

BAB V

KESIMPULAN DAN SARAN

A. Kesimpulan

Berdasarkan uraian dan hasil analisis yang dilakukan pada penelitian ini, maka dapat diambil kesimpulan bahwa terdapat empat faktor yang mendorong motivasi kerja pegawai di Kantor Suku Dinas Pariwisata dan Kebudayaan Kota Administrasi Jakarta Timur, yaitu:

1. Faktor pertama diberi nama “Penghargaan” yang terdiri dari lima variabel yaitu penghargaan terhadap prestasi, keinginan untuk menjadi kepala/atasan, keinginan untuk diakui dan dihormati, status/kedudukan dalam jabatan tertentu, adanya jaminan karir yang jelas.
2. Faktor kedua diberi nama “Lingkungan kerja” yang terdiri dari tiga variabel yaitu hubungan kerja yang harmonis dan kompak, tempat bekerja yang dihargai oleh masyarakat, lingkungan kerja yang baik dan bersih.
3. Faktor ketiga diberi nama “Penghasilan” yang terdiri dari dua variabel yaitu pekerjaan yang tetap, kompensasi yang memadai.
4. Faktor keempat diberi nama “Pembinaan” yang terdiri dari dua variabel yaitu peraturan yang bersifat melindungi dan dapat memberikan motivasi, peranan super visi dalam suatu pekerjaan

Dari keempat faktor yang terdapat dua faktor yang nilai korelasinya diatas 0,5 yaitu faktor pertama “penghargaan” dan faktor kedua “lingkungan kerja”, dan dua faktor lainnya mempunyai korelasi yang rendah, yaitu faktor ketiga dan faktor keempat. Maka dirumuskan bahwa faktor pertama dan faktor kedua tersebut menjadi faktor dominan yang dapat mendorong motivasi kerja Pegawai Negeri Sipil (PNS) di kantor Sudin Pariwisata dan Kebudayaan Kota Administrasi Jakarta Timur.

Faktor tersebut diatas menyangkut hal-hal yang berkaitan langsung dengan pekerjaan maupun hal-hal lain yang mendorong motivasi kerja pegawai. Dengan demikian hasil penelitian menunjukkan bahwa konsepsi motivasi kerja seperti ini melihat motivasi sebagai hasil interaksi manusia dengan keempat faktor yang ada.

B. Saran

Kantor Suku Dinas Pariwisata dan Kebudayaan Kota Administrasi Jakarta Timur diharapkan lebih memperhatikan faktor yang akan mendorong motivasi kerja pegawai, yaitu pada keempat faktor, yaitu penghargaan, lingkungan kerja, penghasilan dan pembinaan.

Prioritas utama yaitu pada dua faktor terbesar korelasinya yaitu faktor penghargaan dan faktor lingkungan kerja, faktor-faktor tersebut akan mendorong motivasi kerja pegawai, sehingga diharapkan akan

muncul kemampuan untuk saling bersinergi, yang akan mempengaruhi secara signifikan terhadap meningkatkan kinerja pegawai dan kinerja organisasi yang berimplikasi pada tercapainya tujuan organisasi.



DAFTAR PUSTAKA

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Lampiran 1. Surat Permohonan Penelitian

Kepada Yth.

**Bapak Kepala Suku Dinas Pariwisata dan Kebudayaan
Kota Administrasi Jakarta Timur.**

Dalam rangka penyelesaian studi program Sarjana di Universitas Darma Persada, saya bermaksud melakukan penelitian skripsi yang berjudul “Analisis Faktor Motivasi Kerja Pegawai Negeri Sipil di Kantor Suku Dinas Pariwisata dan Kebudayaan Kota Administrasi Jakarta Timur”.

Penelitian ini menggunakan kuesioner sebagai alat pengumpulan data yang utama, oleh karenanya saya mohon bantuan Bapak untuk memberikan izin kepada karyawan/ti Kantor Suku Dinas Pariwisata dan Kebudayaan Kota Administrasi Jakarta Timur, untuk berpartisipasi pada pengisian kuesioner dimaksud. Jawaban dan data responden hanya akan saya gunakan untuk keperluan akademis dan akan saya jamin kerahasiaannya.

Atas perhatian dan kerjasama Bapak, saya ucapkan terimakasih.

Jakarta, 2015

Hormat saya,

Devi Safikah

Lampiran 2. Kuesioner Penelitian

**Kepada Yth.
Bapak/Ibu Pegawai Negeri Sipil
di Kantor Suku Dinas Pariwisata dan Kebudayaan
Kota Administrasi Jakarta Timur.**

Dalam rangka penyelesaian studi program Sarjana di Universitas Darma Persada, saya bermaksud melakukan penelitian skripsi yang berjudul “Analisis Faktor Motivasi Kerja Pegawai Negeri Sipil di Kantor Suku Dinas Pariwisata dan Kebudayaan Kota Administrasi Jakarta Timur”.

Saya mengharapkan partisipasi Bapak/Ibu untuk mengisi kuesioner ini. Jawaban atas pernyataan-pernyataan dalam kuesioner ini diharapkan merupakan keadaan yang benar-benar sesuai dengan opini Bapak/Ibu atau sesuai dengan keadaan yang sebenarnya terjadi. Jawaban dan data responden hanya akan digunakan untuk keperluan akademis dan sangat dijaga kerahasiaannya.

Atas kesediaan dan kerjasama Bapak/Ibu, saya ucapkan terima kasih.

Jakarta, 2015

Hormat saya,

Devi Safikah

LEMBAR KUESIONER PENELITIAN

ANALISIS FAKTOR MOTIVASI KERJA PEGAWAI NEGERI SIPIL PADA KANTOR SUKU DINAS PARIWISATA DAN KEBUDAYAAN KOTA ADMINISTRASI JAKARTA TIMUR

A. Data Responden

Nama :

Petunjuk : Berilah tanda cek list (√) pada salah satu kolom yang tersedia dan sesuai dengan kriteria anda.

1. Jenis Kelamin : 1 1. Laki-laki
 2 2. Perempuan

2. Usia : 1 ≤ 20 tahun
 2 21 - 30 tahun
 3 31 - 40 tahun
 4 > 40 tahun

3. Status : 1 Belum Menikah
 2 Menikah
 3 Janda/Duda

4. Masa Kerja : 1 < 1 tahun 4 11 - 15 tahun
 2 1 - 5 tahun 5 16 - 20 tahun
 3 6 - 10 tahun 6 > 20 tahun

5. Pendidikan : 1 SD 4 Diploma I, II, III
 2 SMP 5 S1
 3 SMU/SMK sederajat 6 S2
 7 S3

B. Kuesioner Variabel Penelitian

Petunjuk Pengisian :

Berilah tanda cek list (√) pada salah satu jawaban yang paling sesuai menurut anda.

Pilihan jawaban yang tersedia adalah :

SP = Sangat Penting

P = Penting

CP = Cukup Penting

KP = Kurang Penting

TP = Tidak Penting

No.	Pernyataan	SP	P	CP	KP	TP
		5	4	3	2	1
1	Memperoleh kompensasi yang memadai untuk dapat hidup					
2	Pekerjaan yang tetap					
3	Kondisi kerja yang aman dan nyaman					
4	Keinginan untuk memiliki benda					
5	Peraturan yang bersifat melindungi dan dapat memberikan motivasi					
6	Hubungan kerja yang harmonis dan kompak					
7	Penghargaan terhadap prestasi					
8	Pimpinan yang adil dan bijaksana					
9	Keinginan untuk menjadi kepala/atasan					
10	Tempat bekerja yang dihargai oleh masyarakat					
11	Lingkungan kerja yang baik dan bersih					
12	Keinginan untuk diakui dan dihormati					
13	Kompensasi yang memadai					
14	Peranan supervisi dalam suatu pekerjaan					
15	Status/keudukan dalam jabatan tertentu					
16	Adanya jaminan karir yang jelas					

LAMPIRAN 3, DAFTAR KARYAWAN/TI

DAFTAR KARYAWAN/ TI
SUKU DINAS PARIWISATA DAN KEBUDAYAAN
KOTA ADMINISTRASI JAKARTA TIMUR
PER JANUARI 2015

NO	N A M A	NIP / NRK	GOL	JABATAN
1	Dr. Triyugo Prasetyo,SH,MM	196111241982121001 / 077483	IV / b	Kasudin
2	Dra Teti Hernawati	196806041994032005 / 118151	III / d	Kasubbag Tata Usaha
3	Dra Euis Raolina, M.Si	196810301993032003 / 126655	IV / a	Kasi Promosi
4	Yuyu Wahyudin, S.Sn, MM	196312291992021001 / 116329	IV / a	Kasi Atraksi
5	Sri Catur Setyowati , S.Sn	196903161996012001 / 150862	III / d	Kasi Pembinaan Kebudayaan
6	Iffan Radja, S.Sos, M.Si	197711082006041013 / 165626	III / c	Kasi Pembinaan Industri Par.
7	Edison Manurung, SE, MM	196410091997031004 / 121199	IV / a	staf
8	Casman Al Casrudin , S.Sos, M.S	195902081986101001 / 108537	III / d	staf
9	Dra. Suliah Sutardi	196001081985032004 / 087357	III / d	staf
10	Ferial Darwis, S.Sos	195810301985032005 / 087246	III / d	staf
11	Achmad Syafii, S.Sos	195808081982021005 / 73385	III / d	staf
12	Bambang Budi Setiawan,S.Sos	195806151980021003 / 067456	III / d	staf
13	Hj Isbandiati. SE	196212091996032001 / 119897	III / d	staf
14	Marsinah, S.Pd	196101111983032008 / 159517	III / d	staf
15	Rosneli Bakri. S.Kar	196105031991032006 / 145871	III / d	staf
16	R. Yulianingsih. S.Pd	195810251983032006 / 149664	III / d	staf
17	Ila Suhailah, B.Sc	196210191983032009 / 127642	III / d	staf
18	Dra. Yulianingsih	196607241993032005 / 117024	III / d	staf
19	Abdul Aziz, S.Sos	195812161983031009 / 078770	III / d	staf
20	Emon sulaemon, S.sos	197411261998031004 / 123813	III / d	staf
21	Betty Rosalia Indah, BSc	196505241992032004 / 127665	III / c	staf
22	Emi Suhana	195905101984032006 / 127439	III / b	staf
23	Mariati Purba	196109161987032004 / 127668	III / b	staf
24	Sumiyarsih, S.Sos, MM	197110081997032005 / 121205	III / b	staf
25	Euis Maryati Ningsih	196205231984102001 / 83540	III / b	staf
26	Lucky Wulandari, SE	198601282010012039 / 178479	III / b	staf
27	Siti Hidayah, SH	197412171997032002 / 121225	III / b	staf
28	Dian Yunita, SE	198206122010012044 / 177765	III / b	staf
29	Gadis BR	196508271987032005 / 153341	III / b	staf

30	Wahyuni Sudaryani	196609071995032002 / 118871	III / b	staf
31	Sulastri	196011231985112001 / 104464	III / b	staf
32	Ambarini	196203011985032005 / 075423	III / b	staf
33	Gusprianto	197001121996031001 / 119434	III / b	staf
34	Purwati	196808151997032006 / 121307	III / b	staf
35	Rachmansyah	197102201997031005 / 121596	III / b	staf
36	Devi Safikah, A.Md	197703102009042004 / 175050	III / b	staf
37	Undang Saefudin	196405101992031006 / 159958	III / b	staf
38	Susatio	196610082009041001 / 175579	III / b	staf
39	Sugeng Suranto	197202192009041001 / 175573	III / b	staf
40	Supriatna	195901011985031017 / 075338	III / b	staf
41	Sudarmadi	195904211986031006 / 107661	III / b	staf



Lampiran 4. Tabulasi Data Hasil Kuesioner

No	Jenis Kelamin	Umur	Status	Masa Kerja	Pendidikan	PERNYATAAN																Total	Rata
						P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16		
1	2	4	2	6	5	4	5	4	3	3	5	3	5	3	2	2	5	5	5	66	3.7		
2	2	4	2	6	3	4	5	4	3	3	4	3	5	2	2	5	4	5	63	3.5			
3	2	4	2	6	3	5	5	4	2	3	5	5	4	4	4	2	4	5	66	3.7			
4	2	4	2	5	3	4	5	4	3	3	5	4	3	3	3	4	4	5	65	3.6			
5	2	4	2	6	5	5	5	3	3	4	4	5	5	3	3	4	4	5	68	3.8			
6	1	4	2	6	6	5	4	4	2	3	3	4	3	3	2	4	5	5	62	3.4			
7	2	4	2	6	4	5	4	4	2	3	4	5	4	2	2	4	4	4	60	3.3			
8	1	4	2	5	3	4	5	3	2	4	4	5	4	3	3	4	4	4	62	3.4			
9	1	4	2	6	7	5	5	4	3	3	4	5	5	3	3	4	4	4	65	3.6			
10	2	4	2	5	6	4	4	3	3	4	4	4	4	4	4	5	4	4	65	3.6			
11	1	4	2	6	5	4	4	3	2	1	4	4	5	2	3	5	4	3	57	3.2			
12	2	4	2	6	5	4	4	3	2	3	3	3	5	2	2	4	4	4	56	3.1			
13	2	4	2	6	5	4	4	4	3	4	4	4	4	3	3	5	4	4	62	3.4			
14	2	4	1	6	3	4	4	4	4	4	5	4	5	2	2	5	4	4	56	3.7			
15	1	4	2	6	2	4	5	4	4	2	4	4	4	2	2	3	4	5	56	3.1			
16	1	4	3	6	5	5	4	3	3	3	3	4	4	3	3	3	4	4	57	3.2			
17	2	4	2	6	5	4	5	4	3	4	4	4	5	3	3	5	5	4	65	3.6			
18	1	4	2	6	6	4	4	4	4	4	4	3	5	2	4	3	4	5	64	3.6			
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22	2	4	3	5	5	4	5	5	4	4	4	4	4	3	3	4	4	4	64	3.6			
23	2	4	2	6	3	5	4	3	2	3	4	4	5	3	2	4	4	4	55	3.1			
24	2	4	2	6	4	4	5	4	3	3	4	3	4	3	2	4	3	3	60	3.3			
25	2	4	2	6	3	4	4	3	2	3	3	3	4	2	4	3	4	4	52	2.9			
26	1	4	2	5	4	4	5	3	3	3	3	3	3	2	3	4	4	3	56	3.1			
27	2	4	2	6	5	4	4	4	4	4	5	4	4	3	4	5	5	3	68	3.8			
28	2	4	3	6	6	4	5	3	3	4	5	4	5	3	5	5	4	4	67	3.7			
29	1	4	2	5	3	4	4	3	3	3	4	3	4	3	3	4	4	4	58	3.2			
30	2	4	2	6	5	4	4	4	4	4	4	4	3	3	5	5	5	4	68	3.8			

31	2	3	2	2	6	3	5	4	4	3	4	4	4	4	5	2	3	5	5	4	4	4	4	3	4	62	3.4
32	2	2	2	3	5	5	5	5	3	4	3	4	3	3	5	3	3	5	5	4	4	4	5	5	5	67	3.7
33	2	4	2	6	3	5	5	4	3	4	3	5	5	5	3	3	4	5	5	4	5	5	4	5	70	3.9	
34	1	3	2	5	6	5	5	5	4	4	3	4	4	4	5	3	3	5	5	4	4	5	5	5	69	3.8	
35	1	4	2	6	6	5	5	4	4	4	4	4	4	3	4	4	4	4	4	4	4	5	4	4	66	3.7	
36	1	4	2	6	5	4	4	3	3	4	3	4	3	4	3	3	4	4	4	4	4	4	3	4	57	3.2	
37	1	4	2	5	5	4	5	4	2	3	2	5	5	4	3	3	4	5	5	4	5	5	5	5	69	3.8	
38	2	4	2	6	3	3	4	4	3	4	3	3	4	4	3	3	3	4	4	4	4	4	4	4	60	3.3	
39	2	3	2	5	4	5	4	5	3	4	3	4	4	4	5	2	3	4	5	4	4	4	5	5	66	3.7	
40	1	4	2	5	5	4	5	4	3	3	3	4	4	4	5	3	3	4	4	4	4	5	5	4	63	3.5	
41	1	4	2	5	3	4	3	5	3	3	3	5	4	4	2	3	4	4	4	4	4	4	4	4	58	3.2	
TOTAL																											
MEAN																											
VALIDITAS																											
0.2872																											
0.3963																											
4.3415																											
4.3902																											
3.6341																											
2.8537																											
3.39																											
4.146																											
3.829																											
4.488																											
2.6829																											
2.9756																											
4.293																											
4.22																											
4.341																											
4.195																											
0.566																											
0.354																											
0.557																											
4.293																											
4.485																											
0.485																											
0.4682																											
0.39																											
0.356																											
0.58																											
0.503																											
0.4951																											
0.503																											
1.17																											
1.39																											
1.0																											
1.57																											
1.84																											
1.10																											
1.22																											
1.76																											
1.73																											
1.78																											
1.72																											
1.76																											
1.76																											
2.567																											



LAMPIRAN 5 OUTPUT SPSS

```
CTOR  
'VARIABLES VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007  
'00008 VAR00009 VAR00010 VAR00011 VAR00012  
'MISSING LISTWISE  
'ANALYSIS VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007  
'00008 VAR00009 VAR00010 VAR00011 VAR00012  
'PRINT INITIAL KMO AIC EXTRACTION  
'CRITERIA MINEIGEN(1) ITERATE(25)  
'EXTRACTION PC  
'ROTATION NOROTATE  
'METHOD=CORRELATION.
```



Factor Analysis

Notes

Output Created		31-AUG-2015 03:30:47
Comments		
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	41
	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
Missing Value Handling	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
		<p>FACTOR</p> <p>/VARIABLES VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012</p> <p>/MISSING LISTWISE</p> <p>/ANALYSIS VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012</p> <p>/PRINT INITIAL KMO AIC EXTRACTION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /ROTATION NOROTATE /METHOD=CORRELATION.</p>
Resources	Processor Time	00:00:00.02

Factor Analysis

Notes

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	N of Rows in Working Data File	41
	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
Missing Value Handling	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
		FACTOR
		/VARIABLES VAR00001 VAR00002
		VAR00003 VAR00004 VAR00005
		VAR00006 VAR00007 VAR00008
		VAR00009 VAR00010 VAR00011
		VAR00012
		/MISSING LISTWISE
		/ANALYSIS VAR00001 VAR00002
		VAR00003 VAR00004 VAR00005
		VAR00006 VAR00007 VAR00008
		VAR00009 VAR00010 VAR00011
		VAR00012
		/PRINT INITIAL KMO AIC
		EXTRACTION
		/CRITERIA MINEIGEN(1)
		ITERATE(25)
		/EXTRACTION PC
		/ROTATION NOROTATE
		/METHOD=CORRELATION.
Sources	Processor Time	00:00:00.02

es

sources	Elapsed Time	00:00:00.07
	Maximum Memory Required	18744 (18.305K) bytes

[DataSet0]

KMO and Bartlett's Test

ser-Meyer-Olkin Measure of Sampling Adequacy.		.692
	Approx. Chi-Square	107.455
Bartlett's Test of Sphericity	Df	66
	Sig.	.001



Anti-image Matrices

	x2	x5	x6	x7	x9	x10		
i-image Covariance	x2	.629	.051	-.164	.112	-.055	-.099	
	x5	.051	.716	-.214	-.019	.051	.000	
	x6	-.164	-.214	.657	-.073	.024	-.043	
	x7	.112	-.019	-.073	.655	-.013	-.042	
	x9	-.055	.051	.024	-.013	.774	.082	
	x10	-.099	.000	-.043	-.042	.082	.653	
	x11	-.070	-.121	-.064	-.162	-.088	-.245	
	x12	.098	-.072	-.047	-.108	-.173	.038	
	x13	-.197	-.062	.020	.050	.086	-.041	
	x14	-.166	.133	-.038	-.143	-.024	-.009	
	x15	.054	.001	-.130	.049	-.165	-.083	
	x16	-.004	-.035	.118	-.162	-.013	.069	
	i-image Correlation	x2	.622 ^a	.076	-.254	.174	-.079	-.154
		x5	.076	.736 ^a	-.312	-.027	.068	.001
		x6	-.254	-.312	.715 ^a	-.112	.034	-.065
		x7	.174	-.027	-.112	.717 ^a	-.018	-.065
x9		-.079	.068	.034	-.018	.674 ^a	.115	
x10		-.154	.001	-.065	-.035	.115	.721 ^a	
x11		-.117	-.190	-.106	-.266	-.134	-.403	
x12		.171	-.118	-.081	-.135	-.273	.065	
x13		-.332	-.098	.032	.033	.130	-.068	
x14		-.233	.174	-.051	-.196	-.030	-.012	
x15		.085	.002	-.201	.076	-.236	-.129	
x16		-.007	-.055	.195	-.267	-.020	.115	

	x11	x12	x13	x14	x15	x16	
-image Covariance	x2	-.070	.098	-.197	-.166	.054	-.004
	x5	-.121	-.072	-.062	.133	.001	-.035
	x6	-.064	-.047	.020	-.038	-.130	.118
	x7	-.162	-.108	.050	-.143	.049	-.162
	x9	-.088	-.173	.086	-.024	-.165	-.013
	x10	-.245	.038	-.041	-.009	-.083	.069
	x11	.566	.052	-.022	-.018	.046	-.030
	x12	.052	.518	-.257	.029	-.040	-.075
	x13	-.022	-.257	.561	-.070	.025	-.091
	x14	-.018	.029	-.070	.812	-.027	.013
	x15	.046	-.040	.025	-.027	.634	-.263
	x16	-.030	-.075	-.091	.013	-.263	.558
-image Correlation	x2	-.117 ^a	.171	-.332	-.233	.085	-.007
	x5	-.190	-.118 ^a	-.098	.174	.002	-.055
	x6	-.106	-.081	.032 ^a	-.051	-.201	.195
	x7	-.266	-.185	.083	-.196 ^a	.076	-.267
	x9	-.134	-.273	.130	-.030	-.236 ^a	-.020
	x10	-.403	.065	-.068	-.012	-.129	.115 ^a
	x11	.730	.096	-.039	-.027	.076	-.054
	x12	.096	.687	-.477	.044	-.069	-.139
	x13	-.039	-.477	.658	-.104	.042	-.162
	x14	-.027	.044	-.104	.687	-.038	.019
	x15	.076	-.069	.042	-.038	.665	-.442
	x16	-.054	-.139	-.162	.019	-.442	.696

Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
	1.000	.713
	1.000	.717
	1.000	.515
	1.000	.572
	1.000	.423
	1.000	.593
	1.000	.693
	1.000	.708
	1.000	.778
	1.000	.657
	1.000	.501
	1.000	.627

Extraction Method: Principal Component Analysis.



Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
	3.264	27.201	27.201	3.264	27.201	27.201
	1.989	16.574	43.775	1.989	16.574	43.775
	1.194	9.949	53.724	1.194	9.949	53.724
	1.052	8.769	62.493	1.052	8.769	62.493
	.898	7.481	69.974			
	.771	6.429	76.403			
	.738	6.152	82.555			
	.544	4.536	87.091			
	.518	4.321	91.411			
	.387	3.229	94.641			
	.333	2.774	97.414			
	.310	2.586	100.000			

action Method: Principal Component Analysis.

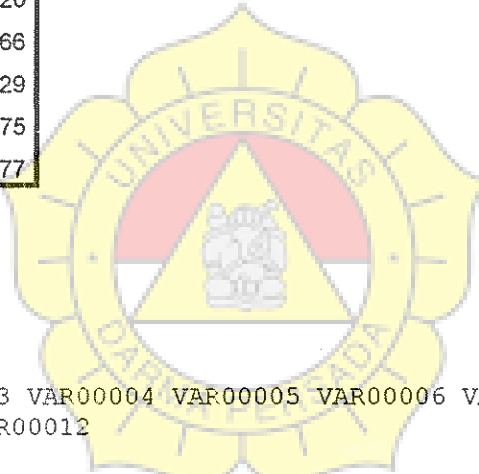
Component Matrix^a

	Component			
	1	2	3	4
	.380	.583	.416	-.237
	.519	.065	-.597	-.295
	.559	.369	-.237	-.105
	.592	-.129	-.146	.428
	.385	-.421	.193	.245
	.455	.568	-.108	.228
	.617	.422	-.209	.302
	.610	-.483	.030	-.320
	.621	-.002	.268	-.566
	.342	.275	.642	.229
	.516	-.449	.049	.175
	.557	-.551	.078	.077

action Method: Principal Component Analysis.^a

components extracted.

OR
 VARIABLES VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007
 00008 VAR00009 VAR00010 VAR00011 VAR00012
 MISSING LISTWISE
 ANALYSIS VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007
 00008 VAR00009 VAR00010 VAR00011 VAR00012
 PRINT INITIAL KMO AIC EXTRACTION ROTATION
 LOT EIGEN ROTATION
 CRITERIA MINEIGEN(1) ITERATE(25)
 EXTRACTION PC
 CRITERIA ITERATE(25)
 ROTATION VARIMAX
 METHOD=CORRELATION.



for Analysis

Notes

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Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
Missing Value Handling	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Cases Used	<pre> FACTOR /VARIABLES VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 /MISSING LISTWISE /ANALYSIS VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 /PRINT INITIAL KMO AIC EXTRACTION ROTATION /PLOT EIGEN ROTATION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /CRITERIA ITERATE(25) /ROTATION VARIMAX /METHOD=CORRELATION. </pre>

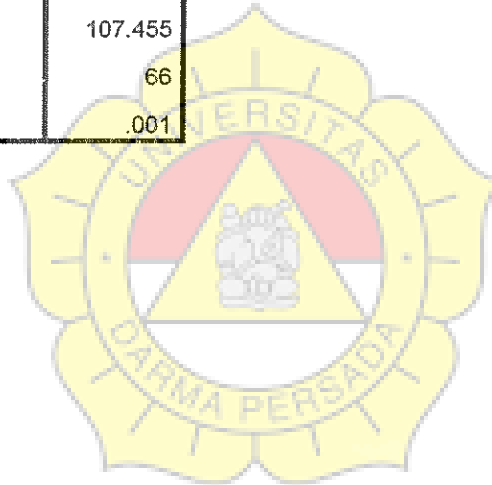
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.aSet0]

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.692
Approx. Chi-Square		107.455
Bartlett's Test of Sphericity	Df	66
	Sig.	.001



Anti-image Matrices

	x2	x5	x6	x7	x9	x10		
image Covariance	x2	.629	.051	-.164	.112	-.055	-.099	
	x5	.051	.716	-.214	-.019	.051	.000	
	x6	-.164	-.214	.657	-.073	.024	-.043	
	x7	.112	-.019	-.073	.655	-.013	-.042	
	x9	-.055	.051	.024	-.013	.774	.082	
	x10	-.099	.000	-.043	-.042	.082	.653	
	x11	-.070	-.121	-.064	-.162	-.088	-.245	
	x12	.098	-.072	-.047	-.108	-.173	.038	
	x13	-.197	-.062	.020	.050	.086	-.041	
	x14	-.166	.133	-.038	-.143	-.024	-.009	
	x15	.054	.001	-.130	.049	-.165	-.083	
	x16	-.004	-.035	.118	-.162	-.013	.069	
	image Correlation	x2	.622 ^a	.076	-.254	.174	-.079	-.154
		x5	.076	.736 ^a	-.312	-.027	.068	.001
		x6	-.254	-.312	.715 ^a	-.112	.034	-.065
		x7	.174	-.027	-.112	.717 ^a	-.018	-.065
x9		-.079	.068	.034	-.018	.674 ^a	.115	
x10		-.154	.001	-.065	-.065	.115	.721 ^a	
x11		-.117	-.190	-.106	-.266	-.134	-.403	
x12		.171	-.118	-.081	-.185	-.273	.065	
x13		-.332	-.098	.032	.083	.130	-.068	
x14		-.233	.174	-.051	-.196	-.030	-.012	
x15		.085	.002	-.201	.076	-.236	-.129	
x16		-.007	-.055	.195	-.267	-.020	.115	

	x11	x12	x13	x14	x15	x16		
image Covariance	x2	-.070	.098	-.197	-.166	.054	-.004	
	x5	-.121	-.072	-.062	.133	.001	-.035	
	x6	-.064	-.047	.020	-.038	-.130	.118	
	x7	-.162	-.108	.050	-.143	.049	-.162	
	x9	-.088	-.173	.086	-.024	-.165	-.013	
	x10	-.245	.038	-.041	-.009	-.083	.069	
	x11	.566	.052	-.022	-.018	.046	-.030	
	x12	.052	.518	-.257	.029	-.040	-.075	
	x13	-.022	-.257	.561	-.070	.025	-.091	
	x14	-.018	.029	-.070	.812	-.027	.013	
	x15	.046	-.040	.025	-.027	.634	-.263	
	x16	-.030	-.075	-.091	.013	-.263	.558	
	image Correlation	x2	-.117 ^a	.171	-.332	-.233	.085	-.007
		x5	-.190	-.118 ^a	-.098	.174	.002	-.055
		x6	-.106	-.081	.032 ^a	-.051	-.201	.195
		x7	-.266	-.185	.083	-.196 ^a	.076	-.267
x9		-.134	-.273	.130	-.030	-.236 ^a	-.020	
x10		-.403	.065	-.068	-.012	-.129	.115 ^a	
x11		.730	.096	-.039	-.027	.076	-.054	
x12		.096	.687	-.477	.044	-.069	-.139	
x13		-.039	-.477	.658	-.104	.042	-.162	
x14		-.027	.044	-.104	.687	-.038	.019	
x15		.076	-.069	.042	-.038	.665	-.442	
x16		-.054	-.139	-.162	.019	-.442	.696	

Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
	1.000	.713
	1.000	.717
	1.000	.515
	1.000	.572
	1.000	.423
	1.000	.593
	1.000	.693
	1.000	.708
	1.000	.778
	1.000	.657
	1.000	.501
	1.000	.627

Extraction Method: Principal Component Analysis.

Total Variance Explained

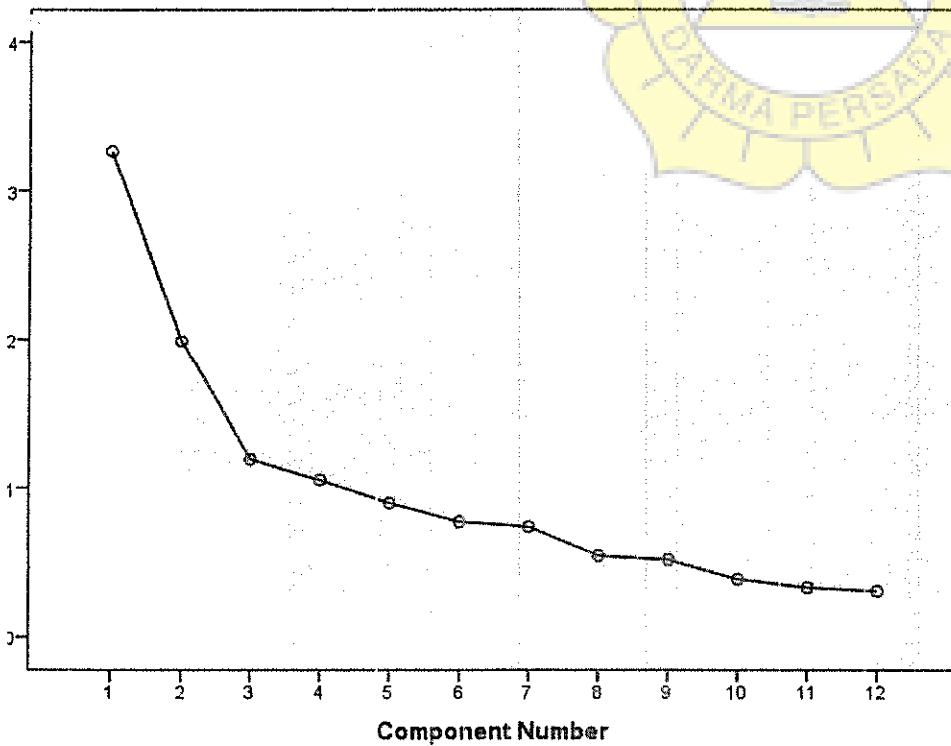
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
	3.264	27.201	27.201	3.264	27.201	27.201
	1.989	16.574	43.775	1.989	16.574	43.775
	1.194	9.949	53.724	1.194	9.949	53.724
	1.052	8.769	62.493	1.052	8.769	62.493
	.898	7.481	69.974			
	.771	6.429	76.403			
	.738	6.152	82.555			
	.544	4.536	87.091			
	.518	4.321	91.411			
	.387	3.229	94.641			
	.333	2.774	97.414			
	.310	2.586	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
	2.327	19.393	19.393
	2.280	18.999	38.392
	1.559	12.991	51.383
	1.333	11.109	62.493

Rotation Method: Principal Component Analysis.

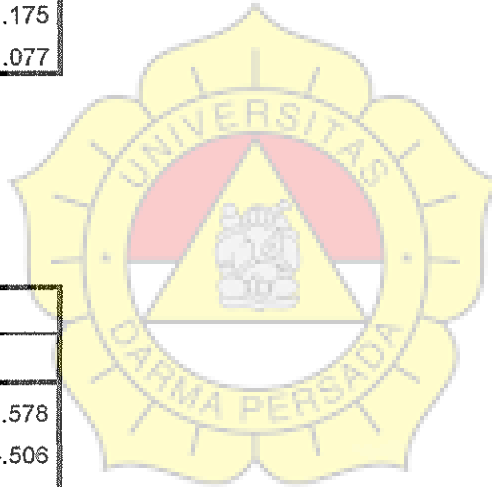
Scree Plot



Component Matrix^a

	Component			
	1	2	3	4
	.380	.583	.416	-.237
	.519	.065	-.597	-.295
	.559	.369	-.237	-.105
	.592	-.129	-.146	.428
	.385	-.421	.193	.245
	.455	.568	-.108	.228
	.617	.422	-.209	.302
	.610	-.483	.030	-.320
	.621	-.002	.268	-.566
	.342	.275	.642	.229
	.516	-.449	.049	.175
	.557	-.551	.078	.077

action Method: Principal Component Analysis.^a
 components extracted.

Rotated Component Matrix^a

	Component			
	1	2	3	4
	-.222	.351	.454	.578
	.101	.537	.404	-.506
	.014	.643	.318	-.022
	.585	.466	-.111	.008
	.637	-.030	.004	.128
	-.058	.732	.002	.233
	.159	.807	-.002	.129
	.599	-.007	.573	-.147
	.204	.124	.829	.183
	.161	.169	.071	.773
	.696	.077	.104	-.009
	.762	.003	.213	-.040

action Method: Principal Component Analysis.
 ation Method: Varimax with Kaiser Normalization.^a
 otation converged in 8 iterations.

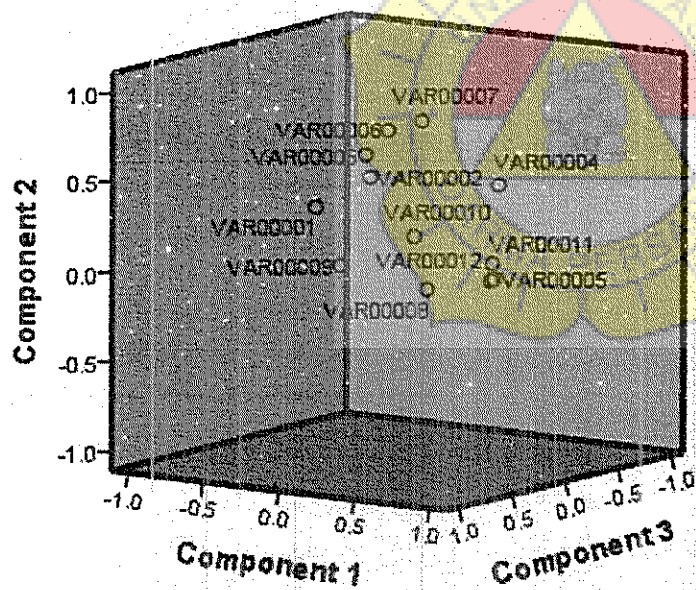
Component Transformation Matrix

Component	1	2	3	4
	.603	.624	.477	.137
	-.707	.603	-.001	.370
	.105	-.421	.165	.886
	.354	.264	-.863	.245

Rotation Method: Principal Component Analysis.

Optimization Method: Varimax with Kaiser Normalization.

Component Plot in Rotated Space



```
'OR  
'ARIABLES VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007  
'0008 VAR00009 VAR00010 VAR00011 VAR00012  
'ISSING LISTWISE  
'NALYSIS VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007  
'0008 VAR00009 VAR00010 VAR00011 VAR00012  
'RINT INITIAL KMO AIC EXTRACTION ROTATION  
'LOT EIGEN ROTATION  
'RITERIA MINEIGEN(1) ITERATE(25)  
'XTRACTION PC  
'RITERIA ITERATE(25)  
'OTATION EQUAMAX  
'ETHOD=CORRELATION.
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:for Analysis

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Missing Value Handling	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Cases Used	FACTOR /VARIABLES VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 /MISSING LISTWISE /ANALYSIS VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 /PRINT INITIAL KMO AIC EXTRACTION ROTATION /PLOT EIGEN ROTATION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /CRITERIA ITERATE(25) /ROTATION EQUAMAX /METHOD=CORRELATION.

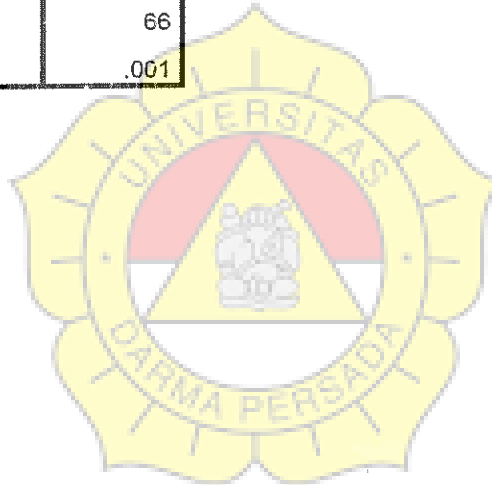
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KMO and Bartlett's Test

	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.692
	Approx. Chi-Square	107.455
Bartlett's Test of Sphericity	Df	66
	Sig.	.001



Anti-image Matrices

		x2	x5	x6	x7	x9	x10
image Covariance	x2	.629	.051	-.164	.112	-.055	-.099
	x5	.051	.716	-.214	-.019	.051	.000
	x6	-.164	-.214	.657	-.073	.024	-.043
	x7	.112	-.019	-.073	.655	-.013	-.042
	x9	-.055	.051	.024	-.013	.774	.082
	x10	-.099	.000	-.043	-.042	.082	.653
	x11	-.070	-.121	-.064	-.162	-.088	-.245
	x12	.098	-.072	-.047	-.108	-.173	.038
	x13	-.197	-.062	.020	.050	.086	-.041
	x14	-.166	.133	-.038	-.143	-.024	-.009
	x15	.054	.001	-.130	.049	-.165	-.083
	x16	-.004	-.035	.118	-.162	-.013	.069
	x2	.622 ^a	.076	-.254	.174	-.079	-.154
	x5	.076	.736 ^a	-.312	-.027	.068	.001
	x6	-.254	-.312	.715 ^b	-.112	.034	-.065
	x7	.174	-.027	-.112	.717 ^a	-.018	-.065
x9	-.079	.068	.034	-.018	.674 ^a	.115	
x10	-.154	.001	-.065	-.065	.115	.721 ^a	
x11	-.117	-.190	-.106	-.266	-.134	-.403	
x12	.171	-.118	-.081	-.185	-.273	.065	
x13	-.332	-.098	.032	.083	.130	-.068	
x14	-.233	.174	-.051	-.196	-.030	-.012	
x15	.085	.002	-.201	.076	-.236	-.129	
x16	-.007	-.055	.195	-.267	-.020	.115	

	x11	x12	x13	x14	x15	x16	
-image Covariance	x2	-0.070	.098	-.197	-.166	.054	-.004
	x5	-.121	-.072	-.062	.133	.001	-.035
	x6	-.064	-.047	.020	-.036	-.130	.118
	x7	-.162	-.108	.050	-.143	.049	-.162
	x9	-.088	-.173	.086	-.024	-.165	-.013
	x10	-.245	.038	-.041	-.009	-.083	.069
	x11	.566	.052	-.022	-.018	.046	-.030
	x12	.052	.518	-.257	.029	-.040	-.075
	x13	-.022	-.257	.561	-.070	.025	-.091
	x14	-.018	.029	-.070	.812	-.027	.013
	x15	.046	-.040	.025	-.027	.634	-.263
	x16	-.030	-.075	-.091	.013	-.263	.558
image Correlation	x2	-.117 ^a	.171	-.332	-.233	.085	-.007
	x5	-.190	-.118 ^a	-.098	.174	.002	-.055
	x6	-.106	-.081	.032 ^a	-.051	-.201	.195
	x7	-.266	-.185	.083	-.196 ^a	.076	-.267
	x9	-.134	-.273	.130	-.030	-.236 ^a	-.020
	x10	-.403	.065	-.068	-.012	-.129	.115 ^a
	x11	.730	.096	-.039	-.027	.076	-.054
	x12	.096	.687	-.477	.044	-.069	-.139
	x13	-.039	-.477	.658	-.104	.042	-.162
	x14	-.027	.044	-.104	.687	-.038	.019
	x15	.076	-.069	.042	-.038	.665	-.442
	x16	-.054	-.139	-.162	.019	-.442	.696

Communalities

	Initial	Extraction
	1.000	.713
	1.000	.717
	1.000	.515
	1.000	.572
	1.000	.423
	1.000	.593
	1.000	.693
	1.000	.708
	1.000	.778
	1.000	.657
	1.000	.501
	1.000	.627

Extraction Method: Principal Component Analysis.

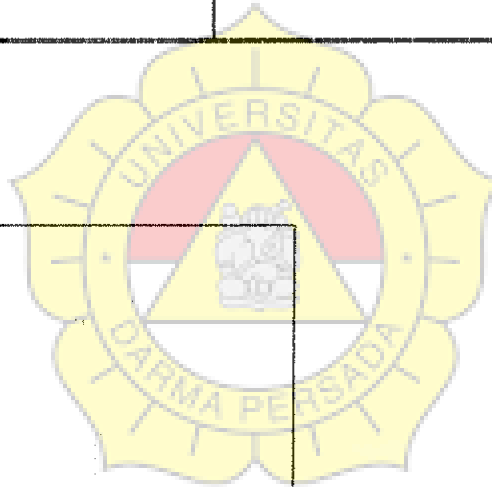
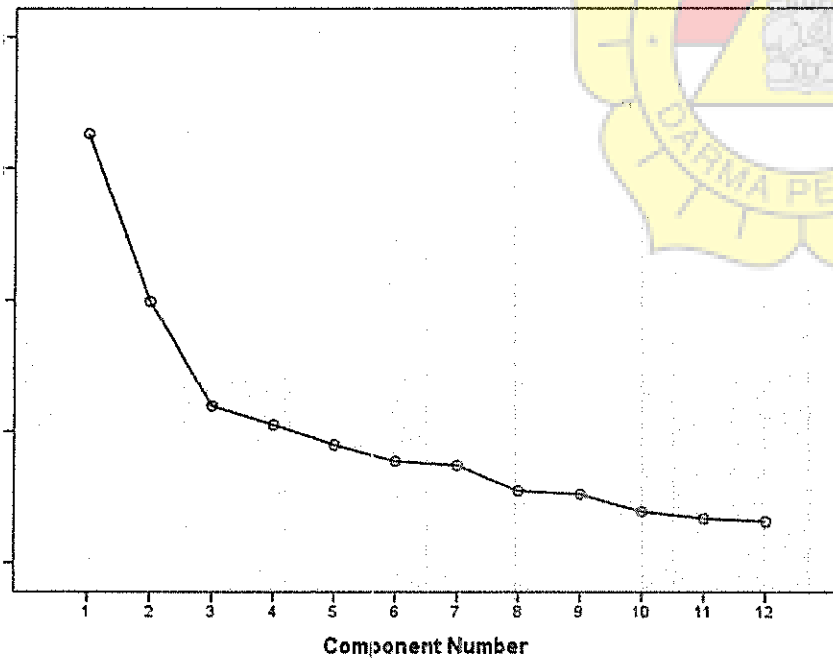
Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
	3.264	27.201	27.201	3.264	27.201	27.201
	1.989	16.574	43.775	1.989	16.574	43.775
	1.194	9.949	53.724	1.194	9.949	53.724
	1.052	8.769	62.493	1.052	8.769	62.493
	.898	7.481	69.974			
	.771	6.429	76.403			
	.738	6.152	82.555			
	.544	4.536	87.091			
	.518	4.321	91.411			
	.387	3.229	94.641			
	.333	2.774	97.414			
	.310	2.586	100.000			

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.203	18.354	18.354
2	2.185	18.204	36.559
3	1.684	14.034	50.592
4	1.428	11.900	62.493
5			
6			
7			
8			
9			
10			
11			
12			

Rotation Method: Principal Component Analysis.

Scree Plot

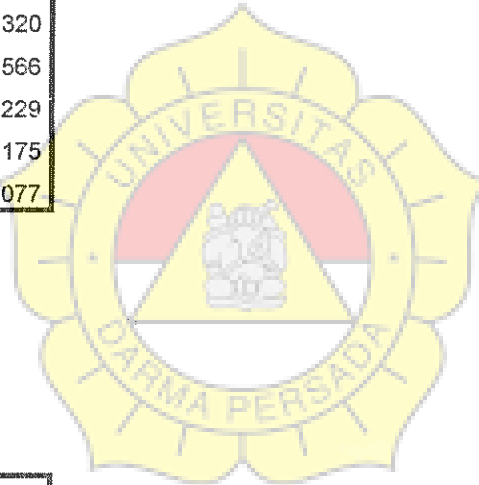


Component Matrix^a

	Component			
	1	2	3	4
	.380	.583	.416	-.237
	.519	.065	-.597	-.295
	.559	.369	-.237	-.105
	.592	-.129	-.146	.428
	.385	-.421	.193	.245
	.455	.568	-.108	.228
	.617	.422	-.209	.302
	.610	-.483	.030	-.320
	.621	-.002	.268	-.566
	.342	.275	.642	.229
	.516	-.449	.049	.175
	.557	-.551	.078	.077

Extraction Method: Principal Component Analysis.^a

4 components extracted.

Rotated Component Matrix^a

	Component			
	1	2	3	4
	-.245	.294	.381	.649
	.047	.553	.477	-.426
	-.017	.631	.338	.054
	.590	.471	-.044	.016
	.638	-.037	.047	.111
	-.054	.714	-.005	.282
	.159	.797	.024	.180
	.542	-.017	.635	-.100
	.136	.081	.824	.271
	.177	.116	.011	.783
	.683	.076	.169	-.008
	.739	.000	.283	-.034

Rotation Method: Principal Component Analysis.

Rotation Method: Equamax with Kaiser Normalization.^a

Rotation converged in 8 iterations.

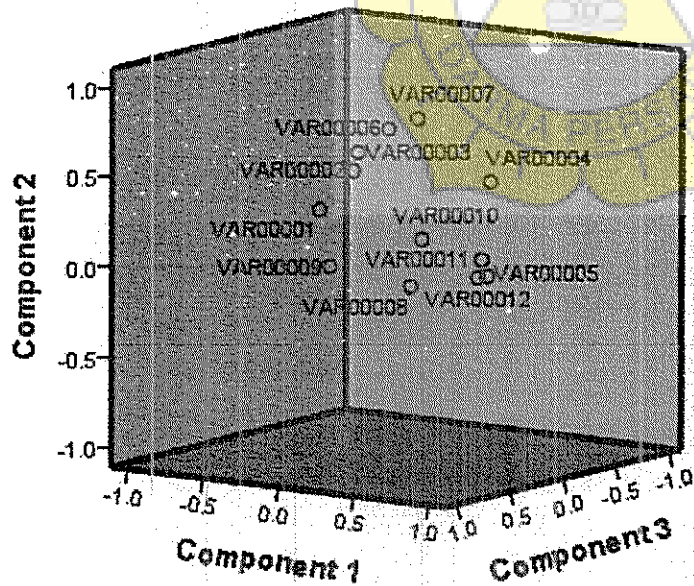
Component Transformation Matrix

Component	1	2	3	4
	.561	.598	.531	.214
	-.695	.574	-.063	.424
	.119	-.483	.069	.864
	.434	.281	-.840	.165

Rotation Method: Principal Component Analysis.

Rotation Method: Equamax with Kaiser Normalization.

Component Plot in Rotated Space



```
'OR  
VARIABLES VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007  
0008 VAR00009 VAR00010 VAR00011 VAR00012  
MISSING LISTWISE  
ANALYSIS VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007  
0008 VAR00009 VAR00010 VAR00011 VAR00012  
PRINT INITIAL KMO AIC EXTRACTION ROTATION  
METHOD EIGEN ROTATION  
CRITERIA MINEIGEN(1) ITERATE(25)  
EXTRACTION PC  
CRITERIA ITERATE(25)  
ROTATION QUARTIMAX  
METHOD=CORRELATION.
```



for Analysis

Notes

Created	31-AUG-2015 06:54:30
Active Dataset	DataSet0
Filter	<none>
Weight	<none>
Split File	<none>
N of Rows in Working Data File	41
Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
Missing Value Handling	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Cases Used	FACTOR /VARIABLES VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 /MISSING LISTWISE /ANALYSIS VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 /PRINT INITIAL KMO AIC EXTRACTION ROTATION /PLOT EIGEN ROTATION /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC /CRITERIA ITERATE(25) /ROTATION QUARTIMAX /METHOD=CORRELATION.

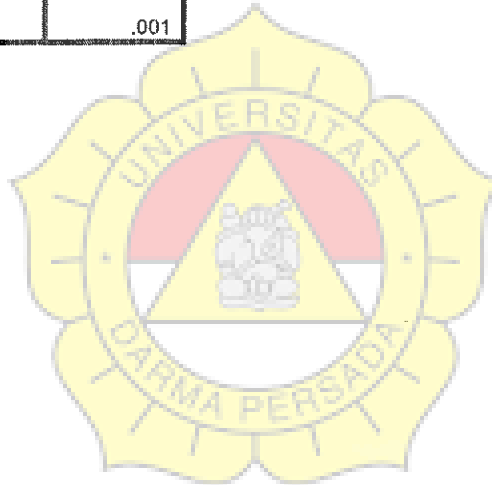
Notes

	Processor Time	00:00:00.34
urces	Elapsed Time	00:00:00.33
	Maximum Memory Required	18744 (18.305K) bytes

[Set0]

KMO and Bartlett's Test

	Kr-Meyer-Olkin Measure of Sampling Adequacy.	.692
	Approx. Chi-Square	107.455
tt's Test of Sphericity	Df	66
	Sig.	.001



Anti-image Matrices

	x2	x5	x6	x7	x9	x10		
image Covariance	x2	.629	.051	-.164	.112	-.055	-.099	
	x5	.051	.716	-.214	-.019	.051	.000	
	x6	-.164	-.214	.657	-.073	.024	-.043	
	x7	.112	-.019	-.073	.655	-.013	-.042	
	x9	-.055	.051	.024	-.013	.774	.082	
	x10	-.099	.000	-.043	-.042	.082	.653	
	x11	-.070	-.121	-.064	-.162	-.088	-.245	
	x12	.098	-.072	-.047	-.108	-.173	.038	
	x13	-.197	-.062	.020	.050	.086	-.041	
	x14	-.166	.133	-.038	-.143	-.024	-.009	
	x15	.054	.001	-.130	.049	-.165	-.083	
	x16	-.004	-.035	.118	-.162	-.013	.069	
	image Correlation	x2	.622 ^a	.076	-.254	.174	-.079	-.154
		x5	.076	.736 ^a	-.312	-.027	.068	.001
		x6	-.254	-.312	.715 ^a	-.112	.034	-.065
		x7	.174	-.027	-.112	.717 ^a	-.018	-.065
x9		-.079	.068	.034	-.018	.674 ^a	.115	
x10		-.154	.001	-.065	-.065	.115	.721 ^a	
x11		-.117	-.190	-.106	-.266	-.134	-.403	
x12		.171	-.118	-.081	-.185	-.273	.065	
x13		-.332	-.098	.032	.083	.130	-.068	
x14		-.233	.174	-.051	-.196	-.030	-.012	
x15	.085	.002	-.201	.076	-.236	-.129		
x16	-.007	-.055	.195	-.267	-.020	.115		

	x11	x12	x13	x14	x15	x16	
image Covariance	x2	-.070	.098	-.197	-.166	.054	-.004
	x5	-.121	-.072	-.062	.133	.001	-.035
	x6	-.064	-.047	.020	-.038	-.130	.118
	x7	-.162	-.108	.050	-.143	.049	-.162
	x9	-.088	-.173	.086	-.024	-.165	-.013
	x10	-.245	.038	-.041	-.009	-.083	.069
	x11	.566	.052	-.022	-.018	.046	-.030
	x12	.052	.518	-.257	.029	-.040	-.075
	x13	-.022	-.257	.561	-.070	.025	-.091
	x14	-.018	.029	-.070	.812	-.027	.013
	x15	.046	-.040	.025	-.027	.634	-.263
	x16	-.030	-.075	-.091	.013	-.263	.558
image Correlation	x2	-.117 ^a	.171	-.332	-.233	.085	-.007
	x5	-.190	-.118 ^a	-.098	.174	.002	-.055
	x6	-.106	-.081	.032 ^a	-.051	-.201	.195
	x7	-.266	-.185	.083	-.196 ^a	.076	-.267
	x9	-.134	-.273	.130	-.030	-.236 ^a	-.020
	x10	-.403	.065	-.068	-.012	-.129	.115 ^a
	x11	.730	.096	-.039	-.027	.076	-.054
	x12	.096	.687	-.477	.044	-.069	-.139
	x13	-.039	-.477	.658	-.104	.042	-.162
	x14	-.027	.044	-.104	.687	-.038	.019
	x15	.076	-.069	.042	-.038	.665	-.442
	x16	-.054	-.139	-.162	.019	-.442	.696

asures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
	1.000	.713
	1.000	.717
	1.000	.515
	1.000	.572
	1.000	.423
	1.000	.593
	1.000	.693
	1.000	.708
	1.000	.778
	1.000	.657
	1.000	.501
	1.000	.627

Extraction Method: Principal Component Analysis.

Total Variance Explained

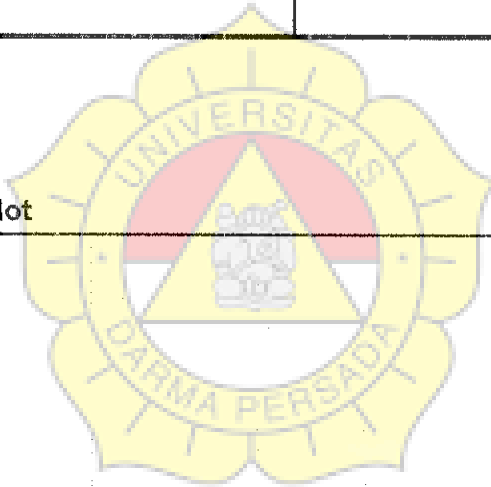
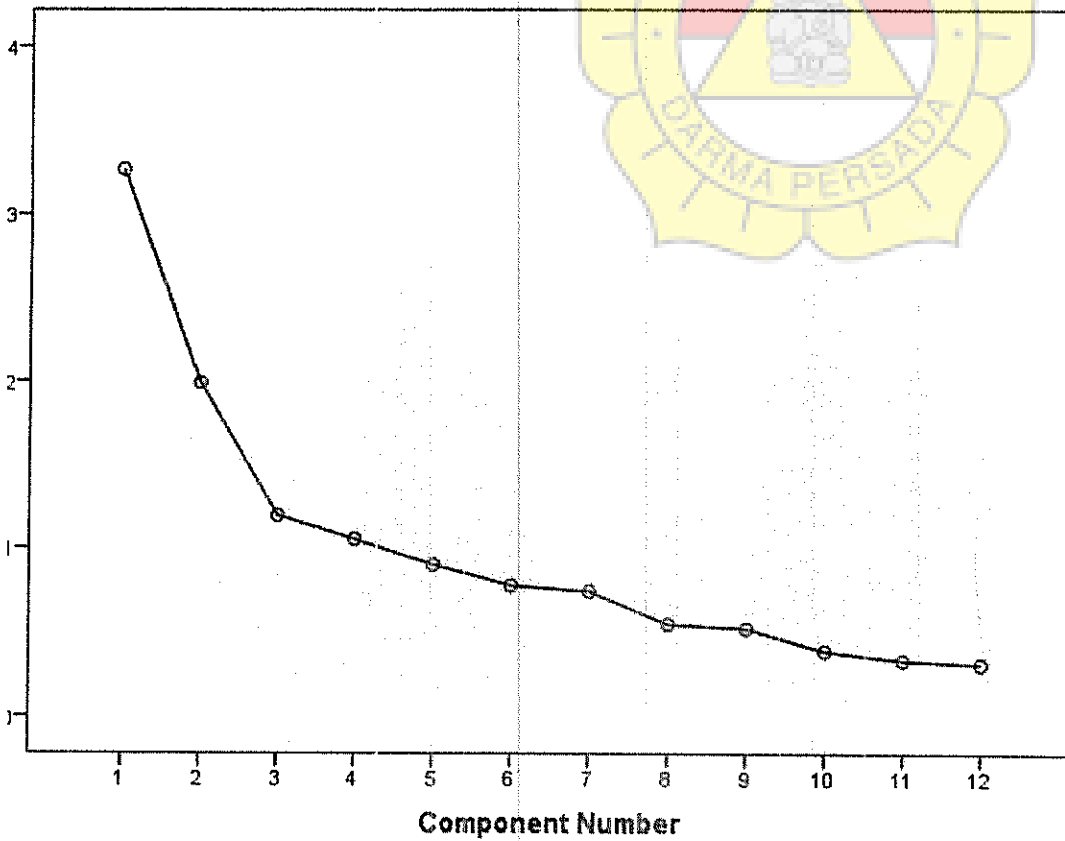
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
	3.264	27.201	27.201	3.264	27.201	27.201
	1.989	16.574	43.775	1.989	16.574	43.775
	1.194	9.949	53.724	1.194	9.949	53.724
	1.052	8.769	62.493	1.052	8.769	62.493
	.898	7.481	69.974			
	.771	6.429	76.403			
	.738	6.152	82.555			
	.544	4.536	87.091			
	.518	4.321	91.411			
	.387	3.229	94.641			
	.333	2.774	97.414			
	.310	2.586	100.000			

Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.438	20.314	20.314
2	2.376	19.798	40.112
3	1.420	11.836	51.948
4	1.265	10.545	62.493

Rotation Method: Principal Component Analysis.

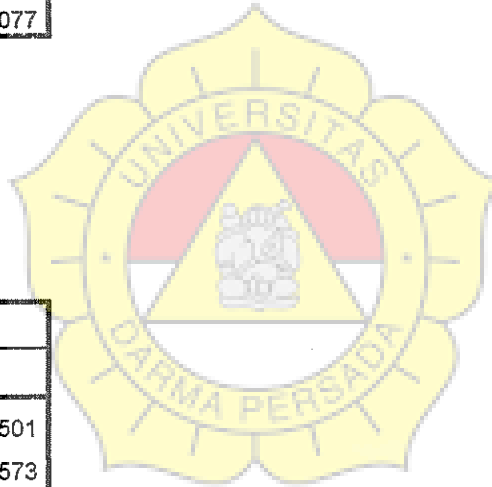
Scree Plot



Component Matrix^a

	Component			
	1	2	3	4
	.380	.583	.416	-.237
	.519	.065	-.597	-.295
	.559	.369	-.237	-.105
	.592	-.129	-.146	.428
	.385	-.421	.193	.245
	.455	.568	-.108	.228
	.617	.422	-.209	.302
	.610	-.483	.030	-.320
	.621	-.002	.268	-.566
	.342	.275	.642	.229
	.516	-.449	.049	.175
	.557	-.551	.078	.077

Rotation Method: Principal Component Analysis.^a
4 components extracted.

Rotated Component Matrix^a

	Component			
	1	2	3	4
	-.191	.413	.505	.501
	.147	.520	.311	-.573
	.046	.655	.275	-.093
	.577	.453	-.183	.007
	.633	-.028	-.034	.146
	-.057	.745	-.012	.184
	.162	.811	-.048	.083
	.648	.005	.503	-.187
	.271	.175	.815	.096
	.153	.222	.124	.755
	.703	.074	.041	-.006
	.778	.003	.144	-.041

Rotation Method: Principal Component Analysis.
Rotation Method: Quartimax with Kaiser Normalization.^a
Rotation converged in 6 iterations.

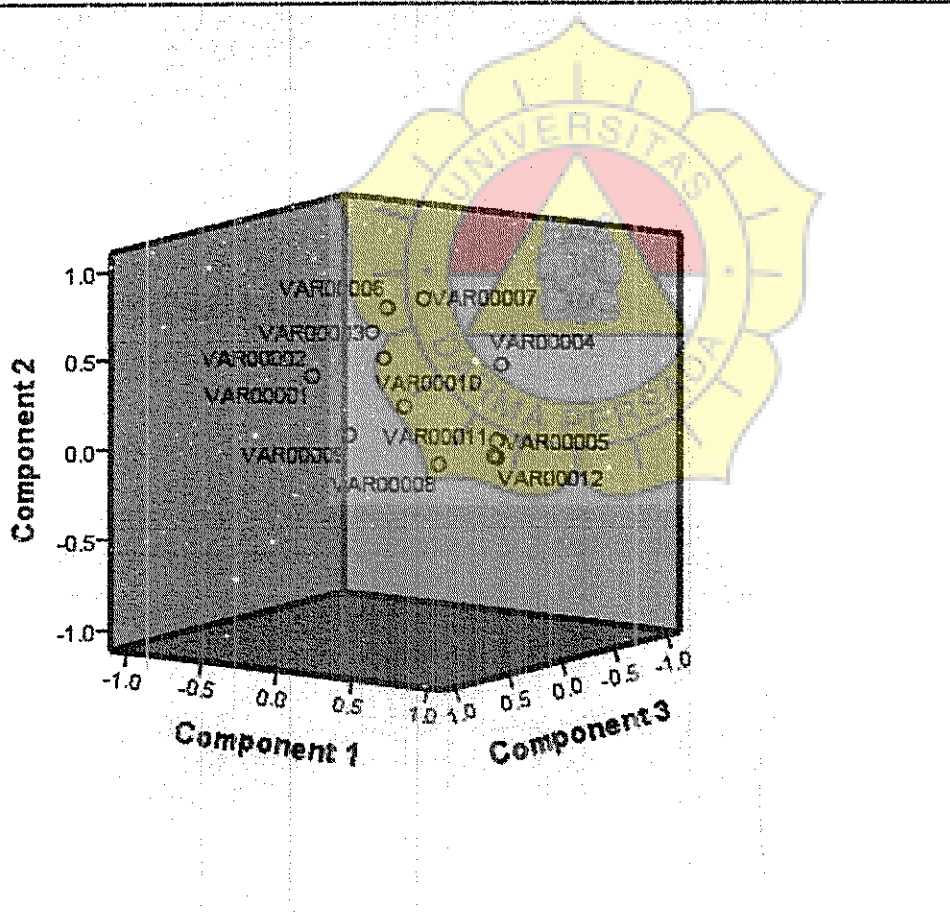
Component Transformation Matrix

Component	1	2	3	4
	.644	.649	.400	.066
	-.706	.632	.060	.312
	.099	-.354	.267	.891
	.277	.232	-.875	.323

Rotation Method: Principal Component Analysis.

Rotation Method: Quartimax with Kaiser Normalization.

Component Plot in Rotated Space



Lampiran 7

DAFTAR RIWAYAT HIDUP

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 Tahun 1992 – 1995 : SMA 36 Jakarta
 Tahun 1995 – 1998 : Akademi Pimpinan Perusahaan (APP), Jakarta
 Jurusan Manajemen Keuangan
 Tahun 2012 -2015 : Universitas Darma Persada, Jakarta
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