

Lampiran II Hasil Penelitian

Outer Loadings (Measurement Model)

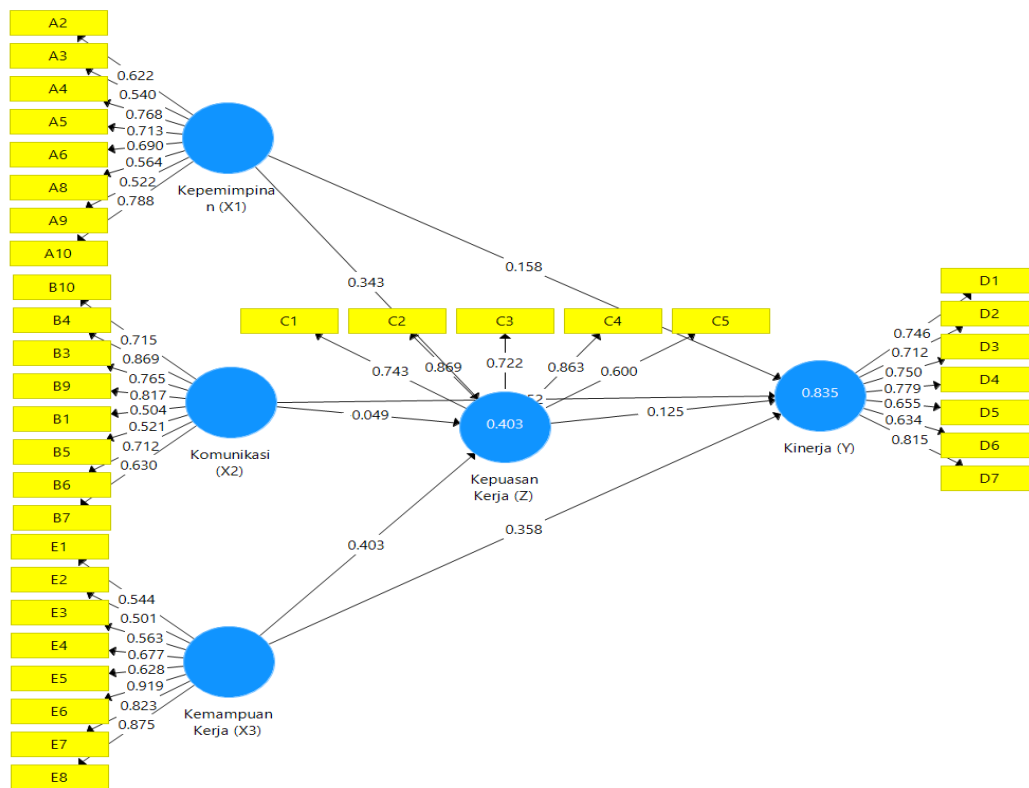
Variabel	Indikator	Loading Factor
Kepemimpinan (X_1)	X1-2	0.622
	X1-3	0.540
	X1-4	0.768
	X1-5	0.713
	X1-6	0.690
	X1-8	0.564
	X1-9	0.522
	X1-10	0.788
Komunikasi (X_3)	X2-1	0.504
	X2-3	0.765
	X2-4	0.869
	X2-5	0.521
	X2-6	0.712
	X2-7	0.630
	X2-9	0.817
	X2-10	0.715
Kemampuan Kerja (X_3)	X3-1	0.544
	X3-2	0.501
	X3-3	0.563
	X3-4	0.677
	X3-5	0.628
	X3-6	0.919
	X3-7	0.823
	X3-8	0.875
Kepuasan Kerja (Z)	Z-1	0.743
	Z-2	0.869
	Z-3	0.722
	Z-4	0.863
	Z-5	0.600
Kinerja (Y)	Y-1	0.746
	Y-2	0.712
	Y-3	0.750
	Y-4	0.779
	Y-5	0.655
	Y-6	0.634
	Y-7	0.815

Discriminant Validity (Cross Loading)

Indikator	Kepemimpinan (X₁)	Komunikasi (X₂)	Kemampuan Kerja (X₃)	Kepuasan Kerja (Z)	Kinerja (Y)
X1-2	0.595	-0.080	0.035	0.012	0.051
X1-3	0.707	-0.190	-0.223	-0.057	-0.155
X1-4	0.612	-0.066	-0.140	-0.072	-0.035
X1-5	0.887	-0.313	-0.384	-0.251	-0.241
X1-6	0.529	-0.011	-0.118	0.013	-0.050
X1-8	0.057	0.258	0.127	0.181	0.125
X1-9	0.597	-0.009	0.004	0.091	0.047
X1-10	0.835	-0.209	-0.334	-0.153	-0.229
X2-1	-0.297	0.674	0.468	0.466	0.365
X2-3	-0.195	0.729	0.592	0.415	0.498
X2-4	-0.390	0.764	0.682	0.612	0.656
X2-5	-0.351	0.680	0.480	0.487	0.408
X2-6	-0.266	0.650	0.439	0.394	0.307
X2-7	-0.391	0.821	0.702	0.570	0.715
X2-9	-0.109	0.753	0.631	0.564	0.644
X2-10	-0.327	0.873	0.730	0.615	0.748
X3-1	-0.251	0.844	0.729	0.589	0.820
X3-2	-0.309	0.844	0.644	0.606	0.672
X3-3	-0.352	0.698	0.819	0.509	0.768
X3-4	-0.352	0.650	0.806	0.463	0.764
X3-5	-0.323	0.808	0.892	0.679	0.897
X3-6	-0.257	0.491	0.674	0.471	0.578
X3-7	-0.386	0.588	0.699	0.580	0.449
X3-8	-0.335	0.388	0.686	0.520	0.496
Z-1	-0.292	0.752	0.800	0.531	0.839
Z-2	-0.154	0.516	0.562	0.438	0.573
Z-3	-0.202	0.629	0.738	0.529	0.874
Z-4	-0.309	0.781	0.887	0.637	0.924
Z-5	-0.132	0.444	0.612	0.485	0.688
Y-1	-0.262	0.660	0.719	0.456	0.868
Y-2	-0.242	0.523	0.657	0.555	0.781
Y-3	-0.260	0.535	0.616	0.552	0.742
Y-4	-0.104	0.602	0.619	0.487	0.786
Y-5	-0.304	0.794	0.808	0.635	0.859
Y-6	-0.071	0.365	0.329	0.778	0.345
Y-7	-0.181	0.631	0.586	0.810	0.622

Composite Reliability dan Average Variance Extracted

Variabel	Composite Reliability	Average Variance Extracted
Kepemimpinan (X1)	0.808	0.589
Komunikasi (X2)	0.846	0.519
Kemampuan Kerja (X3)	0.846	0.531
Kepuasan Kerja (Z)	0.822	0.639
Kinerja (Y)	0.852	0.588



Variabel	R Square	Adjust R Square
Kinerja (Y)	0.835	0.815
Kepuasan Kerja (Z)	0,403	0,351

Pengaruh Langsung

	Original Sample	Sample Mean	T Statistics	P Values
Kemampuan Kerja (X3) → Kepuasan Kerja (Z)	0,403	0,398	2.804	0.000
Kemampuan Kerja → Kinerja (Y)	0,358	0,351	2.393	0.017
Kepemimpinan (X1) → Kepuasan Kerja (Z)	0.343	0.379	2.122	0.034
Kepemimpinan (X1) → Kinerja (Y)	0.158	0.180	2.205	0.015
Kepuasan Kerja (Z) → Kinerja (Y)	0.125	0.131	2.213	0.009
Komunikasi (X2) → Kepuasan Kerja (Z)	0.049	0.055	2.196	0.023
Komunikasi (X2) → Kinerja (Y)	0.552	0.555	4.076	0.000

Pengaruh tidak Langsung

	Original Sample	Sample Mean	T Statistics	P Values
Kepemimpinan (X1) → Kepuasan Kerja (Z) → Kinerja (Y)	0.043	0.048	2.901	0.004
Komunikasi (X2) → Kepuasan Kerja (Z) → Kinerja (Y)	0.006	0.010	2.147	0.003
Kemampuan Kerja (X3) → Kepuasan Kerja (Z) → Kinerja (Y)	0,050	0,056	2.883	0.000