

# LAMPIRAN

# **LAMPIRAN 1**

## **Kuesioner Penelitian**

**Kata Pengantar**

Dengan hormat,

Dalam rangka melengkapi persyaratan yang diperlukan dalam penyelesaian pendidikan Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Yogyakarta, bersama ini peneliti menyampaikan kuesioner penelitian kondisi karyawan di tempat kerja. Adapun hasil dari kuesioner ini akan digunakan sebagai bahan penyusunan skripsi pada program sarjana Universitas Muhammadiyah Yogyakarta.

Peneliti memahami waktu Saudara/i sangatlah terbatas dan berharga, namun peneliti juga berharap kesediaan Saudara/i untuk membantu penelitian ini dengan mengisi secara lengkap dan menjawab dengan sebenar-benarnya kuesioner yang terlampir demi membantu kelancaran penelitian ini.

Peneliti mengucapkan terima kasih yang sebesar-besarnya atas kesediaan Saudara/i telah meluangkan waktu untuk menjawab semua pertanyaan dalam kuesioner ini.

Peneliti,

Hanief Wiratma Muhammad

**DATA RESPONDEN:**

Sebelum menjawab pertanyaan dalam kuesioner ini, mohon Saudara/i mengisi data berikut terlebih dahulu. (Jawaban yang saudara berikan akan diperlakukan secara rahasia).

Pilihlah salah satu jawaban dengan memberikan **tanda centang [V]** pada kotak yang disediakan.

**1. Status Kepegawaian :**

- [1] Karyawan Tetap      [2] Karyawan Kontrak Universitas      [3] Kontak Unit  
[4] Temporary Workers      [5] DII

**2. Berapakah usia Anda:**

- [1] 20-35 tahun      [2] 35-45 tahun      [3] >45 tahun

**3. Tingkat pendidikan terakhir Anda:**

- [1] SLTP / Sederajat      [2] SLTA / Sederajat  
[3] Diploma      [3] S1      [4] S2

**4. Masa kerja Anda:**

- [1] <1 tahun      [2] 1-7 tahun      [3] 8-14 tahun  
[4 ] 15-21 tahun      [5 ] 22-28 tahun      [6]29-35 tahun  
[7] >35 tahun

### A. Kepuasan Kerja

No.	Pertanyaan	STS	TS	R	S	SS
1	Anda puas dengan pekerjaan					
2	Anda lebih menyukai pekerjaan daripada yang lainnya					
3	Anda menghabiskan waktu untuk bekerja keras					
4	Anda dihargai dalam pekerjaan					
5	Anda proaktif dalam pekerjaan					
6	Pekerjaan anda sangat penting					

Sumber : **Crow (2012)**

**STS = Sangat Tidak Setuju, TS = Tidak Setuju, R = Ragu-Ragu, S = Setuju,**

**SS = Sangat Setuju**

### B. Perilaku Kontra Produktif

No.	Pernyataan	Sekali Setahun	2 kali setahun	Beberapa kali setahun	Setiap bulan	Setiap minggu	Setiap hari	Tidak pernah
1.	Mengejek seseorang di tempat kerja							
2	Mengatakan sesuatu yang menyakitkan seseorang di tempat kerja							
3	Membuat ucapan yang mengandung unsur etnis, agama, atau rasial ditempat kerja							
4	Menyumpah erapahi seseorang ditempat kerja							
5	Melakukan kejahatan pada seseorang di tempat kerja							
6	Bertindak kasar terhadap seseorang ditempat kerja							

7	Secara terbuka memermalukan seseorang ditempat kerja							
8	Mengambil properti dari pekerjaan tanpa izin							
9	Menghabiskan terlalu banyak waktu untuk melamun atau berpikir hal lain daripada bekerja							
10	Memalsukan kwitansi untuk mendapat penggantian uang lebih dari yang anda keluarkan untuk pengeluaran bisnis							
11	Mengambil istirahat tambahan atau lebih lama dari yang seharusnya diterima di tempat kerja anda							
12	Datang terlambat ke kantor tanpa izin							
13	Mengotori lingkungan kerja anda							
14	Tidak mengikuti instruksi atasan anda							
15	Secara sengaja bekerja lebih lambat daripada yang seharusnya anda lakukan							
16	Membahasa informasi rahasia perusahaan dengan orang yang tidak memiliki otoritas							
17	Melibatkan sedikit usaha dalam melakukan pekerjaan anda							
18	Mempercepat pekerjaan untuk mendapat lemburan							

Sumber : Robbinson & Bannet (2000)

### C. Organizational Citizenship Behavior

No.	Pertanyaan	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 bekerja.					
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	Kehadiran saya di tempat kerja melebihi jam kerja pada umumnya.						
7	Saya tidak mengambil jam istirahat tambahan.						
8	Saya mematuhi peraturan yang ada di perusahaan meskipun tidak ada yang mengawasi.						
9	Saya merupakan salah satu karyawan yang paling teliti.						
10	Saya selalu membutuhkan pembuktian yang terperinci atas apa yang terjadi di tempat saya bekerja.						
11	Saya mempertimbangkan dampak dari pekerjaan saya terhadap rekan kerja.						
12	Saya tidak pernah menyalahgunakan hak-hak orang lain.						
13	Saya mengambil langkah untuk berusaha mencegah konflik dengan karyawan lain.						
14	Saya sadar bagaimana perilaku saya mempengaruhi pekerjaan orang lain.						
15	Saya tetap mengikuti perubahan dalam organisasi.						
16	Saya menghadiri pertemuan yang tidak diwajibkan, tetapi dianggap penting.						
17	Saya menghadiri kegiatan yang dilakukan oleh luar pihak untuk meningkatkan pencitraan tempat kerja						
18	Saya memantau berbagai perkembangan informasi di tempat kerja						

Sumber: Podsakoff (2000)

**STS = Sangat Tidak Setuju, TS = Tidak Setuju, N = Netral, S = Setuju,  
SS = Sangat Setuju**

# **LAMPIRAN 2**

## **Data Mentah Hasil Kuesioner**



## Kepuasan Kerja

no	kk 1	kk 2	kk 3	kk 4	kk 5	kk 6	total
1	4	3	3	4	4	4	22
2	3	3	4	4	4	4	22
3	3	2	4	3	3	3	18
4	4	2	2	4	4	4	20
5	5	5	5	4	5	5	29
6	5	4	4	4	4	4	25
7	5	4	4	4	4	4	25
8	4	4	4	4	4	4	24
9	4	3	3	4	4	4	22
10	4	4	4	4	4	4	24
11	4	3	4	4	3	5	23
12	4	2	1	4	4	4	19
13	4	4	4	4	3	5	24
14	4	4	3	4	4	4	23
15	4	3	4	4	4	4	23
16	4	4	4	4	5	4	25
17	5	4	4	5	4	5	27
18	5	2	4	2	4	4	21
19	4	4	3	4	4	4	23
20	4	3	3	3	4	3	20
21	4	4	4	4	4	5	25
22	4	4	5	5	4	5	27
23	4	2	2	4	4	4	20
24	5	5	5	4	5	4	28
25	5	5	5	4	5	5	29
26	4	4	4	4	4	4	24
27	4	4	5	5	5	5	28
28	4	4	4	4	5	5	26
29	5	4	5	5	4	4	27
30	4	5	5	5	5	5	29
31	4	4	3	4	4	4	23
32	4	4	3	4	4	4	23
33	5	5	5	4	4	5	28
34	5	4	4	4	4	5	26
35	5	4	5	5	4	5	28
36	4	3	4	4	4	4	23
37	5	4	3	4	3	4	23
38	5	5	5	3	3	4	25
39	5	5	4	5	3	3	25

40	4	2	2	4	3	4	19
41	4	4	5	5	5	5	28
42	4	3	2	4	4	4	21
43	4	4	2	4	4	4	22
44	4	3	2	4	3	4	20
45	4	4	5	5	4	5	27
46	4	4	5	4	4	4	25
47	4	3	4	3	5	5	24
48	5	4	4	4	3	3	23
49	5	5	4	4	5	3	26
50	4	3	2	4	5	4	22
51	3	4	5	4	4	4	24
52	4	4	4	4	5	5	26
53	4	4	3	4	4	3	22
54	4	4	3	4	4	3	22
55	4	4	3	4	4	3	22
56	4	4	3	3	3	4	21
57	5	4	5	4	5	3	26
58	5	5	5	5	4	4	28
59	4	3	4	4	4	4	23
60	5	4	5	4	5	4	27
61	4	4	3	3	4	3	21
62	4	4	3	3	3	4	21
63	5	5	3	4	4	5	26
64	5	5	4	5	5	4	28
65	4	4	3	4	4	3	22
66	4	4	4	4	4	4	24
67	4	4	3	4	4	4	23
68	4	3	3	4	4	4	22
69	4	4	5	3	4	3	23
70	5	4	5	4	5	3	26
71	5	4	4	3	4	5	25
72	4	5	5	5	5	4	28
73	4	4	4	4	5	5	26
74	5	5	5	4	4	5	28
75	4	5	5	4	4	4	26
76	5	5	4	4	5	5	28
77	4	4	5	5	4	4	26
78	4	4	5	5	5	5	28
79	5	5	5	5	4	4	28
80	5	5	4	4	4	5	27

<b>81</b>	4	4	5	5	5	5	28
<b>82</b>	4	5	4	4	4	4	25
<b>83</b>	2	3	4	4	4	2	19
<b>84</b>	4	4	3	3	4	4	22
<b>85</b>	4	4	4	4	4	4	24
<b>86</b>	3	3	4	4	4	4	22
<b>87</b>	4	4	3	3	4	4	22

## Perilaku Kontra Produktif

No.	dwb 1	dwb 2	dwb 3	dwb 4	dwb 5	dwb 6	dwb 7	dwb 8	dwb 9	dwb 10	dwb 11	dwb 12	dwb 13	dwb 14	dwb 15	dwb 16	dwb 17	dwb 18	Total
1	1	1	1	1	2	1	1	1	1	1	1	2	2	1	1	1	2	2	23
2	1	1	1	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1	21
3	1	1	1	1	1	1	1	1	1	1	1	2	2	1	1	1	1	1	20
4	4	1	4	1	4	1	1	1	1	1	4	3	1	1	1	1	1	1	32
5	4	2	1	1	3	1	1	1	2	1	3	4	1	1	2	1	2	1	32
6	1	1	1	1	4	1	2	1	2	1	2	4	1	1	2	1	2	2	30
7	1	1	1	1	1	1	1	1	1	1	1	4	1	1	1	1	1	4	24
8	1	1	1	1	4	1	1	1	1	1	1	4	1	1	1	1	7	1	30
9	1	1	1	1	1	1	1	1	6	1	1	4	4	1	1	1	4	1	32
10	5	1	1	1	6	1	1	1	1	1	1	1	1	1	1	1	1	1	27
11	6	6	1	1	7	6	1	1	5	1	6	6	5	1	6	5	6	5	75
12	7	4	1	1	4	1	1	1	4	1	1	1	1	1	1	1	4	1	36
13	7	4	1	1	4	1	1	1	1	1	1	7	1	1	1	1	1	1	36
14	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	4	1	21
15	4	1	1	1	4	1	1	1	1	1	4	4	1	1	4	1	1	1	33
16	3	3	2	1	1	1	1	1	1	1	1	1	1	1	1	1	2	3	26
17	1	2	7	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	26
18	1	1	1	1	1	1	1	1	1	1	1	4	1	1	1	1	1	1	21
19	7	1	1	1	7	1	1	1	1	1	1	1	1	1	1	1	1	1	30
20	1	1	1	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1	21
21	2	1	1	1	3	1	1	1	2	1	1	2	1	1	1	1	1	1	23
22	3	1	1	1	2	1	1	1	1	1	1	1	1	1	2	1	1	1	22
23	1	1	1	1	2	1	1	1	2	1	2	1	1	1	1	1	1	1	21
24	2	1	1	1	2	1	1	1	2	1	2	2	2	1	2	1	1	1	25
25	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	19
26	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	19
27	3	1	1	1	2	1	1	1	1	1	1	2	1	1	1	1	1	1	22
28	3	1	1	1	2	1	1	1	2	1	2	4	1	1	1	1	1	1	26
29	2	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	20
30	2	1	1	1	1	1	2	1	1	1	1	3	2	1	1	1	1	2	24
31	7	7	4	4	7	1	4	1	1	1	4	4	1	4	5	1	6	6	68
32	7	7	4	4	7	1	4	1	1	1	4	4	1	4	5	1	6	6	68
33	7	3	1	4	7	1	1	1	1	1	1	1	1	1	2	5	1	1	40
34	7	7	7	7	7	7	1	7	1	7	6	7	6	1	1	7	1	6	93
35	4	1	1	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1	23
36	3	2	1	1	4	1	1	1	3	1	2	4	1	1	3	1	2	2	34
37	7	3	4	1	7	1	1	1	3	1	4	2	5	2	3	2	3	2	52
38	7	3	2	1	7	1	1	1	3	1	3	4	1	3	3	2	2	3	48
39	7	5	4	1	7	4	1	1	7	1	6	6	1	1	7	3	4	4	70

40	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	6	6	28
41	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	4	7	26
42	5	4	4	1	4	4	3	1	4	1	1	1	1	3	6	1	1	3	48
43	4	4	4	1	7	1	1	7	1	1	6	1	7	5	1	1	6	4	62
44	1	4	1	1	7	4	5	1	5	1	7	1	2	4	6	3	5	4	62
45	5	6	7	1	5	1	1	1	6	1	7	7	5	1	1	1	7	6	69
46	7	7	1	1	1	1	1	1	3	1	5	5	5	7	5	1	5	5	62
47	5	5	1	5	4	1	1	1	4	7	5	5	5	5	5	1	5	5	70
48	2	1	1	1	1	1	1	1	7	1	3	3	3	3	1	6	7	5	48
49	1	1	1	1	5	1	1	1	5	1	1	1	1	1	1	1	1	1	26
50	2	5	1	1	2	1	1	1	1	1	1	7	6	1	1	1	1	1	35
51	4	1	1	1	5	1	1	1	1	6	5	7	1	1	1	1	1	1	40
52	3	5	5	1	3	1	1	1	1	1	5	5	5	5	5	5	5	5	62
53	7	7	4	4	7	1	4	1	1	1	4	4	1	4	6	1	6	6	69
54	6	7	6	4	4	1	4	1	1	1	4	4	7	4	6	1	6	6	73
55	7	6	2	1	7	1	3	1	7	3	6	6	4	2	5	4	5	6	76
56	7	6	1	7	7	1	3	1	7	3	5	5	4	2	4	3	4	5	75
57	7	6	7	1	7	1	1	1	1	1	1	1	1	1	1	1	1	1	41
58	7	1	7	1	1	1	1	1	1	1	1	7	7	1	3	3	4	6	54
59	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	18
60	7	1	1	7	1	1	1	1	1	1	1	1	1	1	1	7	1	1	36
61	7	6	1	1	6	1	1	1	3	3	3	1	1	1	1	7	5	5	54
62	7	5	1	1	7	1	1	5	7	4	5	5	4	2	6	1	7	7	76
63	1	1	1	1	1	1	1	1	3	1	4	4	1	1	1	1	1	1	26
64	7	1	1	1	7	1	1	1	1	1	1	1	1	1	1	1	1	1	30
65	7	7	4	4	7	1	4	1	1	1	4	4	1	4	6	1	6	6	69
66	7	7	4	4	7	1	4	1	1	1	4	4	1	1	5	1	6	6	65
67	7	7	4	4	7	1	4	1	1	1	4	4	1	4	5	1	6	6	68
68	7	6	6	3	7	6	7	5	6	1	5	6	2	3	3	4	5	6	88
69	1	1	1	1	2	1	1	1	2	1	3	3	1	1	1	1	1	1	24
70	1	1	1	1	7	1	1	1	7	1	1	7	1	7	1	1	1	1	42
71	6	5	1	1	4	1	1	1	1	1	1	1	1	4	1	1	1	1	33
72	2	1	1	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	21
73	1	1	1	1	1	1	1	1	2	1	3	3	1	1	3	1	2	1	26
74	4	1	2	1	4	1	2	1	1	1	1	1	1	1	1	1	1	1	26
75	3	1	1	1	2	1	1	1	2	1	1	2	1	1	1	1	1	1	23
76	1	1	1	1	2	1	1	1	1	1	1	2	1	1	1	1	1	1	20
77	2	1	3	1	2	1	1	1	2	1	2	2	1	1	1	1	1	1	25
78	1	1	2	1	1	1	1	1	2	1	1	4	1	1	1	1	1	1	23
79	2	1	2	1	4	1	2	1	1	1	1	3	1	1	1	1	1	1	26
80	4	1	1	1	3	1	2	1	1	1	2	3	1	1	1	1	1	1	27
81	2	1	2	3	2	1	1	1	2	1	2	4	1	1	2	1	2	1	30
82	1	1	1	1	1	1	1	1	2	1	3	4	1	1	2	1	2	1	26
83	5	1	1	1	5	1	1	1	1	1	5	1	1	1	1	1	1	1	30
84	1	1	4	1	4	1	1	1	2	1	4	4	1	1	4	4	4	1	40
85	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	18
86	2	1	1	1	4	1	1	1	4	1	4	4	1	1	1	4	1	1	34
87	7	1	1	1	7	1	1	1	6	1	6	6	1	1	1	1	1	7	51

*Organizational Citizenship Behavior*

No.	ocb1	ocb2	ocb3	ocb4	ocb5	ocb6	ocb7	ocb8	ocb9	ocb10	ocb11	ocb12	ocb13	ocb14	ocb15	ocb16	ocb17	ocb18	Total
1	4	4	3	4	3	3	3	4	3	4	3	4	3	4	4	4	4	4	65
2	3	4	3	4	3	4	4	4	3	3	3	4	4	3	3	4	3	3	62
3	4	4	4	4	3	4	3	4	3	4	3	4	4	4	4	4	2	4	66
4	3	4	4	4	3	2	4	4	3	4	4	4	4	4	4	4	2	2	63
5	4	4	5	5	4	5	3	3	4	5	4	4	4	4	4	4	4	4	74
6	4	4	4	5	5	4	4	4	5	4	4	5	4	3	4	2	3	3	71
7	4	4	4	4	4	4	3	5	3	3	3	4	4	4	4	3	4	3	67
8	4	4	4	4	3	2	3	4	4	4	3	4	4	3	3	3	2	3	61
9	4	4	4	4	4	3	3	4	3	3	4	4	4	4	4	3	3	4	66
10	3	3	3	3	4	5	5	4	3	4	4	4	3	4	4	3	3	3	65
11	3	4	3	4	3	2	4	4	3	4	4	3	4	4	3	3	2	2	59
12	4	4	3	4	3	3	4	4	3	3	4	4	4	3	3	2	2	4	61
13	4	4	2	4	2	5	5	5	4	5	4	4	4	4	3	4	3	4	70
14	3	4	4	4	4	4	4	4	3	3	4	4	4	3	4	4	2	4	66
15	3	3	4	3	3	3	3	3	2	3	4	4	4	4	3	3	2	4	58
16	4	5	3	5	4	4	4	5	3	4	4	4	4	4	4	4	4	4	73
17	5	4	3	4	4	5	3	5	3	5	4	4	5	1	3	4	3	4	69
18	4	4	4	4	4	2	2	4	4	5	4	4	5	4	4	5	2	4	69
19	3	4	3	4	2	4	3	4	3	3	4	5	5	4	4	3	2	3	63
20	4	4	3	4	3	4	4	4	3	3	4	4	3	3	4	4	3	4	65
21	3	4	3	4	4	4	4	4	4	3	4	2	4	4	5	4	4	5	69
22	4	5	5	5	4	5	4	5	5	5	4	4	5	4	5	4	4	5	82
23	4	4	4	4	5	3	3	4	3	4	4	5	5	5	4	3	4	4	72
24	4	4	4	4	4	4	5	5	4	4	4	4	4	5	5	4	4	3	75
25	5	5	4	4	5	3	4	5	3	3	2	5	4	4	5	4	5	5	75
26	5	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	74
27	4	5	5	5	4	5	4	5	5	4	4	4	5	5	5	4	4	5	82
28	5	5	5	4	5	5	5	4	3	1	5	4	4	4	4	4	4	4	75
29	5	5	5	4	4	5	5	4	4	4	5	4	4	5	3	3	3	4	76
30	5	4	3	4	4	5	4	4	3	3	4	4	5	5	5	5	4	4	75
31	3	4	4	4	3	4	4	4	3	3	4	4	4	4	4	1	2	3	62
32	3	4	4	4	3	4	4	4	3	3	4	4	4	4	4	1	2	3	62
33	4	3	4	4	4	4	4	5	5	5	5	4	5	4	5	3	4	3	75
34	4	3	5	4	5	4	5	3	4	5	3	4	5	4	4	4	5	4	75
35	5	5	4	4	4	4	5	5	4	3	4	5	5	3	4	3	4	4	75
36	4	5	4	5	5	4	5	5	4	4	4	5	5	4	3	3	3	4	76
37	5	4	3	4	4	3	3	3	3	4	3	2	2	3	3	1	1	2	53
38	5	4	4	4	5	4	3	4	3	3	3	4	3	3	3	2	1	2	60

39	5	4	4	4	5	2	3	2	3	3	2	3	4	5	3	3	2	2	59
40	3	3	3	3	3	4	4	5	4	4	4	5	4	3	4	4	4	4	68
41	3	3	2	3	3	4	4	5	4	4	4	5	4	3	4	4	4	4	67
42	4	3	4	4	4	3	4	4	4	3	4	4	4	3	4	3	3	4	66
43	3	4	3	4	4	3	3	3	4	4	3	3	2	3	4	3	3	3	59
44	3	4	3	3	4	4	3	4	4	3	3	4	3	2	3	2	4	3	59
45	3	4	3	5	5	2	3	4	5	4	4	4	5	5	4	3	2	4	69
46	4	4	3	4	3	3	3	3	4	4	4	3	5	4	5	4	3	4	67
47	4	4	3	5	4	4	3	3	3	3	3	3	3	3	3	3	4	3	61
48	4	3	3	3	3	3	4	4	4	2	5	5	5	4	4	4	3	3	66
49	4	5	4	3	4	4	5	3	4	3	5	5	4	4	3	3	4	4	71
50	4	4	2	4	5	5	5	4	3	3	3	4	4	4	4	2	2	4	66
51	5	5	4	4	1	5	3	5	4	5	4	5	5	5	4	4	4	5	77
52	3	3	3	3	3	5	3	4	3	4	4	4	4	4	3	3	3	4	63
53	3	4	4	4	3	4	4	4	3	3	4	4	4	4	4	2	3	4	65
54	3	4	4	4	4	4	4	4	3	3	4	4	4	4	4	2	3	4	66
55	4	3	3	4	2	3	4	3	3	2	5	3	3	3	5	3	4	3	60
56	4	3	3	4	2	3	4	3	3	2	4	5	5	5	3	4	3	3	63
57	5	4	5	4	5	5	3	4	5	3	4	5	4	3	4	5	4	3	75
58	5	5	5	5	5	5	4	4	5	4	5	4	5	4	4	5	3	5	82
59	3	4	3	4	3	3	3	4	4	4	4	4	4	4	3	3	3	4	64
60	5	4	5	5	4	4	5	4	5	3	5	4	5	4	5	3	3	3	76
61	3	3	3	3	3	2	3	4	3	3	5	4	4	3	3	3	2	2	56
62	4	4	3	4	2	4	3	4	3	4	4	2	3	4	3	3	4	2	60
63	4	5	4	4	3	5	4	4	4	3	3	4	4	3	3	3	4	3	67
64	5	4	4	4	5	4	5	3	4	5	4	3	4	5	5	5	4	5	78
65	3	4	4	4	3	4	4	4	3	3	4	4	4	4	4	2	3	4	65
66	2	4	4	4	3	4	4	4	3	3	4	4	4	4	4	2	3	4	64
67	2	4	4	4	3	4	4	4	3	3	4	4	4	4	4	2	3	4	64
68	4	4	3	3	4	3	3	4	4	3	4	3	4	4	3	3	3	4	63
69	3	4	4	3	5	3	3	4	3	4	3	4	5	3	3	4	2	2	62
70	5	4	3	4	5	3	5	4	3	5	5	4	5	4	5	4	5	4	77
71	5	4	3	4	4	5	3	4	4	4	5	3	4	4	3	4	5	3	71
72	5	5	5	5	5	4	5	5	4	4	4	4	4	4	4	4	4	4	79
73	4	4	5	5	5	3	3	4	4	4	4	5	5	5	4	4	4	5	77
74	5	5	5	5	4	4	5	5	4	3	5	5	5	4	5	4	4	4	81
75	5	5	5	4	4	5	5	5	5	3	4	4	5	5	4	4	4	4	80
76	5	5	5	5	4	4	4	4	5	4	4	4	4	5	5	4	4	4	79
77	4	4	4	4	4	4	5	5	5	4	4	4	4	5	5	4	4	4	77
78	4	4	4	4	4	5	5	4	3	3	4	4	4	4	4	5	4	4	73
79	5	5	5	5	5	5	5	4	4	3	5	4	4	4	4	5	5	4	81

<b>80</b>	5	5	5	5	4	5	4	5	5	3	4	4	4	4	4	4	3	4	77
<b>81</b>	4	4	4	4	5	5	5	4	4	4	5	4	5	5	4	4	4	4	78
<b>82</b>	5	5	5	5	5	4	5	4	4	3	5	5	4	4	4	4	4	4	79
<b>83</b>	4	4	4	3	4	3	3	4	4	4	4	4	4	4	3	4	4	4	68
<b>84</b>	4	4	4	4	3	3	3	5	4	4	3	4	4	4	5	4	5	5	72
<b>85</b>	4	2	2	3	3	3	3	3	3	3	4	4	4	4	3	3	3	3	57
<b>86</b>	3	3	3	4	4	2	3	4	4	4	4	4	4	4	4	4	3	4	65
<b>87</b>	4	4	4	5	5	2	4	4	4	4	4	4	5	5	5	3	3	3	72

# LAMPIRAN 3

## Hasil Uji Instrumen



## Uji Validitas

## A. Kepuasan Kerja

## B. Correlations

		kepuasan1	kepuasan2	kepuasan3	kepuasan4
kepuasan1	Pearson Correlation	1	,492**	,256*	,108
	Sig. (2-tailed)		,000	,017	,321
	N	87	87	87	87
kepuasan2	Pearson Correlation	,492**	1	,545**	,320**
	Sig. (2-tailed)	,000		,000	,003
	N	87	87	87	87
kepuasan3	Pearson Correlation	,256*	,545**	1	,346**
	Sig. (2-tailed)	,017	,000		,001
	N	87	87	87	87
kepuasan4	Pearson Correlation	,108	,320**	,346**	1
	Sig. (2-tailed)	,321	,003	,001	
	N	87	87	87	87
kepuasan5	Pearson Correlation	,118	,265*	,344**	,280**
	Sig. (2-tailed)	,276	,013	,001	,009
	N	87	87	87	87
kepuasan6	Pearson Correlation	,246*	,210	,264*	,272*
	Sig. (2-tailed)	,022	,051	,013	,011
	N	87	87	87	87
Total	Pearson Correlation	,555**	,765**	,778**	,581**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	87	87	87	87

## Correlations

		kepuasan5	kepuasan6	Total
kepuasan1	Pearson Correlation	,118	,246**	,555*
	Sig. (2-tailed)	,276	,022	,000
	N	87	87	87
kepuasan2	Pearson Correlation	,265**	,210	,765**
	Sig. (2-tailed)	,013	,051	,000
	N	87	87	87
kepuasan3	Pearson Correlation	,344*	,264**	,778
	Sig. (2-tailed)	,001	,013	,000
	N	87	87	87
kepuasan4	Pearson Correlation	,280	,272**	,581**
	Sig. (2-tailed)	,009	,011	,000
	N	87	87	87
kepuasan5	Pearson Correlation	1	,249*	,561**
	Sig. (2-tailed)		,020	,000
	N	87	87	87
kepuasan6	Pearson Correlation	,249*	1	,566*
	Sig. (2-tailed)	,020		,000
	N	87	87	87
Total	Pearson Correlation	,561**	,566**	1**
	Sig. (2-tailed)	,000	,000	
	N	87	87	87

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

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





dwb9	Pearson Correlation	,405	,247*	,222	,313	,282**	,350**	,344	,469
	Sig. (2-tailed)	,000	,021	,039	,003	,008	,001	,001	,000
	N	87	87	87	87	87	87	87	87
dwb10	Pearson Correlation	,347*	,329**	,095	,130**	,278*	,113*	,279	,415**
	Sig. (2-tailed)	,001	,002	,380	,230	,009	,296	,009	,000
	N	87	87	87	87	87	87	87	87
dwb11	Pearson Correlation	,522**	,447**	,386**	,592**	,328**	,563**	,654**	,786**
	Sig. (2-tailed)	,000	,000	,000	,000	,002	,000	,000	,000
	N	86	86	86	86	86	86	86	86
dwb12	Pearson Correlation	1**	,436**	,234**	,360	,179*	,311*	,426	,573
	Sig. (2-tailed)		,000	,029	,001	,098	,003	,000	,000
	N	87	87	87	87	87	87	87	87
dwb13	Pearson Correlation	,436*	1**	,347**	,302	,279	,445*	,466	,574**
	Sig. (2-tailed)	,000		,001	,004	,009	,000	,000	,000
	N	87	87	87	87	87	87	87	87
dwb14	Pearson Correlation	,234**	,347**	1*	,523*	,036**	,476	,451**	,553
	Sig. (2-tailed)	,029	,001		,000	,738	,000	,000	,000
	N	87	87	87	87	87	87	87	87
dwb15	Pearson Correlation	,360**	,302**	,523**	1**	,157**	,614**	,609**	,729
	Sig. (2-tailed)	,001	,004	,000		,147	,000	,000	,000
	N	87	87	87	87	87	87	87	87
dwb16	Pearson Correlation	,179**	,279*	,036	,157**	1*	,229**	,292	,446*
	Sig. (2-tailed)	,098	,009	,738	,147		,033	,006	,000
	N	87	87	87	87	87	87	87	87
dwb17	Pearson Correlation	,311**	,445**	,476**	,614*	,229**	1	,764**	,714
	Sig. (2-tailed)	,003	,000	,000	,000	,033		,000	,000
	N	87	87	87	87	87	87	87	87
dwb18	Pearson Correlation	,426**	,466**	,451**	,609**	,292**	,764**	1**	,816**
	Sig. (2-tailed)	,000	,000	,000	,000	,006	,000		,000
	N	87	87	87	87	87	87	87	87
total	Pearson Correlation	,573**	,574**	,553**	,729**	,446**	,714**	,816**	1**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
	N	87	87	87	87	87	87	87	87

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

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

**C. Organizational Citizenship Behavior.****Correlations**

		ocb1	ocb2	ocb3	ocb4	ocb5	ocb6	ocb7	ocb8	ocb9	ocb10	ocb11
ocb 1	Pearson Correlation	1	,454**	,380**	,370**	,389**	,272*	,228*	,117	,321**	,069	,129
	Sig. (2-tailed)		,000	,000	,000	,000	,011	,033	,280	,002	,526	,235
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 2	Pearson Correlation	,454**	1	,550**	,566**	,292**	,365**	,306**	,351**	,306**	,016	,032
	Sig. (2-tailed)	,000		,000	,000	,006	,001	,004	,001	,004	,883	,767
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 3	Pearson Correlation	,380**	,550**	1	,504**	,422**	,258*	,267*	,145	,418**	,009	,173
	Sig. (2-tailed)	,000	,000		,000	,000	,016	,012	,182	,000	,935	,108
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 4	Pearson Correlation	,370**	,566**	,504**	1	,341**	,168	,213*	,167	,393**	,151	,095
	Sig. (2-tailed)	,000	,000	,000		,001	,119	,048	,121	,000	,161	,383
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 5	Pearson Correlation	,389**	,292**	,422**	,341**	1	,061	,246*	-,012	,287**	,093	-,015
	Sig. (2-tailed)	,000	,006	,000	,001		,572	,022	,909	,007	,390	,890
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 6	Pearson Correlation	,272*	,365**	,258*	,168	,061	1	,427**	,316**	,207	,005	,211
	Sig. (2-tailed)	,011	,001	,016	,119	,572		,000	,003	,055	,960	,050
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 7	Pearson Correlation	,228*	,306**	,267*	,213*	,246*	,427**	1	,247*	,193	-,121	,381**
	Sig. (2-tailed)	,033	,004	,012	,048	,022	,000		,021	,073	,266	,000
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 8	Pearson Correlation	,117	,351**	,145	,167	-,012	,316**	,247*	1	,328**	,204	,116
	Sig. (2-tailed)	,280	,001	,182	,121	,909	,003	,021		,002	,058	,283
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 9	Pearson Correlation	,321**	,306**	,418**	,393**	,287**	,207	,193	,328**	1	,319**	,258*
	Sig. (2-tailed)	,002	,004	,000	,000	,007	,055	,073	,002		,003	,016
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 10	Pearson Correlation	,069	,016	,009	,151	,093	,005	-,121	,204	,319**	1	-,060
	Sig. (2-tailed)	,526	,883	,935	,161	,390	,960	,266	,058	,003		,580
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 11	Pearson Correlation	,129	,032	,173	,095	-,015	,211	,381**	,116	,258*	-,060	1
	Sig. (2-tailed)	,235	,767	,108	,383	,890	,050	,000	,283	,016	,580	
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 12	Pearson Correlation	,045	,109	,244*	,028	,062	,118	,203	,379**	,155	-,081	,162
	Sig. (2-tailed)	,678	,317	,023	,797	,568	,275	,060	,000	,153	,458	,135
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 13	Pearson Correlation	,161	,144	,295**	,209	,161	,050	,171	,290**	,317**	,187	,328**

	Sig. (2-tailed)	,137	,182	,005	,052	,135	,646	,113	,006	,003	,083	,002
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 14	Pearson Correlation	,152	,179	,291**	,248*	,111	,006	,231*	-,009	,202	,112	,181
	Sig. (2-tailed)	,161	,097	,006	,020	,308	,957	,031	,937	,061	,304	,094
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 15	Pearson Correlation	,160	,139	,304**	,376**	,187	,092	,325**	,274*	,343**	,109	,190
	Sig. (2-tailed)	,139	,198	,004	,000	,084	,397	,002	,010	,001	,314	,078
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 16	Pearson Correlation	,399**	,162	,208	,145	,183	,172	,119	,194	,318**	,252*	,184
	Sig. (2-tailed)	,000	,134	,053	,181	,091	,112	,274	,072	,003	,019	,087
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 17	Pearson Correlation	,343**	,227*	,232*	,156	,182	,371**	,313**	,284**	,327**	,135	,193
	Sig. (2-tailed)	,001	,034	,030	,150	,092	,000	,003	,008	,002	,214	,074
	N	87	87	87	87	87	87	87	87	87	87	87
ocb 18	Pearson Correlation	,148	,328**	,259*	,239*	,135	,318**	,215*	,325**	,292**	,200	,148
	Sig. (2-tailed)	,172	,002	,015	,026	,213	,003	,045	,002	,006	,063	,170
	N	87	87	87	87	87	87	87	87	87	87	87
total	Pearson Correlation	,563**	,580**	,633**	,553**	,459**	,492**	,534**	,485**	,633**	,282**	,384**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,008	,000
	N	87	87	87	87	87	87	87	87	87	87	87

## Correlations

	ocb12	ocb13	ocb14	ocb15	ocb16	ocb17	ocb18	total
ocb1	Pearson Correlation	,045	,161	,152	,160	,399**	,343**	,148
	Sig. (2-tailed)	,678	,137	,161	,139	,000	,001	,172
	N	87	87	87	87	87	87	87
ocb2	Pearson Correlation	,109	,144	,179	,139	,162	,227*	,328**
	Sig. (2-tailed)	,317	,182	,097	,198	,134	,034	,002
	N	87	87	87	87	87	87	87
ocb3	Pearson Correlation	,244*	,295**	,291**	,304**	,208	,232*	,259*
	Sig. (2-tailed)	,023	,005	,006	,004	,053	,030	,015
	N	87	87	87	87	87	87	87
ocb4	Pearson Correlation	,028	,209	,248*	,376**	,145	,156	,239*
	Sig. (2-tailed)	,797	,052	,020	,000	,181	,150	,026
	N	87	87	87	87	87	87	87
ocb5	Pearson Correlation	,062	,161	,111	,187	,183	,182	,135
	Sig. (2-tailed)	,568	,135	,308	,084	,091	,092	,213
	N	87	87	87	87	87	87	87
ocb6	Pearson Correlation	,118	,050	,006	,092	,172	,371**	,318**
	Sig. (2-tailed)	,275	,646	,957	,397	,112	,000	,003
	N	87	87	87	87	87	87	87

ocb7	Pearson Correlation	,203	,171	,231*	,325**	,119	,313**	,215*	,534**
	Sig. (2-tailed)	,060	,113	,031	,002	,274	,003	,045	,000
	N	87	87	87	87	87	87	87	87
ocb8	Pearson Correlation	,379**	,290**	-,009	,274*	,194	,284**	,325**	,485**
	Sig. (2-tailed)	,000	,006	,937	,010	,072	,008	,002	,000
	N	87	87	87	87	87	87	87	87
ocb9	Pearson Correlation	,155	,317**	,202	,343**	,318**	,327**	,292**	,633**
	Sig. (2-tailed)	,153	,003	,061	,001	,003	,002	,006	,000
	N	87	87	87	87	87	87	87	87
ocb10	Pearson Correlation	-,081	,187	,112	,109	,252*	,135	,200	,282**
	Sig. (2-tailed)	,458	,083	,304	,314	,019	,214	,063	,008
	N	87	87	87	87	87	87	87	87
ocb11	Pearson Correlation	,162	,328**	,181	,190	,184	,193	,148	,384**
	Sig. (2-tailed)	,135	,002	,094	,078	,087	,074	,170	,000
	N	87	87	87	87	87	87	87	87
ocb12	Pearson Correlation	1	,470**	,050	,079	,146	,146	,255*	,362**
	Sig. (2-tailed)		,000	,645	,469	,179	,176	,017	,001
	N	87	87	87	87	87	87	87	87
ocb13	Pearson Correlation	,470**	1	,377**	,280**	,345**	,148	,336**	,542**
	Sig. (2-tailed)	,000		,000	,009	,001	,173	,001	,000
	N	87	87	87	87	87	87	87	87
ocb14	Pearson Correlation	,050	,377**	1	,363**	,211	,193	,285**	,439**
	Sig. (2-tailed)	,645	,000		,001	,050	,073	,007	,000
	N	87	87	87	87	87	87	87	87
ocb15	Pearson Correlation	,079	,280**	,363**	1	,303**	,407**	,422**	,565**
	Sig. (2-tailed)	,469	,009	,001		,004	,000	,000	,000
	N	87	87	87	87	87	87	87	87
ocb16	Pearson Correlation	,146	,345**	,211	,303**	1	,494**	,389**	,582**
	Sig. (2-tailed)	,179	,001	,050	,004		,000	,000	,000
	N	87	87	87	87	87	87	87	87
ocb17	Pearson Correlation	,146	,148	,193	,407**	,494**	1	,460**	,627**
	Sig. (2-tailed)	,176	,173	,073	,000	,000		,000	,000
	N	87	87	87	87	87	87	87	87
ocb18	Pearson Correlation	,255*	,336**	,285**	,422**	,389**	,460**	1	,619**
	Sig. (2-tailed)	,017	,001	,007	,000	,000	,000		,000
	N	87	87	87	87	87	87	87	87
total	Pearson Correlation	,362**	,542**	,439**	,565**	,582**	,627**	,619**	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	,000	
	N	87	87	87	87	87	87	87	87

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

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

**Uji Reliabilitas**  
**Reliability Statistics**

Cronbach's Alpha	N of Items
,711	6

**Reliability Statistics**

Cronbach's Alpha	N of Items
,904	18

**Reliability Statistics**

Cronbach's Alpha	N of Items
,838	18



# **LAMPIRAN 4**

## Hasil Karakteristik Responden

**statuspegawai**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid karyawan tetap	38	43.7	43.7	43.7
karyawan kontrak	10	11.5	11.5	55.2
kontak unit	3	3.4	3.4	58.6
temporary workers	33	37.9	37.9	96.6
dll	3	3.4	3.4	100.0
Total	87	100.0	100.0	

**usia**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-35	45	51.7	51.7	51.7
35-45	35	40.2	40.2	92.0
>45	7	8.0	8.0	100.0
Total	87	100.0	100.0	

**pend.terakhir**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SLTA/ sederajat	10	11.5	11.5	11.5
Diploma	13	14.9	14.9	26.4
S1	64	73.6	73.6	100.0
Total	87	100.0	100.0	

**masakerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <1 tahun	17	19.5	19.5	19.5
1-7 tahun	57	65.5	65.5	85.1
8-14 tahun	7	8.0	8.0	93.1
15-21 tahun	2	2.3	2.3	95.4
22-28 tahun	2	2.3	2.3	97.7
29-35 tahun	1	1.1	1.1	98.9
>35 tahun	1	1.1	1.1	100.0
Total	87	100.0	100.0	

# **LAMPIRAN 5**

## Hasil Uji Statistik Deskriptif

## Kepuasan kerja

### Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
KK1	87	3	2	5	369	4,24	,063
KK2	87	3	2	5	339	3,90	,087
KK3	87	4	1	5	337	3,87	,104
KK4	87	3	2	5	351	4,03	,064
KK5	87	2	3	5	358	4,11	,064
KK6	87	3	2	5	358	4,11	,074
Valid N (listwise)	87						

### Descriptive Statistics

	Std. Deviation	Variance
	Statistic	Statistic
KK1	,590	,348
KK2	,807	,652
KK3	,974	,949
KK4	,599	,359
KK5	,599	,359
KK6	,689	,475
Valid N (listwise)		

## Perilaku Kontra Produktif

### Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
DWB1	87	6	1	7	321	3,69	,268
DWB2	87	6	1	7	227	2,61	,241
DWB3	87	6	1	7	176	2,02	,191
DWB4	87	6	1	7	138	1,59	,153
DWB5	87	6	1	7	325	3,74	,252
DWB6	87	6	1	7	113	1,30	,119
DWB7	87	6	1	7	129	1,48	,122
DWB8	87	6	1	7	107	1,23	,115
DWB9	87	6	1	7	193	2,22	,203
DWB10	87	6	1	7	113	1,30	,121
DWB11	86	6	1	7	221	2,57	,200
DWB12	87	6	1	7	268	3,08	,209
DWB13	87	6	1	7	159	1,83	,179
DWB14	87	6	1	7	147	1,69	,151
DWB15	87	6	1	7	188	2,16	,193
DWB16	87	6	1	7	144	1,66	,163
DWB17	87	6	1	7	224	2,57	,224
DWB18	87	6	1	7	221	2,54	,229
Valid N (listwise)	86						

## Descriptive Statistics

	Std. Deviation		Variance	
	Statistic		Statistic	
DWB1		2,498		6,240
DWB2		2,248		5,055
DWB3		1,785		3,186
DWB4		1,427		2,036
DWB5		2,355		5,546
DWB6		1,111		1,235
DWB7		1,140		1,299
DWB8		1,075		1,156
DWB9		1,895		3,591
DWB10		1,132		1,282
DWB11		1,851		3,424
DWB12		1,948		3,796
DWB13		1,672		2,796
DWB14		1,409		1,984
DWB15		1,804		3,253
DWB16		1,516		2,298
DWB17		2,089		4,364
DWB18		2,134		4,554
Valid N (listwise)				

*Organizational Citizenship Behavior*

## Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
OCB1	87	3	2	5	345	3,97	,086
OCB2	87	3	2	5	352	4,05	,069
OCB3	87	3	2	5	328	3,77	,088
OCB4	87	2	3	5	353	4,06	,064
OCB5	87	4	1	5	331	3,80	,098
OCB6	87	3	2	5	330	3,79	,100
OCB7	87	3	2	5	335	3,85	,086
OCB8	87	3	2	5	355	4,08	,070
OCB9	87	3	2	5	319	3,67	,078
OCB10	87	4	1	5	311	3,57	,084
OCB11	87	3	2	5	344	3,95	,071
OCB12	87	3	2	5	349	4,01	,070
OCB13	87	3	2	5	361	4,15	,072
OCB14	87	4	1	5	340	3,91	,079
OCB15	87	2	3	5	339	3,90	,075
OCB16	87	4	1	5	298	3,43	,099
OCB17	87	4	1	5	288	3,31	,100
OCB18	87	3	2	5	319	3,67	,084
Valid N (listwise)	87						

## Descriptive Statistics

	Std. Deviation	Variance
	Statistic	Statistic
OCB1	,799	,638
OCB2	,645	,416
OCB3	,817	,667
OCB4	,598	,357
OCB5	,913	,833
OCB6	,929	,864
OCB7	,800	,640
OCB8	,651	,424
OCB9	,726	,527
OCB10	,787	,619
OCB11	,663	,440
OCB12	,656	,430
OCB13	,674	,454
OCB14	,741	,550
OCB15	,699	,489
OCB16	,923	,852
OCB17	,931	,868
OCB18	,787	,620
Valid N (listwise)		

# **LAMPIRAN 6**

## **Hasil Uji Asumsi Klasik**

**Heteroskedastisitas Tahap 1****Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	50.358	9.331		5.397	.000
	Kepuasan(x1)	-1.427	.382	-.376	-3.738	.000

a. Dependent Variable: Abs\_Res1

**Heteroskedastisitas Tahap 2****Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.828	3.226		1.187	.239
	X1	.023	.122	.021	.189	.851
	X2	-.009	.017	-.061	-.543	.588

a. Dependent Variable: Abs\_RES

**Normalitas Tahap 1****One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		87
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	18.99745005
Most Extreme Differences	Absolute	.195
	Positive	.195
	Negative	-.105
Kolmogorov-Smirnov Z		1.817
Asymp. Sig. (2-tailed)		.003

a. Test distribution is Normal.

b. Calculated from data.

**Normalitas Tahap 2****One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		87
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	5.04067704
Most Extreme Differences	Absolute	.081
	Positive	.035
	Negative	-.081
Kolmogorov-Smirnov Z		.753
Asymp. Sig. (2-tailed)		.622



## Multikolinieritas Tahap 1

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta			Tolerance
1	(Constant)	83.952	18.127		4.631	.000	1.000
	X	-1.842	.742	-.260	-2.482	.015	

Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		VIF	
1	(Constant)		

## Multikolinieritas Tahap 2

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36,891	5,414		6,814	,000
	X1	1,490	,205	,578	7,264	,000
	X2	-,105	,029	-,289	-3,630	,000

## Coefficients

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	X1	,932	1,073
	X2	,932	1,073

# **LAMPIRAN 7**

## Hasil Uji Hipotesis

### Refresi Linier Sederhana

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.260 <sup>a</sup>	.068	.057	19.109

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2250.264	1	2250.264	6.163	.015 <sup>b</sup>
	Residual	31037.667	85	365.149		
	Total	33287.931	86			

- a. Dependent Variable: Y  
b. Predictors: (Constant), X

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	83.952	18.127		4.631	.000
	X	-1.842	.742	-.260	-2.482	.015

### Hasil Regresi Linier Berganda

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.710 <sup>a</sup>	.504	.492	5.100

- a. Predictors: (Constant), X2, X1

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2222.462	2	1111.231	42.718	.000 <sup>b</sup>
	Residual	2185.125	84	26.013		
	Total	4407.586	86			

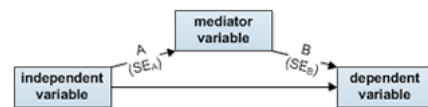
- a. Dependent Variable: Y  
b. Predictors: (Constant), X2, X1

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.891	5.414		6.814	.000
	X1	1.490	.205	.578	7.264	.000
	X2	-.105	.029	-.289	-3.630	.000

calculator returns the Sobel test statistic, and both one-tailed and two-tailed probability values.

Please enter the necessary parameter values, and then click 'Calculate'.



A:  ?

B:  ?

SE<sub>A</sub>:  ?

SE<sub>B</sub>:  ?

**Calculate!**

Sobel test statistic: 2.04744624

One-tailed probability: 0.02030715

Two-tailed probability: 0.04061429

#### ▶ Related Resources

[x<sup>2</sup> Formulas](#)

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