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LAMPIRAN

LAMPIRAN I. KUESIONER PENELITIAN

PENGARUH PERSONALITY DAN KOMITMEN ORGANISASI TERHADAP KEPUASAN KERJA DIMEDIASI OLEH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA KARYAWAN BANK PERKREDITAN RAKYAT DI BENGKULU

Karakteristik Responden

1. Jabatan :
2. Tingkat Pendidikan :
3. Status pekerjaan : pegawai tetap / pegawai Kontrak
4. Lama bekerja :

- | | |
|--------------------------|----------------|
| ☐ | 0 sd 5 tahun |
| ☐ | 6 sd 10 tahun |
| ☐ | 10 sd 15 tahun |
| ☐ | > 16 tahun |

5. Lama Menjadi Nasabah

- | | |
|--------------------------|-------------|
| ☐ | 1 - 2 Tahun |
| ☐ | 3 - 4 Tahun |
| ☐ | 5 - 6 Tahun |
| ☐ | > 6 Tahun |

Petunjuk pengisian kuesioner:

Pilihan Jawaban	Skor
Sangat Tidak Setuju	1
Tidak Setuju	2
Netral	3
Setuju	4
Sangat Setuju	5

Variabel	Indikator	Pernyataan	SKALA PENILAIAN				
			1	2	3	4	5
Kepuasan Kerja	Prestasi	Saya merasa puas dengan pencapaian yang saya capai dalam pekerjaan ini.					
	Pengakuan	Saya merasa dihargai atas pekerjaan yang saya lakukan.					
	Pekerjaan itu sendiri	Saya merasa pekerjaan yang saya lakukan sangat menarik dan memuaskan.					
	Tanggung jawab	Saya merasa puas dengan tanggung jawab yang saya emban dalam pekerjaan ini.					
	Kemajuan	Saya melihat peluang untuk kemajuan karir dalam pekerjaan ini.					
	Pertumbuhan	Saya merasa pekerjaan ini memberi kesempatan untuk berkembang secara pribadi dan profesional.					
	Kebijakan perusahaan	Saya puas dengan kebijakan perusahaan tempat saya bekerja.					
	Supervisi	Saya puas dengan supervisi yang saya terima dari atasan saya.					
	Hubungan antar pribadi	Saya memiliki hubungan kerja yang baik dengan rekan kerja saya.					
	Kondisi kerja	Saya puas dengan kondisi kerja di lingkungan kerja saya.					
	Gaji	Saya merasa puas dengan gaji yang saya terima.					
	Keamanan kerja	Saya merasa aman dengan posisi kerja saya saat ini.					
Personality	Neuroticism	Saya sering merasa cemas atau mudah khawatir tentang berbagai hal, bahkan yang kecil sekalipun.					
	Extraversion	Saya menikmati berkumpul dan berinteraksi dengan banyak orang.					
	Agreeableness	Saya berusaha untuk membantu orang lain jika mereka membutuhkan, bahkan jika itu tidak menguntungkan saya secara langsung.					

	Conscientiousness	Saya selalu berusaha menjaga kebersihan dan kerapian di lingkungan tempat saya bekerja atau tinggal.					
	Openness to Experience	Saya sering merasa tertarik untuk mempelajari ide-ide baru dan berbeda dari yang biasanya.					
Komitmen Organisasi	Komitmen Afektif	Saya merasa memiliki ikatan emosional yang kuat dengan organisasi ini.					
	Komitmen Berkelanjutan	Saya tetap berada di organisasi ini karena biaya meninggalkannya terlalu tinggi.					
	Komitmen Normatif	Saya merasa memiliki kewajiban untuk tetap bekerja di organisasi ini.					
Organizational Citizenship Behavior (OCB)	Altruism	Saya dengan sukarela membantu rekan kerja saya.					
	Conscientiousness	Saya selalu patuh terhadap aturan dan kebijakan perusahaan.					
	Sportsmanship	Saya tetap positif dan tidak mengeluh meskipun ada ketidaknyamanan di tempat kerja.					
	Courtesy	Saya menjaga hubungan baik dengan semua rekan kerja.					
	Civic Virtue	Saya aktif berpartisipasi dalam kegiatan organisasi di luar tugas formal saya.					

LAMPIRAN II. TABULASI DATA PENELITIAN

	Personality						
	X1.1	X1.2	X1.3	X1.4	X1.5		
1	4	3	3	3	5	18	4
2	3	3	3	5	4	18	4
3	3	3	4	3	4	17	3
4	3	4	4	4	4	19	4
5	5	5	5	3	5	23	5
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7	3	4	3	3	4	17	3
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12	4	5	3	3	3	18	4
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15	3	4	4	4	4	19	4
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57	4	4	4	4	4	20	4
58	4	5	5	5	5	24	5
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LAMPIRAN III. *OUTPUT* SPSS DAN LISREL

OUTPUT SPSS

Correlations

Correlations		
		Personality
PER1	Pearson Correlation	.982
	Sig. (2-tailed)	.000
	N	30
PER2	Pearson Correlation	.982
	Sig. (2-tailed)	.000
	N	30
PER3	Pearson Correlation	.862
	Sig. (2-tailed)	.000
	N	30
PER4	Pearson Correlation	.982
	Sig. (2-tailed)	.000
	N	30
PER5	Pearson Correlation	.794
	Sig. (2-tailed)	.000
	N	30
Personality	Pearson Correlation	1
	N	30

Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
.956	5

Correlations

Correlations		
		Komitmen Organisasi
KO1	Pearson Correlation	.870
	Sig. (2-tailed)	.000
	N	30
KO2	Pearson Correlation	.901
	Sig. (2-tailed)	.000
	N	30
KO3	Pearson Correlation	.914
	Sig. (2-tailed)	.000
	N	30
Komitmen Organisasi	Pearson Correlation	1
	N	30

Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
.874	3

Correlations

Correlations		
		OCB
OCB1	Pearson Correlation	.767
	Sig. (2-tailed)	.000
	N	30
OCB2	Pearson Correlation	.874
	Sig. (2-tailed)	.000
	N	30
OCB3	Pearson Correlation	.882
	Sig. (2-tailed)	.000
	N	30
OCB4	Pearson Correlation	.838
	Sig. (2-tailed)	.000
	N	30
OCB5	Pearson Correlation	.793
	Sig. (2-tailed)	.000
	N	30
OCB	Pearson Correlation	1
	N	30

Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
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Correlations

Correlations		
		Kepuasan
KEP1	Pearson Correlation	.908
	Sig. (2-tailed)	.000
	N	30
KEP2	Pearson Correlation	.562
	Sig. (2-tailed)	.001
	N	30
KEP3	Pearson Correlation	.712
	Sig. (2-tailed)	.000
	N	30
KEP4	Pearson Correlation	.908
	Sig. (2-tailed)	.000
	N	30
KEP5	Pearson Correlation	.943
	Sig. (2-tailed)	.000
	N	30
KEP6	Pearson Correlation	.835
	Sig. (2-tailed)	.000
	N	30
KEP7	Pearson Correlation	.884
	Sig. (2-tailed)	.000
	N	30
KEP8	Pearson Correlation	.768
	Sig. (2-tailed)	.000
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KEP9	Pearson Correlation	.865

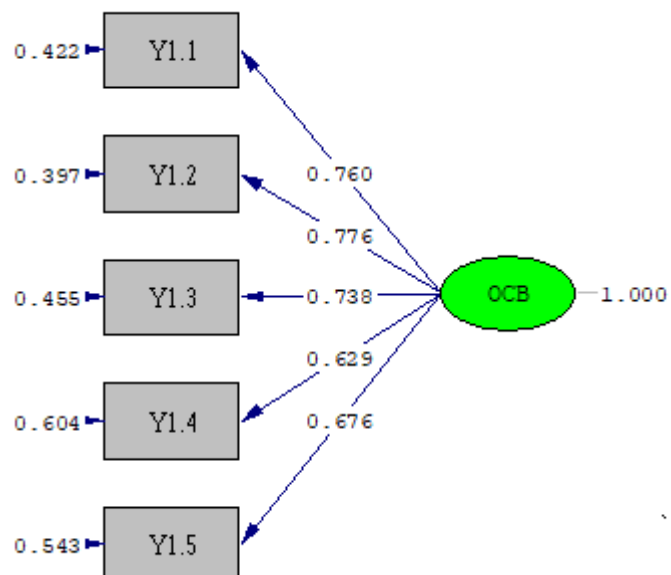
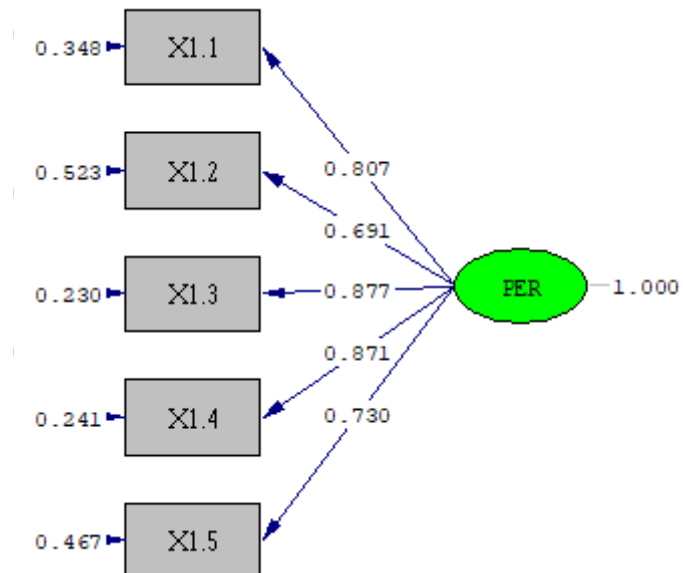
	Sig. (2-tailed)	.000
	N	30
KEP10	Pearson Correlation	.580
	Sig. (2-tailed)	.001
	N	30
KEP11	Pearson Correlation	.754
	Sig. (2-tailed)	.000
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KEP12	Pearson Correlation	.883
	Sig. (2-tailed)	.000
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Kepuasan	Pearson Correlation	1
	N	30

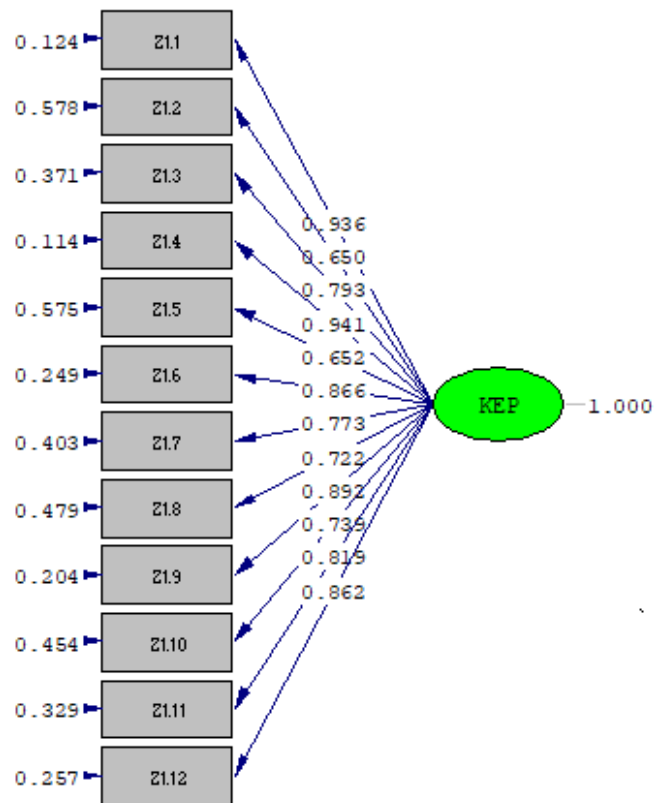
Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
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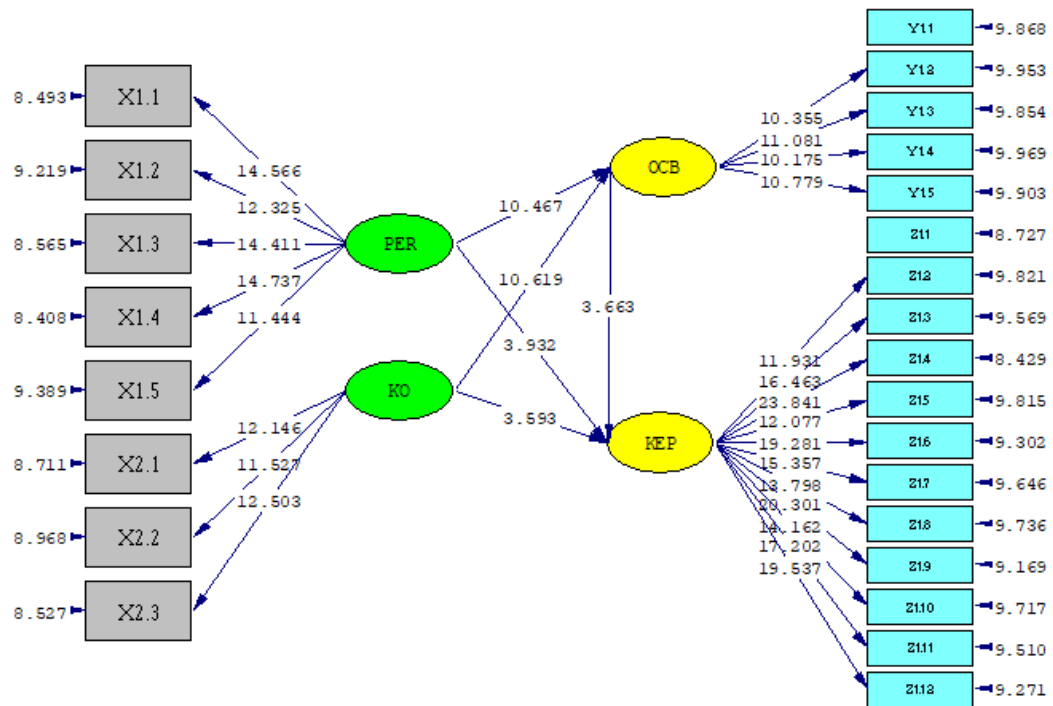
OUTPUT LISREL

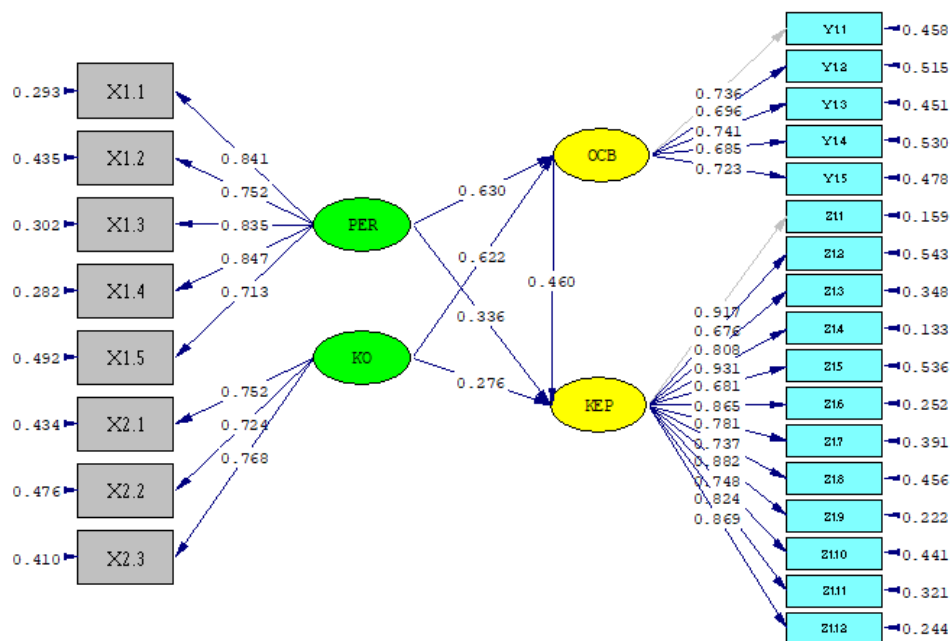
MODEL PENGUKURAN (CFA)





MODEL STRUKTURAL





DATE: 12/ 3/2024

TIME: 13:46

L I S R E L 8.70

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file D:\KLIEN VITA\IBU MEY PUNYA
PRASETYA\MODEL STRUKTURAL.SPJ:

Raw Data from file 'D:\KLIEN VITA\IBU MEY PUNYA PRASETYA\DATA SEM.psf'
Latent Variables PER KO OCB KEP
Relationships

X1.1-X1.5=PER
X2.1-X2.3=KO
Y1.1-Y1.5=OCB
Z1.1-Z1.12=KEP

OCB=PER KO
KEP=PER KO OCB
Path Diagram
Number of Decimals = 3
Admissibility Check = Off
End of Problem

Sample Size = 202

Covariance Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Z1.1
-----	-----	-----	-----	-----	-----	-----
Y1.1	0.483					
Y1.2	0.264	0.393				
Y1.3	0.248	0.255	0.440			
Y1.4	0.238	0.180	0.205	0.468		
Y1.5	0.233	0.215	0.214	0.238	0.456	
Z1.1	0.273	0.236	0.276	0.255	0.257	0.375
Z1.2	0.273	0.226	0.229	0.238	0.234	0.235
Z1.3	0.298	0.227	0.258	0.236	0.257	0.278
Z1.4	0.288	0.231	0.295	0.239	0.256	0.338
Z1.5	0.223	0.192	0.259	0.247	0.229	0.225
Z1.6	0.269	0.244	0.262	0.257	0.257	0.305
Z1.7	0.263	0.201	0.236	0.220	0.223	0.261
Z1.8	0.233	0.232	0.263	0.231	0.232	0.263
Z1.9	0.268	0.235	0.265	0.239	0.267	0.323
Z1.10	0.249	0.199	0.227	0.222	0.236	0.245
Z1.11	0.243	0.210	0.235	0.249	0.262	0.279
Z1.12	0.303	0.261	0.266	0.264	0.301	0.319
X1.1	0.253	0.237	0.288	0.271	0.247	0.292
X1.2	0.209	0.200	0.255	0.210	0.213	0.240
X1.3	0.213	0.211	0.230	0.229	0.251	0.248
X1.4	0.243	0.216	0.256	0.244	0.241	0.284
X1.5	0.184	0.154	0.191	0.171	0.202	0.204
X2.1	0.240	0.180	0.178	0.206	0.206	0.214
X2.2	0.230	0.200	0.205	0.168	0.189	0.199
X2.3	0.221	0.179	0.167	0.190	0.202	0.178

Covariance Matrix

	Z1.2	Z1.3	Z1.4	Z1.5	Z1.6	Z1.7
-----	-----	-----	-----	-----	-----	-----
Z1.2	0.433					
Z1.3	0.220	0.395				
Z1.4	0.223	0.295	0.366			
Z1.5	0.193	0.224	0.237	0.396		
Z1.6	0.264	0.249	0.295	0.200	0.392	
Z1.7	0.211	0.233	0.284	0.235	0.211	0.335
Z1.8	0.215	0.211	0.255	0.199	0.254	0.188
Z1.9	0.256	0.259	0.307	0.206	0.346	0.224
Z1.10	0.149	0.238	0.264	0.189	0.228	0.190
Z1.11	0.211	0.269	0.268	0.216	0.297	0.189
Z1.12	0.254	0.296	0.317	0.238	0.320	0.249
X1.1	0.234	0.260	0.289	0.258	0.274	0.242
X1.2	0.208	0.216	0.234	0.212	0.222	0.195
X1.3	0.222	0.239	0.256	0.231	0.255	0.208
X1.4	0.228	0.260	0.286	0.222	0.245	0.244
X1.5	0.165	0.206	0.219	0.190	0.180	0.169
X2.1	0.214	0.219	0.213	0.166	0.215	0.184
X2.2	0.176	0.182	0.218	0.183	0.216	0.184
X2.3	0.181	0.208	0.193	0.168	0.212	0.153

Covariance Matrix

	Z1.8	Z1.9	Z1.10	Z1.11	Z1.12	X1.1
-----	-----	-----	-----	-----	-----	-----
Z1.8	0.395					
Z1.9	0.254	0.387				
Z1.10	0.193	0.232	0.367			
Z1.11	0.234	0.288	0.256	0.378		
Z1.12	0.261	0.313	0.289	0.318	0.442	
X1.1	0.245	0.264	0.248	0.264	0.305	0.488
X1.2	0.196	0.224	0.192	0.204	0.225	0.261
X1.3	0.219	0.242	0.204	0.242	0.266	0.343
X1.4	0.235	0.253	0.224	0.233	0.277	0.329
X1.5	0.201	0.177	0.190	0.197	0.224	0.231
X2.1	0.189	0.223	0.167	0.193	0.231	0.141
X2.2	0.202	0.206	0.198	0.211	0.222	0.119
X2.3	0.178	0.218	0.159	0.194	0.231	0.100

Covariance Matrix

	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2
	-----	-----	-----	-----	-----	-----
X1.2	0.389					
X1.3	0.249	0.459				
X1.4	0.259	0.350	0.465			
X1.5	0.176	0.264	0.274	0.362		
X2.1	0.106	0.104	0.138	0.091	0.371	
X2.2	0.104	0.115	0.119	0.099	0.197	0.399
X2.3	0.066	0.070	0.084	0.088	0.229	0.221

Covariance Matrix

	X2.3

X2.3	0.390

Number of Iterations = 68

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$$Y1.1 = 0.512*OCB, \text{Errorvar.} = 0.221, R^2 = 0.542$$

(0.0224)
9.868

$$Y1.2 = 0.437*OCB, \text{Errorvar.} = 0.202, R^2 = 0.485$$

(0.0422) (0.0203)
10.355 9.953

$$Y1.3 = 0.492*OCB, \text{Errorvar.} = 0.198, R^2 = 0.549$$

(0.0444) (0.0201)
11.081 9.854

$$Y1.4 = 0.469*OCB, \text{Errorvar.} = 0.248, R^2 = 0.470$$

(0.0461) (0.0249)
10.175 9.969

$$Y1.5 = 0.488*OCB, \text{Errorvar.} = 0.218, R^2 = 0.522$$

(0.0453) (0.0220)
10.779 9.903

$$Z1.1 = 0.562*KEP, \text{Errorvar.} = 0.0595, R^2 = 0.841$$

(0.00682)
8.727

$$Z1.2 = 0.445 * KEP, \text{ Errorvar.} = 0.235, R^2 = 0.457$$

(0.0373)	(0.0239)
11.931	9.821

$$Z1.3 = 0.508 * KEP, \text{ Errorvar.} = 0.137, R^2 = 0.652$$

(0.0308)	(0.0144)
16.463	9.569

$$Z1.4 = 0.563 * KEP, \text{ Errorvar.} = 0.0487, R^2 = 0.867$$

(0.0236)	(0.00578)
23.841	8.429

$$Z1.5 = 0.429 * KEP, \text{ Errorvar.} = 0.212, R^2 = 0.464$$

(0.0355)	(0.0216)
12.077	9.815

$$Z1.6 = 0.542 * KEP, \text{ Errorvar.} = 0.0988, R^2 = 0.748$$

(0.0281)	(0.0106)
19.281	9.302

$$Z1.7 = 0.452 * KEP, \text{ Errorvar.} = 0.131, R^2 = 0.609$$

(0.0294)	(0.0136)
15.357	9.646

$$Z1.8 = 0.464 * KEP, \text{ Errorvar.} = 0.180, R^2 = 0.544$$

(0.0336)	(0.0185)
13.798	9.736

$$Z1.9 = 0.549 * KEP, \text{ Errorvar.} = 0.0859, R^2 = 0.778$$

(0.0271)	(0.00937)
20.301	9.169

$$Z1.10 = 0.453 * KEP, \text{ Errorvar.} = 0.162, R^2 = 0.559$$

(0.0320)	(0.0167)
14.162	9.717

$$Z1.11 = 0.506 * KEP, \text{ Errorvar.} = 0.121, R^2 = 0.679$$

(0.0294)	(0.0127)
17.202	9.510

$$Z1.12 = 0.578 * KEP, \text{ Errorvar.} = 0.108, R^2 = 0.756$$

(0.0296)	(0.0116)
19.537	9.271

$$X1.1 = 0.588 * PER, \text{ Errorvar.} = 0.143, R^2 = 0.707$$

(0.0403)	(0.0168)
14.566	8.493

$$X1.2 = 0.469*PER, \text{Errorvar.} = 0.169, R^2 = 0.565$$

(0.0380)	(0.0183)
12.325	9.219

$$X1.3 = 0.566*PER, \text{Errorvar.} = 0.139, R^2 = 0.698$$

(0.0393)	(0.0162)
14.411	8.565

$$X1.4 = 0.578*PER, \text{Errorvar.} = 0.131, R^2 = 0.718$$

(0.0392)	(0.0156)
14.737	8.408

$$X1.5 = 0.429*PER, \text{Errorvar.} = 0.178, R^2 = 0.508$$

(0.0375)	(0.0190)
11.444	9.389

$$X2.1 = 0.458*KO, \text{Errorvar.} = 0.161, R^2 = 0.566$$

(0.0377)	(0.0185)
12.146	8.711

$$X2.2 = 0.457*KO, \text{Errorvar.} = 0.190, R^2 = 0.524$$

(0.0397)	(0.0212)
11.527	8.968

$$X2.3 = 0.480*KO, \text{Errorvar.} = 0.160, R^2 = 0.590$$

(0.0384)	(0.0187)
12.503	8.527

Structural Equations

$$OCB = 0.630*PER + 0.622*KO, \text{Errorvar.} = 0.320, R^2 = 0.680$$

(0.0602)	(0.0586)	(0.0280)
10.467	10.619	-3.858

$$KEP = 0.460*OCB + 0.336*PER + 0.276*KO, \text{Errorvar.} = 0.0254, R^2 = 0.975$$

(0.126)	(0.0853)	(0.0768)	(0.0132)
3.663	3.932	3.593	1.919

Reduced Form Equations

$$OCB = 0.630*PER + 0.622*KO, \text{Errorvar.} = -0.108, R^2 = 1.108$$

(0.0602)	(0.0586)
10.467	10.619

$$KEP = 0.625*PER + 0.562*KO, \text{Errorvar.} = 0.00251, R^2 = 0.997$$

(0.0468)	(0.0430)
13.357	13.068

Correlation Matrix of Independent Variables

	PER	KO
PER	1.000	
KO	0.413 (0.071) 5.786	1.000

Covariance Matrix of Latent Variables

	OCB	KEP	PER	KO
OCB	1.000			
KEP	1.001	1.000		
PER	0.887	0.858	1.000	
KO	0.883	0.821	0.413	1.000

W_A_R_N_I_N_G: Matrix above is not positive definite

Goodness of Fit Statistics

Degrees of Freedom = 269

Minimum Fit Function Chi-Square = 749.241 (P = 0.0)

Normal Theory Weighted Least Squares Chi-Square = 740.702 (P = 0.0)

Estimated Non-centrality Parameter (NCP) = 471.702

90 Percent Confidence Interval for NCP = (394.492 ; 556.557)

Minimum Fit Function Value = 3.728

Population Discrepancy Function Value (F0) = 2.347

90 Percent Confidence Interval for F0 = (1.963 ; 2.769)

Root Mean Square Error of Approximation (RMSEA) = 0.0934

90 Percent Confidence Interval for RMSEA = (0.0854 ; 0.101)

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

Expected Cross-Validation Index (ECVI) = 4.242

90 Percent Confidence Interval for ECVI = (3.858 ; 4.664)

ECVI for Saturated Model = 3.234

ECVI for Independence Model = 97.478

Chi-Square for Independence Model with 300 Degrees of Freedom = 19543.018

Independence AIC = 19593.018

Model AIC = 852.702

Saturated AIC = 650.000

Independence CAIC = 19700.725

Model CAIC = 1093.964

Saturated CAIC = 2050.187

Normed Fit Index (NFI) = 0.962
 Non-Normed Fit Index (NNFI) = 0.972
 Parsimony Normed Fit Index (PNFI) = 0.862
 Comparative Fit Index (CFI) = 0.975
 Incremental Fit Index (IFI) = 0.975
 Relative Fit Index (RFI) = 0.957

Critical N (CN) = 88.425

Root Mean Square Residual (RMR) = 0.0175
 Standardized RMR = 0.0433
 Goodness of Fit Index (GFI) = 0.772
 Adjusted Goodness of Fit Index (AGFI) = 0.725
 Parsimony Goodness of Fit Index (PGFI) = 0.639

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
Z1.1	OCB	11.2	-0.43

The Modification Indices Suggest to Add an Error Covariance

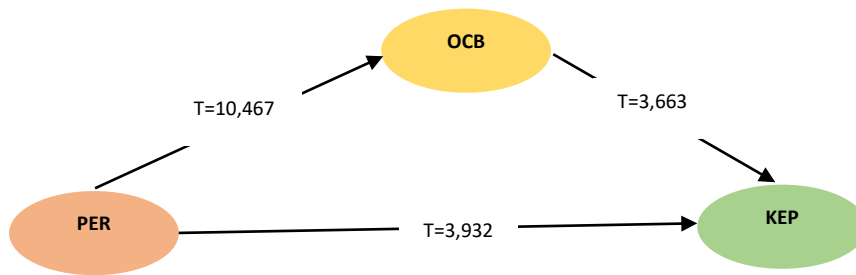
Between	and	Decrease in Chi-Square	New Estimate
Y1.2	Y1.1	8.0	0.04
Y1.3	Y1.2	8.7	0.04
Z1.3	Y1.1	7.9	0.04
Z1.4	Y1.4	8.6	-0.02
Z1.4	Z1.1	49.7	0.03
Z1.4	Z1.2	16.3	-0.03
Z1.6	Z1.3	11.7	-0.03
Z1.6	Z1.5	11.4	-0.04
Z1.7	Z1.4	33.4	0.04
Z1.7	Z1.5	12.9	0.04
Z1.7	Z1.6	20.7	-0.04
Z1.9	Z1.1	11.4	0.02
Z1.9	Z1.5	11.0	-0.03
Z1.9	Z1.6	68.1	0.06
Z1.9	Z1.7	12.2	-0.03
Z1.10	Z1.2	15.4	-0.06
Z1.11	Z1.4	13.8	-0.02
Z1.11	Z1.6	9.6	0.03
Z1.11	Z1.7	22.3	-0.04
Z1.11	Z1.10	8.1	0.03
Z1.12	Z1.10	9.6	0.03
Z1.12	Z1.11	11.0	0.03
X1.2	Y1.3	11.1	0.04
X1.3	Z1.1	8.4	-0.02
X1.4	X1.3	9.5	0.04
X2.3	Z1.1	12.4	-0.03

Time used: 0.031 Seconds

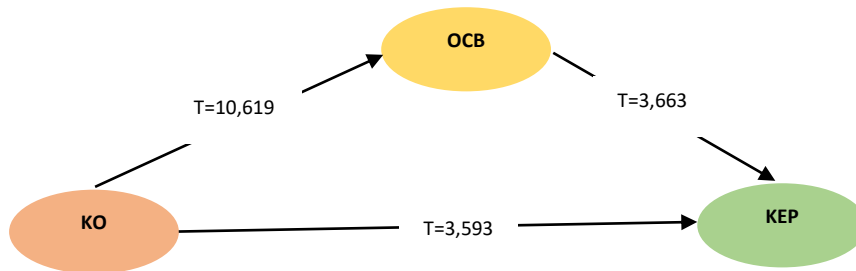
RESPESIFIKASI MODEL

Set the Error Covariance between Z1.4 and Z1.1 Free
Set the Error Covariance between Z1.7 and Z1.4 Free
Set the Error Covariance between Z1.7 and Z1.6 Free
Set the Error Covariance between Z1.9 and Z1.6 Free
Set the Error Covariance between Z1.11 and Z1.7 Free

Degrees of Freedom = 264
Minimum Fit Function Chi-Square = 570.059 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 528.385 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 264.385
90 Percent Confidence Interval for NCP = (202.743 ; 333.807)
Minimum Fit Function Value = 2.836
Population Discrepancy Function Value (F0) = 1.315
90 Percent Confidence Interval for F0 = (1.009 ; 1.661)
Root Mean Square Error of Approximation (RMSEA) = 0.0706
90 Percent Confidence Interval for RMSEA = (0.0618 ; 0.0793)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.000101
Expected Cross-Validation Index (ECVI) = 3.236
90 Percent Confidence Interval for ECVI = (2.929 ; 3.581)
ECVI for Saturated Model = 3.234
ECVI for Independence Model = 97.478
Chi-Square for Independence Model with 300 Degrees of Freedom = 19543.018
Independence AIC = 19593.018
Model AIC = 650.385
Saturated AIC = 650.000
Independence CAIC = 19700.725
Model CAIC = 913.189
Saturated CAIC = 2050.187
Normed Fit Index (NFI) = 0.971
Non-Normed Fit Index (NNFI) = 0.982
Parsimony Normed Fit Index (PNFI) = 0.854
Comparative Fit Index (CFI) = 0.984
Incremental Fit Index (IFI) = 0.984
Relative Fit Index (RFI) = 0.967
Critical N (CN) = 113.964
Root Mean Square Residual (RMR) = 0.0162
Standardized RMR = 0.0398
Goodness of Fit Index (GFI) = 0.926
Adjusted Goodness of Fit Index (AGFI) = 0.886
Parsimony Goodness of Fit Index (PGFI) = 0.671



Input:		Test statistic:	p-value:
t_a	10.467	Sobel test: 3.4573995	0.00054542
t_b	3.663	Aroian test: 3.44342741	0.00057439
		Goodman test: 3.47154307	0.00051748
		Reset all	Calculate



Input:		Test statistic:	p-value:
t_a	10.619	Sobel test: 3.46277299	0.00053464
t_b	3.663	Aroian test: 3.44913254	0.00056239
		Goodman test: 3.47657657	0.00050786
		Reset all	Calculate

TABEL R STATISTIKA

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	0,1	0,05	0,02	0,01	0,001
DF = n-2	r 0,005	r 0,05	r 0,025	r 0,01	r 0,001
1	0,9877	0,9969	0,9995	0,9999	1,0000
2	0,9000	0,9500	0,9800	0,9900	0,9990
3	0,8054	0,8783	0,9343	0,9587	0,9911
4	0,7293	0,8114	0,8822	0,9172	0,9741
5	0,6694	0,7545	0,8329	0,8745	0,9509
6	0,6215	0,7067	0,7887	0,8343	0,9249
7	0,5822	0,6664	0,7498	0,7977	0,8983
8	0,5494	0,6319	0,7155	0,7646	0,8721
9	0,5214	0,6021	0,6851	0,7348	0,8470
10	0,4973	0,5760	0,6581	0,7079	0,8233
11	0,4762	0,5529	0,6339	0,6835	0,8010
12	0,4575	0,5324	0,6120	0,6614	0,7800
13	0,4409	0,5140	0,5923	0,6411	0,7604
14	0,4259	0,4973	0,5742	0,6226	0,7419
15	0,4124	0,4821	0,5577	0,6055	0,7247
16	0,4000	0,4683	0,5425	0,5897	0,7084
17	0,3887	0,4555	0,5285	0,5751	0,6932
18	0,3783	0,4438	0,5155	0,5614	0,6788
19	0,3687	0,4329	0,5034	0,5487	0,6652
20	0,3598	0,4227	0,4921	0,5368	0,6524
21	0,3515	0,4132	0,4815	0,5256	0,6402
22	0,3438	0,4044	0,4716	0,5151	0,6287
23	0,3365	0,3961	0,4622	0,5052	0,6178
24	0,3297	0,3882	0,4534	0,4958	0,6074
25	0,3233	0,3809	0,4451	0,4869	0,5974
26	0,3172	0,3739	0,4372	0,4785	0,5880
27	0,3115	0,3673	0,4297	0,4705	0,5790
28	0,3061	0,3610	0,4226	0,4629	0,5703
29	0,3009	0,3550	0,4158	0,4556	0,5620
30	0,2960	0,3494	0,4093	0,4487	0,5541
31	0,2913	0,3440	0,4032	0,4421	0,5465
32	0,2869	0,3388	0,3972	0,4357	0,5392
33	0,2826	0,3338	0,3916	0,4296	0,5322
34	0,2785	0,3291	0,3862	0,4238	0,5254
35	0,2746	0,3246	0,3810	0,4182	0,5189
36	0,2709	0,3202	0,3760	0,4128	0,5126
37	0,2673	0,3160	0,3712	0,4076	0,5066
38	0,2638	0,3120	0,3665	0,4026	0,5007
39	0,2605	0,3081	0,3621	0,3978	0,4950
40	0,2573	0,3044	0,3578	0,3932	0,4896
41	0,2542	0,3008	0,3536	0,3887	0,4843
42	0,2512	0,2973	0,3496	0,3843	0,4791

43	0,2483	0,2940	0,3457	0,3801	0,4742
44	0,2455	0,2907	0,3420	0,3761	0,4694
45	0,2429	0,2876	0,3384	0,3721	0,4647
46	0,2403	0,2845	0,3348	0,3683	0,4601
47	0,2377	0,2816	0,3314	0,3646	0,4557
48	0,2353	0,2787	0,3281	0,3610	0,4514
49	0,2329	0,2759	0,3249	0,3575	0,4473
50	0,2306	0,2732	0,3218	0,3542	0,4432
51	0,2284	0,2706	0,3188	0,3509	0,4393
52	0,2262	0,2681	0,3158	0,3477	0,4354
53	0,2241	0,2656	0,3129	0,3445	0,4317
54	0,2221	0,2632	0,3102	0,3415	0,4280
55	0,2201	0,2609	0,3074	0,3385	0,4244
56	0,2181	0,2586	0,3048	0,3357	0,4210
57	0,2162	0,2564	0,3022	0,3328	0,4176
58	0,2144	0,2542	0,2997	0,3301	0,4143
59	0,2126	0,2521	0,2972	0,3274	0,4110
60	0,2108	0,2500	0,2948	0,3248	0,4079
61	0,2091	0,2480	0,2925	0,3223	0,4048
62	0,2075	0,2461	0,2902	0,3198	0,4018
63	0,2058	0,2441	0,2880	0,3173	0,3988
64	0,2042	0,2423	0,2858	0,3150	0,3959
65	0,2027	0,2404	0,2837	0,3126	0,3931
66	0,2012	0,2387	0,2816	0,3104	0,3903
67	0,1997	0,2369	0,2796	0,3081	0,3876
68	0,1982	0,2352	0,2776	0,3060	0,3850
69	0,1968	0,2335	0,2756	0,3038	0,3823
70	0,1954	0,2319	0,2737	0,3017	0,3798
71	0,1940	0,2303	0,2718	0,2997	0,3773
72	0,1927	0,2287	0,2700	0,2977	0,3748
73	0,1914	0,2272	0,2682	0,2957	0,3724
74	0,1901	0,2257	0,2664	0,2938	0,3701
75	0,1888	0,2242	0,2647	0,2919	0,3678
76	0,1876	0,2227	0,2630	0,2900	0,3655
77	0,1864	0,2213	0,2613	0,2882	0,3633
78	0,1852	0,2199	0,2597	0,2864	0,3611
79	0,1841	0,2185	0,2581	0,2847	0,3589
80	0,1829	0,2172	0,2565	0,2830	0,3568
81	0,1818	0,2159	0,2550	0,2813	0,3547
82	0,1807	0,2146	0,2535	0,2796	0,3527
83	0,1796	0,2133	0,2520	0,2780	0,3507
84	0,1786	0,2120	0,2505	0,2764	0,3487
85	0,1775	0,2108	0,2491	0,2748	0,3468
86	0,1765	0,2096	0,2477	0,2732	0,3449

87	0,1755	0,2084	0,2463	0,2717	0,3430
88	0,1745	0,2072	0,2449	0,2702	0,3412
89	0,1735	0,2061	0,2435	0,2687	0,3393
90	0,1726	0,2050	0,2422	0,2673	0,3375
91	0,1716	0,2039	0,2409	0,2659	0,3358
92	0,1707	0,2028	0,2396	0,2645	0,3341
93	0,1698	0,2017	0,2384	0,2631	0,3323
94	0,1689	0,2006	0,2371	0,2617	0,3307
95	0,1680	0,1996	0,2359	0,2604	0,3290
96	0,1671	0,1986	0,2347	0,2591	0,3274
97	0,1663	0,1975	0,2335	0,2578	0,3258
98	0,1654	0,1966	0,2324	0,2565	0,3242
99	0,1646	0,1956	0,2312	0,2552	0,3226
100	0,1638	0,1946	0,2301	0,2540	0,3211
101	0,1630	0,1937	0,2290	0,2528	0,3196
102	0,1622	0,1927	0,2279	0,2515	0,3181
103	0,1614	0,1918	0,2268	0,2504	0,3166
104	0,1606	0,1909	0,2257	0,2492	0,3152
105	0,1599	0,1900	0,2247	0,2480	0,3137
106	0,1591	0,1891	0,2236	0,2469	0,3123
107	0,1584	0,1882	0,2226	0,2458	0,3109
108	0,1576	0,1874	0,2216	0,2446	0,3095
109	0,1569	0,1865	0,2206	0,2436	0,3082
110	0,1562	0,1857	0,2196	0,2425	0,3068
111	0,1555	0,1848	0,2186	0,2414	0,3055
112	0,1548	0,1840	0,2177	0,2403	0,3042
113	0,1541	0,1832	0,2167	0,2393	0,3029
114	0,1535	0,1824	0,2158	0,2383	0,3016
115	0,1528	0,1816	0,2149	0,2373	0,3004
116	0,1522	0,1809	0,2139	0,2363	0,2991
117	0,1515	0,1801	0,2131	0,2353	0,2979
118	0,1509	0,1793	0,2122	0,2343	0,2967
119	0,1502	0,1786	0,2113	0,2333	0,2955
120	0,1496	0,1779	0,2104	0,2324	0,2943
121	0,1490	0,1771	0,2096	0,2315	0,2931
122	0,1484	0,1764	0,2087	0,2305	0,2920
123	0,1478	0,1757	0,2079	0,2296	0,2908
124	0,1472	0,1750	0,2071	0,2287	0,2897
125	0,1466	0,1743	0,2062	0,2278	0,2886
126	0,1460	0,1736	0,2054	0,2269	0,2875
127	0,1455	0,1729	0,2046	0,2260	0,2864
128	0,1449	0,1723	0,2039	0,2252	0,2853
129	0,1443	0,1716	0,2031	0,2243	0,2843
130	0,1438	0,1710	0,2023	0,2235	0,2832

131	0,1432	0,1703	0,2015	0,2226	0,2822
132	0,1427	0,1697	0,2008	0,2218	0,2811
133	0,1422	0,1690	0,2001	0,2210	0,2801
134	0,1416	0,1684	0,1993	0,2202	0,2791
135	0,1411	0,1678	0,1986	0,2194	0,2781
136	0,1406	0,1672	0,1979	0,2186	0,2771
137	0,1401	0,1666	0,1972	0,2178	0,2761
138	0,1396	0,1660	0,1965	0,2170	0,2752
139	0,1391	0,1654	0,1958	0,2163	0,2742
140	0,1386	0,1648	0,1951	0,2155	0,2733
141	0,1381	0,1642	0,1944	0,2148	0,2723
142	0,1376	0,1637	0,1937	0,2140	0,2714
143	0,1371	0,1631	0,1930	0,2133	0,2705
144	0,1367	0,1625	0,1924	0,2126	0,2696
145	0,1362	0,1620	0,1917	0,2118	0,2687
146	0,1357	0,1614	0,1911	0,2111	0,2678
147	0,1353	0,1609	0,1904	0,2104	0,2669
148	0,1348	0,1603	0,1898	0,2097	0,2660
149	0,1344	0,1598	0,1892	0,2090	0,2652
150	0,1339	0,1593	0,1886	0,2083	0,2643
151	0,1335	0,1587	0,1879	0,2077	0,2635
152	0,1330	0,1582	0,1873	0,2070	0,2626
153	0,1326	0,1577	0,1867	0,2063	0,2618
154	0,1322	0,1572	0,1861	0,2057	0,2610
155	0,1318	0,1567	0,1855	0,2050	0,2602
156	0,1313	0,1562	0,1849	0,2044	0,2593
157	0,1309	0,1557	0,1844	0,2037	0,2585
158	0,1305	0,1552	0,1838	0,2031	0,2578
159	0,1301	0,1547	0,1832	0,2025	0,2570
160	0,1297	0,1543	0,1826	0,2019	0,2562
161	0,1293	0,1538	0,1821	0,2012	0,2554
162	0,1289	0,1533	0,1815	0,2006	0,2546
163	0,1285	0,1528	0,1810	0,2000	0,2539
164	0,1281	0,1524	0,1804	0,1994	0,2531
165	0,1277	0,1519	0,1799	0,1988	0,2524
166	0,1273	0,1515	0,1794	0,1982	0,2517
167	0,1270	0,1510	0,1788	0,1976	0,2509
168	0,1266	0,1506	0,1783	0,1971	0,2502
169	0,1262	0,1501	0,1778	0,1965	0,2495
170	0,1258	0,1497	0,1773	0,1959	0,2488
171	0,1255	0,1493	0,1768	0,1954	0,2481
172	0,1251	0,1488	0,1762	0,1948	0,2473
173	0,1247	0,1484	0,1757	0,1942	0,2467
174	0,1244	0,1480	0,1752	0,1937	0,2460

175	0,1240	0,1476	0,1747	0,1932	0,2453
176	0,1237	0,1471	0,1743	0,1926	0,2446
177	0,1233	0,1467	0,1738	0,1921	0,2439
178	0,1230	0,1463	0,1733	0,1915	0,2433
179	0,1226	0,1459	0,1728	0,1910	0,2426
180	0,1223	0,1455	0,1723	0,1905	0,2419
181	0,1220	0,1451	0,1719	0,1900	0,2413
182	0,1216	0,1447	0,1714	0,1895	0,2406
183	0,1213	0,1443	0,1709	0,1890	0,2400
184	0,1210	0,1439	0,1705	0,1884	0,2394
185	0,1207	0,1435	0,1700	0,1879	0,2387
186	0,1203	0,1432	0,1696	0,1874	0,2381
187	0,1200	0,1428	0,1691	0,1869	0,2375
188	0,1197	0,1424	0,1687	0,1865	0,2369
189	0,1194	0,1420	0,1682	0,1860	0,2363
190	0,1191	0,1417	0,1678	0,1855	0,2357
191	0,1188	0,1413	0,1674	0,1850	0,2351
192	0,1184	0,1409	0,1669	0,1845	0,2345
193	0,1181	0,1406	0,1665	0,1841	0,2339
194	0,1178	0,1402	0,1661	0,1836	0,2333
195	0,1175	0,1398	0,1657	0,1831	0,2327
196	0,1172	0,1395	0,1652	0,1827	0,2321
197	0,1169	0,1391	0,1648	0,1822	0,2315
198	0,1166	0,1388	0,1644	0,1818	0,2310
199	0,1164	0,1384	0,1640	0,1813	0,2304
200	0,1161	0,1381	0,1636	0,1809	0,2298

Titik Persentase Distribusi t (df = 1 - 40)

Titik Persentase Distribusi t (df = 1 - 40)

df	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70820	31.82082	63.65734	318.30884
2	0.81626	1.88562	2.91000	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44791	3.14267	3.70743	5.20783
7	0.71114	1.41462	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39852	1.86015	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38703	1.83311	2.26216	2.82144	3.24984	4.25981
10	0.69981	1.37721	1.81248	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36943	1.79588	2.20089	2.71808	3.10581	4.05470
12	0.69548	1.36322	1.78229	2.17881	2.68100	3.05454	3.98083
13	0.69383	1.35817	1.77093	2.16037	2.65031	3.01228	3.91938
14	0.69242	1.35403	1.76131	2.14479	2.62449	2.97684	3.86739
15	0.69120	1.34981	1.75305	2.13145	2.60248	2.94671	3.82383
16	0.69013	1.34676	1.74588	2.11991	2.58349	2.92078	3.78815
17	0.68920	1.34398	1.73961	2.10982	2.56693	2.89823	3.75877
18	0.68838	1.34139	1.73408	2.10092	2.55238	2.87844	3.73448
19	0.68762	1.33893	1.72913	2.09302	2.53948	2.86093	3.71440
20	0.68695	1.33659	1.72472	2.08598	2.52798	2.84534	3.69718
21	0.68635	1.33439	1.72074	2.07981	2.51765	2.83136	3.68155
22	0.68581	1.33224	1.71714	2.07437	2.50832	2.81878	3.66739
23	0.68531	1.33014	1.71387	2.06966	2.49987	2.80734	3.65468
24	0.68485	1.32809	1.71088	2.06560	2.49218	2.79694	3.64338
25	0.68443	1.32615	1.70814	2.06224	2.48511	2.78744	3.63349
26	0.68404	1.32437	1.70562	2.05953	2.47863	2.77871	3.62490
27	0.68368	1.32264	1.70329	2.05743	2.47268	2.77068	3.61753
28	0.68335	1.32103	1.70113	2.04584	2.46714	2.76328	3.61138
29	0.68304	1.31943	1.69913	2.04452	2.46202	2.75639	3.60554
30	0.68276	1.31794	1.69728	2.04227	2.45728	2.75000	3.59998
31	0.68249	1.31648	1.69552	2.04051	2.45282	2.74404	3.59469
32	0.68223	1.31507	1.69386	2.03893	2.44868	2.73848	3.58951
33	0.68199	1.31374	1.69236	2.03752	2.44479	2.73328	3.58454
34	0.68177	1.31245	1.69092	2.03624	2.44115	2.72839	3.57973
35	0.68156	1.31121	1.68957	2.03511	2.43772	2.72381	3.57505
36	0.68137	1.31001	1.68830	2.03409	2.43449	2.71948	3.57052
37	0.68118	1.30885	1.68709	2.03319	2.43145	2.71541	3.56613
38	0.68100	1.30772	1.68595	2.03240	2.42857	2.71158	3.56193
39	0.68083	1.30664	1.68488	2.03169	2.42584	2.70791	3.55791
40	0.68067	1.30560	1.68385	2.03108	2.42326	2.70448	3.55408

Tabel Persentase Distribusi t (df = 41 - 80)

df	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.65288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.65195	2.01808	2.41847	2.69807	3.29895
43	0.68024	1.30155	1.65107	2.01660	2.41625	2.69510	3.29680
44	0.68011	1.30109	1.65023	2.01537	2.41413	2.69228	3.29487
45	0.67998	1.30065	1.64943	2.01410	2.41212	2.68959	3.29318
46	0.67986	1.30023	1.64866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.64793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.64722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.64655	2.00956	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.64591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.64528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.64469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.64412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.64358	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.64303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.64252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.64203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.64155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.64109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.64065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.64022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.63980	1.99897	2.38801	2.65748	3.22698
63	0.67840	1.29513	1.63940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.63901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.63864	1.99714	2.38510	2.65358	3.22041
66	0.67823	1.29451	1.63827	1.99656	2.38419	2.65233	3.21837
67	0.67817	1.29432	1.63792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.63757	1.99547	2.38245	2.65008	3.21448
69	0.67806	1.29394	1.63724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.63691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.63660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.63629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.63600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.63571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.63543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.63515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.63488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.63462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.63437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.63412	1.99006	2.37387	2.63869	3.19526

Link Percentage Distribution (dl = 81-120)

dl	0.25	0.10	0.05	0.025	0.01	0.005	0.001
dl	0.50	0.20	0.10	0.050	0.02	0.010	0.002
81	0.67753	1.29209	1.66388	1.98989	2.37327	2.63790	3.19292
82	0.67749	1.29198	1.66385	1.98932	2.37289	2.63712	3.19282
83	0.67746	1.29183	1.66342	1.98898	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63583	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18990
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18857
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66198	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66056	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103	0.67688	1.28982	1.65978	1.98328	2.36310	2.62441	3.17125
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598
111	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528
112	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460
113	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392
114	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
115	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
116	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
117	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
118	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
119	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
120	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954

Link Persentase Distribusi (df = 121 - 160)

α	α	0.25	0.10	0.05	0.025	0.01	0.005	0.001
		0.50	0.20	0.10	0.050	0.02	0.010	0.002
121	0.87652	1.28859	1.65734	1.97976	2.35756	2.61707	3.15895	
122	0.87651	1.28853	1.65744	1.97980	2.35730	2.61673	3.15838	
123	0.87649	1.28847	1.65734	1.97944	2.35705	2.61639	3.15781	
124	0.87647	1.28842	1.65723	1.97928	2.35680	2.61606	3.15726	
125	0.87646	1.28838	1.65714	1.97912	2.35655	2.61573	3.15671	
126	0.87644	1.28831	1.65704	1.97897	2.35631	2.61541	3.15617	
127	0.87643	1.28825	1.65694	1.97882	2.35607	2.61510	3.15565	
128	0.87641	1.28820	1.65685	1.97867	2.35583	2.61478	3.15512	
129	0.87640	1.28815	1.65675	1.97852	2.35560	2.61448	3.15461	
130	0.87638	1.28810	1.65666	1.97838	2.35537	2.61418	3.15411	
131	0.87637	1.28805	1.65657	1.97824	2.35515	2.61388	3.15361	
132	0.87635	1.28800	1.65648	1.97810	2.35493	2.61359	3.15312	
133	0.87634	1.28795	1.65639	1.97796	2.35471	2.61330	3.15264	
134	0.87633	1.28790	1.65630	1.97783	2.35450	2.61302	3.15217	
135	0.87631	1.28785	1.65622	1.97769	2.35429	2.61274	3.15170	
136	0.87630	1.28781	1.65613	1.97756	2.35408	2.61246	3.15124	
137	0.87628	1.28776	1.65605	1.97743	2.35387	2.61219	3.15079	
138	0.87627	1.28772	1.65597	1.97730	2.35367	2.61193	3.15034	
139	0.87626	1.28767	1.65589	1.97718	2.35347	2.61168	3.14990	
140	0.87625	1.28763	1.65581	1.97705	2.35328	2.61140	3.14947	
141	0.87623	1.28758	1.65573	1.97693	2.35309	2.61115	3.14904	
142	0.87622	1.28754	1.65566	1.97681	2.35289	2.61090	3.14862	
143	0.87621	1.28750	1.65558	1.97669	2.35271	2.61065	3.14820	
144	0.87620	1.28746	1.65550	1.97656	2.35252	2.61040	3.14779	
145	0.87619	1.28742	1.65543	1.97646	2.35234	2.61016	3.14739	
146	0.87617	1.28738	1.65536	1.97635	2.35216	2.60992	3.14699	
147	0.87616	1.28734	1.65529	1.97623	2.35198	2.60969	3.14660	
148	0.87615	1.28730	1.65521	1.97612	2.35181	2.60946	3.14621	
149	0.87614	1.28726	1.65514	1.97601	2.35163	2.60923	3.14583	
150	0.87613	1.28722	1.65508	1.97591	2.35146	2.60900	3.14545	
151	0.87612	1.28718	1.65501	1.97580	2.35130	2.60878	3.14508	
152	0.87611	1.28715	1.65494	1.97569	2.35113	2.60856	3.14471	
153	0.87610	1.28711	1.65487	1.97559	2.35097	2.60834	3.14435	
154	0.87609	1.28707	1.65481	1.97549	2.35081	2.60813	3.14400	
155	0.87608	1.28704	1.65474	1.97539	2.35065	2.60792	3.14364	
156	0.87607	1.28700	1.65468	1.97529	2.35049	2.60771	3.14330	
157	0.87606	1.28697	1.65462	1.97519	2.35033	2.60751	3.14295	
158	0.87605	1.28693	1.65455	1.97509	2.35018	2.60730	3.14261	
159	0.87604	1.28690	1.65449	1.97500	2.35003	2.60710	3.14228	
160	0.87603	1.28687	1.65443	1.97490	2.34989	2.60691	3.14195	

Table Percentile Distribution (d = 10) - 200

Q _k	0.25	0.10	0.05	0.025	0.01	0.005	0.001
sk	0.50	0.20	0.10	0.050	0.02	0.010	0.002
161	0.67602	1.29983	1.65437	1.97481	2.34673	2.60671	3.14162
162	0.67601	1.29980	1.65431	1.97472	2.34659	2.60652	3.14130
163	0.67600	1.29977	1.65426	1.97462	2.34644	2.60633	3.14098
164	0.67599	1.29973	1.65420	1.97453	2.34630	2.60614	3.14067
165	0.67598	1.29970	1.65414	1.97445	2.34616	2.60595	3.14036
166	0.67597	1.29967	1.65408	1.97436	2.34602	2.60577	3.14005
167	0.67596	1.29964	1.65403	1.97427	2.34588	2.60559	3.13975
168	0.67595	1.29961	1.65397	1.97419	2.34575	2.60541	3.13945
169	0.67594	1.29958	1.65392	1.97410	2.34562	2.60523	3.13915
170	0.67594	1.29955	1.65387	1.97402	2.34548	2.60506	3.13886
171	0.67593	1.29952	1.65381	1.97393	2.34535	2.60489	3.13857
172	0.67592	1.29949	1.65376	1.97385	2.34522	2.60471	3.13829
173	0.67591	1.29946	1.65371	1.97377	2.34510	2.60455	3.13801
174	0.67590	1.29944	1.65366	1.97369	2.34497	2.60438	3.13773
175	0.67589	1.29941	1.65361	1.97361	2.34484	2.60421	3.13745
176	0.67589	1.29938	1.65356	1.97353	2.34472	2.60405	3.13718
177	0.67588	1.29935	1.65351	1.97346	2.34460	2.60389	3.13691
178	0.67587	1.29933	1.65346	1.97338	2.34448	2.60373	3.13665
179	0.67586	1.29930	1.65341	1.97331	2.34436	2.60357	3.13638
180	0.67586	1.29927	1.65336	1.97323	2.34424	2.60342	3.13612
181	0.67585	1.29925	1.65332	1.97316	2.34413	2.60326	3.13587
182	0.67584	1.29922	1.65327	1.97308	2.34401	2.60311	3.13561
183	0.67583	1.29919	1.65322	1.97301	2.34390	2.60296	3.13536
184	0.67583	1.29917	1.65318	1.97294	2.34378	2.60281	3.13511
185	0.67582	1.29914	1.65313	1.97287	2.34367	2.60267	3.13487
186	0.67581	1.29912	1.65309	1.97280	2.34356	2.60252	3.13463
187	0.67580	1.29910	1.65304	1.97273	2.34345	2.60238	3.13438
188	0.67580	1.29907	1.65300	1.97266	2.34335	2.60223	3.13415
189	0.67579	1.29905	1.65296	1.97260	2.34324	2.60209	3.13391
190	0.67578	1.29902	1.65291	1.97253	2.34313	2.60195	3.13368
191	0.67578	1.29900	1.65287	1.97246	2.34303	2.60181	3.13345
192	0.67577	1.29898	1.65283	1.97240	2.34293	2.60168	3.13322
193	0.67576	1.29895	1.65279	1.97233	2.34282	2.60154	3.13299
194	0.67576	1.29893	1.65275	1.97227	2.34272	2.60141	3.13277
195	0.67575	1.29891	1.65271	1.97220	2.34262	2.60128	3.13255
196	0.67574	1.29889	1.65267	1.97214	2.34252	2.60115	3.13233
197	0.67574	1.29886	1.65263	1.97208	2.34243	2.60102	3.13212
198	0.67573	1.29884	1.65259	1.97202	2.34233	2.60089	3.13190
199	0.67572	1.29882	1.65255	1.97196	2.34223	2.60076	3.13169
200	0.67572	1.29880	1.65251	1.97190	2.34214	2.60063	3.13148

REKOMENDASI/PERSETUJUAN PERBAIKAN TESIS

Yang bertanda tangan dibawah ini Dosen Pembimbing dan Penguji Tesis,
Menyetujui perbaikan Tesis mahasiswa :

Nama : Dendy Prasetya
NPM : 2261101039
Judul : Pengaruh *personality* dan komitmen organisasi terhadap
Skripsi kepuasan kerja dimediasi oleh *Organizational Citizenship Behavior* pada karyawan Bank Perkreditan Rakyat di Bengkulu

Dengan catatan telah memperbaiki apa yang disarankan oleh Dosen Penelaah dan Pembimbing pada ujian tanggal sebagai berikut:

NO.	C A T A T A N / S A R A N	HALAMAN
1.	Cover mohon disesuaikan dengan tamplate prodi	
2.	Bab I. Pendahuluan Latar Belakang	Halaman 6
3.	Bab III. Metode Penelitian 1. Populasi dan Sampel Penelitian	Halaman 47
.	Bab IV. Hasil dan Pembahasan 1. Pembahasan - Perlu diexplor lagi pengaruh x-y dimediasi z - Perlu penegasan bahwa mediasi – menjelaskan pengaruh x-y, bukan memperkuat/melemahkan pengaruh xx-y 2. Impkasi Penelitian	Halaman 116 Halaman 117

Bengkulu, 19 Juli 2025

Penguji dan Pembimbing:

1. Dr. Islamuddin, S.E.,M.M
2. Dr.Meilaty Finthariasari, S.E.,M.M
3. Dr. Ir. Ririn Harini, M.P
4. Dr. Sri Ekowati, S.E., M.M