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LAMPIRAN

Lampiran 1: Kuesioner Penelitian

KUESIONER PENELITIAN

**PENGARUH BUDAYA ORGANISASI DAN KEPUASAN KERJA TERHADAP
ORGANIZATIONAL CITIZENSHIP BEHAVIOUR (OCB) MELALUI KOMITMEN
ORGANISASI SEBAGAI VARIABEL INTERVENING
(STUDI PADA KANTOR PUSAT KALLA TOYOTA DI KOTA MAKASSAR)**

Kepada Yth.

Bapak/Ibu

Karyawan Kalla Toyota

Jl. Dr. Sam Ratulangi No. 8-10

Kecamatan Mariso, Kota Makassar.

Dengan hormat,

Kuesioner ini saya buat dan diedarkan kepada Anda bertujuan mendapatkan data dalam rangka penyelesaian tesis yang berjudul: **Pengaruh Budaya Organisasi Dan Kepuasan Kerja Terhadap Organizational Citizenship Behaviour (OCB) Melalui Komitmen Organisasi Sebagai Variabel Intervening (Studi Pada Kantor Pusat Kalla Toyota di Kota Makassar)**. Oleh karena itu, saya sangat membutuhkan bantuan Bapak/Ibu untuk mengisi kuesioner penelitian ini sesuai dengan petunjuk pengisian yang telah disediakan. Saya akan menjaga kerahasiaan identitas dan jawaban yang diberikan dan hanya dipergunakan untuk kepentingan penelitian.

Bantuan Bapak/Ibu dalam mengisi kuesioner akan sangat membantu saya dalam menyelesaikan penelitian ini. Atas perhatian, kesediaan dan bantuan yang diberikan, saya ucapkan terima kasih.

Hormat Saya,

Rulyana Ramadhani

NIM A012191027

KRITERIA RESPONDEN

1. Karyawan tetap pada Kantor Pusat Kalla Toyota di Kota Makassar
2. Karyawan yang tidak berada pada level manajerial (manajer, asisten manajer dan koordinator)
3. Karyawan dengan masa kerja minimal 2 tahun

IDENTITAS RESPONDEN

- Umur : 20-24 tahun 25-29 tahun 30-34 tahun
 35-39 tahun 40-44 tahun > 45 tahun
- Jenis Kelamin : Laki-laki
 Perempuan
- Pendidikan Terakhir : SD SMP SMA
 S1 S2 S3
- Lama Menjadi Karyawan : >2 Tahun
 >5 Tahun
 >10 Tahun

PETUNJUK UMUM KUESIONER

Berilah tanda **centang** (✓) pada salah satu alternatif jawaban yang telah disediakan dengan menggunakan skala dibawah ini :

- | | | |
|--------|-----------------------|---------------|
| 1. STS | = Sangat Tidak setuju | diberi skor 1 |
| 2. TS | = Tidak Setuju | diberi skor 2 |
| 3. N | = Netral | diberi skor 3 |
| 4. S | = Setuju | diberi skor 4 |
| 5. SS | = Sangat Setuju | diberi skor 5 |

1. Budaya Organisasi (X1)

Pernyataan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
Variabel Budaya Organisasi (X1)					
Keterlibatan (Involvement) (X1.1)					
1. Perusahaan memberdayakan para karyawannya					
2. Perusahaan memberikan kesempatan untuk mengembangkan kemampuan karyawannya					
3. Perusahaan dalam pencapaian tujuannya memerlukan kerjasama tim					
Konsistensi (Consistency) (X1.2)					
4. Perusahaan memiliki nilai-nilai inti yang dianut bersama					
5. Perusahaan memiliki aturan yang terkoordinasi dan terintegrasi					
Adaptabilitas (Adaptability) (X1.3)					
6. Perusahaan memiliki orientasi pada pelanggan					
7. Perusahaan belajar dari kesalahan					
8. Perusahaan memiliki kemampuan dan pengalaman dalam menciptakan perubahan					
Misi (Mission) (X1.4)					
9. Perusahaan memiliki strategi yang tetap dan terarah dalam pencapaian tujuan					
10. Perusahaan memiliki target dan tujuan yang ingin dicapai					

2. Kepuasan Kerja (X2)

Pernyataan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
Variabel Kepuasan Kerja (X2)					
Pekerjaan Itu Sendiri (Work It Self) (X2.1)					
1. Perusahaan melakukan penempatan kerja sesuai dengan keahlian karyawan					
2. Perusahaan memberikan kesempatan kepada karyawan untuk belajar dan menerima tanggung jawab					
Gaji (Pay) (X2.2)					
3. Perusahaan memberikan gaji sesuai dengan pekerjaan yang dilakukan karyawan					
Promosi (Promotion) (X2.3)					
4. Perusahaan memberikan peluang untuk mendapatkan promosi kepada karyawan					
5. Perusahaan memberikan promosi secara adil kepada karyawan					

Supervisi (Supervisor) (X2.4)					
6. Supervisor memiliki tingkat kepedulian yang tinggi terhadap karyawan dengan memberikan motivasi					
7. Supervisor memberikan bantuan terhadap karyawan dengan turut berpartisipasi dalam suatu pekerjaan					
Rekan Kerja (Co-Workers) (X2.5)					
8. Rekan kerja memberikan bantuan dalam suatu pekerjaan					
9. Rekan kerja memberikan kenyamanan dalam bekerja					

3. Variabel Komitmen Organisasi (Y1)

Pernyataan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
Variabel Komitmen Organisasi (Y1)					
Komitmen Afektif (Y1.1)					
1. Saya merasa bahagia bisa menjadi bagian dalam perusahaan					
2. Saya merasa bangga bisa menjadi bagian dalam perusahaan					
Komitmen Normatif (Y1.2)					
3. Saya memiliki rasa tanggungjawab terhadap perusahaan					
4. Saya memiliki rasa kesetiaan terhadap perusahaan					
Komitmen Berkelanjutan (Y1.3)					
5. Saya memiliki rasa ketergantungan pada perusahaan					
6. Saya memiliki rasa keterikatan pada perusahaan					
7. Saya memiliki rasa kepemilikan pada organisasi					

4. Organizational Citizenship Behaviour (OCB) (Y2)

Pernyataan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
Variabel Organizational Citizenship Behaviour (OCB) (Y2)					
Altruisme (Altruism) (Y2.1)					
1. Saya membantu rekan kerja dalam menyelesaikan suatu pekerjaan					
2. Saya menggantikan rekan kerja yang tidak masuk bekerja					

Kesadaran (Conscientiousness) (Y2.2)					
3. Saya selalu datang tepat waktu					
4. Saya tidak mengambil jeda waktu ekstra untuk istirahat					
Sportif (Sportmanship) (Y2.3)					
5. Saya menghindari untuk banyak mengeluh terhadap segala sesuatu					
6. Saya menghindari untuk memperbesar masalah diluar porsinya					
Kebajikan Sipil (Civic Virtue) (Y2.4)					
7. Saya menghadiri dan turut berpartisipasi dalam rapat					
8. Saya mengikuti perubahan dan perkembangan pada perusahaan					
9. Saya turut membangun citra perusahaan					
Kesopanan (Courtesy) (Y2.5)					
10. Saya mencegah timbulnya masalah sehubungan dengan pekerjaan					
11. Saya patuh pada aturan perusahaan					

SEKIAN DAN TERIMA KASIH

Lampiran 2: Identitas Responden

IDENTITAS RESPONDEN				
No	Umur	Jenis Kelamin	Pendidikan Terakhir	Lama Menjadi Karyawan
1	3	2	4	2
2	6	2	3	3
3	2	1	4	1
4	6	1	4	3
5	6	1	4	3
6	3	2	4	2
7	2	1	4	1
8	3	1	4	2
9	3	2	3	2
10	2	2	4	2
11	2	1	4	3
12	2	2	3	2
13	2	1	4	1
14	2	1	4	1
15	3	1	4	2
16	6	2	4	3
17	2	2	4	1
18	2	2	4	1
19	1	1	4	1
20	2	1	4	1
21	6	2	4	3
22	2	1	4	2
23	3	2	4	2
24	2	2	4	3
25	2	2	4	2
26	3	1	4	2
27	3	2	4	2
28	3	2	4	2
29	5	1	4	3
30	5	2	4	3
31	3	1	4	2
32	2	2	4	1
33	2	2	4	2
34	3	1	4	2
35	2	1	4	2
36	5	1	4	3
37	2	1	4	1
38	2	1	4	1
39	6	1	3	3
40	6	1	3	3
41	3	1	4	2
42	6	1	1	3
43	2	2	4	1
44	5	2	4	3
45	2	1	4	1
46	6	1	4	2
47	2	1	4	1
48	1	1	4	1
49	2	1	4	1
50	2	1	4	1
51	3	2	4	2
52	3	2	4	2

No	KEPUASAN KERJA (X2)									JUMLAH
	X2.1.1	X2.1.2	X2.2.1	X2.3.1	X2.3.2	X2.4.1	X2.4.2	X2.5.1	X2.5.2	
1	4	4	5	4	4	5	4	5	4	4,33
2	5	5	5	5	4	5	4	4	4	4,56
3	5	5	5	5	4	5	4	4	4	4,56
4	4	4	4	4	4	5	5	5	4	4,33
5	5	5	5	5	3	4	4	3	4	4,22
6	4	4	5	5	3	5	5	5	4	4,44
7	5	5	5	5	4	5	5	4	4	4,67
8	5	4	5	4	4	4	5	5	4	4,44
9	5	4	5	4	4	4	5	4	5	4,44
10	5	4	4	5	4	4	4	4	4	4,22
11	4	4	4	5	3	4	4	4	4	4,00
12	4	5	3	5	4	5	5	5	5	4,56
13	5	4	4	4	3	3	3	4	4	3,78
14	3	3	3	3	3	3	3	4	4	3,22
15	5	5	5	5	4	3	4	4	5	4,44
16	5	5	5	4	4	5	5	5	4	4,67
17	5	4	5	4	4	4	5	5	4	4,44
18	4	4	4	3	3	3	3	4	3	3,44
19	4	3	3	3	3	3	3	3	4	3,22
20	4	4	4	5	4	5	5	5	5	4,56
21	4	4	5	4	4	5	4	4	5	4,33
22	5	5	5	4	4	4	4	4	4	4,33
23	5	5	4	4	4	4	4	5	4	4,33
24	5	4	4	5	4	4	4	4	4	4,22
25	4	4	5	5	4	5	5	5	5	4,67
26	4	4	5	5	4	5	5	5	5	4,67
27	4	4	4	4	4	4	4	4	4	4,00
28	4	4	4	4	4	4	4	4	4	4,00
29	5	5	4	4	4	4	4	5	5	4,44
30	5	5	5	5	5	5	5	5	5	5,00
31	5	5	5	4	4	4	5	5	5	4,67
32	5	5	4	4	4	4	4	5	5	4,44
33	5	4	4	4	3	5	5	4	4	4,22
34	4	4	4	5	4	4	4	4	5	4,22
35	5	5	5	4	4	4	4	4	4	4,33
36	4	4	4	5	4	4	4	4	5	4,22
37	3	4	4	4	4	4	4	4	5	4,00
38	4	5	4	4	4	4	4	4	5	4,22
39	4	4	4	4	4	4	4	5	5	4,22
40	5	5	5	5	4	4	5	4	4	4,56
41	5	5	5	5	4	4	5	4	4	4,56
42	5	5	5	5	4	4	5	4	4	4,56
43	5	5	5	5	4	4	5	4	4	4,56
44	5	5	5	4	4	4	4	4	4	4,33
45	5	4	4	5	5	4	4	4	4	4,33
46	5	5	4	5	4	4	5	5	4	4,56
47	3	3	3	3	3	3	3	3	3	3,00
48	4	4	3	3	3	3	4	4	4	3,56
49	4	3	4	3	3	3	4	4	4	3,56
50	3	3	3	4	4	4	5	4	4	3,78
51	5	5	4	5	3	4	5	4	4	4,33
52	4	5	5	4	4	4	4	5	4	4,33

No	KOMITMEN ORGANISASI (Y1)							JUMLAH
	Y1.1.1	Y1.1.2	Y1.2.1	Y1.2.2	Y1.3.1	Y1.3.2	Y1.3.3	
1	5	5	5	4	4	4	4	4,43
2	5	5	5	5	5	4	4	4,71
3	5	5	5	4	4	3	3	4,14
4	5	5	5	5	5	4	5	4,71
5	4	4	4	4	4	4	4	4,00
6	5	5	5	5	5	5	3	4,71
7	4	4	4	4	4	4	4	4,00
8	4	4	5	5	4	3	4	4,14
9	5	5	5	4	4	4	4	4,43
10	5	5	5	5	2	5	4	4,43
11	5	5	4	4	4	4	3	4,14
12	4	4	4	3	3	3	3	3,43
13	4	4	4	4	4	4	4	4,00
14	5	5	4	4	3	4	4	4,14
15	5	5	5	4	5	4	3	4,43
16	5	5	5	5	5	4	4	4,71
17	4	4	4	5	5	5	4	4,43
18	5	4	4	4	5	5	4	4,43
19	5	5	4	4	4	4	3	4,14
20	5	5	4	4	4	4	3	4,14
21	5	5	5	5	5	4	4	4,71
22	5	5	5	5	5	4	4	4,71
23	5	5	4	4	4	5	4	4,43
24	5	5	5	5	5	4	4	4,71
25	5	5	4	5	5	4	3	4,43
26	4	4	4	3	3	3	3	3,43
27	4	3	3	3	3	3	3	3,14
28	4	4	5	4	3	3	3	3,71
29	5	5	5	5	4	4	3	4,43
30	5	5	5	5	4	4	3	4,43
31	5	4	4	4	4	4	4	4,14
32	4	4	4	5	4	4	4	4,14
33	5	4	4	4	4	4	4	4,14
34	5	4	4	4	4	4	4	4,14
35	5	5	5	4	4	4	4	4,43
36	5	5	5	4	4	4	4	4,43
37	5	5	5	5	3	3	3	4,14
38	5	5	4	4	4	3	4	4,14
39	5	5	4	4	4	3	4	4,14
40	5	5	5	4	5	4	5	4,71
41	4	5	5	5	5	5	4	4,71
42	5	5	5	5	4	4	5	4,71
43	5	5	4	5	5	5	4	4,71
44	5	5	5	4	4	4	4	4,43
45	4	4	4	3	3	3	3	3,43
46	5	5	5	5	5	4	4	4,71
47	4	4	3	3	3	3	3	3,29
48	5	4	3	3	5	3	3	3,71
49	4	4	4	4	4	3	3	3,71
50	4	4	3	3	4	3	3	3,43
51	5	5	5	5	5	4	4	4,71
52	5	5	5	5	5	4	4	4,71

No	ORGANIZATIONAL CITIZENSHIP BEHAVIOUR (OCB) (Y2)											JUMLAH
	Y2.1.1	Y2.1.2	Y2.2.1	Y2.2.2	Y2.3.1	Y2.3.2	Y2.4.1	Y2.4.2	Y2.4.3	Y2.5.1	Y2.5.2	
1	4	5	4	4	3	5	5	4	5	5	5	4,45
2	4	4	5	4	5	5	5	5	5	5	5	4,73
3	4	5	4	3	4	4	4	4	4	5	5	4,18
4	5	5	5	4	4	5	5	5	5	5	4	4,73
5	5	5	5	3	4	4	4	4	5	4	4	4,27
6	5	5	4	4	4	5	4	4	4	4	4	4,27
7	4	4	4	3	4	4	4	5	5	5	5	4,27
8	4	4	5	3	4	4	4	4	5	5	5	4,27
9	4	4	5	4	5	4	5	5	4	5	4	4,45
10	5	4	4	4	4	5	4	5	5	5	5	4,55
11	4	4	4	4	4	5	4	5	4	4	5	4,27
12	4	4	3	3	4	3	3	4	3	4	3	3,45
13	4	4	4	4	4	4	4	4	4	4	4	4,00
14	5	4	4	4	4	4	4	4	4	5	5	4,27
15	5	5	4	5	4	4	5	5	4	4	4	4,45
16	5	5	5	5	5	5	5	4	4	4	5	4,73
17	4	3	5	2	5	5	5	5	5	5	5	4,45
18	5	5	3	4	5	4	4	5	5	5	5	4,55
19	4	4	4	4	5	5	4	4	5	4	4	4,27
20	4	5	5	4	4	4	4	4	4	4	5	4,27
21	5	5	5	5	4	4	4	5	5	5	5	4,73
22	5	5	5	4	4	4	5	5	5	5	5	4,73
23	4	4	4	4	5	5	5	4	5	5	4	4,45
24	5	5	5	4	4	5	5	4	5	5	5	4,73
25	5	5	5	4	5	4	4	4	4	4	5	4,45
26	4	4	5	3	4	4	5	5	4	4	5	4,27
27	5	4	4	3	5	5	5	4	4	4	4	4,27
28	5	4	5	4	4	4	4	4	5	4	4	4,27
29	5	5	4	4	4	4	4	4	4	4	5	4,27
30	5	5	5	4	5	4	4	5	5	5	5	4,73
31	5	5	5	5	5	5	5	5	5	5	5	5,00
32	5	5	5	5	5	5	5	5	5	5	5	5,00
33	5	5	4	4	4	5	5	4	4	4	5	4,45
34	5	5	4	2	4	4	4	5	5	4	5	4,27
35	3	3	3	4	5	5	4	5	5	5	5	4,27
36	5	5	5	1	3	5	5	5	5	5	5	4,45
37	4	4	3	3	5	5	5	5	4	4	5	4,27
38	4	4	3	3	3	5	5	5	5	5	5	4,27
39	4	4	4	4	4	4	4	5	5	4	5	4,27
40	4	4	4	5	5	5	5	5	5	5	5	4,73
41	4	4	4	5	5	5	5	5	5	5	5	4,73
42	4	4	4	5	5	5	5	5	5	5	5	4,73
43	4	4	4	5	5	5	5	5	5	5	5	4,73
44	4	4	4	4	5	5	4	5	5	5	5	4,55
45	4	4	4	4	5	5	5	5	4	4	5	4,45
46	5	5	4	4	5	5	5	5	4	5	5	4,73
47	4	4	4	3	5	4	4	4	4	4	4	4,00
48	5	5	4	4	4	4	4	4	4	4	5	4,27
49	5	5	5	3	5	5	5	4	4	4	4	4,45
50	5	5	5	4	4	3	3	5	5	4	4	4,27
51	4	4	5	4	5	5	5	5	5	5	5	4,73
52	5	5	5	3	5	5	5	4	5	5	5	4,73

Lampiran 4: Frequencies

Statistics

		Umur	Jenis Kelamin	Pendidikan Terakhir	Lama Menjadi Karyawan
N	Valid	52	52	52	52
	Missing	0	0	0	0

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-24 tahun	2	3.8	3.8	3.8
	25-29 tahun	23	44.2	44.2	48.1
	30-34 tahun	14	26.9	26.9	75.0
	40-44 tahun	4	7.7	7.7	82.7
	> 45 tahun	9	17.3	17.3	100.0
Total		52	100.0	100.0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	30	57.7	57.7	57.7
	Perempuan	22	42.3	42.3	100.0
Total		52	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	1	1.9	1.9	1.9
	SMA	5	9.6	9.6	11.5
	S1	46	88.5	88.5	100.0
	Total	52	100.0	100.0	

Lama Menjadi Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 2 tahun	17	32.7	32.7	32.7
	> 5 tahun	21	40.4	40.4	73.1
	> 10 tahun	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

X1.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.9	1.9	1.9
	S	29	55.8	55.8	57.7
	SS	22	42.3	42.3	100.0
	Total	52	100.0	100.0	

X1.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	7.7	7.7	7.7
	S	26	50.0	50.0	57.7
	SS	22	42.3	42.3	100.0
	Total	52	100.0	100.0	

X1.1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	7.7	7.7	7.7
	S	28	53.8	53.8	61.5
	SS	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

X1.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.8	3.8	3.8
	S	32	61.5	61.5	65.4
	SS	18	34.6	34.6	100.0
	Total	52	100.0	100.0	

X1.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.8	3.8	3.8
	S	37	71.2	71.2	75.0
	SS	13	25.0	25.0	100.0
	Total	52	100.0	100.0	

X1.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	9.6	9.6	9.6
	S	29	55.8	55.8	65.4
	SS	18	34.6	34.6	100.0
	Total	52	100.0	100.0	

X1.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	14	26.9	26.9	26.9
	S	33	63.5	63.5	90.4
	SS	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

X1.3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	9.6	9.6	9.6
	S	39	75.0	75.0	84.6
	SS	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

X1.4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	5.8	5.8	5.8
	S	34	65.4	65.4	71.2
	SS	15	28.8	28.8	100.0
	Total	52	100.0	100.0	

X1.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	5.8	5.8	5.8
	S	25	48.1	48.1	53.8
	SS	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

X2.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	7.7	7.7	7.7
	S	20	38.5	38.5	46.2
	SS	28	53.8	53.8	100.0
	Total	52	100.0	100.0	

X2.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	9.6	9.6	9.6
	S	24	46.2	46.2	55.8
	SS	23	44.2	44.2	100.0
	Total	52	100.0	100.0	

X2.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	6	11.5	11.5	11.5
	S	22	42.3	42.3	53.8
	SS	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

X2.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	6	11.5	11.5	11.5
	S	23	44.2	44.2	55.8
	SS	23	44.2	44.2	100.0
	Total	52	100.0	100.0	

X2.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	12	23.1	23.1	23.1
	S	38	73.1	73.1	96.2
	SS	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

X2.4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	15.4	15.4	15.4
	S	30	57.7	57.7	73.1
	SS	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

X2.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	9.6	9.6	9.6
	S	26	50.0	50.0	59.6
	SS	21	40.4	40.4	100.0
	Total	52	100.0	100.0	

X2.5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	5.8	5.8	5.8
	S	31	59.6	59.6	65.4
	SS	18	34.6	34.6	100.0
	Total	52	100.0	100.0	

X2.5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.8	3.8	3.8
	S	34	65.4	65.4	69.2
	SS	16	30.8	30.8	100.0
	Total	52	100.0	100.0	

Y1.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	15	28.8	28.8	28.8
	SS	37	71.2	71.2	100.0
	Total	52	100.0	100.0	

Y1.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.9	1.9	1.9
	S	18	34.6	34.6	36.5
	SS	33	63.5	63.5	100.0
	Total	52	100.0	100.0	

Y1.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	7.7	7.7	7.7
	S	22	42.3	42.3	50.0
	SS	26	50.0	50.0	100.0
	Total	52	100.0	100.0	

Y1.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	13.5	13.5	13.5
	S	24	46.2	46.2	59.6
	SS	21	40.4	40.4	100.0
	Total	52	100.0	100.0	

Y1.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.9	1.9	1.9
	N	8	15.4	15.4	17.3
	S	26	50.0	50.0	67.3
	SS	17	32.7	32.7	100.0
	Total	52	100.0	100.0	

Y1.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	14	26.9	26.9	26.9
	S	30	57.7	57.7	84.6
	SS	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

Y1.3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	19	36.5	36.5	36.5
	S	31	59.6	59.6	96.2
	SS	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

Y2.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.9	1.9	1.9
	S	25	48.1	48.1	50.0
	SS	26	50.0	50.0	100.0
	Total	52	100.0	100.0	

Y2.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.8	3.8	3.8
	S	25	48.1	48.1	51.9
	SS	25	48.1	48.1	100.0
	Total	52	100.0	100.0	

Y2.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	9.6	9.6	9.6
	S	25	48.1	48.1	57.7
	SS	22	42.3	42.3	100.0
	Total	52	100.0	100.0	

Y2.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.9	1.9	1.9
	TS	2	3.8	3.8	5.8
	N	12	23.1	23.1	28.8
	S	28	53.8	53.8	82.7
	SS	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

Y2.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	5.8	5.8	5.8
	S	24	46.2	46.2	51.9
	SS	25	48.1	48.1	100.0
	Total	52	100.0	100.0	

Y2.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.8	3.8	3.8
	S	21	40.4	40.4	44.2
	SS	29	55.8	55.8	100.0
	Total	52	100.0	100.0	

Y2.4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	3.8	3.8	3.8
	S	23	44.2	44.2	48.1
	SS	27	51.9	51.9	100.0
	Total	52	100.0	100.0	

Y2.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	22	42.3	42.3	42.3
	SS	30	57.7	57.7	100.0
	Total	52	100.0	100.0	

Y2.4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.9	1.9	1.9
	S	20	38.5	38.5	40.4
	SS	31	59.6	59.6	100.0
	Total	52	100.0	100.0	

Y2.5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	23	44.2	44.2	44.2
	SS	29	55.8	55.8	100.0
	Total	52	100.0	100.0	

Y2.5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1.9	1.9	1.9
	S	13	25.0	25.0	26.9
	SS	38	73.1	73.1	100.0
	Total	52	100.0	100.0	

Lampiran 5: Correlations and Realibility

Correlations											
	X1.1.1	X1.1.2	X1.1.3	X1.2.1	X1.2.2	X1.3.1	X1.3.2	X1.3.3	X1.4.1	X1.4.2	TOTAL
X1.1.1											
Pearson Correlation	1										
Sig. (2-tailed)											
N	52	52	52	52	52	52	52	52	52	52	52
X1.1.2	.821**										
Pearson Correlation	.821**	1									
Sig. (2-tailed)	.000										
N	52	52	52	52	52	52	52	52	52	52	52
X1.1.3	.389**	.296**									
Pearson Correlation	.389**	.296**	1								
Sig. (2-tailed)	.004	.033									
N	52	52	52	52	52	52	52	52	52	52	52
X1.1.3	.495**	.389**	.445**								
Pearson Correlation	.495**	.389**	.445**	1							
Sig. (2-tailed)	.000	.004	.001								
N	52	52	52	52	52	52	52	52	52	52	52
X1.2.1	.203	.296**	.445**	.453**							
Pearson Correlation	.203	.296**	.445**	.453**	1						
Sig. (2-tailed)	.149	.033	.001	.001							
N	52	52	52	52	52	52	52	52	52	52	52
X1.2.2	.487**	.424**	.653**	.453**	.453**						
Pearson Correlation	.487**	.424**	.653**	.453**	.453**	1					
Sig. (2-tailed)	.000	.002	.000	.001	.001						
N	52	52	52	52	52	52	52	52	52	52	52
X1.3.1	.191	.296**	.455**	.556**	.222						
Pearson Correlation	.191	.296**	.455**	.556**	.222	1					
Sig. (2-tailed)	.174	.033	.001	.000	.115						
N	52	52	52	52	52	52	52	52	52	52	52
X1.3.2	.405**	.447**	.377**	.309*	.435**	.309*					
Pearson Correlation	.405**	.447**	.377**	.309*	.435**	.309*	1				
Sig. (2-tailed)	.003	.001	.006	.026	.001	.006					
N	52	52	52	52	52	52	52	52	52	52	52
X1.3.3	.245	.259	.369**	.735**	.442**	.353**	.060				
Pearson Correlation	.245	.259	.369**	.735**	.442**	.353**	.060	1			
Sig. (2-tailed)	.080	.063	.007	.000	.001	.010	.674				
N	52	52	52	52	52	52	52	52	52	52	52
X1.4.1	.308*	.160	.062	.147	.234	.255	.278*	.222			
Pearson Correlation	.308*	.160	.062	.147	.234	.255	.278*	.222	1		
Sig. (2-tailed)	.027	.258	.562	.298	.095	.069	.046	.113			
N	52	52	52	52	52	52	52	52	52	52	52
X1.4.2	.168	.122	-.059	.390**	.167	.143	.158	.425**	.417**		
Pearson Correlation	.168	.122	-.059	.390**	.167	.143	.158	.425**	.417**	1	
Sig. (2-tailed)	.233	.389	.677	.005	.236	.311	.263	.002	.002		
N	52	52	52	52	52	52	52	52	52	52	52
TOTAL	.694**	.690**	.674**	.703**	.704**	.666**	.657**	.625**	.477**	.416**	1
Pearson Correlation	.694**	.690**	.674**	.703**	.704**	.666**	.657**	.625**	.477**	.416**	.416**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.002
N	52	52	52	52	52	52	52	52	52	52	52

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

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

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.832	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1.1	40.21	11.229	.597	.809
X1.1.2	40.40	10.834	.571	.812
X1.1.3	40.12	11.516	.582	.812
X1.2.1	40.02	11.392	.617	.808
X1.2.2	40.13	11.256	.613	.808
X1.3.1	40.19	10.707	.526	.819
X1.3.2	40.13	11.334	.549	.814
X1.3.3	40.06	11.702	.523	.817
X1.4.1	39.96	12.234	.347	.833
X.1.4.2	39.79	12.798	.315	.833

Correlations

	X2.1.1	X2.1.2	X2.2.1	X2.3.1	X2.3.2	X2.4.1	X2.4.2	X2.5.1	X2.5.2	TOTAL
X2.1.1 Pearson Correlation	1									
X2.1.1 Sig. (2-tailed)		.043	.425**	.145	.241*	.549**	.419**	.285**	.055	.678**
X2.1.1 N	82	82	82	82	82	82	82	82	82	82
X2.1.2 Pearson Correlation	.043	1								
X2.1.2 Sig. (2-tailed)	.702		.121	.107	.200	-.058	.219*	.147	.139	.407**
X2.1.2 N	82	82	82	82	82	82	82	82	82	82
X2.2.1 Pearson Correlation	.425**	.121	1	.053	.004	.334**	.407**	.160	.009	.509**
X2.2.1 Sig. (2-tailed)	.000	.280		.634	.971	.002	.000	.150	.935	.000
X2.2.1 N	82	82	82	82	82	82	82	82	82	82
X2.3.1 Pearson Correlation	.145	.107	.053	1	.464**	.048	.125	.013	-.025	.497**
X2.3.1 Sig. (2-tailed)	.194	.339	.634		.000	.669	.262	.911	.821	.000
X2.3.1 N	82	82	82	82	82	82	82	82	82	82
X2.3.2 Pearson Correlation	.241*	.200	.004	.464**	1	.028	.133	.138	.137	.571**
X2.3.2 Sig. (2-tailed)	.029	.071	.971	.000		.805	.232	.216	.220	.000
X2.3.2 N	82	82	82	82	82	82	82	82	82	82
X2.4.1 Pearson Correlation	.549**	-.058	.334**	.048	.028	1	.105	.269*	.062	.485**
X2.4.1 Sig. (2-tailed)	.000	.605	.002	.669	.805		.349	.014	.583	.000
X2.4.1 N	82	82	82	82	82	82	82	82	82	82
X2.4.2 Pearson Correlation	.419**	.219*	.407**	.125	.133	.105	1	.141	.010	.572**
X2.4.2 Sig. (2-tailed)	.000	.048	.000	.262	.232	.349		.208	.929	.000
X2.4.2 N	82	82	82	82	82	82	82	82	82	82
X2.5.1 Pearson Correlation	.285**	.147	.160	.013	.138	.269*	.141	1	.085	.477**
X2.5.1 Sig. (2-tailed)	.010	.187	.150	.911	.216	.014	.208		.445	.000
X2.5.1 N	82	82	82	82	82	82	82	82	82	82
X2.5.2 Pearson Correlation	.055	.139	.009	-.025	.137	.062	.010	.085	1	.308**
X2.5.2 Sig. (2-tailed)	.622	.211	.935	.821	.220	.583	.929	.445		.005
X2.5.2 N	82	82	82	82	82	82	82	82	82	82
TOTAL Pearson Correlation	.678**	.407**	.509**	.497**	.571**	.485**	.572**	.477**	.308**	1
TOTAL Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.005	
TOTAL N	82	82	82	82	82	82	82	82	82	82

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

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

Case Processing Summary

		N	%
Cases	Valid	82	100.0
	Excluded ^a	0	.0
	Total	82	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.621	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1.1	35.13	6.241	.546	.536
X2.1.2	35.11	7.136	.229	.609
X2.2.1	35.01	6.901	.360	.583
X2.3.1	35.29	6.481	.242	.615
X2.3.2	35.26	6.267	.358	.577
X2.4.1	35.26	6.810	.299	.593
X2.4.2	35.16	6.283	.364	.576
X2.5.1	35.05	6.812	.285	.597
X2.5.2	35.12	7.417	.106	.637

Correlations

	Y1.1.1	Y1.1.2	Y1.2.1	Y1.2.2	Y1.3.1	Y1.3.2	Y1.3.3	TOTAL
Y1.1.1 Pearson Correlation	1	.011	.139	-.123	.195	.061	.299*	.486**
Sig. (2-tailed)		.931	.262	.323	.114	.627	.014	.000
N	67	67	67	67	67	67	67	67
Y1.1.2 Pearson Correlation	.011	1	.177	.163	.228	.050	-.157	.436**
Sig. (2-tailed)	.931		.152	.187	.064	.688	.205	.000
N	67	67	67	67	67	67	67	67
Y1.2.1 Pearson Correlation	.139	.177	1	-.022	.283*	-.051	.147	.481**
Sig. (2-tailed)	.262	.152		.859	.020	.683	.234	.000
N	67	67	67	67	67	67	67	67
Y1.2.2 Pearson Correlation	-.123	.163	-.022	1	.269*	.267*	-.065	.466**
Sig. (2-tailed)	.323	.187	.859		.028	.029	.604	.000
N	67	67	67	67	67	67	67	67
Y1.3.1 Pearson Correlation	.195	.228	.283*	.269*	1	.001	.057	.624**
Sig. (2-tailed)	.114	.064	.020	.028		.996	.649	.000
N	67	67	67	67	67	67	67	67
Y1.3.2 Pearson Correlation	.061	.050	-.051	.267*	.001	1	.132	.432**
Sig. (2-tailed)	.627	.688	.683	.029	.996		.286	.000
N	67	67	67	67	67	67	67	67
Y1.3.3 Pearson Correlation	.299*	-.157	.147	-.065	.057	.132	1	.406**
Sig. (2-tailed)	.014	.205	.234	.604	.649	.286		.001
N	67	67	67	67	67	67	67	67
TOTAL Pearson Correlation	.486**	.436**	.481**	.466**	.624**	.432**	.406**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000
N	67	67	67	67	67	67	67	67

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

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

Case Processing Summary

		N	%
Cases	Valid	67	100.0
	Excluded ^a	0	.0
	Total	67	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.435	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1.1	26.66	3.199	.185	.405
Y1.1.2	26.30	3.364	.161	.415
Y1.2.1	26.57	3.280	.227	.385
Y1.2.2	26.52	3.253	.162	.417
Y1.3.1	26.43	2.855	.368	.303
Y1.3.2	26.45	3.372	.156	.418
Y1.3.3	26.36	3.445	.138	.425

Correlations													
	Y2.1.1	Y2.1.2	Y2.2.1	Y2.2.2	Y2.3.1	Y2.3.2	Y2.4.1	Y2.4.2	Y2.4.3	Y2.5.1	Y2.5.2	TOTAL	
Y2.1.1	1	.538**	.427**	-.019	.287**	-.197	.007	.170	.040	.120	-.088	.566**	
Pearson Correlation													
Sig. (2-tailed)		.000	.002	.894	.039	.163	.961	.229	.781	.398	.535	.000	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.1.2	.538**	1	.424**	.091	.286**	-.196	.100	.086	.127	.026	.212	.667**	
Pearson Correlation													
Sig. (2-tailed)		.000	.002	.520	.040	.164	.481	.545	.369	.856	.132	.000	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.2.1	.427**	.424**	1	-.004	.097	-.128	.023	-.077	.073	.053	-.206	.493**	
Pearson Correlation													
Sig. (2-tailed)		.002	.002	.975	.493	.372	.874	.587	.606	.706	.143	.000	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.2.2	-.019	.091	-.004	1	-.044	-.010	.010	-.136	-.086	.396**	.319*	.384**	
Pearson Correlation													
Sig. (2-tailed)		.894	.975	.520	.754	.945	.943	.337	.543	.004	.021	.005	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.3.1	.287**	.286**	.097	-.044	1	.107	-.069	-.135	-.037	.099	.056	.337**	
Pearson Correlation													
Sig. (2-tailed)		.039	.483	.754	.828	.449	.828	.339	.793	.487	.696	.015	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.3.2	.197	.196	.126	-.010	.107	1	-.012	.189	.000	.062	.055	.388**	
Pearson Correlation													
Sig. (2-tailed)		.163	.372	.945	.449	.933	.933	.179	1.000	.664	.697	.005	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.4.1	.007	.100	.023	.010	-.069	-.012	1	.237	.212	-.034	-.073	.293**	
Pearson Correlation													
Sig. (2-tailed)		.961	.874	.943	.828	.933	.933	.090	.131	.809	.609	.035	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.4.2	.170	.086	-.077	-.136	-.135	.189	.237	1	.246	.198	.031	.474**	
Pearson Correlation													
Sig. (2-tailed)		.228	.587	.337	.339	.179	.090	.079	.079	.160	.828	.000	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.4.3	.040	.127	.073	.086	-.037	.000	.212	.246	1	-.195	.000	.398**	
Pearson Correlation													
Sig. (2-tailed)		.781	.606	.543	.793	1.000	.131	.079	.079	.166	1.000	.003	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.5.1	.120	.026	.053	.396**	.099	.062	-.034	.198	-.195	1	.049	.338**	
Pearson Correlation													
Sig. (2-tailed)		.398	.706	.004	.487	.684	.809	.160	.166	.731	.731	.014	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y2.5.2	-.088	.212	.206	.319*	.056	.055	-.073	.031	.000	.049	1	.355**	
Pearson Correlation													
Sig. (2-tailed)		.535	.143	.021	.696	.697	.609	.828	1.000	.731	.731	.010	
N	52	52	52	52	52	52	52	52	52	52	52	52	52
TOTAL	.566**	.667**	.493**	.384**	.337**	.388**	.293**	.474**	.398**	.338**	.355**	1	
Pearson Correlation													
Sig. (2-tailed)	.000	.000	.000	.005	.015	.005	.035	.003	.003	.014	.010	.010	.000
N	52	52	52	52	52	52	52	52	52	52	52	52	52

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

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

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.621	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1.1	35.13	6.241	.546	.536
X2.1.2	35.11	7.136	.229	.609
X2.2.1	35.01	6.901	.360	.583
X2.3.1	35.29	6.481	.242	.615
X2.3.2	35.26	6.267	.358	.577
X2.4.1	35.26	6.810	.299	.593
X2.4.2	35.16	6.283	.364	.576
X2.5.1	35.05	6.812	.285	.597
X2.5.2	35.12	7.417	.106	.637

Lampiran 6: Regression

Regression I

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Budaya Organisasi ^b		Enter

a. Dependent Variable: Komitmen Organisasi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.639 ^a	.408	.384	.33781

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.852	2	1.926	16.879	.000 ^b
	Residual	5.592	49	.114		
	Total	9.444	51			

a. Dependent Variable: Komitmen Organisasi

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.837	.604		1.387	.172
	Budaya Organisasi	.535	.122	.508	4.374	.000
	Kepuasan Kerja	.268	.122	.256	2.205	.032

a. Dependent Variable: Komitmen Organisasi

Regression II

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Komitmen Organisasi, Kepuasan Kerja, Budaya Organisasi ^b		Enter

a. Dependent Variable: Organizational Citizenship Behaviour

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.789 ^a	.623	.599	.17333

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.383	3	.794	26.438	.000 ^b
	Residual	1.442	48	.030		
	Total	3.825	51			

a. Dependent Variable: Organizational Citizenship Behaviour

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.923	.316		6.090	.000
	Budaya Organisasi	.375	.074	.559	5.062	.000
	Kepuasan Kerja	.036	.065	.055	.557	.580
	Komitmen Organisasi	.184	.073	.289	2.509	.016

a. Dependent Variable: Organizational Citizenship Behaviour