

LAMPIRAN A
KUISIONER PENELITIAN

Kepada
Yth.Bapak/Ibu/Sdr Responeden
Di Tempat

Saya mahasiswa program **Magister Manajemen Universitas Islam Indonesia** yang sedang melakukan penelitian untuk memenuhi syarat tugas akhir mengenai : **“Pengaruh Internal Marketing Terhadap Orientasi Pasar di Universitas Negeri Timor Leste dengan Mediator Komitment Organisasi dan Perilaku Anggota Organisasi”**. Besar harapan saya agar Bapak/Ibu/Sdr dapat meluangkan waktu untuk mengisi kuesioner penelitian ini.

Penelitian ini di harapkan memberikan manfaat dan untuk itu di mohon kesedian Bapak/ Ibu/Sdr untuk mengisi/ menjawab kuesioner ini dengan sejujur – jujurnya. Jawaban yang di berikan akan di jamin kerahasiaannya dan hanya akan di pergunakan untuk keperluan penelitian semata.

Atas kerjasama yang baik dan kesungguhan Bapak/Ibu/Sdr dalam mengisi kuisioner ini, di ucapkan terima kasih.

Hormat saya,

Supri Kusniyati,SE

1. Identitas Responden

Jenis Kelamin : Laki – laki
 Perempuan

Umur : < 20 tahun
 21 – 30 tahun
 31 – 40 tahun
 > 40 tahun

Pendidikan Terakhir : SMA D1 D2 D3
 S1 S2 S3

lainnya.....

Masa kerja : < 1 tahun
 1 Tahun 1 bulan – 5 Tahun
 5 Tahun 1 bulan – 10 Tahun
 > 10 Tahun

Pengeluaran perbulan : < \$ 300 \$ 800 - \$
1000
 \$ 350 - \$ 500 > \$1000
 \$ 550 - \$ 750

2. Petunjuk Pengisian Jawaban Kuesioner

Berilah jawaban pada pertanyaan – pertanyaan berikut dengan cara memberikan tanda (X) pada salah satu kolom yang tersedia.

Berikan pendapat anda sesuai dengan kriteria sebagai berikut:

Silang (X) nomor 5 jika Sangat Setuju (SS)

Silang (X) nomor 4 jika Setuju (S)

Silang (X) nomor 3 jika Netral (N)

Silang (X) nomor 2 jika Tidak Setuju (TS)

Silang (X) nomor 1 jika Sangat Tidak Setuju (STS)

3. Daftar Pertanyaan

Daftar Pertanyaan Variabel Internal Marketing

No	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
		5	4	3	2	1
IM1	Universitas mengkomunikasikan visi dengan baik kepada karyawan	SS	S	N	TS	STS
IM2	Masa training membantu saya untuk memahami kebutuhan mahasiswa saat ini dan yang akan datang	SS	S	N	TS	STS
IM3	Secara berkala menerima feedback/ umpan balik dari atasan tentang performa kerja saya	SS	S	N	TS	STS
IM4	Saya cukup tranformasi mengenai posisi financial dari Universitas	SS	S	N	TS	STS
IM5	Sistem reward/ gaji di Universitas terkait dengan tujuan bisnis Universitas	SS	S	N	TS	STS
IM6	Saya mengetahui tentang bagaimana Universitas menghargai karyawannya	SS	S	N	TS	STS
IM7	Saya mengetahui alasan Universitas menghargai karyawannya	SS	S	N	TS	STS

Daftar Pertanyaan Komitment Organisasi

No	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
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		5	4	3	2	1	Setuju
OC1	Saya senang menghabiskan waktu dengan Universitas ini	SS	S	N	TS	STS	
OC2	Saya senang membicarakan Universitas dengan orang – orang diluar Universitas	SS	S	N	TS	STS	
OC3	Saya merasa jika ada masalah dalam Universitas akan menjadi masalah saya	SS	S	N	TS	STS	
OC4	Jika saya mendapatkan tawaran pekerjaan dari Universitas lain, saya merasa itu merupakan hal yang tidak baik dan saya tidak akan meninggalkan Universitas ini	SS	S	N	TS	STS	
OC5	Saya yakin pada nilai kesetiaan pada satu Universitas saja	SS	S	N	TS	STS	

Daftar Pertanyaan Perilaku Anggota Organisasi

No	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
		5	4	3	2	1
OCB1	Dengan sukarela membantu rekan kerja	SS	S	N	TS	STS
OCB2	Selalu berkonsultasi dengan rekan kerja yang akan berdampak pada tindakan dan keputusan saya	SS	S	N	TS	STS
OCB3	Saya hadir dan berpartisipasi	SS	S	N	TS	STS

	dalam pertemuan/ rapat					
OCB4	Saya selalu memberi saran untuk perbaikan / peningkatan dalam praktek kebijakan Universitas	SS	S	N	TS	STS
OCB5	Saya selalu mengikuti perubahan di tempat kerja	SS	S	N	TS	STS
OCB6	Mematuhi aturan dan prosedur Universitas bahkan jika tidak ada yang mengawasi saya	SS	S	N	TS	STS

Daftar pertanyaan Orientasi Pasar

No	Pertanyaan	Sangat Setuju	Setuju	Netral	Tidak Setuju	Sangat Tidak Setuju
		5	4	3	2	1
MO1	Pengaruh “perubahan” kerja di analisis secara berkala oleh Universitas	SS	S	N	TS	STS
MO2	Universitas beradaptasi dengan cepat terhadap perubahan dalam dunia pendidikan	SS	S	N	TS	STS
MO3	Data tentang kepuasan mahasiswa di sebarluaskan di dalam Universitas	SS	S	N	TS	STS
MO4	Ketika satu departemen mengetahui tentang pesaing , maka akan diberitahukan pada departemen yang lainnya	SS	S	N	TS	STS
MO5	Universitas akan bereaksi dengan cepat terhadap perubahan kebutuhan mahasiswa	SS	S	N	TS	STS

<p>MO6 Universitas mereview usaha pengembangan jasanya secara berkala untuk menyakinkan diri bahwa Universitas berada dalam jalur yang sama dengan keinginan mahasiswa</p>	<p>SS S N TS STS</p>
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LAMPIRAN B

DATA JAWABAN RESPONDEN

NO	Data Internal Marketing							Data Komitment Organisasi				
	IM1	IM2	IM3	IM4	IM5	IM6	IM7	OC1	OC2	OC3	OC4	OC5
1	5	5	5	5	5	5	5	5	4	5	4	4
2	4	4	3	4	2	4	3	4	4	3	3	4
3	5	3	4	5	5	5	5	4	4	4	4	4
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171	5	5	4	5	5	5	5	5	5	4	5	5
Jumlah	736	732	682	644	606	690	668	757	723	732	694	714
Rata- Rata	4,3	4,28	3,99	3,76	3,54	4,03	3,9	4,43	4,23	4,28	4,06	4,18

NO	Data Perilaku Anggota Organisasi						Data Orientasi Pasar					
	OCB1	OCB2	OCB3	OCB4	OCB5	OCB6	MO1	MO2	MO3	MO4	MO5	MO6
1	5	4	4	5	5	5	5	5	4	4	5	5
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62	4	4	5	4	4	4	4	4	4	4	5	5
63	4	3	4	4	4	4	4	4	4	3	5	5
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171	5	5	5	4	5	5	5	5	4	5	5	5
JUMLAH	739	734	728	718	732	715	695	726	668	652	705	697
Rata-Rata	4,32	4,29	4,26	4,19	4,28	4,18	4,06	4,24	3,9	3,81	4,12	4,08



LAMPIRAN C

OUTPUT OLAH DATA SPSS

Perhitungan Validitas dan Reliabilitas VALIDITAS INTERNAL MARKETING

Correlations

		IM1	IM2	IM3	IM4	IM5	IM6	IM7
IM1	Pearson Correlation	1	,455**	,369**	,420**	,279**	,452**	,350**
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000
	N	171	171	171	171	171	171	171
IM2	Pearson Correlation	,455**	1	,417**	,311**	,092	,351**	,243**
	Sig. (2-tailed)	,000		,000	,000	,230	,000	,001
	N	171	171	171	171	171	171	171
IM3	Pearson Correlation	,369**	,417**	1	,518**	,258**	,297**	,295**
	Sig. (2-tailed)	,000	,000		,000	,001	,000	,000
	N	171	171	171	171	171	171	171
IM4	Pearson Correlation	,420**	,311**	,518**	1	,458**	,412**	,353**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000
	N	171	171	171	171	171	171	171
IM5	Pearson Correlation	,279**	,092	,258**	,458**	1	,331**	,431**
	Sig. (2-tailed)	,000	,230	,001	,000		,000	,000
	N	171	171	171	171	171	171	171
IM6	Pearson Correlation	,452**	,351**	,297**	,412**	,331**	1	,595**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
	N	171	171	171	171	171	171	171
IM7	Pearson Correlation	,350**	,243**	,295**	,353**	,431**	,595**	1
	Sig. (2-tailed)	,000	,001	,000	,000	,000	,000	
	N	171	171	171	171	171	171	171

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

RELIABILITAS INTERNAL MARKETING

Case Processing Summary

		N	%
Cases	Valid	171	100,0
	Excluded ^a	0	,0
	Total	171	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,798	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
IM1	23,52	9,216	,563	,768
IM2	23,54	9,579	,430	,789
IM3	23,84	9,126	,518	,775
IM4	24,06	8,408	,614	,756
IM5	24,28	8,780	,448	,792
IM6	23,79	8,626	,597	,760
IM7	23,92	8,887	,561	,767

VALIDITAS KOMITMENT ORGANISASI

Correlations

		OC1	OC2	OC3	OC4	OC5
OC1	Pearson Correlation	1	,546**	,475**	,335**	,510**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	171	171	171	171	171
OC2	Pearson Correlation	,546**	1	,436**	,251**	,355**
	Sig. (2-tailed)	,000		,000	,001	,000
	N	171	171	171	171	171
OC3	Pearson Correlation	,475**	,436**	1	,417**	,446**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	171	171	171	171	171
OC4	Pearson Correlation	,335**	,251**	,417**	1	,436**
	Sig. (2-tailed)	,000	,001	,000		,000
	N	171	171	171	171	171
OC5	Pearson Correlation	,510**	,355**	,446**	,436**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	171	171	171	171	171

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

RELIABILITAS KOMITMEN ORGANISASI

Case Processing Summary

		N	%
Cases	Valid	171	100,0
	Excluded ^a	0	,0
	Total	171	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,773	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
OC1	16,74	5,333	,623	,712
OC2	16,94	5,361	,503	,744
OC3	16,89	5,182	,595	,716
OC4	17,11	4,829	,469	,769
OC5	16,99	4,959	,585	,717

VALIDITAS PERILAKU ANGGOTA ORGANISASI

Correlations

		OCB1	OCB2	OCB3	OCB4	OCB5	OCB6
OCB1	Pearson Correlation	1	,581**	,419**	,337**	,395**	,286**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	171	171	171	171	171	171
OCB2	Pearson Correlation	,581**	1	,368**	,403**	,493**	,305**
	Sig. (2-tailed)	,000		,000	,000	,000	,000

N		171	171	171	171	171	171
Pearson Correlation		,419**	,368**	1	,596**	,448**	,358**
OCB3	Sig. (2-tailed)	,000	,000		,000	,000	,000
N		171	171	171	171	171	171
Pearson Correlation		,337**	,403**	,596**	1	,468**	,328**
OCB4	Sig. (2-tailed)	,000	,000	,000		,000	,000
N		171	171	171	171	171	171
Pearson Correlation		,395**	,493**	,448**	,468**	1	,559**
OCB5	Sig. (2-tailed)	,000	,000	,000	,000		,000
N		171	171	171	171	171	171
Pearson Correlation		,286**	,305**	,358**	,328**	,559**	1
OCB6	Sig. (2-tailed)	,000	,000	,000	,000	,000	
N		171	171	171	171	171	171

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

RELIABILITAS PERILAKU ANGGOTA ORGANISASI

Case Processing Summary

		N	%
Cases	Valid	171	100,0
	Excluded ^a	0	,0
	Total	171	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,808	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
OCB1	21,21	6,085	,539	,785
OCB2	21,24	6,125	,581	,776
OCB3	21,27	5,953	,600	,771
OCB4	21,33	5,976	,577	,776

OCB5	21,25	6,072	,663	,761
OCB6	21,35	5,841	,484	,803

VALIDITAS ORIENTASI PASAR

Correlations

		MO1	MO2	MO3	MO4	MO5	MO6
MO1	Pearson Correlation	1	,544**	,493**	,505**	,397**	,412**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	171	171	171	171	171	171
MO2	Pearson Correlation	,544**	1	,442**	,249**	,347**	,499**
	Sig. (2-tailed)	,000		,000	,001	,000	,000
	N	171	171	171	171	171	171
MO3	Pearson Correlation	,493**	,442**	1	,499**	,497**	,479**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	171	171	171	171	171	171
MO4	Pearson Correlation	,505**	,249**	,499**	1	,453**	,459**
	Sig. (2-tailed)	,000	,001	,000		,000	,000
	N	171	171	171	171	171	171
MO5	Pearson Correlation	,397**	,347**	,497**	,453**	1	,590**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	171	171	171	171	171	171
MO6	Pearson Correlation	,412**	,499**	,479**	,459**	,590**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	171	171	171	171	171	171

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

RELIABILITAS ORIENTASI PASAR

Case Processing Summary

		N	%
Cases	Valid	171	100,0
	Excluded ^a	0	,0
	Total	171	100,0

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

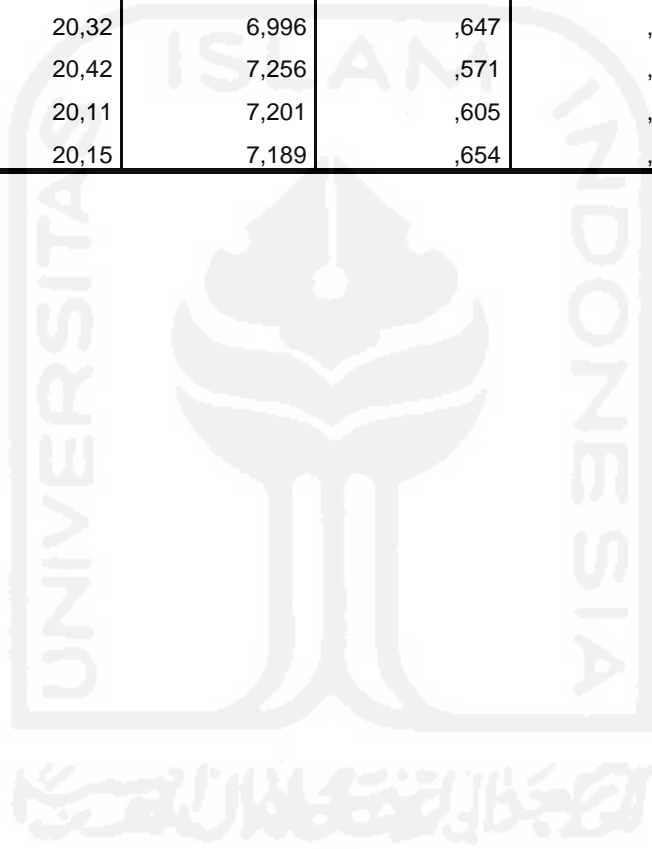
Reliability Statistics

Cronbach's Alpha	N of Items
------------------	------------

,835	6
------	---

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
MO1	20,16	7,091	,629	,803
MO2	19,98	7,417	,544	,821
MO3	20,32	6,996	,647	,800
MO4	20,42	7,256	,571	,815
MO5	20,11	7,201	,605	,808
MO6	20,15	7,189	,654	,799

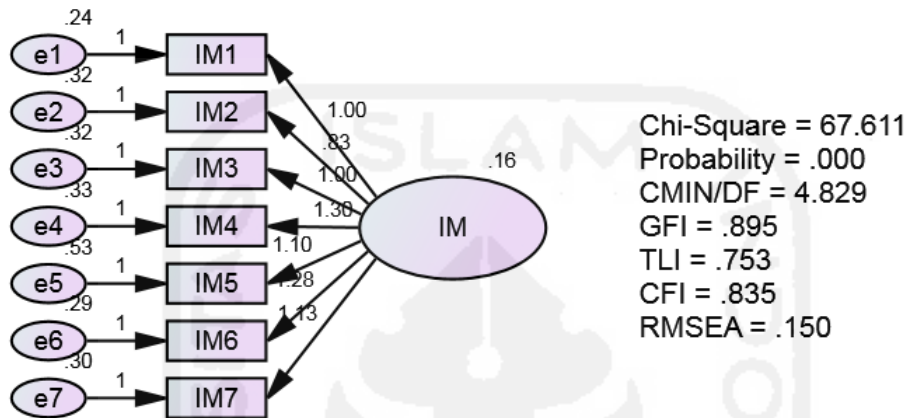


LAMPIRAN D

OUTPUT OLAH DATA AMOS

Hasil Pengolahan Data Dengan Amos V22

Confirmatory Factor Analysis



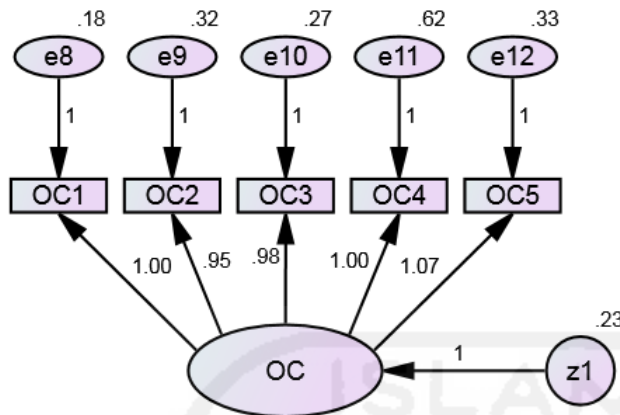
Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
IM3 <--- IM	.996	.165	6.029	***	par_1
IM4 <--- IM	1.301	.193	6.732	***	par_2
IM5 <--- IM	1.099	.203	5.403	***	par_3
IM6 <--- IM	1.275	.187	6.832	***	par_4
IM2 <--- IM	.834	.148	5.652	***	par_5
IM1 <--- IM	1.000				
IM7 <--- IM	1.128	.180	6.265	***	par_6

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

	Estimate
IM3 <--- IM	.578
IM4 <--- IM	.675
IM5 <--- IM	.518
IM6 <--- IM	.692
IM2 <--- IM	.508
IM1 <--- IM	.636
IM7 <--- IM	.638

CONFIRMATORY FACTOR ANALYSIS



Chi-Square = 15.015
 Probability = .010
 CMIN/DF = 3.003
 GFI = .964
 TLI = .908
 CFI = .954
 RMSEA = .109

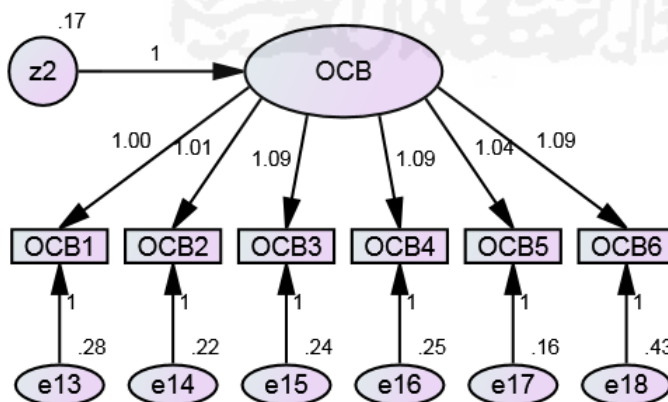
Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
OC3 <--- OC	.981	.137	7.168	***	par_1
OC2 <--- OC	.951	.128	7.451	***	par_2
OC1 <--- OC	1.000				
OC4 <--- OC	.999	.177	5.637	***	par_3
OC5 <--- OC	1.074	.147	7.327	***	par_4

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

	Estimate
OC3 <--- OC	.672
OC2 <--- OC	.632
OC1 <--- OC	.754
OC4 <--- OC	.522
OC5 <--- OC	.668

CONFIRMATORY FACTOR ANALYSIS



Chi-Square = 53.842
 Probability = .000
 CMIN/DF = 5.982
 GFI = .906
 TLI = .767
 CFI = .860
 RMSEA = .171

Regression Weights: (Group number 1 - Default model)

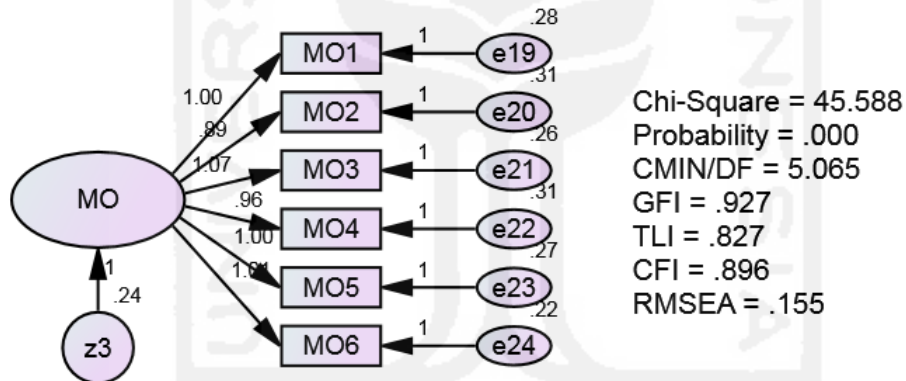
	Estimate	S.E.	C.R.	P	Label
OCB3 <--- OCB	1.087	.167	6.510	***	par_1

	Estimate	S.E.	C.R.	P	Label
OCB4 <--- OCB	1.090	.172	6.336	***	par_2
OCB5 <--- OCB	1.044	.155	6.739	***	par_3
OCB2 <--- OCB	1.006	.145	6.924	***	par_4
OCB1 <--- OCB	1.000				
OCB6 <--- OCB	1.094	.194	5.637	***	par_5

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

	Estimate
OCB3 <--- OCB	.675
OCB4 <--- OCB	.666
OCB5 <--- OCB	.733
OCB2 <--- OCB	.658
OCB1 <--- OCB	.611
OCB6 <--- OCB	.567

CONFIRMATORY FACTOR ANALYSIS



Regression Weights: (Group number 1 - Default model)

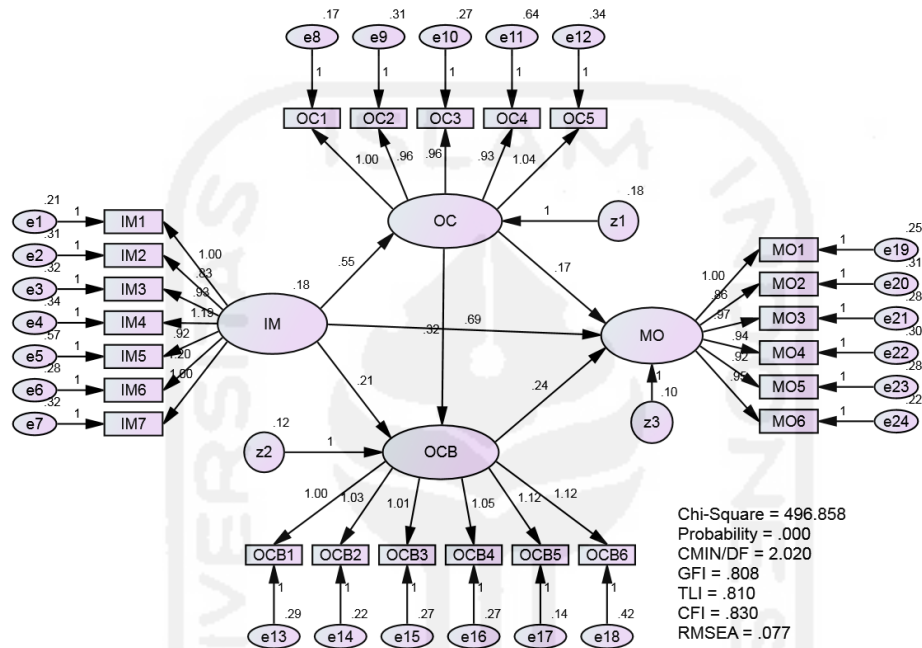
	Estimate	S.E.	C.R.	P	Label
MO4 <--- MO	.960	.133	7.233	***	par_1
MO3 <--- MO	1.069	.137	7.812	***	par_2
MO2 <--- MO	.888	.127	7.021	***	par_3
MO1 <--- MO	1.000				
MO5 <--- MO	1.003	.139	7.208	***	par_4
MO6 <--- MO	1.008	.135	7.490	***	par_5

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

	Estimate
MO4 <--- MO	.644
MO3 <--- MO	.715
MO2 <--- MO	.611

	Estimate
MO1 <--- MO	.678
MO5 <--- MO	.687
MO6 <--- MO	.726

STRUCTURE EQUATION MODELING



Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 300
 Number of distinct parameters to be estimated: 54
 Degrees of freedom (300 - 54): 246

Result (Default model)

Minimum was achieved

Chi-square = 496.858 > Chi-square (df = 246, 1%) = 300.522
 > Chi-square (df = 246, 5%) = 283.586

Degrees of freedom = 246

Probability level = .000 < 0.05

Assessment of normality (Group number 1)

Normal if c.r. $\leq Z(\alpha=1\%) = 2.578$

Variable	min	max	skew	c.r.	kurtosis	c.r.
OCB6	2.000	5.000	-.757	-4.042	.120	.319
OCB1	2.000	5.000	-.602	-3.213	-.212	-.567

Variable	min	max	skew	c.r.	kurtosis	c.r.
OCB2	3.000	5.000	-.316	-1.689	-.671	-1.791
OCB5	3.000	5.000	-.148	-.790	-.556	-1.484
OCB4	2.000	5.000	-.374	-1.997	-.339	-.904
OCB3	3.000	5.000	-.336	-1.791	-.773	-2.063
IM7	2.000	5.000	-.058	-.311	-.575	-1.536
OC5	2.000	5.000	-.615	-3.285	-.226	-.602
OC4	1.000	5.000	-.787	-4.202	.200	.534
OC1	3.000	5.000	-.666	-3.558	-.555	-1.480
OC2	2.000	5.000	-.561	-2.994	-.307	-.819
OC3	2.000	5.000	-.656	-3.500	-.015	-.040
MO6	3.000	5.000	-.092	-.493	-.815	-2.175
MO5	3.000	5.000	-.182	-.969	-1.017	-2.714
MO1	2.000	5.000	-.190	-1.017	-.764	-2.041
MO2	3.000	5.000	-.390	-2.083	-.959	-2.561
MO3	2.000	5.000	.054	.287	-.901	-2.404
MO4	2.000	5.000	.209	1.116	-.908	-2.425
IM1	3.000	5.000	-.349	-1.862	-.684	-1.826
IM2	3.000	5.000	-.377	-2.012	-.767	-2.048
IM6	2.000	5.000	-.142	-.759	-.926	-2.472
IM5	2.000	5.000	.344	1.835	-.704	-1.879
IM4	2.000	5.000	.279	1.492	-1.010	-2.697
IM3	2.000	5.000	-.090	-.482	-.616	-1.644
Multivariate					22.844	4.228

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)
 Outlier > Chi-square (n=24, 1%) = 40.289

Observation number	Mahalanobis d-squared	p1	p2
113	40.896	.017	.948
117	40.163	.021	.868
14	39.771	.023	.746
97	39.470	.024	.601
55	39.322	.025	.434
68	38.418	.031	.450
5	38.409	.031	.294
22	38.121	.034	.221
31	37.964	.035	.147
111	37.650	.038	.113
88	37.402	.040	.082
19	37.294	.041	.049
167	36.482	.049	.081
110	36.460	.049	.046

Observation number	Mahalanobis d-squared	p1	p2
79	36.295	.051	.031
44	35.982	.055	.028
58	35.451	.062	.037
67	35.451	.062	.020
109	35.025	.068	.024
82	34.938	.069	.015
75	34.454	.077	.023
20	34.188	.081	.022
107	34.107	.083	.015
140	34.046	.084	.009
115	33.925	.086	.006
81	33.726	.090	.006
146	33.356	.097	.008
33	33.112	.102	.008
17	33.036	.103	.005
56	33.000	.104	.003
27	32.579	.113	.006
94	32.396	.117	.005
25	32.345	.119	.003
165	32.290	.120	.002
40	32.050	.126	.002
134	31.333	.144	.012
128	31.316	.145	.007
154	31.176	.149	.007
47	30.873	.157	.010
124	30.832	.159	.007
21	29.789	.192	.070
139	29.710	.195	.059
119	29.395	.206	.085
15	28.843	.226	.187
65	28.684	.232	.192
34	28.535	.238	.194
168	28.415	.243	.187
90	28.270	.249	.190
28	28.072	.257	.211
162	28.028	.259	.180
129	27.942	.262	.164
7	27.618	.276	.233
46	27.589	.278	.196
92	27.540	.280	.168

Observation number	Mahalanobis d-squared	p1	p2
66	27.420	.285	.166
138	27.345	.289	.150
91	27.080	.301	.198
63	27.023	.303	.175
12	26.898	.309	.176
159	26.892	.310	.139
48	26.643	.321	.182
133	26.563	.325	.168
93	26.470	.330	.160
127	26.238	.341	.202
49	26.027	.352	.242
98	26.014	.352	.200
106	25.883	.359	.208
77	25.798	.364	.197
152	25.611	.373	.229
160	25.239	.393	.356
131	25.231	.393	.304
26	25.032	.404	.352
137	24.917	.410	.357
53	24.799	.417	.363
43	24.656	.425	.384
144	24.304	.444	.528
169	24.250	.447	.499
116	24.126	.454	.512
3	24.062	.458	.488
102	23.754	.476	.611
61	23.710	.478	.578
69	23.666	.481	.544
161	23.649	.482	.493
10	23.621	.483	.449
95	23.506	.490	.458
2	23.481	.492	.413
163	23.341	.500	.437
135	23.250	.505	.432
123	23.148	.511	.433
143	23.145	.511	.376
8	23.145	.511	.319
59	22.650	.541	.558
36	22.634	.541	.507
108	22.607	.543	.462

Observation number	Mahalanobis d-squared	p1	p2
101	22.601	.543	.406
60	22.540	.547	.383
39	22.501	.549	.348
132	22.487	.550	.301
114	22.172	.569	.428
50	22.022	.578	.460

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
OC	<---	IM	.551	.115	4.786	***	par_21
OCB	<---	IM	.210	.100	2.093	.036	par_22
OCB	<---	OC	.319	.096	3.304	***	par_24
MO	<---	IM	.690	.132	5.221	***	par_23
MO	<---	OC	.172	.099	1.741	.082	par_25
MO	<---	OCB	.236	.114	2.074	.038	par_26
IM3	<---	IM	.933	.144	6.471	***	par_1
IM4	<---	IM	1.191	.166	7.192	***	par_2
IM5	<---	IM	.922	.177	5.210	***	par_3
IM6	<---	IM	1.198	.160	7.502	***	par_4
IM2	<---	IM	.830	.132	6.270	***	par_5
IM1	<---	IM	1.000				
MO4	<---	MO	.937	.120	7.827	***	par_6
MO3	<---	MO	.971	.121	8.013	***	par_7
MO2	<---	MO	.861	.115	7.496	***	par_8
MO1	<---	MO	1.000				
MO5	<---	MO	.925	.122	7.559	***	par_9
MO6	<---	MO	.950	.118	8.061	***	par_10
OC3	<---	OC	.963	.127	7.566	***	par_11
OC2	<---	OC	.960	.123	7.822	***	par_12
OC1	<---	OC	1.000				
OC4	<---	OC	.927	.165	5.607	***	par_13
OC5	<---	OC	1.037	.136	7.638	***	par_14
IM7	<---	IM	1.003	.153	6.550	***	par_15
OCB3	<---	OCB	1.014	.160	6.332	***	par_16
OCB4	<---	OCB	1.048	.166	6.301	***	par_17
OCB5	<---	OCB	1.117	.163	6.859	***	par_18
OCB2	<---	OCB	1.032	.147	7.022	***	par_19
OCB1	<---	OCB	1.000				
OCB6	<---	OCB	1.125	.196	5.727	***	par_20

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

			Estimate
OC	<---	IM	.483
OCB	<---	IM	.222
OCB	<---	OC	.383
MO	<---	IM	.580
MO	<---	OC	.165
MO	<---	OCB	.188
IM3	<---	IM	.579
IM4	<---	IM	.660
IM5	<---	IM	.465
IM6	<---	IM	.695
IM2	<---	IM	.540
IM1	<---	IM	.680
MO4	<---	MO	.661
MO3	<---	MO	.683
MO2	<---	MO	.622
MO1	<---	MO	.712
MO5	<---	MO	.665
MO6	<---	MO	.719
OC3	<---	OC	.671
OC2	<---	OC	.648
OC1	<---	OC	.767
OC4	<---	OC	.493
OC5	<---	OC	.655
IM7	<---	IM	.606
OCB3	<---	OCB	.625
OCB4	<---	OCB	.635
OCB5	<---	OCB	.777
OCB2	<---	OCB	.670
OCB1	<---	OCB	.605
OCB6	<---	OCB	.578

UJI RELIABILITAS

			Estimate	E ²	1-E ²		Estimate	E ²	1-E ²		
IM1	<---	IM	0.680	0.462	0.538	OC1	<---	OC	0.767	0.588	0.412
IM2	<---	IM	0.540	0.292	0.708	OC2	<---	OC	0.648	0.420	0.580
IM3	<---	IM	0.579	0.335	0.665	OC3	<---	OC	0.671	0.450	0.550
IM4	<---	IM	0.660	0.436	0.564	OC4	<---	OC	0.493	0.243	0.757
IM5	<---	IM	0.465	0.216	0.784	OC5	<---	OC	0.655	0.429	0.571
IM6	<---	IM	0.695	0.483	0.517	Sum			3.234	2.131	2.869
IM7	<---	IM	0.606	0.367	0.633	Sum ²			10.459		
Sum			4.225	2.591	4.409	Construct Reliability			0.785	>	0.70
Sum ²			17.851			Discriminant Validity (AVE)			0.653	>	0.50
Construct Reliability			0.802	>							
Discriminant Validity (AVE)			0.608	>							

			Estimate	E ²	1-E ²		Estimate	E ²	1-E ²		
OCB1	<---	OC	0.605	0.366	0.634	MO1	<---	MO	0.712	0.507	0.493
OCB2	<---	OC	0.67	0.449	0.551	MO2	<---	MO	0.622	0.387	0.613
OCB3	<---	OC	0.625	0.391	0.609	MO3	<---	MO	0.683	0.466	0.534
OCB4	<---	OC	0.635	0.403	0.597	MO4	<---	MO	0.661	0.437	0.563
OCB5	<---	OC	0.777	0.604	0.396	MO5	<---	MO	0.665	0.442	0.558
OCB6	<---	OC	0.578	0.334	0.666	MO6	<---	MO	0.719	0.517	0.483
Sum			3.890	2.547	3.453	Sum			4.062	2.756	3.244
Sum ²			15.132			Sum ²			16.500		
Construct Reliability			0.814	>		Construct Reliability			0.836	>	0.70
Discriminant Validity (AVE)			0.651	>		Discriminant Validity (AVE)			0.678	>	0.50

UJI VALIDITAS

Estimate & AVE (Average Variance Extracted)

	IM	OC	OCB	MO	
IM	0.608				Valid
OC	0.383 < 0.653	0.653			Valid

OCB	0.483 < 0.651	0.222 < 0.651	0.651		Valid
MO	0.580 < 0.678	0.165 < 0.678	0.188 < 0.678	0.678	Valid

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
IM	.185	.040	4.632	***	par_27
z1	.184	.037	4.922	***	par_28
z2	.120	.032	3.739	***	par_29
z3	.102	.024	4.213	***	par_30
e3	.319	.039	8.211	***	par_31
e4	.339	.044	7.675	***	par_32
e5	.571	.066	8.649	***	par_33
e6	.283	.039	7.343	***	par_34
e2	.309	.037	8.394	***	par_35
e1	.214	.028	7.586	***	par_36
e22	.297	.037	8.006	***	par_37
e21	.283	.036	7.867	***	par_38
e20	.307	.038	8.196	***	par_39
e19	.255	.034	7.495	***	par_40
e23	.282	.036	7.916	***	par_41
e24	.220	.030	7.454	***	par_42
e10	.272	.037	7.382	***	par_43
e9	.305	.040	7.647	***	par_44
e8	.168	.028	6.088	***	par_45
e11	.644	.076	8.465	***	par_46
e12	.343	.045	7.571	***	par_47
e7	.320	.040	7.971	***	par_48
e15	.266	.034	7.809	***	par_49
e16	.270	.035	7.799	***	par_50
e17	.136	.023	6.015	***	par_51
e14	.217	.029	7.488	***	par_52
e13	.286	.036	7.902	***	par_53
e18	.418	.051	8.176	***	par_54

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
OC	.233
OCB	.278
MO	.610
OCB6	.334
OCB1	.367
OCB2	.448

	Estimate
OCB5	.604
OCB4	.403
OCB3	.390
IM7	.367
OC5	.430
OC4	.243
OC1	.588
OC2	.420
OC3	.450
MO6	.517
MO5	.443
MO1	.506
MO2	.387
MO3	.466
MO4	.436
IM1	.463
IM2	.292
IM6	.483
IM5	.216
IM4	.436
IM3	.335

Standardized Total Effects (Group number 1 - Default model)

	IM	OC	OCB	MO
OC	.483	.000	.000	.000
OCB	.407	.383	.000	.000
MO	.736	.237	.188	.000
OCB6	.235	.222	.578	.000
OCB1	.246	.232	.605	.000
OCB2	.272	.257	.670	.000
OCB5	.316	.298	.777	.000
OCB4	.258	.243	.635	.000
OCB3	.254	.239	.625	.000
IM7	.606	.000	.000	.000
OC5	.316	.655	.000	.000
OC4	.238	.493	.000	.000
OC1	.370	.767	.000	.000
OC2	.313	.648	.000	.000
OC3	.324	.671	.000	.000
MO6	.529	.171	.135	.719
MO5	.490	.158	.125	.665

	IM	OC	OCB	MO
MO1	.524	.169	.134	.712
MO2	.458	.147	.117	.622
MO3	.503	.162	.129	.683
MO4	.486	.157	.124	.661
IM1	.680	.000	.000	.000
IM2	.540	.000	.000	.000
IM6	.695	.000	.000	.000
IM5	.465	.000	.000	.000
IM4	.660	.000	.000	.000
IM3	.579	.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	IM	OC	OCB	MO
OC	.483	.000	.000	.000
OCB	.222	.383	.000	.000
MO	.580	.165	.188	.000
OCB6	.000	.000	.578	.000
OCB1	.000	.000	.605	.000
OCB2	.000	.000	.670	.000
OCB5	.000	.000	.777	.000
OCB4	.000	.000	.635	.000
OCB3	.000	.000	.625	.000
IM7	.606	.000	.000	.000
OC5	.000	.655	.000	.000
OC4	.000	.493	.000	.000
OC1	.000	.767	.000	.000
OC2	.000	.648	.000	.000
OC3	.000	.671	.000	.000
MO6	.000	.000	.000	.719
MO5	.000	.000	.000	.665
MO1	.000	.000	.000	.712
MO2	.000	.000	.000	.622
MO3	.000	.000	.000	.683
MO4	.000	.000	.000	.661
IM1	.680	.000	.000	.000
IM2	.540	.000	.000	.000
IM6	.695	.000	.000	.000
IM5	.465	.000	.000	.000
IM4	.660	.000	.000	.000
IM3	.579	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	IM	OC	OCB	MO
OC	.000	.000	.000	.000
OCB	.185	.000	.000	.000
MO	.156	.072	.000	.000
OCB6	.235	.222	.000	.000
OCB1	.246	.232	.000	.000
OCB2	.272	.257	.000	.000
OCB5	.316	.298	.000	.000
OCB4	.258	.243	.000	.000
OCB3	.254	.239	.000	.000
IM7	.000	.000	.000	.000
OC5	.316	.000	.000	.000
OC4	.238	.000	.000	.000
OC1	.370	.000	.000	.000
OC2	.313	.000	.000	.000
OC3	.324	.000	.000	.000
MO6	.529	.171	.135	.000
MO5	.490	.158	.125	.000
MO1	.524	.169	.134	.000
MO2	.458	.147	.117	.000
MO3	.503	.162	.129	.000
MO4	.486	.157	.124	.000
IM1	.000	.000	.000	.000
IM2	.000	.000	.000	.000
IM6	.000	.000	.000	.000
IM5	.000	.000	.000	.000
IM4	.000	.000	.000	.000
IM3	.000	.000	.000	.000

Sample Covariances (Group number 1)

Condition number = 36.941

Eigenvalues

3.514 1.227 1.099 .878 .572 .515 .495 .450 .403 .357 .348 .325 .282 .256 .225
.216 .198 .179 .168 .152 .141 .124 .097 .095

Determinant of sample covariance matrix = .000

Sample Correlations (Group number 1)

Condition number = 35.966

Eigenvalues

7.079 2.446 1.826 1.610 1.117 .995 .903 .871 .790 .714 .636 .620 .564 .534 .448
.430 .402 .356 .339 .321 .301 .277 .225 .197

Covariances: (Group number 1 - Default model)

	M.I.	Par Change
e14 <--> e13	18.763	.093
e17 <--> IM	4.977	.034
e17 <--> e18	10.959	.072
e17 <--> e13	5.480	-.042
e15 <--> z3	5.930	-.042
e15 <--> e16	22.967	.110
e11 <--> z3	9.116	-.079
e11 <--> e12	6.087	.098
e23 <--> e9	4.669	-.055
e23 <--> e24	10.009	.069
e19 <--> e24	9.517	-.065
e19 <--> e23	4.667	-.050
e20 <--> e7	8.387	-.076
e20 <--> e19	7.222	.065
e21 <--> e13	4.965	.054
e22 <--> e7	7.752	.073
e22 <--> e20	15.589	-.101
e1 <--> e17	5.169	.037
e1 <--> e8	11.460	.062
e1 <--> e10	7.206	-.058
e1 <--> e21	4.661	.047
e2 <--> z2	9.612	.055
e2 <--> e13	4.362	-.052
e2 <--> e9	4.321	.054
e2 <--> e21	7.534	-.069
e2 <--> e1	4.157	.045
e6 <--> e7	19.905	.116
e5 <--> z3	5.270	-.056
e5 <--> e18	4.443	.084
e5 <--> e7	8.775	.104
e5 <--> e24	8.133	-.086
e5 <--> e22	5.406	.079
e5 <--> e2	8.587	-.100
e4 <--> e5	10.418	.118
e3 <--> e14	4.229	-.046
e3 <--> e2	4.506	.055
e3 <--> e6	6.896	-.068
e3 <--> e4	10.256	.089

Minimization History (Default model)

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTRIES	Ratio
0	8		-.606	9999.000	1699.006	0	9999.000
1	4		-.114	2.506	909.118	19	.475
2	0	34.028		1.535	582.173	5	.807
3	0	35.614		1.050	542.678	2	.000
4	0	43.698		.660	498.797	1	1.068
5	0	72.324		.189	496.888	1	1.063
6	0	81.540		.042	496.858	1	1.024
7	0	81.505		.002	496.858	1	1.002
8	0	81.505		.000	496.858	1	.996

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	54	496.858	246	.000	2.020
Saturated model	300	.000	0		
Independence model	24	1754.211	276	.000	6.356

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.038	.808	.766	.663
Saturated model	.000	1.000		
Independence model	.137	.345	.288	.318

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.717	.682	.834	.810	.830
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.891	.639	.740

Model	PRATIO	PNFI	PCFI
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	250.858	191.101	318.391
Saturated model	.000	.000	.000
Independence model	1478.211	1349.643	1614.234

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	2.923	1.476	1.124	1.873
Saturated model	.000	.000	.000	.000
Independence model	10.319	8.695	7.939	9.495

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.077	.068	.087	.000
Independence model	.177	.170	.185	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	604.858	623.479	774.508	828.508
Saturated model	600.000	703.448	1542.499	1842.499
Independence model	1802.211	1810.487	1877.611	1901.611

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	3.558	3.206	3.955	3.668
Saturated model	3.529	3.529	3.529	4.138
Independence model	10.601	9.845	11.401	10.650

HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	98	103
Independence model	31	33

LAMPIRAN D

SURAT IZIN



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28/10/2015

Hato'o ba: Sr. Decano Faculdade Educação Arte E Humanidade UNTL

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Exelência,

Iha biban ida nee, ami husu laran luak ba Sr. Decano Faculdade Educação Arte E Humanidade UNTL katak, estudante ho naran **Supri Kusniyati, SE**, husi Universitas Islam Indonesia Yogyakarta, Program Studi Magister Manajemen Program Pascasarjana Fakultas Ekonomi hakarak halao'o pesquisa iha ita boot nia servisu fatin ho titulo Tese : **Pengaruh Internal Marketing Terhadap Orientasi Pasar di Universitas Negeri Timor Leste Dengan Mediator Komitmen Organisasi dan Perilaku Anggota Organisasi**.

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Mak nee deit ho kordenasaun no koperasaun nebe diak, hato'o obrigado wain.

Cordialmente

Edmundo Viegas, PhD
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Hato'o ba: Sra. Decana Faculdade Direito UNTL

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