

Lampiran 1: Kuesioner

**KUESIONER PENELITIAN DISERTASI
PROGRAM DOKTOR ILMU MANAJEMEN
UNIVERSITAS ISLAM SULTAN AGUNG (UNISSULA) SEMARANG**

**KOORDINASI LINTAS FUNGSI DAN KINERJA BISNIS : SEBUAH
PENDEKATAN *ISLAMIC ETHICS BONDING PROFICIENCY*
(Studi Empiris Pada UKM *fashion* di Jawa Tengah)**

I. Identitas Responden

| No | Identitas | Keterangan |
|----|---|---|
| 1 | Nomor Responden | |
| 2 | Nama Perusahaan | |
| 3 | Nomor telepon/HP | |
| 3 | Jenis Kelamin | <input type="checkbox"/> Pria <input type="checkbox"/> Wanita |
| 4 | Agama | |
| 5 | Jabatan dalam perusahaan | <input type="checkbox"/> Pemilik <input type="checkbox"/> Pengelola <input type="checkbox"/> Pemilik dan pengelola |
| 6 | Umur responden |tahun |
| 7 | Pengalaman Usaha |tahun |
| 8 | Pendidikan Terakhir | <input type="checkbox"/> SD <input type="checkbox"/> SMP <input type="checkbox"/> SMA/SMU <input type="checkbox"/> Diploma <input type="checkbox"/> Sarjana <input type="checkbox"/> Pasca Sarjana |
| 9 | Status hukum perusahaan | <input type="checkbox"/> Milik perorangan <input type="checkbox"/> CV <input type="checkbox"/> PT |
| 10 | Jumlah bagian yang ada di perusahaan (boleh pilih lebih dari satu) | <input type="checkbox"/> Produksi <input type="checkbox"/> Keuangan <input type="checkbox"/> Pemasaran <input type="checkbox"/> Lainnya..... |
| 11 | Jumlah karyawan | <input type="checkbox"/> < 5 orang <input type="checkbox"/> 20 – 99 orang <input type="checkbox"/> 5 - 19 orang <input type="checkbox"/> > 99 orang |

Petunjuk Mengisi :

Berikan **tanda silang (X)** sesuai dengan pendapat dan pengalaman yang pernah bapak/ibu lakukan. Pilih angka 1 sampai dengan 10 pada kolom yang disediakan, seperti contoh berikut :

Keterangan : STS = Sangat Tidak Setuju

SS = Sangat Setuju

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

II. Variabel Penelitian

A. *Level Involvement*

1. Setiap bagian di perusahaan saya *berpartisipasi dalam meraih peluang pasar.*

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Partisipasi meraih peluang pasar, ditunjukkan dengan: (boleh pilih lebih dari satu)

- Mencari informasi kebutuhan pelanggan
- Mencari daerah pasar baru
- Mencari informasi strategi pesaing
- Selain di atas, sebutkan.....

2. Setiap bagian di perusahaan saya *berpartisipasi dalam pengembangan produk berorientasi pasar*

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Partisipasi pengembangan produk ditunjukkan dengan : (boleh pilih lebih dari satu)

- Merancang desain produk
- Merancang corak/warna
- Mengikuti pelatihan
- Selain di atas, sebutkan.....

3. Setiap bagian di perusahaan saya *berpartisipasi dalam membuat produk yang dibutuhkan pelanggan*

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Partisipasi membuat produk ditunjukkan dengan : (boleh pilih lebih dari satu)

- Meningkatkan kualitas produk
- Memperbaiki kemasan
- Meningkatkan efisiensi produksi
- Selain di atas, sebutkan.....

4. Setiap bagian di perusahaan saya *terlibat dalam uji pasar produk baru.*

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Keterlibatan uji pasar, ditunjukkan dengan : (boleh pilih lebih dari satu)

- Mempromosikan produk baru

- b) Memasarkan produk baru
- c) Mencari pasar baru
- d) Selain di atas, sebutkan.....

B. Information Quality

1. Hubungan antar bagian mampu *menyampaikan informasi pelanggan secara cepat.*

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Kecepatan menyampaikan informasi, ditunjukkan dengan : (boleh pilih lebih dari satu)

- a) Informasi diterima tepat waktu
- b) Informasi yang diterima tidak terlambat
- c) Tidak menunda untuk berbagi informasi
- d) Selain di atas, sebutkan.....

2. Hubungan antar bagian mampu *menyampaikan konten informasi pelanggan secara tepat.*

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Konten informasi ditunjukkan dengan : (boleh pilih lebih dari satu)

- a) Kualitas produk yang dibutuhkan pelanggan
- b) Harga yang mampu dijangkau konsumen
- c) Desain produk yang sesuai trend pasar
- d) Selain di atas, sebutkan.....

3. Hubungan antar bagian mampu *menyampaikan informasi pelanggan tepat waktu*

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Informasi tepat waktu, ditunjukkan dengan : (boleh pilih lebih dari satu)

- a) Cepat disampaikan saat dibutuhkan
- b) Tidak ada keterlambatan
- c) Berbagi informasi baru secepatnya
- d) Selain di atas, sebutkan.....

4. *Transparansi informasi* antar bagian mampu memenuhi harapan pelanggan.

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Tranparansi informasi ditunjukkan dengan : (boleh pilih lebih dari satu)

- a) Saling berbagi informasi kebutuhan pelanggan
- b) Saling berbagi informasi keluhan pelanggan
- c) Saling berbagi cara memberi layanan terbaik
- d) Selain di atas, sebutkan.....

C. *Harmony Relationship*

1. Hubungan antar bagian yang *intensif mampu memuaskan pelanggan*

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Hubungan yang intensif ditunjukkan dengan : (boleh pilih lebih dari satu)

- Selalu kerjasama merumuskan strategi
- Selalu kerjasama berbagi sumber daya
- Selalu kerjasama berbagi informasi
- Selain di atas, sebutkan.....

2. *Saling memahami gagasan/ide* antar bagian mampu memenuhi kebutuhan pelanggan

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Memahami gagasan/ide ditunjukkan dengan : (boleh pilih lebih dari satu)

- Menghargai ide orang lain dalam mengambil keputusan pemasaran
- Menerima ide orang lain bagi pengembangan produk
- Menerima ide orang lain bagi pengembangan pasar
- Selain di atas, sebutkan.....

3. *Mengambil keputusan bersama* demi kepuasan pelanggan

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Keputusan bersama ditunjukkan dengan : (boleh pilih lebih dari satu)

- Merancang strategi pemasaran
- Inovasi produk baru
- Menetapkan harga
- Selain di atas, sebutkan.....

4. Setiap bagian *bertanggung jawab* untuk menciptakan nilai pelanggan

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Tanggung jawab ditunjukkan dengan : (boleh pilih lebih dari satu)

- Menyelesaikan pekerjaan tepat waktu
- Memberi layanan yang terbaik
- Merespon cepat keluhan pelanggan
- Selain di atas, sebutkan.....

D. *Relationship quality*

1. *Kepercayaan* hubungan antar bagian terjaga dengan baik

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Kepercayaan hubungan, saya tunjukkan dengan : (boleh pilih lebih dari satu)

- Saling berbagi informasi

- b) Saling membantu memecahkan masalah
- c) Saling terbuka dalam hubungan
- d) Selain di atas, sebutkan.....

3. **Komitmen** hubungan kerja antar bagian terjaga dengan baik

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Komitmen hubungan, saya tunjukkan dengan : (boleh pilih lebih dari satu)

- a) Menjaga nama baik
- b) Mempertahankan kerjasama
- c) Memberi masukan demi kemajuan bersama
- d) Selain di atas, sebutkan.....

3. **Kepuasan** hubungan kerja antar bagian dapat tercapai.

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Kepuasan hubungan, saya tunjukkan dengan : (boleh pilih lebih dari satu)

- a) Merasa senang dalam kerja sama
- b) Tidak melakukan komplain
- c) Terpenuhi kebutuhan
- d) Selain di atas, sebutkan.....

4. **Kejujuran** hubungan kerja memberi manfaat bersama

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Kejujuran hubungan kerja, saya tunjukkan dengan : (boleh pilih lebih dari satu)

- a) Berbagi informasi yang sebenarnya
- b) Transfaransi informasi
- c) Tidak menipu
- d) Selain di atas, sebutkan.....

E. Islamic ethic bonding proficiency

1. **Kerjasama** antar bagian berjalan secara profesional

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Profesionalisme kerjasama, ditunjukkan dengan : (boleh pilih lebih dari satu)

- a) Bekerja sesuai kompetensinya
- b) Bekerja secara jujur dan adil
- c) Kreatif dan inovatif
- d) Selain di atas, sebutkan.....

2. **Transparansi hubungan** jangka panjang memberi manfaat bersama

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Transparansi hubungan ditunjukkan dengan: (boleh pilih lebih dari satu)

- Tidak menipu
- Saling berbagi informasi
- Tidak menyuap
- Selain di atas, sebutkan.....

3. **Kepercayaan hubungan** antar bagian dapat memberi manfaat bersama

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Kepercayaan hubungan, ditunjukkan dengan : (boleh pilih lebih dari satu)

- Menepati janji
- Menjunjung tinggi kebenaran
- Berperilaku baik dan menjaga ucapannya
- Selain di atas, sebutkan.....

4. **Ketergantungan hubungan** antar bagian dapat menguntungkan bersama

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Ketergantungan hubungan ditunjukkan dengan : (boleh pilih lebih dari satu)

- Saling membutuhkan informasi
- Saling berbagi sumber daya
- Saling berbagi pengetahuan dan pengalaman
- Selain di atas, sebutkan.....

F. Kinerja Bisnis

1. **Pertumbuhan laba** di perusahaan saya selalu terjadi setiap tahun

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Pertumbuhan laba rata-rata per tahun.....%, ditunjukkan dengan : (boleh pilih lebih dari satu)

- Kenaikan laba
- Bisnis berkembang
- Efisien biaya
- Selain di atas, sebutkan.....

2. **Pertumbuhan penjualan** di perusahaan saya selalu terjadi setiap tahun

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Petumbuhan penjualan rata-rata per tahun.....%., ditunjukkan dengan : (boleh pilih lebih dari satu)

- a) Bertambah omzet penjualan
- b) Bertambah jumlah produksi
- c) Bisnis berkembang
- d) Selain di atas, sebutkan.....

3. **Pertumbuhan pelanggan** di perusahaan saya selalu terjadi setiap tahun

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Kenaikan jumlah pelanggan ditunjukkan dengan: (boleh pilih lebih dari satu)

- a) Daerah pemasaran semakin luas
- b) Bertambahnya jumlah pengunjung yang membeli produk
- c) Pelanggan mengajak teman/saudara membeli produk
- d) Selain di atas, sebutkan.....

4. Perusahaan mampu **meningkatkan kesejahteraan** semua pihak yang terlibat dalam bisnis

| | | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|---|----|----|
| STS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SS |
|-----|---|---|---|---|---|---|---|---|---|----|----|

Peningkatan kesejahteraan ditunjukkan dengan: (boleh pilih lebih dari satu)

- a) Pegawai semakin sejahtera
- b) Pendapatan pemilik makin bertambah
- c) Mampu membayar zakat, infaq, shodakoh.
- d) Mampu membantu orang lain
- e) Selain di atas, sebutkan.....

Lampiran 2: Statistik Deskriptif

Indeks *level involvement*

| Indikator | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Indeks | Kategori |
|-----------|---|---|---|-------|--------|---------|---------|---------|--------|----|--------|----------|
| LI1 | | | | 1,242 | 12,422 | 108,075 | 250,000 | 265,839 | 92,236 | | 72,981 | Tinggi |
| LI3 | | | | 2,484 | 17,081 | 108,075 | 241,304 | 260,870 | 97,826 | | 72,764 | Tinggi |
| LI4 | | | | | 12,422 | 89,441 | 247,826 | 305,590 | 81,056 | | 73,634 | Tinggi |
| | | | | | | | | | | | 73,126 | Tinggi |
| | | | | | | | | | | | | |

Indeks *information quality*

| Indikator | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Indeks | Kategori |
|-----------|---|---|---|-------|--------|---------|---------|---------|--------|----|--------|----------|
| IQ1 | | | | | 17,081 | 175,155 | 293,478 | 146,584 | 64,286 | | 69,658 | Sedang |
| IQ2 | | | | 1,242 | 46,584 | 197,516 | 243,478 | 156,522 | 27,950 | | 67,329 | Sedang |
| IQ3 | | | | | 51,242 | 186,335 | 271,739 | 131,677 | 30,745 | | 67,174 | Sedang |
| IQ4 | | | | | 48,137 | 184,472 | 241,304 | 149,068 | 58,696 | | 68,168 | Sedang |
| | | | | | | | | | | | 68,082 | Sedang |

Indeks *harmony relationship*

| Indikator | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Indeks | Kategori |
|-----------|---|---|---|---|--------|---------|---------|---------|--------|----|--------|----------|
| HR1 | | | | | 15,528 | 95,031 | 256,522 | 295,652 | 67,081 | | 72,981 | Tinggi |
| HR2 | | | | | 21,739 | 109,938 | 302,174 | 248,447 | 27,950 | | 71,025 | Tinggi |
| HR3 | | | | | 23,292 | 93,168 | 319,565 | 243,478 | 33,540 | | 71,304 | Tinggi |
| HR4 | | | | | 21,739 | 109,938 | 221,739 | 305,590 | 67,081 | | 72,609 | Tinggi |
| | | | | | | | | | | | 71,980 | Tinggi |

Indeks *relationship quality*

| Indikator | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Indeks | Kategori |
|-----------|---|---|---|---------|--------|---------|---------|---------|--------|----|--------|----------|
| RQ1 | | | | 2,484 | 29,503 | 162,112 | 258,696 | 188,820 | 53,106 | | 69,472 | Sedang |
| RQ3 | | | | 4,969 | 29,503 | 149,068 | 263,043 | 203,727 | 44,720 | | 69,503 | Sedang |
| RQ4 | | | | 1,24224 | 18,634 | 150,932 | 254,348 | 255,901 | 22,360 | | 70,342 | Sedang |
| | | | | | | | | | | | 69,772 | Sedang |

Indeks Islamic ethics bonding proficiency

| Indikator | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Indeks | Kategori |
|-----------|---|---|---|---------|--------|---------|---------|---------|--------|----|--------|----------|
| IEBP1 | | | | | 26,398 | 134,161 | 278,261 | 206,211 | 61,491 | | 70,652 | Tinggi |
| IEBP2 | | | | | 26,398 | 150,932 | 282,609 | 196,273 | 41,925 | | 69,814 | Sedang |
| IEBP3 | | | | 1,242 | 23,292 | 145,342 | 289,130 | 196,273 | 44,720 | | 70,000 | Tinggi |
| IEBP4 | | | | 4,96894 | 20,186 | 128,571 | 321,739 | 173,913 | 50,311 | | 69,969 | Sedang |
| | | | | | | | | | | | 70,109 | Tinggi |

Indeks business performamce

| Indikator | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Indeks | Kategori |
|-----------|---|---|---|---------|--------|---------|---------|---------|--------|----|--------|----------|
| BP1 | | | | 7,453 | 43,478 | 150,932 | 221,739 | 223,602 | 41,925 | | 68,913 | Sedang |
| BP2 | | | | 8,696 | 41,925 | 137,888 | 232,609 | 198,758 | 75,466 | | 69,534 | Sedang |
| BP3 | | | | 16,149 | 45,031 | 163,975 | 176,087 | 211,180 | 72,671 | | 68,509 | Sedang |
| BP4 | | | | 16,1491 | 38,820 | 150,932 | 245,652 | 166,460 | 64,286 | | 68,230 | Sedang |
| | | | | | | | | | | | 68,797 | Sedang |

Lampiran 3 : Uji multikolonieritas

Coefficients^a

| | | Model | | | | |
|-----------------------------|------------|------------|-------------------|---------------------|----------------------|------------------------------------|
| | | 1 | | | | |
| | | (Constant) | Level involvement | Information quality | Harmony relationship | Islamic ethics bonding proficiency |
| Unstandardized Coefficients | B | ,663 | ,118 | ,231 | ,168 | ,380 |
| | Std. Error | ,503 | ,050 | ,051 | ,053 | ,057 |
| Standardized Coefficients | Beta | | ,115 | ,227 | ,151 | ,350 |
| t | | 1,318 | 2,366 | 4,497 | 3,168 | 6,657 |
| Sig. | | ,188 | ,019 | ,000 | ,002 | ,000 |
| | Zero-order | | ,311 | ,434 | ,309 | ,527 |
| Correlations | Partial | | ,132 | ,245 | ,175 | ,350 |
| | Part | | ,106 | ,201 | ,142 | ,298 |
| Collinearity Statistics | Tolerance | | ,853 | ,784 | ,880 | ,726 |
| | VIF | | 1,173 | 1,275 | 1,136 | 1,378 |

a. Dependent Variable: Relationship quality

Coefficients^a

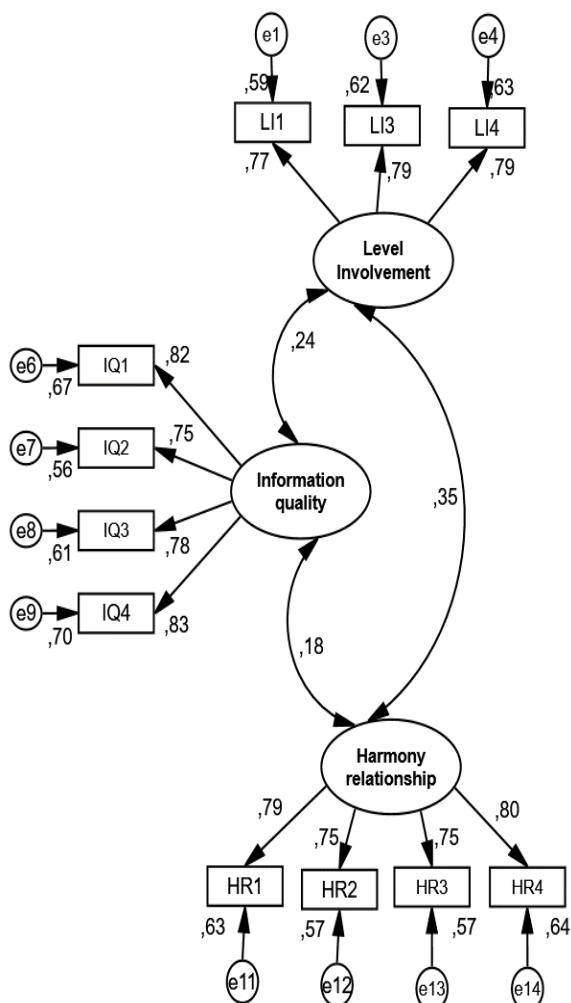
| | | Model | | |
|-----------------------------|------------|------------|------------------------------------|----------------------|
| | | 1 | | |
| | | (Constant) | Islamic ethics bonding proficiency | Relationship quality |
| Unstandardized Coefficients | B | ,814 | ,479 | ,384 |
| | Std. Error | ,448 | ,068 | ,063 |
| Standardized Coefficients | Beta | | ,369 | ,322 |
| t | | 1,815 | 7,041 | 6,137 |
| Sig. | | ,070 | ,000 | ,000 |
| | Zero-order | | ,539 | ,517 |
| Correlations | Partial | | ,367 | ,325 |
| | Part | | ,314 | ,274 |
| Collinearity Statistics | Tolerance | | ,722 | ,722 |
| | VIF | | 1,385 | 1,385 |

a. Dependent Variable: Kinerja bisnis

| | | Coefficients ^a | | | |
|-------------------------|------------|---------------------------|-------------------|---------------------|----------------------|
| | | Model | | | |
| | | 1 | | | |
| | | (Constant) | Level involvement | Information quality | Harmony relationship |
| Unstandardized | B | 2,195 | ,169 | ,374 | ,144 |
| Coefficients | Std. Error | ,478 | ,048 | ,046 | ,051 |
| Standardized | Beta | | ,179 | ,401 | ,141 |
| t | | 4,592 | 3,518 | 8,180 | 2,805 |
| Sig. | | ,000 | ,000 | ,000 | ,005 |
| | Zero-order | | ,302 | ,459 | ,256 |
| Correlations | Partial | | ,194 | ,417 | ,155 |
| | Part | | ,168 | ,391 | ,134 |
| Collinearity Statistics | Tolerance | | ,886 | ,950 | ,902 |
| | VIF | | 1,129 | 1,053 | 1,108 |

a. Dependent Variable: Islamic ethics bonding proficiency

Lampiran 4: print out pengujian CFA variabel eksogen



Chi Square =56,120
 Prob =,058
 DF=41
 TLI=,987
 CFI=,990
 GFI=,970
 AGFI =,951
 RMSEA =,034
 Cmin/df=1,369

Assessment of normality (Group number 1)

| Variable | min | max | skew | c.r. | kurtosis | c.r. |
|--------------|-------|-------|-------|--------|----------|--------|
| HR1 | 5,000 | 9,000 | -,298 | -2,180 | -,259 | -,949 |
| HR2 | 5,000 | 9,000 | -,309 | -2,263 | -,176 | -,644 |
| HR3 | 5,000 | 9,000 | -,338 | -2,478 | ,044 | ,162 |
| HR4 | 5,000 | 9,000 | -,345 | -2,526 | -,449 | -1,644 |
| LI4 | 5,000 | 9,000 | -,288 | -2,111 | -,280 | -1,027 |
| LI3 | 5,000 | 9,000 | -,155 | -1,134 | -,533 | -1,951 |
| LI1 | 5,000 | 9,000 | -,121 | -,888 | -,516 | -1,889 |
| IQ4 | 5,000 | 9,000 | ,210 | 1,540 | -,521 | -1,910 |
| IQ1 | 5,000 | 9,000 | ,332 | 2,429 | -,266 | -,974 |
| IQ2 | 4,000 | 9,000 | ,092 | ,671 | -,456 | -1,671 |
| IQ3 | 5,000 | 9,000 | ,141 | 1,030 | -,352 | -1,289 |
| Multivariate | | | | | 1,240 | ,658 |

Sample Covariances (Group number 1)

| | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | IQ4 | IQ1 | IQ2 | IQ3 |
|-----|--------|--------|--------|--------|--------|---------|--------|---------|--------|--------|--------|
| HR1 | ,86143 | | | | | | | | | | |
| HR2 | ,50050 | ,78142 | | | | | | | | | |
| HR3 | ,47353 | ,44626 | ,77802 | | | | | | | | |
| HR4 | ,58372 | ,50432 | ,53740 | ,96921 | | | | | | | |
| LI4 | ,11527 | ,16463 | ,11099 | ,13813 | ,85866 | | | | | | |
| LI3 | ,18408 | ,16295 | ,20767 | ,20416 | ,59381 | 1,00043 | | | | | |
| LI1 | ,25398 | ,27005 | ,25223 | ,22185 | ,53848 | ,57048 | ,93222 | | | | |
| IQ4 | ,16643 | ,08710 | ,04564 | ,11923 | ,18770 | ,14609 | ,24210 | 1,10618 | | | |
| IQ1 | ,16546 | ,07804 | ,05415 | ,13314 | ,13664 | ,09061 | ,20294 | ,68939 | ,89635 | | |
| IQ2 | ,13553 | ,06774 | ,06589 | ,12247 | ,09083 | ,08645 | ,15893 | ,63119 | ,58094 | ,97836 | |
| IQ3 | ,14326 | ,07555 | ,01823 | ,10789 | ,11200 | ,06920 | ,17918 | ,66871 | ,57420 | ,58291 | ,94187 |

Condition number = 13,32400
 Eigenvalues
 3,51743 2,27882 1,54710 ,44642 ,40699 ,36664 ,34504 ,32764 ,32118 ,28290 ,26399
 Determinant of sample covariance matrix = ,0224

Sample Correlations (Group number 1)

| | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | IQ4 | IQ1 | IQ2 | IQ3 |
|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| HR1 | 1,0000 | | | | | | | | | | |
| HR2 | ,61003 | 1,0000 | | | | | | | | | |
| HR3 | ,57843 | ,57233 | 1,0000 | | | | | | | | |
| HR4 | ,63883 | ,57950 | ,61886 | 1,0000 | | | | | | | |
| LI4 | ,13403 | ,20098 | ,13579 | ,15142 | 1,0000 | | | | | | |
| LI3 | ,19829 | ,18429 | ,23539 | ,20733 | ,64069 | 1,0000 | | | | | |
| LI1 | ,28342 | ,31641 | ,29617 | ,23339 | ,60187 | ,59073 | 1,0000 | | | | |
| IQ4 | ,17049 | ,09368 | ,04920 | ,11515 | ,19259 | ,13887 | ,23841 | 1,0000 | | | |
| IQ1 | ,18830 | ,09324 | ,06484 | ,14284 | ,15575 | ,09569 | ,22201 | ,69233 | 1,0000 | | |
| IQ2 | ,14763 | ,07748 | ,07553 | ,12577 | ,09910 | ,08739 | ,16641 | ,60673 | ,62036 | 1,0000 | |
| IQ3 | ,15905 | ,08806 | ,02129 | ,11292 | ,12455 | ,07129 | ,19122 | ,65514 | ,62492 | ,60723 | 1,0000 |

Condition number = 12,98911
 Eigenvalues
 3,80366 2,46803 1,70030 ,49251 ,43866 ,40390 ,38237 ,37013 ,34279 ,30481 ,29283

Notes for Model (Default model)**Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 66
 Number of distinct parameters to be estimated: 25
 Degrees of freedom (66 - 25): 41

Result (Default model)

Minimum was achieved
 Chi-square = 56,12027
 Degrees of freedom = 41
 Probability level = ,05804

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 |
|-----|---------------------------|----------|------|--------|-----|--------|
| IQ3 | <--- Information_quality | 1,000 | | | | |
| IQ2 | <--- Information_quality | ,978 | ,071 | 13,692 | *** | par_1 |
| IQ1 | <--- Information_quality | 1,025 | ,069 | 14,802 | *** | par_2 |
| IQ4 | <--- Information_quality | 1,158 | ,076 | 15,224 | *** | par_3 |
| HR4 | <--- Harmony_relationship | 1,065 | ,075 | 14,289 | *** | par_4 |
| HR2 | <--- Harmony_relationship | ,901 | ,067 | 13,533 | *** | par_5 |
| HR1 | <--- Harmony_relationship | 1,000 | | | | |
| HR3 | <--- Harmony_relationship | ,902 | ,068 | 13,269 | *** | par_6 |
| LI3 | <--- Level_Involvement | 1,057 | ,086 | 12,231 | *** | par_10 |
| LI1 | <--- Level_Involvement | 1,000 | | | | |
| LI4 | <--- Level_Involvement | ,987 | ,080 | 12,351 | *** | par_11 |

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

| | | Estimate |
|-----|---------------------------|----------|
| IQ3 | <--- Information_quality | ,781 |
| IQ2 | <--- Information_quality | ,750 |
| IQ1 | <--- Information_quality | ,820 |
| IQ4 | <--- Information_quality | ,834 |
| HR4 | <--- Harmony_relationship | ,798 |
| HR2 | <--- Harmony_relationship | ,752 |
| HR1 | <--- Harmony_relationship | ,794 |
| HR3 | <--- Harmony_relationship | ,754 |
| LI3 | <--- Level_Involvement | ,785 |
| LI1 | <--- Level_Involvement | ,770 |
| LI4 | <--- Level_Involvement | ,792 |

Covariances: (Group number 1 - Default model)

| | | Estimate | S.E. | C.R. | P | Label |
|----------------------|---------------------------|----------|------|-------|------|-------|
| Information_quality | <--> Harmony_relationship | ,101 | ,037 | 2,721 | ,007 | par_7 |
| Information_quality | <--> Level_Involvement | ,136 | ,039 | 3,461 | *** | par_8 |
| Harmony_relationship | <--> Level_Involvement | ,190 | ,041 | 4,652 | *** | par_9 |

Correlations: (Group number 1 - Default model)

| | | Estimate |
|----------------------|---------------------------|----------|
| Information_quality | <--> Harmony_relationship | ,181 |
| Information_quality | <--> Level_Involvement | ,242 |
| Harmony_relationship | <--> Level_Involvement | ,347 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----------------------|----------|------|--------|-----|--------|
| Information_quality | ,575 | ,073 | 7,924 | *** | par_12 |
| Harmony_relationship | ,544 | ,068 | 7,996 | *** | par_13 |
| Level_Involvement | ,552 | ,076 | 7,306 | *** | par_14 |
| e8 | ,367 | ,038 | 9,772 | *** | par_15 |
| e7 | ,429 | ,042 | 10,299 | *** | par_16 |
| e6 | ,293 | ,033 | 8,873 | *** | par_17 |
| e9 | ,336 | ,040 | 8,442 | *** | par_18 |
| e1 | ,380 | ,046 | 8,292 | *** | par_19 |
| e3 | ,384 | ,047 | 8,124 | *** | par_20 |
| e4 | ,321 | ,040 | 7,949 | *** | par_21 |
| e14 | ,353 | ,040 | 8,905 | *** | par_22 |
| e13 | ,335 | ,034 | 9,819 | *** | par_23 |
| e12 | ,340 | ,034 | 9,861 | *** | par_24 |
| e11 | ,318 | ,035 | 8,968 | *** | par_25 |

Standardized Residual Covariances (Group number 1 - Default model)

| | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | IQ4 | IQ1 | IQ2 | IQ3 |
|-----|--------|-------|--------|--------|-------|--------|-------|-------|-------|------|------|
| HR1 | ,000 | | | | | | | | | | |
| HR2 | ,196 | ,000 | | | | | | | | | |
| HR3 | -,318 | ,082 | ,000 | | | | | | | | |
| HR4 | ,079 | -,310 | ,266 | ,000 | | | | | | | |
| LI4 | -1,470 | -,094 | -1,249 | -1,181 | ,000 | | | | | | |
| LI3 | -,314 | -,358 | ,528 | -,171 | ,290 | ,000 | | | | | |
| LI1 | 1,253 | 2,034 | 1,667 | ,361 | -,114 | -,210 | ,000 | | | | |
| IQ4 | ,902 | -,351 | -1,149 | -,091 | ,578 | -,350 | 1,468 | ,000 | | | |
| IQ1 | 1,255 | -,325 | -,837 | ,437 | -,026 | -1,067 | 1,224 | ,113 | ,000 | | |
| IQ2 | ,713 | -,435 | -,475 | ,315 | -,790 | -,978 | ,474 | -,285 | ,081 | ,000 | |
| IQ3 | ,835 | -,322 | -1,518 | ,006 | -,446 | -1,368 | ,810 | ,050 | -,241 | ,336 | ,000 |

Factor Score Weights (Group number 1 - Default model)

| | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | IQ4 | IQ1 | IQ2 | IQ3 |
|----------------------|------|------|------|------|------|------|------|------|------|------|------|
| Level_Involvement | ,015 | ,013 | ,013 | ,014 | ,288 | ,258 | ,247 | ,009 | ,009 | ,006 | ,007 |
| Harmony_relationship | ,237 | ,200 | ,203 | ,228 | ,015 | ,013 | ,013 | ,004 | ,004 | ,003 | ,003 |
| Information_quality | ,004 | ,003 | ,003 | ,004 | ,008 | ,007 | ,007 | ,240 | ,243 | ,159 | ,189 |

Total Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality |
|-----|-------------------|----------------------|---------------------|
| HR1 | ,000 | 1,000 | ,000 |
| HR2 | ,000 | ,901 | ,000 |
| HR3 | ,000 | ,902 | ,000 |
| HR4 | ,000 | 1,065 | ,000 |
| LI4 | ,987 | ,000 | ,000 |
| LI3 | 1,057 | ,000 | ,000 |
| LI1 | 1,000 | ,000 | ,000 |
| IQ4 | ,000 | ,000 | 1,158 |
| IQ1 | ,000 | ,000 | 1,025 |
| IQ2 | ,000 | ,000 | ,978 |
| IQ3 | ,000 | ,000 | 1,000 |

Standardized Total Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality |
|-----|-------------------|----------------------|---------------------|
| HR1 | ,000 | ,794 | ,000 |
| HR2 | ,000 | ,752 | ,000 |
| HR3 | ,000 | ,754 | ,000 |
| HR4 | ,000 | ,798 | ,000 |
| LI4 | ,792 | ,000 | ,000 |
| LI3 | ,785 | ,000 | ,000 |
| LI1 | ,770 | ,000 | ,000 |
| IQ4 | ,000 | ,000 | ,834 |
| IQ1 | ,000 | ,000 | ,820 |
| IQ2 | ,000 | ,000 | ,750 |
| IQ3 | ,000 | ,000 | ,781 |

Direct Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality |
|-----|-------------------|----------------------|---------------------|
| HR1 | ,000 | 1,000 | ,000 |
| HR2 | ,000 | ,901 | ,000 |
| HR3 | ,000 | ,902 | ,000 |
| HR4 | ,000 | 1,065 | ,000 |
| LI4 | ,987 | ,000 | ,000 |
| LI3 | 1,057 | ,000 | ,000 |
| LI1 | 1,000 | ,000 | ,000 |
| IQ4 | ,000 | ,000 | 1,158 |
| IQ1 | ,000 | ,000 | 1,025 |
| IQ2 | ,000 | ,000 | ,978 |
| IQ3 | ,000 | ,000 | 1,000 |

Standardized Direct Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality |
|-----|-------------------|----------------------|---------------------|
| HR1 | ,000 | ,794 | ,000 |
| HR2 | ,000 | ,752 | ,000 |
| HR3 | ,000 | ,754 | ,000 |
| HR4 | ,000 | ,798 | ,000 |
| LI4 | ,792 | ,000 | ,000 |
| LI3 | ,785 | ,000 | ,000 |
| LI1 | ,770 | ,000 | ,000 |
| IQ4 | ,000 | ,000 | ,834 |
| IQ1 | ,000 | ,000 | ,820 |
| IQ2 | ,000 | ,000 | ,750 |

| | Level_Involvement | Harmony_relationship | Information_quality |
|-----|-------------------|----------------------|---------------------|
| IQ3 | ,000 | ,000 | ,781 |

Indirect Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality |
|-----|-------------------|----------------------|---------------------|
| HR1 | ,000 | ,000 | ,000 |
| HR2 | ,000 | ,000 | ,000 |
| HR3 | ,000 | ,000 | ,000 |
| HR4 | ,000 | ,000 | ,000 |
| LI4 | ,000 | ,000 | ,000 |
| LI3 | ,000 | ,000 | ,000 |
| LI1 | ,000 | ,000 | ,000 |
| IQ4 | ,000 | ,000 | ,000 |
| IQ1 | ,000 | ,000 | ,000 |
| IQ2 | ,000 | ,000 | ,000 |
| IQ3 | ,000 | ,000 | ,000 |

Standardized Indirect Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality |
|-----|-------------------|----------------------|---------------------|
| HR1 | ,000 | ,000 | ,000 |
| HR2 | ,000 | ,000 | ,000 |
| HR3 | ,000 | ,000 | ,000 |
| HR4 | ,000 | ,000 | ,000 |
| LI4 | ,000 | ,000 | ,000 |
| LI3 | ,000 | ,000 | ,000 |
| LI1 | ,000 | ,000 | ,000 |
| IQ4 | ,000 | ,000 | ,000 |
| IQ1 | ,000 | ,000 | ,000 |
| IQ2 | ,000 | ,000 | ,000 |
| IQ3 | ,000 | ,000 | ,000 |

Correlations of Estimates (Default model)

| | par_1 | par_2 | par_3 | par_4 | par_5 | par_6 | par_7 | par_8 | par_9 | par_10 | par_11 | par_12 | par_13 | par_14 | par_15 | par_16 | par_17 | par_18 | par_19 | par_20 | par_21 | par_22 | par_23 | par_24 | par_25 | | |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|--|
| par_1 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_2 | ,505 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_3 | ,493 | ,572 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | |
| par_4 | ,000 | ,000 | ,000 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | |
| par_5 | ,000 | ,000 | ,000 | ,454 | 1,000 | | | | | | | | | | | | | | | | | | | | | | |
| par_6 | ,000 | ,000 | ,000 | ,496 | ,454 | 1,000 | | | | | | | | | | | | | | | | | | | | | |
| par_7 | -,085 | -,095 | -,104 | -,118 | -,118 | -,136 | 1,000 | | | | | | | | | | | | | | | | | | | | |
| par_8 | -,117 | -,124 | -,113 | -,002 | ,001 | ,001 | ,310 | 1,000 | | | | | | | | | | | | | | | | | | | |
| par_9 | ,000 | ,000 | ,000 | -,170 | -,135 | -,145 | ,245 | ,259 | 1,000 | | | | | | | | | | | | | | | | | | |
| par_10 | ,001 | -,001 | -,001 | ,004 | -,005 | -,001 | ,000 | -,225 | -,259 | 1,000 | | | | | | | | | | | | | | | | | |
| par_11 | ,000 | ,000 | ,000 | ,005 | -,002 | -,003 | ,000 | -,200 | -,293 | ,563 | 1,000 | | | | | | | | | | | | | | | | |
| par_12 | -,525 | -,598 | -,604 | ,000 | ,000 | ,000 | ,234 | ,294 | ,029 | ,000 | ,000 | 1,000 | | | | | | | | | | | | | | | |
| par_13 | ,000 | ,000 | ,000 | -,565 | -,521 | -,539 | ,262 | ,045 | ,397 | ,000 | ,000 | ,013 | 1,000 | | | | | | | | | | | | | | |
| par_14 | -,001 | ,000 | ,001 | -,004 | ,003 | ,002 | ,057 | ,361 | ,476 | -,627 | -,629 | ,021 | ,044 | 1,000 | | | | | | | | | | | | | |
| par_15 | ,180 | ,252 | ,239 | ,000 | ,000 | ,000 | -,026 | -,027 | ,000 | ,000 | ,000 | -,210 | ,000 | ,000 | 1,000 | | | | | | | | | | | | |
| par_16 | -,175 | ,022 | ,056 | ,000 | ,000 | ,000 | -,001 | ,020 | ,001 | -,003 | ,000 | -,001 | ,000 | ,001 | ,002 | 1,000 | | | | | | | | | | | |
| par_17 | -,035 | -,273 | -,020 | ,000 | ,001 | ,001 | ,005 | ,022 | ,000 | ,001 | ,000 | ,072 | -,001 | ,000 | -,138 | -,052 | 1,000 | | | | | | | | | | |
| par_18 | ,029 | ,004 | -,266 | ,000 | -,001 | -,001 | ,021 | -,015 | ,000 | ,002 | ,000 | ,050 | ,000 | -,001 | -,096 | -,139 | -,125 | 1,000 | | | | | | | | | |
| par_19 | ,001 | ,000 | -,001 | ,006 | -,005 | -,003 | ,001 | -,156 | -,196 | ,402 | ,400 | ,000 | ,000 | -,346 | ,000 | -,002 | ,001 | ,002 | 1,000 | | | | | | | | |
| par_20 | -,002 | ,001 | ,001 | -,003 | ,006 | -,001 | ,000 | ,119 | ,080 | -,397 | -,078 | ,000 | ,000 | ,145 | ,001 | ,004 | -,001 | -,003 | -,239 | 1,000 | | | | | | | |
| par_21 | ,001 | ,000 | ,000 | -,004 | -,001 | ,004 | ,000 | ,062 | ,149 | -,072 | -,400 | ,000 | ,000 | ,141 | ,000 | -,001 | ,000 | ,001 | -,232 | -,097 | 1,000 | | | | | | |
| par_22 | ,000 | ,000 | ,000 | -,286 | ,026 | -,031 | ,011 | ,003 | ,050 | -,010 | -,010 | ,000 | ,060 | ,008 | ,000 | ,000 | ,000 | -,001 | -,013 | ,007 | ,008 | 1,000 | | | | | |
| par_23 | ,000 | ,000 | -,001 | -,052 | -,041 | -,268 | ,060 | -,001 | ,016 | ,001 | ,007 | ,000 | ,077 | -,003 | -,001 | ,000 | -,001 | ,001 | ,005 | ,002 | -,008 | -,036 | 1,000 | | | | |
| par_24 | ,000 | ,001 | ,000 | ,046 | -,228 | ,004 | ,021 | -,003 | -,009 | ,009 | ,004 | ,000 | ,023 | -,005 | ,000 | -,001 | -,001 | ,001 | ,008 | -,010 | ,001 | -,146 | -,045 | 1,000 | | | |
| par_25 | ,000 | ,000 | ,000 | ,286 | ,244 | ,291 | -,090 | ,000 | -,056 | -,001 | ,000 | ,000 | -,260 | ,000 | ,000 | ,000 | ,001 | -,001 | ,000 | ,001 | ,000 | -,116 | -,148 | -,045 | 1,000 | | |

Critical Ratios for Differences between Parameters (Default model)

| | par_1 | par_2 | par_3 | par_4 | par_5 | par_6 | par_7 | par_8 | par_9 | par_10 | par_11 | par_12 | par_13 | par_14 | par_15 | par_16 | par_17 | par_18 | par_19 | par_20 | par_21 | par_22 | par_23 | par_24 | par_25 | | |
|--------|---------|---------|---------|---------|---------|--------|--------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|--|
| par_1 | ,000 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_2 | ,667 | ,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_3 | 2,417 | 1,972 | ,000 | | | | | | | | | | | | | | | | | | | | | | | | |
| par_4 | ,843 | ,397 | -,870 | ,000 | | | | | | | | | | | | | | | | | | | | | | | |
| par_5 | -,784 | -1,282 | -2,535 | -2,208 | ,000 | | | | | | | | | | | | | | | | | | | | | | |
| par_6 | -,768 | -1,261 | -2,504 | -2,266 | ,012 | ,000 | | | | | | | | | | | | | | | | | | | | | |
| par_7 | -10,533 | -11,321 | -12,006 | -11,069 | -10,007 | -9,799 | ,000 | | | | | | | | | | | | | | | | | | | | |
| par_8 | -9,843 | -10,602 | -11,411 | -11,008 | -9,892 | -9,748 | ,786 | ,000 | | | | | | | | | | | | | | | | | | | |
| par_9 | -9,578 | -10,387 | -11,214 | -9,630 | -8,605 | -8,457 | 1,853 | 1,096 | ,000 | | | | | | | | | | | | | | | | | | |
| par_10 | ,703 | ,290 | -,876 | -,072 | 1,420 | 1,405 | 10,165 | 8,959 | 8,281 | ,000 | | | | | | | | | | | | | | | | | |
| par_11 | ,084 | -,356 | -1,547 | -,716 | ,821 | ,806 | 10,057 | 8,868 | 7,986 | -,895 | ,000 | | | | | | | | | | | | | | | | |
| par_12 | -3,209 | -3,552 | -4,382 | -4,716 | -3,319 | -3,296 | 6,459 | 6,118 | 4,681 | -4,275 | -3,821 | ,000 | | | | | | | | | | | | | | | |
| par_13 | -4,406 | -4,960 | -6,021 | -4,135 | -3,049 | -3,008 | 6,472 | 5,285 | 5,532 | -4,669 | -4,227 | -,315 | ,000 | | | | | | | | | | | | | | |
| par_14 | -4,092 | -4,609 | -5,648 | -4,821 | -3,471 | -3,445 | 5,484 | 5,813 | 5,438 | -3,452 | -3,097 | -,216 | ,088 | ,000 | | | | | | | | | | | | | |
| par_15 | -8,202 | -9,399 | -10,355 | -8,360 | -6,985 | -6,888 | 4,975 | 4,183 | 3,195 | -7,318 | -7,019 | -2,347 | -2,271 | -2,193 | ,000 | | | | | | | | | | | | |
| par_16 | -6,191 | -7,452 | -8,614 | -7,454 | -6,021 | -5,940 | 5,872 | 5,150 | 4,095 | -6,543 | -6,196 | -1,746 | -1,442 | -1,434 | 1,097 | ,000 | | | | | | | | | | | |
| par_17 | -8,593 | -8,666 | -10,358 | -9,473 | -8,189 | -8,064 | 3,872 | 3,078 | 1,961 | -8,261 | -8,028 | -3,636 | -3,316 | -3,144 | -1,393 | -2,493 | ,000 | | | | | | | | | | |
| par_18 | -7,953 | -8,642 | -8,673 | -8,630 | -7,286 | -7,186 | 4,364 | 3,537 | 2,560 | -7,584 | -7,295 | -2,948 | -2,637 | -2,532 | -,546 | -1,509 | ,785 | ,000 | | | | | | | | | |
| par_19 | -7,051 | -7,765 | -8,758 | -7,852 | -6,437 | -6,363 | 4,731 | 3,750 | 2,832 | -8,473 | -8,146 | -2,271 | -1,997 | -1,706 | ,214 | -,786 | 1,541 | ,725 | ,000 | | | | | | | | |
| par_20 | -6,938 | -7,654 | -8,654 | -7,713 | -6,361 | -6,264 | 4,704 | 4,276 | 3,232 | -5,920 | -6,291 | -2,208 | -1,933 | -2,030 | ,271 | -,718 | 1,572 | ,770 | ,050 | ,000 | | | | | | | |
| par_21 | -8,017 | -8,788 | -9,724 | -8,772 | -7,458 | -7,372 | 4,005 | 3,372 | 2,467 | -7,516 | -6,477 | -3,062 | -2,822 | -2,878 | -,846 | -1,864 | ,531 | -,271 | -,877 | -,969 | ,000 | | | | | | |
| par_22 | -7,657 | -8,426 | -9,392 | -7,589 | -7,165 | -6,892 | 4,660 | 3,877 | 2,934 | -7,381 | -7,084 | -2,687 | -2,494 | -2,348 | -,267 | -1,324 | 1,158 | ,297 | -,448 | -,504 | ,569 | ,000 | | | | | |
| par_23 | -8,114 | -8,928 | -9,861 | -8,728 | -7,438 | -6,757 | 4,792 | 3,815 | 2,756 | -7,768 | -7,515 | -2,984 | -2,824 | -2,611 | -,625 | -1,731 | ,895 | -,009 | -,780 | -,826 | ,281 | -,322 | ,000 | | | | |
| par_24 | -8,052 | -8,861 | -9,799 | -8,994 | -6,880 | -7,393 | 4,763 | 3,879 | 2,791 | -7,734 | -7,450 | -2,927 | -2,701 | -2,555 | -,540 | -1,646 | ,980 | ,071 | -,705 | -,747 | ,360 | -,231 | ,085 | ,000 | | | |
| par_25 | -8,280 | -9,087 | -10,011 | -10,260 | -8,659 | -8,736 | 4,046 | 3,424 | 2,303 | -7,911 | -7,654 | -3,182 | -2,673 | -2,808 | -,955 | -2,026 | ,515 | -,339 | -1,071 | -1,113 | -,050 | -,619 | -,334 | -,432 | ,000 | | |

Model Fit Summary**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|----------|----|------|---------|
| Default model | 25 | 56,120 | 41 | ,058 | 1,369 |
| Saturated model | 66 | ,000 | 0 | | |
| Independence model | 11 | 1640,559 | 55 | ,000 | 29,828 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | ,037 | ,970 | ,951 | ,602 |
| Saturated model | ,000 | 1,000 | | |
| Independence model | ,296 | ,447 | ,336 | ,372 |

Baseline Comparisons

| Model | NFI | RFI | IFI | TLI | CFI |
|--------------------|--------|------|--------|------|-------|
| | Delta1 | rho1 | Delta2 | rho2 | |
| Default model | ,966 | ,954 | ,991 | ,987 | ,990 |
| Saturated model | 1,000 | | 1,000 | | 1,000 |
| Independence model | ,000 | ,000 | ,000 | ,000 | ,000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | ,745 | ,720 | ,738 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 1,000 | ,000 | ,000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|----------|----------|----------|
| Default model | 15,120 | ,000 | 38,871 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 1585,559 | 1457,080 | 1721,414 |

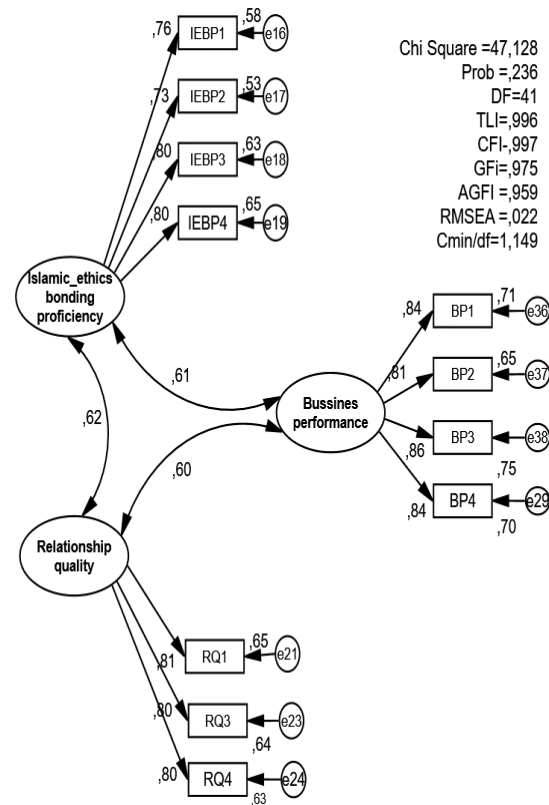
FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | ,175 | ,047 | ,000 | ,121 |
| Saturated model | ,000 | ,000 | ,000 | ,000 |
| Independence model | 5,111 | 4,939 | 4,539 | 5,363 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | ,034 | ,000 | ,054 | ,896 |
| Independence model | ,300 | ,287 | ,312 | ,000 |

Lampiran 5 : Print out pengujian CFA variabel endogen



Assessment of normality (Group number 1)

| Variable | min | max | skew | c.r. | kurtosis | c.r. |
|--------------|-------|-------|-------|--------|----------|--------|
| RQ4 | 5,000 | 9,000 | -,180 | -1,316 | -,655 | -2,400 |
| IEBP4 | 5,000 | 9,000 | ,081 | ,591 | -,122 | -,445 |
| RQ3 | 4,000 | 9,000 | -,231 | -1,692 | -,097 | -,355 |
| RQ1 | 4,000 | 9,000 | -,037 | -,268 | -,300 | -1,099 |
| BP4 | 4,000 | 9,000 | -,269 | -1,974 | -,124 | -,453 |
| IEBP3 | 5,000 | 9,000 | ,010 | ,076 | -,352 | -1,290 |
| IEBP2 | 5,000 | 9,000 | -,007 | -,051 | -,392 | -1,436 |
| IEBP1 | 5,000 | 9,000 | -,063 | -,464 | -,405 | -1,482 |
| BP3 | 4,000 | 9,000 | -,242 | -1,773 | -,519 | -1,901 |
| BP2 | 4,000 | 9,000 | -,266 | -1,946 | -,235 | -,860 |
| BP1 | 4,000 | 9,000 | -,348 | -2,551 | -,324 | -1,188 |
| Multivariate | | | | | 4,041 | 2,144 |

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 321 | 27,274 | ,004 | ,740 |
| 180 | 27,233 | ,004 | ,396 |
| 264 | 25,281 | ,008 | ,500 |
| 184 | 25,237 | ,008 | ,288 |
| 194 | 24,661 | ,010 | ,235 |
| 129 | 24,262 | ,012 | ,177 |
| 222 | 23,772 | ,014 | ,158 |
| 196 | 23,199 | ,017 | ,169 |
| 316 | 22,892 | ,018 | ,140 |
| 30 | 21,550 | ,028 | ,419 |
| 163 | 21,341 | ,030 | ,374 |
| 137 | 21,216 | ,031 | ,307 |
| 135 | 21,093 | ,032 | ,249 |
| 156 | 20,784 | ,036 | ,263 |
| 157 | 20,610 | ,038 | ,236 |
| 176 | 20,402 | ,040 | ,226 |
| 198 | 20,261 | ,042 | ,197 |
| 85 | 20,175 | ,043 | ,157 |
| 305 | 19,828 | ,048 | ,203 |
| 128 | 19,741 | ,049 | ,168 |
| 136 | 19,656 | ,050 | ,137 |
| 181 | 19,513 | ,052 | ,127 |
| 78 | 19,469 | ,053 | ,095 |
| 18 | 19,316 | ,056 | ,091 |
| 41 | 19,050 | ,060 | ,118 |
| 125 | 19,005 | ,061 | ,090 |
| 45 | 18,913 | ,063 | ,077 |
| 22 | 18,539 | ,070 | ,138 |
| 62 | 18,528 | ,070 | ,101 |
| 192 | 18,030 | ,081 | ,236 |
| 144 | 17,806 | ,086 | ,286 |
| 255 | 17,551 | ,093 | ,364 |
| 191 | 17,543 | ,093 | ,301 |
| 320 | 17,500 | ,094 | ,262 |
| 225 | 17,434 | ,096 | ,238 |
| 259 | 17,426 | ,096 | ,189 |
| 84 | 17,403 | ,097 | ,153 |
| 98 | 17,355 | ,098 | ,131 |
| 127 | 17,280 | ,100 | ,121 |
| 153 | 17,258 | ,100 | ,095 |
| 83 | 17,250 | ,101 | ,071 |
| 132 | 17,141 | ,104 | ,073 |
| 43 | 17,054 | ,106 | ,071 |
| 293 | 16,943 | ,110 | ,075 |
| 114 | 16,751 | ,115 | ,103 |
| 152 | 16,710 | ,117 | ,088 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 265 | 16,638 | ,119 | ,083 |
| 164 | 16,492 | ,124 | ,100 |
| 217 | 16,488 | ,124 | ,076 |
| 7 | 16,359 | ,128 | ,089 |
| 243 | 16,276 | ,131 | ,089 |
| 47 | 16,238 | ,133 | ,076 |
| 101 | 16,222 | ,133 | ,060 |
| 28 | 15,914 | ,144 | ,134 |
| 207 | 15,849 | ,147 | ,129 |
| 42 | 15,820 | ,148 | ,110 |
| 165 | 15,756 | ,150 | ,106 |
| 292 | 15,748 | ,151 | ,084 |
| 61 | 15,547 | ,159 | ,131 |
| 218 | 15,493 | ,161 | ,124 |
| 34 | 15,488 | ,161 | ,099 |
| 274 | 15,473 | ,162 | ,080 |
| 121 | 15,140 | ,176 | ,198 |
| 63 | 15,074 | ,179 | ,198 |
| 172 | 15,058 | ,180 | ,169 |
| 306 | 14,982 | ,183 | ,175 |
| 36 | 14,954 | ,185 | ,156 |
| 111 | 14,801 | ,192 | ,206 |
| 38 | 14,737 | ,195 | ,208 |
| 224 | 14,668 | ,198 | ,212 |
| 304 | 14,641 | ,200 | ,191 |
| 275 | 14,466 | ,208 | ,269 |
| 278 | 14,399 | ,212 | ,274 |
| 89 | 14,299 | ,217 | ,307 |
| 123 | 14,132 | ,226 | ,401 |
| 220 | 14,084 | ,228 | ,393 |
| 68 | 14,056 | ,230 | ,367 |
| 280 | 13,915 | ,238 | ,446 |
| 100 | 13,870 | ,240 | ,437 |
| 179 | 13,805 | ,244 | ,447 |
| 19 | 13,783 | ,245 | ,417 |
| 113 | 13,693 | ,250 | ,452 |
| 20 | 13,689 | ,251 | ,405 |
| 92 | 13,641 | ,253 | ,401 |
| 117 | 13,543 | ,259 | ,446 |
| 75 | 13,468 | ,264 | ,469 |
| 95 | 13,316 | ,273 | ,569 |
| 271 | 13,303 | ,274 | ,532 |
| 102 | 13,288 | ,275 | ,498 |
| 158 | 13,209 | ,280 | ,527 |
| 270 | 13,106 | ,286 | ,582 |
| 44 | 13,102 | ,287 | ,537 |
| 199 | 12,971 | ,295 | ,620 |
| 221 | 12,940 | ,297 | ,603 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 106 | 12,940 | ,297 | ,556 |
| 160 | 12,933 | ,298 | ,514 |
| 21 | 12,915 | ,299 | ,485 |
| 178 | 12,910 | ,299 | ,442 |
| 301 | 12,899 | ,300 | ,405 |
| 115 | 12,897 | ,300 | ,361 |

Sample Moments (Group number 1)

Sample Covariances (Group number 1)

| | RQ4 | IEBP4 | RQ3 | RQ1 | BP4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 |
|--|-------|-------|--------|--------|--------|-------|-------|-------|--------|--------|--------|
| RQ4 | ,8214 | | | | | | | | | | |
| IEBP4 | ,3128 | ,8287 | | | | | | | | | |
| RQ3 | ,6107 | ,3396 | 1,0472 | | | | | | | | |
| RQ1 | ,5705 | ,4421 | ,6682 | 1,0314 | | | | | | | |
| BP4 | ,3953 | ,4076 | ,4167 | ,4813 | 1,3879 | | | | | | |
| IEBP3 | ,3693 | ,5651 | ,3388 | ,4009 | ,4328 | ,8757 | | | | | |
| IEBP2 | ,3113 | ,4911 | ,3314 | ,3531 | ,4470 | ,4939 | ,8941 | | | | |
| IEBP1 | ,3290 | ,5355 | ,3053 | ,4297 | ,4522 | ,5430 | ,5481 | ,9624 | | | |
| BP3 | ,4501 | ,4691 | ,5236 | ,5822 | 1,0730 | ,4854 | ,4693 | ,4686 | 1,5616 | | |
| BP2 | ,3489 | ,4091 | ,4048 | ,4387 | ,8825 | ,4199 | ,3925 | ,4275 | 1,0034 | 1,2721 | |
| BP1 | ,4379 | ,3947 | ,4488 | ,4887 | ,9042 | ,4233 | ,3977 | ,4318 | ,9520 | ,8226 | 1,1560 |
| Condition number = 24,7908 | | | | | | | | | | | |
| Eigenvalues | | | | | | | | | | | |
| 6,2468 1,5305 1,1270 ,4672 ,4258 ,4142 ,4035 ,3490 ,3245 ,2982 ,2520 | | | | | | | | | | | |
| Determinant of sample covariance matrix = ,0036 | | | | | | | | | | | |

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 66
 Number of distinct parameters to be estimated: 25
 Degrees of freedom (66 - 25): 41

Result (Default model)

Minimum was achieved
 Chi-square = 47,1279
 Degrees of freedom = 41
 Probability level = ,2362

Regression Weights: (Group number 1 - Default model)

| | | Estimate | S.E. | C.R. | P | Label |
|-----|---------------------------|----------|------|--------|-----|-------|
| BP1 | <--- Bussines_performance | 1,000 | | | | |
| BP2 | <--- Bussines_performance | 1,009 | ,059 | 16,985 | *** | par_1 |
| BP3 | <--- Bussines_performance | 1,196 | ,065 | 18,526 | *** | par_2 |

| | | Estimate | S.E. | C.R. | P | Label |
|-------|---|----------|------|--------|-----|-------|
| IEBP1 | <--- Islamic_ethics_bonding_proficiency | 1,017 | ,073 | 13,905 | *** | par_3 |
| IEBP2 | <--- Islamic_ethics_bonding_proficiency | ,939 | ,071 | 13,218 | *** | par_4 |
| BP4 | <--- Bussines_performance | 1,092 | ,061 | 18,009 | *** | par_5 |
| IEBP3 | <--- Islamic_ethics_bonding_proficiency | 1,017 | ,068 | 15,045 | *** | par_6 |
| RQ1 | <--- Relationship_quality | 1,000 | | | | |
| RQ3 | <--- Relationship_quality | ,999 | ,070 | 14,207 | *** | par_7 |
| IEBP4 | <--- Islamic_ethics_bonding_proficiency | 1,000 | | | | |
| RQ4 | <--- Relationship_quality | ,881 | ,063 | 13,893 | *** | par_8 |

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

| | | Estimate |
|-------|---|----------|
| BP1 | <--- Bussines_performance | ,840 |
| BP2 | <--- Bussines_performance | ,808 |
| BP3 | <--- Bussines_performance | ,864 |
| IEBP1 | <--- Islamic_ethics_bonding_proficiency | ,759 |
| IEBP2 | <--- Islamic_ethics_bonding_proficiency | ,727 |
| BP4 | <--- Bussines_performance | ,837 |
| IEBP3 | <--- Islamic_ethics_bonding_proficiency | ,796 |
| RQ1 | <--- Relationship_quality | ,806 |
| RQ3 | <--- Relationship_quality | ,799 |
| IEBP4 | <--- Islamic_ethics_bonding_proficiency | ,805 |
| RQ4 | <--- Relationship_quality | ,796 |

Covariances: (Group number 1 - Default model)

| | | Estimate | S.E. | C.R. | P | Label |
|------------------------------------|---|----------|------|-------|-----|--------|
| Islamic_ethics_bonding_proficiency | <--> Relationship_quality | ,375 | ,050 | 7,483 | *** | par_9 |
| Bussines_performance | <--> Islamic_ethics_bonding_proficiency | ,404 | ,052 | 7,779 | *** | par_10 |
| Bussines_performance | <--> Relationship_quality | ,440 | ,059 | 7,496 | *** | par_11 |

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

| | Relationship quality | Islamic ethics bonding proficiency | Bussines performance | RQ4 | IEBP4 | RQ3 | RQ1 | BP4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 |
|------------------------------------|----------------------|------------------------------------|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|-----|
| Relationship quality | 1,000 | | | | | | | | | | | | | |
| Islamic ethics bonding proficiency | ,625 | 1,000 | | | | | | | | | | | | |
| Bussines performance | ,596 | ,611 | 1,000 | | | | | | | | | | | |
| RQ4 | ,796 | ,497 | ,474 | 1,000 | | | | | | | | | | |
| IEBP4 | ,503 | ,805 | ,491 | ,400 | 1,000 | | | | | | | | | |
| RQ3 | ,799 | ,499 | ,476 | ,636 | ,402 | 1,000 | | | | | | | | |
| RQ1 | ,806 | ,503 | ,480 | ,641 | ,405 | ,644 | 1,000 | | | | | | | |
| BP4 | ,499 | ,511 | ,837 | ,397 | ,411 | ,398 | ,402 | 1,000 | | | | | | |
| IEBP3 | ,497 | ,796 | ,486 | ,396 | ,641 | ,397 | ,401 | ,407 | 1,000 | | | | | |

| | Relationship quality | Islamic ethics bonding proficiency | Bussines performance | RQ4 | IEBP ₄ | RQ3 | RQ1 | BP4 | IEBP ₃ | IEBP ₂ | IEBP ₁ | BP3 | BP2 | BP1 |
|-------|----------------------|------------------------------------|----------------------|------|-------------------|------|------|------|-------------------|-------------------|-------------------|-------|-------|-------|
| IEBP2 | ,454 | ,727 | ,444 | ,362 | ,585 | ,363 | ,366 | ,372 | ,579 | 1,000 | | | | |
| IEBP1 | ,474 | ,759 | ,464 | ,377 | ,611 | ,379 | ,382 | ,388 | ,604 | ,552 | 1,000 | | | |
| BP3 | ,515 | ,528 | ,864 | ,410 | ,425 | ,411 | ,415 | ,723 | ,420 | ,384 | ,401 | 1,000 | | |
| BP2 | ,481 | ,493 | ,808 | ,383 | ,397 | ,385 | ,388 | ,676 | ,393 | ,359 | ,374 | ,698 | 1,000 | |
| BP1 | ,501 | ,513 | ,840 | ,398 | ,413 | ,400 | ,403 | ,703 | ,408 | ,373 | ,389 | ,726 | ,679 | 1,000 |

Implied Covariances (Group number 1 - Default model)

| | RQ4 | IEBP4 | RQ3 | RQ1 | BP4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 |
|-------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RQ4 | ,821 | | | | | | | | | | |
| IEBP4 | ,330 | ,829 | | | | | | | | | |
| RQ3 | ,589 | ,374 | 1,047 | | | | | | | | |
| RQ1 | ,590 | ,375 | ,669 | 1,031 | | | | | | | |
| BP4 | ,424 | ,441 | ,480 | ,481 | 1,388 | | | | | | |
| IEBP3 | ,336 | ,546 | ,380 | ,381 | ,448 | ,876 | | | | | |
| IEBP2 | ,310 | ,504 | ,351 | ,352 | ,414 | ,512 | ,894 | | | | |
| IEBP1 | ,336 | ,546 | ,380 | ,381 | ,448 | ,555 | ,512 | ,962 | | | |
| BP3 | ,464 | ,483 | ,526 | ,527 | 1,065 | ,491 | ,453 | ,491 | 1,562 | | |
| BP2 | ,392 | ,408 | ,444 | ,444 | ,898 | ,414 | ,383 | ,414 | ,984 | 1,272 | |
| BP1 | ,388 | ,404 | ,440 | ,440 | ,890 | ,411 | ,379 | ,411 | ,975 | ,823 | 1,156 |

Implied Correlations (Group number 1 - Default model)

| | RQ4 | IEBP4 | RQ3 | RQ1 | BP4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RQ4 | 1,000 | | | | | | | | | | |
| IEBP4 | ,400 | 1,000 | | | | | | | | | |
| RQ3 | ,636 | ,402 | 1,000 | | | | | | | | |
| RQ1 | ,641 | ,405 | ,644 | 1,000 | | | | | | | |
| BP4 | ,397 | ,411 | ,398 | ,402 | 1,000 | | | | | | |
| IEBP3 | ,396 | ,641 | ,397 | ,401 | ,407 | 1,000 | | | | | |
| IEBP2 | ,362 | ,585 | ,363 | ,366 | ,372 | ,579 | 1,000 | | | | |
| IEBP1 | ,377 | ,611 | ,379 | ,382 | ,388 | ,604 | ,552 | 1,000 | | | |
| BP3 | ,410 | ,425 | ,411 | ,415 | ,723 | ,420 | ,384 | ,401 | 1,000 | | |
| BP2 | ,383 | ,397 | ,385 | ,388 | ,676 | ,393 | ,359 | ,374 | ,698 | 1,000 | |
| BP1 | ,398 | ,413 | ,400 | ,403 | ,703 | ,408 | ,373 | ,389 | ,726 | ,679 | 1,000 |

Residual Covariances (Group number 1 - Default model)

| | RQ4 | IEBP4 | RQ3 | RQ1 | BP4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|
| RQ4 | ,000 | | | | | | | | | | |
| IEBP4 | -,017 | ,000 | | | | | | | | | |
| RQ3 | ,021 | -,034 | ,000 | | | | | | | | |
| RQ1 | -,020 | ,068 | -,001 | ,000 | | | | | | | |
| BP4 | -,028 | -,033 | -,064 | ,000 | ,000 | | | | | | |
| IEBP3 | ,034 | ,019 | -,042 | ,020 | -,016 | ,000 | | | | | |
| IEBP2 | ,002 | -,013 | -,020 | ,002 | ,033 | -,018 | ,000 | | | | |
| IEBP1 | -,007 | -,010 | -,075 | ,049 | ,004 | -,012 | ,036 | ,000 | | | |
| BP3 | -,014 | -,014 | -,002 | ,056 | ,008 | -,006 | ,016 | -,022 | ,000 | | |
| BP2 | -,043 | ,001 | -,039 | -,006 | -,016 | ,005 | ,010 | ,013 | ,019 | ,000 | |
| BP1 | ,050 | -,009 | ,009 | ,048 | ,014 | ,013 | ,019 | ,021 | -,023 | ,000 | ,000 |

Standardized Residual Covariances (Group number 1 - Default model)

| | RQ4 | IEBP4 | RQ3 | RQ1 | BP4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 |
|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|------|
| RQ4 | ,000 | | | | | | | | | | |
| IEBP4 | -,348 | ,000 | | | | | | | | | |
| RQ3 | ,347 | -,615 | ,000 | | | | | | | | |
| RQ1 | -,323 | 1,215 | -,009 | ,000 | | | | | | | |
| BP4 | -,443 | -,517 | -,878 | ,007 | ,000 | | | | | | |
| IEBP3 | ,661 | ,341 | -,722 | ,352 | -,236 | ,000 | | | | | |
| IEBP2 | ,030 | -,229 | -,343 | ,027 | ,499 | -,323 | ,000 | | | | |
| IEBP1 | -,123 | -,174 | -1,251 | ,823 | ,056 | -,199 | ,607 | ,000 | | | |
| BP3 | -,205 | -,202 | -,030 | ,724 | ,081 | -,082 | ,225 | -,305 | ,000 | | |
| BP2 | -,700 | ,024 | -,565 | -,083 | -,178 | ,086 | ,157 | ,200 | ,202 | ,000 | |
| BP1 | ,850 | -,158 | ,135 | ,734 | ,159 | ,206 | ,306 | ,334 | -,252 | -,004 | ,000 |

Total Effects (Group number 1 - Default model)

| | Relationship_quality | Islamic_ethics_bonding_proficiency | Bussines_performance |
|-------|----------------------|------------------------------------|----------------------|
| RQ4 | ,881 | ,000 | ,000 |
| IEBP4 | ,000 | 1,000 | ,000 |
| RQ3 | ,999 | ,000 | ,000 |
| RQ1 | 1,000 | ,000 | ,000 |
| BP4 | ,000 | ,000 | 1,092 |
| IEBP3 | ,000 | 1,017 | ,000 |
| IEBP2 | ,000 | ,939 | ,000 |
| IEBP1 | ,000 | 1,017 | ,000 |
| BP3 | ,000 | ,000 | 1,196 |
| BP2 | ,000 | ,000 | 1,009 |
| BP1 | ,000 | ,000 | 1,000 |

Standardized Total Effects (Group number 1 - Default model)

| | Relationship quality | Islamic ethics bonding proficiency | Bussines performance |
|-------|----------------------|------------------------------------|----------------------|
| RQ4 | ,796 | ,000 | ,000 |
| IEBP4 | ,000 | ,805 | ,000 |
| RQ3 | ,799 | ,000 | ,000 |
| RQ1 | ,806 | ,000 | ,000 |
| BP4 | ,000 | ,000 | ,837 |
| IEBP3 | ,000 | ,796 | ,000 |
| IEBP2 | ,000 | ,727 | ,000 |
| IEBP1 | ,000 | ,759 | ,000 |
| BP3 | ,000 | ,000 | ,864 |
| BP2 | ,000 | ,000 | ,808 |
| BP1 | ,000 | ,000 | ,840 |

Direct Effects (Group number 1 - Default model)

| | Relationship quality | Islamic ethics bonding proficiency | Bussines performance |
|-------|----------------------|------------------------------------|----------------------|
| RQ4 | ,881 | ,000 | ,000 |
| IEBP4 | ,000 | 1,000 | ,000 |
| RQ3 | ,999 | ,000 | ,000 |
| RQ1 | 1,000 | ,000 | ,000 |
| BP4 | ,000 | ,000 | 1,092 |
| IEBP3 | ,000 | 1,017 | ,000 |
| IEBP2 | ,000 | ,939 | ,000 |
| IEBP1 | ,000 | 1,017 | ,000 |
| BP3 | ,000 | ,000 | 1,196 |
| BP2 | ,000 | ,000 | 1,009 |

| | Relationship quality | Islamic ethics bonding proficiency | Bussines performance |
|-----|----------------------|------------------------------------|----------------------|
| BP1 | ,000 | ,000 | 1,000 |

Standardized Direct Effects (Group number 1 - Default model)

| | Relationship_quality | Islamic_ethics_bonding_proficiency | Bussines_performance |
|-------|----------------------|------------------------------------|----------------------|
| RQ4 | ,796 | ,000 | ,000 |
| IEBP4 | ,000 | ,805 | ,000 |
| RQ3 | ,799 | ,000 | ,000 |
| RQ1 | ,806 | ,000 | ,000 |
| BP4 | ,000 | ,000 | ,837 |
| IEBP3 | ,000 | ,796 | ,000 |
| IEBP2 | ,000 | ,727 | ,000 |
| IEBP1 | ,000 | ,759 | ,000 |
| BP3 | ,000 | ,000 | ,864 |
| BP2 | ,000 | ,000 | ,808 |
| BP1 | ,000 | ,000 | ,840 |

Indirect Effects (Group number 1 - Default model)

| | Relationship_quality | Islamic_ethics_bonding_proficiency | Bussines_performance |
|-------|----------------------|------------------------------------|----------------------|
| RQ4 | ,000 | ,000 | ,000 |
| IEBP4 | ,000 | ,000 | ,000 |
| RQ3 | ,000 | ,000 | ,000 |
| RQ1 | ,000 | ,000 | ,000 |
| BP4 | ,000 | ,000 | ,000 |
| IEBP3 | ,000 | ,000 | ,000 |
| IEBP2 | ,000 | ,000 | ,000 |
| IEBP1 | ,000 | ,000 | ,000 |
| BP3 | ,000 | ,000 | ,000 |
| BP2 | ,000 | ,000 | ,000 |
| BP1 | ,000 | ,000 | ,000 |

Standardized Indirect Effects (Group number 1 - Default model)

| | Relationship_quality | Islamic_ethics_bonding_proficiency | Bussines_performance |
|-------|----------------------|------------------------------------|----------------------|
| RQ4 | ,000 | ,000 | ,000 |
| IEBP4 | ,000 | ,000 | ,000 |
| RQ3 | ,000 | ,000 | ,000 |
| RQ1 | ,000 | ,000 | ,000 |
| BP4 | ,000 | ,000 | ,000 |
| IEBP3 | ,000 | ,000 | ,000 |
| IEBP2 | ,000 | ,000 | ,000 |
| IEBP1 | ,000 | ,000 | ,000 |
| BP3 | ,000 | ,000 | ,000 |
| BP2 | ,000 | ,000 | ,000 |
| BP1 | ,000 | ,000 | ,000 |

Model Fit Summary**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|----------|----|------|---------|
| Default model | 25 | 47,128 | 41 | ,236 | 1,149 |
| Saturated model | 66 | ,000 | 0 | | |
| Independence model | 11 | 2042,223 | 55 | ,000 | 37,131 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | ,026 | ,975 | ,959 | ,605 |
| Saturated model | ,000 | 1,000 | | |
| Independence model | ,480 | ,305 | ,166 | ,254 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | ,977 | ,969 | ,997 | ,996 | ,997 |
| Saturated model | 1,000 | | 1,000 | | 1,000 |
| Independence model | ,000 | ,000 | ,000 | ,000 | ,000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | ,745 | ,728 | ,743 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 1,000 | ,000 | ,000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|----------|----------|----------|
| Default model | 6,128 | ,000 | 27,323 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 1987,223 | 1843,188 | 2138,610 |

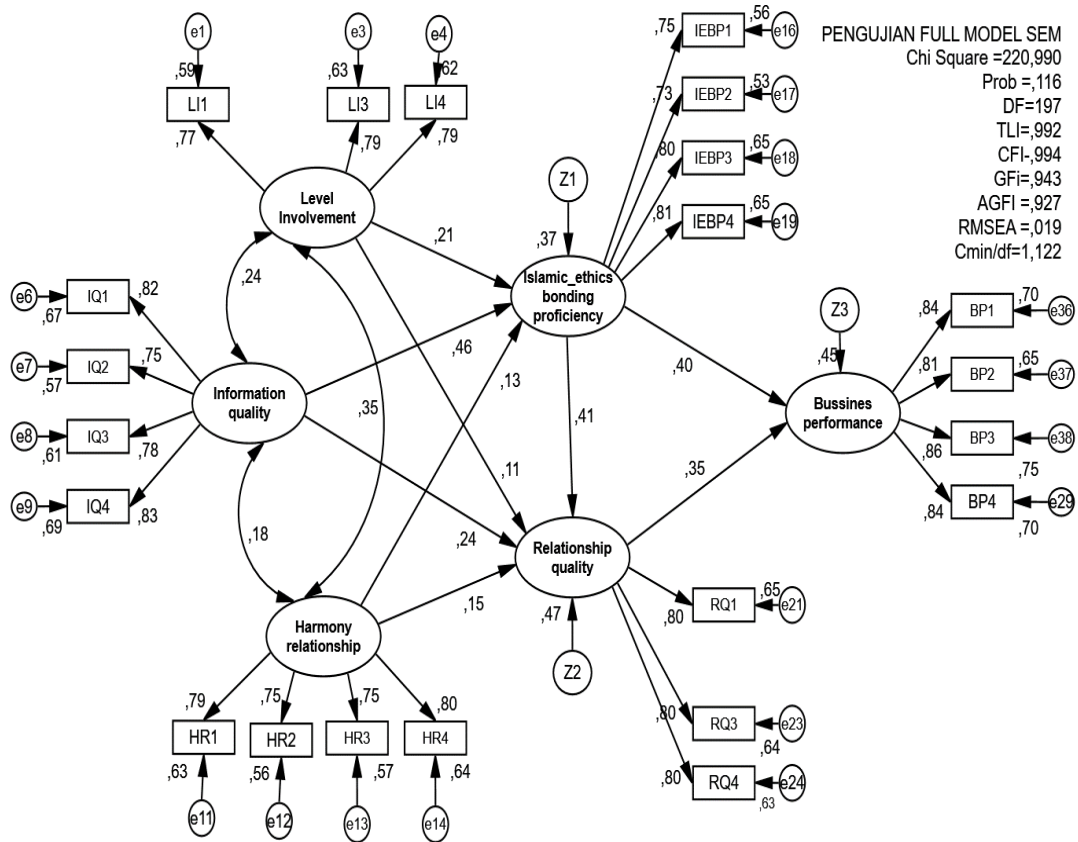
FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | ,147 | ,019 | ,000 | ,085 |
| Saturated model | ,000 | ,000 | ,000 | ,000 |
| Independence model | 6,362 | 6,191 | 5,742 | 6,662 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | ,022 | ,000 | ,046 | ,978 |
| Independence model | ,335 | ,323 | ,348 | ,000 |

Lampiran 6: Print out full model SEM



Assessment of normality (Group number 1)

| Variable | min | max | skew | c.r. | kurtosis | c.r. |
|----------|-------|-------|-------|--------|----------|--------|
| RQ4 | 5,000 | 9,000 | -,180 | -1,316 | -,655 | -2,400 |
| IEBP4 | 5,000 | 9,000 | ,081 | ,591 | -,122 | -,445 |
| HR1 | 5,000 | 9,000 | -,298 | -2,180 | -,259 | -,949 |
| HR2 | 5,000 | 9,000 | -,309 | -2,263 | -,176 | -,644 |
| HR3 | 5,000 | 9,000 | -,338 | -2,478 | ,044 | ,162 |
| HR4 | 5,000 | 9,000 | -,345 | -2,526 | -,449 | -1,644 |
| LI4 | 5,000 | 9,000 | -,288 | -2,111 | -,280 | -1,027 |
| LI3 | 5,000 | 9,000 | -,155 | -1,134 | -,533 | -1,951 |
| LI1 | 5,000 | 9,000 | -,121 | -,888 | -,516 | -1,889 |
| RQ3 | 4,000 | 9,000 | -,231 | -1,692 | -,097 | -,355 |
| RQ1 | 4,000 | 9,000 | -,037 | -,268 | -,300 | -1,099 |
| BP4 | 4,000 | 9,000 | -,269 | -1,974 | -,124 | -,453 |
| IQ4 | 5,000 | 9,000 | ,210 | 1,540 | -,521 | -1,910 |
| IEBP3 | 5,000 | 9,000 | ,010 | ,076 | -,352 | -1,290 |
| IEBP2 | 5,000 | 9,000 | -,007 | -,051 | -,392 | -1,436 |
| IEBP1 | 5,000 | 9,000 | -,063 | -,464 | -,405 | -1,482 |
| BP3 | 4,000 | 9,000 | -,242 | -1,773 | -,519 | -1,901 |

| Variable | min | max | skew | c.r. | kurtosis | c.r. |
|--------------|-------|-------|-------|--------|----------|--------|
| BP2 | 4,000 | 9,000 | -,266 | -1,946 | -,235 | -,860 |
| BP1 | 4,000 | 9,000 | -,348 | -2,551 | -,324 | -1,188 |
| IQ1 | 5,000 | 9,000 | ,332 | 2,429 | -,266 | -,974 |
| IQ2 | 4,000 | 9,000 | ,092 | ,671 | -,456 | -1,671 |
| IQ3 | 5,000 | 9,000 | ,141 | 1,030 | -,352 | -1,289 |
| Multivariate | | | | | 18,045 | 2,154 |

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 136 | 41,255 | ,008 | ,917 |
| 61 | 41,132 | ,008 | ,726 |
| 194 | 40,034 | ,011 | ,671 |
| 184 | 39,951 | ,011 | ,470 |
| 316 | 39,742 | ,012 | ,318 |
| 320 | 39,649 | ,012 | ,187 |
| 123 | 39,620 | ,012 | ,095 |
| 264 | 39,524 | ,012 | ,047 |
| 235 | 38,918 | ,014 | ,046 |
| 180 | 38,589 | ,016 | ,033 |
| 137 | 38,421 | ,016 | ,019 |
| 321 | 38,368 | ,017 | ,009 |
| 255 | 37,993 | ,018 | ,007 |
| 144 | 37,621 | ,020 | ,007 |
| 196 | 36,911 | ,024 | ,013 |
| 31 | 36,677 | ,026 | ,010 |
| 129 | 36,315 | ,028 | ,011 |
| 191 | 36,254 | ,029 | ,006 |
| 163 | 36,227 | ,029 | ,003 |
| 34 | 35,484 | ,034 | ,009 |
| 259 | 35,472 | ,035 | ,005 |
| 179 | 34,888 | ,040 | ,011 |
| 168 | 34,399 | ,045 | ,020 |
| 176 | 34,289 | ,046 | ,014 |
| 314 | 34,043 | ,049 | ,015 |
| 319 | 33,834 | ,051 | ,015 |
| 85 | 33,782 | ,052 | ,010 |
| 225 | 33,567 | ,054 | ,010 |
| 198 | 33,504 | ,055 | ,007 |
| 213 | 33,315 | ,058 | ,007 |
| 265 | 33,261 | ,058 | ,005 |
| 125 | 33,247 | ,058 | ,003 |
| 84 | 32,939 | ,063 | ,004 |
| 18 | 32,887 | ,063 | ,003 |
| 153 | 32,624 | ,067 | ,004 |
| 43 | 32,367 | ,071 | ,005 |
| 200 | 32,256 | ,073 | ,005 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 164 | 32,114 | ,075 | ,004 |
| 293 | 31,996 | ,077 | ,004 |
| 128 | 31,995 | ,077 | ,002 |
| 83 | 31,988 | ,078 | ,001 |
| 222 | 31,940 | ,078 | ,001 |
| 92 | 31,833 | ,080 | ,001 |
| 38 | 31,609 | ,084 | ,001 |
| 22 | 31,597 | ,085 | ,001 |
| 62 | 31,300 | ,090 | ,001 |
| 224 | 31,046 | ,095 | ,002 |
| 243 | 30,993 | ,096 | ,002 |
| 20 | 30,700 | ,102 | ,003 |
| 192 | 30,558 | ,106 | ,004 |
| 218 | 30,528 | ,106 | ,003 |
| 7 | 30,490 | ,107 | ,002 |
| 78 | 30,376 | ,110 | ,002 |
| 98 | 30,361 | ,110 | ,001 |
| 157 | 30,200 | ,114 | ,001 |
| 51 | 30,145 | ,115 | ,001 |
| 132 | 30,071 | ,117 | ,001 |
| 156 | 29,928 | ,120 | ,001 |
| 111 | 29,732 | ,125 | ,002 |
| 311 | 29,517 | ,131 | ,003 |
| 28 | 29,469 | ,132 | ,002 |
| 244 | 29,298 | ,137 | ,003 |
| 133 | 29,232 | ,138 | ,003 |
| 289 | 29,096 | ,142 | ,003 |
| 178 | 29,082 | ,143 | ,002 |
| 186 | 28,975 | ,146 | ,002 |
| 42 | 28,962 | ,146 | ,002 |
| 207 | 28,575 | ,157 | ,006 |
| 90 | 28,472 | ,161 | ,007 |
| 172 | 28,130 | ,171 | ,019 |
| 36 | 28,011 | ,175 | ,022 |
| 100 | 27,941 | ,178 | ,021 |
| 269 | 27,812 | ,182 | ,025 |
| 185 | 27,795 | ,183 | ,019 |
| 30 | 27,712 | ,185 | ,019 |
| 127 | 27,660 | ,187 | ,017 |
| 135 | 27,540 | ,191 | ,020 |
| 301 | 27,202 | ,204 | ,052 |
| 181 | 26,965 | ,213 | ,087 |
| 270 | 26,897 | ,215 | ,085 |
| 299 | 26,811 | ,218 | ,087 |
| 102 | 26,766 | ,220 | ,079 |
| 41 | 26,738 | ,221 | ,068 |
| 175 | 26,597 | ,227 | ,084 |
| 304 | 26,498 | ,231 | ,091 |

| Observation number | Mahalanobis d-squared | p1 | p2 |
|--------------------|-----------------------|------|------|
| 160 | 26,416 | ,234 | ,094 |
| 134 | 26,392 | ,235 | ,080 |
| 94 | 26,388 | ,235 | ,064 |
| 165 | 26,363 | ,236 | ,054 |
| 280 | 26,188 | ,244 | ,078 |
| 171 | 26,092 | ,248 | ,085 |
| 220 | 26,063 | ,249 | ,074 |
| 50 | 25,978 | ,253 | ,078 |
| 122 | 25,958 | ,253 | ,066 |
| 169 | 25,945 | ,254 | ,054 |
| 305 | 25,938 | ,254 | ,043 |
| 117 | 25,888 | ,257 | ,040 |
| 37 | 25,836 | ,259 | ,037 |
| 95 | 25,804 | ,260 | ,032 |
| 190 | 25,756 | ,262 | ,030 |

Sample Moments (Group number 1)

Sample Covariances (Group number 1)

| | RQ4 | IEBP4 | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | RQ3 | RQ1 | BP4 | IQ4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 | IQ1 | IQ2 | IQ3 | |
|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| RQ4 | 0,821 | | | | | | | | | | | | | | | | | | | | | | |
| IEBP4 | 0,313 | 0,829 | | | | | | | | | | | | | | | | | | | | | |
| HR1 | 0,199 | 0,192 | 0,861 | | | | | | | | | | | | | | | | | | | | |
| HR2 | 0,167 | 0,141 | 0,501 | 0,781 | | | | | | | | | | | | | | | | | | | |
| HR3 | 0,138 | 0,193 | 0,474 | 0,446 | 0,778 | | | | | | | | | | | | | | | | | | |
| HR4 | 0,229 | 0,233 | 0,584 | 0,504 | 0,537 | 0,969 | | | | | | | | | | | | | | | | | |
| LI4 | 0,184 | 0,200 | 0,115 | 0,165 | 0,111 | 0,138 | 0,859 | | | | | | | | | | | | | | | | |
| LI3 | 0,212 | 0,208 | 0,184 | 0,163 | 0,208 | 0,204 | 0,594 | 1,000 | | | | | | | | | | | | | | | |
| LI1 | 0,239 | 0,248 | 0,254 | 0,270 | 0,252 | 0,222 | 0,538 | 0,570 | 0,932 | | | | | | | | | | | | | | |
| RQ3 | 0,611 | 0,340 | 0,245 | 0,204 | 0,187 | 0,261 | 0,167 | 0,260 | 0,226 | 1,047 | | | | | | | | | | | | | |
| RQ1 | 0,570 | 0,442 | 0,224 | 0,173 | 0,181 | 0,240 | 0,153 | 0,279 | 0,271 | 0,668 | 1,031 | | | | | | | | | | | | |
| BP4 | 0,395 | 0,408 | 0,068 | 0,049 | 0,039 | 0,071 | 0,235 | 0,253 | 0,246 | 0,417 | 0,481 | 1,388 | | | | | | | | | | | |
| IQ4 | 0,299 | 0,327 | 0,166 | 0,087 | 0,046 | 0,119 | 0,188 | 0,146 | 0,242 | 0,364 | 0,372 | 0,477 | 1,106 | | | | | | | | | | |
| IEBP3 | 0,369 | 0,565 | 0,178 | 0,127 | 0,133 | 0,203 | 0,209 | 0,287 | 0,243 | 0,339 | 0,401 | 0,433 | 0,402 | 0,876 | | | | | | | | | |
| IEBP2 | 0,311 | 0,491 | 0,155 | 0,104 | 0,111 | 0,145 | 0,187 | 0,120 | 0,217 | 0,331 | 0,353 | 0,447 | 0,313 | 0,494 | 0,894 | | | | | | | | |
| IEBP1 | 0,329 | 0,536 | 0,168 | 0,107 | 0,139 | 0,150 | 0,104 | 0,154 | 0,190 | 0,305 | 0,430 | 0,452 | 0,316 | 0,543 | 0,548 | 0,962 | | | | | | | |
| BP3 | 0,450 | 0,469 | 0,063 | 0,068 | 0,057 | 0,101 | 0,293 | 0,273 | 0,250 | 0,524 | 0,582 | 1,073 | 0,439 | 0,485 | 0,469 | 0,469 | 1,562 | | | | | | |
| BP2 | 0,349 | 0,409 | 0,065 | 0,060 | 0,001 | 0,052 | 0,214 | 0,210 | 0,171 | 0,405 | 0,439 | 0,882 | 0,360 | 0,420 | 0,393 | 0,428 | 1,003 | 1,272 | | | | | |
| BP1 | 0,438 | 0,395 | 0,062 | 0,025 | 0,005 | 0,044 | 0,209 | 0,222 | 0,184 | 0,449 | 0,489 | 0,904 | 0,388 | 0,423 | 0,398 | 0,432 | 0,952 | 0,823 | 1,156 | | | | |
| IQ1 | 0,293 | 0,283 | 0,165 | 0,078 | 0,054 | 0,133 | 0,137 | 0,091 | 0,203 | 0,309 | 0,337 | 0,345 | 0,689 | 0,317 | 0,307 | 0,279 | 0,321 | 0,279 | 0,287 | 0,896 | | | |
| IQ2 | 0,262 | 0,319 | 0,136 | 0,068 | 0,066 | 0,122 | 0,091 | 0,086 | 0,159 | 0,300 | 0,337 | 0,425 | 0,631 | 0,312 | 0,296 | 0,276 | 0,370 | 0,317 | 0,322 | 0,581 | 0,978 | | |
| IQ3 | 0,282 | 0,286 | 0,143 | 0,076 | 0,018 | 0,108 | 0,112 | 0,069 | 0,179 | 0,300 | 0,305 | 0,382 | 0,669 | 0,315 | 0,274 | 0,250 | 0,346 | 0,266 | 0,332 | 0,574 | 0,583 | 0,942 | |
| Condition number = 39,01775553 | | | | | | | | | | | | | | | | | | | | | | | |
| Eigenvalues | | | | | | | | | | | | | | | | | | | | | | | |
| 7,811 | 2,728 | 1,967 | 1,502 | 1,203 | 1,094 | 0,499 | 0,479 | 0,447 | 0,440 | 0,411 | 0,386 | 0,352 | 0,338 | 0,330 | 0,325 | 0,314 | 0,309 | 0,284 | 0,268 | 0,256 | 0,200 | | |

Determinant of sample covariance matrix = .029

Sample Correlations (Group number 1)

| | RQ4 | IEBP4 | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | RQ3 | RQ1 | BP4 | IQ4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 | IQ1 | IQ2 | IQ3 | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| RQ4 | 1 | | | | | | | | | | | | | | | | | | | | | | |
| IEBP4 | 0,379 | 1,000 | | | | | | | | | | | | | | | | | | | | | |
| HR1 | 0,237 | 0,228 | 1,000 | | | | | | | | | | | | | | | | | | | | |
| HR2 | 0,208 | 0,175 | 0,610 | 1,000 | | | | | | | | | | | | | | | | | | | |
| HR3 | 0,172 | 0,240 | 0,578 | 0,572 | 1,000 | | | | | | | | | | | | | | | | | | |
| HR4 | 0,256 | 0,260 | 0,639 | 0,580 | 0,619 | 1,000 | | | | | | | | | | | | | | | | | |
| LI4 | 0,219 | 0,237 | 0,134 | 0,201 | 0,136 | 0,151 | 1,000 | | | | | | | | | | | | | | | | |
| LI3 | 0,234 | 0,228 | 0,198 | 0,184 | 0,235 | 0,207 | 0,641 | 1,000 | | | | | | | | | | | | | | | |
| LI1 | 0,273 | 0,282 | 0,283 | 0,316 | 0,296 | 0,233 | 0,602 | 0,591 | 1,000 | | | | | | | | | | | | | | |
| RQ3 | 0,658 | 0,365 | 0,258 | 0,225 | 0,207 | 0,259 | 0,176 | 0,254 | 0,229 | 1,000 | | | | | | | | | | | | | |
| RQ1 | 0,620 | 0,478 | 0,237 | 0,193 | 0,202 | 0,241 | 0,162 | 0,275 | 0,276 | 0,643 | 1,000 | | | | | | | | | | | | |
| BP4 | 0,370 | 0,380 | 0,062 | 0,047 | 0,037 | 0,061 | 0,215 | 0,215 | 0,217 | 0,346 | 0,402 | 1,000 | | | | | | | | | | | |
| IQ4 | 0,314 | 0,341 | 0,170 | 0,094 | 0,049 | 0,115 | 0,193 | 0,139 | 0,238 | 0,338 | 0,349 | 0,385 | 1,000 | | | | | | | | | | |
| IEBP3 | 0,435 | 0,663 | 0,205 | 0,153 | 0,161 | 0,221 | 0,241 | 0,307 | 0,269 | 0,354 | 0,422 | 0,393 | 0,408 | 1,000 | | | | | | | | | |
| IEBP2 | 0,363 | 0,571 | 0,176 | 0,125 | 0,133 | 0,155 | 0,213 | 0,127 | 0,238 | 0,342 | 0,368 | 0,401 | 0,315 | 0,558 | 1,000 | | | | | | | | |
| IEBP1 | 0,370 | 0,600 | 0,185 | 0,123 | 0,160 | 0,155 | 0,115 | 0,157 | 0,200 | 0,304 | 0,431 | 0,391 | 0,306 | 0,591 | 0,591 | 1,000 | | | | | | | |
| BP3 | 0,397 | 0,412 | 0,054 | 0,062 | 0,051 | 0,082 | 0,253 | 0,218 | 0,207 | 0,409 | 0,459 | 0,729 | 0,334 | 0,415 | 0,397 | 0,382 | 1,000 | | | | | | |
| BP2 | 0,341 | 0,398 | 0,062 | 0,060 | 0,001 | 0,046 | 0,205 | 0,186 | 0,157 | 0,351 | 0,383 | 0,664 | 0,304 | 0,398 | 0,368 | 0,386 | 0,712 | 1,000 | | | | | |
| BP1 | 0,449 | 0,403 | 0,062 | 0,027 | 0,005 | 0,041 | 0,209 | 0,206 | 0,177 | 0,408 | 0,448 | 0,714 | 0,343 | 0,421 | 0,391 | 0,409 | 0,709 | 0,678 | 1,000 | | | | |
| IQ1 | 0,342 | 0,329 | 0,188 | 0,093 | 0,065 | 0,143 | 0,156 | 0,096 | 0,222 | 0,319 | 0,350 | 0,309 | 0,692 | 0,358 | 0,343 | 0,301 | 0,271 | 0,261 | 0,282 | 1,000 | | | |
| IQ2 | 0,293 | 0,355 | 0,148 | 0,077 | 0,076 | 0,126 | 0,099 | 0,087 | 0,166 | 0,297 | 0,335 | 0,365 | 0,607 | 0,337 | 0,317 | 0,285 | 0,299 | 0,284 | 0,303 | 0,620 | 1,000 | | |
| IQ3 | 0,320 | 0,323 | 0,159 | 0,088 | 0,021 | 0,113 | 0,125 | 0,071 | 0,191 | 0,302 | 0,309 | 0,334 | 0,655 | 0,347 | 0,299 | 0,262 | 0,285 | 0,243 | 0,318 | 0,625 | 0,607 | 1 | |

Condition number = 34,84929011

Eigenvalues

| | | | | | | | | | | | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 7,470 | 2,893 | 1,908 | 1,607 | 1,250 | 1,095 | 0,552 | 0,497 | 0,458 | 0,428 | 0,410 | 0,391 | 0,379 | 0,371 | 0,350 | 0,330 | 0,310 | 0,301 | 0,275 | 0,261 | 0,249 | 0,214 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|

Notes for Model (Default model)**Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 253
 Number of distinct parameters to be estimated: 56
 Degrees of freedom (253 - 56): 197

Result (Default model)

Minimum was achieved
 Chi-square = 220,98985555
 Degrees of freedom = 197
 Probability level = ,11584569

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 |
|------------------------------------|---|----------|------|--------|------|--------|
| Islamic_ethics_bonding_proficiency | <--- Information_quality | ,449 | ,061 | 7,356 | *** | par_14 |
| Islamic_ethics_bonding_proficiency | <--- Harmony_relationship | ,133 | ,061 | 2,176 | ,030 | par_15 |
| Islamic_ethics_bonding_proficiency | <--- Level_Involvement | ,212 | ,063 | 3,337 | *** | par_21 |
| Relationship_quality | <--- Information_quality | ,254 | ,071 | 3,559 | *** | par_16 |
| Relationship_quality | <--- Level_Involvement | ,126 | ,069 | 1,823 | ,068 | par_17 |
| Relationship_quality | <--- Harmony_relationship | ,164 | ,065 | 2,501 | ,012 | par_20 |
| Relationship_quality | <--- Islamic_ethics_bonding_proficiency | ,457 | ,084 | 5,444 | *** | par_22 |
| Bussines_performance | <--- Islamic_ethics_bonding_proficiency | ,491 | ,092 | 5,341 | *** | par_18 |
| Bussines_performance | <--- Relationship_quality | ,382 | ,082 | 4,658 | *** | par_19 |
| IQ3 | <--- Information_quality | 1,000 | | | | |
| IQ2 | <--- Information_quality | ,984 | ,071 | 13,840 | *** | par_1 |
| IQ1 | <--- Information_quality | 1,023 | ,068 | 14,950 | *** | par_2 |
| BP1 | <--- Bussines_performance | 1,000 | | | | |
| BP2 | <--- Bussines_performance | 1,009 | ,059 | 16,971 | *** | par_3 |
| BP3 | <--- Bussines_performance | 1,196 | ,065 | 18,521 | *** | par_4 |
| IEBP1 | <--- Islamic_ethics_bonding_proficiency | 1,002 | ,072 | 13,881 | *** | par_5 |
| IEBP2 | <--- Islamic_ethics_bonding_proficiency | ,935 | ,070 | 13,297 | *** | par_6 |
| IQ4 | <--- Information_quality | 1,157 | ,075 | 15,375 | *** | par_7 |
| BP4 | <--- Bussines_performance | 1,094 | ,061 | 18,029 | *** | par_8 |
| IEBP3 | <--- Islamic_ethics_bonding_proficiency | 1,025 | ,067 | 15,271 | *** | par_9 |
| RQ1 | <--- Relationship_quality | 1,000 | | | | |
| HR4 | <--- Harmony_relationship | 1,070 | ,075 | 14,346 | *** | par_10 |
| HR2 | <--- Harmony_relationship | ,900 | ,067 | 13,530 | *** | par_11 |
| HR1 | <--- Harmony_relationship | 1,000 | | | | |
| HR3 | <--- Harmony_relationship | ,904 | ,068 | 13,305 | *** | par_12 |
| IEBP4 | <--- Islamic_ethics_bonding_proficiency | 1,000 | | | | |
| RQ4 | <--- Relationship_quality | ,884 | ,063 | 14,140 | *** | par_13 |
| LI1 | <--- Level_Involvement | 1,000 | | | | |
| LI3 | <--- Level_Involvement | 1,069 | ,087 | 12,302 | *** | par_26 |
| LI4 | <--- Level_Involvement | ,983 | ,078 | 12,528 | *** | par_27 |
| RQ3 | <--- Relationship_quality | 1,005 | ,070 | 14,432 | *** | par_28 |

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

| | | Estimate |
|------------------------------------|--------------------------|----------|
| Islamic_ethics_bonding_proficiency | <--- Information_quality | ,464 |

| | | Estimate |
|------------------------------------|---|----------|
| Islamic_ethics_bonding_proficiency | <--- Harmony_relationship | ,133 |
| Islamic_ethics_bonding_proficiency | <--- Level_Involvement | ,214 |
| Relationship_quality | <--- Information_quality | ,236 |
| Relationship_quality | <--- Level_Involvement | ,114 |
| Relationship_quality | <--- Harmony_relationship | ,148 |
| Relationship_quality | <--- Islamic_ethics_bonding_proficiency | ,411 |
| Bussines_performance | <--- Islamic_ethics_bonding_proficiency | ,399 |
| Bussines_performance | <--- Relationship_quality | ,345 |
| IQ3 | <--- Information_quality | ,781 |
| IQ2 | <--- Information_quality | ,753 |
| IQ1 | <--- Information_quality | ,819 |
| BP1 | <--- Bussines_performance | ,840 |
| BP2 | <--- Bussines_performance | ,808 |
| BP3 | <--- Bussines_performance | ,864 |
| IEBP1 | <--- Islamic_ethics_bonding_proficiency | ,749 |
| IEBP2 | <--- Islamic_ethics_bonding_proficiency | ,725 |
| IQ4 | <--- Information_quality | ,833 |
| BP4 | <--- Bussines_performance | ,838 |
| IEBP3 | <--- Islamic_ethics_bonding_proficiency | ,803 |
| RQ1 | <--- Relationship_quality | ,804 |
| HR4 | <--- Harmony_relationship | ,800 |
| HR2 | <--- Harmony_relationship | ,750 |
| HR1 | <--- Harmony_relationship | ,793 |
| HR3 | <--- Harmony_relationship | ,754 |
| IEBP4 | <--- Islamic_ethics_bonding_proficiency | ,806 |
| RQ4 | <--- Relationship_quality | ,796 |
| LI1 | <--- Level_Involvement | ,768 |
| LI3 | <--- Level_Involvement | ,792 |
| LI4 | <--- Level_Involvement | ,786 |
| RQ3 | <--- Relationship_quality | ,801 |

Covariances: (Group number 1 - Default model)

| | | Estimate | S.E. | C.R. | P | Label |
|----------------------|---------------------------|----------|------|-------|------|--------|
| Information_quality | <--> Harmony_relationship | ,101 | ,037 | 2,722 | ,006 | par_23 |
| Information_quality | <--> Level_Involvement | ,135 | ,039 | 3,441 | *** | par_24 |
| Harmony_relationship | <--> Level_Involvement | ,189 | ,041 | 4,667 | *** | par_25 |

Correlations: (Group number 1 - Default model)

| | | Estimate |
|----------------------|---------------------------|----------|
| Information_quality | <--> Harmony_relationship | ,181 |
| Information_quality | <--> Level_Involvement | ,241 |
| Harmony_relationship | <--> Level_Involvement | ,347 |

Variiances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----------------------|----------|------|--------|-----|--------|
| Information_quality | ,574 | ,072 | 7,955 | *** | par_29 |
| Harmony_relationship | ,542 | ,068 | 7,993 | *** | par_30 |
| Level_Involvement | ,549 | ,075 | 7,319 | *** | par_31 |
| Z1 | ,340 | ,044 | 7,642 | *** | par_32 |
| Z2 | ,352 | ,048 | 7,317 | *** | par_33 |
| Z3 | ,448 | ,054 | 8,265 | *** | par_34 |
| e8 | ,368 | ,037 | 9,954 | *** | par_35 |
| e7 | ,423 | ,041 | 10,368 | *** | par_36 |
| e6 | ,295 | ,032 | 9,142 | *** | par_37 |
| e36 | ,341 | ,036 | 9,518 | *** | par_38 |
| e37 | ,443 | ,043 | 10,277 | *** | par_39 |
| e38 | ,396 | ,045 | 8,825 | *** | par_40 |
| e16 | ,422 | ,041 | 10,254 | *** | par_41 |

| | Estimate | S.E. | C.R. | P | Label |
|-----|----------|------|--------|-----|--------|
| e17 | ,424 | ,040 | 10,574 | *** | par_42 |
| e18 | ,311 | ,033 | 9,287 | *** | par_43 |
| e9 | ,338 | ,039 | 8,713 | *** | par_44 |
| e29 | ,413 | ,043 | 9,652 | *** | par_45 |
| e21 | ,365 | ,042 | 8,669 | *** | par_46 |
| e23 | ,375 | ,042 | 8,833 | *** | par_47 |
| e1 | ,383 | ,045 | 8,464 | *** | par_48 |
| e3 | ,372 | ,047 | 7,937 | *** | par_49 |
| e4 | ,328 | ,040 | 8,252 | *** | par_50 |
| e14 | ,348 | ,039 | 8,875 | *** | par_51 |
| e13 | ,335 | ,034 | 9,855 | *** | par_52 |
| e12 | ,342 | ,034 | 9,928 | *** | par_53 |
| e11 | ,319 | ,035 | 9,042 | *** | par_54 |
| e19 | ,290 | ,031 | 9,240 | *** | par_55 |
| e24 | ,301 | ,034 | 8,951 | *** | par_56 |

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

| | Estimate |
|------------------------------------|----------|
| Islamic_ethics_bonding_proficiency | ,369 |
| Relationship_quality | ,472 |
| Bussines_performance | ,450 |
| RQ4 | ,633 |
| IEBP4 | ,649 |
| HR1 | ,629 |
| HR2 | ,562 |
| HR3 | ,569 |
| HR4 | ,640 |
| L14 | ,618 |
| L13 | ,628 |
| L11 | ,589 |
| RQ3 | ,642 |
| RQ1 | ,646 |
| BP4 | ,702 |
| IQ4 | ,695 |
| IEBP3 | ,645 |
| IEBP2 | ,526 |
| IEBP1 | ,562 |
| BP3 | ,746 |
| BP2 | ,652 |
| BP1 | ,705 |
| IQ1 | ,671 |
| IQ2 | ,568 |
| IQ3 | ,609 |

Matrices (Group number 1 - Default model)

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

| | Level Involvement | Harmony Relationship | Information quality | Islamic ethics bonding proficiency | Relationship quality | Bussines Performance | RQ4 | IEBP4 | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | RQ3 | RQ1 | BP4 | IQ4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 | IQ1 | IQ2 | IQ3 | |
|------------------------------------|-------------------|----------------------|---------------------|------------------------------------|----------------------|----------------------|------|-------|------|------|------|------|------|-------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|--|
| Level Involvement | ,549 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Harmony relationship | ,189 | ,542 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Information quality | ,135 | ,101 | ,574 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Islamic ethics bonding proficiency | ,202 | ,157 | ,300 | ,538 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Relationship quality | ,227 | ,210 | ,317 | ,374 | ,666 | | | | | | | | | | | | | | | | | | | | | | | | |
| Bussines performance | ,186 | ,157 | ,268 | ,407 | ,438 | ,815 | | | | | | | | | | | | | | | | | | | | | | | |
| RQ4 | ,200 | ,186 | ,280 | ,330 | ,589 | ,387 | ,821 | | | | | | | | | | | | | | | | | | | | | | |
| IEBP4 | ,202 | ,157 | ,300 | ,538 | ,374 | ,407 | ,330 | ,829 | | | | | | | | | | | | | | | | | | | | | |
| HR1 | ,189 | ,542 | ,101 | ,157 | ,210 | ,157 | ,186 | ,157 | ,861 | | | | | | | | | | | | | | | | | | | | |
| HR2 | ,170 | ,488 | ,091 | ,142 | ,189 | ,142 | ,167 | ,142 | ,488 | ,781 | | | | | | | | | | | | | | | | | | | |
| HR3 | ,171 | ,490 | ,091 | ,142 | ,190 | ,142 | ,168 | ,142 | ,490 | ,441 | ,778 | | | | | | | | | | | | | | | | | | |
| HR4 | ,203 | ,580 | ,108 | ,168 | ,225 | ,168 | ,199 | ,168 | ,580 | ,522 | ,524 | ,969 | | | | | | | | | | | | | | | | | |
| LI4 | ,540 | ,186 | ,133 | ,199 | ,223 | ,183 | ,197 | ,199 | ,186 | ,168 | ,168 | ,199 | ,859 | | | | | | | | | | | | | | | | |
| LI3 | ,587 | ,202 | ,144 | ,216 | ,243 | ,199 | ,214 | ,216 | ,202 | ,182 | ,183 | ,217 | ,578 | 1,000 | | | | | | | | | | | | | | | |
| LI1 | ,549 | ,189 | ,135 | ,202 | ,227 | ,186 | ,200 | ,202 | ,189 | ,170 | ,171 | ,203 | ,540 | ,587 | ,932 | | | | | | | | | | | | | | |
| RQ3 | ,228 | ,211 | ,318 | ,375 | ,669 | ,440 | ,592 | ,375 | ,211 | ,190 | ,191 | ,226 | ,224 | ,244 | ,228 | 1,047 | | | | | | | | | | | | | |
| RQ1 | ,227 | ,210 | ,317 | ,374 | ,666 | ,438 | ,589 | ,374 | ,210 | ,189 | ,190 | ,225 | ,223 | ,243 | ,227 | ,669 | 1,031 | | | | | | | | | | | | |
| BP4 | ,203 | ,172 | ,293 | ,445 | ,479 | ,891 | ,423 | ,445 | ,172 | ,155 | ,156 | ,184 | ,200 | ,217 | ,203 | ,481 | ,479 | 1,388 | | | | | | | | | | | |
| IQ4 | ,156 | ,117 | ,664 | ,347 | ,366 | ,310 | ,324 | ,347 | ,117 | ,105 | ,105 | ,125 | ,154 | ,167 | ,156 | ,368 | ,366 | ,339 | 1,106 | | | | | | | | | | |
| IEBP3 | ,207 | ,161 | ,307 | ,552 | ,383 | ,417 | ,338 | ,552 | ,161 | ,145 | ,146 | ,173 | ,204 | ,222 | ,207 | ,385 | ,383 | ,456 | ,355 | ,876 | | | | | | | | | |
| IEBP2 | ,189 | ,147 | ,280 | ,503 | ,349 | ,380 | ,309 | ,503 | ,147 | ,132 | ,133 | ,157 | ,186 | ,202 | ,189 | ,351 | ,349 | ,416 | ,324 | ,515 | ,894 | | | | | | | | |
| IEBP1 | ,203 | ,158 | ,300 | ,539 | ,374 | ,408 | ,331 | ,539 | ,158 | ,142 | ,143 | ,169 | ,199 | ,217 | ,203 | ,376 | ,374 | ,446 | ,348 | ,553 | ,504 | ,962 | | | | | | | |
| BP3 | ,222 | ,188 | ,321 | ,487 | ,524 | ,975 | ,463 | ,487 | ,188 | ,170 | ,170 | ,202 | ,219 | ,238 | ,222 | ,526 | ,524 | 1,066 | ,371 | ,499 | ,455 | ,488 | 1,562 | | | | | | |
| BP2 | ,188 | ,159 | ,271 | ,411 | ,442 | ,822 | ,390 | ,411 | ,159 | ,143 | ,144 | ,170 | ,184 | ,201 | ,188 | ,444 | ,442 | ,899 | ,313 | ,421 | ,384 | ,411 | ,983 | 1,272 | | | | | |
| BP1 | ,186 | ,157 | ,268 | ,407 | ,438 | ,815 | ,387 | ,407 | ,157 | ,142 | ,142 | ,168 | ,183 | ,199 | ,186 | ,440 | ,438 | ,891 | ,310 | ,417 | ,380 | ,408 | ,975 | ,822 | 1,156 | | | | |
| IQ1 | ,138 | ,103 | ,587 | ,307 | ,324 | ,274 | ,286 | ,307 | ,103 | ,093 | ,093 | ,110 | ,136 | ,148 | ,138 | ,326 | ,324 | ,300 | ,680 | ,314 | ,287 | ,308 | ,328 | ,277 | ,274 | ,896 | | | |
| IQ2 | ,133 | ,099 | ,565 | ,295 | ,311 | ,264 | ,275 | ,295 | ,099 | ,089 | ,090 | ,106 | ,131 | ,142 | ,133 | ,313 | ,311 | ,288 | ,653 | ,302 | ,276 | ,296 | ,315 | ,266 | ,264 | ,578 | ,978 | | |
| IQ3 | ,135 | ,101 | ,574 | ,300 | ,317 | ,268 | ,280 | ,300 | ,101 | ,091 | ,091 | ,108 | ,133 | ,144 | ,135 | ,318 | ,317 | ,293 | ,664 | ,307 | ,280 | ,300 | ,321 | ,271 | ,268 | ,587 | ,565 | ,942 | |

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

| | Level Involve- ment | Harmony relation- ship | Infor- mation quality | Islamic ethics bonding proficiency | Relation- ship quality | Bussines perfor- mance | RQ4 | IEBP4 | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | RQ3 | RQ1 | BP4 | IQ4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 | IQ1 | IQ2 | IQ3 |
|---|---------------------------|------------------------------|-----------------------------|---|------------------------------|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| Level Involvement | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Harmony relationship | ,347 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Information quality | ,241 | ,181 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Islamic ethics bonding proficiency | ,372 | ,291 | ,539 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | |
| Relationship quality | ,375 | ,350 | ,512 | ,624 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | |
| Bussines performance | ,278 | ,237 | ,392 | ,614 | ,594 | 1,000 | | | | | | | | | | | | | | | | | | | | | | |
| RQ4 | ,298 | ,278 | ,408 | ,497 | ,796 | ,473 | 1,000 | | | | | | | | | | | | | | | | | | | | | |
| IEBP4 | ,300 | ,235 | ,435 | ,806 | ,503 | ,495 | ,400 | 1,000 | | | | | | | | | | | | | | | | | | | | |
| HR1 | ,275 | ,793 | ,143 | ,231 | ,277 | ,188 | ,221 | ,186 | 1,000 | | | | | | | | | | | | | | | | | | | |
| HR2 | ,260 | ,750 | ,136 | ,218 | ,262 | ,178 | ,209 | ,176 | ,595 | 1,000 | | | | | | | | | | | | | | | | | | |
| HR3 | ,262 | ,754 | ,136 | ,220 | ,264 | ,179 | ,210 | ,177 | ,598 | ,566 | 1,000 | | | | | | | | | | | | | | | | | |
| HR4 | ,278 | ,800 | ,145 | ,233 | ,280 | ,190 | ,223 | ,188 | ,635 | ,600 | ,604 | 1,000 | | | | | | | | | | | | | | | | |
| LI4 | ,786 | ,273 | ,189 | ,292 | ,295 | ,218 | ,235 | ,236 | ,216 | ,205 | ,206 | ,218 | 1,000 | | | | | | | | | | | | | | | |
| LI3 | ,792 | ,275 | ,191 | ,295 | ,297 | ,220 | ,236 | ,237 | ,218 | ,206 | ,207 | ,220 | ,623 | 1,000 | | | | | | | | | | | | | | |
| LI1 | ,768 | ,266 | ,185 | ,285 | ,288 | ,213 | ,229 | ,230 | ,211 | ,200 | ,201 | ,213 | ,604 | ,608 | 1,000 | | | | | | | | | | | | | |
| RQ3 | ,301 | ,280 | ,410 | ,500 | ,801 | ,476 | ,638 | ,403 | ,222 | ,210 | ,211 | ,224 | ,236 | ,238 | ,231 | 1,000 | | | | | | | | | | | | |
| RQ1 | ,301 | ,281 | ,412 | ,501 | ,804 | ,477 | ,640 | ,404 | ,223 | ,211 | ,212 | ,225 | ,237 | ,239 | ,231 | ,644 | 1,000 | | | | | | | | | | | |
| BP4 | ,233 | ,199 | ,328 | ,515 | ,498 | ,838 | ,396 | ,415 | ,157 | ,149 | ,150 | ,159 | ,183 | ,184 | ,179 | ,399 | ,400 | 1,000 | | | | | | | | | | |
| IQ4 | ,200 | ,151 | ,833 | ,450 | ,427 | ,327 | ,340 | ,362 | ,119 | ,113 | ,114 | ,121 | ,158 | ,159 | ,154 | ,342 | ,343 | ,274 | 1,000 | | | | | | | | | |
| IEBP3 | ,299 | ,234 | ,433 | ,803 | ,501 | ,494 | ,399 | ,647 | ,186 | ,176 | ,177 | ,187 | ,235 | ,237 | ,229 | ,402 | ,403 | ,414 | ,361 | 1,000 | | | | | | | | |
| IEBP2 | ,270 | ,211 | ,391 | ,725 | ,452 | ,446 | ,360 | ,584 | ,168 | ,158 | ,159 | ,169 | ,212 | ,214 | ,207 | ,363 | ,364 | ,373 | ,326 | ,583 | 1,000 | | | | | | | |
| IEBP1 | ,279 | ,218 | ,404 | ,749 | ,468 | ,461 | ,372 | ,604 | ,173 | ,164 | ,165 | ,175 | ,219 | ,221 | ,214 | ,375 | ,376 | ,386 | ,337 | ,602 | ,544 | 1,000 | | | | | | |
| BP3 | ,240 | ,205 | ,339 | ,531 | ,513 | ,864 | ,409 | ,428 | ,162 | ,154 | ,154 | ,164 | ,189 | ,190 | ,184 | ,411 | ,413 | ,724 | ,282 | ,426 | ,385 | ,398 | 1,000 | | | | | |
| BP2 | ,224 | ,191 | ,317 | ,496 | ,480 | ,808 | ,382 | ,400 | ,152 | ,143 | ,144 | ,153 | ,176 | ,178 | ,172 | ,385 | ,386 | ,677 | ,264 | ,399 | ,360 | ,372 | ,698 | 1,000 | | | | |
| BP1 | ,233 | ,199 | ,329 | ,516 | ,499 | ,840 | ,397 | ,416 | ,158 | ,149 | ,150 | ,159 | ,183 | ,185 | ,179 | ,400 | ,401 | ,703 | ,274 | ,414 | ,374 | ,387 | ,725 | ,678 | 1,000 | | | |
| IQ1 | ,197 | ,148 | ,819 | ,442 | ,419 | ,321 | ,334 | ,356 | ,117 | ,111 | ,112 | ,118 | ,155 | ,156 | ,151 | ,336 | ,337 | ,269 | ,683 | ,355 | ,320 | ,331 | ,277 | ,259 | ,270 | 1,000 | | |
| IQ2 | ,181 | ,136 | ,753 | ,406 | ,386 | ,295 | ,307 | ,327 | ,108 | ,102 | ,103 | ,109 | ,143 | ,144 | ,139 | ,309 | ,310 | ,247 | ,628 | ,326 | ,295 | ,305 | ,255 | ,238 | ,248 | ,617 | 1,000 | |

Implied Correlations (Group number 1 - Default model)

| | RQ4 | IEBP4 | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | RQ3 | RQ1 | BP4 | IQ4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 | IQ1 | IQ2 | IQ3 | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| RQ4 | 1,000 | | | | | | | | | | | | | | | | | | | | | | |
| IEBP4 | ,400 | 1,000 | | | | | | | | | | | | | | | | | | | | | |
| HR1 | ,221 | ,186 | 1,000 | | | | | | | | | | | | | | | | | | | | |
| HR2 | ,209 | ,176 | ,595 | 1,000 | | | | | | | | | | | | | | | | | | | |
| HR3 | ,210 | ,177 | ,598 | ,566 | 1,000 | | | | | | | | | | | | | | | | | | |
| HR4 | ,223 | ,188 | ,635 | ,600 | ,604 | 1,000 | | | | | | | | | | | | | | | | | |
| LI4 | ,235 | ,236 | ,216 | ,205 | ,206 | ,218 | 1,000 | | | | | | | | | | | | | | | | |
| LI3 | ,236 | ,237 | ,218 | ,206 | ,207 | ,220 | ,623 | 1,000 | | | | | | | | | | | | | | | |
| LI1 | ,229 | ,230 | ,211 | ,200 | ,201 | ,213 | ,604 | ,608 | 1,000 | | | | | | | | | | | | | | |
| RQ3 | ,638 | ,403 | ,222 | ,210 | ,211 | ,224 | ,236 | ,238 | ,231 | 1,000 | | | | | | | | | | | | | |
| RQ1 | ,640 | ,404 | ,223 | ,211 | ,212 | ,225 | ,237 | ,239 | ,231 | ,644 | 1,000 | | | | | | | | | | | | |
| BP4 | ,396 | ,415 | ,157 | ,149 | ,150 | ,159 | ,183 | ,184 | ,179 | ,399 | ,400 | 1,000 | | | | | | | | | | | |
| IQ4 | ,340 | ,362 | ,119 | ,113 | ,114 | ,121 | ,158 | ,159 | ,154 | ,342 | ,343 | ,274 | 1,000 | | | | | | | | | | |
| IEBP3 | ,399 | ,647 | ,186 | ,176 | ,177 | ,187 | ,235 | ,237 | ,229 | ,402 | ,403 | ,414 | ,361 | 1,000 | | | | | | | | | |
| IEBP2 | ,360 | ,584 | ,168 | ,158 | ,159 | ,169 | ,212 | ,214 | ,207 | ,363 | ,364 | ,373 | ,326 | ,583 | 1,000 | | | | | | | | |
| IEBP1 | ,372 | ,604 | ,173 | ,164 | ,165 | ,175 | ,219 | ,221 | ,214 | ,375 | ,376 | ,386 | ,337 | ,602 | ,544 | 1,000 | | | | | | | |
| BP3 | ,409 | ,428 | ,162 | ,154 | ,154 | ,164 | ,189 | ,190 | ,184 | ,411 | ,413 | ,724 | ,282 | ,426 | ,385 | ,398 | 1,000 | | | | | | |
| BP2 | ,382 | ,400 | ,152 | ,143 | ,144 | ,153 | ,176 | ,178 | ,172 | ,385 | ,386 | ,677 | ,264 | ,399 | ,360 | ,372 | ,698 | 1,000 | | | | | |
| BP1 | ,397 | ,416 | ,158 | ,149 | ,150 | ,159 | ,183 | ,185 | ,179 | ,400 | ,401 | ,703 | ,274 | ,414 | ,374 | ,387 | ,725 | ,678 | 1,000 | | | | |
| IQ1 | ,334 | ,356 | ,117 | ,111 | ,112 | ,118 | ,155 | ,156 | ,151 | ,336 | ,337 | ,269 | ,683 | ,355 | ,320 | ,331 | ,277 | ,259 | ,270 | 1,000 | | | |
| IQ2 | ,307 | ,327 | ,108 | ,102 | ,103 | ,109 | ,143 | ,144 | ,139 | ,309 | ,310 | ,247 | ,628 | ,326 | ,295 | ,305 | ,255 | ,238 | ,248 | ,617 | 1,000 | | |
| IQ3 | ,318 | ,339 | ,112 | ,106 | ,106 | ,113 | ,148 | ,149 | ,144 | ,320 | ,321 | ,256 | ,651 | ,338 | ,305 | ,316 | ,264 | ,247 | ,257 | ,639 | ,588 | 1,000 | |

Residual Covariances (Group number 1 - Default model)

| | RQ4 | IEBP4 | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | RQ3 | RQ1 | BP4 | IQ4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 | IQ1 | IQ2 | IQ3 | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|-------|------|------|--|
| RQ4 | ,000 | | | | | | | | | | | | | | | | | | | | | | |
| IEBP4 | -,017 | ,000 | | | | | | | | | | | | | | | | | | | | | |
| HR1 | ,013 | ,035 | ,000 | | | | | | | | | | | | | | | | | | | | |
| HR2 | -,001 | -,001 | ,012 | ,000 | | | | | | | | | | | | | | | | | | | |
| HR3 | -,030 | ,051 | -,016 | ,005 | ,000 | | | | | | | | | | | | | | | | | | |
| HR4 | ,030 | ,065 | ,004 | -,018 | ,013 | ,000 | | | | | | | | | | | | | | | | | |
| LI4 | -,013 | ,001 | -,071 | -,003 | -,057 | -,061 | ,000 | | | | | | | | | | | | | | | | |
| LI3 | -,002 | -,008 | -,018 | -,019 | ,025 | -,012 | ,016 | ,000 | | | | | | | | | | | | | | | |
| LI1 | ,039 | ,046 | ,065 | ,100 | ,081 | ,019 | -,002 | -,017 | ,000 | | | | | | | | | | | | | | |
| RQ3 | ,019 | -,036 | ,033 | ,014 | -,004 | ,035 | -,057 | ,016 | -,002 | ,000 | | | | | | | | | | | | | |
| RQ1 | -,018 | ,069 | ,014 | -,016 | -,009 | ,016 | -,070 | ,037 | ,044 | -,001 | ,000 | | | | | | | | | | | | |
| BP4 | -,028 | -,037 | -,104 | -,106 | -,117 | -,113 | ,035 | ,036 | ,043 | -,064 | ,003 | ,000 | | | | | | | | | | | |
| IQ4 | -,024 | -,020 | ,050 | -,018 | -,060 | -,006 | ,034 | -,021 | ,086 | -,005 | ,006 | ,138 | ,000 | | | | | | | | | | |
| IEBP3 | ,031 | ,014 | ,017 | -,018 | -,013 | ,031 | ,005 | ,065 | ,036 | -,046 | ,018 | -,023 | ,046 | ,000 | | | | | | | | | |
| IEBP2 | ,003 | -,012 | ,008 | -,028 | -,022 | -,013 | ,001 | -,082 | ,028 | -,020 | ,004 | ,031 | -,011 | -,022 | ,000 | | | | | | | | |
| IEBP1 | -,002 | -,004 | ,011 | -,035 | -,004 | -,019 | -,095 | -,063 | -,013 | -,071 | ,055 | ,006 | -,032 | -,010 | ,044 | ,000 | | | | | | | |
| BP3 | -,013 | -,018 | -,125 | -,101 | -,113 | -,101 | ,075 | ,035 | ,028 | -,002 | ,059 | ,007 | ,068 | -,013 | ,014 | -,019 | ,000 | | | | | | |
| BP2 | -,041 | -,002 | -,094 | -,083 | -,143 | -,118 | ,030 | ,009 | -,017 | -,039 | -,003 | -,017 | ,047 | -,001 | ,009 | ,016 | ,020 | ,000 | | | | | |
| BP1 | ,051 | -,012 | -,096 | -,117 | -,138 | -,125 | ,026 | ,023 | -,002 | ,009 | ,051 | ,013 | ,078 | ,006 | ,017 | ,024 | -,023 | ,000 | ,000 | | | | |
| IQ1 | ,007 | -,023 | ,062 | -,015 | -,039 | ,023 | ,001 | -,057 | ,065 | -,017 | ,013 | ,045 | ,010 | ,003 | ,020 | -,028 | -,007 | ,002 | ,012 | ,000 | | | |
| IQ2 | -,013 | ,025 | ,036 | -,022 | -,024 | ,016 | -,040 | -,056 | ,026 | -,013 | ,025 | ,136 | -,022 | ,010 | ,021 | -,019 | ,055 | ,051 | ,058 | ,003 | ,000 | | |
| IQ3 | ,002 | -,014 | ,042 | -,015 | -,073 | ,000 | -,021 | -,075 | ,044 | -,019 | -,012 | ,088 | ,005 | ,008 | -,006 | -,051 | ,025 | -,004 | ,064 | -,013 | ,018 | ,000 | |

Standardized Residual Covariances (Group number 1 - Default model)

| | RQ4 | IEBP4 | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | RQ3 | RQ1 | BP4 | IQ4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 | IQ1 | IQ2 | IQ3 | |
|-------|-------|-------|--------|--------|--------|--------|--------|--------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|--|
| RQ4 | ,000 | | | | | | | | | | | | | | | | | | | | | | |
| IEBP4 | -,351 | ,000 | | | | | | | | | | | | | | | | | | | | | |
| HR1 | ,280 | ,728 | ,000 | | | | | | | | | | | | | | | | | | | | |
| HR2 | -,011 | -,023 | ,233 | ,000 | | | | | | | | | | | | | | | | | | | |
| HR3 | -,663 | 1,112 | -,307 | ,103 | ,000 | | | | | | | | | | | | | | | | | | |
| HR4 | ,586 | 1,278 | ,060 | -,317 | ,233 | ,000 | | | | | | | | | | | | | | | | | |
| LI4 | -,270 | ,029 | -1,442 | -,063 | -1,228 | -1,170 | ,000 | | | | | | | | | | | | | | | | |
| LI3 | -,047 | -,157 | -,345 | -,383 | ,492 | -,221 | ,267 | ,000 | | | | | | | | | | | | | | | |
| LI1 | ,774 | ,911 | 1,266 | 2,051 | 1,674 | ,356 | -,028 | -,269 | ,000 | | | | | | | | | | | | | | |
| RQ3 | ,311 | -,640 | ,617 | ,267 | -,082 | ,616 | -1,048 | ,271 | -,029 | ,000 | | | | | | | | | | | | | |
| RQ1 | -,299 | 1,231 | ,255 | -,313 | -,177 | ,274 | -1,302 | ,629 | ,781 | -,018 | ,000 | | | | | | | | | | | | |
| BP4 | -,432 | -,577 | -1,682 | -1,801 | -1,995 | -1,728 | ,570 | ,533 | ,669 | -,888 | ,037 | ,000 | | | | | | | | | | | |
| IQ4 | -,436 | -,350 | ,908 | -,343 | -1,147 | -,096 | ,618 | -,354 | 1,496 | -,073 | ,094 | 1,920 | ,000 | | | | | | | | | | |
| IEBP3 | ,608 | ,239 | ,345 | -,395 | -,278 | ,589 | ,105 | 1,220 | ,701 | -,797 | ,317 | -,349 | ,793 | ,000 | | | | | | | | | |
| IEBP2 | ,053 | -,215 | ,152 | -,593 | -,462 | -,242 | ,022 | -1,515 | ,536 | -,340 | ,068 | ,469 | -,186 | -,377 | ,000 | | | | | | | | |
| IEBP1 | -,036 | -,067 | ,209 | -,721 | -,082 | -,348 | -1,829 | -1,123 | -,239 | -1,187 | ,931 | ,090 | -,520 | -,164 | ,745 | ,000 | | | | | | | |
| BP3 | -,184 | -,255 | -1,910 | -1,627 | -1,823 | -1,445 | 1,136 | ,495 | ,409 | -,032 | ,766 | ,071 | ,886 | -,188 | ,204 | -,261 | ,000 | | | | | | |
| BP2 | -,679 | -,025 | -1,593 | -1,474 | -2,542 | -1,889 | ,505 | ,144 | -,269 | -,565 | -,043 | -,185 | ,688 | -,013 | ,139 | ,243 | ,209 | ,000 | | | | | |
| BP1 | ,873 | -,207 | -1,696 | -2,173 | -2,570 | -2,088 | ,458 | ,379 | -,033 | ,135 | ,777 | ,152 | 1,184 | ,104 | ,287 | ,380 | -,244 | ,005 | ,000 | | | | |
| IQ1 | ,137 | -,460 | 1,262 | -,316 | -,833 | ,434 | ,015 | -1,069 | 1,254 | -,295 | ,223 | ,696 | ,145 | ,049 | ,382 | -,519 | -,104 | ,037 | ,208 | ,000 | | | |
| IQ2 | -,247 | ,465 | ,706 | -,439 | -,484 | ,299 | -,770 | -,997 | ,484 | -,213 | ,432 | 2,036 | -,321 | ,185 | ,380 | -,341 | ,769 | ,801 | ,952 | ,052 | ,000 | | |
| IQ3 | ,033 | -,272 | ,839 | -,316 | -1,517 | ,000 | -,410 | -1,374 | ,834 | -,320 | -,203 | 1,343 | ,067 | ,153 | -,112 | -,915 | ,363 | -,071 | 1,061 | -,218 | ,295 | ,000 | |

Factor Score Weights (Group number 1 - Default model)

| | RQ4 | IEBP4 | HR1 | HR2 | HR3 | HR4 | LI4 | LI3 | LI1 | RQ3 | RQ1 | BP4 | IQ4 | IEBP3 | IEBP2 | IEBP1 | BP3 | BP2 | BP1 | IQ1 | IQ2 | IQ3 |
|------------------------------------|------|-------|------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|------|------|------|-------|------|------|
| Level_Involvement | ,010 | ,010 | ,012 | ,010 | ,010 | ,012 | ,275 | ,263 | ,239 | ,009 | ,009 | ,001 | ,001 | ,010 | ,007 | ,007 | ,001 | ,001 | ,001 | ,002 | ,001 | ,001 |
| Harmony_relationship | ,010 | ,004 | ,233 | ,196 | ,201 | ,229 | ,011 | ,011 | ,010 | ,009 | ,009 | ,001 | -,001 | ,004 | ,003 | ,003 | ,001 | ,001 | ,001 | -,001 | ,000 | ,000 |
| Information_quality | ,014 | ,016 | ,000 | ,000 | ,000 | ,000 | ,001 | ,001 | ,001 | ,013 | ,013 | ,002 | ,228 | ,015 | ,010 | ,011 | ,002 | ,001 | ,002 | ,230 | ,155 | ,181 |
| Islamic_ethics_bonding_proficiency | ,018 | ,228 | ,004 | ,003 | ,003 | ,004 | ,009 | ,009 | ,008 | ,016 | ,017 | ,015 | ,016 | ,219 | ,146 | ,158 | ,017 | ,013 | ,016 | ,016 | ,011 | ,013 |
| Relationship_quality | ,267 | ,021 | ,010 | ,009 | ,009 | ,010 | ,010 | ,010 | ,009 | ,244 | ,249 | ,016 | ,016 | ,020 | ,013 | ,014 | ,018 | ,014 | ,018 | ,016 | ,011 | ,013 |
| Bussines_performance | ,018 | ,019 | ,001 | ,001 | ,001 | ,001 | ,001 | ,001 | ,001 | ,016 | ,016 | ,191 | ,002 | ,018 | ,012 | ,013 | ,219 | ,165 | ,212 | ,002 | ,002 | ,002 |

Total Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality | Islamic_ethics_bonding_proficiency | Relationship_quality | Bussines_performance |
|------------------------------------|-------------------|----------------------|---------------------|------------------------------------|----------------------|----------------------|
| Islamic_ethics_bonding_proficiency | ,212 | ,133 | ,449 | ,000 | ,000 | ,000 |
| Relationship_quality | ,223 | ,224 | ,460 | ,457 | ,000 | ,000 |
| Bussines_performance | ,189 | ,151 | ,396 | ,666 | ,382 | ,000 |
| RQ4 | ,197 | ,198 | ,406 | ,404 | ,884 | ,000 |
| IEBP4 | ,212 | ,133 | ,449 | 1,000 | ,000 | ,000 |
| HR1 | ,000 | 1,000 | ,000 | ,000 | ,000 | ,000 |
| HR2 | ,000 | ,900 | ,000 | ,000 | ,000 | ,000 |
| HR3 | ,000 | ,904 | ,000 | ,000 | ,000 | ,000 |
| HR4 | ,000 | 1,070 | ,000 | ,000 | ,000 | ,000 |
| LI4 | ,983 | ,000 | ,000 | ,000 | ,000 | ,000 |
| LI3 | 1,069 | ,000 | ,000 | ,000 | ,000 | ,000 |
| LI1 | 1,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| RQ3 | ,224 | ,225 | ,462 | ,460 | 1,005 | ,000 |
| RQ1 | ,223 | ,224 | ,460 | ,457 | 1,000 | ,000 |
| BP4 | ,207 | ,165 | ,433 | ,728 | ,417 | 1,094 |
| IQ4 | ,000 | ,000 | 1,157 | ,000 | ,000 | ,000 |
| IEBP3 | ,217 | ,136 | ,460 | 1,025 | ,000 | ,000 |
| IEBP2 | ,198 | ,124 | ,420 | ,935 | ,000 | ,000 |
| IEBP1 | ,212 | ,133 | ,450 | 1,002 | ,000 | ,000 |
| BP3 | ,226 | ,180 | ,474 | ,796 | ,456 | 1,196 |
| BP2 | ,191 | ,152 | ,400 | ,672 | ,385 | 1,009 |
| BP1 | ,189 | ,151 | ,396 | ,666 | ,382 | 1,000 |
| IQ1 | ,000 | ,000 | 1,023 | ,000 | ,000 | ,000 |
| IQ2 | ,000 | ,000 | ,984 | ,000 | ,000 | ,000 |
| IQ3 | ,000 | ,000 | 1,000 | ,000 | ,000 | ,000 |

Standardized Total Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality | Islamic_ethics_bonding_proficiency | Relationship_quality | Bussines_performance |
|------------------------------------|-------------------|----------------------|---------------------|------------------------------------|----------------------|----------------------|
| Islamic_ethics_bonding_proficiency | ,214 | ,133 | ,464 | ,000 | ,000 | ,000 |
| Relationship_quality | ,202 | ,202 | ,427 | ,411 | ,000 | ,000 |
| Bussines_performance | ,155 | ,123 | ,332 | ,541 | ,345 | ,000 |
| RQ4 | ,161 | ,161 | ,340 | ,327 | ,796 | ,000 |
| IEBP4 | ,172 | ,107 | ,374 | ,806 | ,000 | ,000 |
| HR1 | ,000 | ,793 | ,000 | ,000 | ,000 | ,000 |
| HR2 | ,000 | ,750 | ,000 | ,000 | ,000 | ,000 |
| HR3 | ,000 | ,754 | ,000 | ,000 | ,000 | ,000 |
| HR4 | ,000 | ,800 | ,000 | ,000 | ,000 | ,000 |
| LI4 | ,786 | ,000 | ,000 | ,000 | ,000 | ,000 |
| LI3 | ,792 | ,000 | ,000 | ,000 | ,000 | ,000 |
| LI1 | ,768 | ,000 | ,000 | ,000 | ,000 | ,000 |
| RQ3 | ,162 | ,162 | ,342 | ,329 | ,801 | ,000 |
| RQ1 | ,162 | ,163 | ,343 | ,330 | ,804 | ,000 |
| BP4 | ,130 | ,103 | ,279 | ,453 | ,289 | ,838 |
| IQ4 | ,000 | ,000 | ,833 | ,000 | ,000 | ,000 |
| IEBP3 | ,172 | ,107 | ,373 | ,803 | ,000 | ,000 |
| IEBP2 | ,155 | ,097 | ,336 | ,725 | ,000 | ,000 |
| IEBP1 | ,160 | ,100 | ,348 | ,749 | ,000 | ,000 |
| BP3 | ,134 | ,106 | ,287 | ,467 | ,298 | ,864 |
| BP2 | ,125 | ,099 | ,268 | ,437 | ,279 | ,808 |
| BP1 | ,130 | ,103 | ,279 | ,454 | ,290 | ,840 |
| IQ1 | ,000 | ,000 | ,819 | ,000 | ,000 | ,000 |
| IQ2 | ,000 | ,000 | ,753 | ,000 | ,000 | ,000 |
| IQ3 | ,000 | ,000 | ,781 | ,000 | ,000 | ,000 |

Direct Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality | Islamic_ethics_bonding_proficiency | Relationship_quality | Bussines_performance |
|------------------------------------|-------------------|----------------------|---------------------|------------------------------------|----------------------|----------------------|
| Islamic_ethics_bonding_proficiency | ,212 | ,133 | ,449 | ,000 | ,000 | ,000 |
| Relationship_quality | ,126 | ,164 | ,254 | ,457 | ,000 | ,000 |
| Bussines_performance | ,000 | ,000 | ,000 | ,491 | ,382 | ,000 |
| RQ4 | ,000 | ,000 | ,000 | ,000 | ,884 | ,000 |
| IEBP4 | ,000 | ,000 | ,000 | 1,000 | ,000 | ,000 |
| HR1 | ,000 | 1,000 | ,000 | ,000 | ,000 | ,000 |
| HR2 | ,000 | ,900 | ,000 | ,000 | ,000 | ,000 |
| HR3 | ,000 | ,904 | ,000 | ,000 | ,000 | ,000 |
| HR4 | ,000 | 1,070 | ,000 | ,000 | ,000 | ,000 |
| LI4 | ,983 | ,000 | ,000 | ,000 | ,000 | ,000 |
| LI3 | 1,069 | ,000 | ,000 | ,000 | ,000 | ,000 |
| LI1 | 1,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| RQ3 | ,000 | ,000 | ,000 | ,000 | 1,005 | ,000 |
| RQ1 | ,000 | ,000 | ,000 | ,000 | 1,000 | ,000 |
| BP4 | ,000 | ,000 | ,000 | ,000 | ,000 | 1,094 |
| IQ4 | ,000 | ,000 | 1,157 | ,000 | ,000 | ,000 |
| IEBP3 | ,000 | ,000 | ,000 | 1,025 | ,000 | ,000 |
| IEBP2 | ,000 | ,000 | ,000 | ,935 | ,000 | ,000 |
| IEBP1 | ,000 | ,000 | ,000 | 1,002 | ,000 | ,000 |
| BP3 | ,000 | ,000 | ,000 | ,000 | ,000 | 1,196 |
| BP2 | ,000 | ,000 | ,000 | ,000 | ,000 | 1,009 |
| BP1 | ,000 | ,000 | ,000 | ,000 | ,000 | 1,000 |
| IQ1 | ,000 | ,000 | 1,023 | ,000 | ,000 | ,000 |
| IQ2 | ,000 | ,000 | ,984 | ,000 | ,000 | ,000 |
| IQ3 | ,000 | ,000 | 1,000 | ,000 | ,000 | ,000 |

Standardized Direct Effects (Group number 1 - Default model)

| | Level_Involvement | Harmony_relationship | Information_quality | Islamic_ethics_bonding_proficiency | Relationship_quality | Bussines_performance |
|------------------------------------|-------------------|----------------------|---------------------|------------------------------------|----------------------|----------------------|
| Islamic_ethics_bonding_proficiency | ,214 | ,133 | ,464 | ,000 | ,000 | ,000 |
| Relationship_quality | ,114 | ,148 | ,236 | ,411 | ,000 | ,000 |
| Bussines_performance | ,000 | ,000 | ,000 | ,399 | ,345 | ,000 |
| RQ4 | ,000 | ,000 | ,000 | ,000 | ,796 | ,000 |
| IEBP4 | ,000 | ,000 | ,000 | ,806 | ,000 | ,000 |
| HR1 | ,000 | ,793 | ,000 | ,000 | ,000 | ,000 |
| HR2 | ,000 | ,750 | ,000 | ,000 | ,000 | ,000 |
| HR3 | ,000 | ,754 | ,000 | ,000 | ,000 | ,000 |
| HR4 | ,000 | ,800 | ,000 | ,000 | ,000 | ,000 |
| LI4 | ,786 | ,000 | ,000 | ,000 | ,000 | ,000 |
| LI3 | ,792 | ,000 | ,000 | ,000 | ,000 | ,000 |
| LI1 | ,768 | ,000 | ,000 | ,000 | ,000 | ,000 |
| RQ3 | ,000 | ,000 | ,000 | ,000 | ,801 | ,000 |
| RQ1 | ,000 | ,000 | ,000 | ,000 | ,804 | ,000 |
| BP4 | ,000 | ,000 | ,000 | ,000 | ,000 | ,838 |
| IQ4 | ,000 | ,000 | ,833 | ,000 | ,000 | ,000 |
| IEBP3 | ,000 | ,000 | ,000 | ,803 | ,000 | ,000 |
| IEBP2 | ,000 | ,000 | ,000 | ,725 | ,000 | ,000 |
| IEBP1 | ,000 | ,000 | ,000 | ,749 | ,000 | ,000 |
| BP3 | ,000 | ,000 | ,000 | ,000 | ,000 | ,864 |
| BP2 | ,000 | ,000 | ,000 | ,000 | ,000 | ,808 |
| BP1 | ,000 | ,000 | ,000 | ,000 | ,000 | ,840 |
| IQ1 | ,000 | ,000 | ,819 | ,000 | ,000 | ,000 |
| IQ2 | ,000 | ,000 | ,753 | ,000 | ,000 | ,000 |
| IQ3 | ,000 | ,000 | ,781 | ,000 | ,000 | ,000 |

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

| | | M.I. | Par Change |
|----------|----------------------|--------|------------|
| Z3 <--> | Harmony_relationship | 15,647 | -,126 |
| e11 <--> | Information_quality | 4,898 | ,063 |
| e13 <--> | Information_quality | 4,545 | -,060 |
| e4 <--> | Harmony_relationship | 6,425 | -,071 |
| e4 <--> | Z3 | 5,131 | ,064 |
| e3 <--> | e12 | 4,434 | -,055 |
| e1 <--> | Harmony_relationship | 7,414 | ,081 |
| e1 <--> | Information_quality | 4,291 | ,064 |
| e1 <--> | e12 | 4,085 | ,052 |
| e21 <--> | e19 | 6,002 | ,058 |
| e21 <--> | e4 | 6,819 | -,068 |
| e18 <--> | e3 | 10,546 | ,083 |
| e17 <--> | e3 | 10,424 | -,091 |
| e16 <--> | e4 | 4,777 | -,058 |
| e16 <--> | e17 | 4,627 | ,059 |
| e36 <--> | e24 | 4,834 | ,051 |

Variances: (Group number 1 - Default model)

M.I. Par Change

Regression Weights: (Group number 1 - Default model)

| | | M.I. | Par Change |
|---------------------------|----------------------|--------|------------|
| Bussines_performance <--- | Harmony_relationship | 10,725 | -,201 |
| IEBP4 <--- | HR3 | 5,891 | ,094 |
| IEBP4 <--- | HR4 | 4,298 | ,072 |
| HR1 <--- | Information_quality | 4,133 | ,103 |
| HR1 <--- | IQ1 | 4,161 | ,078 |
| HR3 <--- | IQ3 | 5,258 | -,084 |
| LI4 <--- | Harmony_relationship | 5,492 | -,128 |
| LI4 <--- | HR1 | 6,209 | -,100 |
| LI4 <--- | HR3 | 7,562 | -,117 |
| LI4 <--- | RQ1 | 6,842 | -,096 |
| LI3 <--- | IEBP2 | 5,775 | -,102 |
| LI3 <--- | IQ1 | 4,530 | -,090 |
| LI3 <--- | IQ3 | 4,325 | -,086 |
| LI1 <--- | Harmony_relationship | 7,451 | ,158 |
| LI1 <--- | Information_quality | 5,197 | ,127 |
| LI1 <--- | HR1 | 6,734 | ,111 |
| LI1 <--- | HR2 | 9,701 | ,140 |
| LI1 <--- | HR3 | 7,347 | ,122 |
| LI1 <--- | IQ1 | 5,008 | ,094 |

| | | M.I. Par Change | |
|-------|------------------------|-----------------|-------|
| LI1 | <--- IQ3 | 4,211 | ,084 |
| RQ3 | <--- IEBP1 | 4,782 | -,088 |
| RQ1 | <--- IEBP4 | 5,922 | ,104 |
| RQ1 | <--- IEBP1 | 4,764 | ,087 |
| BP4 | <--- IQ2 | 5,117 | ,092 |
| IEBP3 | <--- LI3 | 7,609 | ,097 |
| IEBP2 | <--- LI3 | 4,617 | -,084 |
| IEBP1 | <--- Level_Involvement | 4,258 | -,120 |
| IEBP1 | <--- LI4 | 6,940 | -,112 |
| BP1 | <--- RQ4 | 4,385 | ,085 |

Correlations of Estimates (Default model)

| | par_1 | par_2 | par_3 | par_4 | par_5 | par_6 | par_7 | par_8 | par_9 | par_10 | par_11 | par_12 | par_13 | par_14 | par_15 | par_16 | par_17 | par_18 | par_19 | par_20 | par_21 | par_22 | par_23 | par_24 | par_25 | par_26 | par_27 | par_28 | par_29 | par_30 | par_31 | par_32 | xpar_33 | | |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|------|--|
| par_1 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_2 | ,506 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_3 | ,000 | ,000 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_4 | ,000 | ,000 | ,506 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_5 | ,000 | ,002 | -,001 | -,002 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_6 | ,000 | ,002 | -,001 | -,001 | ,432 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_7 | ,498 | ,574 | ,000 | ,000 | ,001 | ,000 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_8 | ,000 | ,000 | ,464 | ,525 | ,000 | ,001 | ,000 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_9 | -,001 | ,000 | -,001 | -,001 | ,446 | ,427 | ,002 | ,000 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_10 | ,000 | ,000 | ,000 | ,000 | -,001 | -,001 | ,000 | ,000 | ,000 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_11 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,455 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | | |
| par_12 | ,000 | ,000 | ,000 | ,000 | -,001 | -,001 | ,000 | ,000 | -,001 | ,497 | ,453 | 1,000 | | | | | | | | | | | | | | | | | | | | | | | |
| par_13 | -,002 | -,001 | -,002 | -,004 | ,003 | ,006 | -,002 | -,002 | ,008 | ,001 | ,000 | -,001 | 1,000 | | | | | | | | | | | | | | | | | | | | | | |
| par_14 | ,253 | ,271 | ,000 | -,001 | -,218 | -,200 | ,278 | ,001 | -,224 | ,002 | ,005 | ,005 | -,001 | 1,000 | | | | | | | | | | | | | | | | | | | | | |
| par_15 | -,004 | -,003 | ,001 | ,002 | -,083 | -,087 | ,003 | ,000 | -,097 | ,093 | ,065 | ,089 | -,002 | -,065 | 1,000 | | | | | | | | | | | | | | | | | | | | |
| par_16 | ,120 | ,133 | -,001 | ,000 | -,002 | -,009 | ,129 | ,001 | -,008 | ,004 | ,004 | ,009 | -,122 | ,020 | ,019 | 1,000 | | | | | | | | | | | | | | | | | | | |
| par_17 | ,002 | -,002 | -,001 | ,000 | ,010 | ,002 | -,006 | ,000 | -,008 | -,001 | -,006 | -,002 | -,054 | ,016 | ,026 | -,012 | 1,000 | | | | | | | | | | | | | | | | | | |
| par_18 | ,000 | ,000 | -,130 | -,160 | ,178 | ,180 | ,001 | -,140 | ,184 | -,001 | ,001 | -,002 | ,026 | -,054 | -,086 | -,059 | -,046 | 1,000 | | | | | | | | | | | | | | | | | |
| par_19 | ,000 | -,001 | -,142 | -,143 | -,009 | -,015 | ,000 | -,147 | -,006 | ,000 | ,000 | ,001 | -,024 | ,032 | ,045 | ,043 | -,626 | 1,000 | | | | | | | | | | | | | | | | | |
| par_20 | -,001 | -,002 | ,003 | ,001 | ,008 | ,011 | ,002 | ,002 | ,012 | ,097 | ,086 | ,080 | -,075 | ,008 | -,048 | ,005 | -,298 | ,072 | -,098 | 1,000 | | | | | | | | | | | | | | | |
| par_21 | ,000 | -,002 | ,000 | ,001 | -,123 | -,106 | -,011 | ,000 | -,091 | -,004 | -,002 | -,008 | ,000 | -,151 | -,335 | ,015 | -,037 | -,014 | -,020 | ,022 | 1,000 | | | | | | | | | | | | | | |
| par_22 | -,002 | ,002 | ,000 | ,000 | ,164 | ,160 | ,004 | -,001 | ,176 | -,004 | ,001 | -,002 | -,219 | -,076 | -,039 | -,474 | -,236 | ,070 | -,116 | -,122 | -,037 | 1,000 | | | | | | | | | | | | | |
| par_23 | -,086 | -,094 | ,000 | ,000 | ,000 | ,000 | -,103 | ,000 | -,118 | -,117 | -,135 | ,000 | -,056 | -,075 | -,040 | ,003 | ,000 | ,000 | -,048 | ,006 | ,002 | 1,000 | | | | | | | | | | | | | |
| par_24 | -,116 | -,122 | ,000 | ,000 | ,000 | ,000 | -,111 | ,000 | -,001 | -,001 | ,001 | ,001 | ,000 | -,085 | ,000 | -,044 | -,057 | ,000 | ,000 | ,001 | -,094 | ,005 | ,310 | 1,000 | | | | | | | | | | | |
| par_25 | ,000 | ,000 | ,000 | ,000 | ,001 | ,001 | ,000 | ,000 | -,001 | -,172 | -,136 | -,146 | ,000 | -,004 | -,064 | -,004 | -,046 | ,000 | ,000 | -,044 | -,062 | ,003 | ,244 | ,257 | 1,000 | | | | | | | | | | |
| par_26 | ,001 | -,001 | ,000 | ,000 | ,000 | -,002 | -,002 | ,000 | ,004 | ,004 | -,005 | -,001 | ,000 | ,002 | ,015 | ,010 | ,009 | ,116 | ,000 | ,002 | -,003 | ,150 | -,011 | ,000 | -,228 | -,259 | 1,000 | | | | | | | | |
| par_27 | ,000 | ,000 | ,000 | ,000 | -,002 | ,000 | -,001 | ,000 | ,001 | ,004 | -,002 | -,003 | ,003 | ,010 | ,024 | ,005 | ,057 | ,001 | ,000 | ,017 | ,130 | ,002 | ,000 | -,194 | -,281 | ,559 | 1,000 | | | | | | | | |
| par_28 | -,001 | -,001 | ,001 | -,001 | ,000 | ,005 | ,000 | -,001 | ,005 | ,000 | ,000 | -,001 | ,527 | ,000 | -,003 | -,109 | -,063 | ,038 | ,130 | -,055 | ,001 | -,250 | ,000 | ,000 | -,001 | ,001 | ,003 | 1,000 | | | | | | | |
| par_29 | -,528 | -,594 | ,000 | ,000 | -,001 | -,001 | -,602 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | -,287 | ,002 | -,139 | ,002 | ,000 | ,000 | ,000 | ,006 | ,002 | ,233 | ,292 | ,029 | ,001 | ,000 | ,001 | 1,000 | | | | | | |
| par_30 | ,000 | ,000 | ,000 | ,000 | ,001 | ,001 | ,000 | ,000 | ,000 | -,568 | -,519 | -,538 | ,000 | -,003 | -,092 | -,005 | ,004 | ,000 | ,000 | -,100 | ,005 | ,002 | ,261 | ,045 | ,399 | ,000 | ,000 | ,000 | ,013 | 1,000 | | | | | |
| par_31 | ,000 | ,000 | ,000 | ,000 | ,001 | ,001 | ,001 | ,000 | -,002 | -,003 | ,003 | ,001 | ,000 | -,008 | -,009 | -,005 | -,095 | ,000 | -,001 | -,003 | -,157 | ,005 | ,057 | ,358 | ,473 | -,632 | -,619 | -,002 | ,021 | ,044 | 1,000 | | | | |
| par_32 | -,005 | ,002 | ,001 | ,001 | -,443 | -,441 | ,000 | -,002 | -,507 | -,002 | ,001 | -,002 | -,005 | ,101 | ,074 | ,048 | ,022 | -,219 | ,048 | -,002 | ,044 | -,194 | ,002 | ,005 | ,002 | -,005 | ,000 | -,003 | ,004 | ,001 | ,004 | 1,000 | | | |
| par_33 | ,001 | ,001 | ,000 | ,001 | -,005 | -,005 | ,003 | ,000 | -,002 | -,002 | -,001 | ,001 | -,483 | ,004 | ,001 | ,076 | ,034 | ,023 | -,145 | ,046 | ,002 | ,077 | ,001 | ,002 | ,002 | -,006 | ,001 | -,457 | ,000 | ,001 | ,003 | ,005 | 1,000 | | |
| par_34 | -,001 | ,001 | -,423 | -,476 | -,009 | -,012 | -,001 | -,444 | -,003 | ,000 | ,000 | ,000 | ,008 | -,004 | ,027 | -,004 | -,006 | ,059 | ,066 | ,013 | -,007 | -,005 | ,000 | ,000 | ,000 | -,001 | -,001 | ,006 | ,000 | ,000 | ,001 | ,012 | -,002 | | |
| par_35 | ,172 | ,232 | ,000 | ,000 | ,002 | ,001 | ,221 | ,000 | ,001 | ,000 | ,000 | ,000 | -,003 | ,104 | -,004 | ,050 | -,004 | ,000 | -,001 | ,000 | -,012 | -,003 | -,024 | -,024 | ,000 | -,001 | -,000 | -,001 | -,196 | ,000 | ,001 | -,008 | ,000 | | |
| par_36 | -,170 | ,019 | ,000 | ,000 | ,002 | ,001 | ,050 | ,000 | ,003 | ,000 | ,000 | ,000 | ,002 | -,007 | ,004 | ,002 | -,007 | ,000 | ,000 | ,002 | -,011 | ,001 | ,000 | ,020 | ,001 | -,002 | -,001 | ,002 | ,002 | ,000 | ,001 | ,003 | -,002 | | |
| par_37 | -,026 | -,250 | ,000 | ,000 | -,002 | -,003 | -,021 | ,000 | ,001 | ,000 | ,000 | ,001 | -,001 | -,005 | ,002 | -,007 | -,001 | ,001 | ,004 | -,008 | -,009 | ,004 | ,019 | ,000 | ,000 | ,000 | ,001 | ,061 | ,000 | ,000 | -,014 | -,001 | | | |
| par_38 | ,000 | ,000 | ,187 | ,241 | -,002 | ,000 | ,000 | ,188 | -,001 | ,000 | ,000 | ,000 | -,005 | ,000 | ,002 | ,000 | ,000 | -,037 | -,066 | ,004 | ,001 | -,001 | ,000 | ,000 | ,000 | ,000 | ,000 | -,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | |
| par_39 | ,000 | ,000 | -,172 | -,013 | ,001 | ,002 | ,000 | ,012 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,002 | ,002 | -,005 | ,032 | -,002 | ,000 | -,001 | ,000 | ,000 | ,000 | ,000 | ,000 | -,002 | ,000 | ,000 | ,000 | -,002 | ,000 | -,002 | ,000 | |
| par_40 | ,000 | ,000 | -,054 | -,256 | ,004 | ,002 | ,000 | -,036 | ,001 | ,000 | ,000 | ,000 | ,006 | ,002 | -,003 | ,000 | -,001 | ,046 | ,010 | ,001 | -,002 | -,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,002 | ,000 | ,000 | ,000 | -,003 | -,003 | | |
| par_41 | ,000 | -,002 | ,001 | ,002 | -,215 | -,053 | -,001 | ,001 | ,008 | ,001 | ,000 | ,000 | ,003 | ,039 | ,003 | -,021 | -,027 | -,001 | -,016 | -,001 | ,055 | ,006 | ,000 | ,000 | -,001 | ,001 | ,003 | ,005 | ,001 | ,000 | -,002 | -,008 | -,002 | | |
| par_42 | ,000 | -,002 | ,000 | ,000 | -,055 | -,206 | ,001 | -,001 | ,009 | ,001 | ,000 | ,001 | -,003 | ,019 | ,017 | -,007 | -,011 | -,018 | -,003 | -,007 | ,028 | ,002 | ,000 | -,001 | -,001 | ,005 | ,000 | -,005 | ,000 | ,000 | -,002 | -,022 | -,002 | | |
| par_43 | ,002 | ,001 | ,000 | ,000 | ,030 | ,039 | -,002 | ,001 | -,232 | ,000 | ,000 | ,000 | -,008 | ,015 | ,016 | -,015 | ,007 | ,025 | -,028 | -,008 | -,028 | ,018 | ,000 | ,002 | ,002 | -,007 | -,002 | -,004 | ,000 | ,000 | ,003 | ,034 | -,012 | | |
| par_44 | ,031 | ,000 | ,000 | ,000 | -,002 | ,001 | -,245 | ,000 | -,005 | -,001 | -,001 | -,001 | ,002 | -,003 | -,013 | ,012 | ,010 | -,002 | ,000 | -,006 | ,013 | -,014 | ,019 | -,016 | -,001 | ,004 | ,001 | -,002 | ,042 | ,001 | -,002 | -,010 | -,006 | | |
| par_45 | ,000 | ,000 | ,024 | ,016 | -,002 | -,003 | ,000 | -,181 | -,001 | ,000 | ,000 | ,000 | -,001 | -,003 | ,001 | -,002 | ,000 | -,001 | ,028 | -,002 | ,000 | ,002 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,005 | ,002 | | |
| par_46 | -,002 | -,002 | -,001 | -,003 | ,002 | ,008 | -,001 | -,001 | ,009 | ,000 | ,000 | -,001 | ,335 | -,002 | -,003 | -,035 | -,014 | ,020 | ,067 | -,019 | ,000 | -,142 | ,000 | ,000 | -,001 | ,000 | ,004 | ,315 | ,001 | ,000 | -,001 | -,005 | -,226 | | |
| par_47 | ,001 | ,001 | -,002 | -,002 | -,004 | -,001 | ,000 | -,001 | ,000 | ,000 | ,000 | -,055 | -,002 | ,004 | ,011 | ,027 | -,064 | ,034 | -,034 | -,003 | ,111 | ,000 | ,001 | ,001 | -,002 | -,306 | ,000 | ,000 | -,002 | ,003 | -,015 | | | | |
| par_48 | ,001 | -,001 | ,000 | ,000 | -,001 | -,002 | -,002 | ,000 | ,003 | ,005 | -,004 | -,002 | ,000 | ,013 | ,015 | ,008 | ,061 | ,000 | ,001 | ,005 | ,085 | -,009 | ,001 | -,153 | -,185 | ,401 | ,367 | ,002 | ,001 | ,000 | -,334 | -,006 | | | |

| | par_34 | par_35 | par_36 | par_37 | par_38 | par_39 | par_40 | par_41 | par_42 | par_43 | par_44 | par_45 | par_46 | par_47 | par_48 | par_49 | par_50 | par_51 | par_52 | par_53 | par_54 | par_55 | par_56 |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| par_41 | -.001 | -.002 | -.001 | .003 | .002 | .000 | -.004 | 1,000 | | | | | | | | | | | | | | | |
| par_42 | .005 | -.001 | .000 | .004 | -.001 | -.002 | -.001 | .037 | 1,000 | | | | | | | | | | | | | | |
| par_43 | -.015 | .000 | -.003 | -.003 | .001 | .000 | .001 | -.097 | -.105 | 1,000 | | | | | | | | | | | | | |
| par_44 | .002 | -.082 | -.133 | -.097 | .000 | .000 | .000 | .000 | -.004 | .006 | 1,000 | | | | | | | | | | | | |
| par_45 | -.012 | .000 | .000 | .000 | -.038 | -.086 | -.089 | .001 | .003 | -.003 | .000 | 1,000 | | | | | | | | | | | |
| par_46 | .002 | -.003 | .002 | .001 | -.004 | -.001 | .006 | .004 | -.006 | -.009 | .000 | -.001 | 1,000 | | | | | | | | | | |
| par_47 | -.011 | .000 | -.001 | -.002 | -.002 | .003 | .002 | -.006 | .005 | .000 | .004 | -.003 | -.159 | 1,000 | | | | | | | | | |
| par_48 | -.002 | -.001 | -.002 | .000 | .000 | .000 | .000 | .003 | .003 | -.006 | .003 | .000 | .002 | -.003 | 1,000 | | | | | | | | |
| par_49 | .001 | .002 | .003 | .000 | .000 | .000 | .000 | .000 | -.007 | .009 | -.004 | .000 | .003 | .001 | -.262 | 1,000 | | | | | | | |
| par_50 | .001 | .000 | -.001 | .000 | .000 | .000 | .000 | -.003 | .003 | -.003 | .001 | .000 | -.006 | .003 | -.174 | -.111 | 1,000 | | | | | | |
| par_51 | -.001 | .000 | .000 | .000 | .000 | .000 | .000 | -.001 | -.001 | .001 | .000 | .000 | -.001 | .000 | -.012 | .007 | .006 | 1,000 | | | | | |
| par_52 | .000 | .000 | .000 | -.001 | .000 | .000 | .000 | .000 | -.001 | -.001 | .001 | .000 | .002 | -.001 | .004 | .002 | -.006 | -.042 | 1,000 | | | | |
| par_53 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | -.001 | .000 | .008 | -.009 | .001 | -.146 | -.042 | 1,000 | | | |
| par_54 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .001 | .001 | .000 | -.001 | .000 | .000 | .000 | .000 | .001 | .000 | -.119 | -.140 | -.035 | 1,000 | | |
| par_55 | -.023 | .002 | .004 | -.002 | -.002 | .002 | .004 | -.081 | -.086 | -.052 | -.004 | -.004 | .011 | -.003 | .001 | -.002 | .001 | .002 | .002 | -.002 | -.002 | 1,000 | |
| par_56 | -.016 | .003 | -.002 | .003 | .007 | -.001 | -.007 | -.002 | .001 | .009 | -.004 | .001 | -.213 | -.034 | .001 | -.005 | .004 | .002 | -.002 | .000 | .000 | -.011 | 1,000 |

Critical Ratios for Differences between Parameters (Default model)

| | par_1 | par_2 | par_3 | par_4 | par_5 | par_6 | par_7 | par_8 | par_9 | par_10 | par_11 | par_12 | par_13 | par_14 | par_15 | par_16 | par_17 | par_18 | par_19 | par_20 | par_21 | par_22 | par_23 | par_24 | par_25 | par_26 | par_27 | par_28 | par_29 | par_30 | |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| par_1 | .000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_2 | .574 | .000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_3 | .275 | -.159 | .000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_4 | 2.213 | 1.835 | 3.026 | .000 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_5 | .185 | -.212 | -.072 | -1.998 | .000 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_6 | -.489 | -.905 | -.807 | -2.737 | -.890 | .000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| par_7 | 2.363 | 2.006 | 1.543 | -.394 | 1.485 | 2.159 | .000 | | | | | | | | | | | | | | | | | | | | | | | | |
| par_8 | 1.178 | .768 | 1.360 | -1.676 | .968 | 1.713 | -.656 | .000 | | | | | | | | | | | | | | | | | | | | | | | |
| par_9 | .421 | .014 | .176 | -1.839 | .306 | 1.224 | -1.313 | -.761 | .000 | | | | | | | | | | | | | | | | | | | | | | |
| par_10 | .840 | .462 | .641 | -1.277 | .653 | 1.321 | -.820 | -.244 | .452 | .000 | | | | | | | | | | | | | | | | | | | | | |
| par_11 | -.854 | -1.288 | -1.217 | -3.189 | -1.037 | -.354 | -2.554 | -2.145 | -1.316 | -2.293 | .000 | | | | | | | | | | | | | | | | | | | | |
| par_12 | -.812 | -1.240 | -1.166 | -3.119 | -.993 | -.316 | -2.498 | -2.085 | -1.267 | -2.319 | .047 | .000 | | | | | | | | | | | | | | | | | | | |
| par_13 | -1.053 | -1.505 | -1.450 | -3.467 | -1.242 | -.542 | -2.790 | -2.406 | -1.543 | -1.915 | -.182 | -.216 | .000 | | | | | | | | | | | | | | | | | | |
| par_14 | -6.586 | -7.324 | -6.569 | -8.402 | -5.306 | -4.765 | -8.562 | -7.492 | -5.737 | -6.447 | -5.009 | -4.991 | -4.971 | .000 | | | | | | | | | | | | | | | | | |
| par_15 | -9.064 | -9.697 | -10.286 | -11.975 | -8.841 | -8.263 | -10.587 | -11.167 | -9.391 | -10.200 | -8.788 | -8.842 | -8.586 | -3.550 | .000 | | | | | | | | | | | | | | | | |
| par_16 | -7.708 | -8.340 | -8.110 | -9.773 | -7.350 | -6.753 | -9.317 | -8.953 | -7.822 | -7.911 | -6.627 | -6.612 | -6.259 | -2.091 | 1.307 | .000 | | | | | | | | | | | | | | | |
| par_17 | -8.674 | -9.234 | -9.700 | -11.335 | -8.826 | -8.226 | -10.077 | -10.542 | -9.308 | -9.294 | -8.062 | -8.033 | -7.938 | -3.542 | -.079 | -1.290 | .000 | | | | | | | | | | | | | | |
| par_18 | -4.237 | -4.642 | -4.472 | -5.848 | -4.806 | -4.214 | -5.606 | -5.148 | -5.160 | -4.888 | -3.606 | -3.606 | -3.575 | .372 | 3.125 | 1.976 | 3.113 | .000 | | | | | | | | | | | | | |
| par_19 | -5.549 | -6.009 | -5.817 | -7.314 | -5.658 | -5.085 | -6.969 | -6.539 | -6.054 | -6.213 | -4.914 | -4.908 | -5.234 | -.653 | 2.474 | 1.196 | 2.443 | -.698 | .000 | | | | | | | | | | | | |
| par_20 | -8.483 | -9.072 | -9.574 | -11.238 | -8.641 | -8.073 | -9.972 | -10.436 | -9.242 | -9.612 | -8.257 | -8.183 | -7.675 | -3.204 | .336 | -.940 | .351 | -3.007 | -1.986 | .000 | | | | | | | | | | | |
| par_21 | -8.100 | -8.684 | -9.168 | -10.875 | -7.761 | -7.258 | -9.549 | -10.044 | -8.427 | -8.746 | -7.479 | -7.413 | -7.542 | -2.511 | .777 | -.450 | .904 | -2.484 | -1.622 | .535 | .000 | | | | | | | | | | |
| par_22 | -4.777 | -5.228 | -5.360 | -6.972 | -5.375 | -4.746 | -6.215 | -6.137 | -5.798 | -5.443 | -4.135 | -4.128 | -3.703 | .076 | 3.069 | 1.518 | 2.750 | -.281 | .611 | 2.609 | 2.291 | .000 | | | | | | | | | |
| par_23 | -10.648 | -11.412 | -12.965 | -14.711 | -11.108 | -10.495 | -12.109 | -13.968 | -12.054 | -11.127 | -10.012 | -9.835 | -10.778 | -4.760 | -.434 | -1.878 | -.318 | -3.938 | -3.123 | -.819 | -1.514 | -3.887 | .000 | | | | | | | | |
| par_24 | -9.972 | -10.708 | -12.265 | -14.038 | -10.551 | -9.932 | -11.524 | -13.265 | -11.439 | -11.086 | -9.910 | -9.799 | -10.145 | -4.168 | .031 | -1.438 | .116 | -3.561 | -2.713 | -.374 | -.988 | -3.483 | .764 | .000 | | | | | | | |
| par_25 | -9.706 | -10.484 | -11.389 | -13.202 | -9.819 | -9.187 | -11.322 | -12.933 | -10.652 | -9.698 | -8.620 | -8.501 | -9.319 | -3.538 | .749 | -.792 | .780 | -3.004 | -2.104 | .327 | -.291 | -2.877 | 1.851 | 1.113 | .000 | | | | | | |
| par_26 | .764 | .415 | .573 | -1.170 | .593 | 1.203 | -.762 | -.229 | .407 | -.007 | 1.540 | 1.500 | 1.731 | 5.880 | 8.858 | 7.270 | 9.031 | 4.568 | 5.761 | 8.313 | 8.605 | 5.034 | 10.252 | 9.051 | 8.381 | .000 | | | | | |
| par_27 | -.004 | -.386 | -.262 | -2.095 | -.179 | .460 | -1.598 | -1.113 | -.403 | -.805 | .803 | .764 | .991 | 5.396 | 8.654 | 6.881 | 8.452 | 4.072 | 5.303 | 8.089 | 8.181 | 4.578 | 10.169 | 8.993 | 8.104 | -1.104 | .000 | | | | |
| par_28 | .215 | -.188 | -.044 | -2.011 | .027 | .713 | -1.483 | -.959 | -.205 | -.638 | 1.086 | 1.040 | 1.876 | 6.001 | 9.404 | 7.141 | 8.703 | 4.538 | 6.208 | 8.575 | 8.422 | 4.497 | 11.464 | 10.880 | 10.118 | -.578 | .208 | .000 | | | |
| par_29 | -3.271 | -3.579 | -4.651 | -6.423 | -4.193 | -3.578 | -4.419 | -5.511 | -4.573 | -4.780 | -3.325 | -3.327 | -3.247 | 1.167 | 4.673 | 2.948 | 4.498 | .709 | 1.763 | 4.214 | 3.780 | 1.055 | 6.481 | 6.151 | 4.707 | -4.385 | -3.838 | -4.298 | .000 | | |
| par_30 | -4.494 | -4.995 | -5.176 | -6.982 | -4.646 | -4.020 | -6.069 | -6.060 | -5.060 | -4.185 | -3.059 | -3.037 | -3.705 | 1.017 | 4.294 | 2.911 | 4.315 | .446 | 1.509 | 3.829 | 3.565 | .786 | 6.466 | 5.297 | 5.542 | -4.783 | -4.252 | -4.762 | -.325 | .000 | |
| par_31 | -4.199 | -4.666 | -4.800 | -6.531 | -4.349 | -3.748 | -5.719 | -5.639 | -4.717 | -4.913 | -3.504 | -3.502 | -3.423 | 1.032 | 4.287 | 2.838 | 3.975 | .491 | 1.509 | 3.868 | 3.195 | .819 | 5.485 | 5.823 | 5.429 | -3.550 | -3.139 | -4.446 | -.239 | .074 | |
| par_32 | -7.661 | -8.381 | -9.015 | -10.924 | -6.613 | -6.047 | -9.347 | -10.012 | -7.024 | -8.401 | -7.006 | -6.939 | -7.074 | -1.522 | 2.844 | 1.036 | 2.639 | -1.368 | -.457 | 2.226 | 1.687 | -1.148 | 4.134 | 3.460 | 2.504 | -7.456 | -7.132 | -8.037 | -2.768 | -2.495 | |
| par_33 | -7.366 | -8.031 | -8.597 | -10.493 | -7.481 | -6.829 | -9.027 | -9.583 | -8.146 | -8.087 | -6.679 | -6.636 | -5.571 | -1.255 | 2.820 | 1.171 | 2.735 | -1.356 | -.296 | 2.370 | 1.759 | -1.129 | 4.137 | 3.495 | 2.586 | -7.204 | -6.862 | -6.461 | -2.563 | -2.290 | |
| par_34 | -5.991 | -6.593 | -5.849 | -7.320 | -6.113 | -5.452 | -7.643 | -6.612 | -6.676 | -6.748 | -5.270 | -5.245 | -5.289 | -.014 | 3.914 | 2.152 | 3.666 | -.415 | .697 | 3.369 | 2.819 | -.094 | 5.288 | 4.676 | 3.822 | -6.062 | -5.608 | -6.330 | -1.397 | -1.084 | |
| par_35 | -8.294 | -9.386 | -9.161 | -11.132 | -7.827 | -7.141 | -10.363 | -10.219 | -8.578 | -8.436 | -6.996 | -6.930 | -7.098 | -1.195 | 3.289 | 1.438 | 3.092 | -1.245 | -.153 | 2.717 | 2.113 | -.974 | 5.044 | 4.266 | 3.255 | -7.423 | -7.092 | -8.078 | -2.363 | -2.256 | |
| par_36 | -6.387 | -7.597 | -8.124 | -10.118 | -6.989 | -6.297 | -8.757 | -9.170 | -7.671 | -7.610 | -6.115 | -6.066 | -6.176 | -.354 | 3.962 | 2.049 | 3.702 | -.677 | .453 | 3.368 | 2.786 | -.367 | 5.847 | 5.138 | 4.065 | -6.723 | -6.329 | -7.214 | -1.822 | -1.503 | |
| par_37 | -8.732 | -8.809 | -10.548 | -12.476 | -8.931 | -8.257 | -10.443 | -11.618 | -9.799 | -9.535 | -8.183 | -8.093 | -8.363 | -2.224 | 2.354 | .518 | 2.227 | -2.011 | -.981 | 1.806 | 1.167 | -1.796 | 3.963 | 3.179 | 2.043 | -8.348 | -8.107 | -9.252 | -3.610 | -3.286 | |
| par_38 | -8.072 | -8.830 | -10.533 | -12.979 | -8.194 | -7.521 | -9.789 | -11.684 | -8.980 | -8.809 | -7.399 | -7.326 | -7.515 | -1.525 | 2.946 | 1.083 | 2.774 | -1.501 | -.442 | 2.384 | 1.775 | -1.272 | 4.663 | 3.876 | 2.806 | -7.744 | -7.441 | -8.474 | -2.890 | -2.619 | |
| par_39 | -6.509 | -7.180 | -7.153 | -9.650 | -6.659 | -5.973 | -8.239 | -8.800 | -7.304 | -7.286 | -5.775 | -5.734 | -5.814 | -.088 | 4.147 | 2.255 | 3.903 | -.477 | .667 | 3.557 | 3.008 | -.156 | 6.016 | 5.276 | 4.282 | -6.460 | -6.038 | -6.863 | -1.565 | -1.239 | |
| par_40 | -6.991 | -7.665 | -8.023 | -9.135 | -7.144 | -6.465 | -8.685 | -9.092 | -7.794 | -7.743 | -6.284 | -6.236 | -6.358 | -.702 | 3.470 | 1.676 | 3.285 | -.947 | .154 | 2.930 | 2.367 | -.644 | 5.073 | 4.376 | 3.417 | -6.883 | -6.495 | -7.357 | -2.096 | -1.797 | |
| par_41 | -6.841 | -7.526 | -8.125 | -10.123 | -6.417 | -6.157 | -8.570 | -9.168 | -7.687 | -7.614 | -6.118 | -6.069 | -6.182 | -.378 | 3.933 | 2.010 | 3.646 | -.688 | .435 | 3.339 | 2.848 | -.381 | 5.799 | 5.041 | 4.023 | -6.737 | -6.343 | -7.225 | -1.834 | -1.516 | |
| par_42 | -6.857 | -7.550 | -8.161 | -10.158 | -6.846 | -5.818 | -8.601 | -9.204 | -7.716 | -7.633 | -6.133 | -6.085 | -6.184 | -.348 | 4.017 | 2.061 | 3.722 | -.666 | .463 | 3.382 | 2.862 | -.360 | 5.919 | 5.144 | 4.112 | -6.754 | -6.346 | -7.216 | -1.819 | -1.500 | |
| par_43 | -8.574 | -9.361 | -10.240 | -12.176 | -8.794 | -8.141 | -10.269 | -11.311 | -8.748 | -9.289 | -7.919 | -7.835 | -8.059 | -2.003 | 2.572 | .707 | 2.421 | -1.860 | -.795 | 1.994 | 1.361 | -1.634 | 4.203 | 3.405 | 2.309 | -8.127 | -7.879 | -8.974 | -3.313 | -3.062 | |
| par_44 | -8.083 | -8.713 | -9.456 | -11.394 | -8.102 | -7.437 | -8.836 | -10.498 | -8.846 | -8.709 | -7.303 | -7.233 | -7.429 | -1.537 | 2.818 | 1.029 | 2.694 | -1.536 | -.483 | 2.284 | 1.704 | -1.285 | 4.463 | 3.645 | 2.646 | -7.696 | -7.376 | -8.365 | -2.936 | -2.616 | |
| par_45 | -6.869 | -7.553 | -8.219 | -10.174 | -7.005 | -6.322 | -8.586 | -8.463 | -7.675 | -7.633 | -6.152 | -6.104 | -6.203 | -.477 | 3.765 | 1.906 | 3.547 | -.765 | .349 | 3.192 | 2.634 | -.465 | 5.521 | 4.791 | 3.800 | -6.768 | -6.372 | -7.237 | -1.913 | -1.603 | |
| par_46 | -7.476 | -8.181 | -8.829 | -10.757 | -7.626 | -6.971 | -9.174 | -9.856 | -8.356 | -8.229 | -6.795 | -6.733 | -6.826 | -1.129 | 3.130 | 1.315 | 2.948 | -1.254 | -.183 | 2.569 | 2.014 | -.929 | 4.714 | 3.996 | 3.007 | -7.287 | -6.949 | -9.256 | -2.500 | -2.215 | |
| par_47 | -7.362 | -8.062 | -8.679 | -10.627 | -7.503 | -6.812 | -9.054 | -9.717 | -8.187 | -8.107 | -6.664 | -6.610 | -6.276 | | | | | | | | | | | | | | | | | | |

| | par_31 | par_32 | par_33 | par_34 | par_35 | par_36 | par_37 | par_38 | par_39 | par_40 | par_41 | par_42 | par_43 | par_44 | par_45 | par_46 | par_47 | par_48 | par_49 | par_50 | par_51 | par_52 | par_53 | par_54 | par_55 | par_56 | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| par_44 | -2,503 | -.034 | -.226 | -1,654 | -.539 | -1,424 | .807 | -.063 | -1,808 | -.981 | -1,486 | -1,541 | .533 | .000 | | | | | | | | | | | | | |
| par_45 | -1,572 | 1,195 | .959 | -.496 | .807 | -.162 | 2,204 | 1,271 | -.459 | .271 | -.140 | -.178 | 1,891 | 1,310 | .000 | | | | | | | | | | | | |
| par_46 | -2,138 | .414 | .190 | -1,206 | -.046 | -.987 | 1,320 | .435 | -1,283 | -.500 | -.962 | -1,005 | 1,012 | .479 | -.802 | .000 | | | | | | | | | | | |
| par_47 | -2,030 | .565 | .352 | -1,062 | .119 | -.825 | 1,486 | .600 | -1,128 | -.348 | -.798 | -.849 | 1,184 | .640 | -.646 | .144 | .000 | | | | | | | | | | |
| par_48 | -1,670 | .675 | .469 | -.922 | .257 | -.660 | 1,577 | .722 | -.957 | -.206 | -.638 | -.681 | 1,281 | .757 | -.492 | .285 | .134 | .000 | | | | | | | | | |
| par_49 | -2,161 | .503 | .306 | -1,056 | .074 | -.819 | 1,353 | .527 | -1,104 | -.365 | -.794 | -.834 | 1,075 | .565 | -.649 | .111 | -.035 | -.144 | .000 | | | | | | | | |
| par_50 | -2,732 | -.204 | -.386 | -1,792 | -.740 | -1,675 | .634 | -.252 | -1,962 | -1,140 | -1,644 | -1,708 | .329 | -.183 | -1,469 | -.647 | -.808 | -.846 | -.689 | .000 | | | | | | | |
| par_51 | -2,378 | .146 | -.053 | -1,485 | -.359 | -1,317 | 1,048 | .138 | -1,614 | -.796 | -1,288 | -1,343 | .735 | .194 | -1,118 | -.291 | -.450 | -.570 | -.390 | .374 | .000 | | | | | | |
| par_52 | -2,596 | -.081 | -.279 | -1,760 | -.648 | -1,652 | .854 | -.118 | -1,954 | -1,078 | -1,620 | -1,685 | .518 | -.049 | -1,429 | -.554 | -.721 | -.841 | -.638 | .146 | -.249 | .000 | | | | | |
| par_53 | -2,507 | .038 | -.166 | -1,651 | -.512 | -1,519 | .990 | .016 | -1,825 | -.955 | -1,488 | -1,551 | .654 | .080 | -1,301 | -.428 | -.596 | -.721 | -.518 | .272 | -.117 | .135 | .000 | | | | |
| par_54 | -2,774 | -.361 | -.543 | -1,988 | -.949 | -1,923 | .504 | -.434 | -2,213 | -1,342 | -1,890 | -1,958 | .180 | -.352 | -1,696 | -.835 | -1,000 | -1,106 | -.902 | -.157 | -.522 | -.305 | -.451 | .000 | | | |
| par_55 | -3,181 | -.824 | -1,060 | -2,489 | -1,596 | -2,579 | -.105 | -1,062 | -2,855 | -1,929 | -2,442 | -2,515 | -.427 | -.946 | -2,310 | -1,430 | -1,590 | -1,677 | -1,447 | -.734 | -1,154 | -.968 | -1,103 | -.610 | .000 | | |
| par_56 | -3,018 | -.698 | -.890 | -2,287 | -1,338 | -2,306 | .126 | -.819 | -2,588 | -1,686 | -2,270 | -2,349 | -.202 | -.714 | -2,065 | -1,083 | -1,335 | -1,451 | -1,230 | -.512 | -.918 | -.715 | -.850 | -.375 | .228 | .000 | |

Model Fit Summary**CMIN**

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|----------|-----|------|---------|
| Default model | 56 | 220,990 | 197 | ,116 | 1,122 |
| Saturated model | 253 | ,000 | 0 | | |
| Independence model | 22 | 3948,446 | 231 | ,000 | 17,093 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | ,045 | ,943 | ,927 | ,734 |
| Saturated model | ,000 | 1,000 | | |
| Independence model | ,334 | ,292 | ,224 | ,266 |

Baseline Comparisons

| Model | NFI | RFI | IFI | TLI | CFI |
|--------------------|--------|------|--------|------|-------|
| | Delta1 | rho1 | Delta2 | rho2 | |
| Default model | ,944 | ,934 | ,994 | ,992 | ,994 |
| Saturated model | 1,000 | | 1,000 | | 1,000 |
| Independence model | ,000 | ,000 | ,000 | ,000 | ,000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | ,853 | ,805 | ,847 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 1,000 | ,000 | ,000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|----------|----------|----------|
| Default model | 23,990 | ,000 | 64,597 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 3717,446 | 3517,350 | 3924,840 |

FMIN

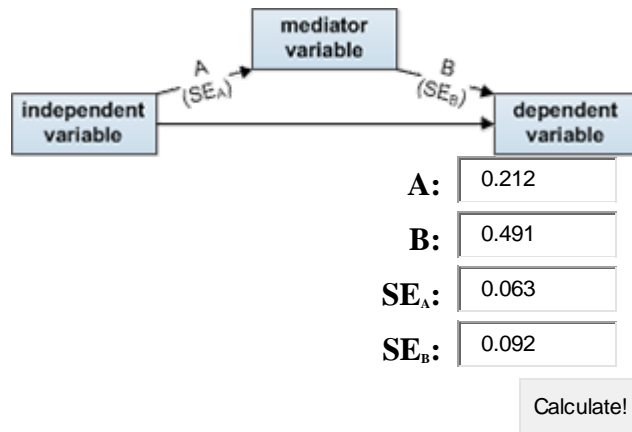
| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|--------|--------|--------|--------|
| Default model | ,688 | ,075 | ,000 | ,201 |
| Saturated model | ,000 | ,000 | ,000 | ,000 |
| Independence model | 12,300 | 11,581 | 10,957 | 12,227 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | ,019 | ,000 | ,032 | 1,000 |
| Independence model | ,224 | ,218 | ,230 | ,000 |

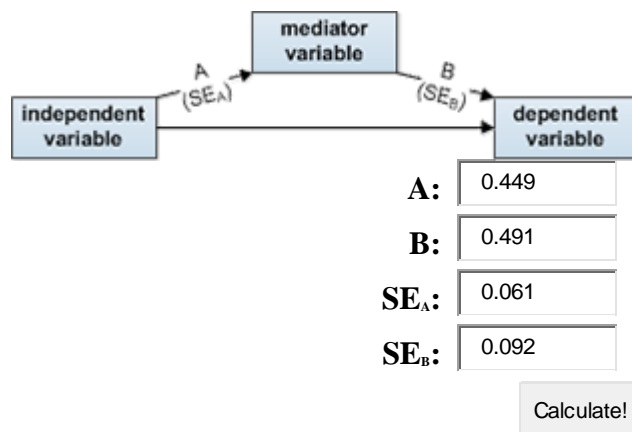
Lampiran 7 : Hasil Uji Sobel

1. LI->IEBP-> BP



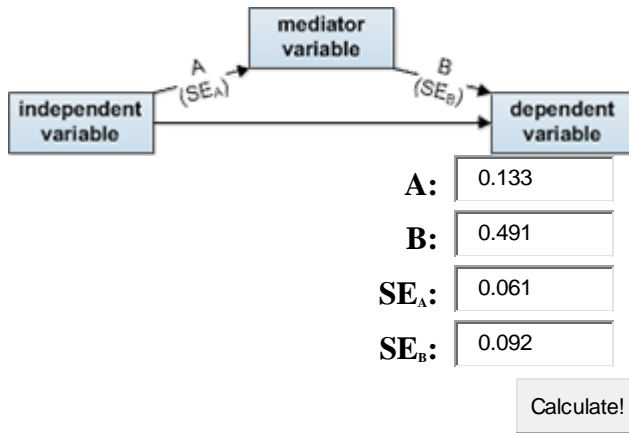
Sobel test statistic: 2.84649217
One-tailed probability: 0.00221019
Two-tailed probability: 0.00442038

2. IQ->IEBP-> BP



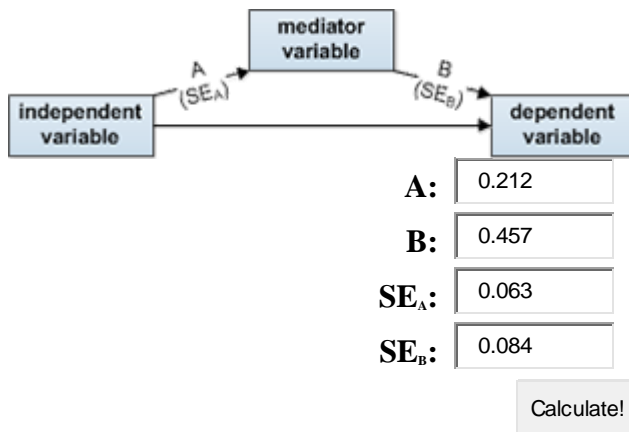
Sobel test statistic: 4.32072152
One-tailed probability: 0.00000778
Two-tailed probability: 0.00001555

3. HR->IEBP-> BP



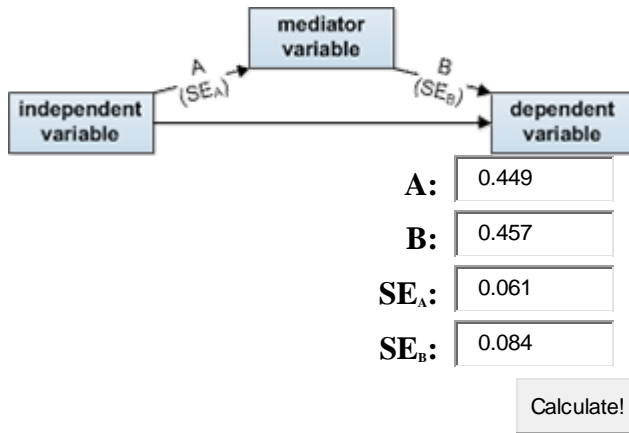
Sobel test statistic:2.01838955
One-tailed probability:0.02177535
Two-tailed probability:0.04355071

4. LI ->IEBP-> RQ



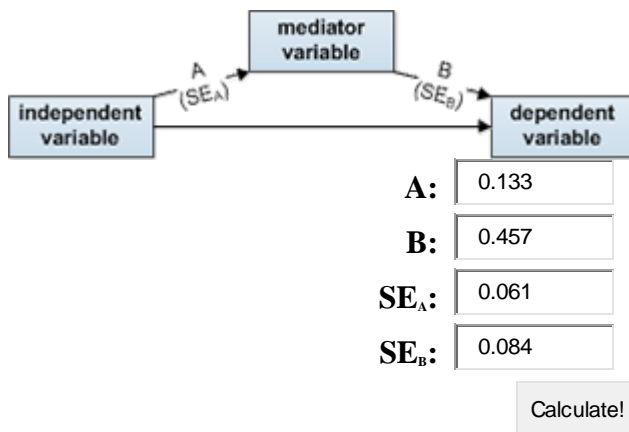
Sobel test statistic:2.86187679
One-tailed probability:0.00210570
Two-tailed probability:0.00421141

5. IQ ->IEBP-> RQ



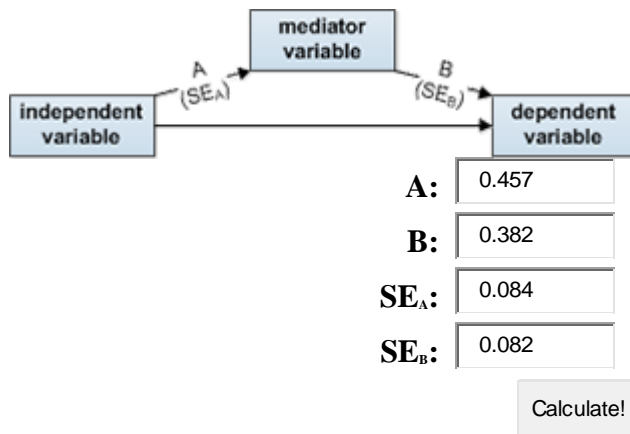
Sobel test statistic:4.37510356
One-tailed probability:0.00000607
Two-tailed probability:0.00001214

6. HR ->IEBP-> RQ



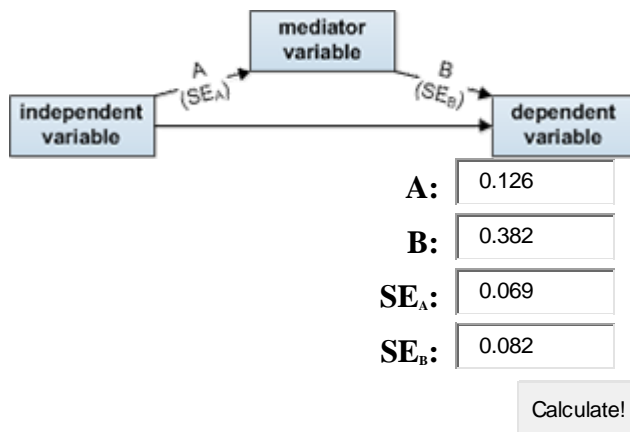
Sobel test statistic:2.02385244
One-tailed probability:0.02149267
Two-tailed probability:0.04298534

7. IEBP -> RQ-> BP



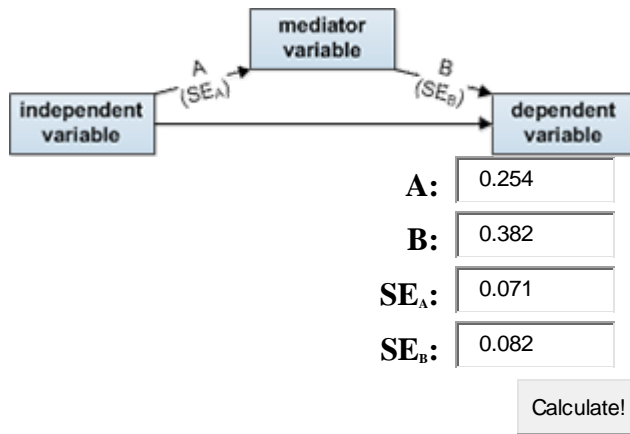
Sobel test statistic: 3.53854393
One-tailed probability: 0.00020117
Two-tailed probability: 0.00040234

8. LI -> RQ -> BP



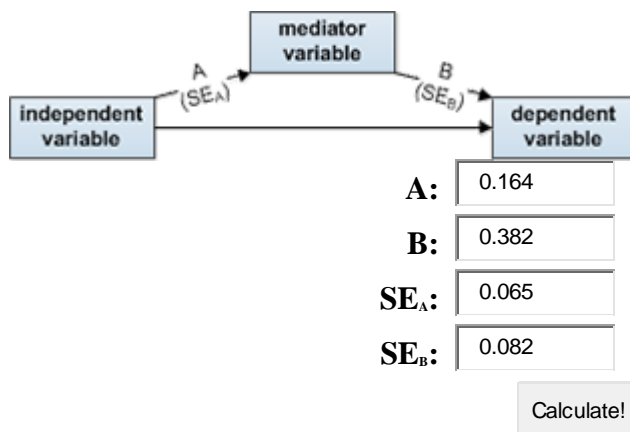
Sobel test statistic: 1.70013601
One-tailed probability: 0.04455267
Two-tailed probability: 0.08910535

9. IQ -> RQ -> BP



Sobel test statistic: 2.83735687
One-tailed probability: 0.00227444
Two-tailed probability: 0.00454887

10. HR -> RQ -> BP



Sobel test statistic: 2.21858051
One-tailed probability: 0.01325764
Two-tailed probability: 0.02651528

Lampiran 8: Hasil Uji *Non Response Bias*

| Independent Samples Test | | | |
|--------------------------|--------------------------------------|----------------------------|--------------------------------|
| | | Pengembalian kues | |
| | | Equal variances assumed | Equal variances not assumed |
| Levene's Test | F | 1,971 | |
| for Equality of | Sig. | ,161 | |
| Variances | t | -6,173 | -6,136 |
| | df | 1930 | 381,532 |
| t-test for | Sig. (2-tailed) | ,000 | ,000 |
| Equality of | Mean Difference | -1,744 | -1,744 |
| Means | Std. Error Difference | ,282 | ,284 |
| | 95% Confidence Interval of the Lower | -2,298 | -2,303 |
| | Difference Upper | -1,190 | -1,185 |

Lampiran 9: Hasil Uji Anova

Descriptives

IEBP

| | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum |
|--------|-----|-------|----------------|------------|----------------------------------|-------------|---------|---------|
| | | | | | Lower Bound | Upper Bound | | |
| Rendah | 37 | 22,92 | 1,299 | ,214 | 22,49 | 23,35 | 20 | 24 |
| Sedang | 213 | 27,52 | 1,647 | ,113 | 27,30 | 27,74 | 25 | 30 |
| Tinggi | 72 | 32,43 | 1,412 | ,166 | 32,10 | 32,76 | 31 | 36 |
| Total | 322 | 28,09 | 3,154 | ,176 | 27,74 | 28,44 | 20 | 36 |

ANOVA

IEBP

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|---------|------|
| Between Groups | 2414,824 | 2 | 1207,412 | 495,347 | ,000 |
| Within Groups | 777,564 | 319 | 2,438 | | |
| Total | 3192,388 | 321 | | | |

Multiple Comparisons

Dependent Variable: IEBP

LSD

| (I) IEBPa | (J) IEBPa | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval | |
|-----------|-----------|-----------------------|------------|------|-------------------------|-------------|
| | | | | | Lower Bound | Upper Bound |
| Rendah | Sedang | -4,602* | ,278 | ,000 | -5,15 | -4,06 |
| | Tinggi | -9,512* | ,316 | ,000 | -10,13 | -8,89 |
| Sedang | Rendah | 4,602* | ,278 | ,000 | 4,06 | 5,15 |
| | Tinggi | -4,909* | ,213 | ,000 | -5,33 | -4,49 |
| Tinggi | Rendah | 9,512* | ,316 | ,000 | 8,89 | 10,13 |
| | Sedang | 4,909* | ,213 | ,000 | 4,49 | 5,33 |

*. The mean difference is significant at the 0.05 level.

