KUESIONER PENELITIAN

Kepada Yth.
Sdr. Resonden Pegawai Dinas Pertanian Kabupaten Jember
Di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul "**PENGARUH KOMITMEN ORGANISASI DAN PROFESIONALISME TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) PEGAWAI DI DINAS PERTANIAN KABUPATEN JEMBER**" sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Program Studi Manajemen Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk untuk mengisi daftar pertanyaan yang saya sertakan di bawah ini.

Agar memperoleh masukan yang berarti, saya berharap kuesioner ini diisi dengan keadaan yang sebenarnya. Semua sumber dan data yang diperoleh dijamin kerahasiaannya.

Atas perhatian dan bantuannya saya mengucapkan banyak terimakasih.

Jember, Juli 2018
Hormat saya

Nofi Dian Ashari

Petunjuk Pengisian :

Berilah tanda chek list (√) pada jawaban yang dipilih.

1. Bila pendapat anda sangat setuju (SS)
2. Bila pendapat anda setuju (S)
3. Bila cukup setuju (CS)
4. Bila tidak setuju (TS)
5. Bila sangat tidak setuju (STS)

Nomor Responden : …….

Identitas responden

1. Usia : .....
2. Jenis Kelamin : .....
3. Pendidikan Terakhir : .....
4. Lama Kerja : .....(tahun)

A. Komitmen Organisasi

P e r n y a t a a n	**SS**	**S**	**CS**	**TS**	**STS**
1. Saya merasa senang dapat berkarir dalam organisasi					
2. Saya merasa bangga terhadap organisasi tempat saya bekerja					
3. Saya merasa ikut memiliki organisasi tempat saya bekerja					
4. Saya selalu merasa terikat dalam upaya pencapaian tujuan organisasi					
5. Saya merupakan bagian yang tidak terpisahkan dalam upaya organisasi mencapai tujuan					
6. Saya merasa terikat secara emosional pada organisasi ini					

B. Profesionalisme

Pernyataan	SS	S	CS	TS	STS
1. Saya merasa bangga pada pekerjaan dan menunjukkan komitmen pribadi pada kualitas.					
2. Saya berusaha meraih tanggung jawab dalam menjalankan tugas.					
3. Saya mengerjakan apa yang perlu dikerjakan untuk merampungkan tugas.					
4. Saya selalu mencari cara untuk membuat pelayanan publik menjadi lebih mudah bagi masyarakat.					
5. Saya berusaha terbuka pada kritik-kritik yang membangun mengenai cara meningkatkan diri.					

C. *Organizational Citizenship Behavior*/OCB

Pernyataan	SS	S	CS	TS	STS
1. Saya selalu bersedia untuk membantu rekan kerja dalam menyelesaikan pekerjannya.					
2. Saya bersedia menggantikan rekan kerja yang tidak masuk					
3. Saya merasa berkewajiban membantu teman kerja untuk mencegah timbulnya masalah sehubungan dengan pekerjannya dengan cara memberi konsultasi dan informasi.					
4. Saya lebih suka memfokuskan pada sisi positif atas apa yang salah dalam pekerjaan daripada membahas siapa yang salah.					
5. Saya akan selalu menjalankan perilaku kerja yang bertanggungjawab.					
6. Saya bersedia dengan sungguh-sungguh mengikuti peraturan-peraturan dan prosedur dalam bekerja.					

Lampiran 2

Rekapitulasi Data Jawaban Responden

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2
1	5	3	4	3	2	4	21	3	4	4	5	4	20
2	4	4	5	3	4	3	23	5	4	4	4	5	22
3	3	3	3	2	3	3	17	3	4	3	3	4	17
4	4	3	3	3	3	3	19	4	4	3	3	4	18
5	4	3	5	3	3	4	22	3	3	3	3	4	16
6	3	2	3	3	3	3	17	3	3	4	3	4	17
7	3	3	3	3	3	3	18	4	3	3	4	3	17
8	3	3	4	3	2	4	19	4	3	3	3	4	17
9	4	4	3	5	4	4	24	3	4	4	4	4	19
10	4	4	4	3	4	3	22	3	4	4	5	4	20
11	3	4	3	3	4	4	21	4	3	4	4	3	18
12	3	3	3	3	3	4	19	4	4	4	4	3	19
13	3	3	3	3	3	3	18	4	4	3	5	5	21
14	4	3	5	3	4	4	23	4	4	3	4	5	20
15	4	3	4	3	4	3	21	4	4	3	3	4	18
16	4	4	5	5	5	4	27	4	5	4	5	4	22
17	5	5	4	4	4	5	27	5	4	5	3	3	20
18	4	4	4	3	3	4	22	4	3	4	4	3	18
19	3	3	4	4	4	4	22	4	4	4	3	3	18
20	4	4	5	5	5	4	27	4	5	4	4	5	22
21	2	2	3	2	2	2	13	3	4	3	3	3	16
22	4	4	4	3	3	3	21	5	3	4	4	3	19
23	4	5	4	4	4	4	25	4	4	3	5	4	20
24	2	3	2	3	2	4	16	3	3	3	4	4	17
25	4	4	4	4	4	4	24	4	4	4	4	4	20
26	2	3	3	3	3	2	16	3	3	2	3	2	13
27	4	3	5	3	5	3	23	4	3	3	5	4	19
28	3	3	4	4	3	4	21	3	3	3	4	3	16
29	4	4	5	5	4	4	26	5	5	5	5	5	25
30	3	3	4	3	3	4	20	3	3	3	4	4	17
31	3	3	3	3	2	3	17	3	2	2	3	3	13
32	3	3	3	3	3	3	18	3	2	3	3	3	14
33	4	3	3	3	3	3	19	3	3	3	4	3	16
34	4	4	4	4	4	5	25	5	4	4	4	4	21
35	3	4	3	4	4	4	22	4	4	4	4	4	20
36	4	4	4	3	3	3	21	3	3	5	4	3	18
37	4	3	4	4	4	3	22	3	4	3	3	3	16
38	4	4	4	3	3	3	21	5	3	4	4	3	19

39	4	5	3	4	3	4	23	5	4	5	3	4	21
40	4	4	4	3	3	3	21	4	3	3	4	3	17
41	4	3	4	4	4	4	23	3	3	3	3	3	15
42	4	4	4	4	3	4	23	2	3	2	3	3	13
43	4	4	4	3	3	3	21	3	4	4	4	4	19

No.	Y1	Y2	Y3	Y4	Y5	Y6	Y
1	5	3	4	3	5	4	24
2	4	5	4	3	4	3	23
3	4	4	3	3	4	3	21
4	4	4	4	4	3	3	22
5	4	4	5	4	4	4	25
6	4	4	3	3	3	3	20
7	4	3	3	5	3	3	21
8	4	4	4	4	3	3	22
9	4	5	3	5	4	4	25
10	5	3	4	3	4	3	22
11	4	4	4	4	4	4	24
12	4	3	4	4	3	3	21
13	4	3	4	3	4	3	21
14	4	3	4	3	3	3	20
15	5	4	3	4	5	4	25
16	5	4	4	4	5	5	27
17	5	4	4	3	5	4	25
18	5	4	3	3	4	3	22
19	4	4	4	4	4	3	23
20	5	4	4	4	4	4	25
21	3	2	3	2	2	2	14
22	3	4	3	3	4	3	20
23	4	4	4	4	5	4	25
24	3	3	3	4	3	2	18
25	5	4	5	5	4	4	27
26	2	3	2	3	2	3	15
27	4	4	3	3	5	5	24
28	4	4	3	3	3	3	20
29	4	4	5	5	5	4	27
30	4	4	3	3	3	3	20
31	3	3	3	3	3	3	18
32	5	5	3	2	2	3	20
33	4	4	3	4	3	3	21
34	5	5	5	4	5	5	29

35	5	4	3	4	5	3	24
36	4	3	4	3	5	4	23
37	3	4	3	3	4	3	20
38	4	4	4	4	4	3	23
39	4	3	4	4	5	3	23
40	5	3	3	4	4	4	23
41	4	3	3	4	4	3	21
42	3	2	3	3	5	4	20
43	3	2	3	4	5	4	21

Lampiran 3

Hasil Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1
X1.1	Pearson Correlation	1	.551**	.595**	.363*	.406**	.364*	.747**
	Sig. (2-tailed)		.000	.000	.017	.007	.016	.000
	N	43	43	43	43	43	43	43
X1.2	Pearson Correlation	.551**	1	.265	.498**	.395**	.445**	.715**
	Sig. (2-tailed)	.000		.085	.001	.009	.003	.000
	N	43	43	43	43	43	43	43
X1.3	Pearson Correlation	.595**	.265	1	.346*	.553**	.254	.700**
	Sig. (2-tailed)	.000	.085		.023	.000	.100	.000
	N	43	43	43	43	43	43	43
X1.4	Pearson Correlation	.363*	.498**	.346*	1	.609**	.583**	.780**
	Sig. (2-tailed)	.017	.001	.023		.000	.000	.000
	N	43	43	43	43	43	43	43
X1.5	Pearson Correlation	.406**	.395**	.553**	.609**	1	.292	.761**
	Sig. (2-tailed)	.007	.009	.000	.000		.058	.000
	N	43	43	43	43	43	43	43
X1.6	Pearson Correlation	.364*	.445**	.254	.583**	.292	1	.659**
	Sig. (2-tailed)	.016	.003	.100	.000	.058		.000
	N	43	43	43	43	43	43	43
X1	Pearson Correlation	.747**	.715**	.700**	.780**	.761**	.659**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43	43

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.363*	.548**	.229	.277	.697**
	Sig. (2-tailed)		.017	.000	.139	.072	.000
	N	43	43	43	43	43	43
X2.2	Pearson Correlation	.363*	1	.475**	.337*	.584**	.772**
	Sig. (2-tailed)	.017		.001	.027	.000	.000
	N	43	43	43	43	43	43
X2.3	Pearson Correlation	.548**	.475**	1	.289	.245	.734**
	Sig. (2-tailed)	.000	.001		.060	.114	.000
	N	43	43	43	43	43	43
X2.4	Pearson Correlation	.229	.337*	.289	1	.413**	.632**
	Sig. (2-tailed)	.139	.027	.060		.006	.000
	N	43	43	43	43	43	43
X2.5	Pearson Correlation	.277	.584**	.245	.413**	1	.702**
	Sig. (2-tailed)	.072	.000	.114	.006		.000
	N	43	43	43	43	43	43
X2	Pearson Correlation	.697**	.772**	.734**	.632**	.702**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43

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

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

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y
Y1	Pearson Correlation	1	.432**	.430**	.188	.361*	.405**	.701**
	Sig. (2-tailed)		.004	.004	.227	.017	.007	.000
	N	43	43	43	43	43	43	43
Y2	Pearson Correlation	.432**	1	.243	.161	.055	.239	.522**
	Sig. (2-tailed)	.004		.117	.302	.725	.122	.000
	N	43	43	43	43	43	43	43
Y3	Pearson Correlation	.430**	.243	1	.374*	.378*	.387*	.693**
	Sig. (2-tailed)	.004	.117		.013	.013	.010	.000
	N	43	43	43	43	43	43	43
Y4	Pearson Correlation	.188	.161	.374*	1	.294	.305*	.576**
	Sig. (2-tailed)	.227	.302	.013		.055	.047	.000
	N	43	43	43	43	43	43	43
Y5	Pearson Correlation	.361*	.055	.378*	.294	1	.692**	.726**
	Sig. (2-tailed)	.017	.725	.013	.055		.000	.000
	N	43	43	43	43	43	43	43
Y6	Pearson Correlation	.405**	.239	.387*	.305*	.692**	1	.765**
	Sig. (2-tailed)	.007	.122	.010	.047	.000		.000
	N	43	43	43	43	43	43	43
Y	Pearson Correlation	.701**	.522**	.693**	.576**	.726**	.765**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43	43

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

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

Lampiran 4

Hasil Uji Reliabilitas

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded[a]	0	.0
	Total	43	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.822	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.6047	.69486	43
X1.2	3.4884	.70279	43
X1.3	3.7674	.75078	43
X1.4	3.3953	.72832	43
X1.5	3.3721	.78750	43
X1.6	3.5349	.66722	43

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21.1628	9.949	3.15421	6

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded[a]	0	.0
	Total	43	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.750	5

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.6977	.77259	43
X2.2	3.5581	.70042	43
X2.3	3.5116	.76756	43
X2.4	3.7907	.70906	43
X2.5	3.6512	.71991	43

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
18.2093	6.741	2.59632	5

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded[a]	0	.0
	Total	43	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.743	6

Item Statistics

	Mean	Std. Deviation	N
Y1	4.0698	.73664	43
Y2	3.6512	.75226	43
Y3	3.5581	.70042	43
Y4	3.5814	.73136	43
Y5	3.9070	.92102	43
Y6	3.4186	.69804	43

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.1860	9.107	3.01785	6

Lampiran 5

Distribusi Frekuensi Jawaban Responden

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.0	7.0	7.0
	3.00	13	30.2	30.2	37.2
	4.00	25	58.1	58.1	95.3
	5.00	2	4.7	4.7	100.0
	Total	43	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.7	4.7	4.7
	3.00	21	48.8	48.8	53.5
	4.00	17	39.5	39.5	93.0
	5.00	3	7.0	7.0	100.0
	Total	43	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.3	2.3	2.3
	3.00	15	34.9	34.9	37.2
	4.00	20	46.5	46.5	83.7
	5.00	7	16.3	16.3	100.0
	Total	43	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.7	4.7	4.7
	3.00	26	60.5	60.5	65.1
	4.00	11	25.6	25.6	90.7
	5.00	4	9.3	9.3	100.0
	Total	43	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	11.6	11.6	11.6
	3.00	20	46.5	46.5	58.1
	4.00	15	34.9	34.9	93.0
	5.00	3	7.0	7.0	100.0
	Total	43	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.7	4.7	4.7
	3.00	18	41.9	41.9	46.5
	4.00	21	48.8	48.8	95.3
	5.00	2	4.7	4.7	100.0
	Total	43	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.3	2.3	2.3
	3.00	18	41.9	41.9	44.2
	4.00	17	39.5	39.5	83.7
	5.00	7	16.3	16.3	100.0
	Total	43	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.7	4.7	4.7
	3.00	18	41.9	41.9	46.5
	4.00	20	46.5	46.5	93.0
	5.00	3	7.0	7.0	100.0
	Total	43	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.0	7.0	7.0
	3.00	19	44.2	44.2	51.2
	4.00	17	39.5	39.5	90.7
	5.00	4	9.3	9.3	100.0
	Total	43	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	16	37.2	37.2	37.2
	4.00	20	46.5	46.5	83.7
	5.00	7	16.3	16.3	100.0
	Total	43	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.3	2.3	2.3
	3.00	18	41.9	41.9	44.2
	4.00	19	44.2	44.2	88.4
	5.00	5	11.6	11.6	100.0
	Total	43	100.0	100.0	

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.3	2.3	2.3
	3.00	7	16.3	16.3	18.6
	4.00	23	53.5	53.5	72.1
	5.00	12	27.9	27.9	100.0
	Total	43	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.0	7.0	7.0
	3.00	13	30.2	30.2	37.2
	4.00	23	53.5	53.5	90.7
	5.00	4	9.3	9.3	100.0
	Total	43	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.3	2.3	2.3
	3.00	21	48.8	48.8	51.2
	4.00	17	39.5	39.5	90.7
	5.00	4	9.3	9.3	100.0
	Total	43	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.7	4.7	4.7
	3.00	18	41.9	41.9	46.5
	4.00	19	44.2	44.2	90.7
	5.00	4	9.3	9.3	100.0
	Total	43	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	7.0	7.0	7.0
	3.00	11	25.6	25.6	32.6
	4.00	16	37.2	37.2	69.8
	5.00	13	30.2	30.2	100.0
	Total	43	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	4.7	4.7	4.7
	3.00	24	55.8	55.8	60.5
	4.00	14	32.6	32.6	93.0
	5.00	3	7.0	7.0	100.0
	Total	43	100.0	100.0	

Lampiran 6

Hasil Analisis Regresi Linier Berganda

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	22.1860	3.01785	43
X1	21.1628	3.15421	43
X2	18.2093	2.59632	43

Correlations

		Y	X1	X2
Pearson Correlation	Y	1.000	.802	.679
	X1	.802	1.000	.615
	X2	.679	.615	1.000
Sig. (1-tailed)	Y	.	.000	.000
	X1	.000	.	.000
	X2	.000	.000	.
N	Y	43	43	43
	X1	43	43	43
	X2	43	43	43

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	X2, X1[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df 1	df 2	Sig. F Change
1	.836[a]	.699	.684	1.69751	.699	46.373	2	40	.000

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	267.251	2	133.625	46.373	.000[a]
	Residual	115.261	40	2.882		
	Total	382.512	42			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	3.347	2.019		1.658	.105					
	X1	.592	.105	.619	5.622	.000	.802	.664	.488	.622	1.608
	X2	.346	.128	.298	2.707	.010	.679	.394	.235	.622	1.608

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2.981	1.000	.00	.00	.00
	2	.011	16.385	.96	.31	.09
	3	.008	19.592	.03	.68	.91

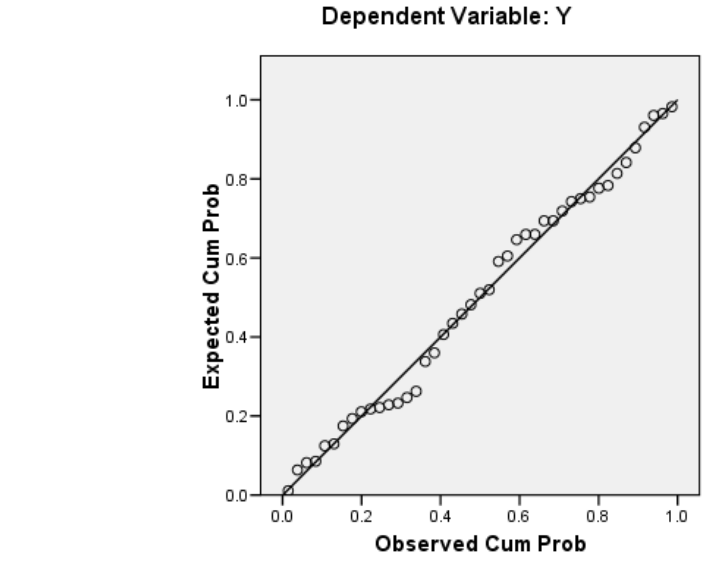
a. Dependent Variable: Y

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	16.5874	27.4026	22.1860	2.52252	43
Std. Predicted Value	-2.219	2.068	.000	1.000	43
Standard Error of Predicted Value	.260	.841	.424	.149	43
Adjusted Predicted Value	17.2494	27.4948	22.2236	2.50018	43
Residual	-3.89419	3.57518	.00000	1.65660	43
Std. Residual	-2.294	2.106	.000	.976	43
Stud. Residual	-2.336	2.175	-.010	1.012	43
Deleted Residual	-4.03769	3.81385	-.03752	1.78344	43
Stud. Deleted Residual	-2.482	2.287	-.010	1.034	43
Mahal. Distance	.007	9.332	1.953	2.201	43
Cook's Distance	.000	.249	.026	.046	43
Centered Leverage Value	.000	.222	.047	.052	43

a. Dependent Variable: Y

Normal P-P Plot of Regression Standardized Residual



Scatterplot