

# LAMPIRAN

## Lampiran 1 Kuesioner Penelitian



### KUESIONER PENELITIAN

Yth. Bapak/Ibu Karyawan

BPJS Ketenagakerjaan se-DIY

Di tempat

Assalamualaikum wr.wb.

Di tengah kesibukan saudara, saya Gita Pertiwi mahasiswa jurusan Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Yogyakarta dengan rendah hati meminta bantuan saudara untuk bersedia mengisi kuesioner penelitian yang akan saya gunakan sebagai data untuk memenuhi tugas akhir skripsi yang berjudul **“Pengaruh *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior* dengan *Employee Engagement* sebagai Variabel Intervening”**. Setiap jawaban dari bapak/ibu/sdr/i berikan sangat berarti dalam penelitian ini. Data yang anda berikan akan peneliti jadikan sebagai informasi yang bersifat rahasia dan tidak akan mempengaruhi penilaian organisasi terhadap anda. Peneliti mengucapkan terima kasih atas bantuan, kerjasama, dan waktu yang telah diberikan untuk mengisi kuesioner ini. Semoga kesediaan bapak/ibu/sdr/i untuk mengisi kuesioner ini dapat dicatat sebagai amal jariyah. Aamiin. Wassalamualaikum wr.wb.

Hormat saya,

Gita Pertiwi

### A. IDENTITAS RESPONDEN

- Nama atau Inisial :
- Jenis Kelamin : Laki-laki / Perempuan
- Usia (tahun) :   $\leq 20$        21-25       26-30  
 31-35       36-40       41-45  
  $\geq 45$
- Pendidikan Terakhir :  SMA/SMK/ sederajat       S2  
 Diploma III       Lainnya.....  
 S1
- Lama Bekerja :   $\leq 1$  tahun       1-5 tahun  
 6-10 tahun        $\geq 10$  tahun

### B. PETUNJUK PENGISIAN

1. Isilah data diri anda dengan lengkap pada bagian identitas responden.
2. Mohon baca dan pahami pernyataan yang ada dengan sebaik-baiknya dan **berikan jawaban SEJUJURNYA** sesuai dengan kondisi kerja anda saat ini. Jawaban anda tidak akan mempengaruhi penilaian organisasi terhadap anda.
3. **Pernyataan negatif** yang terdapat dalam kuesioner disimbolkan dengan simbol **(R)**.
4. Pilihlah salah satu jawaban yang tersedia sesuai dengan pendapat anda dengan memberi tanda centang ( $\surd$ ). Masing-masing jawaban memiliki kategori sebagai berikut:

Simbol	Kategori
STS	Sangat Tidak Setuju
TS	Tidak Setuju
N	Netral
S	Setuju
SS	Sangat Setuju

**A. BAGIAN 1 *Perceived Organizational Support*** (Sumber: Eisenberger *et al.*, 1986 Survey of POS 36 item)

No	Pernyataan	STS	TS	N	S	SS
1	Perusahaan menghargai kontribusi saya dengan memperhatikan kesejahteraan karyawan.					
2	Perusahaan akan mempekerjakan orang lain untuk menggantikan posisi saya dengan gaji yang lebih rendah. <b>(R)</b>					
3	Perusahaan gagal menghargai usaha keras saya <b>(R)</b>					
4	Perusahaan sangat memperhatikan nilai dan tujuan saya.					
5	Perusahaan memaklumi ketidakhadiran saya yang lama karena saya sakit.					
6	Perusahaan mengabaikan semua keluhan yang saya alami. <b>(R)</b>					
7	Perusahaan acuh terhadap kepentingan karyawan ketika membuat keputusan yang akan mempengaruhi karyawan. <b>(R)</b>					
8	Perusahaan bersedia memberikan bantuan ketika saya mengalami kesulitan atau masalah dalam bekerja.					
9	Perusahaan sangat peduli dengan kesejahteraan karyawan.					
10	Perusahaan bersedia melakukan pengembangan organisasi agar saya dapat mengeluarkan kemampuan terbaik saya dalam bekerja.					
11	Perusahaan tidak memaklumi ketidakhadiran saya karena suatu masalah pribadi. <b>(R)</b>					

12	Perusahaan akan memaafkan kesalahan yang saya akui secara jujur.					
13	Jika perusahaan menemukan cara yang lebih efisien dalam menyelesaikan pekerjaan saya, mereka akan menggantikan saya. <b>(R)</b>					
14	Jika kinerja saya sedikit menurun, maka perusahaan ingin menggantikan posisi saya dengan orang lain. <b>(R)</b>					
15	Selama sisa karir saya, hanya sedikit yang dirasakan oleh perusahaan selama mempekerjakan saya. <b>(R)</b>					
16	Perusahaan hanya memberi saya sedikit kesempatan untuk naik jabatan. <b>(R)</b>					
17	Walaupun saya melakukan pekerjaan sebaik mungkin, perusahaan tidak akan melihat hasil kerja saya. <b>(R)</b>					
18	Perusahaan akan menyetujui permintaan yang masuk akal dalam perubahan kondisi kerja saya.					
19	Jika saya diberhentikan, maka perusahaan akan lebih memilih untuk merekrut orang baru daripada menerima saya kembali. <b>(R)</b>					
20	Perusahaan bersedia membantu saya ketika saya membutuhkan bantuan khusus.					
21	Perusahaan peduli dengan kepuasan kerja karyawan.					
22	Jika ada kesempatan, perusahaan akan mengambil keuntungan dari saya. <b>(R)</b>					

23	Perusahaan hanya menunjukkan sedikit perhatian kepada saya. <b>(R)</b>					
24	Jika saya memutuskan untuk berhenti dari perusahaan, perusahaan akan membujuk saya agar tetap tinggal.					
25	Perusahaan merasa bahwa merekrut saya adalah suatu kesalahan terbesar. <b>(R)</b>					
26	Perusahaan memperhatikan pendapat saya.					
27	Perusahaan bangga dengan prestasi kerja saya.					
28	Perusahaan lebih mementingkan keuntungan perusahaan daripada saya. <b>(R)</b>					
29	Perusahaan akan memaklumi jika saya tidak dapat menyelesaikan tugas tepat waktu.					
30	Perusahaan akan mempertimbangkan kenaikan gaji saya, apabila perusahaan mendapatkan untung yang lebih besar.					
31	Perusahaan merasa bahwa setiap orang dapat mengerjakan pekerjaan saya, sebaik yang saya kerjakan. <b>(R)</b>					
32	Perusahaan tidak mementingkan berapa gaji yang saya layak dapatkan. <b>(R)</b>					
33	Perusahaan memberikan pekerjaan sebaik mungkin kepada saya sesuai dengan kualifikasi saya.					
34	Jika posisi kerja saya ditiadakan, maka perusahaan akan lebih memilih untuk memberhentikan saya dibandingkan dengan memindahkan saya ke posisi kerja yang lain. <b>(R)</b>					

35	Perusahaan berusaha menjadikan pekerjaan saya menjadi semenarik mungkin.					
36	Atasan saya merasa bangga karena saya adalah bagian dari perusahaan ini.					

**B. BAGIAN 2 *Employee Engagement*** (Sumber: Schaufeli *et al.*, 2006, 9 item)

No	Pernyataan	STS	TS	N	S	SS
<b><i>Vigor</i></b>						
1	Di tempat kerja, saya merasa penuh energi					
2	Dalam bekerja, saya merasa ulet dan bersemangat					
3	Ketika saya bangun di pagi hari, saya merasa bersemangat ketika pergi bekerja					
<b><i>Dedication</i></b>						
4	Pekerjaan saya menginspirasi saya					
5	Saya antusias dengan pekerjaan saya					
6	Saya merasa bangga dengan pekerjaan yang saya lakukan					
<b><i>Absorption</i></b>						
7	Saya merasa bahagia ketika saya bekerja secara intens					
8	Saya tenggelam dalam pekerjaan saya					
9	Saya merasa terbawa suasana ketika saya sedang bekerja					

**C. BAGIAN 3 *Organizational Citizenship Behavior*** (Sumber: Podsakoff *et al.*, 1990, 24 item)

No	Pernyataan	STS	TS	N	S	SS
<b><i>Conscientiousness</i></b>						
1	Saya hadir di tempat kerja lebih awal.					
2	Saya tidak mengambil jam istirahat tambahan.					
3	Saya mematuhi peraturan perusahaan meskipun tidak ada yang mengawasi.					
4	Saya merupakan salah satu karyawan yang paling teliti.					
5	Saya percaya bahwa melakukan pekerjaan dengan jujur akan mendapatkan gaji dengan yang semestinya.					
<b><i>Altruism</i></b>						
6	Saya membantu pekerjaan karyawan lain yang sedang absen bekerja.					
7	Saya membantu pekerjaan karyawan lain yang memiliki beban kerja berat.					
8	Meskipun tidak diminta, saya membantu dan membimbing karyawan baru.					
9	Saya dengan sukarela membantu karyawan lain yang memiliki kesulitan dalam pekerjaan.					
10	Saya selalu siap membantu pekerjaan karyawan lain di perusahaan tempat saya bekerja.					
<b><i>Civic Virtue</i></b>						
11	Saya menghadiri pertemuan yang tidak diwajibkan oleh perusahaan tetapi dianggap penting.					



12	Saya menghadiri kegiatan yang dilakukan oleh pihak luar perusahaan untuk meningkatkan citra perusahaan.					
13	Saya mengikuti perubahan dalam perusahaan.					
14	Saya membaca dan memperhatikan pengumuman, memo perusahaan, dan lain-lain.					
<b><i>Courtesy</i></b>						
15	Saya mengambil langkah untuk berusaha mencegah konflik dengan karyawan lain.					
16	Saya sadar bahwa sikap saya dapat mempengaruhi pekerjaan orang lain.					
17	Saya tidak pernah menyalahgunakan hak orang lain.					
18	Saya mencoba untuk menghindari terciptanya masalah dengan rekan kerja.					
19	Saya memikirkan dampak pekerjaan (tugas) saya terhadap rekan kerja.					
<b><i>Sportsmanship</i></b>						
20	Saya menghabiskan banyak waktu dengan mengeluhkan hal-hal yang tidak penting. <b>(R)</b>					
21	Saya selalu melihat kesalahan yang dilakukan oleh orang lain daripada sisi positifnya. <b>(R)</b>					
22	Saya cenderung membesar-besarkan masalah. <b>(R)</b>					
23	Saya selalu menemukan kesalahan yang dilakukan perusahaan. <b>(R)</b>					
24	Saya selalu membutuhkan pembuktian yang terperinci atas apa yang terjadi di perusahaan. <b>(R)</b>					

**Lampiran 2 Tabulasi Data Responden Penelitian**

KANTOR CABANG	NO. RESP	P/L	USIA (Tahun)	PENDIDIKAN TERAKHIR	LAMA BEKERJA (Tahun)
YOGYAKARTA	1	P	36 - 40	S1	≥ 10
YOGYAKARTA	2	L	26 - 30	S1	1 - 5
YOGYAKARTA	3	P	21 - 25	Diploma III	1 - 5
YOGYAKARTA	4	L	26 - 30	S1	1 - 5
YOGYAKARTA	5	P	26 - 30	S1	1 - 5
YOGYAKARTA	6	P	≥ 45	S1	≥ 10
YOGYAKARTA	7	L	≥ 45	S1	≥ 10
YOGYAKARTA	8	L	≥ 45	S1	≥ 10
YOGYAKARTA	9	P	26 - 30	S1	1 - 5
YOGYAKARTA	10	P	≥ 45	S1	≥ 10
YOGYAKARTA	11	L	≥ 45	S1	≥ 10
YOGYAKARTA	12	L	21 - 25	S1	1 - 5
YOGYAKARTA	13	P	21 - 25	Diploma III	1 - 5
YOGYAKARTA	14	L	36 - 40	S1	6 - 10
YOGYAKARTA	15	P	≥ 45	S1	≥ 10
YOGYAKARTA	16	P	26 - 30	Diploma III	6 - 10
YOGYAKARTA	17	P	26 - 30	S1	6 - 10
YOGYAKARTA	18	P	26 - 30	Diploma III	6 - 10
YOGYAKARTA	19	L	26 - 30	S1	6 - 10
YOGYAKARTA	20	P	26 - 30	S1	6 - 10
YOGYAKARTA	21	L	≥ 45	S1	≥ 10
YOGYAKARTA	22	P	21 - 25	S1	1 - 5
YOGYAKARTA	23	P	36 - 40	S1	≥ 10
YOGYAKARTA	24	L	21 - 25	S1	1 - 5
YOGYAKARTA	25	P	26 - 30	Diploma III	6 - 10
YOGYAKARTA	26	P	≥ 45	S1	≥ 10
YOGYAKARTA	27	L	36 - 40	S1	≥ 10
YOGYAKARTA	28	L	26 - 30	S1	1 - 5
YOGYAKARTA	29	L	26 - 30	S1	1 - 5
YOGYAKARTA	30	L	26 - 30	S1	1 - 5
YOGYAKARTA	31	P	21 - 25	S1	1 - 5
YOGYAKARTA	32	L	26 - 30	S1	1 - 5

<b>KANTOR CABANG</b>	<b>NO. RESP</b>	<b>P/L</b>	<b>USIA (Tahun)</b>	<b>PENDIDIKAN TERAKHIR</b>	<b>LAMA BEKERJA (Tahun)</b>
YOGYAKARTA	33	P	26 - 30	S1	1 - 5
YOGYAKARTA	34	P	26 - 30	S1	1 - 5
YOGYAKARTA	35	P	31 - 35	S1	≥ 10
YOGYAKARTA	36	P	21 - 25	S1	1 - 5
YOGYAKARTA	37	P	21 - 25	S1	1 - 5
YOGYAKARTA	38	P	21 - 25	Diploma III	1 - 5
YOGYAKARTA	39	L	≥ 45	Diploma III	≥ 10
YOGYAKARTA	40	L	26 - 30	S1	1 - 5
SLEMAN	41	P	26 - 30	S1	1 - 5
SLEMAN	42	P	36 - 40	S1	≥ 10
SLEMAN	43	P	≥ 45	SMA/SMK/Sederajat	≥ 10
SLEMAN	44	L	31 - 35	S1	≥ 10
SLEMAN	45	L	26 - 30	S1	1 - 5
SLEMAN	46	L	36 - 40	S1	≥ 10
SLEMAN	47	L	36 - 40	S1	≥ 10
BANTUL	48	P	21 - 25	S1	1 - 5
BANTUL	49	P	26 - 30	S1	1 - 5
BANTUL	50	P	41 - 45	S1	≥ 10
GUNUNGKIDUL	51	P	≥ 45	S1	≥ 10
GUNUNGKIDUL	52	L	21 - 25	S1	1 - 5
KULONPROGO	53	P	≥ 45	S1	≥ 10
KULONPROGO	54	L	26 - 30	S2	1 - 5
KULONPROGO	55	P	≥ 45	SMA/SMK/Sederajat	≥ 10

**Lampiran 3 Tabulasi Jawaban Responden Penelitian**

**Data Tabulasi Jawaban *Perceived Organizational Support* (POS)**

KANTOR CABANG	NO. RESP	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19
YOGYAKARTA	1	5	4	4	5	5	4	4	5	5	5	4	5	4	4	4	4	4	4	4
YOGYAKARTA	2	4	5	4	4	5	4	4	5	4	4	5	4	4	4	5	4	4	5	4
YOGYAKARTA	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	4	5	4	4	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	5
YOGYAKARTA	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	6	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	7	3	3	3	4	4	3	4	3	4	3	3	3	4	4	4	3	4	4	3
YOGYAKARTA	8	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4
YOGYAKARTA	9	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5
YOGYAKARTA	10	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4
YOGYAKARTA	11	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	12	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	13	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	14	5	4	4	4	5	4	4	5	5	5	4	5	4	4	4	4	4	4	4
YOGYAKARTA	15	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
YOGYAKARTA	16	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	17	4	4	4	5	5	4	4	4	5	5	4	4	4	4	4	4	4	4	4
YOGYAKARTA	18	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	19	5	4	4	5	5	4	4	5	5	5	4	5	4	4	4	4	4	5	4
YOGYAKARTA	20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

KANTOR CABANG	NO. RESP	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19
YOGYAKARTA	21	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	4
YOGYAKARTA	22	5	4	4	4	4	4	5	4	5	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	24	4	5	5	5	4	5	5	5	4	5	5	5	4	5	5	4	5	5	5
YOGYAKARTA	25	5	4	5	4	4	5	5	4	5	5	4	4	4	4	4	4	4	4	4
YOGYAKARTA	26	5	5	5	5	5	5	5	5	5	5	5	4	4	5	4	4	5	5	4
YOGYAKARTA	27	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	28	5	4	4	5	5	4	4	5	5	5	4	4	4	4	4	4	4	4	4
YOGYAKARTA	29	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
YOGYAKARTA	30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	31	5	4	4	5	5	4	4	5	5	5	4	5	4	4	4	4	4	4	4
YOGYAKARTA	32	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	33	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	34	4	4	5	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	4
YOGYAKARTA	35	5	5	5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	5	4
YOGYAKARTA	36	4	3	4	3	3	4	4	4	4	3	4	4	3	4	3	4	3	3	3
YOGYAKARTA	37	3	4	3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3
YOGYAKARTA	38	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	4
YOGYAKARTA	39	5	4	4	5	5	4	4	5	5	5	4	5	4	4	4	4	4	5	4
YOGYAKARTA	40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
SLEMAN	41	5	4	4	4	3	4	4	4	5	4	4	3	3	3	3	4	4	4	3
SLEMAN	42	3	3	2	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3
SLEMAN	43	5	5	5	4	4	5	5	4	5	4	5	4	2	2	5	5	5	4	2

KANTOR CABANG	NO. RESP	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19
SLEMAN	44	3	3	3	4	3	3	3	4	3	3	3	3	3	2	4	3	3	3	3
SLEMAN	45	5	3	4	4	3	4	4	5	5	5	4	3	3	3	4	4	4	5	3
SLEMAN	46	4	2	3	3	2	3	3	4	4	3	4	3	3	3	3	2	3	3	2
SLEMAN	47	5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	3
BANTUL	48	4	3	4	4	4	4	4	4	4	4	4	3	3	4	4	4	5	4	3
BANTUL	49	4	5	3	3	3	4	4	4	4	4	3	4	4	4	4	3	4	4	3
BANTUL	50	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	4	4	5	5
GUNUNGKIDUL	51	5	4	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5	4	4
GUNUNGKIDUL	52	5	4	5	5	4	4	4	4	5	4	4	4	4	4	5	4	3	4	3
KULONPROGO	53	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5
KULONPROGO	54	3	3	3	3	3	3	3	4	4	3	3	3	3	2	2	3	3	3	3
KULONPROGO	55	4	5	4	3	4	3	5	5	5	3	5	3	5	5	5	5	5	3	2

KANTOR CABANG	NO. RESP	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	P31	P32	P33	P34	P35	P36	TOTAL POS
YOGYAKARTA	1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	2	4	4	4	4	4	4	5	4	4	5	5	5	4	4	5	4	5	74
YOGYAKARTA	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	84
YOGYAKARTA	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	6	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	7	3	3	4	3	4	3	4	3	4	3	3	3	3	4	4	3	4	58
YOGYAKARTA	8	3	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	66

KANTOR CABANG	NO. RESP	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	P31	P32	P33	P34	P35	P36	TOTAL POS
YOGYAKARTA	9	5	5	5	5	5	4	5	5	5	5	4	5	5	5	5	5	5	83
YOGYAKARTA	10	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	11	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	12	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	13	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	14	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	15	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
YOGYAKARTA	16	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	17	5	5	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	69
YOGYAKARTA	18	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	19	5	5	4	4	5	4	5	5	4	5	5	4	4	5	4	5	5	78
YOGYAKARTA	20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	21	5	5	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	71
YOGYAKARTA	22	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	70
YOGYAKARTA	23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	24	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
YOGYAKARTA	25	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	26	4	4	5	5	4	4	4	5	5	4	4	5	4	4	4	5	5	75
YOGYAKARTA	27	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	29	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
YOGYAKARTA	30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	31	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68

KANTOR CABANG	NO. RESP	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	P31	P32	P33	P34	P35	P36	TOTAL POS
YOGYAKARTA	32	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	33	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
YOGYAKARTA	34	4	4	4	4	4	4	4	4	4	5	4	4	4	4	5	4	4	70
YOGYAKARTA	35	5	5	4	4	5	4	5	5	5	5	5	5	5	5	5	5	5	82
YOGYAKARTA	36	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	67
YOGYAKARTA	37	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	52
YOGYAKARTA	38	5	5	5	5	5	4	4	4	4	4	5	4	4	5	4	5	5	77
YOGYAKARTA	39	5	5	4	4	5	5	5	5	4	5	5	4	4	5	4	5	5	79
YOGYAKARTA	40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
SLEMAN	41	4	4	3	4	3	3	4	4	3	3	4	3	4	4	3	4	4	61
SLEMAN	42	3	3	3	3	2	2	3	3	3	3	3	2	3	3	3	3	3	48
SLEMAN	43	4	4	2	5	4	5	4	4	5	4	4	2	5	4	5	4	4	69
SLEMAN	44	4	4	3	3	3	3	3	3	3	2	3	3	3	3	3	4	3	53
SLEMAN	45	4	4	4	4	3	3	4	3	4	2	3	3	3	4	3	4	3	58
SLEMAN	46	3	3	3	4	1	4	3	4	3	3	3	2	3	3	4	3	3	52
SLEMAN	47	4	4	4	4	3	4	4	4	4	3	4	4	4	4	4	4	4	66
BANTUL	48	4	4	5	4	3	3	4	4	5	3	4	3	3	3	5	4	4	65
BANTUL	49	4	4	3	4	3	5	4	4	4	2	3	4	4	3	3	4	5	63
BANTUL	50	4	5	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	82
GUNUNGKIDUL	51	4	4	4	4	5	5	5	5	5	5	5	5	4	4	5	5	5	79
GUNUNGKIDUL	52	4	4	3	3	5	5	4	4	4	2	4	5	5	5	5	2	4	68
KULONPROGO	53	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
KULONPROGO	54	4	3	3	4	3	3	3	3	3	3	2	3	3	4	3	3	3	53
KULONPROGO	55	3	5	5	5	3	5	3	3	5	4	4	5	5	3	5	3	4	70







KANTOR CABANG	NO. RESP	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	O11	O12	O13
YOGYAKARTA	9	5	5	5	5	5	5	5	5	5	5	5	5	5
YOGYAKARTA	10	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	11	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	12	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	13	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	14	4	4	4	5	4	4	5	4	4	4	4	4	4
YOGYAKARTA	15	5	5	5	5	5	5	5	5	5	5	5	5	5
YOGYAKARTA	16	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	17	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	18	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	19	4	5	4	4	4	4	4	4	5	4	5	4	4
YOGYAKARTA	20	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	21	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	22	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	23	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	24	5	4	5	5	5	5	4	5	5	4	5	5	5
YOGYAKARTA	25	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	26	4	5	4	5	4	5	4	5	4	5	4	5	5
YOGYAKARTA	27	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	28	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	29	5	5	5	5	4	5	4	5	5	4	5	4	5
YOGYAKARTA	30	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	31	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	32	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	33	4	4	4	4	4	4	3	4	4	4	3	4	4
YOGYAKARTA	34	4	4	4	4	4	5	4	4	4	4	4	4	4
YOGYAKARTA	35	5	5	5	5	5	5	5	5	5	4	5	5	5
YOGYAKARTA	36	4	4	4	4	4	4	4	4	4	4	4	4	4
YOGYAKARTA	37	4	4	4	4	4	4	4	4	4	3	4	4	4
YOGYAKARTA	38	4	4	4	4	4	4	5	4	4	4	4	4	4
YOGYAKARTA	39	5	5	5	5	5	5	5	5	5	5	5	5	5
YOGYAKARTA	40	4	4	4	4	4	4	4	4	4	4	4	4	4
SLEMAN	41	4	3	4	4	4	4	4	4	4	4	3	3	4
SLEMAN	42	4	4	4	3	4	4	4	4	4	4	3	4	4
SLEMAN	43	4	4	4	4	4	4	4	4	4	4	3	4	4



KANTOR CABANG	NO. RESP	O14	O15	O16	O17	O18	O19	O20	O21	O22	O23	O24	TOTAL OCB
YOGYAKARTA	21	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	22	5	4	4	4	4	4	4	4	4	4	4	45
YOGYAKARTA	23	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	24	5	5	5	5	5	4	5	5	5	4	5	53
YOGYAKARTA	25	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	26	4	5	5	4	5	4	5	4	5	5	5	51
YOGYAKARTA	27	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	28	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	29	5	4	5	4	5	4	4	5	4	4	5	49
YOGYAKARTA	30	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	31	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	32	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	33	4	3	4	4	4	4	4	4	5	4	5	45
YOGYAKARTA	34	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	35	5	4	5	5	4	5	5	4	5	5	4	51
YOGYAKARTA	36	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	37	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	38	4	4	4	4	4	4	4	4	4	4	4	44
YOGYAKARTA	39	5	5	5	5	5	5	4	4	4	4	4	50
YOGYAKARTA	40	4	4	4	4	4	4	4	4	4	4	4	44
SLEMAN	41	4	4	4	4	4	4	4	4	4	4	4	44
SLEMAN	42	4	4	4	4	4	4	4	4	4	4	4	44
SLEMAN	43	4	4	4	4	4	4	4	4	4	4	4	44
SLEMAN	44	3	4	4	4	4	4	4	4	4	4	4	43
SLEMAN	45	4	4	4	4	4	4	4	4	4	4	4	44
SLEMAN	46	4	4	4	4	4	4	4	4	4	4	3	43
SLEMAN	47	4	4	4	4	4	4	4	4	4	4	4	44
BANTUL	48	4	5	4	4	5	4	4	5	5	4	4	48
BANTUL	49	4	4	4	4	4	4	4	4	4	4	4	44
BANTUL	50	5	5	5	5	5	5	5	5	4	5	5	54
GUNUNGGIDUL	51	5	5	4	5	5	5	5	5	5	5	4	53
GUNUNGGIDUL	52	4	5	4	4	5	4	4	4	4	2	4	44
KULONPROGO	53	5	4	5	5	4	4	4	5	5	5	5	51
KULONPROGO	54	4	4	4	5	4	5	3	3	4	4	3	43
KULONPROGO	55	4	4	4	4	4	3	4	4	4	4	3	42

### Lampiran 4 Karakteristik Responden

#### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	23	41.8	41.8	41.8
Valid Perempuan	32	58.2	58.2	100.0
Total	55	100.0	100.0	

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
21 - 25 tahun	11	20.0	20.0	20.0
26 - 30 tahun	21	38.2	38.2	58.2
31 - 35 tahun	2	3.6	3.6	61.8
Valid 36 - 40 tahun	7	12.7	12.7	74.5
41 - 45 tahun	1	1.8	1.8	76.4
≥ 45 tahun	13	23.6	23.6	100.0
Total	55	100.0	100.0	

#### Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA/SMK/ sederajat	2	3.6	3.6	3.6
Diploma III	7	12.7	12.7	16.4
Valid S1	45	81.8	81.8	98.2
S2	1	1.8	1.8	100.0
Total	55	100.0	100.0	

**Lama Kerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 - 5 tahun	26	47.3	47.3	47.3
6 - 10 tahun	7	12.7	12.7	60.0
≥ 10 tahun	22	40.0	40.0	100.0
Total	55	100.0	100.0	

**Lampiran 5 Uji Statistik Deskriptif****UJI STATISTIK DESKRIPTIF POS****Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
P1	55	3	5	4.31	.635
P2	55	2	5	4.04	.637
P3	55	2	5	4.09	.646
P4	55	2	5	4.15	.705
P5	55	2	5	4.11	.712
P6	55	3	5	4.05	.558
P7	55	3	5	4.16	.536
P8	55	3	5	4.27	.560
P9	55	3	5	4.38	.593
P10	55	3	5	4.25	.673
P11	55	3	5	4.11	.567
P12	55	3	5	4.05	.650
P13	55	2	5	3.96	.666
P14	55	2	5	4.02	.733
P15	55	2	5	4.11	.658
P16	55	2	5	4.00	.609
P17	55	3	5	4.13	.579
P18	55	3	5	4.09	.646
P19	55	2	5	3.80	.730
P20	55	3	5	4.13	.579
P21	55	3	5	4.16	.601

P22	55	2	5	4.02	.652
P23	55	3	5	4.11	.533
P24	55	1	5	3.96	.816
P25	55	2	5	4.04	.637
P26	55	3	5	4.11	.567
P27	55	3	5	4.09	.586
P28	55	3	5	4.13	.579
P29	55	2	5	3.95	.826
P30	55	2	5	4.05	.650
P31	55	2	5	4.00	.770
P32	55	3	5	4.05	.591
P33	55	3	5	4.09	.586
P34	55	3	5	4.15	.621
P35	55	2	5	4.07	.634
P36	55	3	5	4.16	.601
Valid N (listwise)	55				

### UJI STATISTIK DESKRIPTIF *EMPLOYEE ENGAGEMENT*

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
E1	55	3	5	4.20	.487
E2	55	3	5	4.24	.470
E3	55	3	5	4.20	.447
E4	55	3	5	4.20	.447
E5	55	3	5	4.20	.447
E6	55	2	5	4.25	.552
E7	55	2	5	4.20	.524
E8	55	2	5	4.07	.604
E9	55	3	5	4.13	.546
Valid N (listwise)	55				



### UJI STATISTIK DESKRIPTIF OCB

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
O1	55	3	5	4.18	.434
O2	55	3	5	4.18	.512
O3	55	3	5	4.20	.447
O4	55	2	5	4.11	.599
O5	55	4	5	4.22	.417
O6	55	3	5	4.22	.498
O7	55	3	5	4.16	.420
O8	55	4	5	4.24	.429
O9	55	3	5	4.20	.447
O10	55	3	5	4.15	.448
O11	55	2	5	4.02	.623
O12	55	3	5	4.20	.447
O13	55	4	5	4.20	.404
O14	55	3	5	4.22	.459
O15	55	3	5	4.20	.447
O16	55	4	5	4.22	.417
O17	55	4	5	4.20	.404
O18	55	4	5	4.22	.417
O19	55	3	5	4.16	.420
O20	55	3	5	4.13	.388
O21	55	3	5	4.11	.369
O22	55	3	5	4.13	.388
O23	55	2	5	4.04	.429
O24	55	3	5	4.09	.482
Valid N (listwise)	55				

**Lampiran 6 Uji Validitas****UJI VALIDITAS POS****Correlations**

		P1	P2	P3	P4
P1	Pearson Correlation	1	.430**	.698**	.643**
	Sig. (2-tailed)		.001	.000	.000
	N	55	55	55	55
P2	Pearson Correlation	.430**	1	.621**	.400**
	Sig. (2-tailed)	.001		.000	.002
	N	55	55	55	55
P3	Pearson Correlation	.698**	.621**	1	.621**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
P4	Pearson Correlation	.643**	.400**	.621**	1
	Sig. (2-tailed)	.000	.002	.000	
	N	55	55	55	55
P5	Pearson Correlation	.580**	.563**	.582**	.743**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P6	Pearson Correlation	.683**	.619**	.859**	.591**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.611**	.741**	.811**	.475**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P8	Pearson Correlation	.697**	.439**	.545**	.602**
	Sig. (2-tailed)	.000	.001	.000	.000
	N	55	55	55	55
P9	Pearson Correlation	.813**	.355**	.633**	.574**
	Sig. (2-tailed)	.000	.008	.000	.000
	N	55	55	55	55
P10	Pearson Correlation	.723**	.453**	.627**	.741**
	Sig. (2-tailed)	.000	.001	.000	.000
	N	55	55	55	55
P11	Pearson Correlation	.625**	.655**	.782**	.516**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P12	Pearson Correlation	.632**	.576**	.605**	.669**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P13	Pearson Correlation	.378**	.527**	.481**	.485**
	Sig. (2-tailed)	.004	.000	.000	.000
	N	55	55	55	55

## Correlations

		P5	P6	P7	P8
P1	Pearson Correlation	.580**	.683**	.611**	.697**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P2	Pearson Correlation	.563**	.619**	.741**	.439**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P3	Pearson Correlation	.582**	.859**	.811**	.545**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P4	Pearson Correlation	.743**	.591**	.475**	.602**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P5	Pearson Correlation	1	.544**	.535**	.621**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55
P6	Pearson Correlation	.544**	1	.774**	.544**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.535**	.774**	1	.466**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
P8	Pearson Correlation	.621**	.544**	.466**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55
P9	Pearson Correlation	.558**	.495**	.557**	.629**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P10	Pearson Correlation	.715**	.702**	.498**	.648**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P11	Pearson Correlation	.567**	.683**	.732**	.664**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P12	Pearson Correlation	.747**	.655**	.505**	.620**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P13	Pearson Correlation	.634**	.404**	.536**	.475**
	Sig. (2-tailed)	.000	.002	.000	.000
	N	55	55	55	55

## Correlations

		P9	P10	P11	P12
P1	Pearson Correlation	.813**	.723**	.625**	.632**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P2	Pearson Correlation	.355**	.453**	.655**	.576**
	Sig. (2-tailed)	.008	.001	.000	.000
	N	55	55	55	55
P3	Pearson Correlation	.633**	.627**	.782**	.605**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P4	Pearson Correlation	.574**	.741**	.516**	.669**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P5	Pearson Correlation	.558**	.715**	.567**	.747**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P6	Pearson Correlation	.495**	.702**	.683**	.655**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.557**	.498**	.732**	.505**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P8	Pearson Correlation	.629**	.648**	.664**	.620**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P9	Pearson Correlation	1	.680**	.535**	.473**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55
P10	Pearson Correlation	.680**	1	.509**	.730**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
P11	Pearson Correlation	.535**	.509**	1	.586**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
P12	Pearson Correlation	.473**	.730**	.586**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55
P13	Pearson Correlation	.364**	.476**	.502**	.604**
	Sig. (2-tailed)	.006	.000	.000	.000
	N	55	55	55	55

## Correlations

		P13	P14	P15	P16
P1	Pearson Correlation	.378**	.426**	.450**	.575**
	Sig. (2-tailed)	.004	.001	.001	.000
	N	55	55	55	55
P2	Pearson Correlation	.527**	.554**	.653**	.573**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P3	Pearson Correlation	.481**	.583**	.674**	.706**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P4	Pearson Correlation	.485**	.497**	.564**	.475**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P5	Pearson Correlation	.634**	.636**	.607**	.641**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P6	Pearson Correlation	.404**	.541**	.589**	.599**
	Sig. (2-tailed)	.002	.000	.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.536**	.652**	.684**	.681**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P8	Pearson Correlation	.475**	.485**	.522**	.489**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P9	Pearson Correlation	.364**	.367**	.414**	.513**
	Sig. (2-tailed)	.006	.006	.002	.000
	N	55	55	55	55
P10	Pearson Correlation	.476**	.517**	.480**	.498**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P11	Pearson Correlation	.502**	.620**	.713**	.698**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P12	Pearson Correlation	.604**	.620**	.549**	.515**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P13	Pearson Correlation	1	.875**	.644**	.594**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55

## Correlations

		P17	P18	P19	P20
P1	Pearson Correlation	.445**	.562**	.336*	.496**
	Sig. (2-tailed)	.001	.000	.012	.000
	N	55	55	55	55
P2	Pearson Correlation	.640**	.532**	.454**	.389**
	Sig. (2-tailed)	.000	.000	.001	.003
	N	55	55	55	55
P3	Pearson Correlation	.612**	.601**	.510**	.513**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P4	Pearson Correlation	.453**	.662**	.597**	.589**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P5	Pearson Correlation	.595**	.622**	.649**	.550**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P6	Pearson Correlation	.608**	.653**	.618**	.551**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.767**	.544**	.416**	.409**
	Sig. (2-tailed)	.000	.000	.002	.002
	N	55	55	55	55
P8	Pearson Correlation	.462**	.596**	.453**	.462**
	Sig. (2-tailed)	.000	.000	.001	.000
	N	55	55	55	55
P9	Pearson Correlation	.395**	.488**	.222	.449**
	Sig. (2-tailed)	.003	.000	.103	.001
	N	55	55	55	55
P10	Pearson Correlation	.486**	.713**	.671**	.628**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P11	Pearson Correlation	.690**	.630**	.456**	.465**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P12	Pearson Correlation	.424**	.649**	.764**	.670**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P13	Pearson Correlation	.541**	.524**	.670**	.493**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P21	P22	P23	P24
P1	Pearson Correlation	.544**	.299*	.501**	.451**
	Sig. (2-tailed)	.000	.026	.000	.001
	N	55	55	55	55
P2	Pearson Correlation	.612**	.355**	.588**	.537**
	Sig. (2-tailed)	.000	.008	.000	.000
	N	55	55	55	55
P3	Pearson Correlation	.581**	.479**	.616**	.674**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P4	Pearson Correlation	.598**	.437**	.351**	.653**
	Sig. (2-tailed)	.000	.001	.009	.000
	N	55	55	55	55
P5	Pearson Correlation	.607**	.554**	.407**	.741**
	Sig. (2-tailed)	.000	.000	.002	.000
	N	55	55	55	55
P6	Pearson Correlation	.524**	.455**	.664**	.614**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.605**	.521**	.649**	.564**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P8	Pearson Correlation	.580**	.544**	.643**	.428**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P9	Pearson Correlation	.549**	.269*	.452**	.450**
	Sig. (2-tailed)	.000	.047	.001	.001
	N	55	55	55	55
P10	Pearson Correlation	.628**	.453**	.438**	.591**
	Sig. (2-tailed)	.000	.001	.001	.000
	N	55	55	55	55
P11	Pearson Correlation	.653**	.596**	.818**	.489**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P12	Pearson Correlation	.640**	.478**	.517**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P13	Pearson Correlation	.663**	.727**	.481**	.646**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P25	P26	P27	P28
P1	Pearson Correlation	.521**	.625**	.670**	.546**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P2	Pearson Correlation	.590**	.553**	.536**	.640**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P3	Pearson Correlation	.621**	.680**	.711**	.760**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P4	Pearson Correlation	.400**	.701**	.685**	.544**
	Sig. (2-tailed)	.002	.000	.000	.000
	N	55	55	55	55
P5	Pearson Correlation	.481**	.705**	.642**	.640**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P6	Pearson Correlation	.567**	.742**	.777**	.723**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.578**	.610**	.600**	.826**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P8	Pearson Correlation	.543**	.605**	.601**	.577**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P9	Pearson Correlation	.463**	.480**	.485**	.503**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P10	Pearson Correlation	.367**	.703**	.692**	.533**
	Sig. (2-tailed)	.006	.000	.000	.000
	N	55	55	55	55
P11	Pearson Correlation	.604**	.654**	.694**	.803**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P12	Pearson Correlation	.621**	.787**	.813**	.571**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P13	Pearson Correlation	.527**	.600**	.578**	.589**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55



## Correlations

		P29	P30	P31	P32
P1	Pearson Correlation	.351**	.587**	.465**	.597**
	Sig. (2-tailed)	.009	.000	.000	.000
	N	55	55	55	55
P2	Pearson Correlation	.532**	.576**	.680**	.782**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P3	Pearson Correlation	.565**	.693**	.670**	.763**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P4	Pearson Correlation	.427**	.629**	.546**	.514**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P5	Pearson Correlation	.640**	.707**	.676**	.558**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P6	Pearson Correlation	.529**	.655**	.560**	.665**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.564**	.611**	.628**	.731**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P8	Pearson Correlation	.474**	.569**	.602**	.514**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P9	Pearson Correlation	.308*	.425**	.406**	.521**
	Sig. (2-tailed)	.022	.001	.002	.000
	N	55	55	55	55
P10	Pearson Correlation	.492**	.603**	.501**	.477**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P11	Pearson Correlation	.646**	.737**	.637**	.812**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P12	Pearson Correlation	.695**	.737**	.666**	.715**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P13	Pearson Correlation	.569**	.646**	.831**	.617**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P33	P34	P35	P36
P1	Pearson Correlation	.570**	.448**	.495**	.544**
	Sig. (2-tailed)	.000	.001	.000	.000
	N	55	55	55	55
P2	Pearson Correlation	.437**	.501**	.498**	.709**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P3	Pearson Correlation	.662**	.751**	.571**	.628**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P4	Pearson Correlation	.685**	.501**	.556**	.598**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P5	Pearson Correlation	.597**	.592**	.557**	.693**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P6	Pearson Correlation	.607**	.564**	.721**	.690**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P7	Pearson Correlation	.482**	.650**	.563**	.662**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P8	Pearson Correlation	.488**	.470**	.569**	.580**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P9	Pearson Correlation	.485**	.450**	.319*	.445**
	Sig. (2-tailed)	.000	.001	.018	.001
	N	55	55	55	55
P10	Pearson Correlation	.598**	.397**	.650**	.582**
	Sig. (2-tailed)	.000	.003	.000	.000
	N	55	55	55	55
P11	Pearson Correlation	.583**	.796**	.544**	.653**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P12	Pearson Correlation	.764**	.530**	.664**	.734**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P13	Pearson Correlation	.578**	.550**	.489**	.709**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		Perceived Organizational Support
P1	Pearson Correlation Sig. (2-tailed) N	.704** .000 55
P2	Pearson Correlation Sig. (2-tailed) N	.720** .000 55
P3	Pearson Correlation Sig. (2-tailed) N	.832** .000 55
P4	Pearson Correlation Sig. (2-tailed) N	.740** .000 55
P5	Pearson Correlation Sig. (2-tailed) N	.807** .000 55
P6	Pearson Correlation Sig. (2-tailed) N	.804** .000 55
P7	Pearson Correlation Sig. (2-tailed) N	.785** .000 55
P8	Pearson Correlation Sig. (2-tailed) N	.715** .000 55
P9	Pearson Correlation Sig. (2-tailed) N	.617** .000 55
P10	Pearson Correlation Sig. (2-tailed) N	.755** .000 55
P11	Pearson Correlation Sig. (2-tailed) N	.823** .000 55
P12	Pearson Correlation Sig. (2-tailed) N	.832** .000 55
P13	Pearson Correlation Sig. (2-tailed) N	.755** .000 55

## Correlations

		P1	P2	P3	P4
P14	Pearson Correlation	.426**	.554**	.583**	.497**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.450**	.653**	.674**	.564**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P16	Pearson Correlation	.575**	.573**	.706**	.475**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P17	Pearson Correlation	.445**	.640**	.612**	.453**
	Sig. (2-tailed)	.001	.000	.000	.001
	N	55	55	55	55
P18	Pearson Correlation	.562**	.532**	.601**	.662**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.336*	.454**	.510**	.597**
	Sig. (2-tailed)	.012	.001	.000	.000
	N	55	55	55	55
P20	Pearson Correlation	.496**	.389**	.513**	.589**
	Sig. (2-tailed)	.000	.003	.000	.000
	N	55	55	55	55
P21	Pearson Correlation	.544**	.612**	.581**	.598**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.299*	.355**	.479**	.437**
	Sig. (2-tailed)	.026	.008	.000	.001
	N	55	55	55	55
P23	Pearson Correlation	.501**	.588**	.616**	.351**
	Sig. (2-tailed)	.000	.000	.000	.009
	N	55	55	55	55
P24	Pearson Correlation	.451**	.537**	.674**	.653**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P25	Pearson Correlation	.521**	.590**	.621**	.400**
	Sig. (2-tailed)	.000	.000	.000	.002
	N	55	55	55	55
P26	Pearson Correlation	.625**	.553**	.680**	.701**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P5	P6	P7	P8
P14	Pearson Correlation	.636**	.541**	.652**	.485**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.607**	.589**	.684**	.522**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P16	Pearson Correlation	.641**	.599**	.681**	.489**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P17	Pearson Correlation	.595**	.608**	.767**	.462**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P18	Pearson Correlation	.622**	.653**	.544**	.596**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.649**	.618**	.416**	.463**
	Sig. (2-tailed)	.000	.000	.002	.001
	N	55	55	55	55
P20	Pearson Correlation	.550**	.551**	.409**	.462**
	Sig. (2-tailed)	.000	.000	.002	.000
	N	55	55	55	55
P21	Pearson Correlation	.607**	.524**	.605**	.580**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.554**	.465**	.521**	.544**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P23	Pearson Correlation	.407**	.664**	.649**	.643**
	Sig. (2-tailed)	.002	.000	.000	.000
	N	55	55	55	55
P24	Pearson Correlation	.741**	.614**	.564**	.428**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P25	Pearson Correlation	.481**	.567**	.578**	.543**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P26	Pearson Correlation	.705**	.742**	.610**	.605**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P9	P10	P11	P12
P14	Pearson Correlation	.367**	.517**	.620**	.620**
	Sig. (2-tailed)	.006	.000	.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.414**	.480**	.713**	.549**
	Sig. (2-tailed)	.002	.000	.000	.000
	N	55	55	55	55
P16	Pearson Correlation	.513**	.498**	.698**	.515**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P17	Pearson Correlation	.395**	.486**	.690**	.424**
	Sig. (2-tailed)	.003	.000	.000	.001
	N	55	55	55	55
P18	Pearson Correlation	.488**	.713**	.630**	.649**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.222	.671**	.456**	.764**
	Sig. (2-tailed)	.103	.000	.000	.000
	N	55	55	55	55
P20	Pearson Correlation	.449**	.628**	.465**	.670**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P21	Pearson Correlation	.549**	.628**	.653**	.640**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.269*	.453**	.596**	.478**
	Sig. (2-tailed)	.047	.001	.000	.000
	N	55	55	55	55
P23	Pearson Correlation	.452**	.438**	.818**	.517**
	Sig. (2-tailed)	.001	.001	.000	.000
	N	55	55	55	55
P24	Pearson Correlation	.450**	.591**	.489**	.737**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P25	Pearson Correlation	.453**	.367**	.604**	.621**
	Sig. (2-tailed)	.001	.006	.000	.000
	N	55	55	55	55
P26	Pearson Correlation	.480**	.703**	.654**	.787**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P13	P14	P15	P16
P14	Pearson Correlation	.875**	1	.649**	.582**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.644**	.649**	1	.694**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
P16	Pearson Correlation	.594**	.582**	.694**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55
P17	Pearson Correlation	.541**	.649**	.692**	.736**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P18	Pearson Correlation	.524**	.583**	.674**	.518**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.670**	.665**	.471**	.417**
	Sig. (2-tailed)	.000	.000	.000	.002
	N	55	55	55	55
P20	Pearson Correlation	.493**	.431**	.449**	.578**
	Sig. (2-tailed)	.000	.001	.001	.000
	N	55	55	55	55
P21	Pearson Correlation	.663**	.624**	.703**	.658**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.727**	.852**	.513**	.513**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P23	Pearson Correlation	.481**	.564**	.547**	.628**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P24	Pearson Correlation	.646**	.621**	.664**	.709**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P25	Pearson Correlation	.527**	.554**	.653**	.573**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P26	Pearson Correlation	.600**	.664**	.663**	.591**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P13	P14	P15	P16
P14	Pearson Correlation	.875**	1	.649**	.582**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.644**	.649**	1	.694**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
P16	Pearson Correlation	.594**	.582**	.694**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55
P17	Pearson Correlation	.541**	.649**	.692**	.736**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P18	Pearson Correlation	.524**	.583**	.674**	.518**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.670**	.665**	.471**	.417**
	Sig. (2-tailed)	.000	.000	.000	.002
	N	55	55	55	55
P20	Pearson Correlation	.493**	.431**	.449**	.578**
	Sig. (2-tailed)	.000	.001	.001	.000
	N	55	55	55	55
P21	Pearson Correlation	.663**	.624**	.703**	.658**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.727**	.852**	.513**	.513**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P23	Pearson Correlation	.481**	.564**	.547**	.628**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P24	Pearson Correlation	.646**	.621**	.664**	.709**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P25	Pearson Correlation	.527**	.554**	.653**	.573**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P26	Pearson Correlation	.600**	.664**	.663**	.591**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55



## Correlations

		P17	P18	P19	P20
P14	Pearson Correlation	.649**	.583**	.665**	.431**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P15	Pearson Correlation	.692**	.674**	.471**	.449**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P16	Pearson Correlation	.736**	.518**	.417**	.578**
	Sig. (2-tailed)	.000	.000	.002	.000
	N	55	55	55	55
P17	Pearson Correlation	1	.612**	.412**	.448**
	Sig. (2-tailed)		.000	.002	.001
	N	55	55	55	55
P18	Pearson Correlation	.612**	1	.667**	.661**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.412**	.667**	1	.631**
	Sig. (2-tailed)	.002	.000		.000
	N	55	55	55	55
P20	Pearson Correlation	.448**	.661**	.631**	1
	Sig. (2-tailed)	.001	.000	.000	
	N	55	55	55	55
P21	Pearson Correlation	.630**	.676**	.582**	.790**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.631**	.567**	.669**	.435**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P23	Pearson Correlation	.734**	.562**	.438**	.494**
	Sig. (2-tailed)	.000	.000	.001	.000
	N	55	55	55	55
P24	Pearson Correlation	.520**	.674**	.703**	.755**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P25	Pearson Correlation	.499**	.397**	.334*	.439**
	Sig. (2-tailed)	.000	.003	.013	.001
	N	55	55	55	55
P26	Pearson Correlation	.578**	.832**	.725**	.690**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P21	P22	P23	P24
P14	Pearson Correlation	.624**	.852**	.564**	.621**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.703**	.513**	.547**	.664**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P16	Pearson Correlation	.658**	.513**	.628**	.709**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P17	Pearson Correlation	.630**	.631**	.734**	.520**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P18	Pearson Correlation	.676**	.567**	.562**	.674**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.582**	.669**	.438**	.703**
	Sig. (2-tailed)	.000	.000	.001	.000
	N	55	55	55	55
P20	Pearson Correlation	.790**	.435**	.494**	.755**
	Sig. (2-tailed)	.000	.001	.000	.000
	N	55	55	55	55
P21	Pearson Correlation	1	.606**	.637**	.654**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.606**	1	.633**	.488**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
P23	Pearson Correlation	.637**	.633**	1	.393**
	Sig. (2-tailed)	.000	.000		.003
	N	55	55	55	55
P24	Pearson Correlation	.654**	.488**	.393**	1
	Sig. (2-tailed)	.000	.000	.003	
	N	55	55	55	55
P25	Pearson Correlation	.564**	.310*	.588**	.573**
	Sig. (2-tailed)	.000	.021	.000	.000
	N	55	55	55	55
P26	Pearson Correlation	.653**	.545**	.512**	.770**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P25	P26	P27	P28
P14	Pearson Correlation	.554**	.664**	.686**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.653**	.663**	.551**	.790**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P16	Pearson Correlation	.573**	.591**	.519**	.736**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P17	Pearson Correlation	.489**	.578**	.566**	.834**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P18	Pearson Correlation	.397**	.832**	.711**	.612**
	Sig. (2-tailed)	.003	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.334	.725**	.692**	.465**
	Sig. (2-tailed)	.013	.000	.000	.000
	N	55	55	55	55
P20	Pearson Correlation	.439**	.690**	.675**	.448**
	Sig. (2-tailed)	.001	.000	.000	.001
	N	55	55	55	55
P21	Pearson Correlation	.564**	.653**	.640**	.630**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.310	.545**	.528**	.680**
	Sig. (2-tailed)	.021	.000	.000	.000
	N	55	55	55	55
P23	Pearson Correlation	.588**	.512**	.620**	.734**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P24	Pearson Correlation	.573**	.770**	.666**	.598**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P25	Pearson Correlation	1	.553**	.636**	.640**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55
P26	Pearson Correlation	.553**	1	.862**	.690**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55

## Correlations

		P29	P30	P31	P32
P14	Pearson Correlation	.614**	.736**	.854**	.640**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.489**	.722**	.659**	.747**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P16	Pearson Correlation	.553**	.749**	.593**	.721**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P17	Pearson Correlation	.557**	.620**	.498**	.575**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P18	Pearson Correlation	.530**	.693**	.558**	.521**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.688**	.647**	.692**	.498**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P20	Pearson Correlation	.441**	.620**	.498**	.521**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P21	Pearson Correlation	.503**	.734**	.640**	.704**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.552**	.609**	.701**	.430**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P23	Pearson Correlation	.561**	.570**	.496**	.687**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P24	Pearson Correlation	.629**	.737**	.708**	.658**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P25	Pearson Correlation	.461**	.621**	.642**	.782**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P26	Pearson Correlation	.685**	.838**	.679**	.646**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P33	P34	P35	P36
P14	Pearson Correlation	.557**	.645**	.555**	.792**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P15	Pearson Correlation	.551**	.777**	.469**	.703**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P16	Pearson Correlation	.571**	.637**	.528**	.607**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P17	Pearson Correlation	.402**	.617**	.630**	.684**
	Sig. (2-tailed)	.002	.000	.000	.000
	N	55	55	55	55
P18	Pearson Correlation	.760**	.474**	.707**	.771**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P19	Pearson Correlation	.692**	.392**	.672**	.624**
	Sig. (2-tailed)	.000	.003	.000	.000
	N	55	55	55	55
P20	Pearson Correlation	.729**	.359**	.680**	.630**
	Sig. (2-tailed)	.000	.007	.000	.000
	N	55	55	55	55
P21	Pearson Correlation	.640**	.530**	.648**	.693**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P22	Pearson Correlation	.480**	.542**	.579**	.606**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P23	Pearson Correlation	.501**	.566**	.634**	.637**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P24	Pearson Correlation	.821**	.559**	.578**	.730**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P25	Pearson Correlation	.487**	.641**	.360**	.661**
	Sig. (2-tailed)	.000	.000	.007	.000
	N	55	55	55	55
P26	Pearson Correlation	.806**	.638**	.751**	.870**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		Perceived Organizational Support
P14	Pearson Correlation	.810**
	Sig. (2-tailed)	.000
	N	55
P15	Pearson Correlation	.795**
	Sig. (2-tailed)	.000
	N	55
P16	Pearson Correlation	.779**
	Sig. (2-tailed)	.000
	N	55
P17	Pearson Correlation	.750**
	Sig. (2-tailed)	.000
	N	55
P18	Pearson Correlation	.801**
	Sig. (2-tailed)	.000
	N	55
P19	Pearson Correlation	.743**
	Sig. (2-tailed)	.000
	N	55
P20	Pearson Correlation	.714**
	Sig. (2-tailed)	.000
	N	55
P21	Pearson Correlation	.814**
	Sig. (2-tailed)	.000
	N	55
P22	Pearson Correlation	.702**
	Sig. (2-tailed)	.000
	N	55
P23	Pearson Correlation	.732**
	Sig. (2-tailed)	.000
	N	55
P24	Pearson Correlation	.818**
	Sig. (2-tailed)	.000
	N	55
P25	Pearson Correlation	.702**
	Sig. (2-tailed)	.000
	N	55
P26	Pearson Correlation	.880**
	Sig. (2-tailed)	.000
	N	55

## Correlations

		P1	P2	P3	P4
P27	Pearson Correlation	.670**	.536**	.711**	.685**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P28	Pearson Correlation	.546**	.640**	.760**	.544**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P29	Pearson Correlation	.351**	.532**	.565**	.427**
	Sig. (2-tailed)	.009	.000	.000	.001
	N	55	55	55	55
P30	Pearson Correlation	.587**	.576**	.693**	.629**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.465**	.680**	.670**	.546**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P32	Pearson Correlation	.597**	.782**	.763**	.514**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P33	Pearson Correlation	.570**	.437**	.662**	.685**
	Sig. (2-tailed)	.000	.001	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.448**	.501**	.751**	.501**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P35	Pearson Correlation	.495**	.498**	.571**	.556**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P36	Pearson Correlation	.544**	.709**	.628**	.598**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.704**	.720**	.832**	.740**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P5	P6	P7	P8
P27	Pearson Correlation	.642**	.777**	.600**	.601**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P28	Pearson Correlation	.640**	.723**	.826**	.577**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P29	Pearson Correlation	.640**	.529**	.564**	.474**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P30	Pearson Correlation	.707**	.655**	.611**	.569**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.676**	.560**	.628**	.602**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P32	Pearson Correlation	.558**	.665**	.731**	.514**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P33	Pearson Correlation	.597**	.607**	.482**	.488**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.592**	.564**	.650**	.470**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P35	Pearson Correlation	.557**	.721**	.563**	.569**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P36	Pearson Correlation	.693**	.690**	.662**	.580**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.807**	.804**	.785**	.715**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55



## Correlations

		P9	P10	P11	P12
P27	Pearson Correlation	.485**	.692**	.694**	.813**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P28	Pearson Correlation	.503**	.533**	.803**	.571**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P29	Pearson Correlation	.308*	.492**	.646**	.695**
	Sig. (2-tailed)	.022	.000	.000	.000
	N	55	55	55	55
P30	Pearson Correlation	.425**	.603**	.737**	.737**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.406**	.501**	.637**	.666**
	Sig. (2-tailed)	.002	.000	.000	.000
	N	55	55	55	55
P32	Pearson Correlation	.521**	.477**	.812**	.715**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P33	Pearson Correlation	.485**	.598**	.583**	.764**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.450**	.397**	.796**	.530**
	Sig. (2-tailed)	.001	.003	.000	.000
	N	55	55	55	55
P35	Pearson Correlation	.319*	.650**	.544**	.664**
	Sig. (2-tailed)	.018	.000	.000	.000
	N	55	55	55	55
P36	Pearson Correlation	.445**	.582**	.653**	.734**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.617**	.755**	.823**	.832**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P13	P14	P15	P16
P27	Pearson Correlation	.578**	.686**	.551**	.519**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P28	Pearson Correlation	.589**	.737**	.790**	.736**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P29	Pearson Correlation	.569**	.614**	.489**	.553**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P30	Pearson Correlation	.646**	.736**	.722**	.749**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.831**	.854**	.659**	.593**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P32	Pearson Correlation	.617**	.640**	.747**	.721**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P33	Pearson Correlation	.578**	.557**	.551**	.571**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.550**	.645**	.777**	.637**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P35	Pearson Correlation	.489**	.555**	.469**	.528**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P36	Pearson Correlation	.709**	.792**	.703**	.607**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.755**	.810**	.795**	.779**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P17	P18	P19	P20
P27	Pearson Correlation	.566**	.711**	.692**	.675**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P28	Pearson Correlation	.834**	.612**	.455**	.448**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P29	Pearson Correlation	.557**	.530**	.688**	.441**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P30	Pearson Correlation	.620**	.693**	.647**	.620**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.498**	.558**	.692**	.498**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P32	Pearson Correlation	.575**	.521**	.498**	.521**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P33	Pearson Correlation	.402**	.760**	.692**	.729**
	Sig. (2-tailed)	.002	.000	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.617**	.474**	.392**	.359**
	Sig. (2-tailed)	.000	.000	.003	.007
	N	55	55	55	55
P35	Pearson Correlation	.630**	.707**	.672**	.680**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P36	Pearson Correlation	.684**	.771**	.624**	.630**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.750**	.801**	.743**	.714**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P21	P22	P23	P24
P27	Pearson Correlation	.640**	.528**	.620**	.666**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P28	Pearson Correlation	.630**	.680**	.734**	.598**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P29	Pearson Correlation	.503**	.552**	.561**	.629**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P30	Pearson Correlation	.734**	.609**	.570**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.640**	.701**	.496**	.708**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P32	Pearson Correlation	.704**	.430**	.687**	.658**
	Sig. (2-tailed)	.000	.001	.000	.000
	N	55	55	55	55
P33	Pearson Correlation	.640**	.480**	.501**	.821**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.530**	.542**	.566**	.559**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P35	Pearson Correlation	.648**	.579**	.634**	.578**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P36	Pearson Correlation	.693**	.606**	.637**	.730**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.814**	.702**	.732**	.818**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P25	P26	P27	P28
P27	Pearson Correlation	.636**	.862**	1	.675**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
P28	Pearson Correlation	.640**	.690**	.675**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55
P29	Pearson Correlation	.461**	.685**	.699**	.557**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P30	Pearson Correlation	.621**	.838**	.813**	.670**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.642**	.679**	.657**	.665**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P32	Pearson Correlation	.782**	.646**	.681**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P33	Pearson Correlation	.487**	.806**	.730**	.511**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.641**	.638**	.624**	.823**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P35	Pearson Correlation	.360**	.751**	.779**	.580**
	Sig. (2-tailed)	.007	.000	.000	.000
	N	55	55	55	55
P36	Pearson Correlation	.661**	.870**	.850**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.702**	.880**	.866**	.841**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P29	P30	P31	P32
P27	Pearson Correlation	.699**	.813**	.657**	.681**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P28	Pearson Correlation	.557**	.670**	.665**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P29	Pearson Correlation	1	.764**	.583**	.576**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55
P30	Pearson Correlation	.764**	1	.703**	.715**
	Sig. (2-tailed)	.000		.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.583**	.703**	1	.733**
	Sig. (2-tailed)	.000	.000		.000
	N	55	55	55	55
P32	Pearson Correlation	.576**	.715**	.733**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55
P33	Pearson Correlation	.584**	.716**	.616**	.681**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.629**	.713**	.620**	.735**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P35	Pearson Correlation	.644**	.709**	.493**	.434**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	55	55	55	55
P36	Pearson Correlation	.652**	.829**	.760**	.704**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.745**	.882**	.822**	.829**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		P33	P34	P35	P36
P27	Pearson Correlation	.730**	.624**	.779**	.850**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P28	Pearson Correlation	.511**	.823**	.580**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P29	Pearson Correlation	.584**	.629**	.644**	.652**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P30	Pearson Correlation	.716**	.713**	.709**	.829**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P31	Pearson Correlation	.616**	.620**	.493**	.760**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55
P32	Pearson Correlation	.681**	.735**	.434**	.704**
	Sig. (2-tailed)	.000	.000	.001	.000
	N	55	55	55	55
P33	Pearson Correlation	1	.523**	.580**	.693**
	Sig. (2-tailed)		.000	.000	.000
	N	55	55	55	55
P34	Pearson Correlation	.523**	1	.349**	.629**
	Sig. (2-tailed)	.000		.009	.000
	N	55	55	55	55
P35	Pearson Correlation	.580**	.349**	1	.745**
	Sig. (2-tailed)	.000	.009		.000
	N	55	55	55	55
P36	Pearson Correlation	.693**	.629**	.745**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55
Perceived Organizational Support	Pearson Correlation	.792**	.753**	.757**	.884**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	55	55	55	55

## Correlations

		Perceived Organizational Support
P27	Pearson Correlation	.866**
	Sig. (2-tailed)	.000
	N	55
P28	Pearson Correlation	.841**
	Sig. (2-tailed)	.000
	N	55
P29	Pearson Correlation	.745**
	Sig. (2-tailed)	.000
	N	55
P30	Pearson Correlation	.882**
	Sig. (2-tailed)	.000
	N	55
P31	Pearson Correlation	.822**
	Sig. (2-tailed)	.000
	N	55
P32	Pearson Correlation	.829**
	Sig. (2-tailed)	.000
	N	55
P33	Pearson Correlation	.792**
	Sig. (2-tailed)	.000
	N	55
P34	Pearson Correlation	.753**
	Sig. (2-tailed)	.000
	N	55
P35	Pearson Correlation	.757**
	Sig. (2-tailed)	.000
	N	55
P36	Pearson Correlation	.884**
	Sig. (2-tailed)	.000
	N	55
Perceived Organizational Support	Pearson Correlation	1
	Sig. (2-tailed)	
	N	55

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).



## UJI VALIDITAS *EMPLOYEE ENGAGEMENT*

Correlations

		E1	E2	E3	E4	E5	E6	E7	E8	E9	Employee Engagement
E1	Pearson Correlation	1	.923**	.919**	.919**	.919**	.634**	.712**	.705**	.669**	.921**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
E2	Pearson Correlation	.923**	1	.916**	.916**	.916**	.478**	.557**	.525**	.674**	.851**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
E3	Pearson Correlation	.919**	.916**	1	1.000**	1.000**	.691**	.775**	.699**	.728**	.961**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
E4	Pearson Correlation	.919**	.916**	1.000**	1	1.000**	.691**	.775**	.699**	.728**	.961**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
E5	Pearson Correlation	.919**	.916**	1.000**	1.000**	1	.691**	.775**	.699**	.728**	.961**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
E6	Pearson Correlation	.634**	.478**	.691**	.691**	.691**	1	.910**	.666**	.444**	.787**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.001	.000
	N	55	55	55	55	55	55	55	55	55	55
E7	Pearson Correlation	.712**	.557**	.775**	.775**	.775**	.910**	1	.831**	.622**	.883**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
E8	Pearson Correlation	.705**	.525**	.699**	.699**	.699**	.666**	.831**	1	.757**	.841**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	55	55	55	55	55	55	55	55	55	55
E9	Pearson Correlation	.669**	.674**	.728**	.728**	.728**	.444**	.622**	.757**	1	.802**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000		.000
	N	55	55	55	55	55	55	55	55	55	55
Employee Engagement	Pearson Correlation	.921**	.851**	.961**	.961**	.961**	.787**	.883**	.841**	.802**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55	55

\*\* Correlation is significant at the 0.01 level (2-tailed).

### UJI VALIDITAS OCB

		O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
O1	Pearson Correlation	1	.598**	.668**	.564**	.800**	.498**	.545**	.760**	.763**	.623**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O2	Pearson Correlation	.598**	1	.727**	.477**	.591**	.495**	.547**	.644**	.566**	.447**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.001
	N	55	55	55	55	55	55	55	55	55	55
O3	Pearson Correlation	.668**	.727**	1	.401**	.656**	.632**	.611**	.715**	.630**	.407**
	Sig. (2-tailed)	.000	.000		.002	.000	.000	.000	.000	.000	.002
	N	55	55	55	55	55	55	55	55	55	55
O4	Pearson Correlation	.564**	.477**	.401**	1	.422**	.416**	.370**	.403**	.540**	.354**
	Sig. (2-tailed)	.000	.000	.002		.001	.002	.005	.002	.000	.008
	N	55	55	55	55	55	55	55	55	55	55
O5	Pearson Correlation	.800**	.591**	.656**	.422**	1	.570**	.533**	.742**	.656**	.719**
	Sig. (2-tailed)	.000	.000	.000	.001		.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O6	Pearson Correlation	.498**	.495**	.632**	.416**	.570**	1	.446**	.622**	.383**	.436**
	Sig. (2-tailed)	.000	.000	.000	.002	.000		.001	.000	.004	.001
	N	55	55	55	55	55	55	55	55	55	55
O7	Pearson Correlation	.545**	.547**	.611**	.370**	.533**	.446**	1	.501**	.414**	.363**
	Sig. (2-tailed)	.000	.000	.000	.005	.000	.001		.000	.002	.006
	N	55	55	55	55	55	55	55	55	55	55
O8	Pearson Correlation	.760**	.644**	.715**	.403**	.742**	.622**	.501**	1	.811**	.685**
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000		.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O9	Pearson Correlation	.763**	.566**	.630**	.540**	.656**	.383**	.414**	.811**	1	.592**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.004	.002	.000		.000
	N	55	55	55	55	55	55	55	55	55	55
O10	Pearson Correlation	.623**	.447**	.407**	.354**	.719**	.436**	.363**	.685**	.592**	1
	Sig. (2-tailed)	.000	.001	.002	.008	.000	.001	.006	.000	.000	
	N	55	55	55	55	55	55	55	55	55	55
O11	Pearson Correlation	.672**	.453**	.385**	.689**	.412**	.226	.413**	.399**	.651**	.322**
	Sig. (2-tailed)	.000	.001	.004	.000	.002	.098	.002	.003	.000	.017
	N	55	55	55	55	55	55	55	55	55	55
O12	Pearson Correlation	.763**	.727**	.722**	.470**	.755**	.632**	.611**	.715**	.537**	.592**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O13	Pearson Correlation	.634**	.627**	.800**	.598**	.616**	.700**	.459**	.792**	.698**	.553**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O14	Pearson Correlation	.819**	.537**	.685**	.653**	.714**	.598**	.580**	.674**	.685**	.563**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O15	Pearson Correlation	.477**	.566**	.630**	.263	.656**	.549**	.513**	.715**	.630**	.684**
	Sig. (2-tailed)	.000	.000	.000	.052	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O16	Pearson Correlation	.800**	.591**	.656**	.645**	.680**	.659**	.427**	.742**	.656**	.620**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O17	Pearson Correlation	.845**	.627**	.800**	.445**	.836**	.608**	.677**	.685**	.595**	.553**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O18	Pearson Correlation	.595**	.591**	.755**	.348**	.680**	.659**	.427**	.846**	.656**	.719**
	Sig. (2-tailed)	.000	.000	.000	.009	.000	.000	.001	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O19	Pearson Correlation	.646**	.633**	.710**	.222	.533**	.446**	.685**	.604**	.611**	.462**
	Sig. (2-tailed)	.000	.000	.000	.103	.000	.001	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O20	Pearson Correlation	.410**	.254	.278**	.418**	.398**	.141	.211	.484**	.492**	.425**
	Sig. (2-tailed)	.002	.061	.040	.001	.003	.303	.122	.000	.000	.001
	N	55	55	55	55	55	55	55	55	55	55
O21	Pearson Correlation	.452**	.187	.427**	.365**	.445**	.271**	.002	.419**	.539**	.463**
	Sig. (2-tailed)	.001	.171	.001	.006	.001	.045	.987	.001	.000	.000
	N	55	55	55	55	55	55	55	55	55	55
O22	Pearson Correlation	.300**	.254	.385**	.258	.398**	.333**	-.017	.373**	.278**	.318**
	Sig. (2-tailed)	.026	.061	.004	.057	.003	.013	.905	.005	.040	.018
	N	55	55	55	55	55	55	55	55	55	55
O23	Pearson Correlation	.362**	.306	.251	.562**	.162	.136	.275**	.154	.251	.165
	Sig. (2-tailed)	.007	.023	.064	.000	.237	.323	.042	.262	.064	.229
	N	55	55	55	55	55	55	55	55	55	55
O24	Pearson Correlation	.362**	.157	.258	.350**	.176	.225	-.075	.342**	.344**	.366**
	Sig. (2-tailed)	.007	.253	.057	.009	.199	.099	.587	.011	.010	.006
	N	55	55	55	55	55	55	55	55	55	55
Organizational Citizenship Behavior	Pearson Correlation	.868**	.735**	.816**	.669**	.812**	.675**	.612**	.851**	.811**	.713**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).



**Lampiran 7 Uji Reliabilitas****UJI RELIABILITAS POS****Reliability Statistics**

Cronbach's Alpha	N of Items
.981	36

**UJI RELIABILITAS *EMPLOYEE ENGAGEMENT*****Reliability Statistics**

Cronbach's Alpha	N of Items
.962	9

**UJI RELIABILITAS OCB****Reliability Statistics**

Cronbach's Alpha	N of Items
.958	24

## Lampiran 8 Uji Asumsi Klasik

### UJI NORMALITAS REGRESI LINIER SEDERHANA

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		55
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.55511663
	Absolute	.178
Most Extreme Differences	Positive	.178
	Negative	-.116
Kolmogorov-Smirnov Z		1.321
Asymp. Sig. (2-tailed)		.061

a. Test distribution is Normal.

b. Calculated from data.

### UJI NORMALITAS REGRESI LINIER BERGANDA

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		55
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	3.10957501
	Absolute	.173
Most Extreme Differences	Positive	.173
	Negative	-.144
Kolmogorov-Smirnov Z		1.286
Asymp. Sig. (2-tailed)		.073

a. Test distribution is Normal.

b. Calculated from data.

### UJI MULTIKOLINEARITAS REGRESI LINIER SEDERHANA

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	12.547	2.912		4.309	.000		
Perceived Organizational Support	.171	.020	.767	8.698	.000	1.000	1.000

a. Dependent Variable: Employee Engagement

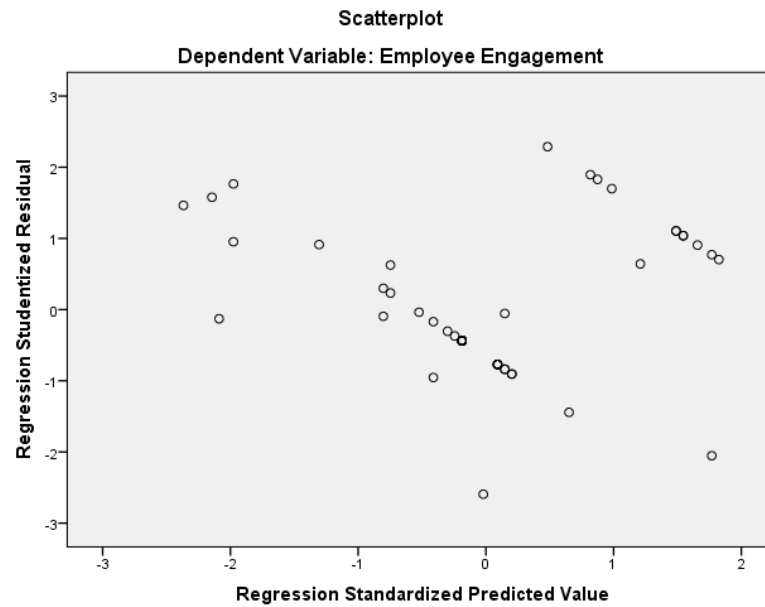
### UJI MULTIKOLINEARITAS REGRESI LINIER BERGANDA

**Coefficients<sup>a</sup>**

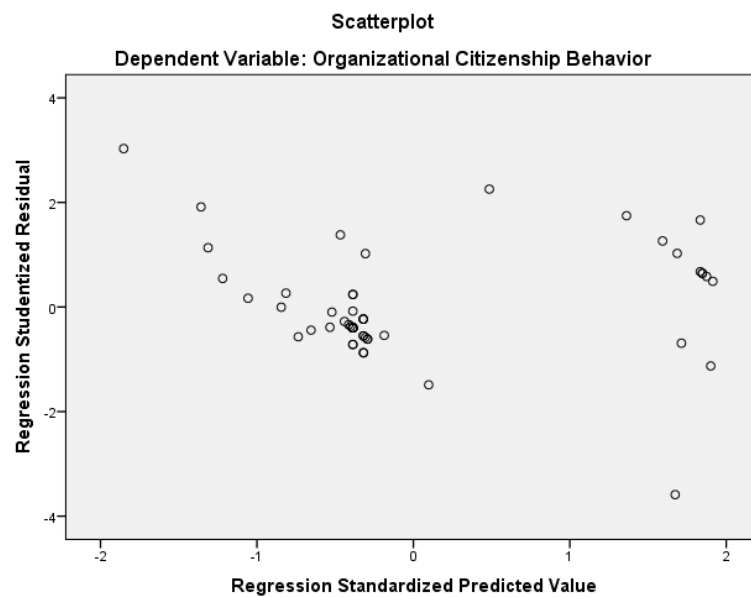
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	32.189	4.157		7.743	.000		
Perceived Organizational Support	.095	.038	.219	2.517	.015	.412	2.427
Employee Engagement	1.429	.169	.737	8.468	.000	.412	2.427

a. Dependent Variable: Organizational Citizenship Behavior

## UJI HETEROSKEDASTISITAS REGRESI LINIER SEDERHANA



## UJI HETEROSKEDASTISITAS REGRESI LINIER BERGANDA



## Lampiran 9 Regresi Linier Sederhana

### UJI HIPOTESIS 2

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Perceived Organizational Support <sup>b</sup>	.	Enter

a. Dependent Variable: Employee Engagement

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.767 <sup>a</sup>	.588	.580	2.579

a. Predictors: (Constant), Perceived Organizational Support

b. Dependent Variable: Employee Engagement

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	503.200	1	503.200	75.649	.000 <sup>b</sup>
	Residual	352.546	53	6.652		
	Total	855.745	54			

a. Dependent Variable: Employee Engagement

b. Predictors: (Constant), Perceived Organizational Support

**Coefficients<sup>a</sup>**

Model		Unstandardized		Standardized	t	Sig.
		Coefficients		Coefficients		
		B	Std. Error	Beta		
1	(Constant)	12.547	2.912		4.309	.000
	Perceived Organizational Support	.171	.020	.767	8.698	.000

a. Dependent Variable: Employee Engagement



## Lampiran 10 Regresi Linier Berganda

### UJI HIPOTESIS 1 DAN 3

#### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Employee Engagement, Perceived Organizational Support <sup>b</sup>	.	Enter

a. Dependent Variable: Organizational Citizenship Behavior

b. All requested variables entered.

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.915 <sup>a</sup>	.838	.832	3.169

a. Predictors: (Constant), Employee Engagement, Perceived Organizational Support

b. Dependent Variable: Organizational Citizenship Behavior

#### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2698.831	2	1349.416	134.386	.000 <sup>b</sup>
	Residual	522.151	52	10.041		
	Total	3220.982	54			

a. Dependent Variable: Organizational Citizenship Behavior

b. Predictors: (Constant), Employee Engagement, Perceived Organizational Support

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	32.189	4.157		7.743	.000
	Perceived Organizational Support	.095	.038	.219	2.517	.015
	Employee Engagement	1.429	.169	.737	8.468	.000

a. Dependent Variable: Organizational Citizenship Behavior

## Lampiran 11 Surat Ijin Penelitian



**UMY** UNIVERSITAS  
MUHAMMADIYAH  
YOGYAKARTA  
*Unggul & Bermartabat*

**FAKULTAS EKONOMI DAN BISNIS**

- Program Studi Manajemen (Terakreditasi A, 2013)  
- Program Studi Akuntansi (Terakreditasi A, 2015)  
- Program Studi IESP (Terakreditasi A, 2016)

Nomor : 1206 / A.4-II/MNJ / XII / 2018

Yogyakarta, 18 Desember 2018

Hal : **Permohonan Ijin Riset**

Kepada Yth.  
BPJS Ketenagakerjaan Yogyakarta

Assalaamu'alaikum Wr. Wb.

Untuk mendapatkan gelar kesarjanaan pada Fakultas Ekonomi UMY, salah satu kewajiban mahasiswa adalah menyusun Tulisan Ilmiah/Skripsi.

Schubungan dengan hal tersebut di atas kami mohon kesediaan Bapak/Ibu untuk memberikan ijin penelitian kepada:

N a m a : Gita Pertiwi  
No. Mahasiswa : 20150410348  
Program Studi : Manajemen  
Alamat : Jl. Jagalan No. 2 Yogyakarta

Tujuan : Untuk menyusun Skripsi yang berjudul:  
Pengaruh Perceived Organizational Support terhadap  
Organizational Citizenship Behavior dengan  
Employee Engagement sebagai Variabel Intervening

Lokasi : Jl. Urip Sumohardjo No. 106 Yogyakarta  
Waktu : 18 Desember 2018 s/d Selesai

Atas kerjasama dan bantuan Bapak/Ibu kami ucapkan terima kasih.

Wassalaamu'alaikum Wr. Wb.




ADDRESS

CONTACT

Phone : +62 271 424 4833/50 440 117

( Dr. Endah Saptutyningsih, M.Si )

**Lampiran 12 Surat Keterangan Uji Turnitin**


 **PERPUSTAKAAN**  
**UNIVERSITAS MUHAMMADIYAH YOGYAKARTA (UMY)**  
Terakreditasi "A" (Perpustakaan Nasional RI No : 29/1/ee/XII.2014)

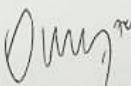
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Perpustakaan Universitas Muhammadiyah Yogyakarta menyatakan bahwa Skripsi atas nama :

Nama : GITA PERTIWI  
Prodi/Fakultas : Manajemen  
NIM : 20150410348  
Judul : PENGARUH PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR DENGAN EMPLOYEE ENGAGEMENT SEBAGAI VARIABEL INTERVENING (Studi pada Karyawan Tetap BPJS Ketenagakerjaan se-DIY)  
Dosen Pembimbing : Rini Juni Astuti, S.E., M.Si.

Telah dilakukan tes Turnitin filter 1%, dengan tingkat similaritasnya sebesar 7%.  
Semoga surat keterangan ini dapat digunakan sebagaimana mestinya.

Mengetahui  
Ka.Ur. Pengolahan dan Layanan  
  
Laela Niswatin, S.I.Pust.

Yogyakarta, 2019-02-20  
yang melaksanakan pengecekan  
  
Ikram Al-Zein, S.Kom.I