

LAMPIRAN



LAMPIRAN 1: PENGANTAR KUESIONER



KUESIONER PENELITIAN KONTRIBUSI KOMPENSASI, KOMPETENSI, LINGKUNGAN KERJA FISIK DAN LINGKUNGAN NON FISIK TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR PEGAWAI UPT PUSKESMAS II JEMBRANA BALI

Kepada:

Yth. Bapak/Ibu/Sdr Responden

Di tempat

Dengan hormat,

Kuesioner ini ditujukan untuk responden guna memperoleh data yang akan dipergunakan untuk penulisan tugas akhir (skripsi) sebagai salah satu syarat untuk memperoleh gelar sarjana. Adapun judul skripsi yang saya buat yaitu **“Kontribusi Kompensasi, Kompetensi, Lingkungan Kerja Fisik dan Lingkungan Non Fisik Terhadap Organizational Citizenship Behavior Pegawai UPT Puskesmas II Jembrana Bali”**. Dengan segenap kerendahan hati, saya memohon kesediaan Bapak/Ibu untuk bersedia meluangkan waktu mengisi kuesioner ini dengan jujur dan apa adanya.

Informasi yang Bapak/Ibu berikan hanya digunakan untuk kepentingan terbatas, dalam artian hanya diperlukan untuk penelitian ini saja. Peneliti menjamin rahasia pribadi juga jawaban Bapak/Ibu dalam memberikan kebenaran data pada peneliti.

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

Hormat saya,

Ayul Fariqoini
NIM 14.10.411.392

LAMPIRAN 2: PETUNJUK PENGISIAN KUESIONER PENELITIAN

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

1. Bila pendapat anda sangat setuju (SS)
2. Bila pendapat anda setuju (S)
3. Bila Kurang Setuju (KS)
4. Bila tidak setuju (TS)
5. Bila sangat tidak setuju (STS)

Identitas responden

1. Usia :
2. Jenis Kelamin :
3. Pendidikan Terakhir :
4. Lama Bekerja :



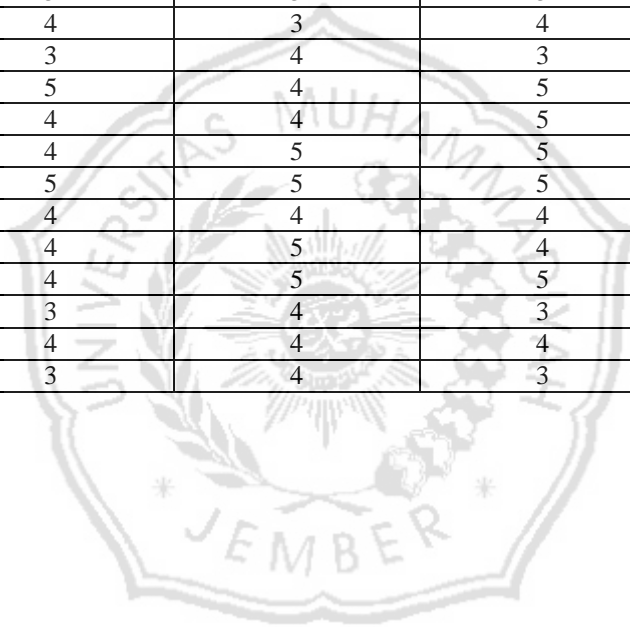
LAMPIRAN 3: KUESIONER PENELITIAN

No	Pernyataan	Pilihan Jawaban				
	Kompensasi (X ₁)	STS	TS	KS	S	SS
1	UPT Puskesmas II Jembrana Bali memiliki struktur pembayaran kompensasi yang jelas					
2	Anda sudah menerima kompensasi sesuai dengan bagian kerja yang dibebankan					
3	Anda selalu menerima kompensasi tepat waktu					
	Kompetensi (X₂)					
1	Anda mempunyai kemampuan untuk mengerjakan pekerjaan					
2	Anda bekerja dengan sungguh-sungguh di setiap tugas yang diberikan					
3	Anda mengambil keputusan yang benar ketika menghadapi kesulitan dalam pekerjaan					
4	Anda memandang kerja sama penting dalam bekerja					
5	Anda dapat cepat beradaptasi ketika pindah ruangan kerja					
	Lingkungan Kerja Fisik (X₃)					
1	Anda dapat bernafas dengan lancar karena saluran udara di tempat kerja baik					
2	Anda membutuhkan penerangan yang baik ketika bekerja agar hasil kerja baik pula					
3	Anda bekerja dengan tenang karena tempat kerja jauh dari kebisingan lalu lintas					
4	Anda tenang karena keamanan kendaraan di tempat kerja sudah terjamin					
5	Anda mudah untuk memarkir kendaraan karena lahan parkir untuk guru luas					
	Lingkungan Kerja Non Fisik (X₄)					
1	Pegawai mendapatkan pembagian kerja jelas dan terstruktur					
2	Pemimpin selalu memperhatikan hasil pekerjaan pegawai					
3	Anda bekerja sebagai tim dalam menyelesaikan pekerjaan					
4	Anda selalu menjalin komunikasi dengan baik antar rekan kerja					
	Organizational Citizenship Behavior (Y)					
1	Anda pernah membantu rekan kerja untuk menyelesaikan pekerjaannya					
2	Anda menyelesaikan pekerjaan tepat waktu					
3	Rekan kerja selalu mensupport anda dalam bekerja					
4	Anda saling membantu dalam kesuksesan tugas					
5	Anda pulang sesuai dengan shift kerja					

LAMPIRAN 4:**Rekapitulasi Jawaban Responden**

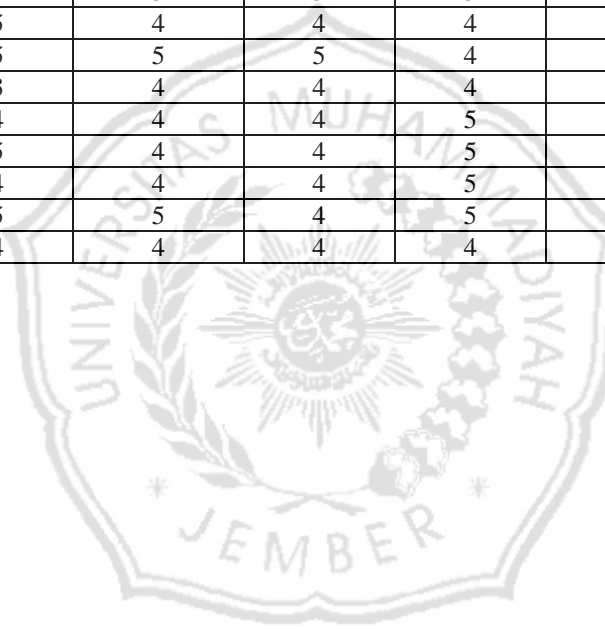
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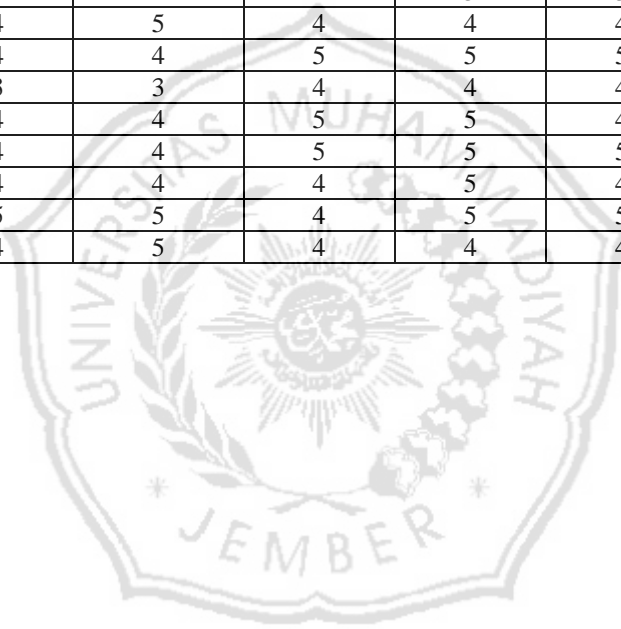
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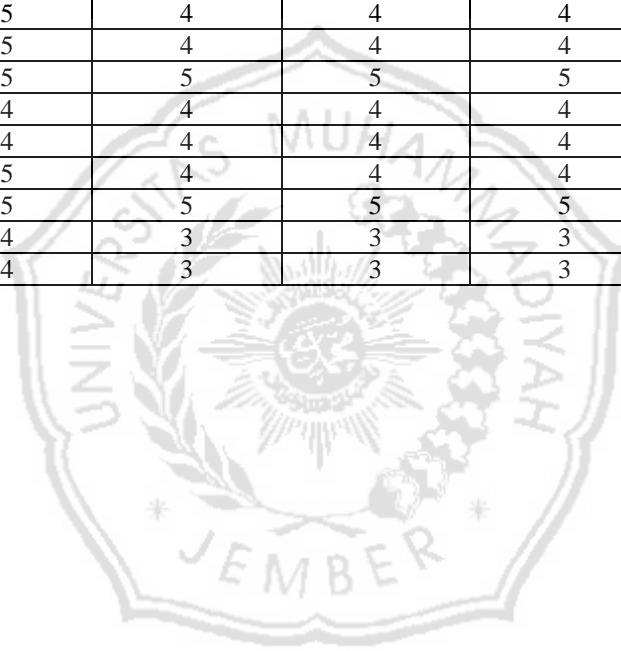
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No	Y.1	Y.2	Y.3	Y.4	Y.5	Y
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Sumber; Data primer yang diolah 2018



LAMPIRAN 5:

Frekuensi Pernyataan Responden

Kompensasi (X1)

FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 /ORDER=ANALYSIS.

Frekuensi

Notes	
Output Created	08-JUL-2018 01:11:48
Comments	
Input	Data Active Dataset Filter Weight Split File N of Rows in Working Data File
Missing Value Handling	G:\Skrepsi\Untitled3.sav DataSet1 <none> <none> <none> 75 User-defined missing values are treated as missing.
Syntax	Cases Used FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 /ORDER=ANALYSIS.
Resources	Processor Time 00:00:00.00 Elapsed Time 00:00:00.02

[DataSet1] G:\Skrepsi\Untitled3.sav

Statistics

		X1.1	X1.2	X1.3
N	Valid	75	75	75
	Missing	0	0	0

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	6.7	6.7	6.7
	4	49	65.3	65.3	72.0
	5	21	28.0	28.0	100.0
	Total	75	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	8.0	8.0	8.0
Valid 4	41	54.7	54.7	62.7
Valid 5	28	37.3	37.3	100.0
Total	75	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	8.0	8.0	8.0
Valid 4	44	58.7	58.7	66.7
Valid 5	25	33.3	33.3	100.0
Total	75	100.0	100.0	

Kompetensi (X2)

FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5
/ORDER=ANALYSIS.

Frequencies**Notes**

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	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 /ORDER=ANALYSIS.
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[DataSet1] G:\Skripsi\Untitled3.sav

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5
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	Missing	0	0	0	0	0

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	6	8.0	8.0	9.3
	4	30	40.0	40.0	49.3
	5	38	50.7	50.7	100.0
	Total	75	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	5.3	5.3	5.3
	4	45	60.0	60.0	65.3
	5	26	34.7	34.7	100.0
	Total	75	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.3	9.3	9.3
	4	45	60.0	60.0	69.3
	5	23	30.7	30.7	100.0
	Total	75	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	10	13.3	13.3	13.3
Valid 4	33	44.0	44.0	57.3
5	32	42.7	42.7	100.0
Total	75	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	5.3	5.3	5.3
Valid 4	45	60.0	60.0	65.3
5	26	34.7	34.7	100.0
Total	75	100.0	100.0	

Lingkungan Kerja Fisik (X3)

FREQUENCIES VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5
/ORDER=ANALYSIS.

Frequencies**Notes**

Output Created		08-JUL-2018 01:16:46
Comments		
Data		G:\Skripsi\Untitled3.sav
Active Dataset		DataSet1
Filter		<none>
Input		
Weight		<none>
Split File		<none>
N of Rows in Working Data		75
File		
Definition of Missing		User-defined missing values are treated as missing.
Missing Value Handling		Statistics are based on all cases with valid data.
Cases Used		FREQUENCIES
Syntax		VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.00

Elapsed Time

00:00:00.01

[DataSet1] G:\Skrepsi\Untitled3.sav

Statistics

		X3.1	X3.2	X3.3	X3.4	X3.5
N	Valid	75	75	75	75	75
	Missing	0	0	0	0	0

Frequency Table**X3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	17.3	17.3	17.3
	4	43	57.3	57.3	74.7
	5	19	25.3	25.3	100.0
	Total	75	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	14.7	14.7	14.7
	4	40	53.3	53.3	68.0
	5	24	32.0	32.0	100.0
	Total	75	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	4	5.3	5.3	6.7
	4	53	70.7	70.7	77.3
	5	17	22.7	22.7	100.0
	Total	75	100.0	100.0	

X3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	9.3	9.3	9.3
Valid 4	46	61.3	61.3	70.7
5	22	29.3	29.3	100.0
Total	75	100.0	100.0	

X3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	10.7	10.7	10.7
Valid 4	42	56.0	56.0	66.7
5	25	33.3	33.3	100.0
Total	75	100.0	100.0	

Lingkungan Kerja Non Fisik (X4)

FREQUENCIES VARIABLES=X4.1 X4.2 X4.3 X4.4 X4
/ORDER=ANALYSIS.

Frequencies**Notes**

Output Created		08-JUL-2018 01:18:12
Comments		
Data		G:\Skripsi\Untitled3.sav
Active Dataset		DataSet1
Filter		<none>
Weight		<none>
Split File		<none>
N of Rows in Working Data File		75
Definition of Missing		User-defined missing values are treated as missing.
Missing Value Handling		Statistics are based on all cases with valid data.
Cases Used		FREQUENCIES VARIABLES=X4.1 X4.2 X4.3 X4.4 X4 /ORDER=ANALYSIS.
Syntax		
Processor Time		00:00:00.03
Resources		Elapsed Time 00:00:00.02

[DataSet1] G:\Skripsi\Untitled3.sav

Statistics

		X4.1	X4.2	X4.3	X4.4	X4
N	Valid	75	75	75	75	75
	Missing	0	0	0	0	0

Frequency Table

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.3	1.3	1.3
	4	45	60.0	60.0	61.3
	5	29	38.7	38.7	100.0
	Total	75	100.0	100.0	

X4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	9.3	9.3	9.3
	4	53	70.7	70.7	80.0
	5	15	20.0	20.0	100.0
	Total	75	100.0	100.0	

X4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	12.0	12.0	12.0
	4	47	62.7	62.7	74.7
	5	19	25.3	25.3	100.0
	Total	75	100.0	100.0	

X4.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	19	25.3	25.3	25.3
4	39	52.0	52.0	77.3
5	17	22.7	22.7	100.0
Total	75	100.0	100.0	

Organizational Citizenship Behavior(Y)

FREQUENCIES VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5/ORDER=ANALYSIS.

Frequencie

Notes

Output Created	08-JUL-2018 01:20:40
Comments	
Input	Data G:\Skrepsi\Untitled3.sav Active Dataset DataSet1 Filter <none> Weight <none> Split File <none> N of Rows in Working Data 75 File Definition of Missing Missing Value Handling Cases Used User-defined missing values are treated as missing. Statistics are based on all cases with valid data. FREQUENCIES VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 /ORDER=ANALYSIS.
Syntax	
Resources	Processor Time 00:00:00.00 Elapsed Time 00:00:00.01

[DataSet1] G:\Skrepsi\Untitled3.sa

Statistics

	Y.1	Y.2	Y.3	Y.4	Y.5
N Valid	75	75	75	75	75
Missing	0	0	0	0	0

Frequency Tabl

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	14.7	14.7	14.7
Valid 4	38	50.7	50.7	65.3
Valid 5	26	34.7	34.7	100.0
Total	75	100.0	100.0	

Y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	9.3	9.3	9.3
Valid 4	49	65.3	65.3	74.7
Valid 5	19	25.3	25.3	100.0
Total	75	100.0	100.0	

Y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.3	1.3	1.3
Valid 3	7	9.3	9.3	10.7
Valid 4	51	68.0	68.0	78.7
Valid 5	16	21.3	21.3	100.0
Total	75	100.0	100.0	

Y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.3	1.3	1.3
Valid 3	8	10.7	10.7	12.0
Valid 4	43	57.3	57.3	69.3
Valid 5	23	30.7	30.7	100.0
Total	75	100.0	100.0	

Y.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	14	18.7	18.7	18.7
4	32	42.7	42.7	61.3
5	29	38.7	38.7	100.0
Total	75	100.0	100.0	



LAMPIRAN 6:

Hasil Uji Validitas

Kompensasi (X1)

```

CORRELATIONS
  /VARIABLES=X1.1 X1.2 X1.3 X1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
    
```

Correlations

Notes	
Output Created	08-JUL-2018 01:23:32
Comments	
Input	Data Active Dataset Filter Weight Split File N of Rows in Working Data File 75
Missing Value Handling	Definition of Missing Cases Used User-defined missing values are treated as missing. Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time 00:00:00.00 Elapsed Time 00:00:00.02

[DataSet1] G:\Skrepsi\Untitled3.sav

Correlations

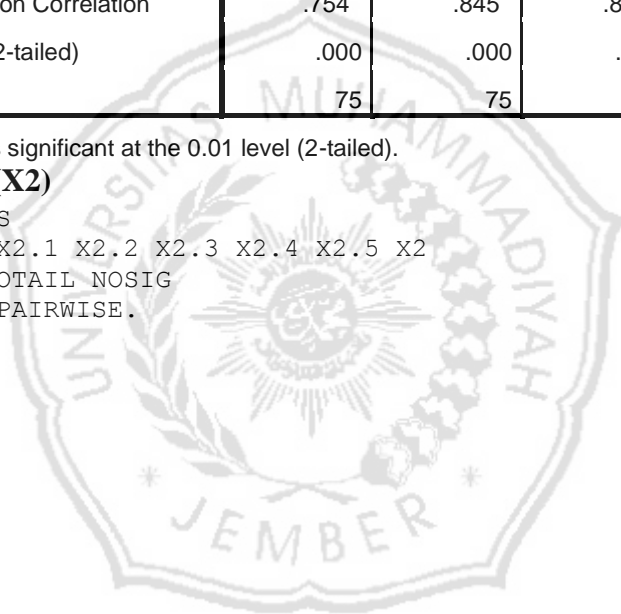
		X1.1	X1.2	X1.3	X1
X1.1	Pearson Correlation	1	.453**	.409**	.754**
	Sig. (2-tailed)		.000	.000	.000
	N	75	75	75	75
X1.2	Pearson Correlation	.453**	1	.574**	.845**
	Sig. (2-tailed)	.000		.000	.000
	N	75	75	75	75
X1.3	Pearson Correlation	.409**	.574**	1	.824**
	Sig. (2-tailed)	.000	.000		.000
	N	75	75	75	75
X1	Pearson Correlation	.754**	.845**	.824**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	75	75	75	75

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

Kompetensi (X2)

```

CORRELATIONS
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```



Correlations

Notes

Output Created		08-JUL-2018 01:25:06
Comments		
Input	Data	G:\Skrepsi\Untitled3.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	75
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.02

[DataSet1] G:\Skrepsi\Untitled3.sav

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1 Pearson Correlation	1	.522**	.375**	.341**	.179	.690**
X2.1 Sig. (2-tailed)		.000	.001	.003	.125	.000
X2.1 N	75	75	75	75	75	75
X2.2 Pearson Correlation	.522**	1	.572**	.434**	.320**	.779**
X2.2 Sig. (2-tailed)	.000		.000	.000	.005	.000
X2.2 N	75	75	75	75	75	75
X2.3 Pearson Correlation	.375**	.572**	1	.530**	.172	.732**
X2.3 Sig. (2-tailed)	.001	.000		.000	.140	.000
X2.3 N	75	75	75	75	75	75
X2.4 Pearson Correlation	.341**	.434**	.530**	1	.537**	.798**
X2.4 Sig. (2-tailed)	.003	.000	.000		.000	.000
X2.4 N	75	75	75	75	75	75
X2.5 Pearson Correlation	.179	.320**	.172	.537**	1	.598**
X2.5 Sig. (2-tailed)	.125	.005	.140	.000		.000
X2.5 N	75	75	75	75	75	75
X2 Pearson Correlation	.690**	.779**	.732**	.798**	.598**	1
X2 Sig. (2-tailed)	.000	.000	.000	.000	.000	
X2 N	75	75	75	75	75	75

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

Lingkungan Kerja Fisik (X3)

```

CORRELATIONS
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations

Notes

Output Created		08-JUL-2018 01:26:31
Comments		
Input	Data	G:\Skrepsi\Untitled3.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	75
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.02

Correlations

	X3.1	X3.2	X3.3	X3.4	X3.5	X3
X3.1 Pearson Correlation	1	.621**	.336**	.307**	.219	.734**
X3.1 Sig. (2-tailed)		.000	.003	.007	.059	.000
X3.1 N	75	75	75	75	75	75
X3.2 Pearson Correlation	.621**	1	.365**	.219	.228*	.722**
X3.2 Sig. (2-tailed)	.000		.001	.059	.049	.000
X3.2 N	75	75	75	75	75	75
X3.3 Pearson Correlation	.336**	.365**	1	.357**	.364**	.682**
X3.3 Sig. (2-tailed)	.003	.001		.002	.001	.000
X3.3 N	75	75	75	75	75	75
X3.4 Pearson Correlation	.307**	.219	.357**	1	.458**	.665**
X3.4 Sig. (2-tailed)	.007	.059	.002		.000	.000
X3.4 N	75	75	75	75	75	75
X3.5 Pearson Correlation	.219	.228*	.364**	.458**	1	.652**
X3.5 Sig. (2-tailed)	.059	.049	.001	.000		.000
X3.5 N	75	75	75	75	75	75
X3 Pearson Correlation	.734**	.722**	.682**	.665**	.652**	1
X3 Sig. (2-tailed)	.000	.000	.000	.000	.000	
X3 N	75	75	75	75	75	75

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

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

[DataSet1] G:\Skrepsi\Untitled3.sav

LingkunganKerja Non Fisik (X4)

```

CORRELATIONS
  /VARIABLES=X4.1 X4.2 X4.3 X4.4 X4
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE
    
```

Correlations

		Notes
Output Created		08-JUL-2018 01:27:26
Comments		
Input	Data	G:\Skrepsi\Untitled3.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	75
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X4.1 X4.2 X4.3 X4.4 X4 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.14
	Elapsed Time	00:00:00.22

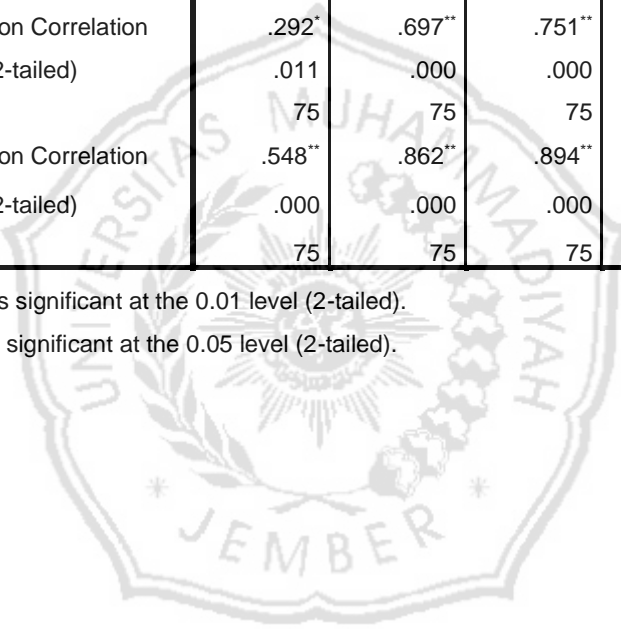
[DataSet1] G:\Skrepsi\Untitled3.sav

Correlations

	X4.1	X4.2	X4.3	X4.4	X4
X4.1 Pearson Correlation	1	.296**	.318**	.292*	.548**
X4.1 Sig. (2-tailed)		.010	.005	.011	.000
X4.1 N	75	75	75	75	75
X4.2 Pearson Correlation	.296**	1	.755**	.697**	.862**
X4.2 Sig. (2-tailed)	.010		.000	.000	.000
X4.2 N	75	75	75	75	75
X4.3 Pearson Correlation	.318**	.755**	1	.751**	.894**
X4.3 Sig. (2-tailed)	.005	.000		.000	.000
X4.3 N	75	75	75	75	75
X4.4 Pearson Correlation	.292*	.697**	.751**	1	.876**
X4.4 Sig. (2-tailed)	.011	.000	.000		.000
X4.4 N	75	75	75	75	75
X4 Pearson Correlation	.548**	.862**	.894**	.876**	1
X4 Sig. (2-tailed)	.000	.000	.000	.000	
X4 N	75	75	75	75	75

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

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



Organizational Citizenship Behavior(Y)

CORRELATIONS/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

Notes

Output Created		08-JUL-2018 01:28:13
Comments		
Input	Data	G:\Skrepsi\Untitled3.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	75
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.07

[DataSet1] G:\Skrepsi\Untitled3.sav

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y
Y.1	Pearson Correlation	1	.615**	.454**	.342**	.325**	.798**
	Sig. (2-tailed)		.000	.000	.003	.004	.000
	N	75	75	75	75	75	75
Y.2	Pearson Correlation	.615**	1	.313**	.246*	.213	.675**
	Sig. (2-tailed)	.000		.006	.033	.067	.000
	N	75	75	75	75	75	75
Y.3	Pearson Correlation	.454**	.313**	1	.163	.203	.606**
	Sig. (2-tailed)	.000	.006		.162	.080	.000
	N	75	75	75	75	75	75
Y.4	Pearson Correlation	.342**	.246*	.163	1	.426**	.654**
	Sig. (2-tailed)	.003	.033	.162		.000	.000
	N	75	75	75	75	75	75
Y.5	Pearson Correlation	.325**	.213	.203	.426**	1	.669**
	Sig. (2-tailed)	.004	.067	.080	.000		.000
	N	75	75	75	75	75	75
Y	Pearson Correlation	.798**	.675**	.606**	.654**	.669**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75

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

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

LAMPIRAN 7:

Hasil Uji Reliabilitas

Kompensasi (X1)

```
RELIABILITY
/VARIABLES=X1.1 X1.2 X1.3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Reliability

		Notes
Output Created		08-JUL-2018 01:30:28
Comments		
Input	Data	G:\Skrepsi\Untitled3.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	75
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

[DataSet1] G:\Skrepsi\Untitled3.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.735	3

Kompetensi (X2)

```
RELIABILITY  
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5  
  /SCALE('ALL VARIABLES') ALL  
  /MODEL=ALPHA.
```

Reliability

Notes

Output Created	08-JUL-2018 01:30:47
Comments	
Input	Data G:\Skrepsi\Untitled3.sav Active Dataset DataSet1 Filter <none> Weight <none> Split File <none> N of Rows in Working Data File 75 Matrix Input
Missing Value Handling	Definition of Missing User-defined missing values are treated as missing. Cases Used Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time 00:00:00.03 Elapsed Time 00:00:00.03

[DataSet1] G:\Skrepsi\Untitled3.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.766	5

Lingkungan Kerja Fisik (X3)

```
RELIABILITY  
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA.
```



Reliability

Notes

Output Created		08-JUL-2018 01:31:36
Comments		
Input	Data	G:\Skrepsi\Untitled3.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	75
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY
		/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5
		/SCALE('ALL VARIABLES')
		ALL
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

[DataSet1] G:\Skrepsi\Untitled3.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.726	5

Lingkungan Kerja Non Fisik (X4)

```

RELIABILITY
/VARIABLES=X4.1 X4.2 X4.3 X4.4
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

Reliability

Notes

Output Created		08-JUL-2018 01:32:44
Comments		
Input	Data	G:\Skrepsi\Untitled3.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	75
	File	
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY	
	/VARIABLES=X4.1 X4.2 X4.3 X4.4	
	/SCALE('ALL VARIABLES')	
	ALL	
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

[DataSet1] G:\Skrepsi\Untitled3.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.816	4

Organizational Citizenship Behavior(Y)

RELIABILITY

/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

Reliability

Notes

Output Created		08-JUL-2018 01:33:02
Comments		
Input	Data	G:\Skrepsi\Untitled3.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	75
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

[DataSet1] G:\Skrepsi\Untitled3.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded ^a	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.708	5



LAMPIRAN 8:

Hasil Uji Regresi, Uji Asumsi Klasik Dan Uji Hipotesis

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3 X4
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) .
    
```

Regression

Notes	
Output Created	08-JUL-2018 01:35:06
Comments	
Input	Data G:\Skrepsi\Untitled3.sav Active Dataset DataSet1 Filter <none> Weight <none> Split File <none> N of Rows in Working Data File 75 Definition of Missing User-defined missing values are treated as missing.
Missing Value Handling	Statistics are based on cases with no missing values for any variable used. REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 X4 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
Syntax	

Resources	Processor Time	00:00:00.50
	Elapsed Time	00:00:00.53
	Memory Required	2764 bytes
	Additional Memory Required	888 bytes
	for Residual Plots	

[DataSet1] G:\Skrepsi\Untitled3.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X4, X2, X1, X3 ^b		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.818 ^a	.669	.650	1.310

a. Predictors: (Constant), X4, X2, X1, X3

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
		1	(Constant)	-2.037				
	X1	.275	.114	.177	2.419	.018	.886	1.128
	X2	.413	.120	.420	3.426	.001	.316	3.168
	X3	.364	.127	.353	2.872	.005	.314	3.189
	X4	.175	.082	.151	2.120	.038	.939	1.065

a. Dependent Variable: Y

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	242.586	4	60.647	35.330	.000 ^b
	Residual	120.160	70	1.717		
	Total	362.747	74			

- a. Dependent Variable: Y
 b. Predictors: (Constant), X4, X2, X1, X3

Coefficient Correlations^a

Model		X4	X2	X1	X3	
1	Correlations	X4	1.000	-.080	-.213	.143
		X2	-.080	1.000	-.085	-.812
		X1	-.213	-.085	1.000	-.087
		X3	.143	-.812	-.087	1.000
	Covariances	X4	.007	-.001	-.002	.001
		X2	-.001	.015	-.001	-.012
		X1	-.002	-.001	.013	-.001
		X3	.001	-.012	-.001	.016

- a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	X1	X2	X3	X4
1	1	4.969	1.000	.00	.00	.00	.00	.00
	2	.016	17.601	.00	.01	.04	.05	.39
	3	.009	23.632	.00	.91	.02	.01	.22
	4	.004	36.302	.96	.08	.07	.01	.35
	5	.002	52.413	.04	.00	.86	.93	.03

- a. Dependent Variable: Y

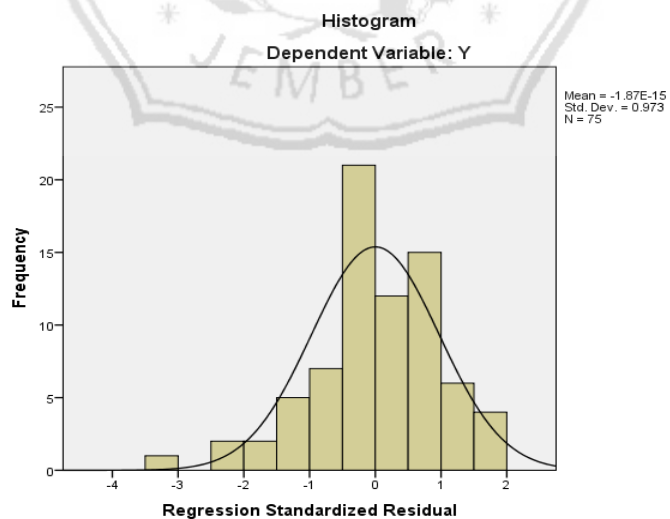
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	15.76	23.86	20.83	1.811	75
Std. Predicted Value	-2.800	1.675	.000	1.000	75
Standard Error of Predicted Value	.161	.521	.323	.100	75
Adjusted Predicted Value	15.71	24.13	20.83	1.812	75
Residual	-4.296	2.269	.000	1.274	75

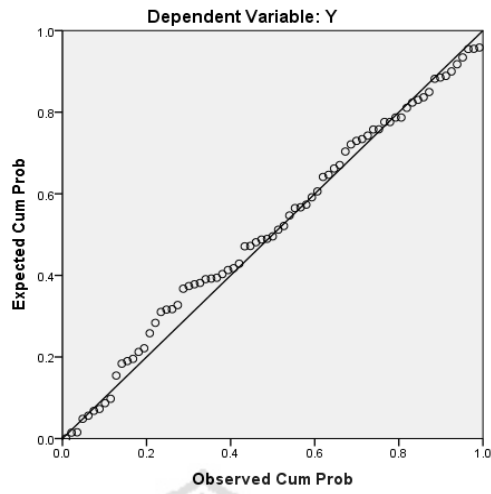
Std. Residual	-3.279	1.732	.000	.973	75
Stud. Residual	-3.454	1.789	.000	1.010	75
Deleted Residual	-4.767	2.421	-.001	1.375	75
Stud. Deleted Residual	-3.765	1.818	-.006	1.034	75
Mahal. Distance	.126	10.729	3.947	2.935	75
Cook's Distance	.000	.262	.016	.036	75
Centered Leverage Value	.002	.145	.053	.040	75

a. Dependent Variable: Y

Charts

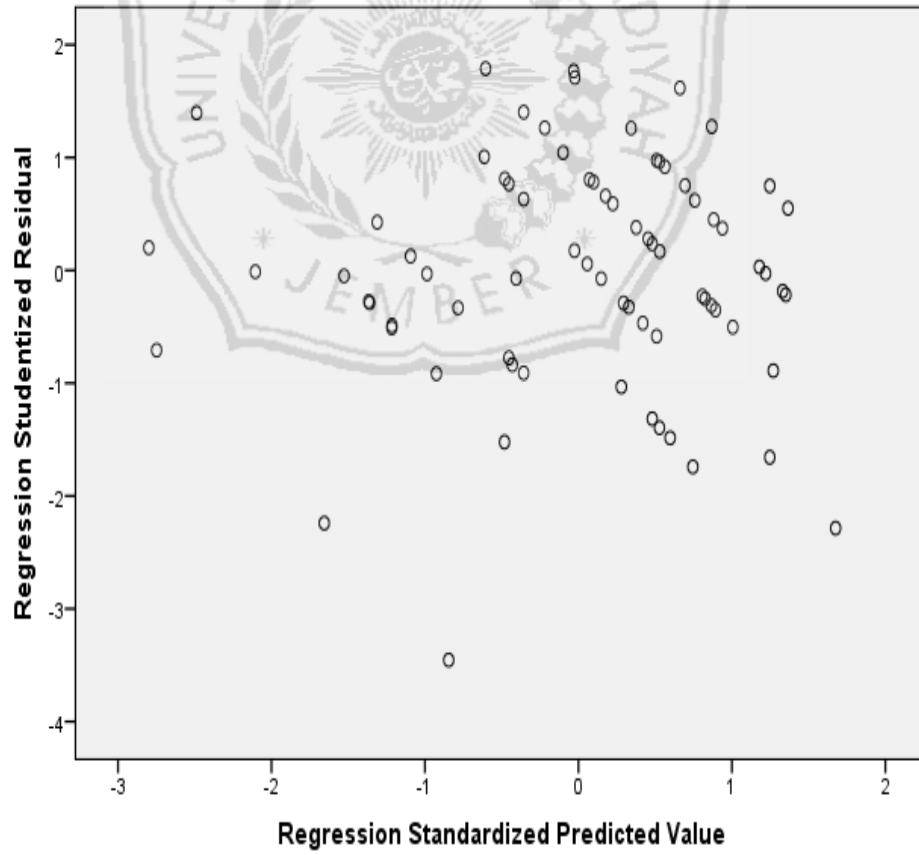


Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Y



Lampiran 9:

Tabel r product moment, tabel distribusi F, dan tabel distribusi t tabel

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 2018

Tabel Distribusi F										
	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 2018



Tabel Distribusi t

Df	0,1	0,05	0,025
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
85	1.2916	1.6630	1.9883
86	1.2915	1.6628	1.9879
87	1.2914	1.6626	1.9876
88	1.2912	1.6624	1.9873
89	1.2911	1.6622	1.987
90	1.291	1.662	1.9867
91	1.2909	1.6618	1.9864
92	1.2908	1.6616	1.9861
93	1.2907	1.6614	1.9858

94	1.2906	1.6612	1.9855
95	1.2905	1.6611	1.9853
96	1.2904	1.6609	1.985
97	1.2903	1.6607	1.9847
98	1.2902	1.6606	1.9845
99	1.2902	1.6604	1.9842
100	1.2901	1.6602	1.984

Sumber: Data primer yang diolah 2018



LAMPIRAN 10:

Dokumentasi Penelitian



LAMPIRAN 11:

Surat Pernyataan Penelitian





PEMERINTAH KABUPATEN JEMBRANA
DINAS KESEHATAN
UPT PUSKESMAS II JEMBRANA
Desa Yeh Kuning, Kecamatan Jembrana

Email: jembrana2@gmail.com Telp (0365)4501175 / 081237888674



Yehkuning, 5 Juli 2018

Nomor : 800/742/ Pusk II Jbr/ 2018

Kepada

Lampiran : 1 (Satu)

YTH. Universitas Muhammadiyah Jember

Perihal : Penelitian

Fakultas Ekonomi

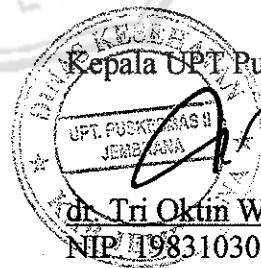
Di -

Tempat

Menindaklanjuti Surat dari Kantor Kesatuan Bangsa dan Politik Nomor: 070/53/Kesbangpol/2018 Kabupaten Jembrana, perihal ijin penelitian, maka kami dari UPT Puskesmas II Jembrana menerangkan memang benar telah melakukan penelitian selama 1 (satu) Bulan (02 Juli 2018 s/d 02 Agustus 2018) atas nama Ayul Fariqoini dengan judul Kontribusi kompensasi, kompetensi, Lingkungan Kerja Fisik dan Non Fisik Terhadap Organizational Citizenship Behavior di UPT Puskesmas II Jembrana.

Demikian Surat ini kami buat untuk dapat di gunakan sebagaimana mestinya dan akhir kata kami ucapkan terima kasih.

Kepala UPT Puskesmas II Jembrana



dr. Tri Oktin Windha Daniaty

NIP. 19831030 200902 2 009

Tembusan :

1. Arsip.



PEMERINTAH KABUPATEN JEMBRANA

DINAS KESEHATAN

Alamat : Jln. Surapati No. 1 Lantai III, Telp. (0365) 41210 Ext. 3330



Negara, 3 Juli 2018

Nomor : 400/ 1151 / Diskes/ 2018
Lampiran : 1 (satu) lbr
Prihal : Permohonan Ijin Penelitian

Kepada
Yth. Bapak Bupati Jembrana
Cq. Kepala Kantor Kesatuan Bangsa dan
Politik Kab. Jembrana
di

Tempat

Menindak lanjuti Surat dari Fakultas Ekonomi Universitas Muhammadiyah Jember, Nomor : 1.418/II.3.AU/FE/F/2018, tertanggal 26 Juni 2018, perihal Permohonan Ijin Penelitian atas nama :

Nama : Ayul Fariqoini
NIM : 14 1041 1392
Program Studi : Manajemen
Judul Penelitian : Kontribusi Kompensasi, Kompetensi, Lingkungan Kerja Fisik Terhadap Organizational Citizenship Behavior Pegawai UPT Puskesmas II Jembrana Bali.

Setelah mempelajari rencana kegiatan yang diajukan, pada prinsipnya kami dapat memberikan rekomendasi untuk melakukan penelitian di Puskesmas II Jembrana Kabupaten Jembrana Tahun 2018. Sehubungan dengan hal tersebut, kami mohon diberikan ijin penelitian sesuai permohonan (terlampir).

Kepala Dinas Kesehatan Kab. Jembrana.



dr. Putu Suasta, M.Kes
Pembina Utama Muda
NIP. 19600429 198703 1 010

TEMBUSAN disampaikan kepada Yth. :

1. Dekan Fakultas Ekonomi Universitas Muhammadiyah Jember
2. Arsip.



PEMERINTAH KABUPATEN JEMBRANA

KANTOR KESATUAN BANGSA DAN POLITIK

Jalan Merak Lingkungan Civic Centre Telp. (0365) 4545077 – Negara.

K e p a d a

Nomor : 070 / 53 / Kesbangpol/2018.
Lampiran : -
Perihal : Ijin Penelitian

Yth. Kepala UPT Puskesmas II Jembrana
di -

T e m p a t

1. Dasar :

- a. Peraturan Menteri Dalam Negeri Republik Indonesia Nomor 7 Tahun 2014 tentang Perubahan Atas Peraturan Menteri Dalam Negeri Republik Indonesia Nomor 64 Tahun 2011 tentang Pedoman Penerbitan Rekomendasi Penelitian.
- b. Peraturan Gubernur Nomor 32 Tahun 2017 Tanggal 25 April 2017 tentang Penyelenggaraan Pelayanan Terpadu Satu Pintu dan Peraturan Gubernur Bali Nomor 36 Tahun 2017 26 April 2017 tentang Tata Cara/Prosedur Penerbitan Perizinan dan Non Perizinan Pada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu.
- c. Surat Permohonan dari Dinas Kesehatan Kabupaten Jembrana Nomor : 400/1151/Diskes/2018, tanggal 03 Juli 2018, perihal Permohonan izin penelitian.
- d. Surat Rekomendasi dari Badan Penanaman Modal dan Perijinan Provinsi Bali Nomor : 070/03072/DPMPSTP-B/2018, Tanggal 12 Juni 2018 Perihal : Rekomendasi

2. Setelah mempelajari dan meneliti rencana kegiatan yang diajukan, maka dapat diberikan rekomendasi/ijin kepada :

Nama : AYUL FARIQOINI
Pekerjaan : Mahasiswa
Alamat : AirKuning Kecamatan Jembrana Bali
Judul /Bidang : Kontribusi Kompensasi, Kompetensi, Lingkungan Kerja Fisik dan Non Pisik Terhadap Oerganizational Citizensip Behavior Pegawai UPT Puskesmas II Jembrana Bali
lokasi : Puskesmas II Jembrana, Kecamatan Jembrana Kabupaten Jembrana
Jumlah Peserta : 1 Orang.
Lamanya : 1 (satu) Bulan (02 Juli 2018 s/d 02 Agustus 2018).

3. Dalam melakukan kegiatan agar yang bersangkutan mematuhi ketentuan sebagai berikut :

- a. Sebelum melakukan kegiatan agar melaporkan kedatangannya kepada Dinas / Badan / Kantor / Bagian di Lingkungan Pemkab. Jembrana atau pejabat yang ditunjuk.
- b. Tidak dibenarkan melakukan kegiatan yang tidak ada kaitannya dengan bidang/judul dimaksud, apabila melanggar ketentuan akan dicabut Rekomendasi/Ijin dan menghentikan segala kegiatannya.
- c. Mentaati sesuai ketentuan Perundang – undangan yang berlaku serta mengindahkan adat istiadat setempat.
- d. Apabila masa berlaku Rekomendasi/Ijin ini telah berakhir, sedangkan kegiatan pelaksanaan belum selesai , maka perpanjangan Rekomendasi / Ijin agar diajukan kepada Instansi pemohon.
- e. Menyerahkan 2 (dua) buah hasil kegiatan kepada Pemda Jembrana, melalui Ketua Bappeda Kabupaten Jembrana 1 (satu) buah dan Kepala Kantor Kesatuan Bangsa dan Politik Kabupaten Jembrana 1 (satu) buah.

Jembrana, 03 Juli 2018
Bupati Jembrana
Kepala Kantor Kesatuan Bangsa dan Politik
KANTOR KESATUAN
BANGSA DAN POLITIK
Gst. Pt. Ngs. Darma Putra, S.Sos.M.Si
Pembina Tk. I
NIP. 19631110190003 1 025

Tembusan disampaikan Kepada Yth.

1. Bupati Jembrana di Negara (sebagai laporan).
2. Sekretaris Daerah Kabupaten Jembrana (untuk diketahui).
3. Camat Jembrana di Jembrana (untuk diketahui)
- ④ 4. Yang bersangkutan.
5. Arsip.



PEMERINTAH PROVINSI BALI
DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU

Jalan Raya Puputan, Niti Mandala Denpasar 80235

Telp./Fax (0361) 243804/256905

website: www.dpmpptsp.baliprov.go.id e-mail: dpmpptsp@baliprov.go.id

Nomor : 070/03072/DPMPPTSP-B/2018
Lampiran : -
Perihal : Rekomendasi

Kepada
Yth: Bupati Jembrana
cq. Kepala Kantor Kesbang Pol
Kabupaten Jembrana
di -
Tempat

I. Dasar

- Peraturan Gubernur Bali Nomor 32 Tahun 2017 Tanggal 25 April 2017 Tentang Tentang Penyelenggaraan Pelayanan Terpadu Satu Pintu dan Peraturan Gubernur Bali Nomor 36 Tahun 2017 Tanggal 26 April 2017 Tentang Tata Cara/Prosedur Penerbitan Perizinan dan NonPerizinan pada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu.
- Surat Permohonan dari Dekan Fakultas Ekonomi Universitas Muhammadiyah Jember Nomor 1.382/II.3.AU/FE/F/2018, tanggal 06 Juni 2018, Perihal Permohonan Izin Penelitian.

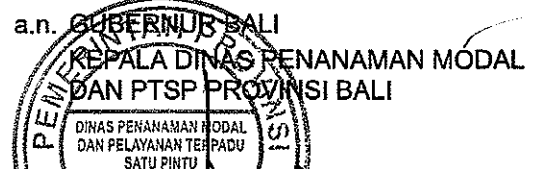
II. Setelah mempelajari dan meneliti rencana kegiatan yang diajukan, maka dapat diberikan Rekomendasi kepada:

Nama : AYUL FARIQOINI
Pekerjaan : Mahasiswa
Alamat : Airkuning,kec Jembrana BALI
Judul/bidang : Kontribusi kompensasi, Kompetensi, Lingkungan kerja fisik dan Non fisik terhadap Organizational Citizenship Behavior Pegawai UPT PUSKESMAS II JEMBRANA BALI
Lokasi Penelitian : UPT PUSKESMAS II JEMBRANA BALI
Jumlah Peserta : 1 Orang
Lama Penelitian : 1 Bulan (02 Jul 2018 s/d 02 Aug 2018)

III. Dalam melakukan kegiatan agar yang bersangkutan mematuhi ketentuan sebagai berikut:

- Sebelum melakukan kegiatan agar melaporkan kedatangannya kepada Bupati/Walikota setempat atau pejabat yang berwenang
- Tidak dibenarkan melakukan kegiatan yang tidak ada kaitannya dengan bidang/judul Penelitian. Apabila melanggar ketentuan Rekomendasi/Ijin akan dicabut dihentikan segala kegiatannya.
- Mentaati segala ketentuan perundang-undangan yang berlaku serta mengindahkan adat istiadat dan budaya setempat.
- Apabila masa berlaku Rekomendasi/Ijin ini telah berakhir, sedangkan pelaksanaan kegiatan belum selesai, maka perpanjangan Rekomendasi/Ijin agar ditujukan kepada instansi pemohon.
- Menyerahkan hasil kegiatan kepada Pemerintah Provinsi Bali, melalui Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi Bali dan Kepala Badan Kesatuan Bangsa dan Politik Provinsi Bali

Denpasar, 12 Juni 2018



IDA BAGUS MADE PARWATA, S.E., M.Si.
PEMBINA UTAMA MADYA
NIP. 19581231 198510 1 003



**IZIN INI DIKENAKAN
TARIF Rp 0,-**

Tembusan kepada Yth :

- Kepala Badan Kesbangpol Provinsi Bali
- Yang Bersangkutan