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LAMPIRAN

(Lanjutan)

Bagian 2 (Skala *Organizational Citizenship Behavior*)**Petunjuk Pengisian:**

Berikut ini terdapat sejumlah pernyataan mengenai pekerjaan Anda. Berilah tanda centang (✓) pada salah satu alternatif jawaban yang paling sesuai dengan diri anda. Tidak ada jawaban yang benar atau salah selama itu sesuai dengan keadaan anda.

Keterangan:

SSTS = Sangat-sangat tidak setuju

S = Setuju

STS = Sangat tidak setuju

SS = Sangat setuju

TS = Tidak setuju

SSS = Sangat-sangat setuju

N = Netral

NO	Aitem	Respon						
		SSTS	STS	TS	N	S	SS	SSS
1	Saya membantu pekerja lain yang mempunyai beban kerja berat							
2	Saya adalah orang yang banyak mengeluh untuk mendapatkan perhatian orang lain							
3	Saya percaya, jika saya melakukan pekerjaan dengan jujur maka saya akan mendapatkan hasil yang baik							
4	Saya menghabiskan banyak waktu untuk mengeluh tentang masalah-masalah yang tidak penting							
5	Saya mencoba untuk tidak menciptakan masalah bagi rekan kerja saya							
6	Saya terus mengikuti perubahan yang ada di dalam tempat kerja							
7	Saya cenderung membesar-besarkan masalah kecil							
8	Saya mempertimbangkan dampak dari tindakan saya terhadap rekan kerja saya							
9	Saya menghadiri pertemuan yang tidak bersifat wajib, namun dianggap penting bagi hotel (tempat kerja)							
10	Saya selalu siap mengulurkan tangan untuk membantu rekan-rekan kerja yang ada di sekitar saya							
11	Saya terlibat dalam peran yang tidak dibutuhkan, namun membantu citra hotel							
12	Saya membaca dan mengikuti pengumuman, memo. dan lain-lain yang diberikan oleh tempat kerja							

13	Saya membantu pekerjaan rekan kerja saya yang tidak hadir bekerja							
14	Saya tidak menyalahgunakan hak orang lain							
15	Dengan senang hati, saya membantu rekan kerja yang memiliki kesulitan dalam pekerjaannya							
16	Saya selalu berfokus pada apa yang salah dan bukan pada sisi positifnya							
17	Saya mencoba untuk mencegah adanya masalah dengan pekerja lain							
18	Kehadiran saya di tempat kerja berada di atas rata-rata							
19	Saya selalu menemukan kesalahan pada apa yang sedang dilakukan oleh hotel							
20	Saya sadar bagaimana perilaku saya dapat memengaruhi pekerjaan orang lain							
21	Saya tidak memerlukan adanya waktu tambahan untuk istirahat							
22	Saya mematuhi peraturan di tempat kerja, bahkan saat tidak ada yang memperhatikan							
23	Saya membantu mengorientasikan pekerja baru meski tidak diperlukan							
24	Saya adalah salah satu pegawai yang paling teliti							

Lampiran 2. Hasil Uji Validitas Skala 1 (*Transformational Leadership*)

lavaan 0.6-18 ended normally after 42 iterations

Estimator	ML
Optimization method	NLMINB
Number of model parameters	22
Number of observations	146

Model Test User Model:

	Standard	Scale
Test Statistic	27.434	23.36
Degrees of freedom	14	1
P-value (Chi-square)	0.017	0.05
Scaling correction factor		1.17
Yuan-Bentler correction (Mplus variant)		

Model Test Baseline Model:

Test statistic	374.660	276.53
Degrees of freedom	28	2
P-value	0.000	0.00
Scaling correction factor		1.35

User Model versus Baseline Model:

Comparative Fit Index (CFI)	0.961	0.96
Tucker-Lewis Index (TLI)	0.922	0.92
Robust Comparative Fit Index (CFI)		0.96
Robust Tucker-Lewis Index (TLI)		0.93

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-1775.127	-1775.12
Scaling correction factor for the MLR correction		1.22
Loglikelihood unrestricted model (H1)	-1761.410	-1761.41
Scaling correction factor for the MLR correction		1.20
Akaike (AIC)	3594.254	3594.25
Bayesian (BIC)	3659.893	3659.89
Sample-size adjusted Bayesian (SABIC)	3590.275	3590.27

Root Mean Square Error of Approximation:

RMSEA	0.081	0.06
90 Percent confidence interval - lower	0.034	0.01
90 Percent confidence interval - upper	0.126	0.11
P-value H ₀ : RMSEA ≤ 0.050	0.120	0.23
P-value H ₀ : RMSEA ≥ 0.080	0.555	0.35
Robust RMSEA		0.07
90 Percent confidence interval - lower		0.00
90 Percent confidence interval - upper		0.12
P-value H ₀ : Robust RMSEA ≤ 0.050		0.21
P-value H ₀ : Robust RMSEA ≥ 0.080		0.45

Standardized Root Mean Square Residual:

SRMR	0.054	0.05
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Parameter Estimates:

	Standard errors Information bread Observed information based on			Sandwich Observed Hessian	
Latent Variables:					
	Estimate	Std.Err	z-value	P(> z)	std.lv
std.all					
II =~ TL5	1.000				0.819
0.714					
TL9	1.122	0.169	6.651	0.000	0.919
0.698					
IM =~ TL2	1.000				0.797
0.632					
TL6	1.192	0.157	7.578	0.000	0.950
0.825					
IS =~ TL3	1.000				1.025
0.763					
TL7	0.734	0.185	3.959	0.000	0.752
0.514					
IC =~ TL4	1.000				0.748
0.613					
TL12	0.890	0.193	4.614	0.000	0.666
0.476					
Covariances:					
	Estimate	Std.Err	z-value	P(> z)	std.lv
std.all					
II ~~ IM	0.602	0.111	5.452	0.000	0.923
0.923					
IS	0.409	0.118	3.460	0.001	0.487
0.487					
IC	0.686	0.129	5.299	0.000	1.119
1.119					
IM ~~ IS	0.551	0.125	4.395	0.000	0.674
0.674					
IC	0.638	0.126	5.053	0.000	1.071
1.071					
IS ~~ IC	0.668	0.124	5.378	0.000	0.872
0.872					
Variances:					
	Estimate	Std.Err	z-value	P(> z)	Std.lv
std.all					
.TL5	0.646	0.141	4.571	0.000	0.646
0.491					
.TL9	0.890	0.155	5.761	0.000	0.890
0.513					
.TL2	0.955	0.132	7.247	0.000	0.955
0.601					
.TL6	0.424	0.103	4.094	0.000	0.424
0.320					
.TL3	0.754	0.257	2.933	0.003	0.754
0.418					
.TL7	1.573	0.241	6.522	0.000	1.573
0.735					

.TL4	0.929	0.171	5.420	0.000	0.929
0.624					
.TL12	1.513	0.249	6.065	0.000	1.513
0.773					
II	0.671	0.151	4.450	0.000	1.000
1.000					
IM	0.635	0.141	4.511	0.000	1.000
1.000					
IS	1.051	0.284	3.701	0.000	1.000
1.000					
IC	0.560	0.165	3.386	0.001	1.000
1.000					

Lampiran 3. Hasil Uji Validitas Skala 2 (*Organizational Citizenship Behavior*)

lavaan 0.6-18 ended normally after 81 iterations

Estimator	ML	
Optimization method	NLMINB	
Number of model parameters	52	
Number of observations	146	
Model Test User Model:		
Test Statistic	Standard 294.669	Scale 255.76
Degrees of freedom	179	17
P-value (Chi-square)	0.000	0.00
Scaling correction factor		1.15
Yuan-Bentler correction (Mplus variant)		
Model Test Baseline Model:		
Test statistic	1724.438	1324.85
Degrees of freedom	210	21
P-value	0.000	0.00
Scaling correction factor		1.30
User Model versus Baseline Model:		
Comparative Fit Index (CFI)	0.924	0.93
Tucker-Lewis Index (TLI)	0.910	0.91
Robust Comparative Fit Index (CFI)		0.93
Robust Tucker-Lewis Index (TLI)		0.92
Loglikelihood and Information Criteria:		
Loglikelihood user model (H0)	-3662.773	-3662.77
Scaling correction factor for the MLR correction		1.71
Loglikelihood unrestricted model (H1)	-3515.439	-3515.43
Scaling correction factor for the MLR correction		1.27
Akaike (AIC)	7429.546	7429.54
Bayesian (BIC)	7584.694	7584.69
Sample-size adjusted Bayesian (SABIC)	7420.142	7420.14
Root Mean Square Error of Approximation:		
RMSEA	0.067	0.05
90 Percent confidence interval - lower	0.053	0.03
90 Percent confidence interval - upper	0.080	0.06
P-value H ₀ : RMSEA ≤ 0.050	0.026	0.30
P-value H ₀ : RMSEA ≥ 0.080	0.049	0.00
Robust RMSEA		0.05
90 Percent confidence interval - lower		0.04
90 Percent confidence interval - upper		0.07
P-value H ₀ : Robust RMSEA ≤ 0.050		0.20
P-value H ₀ : Robust RMSEA ≥ 0.080		0.00
Standardized Root Mean Square Residual:		
SRMR	0.067	0.06

Parameter Estimates:

	Standard errors Information bread Observed information based on			Sandwich Observed Hessian	
Latent variables:	Estimate	Std.Err	z-value	P(> z)	Std.lv
Std.all					
AL =~					
OCB1	1.000				0.469
0.542					
OCB10	1.490	0.254	5.867	0.000	0.698
0.706					
OCB13	1.583	0.234	6.751	0.000	0.742
0.688					
OCB15	1.577	0.287	5.487	0.000	0.739
0.764					
OCB23	1.294	0.231	5.613	0.000	0.606
0.568					
CO =~					
OCB5	1.000				0.605
0.542					
OCB8	1.125	0.157	7.171	0.000	0.681
0.646					
OCB14	0.953	0.169	5.650	0.000	0.576
0.606					
OCB17	1.352	0.193	7.015	0.000	0.818
0.827					
OCB20	0.814	0.185	4.410	0.000	0.492
0.507					
CV =~					
OCB6	1.000				0.610
0.715					
OCB9	1.142	0.149	7.641	0.000	0.696
0.610					
OCB11	1.006	0.138	7.279	0.000	0.614
0.666					
OCB12	1.186	0.153	7.773	0.000	0.723
0.743					
SP =~					
OCB4	1.000				0.735
0.559					
OCB7	1.440	0.218	6.591	0.000	1.059
0.980					
OCB16	1.288	0.205	6.274	0.000	0.948
0.951					
CS =~					
OCB3	1.000				0.586
0.584					
OCB18	1.144	0.187	6.126	0.000	0.671
0.710					
OCB22	1.134	0.184	6.175	0.000	0.665
0.693					
OCB24	1.188	0.220	5.400	0.000	0.697
0.664					
Covariances:					
Std.all					
AL ~~					
CO	0.257	0.052	4.962	0.000	0.907
0.907					

CV	0.270	0.060	4.506	0.000	0.945
0.945					
SP	0.160	0.052	3.049	0.002	0.463
0.463					
CS	0.270	0.061	4.464	0.000	0.984
0.984					
CO ~~					
CV	0.329	0.070	4.727	0.000	0.891
0.891					
SP	0.195	0.063	3.113	0.002	0.438
0.438					
CS	0.315	0.077	4.072	0.000	0.889
0.889					
CV ~~					
SP	0.219	0.061	3.597	0.000	0.488
0.488					
CS	0.326	0.075	4.372	0.000	0.911
0.911					
SP ~~					
CS	0.193	0.065	2.995	0.003	0.448
0.448					

Variances:

	Estimate	Std.Err	z-value	P(> z)	Std.lv
std.all					
.OCB1	0.527	0.062	8.557	0.000	0.527
0.706					
.OCB10	0.491	0.057	8.692	0.000	0.491
0.502					
.OCB13	0.611	0.097	6.326	0.000	0.611
0.526					
.OCB15	0.389	0.061	6.336	0.000	0.389
0.416					
.OCB23	0.772	0.124	6.239	0.000	0.772
0.678					
.OCB5	0.880	0.224	3.937	0.000	0.880
0.706					
.OCB8	0.647	0.119	5.415	0.000	0.647
0.583					
.OCB14	0.572	0.073	7.833	0.000	0.572
0.633					
.OCB17	0.309	0.054	5.697	0.000	0.309
0.316					
.OCB20	0.700	0.121	5.787	0.000	0.700
0.743					
.OCB6	0.355	0.053	6.647	0.000	0.355
0.489					
.OCB9	0.817	0.203	4.023	0.000	0.817
0.628					
.OCB11	0.472	0.096	4.944	0.000	0.472
0.556					
.OCB12	0.424	0.062	6.848	0.000	0.424
0.448					
.OCB4	1.188	0.241	4.933	0.000	1.188
0.687					
.OCB7	0.046	0.045	1.038	0.299	0.046
0.040					
.OCB16	0.096	0.061	1.580	0.114	0.096
0.096					
.OCB3	0.663	0.078	8.515	0.000	0.663
0.659					
.OCB18	0.444	0.073	6.089	0.000	0.444
0.497					

.OCB22	0.479	0.067	7.162	0.000	0.479
0.520					
.OCB24	0.615	0.088	6.954	0.000	0.615
0.559					
AL	0.220	0.065	3.378	0.001	1.000
1.000					
CO	0.366	0.103	3.554	0.000	1.000
1.000					
CV	0.372	0.082	4.530	0.000	1.000
1.000					
SP	0.541	0.178	3.039	0.002	1.000
1.000					
CS	0.344	0.102	3.372	0.001	1.000
1.000					

Lampiran 4. Hasil Uji Reliabilitas

4.1 Reliabilitas Skala *Transformational Leadership*

Reliability Statistics

Cronbach's	
Alpha	N of Items
.838	12

4.2 Reliabilitas Skala *Organizational Citizenship Behavior*

Reliability Statistics

Cronbach's	
Alpha	N of Items
.920	24

Lampiran 5. Hasil Uji Deskriptif

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	110	75.3	75.3	75.3
	Perempuan	36	24.7	24.7	100.0
	Total	146	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<21 tahun	28	19.2	19.2	19.2
	21-30 tahun	81	55.5	55.5	74.7
	31-40 tahun	31	21.2	21.2	95.9
	>40 tahun	6	4.1	4.1	100.0
	Total	146	100.0	100.0	

Lama Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<1 tahun	30	20.5	20.5	20.5
	1-4 tahun	66	45.2	45.2	65.8
	5-8 tahun	40	27.4	27.4	93.2
	9-12 tahun	10	6.8	6.8	100.0
	Total	146	100.0	100.0	

Klasifikasi Bintang Hotel

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hotel Bintang 2	6	4.1	4.1	4.1
	Hotel Bintang 3	50	34.2	34.2	38.4
	Hotel Bintang 4	90	61.6	61.6	100.0
	Total	146	100.0	100.0	

(Lanjutan)

Jenis Kelamin * OCB Crosstabulation

		OCB			Total	
		Rendah	Sedang	Tinggi		
Jenis Kelamin	Laki-laki	Count	18	69	23	110
		% within Jenis Kelamin	16.4%	62.7%	20.9%	100.0%
	Perempuan	Count	6	25	5	36
		% within Jenis Kelamin	16.7%	69.4%	13.9%	100.0%
Total	Count	24	94	28	146	
	% within Jenis Kelamin	16.4%	64.4%	19.2%	100.0%	

Usia * OCB Crosstabulation

		OCB			Total	
		Rendah	Sedang	Tinggi		
Usia	<21 tahun	Count	4	16	8	28
		% within Usia	14.3%	57.1%	28.6%	100.0%
	21-30 tahun	Count	18	49	14	81
		% within Usia	22.2%	60.5%	17.3%	100.0%
	31-40 tahun	Count	2	24	5	31
		% within Usia	6.5%	77.4%	16.1%	100.0%
	>40 tahun	Count	0	5	1	6
		% within Usia	0.0%	83.3%	16.7%	100.0%
	Total	Count	24	94	28	146
		% within Usia	16.4%	64.4%	19.2%	100.0%

(Lanjutan)

Lama Kerja * OCB Crosstabulation

		OCB			Total	
		Rendah	Sedang	Tinggi		
Lama Kerja	<1 tahun	Count	9	17	4	30
		% within Lama Kerja	30.0%	56.7%	13.3%	100.0%
	1-4 tahun	Count	12	40	14	66
		% within Lama Kerja	18.2%	60.6%	21.2%	100.0%
	5-8 tahun	Count	3	29	8	40
		% within Lama Kerja	7.5%	72.5%	20.0%	100.0%
	9-12 tahun	Count	0	8	2	10
		% within Lama Kerja	0.0%	80.0%	20.0%	100.0%
Total		Count	24	94	28	146
		% within Lama Kerja	16.4%	64.4%	19.2%	100.0%

Bintang Hotel * OCB Crosstabulation

		OCB			Total	
		Rendah	Sedang	Tinggi		
Bintang Hotel	Hotel Bintang 2	Count	0	6	0	6
		% within Bintang Hotel	0.0%	100.0%	0.0%	100.0%
	Hotel Bintang 3	Count	4	35	11	50
		% within Bintang Hotel	8.0%	70.0%	22.0%	100.0%
	Hotel Bintang 4	Count	20	53	17	90
		% within Bintang Hotel	22.2%	58.9%	18.9%	100.0%
Total		Count	24	94	28	146
		% within Bintang Hotel	16.4%	64.4%	19.2%	100.0%

(Lanjutan)

Jenis Kelamin * TL Crosstabulation

		TL			Total	
		Rendah	Sedang	Tinggi		
Jenis Kelamin	Laki-laki	Count	13	74	23	110
		% within Jenis Kelamin	11.8%	67.3%	20.9%	100.0%
	Perempuan	Count	9	25	2	36
		% within Jenis Kelamin	25.0%	69.4%	5.6%	100.0%
Total		Count	22	99	25	146
		% within Jenis Kelamin	15.1%	67.8%	17.1%	100.0%

Usia * TL Crosstabulation

		TL			Total	
		Rendah	Sedang	Tinggi		
Usia	<21 tahun	Count	6	17	5	28
		% within Usia	21.4%	60.7%	17.9%	100.0%
	21-30 tahun	Count	11	56	14	81
		% within Usia	13.6%	69.1%	17.3%	100.0%
	31-40 tahun	Count	4	22	5	31
		% within Usia	12.9%	71.0%	16.1%	100.0%
	>40 tahun	Count	1	4	1	6
		% within Usia	16.7%	66.7%	16.7%	100.0%
Total		Count	22	99	25	146
		% within Usia	15.1%	67.8%	17.1%	100.0%

(Lanjutan)

Lama Kerja * TL Crosstabulation

		TL			Total	
		Rendah	Sedang	Tinggi		
Lama Kerja	<1 tahun	Count	6	21	3	30
		% within Lama Kerja	20.0%	70.0%	10.0%	100.0%
	1-4 tahun	Count	6	53	7	66
		% within Lama Kerja	9.1%	80.3%	10.6%	100.0%
	5-8 tahun	Count	9	18	13	40
		% within Lama Kerja	22.5%	45.0%	32.5%	100.0%
	9-12 tahun	Count	1	7	2	10
		% within Lama Kerja	10.0%	70.0%	20.0%	100.0%
Total		Count	22	99	25	146
		% within Lama Kerja	15.1%	67.8%	17.1%	100.0%

Bintang Hotel * TL Crosstabulation

		TL			Total	
		Rendah	Sedang	Tinggi		
Bintang Hotel	Hotel Bintang 2	Count	2	4	0	6
		% within Bintang Hotel	33.0%	67.0%	0.0%	100.0%
	Hotel Bintang 3	Count	5	36	9	50
		% within Bintang Hotel	10.0%	72.0%	18.0%	100.0%
	Hotel Bintang 4	Count	14	60	16	90
		% within Bintang Hotel	15.6%	66.7%	17.8%	100.0%
Total		Count	22	99	25	146
		% within Bintang Hotel	15.1%	67.8%	17.1%	100.0%

Lampiran 6. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		146	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	12.73729137	
Most Extreme Differences	Absolute	.051	
	Positive	.042	
	Negative	-.051	
Test Statistic		.051	
Asymp. Sig. (2-tailed) ^c		.200 ^d	
Monte Carlo Sig. (2-tailed) ^e	Sig.	.470	
	99% Confidence Interval	Lower Bound	.458
		Upper Bound	.483

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 221623949.

Lampiran 7. Hasil Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total OCB *	Between	(Combined)	9906.164	30	330.205	2.266	.001
Total TL	Groups	Linearity	3141.466	1	3141.466	21.556	.000
		Deviation from Linearity	6764.698	29	233.265	1.601	.042
		Within Groups	16759.897	115	145.738		
Total			26666.062	145			

Lampiran 8. Hasil Uji Hipotesis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.343 ^a	.118	.112	12.781

a. Predictors: (Constant), Total TL

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3141.466	1	3141.466	19.230	.000 ^b
	Residual	23524.596	144	163.365		
	Total	26666.062	145			

a. Dependent Variable: Total OCB

b. Predictors: (Constant), Total TL

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	90.995	5.029		18.094	.000
	Total TL	.645	.147	.343	4.385	.000

a. Dependent Variable: Total OCB

Lampiran 9. Matriks Korelasi Dimensi *Organizational Citizenship Behavior* dan *Transformational Leadership*

		Correlations				
		Idealized Influence	Inspirational Motivation	Intellectual Stimulation	Individualized Consideration	Total TL
Altruism	Pearson Correlation	.207*	.238**	.258**	.362**	.338**
	Sig. (2-tailed)	.012	.004	.002	.000	.000
	N	146	146	146	146	146
Courtesy	Pearson Correlation	.182*	.148	.221**	.245**	.253**
	Sig. (2-tailed)	.028	.075	.007	.003	.002
	N	146	146	146	146	146
Civic Virtue	Pearson Correlation	.236**	.232**	.199*	.346**	.321**
	Sig. (2-tailed)	.004	.005	.016	.000	.000
	N	146	146	146	146	146
Sportmanship	Pearson Correlation	.155	.166*	.149	.110	.183*
	Sig. (2-tailed)	.061	.046	.074	.185	.027
	N	146	146	146	146	146
Conscientiousness	Pearson Correlation	.255**	.233**	.249**	.305**	.330**
	Sig. (2-tailed)	.002	.005	.002	.000	.000
	N	146	146	146	146	146
Total OCB	Pearson Correlation	.247**	.243**	.260**	.332**	.343**
	Sig. (2-tailed)	.003	.003	.002	.000	.000
	N	146	146	146	146	146

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

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

Lampiran 10. Matriks Korelasi *Organizational Citizenship Behavior* dengan Demografi

		Correlations				
		Usia	Lama Kerja	Jenis Kelamin	Bintang Hotel	Total OCB
Usia	Pearson Correlation	1	.238**	.006	-.058	.057
	Sig. (2-tailed)		.004	.939	.485	.491
	N	146	146	146	146	146
Lama Kerja	Pearson Correlation	.238**	1	-.064	.096	.223**
	Sig. (2-tailed)	.004		.443	.250	.007
	N	146	146	146	146	146
Jenis Kelamin	Pearson Correlation	.006	-.064	1	.147	-.089
	Sig. (2-tailed)	.939	.443		.077	.284
	N	146	146	146	146	146
Bintang Hotel	Pearson Correlation	-.058	.096	.147	1	-.014
	Sig. (2-tailed)	.485	.250	.077		.868
	N	146	146	146	146	146
Total OCB	Pearson Correlation	.057	.223**	-.089	-.014	1
	Sig. (2-tailed)	.491	.007	.284	.868	
	N	146	146	146	146	146

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

Lampiran 11. Matriks Korelasi *Transformational Leadership* dengan Demografi

		Correlations				
		Usia	Lama Kerja	Jenis Kelamin	Bintang Hotel	Total TL
Usia	Pearson Correlation	1	.238**	.006	-.058	-.015
	Sig. (2-tailed)		.004	.939	.485	.854
	N	146	146	146	146	146
Lama Kerja	Pearson Correlation	.238**	1	-.064	.096	.099
	Sig. (2-tailed)	.004		.443	.250	.233
	N	146	146	146	146	146
Jenis Kelamin	Pearson Correlation	.006	-.064	1	.147	-.196
	Sig. (2-tailed)	.939	.443		.077	.118
	N	146	146	146	146	146
Bintang Hotel	Pearson Correlation	-.058	.096	.147	1	.025
	Sig. (2-tailed)	.485	.250	.077		.764
	N	146	146	146	146	146
Total TL	Pearson Correlation	-.015	.099	-.196*	.025	1
	Sig. (2-tailed)	.854	.233	.018	.764	
	N	146	146	146	146	146

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

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