OUTER MODEL

1. Covergent validity

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ITEM | *Employee Empowerment* (X₁) | Lingkungan Kerja (X2) | Stress Kerja (X3) | Kinerja Karyawan (Y) | Kepuasan Kerja (Z) | Keterangan |
| X1.1 | 0.868 |  |  |  |  | Valid |
| X1.2 | 0.819 |  |  |  |  | Valid |
| X1.3 | 0.859 |  |  |  |  | Valid |
| X1.4 | 0.828 |  |  |  |  | Valid |
| X2.1 |  | 0.853 |  |  |  | Valid |
| X2.2 |  | 0.872 |  |  |  | Valid |
| X2.3 |  | 0.762 |  |  |  | Valid |
| X3.1 |  |  | 0.843 |  |  | Valid |
| X3.2 |  |  | 0.903 |  |  | Valid |
| X3.3 |  |  | 0.905 |  |  | Valid |
| X3.4 |  |  | 0.792 |  |  | Valid |
| Y.1 |  |  |  | 0.716 |  | Valid |
| Y.2 |  |  |  | 0.821 |  | Valid |
| Y.3 |  |  |  | 0.789 |  | Valid |
| Y.4 |  |  |  | 0.781 |  | Valid |
| Y.5 |  |  |  | 0.712 |  | Valid |
| Z.1 |  |  |  |  | 0.845 | Valid |
| Z.2 |  |  |  |  | 0.913 | Valid |
| Z.3 |  |  |  |  | 0.840 | Valid |
| Z.4 |  |  |  |  | 0.773 | Valid |

1. Discriminant validity

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| --- | --- | --- | --- | --- | --- |
| Item | *Employee Empowerment* (X₁) | Lingkungan Kerja (X2) | Stress Kerja (X3) | Kinerja Karyawan (Y) | Kepuasan Kerja (Z) |
| X1.1 | **0.868** | 0.442 | 0.417 | 0.450 | 0.508 |
| X1.2 | **0.819** | 0.232 | 0.266 | 0.328 | 0.381 |
| X1.3 | **0.859** | 0.356 | 0.332 | 0.486 | 0.481 |
| X1.4 | **0.828** | 0.238 | 0.179 | 0.390 | 0.381 |
| X2.1 | 0.410 | **0.853** | 0.502 | 0.534 | 0.652 |
| X2.2 | 0.254 | **0.872** | 0.550 | 0.470 | 0.621 |
| X2.3 | 0.292 | **0.762** | 0.565 | 0.465 | 0.581 |
| X3.1 | 0.302 | 0.500 | **0.843** | 0.306 | 0.487 |
| X3.2 | 0.321 | 0.570 | **0.903** | 0.275 | 0.547 |
| X3.3 | 0.347 | 0.591 | **0.906** | 0.324 | 0.572 |
| X3.4 | 0.281 | 0.546 | **0.792** | 0.319 | 0.515 |
| Y.1 | 0.470 | 0.445 | 0.231 | **0.716** | 0.455 |
| Y.2 | 0.418 | 0.613 | 0.363 | **0.821** | 0.738 |
| Y.3 | 0.342 | 0.350 | 0.265 | **0.789** | 0.398 |
| Y.4 | 0.439 | 0.347 | 0.149 | **0.781** | 0.400 |
| Y.5 | 0.186 | 0.416 | 0.320 | **0.712** | 0.449 |
| Z.1 | 0.486 | 0.612 | 0.408 | 0.653 | **0.845** |
| Z.2 | 0.420 | 0.705 | 0.552 | 0.716 | **0.913** |
| Z.3 | 0.417 | 0.649 | 0.624 | 0.426 | **0.840** |
| Z.4 | 0.464 | 0.541 | 0.516 | 0.414 | **0.773** |

1. Composite reliability

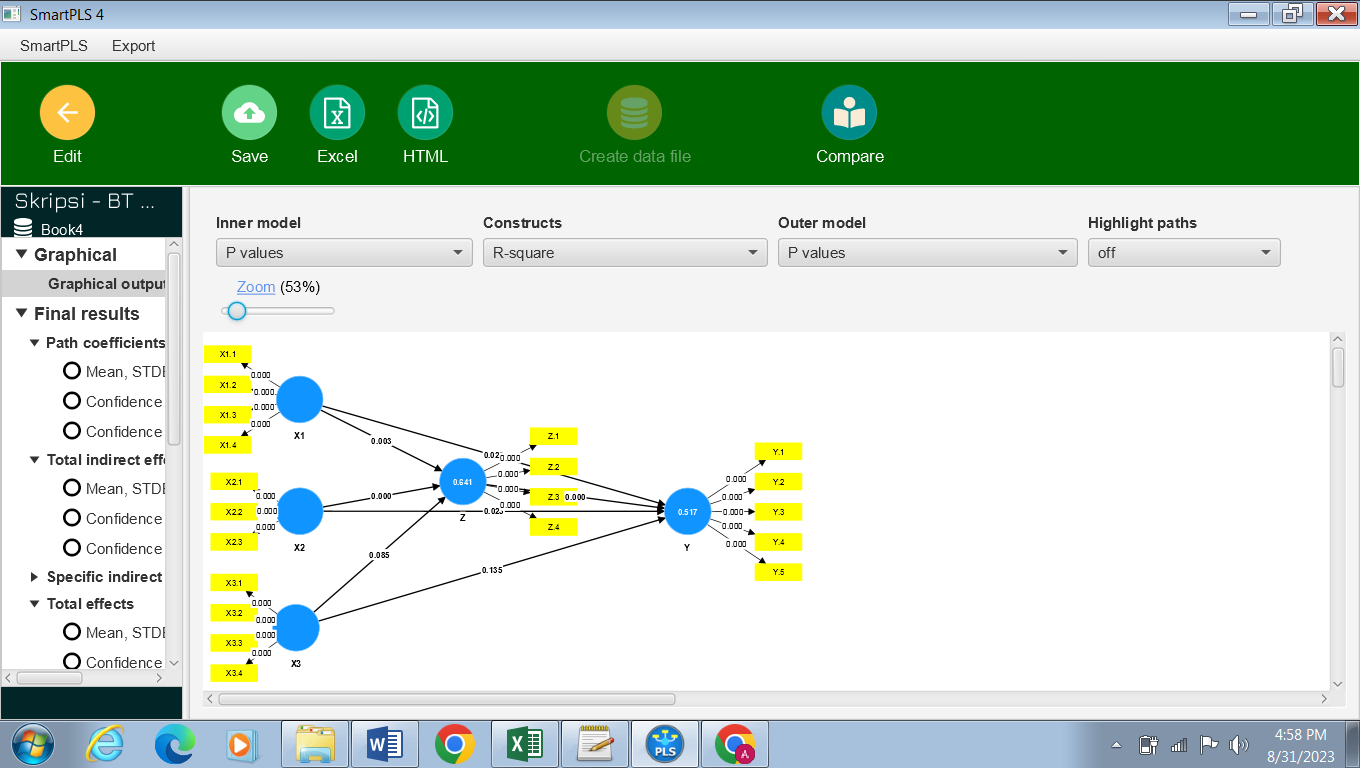
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Item | Cronbach's alpha | Composite reliability (rho\_a) | Composite reliability (rho\_c) | Average variance extracted  (AVE) | Keterangan |
| X1 | 0.866 | 0.879 | 0.908 | 0.712 | Reliabel |
| X2 | 0.773 | 0.778 | 0.869 | 0.690 | Reliabel |
| X3 | 0.884 | 0.887 | 0.920 | 0.744 | Reliabel |
| Y | 0.826 | 0.854 | 0.876 | 0.586 | Reliabel |
| Z | 0.865 | 0.879 | 0.908 | 0.712 | Reliabel |

Inner Model

1. R square

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| --- | --- | --- |
|  | R-square | R-square adjusted |
| Y | 0.517 | 0.487 |
| Z | 0.641 | 0.624 |

1. Uji Path coefficient



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| --- | --- | --- | --- | --- | --- |
|  | Original sample (O) | Sample mean (M) | Standard deviation (STDEV) | T statistics (|O/STDEV|) | P values |
| X1 -> Y | 0.215 | 0.229 | 0.095 | 2.266 | 0.023 |
| X1 -> Z | 0.255 | 0.266 | 0.086 | 2.975 | 0.003 |
| X2 -> Y | 0.292 | 0.281 | 0.129 | 2.272 | 0.023 |
| X2 -> Z | 0.530 | 0.521 | 0.105 | 5.068 | 0.000 |
| X3 -> Y | -0.195 | -0.215 | 0.130 | 1.495 | 0.135 |
| X3 -> Z | 0.181 | 0.170 | 0.105 | 1.724 | 0.085 |
| Z -> Y | 0.459 | 0.458 | 0.114 | 4.032 | 0.000 |

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| --- | --- | --- | --- | --- | --- |
|  | Original sample (O) | Sample mean (M) | Standard deviation (STDEV) | T statistics (|O/STDEV|) | P values |
| X1 -> Z -> Y | 0.117 | 0.121 | 0.049 | 2.379 | 0.017 |
| X2 -> Z -> Y | 0.243 | 0.239 | 0.077 | 3.143 | 0.002 |
| X3 -> Z -> Y | 0.083 | 0.078 | 0.054 | 1.533 | 0.125 |

LAMPIRAN



