

## Lampiran 1. Kuesioner

### Kuesioner

#### Identitas responden

Nama :

Umur :

Bagian :

#### Petunjuk pengisian

Berikan penilaian bapak/ibu/saudara dengan tanda (X) pada jawaban yang paling tepat

Sangat tidak setuju	1	2	3	4	5	Sangat setuju
---------------------	---	---	---	---	---	---------------

Keterangan :

1 = sangat tidak setuju

2 = tidak setuju

3 = netral

4 = setuju

5 = sangat setuju

**A. Kualitas Pengetahuan**

No	Indikator	Skore				
		1	2	3	4	5
1	Saya mengetahui metode kerja yang diberikan oleh perusahaan					
2	Saya mengetahui mesin tersebut mampu bekerja 24 jam dalam sehari					
3	Saya salah satu orang yang objektif terhadap masalah yang ada					
4	Saya mengetahui mesin tersebut termasuk mesin baru atau tidak					
5	Saya adalah orang yang dipercaya atasan					
6	Saya adalah orang yang memiliki kreadibilitas					
7	Saya merupakan orang yang berperilaku relevan terhadap lingkungan kerja					
8	Saya merupakan orang yang mampu menyesuaikan dengan pengetahuan baru yang diterapkan oleh perusahaan					

**B. Kualitas Komunikasi**

No	Indikator	Skore				
		1	2	3	4	5
1	Atasan saya memberi informasi secara detail					

2	Atasan saya memberikan gagasan terbaru untuk kinerja team					
3	Atasan saya dapat mengendalikan emosi saat ada masalah					
4	Atasan saya dapat menyelesaikan masalah yang tidak dapat diselesaikan oleh team					
5	Saya termasuk orang yang mau berbagi informasi terbaru tentang pekerjaan kepada rekan kerja dan orang baru					
6	Saya mampu memahami hal/kebijakan baru yang diterapkan oleh perusahaan					

### C. Kemampuan Profesional

No	Indikator	Skore				
		1	2	3	4	5
1	Saya menguasai dan sanggup dengan semua tanggung jawab yang diberikan					
2	Saya mampu melaksanakan tanggung jawab dengan baik					
3	Saya adalah orang yang mampu memahami tugas baru yang diberikan oleh atasan saya, sedangkan anda belum pernah mengetahui jobdisk tersebut					
4	Saya merupakan orang yang cekatan dengan setiap tugas yang diberikan kepada saya baik tugas yang baru maupun yang sudah sering saya kerjakan					

### D. Kinerja SDM

No	Indikator	Skore
----	-----------	-------

		1	2	3	4	5
1	Saya salah seorang yang berkualitas di team					
2	Saya adalah salah satu yang memiliki kuantitas					
3	Saya adalah salah satu orang yang menghargai waktu masuk serta pulang sesuai dengan jam kerja, serta menyelesaikan setiap pekerjaan sesuai dengan target waktu yang sudah ditentukan					
4	Saya adalah salah satu orang yang menyukai efisiensi biaya yang dikeluarkan perusahaan baik untuk hal yang penting dan kurang penting, tetapi hasilnya tetap maksimal dan sesuai target					
5	Saya memburuhkan pengawasan dalam menyelesaikan tugas					
6	Saya adalah orang yang dapat mengendalikan setiap case antara pekerja dalam satu team saat menyelesaikan tugas					

## Lampiran 2. Data Tabulasi

	peng1	peng2	peng3	peng4	peng5	peng6	peng7	peng8	kom1	kom2	kom3	kom4	kom5	kom6	pro1	pro2	pro3	pro4	kin1	kin2	kin3	kin4	kin5	kin6
1	5	5	5	5	5	4	5	5	5	5	4	5	5	5	5	5	4	5	5	5	4	5	5	4
2	4	4	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5	5	4	4	5	5	5
3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
4	5	4	5	5	5	4	4	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	4	5
5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	4	5	5	5	5	5
6	5	5	5	4	4	5	5	5	4	4	5	5	4	5	5	4	5	5	5	5	5	5	5	5
7	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
8	4	5	4	4	4	5	4	4	5	5	4	4	4	5	4	3	2	4	5	4	3	4	3	3
9	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
10	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4
11	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
12	4	4	4	4	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
13	4	3	3	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
14	5	5	5	5	5	5	2	5	5	5	5	5	5	5	5	5	4	5	5	5	5	4	5	5
15	5	4	5	4	5	4	3	5	4	4	5	4	5	4	4	4	5	4	4	4	5	4	5	4
16	4	3	2	2	4	3	4	4	4	3	4	4	5	5	5	5	3	4	3	4	2	3	3	4
17	4	4	4	4	5	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
18	4	4	5	5	5	5	4	5	4	5	4	5	5	4	4	5	5	5	5	5	4	4	5	4
19	4	4	4	4	3	4	3	4	4	3	4	5	5	5	4	4	5	4	5	5	3	3	2	2
20	5	5	5	5	5	5	5	5	4	4	5	5	4	5	5	5	5	5	5	4	4	4	4	4
21	4	1	4	4	4	4	4	5	5	4	5	5	5	4	4	5	4	3	3	3	5	3	4	4
22	4	5	4	4	4	4	4	5	5	3	5	4	4	4	4	4	4	4	4	4	5	5	4	5
23	5	4	3	3	4	4	4	4	4	4	5	5	5	5	5	5	4	4	2	4	3	4	4	4
24	5	5	5	5	5	5	1	5	5	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5
25	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
26	5	5	5	5	5	5	4	4	5	4	5	5	4	4	5	5	4	5	5	5	5	5	5	5
27	4	2	4	2	4	2	4	4	4	4	4	4	4	4	4	4	3	4	4	2	4	4	4	4
28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
29	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3	4	3	3	4	4	4	4	4	4

30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
31	5	4	5	5	5	4	4	5	5	4	5	5	4	5	4	5	4	5	5	4	5	4	2	3
32	5	5	4	4	4	4	4	4	4	5	4	5	4	4	4	4	4	4	4	4	4	4	5	4
33	5	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4
34	4	5	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4
35	4	4	5	4	4	4	4	4	4	4	5	4	4	4	4	4	5	4	4	4	4	4	5	4
36	4	4	5	4	4	4	5	4	4	5	4	5	4	4	4	4	4	4	4	4	4	4	4	5
37	4	4	5	4	4	4	4	5	4	4	4	4	5	5	4	5	4	4	5	4	4	4	4	4
38	4	5	4	4	4	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4	5	4	4	5
39	4	5	4	4	4	5	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4
40	4	4	5	4	4	4	4	4	4	4	4	5	4	4	4	4	5	4	4	4	4	5	4	4
41	4	4	5	4	5	4	5	4	4	4	4	5	4	4	4	4	4	4	5	5	4	4	5	4
42	4	5	4	4	5	4	4	4	4	4	4	4	5	5	4	4	4	5	4	5	4	4	5	4
43	4	4	5	4	4	4	4	4	4	5	4	4	5	5	4	4	4	4	5	5	4	4	4	4
44	5	4	4	4	4	4	4	5	4	4	5	4	4	4	4	5	4	4	5	4	5	4	4	5
45	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
46	4	4	5	4	4	4	4	4	4	5	5	5	4	4	5	5	4	4	4	4	4	4	4	4
47	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4
48	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
49	5	5	4	5	5	4	4	4	4	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4
50	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
51	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
52	4	5	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	5	4	4
53	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	4	5	5	5
54	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
55	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	4	5	5	5	5	5	5	5
56	4	4	5	5	5	5	4	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	4
57	5	5	5	4	5	5	5	4	5	5	5	4	5	5	5	4	4	5	5	5	5	5	5	5
58	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	4	5	5
59	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	4	5
60	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	5	5	5	5	4	5
61	5	4	4	4	5	5	5	5	4	4	5	5	5	5	4	5	5	5	5	5	5	5	5	5
62	5	5	5	4	5	5	5	5	4	4	4	5	5	5	5	5	5	5	4	4	5	5	4	5
63	5	4	4	5	5	5	4	5	5	5	5	4	4	5	5	5	5	4	4	5	5	5	5	5



98	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4
99	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
100	4	4	5	5	5	4	4	5	4	4	5	5	5	4	5	4	4	5	4	5	4	5	5



### **Lampiran 3. Hasil Output AMAS**

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

peng1

peng2

peng3

peng4

peng5

peng6

peng7

peng8

kom1

kom2

kom3

kom4

kom5

kom6

pro1

pro2

pro3

pro4

kin1

kin2

kin3

kin4

kin5

kin6

Unobserved, endogenous variables

kemampuanprofesional

kinerjaSDM

Unobserved, exogenous variables

kualitaspengertian

e1

e2

e3

e4

e5

e6

e7

e8

kualitaskomunikasi

e9

e10

e11

e12  
e13  
e14  
e15  
e16  
e17  
e18  
e19  
e20  
e21  
e22  
e23  
e24  
z1  
z2

**Variable counts (Group number 1)**

Number of variables in your model:	54
Number of observed variables:	24
Number of unobserved variables:	30
Number of exogenous variables:	28
Number of endogenous variables:	26

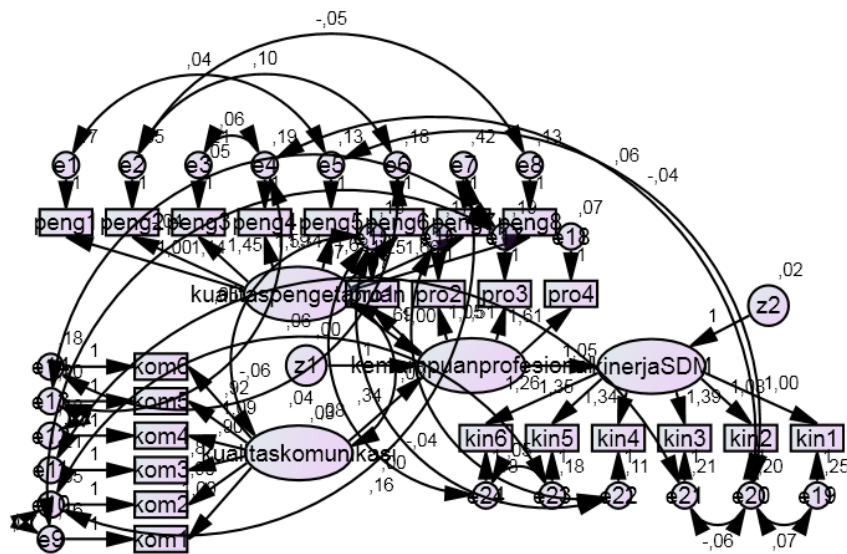
**Notes for Model (Group number 1 - Default model)**

**The following covariance matrix is not positive definite (Group number 1 - Default model)**

	kualitaskomunikasi	kualitaspengetahuan	e24	e23	e22	e21	e20	e19	e17	e16	e15	e13	e12	e11	e10	e9	e7
Kualitaskomunikasi	,084																
Kualitaspengetahuan	,079	,073															
e24	,000	,000	,177														
e23	,000	,000	,054	,177													
e22	,000	,000	,000	,000	,109												
e21	,000	,000	,000	,000	,000	,205											
e20	,000	,000	,000	,000	,000	,000	-,057	,199									
e19	,000	,000	,000	,000	,000	,000	,071	,246									
e17	,000	,000	,000	,000	,000	,000	,000	,000	,193								
e16	,000	,000	,000	,000	-,045	,000	,000	,000	,000	,174							
e15	,049	,000	,033	,000	-,004	,000	,000	,000	,000	,000	,149						
e13	,000	,000	,000	,000	,000	,000	,000	,000	,052	,000	,000	,198					
e12	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,071	,178				
e11	,000	,000	,000	,000	,000	,074	,000	,000	,000	,000	,000	,000	,000	,211			
e10	,000	,000	,000	,058	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,348		
e9	,000	,000	,000	,000	,000	,000	,000	,000	-,036	,000	,000	,000	,000	,000	,066	,159	
e7	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,159	,000	,419
e5	,000	,000	,000	,000	,000	,000	-,041	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
e4	,000	,000	,000	,000	,000	,000	,064	,000	,000	,000	,000	-,059	,000	,000	,000	,000	,000
e3	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
e1	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000

**Parameter Summary (Group number 1)**

	Weight	Covariance	Variance	Mean	Intercept	Total
	s	s	s	s	s	l
Fixed	30	0	0	0	0	30
Labeled	0	0	0	0	0	0
Unlabeled	23	23	28	0	0	74
Total	53	23	28	0	0	104



Chi-Square=245,548  
 Probability=,177  
 CMIN/DF=1,086  
 GFI=,842  
 TLI=,980  
 CFI=,984  
 RMSEA=,030

**Model Fit Summary**

**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	74	245,548	226	,177	1,086
Saturated model	300	,000	0		
Independence model	24	1478,055	276	,000	5,355

**RMR, GFI**

Model	RMR	GFI	AGFI	PGFI
Default model	,019	,842	,791	,635
Saturated model	,000	1,000		
Independence model	,129	,207	,138	,190

**Baseline Comparisons**

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	,834	,797	,984	,980	,984
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,819	,683	,806
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**NCP**

Model	NCP	LO 90	HI 90
Default model	19,548	,000	61,645
Saturated model	,000	,000	,000
Independence model	1202,055	1085,336	1326,263

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	2,480	,197	,000	,623
Saturated model	,000	,000	,000	,000
Independence model	14,930	12,142	10,963	13,397

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,030	,000	,052	,924
Independence model	,210	,199	,220	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	393,548	443,548	586,331	660,331
Saturated model	600,000	802,703	1381,551	1681,551
Independence model	1526,055	1542,271	1588,579	1612,579

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	3,975	3,778	4,400	4,480
Saturated model	6,061	6,061	6,061	8,108
Independence model	15,415	14,236	16,669	15,578

**HOELTER**

Model	HOELTER	HOELTER
	.05	.01
Default model	106	113
Independence model	22	23

**Modification Indices (Group number 1 - Default model)****Covariances: (Group number 1 - Default model)**

	M.I.	Par Change

**Variances: (Group number 1 - Default model)**

	M.I.	Par Change

**Regression Weights: (Group number 1 - Default model)**

	M.I.	Par Change
kin1 <--- peng3	4,221	,157
pro2 <--- peng2	4,795	-,136
kom6 <--- kin5	4,152	-,131

**Estimates (Group number 1 - Default model)****Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

		Estimate	S.E.	C.R.	P	Label
Kemampuanprofesional	<--- kualitaspengetahuan	,690	,201	3,426	***	par_21
Kemampuanprofesional	<--- kualitaskomunikasi	,341	,124	2,747	,006	par_22
kinerjaSDM	<--- kemampuanprofesional	1,049	,239	4,396	***	par_23
peng1	<--- kualitaspengetahuan	1,000				
peng2	<--- kualitaspengetahuan	1,142	,289	3,944	***	par_1
peng3	<--- kualitaspengetahuan	1,454	,294	4,944	***	par_2
peng4	<--- kualitaspengetahuan	1,587	,305	5,212	***	par_3
peng5	<--- kualitaspengetahuan	1,343	,227	5,926	***	par_4
peng6	<--- kualitaspengetahuan	1,627	,306	5,314	***	par_5
peng7	<--- kualitaspengetahuan	1,254	,316	3,970	***	par_6
peng8	<--- kualitaspengetahuan	1,662	,300	5,533	***	par_7
kom1	<--- kualitaskomunikasi	1,000				
kom2	<--- kualitaskomunikasi	,901	,193	4,677	***	par_8
kom3	<--- kualitaskomunikasi	,870	,191	4,554	***	par_9
kom4	<--- kualitaskomunikasi	,904	,186	4,860	***	par_10
kom5	<--- kualitaskomunikasi	1,086	,204	5,313	***	par_11
kom6	<--- kualitaskomunikasi	,919	,183	5,011	***	par_12
pro1	<--- kemampuanprofesional	1,000				
pro2	<--- kemampuanprofesional	1,053	,215	4,897	***	par_13
pro3	<--- kemampuanprofesional	1,509	,272	5,547	***	par_14
pro4	<--- kemampuanprofesional	1,607	,253	6,343	***	par_15
kin1	<--- kinerjaSDM	1,000				
kin2	<--- kinerjaSDM	1,077	,185	5,814	***	par_16
kin3	<--- kinerjaSDM	1,386	,268	5,177	***	par_17
kin4	<--- kinerjaSDM	1,343	,243	5,538	***	par_18
kin5	<--- kinerjaSDM	1,355	,261	5,186	***	par_19
kin6	<--- kinerjaSDM	1,263	,250	5,053	***	par_20

**Standardized Regression Weights: (Group number 1 - Default model)**

		Estimate
kemampuanprofesional	<--- kualitaspengetahuan	,647
kemampuanprofesional	<--- kualitaskomunikasi	,342
kinerjaSDM	<--- kemampuanprofesional	,914
peng1	<--- kualitaspengetahuan	,544
peng2	<--- kualitaspengetahuan	,465
peng3	<--- kualitaspengetahuan	,654
peng4	<--- kualitaspengetahuan	,703
peng5	<--- kualitaspengetahuan	,703
peng6	<--- kualitaspengetahuan	,722
peng7	<--- kualitaspengetahuan	,464
peng8	<--- kualitaspengetahuan	,786
kom1	<--- kualitaskomunikasi	,588
kom2	<--- kualitaskomunikasi	,404
kom3	<--- kualitaskomunikasi	,481
kom4	<--- kualitaskomunikasi	,527
kom5	<--- kualitaskomunikasi	,577
kom6	<--- kualitaskomunikasi	,534
pro1	<--- kemampuanprofesional	,560
pro2	<--- kemampuanprofesional	,588
pro3	<--- kemampuanprofesional	,704
pro4	<--- kemampuanprofesional	,869
kin1	<--- kinerjaSDM	,555
kin2	<--- kinerjaSDM	,624
kin3	<--- kinerjaSDM	,712
kin4	<--- kinerjaSDM	,803
kin5	<--- kinerjaSDM	,729
kin6	<--- kinerjaSDM	,705

**Covariances: (Group number 1 - Default model)**

			Estimate	S.E.	C.R.	P	Label
kualitaspengetahuan	<-->	kualitaskomunikasi	,079	,020	3,912	***	par_24
e2	<-->	e6	,104	,028	3,690	***	par_25
e15	<-->	kualitaskomunikasi	,049	,012	4,071	***	par_26
e12	<-->	e13	,071	,019	3,636	***	par_27
e7	<-->	e10	,159	,040	4,013	***	par_28
e19	<-->	e20	,071	,024	3,036	,002	par_29
e11	<-->	e21	,074	,023	3,290	,001	par_30
e4	<-->	e13	-,059	,017	-3,507	***	par_31
e9	<-->	e10	,066	,022	3,069	,002	par_32
e3	<-->	e4	,063	,020	3,128	,002	par_33
e4	<-->	e20	,064	,018	3,550	***	par_34
e20	<-->	e21	-,057	,018	-3,115	,002	par_35
e15	<-->	e22	-,004	,012	-,346	,729	par_36
e16	<-->	e22	-,045	,016	-2,729	,006	par_37
e13	<-->	e17	,052	,019	2,798	,005	par_38
e10	<-->	e23	,058	,022	2,635	,008	par_39
e23	<-->	e24	,054	,021	2,616	,009	par_40
e6	<-->	e14	,040	,017	2,353	,019	par_41
e2	<-->	e8	-,050	,021	-2,397	,017	par_42
e5	<-->	e20	-,041	,015	-2,742	,006	par_43
e1	<-->	e5	,038	,016	2,319	,020	par_44
e15	<-->	e24	,033	,015	2,219	,027	par_45
e9	<-->	e17	-,036	,017	-2,159	,031	par_46



**Correlations: (Group number 1 - Default model)**

			Estimate
kualitaspengetahuan	<-->	kualitaskomunikasi	1,008
e2	<-->	e6	,417
e15	<-->	kualitaskomunikasi	,440
e12	<-->	e13	,378
e7	<-->	e10	,416
e19	<-->	e20	,322
e11	<-->	e21	,358
e4	<-->	e13	-,304
e9	<-->	e10	,283
e3	<-->	e4	,320
e4	<-->	e20	,328
e20	<-->	e21	-,283
e15	<-->	e22	-,034
e16	<-->	e22	-,324
e13	<-->	e17	,267
e10	<-->	e23	,232
e23	<-->	e24	,306
e6	<-->	e14	,224
e2	<-->	e8	-,242
e5	<-->	e20	-,252
e1	<-->	e5	,248
e15	<-->	e24	,201
e9	<-->	e17	-,207

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
kualitaspengertian	,073	,026	2,842	,004	par_47
kualitaskomunikasi	,084	,027	3,145	,002	par_48
z1	,002	,004	,436	,663	par_49
z2	,018	,008	2,213	,027	par_50
e1	,174	,026	6,818	***	par_51
e2	,346	,050	6,989	***	par_52
e3	,207	,031	6,643	***	par_53
e4	,189	,028	6,758	***	par_54
e5	,135	,021	6,456	***	par_55
e6	,178	,027	6,630	***	par_56
e7	,419	,061	6,908	***	par_57
e8	,125	,020	6,240	***	par_58
e9	,159	,023	6,947	***	par_59
e10	,348	,048	7,262	***	par_60
e11	,211	,030	7,142	***	par_61
e12	,178	,025	7,096	***	par_62
e13	,198	,027	7,381	***	par_63
e14	,178	,025	7,028	***	par_64
e15	,149	,023	6,334	***	par_65
e16	,174	,026	6,749	***	par_66
e17	,193	,030	6,450	***	par_67
e18	,070	,013	5,272	***	par_68
e19	,246	,037	6,633	***	par_69
e20	,199	,030	6,688	***	par_70
e21	,205	,034	6,066	***	par_71
e22	,109	,019	5,567	***	par_72
e23	,177	,029	6,120	***	par_73
e24	,177	,028	6,358	***	par_74

**Squared Multiple Correlations: (Group number 1 - Default model)**

	Estimate
kemampuanprofesional	,981
kinerjaSDM	,836
kin6	,497
kin5	,532
kin4	,646
kin3	,507
kin2	,389
kin1	,308
pro4	,755
pro3	,495
pro2	,346
pro1	,440
kom6	,285
kom5	,333
kom4	,278
kom3	,231
kom2	,164
kom1	,345
peng8	,618
peng7	,215
peng6	,521
peng5	,495
peng4	,495
peng3	,428
peng2	,216
peng1	,296

**Matrices (Group number 1 - Default model)  
Implied (for all variables) Covariances (Group number 1 - Default model)**

	Kualitasko munikasi	Kualitaspenget ahuan	Kemampuanpr ofesional	KinerjaS DM	kin6	kin5	kin4	kin3	kin2	kin1	pro4	pro3	pro2	pro1	kom6	kom5	kom4	kom3	kom2	kom1	peng8	peng7	peng6	peng5	peng4	peng3	pen g2	pen g1
Kualitaskomu nikasi	,084																											
Kualitaspenget ahuan	,079	,073																										
Kemampuanpr ofesional	,083	,077	,083																									
kinerjaSDM	,087	,081	,087	,110																								
kin6	,110	,103	,110	,138	,352																							
kin5	,118	,110	,118	,149	,242	,379																						
kin4	,117	,109	,117	,147	,186	,199	,306																					
kin3	,121	,113	,121	,152	,192	,206	,204	,416																				
kin2	,094	,087	,094	,118	,149	,160	,159	,106	,327																			
kin1	,087	,081	,087	,110	,138	,149	,147	,152	,189	,356																		
pro4	,134	,124	,134	,140	,177	,190	,189	,195	,151	,140	,285																	
pro3	,125	,117	,126	,132	,166	,179	,177	,183	,142	,132	,202	,383																
pro2	,087	,082	,088	,092	,116	,125	,079	,128	,099	,092	,141	,132	,267															
pro1	,132	,077	,100	,105	,165	,142	,137	,145	,113	,105	,161	,151	,105	,266														
kom6	,077	,073	,076	,080	,101	,108	,108	,111	,086	,080	,123	,115	,080	,122	,249													
kom5	,091	,086	,090	,095	,119	,128	,127	,131	,102	,095	,145	,188	,095	,144	,084	,296												
kom4	,076	,071	,075	,079	,099	,107	,106	,109	,085	,079	,121	,113	,079	,120	,070	,153	,246											
kom3	,073	,069	,072	,076	,096	,103	,102	,180	,082	,076	,116	,109	,076	,115	,067	,079	,066	,275										
kom2	,076	,071	,075	,078	,099	,164	,105	,109	,085	,078	,120	,113	,079	,119	,069	,082	,068	,066	,416									
kom1	,084	,079	,083	,087	,110	,118	,117	,121	,094	,087	,134	,089	,087	,132	,077	,091	,076	,073	,142	,243								
peng8	,131	,122	,129	,135	,170	,183	,181	,187	,145	,135	,207	,194	,136	,129	,121	,143	,119	,114	,118	,131	,327							
peng7	,099	,092	,097	,102	,129	,138	,137	,141	,110	,102	,156	,146	,102	,097	,091	,108	,090	,086	,248	,099	,153	,534						
peng6	,129	,119	,126	,132	,167	,179	,177	,183	,142	,132	,203	,190	,133	,126	,158	,140	,116	,112	,116	,129	,198	,149	,372					
peng5	,106	,098	,104	,109	,138	,148	,146	,151	,076	,109	,167	,157	,110	,104	,098	,115	,096	,092	,096	,106	,163	,123	,160	,267				
peng4	,125	,116	,123	,129	,163	,175	,173	,179	,202	,129	,198	,185	,129	,123	,115	,078	,113	,109	,113	,125	,193	,146	,189	,156	,373			
peng3	,115	,106	,113	,118	,149	,160	,159	,164	,127	,118	,181	,170	,119	,113	,106	,125	,104	,100	,103	,115	,177	,134	,173	,143	,232	,362		
peng2	,090	,084	,088	,093	,117	,126	,125	,129	,100	,093	,142	,133	,093	,088	,083	,098	,082	,078	,081	,090	,089	,105	,240	,112	,133	,122	,442	
peng1	,079	,073	,077	,081	,103	,110	,109	,113	,087	,081	,124	,117	,082	,077	,073	,086	,071	,069	,071	,079	,122	,092	,119	,136	,116	,106	,084	,247

**Implied (for all variables) Correlations (Group number 1 - Default model)**

	kuaitaskomu ikasi	ualitaspenget huan	emampuanprof sional	inerjaSD M	cin6	cin5	cin4	cin3	cin2	cin1	ro4	ro3	ro2	ro1	com6	com5	com4	com3	com2	com1	eng8	eng7	eng6	eng5	eng4	eng3	eng2	eng1	
kuaitaskomunikasi	1,000																												
kuaitaspengertian	1,008	1,000																											
emampuanprofesional	,994	,991	1,000																										
inerjaSDM	,909	,906	,914	1,000																									
cin6	,640	,639	,644	,705	1,000																								
cin5	,662	,661	,667	,729	,662	1,000																							
cin4	,730	,728	,735	,803	,566	,586	1,000																						
cin3	,647	,645	,651	,712	,502	,519	,572	1,000																					
cin2	,567	,566	,571	,624	,440	,455	,501	,289	1,000																				
cin1	,505	,503	,508	,555	,391	,405	,446	,395	,556	1,000																			
ro4	,864	,861	,869	,794	,560	,579	,638	,566	,496	,441	1,000																		
ro3	,699	,698	,704	,643	,453	,469	,517	,458	,401	,357	,611	1,000																	
ro2	,585	,583	,588	,538	,379	,392	,276	,383	,336	,299	,511	,414	1,000																
ro1	,886	,555	,673	,615	,540	,448	,479	,438	,384	,341	,584	,473	,396	1,000															
com6	,534	,538	,531	,485	,342	,354	,390	,345	,303	,269	,461	,373	,312	,473	1,000														
com5	,577	,582	,574	,525	,370	,383	,422	,374	,327	,291	,499	,559	,338	,512	,308	1,000													
com4	,527	,532	,524	,479	,338	,349	,385	,341	,299	,266	,455	,369	,308	,467	,282	,566	1,000												
com3	,481	,485	,478	,437	,308	,318	,351	,532	,273	,243	,415	,336	,281	,426	,257	,278	,254	1,000											
com2	,404	,408	,402	,367	,259	,413	,295	,262	,229	,204	,349	,283	,237	,358	,216	,234	,213	,194	1,000										
com1	,588	,593	,584	,534	,376	,389	,429	,380	,333	,297	,508	,292	,344	,521	,314	,339	,310	,283	,447	1,000									
eng8	,792	,786	,779	,712	,502	,519	,572	,507	,444	,395	,677	,548	,458	,436	,423	,458	,418	,381	,320	,466	1,000								
eng7	,468	,464	,460	,421	,297	,307	,338	,300	,263	,234	,400	,324	,271	,258	,250	,270	,247	,225	,526	,275	,365	1,000							
eng6	,728	,722	,716	,654	,461	,477	,526	,466	,408	,363	,622	,503	,421	,401	,520	,420	,384	,350	,294	,428	,567	,335	1,000						
eng5	,709	,703	,697	,637	,449	,465	,512	,454	,258	,354	,606	,491	,410	,390	,379	,410	,374	,341	,287	,417	,553	,326	,508	1,000					
eng4	,709	,703	,697	,637	,449	,465	,512	,454	,580	,354	,606	,491	,410	,390	,379	,233	,374	,341	,287	,417	,553	,326	,508	,495	1,000				
eng3	,660	,654	,648	,593	,418	,432	,476	,422	,370	,329	,563	,456	,382	,363	,352	,381	,348	,317	,267	,388	,514	,304	,472	,460	,632	1,000			
eng2	,469	,465	,461	,421	,297	,307	,338	,300	,263	,234	,400	,324	,271	,258	,250	,271	,247	,225	,190	,275	,233	,216	,591	,327	,327	,304	1,000		
eng1	,548	,544	,539	,493	,347	,359	,396	,351	,308	,274	,469	,379	,317	,302	,293	,317	,289	,264	,222	,322	,427	,252	,393	,530	,383	,356	,253	1,000	

**Implied Covariances (Group number 1 - Default model)**

	kin6	kin5	kin4	kin3	kin2	kin1	pro4	pro3	pro2	pro1	kom6	kom5	kom4	kom3	kom2	kom1	peng8	peng7	peng6	peng5	peng4	peng3	peng2	peng1	
kin6	,352																								
kin5	,242	,379																							
kin4	,186	,199	,306																						
kin3	,192	,206	,204	,416																					
kin2	,149	,160	,159	,106	,327																				
kin1	,138	,149	,147	,152	,189	,356																			
pro4	,177	,190	,189	,195	,151	,140	,285																		
pro3	,166	,179	,177	,183	,142	,132	,202	,383																	
pro2	,116	,125	,079	,128	,099	,092	,141	,132	,267																
pro1	,165	,142	,137	,145	,113	,105	,161	,151	,105	,266															
kom6	,101	,108	,108	,111	,086	,080	,123	,115	,080	,122	,249														
kom5	,119	,128	,127	,131	,102	,095	,145	,188	,095	,144	,084	,296													
kom4	,099	,107	,106	,109	,085	,079	,121	,113	,079	,120	,070	,153	,246												
kom3	,096	,103	,102	,180	,082	,076	,116	,109	,076	,115	,067	,079	,066	,275											
kom2	,099	,164	,105	,109	,085	,078	,120	,113	,079	,119	,069	,082	,068	,066	,416										
kom1	,110	,118	,117	,121	,094	,087	,134	,089	,087	,132	,077	,091	,076	,073	,142	,243									
peng8	,170	,183	,181	,187	,145	,135	,207	,194	,136	,129	,121	,143	,119	,114	,118	,131	,327								
peng7	,129	,138	,137	,141	,110	,102	,156	,146	,102	,097	,091	,108	,090	,086	,248	,099	,153	,534							
peng6	,167	,179	,177	,183	,142	,132	,203	,190	,133	,126	,158	,140	,116	,112	,116	,129	,198	,149	,372						
peng5	,138	,148	,146	,151	,076	,109	,167	,157	,110	,104	,098	,115	,096	,092	,096	,106	,163	,123	,160	,267					
peng4	,163	,175	,173	,179	,202	,129	,198	,185	,129	,123	,115	,078	,113	,109	,113	,125	,193	,146	,189	,156	,373				
peng3	,149	,160	,159	,164	,127	,118	,181	,170	,119	,113	,106	,125	,104	,100	,103	,115	,177	,134	,173	,143	,232	,362			
peng2	,117	,126	,125	,129	,100	,093	,142	,133	,093	,088	,083	,098	,082	,078	,081	,090	,089	,105	,240	,112	,133	,122	,442		
peng1	,103	,110	,109	,113	,087	,081	,124	,117	,082	,077	,073	,086	,071	,069	,071	,079	,122	,092	,119	,136	,116	,106	,084	,247	

**Implied Correlations (Group number 1 - Default model)**

	kin6	kin5	kin4	kin3	kin2	kin1	pro4	pro3	pro2	pro1	kom6	kom5	kom4	kom3	kom2	kom1	peng8	peng7	peng6	peng5	peng4	peng3	peng2	peng1
kin6	1,000																							
kin5	,662	1,000																						
kin4	,566	,586	1,000																					
kin3	,502	,519	,572	1,000																				
kin2	,440	,455	,501	,289	1,000																			
kin1	,391	,405	,446	,395	,556	1,000																		
pro4	,560	,579	,638	,566	,496	,441	1,000																	
pro3	,453	,469	,517	,458	,401	,357	,611	1,000																
pro2	,379	,392	,276	,383	,336	,299	,511	,414	1,000															
pro1	,540	,448	,479	,438	,384	,341	,584	,473	,396	1,000														
kom6	,342	,354	,390	,345	,303	,269	,461	,373	,312	,473	1,000													
kom5	,370	,383	,422	,374	,327	,291	,499	,559	,338	,512	,308	1,000												
kom4	,338	,349	,385	,341	,299	,266	,455	,369	,308	,467	,282	,566	1,000											
kom3	,308	,318	,351	,532	,273	,243	,415	,336	,281	,426	,257	,278	,254	1,000										
kom2	,259	,413	,295	,262	,229	,204	,349	,283	,237	,358	,216	,234	,213	,194	1,000									
kom1	,376	,389	,429	,380	,333	,297	,508	,292	,344	,521	,314	,339	,310	,283	,447	1,000								
peng8	,502	,519	,572	,507	,444	,395	,677	,548	,458	,436	,423	,458	,418	,381	,320	,466	1,000							
peng7	,297	,307	,338	,300	,263	,234	,400	,324	,271	,258	,250	,270	,247	,225	,526	,275	,365	1,000						
peng6	,461	,477	,526	,466	,408	,363	,622	,503	,421	,401	,520	,420	,384	,350	,294	,428	,567	,335	1,000					
peng5	,449	,465	,512	,454	,258	,354	,606	,491	,410	,390	,379	,410	,374	,341	,287	,417	,553	,326	,508	1,000				
peng4	,449	,465	,512	,454	,580	,354	,606	,491	,410	,390	,379	,233	,374	,341	,287	,417	,553	,326	,508	,495	1,000			
peng3	,418	,432	,476	,422	,370	,329	,563	,456	,382	,363	,352	,381	,348	,317	,267	,388	,514	,304	,472	,460	,632	1,000		
peng2	,297	,307	,338	,300	,263	,234	,400	,324	,271	,258	,250	,271	,247	,225	,190	,275	,233	,216	,591	,327	,327	,304	1,000	
peng1	,347	,359	,396	,351	,308	,274	,469	,379	,317	,302	,293	,317	,289	,264	,222	,322	,427	,252	,393	,530	,383	,356	,253	1,000

**Residual Covariances (Group number 1 - Default model)**

	kin6	kin5	kin4	kin3	kin2	kin1	pro4	pro3	pro2	pro1	kom6	kom5	kom4	kom3	kom2	kom1	peng8	peng7	peng6	peng5	peng4	peng3	peng2	peng1	
kin6	,001																								
kin5	,000	-,001																							
kin4	,011	,005	,004																						
kin3	,031	,006	,003	-,003																					
kin2	-,020	-,012	-,015	,003	-,011																				
kin1	-,049	-,030	,006	-,003	,006	,000																			
pro4	-,016	-,008	,007	-,034	,005	,026	,000																		
pro3	-,015	-,001	-,032	-,001	-,004	-,013	,010	-,005																	
pro2	-,019	-,005	-,007	-,020	-,026	-,019	,010	,027	,000																
pro1	-,017	-,013	-,014	-,037	,021	-,021	,003	-,012	,004	-,004															
kom6	-,034	-,049	-,016	-,034	,007	,003	,008	-,016	-,014	,018	-,002														
kom5	-,019	-,016	-,032	-,020	,015	-,008	,000	-,006	,026	,000	,027	,009													
kom4	-,002	,002	-,004	-,002	,028	,014	,010	,026	,007	-,030	-,003	,018	,000												
kom3	,032	-,019	,001	-,012	,011	,007	-,030	-,015	,005	,002	-,016	-,013	-,025	-,005											
kom2	,006	,007	,013	,027	-,002	,024	,006	-,022	-,015	-,006	,004	-,005	-,005	-,017	-,002										
kom1	-,003	,001	-,005	,026	,029	,046	-,013	,000	,009	,007	-,001	,020	,011	,038	,002	,004									
peng8	,013	-,007	-,003	,036	-,016	,034	-,020	,002	,016	-,003	,001	,024	,033	,002	-,018	,001	,000								
peng7	,051	,016	,036	-,021	-,022	,006	,018	-,013	-,021	,012	-,010	-,004	,022	-,027	-,002	-,008	-,004	,003							
peng6	,014	,009	-,003	,007	,025	,025	-,013	,008	-,027	,010	-,012	,010	,030	,006	,026	,007	-,016	,026	-,005						
peng5	-,001	,011	,025	-,004	,017	,004	,014	-,018	,007	,006	-,041	,006	,020	-,001	-,002	-,010	-,001	-,002	-,024	-,001					
peng4	-,006	-,010	-,003	,018	-,009	,044	,008	,019	-,028	,000	-,024	-,002	-,012	-,016	,035	,016	-,015	-,023	,015	,015	-,003				
peng3	-,021	-,001	,024	,045	-,003	,066	,013	-,001	-,019	-,021	-,026	-,021	-,004	-,013	,029	-,015	-,001	,016	,003	-,003	,000	,000			
peng2	,000	-,001	,036	-,002	,063	,060	,003	,001	-,062	,024	-,001	-,023	,020	,004	,017	,001	-,011	,008	,004	-,001	,028	-,009	,008		
peng1	,021	-,004	-,001	,011	,012	-,012	-,008	-,021	,020	,028	-,011	,001	,021	,027	-,001	,023	-,004	-,013	,013	-,004	-,008	-,021	,054	,000	



**Standardized Residual Covariances (Group number 1 - Default model)**

	kin6	kin5	kin4	kin3	kin2	kin1	pro4	pro3	pro2	pro1	kom6	kom5	kom4	kom3	kom2	kom1	peng8	peng7	peng6	peng5	peng4	peng3	peng2	peng1	
kin6	,020																								
kin5	-,004	-,018																							
kin4	,286	,135	,095																						
kin3	,724	,127	,065	-,044																					
kin2	-,530	-,298	-,432	,076	-,235																				
kin1	-1,284	-,757	,165	-,062	,157	,000																			
pro4	-,451	-,206	,188	-,850	,156	,749	,000																		
pro3	-,367	-,022	-,831	-,025	-,092	-,340	,268	-,098																	
pro2	-,577	-,159	-,246	-,568	-,840	-,594	,315	,773	-,009																
pro1	-,482	-,382	-,448	-1,019	,669	-,635	,090	-,342	,147	-,098															
kom6	-1,080	-1,508	-,536	-,989	,219	,088	,274	-,483	-,517	,633	-,060														
kom5	-,536	-,437	-,968	-,537	,448	-,235	,004	-,151	,866	,005	,950	,206													
kom4	-,073	,077	-,141	-,058	,940	,456	,345	,788	,271	-1,054	-,127	,567	,000												
kom3	,975	-,561	,033	-,311	,345	,205	-,977	-,448	,180	,061	-,585	-,430	-,918	-,127											
kom2	,156	,161	,348	,614	-,061	,602	,175	-,529	-,442	-,174	,126	-,146	-,142	-,488	-,035										
kom1	-,090	,036	-,181	,774	,971	1,483	-,429	,008	,330	,257	-,026	,695	,412	1,419	,046	,106									
peng8	,342	-,172	-,088	,876	-,455	,923	-,548	,047	,505	-,098	,042	,695	1,076	,055	-,456	,022	,000								
peng7	1,132	,330	,840	-,426	-,513	,124	,422	-,269	-,536	,312	-,262	-,089	,575	-,674	-,032	-,210	-,092	,035							
peng6	,339	,214	-,091	,167	,652	,639	-,338	,186	-,777	,308	-,349	,273	,912	,180	,623	,225	-,385	,551	-,091						
peng5	-,017	,324	,778	-,109	,543	,114	,420	-,494	,237	,195	-1,486	,183	,743	-,039	-,057	-,351	-,043	-,054	-,677	-,017					
peng4	-,150	-,236	-,071	,417	-,226	1,141	,200	,459	-,812	-,015	-,724	-,068	-,362	-,480	,860	,494	-,378	-,486	,353	,438	-,049				
peng3	-,536	-,029	,643	1,055	-,080	1,743	,344	-,025	-,567	-,624	-,814	-,597	-,134	-,395	,729	-,478	-,037	,342	,079	-,099	,003	,000			
peng2	-,008	-,019	,919	-,039	1,604	1,478	,080	,033	-1,720	,675	-,039	-,604	,587	,120	,391	,040	-,269	,159	,090	-,019	,645	-,218	,135		
peng1	,667	-,123	-,035	,320	,386	-,395	-,270	-,628	,755	1,043	-,409	,025	,796	1,006	-,020	,888	-,135	-,353	,407	-,147	-,252	-,657	1,587	,000	

**Factor Score Weights (Group number 1 - Default model)**

	kin6	kin5	kin4	kin3	kin2	kin1	pro4	pro3	pro2	pro1	kom6	kom5	kom4	kom3	kom2	kom1	peng8	peng7	peng6	peng5	peng4	peng3	peng2	peng1
kualitaskomunikasi	-,083	,045	,028	,029	,017	-,003	,031	,012	,016	,396	-,079	-,039	-,043	-,058	-,048	-,049	,127	,045	,086	,084	,040	,050	,022	,033
kualitaspengertian	,031	,010	,049	,010	,012	,008	,121	,043	,044	-,081	,042	,037	,030	,033	,004	,064	,061	,011	,018	,040	,036	,018	,017	,015
kemampuanprofesional	-,006	,025	,050	,022	,020	,004	,111	,041	,042	,083	-,002	,003	,006	-,002	-,015	,024	,076	,021	,038	,053	,029	,028	,017	,019
kinerjaSDM	,040	,069	,143	,106	,098	,011	,055	,026	,051	,047	-,002	-,014	,008	-,035	-,021	,018	,040	,016	,020	,056	-,023	,026	,009	,004

**Total Effects (Group number 1 - Default model)**

	kualitaskom unikasi	kualitaspeng tahanan	kemampuanpro fesional	kinerjaS DM
kemampuanpro fesional	,341	,690	,000	,000
kinerjaSDM	,357	,723	1,049	,000
kin6	,451	,914	1,325	1,263
kin5	,484	,980	1,421	1,355
kin4	,480	,971	1,409	1,343
kin3	,496	1,003	1,454	1,386
kin2	,385	,779	1,130	1,077
kin1	,357	,723	1,049	1,000
pro4	,548	1,109	1,607	,000
pro3	,514	1,040	1,509	,000
pro2	,359	,726	1,053	,000
pro1	,341	,690	1,000	,000
kom6	,919	,000	,000	,000
kom5	1,086	,000	,000	,000
kom4	,904	,000	,000	,000
kom3	,870	,000	,000	,000
kom2	,901	,000	,000	,000
kom1	1,000	,000	,000	,000
peng8	,000	1,662	,000	,000
peng7	,000	1,254	,000	,000
peng6	,000	1,627	,000	,000
peng5	,000	1,343	,000	,000
peng4	,000	1,587	,000	,000
peng3	,000	1,454	,000	,000
peng2	,000	1,142	,000	,000
peng1	,000	1,000	,000	,000

**Standardized Total Effects (Group number 1 - Default model)**

	kualitaskom unikasi	kualitaspenge tahuan	kemampuanpro fesional	kinerjaS DM
kemampuanpro fesional	,342	,647	,000	,000
kinerjaSDM	,313	,591	,914	,000
kin6	,220	,417	,644	,705
kin5	,228	,431	,667	,729
kin4	,251	,475	,735	,803
kin3	,223	,421	,651	,712
kin2	,195	,369	,571	,624
kin1	,174	,328	,508	,555
pro4	,297	,562	,869	,000
pro3	,241	,455	,704	,000
pro2	,201	,380	,588	,000
pro1	,191	,362	,560	,000
kom6	,534	,000	,000	,000
kom5	,577	,000	,000	,000
kom4	,527	,000	,000	,000
kom3	,481	,000	,000	,000
kom2	,404	,000	,000	,000
kom1	,588	,000	,000	,000
peng8	,000	,786	,000	,000
peng7	,000	,464	,000	,000
peng6	,000	,722	,000	,000
peng5	,000	,703	,000	,000
peng4	,000	,703	,000	,000
peng3	,000	,654	,000	,000
peng2	,000	,465	,000	,000
peng1	,000	,544	,000	,000

**Direct Effects (Group number 1 - Default model)**

	kualitaskom unikasi	kualitaspeng etahuan	kemampuanpro fesional	kinerjaS DM
kemampuanpro fesional	,341	,690	,000	,000
kinerjaSDM	,000	,000	1,049	,000
kin6	,000	,000	,000	1,263
kin5	,000	,000	,000	1,355
kin4	,000	,000	,000	1,343
kin3	,000	,000	,000	1,386
kin2	,000	,000	,000	1,077
kin1	,000	,000	,000	1,000
pro4	,000	,000	1,607	,000
pro3	,000	,000	1,509	,000
pro2	,000	,000	1,053	,000
pro1	,000	,000	1,000	,000
kom6	,919	,000	,000	,000
kom5	1,086	,000	,000	,000
kom4	,904	,000	,000	,000
kom3	,870	,000	,000	,000
kom2	,901	,000	,000	,000
kom1	1,000	,000	,000	,000
peng8	,000	1,662	,000	,000
peng7	,000	1,254	,000	,000
peng6	,000	1,627	,000	,000
peng5	,000	1,343	,000	,000
peng4	,000	1,587	,000	,000
peng3	,000	1,454	,000	,000
peng2	,000	1,142	,000	,000
peng1	,000	1,000	,000	,000

**Standardized Direct Effects (Group number 1 - Default model)**

	Kualitaskomunikasi	Kualitaspengetahuan	Kemampuanprofesional
Kemampuanprofesional	,342	,647	,000
KinerjaSDM	,000	,000	,914
kin6	,000	,000	,000
kin5	,000	,000	,000
kin4	,000	,000	,000
kin3	,000	,000	,000
kin2	,000	,000	,000
kin1	,000	,000	,000
pro4	,000	,000	,869
pro3	,000	,000	,704
pro2	,000	,000	,588
pro1	,000	,000	,560
kom6	,534	,000	,000
kom5	,577	,000	,000
kom4	,527	,000	,000
kom3	,481	,000	,000
kom2	,404	,000	,000
kom1	,588	,000	,000
peng8	,000	,786	,000
peng7	,000	,464	,000
peng6	,000	,722	,000
peng5	,000	,703	,000
peng4	,000	,703	,000
peng3	,000	,654	,000
peng2	,000	,465	,000
peng1	,000	,544	,000

**Indirect Effects (Group number 1 - Default model)**

	kualitaskom unikasi	kualitaspeng tahanan	kemampuanpro fesional	kinerjaS DM
kemampuanpro fesional	,000	,000	,000	,000
kinerjaSDM	,357	,723	,000	,000
kin6	,451	,914	1,325	,000
kin5	,484	,980	1,421	,000
kin4	,480	,971	1,409	,000
kin3	,496	1,003	1,454	,000
kin2	,385	,779	1,130	,000
kin1	,357	,723	1,049	,000
pro4	,548	1,109	,000	,000
pro3	,514	1,040	,000	,000
pro2	,359	,726	,000	,000
pro1	,341	,690	,000	,000
kom6	,000	,000	,000	,000
kom5	,000	,000	,000	,000
kom4	,000	,000	,000	,000
kom3	,000	,000	,000	,000
kom2	,000	,000	,000	,000
kom1	,000	,000	,000	,000
peng8	,000	,000	,000	,000
peng7	,000	,000	,000	,000
peng6	,000	,000	,000	,000
peng5	,000	,000	,000	,000
peng4	,000	,000	,000	,000
peng3	,000	,000	,000	,000
peng2	,000	,000	,000	,000
peng1	,000	,000	,000	,000

**Standardized Indirect Effects (Group number 1 - Default model)**

	kualitaskom unikasi	kualitaspenge tahuan	kemampuanpro fesional	kinerjaS DM
kemampuanpro fesional	,000	,000	,000	,000
kinerjaSDM	,313	,591	,000	,000
kin6	,220	,417	,644	,000
kin5	,228	,431	,667	,000
kin4	,251	,475	,735	,000
kin3	,223	,421	,651	,000
kin2	,195	,369	,571	,000
kin1	,174	,328	,508	,000
pro4	,297	,562	,000	,000
pro3	,241	,455	,000	,000
pro2	,201	,380	,000	,000
pro1	,191	,362	,000	,000
kom6	,000	,000	,000	,000
kom5	,000	,000	,000	,000
kom4	,000	,000	,000	,000
kom3	,000	,000	,000	,000
kom2	,000	,000	,000	,000
kom1	,000	,000	,000	,000
peng8	,000	,000	,000	,000
peng7	,000	,000	,000	,000
peng6	,000	,000	,000	,000
peng5	,000	,000	,000	,000
peng4	,000	,000	,000	,000
peng3	,000	,000	,000	,000
peng2	,000	,000	,000	,000
peng1	,000	,000	,000	,000



#### Lampiran 4. Table Chi-Square

##### Tabel Chi-Square

Berikut ini tabel Chi-Square dengan derajat kebebasan dari 1-100 dan alpha 0,001, 0,01, dan 0,05

<b>df</b>	<b>P = 0.05</b>	<b>P = 0.01</b>	<b>P = 0.001</b>	<b>df</b>	<b>P = 0.05</b>	<b>P = 0.01</b>	<b>P = 0.001</b>
1	3.84	6.64	10.83	51	68.67	77.39	87.97
2	5.99	9.21	13.82	52	69.83	78.62	89.27
3	7.82	11.35	16.27	53	70.99	79.84	90.57
4	9.49	13.28	18.47	54	72.15	81.07	91.88
5	11.07	15.09	20.52	55	73.31	82.29	93.17
6	12.59	16.81	22.46	56	74.47	83.52	94.47
7	14.07	18.48	24.32	57	75.62	84.73	95.75
8	15.51	20.09	26.13	58	76.78	85.95	97.03
9	16.92	21.67	27.88	59	77.93	87.17	98.34
10	18.31	23.21	29.59	60	79.08	88.38	99.62
11	19.68	24.73	31.26	61	80.23	89.59	100.88
12	21.03	26.22	32.91	62	81.38	90.80	102.15
13	22.36	27.69	34.53	63	82.53	92.01	103.46
14	23.69	29.14	36.12	64	83.68	93.22	104.72
15	25.00	30.58	37.70	65	84.82	94.42	105.97
16	26.30	32.00	39.25	66	85.97	95.63	107.26
17	27.59	33.41	40.79	67	87.11	96.83	108.54
18	28.87	34.81	42.31	68	88.25	98.03	109.79
19	30.14	36.19	43.82	69	89.39	99.23	111.06
20	31.41	37.57	45.32	70	90.53	100.42	112.31
21	32.67	38.93	46.80	71	91.67	101.62	113.56

22	33.92	40.29	48.27	72	92.81	102.82	114.84
23	35.17	41.64	49.73	73	93.95	104.01	116.08
24	36.42	42.98	51.18	74	95.08	105.20	117.35
25	37.65	44.31	52.62	75	96.22	106.39	118.60
26	38.89	45.64	54.05	76	97.35	107.58	119.85
27	40.11	46.96	55.48	77	98.49	108.77	121.11
28	41.34	48.28	56.89	78	99.62	109.96	122.36
29	42.56	49.59	58.30	79	100.75	111.15	123.60
30	43.77	50.89	59.70	80	101.88	112.33	124.84
31	44.99	52.19	61.10	81	103.01	113.51	126.09
32	46.19	53.49	62.49	82	104.14	114.70	127.33
33	47.40	54.78	63.87	83	105.27	115.88	128.57
34	48.60	56.06	65.25	84	106.40	117.06	129.80
35	49.80	57.34	66.62	85	107.52	118.24	131.04
36	51.00	58.62	67.99	86	108.65	119.41	132.28
37	52.19	59.89	69.35	87	109.77	120.59	133.51
38	53.38	61.16	70.71	88	110.90	121.77	134.74
39	54.57	62.43	72.06	89	112.02	122.94	135.96
40	55.76	63.69	73.41	90	113.15	124.12	137.19
41	56.94	64.95	74.75	91	114.27	125.29	138.45
42	58.12	66.21	76.09	92	115.39	126.46	139.66
43	59.30	67.46	77.42	93	116.51	127.63	140.90
44	60.48	68.71	78.75	94	117.63	128.80	142.12
45	61.66	69.96	80.08	95	118.75	129.97	143.32
46	62.83	71.20	81.40	96	119.87	131.14	144.55
47	64.00	72.44	82.72	97	120.99	132.31	145.78

48	65.17	73.68	84.03	98	122.11	133.47	146.99
49	66.34	74.92	85.35	99	123.23	134.64	148.21
50	67.51	76.15	86.66	100	124.34	135.81	149.48