

Lampiran 1

KUESIONER PENELITIAN

**Yth. Bapak/ Ibu Responden
di Tempat**

Hal : Pengisian Kuesioner

Dengan Hormat,

Perkenalkan nama saya Heriyadi, mahasiswa Magister Manajemen Universitas Muhammadiyah Yogyakarta. Sehubungan dengan penelitian tesis saya yang berjudul **Pengaruh *Leader-Member Exchange* dan *Work-Life Balance* terhadap *Organizational Citizenship Behavior* dengan *Job Satisfaction* sebagai Variabel *Intervening* (Studi Pada Tenaga Keperawatan RSUD Muntilan Kabupaten Magelang)**, dengan ini saya mohon kesediaan Bapak/ Ibu untuk meluangkan waktu sejenak guna mengisi kuesioner di bawah ini.

Informasi yang Bapak/ Ibu berikan dalam kuesioner ini di jamin kerahasiaannya dan hanya digunakan untuk kepentingan akademik. Tidak ada jawaban yang benar atau salah dalam kuesioner ini dan tidak akan berpengaruh terhadap penilaian kinerja. Oleh karena itu, saya mohon Bapak/ Ibu dapat mengisi kuesioner ini dengan jujur dan sesuai dengan kondisi yang dirasakan.

Atas kesediaan Bapak/ Ibu dalam mengisi kuesioner ini, saya ucapkan banyak terimakasih.

Hormat saya,

Heriyadi

KUESIONER

I. IDENTITAS RESPONDEN

Mohon di isi dengan cara memberi tanda contreng (√) pada salah satu jawaban yang sudah disediakan

1. Nama : (boleh dikosongkan)
2. Jenis Kelamin : Laki-Laki Perempuan
3. Usia : 20-25 Thn 26-30 Thn
 31-35 Thn 36-40 Thn
 ≥ 40 Thn
4. Status : Belum Menikah Sudah Menikah
5. Pendidikan Terakhir: D3 S1 S2
6. Jenis Kepegawaian : PNS Non PNS
7. Masa Kerja : 1-3 Thn 4-6 Thn 7-9 Thn
 ≥ 10 Thn

II. KUESIONER

Petunjuk : Berilah tanda contreng (√) untuk setiap jawaban Anda di dalam kotak yang telah disediakan.

Keterangan :

- STS : Sangat Tidak Setuju
 TS : Tidak Setuju
 N : Netral
 S : Setuju
 SS : Sangat Setuju

Leader-Member Exchange (LMX)

No	Pernyataan	Jawaban				
1.	Saya memahami posisi saya di kantor dan saya tahu seberapa puas atasan terhadap pekerjaan saya.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>
2.	Saya merasa atasan saya memahami permasalahan dan kebutuhan saya dalam pekerjaan.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>
3.	Saya merasa atasan saya mengakui dan menghargai potensi saya.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>
4.	Saya merasa atasan saya bersedia menolong saya dalam menyelesaikan masalah pekerjaan.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>
5.	Ketika saya berada dalam masalah, saya merasa atasan saya akan menyelamatkan saya dengan segala kemampuan yang ia miliki.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>
6.	Saya percaya terhadap atasan saya, sehingga saya akan mempertahankan dan membela keputusannya meskipun dia tidak ada di tempat.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>
7.	Saya merasa hubungan kerja antara saya dengan atasan berjalan dengan efektif.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>

Work-Life Balance (WLB)

No	Pernyataan	Jawaban				
1.	Saya merasa waktu yang saya habiskan untuk bekerja dan aktivitas non kerja saya saat ini berjalan seimbang.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Saya merasa kesulitan untuk menyeimbangkan antara aktivitas kerja dengan non kerja.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Saya merasa bahwa keseimbangan antara tuntutan pekerjaan dengan aktivitas non kerja saya saat ini berjalan dengan baik.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Secara keseluruhan, saya yakin bahwa aktivitas kerja dan non kerja saya sudah seimbang.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Satisfaction (JS)

No	Pernyataan	Jawaban				
1.	Saya merasa puas dengan bidang pekerjaan yang saya lakukan saat ini.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Saya merasa puas bekerja dengan supervisor (atasan) saya.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Saya merasa puas karena hubungan kerja saya dengan rekan kerja berjalan dengan baik.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Saya merasa puas dengan gaji yang saya terima dari pekerjaan saya.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

No	Pernyataan	Jawaban				
5.	Saya merasa puas dengan sistem promosi dalam organisasi dan merasa memiliki peluang untuk berkembang dan dipromosikan.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Secara keseluruhan, saya merasa puas dengan situasi kerja saya saat ini.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Organizational Citizenship Behavior (OCB)

No	Pernyataan	Jawaban				
1.	Saya bersedia membantu menyelesaikan pekerjaan rekan kerja saya yang sedang sakit.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Saya bersedia membantu rekan kerja yang memiliki masalah yang terkait dengan pekerjaan secara sukarela.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Saya siap membantu karyawan baru beradaptasi agar ia merasa di terima dalam kelompok kerja.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Saya mau meluangkan waktu untuk membantu rekan kerja yang memiliki masalah dalam pekerjaan maupun di luar pekerjaan.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Saya mau membantu rekan kerja saya menyelesaikan tugasnya.	STS	TS	N	S	SS
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
6.	Saya bersedia menyesuaikan jadwal kerja saya untuk mengakomodasi permintaan karyawan lain yang ingin cuti.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Saya selalu menunjukkan perhatian yang tulus dan sopan terhadap rekan kerja, bahkan dalam situasi yang paling sulit sekalipun.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Saya bersedia meminjamkan perlengkapan kerja saya kepada rekan kerja yang membutuhkan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Saya akan menghadiri kegiatan yang dapat mengangkat citra organisasi meskipun kegiatan tersebut tidak terkait dengan pekerjaan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Saya bersedia membantu pengembangan organisasi ke arah yang lebih baik.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Saya akan bekerja sebaik mungkin untuk melindungi organisasi dari potensi masalah.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	Saya merasa bertanggungjawab untuk turut serta menjaga citra organisasi.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	Saya senang menyampaikan gagasan untuk meningkatkan fungsi organisasi.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

No	Pernyataan	Jawaban				
14.	Saya akan membela organisasi ketika ada karyawan lain yang mengkritiknya.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>
15.	Ketika mewakili organisasi di depan umum, saya akan menunjukkan kebanggaan saya terhadap organisasi.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>
16.	Saya menerima dan patuh terhadap aturan organisasi.	STS <input type="checkbox"/>	TS <input type="checkbox"/>	N <input type="checkbox"/>	S <input type="checkbox"/>	SS <input type="checkbox"/>

Lampiran 2

HASIL *PRETEST* UJI VALIDITAS VARIABEL LMX

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	PLabel
LMX1 <--- LEADER_MEMBER_EXCHANGE	1,000			
LMX2 <--- LEADER_MEMBER_EXCHANGE	1,474	,385	3,832	***
LMX3 <--- LEADER_MEMBER_EXCHANGE	,846	,293	2,892	,004
LMX4 <--- LEADER_MEMBER_EXCHANGE	1,256	,369	3,402	***
LMX5 <--- LEADER_MEMBER_EXCHANGE	1,205	,362	3,328	***
LMX6 <--- LEADER_MEMBER_EXCHANGE	,838	,264	3,179	,001
LMX7 <--- LEADER_MEMBER_EXCHANGE	,587	,227	2,582	,010

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
LMX1 <--- LEADER_MEMBER_EXCHANGE	,681
LMX2 <--- LEADER_MEMBER_EXCHANGE	,836
LMX3 <--- LEADER_MEMBER_EXCHANGE	,599
LMX4 <--- LEADER_MEMBER_EXCHANGE	,719
LMX5 <--- LEADER_MEMBER_EXCHANGE	,701
LMX6 <--- LEADER_MEMBER_EXCHANGE	,666
LMX7 <--- LEADER_MEMBER_EXCHANGE	,530

HASIL *PRETEST* UJI VALIDITAS VARIABEL WLB

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
WLB1 <--- WORKLIFE_BALANCE	1,000			
WLB2 <--- WORKLIFE_BALANCE	,512	,153	3,343	***
WLB3 <--- WORKLIFE_BALANCE	,683	,170	4,029	***
WLB4 <--- WORKLIFE_BALANCE	,543	,139	3,899	***

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
WLB1 <--- WORKLIFE_BALANCE	,926
WLB2 <--- WORKLIFE_BALANCE	,605
WLB3 <--- WORKLIFE_BALANCE	,713
WLB4 <--- WORKLIFE_BALANCE	,692

HASIL *PRETEST* UJI VALIDITAS VARIABEL JS

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
JS1 <--- JOB_SATISFACTION	1,000			
JS2 <--- JOB_SATISFACTION	1,477	,502	2,939	,003
JS3 <--- JOB_SATISFACTION	1,046	,423	2,473	,013
JS4 <--- JOB_SATISFACTION	,997	,418	2,386	,017
JS5 <--- JOB_SATISFACTION	,927	,368	2,519	,012
JS6 <--- JOB_SATISFACTION	,958	,358	2,676	,007

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
JS1 <--- JOB_SATISFACTION	,603
JS2 <--- JOB_SATISFACTION	,778
JS3 <--- JOB_SATISFACTION	,588
JS4 <--- JOB_SATISFACTION	,560
JS5 <--- JOB_SATISFACTION	,603
JS6 <--- JOB_SATISFACTION	,658

HASIL *PRETEST* UJI VALIDITAS VARIABEL OCB

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
OCB1 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,000			
OCB2 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,687	,220	3,126	,002
OCB3 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,146	,241	4,755	***
OCB4 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,700	,224	3,121	,002
OCB5 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,948	,216	4,395	***
OCB6 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,805	,191	4,207	***
OCB7 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,974	,229	4,252	***
OCB8 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,934	,249	3,748	***
OCB9 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,222	,260	4,692	***
OCB10 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,830	,192	4,323	***
OCB11 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,109	,235	4,715	***
OCB12 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,047	,207	5,055	***
OCB13 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,092	,236	4,626	***
OCB14 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,972	,240	4,051	***
OCB15 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,088	,240	4,524	***
OCB16 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,161	,208	5,579	***

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
OCB1 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,750
OCB2 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,568
OCB3 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,827
OCB4 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,568
OCB5 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,773
OCB6 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,744
OCB7 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,751
OCB8 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,671
OCB9 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,818
OCB10 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,762
OCB11 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,821
OCB12 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,871
OCB13 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,808
OCB14 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,720
OCB15 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,793
OCB16 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,945

Hasil *Pretest Uji Reliabilitas Instrumen Penelitian*

No	Konstruk	Indikator	λ	λ^2	Error = $1-\lambda^2$	CR	VE	Ket
1	LMX	LMX1	0,681	0,464	0,536	0,9	0,5	Reliabel
		LMX2	0,836	0,699	0,301			
		LMX3	0,599	0,359	0,641			
		LMX4	0,719	0,517	0,483			
		LMX5	0,701	0,491	0,509			
		LMX6	0,666	0,444	0,556			
		LMX7	0,530	0,281	0,719			
		Σ	4,732	3,254	3,746			
2	WLB	WLB1	0,926	0,857	0,143	0,8	0,6	Reliabel
		WLB2	0,605	0,366	0,634			
		WLB3	0,713	0,508	0,492			
		WLB4	0,692	0,479	0,521			
		Σ	2,936	2,211	1,789			
3	JS	JS1	0,603	0,364	0,636	0,8	0,4	Reliabel
		JS2	0,778	0,605	0,395			
		JS3	0,588	0,346	0,654			
		JS4	0,560	0,314	0,686			
		JS5	0,603	0,364	0,636			
		JS6	0,658	0,433	0,567			
		Σ	3,790	2,425	3,575			
4	OCB	OCB1	0,750	0,563	0,438	0,9	0,6	Reliabel
		OCB2	0,568	0,323	0,677			
		OCB3	0,827	0,684	0,316			
		OCB4	0,568	0,323	0,677			
		OCB5	0,773	0,598	0,402			
		OCB6	0,744	0,554	0,446			
		OCB7	0,751	0,564	0,436			
		OCB8	0,671	0,450	0,550			
		OCB9	0,818	0,669	0,331			
		OCB10	0,762	0,581	0,419			
		OCB11	0,821	0,674	0,326			
		OCB12	0,871	0,759	0,241			
		OCB13	0,808	0,653	0,347			
		OCB14	0,720	0,518	0,482			
		OCB15	0,793	0,629	0,371			
		OCB16	0,945	0,893	0,107			
		Σ	12,190	9,433	6,567			

Lampiran 3

HASIL UJI VALIDITAS KONSTRUK EKSOGEN

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
LMX1 <--- LEADER_MEMBER_EXCHANGE	1,000			
LMX2 <--- LEADER_MEMBER_EXCHANGE	1,273	,174	7,327	***
LMX3 <--- LEADER_MEMBER_EXCHANGE	1,186	,165	7,185	***
LMX4 <--- LEADER_MEMBER_EXCHANGE	1,387	,177	7,850	***
LMX5 <--- LEADER_MEMBER_EXCHANGE	1,157	,164	7,052	***
LMX6 <--- LEADER_MEMBER_EXCHANGE	1,002	,153	6,556	***
LMX7 <--- LEADER_MEMBER_EXCHANGE	,954	,136	6,993	***
WLB1 <--- WORKLIFE_BALANCE	1,000			
WLB2 <--- WORKLIFE_BALANCE	,944	,124	7,613	***
WLB3 <--- WORKLIFE_BALANCE	,854	,122	6,990	***
WLB4 <--- WORKLIFE_BALANCE	,788	,110	7,176	***

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
LMX1 <--- LEADER_MEMBER_EXCHANGE	,611
LMX2 <--- LEADER_MEMBER_EXCHANGE	,717
LMX3 <--- LEADER_MEMBER_EXCHANGE	,697
LMX4 <--- LEADER_MEMBER_EXCHANGE	,796
LMX5 <--- LEADER_MEMBER_EXCHANGE	,679
LMX6 <--- LEADER_MEMBER_EXCHANGE	,616
LMX7 <--- LEADER_MEMBER_EXCHANGE	,672
WLB1 <--- WORKLIFE_BALANCE	,723
WLB2 <--- WORKLIFE_BALANCE	,726
WLB3 <--- WORKLIFE_BALANCE	,643
WLB4 <--- WORKLIFE_BALANCE	,665

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
LEADER_MEMBER_EXCHANGE <--> WORKLIFE_BALANCE	,098	,027	3,621	***

Correlations: (Group number 1 - Default model)

	Estimate
LEADER_MEMBER_EXCHANGE <--> WORKLIFE_BALANCE	,403

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
LEADER_MEMBER_EXCHANGE	,196	,048	4,126	***
WORKLIFE_BALANCE	,300	,063	4,778	***
e1	,329	,039	8,351	***
e2	,301	,039	7,710	***
e3	,292	,037	7,865	***
e4	,218	,032	6,774	***
e5	,307	,038	7,989	***
e6	,322	,039	8,328	***
e7	,218	,027	8,038	***
e11	,235	,033	7,217	***
e10	,311	,042	7,437	***
e9	,240	,037	6,395	***
e8	,275	,043	6,451	***

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
WLB1	,522
WLB2	,528
WLB3	,414
WLB4	,442
LMX7	,451
LMX6	,380
LMX5	,461
LMX4	,634
LMX3	,486
LMX2	,514
LMX1	,373

Lampiran 4

HASIL UJI VALIDITAS KONSTRUK ENDOGEN TAHAP 1

Estimates (Group number 1 - Default model)
Scalar Estimates (Group number 1 - Default model)
Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P Label
JS1	<--- JOB_SATISFACTION	1,000			
JS2	<--- JOB_SATISFACTION	1,036	,133	7,809	***
JS3	<--- JOB_SATISFACTION	1,041	,129	8,075	***
JS4	<--- JOB_SATISFACTION	,930	,126	7,357	***
JS5	<--- JOB_SATISFACTION	,944	,118	8,033	***
JS6	<--- JOB_SATISFACTION	,915	,114	8,039	***
OCB1	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,000			
OCB2	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,899	,096	9,381	***
OCB3	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,924	,101	9,109	***
OCB4	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,539	,097	5,543	***
OCB5	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,907	,098	9,221	***
OCB6	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,770	,082	9,411	***
OCB7	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,980	,101	9,700	***
OCB8	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,883	,092	9,648	***
OCB9	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,029	,103	10,025	***
OCB10	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,926	,088	10,550	***
OCB11	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,891	,085	10,526	***
OCB12	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,833	,079	10,600	***
OCB13	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,836	,092	9,060	***
OCB14	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,991	,100	9,884	***
OCB15	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,020	,103	9,882	***
OCB16	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,845	,078	10,787	***

Standardized Regression Weights: (Group number 1 - Default model)

		Estimate
JS1	<--- JOB_SATISFACTION	,692
JS2	<--- JOB_SATISFACTION	,676
JS3	<--- JOB_SATISFACTION	,701
JS4	<--- JOB_SATISFACTION	,633
JS5	<--- JOB_SATISFACTION	,697
JS6	<--- JOB_SATISFACTION	,698

	Estimate
OCB1 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,731
OCB2 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,718
OCB3 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,698
OCB4 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,433
OCB5 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,706
OCB6 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,720
OCB7 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,740
OCB8 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,737
OCB9 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,764
OCB10 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,801
OCB11 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,799
OCB12 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,804
OCB13 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,694
OCB14 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,754
OCB15 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,753
OCB16 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,817

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
JOB_SATISFACTION <--> ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,220	,038	5,750	***

Correlations: (Group number 1 - Default model)

	Estimate
JOB_SATISFACTION <--> ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,766

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
JOB_SATISFACTION	,232	,048	4,827	***
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,356	,065	5,446	***
e17	,205	,026	7,821	***
e16	,219	,028	7,825	***
e15	,301	,037	8,223	***
e14	,260	,033	7,794	***
e13	,297	,037	7,978	***
e12	,253	,032	7,868	***
e18	,311	,036	8,667	***
e19	,271	,031	8,705	***
e20	,321	,037	8,753	***

	Estimate	S.E.	C.R.	P Label
e21	,449	,050	9,065	***
e22	,295	,034	8,734	***
e23	,197	,023	8,699	***
e24	,282	,033	8,639	***
e25	,234	,027	8,651	***
e26	,270	,032	8,559	***
e27	,171	,020	8,391	***
e28	,160	,019	8,399	***
e29	,135	,016	8,371	***
e30	,267	,030	8,761	***
e31	,266	,031	8,595	***
e32	,282	,033	8,596	***
e33	,127	,015	8,293	***

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
OCB16	,668
OCB15	,568
OCB14	,568
OCB13	,482
OCB12	,647
OCB11	,638
OCB10	,641
OCB9	,583
OCB8	,543
OCB7	,548
OCB6	,518
OCB5	,499
OCB4	,187
OCB3	,487
OCB2	,515
OCB1	,534
JS1	,478
JS2	,457
JS3	,492
JS4	,401
JS5	,486
JS6	,487

HASIL UJI VALIDITAS KONSTRUK ENDOGEN TAHAP 2

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P Label
JS1	<--- JOB_SATISFACTION	1,000			
JS2	<--- JOB_SATISFACTION	1,036	,133	7,810	***
JS3	<--- JOB_SATISFACTION	1,040	,129	8,070	***
JS4	<--- JOB_SATISFACTION	,931	,126	7,361	***
JS5	<--- JOB_SATISFACTION	,945	,118	8,041	***
JS6	<--- JOB_SATISFACTION	,914	,114	8,036	***
OCB1	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,000			
OCB2	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,896	,096	9,381	***
OCB3	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,924	,101	9,136	***
OCB5	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,906	,098	9,230	***
OCB6	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,769	,082	9,431	***
OCB7	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,974	,101	9,670	***
OCB8	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,882	,091	9,672	***
OCB9	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,024	,102	10,014	***
OCB10	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,926	,087	10,595	***
OCB11	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,892	,084	10,569	***
OCB12	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,834	,078	10,647	***
OCB13	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,833	,092	9,056	***
OCB14	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,988	,100	9,890	***
OCB15	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,016	,103	9,873	***
OCB16	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,843	,078	10,798	***

Standardized Regression Weights: (Group number 1 - Default model)

		Estimate
JS1	<--- JOB_SATISFACTION	,692
JS2	<--- JOB_SATISFACTION	,676
JS3	<--- JOB_SATISFACTION	,701
JS4	<--- JOB_SATISFACTION	,633
JS5	<--- JOB_SATISFACTION	,698
JS6	<--- JOB_SATISFACTION	,698
OCB1	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,732
OCB2	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,717
OCB3	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,699
OCB5	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,706

	Estimate
OCB6 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,720
OCB7 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,737
OCB8 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,737
OCB9 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,762
OCB10 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,802
OCB11 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,801
OCB12 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,806
OCB13 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,693
OCB14 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,753
OCB15 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,752
OCB16 <--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,817

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
JOB_SATISFACTION <-> ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,221	,038	5,756	***

Correlations: (Group number 1 - Default model)

	Estimate
JOB_SATISFACTION <-> ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,767

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P Label
JOB_SATISFACTION	,232	,048	4,828	***
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,358	,066	5,458	***
e17	,205	,026	7,825	***
e16	,218	,028	7,821	***
e15	,301	,037	8,222	***
e14	,260	,033	7,799	***
e13	,297	,037	7,979	***
e12	,253	,032	7,868	***
e18	,309	,036	8,659	***
e19	,272	,031	8,703	***
e20	,320	,037	8,747	***
e22	,295	,034	8,730	***
e23	,196	,023	8,693	***
e24	,285	,033	8,643	***
e25	,234	,027	8,643	***

	Estimate	S.E.	C.R.	P Label
e26	,272	,032	8,560	***
e27	,170	,020	8,373	***
e28	,159	,019	8,382	***
e29	,134	,016	8,352	***
e30	,268	,031	8,760	***
e31	,267	,031	8,592	***
e32	,284	,033	8,596	***
e33	,127	,015	8,287	***

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
OCB16	,667
OCB15	,565
OCB14	,567
OCB13	,481
OCB12	,650
OCB11	,641
OCB10	,644
OCB9	,580
OCB8	,544
OCB7	,543
OCB6	,519
OCB5	,498
OCB3	,489
OCB2	,513
OCB1	,536
JS1	,478
JS2	,457
JS3	,491
JS4	,401
JS5	,487
JS6	,487

Lampiran 5

STANDARDIZED LOADING TIAP INDIKATOR**(UNTUK UJI RELIABILITAS)****Standardized Regression Weights: (Group number 1 - Default model)**

		Estimate
JOB_SATISFACTION	<--- WORK_LIFE_BALANCE	,425
JOB_SATISFACTION	<--- LEADER_MEMBER_EXCHANGE	,498
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<--- JOB_SATISFACTION	,515
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<--- WORK_LIFE_BALANCE	,189
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<--- LEADER_MEMBER_EXCHANGE	,199
OCB1	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,731
OCB2	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,719
OCB3	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,701
OCB5	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,707
OCB6	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,720
OCB7	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,735
OCB8	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,737
OCB9	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,762
OCB10	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,804
OCB11	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,801
OCB12	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,807
OCB13	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,693
OCB14	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,751
OCB15	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,750
OCB16	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,815
JS1	<--- JOB_SATISFACTION	,690
JS2	<--- JOB_SATISFACTION	,682
JS3	<--- JOB_SATISFACTION	,703
JS4	<--- JOB_SATISFACTION	,628
JS5	<--- JOB_SATISFACTION	,690
JS6	<--- JOB_SATISFACTION	,704
WLB1	<--- WORK_LIFE_BALANCE	,734
WLB2	<--- WORK_LIFE_BALANCE	,691
WLB3	<--- WORK_LIFE_BALANCE	,652
WLB4	<--- WORK_LIFE_BALANCE	,682
LMX1	<--- LEADER_MEMBER_EXCHANGE	,628
LMX2	<--- LEADER_MEMBER_EXCHANGE	,720
LMX3	<--- LEADER_MEMBER_EXCHANGE	,685
LMX4	<--- LEADER_MEMBER_EXCHANGE	,791
LMX5	<--- LEADER_MEMBER_EXCHANGE	,676
LMX6	<--- LEADER_MEMBER_EXCHANGE	,622
LMX7	<--- LEADER_MEMBER_EXCHANGE	,672

Lampiran 6

HASIL UJI *MULTIVARIATE OUTLIERS* TAHAP 1

Observations farthest from the centroid (Mahalanobis distance)
(Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
80	68,533	,000	,030
103	63,621	,001	,007
97	57,659	,004	,023
108	57,437	,004	,004
105	55,747	,006	,003
10	55,200	,007	,001
69	55,111	,007	,000
106	55,023	,007	,000
128	54,629	,008	,000
90	51,437	,016	,000
139	48,603	,030	,014
81	48,172	,033	,011
45	47,346	,039	,017
155	45,810	,054	,075
121	45,308	,060	,082
117	44,680	,067	,108
39	43,911	,078	,172
58	43,891	,078	,116
112	43,867	,079	,075
119	43,549	,084	,074
109	43,466	,085	,051
95	43,144	,090	,052
91	42,967	,093	,043
36	42,951	,094	,026
61	42,918	,094	,016
93	42,065	,110	,049
157	41,996	,111	,034
89	41,819	,115	,030

Observation number	Mahalanobis d-squared	p1	p2
55	41,692	,117	,023
79	41,284	,126	,033
82	41,123	,129	,028
75	41,114	,130	,018
84	40,516	,144	,040
133	40,152	,153	,053
123	40,045	,155	,044
88	40,033	,156	,029
21	39,436	,172	,066
64	39,154	,180	,079
149	38,933	,186	,083
44	38,864	,188	,067
129	38,796	,190	,053
134	38,549	,197	,061
50	38,435	,201	,054
150	38,258	,207	,054
83	38,215	,208	,041
98	38,080	,212	,038
57	38,008	,215	,030
78	37,607	,228	,052
113	37,536	,230	,042
165	37,350	,237	,045
115	37,350	,237	,031
2	37,333	,237	,022
126	37,292	,239	,016
120	37,175	,243	,014
72	37,132	,244	,011
152	36,888	,253	,014
71	36,626	,263	,019
140	36,547	,266	,016
46	36,432	,270	,014
74	36,346	,273	,012
85	36,104	,283	,016
68	35,725	,298	,031
1	35,452	,309	,044
107	35,444	,309	,032

Observation number	Mahalanobis d-squared	p1	p2
156	35,010	,327	,067
54	34,811	,336	,078
76	34,642	,343	,084
62	34,524	,348	,082
131	34,490	,350	,066
63	34,414	,353	,058
60	34,136	,365	,082
6	33,989	,372	,085
34	33,982	,372	,065
18	33,923	,375	,055
12	33,609	,389	,086
110	33,170	,410	,165
14	32,942	,421	,200
3	32,847	,425	,191
144	32,776	,429	,174
116	32,667	,434	,170
20	32,627	,436	,145
102	32,427	,446	,169
15	32,073	,463	,257
47	32,003	,467	,237
33	31,844	,474	,253
29	31,567	,488	,324
66	31,461	,494	,319
17	31,400	,497	,293
22	31,213	,506	,325
19	30,977	,518	,384
30	30,902	,522	,363
132	30,897	,522	,309
13	30,701	,532	,348
24	30,686	,533	,299
8	30,226	,557	,474
42	30,131	,561	,462
136	29,917	,572	,516
25	29,893	,574	,467
28	29,660	,585	,530
27	29,590	,589	,505

HASIL UJI *MULTIVARIATE OUTLIERS* TAHAP 2

Observations farthest from the centroid (Mahalanobis distance)
(Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
106	57,738	,004	,443
104	57,558	,004	,126
96	57,221	,004	,030
10	55,895	,006	,015
103	55,686	,006	,003
69	55,047	,007	,001
126	54,206	,008	,001
89	51,563	,016	,005
117	49,145	,027	,038
137	48,974	,028	,020
45	48,170	,033	,024
80	48,040	,034	,013
110	47,503	,038	,012
153	46,784	,044	,017
119	45,974	,052	,030
155	45,186	,061	,051
115	44,646	,068	,063
39	44,264	,073	,064
121	43,945	,078	,061
107	43,786	,080	,046
58	43,738	,081	,029
90	43,617	,083	,020
36	43,284	,088	,021
61	43,162	,090	,015
94	43,139	,090	,009
92	42,595	,100	,015
75	42,460	,102	,011
55	41,742	,116	,030
88	41,529	,121	,028
79	41,323	,125	,026

Observation number	Mahalanobis d-squared	p1	p2
147	40,882	,135	,040
81	40,869	,135	,026
150	40,779	,137	,019
83	40,326	,148	,032
131	40,282	,149	,022
87	39,862	,160	,036
132	39,716	,164	,032
124	39,660	,165	,023
64	39,576	,168	,018
111	39,076	,182	,037
21	38,966	,185	,031
148	38,890	,187	,024
44	38,831	,189	,018
97	38,819	,189	,012
118	38,792	,190	,008
127	38,622	,195	,008
50	38,461	,200	,007
57	38,081	,212	,013
2	37,927	,217	,013
82	37,809	,221	,011
78	37,641	,227	,012
163	37,553	,230	,009
113	37,536	,230	,006
74	37,140	,244	,013
72	37,129	,244	,008
71	36,728	,259	,017
138	36,515	,267	,020
46	36,422	,270	,017
1	36,378	,272	,013
6	35,946	,289	,029
154	35,884	,291	,023
84	35,749	,297	,023
68	35,400	,311	,040
129	35,384	,311	,029
54	35,300	,315	,025
105	35,181	,320	,024

Observation number	Mahalanobis d-squared	p1	p2
34	34,749	,338	,052
12	34,467	,351	,074
62	34,436	,352	,059
14	34,395	,354	,047
60	34,288	,359	,044
76	34,276	,359	,033
18	34,093	,367	,038
63	33,999	,371	,034
101	33,599	,390	,069
142	33,365	,401	,088
108	32,946	,421	,163
3	32,884	,424	,145
33	32,735	,431	,153
20	32,585	,438	,161
15	32,457	,444	,163
114	32,363	,449	,154
25	32,262	,454	,148
22	32,225	,456	,125
47	32,198	,457	,102
28	31,878	,473	,155
42	31,633	,485	,197
17	31,593	,487	,170
66	31,511	,491	,158
29	31,380	,498	,162
19	31,153	,509	,199
13	31,055	,514	,192
24	30,818	,526	,238
134	30,691	,533	,241
130	30,673	,534	,202
30	30,609	,537	,183
162	30,307	,552	,255
157	30,136	,561	,278
8	29,919	,572	,324
98	29,909	,573	,274

Lampiran 7
Sample Covariances (Group number 1)

	OCB16	OCB15	OCB14	OCB13	OCB12	OCB11	OCB10	OCB9	OCB8	OCB7	OCB6	OCB5	OCB3	OCB2	OCB1	JS1	JS2	JS3	JS4	JS5	JS6	WLB1	WLB2	WLB3	WLB4	LMX7	LMX6	LMX5	LMX4	LMX3	LMX2	LMX1					
OCB16	,385																																				
OCB15	,312	,650																																			
OCB14	,286	,394	,609																																		
OCB13	,246	,317	,325	,516																																	
OCB12	,274	,273	,272	,248	,383																																
OCB11	,278	,312	,332	,264	,284	,449																															
OCB10	,283	,324	,322	,270	,279	,304	,475																														
OCB9	,323	,375	,386	,310	,293	,320	,336	,646																													
OCB8	,259	,294	,302	,301	,271	,284	,287	,344	,509																												
OCB7	,302	,398	,370	,327	,286	,295	,314	,382	,283	,622																											
OCB6	,237	,251	,267	,233	,243	,246	,277	,285	,249	,244	,401																										
OCB5	,267	,360	,319	,272	,263	,289	,326	,303	,276	,363	,232	,577																									
OCB3	,270	,389	,325	,240	,279	,298	,305	,346	,321	,321	,247	,326	,606																								
OCB2	,267	,336	,299	,242	,256	,301	,310	,317	,266	,320	,220	,361	,295	,544																							
OCB1	,298	,385	,335	,289	,293	,311	,321	,340	,304	,332	,258	,356	,356	,387	,645																						
JS1	,181	,238	,212	,179	,207	,247	,218	,263	,248	,199	,184	,197	,238	,214	,224	,488																					
JS2	,181	,221	,171	,170	,186	,161	,168	,231	,220	,157	,181	,197	,230	,171	,202	,255	,549																				
JS3	,220	,212	,208	,214	,205	,222	,232	,298	,205	,218	,173	,234	,201	,217	,222	,250	,236	,516																			
JS4	,160	,202	,230	,199	,178	,160	,185	,208	,257	,145	,205	,197	,233	,136	,183	,219	,222	,198	,506																		
JS5	,181	,227	,181	,170	,173	,200	,190	,197	,233	,156	,189	,189	,245	,163	,208	,171	,260	,226	,241	,417																	
JS6	,168	,147	,187	,179	,190	,156	,184	,211	,183	,177	,162	,193	,193	,147	,174	,221	,223	,247	,197	,193	,403																
WLB1	,140	,198	,196	,128	,155	,168	,185	,193	,129	,143	,149	,159	,214	,178	,151	,169	,204	,179	,137	,149	,179	,571															
WLB2	,128	,150	,134	,128	,172	,154	,189	,177	,160	,136	,146	,157	,194	,152	,175	,115	,125	,115	,120	,114	,155	,300	,511														
WLB3	,130	,161	,169	,120	,169	,183	,166	,168	,118	,153	,170	,147	,239	,170	,145	,148	,161	,140	,086	,119	,155	,249	,225	,529													
WLB4	,121	,138	,187	,150	,148	,172	,162	,178	,141	,147	,122	,159	,169	,139	,110	,142	,146	,159	,132	,107	,163	,226	,212	,221	,415												
LMX7	,129	,137	,113	,143	,129	,119	,136	,157	,151	,132	,114	,185	,141	,144	,191	,144	,122	,136	,122	,125	,124	,029	,073	,051	,039	,395											
LMX6	,128	,163	,167	,142	,165	,166	,159	,179	,173	,107	,116	,195	,176	,183	,164	,128	,211	,189	,140	,201	,133	,074	,100	,124	,135	,175	,522										
LMX5	,133	,143	,145	,128	,149	,146	,190	,239	,161	,132	,135	,195	,149	,169	,155	,171	,158	,208	,157	,159	,169	,083	,144	,083	,131	,203	,249	,560									
LMX4	,206	,180	,186	,199	,199	,189	,194	,238	,225	,186	,183	,227	,223	,246	,222	,211	,219	,188	,185	,165	,125	,094	,161	,087	,109	,266	,276	,303	,591								
LMX3	,139	,182	,132	,165	,157	,176	,180	,190	,151	,141	,141	,193	,201	,208	,208	,148	,151	,165	,104	,158	,137	,107	,127	,131	,112	,277	,230	,230	,285	,566							
LMX2	,188	,204	,186	,217	,181	,195	,212	,244	,231	,168	,177	,203	,217	,210	,204	,193	,207	,188	,203	,159	,161	,106	,143	,081	,091	,218	,216	,309	,369	,327	,627						
LMX1	,168	,198	,213	,204	,179	,192	,212	,236	,200	,208	,155	,161	,214	,201	,223	,196	,208	,223	,155	,160	,152	,115	,127	,155	,148	,169	,228	,256	,294	,224	,228	,519					

Condition number = 88,885

Eigenvalues

7,044 1,253 ,962 ,676 ,486 ,465 ,410 ,382 ,360 ,356 ,325 ,308 ,303 ,297 ,264 ,248 ,242 ,231 ,212 ,209 ,194 ,181 ,179 ,160 ,152 ,148 ,136 ,125 ,123 ,109 ,086 ,079

Determinant of sample covariance matrix = ,000

Lampiran 8

HASIL UJI HIPOTESIS

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P Label
JOB_SATISFACTION	<---	WORK_LIFE_BALANCE	,356	,082	4,364	*** par_5
JOB_SATISFACTION	<---	LEADER_MEMBER_EXCHANGE	,524	,102	5,132	*** par_6
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<---	JOB_SATISFACTION	,615	,152	4,032	*** par_1
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<---	WORK_LIFE_BALANCE	,206	,096	2,142	,032 par_3
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<---	LEADER_MEMBER_EXCHANGE	,270	,117	2,307	,021 par_4
OCB1	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,000			
OCB2	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,913	,094	9,711	*** par_7
OCB3	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,954	,100	9,556	*** par_8
OCB5	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,942	,097	9,688	*** par_9
OCB6	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,769	,082	9,425	*** par_10
OCB7	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,983	,101	9,707	*** par_11
OCB8	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,890	,092	9,714	*** par_12
OCB9	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,036	,103	10,053	*** par_13
OCB10	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,939	,088	10,695	*** par_14
OCB11	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,908	,085	10,638	*** par_15
OCB12	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,842	,079	10,696	*** par_16
OCB13	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,846	,093	9,130	*** par_17
OCB14	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,991	,100	9,897	*** par_18
OCB15	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	1,027	,103	9,970	*** par_19
OCB16	<---	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,855	,079	10,841	*** par_20

		Estimate	S.E.	C.R.	P Label
JS1	<--- JOB_SATISFACTION	1,000			
JS2	<--- JOB_SATISFACTION	1,051	,133	7,873	*** par_21
JS3	<--- JOB_SATISFACTION	1,053	,130	8,121	*** par_22
JS4	<--- JOB_SATISFACTION	,934	,128	7,315	*** par_23
JS5	<--- JOB_SATISFACTION	,938	,120	7,836	*** par_24
JS6	<--- JOB_SATISFACTION	,932	,115	8,128	*** par_25
WLB1	<--- WORK_LIFE_BALANCE	1,000			
WLB2	<--- WORK_LIFE_BALANCE	,902	,115	7,865	*** par_26
WLB3	<--- WORK_LIFE_BALANCE	,852	,120	7,071	*** par_27
WLB4	<--- WORK_LIFE_BALANCE	,796	,109	7,309	*** par_28
LMX1	<--- LEADER_MEMBER_EXCHANGE	1,000			
LMX2	<--- LEADER_MEMBER_EXCHANGE	1,213	,157	7,729	*** par_29
LMX3	<--- LEADER_MEMBER_EXCHANGE	1,090	,147	7,419	*** par_30
LMX4	<--- LEADER_MEMBER_EXCHANGE	1,294	,153	8,462	*** par_31
LMX5	<--- LEADER_MEMBER_EXCHANGE	1,079	,144	7,519	*** par_32
LMX6	<--- LEADER_MEMBER_EXCHANGE	,956	,137	7,002	*** par_33
LMX7	<--- LEADER_MEMBER_EXCHANGE	,892	,123	7,275	*** par_34

Standardized Regression Weights: (Group number 1 - Default model)

		Estimate
JOB_SATISFACTION	<--- WORK_LIFE_BALANCE	,408
JOB_SATISFACTION	<--- LEADER_MEMBER_EXCHANGE	,512
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<--- JOB_SATISFACTION	,499
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<--- WORK_LIFE_BALANCE	,191
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	<--- LEADER_MEMBER_EXCHANGE	,214
OCB1	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,738
OCB2	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,733
OCB3	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,726
OCB5	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,735
OCB6	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,719
OCB7	<--- ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	,739

		Estimate
OCB8	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,739
OCB9	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,764
OCB10	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,807
OCB11	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,803
OCB12	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,807
OCB13	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,698
OCB14	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,752
OCB15	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,754
OCB16	<--- ORGANIZATIONAL_CITIZENSHIP _BEHAVIOR	,816
JS1	<--- JOB_SATISFACTION	,688
JS2	<--- JOB_SATISFACTION	,682
JS3	<--- JOB_SATISFACTION	,705
JS4	<--- JOB_SATISFACTION	,631
JS5	<--- JOB_SATISFACTION	,698
JS6	<--- JOB_SATISFACTION	,706
WLB1	<--- WORK_LIFE_BALANCE	,729
WLB2	<--- WORK_LIFE_BALANCE	,696
WLB3	<--- WORK_LIFE_BALANCE	,646
WLB4	<--- WORK_LIFE_BALANCE	,681
LMX1	<--- LEADER_MEMBER_EXCHANGE	,652
LMX2	<--- LEADER_MEMBER_EXCHANGE	,720
LMX3	<--- LEADER_MEMBER_EXCHANGE	,681
LMX4	<--- LEADER_MEMBER_EXCHANGE	,791
LMX5	<--- LEADER_MEMBER_EXCHANGE	,678
LMX6	<--- LEADER_MEMBER_EXCHANGE	,622
LMX7	<--- LEADER_MEMBER_EXCHANGE	,667

Lampiran 9

**PENGARUH LANGSUNG, TIDAK LANGSUNG,
DAN TOTAL**

Standardized Total Effects (Group number 1 - Default model)

	WORK_LIFE_ BALANCE	LEADER_ MEMBER_ EXCHANGE	JOB_ SATISFACTIO N	ORGANIZATIONAL _CITIZENSHIP_ BEHAVIOR
JOB_SATISFACTION	,408	,512	,000	,000
ORGANIZATIONAL_ CITIZENSHIP_ BEHAVIOR	,395	,469	,499	,000
OCB16	,323	,383	,407	,816
OCB15	,298	,354	,376	,754
OCB14	,297	,353	,375	,752
OCB13	,276	,328	,348	,698
OCB12	,319	,379	,402	,807
OCB11	,317	,377	,400	,803
OCB10	,319	,379	,402	,807
OCB9	,302	,358	,381	,764
OCB8	,292	,347	,369	,739
OCB7	,292	,347	,368	,739
OCB6	,284	,338	,359	,719
OCB5	,290	,345	,366	,735
OCB3	,287	,341	,362	,726
OCB2	,290	,344	,366	,733
OCB1	,291	,346	,368	,738
JS1	,281	,353	,688	,000
JS2	,278	,349	,682	,000
JS3	,288	,361	,705	,000
JS4	,258	,323	,631	,000
JS5	,285	,358	,698	,000
JS6	,288	,362	,706	,000
WLB1	,729	,000	,000	,000
WLB2	,696	,000	,000	,000
WLB3	,646	,000	,000	,000
WLB4	,681	,000	,000	,000
LMX7	,000	,667	,000	,000
LMX6	,000	,622	,000	,000
LMX5	,000	,678	,000	,000
LMX4	,000	,791	,000	,000
LMX3	,000	,681	,000	,000
LMX2	,000	,720	,000	,000
LMX1	,000	,652	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	WORK_LIFE_ BALANCE	LEADER_ MEMBER_ EXCHANGE	JOB_ SATISFACTION	ORGANIZATIONAL _CITIZENSHIP_ BEHAVIOR
JOB_SATISFACTION	,408	,512	,000	,000
ORGANIZATIONAL_ CITIZENSHIP_ BEHAVIOR	,191	,214	,499	,000
OCB16	,000	,000	,000	,816
OCB15	,000	,000	,000	,754
OCB14	,000	,000	,000	,752
OCB13	,000	,000	,000	,698
OCB12	,000	,000	,000	,807
OCB11	,000	,000	,000	,803
OCB10	,000	,000	,000	,807
OCB9	,000	,000	,000	,764
OCB8	,000	,000	,000	,739
OCB7	,000	,000	,000	,739
OCB6	,000	,000	,000	,719
OCB5	,000	,000	,000	,735
OCB3	,000	,000	,000	,726
OCB2	,000	,000	,000	,733
OCB1	,000	,000	,000	,738
JS1	,000	,000	,688	,000
JS2	,000	,000	,682	,000
JS3	,000	,000	,705	,000
JS4	,000	,000	,631	,000
JS5	,000	,000	,698	,000
JS6	,000	,000	,706	,000
WLB1	,729	,000	,000	,000
WLB2	,696	,000	,000	,000
WLB3	,646	,000	,000	,000
WLB4	,681	,000	,000	,000
LMX7	,000	,667	,000	,000
LMX6	,000	,622	,000	,000
LMX5	,000	,678	,000	,000
LMX4	,000	,791	,000	,000
LMX3	,000	,681	,000	,000
LMX2	,000	,720	,000	,000
LMX1	,000	,652	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	WORK_LIFE_ BALANCE	LEADER_ MEMBER_ EXCHANGE	JOB_ SATISFACTION	ORGANIZATIONAL _CITIZENSHIP_ BEHAVIOR
JOB_SATISFACTION	,000	,000	,000	,000
ORGANIZATIONAL_ CITIZENSHIP_ BEHAVIOR	,204	,255	,000	,000
OCB16	,323	,383	,407	,000
OCB15	,298	,354	,376	,000
OCB14	,297	,353	,375	,000
OCB13	,276	,328	,348	,000
OCB12	,319	,379	,402	,000
OCB11	,317	,377	,400	,000
OCB10	,319	,379	,402	,000
OCB9	,302	,358	,381	,000
OCB8	,292	,347	,369	,000
OCB7	,292	,347	,368	,000
OCB6	,284	,338	,359	,000
OCB5	,290	,345	,366	,000
OCB3	,287	,341	,362	,000
OCB2	,290	,344	,366	,000
OCB1	,291	,346	,368	,000
JS1	,281	,353	,000	,000
JS2	,278	,349	,000	,000
JS3	,288	,361	,000	,000
JS4	,258	,323	,000	,000
JS5	,285	,358	,000	,000
JS6	,288	,362	,000	,000
WLB1	,000	,000	,000	,000
WLB2	,000	,000	,000	,000
WLB3	,000	,000	,000	,000
WLB4	,000	,000	,000	,000
LMX7	,000	,000	,000	,000
LMX6	,000	,000	,000	,000
LMX5	,000	,000	,000	,000
LMX4	,000	,000	,000	,000
LMX3	,000	,000	,000	,000
LMX2	,000	,000	,000	,000
LMX1	,000	,000	,000	,000