

Lampiran 1

SURAT PENGANTAR KUESIONER PENELITIAN

Denpasar,

Kepada Yth.

Bapak/Ibu/Saudara/i

Responden Penelitian

di-

Tempat

Perihal : Pengantar Kuesioner

Lampiran : Satu berkas

Dengan Hormat,

Sehubungan dengan penyusunan Tesis pada Program Magister Akuntansi Universitas Pendidikan Ganesha, maka dengan ini saya yang bertanda tangan dibawah ini:

Nama : Ni Nyoman Wahyuni Intan Sari

Nim : 2129141023

Jurusan : Akuntansi

Fakultas : Ekonomi Universitas Pendidikan Ganesha

Bermaksud untuk melakukan penelitian di LPD se-Kota Denpasar dengan judul **Filosofi Tri Kaya Parisudha Sebagai Variabel Moderasi Pengaruh Komitmen Organisasi dan Pengalaman Pada Kinerja Panureksa LPD**

Dalam penyelesaian penelitian ini, sangat diperlukan bantuan dari pihak-pihak yang meliputi *panureksa* LPD se-Kota Denpasar. Saya mohon kesediaan Bapak/Ibu/Saudara/i agar berkenan mengisi kuesioner yang semata-mata untuk kepentingan ilmiah, dan bukan untuk hal diluarnya dimana kerahasiaan identitas responden dan isi kuesioner akan dijamin sepenuhnya

Peneliti

Ni Nyoman Wahyuni Intan Sari

Nim: 2129141023

Lampiran 2

KUESIONER PENELITIAN

Bagian I: Identitas Responden

- Nama : _____
- Usia : tahun
- Agama : _____
- Lama Bekerja : _____
- Jenis Kelamin : Laki-laki Perempuan
- Pendidikan Terakhir : SMA/SMK S1
 S2 S3
 Lainnya

Bagian II: Petunjuk Pengisian Kuesioner

Untuk menjawab pertanyaan yang tertera, Bapak/Ibu/Saudara/i dimohon untuk memilih salah satu dari pilihan jawaban atas pertanyaan berikut sesuai dengan persepsi atau pilihan Bapak/Ibu, dengan memberikan tanda (√) pada jawaban yang Bapak/Ibu anggap paling sesuai dengan kriteria jawaban.

Keterangan:

- SS = Sangat Setuju Skor 5
- S = Setuju Skor 4
- KS = Kurang Setuju Skor 3
- TS = Tidak Setuju Skor 2
- STS = Sangat Tidak Setuju Skor 1

A. KOMITMEN ORGANISASI

No	Pernyataan	1 STS	2 TS	3 KS	4 S	5 SS
1	Saya akan sangat bahagia menghabiskan sisa karir saya di LPD tempat saya bekerja.					
2	Saya merasa masalah yang terjadi di LPD tempat saya bekerja menjadi permasalahan saya juga					
3	Saya merasa menjadi bagian keluarga pada LPD tempat saya bekerja					
4	Saya sulit meninggalkan LPD karena takut tidak mendapatkan kesempatan kerja ditempat lain					
5	Akan terlalu merugikan bagi saya untuk meninggalkan LPD ini					
6	Sulit mendapatkan pekerjaan dengan penghasilan yang bagus seperti pekerjaan saya sekarang					
7	Saya merasa LPD ini telah banyak berjasa bagi hidup saya					
8	Saya merasa belum memberikan banyak kontribusi bagi LPD tempat saya bekerja					

B. PENGALAMAN

NO	PERNYATAAN	STS (1)	TS (2)	KS (3)	S (4)	SS (5)
1	Lamanya waktu bekerja yang saya miliki membuat saya berpengalaman bekerja sebagai <i>panureksa</i> , sehingga saya memiliki Tri Kaya Parisudha kaya yang baik, seperti: berpikir baik, berkata baik, dan berbuat baik					
2	Saya memiliki tingkat pengetahuan yang baik tentang <i>Panureksa</i> , sehingga saya memiliki Tri Kaya Parisudha kaya yang baik, seperti:berpikir baik, berkata baik, dan berbuat baik					
3	Saya memiliki keterampilan yang baik dalam penugasan sebagai <i>panureksa</i> , karena saya memiliki Tri Kaya Parisudha kaya yang baik , seperti: berpikir baik, berkata baik, dan berbuat baik					
4	Saya mampu menguasai semua jenis pekerjaan yang berhubungan dengan <i>panureksa</i> , yang mengharuskan saya untuk memiliki Tri Kaya Parisudha kaya yang baik					

C. TRI KAYA PARISUDHA

Intelektualisme

No	Pernyataan	1	2	3	4	5
		STS	TS	KS	S	SS
1	Saya memiliki minat terhadap segala hal yang berhubungan dengan pengetahuan ilmiah					
2	Saya tertarik dengan berita dan pengetahuan yang berhubungan dengan lokal, nasional maupun internasional					
3	Saya menghargai segala bentuk seni baik itu seni rupa, musik, sastra, drama dan pertunjukan seni lainnya					
4	Saya memiliki intelektual kuat dan rasa ingin tahu yang besar.					

KEJUJURAN

No	Pernyataan	1	2	3	4	5
		STS	TS	KS	S	SS
1	Saya tidak pernah berbuat curang terhadap siapapun					

2	Saya selalu mengatakan kebenaran meskipun harus ada yang merasa terluka karena kejujuran saya					
3	Saya selalu jujur saat berbicara dengan siapapun tanpa harus menyesali akibatnya					
4	Saya dengan sukarela akan menginformasikan siapapun yang berbuat kesalahan, tanpa terkecuali teman					

PENGENDALIAN DIRI

No	Pernyataan	1	2	3	4	5
		STS	TS	KS	S	SS
1	Saya tidak pernah membuat orang lain marah, apapun alasannya					
2	Saya selalu bisa mengendalikan diri dalam situasi apapun					
3	Saya tidak pernah mengekspresikan kemarahan bahkan ketika seseorang memiliki alasan untuk melakukannya					
4	Saya selalu membalas kemarahan seseorang dengan kelembutan					

RELIGIUSITAS

No	Pernyataan	1	2	3	4	5
		STS	TS	KS	S	SS
1	Saya taat dalam menjalankan ibadah agama, sehingga saya memiliki Tri Kaya Parisudha kaya yang baik					
2	Saya selalu menjalankan perintah agama dalam keseharian saya, sehingga saya memiliki Tri Kaya Parisudha kaya yang baik					
3	Saya selalu dengan setia menghadiri kegiatan keagamaan secara teratur, sehingga saya memiliki Tri Kaya Parisudha kaya yang baik					
4	Saya memiliki iman yang kuat, sehingga saya memiliki Tri Kaya Parisudha kaya yang baik					

D. KINERJA *PANUREKSA* LPD

No	Pernyataan	1 STS	2 TS	3 KS	4 S	5 SS
1	Pekerjaan karyawan dapat diselesaikan tepat waktu sesuai dengan peraturan yang telah ditentukan					
2	Setiap pekerjaan yang karyawan selesaikan memiliki tingkat kesalahan kecil					
3	LPD mengalami peningkatan hasil pendapatan dibandingkan tahun sebelumnya					
4	Karyawan mampu menyelesaikan pekerjaan melebihi target yang telah ditentukan					
5	Karyawan selalu masuk dan pulang kantor sesuai jam kantor					
6	Karyawan dapat menyelesaikan pekerjaan sesuai dengan waktu yang ditentukan					
7	Karyawan tidak pernah menunda-nunda waktu dalam menyelesaikan pekerjaan					
8	Karyawan selalu masuk kantor selama satu bulan penuh (kecuali hari libur)					
9	Karyawan tidak pernah meninggalkan pekerjaan					

10	Karyawan hadir tepat pada waktunya					
11	Karyawan dapat bekerjasama dengan rekan kerja dalam satu bagian dalam bekerja					
12	Karyawan mampu memberikan umpan balik kepada karyawan					



Lampiran 3 Tabulasi Data Penelitian

No	KOMITMEN ORGANISASI									PENGALAMAN				
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1	X2.1	X2.2	X2.3	X2.4	X2
1	3	4	3	4	4	3	4	4	29	3	3	4	4	14
2	3	4	4	4	4	4	4	4	31	3	3	3	4	13
3	3	4	4	4	4	4	4	4	31	3	3	3	4	13
4	3	4	3	4	4	4	4	4	30	3	3	3	4	13
5	3	4	3	4	4	4	4	4	30	3	3	3	4	13
6	3	3	4	5	4	5	5	4	33	4	4	5	5	18
7	4	4	4	4	4	4	4	4	32	4	4	4	4	16
8	4	4	4	4	4	4	5	5	34	3	3	4	4	14
9	3	3	3	5	5	5	3	3	30	4	4	5	5	18
10	4	4	4	4	4	4	5	5	34	4	3	4	4	15
11	3	4	4	4	4	4	4	5	32	4	4	4	4	16
12	4	4	4	5	4	5	3	4	33	3	4	5	5	17
13	3	4	4	4	4	3	4	4	30	4	4	4	3	15
14	5	5	5	5	5	5	5	5	40	3	3	3	3	12
15	3	3	3	3	3	3	3	3	24	4	4	5	5	18
16	5	5	5	4	5	4	5	5	38	3	3	4	4	14
17	3	4	4	4	3	3	3	3	27	4	4	4	5	17
18	5	4	4	4	4	4	4	5	34	4	4	4	4	16
19	5	4	4	4	4	4	4	5	34	4	4	4	4	16
20	4	3	4	3	4	4	4	4	30	5	4	4	4	17
21	3	3	4	3	3	4	4	3	27	5	4	5	4	18
22	4	3	4	3	3	3	4	3	27	5	4	5	5	19
23	5	4	5	4	4	4	5	5	36	4	3	4	4	15
24	3	3	3	3	3	3	3	3	24	5	5	5	5	20
25	3	3	4	3	5	5	5	5	33	5	4	5	5	19
26	4	4	4	4	4	4	4	4	32	4	4	4	4	16
27	5	5	5	4	5	5	4	5	38	3	3	4	4	14
28	3	3	3	3	3	3	3	3	24	5	5	5	4	19
29	4	3	4	3	3	3	3	3	26	5	4	5	5	19
30	5	3	3	4	4	4	3	3	29	5	5	4	4	18
31	5	5	5	5	5	5	5	5	40	3	3	3	3	12
32	4	3	4	5	3	4	4	3	30	5	4	3	4	16
33	3	3	3	3	3	3	3	3	24	5	5	5	5	20
34	4	4	4	3	4	4	4	4	31	4	4	5	5	18
35	4	3	4	4	4	4	4	4	31	5	4	3	4	16
36	3	3	4	3	3	3	3	3	25	5	4	5	4	18

No	KOMITMEN ORGANISASI									PENGALAMAN				
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1	X2.1	X2.2	X2.3	X2.4	X2
37	5	5	5	5	5	5	5	5	40	3	3	3	3	12
38	5	3	4	3	4	3	4	3	29	5	4	5	5	19
39	4	4	5	5	4	5	5	5	37	4	3	3	4	14
40	4	4	4	4	3	4	4	4	31	4	4	4	4	16
41	4	3	4	4	4	4	4	4	31	5	4	4	4	17
42	3	3	3	3	3	3	3	3	24	5	5	5	5	20
43	5	4	5	5	5	5	5	5	39	4	3	4	4	15
44	4	3	3	4	4	3	3	3	27	5	5	4	4	18
45	4	4	4	4	4	4	4	4	32	4	4	3	4	15
46	4	4	4	4	3	3	4	4	30	4	4	4	4	16
47	3	3	3	3	3	3	3	3	24	5	5	5	5	20
48	5	4	5	4	4	5	4	5	36	4	3	4	3	14
49	3	3	3	3	3	3	3	3	24	5	5	5	5	20
50	5	5	5	5	5	5	5	5	40	3	3	3	3	12
51	3	3	3	4	3	3	3	3	25	5	5	4	4	18
52	4	4	4	4	4	4	3	3	30	4	4	4	4	16
53	4	3	3	3	3	3	3	3	25	5	5	4	4	18
54	4	4	4	4	3	3	3	3	28	4	4	4	4	16
55	4	4	4	5	3	3	3	3	29	4	4	3	3	14
56	3	3	3	4	3	3	3	3	25	5	5	4	4	18
57	3	3	3	3	3	3	3	3	24	5	5	5	5	20
58	4	3	4	3	3	3	4	4	28	5	4	4	4	17
59	4	4	4	4	3	3	3	3	28	4	4	3	4	15
60	5	4	4	4	3	3	3	3	29	4	4	4	4	16
61	4	4	4	5	5	5	5	5	37	4	4	3	4	15
62	3	3	3	3	5	4	4	4	29	5	5	5	4	19
63	4	3	3	4	4	4	4	4	30	5	5	4	5	19
64	5	4	4	3	4	5	5	5	35	4	4	5	5	18
65	4	4	4	4	4	4	3	4	31	4	4	4	4	16
66	5	5	5	4	4	4	4	4	35	3	3	4	4	14
67	3	4	4	3	5	5	3	3	30	4	4	5	5	18
68	5	4	5	4	4	4	4	4	34	4	3	4	4	15
69	5	4	4	4	4	4	4	4	33	4	4	4	4	16
70	4	5	4	3	4	5	4	4	33	3	4	5	5	17
71	4	4	4	4	4	3	4	4	31	4	4	4	3	15
72	5	5	5	5	5	5	5	5	40	3	3	3	3	12
73	5	4	4	3	3	3	3	3	28	4	4	5	5	18
74	5	5	5	4	5	4	5	5	38	3	3	4	4	14

No	KOMITMEN ORGANISASI									PENGALAMAN				
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1	X2.1	X2.2	X2.3	X2.4	X2
75	3	4	4	4	3	3	3	3	27	4	4	4	5	17
76	5	4	4	4	4	4	4	5	34	4	4	4	4	16
77	5	4	4	4	4	4	4	5	34	4	4	4	4	16
78	4	3	4	4	4	4	4	4	31	5	4	4	4	17
79	3	3	4	3	3	4	4	3	27	5	4	5	4	18
80	4	3	4	3	3	3	4	4	28	5	4	5	5	19
81	5	4	5	4	4	4	5	5	36	4	3	4	4	15
82	3	3	3	3	3	3	3	3	24	5	5	5	5	20
83	3	3	5	3	5	5	3	3	30	5	4	5	5	19
84	4	4	4	4	4	4	4	4	32	4	4	4	4	16
85	5	5	5	4	5	5	5	5	39	3	3	4	4	14
86	3	3	3	3	3	3	3	3	24	5	5	5	4	19
87	4	3	4	3	3	3	3	4	27	5	4	5	5	19
88	5	3	3	4	4	4	3	4	30	5	5	4	4	18
89	5	5	5	5	5	5	5	5	40	3	3	3	3	12
90	4	3	4	5	3	4	4	4	31	5	4	3	4	16
91	3	3	3	3	3	3	3	3	24	5	5	5	5	20
92	4	4	4	3	4	4	4	4	31	4	4	5	5	18
93	4	3	4	5	4	4	4	4	32	5	4	3	4	16
94	3	3	4	3	3	3	3	3	25	5	4	5	4	18
95	5	5	5	5	5	5	5	5	40	3	3	3	3	12
96	3	4	3	4	4	3	4	3	28	5	4	5	5	19
97	4	4	4	4	4	5	4	4	33	4	3	3	4	14
98	4	4	4	4	3	4	4	4	31	4	4	4	4	16
99	4	4	4	4	4	4	4	4	32	5	4	4	4	17
100	3	3	3	3	3	3	3	3	24	5	5	5	5	20
101	5	5	5	5	5	5	5	5	40	4	3	4	4	15
102	4	4	4	4	4	3	3	3	29	5	5	4	4	18
103	4	4	4	4	4	4	4	4	32	4	4	3	4	15
104	3	3	3	3	3	3	3	3	24	4	4	4	4	16
105	3	3	3	3	3	3	3	3	24	5	5	5	5	20
106	5	4	4	5	4	5	4	5	36	4	3	4	3	14
107	3	3	3	3	3	3	3	3	24	5	5	5	5	20
108	5	5	5	5	5	5	5	5	40	3	3	3	3	12
109	3	3	3	3	3	3	3	3	24	5	5	4	4	18
110	3	3	4	4	4	4	3	3	28	5	5	5	5	20
Total	432	409	432	423	420	424	421	426	3387	464	435	454	460	1813

No	KOMITMEN ORGANISASI									PENGALAMAN				
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1	X2.1	X2.2	X2.3	X2.4	X2
Rerat a	3.9 3	3.7 2	3.9 3	3.8 5	3.8 2	3.8 5	3.8 3	3.8 7	3.85	4.2 2	3.9 5	4.1 3	4.1 8	4.12



No	TRI KAYA PARISUDHA																	
	Intelektualisme				Kejujuran				Pengendalian Diri				Religiusitas				z	
	z.1	z.2	z.3	z.4	z.1	z.2	z.3	z.4	z.1	z.2	z.3	z.4	z.1	z.2	z.3	z.4		
38	3	3	5	4	5	5	4	5	4	5	5	5	5	5	5	5	4	53
39	4	4	4	3	3	4	4	3	3	4	3	3	3	4	4	4	4	42
40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	48
41	4	4	5	4	4	5	5	4	4	5	4	4	4	4	3	4	4	52
42	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
43	3	3	4	3	4	4	3	3	3	4	4	4	4	4	3	3	3	42
44	4	4	5	5	5	4	4	5	4	5	4	4	4	4	4	4	4	53
45	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	4	4	46
46	4	4	4	4	4	4	5	5	4	4	4	4	4	4	4	5	5	50
47	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
48	4	3	4	3	3	3	4	3	3	4	4	4	4	4	3	3	4	42
49	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
50	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	38
51	5	5	5	5	4	4	5	5	5	5	5	5	4	4	5	5	5	58
52	5	5	5	5	5	5	4	4	5	5	5	5	4	4	5	5	5	58
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54	4	4	4	4	4	4	5	5	4	4	5	5	4	4	5	5	5	52
55	4	4	4	4	3	3	5	5	4	4	4	4	3	3	5	5	5	48
56	5	5	5	5	4	4	5	5	5	5	5	5	4	4	5	5	5	58
57	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
58	4	4	5	4	4	4	5	5	4	5	5	4	4	4	4	4	5	53
59	4	4	4	4	4	4	4	4	4	4	4	5	3	4	5	5	5	49
60	3	3	4	4	3	4	3	3	3	4	5	5	4	4	5	5	5	44
61	4	4	4	4	3	4	3	3	4	4	4	4	3	4	3	3	3	45
62	5	5	5	5	5	4	4	4	5	5	5	4	5	4	4	4	4	56
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64	3	3	4	4	5	5	4	3	3	4	5	4	5	5	5	5	5	47
65	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	48
66	4	3	3	3	4	4	4	4	3	3	4	4	4	4	4	4	4	43
67	5	5	4	4	5	5	3	3	5	4	5	5	5	5	5	5	5	53
68	3	3	4	3	4	3	4	4	3	4	4	4	4	4	4	4	4	43
69	4	4	4	4	4	4	4	4	3	4	4	4	4	4	5	4	4	47
70	5	4	4	4	5	5	4	4	4	3	5	4	5	5	4	4	4	51
71	4	4	3	4	3	3	4	3	4	4	4	4	4	3	5	4	4	44
72	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	36
73	4	3	4	4	5	5	5	5	3	4	5	5	5	5	5	5	5	52
74	3	3	3	3	3	3	3	3	3	3	4	3	4	4	4	4	4	37
75	5	5	4	4	4	5	5	5	5	4	4	5	4	5	5	5	5	55

No	TRI KAYA PARISUDHA																	
	Intelektualisme				Kejujuran				Pengendalian Diri				Religiusitas				z	
	z.1	z.2	z.3	z.4	z.1	z.2	z.3	z.4	z.1	z.2	z.3	z.4	z.1	z.2	z.3	z.4		
76	4	3	4	4	3	4	3	3	3	4	4	4	4	4	4	4	4	43
77	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	47
78	4	4	5	4	4	5	4	5	4	5	4	4	4	4	4	4	4	52
79	4	5	5	4	5	4	5	4	5	5	5	5	5	4	4	4	5	56
80	4	4	5	4	5	5	5	5	4	5	5	5	5	5	5	4	4	56
81	3	3	4	3	3	4	4	4	3	4	4	4	4	4	4	3	3	43
82	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
83	5	5	5	4	4	5	4	4	5	5	5	5	5	5	5	3	3	56
84	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	48
85	3	3	3	3	4	4	3	3	3	3	4	4	4	4	4	3	4	40
86	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
87	5	4	5	4	5	5	4	4	4	5	5	4	5	5	4	5	5	54
88	5	3	5	5	4	4	4	4	3	5	4	3	4	4	5	4	4	49
89	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	36
90	4	4	5	4	4	4	5	4	4	5	3	3	3	4	3	4	4	49
91	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
92	4	4	4	4	5	5	4	4	4	4	5	4	5	5	4	4	4	51
93	4	4	4	4	4	4	4	4	4	5	3	4	3	4	4	4	4	48
94	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	60
95	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	36
96	3	3	5	4	5	5	4	5	3	5	5	5	5	5	5	5	4	52
97	4	4	4	3	3	4	4	3	4	4	3	3	3	4	4	4	4	43
98	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	48
99	4	4	5	4	4	4	5	4	4	4	4	4	4	4	4	4	4	50
100	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
101	3	3	4	3	4	4	3	3	3	4	4	4	4	4	4	3	3	42
102	4	4	5	5	4	5	4	5	4	5	4	4	4	4	4	4	4	53
103	4	4	4	4	3	3	4	4	4	4	3	3	3	4	4	4	4	44
104	4	4	4	4	4	4	5	5	4	4	4	4	4	4	4	5	5	50
105	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	59
106	4	3	4	3	4	3	4	3	3	4	4	4	4	4	3	3	4	43
107	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	60
108	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	38
109	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	58
110	5	5	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5	58
Total	445	436	460	437	449	453	452	443	431	462	471	458	443	456	450	464	5397	
Rerata	4.05	3.96	4.18	3.97	4.08	4.12	4.11	4.03	3.92	4.20	4.28	4.16	4.03	4.15	4.09	4.22	4.10	

Lanjutan Lampiran 3 Tabulasi Data Penelitian

Responden	KINERJA PANUREKSA LPD												Y
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	
1	4	3	4	3	4	3	4	3	3	3	4	4	42
2	3	3	3	3	3	3	3	3	4	4	3	3	38
3	3	3	3	3	3	3	3	3	4	3	3	3	37
4	3	3	3	3	3	3	3	3	4	3	3	3	37
5	3	3	3	3	3	3	3	3	4	3	3	4	38
6	3	4	4	5	5	5	5	4	3	4	3	3	48
7	4	4	4	4	4	4	4	4	4	4	4	4	48
8	3	3	3	4	4	4	4	4	4	4	4	3	44
9	5	4	4	5	5	5	5	5	3	3	3	5	52
10	3	4	3	4	4	4	4	4	4	4	4	3	45
11	3	4	4	4	4	5	4	4	4	4	4	4	48
12	4	3	4	5	5	4	4	4	3	4	3	5	48
13	4	4	4	4	3	5	4	4	4	4	5	4	49
14	3	3	3	3	3	3	3	3	3	3	3	3	36
15	3	4	4	5	5	5	5	5	5	5	5	5	56
16	3	3	3	4	4	4	4	4	4	3	4	3	43
17	5	4	4	4	5	3	5	5	4	5	5	5	54
18	3	4	4	4	4	4	4	4	4	4	4	4	47
19	3	4	4	4	4	4	4	4	4	4	3	4	46
20	4	5	4	5	4	4	4	4	4	4	4	4	50
21	5	5	4	5	4	4	5	5	5	5	5	4	56
22	4	5	4	5	5	4	4	5	5	5	5	4	55
23	3	4	3	4	4	3	3	4	4	4	3	3	42
24	5	5	5	5	5	5	5	5	5	5	5	5	60
25	5	5	4	5	5	3	3	3	3	3	3	5	47
26	4	4	4	4	4	5	4	4	4	4	4	4	49
27	3	3	3	4	4	3	4	4	3	3	3	4	41
28	5	5	5	5	4	5	5	5	5	5	5	5	59
29	4	5	4	5	5	4	5	5	4	5	5	5	56
30	3	5	5	4	4	5	4	5	4	4	4	5	52
31	3	3	3	3	3	3	3	3	3	3	3	3	36
32	4	5	4	3	4	3	4	5	4	5	4	4	49
33	5	5	5	5	5	5	5	5	5	5	5	5	60
34	4	4	4	5	5	3	4	4	4	4	4	4	49
35	4	5	4	4	4	4	4	4	4	4	4	4	49
36	5	5	4	5	4	4	4	4	5	5	5	5	55

Responden	KINERJA PANUREKSA LPD												
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y
37	3	3	3	3	3	3	3	3	3	3	3	3	36
38	3	5	4	5	5	5	4	5	4	4	5	4	53
39	4	4	3	3	4	4	4	4	4	4	3	3	44
40	4	4	4	4	4	4	4	4	4	5	4	4	49
41	4	5	4	4	4	3	4	4	4	4	4	4	48
42	5	5	5	5	5	5	5	5	5	5	5	5	60
43	3	4	3	3	4	3	3	3	3	3	3	3	38
44	4	5	5	4	4	4	4	4	4	4	4	4	50
45	4	4	4	4	4	4	4	4	4	4	4	4	48
46	4	4	4	4	4	5	5	5	5	5	5	4	54
47	5	5	5	5	5	5	5	5	5	5	5	4	59
48	3	4	3	4	3	3	4	4	3	4	3	4	42
49	5	5	5	5	5	5	5	5	5	5	5	5	60
50	3	3	3	3	3	3	3	3	3	3	3	3	36
51	5	5	5	4	4	5	5	5	5	5	5	5	58
52	4	4	4	4	4	5	5	4	4	4	4	5	51
53	4	5	5	5	4	5	5	5	5	5	5	4	57
54	4	4	4	4	4	5	5	5	5	5	5	4	54
55	4	4	4	3	3	5	5	5	5	5	5	4	52
56	5	5	5	4	4	5	5	5	5	5	5	5	58
57	5	5	5	5	5	5	5	5	5	5	5	5	60
58	4	5	4	5	4	4	5	4	5	5	5	4	54
59	4	4	4	4	4	5	5	5	5	5	4	4	53
60	3	4	4	4	4	5	5	5	5	5	3	3	50
61	4	4	4	3	4	3	3	3	3	3	3	4	41
62	5	5	5	5	4	4	4	3	4	4	4	5	52
63	4	5	5	4	5	4	4	4	4	4	4	4	51
64	3	4	4	5	5	5	5	4	3	3	3	3	47
65	4	4	4	4	4	5	4	4	4	4	4	5	50
66	3	3	3	4	4	4	4	4	4	4	4	4	45
67	5	4	4	5	5	5	5	5	3	3	3	5	52
68	3	4	3	4	4	4	4	4	4	4	4	3	45
69	3	4	4	4	4	5	4	4	4	4	4	4	48
70	4	3	4	5	5	4	4	4	3	4	3	5	48
71	4	4	4	4	3	5	4	4	4	4	5	4	49
72	3	3	3	3	3	3	3	3	3	3	3	3	36
73	3	4	4	5	5	5	5	5	5	5	5	4	55
74	3	3	3	4	4	4	4	4	4	3	4	3	43

Responden	KINERJA PANUREKSA LPD												
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y
75	5	4	4	4	5	5	5	5	4	5	5	5	56
76	3	4	4	4	4	4	4	4	4	4	4	4	47
77	3	4	4	4	4	4	4	4	4	4	4	4	47
78	4	5	4	4	4	4	4	4	4	4	4	4	49
79	5	5	4	5	4	4	5	5	5	5	4	4	55
80	4	5	4	5	5	4	4	5	5	5	5	4	55
81	3	4	3	4	4	3	3	4	4	4	4	3	43
82	5	5	5	5	5	5	5	5	5	5	5	5	60
83	5	5	3	5	5	3	3	3	3	3	3	5	46
84	4	4	4	4	4	4	4	4	4	4	4	4	48
85	3	3	3	4	4	3	4	4	3	3	3	3	40
86	5	5	5	5	5	5	5	5	5	5	5	5	60
87	4	5	4	5	5	4	5	5	4	5	5	5	56
88	3	5	5	4	4	5	4	5	4	4	4	5	52
89	3	3	3	3	3	3	3	3	3	3	3	3	36
90	4	5	4	3	4	3	4	5	4	5	4	4	49
91	5	5	5	5	5	5	5	5	5	5	5	5	60
92	4	4	4	5	5	4	4	4	4	4	4	4	50
93	4	5	4	3	4	4	4	4	4	4	4	4	48
94	5	5	4	5	4	4	4	4	5	5	5	5	55
95	3	3	3	3	3	3	3	3	3	3	3	3	36
96	3	5	4	5	5	5	4	5	4	4	5	3	52
97	4	4	3	3	4	4	4	4	4	4	3	4	45
98	4	4	4	4	4	4	4	4	4	5	4	4	49
99	4	5	4	4	4	4	4	4	4	4	4	4	49
100	5	5	5	5	5	5	5	5	5	5	5	5	60
101	3	4	3	4	4	3	3	3	3	3	3	3	39
102	4	5	5	4	4	4	4	4	4	4	5	4	51
103	4	4	4	3	4	4	4	4	4	4	4	4	47
104	4	4	4	4	4	5	5	5	5	5	5	4	54
105	5	5	5	5	5	5	5	5	5	5	5	5	60
106	3	4	3	4	3	3	4	4	3	4	3	4	42
107	5	5	5	5	5	5	5	5	5	5	5	5	60
108	3	3	3	3	3	3	3	3	3	3	3	3	36
109	5	5	5	5	5	5	5	5	5	5	5	5	60
110	5	5	5	5	5	5	5	4	4	4	4	5	56
Total	427	464	435	459	458	453	459	462	448	456	446	448	5415
Rerata	3.88	4.22	3.95	4.17	4.16	4.12	4.17	4.20	4.07	4.15	4.05	4.07	4.10



Lampiran 4 Hasil Uji Validitas (Pretes 30 Responden)

		Correlations								X1 (Komitmen Organisasi)
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
X1.1	Pearson Correlation	1	.447*	.592**	.194	.356	.269	.274	.477**	.635**
	Sig. (2-tailed)		.013	.001	.303	.053	.150	.142	.008	.000
	N	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.447*	1	.594**	.509**	.545**	.270	.430*	.684**	.756**
	Sig. (2-tailed)	.013		.001	.004	.002	.149	.018	.000	.000
	N	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.592**	.594**	1	.215	.406*	.375*	.600**	.619**	.752**
	Sig. (2-tailed)	.001	.001		.254	.026	.041	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.194	.509**	.215	1	.577**	.613**	.219	.348	.605**
	Sig. (2-tailed)	.303	.004	.254		.001	.000	.245	.059	.000
	N	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.356	.545**	.406*	.577**	1	.769**	.520**	.671**	.817**
	Sig. (2-tailed)	.053	.002	.026	.001		.000	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.269	.270	.375*	.613**	.769**	1	.412*	.497**	.707**
	Sig. (2-tailed)	.150	.149	.041	.000	.000		.024	.005	.000
	N	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.274	.430*	.600**	.219	.520**	.412*	1	.774**	.726**
	Sig. (2-tailed)	.142	.018	.000	.245	.003	.024		.000	.000
	N	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.477**	.684**	.619**	.348	.671**	.497**	.774**	1	.873**
	Sig. (2-tailed)	.008	.000	.000	.059	.000	.005	.000		.000
	N	30	30	30	30	30	30	30	30	30
X1 (Komitmen Organisasi)	Pearson Correlation	.635**	.756**	.752**	.605**	.817**	.707**	.726**	.873**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		X2.1	X2.2	X2.3	X2.4	X2 (Pengalaman)
X2.1	Pearson Correlation	1	.788**	.650**	.345	.865**
	Sig. (2-tailed)		.000	.000	.062	.000
	N	30	30	30	30	30
X2.2	Pearson Correlation	.788**	1	.643**	.367*	.854**
	Sig. (2-tailed)	.000		.000	.046	.000
	N	30	30	30	30	30
X2.3	Pearson Correlation	.650**	.643**	1	.680**	.895**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	30	30	30	30	30
X2.4	Pearson Correlation	.345	.367*	.680**	1	.691**
	Sig. (2-tailed)	.062	.046	.000		.000
	N	30	30	30	30	30
X2 (Pengalaman)	Pearson Correlation	.865**	.854**	.895**	.691**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).



Correlations

		Z.1.1	Z.1.2	Z.1.3	Z.1.4	Z.1
Z.1.1	Pearson Correlation	1	.525**	.629**	.788**	.890**
	Sig. (2-tailed)		.003	.000	.000	.000
	N	30	30	30	30	30
Z.1.2	Pearson Correlation	.525**	1	.373*	.438*	.703**
	Sig. (2-tailed)	.003		.043	.015	.000
	N	30	30	30	30	30
Z.1.3	Pearson Correlation	.629**	.373*	1	.719**	.832**
	Sig. (2-tailed)	.000	.043		.000	.000
	N	30	30	30	30	30
Z.1.4	Pearson Correlation	.788**	.438*	.719**	1	.882**
	Sig. (2-tailed)	.000	.015	.000		.000
	N	30	30	30	30	30
Z.1	Pearson Correlation	.890**	.703**	.832**	.882**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		Z.2.1	Z.2.2	Z.2.3	Z.2.4	Z.2
Z.2.1	Pearson Correlation	1	.729**	.690**	.622**	.883**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	30	30	30	30	30
Z.2.2	Pearson Correlation	.729**	1	.499**	.539**	.815**
	Sig. (2-tailed)	.000		.005	.002	.000
	N	30	30	30	30	30
Z.2.3	Pearson Correlation	.690**	.499**	1	.853**	.876**
	Sig. (2-tailed)	.000	.005		.000	.000
	N	30	30	30	30	30
Z.2.4	Pearson Correlation	.622**	.539**	.853**	1	.870**
	Sig. (2-tailed)	.000	.002	.000		.000
	N	30	30	30	30	30
Z.2	Pearson Correlation	.883**	.815**	.876**	.870**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Z.3.1	Z.3.2	Z.3.3	Z.3.4	Z.3
Z.3.1	Pearson Correlation	1	.751**	.649**	.739**	.917**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	30	30	30	30	30
Z.3.2	Pearson Correlation	.751**	1	.528**	.694**	.873**
	Sig. (2-tailed)	.000		.003	.000	.000
	N	30	30	30	30	30
Z.3.3	Pearson Correlation	.649**	.528**	1	.593**	.780**
	Sig. (2-tailed)	.000	.003		.001	.000
	N	30	30	30	30	30
Z.3.4	Pearson Correlation	.739**	.694**	.593**	1	.878**
	Sig. (2-tailed)	.000	.000	.001		.000
	N	30	30	30	30	30
Z.3	Pearson Correlation	.917**	.873**	.780**	.878**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Z.4.1	Z.4.2	Z.4.3	Z.4.4	Z.4
Z.4.1	Pearson Correlation	1	.638**	.623**	.597**	.848**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	30	30	30	30	30
Z.4.2	Pearson Correlation	.638**	1	.759**	.501**	.858**
	Sig. (2-tailed)	.000		.000	.005	.000
	N	30	30	30	30	30
Z.4.3	Pearson Correlation	.623**	.759**	1	.746**	.905**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	30	30	30	30	30
Z.4.4	Pearson Correlation	.597**	.501**	.746**	1	.812**
	Sig. (2-tailed)	.000	.005	.000		.000
	N	30	30	30	30	30
Z.4	Pearson Correlation	.848**	.858**	.905**	.812**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y (Kinerja Panureksa LPD)
Y.1	Pearson Correlation	1	.566**	.595**	.556**	.483**	.195	.499**	.445*	.157	.368*	.455*	.655**	.661**
	Sig. (2-tailed)		.001	.001	.001	.007	.302	.005	.014	.408	.045	.012	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.566**	1	.739**	.726**	.506**	.485**	.493**	.661**	.472**	.645**	.576**	.558**	.815**
	Sig. (2-tailed)	.001		.000	.000	.004	.007	.006	.000	.009	.000	.001	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.595**	.739**	1	.602**	.518**	.665**	.631**	.630**	.304	.561**	.542**	.769**	.829**
	Sig. (2-tailed)	.001	.000		.000	.003	.000	.000	.000	.102	.001	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.556**	.726**	.602**	1	.811**	.581**	.696**	.728**	.241	.583**	.432*	.586**	.830**
	Sig. (2-tailed)	.001	.000	.000		.000	.001	.000	.000	.200	.001	.017	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.483**	.506**	.518**	.811**	1	.365*	.667**	.642**	.015	.471**	.319	.615**	.705**
	Sig. (2-tailed)	.007	.004	.003	.000		.047	.000	.000	.937	.009	.086	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	.195	.485**	.665**	.581**	.365*	1	.655**	.638**	.329	.457*	.461*	.379*	.682**
	Sig. (2-tailed)	.302	.007	.000	.001	.047		.000	.000	.076	.011	.010	.039	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	.499**	.493**	.631**	.696**	.667**	.655**	1	.839**	.305	.653**	.652**	.548**	.839**
	Sig. (2-tailed)	.005	.006	.000	.000	.000	.000		.000	.101	.000	.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	.445*	.661**	.630**	.728**	.642**	.638**	.839**	1	.520**	.765**	.698**	.592**	.895**
	Sig. (2-tailed)	.014	.000	.000	.000	.000	.000	.000		.003	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.157	.472**	.304	.241	.015	.329	.305	.520**	1	.719**	.706**	.137	.532**
	Sig. (2-tailed)	.408	.009	.102	.200	.937	.076	.101	.003		.000	.000	.471	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.368*	.645**	.561**	.583**	.471**	.457*	.653**	.765**	.719**	1	.781**	.414*	.810**
	Sig. (2-tailed)	.045	.000	.001	.001	.009	.011	.000	.000	.000		.000	.023	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.11	Pearson Correlation	.455*	.576**	.542**	.432*	.319	.461*	.652**	.698**	.706**	.781**	1	.427*	.774**
	Sig. (2-tailed)	.012	.001	.002	.017	.086	.010	.000	.000	.000	.000		.018	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson Correlation	.655**	.558**	.769**	.586**	.615**	.379*	.548**	.592**	.137	.414*	.427*	1	.736**
	Sig. (2-tailed)	.000	.001	.000	.001	.000	.039	.002	.001	.471	.023	.018		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y (Kinerja Panureksa LPD)	Pearson Correlation	.661**	.815**	.829**	.830**	.705**	.682**	.839**	.895**	.532**	.810**	.774**	.736**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.003	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 5 Hasil Uji Reliabilitas (Pretes 30 Responden)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.875	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	27.3333	13.195	.489	.879
X1.2	27.3333	13.264	.676	.856
X1.3	27.2000	13.338	.673	.856
X1.4	27.2000	14.097	.494	.873
X1.5	27.1333	12.947	.753	.848
X1.6	27.1333	13.292	.605	.863
X1.7	27.1000	13.059	.626	.861
X1.8	27.0333	11.689	.810	.838

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.846	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	12.1333	2.602	.715	.796
X2.2	12.3333	2.989	.738	.783
X2.3	11.9000	2.714	.794	.755
X2.4	11.8333	3.592	.518	.868

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.927	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z.1	47.4667	49.154	.883	.887
Z.2	47.1667	50.557	.754	.930
Z.3	46.9667	48.240	.852	.896
Z.4	47.0000	49.448	.831	.904

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.932	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	43.7667	39.426	.586	.932
Y.2	43.5000	37.914	.771	.924
Y.3	43.6667	39.333	.796	.924
Y.4	43.2667	38.133	.790	.923
Y.5	43.3333	39.678	.646	.929
Y.6	43.4667	39.154	.610	.931
Y.7	43.4000	38.317	.803	.923
Y.8	43.3667	37.551	.869	.920
Y.9	43.5000	41.776	.459	.935
Y.10	43.5000	38.397	.767	.924
Y.11	43.5667	38.047	.718	.926
Y.12	43.4333	38.737	.675	.928

Lampiran 6 Hasil Uji Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	110	3.00	5.00	3.9273	.79804
X1.2	110	3.00	5.00	3.7182	.69245
X1.3	110	3.00	5.00	3.9273	.67333
X1.4	110	3.00	5.00	3.8455	.70628
X1.5	110	3.00	5.00	3.8182	.71909
X1.6	110	3.00	5.00	3.8545	.76430
X1.7	110	3.00	5.00	3.8273	.74018
X1.8	110	3.00	5.00	3.8727	.80262
X1 (Komitmen Organisasi)	110	24.00	40.00	30.7909	4.79123
X2.1	110	3.00	5.00	4.2182	.74664
X2.2	110	3.00	5.00	3.9545	.69581
X2.3	110	3.00	5.00	4.1273	.73083
X2.4	110	3.00	5.00	4.1818	.62342
X2 (Pengalaman)	110	12.00	20.00	16.4818	2.32155
Z.1	110	3.00	5.00	4.0455	.73430
Z.2	110	3.00	5.00	3.9636	.75331
Z.3	110	3.00	5.00	4.1818	.76843
Z.4	110	3.00	5.00	3.9727	.70981
Z (Filosofi Tri Kaya Parisudha)	110	36.00	60.00	49.0636	7.27605
Y.1	110	3.00	5.00	3.8818	.78672
Y.2	110	3.00	5.00	4.2182	.74664
Y.3	110	3.00	5.00	3.9545	.69581
Y.4	110	3.00	5.00	4.1727	.74018
Y.5	110	3.00	5.00	4.1636	.67085
Y.6	110	3.00	5.00	4.1182	.79830
Y.7	110	3.00	5.00	4.1727	.70202
Y.8	110	3.00	5.00	4.2000	.71421
Y.9	110	3.00	5.00	4.0727	.71304
Y.10	110	3.00	5.00	4.1455	.75220
Y.11	110	3.00	5.00	4.0545	.79950
Y.12	110	3.00	5.00	4.0727	.73832
Y (Kinerja Panureksa LPD)	110	36.00	60.00	49.2273	7.03942
Valid N (listwise)	110				

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	39	35.5	35.5	35.5
	4.00	40	36.4	36.4	71.8
	5.00	31	28.2	28.2	100.0
	Total	110	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	46	41.8	41.8	41.8
	4.00	49	44.5	44.5	86.4
	5.00	15	13.6	13.6	100.0
	Total	110	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	29	26.4	26.4	26.4
	4.00	60	54.5	54.5	80.9
	5.00	21	19.1	19.1	100.0
	Total	110	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	37	33.6	33.6	33.6
	4.00	53	48.2	48.2	81.8
	5.00	20	18.2	18.2	100.0
	Total	110	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	40	36.4	36.4	36.4
	4.00	50	45.5	45.5	81.8
	5.00	20	18.2	18.2	100.0
	Total	110	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	41	37.3	37.3	37.3
	4.00	44	40.0	40.0	77.3
	5.00	25	22.7	22.7	100.0
	Total	110	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	41	37.3	37.3	37.3
	4.00	47	42.7	42.7	80.0
	5.00	22	20.0	20.0	100.0
	Total	110	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	43	39.1	39.1	39.1
	4.00	38	34.5	34.5	73.6
	5.00	29	26.4	26.4	100.0
	Total	110	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	21	19.1	19.1	19.1
	4.00	44	40.0	40.0	59.1
	5.00	45	40.9	40.9	100.0
	Total	110	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	29	26.4	26.4	26.4
	4.00	57	51.8	51.8	78.2
	5.00	24	21.8	21.8	100.0
	Total	110	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	23	20.9	20.9	20.9
	4.00	50	45.5	45.5	66.4
	5.00	37	33.6	33.6	100.0
	Total	110	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	13	11.8	11.8	11.8
	4.00	64	58.2	58.2	70.0
	5.00	33	30.0	30.0	100.0
	Total	110	100.0	100.0	

Z.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	27	24.5	24.5	24.5
	4.00	51	46.4	46.4	70.9
	5.00	32	29.1	29.1	100.0
	Total	110	100.0	100.0	

Z.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	33	30.0	30.0	30.0
	4.00	48	43.6	43.6	73.6
	5.00	29	26.4	26.4	100.0
	Total	110	100.0	100.0	

Z.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	24	21.8	21.8	21.8
	4.00	42	38.2	38.2	60.0
	5.00	44	40.0	40.0	100.0
	Total	110	100.0	100.0	

Z.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	29	26.4	26.4	26.4
	4.00	55	50.0	50.0	76.4
	5.00	26	23.6	23.6	100.0
	Total	110	100.0	100.0	

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	41	37.3	37.3	37.3
	4.00	41	37.3	37.3	74.5
	5.00	28	25.5	25.5	100.0
	Total	110	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	21	19.1	19.1	19.1
	4.00	44	40.0	40.0	59.1
	5.00	45	40.9	40.9	100.0
	Total	110	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	29	26.4	26.4	26.4
	4.00	57	51.8	51.8	78.2
	5.00	24	21.8	21.8	100.0
	Total	110	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	22	20.0	20.0	20.0
	4.00	47	42.7	42.7	62.7
	5.00	41	37.3	37.3	100.0
	Total	110	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	17	15.5	15.5	15.5
	4.00	58	52.7	52.7	68.2
	5.00	35	31.8	31.8	100.0
	Total	110	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	29	26.4	26.4	26.4
	4.00	39	35.5	35.5	61.8
	5.00	42	38.2	38.2	100.0
	Total	110	100.0	100.0	

Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	19	17.3	17.3	17.3
	4.00	53	48.2	48.2	65.5
	5.00	38	34.5	34.5	100.0
	Total	110	100.0	100.0	

Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	19	17.3	17.3	17.3
	4.00	50	45.5	45.5	62.7
	5.00	41	37.3	37.3	100.0
	Total	110	100.0	100.0	

Y.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	24	21.8	21.8	21.8
	4.00	54	49.1	49.1	70.9
	5.00	32	29.1	29.1	100.0
	Total	110	100.0	100.0	

Y.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	24	21.8	21.8	21.8
	4.00	46	41.8	41.8	63.6
	5.00	40	36.4	36.4	100.0
	Total	110	100.0	100.0	

Y.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	32	29.1	29.1	29.1
	4.00	40	36.4	36.4	65.5
	5.00	38	34.5	34.5	100.0
	Total	110	100.0	100.0	

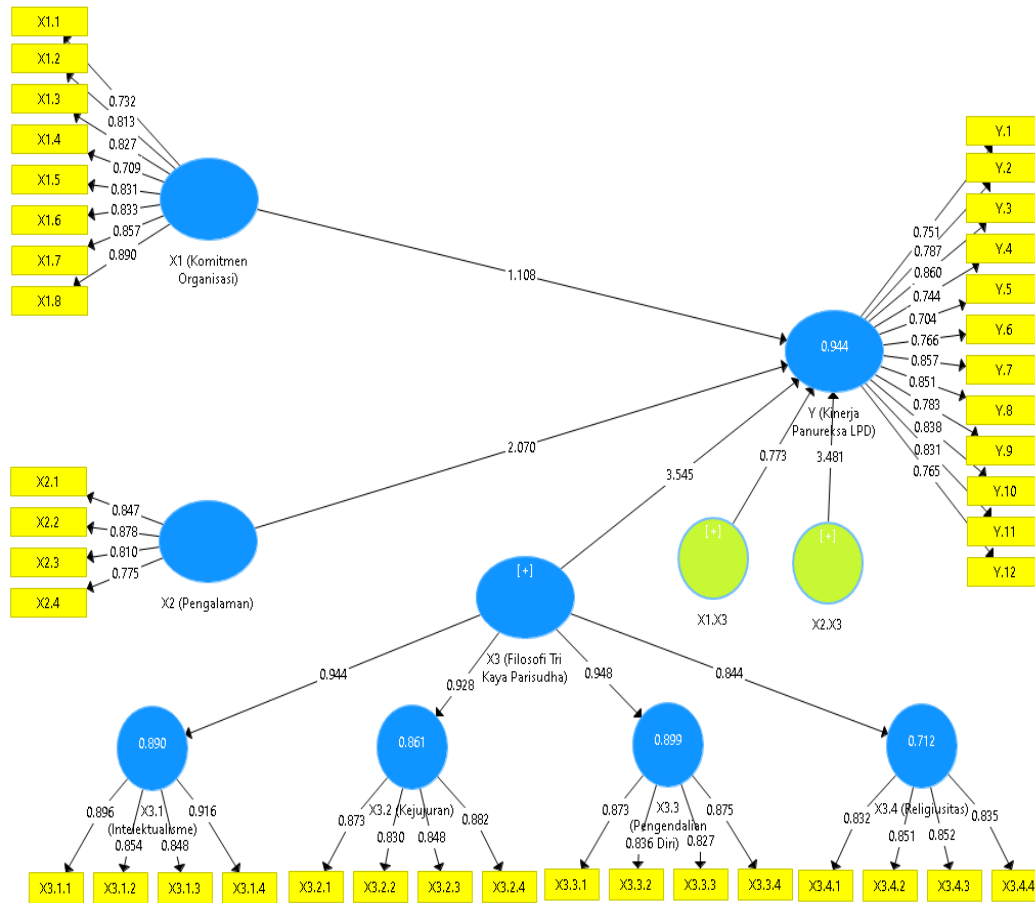
Y.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	26	23.6	23.6	23.6
	4.00	50	45.5	45.5	69.1
	5.00	34	30.9	30.9	100.0
	Total	110	100.0	100.0	

	STS	TS	N	S	SS	Total Skor	Rerata
X1.1	0	0	39	40	31	432	3.93
X1.2	0	0	46	49	15	409	3.72
X1.3	0	0	29	60	21	432	3.93
X1.4	0	0	37	53	20	423	3.85
X1.5	0	0	40	50	20	420	3.82
X1.6	0	0	41	44	25	424	3.85
X1.7	0	0	41	47	22	421	3.83
X1.8	0	0	43	38	29	426	3.87
X1 (Komitmen Organisasi)						3387	3.85
X2.1	0	0	21	44	45	464	4.22
X2.2	0	0	29	57	24	435	3.95
X2.3	0	0	23	50	37	454	4.13
X2.4	0	0	13	64	33	460	4.18
X2 (Pengalaman)						1813	4.12
Z.1	0	0	27	51	32	445	4.05

	STS	TS	N	S	SS	Total Skor	Rerata
Z.2	0	0	33	48	29	436	3.96
Z.3	0	0	24	42	44	460	4.18
Z.4	0	0	29	55	26	437	3.97
Z.1	0	0	27	47	36	449	4.08
Z.2	0	0	26	45	39	453	4.12
Z.3	0	0	25	48	37	452	4.11
Z.4	0	0	33	41	36	443	4.03
Z.1	0	0	39	41	30	431	3.92
Z.2	0	0	22	44	44	462	4.20
Z.3	0	0	15	49	46	471	4.28
Z.4	0	0	20	52	38	458	4.16
Z.1	0	0	32	43	35	443	4.03
Z.2	0	0	20	54	36	456	4.15
Z.3	0	0	28	44	38	450	4.09
Z.4	0	0	16	54	40	464	4.22
Z (Filosofi Tri Kaya Parisudha)						5397	4.10
Y.1	0	0	41	41	28	427	3.88
Y.2	0	0	21	44	45	464	4.22
Y.3	0	0	29	57	24	435	3.95
Y.4	0	0	22	47	41	459	4.17
Y.5	0	0	17	58	35	458	4.16
Y.6	0	0	29	39	42	453	4.12
Y.7	0	0	19	53	38	459	4.17
Y.8	0	0	19	50	41	462	4.20
Y.9	0	0	24	54	32	448	4.07
Y.10	0	0	24	46	40	456	4.15
Y.11	0	0	32	40	38	446	4.05
Y.12	0	0	26	50	34	448	4.07
Y (Kinerja Panureksa LPD)						5415	4.10

Lampiran 7 Hasil Uji PLS Algorithm



Outer Loadings

	X1 (Komitmen Organisasi)	X1.Z	X2 (Pengalaman)	X2.Z	Z (Filosofi Tri Kaya Parisudha)	Z1 (Intelektualisme)	Z2 (Kejujuran)	Z3 (Pengendalian Diri)	Z4 (Religiusitas)	Y (Kinerja Panureksa LPD)
X1.1	0.732									
X1.2	0.813									
X1.3	0.827									
X1.4	0.709									
X1.5	0.831									
X1.6	0.833									
X1.7	0.857									
X1.8	0.890									
X1.Z		1.000								
X2.1			0.847							
X2.2			0.878							
X2.3			0.810							
X2.4			0.775							
X2.Z				1.000						

	X1 (Komitmen Organisasi)	X1.Z	X2 (Pengalaman)	X2.Z	Z (Filosofi Tri Kaya Parisudha)	Z.1 (Intelektualisme)	Z.2 (Kejujuran)	Z.3 (Pengendalian Diri)	Z.4 (Religiusitas)	Y (Kinerja Panureksa LPD)
Z					1.000					
Z.1.1						0.896				
Z.1.2						0.854				
Z.1.3						0.848				
Z.1.4						0.916				
Z.2.1							0.873			
Z.2.2							0.830			
Z.2.3							0.848			
Z.2.4							0.882			
Z.3.1								0.873		
Z.3.2								0.836		
Z.3.3								0.827		
Z.3.4								0.875		
Z.4.1									0.832	
Z.4.2									0.851	
Z.4.3									0.852	
Z.4.4									0.835	
Y.1										0.751
Y.10										0.838
Y.11										0.831
Y.12										0.765
Y.2										0.787
Y.3										0.860
Y.4										0.744
Y.5										0.704
Y.6										0.766
Y.7										0.857
Y.8										0.851
Y.9										0.783

Latent Variable Correlations

	X1 (Komitmen Organisasi)	X1.Z	X2 (Pengalaman)	X2.Z	Z (Filosofi Tri Kaya Parisudha)	Z.1 (Intelektualisme)	Z.2 (Kejujuran)	Z.3 (Pengendalian Diri)	Z.4 (Religiusitas)	Y (Kinerja Panureksa LPD)
X1 (Komitmen Organisasi)	1.000	-	-0.809	0.851	-0.870	-0.840	-0.807	-0.804	-0.779	-0.913
X1.Z	-0.288	1.000	-0.200	0.188	-0.194	-0.152	-0.189	-0.211	-0.100	0.007
X2 (Pengalaman)	-0.809	0.200	1.000	0.976	0.925	0.876	0.861	0.873	0.877	0.899
X2.Z	0.851	0.188	-0.976	1.000	-0.980	-0.922	-0.910	-0.932	-0.873	-0.925
Z (Filosofi Tri Kaya Parisudha)	-0.870	0.194	0.925	0.980	1.000	0.944	0.928	0.948	0.844	0.933
Z.1 (Intelektualisme)	-0.840	0.152	0.876	0.922	0.944	1.000	0.799	0.863	0.777	0.883
Z.2 (Kejujuran)	-0.807	0.189	0.861	0.910	0.928	0.799	1.000	0.815	0.788	0.888

	X1 (Komitmen Organisasi)	X1.Z	X2 (Pengalaman)	X2.Z	Z (Filosofi Tri Kaya Parisudha)	Z.1 (Intelektualisme)	Z.2 (Kejujuran)	Z.3 (Pengendalian Diri)	Z.4 (Religiusitas)	Y (Kinerja Panureksa LPD)
Z.3 (Pengendalian Diri)	-0.804	0.211	0.873	0.932	0.948	0.863	0.815	1.000	0.816	0.860
Z.4 (Religiusitas)	-0.779	0.100	0.877	0.873	0.844	0.777	0.788	0.816	1.000	0.881
Y (Kinerja Panureksa LPD)	-0.913	0.007	0.899	0.925	0.933	0.883	0.888	0.860	0.881	1.000

Quality Criteria

R Square

	R Square	R Square Adjusted
Z.1 (Intelektualisme)	0.890	0.889
Z.2 (Kejujuran)	0.861	0.860
Z.3 (Pengendalian Diri)	0.899	0.898
Z.4 (Religiusitas)	0.712	0.709
Y (Kinerja Panureksa LPD)	0.944	0.941

f Square

	Z.1 (Intelektualisme)	Z.2 (Kejujuran)	Z.3 (Pengendalian Diri)	Z.4 (Religiusitas)	Y (Kinerja Panureksa LPD)
X1 (Komitmen Organisasi)					0.165
X1.Z					0.315
X2 (Pengalaman)					0.493
X2.Z					0.401
Z (Filosofi Tri Kaya Parisudha)	8.122	6.204	8.903	2.469	0.478

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
X1 (Komitmen Organisasi)	0.926	0.930	0.940	0.662
X1.Z	1.000	1.000	1.000	1.000
X2 (Pengalaman)	0.849	0.864	0.897	0.686
X2.Z	1.000	1.000	1.000	1.000
Z (Filosofi Tri Kaya Parisudha)	1.000	1.000	1.000	1.000
Z.1 (Intelektualisme)	0.902	0.902	0.932	0.773
Z.2 (Kejujuran)	0.881	0.881	0.918	0.737
Z.3 (Pengendalian Diri)	0.875	0.878	0.914	0.728
Z.4 (Religiusitas)	0.864	0.865	0.907	0.710
Y (Kinerja Panureksa LPD)	0.947	0.949	0.954	0.634

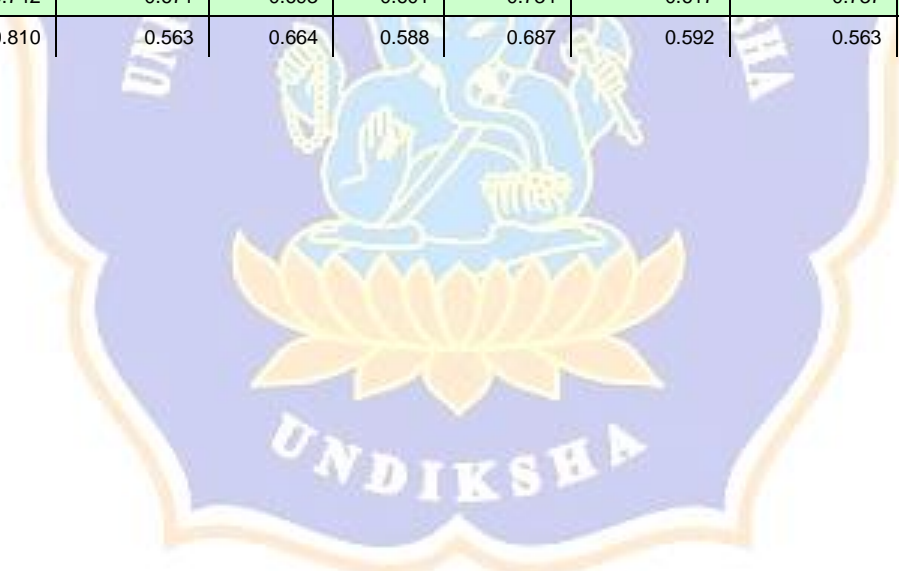
Discriminant Validity Fornell-Larcker Criterion

	X1 (Komitmen Organisasi)	X1.Z	X2 (Pengalaman)	X2.Z	Z (Filosofi Tri Kaya Parisudha)	Z.1 (Intelektualisme)	Z.2 (Kejujuran)	Z.3 (Pengendalian Diri)	Z.4 (Religiusitas)	Y (Kinerja Panureksa LPD)
X1 (Komitmen Organisasi)	0.814									
X1.Z	-0.288	1.000								
X2 (Pengalaman)	-0.809	0.200	0.828							
X2.Z	0.851	0.188	-0.976	1.000						
Z (Filosofi Tri Kaya Parisudha)	-0.870	0.194	0.925	0.980	1.000					
Z.1 (Intelektualisme)	-0.840	0.152	0.876	0.922	0.944	0.879				
Z.2 (Kejujuran)	-0.807	0.189	0.861	0.910	0.928	0.799	0.859			
Z.3 (Pengendalian Diri)	-0.804	0.211	0.873	0.932	0.948	0.863	0.815	0.853		
Z.4 (Religiusitas)	-0.779	0.100	0.877	0.873	0.844	0.777	0.788	0.816	0.843	
Y (Kinerja Panureksa LPD)	-0.913	0.007	0.899	0.925	0.933	0.883	0.888	0.860	0.881	0.796

Cross Loadings

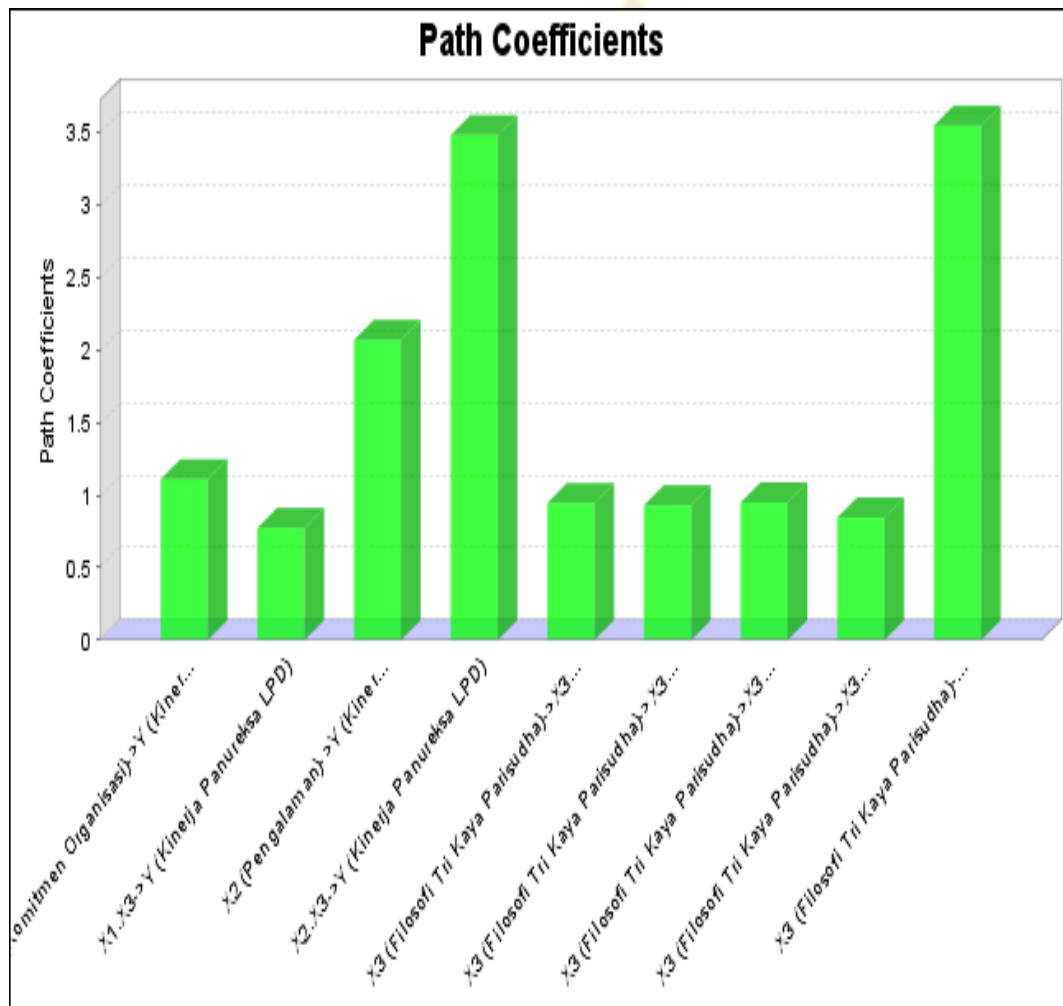
	X1 (Komitmen Organisasi)	X2 (Pengalaman)	Z (Filosofi Tri Kaya Parisudha)	Z.1 (Intelektualisme)	Z.2 (Kejujuran)	Z.3 (Pengendalian Diri)	Z.4 (Religiusitas)	Y (Kinerja Panureksa LPD)
X1.1	0.732	-0.554	-0.653	-0.670	-0.509	-0.661	-0.540	-0.588
X1.2	0.813	-0.809	-0.783	-0.794	-0.673	-0.743	-0.652	-0.769
X1.3	0.827	-0.681	-0.669	-0.713	-0.571	-0.605	-0.636	-0.713
X1.4	0.709	-0.710	-0.698	-0.604	-0.694	-0.668	-0.691	-0.692
X1.5	0.831	-0.572	-0.669	-0.602	-0.711	-0.568	-0.598	-0.790
X1.6	0.833	-0.567	-0.642	-0.567	-0.674	-0.564	-0.553	-0.759
X1.7	0.857	-0.669	-0.751	-0.767	-0.666	-0.682	-0.675	-0.793
X1.8	0.890	-0.701	-0.792	-0.754	-0.726	-0.751	-0.718	-0.808
X1.Z	-0.288	-0.200	-0.194	-0.152	-0.189	-0.211	-0.100	0.007
X2.1	-0.718	0.847	0.810	0.814	0.719	0.753	0.642	0.787
X2.2	-0.795	0.878	0.845	0.890	0.735	0.761	0.767	0.867
X2.3	-0.564	0.810	0.733	0.592	0.732	0.748	0.781	0.674
X2.4	-0.567	0.775	0.653	0.546	0.672	0.623	0.737	0.614
X2.Z	0.851	-0.976	-0.980	-0.922	-0.910	-0.932	-0.873	-0.925
Z	-0.870	0.925	1.000	0.944	0.928	0.948	0.844	0.933
Z.1.1	-0.698	0.724	0.807	0.896	0.668	0.708	0.684	0.764
Z.1.2	-0.744	0.664	0.806	0.854	0.624	0.792	0.645	0.709
Z.1.3	-0.707	0.830	0.848	0.848	0.782	0.761	0.648	0.773
Z.1.4	-0.804	0.854	0.855	0.916	0.727	0.771	0.751	0.853
Z.2.1	-0.628	0.805	0.815	0.669	0.873	0.757	0.744	0.729
Z.2.2	-0.584	0.793	0.803	0.697	0.830	0.740	0.734	0.687
Z.2.3	-0.777	0.661	0.776	0.694	0.848	0.638	0.612	0.817
Z.2.4	-0.787	0.693	0.791	0.682	0.882	0.659	0.612	0.818
Z.3.1	-0.756	0.738	0.869	0.871	0.707	0.873	0.691	0.783
Z.3.2	-0.726	0.797	0.841	0.818	0.723	0.836	0.625	0.771

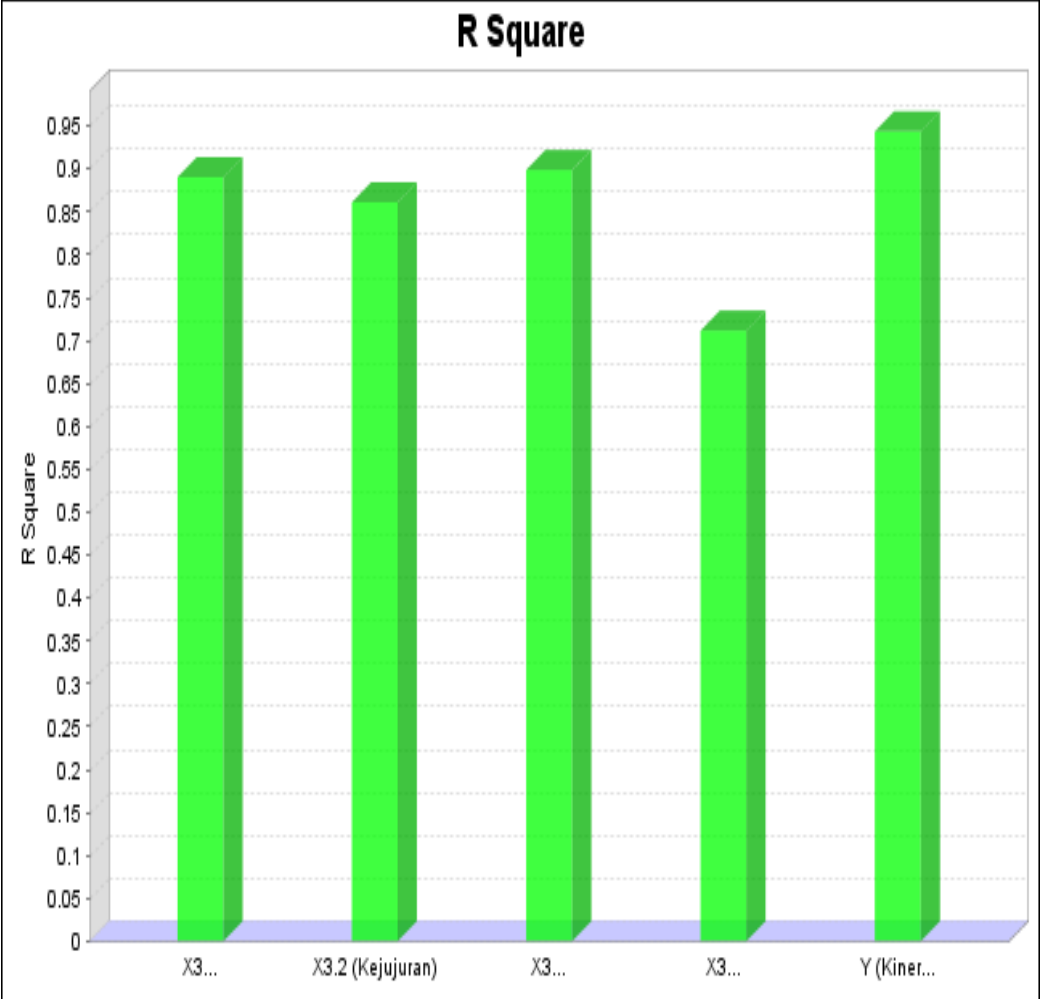
	X1 (Komitmen Organisasi)	X2 (Pengalaman)	Z (Filosofi Tri Kaya Parisudha)	Z.1 (Intelektu alisme)	Z.2 (Kejujuran)	Z.3 (Pengendalian Diri)	Z.4 (Religiusitas)	Y (Kinerja Panureksa LPD)
Z.3.3	-0.638	0.763	0.747	0.611	0.672	0.827	0.773	0.684
Z.3.4	-0.610	0.680	0.766	0.614	0.674	0.875	0.705	0.685
Z.4.1	-0.566	0.764	0.738	0.631	0.690	0.764	0.832	0.655
Z.4.2	-0.598	0.849	0.747	0.671	0.737	0.702	0.851	0.734
Z.4.3	-0.701	0.667	0.660	0.644	0.598	0.620	0.852	0.795
Z.4.4	-0.774	0.662	0.690	0.672	0.619	0.654	0.835	0.795
Y.1	-0.711	0.699	0.828	0.870	0.659	0.805	0.657	0.751
Y.10	-0.803	0.622	0.722	0.654	0.760	0.617	0.616	0.838
Y.11	-0.794	0.644	0.730	0.641	0.768	0.643	0.617	0.831
Y.12	-0.724	0.732	0.805	0.866	0.664	0.740	0.668	0.765
Y.2	-0.718	0.847	0.810	0.814	0.719	0.753	0.642	0.787
Y.3	-0.798	0.850	0.818	0.870	0.710	0.730	0.755	0.860
Y.4	-0.621	0.831	0.766	0.633	0.757	0.774	0.814	0.744
Y.5	-0.566	0.828	0.723	0.615	0.737	0.689	0.795	0.704
Y.6	-0.658	0.619	0.612	0.569	0.588	0.569	0.767	0.766
Y.7	-0.747	0.668	0.716	0.653	0.694	0.672	0.813	0.857
Y.8	-0.742	0.671	0.693	0.601	0.734	0.617	0.737	0.851
Y.9	-0.810	0.563	0.664	0.588	0.687	0.592	0.563	0.783



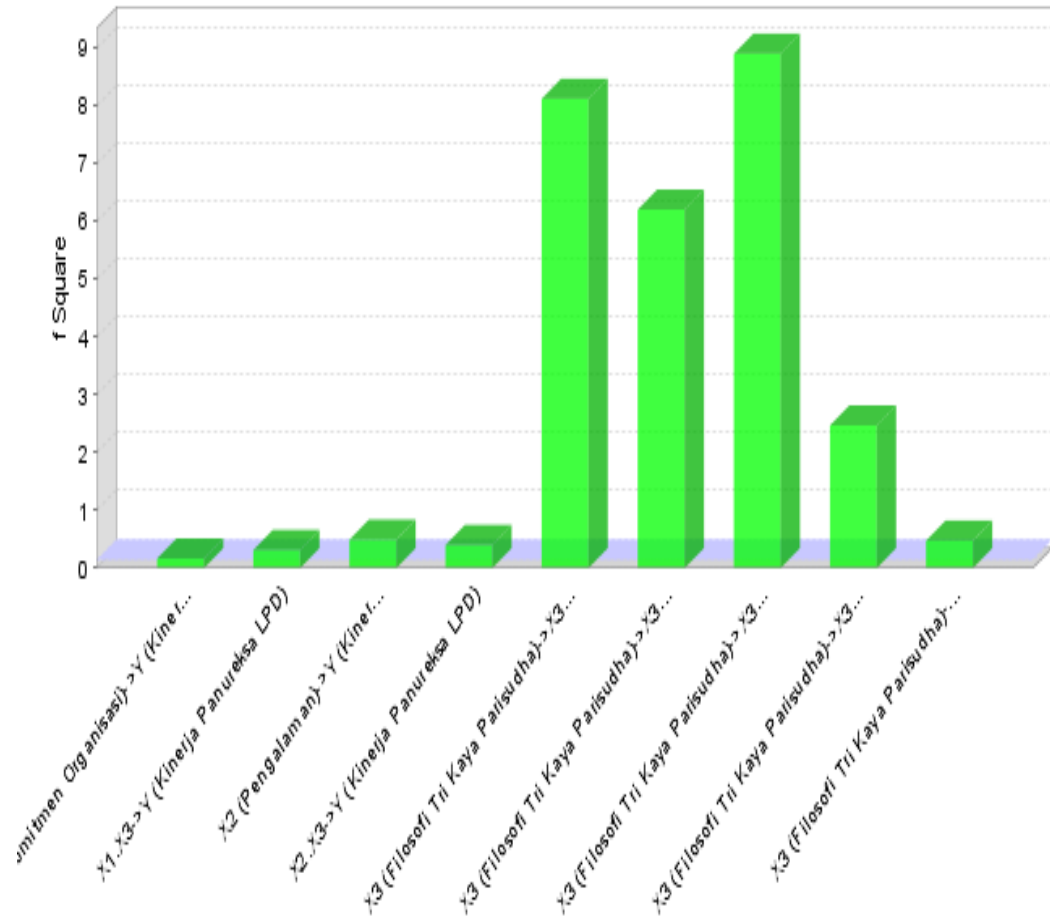
Model_Fit
Fit Summary

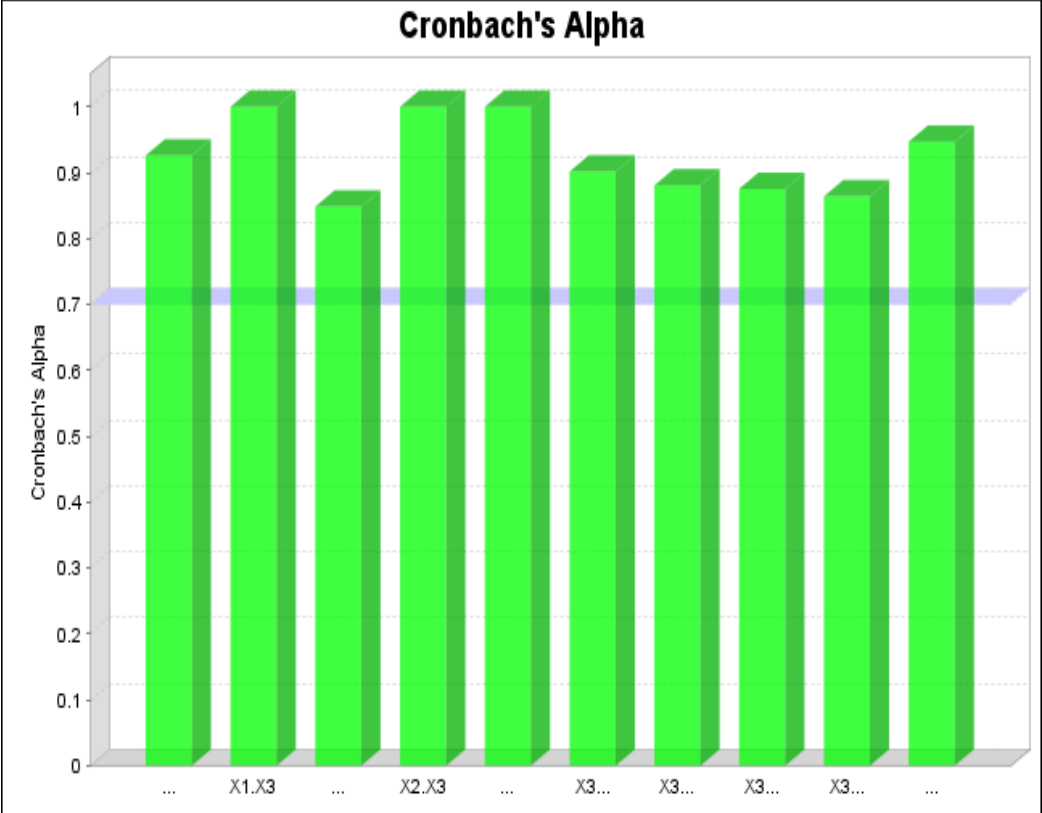
	Saturated Model	Estimated Model
SRMR	0.113	0.116
d_ ULS	12.119	12.624
d_ G	n/a	n/a
Chi-Square	infinite	Infinite
NFI	n/a	n/a



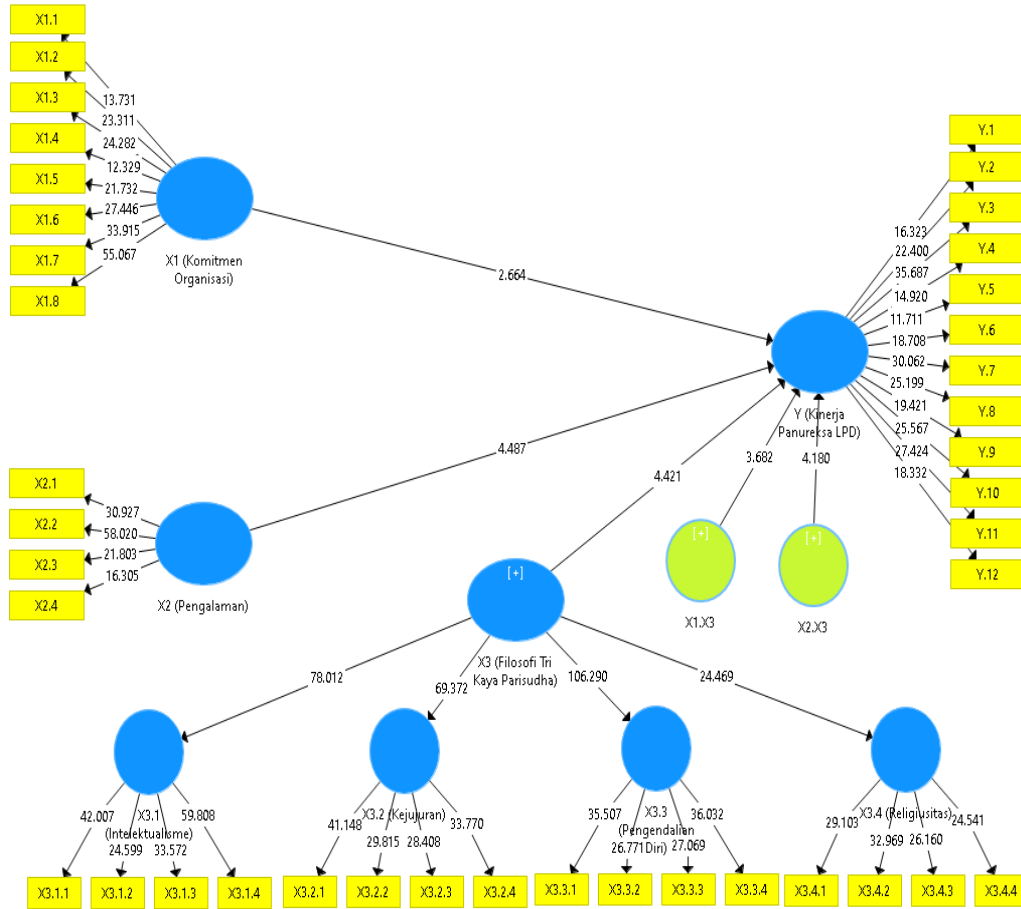


f Square





Lampiran 8 Hasil Uji PLS Bootstrapping



Path Coefficients Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
X1 (Komitmen Organisasi) -> Y (Kinerja Panureksa LPD)	1.108	0.916	0.416	2.664	0.008
X1.Z -> Y (Kinerja Panureksa LPD)	0.773	0.677	0.210	3.682	0.000
X2 (Pengalaman) -> Y (Kinerja Panureksa LPD)	2.070	1.863	0.461	4.487	0.000
X2.Z -> Y (Kinerja Panureksa LPD)	3.481	3.101	0.833	4.180	0.000
Z (Filosofi Tri Kaya Parisudha) -> Z.1 (Intelektualisme)	0.944	0.943	0.012	78.012	0.000
Z (Filosofi Tri Kaya Parisudha) -> Z.2 (Kejujuran)	0.928	0.928	0.013	69.372	0.000
Z (Filosofi Tri Kaya Parisudha) -> Z.3 (Pengendalian Diri)	0.948	0.948	0.009	106.290	0.000
Z (Filosofi Tri Kaya Parisudha) -> Z.4 (Religiusitas)	0.844	0.841	0.034	24.469	0.000
Z (Filosofi Tri Kaya Parisudha) -> Y (Kinerja Panureksa LPD)	3.545	3.181	0.802	4.421	0.000

Outer Loadings Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
X1.1 <- X1 (Komitmen Organisasi)	0.732	0.728	0.053	13.731	0.000
X1.2 <- X1 (Komitmen Organisasi)	0.813	0.810	0.035	23.311	0.000
X1.3 <- X1 (Komitmen Organisasi)	0.827	0.826	0.034	24.282	0.000
X1.4 <- X1 (Komitmen Organisasi)	0.709	0.705	0.058	12.329	0.000
X1.5 <- X1 (Komitmen Organisasi)	0.831	0.828	0.038	21.732	0.000
X1.6 <- X1 (Komitmen Organisasi)	0.833	0.832	0.030	27.446	0.000
X1.7 <- X1 (Komitmen Organisasi)	0.857	0.855	0.025	33.915	0.000
X1.8 <- X1 (Komitmen Organisasi)	0.890	0.889	0.016	55.067	0.000
X1.Z <- X1.Z	1.000	1.000	0.000		
X2.1 <- X2 (Pengalaman)	0.847	0.848	0.027	30.927	0.000
X2.2 <- X2 (Pengalaman)	0.878	0.878	0.015	58.020	0.000
X2.3 <- X2 (Pengalaman)	0.810	0.806	0.037	21.803	0.000
X2.4 <- X2 (Pengalaman)	0.775	0.769	0.048	16.305	0.000
X2.Z <- X2.Z	1.000	1.000	0.000		
Z <- Z (Filosofi Tri Kaya Parisudha)	1.000	1.000	0.000		
Z.1.1 <- Z.1 (Intelektualisme)	0.896	0.895	0.021	42.007	0.000
Z.1.2 <- Z.1 (Intelektualisme)	0.854	0.853	0.035	24.599	0.000
Z.1.3 <- Z.1 (Intelektualisme)	0.848	0.847	0.025	33.572	0.000
Z.1.4 <- Z.1 (Intelektualisme)	0.916	0.915	0.015	59.808	0.000
Z.2.1 <- Z.2 (Kejujuran)	0.873	0.870	0.021	41.148	0.000
Z.2.2 <- Z.2 (Kejujuran)	0.830	0.828	0.028	29.815	0.000
Z.2.3 <- Z.2 (Kejujuran)	0.848	0.843	0.030	28.408	0.000
Z.2.4 <- Z.2 (Kejujuran)	0.882	0.879	0.026	33.770	0.000
Z.3.1 <- Z.3 (Pengendalian Diri)	0.873	0.871	0.025	35.507	0.000
Z.3.2 <- Z.3 (Pengendalian Diri)	0.836	0.833	0.031	26.771	0.000
Z.3.3 <- Z.3 (Pengendalian Diri)	0.827	0.826	0.031	27.069	0.000
Z.3.4 <- Z.3 (Pengendalian Diri)	0.875	0.874	0.024	36.032	0.000
Z.4.1 <- Z.4 (Religiusitas)	0.832	0.833	0.029	29.103	0.000
Z.4.2 <- Z.4 (Religiusitas)	0.851	0.850	0.026	32.969	0.000
Z.4.3 <- Z.4 (Religiusitas)	0.852	0.850	0.033	26.160	0.000
Z.4.4 <- Z.4 (Religiusitas)	0.835	0.833	0.034	24.541	0.000
Y.1 <- Y (Kinerja Panureksa LPD)	0.751	0.750	0.046	16.323	0.000
Y.10 <- Y (Kinerja Panureksa LPD)	0.838	0.836	0.033	25.567	0.000

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Y.11 <- Y (Kinerja Panureksa LPD)	0.831	0.829	0.030	27.424	0.000
Y.12 <- Y (Kinerja Panureksa LPD)	0.765	0.763	0.042	18.332	0.000
Y.2 <- Y (Kinerja Panureksa LPD)	0.787	0.785	0.035	22.400	0.000
Y.3 <- Y (Kinerja Panureksa LPD)	0.860	0.858	0.024	35.687	0.000
Y.4 <- Y (Kinerja Panureksa LPD)	0.744	0.737	0.050	14.920	0.000
Y.5 <- Y (Kinerja Panureksa LPD)	0.704	0.695	0.060	11.711	0.000
Y.6 <- Y (Kinerja Panureksa LPD)	0.766	0.762	0.041	18.708	0.000
Y.7 <- Y (Kinerja Panureksa LPD)	0.857	0.852	0.028	30.062	0.000
Y.8 <- Y (Kinerja Panureksa LPD)	0.851	0.849	0.034	25.199	0.000
Y.9 <- Y (Kinerja Panureksa LPD)	0.783	0.782	0.040	19.421	0.000

Outer Weights

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
X1.1 <- X1 (Komitmen Organisasi)	0.122	0.122	0.011	11.071	0.000
X1.2 <- X1 (Komitmen Organisasi)	0.159	0.160	0.008	19.391	0.000
X1.3 <- X1 (Komitmen Organisasi)	0.148	0.149	0.011	13.705	0.000
X1.4 <- X1 (Komitmen Organisasi)	0.143	0.143	0.008	18.715	0.000
X1.5 <- X1 (Komitmen Organisasi)	0.164	0.164	0.008	19.918	0.000
X1.6 <- X1 (Komitmen Organisasi)	0.157	0.158	0.007	21.689	0.000
X1.7 <- X1 (Komitmen Organisasi)	0.164	0.165	0.008	20.261	0.000
X1.8 <- X1 (Komitmen Organisasi)	0.168	0.168	0.009	19.033	0.000
X1.Z <- X1.Z	1.000	1.000	0.000		
X2.1 <- X2 (Pengalaman)	0.321	0.323	0.016	19.894	0.000
X2.2 <- X2 (Pengalaman)	0.354	0.357	0.024	14.903	0.000
X2.3 <- X2 (Pengalaman)	0.275	0.274	0.012	22.995	0.000
X2.4 <- X2 (Pengalaman)	0.251	0.249	0.018	13.829	0.000
X2.Z <- X2.Z	1.000	1.000	0.000		
Z <- Z (Filosofi Tri Kaya Parisudha)	1.000	1.000	0.000		
Z.1.1 <- Z.1 (Intelektualisme)	0.277	0.277	0.007	41.983	0.000
Z.1.2 <- Z.1 (Intelektualisme)	0.277	0.277	0.010	28.026	0.000

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Z.1.3 <- Z.1 (Intelektualisme)	0.291	0.292	0.010	27.965	0.000
Z.1.4 <- Z.1 (Intelektualisme)	0.293	0.294	0.009	31.901	0.000
Z.2.1 <- Z.2 (Kejujuran)	0.298	0.299	0.013	22.509	0.000
Z.2.2 <- Z.2 (Kejujuran)	0.294	0.295	0.013	22.004	0.000
Z.2.3 <- Z.2 (Kejujuran)	0.284	0.285	0.010	27.804	0.000
Z.2.4 <- Z.2 (Kejujuran)	0.289	0.291	0.009	32.477	0.000
Z.3.1 <- Z.3 (Pengendalian Diri)	0.316	0.317	0.014	22.566	0.000
Z.3.2 <- Z.3 (Pengendalian Diri)	0.306	0.307	0.011	28.022	0.000
Z.3.3 <- Z.3 (Pengendalian Diri)	0.271	0.272	0.010	28.365	0.000
Z.3.4 <- Z.3 (Pengendalian Diri)	0.279	0.279	0.010	27.499	0.000
Z.4.1 <- Z.4 (Religiusitas)	0.309	0.310	0.019	15.926	0.000
Z.4.2 <- Z.4 (Religiusitas)	0.313	0.313	0.016	19.381	0.000
Z.4.3 <- Z.4 (Religiusitas)	0.276	0.276	0.012	22.424	0.000
Z.4.4 <- Z.4 (Religiusitas)	0.289	0.289	0.013	21.665	0.000
Y.1 <- Y (Kinerja Panureksa LPD)	0.106	0.106	0.007	16.104	0.000
Y.10 <- Y (Kinerja Panureksa LPD)	0.107	0.108	0.005	21.186	0.000
Y.11 <- Y (Kinerja Panureksa LPD)	0.107	0.108	0.005	20.499	0.000
Y.12 <- Y (Kinerja Panureksa LPD)	0.106	0.106	0.006	17.964	0.000
Y.2 <- Y (Kinerja Panureksa LPD)	0.113	0.113	0.007	16.653	0.000
Y.3 <- Y (Kinerja Panureksa LPD)	0.120	0.121	0.007	16.200	0.000
Y.4 <- Y (Kinerja Panureksa LPD)	0.099	0.099	0.005	18.789	0.000
Y.5 <- Y (Kinerja Panureksa LPD)	0.094	0.093	0.007	14.297	0.000
Y.6 <- Y (Kinerja Panureksa LPD)	0.094	0.094	0.005	19.469	0.000
Y.7 <- Y (Kinerja Panureksa LPD)	0.105	0.105	0.004	26.205	0.000
Y.8 <- Y (Kinerja Panureksa LPD)	0.104	0.104	0.005	21.486	0.000
Y.9 <- Y (Kinerja Panureksa LPD)	0.101	0.102	0.006	17.075	0.000