

LAMPIRAN

LAMPIRAN 1

KUESIONER PENELITIAN

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PENGARUH KETERLIBATAN KERJA DAN BUDAYA ORGANISASI TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) DENGAN KEPUASAN KERJA SEBAGAI VARIABEL *INTERVENING* STUDI PADA KARYAWAN BOYONG RESTO SLEMAN SELMAN

PENGANTAR

Saya Muhammad Ichsan Mustaqim dari Program Studi Manajemen SDM Universitas Muhammadiyah Yogyakarta (UMY) sedang mengadakan penelitian tentang Pengaruh Keterlibatan Kerja dan Budaya Organisasi terhadap *Organizational Citizenship Behavior* (OCB) dengan Kepuasan Kerja sebagai Variabel Intervening studi kasus pada karyawan Boyong Resto Sleman.

Demi tercapainya tujuan penelitian ini, maka peneliti mohon kesediaannya dan kesadaran Bapak/Ibu/Saudara/I untuk mengisi kuesioner atau daftar pertanyaan yang telah disediakan berikut sesuai dengan keadaan sebenarnya, karena dalam hal ini jawaban anda :

1. Dijamin kerahasiaannya.
2. Tidak ada kaitannya dengan karier Bapak/Ibu/Saudara/I.
3. Tidak berhubungan dengan Parpol (Partai Politik) manapun.
4. Semata – mata hanya untuk ilmu pengetahuan.

Atas kesediaan Bapak/Ibu/Saudara/I untuk meluangkan waktunya juga untuk mengisi kuesioner ini, peneliti mengucapkan terima kasih.

Hormat Saya

Muhammad Ichsan Mustaqim

A. IDENTITAS RESPONDEN

1. Nama Responden :
2. Usia : Kurang dari 20 tahun 21 - 25 tahun
 26 – 30 tahun 31 – 35 tahun
 36 – 40 tahun > 40 tahun
3. Jenis Kelamin : Laki – laki Perempuan
4. Pendidikan : SMP/Sederajat SMA/Sederajat
 S1 Lainnya
5. Lama Berkerja : 1 - 5 tahun 6 – 10 tahun
 11 – 15 tahun 16 – 20 tahun

B. PETUNJUK PENGISIAN

1. mohon untuk menjawab pertanyaan dengan jujur dan sesuai dengan keadaan Bapak/Ibu/Saudara/i.
2. bacalah terlebih dahulu pertanyaan dengan cermat sebelum anda memulai untuk menjawab
3. setiap pertanyaan diikuti dengan (5) pilihan jawaban. Bapak/Ibu/Saudara/i cukup memilih salah satu dengan memberikan centang (\surd) adapun ketentuannya sebagai berikut :

Simbol	Kategori	Nilai bobot
STS	Sangat Tidak Setuju	1
TS	Tidak Setuju	2
N	Netral	3
S	Setuju	4
SS	Sangat Setuju	5

DAFTAR PERTANYAAN

Keterlibatan Kerja						
No	Pertanyaan	Nilai				
		STS	TS	N	S	SS
1	Hal terpenting yang terjadi pada saya adalah pekerjaan saya sekarang.					
2	Bagi saya, pekerjaan saya hanya sebagian kecil dari hidup saya.					
3	Saya sangat terlibat secara pribadi dalam pekerjaan saya.					
4	Saya hidup, makan dan bernafas dari pekerjaan saya.					
5	Sebagian besar minat saya terpusat pada pekerjaan saya.					
6	Saya memiliki ikatan yang sangat kuat dengan pekerjaan saya saat ini.					
7	Biasanya saya merasa terlepas dari pekerjaan saya.					
8	Sebagian besar tujuan hidup pribadi saya berorientasi pada pekerjaan.					
9	Saya menganggap pekerjaan saya sangat penting bagi keberadaan saya.					
10	Sebagian besar hidup saya adalah dalam pekerjaan saya.					

Budaya Organisasi						
No	Pertanyaan	Nilai				
		STS	TS	N	S	SS
Keterlibatan (<i>Involvement</i>)						
1	Saya memiliki kewenangan, inisiatif, kemampuan mengelola pekerjaan.					
2	Saya dapat berkerja dengan tim untuk mencapai tujuan bersama.					
3	Saya dapat mengembangkan keterampilan guna keunggulan daya saing.					
Konsistensi (<i>Consistency</i>)		STS	TS	N	S	SS
4	Saya dapat berbagi informasi dengan pegawai lainnya.					
5	Saya dapat memperoleh kesepakatan mengenai isu-isu perbedaan di tempat kerja saya.					
6	Saya mampu berkerja sama dengan berbagai unit di tempat kerja saya.					
Adaptasi (<i>Adaptability</i>)		STS	TS	N	S	SS

7	Saya dapat beradaptasi untuk memenuhi perubahan kebutuhan saya.					
8	Pihak Restoran, dapat memahami keadaan untuk mengantisipasi keadaan di masa depan.					
9	Pihak Restoran, dapat membaca peluang untuk berinovasi, memperoleh pengetahuan dan mengembangkan pengetahuan.					
Misi (Mission)		STS	TS	N	S	SS
10	Saya dapat membaca arahan strategi yang jelas tentang tujuan Pihak Restoran.					
11	Saya mengetahui misi, visi dan strategi pada tempat saya berkerja.					
12	Saya mengetahui tujuan dari restoran saya berkerja.					

Organizational Citizenship Behavior (OCB)						
No	Pertanyaan	Nilai				
		STS	TS	N	S	SS
1	Saya membantu pekerjaan karyawan lain yang memiliki beban kerja berat.					
2	Saya selalu siap membantu tugas karyawan lain di tempat saya berkerja.					
3	Saya membantu karyawan lain yang tidak hadir.					
4	Saya dengan sukarela membantu karyawan lain yang memiliki kesulitan dalam pekerjaan.					
5	Saya membantu mengarahkan karyawan baru meskipun tidak diperlukan.					
6	Saya percaya bahwa melakukan pekerjaan dengan jujur akan mendapatkan gaji yang semestinya.					
7	Kehadiran saya di tempat kerja melebihi jam kerja pada umumnya.					
8	Saya tidak mengambil jam istirahat tambahan.					
9	Saya mematuhi peraturan yang ada di perusahaan meskipun tidak ada yang mengawasi.					
10	Saya merupakan salah satu karyawan yang paling teliti.					
11	Saya selalu membutuhkan pembuktian yang terperinci atas apa yang terjadi di tempat saya berkerja. (R)					
12	Saya menghabiskan banyak waktu dengan mengeluhkan hal-hal yang tidak penting. (R)					
13	Saya cenderung membesar-besarkan masalah. (R)					
14	Saya selalu melihat kesalahan orang lain, daripada					

	sisi positifnya. (R)					
15	Saya selalu menemukan kesalahan yang dilakukan pihak Restoran (R)					
16	Saya mencoba untuk menghindari terciptanya masalah dengan rekan kerja.					
17	Saya mempertimbangkan dampak dari pekerjaan saya terhadap rekan kerja.					
18	Saya tidak pernah menyalahgunakan hak-hak orang lain					
19	Saya mengambil langkah untuk berusaha mencegah konflik dengan karyawan lain.					
20	Saya sadar bagaimana perilaku saya mempengaruhi pekerjaan orang lain.					
21	Saya tetap mengikuti perubahan dalam organisasi.					
22	Saya menghadiri pertemuan yang tidak diwajibkan, tetapi dianggap penting.					
23	Saya menghadiri kegiatan yang dilakukan oleh luar pihak untuk meningkatkan pencitraan restoan.					
24	Saya memantau berbagai perkembangan informasi di restoran.					

Kepuasan Kerja						
No	Pertanyaan	Nilai				
		STS	TS	N	S	SS
1	Berkerja di tempat kerja saat ini menyenangkan.					
2	Pekerjaan ini sudah sesuai dengan kemampuan dan bidang yang di kuasai karyawan.					
3	Pengawasan mutu kerja dari atasan sangat baik					
4	Atasan adalah orang yang bijaksana dan perhatian.					
5	Gaji atau upah yang diterima saat ini sudah memuaskan.					
6	Gaji atau upah yang diterima saat ini sesuai dengan tingkat keterampilan dan pekerjaan karyawan.					
7	Dengan berkerja saat ini karyawan mempunyai masa depan dan kesempatan promosi untuk lebih maju lagi.					
8	Karir berjalan sesuai dengan kemampuan karyawan.					
9	Karyawan mempunyai rekan kerja yang menyenangkan.					
10	Karyawan selalu berhubungan baik dengan rekan kerja.					

LAMPIRAN 2

DATA MENTAH HASIL KUESIONER

NO	Keterlibatan Kerja (X1)										Jumlah
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
1	4	4	4	5	4	4	4	4	4	4	41
2	4	3	4	3	3	4	3	3	4	3	34
3	4	4	5	4	4	5	4	4	5	5	44
4	5	4	5	5	5	5	4	4	4	4	45
5	4	4	5	4	4	5	4	5	5	5	45
6	4	4	5	4	4	5	5	5	4	4	44
7	4	4	4	5	5	4	4	4	5	4	43
8	4	4	4	4	4	4	4	5	4	4	41
9	4	4	4	4	4	4	4	4	3	4	39
10	4	4	4	5	5	5	4	4	4	5	44
11	4	4	4	5	4	4	5	4	5	4	43
12	5	5	4	4	4	5	5	4	4	5	45
13	4	4	4	5	4	4	4	5	5	4	43
14	5	4	4	5	5	4	5	4	4	4	44
15	4	4	3	4	3	4	3	3	4	4	36
16	5	5	5	4	4	5	4	5	5	4	46
17	5	5	5	4	4	5	4	4	4	5	45
18	5	5	5	5	4	4	5	5	4	4	46
19	4	4	4	4	5	4	4	5	4	5	43
20	4	4	4	5	5	5	4	5	5	4	45
21	5	5	4	4	4	5	5	5	4	5	46
22	4	4	4	5	5	4	5	4	5	5	45
23	5	5	4	5	4	4	4	5	5	5	46
24	5	5	4	5	5	4	4	4	5	4	45
25	4	4	5	5	4	5	5	5	4	5	46
26	3	4	4	3	3	3	3	4	4	3	34
27	4	4	5	5	4	4	5	5	5	4	45
28	4	4	4	5	5	4	4	5	4	5	44
29	4	4	5	5	5	4	4	5	5	5	46
30	4	5	5	5	4	4	4	4	5	5	45
31	5	5	4	4	4	5	5	5	5	5	47
32	4	4	5	5	4	5	5	5	4	5	46
33	4	4	4	4	5	4	4	4	5	4	42
34	5	4	4	4	4	4	5	4	4	5	43
35	5	5	5	5	4	4	5	5	4	4	46
36	4	4	5	5	4	4	4	5	4	4	43
37	3	3	4	4	3	4	4	3	3	4	35

38	4	4	4	5	5	4	5	5	4	5	45
39	4	4	5	5	5	5	4	4	4	5	45
40	4	4	4	5	5	4	5	5	4	4	44

No	Budaya Organisasi (X2)												JUMLAH
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	
1	5	5	5	5	4	5	4	4	5	4	5	5	56
2	4	3	3	4	3	3	4	4	3	4	3	4	42
3	4	5	5	5	5	5	4	4	5	5	5	5	57
4	5	4	5	4	4	5	4	5	5	4	5	4	54
5	4	5	4	5	5	5	5	4	4	5	5	4	55
6	5	5	5	5	5	5	4	4	5	5	5	5	58
7	4	5	4	4	4	4	4	4	5	4	4	5	51
8	4	4	5	5	5	4	4	5	4	4	5	4	53
9	4	5	4	4	5	4	4	5	4	4	4	4	51
10	4	4	5	4	5	4	4	4	4	5	5	4	52
11	5	4	4	5	5	5	4	4	5	5	4	5	55
12	5	4	5	4	4	5	4	5	5	5	5	4	55
13	5	4	5	4	4	4	5	5	4	4	4	5	53
14	4	5	4	4	5	5	5	5	5	5	5	5	57
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16	4	4	5	4	4	5	4	5	5	4	4	4	52
17	4	4	4	5	5	4	4	5	4	4	4	4	51
18	4	4	5	4	5	5	4	4	5	4	4	5	53
19	4	5	4	4	5	4	4	4	4	5	5	5	53
20	5	5	4	4	5	5	4	4	4	5	5	4	54
21	3	4	5	4	4	4	5	4	5	4	4	5	51
22	4	4	3	4	4	4	3	4	5	5	5	5	50
23	4	4	4	5	5	4	4	5	5	4	4	5	53
24	4	4	5	5	4	4	4	4	5	5	4	4	52
25	4	4	4	5	5	4	4	4	5	4	4	5	52
26	3	3	4	4	3	4	3	3	3	4	3	4	41
27	4	4	5	5	4	4	4	4	4	5	5	4	52
28	4	4	4	3	4	4	5	4	4	4	5	5	50

22	4	4	5	4	5	4	5	5	5	5	46
23	4	4	3	4	4	4	4	4	4	4	39
24	4	4	5	5	4	5	5	5	4	4	45
25	5	5	5	4	4	5	4	4	5	5	46
26	4	4	4	3	3	3	4	3	3	3	34
27	4	4	5	4	4	4	4	4	4	4	41
28	4	4	4	4	4	4	4	5	4	5	42
29	4	5	4	4	4	5	4	5	4	4	43
30	4	4	4	4	5	4	4	5	4	5	43
31	4	4	4	5	4	4	4	4	5	4	42
32	4	4	4	4	4	4	5	4	4	4	41
33	4	4	4	4	5	5	5	4	4	5	44
34	5	4	4	4	4	4	4	4	4	5	42
35	5	4	4	5	4	5	4	4	5	5	45
36	4	4	5	5	5	4	4	5	5	4	45
37	3	3	4	4	3	4	3	4	4	3	35
38	4	4	5	4	4	5	4	5	4	5	44
39	4	3	3	4	4	5	4	5	4	4	40
40	4	4	4	3	4	5	5	4	4	5	42

<i>Organizational Citizenship Behavior (OCB) (Y)</i>																									
No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Jumlah
1	4	4	5	4	4	5	4	5	4	4	4	4	4	5	5	4	4	3	4	4	4	4	4	5	101
2	3	4	4	3	3	4	4	3	3	4	4	4	4	3	3	3	4	4	3	4	4	3	4	3	85
3	4	4	4	5	4	5	5	5	5	5	4	4	4	4	5	5	5	4	4	4	4	5	4	5	107
4	5	5	5	4	4	5	4	5	4	4	4	4	4	4	5	4	4	4	5	5	4	5	4	4	105
5	4	4	4	4	5	5	5	4	5	4	4	4	4	4	5	4	4	5	5	5	4	4	5	4	105
6	4	5	5	4	5	5	5	4	5	5	4	5	5	5	4	5	5	5	4	4	5	5	4	4	111
7	4	4	4	4	5	4	5	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	99
8	4	4	4	4	4	4	4	5	4	4	5	4	5	4	4	4	4	4	4	4	4	5	4	4	100
9	4	4	4	4	4	4	4	4	4	4	5	4	4	4	5	4	4	4	4	4	4	4	4	5	99
10	4	4	5	5	5	4	4	5	5	4	5	5	4	4	5	4	4	4	5	5	5	4	4	5	108
11	5	5	5	5	4	5	5	4	5	4	4	4	4	5	4	4	4	4	5	5	4	5	5	5	109
12	4	4	4	4	5	4	5	5	5	5	5	4	4	5	4	4	4	4	5	5	5	5	4	5	108
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17	4	5	5	5	5	4	4	5	5	4	5	4	4	4	5	4	4	5	4	5	5	5	4	4	108
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22	4	4	4	4	5	5	5	5	4	5	5	4	4	4	5	4	4	3	4	5	5	5	4	5	106

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24	4	4	4	4	5	4	4	5	5	5	4	4	4	4	5	4	5	5	5	4	4	4	4	5	5	106
25	5	5	5	5	4	4	4	5	4	4	4	5	5	5	5	4	4	5	4	4	5	5	4	5	109	
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27	4	4	4	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	99
28	4	4	4	5	5	4	5	4	4	4	5	4	5	5	5	4	4	5	4	4	4	4	4	5	5	106
29	4	4	4	5	4	5	5	5	4	4	5	4	4	5	5	4	5	5	5	4	4	5	5	4	108	
30	4	4	5	4	4	5	4	4	4	5	4	4	4	4	4	4	4	4	5	5	5	4	5	4	103	
31	4	4	4	5	4	4	5	4	4	4	4	4	4	5	5	5	4	4	4	4	5	5	5	4	4	104
32	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	98
33	5	5	4	4	5	4	4	5	4	5	5	4	4	4	4	5	5	4	4	4	4	4	5	5	4	106
34	4	4	4	5	5	4	5	4	4	4	4	4	4	4	5	4	4	5	5	5	4	4	4	4	4	103
35	5	4	5	4	4	5	5	5	5	5	5	4	4	5	5	4	4	4	5	4	4	4	4	4	5	108
36	5	4	4	5	4	4	4	4	4	5	4	5	5	5	5	4	4	5	4	5	5	5	4	5	108	
37	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3	4	4	3	4	4	4	93
38	5	4	4	5	5	4	4	5	4	4	5	4	4	4	5	4	4	4	5	5	4	4	5	5	106	
39	5	5	4	4	4	4	5	4	5	4	4	4	4	5	5	5	4	3	4	5	4	4	4	5	4	104
40	4	4	4	4	5	4	5	4	5	4	4	4	4	4	4	4	4	4	5	4	4	4	4	5	5	102

LAMPIRAN 3

HASIL UJI INSTRUMEN

Correlations												
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1
X1.1	Pearson Correlation	1	.732**	.133	.138	.187	.337*	.389*	.204	.144	.240	.588**
	Sig. (2-tailed)		.000	.414	.396	.247	.034	.013	.206	.374	.136	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1.2	Pearson Correlation	.732**	1	.205	.149	.079	.227	.294	.359*	.295	.320*	.614**
	Sig. (2-tailed)	.000		.205	.358	.629	.159	.065	.023	.065	.044	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1.3	Pearson Correlation	.133	.205	1	.213	.038	.407**	.221	.382*	.122	.195	.492**
	Sig. (2-tailed)	.414	.205		.187	.815	.009	.170	.015	.454	.227	.001
	N	40	40	40	40	40	40	40	40	40	40	40
X1.4	Pearson Correlation	.138	.149	.213	1	.595**	.014	.402*	.342*	.238	.261	.600**
	Sig. (2-tailed)	.396	.358	.187		.000	.930	.010	.031	.140	.104	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1.5	Pearson Correlation	.187	.079	.038	.595**	1	.135	.268	.304	.266	.344*	.580**
	Sig. (2-tailed)	.247	.629	.815	.000		.405	.095	.057	.096	.030	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1.6	Pearson Correlation	.337*	.227	.407**	.014	.135	1	.249	.190	.066	.479**	.519**
	Sig. (2-tailed)	.034	.159	.009	.930	.405		.121	.241	.685	.002	.001

	N	40	40	40	40	40	40	40	40	40	40	40
X1.7	Pearson Correlation	.389*	.294	.221	.402*	.268	.249	1	.458**	.007	.372*	.643**
	Sig. (2-tailed)	.013	.065	.170	.010	.095	.121		.003	.964	.018	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1.8	Pearson Correlation	.204	.359*	.382*	.342*	.304	.190	.458**	1	.245	.287	.666**
	Sig. (2-tailed)	.206	.023	.015	.031	.057	.241	.003		.128	.073	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1.9	Pearson Correlation	.144	.295	.122	.238	.266	.066	.007	.245	1	.137	.436**
	Sig. (2-tailed)	.374	.065	.454	.140	.096	.685	.964	.128		.401	.005
	N	40	40	40	40	40	40	40	40	40	40	40
X1.10	Pearson Correlation	.240	.320*	.195	.261	.344*	.479**	.372*	.287	.137	1	.631**
	Sig. (2-tailed)	.136	.044	.227	.104	.030	.002	.018	.073	.401		.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1	Pearson Correlation	.588**	.614**	.492**	.600**	.580**	.519**	.643**	.666**	.436**	.631**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.001	.000	.000	.005	.000	
	N	40	40	40	40	40	40	40	40	40	40	40
** . Correlation is significant at the 0.01 level (2-tailed).												
* . Correlation is significant at the 0.05 level (2-tailed).												

Correlations														
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2
X2.1	Pearson Correlation	1	.362*	.019	.122	.155	.260	.217	.346*	.204	.259	.262	.085	.517**
	Sig. (2-tailed)		.022	.908	.453	.338	.106	.178	.029	.206	.106	.102	.601	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.362*	1	-.009	.172	.510**	.305	.277	.136	.242	.400*	.543**	.209	.659**
	Sig. (2-tailed)	.022		.955	.290	.001	.055	.084	.404	.133	.011	.000	.197	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.019	-.009	1	.194	.168	.374*	.169	.150	.361*	-.031	.166	.110	.451**
	Sig. (2-tailed)	.908	.955		.231	.300	.017	.297	.356	.022	.851	.307	.498	.003
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.122	.172	.194	1	.422**	.195	-.204	.032	.282	.270	.208	.080	.456**
	Sig. (2-tailed)	.453	.290	.231		.007	.229	.207	.842	.078	.093	.198	.625	.003
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.5	Pearson Correlation	.155	.510**	.168	.422**	1	.248	.078	.170	.325*	.329*	.468**	.228	.669**
	Sig. (2-tailed)	.338	.001	.300	.007		.123	.634	.294	.041	.038	.002	.157	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.260	.305	.374*	.195	.248	1	0.000	.052	.458**	.301	.401*	.170	.608**
	Sig. (2-tailed)	.106	.055	.017	.229	.123		1.000	.751	.003	.060	.010	.296	.000

	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.7	Pearson Correlation	.217	.277	.169	-.204	.078	0.000	1	.433**	-.019	-.024	.020	.255	.343*
	Sig. (2-tailed)	.178	.084	.297	.207	.634	1.000		.005	.909	.885	.902	.112	.030
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.8	Pearson Correlation	.346*	.136	.150	.032	.170	.052	.433**	1	.089	-.169	.080	-.085	.356*
	Sig. (2-tailed)	.029	.404	.356	.842	.294	.751	.005		.586	.297	.622	.603	.024
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.9	Pearson Correlation	.204	.242	.361*	.282	.325*	.458**	-.019	.089	1	.062	.250	.472**	.620**
	Sig. (2-tailed)	.206	.133	.022	.078	.041	.003	.909	.586		.702	.120	.002	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.10	Pearson Correlation	.259	.400*	-.031	.270	.329*	.301	-.024	-.169	.062	1	.492**	.046	.455**
	Sig. (2-tailed)	.106	.011	.851	.093	.038	.060	.885	.297	.702		.001	.777	.003
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.11	Pearson Correlation	.262	.543**	.166	.208	.468**	.401*	.020	.080	.250	.492**	1	.039	.632**
	Sig. (2-tailed)	.102	.000	.307	.198	.002	.010	.902	.622	.120	.001		.809	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.12	Pearson Correlation	.085	.209	.110	.080	.228	.170	.255	-.085	.472**	.046	.039	1	.424**
	Sig. (2-tailed)	.601	.197	.498	.625	.157	.296	.112	.603	.002	.777	.809		.006

	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2	Pearson Correlation	.517**	.659**	.451**	.456**	.669**	.608**	.343*	.356*	.620**	.455**	.632**	.424**	1
	Sig. (2-tailed)	.001	.000	.003	.003	.000	.000	.030	.024	.000	.003	.000	.006	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
*. Correlation is significant at the 0.05 level (2-tailed).														
**. Correlation is significant at the 0.01 level (2-tailed).														

Correlations												
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3
X3.1	Pearson Correlation	1	.740**	.313*	.232	.358*	.340*	.225	.244	.332*	.575**	.656**
	Sig. (2-tailed)		.000	.049	.151	.023	.032	.163	.129	.036	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3.2	Pearson Correlation	.740**	1	.491**	.157	.461**	.337*	.373*	.299	.351*	.509**	.716**
	Sig. (2-tailed)	.000		.001	.332	.003	.034	.018	.061	.026	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3.3	Pearson Correlation	.313*	.491**	1	.231	.382*	.256	.413**	.210	.286	.398*	.618**
	Sig. (2-tailed)	.049	.001		.152	.015	.111	.008	.194	.074	.011	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3.4	Pearson Correlation	.232	.157	.231	1	.176	.350*	.146	.435**	.573**	.119	.510**
	Sig. (2-tailed)	.151	.332	.152		.276	.027	.369	.005	.000	.465	.001
	N	40	40	40	40	40	40	40	40	40	40	40
X3.5	Pearson Correlation	.358*	.461**	.382*	.176	1	.311	.558**	.419**	.404**	.589**	.717**
	Sig. (2-tailed)	.023	.003	.015	.276		.051	.000	.007	.010	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3.6	Pearson Correlation	.340*	.337*	.256	.350*	.311	1	.464**	.343*	.504**	.379*	.657**
	Sig. (2-tailed)	.032	.034	.111	.027	.051		.003	.030	.001	.016	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3.7	Pearson Correlation	.225	.373*	.413**	.146	.558**	.464**	1	.192	.289	.339*	.614**

	Sig. (2-tailed)	.163	.018	.008	.369	.000	.003		.236	.070	.032	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3.8	Pearson Correlation	.244	.299	.210	.435**	.419**	.343*	.192	1	.389*	.435**	.602**
	Sig. (2-tailed)	.129	.061	.194	.005	.007	.030	.236		.013	.005	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3.9	Pearson Correlation	.332*	.351*	.286	.573**	.404**	.504**	.289	.389*	1	.423**	.699**
	Sig. (2-tailed)	.036	.026	.074	.000	.010	.001	.070	.013		.007	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3.10	Pearson Correlation	.575**	.509**	.398*	.119	.589**	.379*	.339*	.435**	.423**	1	.743**
	Sig. (2-tailed)	.000	.001	.011	.465	.000	.016	.032	.005	.007		.000
	N	40	40	40	40	40	40	40	40	40	40	40
X3	Pearson Correlation	.656**	.716**	.618**	.510**	.717**	.657**	.614**	.602**	.699**	.743**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40
** . Correlation is significant at the 0.01 level (2-tailed).												
* . Correlation is significant at the 0.05 level (2-tailed).												

		Correlations																								
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y
Y1	Pearson Correlation	1	.566**	.233	.284	.175	.124	.002	.314*	.288	.099	.245	.311	.410**	.401*	.440**	.267	.051	.127	.364*	.225	.041	.341*	.354*	.309	.546**
	tailed)		.000	.147	.076	.281	.446	.989	.049	.072	.542	.128	.051	.009	.010	.005	.096	.753	.437	.021	.162	.802	.031	.025	.053	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y2	Pearson Correlation	.566**	1	.420**	.262	.175	.112	.189	.310	.268	.060	.130	.365*	.469**	.382*	.302	.306	.306	.180	.187	.218	.300	.441**	.343*	.152	.570**
	tailed)	.000		.007	.102	.281	.493	.243	.051	.095	.715	.425	.021	.002	.015	.058	.055	.055	.267	.247	.177	.060	.004	.030	.350	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y3	Pearson Correlation	.233	.420**	1	.211	.066	.314*	-.024	.224	.201	.224	.146	.274	.076	.239	.162	.082	.137	.068	.088	.120	.269	.243	.092	.122	.380*
	tailed)	.147	.007		.191	.688	.048	.885	.164	.213	.165	.368	.087	.643	.137	.317	.614	.400	.679	.589	.460	.093	.130	.572	.453	.016
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y4	Pearson Correlation	.284	.262	.211	1	.259	-.037	.364*	.331*	.242	-.030	.273	.354*	.325*	.447**	.614**	.212	.310	.363*	.360*	.418**	.307	.533**	.222	.438**	.651**
	tailed)	.076	.102	.191		.107	.819	.021	.037	.133	.855	.088	.025	.041	.004	.000	.189	.052	.021	.022	.007	.054	.000	.169	.005	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y5	Pearson Correlation	.175	.175	.066	.259	1	.017	.296	.227	.409**	.270	.489**	.148	.157	-.020	.370*	.293	.339*	.312*	.307	.290	.177	.166	.375*	.362*	.537**
	tailed)	.281	.281	.688	.107		.915	.063	.159	.009	.093	.001	.362	.334	.903	.019	.066	.032	.050	.054	.070	.275	.307	.017	.022	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y6	Pearson Correlation	.124	.112	.314*	-.037	.017	1	.301	.214	.120	.245	.039	.055	0.000	.095	.242	.196	.305	-.054	.315*	.191	.136	.136	.202	.146	.341*
	tailed)	.446	.493	.048	.819	.915		.059	.185	.460	.128	.812	.738	1.000	.559	.132	.225	.056	.742	.048	.237	.401	.404	.212	.370	.031
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y7	Pearson Correlation	.002	.189	-.024	.364*	.296	.301	1	.165	.352*	.292	.179	.037	.260	.408**	.401*	.170	.268	.095	.411**	.313*	.279	.267	.323*	.318*	.539**
	tailed)	.989	.243	.885	.021	.063	.059		.309	.026	.068	.268	.821	.105	.009	.010	.295	.094	.560	.008	.049	.081	.096	.042	.046	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y8	Pearson Correlation	.314*	.310	.224	.331*	.227	.214	.165	1	.240	.267	.423**	.187	.107	.285	.553**	.322*	.368*	-.088	.330*	.307	.404**	.423**	.141	.464**	.600**
	tailed)	.049	.051	.164	.037	.159	.185	.309		.136	.096	.007	.248	.510	.074	.000	.043	.019	.588	.038	.054	.010	.007	.385	.003	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y9	Pearson Correlation	.288	.268	.201	.242	.409**	.120	.352*	.240	1	.150	.168	.236	.144	.274	.310	.377*	.115	.198	.521**	.230	.122	.261	.211	.280	.529**
	tailed)	.072	.095	.213	.133	.009	.460	.026	.136		.356	.301	.143	.374	.087	.052	.017	.479	.221	.001	.154	.454	.104	.191	.080	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

Y10	Pearson Correlation	.099	.060	.224	-.030	.270	.245	.292	.267	.150	1	.186	.117	.054	.102	.086	.419**	.478**	.029	.019	.051	.344*	.290	.137	.225	.383*
	tailed)	.542	.715	.165	.855	.093	.128	.068	.096	.356		.249	.474	.743	.532	.597	.007	.002	.860	.909	.754	.030	.070	.399	.163	.015
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y11	Pearson Correlation	.245	.130	.146	.273	.489**	.039	.179	.423**	.168	.186	1	.076	.210	.044	.450**	.046	.299	.071	.195	.245	.168	.279	.324*	.354*	.494**
	tailed)	.128	.425	.368	.088	.001	.812	.268	.007	.301	.249		.641	.194	.786	.004	.780	.061	.664	.227	.128	.301	.081	.041	.025	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y12	Pearson Correlation	.311	.365*	.274	.354*	.148	.055	.037	.187	.236	.117	.076	1	.590**	.374*	.317*	.171	.243	.364*	.160	.313*	.523**	.203	.096	.233	.513**
	tailed)	.051	.021	.087	.025	.362	.738	.821	.248	.143	.474	.641		.000	.017	.046	.291	.132	.021	.323	.049	.001	.209	.556	.148	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y13	Pearson Correlation	.410**	.469**	.076	.325*	.157	0.000	.260	.107	.144	.054	.210	.590**	1	.526**	.427**	.118	.170	.420**	.084	.196	.457**	.303	.309	.214	.549**
	tailed)	.009	.002	.643	.041	.334	1.000	.105	.510	.374	.743	.194	.000		.000	.006	.469	.293	.007	.606	.226	.003	.057	.053	.185	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y14	Pearson Correlation	.401*	.382*	.239	.447**	-.020	.095	.408**	.285	.274	.102	.044	.374*	.526**	1	.369*	.224	.124	.143	.240	.109	.334*	.398*	.251	.407**	.564**
	tailed)	.010	.015	.137	.004	.903	.559	.009	.074	.087	.532	.786	.017	.000		.019	.165	.444	.378	.136	.502	.035	.011	.118	.009	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y15	Pearson Correlation	.440**	.302	.162	.614**	.370*	.242	.401*	.553**	.310	.086	.450**	.317*	.427**	.369*	1	.127	.295	.243	.475**	.482**	.340*	.300	.355*	.564**	.753**
	tailed)	.005	.058	.317	.000	.019	.132	.010	.000	.052	.597	.004	.046	.006	.019		.436	.064	.131	.002	.002	.032	.060	.025	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y16	Pearson Correlation	.267	.306	.082	.212	.293	.196	.170	.322*	.377*	.419**	.046	.171	.118	.224	.127	1	.487**	.077	.027	-.113	.084	.502**	.058	.140	.404**
	tailed)	.096	.055	.614	.189	.066	.225	.295	.043	.017	.007	.780	.291	.469	.165	.436		.001	.635	.866	.489	.606	.001	.724	.390	.010
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y17	Pearson Correlation	.051	.306	.137	.310	.339*	.305	.268	.368*	.115	.478**	.299	.243	.170	.124	.295	.487**	1	.312	.165	-.013	.135	.400*	.393*	.309	.538**
	tailed)	.753	.055	.400	.052	.032	.056	.094	.019	.479	.002	.061	.132	.293	.444	.064	.001		.050	.310	.939	.406	.010	.012	.052	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

Y18	Pearson Correlation	.127	.180	.068	.363*	.312*	-.054	.095	-.088	.198	.029	.071	.364*	.420**	.143	.243	.077	.312	1	.181	.051	.166	.154	.260	-.073	.364*
	tailed)	.437	.267	.679	.021	.050	.742	.560	.588	.221	.860	.664	.021	.007	.378	.131	.635	.050		.265	.753	.307	.342	.105	.654	.021
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y19	Pearson Correlation	.364*	.187	.088	.360*	.307	.315*	.411**	.330*	.521**	.019	.195	.160	.084	.240	.475**	.027	.165	.181	1	.482**	.115	.114	.477**	.326*	.572**
	tailed)	.021	.247	.589	.022	.054	.048	.008	.038	.001	.909	.227	.323	.606	.136	.002	.866	.310	.265		.002	.481	.484	.002	.040	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y20	Pearson Correlation	.225	.218	.120	.418**	.290	.191	.313*	.307	.230	.051	.245	.313*	.196	.109	.482**	-.113	-.013	.051	.482**	1	.593**	.245	.211	.242	.525**
	tailed)	.162	.177	.460	.007	.070	.237	.049	.054	.154	.754	.128	.049	.226	.502	.002	.489	.939	.753	.002		.000	.128	.192	.133	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y21	Pearson Correlation	.041	.300	.269	.307	.177	.136	.279	.404**	.122	.344*	.168	.523**	.457**	.334*	.340*	.084	.135	.166	.115	.593**	1	.349*	.026	.299	.547**
	tailed)	.802	.060	.093	.054	.275	.401	.081	.010	.454	.030	.301	.001	.003	.035	.032	.606	.406	.307	.481	.000		.027	.875	.061	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y22	Pearson Correlation	.341*	.441**	.243	.533**	.166	.136	.267	.423**	.261	.290	.279	.203	.303	.398*	.300	.502**	.400*	.154	.114	.245	.349*	1	-.017	.203	.580**
	tailed)	.031	.004	.130	.000	.307	.404	.096	.007	.104	.070	.081	.209	.057	.011	.060	.001	.010	.342	.484	.128	.027		.917	.208	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y23	Pearson Correlation	.354*	.343*	.092	.222	.375*	.202	.323*	.141	.211	.137	.324*	.096	.309	.251	.355*	.058	.393*	.260	.477**	.211	.026	-.017	1	.328*	.526**
	tailed)	.025	.030	.572	.169	.017	.212	.042	.385	.191	.399	.041	.556	.053	.118	.025	.724	.012	.105	.002	.192	.875	.917		.039	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y24	Pearson Correlation	.309	.152	.122	.438**	.362*	.146	.318*	.464**	.280	.225	.354*	.233	.214	.407**	.564**	.140	.309	-.073	.326*	.242	.299	.203	.328*	1	.603**
	tailed)	.053	.350	.453	.005	.022	.370	.046	.003	.080	.163	.025	.148	.185	.009	.000	.390	.052	.654	.040	.133	.061	.208	.039		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y	Pearson Correlation	.546**	.570**	.380*	.651**	.537**	.341*	.539**	.600**	.529**	.383*	.494**	.513**	.549**	.564**	.753**	.404**	.538**	.364*	.572**	.525**	.547**	.580**	.526**	.603**	1
	tailed)	.000	.000	.016	.000	.000	.031	.000	.000	.000	.015	.001	.001	.000	.000	.000	.010	.000	.021	.000	.001	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
** Correlation is significant at the 0.01 level (2-tailed).																										
* Correlation is significant at the 0.05 level (2-tailed).																										

Lampiran 3 Uji Reliabilitas

Reliability Statistics	
Cronbach's Alpha	N of Items
.778	10

Reliability Statistic Keterlibatan kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.752	12

Reliability Statistic Budaya organisasi

Reliability Statistics	
Cronbach's Alpha	N of Items
.851	10

Reliability Statistic Kepuasan kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.887	24

Reliability Statistic *Organizational Citizenship Behavior* (OCB)

LAMPIRAN 4

HASIL KARAKTERISTIK RESPONDEN

Lampiran 4 Hasil Karakteristik Responden

Usia Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
<20 Tahun	1	2.5	2.5	2.5
21-25 Tahun	14	35.0	35.0	37.5
26-30 Tahun	12	30.0	30.0	67.5
Valid 31-35 Tahun	7	17.5	17.5	85.0
36-40 Tahun	4	10.0	10.0	95.0
>40 Tahun	2	5.0	5.0	100.0
Total	40	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
laki-laki	21	52.5	52.5	52.5
Valid perempuan	19	47.5	47.5	100.0
Total	40	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMP/ sederajat	5	12.5	12.5	12.5
Valid SMA / sederajat	30	75.0	75.0	87.5
D3	5	12.5	12.5	100.0
Total	40	100.0	100.0	

Lama Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
1-5 Tahun	12	30.0	30.0	30.0
Valid 6-10 Tahun	8	20.0	20.0	50.0
11-15 Tahun	20	50.0	50.0	100.0
Total	40	100.0	100.0	

LAMPIRAN 5

HASIL UJI STATISTIK DESKRIPTIF

Lampiran 5 Hasil Uji Statistik Deskriptif

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Keterlibatan Kerja	40	34	47	43.35	3.332
Budaya Organisasi	40	41	58	52.35	3.527
Kepuasan Kerja	40	34	49	42.13	3.743
<i>Organizational Citizenship Behavior</i>	40	82	111	102.80	6.696
Valid N (listwise)	40				

LAMPIRAN 6

HASIL UJI ASUMSI KLASIK

Lampiran 6 Hasil Uji Asumsi Klasik

Uji Normalitas Tahap 1

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.64653931
Most Extreme Differences	Absolute	.095
	Positive	.061
	Negative	-.095
Kolmogorov-Smirnov Z		.601
Asymp. Sig. (2-tailed)		.863

a. Test distribution is Normal.

b. Calculated from data.

Uji Multikolinearitas Tahap 1

Coefficients^a

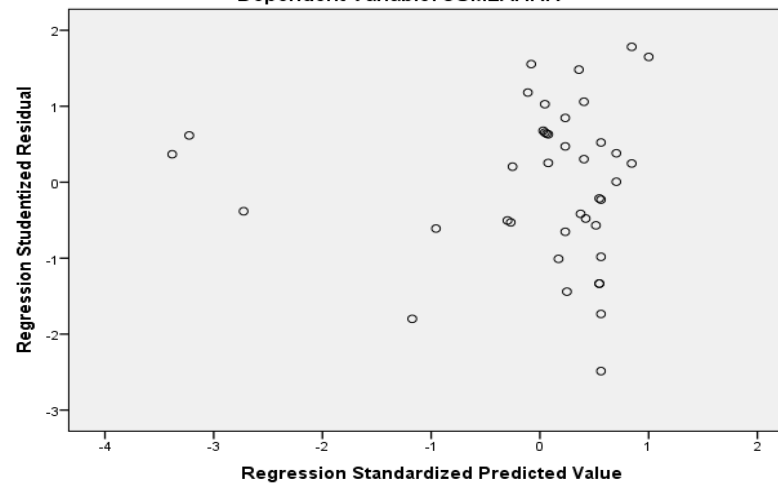
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	.635	6.893		.092			
	Keterlibatan Kerja	.452	.160	.403	2.830	.007	.668	1.497
	Budaya Organisasi	.418	.151	.394	2.770	.009	.668	1.497

a. Dependent Variable: Kepuasan Kerja

Uji Heteroskedastisitas Tahap 1

Scatterplot

Dependent Variable: JUMLAHKK



Uji Normalitas Tahap 2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.10948473
	Absolute	.069
Most Extreme Differences	Positive	.059
	Negative	-.069
Kolmogorov-Smirnov Z		.437
Asymp. Sig. (2-tailed)		.991

a. Test distribution is Normal.

b. Calculated from data.

Uji Multikolinearitas Tahap 2

Coefficients^a

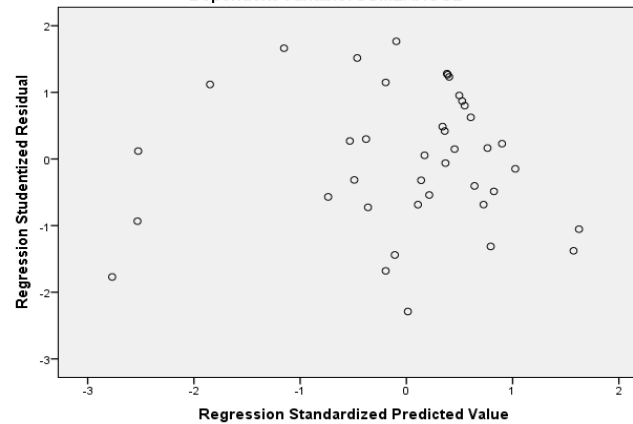
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15.684	5.571		2.815	.008	
	Keterlibatan Kerja	.449	.142	.223	3.154	.003	.549
	Budaya Organisasi	.339	.134	.179	2.530	.016	.553
	Kepuasan Kerja	1.185	.133	.662	8.917	.000	.500

a. Dependent Variable: Organizational Citizenship Behavior

Uji Heteroskedasitas Tahap 2

Scatterplot

Dependent Variable: JUMLAHOCB



LAMPIRAN 7

HASIL UJI REGRESI BERGANDA

Lampiran 7 Hasil Uji Regresi Berganda

Hasil Uji Regresi Berganda Tahap 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.707 ^a	.500	.473	2.717

a. Predictors: (Constant), Budaya Organisasi , Keterlibatan Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	273.212	2	136.606	18.503	.000 ^b
	Residual	273.163	37	7.383		
	Total	546.375	39			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Budaya Organisasi , Keterlibatan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.635	6.893		.092	.927
	Keterlibatan Kerja	.452	.160	.403	2.830	.007
	Budaya Organisasi	.418	.151	.394	2.770	.009

a. Dependent Variable: Kepuasan Kerja

Hasil Uji Regresi Berganda Tahap 2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.949 ^a	.901	.892	2.196

a. Predictors: (Constant), Kepuasan Kerja , Budaya Organisasi , Keterlibatan Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1574.853	3	524.951	108.894	.000 ^b
	Residual	173.547	36	4.821		
	Total	1748.400	39			

a. Dependent Variable: Organizational Citizenship Behavior

b. Predictors: (Constant), Kepuasan Kerja , Budaya Organisasi , Keterlibatan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.684	5.571		2.815	.008
	Keterlibatan Kerja	.449	.142	.223	3.154	.003
	Budaya Organisasi	.339	.134	.179	2.530	.016
	Kepuasan Kerja	1.185	.133	.662	8.917	.000

a. Dependent Variable: Organizational Citizenship Behavior