



**LAMPIRAN 1:**  
**Kuesioner Penelitian**



UNIVERSITAS MUHAMMADIYAH JEMBER  
FAKULTAS EKONOMI – PROGRAM STUDI MANAJEMEN

Jl. Karimata no. 49 - Jember - TLP (0331) 337957

Website : [www.manajemen.unmuhjember.ac.id](http://www.manajemen.unmuhjember.ac.id)

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**KUESIONER PENELITIAN**

Bersama ini, saya Wardatul Asfiah mahasiswa Program Studi Manajemen Fakultas Ekonomi Universitas Muhammadiyah Jember sedang melaksanakan penelitian mengenai “Pengaruh *Organizational Citizenship Behavior (OCB)*, Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada UPT Puskesmas Besuki Situbondo”. Bersama ini, saya mengharap kesediaan dan bantuan Bapak atau Ibu untuk mengisi kuesioner berikut dengan sejujur-jujurnya untuk keperluan penelitian ilmiah ini (Skripsi). Berikan tanda *check point*/centang (√) pada kolom yang tersedia dan dipilih sesuai kondisi atau keadaan yang sebenarnya. Data yang diperoleh dari Bapak atau Ibu akan sangat dijaga kerahasiannya. Atas kesediaan dan bantuan yang Bapak atau Ibu berikan, saya ucapkan terima kasih.

**A. Identitas Responden**

Nama: .....

Jenis Kelamin: 1. Pria  2. Wanita

Umur:

1. < 20 tahun
2. 21 tahun – 30 tahun
3. > 30 tahun

Status Perkawinan: 1. Sudah menikah  2. Belum menikah

Jabatan:

1. Tenaga medis
2. Tenaga non medis


Nomer Telepon: .....

**B. Berilah tanda *Check Point*/ centang (✓) pada kolom pernyataan (yang paling sesuai dengan kondisi atau keadaan yang sebenarnya) dengan ketentuan sebagai berikut :**

<b>Alternatif Pilihan</b>	<b>Kode</b>	<b>Bobot Nilai Positif</b>
Sangat Setuju	SS	5
Setuju	S	4
Ragu – ragu	R	3
Tidak Setuju	TS	2
Sangat Tidak Setuju	STS	1



No	Pertanyaan	ALTERNATIF PILIHAN				
		SS	S	R	TS	STS
<b>Organizational Citizenship Behavior (OCB)</b>						
1.	Saya bersedia menggantikan peran atau pekerjaan rekan kerja yang berhalangan hadir.					
2.	Saya menyelesaikan tugas yang diperintah oleh atasan atau direktur tepat waktu.					
3.	Saya selalu mematuhi peraturan Puskesmas bahkan ketika tidak ada yang mengawasi.					
<b>Kepemimpinan</b>						
1.	Pimpinan saya memiliki hubungan baik dengan bawahan.					
2.	Pimpinan saya mau menerima kritikan, saran, dan pendapat dari bawahan.					
3.	Pimpinan selalu memberikan bimbingan, arahan dan dorongan kepada bawahan.					
<b>Lingkungan Kerja</b>						
1.	Perlengkapan kerja yang ada di bagian ruangan saya bekerja, telah membantu pelaksanaan tugas-tugas.					
2.	Saya selalu giat bekerja dengan kondisi ruang kerja yang nyaman.					
<b>Kinerja Pegawai</b>						
1.	Saya selalu mengikuti SOP dalam bekerja.					
2.	Saya lebih mengutamakan kepentingan kelompok daripada kepentingan pribadi dalam menyelesaikan pekerjaan.					
3.	Pengetahuan dan keahlian merupakan modal penting bagi karyawan.					



**LAMPIRAN 2:**  
**Rekapitulasi Jawaban Responden**



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

## Frequencies

### Statistics

		X1.1	X1.2	X1.3	X2.1	X2.2	X2.3	X3.1
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0

### Statistics

		X3.2	Y1.1	Y1.2	Y1.3
N	Valid	48	48	48	48
	Missing	0	0	0	0

## Frequency Table

### 1. *Organizational Citizenship Behavior (OCB)*

**X1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	4	8,3	8,3
	Setuju	26	54,2	62,5
	Sangat Setuju	18	37,5	100,0
	Total	48	100,0	100,0

**X1.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	2,1	2,1
	Setuju	30	62,5	64,6
	Sangat Setuju	17	35,4	100,0
	Total	48	100,0	100,0

**X1.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	2,1	2,1
	Setuju	29	60,4	62,5
	Sangat Setuju	18	37,5	100,0
	Total	48	100,0	100,0



## 2. Kepemimpinan

**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	28	58,3	58,3	58,3
Valid Sangat Setuju	20	41,7	41,7	100,0
Total	48	100,0	100,0	

**X2.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ragu-Ragu	2	4,2	4,2	4,2
Valid Setuju	32	66,7	66,7	70,8
Valid Sangat Setuju	14	29,2	29,2	100,0
Total	48	100,0	100,0	

**X2.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ragu-Ragu	2	4,2	4,2	4,2
Valid Setuju	32	66,7	66,7	70,8
Valid Sangat Setuju	14	29,2	29,2	100,0
Total	48	100,0	100,0	

### 3. Lingkungan Kerja

**X3.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	3	6,3	6,3
	Setuju	26	54,2	60,4
	Sangat Setuju	19	39,6	100,0
	Total	48	100,0	100,0

**X3.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	3	6,3	6,3
	Setuju	23	47,9	54,2
	Sangat Setuju	22	45,8	100,0
	Total	48	100,0	100,0

#### 4. Kinerja

Y1.1

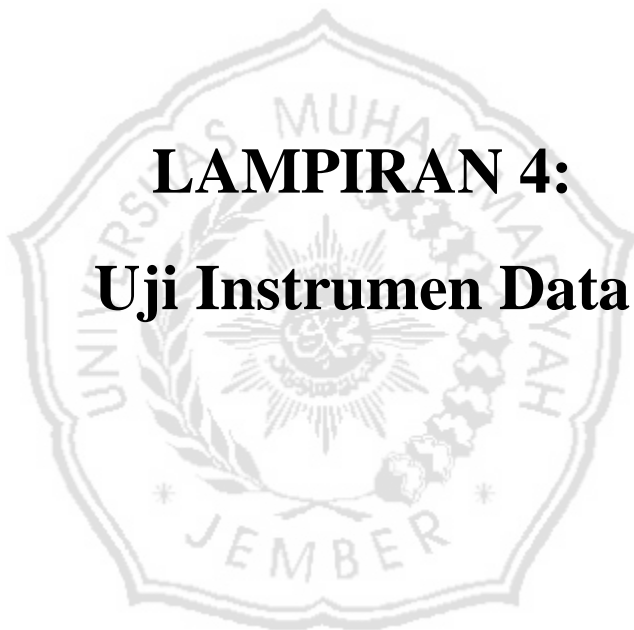
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	2,1	2,1
	Setuju	17	35,4	37,5
	Sangat Setuju	30	62,5	100,0
	Total	48	100,0	100,0

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	4,2	4,2
	Setuju	25	52,1	56,3
	Sangat Setuju	21	43,8	100,0
	Total	48	100,0	100,0

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	2,1	2,1
	Setuju	19	39,6	41,7
	Sangat Setuju	28	58,3	100,0
	Total	48	100,0	100,0



# **LAMPIRAN 4:** **Uji Instrumen Data**

**UJI VALIDITAS**

## 1. *Organizational Citizenship Behavior (OCB)*

### Correlations

		X1.1	X1.2	X1.3	Skor_OCB
X1.1	Pearson Correlation	1	,155	,134	,616**
	Sig. (2-tailed)		,293	,364	,000
	N	48	48	48	48
X1.2	Pearson Correlation	,155	1	,806**	,833**
	Sig. (2-tailed)	,293		,000	,000
	N	48	48	48	48
X1.3	Pearson Correlation	,134	,806**	1	,824**
	Sig. (2-tailed)	,364	,000		,000
	N	48	48	48	48
Skor_OCB	Pearson Correlation	,616**	,833**	,824**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	48	48	48	48

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

## 2. **Kepemimpinan**

**Correlations**

		X2.1	X2.2	X2.3	Skor_Kepemimpinan
X2.1	Pearson Correlation	1	,325 <sup>+</sup>	,568 <sup>**</sup>	,807 <sup>**</sup>
	Sig. (2-tailed)		,024	,000	,000
	N	48	48	48	48
X2.2	Pearson Correlation	,325 <sup>+</sup>	1	,308 <sup>+</sup>	,708 <sup>**</sup>
	Sig. (2-tailed)	,024		,033	,000
	N	48	48	48	48
X2.3	Pearson Correlation	,568 <sup>**</sup>	,308 <sup>+</sup>	1	,809 <sup>**</sup>
	Sig. (2-tailed)	,000	,033		,000
	N	48	48	48	48
Skor_Kepemimpinan	Pearson Correlation	,807 <sup>**</sup>	,708 <sup>**</sup>	,809 <sup>**</sup>	1
	Sig. (2-tailed)	,000	,000	,000	
	N	48	48	48	48

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

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

### 3. Lingkungan Kerja

**Correlations**

		X3.1	X3.2	Skor_Lingkungan kerja
X3.1	Pearson Correlation	1	,215	,773**
	Sig. (2-tailed)		,143	,000
	N	48	48	48
X3.2	Pearson Correlation	,215	1	,785**
	Sig. (2-tailed)	,143		,000
	N	48	48	48
Skor_Lingkungankerja	Pearson Correlation	,773**	,785**	1
	Sig. (2-tailed)	,000	,000	
	N	48	48	48

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

## 2) Kinerja

### Correlations

		Y1.1	Y1.2	Y1.3	Skor_Kinerja
Y1.1	Pearson Correlation	1	,105	,344*	,642**
	Sig. (2-tailed)		,476	,017	,000
	N	48	48	48	48
Y1.2	Pearson Correlation	,105	1	,500**	,740**
	Sig. (2-tailed)	,476		,000	,000
	N	48	48	48	48
Y1.3	Pearson Correlation	,344*	,500**	1	,831**
	Sig. (2-tailed)	,017	,000		,000
	N	48	48	48	48
Skor_Kinerja	Pearson Correlation	,642**	,740**	,831**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	48	48	48	48

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

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

## UJI REABILITAS

## 1. Organizational Citizenship Behavior (OCB)

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	48	100,0
	Excluded <sup>a</sup>	0	,0
	Total	48	100,0

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

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,801	,837	4

#### Item Statistics

	Mean	Std. Deviation	N
X1.1	4,2917	,61742	48
X1.2	4,3333	,51914	48
X1.3	4,3542	,52550	48
Skor_X1	12,9792	1,24609	48

#### Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	Skor_X1
X1.1	1,000	,155	,134	,616
X1.2	,155	1,000	,806	,833
X1.3	,134	,806	1,000	,824
Skor_X1	,616	,833	,824	1,000

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25,9583	6,211	2,49219	4

## 2. Kepemimpinan



## Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	48	100,0
	Excluded <sup>a</sup>	0	,0
	Total	48	100,0

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

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,814	,851	4

### Item Statistics

	Mean	Std. Deviation	N
X2.1	4,4167	,49822	48
X2.2	4,2500	,52592	48
X2.3	4,2500	,52592	48
Skor_X2	12,9167	1,19988	48

### Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	Skor_X2
X2.1	1,000	,325	,568	,807
X2.2	,325	1,000	,308	,708
X2.3	,568	,308	1,000	,809
Skor_X2	,807	,708	,809	1,000

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25,8333	5,759	2,39976	4

## 3. Lingkungan Kerja

## Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	48	100,0
	Excluded <sup>a</sup>	0	,0
	Total	48	100,0

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

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,816	,813	3

### Item Statistics

	Mean	Std. Deviation	N
X3.1	4,3333	,59549	48
X3.2	4,3958	,60983	48
Skor_X3	8,7292	,93943	48

### Inter-Item Correlation Matrix

	X3.1	X3.2	Skor_X3
X3.1	1,000	,215	,773
X3.2	,215	1,000	,785
Skor_X3	,773	,785	1,000

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17,4583	3,530	1,87887	3

## 4. Kinerja

## Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	48	100,0
	Excluded <sup>a</sup>	0	,0
	Total	48	100,0

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

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,796	,817	4

### Item Statistics

	Mean	Std. Deviation	N
Y.1	4,6042	,53553	48
Y.2	4,3958	,57388	48
Y.3	4,5625	,54211	48
Skor_Y	13,5625	1,21876	48

### Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3	Skor_Y
Y.1	1,000	,105	,344	,642
Y.2	,105	1,000	,500	,740
Y.3	,344	,500	1,000	,831
Skor_Y	,642	,740	,831	1,000

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27,1250	5,941	2,43752	4

**LAMPIRAN 5:**  
**Analisis Regresi Linear Berganda**



**Regression**

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

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Kerja (X3), Kepemimpinan (X2), OCB (X1) <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja (Y)

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,674 <sup>a</sup>	,454	,416	,931

a. Predictors: (Constant), Lingkungan Kerja (X3), Kepemimpinan (X2), OCB (X1)

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

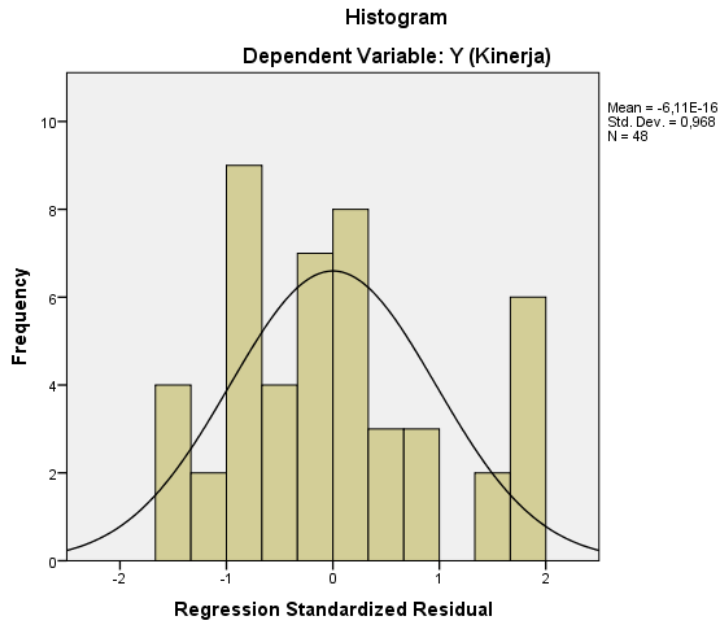
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	(Constant)	1,788	1,957			
1	OCB (X1)	,249	,120	,254	2,074	,044
	Kepemimpinan (X2)	,428	,117	,421	3,656	,001
	Lingkungan Kerja (X3)	,346	,157	,266	2,207	,033

a. Dependent Variable: Kinerja (Y)

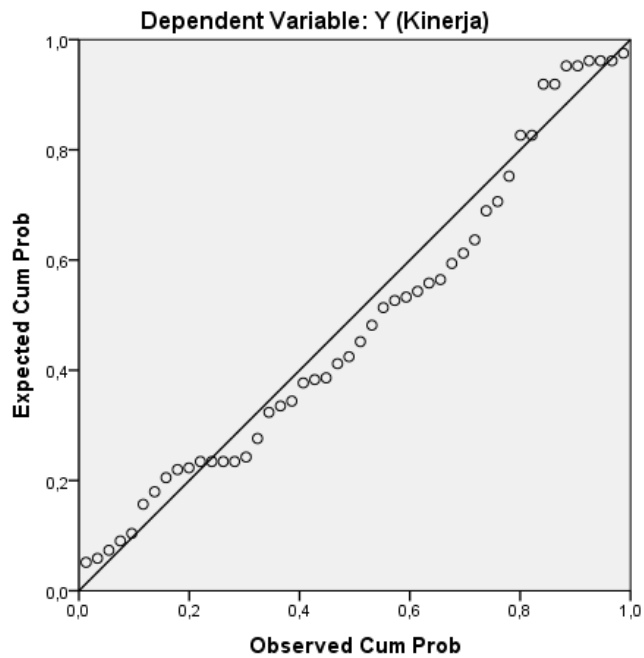


**LAMPIRAN 6:**  
**Uji Asumsi Klasik**

**Uji Normalitas**



**Normal P-P Plot of Regression Standardized Residual**



## Uji Multikolinieritas

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1,788	1,957		,914	,366
	X1 (OCB)	,249	,120	,254	2,074	,044
	X2 (Kepemimpinan)	,428	,117	,421	3,656	,001
	X3 (Lingkungan Kerja)	,346	,157	,266	2,207	,033

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

Model	Collinearity Statistics		
	Tolerance	VIF	
1	(Constant)		
	X1 (OCB)	,826	1,211
	X2 (Kepemimpinan)	,935	1,069
	X3 (Lingkungan Kerja)	,852	1,174

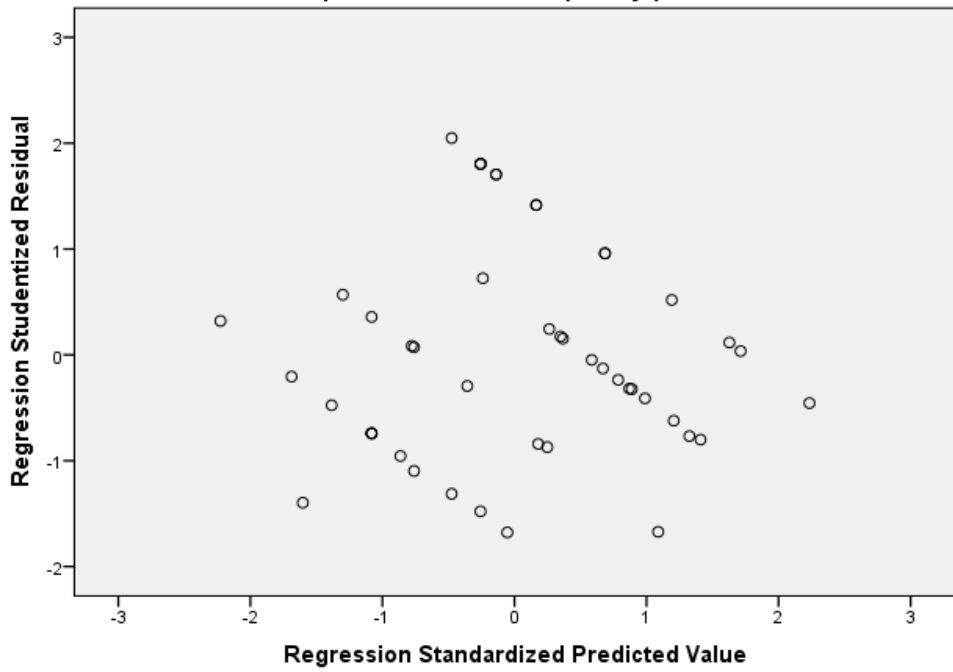
a. Dependent Variable: Y (Kinerja)

### Uji Heteroskedastisitas



### Scatterplot

Dependent Variable: Y (Kinerja)





**LAMPIRAN 7:**  
**Distribusi Nilai  $R_{tabel}$**   
**dan**  
**Distribusi Nilai  $T_{tabel}$**

**DOKUMENTASI**

