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LAMPIRAN

Lampiran 1. Data Rekap Kuisisioner

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	N of Rows in Working Data File	107
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure.
	Cases Used	RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 /SCALE('Kepribadian (X1)') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL MEANS.
Syntax		
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

[DataSet3]

Scale: Kepribadian (X1)

Case Processing Summary

		N	%
Cases	Valid	107	100.0
	Excluded ^a	0	.0
	Total	107	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.848	.853	5

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.3551	.63324	107
X1.2	4.4299	.61602	107
X1.3	4.3458	.71510	107
X1.4	4.0654	.96418	107
X1.5	3.9439	.84487	107

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.228	3.944	4.430	.486	1.123	.044	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	16.7850	6.680	.624	.442	.827
X1.2	16.7103	6.793	.607	.436	.832
X1.3	16.7944	6.259	.657	.453	.817
X1.4	17.0748	4.919	.765	.678	.790
X1.5	17.1963	5.650	.687	.626	.809

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21.1402	9.122	3.02021	5

Lampiran 3. Uji Validitas Dan Reabilitas X2

RELIABILITY

```

/VARIABLES=X2.1 X2.2 X2.3 X2.4
/SCALE('Motivasi (X2)') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS.

```

Reliability

Notes		
Output Created		05-JAN-2022 17:50:54
Comments		
Input	Active Dataset	DataSet3
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 /SCALE('Motivasi (X2)') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL MEANS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

[DataSet3]

Scale: Motivasi (X2)**Case Processing Summary**

		N	%
Cases	Valid	107	100.0
	Excluded ^a	0	.0
	Total	107	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.791	.788	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.4206	.61487	107
X2.2	4.0187	.96134	107
X2.3	3.8411	.84841	107
X2.4	4.2804	.67004	107

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.140	3.841	4.421	.579	1.151	.067	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	12.1402	4.631	.404	.255	.822
X2.2	12.5421	2.892	.692	.647	.698
X2.3	12.7196	3.053	.778	.668	.640
X2.4	12.2804	4.053	.585	.349	.752

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.5607	6.079	2.46553	4

Lampiran 4. Uji Validitas Dan Reabilitas Y1

RELIABILITY

```

/VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4
/SCALE('OCB (Y1)') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS.

```

Reliability

Notes		
Output Created		05-JAN-2022 17:57:34
Comments		
Input	Active Dataset	DataSet3
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 /SCALE('OCB (Y1)') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIV E SCALE /SUMMARY=TOTAL MEANS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

[DataSet3]

Scale: OCB (Y1)

Case Processing Summary

		N	%
Cases	Valid	107	100.0
	Excluded ^a	0	.0
	Total	107	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.846	.849	4

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4.4112	.76421	107
Y1.2	4.0935	.92688	107
Y1.3	3.8972	.85710	107
Y1.4	4.2710	.77179	107

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.168	3.897	4.411	.514	1.132	.050	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1.1	12.2617	4.686	.699	.597	.799
Y1.2	12.5794	4.265	.642	.479	.827
Y1.3	12.7757	4.308	.713	.549	.790
Y1.4	12.4019	4.677	.692	.569	.801

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.6729	7.581	2.75330	4

Lampiran 5. Uji Validitas Dan Reabilitas Y2

RELIABILITY

```

/VARIABLES=Y2.1 Y2.2 Y2.3 Y2.4
/SCALE('Kinerja Pegawai (Y2)') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS.

```

Reliability

		Notes
Output Created		05-JAN-2022 18:06:36
Comments		
Input	Active Dataset Filter Weight Split File N of Rows in Working Data File Matrix Input	DataSet3 <none> <none> <none> 107
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure. RELIABILITY /VARIABLES=Y2.1 Y2.2 Y2.3 Y2.4 /SCALE('Kinerja Pegawai (Y2)') ALL /MODEL=ALPHA
Syntax		/STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL MEANS.
Resources	Processor Time Elapsed Time	00:00:00.00 00:00:00.01

[DataSet3]

Scale: Kinerja Pegawai (Y2)

Case Processing Summary

		N	%
Cases	Valid	107	100.0
	Excluded ^a	0	.0
	Total	107	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.798	.799	4

Item Statistics

	Mean	Std. Deviation	N
Y2.1	4.4112	.61358	107
Y2.2	4.1028	.92077	107
Y2.3	3.8411	.88114	107
Y2.4	4.2897	.71387	107

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.161	3.841	4.411	.570	1.148	.062	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y2.1	12.2336	4.615	.478	.385	.806
Y2.2	12.5421	3.251	.648	.573	.733
Y2.3	12.8037	3.197	.723	.583	.686
Y2.4	12.3551	3.948	.632	.445	.740

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.6449	6.250	2.50001	4

Lampiran 6. Analisis Jalur 1

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA CHANGE ZPP
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT TOTAL_Y1
/METHOD=ENTER TOTAL_X1 TOTAL_X2.

```

Regression

Notes		
Output Created		05-JAN-2022 18:12:16
Comments		
Input	Active Dataset	DataSet3
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA CHANGE ZPP /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT TOTAL_Y1 /METHOD=ENTER TOTAL_X1 TOTAL_X2.
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.09
	Memory Required	1996 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet3]

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Motivasi, Kepribadian ^b	.	Enter

a. Dependent Variable: OCB

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.953 ^a	.907	.906	.773

a. Predictors: (Constant), Motivasi (x2), Kepribadian (x1)

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	692.401	2	346.201	323.931	.000 ^b
	Residual	111.150	104	1.069		
	Total	803.551	106			

a. Dependent Variable: OCB

b. Predictors: (Constant), Motivasi, Kepribadian

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.257	.537		-.478	.634
	Kepribadian (x1)	.456	.046	.550	9.975	.000
	Motivasi (x2)	.440	.055	.443	8.039	.000

a. Dependent Variable: OCB (Y1)

Lampiran 7. Analisis Jalur 2

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA CHANGE ZPP
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT TOTAL_Y2
/METHOD=ENTER TOTAL_X1 TOTAL_X2 TOTAL_Y1.

```

Regression

		Notes
Output Created		05-JAN-2022 18:18:02
Comments		
Input	Active Dataset	DataSet3
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	107
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing. Statistics are based on cases with no missing values for any variable used.
	Cases Used	REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA CHANGE ZPP /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT TOTAL_Y2 /METHOD=ENTER TOTAL_X1 TOTAL_X2 TOTAL_Y1.
Syntax		
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.04
	Memory Required	2292 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet3]

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OCB, Motivasi, Kepribadian ^b	.	Enter

a. Dependent Variable: Kinerja Pegawai

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.939 ^a	.882	.879	1.061

a. Predictors: (Constant), OCB (Y1), Motivasi (x2), Kepribadian (x1)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	571.191	3	190.397	214.764	.000 ^b
	Residual	91.314	103	.887		
	Total	662.505	106			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), OCB, Motivasi, Kepribadian

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.045	.738		1.417	.160
	Kepribadian (x1)	.417	.088	.416	4.755	.000
	Motivasi (x2)	.251	.096	.209	2.625	.010
	OCB (Y1)	.421	.135	.348	3.129	.002

a. Dependent Variable: Kinerja Pegawai (y2)

Lampiran 8. Pernyataan Kuisisioner

1) Pernyataan Tentang Kepribadian

No	Pertanyaan	Persentase Jawaban Responden				
		STS	TS	RG	S	SS
		(1)	(2)	(3)	(4)	(5)
1	Kecenderungan karyawan mengalami kondisi psikologis yang kurang baik dapat diatasi dengan baik					
2	Para karyawan dapat menyesuaikan diri dengan rekan kerja dengan baik					
3	Para karyawan memiliki keinginan untuk mencari dan menghargai pengalaman baru bagi diri sendiri					
4	Para karyawan memiliki kualitas orientasi interpersonal yang baik mulai dari perasaan kasihan hingga sikap permusuhan					
5	Para karyawan bekerja sesuai pengaturan beban kerja yang telah ditentukan					

2) Pernyataan Tentang Motivasi

No	Pertanyaan	Persentase Jawaban Responden				
		STS	TS	RG	S	SS
		(1)	(2)	(3)	(4)	(5)
1	Saya merasa termotivasi bekerja untuk memenuhi kebutuhan hidup saya					
2	Perusahaan memiliki Tujuan yang baik untuk meningkatkan motivasi karyawannya					
3	Saya ingin mengembangkan Kemampuan saya selama bekerja (<i>abilities</i>) di perusahaan.					
4	Pembayaran (<i>pay</i>) atau gaji yang diberikan kepada saya sesuai dengan pencapaian saya.					

3) Pernyataan Tentang OCB

No	Pertanyaan	Persentase Jawaban Responden				
		STS	TS	RG	S	SS
		(1)	(2)	(3)	(4)	(5)
1	Para karyawan membantu karyawan lain tanpa ada paksaan pada tugas-tugas yang berkaitan dengan operasional organisasi					
2	Para karyawan berusaha melebihi yang diharapkan organisasi					
3	Para karyawan senantiasa memberikan toleransi terhadap keadaan yang kurang ideal dalam organisasi					
4	Para karyawan senantiasa menjaga hubungan baik dengan rekan kerjanya					

4) Pernyataan Tentang Kinerja Pegawai

No	Pertanyaan	Persentase Jawaban Responden				
		STS	TS	RG	S	SS
		(1)	(2)	(3)	(4)	(5)
1	Saya mampu memberikan Kualitas yang baik pada perusahaan					
2	Keterampilan yang saya miliki mampu meningkatkan Kuantitas waktu penyelesaian pekerjaan					
3	Saya dapat menyelesaikan setiap pekerjaan sesuai dengan waktu yang di tentukan					
4	Peningkatan kemampuan karyawan dalam membuat rencana pekerjaan sehingga tercapai efisiensi dan efektifitas.					
5	Kemandirian dalam bekerja mampu membuat saya lebih cepat memahami pekerja yang diberikan					