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92.

Lampiran 1. Kuesioner Penelitian

Hal: Permohonan Mengisi Kuesioner

Kepada Yang Terhormat, Bapak/Ibu

Pegawai Bank Kantor Wilayah dan Cabang di Sulawesi Selatan

Di -
Tempat

Dengan hormat,

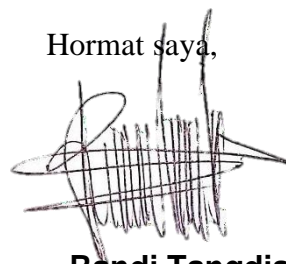
Sehubungan dengan penyelesaian tugas akhir disertasi untuk memenuhi persyaratan dalam memperoleh gelar Strata -3 (S3) pada Program Doktor Fakultas Ekonomi dan Bisnis, Universitas Hasanuddin, maka dilakukan penelitian yang berjudul: **"Pengaruh Training Satisfaction, Reward Satisfaction Dan Efek Mediasi Organizational Culture Engagement Serta Organizational Citizenship Behaviour Terhadap Turnover Intention di Perbankan Sulawesi Selatan"**.

Dengan ini saya mengharapkan kesediaan Bapak/Ibu untuk menjadi responden dalam penelitian ini. Mengingat kualitas penelitian ini sangat bergantung pada jawaban yang Bapak/Ibu berikan, maka dari itu mohon menjawab kuesioner ini sesuai dengan keadaan dan kondisi yang dialami. Sesuai dengan kode etik penelitian, semua data yang dikumpulkan akan dijamin kerahasiaannya.

Kesediaan Bapak/Ibu dalam mengisi kuesioner ini merupakan bantuan yang tidak ternilai harganya. Atas kerjasama, dukungan dan bantuan dari Bapak/Ibu, saya sampaikan terima kasih.

Makassar, 3 Oktober 2022

Hormat saya,



Randi Tangdialla

A013181022

KARAKTERISTIK RESPONDEN

Berilah tanda checklist (\surd) sesuai dengan jawaban yang anda pilih.

Nama :

Jenis Kelamin: Laki-Laki Perempuan

Bank tempat bekerja :

Tingkat Pendidikan : Tidak Sekolah S1

SMP S2

SMA S3

D3

LEMBAR KUESIONER PENELITIAN

Petunjuk Pengisian Kuesioner:

Berilah tanda checklist (✓) pada jawaban yang anda pilih di lembar jawaban yang telah disediakan. Pilihlah jawaban yang sesuai dengan perasaan, pendapat dan keadaan Bapak/Ibu/Saudara/i yang sebenarnya.

Pilihan Jawaban	Keterangan
SS	Sangat Setuju
S	Setuju
N	Netral
TS	Tidak Setuju
STS	Sangat Tidak Setuju

Pernyataan Kuesioner

NO	PERNYATAAN	SKOR PENILAIAN				
Training Satisfaction (X1)						
A.	Kepuasan Terhadap Pelatihan	STS	TS	N	S	SS
1.	Pelatihan yang diberikan sesuai dengan kebutuhankerja.					
2.	Intensitas pelatihan yang diberikan sesuai denganharapan saya					
3.	Materi pelatihan yang diterima dapat dipraktikkandengan baik					
4.	Pelatihan yang didapatkan mudah diterapkan dalampekerjaan saya					
B.	Memaknai Pelatihan	STS	TS	N	S	SS
1.	Pelatihan merupakan sarana untuk menambahpengetahuan dan wawasan bagi saya					
2.	Pelatihan adalah upaya berkelanjutan dalammengembangkan diri					
3.	Saya mengikuti pelatihan bukan karena paksaan					
4.	Pelatihan yang didapatkan berguna untuk masa kini					
5.	Pelatihan yang didapatkan berguna untuk masa yangakan datang.					

C	Perusahaan mendukung Pelatihan	STS	TS	N	S	SS
1.	Materi yang diberikan disusun sesuai dengan tujuan pelatihan					
2.	Pelatihan dilaksanakan sesuai dengan jadwal yang ditentukan					
3.	Perusahaan memberikan kesempatan pelatihan					
4.	Perusahaan melaksanakan pelatihan untuk mendukung minat dalam pengembangan pribadi					
5.	Perusahaan melaksanakan pelatihan untuk mendukung minat dalam pengembangan profesional					
6.	Pelatihan merupakan dorongan dan penghargaan yang diberikan perusahaan					
Reward Satisfaction (X2)						
A	Kepuasan Penghargaan Financial	STS	TS	N	S	SS
1.	Saya merasa puas dengan imbalan gaji yang diterima dari perusahaan					
2.	Bonus yang diterima berupa uang sesuai dengan ekspektasi saya					
3.	Kenaikan upah yang diterima sesuai dengan harapan saya					
B	Kepuasan Penghargaan Material	STS	TS	N	S	SS
1.	Saya mendapatkan imbalan material seperti tunjangan kesehatan, tunjangan hari tua atau tunjangan lainnya yang tidak dibayarkan secara tunai.					
2.	Saya merasa puas dengan imbalan material yang diterima dari perusahaan					
3.	Kenaikan imbalan material yang diterima sesuai dengan harapan saya.					
C	Kepuasan Penghargaan Psikologis	STS	TS	N	S	SS
1.	Saya selalu mendapatkan pengakuan dari atasan dan kolega saya atas keberhasilan pekerjaan saya					
2.	Saya selalu mendapatkan pengakuan dari klien saya atas pelayanan saya yang baik					
3.	Saya percaya diri dalam melaksanakan pekerjaan saya					
4.	Saya selalu mendapatkan pujian atas prestasi yang saya capai					
5.	Saya selalu mendapatkan apresiasi atas usaha saya dalam mengerjakan tugas yang diberikan					

6.	Atasan dan kolega saya selalu memberikandorongan yang positif.					
7.	Nasabah saya selalu memberi masukan yang positif untuk peningkatan kinerja saya					
Organizational Citizenship Behavior (Z1)						
A.	Sportsmanship	STS	TS	N	S	SS
1.	Saya tidak menghabiskan banyak waktu untuk mengeluh tentang sesuatu yang sepele.					
2.	Saya tidak membesar-besarkan masalah yang sesungguhnya tidak besar.					
3.	Saya selalu focus pada sesuatu yang benar dalam pekerjaan					
B.	Civic Virtue	STS	TS	N	S	SS
1.	Saya selalu mengikuti perkembangan kemajuan di perusahaan.					
2.	Sering melakukan sesuatu yang kurang penting, tetapi hal itu dapat membantu meningkatkan nama baik perusahaan.					
3.	Mengambil risiko tidak meyetujui untuk menyatakan keyakinan saya tentang apa yang paling baik buat perusahaan.					
C.	Conscientiousness	STS	TS	N	S	SS
1.	Saya sungguh-sungguh mengikuti peraturan dan prosedur di perusahaan					
2.	Saya menyerahkan laporan lebih awal dari yang seharusnya					
3.	Saya memberi alasan terhadap permintaan informasi secara spontan					
D.	Altruism	STS	TS	N	S	SS
1.	Membantu memberikan orientasi terhadap karyawan baru walaupun sebenarnya tidak diharuskan					
2.	Selalu siap membantu rekan kerja yang membutuhkan dengan sukarela					
3.	Saya mau meluangkan waktu untuk membantu orang lain					
E.	Courtesy	STS	TS	N	S	SS
1.	Saya menjalin hubungan yang baik dengan rekan kerja					

2.	Saya menghargai pendapat dan argumentasi yang tidak sependapat					
3.	Saya memiliki hubungan yang baik dengan rekan kerja					
Organizational Culture Engagement (Z2)						
A.	Dedikasi Personal	STS	TS	N	S	SS
1.	Saya mengabdikan tenaga untuk organisasi					
2.	Saya mengabdikan pikiran untuk organisasi					
3.	Saya mengabdikan waktu untuk organisasi					
4.	Memiliki antusiasme yang tinggi untuk mencapai tujuan organisasi					
B.	Semangat Berprestasi	STS	TS	N	S	SS
1.	Saya memiliki kemauan untuk sukses					
2.	Mencapai kesuksesan sesuai nilai organisasi					
C.	Kebermaknaan dalam Tim	STS	TS	N	S	SS
1.	Merasa bermanfaat dalam kerja tim/kelompok					
2.	Saya memiliki rasa tanggung jawab dalam kerja tim/kelompok					
3.	Menghargai perbedaan pendapat dalam tim/kelompok					
C.	Inovatif dalam peran	STS	TS	N	S	SS
1.	Mampu berinovasi dalam tugas pekerjaan					
2.	Berinovasi tanpa takut diberi penilaian yang buruk					
Turnover Intention (Y)						
A.	Pikiran untuk Keluar	STS	TS	N	S	SS
1.	Saya berniat keluar dari pekerjaan saya karena mendapatkan pekerjaan baru					
2.	Lingkungan kerja yang kurang nyaman membuat saya berpikir untuk mencari pekerjaan lain					
3.	Saya berniat keluar dari pekerjaan karena tingkat kesejahteraan yang rendah					
B.	Posisi yang Lebih Baik	STS	TS	N	S	SS
1.	Saya berkeinginan untuk meningkatkan kapasitas diri di perusahaan yang lebih maju					
2.	Saya berniat keluar dari pekerjaan saya untuk mendapatkan lebih banyak gaji / pendapatan yang lebih baik di tempat lain					
3.	Saya berniat keluar dari perusahaan karena belum mendapatkan promosi yang lebih baik					

C.	Pekerjaan yang Lebih Baik	STS	TS	N	S	SS
1.	Saya berniat keluar dari pekerjaan saya untuk mencari tantangan baru					
2.	Saya berniat keluar dari pekerjaan saya karena ingin bekerja sesuai dengan kemampuan saya					
3.	Saya berniat keluar dari pekerjaan karena transportasi yang sulit					
4.	Jarak tempuh yang jauh menyebabkan saya berniat keluar dari pekerjaan					
5.	Dorongan keluarga menyebabkan saya berniat keluar dari pekerjaan					

Lampiran 2. Data Hasil Penelitian

No	Jenis Kelamin	Tingkat Pendidikan	Nama Bank	X1.A1	X1.A2	X1.A3	X1.A4	X1.B1	X1.B2	X1.B3
1	Wanita	Sarjana (S1)	Bank Mandiri Toraja	4	4	4	4	4	4	4
2	Wanita	Sarjana (S1)	BANK BRI ENREKANG	4	4	4	4	4	4	4
3	Pria	Sarjana (S1)	BANK BRI ENREKANG	5	5	5	5	5	5	5
4	Pria	Sarjana (S1)	BANK BRI ENREKANG	3	3	3	3	3	3	3
5	Pria	Sarjana (S1)	BANK BRI ENREKANG	4	4	4	4	4	4	4
6	Wanita	Sarjana (S1)	BANK BRI ENREKANG	4	4	4	4	4	4	4
7	Wanita	Sarjana (S1)	BANK BRI ENREKANG	5	5	5	5	5	5	5
8	Wanita	Sarjana (S1)	Bank BRI Unit Enrekang Jl. Imam Bonjol No.10	5	5	5	5	3	3	3
9	Pria	Sarjana (S1)	BANK BRI, JL MESJID RAYA NO 97 B	2	3	2	2	4	4	4
10	Wanita	Sarjana (S1)	Bank BTN Bone	4	4	4	4	4	4	4
11	Wanita	Sarjana (S1)	Bank BTN Bone	5	4	4	4	4	4	5
12	Wanita	Diploma 3 (D3)	Bank BTN Bone	5	5	5	5	5	5	5
13	Pria	Sarjana (S1)	Bank BTN Bone	5	5	5	5	5	5	5
14	Pria	Sarjana (S1)	Bank BTN Bone	5	5	5	5	5	5	5
15	Wanita	Sarjana (S1)	Bank BTN Jalan Kajaolalido No.4 Kota	4	4	4	4	4	4	4

			Makassar, Sulawesi Selatan							
16	Wanita	Sarjana (S1)	Bank BTN Jl Kajaolalido No.4	4	4	3	3	3	3	3
17	Wanita	Sarjana (S1)	Bank Btn kcp sudiang jl perintis kemerdekaan km 18-19	4	4	4	4	4	4	4
18	Wanita	Sarjana (S1)	BANK BTN SUDIANG, Jl Perintis Kemerdekaan KM 19, Kota Makassar, Sulawesi Selatan	5	5	5	5	5	5	5
19	Wanita	Diploma 3 (D3)	Bank BTN Jalan Kajaolalido No. 4 Kota Makassar, Sulawesi Selatan	5	4	4	4	4	4	5
20	Pria	Sarjana (S1)	Bank BTN Jl Kajaolalido no 4	4	4	4	4	4	4	4
21	Pria	Sarjana (S1)	Bank BTN, Jalan Kajaolalido No 4	5	5	5	5	5	5	5
22	Pria	Sarjana (S1)	Bank BTN, Jalan Kajaolalido No.4 Makassar	5	5	5	5	5	5	5
23	Wanita	Sarjana (S1)	Bank BTN, jl kajaolalido no 4	4	4	4	4	4	4	4
24	Wanita	Sarjana (S1)	Bank btn, jl kajaolalido no 4 Makassar	3	3	3	3	3	3	3

25	Wanita	Sarjana (S1)	Bank BTN, Jl Poros Makassar Maros	3	3	3	3	4	4	4
26	Pria	Sarjana (S1)	Bank BTN, Jalan Kajaolalido No.4, Kota Makassar, Sulawesi Selatan	5	5	5	5	5	5	5
27	Wanita	Sarjana (S1)	Bank Tabungan Negara	5	5	5	5	5	5	5
28	Wanita	Sarjana (S1)	Bank Tabungan Negara	4	3	4	4	4	5	5
29	Pria	Sarjana (S1)	Bank Tabungan Negara	4	3	4	4	4	5	5
30	Pria	Sarjana (S1)	Bank Tabungan Negara	4	4	4	4	4	4	4
31	Pria	Sarjana (S1)	Bank Tabungan Negara	4	4	4	4	4	4	4
32	Wanita	Sarjana (S1)	Bank Tabungan Negara	4	4	5	4	4	5	4
33	Wanita	Sarjana (S1)	Bank Tabungan Negara	4	4	5	5	5	4	4
34	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	5	5	5	4	4
35	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	4	4
36	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	4	4
37	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	3	4	3	4

38	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	3	4	3	4
39	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	2	3	2	2	4	4	4
40	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	4	4
41	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	4	4
42	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	3	4	4	4	4	4
43	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	4	4
44	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	4	4
45	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	3	4	4	4	4	4
46	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	4	4
47	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	3	3	4	4	5	5
48	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	3	3	4	4	5	5
49	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	3	3	3	3	3
50	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	5	5	5	5	5	5	5

51	Pria	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	5	5	5
52	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	5	5	5	5	5	5	5
53	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	5	5	5
54	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	5	5
55	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	4	4	4
56	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	4	4	4	5	4	5
57	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	4	3	4	4	4	4	3
58	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	3	3	3	4	3	3	2
59	Wanita	Sarjana (S1)	Bank Mandiri Makassar Kartini	3	4	3	4	4	4	4
60	Wanita	Sarjana (S1)	Bank Mandiri Toraja	4	4	4	4	4	4	4
61	Pria	Sarjana (S1)	Bank Mandiri Toraja	5	4	5	5	5	5	4
62	Pria	Sarjana (S1)	Bank Mandiri Toraja	3	3	3	3	5	4	4
63	Wanita	Sarjana (S1)	Bank Mandiri Toraja	3	2	3	3	4	4	5
64	Pria	SMA	Bank Mandiri Toraja	3	3	3	3	4	4	4
65	Wanita	Sarjana (S1)	Bank Mandiri Toraja	5	4	4	5	5	5	5
66	Wanita	Sarjana (S1)	Bank Mandiri Toraja	4	4	4	4	5	5	5
67	Wanita	Sarjana (S1)	Bank Tabungan Negara	4	5	4	5	5	5	5
68	Wanita	Sarjana (S1)	BTN Makassar	5	5	5	5	5	5	5

69	Wanita	Sarjana (S1)	Jalan Jend. Sudirman No. 1 Takalar	4	3	4	4	4	5	5
70	Wanita	Sarjana (S1)	Jalan Jendral Sudirman No. 1 Kab Takalar	4	4	5	4	4	5	4
71	Wanita	Sarjana (S1)	Jalan Kajaolalido No 4	4	4	5	5	5	4	4
72	Pria	SMK	Jl sult Hasanuddin no.o4 enrekang	4	4	4	4	4	4	4
73	Wanita	Sarjana (S1)	Jl. Sudirman No. 1, Kab. Takalar, Sulawesi Selatan	4	4	4	3	4	3	4
74	Pria	Sarjana (S1)	Bank Mandiri Toraja	4	4	4	4	4	4	4
75	Wanita	Sarjana (S1)	PT. BANK TABUNGAN NEGARA Persero Tbk Jalan kajaolalido No. 4	4	4	4	4	4	5	5
76	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	4	4	4
77	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	3	4	4	4	4	4
78	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	4	4	4
79	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	3	3	4	4	5	5
80	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	5	5	5
81	Wanita	Sarjana (S1)	BRI KC. Rantepao	5	5	5	5	5	5	5
82	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	3	4	4	4	5	5
83	Pria	Sarjana (S1)	BRI KC. Rantepao	4	4	5	4	4	5	4
84	Pria	Diploma 3 (D3)	BRI KC. Rantepao	3	3	3	3	4	4	4
85	Pria	Sarjana (S1)	BRI KC. Rantepao	4	4	5	5	5	4	4
86	Pria	Sarjana (S1)	BRI KC. Rantepao	5	5	5	5	5	5	5
87	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	4	4	4

88	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	3	4	3	4
89	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	4	4	4
90	Wanita	Sarjana (S1)	BRI KC. Rantepao	3	3	3	3	3	3	3
91	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	4	4	4
92	Pria	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	4	4	4
93	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	4	4	4
94	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	3	4	4	4	4	4
95	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	4	4	4
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97	Wanita	Sarjana (S1)	BRI KC. Rantepao	5	5	5	5	5	5	5
98	Wanita	Sarjana (S1)	BRI KC. Rantepao	5	5	5	5	5	5	5
99	Wanita	Sarjana (S1)	BRI KC. Rantepao	5	5	5	5	5	5	5
100	Wanita	Sarjana (S1)	BRI KC. Rantepao	4	4	4	4	5	5	5
101	Wanita	Sarjana (S1)	BNI Rantepao	5	5	5	5	5	5	5
102	Wanita	Sarjana (S1)	BNI Rantepao	3	3	3	4	3	3	2
103	Wanita	Sarjana (S1)	BNI Rantepao	5	4	5	5	5	5	4
104	Pria	Sarjana (S1)	BNI Rantepao	3	4	3	4	4	4	4
105	Pria	Sarjana (S1)	BNI Rantepao	4	3	4	4	4	4	3
106	Pria	Sarjana (S1)	BNI Makale	4	4	4	4	4	4	4
107	Pria	Sarjana (S1)	BNI Makale	4	4	4	4	4	4	4
108	Pria	Sarjana (S1)	BNI Makale	4	4	4	4	4	4	4
109	Wanita	Sarjana (S1)	BNI Makale	4	4	4	4	4	4	4
110	Pria	SMK	BNI Makale	4	4	4	4	4	4	4
111	Wanita	Sarjana (S1)	BNI Makale	4	4	4	4	4	4	4
112	Pria	Sarjana (S1)	BNI Makale	4	4	4	4	4	4	4
113	Wanita	Sarjana (S1)	Mandiri Toraja	5	5	5	5	5	5	5
114	Pria	Sarjana (S1)	Mandiri Toraja	2	3	2	2	4	4	4

115	Pria	Sarjana (S1)	Mandiri Toraja	2	3	2	2	4	4	4
116	Pria	Sarjana (S1)	Mandiri Toraja	3	3	3	3	3	3	3
117	Wanita	Sarjana (S1)	Mandiri Toraja	4	4	4	4	4	5	5
118	Wanita	Sarjana (S1)	Mandiri Toraja	4	4	4	4	4	4	4
119	Wanita	Sarjana (S1)	Mandiri Toraja	4	4	4	4	4	4	4
120	Wanita	Sarjana (S1)	Mandiri Toraja	4	4	4	4	4	4	4
121	Wanita	Sarjana (S1)	Mandiri Toraja	5	5	5	5	5	5	5
122	Wanita	Sarjana (S1)	BRI Toraja	5	5	5	5	5	5	5
123	Pria	Sarjana (S1)	BRI Toraja	4	4	4	4	5	4	5
124	Pria	Sarjana (S1)	BRI Toraja	4	4	3	3	3	3	3
125	Pria	Sarjana (S1)	BRI Toraja	4	4	3	3	3	3	3
126	Wanita	Sarjana (S1)	BRI Toraja	5	4	4	4	4	4	5
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129	Pria	Sarjana (S1)	BRI Toraja	5	5	5	5	3	3	3
130	Pria	Sarjana (S1)	BNI Palopo	5	5	5	5	5	5	5
131	Wanita	Sarjana (S1)	BNI Palopo	5	5	5	5	3	3	3
132	Pria	Sarjana (S1)	BNI Palopo	4	3	4	4	4	5	5
133	Pria	Sarjana (S1)	BNI Palopo	4	4	4	4	4	4	4
134	Wanita	Sarjana (S1)	BNI Palopo	4	4	4	4	4	4	4
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140	Pria	Sarjana (S1)	BNI Palopo	2	3	2	2	4	4	4
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Lanjutan Lampiran 2. Data Hasil Penelitian

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107	4	1	1	2	1	2	2	2	1	1	1	1
108	4	1	1	2	1	2	2	2	1	1	1	1
109	4	2	2	2	2	2	2	2	2	2	2	2
110	4	2	2	2	2	2	2	2	2	2	2	2
111	4	3	2	4	3	3	3	2	3	2	3	3
112	4	3	2	4	3	3	3	2	3	2	3	3
113	5	2	2	2	2	3	3	3	3	2	2	2
114	4	4	4	3	3	4	3	4	4	4	3	4
115	4	4	4	3	3	4	3	4	4	4	3	4
116	4	4	4	4	4	4	4	4	4	4	4	4
117	4	2	3	3	2	3	2	3	3	3	2	2
118	4	2	2	2	2	2	2	2	2	2	2	2
119	4	4	4	4	4	4	4	4	4	4	4	4
120	4	3	3	4	3	4	4	3	3	3	3	3
121	4	3	3	3	3	3	3	3	3	3	3	3
122	4	3	3	3	3	3	3	3	3	3	3	3
123	5	5	5	4	5	5	5	5	5	5	5	5
124	4	2	2	2	2	2	2	2	2	2	2	2
125	4	2	2	2	2	2	2	2	2	2	2	2
126	4	4	5	4	4	4	5	5	4	5	4	4

Lampiran 3. Hasil Uji Data

Validitas Convergent

Outer Loading

Matrks Salin ke Clipboard: [Format Excel](#) [Format R](#)

	OCB	OCE	RS	TI	TS_
X1.A1					0.754
X1.A2					0.713
X1.A3					0.778
X1.A4					0.788
X1.B1					0.866
X1.B2					0.841
X1.B3					0.819
X1.B4					0.852
X1.B5					0.875
X1.C1					0.849
X1.C2					0.858
X1.C3					0.872
X1.C4					0.874
X1.C5					0.857
X1.C6					0.839
X2.A1			0.807		
X2.A2			0.801		
X2.A3			0.852		
X2.B1			0.732		
X2.B2			0.838		
X2.B3			0.806		
X2.C1			0.886		
X2.C2			0.812		
X2.C3			0.799		
X2.C4			0.844		
X2.C5			0.874		
X2.C6			0.793		
X2.C7			0.757		

Outer Loading

Matriks

Salin ke Clipboard: [Format Excel](#) [Format R](#)

	OCB	OCE	RS	TI	TS
X2.C5			0.874		
X2.C6			0.793		
X2.C7			0.757		
Y1.A1				0.975	
Y1.A2				0.941	
Y1.A3				0.723	
Y1.B1				0.930	
Y1.B2				0.883	
Y1.B3				0.897	
Y1.C1				0.958	
Y1.C2				0.951	
Y1.C3				0.944	
Y1.C4				0.976	
Y1.C5				0.978	
Z1.A1		0.857			
Z1.A2		0.839			
Z1.A3		0.842			
Z1.A4		0.849			
Z1.B1		0.773			
Z1.B2		0.809			
Z1.C1		0.819			
Z1.C2		0.797			
Z1.C3		0.883			
Z1.D1		0.858			
Z1.D2		0.736			
Z2.A1	0.858				
Z2.A2	0.814				
Z2.A3	0.866				

Outer Loading

Matriks

Salin ke Clipboard: [Format Excel](#) [Format R](#)

	OCB	OCE	RS	TI	TS_
Y1.C5				0.978	
Z1.A1		0.857			
Z1.A2		0.839			
Z1.A3		0.842			
Z1.A4		0.849			
Z1.B1		0.773			
Z1.B2		0.809			
Z1.C1		0.819			
Z1.C2		0.797			
Z1.C3		0.883			
Z1.D1		0.858			
Z1.D2		0.736			
Z2.A1	0.858				
Z2.A2	0.814				
Z2.A3	0.866				
Z2.B1	0.866				
Z2.B2	0.713				
Z2.B3	0.855				
Z2.C1	0.899				
Z2.C2	0.771				
Z2.C3	0.851				
Z2.D1	0.781				
Z2.D2	0.844				
Z2.D3	0.810				
Z2.E1	0.836				
Z2.E2	0.861				
Z2.E3	0.855				

Validitas dan Reliabilitas Konstruk

Matriks Cronbach's Alpha rho_A Reliabilitas Komposit Rata-rata Varians Diekstrak (AVE) Salin ke Clipboard: [Format Excel](#) [Format R](#)

	Cronbach's Alpha	rho_A	Reliabilitas Komposit	Rata-rata Varians Diekstrak (AVE)
OCB	0.968	0.970	0.971	0.694
OCE	0.953	0.954	0.959	0.680
RS	0.958	0.963	0.963	0.666
TI	0.983	0.985	0.985	0.858
TS_	0.968	0.970	0.971	0.689

Validitas diskriminan Forner Larcker Criterion

Validitas Diskriminan

Kriteria Fornell-Larcker Cross Loadings Rasio Heterotrait-Monotrait (HTMT) Rasio Heterotrait-Monotrait (HTMT) Salin ke Clipboard: [Format Excel](#) [Format R](#)

	X1 TS	X2 RS	Y TI	Z1 OCE	Z2 OCB
X1 TS	0.830				
X2 RS	0.731	0.816			
Y TI	0.071	0.267	0.926		
Z1 OCE	0.799	0.819	0.262	0.833	
Z2 OCB	0.718	0.769	0.312	0.872	0.825

Reliabilitas

Validitas dan Reliabilitas Konstruk

Matriks	Cronbach's Alpha	rho_A	Reliabilitas Komposit	Rata-rata Varians Diekstrak (AVE)
	Cronbach's Alpha	rho_A	Reliabilitas Komposit	Rata-rata Varians Diekstrak (AVE)
X1 TS	0.968	0.970	0.971	0.689
X2 RS	0.958	0.963	0.963	0.666
Y TI	0.983	0.985	0.985	0.858
Z1 OCE	0.968	0.970	0.971	0.694
Z2 OCB	0.953	0.954	0.959	0.680

R square

R Square

Matriks	R Square	Adjusted R Square
	R Square	Adjusted R Square
OCB	0.757	0.755
OCE	0.645	0.641
TI	0.169	0.151

Pengaruh langsung

Pengaruh Total

Mean, STDEV, T-Values, P-Values
 Keyakinan Interval
 Keyakinan Interval Bias-Dikoreksi
 Sampel
 Salin ke Clipboard:

	Sampel Asli (O)	Rata-rata Sampel (M)	Standar Deviasi (STDEV)	T Statistik (O/STDEV)	P Values
OCB -> ...	0.155	0.156	0.191	0.811	0.418
OCE -> ...	0.340	0.334	0.200	1.697	0.090
RS -> ...	0.504	0.503	0.074	6.851	0.000
RS -> ...	0.525	0.517	0.095	5.511	0.000
RS -> TI	0.460	0.464	0.123	3.756	0.000
TS_ -> ...	0.431	0.435	0.069	6.207	0.000
TS_ -> ...	0.335	0.344	0.084	3.976	0.000
TS_ -> ...	-0.265	-0.271	0.104	2.546	0.011

Pengaruh tidak langsung

Efek Tidak Langsung Spesifik

Mean, STDEV, T-Values, P-Values Keyakinan Interval Keyakinan Interval Bias-Dikoreksi Sampel Salin ke Clipboard: Format Excel Format R

	Sampel Asli (O)	Rata-rata Sampel (M)	Standar Deviasi (STDEV)	T Statistik (O/ST...	P Values
RS -> OCB -> TI	0.078	0.079	0.098	0.795	0.427
TS_ -> OCB -> TI	0.067	0.068	0.084	0.798	0.425
RS -> OCE -> TI	0.178	0.164	0.101	1.763	0.078
TS_ -> OCE -> TI	0.114	0.121	0.081	1.401	0.162

Model Fit

Fit_Model		
Ringkasan Fit	rms Theta	
	Model Saturated	Model Estimasi
SRMR	0.105	0.111
d_ULS	23.785	26.288
d_G	Tidak digunakan	Tidak digunakan
Chi-Sq...	91739.517	91873.750
NFI	0.122	0.121

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Analisis Tambahan – Sobel Tes

TS - OCE – TI

To conduct the Sobel test

Details can be found in Baron and Kenny (1986), Sobel (1982), Goodman (1960), and MacKinnon, Warsi, and Dwyer (1995). Insert the a , b , s_a , and s_b into the cells below and this program will calculate the critical ratio as a test of whether the indirect effect of the IV on the DV via the mediator is significantly different from zero.

	Input:		Test statistic:	Std. Error:	p -value:
a	0.335	Sobel test:	1.56384747	0.07283319	0.11785339
b	0.34	Aroian test:	1.52383431	0.07474566	0.12755011
s_a	0.084	Goodman test:	1.60718778	0.07086913	0.10801318
s_b	0.2	Reset all	Calculate		

RS - OCE – TI

To conduct the Sobel test

Details can be found in Baron and Kenny (1986), Sobel (1982), Goodman (1960), and MacKinnon, Warsi, and Dwyer (1995). Insert the a , b , s_a , and s_b into the cells below and this program will calculate the critical ratio as a test of whether the indirect effect of the IV on the DV via the mediator is significantly different from zero.

	Input:		Test statistic:	Std. Error:	p -value:
a	0.525	Sobel test:	1.62485777	0.10985577	0.10419287
b	0.34	Aroian test:	1.60108747	0.11148673	0.10935755
s_a	0.095	Goodman test:	1.64971921	0.10820023	0.09900038
s_b	0.2	Reset all	Calculate		

TS - OCB – TI

To conduct the Sobel test

Details can be found in Baron and Kenny (1986), Sobel (1982), Goodman (1960), and MacKinnon, Warsi, and Dwyer (1995). Insert the a , b , s_a , and s_b into the cells below and this program will calculate the critical ratio as a test of whether the indirect effect of the IV on the DV via the mediator is significantly different from zero.

Input:		Test statistic:	Std. Error:	p -value:
a	0.431	Sobel test: 0.80475511	0.08301283	0.42096101
b	0.155	Aroian test: 0.79480124	0.08405246	0.42672913
s_a	0.069	Goodman test: 0.81509258	0.08196001	0.41501932
s_b	0.191	Reset all	Calculate	

RS - OCB – TI

To conduct the Sobel test

Details can be found in Baron and Kenny (1986), Sobel (1982), Goodman (1960), and MacKinnon, Warsi, and Dwyer (1995). Insert the a , b , s_a , and s_b into the cells below and this program will calculate the critical ratio as a test of whether the indirect effect of the IV on the DV via the mediator is significantly different from zero.

Input:		Test statistic:	Std. Error:	p -value:
a	0.504	Sobel test: 0.80581835	0.09694493	0.4203476
b	0.155	Aroian test: 0.7973883	0.09796983	0.42522555
s_a	0.074	Goodman test: 0.81452155	0.09590906	0.41534623
s_b	0.191	Reset all	Calculate	