Tabel 1. Hasil Pengujian Model Pertama

|  |  |  |  |
| --- | --- | --- | --- |
| VARIABEL LATEN | KODE | LOADING FACTOR | AVE |
| STRUKTUR GAJI (X) | P1 | 0.739 | 0.649 |
|  | P2 | 0.835 |  |
|  | P3 | 0.747 |  |
|  | P4 | 0.719 |  |
|  | P5 | 0.854 |  |
|  | P6 | 0.885 |  |
|  | P7 | 0.862 |  |
|  | P8 | 0.823 |  |
|  | P9 | 0.769 |  |
| KEPUASAN KERJA(Y1) | P10 | 0.505 | 0.243 |
|  | P11 | 0.550 |  |
|  | P12 | 0.279 |  |
|  | P13 | 0.508 |  |
|  | P14 | 0.648 |  |
|  | P15 | 0.048 |  |
|  | P16 | 0.692 |  |
|  | P17 | 0.597 |  |
|  | P18 | -0.160 |  |
|  | P19 | 0.552 |  |
|  | P20 | 0.632 |  |
|  | P21 | -0.022 |  |
|  | P22 | 0.671 |  |
|  | P23 | 0.532 |  |
|  | P24 | 0.173 |  |
| KOMITMEN ORGANISASIONAL (Y2) | P25 | 0.635 | 0.570 |
|  | P26 | 0.861 |  |
|  | P27 | 0.880 |  |
|  | P28 | 0.872 |  |
|  | P29 | 0.796 |  |
|  | P30 | 0.794 |  |
|  | P31 | 0.566 |  |
|  | P32 | 0.548 |  |
| TURNOVER INTENTION (Y3) | P33 | 0.605 | 0.621 |
|  | P34 | 0.642 |  |
|  | P35 | 0.779 |  |
|  | P36 | 0.871 |  |
|  | P37 | 0.864 |  |
|  | P38 | 0.849 |  |
|  | P39 | 0.721 |  |
|  | P40 | 0.844 |  |
|  | P41 | 0.827 |  |
|  | P42 | 0.787 |  |
|  | P43 | 0.827 |  |

Tabel 2. Hasil Pengujian Model Kedua

|  |  |  |  |
| --- | --- | --- | --- |
| VARIABEL LATEN | KODE | LOADING FACTOR | AVE |
| STRUKTUR GAJI (X) | P1 | 0.739 | 0.649 |
|  | P2 | 0.835 |  |
|  | P3 | 0.747 |  |
|  | P4 | 0.719 |  |
|  | P5 | 0.854 |  |
|  | P6 | 0.885 |  |
|  | P7 | 0.862 |  |
|  | P8 | 0.823 |  |
|  | P9 | 0.769 |  |
| KEPUASAN KERJA(Y1) | P14 | 0.720 | 0.506 |
|  | P16 | 0.758 |  |
|  | P20 | 0.639 |  |
|  | P22 | 0.724 |  |
| KOMITMEN ORGANISASIONAL (Y2) | P25 | 0.635 | 0.570 |
|  | P26 | 0.861 |  |
|  | P27 | 0.880 |  |
|  | P28 | 0.872 |  |
|  | P29 | 0.796 |  |
|  | P30 | 0.794 |  |
|  | P31 | 0.566 |  |
|  | P32 | 0.548 |  |
| TURNOVER INTENTION (Y3) | P33 | 0.605 | 0.621 |
|  | P34 | 0.642 |  |
|  | P35 | 0.779 |  |
|  | P36 | 0.871 |  |
|  | P37 | 0.864 |  |
|  | P38 | 0.849 |  |
|  | P39 | 0.721 |  |
|  | P40 | 0.844 |  |
|  | P41 | 0.827 |  |
|  | P42 | 0.787 |  |
|  | P43 | 0.827 |  |

Tabel 3. Hasil Nilai Crossloading

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| KODE | X | Y1 | Y2 | Y3 |
| P1 | **0.739** | -0.013 | 0.019 | 0.077 |
| P2 | **0.835** | 0.087 | 0.114 | 0.097 |
| P3 | **0.747** | 0.363 | -0.128 | -0.037 |
| P4 | **0.719** | 0.213 | 0.152 | 0.040 |
| P5 | **0.854** | 0.200 | -0.033 | 0.056 |
| P6 | **0.885** | -0.223 | 0.023 | -0.001 |
| P7 | **0.862** | -0.213 | 0.013 | -0.020 |
| P8 | **0.823** | -0.165 | -0.104 | -0.117 |
| P9 | **0.769** | -0.184 | -0.053 | -0.093 |
| P14 | 0.529 | **0.720** | 0.220 | -0.031 |
| P16 | -0.108 | **0.758** | 0.049 | -0.095 |
| P20 | -0.451 | **0.639** | -0.034 | 0.037 |
| P22 | -0.016 | **0.724** | 0.197 | 0.097 |
| P25 | 0.057 | 0.100 | **0.635** | 0.027 |
| P26 | 0.065 | 0.117 | **0.861** | -0.114 |
| P27 | 0.024 | -0.041 | **0.880** | -0.101 |
| P28 | 0.062 | 0.065 | **0.872** | -0.059 |
| P29 | -0.082 | 0.301 | **0.796** | 0.051 |
| P30 | -0.052 | 0.075 | **0.794** | -0.030 |
| P31 | -0.096 | -0.450 | **0.566** | 0.175 |
| P32 | -0.010 | -0.418 | **0.548** | 0.193 |
| P33 | 0.013 | -0.227 | 0.021 | **0.605** |
| P34 | -0.142 | -0.038 | 0.120 | **0.642** |
| P35 | -0.076 | 0.251 | -0.067 | **0.779** |
| P36 | 0.078 | 0.094 | -0.134 | **0.871** |
| P37 | 0.203 | -0.072 | -0.159 | **0.864** |
| P38 | 0.055 | -0.050 | -0.028 | **0.849** |
| P39 | -0.222 | 0.130 | -0.032 | **0.721** |
| P40 | 0.030 | 0.015 | 0.146 | **0.844** |
| P41 | 0.012 | -0.003 | -0.069 | **0.827** |
| P42 | 0.013 | -0.045 | 0.031 | **0.787** |
| P43 | -0.040 | -0.098 | 0.209 | **0.827** |

Tabel 4. Hasil Akar Kuadrat AVE

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| VARIABEL LATEN | X | Y1 | Y2 | Y3 |
| X | **0.806** | 0.574 | 0.395 | -0.172 |
| Y1 | 0.574 | **0.712** | 0.569 | -0.332 |
| Y2 | 0.395 | 0.569 | **0.755** | -0.440 |
| Y3 | -0.172 | -0.332 | -0.440 | **0.788** |

Tabel 5. Hasil Uji Reliabilitas

|  |  |  |  |
| --- | --- | --- | --- |
| VARIABEL LATEN | COMPOSITE REABILITY | CRONBACH’ALPHA | KETERANGAN |
| X | 0.943 | 0.932 | Reliable |
| Y1 | 0.803 | 0.673 | Reliable |
| Y2 | 0.911 | 0.887 | Reliable |
| Y3 | 0.947 | 0.937 | Reliable |

Tabel 6. Hasil APC, ARS dan AVIF

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | INDEKS | p-value | KRITERIA | KETERANGAN |
| APC | 0.300 | <0.001 | <0.05 | Acceptable |
| ARS | 0.284 | <0.001 | <0.05 | Acceptable |
| AVIF | 1.469 |  | <= 5 | Acceptable |

Tabel 7. Hasil path coefficient dan p-value

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | X | Y1 | Y2 | Y3 |
| X |  |  |  |  |
| Y1 | 0.581(<0.001) |  |  |  |
| Y2 | 0.116(0.098) | 0.512(<0.001) |  |  |
| Y3 | 0.116(0.098) | -0.133(0.069) | -0.341(<0.001) |  |