

LAMPIRAN 1



PENGANTAR KUESIONER

KUESIONER PENELITIAN PERBANDINGAN TINGKAT ORGANIZATIONAL CITIZENSHIP BEHAVIOR ANTARA KARYAWAN LAKI LAKI DAN PEREMPUAN PADA PT. TELKOM WITEL JEMBER

Kepada :

Yth. Bapak/Ibu/Sdr responden

Di tempat

Dengan hormat,

Kuesioner ini ditujukan untuk karyawan guna memperoleh data yang akan dipergunakan untuk penulisan tugas akhir (skripsi) sebagai salah satu syarat untuk memperoleh gelar sarjana. Adapaun judul yang saya buat yaitu **"PERBANDINGAN TINGKAT ORGANIZATIONAL CITIZENSHIP BEHAVIOR ANTARA KARYAWAN LAKI LAKI DAN PEREMPUAN PADA PT. TELKOM WITEL JEMBER"** Dengan segenap kerendahan hati, saya memohon kesediaan Bapak/Ibu untuk bersedia meluangkan waktu mengisi kuesioner ini dengan jujur dan apa adanya.

Informasi Bapak/Ibu berikan hanya digunakan kepentingan terbatas, dalam artian hanya diperlukan untuk penelitian ini saja.

Atas bantuan dan kerjasamanya Bapak/Ibu/Saudara saya ucapkan terimakasih.

Hormat Saya,

Dwi Doni Prakoso
Nim 1510411271

KUSIONER

PERBANDINGAAN TINGKAT *ORGANIZATIONAL CITIZHENSIP* BEHAVIOR ANTARA KARYAWAN LAKI LAKI DAN PEREMPUAN

A. DATA RESPONDEN :

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

Pilihlah salah satu jawaban dengan memberikan tanda silang [X] pada kotak yang disediakan.

1. Jenis kelamin Anda:

[1] Pria [2] Wanita

B. PETUNJUK PENGISIAN KUESIONER

1. Responden diharapkan membaca terlebih dahulu diskripsi masing-masing pertanyaan sebelum memberikan jawaban.
2. Responden dapat memberikan jawaban dengan memberikan tanda silang (X) pada salah satu pilihan jawaban yang tersedia. Hanya satu jawaban saja yang dimungkinkan untuk setiap pertanyaan.
4. Isilah secara singkat apabila ada pertanyaan yang membutuhkan penjelasan.
5. Pada masing-masing pertanyaan terdapat lima alternative jawaban yang mengacu pada teknik skala Likert, yaitu:
 - Sangat Setuju (SS) = 5
 - Setuju (S) = 4
 - Netral (N) = 3
 - Tidak Setuju (TS) = 2
 - Sangat Tidak Setuju (STS) = 1

Kusioner Organisational Citizenship Behavior

1. Altruism

No	Pendapat Tentang OCB	Alternative jawaban				
		SS	S	N	ST	STS
1	Saya pernah membantu teman tanpa mengharapkan imbalan					
2	Saya pernah menggantikan rekan kerja yang tidak masuk/istirahat					
3	Saya bersedia bekerja lembur untuk membantu rekan kerja					

2. conscientiousness

No	Pendapat Tentang OCB	Alternative jawaban				
		SS	S	N	TS	STS
1	Saya merasa puas dalam hati bila pekerjaan saya selesai tepat pada waktunya					
2	Setiap tugas yang diberikan akan saya selesaikan dengan penuh tanggung jawab					
3	Saya berani mengambil resiko apapun untuk bertanggung jawab dan melaksanakan hasil keputusan bersama					

3.courtesy

No	Pendapat Tentang OCB	Alternative jawaban				
		SS	S	N	TS	STS
1	Saya selalu terlibat dalam fungsi-fungsi perusahaan					
2	Saya pernah mengajak rekan kerja saya untuk makan siang bersama sharing mengenai kendala atau masalah yang dihadapi dalam menyelesaikan tugasnya					
3	Saya pernah mengingatkan teman saya agar tidak lupa menyelesaikan tugasnya					

4.Sportsmanship

No	Pendapat Tentang OCB	Alternative jawaban				
		SS	S	N	TS	STS
1	Saya mudah beradaptasi dngan perubahan yang terjadi dalam perusahaan					
2	Jika perusahaan memperlakukan kebijakan baru dan tidak sesuai dengan pendapatan saya. Saya akan menyesuaikan diri dan melaksanakan kebijakan tersebut					
3	Saya tidak pernah mengeluh tentang tugas dan kebijakan perusahaan					

5. Civic Virtue

No	Pendapat Tentang OCB	Alternative jawaban				
		SS	S	N	TS	STS
1	Saya rutin mengikuti kegiatan-kegiatan yang diadakan perusahaan tempat saya bekerja					
2	Saya tertarik mencari informasi-informasi penting yang dapat bermanfaat bagi perusahaan					
3	Saya selalu mempertimbangkan hal-hal terbaik untuk kemajuan perusahaan kedepannya					

LAMPIRAN 2
REKAPITULASI DATA JAWABAN KARYAWAN LAKI-LAKI

NO	JENIS KELAMIN	UMUR	x1.1	x1.2	x1.3	variabel1	x2.1	x2.2	x2.3	variabel2	x3.1	x3.2	x3.3	variabel3	x4.1	x4.2	x4.3	variabel4	x5.1	x5.2	x5.3	variabel5
1	Laki-laki	19	4	5	3	4,00	5	4	3	4,00	5	5	4	4,67	4	4	5	4,33	5	4	4	4,33
2	Laki-laki	22	4	4	3	2,67	5	4	5	4,67	4	3	5	4,00	3	5	4	4,00	4	5	4	4,33
3	Laki-laki	23	5	5	5	5,00	4	5	4	4,33	4	3	4	2,67	5	5	4	4,67	5	4	5	4,67
4	Laki-laki	21	5	5	5	5,00	5	5	4	4,67	5	3	5	4,33	3	4	2	3,00	2	4	2	3,33
5	Laki-laki	20	5	4	5	4,67	4	5	3	4,00	3	3	2	2,67	3	3	3	3,00	4	4	4	4,00
6	Laki-laki	26	5	5	5	5,00	5	5	3	4,33	2	1	2	1,67	4	3	3	3,33	2	3	4	3,33
7	Laki-laki	25	4	4	3	2,67	5	4	3	4,00	4	4	3	2,67	3	5	4	3,67	5	4	4	4,33
8	Laki-laki	27	4	5	3	4,00	4	4	4	4,00	3	4	4	2,67	4	4	5	4,33	4	5	5	4,67
9	Laki-laki	20	4	4	3	2,67	4	2	5	2,67	5	5	5	5,00	5	4	3	4,00	3	3	2	2,67
10	Laki-laki	19	5	5	5	5,00	5	5	4	4,67	4	5	4	4,33	5	4	5	4,67	4	4	4	4,00
11	Laki-laki	22	3	3	3	2,67	3	3	4	3,33	5	4	5	4,67	4	3	3	3,00	3	4	3	3,33
12	Laki-laki	24	1	1	1	1,00	3	1	4	2,67	4	5	4	4,33	5	1	2	2,67	2	1	1	1,33
13	Laki-laki	23	5	5	3	4,33	5	5	5	5,00	5	4	5	4,67	4	4	3	3,67	5	5	5	5,00
14	Laki-laki	23	4	2	3	3,00	2	4	3	3,00	2	2	3	2,33	1	5	4	3,33	4	3	4	3,67
15	Laki-laki	26	5	5	4	4,67	5	5	4	4,67	4	4	2	2,67	3	5	4	4,00	3	5	5	4,33
16	Laki-laki	21	5	4	5	4,67	4	4	4	4,00	4	5	3	4,00	5	5	4	4,67	5	5	5	5,00
17	Laki-laki	25	5	3	5	4,33	4	4	4	4,00	3	4	2	2,33	4	5	4	4,33	5	5	5	5,00
18	Laki-laki	20	5	4	3	4,00	4	3	3	3,33	5	3	5	4,33	3	3	3	3,00	3	2	2	3,00
19	Laki-laki	19	5	5	5	5,00	5	5	3	4,33	3	4	2	2,00	3	3	3	3,00	5	4	4	4,33
20	Laki-laki	23	4	3	4	2,67	3	3	5	2,67	4	5	4	4,33	5	4	3	4,00	4	4	3	3,67
21	Laki-laki	22	5	5	4	4,67	5	5	5	5,00	5	4	5	4,67	4	4	4	4,00	2	4	4	4,67
22	Laki-laki	22	4	4	3	2,67	4	4	3	2,67	4	4	3	2,67	3	3	3	3,00	4	3	3	3,33
23	Laki-laki	24	3	3	3	3,00	3	3	2	2,67	2	4	2	2,67	4	4	3	3,67	4	4	4	4,00
24	Laki-laki	20	4	4	4	4,00	3	4	4	2,67	4	3	4	2,67	4	4	3	3,67	4	3	3	3,33
25	Laki-laki	27	4	3	5	4,00	4	3	3	3,33	5	3	5	4,33	2	3	2	2,33	3	2	3	2,67
26	Laki-laki	27	4	4	3	2,67	4	2	2	2,67	4	3	2	2,33	3	2	2	2,33	2	3	3	2,67
27	Laki-laki	19	4	2	3	3,00	3	4	2	2,00	3	4	3	3,33	2	3	4	3,00	3	3	3	3,00
28	Laki-laki	20	3	3	3	3,00	2	3	2	2,00	4	4	4	4,00	4	3	2	2,00	4	4	4	4,00
29	Laki-laki	20	4	3	4	2,67	4	3	3	3,33	3	4	2	2,33	4	4	4	4,00	4	5	5	4,67
30	Laki-laki	24	5	4	3	4,00	4	3	4	3,67	5	5	3	4,33	5	4	3	4,00	4	3	3	3,33
31	Laki-laki	21	3	2	2	2,33	3	2	4	3,00	3	5	2	2,67	4	3	2	3,00	3	4	4	3,67
32	Laki-laki	25	4	3	2	2,00	3	2	2	2,33	3	5	5	4,33	5	3	2	2,33	4	4	2	2,33
33	Laki-laki	23	5	2	1	2,67	2	2	2	2,33	3	4	3	2,33	4	4	4	4,00	4	3	3	3,33
34	Laki-laki	23	5	4	5	4,67	4	4	3	3,67	1	3	1	1,67	3	4	4	4,00	4	5	5	4,67
35	Laki-laki	19	3	4	4	2,67	4	4	2	2,33	4	2	2	2,67	2	4	3	3,00	4	3	3	3,33
36	Laki-laki	24	3	5	3	2,67	5	4	5	4,67	4	5	4	4,33	5	4	4	4,33	4	4	3	3,67
37	Laki-laki	22	3	4	3	3,33	4	4	5	4,33	3	4	3	2,33	3	3	3	3,00	3	3	4	3,33
38	Laki-laki	21	4	3	5	4,00	3	3	2	2,00	4	3	4	3,67	4	4	5	4,33	4	5	5	4,67
39	Laki-laki	21	3	5	2	3,33	5	2	2	2,33	5	3	4	4,00	3	3	2	2,67	5	4	4	4,33
40	Laki-laki	25	4	3	4	2,67	3	3	4	3,33	4	5	5	4,67	5	4	4	4,33	4	5	5	4,67
41	Laki-laki	20	4	4	5	4,33	3	3	4	3,33	3	4	3	2,67	4	5	3	4,00	3	4	4	3,67
42	Laki-laki	22	4	3	3	3,33	4	3	4	3,67	4	5	4	4,33	5	4	4	4,33	4	5	5	4,67
43	Laki-laki	19	4	4	1	2,00	4	4	4	4,00	5	4	4	4,33	4	4	4	4,00	4	4	4	4,00
44	Laki-laki	19	4	4	3	2,67	4	4	4	4,00	4	4	5	4,33	4	2	3	3,00	2	5	5	4,00
45	Laki-laki	25	4	5	5	4,67	4	5	5	4,67	5	4	5	4,67	4	3	2	2,00	3	4	4	3,67
46	Laki-laki	24	3	3	5	2,67	3	3	4	3,33	3	4	2	2,33	4	3	4	3,67	5	4	4	4,33
47	Laki-laki	21	4	3	2	2,00	5	4	3	4,00	5	3	5	4,33	2	4	3	3,00	5	2	2	2,67
48	Laki-laki	19	4	3	3	2,33	3	3	4	3,33	3	5	2	2,33	5	1	5	3,67	1	2	2	1,67
49	Laki-laki	23	3	5	4	4,00	5	5	1	2,67	4	3	4	2,67	2	5	4	3,67	5	3	3	3,67
50	Laki-laki	20	4	4	4	4,00	4	5	4	4,33	4	5	4	4,33	3	4	4	3,67	4	3	2	3,00

REKAPITULASI DATA JAWABAN KARYAWAN PEREMPUAN

NO	JENIS KELAMIN	UMUR	x1.1	x1.2	x1.3	variabel1	x2.1	x2.2	x2.3	variabel2	x2.1	x2.2	x2.3	variabel2	x4.1	x4.2	x4.3	variabel4	x5.1	x5.2	x5.3	variabel5
1.	Perempuan	25	4	5	4	4,33	5	4	3	4,00	5	3	3	2,67	3	4	5	4,00	5	4	4	4,33
2.	Perempuan	19	4	5	4	4,33	5	4	5	4,67	3	3	5	2,67	3	5	4	4,00	4	5	4	4,33
3.	Perempuan	20	5	4	5	4,67	5	5	4	4,67	3	5	4	4,00	5	5	4	4,67	5	5	5	5,00
4.	Perempuan	20	5	5	5	5,00	5	5	4	4,67	3	3	4	3,33	2	4	3	3,33	4	4	3	2,67
5.	Perempuan	24	5	4	5	4,67	4	5	2	4,00	5	3	2	2,67	2	2	4	2,33	5	3	4	4,00
6.	Perempuan	21	3	4	3	3,33	4	3	3	3,33	4	4	3	2,67	4	2	2	2,33	3	3	4	3,33
7.	Perempuan	25	4	5	4	4,33	5	4	3	4,00	2	1	3	2,00	1	5	4	2,33	5	5	4	4,67
8.	Perempuan	23	5	5	5	5,00	5	5	4	4,67	4	4	4	4,00	4	5	5	4,67	2	4	5	4,00
9.	Perempuan	23	2	4	2	2,67	4	2	5	2,67	5	3	5	4,33	5	5	5	5,00	5	5	5	5,00
10.	Perempuan	19	5	3	3	3,67	3	5	4	4,00	5	5	4	4,67	5	3	4	4,00	3	3	3	2,00
11.	Perempuan	24	3	4	5	4,00	4	3	4	2,67	3	4	3	3,33	4	5	5	4,67	5	5	5	5,00
12.	Perempuan	22	5	3	5	4,33	4	5	4	4,33	4	5	4	4,33	5	3	4	4,00	3	3	3	2,00
13.	Perempuan	21	5	4	5	4,67	4	5	5	4,67	5	4	5	4,67	4	4	5	4,33	3	5	5	4,33
14.	Perempuan	21	4	4	4	4,00	4	4	3	3,67	1	1	3	1,67	1	5	4	2,33	5	5	4	4,67
15.	Perempuan	25	5	4	5	4,67	4	5	4	4,33	3	5	4	4,00	3	4	5	4,00	4	4	5	4,33
16.	Perempuan	20	4	3	4	3,67	3	4	4	3,67	5	5	4	4,67	5	4	2	4,00	4	3	4	3,67
17.	Perempuan	22	3	4	5	4,00	3	3	4	3,33	4	4	4	4,00	4	5	5	4,67	5	5	5	5,00
18.	Perempuan	19	4	3	4	3,67	3	3	2	3,00	3	3	3	3,00	2	3	2	3,00	3	3	3	3,00
19.	Perempuan	19	4	4	5	4,33	4	4	3	3,67	4	3	3	3,33	2	3	5	3,67	4	4	4	4,00
20.	Perempuan	25	4	2	4	3,33	4	4	5	4,33	5	5	5	5,00	5	5	3	4,33	5	5	3	4,33
21.	Perempuan	24	5	5	4	4,67	5	5	5	5,00	4	5	4	4,33	4	4	4	4,00	4	4	4	4,00
22.	Perempuan	21	4	3	4	3,67	3	4	3	3,33	3	3	3	3,00	3	3	3	3,00	2	5	3	2,67
23.	Perempuan	19	3	1	3	2,33	2	3	2	2,33	4	2	2	1,67	4	3	3	3,67	4	4	4	4,00
24.	Perempuan	23	2	3	3	2,67	3	3	4	3,33	4	4	4	4,00	4	4	4	4,00	3	4	4	3,67
25.	Perempuan	20	3	2	3	2,67	1	4	2	2,67	3	2	3	2,67	2	1	1	1,33	1	3	1	1,67
26.	Perempuan	19	4	2	4	3,33	3	2	2	2,00	4	3	5	4,00	3	2	4	3,00	2	2	3	2,33
27.	Perempuan	22	4	4	4	4,00	4	4	2	3,33	2	4	2	2,67	2	3	3	2,67	3	3	3	3,00
28.	Perempuan	23	3	4	3	3,33	4	3	2	2,67	4	4	3	3,67	4	3	4	3,67	2	1	4	2,67
29.	Perempuan	21	3	3	4	3,33	3	3	3	3,00	5	3	3	2,67	4	4	5	4,33	5	4	5	4,67
30.	Perempuan	20	2	4	2	2,67	4	3	4	3,67	4	5	4	4,33	5	4	3	4,00	4	4	3	2,67
31.	Perempuan	25	2	4	3	3,00	4	2	4	3,67	5	4	4	4,33	4	4	4	4,00	4	4	4	4,00
32.	Perempuan	25	3	4	2	3,00	2	2	2	2,00	3	5	2	2,33	5	2	2	2,33	3	3	2	2,67
33.	Perempuan	25	2	3	3	2,67	3	2	3	2,67	4	4	3	3,67	4	2	3	3,00	2	2	3	2,33
34.	Perempuan	20	3	3	4	3,33	2	3	3	2,67	3	3	3	3,00	3	3	4	3,33	4	4	4	4,00
35.	Perempuan	19	4	4	4	4,00	4	4	2	3,33	4	5	3	4,00	2	4	3	3,00	4	4	4	4,00
36.	Perempuan	22	3	3	2	2,67	3	4	5	4,00	5	4	5	4,67	5	5	3	4,33	5	4	3	4,00
37.	Perempuan	24	4	2	4	3,33	2	4	5	2,67	2	3	5	3,33	3	3	5	3,67	3	5	5	4,33
38.	Perempuan	23	5	3	5	4,33	4	4	3	3,67	5	4	3	4,00	4	3	4	3,67	4	3	4	3,67
39.	Perempuan	23	5	4	4	4,33	2	3	2	2,33	3	3	3	3,00	3	3	4	3,33	3	4	4	3,67
40.	Perempuan	25	4	5	4	4,33	5	5	4	4,67	4	5	4	4,33	5	5	5	5,00	5	2	5	4,33
41.	Perempuan	21	4	4	4	4,00	4	4	4	4,00	5	4	4	4,33	4	4	3	3,67	4	5	2	4,00
42.	Perempuan	25	3	4	5	4,00	4	3	4	3,67	5	5	4	4,67	5	4	5	4,67	4	4	5	4,33
43.	Perempuan	20	4	3	4	3,67	3	4	4	3,67	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00
44.	Perempuan	19	5	4	5	4,67	3	5	4	4,00	4	3	4	3,67	4	4	5	4,33	4	5	5	4,67
45.	Perempuan	22	5	4	5	4,67	4	5	5	4,67	3	4	5	4,00	4	3	4	3,67	3	4	4	3,67
46.	Perempuan	22	4	5	4	4,33	5	4	4	4,33	4	4	4	4,00	4	3	3	3,33	3	3	4	3,33
47.	Perempuan	22	5	4	3	4,00	4	5	3	4,00	2	2	3	2,33	2	4	3	3,00	4	3	3	2,67
48.	Perempuan	24	4	5	5	4,67	5	5	4	4,67	5	5	4	4,67	5	5	5	5,00	5	4	5	4,67
49.	Perempuan	20	5	4	4	4,33	2	5	1	2,67	4	2	1	2,33	2	4	5	3,67	3	5	3	2,67
50.	Perempuan	25	5	4	5	4,67	4	3	4	3,67	5	5	4	4,67	3	4	4	3,67	5	4	4	4,33

LAMPIRAN 3
HASIL UJI VALIDITAS KARYAWAN LAKI LAKI

Correlations

		X1.1	X1.2	X1.3	Altrum
X1.1	Pearson Correlation	1	.421**	.456**	.705**
	Sig. (2-tailed)		.002	.001	.000
	N	50	50	50	50
X1.2	Pearson Correlation	.421**	1	.403**	.720**
	Sig. (2-tailed)	.002		.004	.000
	N	50	50	50	50
X1.3	Pearson Correlation	.456**	.403**	1	.763**
	Sig. (2-tailed)	.001	.004		.000
	N	50	50	50	50
Altrum	Pearson Correlation	.705**	.720**	.763**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Correlations

		X2.1	X2.2	X2.3	Conscientiousness
X2.1	Pearson Correlation	1	.625**	.132	.700**
	Sig. (2-tailed)		.000	.361	.000
	N	50	50	50	50
X2.2	Pearson Correlation	.625**	1	.161	.813**
	Sig. (2-tailed)	.000		.264	.000
	N	50	50	50	50
X2.3	Pearson Correlation	.132	.161	1	.528**
	Sig. (2-tailed)	.361	.264		.000
	N	50	50	50	50
Conscientiousness	Pearson Correlation	.700**	.813**	.528**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Correlations

		X3.1	X3.2	X3.3	Courtesy
X3.1	Pearson Correlation	1	.173	.744**	.801**
	Sig. (2-tailed)		.229	.000	.000
	N	50	50	50	50
X3.2	Pearson Correlation	.173	1	.178	.586**
	Sig. (2-tailed)	.229		.216	.000
	N	50	50	50	50
X3.3	Pearson Correlation	.744**	.178	1	.810**
	Sig. (2-tailed)	.000	.216		.000
	N	50	50	50	50
Courtesy	Pearson Correlation	.801**	.586**	.810**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Correlations

		X4.1	X4.2	X4.3	Sportsmanship
X4.1	Pearson Correlation	1	.375**	.299'	.608**
	Sig. (2-tailed)		.007	.035	.000
	N	50	50	50	50
X4.2	Pearson Correlation	.375**	1	.418**	.752**
	Sig. (2-tailed)	.007		.003	.000
	N	50	50	50	50
X4.3	Pearson Correlation	.299'	.418**	1	.744**
	Sig. (2-tailed)	.035	.003		.000
	N	50	50	50	50
Sportsmanship	Pearson Correlation	.608**	.752**	.744**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Correlations

		X5.1	X5.2	X5.3	Civic Virtue
X5.1	Pearson Correlation	1	.397**	.374**	.696**
	Sig. (2-tailed)		.004	.007	.000
	N	50	50	50	50
X5.2	Pearson Correlation	.397**	1	.828**	.846**
	Sig. (2-tailed)	.004		.000	.000
	N	50	50	50	50
X5.3	Pearson Correlation	.374**	.828**	1	.827**
	Sig. (2-tailed)	.007	.000		.000
	N	50	50	50	50
Civic Virtue	Pearson Correlation	.696**	.846**	.827**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

HASIL UJI VALIDITAS KARYAWAN PEREMPUAN

Correlations

		X1.1	X1.2	X1.3	Altrum
X1.1	Pearson Correlation	1	.240	.639**	.728**
	Sig. (2-tailed)		.094	.000	.000
	N	50	50	50	50
X1.2	Pearson Correlation	.240	1	.258	.662**
	Sig. (2-tailed)	.094		.070	.000
	N	50	50	50	50
X1.3	Pearson Correlation	.639**	.258	1	.778**
	Sig. (2-tailed)	.000	.070		.000
	N	50	50	50	50
Altrum	Pearson Correlation	.728**	.662**	.778**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Correlations

		X2.1	X2.2	X2.3	Conscientiousness
X2.1	Pearson Correlation	1	.390**	.395**	.734**
	Sig. (2-tailed)		.005	.005	.000
	N	50	50	50	50
X2.2	Pearson Correlation	.390**	1	.301*	.728**
	Sig. (2-tailed)	.005		.034	.000
	N	50	50	50	50
X2.3	Pearson Correlation	.395**	.301*	1	.660**
	Sig. (2-tailed)	.005	.034		.000
	N	50	50	50	50
Conscientiousness	Pearson Correlation	.734**	.728**	.660**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Correlations

		X3.1	X3.2	X3.3	Courtesy
X3.1	Pearson Correlation	1	.475**	.266	.649**
	Sig. (2-tailed)		.000	.062	.000
	N	50	50	50	50
X3.2	Pearson Correlation	.475**	1	.347*	.799**
	Sig. (2-tailed)	.000		.014	.000
	N	50	50	50	50
X3.3	Pearson Correlation	.266	.347*	1	.681**
	Sig. (2-tailed)	.062	.014		.000
	N	50	50	50	50
Courtesy	Pearson Correlation	.649**	.799**	.681**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Correlations

		X4.1	X4.2	X4.3	Sportsmanship
X4.1	Pearson Correlation	1	.188	.107	.646**
	Sig. (2-tailed)		.192	.458	.000
	N	50	50	50	50
X4.2	Pearson Correlation	.188	1	.444**	.693**
	Sig. (2-tailed)	.192		.001	.000
	N	50	50	50	50
X4.3	Pearson Correlation	.107	.444**	1	.608**
	Sig. (2-tailed)	.458	.001		.000
	N	50	50	50	50
Sportsmanship	Pearson Correlation	.646**	.693**	.608**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Correlations

		X5.1	X5.2	X5.3	Civic Virtue
X5.1	Pearson Correlation	1	.480**	.519**	.806**
	Sig. (2-tailed)		.000	.000	.000
	N	50	50	50	50
X5.2	Pearson Correlation	.480**	1	.352'	.698**
	Sig. (2-tailed)	.000		.012	.000
	N	50	50	50	50
X5.3	Pearson Correlation	.519**	.352'	1	.741**
	Sig. (2-tailed)	.000	.012		.000
	N	50	50	50	50
Civic Virtue	Pearson Correlation	.806**	.698**	.741**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

LAMPIRAN 4
HASIL UJI REABILITAS KARYAWAN LAKI LAKI

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.678	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.564	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.640	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.633	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.775	3

HASIL UJI REABILITAS KARYAWAN PEREMPUAN

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.820	4

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.804	4

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.809	4

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.731	4

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.852	4

LAMPIRAN 5**DISTRIBUSI FREKUENSI JAWABAN RESPONDEN KARYAWAN LAKI LAKI****X1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
3	10	20.0	20.0	22.0
4	24	48.0	48.0	70.0
5	15	30.0	30.0	100.0
Total	50	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	4	8.0	8.0	10.0
3	14	28.0	28.0	38.0
4	17	34.0	34.0	72.0
5	14	28.0	28.0	100.0
Total	50	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.0	6.0	6.0
2	5	10.0	10.0	16.0
3	19	38.0	38.0	54.0
4	9	18.0	18.0	72.0
5	14	28.0	28.0	100.0
Total	50	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.0	6.0	6.0
	3	13	26.0	26.0	32.0
	4	20	40.0	40.0	72.0
	5	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	6	12.0	12.0	14.0
	3	14	28.0	28.0	42.0
	4	17	34.0	34.0	76.0
	5	12	24.0	24.0	100.0
	Total	50	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	7	14.0	14.0	16.0
	3	14	28.0	28.0	44.0
	4	20	40.0	40.0	84.0
	5	8	16.0	16.0	100.0
	Total	50	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	3	6.0	6.0	8.0
	3	13	26.0	26.0	34.0
	4	20	40.0	40.0	74.0
	5	13	26.0	26.0	100.0
	Total	50	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	2	4.0	4.0	6.0
	3	14	28.0	28.0	34.0
	4	19	38.0	38.0	72.0
	5	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	6	12.0	12.0	14.0
	3	14	28.0	28.0	42.0
	4	16	32.0	32.0	74.0
	5	13	26.0	26.0	100.0
	Total	50	100.0	100.0	

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	3	10	20.0	20.0	22.0
	4	24	48.0	48.0	70.0
	5	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

X4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.0	4.0	4.0
	2	2	4.0	4.0	8.0
	3	15	30.0	30.0	38.0
	4	22	44.0	44.0	82.0
	5	9	18.0	18.0	100.0
	Total	50	100.0	100.0	

X4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	20.0	20.0	20.0
	3	16	32.0	32.0	52.0
	4	19	38.0	38.0	90.0
	5	5	10.0	10.0	100.0
	Total	50	100.0	100.0	

X5.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	3	6.0	6.0	8.0
3	13	26.0	26.0	34.0
4	22	44.0	44.0	78.0
5	11	22.0	22.0	100.0
Total	50	100.0	100.0	

X5.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	2	4.0	4.0	6.0
3	15	30.0	30.0	36.0
4	20	40.0	40.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

X5.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	4	8.0	8.0	10.0
3	15	30.0	30.0	40.0
4	18	36.0	36.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

DISTRIBUSI FREKUENSI JAWABAN RESPONDEN KARYAWAN PEREMPUAN**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	10.0	10.0	10.0
	3	11	22.0	22.0	32.0
	4	18	36.0	36.0	68.0
	5	16	32.0	32.0	100.0
	Total	50	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	4	8.0	8.0	10.0
	3	12	24.0	24.0	34.0
	4	24	48.0	48.0	82.0
	5	9	18.0	18.0	100.0
	Total	50	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	8.0	8.0	8.0
	3	9	18.0	18.0	26.0
	4	21	42.0	42.0	68.0
	5	16	32.0	32.0	100.0
	Total	50	100.0	100.0	

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	7	14.0	14.0	16.0
3	11	22.0	22.0	38.0
4	21	42.0	42.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	10.0	10.0	10.0
3	13	26.0	26.0	36.0
4	17	34.0	34.0	70.0
5	15	30.0	30.0	100.0
Total	50	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	7	14.0	14.0	16.0
3	14	28.0	28.0	44.0
4	20	40.0	40.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	4	8.0	8.0	10.0
	3	12	24.0	24.0	34.0
	4	18	36.0	36.0	70.0
	5	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.0	4.0	4.0
	2	4	8.0	8.0	12.0
	3	14	28.0	28.0	40.0
	4	16	32.0	32.0	72.0
	5	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	3	6.0	6.0	8.0
	3	18	36.0	36.0	44.0
	4	20	40.0	40.0	84.0
	5	8	16.0	16.0	100.0
	Total	50	100.0	100.0	

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.0	4.0	4.0
	2	5	10.0	10.0	14.0
	3	13	26.0	26.0	40.0
	4	18	36.0	36.0	76.0
	5	12	24.0	24.0	100.0
	Total	50	100.0	100.0	

X4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	2	4.0	4.0	6.0
	3	16	32.0	32.0	38.0
	4	19	38.0	38.0	76.0
	5	12	24.0	24.0	100.0
	Total	50	100.0	100.0	

X4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	1	2.0	2.0	4.0
	3	15	30.0	30.0	34.0
	4	18	36.0	36.0	70.0
	5	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

X5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	2	4.0	4.0	6.0
	3	16	32.0	32.0	38.0
	4	17	34.0	34.0	72.0
	5	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

X5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	2	4.0	4.0	6.0
	3	12	24.0	24.0	30.0
	4	21	42.0	42.0	72.0
	5	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

X5.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	1	2.0	2.0	4.0
	3	14	28.0	28.0	32.0
	4	21	42.0	42.0	74.0
	5	13	26.0	26.0	100.0
	Total	50	100.0	100.0	

LAMPIRAN 6**REKAPITULASI DATA PERHITUNGAN UJI T-test****Group Statistics**

	JENI S ...	N	Mean	Std. Deviation	Std. Error Mean
ALTRUM	1	50	3.4600	.83812	.11853
	2	50	3.4800	.78870	.11154
CONSCIENTIOUSNESS	1	50	3.3600	.74942	.10598
	2	50	3.2600	.77749	.10995
COURTESY	1	50	3.3600	.82709	.11697
	2	50	3.3800	.80534	.11389
SPORTMANSHIP	1	50	3.3200	.74066	.10474
	2	50	3.4800	.73512	.10396
CIVIC_VIRTUE	1	50	3.3800	.85452	.12085
	2	50	3.5400	.83812	.11853

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
ALTRUM	Equal variances assumed	.026	.872	-.123	98	.902	-.02000	.16276	-.34299	.30299
	Equal variances not assumed			-.123	97.640	.902	-.02000	.16276	-.34300	.30300
CONSCIENTIOUSNESS	Equal variances assumed	.057	.812	.655	98	.514	.10000	.15272	-.20306	.40306
	Equal variances not assumed			.655	97.868	.514	.10000	.15272	-.20307	.40307
COURTESY	Equal variances assumed	.003	.956	-.123	98	.903	-.02000	.16326	-.34398	.30398
	Equal variances not assumed			-.123	97.930	.903	-.02000	.16326	-.34398	.30398
SPORTMANSHIP	Equal variances assumed	.007	.934	-1.084	98	.281	-.16000	.14758	-.45287	.13287
	Equal variances not assumed			-1.084	97.994	.281	-.16000	.14758	-.45287	.13287
CIVIC_VIRTUE	Equal variances assumed	.001	.973	-.945	98	.347	-.16000	.16927	-.49592	.17592
	Equal variances not assumed			-.945	97.963	.347	-.16000	.16927	-.49592	.17592