

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
F12	1.000	3.000	-.389	-1.648	-.717	-1.520
F11	1.000	5.000	-.698	-1.960	1.626	3.449
F10	3.000	5.000	.259	1.097	-.846	-1.795
F9	1.000	3.000	-.454	-1.927	-.693	-1.469
F8	1.000	5.000	-.107	-.453	1.276	2.706
F7	3.000	5.000	-.160	-.680	-.803	-1.704
F6	1.000	4.000	-.933	-3.958	2.347	4.979
F5	1.000	4.000	-.244	-1.034	-.900	-1.909
F4	2.000	4.000	.440	1.867	-.722	-1.531
F3	2.000	5.000	.237	1.005	-.488	-1.035
F2	3.000	5.000	-1.431	-6.071	1.093	2.319
F1	1.000	4.000	-.259	-1.098	.062	.131
Multivariate					5.055	1.433

Standardized Direct Effects (Group number 1 - Default model)

	Beban kerja	Absensi	Lto produktivitas	
produktivitas	.054	1.265	.046	.000
F12	.735	.000	.000	.000
F11	.882	.000	.000	.000
F10	.434	.000	.000	.000
F9	.000	.616	.000	.000
F8	.000	.832	.000	.000
F7	.000	.427	.000	.000
F6	.000	.740	.000	.000
F5	.000	.000	-.842	.000
F4	.000	.000	-.005	.000
F3	.000	.000	.240	.000
F2	.000	.000	.000	.201
F1	.000	.000	.000	.367

Indirect Effects (Group number 1 - Default model)

	Beban kerja	Absensi	Lto produktivitas	
produktivitas	.231	.000	.000	.000
F12	.000	.000	.000	.000
F11	.000	.000	.000	.000
F10	.000	.000	.000	.000
F9	.000	.000	.000	.000
F8	.000	.000	.000	.000

	Beban kerja	Absensi	Lto	produktivitas
F7	.000	.000	.000	.000
F6	.000	.000	.000	.000
F5	.000	.000	.000	.000
F4	.000	.000	.000	.000
F3	.000	.000	.000	.000
F2	.023	.340	.028	.000
F1	.046	.678	.057	.000

Standardized Indirect Effects (Group number 1 - Default model)

	Beban kerja	Absensi	Lto	produktivitas
produktivitas	.312	.000	.000	.000
F12	.000	.000	.000	.000
F11	.000	.000	.000	.000
F10	.000	.000	.000	.000
F9	.000	.000	.000	.000
F8	.000	.000	.000	.000
F7	.000	.000	.000	.000
F6	.000	.000	.000	.000
F5	.000	.000	.000	.000
F4	.000	.000	.000	.000
F3	.000	.000	.000	.000
F2	.011	.255	.009	.000
F1	.020	.465	.017	.000

Sample Moments (Group number 1)

Condition number = 6801.011

Eigenvalues

24.146 1.712 1.202 .902 .716 .675 .556 .456 .353 .309 .258 .227 .201 .151 .121 .112 .104 .096 .089 .075 .069
.054 .047 .036 .034 .032 .028 .025 .019 .018 .017 .016 .015 .014 .013 .012 .012 .011

Determinant of sample covariance matrix = 3.241

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	
produktivitas <---	Lto	.057	.332	.171	*** par_9	
produktivitas <---	Absensi	.678	.176	3.860	*** par_10	
produktivitas <---	Beban kerja	.046	.238	.193	*** par_11	
F1	<---	produktivitas	1.000			
F2	<---	produktivitas	.501	.247	2.026 .043	par_1
F3	<---	Lto	1.000			
F4	<---	Lto	-.019	.440	-.043 .066	par_2
F5	<---	Lto	-4.514	2.144	-2.106 .035	par_3
F6	<---	Absensi	1.000			
F7	<---	Absensi	.578	.148	3.912	*** par_4
F8	<---	Absensi	1.288	.189	6.805	*** par_5
F9	<---	Absensi	1.018	.181	5.632	*** par_6
F10	<---	Beban kerja	1.000			
F11	<---	Beban kerja	2.722	.767	3.547	*** par_7
F12	<---	Beban kerja	1.946	.485	4.010	*** par_8

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

		Estimate	
produktivitas <---	Lto	.046	
produktivitas <---	Absensi	1.265	
produktivitas <---	Beban kerja	.054	
F1	<---	produktivitas	.367
F2	<---	produktivitas	.201
F3	<---	Lto	.240
F4	<---	Lto	-.005
F5	<---	Lto	-.842
F6	<---	Absensi	.740
F7	<---	Absensi	.427
F8	<---	Absensi	.832
F9	<---	Absensi	.616
F10	<---	Beban kerja	.434
F11	<---	Beban kerja	.882
F12	<---	Beban kerja	.735

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
Produktivitas	<--- LTO	.120	.011	.574	.566	par_4
F3	<--- LTO	1.000				
F4	<--- LTO	.000	.002	-.175	.861	par_1
F5	<--- LTO	.005	.010	-.562	.574	par_2
F1	<--- Produktivitas	1.000				
F2	<--- Produktivitas	.319	.224	1.422	.155	par_3

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

		Estimate
Produktivitas	<--- LTO	.120
F3	<--- LTO	.650
F4	<--- LTO	.802
F5	<--- LTO	.531
F1	<--- Produktivitas	.470
F2	<--- Produktivitas	.164

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
z2	25.618	44.473	.576	.565	par_5
z1	.070	.086	.814	.415	par_6
e3	-25.116	44.471	-.565	.572	par_7
e4	.423	.058	7.314	***	par_8
e5	.823	.112	7.320	***	par_9
e1	.251	.088	2.834	.005	par_10
e2	.261	.037	7.125	***	par_11

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
PRODUKTIVITAS	<--- ABSENSI	.684	.162	4.224	*** par_5
F6	<--- ABSENSI	1.000			
F7	<--- ABSENSI	.579	.148	3.918	*** par_1
F8	<--- ABSENSI	1.292	.189	6.842	*** par_2
F9	<--- ABSENSI	1.018	.181	5.633	*** par_3
F1	<--- PRODUKTIVITAS	1.000			
F2	<--- PRODUKTIVITAS	.522	.236	2.208	.027 par_4

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

		Estimate
PRODUKTIVITAS	<--- ABSENSI	1.272
F6	<--- ABSENSI	.739
F7	<--- ABSENSI	.427
F8	<--- ABSENSI	.833
F9	<--- ABSENSI	.615
F1	<--- PRODUKTIVITAS	.367
F2	<--- PRODUKTIVITAS	.210

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
Z3	.150	.038	3.985	*** par_6
Z1	-.027	.049	-.546	.585 par_7
e6	.124	.024	5.136	*** par_8
e7	.224	.032	6.945	*** par_9
e8	.110	.032	3.460	*** par_10
e9	.255	.041	6.191	*** par_11
e1	.278	.062	4.526	*** par_12
e2	.256	.037	6.845	*** par_13

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
PRODUKTIVITAS	<--- BEBAN KERJA	.689	.284	2.424	.015	par_2
F1	<--- PRODUKTIVITAS	1.000				
F2	<--- PRODUKTIVITAS	.191	.330	.578	.564	par_1
F10	<--- BEBAN KERJA	1.000				
F11	<--- BEBAN KERJA	2.663	.691	3.854	***	par_3
F12	<--- BEBAN KERJA	1.979	.497	3.978	***	par_4

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

		Estimate
PRODUKTIVITAS	<--- BEBAN KERJA	.489
F1	<--- PRODUKTIVITAS	.607
F2	<--- PRODUKTIVITAS	.127
F10	<--- BEBAN KERJA	.435
F11	<--- BEBAN KERJA	.866
F12	<--- BEBAN KERJA	.749

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Z4	.060	.028	2.132	.033	par_5
Z1	.090	.218	.413	.679	par_6
e1	.203	.220	.923	.356	par_7
e2	.263	.037	7.142	***	par_8
e10	.256	.037	6.915	***	par_9
e11	.141	.081	1.744	.081	par_10
e12	.182	.050	3.624	***	par_11

Implied Correlations (Group number 1 - Default model)

	F12	F11	F10	F9	F8	F7	F6	F5	F4	F3	F2	F1
F12	1.000											
F11	.648	1.000										
F10	.319	.383	1.000									
F9	.000	.000	.000	1.000								
F8	.000	.000	.000	.512	1.000							
F7	.000	.000	.000	.263	.355	1.000						
F6	.000	.000	.000	.456	.616	.316	1.000					
F5	.000	.000	.000	.000	.000	.000	.000	1.000				
F4	.000	.000	.000	.000	.000	.000	.000	.004	1.000			
F3	.000	.000	.000	.000	.000	.000	.000	-.202	-.001	1.000		
F2	.008	.010	.005	.157	.212	.109	.188	-.008	.000	.002	1.000	
F1	.015	.017	.009	.286	.386	.198	.344	-.014	.000	.004	.074	1.000

Residual Covariances (Group number 1 - Default model)

	F12	F11	F10	F9	F8	F7	F6	F5	F4	F3	F2	F1
F12	.000											
F11	.000	.000										
F10	.000	.000	.000									
F9	.155	.136	.056	.000								
F8	.172	.228	.079	-.004	.000							
F7	.090	.108	.109	-.033	.016	.000						
F6	.082	.129	.032	.000	.002	-.005	.000					
F5	.052	.042	.027	.057	.027	.075	.118	.000				
F4	-.012	-.003	-.039	.065	.007	.015	.035	-.001	.000			
F3	.110	.091	.051	.204	.177	.047	.075	.001	-.008	.000		
F2	.017	.016	.004	-.031	-.006	.001	.033	.082	-.006	.038	.001	
F1	.083	.100	.031	.069	-.007	-.004	-.020	.008	-.001	.160	.001	.002

Model Fit Summary**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	26	138.806	52	.020	2.669
Saturated model	78	.000	0		
Independence model	12	352.183	32	.000	5.336

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.071	.832	.912	.555
Saturated model	.000	1.000		
Independence model	.097	.560	.480	.474

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.606	.500	.711	.965	.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	.788	.477	.549
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	86.806	55.632	125.647
Saturated model	.000	.000	.000
Independence model	286.183	231.125	348.763

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	1.297	.811	.520	1.174
Saturated model	.000	.000	.000	.000
Independence model	3.291	2.675	2.160	3.259

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.071	.100	.150	.000
Independence model	.201	.181	.222	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	190.806	197.997	260.541	286.541
Saturated model	156.000	177.574	365.206	443.206
Independence model	376.183	379.503	408.369	420.369

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	1.783	1.492	2.146	1.850
Saturated model	1.458	1.458	1.458	1.660
Independence model	3.516	3.001	4.101	3.547

HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	54	61
Independence model	27	30

