



KUESIONER PENELITIAN

Kepada Yth.

Sdr. Resonden Perawat di Rumah Sakit Tk. III Bhaladika Husada Jember

Di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul **“PENGARUH BUDAYA ORGANISASI DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) TERHADAP KINERJA PEGAWAI (STUDI PADA RUMAH SAKIT TK. III BALADHIKA HUSADA 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 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, Maret 2018

Hormat saya

Desy Khoirun Nisa

Petunjuk Pengisian :

Berilah tanda cek 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. Budaya Organisasi

P e r n y a t a a n	SS	S	CS	TS	STS
1. Saya selalu menciptakan ide-ide yang inovatif dalam pekerjaan					
2. Saya selalu memperhatikan segala ketetapan, analisis, dan memperhatikan lebih detail terhadap hal-hal di sekitar pekerjaan.					
3. Saya selalu fokus kepada hasil kerja daripada teknik dan proses yang digunakan.					
4. Saya memperhitungkan pengaruh hasil-hasil terhadap karyawan dalam organisasi.					
5. Saya memiliki kemampuan bekerjasama dalam tim.					
6. Saya sebagai anggota organisasi selalu tertantang untuk bekerja dengan kompetitif					
7. Saya sebagai anggota organisasi selalu dituntut untuk terus tumbuh dan berkembang					

B. Organizational Citizenship Behavior/OCB

P e r n y a t a a n	SS	S	CS	TS	STS
1. Saya selalu bersedia untuk membantu rekan kerja dalam menyelesaikan pekerjaannya.					
2. Saya merasa berkewajiban membantu teman kerja untuk mencegah timbulnya masalah sehubungan dengan pekerjaannya dengan cara memberi konsultasi dan informasi.					
3. Saya lebih suka memfokuskan pada sisi positif atas apa yang salah dalam pekerjaan daripada membahas siapa yang salah.					
4. Saya akan membantu mencari ide-ide baru untuk meningkatkan produktivitas dalam perusahaan.					
5. Saya bersedia dengan sungguh-sungguh mengikuti peraturan-peraturan dan prosedur dalam bekerja.					

C. Kinerja Pegawai

P e r n y a t a a n	SS	S	CS	TS	STS
1. Saya mampu menyelesaikan pekerjaan dengan baik dan teliti.					
2. Saya mampu menyelesaikan pekerjaan sesuai dengan apa yang ditentukan					
3. Saya menyelesaikan pekerjaan sesuai dengan arahan, saran, dan koreksi					
4. Saya selalu hadir dan disiplin dalam bekerja serta dapat diandalkan.					
5. Saya berusaha melakukan pencegahan pemborosan, kerusakan dan pemeliharaan peralatan.					

Lampiran 2

Rekapitulasi Data Jawaban Responden

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1
1	4	4	4	3	4	3	3	25
2	3	4	3	3	4	4	4	25
3	3	3	3	3	3	4	3	22
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11	4	4	5	5	5	4	4	31
12	2	2	3	2	2	2	2	15
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23	3	3	3	3	3	3	3	21
24	4	3	3	3	3	3	3	22
25	4	4	4	4	4	5	5	30
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27	4	4	4	3	3	3	4	25
28	4	3	4	4	4	3	3	25
29	4	4	4	3	3	3	3	24
30	4	5	3	4	3	4	3	26
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32	4	3	4	4	4	4	3	26
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35	2	3	2	3	2	3	3	18
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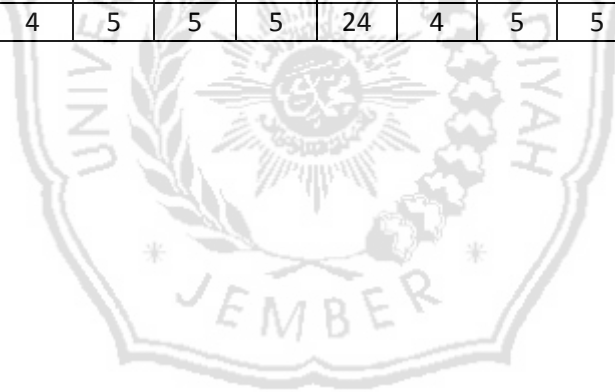
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47	2	3	3	3	3	3	3	20
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62	3	3	3	3	3	4	3	22
63	3	4	4	3	3	4	4	25
64	3	3	4	4	3	3	3	23
65	4	4	5	3	4	4	4	28
66	3	3	4	4	4	4	4	26
67	4	4	4	3	4	3	3	25
68	3	3	4	5	3	4	3	25
69	3	3	2	3	3	2	3	19
70	3	3	3	3	3	3	4	22
71	4	4	4	4	4	3	3	26
72	2	3	3	2	3	3	2	18
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77	4	3	3	3	3	3	3	22
78	4	3	5	3	3	4	4	26
79	3	2	3	3	3	3	3	20
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96	3	3	4	4	4	4	4	26
97	4	4	4	3	4	3	3	25
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No.	X2.1	X2.2	X2.3	X2.4	X2.5	X2	Y1	Y2	Y3	Y4	Y5	Y
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23	3	2	3	3	3	14	5	5	3	2	2	17
24	3	3	3	4	3	16	4	4	3	4	3	18
25	5	4	4	4	4	21	5	5	5	4	5	24
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39	4	4	4	5	4	21	5	5	5	5	4	24
40	3	3	3	3	3	15	3	4	3	3	3	16
41	4	4	3	5	4	20	3	5	4	4	4	20
42	4	3	3	4	5	19	5	3	3	4	4	19
43	4	3	3	3	4	17	5	3	3	3	3	17
44	5	5	5	4	4	23	5	5	5	5	5	25
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Lampiran 3

Hasil Uji Validitas

Correlations

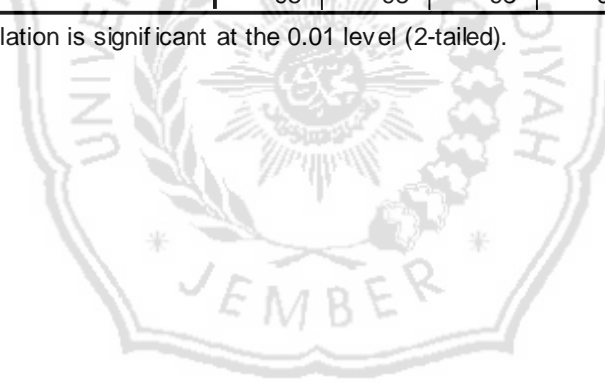
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1
X1.1	Pearson Correlation	1	.584**	.609**	.308**	.484**	.317**	.582**	.770**
	Sig. (2-tailed)		.000	.000	.002	.000	.001	.000	.000
	N	98	98	98	98	98	98	98	98
X1.2	Pearson Correlation	.584**	1	.407**	.302**	.367**	.333**	.410**	.663**
	Sig. (2-tailed)	.000		.000	.003	.000	.001	.000	.000
	N	98	98	98	98	98	98	98	98
X1.3	Pearson Correlation	.609**	.407**	1	.410**	.526**	.331**	.501**	.759**
	Sig. (2-tailed)	.000	.000		.000	.000	.001	.000	.000
	N	98	98	98	98	98	98	98	98
X1.4	Pearson Correlation	.308**	.302**	.410**	1	.484**	.523**	.449**	.689**
	Sig. (2-tailed)	.002	.003	.000		.000	.000	.000	.000
	N	98	98	98	98	98	98	98	98
X1.5	Pearson Correlation	.484**	.367**	.526**	.484**	1	.404**	.547**	.759**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000
	N	98	98	98	98	98	98	98	98
X1.6	Pearson Correlation	.317**	.333**	.331**	.523**	.404**	1	.400**	.646**
	Sig. (2-tailed)	.001	.001	.001	.000	.000		.000	.000
	N	98	98	98	98	98	98	98	98
X1.7	Pearson Correlation	.582**	.410**	.501**	.449**	.547**	.400**	1	.768**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	98	98	98	98	98	98	98	98
X1	Pearson Correlation	.770**	.663**	.759**	.689**	.759**	.646**	.768**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	98	98	98	98	98	98	98	98

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.334**	.508**	.399**	.300**	.731**
	Sig. (2-tailed)		.001	.000	.000	.003	.000
	N	98	98	98	98	98	98
X2.2	Pearson Correlation	.334**	1	.414**	.373**	.490**	.726**
	Sig. (2-tailed)	.001		.000	.000	.000	.000
	N	98	98	98	98	98	98
X2.3	Pearson Correlation	.508**	.414**	1	.369**	.194	.705**
	Sig. (2-tailed)	.000	.000		.000	.056	.000
	N	98	98	98	98	98	98
X2.4	Pearson Correlation	.399**	.373**	.369**	1	.353**	.716**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	98	98	98	98	98	98
X2.5	Pearson Correlation	.300**	.490**	.194	.353**	1	.651**
	Sig. (2-tailed)	.003	.000	.056	.000		.000
	N	98	98	98	98	98	98
X2	Pearson Correlation	.731**	.726**	.705**	.716**	.651**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	98	98	98	98	98	98

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

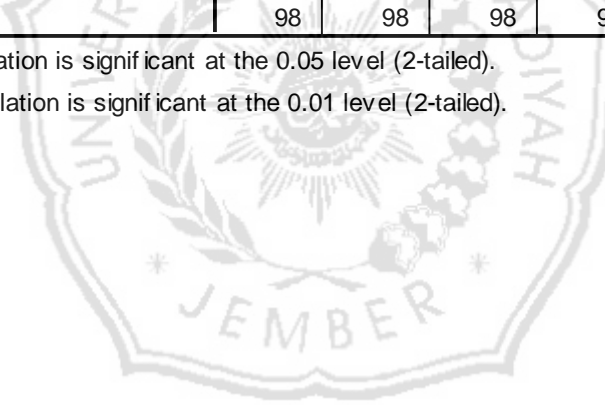


Correlations

		Y1	Y2	Y3	Y4	Y5	Y
Y1	Pearson Correlation	1	.055	.199*	.002	.202*	.477**
	Sig. (2-tailed)		.591	.049	.986	.046	.000
	N	98	98	98	98	98	98
Y2	Pearson Correlation	.055	1	.210*	.387**	.064	.581**
	Sig. (2-tailed)	.591		.038	.000	.529	.000
	N	98	98	98	98	98	98
Y3	Pearson Correlation	.199*	.210*	1	.362**	.228*	.671**
	Sig. (2-tailed)	.049	.038		.000	.024	.000
	N	98	98	98	98	98	98
Y4	Pearson Correlation	.002	.387**	.362**	1	.187	.660**
	Sig. (2-tailed)	.986	.000	.000		.065	.000
	N	98	98	98	98	98	98
Y5	Pearson Correlation	.202*	.064	.228*	.187	1	.575**
	Sig. (2-tailed)	.046	.529	.024	.065		.000
	N	98	98	98	98	98	98
Y	Pearson Correlation	.477**	.581**	.671**	.660**	.575**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	98	98	98	98	98	98

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

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



Lampiran 4

Hasil Uji Reliabilitas

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.848	7

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.4082	.70106	98
X1.2	3.4286	.62590	98
X1.3	3.6837	.74053	98
X1.4	3.4082	.70106	98
X1.5	3.2449	.70435	98
X1.6	3.4286	.64216	98
X1.7	3.3469	.65962	98

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23.9490	11.946	3.45627	7

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.748	5

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.6735	.74302	98
X2.2	3.6531	.65962	98
X2.3	3.5102	.69230	98
X2.4	3.6939	.73790	98
X2.5	3.7653	.67045	98

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
18.2959	6.128	2.47548	5

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.541	5

Item Statistics

	Mean	Std. Deviation	N
Y1	4.0102	.75293	98
Y2	3.8061	.79506	98
Y3	3.6122	.78165	98
Y4	3.8980	.80578	98
Y5	3.8980	.81847	98

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19.2245	5.516	2.34864	5

Lampiran 5

Distribusi Frekuensi Jawaban Responden

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	2.00	9	9.2	9.2	9.2
	3.00	43	43.9	43.9	53.1
	4.00	43	43.9	43.9	96.9
	5.00	3	3.1	3.1	100.0
	Total	98	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	2.00	3	3.1	3.1	3.1
	3.00	54	55.1	55.1	58.2
	4.00	37	37.8	37.8	95.9
	5.00	4	4.1	4.1	100.0
	Total	98	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	2.00	4	4.1	4.1	4.1
	3.00	35	35.7	35.7	39.8
	4.00	47	48.0	48.0	87.8
	5.00	12	12.2	12.2	100.0
	Total	98	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	2.00	4	4.1	4.1	4.1
	3.00	58	59.2	59.2	63.3
	4.00	28	28.6	28.6	91.8
	5.00	8	8.2	8.2	100.0
	Total	98	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	12	12.2	12.2	12.2
	3.00	53	54.1	54.1	66.3
	4.00	30	30.6	30.6	96.9
	5.00	3	3.1	3.1	100.0
	Total	98	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	5.1	5.1	5.1
	3.00	49	50.0	50.0	55.1
	4.00	41	41.8	41.8	96.9
	5.00	3	3.1	3.1	100.0
	Total	98	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	6.1	6.1	6.1
	3.00	56	57.1	57.1	63.3
	4.00	32	32.7	32.7	95.9
	5.00	4	4.1	4.1	100.0
	Total	98	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	42	42.9	42.9	44.9
	4.00	40	40.8	40.8	85.7
	5.00	14	14.3	14.3	100.0
	Total	98	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	38	38.8	38.8	40.8
	4.00	50	51.0	51.0	91.8
	5.00	8	8.2	8.2	100.0
	Total	98	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.1	3.1	3.1
	3.00	50	51.0	51.0	54.1
	4.00	37	37.8	37.8	91.8
	5.00	8	8.2	8.2	100.0
	Total	98	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	43	43.9	43.9	44.9
	4.00	39	39.8	39.8	84.7
	5.00	15	15.3	15.3	100.0
	Total	98	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	33	33.7	33.7	34.7
	4.00	52	53.1	53.1	87.8
	5.00	12	12.2	12.2	100.0
	Total	98	100.0	100.0	

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	21	21.4	21.4	23.5
	4.00	49	50.0	50.0	73.5
	5.00	26	26.5	26.5	100.0
	Total	98	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	5.1	5.1	5.1
	3.00	27	27.6	27.6	32.7
	4.00	48	49.0	49.0	81.6
	5.00	18	18.4	18.4	100.0
	Total	98	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.1	3.1	3.1
	3.00	47	48.0	48.0	51.0
	4.00	33	33.7	33.7	84.7
	5.00	15	15.3	15.3	100.0
	Total	98	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	31	31.6	31.6	33.7
	4.00	40	40.8	40.8	74.5
	5.00	25	25.5	25.5	100.0
	Total	98	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.1	4.1	4.1
	3.00	26	26.5	26.5	30.6
	4.00	44	44.9	44.9	75.5
	5.00	24	24.5	24.5	100.0
	Total	98	100.0	100.0	

Lampiran 6

Hasil Analisis Regresi Linier Berganda

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	19.2245	2.34864	98
X1	23.9490	3.45627	98
X2	18.2959	2.47548	98

Correlations

		Y	X1	X2
Pearson Correlation	Y	1.000	.659	.696
	X1	.659	1.000	.527
	X2	.696	.527	1.000
Sig. (1-tailed)	Y	.	.000	.000
	X1	.000	.	.000
	X2	.000	.000	.
N	Y	98	98	98
	X1	98	98	98
	X2	98	98	98

Variables Entered/Removed^a

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	.776 ^a	.603	.594	1.49576	.603	72.078	2	95	.000

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	322.519	2	161.260	72.078	.000 ^a
	Residual	212.542	95	2.237		
	Total	535.061	97			

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)	4.259	1.256		3.392	.001					
	X1	.275	.052	.405	5.322	.000	.659	.479	.344	.722	1.385
	X2	.458	.072	.482	6.341	.000	.696	.545	.410	.722	1.385

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	.010	17.137	.69	.74	.00
	3	.009	18.643	.31	.26	1.00

a. Dependent Variable: Y

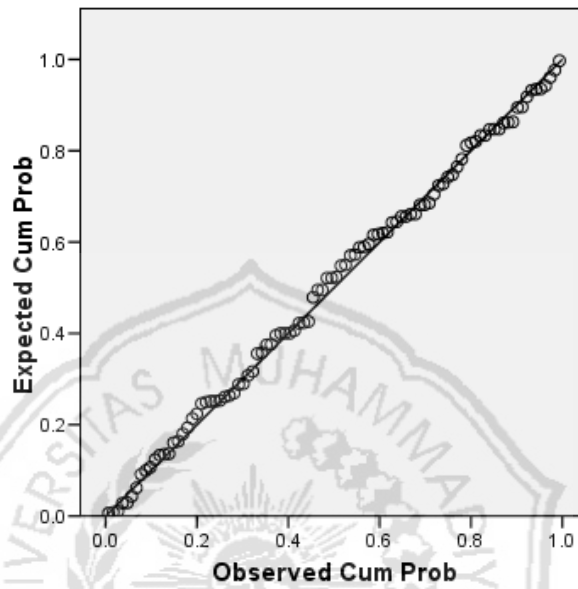
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	15.4383	23.9585	19.2245	1.82344	98
Std. Predicted Value	-2.076	2.596	.000	1.000	98
Standard Error of Predicted Value	.157	.507	.250	.077	98
Adjusted Predicted Value	15.6528	24.0502	19.2287	1.81651	98
Residual	-3.71095	4.10388	.00000	1.48025	98
Std. Residual	-2.481	2.744	.000	.990	98
Stud. Residual	-2.589	2.808	-.001	1.008	98
Deleted Residual	-4.04264	4.29757	-.00419	1.53737	98
Stud. Deleted Residual	-2.672	2.916	-.002	1.020	98
Mahal. Distance	.076	10.174	1.980	1.919	98
Cook's Distance	.000	.200	.013	.028	98
Centered Leverage Value	.001	.105	.020	.020	98

a. Dependent Variable: Y

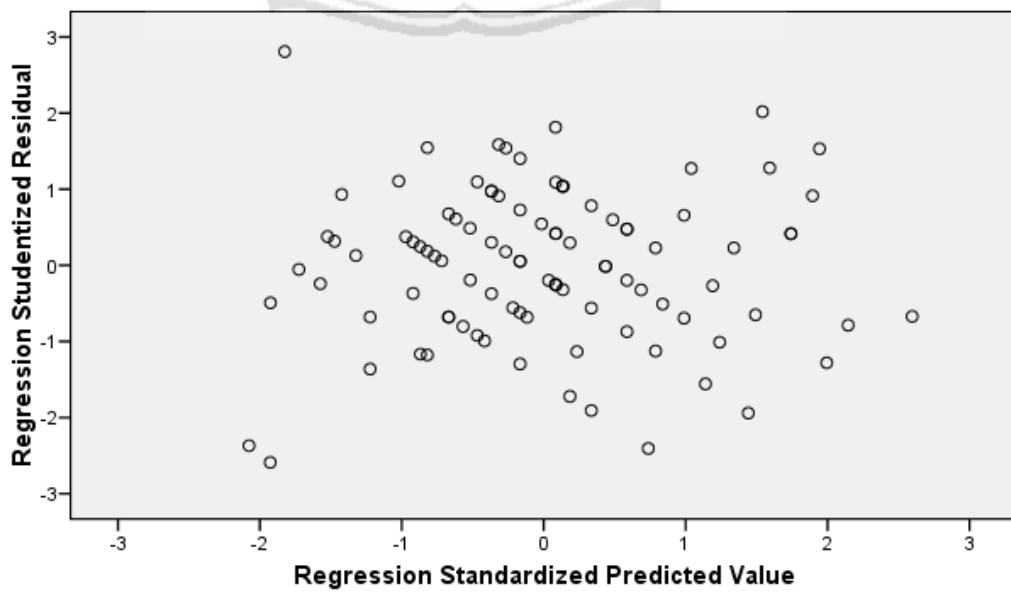
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Y



Scatterplot

Dependent Variable: Y



DOKUMENTASI

