)

29. Kurang atau sama dengan 6 tahun
30. Antara 6-9 tahun
31. Antara 10-13 tahun

32. 14 tahun atau lebih

C.6 Jenis kasus berdasarkan pekerjaan : (dalam persen)

33. Ibu rumah tangga

34. Karyawan swasta

35. Karyawan PNS/TNI/Polri

36. Wiraswasta

C.7 Jenis kasus berdasarkan status social / ekonomi : (dalam persen)

37. Rendah

38. Menengah

39. Tinggi

D. SUMBER DAYA MANUSIA

40. Jumlah tenaga ahli Obsgin: 1. satu 2. Dua 3. Lebih dari dua

41. Jenis kelamin: 1. Laki-laki 2. Perempuan

42. Agama: 1. Islam 2. Kristen 3. Katholik 4. Hindu 5. Budha
6. lain-lain

43. Umur SpOG : 1. 35 - 39 th 2. 40 - 44 th 3. 45 th atau lebih

44. Lama menjadi pegawai negeri (PNS):

1. 0 - 4 tahun 2. 5 - 9 tahun 3. 10 tahun atau lebih

45. Jumlah dokter ahli anestesi: 0. tidak ada 1. satu 2. lebih dari satu

46. Bila tidak punya dokter anestesi, maka petugas anestesi:

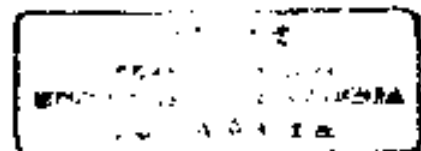
0. Tidak ada 1. Perawat khusus anestesi 2. Bidan / perawat umum

47. Jumlah tm anestesi: 1. satu 2. dua 3. tiga atau lebih

48. Jenis kelamin: 1. Laki-laki 2. Perempuan

49. Agama: 1. Islam 2. Kristen 3. Katholik 4. Hindu 5. Budha
6. lain-lain

50. Umur petugas anestesi: 1. 35 - 39 th 2. 40 - 44 th 3. 45 th atau lebih



51. Lama menjadi pegawai negeri (PNS):
 1. 0 - 4 tahun 2. 5 - 9 tahun 3. 10 tahun atau lebih
52. Jumlah tenaga bidan yang bertugas di kamar bersalin dan bangsal kebidanan:
 1. kurang dari 12 orang 2. antara 12 - 15 orang 3. lebih dari 15 orang
53. Jumlah bidan yang bertugas di UGD: 1. kurang dari 3 2. tiga atau lebih
54. Lama menjadi pegawai negeri (PNS):
 1. 0 - 4 tahun 2. 5 - 9 tahun 3. 10 tahun atau lebih
55. Jumlah tim asisten operasi: 1. satu 2. dua 3. tiga atau lebih
56. Umur tim asisten operasi: 1. Kurang dari 30 th 2. 30 - 34 th 3. 35 - 39 th 4. 40 - 44 th 5. 45 th atau lebih
57. Lama menjadi pegawai negeri (PNS):
 1. 0 - 4 tahun 2. 5 - 9 tahun 3. 10 tahun atau lebih
58. Pendidikan tim asisten operasi: 1. SMU 2. Perawat 3. Perawat yang pernah dikursus
59. Jumlah tim instrumen operasi : 1. satu 2. dua 3. tiga atau lebih
60. Umur tim instrumen operasi : 1. kurang dari 30 th 2. 30 - 34 th 3. 35 - 39 th 4. 40 - 44 th 5. 45 th atau lebih
61. Pendidikan tim instrumen operasi: 1. SMU 2. Perawat 3. Perawat yang pernah dikursus
62. Lama menjadi pegawai negeri (PNS):
 1. 0 - 4 tahun 2. 5 - 9 tahun 3. 10 tahun atau lebih
63. Bila jumlah dokter obsgin hanya satu, maka bila berhalangan datang:
 0. tidak ada yang mengganti 2. ada dari obsgin RS lain
64. Bila jumlah petugas anestesi hanya satu, maka bila berhalangan datang:
 0. tidak ada yang mengganti 2. ada dari RS lain
65. Jumlah perawat Intensive care Unit (ICU). 1. kurang dari 6 2. lebih dari 6

66. Umur perawat Intensive Care Unit (ICU): 1. Kurang dari 30 th 2.
30 - 34 th 3. 35 - 39 th 4. 40 - 44 th 5. 45
th atau lebih
67. Pendidikan perawat Intensive Care Unit (ICU).
1. SMU 2. Perawat 3. Perawat yang pernah dikursus
68. Lama menjadi pegawai negeri (PNS).
1. 0 - 4 tahun 2. 5 - 9 tahun 3. 10 tahun atau lebih
69. Perawat terlatih (bersertifikat) di ICU: 1. kurang dari 6 2. lebih dari 6

E. KELENGKAPAN FASILITAS RUMAH SAKIT

E.1 Sarana Kamar Operasi

70. Jumlah kamar operasi
71. Jumlah set laparotomi / seksio sesaria
72. Apakah kamar operasi selalu siap dipakai untuk operasi emergency?
(0 = Tidak 1 = Ya)
73. Apakah set alat operasi selalu siap digunakan untuk operasi emergency?
(0 = Tidak 1 = Ya)
74. Apakah di ruang operasi selalu tersedia obat-obat primer anestesi
(adrenalin, non adrenalin, aminophilin)? (0 = Tidak 1 = Ya)
75. Apakah di ruang operasi selalu tersedia obat-obat skunder anestesi
(antihistamin, kortikosteroid)? (0 = Tidak 1 = Ya)
76. Apakah di ruang operasi selalu tersedia obat-obat tertier anestesi
(epedrin, dopamine, dll)? (0 = Tidak 1 = Ya)

E.2 Ruang Isolasi Dan Perawatan Khusus

77. Tersedia ruang isolasi khusus untuk kasus infeksi (0 = Tidak 1 = Ya)
78. Tersedia ruang isolasi khusus untuk kasus prekalmsi / eklamsia (0 =
Tidak 1 = Ya)

E.3 Kamar Bersalin

79. Jumlah bed yang tersedia
80. Jumlah meja gini yang tersedia
81. Jumlah set partus
82. Ketersediaan obat-obat untuk emergency. 1. Selalu lengkap 2. Sering lengkap 3. Sering tidak lengkap 4. tidak pernah lengkap
83. Ketersediaan sarana pendukung (O2, martos, hemasel, alat venaseksi, tampon dll): 1. Selalu lengkap 2. Sering lengkap 3. Sering tidak lengkap 4. tidak pernah lengkap

E.4 Bangsal Kebidanan

84. Terdapat ruang khusus untuk tindakan emergency (0 = Tidak Ya)
85. Ketersediaan obat-obatan untuk emergency kebidanan. 1. Selalu lengkap 2. Sering lengkap 3. Sering tidak lengkap 4. tidak pernah lengkap
86. Ketersediaan sarana pendukung emergency kebidanan (O2, martos, hemasel, alat venaseksi, tampon dll). 1. Selalu lengkap 2. Sering lengkap 3. Sering tidak lengkap 4. tidak pernah lengkap

E.5 Sarana Komunikasi

Tersedia sarana telepon untuk langsung komunikasi ke luar RS:

87. Di Unit Gawat darurat (UGD) (0 = Tidak 1 = Ya)
 88. Di kamar operasi (0 = Tidak 1 = Ya)
 89. Di kamar bersalin (0 = Tidak 1 = Ya)
 90. Di bangsal kebidanan (0 = Tidak 1 = Ya)

Ketersediaan sarana komunikasi bagi dokter Ohgin (0 = Tidak 1 = Ya)

Bila ada berupa:

91. Telepon rumah (0 = Tidak 1 = Ya)
 92. Hand Phone (0 = Tidak 1 = Ya)
 93. Peger / sejenis (0 = Tidak 1 = Ya)

Ketersediaan sarana komunikasi bagi dokter/petugas anastesi

(0 = Tidak 1 = Ya)

Bila ada berupa:

94. Telepon rumah (0 = Tidak 1 = Ya)
 95. Hand Phone (0 = Tidak 1 = Ya)
 96. Peger / sejenis (0 = Tidak 1 = Ya)

Ketersediaan sarana komunikasi bagi asisten operasi

(0 = Tidak 1 = Ya)

Bila ada berupa:

97. Telepon rumah (0 = Tidak 1 = Ya)
 98. Hand Phone (0 = Tidak 1 = Ya)
 99. Peger / sejenis (0 = Tidak 1 = Ya)
 100. Apakah semua asisten operasi tersedia sarana komunikasi
 (0 = Tidak 1 = Ya)

E.6 Palang Merah Indonesia

101. Bank darah tersedia di rumah sakit (0 = Tidak 1 = Ya)
 102. Bila tidak, berapa jarak dari PMI ke rumah sakit? (kilometer)
 103. Jam buka PMI (jam/hari)

104. Ketersediaan darah : 1. Selalu terbatas 2. kadang terbatas 3. selalu ter
sema jenis
105. Mampu menyediakan trombosit (0 = Tidak 1 = Ya)
106. Mampu menyediakan plasma expander (0 = Tidak 1 = Ya)
107. Mampu menyediakan Fresh frozen Plasma (FFP) (0 = Tidak 1 = Ya)

E.7 Laboratorium

108. Jam kerja laboratorium (jam/hari)

Kemampuan Pemeriksaan Penunjang infeksi

109. Mampu melakukan kultur dan sensitifitas (0 = Tidak 1 = Ya)
110. Mampu melakukan pemeriksaan CRP (0 = Tidak 1 = Ya)

Kemampuan Pemeriksaan Penunjang Perdarahan

111. Mampu melakukan pemeriksaan fibrinogen (0 = Tidak 1 = Ya)
112. Mampu melakukan pemeriksaan FDP (0 = Tidak 1 = Ya)

Kemampuan Pemeriksaan Penunjang Preeklamsia

113. Mampu melaksanakan pemeriksaan fungsi liver (0 = Tidak 1 = Ya)
114. Mampu melaksanakan pemeriksaan fungsi ginjal (0 = Tidak 1 = Ya)

Kemampuan pemeriksaan Penunjang Lain

115. Mampu melaksanakan pemeriksaan AGD (0 = Tidak 1 = Ya)

E.8 Sarana Penunjang Diagnostik Lainnya

116. Tersedia Ultra Sonografi (USG) (0 = Tidak 1 = Ya)
117. Bila tersedia bisa dioperasikan berapa jam perhari

E.9 Sarana Penunjang Icu

118. Tersedia ICU di rumah sakit (0 = Tidak 1 = Ya)
119. Bila Ya, ketersediaan respirator
1. Selalu ada yang dipakai 2. tidak ada yang selalu dipakai

*

120. Tindakan yang bisa dilakukan . pemasangan CVP
(0 = Tidak 1 = Ya)
121. Kemampuan sarana monitoring 1. Cukup 2. Kurang
122. Ketersediaan tempat tidur :
1. selalu ada yang siap dipakai 2. jarang penuh 3. selalu penuh

E.10 Sarana Transportasi

123. Ketersediaan sarana transportasi kursi dorong di kamar bersalin :
0. Tidak ada 1. Ada satu 2. Ada dua 3. Lebih dari dua
124. Ketersediaan sarana transportasi meja (bed) dorong di kamar bersalin :
0. Tidak ada 1. Ada satu 2. Ada dua 3. Lebih dari dua
125. Ketersediaan sarana transportasi kursi dorong di bangsal kebidanan :
0. Tidak ada 1. Ada satu 2. Ada dua 3. Lebih dari dua
126. Ketersediaan sarana transportasi meja (bed) dorong di bangsal kebidanan :
0. Tidak ada 1. Ada satu 2. Ada dua 3. Lebih dari dua
127. Ketersediaan sarana transportasi meja (bed) dorong di UGD :
0. Tidak ada 1. Ada satu 2. Ada dua 3. Lebih dari dua
128. Ketersediaan sarana transportasi kursi dorong di UGD :
0. Tidak ada 1. Ada satu 2. Ada dua 3. Lebih dari dua
129. Ketersediaan sarana transportasi mobil khusus untuk pasien
0. Tidak ada 1. Ada satu 2. Ada dua 3. Lebih dari dua

F. ORGANISASI DAN TATA LAKSANA

- F.1 Tersedia kelengkapan sebagai berikut
(0. Tidak ada 1. Ada tidak lengkap 2. Ada lengkap)
130. Terdapat alir penanganan kasus kebidanan protap yang jelas dri pasien masuk (UGD, Poliklinik) sampai KB, bangsal/kamar operasi
131. Tersedia protap penanganan kasus berdasarkan diagnosis
132. Tersedia protap penanganan kasus berdasarkan gejala

- 133. Tersedia protap untuk tindakan-tindakan kebidanan
- 134. Tersedia ketentuan/kebijakan uraian tugas karyawan
- 135. Tersedia ketentuan/kebijakan tentang hak dan tanggung jawab karyawan
- 136. Tersedia ketentuan/kebijakan yang transparan mengenai pemberian jasa medis
- 137. Tersedia ketentuan/kebijakan tentang system evaluasi dan tindak lanjut tertulis

F.2 Sosialisasi tentang protap / kebijakan tersebut:

(1. Belum ada 2. Sudah tetapi belum semua karyawan mengalami 3. Sudah dan semua karyawan memahami)

- 138. Sosialisasi alur penanganan kasus kebidanan protap yang jelas di pasien masuk (UGD, Poliklinik) sampai KB, bangsal/kamar operasi
- 139. Sosialisasi protap penanganan kasus berdasarkan diagnosis
- 140. Sosialisasi protap penanganan kasus berdasarkan gejala
- 141. Sosialisasi protap untuk tindakan-tindakan kebidanan
- 142. Sosialisasi ketentuan/kebijakan uraian tugas karyawan
- 143. Sosialisasi a ketentuan/kebijakan tentang hak dan tanggung jawab karyawan
- 144. Sosialisasi ketentuan / kebijakanyang transparan mengenai pemberian jasa medis
- 145. Tersedia ketentuan / kebijakan tentang system evaluasi dan tindak lanjut tertulis

F.3 Pelaksanaan protap atau kebijakan tersebut:

(1. Belum dilaksanakan 2. Sudah sebagian kecil 3. Sudah sebagian besar 4. Sudah semua terlaksana sesuai dengan yang tertulis)

- 146. Terdapat alur penanganan kasus kebidanan protap yang jelas di pasien masuk (UGD, Poliklinik) sampai KB, bangsal kamar operasi
- 147. Tersedia protap penanganan kasus berdasarkan diagnosis

- 148. Tersedia protap penanganan kasus berdasarkan gejala
- 149. Tersedia protap untuk tudakan-tindakan kebidanan
- 150. Tersedia ketentuan/kebijakan uraian tugas karyawan
- 151. Tersedia ketentuan/kebijakan tentang liak dan tanggung jawab karyawan
- 152. Tersedia ketentuan/kebijakanyang transparan mengenai pemberian jasa medis
- 153. Tersedia ketentuan/kebijakan tentang system evaluasi dan tindak lanjut tertulis

F.4 Aktivitas

- 154. Berapa jumlah operasi darurat rata-rata setiap hari:
 - 1. belum tentu ada
 - 2. 1 – 4 kasus
 - 3. lebih dari 5 kasus.
- 155. Kapan operasi darurat sering difaksanakan: 1. pada jam kerja 2. di luar jam kerja.
- 156. Kapan operasi darurat sering terlambat di laksanakan:
 - 1 pada hari kerja
 - 2. pada hari libur nasional
 - 3. hari Sabtu
 - 4. hari Minggu.
- 157. Mengapa operasi darurat sering tertunda:
 - 1 SpOG tidak di tempat,
 - 2. kamar operasi sedang dipakai
 - 3. tim operasi tidak di tempat
 - 4. instrumen operasi belum siap
- 158. Kapan RS tipe C sering menerima rujukan
 - 1 pada jam kerja
 - 2. pada hari kerja
 - 3. pada hari libur nasional
 - 4 pada hari Sabtu
 - 5 pada hari Minggu.
- 159. Kapan RS tipe C sering merujuk pasien:
 - 1 pada hari kerja
 - 2. pada hari libur nasional
 - 3. hari Sabtu
 - 4. hari Minggu.
- 160. Mengapa RS tipe C sering merujuk pasien ke RS tipe A / B atau ke RS lain
 - 1. SpOG tidak di tempat,
 - 2. kamar operasi sedang dipakai
 - 3. tim operasi tidak di tempat
 - 4. instrumen operasi belum siap
 - 5. tidak mampu ditangani di RS yang bersangkutan

161. Jenis ASA berapa yang bisa dtangani di RS tipe C 1. ASA I 2. ASA II 3. ASA III 4. ASA IV
162. Bila tidak ada dokter anestesi apakah perawat anestesi mempunyai kemampuan untuk menangani kasus dengan komplikasi (ASA II, III dan IV)?
163. Bila tidak ada dokter anestesi apakah perawat anestesi mempunyai kesiapan mental untuk menangani kasus dengan komplikasi (ASA II, III dan IV)?
164. Berapa jumlah operasi terencana rata-rata setiap hari :
1. belum tentu ada 2. 1 – 4 kasus 3. lebih dari 5 kasus
165. Kapan operasi terencana dilaksanakan: 1. pada jam kerja 2. di luar jam kerja.
166. Mengapa operasi terencana sering tertunda? 1. SpOG tidak di tempat 2. kamar operasi sedang dipakai 3. tim operasi tidak di tempat 4. instrumen operasi belum siap

G. GAMBARAN OUTPUT (O) DAN OUTCOME (o)

167. Angka Bed Occupancy Rate / BOR untuk bangsal kebidanan (%)
168. Angka Length of Stay (LOS) untuk bangsal kebidanan (hari)
169. Frekuensi penggunaan tempat tidur (Bed Turn Over / BTO) untuk bangsal kebidanan.
170. Interval penggunaan tempat tidur (Turn Over Interval / TOI) untuk bangsal kebidanan
171. Angka operasi per Abdominam (OA) untuk operasi kebidanan
172. Angka operasi per Vaginam (OV) untuk operasi kebidanan
173. Jumlah kematian ibu di RS tipe C
174. Angka keterlambatan pelayanan pertama Gawat Darurat
175. Angka komplikasi pasca bedah
176. Angka masa tunggu sebelum operasi elektip
177. Angka kematian ibu karena eklamsia

178. Angka kematian ibu karena perdarahan
179. Angka kematian ibu karena sepsis
180. Angka Perpanjangan masa rawat ibu melahirkan
181. Angka Pasien Rawat Inap Kebidanan
182. Angka persalinan normal

QUESTIONER PENELITIAN (KHUSUS DOKTER)

MODEL OPTIMAL MANAJEMEN KLINIK UNTUK MENURUNKAN KEMATIAN IBU PADA RUMAH SAKIT TIPE C PEMERINTAH DI JAWA TIMUR

I. IDENTITAS

A. Identitas Rumah Sakit

1. Nama Rumah Sakit
2. Alamat Rumah Sakit

B. Identitas Responden

1. Nama
2. Jenis Kelamin
3. Umur Tahun
4. Jabatan

Questioner Penelitian Disertasi

1. PENDIDIKAN

1. Tingkat Pendidikan formal tertinggi yang diselesaikan :
 - a) S1 b) S2 c) S3 d) Sp1 e) Sp2
2. Lama penyelesaian pendidikan formal S1 (dalam tahun)
 - a) 4 th b) 5 th c) 6 th d) 7 th e) > 7 th
3. Lama penyelesaian pendidikan formal S2 (dalam tahun)
 - a) 2 th b) 3 th c) 4 th d) 5 th e) > 5 th
4. Lama penyelesaian pendidikan formal S3 (dalam tahun)
 - a) 3 th b) 4 th c) 5 th d) 6 th e) > 6 th
5. Lama penyelesaian pendidikan formal Sp1 (dalam tahun)
 - a) 2 th b) 3 th c) 4 th d) 5 th e) > 5 th
6. Lama penyelesaian pendidikan formal Sp2 (dalam tahun)
 - a) 2 th b) 3 th c) 4 th d) 5 th e) > 5 th
7. Tempat pendidikan (institusi)
 - a. S1 :.....
 - b. S2 :
 - c. S3 :
 - d. Sp1 :
 - e. Sp2 :
8. Selama Pendidikan S1 dibiayai oleh :
9. Selama Pendidikan S2 dibiayai oleh :
10. Berapa lama selang pendidikan S1 dan S2 : tahun
 - a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
11. Berapa lama selang pendidikan S1 dan Sp1 : tahun
 - a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
12. Berapa lama selang pendidikan Sp1 dan S2 : tahun
 - a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
13. Berapa lama selang pendidikan S2 dan S3 : tahun

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- a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th

14. Berapa lama selang pendidikan Sp1 dan S3 : tahun

- a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th

II. PROFESI

15. Berapa lama telah menjalani profesi Sp/Sp2 : tahun

- a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th

16. Apakah pernah menjalani profesi diluar jawa : a) ya b) tidak

17. Jika ya di mana pernah menjalani profesi :

18. Berapa lama menjalani profesi diluar jawa : tahun

- a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th

19. Kepangkatan dalam profesi (pangkat PNS) : sejak tahun

III. TUGAS DAN KEWAJIBAN

20. Berapa lama telah menjadi PNS : tahun

- a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th

21. Berapa lama jam kerja efektif dalam sehari di RS : jam

- a) < 4 jam b) 4 – 5 jam c) 5 – 6 jam d) 6 – 7 jam e) > 7 jam

22. Kerja di RS dimulai pada jam: Wib

23. Kerja di RS diakhir pada jam: Wib

24. Berapa jumlah jam kerja efektif dalam seminggu : jam

- a) < 24 jam b) 24 – 30 jam c) 31 - 36 jam d) 37 - 42 jam e) > 42 jam

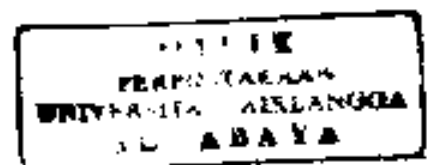
25. Berapa jumlah jam libur dalam seminggu : jam

- a) < 24 jam b) 24 – 30 jam c) 31 - 36 jam d) 37 - 42 jam e) > 42 jam

26. Apakah ada sisa perkerjaan di RS yang dibawa kerumah ?

27. Jika ada kira-kira berapa persentasenya ?

- a) < 20 % b) 20 – 40 % c) 41 – 60 % d) 61 – 80 % e) > 80 %



Kuesioner Penelitian Disertasi

28. Bila kegiatan praktek dianggap sebagai kewajiban, berapa persen waktu yang dialokasikan untuk kegiatan tersebut ?

- a) < 20 % b) 20 – 40 % c) 41 – 60 % d) 61 – 80 % e) > 80 %

IV. PROTAP

29. Apakah alur penanganan kasus kebidanan atau protap yang jelas, mulai dari pasien masuk (UGD, Poliklinik) sampai KB, bangsal/kamar operasi telah dilaksanakan ?

- a) ya b) tidak c) kadang-kadang d)

30. Jika ya berapa persen telah dilaksanakan

- a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

31. Apakah protap penanganan kasus berdasarkan diagnosis telah dilaksanakan ?

- a) ya b) tidak c) kadang-kadang d)

32. Jika ya berapa persen telah dilaksanakan

- a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

33. Apakah protap penanganan kasus berdasarkan gejala telah dilaksanakan ?

- a) ya b) tidak c) kadang-kadang d)

34. Jika ya berapa persen telah dilaksanakan

- a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

35. Apakah terdapat ketentuan/kebijakan uraian tugas profesi ?

- a) ada b) ada tidak lengkap c) tidak ada d)

36. Jika ada berapa persen telah dilaksanakan

- a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

V. BERPIKIR LINIER DAN KEBUTUHAN HIDUP

Kuesioner Penelitian Disertasi

37. Apakah ada tujuan yang spesifik (cita-cita) menjalani profesi dokter spesialis ?
.....
.....
38. Pada tingkat apa kebutuhan yang hidup sudah dapat dipenuhi ?
.....
39. Apakah masih ada kebutuhan yang ingin dipenuhi ?
.....
40. Apakah penghasilan utama dokter adalah gaji PNS ?
.....
41. Jika ya apakah cukup untuk kebutuhan yang ingin dipenuhi ?
.....
42. Jika tidak mencukupi kebutuhan apakah ada penghasilan lain dari profesi yang dikerjakan ?
.....
43. Berapa perkiraan pendapatan dalam satu bulan ?
.....
44. Apakah ada keinginan untuk mengikuti pendidikan yang lebih tinggi kalau ya disebutkan pendidikan apa ?
.....
45. Bagaimana anda memandang masalah yang berkaitan dengan profesi anda
.....
46. Bagaimana anda memberikan solusi terhadap masalah yang berkaitan dengan profesi anda ?
.....
.....

Kuesioner Penelitian Disertasi

VI. FASILITAS DARAH

47. Bagaimana sistim anggaran/dana dalam memfasilitasi darah di RS ?

.....

48. Berapa jumlah darah yang tersedia di RS setiap hari ?

.....

49. Berapa jumlah darah yang tersedia di RS dalam 1 minggu ?

.....

50. Golongan darah apa yang dominan tersedia di RS ?

.....

51. Darah apa yang sulit difasilitasi di RS ?

.....

52. Bagaimana bentuk kerja sama dengan PMI ?

.....

53. Bagaimana system pengiriman darah yang dilakukan ?

.....

54. Berapa jumlah darah yang biasa terkirim dalam satu hari ?

.....

55. Apakah darah yang biasa terkirim sesuai dengan permintaan ?

.....

56. Apakah ada donor darah tetap di RS ?

.....

57. Jika ada bagaimana bentuk kerja sama dengan pihak RS ?

.....

58. Berapa jumlah donor darah tetap yang ada di RS ?

.....

59. Bagaimana kualitas donor darah tetap yang ada di RS ?

.....

Kuesioner Penelitian Disertasi

60. Bagaimana donor tetap difasilitasi di RS ?

.....

61. Apakah ada bentuk autotransfusi darah di RS ?

.....

62. Jika ada bagaimana mekanismenya dengan pihak RS ?

.....

63. Apakah ada bentuk pengganti darah di RS ?

.....

64. Jika ada bagaimana mekanismenya di RS ?

.....

65. Bagaimana kualitas darah pengganti ?

.....

66. Bagaimana pendanaannya ?

.....

Kuesioner Penelitian Disertasi

VII. FASILITAS KOMUNIKASI

67. Apakah disediakan anggaran untuk fasilitas komunikasi dalam kegiatan operasional ?
.....

68. Jika ada dalam bentuk yang bagaimana ?
.....

69. Jika tidak bentuk yang diupayakan ?
.....

70. Jenis fasilitas komunikasi apa yang digunakan untuk kegiatan operasional?
.....

71. Bentuk alur komunikasi bagaimana yang dilakukan di RS ?
.....

72. Bila sudah ada bentuk alur komunikasi, apakah efektif berjalan di RS ?
.....

73. Bila sudah ada bentuk alur komunikasi, apakah efisien berjalan di RS ?
.....

74. Bagaimana tata cara komunikasi yang ada/ terjadi ?
.....

75. Apakah tata cara komunikasi yang ada/ terjadi sudah efektif ?
.....

76. Apakah tata cara komunikasi yang ada/ terjadi sudah efisien ?
.....

Kuesioner Penelitian Disertasi

QUESTIONER PENELITIAN (KHUSUS BIDAN)

MODEL OPTIMAL MANAJEMEN KLINIK UNTUK MENURUNKAN KEMATIAN IBU PADA RUMAH SAKIT TIPE C PEMERINTAH DI JAWA TIMUR

I. IDENTITAS

A. Identitas Rumah Sakit

1. Nama Rumah Sakit :
2. Alamat Rumah Sakit :

B. Identitas Responden

1. Nama :
2. Jenis Kelamin :
.....
3. Umur : Tahun
4. Jabatan :

Kuesioner Penelitian Disertasi

I. PENDIDIKAN

1. Tingkat Pendidikan formal tertinggi yang diselesaikan :
 a) D1 b) D2 c) D3 d) S1 e) S2
2. Lama penyelesaian pendidikan formal D1 (dalam tahun)
 a) 1 th b) 1,5 th c) 2 th d) 2,5 th e) > 2,5 th
3. Lama penyelesaian pendidikan formal D2 (dalam tahun) :
 a) 2 th b) 2,5 th c) 3 th d) 3,5 th e) > 3,5 th
4. Lama penyelesaian pendidikan formal D3 (dalam tahun)
 a) 3 th b) 3,5 th c) 4 th d) 4,5 th e) > 4,5 th
5. Lama penyelesaian pendidikan formal S1 (dalam tahun)
 a) 4 th b) 5 th c) 6 th d) 7 th e) > 7 th
6. Tempat pendidikan (institusi)
 a. D1
 b. D2
 c. D3
 d. S1
 e. S2
7. Selama Pendidikan dibiayai oleh :

II. PROFESI

8. Berapa lama telah menjalani profesi Bidan : tahun
 a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
9. Apakah pernah menjalani profesi diluar jawa : a) ya b) tidak
10. Jika ya di mana pernah menjalani profesi
11. Berapa lama menjalani profesi diluar jawa : tahun
 a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
12. Kepangkatan dalam profesi (pangkat PNS) sejak tahun

Kuesioner Penelitian Disertasi

III. TUGAS DAN KEWAJIBAN

13. Berapa lama telah menjadi PNS : tahun
 a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
14. Berapa lama jam kerja efektif dalam sehari di RS : jam
 a) < 4 jamb) 4 - 5 jam c) 5 - 6 jam d) 6 - 7 jam e) > 7 jam
15. Kerja di RS dimulai pada jam. Wib
16. Kerja di RS diakhiri pada jam: Wib
17. Berapa jumlah jam kerja efektif dalam seminggu : jam
 a) < 24 jam b) 24 - 30 jam c) 31 - 36 jam d) 37 - 42 jam e) > 42 jam
18. Berapa jumlah jam libur dalam seminggu : jam
 a) < 24 jam b) 24 - 30 jam c) 31 - 36 jam d) 37 - 42 jam e) > 42 jam
19. Apakah ada sisa pekerjaan di RS yang dibawa kerumah ?
20. Jika ada kira-kira berapa persentasenya ?
- a) < 20 % b) 20 - 40 % c) 41 - 60 % d) 61 - 80 % e) > 80 %
21. Bila kegiatan praktek dianggap sebagai kewajiban, berapa persen waktu yang dialokasikan untuk kegiatan tersebut ?
- a) < 20 % b) 20 - 40 % c) 41 - 60 % d) 61 - 80 % e) > 80 %

IV. PROTAP

22. Apakah alur penanganan kasus kebidanan atau protap yang jelas, mulai dari pasien masuk (UGD, Poliklinik) sampai KB, bangsal/kamar operasi telah di laksanakan ?
 a) ya b) tidak c) kadang-kadang d)
23. Jika ya berapa persen telah dilaksanakan
 a) < 30 % b) 30 - 50 % c) 51 - 70 % d) 71 - 90 % e) > 90 %

Kuesioner Penelitian Disertasi

24. Apakah protap penanganan kasus berdasarkan diagnosis telah dilaksanakan ?

- a) ya b) tidak c) kadang-kadang d)

25. Jika ya berapa persen telah dilaksanakan

- a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

26. Apakah protap penanganan kasus berdasarkan gejala telah dilaksanakan ?

- a) ya b) tidak c) kadang-kadang d)

27. Jika ya berapa persen telah dilaksanakan:

- a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

28. Apakah terdapat ketentuan/kebijakan uraian tugas profesi ?

- a) ada b) ada tidak lengkap c) tidak ada d)

29. Jika ada berapa persen telah dilaksanakan

- a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

V. BERPIKIR LINIER DAN KEBUTUHAN HIDUP

30. Apakah ada tujuan yang spesifik (cita-cita) menjalani profesi bidan ?

.....
.....

31. Pada tingkat apa kebutuhan yang hidup sudah dapat dipenuhi ?

.....

32. Apakah masih ada kebutuhan yang ingin dipenuhi ?

.....

33. Apakah penghasilan utama bidan adalah gaji PNS ?

.....

34. Jika ya apakah apakah cukup untuk kebutuhan yang ingin dipenuhi ?

.....

Kuesioner Penelitian Disertasi

35. Jika tidak mencukupi kebutuhan, apakah ada penghasilan lain dari profes.
yang dikerjakan ?

.....

36. Berapa perkiraan pendapatan dalam satu bulan ?

.....

37. Apakah ada keinginan untuk mengikuti pendidikan yang lebih tinggi kalau
ya disebutkan pendidikan apa ?

.....

38. Bagaimana anda memandang masalah yang berkaitan dengan profesi anda

.....

39. Bagaimana anda memberikan solusi terhadap masalah yang berkaitan
dengan profesi anda ?

.....

VI. FASILITAS KOMUNIKASI

40. Apakah disediakan anggaran untuk fasilitas komunikasi dalam kegiatan
operasional ?

.....

41. Jika ada dalam bentuk yang bagaimana ?

.....

42. Jika tidak bentuk yang diupayakan ?

.....

43. Jenis fasilitas komunikasi apa yang digunakan untuk kegiatan operasional?

.....

44. Bentuk alur komunikasi bagaimana yang dilakukan di RS ?

.....

45. Bila sudah ada bentuk alur komunikasi, apakah efektif berjalani di RS ?

.....

Kuesioner Penelitian Disertasi

46. Bila sudah ada bentuk alur komunikasi, apakah efisien berjalan di RS ?

.....

47. Bagaimana tata cara komunikasi yang ada/ terjadi ?

.....

48. Apakah tata cara komunikasi yang ada/ terjadi sudah efektif ?

.....

49. Apakah tata cara komunikasi yang ada/ terjadi sudah efisien ?

.....

Kuesioner Penelitian Disertasi

QUESTIONER PENELITIAN (KHUSUS PERAWAT)

MODEL OPTIMAL MANAJEMEN KLINIK UNTUK MENURUNKAN KEMATIAN IBU PADA RUMAH SAKIT TIPE C PEMERINTAH DI JAWA TIMUR

I. IDENTITAS

A. Identitas Rumah Sakit

1. Nama Rumah Sakit :
2. Alamat Rumah Sakit :

B. Identitas Responden

1. Nama :
2. Jenis Kelamin :
3. Umur : Tahun

Questioner Penelitian Disertasi

I. PENDIDIKAN

1. Tingkat Pendidikan formal tertinggi yang diselesaikan :
a) SLTA b) Perawat c) D1 d) D2 e) D3
2. Lama penyelesaian pendidikan formal perawat (dalam tahun)
a) 1 th b) 1,5 th c) 2 th d) 2.5 th e) > 2,5 th
3. Lama penyelesaian pendidikan formal D1 (dalam tahun)
a) 1 th b) 1,5 th c) 2 th d) 2.5 th e) > 2,5 th
4. Lama penyelesaian pendidikan formal D2 (dalam tahun)
a) 2 th b) 2,5 th c) 3 th d) 3,5 th e) > 3,5 th
5. Lama penyelesaian pendidikan format D3 (dalam tahun)
a) 3 th b) 3,5 th c) 4 th d) 4,5 th e) > 4,5 th
6. Tempat pendidikan (institusi)
a. Perawat :
b. D1 :
c. D2 :
d. D3 :
7. Selama Pendidikan dibiayai oleh :

II. PROFESI

8. Berapa lama telah menjalani tugas sebagai perawat : tahun
a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
9. Apakah pernah menjalani tugas diluar jawa. a) ya b) tidak
10. Jika ya di mana pernah menjalani tugas
11. Berapa lama menjalani profesi diluar jawa : tahun
a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
12. Kepangkatan dalam profesi (pangkat PNS) : sejak tahun

Kuesioner Penelitian Disertasi

III. TUGAS DAN KEWAJIBAN

13. Berapa lama telah menjadi PNS -- : tahun
a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
14. Berapa lama jam kerja efektif dalam sehari di RS : jam
a) < 4 jam b) 4 – 5 jam c) 5 – 6 jam d) 6 – 7 jam e) > 7 jam
15. Kerja efektif di RS dimulai pada jam : Wib
16. Kerja efektif di RS diakhiri pada jam: Wib
17. Berapa jumlah hari kerja efektif dalam seminggu : hari
18. Berapa jumlah hari libur dalam seminggu : hari

IV. PROTAP

19. Apakah alur penanganan kasus kebidanan atau protap yang jelas, mulai dari pasien masuk (UGD, Poliklinik) sampai KB, bangsal/kamar operasi telah di laksanakan ?
a) ya b) tidak c) kadang-kadang d)
20. Jika ya berapa persen telah dilaksanakan
a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %
21. Apakah protap penanganan kasus berdasarkan diagnosis telah dilaksanakan ?
a) ya b) tidak c) kadang-kadang d)
22. Jika ya berapa persen telah dilaksanakan
a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %
23. Apakah protap penanganan kasus berdasarkan gejala telah dilaksanakan ?
a) ya b) tidak c) kadang-kadang d)
24. Jika ya berapa persen telah dilaksanakan
a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

Kuesioner Penelitian Disertasi

25. Apakah terdapat ketentuan/kebijakan uraian tugas ?
a) ada b) ada tidak lengkap c) tidak ada d)
26. Jika ada berapa persen telah dilaksanakan
a) < 30 % b) 30 – 50 % c) 51 – 70 % d) 71 – 90 % e) > 90 %

V. BERPIKIR LINIER DAN KEBUTUHAN HIDUP

27. Apakah ada tujuan yang spesifik (cita-cita) menjalani pekerjaan sebagai perawat ?
.....
.....
28. Pada tingkat apa kebutuhan yang hidup sudah dapat dipenuhi ?
.....
29. Apakah masih ada kebutuhan yang ingin dipenuhi ?
.....
30. Berapa perkiraan pendapatan dalam satu bulan ?
.....
31. Apakah ada keinginan untuk mengikuti pendidikan yang lebih tinggi kalau ya disebutkan pendidikan apa ?
.....
32. Bagaimana anda memandang masalah yang berkaitan dengan tugas anda
.....
33. Bagaimana anda memberikan solusi terhadap masalah yang berkaitan dengan tugas anda ?
.....

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Kuesioner Penelitian Disertasi

VI. FASILITAS KOMUNIKASI

34. Apakah disediakan anggaran untuk fasilitas komunikasi dalam kegiatan operasional ?
.....

35. Jika ada dalam bentuk yang bagaimana ?
.....

36. Jika tidak bentuk yang diupayakan ?
.....

37. Jenis fasilitas komunikasi apa yang digunakan untuk kegiatan operasional?
.....

38. Bentuk alur komunikasi bagaimana yang dilakukan di RS ?
.....

39. Bila sudah ada bentuk alur komunikasi, apakah efektif berjalan di RS ?
.....

40. Bila sudah ada bentuk alur komunikasi, apakah efisien berjalan di RS ?
.....

41. Bagaimana tata cara komunikasi yang ada/ terjadi ?
.....

42. Apakah tata cara komunikasi yang ada/ terjadi sudah efektif ?
.....

43. Apakah tata cara komunikasi yang ada/ terjadi sudah efisien ?
.....

Kuesioner Penelitian Disertasi

QUESTIONER PENELITIAN (KHUSUS NONMEDIK)

MODEL OPTIMAL MANAJEMEN KLINIK UNTUK MENURUNKAN KEMATIAN IBU PADA RUMAH SAKIT TIPE C PEMERINTAH DI JAWA TIMUR

I. IDENTITAS

A. Identitas Rumah Sakit

1. Nama Rumah Sakit :
2. Alamat Rumah Sakit :
3. Tipe Rumah Sakit :
4. Tahun Bertari Rumah Sakit :

B. Identitas Responden

1. Nama :
2. Jenis Kelamin :
.....
3. Umur : Tahun

Questioner Penelitian Disertasi

I. PENDIDIKAN

1. Tingkat Pendidikan formal tertinggi yang diselesaikan :
a) SLTP b) SMU c) D1 d) D2 E) D3
2. Lama penyelesaian pendidikan formal perawat (dalam tahun)
a) 1 th b) 2 th c) 3 th d) 4 th E) > 4 th
3. Tempat pendidikan terakhir (institusi)
4. Selama Pendidikan dibiayai oleh :

II. TUGAS DAN KEWAJIBAN

5. Berapa lama telah menjadi PNS : tahun
a) < 2 th b) 3th c) 4 th d) 5 th e) > 5 th
6. Berapa lama jam kerja efektif dalam sehari di RS : jam
a) < 4 jam b) 4 – 5 jam c) 5 – 6 jam d) 6 – 7 jam e) > 7 jam
7. Kerja efektif di RS dimulai pada jam : Wib
8. Kerja efektif di RS diakhiri pada jam: Wib
9. Berapa jumlah hari kerja efektif dalam seminggu : hari
10. Berapa jumlah hari libur dalam seminggu : hari

III. BERPIKIR LINIER DAN KEBUTUHAN HIDUP

11. Apakah ada tujuan yang spesifik (cita-cita) menjalani pekerjaan di RS ?

.....
.....

12. Pada tingkat apa kebutuhan yang hidup sudah dapat dipenuhi ?

.....

13. Apakah masih ada kebutuhan yang ingin dipenuhi ?

.....

1

Kuesioner Penelitian Disertasi

14. Berapa perkiraan pendapatan dalam satu bulan ?

.....

15. Apakah ada keinginan untuk mengikuti pendidikan yang lebih tinggi kalau ya disebutkan pendidikan apa ?

.....

16. Bagaimana anda memandang masalah yang berkaitan dengan tugas anda

.....

17. Bagaimana anda memberikan solusi terhadap masalah yang berkaitan dengan tugas anda ?

.....

IV. FASILITAS KOMUNIKASI

18. Apakah disediakan anggaran untuk fasilitas komunikasi dalam kegiatan operasional ?

.....

19. Jika ada dalam bentuk yang bagaimana ?

.....

20. Jika tidak bentuk yang diupayakan ?

.....

21. Jenis fasilitas komunikasi apa yang digunakan untuk kegiatan operasional?

.....

22. Bentuk alur komunikasi bagaimana yang dilakukan di RS ?

.....

23. Bila sudah ada bentuk alur komunikasi, apakah efektif berjalan di RS ?

.....

24. Bila sudah ada bentuk alur komunikasi, apakah efisien berjalan di RS ?

.....

25. Bagaimana tata cara komunikasi yang ada/ terjadi ?

Kuesioner Penelitian Disertasi

.....
26. Apakah tata cara komunikasi yang ada/ terjadi sudah efektif ?

.....
27. Apakah tata cara komunikasi yang ada/ terjadi sudah efisien ?

Kuesioner Penelitian Disertasi

Uji Validitas Instrumen 1

Correlations

		TOTAL	item_1	item_2	item_3	item_4
TOTAL	Pearson Correlation	1.000	.645*	.531*	-.034	-.044
	Sig. (2-tailed)		.000	.000	.763	.696
	N	80	79	79	79	80
item_1	Pearson Correlation	.645*	1.000	.832**	-.093	-.134
	Sig. (2-tailed)	.000		.000	.417	.768
	N	79	79	79	79	79
item_2	Pearson Correlation	.531*	.832**	1.000	.039	-.177
	Sig. (2-tailed)	.000	.000		.733	.284
	N	79	79	79	79	79
item_3	Pearson Correlation	-.034	-.093	.039	1.000	-.069
	Sig. (2-tailed)	.763	.417	.733		.647
	N	79	79	79	79	79
item_4	Pearson Correlation	-.044	-.034	.122	-.069	1.000
	Sig. (2-tailed)	.696	.768	.284	.547	
	N	80	79	79	79	81
item_5	Pearson Correlation	.644*	.965**	.782**	-.049	.032
	Sig. (2-tailed)	.000	.000	.000	.668	.988
	N	79	79	79	79	79
item_6	Pearson Correlation	.083	.034	-.141	.152	.002
	Sig. (2-tailed)	.465	.765	.216	.181	.989
	N	79	79	79	79	79
item_7	Pearson Correlation	.626*	.960**	.934**	-.013	.057
	Sig. (2-tailed)	.000	.000	.000	.908	.589
	N	79	79	79	79	79
item_8	Pearson Correlation	.585*	.815**	.612**	.037	.026
	Sig. (2-tailed)	.000	.000	.000	.776	.822
	N	79	79	79	79	79
item_9	Pearson Correlation	.386*	.591**	.392**	.059	-.127
	Sig. (2-tailed)	.000	.000	.000	.607	.263
	N	80	79	79	79	80
item_10	Pearson Correlation	.513**	.696**	.776**	-.093	.067
	Sig. (2-tailed)	.000	.000	.014	.413	.397
	N	80	79	79	79	80
item_11	Pearson Correlation	.121	-.067	-.065	.230*	.149
	Sig. (2-tailed)	.264	.559	.571	.041	.188
	N	80	79	79	79	80
item_12	Pearson Correlation	.271*	.461**	.293**	-.011	-.094
	Sig. (2-tailed)	.015	.000	.009	.921	.405
	N	80	79	79	79	80
item_13	Pearson Correlation	.244*	.440**	.374**	.090	-.102
	Sig. (2-tailed)	.029	.000	.001	.431	.367
	N	80	79	79	79	80
item_14	Pearson Correlation	.231*	.226*	.012	-.081	-.040
	Sig. (2-tailed)	.040	.045	.915	.477	.725
	N	80	79	79	79	80
item_15	Pearson Correlation	.254*	.402**	.263**	.082	-.057
	Sig. (2-tailed)	.023	.000	.019	.474	.613
	N	80	79	79	79	80

Correlations

		TOTAL	item_1	item_2	item_3	item_4
item_16	Pearson Correlation	.223*	.225*	.015	-.064	-.026
	N	80	79	79	79	80
item_17	Pearson Correlation	.212	.223*	.009	-.041	-.041
	Sig. (2-tailed)	.059	.048	.934	.719	.975
	N	80	75	79	79	80
item_18	Pearson Correlation	.317**	.034	.083	-.069	-.121
	Sig. (2-tailed)	.004	.765	.469	.550	.266
	N	80	75	79	79	80
item_19	Pearson Correlation	.281*	.416**	.342**	.101	-.039
	Sig. (2-tailed)	.020	.000	.002	.377	.383
	N	80	79	79	79	80
item_20	Pearson Correlation	.347**	-.088	-.057	.130	-.023
	Sig. (2-tailed)	.002	.441	.617	.254	.840
	N	80	79	79	79	80
item_21	Pearson Correlation	.260*	.432**	.322**	.080	-.083
	Sig. (2-tailed)	.020	.000	.004	.481	.462
	N	80	79	79	79	80
item_22	Pearson Correlation	.255*	.428**	.292**	.065	-.072
	Sig. (2-tailed)	.023	.000	.009	.570	.525
	N	80	79	79	79	80
item_23	Pearson Correlation	.231*	.416**	.296**	.084	-.056
	Sig. (2-tailed)	.039	.000	.008	.453	.561
	N	80	79	79	79	80
item_24	Pearson Correlation	.792**	.065	.047	.027	-.018
	Sig. (2-tailed)	.000	.568	.680	.813	.972
	N	80	79	79	79	80

Correlations

		item 5	item 6	item 7	item 8	item 9
TOTAL	Pearson Correlation	.644**	.083	.626**	.589**	.386*
	Sig. (2-tailed)	.000	.465	.000	.000	.000
	N	79	79	79	79	80
item_1	Pearson Correlation	.965**	.034	.960**	.815**	.591*
	Sig. (2-tailed)	.000	.765	.000	.000	.000
	N	79	79	79	79	79
item_2	Pearson Correlation	.782**	-.141	.934**	.612**	.352*
	Sig. (2-tailed)	.000	.216	.000	.000	.000
	N	79	79	79	79	79
item_3	Pearson Correlation	-.049	.152	-.013	.037	.059
	Sig. (2-tailed)	.668	.181	.908	.778	.607
	N	79	79	79	79	79
item_4	Pearson Correlation	.002	.002	-.062	-.026	-.127
	Sig. (2-tailed)	.988	.989	.588	.822	.263
	N	79	79	79	79	80
item_5	Pearson Correlation	1.000	.089	.928**	.786**	.572*
	Sig. (2-tailed)	.	.433	.000	.000	.000
	N	79	79	79	79	79
item_6	Pearson Correlation	.089	1.000	-.037	.039	.099
	Sig. (2-tailed)	.433	.	.747	.731	.384
	N	79	79	79	79	79
item_7	Pearson Correlation	.928**	-.037	1.000	.749**	.523*
	Sig. (2-tailed)	.000	.747	.	.000	.000
	N	79	79	79	79	79
item_8	Pearson Correlation	.786**	.039	.749**	1.000	.746**
	Sig. (2-tailed)	.000	.731	.000	.	.000
	N	79	79	79	79	79
item_9	Pearson Correlation	.572**	.099	.523**	.746**	1.000
	Sig. (2-tailed)	.000	.384	.000	.000	.
	N	79	79	79	79	80
item_10	Pearson Correlation	.813**	.272*	.550**	.625**	.486*
	Sig. (2-tailed)	.000	.015	.000	.000	.000
	N	79	79	79	79	80
item_11	Pearson Correlation	-.046	.034	-.036	-.018	.036
	Sig. (2-tailed)	.687	.765	.754	.875	.753
	N	79	79	79	79	80
item_12	Pearson Correlation	.431**	-.026	.391**	.586**	.687**
	Sig. (2-tailed)	.000	.821	.000	.000	.000
	N	79	79	79	79	80
item_13	Pearson Correlation	.427**	-.089	.432**	.550**	.643**
	Sig. (2-tailed)	.000	.434	.000	.000	.000
	N	79	79	79	79	80
item_14	Pearson Correlation	.275*	.340**	.143	.153	.274*
	Sig. (2-tailed)	.014	.002	.210	.178	.014
	N	79	79	79	79	80
item_15	Pearson Correlation	.448**	.004	.371**	.527**	.645**
	Sig. (2-tailed)	.000	.973	.001	.000	.000
	N	79	79	79	79	80

Correlations

		item 5	item 6	item 7	item 8	item 9
item_16	Pearson Correlation	.278*	.337*	.145	.146	.255*
	Sig. (2-tailed)	.013	.002	.201	.198	.022
	N	79	79	79	79	80
item_17	Pearson Correlation	.273*	.363*	.140	.148	.261*
	Sig. (2-tailed)	.015	.001	.219	.192	.020
	N	79	79	79	79	80
item_18	Pearson Correlation	.044	-.067	.056	-.033	-.069
	Sig. (2-tailed)	.899	.556	.627	.770	.544
	N	79	79	79	79	80
item_19	Pearson Correlation	.436**	-.061	.399**	.535**	.629**
	Sig. (2-tailed)	.000	.593	.000	.000	.000
	N	79	79	79	79	80
item_20	Pearson Correlation	-.062	-.030	-.056	-.114	-.007
	Sig. (2-tailed)	.585	.793	.626	.318	.949
	N	79	79	79	79	80
item_21	Pearson Correlation	.441**	-.049	.410**	.549**	.654**
	Sig. (2-tailed)	.000	.667	.000	.000	.000
	N	79	79	79	79	80
item_22	Pearson Correlation	.447**	-.023	.390**	.551**	.662**
	Sig. (2-tailed)	.000	.844	.000	.000	.000
	N	79	79	79	79	80
item_23	Pearson Correlation	.446**	-.028	.383**	.538**	.644**
	Sig. (2-tailed)	.000	.809	.000	.000	.000
	N	79	79	79	79	80
item_24	Pearson Correlation	.091	.082	.071	.136	.051
	Sig. (2-tailed)	.423	.471	.534	.232	.651
	N	79	79	79	79	80

Correlations

		item 10	item 11	item 12	item 13	item 14
TOTAL	Pearson Correlation	.513**	.121	.271*	.244*	.231*
	Sig. (2-tailed)	.000	.284	.015	.029	.040
	N	80	80	80	80	80
item_1	Pearson Correlation	.696**	-.067	.461**	.440**	.226*
	Sig. (2-tailed)	.000	.559	.000	.000	.045
	N	79	79	79	79	79
item_2	Pearson Correlation	.276*	-.065	.293**	.374**	.012
	Sig. (2-tailed)	.014	.571	.009	.001	.915
	N	79	79	79	79	79
item_3	Pearson Correlation	-.093	.230*	-.011	.090	-.081
	Sig. (2-tailed)	.413	.041	.921	.431	.477
	N	79	79	79	79	79
item_4	Pearson Correlation	.097	.149	-.094	-.102	-.040
	Sig. (2-tailed)	.352	.188	.406	.367	.726
	N	80	80	80	80	80
item_5	Pearson Correlation	.813**	-.046	.431**	.427**	.275*
	Sig. (2-tailed)	.000	.687	.000	.000	.014
	N	79	79	79	79	79
item_6	Pearson Correlation	.272*	.034	-.026	-.089	.340*
	Sig. (2-tailed)	.015	.765	.821	.434	.002
	N	79	79	79	79	79
item_7	Pearson Correlation	.550**	-.036	.391**	.432**	.143
	Sig. (2-tailed)	.000	.754	.000	.000	.210
	N	79	79	79	79	79
item_8	Pearson Correlation	.625**	-.018	.586**	.550**	.153
	Sig. (2-tailed)	.000	.875	.000	.000	.178
	N	79	79	79	79	79
item_9	Pearson Correlation	.486**	.036	.687**	.643**	.274*
	Sig. (2-tailed)	.000	.753	.000	.000	.014
	N	80	80	80	80	80
item_10	Pearson Correlation	1.000	-.021	.580**	.286*	.425**
	Sig. (2-tailed)		.854	.000	.010	.000
	N	80	80	80	80	80
item_11	Pearson Correlation	-.021	1.000	-.053	-.028	.290*
	Sig. (2-tailed)	.854		.641	.806	.009
	N	80	80	80	80	80
item_12	Pearson Correlation	.380*	-.053	1.000	.960**	.271*
	Sig. (2-tailed)	.000	.641		.000	.015
	N	80	80	80	80	80
item_13	Pearson Correlation	.286*	-.028	.960**	1.000	.214
	Sig. (2-tailed)	.010	.806	.000		.057
	N	80	80	80	80	80
item_14	Pearson Correlation	.425**	.290**	.271*	.214	1.000
	Sig. (2-tailed)	.000	.009	.015	.057	
	N	80	80	80	80	80
item_15	Pearson Correlation	.441**	.000	.945**	.962**	.291**
	Sig. (2-tailed)	.000	1.000	.000	.000	.009
	N	80	80	80	80	80

Correlations

		item 10	item 11	item 12	item 13	item 14
item_16	Pearson Correlation	.426**	.274*	.275*	.218	.986*
	Sig. (2-tailed)	.000	.014	.014	.052	.000
	N	80	80	80	80	80
item_17	Pearson Correlation	.423**	.287**	.258*	.201	.977**
	Sig. (2-tailed)	.000	.010	.021	.074	.000
	N	80	80	80	80	80
item_18	Pearson Correlation	-.067	.023	-.141	-.100	.087
	Sig. (2-tailed)	.557	.839	.213	.377	.444
	N	80	80	80	80	80
item_19	Pearson Correlation	.372**	-.039	.954**	.979**	.254*
	Sig. (2-tailed)	.001	.732	.000	.000	.023
	N	80	80	80	80	80
item_20	Pearson Correlation	.084	.082	-.104	-.119	.130
	Sig. (2-tailed)	.457	.468	.360	.295	.252
	N	80	80	80	80	80
item_21	Pearson Correlation	.377**	-.029	.967**	.988**	.259*
	Sig. (2-tailed)	.001	.798	.000	.000	.020
	N	80	80	80	80	80
item_22	Pearson Correlation	.406**	-.027	.971**	.982**	.276*
	Sig. (2-tailed)	.000	.811	.000	.000	.013
	N	80	80	80	80	80
item_23	Pearson Correlation	.381**	-.026	.950**	.980**	.262*
	Sig. (2-tailed)	.000	.818	.000	.000	.019
	N	80	80	80	80	80
item_24	Pearson Correlation	.099	.227*	-.012	-.010	.105
	Sig. (2-tailed)	.381	.043	.914	.932	.354
	N	80	80	80	80	80

Correlations

		item 15	item 16	item 17	item 18	item 19
TOTAL	Pearson Correlation	.254*	.223*	.212	.317**	.261*
	Sig. (2-tailed)	.023	.047	.059	.004	.020
	N	80	80	80	80	80
item_1	Pearson Correlation	.402**	.729**	.223*	.034	.416**
	Sig. (2-tailed)	.000	.043	.048	.765	.000
	N	79	79	79	79	79
item_2	Pearson Correlation	.263*	.015	.009	.083	.342**
	Sig. (2-tailed)	.019	.896	.934	.469	.002
	N	79	79	79	79	79
item_3	Pearson Correlation	.082	-.064	-.041	-.068	.101
	Sig. (2-tailed)	.474	.574	.719	.550	.377
	N	79	79	79	79	79
item_4	Pearson Correlation	-.057	-.026	-.011	-.121	-.099
	Sig. (2-tailed)	.613	.817	.925	.286	.383
	N	80	80	80	80	80
item_5	Pearson Correlation	.448**	.278*	.273*	.044	.436**
	Sig. (2-tailed)	.000	.013	.015	.699	.000
	N	79	79	79	79	79
item_5	Pearson Correlation	.004	.337**	.363**	-.067	-.061
	Sig. (2-tailed)	.973	.002	.001	.556	.593
	N	79	79	79	79	79
item_7	Pearson Correlation	.371**	.145	.140	.056	.399**
	Sig. (2-tailed)	.001	.201	.219	.627	.000
	N	79	79	79	79	79
item_8	Pearson Correlation	.527**	.146	.148	-.033	.535**
	Sig. (2-tailed)	.000	.198	.192	.770	.000
	N	79	79	79	79	79
item_9	Pearson Correlation	.645**	.255*	.261*	-.089	.629**
	Sig. (2-tailed)	.000	.022	.020	.544	.000
	N	80	80	80	80	80
item_10	Pearson Correlation	.441**	.426**	.423**	-.067	.372**
	Sig. (2-tailed)	.000	.000	.000	.557	.001
	N	80	80	80	80	80
item_11	Pearson Correlation	.000	.274*	.287**	.023	-.039
	Sig. (2-tailed)	1.000	.014	.010	.839	.732
	N	80	80	80	80	80
item_12	Pearson Correlation	.945**	.275*	.258*	-.141	.954**
	Sig. (2-tailed)	.000	.014	.021	.213	.000
	N	80	80	80	80	80
item_13	Pearson Correlation	.962**	.218	.201	-.100	.979**
	Sig. (2-tailed)	.000	.052	.074	.377	.000
	N	80	80	80	80	80
item_14	Pearson Correlation	.291**	.986**	.977**	.087	.254*
	Sig. (2-tailed)	.009	.000	.000	.444	.023
	N	80	80	80	80	80
item_15	Pearson Correlation	1.000	.294**	.278*	-.117	.976**
	Sig. (2-tailed)		.008	.013	.300	.000
	N	80	80	80	80	80

Correlations

		item_15	item_16	item_17	item_18	item_19
item_16	Pearson Correlation	.294*	1.000	.996*	.079	.258*
	Sig. (2-tailed)	.008		.000	.484	.021
	N	80	80	80	80	80
item_17	Pearson Correlation	.278*	.996*	1.000	.074	.241*
	Sig. (2-tailed)	.013	.000		.514	.031
	N	80	80	80	80	80
item_18	Pearson Correlation	-.117	.079	.074	1.000	-.131
	Sig. (2-tailed)	.300	.484	.514		.245
	N	80	80	80	80	80
item_19	Pearson Correlation	.976*	.258*	.241*	-.131	1.000
	Sig. (2-tailed)	.000	.021	.031	.245	
	N	80	80	80	80	80
item_20	Pearson Correlation	-.079	.108	.106	.247*	-.049
	Sig. (2-tailed)	.486	.338	.351	.027	.669
	N	80	80	80	80	80
item_21	Pearson Correlation	.984*	.263*	.246*	-.132	.989*
	Sig. (2-tailed)	.000	.018	.028	.242	.000
	N	80	80	80	80	80
item_22	Pearson Correlation	.993*	.280*	.263*	-.122	.985*
	Sig. (2-tailed)	.000	.012	.018	.282	.000
	N	80	80	80	80	80
item_23	Pearson Correlation	.988*	.266*	.250*	-.091	.977*
	Sig. (2-tailed)	.000	.017	.026	.422	.000
	N	80	80	80	80	80
item_24	Pearson Correlation	.020	.093	.093	.458*	-.001
	Sig. (2-tailed)	.862	.414	.464	.000	.935
	N	80	80	80	80	80

Correlations

		item 20	item 21	item 22	item 23	item 24
TOTAL	Pearson Correlation	.347*	.260*	.255*	.231*	.792*
	Sig. (2-tailed)	.002	.020	.023	.039	.000
	N	80	80	90	80	80
item_1	Pearson Correlation	-.088	.432**	.428**	.416**	.065
	Sig. (2-tailed)	.441	.000	.000	.000	.568
	N	79	79	79	79	79
item_2	Pearson Correlation	-.057	.322**	.292**	.296**	.047
	Sig. (2-tailed)	.617	.004	.009	.008	.680
	N	79	79	79	79	79
item_3	Pearson Correlation	.130	.080	.065	.084	.027
	Sig. (2-tailed)	.254	.481	.570	.463	.813
	N	79	79	79	79	79
item_4	Pearson Correlation	-.023	-.083	-.072	-.066	-.018
	Sig. (2-tailed)	.840	.462	.525	.561	.872
	N	80	80	80	80	80
item_5	Pearson Correlation	-.062	.441**	.447**	.446**	.091
	Sig. (2-tailed)	.585	.000	.000	.000	.423
	N	79	79	79	79	79
item_6	Pearson Correlation	-.030	-.049	-.023	-.028	.082
	Sig. (2-tailed)	.793	.667	.844	.809	.471
	N	79	79	79	79	79
item_7	Pearson Correlation	-.056	.410**	.390**	.383**	.071
	Sig. (2-tailed)	.626	.000	.000	.000	.534
	N	79	79	79	79	79
item_8	Pearson Correlation	-.114	.549**	.551**	.538**	.136
	Sig. (2-tailed)	.318	.000	.000	.000	.232
	N	79	79	79	79	75
item_9	Pearson Correlation	-.007	.654**	.662**	.644**	.051
	Sig. (2-tailed)	.940	.000	.000	.000	.651
	N	80	80	80	80	80
item_10	Pearson Correlation	.084	.377**	.406**	.381**	.099
	Sig. (2-tailed)	.457	.001	.000	.000	.381
	N	80	80	80	80	80
item_11	Pearson Correlation	.082	-.029	-.027	-.026	.227*
	Sig. (2-tailed)	.458	.798	.811	.816	.043
	N	80	80	80	80	80
item_12	Pearson Correlation	-.104	.967**	.971**	.950**	-.012
	Sig. (2-tailed)	.360	.000	.000	.000	.914
	N	80	80	80	80	80
item_13	Pearson Correlation	.119	.988**	.982**	.980**	-.010
	Sig. (2-tailed)	.295	.000	.000	.000	.932
	N	80	80	80	80	80
item_14	Pearson Correlation	.130	.259*	.276*	.262*	.105
	Sig. (2-tailed)	.252	.020	.013	.019	.354
	N	80	80	80	80	80
item_15	Pearson Correlation	-.079	.984**	.993**	.985**	.070
	Sig. (2-tailed)	.486	.000	.000	.000	.857
	N	80	80	80	80	80

Correlations

		item_20	item_21	item_22	item_23	item_24
item_16	Pearson Correlation	.108	.263*	.280*	.266*	.093
	Sig. (2-tailed)	.338	.018	.012	.017	.414
	N	80	80	80	80	80
item_17	Pearson Correlation	.106	.240*	.263*	.250*	.083
	Sig. (2-tailed)	.351	.026	.018	.026	.454
	N	80	80	80	80	80
item_18	Pearson Correlation	.247*	-.137	-.122	.091	.458*
	Sig. (2-tailed)	.027	.242	.282	.477	.000
	N	80	80	80	80	80
item_19	Pearson Correlation	-.049	.985**	.985**	.977**	-.001
	Sig. (2-tailed)	.669	.000	.000	.000	.985
	N	80	80	80	80	80
item_20	Pearson Correlation	1.000	-.068	.094	-.134	.407*
	Sig. (2-tailed)		.551	.408	.235	.000
	N	80	80	80	80	80
item_21	Pearson Correlation	-.068	1.000	.996**	.985**	-.004
	Sig. (2-tailed)	.551		.000	.000	.970
	N	80	80	80	80	80
item_22	Pearson Correlation	-.094	.985**	1.000	.993**	.002
	Sig. (2-tailed)	.408	.000		.000	.989
	N	80	80	80	80	80
item_23	Pearson Correlation	-.134	.985**	.993**	1.000	.002
	Sig. (2-tailed)	.235	.000	.000		.984
	N	80	80	80	80	80
item_24	Pearson Correlation	.407*	.001	.002	.001	1.000
	Sig. (2-tailed)	.000	.970	.989	.984	
	N	80	80	80	80	80

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

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

Uji Reliabilitas Instrumen I

***** Method 1 (space saver) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 79.0

N of Items = 24

Alpha = .8965

Uji Validitas Instrumen II

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Correlations

		Total	item_1	item_2	item_3	item_4
Total	Pearson Correlation	1.000	.645**	.531**	-.034	-.044
	Sig. (2-tailed)	.	.000	.000	.763	.696
	N	80	79	79	79	80
item_1	Pearson Correlation	.645**	1.000	.837**	-.093	.034
	Sig. (2-tailed)	.000	.	.000	.417	.768
	N	79	79	79	79	79
item_2	Pearson Correlation	.531**	.837**	1.000	.039	.122
	Sig. (2-tailed)	.000	.000	.	.733	.284
	N	79	79	79	79	79
item_3	Pearson Correlation	-.034	-.093	.039	1.000	-.069
	Sig. (2-tailed)	.763	.417	.733	.	.647
	N	79	79	79	79	79
item_4	Pearson Correlation	-.044	-.034	-.122	-.069	1.000
	Sig. (2-tailed)	.696	.768	.284	.547	.
	N	80	79	79	79	80
item_5	Pearson Correlation	.644**	.955**	.782**	-.049	.002
	Sig. (2-tailed)	.000	.000	.000	.668	.988
	N	79	79	79	79	79
item_6	Pearson Correlation	.083	.034	-.141	.152	.002
	Sig. (2-tailed)	.465	.765	.216	.181	.989
	N	79	79	79	79	79
item_7	Pearson Correlation	.628**	.960**	.934**	-.013	-.062
	Sig. (2-tailed)	.000	.000	.000	.908	.588
	N	79	79	79	79	79
item_8	Pearson Correlation	.589**	.815**	.612**	.032	-.026
	Sig. (2-tailed)	.000	.000	.000	.778	.822
	N	79	79	79	79	79
item_9	Pearson Correlation	.388**	.591**	.392**	.059	-.127
	Sig. (2-tailed)	.000	.000	.000	.607	.263
	N	80	79	79	79	80
item_10	Pearson Correlation	.513**	.696**	.276*	-.093	.097
	Sig. (2-tailed)	.000	.000	.014	.413	.392
	N	80	79	79	79	80
item_11	Pearson Correlation	.121	-.067	-.065	.230*	.149
	Sig. (2-tailed)	.284	.559	.571	.041	.188
	N	80	79	79	79	80
item_12	Pearson Correlation	.271*	.461**	.293**	-.011	-.034
	Sig. (2-tailed)	.015	.000	.009	.971	.408
	N	80	79	79	79	80
item_13	Pearson Correlation	.244*	.440**	.374**	.050	-.102
	Sig. (2-tailed)	.029	.000	.001	.431	.367
	N	80	79	79	79	80
item_14	Pearson Correlation	.231*	.226*	.012	-.081	-.042
	Sig. (2-tailed)	.040	.045	.915	.477	.728
	N	80	79	79	79	80
item_15	Pearson Correlation	.254*	.402**	.263**	.082	-.057
	Sig. (2-tailed)	.023	.000	.019	.474	.613
	N	80	79	79	79	80

Correlations

		Total	item_1	item_2	item_3	item_4
item_16	Pearson Correlation	.723*	.229*	.015	-.034	-.026
	Sig. (2-tailed)	.047	.043	.696	.574	.817
	N	80	79	79	79	80
item_17	Pearson Correlation	.212	.223*	.009	-.041	.011
	Sig. (2-tailed)	.059	.048	.934	.719	.925
	N	80	79	79	79	80
item_18	Pearson Correlation	.317**	.034	.083	-.068	-.121
	Sig. (2-tailed)	.004	.755	.469	.550	.266
	N	80	79	79	79	80
item_19	Pearson Correlation	.261*	.416**	.342**	.101	-.099
	Sig. (2-tailed)	.020	.000	.002	.377	.383
	N	80	79	79	79	80
item_20	Pearson Correlation	.347**	-.068	-.057	.130	-.023
	Sig. (2-tailed)	.002	.441	.617	.254	.840
	N	80	79	79	79	80
item_21	Pearson Correlation	.260*	.432**	.322**	.080	-.083
	Sig. (2-tailed)	.020	.000	.004	.481	.462
	N	80	79	79	79	80
item_22	Pearson Correlation	.255*	.428**	.292**	.065	-.072
	Sig. (2-tailed)	.023	.000	.009	.570	.525
	N	80	79	79	79	80
item_23	Pearson Correlation	.231*	.416**	.296**	.084	-.066
	Sig. (2-tailed)	.039	.000	.008	.463	.561
	N	80	79	79	79	80
item_24	Pearson Correlation	.792**	.065	.047	.027	-.016
	Sig. (2-tailed)	.000	.568	.680	.613	.872
	N	80	79	79	79	80
item_25	Pearson Correlation	.121	-.049	-.049	-.126	-.318**
	Sig. (2-tailed)	.335	.696	.696	.316	.010
	N	65	65	65	65	65
item_26	Pearson Correlation	.219	-.066	-.047	-.034	-.080
	Sig. (2-tailed)	.051	.565	.711	.767	.434
	N	80	79	79	79	80
item_27	Pearson Correlation	.657**	.043	.121	.071	-.055
	Sig. (2-tailed)	.000	.709	.288	.531	.628
	N	80	79	79	79	80
item_28	Pearson Correlation	.153	-.149	-.078	-.102	-.034
	Sig. (2-tailed)	.176	.190	.496	.370	.763
	N	80	79	79	79	80
item_29	Pearson Correlation	.085	.014	.132	-.223*	-.096
	Sig. (2-tailed)	.453	.907	.245	.048	.404
	N	80	79	79	79	80
item_30	Pearson Correlation	.063	-.182	.089	-.043	-.226*
	Sig. (2-tailed)	.561	.103	.435	.708	.043
	N	80	79	79	79	80
item_31	Pearson Correlation	.103	.170	.087	-.033	.160
	Sig. (2-tailed)	.362	.135	.443	.771	.155
	N	80	79	79	79	80

Correlations

		item_5	item_6	item_7	item_8	item_9
Total	Pearson Correlation	.644**	.083	.626**	.589**	.386*
	Sig. (2-tailed)	.000	.465	.000	.000	.000
	N	79	79	79	79	80
item_1	Pearson Correlation	.965**	.034	.960**	.815**	.691**
	Sig. (2-tailed)	.000	.765	.000	.000	.000
	N	79	79	79	79	79
item_2	Pearson Correlation	.782**	.141	.934**	.612**	.352*
	Sig. (2-tailed)	.000	.216	.000	.000	.000
	N	79	79	79	79	79
item_3	Pearson Correlation	-.049	.152	-.013	.032	.059
	Sig. (2-tailed)	.668	.181	.908	.776	.607
	N	79	79	79	79	79
item_4	Pearson Correlation	.002	.002	-.062	-.026	.127
	Sig. (2-tailed)	.988	.989	.588	.827	.263
	N	79	79	79	79	80
item_5	Pearson Correlation	1.000	.089	.928**	.786**	.572**
	Sig. (2-tailed)	.	.433	.000	.000	.000
	N	79	79	79	79	79
item_6	Pearson Correlation	.089	1.000	-.037	.038	.099
	Sig. (2-tailed)	.433	.	.147	.731	.384
	N	79	79	79	79	79
item_7	Pearson Correlation	.928**	-.037	1.000	.749**	.523**
	Sig. (2-tailed)	.000	.747	.	.000	.000
	N	79	79	79	79	79
item_8	Pearson Correlation	.786**	.038	.749**	1.000	.746**
	Sig. (2-tailed)	.000	.731	.000	.	.000
	N	79	79	79	79	79
item_9	Pearson Correlation	.572**	.099	.523**	.746**	1.000
	Sig. (2-tailed)	.000	.384	.000	.000	.
	N	79	79	79	79	80
item_10	Pearson Correlation	.813**	.272*	.550**	.625**	.486*
	Sig. (2-tailed)	.000	.015	.000	.000	.000
	N	79	79	79	79	80
item_11	Pearson Correlation	-.046	.034	-.036	-.019	.036
	Sig. (2-tailed)	.687	.765	.754	.875	.753
	N	79	79	79	79	80
item_12	Pearson Correlation	.431**	-.026	.391**	.586**	.687**
	Sig. (2-tailed)	.000	.821	.000	.000	.000
	N	79	79	79	79	80
item_13	Pearson Correlation	.427**	.089	.432**	.550**	.643**
	Sig. (2-tailed)	.000	.434	.000	.000	.000
	N	79	79	79	79	80
item_14	Pearson Correlation	.275*	.340**	.143	.153	.274*
	Sig. (2-tailed)	.014	.002	.210	.178	.014
	N	79	79	79	79	80
item_15	Pearson Correlation	.449**	.004	.371**	.627**	.645**
	Sig. (2-tailed)	.000	.973	.001	.000	.000
	N	79	79	79	79	80

Correlations

		item_5	item_6	item_7	item_8	item_9
item_16	Pearson Correlation	.278*	.337**	.145	.146	.255*
	Sig. (2-tailed)	.013	.002	.201	.198	.022
	N	79	79	79	79	80
item_17	Pearson Correlation	.273*	.363**	.140	.148	.261*
	Sig. (2-tailed)	.015	.001	.219	.192	.020
	N	79	79	79	79	80
item_18	Pearson Correlation	.044	.067	.056	-.033	-.069
	Sig. (2-tailed)	.699	.556	.627	.770	.544
	N	79	79	79	79	80
item_19	Pearson Correlation	.436**	-.061	.399**	.535**	.629**
	Sig. (2-tailed)	.000	.593	.000	.000	.000
	N	79	79	79	79	80
item_20	Pearson Correlation	-.062	-.030	-.056	-.114	-.007
	Sig. (2-tailed)	.585	.793	.626	.318	.949
	N	79	79	79	79	80
item_21	Pearson Correlation	.441**	-.049	.410**	.549**	.654**
	Sig. (2-tailed)	.000	.667	.000	.000	.000
	N	79	79	79	79	80
item_22	Pearson Correlation	.447**	-.023	.390**	.551**	.662**
	Sig. (2-tailed)	.000	.844	.000	.000	.000
	N	79	79	79	79	80
item_23	Pearson Correlation	.446**	.028	.383**	.538**	.644**
	Sig. (2-tailed)	.000	.809	.000	.000	.000
	N	79	79	79	79	80
item_24	Pearson Correlation	.091	.082	.071	.136	.051
	Sig. (2-tailed)	.423	.471	.534	.232	.651
	N	79	79	79	79	80
item_25	Pearson Correlation	-.049	-.121	-.049	-.081	.039
	Sig. (2-tailed)	.698	.337	.696	.519	.759
	N	65	65	65	65	65
item_26	Pearson Correlation	-.074	.001	-.080	-.045	-.077
	Sig. (2-tailed)	.519	.995	.462	.694	.499
	N	79	79	79	79	80
item_27	Pearson Correlation	.060	-.034	.077	.087	.026
	Sig. (2-tailed)	.598	.763	.501	.443	.818
	N	79	79	79	79	80
item_28	Pearson Correlation	-.127	-.261*	-.134	-.111	-.094
	Sig. (2-tailed)	.264	.020	.241	.329	.408
	N	79	79	79	79	80
item_29	Pearson Correlation	-.004	-.182	.032	-.082	-.116
	Sig. (2-tailed)	.975	.109	.777	.475	.307
	N	79	79	79	79	80
item_30	Pearson Correlation	-.261*	-.266*	-.077	-.323**	-.282*
	Sig. (2-tailed)	.020	.018	.499	.004	.011
	N	79	79	79	79	80
item_31	Pearson Correlation	.266*	.161	.058	.314**	.238*
	Sig. (2-tailed)	.018	.156	.609	.005	.034
	N	79	79	79	79	80

Correlations

		item 10	item 11	item 12	Item 13	item 14
Total	Pearson Correlation	.513**	.121	.271*	.244*	.231*
	Sig. (2-tailed)	.000	.284	.015	.029	.040
	N	80	80	80	80	80
item_1	Pearson Correlation	.696**	-.067	.461**	.440**	.226*
	Sig. (2-tailed)	.000	.559	.000	.000	.045
	N	79	79	79	79	79
item_2	Pearson Correlation	.276*	-.065	.293**	.374**	.012
	Sig. (2-tailed)	.014	.571	.009	.001	.915
	N	79	79	79	79	79
item_3	Pearson Correlation	-.093	.230*	-.011	.090	-.081
	Sig. (2-tailed)	.413	.041	.921	.431	.477
	N	79	79	79	79	79
item_4	Pearson Correlation	.097	.149	-.094	-.102	-.040
	Sig. (2-tailed)	.392	.188	.406	.367	.726
	N	80	80	80	80	80
item_5	Pearson Correlation	.813**	-.046	.431**	.427**	.275*
	Sig. (2-tailed)	.000	.687	.000	.000	.014
	N	79	79	79	79	79
item_6	Pearson Correlation	.272*	.034	-.026	-.089	.340*
	Sig. (2-tailed)	.015	.765	.821	.434	.002
	N	79	79	79	79	79
item_7	Pearson Correlation	.550**	-.036	.391**	.432**	.143
	Sig. (2-tailed)	.000	.754	.000	.000	.210
	N	79	79	79	79	79
item_8	Pearson Correlation	.625**	-.018	.586**	.550**	.153
	Sig. (2-tailed)	.000	.875	.000	.000	.178
	N	79	79	79	79	79
item_9	Pearson Correlation	.486**	.038	.687**	.643**	.274*
	Sig. (2-tailed)	.000	.753	.000	.000	.014
	N	80	80	80	80	80
item_10	Pearson Correlation	1.000	-.021	.380**	.286*	.425**
	Sig. (2-tailed)	.	.854	.000	.010	.000
	N	80	80	80	80	80
item_11	Pearson Correlation	-.021	1.000	-.053	-.028	.290**
	Sig. (2-tailed)	.854	.	.641	.806	.009
	N	80	80	80	80	80
item_12	Pearson Correlation	.380**	-.053	1.000	.960**	.271*
	Sig. (2-tailed)	.000	.641	.	.000	.015
	N	80	80	80	80	80
item_13	Pearson Correlation	.286*	-.028	.960**	1.000	.214
	Sig. (2-tailed)	.010	.806	.000	.	.057
	N	80	80	80	80	80
item_14	Pearson Correlation	.425**	.290**	.271*	.214	1.000
	Sig. (2-tailed)	.000	.009	.015	.057	.
	N	80	80	80	80	80
item_15	Pearson Correlation	.441**	.000	.945**	.962**	.291**
	Sig. (2-tailed)	.000	1.000	.000	.000	.009
	N	80	80	80	80	80

Correlations

		item_10	item_11	item_12	item_13	item_14
item_16	Pearson Correlation	.426**	.274*	.275*	.218	.986**
	Sig. (2-tailed)	.000	.014	.014	.052	.000
	N	80	80	80	80	80
item_17	Pearson Correlation	.423**	.287**	.258*	.201	.977**
	Sig. (2-tailed)	.000	.010	.021	.074	.000
	N	80	80	80	80	80
item_18	Pearson Correlation	-.067	.023	-.141	-.100	.087
	Sig. (2-tailed)	.557	.839	.213	.377	.444
	N	80	80	80	80	80
item_19	Pearson Correlation	.372**	-.039	.954**	.979**	.254*
	Sig. (2-tailed)	.001	.732	.000	.000	.023
	N	80	80	80	80	80
item_20	Pearson Correlation	.084	.082	-.104	-.119	.130
	Sig. (2-tailed)	.457	.466	.360	.295	.252
	N	80	80	80	80	80
item_21	Pearson Correlation	.377**	-.029	.967**	.988**	.269*
	Sig. (2-tailed)	.001	.798	.000	.000	.020
	N	80	80	80	80	80
item_22	Pearson Correlation	.406**	-.027	.971**	.982**	.276*
	Sig. (2-tailed)	.000	.811	.000	.000	.013
	N	80	80	80	80	80
item_23	Pearson Correlation	.381**	-.026	.950**	.980**	.262*
	Sig. (2-tailed)	.000	.818	.000	.000	.019
	N	80	80	80	80	80
item_24	Pearson Correlation	.099	.227*	-.012	-.010	.105
	Sig. (2-tailed)	.381	.043	.914	.932	.354
	N	80	80	80	80	80
item_25	Pearson Correlation	-.049	-.010	.020	.020	.027
	Sig. (2-tailed)	.696	.934	.873	.873	.830
	N	65	65	65	65	65
item_26	Pearson Correlation	-.043	.178	-.031	-.067	-.009
	Sig. (2-tailed)	.704	.114	.785	.555	.934
	N	80	80	80	80	80
item_27	Pearson Correlation	-.053	.175	-.018	.029	.042
	Sig. (2-tailed)	.638	.120	.874	.797	.712
	N	80	80	80	80	80
item_28	Pearson Correlation	-.073	.049	-.147	-.132	.052
	Sig. (2-tailed)	.518	.664	.193	.244	.648
	N	80	80	80	80	80
item_29	Pearson Correlation	-.048	-.079	-.045	-.076	.012
	Sig. (2-tailed)	.672	.484	.695	.501	.913
	N	80	80	80	80	80
item_30	Pearson Correlation	-.414**	-.084	-.287**	-.252*	-.269*
	Sig. (2-tailed)	.000	.459	.010	.024	.016
	N	80	80	80	80	80
item_31	Pearson Correlation	.425**	.099	.300**	.264*	.284*
	Sig. (2-tailed)	.000	.384	.007	.018	.011
	N	80	80	80	80	80

Correlations

		item_15	item_16	item_17	item_18	item_19
Total	Pearson Correlation	.254*	.273*	.212	.317**	.261*
	Sig. (2-tailed)	.073	.047	.059	.004	.070
	N	80	80	80	80	80
item_1	Pearson Correlation	.402**	.279*	.223*	.034	.416**
	Sig. (2-tailed)	.000	.043	.048	.765	.000
	N	79	79	79	79	79
item_2	Pearson Correlation	.263*	.015	.009	.083	.342*
	Sig. (2-tailed)	.019	.856	.934	.469	.032
	N	79	79	79	79	79
item_3	Pearson Correlation	.082	-.064	-.041	-.068	.101
	Sig. (2-tailed)	.474	.574	.719	.550	.377
	N	79	79	79	79	79
item_4	Pearson Correlation	-.057	-.026	-.011	.121	.099
	Sig. (2-tailed)	.613	.817	.925	.286	.383
	N	80	80	80	80	80
item_5	Pearson Correlation	.448**	.278*	.273*	.044	.438**
	Sig. (2-tailed)	.000	.013	.015	.699	.000
	N	79	79	79	79	79
item_6	Pearson Correlation	.034	.337**	.363**	-.067	-.061
	Sig. (2-tailed)	.973	.002	.001	.556	.593
	N	79	79	79	79	79
item_7	Pearson Correlation	.371**	.145	.140	.056	.399**
	Sig. (2-tailed)	.001	.201	.219	.627	.000
	N	79	79	79	79	79
item_8	Pearson Correlation	.527**	.146	.148	-.033	.535**
	Sig. (2-tailed)	.000	.198	.192	.770	.000
	N	79	79	79	79	79
item_9	Pearson Correlation	.645**	.255*	.261*	-.069	.675**
	Sig. (2-tailed)	.000	.022	.020	.544	.000
	N	80	80	80	80	80
item_10	Pearson Correlation	.441**	.426**	.423**	-.067	.372**
	Sig. (2-tailed)	.000	.000	.000	.557	.000
	N	80	80	80	80	80
item_11	Pearson Correlation	.000	.274*	.287**	.023	.039
	Sig. (2-tailed)	1.000	.014	.010	.839	.732
	N	80	80	80	80	80
item_12	Pearson Correlation	.945**	.275*	.258*	-.141	.954**
	Sig. (2-tailed)	.000	.014	.021	.213	.000
	N	80	80	80	80	80
item_13	Pearson Correlation	.962**	.218	.201	-.100	.979**
	Sig. (2-tailed)	.000	.052	.074	.377	.000
	N	80	80	80	80	80
item_14	Pearson Correlation	.291**	.986**	.977**	.087	.254*
	Sig. (2-tailed)	.000	.000	.000	.444	.073
	N	80	80	80	80	80
item_15	Pearson Correlation	1.000	.294**	.278*	-.117	.976**
	Sig. (2-tailed)		.006	.013	.300	.000
	N	80	80	80	80	80

Correlations

		item_15	item_16	item_17	item_18	item_19
item_16	Pearson Correlation	.294*	1.000	.996*	.079	.258*
	Sig. (2-tailed)	.008	.	.000	.484	.021
	N	80	80	80	80	80
item_17	Pearson Correlation	.278*	.996*	1.000	.074	.241*
	Sig. (2-tailed)	.013	.000	.	.514	.031
	N	80	80	80	80	80
item_18	Pearson Correlation	-.117	.079	.074	1.000	-.131
	Sig. (2-tailed)	.300	.464	.514	.	.215
	N	80	80	80	80	80
item_19	Pearson Correlation	.976**	.258*	.241*	-.131	1.000
	Sig. (2-tailed)	.000	.021	.031	.245	.
	N	80	80	80	80	80
item_20	Pearson Correlation	-.079	.108	.106	.247*	-.049
	Sig. (2-tailed)	.486	.338	.351	.027	.669
	N	80	80	80	80	80
item_21	Pearson Correlation	.984**	.263*	.246*	-.132	.989**
	Sig. (2-tailed)	.000	.018	.028	.242	.000
	N	80	80	80	80	80
item_22	Pearson Correlation	.993**	.280*	.263*	-.122	.985**
	Sig. (2-tailed)	.000	.012	.018	.282	.000
	N	80	80	80	80	80
item_23	Pearson Correlation	.988**	.266*	.250*	-.091	.977**
	Sig. (2-tailed)	.000	.017	.026	.422	.000
	N	80	80	80	80	80
item_24	Pearson Correlation	.020	.093	.083	.458**	-.001
	Sig. (2-tailed)	.862	.414	.464	.000	.995
	N	80	80	80	80	80
item_25	Pearson Correlation	.020	.011	-.001	.244	.020
	Sig. (2-tailed)	.873	.928	.997	.051	.873
	N	65	65	65	65	65
item_26	Pearson Correlation	-.065	-.001	-.002	.019	-.041
	Sig. (2-tailed)	.567	.996	.988	.865	.715
	N	80	80	80	80	80
item_27	Pearson Correlation	.015	.030	.020	.493**	.013
	Sig. (2-tailed)	.898	.791	.857	.000	.908
	N	80	80	80	80	80
item_28	Pearson Correlation	-.130	.019	.013	.562**	-.082
	Sig. (2-tailed)	.251	.865	.911	.000	.415
	N	80	80	80	80	80
item_29	Pearson Correlation	-.095	.007	-.003	.189	-.028
	Sig. (2-tailed)	.401	.953	.977	.093	.803
	N	80	80	80	80	80
item_30	Pearson Correlation	-.348**	-.272*	-.282*	.278*	-.261*
	Sig. (2-tailed)	.002	.014	.011	.012	.020
	N	80	80	80	80	80
item_31	Pearson Correlation	.367**	.283*	.285*	-.091	.288*
	Sig. (2-tailed)	.001	.011	.010	.424	.010
	N	80	80	80	80	80

Correlations

		item_20	item_21	item_22	item_23	item_24
Total	Pearson Correlation	.347**	.260*	.255*	.231*	.792**
	Sig. (2-tailed)	.002	.020	.023	.039	.000
	N	80	80	80	80	80
item_1	Pearson Correlation	-.068	.432**	.428**	.416**	.065
	Sig. (2-tailed)	.441	.000	.000	.000	.566
	N	79	79	79	79	79
item_2	Pearson Correlation	-.057	.322**	.292**	.296**	.047
	Sig. (2-tailed)	.617	.004	.009	.008	.680
	N	79	79	79	79	79
item_3	Pearson Correlation	.130	.080	.065	.084	.027
	Sig. (2-tailed)	.254	.481	.570	.463	.813
	N	79	79	79	79	79
item_4	Pearson Correlation	-.023	-.083	-.072	-.066	.016
	Sig. (2-tailed)	.840	.462	.525	.561	.872
	N	80	80	80	80	80
item_5	Pearson Correlation	-.062	.441**	.447**	.446**	.091
	Sig. (2-tailed)	.585	.000	.000	.000	.423
	N	79	79	79	79	79
item_6	Pearson Correlation	-.030	-.049	-.023	-.026	.062
	Sig. (2-tailed)	.793	.667	.844	.809	.471
	N	79	79	79	79	79
item_7	Pearson Correlation	-.056	.410**	.390**	.383**	.071
	Sig. (2-tailed)	.626	.000	.000	.000	.534
	N	79	79	79	79	79
item_8	Pearson Correlation	.114	.549**	.551**	.538**	.136
	Sig. (2-tailed)	.316	.000	.000	.000	.232
	N	79	79	79	79	79
item_9	Pearson Correlation	-.007	.654**	.662**	.644**	.051
	Sig. (2-tailed)	.949	.000	.000	.000	.651
	N	80	80	80	80	80
item_10	Pearson Correlation	.084	.377**	.406**	.381**	.099
	Sig. (2-tailed)	.457	.001	.000	.000	.381
	N	80	80	80	80	80
item_11	Pearson Correlation	.092	-.029	-.027	-.026	.227*
	Sig. (2-tailed)	.468	.798	.811	.818	.043
	N	80	80	80	80	80
item_12	Pearson Correlation	-.104	.967**	.971**	.950**	-.012
	Sig. (2-tailed)	.360	.000	.000	.000	.914
	N	80	80	80	80	80
item_13	Pearson Correlation	.119	.988**	.992**	.980**	-.010
	Sig. (2-tailed)	.295	.000	.000	.000	.932
	N	80	80	80	80	80
item_14	Pearson Correlation	.130	.259*	.276*	.267*	.106
	Sig. (2-tailed)	.252	.020	.013	.019	.354
	N	80	80	80	80	80
item_15	Pearson Correlation	-.079	.984**	.993**	.988**	.020
	Sig. (2-tailed)	.486	.000	.000	.000	.362
	N	80	80	80	80	80

Correlations

		item_20	item_21	item_22	item_23	item_24
item_16	Pearson Correlation	.108	.263*	.280*	.266*	.093
	Sig. (2-tailed)	.338	.018	.012	.017	.414
	N	80	80	80	80	80
item_17	Pearson Correlation	.106	.246*	.263*	.250*	.083
	Sig. (2-tailed)	.351	.028	.018	.026	.464
	N	80	80	80	80	80
item_18	Pearson Correlation	.247*	-.132	-.122	-.091	.458*
	Sig. (2-tailed)	.027	.242	.282	.422	.000
	N	80	80	80	80	80
item_19	Pearson Correlation	-.049	.989**	.985**	.977**	-.001
	Sig. (2-tailed)	.669	.000	.000	.000	.995
	N	80	80	80	80	80
item_20	Pearson Correlation	1.000	-.068	-.094	-.134	.407*
	Sig. (2-tailed)	.	.551	.408	.235	.000
	N	80	80	80	80	80
item_21	Pearson Correlation	-.068	1.000	.996**	.985**	-.004
	Sig. (2-tailed)	.551	.	.000	.000	.970
	N	80	80	80	80	80
item_22	Pearson Correlation	-.094	.996**	1.000	.993**	.002
	Sig. (2-tailed)	.408	.000	.	.000	.989
	N	80	80	80	80	80
item_23	Pearson Correlation	-.134	.985**	.993**	1.000	.002
	Sig. (2-tailed)	.235	.000	.000	.	.984
	N	80	80	80	80	80
item_24	Pearson Correlation	.407*	-.004	.002	.002	1.000
	Sig. (2-tailed)	.000	.970	.989	.984	.
	N	80	80	80	80	80
item_25	Pearson Correlation	.135	.020	.020	.020	.198
	Sig. (2-tailed)	.282	.873	.873	.873	.113
	N	65	65	65	65	65
item_26	Pearson Correlation	.055	-.074	-.067	-.074	.323*
	Sig. (2-tailed)	.628	.515	.552	.513	.003
	N	80	80	80	80	80
item_27	Pearson Correlation	.320*	.002	.009	.035	.683*
	Sig. (2-tailed)	.004	.987	.940	.759	.000
	N	80	80	80	80	80
item_28	Pearson Correlation	.354*	-.132	-.137	-.134	.289*
	Sig. (2-tailed)	.001	.244	.226	.235	.009
	N	80	80	80	80	80
item_29	Pearson Correlation	.198	-.083	-.090	-.106	.047
	Sig. (2-tailed)	.078	.464	.428	.349	.682
	N	80	80	80	80	80
item_30	Pearson Correlation	.416**	-.283*	-.322**	-.339**	.173
	Sig. (2-tailed)	.000	.011	.004	.002	.125
	N	80	80	80	80	80
item_31	Pearson Correlation	-.330**	.292**	.336**	.362**	.059
	Sig. (2-tailed)	.003	.009	.002	.001	.603
	N	80	80	80	80	80

Correlations

		item 25	item 26	item 27	item 28	item 29
Total	Pearson Correlation	.121	.219	.657*	.153	.085
	Sig. (2-tailed)	.335	.051	.000	.176	.453
	N	65	80	80	80	80
item_1	Pearson Correlation	-.049	-.066	.043	-.149	.014
	Sig. (2-tailed)	.695	.565	.709	.190	.909
	N	65	79	79	79	79
item_2	Pearson Correlation	-.049	-.042	.121	-.073	.132
	Sig. (2-tailed)	.696	.711	.288	.496	.245
	N	65	79	79	79	79
item_3	Pearson Correlation	-.128	-.034	.071	-.102	.723*
	Sig. (2-tailed)	.316	.767	.531	.370	.048
	N	65	79	79	79	79
item_4	Pearson Correlation	-.318**	-.089	-.055	-.034	-.095
	Sig. (2-tailed)	.010	.434	.628	.763	.404
	N	65	80	80	80	80
item_5	Pearson Correlation	-.049	-.074	.060	-.127	-.004
	Sig. (2-tailed)	.696	.519	.598	.264	.975
	N	65	79	79	79	79
item_6	Pearson Correlation	-.121	.001	-.034	-.261*	-.182
	Sig. (2-tailed)	.337	.995	.763	.020	.109
	N	65	79	79	79	79
item_7	Pearson Correlation	-.049	-.080	.077	-.134	.032
	Sig. (2-tailed)	.696	.482	.501	.241	.777
	N	65	79	79	79	79
item_8	Pearson Correlation	-.081	-.045	.087	-.111	-.082
	Sig. (2-tailed)	.519	.694	.443	.329	.475
	N	65	79	79	79	79
item_9	Pearson Correlation	.039	-.077	.026	-.094	-.116
	Sig. (2-tailed)	.759	.499	.818	.408	.307
	N	65	80	80	80	80
item_10	Pearson Correlation	-.049	-.043	-.053	-.073	-.048
	Sig. (2-tailed)	.696	.704	.638	.518	.672
	N	65	80	80	80	80
item_11	Pearson Correlation	-.010	.178	.175	.049	-.079
	Sig. (2-tailed)	.934	.114	.120	.684	.484
	N	65	80	80	80	80
item_12	Pearson Correlation	.020	-.031	-.018	-.147	-.045
	Sig. (2-tailed)	.873	.795	.874	.193	.695
	N	65	80	80	80	80
item_13	Pearson Correlation	.020	-.067	.029	-.132	-.076
	Sig. (2-tailed)	.873	.555	.797	.244	.501
	N	65	80	80	80	80
item_14	Pearson Correlation	.027	-.009	.042	.052	.012
	Sig. (2-tailed)	.830	.934	.712	.648	.913
	N	65	80	80	80	80
item_15	Pearson Correlation	.020	-.065	.015	-.130	-.095
	Sig. (2-tailed)	.873	.567	.898	.251	.401
	N	65	80	80	80	80

Correlations

		item_25	item_26	item_27	item_28	item_29
item_16	Pearson Correlation	.011	-.001	.030	.019	.007
	Sig. (2-tailed)	.928	.998	.791	.865	.953
	N	65	80	80	80	80
item_17	Pearson Correlation	-.001	-.002	.070	.013	.003
	Sig. (2-tailed)	.997	.988	.657	.911	.977
	N	65	80	80	80	80
item_18	Pearson Correlation	.244	.019	.453**	.562**	.109
	Sig. (2-tailed)	.051	.865	.000	.000	.093
	N	65	80	80	80	80
item_19	Pearson Correlation	.020	-.041	.013	-.092	-.028
	Sig. (2-tailed)	.673	.715	.908	.415	.803
	N	65	80	80	80	80
item_20	Pearson Correlation	.135	.055	.370**	.354**	.190
	Sig. (2-tailed)	.282	.628	.004	.001	.079
	N	65	80	80	80	80
item_21	Pearson Correlation	.020	-.074	.002	-.137	-.083
	Sig. (2-tailed)	.873	.515	.987	.244	.464
	N	65	80	80	80	80
item_22	Pearson Correlation	.020	-.067	.009	-.137	-.093
	Sig. (2-tailed)	.873	.552	.940	.226	.426
	N	65	80	80	80	80
item_23	Pearson Correlation	.020	-.074	.035	-.134	-.106
	Sig. (2-tailed)	.873	.513	.759	.236	.349
	N	65	80	80	80	80
item_24	Pearson Correlation	.198	.323**	.683**	.289**	.047
	Sig. (2-tailed)	.113	.003	.000	.009	.682
	N	65	80	80	80	80
item_25	Pearson Correlation	1.000	.343**	.198	.337**	-.024
	Sig. (2-tailed)	.	.005	.113	.006	.652
	N	65	65	65	65	65
item_26	Pearson Correlation	.343**	1.000	.300**	.201	.057
	Sig. (2-tailed)	.005	.	.007	.073	.615
	N	65	80	80	80	80
item_27	Pearson Correlation	.198	.300**	1.000	.359**	.130
	Sig. (2-tailed)	.113	.007	.	.001	.252
	N	65	80	80	80	80
item_28	Pearson Correlation	.337**	.201	.359**	1.000	.464**
	Sig. (2-tailed)	.006	.073	.001	.	.000
	N	65	80	80	80	80
item_29	Pearson Correlation	-.024	.057	.130	.464**	1.000
	Sig. (2-tailed)	.652	.615	.252	.000	.
	N	65	80	80	80	80
item_30	Pearson Correlation	.694**	.702	.265*	.424**	.399**
	Sig. (2-tailed)	.000	.072	.017	.000	.000
	N	65	80	80	80	80
item_31	Pearson Correlation	.021	.070	.011	-.118	-.246*
	Sig. (2-tailed)	.868	.536	.925	.738	.028
	N	65	80	80	80	80

Correlations

		item 30	item 31
Total	Pearson Correlation	.063	.103
	Sig. (2-tailed)	.584	.362
	N	80	80
item_1	Pearson Correlation	-.182	.170
	Sig. (2-tailed)	.109	.135
	N	79	79
item_2	Pearson Correlation	.089	-.087
	Sig. (2-tailed)	.435	.443
	N	79	79
item_3	Pearson Correlation	-.043	-.033
	Sig. (2-tailed)	.708	.771
	N	79	79
item_4	Pearson Correlation	-.225*	.160
	Sig. (2-tailed)	.043	.155
	N	80	80
item_5	Pearson Correlation	-.261*	.266*
	Sig. (2-tailed)	.020	.018
	N	79	79
item_6	Pearson Correlation	-.266*	.161
	Sig. (2-tailed)	.018	.156
	N	79	79
item_7	Pearson Correlation	-.077	.058
	Sig. (2-tailed)	.499	.509
	N	79	79
item_8	Pearson Correlation	-.323**	.314*
	Sig. (2-tailed)	.034	.005
	N	79	79
item_9	Pearson Correlation	-.262*	.238*
	Sig. (2-tailed)	.011	.034
	N	80	80
item_10	Pearson Correlation	-.414**	.425**
	Sig. (2-tailed)	.000	.000
	N	80	80
item_11	Pearson Correlation	-.084	.099
	Sig. (2-tailed)	.459	.384
	N	80	80
item_12	Pearson Correlation	-.287**	.300**
	Sig. (2-tailed)	.010	.007
	N	80	80
item_13	Pearson Correlation	-.252*	.264*
	Sig. (2-tailed)	.024	.016
	N	80	80
item_14	Pearson Correlation	-.269*	.284*
	Sig. (2-tailed)	.016	.011
	N	80	80
item_15	Pearson Correlation	-.348**	.367**
	Sig. (2-tailed)	.002	.001
	N	80	80

Correlations

		item_30	item_31
item_16	Pearson Correlation	-.272*	.283*
	Sig. (2-tailed)	.014	.011
	N	80	80
item_17	Pearson Correlation	-.282*	.285*
	Sig. (2-tailed)	.011	.010
	N	80	80
item_18	Pearson Correlation	.278*	-.091
	Sig. (2-tailed)	.012	.424
	N	80	80
item_19	Pearson Correlation	-.261*	.288*
	Sig. (2-tailed)	.020	.010
	N	80	80
item_20	Pearson Correlation	.416**	-.330**
	Sig. (2-tailed)	.000	.003
	N	80	80
item_21	Pearson Correlation	-.283*	.292**
	Sig. (2-tailed)	.011	.009
	N	80	80
item_22	Pearson Correlation	-.322**	.338**
	Sig. (2-tailed)	.004	.002
	N	80	80
item_23	Pearson Correlation	.339**	.362**
	Sig. (2-tailed)	.002	.001
	N	80	80
item_24	Pearson Correlation	.173	.059
	Sig. (2-tailed)	.125	.603
	N	80	80
item_25	Pearson Correlation	.694**	.021
	Sig. (2-tailed)	.000	.858
	N	65	65
item_26	Pearson Correlation	.202	.070
	Sig. (2-tailed)	.072	.536
	N	80	80
item_27	Pearson Correlation	.265*	-.011
	Sig. (2-tailed)	.017	.925
	N	80	80
item_28	Pearson Correlation	.424**	-.118
	Sig. (2-tailed)	.000	.298
	N	80	80
item_29	Pearson Correlation	.399**	-.246*
	Sig. (2-tailed)	.000	.028
	N	80	80
item_30	Pearson Correlation	1.000	-.879**
	Sig. (2-tailed)		.000
	N	80	80
item_31	Pearson Correlation	-.879**	1.000
	Sig. (2-tailed)	.000	
	N	80	80

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

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

Reliabilitas Instrumen II

***** Method 1 (space saver) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients

N of Cases = 65.0

N of Items = 31

Alpha = .8701

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Pendapatan	133	1	3	2.04	.47
Tugas&Kewajiban	133	1	3	2.05	.47
Masa Kerja	133	1	2	1.50	.50
Model berpikir	133	1	2	1.50	.50
Hari kerja	133	1	3	1.97	.65
Hari libur	133	1	5	2.01	.79
Lama pendidikan	133	1	3	2.01	.66
Profesi	133	1	1	1.00	.00
Protap	133	1	2	1.38	.49
Status PNS	133	1	1	1.00	.00
Umur	133	1	3	1.98	.80
Jenis kelamin	133	1	3	2.02	.63
Jumlah darah yang tersedia	133	1	3	1.96	.64
Jumlah darah yang dibutuhkan	133	1	3	2.02	.67
Jenis darah yang tersedia	133	1	4	2.03	.65
Jenis darah yang dibutuhkan	133	1	3	2.01	.67
Anggaran	133	1	2	1.48	.50
Donor	133	1	2	1.52	.50
Pengganti darah	133	1	2	1.47	.50
Sistem pengiriman	133	1	3	1.98	.43
Anggaran	133	1	3	2.01	.46
Model berpikir	133	1	2	1.48	.50
Jenis alat	133	1	2	1.56	.50
Ethos kerja	133	1	4	2.05	.70
Komitmen bersama	133	1	3	1.97	.70
Perestujuan Dir	133	1	4	1.97	.68
Valid N (listwise)	133				

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
1	2	2	1	1	3	3	2	1	1	1	2	2	2	3	2
2	1	2	1	1	2	2	2	1	1	1	2	2	2	2	2
3	2	1	1	1	2	2	2	1	1	1	2	1	2	2	2
4	2	2	1	2	2	3	2	1	1	1	3	2	2	1	3
5	2	2	1	2	3	3	2	1	2	1	2	2	3	2	2
6	2	2	2	1	2	1	1	1	2	1	3	2	1	2	2
7	1	2	1	2	2	2	2	1	2	1	2	2	3	2	1
8	3	3	2	1	1	1	2	1	2	1	2	2	3	2	1
9	2	2	1	1	3	3	2	1	2	1	2	2	2	2	2
10	3	2	2	2	2	5	3	1	1	1	2	1	3	2	1
11	1	2	2	2	3	2	3	1	2	1	2	1	1	2	2
12	2	2	2	1	2	3	3	1	1	1	2	2	2	2	2
13	2	1	1	2	1	3	3	1	1	1	1	2	2	2	1
14	2	3	1	1	2	2	3	1	2	1	1	2	1	2	2
15	3	2	2	1	1	2	2	1	2	1	2	2	1	2	2
16	2	3	2	1	2	2	2	1	1	1	2	1	1	2	2
17	2	2	2	2	2	3	2	1	1	1	1	3	2	1	1
18	2	2	2	1	1	3	3	1	1	1	2	2	3	3	1
19	2	2	1	1	2	2	3	1	1	1	2	2	3	2	1
20	2	2	2	1	1	3	2	1	1	1	2	3	2	2	2
21	2	2	2	1	2	1	2	1	1	1	2	3	2	2	2
22	2	2	2	1	2	1	1	1	2	1	2	2	1	1	3
23	2	2	1	2	2	2	1	1	1	1	2	2	1	2	2
24	2	2	1	1	2	2	2	1	1	1	1	2	3	3	1
25	2	2	2	1	3	2	2	1	1	1	2	1	2	3	1
26	2	2	1	1	3	2	1	1	2	1	2	2	2	3	2
27	2	2	1	1	2	1	1	1	1	1	2	3	1	3	3
28	3	2	1	2	2	1	1	1	1	1	2	3	2	2	2
29	2	2	2	2	1	3	1	1	1	1	2	2	3	2	1
30	2	2	1	2	2	1	2	1	1	1	2	2	3	2	3
31	2	2	1	1	2	3	1	1	1	1	1	2	3	2	3
32	2	2	2	2	1	1	2	1	1	1	3	1	2	3	2
33	2	2	1	2	1	2	3	1	1	1	1	1	2	2	1
34	2	2	2	2	1	1	1	1	2	1	2	1	1	3	1
35	2	2	1	2	1	3	3	1	2	1	2	2	2	2	3
36	2	2	1	1	2	1	1	1	1	1	1	2	3	2	2
37	2	2	2	2	2	2	2	1	2	1	2	1	1	2	3
38	1	2	2	2	2	1	2	1	1	1	1	3	1	2	3
39	2	2	2	1	2	1	2	1	1	1	2	3	2	1	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
1	2	2	2	1	2	2	1	2	2	1	2
2	2	2	2	1	1	2	1	2	3	2	2
3	3	2	1	2	2	2	2	2	1	2	3
4	1	1	1	2	2	2	2	2	1	2	2
5	3	2	2	1	2	2	2	1	3	2	2
6	3	1	2	2	2	2	1	1	2	3	2
7	2	2	2	2	2	2	1	1	3	2	1
8	3	2	1	2	2	2	1	1	2	2	2
9	2	2	1	1	2	1	2	2	4	1	2
10	2	1	2	2	2	2	1	1	1	2	2
11	2	2	2	1	1	2	2	2	1	1	2
12	3	2	1	2	2	2	1	1	3	1	2
13	1	2	2	1	2	2	2	1	3	2	3
14	2	2	1	1	1	2	2	2	2	2	2
15	1	1	2	1	2	1	2	2	1	2	3
16	3	1	2	1	3	3	1	1	2	3	3
17	2	1	2	2	2	2	1	1	3	1	3
18	2	1	1	1	2	2	1	2	1	3	1
19	2	2	2	1	2	2	1	1	2	3	2
20	2	2	2	1	3	2	1	1	2	2	2
21	1	1	2	2	2	2	2	2	3	2	3
22	1	1	1	1	2	2	1	2	2	2	2
23	2	2	2	2	2	2	1	2	2	2	1
24	3	1	1	1	3	2	2	2	2	1	2
25	3	1	1	2	2	1	1	2	3	3	2
26	2	2	2	2	2	2	2	2	2	2	1
27	3	1	1	2	2	2	1	2	2	3	2
28	3	1	2	1	2	2	2	2	1	3	1
29	1	2	2	1	2	2	1	2	1	1	2
30	1	2	2	2	1	3	2	1	2	2	1
31	1	1	1	2	2	3	1	1	3	2	2
32	2	1	2	1	2	2	2	2	1	1	1
33	2	1	1	1	2	3	1	1	2	1	1
34	2	2	1	2	2	2	1	1	3	2	2
35	2	1	2	1	2	1	2	2	2	3	1
36	2	2	1	1	2	2	2	2	2	1	2
37	2	1	1	2	2	3	2	2	2	1	1
38	2	2	1	1	1	2	2	2	2	3	2
39	3	1	2	2	2	2	1	2	3	2	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
40	3	2	1	1	2	2	2	1	1	1	2	3	1	2	2
41	2	1	1	2	3	2	1	1	1	1	2	2	1	2	1
42	3	2	2	1	2	2	1	1	1	1	3	2	1	2	2
43	2	3	2	2	2	2	2	1	1	1	3	2	2	2	2
44	2	2	2	1	2	1	2	1	1	1	1	2	1	2	2
45	2	2	2	1	1	3	3	1	2	1	1	2	2	1	2
46	2	2	2	2	2	1	3	1	1	1	2	3	2	3	2
47	2	2	1	2	1	2	2	1	1	1	3	1	3	2	3
48	2	2	1	2	1	3	1	1	2	1	3	2	2	2	2
49	1	2	1	1	2	1	1	1	1	1	1	1	2	1	2
50	2	2	1	2	3	1	2	1	2	1	2	3	2	3	1
51	1	2	1	1	1	3	1	1	1	1	2	3	3	3	2
52	2	2	2	1	2	2	3	1	1	1	3	2	3	2	2
53	2	2	1	1	1	2	2	1	2	1	2	2	2	1	2
54	2	2	1	2	2	2	2	1	1	1	2	2	2	2	3
55	2	2	2	2	2	2	1	1	1	1	3	1	2	3	2
56	2	3	2	2	1	3	3	1	1	1	3	1	2	1	2
57	2	2	1	2	1	2	3	1	1	1	2	2	2	2	4
58	2	2	1	1	2	2	1	1	1	1	2	2	2	2	3
59	2	2	1	2	2	3	2	1	2	1	3	2	2	2	2
60	2	1	1	2	2	2	2	1	2	1	3	3	2	3	2
61	2	3	1	2	2	2	3	1	1	1	2	2	2	2	2
62	2	2	2	1	2	1	1	1	1	1	2	2	3	1	2
63	2	2	1	2	2	1	3	1	2	1	3	2	2	1	3
64	2	2	2	1	2	1	2	1	1	1	2	2	3	2	1
65	2	2	2	1	2	1	2	1	1	1	1	2	2	2	2
66	3	2	2	2	2	2	2	1	1	1	2	2	2	2	2
67	2	2	1	2	2	1	2	1	2	1	3	1	2	2	3
68	2	3	2	1	1	2	2	1	1	1	2	3	2	3	1
69	2	1	1	2	2	2	2	1	1	1	2	2	1	1	2
70	2	2	2	1	2	3	3	1	1	1	1	2	2	2	3
71	2	2	2	2	3	2	3	1	2	1	3	1	2	1	2
72	2	3	2	2	2	1	1	1	2	1	2	2	2	3	2
73	1	2	2	2	2	1	2	1	2	1	2	3	3	3	2
74	2	1	2	1	2	2	3	1	1	1	2	2	2	1	2
75	1	2	1	2	3	1	1	1	2	1	2	2	3	3	3
76	2	3	2	1	3	2	1	1	2	1	2	3	2	3	2
77	2	1	1	2	2	3	2	1	2	1	2	1	2	2	3
78	1	2	2	2	1	2	2	1	2	1	2	2	3	2	1

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
40	1	2	1	1	2	2	2	2	2	3	2
41	1	1	1	1	2	2	2	1	2	3	3
42	1	2	2	1	2	2	1	2	2	2	2
43	2	1	2	2	2	2	2	1	1	2	2
44	3	1	1	2	2	2	1	2	2	2	1
45	3	2	2	2	2	2	2	1	2	1	3
46	2	1	2	1	2	1	1	1	1	3	2
47	2	1	1	2	2	2	2	1	2	2	1
48	2	1	1	1	2	1	1	1	2	2	1
49	1	2	2	2	2	1	1	2	3	2	2
50	2	2	2	1	1	2	2	2	1	1	1
51	2	2	2	2	1	2	1	1	3	1	1
52	2	2	1	1	2	2	2	1	2	3	3
53	2	1	1	1	2	2	1	2	2	3	2
54	3	2	2	2	2	2	1	1	1	1	2
55	2	2	2	1	1	2	2	2	2	2	2
56	2	2	2	2	2	2	2	2	3	2	1
57	2	1	2	1	2	2	1	2	3	2	2
58	2	2	1	1	2	2	2	1	1	3	2
59	1	2	2	1	2	2	2	1	2	2	2
60	2	1	1	2	2	2	2	1	3	1	2
61	2	2	1	2	2	2	2	2	2	3	3
62	1	1	1	2	2	2	1	2	1	2	2
63	3	1	2	1	2	2	1	2	2	2	2
64	1	2	1	1	2	2	1	1	3	2	2
65	2	2	2	1	2	3	2	1	2	2	2
66	2	1	2	2	2	2	1	2	2	1	3
67	3	2	2	2	3	3	1	2	1	3	3
68	2	1	1	2	2	2	1	1	1	2	1
69	1	1	1	2	2	2	2	2	2	2	2
70	2	2	2	2	1	2	1	2	3	2	2
71	2	2	1	1	2	2	1	1	2	2	2
72	1	2	2	2	2	2	1	2	2	2	2
73	2	1	2	2	2	2	1	1	1	2	2
74	3	1	1	2	2	3	1	1	2	2	2
75	1	1	2	1	2	2	2	2	3	1	4
76	2	2	1	2	2	2	1	2	2	2	2
77	2	2	1	2	3	3	2	2	2	2	3
78	2	2	2	2	1	2	2	2	1	3	3

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	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
79	2	2	1	1	2	3	1	1	2	1	2	3	2	1	2
80	2	1	2	2	2	3	2	1	2	1	2	2	2	1	2
81	2	3	2	2	2	2	2	1	2	1	2	2	1	3	2
82	2	3	1	1	3	3	2	1	1	1	2	3	2	3	1
83	3	2	2	2	2	3	2	1	1	1	2	2	2	2	2
84	2	2	1	2	3	3	3	1	2	1	2	3	2	2	2
85	2	2	1	2	1	1	3	1	1	1	2	3	1	1	3
86	2	1	2	2	2	1	2	1	1	1	2	3	1	1	3
87	2	3	2	1	1	2	2	1	2	1	2	2	2	2	2
88	3	2	1	1	3	1	2	1	1	1	2	2	2	2	2
89	2	2	2	1	1	2	1	1	1	1	1	2	1	3	2
90	2	2	2	1	1	1	2	1	2	1	2	2	2	2	1
91	3	2	2	2	3	2	2	1	1	1	1	3	2	1	2
92	2	2	2	2	3	1	2	1	2	1	2	3	3	2	3
93	2	2	2	1	3	2	2	1	1	1	2	2	2	2	3
94	2	1	2	1	3	1	2	1	1	1	2	2	1	3	3
95	2	2	2	2	1	2	1	1	1	1	2	2	1	3	1
96	2	2	2	2	1	1	2	1	2	1	2	1	3	3	1
97	2	1	1	2	3	2	1	1	1	1	2	2	1	2	2
98	2	2	1	1	2	2	2	1	1	1	3	2	1	3	2
99	2	2	1	2	3	3	2	1	1	1	2	2	2	2	2
100	2	2	1	1	2	4	3	1	2	1	2	2	2	3	2
101	2	3	2	2	1	2	2	1	2	1	2	3	2	2	2
102	3	2	2	2	2	2	2	1	1	1	2	2	2	2	2
103	2	2	1	1	2	2	2	1	1	1	1	2	1	1	1
104	3	2	1	1	3	2	2	1	1	1	2	1	2	3	2
105	2	2	1	2	3	2	2	1	1	1	2	1	2	2	2
106	2	2	1	1	1	3	3	1	1	1	3	2	2	3	3
107	3	2	2	1	2	2	2	1	2	1	2	3	3	1	2
108	2	3	1	2	2	2	2	1	2	1	2	1	2	2	1
109	3	3	2	2	1	2	2	1	1	1	3	2	1	3	2
110	2	2	1	1	2	2	2	1	1	1	2	3	3	1	2
111	2	2	2	1	3	2	2	1	1	1	2	3	2	2	2
112	2	2	2	1	1	2	2	1	2	1	3	3	2	2	2
113	2	2	1	1	2	3	2	1	1	1	2	3	2	1	2
114	2	2	1	1	2	1	2	1	2	1	1	2	2	3	1
115	1	2	1	2	2	2	1	1	1	1	2	3	2	2	2
116	2	3	2	1	2	3	2	1	1	1	1	2	1	2	2
117	2	2	2	1	2	1	3	1	1	1	2	1	3	1	1

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
79	2	1	2	2	2	2	1	2	2	1	1
80	2	1	2	2	2	2	2	2	3	3	2
81	2	2	2	1	2	2	2	2	2	3	2
82	1	1	1	1	2	3	2	2	2	1	2
83	2	1	2	1	2	2	1	1	2	2	2
84	3	2	1	1	2	2	2	2	1	2	1
85	2	2	2	1	2	2	2	1	2	3	2
86	2	2	2	1	1	2	2	1	1	2	4
87	2	1	2	1	2	2	1	2	2	3	1
88	2	1	1	1	2	2	1	1	3	2	1
89	2	2	2	2	2	3	2	1	3	3	2
90	2	2	1	1	1	2	2	2	2	1	2
91	2	1	2	2	2	2	2	1	2	2	3
92	1	2	1	1	2	1	1	1	2	1	2
93	2	1	2	1	2	2	2	2	1	2	2
94	3	1	1	1	2	2	2	2	3	3	2
95	2	1	2	2	2	2	2	1	2	2	1
96	3	1	1	1	2	3	1	2	3	1	2
97	3	2	2	1	2	2	2	2	2	1	3
98	2	1	1	1	3	2	1	1	2	3	2
99	2	1	1	1	2	2	2	1	3	2	2
100	1	2	1	2	2	2	2	2	1	1	1
101	1	2	2	2	2	3	2	2	1	1	1
102	1	1	1	2	2	2	1	1	2	2	3
103	2	2	1	1	3	1	1	2	2	2	2
104	2	2	1	2	2	2	2	1	2	1	2
105	1	1	2	2	2	2	2	2	3	3	2
106	1	2	2	1	2	3	1	1	2	2	2
107	1	2	1	1	2	2	2	1	2	2	2
108	3	2	2	1	2	2	1	2	2	2	3
109	2	2	1	2	1	2	1	2	1	1	2
110	2	1	2	1	2	2	1	2	2	3	2
111	3	1	2	1	3	2	1	2	2	1	1
112	2	1	1	2	2	2	1	1	5	2	3
113	2	1	1	1	2	2	1	2	2	3	3
114	2	1	1	1	2	2	1	2	1	3	1
115	2	1	1	2	3	2	1	2	2	2	2
116	3	2	1	1	2	2	1	1	3	2	1
117	1	1	2	2	2	2	2	2	3	1	2

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DISERTASI

MODEL OPTIMAL MANAJEMEN KLINIK DALAM ...

SARDJANA

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
118	2	3	2	1	2	2	2	1	1	1	3	2	1	1	2
119	2	2	1	2	2	3	2	1	1	1	2	2	3	2	1
120	2	2	2	1	1	1	1	1	1	1	1	2	1	2	1
121	2	2	2	1	2	3	3	1	2	1	3	1	2	2	2
122	2	2	1	2	2	2	2	1	1	1	1	2	2	2	2
123	1	2	2	1	3	2	2	1	1	1	2	2	2	3	2
124	2	2	1	2	2	1	3	1	1	1	3	1	2	2	2
125	1	3	1	2	2	3	3	1	1	1	3	1	2	2	3
126	3	2	2	2	2	2	2	1	2	1	1	2	2	1	3
127	2	2	2	2	2	2	2	1	1	1	1	2	3	2	3
128	2	2	1	1	2	1	2	1	1	1	1	2	3	2	3
129	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3
130	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2
131	2	1	1	1	3	3	3	1	2	1	2	2	2	3	2
132	3	2	1	2	2	3	2	1	2	1	2	2	2	3	2
133	3	2	2	1	2	2	3	1	1	1	2	2	2	1	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
118	1	2	1	1	2	2	1	1	2	1	2
119	3	1	1	1	2	2	1	1	3	2	1
120	3	1	1	1	3	2	2	2	2	2	1
121	2	1	1	2	2	1	1	2	3	2	1
122	3	1	1	1	2	2	2	1	2	2	3
123	2	1	2	1	2	1	2	1	3	2	2
124	2	2	2	2	2	2	2	1	2	2	2
125	3	2	2	2	3	2	1	1	1	2	2
126	2	1	2	1	2	1	2	1	1	1	2
127	2	1	1	2	2	1	2	2	2	2	2
128	1	1	1	2	2	3	1	1	3	2	3
129	3	2	1	2	2	2	2	2	2	2	1
130	2	2	2	2	2	1	2	2	2	1	2
131	2	1	2	1	2	1	1	1	2	1	3
132	2	1	2	1	2	3	1	2	2	2	2
133	2	1	1	2	2	2	1	2	2	3	2

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Pendapatan	287	1	3	2.02	.46
Tugas&Kewajiban	287	1	3	2.02	.47
Masa Kerja	287	1	2	1.50	.50
Model berpikir	287	1	2	1.49	.50
Hari kerja	287	1	4	1.98	.67
Hari libur	287	1	5	2.00	.76
Lama pendidikan	287	1	3	2.00	.67
Protesis	287	1	1	1.00	.00
Protap	287	1	2	1.43	.50
Status PNS	287	1	1	1.00	.00
Umur	287	1	3	1.98	.62
Jenis kelamin	287	1	3	2.02	.62
Anggaran	287	1	4	2.01	.64
Jumlah darah yang dibutuhkan	287	1	4	1.98	.68
Jenis darah	287	1	4	2.04	.70
Autotransfusi	287	1	3	2.03	.66
Pengganti darah	287	1	2	1.50	.50
Bentuk kerjasama	287	1	2	1.53	.50
Donor tetap	287	1	2	1.49	.50
Sistem pengiriman	287	1	3	2.00	.42
Protap	287	1	3	2.01	.46
Anggaran	287	1	2	1.51	.50
Ethos kerja	287	1	2	1.56	.50
Jenis alat	287	1	4	2.04	.68
Kesepakatan tim	287	1	4	1.98	.71
Berpikir linier	287	1	4	1.98	.77
Valid N (listwise)	287				

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
1	2	2	1	1	2	1	2	1	2	1	2	2	2	1	3
2	1	1	2	2	3	3	2	1	2	1	3	2	2	1	3
3	2	2	2	2	2	2	2	1	1	1	3	3	2	2	2
4	2	2	1	2	3	1	2	1	1	1	2	3	4	2	2
5	2	2	1	1	1	2	1	1	2	1	1	2	2	1	2
6	2	2	1	2	3	1	3	1	1	1	1	2	1	2	1
7	2	2	1	2	2	2	3	1	1	1	3	2	2	3	2
8	2	3	2	1	1	1	3	1	2	1	2	2	2	3	2
9	2	2	1	1	2	2	3	1	1	1	2	2	3	1	3
10	2	2	2	1	1	1	3	1	1	1	1	3	3	1	3
11	2	2	1	2	2	2	2	1	2	1	2	1	3	2	2
12	3	1	1	2	2	2	3	1	2	1	2	3	3	1	2
13	3	2	2	2	2	2	2	1	1	1	3	2	2	4	1
14	2	2	2	2	1	2	3	1	1	2	1	1	2	2	1
15	3	2	2	1	1	3	1	1	1	1	1	1	2	2	3
16	2	2	2	1	3	2	2	1	1	1	2	2	2	2	2
17	2	2	1	2	2	1	2	1	1	1	2	2	2	1	2
18	2	2	2	2	3	2	3	1	2	1	2	2	2	2	2
19	2	2	1	2	2	2	1	1	1	1	3	2	2	1	2
20	2	2	2	1	2	3	1	1	2	1	2	1	2	1	2
21	2	2	1	1	3	3	2	2	1	1	2	2	2	3	2
22	1	2	1	1	2	2	2	1	1	1	2	1	2	2	2
23	2	1	1	1	2	2	2	1	1	1	3	2	2	1	3
24	2	2	1	2	2	3	2	1	1	1	2	2	3	2	3
25	2	2	1	2	3	3	2	1	2	1	3	2	1	2	2
26	2	2	2	1	2	1	1	1	2	1	3	2	3	2	2
27	1	2	1	2	2	2	2	1	2	1	2	2	3	2	3
28	3	3	2	1	1	1	2	1	2	1	2	2	3	2	3
29	2	2	1	1	3	3	2	1	2	1	2	2	2	2	2
30	3	2	2	2	2	5	3	1	1	1	2	1	3	2	1
31	1	2	2	2	3	2	3	1	2	1	2	1	1	2	2
32	2	2	2	1	2	3	3	1	2	1	2	2	2	2	2
33	2	1	1	2	1	3	3	1	1	1	2	2	2	2	0
34	2	3	1	1	2	2	3	1	2	1	2	2	1	2	3
35	3	2	2	1	1	2	2	1	2	1	2	2	1	2	2
36	2	3	2	1	2	2	2	1	1	1	2	1	1	2	2
37	2	2	2	2	2	3	2	1	1	1	1	3	2	1	1
38	2	2	2	1	1	3	3	1	1	1	2	2	3	3	1
39	2	2	1	1	2	2	3	1	1	1	1	2	3	2	1

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
1	2	1	1	2	2	2	1	2	1	1	2
2	3	2	2	2	2	2	2	2	2	1	2
3	3	2	2	2	2	2	1	2	1	3	2
4	2	1	2	1	2	2	1	1	2	2	2
5	3	2	2	2	2	2	2	2	2	1	2
6	2	1	1	2	2	2	1	1	2	2	2
7	2	2	1	2	2	2	2	1	3	4	2
8	3	2	1	2	2	2	2	2	2	2	1
9	1	2	2	1	2	2	2	1	2	2	0
10	3	2	1	1	2	2	2	2	2	1	3
11	1	1	2	2	2	3	2	1	1	2	2
12	2	2	2	2	2	2	1	1	3	3	2
13	2	1	1	1	1	2	2	2	2	2	4
14	2	1	2	2	2	2	2	2	1	1	1
15	2	2	1	1	3	2	1	2	2	2	1
16	2	2	1	2	2	2	2	1	1	2	2
17	3	1	2	2	2	2	1	2	2	2	2
18	3	2	2	1	2	2	2	1	2	2	3
19	2	1	2	1	2	2	2	1	2	2	2
20	3	2	2	2	2	2	2	2	2	2	2
21	2	2	2	1	2	2	1	2	2	1	2
22	2	2	2	1	1	2	1	2	3	2	2
23	3	2	1	2	2	2	2	2	1	2	3
24	1	1	1	2	2	2	2	2	1	2	2
25	3	2	2	1	2	2	2	1	3	2	2
26	3	1	2	2	2	2	1	1	2	3	2
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	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
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	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
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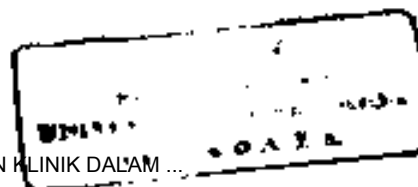
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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
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127	1	2	1	1	2	2	2	1	2	2	3
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	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
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175	2	2	1	1	1	2	3	1	2	1	2	2	2	2	3
176	1	1	1	2	1	3	1	1	1	1	3	2	1	3	2
177	2	2	2	1	2	2	1	1	2	1	3	2	2	2	3
178	3	2	1	1	2	3	2	1	2	1	2	2	2	1	2
179	2	2	2	2	1	3	2	1	2	1	2	3	2	1	3
180	1	2	2	1	2	2	2	1	2	1	1	2	2	2	1
181	2	2	2	1	4	2	2	1	2	1	1	2	2	2	3
182	2	2	1	2	2	1	2	1	2	1	2	2	2	2	2
183	2	2	2	1	3	2	3	1	2	1	1	1	2	2	1
184	2	2	1	2	2	3	2	1	1	1	2	1	3	2	1
185	2	2	2	1	1	1	1	1	1	1	1	2	1	2	1
186	2	2	2	1	2	3	3	1	2	1	3	1	2	2	2
187	2	2	1	2	2	2	2	1	1	1	2	2	2	2	2
188	1	2	2	1	3	2	2	1	1	1	1	3	2	1	2
189	2	2	1	2	2	1	3	1	2	1	3	2	2	3	2
190	1	3	1	2	2	3	3	1	1	1	2	1	2	2	3
191	3	2	2	2	2	2	2	1	2	1	1	2	2	2	3
192	2	2	2	2	2	2	2	1	1	1	1	2	2	1	3
193	2	2	1	1	2	1	2	1	1	1	1	2	3	2	3
194	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3
195	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
157	2	2	2	1	3	2	2	1	3	2	1
158	3	1	2	2	1	2	2	2	3	2	2
159	2	2	1	2	2	3	1	2	2	2	2
160	2	2	1	1	2	2	1	1	3	3	3
161	2	2	2	2	2	2	2	1	2	2	2
162	2	1	2	2	2	2	1	1	2	1	1
163	1	2	2	2	2	1	1	1	2	1	2
164	2	1	1	2	3	2	2	2	1	2	2
165	3	1	1	1	2	2	1	1	2	4	2
166	3	2	2	1	2	2	1	1	2	2	3
167	1	1	1	1	3	2	2	1	1	2	3
168	2	1	2	1	2	3	2	2	2	2	2
169	2	1	1	2	3	2	2	2	3	2	2
170	2	2	1	1	2	2	1	2	2	2	3
171	2	2	2	2	2	2	1	2	3	2	2
172	2	1	2	1	2	2	2	2	3	3	2
173	1	2	2	2	2	3	2	2	2	3	2
174	1	2	1	1	2	2	2	2	1	2	2
175	2	1	2	1	2	2	2	1	2	3	1
176	2	2	2	2	2	2	2	1	2	2	2
177	3	1	1	1	2	2	1	1	2	1	3
178	2	2	2	2	2	2	2	2	2	1	2
179	2	1	2	1	2	1	2	2	2	3	3
180	1	1	1	2	2	2	2	2	3	2	2
181	2	2	1	2	1	2	1	2	1	1	1
182	2	1	1	2	2	2	2	1	2	1	2
183	1	2	1	1	2	2	1	2	3	2	3
184	3	1	1	1	2	2	1	1	3	2	0
185	3	1	1	1	3	2	2	2	2	2	1
186	2	1	1	2	2	1	1	2	3	2	1
187	3	1	1	1	2	2	2	1	2	2	3
188	2	1	2	1	2	1	2	1	3	2	2
189	2	2	2	2	2	2	2	1	2	2	3
190	3	2	2	2	3	2	1	1	1	2	2
191	2	1	2	1	2	1	2	1	1	1	2
192	2	1	1	2	2	1	2	2	2	2	2
193	1	1	1	2	2	3	1	1	3	2	3
194	3	2	1	2	2	2	2	2	2	2	1
195	2	2	2	2	2	1	2	2	2	1	2

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	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
196	2	1	1	1	3	3	3	1	2	1	2	2	2	2	2
197	3	2	1	2	2	3	2	1	2	1	2	2	2	3	2
198	3	2	2	1	2	2	3	1	1	1	2	2	2	1	2
199	2	2	1	2	3	2	1	1	1	1	2	2	2	1	1
200	2	2	1	1	2	2	1	1	1	1	2	2	3	2	2
201	1	2	2	1	2	2	2	1	2	1	1	2	3	3	2
202	2	3	2	1	2	2	2	1	1	1	2	3	3	2	3
203	2	2	1	1	2	3	2	1	1	1	2	1	1	1	3
204	2	2	1	1	3	2	1	1	2	1	2	2	2	1	2
205	2	2	1	1	2	1	2	1	2	1	2	2	2	2	2
206	2	2	2	1	2	3	2	1	2	1	2	1	1	2	2
207	2	3	1	1	2	1	2	1	1	1	2	2	2	2	3
208	2	3	2	1	1	1	1	1	1	1	2	2	3	2	2
209	2	2	1	1	3	3	2	1	1	1	2	2	2	2	2
210	2	2	2	1	1	2	1	1	2	1	1	2	2	3	1
211	2	2	2	1	2	2	2	1	2	1	1	2	1	2	3
212	2	2	1	2	1	1	2	1	2	1	3	1	1	1	1
213	1	1	1	2	2	1	2	1	2	1	2	2	3	2	1
214	2	2	2	2	1	3	3	1	2	1	2	3	2	1	2
215	2	1	2	1	1	2	2	1	1	1	3	2	1	2	1
216	2	2	1	2	1	2	3	1	1	1	2	3	2	3	1
217	2	1	1	2	2	2	1	1	1	1	2	1	2	2	3
218	2	2	1	2	2	2	1	1	2	1	2	2	2	2	2
219	2	1	2	2	2	3	2	1	1	1	1	2	2	2	3
220	2	2	1	1	1	2	3	1	2	1	2	2	2	2	3
221	1	1	1	2	1	3	1	1	1	1	3	2	1	3	2
222	2	2	2	1	2	2	1	1	2	1	3	2	2	2	3
223	3	2	1	1	2	3	2	1	2	1	2	2	2	2	1
224	2	2	1	2	2	3	2	1	1	1	2	1	3	2	1
225	2	2	2	1	1	1	1	1	1	1	1	2	1	2	1
226	2	2	2	1	2	3	3	1	2	1	3	1	2	2	2
227	2	2	1	2	2	2	2	1	1	1	2	2	2	2	2
228	1	2	2	1	3	2	2	1	1	1	1	3	2	1	2
229	2	2	1	2	2	1	3	1	2	1	3	2	2	3	2
230	1	3	1	2	2	3	3	1	1	1	2	1	2	2	2
231	3	2	2	2	2	2	2	1	2	1	1	2	2	2	3
232	2	2	2	2	2	2	2	1	1	1	1	2	2	1	3
233	2	2	1	1	2	1	2	1	1	1	1	2	3	2	3
234	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
196	2	1	2	1	2	1	1	1	2	1	3
197	2	1	2	1	2	3	1	2	2	2	2
198	2	1	1	2	2	2	1	2	2	3	2
199	2	1	1	2	2	1	1	1	2	2	1
200	2	2	2	1	2	2	1	1	2	2	0
201	2	2	2	1	2	2	1	2	1	2	3
202	2	2	2	1	3	2	2	1	3	2	1
203	3	1	2	2	1	2	2	2	3	2	2
204	2	2	1	2	2	3	1	2	2	2	2
205	2	2	1	1	2	2	1	1	3	3	3
206	2	2	2	2	2	2	2	1	2	2	2
207	2	1	2	2	2	2	1	1	2	2	2
208	1	2	2	2	2	1	1	1	2	1	1
209	2	1	1	2	3	2	2	2	1	2	2
210	3	1	1	1	2	2	1	1	2	4	2
211	3	2	2	1	2	2	1	1	2	2	3
212	1	1	1	1	3	2	2	1	1	2	3
213	2	1	2	1	2	3	2	2	2	2	2
214	2	1	1	2	3	2	2	2	3	2	2
215	2	2	1	1	2	2	1	2	2	2	3
216	2	2	2	2	2	2	1	2	3	2	2
217	2	1	2	1	2	2	2	2	3	3	2
218	1	2	2	2	2	3	2	2	2	3	2
219	1	2	1	1	2	2	2	2	1	2	2
220	2	1	2	1	2	2	2	1	2	3	1
221	2	2	2	2	2	2	2	1	2	2	2
222	3	1	1	1	2	2	1	1	2	1	3
223	2	2	2	2	2	2	2	2	2	1	2
224	3	1	1	1	2	2	1	1	3	2	0
225	3	1	1	1	3	2	2	2	2	2	1
226	2	1	1	2	2	1	1	2	3	2	1
227	3	1	1	1	2	2	2	1	2	2	3
228	2	1	2	1	2	1	2	1	3	2	2
229	2	2	2	2	2	2	2	1	2	2	3
230	3	2	2	2	3	2	1	1	1	2	2
231	2	1	2	1	2	1	2	1	1	1	2
232	2	1	1	2	2	1	2	2	2	2	2
233	1	1	1	2	2	3	1	1	3	2	3
234	3	2	1	2	2	2	2	2	2	2	1

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
235	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2
236	2	1	1	1	3	3	3	1	2	1	2	2	2	2	2
237	3	2	1	2	2	3	2	1	2	1	2	2	2	3	2
238	3	2	2	1	2	2	3	1	1	1	2	2	2	1	2
239	2	2	1	2	3	2	1	1	1	1	2	2	2	1	1
240	2	2	1	1	2	2	1	1	1	1	2	2	3	2	2
241	1	2	2	1	2	2	2	1	2	1	1	2	3	3	2
242	2	3	2	1	2	2	2	1	1	1	2	3	3	2	3
243	2	2	1	1	2	3	2	1	1	1	2	1	1	1	3
244	2	2	1	1	3	2	1	1	2	1	2	2	2	1	2
245	2	2	1	1	2	1	2	1	2	1	2	2	2	2	2
246	2	2	2	1	2	3	2	1	2	1	2	1	1	2	2
247	2	3	1	1	2	1	2	1	1	1	2	2	2	2	3
248	2	3	2	1	1	1	1	1	1	1	2	2	3	2	2
249	2	2	1	1	3	3	2	1	1	1	2	2	2	2	2
250	2	2	2	1	1	2	1	1	2	1	1	2	2	3	1
251	2	2	2	1	2	2	2	1	2	1	1	2	1	2	3
252	2	2	1	2	1	1	2	1	2	1	3	1	1	1	1
253	1	1	1	2	2	1	2	1	2	1	2	2	3	2	1
254	2	2	2	2	1	3	3	1	2	1	2	3	2	1	2
255	2	1	2	1	1	2	2	1	1	1	3	2	1	2	1
256	2	2	1	2	1	2	3	1	1	1	2	3	2	3	1
257	2	1	1	2	2	2	1	1	1	1	2	1	2	2	3
258	2	2	1	2	2	2	1	1	2	1	2	2	2	2	2
259	2	1	2	2	2	3	2	1	1	1	1	2	2	2	3
260	2	2	1	1	1	2	3	1	2	1	2	2	2	2	3
261	1	1	1	2	1	3	1	1	1	1	3	2	1	3	2
262	2	2	2	1	2	2	1	1	2	1	3	2	2	2	3
263	3	2	1	1	2	3	2	1	2	1	2	2	2	2	1
264	2	2	1	2	2	3	2	1	1	1	2	1	3	2	1
265	2	2	2	1	1	1	1	1	1	1	1	2	1	2	1
266	2	2	2	1	2	3	3	1	2	1	3	1	2	2	2
267	2	2	1	2	2	2	2	1	1	1	2	2	2	2	2
268	1	2	2	1	3	2	2	1	1	1	1	3	2	1	2
269	2	2	1	2	2	1	3	1	2	1	3	2	2	3	2
270	1	3	1	2	2	3	3	1	1	1	2	1	2	2	2
271	3	2	2	2	2	2	2	1	2	1	1	2	2	2	3
272	2	2	2	2	2	2	2	1	1	1	1	2	2	1	3
273	2	2	1	1	2	1	2	1	1	1	1	2	3	2	3

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
235	2	2	2	2	2	1	2	2	2	1	2
236	2	1	2	1	2	1	1	1	2	1	3
237	2	1	2	1	2	3	1	2	2	2	2
238	2	1	1	2	2	2	1	2	2	3	2
239	2	1	1	2	2	1	1	1	2	2	1
240	2	2	2	1	2	2	1	1	2	2	0
241	2	2	2	1	2	2	1	2	1	2	3
242	2	2	2	1	3	2	2	1	3	2	1
243	3	1	2	2	1	2	2	2	3	2	2
244	2	2	1	2	2	3	1	2	2	2	2
245	2	2	1	1	2	2	1	1	3	3	3
246	2	2	2	2	2	2	2	1	2	2	2
247	2	1	2	2	2	2	1	1	2	2	2
248	1	2	2	2	2	1	1	1	2	1	1
249	2	1	1	2	3	2	2	2	1	2	2
250	3	1	1	1	2	2	1	1	2	4	2
251	3	2	2	1	2	2	1	1	2	2	3
252	1	1	1	1	3	2	2	1	1	2	3
253	2	1	2	1	2	3	2	2	2	2	2
254	2	1	1	2	3	2	2	2	3	2	2
255	2	2	1	1	2	2	1	2	2	2	3
256	2	2	2	2	2	2	1	2	3	2	2
257	2	1	2	1	2	2	2	2	3	3	2
258	1	2	2	2	2	3	2	2	2	3	2
259	1	2	1	1	2	2	2	2	1	2	2
260	2	1	2	1	2	2	2	1	2	3	1
261	2	2	2	2	2	2	2	1	2	2	2
262	3	1	1	1	2	2	1	1	2	1	3
263	2	2	2	2	2	2	2	2	2	1	2
264	3	1	1	1	2	2	1	1	3	2	0
265	3	1	1	1	3	2	2	2	2	2	1
266	2	1	1	2	2	1	1	2	3	2	1
267	3	1	1	1	2	2	2	1	2	2	3
268	2	1	2	1	2	1	2	1	3	2	2
269	2	2	2	2	2	2	2	1	2	2	3
270	3	2	2	2	3	2	1	1	1	2	2
271	2	1	2	1	2	1	2	1	1	1	2
272	2	1	1	2	2	1	2	2	2	2	2
273	1	1	1	2	2	3	1	1	3	2	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
274	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3
275	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2
276	2	1	1	1	3	3	3	1	2	1	2	2	2	2	2
277	3	2	1	2	2	3	2	1	2	1	2	2	2	3	2
278	3	2	2	1	2	2	3	1	1	1	2	2	2	1	2
279	2	2	1	2	3	2	1	1	1	1	2	2	2	1	1
280	2	2	1	1	2	2	1	1	1	1	2	2	3	2	2
281	1	2	2	1	2	2	2	1	2	1	1	2	3	3	2
282	2	3	2	1	2	2	2	1	1	1	2	3	3	2	3
283	2	2	1	1	2	3	2	1	1	1	2	1	1	1	3
284	2	2	1	1	3	2	1	1	2	1	2	2	2	1	2
285	2	2	1	1	2	1	2	1	2	1	2	2	2	2	2
286	2	2	2	1	2	3	2	1	2	1	2	1	1	2	2
287	2	3	1	1	2	1	2	1	1	1	2	2	2	2	3



	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
274	3	2	1	2	2	2	2	2	2	2	1
275	2	2	2	2	2	1	2	2	2	1	2
276	2	1	2	1	2	1	1	1	2	1	3
277	2	1	2	1	2	3	1	2	2	2	2
278	2	1	1	2	2	2	1	2	2	3	2
279	2	1	1	2	2	1	1	1	2	2	1
280	2	2	2	1	2	2	1	1	2	2	0
281	2	2	2	1	2	2	1	2	1	2	3
282	2	2	2	1	3	2	2	1	3	2	1
283	3	1	2	2	1	2	2	2	3	2	2
284	2	2	1	2	2	3	1	2	2	2	2
285	2	2	1	1	2	2	1	1	3	3	3
286	2	2	2	2	2	2	2	1	2	2	2
287	2	1	2	2	2	2	1	1	2	2	2



Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Pendapatan	207	1	3	2.00	.46
Tugas&Kewajiban	207	1	3	2.02	.46
Masa Kerja	207	1	2	1.46	.50
Modul berpikir	207	1	2	1.47	.50
Hari kerja	207	1	4	1.95	.67
Hari libur	207	1	5	2.00	.76
Lama pendidikan	207	1	3	1.97	.67
Profesi	207	1	1	1.00	.00
Protap	207	1	2	1.43	.50
Status PNS	207	1	1	1.00	.00
Umur	207	1	3	1.99	.63
Jenis kelamin	207	1	4	2.01	.63
Jumlah darah yang tersedia	207	1	4	2.00	.62
Berpikir Inter	207	1	4	1.97	.66
Anggaran	207	1	4	2.04	.64
Kebutuhan darah	207	1	3	2.03	.65
Bentuk Kerjasama	207	1	2	1.51	.50
Pengganti darah	207	1	2	1.51	.50
Donor tetap	207	1	2	1.49	.50
Sistem pengiriman	207	1	2	1.48	.50
Protap	207	1	2	1.53	.50
Anggaran	207	1	3	2.03	.62
Ethos kerja	207	1	4	2.05	.67
Jenis Alat	207	1	3	1.99	.63
Kesepakatan tim	207	1	4	2.03	.67
Berpikir Inter	207	1	4	1.98	.68
Valid N (listwise)	207				

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
1	2	2	1	1	2	1	2	1	2	1	2	2	2	1	3
2	1	1	2	1	3	3	2	1	2	1	3	2	2	1	3
3	2	2	2	2	2	2	2	1	1	1	3	3	2	2	2
4	2	2	1	2	3	1	2	1	1	1	2	3	4	2	2
5	2	2	1	1	1	2	1	1	2	1	1	2	3	2	2
6	2	2	1	2	3	1	3	1	2	1	2	2	2	1	2
7	2	2	1	2	2	2	3	1	1	1	1	2	1	2	1
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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
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25	3	2	2	1	2	1	3	1	1	1	1
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27	2	2	2	2	2	1	3	1	1	1	1
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39	2	2	2	1	1	2	2	1	2	3	1

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
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78	2	2	1	1	2	2	1	1	1	1	2	2	2	2	3

	y4	y5	y5	y7	y8	z1	z2	z3	z4	z5	z6
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41	1	1	2	2	2	2	3	1	1	3	2
42	1	1	1	1	1	2	2	1	2	2	2
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45	3	1	1	2	2	1	2	2	2	2	1
46	2	2	2	2	2	1	1	3	2	2	1
47	3	1	1	2	1	1	3	4	2	2	2
48	3	1	2	1	2	2	2	3	2	3	1
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76	2	2	2	2	1	2	2	2	2	3	2
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78	2	2	1	1	2	1	3	2	1	2	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
79	2	2	1	2	2	3	2	1	2	1	3	2	2	2	2
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116	2	2	2	2	1	1	2	1	2	1	2	1	3	3	1
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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
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86	2	1	2	2	1	1	2	2	2	3	3
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116	3	1	1	1	1	2	3	2	2	1	2
117	3	2	2	1	2	2	2	2	3	2	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
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155	2	2	1	1	2	2	1	1	1	1	2	2	3	2	2
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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
118	2	1	1	1	1	1	2	2	2	3	3
119	2	1	1	1	1	2	2	2	2	2	3
120	1	2	1	2	2	2	2	3	1	2	2
121	1	2	2	2	1	2	2	2	2	2	2
122	1	1	1	2	1	1	2	2	2	2	1
123	2	2	1	1	2	2	2	2	1	2	2
124	2	2	1	2	1	1	1	1	2	3	2
125	1	1	2	2	2	2	1	1	2	1	2
126	1	2	2	1	2	1	2	2	3	2	2
127	1	2	1	1	1	1	2	1	2	2	2
128	3	2	2	1	2	1	1	3	1	2	1
129	2	2	1	2	2	2	2	1	2	1	3
130	2	1	2	1	1	2	1	3	2	3	1
131	3	1	2	1	2	1	3	2	2	2	2
132	2	1	1	2	1	1	2	2	2	2	1
133	3	1	1	1	2	2	2	1	2	1	2
134	2	1	1	1	2	2	2	2	2	1	2
135	2	1	1	2	1	2	3	1	2	2	3
136	3	2	1	1	2	2	1	2	1	3	2
137	1	1	2	2	2	2	1	2	3	1	3
138	1	2	1	1	2	2	2	3	1	2	3
139	3	1	1	1	1	1	1	2	1	2	2
140	3	1	1	1	1	2	2	2	3	3	2
141	2	1	1	2	2	2	3	2	2	3	3
142	3	1	1	1	1	2	1	2	3	3	2
143	2	1	2	1	1	2	2	3	2	2	2
144	2	2	2	2	1	1	2	2	3	2	1
145	3	2	2	2	1	1	2	2	2	1	3
146	2	1	2	1	1	1	3	3	2	1	3
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152	2	1	2	1	2	1	2	3	2	2	3
153	2	1	1	2	2	1	2	3	2	2	2
154	2	1	1	2	2	2	3	2	1	2	2
155	2	2	2	1	2	1	2	2	3	1	2
156	2	2	2	1	2	1	2	1	2	3	1

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
157	2	3	2	1	2	2	2	1	1	1	2	3	3	2	3
158	2	2	1	1	2	3	2	1	1	1	2	1	1	1	3
159	2	2	1	1	3	2	1	1	2	1	2	2	2	1	2
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165	2	2	2	1	1	2	1	1	2	1	1	2	2	3	1
166	2	2	2	1	2	2	2	1	2	1	1	2	1	2	3
167	2	2	1	2	1	1	2	1	2	1	3	1	1	1	1
168	1	1	1	2	2	1	2	1	2	1	2	2	3	2	1
169	2	2	2	2	1	3	3	1	2	1	2	3	2	1	2
170	2	1	2	1	1	2	2	1	1	1	3	2	1	2	1
171	2	2	1	2	1	2	3	1	1	1	2	3	2	3	1
172	2	1	1	2	2	2	1	1	1	1	2	1	2	2	3
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176	1	1	1	2	1	3	1	1	1	1	3	2	1	3	2
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178	3	2	1	1	2	3	2	1	2	1	2	2	2	2	1
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191	2	1	1	2	3	2	2	1	2	1	1	2	2	2	3
192	2	2	2	1	1	1	1	1	1	1	1	2	2	2	2
193	2	2	1	1	2	2	1	1	2	1	2	1	2	2	3
194	2	2	1	1	2	1	2	1	1	1	1	1	2	2	1
195	3	2	1	2	2	2	2	1	1	1	3	2	2	1	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
157	2	2	2	1	2	2	1	2	2	1	2
158	3	1	2	2	2	2	2	2	1	2	2
159	2	2	1	2	1	2	2	1	3	2	1
160	2	2	1	1	1	2	1	3	2	2	1
161	2	2	2	2	2	1	2	2	1	1	1
162	2	1	2	2	1	2	3	2	2	2	2
163	1	2	2	2	2	1	2	2	3	1	2
164	2	1	1	2	1	2	3	2	3	2	3
165	3	1	1	1	2	2	3	3	2	2	1
166	3	2	2	1	1	1	2	3	2	2	2
167	1	1	1	1	2	1	2	2	1	3	1
168	2	1	2	1	1	1	2	2	1	2	2
169	2	1	1	2	2	1	1	2	1	2	2
170	2	2	1	1	1	2	3	2	2	1	2
171	2	2	2	2	1	2	3	1	3	3	2
172	2	1	2	1	1	1	2	2	2	3	3
173	1	2	2	2	2	1	2	3	1	3	1
174	1	2	1	1	1	1	2	2	2	3	2
175	2	1	2	1	1	1	2	3	2	2	3
176	2	2	2	2	2	1	2	1	3	2	2
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178	2	2	2	2	2	1	2	2	2	2	2
179	2	1	2	1	2	1	1	2	2	1	2
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182	2	1	1	2	1	1	1	2	2	2	1
183	1	2	1	1	2	1	2	2	2	3	3
184	3	2	1	2	2	2	3	2	3	2	3
185	2	1	2	1	2	2	2	2	2	1	2
186	2	1	1	1	1	1	2	2	2	4	3
187	2	2	2	1	2	2	3	1	2	2	2
188	1	2	1	2	2	2	3	2	3	2	1
189	3	2	1	1	1	1	2	2	2	2	2
190	2	1	2	2	1	2	2	1	2	3	2
191	2	2	2	2	2	2	2	3	3	2	2
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193	2	1	2	1	1	2	2	2	2	2	1
194	2	1	1	2	1	2	2	2	2	4	3
195	2	2	1	1	1	1	3	2	2	2	1

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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
196	2	2	1	1	2	2	2	1	2	1	2
197	2	1	1	2	2	2	1	2	3	1	2
198	3	1	1	1	1	2	2	2	2	1	2
199	1	2	1	1	1	2	3	3	2	2	3
200	2	2	1	2	2	1	3	2	1	3	2
201	3	2	2	1	1	1	2	2	2	2	3
202	2	1	2	2	2	2	1	3	2	2	2
203	2	1	1	2	2	2	1	3	1	2	1
204	2	2	1	2	1	2	2	2	1	2	2
205	1	2	1	2	1	2	1	2	2	2	1
206	2	1	2	1	1	1	2	1	1	1	3
207	1	1	1	1	2	1	2	2	2	2	2



Descriptive Statistics

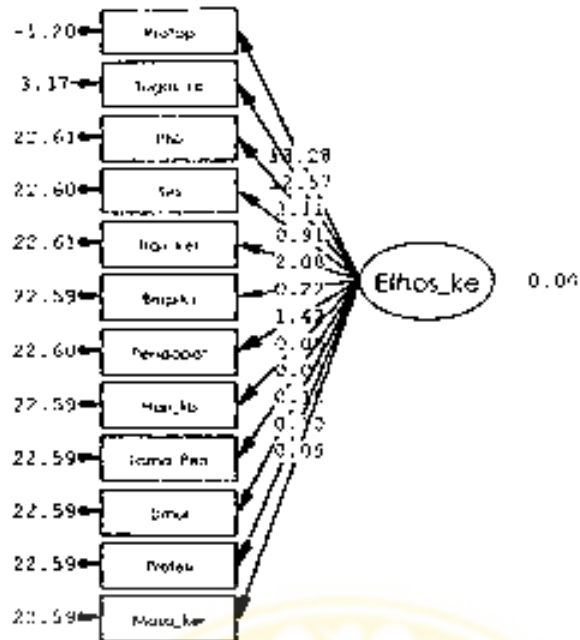
	N	Minimum	Maximum	Mean	Std. Deviation
Pendapatan	64	1	3	2.06	.47
Tugas&Kewajiban	64	1	3	2.00	.40
Masa Kerja	64	1	2	1.50	.50
Model berpikir	64	1	2	1.47	.50
Hari kerja	64	1	3	1.95	.65
Hari libur	64	1	5	1.98	.83
Lama pendidikan	64	1	3	2.02	.72
Profesi	64	1	3	2.08	.45
Protap	64	1	2	1.38	.49
Status PNS	64	1	3	2.08	.45
Umur	64	1	3	1.94	.61
Jenis kelamin	64	2	2	2.00	9.25E-06
Anggaran	64	1	4	2.02	.63
Jumlah darah	64	1	3	1.95	.68
Jenis darah	64	1	3	2.11	.72
Autotransfusi	64	1	2	1.53	.50
Pengganti darah	64	1	2	1.56	.50
Bentuk kerja sama	64	1	2	1.52	.50
Donor tetap	64	1	3	1.97	.40
Sistem penginman	64	1	4	2.02	.63
Protap	64	1	3	2.03	.40
Anggaran	64	1	2	1.53	.50
Etnos kerja	64	1	2	1.59	.50
Jenis Alat	64	1	4	2.00	.71
Kesepakatan tim	64	1	4	1.98	.72
Berpikir linier	64	1	4	1.95	.65
Valid N (listwise)	64				

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
1	2	2	1	1	2	1	2	2	2	2	2	2	1	3	2
2	1	1	2	1	3	3	2	2	2	2	3	2	1	3	3
3	2	2	2	2	2	2	2	2	1	2	3	2	2	2	3
4	2	2	1	2	3	1	2	2	1	2	2	2	2	2	2
5	2	2	1	1	1	2	1	2	2	2	1	2	2	2	3
6	2	2	1	2	3	1	3	2	2	2	2	2	1	2	2
7	2	2	1	2	2	2	3	2	1	2	1	2	2	1	2
8	2	3	2	1	1	1	3	3	2	3	3	2	3	2	3
9	2	2	1	1	2	2	3	3	1	3	2	2	1	3	3
10	2	2	2	1	1	1	3	2	1	2	1	2	1	3	3
11	2	2	1	2	2	2	2	3	2	3	2	2	2	2	1
12	3	1	1	2	2	2	3	2	2	2	2	2	2	2	2
13	3	2	2	2	2	2	2	2	1	2	2	2	1	2	2
14	2	2	2	2	1	2	3	2	1	2	3	2	4	1	2
15	3	2	2	1	1	3	1	2	2	2	1	2	2	1	2
16	2	2	2	1	3	2	2	2	1	2	1	2	2	2	3
17	2	2	1	2	2	1	2	2	1	2	2	2	1	2	3
18	2	2	2	2	3	2	3	1	2	1	2	2	1	2	3
19	2	2	1	2	2	2	1	2	1	2	3	2	2	2	2
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21	2	2	1	1	3	3	2	2	1	2	2	2	3	2	2
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23	2	1	1	1	2	2	2	1	1	1	2	2	2	2	3
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25	2	2	1	2	3	3	2	2	2	2	2	2	2	3	3
26	2	2	2	1	2	1	1	3	2	3	3	2	2	2	3
27	1	2	1	2	2	2	2	1	2	1	2	2	2	2	2
28	3	3	2	1	1	1	2	2	2	2	2	2	2	1	3
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30	3	2	2	2	2	5	3	2	1	2	2	2	2	1	2
31	1	2	2	2	3	2	3	3	2	3	2	2	2	2	2
32	2	2	2	1	2	3	3	2	2	2	2	2	2	1	3
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34	2	3	1	1	2	2	3	2	2	2	2	2	2	1	2
35	3	2	2	1	1	2	2	2	2	2	2	2	2	2	1
36	2	3	2	1	2	2	2	2	1	2	2	2	2	2	3
37	2	2	2	2	2	3	2	2	1	2	1	2	1	1	2
38	2	2	2	1	1	3	3	2	1	2	2	2	3	1	2
39	2	2	1	1	2	2	3	2	1	2	2	2	2	1	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
1	1	1	2	2	1	2	1	2	1	1	2
2	2	2	2	2	1	2	2	2	2	1	2
3	2	2	2	2	2	2	1	2	1	3	2
4	1	2	1	2	2	2	1	1	2	2	2
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6	1	1	2	2	1	2	1	1	2	2	2
7	2	1	2	2	2	2	2	1	3	4	2
8	2	1	2	2	3	2	2	2	2	2	1
9	2	2	1	2	3	2	2	1	2	2	2
10	2	1	1	2	1	2	2	2	2	1	3
11	1	2	2	2	2	3	2	1	1	2	2
12	2	2	2	2	2	2	1	1	3	3	2
13	1	1	1	1	1	2	2	2	2	2	4
14	1	2	2	2	4	2	2	2	1	1	1
15	2	1	1	3	2	2	1	2	2	2	1
16	2	1	2	2	2	2	2	1	1	2	2
17	1	2	2	2	2	2	1	2	2	2	2
18	2	2	1	2	1	2	2	1	2	2	3
19	1	2	1	2	2	2	2	1	2	2	2
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21	2	2	1	2	3	2	1	2	2	1	2
22	2	2	1	1	2	2	1	2	3	2	2
23	2	1	2	2	2	2	2	2	1	2	3
24	1	1	2	2	1	2	2	2	1	2	2
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26	1	2	2	2	2	2	1	1	2	3	2
27	2	2	2	2	2	2	1	1	3	2	1
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29	2	1	1	2	2	1	2	2	4	1	2
30	1	2	2	2	2	2	1	1	1	2	2
31	2	2	1	1	2	2	2	2	1	1	2
32	2	1	2	2	2	2	1	1	3	1	2
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34	2	1	1	1	2	2	2	2	2	3	2
35	1	2	1	2	2	1	2	2	1	2	3
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37	1	2	2	2	1	2	1	1	3	1	3
38	1	1	1	2	3	2	1	2	1	3	1
39	2	2	1	2	2	2	1	1	2	3	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
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41	2	2	2	1	2	1	2	2	1	2	2	2	2	2	1
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56	2	2	1	1	2	1	1	3	1	3	1	2	2	2	2
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63	2	3	2	2	2	2	1	2	1	2	3	2	2	2	2
64	2	2	2	1	2	1	2	2	1	2	1	2	2	2	3

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
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41	1	2	2	2	2	2	2	2	3	2	3
42	1	1	1	2	1	2	1	2	2	2	2
43	2	2	2	2	2	2	1	2	2	2	1
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45	1	1	2	2	3	1	1	2	3	3	2
46	2	2	2	2	3	2	2	2	2	2	1
47	1	1	2	2	3	2	1	2	2	3	2
48	1	2	1	2	2	2	2	2	1	3	1
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50	2	2	2	1	2	3	2	1	2	2	1
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52	1	2	1	2	3	2	2	2	1	1	1
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56	2	1	1	2	2	2	2	2	2	1	2
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59	1	2	2	2	1	2	1	2	3	2	2
60	2	1	1	2	2	2	2	2	2	3	2
61	1	1	1	2	2	2	2	1	2	3	3
62	2	2	1	2	2	2	1	2	2	2	2
63	1	2	2	2	2	2	2	1	1	2	2
64	1	1	2	2	2	2	1	2	2	2	1



Chi-Square=81.76, df=54, P-value=0.00964, RMSEA=0.022



DATE 1/29/1990
TIME 8:42

L I S E F I . 8 3 0

KI

Yari G. Jernsing & Dag Sörbom

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The following lines were read from file C:\THERES\1\SARDJANA.SPJ:

Variable Domain Ethos Kerja
Observed Variables
Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_linier Pendapatan Hari_libur Lama_Pend_Umur Profesi Masa_ker
Covariance Matrix from File sarj.cov
Sample Size 1022
Latent Variables
Ethos kerja
Relationships
Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_linier Pendapatan Masa_ker_jihur Lama_Pend_Umur Profesi Masa_ker
Set the Error Variance of segment equal to 0
LISREL Output EF ME SC VA PC TV
Path Diagram
Print Residuals
Admissibility Check = 46
Iterations 250
Method of Estimation Maximum Likelihood
End of Problem

Variable Domain Ethos Kerja

Covariance Matrix to be Analyzed

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	11.00					
Tugas_ke	9.95	11.00				
PNS	1.00	0.44	11.00			
Sex	0.44	0.58	0.52	11.00		
Hari_ker	0.77	0.60	0.83	0.54	11.00	
Berpikir	0.44	0.66	0.47	0.78	0.54	11.00
Pendapat	0.60	0.79	0.78	0.13	0.14	0.45
Hari_lib	0.01	0.01	0.02	0.03	-0.01	0.03
Lama_Pen	0.01	0.00	0.07	0.02	0.03	-0.02
Umur	0.01	-0.01	0.01	0.03	0.01	-0.04
Profesi	0.01	0.01	0.04	0.03	0.01	-0.04
Masa_ker	0.01	-0.02	0.02	0.03	0.02	0.01

Covariance Matrix to be Analyzed

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
Pendapat	11.00					
Hari_lib	0.02	11.00				
Lama_Pen	0.01	0.79	11.00			
Umur	0.01	0.17	0.76	11.00		
Profesi	0.01	0.62	0.75	0.95	11.00	
Masa_ker	0.00	0.22	0.83	0.83	0.72	11.00

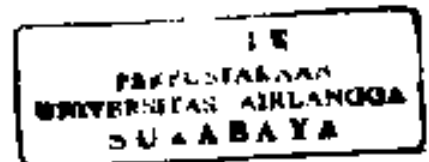
Variable Domain Ethos Kerja

Parameter Specifications

LAMP-DA 2

Ethos_ker

Protap 1
Tugas_ke 2
PNS 3
Sex 4
Hari_ker 5
Berpikir 6



Pendapat 7
Hari_lib 8
Lama_Pen 9
Umur 10
Profesi 11
Masa_ker 12

THETA-DELTA

Protap	Tugas_ke	PNS	Sex	Masa_ker	Beperkat
13	14	15	16	17	18

THETA-DELTA

Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
19	20	21	22	23	24

Variable) Dominan Ethos Kerja

Number of Iterations = 13

LISREL Estimates (Maximum Likelihood)

LAMEDA-X

	Ethos_ke
Protap	3.65 (0.28) 13.28
Tugas_ke	2.71 (0.22) 12.57
PNS	0.33 (0.10) 2.13
Sex	0.06 (0.09) 0.91
Masa_ker	0.19 (0.09) 2.08
Beperkat	0.02 (0.09) 0.22
Pendapat	0.13 (0.09) 1.42
Hari_lib	0.00 (0.09) 0.05
Lama_Pen	0.03 (0.09) 0.07
Umur	0.01 (0.09) 0.10
Profesi	0.01 (0.09) 0.10
Masa_ker	0.01 (0.09) 0.09

END

Ethos_ke
1.00

THETA-DELTA

Protap	Tugas_ke	PNS	Sex	Masa_ker	Beperkat
--------	----------	-----	-----	----------	----------

-2.14	3.66	10.90	10.99	10.96	11.00
(1.94)	(0.48)	(0.48)	(0.49)	(0.48)	(0.49)
-1.20	1.37	22.61	22.60	22.61	22.59

THETA-DELTA

Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_kor
10.98	11.00	11.00	11.00	11.00	11.00
(0.49)	(0.49)	(0.49)	(0.49)	(0.49)	(0.49)
22.60	22.59	22.59	22.59	22.59	22.59

Squared Multiple Correlations for X - Variables

Protap	Tugas_ke	PNS	Sex	Masa_kor	Berpikir
1.21	0.67	0.31	0.00	0.00	0.00

Squared Multiple Correlations for X - Variables

Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_kor
0.00	0.00	0.00	0.00	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 54
 Minimum Fit Function Chi-Square = 79.32 (P = 0.029)
 Normal Theory Weighted Least Squares Chi-Square = 81.26 (P = 0.0066)
 Estimated Non-centrality Parameter (NCP) = 27.26
 90 Percent Confidence Interval for NCP = (6.93 : 55.55)

Minimum Fit Function Value = 0.074
 Population Discrepancy Function Value (FD) = 0.027
 90 Percent Confidence Interval for FD = (0.0068 : 0.054)
 Root Mean Square Error of Approximation (RMSEA) = 0.022
 90 Percent Confidence Interval for RMSEA = (0.011 : 0.032)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross-Validation Index (ECVI) = 0.13
 90 Percent Confidence Interval for ECVI = (0.11 : 0.15)
 ECVI for Saturated Model = 0.15
 ECVI for Independence Model = 1.77

Chi Square for Independence Model with 66 Degrees of Freedom = 1787.90

Independence AIC = 1811.92
 Model AIC = 129.26
 Saturated AIC = 156.00
 Independence CAIC = 1883.05
 Model CAIC = 271.57
 Saturated CAIC = 618.50

Root Mean Square Residual (RMR) = 0.34
 Standardized RMR = 0.031
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.68

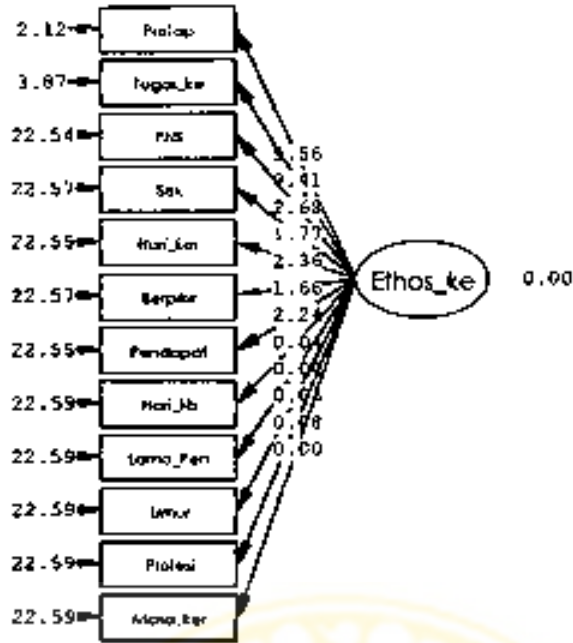
Normed Fit Index (NFI) = 0.96
 Non-Normed Fit Index (NNFI) = 0.98
 Parsimony Normed Fit Index (PNFI) = 0.38
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.95

Critical N (CN) = 1100.01

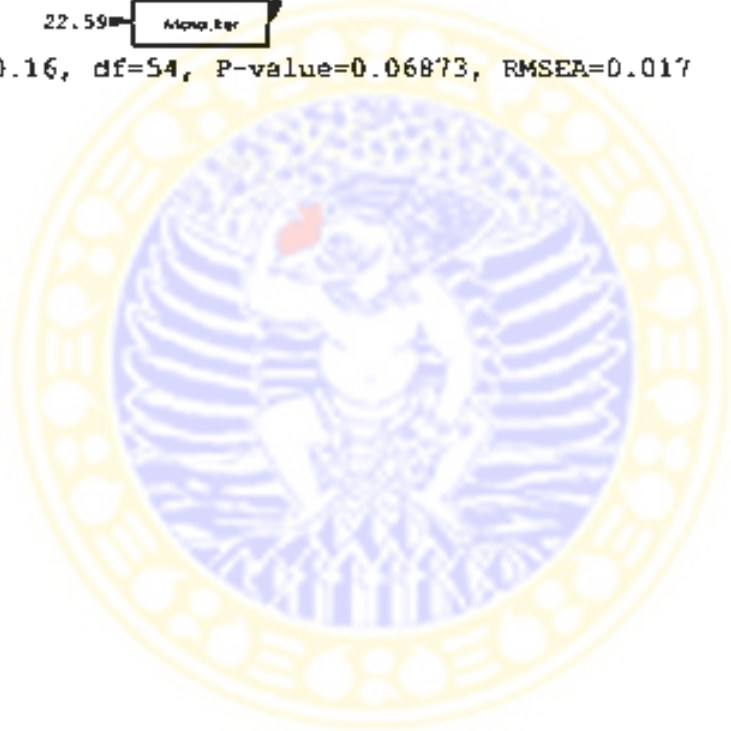
Variables Dominan Ethos Kerja

Fitted Covariance Matrix

	Protap	Tugas_ke	PNS	Sex	Masa_kor	Berpikir
Protap	11.00					
Tugas_ke	9.90	11.00				
PNS	1.15	0.85	11.00			
Sex	0.30	0.22	0.09	11.00		
Masa_kor	0.71	0.53	0.06	0.02	11.00	
Berpikir	0.07	0.05	0.01	0.00	0.00	11.00
Pendapat	0.47	0.35	0.04	0.03	0.03	0.00
Hari_lib	3.02	0.81	0.00	0.00	0.00	0.00
Lama_Pen	0.02	0.02	0.00	0.00	0.00	0.00
Umur	0.03	0.02	0.00	0.00	0.03	0.00
Profesi	0.03	0.02	0.00	0.00	0.03	0.00
Masa_kor	0.03	0.02	0.00	0.00	0.03	0.00



Chi-Square=70.16, df=54, P-value=0.06873, RMSEA=0.017



L I S P I I . 0 3 0

By

Karl G. Joreskog & Dag Sorbom

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Variabel Dominan Ethos Kerja
Observed Variables
Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_luar Pendapatan Hari_libur Lama_Pend Umur Profesi Masa_kerja
Covariance Matrix from File sarja.cov
Sample Size = 1022
Latent Variables
Ethos kerja
Relationships
Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_luar Pendapatan Hari_libur Lama_Pend Umur Profesi Masa_kerja
Set the Error Variance of segment equal to 0
LISREL Output EF M: SC VA PC TV
Path Diagram
Print Residuals
Admissibility Check = 40
Iterations = 250
Method of Estimation Maximum Likelihood
End of Problem

Variabel Dominan Ethos Kerja

Covariance Matrix to be Analyzed

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	11.00					
Tugas_ke	0.90	11.00				
PNS	0.29	0.49	11.00			
Sex	0.49	0.58	0.52	11.00		
Hari_ker	0.77	0.60	0.52	0.54	11.00	
Berpikir	0.28	0.65	0.47	0.76	0.54	11.00
Pendapat	0.10	0.70	0.70	0.11	0.74	0.40
Hari_lib	0.01	0.01	0.02	-0.09	-0.01	-0.02
Lama_Pen	0.32	0.00	0.07	0.02	0.02	-0.02
Umur	0.07	-0.01	0.03	0.03	0.01	-0.04
Profesi	0.07	0.01	0.04	0.03	0.01	-0.04
Masa_kerja	0.01	-0.02	0.02	0.05	0.02	0.01

Covariance Matrix to be Analyzed

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_kerja
Pendapat	11.00					
Hari_lib	0.02	11.00				
Lama_Pen	-0.01	0.79	11.00			
Umur	0.01	0.47	0.76	11.00		
Profesi	0.01	0.62	0.75	0.95	11.00	
Masa_kerja	0.01	0.22	0.60	0.60	0.72	11.00

Variabel Dominan Ethos Kerja

Parameter Specifications

LAMBDA X

lambda_0

Protap	1
Tugas_ke	1
PNS	1
Sex	1
Hari_ker	1
Berpikir	1

Pendapat 7
Hari_lib 8
Lama_Pan 9
Umur 10
Profesi 11
Masa_ker 12

THETA-DELTA

Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
13	14	15	16	17	18

THETA-DELTA

Pendapat	Hari_lib	Lama_Pan	Umur	Profesi	Masa_ker
19	20	21	22	23	24

Variabel Dominan Ethos Kerja

Number of iterations = 6

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

	Ethos_ke
Protap	2.78 (0.25) 9.56
Tugas_ke	2.48 (0.26) 9.41
PNS	0.31 (0.12) 2.98
Sex	0.21 (0.12) 1.77
Hari_ker	0.26 (0.12) 2.35
Berpikir	0.10 (0.12) 1.16
Pendapat	0.16 (0.12) 2.24
Hari_lib	0.00 (0.12) 0.14
Lama_Pan	0.00 (0.12) 0.24
Umur	0.00 (0.12) 0.00
Profesi	0.00 (0.12) 0.08
Masa_ker	0.00 (0.12) 0.00

RHS

Ethos_ke
1.00

THETA-DELTA

Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
--------	----------	-----	-----	----------	----------

3.29	4.84	10.90	10.96	10.92	10.96
(11.55)	(11.25)	(10.48)	(10.45)	(10.45)	(10.49)
2.12	3.87	22.54	22.57	22.55	22.57

THETA DELTA

Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
10.93	11.00	11.17	11.00	11.50	13.00
(0.48)	(0.49)	(0.49)	(0.49)	(0.48)	(0.49)
22.55	22.59	22.59	22.59	22.59	22.59

Squared Multiple Correlations for X - Variables

Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
0.70	0.56	0.01	0.00	0.01	0.00

Squared Multiple Correlations for X - Variables

Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
0.01	0.00	0.00	0.00	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 54
 Minimum Fit Function Chi-Square = 64.68 (P = 0.15)
 Normal Theory Weighted Least Squares Chi-Square = 70.16 (P = 0.069)
 Estimated Non-centrality Parameter (NCP) = 16.16
 90 Percent Confidence Interval for NCP = (0.0, 41.91)

Minimum Fit Function Value = 0.063
 Population Discrepancy Function Value (P0) = 1.016
 90 Percent Confidence Interval for P0 = (0.0, 1.041)
 Root Mean Square Error of Approximation (RMSEA) = 0.017
 90 Percent Confidence Interval for RMSEA = (0.0, 0.028)
 P Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross-Validation Index (ECVI) = 0.11
 90 Percent Confidence Interval for ECVI = (0.10, 0.14)
 ECVI for Saturated Model = 0.15
 ECVI for Independence Model = 0.61

Chi-Square for Independence Model with 56 Degrees of Freedom = 596.89
 Independence AIC = 620.89
 Model AIC = 118.16
 Saturated AIC = 156.00
 Independence CAIC = 692.04
 Model CAIC = 260.47
 Saturated CAIC = 618.50

Root Mean Square Residual (RMR) = 0.32
 Standardized RMR = 0.029
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.99
 Parsimony Goodness of Fit Index (PGFI) = 0.48

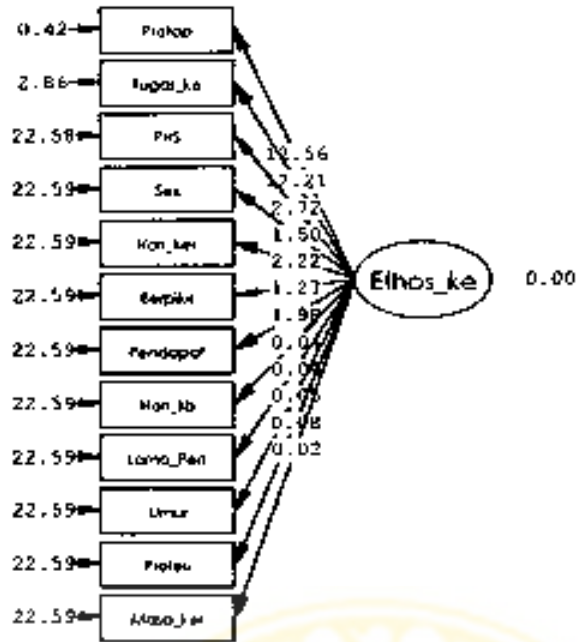
Normed Fit Index (NFI) = 0.99
 Non-Normed Fit Index (NNFI) = 0.98
 Parsimony Normed Fit Index (PNFI) = 0.57
 Comparative Fit Index (CFI) = 0.98
 Incremental Fit Index (IFI) = 0.98
 Relative Fit Index (RFI) = 0.87

Critical N (CN) = 1280.59

Variable Dominan Ethos Kerja

Field Covariance Matrix

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	11.00					
Tugas_ke	6.89	11.00				
PNS	0.87	0.78	11.00			
Sex	0.58	0.52	0.07	11.00		
Hari_ker	0.77	0.59	0.09	0.06	11.00	
Berpikir	0.54	0.48	0.06	0.04	0.05	11.00
Pendapat	0.71	0.65	0.08	0.05	0.07	0.05
Hari_lib	0.01	0.01	0.00	0.00	0.00	0.00
Lama_Pen	0.01	0.01	0.00	0.00	0.00	0.00
Umur	0.01	0.01	0.00	0.00	0.00	0.00
Profesi	0.01	0.01	0.00	0.00	0.00	0.00
Masa_ker	0.00	0.01	0.00	0.00	0.00	0.00



Chi-Square=74.87, df=54, P-value=0.03157, RMSEA=0.019



Protap	Tugas_ku	PNS	Sex	Hari_ker	Berpikir
0.64	3.35	10.91	10.97	10.54	10.98
(1.57)	(1.12)	(0.48)	(0.49)	(0.48)	(0.49)
0.42	2.86	22.58	22.59	22.59	22.59

MEETA-DELTA

Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
10.98	11.00	11.00	11.00	11.00	11.00
(0.48)	(0.49)	(0.49)	(0.49)	(0.49)	(0.49)
22.59	22.59	22.59	22.59	22.59	22.59

Squared Multiple Correlations for X - Variables

Protap	Tugas_ku	PNS	Sex	Hari_ker	Berpikir
0.94	0.70	0.01	0.00	0.01	0.00

Squared Multiple Correlations for X - Variables

Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
0.00	0.00	0.00	0.00	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 54
 Minimum Fit Function Chi-Square = 69.35 [P = 0.078]
 Normal Theory Weighted Least Squares Chi-Square = 74.87 [P = 0.032]
 Estimated Non-centrality Parameter (NCP) = 20.87
 90 Percent Confidence Interval for NCP = (2.04, 47.72)
 Minimum Fit Function Value = 0.065
 Population Discrepancy Function Value (FD) = 0.020
 90 Percent Confidence Interval for FD = (0.0020, 0.047)
 Root Mean Square Error of Approximation (RMSEA) = 0.016
 90 Percent Confidence Interval for RMSEA = (0.0061, 0.028)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 1.00
 Expected Cross-Validation Index (ECVI) = 0.13
 90 Percent Confidence Interval for ECVI = (0.10, 0.15)
 ECVI for Saturated Model = 0.14
 ECVI for Independence Model = 1.17
 Chi-Square for Independence Model with 56 Degrees of Freedom = 1172.90
 Independence AIC = 1156.98
 Model AIC = 122.87
 Saturated AIC = 156.08
 Independence CAIC = 1268.14
 Model CAIC = 265.18
 Saturated CAIC = 618.50
 Root Mean Square Residual (RMR) = 0.32
 Standardized RMR = 0.030
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.68
 Normed Fit Index (NFI) = 0.94
 Non-Normed Fit Index (NNFI) = 0.98
 Parsimony Normed Fit Index (PNFI) = 0.99
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.90
 Critical N (CN) = 5194.50

Variable Dominan Ethos Kerja

Fitted Covariance Matrix

	Protap	Tugas_ku	PNS	Sex	Hari_ker	Berpikir
Protap	11.00					
Tugas_ku	2.89	11.00				
PNS	0.24	0.41	11.00			
Sex	0.52	0.44	0.15	11.00		
Hari_ker	0.77	0.66	0.07	0.04	11.00	
Berpikir	0.44	0.37	0.04	0.02	0.03	11.00
Pendapat	0.08	0.59	0.06	0.03	0.05	0.03
Hari_lib	0.01	0.01	0.00	0.00	0.01	0.00
Lama_Pen	0.01	0.01	0.00	0.00	0.01	0.00
Umur	0.01	0.01	0.00	0.00	0.01	0.00

Hari_ker 5
Berpikir 6
Pendapat 7
Hari_lib 8
Lama_Pen 9
Umur 10
Profesi 11
Masa_ker 12

THETA-DELTA

Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
13	14	15	16	17	18

THETA-DELTA

Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
19	20	21	22	23	24

Variabel Dominan Ethos Kerja

Number of Iterations = 6

LISREL Estimates (Maximum Likelihood)

LAMBDA- λ

	Ethos_ke
Protap	3.22 (0.26) 12.56
Tugas_ke	2.77 (0.23) 12.21
PNS	0.29 (0.11) 2.72
Sex	0.16 (0.11) 1.50
Hari_ker	0.24 (0.11) 2.22
Berpikir	0.14 (0.11) 1.27
Pendapat	0.21 (0.11) 1.98
Hari_lib	0.00 (0.11) 0.04
Lama_Pen	0.00 (0.13) 0.04
Umur	0.01 (0.11) 0.05
Profesi	0.03 (0.11) 0.08
Masa_ker	0.00 (0.11) 0.02

PHI

Ethos_ke
1.00

THETA-DELTA

L I S R E L 8.10

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\NHERES\INSARJONO1.SPJ

Variabel Dominan Ethos Kerja
 Observed Variables
 Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_linier Pendapatan Hari_libur Lama_Pend Umur Profesi Masa_ker
 Covariance Matrix from File gar1.cov
 Sample Size = 1022
 Latent Variables
 Ethos_kerja
 Relationships
 Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_linier Pendapatan Hari_libur Lama_Pend Umur Profesi Masa_ker
 Set the Error Variance of segments equal to 0
 LISREL Output EF MI SC VA PC TV
 Path Diagram
 Print Residuals
 Admissibility Check = 40
 Iterations = 250
 Method of Estimation: Maximum Likelihood
 End of Problem

W_A_R_N_I_N_G: Matrix to be analyzed is not positive definite.
 Ridge option taken with ridge constant = 10.000

Variabel Dominan Ethos Kerja

Covariance Matrix to be Analyzed

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	11.00					
Tugas_ke	8.90	11.00				
PNS	0.99	0.49	11.00			
Sex	0.49	0.58	0.52	11.00		
Hari_ker	0.77	0.60	0.82	0.56	11.00	
Berpikir	0.39	0.66	0.47	0.78	0.54	11.00
Pendapat	0.66	0.70	0.70	0.33	0.34	0.46
Hari_lib	0.01	0.01	0.02	-0.03	-0.01	-0.03
Lama_Pen	0.02	0.00	0.07	0.02	0.02	-0.02
Umur	0.02	-0.01	0.03	0.03	0.01	-0.04
Profesi	0.03	0.01	0.04	0.03	0.01	-0.06
Masa_ker	0.01	-0.02	0.02	0.05	0.02	-0.01

Covariance Matrix to be Analyzed

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
Pendapat	11.00					
Hari_lib	0.02	11.00				
Lama_Pen	-0.01	0.79	11.00			
Umur	0.01	0.47	0.76	11.00		
Profesi	0.01	0.62	0.75	0.95	11.00	
Masa_ker	0.00	0.22	0.83	0.80	0.72	11.00

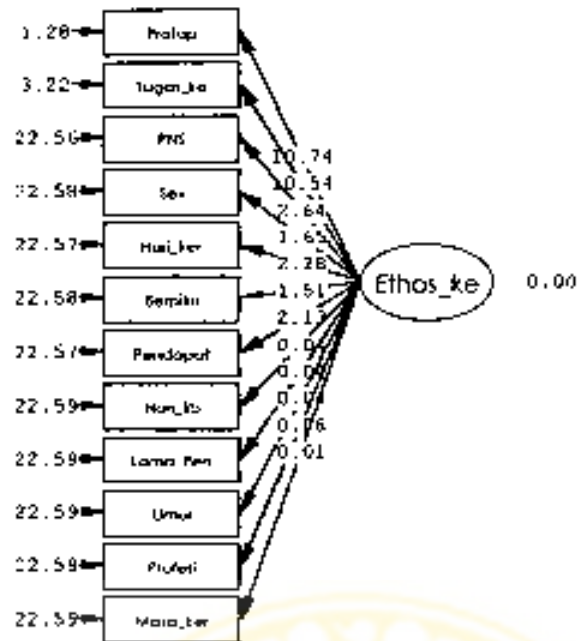
Variabel Dominan Ethos Kerja

Parameter Specifications

LAMBDA-X

	Ethos ke
Protap	1
Tugas_ke	2
PNS	3
Sex	4

Pm



Chi-Square=72.05, df=54, P-value=0.05082, RMSEA=0.018



L I S R E I 8.30

By

Karl G. Joreskog & Dag Sorbom

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The following lines were read from file C:\THERES\INSARJONO1.SPJ:

Variabel Dominan Ethos Kerja
Observed Variables
Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_linier Pendapatan Hari_libur Lama_Pend Umur Profesi Masa_
Covariance Matrix from File wari8.cov
Sample Size = 1022
Latent Variables
Ethos_kerja
Relationships
Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_linier Pendapatan Hari_libur Lama_Pend Umur Profesi Masa_
Set the Error Variance of each to equal to 0
LISREL Output EP MI SC VA PC TV
Path Diagram
Print Residuals
Admissibility Check = 40
Iterations = 250
Method of Estimation: Maximum Likelihood
End of Problem

W_A_R_N_I_N_G matrix to be analyzed is not positive definite.
ridge option taken with ridge constant = 10 000

Variabel Dominan Ethos Kerja

Covariance Matrix to be Analyzed

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	11 00					
Tugas_ke	7 91	11 00				
PNS	0 97	0 49	11 00			
Sex	0 48	0 58	2 52	11 00		
Hari_ker	0 77	0 60	1 82	0 54	11 00	
Berpikir	0 38	0 66	0 47	0 78	0 54	11 00
Pendapat	0 66	0 70	0 70	0 33	0 34	0 46
Hari_lib	0 01	0 01	0 02	-0 03	-0 01	-0 03
Lama_Pen	0 00	0 00	0 07	0 02	0 02	-0 02
Umur	0 00	-0 01	0 03	0 03	0 01	-0 04
Profesi	0 03	0 01	0 04	0 03	0 01	-0 04
Masa_ker	0 01	-0 02	0 02	0 05	0 02	-0 01

Covariance Matrix to be Analyzed

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
Pendapat	11 00					
Hari_lib	0 02	11 00				
Lama_Pen	-0 01	0 79	11 00			
Umur	0 01	0 47	0 76	11 00		
Profesi	0 01	0 62	0 75	0 95	11 00	
Masa_ker	0 00	0 22	0 83	0 80	0 72	11 00

Variabel Dominan Ethos Kerja

Parameter Specifications

LAMBDA-X

Ethos_ker

Protap :
Tugas_ke :
PNS :
Sex :

Hari_ker 5
 Berpikir 6
 Pendapat 7
 Hari_lib 8
 Lama_Pon 9
 Umur 10
 Profesi 11
 Masa_ker 12

THETA-DELTA

Protap	Tugas_ke	BNS	Sex	Hari_ker	Berpikir
13	14	15	16	17	18

THETA-DELTA

Pendapat	Hari_lib	Lama_Pon	Umur	Profesi	Masa_ker
19	20	21	22	23	24

Variabel Dominan Ethos Kerja

Number of Iterations = 6

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

	Ethos_ke
Protap	2.99 (0.281) 10.74
Tugas_ke	2.64 (0.25) 10.54
BNS	0.30 (0.11) 2.64
Sex	0.19 (0.11) 1.65
Hari_ker	0.26 (0.11) 2.24
Berpikir	0.17 (0.11) 1.51
Pendapat	0.24 (0.11) 2.13
Hari_lib	0.00 (0.11) 0.00
Lama_Pon	0.00 (0.11) 0.00
Umur	0.00 (0.11) 0.00
Profesi	0.01 (0.11) 0.08
Masa_ker	0.00 (0.11) 0.01

END

Ethos_ke

 1.00

THETA-DELTA

Protap	Tugas_ke	Mari_lib	Sex	Hari_ker	Berpikir
3.05	4.04	10.91	10.97	10.93	10.97
(1.40)	(1.25)	(0.48)	(0.49)	(0.48)	(0.49)
1.28	3.22	22.56	22.58	22.57	22.58

THETA-DELTA

Fendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
10.94	11.00	11.00	11.00	11.00	11.00
(0.48)	(0.49)	(0.49)	(0.49)	(0.49)	(0.49)
22.57	22.59	22.59	22.59	22.59	22.59

Squared Multiple Correlations for X - Variables

Protap	Tugas_ke	RMS	Sex	Hari_ker	Berpikir
0.81	0.63	0.91	0.80	0.81	0.80

Squared Multiple Correlations for Y - Variables

Fendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
0.01	0.00	0.00	0.00	0.00	0.00

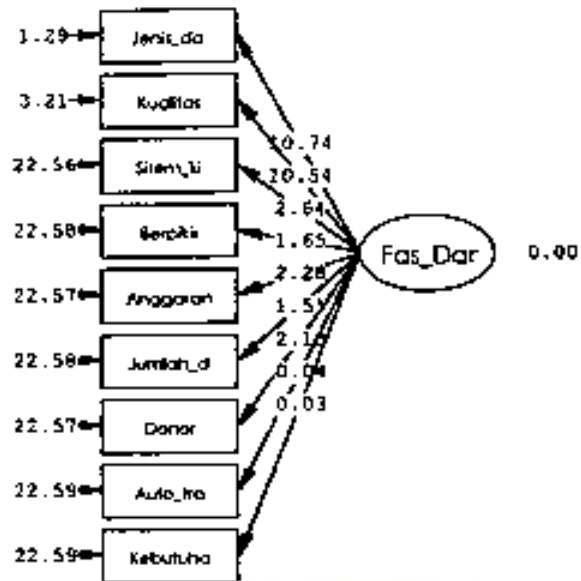
Goodness of Fit Statistics

Degrees of Freedom = 54
 Minimum Fit Function Chi-Square = 68.54 (P = 0.12)
 Normed Theory Weighted Least Squares Chi-Square = 72.05 (P = 0.05)
 Estimated Non-centrality Parameter (NCP) = 18.05
 90 Percent Confidence Interval for NCP = (0.0, 44.25)
 Minimum Fit Function Value = 0.065
 Population Discrepancy Function Value (FD) = 0.018
 90 Percent Confidence Interval for FD = (0.0, 0.043)
 Root Mean Square Error of Approximation (RMSEA) = 0.018
 90 Percent Confidence Interval for RMSEA = (0.0, 0.028)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 1.00
 Expected Cross-Validation Index (ECVI) = 0.12
 90 Percent Confidence Interval for ECVI = (0.00, 0.14)
 ECVI for Saturated Model = 0.15
 ECVI for Independence Model = 0.83
 Chi-Square for Independence Model with 68 Degrees of Freedom = 828.88
 Independence AIC = 850.88
 Model AIC = 120.05
 Saturated AIC = 156.00
 Independence CAIC = 923.04
 Model CAIC = 262.36
 Saturated CAIC = 613.50
 Root Mean Square Residual (RMR) = 0.12
 Standardized RMR = 0.020
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.68
 Normed Fit Index (NFI) = 0.92
 Non-Normed Fit Index (NNFI) = 0.90
 Parsimony Normed Fit Index (PNFI) = 0.75
 Comparative Fit Index (CFI) = 0.98
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.30
 Critical Ratio (CR) = 1244.95

Variabel Domain: Ethos Kerja

Fitted Covariance Matrix

	Protap	Tugas_ke	RMS	Sex	Hari_ker	Berpikir
Protap	10.93					
Tugas_ke	10.93	11.00				
RMS	0.48	0.49	10.93			
Sex	0.48	0.49	0.49	11.00		
Hari_ker	0.48	0.49	0.49	0.49	11.00	
Berpikir	0.48	0.49	0.49	0.49	0.49	11.00
Fendapat	0.48	0.49	0.49	0.49	0.49	0.49
Hari_lib	0.48	0.49	0.49	0.49	0.49	0.49
Lama_Pen	0.48	0.49	0.49	0.49	0.49	0.49
Umur	0.48	0.49	0.49	0.49	0.49	0.49



Chi-Square=53.77, df=27, P-value=0.17291, RMSEA=0.016



L I S P E L 8.30

BY

Karl G. Jorjening & Dag Sörbon

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The following lines were read from file C:\THERES\INSARJON02.SPJ

Konfirmasi Variabel Dominan Fasilitas Darah
Observed Variables
Jenis_darah Kualitas_darah Sistem_kiram Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_darah
Covariance Matrix from File Sarja.cov
Sample Size = 1022
Latent Variables
Fas_Dar
Relationships
Jenis_darah Kualitas_darah Sistem_kiram Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_darah
LISREL: Dapat EM MI SC VA PC TV
Path Diagram
Print Residuals
Admissibility Check = 48
Iterations = 250
Method of Estimation: Maximum Likelihood
End of Problem

Konfirmasi Variabel Dominan Fasilitas Darah

Covariance Matrix to be Analyzed

	Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
Jenis_da	11.00					
Kualitas	7.93	11.00				
Sistem_ki	4.89	0.49	11.00			
Berpikir	3.44	0.50	0.52	11.00		
Anggaran	0.73	0.60	0.82	0.54	11.00	
Jumlah_d	0.48	0.46	0.47	0.78	0.54	11.00
Donor	0.14	0.73	0.70	0.33	0.34	0.41
Auto_tra	0.01	0.01	0.02	-0.03	0.01	0.03
Kebutuhan	0.00	0.00	0.02	0.02	0.01	-0.02

Covariance Matrix to be Analyzed

	Donor	Auto_tra	Kebutuhan
Donor	11.00		
Auto_tra	0.01	11.00	
Kebutuhan	0.01	0.79	11.00

Konfirmasi Variabel Dominan Fasilitas Darah

Parameter Specifications

LAMBDA-X

Ins_Dar

Jenis_da 1
Kualitas 2
Sistem_ki 3
Berpikir 4
Anggaran 5
Jumlah_d 6
Donor 7
Auto_tra 8
Kebutuhan 9

Gamma-Paths

Jenis_da Kualitas Sistem_ki Berpikir Anggaran Jumlah_d

10	11	12	13	14	15
MULTA-DELTA					
Donor	Auto_tfa	Kebutuhan			
16	17	18			

Konfirmasi Variabel Dominan Fasilitas Darah

Number of Iterations = 6

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

	Fas_Dar
Jenis_da	2.99 (0.28) 10.74
Kualitas	2.64 (0.25) 10.54
Sistem_ki	0.90 (0.11) 2.64
Berpikir	0.19 (0.11) 1.65
Anggaran	0.26 (0.11) 2.28
Jumlah_d	0.17 (0.11) 1.51
Donor	0.24 (0.11) 2.13
Auto_tfa	0.00 (0.11) 0.04
Kebutuhan	0.00 (0.11) 0.03

PHI

Fas_Dar
1.00

THETA-DELTA

Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
2.06	4.03	10.91	10.97	10.93	10.97
(1.60)	(1.25)	(0.48)	(0.49)	(0.48)	(0.49)
1.29	3.21	22.56	22.58	22.57	22.58

THETA-DELTA

Donor	Auto_tfa	Kebutuhan
10.94	11.10	11.00
(0.49)	(0.49)	(0.49)
22.57	22.59	22.59

Squared Multiple Correlations for X - Variables

Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
0.81	0.42	0.01	0.00	0.01	0.00

Squared Multiple Correlations for X - Variables

Donor	Auto_tra	Kebutuhan
0.01	0.00	0.00

Goodness of Fit Statistics

Degree of Freedom = 27
 Minimum Fit Function Chi-Square = 32.38 (P = 0.32)
 Normal Theory Weighted Least Squares Chi-Square = 33.77 (P = 0.17)
 Estimated Non-centrality Parameter (NCP) = 6.77
 90 Percent Confidence Interval for NCP = (0.0 ; 25.76)
 Minimum Fit Function Value = 3.012
 Population Discrepancy Function Value (F0) = 0.0066
 90 Percent Confidence Interval for F0 = (0.0 ; 0.025)
 Root Mean Square Error of Approximation (RMSEA) = 0.016
 90 Percent Confidence Interval for RMSEA = (0.0 ; 0.031)
 P Value for Test of Close Fit (RMSEA < 0.05) = 1.00
 Expected Cross-Validation Index (ECVI) = 0.068
 90 Percent Confidence Interval for ECVI = (0.062 ; 0.067)
 ECVI for Saturated Model = 0.088
 ECVI for Independence Model = 0.79

Chi-Square for Independence Model with 16 Degrees of Freedom = 792.72
 Independence AIC = 810.72
 Model AIC = 89.77
 Saturated AIC = 90.00
 Independence CAIC = 864.09
 Model CAIC = 176.50
 Saturated CAIC = 356.83

Root Mean Square Residual (RMR) = 0.28
 Standardized RMR = 0.026
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.99
 Parsimony Goodness of Fit Index (PGFI) = 0.60

Normed Fit Index (NFI) = 0.96
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.72
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.95

Critical N (CN) = 1481.66

Konfirmasi Variabel Dominan Kualitas Darah

Fitted Covariance Matrix

	Jenis_da	Kualitas	Sistem_ki	Berpakit	Anggaran	Jumlah_d
Jenis_da	11.00					
Kualitas	7.80	11.00				
Sistem_ki	0.99	0.78	11.00			
Berpakit	0.59	0.49	0.06	11.00		
Anggaran	0.76	0.67	0.08	0.05	11.00	
Jumlah_d	0.51	0.45	0.05	0.03	0.04	11.00
Donor	0.71	0.63	0.07	0.04	0.06	0.04
Auto_tra	0.01	0.01	0.03	0.00	0.03	0.00
Kebutuhan	0.01	0.01	0.03	0.00	0.00	0.00

Fitted Covariance Matrix

	Donor	Auto_tra	Kebutuhan
Donor	11.00		
Auto_tra	1.01	11.00	
Kebutuhan	0.01	0.00	11.00

Fitted Residuals

	Jenis_da	Kualitas	Sistem_ki	Berpakit	Anggaran	Jumlah_d
Jenis_da	0.00					
Kualitas	0.01	0.00				
Sistem_ki	0.10	-0.10	0.00			
Berpakit	-0.00	0.09	0.47	0.00		
Anggaran	0.00	-0.09	0.75	0.50	0.10	
Jumlah_d	-0.10	0.01	0.42	0.75	0.49	0.01
Donor	-0.76	0.07	0.43	0.29	0.26	0.40
Auto_tra	0.00	0.00	0.02	-0.03	-0.01	0.01
Kebutuhan	0.00	0.01	0.07	0.00	0.00	0.00

Fitted Residuals

DATE 5/24/1998
TIME 9 00

L I S R I L 0 30

BY

Karl G Jöreskog & Dag Sorbom

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The following lines were read from file C:\THERES\1\SARDJANA3.SPJ

Konfirmasi Variabel Dominan Fasilitas Darah

Observed Variables

Jenis_darah Kualitas_darah Sitom_kirim Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_darah

Covariance Matrix from file Sardi.cov

Sample Size = 1022

Latent Variables

Fas_Dar

RELATIONSHIP

Jenis_darah Kualitas_darah Sitom_kirim Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_darah

LSKAL Output EP MI SC VA PC TV

Path Diagram

Print Residuals

Admissibility Check = 40

Iterations = 250

Method of Estimation Maximum Likelihood

End of Problem

Konfirmasi Variabel Dominan Fasilitas Darah

Covariance Matrix to be Analyzed

	Jenis_da	Kualitas	Sitom_ki	Berpikir	Anggaran	Jumlah_da
Jenis_da	11 00					
Kualitas	0 90	11 00				
Sitom_ki	0 92	0 49	11 00			
Berpikir	0 47	0 58	0 52	11 00		
Anggaran	0 11	0 00	0 62	0 54	11 00	
Jumlah_d	0 30	0 65	0 47	0 78	0 54	11 00
Donor	0 56	0 70	0 70	0 33	0 34	11 00
Auto_tra	0 01	0 01	0 02	0 01	-0 01	11 00
Kebutuhan	0 02	0 00	0 03	0 02	0 02	11 00

Covariance Matrix to be Analyzed

	Donor	Auto tra	Kebutaha
Donor	11 00		
Auto tra	0 01	11 00	
Kebutuhan	0 01	0 09	11 00

Konfirmasi Variabel Dominan Fasilitas Darah

Parameter Specifications

LAMBDA-X

	Fas_Dar
Jenis_da	1
Kualitas	1
Sitom_ki	1
Berpikir	1
Anggaran	1
Jumlah_da	1
Donor	1
Auto_tra	1
Kebutuhan	1

MEASUREMENT

Jenis_da	Kualitas	Sitom_ki	Berpikir	Anggaran	Jumlah_da
----------	----------	----------	----------	----------	-----------

10 11 12 13 14 15

THETA-DELTA

Donor	Auto_tra	Kebutuhan
16	17	18

Konfirmasi Variabel Dominan Fasilitas Darah

Number of Iterations = 19

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

	Fas_Dar
Jenis_da	3.66 (0.27) 13.39
Kualitas	2.71 (0.21) 12.62
Sistem_ki	0.31 (0.10) 2.12
Berpikir	0.06 (0.09) 0.92
Anggaran	0.20 (0.09) 2.08
Jumlah_d	0.02 (0.09) 0.22
Donor	0.13 (0.09) 1.42
Auto_tra	0.00 (0.09) 0.00
Kebutuhan	0.01 (0.09) 0.08

PHI

Fas_Dar
1.00

THETA-DELTA

Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
-2.31	1.64	10.90	10.99	10.96	11.00
(1.94)	(1.28)	(0.48)	(0.49)	(0.48)	(0.49)
-1.19	2.35	22.61	22.60	22.61	22.59

THETA-DELTA

Donor	Auto_tra	Kebutuhan
10.98	11.00	11.00
(0.49)	(0.49)	(0.49)
22.60	22.59	22.59

Squared Multiple Correlations for X - Variables

Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
1.00	1.00	0.31	0.06	0.20	0.00

Squared Multiple Correlations for X - Variables

Donor	Auto_tua	Kebutuhan
0.00	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 17
 Minimum Fit Function Chi-Square = 41.14 (P = 0.040)
 Normal Theory Weighted Least Squares Chi-Square = 42.94 (P = 0.027)
 Estimated Non-centrality Parameter (NCP) = 15.94
 92 Percent Confidence Interval for NCP = 11.90 - 37.86

Minimum Fit Function Value = 0.046
 Population Discrepancy Function Value (PFV) = 0.016
 90 Percent Confidence Interval for PFV = 10.8019 - 0.0271
 Root Mean Square Error of Approximation (RMSAA) = 0.024
 90 Percent Confidence Interval for RMSAA = 10.0084 - 0.117
 P-Value for Test of Close Fit (RMSAA) = 0.05 = 1.00

Expected Cross-Validation Index (ECVI) = 0.077
 90 Percent Confidence Interval for ECVI = 10.064 - 0.099
 ECVI for Saturated Model = 0.088
 ECVI for Independence Model = 1.74

Chi-Square for Independence Model with 36 Degrees of Freedom = 1753.70

Independence AIC = 1773.70
 Model AIC = 76.74
 Saturated AIC = 51.11
 Independence CAIC = 1815.87
 Model CAIC = 181.07
 Saturated CAIC = 51.11

Root Mean Square Residual (RMR) = 0.32
 Standardized RMR = 0.05
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.59

Normed Fit Index (NFI) = 0.98
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.73
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.97

Critical N (CN) = 111.41

Konfirmasi Variabel Dengan Fasilitas Data

Fitted Covariance Matrix

	Jenis_da	Kualitas	Sistem_K	Berpikir	Anggaran	Jumlah_d
Jenis_da	11.00					
Kualitas	9.90	11.00				
Sistem_K	4.15	0.85	11.00			
Berpikir	0.30	0.22	0.22	11.00		
Anggaran	0.71	0.53	0.04	2.02	11.00	
Jumlah_d	0.07	0.05	0.01	0.00	0.00	11.00
Donor	0.47	0.35	0.04	1.01	0.00	0.00
Auto_tua	0.02	0.01	0.01	1.00	0.00	0.00
Kebutuhan	0.03	0.02	0.01	1.00	0.00	0.00

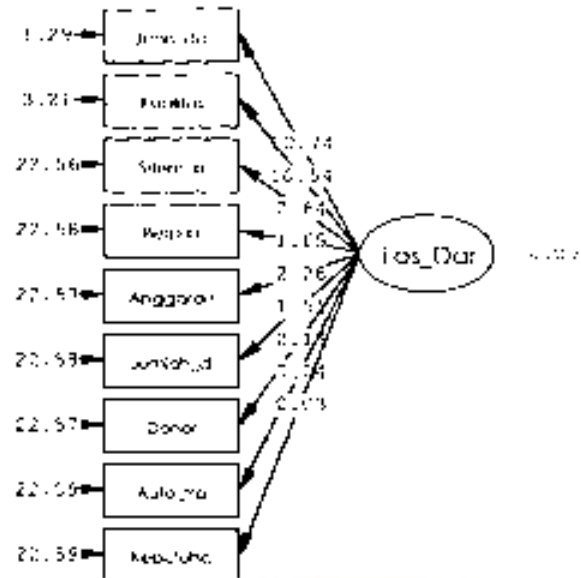
Fitted Covariance Matrix

	Donor	Auto_tua	Kebutuhan
Donor	11.00		
Auto_tua	0.00	11.00	
Kebutuhan	0.00	0.00	11.00

Fitted Residuals

	Jenis_da	Kualitas	Sistem_K	Berpikir	Anggaran	Jumlah_d
Jenis_da	0.00					
Kualitas	0.05	0.00				
Sistem_K	-0.15	-0.56	0.00			
Berpikir	0.19	0.34	0.54	0.00		
Anggaran	0.05	0.47	0.76	-0.53	0.00	
Jumlah_d	0.11	0.47	0.46	0.74	0.53	0.00
Donor	0.18	0.34	0.66	0.12	0.10	0.00
Auto_tua	0.00	-0.11	0.02	0.00	0.00	-0.00
Kebutuhan	0.00	0.12	0.17	0.00	1.00	-0.00

Fitted Residuals



Chi-Square 33.77, df=27, P-value 0.17250, RMSEA 0.016



L I S T E R E L P :

BY

Karl G. Joreskog & Dag Sorbom

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Konfirmasi Variabel Dominan Fasilitas Darah
 Observed Variables
 Jenis_darah Kualitas_darah Sitem_kirim Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_dar
 Covariance Matrix from File Sarib.cov
 Sample Size = 1022
 Latent Variables
 Fas_Dar
 Relationships
 Jenis_darah Kualitas_darah Sitem_kirim Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_dar
 LISREL Output EP MI SC VA PC TV
 Path Diagram
 Print Residuals
 Admissibility Check = 40
 Iterations = 250
 Method of Estimation Maximum Likelihood
 End of Problem

Konfirmasi Variabel Dominan Fasilitas Darah

Covariance Matrix to be Analyzed

	Jenis_da	Kualitas	Sitem_ki	Berpikir	Anggaran	Jumlah_d
Jenis_da	11.00					
Kualitas	7.90	11.00				
Sitem_ki	0.49	0.49	11.00			
Berpikir	0.49	0.58	0.52	11.00		
Anggaran	0.17	0.40	0.47	0.54	11.00	
Jumlah_d	0.38	0.46	0.47	0.78	0.44	11.00
Donor	0.60	0.70	0.70	0.33	0.34	0.46
Auto_tra	0.01	0.01	0.02	-0.01	0.01	-0.03
Kebutuhan	0.02	0.00	0.07	0.02	0.02	0.02

Covariance Matrix to be Analyzed

	Donor	Auto_tra	Kebutuhan
Donor	11.00		
Auto_tra	0.02	11.00	
Kebutuhan	-0.01	0.79	11.00

Konfirmasi Variabel Dominan Fasilitas Darah

Parameter Specifications

LAMBDA-X

	Fas_Dar
Jenis_da	1
Kualitas	2
Sitem_ki	3
Berpikir	4
Anggaran	5
Jumlah_d	6
Donor	7
Auto_tra	8
Kebutuhan	9

TITRA (R2)IA

	Jenis_da	Kualitas	Sitem_ki	Berpikir	Anggaran	Jumlah_d
--	----------	----------	----------	----------	----------	----------

THETA-DELTA

Donor	Auto_kra	Kebutuhan
16	17	18

Konfirmasi Variabel Dominan Fasilitas Darah

Number of Iterations = 6

LISREL Estimates (Maximum Likelihood)

LAMDA-X

	Pas_Dar
Jenis_da	2.89 (0.28) 10.74
Kualitas	2.64 (0.25) 10.54
Sistem_k1	3.30 (0.11) 2.64
Berpikir	0.19 (0.11) 1.65
Anggaran	0.26 (0.11) 2.28
Jumlah_d	0.17 (0.11) 1.51
Donor	0.24 (0.11) 2.12
Auto_kra	0.00 (0.11) 0.04
Kebutuhan	0.00 (0.11) 0.03

RHI

Pas_Dar
1.00

THETA-DELTA

Jenis_da	Kualitas	Sistem_k1	Berpikir	Anggaran	Jumlah_d
2.86	4.03	10.91	10.97	10.23	10.97
(1.60)	(1.25)	(0.48)	(0.43)	(0.43)	(0.49)
1.29	3.21	12.56	22.58	22.57	22.58

THETA-DELTA

Donor	Auto_kra	Kebutuhan
10.94	11.00	11.00
(0.46)	(0.49)	(0.49)
22.57	22.59	22.59

Squared Multiple Correlations for X - Variables

Jenis_da	Kualitas	Sistem_k1	Berpikir	Anggaran	Jumlah_d
0.61	0.47	0.01	0.08	0.03	0.00

Squared Multiple Correlations for X - Variables

Donor	Auto_Lra	Kebutuhan
0.01	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 29
 Minimum Fit Function Chi-Square = 12.18 (P = 0.12)
 Normal Theory Weighted Least Squares Chi-Square = 13.27 (P = 0.17)
 Estimator Non-centrality Parameter (NCP) = 6.77
 90 Percent Confidence Interval for NCP = (0.0 : 25.76)

Minimum Fit Function Value = 0.032
 Population Discrepancy Function Value (FD) = 0.0065
 90 Percent Confidence Interval for FD = (0.0 : 0.033)
 Root Mean Square Error of Approximation (RMSEA) = 0.016
 90 Percent Confidence Interval for RMSEA = (0.0 : 0.031)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross-Validation Index (ECVI) = 0.065
 90 Percent Confidence Interval for ECVI = (0.062 : 0.067)
 ECVI for Saturated Model = 0.028
 ECVI for Independence Model = 0.79

Chi-Square for Independence Model with 36 Degrees of Freedom = 792.72
 Independence AIC = 810.72
 Model AIC = 69.77
 Saturated AIC = 90.00
 Independence CAIC = 864.09
 Model CAIC = 176.50
 Saturated CAIC = 356.83

Root Mean Square Residual (RMR) = 0.00
 Standardized RMR = 0.026
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.99
 Parsimony Goodness of Fit Index (PGFI) = 0.60

Normed Fit Index (NFI) = 0.98
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.72
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.98

Critical R (CR) = 1401.66

Konfirmasi Variabel Demanda Fasilitas Berah

Fitted Covariance Matrix

	Donor	Kualitas	Sistem_kl	Berpikir	Anggaran	Jumlah_d
Donor	11.00					
Kualitas	0.89	11.00				
Sistem_kl	0.39	0.76	11.00			
Berpikir	0.55	0.49	0.06	11.00		
Anggaran	0.76	0.47	0.08	0.05	11.00	
Jumlah_d	0.51	0.45	0.05	0.03	0.04	11.00
Donor	0.71	0.63	0.07	0.04	0.06	0.04
Auto_Lra	0.01	0.01	0.00	0.00	0.00	0.00
Kebutuhan	0.01	0.01	0.00	0.00	0.00	0.00

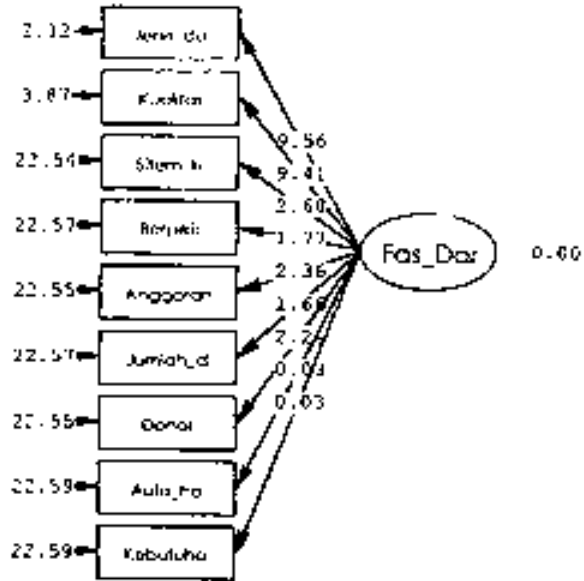
Fitted Covariance Matrix

	Donor	Auto_Lra	Kebutuhan
Donor	11.00		
Auto_Lra	0.00	11.00	
Kebutuhan	0.00	0.00	11.00

Fitted Residuals

	Donor	Kualitas	Sistem_kl	Berpikir	Anggaran	Jumlah_d
Donor	0.50					
Kualitas	0.96	0.19				
Sistem_kl	0.10	-0.36	0.05			
Berpikir	-0.17	1.09	0.47	0.00		
Anggaran	0.00	0.71	0.15	0.00	0.00	
Jumlah_d	0.11	0.11	0.43	0.04	0.49	0.00
Donor	-0.04	0.17	0.63	0.20	0.15	0.42
Auto_Lra	0.00	0.10	0.04	-0.00	0.01	0.00
Kebutuhan	0.00	0.00	1.07	0.00	0.00	0.00

Fitted Residuals



Chi-Square=31.88, df=27, P-value=0.23644, RMSEA=0.013



L I S R E L 4.30

BT

Karl G. Joreskog & Dag Sorbom

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The following lines were read from file C:\THERES*\SARJANA2.SPJ

Konfirmasi Variabel Dominan Fasilitas Darah
Observed Variables
Jenis_darah Kualitas_darah Sitem_kirim Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_darah
Covariance Matrix from File Saric.cov
Sample Size = 1022
Latent Variables
Fas_Dar
Relationships
Jenis_darah Kualitas_darah Sitem_kirim Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_darah
LISREL Output RF MI SC VA PC TV
Path Diagram
Print Residuals
Admissibility Check = 4.
Iterations = 250
Method of Estimation: Maximum Likelihood
End of Problem

Konfirmasi Variabel Dominan Fasilitas Darah

Covariance Matrix to be Analyzed

	Jenis_da	Kualitas	Sitem_ki	Berpikir	Anggaran	Jumlah_d
Jenis_da	11.00					
Kualitas	6.30	11.00				
Sitem_ki	1.39	0.49	11.00			
Berpikir	0.43	0.58	0.53	11.00		
Anggaran	1.71	0.60	0.62	0.54	11.00	
Jumlah_d	1.78	0.66	0.47	0.78	0.50	11.00
Donor	0.66	0.70	0.70	0.33	0.34	0.46
Auto_tra	0.01	0.01	0.02	-0.03	-0.01	-0.03
Kebutuhan	0.02	0.00	0.07	0.02	0.02	-0.02

Covariance Matrix to be Analyzed

	Donor	Auto_tra	Kebutuhan
Donor	11.00		
Auto_tra	0.02	11.00	
Kebutuhan	-0.01	0.79	11.00

Konfirmasi Variabel Dominan Fasilitas Darah

Parameter Specifications

LAMPYAN

	Fas_Dar
Jenis_da	1
Kualitas	2
Sitem_ki	3
Berpikir	4
Anggaran	5
Jumlah_d	6
Donor	7
Auto_tra	8
Kebutuhan	9

THE CA LISTA

Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
-----	-----	-----	-----	-----	-----
10	11	12	13	14	15

THETA-DELTA

Donor	Auto_Lra	Kebutuhan
-----	-----	-----
16	17	18

Konfirmasi Variabel Dominan Fasilitas Darah

Number of Iterations = 6

Likelihood Estimates (Maximum Likelihood)

LAMBDA-X

	Fas_Dar
Jenis_da	2.76 (0.29) 9.55
Kualitas	2.48 (0.26) 9.41
Sistem_ki	0.31 (0.12) 2.58
Berpikir	0.21 (0.12) 1.77
Anggaran	0.28 (0.12) 2.16
Jumlah_d	0.20 (0.12) 1.66
Donor	0.26 (0.12) 2.24
Auto_Lra	0.09 (0.11) 0.83
Kebutuhan	1.00 (0.14) 0.00

SEI

Fas_Dar

1.00

THETA DELTA

Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
-----	-----	-----	-----	-----	-----
3.29	4.84	10.90	10.96	10.92	10.96
11.55	11.24	10.46	10.49	10.46	10.45
2.12	3.87	22.54	22.57	22.55	22.57

THETA-DELTA

Donor	Auto_Lra	Kebutuhan
-----	-----	-----
10.90	11.00	11.80
(0.48)	(0.47)	(0.45)
22.55	12.59	22.59

Squared Multiple Correlations for X - Variables

Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
-----	-----	-----	-----	-----	-----
0.76	0.59	0.01	0.00	0.01	0.00

Donor	Auto_tta	Pebutaha
0.01	0.99	0.00

Goodness of Fit Statistics

Degrees of Freedom = 27
 Minimum Fit Function Chi-Square = 30.53 (P = 0.29)
 Normal Theory Weighted Least Squares Chi-Square = 31.08 (P = 0.24)
 Estimated Non-centrality Parameter (NCP) = 4.88
 90 Percent Confidence Interval for NCP = (0.0 23.23)

Minimum Fit Function Value = 0.030
 Population Discrepancy Function Value (FD) = 0.0048
 90 Percent Confidence Interval for FD = (0.0 ; 0.023)
 Root Mean Square Error of Approximation (RMSEA) = 0.013
 90 Percent Confidence Interval for RMSEA = (0.0 ; 0.029)
 P Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross Validation Index (ECVI) = 0.066
 90 Percent Confidence Interval for ECVI = (0.062 ; 0.084)
 ECVI for Saturated Model = 0.088
 ECVI for Independence Model = 0.57

Chi-Square for Independence Model with 36 Degrees of Freedom = 562.73

Independence AIC = 580.73
 Model AIC = 67.88
 Saturated AIC = 90.00
 Independence CAIC = 630.10
 Model CAIC = 174.61
 Saturated CAIC = 356.63

Root Mean Square Residual (RMR) = 0.28
 Standardized RMR = 0.025
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.99
 Parsimony Goodness of Fit Index (PGFI) = 0.60

Normed Fit Index (NFI) = 0.99
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.71
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.93

Critical N (CN) = 1571.45

Monitoring Kinerja Dimensi Fasilitas Darah

Fitted Covariance Matrix

	Jenis_dar	Kualitas	Sistem_kl	Berpikir	Anggaran	Jumlah_d
Jenis_dar	11.00					
Kualitas	0.42	11.00				
Sistem_kl	0.07	0.02	11.00			
Berpikir	0.04	0.02	0.07	11.00		
Anggaran	0.02	0.02	0.09	0.06	11.00	
Jumlah_d	0.04	0.42	0.06	0.04	0.05	11.00
Donor	0.01	0.02	0.08	0.05	0.02	0.02
Auto_tta	0.01	0.01	0.08	0.05	0.01	0.01
Pebutaha	0.01	0.01	0.08	0.05	0.01	0.01

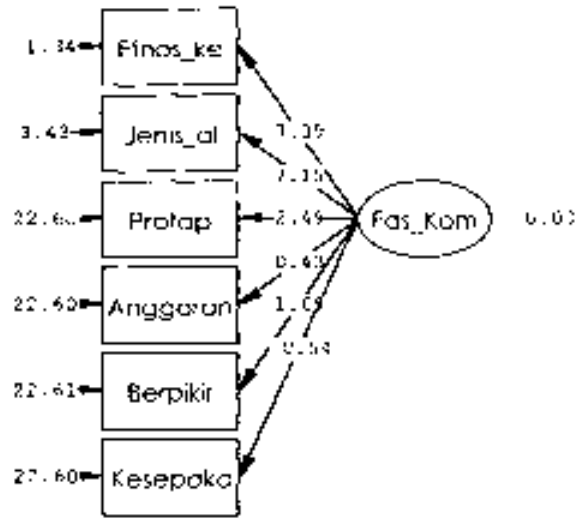
Fitted Covariance Matrix

	Donor	Auto_tta	Pebutaha
Donor	11.00		
Auto_tta	0.01	11.00	
Pebutaha	0.01	0.01	11.00

Fitted Residuals

	Jenis_dar	Kualitas	Sistem_kl	Berpikir	Anggaran	Jumlah_d
Jenis_dar	1.00					
Kualitas	0.01	1.00				
Sistem_kl	0.01	-0.01	0.00			
Berpikir	0.02	0.01	0.01	0.00		
Anggaran	0.01	0.01	0.04	0.02	0.01	
Jumlah_d	0.01	0.01	0.01	0.01	0.01	0.01
Donor	0.01	0.01	0.02	0.01	0.01	0.01
Auto_tta	0.01	0.01	0.02	0.01	0.01	0.01
Pebutaha	0.01	0.01	0.02	0.01	0.01	0.01

Fitted Residuals



Chi-Square=28.52, df=5, P-value=0.00078, RMSEA 0.046



L I S E I P S I

Di

Karl G. Joreskog & Dag Sörbom

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The following lines were read from file C:\THEKFS\INSARJOKO1.SPJ

Konfirmasi Variabel Dominan Fasilitas Komunikasi
Observed Variables
Ethos_kerja Jenis_alat Protap Anggaran Berpikir_linter Kesepakan_tin
Covariance Matrix from File Sari.cov
Sample Size = 1622
Latent Variables
Fas_Kom
Relationships
Ethos_kerja Jenis_alat Protap Anggaran Berpikir_linter Kesepakan_tin = Fas_Kom
LISREL Output IF MI SC VA PC TV
Path Diagram
Print Residuals
Admissibility Check = 40
Iterations = 250
Method of Estimation Maximum Likelihood
End of Problem

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Covariance Matrix to be Analyzed

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.00					
Jenis_al	8.90	11.00				
Protap	0.99	0.43	11.00			
Anggaran	0.49	0.56	0.52	11.00		
Berpikir	0.77	0.60	0.63	9.54	11.00	
Kesepaka	0.36	0.66	0.47	0.78	0.54	11.00

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Parameter Specifications

LAMBDA-X

	Fas_Kom
Ethos_ke	1
Jenis_al	2
Protap	3
Anggaran	4
Berpikir	5
Kesepaka	6

THETA-DELTA

Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
7	8	9	10	11	12

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Number of Iterations = 20

Likelihood Estimates (Maximum Likelihood)

LAMBDA-X

Fas_Kom

```

-----
Ethos_ke      4.15
              (0.56)
              7.39

Janis_sl      2.38
              (0.33)
              7.15

Protap        0.25
              (0.10)
              2.49

Anggaran      0.07
              (0.07)
              0.43

Berpikir      0.13
              (0.08)
              1.69

Kesepaka     -0.04
              (0.07)
              -0.54
    
```

PHI

```

-----
Phi_Kom
-----
1.00
    
```

THETA-DELTA

Ethos_ke	Janis_sl	Protap	Anggaran	Berpikir	Kesepaka
-6.23	5.32	10.94	11.00	10.98	11.00
(4.65)	(1.55)	(0.48)	(0.49)	(0.49)	(0.49)
-1.34	3.43	22.60	22.60	22.61	22.60

Squared Multiple Correlations for X - Variables

Ethos_ke	Janis_sl	Protap	Anggaran	Berpikir	Kesepaka
1.57	0.52	0.01	0.00	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 9
 Minimum Fit Function Chi-Square = 26.90 (P = 0.0015)
 Normal Theory Weighted Least Squares Chi-Square = 28.52 (P = 0.00078)
 Estimated Non-centrality Parameter (NCP) = 19.52
 90 Percent Confidence Interval for NCP = (7.04 : 39.59)

Minimum Fit Function Value = 0.026
 Population Discrepancy Function Value (FD) = 0.019
 90 Percent Confidence Interval for FD = (0.0049 : 0.039)
 Root Mean Square Error of Approximation (RMSEA) = 0.046
 90 Percent Confidence Interval for RMSEA = (0.028 : 0.066)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.60

Expected Cross-Validation Index (ECVI) = 0.051
 90 Percent Confidence Interval for ECVI = (0.029 : 0.071)
 ECVI for Saturated Model = 0.041
 ECVI for Independence Model = 1.71

Chi-Square for Independence Model with 15 Degrees of Freedom = 1738.03
 Independence AIC = 1750.03
 Model AIC = 52.52
 Saturated AIC = 42.00
 Independence CAIC = 1785.61
 Model CAIC = 123.67
 Saturated CAIC = 166.52

Root Mean Square Residual (RMR) = 0.42
 Standardized RMR = 0.038
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.42

Normed Fit Index (NFI) = 0.99
 Non-Normed Fit Index (NNFI) = 0.98
 Parsimony Normed Fit Index (PNFI) = 0.59
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.97

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Fitted Covariance Matrix

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.00					
Jenis_al	9.40	13.00				
Protap	1.06	0.61	11.00			
Anggaran	0.12	0.07	0.01	11.00		
Berpikir	0.54	0.31	0.03	0.00	11.00	
Kesepaka	-0.15	-0.09	-0.01	0.00	0.00	11.00

Fitted Residuals

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	0.00					
Jenis_al	0.00	0.00				
Protap	-0.07	-0.12	0.00			
Anggaran	0.37	0.51	0.51	0.00		
Berpikir	0.22	0.29	0.79	0.54	0.00	
Kesepaka	0.53	0.75	0.48	0.78	0.54	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.12
 Median Fitted Residual = 0.29
 Largest Fitted Residual = 0.79

Stemleaf Plot

```

- 0|27000000
  0|
  2|297
  4|811344
  6|589
    
```

Standardized Residuals

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	-	-				
Jenis_al	-1.96	-				
Protap	-0.68	-0.82	-			
Anggaran	1.78	1.67	1.49	-		
Berpikir	1.22	1.07	2.31	1.57	-	
Kesepaka	2.59	2.46	1.39	2.20	1.57	-

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -1.96
 Median Standardized Residual = 1.22
 Largest Standardized Residual = 2.59

Stemleaf Plot

```

. 2|0
- 1|
- 0|87000000
  0|
  1|12456678
  2|3356
    
```

Largest Positive Standardized Residual for Kesepaka and Ethos_ke 2.59

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Modification Indices and Expected Change

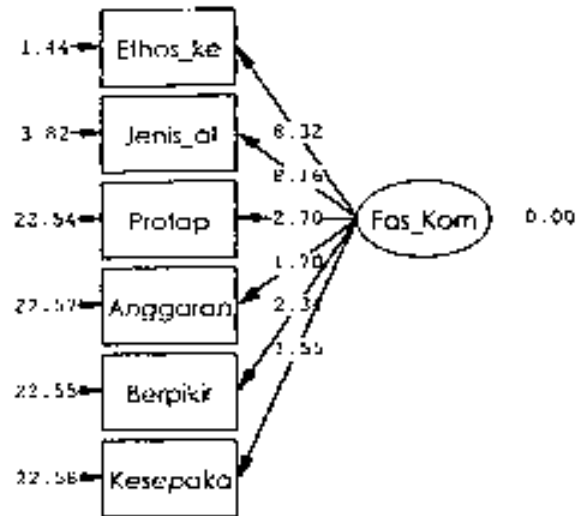
No Non-Zero Modification Indices for LAMBDA-X

No Non-Zero Modification Indices for PHI

Modification Indices for THETA-DELTA

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	-	-				
Jenis_al	-	-				
Protap	0.46	0.67	-			
Anggaran	3.16	2.79	2.23	-		
Berpikir	1.48	1.15	5.31	2.47	-	
Kesepaka	6.70	6.04	1.92	4.14	2.47	-

Expected Change for THETA-DELTA



Chi-Square=20.24, df=9, P-value=0.01650, RMSEA=0.035



L I S R E L 6 30

BY

Karl G. Joreskog & Dag Sorbom

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Konfirmasi Variabel Dominan Fasilitas Komunikasi
Observed Variables
Ethos_kerja Jenis_alat Protap Anggaran Berpikir_lanjutan Kesepakatan_tim
Covariance Matrix from File Sarja.cov
Sample Size = 1022
Latent Variables
Fas_Kom
Relationships
Ethos_kerja Jenis_alat Protap Anggaran Berpikir_lanjutan Kesepakatan_tim = Fas_Kom
LISREL Output EP MI SC VA PC TV
Path Diagram
Print Residuals
Admissibility Check = 40
Iterations = 250
Method of Estimation Maximum Likelihood
End of Problem

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Covariance Matrix to be Analyzed

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.00					
Jenis_al	6.90	11.00				
Protap	0.99	0.49	11.00			
Anggaran	0.49	0.58	0.52	11.00		
Berpikir	0.77	0.60	0.82	0.54	11.00	
Kesepaka	0.38	0.65	0.47	0.78	0.54	11.00

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Parameter Specifications

LAMBDA-X

	Fas_Kom
Ethos_ke	1
Jenis_al	2
Protap	3
Anggaran	4
Berpikir	5
Kesepaka	6

THETA-DELTA

Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
7	8	9	10	11	12

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Number of Iterations = 6

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

Fas_Kom

```

-----
Ethos_ke      2.87
              (0.34)
              8.12

Jenis_sl      2.40
              (0.29)
              8.16

Protap        0.31
              (0.12)
              2.70

Anggaran      0.20
              (0.12)
              1.70

Berpikir      0.27
              (0.12)
              2.34

Kesepaka     0.18
              (0.12)
              1.55
    
```

PHI

```

Fas_Kom
-----
1.00
    
```

THETA-DELTA

Ethos_ke	Jenis_sl	Protap	Anggaran	Berpikir	Kesepaka
2.78	5.22	10.90	10.94	10.93	10.97
(1.92)	(1.37)	(0.48)	(0.49)	(0.46)	(0.49)
1.44	3.82	22.54	22.57	22.55	22.58

Squared Multiple Correlations for X - Variables

Ethos_ke	Jenis_sl	Protap	Anggaran	Berpikir	Kesepaka
0.75	0.53	0.01	0.00	0.01	0.00

Goodness of Fit Statistics

Degrees of Freedom = 9
 Minimum Fit Function Chi-Square = 19.46 (P = 0.022)
 Normal Theory Weighted Least Squares Chi-Square = 20.34 (P = 0.017)
 Estimated Non-centrality Parameter (NCP) = 14.24
 90 Percent Confidence Interval for NCP = (1.95 . 28.31)
 Minimum Fit Function Value = 0.019
 Population Discrepancy Function Value (F0) = 0.011
 90 Percent Confidence Interval for F0 = (0.0018 . 0.024)
 Root Mean Square Error of Approximation (RMSEA) = 0.035
 90 Percent Confidence Interval for RMSEA = (0.014 . 0.056)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.88
 Expected Cross-Validation Index (ECVI) = 0.043
 90 Percent Confidence Interval for ECVI = (0.034 . 0.060)
 ECVI for Saturated Model = 0.041
 ECVI for Independence Model = 0.52

Chi-Square for Independence Model with 15 Degrees of Freedom = 546.68
 Independence AIC = 558.68
 Model AIC = 44.24
 Saturated AIC = 42.10
 Independence CAIC = 594.24
 Model CAIC = 117.39
 Saturated CAIC = 146.52

Root Mean Square Residual (RMR) = 0.01
 Standardized RMR = 0.029
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.42

Normed Fit Index (NFI) = 0.94
 Non-Normed Fit Index (NNFI) = 0.91
 Parsimony Normed Fit Index (PNFI) = 0.52
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.94
 Relative Fit Index (RFI) = 0.94

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Fitted Covariance Matrix

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.00					
Jenis_al	6.89	11.00				
Protap	0.90	0.74	11.00			
Anggaran	0.57	0.45	0.06	11.00		
Berpikir	0.78	0.65	0.09	0.05	11.00	
Kesepaka	0.52	0.40	0.06	0.04	0.05	11.00

Fitted Residuals

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	0.09					
Jenis_al	0.00	0.00				
Protap	0.69	-0.27	0.00			
Anggaran	-0.08	0.10	0.46	0.00		
Berpikir	-0.01	-0.05	0.74	0.19	0.00	
Kesepaka	-0.14	0.23	0.41	0.74	0.49	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.27
 Median Fitted Residual = 0.00
 Largest Fitted Residual = 0.74

Stemleaf Plot

- 0131100000000
 011124
 0155579

Standardized Residuals

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	--					
Jenis_al	3.88	--				
Protap	1.26	-1.73	--			
Anggaran	-0.98	0.50	1.34	--		
Berpikir	-0.19	-0.30	2.17	1.46	--	
Kesepaka	-1.62	1.20	1.20	2.17	1.42	--

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -1.73
 Median Standardized Residual = 0.00
 Largest Standardized Residual = 3.88

Stemleaf Plot

- 0174032000000
 015223344
 21229

Largest Positive Standardized Residuals
 Residual for Jenis_al and Ethos_ke 3.88

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Modification Indices and Expected Change

No Non-Zero Modification Indices for LAMBDA-X

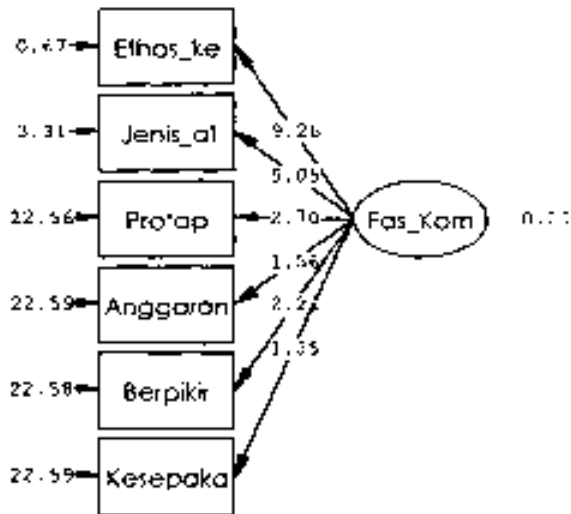
No Non Zero Modification Indices for PHI

Modification Indices for THETA-DELTA

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	--					
Jenis_al	15.06	--				
Protap	1.59	2.58	--			
Anggaran	0.97	0.10	1.80	--		
Berpikir	0.04	0.13	4.70	3.06	--	
Kesepaka	3.62	1.43	1.45	4.70	2.03	--

Expected Change for THETA-DELTA

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	--					
Jenis_al	61.44	--				
Protap	0.94	0.10	--			



Chi-Square=21.74, df=9, P-value=0.00973, RMSEA=0.037



L I S S E L 8 30

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The following lines were read from file C:\THERES*\SARJONO\SP3

Konfirmasi Variabel: Dominan Fasilitas Komunikasi
Observed Variables
Ethos_kerja Jenis_elat Protap Anggaran Berpikir_kesepakatan_tim
Covariance Matrix from File Sarib.cov
Sample Size = 1022
Latent Variables
Fas_Kom
Relationships
Ethos_kerja Jenis_elat Protap Anggaran Berpikir_kesepakatan_tim = Fas_Kom
LISREL Output EF MI SC VA TC TV
Path Diagram
Print Residuals
Admissibility Check = 41
Iterations = 150
Method of Estimation: Maximum Likelihood
End of Problem

Konfirmasi Variabel: Dominan Fasilitas Komunikasi

Covariance Matrix to be Analyzed

	Ethos_ke	Jenis_el	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.07					
Jenis_el	7.41	11.00				
Protap	0.93	0.49	11.00			
Anggaran	0.63	0.56	0.82	11.00		
Berpikir	0.77	0.60	0.82	0.54	11.00	
Kesepaka	0.74	0.66	0.47	0.73	0.54	11.00

Konfirmasi Variabel: Dominan Fasilitas Komunikasi

Parameter Specifications

LAMBDA-X

	Fas_Kom
Ethos_ke	1
Jenis_el	2
Protap	3
Anggaran	4
Berpikir	5
Kesepaka	6

META-DELTA

Ethos_ke	Jenis_el	Protap	Anggaran	Berpikir	Kesepaka
1	2	3	4	5	6

Konfirmasi Variabel: Dominan Fasilitas Komunikasi

Number of Iterations = 7

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

	Fas_Kom
Ethos_ke	1
Jenis_el	2
Protap	3
Anggaran	4
Berpikir	5
Kesepaka	6

Ethos_ke 0.11
(0.34)
9.26

Jenis_al 2.54
(0.26)
9.05

Protap 0.50
(0.11)
2.70

Anggaran 0.17
(0.11)
1.56

Berpikir 0.25
(0.11)
2.25

Kesepaka 0.15
(0.11)
1.35

R²:

Fas_Kom

1.00

THETA-DELTA

Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
1.35	4.54	10.91	10.97	10.94	10.98
(2.03)	(1.37)	(0.48)	(0.49)	(0.48)	(0.49)
0.67	3.31	22.55	22.59	22.56	22.59

Squared Multiple Correlations for X - Variables

Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
0.68	0.59	0.61	0.62	0.61	0.63

Goodness of Fit Statistics

Degrees of Freedom = 9
 Minimum Fit Function Chi-Square = 20.94 (P = 0.013)
 Non-Theory Weighted Least Squares Chi-Square = 21.76 (P = 0.0097)
 Estimated Non-centrality Parameter (NCP) = 12.74
 90 Percent Confidence Interval for NCP = (2.74 - 39.41)
 Minimum Fit Function Value = 0.021
 Population Discrepancy Function Value (PDF) = 0.012
 90 Percent Confidence Interval for PDF = 10.0027 - 0.0301
 Root Mean Square Error of Approximation (RMSEA) = 0.037
 90 Percent Confidence Interval for RMSEA = (0.017 - 0.058)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.84
 Expected Cross-Validation Index (ECVI) = 0.045
 90 Percent Confidence Interval for ECVI = 10.075 - 0.0621
 ECVI for Saturated Model = 0.041
 ECVI for Independence Model = 0.77

Chi-Square for Independence Model with 15 Degrees of Freedom = 276.89

Independence AIC = 288.85
 Model AIC = 45.74
 Saturated AIC = 42.00
 Independence CAIC = 824.43
 Model CAIC = 116.90
 Saturated CAIC = 166.52

Root Mean Square Residual (RMR) = 0.52
 Standardized RMR = 0.030
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.41

Normed Fit Index (NFI) = 0.99
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.54
 Comparative Fit Index (CFI) = 0.98
 Incremental Fit Index (IFI) = 0.98
 Relative Fit Index (RFI) = 0.96

Original N (O/N) = 1057.38

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Fitted Covariance Matrix

	Ethos_ke	Jenis_sl	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.00					
Jenis_sl	7.89	11.00				
Protap	0.94	0.77	11.00			
Anggaran	0.53	0.44	0.05	11.00		
Berpikir	0.77	0.63	0.08	0.04	11.00	
Kesepaka	0.46	0.38	0.04	0.03	0.04	11.00

Fitted Residuals

	Ethos_ke	Jenis_sl	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	0.00					
Jenis_sl	0.00	0.00				
Protap	0.05	-0.28	0.00			
Anggaran	0.05	0.74	0.47	0.00		
Berpikir	-0.01	-0.03	0.75	0.50	0.00	
Kesepaka	-0.06	0.28	0.42	0.75	0.50	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.28
 Median Fitted Residual = 0.00
 Largest Fitted Residual = 0.75

Standard Error

0.0000000000
 0.11134
 0.55971

Standardized Residuals

	Ethos_ke	Jenis_sl	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	-					
Jenis_sl	3.89	-				
Protap	1.49	-1.85	-			
Anggaran	-0.08	0.75	2.37	-		
Berpikir	-0.20	-0.18	2.19	1.46	-	
Kesepaka	-1.79	1.47	1.23	2.19	1.47	-

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -1.85
 Median Standardized Residual = 0.60
 Largest Standardized Residual = 3.89

Standard Error

0.0000000000
 0.11134
 0.55971

Largest Absolute Standardized Residuals
 Residual for Jenis_sl and Ethos_ke 3.89

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Modification Indices and Expected Change

MI Non-Fixed Modification Indices for LAMBDA-X

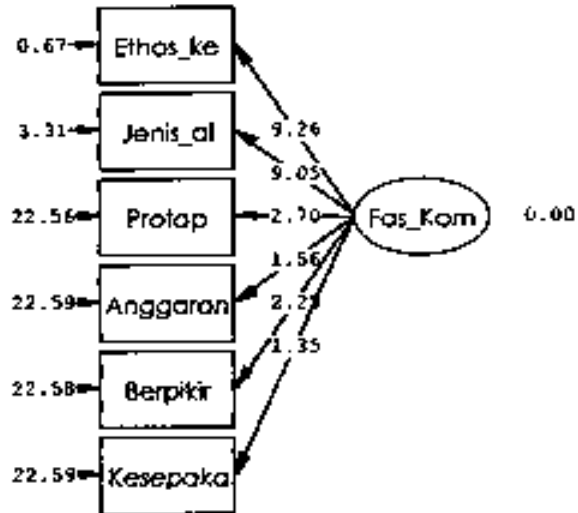
MI Non-Fixed Modification Indices for PHI

Modification Indices for THETA-DELTA

	Ethos_ke	Jenis_sl	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke						
Jenis_sl	15.21	-				
Protap	2.21	1.43	-			
Anggaran	1.16	0.56	1.58	-		
Berpikir	0.04	0.03	4.81	2.15	-	
Kesepaka	4.59	2.15	1.52	4.52	2.15	-

Expected Change for THETA-DELTA

	Ethos_ke	Jenis_sl	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke						
Jenis_sl	80.61					
Protap	0.52	0.10				
Anggaran	-0.54	0.10	0.47			



Chi-Square=21.74, df=9, P-value=0.00973, RMSEA=0.037



L I S R E L P R O

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Edi G. Jorjokog & Day Surbum

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The following lines were read from file C:\THESE\1\1\1\SARJANA\03.SPS

Kontinensi Variabel Dominan Fasilitas Komunikasi
 Observed Variables
 Ethos_kerja Jenis_alat Protap Anggaran Berpikir Kesepakan_tm
 Covariance Matrix from File Sarja.cov
 Sample Size = 1022
 Latent Variables
 Fas_Kom
 Relationships
 Ethos_kerja Jenis_alat Protap Anggaran Berpikir Kesepakan_tm = Fas_Kom
 LISREL Output BY ML SC VA PC TV
 Path Diagram
 Print Residuals
 Admissibility Check = 40
 Iterations = 250
 Method of Estimation: Maximum Likelihood
 End of Problem

Kontinensi Variabel Dominan Fasilitas Komunikasi

Covariance Matrix to be Analyzed

	Ethos_ker	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ker	11.00					
Jenis_al	7.90	11.00				
Protap	7.59	0.49	11.00			
Anggaran	7.49	0.54	0.52	11.00		
Berpikir	0.77	0.61	0.82	0.54	11.00	
Kesepaka	0.38	0.00	0.47	0.08	0.54	11.00

Kontinensi Variabel Dominan Fasilitas Komunikasi

Parameter Specifications

LAMBDA-X

	Fas_Kom
Ethos_ker	1
Jenis_al	2
Protap	3
Anggaran	4
Berpikir	5
Kesepaka	6

DELTA DELTA

Ethos_ker	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
0	0	0	0	0	0

Kontinensi Variabel Dominan Fasilitas Komunikasi

Method of Estimation = ML

ML: ML: Estimation: Maximum Likelihood

Number of

Parameters

```

Ethos_ke  -----
          7.11
          (6.34)
          9.26

Jenis_al  3.54
          (0.28)
          9.05

Protap    0.30
          (0.11)
          2.76

Anggaran  0.17
          (0.11)
          1.56

Berpijat  0.25
          (0.11)
          2.25

Kesepaka  0.16
          (0.11)
          1.35
    
```

PHI

```

Phi_Kom
-----
1.00
    
```

TETA-DELTA

Ethos_ke	Jenis_al	Protap	Anggaran	Berpijat	Kesepaka
1.25	4.54	10.91	10.91	10.91	10.98
12.63	11.37	16.46	16.19	16.41	16.49
0.67	1.01	22.56	22.59	22.58	22.59

Squared Multiple Correlations for X Variables

Ethos_ke	Jenis_al	Protap	Anggaran	Berpijat	Kesepaka
0.88	0.58	0.41	0.11	0.11	0.00

Goodness of Fit Statistics

```

Degrees of Freedom = 5
Minimum Fit Function Chi-Square = 15.64 (P = .001)
Normal Theory Weighted Least Squares Chi-Square = 15.71 (P = 0.0007)
Estimated Non-centrality Parameter (NCP) = 11.74
90 Percent Confidence Interval for NCP = (2.76, 20.41)

Minimum Fit Function Value = 0.60
Population Discrepancy Function Value (PDF) = 0.12
90 Percent Confidence Interval for PDF = (0.0029, 0.0101)
Root Mean Square Error of Approximation (RMSEA) = 0.037
90 Percent Confidence Interval for RMSEA = (0.01, 0.058)
P-Value for Test of Close Fit (RMSEA < 0.05) = .84

Expected Cross Validation Index (ECVI) = 0.25
90 Percent Confidence Interval for ECVI = (0.035, 0.062)
ECVI for Saturated Model = 0.641
ECVI for Independence Model = 0.07

Chi-Square for Independence Model with 15 Degrees of Freedom = 770.45
Independence AIC = 785.45
Model AIC = 45.74
Saturated AIC = 42.01
Independence CAIC = 804.41
Model CAIC = 116.91
Saturated CAIC = 168.10

Root Mean Square Residual (RMR) = 0.11
Standardized RMS = 0.14
Goodness of Fit Index (GFI) = 0.89
Adjusted Goodness of Fit Index (AGFI) = 0.77
Parsimony Goodness of Fit Index (PGFI) = 0.11

Scaled Fit Index (NFI) = 0.89
Non-Normal Fit Index (NNFI) = 0.87
Parsimony Normalized Fit Index (PNFI) = 0.77
Comparative Fit Index (CFI) = 0.91
Incremental Fit Index (IFI) = 0.91
Relative Fit Index (RFI) = 0.87
    
```

Confirmed Variable Dominan Fasilitas Komunikasi

Fitted Covariance Matrix

	Ethos_ke	Jenis_dj	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.00					
Jenis_dj	7.60	11.00				
Protap	0.94	0.77	11.00			
Anggaran	0.53	0.44	0.05	11.00		
Berpikir	0.77	0.63	0.08	0.24	11.00	
Kesepaka	0.46	0.36	0.04	0.07	0.34	11.00

Fitted Residuals

	Ethos_ke	Jenis_dj	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	0.00					
Jenis_dj	0.00	0.00				
Protap	6.05	-0.21	0.00			
Anggaran	-0.05	0.14	0.47	0.70		
Berpikir	-0.01	-0.03	0.75	0.51	0.00	
Kesepaka	-0.08	0.38	0.42	0.75	0.50	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.25
 Median Fitted Residual = 0.00
 Largest Fitted Residual = 0.75

Stemleaf Plot

- 0:3136:100000
 0:1334
 0:55572

Standardized Residuals

	Ethos_ke	Jenis_dj	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	-					
Jenis_dj	0.53	-				
Protap	0.49	-0.34	-			
Anggaran	-0.08	0.17	1.17	-		
Berpikir	0.20	-0.11	2.19	1.44	-	
Kesepaka	-1.73	1.47	1.23	1.14	1.44	-

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -1.85
 Median Standardized Residual = 0.00
 Largest Standardized Residual = 3.89

Stemleaf Plot

0:5:1110000
 0:724555
 0:329

Largest Positive Standardized Residuals
 Residual for Jenis_dj and Ethos_ke = 0.84

Confirmed Variable Dominan Fasilitas Komunikasi

Modification Indices and Expected Change

No Non-Zero Modification Indices for LAGDA-N

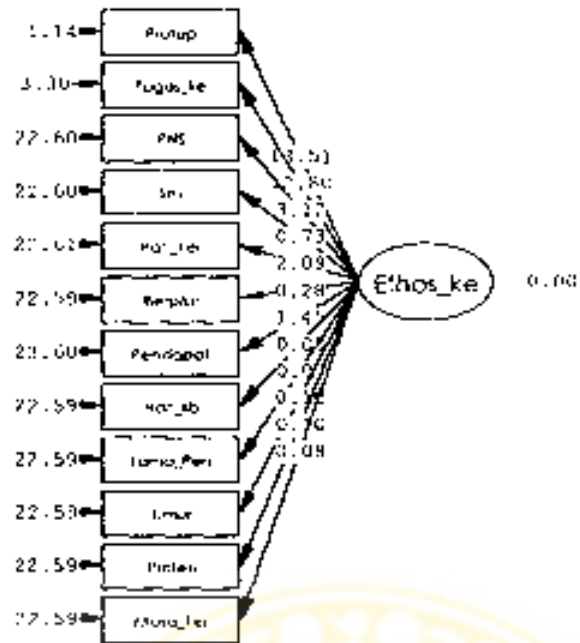
No Non-Zero Modification Indices for PHI

Modification Indices for TRITA-DELTA

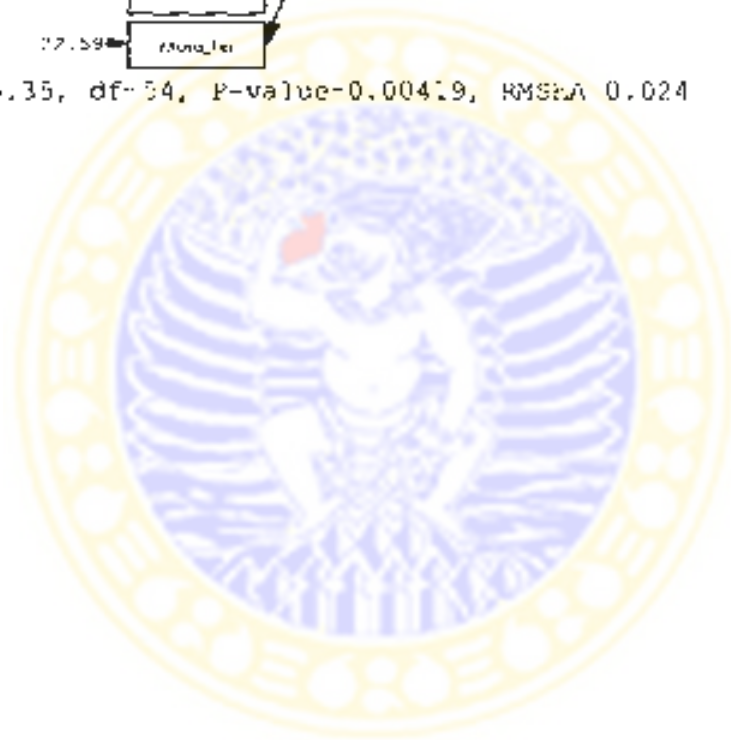
	Ethos_ke	Jenis_dj	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	-					
Jenis_dj	15.23	-				
Protap	0.21	0.4	-			
Anggaran	0.14	0.51	1.00	-		
Berpikir	0.24	0.1	4.01	2.15	-	
Kesepaka	1.14	0.13	1.41	4.33	0.12	-

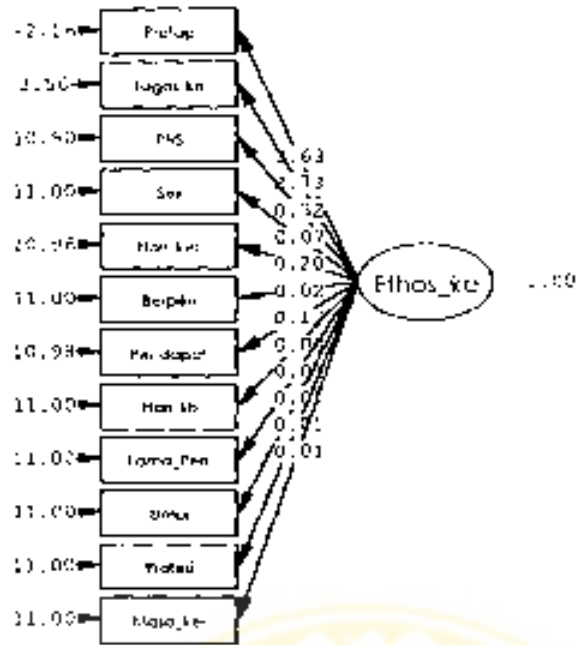
Expected Change for TRITA-DELTA

	Ethos_ke	Jenis_dj	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	-					
Jenis_dj	0.61	-				
Protap	0.15	0.1	-			



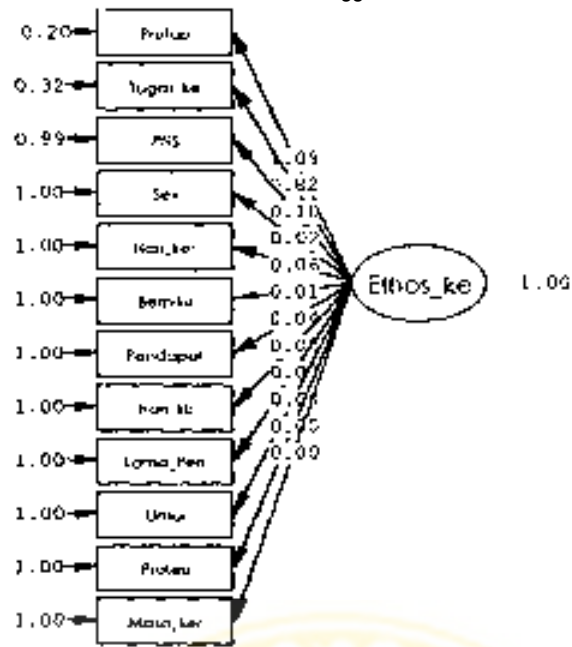
Chi-Square 85.35, df=54, P-value=0.00419, RMSEA 0.024





Chi-Square=85.35, df=54, P-value=0.00419, RMSEA=0.024





Chi-Square=85.35, df=54, P-value=0.00419, RMSEA=0.024



L I S R E I # 30

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The following lines were read from file C:\THERES\1\SARJANA1 SPJ

Variabel Dominan Ethos Kerja
 Observed Variables
 Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_linier Pendapatan Hari_libur Lama_Pend Umur Profesi Masa_ker
 Covariance Matrix from File sar3.cov
 Sample Size = 1022
 Latent Variables
 Ethos_kerja
 Relationships
 Protap Tugas_kewajiban PNS Sex Hari_kerja Berpikir_linier Pendapatan Hari_libur Lama_Pend Umur Profesi Masa_ker
 Set the Error Variance of segment equal to 0
 LISREL Output EF MI SC VA PC TV
 Path Diagram
 Print Residuals
 Admissibility Check = 40
 Iterations = 250
 Method of Estimation: Maximum Likelihood
 End of Problem

Variabel Dominan Ethos Kerja

Covariance Matrix to be Analyzed

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	11 00					
Tugas_ke	0 90	11 00				
PNS	0 49	0 49	11 00			
Sex	0 49	0 68	0 53	11 00		
Hari_ker	0 77	0 60	0 82	0 59	11 00	
Berpikir	0 36	0 66	0 47	0 78	0 55	11 00
Pendapat	0 60	0 70	0 70	0 33	0 54	0 46
Hari_lib	0 01	0 01	0 02	-0 02	-0 01	-0 03
Lama_Pen	0 03	0 00	0 07	0 02	0 02	0 03
Umur	0 02	-0 01	0 03	0 03	0 01	-0 04
Profesi	0 03	-0 01	0 04	0 03	0 01	-0 04
Masa_ker	0 01	-0 02	0 02	0 05	0 02	0 01

Covariance Matrix to be Analyzed

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
Pendapat	11 00					
Hari_lib	0 02	11 00				
Lama_Pen	-0 01	0 79	11 00			
Umur	0 01	0 47	0 76	11 00		
Profesi	0 01	0 62	0 75	0 95	11 00	
Masa_ker	0 00	0 22	0 83	0 80	0 73	11 00

Variabel Dominan Ethos Kerja

Parameter Specifications

LAMBDA-X

	Ethos_ker
Protap	1
Tugas_ke	2
PNS	3
Sex	4
Hari_ker	5
Berpikir	6

Pendapat 7
Hari_lib 8
Lama_Per 9
Umur 10
Profesi 11
Masa_ker 12

THETA-DELTA

Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
13	14	15	16	17	18

THETA-DELTA

Pendapat	Hari_lib	Lama_Per	Umur	Profesi	Masa_ker
19	20	21	22	23	24

Variabel Dominan Ethos Kerja

Number of Iterations = 12

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

	Ethos_ke
Protap	3.63 (0.27) 13.51
Tugas_ke	2.73 (0.21) 12.80
PNS	0.32 (0.19) 3.12
Sex	0.07 (0.09) 0.73
Hari_ker	0.20 (0.04) 2.09
Berpikir	0.02 (0.04) 0.28
Pendapat	0.13 (0.04) 1.45
Hari_lib	0.00 (0.04) 0.05
Lama_Per	0.00 (0.04) 0.07
Umur	0.01 (0.04) 0.10
Profesi	0.00 (0.09) 0.10
Masa_ker	0.00 (0.09) 0.08

[R]

Ethos_ke
1.00

THETA-DELTA

Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
--------	----------	-----	-----	----------	----------

-2.16	3.56	30.90	11.00	10.51	11.00
(1.89)	(1.08)	(0.48)	(0.49)	(0.48)	(0.49)
-1.14	0.30	22.60	22.40	22.41	22.59

THETA-DELTA

Pendapat	Hari_lib	Lama_Pes	Umur	Protap	Masa_ker
10.98	11.00	11.00	11.00	11.00	11.00
(0.45)	(0.49)	(0.49)	(0.49)	(0.48)	(0.49)
22.60	22.59	22.59	22.59	22.57	22.59

Squared Multiple Correlations for X - Variables

Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
1.00	0.68	0.01	0.05	0.00	0.00

Squared Multiple Correlations for X - Variables

Pendapat	Hari_lib	Lama_Pes	Umur	Protap	Masa_ker
0.00	0.00	0.00	0.00	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 54
 Minimum Fit Function Chi-Square = 79.82 (P = 0.115)
 Normal Theory Weighted Least Squares Chi-Square = 85.35 (P = 0.0042)
 Estimated Non-centrality Parameter (NCP) = 12.15
 90 Percent Confidence Interval for NCP = 10.10 - 16.52

Minimum Fit Function Value = 0.177
 Population Discrepancy Function Value (FD) = 0.177
 90 Percent Confidence Interval for FD = (0.1099 - 0.245)
 Root Mean Square Error of Approximation (RMSEA) = 0.024
 90 Percent Confidence Interval for RMSEA = (0.014 - 0.033)
 P-Value for Test of Close Fit (RMSEA) = 0.000

Expected Cross-Validation Index (ECVI) = 0.11
 90 Percent Confidence Interval for ECVI = (0.11 - 0.16)
 ECVI for Saturated Model = 0.10
 ECVI for Independence Model = 0.10

Chi-Square for Independence Model with 68 Degrees of Freedom = 1791.26
 Independence AIC = 1815.29
 Model AIC = 133.35
 Saturated AIC = 156.00
 Independence CAIC = 1865.56
 Model CAIC = 275.66
 Saturated CAIC = 610.50

Root Mean Square Residual (RMR) = 1.04
 Standardized RMR = 0.032
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.93
 Parsimony Goodness of Fit Index (PGFI) = 0.41

Normed Fit Index (NFI) = 0.97
 Non-Normed Fit Index (NNFI) = 0.97
 Parsimony Normed Fit Index (PNFI) = 0.76
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.97

Critical N (CN) = 1048.50

Variable Dominant Effect Koefisi

Partial Covariance Matrix

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	11.00					
Tugas_ke	9.90	11.00				
PNS	1.15	0.86	11.00			
Sex	0.24	0.18	0.02	11.00		
Hari_ker	0.72	0.54	0.06	0.01	11.00	
Berpikir	0.09	0.07	0.01	0.01	0.01	11.00
Pendapat	0.48	0.36	0.04	0.03	0.03	0.03
Hari_lib	0.02	0.01	0.00	0.00	0.00	0.00
Lama_Pes	0.00	0.00	0.00	0.00	0.00	0.00
Umur	0.03	0.02	0.00	0.01	0.01	0.01
Protap	0.01	0.02	0.00	0.00	0.00	0.00
Masa_ker	0.01	0.12	0.00	0.00	0.01	0.00

Fitted Covariance Matrix

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
Pendapat	11.00					
Hari_lib	0.00	11.00				
Lama_Pen	0.00	0.00	11.00			
Umur	0.00	0.00	0.00	11.00		
Profesi	0.00	0.00	0.00	0.00	11.00	
Masa_ker	0.00	0.00	0.00	0.00	0.00	11.00

Fitted Residuals

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	0.00					
Tugas_ke	0.00	0.00				
PNS	-0.16	-0.37	0.00			
Sex	0.24	0.50	0.50	0.00		
Hari_ker	0.05	0.06	0.76	0.58	0.00	
Berpikir	0.29	0.59	0.46	0.78	0.54	0.00
Pendapat	0.17	0.34	0.66	0.32	0.51	0.45
Hari_lib	0.00	-0.01	0.02	-0.03	-0.01	-0.03
Lama_Pen	-0.01	-0.02	0.07	0.02	0.02	-0.02
Umur	-0.01	-0.03	0.02	0.01	0.01	-0.04
Profesi	0.00	-0.04	0.03	0.03	0.01	-0.04
Masa_ker	-0.02	-0.04	0.02	0.05	0.02	-0.01

Fitted Residuals

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
Pendapat	0.00					
Hari_lib	0.02	0.00				
Lama_Pen	-0.01	0.79	0.00			
Umur	0.01	0.47	0.76	0.00		
Profesi	0.01	0.62	0.75	0.94	0.00	
Masa_ker	0.00	0.22	0.83	0.80	0.72	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.37
 Median Fitted Residual = 0.02
 Largest Fitted Residual = 0.94

Stemleaf Plot

```
- 217
- 0|644433322111111300000000000000
  0|1111222222233355677
  2|20924
  4|56700149
  6|26256559
  8|034
```

Standardized Residuals

	Protap	Tugas_ke	PNS	Sex	Hari_ker	Berpikir
Protap	-	-	-	-	-	-
Tugas_ke	-4.13	-	-	-	-	-
PNS	-2.29	-2.51	-	-	-	-
Sex	2.24	2.08	1.46	-	-	-
Hari_ker	0.51	0.31	2.23	1.62	-	-
Berpikir	2.63	3.45	1.34	2.26	1.57	-
Pendapat	1.67	1.49	1.53	0.93	1.50	1.32
Hari_lib	0.01	0.02	0.87	-0.09	-0.02	-0.10
Lama_Pen	-0.06	-0.09	0.20	0.06	0.05	-0.06
Umur	-0.12	-0.14	0.07	0.09	0.02	-0.13
Profesi	-0.02	-0.04	0.10	0.09	0.02	-0.11
Masa_ker	-0.15	-0.37	0.06	0.16	0.05	-0.04

Standardized Residuals

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
Pendapat	-	-	-	-	-	-
Hari_lib	0.05	-	-	-	-	-
Lama_Pen	-0.03	2.10	-	-	-	-
Umur	0.02	1.18	2.21	-	-	-
Profesi	0.02	1.79	2.17	2.74	-	-
Masa_ker	-0.01	0.64	2.40	2.13	2.08	-

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -4.11
 Median Standardized Residual = 0.05
 Largest Standardized Residual = 2.74

Pendapat	-0.01	0.02	0.01	0.05	0.05	0.04
Haris_lib	0.00	0.00	0.01	0.01	0.00	0.00
Lama_Pen	0.00	0.00	0.01	0.00	0.00	0.00
Umur	0.00	0.00	0.00	0.00	0.00	0.00
Profesi	0.00	0.00	0.00	0.00	0.00	0.00
Masa_kor	0.00	0.00	0.00	0.00	0.00	0.00

Completely Standardized Expected Change for THETA-DELTA

	Pendapat	Haris_lib	Lama_Pen	Umur	Profesi	Masa_kor
Pendapat	-	-	-	-	-	-
Haris_lib	0.00	-	-	-	-	-
Lama_Pen	0.00	0.07	-	-	-	-
Umur	0.00	0.04	0.07	-	-	-
Profesi	0.00	0.06	0.07	0.09	-	-
Masa_kor	0.00	0.02	0.08	0.07	0.09	-

Maximum Modification Index is 7.53 for Element (11,10) of THETA-DELTA

Covariance Matrix of Parameter Estimates

	LX 1.1	LX 2.1	LX 3.1	LX 4.1	LX 5.1	LX 6.1
LX 1.1	0.07					
LX 2.1	-0.05	0.05				
LX 3.1	-0.01	0.01	0.01			
LX 4.1	0.00	0.00	0.00	0.01		
LX 5.1	-0.01	0.01	0.00	0.00	0.01	
LX 6.1	0.00	0.00	0.00	0.00	0.00	0.01
LX 7.1	0.00	0.00	0.00	0.00	0.00	0.00
LX 8.1	0.00	0.00	0.00	0.00	0.00	0.00
LX 9.1	0.00	0.00	0.00	0.00	0.00	0.00
LX 10.1	0.00	0.00	0.00	0.00	0.00	0.00
LX 11.1	0.00	0.00	0.00	0.00	0.00	0.00
LX 12.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 1.1	-0.49	0.37	0.02	0.62	0.06	0.01
TD 2.1	0.28	-0.21	-0.05	-0.01	-0.03	0.00
TD 3.1	0.01	-0.01	0.00	0.00	0.00	0.00
TD 4.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 7.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 8.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 10.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 11.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 12.1	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	LX 7.1	LX 8.1	LX 9.1	LX 10.1	LX 11.1	LX 12.1
LX 7.1	0.01					
LX 8.1	0.00	0.01				
LX 9.1	0.00	0.00	0.01			
LX 10.1	0.00	0.00	0.00	0.01		
LX 11.1	0.00	0.00	0.00	0.00	0.01	
LX 12.1	0.00	0.00	0.00	0.00	0.00	0.01
TD 1.1	0.04	0.00	0.00	0.00	0.00	0.00
TD 2.1	-0.02	0.00	0.00	0.00	0.00	0.00
TD 3.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 4.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 7.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 8.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 10.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 11.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 12.1	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	TD 1.1	TD 2.1	TD 3.1	TD 4.1	TD 5.1	TD 6.1
TD 1.1	1.57					
TD 2.1	-2.03	1.16				
TD 3.1	-0.06	0.73	0.23			
TD 4.1	0.00	0.00	0.00	0.24		
TD 5.1	0.02	0.71	0.00	0.00	0.24	
TD 6.1	0.00	0.00	0.00	0.00	0.00	0.24
TD 7.1	-0.01	0.01	0.00	0.00	0.00	0.00
TD 8.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 10.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 11.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 12.1	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	TD 7.7	TD 8.6	TD 9.9	TD 10.11	TD 11.11	TD 12.12
TD 7.7	0.24	0.24	0.24	0.24	0.24	0.24
TD 8.6	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.9	0.00	0.00	0.00	0.00	0.00	0.00
TD 10.11	0.00	0.00	0.00	0.00	0.00	0.00
TD 11.11	0.00	0.00	0.00	0.00	0.00	0.00
TD 12.12	0.00	0.00	0.00	0.00	0.00	0.00

Variable) Dengan Ethos Kerja

Correlation Matrix of Parameter Estimates

	LX 1.1	LX 2.1	LX 3.1	LX 4.1	LX 5.1	LX 6.1
LX 1.1	1.00					
LX 2.1	-0.81	1.00				
LX 3.1	-0.43	0.44	1.00			
LX 4.1	-0.10	0.10	0.05	1.00		
LX 5.1	-0.29	0.30	0.15	0.15	1.00	
LX 6.1	0.04	0.04	0.02	0.10	0.07	1.00
LX 7.1	-0.20	0.21	0.10	0.00	0.00	0.01
LX 8.1	-0.01	0.01	0.00	0.00	0.00	0.00
LX 9.1	-0.01	0.01	0.00	0.00	0.00	0.00
LX 10.1	-0.03	0.01	0.01	0.00	0.00	0.00
LX 11.1	-0.03	0.01	0.01	0.00	0.00	0.00
LX 12.1	-0.01	0.01	0.01	0.00	0.00	0.00
TD 1.1	-0.97	0.92	0.46	-0.46	0.31	-0.04
TD 2.1	0.06	-0.91	-0.01	0.01	-0.31	0.00
TD 3.1	0.06	0.06	0.00	0.00	-0.02	0.00
TD 4.1	0.00	-0.02	-0.01	0.00	0.00	0.00
TD 5.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.1	0.00	-0.01	0.00	0.00	0.00	0.00
TD 7.1	0.01	0.01	0.00	0.00	0.00	0.00
TD 8.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 10.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 11.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 12.1	0.00	0.00	0.00	0.00	0.00	0.00

Correlation Matrix of Parameter Estimates

	LX 7.1	LX 8.1	LX 9.1	LX 10.1	LX 11.1	LX 12.1
LX 7.1	1.00					
LX 8.1	0.00	1.00				
LX 9.1	0.00	0.00	1.00			
LX 10.1	0.00	0.00	0.00	1.00		
LX 11.1	0.00	0.00	0.00	0.00	1.00	
LX 12.1	0.00	0.00	0.00	0.00	0.00	1.00
TD 1.1	-0.21	-0.01	-0.01	-0.01	-0.01	-0.01
TD 2.1	-0.01	0.00	0.00	0.00	0.00	0.00
TD 3.1	-0.01	0.00	0.00	0.00	0.00	0.00
TD 4.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.1	-0.01	0.00	0.00	0.00	0.00	0.00
TD 6.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 7.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 8.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 10.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 11.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 12.1	0.00	0.00	0.00	0.00	0.00	0.00

Correlation Matrix of Parameter Estimates

	TD 1.1	TD 2.2	TD 3.3	TD 4.4	TD 5.5	TD 6.6
TD 1.1	1.00					
TD 2.2	-1.00	1.00				
TD 3.3	-0.06	0.06	1.00			
TD 4.4	0.00	0.00	0.00	1.00		
TD 5.5	0.00	0.00	0.00	0.00	1.00	
TD 6.6	0.00	0.00	0.00	0.00	0.00	1.00
TD 7.7	-0.01	0.01	0.00	0.00	0.00	0.00
TD 8.8	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.9	0.00	0.00	0.00	0.00	0.00	0.00
TD 10.10	0.00	0.00	0.00	0.00	0.00	0.00
TD 11.11	0.00	0.00	0.00	0.00	0.00	0.00
TD 12.12	0.00	0.00	0.00	0.00	0.00	0.00

Correlation Matrix of Parameter Estimates

	TD 7.7	TD 8.8	TD 9.9	TD 10.10	TD 11.11	TD 12.12
TD 7.7	1.00					
TD 8.8	0.00	1.00				
TD 9.9	0.00	0.00	1.00			
TD 10.10	0.00	0.00	0.00	1.00		
TD 11.11	0.00	0.00	0.00	0.00	1.00	
TD 12.12	0.00	0.00	0.00	0.00	0.00	1.00

TD 12.12 0 00 0 00 0 00 0 00 0 00 0 00

Variabel Dominan Ethos Kerja

Covariances:

X - KSI:

	Protap	Tugas_ke	PNS	Sex	Hari_kor	Berpikir
Ethos_ke	3.63	2.73	0.32	0.07	0.20	0.02

X - KSI

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
Ethos_ke	0.13	0.00	0.01	0.01	0.01	0.01

Variabel Dominan Ethos Kerja

Standardized Solution

LAMBDA-X

	Ethos_ke
Protap	3.63
Tugas_ke	2.73
PNS	0.32
Sex	0.07
Hari_kor	0.20
Berpikir	0.02
Pendapat	0.13
Hari_lib	0.00
Lama_Pen	0.01
Umur	0.01
Profesi	0.01
Masa_ker	0.01

PHI

	Ethos_ke
	1.00

Variabel Dominan Ethos Kerja

Completely Standardized Solution

LAMBDA-X

	Ethos_ke
Protap	1.09
Tugas_ke	0.82
PNS	0.10
Sex	0.02
Hari_kor	0.06
Berpikir	0.01
Pendapat	0.04
Hari_lib	0.00
Lama_Pen	0.00
Umur	0.00
Profesi	0.00
Masa_ker	0.00

PHI

	Ethos_ke
	1.00

THETA-DELTA

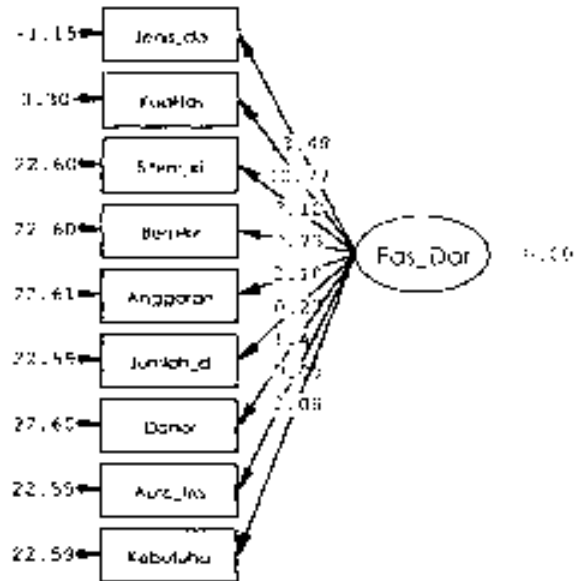
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THETA-DELTA

	Pendapat	Hari_lib	Lama_Pen	Umur	Profesi	Masa_ker
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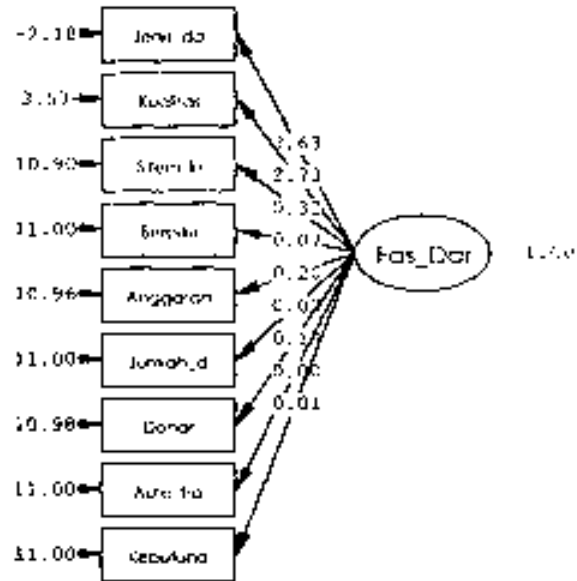
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Time used 0.061 Seconds



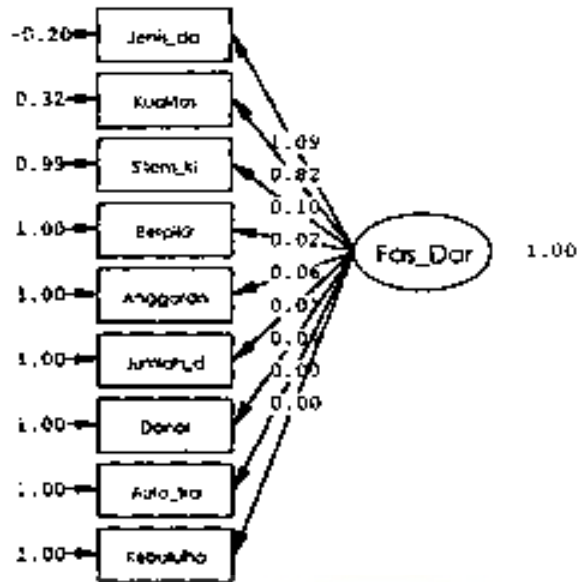
Chi-Square=45.65, df 27, P-value=0.01355, RMSEA=0.026





Chi-Square=45.65, df=27, P-value=0.01389, RMSR=0.026





Chi-Square=45.63, df=27, P-value=0.01389, RMSEA=0.026



L I S E N S I

BY

Karl G. Joreskog & Dag Sorbom

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The following lines were read from file C:\THERES\1\SARJONO2.SPJ

Konfirmasi Variabel Dominan Fasilitas Darah

Observed Variables

Jenis_darah Kualitas_darah Sistem_kirim Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_darah

Covariance Matrix from File Sar2.cov

Sample Size = 1022

Latent Variables

Fas_Dar

Relationships

Jenis_darah Kualitas_darah Sistem_kirim Berpikir_linier Anggaran Jumlah_darah Donor Auto_trans Kebutuhan_darah

LISREL Output EF MI SC VA PC TV

Path Diagram

Print Residuals

Accessibility Check - 40

Iterations = 250

Method of Estimation Maximum Likelihood

End of Problem

Konfirmasi Variabel Dominan Fasilitas Darah

Covariance Matrix to be Analyzed

	Jenis_d	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
Jenis da	11.00					
Kualitas	9.50	11.00				
Sistem_ki	0.89	0.48	11.00			
Berpikir	0.47	0.68	0.52	11.00		
Anggaran	1.77	0.60	0.82	0.59	11.00	
Jumlah_d	0.36	0.66	0.47	0.78	0.55	11.00
Donor	0.66	0.70	0.70	0.33	0.34	0.46
Auto_tra	0.01	0.01	0.02	-0.03	-0.01	-0.03
Kebutuhan	0.02	0.00	0.47	0.02	0.02	0.00

Covariance Matrix to be Analyzed

	Donor	Auto_tra	Kebutuhan
Donor	11.00		
Auto_tra	0.02	11.00	
Kebutuhan	-0.01	0.79	11.00

Konfirmasi Variabel Dominan Fasilitas Darah

Parameter Specifications

LAMBDA-X

	Fas_Dar
Jenis da	1
Kualitas	2
Sistem_ki	3
Berpikir	4
Anggaran	5
Jumlah_d	6
Donor	7
Auto_tra	8
Kebutuhan	9

THEIA LAMBDA

Jenis_da	Kualitas	Sitem_ki	Berpikir	Anggaran	Jumlah_d
10	11	12	13	14	15

THETA-DELTA

Donor	Auto_170	Kebutuhan
16	17	18

Konfirmasi Variabel Domains Fasilitas Daerah

Number of Iterations = 14

LISREL Estimates (Maximum Likelihood)

LAMBDA 2

	Fas_Der
Jenis_da	1.67 (0.27) 13.48
Kualitas	2.73 (0.21) 12.77
Sitem_ki	0.32 (0.10) 3.12
Berpikir	0.07 (0.04) 1.73
Anggaran	0.20 (0.04) 2.10
Jumlah_d	0.02 (0.04) 0.27
Donor	0.13 (0.09) 1.45
Auto_170	0.00 (0.09) 0.05
Kebutuhan	0.01 (0.09) 0.08

RHO

Fas_Der
1.00

THETA DELTA

Jenis_da	Kualitas	Sitem_ki	Berpikir	Anggaran	Jumlah_d
-2.38	3.67	10.90	11.00	10.96	11.00
(1.98)	(1.68)	(0.48)	(0.49)	(0.48)	(0.49)
1.15	3.38	22.60	22.56	22.61	22.59

THETA-DELTA

Donor	Auto_170	Kebutuhan
10.98	11.00	11.00
(0.49)	(0.49)	(0.49)
22.40	22.59	22.59

Squared Multiple Correlations for X - Variables

Jenis_da	Kualitas	Sitem_ki	Berpikir	Anggaran	Jumlah_d
0.20	0.46	0.01	0.01	0.00	0.00

Squared Multiple Correlations for Variables

Donor	Auto_tra	Kebutuha
0.00	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 27
 Minimum Fit Function Chi-Square = 43.69 (P = 0.022)
 Normal Theory Weighted Least Squares Chi-Square = 45.65 (P = 0.014)
 Estimated Non-centrality Parameter (NCP) = 18.65
 90 Percent Confidence Interval for NCP = (3.61 . 41.34)

Minimum Fit Function Value = 0.043
 Population Discrepancy Function Value (F0) = 0.018
 90 Percent Confidence Interval for F0 = (0.0037 . 0.040)
 Root Mean Square Error of Approximation (RMSEA) = 0.026
 90 Percent Confidence Interval for RMSEA = (0.012 . 0.039)
 P Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross-Validation Index (ECVI) = 0.080
 90 Percent Confidence Interval for ECVI = (0.065 . 0.10)
 ECVI for Saturated Model = 0.088
 ECVI for Independence Model = 1.74

Chi-Square for Independence Model with 36 Degrees of Freedom = 1755.87
 Independence AIC = 1773.87
 Model AIC = 81.65
 Saturated AIC = 80.00
 Independence CAIC = 1827.24
 Model CAIC = 188.38
 Saturated CAIC = 356.83

Root Mean Square Residual (RMR) = 0.33
 Standardized RMR = 0.030
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.59

Normed Fit Index (NFI) = 0.98
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.71
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.97

Critical N (CN) = 1098.58

Konfirmasi Variabel Domänen Fasilitas Darah

Fitted Covariance Matrix

	Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
Jenis_da	11.00					
Kualitas	9.90	11.00				
Sistem_ki	1.15	0.86	11.00			
Berpikir	0.24	0.18	0.02	11.00		
Anggaran	0.72	0.54	0.06	0.01	11.00	
Jumlah_d	0.09	0.07	0.01	0.00	0.00	11.00
Donor	0.48	0.36	0.04	0.01	0.03	0.00
Auto_tra	0.02	0.01	0.00	0.00	0.00	0.00
Kebutuha	0.02	0.02	0.00	0.00	0.00	0.00

Fitted Covariance Matrix

	Donor	Auto_tra	Kebutuha
Donor	11.00		
Auto_tra	0.00	11.00	
Kebutuha	0.00	0.00	11.00

Fitted Residuals

	Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
Jenis_da	0.00					
Kualitas	0.00	0.00				
Sistem_ki	-0.16	-0.37	0.00			
Berpikir	0.25	0.50	0.50	0.00		
Anggaran	0.04	0.06	0.76	0.58	0.00	
Jumlah_d	0.29	0.59	0.40	0.78	0.54	0.00
Donor	0.17	0.34	0.66	0.32	0.31	0.45
Auto_tra	0.00	-0.01	0.02	-0.03	-0.01	-0.03
Kebutuha	-0.01	0.02	0.07	0.02	0.02	0.02

Fitted Residuals

	Donor	Auto_tia	Kebutuhan
Donor	0.00		
Auto_tia	0.02	0.05	
Kebutuhan	-0.01	0.79	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.37
 Median Fitted Residual = 0.02
 Largest Fitted Residual = 0.79

Stemleaf Plot

```

2.7
- 016302211110000000000
0122255677
2159124
4 5650469
516685
    
```

Standardized Residuals

	Jenis_da	Kualitas	Sistem_kl	Berpikir	Anggaran	Jumlah_d
Jenis_da	-	-				
Kualitas	-4.02	-				
Sistem_kl	-2.27	-2.50	-			
Berpikir	2.24	2.08	1.46	-		
Anggaran	0.49	0.31	2.23	1.69	-	
Jumlah_d	2.62	2.45	1.34	2.26	1.57	-
Donor	1.64	1.49	1.93	0.93	0.92	1.32
Auto_tia	-0.02	-0.03	0.07	-0.09	-0.02	-0.10
Kebutuhan	-0.08	-0.05	0.20	0.06	0.05	-0.66

Standardized Residuals

	Donor	Auto_tia	Kebutuhan
Donor	-		
Auto_tia	0.05	-	
Kebutuhan	-0.03	2.30	-

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -4.02
 Median Standardized Residual = 0.05
 Largest Standardized Residual = 2.62

Stemleaf Plot

```

- 410
- 1
- 2153
- 3
- 111122259
011121599
1133556779
21223346
    
```

Largest Negative Standardized Residuals Residual for Kualitas and Jenis_da -4.02
 Largest Positive Standardized Residuals Residual for Jumlah_d and Jenis_da 2.62

Konfirmasi Variabel Dominan Fasilitas Darah

Modification Indices and Expected Change

No Non-Zero Modification Indices for LAMBDA X

No Non-Zero Modification Indices for PHI

Modification Indices for THETA-DELTA

	Jenis_da	Kualitas	Sistem_kl	Berpikir	Anggaran	Jumlah_d
Jenis_da	-	-				
Kualitas	5.57	6.23	-			
Sistem_kl	5.62	4.34	2.13	-		
Berpikir	6.24	6.09	4.96	2.50	-	
Anggaran	6.85	1.09	1.80	5.10	3.48	-
Jumlah_d	7.69	2.21	3.74	9.87	7.84	1.74
Donor	0.00	0.00	0.00	0.01	0.01	0.01
Auto_tia	0.01	0.01	0.04	0.02	0.02	0.03
Kebutuhan						

Modification Indices for THETA-DELTA

Donor	Auto_tia	Kebutuhan
-------	----------	-----------

Donor	0.00	0.00	0.00
Auto_tra	0.00	0.00	0.00
Kebutuhan	0.00	5.31	0.00

Expected Change for THETA-DELTA

	Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
Jenis_da	0.00	0.00	0.00	0.00	0.00	0.00
Kualitas	0.00	0.00	0.00	0.00	0.00	0.00
Sistem_ki	0.77	-0.64	0.00	0.00	0.00	0.00
Berpikir	-0.48	0.33	0.50	0.00	0.00	0.00
Anggaran	-0.12	0.06	0.26	0.56	0.00	0.00
Jumlah_d	-0.55	0.39	0.46	0.28	0.54	0.00
Donor	-0.37	0.25	0.66	0.32	0.31	0.45
Auto_tra	0.00	0.00	0.02	-0.03	-0.01	-0.03
Kebutuhan	0.02	-0.01	0.07	0.02	0.02	-0.02

Expected Change for THETA-DELTA

	Donor	Auto_tra	Kebutuhan
Donor	0.00	0.00	0.00
Auto_tra	0.02	0.00	0.00
Kebutuhan	-0.01	0.77	0.00

Completely Standardized Expected Change for THETA-DELTA

	Jenis_da	Kualitas	Sistem_ki	Berpikir	Anggaran	Jumlah_d
Jenis_da	0.00	0.00	0.00	0.00	0.00	0.00
Kualitas	0.00	0.00	0.00	0.00	0.00	0.00
Sistem_ki	0.07	-0.06	0.00	0.00	0.00	0.00
Berpikir	-0.04	0.03	0.05	0.00	0.00	0.00
Anggaran	-0.01	0.01	0.07	0.05	0.00	0.00
Jumlah_d	-0.05	0.04	0.04	0.07	0.05	0.00
Donor	-0.03	0.02	0.06	0.03	0.03	0.04
Auto_tra	0.00	0.00	0.00	0.00	0.00	0.00
Kebutuhan	0.00	0.00	0.01	0.00	0.00	0.00

Completely Standardized Expected Change for THETA-DELTA

	Donor	Auto_tra	Kebutuhan
Donor	0.00	0.00	0.00
Auto_tra	0.00	0.00	0.00
Kebutuhan	0.00	0.07	0.00

Maximum Modification Index is 6.85 for Element (6. 1) of THETA-DELTA

Covariance Matrix of Parameter Estimates

	LX 1.1	LX 2.1	LX 3.1	LX 4.1	LX 5.1	LX 6.1
LX 1.1	0.07	0.00	0.00	0.00	0.00	0.00
LX 2.1	-0.05	0.05	0.00	0.00	0.00	0.00
LX 3.1	-0.01	0.01	0.01	0.00	0.00	0.00
LX 4.1	0.00	0.00	0.00	0.01	0.00	0.00
LX 5.1	-0.01	0.01	0.00	0.00	0.01	0.00
LX 6.1	0.00	0.00	0.00	0.00	0.00	0.01
LX 7.1	0.00	0.00	0.00	0.00	0.00	0.00
LX 8.1	0.00	0.00	0.00	0.00	0.00	0.00
LX 9.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 1.1	-0.50	0.37	0.09	0.02	0.06	0.01
TD 2.2	0.28	-0.21	-0.05	-0.01	-0.03	0.00
TD 3.3	0.01	-0.01	0.00	0.00	0.00	0.00
TD 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00
TD 7.7	0.00	0.00	0.00	0.00	0.00	0.00
TD 8.8	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.9	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	LX 7.1	LX 8.1	LX 9.1	TD 1.1	TD 2.2	TD 3.3
LX 7.1	0.01	0.00	0.00	0.00	0.00	0.00
LX 8.1	0.00	0.01	0.00	0.00	0.00	0.00
LX 9.1	0.00	0.00	0.01	0.00	0.00	0.00
TD 1.1	0.04	0.00	0.00	0.60	0.00	0.00
TD 2.2	-0.02	0.00	0.00	-2.04	1.17	0.00
TD 3.3	0.00	0.00	0.00	-0.06	0.03	0.23
TD 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.00	0.00	0.00	-0.02	0.01	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00
TD 7.7	0.00	0.00	0.00	-0.01	0.01	0.00
TD 8.8	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.9	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	TD 4.4	TD 5.5	TD 6.6	TD 7.7	TD 8.8	TD 9.9
TD 4.4	0.24					
TD 5.5	0.00	0.24				
TD 6.6	0.00	0.00	0.24			
TD 7.7	0.00	0.00	0.00	0.24		
TD 8.8	0.00	0.00	0.00	0.00	0.24	
TD 9.9	0.00	0.00	0.00	0.00	0.00	0.24

Konfirmasi Variabel Dominan Fasilitas Darah

Correlation Matrix of Parameter Estimates

	LX 1.1	LX 2.1	LX 3.1	LX 4.1	LX 5.1	LX 6.1
LX 1.1	1.00					
LX 2.1	-0.81	1.00				
LX 3.1	-0.43	0.45	1.00			
LX 4.1	-0.10	0.10	0.05	1.00		
LX 5.1	-0.29	0.10	0.15	0.03	1.00	
LX 6.1	-0.04	0.04	0.02	0.00	0.01	1.00
LX 7.1	-0.20	0.21	0.10	0.02	0.07	0.01
LX 8.1	-0.02	0.01	0.00	0.00	0.00	0.00
LX 9.1	-0.01	0.01	0.01	0.00	0.00	0.00
TD 1.1	-0.97	0.92	0.46	0.11	0.31	0.04
TD 2.2	0.97	-0.91	-0.46	-0.11	-0.31	-0.04
TD 3.3	0.06	-0.06	0.01	-0.01	-0.02	0.00
TD 4.4	0.00	0.00	0.00	0.01	0.00	0.00
TD 5.5	0.02	-0.02	-0.01	0.00	0.02	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00
TD 7.7	0.01	-0.01	-0.01	0.00	0.00	0.00
TD 8.8	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.9	0.00	0.00	0.00	0.00	0.00	0.00

Correlation Matrix of Parameter Estimates

	LX 7.1	LX 8.1	LX 9.1	TD 1.1	TD 2.2	TD 3.3
LX 7.1	1.00					
LX 8.1	0.00	1.00				
LX 9.1	0.00	0.00	1.00			
TD 1.1	0.22	0.01	0.01	1.00		
TD 2.2	-0.21	-0.01	-0.01	-0.00	1.00	
TD 3.3	-0.01	0.00	0.00	-0.06	0.06	1.00
TD 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.01	0.00	0.00	-0.02	0.02	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00
TD 7.7	0.01	0.00	0.00	-0.01	0.01	0.00
TD 8.8	0.00	0.00	0.00	0.00	0.00	0.00
TD 9.9	0.00	0.00	0.00	0.00	0.00	0.00

Correlation Matrix of Parameter Estimates

	TD 4.4	TD 5.5	TD 6.6	TD 7.7	TD 8.8	TD 9.9
TD 4.4	1.00					
TD 5.5	0.00	1.00				
TD 6.6	0.00	0.00	1.00			
TD 7.7	0.00	0.00	0.00	1.00		
TD 8.8	0.00	0.00	0.00	0.00	1.00	
TD 9.9	0.00	0.00	0.00	0.00	0.00	1.00

Konfirmasi Variabel Dominan Fasilitas Darah

Covariances

X - KS1

	Jenis_da	Kualitas	Sitem_ki	Berpakar	Anggaran	Jumlah_d
Fas_Dar	2.63	2.73	0.33	0.07	0.20	0.02

X - KS1

	Honor	Auto_tra	Kebuluha
Fas_Dar	0.13	0.00	0.01

Konfirmasi Variabel Dominan Fasilitas Darah

Standardized Solution

LAMBDA-X

	Fas_Dar
Jenis_da	5.63

```

Kualitas      2.71
Sitem_ki     0.32
Berpikir     0.07
Anggaran     0.20
Jumlah_d     0.02
Donor        0.13
Auto_tra     0.00
Kebutuhan    0.01
    
```

Phi

```

Fas_Dar
-----
1.00
    
```

Konfirmasi Variabel Dominan Fasilitas Darah

Completely Standardized Solution

LAMBDA-X

```

Fas_Dar
-----
Jenis_da     1.00
Kualitas     0.82
Sitem_ki     0.10
Berpikir     0.02
Anggaran     0.06
Jumlah_d     0.01
Donor        0.04
Auto_tra     0.00
Kebutuhan    0.00
    
```

Psi

```

Fas_Dar
-----
1.00
    
```

THETA-DELTA

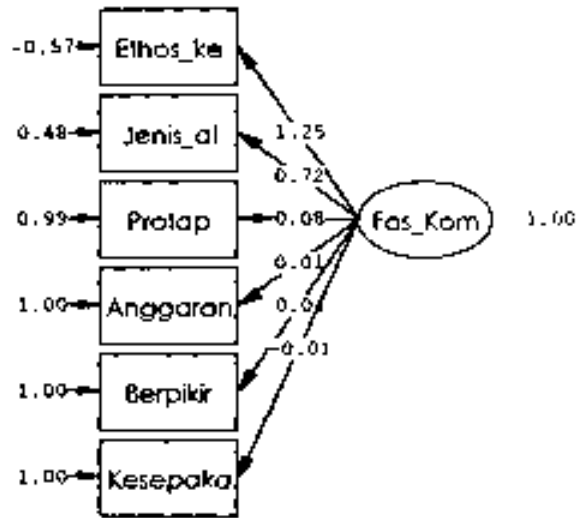
Jenis_da	Kualitas	Sitem_ki	Berpikir	Anggaran	Jumlah_d
-0.20	0.32	0.99	1.00	1.00	1.00

THETA-DELTA

Donor	Auto_tra	Kebutuhan
1.00	1.00	1.00

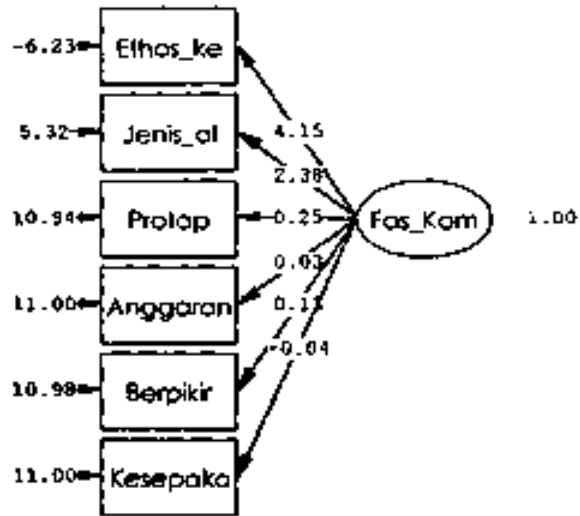
The Problem used 12128 Bytes (= 0.0% of Available Workspace)

Time used 0.061 Seconds



Chi-Square=28.52, df=9, P-value=0.00078, RMSEA=0.046





Chi-Square=28.52, df=9, P-value=0.00078, RMSEA=0.046



L I S R E L B L P

BY

Karl G. Joreskog & Dag Sörbom

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Konfirmasi: Variabel Dominan Fasilitas Komunikasi
 Observed Variables
 Ethos_kerja Jenis_alat Protap Anggaran Berpikir Kesepakan_kim
 Covariance Matrix from File Serl.cov
 Sample Size = 1023
 Latent Variables
 Fas_Kom
 Relationships
 Ethos_kerja Jenis_alat Protap Anggaran Berpikir Kesepakan_kim = Fas_Kom
 LISREL Output EF MI SC VA PC TV
 Path Diagram
 Print Residuals
 Admissibility Check = 40
 Iterations = 250
 Method of Estimation: Maximum Likelihood
 End of Problem

Konfirmasi: Variabel Dominan Fasilitas Komunikasi

Covariance Matrix to be Analyzed

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.00					
Jenis_al	9.90	11.00				
Protap	0.59	0.49	11.00			
Anggaran	0.42	0.58	0.53	11.00		
Berpikir	0.77	0.60	0.82	0.54	11.00	
Kesepaka	0.38	0.66	0.47	0.78	0.54	11.00

Konfirmasi: Variabel Dominan Fasilitas Komunikasi

Parameter Specifications

LAMBDA-X

	Fas_Kom
Ethos_ke	1
Jenis_al	2
Protap	3
Anggaran	4
Berpikir	5
Kesepaka	6

TETA-DELTA

Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
7	8	9	10	11	12

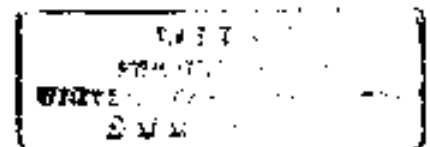
Konfirmasi Variabel Dominan Fasilitas Komunikasi

Number of Iterations = 22

LISREL Estimates (Maximum Likelihood)

LAMBDA-X

Fas_Kom



```

Ethos_ke -----
      4.15
     (0.56)
      7.39

Jenis_al      2.38
     (0.33)
      7.15

Protap      0.25
     (0.10)
      2.49

Anggaran      0.03
     (0.05)
      0.43

Berpikir      0.13
     (0.05)
      1.69

Kesepaka     -0.04
     (0.04)
     -0.54
  
```

RNI

```

Fas_Kom
-----
      1.00
  
```

THETA-DELTA

Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
-6.23	5.22	10.94	31.00	10.98	11.00
(4.65)	(1.55)	(0.46)	(0.49)	(0.49)	(0.49)
3.14	3.43	22.60	22.60	22.61	22.60

Squared Multiple Correlations for X - Variables

Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
1.57	0.52	0.01	0.00	0.00	0.00

Goodness of Fit Statistics

Degrees of Freedom = 9
 Minimum Fit Function Chi-Square = 26.90 (P = 0.0015)
 Normal Theory Weighted Least Squares Chi-Square = 28.52 (P = 0.00078)
 Estimated Non-centrality Parameter (NCP) = 19.52
 90 Percent Confidence Interval for NCP = (7.04 : 36.59)

Minimum Fit Function Value = 0.026
 Population Discrepancy Function Value (FD) = 0.019
 90 Percent Confidence Interval for FD = (0.0069 : 0.039)
 Root Mean Square Error of Approximation (RMSEA) = 0.046
 90 Percent Confidence Interval for RMSEA = (0.028 : 0.066)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.60

Expected Cross-Validation Index (ECVI) = 0.051
 90 Percent Confidence Interval for ECVI = (0.039 : 0.071)
 ECVI for Saturated Model = 0.041
 ECVI for Independence Model = 1.71

Chi-Square for Independence Model with 15 Degrees of Freedom = 1738.03
 Independence AIC = 1750.03
 Model AIC = 52.52
 Saturated AIC = 42.00
 Independence CAIC = 1785.61
 Model CAIC = 123.67
 Saturated CAIC = 146.53

Root Mean Square Residual (RMR) = 0.42
 Standardized RMR = 0.038
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.42

Normed Fit Index (NFI) = 0.98
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.59
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.97

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Fitted Covariance Matrix

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	11.00					
Jenis_al	9.50	11.00				
Protap	1.06	0.61	11.00			
Anggaran	0.12	0.07	0.01	11.00		
Berpikir	0.54	0.31	0.03	0.00	11.00	
Kesepaka	-0.15	-0.09	-0.01	0.00	0.00	11.00

Fitted Residuals

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	0.00					
Jenis_al	0.00	0.00				
Protap	-0.07	-0.12	0.00			
Anggaran	0.37	0.52	0.51	0.00		
Berpikir	0.22	0.29	0.79	0.54	0.00	
Kesepaka	0.53	0.75	0.48	0.78	0.54	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.12
 Median Fitted Residual = 0.29
 Largest Fitted Residual = 0.79

Stemleaf Plot

```
- 0|270000000
  0|
  2|297
  4|811344
  6|589
```

Standardized Residuals

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	-					
Jenis_al	-1.96	-				
Protap	-0.68	-0.82	-			
Anggaran	1.78	1.07	1.49	-		
Berpikir	1.22	1.07	2.31	1.57	-	
Kesepaka	2.59	2.46	1.39	2.27	1.57	-

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -1.96
 Median Standardized Residual = 1.22
 Largest Standardized Residual = 2.59

Stemleaf Plot

```
- 2|0
- 3|
- 0|870000000
  0|
  1|12456678
  2|3356
```

Largest Positive Standardized Residuals
 Residual for Kesepaka and Ethos_ke 2.59

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Modification Indices and Expected Change

No Non-Zero Modification Indices for LAMBDA-K

No Non-Zero Modification Indices for PHI

Modification Indices for DELTA-DELTA

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	-					
Jenis_al	-	-				
Protap	0.46	0.67	-			
Anggaran	3.16	2.79	2.23	-		
Berpikir	1.48	1.15	5.31	2.47	-	
Kesepaka	6.70	6.04	1.92	5.14	2.47	-

Expected Change for THETA-DELTA

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	--	--	--	--	--	--
Jenis_al	--	--	--	--	--	--
Protap	0.46	-0.32	--	--	--	--
Anggaran	-0.50	0.31	0.51	--	--	--
Berpikir	-0.44	0.22	0.79	0.54	--	--
Kesepaka	-0.05	0.46	0.48	0.70	0.54	--

Completely Standardized Expected Change for THETA-DELTA

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	--	--	--	--	--	--
Jenis_al	--	--	--	--	--	--
Protap	0.04	-0.03	--	--	--	--
Anggaran	-0.05	0.03	0.05	--	--	--
Berpikir	-0.04	0.02	0.07	0.05	--	--
Kesepaka	-0.05	0.04	0.04	0.07	0.05	--

Maximum Modification Index is 6.70 for Element (6. 1) of THETA-DELTA

Covariance Matrix of Parameter Estimates

	LX 1.1	LX 2.1	LX 3.1	LX 4.1	LX 5.1	LX 6.1
LX 1.1	0.32					
LX 2.1	-0.18	0.11				
LX 3.1	-0.04	0.03	0.01			
LX 4.1	0.00	0.00	0.00	0.00		
LX 5.1	-0.02	0.01	0.00	0.00	0.01	
LX 6.1	0.01	0.00	0.00	0.00	0.00	0.00
TD 1.1	-2.60	1.51	0.36	0.04	0.19	-0.05
TD 2.2	0.86	-0.49	-0.12	-0.01	-0.06	0.02
TD 3.3	0.02	-0.01	0.00	0.00	0.00	0.00
TD 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.01	0.00	0.00	0.00	0.00	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	TD 1.1	TD 2.2	TD 3.3	TD 4.4	TD 5.5	TD 6.6
TD 1.1	21.65					
TD 2.2	-7.18	2.40				
TD 3.3	-0.18	0.06	0.23			
TD 4.4	0.00	0.00	0.00	0.24		
TD 5.5	-0.05	0.02	0.00	0.00	0.24	
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.24

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Correlation Matrix of Parameter Estimates

	LX 1.1	LX 2.1	LX 3.1	LX 4.1	LX 5.1	LX 6.1
LX 1.1	1.00					
LX 2.1	-0.94	1.00				
LX 3.1	-0.75	0.74	1.00			
LX 4.1	-0.13	0.13	0.10	1.00		
LX 5.1	-0.51	0.51	0.39	0.07	1.00	
LX 6.1	0.16	-0.16	-0.13	-0.02	-0.09	1.00
TD 1.1	-0.99	0.97	0.76	0.13	0.52	-0.17
TD 2.2	0.99	-0.95	-0.76	-0.13	-0.51	0.17
TD 3.3	0.08	-0.08	0.00	-0.01	-0.04	0.01
TD 4.4	0.00	0.00	0.00	0.01	0.00	0.00
TD 5.5	0.02	-0.02	-0.02	0.00	0.03	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	-0.01

Correlation Matrix of Parameter Estimates

	TD 1.1	TD 2.2	TD 3.3	TD 4.4	TD 5.5	TD 6.6
TD 1.1	1.00					
TD 2.2	-1.00	1.00				
TD 3.3	-0.06	0.08	1.00			
TD 4.4	0.00	0.00	0.00	1.00		
TD 5.5	-0.02	0.02	0.00	0.00	1.00	
TD 6.6	0.00	0.00	0.00	0.00	0.00	1.00

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Covariances

x . KSI

	Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
Ethos_ke	4.15					
Jenis_al		2.78				
Protap			0.25			
Anggaran				0.03		
Berpikir					0.13	
Kesepaka						-0.04

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Standardized Solution

LAMBDA-X

	Fas_Kom
Ethos_ke	4.15
Jenis_al	2.38
Protap	0.25
Anggaran	0.03
Berpikir	0.13
Kesepaka	-0.04

PHI

Fas_Kom
1.00

Konfirmasi Variabel Dominan Fasilitas Komunikasi

Completely Standardized Solution

LAMBDA-X

	Fas_Kom
Ethos_ke	1.25
Jenis_al	0.72
Protap	0.06
Anggaran	0.01
Berpikir	0.04
Kesepaka	-0.01

PHI

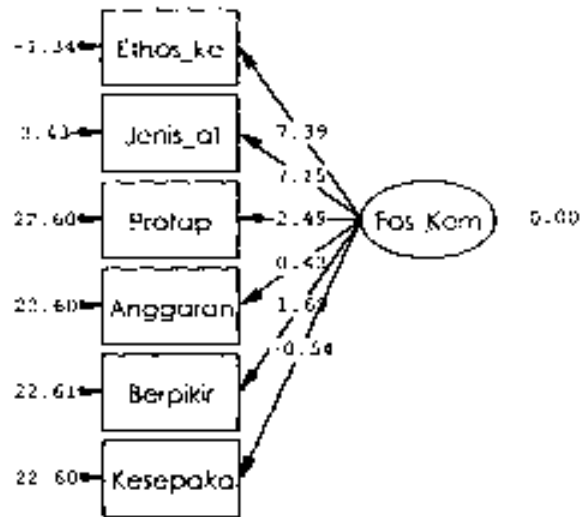
Fas_Kom
1.00

THETA-DÉLTA

Ethos_ke	Jenis_al	Protap	Anggaran	Berpikir	Kesepaka
-0.57	0.48	0.99	1.00	1.00	1.00

The Problem used 6344 Bytes (= 0.0% of Available Workspace)

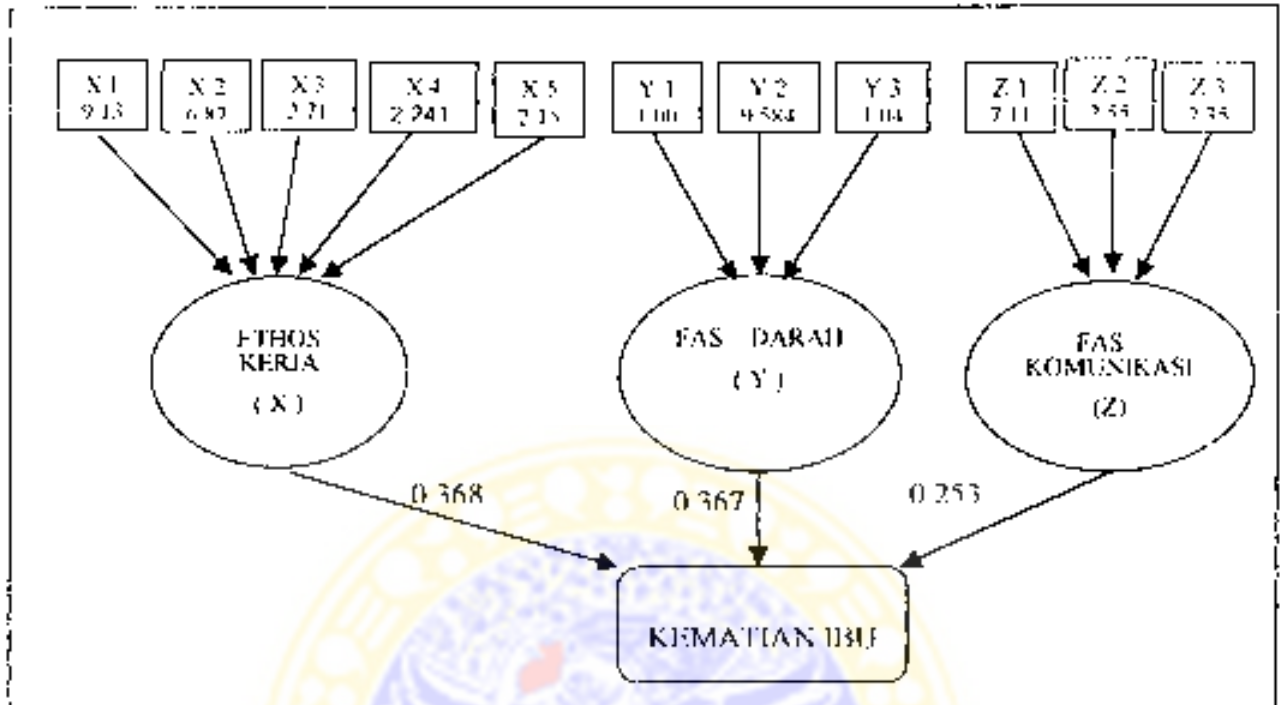
Time used 0.061 Seconds



Chi-Square=28.52, df=9, P-value=0.00078, RMSEA=0.046



**Model Hubungan (Jalur) Dan Nilai Efek Langsung Variabel Ethos Kerja, Fasilitas Darah
Dan Fasilitas Komunikasi Terhadap Kematian Ibu**



Chi-Square = 48.89 P-Value = 0.47743 RMSEA = 0.000

** Halaman 1

Paket : Seri Program Statistika IPS5-2000
Modul : Analisis Regresi (Anareg)
Program : Analisis Rint (Path Analysis)
Edisi : Statistika Teori dan Yudi Pamaradiningsih
Universitas Gadjah Mada, Yogyakarta, Indonesia
Versi: 18h/TK, Hak Cipta (c) 2001 Piliadungo UD

Nama Penulis : S a r d j a n a
Nama Lembaga : Universitas Brawijaya - Malang
Alamat : Jl. Durgas Tobo T-E, Malang - Jawa Timur

- - - - -
Tgl. Analisis : 01-10-1997
Nama Berkas : faktor
Nama Dokumen : HASIL4

Nama Variabel X1 : faktor Ethos kerja
Nama Variabel X2 : faktor Fasilitas Parah
Nama Variabel X3 : Faktor Kesunkapan
Nama Variabel X4 : Angka Keamatan (Su

Variabel X1 - Variabel Nomor : 1
Variabel X2 - Variabel Nomor : 2
Variabel X3 - Variabel Nomor : 3
Variabel X4 - Variabel Nomor : 4

Jumlah Kasus Semula : 13
Jumlah Data Hilang : 0
Jumlah Kasus Jalan : 13

** HASILS INTERKORELASI:

r	x1	x2	x3	x4
x1	1.000	0.297	-0.014	-0.253
p	0.000	0.247	0.914	0.156
x2	0.297	1.000	-0.094	0.152
p	0.247	0.000	0.610	0.556
x3	-0.014	-0.094	1.000	0.096
p	0.934	0.610	0.000	0.973
x4	-0.253	0.152	0.096	1.000
p	0.156	0.556	0.973	0.000

p - dua eier.

** Halaman 2

** TABEL RANGKUMAN ANALISIS REGRESI

Regresi	Sumber	JK	db	JK	F	R ²	p
1	Regresi	1.408	1	1.408	1.302	0.043	0.247
	Residu	31.592	31	1.019	--	--	--
	Total	33.000	32	--	--	--	--
2	Regresi	0.291	2	0.146	0.133	0.009	0.000
	Residu	32.709	30	1.090	--	--	--
	Total	33.000	32	--	--	--	--
3	Regresi	3.522	3	1.174	1.155	0.307	0.344
	Residu	29.478	29	1.017	--	--	--
	Total	33.000	32	--	--	--	--

** TABEL RANGKUMAN ANALISIS JALUR

Regresi	Sbg. Var. Endogen Y	Sbg. Var. Eksogen X	r	Koef. Jalur	t	p	Efek Langsung	Efek Total	Efek Gabung
1	X2	X1	0.207	0.207	1.150	0.258	0.043	0.043	0.043
2	X3	X1	-0.014	0.005	0.028	0.976	0.000	0.000	
		X2	-0.094	-0.045	0.508	0.621	0.009	0.009	0.009
3	X4	X1	-0.251	-0.295	1.644	0.107	0.386	0.074	
		X2	0.152	0.215	1.192	0.241	0.367	0.033	
		X3	0.086	0.022	0.123	0.898	0.253	0.000	0.107



=====

	X1	X2	X3	X4
1	0.292	-0.484	-0.153	12.000
2	1.155	0.039	-0.908	11.000
3	-2.029	1.185	-0.264	10.000
4	-0.325	1.755	0.923	14.000
5	2.261	-0.020	2.386	11.000
6	-2.299	-2.026	1.456	16.000
7	0.271	1.093	1.066	18.000
8	0.159	-0.204	1.808	10.000
9	-0.931	-1.634	0.713	14.000
10	0.196	0.227	0.848	16.000
11	-0.699	0.978	1.645	17.000
12	0.916	-0.222	1.658	16.000
13	-0.981	0.300	0.881	14.000
14	0.143	0.889	-0.160	16.000
15	1.575	-0.034	-0.900	10.000
16	-1.152	-1.798	-0.273	16.000
17	-0.175	1.243	-0.560	16.000
18	0.346	-0.240	-0.880	14.000
19	-0.483	-1.490	-0.011	16.000
20	0.350	0.550	-1.129	18.000
21	-0.145	0.367	-1.053	16.000
22	0.141	-0.302	0.205	14.000
23	-0.489	0.978	-1.043	13.000
24	0.152	-0.118	0.025	16.000
25	-0.317	0.760	-0.844	18.000
26	0.173	-0.482	0.205	18.000
27	0.513	1.091	-1.229	14.000
28	0.599	-1.233	-0.856	13.000
29	-1.178	-1.289	-0.468	16.000
30	0.380	1.118	-0.867	18.000
31	-0.116	0.092	-0.119	16.000
32	0.514	-1.441	-0.879	18.000
33	0.328	0.632	-0.742	16.000

=====

**** Kalamand ****
** 19981 2027 : PAKTUB

Factor Analysis

Communalities

	Raw		Rescaled	
	Initial	Extraction	Initial	Extraction
X1	9.461E-03	9.135E-04	1.000	9.655E-02
X2	1.493E-02	6.877E-04	1.000	4.605E-02
X3	3.404E-02	2.716E-02	1.000	.798
X4	3.114E-02	2.241E-02	1.000	.720
X5	1.687E-02	2.158E-03	1.000	.128

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Component	Initial Eigenvalues ^a		
		Total	% of Variance	Cumulative %
Raw	1	5.334E-02	50.103	50.103
	2	2.517E-02	23.646	73.749
	3	1.487E-02	13.965	87.714
	4	9.790E-03	9.197	96.911
	5	3.288E-03	3.089	100.000
Rescaled	1	5.334E-02	50.103	50.103
	2	2.517E-02	23.646	73.749
	3	1.487E-02	13.965	87.714
	4	9.790E-03	9.197	96.911
	5	3.288E-03	3.089	100.000

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Component	Extraction Sums of Squared Loadings		
		Total	% of Variance	Cumulative %
Raw	1	5.334E 02	50.103	50.103
	2			
	3			
	4			
	5			
Rescaled	1	1.788	35.763	35.763
	2			
	3			
	4			
	5			

Extraction Method: Principal Component Analysis.

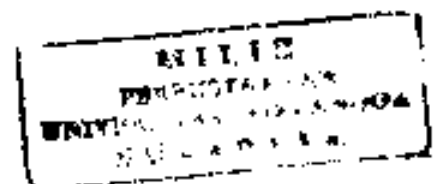
- a. When analyzing a covariance matrix, the initial eigenvalues are the same across the raw and rescaled solution

Component Matrix^a

	Raw	Rescaled
	Component	Component
	1	1
X1	-.030	-.311
X2	-.026	-.215
X3	.165	.883
X4	.150	.848
X5	.046	.358

Extraction Method: Principal Component Analysis

- a. 1 component(s) extracted



Factor Analysis

Communalities

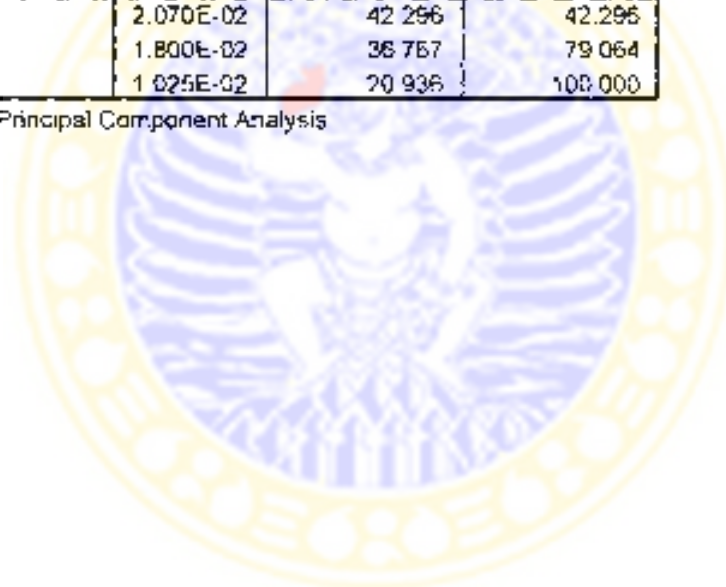
	Raw		Rescaled	
	Initial	Extraction	Initial	Extraction
Y1	1.667E-02	1.007E-02	1.000	.604
Y2	1.522E-02	9.584E-03	1.000	.630
Y3	1.706E-02	1.045E-03	1.000	6.124E-02

Extraction Method: Principal Component Analysis

Total Variance Explained

	Component	Initial Eigenvalues ^a		
		Total	% of Variance	Cumulative %
Raw	1	2.070E-02	42.296	42.296
	2	1.800E-02	36.767	79.064
	3	1.025E-02	20.936	100.000
Rescaled	1	2.070E-02	42.296	42.296
	2	1.800E-02	36.767	79.064
	3	1.025E-02	20.936	100.000

Extraction Method: Principal Component Analysis



Total Variance Explained

	Component	Extraction Sums of Squared Loadings		
		Total	% of Variance	Cumulative %
Raw	1	2.070E-02	42.296	42.296
	2			
	3			
Rescaled	1	1.285	43.177	43.177
	2			
	3			

Extraction Method: Principal Component Analysis.

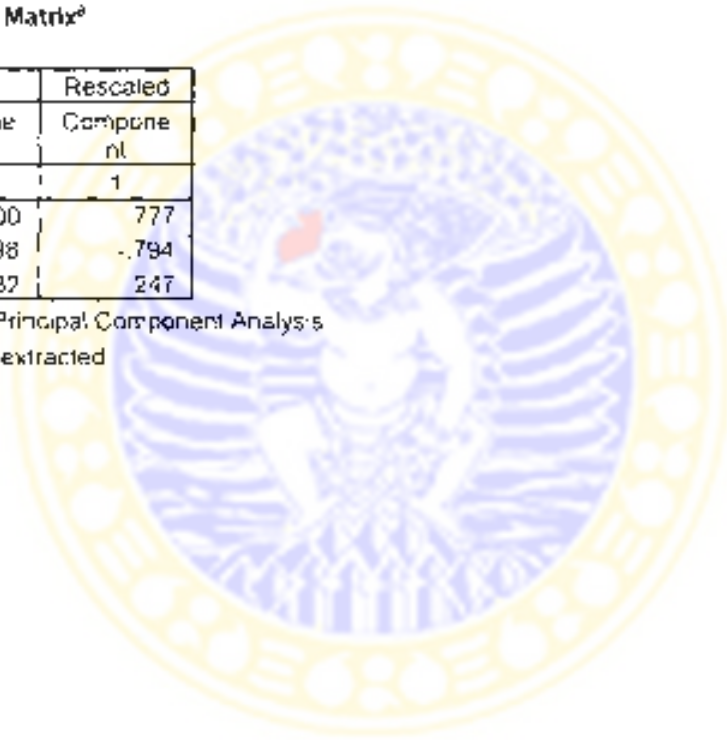
- a. When analyzing a covariance matrix, the initial eigenvalues are the same across the raw and rescaled solution.

Component Matrix^a

	Raw	Rescaled
	Component	Component
	1	1
Y1	.100	.777
Y2	-.098	-.794
Y3	.032	.247

Extraction Method: Principal Component Analysis.

- a. 1 component extracted.



Factor Analysis

Communalities

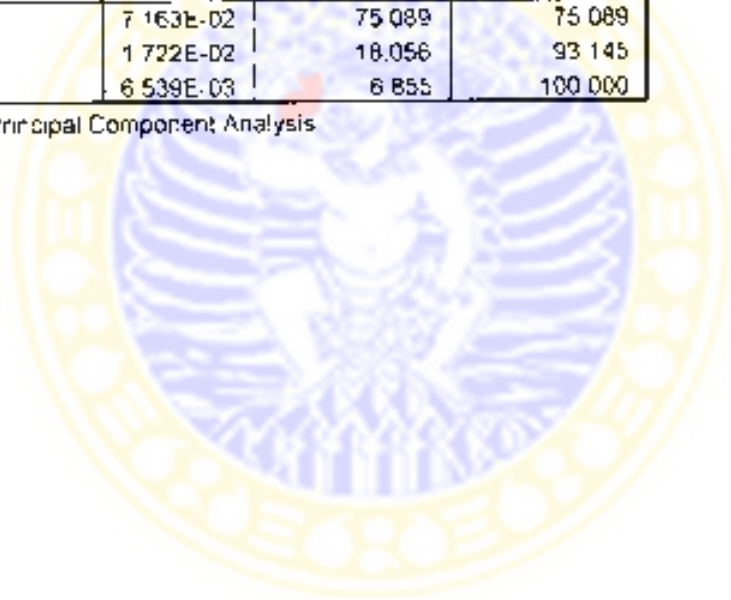
	Raw		Rescaled	
	Initial	Extraction	Initial	Extraction
Z1	7.120E-02	7.114E-02	1.000	.999
Z2	7.398E-03	2.556E-04	1.000	3.454E-02
Z3	1.679E-02	2.355E-04	1.000	1.423E-02

Extraction Method: Principal Component Analysis

Total Variance Explained

	Component	Initial Eigenvalues ^a		
		Total	% of Variance	Cumulative %
Raw	1	7.163E-02	75.089	75.089
	2	1.722E-02	18.056	93.145
	3	6.539E-03	6.855	100.000
Rescaled	1	7.163E-02	75.089	75.089
	2	1.722E-02	18.056	93.145
	3	6.539E-03	6.855	100.000

Extraction Method: Principal Component Analysis



Total Variance Explained

	Component	Extraction Sums of Squared Loadings		
		Total	% of Variance	Cumulative %
Raw	1	7.163E-07	75.089	75.089
	2			
	3			
Rescaled	1	1.048	34.923	34.923
	2			
	3			

Extraction Method: Principal Component Analysis

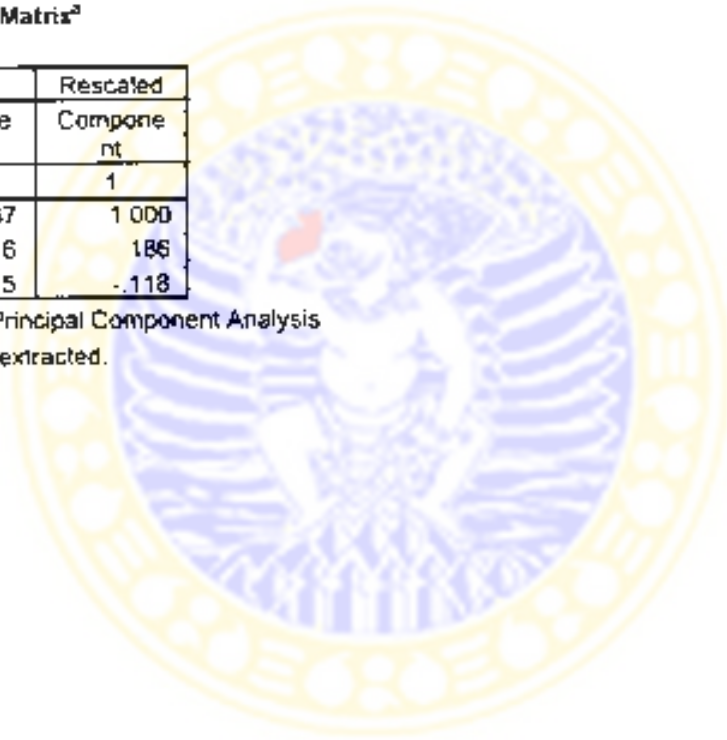
- a. When analyzing a covariance matrix, the initial eigenvalues are the same across the raw and rescaled solution.

Component Matrix^a

	Raw	Rescaled
	Component	Component
	1	1
Z1	.267	1.000
Z2	.016	.186
Z3	-.015	-.118

Extraction Method: Principal Component Analysis

- a. 1 components extracted.



	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
1	2	2	1	1	3	3	2	1	1	1	2	2	2	3	2
2	1	2	1	1	2	2	2	1	1	1	2	2	2	2	2
3	2	1	1	1	2	2	2	1	1	1	2	1	2	2	1
4	2	2	1	2	2	3	2	1	1	1	3	2	2	1	3
5	2	2	1	2	3	3	2	1	2	1	2	2	3	2	2
6	2	2	2	1	2	1	1	1	2	1	3	2	1	2	2
7	1	2	1	2	2	2	2	1	2	1	2	2	3	2	2
8	3	3	2	1	1	1	2	1	2	1	2	2	3	2	1
9	2	2	1	1	3	3	2	1	2	1	2	2	2	2	2
10	3	2	2	2	2	5	3	1	1	1	2	1	3	2	1
11	1	2	2	2	3	2	3	1	2	1	2	1	2	2	2
12	2	2	2	1	2	3	3	1	2	1	2	1	1	2	2
13	2	1	1	2	1	3	3	1	1	1	2	2	2	2	2
14	2	3	1	1	2	2	3	1	2	1	1	2	2	2	1
15	3	2	2	1	1	2	2	1	2	1	2	2	1	2	2
16	2	3	2	1	2	2	2	1	1	1	2	1	1	2	2
17	2	2	2	2	2	3	2	1	1	1	1	3	2	1	1
18	2	2	2	1	1	3	3	1	1	1	2	2	3	3	1
19	2	2	1	1	2	2	3	1	1	1	2	2	3	2	1
20	2	2	2	1	1	3	2	1	1	1	2	3	2	2	3
21	2	2	2	1	2	1	2	1	1	1	2	3	2	2	2
22	2	2	2	1	2	1	1	1	2	1	2	2	1	1	3
23	2	2	1	2	2	2	1	1	1	1	2	2	1	2	2
24	2	2	1	1	2	2	2	1	1	1	1	2	3	3	1
25	2	2	2	1	3	2	2	1	1	1	2	1	2	3	1
26	2	2	1	1	3	2	1	1	2	1	2	2	2	3	2
27	2	2	1	1	2	1	1	1	1	1	2	3	1	3	3
28	3	2	1	2	2	1	1	1	1	1	2	3	2	2	2
29	2	2	2	2	1	3	1	1	1	1	1	2	3	2	2
30	2	2	1	2	2	1	2	1	1	1	2	2	3	2	1
31	2	2	1	1	2	3	1	1	1	1	1	2	3	2	3
32	2	2	2	2	1	1	2	1	1	1	3	1	2	3	2
33	2	2	1	2	1	2	3	1	1	1	1	1	2	2	1
34	2	2	2	2	1	1	1	1	2	1	2	1	1	3	1
35	2	2	1	2	1	3	3	1	2	1	2	2	2	2	3
36	2	2	1	1	2	1	1	1	1	1	1	2	3	2	2
37	2	2	2	2	2	2	2	1	2	1	2	1	1	2	3
38	1	2	2	2	2	1	2	1	1	1	1	3	1	2	3
39	2	2	2	1	2	1	2	1	1	1	2	3	2	1	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
1	2	2	2	1	2	2	1	2	2	1	2
2	2	2	2	1	1	2	1	2	3	2	2
3	3	2	1	2	2	2	2	2	1	2	3
4	1	1	1	2	2	2	2	2	1	2	2
5	3	2	2	1	2	2	2	1	3	2	2
6	3	1	2	2	2	2	1	1	2	3	2
7	2	2	2	2	2	2	1	1	3	2	1
8	3	2	1	2	2	2	1	1	2	2	2
9	2	2	1	1	2	1	2	2	4	1	2
10	2	1	2	2	2	2	1	1	1	2	2
11	2	2	2	1	1	2	2	2	1	1	2
12	3	2	1	2	2	2	1	1	3	1	2
13	1	2	2	1	2	2	2	1	3	2	3
14	2	2	1	1	1	2	2	2	2	2	2
15	1	1	2	1	2	1	2	2	1	2	3
16	3	1	2	1	3	3	1	1	2	3	3
17	2	1	2	2	2	2	1	1	3	1	3
18	2	1	1	1	2	2	1	2	1	3	1
19	2	2	2	1	2	2	1	1	2	3	2
20	2	2	2	1	3	2	1	1	2	2	2
21	1	1	2	2	2	2	2	2	3	2	3
22	1	1	1	1	2	2	1	2	2	2	2
23	2	2	2	2	2	2	1	2	2	2	1
24	3	1	1	1	3	2	2	2	2	1	2
25	3	1	1	2	2	1	1	2	3	3	2
26	2	2	2	2	2	2	2	2	2	2	1
27	3	1	1	2	2	2	1	2	2	3	2
28	3	1	2	1	2	2	2	2	1	3	1
29	1	2	2	1	2	2	1	2	1	1	2
30	1	2	2	2	1	3	2	1	2	2	1
31	1	1	1	2	2	3	1	1	3	2	2
32	2	1	2	1	2	2	2	2	1	1	1
33	2	1	1	1	2	3	1	1	2	1	1
34	2	2	1	2	2	2	1	1	3	2	2
35	2	1	2	1	2	1	2	2	2	3	1
36	2	2	1	1	2	2	2	2	2	1	2
37	2	1	1	2	2	3	2	2	2	1	1
38	2	2	1	1	1	2	2	2	2	3	2
39	3	1	2	2	2	2	1	2	3	2	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
40	3	2	1	1	2	2	2	1	1	1	2	3	1	2	2
41	2	1	1	2	3	2	1	1	1	1	2	2	1	2	1
42	3	2	2	1	2	2	1	1	1	1	3	2	1	2	2
43	2	3	2	2	2	2	2	1	1	1	3	2	2	2	2
44	2	2	2	1	2	1	2	1	1	1	1	2	1	2	2
45	2	2	2	1	1	3	3	1	2	1	1	2	2	1	2
46	2	2	2	2	2	1	3	1	1	1	2	3	2	3	2
47	2	2	1	2	1	2	2	1	1	1	3	1	3	2	3
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50	2	2	1	2	3	1	2	1	2	1	2	3	2	3	1
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52	2	2	2	1	2	2	3	1	1	1	3	2	3	2	2
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54	2	2	1	2	2	2	2	1	1	1	2	2	2	2	3
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56	2	3	2	2	1	3	3	1	1	1	3	1	2	1	2
57	2	2	1	2	1	2	3	1	1	1	2	2	2	2	4
58	2	2	1	1	2	2	1	1	1	1	2	2	2	2	3
59	2	2	1	2	2	3	2	1	2	1	3	2	2	2	2
60	2	1	1	2	2	2	2	1	2	1	3	3	2	3	2
61	2	3	1	2	2	2	3	1	1	1	2	2	2	2	2
62	2	2	2	1	2	1	1	1	1	1	2	2	3	1	2
63	2	2	1	2	2	1	3	1	2	1	3	2	2	1	3
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66	3	2	2	2	2	2	2	1	1	1	2	2	2	2	2
67	2	2	1	2	2	1	2	1	2	1	3	1	2	2	3
68	2	3	2	1	1	2	2	1	1	1	2	3	2	3	1
69	2	1	1	2	2	2	2	1	1	1	2	2	1	1	2
70	2	2	2	1	2	3	3	1	1	1	1	2	2	2	3
71	2	2	2	2	3	2	3	1	2	1	3	1	2	1	2
72	2	3	2	2	2	1	1	1	2	1	2	2	2	3	2
73	1	2	2	2	2	1	2	1	2	1	2	3	3	3	2
74	2	1	2	1	2	2	3	1	1	1	2	2	2	1	2
75	1	2	1	2	3	1	1	1	2	1	2	2	3	3	3
76	2	3	2	1	3	2	1	1	2	1	2	3	2	3	2
77	2	1	1	2	2	3	2	1	2	1	2	1	2	2	3
78	1	2	2	2	1	2	2	1	2	1	2	2	3	2	1

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
40	1	2	1	1	2	2	2	2	2	3	2
41	1	1	1	1	2	2	2	1	2	3	3
42	1	2	2	1	2	2	1	2	2	2	2
43	2	1	2	2	2	2	2	1	1	2	2
44	3	1	1	2	2	2	1	2	2	2	1
45	3	2	2	2	2	2	2	1	2	1	3
46	2	1	2	1	2	1	1	1	1	3	2
47	2	1	1	2	2	2	2	1	2	2	1
48	2	1	1	1	2	1	1	1	2	2	1
49	1	2	2	2	2	1	1	2	3	2	2
50	2	2	2	1	1	2	2	2	1	1	1
51	2	2	2	2	1	2	1	1	3	1	1
52	2	2	1	1	2	2	2	1	2	3	3
53	2	1	1	1	2	2	1	2	2	3	2
54	3	2	2	2	2	2	1	1	1	1	2
55	2	2	2	1	1	2	2	2	2	2	2
56	2	2	2	2	2	2	2	2	3	2	1
57	2	1	2	1	2	2	1	2	3	2	2
58	2	2	1	1	2	2	2	1	1	3	2
59	1	2	2	1	2	2	2	1	2	2	2
60	2	1	1	2	2	2	2	1	3	1	2
61	2	2	1	2	2	2	2	2	2	3	3
62	1	1	1	2	2	2	1	2	1	2	2
63	3	1	2	1	2	2	1	2	2	2	2
64	1	2	1	1	2	2	1	1	3	2	2
65	2	2	2	1	2	3	2	1	2	2	2
66	2	1	2	2	2	2	1	2	2	1	3
67	3	2	2	2	3	3	1	2	1	3	3
68	2	1	1	2	2	2	1	1	1	2	1
69	1	1	1	2	2	2	2	2	2	2	2
70	2	2	2	2	1	2	1	2	3	2	2
71	2	2	1	1	2	2	1	1	2	2	2
72	1	2	2	2	2	2	1	2	2	2	2
73	2	1	2	2	2	2	1	1	1	2	2
74	3	1	1	2	2	3	1	1	2	2	2
75	1	1	2	1	2	2	2	2	3	1	4
76	2	2	1	2	2	2	1	2	2	2	2
77	2	2	1	2	3	3	2	2	2	2	3
78	2	2	2	2	1	2	2	2	1	3	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
79	2	2	1	1	2	3	1	1	2	1	2	3	2	1	2
80	2	1	2	2	2	3	2	1	2	1	2	2	2	1	2
81	2	3	2	2	2	2	2	1	2	1	2	2	1	3	2
82	2	3	1	1	3	3	2	1	1	1	2	3	2	3	1
83	3	2	2	2	2	3	2	1	1	1	2	2	2	2	2
84	2	2	1	2	3	3	3	1	2	1	2	3	2	2	2
85	2	2	1	2	1	1	3	1	1	1	2	1	1	1	3
86	2	1	2	2	2	1	2	1	1	1	2	3	1	1	3
87	2	3	2	1	1	2	2	1	2	1	2	2	2	2	2
88	3	2	1	1	3	1	2	1	1	1	2	2	2	2	2
89	2	2	2	1	1	2	1	1	1	1	1	2	1	3	2
90	2	2	2	1	1	1	2	1	2	1	2	2	2	2	1
91	3	2	2	2	3	2	2	1	1	1	1	3	2	1	2
92	2	2	2	2	3	1	2	1	2	1	1	2	2	2	3
93	2	2	2	1	3	2	2	1	2	1	2	3	3	2	3
94	2	1	2	1	3	1	2	1	1	1	2	2	2	2	3
95	2	2	2	2	1	2	1	1	1	1	2	2	1	3	3
96	2	2	2	2	1	1	2	1	2	1	2	1	3	3	1
97	2	1	1	2	3	2	1	1	1	1	2	2	1	2	2
98	2	2	1	1	2	2	2	1	1	1	3	2	1	3	2
99	2	2	1	2	3	3	2	1	1	1	2	2	2	2	2
100	2	2	1	1	2	4	3	1	2	1	2	2	2	3	2
101	2	3	2	2	1	2	2	1	2	1	2	3	2	2	2
102	3	2	2	2	2	2	2	1	1	1	2	2	2	2	2
103	2	2	1	1	2	2	2	1	1	1	1	2	1	1	1
104	3	2	1	1	3	2	2	1	1	1	2	1	2	3	2
105	2	2	1	2	3	2	2	1	1	1	2	1	2	2	2
106	2	2	1	1	1	3	3	1	1	1	3	2	2	3	3
107	3	2	2	1	2	2	2	1	2	1	2	3	3	1	2
108	2	3	1	2	2	2	2	1	2	1	2	1	2	2	1
109	3	3	2	2	1	2	2	1	1	1	1	2	2	1	2
110	2	2	1	1	2	2	2	1	1	1	3	2	1	3	2
111	2	2	2	1	3	2	2	1	1	1	2	3	3	1	2
112	2	2	2	1	1	2	2	1	2	1	3	3	2	2	2
113	2	2	1	1	2	3	2	1	1	1	2	3	2	1	2
114	2	2	1	1	2	1	2	1	2	1	1	2	2	3	1
115	1	2	1	2	2	2	1	1	1	1	2	3	2	2	2
116	2	3	2	1	2	3	2	1	1	1	1	2	1	2	2
117	2	2	2	1	2	1	3	1	1	1	2	1	3	1	1

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
79	2	1	2	2	2	2	1	2	2	1	1
80	2	1	2	2	2	2	2	2	3	3	2
81	2	2	2	1	2	2	2	2	2	3	2
82	1	1	1	1	2	3	2	2	2	1	2
83	2	1	2	1	2	2	1	1	2	2	2
84	3	2	1	1	2	2	2	2	1	2	1
85	2	2	2	1	2	2	2	1	2	3	2
86	2	2	2	1	1	2	2	1	1	2	4
87	2	1	2	1	2	2	1	2	2	3	1
88	2	1	1	1	2	2	1	1	3	2	1
89	2	2	2	2	2	3	2	1	3	3	2
90	2	2	1	1	1	2	2	2	2	1	2
91	2	1	2	2	2	2	2	1	2	2	3
92	1	2	1	1	2	1	1	1	2	1	2
93	2	1	2	1	2	2	2	2	1	2	2
94	3	1	1	1	2	2	2	2	3	3	2
95	2	1	2	2	2	2	2	1	2	2	1
96	3	1	1	1	2	3	1	2	3	1	2
97	3	2	2	1	2	2	2	2	2	1	3
98	2	1	1	1	3	2	1	1	2	3	2
99	2	1	1	1	2	2	2	1	3	2	2
100	1	2	1	2	2	2	2	2	1	1	1
101	1	2	2	2	2	3	2	2	1	1	1
102	1	1	1	2	2	2	1	1	2	2	3
103	2	2	1	1	3	1	1	2	2	2	2
104	2	2	1	2	2	2	2	1	2	1	2
105	1	1	2	2	2	2	2	2	3	3	2
106	1	2	2	1	2	3	1	1	2	2	2
107	1	2	1	1	2	2	2	1	2	2	2
108	3	2	2	1	2	2	1	2	2	2	3
109	2	2	1	2	1	2	1	2	1	1	2
110	2	1	2	1	2	2	1	2	2	3	2
111	3	1	2	1	3	2	1	2	2	1	1
112	2	1	1	2	2	2	1	1	3	2	3
113	3	1	1	1	2	2	1	2	2	3	3
114	2	1	1	1	2	2	1	2	1	3	1
115	2	1	1	2	3	2	1	2	2	2	2
116	3	2	1	1	2	2	1	1	3	2	1
117	1	1	2	2	2	2	2	2	3	1	2

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	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
118	2	3	2	1	2	2	2	1	1	1	3	2	1	1	2
119	2	2	1	2	2	3	2	1	1	1	2	2	3	2	1
120	2	2	2	1	1	1	1	1	1	1	1	2	1	2	1
121	2	2	2	1	2	3	3	1	2	1	3	1	2	2	2
122	2	2	1	2	2	2	2	1	1	1	2	2	2	2	2
123	1	2	2	1	3	2	2	1	1	1	1	2	2	1	2
124	2	2	1	2	2	1	3	1	2	1	2	2	2	3	2
125	1	3	1	2	2	3	3	1	1	1	3	1	2	2	2
126	3	2	2	2	2	2	2	1	2	1	1	2	2	2	3
127	2	2	2	2	2	2	2	1	1	1	1	2	2	1	3
128	2	2	1	1	2	1	2	1	1	1	1	2	3	2	3
129	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3
130	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2
131	2	1	1	1	3	3	3	1	2	1	2	2	2	2	2
132	3	2	1	2	2	3	2	1	2	1	2	2	2	3	2
133	3	2	2	1	2	2	3	1	1	1	2	2	2	1	2



	y4	y5	y5	y7	y8	z1	z2	z3	z4	z5	z6
116	1	2	1	1	2	2	1	1	2	1	2
119	3	1	1	1	2	2	1	1	5	2	1
120	3	1	1	1	3	2	2	2	2	2	1
121	2	1	1	2	2	1	1	2	3	2	1
122	3	1	1	1	2	2	2	1	2	2	3
123	2	1	2	1	2	1	2	1	3	2	2
124	2	2	2	2	2	2	2	1	2	2	2
125	3	2	2	2	3	2	1	1	1	2	2
126	2	1	2	1	2	1	2	1	1	1	2
127	2	1	1	2	2	1	2	2	2	2	2
128	1	1	1	2	2	3	1	1	3	2	3
129	3	2	1	2	2	2	2	2	2	2	1
130	2	2	2	2	2	1	2	2	2	1	2
131	2	1	2	1	2	1	1	1	2	1	3
132	2	1	2	1	2	3	1	2	2	2	2
133	2	1	1	2	2	2	1	2	2	3	2



Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Pendapatan	287	1	3	2.02	.46
Tugas&Kewajiban	287	1	3	2.02	.47
Masa Kerja	287	1	2	1.50	.50
Model berpikir	287	1	2	1.49	.50
Hari kerja	287	1	4	1.96	.67
Hari libur	287	1	5	2.00	.76
Lama pendidikan	287	1	3	2.00	.67
Profesi	287	1	1	1.00	.00
Protap	287	1	2	1.43	.50
Status PNS	287	1	1	1.00	.00
Umur	287	1	3	1.98	.62
Jenis kelamin	287	1	3	2.02	.62
Anggaran	287	1	4	2.01	.64
Jumlah darah yang dibutuhkan	287	1	4	1.98	.68
Jenis darah	287	1	4	2.04	.70
Autotransfusi	287	1	3	2.03	.66
Pengganti darah	287	1	2	1.50	.50
Bentuk kerjasama	287	1	2	1.53	.50
Donor tetap	287	1	2	1.49	.50
Sistem pengiriman	287	1	3	2.00	.42
Protap	287	1	3	2.01	.46
Anggaran	287	1	2	1.51	.50
Ethos kerja	287	1	2	1.56	.50
Jenis alat	287	1	4	2.04	.68
Kesepakatan tim	287	1	4	1.98	.71
Berpikir linier	287	1	4	1.98	.77
Valid N (listwise)	287				

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
1	2	2	1	1	2	1	2	1	2	1	2	2	2	1	3
2	1	1	2	1	3	3	2	1	2	1	3	2	2	1	3
3	2	2	2	2	2	2	2	1	1	1	3	3	2	2	2
4	2	2	1	2	3	1	2	1	1	1	2	3	4	2	2
5	2	2	1	1	1	2	1	1	2	1	1	2	2	1	2
6	2	2	1	2	3	1	3	1	2	1	1	1	2	1	2
7	2	2	1	2	2	2	3	1	1	1	1	1	2	1	2
8	2	3	2	1	1	1	3	1	2	1	3	2	2	3	2
9	2	2	1	1	2	2	3	1	1	1	2	2	2	3	2
10	2	2	2	1	1	1	3	1	1	1	1	3	3	1	3
11	2	2	1	2	2	2	2	1	2	1	2	1	3	2	2
12	3	1	1	2	2	2	2	1	1	1	2	3	3	1	2
13	3	2	2	2	2	2	2	1	1	1	3	2	2	4	1
14	2	2	2	2	1	2	3	1	1	1	1	2	2	2	1
15	3	2	2	1	1	3	1	1	2	1	1	1	2	2	3
16	2	2	2	1	3	2	2	1	1	1	1	1	2	2	2
17	2	2	1	2	2	1	2	1	1	1	2	2	2	2	2
18	2	2	2	2	3	2	3	1	2	1	2	2	2	1	2
19	2	2	1	2	2	2	1	1	1	1	3	2	2	2	2
20	2	2	2	1	2	3	1	1	2	1	2	1	2	1	2
21	2	2	1	1	3	3	2	1	1	1	2	2	2	2	2
22	1	2	1	1	2	2	2	1	1	1	1	2	1	2	2
23	2	1	1	1	2	2	2	1	1	1	1	2	2	1	3
24	2	2	1	2	2	3	2	1	1	1	3	2	2	1	3
25	2	2	1	2	3	3	2	1	2	1	2	2	3	2	3
26	2	2	2	1	2	1	1	1	2	1	3	2	1	2	2
27	1	2	1	2	2	2	2	1	2	1	2	2	3	2	2
28	3	3	2	1	1	1	2	1	2	1	2	2	2	2	2
29	2	2	1	1	3	3	2	1	1	1	1	2	1	3	2
30	3	2	2	2	2	5	3	1	1	1	2	1	2	2	2
31	1	2	2	2	3	2	3	1	2	1	2	1	1	1	2
32	2	2	2	1	2	3	3	1	2	1	2	1	1	2	2
33	2	1	1	2	1	3	3	1	1	1	2	2	2	2	2
34	2	3	1	1	2	2	3	1	2	1	2	2	2	2	0
35	3	2	2	1	1	2	2	1	2	1	2	2	1	2	3
36	2	3	2	1	2	2	2	1	1	1	1	1	3	2	1
37	2	2	2	2	2	3	2	1	1	1	2	2	3	3	1
38	2	2	2	1	1	3	3	1	1	1	1	1	2	3	2
39	2	2	1	1	2	2	3	1	1	1	1	1	2	3	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
1	2	1	1	2	2	2	1	2	1	1	2
2	3	2	2	2	2	2	2	2	2	1	2
3	3	2	2	2	2	2	1	2	1	3	2
4	2	1	2	1	2	2	1	1	2	2	2
5	3	2	2	2	2	2	2	2	2	2	2
6	2	1	1	2	2	2	1	1	2	2	2
7	2	2	1	2	2	2	2	2	2	2	1
8	3	2	1	2	2	2	2	1	2	2	0
9	1	2	2	1	2	2	2	2	2	1	3
10	3	2	1	1	2	2	2	1	1	2	2
11	1	1	2	2	2	3	2	1	1	3	2
12	2	2	2	2	2	2	1	1	3	3	2
13	2	1	1	1	1	2	2	2	2	2	4
14	2	1	2	2	2	2	2	2	2	1	1
15	2	2	1	1	3	2	1	2	2	2	1
16	2	2	1	2	2	2	2	1	1	2	2
17	3	1	2	2	2	2	2	1	2	2	3
18	3	2	2	1	2	2	2	2	1	2	2
19	2	1	2	1	2	2	2	2	2	2	2
20	3	2	2	2	2	2	2	1	2	2	1
21	2	2	2	1	2	2	1	2	3	2	2
22	2	2	2	1	1	2	1	2	1	2	3
23	3	2	1	2	2	2	2	2	2	1	2
24	1	1	1	2	2	2	2	1	3	2	2
25	3	2	2	1	2	2	2	1	1	2	3
26	3	1	2	2	2	2	1	1	2	2	1
27	2	2	2	2	2	2	1	1	2	2	2
28	3	2	1	2	2	2	1	1	2	4	0
29	2	2	1	1	2	1	2	2	1	1	2
30	2	1	2	2	2	2	1	1	1	1	2
31	2	2	2	1	1	2	2	2	1	3	1
32	3	2	1	2	2	2	1	1	3	2	3
33	1	2	2	1	1	2	2	2	2	3	2
34	2	2	1	1	1	2	2	2	1	2	3
35	1	1	2	1	2	1	2	1	1	2	3
36	3	1	2	1	3	3	1	1	3	1	3
37	2	1	2	2	2	2	1	2	1	3	1
38	2	1	1	1	2	2	1	2	1	3	2
39	2	2	2	1	2	2	1	1	2	3	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
40	2	2	2	1	1	3	2	1	1	1	2	3	2	2	3
41	2	2	2	1	2	1	2	1	1	1	2	3	2	2	2
42	2	2	2	1	2	1	1	1	2	1	2	2	1	1	3
43	2	2	1	2	2	2	1	1	1	1	2	2	1	2	2
44	2	2	1	1	2	2	2	1	1	1	1	2	3	3	1
45	2	2	2	1	3	2	2	1	1	1	2	1	2	3	1
46	2	2	1	1	3	2	1	1	2	1	2	2	2	3	2
47	2	2	1	1	2	1	1	1	1	1	2	3	1	3	3
48	3	2	1	2	2	1	1	1	1	1	2	3	2	2	2
49	2	2	2	2	1	3	1	1	1	1	1	2	3	2	2
50	2	2	1	2	2	1	2	1	1	1	2	2	3	2	1
51	2	2	1	1	2	3	1	1	1	1	1	2	3	2	3
52	2	2	2	2	1	1	2	1	1	1	3	1	2	3	2
53	2	2	1	2	1	2	3	1	1	1	1	1	2	2	1
54	2	2	2	2	1	1	1	1	2	1	2	1	1	3	1
55	2	2	1	2	1	3	3	1	2	1	2	2	2	2	3
56	2	2	1	1	2	1	1	1	1	1	1	2	3	2	2
57	2	2	2	2	2	2	2	1	2	1	2	1	1	2	3
58	1	2	2	2	2	1	2	1	1	1	1	3	1	2	3
59	2	2	2	1	2	1	2	1	1	1	2	3	2	1	2
60	3	2	1	1	2	2	2	1	1	1	2	3	1	2	2
61	2	1	1	2	3	2	1	1	1	1	2	2	1	2	1
62	3	2	2	1	2	2	2	1	1	1	3	2	1	2	2
63	2	3	2	2	2	2	2	1	1	1	3	2	2	2	2
64	2	2	2	1	2	1	1	1	1	1	1	2	1	2	2
65	2	2	2	1	1	3	3	1	2	1	1	2	2	1	2
66	2	2	2	2	2	1	3	1	1	1	2	3	2	3	2
67	2	2	1	2	1	2	2	1	1	1	3	1	3	2	3
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69	1	2	1	1	2	1	1	1	1	1	1	1	2	1	2
70	2	2	1	2	3	1	2	1	2	1	2	3	2	3	1
71	1	2	1	1	1	3	1	1	1	1	2	3	3	3	2
72	2	2	2	1	2	2	3	1	1	1	3	2	3	2	2
73	2	2	1	1	1	2	2	1	2	1	2	2	2	1	2
74	2	2	1	2	2	2	2	1	1	1	2	2	2	2	3
75	2	2	2	2	2	2	1	1	1	1	3	1	2	3	2
76	2	3	2	2	1	3	3	1	1	1	3	1	2	1	2
77	2	2	1	2	1	2	3	1	1	1	2	2	2	2	4
78	2	2	1	1	2	2	1	1	1	1	2	2	2	2	3

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
40	2	2	2	1	3	2	1	1	2	2	2
41	1	1	2	2	2	2	2	2	3	2	3
42	1	1	1	1	2	2	1	2	2	2	2
43	2	2	2	2	2	2	1	2	2	1	2
44	3	1	1	1	3	2	2	2	2	1	2
45	3	1	1	2	2	1	1	2	3	3	2
46	2	2	2	2	2	2	2	2	2	2	1
47	3	1	1	2	2	2	1	2	2	3	2
48	3	1	2	1	2	2	1	2	1	1	2
49	1	2	2	1	2	2	1	2	1	2	1
50	1	2	2	2	1	3	2	1	2	2	1
51	1	1	1	2	2	3	1	1	3	2	2
52	2	1	2	1	2	2	2	2	1	1	1
53	2	1	1	1	2	3	1	1	2	1	1
54	2	2	1	2	2	2	1	1	3	2	2
55	2	1	2	1	2	1	2	2	2	3	1
56	2	2	1	1	2	2	2	2	2	1	2
57	2	1	1	2	2	3	2	2	2	1	1
58	2	2	1	1	1	2	2	2	2	3	2
59	3	1	2	2	2	2	1	2	3	2	2
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65	3	2	2	2	2	2	2	1	1	1	3
66	2	1	2	1	2	1	1	1	1	3	2
67	2	1	1	2	2	2	2	1	2	2	0
68	2	1	1	1	2	1	1	1	2	2	0
69	1	2	2	2	2	1	1	2	3	2	2
70	2	2	2	1	1	2	2	2	1	1	1
71	2	2	2	2	1	2	1	1	3	1	1
72	2	2	1	1	2	2	2	1	2	3	3
73	2	1	1	1	2	2	1	2	2	3	2
74	3	2	2	2	2	2	1	1	1	1	3
75	2	2	2	1	1	2	2	2	2	2	3
76	2	2	2	2	2	2	2	2	3	2	1
77	2	1	2	1	2	2	1	2	3	2	2
78	2	2	1	1	2	2	2	1	1	3	2

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	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
79	2	2	1	2	2	3	2	1	2	1	3	2	2	2	2
80	2	1	1	2	2	2	2	1	2	1	3	3	2	3	2
81	2	3	1	2	2	2	3	1	1	1	2	2	2	1	2
82	2	2	2	1	2	1	1	1	1	1	2	2	2	1	3
83	2	2	1	2	2	1	3	1	2	1	3	2	2	3	1
84	2	2	2	1	2	1	2	1	1	1	1	2	2	2	2
85	2	2	2	1	2	1	2	1	1	1	1	2	2	2	2
86	3	2	2	2	2	2	2	1	1	1	2	2	2	2	2
87	2	2	1	2	2	1	2	1	2	1	3	1	2	2	3
88	2	3	2	1	1	2	2	1	1	1	2	3	2	3	1
89	2	3	2	1	1	2	2	1	1	1	2	2	1	1	2
89	2	1	1	2	2	2	2	1	1	1	1	2	2	2	3
90	2	2	2	1	2	3	3	1	1	1	1	2	2	2	3
90	2	2	2	1	2	3	3	1	1	1	1	2	2	1	2
91	2	2	2	2	3	2	3	1	2	1	3	1	2	1	2
91	2	2	2	2	3	2	3	1	2	1	3	1	2	1	2
92	2	3	2	2	2	1	1	1	2	1	2	2	2	3	2
92	2	3	2	2	2	1	1	1	2	1	2	2	2	3	2
93	1	2	2	2	2	1	2	1	2	1	2	3	3	3	2
93	1	2	2	2	2	1	2	1	2	1	2	3	3	3	2
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95	1	2	1	2	3	1	1	1	2	1	2	2	3	2	3
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100	2	1	2	2	2	3	2	1	2	1	2	2	2	1	2
100	2	1	2	2	2	3	2	1	2	1	2	2	2	1	2
101	2	3	2	2	2	2	2	1	2	1	2	2	1	3	2
101	2	3	2	2	2	2	2	1	2	1	2	2	1	3	2
102	2	3	1	1	3	3	2	1	1	1	2	3	2	3	1
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103	3	2	2	2	2	3	2	1	1	1	2	2	2	2	2
103	3	2	2	2	2	3	2	1	1	1	2	2	2	2	2
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104	2	2	1	2	3	3	3	1	2	1	2	3	2	2	2
105	2	2	1	2	1	1	3	1	1	1	2	1	1	1	3
105	2	2	1	2	1	1	3	1	1	1	2	1	1	1	3
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106	2	1	2	2	2	1	2	1	1	1	2	2	2	2	2
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107	2	3	2	1	1	2	2	1	2	1	2	2	2	2	2
108	3	2	1	1	3	1	2	1	1	1	2	2	1	3	2
108	3	2	1	1	3	1	2	1	1	1	2	2	1	3	2
109	2	2	2	1	1	2	1	1	1	1	1	2	1	3	2
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111	3	2	2	2	3	2	2	1	1	1	1	3	2	1	2
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112	2	2	2	2	3	1	2	1	2	1	1	2	2	2	3
112	2	2	2	2	3	1	2	1	2	1	1	2	2	2	3
113	2	2	2	1	3	2	2	1	2	1	2	3	3	2	3
113	2	2	2	1	3	2	2	1	2	1	2	3	3	2	3
114	2	1	2	1	3	1	2	1	1	1	2	2	1	3	3
114	2	1	2	1	3	1	2	1	1	1	2	2	1	3	3
115	2	2	2	2	1	2	1	1	1	1	2	2	1	3	1
115	2	2	2	2	1	2	1	1	1	1	2	2	1	3	1
116	2	2	2	2	1	1	2	1	2	1	2	2	1	2	2
116	2	2	2	2	1	1	2	1	2	1	2	2	1	2	2
117	2	1	1	2	3	3	1	1	1	1	2	2	1	2	2
117	2	1	1	2	3	3	1	1	1	1	2	2	1	2	2

Data_Perawat

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
79	1	2	2	1	2	2	2	1	2	2	2
80	2	1	1	2	2	2	2	1	3	1	2
81	2	2	1	2	2	2	2	2	2	3	3
82	1	1	1	2	2	2	1	2	1	2	2
83	3	1	2	1	2	2	1	2	2	2	2
84	1	2	1	1	2	2	1	1	3	2	2
85	2	2	2	1	2	3	2	1	2	2	2
86	2	1	2	2	2	2	1	2	2	1	3
87	3	2	2	2	3	3	1	2	1	3	3
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90	2	2	2	2	1	2	1	2	3	2	2
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93	2	1	2	2	2	2	1	1	1	2	2
94	3	1	1	2	2	3	1	1	2	2	2
95	1	1	2	1	2	2	2	2	3	1	4
96	2	2	1	2	2	2	1	2	2	2	2
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98	2	2	2	2	1	2	2	2	1	3	3
99	2	1	2	2	2	2	1	2	2	1	1
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101	2	2	2	1	2	2	2	2	2	3	2
102	1	1	1	1	2	3	2	2	2	1	2
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104	3	2	1	1	2	2	2	2	1	2	1
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107	2	1	2	1	2	2	1	2	2	3	1
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114	3	1	1	1	2	2	2	2	3	3	2
115	2	1	2	2	2	2	2	1	2	2	0
116	3	1	1	1	2	3	1	2	3	1	2
117	3	2	2	1	2	2	2	2	2	1	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
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155	2	2	1	1	2	2	1	1	1	1	2	2	3	2	2
156	1	2	2	1	2	2	2	1	2	1	1	2	3	3	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
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120	1	2	1	2	2	2	2	2	1	1	1
121	1	2	2	2	2	3	2	2	1	1	1
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123	2	2	1	1	3	1	1	2	2	2	2
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125	1	1	2	2	2	2	2	2	3	3	3
126	1	1	2	2	2	3	1	1	2	2	2
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136	2	1	1	2	3	2	1	1	3	2	1
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156	2	2	2	1	2	2	1	1	2	2	0
157	2	2	2	1	2	2	1	2	1	2	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
157	2	3	2	1	2	2	2	1	1	1	2	3	3	2	3
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194	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3
195	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
157	2	2	2	1	3	2	2	1	3	2	1
158	3	1	2	2	1	2	2	2	3	2	2
159	2	2	1	2	2	3	1	2	2	2	2
160	2	2	1	1	2	2	1	1	3	3	3
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163	1	2	2	2	2	1	1	1	2	1	1
164	2	1	1	2	3	2	2	2	1	2	2
165	3	1	1	1	2	2	1	1	2	4	2
166	3	2	2	1	2	2	1	1	2	2	3
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177	3	1	1	1	2	2	1	1	2	1	3
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180	1	1	1	2	2	2	2	2	3	2	2
181	2	2	1	2	1	2	1	2	1	1	1
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183	1	2	1	1	2	2	1	2	3	2	3
184	3	1	1	1	2	2	1	1	3	2	0
185	3	1	1	1	3	2	2	2	2	2	1
186	2	1	1	2	2	1	1	2	3	2	1
187	3	1	1	1	2	2	2	1	2	2	3
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193	1	1	1	2	2	3	1	1	3	2	3
194	3	2	1	2	2	2	2	2	2	2	1
195	2	2	2	2	2	1	2	2	2	1	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
196	2	1	1	1	3	3	3	1	2	1	2	2	2	2	2
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200	2	2	1	1	2	2	1	1	1	1	1	2	3	3	2
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202	2	3	2	1	2	2	2	1	1	1	2	1	1	1	3
203	2	2	1	1	2	3	2	1	1	1	2	1	1	1	2
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209	2	2	1	1	3	3	2	1	1	1	1	2	2	3	1
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233	2	2	1	1	2	1	2	1	1	1	3	2	1	1	3
234	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3

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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
196	2	1	2	1	2	1	1	1	2	1	3
197	2	1	2	1	2	3	1	2	2	2	2
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199	2	1	1	2	2	1	1	1	2	2	1
200	2	2	2	1	2	2	1	1	2	2	0
201	2	2	2	1	2	2	1	2	1	2	3
202	2	2	2	1	3	2	2	1	3	2	1
203	3	1	2	2	1	2	2	2	3	2	2
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220	2	1	2	1	2	2	2	1	2	3	1
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223	2	2	2	2	2	2	2	2	2	1	2
224	3	1	1	1	2	2	1	1	3	2	0
225	3	1	1	1	3	2	2	2	2	2	1
226	2	1	1	2	2	1	1	2	3	2	1
227	3	1	1	1	2	2	2	1	2	2	3
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232	2	1	1	2	2	1	2	2	2	2	2
233	1	1	1	2	2	3	1	1	3	2	3
234	3	2	1	2	2	2	2	2	2	2	1

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
235	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2
236	2	1	1	1	3	3	3	1	2	1	2	2	2	2	2
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241	1	2	2	1	2	2	2	1	2	1	1	2	3	3	2
242	2	3	2	1	2	2	2	1	1	1	2	3	3	2	3
243	2	2	1	1	2	3	2	1	1	1	2	1	1	1	3
244	2	2	1	1	3	2	1	1	2	1	2	2	2	1	2
245	2	2	1	1	2	1	2	1	2	1	2	2	2	2	2
246	2	2	2	1	2	3	2	1	2	1	2	1	1	2	2
247	2	3	1	1	2	1	2	1	1	1	2	2	2	2	3
248	2	3	2	1	1	1	1	1	1	1	2	2	3	2	2
249	2	2	1	1	3	3	2	1	1	1	2	2	2	2	2
250	2	2	2	1	1	2	1	1	2	1	1	2	2	3	1
251	2	2	2	1	2	2	2	1	2	1	1	2	1	2	3
252	2	2	1	2	1	1	2	1	2	1	3	1	1	1	1
253	1	1	1	2	2	1	2	1	2	1	2	2	3	2	1
254	2	2	2	2	1	3	3	1	2	1	2	3	2	1	2
255	2	1	2	1	1	2	2	1	1	1	3	2	1	2	1
256	2	2	1	2	1	2	3	1	1	1	2	3	2	3	1
257	2	1	1	2	2	2	1	1	1	1	2	1	2	2	3
258	2	2	1	2	2	2	1	1	2	1	2	2	2	2	2
259	2	1	2	2	2	3	2	1	1	1	1	2	2	2	3
260	2	2	1	1	1	2	3	1	2	1	2	2	2	2	3
261	1	1	1	2	1	3	1	1	1	1	3	2	1	3	2
262	2	2	2	1	2	2	1	1	2	1	3	2	2	2	3
263	3	2	1	1	2	3	2	1	2	1	2	2	2	2	1
264	2	2	1	2	2	3	2	1	1	1	2	1	3	2	1
265	2	2	2	1	1	1	1	1	1	1	1	2	1	2	1
266	2	2	2	1	2	3	3	1	2	1	3	1	2	2	2
267	2	2	1	2	2	2	2	1	1	1	2	2	2	2	2
268	1	2	2	1	3	2	2	1	1	1	1	3	2	1	2
269	2	2	1	2	2	1	3	1	2	1	3	2	2	3	2
270	1	3	1	2	2	3	3	1	1	1	2	1	2	2	2
271	3	2	2	2	2	2	2	1	2	1	1	2	2	2	3
272	2	2	2	2	2	2	2	1	1	1	1	2	2	1	3
273	2	2	1	1	2	1	2	1	1	1	1	2	3	2	3

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
235	2	2	2	2	2	1	2	2	2	1	2
236	2	1	2	1	2	1	1	1	2	1	3
237	2	1	2	1	2	3	1	2	2	2	2
238	2	1	1	2	2	2	1	2	2	3	2
239	2	1	1	2	2	1	1	1	2	2	1
240	2	2	2	1	2	2	1	1	2	2	0
241	2	2	2	1	2	2	1	2	1	2	3
242	2	2	2	1	3	2	2	1	3	2	1
243	3	1	2	2	1	2	2	2	3	2	2
244	2	2	1	2	2	3	1	2	2	2	2
245	2	2	1	1	2	2	1	1	3	3	3
246	2	2	2	2	2	2	2	1	2	2	2
247	2	1	2	2	2	2	1	1	2	2	2
248	1	2	2	2	2	1	1	1	2	1	1
249	2	1	1	2	3	2	2	2	1	2	2
250	3	1	1	1	2	2	1	1	2	4	2
251	3	2	2	1	2	2	1	1	2	2	3
252	1	1	1	1	3	2	2	1	1	2	3
253	2	1	2	1	2	3	2	2	2	2	2
254	2	1	1	2	3	2	2	2	3	2	2
255	2	2	1	1	2	2	1	2	2	2	3
256	2	2	2	2	2	2	1	2	3	2	2
257	2	1	2	1	2	2	2	2	3	3	2
258	1	2	2	2	2	3	2	2	2	3	2
259	1	2	1	1	2	2	2	2	1	2	2
260	2	1	2	1	2	2	2	1	2	3	1
261	2	2	2	2	2	2	2	1	2	2	2
262	3	1	1	1	2	2	1	1	2	1	3
263	2	2	2	2	2	2	2	2	2	1	2
264	3	1	1	1	2	2	1	1	3	2	0
265	3	1	1	1	3	2	2	2	2	2	1
266	2	1	1	2	2	1	1	2	3	2	1
267	3	1	1	1	2	2	2	1	2	2	3
268	2	1	2	1	2	1	2	1	3	2	2
269	2	2	2	2	2	2	2	1	2	2	3
270	3	2	2	2	3	2	1	1	1	2	2
271	2	1	2	1	2	1	2	1	1	1	2
272	2	1	1	2	2	1	2	2	2	2	2
273	1	1	1	2	2	3	1	1	3	2	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
274	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3
275	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2
276	2	1	1	1	3	3	3	1	2	1	2	2	2	2	2
277	3	2	1	2	2	3	2	1	2	1	2	2	2	3	2
278	3	2	2	1	2	2	3	1	1	1	2	2	2	1	2
279	2	2	1	2	3	2	1	1	1	1	2	2	2	1	1
280	2	2	1	1	2	2	1	1	1	1	2	2	3	2	3
281	1	2	2	1	2	2	2	1	2	1	1	2	3	3	2
282	2	3	2	1	2	2	2	1	1	1	2	3	3	2	3
283	2	2	1	1	2	3	2	1	1	1	2	1	1	1	3
284	2	2	1	1	3	2	1	1	2	1	2	2	2	1	2
285	2	2	1	1	2	1	2	1	2	1	2	2	2	2	2
286	2	2	2	1	2	3	2	1	2	1	2	1	1	2	2
287	2	3	1	1	2	1	2	1	1	1	2	2	2	2	3



	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
274	3	2	1	2	2	2	2	2	2	2	1
275	2	2	2	2	2	1	2	2	2	1	2
276	2	1	2	1	2	1	1	1	2	1	3
277	2	1	2	1	2	3	1	2	2	2	2
278	2	1	1	2	2	2	1	2	2	3	2
279	2	1	1	2	2	1	1	1	2	2	1
280	2	2	2	1	2	2	1	1	2	2	0
281	2	2	2	1	2	2	1	2	1	2	3
282	2	2	2	1	3	2	2	1	3	2	1
283	3	1	2	2	1	2	2	2	3	2	2
284	2	2	1	2	2	3	1	2	2	2	2
285	2	2	1	1	2	2	1	1	3	3	3
286	2	2	2	2	2	2	2	1	2	2	2
287	2	1	2	2	2	2	1	1	2	2	2



Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Pendidikan	207	1	3	2.00	.45
Tugas&Kewajiban	207	1	3	2.02	.46
Masa Kerja	207	1	2	1.48	.50
Model berpikir	207	1	2	1.47	.50
Hari kerja	207	1	4	1.95	.67
Hari libur	207	1	5	2.00	.76
Lama pendidikan	207	1	3	1.97	.67
Profesi	207	1	1	1.00	.00
Protap	207	1	2	1.43	.50
Status PNS	207	1	1	1.00	.00
Umur	207	1	3	1.99	.63
Jenis kelamin	207	1	4	2.01	.63
Jumlah darah yang tersedia	207	1	4	2.00	.62
Berpikir linier ✓	207	1	4	1.97	.66
Anggaran	207	1	4	2.04	.64
Kebutuhan darah	207	1	3	2.03	.65
Bentuk Kerjasama	207	1	2	1.51	.50
Pengganti darah	207	1	2	1.51	.50
Donor tetap	207	1	2	1.49	.50
Sistem penginman	207	1	2	1.48	.50
Protap	207	1	2	1.53	.50
Anggaran	207	1	3	2.03	.62
Ethos kerja	207	1	4	2.06	.67
Jenis Alat	207	1	3	1.99	.63
Kesepakatan tim	207	1	4	2.03	.67
Berpikir linier ✓	207	1	4	1.98	.68
Valid N (listwise)	207				

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
1	2	2	1	1	2	1	2	1	2	1	2	2	2	1	3
2	1	1	2	1	3	3	2	1	2	1	3	2	2	1	3
3	2	2	2	2	2	2	2	1	1	1	3	3	2	2	2
4	2	2	1	2	3	1	2	1	1	1	2	3	4	2	2
5	2	2	1	1	1	2	1	1	2	1	1	2	3	2	2
6	2	2	1	2	3	1	3	1	2	1	2	2	2	1	2
7	2	2	1	2	2	2	3	1	1	1	1	2	1	2	1
8	2	3	2	1	1	1	3	1	2	1	3	2	2	3	2
9	2	2	1	1	2	2	3	1	1	1	2	2	2	3	2
10	2	2	2	1	1	1	3	1	1	1	1	3	3	1	3
11	2	2	1	2	2	2	2	1	2	1	2	1	3	2	2
12	3	1	1	2	2	2	3	1	2	1	2	3	2	2	2
13	3	2	2	2	2	2	2	1	1	1	2	3	3	1	2
14	2	2	2	2	1	2	3	1	1	1	3	2	2	4	1
15	3	2	2	1	1	3	1	1	2	1	1	2	2	2	1
16	2	2	2	1	3	2	2	1	1	1	1	1	2	2	3
17	2	2	1	2	2	1	2	1	1	1	2	2	2	2	2
18	2	2	2	2	3	2	3	1	2	1	2	2	2	1	2
19	2	2	1	2	2	2	1	1	1	1	3	2	2	2	2
20	2	2	2	1	2	3	1	1	2	1	2	1	2	1	2
21	2	2	1	1	3	3	2	1	1	1	2	2	2	3	2
22	1	2	1	1	2	2	2	1	1	1	2	2	2	2	2
23	2	1	1	1	2	2	2	1	1	1	2	1	2	2	2
24	2	2	1	2	2	3	2	1	1	1	3	2	2	1	3
25	2	2	1	2	3	3	2	1	2	1	2	2	3	2	2
26	2	2	2	1	2	1	1	1	2	1	3	2	1	2	2
27	1	2	1	2	2	2	2	1	2	1	2	2	3	2	2
28	3	3	2	1	1	1	2	1	2	1	2	2	3	2	1
29	2	2	1	1	3	3	2	1	2	1	2	2	2	2	2
30	3	2	2	2	2	5	3	1	1	1	2	1	3	2	1
31	1	2	2	2	3	2	3	1	2	1	2	1	2	2	2
32	2	2	2	1	2	3	3	1	2	1	2	1	1	2	2
33	2	1	1	2	1	3	3	1	1	1	2	2	2	2	2
34	2	3	1	1	2	2	3	1	2	1	2	2	2	2	1
35	3	2	2	1	1	2	2	1	2	1	2	2	1	2	2
36	2	3	2	1	2	2	2	1	1	1	2	1	1	2	2
37	2	2	2	2	2	3	2	1	1	1	1	3	2	1	1
38	2	2	2	1	1	3	3	1	1	1	2	2	3	3	1
39	2	2	1	1	2	2	3	1	1	1	1	2	3	2	1

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
1	2	1	1	2	1	2	1	2	3	3	2
2	3	2	2	2	2	2	2	1	2	2	2
3	3	2	2	2	1	1	1	2	2	2	1
4	2	1	2	1	1	2	2	3	3	1	2
5	3	2	2	2	1	1	2	3	2	1	2
6	2	1	1	2	1	1	2	2	2	2	2
7	2	2	1	2	2	1	2	2	2	1	3
8	3	2	1	2	1	1	2	2	1	2	1
9	1	2	2	1	1	1	2	2	2	3	1
10	3	2	1	1	1	2	2	3	2	2	2
11	1	1	2	2	1	2	3	2	2	3	2
12	2	2	2	2	2	2	2	2	2	2	2
13	2	1	1	1	1	2	2	1	2	2	3
14	2	1	2	2	1	2	2	2	3	2	3
15	2	2	1	1	2	2	1	3	2	1	2
16	2	2	1	2	2	1	3	4	2	2	2
17	3	1	2	2	1	2	2	3	3	2	2
18	3	2	2	1	1	1	2	2	2	3	1
19	2	1	2	1	1	1	2	2	3	1	1
20	3	2	2	2	2	2	2	1	3	2	2
21	2	2	2	1	1	2	2	2	3	3	2
22	2	2	2	1	2	1	2	1	1	2	2
23	3	2	1	2	1	1	3	2	2	3	1
24	1	1	1	2	2	2	3	2	2	2	3
25	3	2	2	1	2	1	3	1	1	1	1
26	3	1	2	2	2	2	2	2	3	2	2
27	2	2	2	2	2	1	3	1	1	1	1
28	3	2	1	2	1	1	2	2	2	2	2
29	2	2	1	1	2	2	1	2	3	2	2
30	2	1	2	2	1	2	1	2	2	3	3
31	2	2	2	1	2	2	3	3	2	1	1
32	3	2	1	2	1	2	3	3	2	2	2
33	1	2	2	1	1	2	3	1	3	1	3
34	2	2	1	1	2	2	2	3	2	2	3
35	1	1	2	1	2	1	2	2	3	3	1
36	3	1	2	1	1	2	2	2	3	2	2
37	2	1	2	2	1	2	2	2	1	2	1
38	2	1	1	1	2	2	2	2	2	2	2
39	2	2	2	1	1	2	2	1	2	3	1

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
40	2	2	2	1	1	3	2	1	1	1	2	3	2	2	3
41	2	2	2	1	2	1	2	1	1	1	2	3	2	2	2
42	2	2	2	1	2	1	1	1	2	1	2	2	1	1	3
43	2	2	1	2	2	2	1	1	1	1	2	2	1	2	2
44	2	2	1	1	2	2	2	1	1	1	1	2	3	3	1
45	2	2	2	1	3	2	2	1	1	1	2	1	2	3	1
46	2	2	1	1	3	2	1	1	2	1	2	2	2	3	2
47	2	2	1	1	2	1	1	1	1	1	2	3	1	3	3
48	3	2	1	2	2	1	1	1	1	1	2	3	2	2	2
49	2	2	2	2	1	3	1	1	1	1	1	2	3	2	2
50	2	2	1	2	2	1	2	1	1	1	2	2	3	2	1
51	2	2	1	1	2	3	1	1	1	1	1	2	3	2	3
52	2	2	2	2	1	1	2	1	1	1	3	1	2	3	2
53	2	2	1	2	1	2	3	1	1	1	1	1	1	2	1
54	2	2	2	2	1	1	1	1	2	1	2	1	1	3	1
55	2	2	1	2	1	3	3	1	2	1	2	2	2	2	3
56	2	2	1	1	2	1	1	1	1	1	1	2	3	2	2
57	2	2	2	2	2	2	2	1	2	1	2	1	1	2	3
58	1	2	2	2	2	1	2	1	1	1	1	3	1	2	3
59	2	2	2	1	2	1	2	1	1	1	2	3	2	1	2
60	3	2	1	1	2	2	1	1	1	1	2	3	1	2	2
61	2	1	1	2	3	2	1	1	1	1	2	2	1	2	1
62	3	2	2	1	2	2	2	1	1	1	3	2	1	2	2
63	2	3	2	2	2	2	2	1	1	1	3	2	2	2	2
64	2	2	2	1	2	1	2	1	1	1	1	2	1	2	2
65	2	2	2	1	1	3	3	1	2	1	1	2	2	1	2
66	2	2	2	2	2	1	3	1	1	1	2	3	2	3	2
67	2	2	1	2	1	2	2	1	1	1	3	1	3	2	3
68	2	2	1	2	1	3	1	1	2	1	3	2	2	2	2
69	1	2	1	1	2	1	1	1	1	1	1	1	1	2	1
70	2	2	1	2	3	1	2	1	2	1	2	3	2	3	1
71	1	2	1	1	1	3	1	1	1	1	2	3	3	3	2
72	2	2	2	1	2	2	3	1	1	1	3	2	3	2	2
73	2	2	1	1	1	2	2	1	2	1	2	2	2	1	2
74	2	2	1	2	2	2	2	1	1	1	2	2	2	2	3
75	2	2	2	2	2	2	1	1	1	1	3	1	2	3	2
76	2	3	2	2	1	3	3	1	1	1	3	1	2	1	2
77	2	2	1	2	1	2	3	1	1	1	2	2	2	2	4
78	2	2	1	1	2	2	1	1	1	1	2	2	2	2	3

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
40	2	2	2	1	2	1	2	2	2	2	2
41	1	1	2	2	2	2	3	1	1	3	2
42	1	1	1	1	1	2	2	1	2	2	2
43	2	2	2	2	1	2	2	2	1	2	2
44	3	1	1	1	2	1	2	3	2	2	2
45	3	1	1	2	2	1	2	2	2	2	1
46	2	2	2	2	2	1	1	3	2	2	1
47	3	1	1	2	1	1	3	4	2	2	2
48	3	1	2	1	2	2	2	3	2	3	1
49	1	2	2	1	1	1	2	3	2	2	3
50	1	2	2	2	1	2	1	2	2	2	3
51	1	1	1	2	2	1	3	2	1	1	1
52	2	1	2	1	1	1	3	2	2	2	2
53	2	1	1	1	2	1	2	2	2	1	2
54	2	2	1	2	1	2	3	2	3	2	1
55	2	1	2	1	1	2	2	1	1	2	2
56	2	2	1	1	1	1	3	3	2	2	2
57	2	1	1	2	2	1	2	2	3	2	2
58	2	2	1	1	1	2	2	2	2	1	2
59	3	1	2	2	1	2	2	2	2	2	2
60	1	2	1	1	2	2	1	3	2	3	2
61	1	1	1	1	2	2	1	3	3	2	3
62	1	2	2	1	2	1	2	1	2	2	2
63	2	1	2	2	2	1	2	3	1	2	1
64	3	1	1	2	1	1	1	1	2	1	1
65	3	2	2	2	2	1	2	3	3	3	3
66	2	1	2	1	1	1	2	2	2	3	1
67	2	1	1	2	2	2	2	2	2	3	2
68	2	1	1	1	1	2	1	2	2	1	4
69	1	2	2	2	1	1	2	2	2	1	1
70	2	2	2	1	2	2	2	1	2	2	3
71	2	2	2	2	1	2	1	3	2	2	3
72	2	2	1	1	1	1	2	2	2	2	2
73	2	1	1	1	1	2	3	1	2	2	3
74	3	2	2	2	1	2	2	3	2	2	2
75	2	2	2	1	2	1	2	3	2	2	1
76	2	2	2	2	1	2	2	2	2	3	2
77	2	1	2	1	1	1	3	2	2	1	1
78	2	2	1	1	2	1	3	2	1	2	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
79	2	2	1	2	2	3	2	1	2	1	3	2	2	2	2
80	2	1	1	2	2	2	2	1	2	1	3	3	2	3	2
81	2	3	1	2	2	2	3	1	1	1	2	2	3	1	2
82	2	2	2	1	2	1	1	1	1	1	2	2	2	1	3
83	2	2	1	2	2	1	3	1	2	1	3	2	2	1	3
84	2	2	2	1	2	1	2	1	1	1	2	2	3	2	1
85	2	2	2	1	2	1	2	1	1	1	1	2	2	2	2
86	3	2	2	2	2	2	2	1	1	1	2	2	2	2	2
87	2	2	1	2	2	2	2	1	2	1	3	1	2	2	3
88	2	3	2	1	1	2	2	1	1	1	2	3	2	3	1
89	2	1	1	2	2	2	2	1	1	1	2	2	1	1	2
90	2	2	2	1	2	2	3	1	1	1	1	2	2	2	3
91	2	2	2	2	3	2	3	1	2	1	3	1	2	1	2
92	2	3	2	2	2	1	1	1	2	1	2	2	2	3	2
93	1	2	2	2	2	1	2	1	2	1	2	3	3	3	2
94	2	1	2	1	2	2	3	1	1	1	2	2	2	1	2
95	1	2	1	2	3	1	1	1	2	1	2	2	3	3	3
96	2	3	2	1	3	2	1	1	2	1	2	3	2	3	2
97	2	1	1	2	2	3	2	1	2	1	2	1	2	2	3
98	1	2	2	2	1	2	2	1	2	1	2	2	3	2	1
99	2	2	1	1	2	3	1	1	2	1	2	3	2	1	2
100	2	1	2	2	2	3	2	1	2	1	2	2	2	1	2
101	2	3	2	2	2	2	2	1	2	1	2	2	1	3	2
102	2	3	1	1	3	3	2	1	1	1	2	3	2	3	1
103	3	2	2	2	2	3	2	1	1	1	2	2	2	2	2
104	2	2	1	2	3	3	3	1	2	1	2	3	2	2	2
105	2	2	1	2	1	1	3	1	1	1	2	1	1	1	3
106	2	1	2	2	2	1	2	1	1	1	2	3	1	1	3
107	2	3	2	1	1	2	2	1	2	1	2	2	2	2	2
108	3	2	1	1	3	1	2	1	1	1	2	2	2	2	2
109	2	2	2	1	1	2	1	1	1	1	1	2	1	3	2
110	2	2	2	1	1	1	2	1	2	1	2	2	2	2	1
111	3	2	2	2	3	2	2	1	1	1	1	3	2	1	2
112	2	2	2	2	3	1	2	1	2	1	1	2	2	2	3
113	2	2	2	1	3	2	2	1	2	1	2	3	3	2	3
114	2	1	2	1	3	1	2	1	1	1	2	2	2	2	3
115	2	2	2	2	1	2	1	1	1	1	2	2	1	3	3
116	2	2	2	2	1	1	2	1	2	1	2	1	3	3	1
117	2	1	1	2	3	2	1	1	1	1	2	2	1	2	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
79	1	2	2	1	2	1	1	2	2	1	2
80	2	1	1	2	2	1	2	2	1	2	3
81	2	2	1	2	2	1	2	3	3	3	2
82	1	1	1	2	2	2	2	3	2	2	2
83	3	1	2	1	2	2	2	2	2	2	2
84	1	2	1	1	2	2	3	2	2	2	2
85	2	2	2	1	1	2	3	3	3	1	2
86	2	1	2	2	1	1	2	2	2	3	3
87	3	2	2	2	2	1	2	2	2	2	2
88	2	1	1	2	2	1	2	3	2	2	2
89	1	1	1	2	2	2	2	1	1	2	2
90	2	2	2	2	2	2	2	2	1	2	2
91	2	2	1	1	2	2	1	1	2	3	2
92	1	2	2	2	1	2	2	2	2	2	2
93	2	1	2	2	1	1	2	2	1	2	2
94	3	1	1	2	2	2	1	2	2	2	3
95	1	1	2	1	1	2	2	3	1	2	1
96	2	2	1	2	2	1	2	2	1	2	2
97	2	2	1	2	2	1	2	1	1	2	2
98	2	2	2	2	2	2	3	1	2	3	2
99	2	1	2	2	1	1	2	2	1	1	2
100	2	1	2	2	1	1	3	3	1	2	1
101	2	2	2	1	1	1	3	2	1	2	2
102	1	1	1	1	1	2	2	2	2	3	1
103	2	1	2	1	1	1	2	2	2	2	1
104	3	2	1	1	2	2	2	1	2	1	2
105	2	2	2	1	2	1	2	2	2	2	1
106	2	2	2	1	2	1	2	2	3	2	2
107	2	1	2	1	1	2	3	2	3	2	2
108	2	1	1	1	2	1	2	2	2	1	3
109	2	2	2	2	2	1	2	3	2	2	2
110	2	2	1	1	1	2	1	1	1	1	3
111	2	1	2	2	1	2	1	2	2	2	2
112	1	2	1	1	1	2	2	2	2	2	1
113	2	1	2	1	1	2	1	3	3	1	1
114	3	1	1	1	1	1	1	2	2	3	3
115	2	1	2	2	2	2	3	1	3	3	2
116	3	1	1	1	1	2	3	2	2	1	2
117	3	2	2	1	2	2	2	2	3	2	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
118	2	2	1	1	2	2	2	3	1	1	3	2	1	3	2
119	2	2	1	2	3	3	2	1	1	1	2	2	2	3	2
120	2	2	1	1	2	4	3	1	2	1	2	3	2	2	2
121	2	3	2	2	1	2	2	1	2	1	2	2	2	2	2
122	3	2	2	2	2	2	2	1	1	1	2	2	1	1	1
123	2	2	1	1	2	2	2	1	1	1	1	2	1	3	2
124	3	2	1	1	3	2	2	1	1	1	2	1	2	2	2
125	2	2	1	2	3	2	2	1	1	1	3	2	2	3	3
126	2	2	1	1	1	3	3	1	1	1	3	2	2	3	3
127	3	2	2	1	2	2	2	1	2	1	2	3	3	1	2
128	2	3	1	2	2	2	2	1	2	1	2	1	2	2	1
129	3	3	2	2	1	2	2	1	1	1	3	2	1	3	2
130	2	2	1	1	2	2	2	1	1	1	3	2	3	1	2
131	2	2	2	1	3	2	2	1	1	1	2	3	3	2	2
132	2	2	2	1	1	2	2	1	2	1	3	3	2	2	2
133	2	2	1	1	2	3	2	1	1	1	2	3	2	1	2
134	2	2	1	1	2	1	2	1	2	1	1	2	2	3	1
135	1	2	1	2	2	2	1	1	1	1	1	2	1	2	2
136	2	3	2	1	2	3	2	1	1	1	1	2	1	3	1
137	2	2	2	1	2	1	3	1	1	1	3	2	1	1	2
138	2	3	2	1	2	2	2	1	1	1	3	2	3	2	1
139	2	2	1	2	2	3	2	1	1	1	2	2	3	2	1
140	2	2	2	1	1	1	1	1	1	1	1	2	1	2	1
141	2	2	2	1	2	3	3	1	2	1	3	1	2	2	2
142	2	2	1	2	2	2	2	1	1	1	1	3	2	1	2
143	1	2	2	1	3	2	2	1	1	1	3	2	2	3	2
144	2	2	1	2	2	1	3	1	2	1	3	2	1	2	2
145	1	3	1	2	2	3	3	1	1	1	2	1	2	2	3
146	3	2	2	2	2	2	2	1	2	1	1	2	2	1	3
147	2	2	2	2	2	2	2	1	1	1	1	2	3	2	3
148	2	2	1	1	2	1	2	1	1	1	1	2	3	2	3
149	2	2	1	2	2	2	1	1	2	1	3	2	1	1	3
150	2	2	1	2	3	1	2	1	2	1	2	2	2	2	2
151	2	1	1	1	3	3	3	1	2	1	2	2	2	3	2
152	3	2	1	2	2	3	2	1	2	1	2	2	2	1	2
153	3	2	2	1	2	2	3	1	1	1	2	2	2	1	1
154	2	2	1	2	3	2	1	1	1	1	2	2	3	2	2
155	2	2	1	1	2	2	1	1	1	1	1	2	3	3	2
156	1	2	2	1	2	2	2	1	2	1	1	2	3	3	2

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	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
118	2	1	1	1	1	1	2	2	2	3	1
119	2	1	1	1	1	2	2	2	2	2	1
120	1	2	1	2	2	2	2	3	1	2	2
121	1	2	2	2	1	2	2	2	2	2	2
122	1	1	1	2	1	1	2	2	2	2	1
123	2	2	1	1	2	2	2	2	1	2	2
124	2	2	1	2	1	1	1	1	2	3	2
125	1	1	2	2	2	2	1	1	2	1	2
126	1	2	2	1	2	1	2	2	3	2	2
127	1	2	1	1	1	1	2	1	2	2	2
128	3	2	2	1	2	1	1	3	1	2	1
129	2	2	1	2	2	2	2	1	2	1	3
130	2	1	2	1	1	2	1	3	2	3	1
131	3	1	2	1	2	1	3	2	2	2	2
132	2	1	1	2	1	1	2	2	2	2	1
133	3	1	1	1	2	2	2	1	2	1	2
134	2	1	1	1	2	2	2	2	2	1	2
135	2	1	1	2	1	2	3	1	2	2	3
136	3	2	1	1	2	2	1	2	1	3	2
137	1	1	2	2	2	2	1	2	3	1	3
138	1	2	1	1	2	2	2	3	1	2	3
139	3	1	1	1	1	1	1	2	1	2	2
140	3	1	1	1	1	2	2	2	3	3	2
141	2	1	1	2	2	2	3	2	2	3	3
142	3	1	1	1	1	2	1	2	3	3	2
143	2	1	2	1	1	2	2	3	2	2	2
144	2	2	2	2	1	1	2	2	3	2	1
145	3	2	2	2	1	1	2	2	2	1	3
146	2	1	2	1	1	1	3	3	2	1	3
147	2	1	1	2	1	1	2	1	1	2	2
148	1	1	1	2	1	2	2	3	2	2	2
149	3	2	1	2	2	1	3	1	3	3	3
150	2	2	2	2	2	1	2	3	3	2	2
151	2	1	2	1	1	1	1	2	2	2	2
152	2	1	2	1	2	1	2	3	2	2	3
153	2	1	1	2	2	1	2	3	2	2	2
154	2	1	1	2	2	2	3	2	1	2	2
155	2	2	2	1	2	1	2	2	3	1	2
156	2	2	2	1	2	1	2	1	2	3	1

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
157	2	3	2	1	2	2	2	1	1	1	2	3	3	2	3
158	2	2	1	1	2	3	2	1	1	1	2	1	1	1	3
159	2	2	1	1	3	2	1	1	2	1	2	2	2	1	2
160	2	2	1	1	2	1	2	1	2	1	2	2	2	2	2
161	2	2	2	1	2	3	2	1	2	1	2	1	1	2	2
162	2	3	1	1	2	1	2	1	1	1	2	2	2	2	3
163	2	3	2	1	1	1	1	1	1	1	2	2	3	2	2
164	2	2	1	1	3	3	2	1	1	1	2	2	2	2	2
165	2	2	2	1	1	2	1	1	2	1	1	2	2	3	1
166	2	2	2	1	2	2	2	1	2	1	1	2	1	2	3
167	2	2	1	2	1	1	2	1	2	1	3	1	1	1	1
168	1	1	1	2	2	1	2	1	2	1	2	2	3	2	1
169	2	2	2	2	1	3	3	1	2	1	2	3	2	1	2
170	2	1	2	1	1	2	2	1	1	1	3	2	1	2	1
171	2	2	1	2	1	2	3	1	1	1	2	3	2	3	1
172	2	1	1	2	2	2	1	1	1	1	2	1	2	2	3
173	2	2	1	2	2	2	1	1	2	1	2	2	2	2	2
174	2	1	2	2	2	3	2	1	1	1	1	2	2	2	3
175	2	2	1	1	1	2	3	1	2	1	2	2	2	2	3
176	1	1	1	2	1	3	1	1	1	1	3	2	1	3	2
177	2	2	2	1	2	2	1	1	2	1	3	2	2	2	2
178	3	2	1	1	2	3	2	1	2	1	2	2	2	2	1
179	2	2	2	2	1	3	2	1	2	1	3	2	2	1	3
180	1	2	2	1	2	2	2	1	2	1	2	3	2	1	3
181	2	2	2	1	4	2	2	1	2	1	1	2	2	2	1
182	2	2	1	2	2	1	2	1	2	1	2	2	2	2	3
183	2	2	2	1	3	2	2	1	2	1	1	1	2	2	2
184	1	2	1	1	2	2	1	1	1	1	1	3	2	2	1
185	1	2	1	1	1	3	2	1	1	1	2	2	1	2	2
186	2	3	2	1	3	4	2	1	2	1	1	4	3	2	2
187	2	3	2	1	1	3	1	1	1	1	3	2	2	2	2
188	2	2	1	1	2	2	3	1	2	1	2	1	2	2	2
189	2	2	1	1	1	2	1	1	1	1	2	2	2	2	2
190	2	2	2	1	2	2	1	1	2	1	2	1	2	2	2
191	2	1	1	2	3	2	2	1	2	1	1	2	2	2	3
192	2	2	2	1	1	1	1	1	1	1	1	2	2	2	2
193	2	2	1	1	2	2	1	1	2	1	2	1	2	2	3
194	2	2	1	1	2	1	2	1	1	1	1	1	2	2	1
195	3	2	1	2	2	2	2	1	1	1	3	2	2	1	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
157	2	2	2	1	2	2	1	2	2	1	2
158	3	1	2	2	2	2	2	2	1	2	2
159	2	2	1	2	1	2	2	1	3	2	1
160	2	2	1	1	1	2	1	3	2	2	1
161	2	2	2	2	2	1	2	2	1	1	1
162	2	1	2	2	1	2	3	2	2	2	2
163	1	2	2	2	2	1	2	2	3	1	2
164	2	1	1	2	1	2	3	2	3	2	3
165	3	1	1	1	2	2	3	3	2	2	1
166	3	2	2	1	1	1	2	3	2	2	2
167	1	1	1	1	2	1	2	2	1	3	1
168	2	1	2	1	1	1	2	2	1	2	2
169	2	1	1	2	2	1	1	2	1	2	2
170	2	2	1	1	1	2	3	2	2	1	2
171	2	2	2	2	1	2	3	1	3	3	2
172	2	1	2	1	1	1	2	2	2	3	3
173	1	2	2	2	2	1	2	3	1	3	1
174	1	2	1	1	1	1	2	2	2	3	2
175	2	1	2	1	1	1	2	3	2	2	3
176	2	2	2	2	2	1	2	1	3	2	2
177	3	1	1	1	1	1	2	2	2	2	2
178	2	2	2	2	2	1	2	2	2	2	2
179	2	1	2	1	2	1	1	2	2	1	2
180	1	1	1	2	2	2	2	2	1	3	2
181	2	2	1	2	1	2	2	2	1	2	2
182	2	1	1	2	1	1	1	2	2	2	1
183	1	2	1	1	2	1	2	2	2	3	3
184	3	2	1	2	2	2	3	2	3	2	3
185	2	1	2	1	2	2	2	2	2	1	2
186	2	1	1	1	1	1	2	2	2	4	3
187	2	2	2	1	2	2	3	1	2	2	2
188	1	2	1	2	2	2	3	2	3	2	1
189	3	2	1	1	1	1	2	2	2	2	2
190	2	1	2	2	1	2	2	1	2	3	2
191	2	2	2	2	2	2	2	3	3	2	2
192	3	2	2	1	1	1	2	2	2	3	1
193	2	1	2	1	1	2	2	2	2	2	1
194	2	1	1	2	1	2	2	2	2	4	3
195	2	2	1	1	1	1	3	2	2	2	1

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
196	2	2	1	1	2	2	3	1	2	1	3	2	2	2	2
197	1	2	1	2	3	2	3	1	1	1	2	2	2	1	2
198	2	2	1	1	3	3	2	1	1	1	2	2	2	3	2
199	2	2	2	1	2	1	2	1	2	1	2	2	2	2	2
200	2	2	2	2	1	2	1	1	2	1	3	2	2	3	2
201	2	2	1	1	2	3	1	1	1	1	3	3	1	2	3
202	2	2	1	2	2	1	1	1	2	1	2	2	1	2	2
203	2	2	1	1	2	1	2	1	1	1	1	3	2	1	2
204	2	2	1	2	1	1	2	1	1	1	3	2	2	2	2
205	1	2	1	2	2	2	2	1	1	1	3	1	2	2	2
206	2	2	2	1	1	2	2	1	1	1	2	2	2	2	2
207	2	2	2	2	2	2	2	1	1	1	2	2	1	1	2



	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
196	2	2	1	1	2	2	2	1	2	1	2
197	2	1	1	2	2	2	1	2	3	1	2
198	3	1	1	1	1	2	2	2	2	1	2
199	1	2	1	1	1	2	3	3	2	2	3
200	2	2	1	2	2	1	3	2	1	3	2
201	3	2	2	1	1	1	2	2	2	2	3
202	2	1	2	2	2	2	1	3	2	2	2
203	2	1	1	2	2	2	1	3	1	2	1
204	2	2	1	2	1	2	2	2	1	2	2
205	1	2	1	2	1	2	1	2	2	2	1
206	2	1	2	1	1	1	2	1	1	1	3
207	1	1	1	1	2	1	2	2	2	2	2



Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Pendapatan	64	1	3	2.06	.47
Tugas&Kewajiban	64	1	3	2.00	.40
Masa Kerja	64	1	2	1.50	.50
Model berpikir	64	1	2	1.47	.50
Hari kerja	64	1	3	1.95	.65
Hari libur	64	1	5	1.98	.83
Lama pendidikan	64	1	3	2.02	.72
Profesi	64	1	3	2.08	.45
Protap	64	1	2	1.38	.49
Status PNS	64	1	3	2.08	.45
Umur	64	1	3	1.94	.61
Jenis kelamin	64	2	2	2.00	9.25E-06
Anggaran	64	1	4	2.02	.63
Jumlah darah	64	1	3	1.95	.68
Jenis darah	64	1	3	2.11	.72
Autotransfusi	64	1	2	1.53	.50
Pengganti darah	64	1	2	1.56	.50
Bentuk kerja sama	64	1	2	1.52	.50
Donor tetap	64	1	3	1.97	.40
Sistem penginman	64	1	4	2.02	.63
Protap	64	1	3	2.03	.40
Anggaran	64	1	2	1.53	.50
Ethos kerja	64	1	2	1.59	.50
Jenis Alat	64	1	4	2.00	.71
Kesepakatan tim	64	1	4	1.98	.72
Berpikir linier	64	1	4	1.95	.65
Valid N (listwise)	64				

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
1	2	2	1	1	2	1	2	2	2	2	2	2	1	3	2
2	1	1	2	1	3	3	2	2	2	2	3	2	1	3	3
3	2	2	2	2	2	2	2	2	1	2	3	2	2	2	3
4	2	2	1	2	3	1	2	2	1	2	2	2	2	2	2
5	2	2	1	1	1	2	1	2	2	2	1	2	2	2	3
6	2	2	1	2	3	1	3	2	2	2	2	2	1	2	2
7	2	2	1	2	2	2	3	2	1	2	1	2	2	1	2
8	2	3	2	1	1	1	3	3	2	3	3	2	3	2	3
9	2	2	1	1	2	2	3	3	1	3	2	2	3	2	1
10	2	2	2	1	1	1	3	2	1	2	1	2	1	3	3
11	2	2	1	2	2	2	2	3	2	3	2	2	2	2	1
12	3	1	1	2	2	2	3	2	2	2	2	2	2	2	2
13	3	2	2	2	2	2	2	2	1	2	2	2	1	2	2
14	2	2	2	2	1	2	3	2	1	2	3	2	4	1	2
15	3	2	2	1	1	3	1	2	2	2	1	2	2	1	2
16	2	2	2	1	3	2	2	2	1	2	1	2	2	3	2
17	2	2	1	2	2	1	2	2	1	2	2	2	2	2	3
18	2	2	2	2	3	2	3	1	2	1	2	2	1	2	3
19	2	2	1	2	2	2	1	2	1	2	3	2	2	2	2
20	2	2	2	1	2	3	1	2	2	2	2	2	1	2	3
21	2	2	1	1	3	3	2	2	1	2	2	2	3	2	2
22	1	2	1	1	2	2	2	2	1	2	2	2	2	2	2
23	2	1	1	1	2	2	2	1	1	1	2	2	2	2	3
24	2	2	1	2	2	3	2	3	1	3	3	2	1	3	1
25	2	2	1	2	3	3	2	2	2	2	2	2	2	3	3
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28	3	3	2	1	1	1	2	2	2	2	2	2	2	1	3
29	2	2	1	1	3	3	2	2	2	2	2	2	2	2	2
30	3	2	2	2	2	5	3	2	1	2	2	2	2	1	2
31	1	2	2	2	3	2	3	3	2	3	1	2	2	2	2
32	2	2	2	1	2	3	3	2	2	2	2	2	2	1	3
33	2	1	1	2	1	3	3	2	1	2	2	2	2	2	1
34	2	3	1	1	2	2	3	2	2	2	2	2	2	1	2
35	3	2	2	1	1	2	2	2	2	2	2	2	2	2	1
36	2	3	2	1	2	2	2	2	1	2	2	2	2	2	3
37	2	2	2	2	2	3	2	2	1	2	1	2	1	1	2
38	2	2	2	1	1	3	3	2	1	2	2	2	3	1	2
39	2	2	1	1	2	2	3	2	1	2	2	2	2	1	2

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
1	1	1	2	2	1	2	1	2	1	1	2
2	2	2	2	2	1	2	2	2	2	1	2
3	2	2	2	2	2	2	1	2	1	3	2
4	1	2	1	2	2	2	1	1	2	2	2
5	2	2	2	2	2	2	2	2	2	1	2
6	1	1	2	2	1	2	1	1	2	2	2
7	2	1	2	2	2	2	2	1	3	4	2
8	2	1	2	2	3	2	2	2	2	2	1
9	2	2	1	2	3	2	2	1	2	2	2
10	2	1	1	2	1	2	2	2	2	1	3
11	1	2	2	2	2	3	2	1	1	2	2
12	2	2	2	2	2	2	1	1	3	3	2
13	1	1	1	1	1	2	2	2	2	2	4
14	1	2	2	2	4	2	2	2	1	1	1
15	2	1	1	3	2	2	1	2	2	2	1
16	2	1	2	2	2	2	2	1	1	2	2
17	1	2	2	2	2	2	1	2	2	2	2
18	2	2	1	2	1	2	2	1	2	2	3
19	1	2	1	2	2	2	2	1	2	2	2
20	2	2	2	2	1	2	2	2	2	2	2
21	2	2	1	2	3	2	1	2	2	1	2
22	2	2	1	1	2	2	1	2	3	2	2
23	2	1	2	2	2	2	2	2	1	2	3
24	1	1	2	2	1	2	2	2	1	2	2
25	2	2	1	2	2	2	2	1	3	2	2
26	1	2	2	2	2	2	1	1	2	3	2
27	2	2	2	2	2	2	1	1	3	2	1
28	2	1	2	2	2	2	1	1	2	2	2
29	2	1	1	2	2	1	2	2	4	1	2
30	1	2	2	2	2	2	1	1	1	2	2
31	2	2	1	1	2	2	2	2	1	1	2
32	2	1	2	2	2	2	1	1	3	1	2
33	2	2	1	2	2	2	2	1	3	2	3
34	2	1	1	1	2	2	2	2	2	3	2
35	1	2	1	2	2	1	2	2	1	2	3
36	1	2	1	3	2	3	1	1	2	2	3
37	1	2	2	2	1	2	1	1	3	1	3
38	1	1	1	2	3	2	1	2	1	3	1
39	2	2	1	2	2	2	1	1	2	3	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	y1	y2	y3
40	2	2	2	1	1	3	2	2	1	2	2	2	2	3	2
41	2	2	2	1	2	1	2	2	1	2	2	2	2	2	1
42	2	2	2	1	2	1	1	2	2	2	2	2	1	3	1
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50	2	2	1	2	2	1	2	2	1	2	2	2	2	1	1
51	2	2	1	1	2	3	1	2	1	2	1	2	2	3	1
52	2	2	2	2	1	1	2	2	1	2	3	2	3	2	2
53	2	2	1	2	1	2	3	2	1	2	1	2	2	1	2
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58	1	2	2	2	2	1	2	3	1	3	1	2	2	3	2
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62	3	2	2	1	2	2	2	2	1	2	3	2	2	2	1
63	2	3	2	2	2	2	1	2	1	2	3	2	2	2	2
64	2	2	2	1	2	1	2	2	1	2	1	2	2	2	3

	y4	y5	y6	y7	y8	z1	z2	z3	z4	z5	z6
40	2	2	1	3	2	2	1	1	2	2	2
41	1	2	2	2	2	2	2	2	3	2	3
42	1	1	1	2	1	2	1	2	2	2	2
43	2	2	2	2	2	2	1	2	2	2	1
44	1	1	1	3	3	2	2	2	2	1	2
45	1	1	2	2	3	1	1	2	3	3	2
46	2	2	2	2	3	2	2	2	2	2	1
47	1	1	2	2	3	2	1	2	2	3	2
48	1	2	1	2	2	2	2	2	1	3	1
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50	2	2	2	1	2	3	2	1	2	2	1
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52	1	2	1	2	3	2	2	2	1	1	1
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55	1	2	1	2	2	1	2	2	2	3	1
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62	2	2	1	2	2	2	1	2	2	2	2
63	1	2	2	2	2	2	2	1	1	2	2
64	1	1	2	2	2	2	1	2	2	2	1

	kabupaten	x1	x2	x3	x4	x5	rerata	y1	y2	y3	rerata	z1	z2	z3	rerata	nk
1	Kab Gresik	2.10	1.52	1.90	2.19	2.00	1.94	1.90	2.05	2.25	2.04	1.62	1.93	2.05	1.85	17.00
2	Kab Sidoarjo	2.00	1.33	2.33	2.24	2.06	1.99	1.90	1.86	2.05	1.94	1.43	2.00	2.19	1.87	11.00
3	Kab Mojokerto	2.10	1.57	1.75	1.82	1.81	1.77	2.24	1.95	1.95	2.35	1.57	2.05	1.67	1.76	18.00
4	Kab Kenosono	2.10	1.52	1.81	2.15	1.95	1.91	2.24	1.86	2.12	2.37	1.90	2.05	1.85	1.94	14.00
5	Kab Bojonegoro	2.00	1.33	2.43	2.25	2.00	2.01	2.10	2.00	1.81	1.97	2.25	2.10	1.60	2.08	13.00
6	Kab Tuban	2.10	1.52	1.77	1.57	1.81	1.74	1.87	2.19	2.00	2.06	2.05	1.95	1.90	1.97	16.00
7	Kab Lamongan	1.90	1.62	1.95	2.05	2.29	1.96	2.14	1.95	2.24	2.11	1.95	2.00	2.10	2.02	18.00
8	Kab Madia	1.95	1.62	2.05	2.00	2.00	1.82	2.10	2.10	2.00	2.07	2.14	2.05	1.90	2.03	18.00
9	Kab Ngawi	2.19	1.52	1.81	1.95	1.85	1.87	1.76	2.10	2.14	2.00	1.86	1.85	2.05	1.95	14.00
10	Kab Magelan	2.00	1.38	2.10	2.14	2.00	1.92	2.00	1.85	1.86	1.91	1.90	1.95	2.14	2.00	16.00
11	Kab Ponorogo	2.05	1.29	1.95	1.81	1.86	1.79	2.00	1.81	2.19	2.00	2.10	1.95	1.86	1.97	17.90
12	Kab Pacitan	1.81	1.43	2.33	1.90	2.00	1.89	1.95	1.95	2.00	1.97	2.16	2.24	2.10	2.15	16.00
13	Kab Nganyak	1.90	1.38	1.81	1.76	2.14	1.80	1.86	1.81	2.19	1.95	1.90	1.95	1.95	1.93	14.00
14	Kab Blitar	2.10	1.52	1.90	2.19	1.95	1.83	2.24	2.00	1.95	2.05	1.62	2.00	2.00	1.87	16.00
15	Kab Tulungagung	2.05	1.38	2.33	2.19	1.95	1.98	2.05	1.95	1.81	1.94	1.43	1.95	2.10	1.83	18.00
16	Kab Trenggalek	2.10	1.52	1.76	1.71	1.81	1.78	1.81	2.14	2.00	1.98	1.57	2.05	1.71	1.78	16.00
17	Kab Malang	1.95	1.62	1.85	2.00	2.29	1.94	2.24	2.00	2.19	2.14	1.48	2.00	1.90	1.79	18.00
18	Kab Pasuruan	1.90	1.67	2.05	2.05	2.05	1.94	1.95	2.00	2.14	2.03	1.48	2.14	2.14	1.92	14.00
19	Kab Proboling	2.25	1.45	1.95	1.95	1.90	1.90	1.90	2.20	2.10	2.07	1.65	1.85	1.95	1.82	16.00
20	Kab Lumajang	1.95	1.45	2.00	2.05	1.91	1.87	1.95	1.77	1.95	1.89	1.96	1.91	1.91	1.73	19.00
21	Kab Bondowoso	2.00	1.29	2.00	1.90	1.85	1.83	2.00	1.86	1.95	1.94	1.38	2.05	2.05	1.83	16.00
22	Kab Situbondo	1.90	1.57	2.19	2.05	1.95	1.93	1.95	2.00	2.10	2.02	1.67	1.95	1.95	1.86	14.00
23	Kab Banyuwangi	2.05	1.29	1.95	1.81	1.86	1.79	2.00	1.81	2.19	2.00	1.38	2.05	2.00	1.81	13.00
24	Kab Pamekasan	1.90	1.62	2.14	2.05	1.95	1.93	2.00	2.00	2.05	2.02	1.67	2.00	2.30	1.89	16.00
25	Kab Sampang	2.00	1.33	2.00	1.86	1.95	1.83	2.00	1.81	2.06	1.95	1.43	2.05	1.95	1.81	18.00
26	Kab Sumenep	1.95	1.62	2.10	1.95	2.00	1.92	1.90	2.00	2.14	2.01	1.67	1.95	1.95	1.85	18.00
27	Kab Banghalan	2.00	1.24	2.19	1.90	2.05	1.88	2.14	1.90	2.10	2.05	1.33	2.00	1.95	1.76	14.00
28	Kota Madiun	2.10	1.38	2.19	2.05	1.81	1.91	2.00	2.14	1.75	1.97	1.43	2.05	2.00	1.83	13.00
29	Kota Proboling	1.95	1.57	1.81	1.81	1.90	1.81	1.86	2.10	2.05	2.00	1.52	1.90	1.67	1.70	16.00
30	Kota Blitar	2.05	1.62	1.85	2.14	2.29	1.99	2.10	1.90	2.24	2.08	1.43	2.10	2.10	1.88	16.00
31	Kota Kediri	2.00	1.57	1.95	1.95	1.86	1.87	2.00	2.00	2.14	2.05	1.62	2.05	2.14	1.94	16.00
32	Kota Mojokerto	2.19	1.43	2.10	2.00	2.05	1.95	1.90	2.14	1.95	2.00	1.43	1.95	2.30	1.75	18.00
33	Kota Pasuruan	2.00	1.53	2.05	2.16	1.89	1.93	1.95	1.78	2.05	1.93	1.47	1.79	1.89	1.72	16.00

Descriptive Statistics

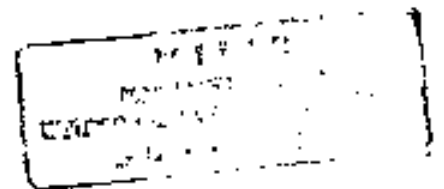
	Kabupaten	Profesi	Mean	Std. Deviation	N
Pendapatan	Kab Gresik	Dokter	1.50	.71	2
		Bidan	2.00	.00	6
		Perawat	2.33	.50	9
		Peg PMI	2.00	.00	4
		Total	2.10	.44	21
	Kab Sidoarjo	Dokter	1.50	.71	2
		Bidan	2.00	.63	6
		Perawat	2.11	.60	9
		Peg PMI	2.00	.00	4
		Total	2.00	.55	21
	Kab Mojokerto	Dokter	2.00	.00	2
		Bidan	2.17	.41	6
		Perawat	1.88	.33	9
		Peg PMI	2.50	.58	4
		Total	2.10	.44	21
	Kab Kerinci	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.33	.50	9
		Peg PMI	2.00	.00	4
		Total	2.10	.44	21
	Kab Bojonegara	Dokter	1.50	.71	2
Bidan		2.00	.63	6	
Perawat		2.11	.60	9	
Peg PMI		2.00	.00	4	
Total		2.00	.55	21	
Kab Tuban	Dokter	2.00	.00	2	
	Bidan	2.17	.41	6	
	Perawat	1.89	.33	9	
	Peg PMI	2.50	.58	4	
	Total	2.10	.44	21	
Kab Lamongan	Dokter	2.00	.00	2	
	Bidan	1.83	.41	6	
	Perawat	1.89	.33	9	
	Peg PMI	2.00	.00	4	
	Total	1.90	.30	21	
Kab Madiun	Dokter	2.00	.00	2	
	Bidan	2.17	.41	6	
	Perawat	1.67	.50	9	
	Peg PMI	2.25	.50	4	
	Total	1.95	.50	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Pendapatan	Kab Ngawi	Dokter	2.00	.00	2
		Bidan	2.33	.52	6
		Perawat	2.00	.00	9
		Peg PMI	2.50	.58	4
		Total	2.19	.40	21
	Kab Magetan	Dokter	2.50	.71	2
		Bidan	2.17	.41	6
		Perawat	1.89	.33	9
		Peg PMI	1.75	.96	4
		Total	2.00	.55	21
	Kab Ponorogo	Dokter	2.00	.00	2
		Bidan	2.33	.52	6
		Perawat	1.89	.33	9
		Peg PMI	2.00	.00	4
		Total	2.05	.38	21
	Kab Pacitan	Dokter	1.50	.71	2
		Bidan	2.00	.00	6
		Perawat	1.76	.67	9
		Peg PMI	1.75	.50	4
		Total	1.81	.51	21
	Kab Nganjuk	Dokter	2.00	.00	2
Bidan		2.17	.41	6	
Perawat		1.76	.44	9	
Peg PMI		1.75	.50	4	
Total		1.90	.44	21	
Kab Blitar	Dokter	2.00	.00	2	
	Bidan	2.00	.00	6	
	Perawat	2.33	.50	9	
	Peg PMI	1.75	.50	4	
	Total	2.10	.44	21	
Kab Tulungagung	Dokter	2.00	.00	2	
	Bidan	2.00	.89	6	
	Perawat	2.11	.33	9	
	Peg PMI	2.00	.00	4	
	Total	2.05	.50	21	
Kab Trenggalek	Dokter	2.00	.00	2	
	Bidan	2.17	.41	6	
	Perawat	2.00	.50	9	
	Peg PMI	2.25	.50	4	
	Total	2.10	.44	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Pendapatan	Kab Malang	Dokter	2.00	.00	2
		Bidan	1.97	.52	6
		Perawat	2.00	.00	9
		Peg PMI	2.25	.50	4
		Total	1.95	.38	21
	Kab Pasuruan	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	1.89	.60	9
		Peg PMI	2.00	.00	4
		Total	1.90	.44	21
	Kab Probolinggo	Dokter	2.50	.71	2
		Bidan	2.17	.41	6
		Perawat	2.22	.44	9
		Peg PMI	2.33	.58	3
		Total	2.25	.44	20
	Kab Lumajang	Dokter	2.50	.71	2
		Bidan	1.83	.41	6
		Perawat	1.78	.44	9
		Peg PMI	2.20	.45	5
		Total	1.95	.49	22
	Kab Bondowoso	Dokter	2.00	.00	2
Bidan		2.17	.75	6	
Perawat		2.00	.00	9	
Peg PMI		1.75	.50	4	
Total		2.00	.45	21	
Kab Situbondo	Dokter	2.00	.00	2	
	Bidan	2.00	.63	6	
	Perawat	1.89	.33	9	
	Peg PMI	1.75	.96	4	
	Total	1.90	.54	21	
Kab Banyuwangi	Dokter	2.00	.00	2	
	Bidan	2.33	.52	6	
	Perawat	1.89	.33	9	
	Peg PMI	2.00	.00	4	
	Total	2.05	.38	21	
Kab Pamekasan	Dokter	1.50	.71	2	
	Bidan	2.00	.00	6	
	Perawat	1.89	.60	9	
	Peg PMI	2.00	.62	4	
	Total	1.90	.54	21	



Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Pendapatan	Kab Sampang	Dokter	2.00	.00	2
		Bidan	2.17	.75	6
		Perawat	2.00	.00	9
		Peg PMI	1.75	.50	4
		Total	2.00	.45	21
	Kab Sumenep	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.00	.71	9
		Peg PMI	2.00	.00	4
		Total	1.95	.50	21
	Kab Bangkalan	Dokter	2.50	.71	2
		Bidan	2.00	.63	6
		Perawat	1.89	.33	9
		Peg PMI	2.00	.82	4
		Total	2.00	.55	21
	Kota Madiun	Dokter	2.00	1.41	2
		Bidan	2.17	.41	6
		Perawat	2.00	.00	9
		Peg PMI	2.25	.50	4
		Total	2.10	.44	21
	Kota Probolinggo	Dokter	2.00	.00	2
Bidan		1.83	.41	6	
Perawat		2.22	.44	9	
Peg PMI		1.50	.58	4	
Total		1.95	.50	21	
Kota Blitar	Dokter	2.00	.00	2	
	Bidan	2.00	.00	6	
	Perawat	2.11	.33	9	
	Peg PMI	2.00	.00	4	
	Total	2.05	.22	21	
Kota Kediri	Dokter	1.50	.71	2	
	Bidan	1.67	.52	6	
	Perawat	2.22	.44	9	
	Peg PMI	2.25	.50	4	
	Total	2.00	.55	21	
Kota Mojokerto	Dokter	2.00	.00	2	
	Bidan	2.00	.00	6	
	Perawat	2.44	.53	9	
	Peg PMI	2.00	.00	4	
	Total	2.19	.40	21	

Descriptive Statistics

	Kabupaten	Profusi	Mean	Std. Deviation	N
Pencapaian	Kota Pasuruan	Dokter	1.50	.71	2
		Bidan	2.00	.00	6
		Perawat	1.89	.52	9
		Peg PMI	3.00	.00	2
		Total	2.00	.58	19
	Total	Dokter	1.95	.44	65
		Bidan	2.03	.46	198
		Perawat	2.01	.45	297
		Peg PMI	2.05	.50	130
		Total	2.02	.46	691
Model berpikir	Kab Gresik	Dokter	1.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.56	.53	9
		Peg PMI	1.50	.58	4
		Total	1.52	.51	21
	Kab Sidoarjo	Dokter	1.00	.00	2
		Bidan	1.50	.55	6
		Perawat	1.44	.53	9
		Peg PMI	1.00	.00	4
		Total	1.33	.48	21
	Kab Madijara	Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	1.67	.50	9
		Peg PMI	1.50	.58	4
		Total	1.57	.51	21
	Kab Kartasura	Dokter	1.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.44	.53	9
		Peg PMI	1.75	.50	4
		Total	1.52	.51	21
	Kab Bojonegoro	Dokter	1.00	.00	2
		Bidan	1.50	.55	6
		Perawat	1.44	.53	9
		Peg PMI	1.00	.00	4
		Total	1.33	.48	21
	Kab Tuban	Dokter	1.50	.71	2
		Bidan	1.33	.52	6
		Perawat	1.78	.44	9
		Peg PMI	1.25	.50	4
		Total	1.52	.51	21

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Model berpikir	Kab Lamongan	Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	1.56	.53	9
		Peg PMI	1.75	.60	4
		Total	1.62	.50	21
	Kab Madiun	Dokter	1.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.67	.50	9
		Peg PMI	1.75	.60	4
		Total	1.62	.50	21
	Kab Ngawi	Dokter	2.00	.00	2
		Bidan	1.33	.52	6
		Perawat	1.56	.53	9
		Peg PMI	1.50	.58	4
		Total	1.52	.51	21
	Kab Magetan	Dokter	1.00	.00	2
		Bidan	1.33	.52	6
		Perawat	1.33	.50	9
		Peg PMI	1.75	.60	4
		Total	1.38	.50	21
	Kab Ponorogo	Dokter	1.50	.71	2
Bidan		1.67	.52	6	
Perawat		1.00	.00	9	
Peg PMI		1.25	.50	4	
Total		1.29	.46	21	
Kab Pacitan	Dokter	2.00	.00	2	
	Bidan	1.67	.52	6	
	Perawat	1.33	.50	9	
	Peg PMI	1.00	.00	4	
	Total	1.43	.51	21	
Kab Nganjuk	Dokter	1.00	.00	2	
	Bidan	1.33	.52	6	
	Perawat	1.56	.53	9	
	Peg PMI	1.25	.50	4	
	Total	1.38	.50	21	
Kab Blitar	Dokter	2.00	.00	2	
	Bidan	1.33	.52	6	
	Perawat	1.78	.44	9	
	Peg PMI	1.00	.00	4	
	Total	1.52	.51	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Sto Deviation	N
Model berpikir	Kab Tulungagung	Dokter	2.00	.00	2
		Bidan	1.50	.55	6
		Perawat	1.22	.44	9
		Peg PMI	1.25	.50	4
		Total	1.38	.50	21
	Kab Trenggalek	Dokter	1.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.67	.50	9
		Peg PMI	1.25	.50	4
		Total	1.52	.51	21
	Kab Malang	Dokter	2.00	.00	2
		Bidan	1.33	.52	6
		Perawat	1.76	.44	9
		Peg PMI	1.50	.58	4
		Total	1.62	.50	21
	Kab Pasuruan	Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	1.67	.50	9
		Peg PMI	1.75	.50	4
		Total	1.67	.48	21
	Kab Probolinggo	Dokter	1.00	.00	2
Bidan		1.50	.55	6	
Perawat		1.56	.53	9	
Peg PMI		1.33	.58	3	
Total		1.45	.51	20	
Kab Lumajang	Dokter	1.50	.71	2	
	Bidan	1.17	.41	5	
	Perawat	1.44	.53	9	
	Peg PMI	1.80	.45	5	
	Total	1.45	.51	22	
Kab Bondowoso	Dokter	1.50	.71	2	
	Bidan	1.33	.52	6	
	Perawat	1.00	.00	9	
	Peg PMI	1.75	.50	4	
	Total	1.25	.46	21	
Kab Situbondo	Dokter	2.00	.00	2	
	Bidan	1.50	.55	6	
	Perawat	1.44	.53	9	
	Peg PMI	1.75	.50	4	
	Total	1.57	.51	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Model berpikir	Kab Banyuwangi	Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	1.00	.00	9
		Peg PMI	1.25	.50	4
		Total	1.29	.46	21
	Kab Pamekasan	Dokter	2.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.44	.53	9
		Peg PMI	1.75	.50	4
		Total	1.62	.50	21
	Kab Sampang	Dokter	2.00	.00	2
		Bidan	1.33	.52	6
		Perawat	1.00	.00	9
		Peg PMI	1.75	.50	4
		Total	1.33	.48	21
	Kab Sumenep	Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	1.56	.53	9
		Peg PMI	1.75	.50	4
		Total	1.62	.50	21
	Kab Bangkalan	Dokter	1.50	.71	2
Bidan		1.17	.41	6	
Perawat		1.22	.44	9	
Peg PMI		1.25	.50	4	
Total		1.24	.44	21	
Kota Madura	Dokter	2.00	.00	2	
	Bidan	1.33	.52	6	
	Perawat	1.11	.33	9	
	Peg PMI	1.75	.50	4	
	Total	1.38	.50	21	
Kota Probolinggo	Dokter	1.50	.71	2	
	Bidan	1.83	.41	6	
	Perawat	1.44	.53	9	
	Peg PMI	1.50	.58	4	
	Total	1.57	.51	21	
Kota Blitar	Dokter	1.00	.00	2	
	Bidan	1.83	.41	6	
	Perawat	1.56	.53	9	
	Peg PMI	1.75	.50	4	
	Total	1.62	.50	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Model berpikir	Kota Kediri	Dokter	1.50	.71	2
		Bidan	1.67	.57	6
		Perawat	1.56	.53	9
		Peg PMI	1.50	.58	4
		Total	1.57	.51	21
	Kota Mojokerto	Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	1.44	.53	9
		Peg PMI	1.00	.00	4
		Total	1.43	.51	21
	Kota Pasuruan	Dokter	1.50	.71	2
		Bidan	1.33	.52	6
		Perawat	1.67	.50	9
		Peg PMI	1.50	.71	2
		Total	1.53	.51	19
	Total	Dokter	1.48	.50	66
		Bidan	1.52	.50	198
		Perawat	1.45	.50	297
		Peg PMI	1.47	.50	130
		Total	1.48	.50	691
	Hari libur	Kab Gresik	Dokter	2.00	1.41
Bidan			1.50	.55	6
Perawat			1.89	.60	9
Peg PMI			2.50	.58	4
Total			1.90	.70	21
Kab Sidoarjo		Dokter	2.00	.00	2
		Bidan	2.17	.98	6
		Perawat	2.78	.97	9
		Peg PMI	1.75	.96	4
		Total	2.33	.97	21
Kab Mojokerto		Dokter	2.00	.00	2
		Bidan	1.67	.82	6
		Perawat	1.67	.87	9
		Peg PMI	2.00	.00	4
		Total	1.76	.70	21
Kab Kertosono		Dokter	1.00	.00	2
		Bidan	1.83	.75	6
		Perawat	1.89	.60	9
		Peg PMI	2.00	.82	4
		Total	1.81	.68	21

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Hari libur	Kab Bojonegoro	Dokter	2.50	.71	2
		Bidan	2.00	.89	6
		Perawat	2.78	.97	9
		Peg PMI	2.25	.96	4
		Total	2.43	.93	21
	Kab Tuban	Dokter	1.50	.71	2
		Bidan	1.83	.75	6
		Perawat	1.67	.87	9
		Peg PMI	1.75	.50	4
		Total	1.71	.72	21
	Kab Lamongan	Dokter	1.50	.71	2
		Bidan	1.83	.98	6
		Perawat	2.33	.50	9
		Peg PMI	1.50	.58	4
		Total	1.95	.74	21
	Kab Madiun	Dokter	1.00	.00	2
		Bidan	2.00	.00	6
		Perawat	2.00	.87	9
		Peg PMI	2.75	.50	4
		Total	2.05	.74	21
	Kab Ngawi	Dokter	1.00	.00	2
Bidan		1.50	.55	6	
Perawat		2.11	.93	9	
Peg PMI		2.00	.00	4	
Total		1.81	.75	21	
Kab Magetan	Dokter	2.50	.71	2	
	Bidan	2.17	.41	6	
	Perawat	2.00	.87	9	
	Peg PMI	2.00	.82	4	
	Total	2.10	.70	21	
Kab Ponorogo	Dokter	1.50	.71	2	
	Bidan	2.17	.75	6	
	Perawat	1.89	.78	9	
	Peg PMI	2.00	.82	4	
	Total	1.95	.74	21	
Kab Pacitan	Dokter	2.00	1.41	2	
	Bidan	2.17	.41	6	
	Perawat	2.22	.67	9	
	Peg PMI	3.00	.82	4	
	Total	2.33	.73	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Hari Ibur	Kab Nganjuk	Dokter	2.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.78	.83	9
		Peg PMI	2.00	.82	4
		Total	1.61	.68	21
	Kab Blitar	Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	2.00	.50	9
		Peg PMI	2.50	.58	4
		Total	1.90	.62	21
	Kab Tulungagung	Dokter	3.00	.00	2
		Bidan	2.33	1.51	6
		Perawat	2.56	.53	9
		Peg PMI	1.50	.58	4
		Total	2.33	.97	21
	Kab Trenggalek	Dokter	2.00	.00	2
		Bidan	1.67	1.03	6
		Perawat	1.67	.71	9
		Peg PMI	2.00	.82	4
		Total	1.76	.77	21
	Kab Malang	Dokter	1.50	.71	2
Bidan		2.00	.89	6	
Perawat		2.11	.60	9	
Peg PMI		1.25	.50	4	
Total		1.86	.73	21	
Kab Pasuruan	Dokter	1.50	.71	2	
	Bidan	1.83	.75	6	
	Perawat	2.44	.73	9	
	Peg PMI	1.75	.96	4	
	Total	2.05	.80	21	
Kab Probolinggo	Dokter	1.50	.71	2	
	Bidan	1.50	.55	6	
	Perawat	2.22	.67	9	
	Peg PMI	2.33	.58	3	
	Total	1.95	.69	20	
Kab Lumajang	Dokter	2.00	.00	2	
	Bidan	2.17	.75	6	
	Perawat	2.00	.87	9	
	Peg PMI	1.80	.45	5	
	Total	2.00	.69	22	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Hari libur	Kab Bondowoso	Dokter	2.00	1.41	2
		Bidan	2.17	.41	6
		Perawat	2.00	.87	9
		Peg PMI	1.75	.96	4
		Total	2.00	.77	21
	Kab Situbondo	Dokter	2.00	.00	2
		Bidan	2.50	.55	6
		Perawat	2.11	.78	9
		Peg PMI	2.00	.82	4
		Total	2.19	.68	21
	Kab Banyuwangi	Dokter	1.50	.71	2
		Bidan	2.17	.75	6
		Perawat	1.89	.78	9
		Peg PMI	2.00	.82	4
		Total	1.95	.74	21
	Kab Pamekasan	Dokter	2.00	1.41	2
		Bidan	2.17	.41	6
		Perawat	2.22	.83	9
		Peg PMI	2.00	.82	4
		Total	2.14	.73	21
	Kab Sampang	Dokter	1.50	.71	2
Bidan		2.33	.52	6	
Perawat		2.00	.87	9	
Peg PMI		1.75	.96	4	
Total		2.00	.77	21	
Kab Sumenap	Dokter	2.00	.00	2	
	Bidan	2.33	.52	6	
	Perawat	2.22	.83	9	
	Peg PMI	1.50	.58	4	
	Total	2.10	.70	21	
Kab Bangkalan	Dokter	3.00	.00	2	
	Bidan	2.17	.41	6	
	Perawat	2.22	.83	9	
	Peg PMI	1.75	.96	4	
	Total	2.19	.75	21	
Kota Madiun	Dokter	3.50	2.12	2	
	Bidan	2.50	.55	6	
	Perawat	2.00	.71	9	
	Peg PMI	1.50	1.00	4	
	Total	2.19	.98	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Hari libur	Kota Probolinggo	Dokter	2.00	1.41	2
		Bidan	1.67	.82	6
		Perawat	1.78	.67	9
		Peg PMI	2.00	1.15	4
		Total	1.81	.81	21
	Kota Blitar	Dokter	2.00	.00	2
		Bidan	2.33	.52	6
		Perawat	1.44	.53	9
		Peg PMI	2.00	.82	4
		Total	1.86	.65	21
	Kota Kediri	Dokter	1.50	.71	2
		Bidan	2.33	.82	6
		Perawat	2.00	.67	9
		Peg PMI	1.50	.58	4
		Total	1.95	.80	21
	Kota Mojokerto	Dokter	1.50	.71	2
		Bidan	2.33	1.03	6
		Perawat	2.11	.33	9
		Peg PMI	2.00	.82	4
		Total	2.10	.70	21
	Kota Pasuruan	Dokter	2.50	.71	2
Bidan		2.00	.89	6	
Perawat		1.89	.78	9	
Peg PMI		2.50	.71	2	
Total		2.05	.78	19	
Total	Dokter	1.89	.81	66	
	Bidan	2.07	.74	198	
	Perawat	2.06	.78	297	
	Peg PMI	1.95	.76	130	
	Total	2.01	.76	691	
Lama pendidikan	Kab Gresik	Dokter	2.00	.00	2
		Bidan	2.33	.82	6
		Perawat	2.33	.71	9
		Peg PMI	1.75	.96	4
		Total	2.19	.75	21
	Kab Sidoarjo	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.67	.50	9
		Peg PMI	2.00	.82	4
		Total	2.24	.62	21

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Lama pendidikan	Kab Mojokerto	Dokter	1.50	.71	2
		Bidan	1.33	.52	6
		Perawat	1.89	.78	9
		Peg PMI	1.50	.58	4
		Total	1.62	.67	21
	Kab Kertosono	Dokter	2.00	.00	2
		Bidan	2.17	.75	6
		Perawat	2.44	.73	9
		Peg PMI	1.75	.96	4
		Total	2.19	.75	21
	Kab Bojonegoro	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.56	.53	9
		Peg PMI	2.50	.58	4
		Total	2.29	.56	21
	Kab Tuban	Dokter	1.00	.00	2
		Bidan	1.33	.52	6
		Perawat	1.89	.78	9
		Peg PMI	1.50	.58	4
		Total	1.57	.68	21
	Kab Lamongan	Dokter	2.00	.00	2
Bidan		2.00	.89	6	
Perawat		2.00	.87	9	
Peg PMI		2.25	.96	4	
Total		2.05	.80	21	
Kab Madiun	Dokter	2.00	.00	2	
	Bidan	2.33	.52	6	
	Perawat	1.67	.71	9	
	Peg PMI	2.25	.50	4	
	Total	2.00	.63	21	
Kab Ngawi	Dokter	2.50	.71	2	
	Bidan	1.83	.41	6	
	Perawat	1.89	.60	9	
	Peg PMI	2.00	.00	4	
	Total	1.95	.50	21	
Kab Magetan	Dokter	2.50	.71	2	
	Bidan	2.00	.00	6	
	Perawat	2.00	.71	9	
	Peg PMI	2.50	.58	4	
	Total	2.14	.57	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Lama pendidikan	Kab Ponorogo	Dokter	2.00	.00	2
		Bidan	2.00	.89	6
		Perawat	1.67	.50	9
		Peg PMI	1.75	.50	4
		Total	1.81	.60	21
	Kab Pacitan	Dokter	2.50	.71	2
		Bidan	2.00	.89	6
		Perawat	1.67	.50	9
		Peg PMI	2.00	.82	4
		Total	1.90	.70	21
	Kab Nganjuk	Dokter	1.00	.00	2
		Bidan	1.83	.75	6
		Perawat	1.78	.67	9
		Peg PMI	2.00	.00	4
		Total	1.76	.62	21
	Kab Blitar	Dokter	2.00	.00	2
		Bidan	2.67	.82	6
		Perawat	2.11	.78	9
		Peg PMI	1.75	.50	4
		Total	2.15	.75	21
	Kab Tulungagung	Dokter	2.00	.00	2
Bidan		2.17	.75	6	
Perawat		2.58	.53	9	
Peg PMI		1.50	.58	4	
Total		2.19	.68	21	
Kab Trenggalek	Dokter	1.50	.71	2	
	Bidan	1.33	.52	6	
	Perawat	1.89	.78	9	
	Peg PMI	2.00	.82	4	
	Total	1.71	.72	21	
Kab Malang	Dokter	2.50	.71	2	
	Bidan	1.67	.82	6	
	Perawat	2.00	.87	9	
	Peg PMI	2.25	.50	4	
	Total	2.00	.77	21	
Kab Pasuruan	Dokter	2.00	.00	2	
	Bidan	2.33	.82	6	
	Perawat	1.67	.50	9	
	Peg PMI	2.50	.58	4	
	Total	2.05	.67	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Lama pendidikan	Kab Probolinggo	Dokter	1.50	.71	2
		Bidan	1.83	.41	6
		Perawat	2.30	.50	9
		Peg PMI	2.33	.58	3
		Total	1.95	.51	20
	Kab Lumajang	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.33	.71	9
		Peg PMI	1.80	.45	5
		Total	2.05	.58	22
	Kab Bondowoso	Dokter	2.50	.71	2
		Bidan	1.83	.75	6
		Perawat	1.67	.50	9
		Peg PMI	2.25	.50	4
		Total	1.90	.62	21
	Kab Situbondo	Dokter	2.00	1.41	2
		Bidan	1.87	.82	5
		Perawat	2.11	.60	9
		Peg PMI	2.50	.58	4
		Total	2.05	.74	21
Kab Banyuwangi	Dokter	2.00	.00	2	
	Bidan	2.00	.89	6	
	Perawat	1.67	.50	9	
	Peg PMI	1.75	.50	4	
	Total	1.81	.60	21	
Kab Pamekasan	Dokter	2.50	.71	2	
	Bidan	2.00	.89	6	
	Perawat	1.89	.78	9	
	Peg PMI	2.25	.50	4	
	Total	2.05	.74	21	
Kab Sampang	Dokter	1.50	.71	2	
	Bidan	2.00	.89	6	
	Perawat	1.67	.50	9	
	Peg PMI	2.25	.50	4	
	Total	1.86	.65	21	
Kab Sumenep	Dokter	2.50	.71	2	
	Bidan	1.50	.84	6	
	Perawat	2.22	.67	9	
	Peg PMI	1.75	.50	4	
	Total	1.95	.74	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Lama pendidikan	Kab Bangkalan	Dokter	2.50	.71	2
		Bidan	1.83	.75	6
		Perawat	1.88	.33	9
		Peg PMI	1.75	.50	4
		Total	1.80	.54	21
	Kota Madiun	Dokter	3.00	.80	2
		Bidan	2.50	.55	6
		Perawat	1.89	.78	9
		Peg PMI	1.25	.50	4
		Total	2.05	.80	21
	Kota Probolinggo	Dokter	1.50	.71	2
		Bidan	2.00	.89	6
		Perawat	2.00	.71	9
		Peg PMI	1.25	.50	4
		Total	1.61	.75	21
	Kota Blitar	Dokter	2.50	.71	2
		Bidan	2.00	.89	6
		Perawat	2.11	.60	9
		Peg PMI	2.25	.96	4
		Total	2.14	.73	21
	Kota Kediri	Dokter	2.50	.71	2
Bidan		1.50	.55	6	
Perawat		2.11	.60	9	
Peg PMI		2.00	.00	4	
Total		1.95	.59	21	
Kota Mojokerto	Dokter	1.50	.71	2	
	Bidan	2.00	.63	6	
	Perawat	2.11	.33	9	
	Peg PMI	2.00	.00	4	
	Total	2.00	.45	21	
Kota Pasuruan	Dokter	1.50	.71	2	
	Bidan	2.17	.75	6	
	Perawat	2.22	.67	9	
	Peg PMI	2.50	.71	2	
	Total	2.16	.69	19	
Total	Dokter	2.02	.62	66	
	Bidan	1.93	.72	198	
	Perawat	2.02	.67	297	
	Peg PMI	1.98	.63	130	
	Total	1.98	.67	691	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Umur	Kab Gresik	Dokter	2.50	.71	2
		Bidan	2.00	.89	6
		Perawat	1.78	.67	9
		Peg PMI	2.25	.50	4
		Total	2.00	.71	21
	Kab Sidoarjo	Dokter	2.00	.00	2
		Bidan	2.33	.52	6
		Perawat	1.89	.33	9
		Peg PMI	2.00	.00	4
		Total	2.05	.38	21
	Kab Mojokerto	Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	1.67	.71	9
		Peg PMI	2.50	.58	4
		Total	1.81	.68	21
	Kab Kenosono	Dokter	1.50	.71	2
		Bidan	2.00	.89	6
		Perawat	1.89	.78	9
		Peg PMI	2.25	.50	4
		Total	1.95	.74	21
	Kab Bojonegara	Dokter	2.00	.00	2
Bidan		2.33	.52	6	
Perawat		1.89	.33	9	
Peg PMI		1.75	.50	4	
Total		2.00	.45	21	
Kab Tuban	Dokter	2.00	.00	2	
	Bidan	1.67	.52	6	
	Perawat	1.67	.71	9	
	Peg PMI	2.25	.50	4	
	Total	1.81	.60	21	
Kab Lamongan	Dokter	2.00	1.41	2	
	Bidan	2.50	.89	6	
	Perawat	2.44	.53	9	
	Peg PMI	2.50	.58	4	
	Total	2.29	.72	21	
Kab Madiun	Dokter	1.50	.71	2	
	Bidan	2.17	.75	6	
	Perawat	2.00	.00	9	
	Peg PMI	2.00	.00	4	
	Total	2.00	.45	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Umur	Kab Ngawi	Dokter	2.00	.00	2
		Bidan	1.50	.55	6
		Perawat	2.11	.33	9
		Peg PMI	1.75	.50	4
		Total	1.86	.48	21
	Kab Magetan	Dokter	2.50	.71	2
		Bidan	2.17	.75	6
		Perawat	1.89	.78	9
		Peg PMI	1.75	.96	4
		Total	2.00	.77	21
	Kab Ponorogo	Dokter	1.00	.00	2
		Bidan	2.17	.41	6
		Perawat	1.89	.33	9
		Peg PMI	1.75	.96	4
		Total	1.88	.57	21
	Kab Pacitan	Dokter	2.00	.00	2
		Bidan	2.00	.63	6
		Perawat	2.00	.87	9
		Peg PMI	2.00	.82	4
		Total	2.00	.71	21
	Kab Nganjuk	Dokter	2.00	.00	2
Bidan		1.83	.98	6	
Perawat		2.33	.71	9	
Peg PMI		2.25	.50	4	
Total		2.14	.73	21	
Kab Blitar	Dokter	2.50	.71	2	
	Bidan	1.67	.82	6	
	Perawat	2.00	.71	9	
	Peg PMI	2.00	.00	4	
	Total	1.95	.67	21	
Kab Tulungagung	Dokter	2.50	.71	2	
	Bidan	2.17	.41	6	
	Perawat	1.78	.44	9	
	Peg PMI	1.75	.50	4	
	Total	1.95	.50	21	
Kab Trenggalek	Dokter	2.00	.00	2	
	Bidan	1.83	.75	6	
	Perawat	1.67	.50	9	
	Peg PMI	2.00	1.15	4	
	Total	1.81	.68	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Umur	Kab Malang	Dokter	2.50	.71	2
		Bidan	2.17	.75	6
		Perawat	2.44	.53	9
		Peg PMI	2.00	.82	4
		Total	2.29	.64	21
	Kab Pasuruan	Dokter	2.50	.71	2
		Bidan	2.00	.63	6
		Perawat	2.00	.00	9
		Peg PMI	2.00	.00	4
		Total	2.05	.38	21
	Kab Probolinggo	Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	2.00	.50	9
		Peg PMI	2.33	.58	3
		Total	1.90	.55	20
	Kab Lumajang	Dokter	2.00	1.41	2
		Bidan	1.83	.75	6
		Perawat	2.11	.78	9
		Peg PMI	1.60	.89	5
		Total	1.91	.81	22
	Kab Bondowoso	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	1.78	.44	9
		Peg PMI	2.50	.58	4
		Total	1.95	.50	21
	Kab Situbondo	Dokter	2.00	.00	2
		Bidan	2.17	.75	6
		Perawat	1.89	.78	9
		Peg PMI	1.75	.96	4
		Total	1.95	.74	21
Kab Banyuwangi	Dokter	1.00	.00	2	
	Bidan	2.17	.41	6	
	Perawat	1.89	.33	9	
	Peg PMI	1.75	.96	4	
	Total	1.86	.57	21	
Kab Pamekasan	Dokter	2.00	.00	2	
	Bidan	2.00	.63	6	
	Perawat	2.22	.83	9	
	Peg PMI	1.25	.60	4	
	Total	1.85	.74	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Umur	Kab Sampang	Dokter	2.50	.71	2
		Bidan	1.63	.41	6
		Perawat	1.89	.33	9
		Peg PMI	2.00	.82	4
		Total	1.95	.50	21
	Kab Sumenep	Dokter	2.50	.71	2
		Bidan	2.17	.75	6
		Perawat	1.89	.78	9
		Peg PMI	1.75	.96	4
		Total	2.00	.77	21
	Kab Bangkalan	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.11	.33	9
		Peg PMI	2.25	.50	4
		Total	2.05	.38	21
	Kota Madiun	Dokter	2.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.89	.33	9
		Peg PMI	1.75	.50	4
		Total	1.81	.40	21
	Kota Probolinggo	Dokter	2.00	1.41	2
Bidan		1.50	.55	6	
Perawat		2.11	.78	9	
Peg PMI		2.00	.82	4	
Total		1.90	.77	21	
Kota Blitar	Dokter	2.50	.71	2	
	Bidan	2.50	.55	6	
	Perawat	2.22	.67	9	
	Peg PMI	2.00	.82	4	
	Total	2.29	.64	21	
Kota Kediri	Dokter	2.00	.00	2	
	Bidan	2.00	.00	6	
	Perawat	1.89	.33	9	
	Peg PMI	1.50	.58	4	
	Total	1.86	.36	21	
Kota Mojokerto	Dokter	2.00	.00	2	
	Bidan	2.17	.41	6	
	Perawat	2.00	.71	9	
	Peg PMI	2.00	.82	4	
	Total	2.05	.59	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Umur	Kota Pasuruan	Dokter	1.50	.71	2
		Bidan	2.17	.75	6
		Perawat	1.78	.83	9
		Peg PMI	2.00	.00	2
		Total	1.89	.74	19
	Total:	Dokter	2.00	.61	66
		Bidan	1.97	.63	198
		Perawat	1.97	.59	297
		Peg PMI	1.97	.66	130
		Total	1.97	.62	691
Anggaran	Kab Gresik	Dokter	1.00	.00	2
		Bidan	2.00	.63	6
		Perawat	2.11	.93	9
		Peg PMI	1.75	.96	4
		Total	1.90	.83	21
	Kab Sidoarjo	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.00	.50	9
		Peg PMI	1.75	.50	4
		Total	1.90	.44	21
	Kab Mojokerto	Dokter	2.50	.71	2
		Bidan	2.50	.55	6
		Perawat	2.11	.60	9
		Peg PMI	2.00	.00	4
		Total	2.24	.54	21
	Kab Kertosono	Dokter	2.00	.00	2
		Bidan	2.33	1.03	6
		Perawat	2.33	.50	9
		Peg PMI	2.00	.00	4
		Total	2.24	.62	21
	Kab Bojonegoro	Dokter	2.00	.00	2
		Bidan	2.33	.82	6
		Perawat	1.78	.67	9
		Peg PMI	2.50	.58	4
		Total	2.10	.70	21
	Kab Tuban	Dokter	1.00	.00	2
		Bidan	2.17	.75	6
		Perawat	2.00	.87	9
		Peg PMI	1.25	.50	4
		Total	1.81	.81	21

Descriptive Statistics

Anggaran	Kabupaten	Profesi	Mean	Std. Deviation	N
	Kab Lamongan	Dokter	1.50	.71	2
		Bidan	2.17	.41	6
		Perawat	2.22	.44	9
		Peg PMI	2.25	.50	4
		Total	2.14	.48	21
	Kab Madiun	Dokter	2.50	.71	2
		Bidan	1.83	.41	6
		Perawat	2.33	.50	9
		Peg PMI	1.75	.50	4
		Total	2.10	.54	21
	Kab Ngawi	Dokter	1.00	.00	2
		Bidan	1.83	.41	6
		Perawat	1.89	.78	9
		Peg PMI	1.75	.50	4
		Total	1.76	.62	21
	Kab Magetan	Dokter	2.50	.71	2
		Bidan	2.00	.63	6
		Perawat	1.89	.78	9
		Peg PMI	2.00	.00	4
		Total	2.00	.63	21
	Kab Ponorogo	Dokter	2.50	.71	2
Bidan		1.83	.41	6	
Perawat		2.22	.83	9	
Peg PMI		1.50	.58	4	
Total		2.00	.71	21	
Kab Pacitan	Dokter	2.50	.71	2	
	Bidan	1.83	.41	6	
	Perawat	1.89	.33	9	
	Peg PMI	2.00	.82	4	
	Total	1.95	.50	21	
Kab Nganjuk	Dokter	2.00	.00	2	
	Bidan	2.00	.00	6	
	Perawat	1.78	.44	9	
	Peg PMI	1.75	.50	4	
	Total	1.86	.36	21	
Kab Blitar	Dokter	3.00	1.41	2	
	Bidan	2.17	.75	6	
	Perawat	2.22	.44	9	
	Peg PMI	2.00	.00	4	
	Total	2.24	.62	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Anggaran	Kab Tulungagung	Dokter	2.50	.71	2
		Bidan	2.33	.82	6
		Perawat	1.89	.78	9
		Peg PMI	1.75	.96	4
		Total	2.05	.80	21
	Kab Trenggalek	Dokter	2.00	.00	2
		Bidan	2.33	.82	6
		Perawat	1.56	.73	9
		Peg PMI	1.50	.58	4
		Total	1.81	.75	21
	Kab Malang	Dokter	2.50	.71	2
		Bidan	2.33	.52	6
		Perawat	2.11	.33	9
		Peg PMI	2.25	.50	4
		Total	2.24	.44	21
	Kab Pasuruan	Dokter	2.00	.00	2
		Bidan	2.00	.63	6
		Perawat	2.11	.60	9
		Peg PMI	1.50	.58	4
		Total	1.95	.59	21
	Kab Probolinggo	Dokter	1.50	.71	2
Bidan		2.00	.63	6	
Perawat		1.78	.67	9	
Peg PMI		2.33	.58	3	
Total		1.90	.64	20	
Kab Lumajang	Dokter	1.50	.71	2	
	Bidan	2.00	.63	6	
	Perawat	2.00	.71	9	
	Peg PMI	2.00	.71	5	
	Total	1.95	.65	22	
Kab Bondowoso	Dokter	2.00	.00	2	
	Bidan	2.50	.55	6	
	Perawat	1.78	.67	9	
	Peg PMI	1.75	.96	4	
	Total	2.00	.71	21	
Kab Situbondo	Dokter	2.00	.00	2	
	Bidan	1.83	.41	6	
	Perawat	2.00	.50	9	
	Peg PMI	2.00	.00	4	
	Total	1.85	.38	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Anggaran	Kab Banyuwangi	Dokter	2.50	.71	2
		Bidan	1.83	.41	6
		Perawat	2.22	.83	9
		Peg PMI	1.50	.58	4
		Total	2.00	.71	21
	Kab Pamekasan	Dokter	2.50	.71	2
		Bidan	1.83	.41	6
		Perawat	1.89	.50	9
		Peg PMI	2.25	.50	4
		Total	2.00	.55	21
	Kab Sampang	Dokter	1.50	.71	2
		Bidan	2.33	.52	6
		Perawat	2.00	.71	9
		Peg PMI	1.75	.96	4
		Total	2.00	.71	21
	Kab Sumenep	Dokter	1.50	.71	2
		Bidan	1.83	.41	6
		Perawat	2.00	.50	9
		Peg PMI	2.00	.82	4
		Total	1.90	.54	21
	Kab Bangkalan	Dokter	2.00	.00	2
Bidan		2.33	.82	6	
Perawat		2.00	.50	9	
Peg PMI		2.25	.96	4	
Total		2.14	.65	21	
Kota Madiun	Dokter	2.50	.71	2	
	Bidan	1.50	.55	6	
	Perawat	2.11	.78	9	
	Peg PMI	2.25	.96	4	
	Total	2.00	.77	21	
Kota Probolinggo	Dokter	2.50	.71	2	
	Bidan	1.87	.82	6	
	Perawat	1.67	.71	9	
	Peg PMI	2.25	.50	4	
	Total	1.86	.73	21	
Kota Blitar	Dokter	2.50	.71	2	
	Bidan	2.00	.00	6	
	Perawat	2.22	.44	9	
	Peg PMI	1.75	.50	4	
	Total	2.10	.44	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Anggaran	Kota Kediri	Dokter	2.50	.71	2
		Bidan	2.33	.52	6
		Perawat	1.55	.53	9
		Peg PMI	2.25	.50	4
		Total	2.00	.63	21
	Kota Mojokerto	Dokter	1.50	.71	2
		Bidan	1.83	.75	6
		Perawat	1.89	.60	9
		Peg PMI	2.25	.50	4
		Total	1.90	.62	21
	Kota Pasuruan	Dokter	1.50	.71	2
		Bidan	2.00	.89	6
		Perawat	2.00	.50	9
		Peg PMI	2.00	.00	2
		Total	1.95	.62	19
	Total	Dokter	2.03	.68	66
		Bidan	2.05	.61	198
		Perawat	1.99	.63	297
		Peg PMI	1.93	.61	130
		Total	2.00	.63	691
	Jumlah darah	Kab Gresik	Dokter	3.00	.00
Bidan			1.83	.41	6
Perawat			2.00	.71	9
Peg PMI			2.00	.00	4
Total			2.05	.59	21
Kab Sidoarjo		Dokter	2.00	.00	2
		Bidan	2.17	.75	6
		Perawat	1.44	.53	9
		Peg PMI	2.25	.56	4
		Total	1.66	.73	21
Kab Mojokerto		Dokter	1.50	.71	2
		Bidan	1.83	.75	6
		Perawat	2.22	.83	9
		Peg PMI	1.75	.50	4
		Total	1.95	.74	21
Kab Kertosono		Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	2.22	.97	9
		Peg PMI	1.50	.58	4
		Total	1.66	.79	21

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Jumlah darah	Kab Bojonegoro	Dokter	2.50	.71	2
		Bidan	1.83	.41	6
		Perawat	1.89	.33	9
		Peg PMI	2.25	.50	4
		Total	2.00	.45	21
	Kab Tuban	Dokter	1.50	.71	2
		Bidan	2.67	.52	6
		Perawat	2.22	.44	9
		Peg PMI	1.75	.50	4
		Total	2.19	.60	21
	Kab Lamongan	Dokter	2.00	.00	2
		Bidan	2.00	.89	6
		Perawat	2.00	.71	9
		Peg PMI	1.75	.96	4
		Total	1.95	.74	21
	Kab Madiun	Dokter	2.00	.00	2
		Bidan	1.83	.75	6
		Perawat	2.11	.93	9
		Peg PMI	2.50	.58	4
		Total	2.10	.77	21
	Kab Ngawi	Dokter	1.00	.00	2
Bidan		2.00	.63	6	
Perawat		2.44	.53	9	
Peg PMI		2.00	.82	4	
Total		2.10	.70	21	
Kab Magetan	Dokter	2.00	1.41	2	
	Bidan	1.67	.82	6	
	Perawat	1.89	.60	9	
	Peg PMI	2.00	.82	4	
	Total	1.86	.73	21	
Kab Ponorogo	Dokter	1.50	.71	2	
	Bidan	1.67	.82	6	
	Perawat	1.89	.60	9	
	Peg PMI	2.00	.82	4	
	Total	1.81	.68	21	
Kab Pacitan	Dokter	1.50	.71	2	
	Bidan	2.17	.41	6	
	Perawat	1.89	.60	9	
	Peg PMI	2.00	.00	4	
	Total	1.95	.50	21	



Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Jumlah darah	Kab Nganjuk	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.00	.71	9
		Peg PMI	1.25	.50	4
		Total	1.81	.60	21
	Kab Bhtar	Dokter	2.00	.00	2
		Bidan	2.00	.89	6
		Perawat	2.00	.87	9
		Peg PMI	2.00	.82	4
		Total	2.00	.77	21
	Kab Tulungagung	Dokter	1.50	.71	2
		Bidan	2.00	.00	6
		Perawat	2.00	.50	9
		Peg PMI	2.00	.82	4
		Total	1.95	.50	21
	Kab Trenggalek	Dokter	3.00	.00	2
		Bidan	2.33	.52	6
		Perawat	2.00	.50	9
		Peg PMI	1.75	.50	4
		Total	2.14	.57	21
	Kab Malang	Dokter	2.50	.71	2
Bidan		2.00	.89	6	
Perawat		2.00	.71	9	
Peg PMI		1.75	.50	4	
Total		2.00	.71	21	
Kab Pasuruan	Dokter	2.50	.71	2	
	Bidan	1.83	.98	6	
	Perawat	2.22	.83	9	
	Peg PMI	1.50	.58	4	
	Total	2.00	.84	21	
Kab Probolinggo	Dokter	2.50	.71	2	
	Bidan	2.00	.63	6	
	Perawat	2.33	.71	9	
	Peg PMI	2.00	1.00	3	
	Total	2.20	.70	20	
Kab Lumajang	Dokter	2.00	1.41	2	
	Bidan	1.83	.75	6	
	Perawat	1.78	.67	9	
	Peg PMI	1.60	.55	5	
	Total	1.77	.69	22	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Jumlah darah	Kab Bondowoso	Dokter	2.00	.00	2
		Bidan	2.00	.89	6
		Perawat	1.89	.60	9
		Peg PMI	1.50	.58	4
		Total	1.86	.65	21
	Kab Situbondo	Dokter	2.50	.71	2
		Bidan	2.17	.41	6
		Perawat	1.78	.44	9
		Peg PMI	2.00	.82	4
		Total	2.00	.55	21
	Kab Banyuwangi	Dokter	1.50	.71	2
		Bidan	1.67	.82	6
		Perawat	1.89	.60	9
		Peg PMI	2.00	.82	4
		Total	1.81	.68	21
	Kab Pamekasan	Dokter	1.50	.71	2
		Bidan	2.17	.41	6
		Perawat	2.11	.60	9
		Peg PMI	1.75	.50	4
		Total	2.00	.55	21
	Kab Sampang	Dokter	1.50	.71	2
Bidan		2.00	.89	6	
Perawat		1.89	.60	9	
Peg PMI		1.50	.58	4	
Total		1.81	.68	21	
Kab Sumenep	Dokter	2.50	.71	2	
	Bidan	2.17	.41	6	
	Perawat	2.00	.50	9	
	Peg PMI	1.50	.58	4	
	Total	2.00	.55	21	
Kab Bangkalan	Dokter	2.50	.71	2	
	Bidan	1.67	.82	6	
	Perawat	1.89	.60	9	
	Peg PMI	2.00	.00	4	
	Total	1.90	.62	21	
Kota Madura	Dokter	2.00	.00	2	
	Bidan	1.83	.41	6	
	Perawat	2.33	.71	9	
	Peg PMI	2.25	.60	4	
	Total	2.14	.57	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Jumlah darah	Kota Probolinggo	Dokter	2.50	.71	2
		Bidan	2.17	.41	6
		Perawat	1.89	.60	9
		Peg PMI	2.25	.96	4
		Total	2.10	.62	21
	Kota Blitar	Dokter	1.50	.71	2
		Bidan	2.00	.63	6
		Perawat	2.00	.71	9
		Peg PMI	1.75	.96	4
		Total	1.90	.70	21
	Kota Kediri	Dokter	2.00	1.41	2
		Bidan	2.00	.89	6
		Perawat	2.11	.78	9
		Peg PMI	1.75	.50	4
		Total	2.00	.77	21
	Kota Mojokerto	Dokter	2.50	.71	2
		Bidan	2.50	.55	6
		Perawat	2.00	.87	9
		Peg PMI	1.75	.96	4
		Total	2.14	.79	21
	Kota Pasuruan	Dokter	2.00	.00	2
Bidan		1.67	.52	6	
Perawat		1.78	.67	9	
Peg PMI		2.00	1.41	2	
Total		1.79	.63	19	
Total	Dokter	2.02	.69	66	
	Bidan	1.97	.66	198	
	Perawat	2.00	.66	297	
	Peg PMI	1.86	.66	130	
	Total	1.97	.66	691	
Berpikir linier	Kab Gresik	Dokter	2.50	.71	2
		Bidan	2.50	.55	6
		Perawat	2.00	.71	9
		Peg PMI	2.50	.58	4
		Total	2.29	.64	21
	Kab Sidoarjo	Dokter	2.50	.71	2
		Bidan	2.33	.82	6
		Perawat	2.00	.71	9
		Peg PMI	1.50	.58	4
		Total	2.05	.74	21

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Berpikir Inner	Kab Mojokerto	Dokter	2.50	.71	2
		Bidan	2.17	.98	6
		Perawat	2.00	.50	9
		Peg PMI	1.25	.50	4
		Total	1.95	.74	21
	Kab Kertosono	Dokter	3.00	.00	2
		Bidan	2.00	.63	6
		Perawat	2.00	.71	9
		Peg PMI	2.00	.00	4
		Total	2.10	.62	21
	Kab Bojonegoro	Dokter	2.00	.00	2
		Bidan	2.00	.63	6
		Perawat	1.67	.50	9
		Peg PMI	1.75	.98	4
		Total	1.81	.60	21
	Kab Tuban	Dokter	2.50	.71	2
		Bidan	1.83	.75	6
		Perawat	2.11	.93	9
		Peg PMI	1.75	.50	4
		Total	2.00	.77	21
	Kab Lamongan	Dokter	2.00	.00	2
Bidan		2.00	.63	6	
Perawat		2.44	.73	9	
Peg PMI		2.25	.50	4	
Total		2.24	.62	21	
Kab Madiun	Dokter	1.50	.71	2	
	Bidan	2.17	.75	6	
	Perawat	2.11	.60	9	
	Peg PMI	1.75	.50	4	
	Total	2.00	.63	21	
Kab Ngawi	Dokter	3.00	.00	2	
	Bidan	2.00	.63	6	
	Perawat	2.22	.67	9	
	Peg PMI	1.75	.50	4	
	Total	2.14	.65	21	
Kab Magetan	Dokter	2.50	.71	2	
	Bidan	1.83	.41	6	
	Perawat	1.56	.53	9	
	Peg PMI	2.25	.50	4	
	Total	1.86	.57	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Berpikir linier	Kab Ponorogo	Dokter	3.00	.00	2
		Bidan	2.00	.63	6
		Perawat	2.53	.50	9
		Peg PMI	1.75	.96	4
		Total	2.19	.68	21
	Kab Pacitan	Dokter	1.50	.71	2
		Bidan	2.17	.98	6
		Perawat	2.00	.87	9
		Peg PMI	2.00	.00	4
		Total	2.00	.77	21
	Kab Nganjuk	Dokter	2.00	.00	2
		Bidan	2.17	.75	6
		Perawat	2.11	.33	9
		Peg PMI	2.50	.58	4
		Total	2.19	.51	21
	Kab Blitar	Dokter	2.00	.00	2
		Bidan	2.00	.63	6
		Perawat	1.89	.60	9
		Peg PMI	2.00	.00	4
		Total	1.95	.50	21
	Kab Tulungagung	Dokter	3.00	.00	2
Bidan		1.50	.84	6	
Perawat		1.67	1.00	9	
Peg PMI		2.00	.82	4	
Total		1.81	.93	21	
Kab Trenggalek	Dokter	1.50	.71	2	
	Bidan	2.17	.75	6	
	Perawat	2.00	.87	9	
	Peg PMI	2.00	.00	4	
	Total	2.00	.71	21	
Kab Malang	Dokter	2.50	.71	2	
	Bidan	1.83	.41	6	
	Perawat	2.44	.73	9	
	Peg PMI	2.00	.82	4	
	Total	2.19	.68	21	
Kab Pasuruan	Dokter	2.00	1.41	2	
	Bidan	2.17	.41	6	
	Perawat	2.00	.71	9	
	Peg PMI	2.50	.58	4	
	Total	2.14	.65	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Berpikir linier	Kab Probolinggo	Dokter	2.00	.00	2
		Bidan	2.50	.64	6
		Perawat	1.78	.44	9
		Peg PMI	2.33	.58	3
		Total	2.10	.64	20
	Kab Lumajang	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	1.67	.50	9
		Peg PMI	2.60	.89	5
		Total	1.95	.65	22
	Kab Bondowoso	Dokter	2.00	.00	2
		Bidan	2.00	.63	6
		Perawat	2.22	.67	9
		Peg PMI	1.25	.50	4
		Total	1.95	.67	21
	Kab Situbondo	Dokter	2.00	1.41	2
		Bidan	2.33	.82	6
		Perawat	1.89	.78	9
		Peg PMI	2.25	.50	4
		Total	2.10	.77	21
Kab Banyuwangi	Dokter	3.00	.00	2	
	Bidan	2.00	.63	6	
	Perawat	2.33	.50	9	
	Peg PMI	1.75	.98	4	
	Total	2.19	.68	21	
Kab Pamekasan	Dokter	1.50	.71	2	
	Bidan	2.17	.98	6	
	Perawat	1.78	.67	9	
	Peg PMI	2.75	.50	4	
	Total	2.05	.80	21	
Kab Sampang	Dokter	2.50	.71	2	
	Bidan	1.83	.41	6	
	Perawat	2.22	.67	9	
	Peg PMI	1.75	.98	4	
	Total	2.05	.67	21	
Kab Sumenep	Dokter	1.00	.00	2	
	Bidan	2.67	.52	6	
	Perawat	1.78	.67	9	
	Peg PMI	2.75	.50	4	
	Total	2.14	.79	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Berpikir linier	Kab. Bangkalan	Dokter	2.00	.00	2
		Bidan	2.17	.75	6
		Perawat	2.22	.44	9
		Peg PMI	1.75	.50	4
		Total	2.10	.54	21
	Kota Madura	Dokter	1.50	.71	2
		Bidan	1.67	.52	6
		Perawat	1.78	.63	9
		Peg PMI	2.00	.82	4
		Total	1.76	.70	21
	Kota Probolinggo	Dokter	2.50	.71	2
		Bidan	2.17	.98	6
		Perawat	2.00	.50	9
		Peg PMI	1.75	.50	4
		Total	2.05	.67	21
	Kota Blitar	Dokter	2.00	.00	2
		Bidan	2.67	.82	6
		Perawat	2.00	.71	9
		Peg PMI	2.25	.50	4
		Total	2.24	.70	21
	Kota Kediri	Dokter	2.00	.00	2
Bidan		2.17	.75	6	
Perawat		2.11	.60	9	
Peg PMI		2.25	.96	4	
Total		2.14	.65	21	
Kota Mojokerto	Dokter	3.00	.00	2	
	Bidan	1.83	.41	6	
	Perawat	1.89	.60	9	
	Peg PMI	1.75	.50	4	
	Total	1.95	.59	21	
Kota Pasuruan	Dokter	2.00	.00	2	
	Bidan	1.50	.55	6	
	Perawat	2.44	.53	9	
	Peg PMI	2.00	.00	2	
	Total	2.05	.62	19	
Total	Dokter	2.20	.66	66	
	Bidan	2.07	.69	198	
	Perawat	2.02	.67	297	
	Peg PMI	2.02	.66	130	
	Total	2.05	.67	691	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std Deviation	N
Anggaran	Kab Gresik	Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	1.67	.50	9
		Peg PMI	1.75	.50	4
		Total	1.62	.50	21
	Kab Sidoarjo	Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	1.44	.53	9
		Peg PMI	1.25	.50	4
		Total	1.43	.51	21
	Kab Mojokerto	Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	1.56	.53	9
		Peg PMI	1.75	.50	4
		Total	1.57	.51	21
	Kab Kertosono	Dokter	1.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.11	.60	9
		Peg PMI	2.00	.00	4
		Total	1.90	.54	21
	Kab Bojonegoro	Dokter	2.00	.00	2
Bidan		2.67	.52	6	
Perawat		2.11	.78	9	
Peg PMI		2.25	.50	4	
Total		2.29	.64	21	
Kab Tuban	Dokter	2.00	.00	2	
	Bidan	2.00	.63	6	
	Perawat	2.33	.71	9	
	Peg PMI	1.50	.58	4	
	Total	2.05	.67	21	
Kab Lamongan	Dokter	1.50	.71	2	
	Bidan	1.83	.41	6	
	Perawat	2.11	.78	9	
	Peg PMI	2.00	.00	4	
	Total	1.95	.59	21	
Kab Madiun	Dokter	3.00	.00	2	
	Bidan	1.83	.41	6	
	Perawat	2.11	.60	9	
	Peg PMI	2.25	.50	4	
	Total	2.14	.57	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Anggaran	Kab Ngawi	Dokter	2.00	.00	2
		Bidan	1.83	.75	6
		Perawat	2.00	.71	9
		Peg PMI	1.50	.58	4
		Total	1.86	.65	21
	Kab Magetan	Dokter	2.00	.00	2
		Bidan	1.83	.75	6
		Perawat	1.78	.83	9
		Peg PMI	2.25	.50	4
		Total	1.90	.70	21
	Kab Ponorogo	Dokter	2.00	.00	2
		Bidan	2.17	.75	6
		Perawat	1.89	.60	9
		Peg PMI	2.50	.58	4
		Total	2.10	.62	21
	Kab Pacitan	Dokter	1.50	.71	2
		Bidan	2.33	.52	6
		Perawat	1.89	.60	9
		Peg PMI	2.50	.58	4
		Total	2.10	.62	21
	Kab Nganjuk	Dokter	2.00	.00	2
Bidan		2.17	.41	6	
Perawat		1.78	.83	9	
Peg PMI		1.75	.50	4	
Total		1.90	.62	21	
Kab Blitar	Dokter	1.00	.00	2	
	Bidan	1.83	.41	6	
	Perawat	1.67	.50	9	
	Peg PMI	1.50	.58	4	
	Total	1.62	.50	21	
Kab Tulungagung	Dokter	2.00	.00	2	
	Bidan	1.33	.52	6	
	Perawat	1.33	.50	9	
	Peg PMI	1.50	.58	4	
	Total	1.43	.51	21	
Kab Trenggalek	Dokter	1.50	.71	2	
	Bidan	1.50	.55	6	
	Perawat	1.67	.50	9	
	Peg PMI	1.50	.58	4	
	Total	1.57	.51	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Anggaran	Kab Malang	Dokter	1.50	.71	2
		Bidan	1.33	.52	6
		Perawat	1.67	.50	9
		Peg PMI	1.25	.50	4
		Total	1.48	.51	21
	Kab Pasuruan	Dokter	1.00	.00	2
		Bidan	1.17	.41	6
		Perawat	1.67	.50	9
		Peg PMI	1.75	.50	4
		Total	1.48	.51	21
	Kab Probolinggo	Dokter	1.50	.71	2
		Bidan	1.83	.41	6
		Perawat	1.56	.53	9
		Peg PMI	1.67	.58	3
		Total	1.65	.49	20
	Kab Lumajang	Dokter	1.00	.00	2
		Bidan	1.00	.00	6
		Perawat	1.56	.53	9
		Peg PMI	1.60	.55	5
		Total	1.36	.49	22
	Kab Bondowoso	Dokter	1.50	.71	2
		Bidan	1.17	.41	6
		Perawat	1.33	.50	9
		Peg PMI	1.75	.50	4
		Total	1.38	.50	21
	Kab Situbondo	Dokter	1.50	.71	2
		Bidan	1.83	.41	6
		Perawat	1.56	.53	9
		Peg PMI	1.75	.50	4
		Total	1.67	.48	21
	Kab Banyuwangi	Dokter	1.50	.71	2
		Bidan	1.33	.52	6
		Perawat	1.33	.50	9
		Peg PMI	1.50	.58	4
		Total	1.38	.50	21
	Kab Pamekasan	Dokter	2.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.67	.50	9
		Peg PMI	1.50	.58	4
		Total	1.67	.48	21

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Anggaran	Kab Sampang	Dokter	2.00	.00	2
		Bidan	1.00	.00	6
		Perawat	1.44	.53	9
		Peg PMI	1.75	.50	4
		Total	1.43	.51	21
	Kab Sumenep	Dokter	1.00	.00	2
		Bidan	1.83	.41	6
		Perawat	1.67	.50	9
		Peg PMI	1.75	.50	4
		Total	1.67	.46	21
	Kab Bangkalan	Dokter	1.00	.00	2
		Bidan	1.33	.52	6
		Perawat	1.44	.53	9
		Peg PMI	1.25	.50	4
		Total	1.33	.48	21
	Kota Madiun	Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	1.33	.50	9
		Peg PMI	1.50	.58	4
		Total	1.43	.51	21
	Kota Probolinggo	Dokter	1.50	.71	2
Bidan		1.67	.52	6	
Perawat		1.55	.53	9	
Peg PMI		1.25	.50	4	
Total		1.52	.51	21	
Kota Blitar	Dokter	1.50	.71	2	
	Bidan	1.67	.52	6	
	Perawat	1.33	.50	9	
	Peg PMI	1.25	.50	4	
	Total	1.43	.51	21	
Kota Kediri	Dokter	1.00	.00	2	
	Bidan	1.67	.52	6	
	Perawat	1.67	.50	9	
	Peg PMI	1.75	.50	4	
	Total	1.62	.50	21	
Kota Mojokerto	Dokter	2.00	.00	2	
	Bidan	1.67	.52	6	
	Perawat	1.33	.50	9	
	Peg PMI	1.00	.00	4	
	Total	1.43	.51	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Anggaran	Kota Pasuruan	Dokter	1.00	.00	2
		Bidan	1.50	.55	6
		Perawat	1.67	.50	9
		Peg PMI	1.00	.00	2
		Total	1.47	.51	19
	Total	Dokter	1.58	.58	66
		Bidan	1.66	.59	198
		Perawat	1.67	.61	297
		Peg PMI	1.68	.57	130
		Total	1.66	.59	691
Kesepakatan tim	Kab Gresik	Dokter	1.00	.00	2
		Bidan	2.33	1.03	6
		Perawat	1.89	.60	9
		Peg PMI	1.75	.50	4
		Total	1.90	.77	21
	Kab Sidoarjo	Dokter	2.00	.00	2
		Bidan	2.00	.63	6
		Perawat	1.89	.78	9
		Peg PMI	2.25	.50	4
		Total	2.00	.63	21
	Kab Mojokerto	Dokter	1.50	.71	2
		Bidan	2.33	.82	6
		Perawat	1.78	.83	9
		Peg PMI	2.50	.58	4
		Total	2.05	.80	21
	Kab Kertosono	Dokter	2.50	.71	2
		Bidan	1.83	.75	6
		Perawat	2.11	.60	9
		Peg PMI	2.00	.82	4
		Total	2.05	.67	21
	Kab Bojonegoro	Dokter	2.50	.71	2
		Bidan	1.83	.75	6
		Perawat	2.00	.71	9
		Peg PMI	2.50	.58	4
		Total	2.10	.70	21
	Kab Tuban	Dokter	2.00	.00	2
		Bidan	2.17	.41	6
		Perawat	1.67	.50	9
Peg PMI		2.25	.50	4	
Total		1.95	.50	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Kerepakatan him	Kab Lamongan	Dokter	1.50	.71	2
		Bidan	2.17	.98	6
		Perawat	1.89	.60	9
		Peg PMI	2.25	.50	4
		Total	2.00	.71	21
	Kab Madiun	Dokter	1.50	.71	2
		Bidan	2.33	.52	6
		Perawat	2.00	.50	9
		Peg PMI	2.00	.82	4
		Total	2.05	.59	21
	Kab Ngawi	Dokter	2.00	.00	2
		Bidan	1.67	.52	6
		Perawat	2.11	.78	9
		Peg PMI	2.00	.82	4
		Total	1.95	.67	21
	Kab Magetan	Dokter	2.00	.00	2
		Bidan	1.83	.75	6
		Perawat	2.22	.83	9
		Peg PMI	1.50	.58	4
		Total	1.95	.74	21
	Kab Ponorogo	Dokter	2.00	.00	2
Bidan		2.17	.41	6	
Perawat		1.67	.71	9	
Peg PMI		2.25	.50	4	
Total		1.95	.59	21	
Kab Pacitan	Dokter	2.00	.00	2	
	Bidan	2.50	.84	6	
	Perawat	2.11	.60	9	
	Peg PMI	2.25	1.26	4	
	Total	2.24	.77	21	
Kab Nganjuk	Dokter	2.50	.71	2	
	Bidan	2.33	1.03	6	
	Perawat	1.89	.60	9	
	Peg PMI	1.25	.50	4	
	Total	1.95	.60	21	
Kab Blitar	Dokter	2.50	.71	2	
	Bidan	2.00	1.10	6	
	Perawat	2.00	.50	9	
	Peg PMI	1.75	.50	4	
	Total	2.00	.71	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Kesepakatan tim	Kab Tulungagung	Dokter	2.00	.00	2
		Bidan	1.67	1.03	6
		Perawat	2.22	.83	9
		Peg PMI	1.75	.50	4
		Total	1.95	.80	21
	Kab Trenggalek	Dokter	2.50	.71	2
		Bidan	2.00	.89	6
		Perawat	2.11	.83	9
		Peg PMI	1.75	.50	4
		Total	2.05	.80	21
	Kab Matang	Dokter	2.50	.71	2
		Bidan	2.00	.89	6
		Perawat	2.00	.71	9
		Peg PMI	1.75	.50	4
		Total	2.00	.71	21
	Kab Pasuruan	Dokter	2.50	.71	2
		Bidan	2.00	.00	6
		Perawat	2.00	.87	9
		Peg PMI	2.50	.58	4
		Total	2.14	.65	21
	Kab Probolinggo	Dokter	2.50	.71	2
		Bidan	1.83	.75	6
		Perawat	1.56	.73	9
		Peg PMI	2.33	.58	3
		Total	1.85	.75	20
	Kab Lumajang	Dokter	2.00	1.41	2
		Bidan	2.17	.75	6
		Perawat	1.78	.44	9
		Peg PMI	1.80	.45	5
		Total	1.91	.61	22
	Kab Bondowoso	Dokter	1.00	.00	2
		Bidan	2.17	.41	6
		Perawat	2.22	.83	9
		Peg PMI	2.00	.00	4
		Total	2.05	.67	21
	Kab Situbondo	Dokter	2.50	.71	2
		Bidan	2.00	.89	6
		Perawat	1.89	.60	9
		Peg PMI	1.75	.50	4
		Total	1.95	.67	21

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Descriptive Statistics

Kabupaten	Profesi	Mean	Std. Deviation	N	
Kesepakatan tim:	Kab Banyuwangi	Dokter	2.00	.00	2
		Bidan	1.83	.75	6
		Perawat	2.00	.50	9
		Peg PMI	2.50	1.00	4
		Total	2.05	.67	21
Kab Pamekasan	Dokter	2.00	.00	2	
	Bidan	2.50	.55	6	
	Perawat	1.78	.44	9	
	Peg PMI	1.75	.50	4	
	Total	2.00	.55	21	
Kab Sampang	Dokter	1.50	.71	2	
	Bidan	2.00	.63	6	
	Perawat	2.22	.83	9	
	Peg PMI	2.00	.00	4	
	Total	2.05	.67	21	
Kab Sumenep	Dokter	2.00	.00	2	
	Bidan	2.33	.82	6	
	Perawat	1.78	.44	9	
	Peg PMI	1.75	.50	4	
	Total	1.95	.59	21	
Kab Bangkalan	Dokter	1.50	.71	2	
	Bidan	2.17	.41	6	
	Perawat	2.00	.50	9	
	Peg PMI	2.30	.82	4	
	Total	2.30	.55	21	
Kota Madiun	Dokter	1.50	.71	2	
	Bidan	1.83	.75	6	
	Perawat	2.22	.67	9	
	Peg PMI	2.25	.96	4	
	Total	2.35	.74	21	
Kota Probolinggo	Dokter	1.50	.71	2	
	Bidan	1.83	.88	6	
	Perawat	2.22	.67	9	
	Peg PMI	1.50	.58	4	
	Total	1.90	.77	21	
Kota Blitar	Dokter	3.00	.00	2	
	Bidan	2.00	.63	6	
	Perawat	2.00	.71	9	
	Peg PMI	2.00	.00	4	
	Total	2.10	.62	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Kesepakatan tim	Kota Kediri	Dokter	2.00	.00	2
		Bidan	2.00	.89	6
		Perawat	2.33	.71	9
		Peg PMI	1.50	.58	4
		Total	2.05	.74	21
	Kota Mojokerto	Dokter	2.50	.71	2
		Bidan	1.50	.84	6
		Perawat	2.00	.71	9
		Peg PMI	2.25	.96	4
		Total	1.95	.80	21
	Kota Pasuruan	Dokter	2.00	.00	2
		Bidan	1.67	.52	6
		Perawat	1.67	.50	9
		Peg PMI	2.50	.71	2
		Total	1.79	.54	19
	Total	Dokter	2.02	.62	66
		Bidan	2.03	.74	198
		Perawat	1.98	.66	297
		Peg PMI	1.99	.64	130
		Total	2.00	.68	691
	Berpikir linier	Kab Gresik	Dokter	2.00	.00
Bidan			1.83	.41	6
Perawat			2.11	.93	9
Peg PMI			2.25	.50	4
Total			2.05	.67	21
Kab Sidoarjo		Dokter	2.50	.71	2
		Bidan	1.83	.47	6
		Perawat	2.33	.71	9
		Peg PMI	2.25	.50	4
		Total	2.19	.60	21
Kab Mojokerto		Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	1.56	.53	9
		Peg PMI	2.25	.50	4
		Total	1.67	.58	21
Kab Kertosono		Dokter	1.50	.71	2
		Bidan	2.00	.63	6
		Perawat	2.00	.71	9
		Peg PMI	1.50	.58	4
		Total	1.88	.65	21

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Berpikir Jujur	Kab Boyonegara	Dokter	2.00	.00	2
		Bidan	1.67	.82	6
		Perawat	2.00	.87	9
		Peg PMI	1.75	.50	4
		Total	1.86	.73	21
	Kab Tuban	Dokter	2.00	.00	2
		Bidan	1.67	.82	6
		Perawat	1.89	.60	9
		Peg PMI	2.25	.50	4
		Total	1.90	.62	21
	Kab Lamongan	Dokter	1.00	.00	2
		Bidan	2.33	1.21	6
		Perawat	2.11	.78	9
		Peg PMI	2.25	.50	4
		Total	2.10	.89	21
	Kab Madiun	Dokter	2.00	.00	2
		Bidan	2.17	.41	6
		Perawat	1.89	.60	9
		Peg PMI	1.50	.58	4
		Total	1.90	.54	21
	Kab Ngawi	Dokter	1.50	.71	2
Bidan		2.17	.75	6	
Perawat		2.22	.67	9	
Peg PMI		1.75	.50	4	
Total		2.05	.67	21	
Kab Magelang	Dokter	2.00	.00	2	
	Bidan	1.67	.82	6	
	Perawat	2.44	.53	9	
	Peg PMI	2.25	.96	4	
	Total	2.14	.73	21	
Kab Ponorogo	Dokter	2.00	.00	2	
	Bidan	2.33	.52	6	
	Perawat	1.56	.53	9	
	Peg PMI	1.75	.96	4	
	Total	1.86	.65	21	
Kab Pacitan	Dokter	2.00	.00	2	
	Bidan	2.17	.75	6	
	Perawat	2.11	.60	9	
	Peg PMI	2.00	.82	4	
	Total	2.13	.62	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Berpikir In er	Kab Nganjuk	Dokter	2.00	.00	2
		Bidan	1.67	.62	6
		Perawat	2.00	.71	9
		Peg PMI	2.25	.50	4
		Total	1.95	.67	21
	Kab Blitar	Dokter	2.00	.00	2
		Bidan	1.67	1.03	6
		Perawat	2.11	.93	9
		Peg PMI	2.25	.50	4
		Total	2.00	.84	21
	Kab Tulungagung	Dokter	2.00	.00	2
		Bidan	1.83	.41	6
		Perawat	2.33	.71	9
		Peg PMI	2.00	.82	4
		Total	2.10	.62	21
	Kab Trenggalek	Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	1.78	.67	9
		Peg PMI	2.00	.82	4
		Total	1.71	.64	21
	Kab Malang	Dokter	1.00	1.41	2
Bidan		1.50	1.05	6	
Perawat		2.22	.87	9	
Peg PMI		2.25	.50	4	
Total		1.90	.89	21	
Kab Pasuruan	Dokter	2.00	1.41	2	
	Bidan	2.00	.00	6	
	Perawat	2.33	.87	9	
	Peg PMI	2.00	1.41	4	
	Total	2.14	.85	21	
Kab Probolinggo	Dokter	1.50	.71	2	
	Bidan	1.83	.98	6	
	Perawat	2.00	.71	9	
	Peg PMI	2.33	.58	3	
	Total	1.95	.76	20	
Kab Lumajang	Dokter	2.00	.00	2	
	Bidan	1.83	.98	6	
	Perawat	1.78	.97	9	
	Peg PMI	2.20	.84	5	
	Total	1.91	.87	22	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Berpraktik di	Kab Bondowoso	Dokter	2.50	.71	2
		Bidan	1.50	1.05	6
		Perawat	2.11	.60	9
		Peg PMI	2.50	.58	4
		Total	2.05	.80	21
	Kab Situbondo	Dokter	2.00	.00	2
		Bidan	2.00	.63	6
		Perawat	1.78	1.09	9
		Peg PMI	2.25	.50	4
		Total	1.95	.80	21
	Kab Banyuwangi	Dokter	2.50	.71	2
		Bidan	1.83	.75	6
		Perawat	1.78	.97	9
		Peg PMI	2.50	.58	4
		Total	2.00	.84	21
	Kab Pamekasan	Dokter	2.00	.00	2
		Bidan	2.00	.63	6
		Perawat	1.89	1.05	9
		Peg PMI	2.25	.50	4
		Total	2.00	.77	21
	Kab Sampang	Dokter	1.50	.71	2
Bidan		1.83	1.17	6	
Perawat		1.89	.63	9	
Peg PMI		2.50	.58	4	
Total		1.95	.80	21	
Kab Sumenep	Dokter	2.50	.71	2	
	Bidan	2.00	.63	6	
	Perawat	1.78	.97	9	
	Peg PMI	2.00	.82	4	
	Total	1.95	.80	21	
Kab Bangkalan	Dokter	2.50	.71	2	
	Bidan	1.50	1.05	6	
	Perawat	2.22	.44	9	
	Peg PMI	1.75	.50	4	
	Total	1.95	.74	21	
Kota Madiun	Dokter	2.00	.00	2	
	Bidan	2.67	.52	6	
	Perawat	1.78	.67	9	
	Peg PMI	1.50	.58	4	
	Total	2.00	.71	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
Berpikir linier	Kota Probolinggo	Dokter	1.50	.71	2
		Bidan	1.50	.55	6
		Perawat	2.00	.71	9
		Peg PMI	1.25	.50	4
		Total	1.67	.66	21
	Kota Blitar	Dokter	2.50	.71	2
		Bidan	1.83	.41	6
		Perawat	2.22	.57	9
		Peg PMI	2.00	.00	4
		Total	2.10	.54	21
	Kota Kediri	Dokter	2.00	.00	2
		Bidan	2.50	1.05	6
		Perawat	1.89	.93	9
		Peg PMI	2.25	.50	4
		Total	2.14	.85	21
	Kota Mojokerto	Dokter	1.50	.71	2
		Bidan	1.83	.75	6
		Perawat	2.22	.44	9
		Peg PMI	2.00	1.15	4
		Total	2.00	.71	21
	Kota Pasuruan	Dokter	1.50	.71	2
Bidan		1.67	.82	6	
Perawat		2.11	.60	9	
Peg PMI		2.00	.00	2	
Total		1.89	.66	19	
Total	Dokter	1.89	.59	66	
	Bidan	1.87	.77	198	
	Perawat	2.01	.74	297	
	Peg PMI	2.05	.66	130	
	Total	1.97	.72	691	
AKI (2000)	Kab Gresik	Dokter	12.0000	.0000	2
		Bidan	12.0000	.0000	6
		Perawat	12.0000	.0000	9
		Peg PMI	12.0000	.0000	4
		Total	12.0000	.0000	21
	Kab Sidoarjo	Dokter	11.0000	.0000	2
		Bidan	11.0000	.0000	6
		Perawat	11.0000	.0000	9
		Peg PMI	11.0000	.0000	4
		Total	11.0000	.0000	21

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
AKI (2000)	Kab Mojokerto	Dokter	16.0000	.0000	2
		Bidan	18.0000	.0000	6
		Perawat	18.0000	.0000	9
		Peg PMI	18.0000	.0000	4
		Total	18.0000	.0000	21
	Kab Kertosono	Dokter	14.0000	.0000	2
		Bidan	14.0000	.0000	6
		Perawat	14.0000	.0000	9
		Peg PMI	14.0000	.0000	4
		Total	14.0000	.0000	21
	Kab Bojonegoro	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg PMI	13.0000	.0000	4
		Total	13.0000	.0000	21
	Kab Tuban	Dokter	16.0000	.0000	2
		Bidan	16.0000	.0000	6
		Perawat	16.0000	.0000	9
		Peg PMI	16.0000	.0000	4
		Total	16.0000	.0000	21
	Kab Lamongan	Dokter	18.0000	.0000	2
Bidan		18.0000	.0000	6	
Perawat		18.0000	.0000	9	
Peg PMI		18.0000	.0000	4	
Total		18.0000	.0000	21	
Kab Madiun	Dokter	18.0000	.0000	2	
	Bidan	18.0000	.0000	6	
	Perawat	18.0000	.0000	9	
	Peg PMI	18.0000	.0000	4	
	Total	18.0000	.0000	21	
Kab Ngawi	Dokter	14.0000	.0000	2	
	Bidan	14.0000	.0000	6	
	Perawat	14.0000	.0000	9	
	Peg PMI	14.0000	.0000	4	
	Total	14.0000	.0000	21	
Kab Magetan	Dokter	16.0000	.0000	2	
	Bidan	16.0000	.0000	6	
	Perawat	16.0000	.0000	9	
	Peg PMI	16.0000	.0000	4	
	Total	16.0000	.0000	21	

Descriptive Statistics

Kabupaten	Profesi	Mean	Std. Deviation	N	
AKI (2000)	Kab Ponorogo	Dokter	17.0000	1.4142	2
		Bidan	18.0000	.0000	6
		Perawat	18.0000	.0000	9
		Peg PMI	18.0000	.0000	4
		Total	17.9048	.4364	21
	Kab Pacitan	Dokter	16.0000	.0000	2
		Bidan	16.0000	.0000	6
		Perawat	16.0000	.0000	9
		Peg PMI	16.0000	.0000	4
		Total	16.0000	.0000	21
	Kab Nganjuk	Dokter	14.0000	.0000	2
		Bidan	14.0000	.0000	6
		Perawat	14.0000	.0000	9
		Peg PMI	14.0000	.0000	4
		Total	14.0000	.0000	21
	Kab Blitar	Dokter	16.0000	.0000	2
		Bidan	16.0000	.0000	6
		Perawat	16.0000	.0000	9
		Peg PMI	16.0000	.0000	4
		Total	16.0000	.0000	21
	Kab Tulungagung	Dokter	18.0000	.0000	2
Bidan		18.0000	.0000	6	
Perawat		18.0000	.0000	9	
Peg PMI		18.0000	.0000	4	
Total		18.0000	.0000	21	
Kab Trenggalek	Dokter	16.0000	.0000	2	
	Bidan	16.0000	.0000	6	
	Perawat	16.0000	.0000	9	
	Peg PMI	16.0000	.0000	4	
	Total	16.0000	.0000	21	
Kab Malang	Dokter	18.0000	.0000	2	
	Bidan	18.0000	.0000	6	
	Perawat	18.0000	.0000	9	
	Peg PMI	18.0000	.0000	4	
	Total	18.0000	.0000	21	
Kab Pasuruan	Dokter	14.0000	.0000	2	
	Bidan	14.0000	.0000	6	
	Perawat	14.0000	.0000	9	
	Peg PMI	14.0000	.0000	4	
	Total	14.0000	.0000	21	

Descriptive Statistics

Kabupaten	Profesi	Mean	Std. Deviation	N	
AKI (2000)	Kab Probolinggo	Dokter	16.0000	.0000	2
		Bidan	16.0000	.0000	6
		Perawat	16.0000	.0000	9
		Peg PMI	16.0000	.0000	3
		Total	16.0000	.0000	20
Kab Lumajang	Dokter	18.0000	.0000	2	
	Bidan	18.0000	.0000	6	
	Perawat	18.0000	.0000	9	
	Peg PMI	18.0000	.0000	5	
	Total	18.0000	.0000	22	
Kab Bondowoso	Dokter	16.0000	.0000	2	
	Bidan	16.0000	.0000	6	
	Perawat	16.0000	.0000	9	
	Peg PMI	16.0000	.0000	4	
	Total	16.0000	.0000	21	
Kab Situbondo	Dokter	14.0000	.0000	2	
	Bidan	14.0000	.0000	6	
	Perawat	14.0000	.0000	9	
	Peg PMI	14.0000	.0000	4	
	Total	14.0000	.0000	21	
Kab Banyuwangi	Dokter	13.0000	.0000	2	
	Bidan	13.0000	.0000	6	
	Perawat	13.0000	.0000	9	
	Peg PMI	13.0000	.0000	4	
	Total	13.0000	.0000	21	
Kab Pamekasan	Dokter	16.0000	.0000	2	
	Bidan	16.0000	.0000	6	
	Perawat	16.0000	.0000	9	
	Peg PMI	16.0000	.0000	4	
	Total	16.0000	.0000	21	
Kab Sampang	Dokter	18.0000	.0000	2	
	Bidan	18.0000	.0000	6	
	Perawat	18.0000	.0000	9	
	Peg PMI	18.0000	.0000	4	
	Total	18.0000	.0000	21	
Kab Sumeneh	Dokter	18.0000	.0000	2	
	Bidan	18.0000	.0000	6	
	Perawat	18.0000	.0000	9	
	Peg PMI	18.0000	.0000	4	
	Total	18.0000	.0000	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
AKI (2000)	Kab. Bangkalan	Dokter	14.0000	.0000	2
		Bidan	14.0000	.0000	6
		Perawat	14.0000	.0000	9
		Peg. PMI	14.0000	.0000	4
		Total	14.0000	.0000	21
	Kota. Madura	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg. PMI	13.0000	.0000	4
		Total	13.0000	.0000	21
	Kota. Probolinggo	Dokter	16.0000	.0000	2
		Bidan	16.0000	.0000	6
		Perawat	16.0000	.0000	9
		Peg. PMI	16.0000	.0000	4
		Total	16.0000	.0000	21
	Kota. Blitar	Dokter	18.0000	.0000	2
		Bidan	18.0000	.0000	6
		Perawat	18.0000	.0000	9
		Peg. PMI	18.0000	.0000	4
		Total	18.0000	.0000	21
	Kota. Kediri	Dokter	16.0000	.0000	2
Bidan		16.0000	.0000	6	
Perawat		16.0000	.0000	9	
Peg. PMI		16.0000	.0000	4	
Total		16.0000	.0000	21	
Kota. Mojokerto	Dokter	18.0000	.0000	2	
	Bidan	18.0000	.0000	6	
	Perawat	18.0000	.0000	9	
	Peg. PMI	18.0000	.0000	4	
	Total	18.0000	.0000	21	
Kota. Pasuruan	Dokter	16.0000	.0000	2	
	Bidan	16.0000	.0000	6	
	Perawat	16.0000	.0000	9	
	Peg. PMI	16.0000	.0000	2	
	Total	16.0000	.0000	19	
Total	Dokter	15.7273	2.0119	66	
	Bidan	15.7576	2.0207	198	
	Perawat	15.7576	2.0190	297	
	Peg. PMI	15.7692	2.0480	130	
	Total	15.7569	2.0189	691	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
AKI (2001)	Kab Gresik	Dokter	10.0000	.0000	2
		Bidan	10.0000	.0000	6
		Perawat	10.0000	.0000	9
		Peg PMI	10.0000	.0000	4
		Total	10.0000	.0000	21
	Kab Sidoarjo	Dokter	9.0000	.0000	2
		Bidan	9.0000	.0000	6
		Perawat	9.0000	.0000	9
		Peg PMI	9.0000	.0000	4
		Total	9.0000	.0000	21
	Kab Mojokerto	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg PMI	13.0000	.0000	4
		Total	13.0000	.0000	21
	Kab Kertosono	Dokter	11.0000	.0000	2
		Bidan	11.0000	.0000	6
		Perawat	11.0000	.0000	9
		Peg PMI	11.0000	.0000	4
		Total	11.0000	.0000	21
	Kab Bojonegoro	Dokter	11.0000	.0000	2
Bidan		11.0000	.0000	6	
Perawat		11.0000	.0000	9	
Peg PMI		11.0000	.0000	4	
Total		11.0000	.0000	21	
Kab Tuban	Dokter	13.0000	.0000	2	
	Bidan	13.0000	.0000	6	
	Perawat	13.0000	.0000	9	
	Peg PMI	13.0000	.0000	4	
	Total	13.0000	.0000	21	
Kab Lamongan	Dokter	12.0000	.0000	2	
	Bidan	12.0000	.0000	6	
	Perawat	12.0000	.0000	9	
	Peg PMI	12.0000	.0000	4	
	Total	12.0000	.0000	21	
Kab Madun	Dokter	13.0000	.0000	2	
	Bidan	13.0000	.0000	6	
	Perawat	13.0000	.0000	9	
	Peg PMI	13.0000	.0000	4	
	Total	13.0000	.0000	21	

Descriptive Statistics

Kabupaten	Profesi	Mean	Std. Deviation	N	
AKI (2001)	Kab Ngawi	Dokter	11.0000	.0000	2
		Bidan	11.0000	.0000	6
		Perawat	11.0000	.0000	9
		Peg PMI	11.0000	.0000	4
		Total	11.0000	.0000	21
	Kab Magetan	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg PMI	13.0000	.0000	4
		Total	13.0000	.0000	21
	Kab Ponorogo	Dokter	12.5000	.7071	2
		Bidan	12.0000	.0000	6
		Perawat	12.0000	.0000	9
		Peg PMI	12.0000	.0000	4
		Total	12.0476	.2182	21
	Kab Pacitan	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg PMI	13.0000	.0000	4
		Total	13.0000	.0000	21
	Kab Nganjuk	Dokter	11.0000	.0000	2
Bidan		11.0000	.0000	6	
Perawat		11.0000	.0000	9	
Peg PMI		11.0000	.0000	4	
Total		11.0000	.0000	21	
Kab Blitar	Dokter	13.0000	.0000	2	
	Bidan	13.0000	.0000	6	
	Perawat	13.0000	.0000	9	
	Peg PMI	13.0000	.0000	4	
	Total	13.0000	.0000	21	
Kab Tulungagung	Dokter	12.0000	.0000	2	
	Bidan	12.0000	.0000	6	
	Perawat	12.0000	.0000	9	
	Peg PMI	12.0000	.0000	4	
	Total	12.0000	.0000	21	
Kab Trenggalek	Dokter	13.0000	.0000	2	
	Bidan	13.0000	.0000	6	
	Perawat	13.0000	.0000	9	
	Peg PMI	13.0000	.0000	4	
	Total	13.0000	.0000	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
AKI (2001)	Kab Malang	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg PMI	13.0000	.0000	4
		Total	13.0000	.0000	21
	Kab Pasuruan	Dokter	11.0000	.0000	2
		Bidan	11.0000	.0000	6
		Perawat	11.0000	.0000	9
		Peg PMI	11.0000	.0000	4
		Total	11.0000	.0000	21
	Kab Probolinggo	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg PMI	13.0000	.0000	3
		Total	13.0000	.0000	20
	Kab Lumajang	Dokter	12.0000	.0000	2
		Bidan	12.0000	.0000	6
		Perawat	12.0000	.0000	9
		Peg PMI	12.0000	.0000	5
		Total	12.0000	.0000	22
	Kab Bondowoso	Dokter	13.0000	.0000	2
Bidan		13.0000	.0000	6	
Perawat		13.0000	.0000	9	
Peg PMI		13.0000	.0000	4	
Total		13.0000	.0000	21	
Kab Situbondo	Dokter	11.0000	.0000	2	
	Bidan	11.0000	.0000	6	
	Perawat	11.0000	.0000	9	
	Peg PMI	11.0000	.0000	4	
	Total	11.0000	.0000	21	

Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
AK1 (2001)	Kab Banyuwangi	Dokter	11.0000	.0000	2
		Bidan	11.0000	.0000	6
		Perawat	11.0000	.0000	9
		Peg PMI	11.0000	.0000	4



Descriptive Statistics

	Kabupaten	Profesi	Mean	Std. Deviation	N
AKI (2001)	Kab Banyuwangi	Total	11.0000	.0000	21
	Kab Pamekasan	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg PMI	13.0000	.0000	4
		Total	13.0000	.0000	21
	Kab Sampang	Dokter	12.0000	.0000	2
		Bidan	12.0000	.0000	6
		Perawat	12.0000	.0000	9
		Peg PMI	12.0000	.0000	4
		Total	12.0000	.0000	21
	Kab Sumenep	Dokter	13.0000	.0000	2
		Bidan	13.0000	.0000	6
		Perawat	13.0000	.0000	9
		Peg PMI	13.0000	.0000	4
		Total	13.0000	.0000	21
	Kab Bangkalan	Dokter	11.0000	.0000	2
		Bidan	11.0000	.0000	6
		Perawat	11.0000	.0000	9
		Peg PMI	11.0000	.0000	4
		Total	11.0000	.0000	21
Kota Madiun	Dokter	11.0000	.0000	2	
	Bidan	11.0000	.0000	6	
	Perawat	11.0000	.0000	9	
	Peg PMI	11.0000	.0000	4	
	Total	11.0000	.0000	21	
Kota Probolinggo	Dokter	13.0000	.0000	2	
	Bidan	13.0000	.0000	6	
	Perawat	13.0000	.0000	9	
	Peg PMI	13.0000	.0000	4	
	Total	13.0000	.0000	21	
Kota Blitar	Dokter	12.0000	.0000	2	
	Bidan	12.0000	.0000	6	
	Perawat	12.0000	.0000	9	
	Peg PMI	12.0000	.0000	4	
	Total	12.0000	.0000	21	
Kota Kediri	Dokter	14.0000	.0000	2	
	Bidan	14.0000	.0000	6	
	Perawat	14.0000	.0000	9	
	Peg PMI	14.0000	.0000	4	
	Total	14.0000	.0000	21	

1 1 S K E A R J A

BY

Karl G. Jöreskog & Dag Sörbom

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Hubungan Antar Variabel Dominan
 Observed Variables
 X1 X2 X3 X4 X5 Y1 Y2 Y3 Z1 Z2 Z3 KI
 Covariance Matrix from File sar3.cov
 Sample Size = 1022
 Latent Variables
 Ethos_kerja Fas_Dar Fas_Kom Kem_Ibu
 Relationships
 X1 X2 X3 X4 X5 = Ethos_kerja
 Y1 Y2 Y3 = Fas_Dar
 Z1 Z2 Z3 = Fas_Kom
 KI = 1-Kem_Ibu
 Kem_Ibu = Ethos_kerja Fas_Dar Fas_Kom
 Ethos_kerja = Fas_Dar Fas_Kom
 Set the Error Variance of KI equal to 0
 LISREL Output EP MI SC VA PC TV
 Path Diagram
 Print Residuals
 Admissibility Check = 40
 Iterations = 250
 Method of Estimation: Maximum Likelihood
 End of Problem

Hubungan Antar Variabel Dominan

Covariance Matrix to be Analyzed

	X1	X2	X3	X4	X5	KI
X1	11.00					
X2	9.90	11.00				
X3	9.99	9.49	11.00			
X4	0.47	0.66	0.52	11.00		
X5	0.77	0.60	0.82	0.59	11.00	
KI	0.00	-0.02	0.02	0.65	0.02	11.00
Y1	1.38	0.66	0.47	0.78	0.55	0.01
Y2	0.66	0.70	0.70	0.03	0.54	0.00
Y3	0.01	0.01	0.02	-0.03	-0.01	0.22
Z1	0.02	0.00	0.07	0.02	0.02	0.63
Z2	0.02	0.01	0.03	0.01	0.01	0.64
Z3	0.01	0.01	0.04	0.03	0.01	0.72

Covariance Matrix to be Analyzed

	Y1	Y2	Y3	Z1	Z2	Z3
Y1	11.60					
Y2	0.45	11.00				
Y3	0.02	0.02	11.00			
Z1	-0.02	-0.01	0.79	11.00		
Z2	0.04	0.01	0.47	0.70	11.00	
Z3	-0.04	0.01	0.62	0.75	0.95	11.00

Hubungan Antar Variabel Dominan

Parameter Specifications

PARAMETER

Factor	Path	Estimate	SE
Y1	B		
Y2	B		
Y3	B		

X2	1	0
X3	2	0
X4	3	0
X5	4	0
K1	0	0

LAMBDA-Y

	Fas_Dar	Fas_Kom
Y1	5	0
Y2	6	0
Y3	7	0
Z1	0	8
Z2	0	3
Z3	0	10

BETA

	Ethos_ke	Kem_Ibu
Ethos_ke	0	0
Kem_Ibu	11	0

GAMMA

	Fas_Dar	Fas_Kom
Ethos_ke	12	13
Kem_Ibu	14	15

PHI

	Fas_Dar	Fas_Kom
Fas_Dar	0	0
Fas_Kom	16	0

PSI

Note: This matrix is diagonal

	Ethos_ke	Kem_Ibu
	17	18

THETA-EPS

	X1	X2	X3	X4	X5	K1
	19	20	21	22	23	0

THETA-DELTA

	Y1	Y2	Y3	Z1	Z2	Z3
	24	25	26	27	28	29

Hubungan Antar Variabel Dominan

Number of Iterations = 38

LISPEL Estimates (Maximum Likelihood)

LAMBDA-Y

	Ethos_ke	Kem_Ibu
X1	3.66 (0.25) 1.2 73	- -
X2	2.78 (0.22) 1.2 32	- -
X3	0.11 (0.10) 3 10	- -
X4	3.06 (0.19) 0 67	- -
X5	0.14 (0.09) 2 07	- -
Y1	- -	1.86

LAMBDA-X

	Fas_Dat	Fas_Kem
Y1	0.26 (0.62) 0.62	- -
Y2	1.75 (4.11) 0.43	- -
Y3	0.01 (0.20) 0.04	- -
Z1	- -	0.85 (0.25) 3.46
Z2	- -	0.96 (0.26) 3.68
Z3	- -	0.90 (0.25) 3.57

BETA

	Ethos_ke	Kem_Ibu
Ethos_ke	- -	- -
Kem_Ibu	0.00 (0.10) 0.00	- -

GAMMA

	Fas_Dat	Fas_Kem
Ethos_ke	0.07 (0.17) 0.40	0.01 (0.06) 0.16
Kem_Ibu	0.00 (0.22) -0.01	0.86 (0.25) 3.48

Covariance Matrix of ETA and KSI:

	Ethos_ke	Kem_Ibu	Fas_Dat	Fas_Kem
Ethos_ke	1.00			
Kem_Ibu	0.01	1.00		
Fas_Dat	0.07	0.00	1.00	
Fas_Kem	0.01	0.86	0.00	1.00

PHI

	Fas_Dat	Fas_Kem
Fas_Dat	1.00	
Fas_Kem	0.00 (0.13) 0.01	1.00

PSI

Note: This matrix is diagonal.

Ethos_ke	Kem_Ibu
1.00	1.00
0.99	10.26
	10.60
	1.19

Specify Multiple Correlations for Structural Equations

Ethos_ke	Kem_Ibu
0.01	0.00

THETA KPS

X1	X2	X3	X4	X5	K1
-2.41	3.74	10.50	11.06	16.96	-
(2.01)	(1.10)	(0.48)	(0.49)	(0.48)	-
-1.20	3.35	22.60	22.60	22.61	

Squared Multiple Correlations for Y - Variables

X1	X2	X3	X4	X5	K1
1.22	0.66	0.01	0.00	0.00	1.00

THETA-DELTA

Y1	Y2	Y3	Z1	Z2	Z3
10.93	7.94	11.00	10.27	10.06	10.18
(0.58)	(14.37)	(0.49)	(0.59)	(0.64)	(0.61)
18.81	0.55	22.59	17.29	15.69	16.56

Squared Multiple Correlations for X - Variables

Y1	Y2	Y3	Z1	Z2	Z3
0.01	0.28	0.00	0.07	0.08	0.07

Goodness of Fit Statistics

Degrees of Freedom = 49
 Minimum Fit Function Chi-Square = 47.44 (P = 0.54)
 Normal Theory Weighted Least Squares Chi-Square = 48.89 (P = 0.48)
 Estimated Non-centrality Parameter (NCP) = 0.0
 90 Percent Confidence Interval for NCP = (0.0 : 20.47)
 Minimum Fit Function Value = 0.046
 Population Discrepancy Function Value (FD) = 0.0
 90 Percent Confidence Interval for FD = (0.0 : 0.020)
 Root Mean Square Error of Approximation (RMSEA) = 0.0
 90 Percent Confidence Interval for RMSEA = (0.0 : 0.020)
 P-value for Test of Close Fit (RMSEA < 0.05) = 1.00
 Expected Cross-Validation Index (ECVI) = 0.10
 90 Percent Confidence Interval for ECVI = (0.10 : 0.12)
 ECVI for Saturated Model = 0.15
 ECVI for Independence Model = 1.76
 Chi-Square for Independence Model with 66 Degrees of Freedom = 1791.20
 Independence AIC = 1815.20
 Model AIC = 106.89
 Saturated AIC = 156.00
 Independence CAIC = 1886.36
 Model CAIC = 278.85
 Saturated CAIC = 618.50
 Root Mean Square Residual (RMR) = 0.27
 Standardized RMR = 0.024
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.99
 Parsimony Goodness of Fit Index (PGFI) = 0.62
 Normed Fit Index (NFI) = 0.97
 Non-Normed Fit Index (NNFI) = 1.00
 Parsimony Normed Fit Index (PNFI) = 0.72
 Comparative Fit Index (CFI) = 1.00
 Incremental Fit Index (IFI) = 1.00
 Relative Fit Index (RFI) = 0.96
 Critical N (CN) = 1613.27

Hubungan Antar Variabel Dimensi

Fitted Covariance Matrix

	X1	X2	X3	X4	X5	K1
X1	11.06					
X2	9.99	11.06				
X3	1.15	0.85	11.06			
X4	0.23	0.14	0.02	11.06		
X5	0.71	0.52	0.06	0.01	11.06	
K1	0.61	0.07	0.00	0.00	0.00	11.06
Y1	0.67	0.04	0.01	0.00	0.00	0.00
Y2	0.46	1.34	0.04	0.01	0.02	0.00

Y3	0.00	0.00	0.00	0.00	0.00	0.00
Z1	0.00	0.00	0.00	0.00	0.00	0.00
Z2	0.00	0.00	0.00	0.00	0.00	0.00
Z3	0.00	0.00	0.00	0.00	0.00	0.00

Fitted Covariance Matrix

	Y1	Y2	Y3	Z1	Z2	Z3
Y1	11.00					
Y2	0.40	11.00				
Y3	0.00	0.00	11.00			
Z1	0.00	0.00	0.00	11.00		
Z2	0.00	0.00	0.00	0.00	11.00	
Z3	0.00	0.00	0.00	0.00	0.00	11.00

Fitted Residuals

	X1	X2	X3	X4	X5	K1
X1	0.00					
X2	0.00	0.00				
X3	-0.16	-0.36	0.00			
X4	0.27	0.52	0.50	0.00		
X5	0.06	0.08	0.76	0.50	0.00	
K1	-0.02	-0.04	0.02	0.05	0.02	0.00
Y1	0.30	0.61	0.46	0.78	0.54	-0.61
Y2	0.19	0.36	0.67	0.32	0.52	0.00
Y3	0.01	0.00	0.02	-0.02	-0.01	0.22
Z1	-0.01	-0.03	0.07	0.62	0.02	0.09
Z2	-0.01	-0.03	0.02	0.03	0.01	-0.02
Z3	0.00	-0.01	0.03	0.03	0.01	-0.06

Fitted Residuals

	Y1	Y2	Y3	Z1	Z2	Z3
Y1	0.00					
Y2	0.00	0.00				
Y3	-0.04	0.00	0.00			
Z1	-0.02	-0.01	0.79	0.00		
Z2	-0.04	0.01	0.47	-0.06	0.00	
Z3	-0.04	0.01	0.62	-0.03	0.08	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.36
 Median Fitted Residual = 0.00
 Largest Fitted Residual = 0.79

Stemleaf Plot:

```

- 2|6
- 0|696444433332221111100000000000000000
0|111112222223335678899
3|27126
4|6702248
6|27689
    
```

Standardized Residuals

	X1	X2	X3	X4	X5	K1
X1						
X2	-3.93					
X3	-2.17	-2.39				
X4	2.25	2.10	1.46			
X5	0.58	0.38	2.33	1.70		
K1	0.17	-0.17	0.06	0.16	0.05	
Y1	2.57	2.44	1.34	2.24	1.58	-0.63
Y2	1.70	1.53	1.94	1.34	1.50	0.01
Y3	0.03	0.01	0.07	0.09	-0.02	0.04
Z1	-0.05	-0.08	0.20	0.60	0.05	0.46
Z2	-0.05	-0.11	0.07	0.10	0.02	0.13
Z3	0.01	-0.03	0.10	0.09	0.02	-0.31

Standardized Residuals

	Y1	Y2	Y3	Z1	Z2	Z3
Y1						
Y2	0.04					
Y3	0.31	0.04				
Z1	-0.06	0.04	2.38			
Z2	-0.12	0.03	1.76			
Z3	-0.11	0.02	1.79	1.1	1.45	

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -3.93

Median Standardized Residual : 0.0
 Largest Standardized Residual : 2.57

Stemleaf Plot

```
- 319
  7142
- 11
- 0|33221111111111000000000000000000000000
  0|1111111122455669
  1|3455567789
  2|233346
```

Largest Negative Standardized Residuals
 Residual for X2 and X1 -3.93

Hubungan Antar Variabel Dominan

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	Ethos_ke	Kem_ibu
X1	-	0.03
X2	-	0.03
X3	-	0.00
X4	-	0.02
X5	-	0.00
K1	-	-

Expected Change for LAMBDA-Y

	Ethos_ke	Kem_ibu
X1	-	0.00
X2	-	0.00
X3	-	0.00
X4	-	0.00
X5	-	0.00
K1	-	-

Standardized Expected Change for LAMBDA-Y

	Ethos_ke	Kem_ibu
X1	-	0.01
X2	-	-0.01
X3	-	0.01
X4	-	0.02
X5	-	0.01
K1	-	-

Completely Standardized Expected Change for LAMBDA-Y

	Ethos_ke	Kem_ibu
X1	-	0.00
X2	-	0.00
X3	-	0.00
X4	-	0.00
X5	-	0.00
K1	-	-

Modification Indices for LAMBDA-X

	Fas_Des	Fas_Kon
Y1	-	0.02
Y2	-	0.00
Y3	-	7.62
Z1	0.00	-
Z2	0.00	-
Z3	0.00	-

Expected Change for LAMBDA-X

	Fas_Des	Fas_Kon
Y1	-	-0.01
Y2	-	0.00
Y3	-	0.00
Z1	0.01	-
Z2	0.00	-
Z3	0.00	-

Standardized Expected Change for LAMBDA X

	Fas_Des	Fas_Kon
Y1	-	-0.01

Y1	-	0.09
Y2	-	0.59
Z1	0.11	-
Z2	0.00	-
Z3	0.00	-

Completely Standardized Expected Change for LAMBDA-X

	Fas_Dar	Fas_Kom
Y1	-	-0.01
Y2	-	0.03
Y3	-	0.18
Z1	0.00	-
Z2	0.00	-
Z3	0.00	-

No Non-Zero Modification Indices for BETA

No Non-Zero Modification Indices for GAMMA

No Non-Zero Modification Indices for PHI

No Non-Zero Modification Indices for PSI

Modification Indices for THETA-EPS

	X1	X2	X3	X4	X5	K1
X1	-	-	-	-	-	-
X2	-	-	-	-	-	-
X3	4.72	5.72	-	-	-	-
X4	5.08	4.43	2.14	-	-	-
X5	0.34	0.15	4.98	2.88	-	-
K1	0.02	0.02	0.00	0.02	0.00	-

Expected Change for THETA-EPS

	X1	X2	X3	X4	X5	K1
X1	-	-	-	-	-	-
X2	-	-	-	-	-	-
X3	0.78	-0.63	-	-	-	-
X4	-0.49	0.34	0.50	-	-	-
X5	-0.14	0.07	0.76	0.58	-	-
K1	0.03	-0.02	0.03	0.05	0.02	-

Completely Standardized Expected Change for THETA-EPS

	X1	X2	X3	X4	X5	K1
X1	-	-	-	-	-	-
X2	-	-	-	-	-	-
X3	0.07	-0.06	-	-	-	-
X4	-0.04	0.03	0.05	-	-	-
X5	-0.01	0.01	0.07	0.05	-	-
K1	0.00	0.00	0.00	0.00	0.00	-

Modification Indices for THETA-DELTA-EPS

	X1	X2	X3	X4	X5	K1
Y1	6.30	5.68	1.60	6.94	2.30	0.00
Y2	2.53	2.04	3.56	0.71	2.07	-
Y3	0.00	0.00	0.00	0.01	0.00	0.09
Z1	0.00	0.00	0.03	0.00	0.00	0.21
Z2	0.01	0.01	0.00	0.00	0.00	0.02
Z3	0.00	0.00	0.01	0.01	0.00	0.11

Expected Change for THETA-DELTA-EPS

	X1	X2	X3	X4	X5	K1
Y1	-0.54	0.38	0.43	0.76	0.52	-0.01
Y2	-0.36	0.24	0.65	0.29	0.49	-
Y3	0.01	-0.01	0.02	-0.03	-0.01	0.10
Z1	0.01	-0.01	0.06	0.01	0.02	0.24
Z2	0.02	-0.02	0.02	0.02	0.00	-0.08
Z3	0.00	0.00	0.03	0.03	0.00	-0.18

Completely Standardized Expected Change for THETA-DELTA-EPS

	X1	X2	X3	X4	X5	K1
Y1	0.05	0.01	0.04	0.07	0.05	0.00
Y2	-0.03	0.02	0.06	0.03	0.04	-
Y3	0.00	0.00	0.00	0.00	0.00	0.01
Z1	0.00	0.00	0.03	0.00	0.00	0.12
Z2	0.00	-0.00	0.00	0.00	0.00	-0.01
Z3	0.00	0.00	0.00	0.00	0.00	0.02

Modification Indices for THETA DELTA

	Y1	Y2	Y3	Z1	Z2	Z3
Y1	-					
Y2		-				
Y3	0.01	0.00	-			
Z1	0.00	0.00	4.33	-		
Z2	0.00	0.00	1.14	0.11	-	
Z3	0.01	0.00	2.34	0.02	0.21	-

Expected Change for THETA-DELTA

	Y1	Y2	Y3	Z1	Z2	Z3
Y1	-					
Y2		-				
Y3	-0.04	0.07	-			
Z1	-0.02	-0.02	0.71	-		
Z2	-0.04	0.03	0.36	-0.19	-	
Z3	-0.03	0.01	0.52	-0.07	0.28	-

Completely Standardized Expected Change for THETA-DELTA

	Y1	Y2	Y3	Z1	Z2	Z3
Y1	-					
Y2		-				
Y3	0.00	0.01	-			
Z1	0.00	0.00	0.06	-		
Z2	0.00	0.00	0.03	-0.02	-	
Z3	0.00	0.00	0.05	-0.01	0.03	-

Maximum Modification Index is 7.62 for Element (3, 2) of LAMBDA-X

Covariance Matrix of Parameter Estimates

	LY 2.1	LY 3.1	LY 4.1	LY 5.1	LX 1.1	LX 2.1
LY 2.1	0.05					
LY 3.1	0.03	0.01				
LY 4.1	0.00	0.00	0.03			
LY 5.1	0.01	0.00	0.00	0.01		
LX 1.1	-0.02	0.00	0.00	0.00	0.19	
LX 2.1	0.13	0.02	0.00	0.01	-2.43	16.89
LX 3.1	0.00	0.00	0.00	0.00	0.01	-0.07
LX 4.2	0.00	0.00	0.00	0.00	0.00	0.00
LX 5.2	0.00	0.00	0.00	0.00	0.00	0.00
LX 6.2	0.00	0.00	0.00	0.00	0.00	0.00
BE 2.1	0.00	0.00	0.00	0.00	0.00	0.00
GA 1.1	0.00	0.00	0.00	0.00	0.00	-0.63
GA 1.2	0.00	0.00	0.00	0.00	0.00	0.00
GA 2.1	0.00	0.00	0.00	0.00	0.00	0.03
GA 2.2	0.00	0.00	0.00	0.00	0.00	0.00
PH 2.1	0.00	0.00	0.00	0.00	0.00	-0.01
LY 1.1	-0.05	-0.01	0.00	-0.01	-0.01	0.18
PS 2.2	0.00	0.00	0.00	0.00	0.00	0.00
TL 1.1	0.40	0.10	0.02	0.06	0.00	0.00
TE 2.2	-0.22	-0.05	-0.01	-0.03	0.00	0.00
TE 3.1	-0.01	0.00	0.00	0.00	0.00	0.00
TE 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TE 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 1.1	0.01	0.00	0.00	0.00	0.20	1.27
TD 2.2	0.46	0.05	-0.01	-0.03	6.51	-59.01
TD 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TD 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	LX 1.1	LX 4.2	LX 5.2	LX 6.2	BE 2.1	GA 1.1
LX 1.1	0.04					
LX 4.2	0.03	0.06				
LX 5.2	0.00	-0.01	0.07			
LX 6.2	0.00	-0.01	-0.01	0.00		
BE 2.1	0.00	0.00	0.00	0.00	0.01	
GA 1.1	0.00	0.00	0.00	0.00	0.00	0.03
GA 2.2	0.00	0.00	0.00	0.00	0.00	0.00
GA 3.1	0.00	0.00	0.00	0.00	0.00	0.00
GA 2.2	0.00	-0.01	-0.01	-0.01	0.00	0.00
TE 1.1	0.00	0.00	0.00	0.00	0.00	0.00
LY 1.1	0.00	0.00	0.00	0.00	0.00	-0.01
PS 2.1	0.00	0.01	0.02	0.02	0.00	0.00
TL 1.1	0.00	0.00	0.00	0.00	0.00	0.02
TE 2.2	0.00	0.00	0.00	0.00	0.00	-0.07
TE 1.1	0.00	0.00	0.00	0.00	0.00	0.00
TE 4.4	0.00	0.00	0.00	0.00	0.00	0.00

TE 2.1	0.00	0.10	0.00	1.00	0.00	0.00	0.00	0.00	0.00
TE 3.1	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-0.00
TD 2.2	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.10
TD 3.3	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TD 4.4	0.00	-0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	GA 1.2	GA 2.1	GA 2.2	PH 1.1	LY 1.1	PS 2.1
GA 1.2	0.00	0.05	0.06	0.02	0.00	0.00
GA 2.1	0.00	-0.01	0.00	0.00	0.00	0.00
GA 2.2	0.00	0.00	0.00	0.00	0.00	0.00
PH 1.1	0.00	0.00	-0.00	0.00	0.00	0.00
PS 2.1	0.00	0.00	0.00	0.00	0.00	0.00
TE 1.1	0.00	0.00	0.00	0.00	0.00	0.00
TE 2.2	0.00	0.00	0.00	0.00	0.00	0.00
TE 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TE 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TE 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 1.1	0.00	-0.10	0.00	0.00	-0.00	0.00
TD 2.2	0.00	0.00	0.00	0.00	0.00	0.00
TD 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TD 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	TE 1.1	TE 2.2	TE 3.3	TE 4.4	TE 5.5	TD 1.1
TE 1.1	4.03	1.32	0.23	0.24	0.24	0.34
TE 2.2	-2.20	0.00	0.00	0.00	0.00	-1.16
TE 3.3	-0.06	0.00	0.00	0.00	0.00	0.00
TE 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TE 5.5	-0.02	0.00	0.00	0.00	0.00	0.00
TD 1.1	0.00	0.00	0.00	0.00	0.00	0.00
TD 2.2	0.00	0.00	0.00	0.00	0.00	0.00
TD 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TD 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	TD 2.2	TD 3.3	TD 4.4	TD 5.5	TD 6.6
TD 2.2	206.43	2.24	0.35	0.41	0.38
TD 3.3	0.00	0.00	-0.04	0.00	0.00
TD 4.4	0.00	0.00	-0.00	-0.05	0.00
TD 5.5	0.00	0.00	0.00	0.00	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00

Muslagan Auler Variables Dominan

Covariance Matrix of Parameter Estimates

	LY 2.1	LY 3.1	LY 4.1	LY 5.1	LN 5.1	LN 2.1
LY 2.1	1.00	0.00	0.00	0.00	0.00	0.00
LY 3.1	0.40	0.05	0.04	0.00	0.00	0.00
LY 4.1	0.10	0.16	-0.04	-0.02	-0.00	0.00
LY 5.1	0.31	-0.04	0.01	0.02	0.00	0.00
LN 5.1	0.10	0.04	0.00	0.00	0.00	0.00
LN 2.1	0.10	0.00	0.00	0.00	0.00	0.00
LN 3.1	-0.01	0.00	0.00	0.00	0.00	0.00
LN 4.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 5.2	0.00	0.00	0.00	0.00	0.00	0.00
LN 6.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 7.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 8.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 9.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 10.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 11.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 12.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 13.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 14.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 15.1	0.00	0.00	0.00	0.00	0.00	0.00
LN 16.1	0.00	0.00	0.00	0.00	0.00	0.00

Correlation Matrix of Parameter Estimates

	LX 3.1	LX 4.2	LX 5.2	LX 6.2	PE 2.1	GA 1.1
LX 3.1	1.00					
LX 4.2	0.00	1.00				
LX 5.2	0.00	-0.17	1.00			
LX 6.2	0.00	-0.14	-0.29	1.00		
PE 2.1	0.00	0.01	0.01	0.01	1.00	
GA 1.1	0.09	0.00	0.00	0.00	0.01	1.00
GA 1.2	0.00	0.01	-0.01	-0.01	-0.43	0.00
GA 2.1	0.00	0.00	0.00	0.00	-0.15	-0.03
GA 2.2	0.00	-0.13	-0.18	-0.15	-0.03	0.00
PH 2.1	0.00	0.00	0.00	0.00	0.05	0.01
LY 1.1	-0.03	0.00	0.00	0.00	0.00	-0.21
PS 2.2	0.00	0.09	0.13	0.11	0.02	0.00
TE 1.1	0.00	0.00	0.00	0.00	0.00	0.00
TE 2.2	0.00	0.00	0.00	0.00	0.00	-0.07
TE 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TE 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TE 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 1.1	-0.05	0.00	0.00	0.00	-0.01	-0.31
TD 2.2	0.09	0.00	0.00	0.00	0.01	0.00
TD 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TD 4.4	0.00	-0.59	0.13	0.11	0.00	0.00
TD 5.5	0.00	0.14	-0.66	0.16	-0.01	0.00
TD 6.6	0.00	0.11	0.15	-0.62	-0.01	0.00

Correlation Matrix of Parameter Estimates

	GA 1.2	GA 2.1	GA 2.2	PH 2.1	LY 1.1	PS 2.1
GA 1.2	1.00					
GA 2.1	0.06	1.00				
GA 2.2	0.01	0.00	1.00			
PH 2.1	-0.11	-0.43	0.00	1.00		
LY 1.1	-0.03	0.00	0.00	0.00	1.00	
PS 2.2	0.00	0.00	-0.59	0.00	0.00	1.00
TE 1.1	0.02	0.00	0.00	0.00	0.00	0.00
TE 2.2	-0.02	0.00	0.00	0.00	0.00	0.00
TE 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TE 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TE 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 1.1	0.00	0.02	0.00	-0.01	0.00	0.00
TD 2.2	0.00	-0.03	0.00	0.02	-0.15	0.00
TD 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TD 4.4	0.00	0.00	0.00	0.00	0.00	-0.07
TD 5.5	0.01	0.00	0.14	0.00	0.00	-0.11
TD 6.6	0.01	0.00	0.11	0.00	0.00	-0.07

Correlation Matrix of Parameter Estimates

	TE 1.1	TE 2.2	TE 3.3	TE 4.4	TE 5.5	TD 1.1
TE 1.1	1.00					
TE 2.2	-1.00	1.00				
TE 3.3	-0.06	0.06	1.00			
TE 4.4	0.00	0.00	0.00	1.00		
TE 5.5	0.02	0.02	0.00	0.00	1.00	
TD 1.1	0.00	0.00	0.00	0.00	0.00	1.00
TD 2.2	0.00	0.00	0.00	0.00	0.00	-0.59
TD 3.3	0.00	0.00	0.00	0.00	0.00	0.00
TD 4.4	0.00	0.00	0.00	0.00	0.00	0.00
TD 5.5	0.00	0.00	0.00	0.00	0.00	0.00
TD 6.6	0.00	0.00	0.00	0.00	0.00	0.00

Correlation Matrix of Parameter Estimates

	TD 2.2	TD 3.3	TD 4.4	TD 5.5	TD 6.6
TD 2.2	1.00				
TD 3.3	0.00	1.00			
TD 4.4	0.00	0.00	1.00		
TD 5.5	0.00	0.00	-0.10	1.00	
TD 6.6	0.00	0.00	-0.08	-0.12	1.00

Hubungan Antar Variabel Dominan

Correlations

Y = ETA

	X1	X2	X3	X4	X5	X6
Estimasi	0.66	0.90	0.51	0.06	0.19	0.01
Konstanta	0.00	0.02	0.00	0.00	0.00	1.00

Y = KSI

	X1	X2	X3	X4	X5	K1
Fas_Dar	0.26	0.20	0.01	0.00	0.01	0.00
Fas_Kom	0.00	0.00	0.00	0.00	0.96	0.00

X - ETA

	Y1	Y2	Y3	Z1	Z2	Z3
Ethos_ke	0.02	0.13	0.00	0.01	0.01	0.01
Kem_Ibu	0.00	0.03	0.00	0.73	0.03	0.76

X - KSI

	Y1	Y2	Y3	Z1	Z2	Z3
Fas_Dar	0.26	1.75	0.01	0.00	0.00	0.00
Fas_Kom	0.00	0.00	0.00	0.00	0.96	1.90

Hubungan Antar Variabel Dominan

Standardized Solution

LAMBDA-Y

	Ethos_ke	Kem_Ibu
X1	3.66	-
X2	2.70	-
X3	0.31	-
X4	0.06	-
X5	0.19	-
K1	-	3.12

LAMBDA-X

	Fas_Dar	Fas_Kom
Y1	0.26	-
Y2	1.75	-
Y3	0.01	-
Z1	-	0.85
Z2	-	0.96
Z3	-	0.90

KETA

	Ethos_ke	Kem_Ibu
Ethos_ke	-	-
Kem_Ibu	0.00	-

GAMMA

	Fas_Dar	Fas_Kom
Ethos_ke	0.07	0.01
Kem_Ibu	0.00	0.26

Correlation Matrix of ETA and KSI

	Ethos_ke	Kem_Ibu	Fas_Dar	Fas_Kom
Ethos_ke	1.00			
Kem_Ibu	0.00	1.00		
Fas_Dar	0.07	0.00	1.00	
Fas_Kom	0.01	0.26	0.00	1.00

PSI

Note: This matrix is diagonal

	Ethos_ke	Kem_Ibu
	0.99	0.91

Regression Matrix ETA on KSI (Standardized)

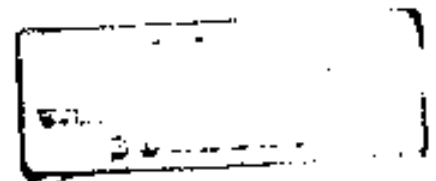
	Fas_Dar	Fas_Kom
Ethos_ke	0.07	0.01
Kem_Ibu	0.00	0.26

Hubungan Antar Variabel Dominan

Completely Standardized Solution

LAMBDA :

	Ethos_ke	Kem_Ibu
--	----------	---------



X1	1 10	
X2	0 61	
X3	0 09	
X4	0 02	
X5	0 02	
R2	- -	1 00

LAMBDA-X

	Fas_Dar	Fas_Kem
Y1	0 08	
Y2	0 53	
Y3	0 00	
Z1	-	0 26
Z2	-	0 29
Z3	-	0 27

BETA

	Ethos_ke	Kem_ibu
Ethos_ke	-	-
Kem_ibu	0 00	-

GAMMA

	Fas_Dar	Fas_Kem
Ethos_ke	0 07	0 01
Kem_ibu	0 00	0 26

Correlation Matrix of ETA and KSI

	Ethos_ke	Kem_ibu	Fas_Dar	Fas_Kem
Ethos_ke	1 00			
Kem_ibu	0 00	1 00		
Fas_Dar	0 07	0 00	1 00	
Fas_Kem	0 01	0 26	0 00	1 00

PSI

Note: This matrix is diagonal

	Ethos_ke	Kem_ibu
	0 99	0 93

THETA-EPS

	X1	X2	X3	X4	X5	R1
	-0 22	0 74	0 99	1 00	1 00	

THETA-DELTA

	Y1	Y2	Y3	Z1	Z2	Z3
	0 99	0 72	1 00	0 93	0 92	0 97

Regression Matrix ETA on KSI (Standardized)

	Fas_Dar	Fas_Kem
Ethos_ke	0 07	0 01
Kem_ibu	0 00	0 26

Hubungan Antar Variabel Dominan

Total and Indirect Effects

Total Effects of KSI on ETA

	Fas_Dar	Fas_Kem
Ethos_ke	0 07 (0 17) 0 42	0 01 (0 06) 0 16
Kem_ibu	0 00 (0 22) 0 01	0 26 (0 25) 0 48

Indirect Effects of KSI on ETA

	Fas_Dar	Fas_Kem
Ethos_ke	-	-

Eigen Value 0.00 0.00
 (0.01) (0.00)
 0.00 0.00

Total Effects of ETA on ETA

	Ethos_ke	Kem_Ibu
Ethos_ke	0.00	0.00
Kem_Ibu	0.00	0.00

Largest Eigenvalue of B*B' (Stability Index) is 0.000

Total Effects of ETA on Y

	Ethos_ke	Kem_Ibu
X1	3.56 (0.29) 12.73	0.00
X2	2.70 (0.22) 12.32	0.00
X3	0.31 (0.10) 3.10	0.00
X4	0.06 (0.09) 0.67	0.00
X5	0.19 (0.09) 2.07	0.00
K1	0.00 (0.00) 0.00	1.00

Indirect Effects of ETA on Y

	Ethos_ke	Kem_Ibu
X1	0.00	0.00
X2	0.00	0.00
X3	0.00	0.00
X4	0.00	0.00
X5	0.00	0.00
K1	0.00 (0.00) 0.00	0.00

Total Effects of ESI on Y

	Fas_Dar	Fas_Kom
X1	0.26 (0.63) 0.42	0.03 (0.22) 0.16
X2	0.20 (0.47) 0.42	0.03 (0.10) 0.16
X3	0.02 (0.05) 0.41	0.00 (0.00) 0.16
X4	0.00 (0.02) 0.35	0.00 (0.00) 0.16
X5	0.01 (0.03) 0.41	0.00 (0.00) 0.16

X1 0.00 0.86
 (0.22) (0.25)
 -0.01 3.48

Hubungan Antar Variabel Dominan

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	Fas_Dar	Fas_Kon
Ethos_ke	0.07	0.01
Kem_Ibu	0.00	0.26

Standardized Indirect Effects of KSI on ETA

	Fas_Dar	Fas_Kon
Ethos_ke	-	-
Kem_Ibu	0.00	0.00

Standardized Total Effects of ETA on ETA

	Ethos_ke	Kem_Ibu
Ethos_ke	-	-
Kem_Ibu	0.00	-

Standardized Total Effects of ETA on Y

	Ethos_ke	Kem_Ibu
X1	3.66	-
X2	2.70	-
X3	0.31	-
X4	0.06	-
X5	0.19	-
K1	0.00	3.32

Completely Standardized Total Effects of ETA on Y

	Ethos_ke	Kem_Ibu
X1	1.10	-
X2	0.61	-
X3	0.09	-
X4	0.02	-
X5	0.06	-
K1	0.00	1.00

Standardized Indirect Effects of ETA on Y

	Ethos_ke	Kem_Ibu
X1	-	-
X2	-	-
X3	-	-
X4	-	-
X5	-	-
K1	0.00	-

Completely Standardized Indirect Effects of ETA on Y

	Ethos_ke	Kem_Ibu
X1	-	-
X2	-	-
X3	-	-
X4	-	-
X5	-	-
K1	0.00	-

Standardized Total Effects of KSI on Y

	Fas_Dar	Fas_Kon
X1	0.26	0.03
X2	0.20	0.23
X3	0.02	0.00
X4	0.00	0.00
X5	0.01	0.00
K1	0.00	0.86

Completely Standardized Total Effects of KSI on Y

	Fas_Dar	Fas_Kon
X1	-	-
X2	-	-
X3	-	-
X4	-	-
X5	-	-
K1	-	-

X1	0 08	0 01
X2	0 06	0 01
X3	0 01	0 01
X4	0 00	0 00
X5	0 00	0 00
X6	0 00	0 00

The Problem used 25324 Bytes (= 0.0% of Available Workspace)

Time used 0.160 Seconds



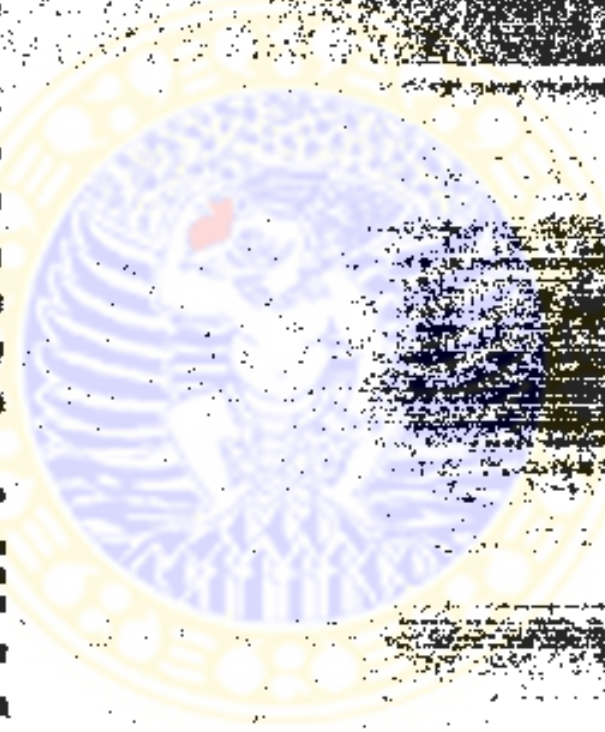
Correlations

Correlations

		Ethos kerja	Fasilitas Komunikas I	Fasiltas darah
Ethos kerja	Pearson Correlation	1.000	.472	.451
	Sig. (2-tailed)		.063	.068
	N	691	691	691
Fasilitas komunikasi	Pearson Correlation	.472	1.000	.720
	Sig. (2-tailed)	.063		.032
	N	691	691	691
Fasiltas darah	Pearson Correlation	.451	.720	1.000
	Sig. (2-tailed)	.068	.032	
	N	691	691	691



LAMPIRAN 13



LAMPIRAN PRINT OUT OPTIMASI LENDO

OBJECTIVE FUNCTION VALUE

1) 127.157100

VARIABLE	VALUE	REDUCED COST
X11	.476190	.000000
X12	5.000000	.000000
X13	5.000000	.000000
X14	5.000000	.000000
X21	.000000	.019802
X22	.222772	.000000
X23	5.000000	.000000
X24	5.000000	.000000
X31	.000000	.005076
X32	5.000000	.000000
X33	5.000000	.000000
X34	.736040	.000000
X41	.000000	.004975
X42	5.000000	.000000
X43	.074627	.000000
X44	5.000000	.000000
X51	.000000	.043011
X52	5.000000	.000000
X53	5.000000	.000000
X54	1.505376	.000000
Y11	.000000	.025252
Y12	5.000000	.000000
Y13	.378768	.000000
Y21	.000000	.051813
Y22	.932643	.000000
Y23	5.000000	.000000
Y31	3.431373	.000000
Y32	5.000000	.000000
Y33	5.000000	.000000
Y14	5.000000	.000000
Y24	5.000000	.000000
Y34	.000000	.026144
Z11	.000000	.057895
Z12	2.368421	.000000
Z13	5.000000	.000000

Z14	5.000000	.000000
Z21	1.931819	.000000
Z22	5.000000	.000000
Z23	.000000	.125000
Z24	5.000000	.000000
Z31	5.000000	.000000
Z32	.099010	.000000
Z33	.000000	.034653
Z34	5.000000	.000000

ROW	SLACK OR SURPLUS	DUAL PRICES
21	4.523809	.000000
31	.000000	.149660
41	.000000	.136054
51	.000000	.088435
61	5.000000	.000000
71	4.777228	.000000
81	.000000	.034653
91	.000000	.029703
101	5.000000	.000000
111	.000000	.050761
121	.000000	.065990
131	4.263960	.000000
141	5.000000	.000000
151	.000000	.019901
161	4.923374	.000000
171	.000000	.004975
181	5.000000	.000000
191	.000000	.096774
201	3.494624	.000000
211	5.000000	.000000
221	.000000	.005051
231	4.621212	.000000
241	.000000	.050505
251	5.000000	.000000
261	4.067358	.000000
271	.000000	.036269
281	.000000	.077720
291	1.568627	.000000
301	.000000	.052288
311	.000000	.019608
321	5.000000	.000000
331	5.000000	.000000

34)	2.631579	.500000
35)	.000000	.073684
36)	.000000	.294737
37)	3.068181	.000000
38)	.000000	.113636
39)	5.000000	.000000
40)	.000000	.000000
41)	.000000	.019802
42)	4.900990	.000000
43)	5.000000	.000000
44)	.000000	.019802
45)	.000000	.053763
38)	.000000	.113636
39)	5.000000	.000000
40)	.000000	.000000
41)	.000000	.019802
42)	4.900990	.000000
43)	5.000000	.000000
44)	.000000	.019802
45)	.000000	.053763
46)	.000000	.680272
47)	.000000	.495050
48)	.000000	.507614
49)	.000000	.497512
50)	.000000	.537634
51)	.000000	.505050
52)	.000000	.518135
53)	.000000	.653595
54)	.000000	.576316
55)	.000000	.568182
56)	.000000	.495050

NO. ITERATIONS= 43
RANGES IN WHICH THE BASIS IS UNCHANGED:

VARIABLE	CURRENT	OBJ COEFFICIENT RANGES		
		ALLOWABLE	ALLOWABLE	
E	COEF	INCREASE	DECREASE	
000	X11	1.000000	.097015	1.000
660	X12	1.000000	INFINITY	.149
	X13	1.000000	INFINITY	.136

154				
	X14	1.000000	INFINITY	.088
435				
	X21	1.000000	.019802	INFINITY
Y				
	X22	1.000000	.030612	.019
417				
	X23	1.000000	INFINITY	.034
653				
	X24	1.000000	INFINITY	.029
703				
	X31	1.000000	.005076	INFINITY
Y				
	X32	1.000000	INFINITY	.050
761				
	X33	1.000000	INFINITY	.065
990				
	X34	1.000000	.053476	.005
051				
	X41	1.000000	.004975	INFINITY
Y				
	X42	1.000000	INFINITY	.019
901				
	X43	1.000000	.005000	.004
950				
	X44	1.000000	INFINITY	.004
975				
	X51	1.000000	.043011	INFINITY
Y				
	X52	1.000000	INFINITY	.096
774				
	X53	1.000000	INFINITY	.053
763				
	X54	1.000000	.056818	.041
237				
	Y11	1.000000	.025252	INFINITY
Y				
	Y12	1.000000	INFINITY	.005
051				
	Y13	1.000000	.005076	.024
630				
	Y21	1.000000	.051813	INFINITY
Y				
	Y22	1.000000	.037634	.049

261	Y23	1.000000	INFINITY	.036
269	Y31	1.000000	.020000	.025
478	Y32	1.000000	INFINITY	.052
288	Y33	1.000000	INFINITY	.019
608	Y14	1.000000	INFINITY	.050
505	Y24	1.000000	INFINITY	.077
720	Y34	1.000000	.026144	INFINIT
Y	Z11	1.000000	.057895	INFINIT
Y	Z12	1.000000	.079545	.054
726	Z13	1.000000	INFINITY	.073
684	Z14	1.000000	INFINITY	.294
737	Z21	1.000000	.000000	.111
111	Z22	1.000000	INFINITY	.113
636	Z23	1.000000	.125000	INFINIT
Y	Z24	1.000000	INFINITY	.000
000	Z31	1.000000	INFINITY	.019
802	Z32	1.000000	.020202	.033
493	Z33	1.000000	.034653	INFINIT
Y	Z34	1.000000	INFINITY	.019
802				

E	ROW	CURRENT	RIGHTHAND SIDE RANGES	
			ALLOWABLE	ALLOWABLE
		RHS	INCREASE	DECREASE

4.621	INFINITI	5.000000	28	272
4.644	INFINITI	5.000000	22	671
5.000	INFINITI	5.000000	21	000
3.496	INFINITI	5.000000	20	626
3.869	1.666667	5.000000	19	048
5.000	INFINITI	5.000000	18	000
4.950	INFINITI	5.000000	17	000
4.925	INFINITI	5.000000	16	374
5.000	INFINITI	5.000000	15	000
5.000	INFINITI	5.000000	14	000
4.263	INFINITI	5.000000	13	967
4.565	INFINITI	5.000000	12	219
4.491	INFINITI	5.000000	11	979
5.000	INFINITI	5.000000	10	000
4.923	2.222222	5.000000	9	470
4.948	2.222222	5.000000	8	718
4.777	INFINITI	5.000000	7	228
5.000	INFINITI	5.000000	6	000
4.962	5.22388	5.000000	5	687
5.000	5.51181	5.000000	4	000
5.000	5.63000	5.000000	3	000
4.523	INFINITI	5.000000	2	809

021	24	5.000000	.398936	4.067
000	25	5.000000	INFINITY	5.000
358	26	5.000000	INFINITY	4.067
430	27	5.000000	.967742	4.220
112	28	5.000000	1.011236	4.410
627	29	5.000000	INFINITY	1.569
172	30	5.000000	3.620690	1.655
000	31	5.000000	3.500000	1.600
000	32	5.000000	INFINITY	5.000
000	33	5.000000	INFINITY	5.000
579	34	5.000000	INFINITY	2.631
909	35	5.000000	2.556818	2.840
343	36	5.000000	3.358208	3.731
181	37	5.000000	INFINITY	3.068
538	38	5.000000	2.179488	3.461
000	39	5.000000	INFINITY	5.000
161	40	5.000000	1.931819	3.068
000	41	5.000000	.101010	5.000
990	42	5.000000	INFINITY	4.900
000	43	5.000000	INFINITY	5.000
000	44	5.000000	.101010	5.000
579	34	5.000000	INFINITY	2.631

909	35	5.000000	2.556818	2.340
343	36	5.000000	3.358208	3.731
181	37	5.000000	INFINITY	3.068
538	38	5.000000	2.179488	3.461
000	39	5.000000	INFINITY	5.000
181	40	5.000000	1.931819	3.068
000	41	5.000000	1.001010	5.000
990	42	5.000000	INFINITY	4.900
000	43	5.000000	INFINITY	5.000
000	44	5.000000	1.001010	5.000
162	45	5.000000	1.350909	3.643
000	46	20.000000	6.650000	1.700
000	47	20.000000	9.050001	1.450
999	48	20.000000	8.400002	3.443
000	49	20.000000	9.900001	1.150
000	50	20.000000	6.500000	2.800
000	51	20.000000	9.150001	1.750
000	52	20.000000	7.850000	1.800
000	53	20.000000	2.400000	5.250
000	54	20.000000	5.000000	4.500
000	55	20.000000	5.999999	3.400
000	56	20.000000	9.000000	1.900

Data Hasil Pengolahan Lindo

127.157	1.00000	F	.100000E+31
X11	.476190	.000000	C .100000E-31
X12	5.00000	.000000	C .100000E-31
X13	5.00000	.000000	C .100000E-31
X14	5.00000	.000000	C .100000E-31
X21	.000000	.198020E-01	C .100000E-31
X22	.222772	.000000	C .100000E-31
X23	5.00000	.000000	C .100000E-31
X24	5.00000	.000000	C .100000E-31
X31	.000000	.507617E-02	C .100000E-31
X32	5.00000	.000000	C .100000E-31
X33	5.00000	.000000	C .100000E-31
X34	.736040	.000000	C .100000E-31
X41	.000000	.497508E-02	C .100000E-31
X42	5.00000	.000000	C .100000E-31
X43	.746267E-01	.000000	C .100000E-31
X44	5.00000	.000000	C .100000E-31
X51	.000000	.430108E-01	C .100000E-31
X52	5.00000	.000000	C .100000E-31
X53	5.00000	.000000	C .100000E-31
X54	1.50538	.000000	C .100000E-31
Y11	.000000	.252525E-01	C .100000E-31
Y12	5.00000	.000000	C .100000E-31
Y13	.378788	.000000	C .100000E-31
Y21	.000000	.518135E-01	C .100000E-31
Y22	.932643	.000000	C .100000E-31
Y23	5.00000	.000000	C .100000E-31
Y31	3.43137	.000000	C .100000E-31
Y32	5.00000	.000000	C .100000E-31
Y33	5.00000	.000000	C .100000E-31
Y14	5.00000	.000000	C .100000E-31
Y24	5.00000	.000000	C .100000E-31
Y34	.000000	.261439E-01	C .100000E-31
Z11	.000000	.578948E-01	C .100000E-31
Z12	2.36842	.000000	C .100000E-31
Z13	5.00000	.000000	C .100000E-31
Z14	5.00000	.000000	C .100000E-31
Z21	1.93182	.000000	C .100000E-31
Z22	5.00000	.000000	C .100000E-31
Z23	.000000	.125000	C .100000E-31
Z24	5.00000	.000000	C .100000E-31
Z31	5.00000	.000000	C .100000E-31
Z32	.990100E-01	.000000	C .100000E-31
Z33	.000000	.346534E-01	C .100000E-31
Z34	5.00000	.000000	C .100000E-31

Profesi Dokter

x1	x2	x3	x3	x5	y1	y2	y3	y4
2	2	1	1	2	2	1	3	2
1	1	2	1	3	2	1	3	3
2	2	2	2	2	2	2	2	3
2	2	1	2	3	4	2	2	2
2	2	1	1	1	3	2	2	3
2	2	1	2	3	2	1	2	2
2	2	1	2	2	1	2	1	2
2	3	2	1	1	2	3	2	3
2	2	1	1	2	2	3	2	1
2	2	2	1	1	3	1	3	3
2	2	1	2	2	3	2	2	1
3	1	1	2	2	2	2	2	2
3	2	2	2	2	3	1	2	2
2	2	2	2	1	2	4	1	2
3	2	2	1	1	2	2	1	2
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1	2	1	1	2	2	2	2	2
2	1	1	1	2	2	2	2	3
2	2	1	2	2	2	1	3	1
2	2	1	2	3	3	2	3	5
2	2	2	1	2	1	2	2	3
1	2	1	2	2	3	2	3	2
3	3	2	1	1	3	2	0	3
2	2	1	1	3	2	2	2	2
3	2	2	2	2	3	2	1	2
1	2	2	2	3	2	2	2	2
2	2	2	1	2	1	2	2	3
2	1	1	2	1	2	2	2	1
2	3	1	1	2	2	2	0	2
3	2	2	1	1	1	2	3	1
2	3	2	1	2	1	2	2	3
2	2	2	2	2	2	1	1	2
2	2	2	1	1	3	3	1	2
2	2	1	1	2	3	2	1	2
2	2	2	1	1	2	2	3	2
2	2	2	1	2	2	2	2	1
2	2	2	1	2	1	1	3	1
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2	2	2	1	3	2	3	1	3
2	2	1	1	3	2	3	2	2
2	2	1	1	2	1	3	3	3
3	2	1	2	2	2	2	2	3
2	2	2	2	1	3	2	2	1
2	2	1	2	2	3	2	3	1
2	2	2	2	1	2	3	2	2



2 2 2 2 1 2 3 2 2 2 2

2 2 2 2 2 2 2 2 2 2

1 2 2 1 1 2 2 1 2 2

2 2 2 1 2 2 1 2 1 2

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1 1 2 2 2 2 2 2 2 2

2 2 2 2 2 2 2 2 2 2

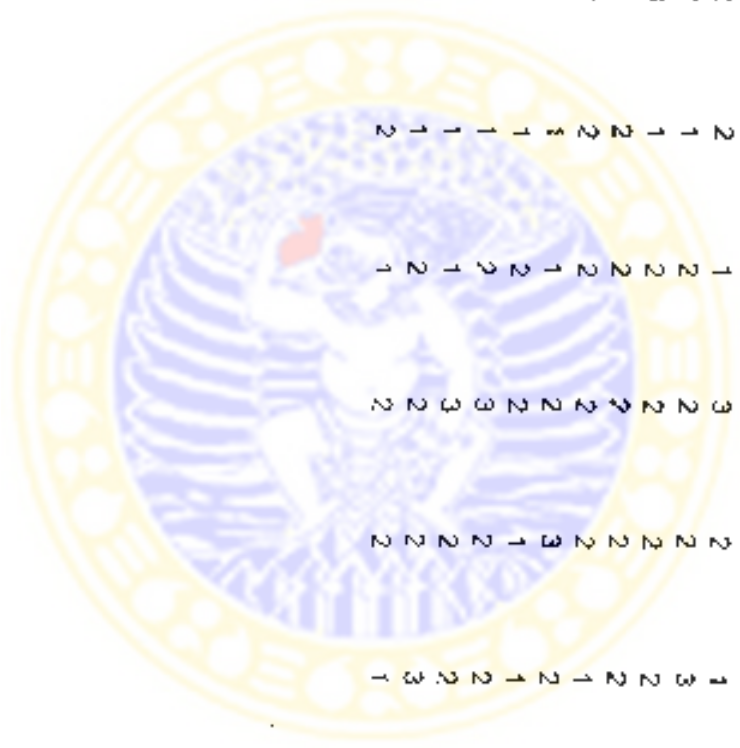
x1	x2	x3	x4	x5	Profesi Bidan			
					y1	y2	y3	y4
2	2	1	1	2	2	1	3	2
1	1	2	1	3	2	1	3	3
2	2	2	2	2	2	2	2	3
2	2	1	2	3	4	2	2	2
2	2	1	1	1	3	2	2	3
2	2	1	2	3	2	1	2	2
2	2	1	2	2	1	2	1	2
2	3	2	1	1	2	3	2	3
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2	2	2	1	1	3	1	3	3
2	2	1	2	2	3	2	2	1
3	1	1	2	2	2	2	2	2
3	2	2	2	2	3	1	2	2
2	2	2	2	1	2	4	1	2
3	2	2	1	1	2	2	1	2
2	2	2	1	3	2	2	3	2
2	2	1	2	2	2	2	2	3
2	2	2	2	3	2	1	2	3
2	2	1	2	2	2	2	2	2
2	2	2	1	2	2	1	2	3
2	2	2	1	3	2	3	2	2
1	2	1	1	2	2	2	2	2
2	1	1	1	2	2	2	2	3
2	2	1	2	2	2	1	3	1
2	2	1	2	3	3	2	3	3
2	2	2	1	2	1	2	2	3
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3	2	1	2	2	2	2	2	3
2	2	2	2	1	3	2	2	1
2	2	1	2	2	3	2	1	1
2	2	2	2	1	2	3	3	2

z1	z2	z3
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2	2	1
1	1	2
2	2	3
1	2	3
1	2	2
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1	2	2
2	2	3
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1	3	4
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1	2	3
2	1	2
1	3	2
1	3	2



1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000





W W N N N N S S T T N N N N N N S T N N N N S W N W
N
N T
T N T N T N T N T N T N T N T N T N T N T N T N T N T N T N
N N W W N N S S N N W W T N N N S S N N T N T N
N N N N T N N N N N S S T W T W T W T W T W T W T W T W
T W N N T N T N T N T N T N T N T N T N T N T N T N T N T N
N N N N W W W W N N N N N N T T N T N N T N N N N N T N
T T T T N T T N N N S S W W T W N N W N N N T T

2 3 1 1 2 3 1 2 2 1 2 3 2 2 2 3 3 2 2 2 2 2 2

1 1 1 2 1 2 2 1 2 2 2 1 2 1 2 1 1 1 1 1 1 2

2 2 1 2 1 2 1 1 1 1 2 1 2 1 2 2 1 2 2 2 1



Profesi Petugas Administrasi PMII

x1	x2	x3	x4	x5	y1	y2	y3	y4
2	2	1	1	2	2	1	3	2
1	1	2	1	3	2	1	3	3
2	2	2	2	2	2	2	2	3
2	2	1	2	3	4	2	2	2
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2	2	1	2	2	1	2	1	2
2	3	2	1	1	2	3	2	3
2	2	1	1	2	2	3	2	1
2	2	2	1	1	3	1	3	3
2	2	1	2	2	3	2	2	1
3	1	1	2	2	2	2	2	2
3	2	2	2	2	3	1	2	2
2	2	2	2	1	2	4	1	2
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1	2	1	1	2	2	2	2	2
2	1	1	1	2	2	2	2	3
2	2	1	2	2	2	1	3	0
2	2	1	2	3	3	2	3	3
2	2	2	1	2	1	2	2	3
1	2	1	2	2	3	2	2	2
3	3	2	1	1	3	2	0	3
2	2	1	1	3	2	2	2	2
3	2	2	2	2	3	2	1	2
1	2	2	2	3	2	2	2	2
2	2	2	1	2	1	2	2	3
2	1	1	2	1	2	2	2	1
2	3	1	1	2	2	2	0	2
3	2	2	1	1	:	2	3	1
2	3	2	1	2	1	2	2	3
2	2	2	2	2	2	1	1	2
2	2	2	1	1	3	3	1	2
2	2	1	1	2	3	2	1	2
2	2	2	1	1	2	2	3	2
2	2	2	1	2	2	2	2	1
2	2	2	1	2	1	1	3	1
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2	2	1	1	2	3	3	1	3
2	2	2	1	3	2	3	1	3
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2	2	1	1	2	1	3	3	3
3	2	1	2	2	2	2	2	3
2	2	2	2	1	3	2	2	1
2	2	1	2	2	3	2	1	1
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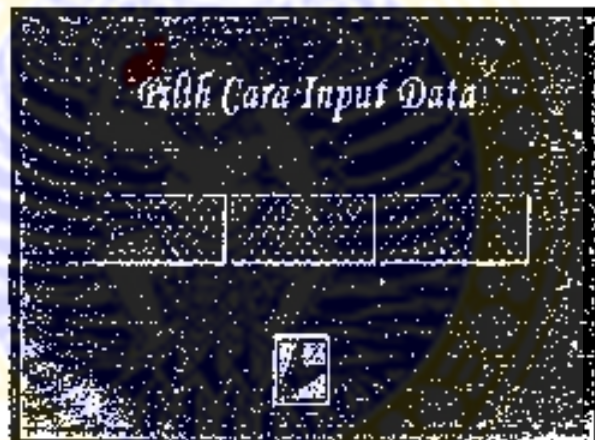
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T N N G N T N N T G N T N G N
N T T S T N N T S T N T N S N N N T N T N N N T N T
N N N T N N T N N T N N N T N N T N T N T N T N T N T N T N T N T N T N T N T N T N T N T N T N T N T N T N
T T G N G N N T N G N
T T S N N T N N G N
T T N N G N T T S N G T G N T N T G N
G N N T N N T G N N N N N N T G N N T G N
N N N T N N N N N N T N N T N



1 1 1 2 1 1 1 2 2 2 2 2 2 2 1 1 1 2 2 2 2 1 2

2 1 1 2 1 1 2 2 2 1 1 2 2 2 2 2 1 2 2 2 1 2 1

2 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 1 2 2 2 2



Data Profesi

ID :

Nama :

Profesi :

Alamat :

Simpan | Lihat | Berikut

Berata Variabel Dari Faktor Determinan (X) Med...

Profesi :

Nama :

Berpikir Linier :

Pendapatan :

Haji Luar :

Lama Pendidikan :

Umur :

Simpan | Lihat | Berikut

The image shows a screenshot of a Java Swing window titled "Rekre Variabel Dari Faktor Determinan (Y) Menu...". The window contains a registration form with the following fields and buttons:

- Profesi:
- Nama:
- Jml Darah Tersedia:
- Bapak/Ibu:
- Alamat:
- Jml Kebutuhan Darah:

At the bottom of the form are three buttons: "Singkatan", "Hitung", and "Kembali".

Rerata Variabel Dari Faktor Determinan (2) Menu...

Profil :

Nama :

Bespiki Linier :

Anggaran :

Jml Kebutuhan Daerah :

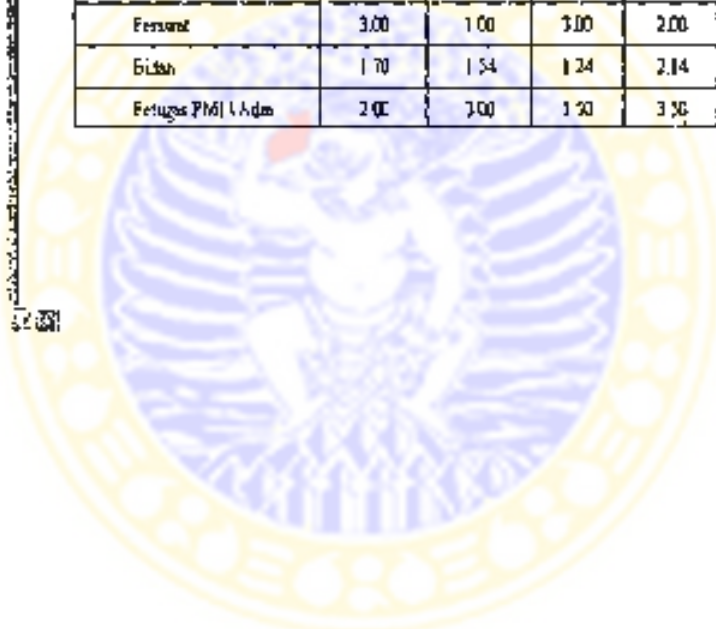
Simpan | Lihat | Berikut

Rerata Variabel Dari Faktor Determinan (X) Menurut Profesi

1000 Report Del X Model

Rerata Variabel Dari Faktor Determinan (X) Menurut Profesi

KELOMPOK PROFESI	VARIABEL DOMINAN				
	Berpikir Luar	Frasa Ganda	Hari Libur	Utang	Lesah Pembelian
Dokter	1,75	1,74	2,80	2,15	2,55
Fisioterapi	3,00	1,00	3,00	2,00	4,00
Bidan	1,70	1,54	1,24	2,14	2,30
Perawat PMI / Adm	2,00	3,00	1,50	3,50	1,50



Report Detail

Filter: | Main

Rekapitulasi Data Jumlah dan Nilai Pengeluaran (Rp) Menurut Dokter

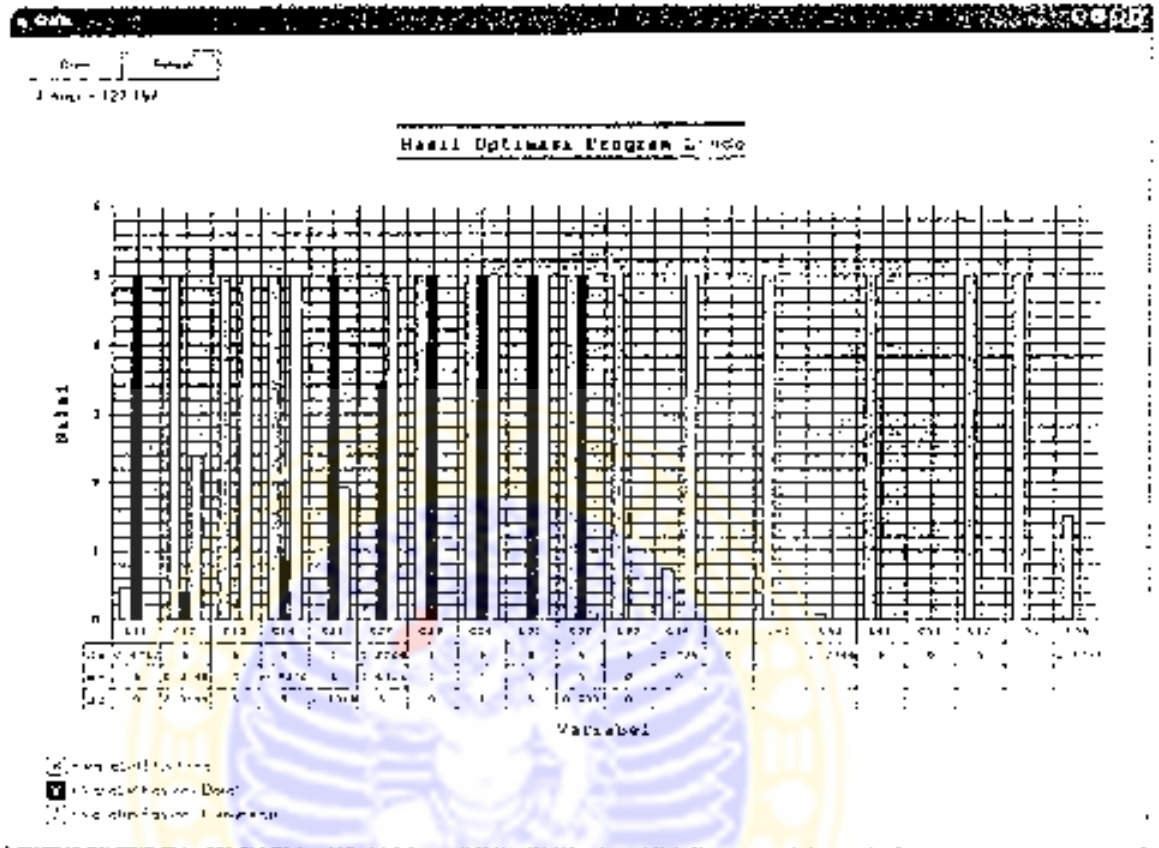
	Empulur	Pendayaguan	Insulasi	Urea	Jumlah Pengeluaran
Dokter	20027	2	15	4375	19019
Praktisi	200491	201932	147826	14326	139181
Bulan	201751	201911	192376	153376	136292
Perusahaan PHU/Asah	201186	201638	145727	143634	136175

Rekapitulasi Data Jumlah dan Nilai Keluaran (Rp) Menurut Dokter

	Jml. Darah	Empulur Lendir	Empulur	Keluaran Darah
Dokter	201175	201142	195172	210318
Praktisi	197817	191101	207665	200970
Bulan	198476	201504	203002	200752
Perusahaan PHU/Asah	201197	192014	203005	202732

Rekapitulasi Data Jumlah dan Nilai Keluaran (Rp) Menurut Dokter

	Empulur Lendir	Pendayaguan	Keluaran dan Tim. Darah
Dokter	200125	153175	153175
Praktisi	192617	200289	206420
Bulan	200752	14217	155450
Perusahaan PHU/Asah	201197	19447	199735



Kematiian Ibu Kabupaten Gresik

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 12

0.2403E-41 0.1200E-02

2001 10

0.2604E-41 0.1000E-02

2002 9

0.2805E-41 0.9000E-03

2003 7

0.2407E-41 0.7000E+01

2004 4

0.2810E-41 0.4000E-01

Korelasi variabel dominan etnos kerja dan fas darah 1.46

Korelasi variabel dominan etnos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2604E-04 0.5000E-01

Kematiian Ibu Kabupaten Sidoarjo

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 11

0.1803E-41 0.1100E-02

2001 9

0.2004E-41 0.9000E-03

2002 8

0.2205E-41 0.6000E-03

2003 7

0.2407E-41 0.7000E-03

2004 4

0.2810E-41 0.4000E-01

Korelasi variabel dominan etnos kerja dan fas darah 1.40

Korelasi variabel dominan etnos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.92

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2604E-04 0.5000E-01



Kematian Ibu Kabupaten Mojokerto

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1800E+02

2001 13

0.2804E-41 0.1300E+02

2002 10

0.2805E-41 0.1000E+02

2003 6

0.2807E-41 0.6000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2004E+04 0.5000E+01

Kematian Ibu Kabupaten Kertosono

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 14

0.2803E-41 0.1000E+02

2001 11

0.2804E-41 0.1100E+02

2002 9

0.2805E-41 0.9000E+01

2003 7

0.2807E-41 0.7000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.1100E+04 0.5500E+01

Kematian Idu Kabupaten Bojonegoro

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 13

0.2803E-41 0.1300E-12

2001 11

0.2804E-41 0.1100E-12

2002 8

0.2805E-41 0.8000E-11

2003 7

0.2807E-41 0.7000E-11

2005 4

0.2810E-41 0.4000E-11

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E-41 0.5500E-11

Kematian Idu Kabupaten Tuban

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 16

0.2803E-41 0.1300E-12

2001 13

0.2804E-41 0.1300E-12

2002 10

0.2805E-41 0.1000E-12

2003 8

0.2807E-41 0.8000E-11

2005 4

0.2810E-41 0.4000E-11

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E-41 0.5000E-11

Kematian Ibu Kabupaten Lamongan

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1800E+02

2001 12

0.2804E-41 0.1200E+02

2002 9

0.2805E-41 0.9000E+01

2003 7

0.2807E-41 0.7000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E+04 0.5500E+01

Kematian Ibu Kabupaten Madiun

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1800E+02

2001 12

0.2804E-41 0.1200E+02

2002 10

0.2805E-41 0.1000E+02

2003 7

0.2807E-41 0.7000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E+04 0.5500E+01

Kemalihan Ibu Kabupaten Ngawi

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

S

2000 14

0.2803E-41 0.1400E+02

2001 11

0.2804E-41 0.1100E+02

2002 9

0.2805E-41 0.9000E+01

2003 8

0.2807E-41 0.8000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan etnos kerja dan fas darah 0.45

Korelasi variabel dominan etnos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.7004E+04 0.6000E+01

Kemalihan Ibu Kabupaten Magetan

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

S

2000 14

0.2803E-41 0.1400E+02

2001 11

0.2804E-41 0.1100E+02

2002 11

0.2805E-41 0.1100E+02

2003 8

0.2807E-41 0.8000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan etnos kerja dan fas darah 0.45

Korelasi variabel dominan etnos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.7004E+04 0.6000E+01

Kematian Ibu Kabupaten Ponorogo

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1800E+02

2001 12

0.2804E-41 0.1200E+02

2002 9

0.2805E-41 0.9000E+01

2003 7

0.2807E-41 0.7000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2004E+04 0.5500E+01

Kematian Ibu Kabupaten Pacitan

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 16

0.2803E-41 0.1600E+02

2001 13

0.2804E-41 0.1300E+02

2002 12

0.2805E-41 0.1200E+02

2003 10

0.2807E-41 0.1000E+02

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2004E+04 0.7000E+01

Kematian Ibu Kabupaten Nganjuk

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 14

0.2803E-41 0.1400E+02

2001 11

0.2804E-41 0.1100E+02

2002 9

0.2805E-41 0.9000E+01

2003 7

0.2807E-41 0.7000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E-04 0.5500E+01

Kematian Ibu Kabupaten Blitar

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 16

0.2803E-41 0.1600E+02

2001 13

0.2804E-41 0.1300E+02

2002 11

0.2805E-41 0.1100E+02

2003 8

0.2807E-41 0.8000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E-04 0.6000E+01

Kemudian Ibu Kabupaten Tulungagung

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1801E+02

2001 12

0.2804E-41 0.1201E+02

2002 9

0.2805E-41 0.9001E+01

2003 6

0.2807E-41 0.6001E+01

2005 4

0.2810E-41 0.4001E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E-41 0.5001E+01

Kemudian Ibu Kabupaten Trenggalek

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 10

0.2810E-41 0.1001E+02

2001 13

0.2811E-41 0.1301E+02

2002 11

0.2809E-41 0.1101E+02

2003 8

0.2807E-41 0.8001E+01

2005 4

0.2807E-41 0.4001E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E-41 0.5001E+01

Kematian Ibu Kabupaten Malang

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1800E+02

2001 13

0.2804E-41 0.1900E+02

2002 10

0.2805E-41 0.1000E+02

2003 7

0.2807E-41 0.7000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.7004E+04 0.5500E+01

Kematian Ibu Kabupaten Pasuruan

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 14

0.2803E-41 0.1000E+02

2001 11

0.2804E-41 0.1100E+02

2002 10

0.2805E-41 0.1100E+02

2003 8

0.2807E-41 0.8100E+01

2005 4

0.2810E-41 0.4100E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.7004E+04 0.5500E+01

Kematian Ibu Kabupaten Probolinggo

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 16

0.2803E-41 0.1600E+02

2001 15

0.2804E-41 0.1300E+02

2002 10

0.2803E-41 0.1000E+02

2003 9

0.2807E-41 0.9000E+01

2005 4

0.2813E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E+04 0.6500E+01

Kematian Ibu Kabupaten Lumajang

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 16

0.2813E-41 0.1600E+02

2001 15

0.2814E-41 0.1300E+02

2002 10

0.2803E-41 0.1000E+02

2003 9

0.2807E-41 0.9000E+01

2005 4

0.2813E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2814E+04 0.6500E+01

Kematian Ibu Kabupaten Bondowoso

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 16

0.2803E-41 0.1600E+02

2001 13

0.2804E-41 0.1300E+02

2002 12

0.2805E-41 0.1200E+02

2003 10

0.2807E-41 0.1000E+02

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E+04 0.7000E+01

Kematian Ibu Kabupaten Situbondo

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 14

0.2803E-41 0.1400E+02

2001 11

0.2807E-41 0.1100E+02

2002 9

0.2808E-41 0.9000E+01

2003 7

0.2807E-41 0.8000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E+04 0.6000E+01

Memelian Ibu Kabupaten Banyuwangi

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

z

2000 17

0.2803E-41 0.1300E+02

2001 11

0.2804E-41 0.1100E+02

2002 10

0.2805E-41 0.1000E+02

2003 8

0.2807E-41 0.8000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E+04 0.6000E-01

Memelian ibu Kabupaten Pamekasan

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

z

2000 16

0.2803E-41 0.1300E+02

2001 13

0.2804E-41 0.1100E+02

2002 11

0.2805E-41 0.1000E+02

2003 9

0.2807E-41 0.8000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E+04 0.6000E-01

Kematian Ibu Kabupaten Sampang

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1800E+02

2001 12

0.2804E-41 0.1200E+02

2002 10

0.2805E-41 0.1000E+02

2003 7

0.2807E-41 0.7000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2004E+04 0.5500E+01

Kematian Ibu Kabupaten Sumenep

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1800E+02

2001 13

0.2804E-41 0.1300E+02

2002 10

0.2805E-41 0.1000E+02

2003 8

0.2807E-41 0.8000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2004E+04 0.6000E+01


```
Kemalihan Ibu Kabupaten Bangkalan
*****CUBIC SPLINE INTERPOLATION*****
DATA POINTS
5
2000 14
  0.2803E-41  0.1400E+02
2001 11
  0.2804E-41  0.1190E+02
2002 9
  0.2805E-41  0.9090E+01
2003 6
  0.2807E-41  0.6000E+01
2005 4.
  0.2810E-41  0.4000E+01
```

Korelasi variabel dominan ethos kerja dan fas darah 0.45
Korelasi variabel dominan ethos kerja dan fas kom 0.47
Korelasi variabel dominan fas dar dan fas kom 0.72

```
2004
INTERPOLATED POINT USING CUBIC SPLINES
  0.2004E+04  0.5000E+01
```

```
Kemalihan Ibu Kota Medan
*****CUBIC SPLINE INTERPOLATION*****
DATA POINTS
5
2000 14
  0.2803E-41  0.1400E+02
2001 11
  0.2804E-41  0.1190E+02
2002 9
  0.2805E-41  0.9090E+01
2003 6
  0.2807E-41  0.6000E+01
2005 4.
  0.2810E-41  0.4000E+01
```

Korelasi variabel dominan ethos kerja dan fas darah 0.45
Korelasi variabel dominan ethos kerja dan fas kom 0.47
Korelasi variabel dominan fas dar dan fas kom 0.72

```
2004
INTERPOLATED POINT USING CUBIC SPLINES
  0.2004E+04  0.5000E+01
```

Kematian Ibu Kota Probolinggo

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 16

0.2803E-41 0.1600E+02

2001 13

0.2804E-41 0.1300E+02

2002 11

0.2805E-41 0.1100E+02

2003 9

0.2807E-41 0.8000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2004E+04 0.6000E+01

Kematian Ibu Kota Blitar

*****CUBIC SPLINE INTERPOLATION*****

DATA POINTS

5

2000 18

0.2803E-41 0.1800E+02

2001 13

0.2804E-41 0.1200E+02

2002 9

0.2805E-41 0.9000E+01

2003 7

0.2807E-41 0.7000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2004E+04 0.6000E+01

```
Korelasi: The Sula Ferry  
*****CUBIC SPLINE INTERPOLATION*****  
DATA POINTS  
5  
2000 14  
0.2803E-41 0.1400E+02  
2001 14  
0.2804E-41 0.1500E+02  
2002 13  
0.2805E-41 0.1100E+02  
2003 9  
0.2807E-41 0.9000E+01  
2005 4  
0.2810E-41 0.4000E+01
```

Korelasi variabel dominan ethos kerja dan fas darah 0.45
Korelasi variabel dominan ethos kerja dan fas kom 0.47
Korelasi variabel dominan fas dar dan fas kom 0.72

```
2004  
INTERPOLATED POINT USING CUBIC SPLINES  
0.2806E-41 0.6700E+01
```

```
Korelasi: The Kota Mojokerto  
*****CUBIC SPLINE INTERPOLATION*****  
DATA POINTS  
5  
2000 14  
0.2803E-41 0.1400E+02  
2001 14  
0.2804E-41 0.1500E+02  
2002 9  
0.2805E-41 0.9000E+01  
2003 4  
0.2807E-41 0.6000E+01  
2005 4  
0.2810E-41 0.4000E+01
```

Korelasi variabel dominan ethos kerja dan fas darah 0.45
Korelasi variabel dominan ethos kerja dan fas kom 0.47
Korelasi variabel dominan fas dar dan fas kom 0.72

```
2004  
INTERPOLATED POINT USING CUBIC SPLINES  
0.2806E-41 0.6700E+01
```



Kematian Ibu Kota Pasuruan

*****CUBIC SPLINE INTERPOLATION*****

DATA POINT

5

2000 16

0.2803E-41 0.1600E+02

2001 13

0.2804E-41 0.1300E+02

2002 12

0.2805E-41 0.1200E+02

2003 9

0.2807E-41 0.9000E+01

2005 4

0.2810E-41 0.4000E+01

Korelasi variabel dominan ethos kerja dan fas darah 0.45

Korelasi variabel dominan ethos kerja dan fas kom 0.47

Korelasi variabel dominan fas dar dan fas kom 0.72

2004

INTERPOLATED POINT USING CUBIC SPLINES

0.2804E-41 0.6500E+01





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Email: pasca@pasca.unair.ac.id URL address: http://www.pasca.unair.ac.id

Nama: **880** 003 112192000
Lamp: .
Hal: Izin melaksanakan penelitian

16 Jan. 2000

Yth

Guna penulisan penelitian untuk Disertasi peserta Program Doktor Program Studi
Ilmu Kedokteran angkatan tahun 1998/1999 Program Pascasarjana Univ. Airlangga

Nama : Sardjana
Nim : 099813110 / D
Judul : MODEL PENENTU KEMATIAN IBU DI RUMAH SAKIT TIPE C
PROPINSI JAWA TIMUR
Penerbit : Prof Eddy Pranowo Soedibjo, dr, MPH

Maka dengan ini kami mohon perkenan Saudara untuk memberikan izin kepada yang
bersangkutan untuk melaksanakan penelitian di Instansi Saudara

Demikian dan atas perhatian dan kerjasamanya disampaikan terima kasih



Direktur,

Prof. Dr. H. A. Azis Hubeis, Apt.
NIP. 130287034



ADLN Perpustakaan Universitas
airlangga
DEPARTEMEN PENDIDIKAN DAN KEBUDAYAAN
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JL. DHARMAWANGSA DALAM SELATAN SULTABAYA 60286 (031) 5030076, 5023715, 50356170, FAX (031) 5000576

Nomor : *2588/110/4/PP/2001*
Lamp :
Hal : Izin melaksanakan penelitian

25 Juli 2001

Yth.

Guna penulisan penelitian untuk Disertasi peserta Program Doktor Program Studi
Umum Kedokteran angkatan tahun 1998/1999 Program Pascasarjana Universitas
Airlangga.

Nama : Sardjana, dr, Sp. OG
Nim : 0998131107D
Judul : MODEL MANAJEMEN KLINIK YANG OPTIMAL UNTUK
MENURUNKAN KEMATIAN IBU DI RUMAH SAKIT TIPE C
PEMERINTAH PROPINSI JAWA TIMUR

Promotor : Prof Jedy Prasowo Soedibyo, dr, MPH

Maka dengan ini kami mohon perkenan Saudara untuk memberikan izin kepada
yang bersangkutan untuk melaksanakan penelitian di Instansi Saudara

Demikian dan atas bantuan Saudara kami sampaikan terima kasih



Direktur
Kampus Akademik,

Prof. H. L. L. Mahaputra, dr, M.Sc.
0308873507

Terdapat Ya:

1. Kepala Dinas Kesehatan Tingkat I Propinsi Jawa Timur
2. Kepala Dinas Kesehatan Tingkat II

PEMERINTAH PROPINSI JAWA TIMUR
BADAN KESATUAN BANGSA
JL. PUTAT INDAH NO. 1 TELP. (031) 5677935
SURABAYA - 60189

SURAT KETERANGAN

Untuk melakukan survey / research

Nomor: 022 / 257 / 212 / 2002

Menyatakan SPT, DIREKTUR PROGRAM PASCASARJANA UNAIR, SBY. 1 MEI 2002 NO. 1790/J03.4/22/2002

Mengingat: 1. Instruksi Menteri Dalam Negeri No. 3 Tahun 1979
2. Surat Gubernur Kepala Daerah Tingkat I Jawa Timur tanggal 17 Juli 1972 No. G.5. / 187 / 1972
Dengan ini menyatakan TIDAK KEBERATAN dilakukan survey / research oleh:

Nama Penanggung jawab: SARDJANA, dr, Sp, BG
PENANGUNG JAWAB
Alamat: D/A JL. DHARMAWANGSA DATAN SELATAN SURABAYA
Tipe dan Acara survey / research: " MODEL OPTIMAL MANAJEMEN KLINIK UNTUK MENURUNKAN
KEMAMATAN IBU DI RUMAH SAKIT TIPE C PEMERINTAH PROP. JAWA TIMOR "

Daerah Tempat melakukan survey / research: KABUPATEN/KOTA SEJATI

Tempat tinggal penelitian: 6 (EMAN) BELAN

Revisi bersama survey / research: BAKAR TERLAMPIR

di surat ini terdapat lampiran sebagai berikut:

1. Tenggulung dan surat perintah penelitian di tempat yang dapat diwujudkan dan akan kedatangannya kepada Bupati/Walikota setempat
2. Tenggulung dan surat keterangan yang berlaku dalam Daerah hukum Pemerintah setempat
3. Tenggulung dan surat pernyataan dan kepastian serta penghindaran penyulit-penyulit baik dengan lesan maupun tulisan dari pihak yang dapat menghambat/mengganggu pelaksanaan atau menghina agama, bangsa dan negara dan suatu golongan penduduk
4. Tenggulung dan surat pernyataan kegiatan-kegiatan di luar ketentuan-ketentuan yang telah ditetapkan sebagai tersebut di atas
5. Tenggulung dan surat pernyataan dilakukan survey / research, diwajibkan terlebih dahulu melaporkan kepada Pejabat Pemerintah setempat dan pejabat setempat pelaksanaan survey / research, sebelum meninggalkan daerah tempat survey / research
6. Dalam rangka kerja sama baik setelah selesai dilakukannya survey / research, diwajibkan memberikan laporan tentang pelaksanaan survey / research kepada:
 1. Kepala Dinas Kesehatan Kabupaten/Kota yang bersangkutan
 2. Kepala Puskesmas yang bersangkutan
7. Tenggulung dan surat pernyataan dibuat oleh Bupati/Walikota Kabupaten/Kota yang bersangkutan yang dapat dipertanggungjawabkan dan sebagai tersebut di atas

TEMPAT DAN WAKTU: SURABAYA

1. Kepala Dinas Kesehatan Kabupaten/Kota yang bersangkutan
2. Kepala Puskesmas yang bersangkutan
3. Kepala Puskesmas yang bersangkutan
4. DIREKTUR PROGRAM PASCASARJANA UNAIR SBY.
- 5.
- 6.

Surabaya, 15 MEI 2002
PEMERINTAH PROPINSI JAWA TIMUR
Kepala Badan Kesatuan Bangsa
WADJONO, SM
Pimpinan Utama Madya
NIP. 310035315