

**LAMPIRAN 1:**  
**Pengantar Kuesioner, Petunjuk Pengisian,**  
**dan Kuesioner Penelitian**

## PENGANTAR KUESIONER



### **ORGANIZATIONAL CITIZENSHIP BEHAVIOR, MOTIVASI KERJA, DAN KEPUASAN KERJA DAMPAKNYA TERHADAP KINERJA KARYAWAN (Studi Kasus Karyawan PTPN XII Glantangan)**

Kepada Yth.  
Sdr. Karyawan PTPN XII Glantangan  
Di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul “Organizational Citizenship Behavior, Motivasi Kerja, Dan Kepuasan Kerja Dampaknya Terhadap Kinerja Karyawan (Studi Kasus Karyawan PTPN XII Glantangan)” sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar Pernyataan yang saya sertakan dibawah 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.

**Resa Adji Kurniawan**  
**NIM. 15.1041.1254**

Identitas Responden :

1. Usia : ..... tahun
  2. Masa Kerja : ..... tahun
  3. Jenis Kelamin : L / P \*)
  4. Pendidikan : Dibawah SLTA/SLTA (Sederajat)/D1/D2/D3/D4/S1/S2/S3 \*)
- \*) Lingkari Salah Satu

Keterangan :

Pilih satu kategori yang paling mendukung jawaban Bapak/Ibu dengan memberikan tanda centang (√).

SS = Sangat Setuju

S = Setuju

KS =Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

**A. Kuesioner *Organizational Citizenship Behavior (OCB)***

No.	Pernyataan	SS	S	KS	TS	STS
1.	Saya dengan senang hati membantu teman sekerja yang membutuhkan bantuan tanpa mengharapkan imbalan					
2.	Saya merasa puas dalam hati bila pekerjaan saya selesai tepat pada waktunya					
3.	Saya selalu terlibat dalam fungsi-fungsi perusahaan					
4.	Saya mudah beradaptasi dengan perubahan yang terjadi dalam perusahaan					
5.	Saya rutin mengikuti kegiatan-kegiatan yang diadakan perusahaan					

**B. Kuesioner Motivasi Kerja**

No.	Pernyataan	SS	S	KS	TS	STS
1.	Saya bangga bekerja di organisasi ini karena mereka menyadari pencapaian yang diterima					
2.	Saya merasa telah berkontribusi pada organisasi ini dengan cara yang positif					
3.	Saya akan memilih kenaikan karir daripada insentif keuangan					
4.	Saya merasa sangat mudah beradaptasi dengan rekan kerja					
5.	Saya memiliki rekan kerja yang sangat membantu dan ramah					

**C. Kuesioner Kepuasan Kerja**

No.	Pernyataan	SS	S	KS	TS	STS
1.	Saya rasa pekerjaan ini menarik dari waktu ke waktu					
2.	Saya percaya gaji yang di terima setara dengan jumlah pekerjaan yang di lakukan					
3.	Saya memiliki kesempatan untuk menjadi seseorang yang diperhitungkan dalam organisasi					
4.	Saya bersedia untuk bekerja lebih keras karena insentif gaji					
5.	Saya memiliki kesempatan untuk melakukan banyak hal bagi karyawan lain					

**D. Kuesioner Kinerja Karyawan**

No.	Pernyataan	SS	S	KS	TS	STS
1.	Saya menyelesaikan tugas tepat waktu					
2.	Saya selalu bersungguh-sungguh dalam pencapaian target kerja					
3.	Saya dapat mengikuti instruksi yang di berikan atasan dengan baik					
4.	Saya selalu berusaha untuk berkoordinasi dengan baik dengan karyawan lain					
5.	Saya senang tiba di kantor lebih pagi					
6.	Saya terampil dalam melaksanakan pekerjaan sesuai dengan tugas dan fungsi					

**LAMPIRAN 2:**  
**Rekapitulasi Kuesioner**

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2	X3.1	X3.2	X3.3	X3.4	X3.5	X3	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y
1	4	4	4	4	4	20	5	5	4	4	4	22	4	4	4	4	4	20	4	4	4	4	4	4	24
2	4	5	4	5	4	22	4	4	4	5	5	22	4	4	5	4	4	21	5	5	4	4	4	4	26
3	5	4	4	4	4	21	4	4	3	4	3	18	4	4	4	4	4	20	4	4	3	3	4	4	22
4	4	5	4	4	4	21	4	4	4	4	4	20	4	5	5	4	4	22	4	4	4	4	4	4	24
5	3	4	4	3	4	18	3	3	4	4	4	18	3	4	4	3	3	17	3	4	4	4	3	3	21
6	5	5	4	5	5	24	5	5	4	4	4	22	4	4	4	5	5	22	4	5	5	5	4	5	28
7	4	4	4	5	4	21	5	5	4	4	4	22	5	4	4	4	4	21	5	4	4	4	4	4	25
8	5	5	4	4	4	22	4	4	4	5	5	22	5	5	4	5	5	24	3	4	4	4	5	5	25
9	3	3	4	3	4	17	4	3	3	3	3	16	3	3	3	3	3	15	4	3	3	3	3	3	19
10	3	3	3	4	3	16	3	3	4	4	4	18	3	3	3	4	4	17	2	3	3	3	3	4	18
11	5	4	4	5	4	22	4	5	5	4	4	22	4	4	5	4	4	21	4	4	4	5	5	5	27
12	5	5	4	4	4	22	5	5	5	4	4	23	4	5	5	5	4	23	5	4	4	5	5	5	28
13	4	5	5	4	4	22	4	4	5	5	5	23	4	4	5	5	4	22	5	5	4	4	4	5	26
14	5	5	4	4	5	23	5	5	4	4	4	22	4	4	4	4	5	21	5	5	5	4	4	4	27
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16	4	4	4	5	4	21	4	5	4	4	5	22	5	5	4	4	4	22	5	4	4	5	4	4	26
17	4	4	4	4	4	20	4	4	4	3	4	19	4	4	4	4	5	21	4	5	4	4	4	4	25
18	5	5	4	4	5	23	4	4	4	5	5	22	5	5	4	5	4	23	5	4	4	5	4	4	26
19	3	3	4	4	4	18	3	3	3	4	4	17	4	4	4	3	3	18	5	4	3	3	4	3	22
20	4	4	4	4	3	19	3	4	4	4	4	19	3	4	4	4	4	19	4	4	4	5	4	4	25
21	4	4	4	4	5	21	5	5	4	4	4	22	5	5	5	4	4	23	5	5	5	4	4	4	27
22	4	5	4	4	4	21	4	4	4	5	5	22	4	4	5	4	4	21	4	4	5	5	4	4	26
23	4	4	4	4	4	20	5	5	4	4	4	22	4	5	4	5	4	22	5	5	4	4	5	5	28
24	4	3	4	4	5	20	5	5	4	4	4	22	4	5	4	4	5	22	4	4	4	3	4	4	23
25	5	5	5	4	4	23	4	4	4	5	5	22	4	4	4	5	5	22	5	4	4	4	4	4	25
26	3	4	4	4	4	19	4	3	4	4	3	18	4	4	4	4	5	21	4	4	4	3	4	4	23
27	4	4	4	4	4	20	4	4	4	5	4	21	4	4	5	4	5	22	4	4	3	4	4	4	23
28	4	4	3	3	3	17	5	3	3	4	4	19	3	4	4	4	3	18	3	4	4	4	4	4	23
29	5	5	4	4	4	22	4	4	4	5	5	22	4	5	5	5	4	23	4	5	5	4	4	4	26
30	3	4	4	3	3	17	4	4	4	3	2	17	4	4	4	3	3	18	4	3	4	3	3	3	20
31	4	4	4	5	4	21	4	4	4	5	5	22	5	5	5	4	4	23	5	5	4	4	4	4	26
32	4	5	5	4	4	22	5	4	5	4	4	22	3	4	4	4	4	19	4	4	4	4	4	4	24
33	4	5	5	4	5	23	5	5	4	5	5	24	5	5	5	4	5	24	5	5	5	5	5	5	30
34	4	4	4	5	5	22	5	4	4	4	4	21	3	4	4	4	4	19	4	4	5	5	5	5	28
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36	3	3	4	4	4	18	3	3	4	3	3	16	3	3	4	4	4	18	4	4	3	4	4	4	23
37	4	4	4	5	5	22	5	5	4	4	4	22	5	5	4	4	4	22	5	5	4	4	4	4	26
38	4	4	5	5	5	23	4	5	4	5	5	23	5	5	4	5	5	24	5	5	5	5	5	5	30
39	4	4	4	3	3	18	4	4	3	4	4	19	4	4	4	4	3	19	4	4	4	4	4	4	24
40	4	3	4	4	4	19	5	4	4	4	4	21	4	5	4	4	4	21	5	4	5	4	4	4	26
41	4	4	5	4	4	21	4	4	5	5	5	23	5	4	4	5	5	23	4	5	5	5	5	5	29
42	4	5	4	4	5	22	5	5	4	4	4	22	5	4	4	4	5	22	5	4	4	4	5	5	27
43	3	4	4	4	5	20	4	4	4	3	3	18	4	4	4	4	3	19	4	4	4	5	4	4	25
44	4	5	5	5	5	24	5	5	5	5	4	24	5	5	4	5	4	23	5	5	4	5	5	5	29
45	5	4	5	4	5	23	5	5	5	4	4	23	5	4	4	5	5	23	5	5	4	5	5	5	29
46	4	4	5	5	5	23	5	5	4	4	5	23	4	4	5	5	5	23	5	5	5	5	4	4	28
47	4	4	4	5	4	21	5	4	4	4	4	21	4	4	4	4	4	20	4	4	5	5	4	4	26
48	5	4	4	4	3	20	4	4	4	4	4	20	4	4	4	4	5	21	4	4	4	5	5	5	26
49	5	5	5	4	4	23	5	5	5	4	4	23	5	5	5	4	5	24	5	5	5	5	5	5	30
50	5	4	5	5	4	23	4	5	5	5	4	23	5	4	4	5	5	23	5	4	5	5	4	4	27
51	4	4	5	4	5	22	4	4	4	5	4	21	4	4	4	5	5	22	4	4	4	5	5	5	27

52	3	3	4	3	4	17	3	3	3	4	4	17	4	4	4	3	3	18	3	4	4	4	4	4	23
53	3	3	3	3	3	15	3	3	3	3	3	15	3	3	3	4	3	16	3	3	3	3	4	4	20
54	4	5	4	5	4	22	4	5	4	4	4	21	5	4	4	4	4	21	4	5	5	5	4	4	27
55	4	4	4	4	5	21	4	5	4	4	4	21	5	5	4	4	4	22	5	4	5	4	4	4	26
56	4	4	4	4	4	20	3	4	4	4	4	19	4	4	4	4	5	21	5	4	4	4	4	4	25
57	5	4	4	5	5	23	5	5	5	5	4	24	4	4	4	5	5	22	5	5	5	5	5	5	30
58	5	5	4	4	5	23	4	4	5	5	5	23	5	5	4	4	5	23	5	5	5	5	4	4	28
59	4	4	4	4	4	20	5	4	4	4	4	21	4	4	4	4	3	19	4	4	4	4	5	5	26
60	5	5	5	4	4	23	4	4	4	5	5	22	5	5	5	4	4	23	5	4	5	5	4	4	27
61	4	4	5	4	5	22	5	5	4	4	4	22	5	5	5	5	4	24	5	5	5	5	5	5	30

Sumber: Data Primer Yang Diolah 2019



**LAMPIRAN 3:**  
**Frekuensi Pernyataan Responden**

## Frekuensi Pernyataan Responden

### *Organizational Citizenship Behavior (OCB) (X1)*

#### Frequencies

##### Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5
N	Valid	61	61	61	61	61
	Missing	0	0	0	0	0

#### Frequency Table

##### X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	18.0	18.0	18.0
	4	34	55.7	55.7	73.8
	5	16	26.2	26.2	100.0
	Total	61	100.0	100.0	

##### X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	14.8	14.8	14.8
	4	33	54.1	54.1	68.9
	5	19	31.1	31.1	100.0
	Total	61	100.0	100.0	

##### X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	6.6	6.6	6.6
	4	42	68.9	68.9	75.4
	5	15	24.6	24.6	100.0
	Total	61	100.0	100.0	

##### X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	11.5	11.5	11.5
	4	39	63.9	63.9	75.4
	5	15	24.6	24.6	100.0
	Total	61	100.0	100.0	

**X1.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	11.5	11.5	11.5
Valid 4	35	57.4	57.4	68.9
Valid 5	19	31.1	31.1	100.0
Total	61	100.0	100.0	

**Motivasi Kerja (X2)****Frequencies****Statistics**

		X2.1	X2.2	X2.3	X2.4	X2.5
N	Valid	61	61	61	61	61
	Missing	0	0	0	0	0

**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	13.1	13.1	13.1
Valid 4	29	47.5	47.5	60.7
Valid 5	24	39.3	39.3	100.0
Total	61	100.0	100.0	

**X2.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	14.8	14.8	14.8
Valid 4	28	45.9	45.9	60.7
Valid 5	24	39.3	39.3	100.0
Total	61	100.0	100.0	

**X2.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	11.5	11.5	11.5
Valid 4	43	70.5	70.5	82.0
Valid 5	11	18.0	18.0	100.0
Total	61	100.0	100.0	

**X2.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	11.5	11.5	11.5
Valid 4	36	59.0	59.0	70.5
Valid 5	18	29.5	29.5	100.0
Total	61	100.0	100.0	

**X2.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.6	1.6	1.6
Valid 3	7	11.5	11.5	13.1
Valid 4	38	62.3	62.3	75.4
Valid 5	15	24.6	24.6	100.0
Total	61	100.0	100.0	

## Kepuasan Kerja (X3) Frequencies

### Statistics

		X3.1	X3.2	X3.3	X3.4	X3.5
N	Valid	61	61	61	61	61
	Missing	0	0	0	0	0

### X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	16.4	16.4	16.4
	4	30	49.2	49.2	65.6
	5	21	34.4	34.4	100.0
	Total	61	100.0	100.0	

### X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	8.2	8.2	8.2
	4	36	59.0	59.0	67.2
	5	20	32.8	32.8	100.0
	Total	61	100.0	100.0	

### X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	4.9	4.9	4.9
	4	43	70.5	70.5	75.4
	5	15	24.6	24.6	100.0
	Total	61	100.0	100.0	

### X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	8.2	8.2	8.2
	4	38	62.3	62.3	70.5
	5	18	29.5	29.5	100.0
	Total	61	100.0	100.0	

### X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	18.0	18.0	18.0
	4	28	45.9	45.9	63.9
	5	22	36.1	36.1	100.0
	Total	61	100.0	100.0	

## Kinerja Karyawan (Y) Frequencies

### Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6
N	Valid	61	61	61	61	61	61
	Missing	0	0	0	0	0	0

## Frequency Table

### Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.6	1.6	1.6
3	5	8.2	8.2	9.8
4	25	41.0	41.0	50.8
5	30	49.2	49.2	100.0
Total	61	100.0	100.0	

**Y1.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	6.6	6.6	6.6
4	35	57.4	57.4	63.9
5	22	36.1	36.1	100.0
Total	61	100.0	100.0	

**Y1.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	11.5	11.5	11.5
4	34	55.7	55.7	67.2
5	20	32.8	32.8	100.0
Total	61	100.0	100.0	

**Y1.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	14.8	14.8	14.8
4	27	44.3	44.3	59.0
5	25	41.0	41.0	100.0
Total	61	100.0	100.0	

**Y1.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	8.2	8.2	8.2
4	38	62.3	62.3	70.5
5	18	29.5	29.5	100.0
Total	61	100.0	100.0	

**Y1.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	8.2	8.2	8.2
4	37	60.7	60.7	68.9
5	19	31.1	31.1	100.0
Total	61	100.0	100.0	

**LAMPIRAN 4:**  
**Hasil Uji Validitas**

**Organizational Citizenship Behavior (OCB) (X1)****Correlations**

		X1.1	X1.2	X1.3	X1.4	X1.5	X1
X1.1	Pearson Correlation	1	.611**	.334**	.354**	.240	.753**
	Sig. (2-tailed)		.000	.009	.005	.062	.000
	N	61	61	61	61	61	61
X1.2	Pearson Correlation	.611**	1	.387**	.242	.242	.736**
	Sig. (2-tailed)	.000		.002	.060	.061	.000
	N	61	61	61	61	61	61
X1.3	Pearson Correlation	.334**	.387**	1	.241	.391**	.656**
	Sig. (2-tailed)	.009	.002		.061	.002	.000
	N	61	61	61	61	61	61
X1.4	Pearson Correlation	.354**	.242	.241	1	.424**	.647**
	Sig. (2-tailed)	.005	.060	.061		.001	.000
	N	61	61	61	61	61	61
X1.5	Pearson Correlation	.240	.242	.391**	.424**	1	.659**
	Sig. (2-tailed)	.062	.061	.002	.001		.000
	N	61	61	61	61	61	61
X1	Pearson Correlation	.753**	.736**	.656**	.647**	.659**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61

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

**Motivasi Kerja (X2)****Correlations**

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.668**	.313*	.084	.091	.646**
	Sig. (2-tailed)		.000	.014	.522	.484	.000
	N	61	61	61	61	61	61
X2.2	Pearson Correlation	.668**	1	.483**	.204	.239	.768**
	Sig. (2-tailed)	.000		.000	.115	.064	.000
	N	61	61	61	61	61	61
X2.3	Pearson Correlation	.313*	.483**	1	.360**	.264*	.673**
	Sig. (2-tailed)	.014	.000		.004	.040	.000
	N	61	61	61	61	61	61
X2.4	Pearson Correlation	.084	.204	.360**	1	.782**	.689**
	Sig. (2-tailed)	.522	.115	.004		.000	.000
	N	61	61	61	61	61	61
X2.5	Pearson Correlation	.091	.239	.264*	.782**	1	.682**
	Sig. (2-tailed)	.484	.064	.040	.000		.000
	N	61	61	61	61	61	61
X2	Pearson Correlation	.646**	.768**	.673**	.689**	.682**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61

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

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

**Kepuasan Kerja (X3)****Correlations**

		X3.1	X3.2	X3.3	X3.4	X3.5	X3
X3.1	Pearson Correlation	1	.655**	.321*	.357**	.434**	.803**
	Sig. (2-tailed)		.000	.012	.005	.000	.000
	N	61	61	61	61	61	61
X3.2	Pearson Correlation	.655**	1	.496**	.279*	.245	.746**
	Sig. (2-tailed)	.000		.000	.029	.057	.000
	N	61	61	61	61	61	61
X3.3	Pearson Correlation	.321*	.496**	1	.194	.174	.575**
	Sig. (2-tailed)	.012	.000		.135	.179	.000
	N	61	61	61	61	61	61
X3.4	Pearson Correlation	.357**	.279*	.194	1	.545**	.675**
	Sig. (2-tailed)	.005	.029	.135		.000	.000
	N	61	61	61	61	61	61
X3.5	Pearson Correlation	.434**	.245	.174	.545**	1	.714**
	Sig. (2-tailed)	.000	.057	.179	.000		.000
	N	61	61	61	61	61	61
X3	Pearson Correlation	.803**	.746**	.575**	.675**	.714**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61

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

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

**Kinerja Karyawan (Y)****Correlations**

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1
Y1.1	Pearson Correlation	1	.527**	.373**	.332**	.287*	.148	.622**
	Sig. (2-tailed)		.000	.003	.009	.025	.254	.000
	N	61	61	61	61	61	61	61
Y1.2	Pearson Correlation	.527**	1	.543**	.494**	.448**	.428**	.772**
	Sig. (2-tailed)	.000		.000	.000	.000	.001	.000
	N	61	61	61	61	61	61	61
Y1.3	Pearson Correlation	.373**	.543**	1	.617**	.281*	.313*	.713**
	Sig. (2-tailed)	.003	.000		.000	.028	.014	.000
	N	61	61	61	61	61	61	61
Y1.4	Pearson Correlation	.332**	.494**	.617**	1	.553**	.576**	.813**
	Sig. (2-tailed)	.009	.000	.000		.000	.000	.000
	N	61	61	61	61	61	61	61
Y1.5	Pearson Correlation	.287*	.448**	.281*	.553**	1	.927**	.770**
	Sig. (2-tailed)	.025	.000	.028	.000		.000	.000
	N	61	61	61	61	61	61	61
Y1.6	Pearson Correlation	.148	.428**	.313*	.576**	.927**	1	.744**
	Sig. (2-tailed)	.254	.001	.014	.000	.000		.000
	N	61	61	61	61	61	61	61
Y1	Pearson Correlation	.622**	.772**	.713**	.813**	.770**	.744**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61	61

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

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



**LAMPIRAN 5:**  
**Hasil Uji Reliabilitas**

### **Organizational Citizenship Behavior (OCB) (X1)**

#### **Case Processing Summary**

		N	%
Cases	Valid	61	100.0
	Excluded <sup>a</sup>	0	.0
	Total	61	100.0

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

#### **Reliability Statistics**

Cronbach's Alpha	N of Items
.726	5

### **Motivasi Kerja (X2)**

#### **Case Processing Summary**

		N	%
Cases	Valid	61	100.0
	Excluded <sup>a</sup>	0	.0
	Total	61	100.0

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

#### **Reliability Statistics**

Cronbach's Alpha	N of Items
.725	5

### **Kepuasan Kerja (X3)**

#### **Case Processing Summary**

		N	%
Cases	Valid	61	100.0
	Excluded <sup>a</sup>	0	.0
	Total	61	100.0

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

#### **Reliability Statistics**

Cronbach's Alpha	N of Items
.746	5

### **Kinerja Karyawan (Y)**

#### **Case Processing Summary**

		N	%
Cases	Valid	61	100.0
	Excluded <sup>a</sup>	0	.0
	Total	61	100.0

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

#### **Reliability Statistics**

Cronbach's Alpha	N of Items
.829	6

**LAMPIRAN 6:**  
**Hasil Uji Regresi, Uji Asumsi Klasik Dan**  
**Uji Hipotesis**

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 <sup>b</sup>	.	Enter

a. Dependent Variable: Y1

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.864 <sup>a</sup>	.746	.733	1.451

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y1

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	352.721	3	117.574	55.832	.000 <sup>b</sup>
	Residual	120.033	57	2.106		
	Total	472.754	60			

a. Dependent Variable: Y1

b. Predictors: (Constant), X3, X1, X2

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.134	1.905		.595	.554		
	X1	.407	.189	.310	2.159	.035	.217	4.616
	X2	.413	.191	.326	2.157	.035	.196	5.114
	X3	.352	.170	.276	2.067	.043	.250	4.004

a. Dependent Variable: Y1

**Coefficient Correlations<sup>a</sup>**

Model		X3	X1	X2	
1	Correlations	X3	1.000	-.458	
		X1	-.352	1.000	
		X2	-.458	-.561	1.000
	Covariances	X3	.029	-.011	-.015
		X1	-.011	.036	-.020
		X2	-.015	-.020	.037

a. Dependent Variable: Y1

**Collinearity Diagnostics<sup>a</sup>**

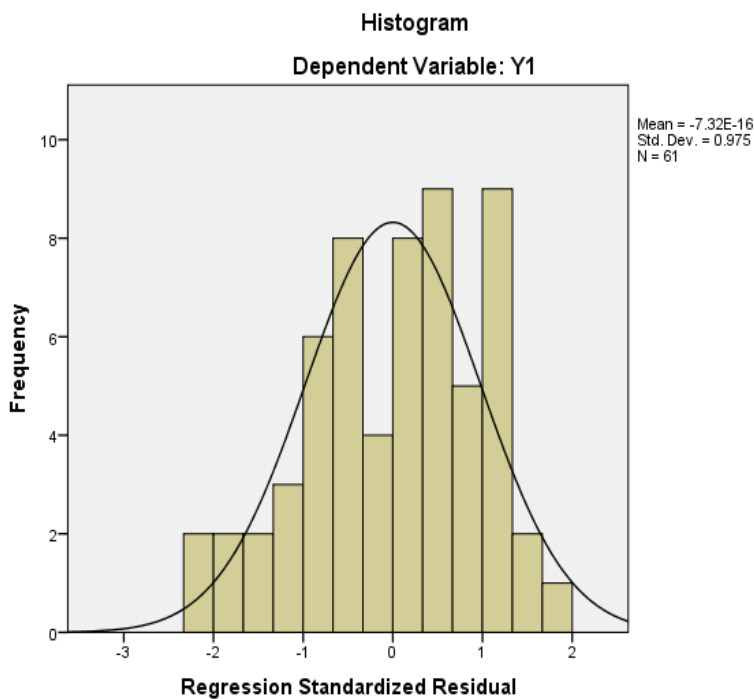
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.990	1.000	.00	.00	.00	.00
	2	.007	23.548	.99	.02	.03	.03
	3	.002	46.195	.00	.33	.09	.92
	4	.001	53.636	.01	.65	.88	.05

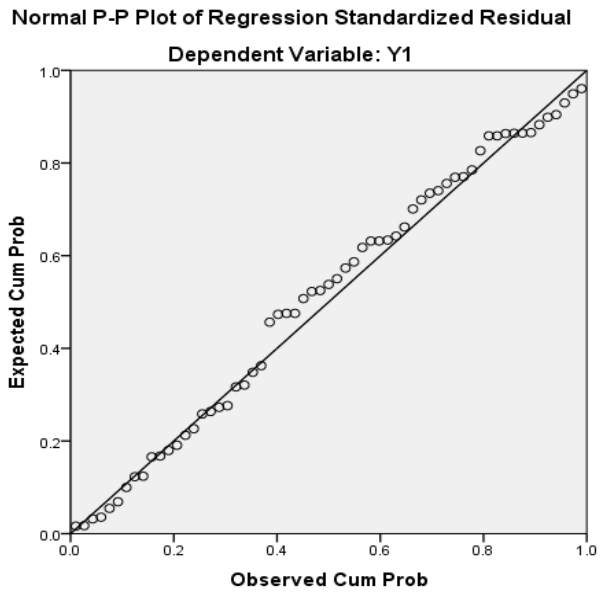
a. Dependent Variable: Y1

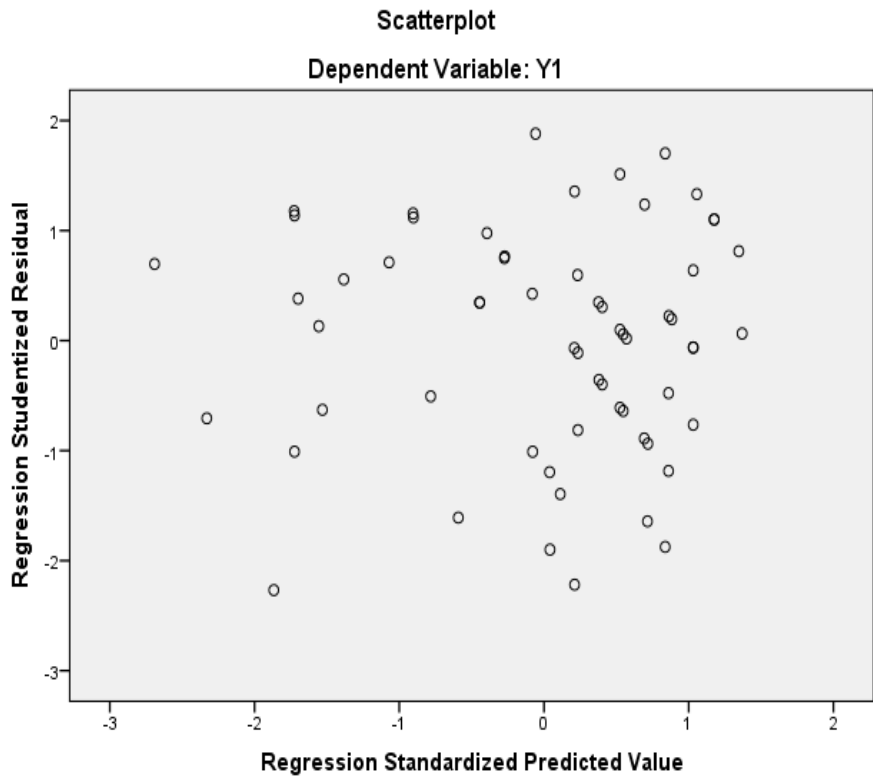
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	19.07	28.91	25.59	2.425	61
Std. Predicted Value	-2.691	1.369	.000	1.000	61
Standard Error of Predicted Value	.216	.573	.360	.093	61
Adjusted Predicted Value	18.91	28.90	25.59	2.420	61
Residual	-3.103	2.551	.000	1.414	61
Std. Residual	-2.138	1.758	.000	.975	61
Stud. Residual	-2.268	1.881	-.001	1.016	61
Deleted Residual	-3.536	2.921	-.004	1.539	61
Stud. Deleted Residual	-2.357	1.925	-.005	1.030	61
Mahal. Distance	.349	8.373	2.951	2.094	61
Cook's Distance	.000	.198	.023	.036	61
Centered Leverage Value	.006	.140	.049	.035	61

a. Dependent Variable: Y1







**LAMPIRAN 7:**  
**Tabel r *Product Moment*, Tabel Distribusi**  
**F, dan Tabel Distribusi t**



Tabel r product Moment (Sig = 0,05)							
df	r	df	r	Df	r	df	r
1	0.9969	26	0.3739	51	0.2706	76	0.2227
2	0.9500	27	0.3673	52	0.2681	77	0.2213
3	0.8783	28	0.3610	53	0.2656	78	0.2199
4	0.8114	29	0.3550	54	0.2632	79	0.2165
5	0.7545	30	0.3494	55	0.2609	80	0.2162
6	0.7067	31	0.3440	56	0.2586	81	0.2159
7	0.6664	32	0.3388	57	0.2564	82	0.2146
8	0.6319	33	0.3388	58	0.2542	83	0.2133
9	0.6021	34	0.3291	59	0.2521	84	0.2120
10	0.5760	35	0.3246	60	0.2500	85	0.2108
11	0.5529	36	0.3202	61	0.2480	86	0.2096
12	0.5324	37	0.3160	62	0.2461	87	0.2084
13	0.5140	38	0.3120	63	0.2441	88	0.2072
14	0.4973	39	0.3081	64	0.2423	89	0.2061
15	0.4821	40	0.3044	65	0.2404	90	0.2050
16	0.4683	41	0.3008	66	0.2387	91	0.2039
17	0.4555	42	0.2973	67	0.2369	92	0.2028
18	0.4438	43	0.2940	68	0.2352	93	0.2017
19	0.4329	44	0.2907	69	0.2335	94	0.2006
20	0.4227	45	0.2876	70	0.2319	95	0.1996
21	0.4132	46	0.2845	71	0.2303	96	0.1986
22	0.4044	47	0.2816	72	0.2287	97	0.1975
23	0.3961	48	0.2787	73	0.2272	98	0.1966
24	0.3882	49	0.2759	74	0.2257	99	0.1956
25	0.3809	50	0.2732	75	0.2242	100	0.1946

Sumber: Data primer yang diolah 2019

DF 1										
DF 2	1	2	3	4	5	6	7	8	9	10
1	161.4476	199.5000	215.7073	224.5833	230.1619	233.986	236.7684	238.8827	240.5433	241.8818
2	18.5128	19.0000	19.1643	19.2468	19.2964	19.3295	19.3532	19.371	19.3848	19.3959
3	10.1280	9.5521	9.2766	9.1172	9.0135	8.9406	8.8867	8.8452	8.8123	8.7855
4	7.7086	6.9443	6.5914	6.3882	6.2561	6.1631	6.0942	6.041	5.9988	5.9644
5	6.6079	5.7861	5.4095	5.1922	5.0503	4.9503	4.8759	4.8183	4.7725	4.7351
6	5.9874	5.1433	4.7571	4.5337	4.3874	4.2839	4.2067	4.1468	4.099	4.06
7	5.5914	4.7374	4.3468	4.1203	3.9715	3.866	3.787	3.7257	3.6767	3.6365
8	5.3177	4.4590	4.0662	3.8379	3.6875	3.5806	3.5005	3.4381	3.3881	3.3472
9	5.1174	4.2565	3.8625	3.6331	3.4817	3.3738	3.2927	3.2296	3.1789	3.1373
10	4.9646	4.1028	3.7083	3.4780	3.3258	3.2172	3.1355	3.0717	3.0204	2.9782
11	4.8443	3.9823	3.5874	3.3567	3.2039	3.0946	3.0123	2.948	2.8962	2.8536
12	4.7472	3.8853	3.4903	3.2592	3.1059	2.9961	2.9134	2.8486	2.7964	2.7534
13	4.6672	3.8056	3.4105	3.1791	3.0254	2.9153	2.8321	2.7669	2.7144	2.671
14	4.6001	3.7389	3.3439	3.1122	2.9582	2.8477	2.7642	2.6987	2.6458	2.6022
15	4.5431	3.6823	3.2874	3.0556	2.9013	2.7905	2.7066	2.6408	2.5876	2.5437
16	4.4940	3.6337	3.2389	3.0069	2.8524	2.7413	2.6572	2.5911	2.5377	2.4935
17	4.4513	3.5915	3.1968	2.9647	2.8100	2.6987	2.6143	2.548	2.4943	2.4499
18	4.4139	3.5546	3.1599	2.9277	2.7729	2.6613	2.5767	2.5102	2.4563	2.4117
19	4.3807	3.5219	3.1274	2.8951	2.7401	2.6283	2.5435	2.4768	2.4227	2.3779
20	4.3512	3.4928	3.0984	2.8661	2.7109	2.599	2.514	2.4471	2.3928	2.3479
21	4.3248	3.4668	3.0725	2.8401	2.6848	2.5727	2.4876	2.4205	2.366	2.321
22	4.3009	3.4434	3.0491	2.8167	2.6613	2.5491	2.4638	2.3965	2.3419	2.2967
23	4.2793	3.4221	3.0280	2.7955	2.6400	2.5277	2.4422	2.3748	2.3201	2.2747

24	4.2597	3.4028	3.0088	2.7763	2.6207	2.5082	2.4226	2.3551	2.3002	2.2547
25	4.2417	3.3852	2.9912	2.7587	2.6030	2.4904	2.4047	2.3371	2.2821	2.2365
26	4.2252	3.3690	2.9752	2.7426	2.5868	2.4741	2.3883	2.3205	2.2655	2.2197
27	4.2100	3.3541	2.9604	2.7278	2.5719	2.4591	2.3732	2.3053	2.2501	2.2043
28	4.1960	3.3404	2.9467	2.7141	2.5581	2.4453	2.3593	2.2913	2.236	2.19
29	4.1830	3.3277	2.9340	2.7014	2.5454	2.4324	2.3463	2.2783	2.2229	2.1768
30	4.1709	3.3158	2.9223	2.6896	2.5336	2.4205	2.3343	2.2662	2.2107	2.1646
31	4.1596	3.3048	2.9113	2.6787	2.5225	2.4094	2.3232	2.2549	2.1994	2.1532
32	4.1491	3.2945	2.9011	2.6684	2.5123	2.3991	2.3127	2.2444	2.1888	2.1425
33	4.1393	3.2849	2.8916	2.6589	2.5026	2.3894	2.303	2.2346	2.1789	2.1325
34	4.1300	3.2759	2.8826	2.6499	2.4936	2.3803	2.2938	2.2253	2.1696	2.1231
35	4.1213	3.2674	2.8742	2.6415	2.4851	2.3718	2.2852	2.2167	2.1608	2.1143
36	4.1132	3.2594	2.8663	2.6335	2.4772	2.3638	2.2771	2.2085	2.1526	2.1061
37	4.1055	3.2519	2.8588	2.6261	2.4696	2.3562	2.2695	2.2008	2.1449	2.0982
38	4.0982	3.2448	2.8517	2.6190	2.4625	2.349	2.2623	2.1936	2.1375	2.0909
39	4.0913	3.2381	2.8451	2.6123	2.4558	2.3423	2.2555	2.1867	2.1306	2.0839
40	4.0847	3.2317	2.8387	2.6060	2.4495	2.3359	2.249	2.1802	2.124	2.0772
41	4.0785	3.2257	2.8327	2.6000	2.4434	2.3298	2.2429	2.174	2.1178	2.071
42	4.0727	3.2199	2.8270	2.5943	2.4377	2.324	2.2371	2.1681	2.1119	2.065
43	4.0670	3.2145	2.8216	2.5888	2.4322	2.3185	2.2315	2.1625	2.1062	2.0593
44	4.0617	3.2093	2.8165	2.5837	2.4270	2.3133	2.2263	2.1572	2.1009	2.0539
45	4.0566	3.2043	2.8115	2.5787	2.4221	2.3083	2.2212	2.1521	2.0958	2.0487
46	4.0517	3.1996	2.8068	2.5740	2.4174	2.3035	2.2164	2.1473	2.0909	2.0438
47	4.0471	3.1951	2.8024	2.5695	2.4128	2.299	2.2118	2.1427	2.0862	2.0391
48	4.0427	3.1907	2.7981	2.5652	2.4085	2.2946	2.2074	2.1382	2.0817	2.0346
49	4.0384	3.1866	2.7939	2.5611	2.4044	2.2904	2.2032	2.134	2.0775	2.0303

50	4.0343	3.1826	2.7900	2.5572	2.4004	2.2864	2.1992	2.1299	2.0734	2.0261
51	4.0304	3.1788	2.7862	2.5534	2.3966	2.2826	2.1953	2.126	2.0694	2.0222
52	4.0266	3.1751	2.7826	2.5498	2.3930	2.2789	2.1916	2.1223	2.0656	2.0184
53	4.0230	3.1716	2.7791	2.5463	2.3894	2.2754	2.1881	2.1187	2.062	2.0147
54	4.0195	3.1682	2.7758	2.5429	2.3861	2.272	2.1846	2.1152	2.0585	2.0112
55	4.0162	3.1650	2.7725	2.5397	2.3828	2.2687	2.1813	2.1119	2.0552	2.0078
56	4.0130	3.1619	2.7694	2.5366	2.3797	2.2656	2.1782	2.1087	2.0519	2.0045
57	4.0099	3.1588	2.7664	2.5336	2.3767	2.2625	2.1751	2.1056	2.0488	2.0014
58	4.0069	3.1559	2.7636	2.5307	2.3738	2.2596	2.1721	2.1026	2.0458	1.9983
59	4.0040	3.1531	2.7608	2.5279	2.3710	2.2568	2.1693	2.0997	2.0429	1.9954
60	4.0012	3.1504	2.7581	2.5252	2.3683	2.2541	2.1665	2.097	2.0401	1.9926
61	3.9985	3.1478	2.7555	2.5226	2.3657	2.2514	2.1639	2.0943	2.0374	1.9899
62	3.9959	3.1453	2.7530	2.5201	2.3631	2.2489	2.1613	2.0917	2.0348	1.9872
63	3.9934	3.1428	2.7505	2.5177	2.3607	2.2464	2.1588	2.0892	2.0322	1.9847
64	3.9909	3.1404	2.7482	2.5153	2.3583	2.244	2.1564	2.0868	2.0298	1.9822
65	3.9886	3.1381	2.7459	2.5130	2.3560	2.2417	2.1541	2.0844	2.0274	1.9798
66	3.9863	3.1359	2.7437	2.5108	2.3538	2.2395	2.1518	2.0821	2.0251	1.9775
67	3.9840	3.1338	2.7416	2.5087	2.3517	2.2373	2.1497	2.0799	2.0229	1.9752
68	3.9819	3.1317	2.7395	2.5066	2.3496	2.2352	2.1475	2.0778	2.0207	1.973
69	3.9798	3.1296	2.7375	2.5046	2.3475	2.2332	2.1455	2.0757	2.0186	1.9709
70	3.9778	3.1277	2.7355	2.5027	2.3456	2.2312	2.1435	2.0737	2.0166	1.9689
71	3.9758	3.1258	2.7336	2.5008	2.3437	2.2293	2.1415	2.0717	2.0146	1.9669
72	3.9739	3.1239	2.7318	2.4989	2.3418	2.2274	2.1397	2.0698	2.0127	1.9649
73	3.9720	3.1221	2.7300	2.4971	2.3400	2.2256	2.1378	2.068	2.0108	1.9631
74	3.9702	3.1203	2.7283	2.4954	2.3383	2.2238	2.136	2.0662	2.009	1.9612
75	3.9685	3.1186	2.7266	2.4937	2.3366	2.2221	2.1343	2.0644	2.0073	1.9594

76	3.9668	3.1170	2.7249	2.4920	2.3349	2.2204	2.1326	2.0627	2.0055	1.9577
77	3.9651	3.1154	2.7233	2.4904	2.3333	2.2188	2.131	2.0611	2.0039	1.956
78	3.9635	3.1138	2.7218	2.4889	2.3317	2.2172	2.1294	2.0595	2.0022	1.9544
79	3.9619	3.1123	2.7203	2.4874	2.3302	2.2157	2.1278	2.0579	2.0007	1.9528
80	3.9604	3.1108	2.7188	2.4859	2.3287	2.2142	2.1263	2.0564	1.9991	1.9512
81	3.9589	3.1093	2.7173	2.4844	2.3273	2.2127	2.1248	2.0549	1.9976	1.9497
82	3.9574	3.1079	2.7159	2.4830	2.3259	2.2113	2.1234	2.0534	1.9961	1.9482
83	3.9560	3.1065	2.7146	2.4817	2.3245	2.2099	2.122	2.052	1.9947	1.9468
84	3.9546	3.1052	2.7132	2.4803	2.3231	2.2086	2.1206	2.0506	1.9933	1.9454
85	3.9532	3.1038	2.7119	2.4790	2.3218	2.2072	2.1193	2.0493	1.9919	1.944
86	3.9519	3.1026	2.7106	2.4777	2.3205	2.2059	2.118	2.048	1.9906	1.9426
87	3.9506	3.1013	2.7094	2.4765	2.3193	2.2047	2.1167	2.0467	1.9893	1.9413
88	3.9493	3.1001	2.7082	2.4753	2.3181	2.2034	2.1155	2.0454	1.988	1.94
89	3.9481	3.0989	2.7070	2.4741	2.3169	2.2022	2.1143	2.0442	1.9868	1.9388
90	3.9469	3.0977	2.7058	2.4729	2.3157	2.2011	2.1131	2.043	1.9856	1.9376
91	3.9457	3.0966	2.7047	2.4718	2.3145	2.1999	2.1119	2.0418	1.9844	1.9364
92	3.9445	3.0954	2.7036	2.4707	2.3134	2.1988	2.1108	2.0407	1.9833	1.9352
93	3.9434	3.0943	2.7025	2.4696	2.3123	2.1977	2.1097	2.0395	1.9821	1.9341
94	3.9423	3.0933	2.7014	2.4685	2.3113	2.1966	2.1086	2.0384	1.981	1.9329
95	3.9412	3.0922	2.7004	2.4675	2.3102	2.1955	2.1075	2.0374	1.9799	1.9318
96	3.9402	3.0912	2.6994	2.4665	2.3092	2.1945	2.1065	2.0363	1.9789	1.9308
97	3.9391	3.0902	2.6984	2.4655	2.3082	2.1935	2.1054	2.0353	1.9778	1.9297
98	3.9381	3.0892	2.6974	2.4645	2.3072	2.1925	2.1044	2.0343	1.9768	1.9287
99	3.9371	3.0882	2.6965	2.4636	2.3063	2.1915	2.1035	2.0333	1.9758	1.9277
100	3.9361	3.0873	2.6955	2.4626	2.3053	2.1906	2.1025	2.0323	1.9748	1.9267

Sumber: Data primer yang diolah 2019

<b>Tabel Distribusi t</b>			
<b>Df</b>	<b>0,1</b>	<b>0,05</b>	<b>0,025</b>
1	3.0777	6.3138	12.7062
2	1.8856	2.9200	4.3027
3	1.6377	2.3534	3.1824
4	1.5332	2.1318	2.7764
5	1.4759	2.0150	2.5706
6	1.4398	1.9432	2.4469
7	1.4149	1.8946	2.3646
8	1.3968	1.8595	2.3060
9	1.3830	1.8331	2.2622
10	1.3722	1.8125	2.2281
11	1.3634	1.7959	2.2010
12	1.3562	1.7823	2.1788
13	1.3502	1.7709	2.1604
14	1.3450	1.7613	2.1448
15	1.3406	1.7531	2.1314
16	1.3368	1.7459	2.1199
17	1.3334	1.7396	2.1098
18	1.3304	1.7341	2.1009
19	1.3277	1.7291	2.0930
20	1.3253	1.7247	2.0860
21	1.3232	1.7207	2.0796
22	1.3212	1.7171	2.0739
23	1.3195	1.7139	2.0687
24	1.3178	1.7109	2.0639
25	1.3163	1.7081	2.0595
26	1.3150	1.7056	2.0555
27	1.3137	1.7033	2.0518
28	1.3125	1.7011	2.0484
29	1.3114	1.6991	2.0452
30	1.3104	1.6973	2.0423
31	1.3095	1.6955	2.0395
32	1.3086	1.6939	2.0369
33	1.3077	1.6924	2.0345
34	1.3070	1.6909	2.0322
35	1.3062	1.6896	2.0301
36	1.3055	1.6883	2.0281
37	1.3049	1.6871	2.0262
38	1.3042	1.6860	2.0244
39	1.3036	1.6849	2.0227
40	1.3031	1.6839	2.0211
41	1.3025	1.6829	2.0195

42	1.3020	1.6820	2.0181
43	1.3016	1.6811	2.0167
44	1.3011	1.6802	2.0154
45	1.3006	1.6794	2.0141
46	1.3002	1.6787	2.0129
47	1.2998	1.6779	2.0117
48	1.2994	1.6772	2.0106
49	1.2991	1.6766	2.0096
50	1.2987	1.6759	2.0086
51	1.2984	1.6753	2.0076
52	1.2980	1.6747	2.0066
53	1.2977	1.6741	2.0057
54	1.2974	1.6736	2.0049
55	1.2971	1.6730	2.0040
56	1.2969	1.6725	2.0032
57	1.2966	1.6720	2.0025
58	1.2963	1.6716	2.0017
59	1.2961	1.6711	2.0010
60	1.2958	1.6706	2.0003
61	1.2956	1.6702	1.9996
62	1.2954	1.6698	1.9990
63	1.2951	1.6694	1.9983
64	1.2949	1.6690	1.9977
65	1.2947	1.6686	1.9971
66	1.2945	1.6683	1.9966
67	1.2943	1.6679	1.9960
68	1.2941	1.6676	1.9955
69	1.2939	1.6672	1.9949
70	1.2938	1.6669	1.9944
71	1.2936	1.6666	1.9939
72	1.2934	1.6663	1.9935
73	1.2933	1.6660	1.9930
74	1.2931	1.6657	1.9925
75	1.2929	1.6654	1.9921
76	1.2928	1.6652	1.9917
77	1.2926	1.6649	1.9913
78	1.2925	1.6646	1.9908
79	1.2924	1.6644	1.9905
80	1.2922	1.6641	1.9901
81	1.2921	1.6639	1.9897
82	1.2920	1.6636	1.9893
83	1.2918	1.6634	1.9890
84	1.2917	1.6632	1.9886

<b>85</b>	<b>1.2916</b>	<b>1.6630</b>	<b>1.9883</b>
<b>86</b>	<b>1.2915</b>	<b>1.6628</b>	<b>1.9879</b>
<b>87</b>	<b>1.2914</b>	<b>1.6626</b>	<b>1.9876</b>
<b>88</b>	<b>1.2912</b>	<b>1.6624</b>	<b>1.9873</b>
<b>89</b>	<b>1.2911</b>	<b>1.6622</b>	<b>1.987</b>
<b>90</b>	<b>1.291</b>	<b>1.662</b>	<b>1.9867</b>
<b>91</b>	<b>1.2909</b>	<b>1.6618</b>	<b>1.9864</b>
<b>92</b>	<b>1.2908</b>	<b>1.6616</b>	<b>1.9861</b>
<b>93</b>	<b>1.2907</b>	<b>1.6614</b>	<b>1.9858</b>
<b>94</b>	<b>1.2906</b>	<b>1.6612</b>	<b>1.9855</b>
<b>95</b>	<b>1.2905</b>	<b>1.6611</b>	<b>1.9853</b>
<b>96</b>	<b>1.2904</b>	<b>1.6609</b>	<b>1.985</b>
<b>97</b>	<b>1.2903</b>	<b>1.6607</b>	<b>1.9847</b>
<b>98</b>	<b>1.2902</b>	<b>1.6606</b>	<b>1.9845</b>
<b>99</b>	<b>1.2902</b>	<b>1.6604</b>	<b>1.9842</b>
<b>100</b>	<b>1.2901</b>	<b>1.6602</b>	<b>1.984</b>

Sumber: Data primer yang diolah 2019



## **LAMPIRAN 8:**

### **Dokumentasi Penelitian**



**LAMPIRAN 9:**  
**Surat Keterangan Penelitian**