**Table Sample**

Tabel 1. Population and research sample

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No | College | Departement | Population | Sample | % |
| 1 | Universitas Pattimura Ambon | 70 | 280 | 182 | 82,35 |
| 2 | Institut Agama Kristen Negeri Ambon | 15 | 45 | 29 | 13,12 |
| 3 | Politeknik Negeri Ambon | 5 | 15 | 10 | 4,52 |
| Amount | | 90 | 340 | 221 | 100 |

**Table AMOS Testing**

Table 2. Assessment of normality

| Variable | Min | Max | skew | c.r. | kurtosis | c.r. |
| --- | --- | --- | --- | --- | --- | --- |
| ORG\_COMMITMENT | 150,000 | 198,000 | -,087 | -,529 | -,824 | -2,502 |
| LEADERSHIP | 150,000 | 199,000 | -,208 | -1,260 | ,104 | ,314 |
| ORG\_CULTURE | 152,000 | 195,000 | -,183 | -1,110 | -,898 | -2,725 |
| IQAS | 151,000 | 198,000 | -,044 | -,268 | -,234 | -,709 |
| Multivariate |  |  |  |  | -,424 | -,454 |

Table 3. Descriptive Statistics

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Descriptive Statistics | | | | | |
|  | N | Min. | Max. | Mean | Std. Deviation |
| LEADERSHIP | 221 | 150 | 199 | 178,13 | 10,213 |
| ORG\_COMMITMENT | 221 | 150 | 198 | 173,95 | 11,308 |
| ORG\_CULTURE | 221 | 152 | 195 | 175,08 | 10,821 |
| IQAS | 221 | 151 | 198 | 175,68 | 10,131 |
| Valid N (listwise) | 221 |  |  |  |  |

##### Table 4. Correlation Matrix

| VARIABLE | ORG. COMMITMENT | LEADERSHIP | ORG. CULTURE | IQAS |
| --- | --- | --- | --- | --- |
| ORG\_COMMITMENT | 1,000 |  |  |  |
| LEADERSHIP | ,574 | 1,000 |  |  |
| ORG\_CULTURE | ,686 | ,724 | 1,000 |  |
| IQAS | ,475 | ,642 | ,653 | 1,000 |

Table 5. Regression Weights

|  |  |  | Estimate | S.E. | C.R. | P | Label |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ORG\_CULTURE | <--- | LEADERSHIP | ,521 | ,053 | 9,859 | \*\*\* | par\_1 |
| ORG\_CULTURE | <--- | ORG\_COMMITMENT | ,386 | ,048 | 8,071 | \*\*\* | par\_2 |
| IQAS | <--- | ORG\_CULTURE | ,369 | ,066 | 5,630 | \*\*\* | par\_3 |
| IQAS | <--- | LEADERSHIP | ,354 | ,069 | 5,106 | \*\*\* | par\_5 |

##### Table 6. Standardized Direct Effects

|  | ORG\_COMMITMENT | LEADERSHIP | ORG\_CULTURE |
| --- | --- | --- | --- |
| ORG\_CULTURE | ,403 | ,492 | ,000 |
| IQAS | ,000 | ,357 | ,394 |

Table 7. Standardized Indirect Effects

|  | ORG\_COMMITMENT | LEADERSHIP | ORG\_CULTURE |
| --- | --- | --- | --- |
| ORG\_CULTURE | ,000 | ,000 | ,000 |
| IQAS | ,159 | ,194 | ,000 |

Table 8. Goodness of Fit Test

|  |  |  |  |
| --- | --- | --- | --- |
| Index | Cut-off Value | Empirical Test | Remark |
| Chi Squared | α ≥ 5% | 7.247 (*p*=0.007) | Fit |
| RMSEA | ≤ 0.08 | 0.169 | Fit |
| CMIN / d.f. | ≤ 3.0 | 1.0 | Fit |
| GFI | ≥ 0.9 | 0.984 | Fit |
| AGFI | ≥ 0.9 | 0.841 | Fit |
| NFI | ≤ 0.9 | 0.984 | Fit |
| CFI | ≥ 0.9 | 0.986 | Fit |