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LAMPIRAN

LAMPIRAN SATU

DAFTAR PERTANYAAN

DAFTAR PERTANYAAN
PENELITIAN

TENTANG

PENGARUH PENGEMBANGAN SUMBER DAYADOSEN TERHADAP PENGETAHUAN, KETERAMPILAN, SIKAP DAN KINERJA DOSEN BIDANG PENDIDIKAN DAN PENGAJARAN DI LINGKUNGAN UNIVERSITAS HALUOLEO KENDARI - SULTRA

KUESIONER INI DITUJUKAN BAGI
DOSEN DAN MAHASISWA
UNIVERSITAS HALUOLEO

Peneliti

ABDUL RAZAK YUSUF
NIM. 090214864-M

Tujuan Penelitian

PENYELESAIAN KAHIR STUDI
PADA PROGRAM STUDI MANAJEMEN
PASCASARJANA UNAIR
SURABAYA 2004

KUESIONER DOSEN

Petunjuk Pengisian :

Mohon dengan hormat bantuan dan kesediaan Bapak/ Ibu untuk memberi jawaban dan mengisi dari pertanyaan yang ada pada bagian identitas responden sesuai keadaan yang sebenarnya.

I. Identitas Responden :

1. Umur ☐ Thn. Statrus Perkawinan | Kawin | Belum
2. Pendidikan saat masuk sebagai dosen | S1 | S2 | S3
3. Pendidikan saat ini ☐ | S1 | S2 | S3
4. Masa kerja hingga saat ini ☐ Tahun.
5. Pangkat/ Golongan _____ / _____
6. Dosen pada Program Studi _____
7. Fakultas _____
8. Jabatan Struktural _____

DAFTAR PERTANYAAN

Petunjuk Pengisian

- **Daftar berikut ini adalah deskripsi pertanyaan tentang pengembangan sumber daya dosen, kemampuan kerja dan kinerja dosen sejak diangkat sebagai tenaga pengajar (dosen) di lingkungan Universitas Haluoleo.**
- **Beri tanda (√) pada kolom jawaban yang tersedia.**
- **Pilih salah satu alternatif jawaban dari 5 (lima) alternatif jawaban yang tersedia.**
- **Kami menjamin kerahasian identitas dan isian Bapak/ Ibu.**
- **Untuk alternatif tanggapan Bapak/ Ibu gunakan kunci jawaban sesuai dengan masing-masing petunjuk sebagai berikut :**

I. Pengembangan Sumber Daya Dosen (PSDD)

1.1. Pendidikan

Petunjuk : Seberapa besar dukungan institusi terhadap endidikan bagi dosen dibawah ini ?.
Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petununjuk dibawah ini.

Sangat Kurang	Kurang	Cukup Besar	Besar	Sangat Besar
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Fakultas selalu memprogramkan bagi dosen untuk melanjutkan pendidikan.	1 2 3 4 5
2. Fakultas selalu memberi dukungan administrasi dosen melanjutkan pendidikan.	1 2 3 4 5
3. Fakultas selalu memberi dukungan finansial yang cukup dalam melanjutkan pendidikan.	1 2 3 4 5
4. Fakultas selalu memberi dukungan atas inisiatif sendiri untuk melanjutkan pendidikan.	1 2 3 4 5
5. Fakultas selalu memberi bantuan jika dosen mendapat hambatan dalam proses pendidikan.	1 2 3 4 5

1.2. Pelatihan

Petunjuk : Seberapa efektif pelatihan saudara rasakan yang diberikan oleh institusi ?.
Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petunujuk dibawah ini.

Tidak Efektif	Kurang Efektif	Cukup Efektif	Efektif	Sangat Efektif
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Pelatihan metodologi Pengajaran dan Penelitian yang diselenggarakan oleh institusi	1 2 3 4 5
2. Kursus bahasa Inggeris dalam meningkatkan kemampuan berbahasa yang difasilitasi oleh institusi.	1 2 3 4 5
3. Pelatihan penyusunan modul bahan ajar yang diselenggarakan oleh institusi.	1 2 3 4 5
4. Pembibingan magang mengajar mata kuliah yang difasilitasi oleh institusi.	1 2 3 4 5

1.3. Penembangan Wawasan

Petunjuk: - Seberapa dukungan institusi untuk pengembangan wawasan ?.
- Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petunujuk dibawah ini

Tidak Mendukung	Kurang Mendukung	Cukup Mendukung	Mendukung	Sangat Mendukung
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Dukungan institusi mengikutkan dosen dalam seminar, simposium dan loka karya	1 2 3 4 5
a. Tingkat Lokal	
b. Tingkat Regional	1 2 3 4 5

c. Tingkat Nasional d. D. Tingkat UInternasional	1 2 3 4 5 1 2 3 4 5
2. Dukungan institusi pada dosen ikut serta menyajikan materi pada forum-forum ilmiah; a. Tingkat Lokal.	1 2 3 4 5
b. Tingkat Regional.	1 2 3 4 5
c. Tingkat Nasional.	1 2 3 4 5
d. Tingkat Internasional.	1 2 3 4 5
3. Dukungan institusi pada dosen agar menulis karya ilmiah dalam bentuk artikel, jurnal ilmiah dan jumlah karya ilmiah; a. Tingkat Lokal.	1 2 3 4 5
b. Tingkat Regional.	1 2 3 4 5
c. Tingkat Nasional.	1 2 3 4 5
d. Tingkat Internasional.	1 2 3 4 5
4. Dukungan institusipada dosen agar mengikuti lomba karya ilmiah ; a. Tingkat Lokal.	1 2 3 4 5
b. Tingkat Regional.	1 2 3 4 5
c. Tingkat Nasional.	1 2 3 4 5
d. Tingkat Internasional.	1 2 3 4 5
5. Dukungan institusi pada dosen dalam membuat Buku yang dipublikasikan	1 2 3 4 5

II. Pengetahuan

2.1. Kedalaman Materi

Petunjuk: Seberapa besar penilaian dosen sendiri terhadap pengetahuan tentang kedalaman materi yang disajikan ?.
Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petununjuk dibawah ini

Sangat Kurang	Kurang	Cukup Besar	Besar	Sangat Besar
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Saya merasa telah mempunyai pengetahuan yang mendalam dalam proses belajar mengajar.	1 2 3 4 5
2. Saya merasa materi yang disajikan sangat menunjang untuk pengembangan wawasan mahasiswa.	1 2 3 4 5
3. Saya merasa mata kuliah yang diajarkan merasa sangat relevan dengan minat studi.	1 2 3 4 5
4. Saya merasa materi kuliah diluar minat utama mampu menyajikan materi kuliah.	1 2 3 4 5
5. Saya merasa Jenjang pendidikan saat ini sangat menunjang mata kuliah yang diajarkan.	1 2 3 4 5

2.2. Penguasaan Materi

Petunjuk: Seberapa besar penilaian terhadap dosen sendiri tentang penguasaan materi yang disajikan.
Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petununjuk dibawah ini

Sangat Kurang	Kurang	Cukup Besar	Besar	Sangat Besar
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1 Saya merasa berkompeten dalam menyajikan materi kuliah.	1 2 3 4 5

2	Saya merasa menguasai materi yang saya ajarkan sesuai tugas yang diberikan oleh fakultas.	1 2 3 4 5
3	Saya merasa selam ini menguasai bahan-bahan ajar yang harus diberikan sesuai dengan silabi.	1 2 3 4 5
4	Saya merasa mampu membaca artikel-artikel dalam bahas asing untuk pengembangan wawasan.	1 2 3 4 5
5	Saya merasa cukup menguasai materi pendukung untuk menunjang proses belajar mengajar yang dilakukan.	1 2 3 4 5

2.3. Metode Mengajar

Petunjuk: Seberapa kemampuan dan pemanfaatan metode mengajar dalam mengajar.
Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petununjuk dibawah ini

Tidak Mampu	Kurang Mampu	Cukup Mampu	Mampu	Sangat Mampu
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Saya merasa mampu menggunakan fasilitas mengajar yang tersedia untuk menunjang penerapan metode mengajar.	1 2 3 4 5
2. Saya merasa tahu tentang metode belajar yang perlu digunakan dalam proses belajar mengajar kepada mahasiswa.	1 2 3 4 5
3. Saya merasa mampu dapat memilih metode apa yang cocok dengan materi yang disajikan.	1 2 3 4 5
4. Saya merasa mampu dengan metode mengajar yang bervariasi yang saya gunakan, mahasiswa lebih mudah menyerap materi kuliah.	1 2 3 4 5
5. Saya merasa bahwa kegiatan pengembangan yang pernah saya ikuti mampu meningkatkan pengetahuan saya tentang metode mangajar.	1 2 3 4 5

III. Keterampilan

3.1. Menyampaikan Materi

Petunjuk: - Seberapa penilaian dosen sendiri terhadap keterampilan dosen tentang kemampuan menyampaikan materi.
- Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petununjuk dibawah ini

Tidak Mampu	Kurang Mampu	Cukup Mampu	Mampu	Sangat Mampu
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Saya marasa keterampilan dalam menyampaikan materi mencukupi.	1 2 3 4 5
2. Saya merasa mudah/ lancar dalam menyampaikan materi.	1 2 3 4 5
3. Saya merasa mampu untuk menjelaskan secara rinci materi yang harus disampaikan.	1 2 3 4 5
4. Saya merasa mampu membuat kelas menjadi hidup dalam menyampaikan materi.	1 2 3 4 5
5. Saya merasa memberikan jawaban dengan kalimat yang mudah di tangkap oleh mahasiswa	1 2 3 4 5

3.2. Menjelaskan Materi

Petunjuk: - Seberapa penilaian dosen sendiri terhadap keterampilan dosen tentang kemampuan menjelaskan materi.
- Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petununjuk dibawah ini

Tidak Mampu	Kurang Mampu	Cukup Mampu	Mampu	Sangat Mampu
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Saya merasa mampu menggambarkan fakta-fakta yang relevan dengan teori yang diberikan.	1 2 3 4 5
2. Saya merasa mampu memberi gambaran melalui contoh-contoh konkrit.	1 2 3 4 5
3. Saya merasa mampu menghubungkan antara teori dengan praktek.	1 2 3 4 5

4. Saya merasa mampu memberikan umpan balik kepada mahasiswa sebagai evaluasi daya serap materi.	1 2 3 4 5
5. Saya merasa mampu menjelaskan implikasi dari teori dan konsep yang dijelaskan dalam perkuliahan.	1 2 3 4 5

3.3. Implementasi Materi

Petunjuk: - Seberapa penilaian dosen sendiri terhadap keterampilan dosen tentang kemampuan dalam implementasi materi.
- Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petununjuk dibawah ini

Tidak Mampu	Kurang Mampu	Cukup Mampu	Mampu	Sangat Mampu
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Saya merasa mampu mendapatkan kasus-kasus yang relevan dengan kondisi ril.	1 2 3 4 5
2. Saya merasa mampu menjelaskan penerapan teori dalam kasus.	1 2 3 4 5
3. Saya menggunakan fasilitas belajar yang ada untuk mengajak mahasiswa melaksanakan studi banding.	1 2 3 4 5
4. Saya merasa mampu mengaktifkan mahasiswa dalam diskusi atau tugas studi kasus.	1 2 3 4 5
5. Saya merasa mapu menyajikan materi dalam bentuk bagan/skema dengan menggunakan media pengajaran. (teknologi komunikasi).	1 2 3 4 5
6. Saya merasa mampu menjawab secara memuaskan kepada mahasiswa yang bertanya.	1 2 3 4 5

IV. S i k a p

4.1. Kognitif.

Petunjuk: - Seberapa tingkat persetujuan dosen, terhadap pernyataan-pernyataan berikut ini.
- Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petunjuk dibawah ini

Tidak Setuju	Kurang Setuju	Ragu-Ragu	Setuju	Sangat Setuju

Pernyataan	Alternatif Jawaban
1. Pekerjaan dosen membutuhkan waktu lebih banyak dalam meyiapkan renacana matakuliah yang akan diajarkan.	1 2 3 4 5
2. Pekerjaan dosen menuntut keingintahuan tentang kemampuan dan karakter mahasiswa diawal kuliah.	1 2 3 4 5
3. Pekerjaan dosen menyita waktu bagi keluarga diluar jam mengajar.	1 2 3 4 5
4. Pekerjaan dosen perlu menyiapkan waktu bagi mahasiswa untuk bertanya jika ada hal-hal yang kurang jelas.	1 2 3 4 5
5. Pekerjaan dosen senantiasa melakukan evaluasi belajar mahasiswa sesuai dengan tujuan belajar yang ditetapkan..	1 2 3 4 5

diluar jam mengajar.	
4. Pekerjaan dosen perlu menyiapkan waktu bagi mahasiswa untuk bertanya jika ada hal-hal yang kurang jelas.	1 2 3 4 5
5. Pekerjaan dosen senantiasa melakukan evaluasi belajar mahasiswa sesuai dengan tujuan belajar yang ditetapkan.	1 2 3 4 5

4.2. Afektif

Petunjuk : - Seberapa tingkat persetujuan dosen terhadap pernyataan pernyatan ini.
- Alternatif tanggapan Bapak/ Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petunjuk dibawah ini.

Tidak Setuju	Kurang Setuju	Cukup Setuju	Setuju	Sangat Setuju
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Saya merasa suka dengan pekerjaan dosen sekalipun membutuhkan waktu lebih banyak dalam menyiapkan rencana mata kuliah yanag akan diajarkan.	1 2 3 4 5
2. Saya merasa suka dengan pekerjaan dosensekalipun dituntut keingintahuan tentang kemampuan dan karakter mahasiswa diawal kuliah.	1 2 3 4 5
3. Saya merasa suka dengan pekerjaan dosen sekalipun menyiapkan waktu bagi mahasiswa diluar waktu mengajar.	1 2 3 4 5
4. Saya merasa suka dengan pekerjaan dosen sekalipun perlu menyiapkan waktu bagi mahasiswa diluar waktu mengajar..	1 2 3 4 5
5. Saya merasa suka dengan pekerjaan sekalipun selalu dituntut peningkatan pengetahuan dan keterampilan dalam mengajar.	1 2 3 4 5

4.3. Konatif

Petunjuk : - Seberapa tingkat persetujuan dosen terhadap pernyataan pernyatan ini.
- Alternatif tanggapan Bapak/ Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petunjuk dibawah ini.

4.2. Afektif.

Petunjuk: - Seberapa tingkat persetujuan dosen, terhadap pernyataan-pernyataan berikut ini.
- Alternatif tanggapan Bapak/Ibu dengan menggunakan kunci jawaban sesuai dengan masing-masing petunjuk dibawah ini

Tidak Setuju	Kurang Setuju	Cukup Setuju	Setuju	Sangat Setuju
1	2	3	4	5

	Alternatif Jawaban
1. Merasa suka dengan pekerjaan dosen karena membutuhkan waktu lebih banyak dalam meyiapkan renacana mata kuliah yang akan diajarkan.	1 2 3 4 5
2. Merasa suka dengan pekerjaan dosen dituntut keingintahuan tentang kemampuan dan karakter mahasiswa diawal kuliah.	1 2 3 4 5
3. Merasa suka dengan pekerjaan dosen karena tidak menyita waktu bagi keluarga diluar jam mengajar.	1 2 3 4 5
4. Merasa dengan pekerjaan dosen karena tidak perlu menyiapkan waktu bagi mahasiswa diluar waktu mengajar.	1 2 3 4 5
5. Merasa dengan pekerjaan dosen karena selalu dituntut peningkatan pengetahuan dan keterampilan dalam mengajar	1 2 3 4 5

4.3. Konatif.

Petunjuk : - Seberapa tingkat persetujuan dosen, terhadap pernyataan-pernyataan berikut ini.
- Alternatif tanggapan Bapak/Ibu dengan menggunakan jawaban sesuai dengan masing-masing petunjuk dibawah ini

Tidak Setuju	Kurang Setuju	Cukup Setuju	Setuju	Sangat Setuju
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Sebagai dosen Selalu berusaha untuk meningkatkan pengetahuan dan keterampilan mengajar.	1 2 3 4 5
2. Sebagai dosen selalu berusaha meningkatkan pendidikan dan pengembangan wawasan guna guna meninghktakan kemampuan mengajar.	1 2 3 4 5
3. Sebagai dosen selalu berusaha menyajikan materi kuliah yang lebih berkualitas guna menciptakan lulusan yang berkualitas pula.	1 2 3 4 5
4. Tetap memilih pekerjaan sebagai profesi dosen sekalipun ada tawaran yang lebih baik.	1 2 3 4 5
5. Sabagai dosen, tatap akan mengajar sekalipun kesal dengan sikap mahasiswa.	1 2 3 4 5

Kuesioner untuk mahasiswa Tentang Kinerja Dosen

Nama Dosen yang di evaluasi :
Kegiatan : Pengajaran/ Bimbingan Sikripsi/ Penasehat Akademik *) (coret yang tidak perlu).
Jurusan/ Program Studi :
Fakultas :

Petunjuk Pengisian :

a. Mohon bantuan dan kesediaan saudara untuk menjawab seluruh pertanyaan yang ada.
b. Beri tanda kros (√) pada salah satu kolom alternatif jawaban sesuai keadaan yang sebenarnya.
c. Ada 5 (lima) alternatif jawaban yang tersedia pilih salah satu jawaban yang tepat
d. Alternatif tanggapan saudara dengan menggunakan jawaban sesuai dengan masing-masing petunjuk dibawah ini.

V. Kinerja Dosen

5.1. Pengajaran

Petunjuk : - Seberapa persetujuan mahasiswa terhadap pernyatan-pernyataan tentang proses pengajaran yang dilakukan dosen berikut ini.
- Alternatif tanggapan saudara dengan menggunakan jawaban sesuai dengan masing-masing petunjuk dibawah ini.

Tidak Setuju	Kurang Setuju	Ragu-Ragu	Setuju	Sangat Setuju
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Dosen ini, selalu menyampaikan silabi, buku pegangan mengajar dan bahan ajar lainnya.	1 2 3 4 5
2. Dosen ini, hadir tepat waktu dan mengajar sesuai waktu yang tersedia	1 2 3 4 5
3. Dosen ini, menyajikan materi kuliah secara terstruktur dan sistematis.	1 2 3 4 5
4. Dosen ini, dalam menyajikan materi mudah dimengerti.	1 2 3 4 5
5. Dosen ini, selalu memberi umpan balik atas pertanyaan dan tugas mahasiswa.	1 2 3 4 5
6. Dosen ini, cukup komunikatif baik saat mengajar maupun diluar jam mengaja	1 2 3 4 5

5.2. Bimbingan Sikripsi Mahasiswa

Petunjuk : - Seberapa persetujuan mahasiswa terhadap pernyatan-pernyataan tentang proses pengajaran yang dilakukan dosen berikut ini.
- Alternatif tanggapan saudara dengan menggunakan jawaban sesuai dengan masing-masing petunjuk dibawah ini.

Tidak Setuju	Kurang Setuju	Ragu-Ragu	Setuju	Sangat Setuju
1	2	3	4	5

Pernyataan	Alternatif Jawaban
1. Dosen ini, dalam proses bimbingan sikripsi memberi arahan/ masukan guna kesempurnaan proposal/ skiripsi.	1 2 3 4 5
2. Dosen ini, arahan/ masukan sangat urgen dean relevan dengan konteks penelitian.	1 2 3 4 5
3. Dosen ini, menyiapkan waktu yang cukup pada saat konsultasi.	1 2 3 4 5
4. Dosen ini, selama proses konsultasi cukup komunikatif.	1 2 3 4 5
5. Dosen ini, selalu memberi motivasi agar penulisan segera diselesaikan.	1 2 3 4 5

5.3. Pembinaan Akademik Mahasiswa

Petunjuk : - Seberapa persetujuan mahasiswa terhadap pernyatan-pernyataan tentang proses pengajaran yang dilakukan dosen berikut ini.
- Alternatif tanggapan saudara dengan menggunakan jawaban sesuai dengan masing-masing petunjuk dibawah ini.

Tidak Setuju	Kurang Setuju	Ragu-Ragu	Setuju	Sangat Setuju
2	3	4	5	1

Pernyataan	Alternatif Jawaban
1. Dosen ini, selalu memberi perhatian khusus dan motivasi terhadap mahasiswa prestasi belajar rendah	1 2 3 4 5
2. Dosen ini selalu memberi arahan pada setiap awal tentang prestasi belajar mahasiswa.	1 2 3 4 5
3. Menyiapkan waktu bagi mahasiswa yang ingin berkonsultasi.	1 2 3 4 5
4. Berusaha memberi solusi atas permasalahan akademik mahasiswa jika diperlukan.	1 2 3 4 5
5. Dosen ini selalu memperhatikan kemajuan akademik bagi mahasiswa sebagai penasehat akademik	1 2 3 4 5

LAMPIRAN DUA

DATA PENELITIAN

Data Baru 06

	x1.1	x1.2	x1.3	x2.1	x2.2	x2.3	x3.1
1	16,00	17,00	32,00	17,00	17,00	17,00	19,00
2	17,00	18,00	39,00	19,00	19,00	19,00	21,00
3	20,00	17,00	33,00	20,00	20,00	20,00	20,00
4	18,00	16,00	28,00	18,00	18,00	18,00	20,00
5	19,00	17,00	49,00	20,00	20,00	20,00	20,00
6	21,00	18,00	44,00	21,00	22,00	23,00	22,00
7	21,00	18,00	44,00	20,00	19,00	23,00	22,00
8	25,00	20,00	56,00	22,00	24,00	27,00	23,00
9	19,00	17,00	36,00	19,00	19,00	19,00	21,00
10	21,00	18,00	47,00	21,00	21,00	23,00	20,00
11	25,00	20,00	59,00	21,00	24,00	27,00	22,00
12	24,00	19,00	64,00	23,00	24,00	27,00	22,00
13	20,00	15,00	27,00	16,00	15,00	15,00	21,00
14	19,00	15,00	23,00	16,00	15,00	15,00	20,00
15	22,00	20,00	66,00	25,00	23,00	28,00	20,00
16	17,00	16,00	27,00	16,00	16,00	16,00	21,00
17	22,00	18,00	46,00	23,00	21,00	24,00	20,00
18	17,00	16,00	31,00	17,00	17,00	17,00	20,00
19	23,00	19,00	52,00	24,00	23,00	25,00	20,00
20	23,00	19,00	33,00	24,00	22,00	25,00	21,00
21	25,00	20,00	62,00	25,00	23,00	27,00	23,00
22	23,00	19,00	54,00	23,00	24,00	25,00	22,00
23	25,00	20,00	59,00	25,00	25,00	24,00	23,00
24	20,00	17,00	39,00	20,00	20,00	20,00	20,00
25	23,00	19,00	51,00	24,00	24,00	25,00	22,00
26	21,00	18,00	47,00	22,00	23,00	23,00	22,00
27	22,00	18,00	59,00	23,00	23,00	24,00	22,00
28	23,00	19,00	58,00	23,00	23,00	23,00	23,00
29	17,00	16,00	36,00	16,00	16,00	16,00	20,00
30	15,00	15,00	22,00	15,00	15,00	15,00	19,00
31	16,00	15,00	25,00	16,00	16,00	16,00	18,00
32	21,00	19,00	52,00	23,00	23,00	23,00	23,00
33	23,00	19,00	50,00	21,00	23,00	25,00	23,00
34	21,00	18,00	48,00	21,00	22,00	23,00	22,00
35	22,00	18,00	53,00	22,00	23,00	23,00	22,00
36	24,00	19,00	54,00	22,00	25,00	25,00	23,00
37	22,00	18,00	50,00	23,00	23,00	24,00	21,00
38	20,00	17,00	38,00	20,00	21,00	22,00	21,00
39	21,00	18,00	47,00	21,00	22,00	23,00	20,00
40	20,00	17,00	43,00	21,00	21,00	22,00	24,00
41	25,00	20,00	55,00	23,00	23,00	27,00	25,00
42	21,00	18,00	41,00	21,00	22,00	23,00	22,00
43	24,00	19,00	56,00	23,00	23,00	26,00	22,00

Data Baru 05

	x3.2	x3.3	x4.1	x4.2	x4.3	y1	y2
1	20,00	16,00	17,00	18,00	20,00	21,00	21,00
2	23,00	17,00	19,00	20,00	24,00	23,00	22,00
3	22,00	18,00	20,00	20,00	25,00	21,00	20,00
4	20,00	17,00	18,00	20,00	21,00	22,00	23,00
5	22,00	20,00	20,00	22,00	21,00	25,00	21,00
6	22,00	24,00	22,00	23,00	20,00	22,00	25,00
7	22,00	24,00	22,00	23,00	21,00	23,00	20,00
8	24,00	29,00	25,00	24,00	23,00	25,00	24,00
9	21,00	18,00	19,00	23,00	21,00	23,00	22,00
10	24,00	25,00	22,00	21,00	22,00	22,00	23,00
11	23,00	28,00	25,00	23,00	23,00	24,00	25,00
12	24,00	29,00	23,00	23,00	22,00	25,00	24,00
13	18,00	16,00	15,00	20,00	23,00	20,00	22,00
14	21,00	18,00	14,00	20,00	21,00	20,00	21,00
15	24,00	30,00	25,00	23,00	22,00	25,00	20,00
16	21,00	16,00	16,00	22,00	19,00	21,00	23,00
17	23,00	26,00	22,00	24,00	20,00	21,00	19,00
18	21,00	16,00	17,00	23,00	21,00	20,00	20,00
19	21,00	27,00	23,00	21,00	20,00	24,00	24,00
20	22,00	26,00	24,00	20,00	22,00	22,00	23,00
21	24,00	30,00	25,00	23,00	20,00	24,00	23,00
22	23,00	26,00	22,00	20,00	20,00	24,00	21,00
23	23,00	28,00	23,00	21,00	24,00	25,00	24,00
24	21,00	20,00	21,00	21,00	16,00	21,00	19,00
25	24,00	27,00	22,00	22,00	22,00	23,00	23,00
26	22,00	24,00	23,00	23,00	22,00	23,00	21,00
27	23,00	25,00	23,00	23,00	24,00	23,00	23,00
28	23,00	26,00	24,00	23,00	22,00	23,00	22,00
29	20,00	16,00	16,00	19,00	24,00	20,00	17,00
30	20,00	16,00	14,00	19,00	15,00	21,00	16,00
31	20,00	16,00	16,00	20,00	19,00	20,00	18,00
32	23,00	27,00	22,00	20,00	22,00	23,00	25,00
33	23,00	26,00	23,00	22,00	24,00	23,00	24,00
34	24,00	24,00	22,00	21,00	20,00	22,00	22,00
35	23,00	22,00	22,00	20,00	20,00	21,00	23,00
36	23,00	28,00	21,00	22,00	20,00	23,00	23,00
37	23,00	25,00	21,00	23,00	20,00	21,00	25,00
38	23,00	24,00	19,00	21,00	20,00	23,00	21,00
39	23,00	24,00	22,00	23,00	20,00	23,00	22,00
40	21,00	24,00	21,00	22,00	21,00	24,00	20,00
41	22,00	29,00	23,00	25,00	22,00	21,00	24,00
42	22,00	25,00	22,00	21,00	20,00	23,00	22,00
43	23,00	28,00	23,00	23,00	21,00	25,00	22,00

Data Baru 96

	y3	x1	x2	x3	x4	y
1	19,00	71,00	61,00	61,00	55,00	63,00
2	20,00	77,00	63,00	63,00	57,00	67,00
3	19,00	80,00	64,00	64,00	58,00	65,00
4	20,00	74,00	62,00	62,00	56,00	66,00
5	22,00	79,00	64,00	64,00	58,00	68,00
6	21,00	86,00	66,00	66,00	60,00	68,00
7	21,00	85,00	66,00	66,00	60,00	67,00
8	20,00	100,00	70,00	70,00	63,00	71,00
9	22,00	77,00	63,00	63,00	57,00	67,00
10	21,00	86,00	66,00	66,00	60,00	67,00
11	23,00	100,00	70,00	70,00	63,00	71,00
12	23,00	99,00	70,00	70,00	61,00	71,00
13	15,00	65,00	59,00	59,00	53,00	61,00
14	14,00	64,00	59,00	59,00	52,00	61,00
15	28,00	109,00	72,00	72,00	64,00	74,00
16	15,00	68,00	60,00	60,00	54,00	61,00
17	20,00	89,00	67,00	67,00	60,00	69,00
18	17,00	71,00	61,00	61,00	55,00	63,00
19	20,00	92,00	68,00	68,00	61,00	70,00
20	22,00	92,00	68,00	68,00	62,00	70,00
21	27,00	107,00	72,00	72,00	63,00	74,00
22	25,00	93,00	68,00	68,00	60,00	70,00
23	22,00	100,00	70,00	70,00	61,00	71,00
24	25,00	80,00	64,00	64,00	59,00	65,00
25	24,00	93,00	68,00	68,00	60,00	70,00
26	19,00	86,00	66,00	66,00	61,00	67,00
27	17,00	89,00	67,00	67,00	61,00	69,00
28	25,00	93,00	68,00	68,00	62,00	70,00
29	15,00	68,00	60,00	60,00	54,00	61,00
30	15,00	62,00	58,00	58,00	52,00	60,00
31	16,00	67,00	60,00	60,00	54,00	61,00
32	22,00	96,00	69,00	69,00	60,00	70,00
33	23,00	93,00	68,00	68,00	61,00	70,00
34	20,00	86,00	66,00	66,00	60,00	67,00
35	21,00	89,00	67,00	67,00	60,00	69,00
36	24,00	96,00	69,00	69,00	60,00	70,00
37	21,00	89,00	67,00	67,00	60,00	69,00
38	19,00	83,00	65,00	65,00	57,00	67,00
39	20,00	86,00	66,00	66,00	60,00	67,00
40	18,00	83,00	65,00	65,00	59,00	67,00
41	22,00	100,00	70,00	70,00	61,00	71,00
42	20,00	86,00	66,00	66,00	61,00	68,00
43	23,00	99,00	70,00	70,00	61,00	71,00

Data Baru 06

	x1.1	x1.2	x1.3	x2.1	x2.2	x2.3	x3.1
44	23,00	19,00	53,00	20,00	23,00	24,00	22,00
45	20,00	17,00	39,00	20,00	20,00	20,00	20,00
46	22,00	18,00	50,00	21,00	23,00	23,00	22,00
47	20,00	17,00	35,00	21,00	21,00	21,00	21,00
48	21,00	18,00	45,00	22,00	22,00	22,00	22,00
49	22,00	18,00	54,00	22,00	20,00	20,00	21,00
50	22,00	18,00	47,00	23,00	21,00	21,00	22,00
51	21,00	18,00	45,00	22,00	20,00	20,00	21,00
52	20,00	17,00	45,00	20,00	21,00	21,00	21,00
53	22,00	18,00	46,00	20,00	21,00	21,00	23,00
54	20,00	17,00	50,00	19,00	20,00	20,00	20,00
55	13,00	14,00	23,00	14,00	15,00	15,00	20,00
56	17,00	16,00	32,00	15,00	17,00	17,00	20,00
57	23,00	19,00	48,00	21,00	21,00	24,00	22,00
58	14,00	14,00	31,00	14,00	15,00	15,00	21,00
59	24,00	19,00	58,00	20,00	23,00	23,00	23,00
60	22,00	18,00	55,00	21,00	21,00	21,00	20,00
61	18,00	16,00	42,00	18,00	18,00	18,00	20,00
62	22,00	18,00	49,00	23,00	23,00	24,00	22,00
63	13,00	14,00	18,00	14,00	15,00	15,00	19,00
64	23,00	19,00	58,00	22,00	24,00	24,00	22,00
65	20,00	17,00	43,00	20,00	20,00	20,00	21,00
66	21,00	18,00	43,00	21,00	22,00	22,00	22,00
67	20,00	17,00	40,00	23,00	21,00	22,00	21,00
68	23,00	19,00	59,00	22,00	23,00	23,00	20,00
69	22,00	18,00	51,00	21,00	22,00	22,00	22,00
70	23,00	19,00	53,00	21,00	24,00	24,00	22,00
71	20,00	17,00	46,00	20,00	21,00	24,00	21,00
72	20,00	17,00	39,00	20,00	20,00	20,00	21,00
73	17,00	16,00	24,00	17,00	16,00	16,00	19,00
74	19,00	17,00	38,00	19,00	19,00	19,00	19,00
75	20,00	17,00	46,00	20,00	21,00	22,00	21,00
76	21,00	18,00	46,00	21,00	22,00	22,00	22,00
77	22,00	18,00	48,00	23,00	22,00	22,00	23,00
78	21,00	18,00	48,00	20,00	21,00	22,00	22,00
79	20,00	17,00	41,00	20,00	20,00	21,00	22,00
80	20,00	17,00	45,00	20,00	20,00	20,00	21,00
81	21,00	18,00	53,00	20,00	22,00	22,00	22,00
82	22,00	18,00	52,00	21,00	23,00	23,00	22,00
83	19,00	17,00	38,00	20,00	19,00	19,00	20,00
84	23,00	19,00	61,00	22,00	24,00	23,00	22,00
85	16,00	15,00	24,00	15,00	15,00	15,00	21,00
86	22,00	18,00	47,00	21,00	23,00	24,00	22,00

Data Baru 06

	x3.2	x3.3	x4.1	x4.2	x4.3	y1	y2
44	23,00	26,00	24,00	22,00	23,00	25,00	22,00
45	22,00	20,00	17,00	20,00	21,00	23,00	21,00
46	23,00	25,00	19,00	22,00	20,00	23,00	23,00
47	22,00	20,00	17,00	20,00	21,00	22,00	22,00
48	22,00	24,00	15,00	23,00	23,00	23,00	22,00
49	22,00	25,00	16,00	24,00	21,00	21,00	25,00
50	24,00	25,00	17,00	22,00	22,00	24,00	23,00
51	22,00	25,00	17,00	20,00	24,00	20,00	24,00
52	22,00	20,00	14,00	23,00	22,00	25,00	19,00
53	20,00	25,00	16,00	22,00	23,00	21,00	23,00
54	22,00	20,00	14,00	22,00	23,00	21,00	20,00
55	22,00	16,00	13,00	19,00	20,00	22,00	21,00
56	21,00	16,00	15,00	18,00	22,00	20,00	20,00
57	24,00	26,00	17,00	23,00	22,00	21,00	23,00
58	23,00	16,00	13,00	18,00	16,00	23,00	22,00
59	23,00	27,00	17,00	23,00	22,00	20,00	23,00
60	24,00	25,00	17,00	24,00	23,00	22,00	25,00
61	22,00	17,00	16,00	22,00	16,00	21,00	21,00
62	22,00	25,00	22,00	23,00	21,00	22,00	23,00
63	20,00	16,00	13,00	23,00	19,00	24,00	22,00
64	24,00	27,00	20,00	21,00	20,00	23,00	22,00
65	21,00	20,00	18,00	22,00	16,00	19,00	22,00
66	22,00	25,00	15,00	22,00	24,00	24,00	20,00
67	20,00	24,00	17,00	23,00	20,00	23,00	20,00
68	24,00	27,00	18,00	21,00	22,00	22,00	23,00
69	23,00	25,00	21,00	18,00	22,00	22,00	24,00
70	23,00	26,00	19,00	20,00	22,00	25,00	23,00
71	23,00	24,00	17,00	20,00	22,00	23,00	22,00
72	22,00	20,00	20,00	20,00	19,00	21,00	21,00
73	23,00	16,00	15,00	20,00	20,00	22,00	22,00
74	24,00	17,00	18,00	20,00	23,00	24,00	20,00
75	22,00	23,00	18,00	21,00	20,00	22,00	24,00
76	22,00	24,00	16,00	22,00	22,00	22,00	22,00
77	22,00	25,00	20,00	20,00	21,00	22,00	24,00
78	22,00	24,00	16,00	22,00	22,00	18,00	22,00
79	22,00	23,00	16,00	20,00	20,00	21,00	26,00
80	22,00	23,00	16,00	22,00	22,00	22,00	22,00
81	23,00	24,00	17,00	23,00	20,00	20,00	21,00
82	23,00	25,00	15,00	23,00	22,00	20,00	25,00
83	22,00	18,00	17,00	17,00	20,00	24,00	22,00
84	24,00	26,00	24,00	23,00	24,00	23,00	25,00
85	20,00	16,00	15,00	20,00	20,00	16,00	20,00
86	22,00	25,00	20,00	20,00	20,00	23,00	24,00

Data Baru 06

	y3	x1	x2	x3	x4	y
44	23,00	93,00	68,00	68,00	62,00	70,00
45	17,00	80,00	64,00	64,00	58,00	65,00
46	19,00	89,00	67,00	67,00	61,00	69,00
47	18,00	80,00	64,00	64,00	58,00	65,00
48	19,00	86,00	66,00	66,00	61,00	67,00
49	21,00	89,00	67,00	67,00	61,00	69,00
50	21,00	89,00	67,00	67,00	61,00	70,00
51	20,00	86,00	66,00	66,00	61,00	67,00
52	18,00	80,00	64,00	64,00	59,00	65,00
53	19,00	89,00	67,00	67,00	61,00	69,00
54	18,00	80,00	64,00	64,00	59,00	65,00
55	15,00	52,00	55,00	55,00	51,00	61,00
56	17,00	71,00	61,00	61,00	55,00	66,00
57	23,00	93,00	68,00	68,00	62,00	70,00
58	16,00	59,00	57,00	57,00	51,00	62,00
59	23,00	96,00	69,00	69,00	62,00	70,00
60	23,00	89,00	67,00	67,00	61,00	70,00
61	20,00	74,00	62,00	62,00	54,00	66,00
62	21,00	89,00	67,00	67,00	61,00	69,00
63	15,00	55,00	56,00	56,00	50,00	61,00
64	23,00	93,00	68,00	68,00	61,00	70,00
65	19,00	80,00	64,00	64,00	56,00	65,00
66	21,00	86,00	66,00	66,00	61,00	67,00
67	20,00	83,00	65,00	65,00	60,00	67,00
68	23,00	93,00	68,00	68,00	61,00	70,00
69	22,00	89,00	67,00	67,00	61,00	69,00
70	22,00	93,00	68,00	68,00	61,00	70,00
71	20,00	83,00	65,00	65,00	59,00	67,00
72	19,00	80,00	64,00	64,00	59,00	65,00
73	16,00	68,00	60,00	60,00	53,00	64,00
74	17,00	77,00	63,00	63,00	56,00	67,00
75	18,00	83,00	65,00	65,00	59,00	67,00
76	16,00	86,00	66,00	66,00	60,00	67,00
77	17,00	89,00	67,00	67,00	61,00	69,00
78	17,00	86,00	66,00	66,00	60,00	68,00
79	18,00	83,00	65,00	65,00	56,00	67,00
80	16,00	80,00	64,00	64,00	60,00	65,00
81	17,00	86,00	66,00	66,00	60,00	67,00
82	21,00	89,00	67,00	67,00	60,00	70,00
83	20,00	77,00	63,00	63,00	54,00	68,00
84	21,00	93,00	68,00	68,00	62,00	70,00
85	14,00	65,00	59,00	59,00	53,00	60,00
86	19,00	89,00	67,00	67,00	60,00	69,00

	x1.1	x1.2	x1.3	x2.1	x2.2	x2.3	x3.1
87	22,00	18,00	48,00	20,00	21,00	21,00	22,00
88	19,00	17,00	40,00	19,00	19,00	21,00	20,00
89	18,00	16,00	41,00	18,00	18,00	20,00	20,00
90	23,00	19,00	52,00	22,00	23,00	23,00	22,00
91	21,00	18,00	46,00	21,00	22,00	22,00	22,00
92	13,00	14,00	18,00	14,00	15,00	15,00	17,00
93	24,00	19,00	61,00	24,00	22,00	22,00	23,00
94	22,00	18,00	49,00	21,00	23,00	24,00	22,00
95	19,00	17,00	46,00	20,00	19,00	19,00	21,00
96	19,00	17,00	43,00	20,00	19,00	19,00	19,00
97	23,00	19,00	62,00	21,00	23,00	22,00	23,00
98	22,00	18,00	55,00	20,00	23,00	23,00	22,00
99	25,00	20,00	66,00	22,00	24,00	23,00	20,00
100	24,00	19,00	55,00	22,00	24,00	24,00	23,00
101	25,00	20,00	60,00	23,00	24,00	27,00	22,00
102	19,00	17,00	35,00	19,00	19,00	19,00	21,00
103	24,00	19,00	67,00	21,00	23,00	23,00	23,00
104	22,00	18,00	56,00	20,00	22,00	22,00	22,00
105	13,00	14,00	22,00	14,00	15,00	15,00	16,00
106	23,00	19,00	50,00	20,00	23,00	23,00	22,00
107	24,00	19,00	55,00	21,00	23,00	23,00	22,00
108	23,00	19,00	56,00	22,00	23,00	23,00	22,00
109	20,00	17,00	36,00	20,00	20,00	24,00	20,00
110	14,00	14,00	22,00	14,00	15,00	15,00	16,00
111	25,00	20,00	60,00	22,00	24,00	24,00	22,00
112	20,00	17,00	40,00	20,00	20,00	23,00	20,00
113	21,00	18,00	55,00	20,00	22,00	22,00	20,00
114	20,00	17,00	35,00	20,00	20,00	20,00	22,00
115	21,00	18,00	48,00	21,00	22,00	22,00	23,00
116	22,00	18,00	52,00	20,00	23,00	21,00	21,00
117	23,00	19,00	51,00	19,00	24,00	24,00	22,00
118	24,00	19,00	52,00	22,00	24,00	24,00	23,00
119	23,00	19,00	55,00	22,00	24,00	24,00	22,00
120	22,00	18,00	50,00	21,00	23,00	23,00	22,00
121	24,00	18,00	62,00	22,00	23,00	23,00	23,00
122	23,00	18,00	54,00	22,00	24,00	24,00	22,00
123	22,00	18,00	56,00	25,00	23,00	23,00	22,00
124	21,00	18,00	45,00	24,00	22,00	22,00	22,00
125	23,00	19,00	58,00	22,00	24,00	25,00	22,00
126	25,00	20,00	62,00	24,00	23,00	23,00	22,00
127	24,00	19,00	55,00	22,00	23,00	23,00	22,00
128	13,00	15,00	17,00	14,00	15,00	15,00	16,00
129	21,00	18,00	43,00	22,00	22,00	22,00	21,00

	x3.2	x3.3	x4.1	x4.2	x4.3	y1	y2
87	22,00	25,00	17,00	21,00	23,00	24,00	20,00
88	22,00	18,00	16,00	17,00	20,00	21,00	20,00
89	22,00	17,00	17,00	20,00	17,00	21,00	26,00
90	24,00	26,00	16,00	23,00	21,00	20,00	25,00
91	22,00	24,00	18,00	20,00	22,00	20,00	21,00
92	20,00	16,00	13,00	18,00	19,00	20,00	20,00
93	23,00	25,00	19,00	23,00	20,00	23,00	20,00
94	22,00	25,00	17,00	22,00	22,00	25,00	25,00
95	21,00	18,00	16,00	23,00	20,00	22,00	22,00
96	22,00	17,00	16,00	18,00	20,00	23,00	22,00
97	23,00	26,00	20,00	20,00	21,00	21,00	21,00
98	23,00	25,00	20,00	20,00	20,00	23,00	24,00
99	25,00	29,00	20,00	20,00	24,00	22,00	21,00
100	23,00	27,00	15,00	23,00	23,00	22,00	18,00
101	25,00	30,00	22,00	20,00	23,00	23,00	24,00
102	21,00	17,00	16,00	19,00	20,00	20,00	21,00
103	23,00	26,00	20,00	22,00	23,00	20,00	25,00
104	22,00	25,00	23,00	23,00	23,00	22,00	23,00
105	20,00	16,00	14,00	20,00	16,00	22,00	20,00
106	24,00	26,00	19,00	22,00	20,00	21,00	25,00
107	25,00	27,00	20,00	20,00	22,00	22,00	20,00
108	24,00	26,00	20,00	21,00	20,00	24,00	21,00
109	22,00	20,00	17,00	20,00	19,00	22,00	20,00
110	19,00	16,00	13,00	17,00	18,00	22,00	20,00
111	23,00	28,00	18,00	22,00	22,00	22,00	23,00
112	24,00	20,00	16,00	20,00	19,00	20,00	20,00
113	24,00	24,00	19,00	21,00	21,00	20,00	21,00
114	21,00	20,00	16,00	22,00	19,00	20,00	19,00
115	20,00	24,00	17,00	21,00	23,00	21,00	19,00
116	24,00	25,00	21,00	19,00	22,00	23,00	20,00
117	24,00	26,00	20,00	20,00	21,00	25,00	21,00
118	23,00	27,00	20,00	20,00	22,00	23,00	22,00
119	23,00	26,00	18,00	22,00	21,00	20,00	21,00
120	22,00	25,00	19,00	21,00	20,00	23,00	24,00
121	23,00	27,00	20,00	20,00	22,00	23,00	25,00
122	24,00	26,00	20,00	22,00	20,00	23,00	24,00
123	23,00	25,00	19,00	21,00	20,00	23,00	24,00
124	22,00	24,00	18,00	21,00	20,00	20,00	21,00
125	24,00	26,00	18,00	22,00	21,00	20,00	25,00
126	23,00	22,00	20,00	21,00	20,00	22,00	23,00
127	24,00	23,00	19,00	22,00	20,00	25,00	20,00
128	19,00	16,00	14,00	15,00	19,00	21,00	20,00
129	23,00	22,00	19,00	20,00	22,00	20,00	21,00

Data Baru 06

	y3	x1	x2	x3	x4	y
87	20,00	89,00	67,00	67,00	61,00	70,00
88	18,00	77,00	63,00	63,00	54,00	67,00
89	17,00	74,00	62,00	62,00	55,00	67,00
90	20,00	93,00	68,00	68,00	60,00	70,00
91	20,00	86,00	66,00	66,00	60,00	67,00
92	14,00	52,00	55,00	55,00	51,00	59,00
93	24,00	96,00	69,00	69,00	62,00	70,00
94	23,00	89,00	67,00	67,00	61,00	70,00
95	20,00	77,00	63,00	63,00	54,00	68,00
96	21,00	77,00	63,00	63,00	54,00	68,00
97	23,00	93,00	68,00	68,00	61,00	70,00
98	19,00	89,00	67,00	67,00	60,00	69,00
99	20,00	100,00	70,00	70,00	64,00	71,00
100	24,00	96,00	69,00	69,00	61,00	70,00
101	25,00	105,00	71,00	71,00	65,00	75,00
102	17,00	77,00	63,00	63,00	54,00	67,00
103	23,00	96,00	69,00	69,00	62,00	70,00
104	22,00	89,00	67,00	67,00	61,00	69,00
105	15,00	55,00	56,00	56,00	52,00	61,00
106	24,00	93,00	68,00	68,00	61,00	70,00
107	23,00	96,00	69,00	69,00	62,00	70,00
108	23,00	93,00	68,00	68,00	61,00	70,00
109	18,00	80,00	64,00	64,00	55,00	65,00
110	15,00	59,00	57,00	57,00	51,00	61,00
111	24,00	100,00	70,00	70,00	62,00	71,00
112	16,00	80,00	64,00	64,00	55,00	65,00
113	17,00	86,00	66,00	66,00	61,00	67,00
114	16,00	80,00	64,00	64,00	57,00	65,00
115	18,00	86,00	66,00	66,00	61,00	67,00
116	23,00	89,00	67,00	67,00	61,00	70,00
117	22,00	93,00	68,00	68,00	61,00	70,00
118	23,00	96,00	69,00	69,00	62,00	70,00
119	21,00	93,00	68,00	68,00	61,00	70,00
120	20,00	89,00	67,00	67,00	60,00	69,00
121	22,00	96,00	69,00	69,00	62,00	70,00
122	23,00	93,00	68,00	68,00	62,00	70,00
123	20,00	89,00	67,00	67,00	60,00	69,00
124	19,00	86,00	66,00	66,00	60,00	67,00
125	22,00	93,00	68,00	68,00	61,00	70,00
126	23,00	100,00	70,00	70,00	61,00	71,00
127	24,00	96,00	69,00	69,00	62,00	70,00
128	14,00	52,00	54,00	54,00	52,00	60,00
129	16,00	86,00	66,00	66,00	60,00	67,00

Data Baru 06

	x1.1	x1.2	x1.3	x2.1	x2.2	x2.3	x3.1
130	23,00	19,00	50,00	22,00	24,00	24,00	22,00
131	22,00	18,00	51,00	23,00	22,00	24,00	20,00
132	24,00	19,00	59,00	22,00	23,00	23,00	22,00
133	25,00	20,00	63,00	23,00	23,00	23,00	18,00
134	13,00	15,00	20,00	14,00	15,00	16,00	17,00
135	21,00	18,00	50,00	20,00	22,00	24,00	18,00
136	23,00	19,00	59,00	21,00	23,00	23,00	20,00
137	20,00	17,00	45,00	20,00	20,00	20,00	18,00
138	22,00	24,00	56,00	20,00	22,00	22,00	21,00
139	21,00	23,00	54,00	21,00	23,00	23,00	18,00
140	20,00	22,00	39,00	18,00	18,00	18,00	17,00
141	19,00	23,00	31,00	17,00	16,00	16,00	19,00
142	18,00	20,00	22,00	15,00	15,00	15,00	19,00
143	17,00	21,00	19,00	14,00	15,00	15,00	19,00
144	16,00	18,00	37,00	18,00	18,00	20,00	18,00
145	16,00	15,00	29,00	15,00	15,00	15,00	18,00
146	13,00	14,00	25,00	14,00	15,00	15,00	17,00
147	23,00	19,00	53,00	24,00	20,00	20,00	19,00
148	13,00	14,00	21,00	14,00	15,00	15,00	17,00
149	24,00	19,00	55,00	24,00	23,00	23,00	21,00
150	22,00	18,00	50,00	22,00	21,00	21,00	20,00
151	24,00	19,00	58,00	25,00	20,00	20,00	20,00
152	19,00	17,00	34,00	19,00	20,00	20,00	19,00
153	24,00	19,00	55,00	24,00	24,00	24,00	20,00
154	23,00	19,00	50,00	25,00	23,00	24,00	20,00
155	13,00	14,00	16,00	14,00	15,00	15,00	17,00
156	15,00	15,00	24,00	15,00	15,00	15,00	19,00
157	24,00	19,00	58,00	23,00	22,00	22,00	21,00
158	21,00	18,00	44,00	22,00	22,00	22,00	20,00
159	20,00	17,00	43,00	22,00	21,00	21,00	21,00
160	13,00	14,00	17,00	14,00	15,00	15,00	17,00
161	20,00	17,00	39,00	21,00	20,00	22,00	21,00
162	22,00	18,00	47,00	21,00	22,00	22,00	21,00
163	22,00	18,00	49,00	23,00	20,00	20,00	20,00
164	20,00	17,00	43,00	20,00	20,00	21,00	19,00
165	24,00	19,00	54,00	23,00	25,00	25,00	19,00
166	23,00	19,00	52,00	23,00	22,00	22,00	20,00
167	23,00	19,00	55,00	23,00	20,00	20,00	20,00
168	22,00	18,00	51,00	21,00	24,00	24,00	21,00
169	25,00	20,00	65,00	22,00	25,00	25,00	22,00
170	25,00	20,00	65,00	21,00	24,00	24,00	20,00
171	20,00	17,00	52,00	23,00	20,00	20,00	19,00
172	25,00	20,00	66,00	24,00	25,00	25,00	21,00

Data Baru 06

	x3.2	x3.3	x4.1	x4.2	x4.3	y1	y2
130	24,00	22,00	19,00	23,00	18,00	21,00	22,00
131	24,00	25,00	20,00	21,00	19,00	22,00	25,00
132	23,00	27,00	19,00	20,00	22,00	21,00	25,00
133	23,00	29,00	24,00	22,00	25,00	22,00	22,00
134	20,00	16,00	14,00	15,00	19,00	21,00	20,00
135	20,00	24,00	20,00	21,00	23,00	20,00	21,00
136	21,00	25,00	19,00	21,00	22,00	19,00	23,00
137	21,00	20,00	18,00	20,00	24,00	22,00	22,00
138	22,00	26,00	20,00	20,00	22,00	25,00	20,00
139	22,00	27,00	18,00	22,00	21,00	23,00	24,00
140	20,00	16,00	18,00	20,00	19,00	22,00	20,00
141	21,00	16,00	15,00	20,00	20,00	22,00	20,00
142	20,00	16,00	14,00	19,00	19,00	22,00	20,00
143	21,00	16,00	13,00	17,00	18,00	22,00	20,00
144	22,00	17,00	16,00	20,00	19,00	22,00	20,00
145	19,00	16,00	14,00	20,00	20,00	22,00	20,00
146	16,00	16,00	13,00	17,00	18,00	21,00	20,00
147	23,00	26,00	20,00	21,00	20,00	25,00	24,00
148	19,00	16,00	15,00	20,00	20,00	21,00	20,00
149	22,00	26,00	20,00	20,00	22,00	22,00	21,00
150	23,00	24,00	20,00	21,00	20,00	23,00	24,00
151	21,00	28,00	19,00	21,00	22,00	22,00	20,00
152	21,00	18,00	19,00	21,00	19,00	24,00	22,00
153	22,00	27,00	20,00	20,00	22,00	20,00	21,00
154	23,00	25,00	20,00	21,00	20,00	22,00	18,00
155	19,00	16,00	13,00	17,00	20,00	20,00	20,00
156	21,00	16,00	14,00	19,00	19,00	21,00	20,00
157	22,00	26,00	20,00	20,00	22,00	25,00	21,00
158	20,00	26,00	19,00	21,00	20,00	20,00	21,00
159	22,00	22,00	18,00	19,00	22,00	23,00	24,00
160	20,00	16,00	13,00	17,00	18,00	20,00	20,00
161	22,00	21,00	18,00	19,00	22,00	20,00	21,00
162	22,00	24,00	19,00	21,00	20,00	22,00	25,00
163	21,00	26,00	20,00	21,00	20,00	23,00	24,00
164	20,00	21,00	19,00	21,00	19,00	22,00	22,00
165	19,00	26,00	20,00	20,00	22,00	22,00	21,00
166	21,00	25,00	20,00	21,00	20,00	20,00	22,00
167	23,00	25,00	19,00	21,00	21,00	23,00	22,00
168	23,00	24,00	20,00	20,00	22,00	20,00	24,00
169	22,00	28,00	18,00	25,00	24,00	21,00	22,00
170	22,00	30,00	24,00	25,00	18,00	24,00	23,00
171	21,00	21,00	18,00	19,00	22,00	19,00	21,00
172	23,00	30,00	19,00	22,00	24,00	24,00	23,00

Data Baru 06

	y3	x1	x2	x3	x4	y
130	23,00	93,00	68,00	68,00	60,00	70,00
131	22,00	89,00	67,00	67,00	60,00	70,00
132	24,00	96,00	69,00	69,00	62,00	70,00
133	24,00	100,00	70,00	70,00	64,00	71,00
134	14,00	52,00	55,00	55,00	52,00	60,00
135	19,00	86,00	66,00	66,00	61,00	67,00
136	23,00	93,00	68,00	68,00	61,00	70,00
137	16,00	80,00	64,00	64,00	57,00	65,00
138	23,00	96,00	69,00	69,00	62,00	70,00
139	24,00	93,00	68,00	68,00	61,00	70,00
140	17,00	74,00	62,00	62,00	57,00	66,00
141	14,00	68,00	60,00	60,00	53,00	61,00
142	15,00	65,00	59,00	59,00	52,00	61,00
143	15,00	62,00	58,00	58,00	51,00	61,00
144	17,00	74,00	62,00	62,00	55,00	66,00
145	14,00	65,00	59,00	59,00	53,00	61,00
146	14,00	55,00	56,00	56,00	51,00	60,00
147	21,00	93,00	68,00	68,00	61,00	70,00
148	14,00	55,00	56,00	56,00	53,00	60,00
149	23,00	96,00	69,00	69,00	62,00	70,00
150	22,00	89,00	67,00	67,00	61,00	69,00
151	24,00	96,00	69,00	69,00	62,00	70,00
152	20,00	77,00	63,00	63,00	58,00	68,00
153	23,00	96,00	69,00	69,00	62,00	70,00
154	23,00	93,00	68,00	68,00	61,00	70,00
155	13,00	52,00	54,00	54,00	50,00	59,00
156	14,00	62,00	58,00	58,00	52,00	60,00
157	24,00	96,00	69,00	69,00	62,00	70,00
158	21,00	86,00	66,00	66,00	60,00	67,00
159	22,00	83,00	65,00	65,00	59,00	69,00
160	13,00	52,00	55,00	55,00	51,00	59,00
161	21,00	80,00	64,00	64,00	59,00	65,00
162	23,00	89,00	67,00	67,00	60,00	70,00
163	22,00	89,00	67,00	67,00	61,00	69,00
164	18,00	80,00	64,00	64,00	58,00	65,00
165	23,00	96,00	69,00	69,00	62,00	70,00
166	23,00	93,00	68,00	68,00	61,00	70,00
167	22,00	93,00	68,00	68,00	61,00	70,00
168	24,00	89,00	67,00	67,00	62,00	70,00
169	25,00	100,00	70,00	70,00	64,00	71,00
170	25,00	105,00	71,00	71,00	64,00	74,00
171	21,00	83,00	65,00	65,00	59,00	69,00
172	25,00	109,00	72,00	72,00	65,00	74,00

	x1.1	x1.2	x1.3	x2.1	x2.2	x2.3	x3.1
173	24,00	19,00	58,00	21,00	23,00	23,00	19,00
174	23,00	19,00	54,00	20,00	20,00	20,00	21,00
175	24,00	19,00	59,00	22,00	24,00	24,00	23,00
176	22,00	18,00	48,00	22,00	24,00	24,00	19,00
177	21,00	18,00	46,00	20,00	22,00	22,00	20,00
178	23,00	19,00	51,00	20,00	23,00	25,00	20,00
179	24,00	19,00	61,00	22,00	23,00	23,00	21,00
180	22,00	18,00	53,00	20,00	22,00	23,00	20,00
181	22,00	18,00	56,00	23,00	22,00	24,00	22,00
182	25,00	20,00	58,00	23,00	24,00	24,00	21,00
183	21,00	18,00	50,00	20,00	22,00	24,00	20,00
184	21,00	18,00	43,00	22,00	22,00	22,00	18,00
185	23,00	19,00	48,00	24,00	23,00	24,00	20,00
186	25,00	19,00	52,00	20,00	24,00	24,00	21,00
187	20,00	17,00	43,00	20,00	21,00	19,00	19,00
188	23,00	19,00	53,00	20,00	24,00	24,00	20,00
189	19,00	17,00	38,00	18,00	19,00	23,00	22,00
190	22,00	18,00	45,00	19,00	20,00	20,00	19,00
191	20,00	17,00	43,00	20,00	21,00	22,00	21,00
192	22,00	18,00	47,00	22,00	23,00	23,00	21,00
193	24,00	19,00	56,00	23,00	24,00	24,00	21,00
194	22,00	18,00	55,00	18,00	24,00	24,00	22,00
195	20,00	17,00	41,00	21,00	20,00	20,00	18,00
196	25,00	20,00	66,00	22,00	24,00	24,00	21,00
197	23,00	19,00	52,00	23,00	23,00	25,00	22,00
198	14,00	14,00	20,00	14,00	15,00	15,00	16,00
199	18,00	16,00	39,00	18,00	18,00	18,00	18,00
200	19,00	17,00	36,00	19,00	19,00	19,00	21,00

Data Baru 06

	x3.2	x3.3	x4.1	x4.2	x4.3	y1	y2
173	21,00	27,00	20,00	20,00	22,00	23,00	24,00
174	22,00	25,00	20,00	21,00	20,00	22,00	22,00
175	22,00	24,00	20,00	20,00	22,00	21,00	22,00
176	18,00	25,00	20,00	21,00	20,00	25,00	25,00
177	20,00	24,00	19,00	21,00	20,00	20,00	21,00
178	22,00	26,00	20,00	21,00	20,00	25,00	20,00
179	21,00	27,00	20,00	20,00	22,00	20,00	23,00
180	21,00	25,00	20,00	21,00	20,00	21,00	21,00
181	22,00	25,00	20,00	22,00	20,00	23,00	24,00
182	22,00	29,00	20,00	20,00	22,00	20,00	22,00
183	21,00	24,00	19,00	20,00	21,00	21,00	22,00
184	20,00	23,00	19,00	21,00	20,00	20,00	23,00
185	22,00	26,00	20,00	21,00	20,00	20,00	25,00
186	23,00	27,00	20,00	20,00	22,00	25,00	24,00
187	22,00	22,00	18,00	20,00	19,00	20,00	21,00
188	23,00	26,00	20,00	21,00	20,00	22,00	23,00
189	23,00	18,00	15,00	19,00	18,00	21,00	26,00
190	22,00	28,00	19,00	21,00	19,00	21,00	22,00
191	20,00	24,00	18,00	20,00	19,00	21,00	22,00
192	22,00	24,00	19,00	21,00	19,00	25,00	24,00
193	22,00	26,00	20,00	20,00	22,00	21,00	23,00
194	22,00	26,00	19,00	21,00	19,00	25,00	25,00
195	24,00	20,00	17,00	19,00	20,00	20,00	21,00
196	23,00	30,00	20,00	20,00	22,00	24,00	23,00
197	22,00	24,00	20,00	21,00	20,00	22,00	24,00
198	20,00	16,00	14,00	20,00	20,00	22,00	20,00
199	23,00	16,00	17,00	19,00	20,00	22,00	20,00
200	22,00	18,00	16,00	20,00	19,00	21,00	22,00

Data Baru 08

	y3	x1	x2	x3	x4	y
173	23,00	96,00	69,00	69,00	62,00	70,00
174	23,00	93,00	68,00	68,00	61,00	70,00
175	24,00	96,00	69,00	69,00	62,00	70,00
176	23,00	89,00	67,00	67,00	61,00	70,00
177	20,00	86,00	66,00	66,00	60,00	67,00
178	23,00	93,00	68,00	68,00	61,00	70,00
179	23,00	96,00	69,00	69,00	62,00	70,00
180	22,00	89,00	67,00	67,00	61,00	70,00
181	22,00	89,00	67,00	67,00	62,00	69,00
182	24,00	100,00	70,00	70,00	62,00	71,00
183	19,00	86,00	66,00	66,00	60,00	67,00
184	18,00	86,00	66,00	66,00	60,00	67,00
185	23,00	93,00	68,00	68,00	61,00	70,00
186	23,00	96,00	69,00	69,00	62,00	70,00
187	18,00	83,00	65,00	65,00	57,00	67,00
188	23,00	93,00	68,00	68,00	61,00	70,00
189	18,00	77,00	63,00	63,00	54,00	67,00
190	23,00	89,00	67,00	67,00	58,00	70,00
191	19,00	83,00	65,00	65,00	57,00	67,00
192	21,00	89,00	67,00	67,00	58,00	70,00
193	23,00	96,00	69,00	69,00	62,00	70,00
194	20,00	89,00	67,00	67,00	58,00	70,00
195	18,00	80,00	64,00	64,00	56,00	65,00
196	25,00	105,00	71,00	71,00	62,00	74,00
197	23,00	93,00	68,00	68,00	61,00	70,00
198	15,00	59,00	57,00	57,00	53,00	61,00
199	16,00	74,00	62,00	62,00	56,00	66,00
200	20,00	77,00	63,00	63,00	55,00	67,00

LAMPIRAN TIGA

UJI VALIDITAS
UJI RRELIABILITAS

Reliability PENDIDIKAN DOSEN (X1.1)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X1.1.1	4,1750	,7049	200,0
2.	X1.1.2	3,9600	,8010	200,0
3.	X1.1.3	3,5100	,9974	200,0
4.	X1.1.4	3,9200	,7853	200,0
5.	X1.1.5	3,4750	1,0270	200,0

Covariance Matrix

	X1.1.1	X1.1.2	X1.1.3	X1.1.4	X1.1.5
X1.1.1	,4969				
X1.1.2	,1779	,6416			
X1.1.3	,1415	,2416	,9949		
X1.1.4	,1950	,2078	,2169	,6167	
X1.1.5	,1376	,0945	,4701	,1286	1,0546

Correlation Matrix

	X1.1.1	X1.1.2	X1.1.3	X1.1.4	X1.1.5
X1.1.1	1,0000				
X1.1.2	,3151	1,0000			
X1.1.3	,2012	,3024	1,0000		
X1.1.4	,3522	,3304	,2769	1,0000	
X1.1.5	,1900	,1148	,4589	,1595	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	19,0400	7,8275	2,7978	5

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	3,8080	3,4750	4,1750	,7000	1,2014	,0925

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,7609	,4969	1,0546	,5578	2,1226	,0614

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,2011	,0945	,4701	,3756	4,9761	,0104

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,2702	,1148	,4589	,3441	3,9961	,0102

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X1.1.1	14,8650	6,0269	,3767	,1833	,6015
X1.1.2	15,0800	5,7423	,3760	,1960	,5989
X1.1.3	15,5300	4,6926	,4952	,2916	,5350
X1.1.4	15,1200	5,7142	,3987	,2021	,5895
X1.1.5	15,5650	5,1113	,3578	,2237	,6160

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	311,5360	199	1,5655		
Within People	519,6000	800	,6495		
Between Measures	74,0060	4	18,5015	33,0507	,0000
Residual	445,5940	796	,5598		
Total	831,1360	999	,8320		
Grand Mean	3,8080				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,2643*
95,00% C.I.: Lower = ,2013 Upper = ,3343
F = 2,7966 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,6424**
95,00% C.I.: Lower = ,5576 Upper = ,7152
F = 2,7966 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,6424 Standardized item alpha = ,6492

Reliability PELATIHAN DOSEN (X1.2)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X1.2.1	4,6900	,4637	200,0
2.	X1.2.2	4,3100	,5342	200,0
3.	X1.2.3	4,4550	,5828	200,0
4.	X1.2.4	4,4100	,6195	200,0

Covariance Matrix

	X1.2.1	X1.2.2	X1.2.3	X1.2.4
X1.2.1	,2150			
X1.2.2	,1066	,2853		
X1.2.3	,0614	,0693	,3397	
X1.2.4	,0775	,0883	,1241	,3838

Correlation Matrix

	X1.2.1	X1.2.2	X1.2.3	X1.2.4
X1.2.1	1,0000			
X1.2.2	,4306	1,0000		
X1.2.3	,2271	,2226	1,0000	
X1.2.4	,2698	,2670	,3436	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	17,8650	2,2782	1,5094	4

	Mean	Minimum	Maximum	Range	Max/Min	Variance
Item Means	4,4663	4,3100	4,6900	,3800	1,0882	,0259
Item Variances	,3059	,2150	,3838	,1688	1,7854	,0053
Inter-item Covariances	,0879	,0614	,1241	,0627	2,0221	,0005
Inter-item Correlations	,2934	,2226	,4306	,2080	1,9343	,0058

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X1.2.1	13,1750	1,5722	,4222	,2193	,5375
X1.2.2	13,5550	1,4643	,4089	,2171	,5387
X1.2.3	13,4100	1,4290	,3656	,1454	,5720
X1.2.4	13,4550	1,3145	,4081	,1730	,5415

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	113,3387	199	,5695		
Within People	145,7500	600	,2429		
Between Measures	15,5537	3	5,1846	23,7733	,0000
Residual	130,1962	597	,2181		
Total	259,0887	799	,3243		
Grand Mean	4,4663				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,2872*
95,00% C.I.: Lower = ,2148 Upper = ,3651
F = 2,6116 DF = (199, 597,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,6171**
95,00% C.I.: Lower = ,5225 Upper = ,6970
F = 2,6116 DF = (199, 597,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 4 items

Alpha = ,6171 Standardized item alpha = ,6242

Reliability PENGEMBANGAN WAWASAN (X1.3)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X1.3.1A	4,3350	,9630	200,0
2.	X1.3.1B	4,0800	1,0768	200,0
3.	X1.3.1C	2,9250	1,3707	200,0
4.	X1.3.1D	1,4100	,8032	200,0
5.	X1.3.2A	3,8950	1,0045	200,0
6.	X1.3.2B	3,5350	1,0838	200,0
7.	X1.3.2C	2,0800	1,0093	200,0
8.	X1.3.2D	1,0900	,3500	200,0
9.	X1.3.3A	3,7800	1,0943	200,0
10.	X1.3.3B	3,3750	1,1093	200,0
11.	X1.3.3C	1,8000	,6497	200,0
12.	X1.3.3D	1,0700	,2558	200,0
13.	X1.3.4A	3,6950	,9574	200,0
14.	X1.3.4B	3,2350	,9350	200,0
15.	X1.3.4C	1,3800	,5451	200,0
16.	X.1.3.5	2,4450	,7810	200,0
17.	X1.3.4D	1,0000	,0000	200,0

* * * X1.3.4D has zero variance

Covariance Matrix

	X1.3.1A	X1.3.1B	X1.3.1C	X1.3.1D	X1.3.2A
X1.3.1A	,9274				
X1.3.1B	,9479	1,1594			
X1.3.1C	,9951	1,1769	1,8788		
X1.3.1D	,2740	,3389	,6590	,6451	
X1.3.2A	,8193	,9783	1,1830	,3950	1,0090
X1.3.2B	,8349	1,0123	1,2112	,4579	,9660
X1.3.2C	,5711	,7172	1,1065	,4695	,7672
X1.3.2D	,0602	,0832	,1877	,1790	,0999
X1.3.3A	,8429	1,0328	1,3050	,4424	,9868
X1.3.3B	,8587	1,0151	1,2896	,4837	,9793
X1.3.3C	,4141	,4884	,7940	,3437	,4965
X1.3.3D	,0468	,0647	,1460	,1269	,0777
X1.3.4A	,7409	,8285	1,0122	,2111	,8020
X1.3.4B	,6646	,7298	,9675	,2599	,6931
X1.3.4C	,1535	,1654	,3402	,2052	,1708
X.1.3.5	,3577	,4768	,6466	,2739	,4490

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Covariance Matrix

	X1.3.2B	X1.3.2C	X1.3.2D	X1.3.3A	X1.3.3B
X1.3.2B	1,1746				
X1.3.2C	,7711	1,0187			
X1.3.2D	,1325	,1737	,1225		
X1.3.3A	,9575	,8167	,1104	1,1976	
X1.3.3B	1,0647	,8342	,1470	1,0829	1,2305
X1.3.3C	,5095	,5588	,1136	,5638	,5377
X1.3.3D	,1031	,1351	,0841	,0858	,1143
X1.3.4A	,7318	,5672	,0326	,8823	,8285
X1.3.4B	,6827	,5188	,0340	,8158	,8310
X1.3.4C	,1927	,2107	,1013	,1544	,1332
X.1.3.5	,4843	,4567	,0854	,5456	,5258

	X1.3.3C	X1.3.3D	X1.3.4A	X1.3.4B	X1.3.4C
X1.3.3C	,4221				
X1.3.3D	,0894	,0654			
X1.3.4A	,4462	,0265	,9166		
X1.3.4B	,4191	,0387	,7504	,8741	
X1.3.4C	,2171	,0687	,1316	,0560	,2971
X.1.3.5	,2452	,0541	,2419	,2668	,0160

	X.1.3.5
X.1.3.5	,6100

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Correlation Matrix

	X1.3.1A	X1.3.1B	X1.3.1C	X1.3.1D	X1.3.2A
X1.3.1A	1,0000				
X1.3.1B	,9142	1,0000			
X1.3.1C	,7539	,7974	1,0000		
X1.3.1D	,3543	,3919	,5986	1,0000	
X1.3.2A	,8469	,9045	,8592	,4896	1,0000
X1.3.2B	,8000	,8674	,8153	,5261	,8873
X1.3.2C	,5875	,6599	,7998	,5792	,7568
X1.3.2D	,1784	,2208	,3912	,6367	,2843
X1.3.3A	,7998	,8765	,8700	,5033	,8977
X1.3.3B	,8038	,8498	,8481	,5428	,8788
X1.3.3C	,6618	,6982	,8916	,6587	,7607
X1.3.3D	,1899	,2350	,4164	,6178	,3026
X1.3.4A	,8036	,8037	,7713	,2745	,8339
X1.3.4B	,7381	,7250	,7549	,3462	,7380
X1.3.4C	,2924	,2819	,4554	,4688	,3119
X.1.3.5	,4756	,5669	,6040	,4366	,5723

	X1.3.2B	X1.3.2C	X1.3.2D	X1.3.3A	X1.3.3B
X1.3.2B	1,0000				
X1.3.2C	,7049	1,0000			
X1.3.2D	,3493	,4916	1,0000		
X1.3.3A	,8073	,7394	,2881	1,0000	
X1.3.3B	,8856	,7451	,3786	,8921	1,0000
X1.3.3C	,7236	,8522	,4994	,7930	,7461
X1.3.3D	,3718	,5232	,9396	,3066	,4029
X1.3.4A	,7053	,5870	,0973	,8421	,7801
X1.3.4B	,6737	,5498	,1040	,7973	,8013
X1.3.4C	,3261	,3829	,5310	,2588	,2202
X.1.3.5	,5722	,5793	,3123	,6384	,6068

	X1.3.3C	X1.3.3D	X1.3.4A	X1.3.4B	X1.3.4C
X1.3.3C	1,0000				
X1.3.3D	,5382	1,0000			
X1.3.4A	,7174	,1081	1,0000		
X1.3.4B	,6899	,1620	,8384	1,0000	
X1.3.4C	,6130	,4931	,2521	,1098	1,0000
X.1.3.5	,4833	,2709	,3236	,3653	,0375

	X.1.3.5
X.1.3.5	1,0000

* * * Warning * * * Determinant of matrix is close to zero: 4,815E-14

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

N of Cases = 200,0

Statistics for	Mean	Variance	Std Dev	N of Variables
Scale	44,1300	132,8574	11,5264	16

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	2,7581	1,0700	4,3350	3,2650	4,0514	1,3008

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,8468	,0654	1,8788	1,8133	28,7154	,2215

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,4971	,0160	1,3050	1,2890	81,6667	,1292

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,5772	,0375	,9396	,9020	25,0307	,0555

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X1.3.1A	39,7950	114,7668	,8318	.	,9536
X1.3.1B	40,0500	111,5854	,8841	.	,9525
X1.3.1C	41,2050	104,9377	,9273	.	,9523
X1.3.1D	42,7200	121,9715	,5772	.	,9581
X1.3.2A	40,2350	112,1204	,9274	.	,9516
X1.3.2B	40,5950	111,4583	,8838	.	,9525
X1.3.2C	42,0500	114,4899	,8032	.	,9542
X1.3.2D	43,0400	129,4858	,4079	.	,9603
X1.3.3A	40,3500	110,4095	,9240	.	,9516
X1.3.3B	40,7550	110,1759	,9211	.	,9516
X1.3.3C	42,3300	119,9609	,8765	.	,9542
X1.3.3D	43,0600	130,2677	,4323	.	,9605
X1.3.4A	40,4350	115,4731	,8004	.	,9542
X1.3.4B	40,8950	116,5266	,7657	.	,9549
X1.3.4C	42,7500	127,9271	,3758	.	,9604
X.1.3.5	41,6850	121,9958	,5942	.	,9578

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	1652,4138	199	8,3036		
Within People	4946,3750	3000	1,6488		
Between Measures	3902,5288	15	260,1686	743,9824	,0000
Residual	1043,8462	2985	,3497		
Total	6598,7888	3199	2,0628		
Grand Mean	2,7581				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,5870*
95,00% C.I.: Lower = ,5369 Upper = ,6394
F = 23,7451 DF = (199, 2985,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,9579**
95,00% C.I.: Lower = ,9489 Upper = ,9660
F = 23,7451 DF = (199, 2985,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

Reliability Coefficients 16 items

Alpha = ,9579 Standardized item alpha = ,9562

Reliability KEDALAMAN MATERI (X2.1)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X2.1.1	4,2550	,6945	200,0
2.	X2.1.2	4,1900	,7325	200,0
3.	X2.1.3	3,9700	,8014	200,0
4.	X2.1.4	3,5050	,9511	200,0
5.	X2.1.5	3,7500	1,0063	200,0

Covariance Matrix

	X2.1.1	X2.1.2	X2.1.3	X2.1.4	X2.1.5
X2.1.1	,4824				
X2.1.2	,2980	,5366			
X2.1.3	,1836	,2118	,6423		
X2.1.4	,1269	,2151	,1861	,9045	
X2.1.5	,0942	,1583	,2236	,4334	1,0126

Correlation Matrix

	X2.1.1	X2.1.2	X2.1.3	X2.1.4	X2.1.5
X2.1.1	1,0000				
X2.1.2	,5858	1,0000			
X2.1.3	,3298	,3607	1,0000		
X2.1.4	,1921	,3088	,2441	1,0000	
X2.1.5	,1348	,2147	,2773	,4529	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	19,6700	7,8403	2,8001	5

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	3,9340	3,5050	4,2550	,7500	1,2140	,0969

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,7157	,4824	1,0126	,5302	2,0991	,0539

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,2131	,0942	,4334	,3392	4,6000	,0086

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,3101	,1348	,5858	,4510	4,3453	,0167

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X2.1.1	15,4150	5,9525	,4147	,3597	,6399
X2.1.2	15,4800	5,5373	,5124	,4039	,6009
X2.1.3	15,7000	5,5879	,4249	,1961	,6328
X2.1.4	16,1650	5,0128	,4515	,2553	,6221
X2.1.5	15,9200	5,0086	,4039	,2358	,6503

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	312,0440	199	1,5681		
Within People	477,6000	800	,5970		
Between Measures	77,5540	4	19,3885	38,5787	,0000
Residual	400,0460	796	,5026		
Total	789,6440	999	,7904		
Grand Mean	3,9340				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,2978*
95,00% C.I.: Lower = ,2334 Upper = ,3685
F = 3,1201 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,6795**
95,00% C.I.: Lower = ,6035 Upper = ,7447
F = 3,1201 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,6795 Standardized item alpha = ,6921

Reliability PENGUASAAN MATERI (X2.2)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X2.2.1	4,3550	,7222	200,0
2.	X2.2.2	4,2350	,7016	200,0
3.	X2.2.3	4,1250	,7363	200,0
4.	X2.2.4	4,1450	,7919	200,0
5.	X2.2.5	4,2250	,7922	200,0

Covariance Matrix

	X2.2.1	X2.2.2	X2.2.3	X2.2.4	X2.2.5
X2.2.1	,5216				
X2.2.2	,2729	,4922			
X2.2.3	,2519	,2569	,5421		
X2.2.4	,1895	,2271	,3386	,6271	
X2.2.5	,3016	,1931	,2682	,3190	,6275

Correlation Matrix

	X2.2.1	X2.2.2	X2.2.3	X2.2.4	X2.2.5
X2.2.1	1,0000				
X2.2.2	,5387	1,0000			
X2.2.3	,4737	,4973	1,0000		
X2.2.4	,3313	,4087	,5807	1,0000	
X2.2.5	,5272	,3474	,4599	,5085	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for	Mean	Variance	Std Dev	N of Variables
Scale	21,0850	8,0480	2,8369	5

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	4,2170	4,1250	4,3550	,2300	1,0558	,0083

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,5621	,4922	,6275	,1353	1,2748	,0039

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,2619	,1895	,3386	,1491	1,7869	,0023

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,4673	,3313	,5807	,2494	1,7528	,0064

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X2.2.1	16,7300	5,4946	,6001	,4432	,7779
X2.2.2	16,8500	5,6558	,5694	,3824	,7868
X2.2.3	16,9600	5,2748	,6597	,4584	,7599
X2.2.4	16,9400	5,2728	,5907	,4287	,7812
X2.2.5	16,8600	5,2567	,5957	,4097	,7796

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	320,3110	199	1,6096		
Within People	245,6000	800	,3070		
Between Measures	6,6160	4	1,6540	5,5091	,0002
Residual	238,9840	796	,3002		
Total	565,9110	999	,5665		
Grand Mean	4,2170				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,4659*
95,00% C.I.: Lower = ,4000 Upper = ,5341
F = 5,3612 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,8135**
95,00% C.I.: Lower = ,7692 Upper = ,8514
F = 5,3612 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,8135 Standardized item alpha = ,8144

Reliability METODE MENGAJAR (X2.3)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X2.3.1	3,7500	1,0260	200,0
2.	X2.3.2	4,0250	,8047	200,0
3.	X2.3.3	3,8000	,9874	200,0
4.	X2.3.4	3,5000	1,1474	200,0
5.	X2.3.5	4,0950	,7868	200,0

Covariance Matrix

	X2.3.1	X2.3.2	X2.3.3	X2.3.4	X2.3.5
X2.3.1	1,0528				
X2.3.2	,5188	,6476			
X2.3.3	,6432	,5528	,9749		
X2.3.4	,6482	,5352	,7839	1,3166	
X2.3.5	,3957	,3644	,4462	,4497	,6191

Correlation Matrix

	X2.3.1	X2.3.2	X2.3.3	X2.3.4	X2.3.5
X2.3.1	1,0000				
X2.3.2	,6284	1,0000			
X2.3.3	,6349	,6957	1,0000		
X2.3.4	,5506	,5796	,6919	1,0000	
X2.3.5	,4902	,5756	,5744	,4982	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	19,1700	15,2875	3,9099	5

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	3,8340	3,5000	4,0950	,5950	1,1700	,0561

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,9222	,6191	1,3166	,6975	2,1267	,0857

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,5338	,3644	,7839	,4195	2,1510	,0159

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,5919	,4902	,6957	,2055	1,4192	,0048

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X2.3.1	15,4200	9,8227	,6860	,4865	,8504
X2.3.2	15,1450	10,6975	,7489	,5759	,8393
X2.3.3	15,3700	9,4604	,7989	,6459	,8209
X2.3.4	15,6700	9,1368	,6969	,5140	,8526
X2.3.5	15,0750	11,3562	,6246	,4041	,8646

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	608,4440	199	3,0575		
Within People	354,0000	800	,4425		
Between Measures	44,8740	4	11,2185	28,8877	,0000
Residual	309,1260	796	,3883		
Total	962,4440	999	,9634		
Grand Mean	3,8340				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,5789*
95,00% C.I.: Lower = ,5176 Upper = ,6399
F = 7,8731 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,8730**
95,00% C.I.: Lower = ,8429 Upper = ,8988
F = 7,8731 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,8730 Standardized item alpha = ,8788

Reliability MENYAMPAIKAN MATERI (X3.1)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X3.1.1	4,2900	,6542	200,0
2.	X3.1.2	4,2600	,6743	200,0
3.	X3.1.3	4,0600	,8245	200,0
4.	X3.1.4	4,2200	,6662	200,0
5.	X3.1.5	4,2100	,6465	200,0

Covariance Matrix

	X3.1.1	X3.1.2	X3.1.3	X3.1.4	X3.1.5
X3.1.1	,4280				
X3.1.2	,2107	,4547			
X3.1.3	,2036	,3160	,6798		
X3.1.4	,1319	,0882	,0923	,4438	
X3.1.5	,1398	,1210	,0828	,1696	,4180

Correlation Matrix

	X3.1.1	X3.1.2	X3.1.3	X3.1.4	X3.1.5
X3.1.1	1,0000				
X3.1.2	,4775	1,0000			
X3.1.3	,3775	,5684	1,0000		
X3.1.4	,3025	,1964	,1680	1,0000	
X3.1.5	,3305	,2776	,1554	,3939	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for	Mean	Variance	Std Dev	N of Variables
Scale	21,0400	5,5361	2,3529	5

	Mean	Minimum	Maximum	Range	Max/Min	Variance
Item Means	4,2080	4,0600	4,2900	,2300	1,0567	,0079
Item Variances	,4849	,4180	,6798	,2618	1,6264	,0121
Inter-item Covariances	,1556	,0828	,3160	,2332	3,8155	,0050
Inter-item Correlations	,3248	,1554	,5684	,4130	3,6584	,0171

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X3.1.1	16,7500	3,7362	,5424	,3066	,6209
X3.1.2	16,7800	3,6096	,5744	,4163	,6058
X3.1.3	16,9800	3,4669	,4525	,3403	,6624
X3.1.4	16,8200	4,1282	,3561	,1908	,6937
X3.1.5	16,8300	4,0916	,3925	,2203	,6795

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	220,3360	199	1,1072		
Within People	268,4000	800	,3355		
Between Measures	6,2960	4	1,5740	4,7802	,0008
Residual	262,1040	796	,3293		
Total	488,7360	999	,4892		
Grand Mean	4,2080				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,3209*
95,00% C.I.: Lower = ,2557 Upper = ,3919
F = 3,3626 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,7026**
95,00% C.I.: Lower = ,6321 Upper = ,7631
F = 3,3626 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,7026 Standardized item alpha = ,7063

Reliability MENJELASKAN MATERI (X3.2)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X3.2.1	4,2100	,6387	200,0
2.	X3.2.2	4,3850	,6235	200,0
3.	X3.2.3	4,4300	,6058	200,0
4.	X3.2.4	4,1950	,6851	200,0
5.	X3.2.5	4,4150	,6283	200,0

Covariance Matrix

	X3.2.1	X3.2.2	X3.2.3	X3.2.4	X3.2.5
X3.2.1	,4079				
X3.2.2	,1549	,3887			
X3.2.3	,0701	,1854	,3669		
X3.2.4	,0644	,1356	,1519	,4693	
X3.2.5	,0632	,0857	,1322	,1649	,3947

Correlation Matrix

	X3.2.1	X3.2.2	X3.2.3	X3.2.4	X3.2.5
X3.2.1	1,0000				
X3.2.2	,3890	1,0000			
X3.2.3	,1811	,4908	1,0000		
X3.2.4	,1471	,3175	,3661	1,0000	
X3.2.5	,1574	,2187	,3474	,3831	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	21,6350	4,4440	2,1081	5

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	4,3270	4,1950	4,4300	,2350	1,0560	,0132

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,4055	,3669	,4693	,1024	1,2790	,0015

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,1208	,0632	,1854	,1222	2,9348	,0020

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,2998	,1471	,4908	,3437	3,3364	,0129

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X3.2.1	17,4250	3,3310	,3024	,1580	,6850
X3.2.2	17,2500	2,9322	,5260	,3491	,5881
X3.2.3	17,2050	2,9980	,5144	,3240	,5947
X3.2.4	17,4400	2,9411	,4399	,2288	,6269
X3.2.5	17,2200	3,1574	,3994	,2018	,6438

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	176,8710	199	,8888		
Within People	237,2000	800	,2965		
Between Measures	10,5660	4	2,6415	9,2777	,0000
Residual	226,6340	796	,2847		
Total	414,0710	999	,4145		
Grand Mean	4,3270				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,2979*
95,00% C.I.: Lower = ,2335 Upper = ,3686
F = 3,1217 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,6797**
95,00% C.I.: Lower = ,6037 Upper = ,7449
F = 3,1217 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,6797 Standardized item alpha = ,6816

Reliability IMPLEMENTASI MATERI (X3.3)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X3.3.1	3,9600	,8615	200,0
2.	X3.3.2	3,9000	,8447	200,0
3.	X3.3.3	3,8750	,8263	200,0
4.	X3.3.4	3,9500	,9337	200,0
5.	X3.3.5	4,0400	,9179	200,0
6.	X3.3.6	4,2850	,8106	200,0

Covariance Matrix

	X3.3.1	X3.3.2	X3.3.3	X3.3.4	X3.3.5
X3.3.1	,7421				
X3.3.2	,4633	,7136			
X3.3.3	,3920	,3945	,6828		
X3.3.4	,3196	,3869	,4058	,8719	
X3.3.5	,3483	,3407	,4221	,6352	,8426
X3.3.6	,2225	,2045	,2318	,3560	,4408

	X3.3.6
X3.3.6	,6571

Correlation Matrix

	X3.3.1	X3.3.2	X3.3.3	X3.3.4	X3.3.5
X3.3.1	1,0000				
X3.3.2	,6367	1,0000			
X3.3.3	,5506	,5651	1,0000		
X3.3.4	,3973	,4906	,5259	1,0000	
X3.3.5	,4405	,4394	,5565	,7411	1,0000
X3.3.6	,3187	,2987	,3460	,4704	,5924

	X3.3.6
X3.3.6	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for	Mean	Variance	Std Dev	N of Variables
Scale	24,0100	15,6381	3,9545	6

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	4,0017	3,8750	4,2850	,4100	1,1058	,0225

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,7517	,6571	,8719	,2148	1,3269	,0076

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,3709	,2045	,6352	,4307	3,1057	,0112
Inter-item Correlations	**Mean**	**Minimum**	**Maximum**	**Range**	**Max/Min**	**Variance**
	,4913	,2987	,7411	,4424	2,4811	,0145

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X3.3.1	20,0500	11,4045	,6001	,4717	,8370
X3.3.2	20,1100	11,3446	,6291	,5018	,8317
X3.3.3	20,1350	11,2631	,6657	,4737	,8252
X3.3.4	20,0600	10,5592	,6933	,5898	,8193
X3.3.5	19,9700	10,4212	,7381	,6551	,8101
X3.3.6	19,7250	12,0697	,5169	,3569	,8510

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	518,6633	199	2,6063		
Within People	401,3333	1000	,4013		
Between Measures	22,5067	5	4,5013	11,8229	,0000
Residual	378,8267	995	,3807		
Total	919,9967	1199	,7673		
Grand Mean	4,0017				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,4935*

95,00% C.I.: Lower = ,4319 Upper = ,5575
F = 6,8457 DF = (199, 995,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,8539**
95,00% C.I.: Lower = ,8202 Upper = ,8832
F = 6,8457 DF = (199, 995,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 6 items
Alpha = ,8539 Standardized item alpha = ,8528

Reliability SIKAP KOGNITIF (X4.1)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X4.1.1	4,3350	,6362	200,0
2.	X4.1.2	4,2700	,6396	200,0
3.	X4.1.3	4,4850	,5929	200,0
4.	X4.1.4	4,1800	,6241	200,0
5.	X4.1.5	4,5800	,6045	200,0

Covariance Matrix

	X4.1.1	X4.1.2	X4.1.3	X4.1.4	X4.1.5
X4.1.1	,4048				
X4.1.2	,1604	,4091			
X4.1.3	,1583	,0895	,3515		
X4.1.4	,1304	,1069	,0530	,3895	
X4.1.5	,1917	,1290	,1645	,0961	,3654

Correlation Matrix

	X4.1.1	X4.1.2	X4.1.3	X4.1.4	X4.1.5
X4.1.1	1,0000				
X4.1.2	,3940	1,0000			
X4.1.3	,4197	,2360	1,0000		
X4.1.4	,3283	,2679	,1431	1,0000	
X4.1.5	,4983	,3337	,4590	,2547	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	21,8500	4,4799	2,1166	5

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	4,3700	4,1800	4,5800	,4000	1,0957	,0262

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,3841	,3515	,4091	,0576	1,1639	,0006

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,1280	,0530	,1917	,1387	3,6186	,0017

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,3335	,1431	,4983	,3552	3,4816	,0116

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X4.1.1	17,5150	2,7937	,6025	,3694	,6100
X4.1.2	17,5800	3,0991	,4314	,1983	,6831
X4.1.3	17,3650	3,1978	,4389	,2609	,6792
X4.1.4	17,6700	3,3177	,3398	,1380	,7181
X4.1.5	17,2700	2,9519	,5597	,3458	,6309

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	178,3000	199	,8960		
Within People	224,8000	800	,2810		
Between Measures	20,9300	4	5,2325	20,4300	,0000
Residual	203,8700	796	,2561		
Total	403,1000	999	,4035		
Grand Mean	4,3700				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,3332*
95,00% C.I.: Lower = ,2677 Upper = ,4042
F = 3,4983 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,7141**
95,00% C.I.: Lower = ,6464 Upper = ,7723
F = 3,4983 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,7141 Standardized item alpha = ,7144

Reliability SIKAP AFEKTIF (X4.2)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X4.2.1	3,9100	,5947	200,0
2.	X4.2.2	3,6350	,6663	200,0
3.	X4.2.3	3,5650	,7474	200,0
4.	X4.2.4	3,7250	,6569	200,0
5.	X4.2.5	4,0600	,6469	200,0

Covariance Matrix

	X4.2.1	X4.2.2	X4.2.3	X4.2.4	X4.2.5
X4.2.1	,3537				
X4.2.2	,2032	,4440			
X4.2.3	,1667	,2877	,5586		
X4.2.4	,1711	,2308	,2868	,4315	
X4.2.5	,1612	,2230	,2524	,2276	,4185

Correlation Matrix

	X4.2.1	X4.2.2	X4.2.3	X4.2.4	X4.2.5
X4.2.1	1,0000				
X4.2.2	,5127	1,0000			
X4.2.3	,3750	,5776	1,0000		
X4.2.4	,4380	,5272	,5842	1,0000	
X4.2.5	,4190	,5174	,5220	,5357	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	18,8950	6,6271	2,5743	5

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	3,7790	3,5650	4,0600	,4950	1,1388	,0414

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,4413	,3537	,5586	,2049	1,5794	,0055

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,2210	,1612	,2877	,1265	1,7844	,0020

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,5009	,3750	,5842	,2092	1,5577	,0044

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X4.2.1	14,9850	4,8691	,5351	,3153	,8260
X4.2.2	15,2600	4,2939	,6841	,4755	,7861
X4.2.3	15,3300	4,0815	,6580	,4651	,7951
X4.2.4	15,1700	4,3629	,6678	,4536	,7910
X4.2.5	14,8350	4,4802	,6312	,4013	,8013

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	263,7590	199	1,3254		
Within People	208,4000	800	,2605		
Between Measures	33,1140	4	8,2785	37,5939	,0000
Residual	175,2860	796	,2202		
Total	472,1590	999	,4726		
Grand Mean	3,7790				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,5009*
95,00% C.I.: Lower = ,4360 Upper = ,5674
F = 6,0189 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,8339**
95,00% C.I.: Lower = ,7945 Upper = ,8677
F = 6,0189 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,8339 Standardized item alpha = ,8338

Reliability SIKAP KONATIF (X4.3)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X4.3.1	3,8300	,8454	200,0
2.	X4.3.2	3,6500	,8191	200,0
3.	X4.3.3	3,4300	1,0001	200,0
4.	X4.3.4	3,7350	,7534	200,0
5.	X4.3.5	4,1200	,5808	200,0

Covariance Matrix

	X4.3.1	X4.3.2	X4.3.3	X4.3.4	X4.3.5
X4.3.1	,7147				
X4.3.2	,4477	,6709			
X4.3.3	,2795	,2668	1,0001		
X4.3.4	,3819	,4294	,2653	,5676	
X4.3.5	,2115	,1729	,0537	,1777	,3373

Correlation Matrix

	X4.3.1	X4.3.2	X4.3.3	X4.3.4	X4.3.5
X4.3.1	1,0000				
X4.3.2	,6466	1,0000			
X4.3.3	,3306	,3258	1,0000		
X4.3.4	,5995	,6959	,3521	1,0000	
X4.3.5	,4307	,3634	,0924	,4061	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	18,7650	8,6631	2,9433	5

	Mean	Minimum	Maximum	Range	Max/Min	Variance
Item Means	3,7530	3,4300	4,1200	,6900	1,2012	,0640
Item Variances	,6581	,3373	1,0001	,6628	2,9651	,0579
Inter-item Covariances	,2686	,0537	,4477	,3941	8,3427	,0145
Inter-item Correlations	,4243	,0924	,6959	,6034	7,5305	,0307

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
X4.3.1	14,9350	5,3073	,6781	,4999	,6862
X4.3.2	15,1150	5,3586	,6945	,5685	,6815
X4.3.3	15,3350	5,9324	,3552	,1592	,8186
X4.3.4	15,0300	5,5870	,7043	,5482	,6835
X4.3.5	14,6450	7,0944	,3980	,2289	,7783

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	344,7910	199	1,7326		
Within People	361,2000	800	,4515		
Between Measures	51,1760	4	12,7940	32,8491	,0000
Residual	310,0240	796	,3895		
Total	705,9910	999	,7067		
Grand Mean	3,7530				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,4082*
95,00% C.I.: Lower = ,3417 Upper = ,4784
F = 4,4486 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,7752**
95,00% C.I.: Lower = ,7219 Upper = ,8210
F = 4,4486 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,7752 Standardized item alpha = ,7866

Reliability KINERJA PENGAJARAN (Y1)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	Y1.1	4,3350	,6362	200,0
2.	Y1.2	4,2700	,6396	200,0
3.	Y1.3	4,4850	,5929	200,0
4.	Y1.4	4,1800	,6241	200,0
5.	Y1.5	4,5800	,6045	200,0
6.	Y1.6	4,4850	,5929	200,0

Covariance Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
Y1.1	,4048				
Y1.2	,1604	,4091			
Y1.3	,1583	,0895	,3515		
Y1.4	,1304	,1069	,0530	,3895	
Y1.5	,1917	,1290	,1645	,0961	,3654
Y1.6	,1583	,0895	,3515	,0530	,1645

	Y1.6
Y1.6	,3515

Correlation Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
Y1.1	1,0000				
Y1.2	,3940	1,0000			
Y1.3	,4197	,2360	1,0000		
Y1.4	,3283	,2679	,1431	1,0000	
Y1.5	,4983	,3337	,4590	,2547	1,0000
Y1.6	,4197	,2360	1,0000	,1431	,4590

	Y1.6
Y1.6	1,0000

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

Statistics based on inverse matrix for scale ALPHA
are meaningless and printed as .
N of Cases = 200,0

Statistics for	Mean	Variance	Std Dev	N of Variables
Scale	26,3350	6,4651	2,5427	6

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	4,3892	4,1800	4,5800	,4000	1,0957	,0231

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,3787	,3515	,4091	,0576	1,1639	,0007

Inter-item

Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,1398	,0530	,3515	,2986	6,6371	,0050

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,3728	,1431	1,0000	,8569	6,9868	,0414

Ttem-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Ttem-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
Y1.1	22,0000	4,4623	,5945	.	,7270
Y1.2	22,0650	4,9053	,4061	.	,7753
Y1.3	21,8500	4,4799	,6509	.	,7141
Y1.4	22,1550	5,1970	,3087	.	,7972
Y1.5	21,7550	4,6080	,5748	.	,7328
Y1.6	21,8500	4,4799	,6509	.	,7141

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	214,4258	199	1,0775		
Within People	260,8333	1000	,2608		
Between Measures	23,1342	5	4,6268	19,3678	,0000
Residual	237,6992	995	,2389		
Total	475,2592	1199	,3964		
Grand Mean	4,3892				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,3691*
95,00% C.I.: Lower = ,3075 Upper = ,4361
F = 4,5104 DF = (199, 995,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,7783**
95,00% C.I.: Lower = ,7271 Upper = ,8227
F = 4,5104 DF = (199, 995,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 6 items
Alpha = ,7783 Standardized item alpha = ,7810

Reliability KINERJA BIMBINGAN SKRIPSI (Y2)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	Y2.1	4,5200	,5395	200,0
2.	Y2.2	4,1750	,4956	200,0
3.	Y2.3	4,4600	,5384	200,0
4.	Y2.4	4,2350	,5207	200,0
5.	Y2.5	4,5450	,4992	200,0

Covariance Matrix

	Y2.1	Y2.2	Y2.3	Y2.4	Y2.5
Y2.1	,2911				
Y2.2	,0543	,2456			
Y2.3	,0561	,0598	,2898		
Y2.4	,0480	,0592	,1024	,2711	
Y2.5	,0619	,0750	,0495	,0421	,2492

Correlation Matrix

	Y2.1	Y2.2	Y2.3	Y2.4	Y2.5
Y2.1	1,0000				
Y2.2	,2030	1,0000			
Y2.3	,1931	,2241	1,0000		
Y2.4	,1710	,2293	,3653	1,0000	
Y2.5	,2299	,3031	,1844	,1621	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	21,9350	2,5636	1,6011	5

Item Means	Mean	Minimum	Maximum	Range	Max/Min	Variance
	4,3870	4,1750	4,5450	,3700	1,0886	,0290

Item Variances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,2694	,2456	,2911	,0455	1,1851	,0005

Inter-item Covariances	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,0608	,0421	,1024	,0603	2,4305	,0003

Inter-item Correlations	Mean	Minimum	Maximum	Range	Max/Min	Variance
	,2265	,1621	,3653	,2032	2,2538	,0038

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
Y2.1	17,4150	1,8319	,3017	,0947	,5649
Y2.2	17,7600	1,8215	,3711	,1484	,5272
Y2.3	17,4750	1,7381	,3774	,1716	,5225
Y2.4	17,7000	1,7889	,3615	,1645	,5316
Y2.5	17,3900	1,8572	,3360	,1324	,5453

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	102,0310	199	,5127		
Within People	189,2000	800	,2365		
Between Measures	23,2060	4	5,8015	27,8202	,0000
Residual	165,9940	796	,2085		
Total	291,2310	999	,2915		
Grand Mean	4,3870				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,2258*
95,00% C.I.: Lower = ,1649 Upper = ,2945
F = 2,4587 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,5933**
95,00% C.I.: Lower = ,4968 Upper = ,6760
F = 2,4587 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

Hotelling's T-Squared = 121,6074 F = 29,9435 Prob. = ,0000
Degrees of Freedom: Numerator = 4 Denominator = 196

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,5933 Standardized item alpha = ,5942

Reliability KINERJA PEMBINAAN AKADEMIK (Y3)

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	Y3.1	4,1850	,4816	200,0
2.	Y3.2	4,2900	,5169	200,0
3.	Y3.3	4,4800	,5395	200,0
4.	Y3.4	4,4850	,5489	200,0
5.	Y3.5	4,2350	,5669	200,0

Covariance Matrix

	Y3.1	Y3.2	Y3.3	Y3.4	Y3.5
Y3.1	,2319				
Y3.2	,0717	,2672			
Y3.3	,0464	,0511	,2911		
Y3.4	,0455	,0395	,1128	,3013	
Y3.5	,0568	,1225	,0977	,0563	,3214

Correlation Matrix

	Y3.1	Y3.2	Y3.3	Y3.4	Y3.5
Y3.1	1,0000				
Y3.2	,2880	1,0000			
Y3.3	,1787	,1831	1,0000		
Y3.4	,1721	,1394	,3808	1,0000	
Y3.5	,2081	,4179	,3194	,1810	1,0000

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

N of Cases = 200,0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables
	21,6750	2,8134	1,6773	5

	Mean	Minimum	Maximum	Range	Max/Min	Variance
Item Means	4,3350	4,1850	4,4850	,3000	1,0717	,0195
Item Variances	,2826	,2319	,3214	,0894	1,3857	,0012
Inter-item Covariances	,0700	,0395	,1225	,0829	3,0966	,0009
Inter-item Correlations	,2468	,1394	,4179	,2785	2,9982	,0090

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Alpha if Item Deleted
Y3.1	17,4900	2,1406	,3129	,1117	,5977
Y3.2	17,3850	1,9767	,3918	,2185	,5605
Y3.3	17,1950	1,9065	,4134	,2150	,5488
Y3.4	17,1900	2,0039	,3270	,1592	,5937
Y3.5	17,4400	1,8255	,4351	,2401	,5361

Analysis of Variance

Source of Variation	Sum of Sq.	DF	Mean Square	F	Prob.
Between People	111,9750	199	,5627		
Within People	184,8000	800	,2310		
Between Measures	15,6100	4	3,9025	18,3604	,0000
Residual	169,1900	796	,2126		
Total	296,7750	999	,2971		
Grand Mean	4,3350				

Intraclass Correlation Coefficient

Two-Way Mixed Effect Model (Consistency Definition):
People Effect Random, Measure Effect Fixed
Single Measure Intraclass Correlation = ,2478*
95,00% C.I.: Lower = ,1856 Upper = ,3173
F = 2,6473 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
Average Measure Intraclass Correlation = ,6223**
95,00% C.I.: Lower = ,5327 Upper = ,6991
F = 2,6473 DF = (199, 796,0) Sig. = ,0000 (Test Value = ,0000)
*: Notice that the same estimator is used whether the interaction effect is present or not.
**: This estimate is computed if the interaction effect is absent, otherwise ICC is not estimable.

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients 5 items

Alpha = ,6223 Standardized item alpha = ,6210

Correlations

		X1.1	X1.2	X1.3	X2.1	X2.2	X2.3
X1.1	Pearson Correlation	1	,923**	,912**	,863**	,909**	,865**
	Sig. (2-tailed)	.	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X1.2	Pearson Correlation	,923**	1	,863**	,807**	,852**	,826**
	Sig. (2-tailed)	,000	.	,000	,000	,000	,000
	N	200	200	200	200	200	200
X1.3	Pearson Correlation	,912**	,863**	1	,825**	,894**	,839**
	Sig. (2-tailed)	,000	,000	.	,000	,000	,000
	N	200	200	200	200	200	200
X2.1	Pearson Correlation	,863**	,807**	,825**	1	,850**	,834**
	Sig. (2-tailed)	,000	,000	,000	.	,000	,000
	N	200	200	200	200	200	200
X2.2	Pearson Correlation	,909**	,852**	,894**	,850**	1	,939**
	Sig. (2-tailed)	,000	,000	,000	,000	.	,000
	N	200	200	200	200	200	200
X2.3	Pearson Correlation	,865**	,826**	,839**	,834**	,939**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	.
	N	200	200	200	200	200	200
X3.1	Pearson Correlation	,643**	,562**	,584**	,566**	,634**	,626**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3.2	Pearson Correlation	,584**	,575**	,606**	,538**	,585**	,591**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3.3	Pearson Correlation	,895**	,842**	,879**	,814**	,892**	,873**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X4.1	Pearson Correlation	,720**	,706**	,694**	,714**	,726**	,764**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X4.2	Pearson Correlation	,527**	,475**	,524**	,500**	,500**	,523**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X4.3	Pearson Correlation	,479**	,457**	,467**	,410**	,439**	,392**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y1	Pearson Correlation	,275**	,304**	,289**	,256**	,306**	,324**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y2	Pearson Correlation	,439**	,372**	,440**	,399**	,462**	,460**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y3	Pearson Correlation	,822**	,798**	,820**	,761**	,798**	,770**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X1	Pearson Correlation	,970**	,929**	,942**	,889**	,931**	,904**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X2	Pearson Correlation	,971**	,923**	,941**	,896**	,936**	,907**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3	Pearson Correlation	,971**	,923**	,941**	,896**	,936**	,907**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200

Correlations

		X1.1	X1.2	X1.3	X2.1	X2.2	X2.3
X4	Pearson Correlation	,916**	,866**	,904**	,860**	,910**	,865**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y	Pearson Correlation	,908**	,874**	,914**	,850**	,898**	,873**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200

Correlations

		X3.1	X3.2	X3.3	X4.1	X4.2	X4.3
X1.1	Pearson Correlation	,643**	,584**	,895**	,720**	,527**	,479**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X1.2	Pearson Correlation	,562**	,575**	,842**	,706**	,475**	,457**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X1.3	Pearson Correlation	,584**	,606**	,879**	,694**	,524**	,467**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X2.1	Pearson Correlation	,566**	,538**	,814**	,714**	,500**	,410**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X2.2	Pearson Correlation	,634**	,585**	,892**	,726**	,500**	,439**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X2.3	Pearson Correlation	,626**	,591**	,873**	,764**	,523**	,392**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3.1	Pearson Correlation	1	,532**	,578**	,455**	,506**	,356**
	Sig. (2-tailed)	.	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3.2	Pearson Correlation	,532**	1	,540**	,467**	,351**	,285**
	Sig. (2-tailed)	,000	.	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3.3	Pearson Correlation	,578**	,540**	1	,717**	,522**	,455**
	Sig. (2-tailed)	,000	,000	.	,000	,000	,000
	N	200	200	200	200	200	200
X4.1	Pearson Correlation	,455**	,467**	,717**	1	,437**	,329**
	Sig. (2-tailed)	,000	,000	,000	.	,000	,000
	N	200	200	200	200	200	200
X4.2	Pearson Correlation	,506**	,351**	,522**	,437**	1	,248**
	Sig. (2-tailed)	,000	,000	,000	,000	.	,000
	N	200	200	200	200	200	200
X4.3	Pearson Correlation	,356**	,285**	,455**	,329**	,248**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	.
	N	200	200	200	200	200	200
Y1	Pearson Correlation	,192**	,290**	,317**	,380**	,201**	,132
	Sig. (2-tailed)	,006	,000	,000	,000	,004	,062
	N	200	200	200	200	200	200
Y2	Pearson Correlation	,386**	,335**	,453**	,364**	,278**	,158*
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,025
	N	200	200	200	200	200	200
Y3	Pearson Correlation	,491**	,521**	,797**	,696**	,440**	,326**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X1	Pearson Correlation	,631**	,613**	,924**	,756**	,545**	,472**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X2	Pearson Correlation	,641**	,612**	,923**	,757**	,553**	,471**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3	Pearson Correlation	,641**	,612**	,923**	,757**	,553**	,471**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200

Correlations

		X3.1	X3.2	X3.3	X4.1	X4.2	X4.3
X4	Pearson Correlation	,583**	,546**	,915**	,748**	,557**	,544**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y	Pearson Correlation	,583**	,624**	,877**	,730**	,494**	,411**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200

Correlations

		Y1	Y2	Y3	X1	X2	X3
X1.1	Pearson Correlation	,275**	,439**	,822**	,970**	,971**	,971**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X1.2	Pearson Correlation	,304**	,372**	,798**	,929**	,923**	,923**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X1.3	Pearson Correlation	,289**	,440**	,820**	,942**	,941**	,941**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X2.1	Pearson Correlation	,256**	,399**	,761**	,889**	,896**	,896**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X2.2	Pearson Correlation	,306**	,462**	,798**	,931**	,936**	,936**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X2.3	Pearson Correlation	,324**	,460**	,770**	,904**	,907**	,907**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3.1	Pearson Correlation	,192**	,386**	,491**	,631**	,641**	,641**
	Sig. (2-tailed)	,006	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3.2	Pearson Correlation	,290**	,335**	,521**	,613**	,612**	,612**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X3.3	Pearson Correlation	,317**	,453**	,797**	,924**	,923**	,923**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X4.1	Pearson Correlation	,380**	,364**	,696**	,756**	,757**	,757**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X4.2	Pearson Correlation	,201**	,278**	,440**	,545**	,553**	,553**
	Sig. (2-tailed)	,004	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
X4.3	Pearson Correlation	,132	,158*	,326**	,472**	,471**	,471**
	Sig. (2-tailed)	,062	,025	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y1	Pearson Correlation	1	,165*	,358**	,316**	,312**	,312**
	Sig. (2-tailed)	.	,019	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y2	Pearson Correlation	,165*	1	,388**	,439**	,446**	,446**
	Sig. (2-tailed)	,019	.	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y3	Pearson Correlation	,358**	,388**	1	,865**	,860**	,860**
	Sig. (2-tailed)	,000	,000	.	,000	,000	,000
	N	200	200	200	200	200	200
X1	Pearson Correlation	,316**	,439**	,865**	1	,998**	,998**
	Sig. (2-tailed)	,000	,000	,000	.	,000	,000
	N	200	200	200	200	200	200
X2	Pearson Correlation	,312**	,446**	,860**	,998**	1	1,000**
	Sig. (2-tailed)	,000	,000	,000	,000	.	.
	N	200	200	200	200	200	200
X3	Pearson Correlation	,312**	,446**	,860**	,998**	1,000**	1
	Sig. (2-tailed)	,000	,000	,000	,000	.	.
	N	200	200	200	200	200	200

Correlations

		Y1	Y2	Y3	X1	X2	X3
X4	Pearson Correlation	,288**	,399**	,816**	,943**	,946**	,946**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200
Y	Pearson Correlation	,384**	,511**	,886**	,954**	,952**	,952**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	200	200	200	200	200	200

Correlations

		X4	Y
X1.1	Pearson Correlation	,916**	,908**
	Sig. (2-tailed)	,000	,000
	N	200	200
X1.2	Pearson Correlation	,866**	,874**
	Sig. (2-tailed)	,000	,000
	N	200	200
X1.3	Pearson Correlation	,904**	,914**
	Sig. (2-tailed)	,000	,000
	N	200	200
X2.1	Pearson Correlation	,860**	,850**
	Sig. (2-tailed)	,000	,000
	N	200	200
X2.2	Pearson Correlation	,910**	,898**
	Sig. (2-tailed)	,000	,000
	N	200	200
X2.3	Pearson Correlation	,865**	,873**
	Sig. (2-tailed)	,000	,000
	N	200	200
X3.1	Pearson Correlation	,583**	,583**
	Sig. (2-tailed)	,000	,000
	N	200	200
X3.2	Pearson Correlation	,546**	,624**
	Sig. (2-tailed)	,000	,000
	N	200	200
X3.3	Pearson Correlation	,915**	,877**
	Sig. (2-tailed)	,000	,000
	N	200	200
X4.1	Pearson Correlation	,748**	,730**
	Sig. (2-tailed)	,000	,000
	N	200	200
X4.2	Pearson Correlation	,557**	,494**
	Sig. (2-tailed)	,000	,000
	N	200	200
X4.3	Pearson Correlation	,544**	,411**
	Sig. (2-tailed)	,000	,000
	N	200	200
Y1	Pearson Correlation	,288**	,384**
	Sig. (2-tailed)	,000	,000
	N	200	200
Y2	Pearson Correlation	,399**	,511**
	Sig. (2-tailed)	,000	,000
	N	200	200
Y3	Pearson Correlation	,816**	,886**
	Sig. (2-tailed)	,000	,000
	N	200	200
X1	Pearson Correlation	,943**	,954**
	Sig. (2-tailed)	,000	,000
	N	200	200
X2	Pearson Correlation	,946**	,952**
	Sig. (2-tailed)	,000	,000
	N	200	200
X3	Pearson Correlation	,946**	,952**
	Sig. (2-tailed)	,000	,000
	N	200	200

Correlations

		X4	Y
X4	Pearson Correlation	1	,889**
	Sig. (2-tailed)	.	,000
	N	200	200
Y	Pearson Correlation	,889**	1
	Sig. (2-tailed)	,000	.
	N	200	200

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

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

Reliability Test

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

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients

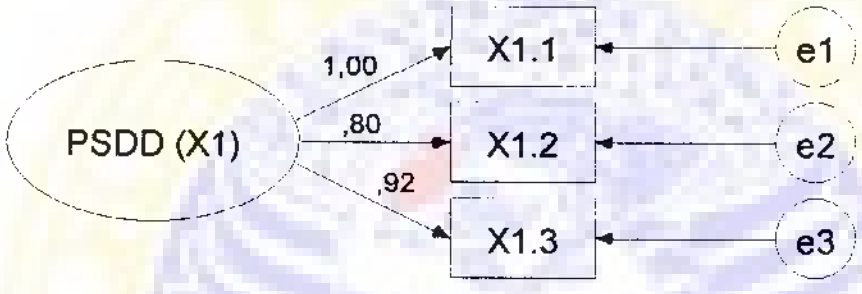
N of Cases = 200,0 N of Items = 20

Alpha = ,9420

LAMPIRAN EMPAT

HASIL PENGUJIAN CONFIRMATORY FACTOR ANALYSIS

Chi-Squared =,101
Probabilitas =,750
GFI =1,000
AGFI =,998
RMSEA =,000



CONFIRMATORY FACTOR ANALYSIS
PENGEMBANGAN SUMBER DAYA DOSEN (PSDD)

Regression Weights

		Estimat	E S.E.	C.R	P	Label
X1.1	<--PSDD (X1)	2,222	0,126	17,572	0,000	
X1.2	<--PSDD (X1)	1,000				
X1.3	<--PSDD (X1)	8,055	0,493	16,346	0,000	

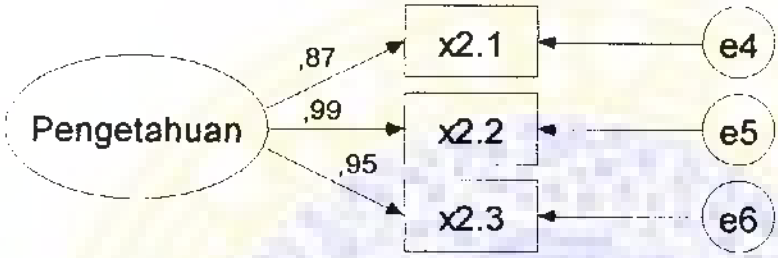
Standardized Regression Weights

		Estimate
X1.1	<--PSDD (X1)	0,996
X1.2	<--PSDD (X1)	0,804
X1.3	<--PSDD (X1)	0,916

Variances

	Estimate	S.E	C.R.	P	Label
PSDD (X1)	1,831	0,268	6,823	0,000	
e2	1,000				
e1	0,073	0,202	0,362	0,718	
e3	22,883	3,531	6,481	0,000	

Chi-Squared =1,737
Probabilitas =,188
GFI =,994
AGFI =,966
RMSEA =,061
TLI =,997
CFI =,999



CONFIRMATORY FACTOR ANALYSIS
PENGETAHUAN DOSEN

Regression Weights

	Estimate	S.E.	C.R.	P	Label
x2.1<-Pengetahuan	1,000				
x2.2<--Pengetahuan,	1,730	0,052	22,618	0,000	
x2.3<--Pengetahuan	1,253	0,060	20,874	0,000	

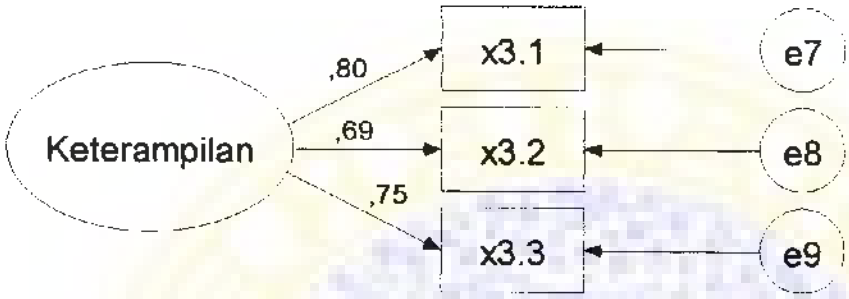
Standardized Regression Weights

	Estimate
x2.1<--Pengetahuan	0,866
x2.2<--Pengetahuan	0,985
x2.3<--Pengetahuan	0,948

Variances

	Estimate	S.E.	C.R.	P	Label
Pengetahuan	5,657	0,737	7,678	0,000	
e6	1,000				
e4	1,884	0,207	9,122	0,000	
e5	0,236	0,091	2,587	0,010	

Chi-Squared =1,078
Probabilitas =,299
GFI =,996
AGFI =,978
RMSEA =,020
TLI =,999
CFI =1,000



CONFIRMATORY FACTOR ANALYSIS
KETERAMPILAN DOSEN

Regression Weights

		Estimate	S.E.	C.R.	P	Label
x3.1	<--Keterampilan	1,302	0,140	9,307	0,000	
x3.2	<--Keterampilan	1,000				
x3.3	<--Keterampilan	3,100	0,376	8,251	0,000	

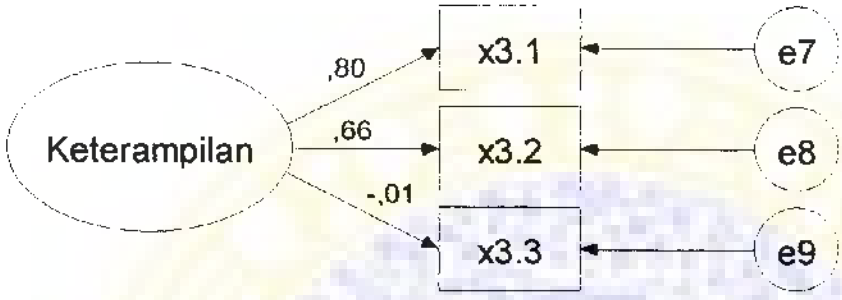
Standardized Regression Weights

		Estimate
x3.1	<--Keterampilan	0,796
x3.2	<--Keterampilan	0,694
x3.3	<--Keterampilan	0,748

Variances

	Estimate	S.E.	C.R.	P	Label
Keterampilan	1,023	0,206	4,975	0,000	
e7	1,000				
e8	1,100	0,146	7,534	0,000	
e9	7,729	1,158	6,677	0,000	

Chi-Squared =1,084
Probabilitas =,298
GFI =,996
AGFI =,978
RMSEA =,021



CONFIRMATORY FACTOR ANALYSIS
KETERAMPILAN DOSEN

Regression Weights

			Estimate	S.E.	C.R.	P	Label
x3.1	<--	Keterampilan	1,302	0,140	9,307	0,000	
x3.2	<--	Keterampilan	1,000				
x3.3	<--	Keterampilan	3,100	0,376	8,251	0,000	

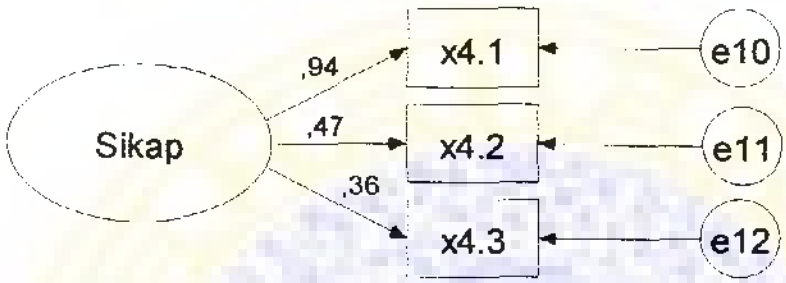
Standardized Regression Weights

			Estimate
x3.1	<--	Keterampilan	0,796
x3.2	<--	Keterampilan	0,694
x3.3	<--	Keterampilan	0,748

Variances

	Estimate	S.E.	C.R.	P	Label
Keterampilan	1,023	0,206	4,975	0,000	
e7	1,000				
e8	1,100	0,146	7,534	0,000	
e9	7,729	1,158	6,677	0,000	

Chi-Squared =1,948
Probabilitas =,163
GFI =,994
AGFI =,961
RMSEA =,069
TLI =,956
CFI =,985
DF =1



CONFIRMATORY FACTOR ANALYSIS
SIKAP DOSEN

Regression Weights

			Estimate	S.E.	C.R.	P	Label
x4.1	<--	Sikap	4,177	0,830	5,029	0,000	
x4.2	<--	Sikap	1,251	0,304	4,120	0,000	
x4.3	<--	Sikap	1,000				

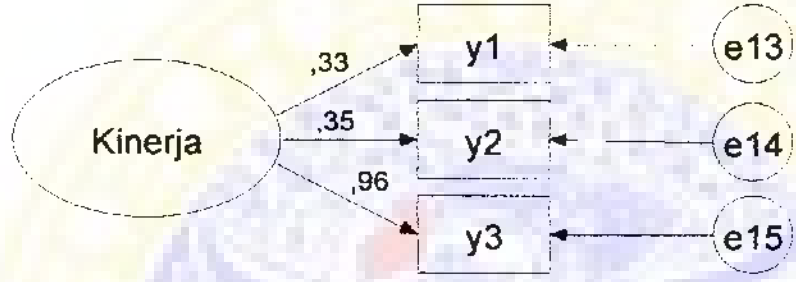
Standardized Regression Weights

			Estimate
x4.1	<--	Sikap	0,937
x4.2	<--	Sikap	0,471
x4.3	<--	Sikap	0,358

Variances

	Estimate	S.E.	C.R.	P	Label
Sikap	0,411	0,167	2,463	0,014	
e10	1,000				
e11	2,258	0,235	9,601	0,000	
e12	2,786	0,285	9,781	0,000	

Chi-Squared =,613
Probabilitas =,434
GFI =,998
AGFI =,988
RMSEA =,000
TLI =1,027
CFI =1,000



CONFIRMATORY FACTOR ANALISIS
KINERJA DOSEN

Regression Weights

			Estimate	S.E	C.R.	P	Label
y1	<--	Kinerja	1,000				
y2	<--	Kinerja	1,193	0,344	3,467	0,001	
y3	<--	Kinerja	5,945	1,250	4,755	0,000	

Standardized Regression Weights

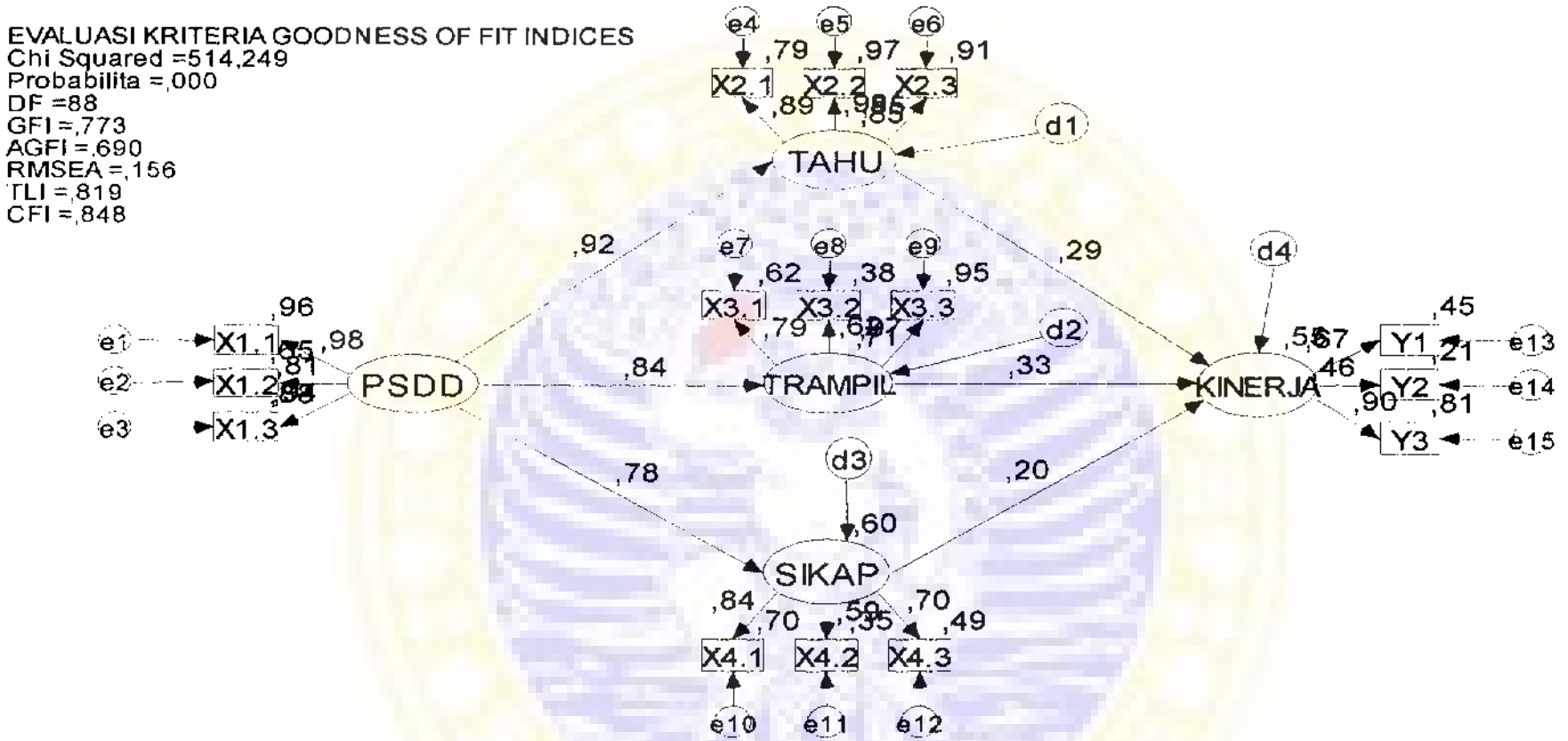
			Estimate
y1	<--	Kinerja	0,334
y2	<--	Kinerja	0,349
y3	<--	Kinerja	0,957

Variances

	Estimate	S.E.	C.R.	P	Label
Kinerja	0,305	0,131	2,326	0,020	
e15	1,000				
e13	2,430	0,246	9,862	0,000	
e14	3,121	0,317	9,849	0,000	

LAMPIRAN LIMA

HASIL PENGUJIAN STRUCTURAL EQUATION MODEL



PENGARUH PENGEMBANGAN SUMBERDAYA DOSEN TERHADAP PENGETAHUAN, KETERAMPILAN, SIKAP DAN KINERJA DOSEN BIDANG PENDIDIKAN DAN PENGAJARAN

	Estimate	S.E.	C.R.	P	Label
PSDD	123,582	14,134	8,744	0,000	
d1	1,000				
d2	1,000				
d3	1,000				
d4	1,000				
e3	18,085	2,153	8,400	0,000	
e1	0,327	0,076	4,273	0,000	
e4	1,758	0,193	9,087	0,000	
e5	0,284	0,077	3,681	0,000	
e6	0,899	0,125	7,182	0,000	
e7	2,116	0,242	8,731	0,000	
e8	1,390	0,145	9,616	0,000	
e9	1,180	0,605	1,951	0,051	
e12	2,648	0,320	8,278	0,000	
e11	1,979	0,221	8,951	0,000	
e10	2,662	0,505	5,268	0,000	
e13	3,059	0,337	9,079	0,000	
e14	3,009	0,304	9,889	0,000	
e15	0,101	0,696	0,144	0,885	
e2	0,284	0,034	8,372	0,000	

Squared Multiple Correlations

	Estimate
SIKAP	0,605
TRAMPIL	0,712
TAHU	0,853
KINERJA	0,592
Y3	0,992
Y2	0,179
Y1	0,445
X4.1	0,703
X4.2	0,347
X4.3	0,489
X3.3	0,943
X3.2	0,384
X3.1	0,621
X2.3	0,911
X2.2	0,966
X2.1	0,795
X1.1	0,964
X1.2	0,874
X1.3	0,872

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Regression Weights

	Estimate	S.E.	C.R.	P	Label
TRAMPIL <-- PSDD	0,141	0,011	12,987	0,000	
TAHU <-- PSDD	0,217	0,012	18,822	0,000	
SIKAP <-- PSDD	0,111	0,011	9,917	0,000	
KINERJA <-- TRAMPIL	0,269	0,074	3,640	0,000	
KINERJA <-- TAHU	0,218	0,058	3,770	0,000	
KINERJA <-- SIKAP	0,157	0,086	1,839	0,066	
X1.3 <-- PSDD	1,000				
X1.2 <-- PSDD	0,126	0,005	25,809	0,000	
X1.1 <-- PSDD	0,267	0,008	32,027	0,000	
X2.1 <-- TAHU	1,000				
X2.2 <-- TAHU	1,084	0,038	28,186	0,000	
X2.3 <-- TAHU	1,164	0,045	25,648	0,000	
X3.1 <-- TRAMPIL	1,000				
X3.2 <-- TRAMPIL	0,500	0,051	9,869	0,000	
X3.3 <-- TRAMPIL	2,362	0,134	17,619	0,000	
X4.3 <-- SIKAP	1,000				
X4.2 <-- SIKAP	0,645	0,078	8,223	0,000	
X4.1 <-- SIKAP	1,577	0,138	11,464	0,000	
Y1 <-- KINERJA	1,000				
Y2 <-- KINERJA	0,518	0,082	6,300	0,000	
Y3 <-- KINERJA	2,243	0,176	12,772	0,000	

Standardized Regression Weights

	Estimate
TRAMPIL <-- PSDD	0,844
TAHU <-- PSDD	0,924
SIKAP <-- PSDD	0,778
KINERJA <-- TRAMPIL	0,321
KINERJA <-- TAHU	0,363
KINERJA <-- SIKAP	0,160
X1.3 <-- PSDD	0,934
X1.2 <-- PSDD	0,935
X1.1 <-- PSDD	0,982
X2.1 <-- TAHU	0,892
X2.2 <-- TAHU	0,983
X2.3 <-- TAHU	0,955
X3.1 <-- TRAMPIL	0,788
X3.2 <-- TRAMPIL	0,620
X3.3 <-- TRAMPIL	0,971
X4.3 <-- SIKAP	0,699
X4.2 <-- SIKAP	0,589
X4.1 <-- SIKAP	0,838
Y1 <-- KINERJA	0,667
Y2 <-- KINERJA	0,423
Y3 <-- KINERJA	0,996

Variances

Gambar Simultan 03
21 Maret 2005 15:16:36

Amos

by James L. Arbuckle

Version 4.01

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http://www.smallwaters.com

****

Title

Gambar simultan 03: 21 Maret 2005 03:16

Your model contains the following variables

X1.3	observed	endogenous
X1.2	observed	endogenous
X1.1	observed	endogenous
X2.1	observed	endogenous
X2.2	observed	endogenous
X2.3	observed	endogenous
X3.1	observed	endogenous
X3.2	observed	endogenous
X3.3	observed	endogenous
X4.3	observed	endogenous
X4.2	observed	endogenous
X4.1	observed	endogenous
Y1	observed	endogenous
Y2	observed	endogenous
Y3	observed	endogenous
TAHU	unobserved	endogenous
TRAMPIL	unobserved	endogenous
SIKAP	unobserved	endogenous
KINERJA	unobserved	endogenous
PSDD	unobserved	exogenous
e3	unobserved	exogenous
e1	unobserved	exogenous
e4	unobserved	exogenous
e5	unobserved	exogenous
e6	unobserved	exogenous
e7	unobserved	exogenous
e8	unobserved	exogenous
e9	unobserved	exogenous
e12	unobserved	exogenous
e11	unobserved	exogenous
e10	unobserved	exogenous
e13	unobserved	exogenous
e14	unobserved	exogenous
e15	unobserved	exogenous
d1	unobserved	exogenous
d4	unobserved	exogenous
d2	unobserved	exogenous
d3	unobserved	exogenous
e2	unobserved	exogenous

Number of variables in your model:	39
Number of observed variables:	15
Number of unobserved variables:	24
Number of exogenous variables:	20
Number of endogenous variables:	19

Summary of Parameters

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed:	24	0	4	0	0	28
Labeled:	0	0	0	0	0	0
Unlabeled:	16	0	16	0	0	32
Total:	40	0	20	0	0	60

NOTE:
The model is recursive.

Assessment of normality

	min	max	skew	c.r.	kurtosis	c.r.
Y3	13,000	28,000	-0,368	-2,123	-0,732	-2,113
Y2	16,000	26,000	-0,057	-0,332	-0,381	-1,100
Y1	16,000	25,000	0,005	0,031	-0,100	-0,288
X4.1	13,000	25,000	-0,007	-0,039	-0,461	-1,331
X4.2	15,000	25,000	-0,371	-2,141	0,820	2,368
X4.3	15,000	25,000	-0,293	-1,694	0,451	1,303
X3.3	16,000	30,000	-0,518	-2,991	-0,973	-2,810
X3.2	16,000	25,000	-0,689	-3,979	0,866	2,499
X3.1	16,000	25,000	-0,669	-3,860	0,283	0,817
X2.3	15,000	28,000	-0,724	-4,180	-0,181	-0,522
X2.2	15,000	25,000	-0,900	-5,196	-0,201	-0,579
X2.1	14,000	25,000	-0,884	-5,103	0,282	0,814
X1.1	13,000	25,000	-1,039	-5,999	0,684	1,973
X1.2	14,000	20,000	-0,889	-5,133	0,459	1,326
X1.3	16,000	67,000	-0,713	-4,116	-0,095	-0,274
Multivariate				**35,719**	**11,184**	

Observations farthest from the centroid (Mahalanobis distance)

Observation number	Mahalanobis d-squared	p1	p2
142	64,937	0,000	0,000
13	47,227	0,000	0,000
15	47,146	0,000	0,000
141	33,321	0,004	0,011
189	32,907	0,005	0,003
20	32,853	0,005	0,001
2	32,060	0,006	0,000
176	30,331	0,011	0,002
58	30,072	0,012	0,001
14	29,289	0,015	0,001
151	28,164	0,021	0,003
170	27,941	0,022	0,002
24	27,934	0,022	0,001
144	27,284	0,027	0,001
146	26,340	0,035	0,004
147	25,373	0,045	0,020
41	25,110	0,048	0,018
63	24,856	0,052	0,017
100	24,693	0,054	0,013

3	23,597	0,072	0,088
133	23,269	0,079	0,107
99	23,157	0,081	0,088
140	22,876	0,087	0,102
143	22,816	0,088	0,076
52	22,625	0,092	0,075
194	21,995	0,108	0,184
190	21,859	0,109	0,142
112	21,768	0,114	0,149
29	21,643	0,118	0,137
27	21,615	0,118	0,103
17	21,473	0,122	0,100
85	21,451	0,123	0,073
89	21,329	0,127	0,067
30	21,278	0,128	0,052
165	21,075	0,134	0,061
8	21,031	0,136	0,047
32	20,932	0,139	0,042
109	20,775	0,144	0,044
21	20,017	0,171	0,211
40	19,972	0,173	0,179
139	19,797	0,180	0,200
7	19,553	0,190	0,257
171	19,524	0,191	0,217
60	19,498	0,192	0,179
135	19,111	0,209	0,312
169	19,040	0,212	0,291
128	18,891	0,219	0,314
84	18,790	0,223	0,312
74	18,647	0,230	0,335
66	18,563	0,234	0,325
130	18,562	0,234	0,268
134	18,445	0,240	0,278
116	18,378	0,243	0,261
57	18,375	0,243	0,213
186	18,092	0,258	0,314
126	17,990	0,263	0,319
11	17,855	0,270	0,346
67	17,585	0,285	0,466
138	17,286	0,302	0,612
115	17,073	0,315	0,695
49	17,048	0,316	0,657
105	17,045	0,316	0,601
61	17,037	0,317	0,547
55	16,484	0,351	0,837
154	16,423	0,355	0,828
9	16,403	0,356	0,797
137	16,208	0,368	0,854
195	16,065	0,378	0,880
1	15,723	0,401	0,955
113	15,623	0,408	0,959
103	15,614	0,408	0,946
198	15,614	0,408	0,928
93	15,509	0,415	0,936
23	15,449	0,420	0,933
117	15,357	0,426	0,938
127	15,248	0,434	0,946
77	15,232	0,435	0,933
51	15,123	0,443	0,942

184	15,087	0,445	0,933
65	15,086	0,445	0,913
19	14,732	0,471	0,974
101	14,589	0,481	0,982
88	14,533	0,486	0,981
54	14,423	0,494	0,985
96	14,268	0,505	0,990
123	14,265	0,505	0,986
163	14,231	0,508	0,984
168	14,227	0,508	0,978
199	14,206	0,510	0,972
178	14,177	0,512	0,966
5	14,114	0,517	0,966
90	14,086	0,519	0,959
94	14,032	0,523	0,957
97	13,829	0,539	0,978
4	13,821	0,539	0,970
110	13,821	0,539	0,960
48	13,730	0,546	0,964
95	13,699	0,549	0,958
81	13,656	0,552	0,954
121	13,608	0,555	0,950

Sample size: 200

Model: Default model

Computation of degrees of freedom

Number of distinct sample moments: 120
Number of distinct parameters to be estimated: 32

Degrees of freedom: 88

0e	6	0,0e+000	-1,2277e+000	1,00e+004	3,11899622563e+003	0 1,00e+004
1e*	10	0,0e+000	-1,0985e+000	3,66e+000	2,01031089135e+003	20 2,31e-001
2e*	6	0,0e+000	-6,1104e-001	6,87e-001	1,47572088265e+003	6 1,04e+000
3e	5	0,0e+000	-6,3795e-001	1,27e-001	1,40629997098e+003	6 7,24e-001
4e*	4	0,0e+000	-5,9796e-001	7,96e-001	9,53785417618e+002	8 1,00e+000
5e*	3	0,0e+000	-1,5375e-001	2,57e-001	8,29587525815e+002	5 7,80e-001
6e*	0	6,7e+003	0,0000e+000	7,07e-001	6,55708833630e+002	7 7,61e-001
7e	0	9,8e+002	0,0000e+000	5,13e-001	6,02086153101e+002	5 0,00e+000
8e	0	4,9e+002	0,0000e+000	8,00e-001	5,66505306458e+002	1 5,33e-001
9e	0	4,6e+002	0,0000e+000	1,90e-001	5,39719118426e+002	1 1,20e+000
10e	0	4,6e+002	0,0000e+000	1,32e-001	5,35101582711e+002	1 1,14e+000
11e	0	4,6e+002	0,0000e+000	4,67e-002	5,34785723170e+002	1 1,06e+000
12e	0	4,6e+002	0,0000e+000	5,24e-003	5,34782774497e+002	1 1,01e+000
13e	0	4,6e+002	0,0000e+000	6,14e-005	5,34782774106e+002	1 1,00e+000

Minimum was achieved

Chi-square = 534,783
Degrees of freedom = 88
Probability level = 0,000

Maximum Likelihood Estimates

Regression Weights:

	Estimate	S.E.	C.R.	Label
TRAMPIL <--- PSDD	0,141	0,011	12,987	
TAHU <--- PSDD	0,217	0,012	18,822	
SIKAP <--- PSDD	0,111	0,011	9,917	
KINERJA <--- TRAMPIL	0,269	0,074	3,640	
KINERJA <--- TAHU	0,218	0,058	3,770	
KINERJA <--- SIKAP	0,157	0,086	1,839	
X1.3 <--- PSDD	1,000			
X1.2 <--- PSDD	0,126	0,005	25,809	
X1.1 <--- PSDD	0,267	0,008	32,027	
X2.1 <--- TAHU	1,000			
X2.2 <--- TAHU	1,084	0,038	28,186	
X2.3 <--- TAHU	1,164	0,045	25,648	
X3.1 <--- TRAMPIL	1,000			
X3.2 <--- TRAMPIL	0,500	0,051	9,869	
X3.3 <--- TRAMPIL	2,362	0,134	17,619	
X4.3 <--- SIKAP	1,000			
X4.2 <--- SIKAP	0,645	0,078	8,223	
X4.1 <--- SIKAP	1,577	0,138	11,464	
Y1 <--- KINERJA	1,000			
Y2 <--- KINERJA	0,518	0,082	6,300	
Y3 <--- KINERJA	2,243	0,176	12,772	

Standardized Regression Weights:

	Estimate
TRAMPIL <--- PSDD	0,844
TAHU <--- PSDD	0,924
SIKAP <--- PSDD	0,778
KINERJA <--- TRAMPIL	0,321
KINERJA <--- TAHU	0,363
KINERJA <--- SIKAP	0,160
X1.3 <--- PSDD	0,934
X1.2 <--- PSDD	0,935
X1.1 <--- PSDD	0,982
X2.1 <--- TAHU	0,892
X2.2 <--- TAHU	0,983
X2.3 <--- TAHU	0,955
X3.1 <--- TRAMPIL	0,788
X3.2 <--- TRAMPIL	0,620
X3.3 <--- TRAMPIL	0,971
X4.3 <--- SIKAP	0,699
X4.2 <--- SIKAP	0,589
X4.1 <--- SIKAP	0,838
Y1 <--- KINERJA	0,667
Y2 <--- KINERJA	0,423
Y3 <--- KINERJA	0,996

Variances:	Estimate	S.E.	C.R.	Label
PSDD	123,582	14,134	8,744	
d1	1,000			
d2	1,000			
d3	1,000			
d4	1,000			
e3	18,085	2,153	8,400	
e1	0,327	0,076	4,273	
e4	1,758	0,193	9,087	
e5	0,284	0,077	3,681	
e6	0,899	0,125	7,182	
e7	2,116	0,242	8,731	
e8	1,390	0,145	9,616	
e9	1,180	0,605	1,951	
e12	2,648	0,320	8,278	
e11	1,979	0,221	8,951	
e10	2,662	0,505	5,268	
e13	3,059	0,337	9,079	
e14	3,009	0,304	9,889	
e15	0,101	0,696	0,144	
e2	0,284	0,034	8,372	

Squared Multiple Correlations:	Estimate
SIKAP	0,605
TRAMPIL	0,712
TAHU	0,853
KINERJA	0,592
Y3	0,992
Y2	0,179
Y1	0,445
X4.1	0,703
X4.2	0,347
X4.3	0,489
X3.3	0,943
X3.2	0,384
X3.1	0,621
X2.3	0,911
X2.2	0,966
X2.1	0,795
X1.1	0,964
X1.2	0,874
X1.3	0,872

Total Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,111	0,000	0,000	0,000	0,000
TRAMPIL	0,141	0,000	0,000	0,000	0,000
TAHU	0,217	0,000	0,000	0,000	0,000
KINERJA	0,103	0,157	0,269	0,218	0,000
Y3	0,231	0,353	0,605	0,489	2,243
Y2	0,053	0,082	0,139	0,113	0,518
Y1	0,103	0,157	0,269	0,218	1,000
X4.1	0,175	1,577	0,000	0,000	0,000

X4.2	0,072	0,645	0,000	0,000	0,000
X4.3	0,111	1,000	0,000	0,000	0,000
X3.3	0,334	0,000	2,362	0,000	0,000
X3.2	0,071	0,000	0,500	0,000	0,000
X3.1	0,141	0,000	1,000	0,000	0,000
X2.3	0,252	0,000	0,000	1,164	0,000
X2.2	0,235	0,000	0,000	1,084	0,000
X2.1	0,217	0,000	0,000	1,000	0,000
X1.1	0,267	0,000	0,000	0,000	0,000
X1.2	0,126	0,000	0,000	0,000	0,000
X1.3	1,000	0,000	0,000	0,000	0,000

Standardized Total Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,778	0,000	0,000	0,000	0,000
TRAMPIL	0,844	0,000	0,000	0,000	0,000
TAHU	0,924	0,000	0,000	0,000	0,000
KINERJA	0,730	0,160	0,321	0,363	0,000
Y3	0,727	0,159	0,319	0,362	0,996
Y2	0,309	0,068	0,136	0,154	0,423
Y1	0,487	0,107	0,214	0,242	0,667
X4.1	0,652	0,838	0,000	0,000	0,000
X4.2	0,458	0,589	0,000	0,000	0,000
X4.3	0,544	0,699	0,000	0,000	0,000
X3.3	0,819	0,000	0,971	0,000	0,000
X3.2	0,523	0,000	0,620	0,000	0,000
X3.1	0,665	0,000	0,788	0,000	0,000
X2.3	0,882	0,000	0,000	0,955	0,000
X2.2	0,908	0,000	0,000	0,983	0,000
X2.1	0,823	0,000	0,000	0,892	0,000
X1.1	0,982	0,000	0,000	0,000	0,000
X1.2	0,935	0,000	0,000	0,000	0,000
X1.3	0,934	0,000	0,000	0,000	0,000

Direct Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,111	0,000	0,000	0,000	0,000
TRAMPIL	0,141	0,000	0,000	0,000	0,000
TAHU	0,217	0,000	0,000	0,000	0,000
KINERJA	0,000	0,157	0,269	0,218	0,000
Y3	0,000	0,000	0,000	0,000	2,243
Y2	0,000	0,000	0,000	0,000	0,518
Y1	0,000	0,000	0,000	0,000	1,000
X4.1	0,000	1,577	0,000	0,000	0,000
X4.2	0,000	0,645	0,000	0,000	0,000
X4.3	0,000	1,000	0,000	0,000	0,000
X3.3	0,000	0,000	2,362	0,000	0,000
X3.2	0,000	0,000	0,500	0,000	0,000
X3.1	0,000	0,000	1,000	0,000	0,000
X2.3	0,000	0,000	0,000	1,164	0,000
X2.2	0,000	0,000	0,000	1,084	0,000
X2.1	0,000	0,000	0,000	1,000	0,000
X1.1	0,267	0,000	0,000	0,000	0,000
X1.2	0,126	0,000	0,000	0,000	0,000
X1.3	1,000	0,000	0,000	0,000	0,000

Standardized Direct Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,778	0,000	0,000	0,000	0,000
TRAMPIL	0,844	0,000	0,000	0,000	0,000
TAHU	0,924	0,000	0,000	0,000	0,000
KINERJA	0,000	0,160	0,321	0,363	0,000
Y3	0,000	0,000	0,000	0,000	0,996
Y2	0,000	0,000	0,000	0,000	0,423
Y1	0,000	0,000	0,000	0,000	0,667
X4.1	0,000	0,838	0,000	0,000	0,000
X4.2	0,000	0,589	0,000	0,000	0,000
X4.3	0,000	0,699	0,000	0,000	0,000
X3.3	0,000	0,000	0,971	0,000	0,000
X3.2	0,000	0,000	0,620	0,000	0,000
X3.1	0,000	0,000	0,788	0,000	0,000
X2.3	0,000	0,000	0,000	0,955	0,000
X2.2	0,000	0,000	0,000	0,983	0,000
X2.1	0,000	0,000	0,000	0,892	0,000
X1.1	0,982	0,000	0,000	0,000	0,000
X1.2	0,935	0,000	0,000	0,000	0,000
X1.3	0,934	0,000	0,000	0,000	0,000

Indirect Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,000	0,000	0,000	0,000	0,000
TRAMPIL	0,000	0,000	0,000	0,000	0,000
TAHU	0,000	0,000	0,000	0,000	0,000
KINERJA	0,103	0,000	0,000	0,000	0,000
Y3	0,231	0,353	0,605	0,489	0,000
Y2	0,053	0,082	0,139	0,113	0,000
Y1	0,103	0,157	0,269	0,218	0,000
X4.1	0,175	0,000	0,000	0,000	0,000
X4.2	0,072	0,000	0,000	0,000	0,000
X4.3	0,111	0,000	0,000	0,000	0,000
X3.3	0,334	0,000	0,000	0,000	0,000
X3.2	0,071	0,000	0,000	0,000	0,000
X3.1	0,141	0,000	0,000	0,000	0,000
X2.3	0,252	0,000	0,000	0,000	0,000
X2.2	0,235	0,000	0,000	0,000	0,000
X2.1	0,217	0,000	0,000	0,000	0,000
X1.1	0,000	0,000	0,000	0,000	0,000
X1.2	0,000	0,000	0,000	0,000	0,000
X1.3	0,000	0,000	0,000	0,000	0,000

Standardized Indirect Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,000	0,000	0,000	0,000	0,000
TRAMPIL	0,000	0,000	0,000	0,000	0,000
TAHU	0,000	0,000	0,000	0,000	0,000
KINERJA	0,730	0,000	0,000	0,000	0,000
Y3	0,727	0,159	0,319	0,362	0,000
Y2	0,309	0,068	0,136	0,154	0,000
Y1	0,487	0,107	0,214	0,242	0,000
X4.1	0,652	0,000	0,000	0,000	0,000
X4.2	0,458	0,000	0,000	0,000	0,000

X4.3	0,544	0,000	0,000	0,000	0,000
X3.3	0,819	0,000	0,000	0,000	0,000
X3.2	0,523	0,000	0,000	0,000	0,000
X3.1	0,665	0,000	0,000	0,000	0,000
X2.3	0,882	0,000	0,000	0,000	0,000
X2.2	0,908	0,000	0,000	0,000	0,000
X2.1	0,823	0,000	0,000	0,000	0,000
X1.1	0,000	0,000	0,000	0,000	0,000
X1.2	0,000	0,000	0,000	0,000	0,000
X1.3	0,000	0,000	0,000	0,000	0,000

Modification Indices

Covariances:

	M.I.	Par Change
d1 <--------> d2	8,776	0,265
e15 <--------> PSDD	8,722	4,538
e13 <--------> PSDD	32,841	-8,005
e13 <--------> d4	11,752	-0,437
e10 <--------> d1	10,310	0,532
e12 <--------> PSDD	12,712	-5,010
e12 <--------> d3	18,197	-0,656
e12 <--------> e10	11,768	-0,840
e9 <--------> d2	12,614	-0,486
e8 <--------> e9	12,294	-0,607
e7 <--------> PSDD	26,998	-6,253
e7 <--------> d2	13,434	-0,434
e7 <--------> e9	12,876	-0,738
e7 <--------> e8	11,534	0,435
e6 <--------> e10	16,116	0,625
e4 <--------> d1	17,877	-0,468
e3 <--------> e5	8,953	0,796

Variances:

	M.I.	Par Change
d3	27,779	-0,887
d2	43,456	-0,817
d1	8,535	-0,378
d4	16,323	-0,425

Regression Weights:

	M.I.	Par Change
Y3 <---------- PSDD	8,722	0,037
Y3 <---------- X1.1	9,036	0,136
Y3 <---------- X1.2	10,399	0,294
Y3 <---------- X1.3	10,425	0,037
Y1 <---------- PSDD	32,841	-0,065
Y1 <---------- SIKAP	17,204	-0,353
Y1 <---------- TRAMPIL	22,592	-0,325
Y1 <---------- TAHU	27,063	-0,251
Y1 <---------- KINERJA	37,569	-0,489
Y1 <---------- Y3	37,506	-0,216
Y1 <---------- X4.1	8,037	-0,118
Y1 <---------- X3.3	21,224	-0,126
Y1 <---------- X3.2	20,385	-0,177
Y1 <---------- X2.2	25,535	-0,218
Y1 <---------- X2.1	25,387	-0,214
Y1 <---------- X1.1	33,812	-0,240
Y1 <---------- X1.2	26,473	-0,426

Y1 <---------- X1.3	31,535	-0,059
X4.1 <--------- X2.3	13,590	0,169
X4.3 <-------- PSDD	12,712	-0,041
X4.3 <--------- SIKAP	27,871	-0,445
X4.3 <------ TRAMPIL	9,780	-0,215
X4.3 <--------- TAHU	14,759	-0,186
X4.3 <------ KINERJA	18,754	-0,347
X4.3 <---------- Y3	18,729	-0,154
X4.3 <--------- X4.1	32,354	-0,238
X4.3 <---------- X4.2	13,266	-0,262
X4.3 <--------- X3.3	9,310	-0,084
X4.3 <---------- X2.3	18,661	-0,170
X4.3 <--------- X2.2	12,653	-0,155
X4.3 <---------- X2.1	12,097	-0,149
X4.3 <---------- X1.1	11,258	-0,139
X4.3 <---------- X1.2	10,634	-0,272
X4.3 <---------- X1.3	9,906	-0,033
X3.3 <---------- TAHU	10,389	0,188
X3.3 <---------- X4.1	8,273	0,145
X3.3 <---------- X2.3	11,379	0,160
X3.3 <---------- X2.2	10,633	0,171
X3.3 <---------- X1.3	8,403	0,037
X3.1 <---------- PSDD	26,998	-0,051
X3.1 <---------- SIKAP	18,981	-0,320
X3.1 <-------- TRAMPIL	39,095	-0,367
X3.1 <---------- TAHU	22,873	-0,198
X3.1 <------ KINERJA	26,086	-0,351
X3.1 <---------- Y3	26,040	-0,155
X3.1 <---------- X4.1	19,785	-0,159
X3.1 <---------- X3.3	41,347	-0,152
X3.1 <---------- X2.3	19,601	-0,149
X3.1 <---------- X2.2	21,577	-0,173
X3.1 <---------- X2.1	18,505	-0,157
X3.1 <---------- X1.1	22,856	-0,170
X3.1 <---------- X1.2	27,371	-0,373
X3.1 <---------- X1.3	29,039	-0,049

Summary of models

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	32	534,783	88	0,000	6,077
Saturated model	120	0,000	0		
Independence model	15	3173,834	105	0,000	30,227

Model	RMR	GFI	AGFI	PGFI
Default model	1,505	0,765	0,679	0,561
Saturated model	0,000	1,000		
Independence model	9,028	0,165	0,046	0,145

Model	DELTA1 NFI	RHO1 RFI	DELTA2 IFI	RHO2 TLI	CFI
Default model	0,832	0,799	0,855	0,826	0,854
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	0,838	0,697	0,716
Saturated model	0,000	0,000	0,000
Independence model	1,000	0,000	0,000

Model	NCP	LO 90	HI 90
Default model	446,783	377,615	523,452
Saturated model	0,000	0,000	0,000
Independence model	3068,834	2888,629	3256,348

Model	FMIN	F0	LO 90	HI 90
Default model	2,687	2,245	1,898	2,630
Saturated model	0,000	0,000	0,000	0,000
Independence model	15,949	15,421	14,516	16,364

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	0,160	0,147	0,173	0,000
Independence model	0,383	0,372	0,395	0,000

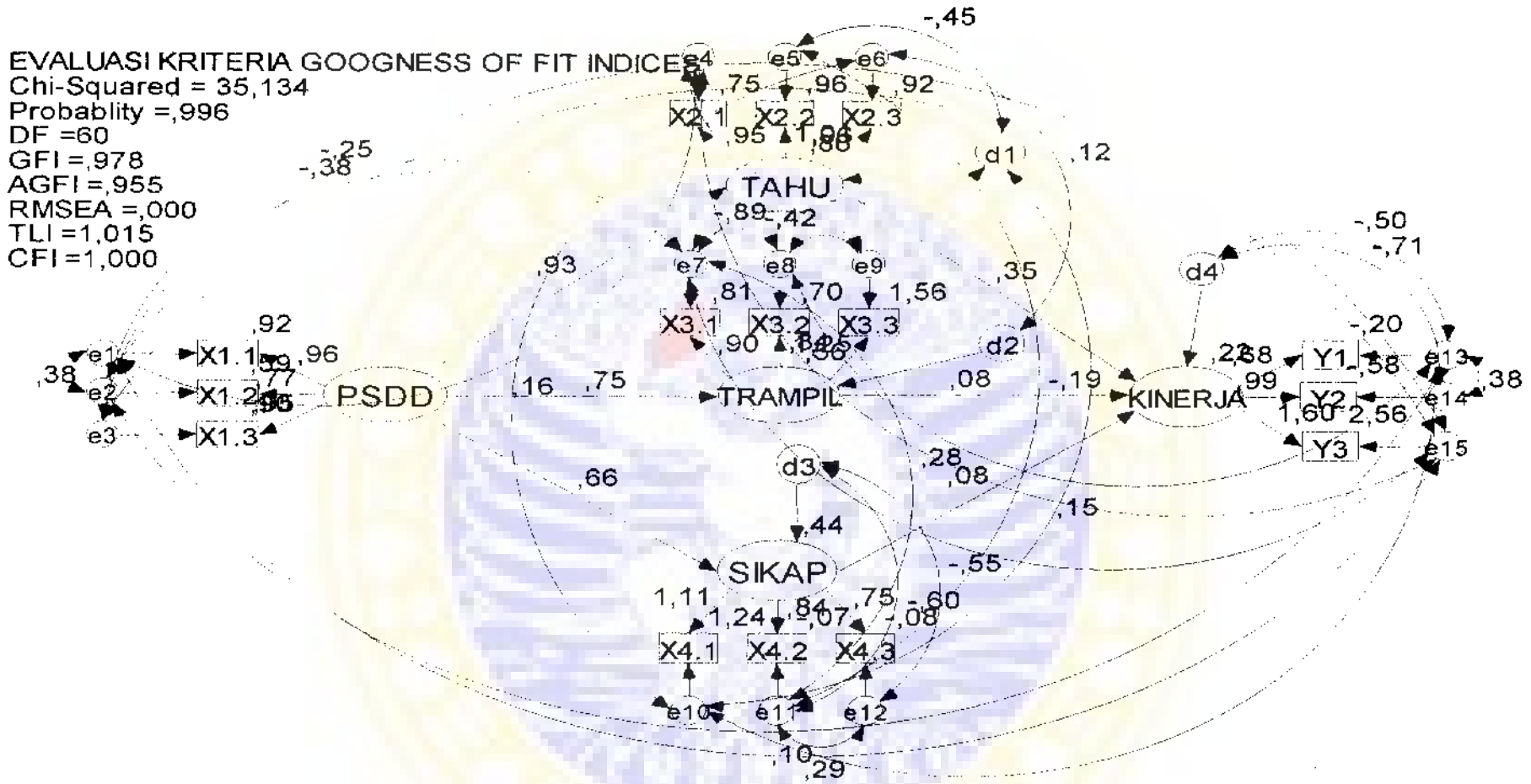
Model	AIC	BCC	BIC	CAIC
Default model	598,783	604,378	790,987	736,329
Saturated model	240,000	260,984	960,764	755,798
Independence model	3203,834	3206,457	3293,929	3268,308

Model	ECVI	LO 90	HI 90	MECVI
Default model	3,009	2,661	3,394	3,037
Saturated model	1,206	1,206	1,206	1,311
Independence model	16,100	15,194	17,042	16,113

Model	HOELTER .05	HOELTER .01
Default model	42	46
Independence model	9	9

Execution time summary:

Minimization: 0,060
Miscellaneous: 0,410
Bootstrap: 0,000
Total: 0,470



PENGARUH PENGEMBANGAN SUMBERDAYA MANUSIA TERHADAP PENGETAHUAN, KETERAMPILAN, SIKAP DAN KINERJA DOSEN BIDANG PENDIDIKAN DAN PENGAJARAN DENGAN MODIFICATION INDICES

Regression Weights

			Estimate	S.E.	C.R.	P	Label
TRAMPIL	<--	PSDD	0,100	0,009	11,385	0,000	
TAHU	<--	PSDD	0,218	0,010	22,818	0,000	
SIKAP	<--	PSDD	0,080	0,010	8,086	0,000	
KINERJA	<--	TRAMPIL	0,058	0,016	3,560	0,000	
KINERJA	<--	SIKAP	0,067	0,023	2,863	0,004	
KINERJA	<--	TAHU	0,149	0,033	4,482	0,000	
X1.3	<--	PSDD	1,000				
X1.2	<--	PSDD	0,121	0,005	23,991	0,000	
X1.1	<--	PSDD	0,258	0,008	31,074	0,000	
X2.1	<--	TAHU	1,000				
X2.2	<--	TAHU	1,079	0,042	25,800	0,000	
X2.3	<--	TAHU	1,128	0,046	24,710	0,000	
X3.1	<--	TRAMPIL	1,000				
X3.2	<--	TRAMPIL	0,810	0,086	9,454	0,000	
X3.3	<--	TRAMPIL	3,469	0,309	11,229	0,000	
X4.3	<--	SIKAP	1,000				
X4.2	<--	SIKAP	1,042	0,173	6,029	0,000	
X4.1	<--	SIKAP	2,333	0,322	7,236	0,000	
Y1	<--	KINERJA	1,000				
Y2	<--	KINERJA	1,663	0,405	4,102	0,000	
Y3	<--	KINERJA	5,054	1,045	4,835	0,000	

Standardized Regression Weights

			Estimate
TRAMPIL	<--	PSDD	0,747
TAHU	<--	PSDD	0,926
SIKAP	<--	PSDD	0,671
KINERJA	<--	TRAMPIL	0,077
KINERJA	<--	SIKAP	0,080
KINERJA	<--	TAHU	0,351
X1.3	<--	PSDD	0,947
X1.2	<--	PSDD	0,906
X1.1	<--	PSDD	0,961
X2.1	<--	TAHU	0,951
X2.2	<--	TAHU	1,012
X2.3	<--	TAHU	0,957
X3.1	<--	TRAMPIL	0,901
X3.2	<--	TRAMPIL	0,837
X3.3	<--	TRAMPIL	1,248
X4.3	<--	SIKAP	0,753
X4.2	<--	SIKAP	0,824
X4.1	<--	SIKAP	1,103
Y1	<--	KINERJA	0,684
Y2	<--	KINERJA	0,996
Y3	<--	KINERJA	1,774

Covariances

	Estimate	S.E.	C.R.	P	Label
e4 <--> d1	-0,603	0,094	-6,399	0,000	
e6 <--> e10	0,600	0,141	4,257	0,000	
e12 <--> d3	-1,022	0,084	-12,219	0,000	
e7 <--> e9	-3,865	0,335	-11,537	0,000	
e1 <--> e2	0,235	0,054	4,338	0,000	
e13 <--> d4	-0,900	0,042	-21,388	0,000	
e7 <--> e11	0,360	0,126	2,868	0,004	
e8 <--> e9	-3,079	0,496	-6,210	0,000	
e6 <--> d2	0,110	0,032	3,402	0,001	
e14 <--> d4	-1,659	0,408	-4,066	0,000	
e3 <--> e7	-1,083	0,382	-2,835	0,005	
e13 <--> e14	1,600	0,437	3,663	0,000	
e5 <--> d1	-0,236	0,068	-3,481	0,001	
e10 <--> d1	0,321	0,117	2,743	0,006	
e11 <--> d3	-1,020	0,191	-5,345	0,000	
e3 <--> e15	3,436	0,619	5,549	0,000	
e1 <--> e15	0,774	0,146	5,310	0,000	
e7 <--> e2	-0,111	0,049	-2,271	0,023	
e5 <--> e11	-0,178	0,077	-2,311	0,021	
e12 <--> e11	0,926	0,257	3,608	0,000	
e10 <--> e13	0,458	0,199	2,302	0,021	
e7 <--> e8	-0,509	0,132	-3,839	0,000	
e15 <--> e2	0,435	0,092	4,748	0,000	
e4 <--> e15	0,465	0,178	2,608	0,009	
e13 <--> e2	0,078	0,061	1,280	0,200	
e1 <--> e4	0,152	0,081	1,865	0,062	
e8 <--> e13	0,210	0,120	1,757	0,079	
e7 <--> e15	-0,361	0,153	-2,354	0,019	

Correlations

	Estimate
e4 <--> d1	-0,432
e12 <--> d3	-0,551
e1 <--> e2	0,443
e13 <--> d4	-0,499
e7 <--> e11	0,284
e6 <--> d2	0,122
e14 <--> d4	-0,705
e3 <--> e7	-0,392
e13 <--> e14	0,377
e5 <--> d1	-0,425
e11 <--> d3	-0,583
e7 <--> e2	-0,241
e5 <--> e11	-0,183
e12 <--> e11	0,286
e7 <--> e8	-0,879
e13 <--> e2	0,068
e1 <--> e4	0,130
e8 <--> e13	0,147

Variances

	Estimate	S.E.	C.R.	P	Label
PSDD	127,068	14,160	8,973	0,000	
d1	1,000				
d2	1,000				
d3	1,000				
d4	1,000				
e3	14,507	1,873	7,747	0,000	
e1	0,700	0,099	7,110	0,000	
e4	1,949	0,214	9,104	0,000	
e5	0,309	0,102	3,021	0,003	
e6	0,817	0,140	5,847	0,000	
e7	0,527	0,157	3,364	0,001	
e8	0,635	0,192	3,300	0,001	
e9	-9,734	2,167	-4,493	0,000	
e12	3,434	0,294	11,672	0,000	
e11	3,062	0,437	7,009	0,000	
e10	-1,760	1,553	-1,133	0,257	
e13	3,247	0,238	13,649	0,000	
e14	5,542	1,386	3,997	0,000	
e15	-22,163	10,569	-2,097	0,036	
e2	0,403	0,047	8,591	0,000	

Squared Multiple Correlations

	Estimate
SIKAP	0,450
TRAMPIL	0,558
TAHU	0,858
KINERJA	0,214
Y3	3,147
Y2	-0,565
Y1	-0,194
X4.1	1,216
X4.2	-0,052
X4.3	-0,070
X3.3	1,556
X3.2	0,701
X3.1	0,811
X2.3	0,916
X2.2	0,961
X2.1	0,749
X1.1	0,923
X1.2	0,821
X1.3	0,898

Estimates 3/3

Gambar Simultan Modifikasi 03
21 Maret 2005 13:47:15

Amos

by James L. Arbuckle

Version 4.01

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****

Title

Gambar simultan Modifikasi 03: 21 Maret 2005 01:47

Your model contains the following variables

X1.3	observed	endogenous
X1.2	observed	endogenous
X1.1	observed	endogenous
X2.1	observed	endogenous
X2.2	observed	endogenous
X2.3	observed	endogenous
X3.1	observed	endogenous
X3.2	observed	endogenous
X3.3	observed	endogenous
X4.3	observed	endogenous
X4.2	observed	endogenous
X4.1	observed	endogenous
Y1	observed	endogenous
Y2	observed	endogenous
Y3	observed	endogenous
TAHU	unobserved	endogenous
TRAMPIL	unobserved	endogenous
SIKAP	unobserved	endogenous
KINERJA	unobserved	endogenous
PSDD	unobserved	exogenous
e3	unobserved	exogenous
e1	unobserved	exogenous
e4	unobserved	exogenous
e5	unobserved	exogenous
e6	unobserved	exogenous
e7	unobserved	exogenous
e8	unobserved	exogenous
e9	unobserved	exogenous
e12	unobserved	exogenous
e11	unobserved	exogenous
e10	unobserved	exogenous
e13	unobserved	exogenous
e14	unobserved	exogenous
e15	unobserved	exogenous
d1	unobserved	exogenous
d4	unobserved	exogenous
d2	unobserved	exogenous
d3	unobserved	exogenous
e2	unobserved	exogenous

Number of variables in your model:	39
Number of observed variables:	15
Number of unobserved variables:	24
Number of exogenous variables:	20
Number of endogenous variables:	19

Summary of Parameters

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed:	24	0	4	0	0	28
Labeled:	0	0	0	0	0	0
Unlabeled:	16	28	16	0	0	60
Total:	**40**	**28**	**20**	**0**	**0**	**88**

NOTE:
The model is recursive.

Assessment of normality

	min	max	skew	c.r.	kurtosis	c.r.
Y3	13,000	28,000	-0,368	-2,123	-0,732	-2,113
Y2	16,000	26,000	-0,057	-0,332	-0,381	-1,100
Y1	16,000	25,000	0,005	0,031	-0,100	-0,288
X4.1	13,000	25,000	-0,007	-0,039	-0,461	-1,331
X4.2	15,000	25,000	-0,371	-2,141	0,820	2,368
X4.3	15,000	25,000	-0,293	-1,694	0,451	1,303
X3.3	16,000	30,000	-0,518	-2,991	-0,973	-2,810
X3.2	16,000	25,000	-0,689	-3,979	0,866	2,499
X3.1	16,000	25,000	-0,669	-3,860	0,283	0,817
X2.3	15,000	28,000	-0,724	-4,180	-0,181	-0,522
X2.2	15,000	25,000	-0,900	-5,196	-0,201	-0,579
X2.1	14,000	25,000	-0,884	-5,103	0,282	0,814
X1.1	13,000	25,000	-1,039	-5,999	0,684	1,973
X1.2	14,000	20,000	-0,889	-5,133	0,459	1,326
X1.3	16,000	67,000	-0,713	-4,116	-0,095	-0,274
Multivariate				**35,719**	**11,184**	

Observations farthest from the centroid (Mahalanobis distance)

Observation number	Mahalanobis d-squared	p1	p2
142	64,937	0,000	0,000
13	47,227	0,000	0,000
15	47,146	0,000	0,000
141	33,321	0,004	0,011
189	32,907	0,005	0,003
20	32,853	0,005	0,001
2	32,060	0,006	0,000
176	30,331	0,011	0,002
58	30,072	0,012	0,001
14	29,289	0,015	0,001
151	28,164	0,021	0,003
170	27,941	0,022	0,002
24	27,934	0,022	0,001
144	27,284	0,027	0,001
146	26,340	0,035	0,004
147	25,373	0,045	0,020
41	25,110	0,048	0,018

93	15,509	0,415	0,936
198	15,614	0,408	0,928
103	15,614	0,408	0,946
113	15,623	0,408	0,959
1	15,723	0,401	0,855
195	16,065	0,378	0,880
137	16,208	0,368	0,854
9	16,403	0,356	0,797
154	16,423	0,355	0,828
55	16,484	0,351	0,837
61	17,037	0,317	0,547
105	17,045	0,316	0,601
49	17,048	0,316	0,657
115	17,073	0,315	0,695
138	17,286	0,302	0,612
67	17,585	0,285	0,466
11	17,855	0,270	0,346
126	17,990	0,263	0,319
186	18,092	0,258	0,314
57	18,375	0,243	0,213
116	18,378	0,243	0,261
134	18,445	0,240	0,278
130	18,562	0,234	0,268
66	18,563	0,234	0,325
74	18,647	0,230	0,335
84	18,790	0,223	0,312
128	18,891	0,219	0,314
169	19,040	0,212	0,291
135	19,111	0,209	0,312
60	19,498	0,192	0,179
171	19,524	0,191	0,217
7	19,553	0,190	0,257
139	19,797	0,180	0,200
40	19,972	0,173	0,179
21	20,017	0,171	0,211
109	20,775	0,144	0,044
32	20,932	0,139	0,042
8	21,031	0,136	0,047
165	21,075	0,134	0,061
30	21,278	0,128	0,052
89	21,329	0,127	0,067
85	21,451	0,123	0,073
17	21,473	0,122	0,100
27	21,615	0,118	0,103
29	21,643	0,118	0,137
112	21,768	0,114	0,149
190	21,959	0,109	0,142
194	21,995	0,108	0,184
52	22,625	0,092	0,075
143	22,816	0,088	0,076
140	22,876	0,087	0,102
99	23,157	0,081	0,088
133	23,269	0,079	0,107
3	23,597	0,072	0,088
100	24,693	0,054	0,013
63	24,856	0,052	0,017

23	15,449	0,420	0,933
117	15,357	0,426	0,938
127	15,248	0,434	0,946
77	15,232	0,435	0,933
51	15,123	0,443	0,942
184	15,087	0,445	0,933
65	15,086	0,445	0,913
19	14,732	0,471	0,974
101	14,589	0,481	0,982
88	14,533	0,486	0,981
54	14,423	0,494	0,985
96	14,268	0,505	0,990
123	14,265	0,505	0,986
163	14,231	0,508	0,984
168	14,227	0,508	0,978
199	14,206	0,510	0,972
178	14,177	0,512	0,966
5	14,114	0,517	0,966
90	14,086	0,519	0,959
94	14,032	0,523	0,957
97	13,829	0,539	0,978
4	13,821	0,539	0,970
110	13,821	0,539	0,960
48	13,730	0,546	0,964
95	13,699	0,549	0,958
81	13,656	0,552	0,954
121	13,608	0,555	0,950

Sample size: 200

Model: Default model

Computation of degrees of freedom

Number of distinct sample moments:	120
Number of distinct parameters to be estimated:	60
Degrees of freedom:	60

0e	24	0,0e+000	-1,7052e+000	1,00e+004	3,11899622563e+003	0	1,00e+004
1e	22	0,0e+000	-1,3273e+000	1,08e+000	2,22463889152e+003	18	9,11e-001
2e*	18	0,0e+000	-3,9098e+000	5,75e-001	1,82279757041e+003	5	9,90e-001
3e	17	0,0e+000	-7,8339e-001	1,38e-001	1,69511423241e+003	6	9,92e-001
4e	14	0,0e+000	-5,0237e-001	1,32e-001	1,62463030908e+003	5	6,80e-001
5e*	10	0,0e+000	-1,4057e+000	5,51e-001	1,41541769358e+003	7	6,55e-001
6e	8	0,0e+000	-7,9671e-001	1,16e+000	9,75788003964e+002	7	6,20e-001
7e	6	0,0e+000	-4,7148e-001	3,30e-001	7,91283046326e+002	6	9,29e-001
8e	4	0,0e+000	-7,3114e-001	4,07e-001	6,23619637350e+002	5	7,79e-001
9e*	2	0,0e+000	-3,0931e-001	8,64e-001	3,68895056458e+002	7	7,66e-001
10e	0	1,3e+00	0,0000e+000	2,69e-001	2,60090826796e+002	6	9,02e-001
11e	0	8,2e+004	0,0000e+000	6,21e-001	1,79931206461e+002	6	0,00e+000
12e	0	2,5e+003	0,0000e+000	6,20e-001	1,52834143876e+002	7	0,00e+000
13e	0	1,5e+005	0,0000e+000	6,81e-001	8,30102788462e+001	2	0,00e+000
14e	0	7,4e+003	0,0000e+000	4,30e-001	7,00405969253e+001	8	0,00e+000
15e	0	6,0e+003	0,0000e+000	7,44e-001	4,74406107745e+001	1	1,00e+000
16e	0	4,4e+004	0,0000e+000	2,54e-001	4,39406024148e+001	1	9,97e-001

17e	0	1,2e+004	0,0000e+000	4,36e-001	4,36194730849e+001	2 0,00e+000
18e	0	8,4e+004	0,0000e+000	9,74e-002	4,32065187488e+001	1 9,70e-001
19e	0	4,0e+004	0,0000e+000	1,98e-001	4,31495224309e+001	2 0,00e+000
20e	0	7,0e+004	0,0000e+000	5,87e-002	4,31360650552e+001	1 1,12e+000
21e	0	7,3e+004	0,0000e+000	3,93e-002	4,31348315911e+001	1 1,05e+000
22e	0	7,6e+004	0,0000e+000	3,14e-003	4,31348069748e+001	1 1,01e+000
23e	0	7,7e+004	0,0000e+000	1,13e-004	4,31348069660e+001	1 1,00e+000

Minimum was achieved

Chi-square = 43,135
Degrees of freedom = 60
Probability level = 0,951

Maximum Likelihood Estimates

Regression Weights:

	Estimate	S.E.	C.R.	Label
TRAMPIL <------ PSDD	0,100	0,009	11,385	
TAHU <--------- PSDD	0,218	0,010	22,818	
SIKAP <-------- PSDD	0,080	0,010	8,086	
KINERJA <---TRAMPIL	0,058	0,016	3,560	
KINERJA <------ SIKAP	0,067	0,023	2,863	
KINERJA <------TAHU	0,149	0,033	4,482	
X1.3 <--------- PSDD	1,000			
X1.2 <---------- PSDD	0,121	0,005	23,991	
X1.1 <---------- PSDD	0,258	0,008	31,074	
X2.1 <---------- TAHU	1,000			
X2.2 <---------- TAHU	1,079	0,042	25,800	
X2.3 <---------- TAHU	1,128	0,046	24,710	
X3.1 <------ TRAMPIL	1,000			
X3.2 <------ TRAMPIL	0,810	0,086	9,454	
X3.3 <------ TRAMPIL	3,469	0,309	11,229	
X4.3 <--------- SIKAP	1,000			
X4.2 <---------- SIKAP	1,042	0,173	6,029	
X4.1 <---------- SIKAP	2,333	0,322	7,236	
Y1 <--------- KINERJA	1,000			
Y2 <---------- KINERJA	1,663	0,405	4,102	
Y3 <--------- KINERJA	5,054	1,045	4,835	

Standardized Regression Weights:

	Estimate
TRAMPIL <------ PSDD	0,747
TAHU <---------- PSDD	0,926
SIKAP <--------- PSDD	0,671
KINERJA <-- TRAMPIL	0,077
KINERJA <------ SIKAP	0,080
KINERJA <------ TAHU	0,351
X1.3 <---------- PSDD	0,947
X1.2 <---------- PSDD	0,906
X1.1 <---------- PSDD	0,961
X2.1 <---------- TAHU	0,951
X2.2 <---------- TAHU	1,012

X2.3 <----------	TAHU	0,957
X3.1 <--------	TRAMPIL	0,901
X3.2 <--------	TRAMPIL	0,837
X3.3 <--------	TRAMPIL	1,248
X4.3 <---------	SIKAP	0,753
X4.2 <---------	SIKAP	0,824
X4.1 <---------	SIKAP	1,103
Y1 <---------	KINERJA	0,684
Y2 <---------	KINERJA	0,996
Y3 <---------	KINERJA	1,774

Covariances:	Estimate	S.E.	C.R.	Label
e4 <----------> d1	-0,603	0,094	-6,399	
e6 <----------> e10	0,600	0,141	4,257	
e12 <----------> d3	-1,022	0,084	-12,219	
e7 <----------> e9	-3,865	0,335	-11,537	
e1 <----------> e2	0,235	0,054	4,338	
e13 <----------> d4	-0,900	0,042	-21,388	
e7 <----------> e11	0,360	0,126	2,868	
e8 <----------> e9	-3,079	0,496	-6,210	
e6 <----------> d2	0,110	0,032	3,402	
e14 <----------> d4	-1,659	0,408	-4,066	
e3 <----------> e7	-1,083	0,382	-2,835	
e13 <----------> e14	1,600	0,437	3,663	
e5 <----------> d1	-0,236	0,068	-3,481	
e10 <----------> d1	0,321	0,117	2,743	
e11 <----------> d3	-1,02	0,191	-5,345	
e3 <----------> e15	3,436	0,619	5,549	
e1 <----------> e15	0,774	0,146	5,310	
e7 <----------> e2	-0,111	0,049	-2,271	
e5 <----------> e11	-0,178	0,077	-2,311	
e12 <----------> e11	0,926	0,257	3,608	
e10 <----------> e13	0,458	0,199	2,302	
e7 <----------> e8	-0,509	0,132	-3,839	
e15 <----------> e2	0,435	0,092	4,748	
e4 <----------> e15	0,465	0,178	2,608	
e13 <----------> e2	0,078	0,061	1,280	
e1 <----------> e4	0,152	0,081	1,865	
e8 <----------> e13	0,210	0,120	1,757	
e7 <----------> e15	-0,361	0,153	-2,354	

Correlations:	Estimate
e4 <----------> d1	-0,432
e12 <----------> d3	-0,551
e1 <----------> e2	0,443
e13 <----------> d4	-0,499
e7 <----------> e11	0,284

e6 <----------> d2	0,122
e14 <----------> d4	-0,705
e3 <----------> e7	-0,392
e13 <---------->e14	0,377
e5 <----------> d1	-0,425
e11 <----------> d3	-0,583
e7 <----------> e2	-0,241
e5 <----------> e11	-0,183
e12 <---------->e11	0,286
e7 <----------> e8	-0,879
e13 <----------->e2	0,068
e1 <----------> e4	0,130
e8 <----------->e13	0,147

Variances:	Estimate	S.E.	C.R.	Label
PSDD	127,068	14,160	8,973	
d1	1,000			
d2	1,000			
d3	1,000			
d4	1,000			
e3	14,507	1,873	7,747	
e1	0,700	0,099	7,110	
e4	1,949	0,214	9,104	
e5	0,309	0,102	3,021	
e6	0,817	0,140	5,847	
e7	0,527	0,157	3,364	
e8	0,635	0,192	3,300	
e9	-9,734	2,167	-4,493	
e12	3,434	0,294	11,672	
e11	3,062	0,437	7,009	
e10	-1,760	1,553	-1,133	
e13	3,247	0,238	13,649	
e14	5,542	1,386	3,997	
e15	-22,163	10,569	-2,097	
e2	0,403	0,047	8,591	

Squared Multiple Correlations:	Estimate
SIKAP	0,450
TRAMPIL	0,558
TAHU	0,858
KINERJA	0,214
Y3	3,147
Y2	-0,565
Y1	-0,194
X4.1	1,216
X4.2	-0,052
X4.3	-0,070
X3.3	1,556
X3.2	0,701
X3.1	0,811
X2.3	0,916

X2.2	0,961
X2.1	0,749
X1.1	0,923
X1.2	0,821
X1.3	0,898

The following covariance matrix is not positive definite

	d3	d2	d1	d4	e15	e14	e13
d3	1,000						
d2	0,000	1,000					
d1	0,000	0,000	1,000				
d4	0,000	0,000	0,000	1,000			
e15	0,000	0,000	0,000	0,000	-22,163		
e14	0,000	0,000	0,000	-1,659	0,000	5,542	
e13	0,000	0,000	0,000	-0,900	0,000	1,600	3,247
e10	0,000	0,000	0,321	0,000	0,000	0,000	0,458
e11	-1,020	0,000	0,000	0,000	0,000	0,000	0,000
e12	-1,022	0,000	0,000	0,000	0,000	0,000	0,000
e9	0,000	0,000	0,000	0,000	0,000	0,000	0,000
e8	0,000	0,000	0,000	0,000	0,000	0,000	0,210
e7	0,000	0,000	0,000	0,000	-0,361	0,000	0,000
e6	0,000	0,110	0,000	0,000	0,000	0,000	0,000
e5	0,000	0,000	-0,236	0,000	0,000	0,000	0,000
e4	0,000	0,000	-0,603	0,000	0,465	0,000	0,000
e1	0,000	0,000	0,000	0,000	0,774	0,000	0,000
e2	0,000	0,000	0,000	0,000	0,435	0,000	0,078
e3	0,000	0,000	0,000	0,000	3,436	0,000	0,000

	e10	e11	e12	e9	e8	e7	e6
e10	-1,760						
e11	0,000	3,062					
e12	0,000	0,926	3,434				
e9	0,000	0,000	0,000	-9,734			
e8	0,000	0,000	0,000	-3,079	0,635		
e7	0,000	0,360	0,000	-3,865	-0,509	0,527	
e6	0,600	0,000	0,000	0,000	0,000	0,000	0,817
e5	0,000	-0,178	0,000	0,000	0,000	0,000	0,000
e4	0,000	0,000	0,000	0,000	0,000	0,000	0,000
e1	0,000	0,000	0,000	0,000	0,000	0,000	0,000
e2	0,000	0,000	0,000	0,000	0,000	-0,111	0,000
e3	0,000	0,000	0,000	0,000	0,000	-1,083	0,000

	e5	e4	e1	e2	e3
e5	0,309				
e4	0,000	1,949			
e1	0,000	0,152	0,700		
e2	0,000	0,000	0,235	0,403	
e3	0,000	0,000	0,000	0,000	14,507

NOTE:
This solution is not admissible.

Total Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,080	0,000	0,000	0,000	0,000
TRAMPIL	0,100	0,000	0,000	0,000	0,000
TAHU	0,218	0,000	0,000	0,000	0,000
KINERJA	0,044	0,067	0,058	0,149	0,000
Y3	0,220	0,337	0,292	0,754	5,054
Y2	0,072	0,111	0,096	0,248	1,663
Y1	0,044	0,067	0,058	0,149	1,000
X4.1	0,187	2,333	0,000	0,000	0,000
X4.2	0,084	1,042	0,000	0,000	0,000
X4.3	0,080	1,000	0,000	0,000	0,000
X3.3	0,346	0,000	3,469	0,000	0,000
X3.2	0,081	0,000	0,810	0,000	0,000
X3.1	0,100	0,000	1,000	0,000	0,000
X2.3	0,246	0,000	0,000	1,128	0,000
X2.2	0,235	0,000	0,000	1,079	0,000
X2.1	0,218	0,000	0,000	1,000	0,000
X1.1	0,258	0,000	0,000	0,000	0,000
X1.2	0,121	0,000	0,000	0,000	0,000
X1.3	1,000	0,000	0,000	0,000	0,000

Standardized Total Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,671	0,000	0,000	0,000	0,000
TRAMPIL	0,747	0,000	0,000	0,000	0,000
TAHU	0,926	0,000	0,000	0,000	0,000
KINERJA	0,436	0,080	0,077	0,351	0,000
Y3	0,773	0,142	0,137	0,622	1,774
Y2	0,434	0,080	0,077	0,349	0,996
Y1	0,298	0,055	0,053	0,240	0,684
X4.1	0,740	1,103	0,000	0,000	0,000
X4.2	0,553	0,824	0,000	0,000	0,000
X4.3	0,505	0,753	0,000	0,000	0,000
X3.3	0,932	0,000	1,248	0,000	0,000
X3.2	0,625	0,000	0,837	0,000	0,000
X3.1	0,673	0,000	0,901	0,000	0,000
X2.3	0,887	0,000	0,000	0,957	0,000
X2.2	0,938	0,000	0,000	1,012	0,000
X2.1	0,881	0,000	0,000	0,951	0,000
X1.1	0,961	0,000	0,000	0,000	0,000
X1.2	0,906	0,000	0,000	0,000	0,000
X1.3	0,947	0,000	0,000	0,000	0,000

Direct Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,080	0,000	0,000	0,000	0,000
TRAMPIL	0,100	0,000	0,000	0,000	0,000
TAHU	0,218	0,000	0,000	0,000	0,000

KINERJA	0,000	0,067	0,058	0,149	0,000
Y3	0,000	0,000	0,000	0,000	5,054
Y2	0,000	0,000	0,000	0,000	1,663
Y1	0,000	0,000	0,000	0,000	1,000
X4.1	0,000	2,333	0,000	0,000	0,000
X4.2	0,000	1,042	0,000	0,000	0,000
X4.3	0,000	1,000	0,000	0,000	0,000
X3.3	0,000	0,000	3,469	0,000	0,000
X3.2	0,000	0,000	0,810	0,000	0,000
X3.1	0,000	0,000	1,000	0,000	0,000
X2.3	0,000	0,000	0,000	1,128	0,000
X2.2	0,000	0,000	0,000	1,079	0,000
X2.1	0,000	0,000	0,000	1,000	0,000
X1.1	0,258	0,000	0,000	0,000	0,000
X1.2	0,121	0,000	0,000	0,000	0,000
X1.3	1,000	0,000	0,000	0,000	0,000

Standardized Direct Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,671	0,000	0,000	0,000	0,000
TRAMPIL	0,747	0,000	0,000	0,000	0,000
TAHU	0,926	0,000	0,000	0,000	0,000
KINERJA	0,000	0,080	0,077	0,351	0,000
Y3	0,000	0,000	0,000	0,000	1,774
Y2	0,000	0,000	0,000	0,000	0,996
Y1	0,000	0,000	0,000	0,000	0,684
X4.1	0,000	1,103	0,000	0,000	0,000
X4.2	0,000	0,824	0,000	0,000	0,000
X4.3	0,000	0,753	0,000	0,000	0,000
X3.3	0,000	0,000	1,248	0,000	0,000
X3.2	0,000	0,000	0,837	0,000	0,000
X3.1	0,000	0,000	0,901	0,000	0,000
X2.3	0,000	0,000	0,000	0,957	0,000
X2.2	0,000	0,000	0,000	1,012	0,000
X2.1	0,000	0,000	0,000	0,951	0,000
X1.1	0,961	0,000	0,000	0,000	0,000
X1.2	0,906	0,000	0,000	0,000	0,000
X1.3	0,947	0,000	0,000	0,000	0,000

Indirect Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,000	0,000	0,000	0,000	0,000
TRAMPIL	0,000	0,000	0,000	0,000	0,000
TAHU	0,000	0,000	0,000	0,000	0,000

KINERJA	0,044	0,000	0,000	0,000	0,000
Y3	0,220	0,337	0,292	0,754	0,000
Y2	0,072	0,111	0,096	0,248	0,000
Y1	0,044	0,067	0,058	0,149	0,000
X4.1	0,187	0,000	0,000	0,000	0,000
X4.2	0,084	0,000	0,000	0,000	0,000
X4.3	0,080	0,000	0,000	0,000	0,000
X3.3	0,346	0,000	0,000	0,000	0,000
X3.2	0,081	0,000	0,000	0,000	0,000
X3.1	0,100	0,000	0,000	0,000	0,000
X2.3	0,246	0,000	0,000	0,000	0,000
X2.2	0,235	0,000	0,000	0,000	0,000
X2.1	0,218	0,000	0,000	0,000	0,000
X1.1	0,000	0,000	0,000	0,000	0,000
X1.2	0,000	0,000	0,000	0,000	0,000
X1.3	0,000	0,000	0,000	0,000	0,000

Standardized Indirect Effects

	PSDD	SIKAP	TRAMPIL	TAHU	KINERJA
SIKAP	0,000	0,000	0,000	0,000	0,000
TRAMPIL	0,000	0,000	0,000	0,000	0,000
TAHU	0,000	0,000	0,000	0,000	0,000
KINERJA	0,436	0,000	0,000	0,000	0,000
Y3	0,773	0,142	0,137	0,622	0,000
Y2	0,434	0,080	0,077	0,349	0,000
Y1	0,298	0,055	0,053	0,240	0,000
X4.1	0,740	0,000	0,000	0,000	0,000
X4.2	0,553	0,000	0,000	0,000	0,000
X4.3	0,505	0,000	0,000	0,000	0,000
X3.3	0,932	0,000	0,000	0,000	0,000
X3.2	0,625	0,000	0,000	0,000	0,000
X3.1	0,673	0,000	0,000	0,000	0,000
X2.3	0,887	0,000	0,000	0,000	0,000
X2.2	0,938	0,000	0,000	0,000	0,000
X2.1	0,881	0,000	0,000	0,000	0,000
X1.1	0,000	0,000	0,000	0,000	0,000
X1.2	0,000	0,000	0,000	0,000	0,000
X1.3	0,000	0,000	0,000	0,000	0,000

Modification Indices

Covariances:	M.I.	Par Change
e12 <----------> d1	2,739	-0,146
e12 <----------> d4	2,437	-0,053
e2 <----------> e14	2,855	-0,112

e2 <----------> e5	2,566	-0,049

Variances:

	M.I.	Par Change

Regression Weights:

	M.I.	Par Change
X1.2 <---------- Y2	2,078	-0,031

Summary of models

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	60	43,135	60	0,951	0,719
Saturated model	120	0,000	0		
Independence model	15	3173,834	105	0,000	30,227

Model	RMR	GFI	AGFI	PGFI
Default model	0,146	0,973	0,945	0,486
Saturated model	0,000	1,000		
Independence model	9,028	0,165	0,046	0,145

Model	DELTA1 NFI	RFI	RHO1 IFI	DELTA2 TLI	RHO2 CFI
Default model	0,986	0,976	1,005	1,010	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	0,571	0,564	0,571
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	0,000
Saturated model	0,000	0,000	0,000
Independence model	3068,834	2888,629	3256,348

Model	FMIN	F0	LO 90	HI 90
Default model	0,217	0,000	0,000	0,000
Saturated model	0,000	0,000	0,000	0,000
Independence model	15,949	15,421	14,516	16,364

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	0,000	0,000	0,000	1,000
Independence model	0,383	0,372	0,395	0,000

Model	AIC	BCC	BIC	CAIC
Default model	163,135	173,627	523,517	421,034
Saturated model	240,000	260,984	960,764	755,798
Independence model	3203,834	3206,457	3293,929	3268,308

Model	ECVI	LO 90	HI 90	MECVI
Default model	0,820	0,905	0,905	0,872
Saturated model	1,206	1,206	1,206	1,311
Independence model	16,100	15,194	17,042	16,113

Model	HOELTER .05	HOELTER .01
Default model	365	408
Independence model	9	9

Execution time summary:

Minimization : 0,160
Miscellaneous: 0,431
Bootstrap : 0,000
Total : 0,591