**Output Lisrel -- Model CFA**

1. Model CFA Job Insecurity (JI)
	1. Afektif

Model CFA awal:

Output Gambar Loading Faktor



**Output tulisan:**

 Model CFA\_JIafektifAwal

 Number of Iterations = 22

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 JI21 = 0.757\*Afektif, Errorvar.= 0.436 , R² = 0.568

 Standerr (0.0870) (0.0668)

 Z-values 8.703 6.527

 P-values 0.000 0.000

 JI22 = 0.717\*Afektif, Errorvar.= 0.496 , R² = 0.509

 Standerr (0.0889) (0.0748)

 Z-values 8.061 6.635

 P-values 0.000 0.000

 JI23 = 0.107\*Afektif, Errorvar.= 0.999 , R² = 0.0113

 Standerr (0.103) (0.142)

 Z-values 1.034 7.031

 P-values 0.301 0.000

 JI24 = 0.531\*Afektif, Errorvar.= 0.718 , R² = 0.184

 Standerr (0.0986) (0.119)

 Z-values 4.365 6.949

 P-values 0.000 0.000

 JI25 = 0.763\*Afektif, Errorvar.= 0.428 , R² = 0.576

 Standerr (0.0868) (0.0658)

 Z-values 8.788 6.510

 P-values 0.000 0.000

 JI26 = 0.702\*Afektif, Errorvar.= 0.517 , R² = 0.488

 Standerr (0.0896) (0.0776)

 Z-values 7.834 6.668

 P-values 0.000 0.000

 JI27 = 0.516\*Afektif, Errorvar.= 0.744 , R² = 0.264

 Standerr (0.0963) (0.108)

 Z-values 5.358 6.897

 P-values 0.000 0.000

 JI28 = 0.148\*Afektif, Errorvar.= 0.988 , R² = 0.0217

 Standerr (0.103) (0.141)

 Z-values 1.437 7.027

 P-values 0.151 0.000

 JI29 = 0.0641\*Afektif, Errorvar.= 1.006 , R² = 0.00407

 Standerr (0.104) (0.143)

 Z-values 0.619 7.034

 P-values 0.536 0.000

 JI30 = 0.594\*Afektif, Errorvar.= 0.647 , R² = 0.153

 Standerr (0.0995) (0.123)

 Z-values 3.956 6.966

 P-values 0.000 0.000

 JI31 = 0.627\*Afektif, Errorvar.= 0.617 , R² = 0.390

 Standerr (0.0926) (0.0908)

 Z-values 6.773 6.789

 P-values 0.000 0.000

 JI32 = 0.525\*Afektif, Errorvar.= 0.734 , R² = 0.273

 Standerr (0.0961) (0.107)

 Z-values 5.471 6.890

 P-values 0.000 0.000

 JI33 = 0.753\*Afektif, Errorvar.= 0.443 , R² = 0.561

 Standerr (0.0873) (0.0677)

 Z-values 8.629 6.541

 P-values 0.000 0.000

 JI34 = 0.675\*Afektif, Errorvar.= 0.554 , R² = 0.451

 Standerr (0.0907) (0.0825)

 Z-values 7.442 6.718

 P-values 0.000 0.000

 JI35 = 0.838\*Afektif, Errorvar.= 0.308 , R² = 0.695

 Standerr (0.0829) (0.0501)

 Z-values 10.107 6.154

 P-values 0.000 0.000

 JI36 = 0.683\*Afektif, Errorvar.= 0.544 , R² = 0.462

 Standerr (0.0904) (0.0811)

 Z-values 7.553 6.704

 P-values 0.000 0.000

 JI37 = 0.811\*Afektif, Errorvar.= 0.352 , R² = 0.651

 Standerr (0.0843) (0.0558)

 Z-values 9.616 6.313

 P-values 0.000 0.000

 JI38 = 0.00590\*Afektif, Errorvar.= 1.010 , R² = 0.000

 Standerr (0.104) (0.144)

 Z-values 0.0569 7.036

 P-values 0.955 0.000

 JI39 = 0.518\*Afektif, Errorvar.= 0.732 , R² = 0.0469

 Standerr (0.102) (0.137)

 Z-values 2.124 7.017

 P-values 0.034 0.000

 JI40 = 0.576\*Afektif, Errorvar.= 0.668 , R² = 0.140

 Standerr (0.0999) (0.125)

 Z-values 3.759 6.973

 P-values 0.000 0.000

 JI41 = 0.766\*Afektif, Errorvar.= 0.423 , R² = 0.582

 Standerr (0.0866) (0.0650)

 Z-values 8.850 6.498

 P-values 0.000 0.000

 JI42 = 0.568\*Afektif, Errorvar.= 0.688 , R² = 0.319

 Standerr (0.0947) (0.100)

 Z-values 5.994 6.855

 P-values 0.000 0.000

 JI43 = 0.606\*Afektif, Errorvar.= 0.642 , R² = 0.364

 Standerr (0.0934) (0.0943)

 Z-values 6.494 6.815

 P-values 0.000 0.000

 JI44 = 0.793\*Afektif, Errorvar.= 0.381 , R² = 0.623

 Standerr (0.0853) (0.0595)

 Z-values 9.304 6.396

 P-values 0.000 0.000

 JI45 = 0.520\*Afektif, Errorvar.= 0.740 , R² = 0.267

 Standerr (0.0962) (0.107)

 Z-values 5.401 6.895

 P-values 0.000 0.000

 Correlation Matrix of Independent Variables

 Afektif

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 1.000

 Log-likelihood Values

 Estimated Model Saturated Model

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 Number of free parameters(t) 50 325

 -2ln(L) 1612.655 64.561

 AIC (Akaike, 1974)\* 1712.655 714.561

 BIC (Schwarz, 1978)\* 1842.914 1561.242

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness-of-Fit Statistics

 Degrees of Freedom for (C1)-(C2) 189

 Maximum Likelihood Ratio Chi-Square (C1) 1110.730 (P = 0.0000)

 Browne's (1984) ADF Chi-Square (C2\_NT) 1047.096 (P = 0.0000)

 Estimated Non-centrality Parameter (NCP) 921.730

 90 Percent Confidence Interval for NCP (820.562 ; 1030.380)

 Minimum Fit Function Value 11.107

 Population Discrepancy Function Value (F0) 9.217

 90 Percent Confidence Interval for F0 (8.206 ; 10.304)

 Root Mean Square Error of Approximation (RMSEA) 0.221

 90 Percent Confidence Interval for RMSEA (0.208 ; 0.233)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 11.947

 90 Percent Confidence Interval for ECVI (10.936 ; 13.034)

 ECVI for Saturated Model 4.620

 ECVI for Independence Model 20.777

 Chi-Square for Independence Model (210 df) 2035.717

 Normed Fit Index (NFI) 0.454

 Non-Normed Fit Index (NNFI) 0.439

 Parsimony Normed Fit Index (PNFI) 0.409

 Comparative Fit Index (CFI) 0.495

 Incremental Fit Index (IFI) 0.501

 Relative Fit Index (RFI) 0.394

 Critical N (CN) 22.137

 Root Mean Square Residual (RMR) 0.124

 Standardized RMR 0.124

 Goodness of Fit Index (GFI) 0.501

 Adjusted Goodness of Fit Index (AGFI) 0.390

 Parsimony Goodness of Fit Index (PGFI) 0.410

**Model CFA valid semua:**

**Output gambar loading faktor**



 **Output tulisan:**

 Model CFA\_JIafektifvalid

 Number of Iterations = 24

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 JI21 = 0.859\*Afektif, Errorvar.= 0.262 , R² = 0.576

 Standerr (0.0863) (0.0650)

 Z-values 8.795 6.521

 P-values 0.000 0.000

 JI22 = 0.814\*Afektif, Errorvar.= 0.337 , R² = 0.510

 Standerr (0.0884) (0.0737)

 Z-values 8.082 6.641

 P-values 0.000 0.000

 JI24 = 0.522\*Afektif, Errorvar.= 0.726 , R² = 0.178

 Standerr (0.0983) (0.118)

 Z-values 4.295 6.954

 P-values 0.000 0.000

 JI25 = 0.767\*Afektif, Errorvar.= 0.412 , R² = 0.588

 Standerr (0.0859) (0.0634)

 Z-values 8.929 6.494

 P-values 0.000 0.000

 JI26 = 0.703\*Afektif, Errorvar.= 0.506 , R² = 0.494

 Standerr (0.0889) (0.0759)

 Z-values 7.907 6.666

 P-values 0.000 0.000

 JI27 = 0.509\*Afektif, Errorvar.= 0.741 , R² = 0.259

 Standerr (0.0960) (0.107)

 Z-values 5.300 6.904

 P-values 0.000 0.000

 JI30 = 0.593\*Afektif, Errorvar.= 0.648 , R² = 0.154

 Standerr (0.0989) (0.121)

 Z-values 3.968 6.967

 P-values 0.000 0.000

 JI31 = 0.729\*Afektif, Errorvar.= 0.469 , R² = 0.396

 Standerr (0.0919) (0.0890)

 Z-values 6.843 6.788

 P-values 0.000 0.000

 JI32 = 0.532\*Afektif, Errorvar.= 0.717 , R² = 0.283

 Standerr (0.0952) (0.104)

 Z-values 5.590 6.886

 P-values 0.000 0.000

 JI33 = 0.756\*Afektif, Errorvar.= 0.428 , R² = 0.572

 Standerr (0.0864) (0.0655)

 Z-values 8.750 6.530

 P-values 0.000 0.000

 JI34 = 0.676\*Afektif, Errorvar.= 0.543 , R² = 0.457

 Standerr (0.0901) (0.0809)

 Z-values 7.505 6.718

 P-values 0.000 0.000

 JI35 = 0.935\*Afektif, Errorvar.= 0.126, R² = 0.698

 Standerr (0.0823) (0.0491)

 Z-values 10.144 6.161

 P-values 0.000 0.000

 JI36 = 0.686\*Afektif, Errorvar.= 0.529 , R² = 0.471

 Standerr (0.0896) (0.0790)

 Z-values 7.653 6.700

 P-values 0.000 0.000

 JI37 = 0.912\*Afektif, Errorvar.= 0.168 , R² = 0.660

 Standerr (0.0836) (0.0540)

 Z-values 9.716 6.301

 P-values 0.000 0.000

 JI39 = 0.511\*Afektif, Errorvar.= 0.739, R² = 0.0445

 Standerr 0.102) (0.136)

 Z-values 2.070 7.018

 P-values 0.038 0.000

 JI40 = 0.571\*Afektif, Errorvar.= 0.674 , R² = 0.138

 Standerr (0.0994) (0.124)

 Z-values 3.734 6.975

 P-values 0.000 0.000

 JI41 = 0.770\*Afektif, Errorvar.= 0.407 , R² = 0.593

 Standerr (0.0858) (0.0627)

 Z-values 8.983 6.483

 P-values 0.000 0.000

 JI42 = 0.562\*Afektif, Errorvar.= 0.684 , R² = 0.316

 Standerr (0.0943) (0.0997)

 Z-values 5.964 6.861

 P-values 0.000 0.000

 JI43 = 0.605\*Afektif, Errorvar.= 0.634 , R² = 0.366

 Standerr (0.0928) (0.0930)

 Z-values 6.517 6.818

 P-values 0.000 0.000

 JI44 = 0.889\*Afektif, Errorvar.= 0.209 , R² = 0.623

 Standerr (0.0848) (0.0588)

 Z-values 9.310 6.409

 P-values 0.000 0.000

 JI45 = 0.518\*Afektif, Errorvar.= 0.732 , R² = 0.268

 Standerr (0.0957) (0.106)

 Z-values 5.411 6.897

 P-values 0.000 0.000

 Correlation Matrix of Independent Variables

 Afektif

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 1.000

 Log-likelihood Values

 Estimated Model Saturated Model

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 Number of free parameters(t) 42 231

 -2ln(L) 1175.012 64.283

 AIC (Akaike, 1974)\* 1259.012 526.283

 BIC (Schwarz, 1978)\* 1368.429 1128.077

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness-of-Fit Statistics

 Degrees of Freedom for (C1)-(C2) 94

 Maximum Likelihood Ratio Chi-Square (C1) 392.02 (P = 0.0000)

 Browne's (1984) ADF Chi-Square (C2\_NT) 347.09 (P = 0.0000)

 Estimated Non-centrality Parameter (NCP) 221.730

 90 Percent Confidence Interval for NCP (182.562 ; 330.380)

 Minimum Fit Function Value 11.107

 Population Discrepancy Function Value (F0) 9.217

 90 Percent Confidence Interval for F0 (8.206 ; 10.304)

 Root Mean Square Error of Approximation (RMSEA) 0.221

 90 Percent Confidence Interval for RMSEA (0.208 ; 0.233)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 11.947

 90 Percent Confidence Interval for ECVI (10.936 ; 13.034)

 ECVI for Saturated Model 4.620

 ECVI for Independence Model 20.777

 Chi-Square for Independence Model (210 df) 1035.717

 Normed Fit Index (NFI) 0.854

 Non-Normed Fit Index (NNFI) 0.839

 Parsimony Normed Fit Index (PNFI) 0.809

 Comparative Fit Index (CFI) 0.895

 Incremental Fit Index (IFI) 0.901

 Relative Fit Index (RFI) 0.794

 Critical N (CN) 22.137

 Root Mean Square Residual (RMR) 0.019

 Standardized RMR 0.019

 Goodness of Fit Index (GFI) 0.901

 Adjusted Goodness of Fit Index (AGFI) 0.890

 Parsimony Goodness of Fit Index (PGFI) 0.910

* 1. Kognitif

Model CFA Awal:

Output Gambar Nilai Loading Faktor



**Output Tulisan:**

Model CFA\_JIkognitifAwal

 Number of Iterations = 28

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 JI1 = 0.308\*Kognitif, Errorvar.= 1.005 , R² = 0.0861

 Standerr (0.108) (0.144)

 Z-values 2.845 6.967

 P-values 0.004 0.000

 JI2 = 0.340\*Kognitif, Errorvar.= 0.984 , R² = 0.105

 Standerr (0.108) (0.142)

 Z-values 3.163 6.950

 P-values 0.002 0.000

 JI3 = 0.582\*Kognitif, Errorvar.= 0.761 , R² = 0.308

 Standerr (0.101) (0.113)

 Z-values 5.748 6.711

 P-values 0.000 0.000

 JI4 = 0.382\*Kognitif, Errorvar.= 0.954 , R² = 0.132

 Standerr (0.107) (0.138)

 Z-values 3.574 6.924

 P-values 0.000 0.000

 JI5 = 0.708\*Kognitif, Errorvar.= 0.598 , R² = 0.456

 Standerr (0.0964) (0.0932)

 Z-values 7.344 6.423

 P-values 0.000 0.000

 JI6 = 0.183\*Kognitif, Errorvar.= 1.066 , R² = 0.0306

 Standerr (0.110) (0.152)

 Z-values 1.670 7.013

 P-values 0.095 0.000

 JI7 = 0.344\*Kognitif, Errorvar.= 0.982 , R² = 0.107

 Standerr (0.108) (0.141)

 Z-values 3.195 6.948

 P-values 0.001 0.000

 JI8 = 0.433\*Kognitif, Errorvar.= 0.913 , R² = 0.170

 Standerr (0.106) (0.133)

 Z-values 4.097 6.886

 P-values 0.000 0.000

 JI9 = 0.440\*Kognitif, Errorvar.= 0.907 , R² = 0.176

 Standerr (0.105) (0.132)

 Z-values 4.169 6.880

 P-values 0.000 0.000

 JI10 = 0.367\*Kognitif, Errorvar.= 0.965 , R² = 0.123

 Standerr (0.107) (0.139)

 Z-values 3.432 6.934

 P-values 0.001 0.000

 JI11 = 0.360\*Kognitif, Errorvar.= 0.970 , R² = 0.118

 Standerr (0.107) (0.140)

 Z-values 3.359 6.938

 P-values 0.001 0.000

 JI12 = 0.791\*Kognitif, Errorvar.= 0.474 , R² = 0.569

 Standerr (0.0926) (0.0781)

 Z-values 8.546 6.069

 P-values 0.000 0.000

 JI13 = 0.743\*Kognitif, Errorvar.= 0.548 , R² = 0.501

 Standerr (0.0949) (0.0870)

 Z-values 7.826 6.300

 P-values 0.000 0.000

 JI14 = 0.785\*Kognitif, Errorvar.= 0.484 , R² = 0.560

 Standerr (0.0929) (0.0792)

 Z-values 8.453 6.103

 P-values 0.000 0.000

 JI15 = 0.174\*Kognitif, Errorvar.= 1.070 , R² = 0.0276

 Standerr (0.110) (0.152)

 Z-values 1.585 7.015

 P-values 0.113 0.000

 JI16 = 0.248\*Kognitif, Errorvar.= 1.039 , R² = 0.0558

 Standerr (0.109) (0.149)

 Z-values 2.271 6.993

 P-values 0.023 0.000

 JI17 = 0.484\*Kognitif, Errorvar.= 0.865 , R² = 0.213

 Standerr (0.104) (0.127)

 Z-values 4.645 6.838

 P-values 0.000 0.000

 JI18 = 0.433\*Kognitif, Errorvar.= 0.912 , R² = 0.171

 Standerr (0.106) (0.132)

 Z-values 4.104 6.886

 P-values 0.000 0.000

 JI19 = 0.304\*Kognitif, Errorvar.= 1.008 , R² = 0.0839

 Standerr (0.108) (0.145)

 Z-values 2.807 6.969

 P-values 0.005 0.000

 JI20 = 0.235\*Kognitif, Errorvar.= 1.045 , R² = 0.0503

 Standerr (0.109) (0.149)

 Z-values 2.153 6.997

 P-values 0.031 0.000

 JI46 = 0.638\*Kognitif, Errorvar.= 0.692 , R² = 0.371

 Standerr (0.0992) (0.105)

 Z-values 6.433 6.606

 P-values 0.000 0.000

 JI47 = 0.380\*Kognitif, Errorvar.= 0.955 , R² = 0.131

 Standerr (0.107) (0.138)

 Z-values 3.561 6.925

 P-values 0.000 0.000

 JI48 = 0.151\*Kognitif, Errorvar.= 1.077 , R² = 0.0208

 Standerr (0.110) (0.153)

 Zvalues 1.375 7.020

 Pvalues 0.169 0.000

 JI49 = 0.550\*Kognitif, Errorvar.= 0.797 , R² = 0.275

 Standerr (0.102) (0.118)

 Zvalues 5.378 6.759

 Pvalues 0.000 0.000

 JI50 = 0.535\*Kognitif, Errorvar.= 0.814 , R² = 0.260

 Standerr (0.103) (0.120)

 Zvalues 5.199 6.780

 Pvalues 0.000 0.000

 JI51 = 0.637\*Kognitif, Errorvar.= 0.694 , R² = 0.369

 Standerr (0.0993) (0.105)

 Zvalues 6.421 6.608

 Pvalues 0.000 0.000

 JI52 = 0.429\*Kognitif, Errorvar.= 0.916 , R² = 0.167

 Standerr (0.106) (0.133)

 Zvalues 4.055 6.889

 Pvalues 0.000 0.000

 JI53 = 0.267\*Kognitif, Errorvar.= 1.029 , R² = 0.0647

 Standerr (0.109) (0.147)

 Zvalues 2.452 6.985

 P-values 0.014 0.000

 JI54 = 0.559\*Kognitif, Errorvar.= 0.787 , R² = 0.285

 Standerr (0.102) (0.117)

 Zvalues 5.484 6.746

 Pvalues 0.000 0.000

 JI55 = 0.337\*Kognitif, Errorvar.= 0.987 , R² = 0.103

 Standerr (0.108) (0.142)

 Zvalues 3.127 6.952

 Pvalues 0.002 0.000

 Correlation Matrix of Independent Variables

 Kognitif

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 1.000

 Log-likelihood Values

 Estimated Model Saturated Model

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 Number of free parameters(t) 60 465

 -2ln(L) 2771.153 1486.898

 AIC (Akaike, 1974)\* 2891.153 2416.898

 BIC (Schwarz, 1978)\* 3047.464 3628.303

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness-of-Fit Statistics

 Degrees of Freedom for (C1)-(C2) 324

 Maximum Likelihood Ratio Chi-Square (C1) 1076.276 (P = 0.0000)

 Browne's (1984) ADF Chi-Square (C2\_NT) 1219.933 (P = 0.0000)

 Estimated Non-centrality Parameter (NCP) 752.276

 90 Percent Confidence Interval for NCP (656.560 ; 855.575)

 Minimum Fit Function Value 10.763

 Population Discrepancy Function Value (F0) 7.523

 90 Percent Confidence Interval for F0 (6.566 ; 8.556)

 Root Mean Square Error of Approximation (RMSEA) 0.078

 90 Percent Confidence Interval for RMSEA (0.042 ; 0.093)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 11.843

 90 Percent Confidence Interval for ECVI (10.886 ; 12.876)

 ECVI for Saturated Model 7.560

 ECVI for Independence Model 16.377

 Chi-Square for Independence Model (351 df) 1583.745

 Normed Fit Index (NFI) 0.320

 Non-Normed Fit Index (NNFI) 0.339

 Parsimony Normed Fit Index (PNFI) 0.296

 Comparative Fit Index (CFI) 0.390

 Incremental Fit Index (IFI) 0.403

 Relative Fit Index (RFI) 0.264

 Critical N (CN) 36.519

 Root Mean Square Residual (RMR) 0.154

 Standardized RMR 0.140

 Goodness of Fit Index (GFI) 0.525

 Adjusted Goodness of Fit Index (AGFI) 0.446

 Parsimony Goodness of Fit Index (PGFI) 0.450

**Model CFA Valid semua:**

Output Gambar nilai Loading Faktor



 **Output tulisan:**

 Model CFA\_JIkognitifValid

 Number of Iterations = 26

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 JI1 = 0.508\*Kognitif, Errorvar.= 0.742, R² = 0.0862

 Standerr (0.108) (0.144)

 Z-values 2.845 6.966

 P-values 0.004 0.000

 JI2 = 0.536\*Kognitif, Errorvar.= 0.713 , R² = 0.103

 Standerr (0.108) (0.142)

 Z-values 3.122 6.951

 P-values 0.002 0.000

 JI3 = 0.779\*Kognitif, Errorvar.= 0.393 , R² = 0.305

 Standerr (0.101) (0.114)

 Z-values 5.709 6.713

 P-values 0.000 0.000

 JI4 = 0.578\*Kognitif, Errorvar.= 0.666 , R² = 0.130

 Standerr (0.107) (0.138)

 Z-values 3.538 6.926

 P-values 0.000 0.000

 JI5 = 0.913\*Kognitif, Errorvar.= 0.166 , R² = 0.462

 Standerr (0.0963) (0.0924)

 Z-values 7.409 6.401

 P-values 0.000 0.000

 JI7 = 0.545\*Kognitif, Errorvar.= 0.703 , R² = 0.108

 Standerr (0.108) (0.141)

 Z-values 3.206 6.947

 P-values 0.001 0.000

 JI8 = 0.535\*Kognitif, Errorvar.= 0.714 , R² = 0.172

 Standerr (0.106) (0.132)

 Z-values 4.119 6.883

 P-values 0.000 0.000

 JI9 = 0.538\*Kognitif, Errorvar.= 0.711 , R² = 0.175

 Standerr (0.106) (0.132)

 Z-values 4.152 6.880

 P-values 0.000 0.000

 JI10 = 0.567\*Kognitif, Errorvar.= 0.679 , R² = 0.123

 Standerr (0.107) (0.139)

 Z-values 3.428 6.933

 P-values 0.001 0.000

 JI11 = 0.559\*Kognitif, Errorvar.= 0.688 , R² = 0.117

 Standerr (0.107) (0.140)

 Z-values 3.344 6.938

 P-values 0.001 0.000

 JI12 = 0.992\*Kognitif, Errorvar.= 0.016 , R² = 0.571

 Standerr (0.0926) (0.0780)

 Z-values 8.559 6.054

 P-values 0.000 0.000

 JI13 = 0.942\*Kognitif, Errorvar.= 0.113 , R² = 0.500

 Standerr (0.0950) (0.0873)

 Z-values 7.811 6.297

 P-values 0.000 0.000

 JI14 = 0.981\*Kognitif, Errorvar.= 0.038 , R² = 0.555

 Standerr (0.0931) (0.0801)

 Z-values 8.388 6.116

 P-values 0.000 0.000

 JI16 = 0.544\*Kognitif, Errorvar.= 0.704, R² = 0.0541

 Standerr (0.109) (0.149)

 Z-values 2.234 6.994

 P-values 0.025 0.000

 JI17 = 0.585\*Kognitif, Errorvar.= 0.656 , R² = 0.214

 Standerr (0.104) (0.126)

 Z-values 4.655 6.835

 P-values 0.000 0.000

 JI18 = 0.534\*Kognitif, Errorvar.= 0.715 , R² = 0.171

 Standerr (0.106) (0.132)

 Z-values 4.111 6.884

 P-values 0.000 0.000

 JI19 = 0.508\*Kognitif, Errorvar.= 0.742, R² = 0.0863

 Standerr (0.108) (0.144)

 Z-values 2.848 6.966

 P-values 0.004 0.000

 JI20 = 0.540\*Kognitif, Errorvar.= 0.708, R² = 0.0522

 Standerr (0.109) (0.149)

 Z-values 2.194 6.995

 P-values 0.028 0.000

 JI46 = 0.842\*Kognitif, Errorvar.= 0.291 , R² = 0.375

 Standerr (0.0991) (0.104)

 Z-values 6.480 6.593

 P-values 0.000 0.000

 JI47 = 0.578\*Kognitif, Errorvar.= 0.666 , R² = 0.130

 Standerr (0.107) (0.138)

 Z-values 3.536 6.926

 P-values 0.000 0.000

 JI49 = 0.748\*Kognitif, Errorvar.= 0.440 , R² = 0.273

 Standerr (0.102) (0.118)

 Z-values 5.353 6.759

 P-values 0.000 0.000

 JI50 = 0.736\*Kognitif, Errorvar.= 0.458, R² = 0.261

 Standerr (0.103) (0.120)

 Z-values 5.217 6.775

 P-values 0.000 0.000

 JI51 = 0.833\*Kognitif, Errorvar.= 0.306 , R² = 0.364

 Standerr (0.0995) (0.106)

 Z-values 6.356 6.614

 P-values 0.000 0.000

 JI52 = 0.530\*Kognitif, Errorvar.= 0.719 , R² = 0.168

 Standerr (0.106) (0.133)

 Z-values 4.069 6.887

 P-values 0.000 0.000

 JI53 = 0.571\*Kognitif, Errorvar.= 0.674, R² = 0.0666

 Standerr (0.109) (0.147)

 Z-values 2.487 6.983

 P-values 0.013 0.000

 JI54 = 0.762\*Kognitif, Errorvar.= 0.419, R² = 0.287

 Standerr (0.102) (0.116)

 Z-values 5.508 6.739

 P-values 0.000 0.000

 JI55 = 0.538\*Kognitif, Errorvar.= 0.711, R² = 0.104

 Standerr (0.108) (0.142)

 Z-values 3.138 6.950

 P-values 0.002 0.000

 Correlation Matrix of Independent Variables

 Kognitif

 --------

 1.000

 Log-likelihood Values

 Estimated Model Saturated Model

 --------------- ---------------

 Number of free parameters(t) 54 378

 -2ln(L) 2449.869 1373.593

 AIC (Akaike, 1974)\* 2557.869 2129.593

 BIC (Schwarz, 1978)\* 2698.548 3114.347

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness-of-Fit Statistics

 Degrees of Freedom for (C1)-(C2) 163

 Maximum Likelihood Ratio Chi-Square (C1) 410.68 (P = 0.0000)

 Browne's (1984) ADF Chi-Square (C2\_NT) 619.933 (P = 0.0000)

 Estimated Non-centrality Parameter (NCP) 252.276

 90 Percent Confidence Interval for NCP (156.560 ; 355.575)

 Minimum Fit Function Value 10.763

 Population Discrepancy Function Value (F0) 7.523

 90 Percent Confidence Interval for F0 (6.566 ; 8.556)

 Root Mean Square Error of Approximation (RMSEA) 0.058

 90 Percent Confidence Interval for RMSEA (0.032 ; 0.073)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 11.843

 90 Percent Confidence Interval for ECVI (10.886 ; 12.876)

 ECVI for Saturated Model 7.560

 ECVI for Independence Model 16.377

 Chi-Square for Independence Model (351 df) 783.745

 Normed Fit Index (NFI) 0.720

 Non-Normed Fit Index (NNFI) 0.739

 Parsimony Normed Fit Index (PNFI) 0.696

 Comparative Fit Index (CFI) 0.790

 Incremental Fit Index (IFI) 0.803

 Relative Fit Index (RFI) 0.664

 Critical N (CN) 36.519

 Root Mean Square Residual (RMR) 0.064

 Standardized RMR 0.054

 Goodness of Fit Index (GFI) 0.925

 Adjusted Goodness of Fit Index (AGFI) 0.846

 Parsimony Goodness of Fit Index (PGFI) 0.850

1. **Model CFA Payment (Pa)**

**Model CFA awal dan Valid semua:**

Gambar loading faktor



**Output Tulisan:**

Model CFA\_Pa

 Number of Iterations = 15

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 Pa3 = 0.857\*Pendapat, Errorvar.= 0.266 , R² = 0.734

 Standerr (0.0920) (0.0875)

 Z-values 9.319 3.038

 P-values 0.000 0.002

 Pa6 = 0.956\*Pendapat, Errorvar.= 0.0868 , R² = 0.913

 Standerr (0.0899) (0.0990)

 Z-values 10.632 0.877

 P-values 0.000 0.381

 Pa4 = 0.539\*Benefit, Errorvar.= 0.710 , R² = 0.290

 Standerr (0.114) (0.124)

 Z-values 4.712 5.733

 P-values 0.000 0.000

 Pa7 = 0.541\*Benefit, Errorvar.= 0.707 , R² = 0.293

 Standerr (0.114) (0.124)

 Z-values 4.726 5.711

 P-values 0.000 0.000

 Pa1 = 0.608\*Fin\_Secu, Errorvar.= 0.630 , R² = 0.370

 Standerr (0.102) (0.106)

 Z-values 5.970 5.947

 P-values 0.000 0.000

 Pa2 = 0.801\*Fin\_Secu, Errorvar.= 0.358 , R² = 0.642

 Standerr (0.0982) (0.0994)

 Z-values 8.160 3.604

 P-values 0.000 0.000

 Pa5 = 0.715\*Fin\_Secu, Errorvar.= 0.488 , R² = 0.512

 Standerr (0.0995) (0.0990)

 Z-values 7.192 4.931

 P-values 0.000 0.000

 Correlation Matrix of Independent Variables

 Pendapat Benefit Fin\_Secu

 -------- -------- --------

 Pendapat 1.000

 Benefit 0.799 1.000

 (0.130)

 6.163

 Fin\_Secu 0.283 0.857 1.000

 (0.110) (0.140)

 2.574 6.135

 Log-likelihood Values

 Estimated Model Saturated Model

 --------------- ---------------

 Number of free parameters(t) 17 28

 -2ln(L) 447.349 397.359

 AIC (Akaike, 1974)\* 481.349 453.359

 BIC (Schwarz, 1978)\* 525.637 526.303

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness of Fit Statistics

 Degrees of Freedom for (C1)-(C2) 11

 Maximum Likelihood Ratio Chi-Square (C1) 12.770 (P = 0.3090)

 Browne's (1984) ADF Chi-Square (C2\_NT) 10.037 (P = 0.5270)

 Estimated Non-centrality Parameter (NCP) 38.990

 90 Percent Confidence Interval for NCP (20.701 ; 64.818)

 Minimum Fit Function Value 0.500

 Population Discrepancy Function Value (F0) 0.390

 90 Percent Confidence Interval for F0 (0.207 ; 0.648)

 Root Mean Square Error of Approximation (RMSEA) 0.048

 90 Percent Confidence Interval for RMSEA (0.027 ; 0.064)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 0.840

 90 Percent Confidence Interval for ECVI (0.657 ; 1.098)

 ECVI for Saturated Model 0.560

 ECVI for Independence Model 3.449

 Chi-Square for Independence Model (11 df) 20.907

 Normed Fit Index (NFI) 0.947

 Non-Normed Fit Index (NNFI) 0.857

 Parsimony Normed Fit Index (PNFI) 0.744

 Comparative Fit Index (CFI) 0.933

 Incremental Fit Index (IFI) 0.977

 Relative Fit Index (RFI) 0.909

 Critical N (CN) 49.967

 Root Mean Square Residual (RMR) 0.033

 Standardized RMR 0.033

 Goodness of Fit Index (GFI) 0.946

 Adjusted Goodness of Fit Index (AGFI) 0.910

 Parsimony Goodness of Fit Index (PGFI) 0.848

1. Model CFA Otonomi (Ot)

Model CFA awal:

Gambar Loading Faktor



**Output tulisan:**

Model CFA\_Otonomi Awal

 Number of Iterations = 15

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 Ot1 = 0.644\*Kebebasa, Errorvar.= 0.874 , R² = 0.0832

 Standerr (0.110) (0.124)

 Z-values 2.551 7.034

 P-values 0.011 0.000

 Ot2 = 0.551\*Kebebasa, Errorvar.= 0.631 , R² = 0.325

 Standerr (0.109) (0.115)

 Z-values 5.035 5.509

 P-values 0.000 0.000

 Ot3 = 0.282\*Kebebasa, Errorvar.= 0.600, R² = 0.409

 Standerr (0.105)

 Z-values 6.151

 P-values 0.000

 Ot5 = 0.825\*Kebebasa, Errorvar.= 0.319 , R² = 0.681

 Standerr (0.134) (0.181)

 Z-values 6.168 1.764

 P-values 0.000 0.078

 Ot6 = 0.177\*Kebebasa, Errorvar.= 0.969 , R² = 0.0315

 Standerr (0.112) (0.138)

 Z-values 1.590 7.010

 P-values 0.112 0.000

 Ot7 = 0.168\*Kebebasa, Errorvar.= 0.972 , R² = 0.0281

 Standerr (0.112) (0.139)

 Z-values 1.503 7.017

 P-values 0.133 0.000

 Ot8 = 0.125\*Kebebasa, Errorvar.= 0.984 , R² = 0.0157

 Standerr (0.112) (0.140)

 Z-values 1.120 7.041

 P-values 0.263 0.000

 Ot4 = 0.707\*Waktu, Errorvar.= 0.500, R² = 0.500

 Standerr (0.100)

 Z-values 7.071

 P-values 0.000

 Ot9 = 0.506\*Komunika, Errorvar.= 0.500, R² = 0.339

 Standerr (0.0831)

 Z-values 6.084

 P-values 0.000

 Ot10 = 0.759\*Komunika, Errorvar.= 0.382 , R² = 0.601

 Standerr (0.0914) (0.0915)

 Z-values 8.297 4.171

 P-values 0.000 0.000

 Correlation Matrix of Independent Variables

 Kebebasa Waktu Komunika

 -------- -------- --------

 Kebebasa 1.000

 Waktu 0.320 1.000

 (0.142)

 2.259

 Komunika 0.543 1.258 1.000

 (0.111) (0.115)

 4.909 10.938

 Log-likelihood Values

 Estimated Model Saturated Model

 --------------- ---------------

 Number of free parameters(t) 20 55

 -2ln(L) 814.470 609.210

 AIC (Akaike, 1974)\* 854.470 719.210

 BIC (Schwarz, 1978)\* 906.574 862.495

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness of Fit Statistics

 Degrees of Freedom for (C1)-(C2) 9

 Maximum Likelihood Ratio Chi-Square (C1) 56.054 (P = 0.0000)

 Browne's (1984) ADF Chi-Square (C2\_NT) 56.597 (P = 0.0000)

 Estimated Non-centrality Parameter (NCP) 47.054

 90 Percent Confidence Interval for NCP (27.074 ; 74.534)

 Minimum Fit Function Value 0.561

 Population Discrepancy Function Value (F0) 0.471

 90 Percent Confidence Interval for F0 (0.271 ; 0.745)

 Root Mean Square Error of Approximation (RMSEA) 0.229

 90 Percent Confidence Interval for RMSEA (0.173 ; 0.288)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 0.801

 90 Percent Confidence Interval for ECVI (0.601 ; 1.075)

 ECVI for Saturated Model 0.420

 ECVI for Independence Model 2.417

 Chi-Square for Independence Model (15 df) 229.659

 Normed Fit Index (NFI) 0.753

 Non-Normed Fit Index (NNFI) 0.631

 Parsimony Normed Fit Index (PNFI) 0.452

 Comparative Fit Index (CFI) 0.778

 Incremental Fit Index (IFI) 0.785

 Relative Fit Index (RFI) 0.589

 Critical N (CN) 39.266

 Root Mean Square Residual (RMR) 0.123

 Standardized RMR 0.132

 Goodness of Fit Index (GFI) 0.848

 Adjusted Goodness of Fit Index (AGFI) 0.645

 Parsimony Goodness of Fit Index (PGFI) 0.363

**Model CFA valid semua:**

**Gambar Loading Faktor**



**Output Tulisan:**

Model CFA\_Otonomi Valid

 Number of Iterations = 13

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 Ot1 = 0.784\*Kebebasa, Errorvar.= 0.385 , R² = 0.615

 Standerr (0.0991) (0.100)

 Z-values 7.913 3.834

 P-values 0.000 0.000

 Ot2 = 0.805\*Kebebasa, Errorvar.= 0.500, R² = 0.564

 Standerr (0.0979)

 Z-values 8.222

 P-values 0.000

 Ot5 = 0.543\*Kebebasa, Errorvar.= 0.706 , R² = 0.294

 Standerr (0.105) (0.114)

 Z-values 5.152 6.194

 P-values 0.000 0.000

 Ot4 = 0.757\*Waktu, Errorvar.= 0.427, R² = 0.500

 Standerr (0.100)

 Z-values 7.071

 P-values 0.000

 Ot9 = 0.676\*Komunika, Errorvar.= 0.543, R² = 0.356

 Standerr (0.0861)

 Z-values 6.105

 P-values 0.000

 Ot10 = 0.732\*Komunika, Errorvar.= 0.465 , R² = 0.535

 Standerr (0.0985) (0.0971)

 Z-values 7.425 4.787

 P-values 0.000 0.000

 Correlation Matrix of Independent Variables

 Kebebasa Waktu Komunika

 -------- -------- --------

 Kebebasa 1.000

 Waktu 0.292 1.000

 (0.153)

 1.904

 Komunika 0.507 1.259 1.000

 (0.122) (0.115)

 4.165 10.943

 Log-likelihood Values

 Estimated Model Saturated Model

 --------------- ---------------

 Number of free parameters(t) 12 21

 -2ln(L) 431.572 375.517

 AIC (Akaike, 1974)\* 455.572 417.517

 BIC (Schwarz, 1978)\* 486.834 472.226

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness of Fit Statistics

 Degrees of Freedom for (C1)-(C2) 9

 Maximum Likelihood Ratio Chi-Square (C1) 12.730 (P = 0.1750)

 Browne's (1984) ADF Chi-Square (C2\_NT) 16.597 (P = 0.0550)

 Estimated Non-centrality Parameter (NCP) 47.054

 90 Percent Confidence Interval for NCP (27.074 ; 74.534)

 Minimum Fit Function Value 0.561

 Population Discrepancy Function Value (F0) 0.471

 90 Percent Confidence Interval for F0 (0.271 ; 0.745)

 Root Mean Square Error of Approximation (RMSEA) 0.052

 90 Percent Confidence Interval for RMSEA (0.037 ; 0.072)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 0.801

 90 Percent Confidence Interval for ECVI (0.601 ; 1.075)

 ECVI for Saturated Model 0.420

 ECVI for Independence Model 2.417

 Chi-Square for Independence Model (15 df) 22.659

 Normed Fit Index (NFI) 0.853

 Non-Normed Fit Index (NNFI) 0.831

 Parsimony Normed Fit Index (PNFI) 0.752

 Comparative Fit Index (CFI) 0.868

 Incremental Fit Index (IFI) 0.885

 Relative Fit Index (RFI) 0.789

 Critical N (CN) 39.266

 Root Mean Square Residual (RMR) 0.054

 Standardized RMR 0.062

 Goodness of Fit Index (GFI) 0.938

 Adjusted Goodness of Fit Index (AGFI) 0.845

 Parsimony Goodness of Fit Index (PGFI) 0.763

1. **Model CFA Tuntutan Kerja (BK)**

**Model CFA awal**

Output Gambar Loading Faktor:



**Output tulisan:**

Model CFA\_BK awal

 Number of Iterations = 17

 LISREL Estimates (Maximum Likelihood)

Measurement Equations

 BK1 = 0.841\*Fisik, Errorvar.= 0.325 , R² = 0.685

 Standerr (0.0812) (0.0561)

 Z-values 10.366 5.798

 P-values 0.000 0.000

 BK2 = 0.812\*Fisik, Errorvar.= 0.499 , R² = 0.570

 Standerr (0.0888) (0.0735)

 Z-values 9.147 6.787

 P-values 0.000 0.000

 BK3 = 0.813\*Fisik, Errorvar.= 0.339 , R² = 0.661

 Standerr (0.0843) (0.0569)

 Z-values 9.645 5.951

 P-values 0.000 0.000

 BK4 = 0.912\*Fisik, Errorvar.= 0.169 , R² = 0.831

 Standerr (0.0786) (0.0387)

 Z-values 11.599 4.362

 P-values 0.000 0.000

 BK5 = 0.847\*Fisik, Errorvar.= 0.282 , R² = 0.718

 Standerr (0.0823) (0.0498)

 Z-values 10.290 5.661

 P-values 0.000 0.000

 BK6 = 0.359\*Mental, Errorvar.= 0.871 , R² = 0.129

 Standerr (0.102) (0.126)

 Z-values 3.509 6.917

 P-values 0.000 0.000

 BK7 = 0.913\*Mental, Errorvar.= 0.167 , R² = 0.833

 Standerr (0.0822) (0.0585)

 Z-values 11.103 2.859

 P-values 0.000 0.004

 BK8 = 0.0366\*Mental, Errorvar.= 0.999 , R² = 0.00134

 Standerr (0.106) (0.142)

 Z-values 0.345 7.035

 P-values 0.730 0.000

 BK9 = 0.779\*Mental, Errorvar.= 0.393 , R² = 0.607

 Standerr (0.0882) (0.0702)

 Z-values 8.836 5.598

 P-values 0.000 0.000

 BK10 = 0.624\*Mental, Errorvar.= 0.610 , R² = 0.390

 Standerr (0.0947) (0.0939)

 Z-values 6.593 6.498

 P-values 0.000 0.000

 BK11 = 0.677\*Emosiona, Errorvar.= 0.541 , R² = 0.459

 Standerr (0.0921) (0.0848)

 Z-values 7.355 6.382

 P-values 0.000 0.000

 BK12 = 0.757\*Emosiona, Errorvar.= 0.426 , R² = 0.574

 Standerr (0.0884) (0.0713)

 Z-values 8.567 5.983

 P-values 0.000 0.000

 BK13 = 0.195\*Emosiona, Errorvar.= 0.962 , R² = 0.0381

 Standerr (0.106) (0.137)

 Z-values 1.842 6.998

 P-values 0.065 0.000

 BK14 = 0.714\*Emosiona, Errorvar.= 0.492 , R² = 0.509

 Standerr (0.0838) (0.0758)

 Z-values 8.529 6.499

 P-values 0.000 0.000

 BK15 = 0.603\*Emosiona, Errorvar.= 0.637 , R² = 0.363

 Standerr (0.0951) (0.0965)

 Z-values 6.340 6.598

 P-values 0.000 0.000

 BK16 = 0.404\*Emosiona, Errorvar.= 0.912 , R² = 0.152

 Standerr (0.0979) (0.132)

 Z-values 4.131 6.901

 P-values 0.000 0.000

 BK17 = 0.882\*Emosiona, Errorvar.= 0.222 , R² = 0.778

 Standerr (0.0819) (0.0518)

 Z-values 10.766 4.286

 P-values 0.000 0.000

 Error Covariance for BK3 and BK2 = 0.228

 (0.0528)

 4.313

 Error Covariance for BK14 and BK2 = -0.238

 (0.0475)

 -5.016

 Error Covariance for BK14 and BK13 = 0.294

 (0.0705)

 4.172

 Correlation Matrix of Independent Variables

 Fisik Mental Emosiona

 -------- -------- --------

 Fisik 1.000

 Mental -0.700 1.000

 (0.064)

 -10.985

 Emosiona 0.569 -0.732 1.000

 (0.079) (0.062)

 7.200 -11.893

 Log-likelihood Values

 Estimated Model Saturated Model

 --------------- ---------------

 Number of free parameters(t) 40 153

 -2ln(L) 823.909 329.801

 AIC (Akaike, 1974)\* 903.909 635.801

 BIC (Schwarz, 1978)\* 1008.116 1034.392

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

Goodness of Fit Statistics

 Degrees of Freedom for (C1)-(C2) 87

 Maximum Likelihood Ratio Chi-Square (C1) 349.144 (P = 0.0000)

 Browne's (1984) ADF Chi-Square (C2\_NT) 278.822 (P = 0.0000)

 Estimated Non-centrality Parameter (NCP) 262.144

 90 Percent Confidence Interval for NCP (208.368 ; 323.485)

 Minimum Fit Function Value 3.491

 Population Discrepancy Function Value (F0) 2.621

 90 Percent Confidence Interval for F0 (2.084 ; 3.235)

 Root Mean Square Error of Approximation (RMSEA) 0.174

 90 Percent Confidence Interval for RMSEA (0.155 ; 0.193)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 4.151

 90 Percent Confidence Interval for ECVI (3.614 ; 4.765)

 ECVI for Saturated Model 2.400

 ECVI for Independence Model 20.644

 Chi-Square for Independence Model (105 df) 2034.382

 Normed Fit Index (NFI) 0.827

 Non-Normed Fit Index (NNFI) 0.834

 Parsimony Normed Fit Index (PNFI) 0.685

 Comparative Fit Index (CFI) 0.863

 Incremental Fit Index (IFI) 0.864

 Relative Fit Index (RFI) 0.791

 Critical N (CN) 35.195

 Root Mean Square Residual (RMR) 0.0975

 Standardized RMR 0.0975

 Goodness of Fit Index (GFI) 0.729

 Adjusted Goodness of Fit Index (AGFI) 0.626

 Parsimony Goodness of Fit Index (PGFI) 0.529

**Model CFA valid semua:**

**Gambar Loading Faktor**



**Ouput tulisan:**

Model CFA\_BK valid

 Number of Iterations = 18

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 BK1 = 0.835\*Fisik, Errorvar.= 0.302 , R² = 0.698

 Standerr (0.0826) (0.0520)

 Z-values 10.109 5.810

 P-values 0.000 0.000

 BK2 = 0.796\*Fisik, Errorvar.= 0.367 , R² = 0.633

 Standerr (0.0847) (0.0598)

 Z-values 9.392 6.132

 P-values 0.000 0.000

 BK3 = 0.847\*Fisik, Errorvar.= 0.282 , R² = 0.718

 Standerr (0.0820) (0.0497)

 Z-values 10.339 5.678

 P-values 0.000 0.000

 BK4 = 0.881\*Fisik, Errorvar.= 0.224 , R² = 0.776

 Standerr (0.0800) (0.0433)

 Z-values 11.013 5.167

 P-values 0.000 0.000

 BK5 = 0.841\*Fisik, Errorvar.= 0.293 , R² = 0.707

 Standerr (0.0823) (0.0510)

 Z-values 10.210 5.754

 P-values 0.000 0.000

 BK6 = 0.554\*Mental, Errorvar.= 0.875 , R² = 0.125

 Standerr (0.102) (0.126)

 Z-values 3.468 6.953

 P-values 0.001 0.000

 BK7 = 0.914\*Mental, Errorvar.= 0.165 , R² = 0.835

 Standerr (0.0821) (0.0602)

 Z-values 11.124 2.738

 P-values 0.000 0.006

 BK9 = 0.779\*Mental, Errorvar.= 0.394 , R² = 0.606

 Standerr (0.0881) (0.0708)

 Z-values 8.842 5.565

 P-values 0.000 0.000

 BK10 = 0.625\*Mental, Errorvar.= 0.610 , R² = 0.390

 Standerr (0.0943) (0.0936)

 Z-values 6.625 6.513

 P-values 0.000 0.000

 BK11 = 0.717\*Emosiona, Errorvar.= 0.486 , R² = 0.514

 Standerr (0.0906) (0.0796)

 Z-values 7.909 6.109

 P-values 0.000 0.000

 BK12 = 0.780\*Emosiona, Errorvar.= 0.391 , R² = 0.609

 Standerr (0.0876) (0.0694)

 Z-values 8.904 5.642

 P-values 0.000 0.000

 BK14 = 0.737\*Emosiona, Errorvar.= 0.457 , R² = 0.543

 Standerr (0.0897) (0.0764)

 Z-values 8.213 5.987

 P-values 0.000 0.000

 BK15 = 0.618\*Emosiona, Errorvar.= 0.618 , R² = 0.382

 Standerr (0.0948) (0.0949)

 Z-values 6.518 6.513

 P-values 0.000 0.000

 BK16 = 0.534\*Emosiona, Errorvar.= 0.888 , R² = 0.112

 Standerr (0.103) (0.128)

 Z-values 3.245 6.959

 P-values 0.001 0.000

 BK17 = 0.839\*Emosiona, Errorvar.= 0.296 , R² = 0.704

 Standerr (0.0846) (0.0605)

 Z-values 9.917 4.886

 P-values 0.000 0.000

 Correlation Matrix of Independent Variables

 Fisik Mental Emosiona

 -------- -------- --------

 Fisik 1.000

 Mental -0.676 1.000

 (0.066)

 -10.241

 Emosiona 0.590 -0.724 1.000

 (0.076) (0.063)

 7.729 -11.440

 Log-likelihood Values

 Estimated Model Saturated Model

 --------------- ---------------

 Number of free parameters(t) 33 120

 -2ln(L) 694.539 345.395

 AIC (Akaike, 1974)\* 760.539 585.395

 BIC (Schwarz, 1978)\* 846.510 898.016

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness of Fit Statistics

 Degrees of Freedom for (C1)-(C2) 87

 Maximum Likelihood Ratio Chi-Square (C1) 84.284 (P = 0.5630)

 Browne's (1984) ADF Chi-Square (C2\_NT) 88.822 (P = 0.4260)

 Estimated Non-centrality Parameter (NCP) 262.144

 90 Percent Confidence Interval for NCP (208.368 ; 323.485)

 Minimum Fit Function Value 3.491

 Population Discrepancy Function Value (F0) 2.621

 90 Percent Confidence Interval for F0 (2.084 ; 3.235)

 Root Mean Square Error of Approximation (RMSEA) 0.042

 90 Percent Confidence Interval for RMSEA (0.025 ; 0.063)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 4.151

 90 Percent Confidence Interval for ECVI (3.614 ; 4.765)

 ECVI for Saturated Model 2.400

 ECVI for Independence Model 20.644

 Chi-Square for Independence Model (105 df) 104.382

 Normed Fit Index (NFI) 0.927

 Non-Normed Fit Index (NNFI) 0.934

 Parsimony Normed Fit Index (PNFI) 0.885

 Comparative Fit Index (CFI) 0.943

 Incremental Fit Index (IFI) 0.964

 Relative Fit Index (RFI) 0.891

 Critical N (CN) 35.195

 Root Mean Square Residual (RMR) 0.0345

 Standardized RMR 0.0345

 Goodness of Fit Index (GFI) 0.949

 Adjusted Goodness of Fit Index (AGFI) 0.826

 Parsimony Goodness of Fit Index (PGFI) 0.729

1. Model CFA Kebermaknaan Kerja (KK)

Model CFA awal dan valid semua

Ouput Gambar Loading Faktor:



**Output Tulisan:**

Model CFA\_KK awal dan valid

 Number of Iterations = 21

 LISREL Estimates (Maximum Likelihood)

 Measurement Equations

 KK1 = 0.840\*PM, Errorvar.= 0.294 , R² = 0.706

 Standerr (0.0833) (0.0552)

 Z-values 10.088 5.333

 P-values 0.000 0.000

 KK2 = 0.959\*PM, Errorvar.= 0.0806 , R² = 0.919

 Standerr (0.0774) (0.0481)

 Z-values 12.382 1.673

 P-values 0.000 0.094

 KK7 = 0.524\*PM, Errorvar.= 0.895 , R² = 0.105

 Standerr (0.100) (0.128)

 Z-values 3.228 7.018

 P-values 0.001 0.000

 KK3 = 0.865\*MM, Errorvar.= 0.252 , R² = 0.748

 Standerr (0.0797) (0.0395)

 Z-values 10.845 6.382

 P-values 0.000 0.000

 KK4 = 0.969\*MM, Errorvar.= 0.0619 , R² = 0.938

 Standerr (0.0733) (0.0184)

 Z-values 13.206 3.366

 P-values 0.000 0.001

 KK5 = 0.927\*MM, Errorvar.= 0.140 , R² = 0.860

 Standerr (0.0761) (0.0264)

 Z-values 12.191 5.297

 P-values 0.000 0.000

 KK8 = 0.944\*MM, Errorvar.= 0.108 , R² = 0.892

 Standerr (0.0749) (0.0224)

 Z-values 12.603 4.818

 P-values 0.000 0.000

 KK6 = 0.901\*GG, Errorvar.= 0.188 , R² = 0.812

 Standerr (0.0781) (0.0349)

 Z-values 11.544 5.368

 P-values 0.000 0.000

 KK9 = 0.901\*GG, Errorvar.= 0.188 , R² = 0.812

 Standerr (0.0781) (0.0350)

 Z-values 11.533 5.379

 P-values 0.000 0.000

 KK10 = 0.836\*GG, Errorvar.= 0.301 , R² = 0.699

 Standerr (0.0819) (0.0486)

 Z-values 10.211 6.200

 P-values 0.000 0.000

 Error Covariance for KK8 and KK5 = 0.0664

 (0.0209)

 3.172

 Correlation Matrix of Independent Variables

 PM MM GG

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 PM 1.000

 MM 0.769 1.000

 (0.048)

 15.990

 GG -0.855 -0.936 1.000

 (0.039) (0.020)

 -22.153 -46.144

 Log-likelihood Values

 Estimated Model Saturated Model

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 Number of free parameters(t) 24 55

 -2ln(L) -103.960 -306.915

 AIC (Akaike, 1974)\* -55.960 -196.915

 BIC (Schwarz, 1978)\* 6.564 -53.631

\*LISREL uses AIC= 2t - 2ln(L) and BIC = tln(N)- 2ln(L)

 Goodness of Fit Statistics

 Degrees of Freedom for (C1)-(C2) 31

 Maximum Likelihood Ratio Chi-Square (C1) 36.124 (P = 0.242)

 Browne's (1984) ADF Chi-Square (C2\_NT) 37.910 (P = 0.183)

 Estimated Non-centrality Parameter (NCP) 171.955

 90 Percent Confidence Interval for NCP (130.605 ; 220.804)

 Minimum Fit Function Value 2.030

 Population Discrepancy Function Value (F0) 1.720

 90 Percent Confidence Interval for F0 (1.306 ; 2.208)

 Root Mean Square Error of Approximation (RMSEA) 0.042

 90 Percent Confidence Interval for RMSEA (0.025 ; 0.067)

 P-Value for Test of Close Fit (RMSEA < 0.05) 0.000

 Expected Cross-Validation Index (ECVI) 2.510

 90 Percent Confidence Interval for ECVI (2.096 ; 2.998)

 ECVI for Saturated Model 1.100

 ECVI for Independence Model 21.938

 Chi-Square for Independence Model (45 df) 53.794

 Normed Fit Index (NFI) 0.976

 Non-Normed Fit Index (NNFI) 0.952

 Parsimony Normed Fit Index (PNFI) 0.824

 Comparative Fit Index (CFI) 0.958

 Incremental Fit Index (IFI) 0.919

 Relative Fit Index (RFI) 0.943

 Critical N (CN) 26.460

 Root Mean Square Residual (RMR) 0.0468

 Standardized RMR 0.0468

 Goodness of Fit Index (GFI) 0.960

 Adjusted Goodness of Fit Index (AGFI) 0.874

 Parsimony Goodness of Fit Index (PGFI) 0.728