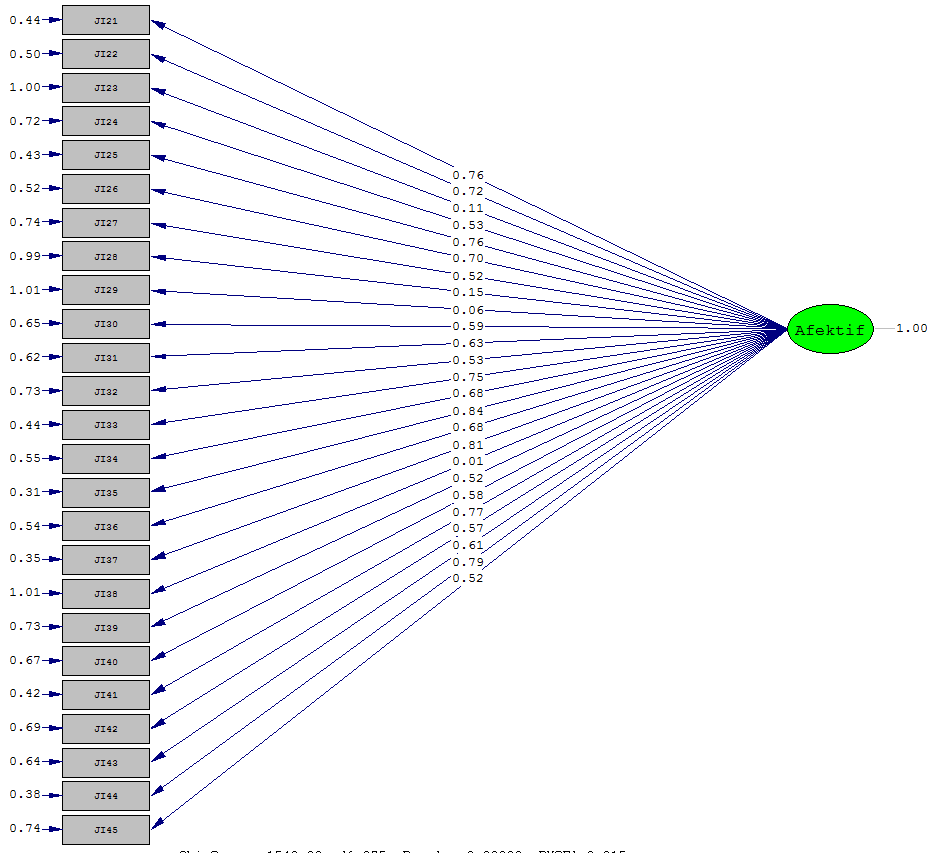
**Output Lisrel -- Model CFA**

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

--------

1.000

Log-likelihood Values

Estimated Model Saturated Model

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

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

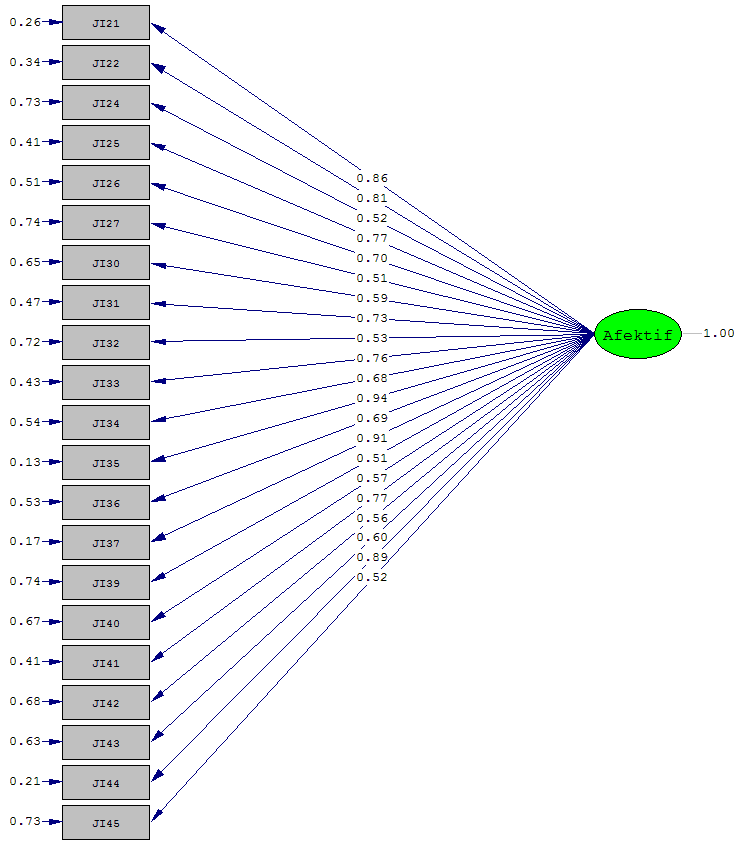
Goodness of Fit Index (GFI) 0.501

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

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

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

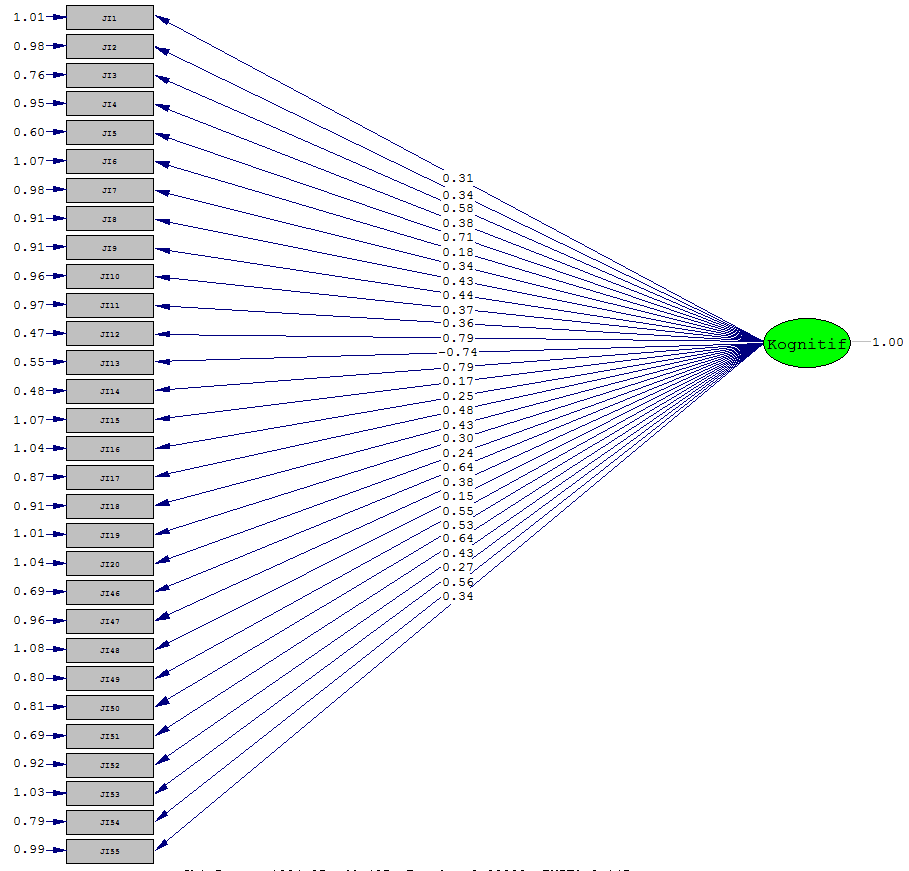
Adjusted Goodness of Fit Index (AGFI) 0.890

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

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

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

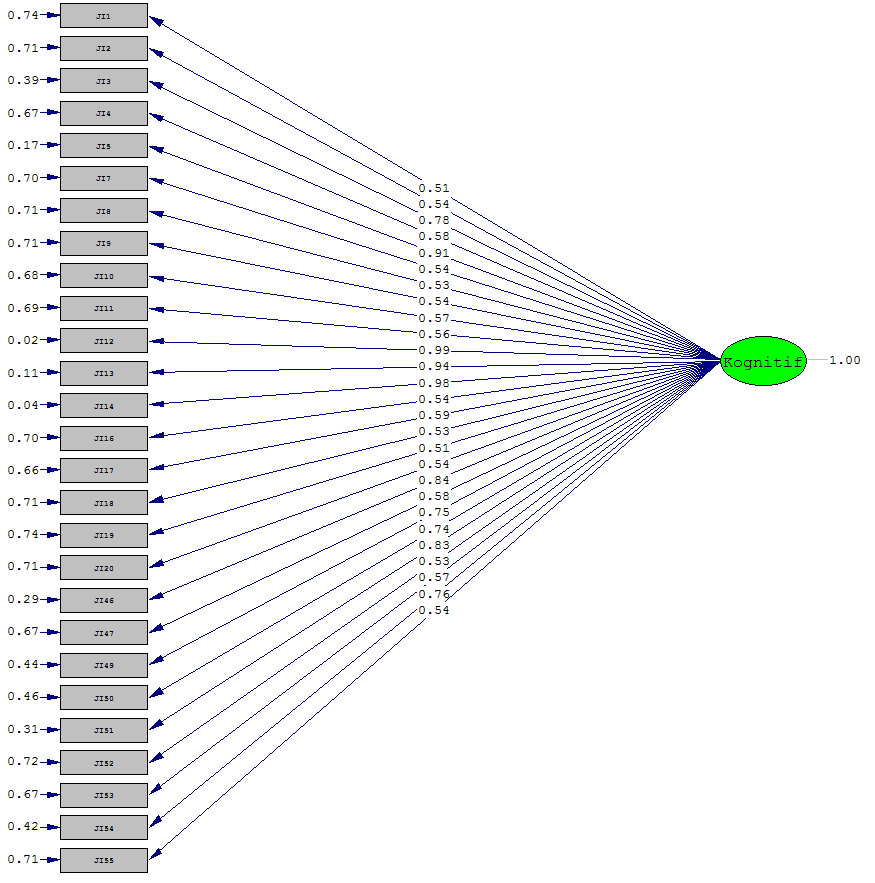
Goodness of Fit Index (GFI) 0.525

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

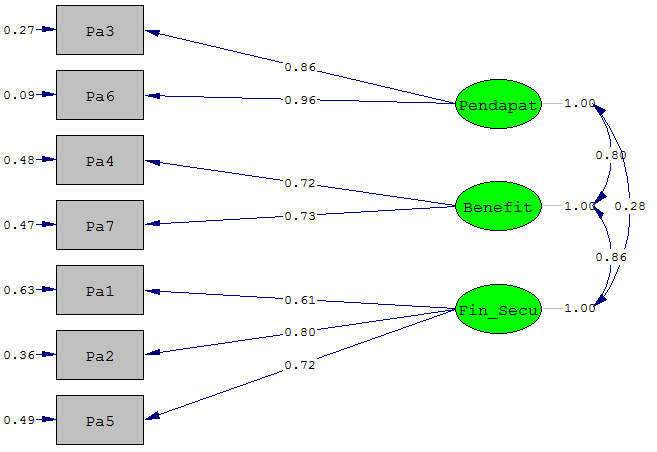
Adjusted Goodness of Fit Index (AGFI) 0.846

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

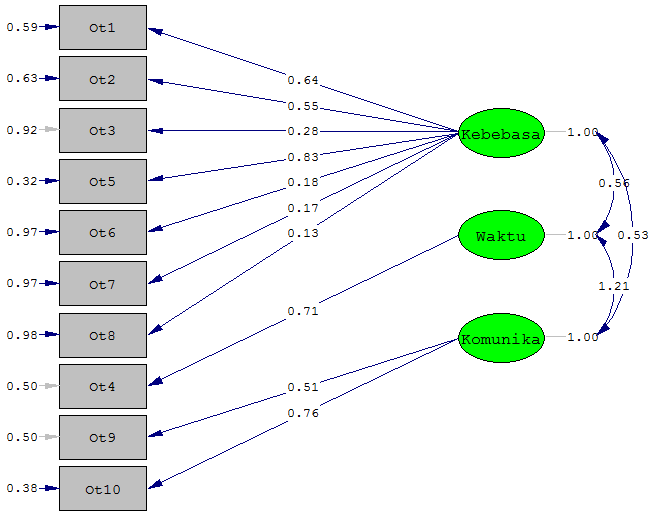
Adjusted Goodness of Fit Index (AGFI) 0.910

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

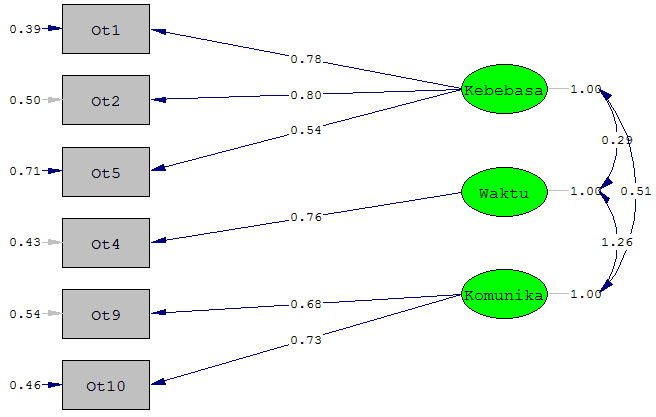
Goodness of Fit Index (GFI) 0.848

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

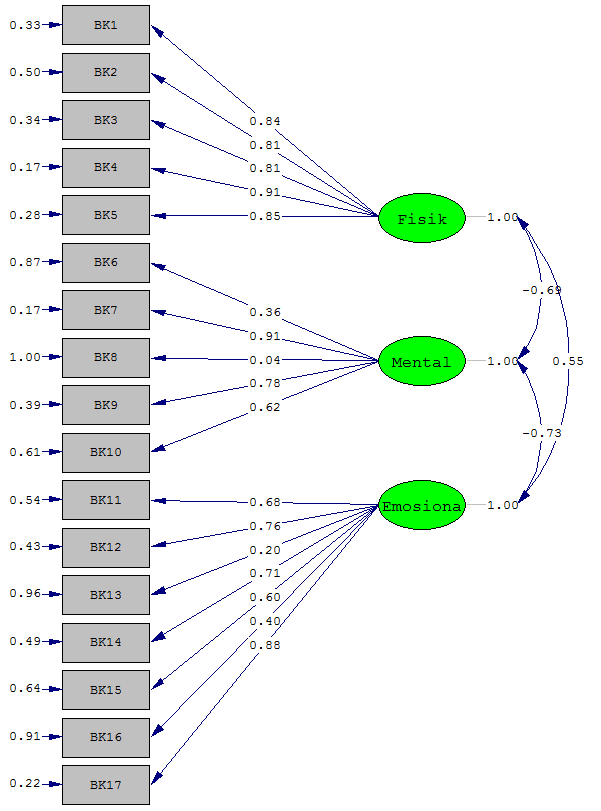
Adjusted Goodness of Fit Index (AGFI) 0.845

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

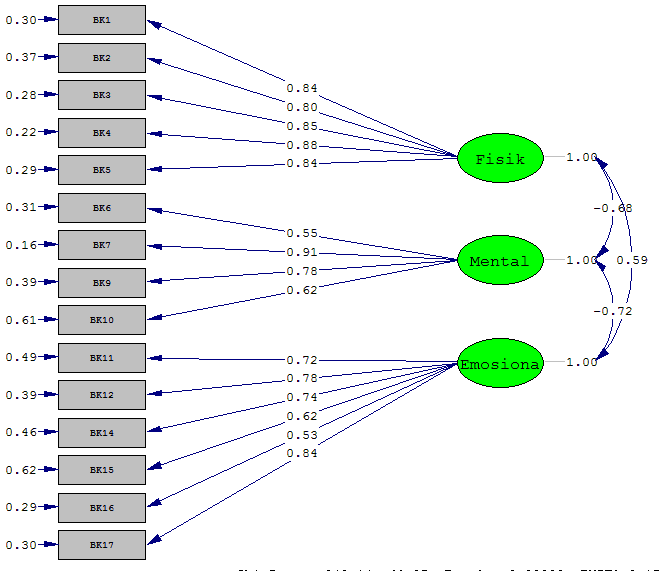
Goodness of Fit Index (GFI) 0.729

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

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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

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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

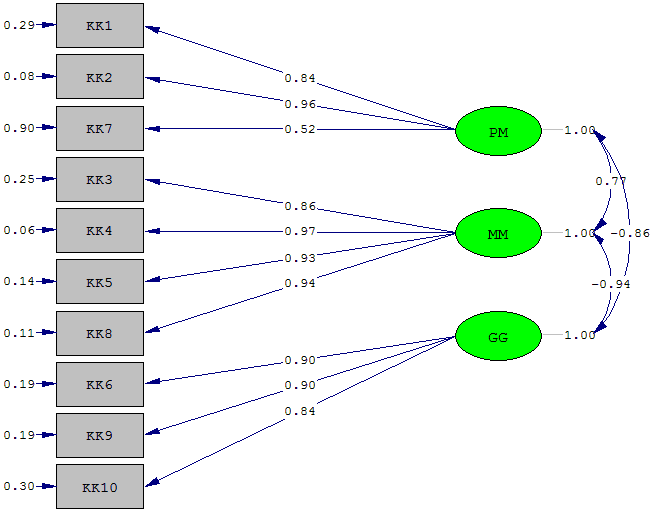
Adjusted Goodness of Fit Index (AGFI) 0.826

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