

Lampiran 1. Kuesioner Penelitian



STEI – SEKOLAH TINGGI ILMU EKONOMI INDONESIA

Jl. Kayu Jati Raya No.11A, RT.8/RW.3, Rawamangun, Pulo Gadung,
Kota Jakarta Timur, Daerah Khusus Ibukota Jakarta 13220

KUESIONER PENELITIAN

PENGARUH KOMITMEN ORGANISASI, KEPUASAN KERJA DAN KEPRIBADIAN TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* TENAGA MEDIS DI PUSKESMAS KECAMATAN MENTENG JAKARTA PUSAT

Yth. Bapak/Ibu/Sdr responden

Dalam rangka penyusunan skripsi menyangkut persepsi kinerja, saya membutuhkan data dan informasi terkait. Untuk itu, saya sangat mengharapkan partisipasi Bapak/Ibu/Sdr sebagai responden.

Data Responden

Berikan tanda (X) sesuai dengan data diri Anda :

Jenis Kelamin : a.Laki-laki b.Perempuan
Usia : a.21-30th b.31-40th c.41-50th d. >50 th
Status perkawinan : a.Menikah b. Belum Menikah
Tingkat Pendidikan : a.Diploma b.S1 c.S2
Lainnya, mohon disebutkan.....

Seluruh jawaban dan informasi yang Anda berikan hanya digunakan untuk keperluan skripsi. Terimakasih atas partisipasi dan respon Anda.

Petunjuk pengisian kuesioner

Berilah tanda silang (X) pada kotak yang tersedia untuk masing-masing jawaban pernyataan kuesioner sesuai dengan yang saudara rasakan. Tiap pertanyaan hanya boleh ada satu jawaban.

1 : Sangat Tidak Setuju (STS)
2 : Tidak Setuju (TS)
3 : Setuju (S)
4 : Sangat Setuju (SS)

DAFTAR PERNYATAAN

Berilah tanda (\checkmark) pada pilihan pernyataan pada kolom jawaban yang sesuai dengan pendapat anda.

1. Komitmen Organisasi (X₁)

| No | Pernyataan Komitmen Organisasi (X ₁) | Jawaban | | | |
|----|--|---------|---|---|---|
| | | 1 | 2 | 3 | 4 |
| 1. | Tenaga medis senang untuk menghabiskan sisa karir di Puskesmas Kecamatan Menteng ini | | | | |
| 2. | Akan sangat berat bagi tenaga medis untuk meninggalkan Puskesmas Kecamatan Menteng ini sekarang. | | | | |
| 3. | Tenaga medis merasa berkewajiban untuk tetap bekerja dengan Puskesmas Kecamatan Menteng saat ini | | | | |

2. Kepuasan Kerja (X₂)

| No | Pernyataan Kepuasan Kerja (X ₂) | Jawaban | | | |
|----|---|---------|---|---|---|
| | | 1 | 2 | 3 | 4 |
| 4. | Tenaga medis merasa bangga dengan pekerjaan sebagai tenaga medis | | | | |
| 5. | Gaji yang tenaga medis terima sudah sesuai dengan beban dan tanggung jawab yang saya pikul | | | | |
| 6. | Tenaga medis merasa setiap orang mempunyai kesempatan yang sama untuk promosi | | | | |
| 7. | Pengawasan kerja yang dilakukan kepala bagian sudah sesuai dengan harapan | | | | |
| 8. | Dukungan rekan kerja yang membuat semua tugas yang tenaga medis kerjakan sesuai dengan harapan organisasi | | | | |
| 9. | Tenaga medis puas dengan kondisi kerja saat ini | | | | |

3. Kepribadian (X₃)

| No | Pernyataan Kepribadian (X ₃) | Jawaban | | | |
|-----|---|---------|---|---|---|
| | | 1 | 2 | 3 | 4 |
| 10. | Tenaga medis berpikiran terbuka dan memiliki rasa ingin tahu, dan argumentatif | | | | |
| 11. | Tenaga medis sanggup dan selesai tepat waktu dalam melakukan sesuatu | | | | |
| 12. | Sebagai individu tenaga medis mudah berinteraksi dengan orang banyak | | | | |
| 13. | Sebagai individu tenaga medis murah hati dan memiliki keinginan untuk membantu orang lain | | | | |
| 14. | Sebagai tenaga medis cepat merasa gelisah, ketakutan, dan tegang | | | | |

4. *Organizational citizenship behavior (Y)*

| No | Pernyataan <i>Organizational citizenship behavior (Y)</i> | Jawaban | | | |
|-----|--|---------|---|---|---|
| | | 1 | 2 | 3 | 4 |
| 15. | Tenaga medis bersedia menggantikan pekerjaan rekan kerja yang berhalangan hadir | | | | |
| 16. | Tenaga medis tidak pernah menghabiskan waktu untuk pembicaraan diluar pekerjaan | | | | |
| 17. | Tenaga medis tidak membesar-besarkan permasalahan yang terjadi dalam Puskesmas Kecamatan Menteng | | | | |
| 18. | Tenaga medis melakukan sesuatu di Puskesmas Kecamatan Menteng secara sukarela | | | | |
| 19. | Tenaga medis selalu memberikan masukan untuk meningkatkan kualitas Puskesmas Kecamatan Menteng | | | | |

Lampiran 2. Tabulasi Kuesioner Variabel Komitmen organisasi (X_1)

| Responden | No Pernyataan | | | Total (X_1) |
|-----------|---------------|---|---|--------------------|
| | 1 | 2 | 3 | |
| 1 | 4 | 4 | 3 | 11 |
| 2 | 4 | 4 | 3 | 11 |
| 3 | 4 | 4 | 4 | 12 |
| 4 | 3 | 3 | 3 | 9 |
| 5 | 3 | 4 | 3 | 10 |
| 6 | 4 | 4 | 3 | 11 |
| 7 | 2 | 2 | 3 | 7 |
| 8 | 3 | 3 | 3 | 9 |
| 9 | 4 | 3 | 4 | 11 |
| 10 | 4 | 3 | 3 | 10 |
| 11 | 3 | 3 | 3 | 9 |
| 12 | 2 | 2 | 2 | 6 |
| 13 | 4 | 4 | 4 | 12 |
| 14 | 4 | 4 | 3 | 11 |
| 15 | 4 | 4 | 3 | 11 |
| 16 | 4 | 4 | 3 | 11 |
| 17 | 4 | 4 | 3 | 11 |
| 18 | 1 | 4 | 4 | 9 |
| 19 | 3 | 4 | 4 | 11 |
| 20 | 3 | 3 | 2 | 8 |
| 21 | 2 | 3 | 3 | 8 |
| 22 | 2 | 3 | 3 | 8 |
| 23 | 3 | 3 | 3 | 9 |
| 24 | 2 | 2 | 4 | 8 |
| 25 | 3 | 3 | 3 | 9 |
| 26 | 3 | 3 | 3 | 9 |
| 27 | 3 | 4 | 3 | 10 |
| 28 | 4 | 3 | 2 | 9 |
| 29 | 4 | 3 | 2 | 9 |
| 30 | 4 | 4 | 3 | 11 |
| 31 | 4 | 4 | 4 | 12 |
| 32 | 4 | 4 | 4 | 12 |
| 33 | 4 | 3 | 4 | 11 |
| 34 | 4 | 4 | 4 | 12 |
| 35 | 3 | 3 | 3 | 9 |
| 36 | 4 | 4 | 4 | 12 |
| 37 | 3 | 3 | 3 | 9 |
| 38 | 4 | 4 | 3 | 11 |
| 39 | 3 | 3 | 4 | 10 |
| 40 | 4 | 4 | 4 | 12 |
| 41 | 4 | 3 | 3 | 10 |
| 42 | 4 | 3 | 3 | 10 |
| 43 | 4 | 3 | 4 | 11 |
| 44 | 3 | 3 | 3 | 9 |
| 45 | 4 | 4 | 3 | 11 |
| 46 | 3 | 3 | 3 | 9 |
| 47 | 2 | 2 | 3 | 7 |

| Responden | No Pernyataan | | | Total (X1) |
|-----------|---------------|---|---|---------------|
| | 1 | 2 | 3 | |
| 48 | 3 | 3 | 4 | 10 |
| 49 | 3 | 3 | 3 | 9 |
| 50 | 3 | 3 | 3 | 9 |
| 51 | 3 | 3 | 3 | 9 |
| 52 | 3 | 3 | 3 | 9 |
| 53 | 3 | 3 | 3 | 9 |
| 54 | 3 | 3 | 4 | 10 |
| 55 | 3 | 3 | 4 | 10 |
| 56 | 3 | 3 | 4 | 10 |
| 57 | 3 | 3 | 3 | 9 |
| 58 | 3 | 3 | 4 | 10 |
| 59 | 3 | 3 | 4 | 10 |
| 60 | 3 | 3 | 4 | 10 |
| 61 | 3 | 3 | 4 | 10 |
| 62 | 3 | 3 | 3 | 9 |
| 63 | 3 | 3 | 4 | 10 |
| 64 | 3 | 3 | 3 | 9 |
| 65 | 1 | 4 | 4 | 9 |
| 66 | 3 | 3 | 3 | 9 |
| 67 | 3 | 3 | 3 | 9 |
| 68 | 3 | 3 | 3 | 9 |
| 69 | 3 | 4 | 4 | 11 |
| 70 | 3 | 2 | 3 | 8 |
| 71 | 3 | 4 | 4 | 11 |
| 72 | 4 | 4 | 4 | 12 |
| 73 | 4 | 4 | 3 | 11 |
| 74 | 3 | 4 | 4 | 11 |
| 75 | 4 | 4 | 3 | 11 |
| 76 | 3 | 3 | 3 | 9 |
| 77 | 4 | 4 | 3 | 11 |
| 78 | 3 | 2 | 3 | 8 |
| 79 | 4 | 3 | 3 | 10 |
| 80 | 3 | 3 | 4 | 10 |
| 81 | 3 | 3 | 3 | 9 |
| 82 | 3 | 3 | 3 | 9 |
| 83 | 3 | 3 | 2 | 8 |
| 84 | 4 | 4 | 4 | 12 |
| 85 | 3 | 3 | 3 | 9 |
| 86 | 3 | 3 | 3 | 9 |
| 87 | 3 | 3 | 3 | 9 |
| 88 | 3 | 3 | 3 | 9 |
| 89 | 4 | 4 | 4 | 12 |
| 90 | 2 | 4 | 4 | 10 |
| 91 | 3 | 3 | 2 | 8 |
| 92 | 3 | 3 | 3 | 9 |
| 93 | 3 | 3 | 3 | 9 |
| 94 | 3 | 1 | 3 | 7 |
| 95 | 4 | 4 | 4 | 12 |

| Responden | No Pernyataan | | | Total |
|-----------|---------------|-----|-----|-------|
| | 1 | 2 | 3 | (X1) |
| 96 | 3 | 3 | 3 | 9 |
| Total | 310 | 313 | 315 | 938 |

Lampiran 3. Tabulasi Kuesioner Variabel Kepuasan Kerja (X_2)

| Responden | No Pernyataan | | | | | | Total (X_2) |
|-----------|---------------|---|---|---|---|---|--------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | |
| 1 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 4 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 5 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 6 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 7 | 2 | 1 | 3 | 3 | 2 | 2 | 13 |
| 8 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 9 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 10 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 12 | 2 | 1 | 3 | 2 | 2 | 2 | 12 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 14 | 3 | 4 | 3 | 4 | 4 | 3 | 21 |
| 15 | 3 | 3 | 4 | 4 | 3 | 3 | 20 |
| 16 | 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 17 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 19 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 20 | 3 | 3 | 2 | 2 | 2 | 2 | 14 |
| 21 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 22 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 24 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 25 | 2 | 2 | 3 | 3 | 2 | 3 | 15 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 27 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 28 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 29 | 2 | 2 | 4 | 3 | 3 | 3 | 17 |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 31 | 3 | 3 | 4 | 2 | 4 | 4 | 20 |
| 32 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 33 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 37 | 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| 38 | 3 | 3 | 3 | 3 | 4 | 4 | 20 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 42 | 4 | 3 | 4 | 3 | 3 | 4 | 21 |
| 43 | 3 | 4 | 3 | 3 | 4 | 4 | 21 |
| 44 | 3 | 3 | 3 | 2 | 2 | 3 | 16 |
| 45 | 4 | 3 | 3 | 3 | 1 | 3 | 17 |
| 46 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |

| Responden | No Pernyataan | | | | | | Total (X2) |
|-----------|---------------|---|---|---|---|---|---------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | |
| 47 | 1 | 3 | 1 | 2 | 1 | 2 | 10 |
| 48 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 49 | 3 | 3 | 3 | 4 | 3 | 3 | 19 |
| 50 | 4 | 4 | 3 | 3 | 4 | 4 | 22 |
| 51 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 52 | 4 | 3 | 3 | 4 | 4 | 3 | 21 |
| 53 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 54 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 56 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 57 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 58 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 59 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 60 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 61 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 63 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 64 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 65 | 4 | 4 | 1 | 4 | 2 | 4 | 19 |
| 66 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 67 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 68 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 69 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 70 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 71 | 4 | 3 | 4 | 3 | 3 | 3 | 20 |
| 72 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 73 | 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| 74 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 75 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| 76 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 77 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 78 | 2 | 1 | 2 | 2 | 3 | 2 | 12 |
| 79 | 4 | 3 | 4 | 3 | 3 | 4 | 21 |
| 80 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 81 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 82 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 83 | 2 | 1 | 3 | 2 | 2 | 2 | 12 |
| 84 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 85 | 3 | 4 | 3 | 4 | 3 | 3 | 20 |
| 86 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 87 | 3 | 3 | 1 | 4 | 3 | 3 | 17 |
| 88 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 90 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 91 | 3 | 3 | 3 | 3 | 2 | 2 | 16 |
| 92 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 93 | 3 | 3 | 1 | 3 | 3 | 3 | 16 |
| 94 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |

| Responden | No Pernyataan | | | | | | Total |
|-----------|---------------|-----|-----|-----|-----|-----|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | (X2) |
| 95 | 3 | 3 | 3 | 4 | 4 | 3 | 20 |
| 96 | 2 | 2 | 3 | 3 | 3 | 3 | 16 |
| Total | 316 | 308 | 323 | 328 | 313 | 329 | 1917 |

Lampiran 4. Tabulasi Kuesioner Variabel Kepribadian (X₃)

| Responden | No Pernyataan | | | | | Total (X ₃) |
|-----------|---------------|---|---|---|---|----------------------------|
| | 1 | 2 | 3 | 4 | 5 | |
| 1 | 4 | 4 | 3 | 4 | 4 | 19 |
| 2 | 4 | 4 | 3 | 3 | 3 | 17 |
| 3 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 3 | 4 | 19 |
| 5 | 3 | 3 | 3 | 3 | 3 | 15 |
| 6 | 4 | 3 | 3 | 4 | 4 | 18 |
| 7 | 3 | 3 | 3 | 3 | 3 | 15 |
| 8 | 4 | 4 | 4 | 4 | 4 | 20 |
| 9 | 4 | 4 | 4 | 4 | 4 | 20 |
| 10 | 4 | 4 | 4 | 4 | 3 | 19 |
| 11 | 3 | 4 | 3 | 4 | 3 | 17 |
| 12 | 3 | 3 | 3 | 3 | 3 | 15 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 14 | 3 | 4 | 3 | 3 | 4 | 17 |
| 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 16 | 4 | 3 | 4 | 4 | 4 | 19 |
| 17 | 4 | 4 | 4 | 4 | 3 | 19 |
| 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | 4 | 4 | 4 | 4 | 4 | 20 |
| 20 | 3 | 3 | 2 | 3 | 2 | 13 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 23 | 3 | 3 | 3 | 3 | 3 | 15 |
| 24 | 3 | 4 | 3 | 3 | 3 | 16 |
| 25 | 3 | 3 | 3 | 2 | 3 | 14 |
| 26 | 3 | 3 | 3 | 3 | 3 | 15 |
| 27 | 4 | 4 | 3 | 3 | 4 | 18 |
| 28 | 3 | 3 | 3 | 3 | 3 | 15 |
| 29 | 3 | 3 | 3 | 3 | 3 | 15 |
| 30 | 3 | 4 | 4 | 3 | 3 | 17 |
| 31 | 3 | 3 | 3 | 3 | 4 | 16 |
| 32 | 4 | 4 | 4 | 4 | 4 | 20 |
| 33 | 4 | 3 | 4 | 4 | 4 | 19 |
| 34 | 4 | 4 | 4 | 4 | 4 | 20 |
| 35 | 3 | 3 | 3 | 3 | 3 | 15 |
| 36 | 4 | 4 | 4 | 4 | 4 | 20 |
| 37 | 4 | 4 | 4 | 3 | 4 | 19 |
| 38 | 4 | 3 | 3 | 3 | 4 | 17 |
| 39 | 3 | 4 | 4 | 3 | 3 | 17 |
| 40 | 4 | 4 | 4 | 4 | 4 | 20 |
| 41 | 3 | 3 | 3 | 3 | 3 | 15 |
| 42 | 4 | 3 | 3 | 3 | 4 | 17 |
| 43 | 4 | 3 | 4 | 4 | 3 | 18 |
| 44 | 3 | 3 | 3 | 3 | 3 | 15 |
| 45 | 3 | 3 | 3 | 3 | 3 | 15 |
| 46 | 4 | 4 | 4 | 4 | 4 | 20 |

| Responden | No Pernyataan | | | | | Total (X3) |
|-----------|---------------|---|---|---|---|---------------|
| | 1 | 2 | 3 | 4 | 5 | |
| 47 | 1 | 2 | 2 | 2 | 2 | 9 |
| 48 | 4 | 4 | 4 | 4 | 4 | 20 |
| 49 | 3 | 3 | 4 | 4 | 3 | 17 |
| 50 | 4 | 4 | 4 | 4 | 4 | 20 |
| 51 | 4 | 4 | 4 | 4 | 3 | 19 |
| 52 | 4 | 4 | 3 | 3 | 3 | 17 |
| 53 | 4 | 4 | 4 | 4 | 3 | 19 |
| 54 | 4 | 4 | 4 | 4 | 4 | 20 |
| 55 | 4 | 4 | 4 | 4 | 4 | 20 |
| 56 | 4 | 4 | 4 | 4 | 3 | 19 |
| 57 | 4 | 4 | 4 | 3 | 3 | 18 |
| 58 | 3 | 3 | 4 | 4 | 4 | 18 |
| 59 | 4 | 4 | 4 | 4 | 4 | 20 |
| 60 | 4 | 4 | 4 | 4 | 3 | 19 |
| 61 | 4 | 4 | 4 | 3 | 4 | 19 |
| 62 | 4 | 3 | 3 | 3 | 3 | 16 |
| 63 | 3 | 3 | 3 | 3 | 3 | 15 |
| 64 | 3 | 3 | 3 | 4 | 4 | 17 |
| 65 | 4 | 4 | 4 | 4 | 4 | 20 |
| 66 | 4 | 4 | 4 | 4 | 4 | 20 |
| 67 | 3 | 3 | 3 | 3 | 2 | 14 |
| 68 | 4 | 3 | 3 | 3 | 4 | 17 |
| 69 | 3 | 4 | 3 | 3 | 4 | 17 |
| 70 | 3 | 3 | 3 | 3 | 3 | 15 |
| 71 | 3 | 4 | 4 | 4 | 4 | 19 |
| 72 | 4 | 4 | 3 | 4 | 4 | 19 |
| 73 | 4 | 4 | 3 | 3 | 3 | 17 |
| 74 | 4 | 4 | 4 | 4 | 4 | 20 |
| 75 | 4 | 4 | 4 | 3 | 4 | 19 |
| 76 | 3 | 3 | 3 | 3 | 3 | 15 |
| 77 | 4 | 3 | 3 | 3 | 3 | 16 |
| 78 | 3 | 3 | 3 | 3 | 2 | 14 |
| 79 | 4 | 4 | 4 | 3 | 3 | 18 |
| 80 | 4 | 4 | 4 | 4 | 3 | 19 |
| 81 | 4 | 4 | 4 | 3 | 3 | 18 |
| 82 | 3 | 4 | 3 | 3 | 3 | 16 |
| 83 | 3 | 3 | 3 | 2 | 3 | 14 |
| 84 | 4 | 4 | 4 | 4 | 4 | 20 |
| 85 | 3 | 4 | 3 | 3 | 3 | 16 |
| 86 | 3 | 3 | 3 | 3 | 3 | 15 |
| 87 | 4 | 3 | 4 | 3 | 3 | 17 |
| 88 | 4 | 4 | 4 | 3 | 3 | 18 |
| 89 | 4 | 4 | 4 | 4 | 4 | 20 |
| 90 | 4 | 4 | 4 | 4 | 4 | 20 |
| 91 | 3 | 3 | 2 | 2 | 3 | 13 |
| 92 | 4 | 4 | 4 | 3 | 3 | 18 |
| 93 | 4 | 4 | 4 | 3 | 3 | 18 |
| 94 | 3 | 3 | 3 | 3 | 3 | 15 |

| Responden | No Pernyataan | | | | | Total |
|-----------|---------------|-----|-----|-----|-----|-------|
| | 1 | 2 | 3 | 4 | 5 | (X3) |
| 95 | 3 | 4 | 3 | 4 | 4 | 18 |
| 96 | 3 | 3 | 3 | 3 | 3 | 15 |
| Total | 343 | 344 | 335 | 327 | 328 | 1677 |

Lampiran 5. Tabulasi Kuesioner Variabel *Organizational citizenship behavior* (Y)

| Responden | No Pernyataan | | | | | Total (Y) |
|-----------|---------------|---|---|---|---|--------------|
| | 1 | 2 | 3 | 4 | 5 | |
| 1 | 3 | 4 | 3 | 4 | 4 | 18 |
| 2 | 3 | 3 | 3 | 4 | 4 | 17 |
| 3 | 4 | 4 | 4 | 4 | 3 | 19 |
| 4 | 4 | 3 | 4 | 3 | 4 | 18 |
| 5 | 3 | 3 | 3 | 3 | 3 | 15 |
| 6 | 3 | 3 | 3 | 4 | 4 | 17 |
| 7 | 2 | 3 | 2 | 2 | 3 | 12 |
| 8 | 3 | 3 | 3 | 4 | 4 | 17 |
| 9 | 4 | 4 | 3 | 4 | 3 | 18 |
| 10 | 3 | 3 | 3 | 3 | 3 | 15 |
| 11 | 3 | 3 | 3 | 3 | 3 | 15 |
| 12 | 2 | 2 | 3 | 3 | 3 | 13 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 14 | 4 | 3 | 3 | 3 | 3 | 16 |
| 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 16 | 4 | 3 | 3 | 1 | 3 | 14 |
| 17 | 4 | 3 | 3 | 4 | 3 | 17 |
| 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | 4 | 4 | 4 | 3 | 2 | 17 |
| 20 | 3 | 2 | 3 | 3 | 3 | 14 |
| 21 | 3 | 3 | 3 | 3 | 3 | 15 |
| 22 | 3 | 3 | 3 | 3 | 3 | 15 |
| 23 | 3 | 3 | 3 | 3 | 3 | 15 |
| 24 | 4 | 4 | 4 | 3 | 4 | 19 |
| 25 | 3 | 3 | 3 | 3 | 3 | 15 |
| 26 | 3 | 3 | 3 | 3 | 3 | 15 |
| 27 | 3 | 3 | 3 | 3 | 3 | 15 |
| 28 | 4 | 2 | 2 | 3 | 3 | 14 |
| 29 | 3 | 2 | 3 | 3 | 3 | 14 |
| 30 | 4 | 3 | 3 | 3 | 4 | 17 |
| 31 | 4 | 4 | 4 | 4 | 4 | 20 |
| 32 | 4 | 4 | 4 | 4 | 3 | 19 |
| 33 | 4 | 4 | 4 | 4 | 4 | 20 |
| 34 | 4 | 4 | 4 | 4 | 4 | 20 |
| 35 | 3 | 3 | 3 | 3 | 3 | 15 |
| 36 | 4 | 4 | 4 | 4 | 3 | 19 |
| 37 | 4 | 3 | 4 | 3 | 4 | 18 |
| 38 | 3 | 3 | 3 | 3 | 3 | 15 |
| 39 | 3 | 4 | 4 | 3 | 4 | 18 |
| 40 | 4 | 4 | 4 | 4 | 4 | 20 |
| 41 | 3 | 3 | 3 | 3 | 3 | 15 |
| 42 | 3 | 3 | 3 | 4 | 4 | 17 |
| 43 | 4 | 4 | 3 | 4 | 3 | 18 |
| 44 | 3 | 3 | 3 | 3 | 3 | 15 |
| 45 | 3 | 3 | 3 | 3 | 3 | 15 |
| 46 | 3 | 3 | 3 | 3 | 3 | 15 |
| 47 | 2 | 3 | 3 | 4 | 2 | 14 |

| Responden | No Pernyataan | | | | | Total (Y) |
|-----------|---------------|---|---|---|---|--------------|
| | 1 | 2 | 3 | 4 | 5 | |
| 48 | 4 | 4 | 3 | 3 | 3 | 17 |
| 49 | 4 | 3 | 3 | 3 | 3 | 16 |
| 50 | 4 | 3 | 3 | 3 | 3 | 16 |
| 51 | 4 | 3 | 3 | 3 | 3 | 16 |
| 52 | 4 | 3 | 3 | 3 | 3 | 16 |
| 53 | 4 | 3 | 3 | 3 | 3 | 16 |
| 54 | 4 | 4 | 4 | 4 | 4 | 20 |
| 55 | 4 | 4 | 4 | 3 | 3 | 18 |
| 56 | 4 | 4 | 3 | 3 | 3 | 17 |
| 57 | 4 | 3 | 3 | 3 | 3 | 16 |
| 58 | 4 | 4 | 4 | 3 | 4 | 19 |
| 59 | 4 | 4 | 4 | 4 | 4 | 20 |
| 60 | 4 | 4 | 4 | 4 | 3 | 19 |
| 61 | 4 | 4 | 4 | 3 | 4 | 19 |
| 62 | 4 | 3 | 3 | 3 | 3 | 16 |
| 63 | 4 | 4 | 4 | 4 | 4 | 20 |
| 64 | 3 | 3 | 3 | 3 | 3 | 15 |
| 65 | 4 | 4 | 4 | 4 | 4 | 20 |
| 66 | 3 | 3 | 3 | 3 | 3 | 15 |
| 67 | 4 | 3 | 4 | 3 | 3 | 17 |
| 68 | 4 | 3 | 3 | 3 | 4 | 17 |
| 69 | 4 | 4 | 4 | 3 | 3 | 18 |
| 70 | 3 | 3 | 3 | 3 | 3 | 15 |
| 71 | 3 | 4 | 4 | 3 | 3 | 17 |
| 72 | 3 | 4 | 3 | 4 | 4 | 18 |
| 73 | 3 | 3 | 3 | 4 | 4 | 17 |
| 74 | 4 | 4 | 4 | 4 | 3 | 19 |
| 75 | 4 | 3 | 4 | 3 | 4 | 18 |
| 76 | 3 | 3 | 3 | 3 | 3 | 15 |
| 77 | 3 | 3 | 3 | 4 | 4 | 17 |
| 78 | 2 | 3 | 2 | 2 | 3 | 12 |
| 79 | 3 | 3 | 3 | 4 | 4 | 17 |
| 80 | 4 | 4 | 3 | 4 | 3 | 18 |
| 81 | 3 | 3 | 3 | 3 | 3 | 15 |
| 82 | 3 | 3 | 3 | 3 | 3 | 15 |
| 83 | 2 | 2 | 3 | 3 | 3 | 13 |
| 84 | 4 | 4 | 4 | 4 | 4 | 20 |
| 85 | 4 | 3 | 3 | 3 | 3 | 16 |
| 86 | 3 | 3 | 3 | 3 | 3 | 15 |
| 87 | 4 | 3 | 3 | 1 | 3 | 14 |
| 88 | 4 | 3 | 3 | 4 | 3 | 17 |
| 89 | 4 | 4 | 4 | 4 | 4 | 20 |
| 90 | 4 | 4 | 4 | 3 | 2 | 17 |
| 91 | 3 | 2 | 3 | 3 | 3 | 14 |
| 92 | 3 | 3 | 3 | 3 | 3 | 15 |
| 93 | 3 | 3 | 3 | 3 | 3 | 15 |
| 94 | 3 | 3 | 3 | 3 | 3 | 15 |
| 95 | 4 | 4 | 4 | 3 | 4 | 19 |

| Responden | No Pernyataan | | | | | Total |
|-----------|---------------|-----|-----|-----|-----|-------|
| | 1 | 2 | 3 | 4 | 5 | (Y) |
| 96 | 3 | 3 | 3 | 3 | 3 | 15 |
| Total | 333 | 316 | 316 | 314 | 316 | 1595 |

Lampiran 6. Data Berpasangan Variabel X₁, X₂, X₃ dan Y

| n | X1 | X2 | X3 | Y |
|----------|-----------|-----------|-----------|----------|
| 1 | 11 | 22 | 19 | 18 |
| 2 | 11 | 24 | 17 | 17 |
| 3 | 12 | 22 | 20 | 19 |
| 4 | 9 | 22 | 19 | 18 |
| 5 | 10 | 19 | 15 | 15 |
| 6 | 11 | 19 | 18 | 17 |
| 7 | 7 | 13 | 15 | 12 |
| 8 | 9 | 22 | 20 | 17 |
| 9 | 11 | 23 | 20 | 18 |
| 10 | 10 | 22 | 19 | 15 |
| 11 | 9 | 18 | 17 | 15 |
| 12 | 6 | 12 | 15 | 13 |
| 13 | 12 | 24 | 20 | 20 |
| 14 | 11 | 21 | 17 | 16 |
| 15 | 11 | 20 | 15 | 15 |
| 16 | 11 | 21 | 19 | 14 |
| 17 | 11 | 23 | 19 | 17 |
| 18 | 9 | 24 | 20 | 20 |
| 19 | 11 | 23 | 20 | 17 |
| 20 | 8 | 14 | 13 | 14 |
| 21 | 8 | 17 | 20 | 15 |
| 22 | 8 | 17 | 20 | 15 |
| 23 | 9 | 18 | 15 | 15 |
| 24 | 8 | 17 | 16 | 19 |
| 25 | 9 | 15 | 14 | 15 |
| 26 | 9 | 18 | 15 | 15 |
| 27 | 10 | 19 | 18 | 15 |
| 28 | 9 | 23 | 15 | 14 |
| 29 | 9 | 17 | 15 | 14 |
| 30 | 11 | 22 | 17 | 17 |
| 31 | 12 | 20 | 16 | 20 |
| 32 | 12 | 23 | 20 | 19 |
| 33 | 11 | 23 | 19 | 20 |
| 34 | 12 | 24 | 20 | 20 |
| 35 | 9 | 18 | 15 | 15 |
| 36 | 12 | 24 | 20 | 19 |
| 37 | 9 | 21 | 19 | 18 |
| 38 | 11 | 20 | 17 | 15 |
| 39 | 10 | 18 | 17 | 18 |
| 40 | 12 | 24 | 20 | 20 |
| 41 | 10 | 18 | 15 | 15 |
| 42 | 10 | 21 | 17 | 17 |
| 43 | 11 | 21 | 18 | 18 |
| 44 | 9 | 16 | 15 | 15 |
| 45 | 11 | 17 | 15 | 15 |
| 46 | 9 | 21 | 20 | 15 |
| 47 | 7 | 10 | 9 | 14 |
| 48 | 10 | 22 | 20 | 17 |

| n | X1 | X2 | X3 | Y |
|----------|-----------|-----------|-----------|----------|
| 49 | 9 | 19 | 17 | 16 |
| 50 | 9 | 22 | 20 | 16 |
| 51 | 9 | 22 | 19 | 16 |
| 52 | 9 | 21 | 17 | 16 |
| 53 | 9 | 22 | 19 | 16 |
| 54 | 10 | 23 | 20 | 20 |
| 55 | 10 | 24 | 20 | 18 |
| 56 | 10 | 23 | 19 | 17 |
| 57 | 9 | 22 | 18 | 16 |
| 58 | 10 | 19 | 18 | 19 |
| 59 | 10 | 22 | 20 | 20 |
| 60 | 10 | 23 | 19 | 19 |
| 61 | 10 | 23 | 19 | 19 |
| 62 | 9 | 24 | 16 | 16 |
| 63 | 10 | 18 | 15 | 20 |
| 64 | 9 | 18 | 17 | 15 |
| 65 | 9 | 19 | 20 | 20 |
| 66 | 9 | 19 | 20 | 15 |
| 67 | 9 | 18 | 14 | 17 |
| 68 | 9 | 20 | 17 | 17 |
| 69 | 11 | 19 | 17 | 18 |
| 70 | 8 | 20 | 15 | 15 |
| 71 | 11 | 20 | 19 | 17 |
| 72 | 12 | 22 | 19 | 18 |
| 73 | 11 | 22 | 17 | 17 |
| 74 | 11 | 22 | 20 | 19 |
| 75 | 11 | 21 | 19 | 18 |
| 76 | 9 | 18 | 15 | 15 |
| 77 | 11 | 21 | 16 | 17 |
| 78 | 8 | 12 | 14 | 12 |
| 79 | 10 | 21 | 18 | 17 |
| 80 | 10 | 23 | 19 | 18 |
| 81 | 9 | 20 | 18 | 15 |
| 82 | 9 | 18 | 16 | 15 |
| 83 | 8 | 12 | 14 | 13 |
| 84 | 12 | 24 | 20 | 20 |
| 85 | 9 | 20 | 16 | 16 |
| 86 | 9 | 18 | 15 | 15 |
| 87 | 9 | 17 | 17 | 14 |
| 88 | 9 | 23 | 18 | 17 |
| 89 | 12 | 24 | 20 | 20 |
| 90 | 10 | 23 | 20 | 17 |
| 91 | 8 | 16 | 13 | 14 |
| 92 | 9 | 18 | 18 | 15 |
| 93 | 9 | 16 | 18 | 15 |
| 94 | 7 | 18 | 15 | 15 |
| 95 | 12 | 20 | 18 | 19 |
| 96 | 9 | 16 | 15 | 15 |
| | 938 | 1917 | 1677 | 1595 |

Lampiran 7. Hasil Uji Validitas dan Reliabilitas

Correlations VARIABEL X1

| | | Correlations | | | |
|--------|---------------------|--------------|--------|--------|--------|
| | | X1_1 | X1_2 | X1_3 | Tot X1 |
| X1_1 | Pearson Correlation | 1 | ,436** | ,022 | ,716** |
| | Sig. (2-tailed) | | ,000 | ,831 | ,000 |
| | N | 96 | 96 | 96 | 96 |
| X1_2 | Pearson Correlation | ,436** | 1 | ,324** | ,824** |
| | Sig. (2-tailed) | ,000 | | ,001 | ,000 |
| | N | 96 | 96 | 96 | 96 |
| X1_3 | Pearson Correlation | ,022 | ,324** | 1 | ,593** |
| | Sig. (2-tailed) | ,831 | ,001 | | ,000 |
| | N | 96 | 96 | 96 | 96 |
| Tot_X1 | Pearson Correlation | ,716** | ,824** | ,593** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | |
| | N | 96 | 96 | 96 | 96 |

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 96 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 96 | 100,0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,716 | 3 |

Correlations VARIABEL X2

| | | Correlations | | | | | | |
|--------|---------------------|--------------|--------|--------|--------|--------|--------|--------|
| | | X2_1 | X2_2 | X2_3 | X2_4 | X2_5 | X2_6 | Tot_X2 |
| X2_1 | Pearson Correlation | 1 | ,636** | ,398** | ,527** | ,453** | ,570** | ,768** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 | 96 |
| X2_2 | Pearson Correlation | ,636** | 1 | ,202* | ,524** | ,404** | ,590** | ,720** |
| | Sig. (2-tailed) | ,000 | | ,048 | ,000 | ,000 | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 | 96 |
| X2_3 | Pearson Correlation | ,398** | ,202* | 1 | ,448** | ,543** | ,554** | ,689** |
| | Sig. (2-tailed) | ,000 | ,048 | | ,000 | ,000 | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 | 96 |
| X2_4 | Pearson Correlation | ,527** | ,524** | ,448** | 1 | ,601** | ,639** | ,801** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 | 96 |
| X2_5 | Pearson Correlation | ,453** | ,404** | ,543** | ,601** | 1 | ,638** | ,795** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 | 96 |
| X2_6 | Pearson Correlation | ,570** | ,590** | ,554** | ,639** | ,638** | 1 | ,858** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 | 96 |
| Tot_X2 | Pearson Correlation | ,768** | ,720** | ,689** | ,801** | ,795** | ,858** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 96 | 96 | 96 | 96 | 96 | 96 | 96 |

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

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

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 96 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 96 | 100,0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,861 | 6 |

Correlations VARIABLE X3

| | | Correlations | | | | | |
|--------|---------------------|--------------|--------|--------|--------|--------|--------|
| | | X3 1 | X3 2 | X3 3 | X3 4 | X3 5 | Tot X3 |
| X3_1 | Pearson Correlation | 1 | ,619** | ,675** | ,550** | ,529** | ,834** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| X3_2 | Pearson Correlation | ,619** | 1 | ,638** | ,507** | ,450** | ,787** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| X3_3 | Pearson Correlation | ,675** | ,638** | 1 | ,651** | ,470** | ,850** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| X3_4 | Pearson Correlation | ,550** | ,507** | ,651** | 1 | ,568** | ,816** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| X3_5 | Pearson Correlation | ,529** | ,450** | ,470** | ,568** | 1 | ,752** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| Tot_X3 | Pearson Correlation | ,834** | ,787** | ,850** | ,816** | ,752** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |

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

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 96 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 96 | 100,0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,866 | 5 |

Correlations VARIABEL Y

| | | Correlations | | | | | |
|-------|---------------------|--------------|--------|--------|--------|--------|--------|
| | | Y 1 | Y 2 | Y 3 | Y 4 | Y 5 | OCB Y |
| Y_1 | Pearson Correlation | 1 | ,544** | ,570** | ,198 | ,232* | ,705** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,053 | ,023 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| Y_2 | Pearson Correlation | ,544** | 1 | ,692** | ,432** | ,308** | ,820** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,002 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| Y_3 | Pearson Correlation | ,570** | ,692** | 1 | ,380** | ,381** | ,821** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| Y_4 | Pearson Correlation | ,198 | ,432** | ,380** | 1 | ,413** | ,674** |
| | Sig. (2-tailed) | ,053 | ,000 | ,000 | | ,000 | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| Y_5 | Pearson Correlation | ,232* | ,308** | ,381** | ,413** | 1 | ,625** |
| | Sig. (2-tailed) | ,023 | ,002 | ,000 | ,000 | | ,000 |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |
| Tot_Y | Pearson Correlation | ,705** | ,820** | ,821** | ,674** | ,625** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 96 | 96 | 96 | 96 | 96 | 96 |

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

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

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 96 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 96 | 100,0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,777 | 5 |

Lampiran 8. Deskripsi Data

Descriptives

| Descriptive Statistics | | | | | | | |
|------------------------|----|-------|---------|---------|--------|--------|----------------|
| | N | Range | Minimum | Maximum | Sum | Mean | Std. Deviation |
| X1_1 | 96 | 3,00 | 1,00 | 4,00 | 310,00 | 3,2292 | ,67245 |
| X1_2 | 96 | 3,00 | 1,00 | 4,00 | 313,00 | 3,2604 | ,61976 |
| X1_3 | 96 | 2,00 | 2,00 | 4,00 | 315,00 | 3,2812 | ,57497 |
| X2_1 | 96 | 3,00 | 1,00 | 4,00 | 316,00 | 3,2917 | ,64753 |
| X2_2 | 96 | 3,00 | 1,00 | 4,00 | 308,00 | 3,2083 | ,69459 |
| X2_3 | 96 | 3,00 | 1,00 | 4,00 | 323,00 | 3,3646 | ,72721 |
| X2_4 | 96 | 2,00 | 2,00 | 4,00 | 328,00 | 3,4167 | ,62688 |
| X2_5 | 96 | 3,00 | 1,00 | 4,00 | 313,00 | 3,2604 | ,74332 |
| X2_6 | 96 | 2,00 | 2,00 | 4,00 | 329,00 | 3,4271 | ,62819 |
| X3_1 | 96 | 3,00 | 1,00 | 4,00 | 343,00 | 3,5729 | ,55715 |
| X3_2 | 96 | 2,00 | 2,00 | 4,00 | 344,00 | 3,5833 | ,51640 |
| X3_3 | 96 | 2,00 | 2,00 | 4,00 | 335,00 | 3,4896 | ,56185 |
| X3_4 | 96 | 2,00 | 2,00 | 4,00 | 327,00 | 3,4063 | ,57268 |
| X3_5 | 96 | 2,00 | 2,00 | 4,00 | 328,00 | 3,4167 | ,57430 |
| Y_1 | 96 | 2,00 | 2,00 | 4,00 | 333,00 | 3,4687 | ,59742 |
| Y_2 | 96 | 2,00 | 2,00 | 4,00 | 316,00 | 3,2917 | ,57887 |
| Y_3 | 96 | 2,00 | 2,00 | 4,00 | 316,00 | 3,2917 | ,52147 |
| Y_4 | 96 | 3,00 | 1,00 | 4,00 | 314,00 | 3,2708 | ,60662 |
| Y_5 | 96 | 2,00 | 2,00 | 4,00 | 316,00 | 3,2917 | ,52147 |
| Valid N (listwise) | 96 | | | | | | |

Lampiran 9. Koefisien Determinasi Parsial

Partial Corr

| Control Variables | | | Komitmen Organisasi_X1 | OCB_Y |
|-------------------|------------------------|-------------------------|------------------------|-------|
| Kepuasan Kerja_X2 | Komitmen Organisasi_X1 | Correlation | 1,000 | ,373 |
| | | Significance (2-tailed) | . | ,000 |
| | | df | 0 | 93 |
| | OCB_Y | Correlation | ,373 | 1,000 |
| | | Significance (2-tailed) | ,000 | . |
| | | df | 93 | 0 |

Partial Corr

| Control Variables | | | Kepuasan Kerja_X2 | OCB_Y |
|-------------------|-------------------|-------------------------|-------------------|-------|
| Kepribadian_X3 | Kepuasan Kerja_X2 | Correlation | 1,000 | ,432 |
| | | Significance (2-tailed) | . | ,000 |
| | | df | 0 | 93 |
| | OCB_Y | Correlation | ,432 | 1,000 |
| | | Significance (2-tailed) | ,000 | . |
| | | df | 93 | 0 |

Partial Corr

| Control Variables | | | Kepribadian_X3 | OCB_Y |
|------------------------|----------------|-------------------------|----------------|-------|
| Komitmen Organisasi_X1 | Kepribadian_X3 | Correlation | 1,000 | ,422 |
| | | Significance (2-tailed) | . | ,000 |
| | | df | 0 | 93 |
| | OCB_Y | Correlation | ,422 | 1,000 |
| | | Significance (2-tailed) | ,000 | . |
| | | df | 93 | 0 |

Lampiran 10. Koefisien Determinasi Simultan

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Kepribadian_X3, Komitmen Organisasi_X1, Kepuasan Kerja_X2 ^b | | Enter |

a. Dependent Variable: OCB_Y

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,746 ^a | ,557 | ,542 | 1,39309 |

a. Predictors: (Constant), Kepribadian_X3, Komitmen Organisasi_X1, Kepuasan Kerja_X2

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 224,196 | 3 | 74,732 | 38,508 | ,000 ^b |
| | Residual | 178,543 | 92 | 1,941 | | |
| | Total | 402,740 | 95 | | | |

a. Dependent Variable: OCB_Y



b. Predictors: (Constant), Kepribadian_X3, Komitmen Organisasi_X1, Kepuasan Kerja_X2

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 4,047 | 1,268 | | 3,192 | ,002 |
| | Komitmen Organisasi_X1 | ,557 | ,143 | ,360 | 3,906 | ,000 |
| | Kepuasan Kerja_X2 | ,187 | ,079 | ,284 | 2,375 | ,020 |
| | Kepribadian_X3 | ,195 | ,095 | ,213 | 2,052 | ,043 |

a. Dependent Variable: OCB_Y

Lampiran 11. Surat Keterangan Riset

| | | |
|---|---|---|
|  | PEMERINTAH PROVINSI DAERAH KHUSUS IBUKOTA JAKARTA DINAS KESEHATAN PUSAT KESEHATAN MASYARAKAT KECAMATAN MENTENG Jalan Pegangsaan Barat Nomor 14 Jakarta Pusat , Telepon 31935836 / 3103439 / 3157164 Faksimile 31904965 Email pkm_kecmenteng@yahoo.co.id J A K A R T A | |
| | Kode Pos : 10310 | |
| Nomor | : 185 / - 089.51 | 25 Februari 2020 |
| Sifat | : Biasa | |
| Lampiran | : - | |
| Hal | : Balasan | Kepada Yth. Sekolah Tinggi Ilmu Ekonomi Indonesia Di Jakarta |
| <p>Sehubungan dengan surat Wakil Ketua I Sekolah Tinggi Ilmu Ekonomi Indonesia nomor 45/BAA/STE/II/2020 tanggal 11 Februari 2020 tentang Izin Riset Penelitian Bagi Mahasiswa, atas nama :</p> | | |
| Nama | : Intan Medina Ariani | |
| NPK | : 21150000085 | |
| Program Studi | : S1 Manajemen | |
| Judul Karya Tulis Ilmiah | : Pengaruh Komitmen Organisasi, Kepuasan Kerja dan Kepribadian Terhadap Organizational Citizenship Behavior Tenaga Medis Di Puskesmas Kecamatan Menteng Jakarta Pusat | |
| <p>Pada prinsipnya kami mengizinkan mahasiswa tersebut untuk melakukan riset penelitian berupa pengambilan data sesuai judul karya tulis ilmiah tersebut di lingkungan kerja Puskesmas Kecamatan Menteng.</p> | | |
| <p>Demikian surat balasan ini disampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.</p> | | |
| Kepala Puskesmas Kecamatan Menteng Kota Administrasi Jakarta Pusat, & | | |
|  | | |
| drg. I.G.A. Rusmala Dewi, MPH NIP. 196607241993012001 | | |

DAFTAR RIWAYAT HIDUP

Data Pribadi

Nama : Intan Medina Ariani
NPM : 21150000085
Tempat dan Tanggal Lahir : Jakarta, 17 Mei 1997
Agama : Islam
Jenis Kelamin : Perempuan
Kewarganegaraan : Indonesia
Alamat : Jl. Pendidikan VII Blok J No. 152 A
Rt. 004 Rw. 014
Komplek IKIP Duren Sawit, Jakarta Timur

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Pendidikan Formal

SDN 03 pagi : 2003-2009
SMP N 148 : 2009-2012
SMA N 46 : 2012-2015
STIE Indonesia Jakarta : 2015- sekarang

Pengalaman Organisasi

Ikut Praktek Kerja Lapangan ke Perusahaan Travel