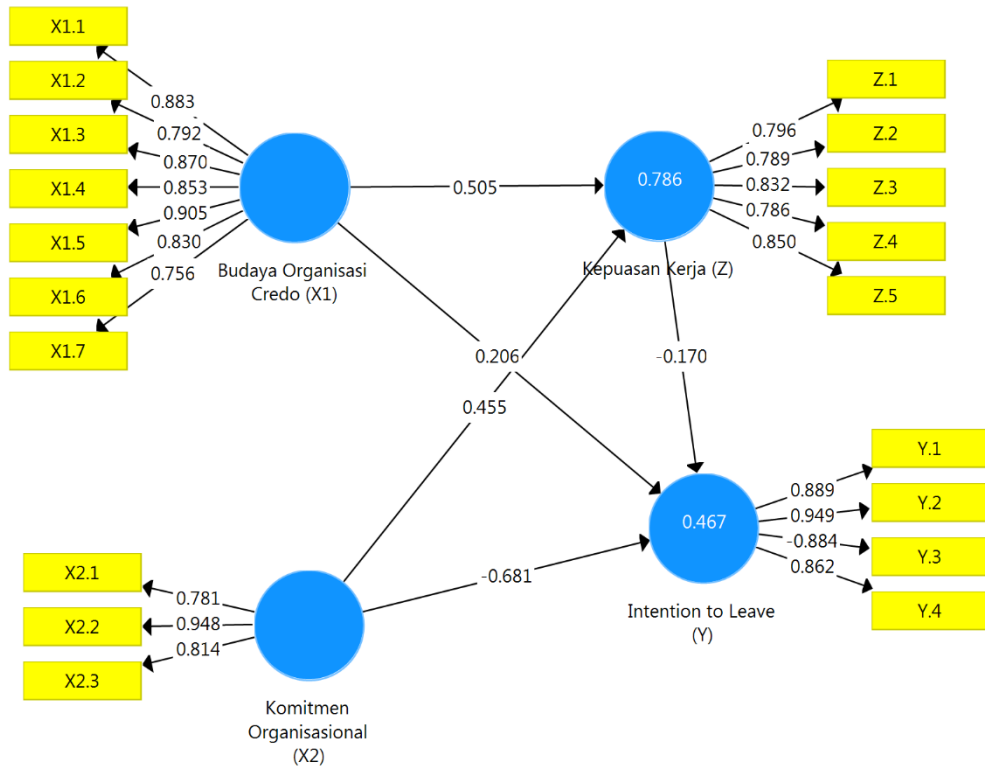


Lampiran Output PLS

Putaran 1



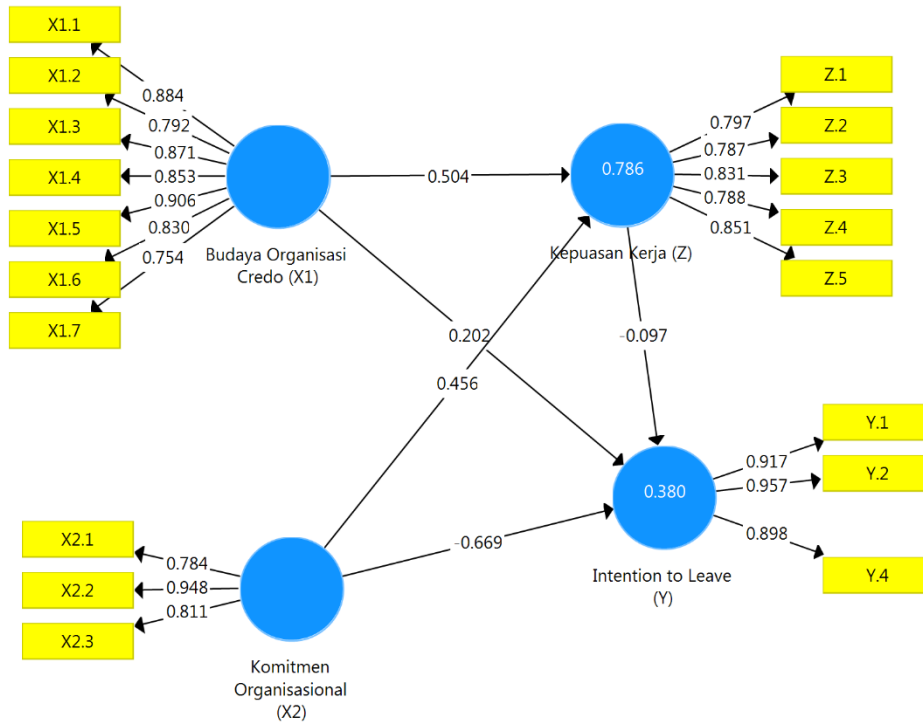
Outer Loadings

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
X1.1 <- Budaya Organisasi Credo (X1)	0.883	0.867	0.079	11.171	0.000
X1.2 <- Budaya Organisasi Credo (X1)	0.792	0.786	0.093	8.530	0.000
X1.3 <- Budaya Organisasi Credo (X1)	0.870	0.860	0.071	12.290	0.000
X1.4 <- Budaya Organisasi Credo (X1)	0.853	0.850	0.054	15.701	0.000
X1.5 <- Budaya Organisasi Credo (X1)	0.905	0.898	0.046	19.613	0.000
X1.6 <- Budaya Organisasi Credo (X1)	0.830	0.819	0.070	11.821	0.000
X1.7 <- Budaya Organisasi Credo (X1)	0.756	0.745	0.085	8.844	0.000
X2.1 <- Komitmen Organisasional (X2)	0.781	0.770	0.067	11.634	0.000
X2.2 <- Komitmen Organisasional (X2)	0.948	0.946	0.017	55.782	0.000

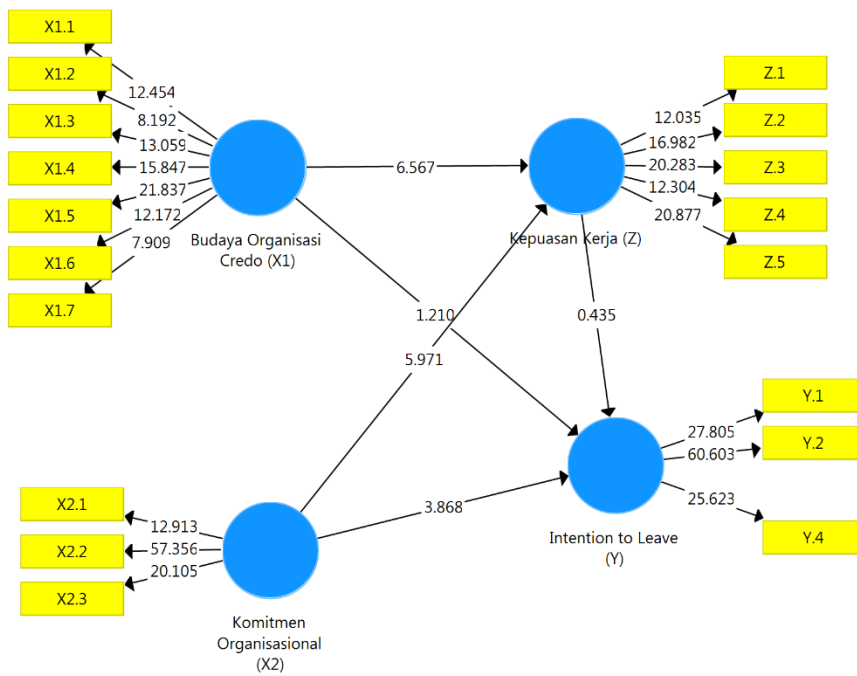
<b>X2.3 &lt;- Komitmen Organisasional (X2)</b>	0.814	0.816	0.040	20.426	<b>0.000</b>
<b>Y.1 &lt;- Intention to Leave (Y)</b>	0.889	0.887	0.043	20.709	<b>0.000</b>
<b>Y.2 &lt;- Intention to Leave (Y)</b>	0.949	0.948	0.016	60.196	<b>0.000</b>
<b>Y.3 &lt;- Intention to Leave (Y)</b>	-0.884	-0.886	0.030	29.610	<b>0.000</b>
<b>Y.4 &lt;- Intention to Leave (Y)</b>	0.862	0.861	0.045	19.205	<b>0.000</b>
<b>Z.1 &lt;- Kepuasan Kerja (Z)</b>	0.796	0.783	0.068	11.775	<b>0.000</b>
<b>Z.2 &lt;- Kepuasan Kerja (Z)</b>	0.789	0.786	0.046	17.063	<b>0.000</b>
<b>Z.3 &lt;- Kepuasan Kerja (Z)</b>	0.832	0.828	0.044	19.020	<b>0.000</b>
<b>Z.4 &lt;- Kepuasan Kerja (Z)</b>	0.786	0.776	0.078	10.052	<b>0.000</b>
<b>Z.5 &lt;- Kepuasan Kerja (Z)</b>	0.850	0.848	0.044	19.299	<b>0.000</b>

**Putaran 2**

**Measurement**



**Bootstrapping**



## R Square

	R Square	R Square Adjusted
Intention to Leave (Y)	0.380	0.347
Kepuasan Kerja (Z)	0.786	0.779

## Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Budaya Organisasi Credo (X1)	0.932	0.938	0.945	0.710
Intention to Leave (Y)	0.914	0.914	0.946	0.854
Kepuasan Kerja (Z)	0.870	0.876	0.906	0.658
Komitmen Organisasional (X2)	0.805	0.833	0.886	0.723

## Discriminant Validity

### Cross Loadings

	Budaya Organisasi Credo (X1)	Intention to Leave (Y)	Kepuasan Kerja (Z)	Komitmen Organisasional (X2)
X1.1	0.884	-0.244	0.673	0.592
X1.2	0.792	-0.199	0.573	0.457
X1.3	0.871	-0.254	0.680	0.598
X1.4	0.853	-0.281	0.759	0.576
X1.5	0.906	-0.340	0.799	0.709
X1.6	0.830	-0.145	0.615	0.552
X1.7	0.754	-0.524	0.711	0.631
X2.1	0.790	-0.300	0.754	0.784
X2.2	0.619	-0.648	0.764	0.948
X2.3	0.403	-0.571	0.548	0.811
Y.1	-0.307	0.917	-0.448	-0.556
Y.2	-0.321	0.957	-0.432	-0.574
Y.4	-0.347	0.898	-0.434	-0.548
Z.1	0.705	-0.152	0.797	0.596
Z.2	0.517	-0.499	0.787	0.604
Z.3	0.593	-0.570	0.831	0.729
Z.4	0.775	-0.211	0.788	0.602
Z.5	0.756	-0.454	0.851	0.741

### Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
Budaya Organisasi Credo (X1) -> Intention to Leave (Y)	0.202	0.208	0.167	1.210	<b>0.227</b>
Budaya Organisasi Credo (X1) -> Kepuasan Kerja (Z)	0.504	0.512	0.077	6.567	<b>0.000</b>
Kepuasan Kerja (Z) -> Intention to Leave (Y)	-0.097	-0.100	0.223	0.435	<b>0.664</b>
Komitmen Organisasional (X2) -> Intention to Leave (Y)	-0.669	-0.678	0.173	3.868	<b>0.000</b>
Komitmen Organisasional (X2) -> Kepuasan Kerja (Z)	0.456	0.449	0.076	5.971	<b>0.000</b>

### Outer Loadings

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
X1.1 <- Budaya Organisasi Credo (X1)	0.884	0.870	0.071	12.454	<b>0.000</b>
X1.2 <- Budaya Organisasi Credo (X1)	0.792	0.782	0.097	8.192	<b>0.000</b>
X1.3 <- Budaya Organisasi Credo (X1)	0.871	0.865	0.067	13.059	<b>0.000</b>
X1.4 <- Budaya Organisasi Credo (X1)	0.853	0.850	0.054	15.847	<b>0.000</b>
X1.5 <- Budaya Organisasi Credo (X1)	0.906	0.902	0.041	21.837	<b>0.000</b>
X1.6 <- Budaya Organisasi Credo (X1)	0.830	0.822	0.068	12.172	<b>0.000</b>
X1.7 <- Budaya Organisasi Credo (X1)	0.754	0.741	0.095	7.909	<b>0.000</b>
X2.1 <- Komitmen Organisasional (X2)	0.784	0.778	0.061	12.913	<b>0.000</b>
X2.2 <- Komitmen Organisasional (X2)	0.948	0.947	0.017	57.356	<b>0.000</b>
X2.3 <- Komitmen Organisasional (X2)	0.811	0.813	0.040	20.105	<b>0.000</b>
Y.1 <- Intention to Leave (Y)	0.917	0.917	0.033	27.805	<b>0.000</b>
Y.2 <- Intention to Leave (Y)	0.957	0.957	0.016	60.603	<b>0.000</b>
Y.4 <- Intention to Leave (Y)	0.898	0.896	0.035	25.623	<b>0.000</b>
Z.1 <- Kepuasan Kerja (Z)	0.797	0.789	0.066	12.035	<b>0.000</b>
Z.2 <- Kepuasan Kerja (Z)	0.787	0.786	0.046	16.982	<b>0.000</b>
Z.3 <- Kepuasan Kerja (Z)	0.831	0.830	0.041	20.283	<b>0.000</b>
Z.4 <- Kepuasan Kerja (Z)	0.788	0.781	0.064	12.304	<b>0.000</b>
Z.5 <- Kepuasan Kerja (Z)	0.851	0.848	0.041	20.877	<b>0.000</b>