**DATA ANALYSIS RESULTS**

Title: Collaboration of Servant Leadership and Adversity Quotient through Work Motivation as a Key Factor in Improving the Performance and Commitment of BUMD Employees

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Software: Jeffreys's Amazing Statistics Program (JASP)

Research Datasets: <https://doi.org/10.6084/m9.figshare.28806470.v5>

Input Dataset: Explored\_Research\_Data\_Indicators\_Isbat\_09052025.csv

JASP Output: Explored\_Research\_Data\_Indicators\_Isbat\_09052025.jasp

Note on Variables:

Y1 = Employee Performance

Y2 = Organizational Commitment

Z = Work Motivation

X1 = Servant Leadership

X2 = Adversity Quotient

## *Lavan Formula For The Model*

*Y1 =~ Y11+Y12+Y13+Y14+Y15*

*Y2 =~ Y21+Y22+Y23+Y24+Y25+Y26+Y27*

*Z =~ Z1+Z2+Z3+Z4+Z5+Z6+Z7+Z8*

*X1 =~ X11+X12+X13+X14+X15+X16+X17*

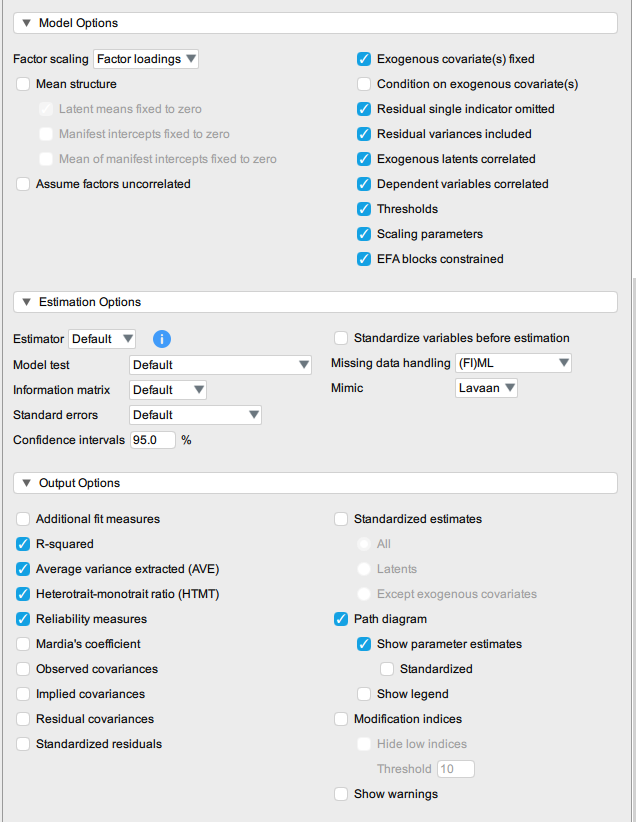
*X2 =~ X21+X22+X23+X24*

*Y1 ~ Z + X1 + X2*

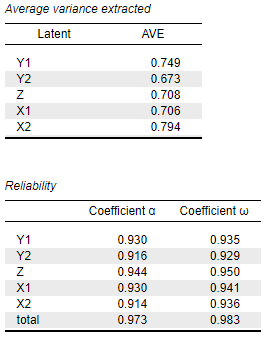
*Y2 ~ Z + X1 + X2*

*Z ~ X1 + X2*

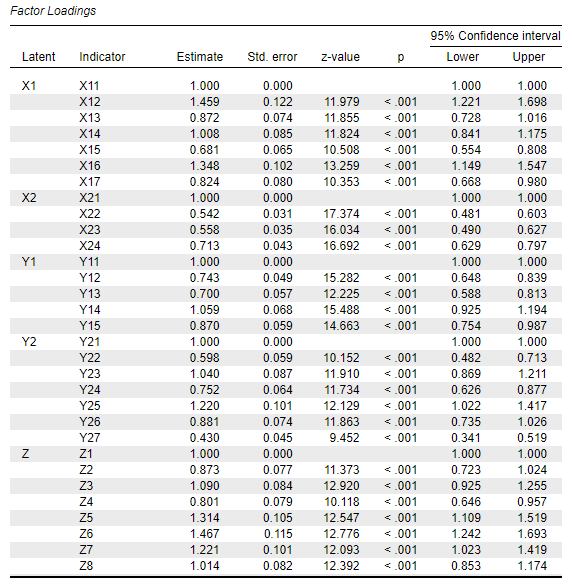
## *Model Options, Estimateion Options and Ouput Options*



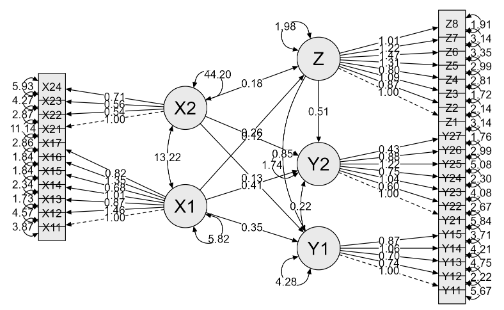
## *Construct Reliability and Average Variance Extracted (AVE)*



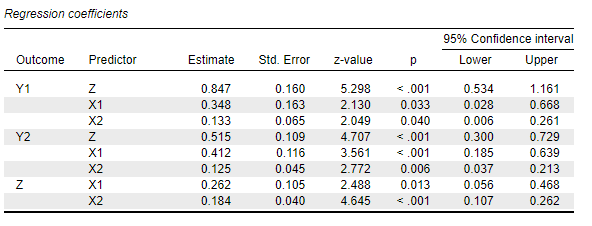
## *Convergent and Discriminant Validity*



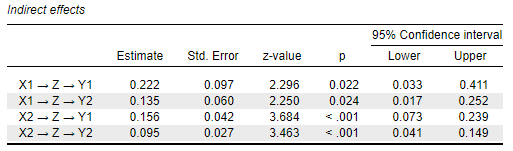
## *Path Diagram Results*



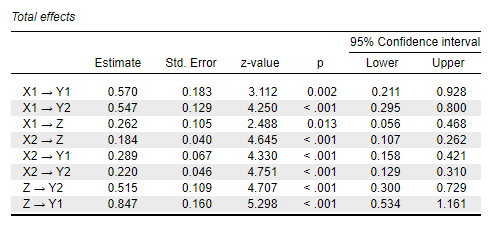
## *Path Coefficient of Direct Effects*



## *Path Coefficient of Indirect Effects*



## *Path Coefficient of Total Effects*



## Mediated Proportion