Lampiran 3. Hasil Olah Data Dengan Smart PLS Versi 4.1.0.4

1. **Analisis Model Pengukuran**
   a) Validitas Konvergen

Construct reliability and validity - Overview

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
IKLIM KERJA	0.935	0.937	0.951	0.794
KEPUASAN KERJA	0.947	0.948	0.960	0.826
KINERJA PEGAWAI	0.924	0.928	0.943	0.769
MOTIVASI	0.939	0.939	0.954	0.804
SARANA PRASARANA	0.932	0.936	0.948	0.786

Outer loadings - Matrix

	IKLIM KERJA	KEPUASAN KERJA	KINERJA PEGAWAI	MOTIVASI	SARANA PRASARANA
X1_1	0.891				
X1_2	0.863				
X1_3	0.889				
X1_4	0.923				
X1_5	0.889				
X2_1					0.910
X2_2					0.890
X2_3					0.889
X2_4					0.902
X2_5					0.839
X3_1				0.915	
X3_2				0.870	
X3_3				0.895	
X3_4				0.897	
X3_5				0.906	
Y_1			0.887		
Y_2			0.901		
Y_3			0.819		
Y_4			0.903		
Y_5			0.871		
Z_1		0.918			
Z_2		0.904			
Z_3		0.906			
Z_4		0.887			
Z_5		0.928			

b) Validitas Diskriminan

Discriminant validity - Fornell-Larcker criterion

	IKLIM KERJA	KEPUASAN KERJA	KINERJA PEGAWAI	MOTIVASI	SARANA PRASARANA
IKLIM KERJA	0.891				
KEPUASAN KERJA	0.941	0.909			
KINERJA PEGAWAI	0.939	0.919	0.877		
MOTIVASI	0.945	0.971	0.894	0.897	
SARANA PRASARANA	0.922	0.913	0.922	0.906	0.886

Discriminant validity - Cross loadings

	IKLIM KERJA	KEPUASAN KERJA	KINERJA PEGAWAI	MOTIVASI	SARANA PRASARANA
X1_1	0.891	0.845	0.845	0.828	0.869
X1_2	0.863	0.756	0.800	0.776	0.847
X1_3	0.889	0.836	0.807	0.824	0.770
X1_4	0.923	0.909	0.885	0.904	0.858
X1_5	0.889	0.838	0.845	0.871	0.766
X2_1	0.893	0.907	0.908	0.881	0.910
X2_2	0.851	0.824	0.845	0.839	0.890
X2_3	0.848	0.820	0.786	0.814	0.889
X2_4	0.771	0.765	0.773	0.749	0.902
X2_5	0.705	0.710	0.758	0.717	0.839
X3_1	0.851	0.893	0.814	0.915	0.807
X3_2	0.845	0.858	0.827	0.870	0.851
X3_3	0.859	0.890	0.785	0.895	0.780
X3_4	0.835	0.853	0.771	0.897	0.823
X3_5	0.845	0.859	0.812	0.906	0.804
Y_1	0.890	0.857	0.887	0.861	0.859
Y_2	0.894	0.845	0.901	0.827	0.890
Y_3	0.750	0.803	0.819	0.756	0.760
Y_4	0.810	0.785	0.903	0.753	0.814
Y_5	0.757	0.728	0.871	0.710	0.698
Z_1	0.825	0.918	0.829	0.865	0.817
Z_2	0.866	0.904	0.810	0.900	0.821
Z_3	0.856	0.906	0.827	0.858	0.832
Z_4	0.856	0.887	0.807	0.902	0.848
Z_5	0.872	0.928	0.901	0.887	0.829

c) Raliabilitas Konstruk

Construct reliability and validity - Overview

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
IKLIM KERJA	0.935	0.937	0.951	0.794
KEPUASAN KERJA	0.947	0.948	0.960	0.826
KINERJA PEGAWAI	0.924	0.928	0.943	0.769
MOTIVASI	0.939	0.939	0.954	0.804
SARANA PRASARANA	0.932	0.936	0.948	0.786

2. Analisis Model Pengukuran

a) Uji R-Square (R^2)

R-square - Overview

	R-square	R-square adjusted
KEPUASAN KERJA	0.951	0.945
KINERJA PEGAWAI	0.914	0.900

b) Uji Signifikansi Jalur

Path coefficients - List

	Path coefficients
IKLIM KERJA -> KEPUASAN KERJA	0.137
IKLIM KERJA -> KINERJA PEGAWAI	0.577
KEPUASAN KERJA -> KINERJA PEGAWAI	0.459
MOTIVASI -> KEPUASAN KERJA	0.722
MOTIVASI -> KINERJA PEGAWAI	-0.393
SARANA PRASARANA -> KEPUASAN KERJA	0.132
SARANA PRASARANA -> KINERJA PEGAWAI	0.328

3. Analisis Efek Mediasi

a) Uji Mediasi Langsung

Path coefficients - List

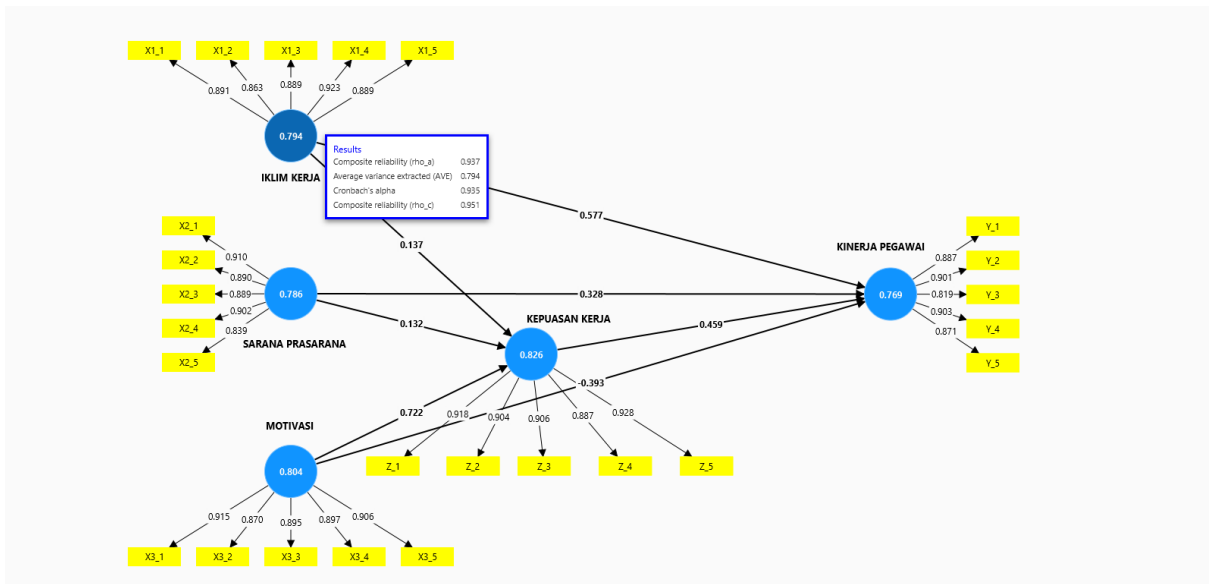|	Path coefficients
IKLIM KERJA -> KEPUASAN KERJA	0.137
IKLIM KERJA -> KINERJA PEGAWAI	0.577
KEPUASAN KERJA -> KINERJA PEGAWAI	0.459
MOTIVASI -> KEPUASAN KERJA	0.722
MOTIVASI -> KINERJA PEGAWAI	-0.393
SARANA PRASARANA -> KEPUASAN KERJA	0.132
SARANA PRASARANA -> KINERJA PEGAWAI	0.328

Path coefficients - Mean, STDEV, T values, p values

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
IKLIM KERJA -> KEPUASAN KERJA	0.137	0.157	0.149	0.920	0.179
IKLIM KERJA -> KINERJA PEGAWAI	0.577	0.591	0.245	2.351	0.010
KEPUASAN KERJA -> KINERJA PEGAWAI	0.459	0.460	0.236	1.943	0.026
MOTIVASI -> KEPUASAN KERJA	0.722	0.735	0.124	5.822	0.000
MOTIVASI -> KINERJA PEGAWAI	-0.393	-0.407	0.294	1.338	0.091
SARANA PRASARANA -> KEPUASAN KERJA	0.132	0.100	0.154	0.853	0.197
SARANA PRASARANA -> KINERJA PEGAWAI	0.328	0.328	0.148	2.214	0.014

b) Uji Mediasi Tidak Langsung

Indirect effects - Specific indirect effects

	Specific indirect effects
IKLIM KERJA -> KEPUASAN KERJA -> KINERJA PEGAWAI	0.063
MOTIVASI -> KEPUASAN KERJA -> KINERJA PEGAWAI	0.331
SARANA PRASARANA -> KEPUASAN KERJA -> KINERJA PEGAWAI	0.060

Specific indirect effects - Mean, STDEV, T values, p values

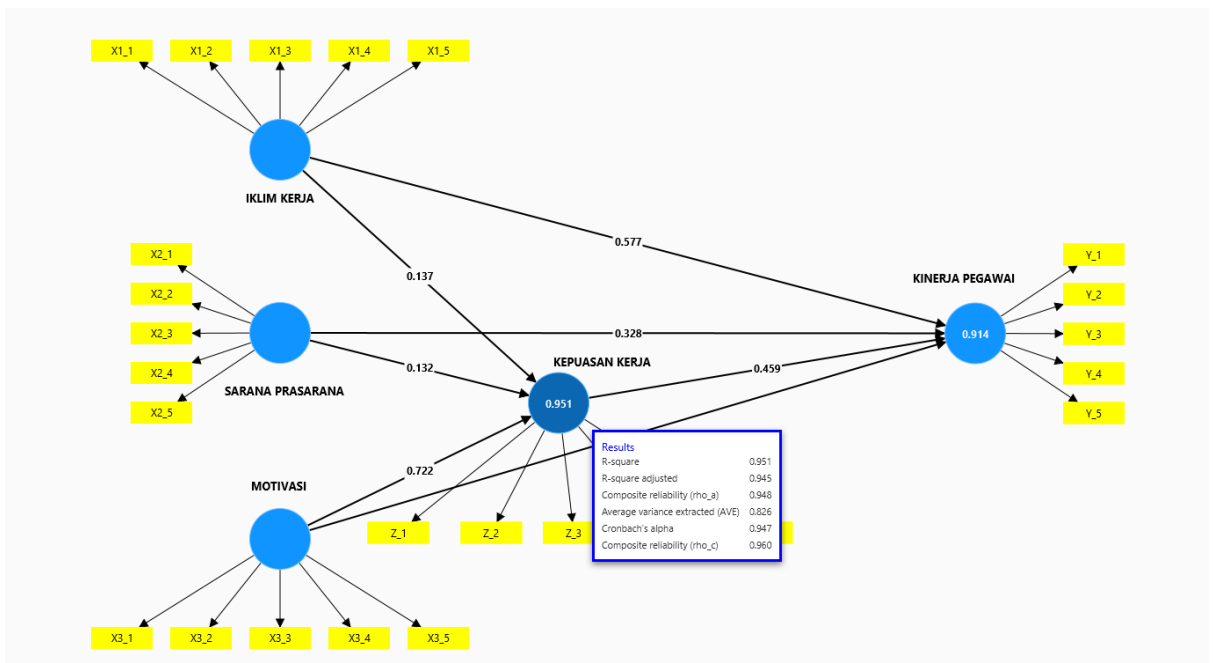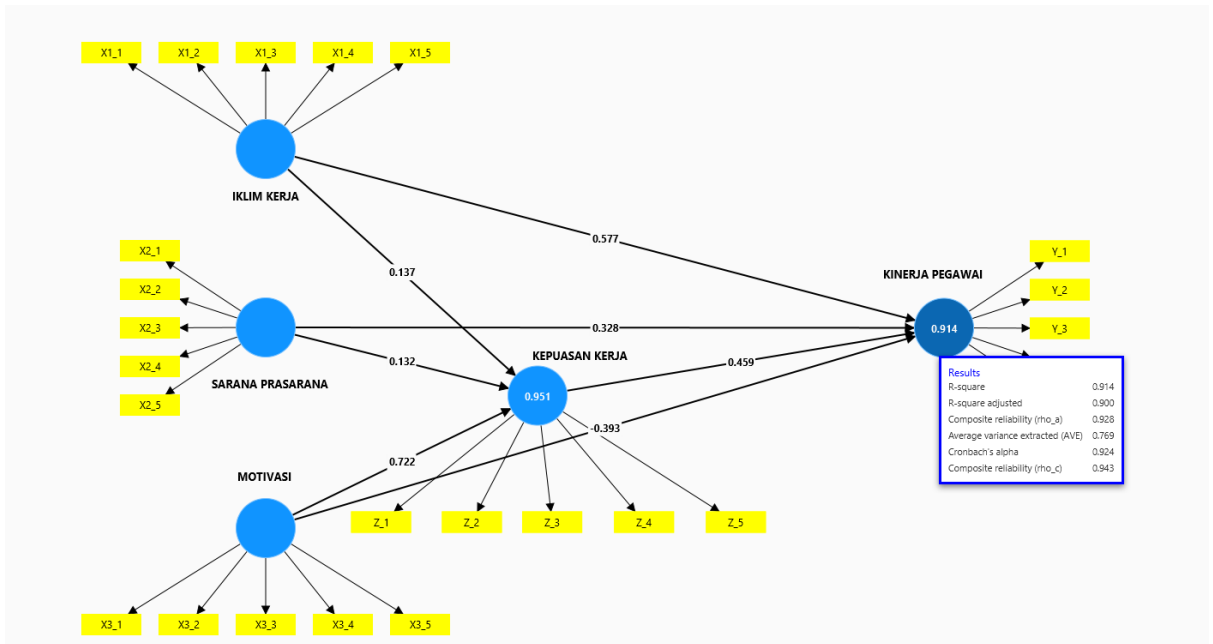|	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
IKLIM KERJA -> KEPUASAN KERJA -> KINERJA PEGAWAI	0.063	0.079	0.091	0.695	0.244
MOTIVASI -> KEPUASAN KERJA -> KINERJA PEGAWAI	0.331	0.333	0.180	1.838	0.033
SARANA PRASARANA -> KEPUASAN KERJA -> KINERJA PEGAWAI	0.060	0.045	0.087	0.696	0.243

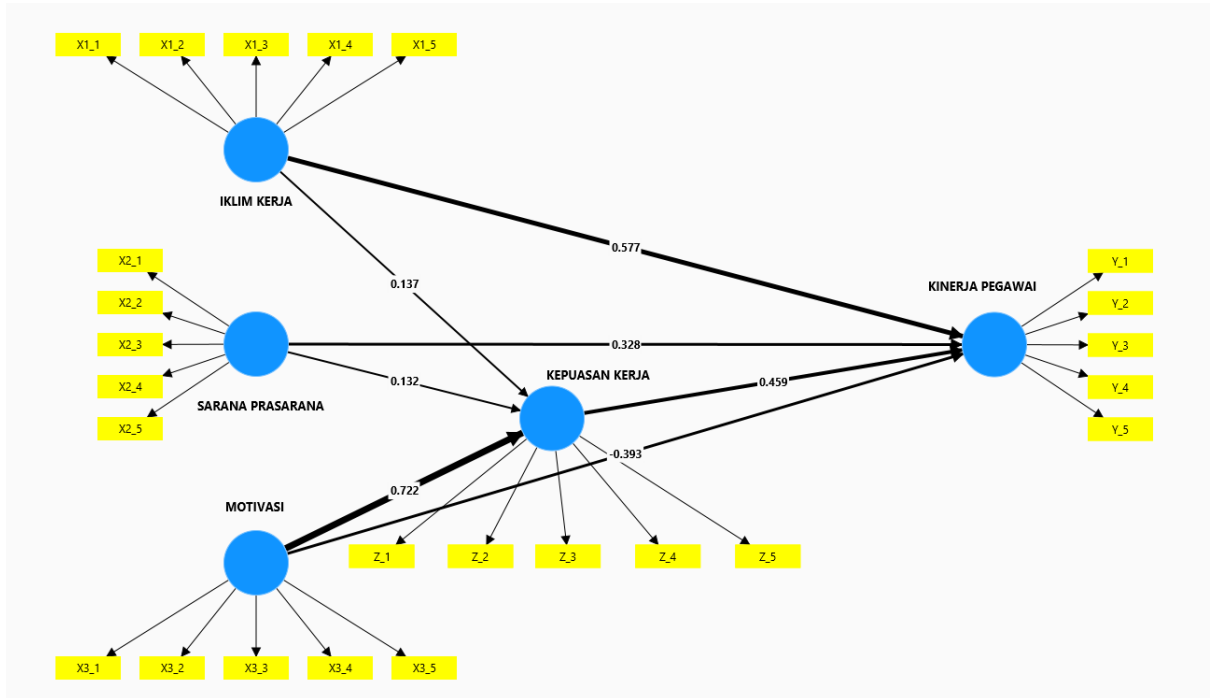## 4. Grafik Nilai Average Variance Ectracted (AVE)

5. Grafik Full Structural Model

6. Grafik R-Square (R^2)

7. Grafik Path Coefficients

8. Grafik Uji Mediasi Langsung