Lampiran 3. Analisis Data Uji Coba

1. **POS**
   a. Reliabilitas

Reliability

	Coefficient ω	Coefficient α
POS	0.895	0.893

   b. Validitas

Kaiser-Meyer-Olkin (KMO) test

Indicator	MSA
POS_1	0.852
POS_2	0.910
POS_4	0.846
POS_3	0.876
POS_5	0.900
POS_6	0.874
POS_7	0.908
POS_8	0.629
POS_9	0.892
POS_10	0.913
Overall	0.876

Bartlett's test of sphericity

X^2	df	p
986.472	45	< .001

Chi-square test

Model	X^2	df	p
Baseline model	1011.114	45	
Factor model	197.367	35	< .001

Other fit measures

Metric	Value
Root mean square error of approximation (RMSEA)	0.148
RMSEA 90% CI lower bound	0.128
RMSEA 90% CI upper bound	0.168
RMSEA p-value	6.550×10^{-15}
Standardized root mean square residual (SRMR)	0.076
Hoelter's critical N (α = .05)	54.494

Other fit measures

Metric	Value
Hoelter's critical N (α = .01)	62.593
Goodness of fit index (GFI)	0.984
McDonald fit index (MFI)	0.682
Expected cross validation index (ECVI)	1.214

Fit indices

Index	Value
Comparative Fit Index (CFI)	0.832
Tucker-Lewis Index (TLI)	0.784
Bentler-Bonett Non-normed Fit Index (NNFI)	0.784
Bentler-Bonett Normed Fit Index (NFI)	0.805
Parsimony Normed Fit Index (PNFI)	0.626
Bollen's Relative Fit Index (RFI)	0.749
Bollen's Incremental Fit Index (IFI)	0.834
Relative Noncentrality Index (RNI)	0.832

Factor loadings

						95% Confidence Interval		
Factor	Indicator	Estimate	Std. Error	z-value	p	Lower	Upper	Std. Est. (all)
POS	POS_1	0.638	0.068	9.413	< .001	0.505	0.771	0.615
	POS_2	0.703	0.063	11.219	< .001	0.581	0.826	0.702
	POS_4	0.828	0.073	11.352	< .001	0.685	0.970	0.713
	POS_3	0.688	0.063	10.857	< .001	0.564	0.812	0.684
	POS_5	0.606	0.054	11.172	< .001	0.500	0.712	0.699
	POS_6	0.815	0.068	12.034	< .001	0.682	0.947	0.741
	POS_7	0.818	0.065	12.529	< .001	0.690	0.946	0.761
	POS_8	0.362	0.102	3.563	< .001	0.163	0.562	0.257
	POS_9	0.690	0.058	11.810	< .001	0.575	0.804	0.731
	POS_10	0.535	0.057	9.351	< .001	0.423	0.647	0.612

Average variance extracted

Factor	AVE
POS	0.415

2. EE

a. Reliabilitas

Reliability

	Coefficient ω	Coefficient α
Cognitive	0.804	0.810
Emotional	0.672	0.692
Behavioral	0.789	0.787
total	0.868	0.833

b. Validitas

Kaiser-Meyer-Olkin (KMO) test

Indicator	MSA
EE_1	0.792
EE_2	0.823
EE_3	0.789
EE_4	0.765
EE_5	0.852
EE_6	0.761
EE_7	0.822
EE_8	0.838
EE_9	0.743
EE_10	0.788
EE_11	0.759
EE_12	0.849
Overall	0.799

Bartlett's test of sphericity

X^2	df	p
1066.000	66	< .001

Chi-square test

Model	X^2	df	p
Baseline model	1096.162	66	
Factor model	270.792	51	< .001

Other fit measures

Metric	Value
Root mean square error of approximation (RMSEA)	0.143

Other fit measures

Metric	Value
RMSEA 90% CI lower bound	0.126
RMSEA 90% CI upper bound	0.160
RMSEA p-value	0.000
Standardized root mean square residual (SRMR)	0.085
Hoelter's critical N (α = .05)	54.760
Hoelter's critical N (α = .01)	61.585
Goodness of fit index (GFI)	0.985
McDonald fit index (MFI)	0.595
Expected cross validation index (ECVI)	1.645

Fit indices

Index	Value
Comparative Fit Index (CFI)	0.787
Tucker-Lewis Index (TLI)	0.724
Bentler-Bonett Non-normed Fit Index (NNFI)	0.724
Bentler-Bonett Normed Fit Index (NFI)	0.753
Parsimony Normed Fit Index (PNFI)	0.582
Bollen's Relative Fit Index (RFI)	0.680
Bollen's Incremental Fit Index (IFI)	0.790
Relative Noncentrality Index (RNI)	0.787

Factor loadings

						95% Confidence Interval		
Factor	Indicator	Estimate	Std. Error	z-value	p	Lower	Upper	Std. Est. (all)
Cognitive	EE_1	0.505	0.042	11.915	< .001	0.422	0.588	0.762
	EE_2	0.373	0.046	8.073	< .001	0.283	0.464	0.575
	EE_3	0.554	0.041	13.459	< .001	0.474	0.635	0.839
	EE_4	0.445	0.045	9.971	< .001	0.358	0.533	0.682
Emotional	EE_5	0.482	0.047	10.302	< .001	0.390	0.574	0.681
	EE_6	0.264	0.046	5.710	< .001	0.174	0.355	0.418
	EE_7	0.454	0.043	10.655	< .001	0.371	0.538	0.688
	EE_8	0.379	0.047	8.143	< .001	0.288	0.470	0.565
Behavioral	EE_9	0.560	0.053	10.491	< .001	0.456	0.665	0.708
	EE_10	0.704	0.063	11.192	< .001	0.580	0.827	0.750
	EE_11	0.485	0.054	8.924	< .001	0.379	0.592	0.624
	EE_12	0.562	0.055	10.195	< .001	0.454	0.670	0.690

Average variance extracted

Factor	AVE
Cognitive	0.522
Emotional	0.365
Behavioral	0.490

3. **ER**
   a. Reliabilitas

Reliability

	Coefficient ω	Coefficient α
ER	0.714	0.728

   b. Validitas

Kaiser-Meyer-Olkin (KMO) test

Indicator	MSA
ER_1	0.705
ER_2	0.802
ER_3	0.831
ER_4	0.650
ER_5	0.769
ER_6	0.904
ER_7	0.705
ER_8	0.618
ER_9	0.848
ER_10	0.813
ER_11	0.831
Overall	0.767

Bartlett's test of sphericity

X^2	df	p
988.149	55	< .001

Chi-square test

Model	X^2	df	p
Baseline model	1014.468	55	
Factor model	416.767	44	< .001

Other fit measures

Metric	Value
Root mean square error of approximation (RMSEA)	0.200

Other fit measures

Metric	Value
RMSEA 90% CI lower bound	0.183
RMSEA 90% CI upper bound	0.218
RMSEA p-value	0.000
Standardized root mean square residual (SRMR)	0.114
Hoelter's critical N (α = .05)	31.765
Hoelter's critical N (α = .01)	35.951
Goodness of fit index (GFI)	0.982
McDonald fit index (MFI)	0.415
Expected cross validation index (ECVI)	2.277

Fit indices

Index	Value
Comparative Fit Index (CFI)	0.611
Tucker-Lewis Index (TLI)	0.514
Bentler-Bonett Non-normed Fit Index (NNFI)	0.514
Bentler-Bonett Normed Fit Index (NFI)	0.589
Parsimony Normed Fit Index (PNFI)	0.471
Bollen's Relative Fit Index (RFI)	0.486
Bollen's Incremental Fit Index (IFI)	0.616
Relative Noncentrality Index (RNI)	0.611

Factor loadings

						95% Confidence Interval		
Factor	Indicator	Estimate	Std. Error	z-value	p	Lower	Upper	Std. Est. (all)
ER	ER_1	0.294	0.076	3.891	< .001	0.146	0.442	0.283
	ER_2	0.610	0.050	12.192	< .001	0.512	0.707	0.756
	ER_3	0.396	0.049	8.154	< .001	0.301	0.491	0.549
	ER_4	0.490	0.079	6.222	< .001	0.335	0.644	0.442
	ER_5	0.287	0.052	5.516	< .001	0.185	0.389	0.390
	ER_6	0.607	0.069	8.853	< .001	0.472	0.741	0.594
	ER_7	0.613	0.069	8.856	< .001	0.477	0.749	0.594
	ER_8	0.525	0.092	5.732	< .001	0.345	0.704	0.422
	ER_9	0.592	0.043	13.891	< .001	0.508	0.676	0.826
	ER_10	0.523	0.043	12.280	< .001	0.439	0.606	0.761
	ER_11	-0.398	0.069	-5.790	< .001	-0.533	-0.264	-0.409

Average variance extracted

Factor	AVE
ER	0.285

Lampiran 4. Analisis Data

1. Uji Deskriptif

Descriptive Statistics

	Total_ER	Total_EE	Total_POS
Valid	212	212	212
Missing	0	0	0
Mean	38.632	44.509	51.255
Std. Deviation	5.428	5.172	7.156
Minimum	24.000	33.000	35.000
Maximum	52.000	56.000	70.000

2. Uji Linearitas

a. POS dengan ER

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_1	Regression	1404.538	1	1404.538	61.286	< .001
	Residual	4812.763	210	22.918		
	Total	6217.302	211			

Note. The intercept model is omitted, as no meaningful information can be shown.

b. EE dengan ER

ANOVA

Model		Sum of Squares	df	Mean Square	F	p
H_1	Regression	1898.562	1	1898.562	92.318	< .001
	Residual	4318.740	210	20.565		
	Total	6217.302	211			

Note. The intercept model is omitted, as no meaningful information can be shown.

3. Analisis Regresi Sederhana

Model Summary - Total_ER

Model	R	R^2	Adjusted R^2	RMSE
H_0	0.000	0.000	0.000	5.428
H_1	0.475	0.226	0.222	4.787

Coefficients

Model		Unstandardized	Standard Error	Standardized	t	p
H_0	(Intercept)	38.632	0.373		103.623	< .001
H_1	(Intercept)	20.154	2.383		8.457	< .001
	Total_POS	0.361	0.046	0.475	7.829	< .001

Direct effects

					95% Confidence Interval	
	Estimate	Std. Error	z-value	p	Lower	Upper
Total_POS → Total_ER	0.032	0.010	3.234	0.001	0.012	0.051

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

Indirect effects

					95% Confidence Interval	
	Estimate	Std. Error	z-value	p	Lower	Upper
Total_POS → Total_EE → Total_ER	0.035	0.007	5.247	< .001	0.022	0.048

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

Total effects

						95% Confidence Interval	
			Estimate	Std. Error	z-value	p	Lower	Upper
Total_POS	→	Total_ER	0.066	0.008	7.866	< .001	0.050	0.083

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

Path coefficients

			Estimate	Std. Error	z-value	p	95% Confidence Interval Lower	Upper
Total_EE	→	Total_ER	0.418	0.070	5.992	< .001	0.281	0.554
Total_POS	→	Total_ER	0.032	0.010	3.234	0.001	0.012	0.051
Total_POS	→	Total_EE	0.084	0.008	10.863	< .001	0.068	0.099

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

R-Squared

	R^2
Total_ER	0.338
Total_EE	0.358

Path plot