

LAMPIRAN

Lampiran 1

KUESIONER UNTUK MANAJER**IDENTITAS RESPONDEN**

1. Jabatan di RS Islam Surabaya :
2. Pada bagian/ unit/ ruangan :
3. Bekerja di RS Islam Surabaya sejak tahun :
4. Menduduki Jabatan saat ini sejak tahun :
5. Jumlah bawahan :
6. Pendidikan terakhir :

Surabaya,

Nama/tanda tangan responden

(.....)

A. KUESIONER TENTANG KARAKTERISTIK SISTEM PENGANGGARAN

1. Tingkat Partisipasi Dalam Proses Penganggaran (X1)

Untuk pertanyaan berikut ini, mohon Bapak/Ibu memberi tanda silang (X) pada salah satu angka dari 1 sampai 6 yang paling tepat menurut pendapat Bapak/Ibu, guna mengukur “partisipasi Bapak/Ibu dalam proses penganggaran”

1 = Sangat rendah

2 = Rendah

3 = Agak rendah

4 = Agak tinggi

5 = Tinggi

6 = Sangat tinggi

Kategori mana di bawah ini yang menjelaskan dengan sebaik-baiknya tentang kegiatan Bapak/Ibu, ketika anggaran sedang disusun.

No	Pertanyaan	1	2	3	4	5	6
1.	Keterlibatan/keikutsertaan Bapak/Ibu dalam proses penyusunan anggaran						
2.	Frekuensi Bapak/Ibu dalam menyatakan permintaan, pendapat dan/atau usulan tentang anggaran kepada atasan tanpa diminta						
3.	Pengaruh pendapat dan/atau usulan Bapak/Ibu yang tercermin dalam anggaran terakhir						
4.	Kontribusi penting usulan/pemikiran Bapak/Ibu terhadap anggaran yang disusun						
5.	Pimpinan selalu meminta pendapat dan pemikiran Bapak/Ibu apabila akan menentukan anggaran						

2. Tingkat Kesulitan Anggaran (X₂)

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6, guna “menggambarkan tingkat pencapaian sasaran/target anggaran” pada bagian Bapak/Ibu.

1 = Sangat rendah

2 = Rendah

3 = Agak rendah

4 = Agak tinggi

5 = Tinggi

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	Tingkat pencapaian sasaran/target anggaran pada bagian Bapak/Ibu secara umum						
2.	Usaha keras yang diperlukan untuk mencapai anggaran pada bagian Bapak/Ibu						
3.	Tingkat pengetahuan/ketrampilan yang diperlukan untuk mencapai sasaran anggaran pada bagian Bapak/Ibu						

5. Secara umum katagori tingkat pencapaian sasaran/target anggaran pada bagian Bapak/Ibu termasuk :

1	=	Sangat longgar
2	=	Agak longgar
3	=	Kurang longgar
4	=	Agak ketat
5	=	Ketat namun masih dapat dicapai
6	=	Sangat ketat

3. Tingkat Perhatian Manajemen Puncak (X3)

Mohon ditunjukkan “Tingkat perhatian manajemen puncak” dalam proses penganggaran dengan menjawab beberapa pertanyaan dibawah ini, dengan memberi tanda silang (X) pada salah satu angka dari 1 sampai 6.

1 = Sangat rendah

2 = Rendah

3 = Agak rendah

4 = Agak tinggi

5 = Tinggi

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	Perhatian Pimpinan dalam mereview anggaran						
2.	Perhatian Pimpinan dalam melaksanakan pengesahan terhadap anggaran						
3.	Perhatian pimpinan dalam menindaklanjuti hasil anggaran yang berhasil dicapai						
4.	Perhatian pimpinan dalam memberikan umpan-balik atas hasil anggaran yang dicapai						
5.	Sikap pimpinan dalam menunjukkan rasa ketidakpuasannya mengenai kinerja unit apabila anggaran tidak tercapai oleh suatu unit						

4. Derajat Keadilan (X4)

Pada pertanyaan berikut ini, mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka, dari angka 1 hingga angka 6, guna "Mengukur tingkat kesetaraan" pada penciptaan sasaran anggaran yang dirasakan pada bagian Bapak/Ibu.

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	Peran serta Bapak/Ibu selama proses penyusunan anggaran						
2.	Tingkat pelimpahan wewenang yang diterima Bapak/Ibu, dalam pelaksanaan anggaran						
3.	Keterlibatan pimpinan dalam mereview dan mengesahkan anggaran yang telah disusun						
4.	Tingkat rasionalitas alasan yang dikemukakan pimpinan, apabila melakukan revisi atau menolak usulan anggaran Bapak/Ibu						
5.	Keseimbangan tingkat kesulitan dalam pencapaian anggaran diantara bagian/unit/ruangan dalam melaksanakan anggaran						
6.	Kesetaraan beban tugas dalam pelaksanaan anggaran diantara bagian/unit/ruangan sebagai pelaksana anggaran						

5. Peran Departemen Anggaran (X5)

Melalui pertanyaan berikut ini, mohon Bapak/Ibu memberi tanda silang (X) pada salah satu angka dari 1 sampai 6, untuk menggambarkan persepsi Bapak/Ibu tentang “Peran Unit Anggaran dalam proses anggaran” Bapak/Ibu.

1 = Sangat rendah

2 = Rendah

3 = Agak rendah

4 = Agak tinggi

5 = Tinggi

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	Keterlibatan unit anggaran dalam proses penganggaran di RS Islam Surabaya						
2.	Peran unit anggaran dalam mengkomunikasikan informasi mengenai anggaran di antara bagian/unit di RS Islam Surabaya						
3.	Peran unit anggaran dalam menganalisis usulan anggaran dan membuat rekomendasi anggaran bagian/unit di RS Islam Surabaya						
4.	Peran unit anggaran dalam mengadministrasikan proses revisi terhadap anggaran						
5.	Peran unit anggaran dalam mengkoordinasi dan mengkomunikasikan evaluasi anggaran diantara bagian/unit di RS Islam Surabaya						

6. Pelimpahan Wewenang (X6)

Daftar berikut ini menjelaskan tipe-tipe pembuatan keputusan yang sering digunakan di RS Islam Surabaya :

- 1 = Keputusan dibuat oleh pimpinan dan tidak dijelaskan kepada Bapak/Ibu
- 2 = Bapak/Ibu tidak diminta pendapat, tetapi keputusan dijelaskan kepada Bapak/Ibu
- 3 = Diusulkan oleh pimpinan, Bapak/Ibu diminta memberikan pendapat dan pendapat tersebut sangat dipertimbangkan
- 4 = Diusulkan oleh Bapak/Ibu, keputusannya dibuat bersama-sama antara Bapak/Ibu dengan pimpinan
- 5 = Diusulkan oleh Bapak/Ibu, dikonsultasikan dengan pimpinan, dan yang dipakai adalah pendapat Bapak/Ibu
- 6 = Keputusan dibuat Bapak/Ibu, tanpa konsultasi dengan pimpinan

Mohon ditunjukkan "Gaya pembuatan keputusan" yang biasa dipakai di RS Islam Surabaya pada beberapa pertanyaan di bawah ini, dengan memberi tanda silang (X) pada salah satu angka dari 1 sampai 6 (pilih gaya keputusan yang mengacu pada keterangan di atas).

No	Keterangan	1	2	3	4	5	6
1.	Peningkatan (melebihi anggaran) pengeluaran operasional di bagian/unit/ruangan Bapak/Ibu						
2.	Perubahan tarif tindakan/jasa di bagian/unit/ruangan Bapak/Ibu						
3.	Peningkatan (melebihi anggaran) pengeluaran investasi di bagian/unit/ruangan Bapak/Ibu						
4.	Penambahan (melebihi anggaran) atau pengurangan jumlah pegawai pada bagian/unit/ruangan Bapak/Ibu						
5.	Peningkatan (melebihi anggaran) biaya pendidikan dan pengembangan staf di bagian/unit/ruangan Bapak/Ibu						

B. KUESIONER TENTANG MOTIVASI

1. Motivasi Intrinsik (M1)

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6, guna “menggambarkan tingkat kemauan pejabat struktural dalam melaksanakan pekerjaannya” pada bagian/unit Bapak/Ibu.

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	Kemauan para pejabat struktural untuk berprestasi demi memajukan rumah sakit tempat bekerja ?						
2.	Keinginan para pejabat struktural untuk mengembangkan kemampuan kerja, dengan maksud agar RS Islam Surabaya lebih berkembang ?						
3.	Keinginan para pejabat struktural untuk bekerja lebih baik dari hari-hari sebelumnya ?						

4. Penyesalan para pejabat struktural bila tanggung jawab pekerjaan yang telah dilaksanakan mengalami kegagalan ?

1	=	Sangat tidak menyesal
2	=	Tidak menyesal
3	=	Kurang menyesal
4	=	Biasa saja
5	=	Menyesal
6	=	Sangat menyesal

2. Motivasi Ekstrinsik (M2)

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6 , guna “menggambarkan tingkat kepuasan pejabat struktural atas faktor-faktor dari kondisi pekerjaannya” pada bagian/unit Bapak/Ibu.

1 = Sangat rendah

2 = Rendah

3 = Agak rendah

4 = Agak tinggi

5 = Tinggi

6 = Sangat Tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	Hubungan kerja Bapak/Ibu dengan atasan, yang dilandasi rasa saling percaya dan tenggang rasa serta saling menghormati ?						
2.	Hubungan kerja dalam kelompok kerja Bapak/Ibu (dalam arti saling memberi pengetahuan dan arahan mengenai tugas/pekerjaan) ?						
3.	Peran yang diberikan pimpinan kepada Bapak/Ibu untuk melaksanakan tugas dalam sistem kepemimpinan RS Islam Surabaya ?						
4.	Penghargaan yang diberikan pimpinan scandainya unit Bapak/Ibu dapat melebihi dalam pencapaian target yang ditetapkan RS Islam Surabaya?						

C. KUESIONER TENTANG KINERJA FINANSIAL

Persepsi Manajer tentang Kinerja Finansial (Z)

Untuk masing-masing bidang aktifitas berikut ini, mohon Bapak/Ibu mengukur “Hasil kerja finansial unit pusat pertanggungjawaban” dengan cara: menilai semua hal yang terkait dengan hasil kerja keuangan dari unit organisasi sebagai suatu pusat pertanggungjawaban. Mohon Bapak/Ibu memberi tanda silang (X) pada salah satu angka 1 sampai 6, untuk menggambarkan kinerja finansial dari unit organisasi

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	<p>Pendapatan</p> <p>a. Tingkat pencapaian realisasi pendapatan dari unit penghasil pendapatan dibandingkan target yang telah dianggarkan</p> <p>b. Upaya perencanaan di bidang keuangan oleh para pejabat struktural dari unit penghasil pendapatan dalam rangka pencapaian target anggaran</p> <p>c. Upaya pengendalian di bidang keuangan oleh para pejabat struktural dari unit penghasil pendapatan</p>						
2	<p>Biaya</p> <p>a. Tingkat realisasi biaya yang dikeluarkan untuk program sesuai layanan yang diberikan unit organisasi</p>						

No	Keterangan	1	2	3	4	5	6
	<p>b. Peran para pejabat struktural dalam perencanaan biaya yang dikeluarkan untuk memproses layanan diberikan</p> <p>c. Peran para pejabat struktural dalam hal pengendalian biaya sesuai dengan plafond yang ditetapkan dalam anggaran</p>						
3.	<p>Laba</p> <p>a. Tingkat pencapaian laba unit organisasi dalam hal pengaruhnya terhadap laba rumah sakit</p> <p>b. Upaya pejabat struktural dalam perencanaan keuangan untuk meningkatkan target laba yang dianggarkan diunitnya</p> <p>c. Upaya pejabat struktural dalam hal pengendalian biaya maupun pendapatan</p>						

Lampiran 2a

KUESIONER UNTUK UNIT KERJA R.VIP

Penilaian koordinator atau manajer penanggung jawab ruang VIP

a. Teknologi

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6, guna “mengukur efektifitas input teknologi bagi peningkatan mutu pelayanan ruang VIP”

1. Inovasi teknologi peralatan pelayanan di ruang VIP, berdasarkan :

1	=	Kemauan pimpinan puncak
2	=	Usulan petugas ruang VIP
3	=	Melihat pesaing
4	=	Prioritas perencanaan rumah sakit
5	=	Usulan mayoritas pelanggan
6	=	Hasil penelitian pasar

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
2.	Tingkat kecanggihan dan keandalan perlengkapan dan peralatan medis dan non medis yang digunakan di ruang VIP						
3.	Kelengkapan peralatan medis maupun non medis yang digunakan di ruang VIP						
4.	Kewajaran dalam pemanfaatan atau pemakaian alat medis para dokter di ruang VIP						

b. Mutu Layanan

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6, guna "mengukur mutu layanan non medis bagi peningkatan mutu pelayanan ruang VIP"

1. Inovasi pengembangan fisik ruangan dan penunjang kenyamanan pelayanan di ruang VIP, berdasarkan :

1	=	Kemauan pimpinan puncak
2	=	Usulan petugas ruang VIP
3	=	Melihat pesaing
4	=	Prioritas perencanaan rumah sakit
5	=	Usulan mayoritas pelanggan
6	=	Hasil penelitian pasar

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
2.	Tingkat prioritas penyediaan fasilitas fisik untuk kenyamanan dan kenikmatan pasien di ruang VIP						
3.	Tingkat pembinaan petugas terkait dengan keramahan dan empaty pada pasien di ruang VIP						

C. Mutu Yanmed

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6, guna "mengukur mutu pelayanan medis bagi peningkatan mutu pelayanan ruang VIP"

1. Peningkatan profesionalisme petugas medis di ruang VIP, berdasarkan :

1	=	Kemauan pimpinan puncak
2	=	Usulan petugas ruang VIP
3	=	Melihat pesaing
4	=	Prioritas perencanaan rumah sakit
5	=	Usulan mayoritas pelanggan
6	=	Hasil penelitian pasar

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
2.	Tingkat profesionalisme petugas medis di ruang VIP sesuai standar medis						
3.	Tingkat keandalan dan kecermatan peralatan medis dan obat-obatan yang digunakan petugas medis di ruang VIP						
4.	Tingkat ketepatan indikasi medis oleh para dokter di ruang VIP						

d. Efisiensi

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6 , guna “mengukur upaya peningkatan efisiensi pelayanan ruang VIP”

1. Upaya efisiensi ruang VIP oleh pihak manajemen dengan tujuan penetapan tariff rasional, dilakukan berdasar :

1	=	Kemauan pimpinan puncak
2	=	Usulan petugas ruang VIP
3	=	Melihat pesaing
4	=	Prioritas perencanaan rumah sakit
5	=	Usulan mayoritas pelanggan
6	=	Hasil penelitian pasar

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
2.	Tingkat pencapaian target pendapatan ruang VIP						
3.	Upaya penekanan biaya untuk peningkatan outcome optimal						
4.	Peningkatan kualitas pelayanan dengan pemilihan pelayanan yang paling menguntungkan						

Lampiran 2b

KUESIONER UNTUK UNIT KERJA KELAS III**Penilaian koordinator atau manajer penanggung jawab ruang kelas III****a. Teknologi**

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6 , guna “mengukur efektifitas input teknologi bagi peningkatan mutu pelayanan ruang kelas III”

1. Inovasi teknologi peralatan pelayanan di ruang kelas III, berdasarkan :

1	=	Kemauan pimpinan puncak
2	=	Usulan petugas ruang kelas III
3	=	Melihat pesaing
4	=	Prioritas perencanaan rumah sakit
5	=	Usulan mayoritas pelanggan
6	=	Hasil penelitian pasar

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
2.	Tingkat kecanggihan dan keandalan perlengkapan dan peralatan medis dan non medis yang digunakan di ruang kelas III						
3.	Kelengkapan peralatan medis maupun non medis yang digunakan di ruang kelas III						
4.	Kewajaran dalam pemanfaatan atau pemakaian alat medis para dokter di ruang kelas III						

b. Mutu Layanan

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6 , guna "mengukur mutu layanan non medis bagi peningkatan mutu pelayanan ruang kelas III"

1. Inovasi pengembangan fisik ruangan dan penunjang kenyamanan pelayanan di ruang kelas III, berdasarkan :

1	=	Kemauan pimpinan puncak
2	=	Usulan petugas ruang kelas III
3	=	Melihat pesaing
4	=	Prioritas perencanaan rumah sakit
5	=	Usulan mayoritas pelanggan
6	=	Hasil penelitian pasar

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
2.	Tingkat prioritas penyediaan fasilitas fisik untuk kenyamanan dan kenikmatan pasien di ruang kelas III						
3.	Tingkat pembinaan petugas terkait dengan keramahan dan empati pada pasien di ruang kelas III						

C. Mutu Yanmed

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6 , guna "mengukur mutu pelayanan medis bagi peningkatan mutu pelayanan ruang kelas III"

1. Peningkatan profesionalisme petugas medis di ruang kelas III, berdasarkan :

1	=	Kemauan pimpinan puncak
2	=	Usulan petugas ruang kelas III
3	=	Melihat pesaing
4	=	Prioritas perencanaan rumah sakit
5	=	Usulan mayoritas pelanggan
6	=	Hasil penelitian pasar

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
2.	Tingkat profesionalisme petugas medis di ruang kelas III sesuai standar medis						
3.	Tingkat keandalan dan kecermatan peralatan medis dan obat-obatan yang digunakan petugas medis di ruang kelas III						
4.	Tingkat ketepatan indikasi medis oleh para dokter di ruang kelas III						

d. Efisiensi

Mohon Bapak/Ibu menjawab dengan memberi tanda silang (X) pada salah satu angka 1 hingga angka 6, guna "mengukur upaya peningkatan efisiensi pelayanan ruang kelas III"

1. Upaya efisiensi ruang kelas III oleh pihak manajemen dengan tujuan penetapan tariff rasional, dilakukan berdasar :

1	=	Kemauan pimpinan puncak
2	=	Usulan petugas ruang kelas III
3	=	Melihat pesaing
4	=	Prioritas perencanaan rumah sakit
5	=	Usulan mayoritas pelanggan
6	=	Hasil penelitian pasar

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
2.	Tingkat pencapaian target pendapatan ruang kelas III						
3.	Upaya penekanan biaya dengan peningkatan pendapatan untuk mencapai <i>profit</i> maksimal						
4.	Peningkatan kualitas pelayanan dengan pemilihan pelayanan yang paling menguntungkan						

Lampiran 3a

KUESIONER KEPUASAN PASIEN R. VIP

Nama Pasien : Reg. :

Kepuasan pasien atas pelayanan di ruang VIP

Untuk masing-masing pertanyaan berikut ini, mohon Bapak/Ibu sebagai pelanggan, mengukur "Tingkat kepuasan pasien atas pelayanan di ruang VIP " dengan cara: menilai seberapa besar kepuasan pasien atas pelayanan yang dilaksanakan di ruang VIP baik yang bersifat medis maupun non medis . Mohon Bapak/Ibu memberi tanda silang (X) pada salah satu angka 1 sampai 6

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	Teknologi a. Tingkat kecanggihan dan keandalan perlengkapan dan peralatan medis dan non medis yang digunakan di ruang VIP b. Kelengkapan peralatan medis maupun non medis yang digunakan di ruang VIP c. Kewajaran dalam pemanfaatan atau pemakaian alat medis oleh petugas medis di ruang VIP						
2	Mutu Layanan a. Kenyamanan dari penampilan fisik ruangan VIP sebagai unit pelayanan rumah sakit						

No	Keterangan	1	2	3	4	5	6
	b. Keramahan dan <i>empaty</i> petugas di ruang klas III c. Kebersihan dari fasilitas fisik ruangan maupun peralatan di ruang klas III d. Tingkat <i>privacy</i> dalam proses pelayanan di ruang klas III						
3.	Mutu Yanmed a. Tingkat profesionalisme petugas medis di ruang klas III b. Tingkat kecermatan dan keandalan peralatan medis dan obat yang digunakan dalam pelayanan c. Tingkat ketepatan indikasi klinis petugas medis						
4.	Tarif a. Tarif ruang perawatan klas III b. Tarif atas pemanfaatan peralatan medis c. Tarif atas tindakan medis yang dilakukan petugas d. Harga obat-obatan yang dibebankan ke pasien selama perawatan e. Tarif pemeriksaan penunjang selama perawatan						

Lampiran 3b

KUESIONER KEPUASAN PASIEN KELAS III

Nama Pasien : Reg. :

Kepuasan pelanggan atas pelayanan di ruang kelas III

Untuk masing-masing pertanyaan berikut ini, mohon Bapak/Ibu sebagai pelanggan, mengukur "Tingkat kepuasan pasien atas pelayanan di ruang kelas III" dengan cara: menilai seberapa besar kepuasan pasien atas pelayanan yang dilaksanakan di ruang kelas III baik yang bersifat medis maupun non medis. Mohon Bapak/Ibu memberi tanda silang (X) pada salah satu angka 1 sampai 6

1 = Sangat rendah

4 = Agak tinggi

2 = Rendah

5 = Tinggi

3 = Agak rendah

6 = Sangat tinggi

No	Pertanyaan	1	2	3	4	5	6
1.	Teknologi a. Tingkat kecanggihan dan keandalan perlengkapan dan peralatan medis dan non medis yang digunakan di kelas III b. Kelengkapan peralatan medis maupun non medis yang digunakan di kelas III c. Kewajaran dalam pemanfaatan atau pemakaian alat medis oleh petugas medis di kelas III						
2	Mutu Layanan a. Kenyamanan dari penampilan fisik ruangan kelas III sebagai unit pelayanan rumah sakit						

No	Keterangan	1	2	3	4	5	6
	b. Keramahan dan <i>empaty</i> petugas di ruang VIP c. Kebersihan dari fasilitas fisik ruangan maupun peralatan di ruang VIP d. Tingkat <i>privacy</i> dalam proses pelayanan di ruang VIP						
3.	Mutu Yanmed a. Tingkat profesionalisme petugas medis di ruang VIP b. Tingkat kecermatan dan keandalan peralatan medis dan obat yang digunakan dalam pelayanan c. Tingkat ketepatan indikasi klinis petugas medis						
4.	Tarif a. Tarif ruang perawatan VIP b. Tarif atas pemanfaatan peralatan medis c. Tariff atas tindakan medis yang dilakukan petugas d. Harga obat-obatan yang dibebankan ke pasien selama perawatan c. Tarif pemeriksaan penunjang selama perawatan						

Correlation Matrix

		A1	A2	A3	A4	A5
Correlation	A1	1.000	.551	.682	.566	.598
	A2	.551	1.000	.607	.544	.432
	A3	.662	.607	1.000	.721	.631
	A4	.566	.544	.721	1.000	.658
	A5	.598	.432	.631	.658	1.000

Lampiran 4

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.853
Bartlett's Test of Sphericity	Approx. Chi-Square	253.790
	df	10
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 4 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
7.950	5	.159

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
A1	.180
A2	.127
A3	.384
A4	.256
A5	.175

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Correlation Matrix

		A1	A2	A3	A4	A5
Correlation	A1	1.000	.551	.662	.566	.598
	A2	.551	1.000	.607	.544	.432
	A3	.662	.607	1.000	.721	.631
	A4	.566	.544	.721	1.000	.658
	A5	.598	.432	.631	.658	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.853
Bartlett's Test of Sphericity	Approx. Chi-Square	253.790
	df	10
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 4 iterations required

Goodness-of-fit Test

Chi-Square	df	Sig.
7.950	5	.159

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
A1	.180
A2	.127
A3	.384
A4	.256
A5	.175

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.
 Factor Scores Method: Regression.

Factor	1
1	.897

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Correlation Matrix

	B1	B2	B3	B4
Correlation B1	1.000	.666	.528	.234
B2	.666	1.000	.800	.330
B3	.528	.600	1.000	.431
B4	.234	.330	.431	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.726
Bartlett's Test of Sphericity	Approx. Chi-Square	125.770
	df	6
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 4 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
6.708	2	.035

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
B1	.278
B2	.509
B3	.230
B4	.077

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.
 Factor Scores Method: Regression.

Factor	1
1	.843

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Correlation Matrix

		C1	C2	C3	C4	C5
Correlation	C1	1.000	.822	.595	.517	.285
	C2	.822	1.000	.605	.591	.309
	C3	.595	.605	1.000	.760	.386
	C4	.517	.591	.760	1.000	.499
	C5	.285	.309	.386	.499	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.743
Bartlett's Test of Sphericity	Approx. Chi-Square	275.428
	df	10
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 7 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
53.709	5	.000

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

	Factor
	1
C1	.328
C2	.437
C3	.155
C4	.135
C5	.047

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.
 Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.903

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.
 Factor Scores Method: Regression.

Factor Analysis

Correlation Matrix

	D1	D2	D3	D4	D5	D6
Correlation D1	1.000	.793	.440	.261	.238	.198
D2	.793	1.000	.622	.357	.389	.304
D3	.440	.622	1.000	.620	.516	.388
D4	.261	.357	.620	1.000	.580	.339
D5	.238	.389	.516	.580	1.000	.497
D6	.198	.304	.388	.339	.497	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.722
Bartlett's Test of Sphericity	Approx Chi-Square	269.394
	df	15
	Sig.	.000

Communalities^a

Extraction Method: Maximum Likelihood.

- a. One or more communality estimates greater than 1 were encountered during iterations. The resulting solution should be interpreted with caution.

a. 2 factors extracted. 7 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
9.006	4	.061

Rotated Factor Matrix^a

a. Rotation converged in 3 iterations.

Total Variance Explained

Factor	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	1.945	32.420	32.420
2	1.782	29.706	62.126

Extraction Method: Maximum Likelihood.

Factor Score Coefficient Matrix

	Factor	
	1	2
D1	-.047	.017
D2	-.179	1.103
D3	.327	-.103
D4	.436	-.138
D5	.307	-.097
D6	.131	-.041

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1	2
1	.785	6.835E-02
2	6.835E-02	.977

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Correlation Matrix

ADLN - Perpustakaan Universitas Airlangga

	E1	E2	E3	E4	E5
Correlation E1	1.000	.624	.474	.537	.512
E2	.624	1.000	.521	.550	.579
E3	.474	.521	1.000	.546	.593
E4	.537	.550	.546	1.000	.690
E5	.512	.579	.593	.690	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.845
Bartlett's Test of Sphericity	Approx. Chi-Square	219.120
	df	10
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 4 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
9.394	5	.094

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
E1	.170
E2	.209
E3	.177
E4	.276
E5	.313

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.872

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Correlation Matrix

		F1	F2	F3	F4	F5
Correlation	F1	1.000	.584	.572	.488	.259
	F2	.584	1.000	.683	.549	.410
	F3	.572	.683	1.000	.555	.562
	F4	.488	.549	.555	1.000	.515
	F5	.259	.410	.562	.515	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.801
Bartlett's Test of Sphericity	Approx. Chi-Square	204.459
	df	10
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 4 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
14.921	5	.011

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
F1	.158
F2	.283
F3	.409
F4	.171
F5	.118

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.
 Factor Scores Method: Regression.

Factor	1
1	.871

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Correlation Matrix

		G1	G2	G3	G4
Correlation	G1	1.000	.871	.728	.395
	G2	.871	1.000	.704	.429
	G3	.728	.704	1.000	.527
	G4	.395	.429	.527	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.744
Bartlett's Test of Sphericity	Approx. Chi-Square	248.219
	df	6
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 5 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
11.217	2	.004

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
G1	.482
G2	.404
G3	.122
G4	.037

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.
 Factor Scores Method: Regression.

Factor	1
1	.938

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Correlation Matrix

		H1	H2	H3	H4
Correlation	H1	1.000	.539	.540	.146
	H2	.539	1.000	.583	.187
	H3	.540	.583	1.000	.247
	H4	.146	.187	.247	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.722
Bartlett's Test of Sphericity	Approx. Chi-Square	91.062
	df	6
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 3 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
.851	2	.653

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
H1	.280
H2	.362
H3	.400
H4	.058

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Warnings

The number of degrees of freedom (0) is not positive. Factor analysis may not be appropriate.

Correlation Matrix

		11	12	13
Correlation	11	1.000	.389	.252
	12	.389	1.000	.592
	13	.252	.592	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.584
Bartlett's Test of Sphericity	Approx. Chi-Square	58.009
	df	3
	Sig.	.000

Communalities^a

- a. One or more communality estimates greater than 1 were encountered during iterations. The resulting solution should be interpreted with caution.

Factor Matrix^a

- a. 1 factors extracted. 22 iterations required.

Rotated Factor Matrix^a

- a. Only one factor was extracted. The solution cannot be rotated.

	Factor
	1
I1	.039
I2	.894
I3	.080

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.920

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Warnings

The number of degrees of freedom (0) is not positive. Factor analysis may not be appropriate.

Correlation Matrix

		J1	J2	J3
Correlation	J1	1.000	.441	.421
	J2	.441	1.000	.835
	J3	.421	.835	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.612
Bartlett's Test of Sphericity	Approx. Chi-Square	138.011
	df	3
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 4 iterations required.

- a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
J1	.050
J2	.610
J3	.362

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.918

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Warnings

The number of degrees of freedom (0) is not positive. Factor analysis may not be appropriate.

Correlation Matrix

		K1	K2	K3
Correlation	K1	1.000	.729	.617
	K2	.729	1.000	.827
	K3	.617	.827	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.684
Bartlett's Test of Sphericity	Approx. Chi-Square	185.812
	df	3
	Sig.	.000

- a. One or more communality estimates greater than 1 were encountered during iterations. The resulting solution should be interpreted with caution.

Factor Matrix^a

- a. 1 factors extracted. 14 iterations required.

Rotated Factor Matrix^a

- a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
K1	.033
K2	.917
K3	.057

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.979

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis

Warnings

The number of degrees of freedom (0) is not positive. Factor analysis may not be appropriate.

Correlation Matrix

		L1	L2	L3
Correlation	L1	1.000	.747	.528
	L2	.747	1.000	.516
	L3	.528	.516	1.000

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.673
Bartlett's Test of Sphericity	Approx. Chi-Square	115.518
	df	3
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 4 iterations required.

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
L1	.494
L2	.420
L3	.126

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.867

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Analysis**Correlation Matrix**

		M1	M2	M3	M4
Correlation	M1	1.000	.240	.524	.522
	M2	.240	1.000	.550	.265
	M3	.524	.550	1.000	.601
	M4	.522	.265	.601	1.000

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.686
Bartlett's Test of Sphericity	Approx. Chi-Square	119.877
	df	6
	Sig.	.000

Communalities^a

- a. One or more communalitiy estimates greater than 1 were encountered during iterations. The resulting solution should be interpreted with caution.

Factor Matrix^a

- a. 1 factors extracted. 15 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
9.722	2	.008

Rotated Factor Matrix^a

- a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
M1	.081
M2	.079
M3	.791
M4	.106

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.
 Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.904

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Warnings

ADLN - Perpustakaan Universitas Airlangga

255

The number of degrees of freedom (0) is not positive. Factor analysis may not be appropriate.

Correlation Matrix

		N1	N2	N3
Correlation	N1	1.000	.621	.509
	N2	.621	1.000	.714
	N3	.509	.714	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.679
Bartlett's Test of Sphericity	Approx. Chi-Square	117.978
	df	3
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 5 iterations required.

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
N1	.120
N2	.727
N3	.185

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.900

Extraction Method: Maximum Likelihood.

Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Correlation Matrix

ADLN - Perpustakaan Universitas Airlangga

256

		O1	O2	O3	O4	O5
Correlation	O1	1.000	.804	.679	.522	.555
	O2	.804	1.000	.828	.703	.668
	O3	.679	.828	1.000	.759	.775
	O4	.522	.703	.759	1.000	.873
	O5	.555	.668	.775	.873	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.788
Bartlett's Test of Sphericity	Approx. Chi-Square	456.422
	df	10
	Sig.	.000

Factor Matrix^a

a. 1 factors extracted. 8 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
79.228	5	.000

Rotated Factor Matrix^a

a. Only one factor was extracted. The solution cannot be rotated.

Factor Score Coefficient Matrix

	Factor
	1
O1	.103
O2	.239
O3	.361
O4	.189
O5	.189

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.
 Factor Scores Method: Regression.

Factor Score Covariance Matrix

Factor	1
1	.938

Extraction Method: Maximum Likelihood.
 Rotation Method: Varimax with Kaiser Normalization.

Factor Scores Method: Regression.

Reliability**Lampiran 5****RELIABILITY ANALYSIS - SCALE (ALPHA)**

		Mean	Std Dev	Cases
1.	A	17.0500	5.0540	100.0
2.	A1	3.3300	1.4429	100.0
3.	A2	3.5500	1.1924	100.0
4.	A3	3.2300	1.1358	100.0
5.	A4	3.3200	1.0813	100.0
6.	A5	3.6200	1.2932	100.0

Correlation Matrix

	A	A1	A2	A3	A4
A	1.0000				
A1	.8385	1.0000			
A2	.7564	.5510	1.0000		
A3	.8725	.6620	.6068	1.0000	
A4	.8343	.5661	.5437	.7208	1.0000
A5	.8112	.5984	.4317	.6309	.6585
	A5				
A5	1.0000				

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	34.1000	102.1717	10.1080	Variables 6

Reliability

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	A	17.0500	5.0540	100.0
2.	A1	3.3300	1.4429	100.0
3.	A2	3.5500	1.1924	100.0
4.	A3	3.2300	1.1358	100.0
5.	A4	3.3200	1.0813	100.0
6.	A5	3.6200	1.2932	100.0

Correlation Matrix

	A	A1	A2	A3	A4	A5
A	1.0000					
A1	.0385	1.0000				
A2	.7564	.5510	1.0000			
A3	.8725	.6620	.6068	1.0000		
A4	.8343	.5661	.5437	.7208	1.0000	
A5	.8112	.5984	.4317	.6309	.6585	1.0000
A5						
A5	1.0000					

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA are meaningless and printed as .

N of Cases 100.0

Statistics for	Mean	Variance	Std Dev	N of Variables
Scale	34.1000	102.1717	10.1080	6

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
A	17.0500	25.5429	1.0000	.	.8764
A1	30.7700	79.7951	.7873	.	.7629
A2	30.5500	85.3611	.6985	.	.7850
A3	30.8700	83.4274	.6412	.	.7722
A4	30.7800	85.1026	.7969	.	.7798
A5	30.4800	82.6360	.7598	.	.7734

Reliability Coefficients 6 items

Alpha = .8103 Standardized item alpha = .9248

Reliability

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	B	15.4400	3.4122	100.0
2.	B1	3.6800	1.0625	100.0
3.	B2	4.1000	1.0299	100.0
4.	B3	3.7800	1.1154	100.0
5.	B4	3.8800	1.2250	100.0

Correlation Matrix

	B	B1	B2	B3	B4
B	1.0000				
B1	.7692	1.0000			
B2	.8238	.6665	1.0000		
B3	.8272	.5281	.5997	1.0000	
B4	.6725	.2341	.3299	.4314	1.0000

* * * Warning * * * Determinant of matrix is close to zero: 1.083E-15

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	30.8800	46.5713	6.8243	Variables 5

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
B	15.4400	11.6420	1.0000	.	.7600
B1	27.2000	36.5455	.6926	.	.6800
B2	26.7800	36.0521	.7646	.	.7200
B3	27.1000	35.2227	.7633	.	.7200
B4	27.0000	36.6283	.6544	.	.6800

Reliability Coefficients 5 items

Alpha = .8051 Standardized item alpha = .8772

Reliability

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	C	20.9500	4.1884	100.0
2.	C1	4.3800	1.1702	100.0
3.	C2	4.2900	1.0180	100.0
4.	C3	4.1900	1.0415	100.0
5.	C4	4.0800	1.0018	100.0
6.	C5	4.0100	1.0492	100.0

Correlation Matrix

	C	C1	C2	C3	C4	C5
C	1.0000					
C1	.8221	1.0000				
C2	.8421	.8224	1.0000			
C3	.8404	.5949	.6049	1.0000		
C4	.8431	.5166	.5911	.7598	1.0000	
C5	.8107	.2848	.3093	.3365	.4989	1.0000
C5						1.0000

* * * Warning * * * Determinant of matrix is close to zero: 1.827E-15

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	41.9000	70.1717	8.3769	Variables 6

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
C	20.9500	17.5429	1.0000	.	.8513
C1	37.5200	55.4238	.7679	.	.7590
C2	37.6100	56.8464	.8006	.	.7640
C3	37.7100	56.5918	.7974	.	.7629
C4	37.8200	57.0582	.8001	.	.7651
C5	37.8900	60.3615	.5342	.	.7866

Reliability Coefficients 6 items

Alpha = .8043 Standardized item alpha = .9082

Reliability

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	D	22.3900	4.9846	100.0
2.	D1	3.4800	1.3669	100.0
3.	D2	3.4200	1.2567	100.0
4.	D3	4.1100	1.2704	100.0
5.	D4	3.9300	.9455	100.0
6.	D5	3.6900	.9918	100.0
7.	D6	3.7600	.9547	100.0

Correlation Matrix

	D	D1	D2	D3	D4	D5	D6
D	1.0000						
D1	.7209	1.0000					
D2	.8314	.7929	1.0000				
D3	.8274	.4405	.6224	1.0000			
D4	.6895	.2607	.3565	.6203	1.0000		
D5	.6989	.2375	.3891	.5163	.5798	1.0000	
D6	.5845	.1975	.3037	.3884	.3393		1.0000
	D5	D6					
D5	1.0000						
D6	.4967	1.0000					

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

RELIABILITY ANALYSIS - SCALE (ALPHA)

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	44.7800	99.3855	9.9692	Variables
				7

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
D	22.3900	24.8464	1.0000	.	.8208
D1	41.3000	81.6061	.6443	.	.7467
D2	41.3600	80.1317	.7855	.	.7340
D3	40.6700	80.0415	.7799	.	.7340
D4	40.8500	87.2803	.6346	.	.7627
D5	41.0900	86.5474	.6424	.	.7603
D6	41.0200	89.1713	.5159	.	.7525

Reliability Coefficients 7 items

Alpha =	.7828	Standardized item alpha	.8830
---------	-------	-------------------------	-------

Reliability

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	E	17.7600	4.6169	100.0
2.	E1	3.7000	1.2593	100.0
3.	E2	3.3900	1.2301	100.0
4.	E3	3.4300	.9975	100.0
5.	E4	3.7100	1.1397	100.0
6.	E5	3.5300	1.0960	100.0

Correlation Matrix

	E	E1	E2	E3	E4	E5
E	1.0000					
E1	.7954	1.0000				
E2	.8224	.6241	1.0000			
E3	.7596	.4736	.5205	1.0000		
E4	.8217	.5370	.5498	.5462	1.0000	
E5	.8299	.5116	.5794	.5933	.6904	1.0000

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	35.5200	85.2622	9.2338	Variables 6

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
E	17,7800	21,3156	1,0000	.	,8663
E1	31,8200	68,3511	,7360	.	,7050
E2	32,1300	68,0940	,7712	.	,7654
E3	32,0900	72,2645	,7677	.	,7844
E4	31,8100	69,2666	,7747	.	,7698
E5	31,9900	69,6886	,7868	.	,7702

Reliability Coefficients 6 items

Alpha = .8072 Standardized item alpha = .9155

Reliability

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	F	16.6100	4.2446	100.0
2.	F1	3.2300	1.1794	100.0
3.	F2	3.3200	1.1090	100.0
4.	F3	3.3900	1.0337	100.0
5.	F4	3.3900	1.0531	100.0
6.	F5	3.2800	1.0452	100.0

Correlation Matrix

	F	F1	F2	F3	F4	F5
F	1.0000					
F1	.7545	1.0000				
F2	.8271	.5841	1.0000			
F3	.8568	.5719	.6830	1.0000		
F4	.7891	.4882	.5494	.5548	1.0000	
F5	.6896	.2586	.4099	.5617	.5146	1.0000
F5						
F5	1.0000					

* * * Warning * * * Determinant of matrix is close to zero: 1.419E-15

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	33.2200	.72.0723	8.4895	6

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
F	16.6100	18.0181	1.0000	.	.8413
F1	29.9900	58.3534	.6842	.	.7676
F2	29.9000	57.7273	.7782	.	.7589
F3	29.8300	58.1021	.8187	.	.7586
F4	29.8300	59.0718	.7346	.	.7675
F5	29.9400	60.9257	.6162	.	.7819

Reliability Coefficients 6 items

Alpha = .8019 Standardized item alpha = .9023

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

1. G1
2. G2
3. G3
4. G4
5. G

		Mean	Std Dev	Cases
1.	G1	4.7700	.9413	100.0
2.	G2	4.7900	.9134	100.0
3.	G3	4.9300	.9348	100.0
4.	G4	5.0000	1.0050	100.0
5.	G	19.4900	3.1798	100.0

Correlation Matrix

	G1	G2	G3	G4	G
G1	1.0000				
G2	.8714	1.0000			
G3	.7277	.7043	1.0000		
G4	.8951	.4291	.5268	1.0000	
G	.8851	.8879	.8782	.7112	1.0000

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	30.9800	40.4440	6.3596	5

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
G1	34.2100	30.7332	.6456	.	.7768
G2	34.1900	30.9635	.6506	.	.7787
G3	34.0500	30.8763	.6369	.	.7788
G4	33.9800	32.3632	.6183	.	.8089
G	19.4900	10.1110	1.0000	.	.8581

Reliability Coefficients 5 items

Alpha = .8261 Standardized item alpha = .9216

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

1. H1
2. H2
3. H3
4. H4
5. H

	Mean	Std Dev	Cases
1. H1	4.9200	.8725	100.0
2. H2	4.6900	.7205	100.0

3.	H3	4.5300	.9477	100.0
4.	H4	3.6000	1.1721	100.0
5.	H	17.7400	2.6614	100.0

Correlation Matrix

	H1	H2	H3	H4	H
H1	1.0000				
H2	.5386	1.0000			
H3	.5405	.5833	1.0000		
H4	.1462	.1866	.2474	1.0000	
H	.7305	.7372	.8061	.6269	1.0000

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of Variables
Scale	35.4800	28.3329	5.3229	5

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
H1	30.5600	22.3095	.6385	.	.7432
H2	30.7900	23.1979	.6651	.	.7519
H3	30.9500	21.1591	.7198	.	.7197
H4	31.8800	21.8844	.4628	.	.7691
H	17.7400	7.0832	1.0000	.	.6647

Reliability Coefficients 5 items .

Alpha = .7808 Standardized item alpha = .8408

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	I1	3.8900	.8633	100.0
2.	I2	3.9300	.8196	100.0
3.	I3	3.8900	.9200	100.0
4.	I	11.7100	2.0266	100.0

Correlation Matrix

	I1	I2	I3	I
I1	1.0000			
I2	.3887	1.0000		
I3	.2517	.5925	1.0000	
I	.6975	.8390	.8008	1.0000

* * * Warning * * * Determinant of matrix is close to zero: 1.243E-15

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	23.4200	16.4279	4.0531	Variables 4

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
I1	19.5300	12.2920	.5601	.	.8136
I2	19.4900	11.5252	.7602	.	.7583
I3	19.5300	11.3021	.6918	.	.7068
I	11.7100	4.1070	1.0000	.	.6733

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients 4 items

Alpha = .8163

Standardized item alpha = .8546

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	J1	3.7900	.9566	100.0
2.	J2	3.8100	.9816	100.0
3.	J3	3.9000	1.0000	100.0
4.	J	11.5000	2.4802	100.0

Correlation Matrix

	J1	J2	J3	J
J1	1.0000			
J2	.4412	1.0000		
J3	.4213	.8345	1.0000	
J	.7302	.9024	.8960	1.0000

* * * Warning * * * Determinant of matrix is close to zero: 3.784E-16

Statistics based on inverse matrix for scale ALPHA are meaningless and printed as .

N of Cases = 100.0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	23.0000	24.6061	4.9604	4

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
J1	19.2100	18.5918	.6181	.	.8453
J2	19.1900	16.7817	.8531	.	.7790
J3	19.1000	16.7172	.8424	.	.7795
J	11.5000	6.1515	1.0000	.	.7981

-

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients 4 items

Alpha = .8440 Standardized item alpha = .9050

***** Method 2 (covariance matrix) will be used for this analysis *****

-

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	K1	3.9400	1.1443	100.0
2.	K2	3.9700	1.1233	100.0
3.	K3	3.9900	1.0871	100.0
4.	K	11.9000	3.0302	100.0

Correlation Matrix

	K1	K2	K3	K
K1	1.0000			
K2	.7294	1.0000		
K3	.6166	.8270	1.0000	
K	.8693	.9428	.8982	1.0000

*** Warning *** Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	23.8000	36.7273	6.0603	Variables 4.

Item-total Statistics

Scale	Scale	Corrected
-------	-------	-----------

	Mean if Item Deleted	Variance if Item Deleted	Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
K1	19.8600	25.9802	.8090	.	.8288
K2	19.8300	25.1526	.9153	.	.8039
K3	19.8100	26.0746	.8931	.	.8239
K	11.9000	9.1818	1.0000	.	.8869

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients 4 items

Alpha = .8638 Standardized item alpha = .9459

***** Method 2 (covariance matrix) will be used for this analysis *****

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	L1	3.8100	1.0607	100.0
2.	L2	3.9400	.9931	100.0
3.	L3	4.1700	.8883	100.0
4.	L	11.9200	2.5253	100.0

Correlation Matrix

	L1	L2	L3	L
L1	1.0000			
L2	.7466	1.0000		
L3	.5278	.5155	1.0000	
L	.8993	.8882	.7761	1.0000

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	23.8400	25.5095	5.0507	4

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
L1	20.0300	16.9991	.8443	.	.7805
L2	19.9000	17.5859	.8329	.	.7928
L3	19.6700	19.3344	.6895	.	.8414
L	11.9200	6.3774	1.0000	.	.8178

-

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients 4 items

Alpha = .8484 Standardized item alpha = .9136

***** Method 2 (covariance matrix) will be used for this analysis *****

-

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	M1	4.3800	.8261	100.0
2.	M2	4.6100	.9089	100.0
3.	M3	4.7300	.7766	100.0
4.	M4	4.8300	.8535	100.0
5.	M	18.5500	2.5678	100.0

Correlation Matrix

	M1	M2	M3	M4	M
M1	1.0000				
M2	.2397	1.0000			
M3	.5237	.5505	1.0000		

M4	.5224	.2652	.6006	1.0000	
M	.7386	.6858	.8654	.7760	1.0000

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .

N of Cases = 100.0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	37.1000	26.3737	5.1355	5

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
M1	32.7200	20.7895	.6507	.	.7721
M2	32.4900	20.7979	.5729	.	.7815
M3	32.3700	20.0738	.8186	.	.7468
M4	32.2700	20.3001	.6950	.	.7616
M	18.5500	6.5934	1.0000	.	.7590

-

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients 5 items

Alpha = .8029 Standardized item alpha = .8720

***** Method 2 (covariance matrix) will be used for this analysis *****

-

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	N1	4.2800	.9220	100.0
2.	N2	4.2900	.8796	100.0

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	O1	4.2500	.9574	100.0
2.	O2	4.0400	.9312	100.0
3.	O3	3.9500	.9907	100.0
4.	O4	4.2100	1.0664	100.0
5.	O5	4.1600	.9505	100.0
6.	O	20.6100	4.3132	100.0

Correlation Matrix

	O1	O2	O3	O4	O5	O
O1	1.0000					
O2	.8044	1.0000				
O3	.6787	.8276	1.0000			
O4	.5219	.7035	.7592	1.0000		
O5	.5550	.6660	.7746	.8733	1.0000	
O	.8041	.9068	.9193	.8832	.8826	1.0000
O						
O	1.0000					

* * * Warning * * * Determinant of matrix is zero

Statistics based on inverse matrix for scale ALPHA are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	41.2200	74.4158	8.6265	Variables 6

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
O1	36.9700	62.0496	.7591	.	.7965

3.	N3	4.3400	.8068	100.0
4.	N	12.9100	2.2478	100.0

Correlation Matrix

	N1	N2	N3	N
N1	1.0000			
N2	.6213	1.0000		
N3	.5089	.7137	1.0000	
N	.8360	.9023	.8470	1.0000

* * * Warning * * * Determinant of matrix is close to zero: 4.516E-16

Statistics based on inverse matrix for scale ALPHA are meaningless and printed as .

N of Cases = 100.0

Statistics for	Mean	Variance	Std Dev	N of
Scale	25.8200	20.2097	4.4955	Variables
				4

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
N1	21.5400	14.1297	.7545	.	.8124
N2	21.5300	13.0476	.8537	.	.7901
N3	21.4800	14.7168	.7822	.	.8195
N	12.9100	5.0524	1.0000	.	.8247

RELIABILITY ANALYSIS - SCALE (ALPHA)

Reliability Coefficients 4 items

Alpha = .8499 Standardized item alpha = .9186

***** Method 2 (covariance matrix) will be used for this analysis *****

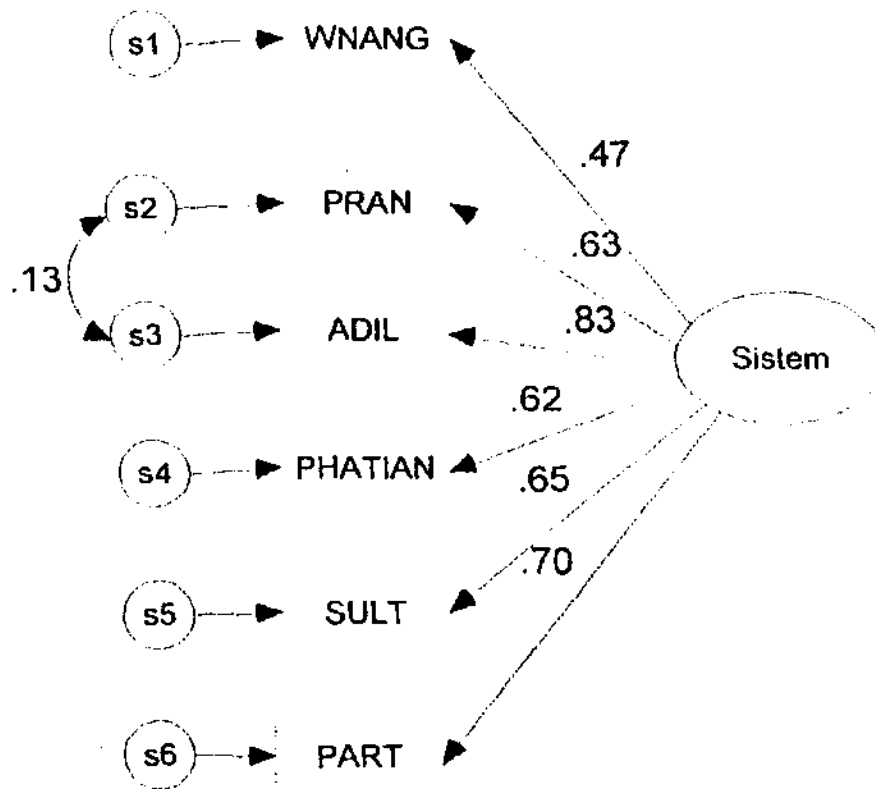
02	37.1800	60.7147	.8844	.	.7856
03	37.2700	59.5728	.6961	.	.7794
04	37.0100	59.3029	.6509	.	.7802
05	37.0600	60.8448	.8543	.	.7873
0	20.6100	18.6039	1.0000	.	.9260

Reliability Coefficients 6 items

Alpha = .8222 Standardized item alpha = .9528

Lampiran 6

HASIL UJI SEM STRUCTURAL EQUATION MODEL



Uji Hipotesis
 Chi-square = 9.932
 probability = .270
 RMSEA = .049
 CFI = .989
 GFI = .968
 TLI = .980
 AGFI = .917

Pengukuran Sistem Anggaran dengan
 confirmatory factor analysis (step1)

Regression Weights

	Estimate	S.E.	C.R.	P	Label
PRAN <-- Sistem	1.437	0.358	4.011	0.000	par-1
WNANG <-- Sistem	1.000				
SULT <-- Sistem	1.108	0.277	3.999	0.000	par-2
PART <-- Sistem	1.762	0.422	4.173	0.000	par-3
ADIL <-- Sistem	2.057	0.460	4.471	0.000	par-4
PHATIAN <-- Sistem	1.298	0.326	3.984	0.000	par-5

Standardized Regression Weights

	Estimate
PRAN <-- Sistem	0.627
WNANG <-- Sistem	0.474
SULT <-- Sistem	0.654
PART <-- Sistem	0.702
ADIL <-- Sistem	0.831
PHATIAN <-- Sistem	0.624

Covariances

	Estimate	S.E.	C.R.	P	Label
s2 <--> s3	1.245	1.707	0.730	0.466	par-6

Correlations

	Estimate
s2 <--> s3	0.126

Variances

	Estimate	S.E.	C.R.	P	Label
Sistem	4.015	1.749	2.296	0.022	par-7
s2	12.808	2.312	5.540	0.000	par-8
s1	13.822	2.085	6.628	0.000	par-9
s5	6.595	1.156	5.704	0.000	par-10
s6	12.824	2.277	5.632	0.000	par-11
s3	7.616	2.130	3.575	0.000	par-12
s4	10.601	1.754	6.043	0.000	par-13

Regression Weights

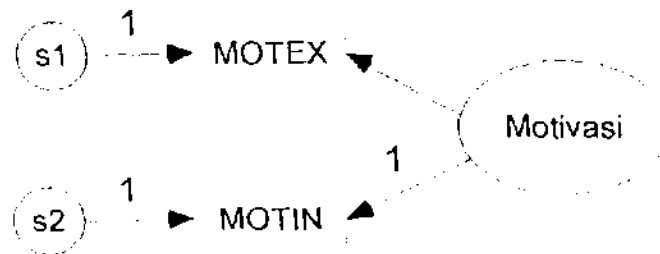
	Estimate	S.E.	C.R.	P	Label
ksp6 <-- KSP	1.000				
ksp5 <-- KSP	1.498	0.358	4.188	0.000	
ksp4 <-- KSP	2.094	0.455	4.598	0.000	
ksp3 <-- KSP	1.272	0.314	4.054	0.000	
ksp2 <-- KSP	1.074	0.260	4.127	0.000	
ksp1 <-- KSP	1.731	0.403	4.292	0.000	

Variances

	Estimate	S.E.	C.R.	P	Label
KSP	4.061	1.737	2.339	0.019	
e6	13.776	2.063	6.678	0.000	
e5	11.984	1.970	6.084	0.000	
e4	6.792	1.787	3.801	0.000	
e3	10.793	1.718	6.282	0.000	
e2	6.841	1.106	6.184	0.000	
e1	13.121	2.238	5.863	0.000	

Fit Measures

Fit Measure	Default model	Saturated	Independence	Macro
Discrepancy	10.486	0.000	191.982	CMIN
Degrees of freedom	9	0	15	DF
P	0.313		0.000	P
Number of parameters	12	21	6	NPAR
Discrepancy / df	1.165		12.799	CMINDF
RMR	0.713	0.000	7.463	RMR
GFI	0.967	1.000	0.508	GFI
Adjusted GFI	0.923		0.312	AGFI
Parsimony-adjusted GFI	0.414		0.363	PGFI
Normed fit index	0.945	1.000	0.000	NFI
Relative fit index	0.909		0.000	RFI
Incremental fit index	0.992	1.000	0.000	IFI
Tucker-Lewis index	0.986		0.000	TLI
Comparative fit index	0.992	1.000	0.000	CFI
Parsimony ratio	0.600	0.000	1.000	PRATIO
Parsimony-adjusted NFI	0.567	0.000	0.000	PNFI
Parsimony-adjusted CFI	0.595	0.000	0.000	PCFI
Noncentrality parameter estimate	1.486	0.000	176.982	NCP
NCP lower bound	0.000	0.000	135.964	NCPLO
NCP upper bound	13.826	0.000	225.450	NCPHI
FMIN	0.106	0.000	1.939	FMIN
F0	0.015	0.000	1.788	F0
F0 lower bound	0.000	0.000	1.373	F0LO
F0 upper bound	0.140	0.000	2.277	F0HI
RMSEA	0.041		0.345	RMSEA
RMSEA lower bound	0.000		0.303	RMSEALO
RMSEA upper bound	0.125		0.390	RMSEAHU
P for test of close fit	0.497		0.000	PCLOSE



Pengukuran Motivasi Manajer dengan
confirmatory factor analysis (step1)

Regression Weights

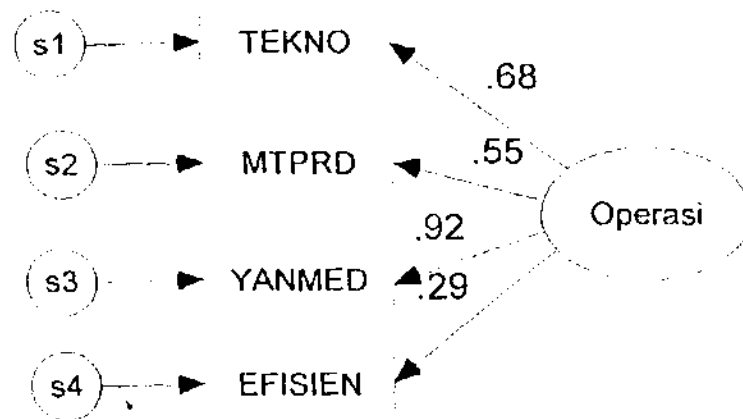
	Estimate	S.E.	C.R.	P	Label
mt1 <- mt	1.000				
mt2 <- mt	0.963	0.065	14.798	0.000	
mt3 <- mt	0.824	0.080	10.336	0.000	
mt4 <- mt	0.536	0.108	4.977	0.000	
mt5 <- mt	0.373	0.097	3.839	0.000	
mt6 <- mt	0.275	0.081	3.383	0.001	
mt7 <- mt	0.434	0.104	4.152	0.000	
mt8 <- mt	0.269	0.136	1.975	0.048	

Variances

	Estimate	S.E.	C.R.	P	Label
mt	0.763	0.127	5.994	0.000	
e7	0.114	0.035	3.272	0.001	
e8	0.118	0.033	3.556	0.000	
e9	0.347	0.055	6.308	0.000	
e10	0.780	0.113	6.903	0.000	
e11	0.647	0.093	6.959	0.000	
e12	0.456	0.065	6.976	0.000	
e13	0.745	0.107	6.945	0.000	
e14	1.305	0.186	7.016	0.000	

Fit Measures

Fit Measure	Default model	Saturated	Independence	Macro
Discrepancy	101.607	0.000	385.470	CMIN
Degrees of freedom	20	0	28	DF
P	0.000		0.000	P
Number of parameters	16	36	8	NPAR
Discrepancy / df	5.080		13.767	CMIN/DF
RMR	0.102	0.000	0.296	RMR
GFI	0.796	1.000	0.471	GFI
Adjusted GFI	0.632		0.320	AGFI
Parsimony-adjusted GFI	0.442		0.366	PGFI
Normed fit index	0.736	1.000	0.000	NFI
Relative fit index	0.631		0.000	RFI
Incremental fit index	0.777	1.000	0.000	IFI
Tucker-Lewis index	0.680		0.000	TLI
Comparative fit index	0.772	1.000	0.000	CFI
Parsimony ratio	0.714	0.000	1.000	PRATIO
Parsimony-adjusted NFI	0.526	0.000	0.000	PNFI
Parsimony-adjusted CFI	0.551	0.000	0.000	PCFI
Noncentrality parameter estimate	81.607	0.000	357.470	NCP
NCP lower bound	53.804	0.000	297.741	NCPLO
NCP upper bound	116.939	0.000	424.642	NCPHI
FMIN	1.026	0.000	3.894	FMIN
F0	0.824	0.000	3.611	F0
F0 lower bound	0.543	0.000	3.007	F0LO
F0 upper bound	1.181	0.000	4.289	F0HI
RMSEA	0.203		0.359	RMSEA
RMSEA lower bound	0.165		0.328	RMSEALO
RMSEA upper bound	0.243		0.391	RMSEAHU
P for test of close fit	0.000		0.000	PCLOSE



Uji Hipotesis
Chi-square = 11.429
probability = .003
RMSEA = .218
CFI = .898
GFI = .945
TLI = .693
AGFI = .723

Pengukuran Kinerja Operasional dengan
confirmatory factor analysis (step1)

Regression Weights

	Estimate	S.E.	C.R.	P	Label
MTPRD <-- Operasi	0.680	0.140	4.847	0.000	par-1
YANMED <-- Operasi	1.000				
EFISIEN <-- Operasi	0.599	0.266	2.254	0.024	par-2
TEKNO <-- Operasi	0.835	0.181	4.625	0.000	par-3

Standardized Regression Weights

	Estimate
MTPRD <-- Operasi	0.547
YANMED <-- Operasi	0.919
EFISIEN <-- Operasi	0.287
TEKNO <-- Operasi	0.683

Variances

	Estimate	S.E.	C.R.	P	Label
Operasi	4.224	1.034	4.086	0.000	par-4
s2	4.572	0.701	6.524	0.000	par-5
s1	3.367	0.750	4.490	0.000	par-6
s3	0.777	0.767	1.014	0.311	par-7
s4	16.904	2.486	6.799	0.000	par-8

Estimates 1/1

Regression Weights

	Estimate	S.E.	C.R.	P	Label
ko1 <-- ko	1.000				
ko2 <-- ko	0.815	0.166	4.909	0.000	
ko3 <-- ko	1.197	0.234	5.120	0.000	
ko4 <-- ko	0.717	0.272	2.637	0.008	

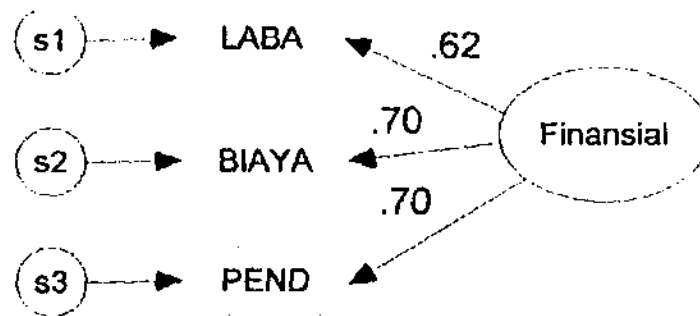
Variances

	Estimate	S.E.	C.R.	P	Label
ko	2.946	0.901	3.270	0.001	
e15	3.367	0.682	4.941	0.000	
e16	4.572	0.730	6.265	0.000	
e17	0.777	0.698	1.114	0.265	
e18	16.904	2.440	6.929	0.000	

Fit Measures

Fit Measure	Default model	Saturated	Independence	Macro
Discrepancy	11.429	0.000	98.011	CMIN
Degrees of freedom	2	0	6	DF
P	0.003		0.000	P
Number of parameters	8	10	4	NPAR
Discrepancy / df	5.715		16.335	CMINDF
RMR	0.823	0.000	2.202	RMR
GFI	0.945	1.000	0.672	GFI
Adjusted GFI	0.723		0.453	AGFI
Parsimony-adjusted GFI	0.189		0.403	PGFI
Normed fit index	0.883	1.000	0.000	NFI
Relative fit index	0.650		0.000	RFI
Incremental fit index	0.902	1.000	0.000	IFI
Tucker-Lewis index	0.693		0.000	TLI
Comparative fit index	0.898	1.000	0.000	CFI
Parsimony ratio	0.333	0.000	1.000	PRATIO
Parsimony-adjusted NFI	0.294	0.000	0.000	PNFI
Parsimony-adjusted CFI	0.299	0.000	0.000	PCFI
Noncentrality parameter estimate	9.429	0.000	92.011	NCP
NCP lower bound	2.291	0.000	63.582	NCPLO
NCP upper bound	24.031	0.000	127.880	NCPHI
FMIN	0.115	0.000	0.990	FMIN
F0	0.095	0.000	0.929	F0
F0 lower bound	0.023	0.000	0.642	F0LO
F0 upper bound	0.243	0.000	1.292	F0HI
RMSEA	0.218		0.394	RMSEA
RMSEA lower bound	0.108		0.327	RMSEALO
RMSEA upper bound	0.348		0.464	RMSEAHl
P for test of close fit	0.009		0.000	PCLOSE

Akaike information criterion (AIC)	27.429	20.000	106.011	AIC
Browne-Cudeck criterion	28.280	21.064	106.437	BCC
Bayes information criterion	59.361	59.915	121.977	BIC
Consistent AIC	56.271	56.052	120.432	CAIC
Expected cross validation index -	0.277	0.202	1.071	ECVI
ECVI lower bound	0.205	0.202	0.784	ECVILO
ECVI upper bound	0.425	0.202	1.433	ECVIHI
MECVI	0.286	0.213	1.075	MECVI
Hoelter .05 index	52		13	HFIVE
Hoelter .01 index	80		17	HONE



Uji Hipotesis
Chi-square = .000
probability = \p
RMSEA = \rmsea
CFI = 1.000
GFI = 1.000
TLI = \tli
AGFI = \agfi

Pengukuran Kinerja Finansial dengan
confirmatory factor analysis (step1)

Regression Weights

	Estimate	S.E.	C.R.	P	Label
PEND <-- Finansial	1.000				
BIAYA <-- Finansial	1.225	0.290	4.230	0.000	par-1
LABA <-- Finansial	1.329	0.313	4.243	0.000	par-2

Standardized Regression Weights

	Estimate
PEND <-- Finansial	0.696
BIAYA <-- Finansial	0.697
LABA <-- Finansial	0.619

Variances

	Estimate	S.E.	C.R.	P	Label
Finansial	1.972	0.651	3.030	0.002	par-3
s2	3.132	0.774	4.047	0.000	par-4
s1	5.606	1.091	5.137	0.000	par-5
s3	2.094	0.517	4.054	0.000	par-6

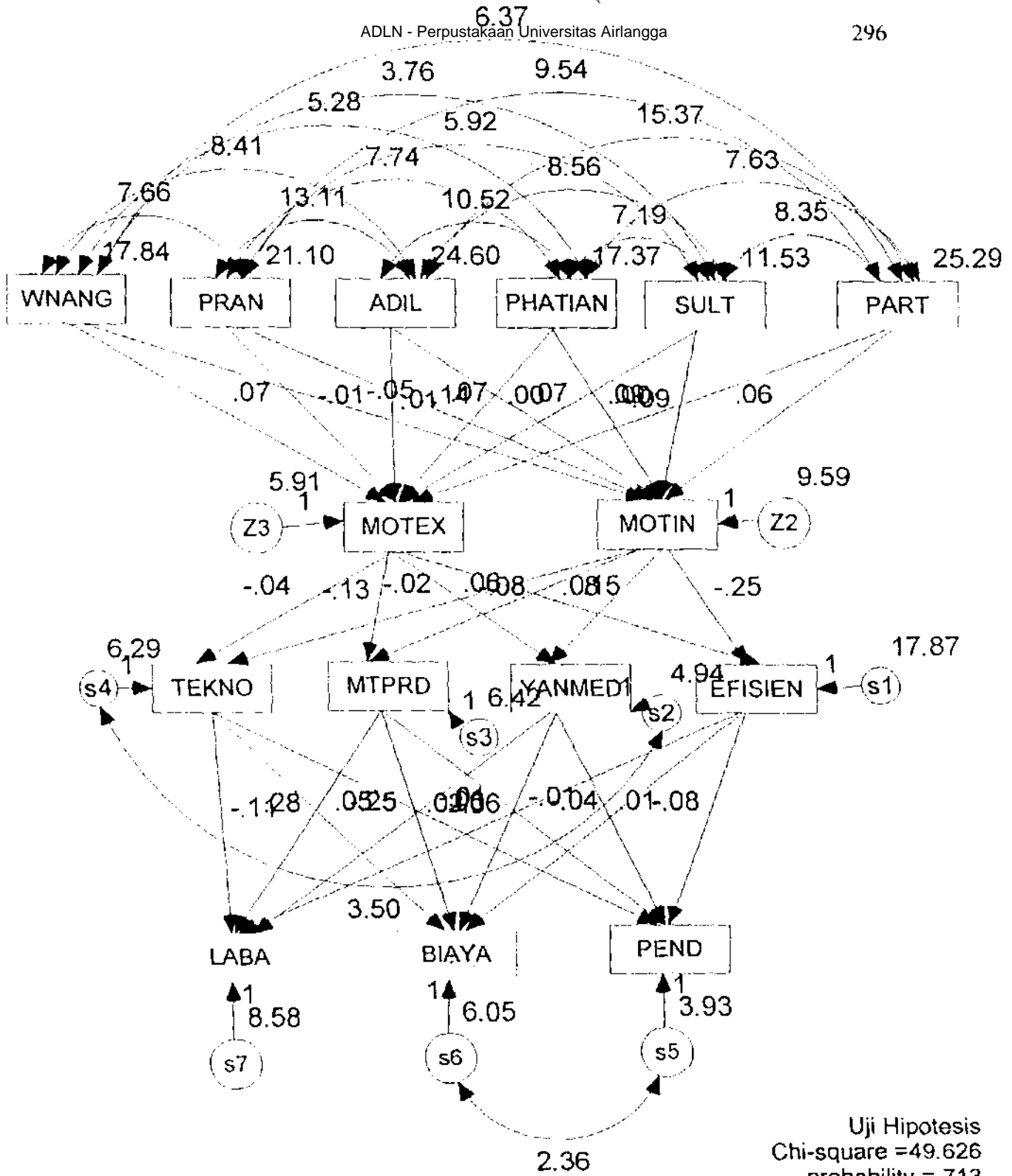
Estimates 1/1

WNANG <--> SULT	0.262
WNANG <--> PART	0.300
PRAN <--> PHATIAN	0.404
PRAN <--> SULT	0.379
PRAN <--> PART	0.413
ADIL <--> SULT	0.508
ADIL <--> PART	0.616
PHATIAN <--> PART	0.364
s4 <--> s2	0.628
s5 <--> s6	0.484

Variiances

	Estimate	S.E.	C.R.	P	Label
PRAN	21.102	6.512	3.240	0.001	par-50
WNANG	17.838	5.505	3.240	0.001	par-51
ADIL	24.598	7.591	3.240	0.001	par-52
PHATIAN	17.368	5.360	3.240	0.001	par-53
SULT	11.526	3.557	3.240	0.001	par-54
PART	25.288	7.804	3.240	0.001	par-55
Z3	5.913	1.825	3.240	0.001	par-56
Z2	9.586	2.958	3.240	0.001	par-57
s3	6.422	1.982	3.240	0.001	par-58
s4	6.293	1.942	3.240	0.001	par-59
s2	4.939	1.524	3.240	0.001	par-60
s1	17.872	5.515	3.240	0.001	par-61
s5	3.931	1.213	3.240	0.001	par-62
s6	6.053	1.868	3.240	0.001	par-63
s7	8.580	2.648	3.240	0.001	par-64

Estimates 3/3



Uji Hipotesis
 Chi-square = 49.626
 probability = .713
 RMSEA = .000

Uji Structural Equation Model

Regression Weights

	Estimate	S.E.	C.R.	P	Label
MOTEX <-- WNANG	0.070	0.141	0.496	0.620	par-16
MOTEX <-- PRAN	-0.010	0.147	-0.067	0.946	par-17
MOTEX <-- ADIL	0.010	0.162	0.063	0.950	par-18
MOTEX <-- PHATIAN	0.143	0.159	0.898	0.369	par-19
MOTEX <-- SULT	0.005	0.199	0.024	0.981	par-20
MOTEX <-- PART	0.093	0.139	0.672	0.502	par-21
MOTIN <-- PART	0.060	0.177	0.336	0.737	par-22
MOTIN <-- PHATIAN	0.002	0.202	0.012	0.990	par-23
MOTIN <-- SULT	-0.087	0.254	-0.344	0.731	par-24
MOTIN <-- ADIL	0.074	0.207	0.360	0.719	par-25
MOTIN <-- PRAN	0.069	0.187	0.369	0.712	par-26
MOTIN <-- WNANG	-0.047	0.180	-0.264	0.792	par-27
EFISIEN <-- MOTIN	-0.252	0.316	-0.796	0.426	par-28
YANMED <-- MOTIN	0.077	0.166	0.466	0.642	par-29
MTPRD <-- MOTIN	0.061	0.189	0.322	0.747	par-30
TEKNO <-- MOTEX	-0.038	0.224	-0.170	0.865	par-31
TEKNO <-- MOTIN	-0.023	0.187	-0.121	0.903	par-32
MTPRD <-- MOTEX	-0.130	0.226	-0.576	0.565	par-33
YANMED <-- MOTEX	-0.077	0.198	-0.390	0.696	par-34
EFISIEN <-- MOTEX	0.146	0.378	0.386	0.700	par-35
PEND <-- EFISIEN	-0.085	0.110	-0.768	0.442	par-36
BIAYA <-- YANMED	-0.064	0.340	-0.188	0.851	par-37
LABA <-- MTPRD	0.285	0.296	0.963	0.335	par-38
LABA <-- TEKNO	-0.110	0.343	-0.321	0.748	par-39
BIAYA <-- MTPRD	0.023	0.248	0.093	0.926	par-40
PEND <-- YANMED	0.009	0.274	0.033	0.974	par-41
BIAYA <-- TEKNO	0.048	0.288	0.165	0.869	par-42
PEND <-- TEKNO	-0.007	0.232	-0.030	0.976	par-43
BIAYA <-- EFISIEN	-0.040	0.137	-0.290	0.772	par-44
LABA <-- EFISIEN	0.065	0.163	0.396	0.692	par-45
PEND <-- MTPRD	-0.007	0.200	-0.035	0.972	par-46
LABA <-- YANMED	-0.253	0.404	-0.627	0.531	par-47

Standardized Regression Weights

	Estimate
MOTEX <-- WNANG	0.112
MOTEX <-- PRAN	-0.017
MOTEX <-- ADIL	0.019
MOTEX <-- PHATIAN	0.224
MOTEX <-- SULT	0.006
MOTEX <-- PART	0.178
MOTIN <-- PART	0.095
MOTIN <-- PHATIAN	0.003
MOTIN <-- SULT	-0.094
MOTIN <-- ADIL	0.117
MOTIN <-- PRAN	0.100
MOTIN <-- WNANG	-0.063

Estimates 1/3

EFISIEN <-- MOTIN	-0.184
YANMED <-- MOTIN	0.109
MTPRD <-- MOTIN	0.075
TEKNO <-- MOTEX	-0.040
TEKNO <-- MOTIN	-0.029
MTPRD <-- MOTEX	-0.135
YANMED <-- MOTEX	-0.091
EFISIEN <-- MOTEX	0.089
PEND <-- EFISIEN	-0.182
BIAYA <-- YANMED	-0.058
LABA <-- MTPRD	0.234
LABA <-- TEKNO	-0.089
BIAYA <-- MTPRD	0.024
PEND <-- YANMED	0.010
BIAYA <-- TEKNO	0.048
PEND <-- TEKNO	-0.009
BIAYA <-- EFISIEN	-0.069
LABA <-- EFISIEN	0.089
PEND <-- MTPRD	-0.009
LABA <-- YANMED	-0.182

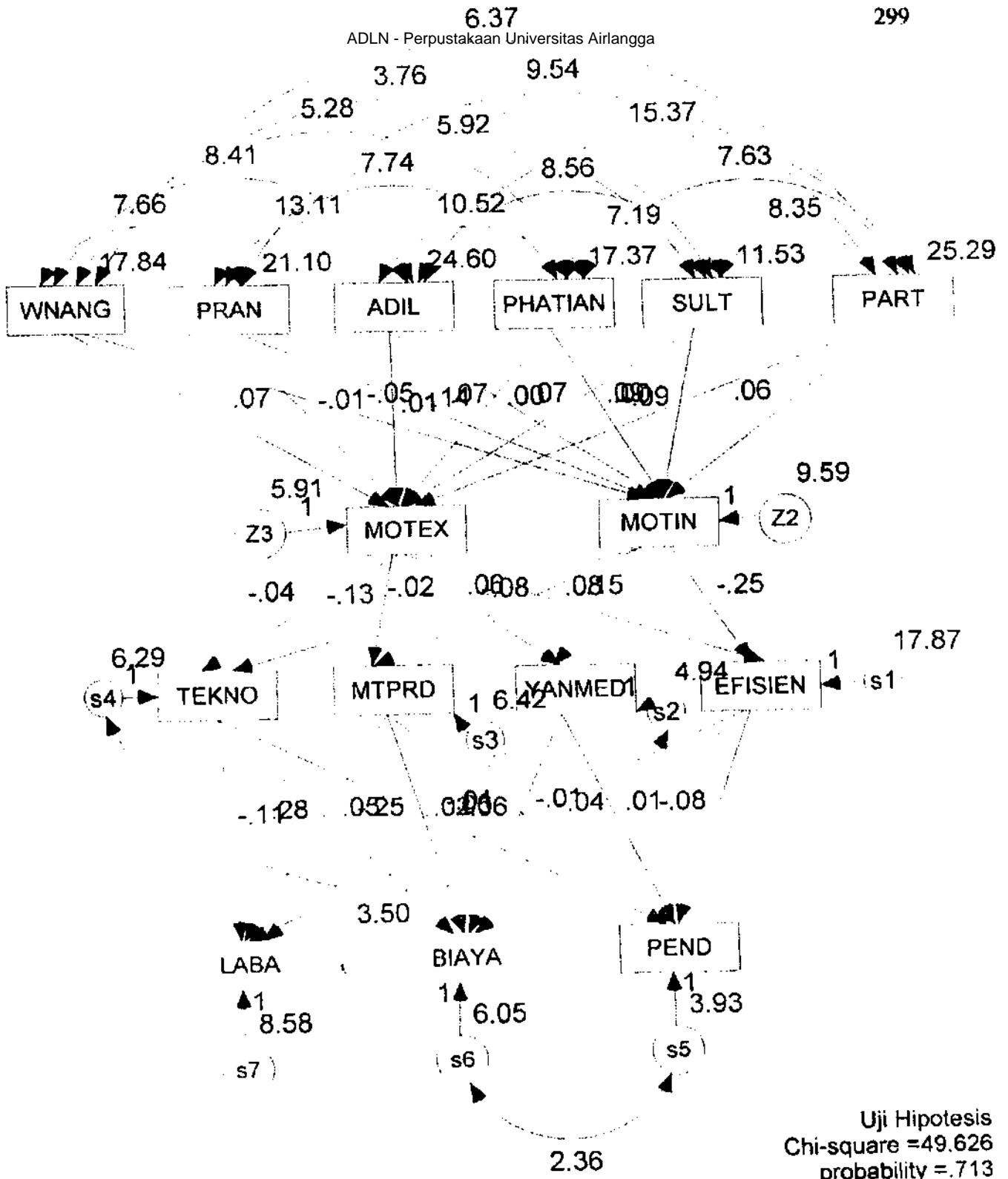
Covariances

	<u>Estimate</u>	<u>S.E.</u>	<u>C.R.</u>	<u>P</u>	<u>Label</u>
PRAN <--> WNANG	7.656	4.552	1.682	0.093	par-1
PRAN <--> ADIL	13.114	5.736	2.286	0.022	par-2
ADIL <--> PHATIAN	10.520	5.061	2.079	0.038	par-3
PHATIAN <--> SULT	7.192	3.463	2.077	0.038	par-4
SULT <--> PART	8.348	4.147	2.013	0.044	par-5
WNANG <--> ADIL	8.412	4.926	1.708	0.088	par-6
WNANG <--> PHATIAN	5.281	4.010	1.317	0.188	par-7
WNANG <--> SULT	3.762	3.235	1.163	0.245	par-8
WNANG <--> PART	6.370	4.839	1.316	0.188	par-9
PRAN <--> PHATIAN	7.738	4.506	1.717	0.086	par-10
PRAN <--> SULT	5.916	3.640	1.625	0.104	par-11
PRAN <--> PART	9.542	5.454	1.750	0.080	par-12
ADIL <--> SULT	8.558	4.122	2.076	0.038	par-13
ADIL <--> PART	15.371	6.393	2.404	0.016	par-14
PHATIAN <--> PART	7.633	4.867	1.568	0.117	par-15
s4 <--> s2	3.504	1.437	2.438	0.015	par-48
s5 <--> s6	2.359	1.182	1.995	0.046	par-49

Correlations

	<u>Estimate</u>
PRAN <--> WNANG	0.395
PRAN <--> ADIL	0.576
ADIL <--> PHATIAN	0.509
PHATIAN <--> SULT	0.508
SULT <--> PART	0.489
WNANG <--> ADIL	0.402
WNANG <--> PHATIAN	0.300

Estimates 2/3



Uji Hipotesis
 Chi-square = 49.626
 probability = .713
 RMSEA = .000

Uji Structural Equation Model

Amos

by James L. Arbuckle

Version 4.01

Copyright 1994-1999 SmallWaters Corporation
1507 E. 53rd Street - #452
Chicago, IL 60615 USA
773-667-8635
Fax: 773-955-6252
<http://www.smallwaters.com>

Title

Hasilfinal: Monday, April 14, 2003 06:13 AM

Your model contains the following variables

PEND	observed	endogenous
BIAYA	observed	endogenous
LABA	observed	endogenous
MOTEX	observed	endogenous
MOTIN	observed	endogenous
EFISIEN	observed	endogenous
YANMED	observed	endogenous
MTPRD	observed	endogenous
TEKNO	observed	endogenous

PRAN	observed	exogenous
WNANG	observed	exogenous
ADIL	observed	exogenous
PHATIAN	observed	exogenous
SULT	observed	exogenous
PART	observed	exogenous

s5	unobserved	exogenous
s6	unobserved	exogenous
s7	unobserved	exogenous
Z3	unobserved	exogenous
Z2	unobserved	exogenous
s3	unobserved	exogenous
s4	unobserved	exogenous
s2	unobserved	exogenous

Number of variables in your model: 24
 Number of observed variables: 15
 Number of unobserved variables: 9
 Number of exogenous variables: 15
 Number of endogenous variables: 9

Summary of Parameters

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed:	9	0	0	0	0	9
Labeled:	0	0	0	0	0	0
Unlabeled:	32	17	15	0	0	64
Total:	41	17	15	0	0	73

NOTE:

The model is recursive.

Assessment of normality

	min	max	skew	c.r.	kurtosis	c.r.
PART	5.000	28.000	-0.313	-1.280	-0.122	-0.250
SULT	6.000	23.000	-0.406	-1.657	0.121	0.247
PHATIAN	5.000	30.000	-0.637	-2.601	1.204	2.457
ADTL	8.000	32.000	-0.484	-1.976	0.146	0.297
WNANG	6.000	24.000	-0.607	-2.480	-0.374	-0.763
FRAN	7.000	25.000	-0.522	-2.131	-0.405	-0.826
MOTIN	5.000	24.000	-1.006	-4.107	2.887	5.892
MOTEN	11.000	22.000	-0.494	-2.017	-0.165	-0.337
TEKNO	5.000	18.000	-0.318	-1.298	-0.498	-1.016
MTPKD	11.000	24.000	-0.245	-1.000	0.006	0.012
YANMED	7.000	18.000	-0.225	-0.919	-0.356	-0.728
EFISTEN	13.000	30.000	0.206	0.842	-0.517	-1.054
LABA	3.000	18.000	-0.856	-3.496	0.840	1.714
BIAYA	4.000	16.000	-0.806	-3.292	0.760	1.552
PFND	6.000	15.000	-0.311	-1.269	-0.200	-0.407
Multivariate					19.497	4.317

Observations farthest from the centroid (Mahalanobis distance)

Observation number	Mahalanobis d-squared	p1	p2
38	38.616	0.001	0.071
26	35.303	0.002	0.021
14	31.331	0.008	0.046
29	30.904	0.009	0.013
5	27.408	0.026	0.114
1	26.231	0.036	0.148
67	25.791	0.040	0.109
25	25.309	0.046	0.090
34	25.123	0.048	0.053
80	24.340	0.060	0.075
44	24.003	0.065	0.061
6	22.885	0.087	0.156
63	22.837	0.088	0.098
21	22.154	0.104	0.153
12	22.060	0.106	0.108
16	21.897	0.111	0.083
95	21.889	0.111	0.048
7	20.500	0.154	0.269
28	20.217	0.164	0.276
18	19.777	0.181	0.346
91	19.423	0.195	0.393

Tesis

Analisis Pengaruh Karakteristik ...

Siti Yatimah

13	6.573	0.968	0.791
57	6.590	0.968	0.898
59	6.681	0.968	0.945
33	6.882	0.961	0.957
72	7.004	0.957	0.970
71	7.176	0.953	0.981
55	7.345	0.947	0.984
93	7.364	0.947	0.993
54	7.485	0.943	0.995
17	8.026	0.923	0.978
22	8.316	0.910	0.967
69	8.401	0.907	0.977
20	8.490	0.903	0.984
43	8.596	0.898	0.988
27	8.805	0.888	0.985
60	8.858	0.885	0.990
15	9.157	0.869	0.982
86	9.315	0.860	0.981
23	9.344	0.859	0.989
35	9.677	0.840	0.975
42	9.948	0.823	0.958
40	10.142	0.811	0.949
3	10.235	0.805	0.958
53	10.546	0.784	0.922
66	11.023	0.751	0.799
48	11.083	0.747	0.831
62	11.152	0.742	0.857
30	11.259	0.734	0.866
65	11.532	0.714	0.807
99	11.650	0.705	0.812
56	12.079	0.673	0.653
74	12.171	0.666	0.676
41	12.345	0.653	0.649
32	12.380	0.652	0.714
89	12.408	0.648	0.757
70	12.486	0.643	0.790
90	12.592	0.641	0.830
87	12.819	0.616	0.741
85	13.063	0.597	0.678
58	13.173	0.589	0.688
84	13.253	0.583	0.714
8	13.467	0.566	0.667
52	13.517	0.562	0.711
37	13.578	0.550	0.746
47	13.695	0.550	0.757
97	13.747	0.545	0.788
77	13.835	0.538	0.806
64	13.974	0.528	0.803
50	14.213	0.509	0.754
4	14.261	0.506	0.793
96	14.363	0.498	0.806
39	14.385	0.497	0.849
83	14.595	0.481	0.821
100	14.731	0.471	0.821
51	14.960	0.454	0.785
79	15.070	0.446	0.797
78	15.334	0.428	0.744
49	15.392	0.424	0.782
61	15.797	0.396	0.661
31	15.925	0.387	0.672
98	16.216	0.368	0.601
88	16.416	0.355	0.579
45	16.437	0.354	0.648
92	16.504	0.349	0.693
76	16.640	0.341	0.704
46	17.764	0.275	0.250
19	17.963	0.265	0.243
73	18.140	0.255	0.245
9	18.310	0.247	0.252
2	18.358	0.244	0.310
81	18.444	0.240	0.357
82	19.174	0.206	0.167
11	19.207	0.206	0.203
24	19.257	0.202	0.201

94	6.075	0.970	0.830
36	5.464	0.981	0.868
68	5.139	0.991	0.768
75	5.117	0.991	0.409

ADLN - Perpustakaan Universitas Airlangga

Sample size: 100

Sample Covariances

	PART	SULT	PHATIAN	ADIL	WNANG	PRAN	MOTIN
PART	25.287						
SULT	8.348	11.526					
PHATIAN	7.632	7.192	17.368				
ADIL	15.370	8.558	10.520	24.598			
WNANG	6.369	3.762	5.281	8.412	17.838		
PRAN	9.542	5.916	7.738	13.114	7.656	21.102	
MOTIN	2.295	0.374	0.934	2.529	0.371	2.138	10.010
MOTEX	4.003	2.154	3.627	3.691	2.629	2.488	3.227
TEKNO	-3.686	-3.065	-1.554	-2.999	-2.961	-2.209	-0.351
MTPRD	-0.807	-0.992	-1.212	0.205	0.185	0.152	0.190
YANMED	-1.725	-2.690	-1.174	-1.335	-2.515	-2.212	0.524
EFISIEN	-3.821	-2.558	1.101	-6.298	-3.162	-4.454	-2.049
LABA	6.535	4.184	4.405	6.039	5.141	4.016	1.479
BIAYA	2.255	2.660	4.195	5.115	2.755	3.330	1.645
PEND	2.504	2.238	1.906	3.083	1.517	1.550	2.372

	MOTEX	TEKNO	MTPRD	YANMED	EFISIEN	LABA	BIAYA
MOTEX	7.012						
TEKNO	-0.341	6.314					
MTPRD	-0.717	2.124	6.527				
YANMED	-0.293	3.503	2.970	5.002			
EFISIEN	0.209	4.189	0.194	2.305	18.418		
LABA	1.924	-0.708	0.865	-0.659	0.201	9.090	
BIAYA	1.840	-0.040	0.055	-0.175	-0.675	3.210	6.090
PEND	2.505	-0.393	-0.051	-0.196	-1.573	0.021	2.415

PEND

PEND	4.066
------	-------

Eigenvalues of Sample Covariances

1.522e+000	1.777e+000	2.844e+000	3.224e+000	4.599e+000	4.675e+000
6.165e+000	7.367e+000	9.822e+000	1.228e+001	1.263e+001	1.363e+001
1.570e+001	2.107e+001	7.294e+001			

Condition number of Sample Covariances = 4.791001e+001

Sample Correlations

	PART	SULT	PHATIAN	ADIL	WNANG	PRAN	MOTIN
PART	1.000						
SULT	0.489	1.000					
PHATIAN	0.364	0.508	1.000				
ADIL	0.616	0.508	0.509	1.000			
WNANG	0.300	0.262	0.300	0.402	1.000		
PRAN	0.413	0.379	0.404	0.576	0.395	1.000	
MOTIN	0.144	0.035	0.071	0.161	0.028	0.147	1.000
MOTEX	0.301	0.240	0.329	0.281	0.235	0.204	0.385
TEKNO	-0.292	-0.359	-0.148	-0.241	-0.279	-0.191	-0.044
MTPRD	-0.063	-0.114	-0.114	0.016	0.017	0.013	0.024
YANMED	-0.153	-0.354	-0.126	-0.120	-0.266	-0.215	0.074
EFISIEN	-0.177	-0.176	0.062	-0.296	-0.174	-0.226	-0.151
LABA	0.431	0.409	0.351	0.404	0.404	0.290	0.155
BIAYA	0.182	0.317	0.408	0.418	0.264	0.294	0.211
PEND	0.247	0.325	0.227	0.308	0.178	0.167	0.372

Analisis Pengaruh Karakteristik...

Siti Yatimah

LABA <----->	TEKNO	-0.110	0.343	-0.321	par-39
BIAYA <----->	MTPRH	0.023	0.248	0.093	par-40
PEND <----->	YANMED	0.009	0.274	0.033	par-41
BIAYA <----->	TEKNO	0.048	0.288	0.165	par-42
PEND <----->	TEKNO	-0.007	0.232	-0.030	par-43
BIAYA <----->	EFISIEN	-0.040	0.137	-0.290	par-44
LABA <----->	EFISIEN	0.065	0.163	0.396	par-45
PEND <----->	MTPRD	-0.007	0.200	-0.035	par-46
LABA <----->	YANMED	-0.253	0.404	-0.627	par-47

Standardized Regression Weights:

Estimate (b)

MOTEX <----->	WNANG	0.112
MOTEX <----->	FRAN	-0.017
MOTEX <----->	ADIL	0.019
MOTEX <----->	PHATIAN	0.224
MOTEX <----->	SULT	0.006
MOTEX <----->	PART	0.178
MOTIN <----->	PART	0.095
MOTIN <----->	PHATIAN	0.003
MOTIN <----->	SULT	-0.094
MOTIN <----->	ADIL	0.117
MOTIN <----->	FRAN	0.100
MOTIN <----->	WNANG	-0.063
EFISIEN <----->	MOTIN	-0.184
YANMED <----->	MOTIN	0.109
MTPRD <----->	MOTIN	0.075
TEKNO <----->	MOTEX	-0.040
TEKNO <----->	MOTIN	-0.029
MTPRD <----->	MOTEX	-0.135
YANMED <----->	MOTEX	-0.091
EFISIEN <----->	MOTEX	0.089
PEND <----->	EFISIEN	-0.182
BIAYA <----->	YANMED	-0.058
LABA <----->	MTPRD	0.234
LABA <----->	TEKNO	-0.089
BIAYA <----->	MTPRD	0.024
PEND <----->	YANMED	0.010
BIAYA <----->	TEKNO	0.048
PEND <----->	TEKNO	-0.009
BIAYA <----->	EFISIEN	-0.069
LABA <----->	EFISIEN	0.089
PEND <----->	MTPRD	-0.009
LABA <----->	YANMED	-0.182

Covariances:

	Estimate	S.E.	C.R.	Label	
PRAN <----->	WNANG	7.656	4.552	1.682	par-1
PRAN <----->	ADIL	13.114	5.736	2.286	par-2
ADIL <----->	PHATIAN	10.520	5.061	2.079	par-3
PHATIAN <----->	SULT	7.192	3.463	2.077	par-4
SULT <----->	PART	8.348	4.147	2.013	par-5
WNANG <----->	ADIL	8.412	4.926	1.708	par-6
WNANG <----->	PHATIAN	5.280	4.010	1.317	par-7
WNANG <----->	SULT	3.762	3.235	1.163	par-8
WNANG <----->	PART	6.370	4.839	1.316	par-9
FRAN <----->	PHATIAN	7.738	4.506	1.717	par-10
FRAN <----->	SULT	5.916	3.640	1.625	par-11
FRAN <----->	PART	9.542	5.454	1.750	par-12
ADIL <----->	SULT	8.558	4.122	2.076	par-13
ADIL <----->	PART	15.370	6.393	2.404	par-14
PHATIAN <----->	PART	7.633	4.867	1.568	par-15
s4 <----->	s2	3.504	1.437	2.438	par-48
s5 <----->	s6	2.359	1.182	1.995	par-49

Correlations:

Estimate

Tesis

PRAN <----->	WNANG	0.315
PRAN <----->	ADIL	0.576
ADIL <----->	PHATIAN	0.509
PHATIAN <----->	SULT	0.508
	PART	0.489

Siti Yatimah

MOTEX	1.000						
TEKNO	-0.051	1.000					
MTPRD	-0.106	0.331	1.000				
YANMED	-0.050	0.623	0.520	1.000			
EFISIEN	0.018	0.388	0.018	0.240	1.000		
LABA	0.241	-0.093	0.115	-0.098	0.016	1.000	
BIAYA	0.282	-0.006	0.009	-0.032	-0.064	0.431	1.000
PEND	0.469	-0.076	-0.010	-0.043	-0.182	0.431	0.485

PEND

PEND 1.000

Eigenvalues of Sample Correlations

2.484e-001	2.678e-001	3.232e-001	3.480e-001	3.832e-001	4.934e-001
5.533e-001	5.887e-001	7.805e-001	8.105e-001	9.122e-001	1.229e+000
1.369e+000	2.100e+000	4.592e+000			

Condition number of Sample Correlations = 1.848871e+001

Determinant of sample covariance matrix = 1.2137e+013

Model: Default model

Computation of degrees of freedom

Number of distinct sample moments: 120
 Number of distinct parameters to be estimated: 64

 Degrees of freedom: 56

Minimum was achieved

Chi-square = 49.626
 Degrees of freedom = 56
 Probability level = 0.713

Maximum Likelihood Estimates

Regression Weights:

		Estimate	S.E.	C.R.	Label
MOTEX <-----	WNANG	0.070	0.141	0.496	par-16
MOTEX <-----	PRAN	-0.010	0.147	-0.067	par-17
MOTEX <-----	ADIL	0.010	0.162	0.063	par-18
MOTEX <-----	PHATIAN	0.143	0.159	0.898	par-19
MOTEX <-----	SULT	0.005	0.199	0.024	par-20
MOTEX <-----	PART	0.093	0.139	0.672	par-21
MOTIN <-----	PART	0.060	0.177	0.336	par-22
MOTIN <-----	PHATIAN	0.002	0.202	0.012	par-23
MOTIN <-----	SULT	-0.087	0.254	-0.344	par-24
MOTIN <-----	ADIL	0.074	0.207	0.360	par-25
MOTIN <-----	PRAN	0.069	0.187	0.369	par-26
MOTIN <-----	WNANG	-0.047	0.180	-0.264	par-27
EFISIEN <-----	MOTIN	-0.252	0.316	-0.796	par-28
YANMED <-----	MOTIN	0.077	0.166	0.466	par-29
MTPRD <-----	MOTIN	0.061	0.189	0.322	par-30
TEKNO <-----	MOTEX	-0.038	0.224	-0.170	par-31
TEKNO <-----	MOTIN	-0.023	0.187	-0.121	par-32
MTPRD <-----	MOTEX	-0.130	0.226	-0.576	par-33
YANMED <-----	MOTEX	-0.077	0.198	-0.390	par-34
EFISIEN <-----	MOTEX	0.146	0.378	0.386	par-35
PEND <-----	EFISIEN	-0.085	0.110	-0.768	par-36
BIAYA <-----	YANMED	-0.064	0.340	-0.188	par-37
LABA <-----	MTPRD	0.285	0.296	0.963	par-38

Tesis

Analisis Pengaruh Karakteristik

Siti Yatimah

ADLN Perpustakaan Universitas Airlangga

WNANG <-----> ADIL	0.407
WNANG <-----> PHATIAN	0.300
WNANG <-----> SULT	0.207
WNANG <-----> PART	0.300
PRAN <-----> PHATIAN	0.404
PRAN <-----> SULT	0.379
PRAN <-----> PART	0.413
ADIL <-----> SULT	0.508
ADIL <-----> PART	0.616
PHATIAN <-----> PART	0.364
s4 <-----> s2	0.628
s5 <-----> s6	0.484

Variances:

	Estimate	S.E.	C.R.	Label
PRAN	21.102	6.512	3.240	par-50
WNANG	17.838	5.505	3.240	par-51
ADIL	24.590	7.591	3.240	par-52
PHATIAN	17.367	5.360	3.240	par-53
SULT	11.526	3.557	3.240	par-54
PART	25.287	7.804	3.240	par-55
Z3	5.913	1.825	3.240	par-56
Z2	9.506	2.958	3.240	par-57
s3	6.422	1.982	3.240	par-58
s4	6.293	1.942	3.240	par-59
s7	4.939	1.574	3.240	par-60
s1	17.872	5.515	3.240	par-61
s5	3.931	1.213	3.240	par-62
s6	6.053	1.868	3.240	par-63
s7	8.580	2.648	3.240	par-64

Total Effects

	PART	SULT	PHATIAN	ADIL	WNANG	PRAN	MOTIN
MOTIN	0.060	-0.087	0.002	0.074	-0.047	0.069	0.000
MOTEX	0.093	0.005	0.143	0.010	0.070	-0.010	0.000
TEKNO	-0.005	-0.002	-0.005	-0.002	-0.002	-0.001	-0.023
MTPRD	-0.009	-0.006	-0.018	0.003	-0.012	0.005	0.061
YANMED	-0.003	-0.007	-0.011	0.005	-0.009	0.006	0.077
EFISIEN	-0.001	0.003	0.020	-0.017	0.022	-0.019	-0.252
LABA	-0.001	0.001	-0.001	-0.001	0.000	-0.001	-0.016
BIAYA	-0.000	-0.000	-0.001	0.000	-0.001	0.000	0.005
PEND	0.000	-0.002	-0.002	0.001	-0.002	0.002	0.022

	MOTEX	TEKNO	MTPRD	YANMED	EFISIEN
MOTIN	0.000	0.000	0.000	0.000	0.000
MOTEX	0.000	0.000	0.000	0.000	0.000
TEKNO	-0.038	0.000	0.000	0.000	0.000
MTPRD	-0.130	0.000	0.000	0.000	0.000
YANMED	-0.077	0.000	0.000	0.000	0.000
EFISIEN	0.146	0.000	0.000	0.000	0.000
LABA	-0.004	-0.110	0.295	-0.253	0.065
BIAYA	-0.006	0.048	0.023	-0.064	-0.040
PEND	-0.012	-0.007	-0.007	0.009	-0.085

Standardized Total Effects

	PART	SULT	PHATIAN	ADIL	WNANG	PRAN	MOTIN
MOTIN	0.095	-0.094	0.003	0.117	-0.063	0.100	0.000
MOTEX	0.178	0.006	0.224	0.019	0.112	-0.017	0.000
TEKNO	-0.010	0.002	-0.009	-0.004	-0.003	-0.002	-0.029
MTPRD	-0.017	-0.008	-0.030	0.006	-0.020	0.010	0.075
YANMED	-0.006	-0.011	-0.020	0.011	-0.017	0.012	0.109
EFISIEN	-0.002	0.018	0.019	-0.020	0.022	-0.020	-0.184
LABA	-0.002	0.001	-0.001	-0.002	0.001	-0.002	-0.016
BIAYA	-0.000	-0.001	-0.001	0.001	-0.001	0.001	0.007
PEND	0.000	-0.003	-0.003	0.004	-0.004	0.004	0.034

MTPRD	-0.0085	-0.0060	-0.0184	0.0032	-0.0120	0.0055	0.0000
YANMED	-0.0026	-0.0071	0.0188	0.0055	0.0081	0.0061	0.0000
EFISIEN	-0.0014	0.0227	0.0201	-0.0172	0.0221	-0.0188	0.0000
LABA	-0.0013	0.0014	-0.0006	-0.0012	0.0005	-0.0011	-0.0160
BIAYA	-0.0002	-0.0005	-0.0008	0.0003	-0.0007	0.0004	0.0054
PEND	0.0002	-0.0020	-0.0016	0.0015	-0.0019	0.0016	0.0218

	MOTEX	TEKNO	MTPRD	YANMED	EFISIEN
MOTIN	0.0000	0.0000	0.0000	0.0000	0.0000
MOTEX	0.0000	0.0000	0.0000	0.0000	0.0000
TEKNO	0.0000	0.0000	0.0000	0.0000	0.0000
MTPRD	0.0000	0.0000	0.0000	0.0000	0.0000
YANMED	0.0000	0.0000	0.0000	0.0000	0.0000
EFISIEN	0.0000	0.0000	0.0000	0.0000	0.0000
LABA	-0.0039	0.0000	0.0000	0.0000	0.0000
BIAYA	-0.0057	0.0000	0.0000	0.0000	0.0000
PEND	-0.0119	0.0000	0.0000	0.0000	0.0000

Standardized Indirect Effects

	PART	SULT	PHATIAN	ADIL	WHANG	FRAN	MOTIN
MOTIN	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
MOTEX	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
TEKNO	-0.0099	0.0024	-0.0091	-0.0041	-0.0027	-0.0022	0.0000
MTPRD	-0.0168	-0.0079	-0.0300	0.0062	-0.0198	0.0098	0.0000
YANMED	-0.0059	-0.0108	-0.0202	0.0110	-0.0171	0.0125	0.0000
EFISIEN	-0.0016	0.0148	0.0195	-0.0198	0.0217	-0.0200	0.0000
LABA	-0.0021	0.0015	-0.0000	-0.0019	0.0007	-0.0016	-0.0162
BIAYA	-0.0004	-0.0007	-0.0013	0.0007	-0.0011	0.0008	0.0069
PEND	0.0005	-0.0033	-0.0034	0.0037	-0.0039	0.0037	0.0342

	MOTEX	TEKNO	MTPRD	YANMED	EFISIEN
MOTIN	0.0000	0.0000	0.0000	0.0000	0.0000
MOTEX	0.0000	0.0000	0.0000	0.0000	0.0000
TEKNO	0.0000	0.0000	0.0000	0.0000	0.0000
MTPRD	0.0000	0.0000	0.0000	0.0000	0.0000
YANMED	0.0000	0.0000	0.0000	0.0000	0.0000
EFISIEN	0.0000	0.0000	0.0000	0.0000	0.0000
LABA	-0.0033	0.0000	0.0000	0.0000	0.0000
BIAYA	-0.0061	0.0000	0.0000	0.0000	0.0000
PEND	-0.0156	0.0000	0.0000	0.0000	0.0000

Modification Indices

Covariances:

M.I. Par Change

Variances:

M.I. Par Change

Regression Weights:

M.I. Par Change

MTPRD <-----	YANMED	5.458	0.576
LABA <-----	BIAYA	4.083	0.523
LABA <-----	PEND	4.212	0.651

Variance-covariance Matrix of Estimates

	par-1	par-2	par-3	par-4	par-5	par-6	par-7
Tesis							
par-1	20.716						
par-2	13.234	32.907					
par-3	6.397	15.639	25.613				
				11.006			

par-5	3.503	8.219	10.399	7.048	17.198					
par-6	4.206	14.221	10.399	4.036	5.349					
par-7	8.498	6.935	9.602	4.919	4.991					
par-8	6.396	5.490	5.033	4.187	4.991					
par-9	10.427	9.426	6.922	3.466	7.062					
par-10	8.127	15.403	14.721	7.542	5.418					
par-11	5.937	12.294	7.645	6.273	7.589					
par-12	9.879	21.404	10.430	5.226	10.917					
par-13	4.719	12.273	12.711	8.705	11.039					
par-14	7.800	20.775	16.640	7.292	16.416					
par-15	4.746	10.444	16.535	9.518	11.694					
par-16	0.000	0.000	0.000	-0.000	-0.000					
par-17	0.000	0.000	0.000	0.000	0.000					
par-18	0.000	0.000	0.000	0.000	0.000					
par-19	0.000	0.000	0.000	0.000	0.000					
par-20	-0.000	-0.000	-0.000	-0.000	-0.000					
par-21	0.000	-0.000	-0.000	0.000	0.000					
par-22	-0.000	0.000	-0.000	0.000	0.000					
par-23	0.000	-0.000	-0.000	0.000	0.000					
par-24	-0.000	-0.000	-0.000	0.000	0.000					
par-25	-0.000	-0.000	-0.000	-0.000	-0.000					
par-26	-0.000	-0.000	-0.000	-0.000	-0.000					
par-27	-0.000	-0.000	-0.000	-0.000	-0.000					
par-28	0.000	0.000	0.000	0.000	0.000					
par-29	-0.000	0.000	0.000	0.000	0.000					
par-30	0.000	-0.000	-0.000	0.000	0.000					
par-31	0.000	0.000	0.000	0.000	0.000					
par-32	0.000	0.000	0.000	0.000	0.000					
par-33	0.000	0.000	0.000	0.000	0.000					
par-34	0.000	0.000	0.000	-0.000	-0.000					
par-35	0.000	0.000	0.000	0.000	0.000					
par-36	-0.000	0.000	0.000	0.000	0.000					
par-37	-0.000	-0.000	-0.000	0.000	0.000					
par-38	0.000	0.000	-0.000	0.000	0.000					
par-39	-0.000	-0.000	-0.000	0.000	0.000					
par-40	-0.000	-0.000	-0.000	0.000	0.000					
par-41	-0.000	-0.000	-0.000	-0.000	-0.000					
par-42	-0.000	-0.000	-0.000	-0.000	-0.000					
par-43	-0.000	-0.000	-0.000	-0.000	-0.000					
par-44	0.000	0.000	0.000	0.000	0.000					
par-45	0.000	0.000	0.000	0.000	0.000					
par-46	-0.000	-0.000	-0.000	0.000	0.000					
par-47	-0.000	-0.000	-0.000	-0.000	-0.000					
par-48	-0.000	-0.000	-0.000	-0.000	-0.000					
par-49	-0.000	-0.000	-0.000	-0.000	-0.000					
par-50	15.387	16.555	9.664	4.360	5.376					
par-51	13.007	6.134	4.230	1.892	2.282					
par-52	10.506	30.721	24.644	8.574	12.528					
par-53	3.891	7.752	17.400	11.896	5.228					
par-54	2.119	4.822	7.862	7.095	9.164					
par-55	5.788	13.968	11.173	6.068	20.105					
par-56	0.000	0.000	0.000	0.000	0.000					
par-57	-0.000	-0.000	-0.000	-0.000	-0.000					
par-58	0.000	0.000	-0.000	0.000	0.000					
par-59	0.000	0.000	0.000	-0.000	-0.000					
par-60	-0.000	-0.000	-0.000	-0.000	-0.000					
par-61	0.000	-0.000	0.000	0.000	0.000					
par-62	-0.000	-0.000	-0.000	-0.000	-0.000					
par-63	0.000	0.000	0.000	0.000	0.000					
par-64	0.000	0.000	0.000	0.000	0.000					
par-8	10.465	23.412	20.303	13.249	29.747					
par-9	8.232	5.182	9.407	11.077	9.543					
par-10	4.110	4.753	11.186	9.609	22.775					
par-11	5.262	12.114	7.454	9.102	12.786					
par-12	4.838	6.097	9.546	6.344	9.446					
par-13	6.150	14.792	10.704	10.704	16.254					
par-14	4.281	8.674	10.704	6.344	9.446					
par-15	-0.000	0.000	0.000	-0.000	-0.000					
par-16	-0.000	0.000	0.000	-0.000	-0.000					
par-17	-0.000	0.000	0.000	-0.000	-0.000					
par-18	-0.000	0.000	0.000	-0.000	-0.000					
par-19	-0.000	0.000	0.000	-0.000	-0.000					

par-34	-0.013	0.000	0.028	-0.009	0.000	0.000	0.039
par-35	0.000	0.000	0.000	0.000	0.000	0.000	0.143
par-36	0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-37	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-38	0.000	-0.000	0.000	0.000	0.000	0.000	0.000
par-39	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-40	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-41	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-42	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-43	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-44	0.000	-0.000	0.000	0.000	0.000	0.000	0.000
par-45	0.000	-0.000	0.000	0.000	0.000	0.000	0.000
par-46	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-47	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-48	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-49	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-50	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-51	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-52	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-53	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-54	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-55	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-56	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-57	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-58	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-59	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-60	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-61	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-62	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-63	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-64	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-43	0.054	-0.019	0.027	0.040	0.164	2.064	1.398
par-44	-0.005	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-45	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-46	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-47	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-48	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-49	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-51	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-52	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-53	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-54	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-55	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-56	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-57	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-58	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-59	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-60	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-61	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-62	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-63	-0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-64	-0.000	0.000	0.000	0.000	0.000	0.000	0.000

par-53	-0.000	0.000	0.000	0.000	0.000	-0.000	-0.000
par-54	-0.000	0.000	0.000	0.000	0.000	-0.000	0.000
par-55	-0.000	0.000	0.000	0.000	0.000	-0.000	0.000
par-56	-0.000	0.000	0.000	-0.000	0.000	0.000	0.000
par-57	0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-58	0.000	-0.000	-0.000	-0.000	0.000	0.000	0.000
par-59	0.000	0.000	0.000	0.000	-0.000	2.100	0.000
par-60	0.000	0.000	0.000	0.000	-0.000	1.648	-0.000
par-61	0.000	-0.000	0.000	0.000	-0.000	0.000	-0.000
par-62	0.000	-0.000	-0.000	-0.000	0.000	0.000	0.883
par-63	0.000	-0.000	-0.000	0.000	-0.000	-0.000	1.360
par-64	0.000	-0.000	0.000	0.000	-0.000	-0.000	-0.000

par-50 par-51 par-52 par-53 par-54 par-55 par-56

par-50	42.411						
par-51	5.583	30.304					
par-52	16.378	6.739	57.624				
par-53	5.703	2.656	10.539	28.727			
par-54	3.333	1.340	6.976	4.926	12.653		
par-55	8.671	3.864	22.500	5.548	6.637	60.901	
par-56	0.000	0.000	0.000	0.000	0.000	0.000	3.330
par-57	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	0.000
par-58	0.000	0.000	0.000	-0.000	-0.000	-0.000	0.000
par-59	0.000	-0.000	0.000	0.000	0.000	0.000	0.000
par-60	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	0.000
par-61	0.000	0.000	0.000	-0.000	0.000	0.000	-0.000
par-62	-0.000	0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-63	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-64	0.000	0.000	0.000	0.000	0.000	0.000	0.000

par-57 par-58 par-59 par-60 par-61 par-62 par-63

par-57	8.751						
par-58	-0.000	3.928					
par-59	-0.000	0.000	3.771				
par-60	-0.000	-0.000	1.169	2.323			
par-61	-0.000	0.000	-0.000	0.000	30.420		
par-62	-0.000	0.000	0.000	0.000	-0.000	1.472	
par-63	-0.000	0.000	0.000	-0.000	-0.000	0.530	3.489
par-64	-0.000	0.000	0.000	-0.000	0.000	-0.000	-0.000

par-64

par-64	7.011
--------	-------

Correlations of Estimates

par-1 par-2 par-3 par-4 par-5 par-6 par-7

par-1	1.000						
par-2	0.507	1.000					
par-3	0.278	0.538	1.000				
par-4	0.182	0.308	0.609	1.000			
par-5	0.186	0.345	0.399	0.491	1.000		
par-6	0.634	0.503	0.417	0.237	0.262	1.000	
par-7	0.466	0.301	0.473	0.354	0.213	0.559	1.000
par-8	0.434	0.296	0.307	0.374	0.372	0.551	0.544
par-9	0.473	0.340	0.283	0.207	0.352	0.655	0.417
par-10	0.396	0.596	0.646	0.483	0.290	0.321	0.458
par-11	0.358	0.589	0.415	0.498	0.503	0.305	0.275
par-12	0.398	0.604	0.378	0.277	0.483	0.357	0.235
par-13	0.252	0.519	0.609	0.610	0.693	0.386	0.288
par-14	0.268	0.566	0.514	0.329	0.619	0.432	0.244
par-15	0.214	0.374	0.671	0.565	0.579	0.294	0.368
par-16	0.000	0.000	0.000	-0.000	-0.000	0.000	0.000
par-17	0.000	0.000	0.000	-0.000	-0.000	0.000	-0.000
par-18	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-19	-0.000	0.000	0.000	-0.000	-0.000	0.000	0.000
par-20	-0.000	0.000	0.000	0.000	0.000	0.000	-0.000
par-21	0.000	-0.000	-0.000	0.000	-0.000	-0.000	0.000
par-22	-0.000	0.000	0.000	0.000	0.000	-0.000	0.000
par-23	0.000	-0.000	-0.000	0.000	-0.000	0.000	-0.000
par-24	0.000	-0.000	0.000	0.000	0.000	0.000	0.000
par-25	-0.000	-0.000	0.000	0.000	0.000	-0.000	-0.000

par-42	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-43	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-44	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-45	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-46	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-47	-0.000	-0.000	0.000	-0.000	0.000	-0.000	0.000
par-48	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-49	0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-50	0.205	0.221	0.530	0.502	0.540	0.275	0.286
par-51	0.359	0.406	0.155	0.137	0.155	0.133	0.145
par-52	0.279	0.335	0.384	0.387	0.464	0.641	0.742
par-53	0.209	0.148	0.530	0.272	0.192	0.326	0.223
par-54	0.359	0.174	0.253	0.502	0.242	0.641	0.299

par-55	0.201	0.406	0.197	0.267	0.540	0.380	0.742
par-56	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-57	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-58	-0.000	-0.000	0.000	0.000	0.000	-0.000	-0.000
par-59	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-60	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-61	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-62	0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-63	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-64	0.000	0.000	0.000	0.000	0.000	0.000	0.000

par-15 par-16 par-17 par-18 par-19 par-20 par-21

par-15	1.000						
par-16	0.000	1.000					
par-17	0.000	-0.198	1.000				
par-18	-0.000	-0.141	-0.326	1.000			
par-19	0.000	-0.080	-0.107	-0.221	1.000		
par-20	0.000	-0.009	-0.054	-0.135	-0.317	1.000	
par-21	0.000	-0.046	-0.053	-0.403	0.025	-0.244	1.000
par-22	0.000	0.000	-0.000	-0.000	-0.000	0.000	-0.000
par-23	0.000	-0.000	0.000	-0.000	-0.000	0.000	0.000
par-24	-0.000	-0.000	0.000	-0.000	0.000	0.000	0.000
par-25	0.000	-0.000	-0.000	0.000	-0.000	-0.000	0.000
par-26	-0.000	0.000	-0.000	-0.000	0.000	-0.000	0.000
par-27	-0.000	0.000	-0.000	0.000	-0.000	0.000	-0.000
par-28	0.000	0.000	0.000	-0.000	0.000	-0.000	0.000
par-29	0.000	-0.000	0.000	-0.000	0.000	0.000	0.000
par-30	-0.000	-0.000	0.000	-0.000	0.000	0.000	0.000
par-31	0.000	0.000	-0.000	0.000	-0.000	0.000	-0.000
par-32	0.000	-0.000	0.000	-0.000	0.000	-0.000	0.000
par-33	0.000	0.000	-0.000	0.000	0.000	-0.000	-0.000
par-34	0.000	0.000	-0.000	0.000	0.000	0.000	-0.000
par-35	-0.000	0.000	-0.000	0.000	0.000	-0.000	-0.000
par-36	0.000	0.000	-0.000	0.000	0.000	-0.000	-0.000
par-37	0.000	0.000	-0.000	0.000	0.000	0.000	-0.000
par-38	0.000	0.000	-0.000	0.000	-0.000	0.000	-0.000
par-39	-0.000	-0.000	-0.000	0.000	-0.000	-0.000	-0.000
par-40	0.000	-0.000	0.000	-0.000	0.000	-0.000	0.000
par-41	0.000	-0.000	-0.000	0.000	0.000	0.000	0.000
par-42	-0.000	-0.000	0.000	-0.000	-0.000	-0.000	0.000
par-43	-0.000	-0.000	0.000	-0.000	-0.000	-0.000	-0.000
par-44	0.000	0.000	-0.000	0.000	-0.000	-0.000	-0.000
par-45	0.000	0.000	-0.000	-0.000	0.000	0.000	0.000
par-46	0.000	0.000	0.000	-0.000	0.000	0.000	0.000
par-47	0.000	0.000	0.000	-0.000	0.000	-0.000	0.000
par-48	-0.000	-0.000	-0.000	0.000	0.000	-0.000	-0.000
par-49	-0.000	0.000	-0.000	-0.000	-0.000	0.000	0.000
par-50	0.222	0.000	0.000	-0.000	0.000	0.000	-0.000
par-51	0.120	0.000	-0.000	0.000	-0.000	-0.000	0.000
par-52	0.417	0.000	0.000	0.000	0.000	0.000	-0.000
par-53	0.484	-0.000	-0.000	0.000	0.000	-0.000	0.000
par-54	0.330	0.000	0.000	-0.000	0.000	-0.000	-0.000
par-55	0.484	0.000	0.000	-0.000	0.000	0.000	0.000
par-56	0.000	0.000	-0.000	0.000	0.000	-0.000	0.000
par-57	-0.000	0.000	0.000	-0.000	0.000	0.000	0.000
par-58	-0.000	0.000	0.000	0.000	-0.000	-0.000	-0.000
par-59	0.000	-0.000	-0.000	-0.000	0.000	-0.000	-0.000
par-60	-0.000	-0.000	-0.000	0.000	-0.000	-0.000	0.000
par-61	0.000	0.000	0.000	0.000	-0.000	0.000	-0.000
par-62	-0.000	0.000	-0.000	-0.000	-0.000	0.000	-0.000
par-63	0.000	0.000	0.000	0.000	0.000	0.000	-0.000

par-56	0.000	0.000	0.000	0.000	0.000	0.000	1.000
par-57	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	0.000
par-58	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-59	0.000	-0.000	0.000	0.000	0.000	0.000	0.000
par-60	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	0.000
par-61	0.000	0.000	0.000	-0.000	0.000	0.000	-0.000
par-62	-0.000	0.000	-0.000	-0.000	-0.000	-0.000	-0.000
par-63	0.000	0.000	0.000	0.000	0.000	0.000	0.000
par-64	0.000	0.000	0.000	0.000	0.000	0.000	0.000

	par-57	par-58	par-59	par-60	par-61	par-62	par-63
par-57	1.000						
par-58	-0.000	1.000					
par-59	-0.000	0.000	1.000				
par-60	-0.000	-0.000	0.395	1.000			
par-61	-0.000	0.000	-0.000	0.000	1.000		
par-62	-0.000	0.000	0.000	0.000	-0.000	1.000	
par-63	-0.000	0.000	0.000	-0.000	-0.000	0.234	1.000
par-64	-0.000	0.000	0.000	-0.000	0.000	-0.000	-0.000

	par-64
par-64	1.000

Summary of models

Model	NPAE	CMTN	DF	P	CMTN/DF
Default model	64	49.626	56	0.713	0.886
Saturated model	120	0.000	0		
Independence model	15	114.349	105	0.251	1.089

Model	RMR	GFI	AGFI	FGFI
Default model	2.072	0.775	0.519	0.362
Saturated model	0.000	1.000		
Independence model	3.866	0.463	0.386	0.405

Model	DELTA1 NFI	RHO1 RFI	DELTA2 IFI	RHO2 TLI	CFI
Default model	0.566	0.186	1.109	2.278	1.000
Saturated model	1.000		1.000		1.000
Independence model	0.000	0.000	0.000	0.000	0.000

Model	PRATIO	PNFI	PCFI
Default model	0.533	0.302	0.533
Saturated model	0.000	0.000	0.000
Independence model	1.000	0.000	0.000

Model	NCP	LO 90	HI 90
Default model	0.000	0.000	13.388
Saturated model	0.000	0.000	0.000
Independence model	9.349	0.000	39.455

Model	FMIN	F0	LO 90	HI 90
Default model	2.363	0.000	0.000	0.638
Saturated model	0.000	0.000	0.000	0.000
Independence model	5.445	0.445	0.000	1.879

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	0.000	0.000	0.107	0.794
Independence model	0.065	0.000	0.134	0.384

Model	AIC	BCC	BIC	CAIC
Default model	177.626	82.011	517.677	408.357
Saturated model	249.099	60.723	877.583	672.630
Independence model	144.349	181.940	224.043	198.417

Model	ECVI	LO 90	HI 90	MECVI
Default model	8.458	8.762	9.399	3.905
Saturated model	11.429	11.429	11.429	2.892
Independence model	6.874	6.429	8.307	5.897

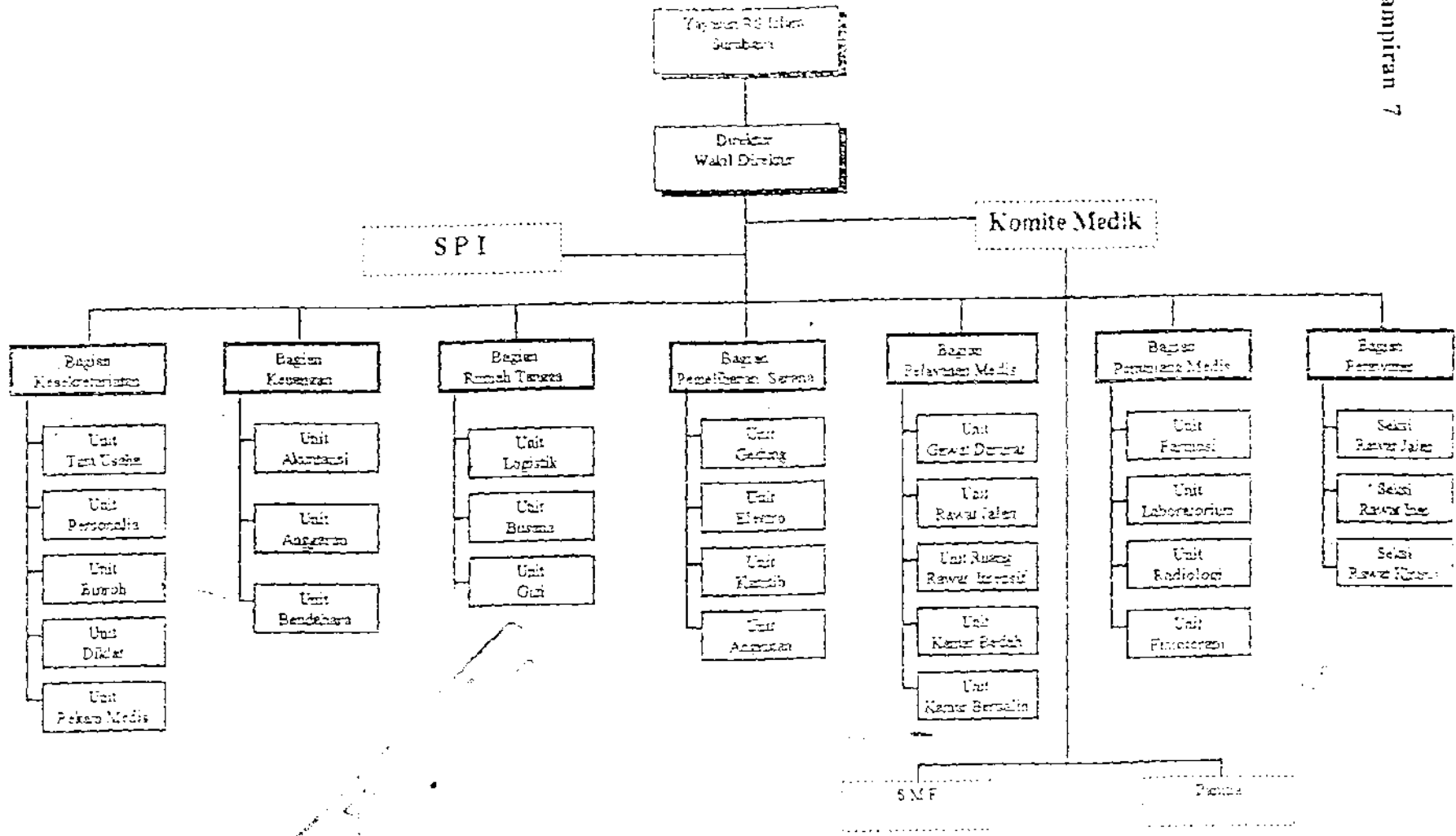
Model	HOELTER .05	HOELTER .01
Default model	110	114
Independence model	102	105

Execution time summary:

Minimization: 0.220
 Miscellaneous: 2.310
 Bootstrap: 0.090
 Total: 2.530

Struktur Organisasi RS Islam Surabaya
ADLN - Perpustakaan Universitas Airlangga

Lampiran 7



RUMAH SAKIT ISLAM

L. Tend. A. Yani 2-4 Surabaya

Lampiran 8

DAFTAR HADIR

RAPAT : DISKUSI / PRESENTASI
 HARI, TANGGAL : SENIN, 19 MARI 2003
 TOPIK : HASIL PENELITIAN DRA. ST. YATIMAH

NO	NAMA	JABATAN RUANGAN	TANDA TANGAN	KETERANGAN
1	Dina Siluman	MR	1. Dina	
2	Rizki	ITP		
3	Taufiq	K. V. BUKA		
4	Latif S.	UK		
5	Yusuf	KP		
6	Ryfitv...	UK		
7	Lilip KURNIA	RC	7. Lilip	
8	SIPAKINJ	R.D		
9	Siti Sukelili	R. D...	9. Siti	
10	Wahid	DAWI		
11	Suleh	DAWI	11. Suleh	
12	SITI ARDIYATI	Kev. Anj		
13	M. Rizki	Bintal	13. M. Rizki	
14	Y. Adhita D...	BY		
15	AGUS S		15. Agus	
16	Adwin	R. Vip		
17	XINIKS	AB	17. XINIKS	
18	AD. Rochman	TPPR		
19	RUTWI & W	BUSANA	19. RUTWI & W	
20	Heni	GRI		
21	Kandayan	Poli	21. Kandayan	
22	Anis	meas		
23	Sugeng	Kantia	23. Sugeng	
24	Hola	Kore Ben		
25	Henni B.	angutan	25. Henni B.	
26	Dr. D. IUDIK	DAI		
27	Nur Yanti		27. Nur Yanti	
28				
29				
30				

Surabaya,

Pimpinan Rapat,

Sekretaris,