

## Lampiran 1 Kuesioner

**KUESIONER PENELITIAN**  
**PENINGKATAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOURS* (OCB)**  
**MELALUI ETIKA KERJA ISLAM, KOMITMEN AFEKTIF,**  
**DAN IDENTITAS ORGANISASI**

---

Kepada:

Bapak / Ibu Responden  
di Kendal

Dengan hormat,

Dalam rangka memenuhi tugas tesis saya pada Program Magister Manajemen Universitas Islam Sultan Agung Semarang, maka dengan segala kerendahan hati, saya sangat mengharapkan tanggapan Bapak / Ibu terhadap beberapa pernyataan yang tersedia dalam kuesioner penelitian mengenai **“Peningkatan *Organizational Citizenship Behaviours* (OCB) melalui Etika Kerja Islam, Komitmen Afektif dan Identitas Organisasi”**.

Pengumpulan data ini semata-mata hanya akan digunakan untuk kepentingan penelitian dan penyusunan tesis. Kesiediaan Bapak / Ibu untuk memberikan informasi yang benar dan lengkap akan sangat mendukung keberhasilan penelitian ini.

Saya ucapkan terima kasih atas bantuan dan kesiediaan Bapak / Ibu dalam pengisian kuesioner ini.

Hormat saya,

Gunadi Wibowo

## KUESIONER PENELITIAN

### PETUNJUK PENGISIAN

1. Mohon berikan tanda centang (√) pada jawaban Bapak/Ibu dan mohon mengisi bagian yang membutuhkan jawaban tertulis.
2. Mohon berikan penilaian Bapak/Ibu selama menjalani pekerjaan sehari – hari dengan kriteria sebagai berikut:

<b>Sangat Tidak Setuju</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Sangat Setuju</b>
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### IDENTITAS RESPONDEN

1. Jenis Kelamin :  Laki-Laki  Perempuan
2. Usia Anda saat ini : ..... tahun
3. Pendidikan Terakhir :  SMU  D-3  S-1  
 Lainnya (sebutkan .....)
4. Lama Bekerja : ..... tahun
5. Kategori Pekerjaan :  Administrasi  Ahli gizi  
 Apoteker  Bidan  
 Dokter  Perawat  
 Lainnya (sebutkan .....)
6. Status Kepegawaian :  Tetap  Tidak tetap

**A. ETIKA KERJA ISLAM**

No	Pernyataan	Skor
1.	Saya memiliki keahlian sesuai dengan tuntutan tugas.	<b>STS 1 2 3 4 5 SS</b>
2.	Saya bersikap ramah kepada semua orang di tempat kerja.	<b>STS 1 2 3 4 5 SS</b>
3.	Saya selalu berusaha untuk memenuhi tanggung jawab kerja.	<b>STS 1 2 3 4 5 SS</b>
4.	Menurut saya, keadilan di tempat kerja adalah hal yang penting untuk mewujudkan kesejahteraan pegawai.	<b>STS 1 2 3 4 5 SS</b>
5.	Saya selalu berusaha untuk mewujudkan kerjasama antar pegawai.	<b>STS 1 2 3 4 5 SS</b>

**B. KOMITMEN AFEKTIF**

No	Pernyataan	Skor
1.	Saya merasa menjadi bagian yang tidak terpisahkan dari rumah sakit ini.	<b>STS 1 2 3 4 5 SS</b>
2.	Saya merasa memiliki rumah sakit ini.	<b>STS 1 2 3 4 5 SS</b>
3.	Saya bangga memberitahukan hal baik tentang rumah sakit ini kepada orang lain.	<b>STS 1 2 3 4 5 SS</b>
4.	Saya merasa terikat secara emosional dengan rumah sakit ini.	<b>STS 1 2 3 4 5 SS</b>
5.	Saya senang apabila dapat bekerja di rumah sakit ini sampai pensiun.	<b>STS 1 2 3 4 5 SS</b>

### C. IDENTITAS ORGANISASI

No	Pernyataan	Skor
1.	Rumah sakit tempat saya bekerja mempunyai citra/ciri khusus yang membedakan dengan rumah sakit-rumah sakit lain.	STS 1 2 3 4 5 SS
2.	Rumah sakit tempat saya bekerja melakukan <i>public relation</i> dan komunikasi kepada pihak luar dengan baik.	STS 1 2 3 4 5 SS
3.	Rumah sakit tempat saya bekerja mempunyai reputasi yang baik di tengah masyarakat.	STS 1 2 3 4 5 SS

### D. ORGANIZATIONAL CITIZENSHIP BEHAVIOURS (OCB)

No	Pernyataan	Skor
1.	Saya suka menolong rekan kerja meskipun tidak ada penghargaan/imbalan untuk itu.	STS 1 2 3 4 5 SS
2.	Saya tidak komplain saat mendapat perlakuan kurang baik dari rekan kerja namun tetap melaksanakan pekerjaan dengan baik.	STS 1 2 3 4 5 SS
3.	Saya berencana tetap setia pada rumah sakit tempat saya bekerja walaupun rumah sakit ini mengalami kondisi keuangan yang sulit.	STS 1 2 3 4 5 SS
4.	Saya patuh pada aturan rumah sakit tempat saya bekerja.	STS 1 2 3 4 5 SS
5.	Saya memiliki inisiatif yang cemerlang dibanding rekan kerja lainnya.	STS 1 2 3 4 5 SS
6.	Saya merasa bertanggungjawab secara moral untuk menyampaikan informasi-informasi penting yang saya ketahui kepada rumah sakit tempat saya bekerja.	STS 1 2 3 4 5 SS

## Lampiran 2 Tabel Deskripsi Responden

No. Rspdn	Jenis Kelamin		Umur (Tahun)				Pendidikan				Lama Bekerja (Tahun)				
	L	P	20-30	31-40	41-50	> 50	SMU	D3	S1	S2	0 - 5 Th	6 - 10 Th	11 - 15 Th	16 - 20 Th	> 20 Th
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	1				1		1								1
2		1	1						1		1				
3	1		1				1					1			
4	1			1				1			1				
5		1		1				1				1			
6		1			1				1			1			
7		1	1						1		1				
8	1		1				1					1			
9		1		1					1		1				
10		1		1				1			1				
11	1		1						1		1				
12		1	1						1		1				
13		1		1				1					1		
14		1		1				1						1	
15		1		1				1			1				
16	1			1					1		1				
17		1		1				1				1			
18		1			1			1							1
19		1				1		1							1
20		1		1				1						1	
21		1		1				1					1		
22		1			1				1					1	

23	1				1				1					1
24		1		1					1			1		
25	1		1						1		1			
26		1		1					1		1			
27		1	1				1				1			
28	1		1						1		1			
29		1	1						1			1		
30		1	1						1		1			
31		1		1					1			1		
32		1		1					1			1		
33		1		1					1		1			
34	1		1						1		1			
35		1	1				1				1			
36		1	1						1		1			
37	1			1			1					1		
38	1		1				1					1		
39		1	1				1				1			
40	1		1				1					1		
41		1	1					1				1		
42		1	1					1				1		
43		1			1			1				1		
44		1		1				1				1		
45	1		1					1				1		
46		1	1					1			1			
47		1	1					1			1			
48		1	1					1				1		
49	1		1					1			1			

50		1	1					1				1			
51		1	1					1			1				
52		1	1					1			1				
53		1	1				1				1				
54		1		1			1					1			
55		1	1				1					1			
56		1		1			1					1			
57		1			1		1					1			
58		1		1			1				1				
59		1			1		1					1			
60		1	1					1			1				
61		1	1					1			1				
62		1	1					1			1				
63	1		1					1				1			
64	1			1				1			1				
65	1			1				1			1				
66		1		1				1				1			
67		1			1				1					1	
68		1	1					1			1				
69		1			1			1						1	
70		1	1					1			1				
71		1	1					1			1				
72	1		1					1			1				
73		1	1					1			1				
74	1				1			1						1	
75	1		1					1			1				
76		1	1						1		1				

77		1	1					1		1				
78	1		1						1	1				
79		1	1					1		1				
80		1	1				1			1				
81	1		1				1			1				
82		1	1				1			1				
83		1	1					1		1				
84		1		1			1				1			
85	1		1				1			1				
86		1	1					1		1				
87		1		1				1		1				
88	1		1					1		1				
89		1	1					1		1				
90		1	1				1			1				
91	1		1				1			1				
92		1	1				1			1				
93		1	1				1				1			
94	1		1				1				1			
95		1	1				1			1				
96		1	1					1		1				
97		1	1				1			1				
98		1		1				1					1	
99		1	1					1		1				
100		1	1				1			1				
101		1	1				1			1				
102		1	1				1			1				
103	1		1				1			1				



104	1		1					1		1					
105		1	1					1			1				
106		1	1					1		1					
107	1		1					1		1					
108		1	1					1			1				
109		1	1					1		1					
110	1		1					1		1					
JML	31	79	71	27	11	1	14	56	39	1	66	31	3	8	2
Persentase	28,18%	71,82%	64,55%	24,55%	10,00%	0,91%	12,73%	50,91%	35,45%	0,91%	60,00%	28,18%	2,73%	7,27%	1,82%

No. Rspndn	Kategori Pekerjaan							Status Kepegawaian	
	Administrasi	Ahli Gizi	Apoteker	Bidan	Dokter	Perawat	Lainnya	Tetap	Tidak Tetap
1	17	18	19	20	21	22	23	24	25
1							1	1	
2							1		1
3							1	1	
4	1								1
5	1								1
6	1								1
7						1			1
8							1		1
9							1		1
10						1			1
11			1						1
12	1								1
13							1	1	





68							1	1	
69							1	1	
70							1	1	
71							1	1	
72							1		1
73							1		1
74							1	1	
75							1	1	
76					1				1
77					1			1	
78					1				1
79					1			1	
80							1		1
81							1	1	
82							1	1	
83							1	1	
84						1		1	
85						1		1	
86						1		1	
87						1		1	
88						1		1	
89						1		1	
90						1		1	
91						1			1
92						1		1	
93						1		1	
94						1		1	

95						1		1	
96						1		1	
97						1		1	
98						1		1	
99						1		1	
100						1		1	
101						1			1
102						1		1	
103						1		1	
104						1		1	
105						1		1	
106						1		1	
107						1		1	
108						1		1	
109						1		1	
110						1		1	
JML	6	5	3	2	5	45	44	84	26
Persentase	5,45%	4,55%	2,73%	1,82%	4,55%	40,91%	40,00%	76,36%	23,64%

### **Lampiran 3 *Text Output* AMOS**

#### **Analysis Summary**

##### **Date and Time**

Date: 07 Agustus 2018

Time: 16:30:47

##### **Title**

Sem full model: 07 Agustus 2018 16:30

##### **Notes for Group (Group number 1)**

The model is recursive.

Sample size = 110

##### **Variable Summary (Group number 1)**

##### **Your model contains the following variables (Group number 1)**

Observed, endogenous variables

Kom1

Kom2

Kom3

Kom4

Kom5

Eti5

Eti4

Eti3

Eti2

Eti1

Ide3

Ide2

Ide1

Org1

Org2

Org3

Org4

Org5

Org6

Unobserved, endogenous variables

Komitmen\_Afektif

Identitas\_Organisasi

OCB

Unobserved, exogenous variables

e6

e7

e8

e9

e10

Etika\_Kerja\_Islam

e5

e4

e3

e2

e1

e13

e12

e11

e14

e15

e16

e17

e18

e19

z1

z3

z2

**Variable counts (Group number 1)**

Number of variables in your model: 45

Number of observed variables: 19

Number of unobserved variables: 26

Number of exogenous variables: 23

Number of endogenous variables: 22

**Parameter Summary (Group number 1)**

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	26	0	0	0	0	26
Labeled	0	0	0	0	0	0
Unlabeled	20	0	23	0	0	43
Total	46	0	23	0	0	69

**Assessment of normality (Group number 1)**

Variable	min	max	skew	c.r.	kurtosis	c.r.
Org6	1,000	5,000	-1,577	-6,753	2,100	4,497
Org5	1,000	5,000	-,940	-4,025	,232	,498
Org4	1,000	5,000	-1,725	-7,384	2,672	5,721
Org3	1,000	5,000	-1,320	-5,653	1,828	3,913
Org2	1,000	5,000	-1,116	-4,780	1,067	2,285
Org1	1,000	5,000	-1,797	-7,692	3,071	6,574
Ide1	1,000	5,000	-1,500	-6,423	1,882	4,029
Ide2	1,000	5,000	-1,495	-6,400	2,013	4,310
Ide3	1,000	5,000	-1,694	-7,254	2,507	5,367
Eti1	1,000	5,000	-1,778	-7,614	2,810	6,015
Eti2	1,000	5,000	-2,030	-8,691	3,613	7,735
Eti3	1,000	5,000	-1,946	-8,334	3,355	7,182
Eti4	1,000	5,000	-2,156	-9,233	3,734	7,993
Eti5	1,000	5,000	-2,017	-8,637	3,477	7,444
Kom5	1,000	5,000	-1,453	-6,223	1,427	3,054
Kom4	1,000	5,000	-1,215	-5,204	1,050	2,249
Kom3	1,000	5,000	-1,803	-7,719	2,686	5,751
Kom2	1,000	5,000	-1,133	-4,851	,606	1,297
Kom1	1,000	5,000	-1,223	-5,236	1,067	2,284
Multivariate					155,788	28,920

**Observations farthest from the centroid (Mahalanobis distance) (Group number 1)**

Observation number	Mahalanobis d-squared	p1	p2
68	62,633	,000	,000
62	61,560	,000	,000
77	58,317	,000	,000
4	49,201	,000	,000
2	47,089	,000	,000
57	44,669	,001	,000
64	44,182	,001	,000
32	41,652	,002	,000
27	41,014	,002	,000
37	39,506	,004	,000
1	37,401	,007	,000
61	37,175	,008	,000
25	35,476	,012	,000
58	33,871	,019	,000
33	33,858	,019	,000
56	32,712	,026	,000
72	32,424	,028	,000
109	31,554	,035	,000



Observation number	Mahalanobis d-squared	p1	p2
16	30,995	,040	,000
100	29,662	,056	,000
41	29,597	,057	,000
104	28,453	,075	,000
95	27,782	,088	,000
36	26,777	,110	,001
43	25,371	,149	,018
78	25,066	,158	,021
8	24,989	,161	,014
55	24,974	,161	,008
59	24,974	,161	,004
46	24,798	,167	,004
23	24,682	,171	,003
35	24,143	,191	,007
66	24,070	,193	,005
44	23,487	,217	,015
5	22,993	,238	,034
6	22,993	,238	,021
47	22,541	,258	,041
48	22,541	,258	,026
69	22,405	,265	,023
38	22,237	,273	,023
103	21,527	,308	,089
74	21,132	,330	,144
15	21,115	,330	,107
63	21,012	,336	,095
14	20,289	,377	,277
28	20,104	,388	,292
86	19,925	,399	,305
89	19,925	,399	,241
79	19,792	,407	,235
76	19,652	,416	,232
80	19,606	,419	,195
88	18,743	,473	,543
99	18,077	,517	,800
26	17,792	,536	,853
87	17,607	,549	,870
40	17,495	,556	,863
101	17,493	,557	,817
81	17,302	,569	,839
82	17,088	,584	,866
70	17,014	,589	,847
71	17,014	,589	,797
75	17,014	,589	,739

Observation number	Mahalanobis d-squared	p1	p2
29	16,575	,619	,862
31	16,262	,640	,913
102	15,743	,674	,974
9	15,624	,682	,973
96	15,101	,716	,994
73	14,466	,756	1,000
110	13,792	,796	1,000
65	13,774	,797	1,000
85	13,703	,801	1,000
60	13,232	,826	1,000
97	13,135	,832	1,000
94	12,192	,877	1,000
98	12,142	,879	1,000
53	11,308	,913	1,000
30	10,682	,934	1,000
45	10,580	,937	1,000
11	10,077	,951	1,000
13	9,947	,954	1,000
21	9,547	,963	1,000
83	9,385	,967	1,000
42	9,303	,968	1,000
7	9,140	,971	1,000
54	8,806	,977	1,000
19	8,585	,980	1,000
39	8,223	,984	1,000
24	7,824	,988	1,000
17	5,617	,999	1,000
108	4,663	1,000	1,000
10	4,287	1,000	1,000
3	2,594	1,000	1,000
12	2,594	1,000	1,000
18	2,594	1,000	1,000
20	2,594	1,000	1,000
22	2,594	1,000	1,000
34	2,594	1,000	1,000
67	2,594	1,000	1,000
91	2,594	1,000	1,000
49	,818	1,000	1,000

**Sample Moments (Group number 1)**

**Sample Covariances (Group number 1)**

	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2	Ide3	Eti1	Eti2	Eti3	Eti4	Eti5	Kom5	Kom4	Kom3	Kom2	Kom1
Org6	1,223																		
Org5	,920	1,395																	
Org4	1,028	,906	1,154																
Org3	,816	,754	,796	,936															
Org2	,711	,580	,641	,701	,944														
Org1	,967	,764	,895	,748	,690	1,053													
Ide1	,991	,870	,965	,937	,709	,911	1,209												
Ide2	,975	,843	,950	,810	,644	,900	1,072	1,162											
Ide3	,975	,904	1,005	,843	,640	,922	1,092	1,095	1,199										
Eti1	1,046	,903	,974	,760	,568	,924	,965	,932	,969	1,184									
Eti2	1,020	,833	1,002	,766	,582	,949	,957	,937	,984	1,031	1,190								
Eti3	1,069	,801	,999	,776	,580	,960	1,002	,980	,997	1,046	1,092	1,184							
Eti4	1,012	,836	1,002	,753	,523	,946	,940	,968	1,016	1,070	1,130	1,084	1,272						
Eti5	1,046	,821	,972	,783	,583	,972	,984	,955	1,000	1,102	1,121	1,098	1,132	1,217					
Kom5	1,024	,917	1,047	,853	,620	,905	,982	,993	1,049	,993	,986	1,070	,979	,985	1,379				
Kom4	,768	<u>.726</u>	,681	,574	,416	,633	,736	,661	,725	,744	,698	,759	,715	,717	,813	1,241			
Kom3	1,096	,871	,991	,804	,616	,980	1,020	,989	1,025	1,084	1,085	1,149	1,096	1,100	1,098	,849	1,251		
Kom2	1,063	1,042	,999	,849	,641	,885	,953	,886	,913	,971	,969	,990	,976	,971	1,116	,865	1,044	1,402	
Kom1	,997	,917	,958	,702	,560	,821	,872	,833	,891	,921	,914	,919	,917	,888	,960	,749	,955	1,125	1,228

Condition number = 486,420

Eigenvalues

17,594 ,971 ,895 ,618 ,518 ,436 ,312 ,265 ,219 ,185 ,150 ,136 ,130 ,103 ,089 ,070 ,051 ,046 ,036

Determinant of sample covariance matrix = ,000

**Sample Correlations (Group number 1)**

	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2	Ide3	Eti1	Eti2	Eti3	Eti4	Eti5	Kom5	Kom4	Kom3	Kom2	Kom1
Org6	1,000																		
Org5	,704	1,000																	
Org4	,865	,714	1,000																
Org3	,763	,660	,766	1,000															
Org2	,662	,505	,614	,746	1,000														
Org1	,852	,630	,812	,754	,692	1,000													
Ide1	,815	,670	,817	,881	,663	,808	1,000												
Ide2	,818	,662	,821	,777	,615	,813	,905	1,000											
Ide3	,805	,699	,854	,796	,602	,820	,907	,927	1,000										
Eti1	,870	,703	,833	,722	,538	,828	,806	,794	,813	1,000									
Eti2	,846	,647	,855	,726	,549	,848	,798	,796	,824	,869	1,000								
Eti3	,888	,623	,855	,738	,549	,860	,838	,836	,837	,884	,920	1,000							
Eti4	,811	,628	,827	,690	,477	,817	,758	,796	,823	,871	,918	,883	1,000						
Eti5	,858	,630	,820	,734	,544	,859	,812	,803	,828	,918	,932	,915	,910	1,000					
Kom5	,788	,661	,830	,751	,544	,751	,761	,784	,816	,777	,770	,838	,739	,761	1,000				
Kom4	,623	,551	,569	,533	,384	,554	,601	,551	,594	,614	,574	,626	,569	,584	,621	1,000			
Kom3	,886	,659	,825	,743	,567	,854	,829	,820	,837	,890	,890	,944	,869	,892	,836	,681	1,000		
Kom2	,811	,745	,785	,741	,557	,728	,732	,694	,704	,754	,750	,769	,731	,744	,803	,655	,788	1,000	
Kom1	,813	,701	,805	,655	,520	,722	,716	,697	,734	,764	,756	,762	,733	,727	,737	,606	,770	,857	1,000

Condition number = 486,775

Eigenvalues

14,614 ,852 ,756 ,491 ,446 ,333 ,250 ,233 ,182 ,160 ,124 ,119 ,110 ,087 ,074 ,058 ,043 ,038 ,030

**Notes for Model (Default model)****Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 190  
 Number of distinct parameters to be estimated: 43  
 Degrees of freedom (190 - 43): 147

**Result (Default model)**

Minimum was achieved  
 Chi-square = 445,051  
 Degrees of freedom = 147  
[Probability level = ,000](#)

**Estimates (Group number 1 - Default model)****Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

			Estimate	S.E.	C.R.	P	Label
Identitas_Organisasi	<---	Etika_Kerja_Islam	,895	,055	16,240	***	par_17
Komitmen_Afektif	<---	Etika_Kerja_Islam	,850	,062	13,730	***	par_20
OCB	<---	Etika_Kerja_Islam	,044	,142	,311	,756	par_16
OCB	<---	Identitas_Organisasi	,317	,071	4,447	***	par_18
OCB	<---	Komitmen_Afektif	,593	,160	3,714	***	par_19
Kom1	<---	Komitmen_Afektif	1,000				
Kom2	<---	Komitmen_Afektif	1,094	,089	12,233	***	par_1
Kom3	<---	Komitmen_Afektif	1,133	,080	14,207	***	par_2
Kom4	<---	Komitmen_Afektif	,819	,097	8,419	***	par_3
Kom5	<---	Komitmen_Afektif	1,095	,089	12,297	***	par_4
Eti5	<---	Etika_Kerja_Islam	1,000				
Eti4	<---	Etika_Kerja_Islam	,994	,045	21,903	***	par_5
Eti3	<---	Etika_Kerja_Islam	,983	,039	25,055	***	par_6
Eti2	<---	Etika_Kerja_Islam	,984	,039	24,977	***	par_7
Eti1	<---	Etika_Kerja_Islam	,956	,044	21,621	***	par_8
Ide3	<---	Identitas_Organisasi	1,000				
Ide2	<---	Identitas_Organisasi	,978	,039	24,856	***	par_9
Ide1	<---	Identitas_Organisasi	,984	,043	22,848	***	par_10
Org1	<---	OCB	1,000				
Org2	<---	OCB	,717	,081	8,829	***	par_11
Org3	<---	OCB	,879	,068	12,929	***	par_12
Org4	<---	OCB	1,065	,066	16,114	***	par_13
Org5	<---	OCB	,955	,093	10,251	***	par_14
Org6	<---	OCB	1,116	,066	17,019	***	par_15

**Standardized Regression Weights: (Group number 1 - Default model)**

		Estimate
Identitas_Organisasi	<--- Etika_Kerja_Islam	,899
Komitmen_Afektif	<--- Etika_Kerja_Islam	,959
OCB	<--- Etika_Kerja_Islam	,051
OCB	<--- Identitas_Organisasi	,363
OCB	<--- Komitmen_Afektif	,603
Kom1	<--- Komitmen_Afektif	,848
Kom2	<--- Komitmen_Afektif	,869
Kom3	<--- Komitmen_Afektif	,952
Kom4	<--- Komitmen_Afektif	,691
Kom5	<--- Komitmen_Afektif	,877
Eti5	<--- Etika_Kerja_Islam	,962
Eti4	<--- Etika_Kerja_Islam	,935
Eti3	<--- Etika_Kerja_Islam	,959
Eti2	<--- Etika_Kerja_Islam	,957
Eti1	<--- Etika_Kerja_Islam	,933
Ide3	<--- Identitas_Organisasi	,964
Ide2	<--- Identitas_Organisasi	,958
Ide1	<--- Identitas_Organisasi	,945
Org1	<--- OCB	,904
Org2	<--- OCB	,683
Org3	<--- OCB	,842
Org4	<--- OCB	,920
Org5	<--- OCB	,749
Org6	<--- OCB	,936

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Etika_Kerja_Islam	1,127	,165	6,842	***	par_21
z1	,070	,023	3,114	,002	par_22
z2	,213	,037	5,738	***	par_23
z3	,028	,013	2,191	,028	par_24
e6	,344	,053	6,521	***	par_25
e7	,344	,056	6,195	***	par_26
e8	,117	,026	4,586	***	par_27
e9	,648	,091	7,139	***	par_28
e10	,319	,049	6,528	***	par_29
e5	,090	,016	5,649	***	par_30
e4	,159	,025	6,434	***	par_31
e3	,095	,016	5,765	***	par_32
e2	,099	,017	5,913	***	par_33

	Estimate	S.E.	C.R.	P	Label
e1	,153	,024	6,479	***	par_34
e13	,084	,018	4,655	***	par_35
e12	,096	,019	5,115	***	par_36
e11	,129	,023	5,598	***	par_37
e14	,192	,030	6,479	***	par_38
e15	,501	,070	7,135	***	par_39
e16	,270	,040	6,843	***	par_40
e17	,177	,028	6,336	***	par_41
e18	,610	,086	7,125	***	par_42
e19	,151	,026	5,869	***	par_43

**Squared Multiple Correlations: (Group number 1 - Default model)**

	Estimate
Identitas_Organisasi	,809
Komitmen_Afektif	,921
OCB	,967
Org6	,876
Org5	,560
Org4	,846
Org3	,709
Org2	,467
Org1	,817
Ide1	,893
Ide2	,917
Ide3	,930
Eti1	,870
Eti2	,917
Eti3	,920
Eti4	,875
Eti5	,926
Kom5	,769
Kom4	,478
Kom3	,906
Kom2	,754
Kom1	,720

**Matrices (Group number 1 - Default model)****Implied (for all variables) Covariances (Group number 1 - Default model)**

	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2	Ide3
Etika_Kerja_Islam	1,127												
Identitas_Organisasi	1,008	1,115											
Komitmen_Afektif	,957	,856	,884										
OCB	,937	,906	,838	,854									
Org6	1,046	1,011	,935	,953	1,214								
Org5	,895	,865	,800	,815	,909	1,388							
Org4	,998	,965	,893	,910	1,015	,868	1,146						
Org3	,824	,796	,737	,750	,837	,716	,799	,930					
Org2	,672	,650	,601	,612	,683	,584	,652	,538	,940				
Org1	,937	,906	,838	,854	,953	,815	,910	,750	,612	1,046			
Ide1	,992	1,097	,843	,892	,995	,851	,950	,784	,639	,892	1,209		
Ide2	,986	1,090	,838	,886	,989	,846	,944	,779	,635	,886	1,073	1,162	
Ide3	1,008	1,115	,856	,906	1,011	,865	,965	,796	,650	,906	1,097	1,090	1,199
Eti1	1,077	,964	,916	,896	1,000	,856	,955	,788	,643	,896	,949	,943	,964
Eti2	1,108	,992	,942	,922	1,029	,880	,982	,810	,661	,922	,976	,970	,992
Eti3	1,107	,991	,941	,921	1,028	,880	,981	,810	,661	,921	,975	,969	,991
Eti4	1,120	1,002	,952	,932	1,040	,890	,993	,819	,668	,932	,986	,980	1,002
Eti5	1,127	1,008	,957	,937	1,046	,895	,998	,824	,672	,937	,992	,986	1,008
Kom5	1,048	,938	,968	,918	1,024	,876	,978	,807	,658	,918	,923	,917	,938
Kom4	,784	,702	,724	,687	,766	,656	,731	,603	,492	,687	,691	,686	,702
Kom3	1,084	,970	1,001	,949	1,059	,906	1,011	,834	,681	,949	,955	,949	,970
Kom2	1,047	,937	,967	,917	1,023	,875	,977	,806	,657	,917	,922	,916	,937
Kom1	,957	,856	,884	,838	,935	,800	,893	,737	,601	,838	,843	,838	,856

**Implied (for all variables) Correlations (Group number 1 - Default model)**

	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2
Etika_Kerja_Islam	1,000											
Identitas_Organisasi	,899	1,000										
Komitmen_Afektif	,959	,863	1,000									
OCB	,956	,929	,965	1,000								
Org6	,894	,869	,903	,936	1,000							



	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2
Org5	,715	,695	,722	,749	,701	1,000						
Org4	,879	,854	,887	,920	,861	,688	1,000					
Org3	,805	,782	,813	,842	,788	,630	,774	1,000				
Org2	,653	,635	,659	,683	,639	,512	,628	,575	1,000			
Org1	,864	,839	,872	,904	,846	,677	,831	,761	,617	1,000		
Ide1	,850	,945	,816	,878	,821	,657	,807	,739	,600	,793	1,000	
Ide2	,861	,958	,827	,890	,832	,666	,818	,749	,608	,804	,905	1,000
Ide3	,867	,964	,832	,895	,838	,670	,823	,754	,612	,809	,911	,923
Eti1	,933	,839	,895	,892	,834	,667	,820	,751	,609	,806	,793	,804
Eti2	,957	,861	,919	,915	,856	,685	,841	,771	,625	,827	,814	,825
Eti3	,959	,863	,920	,917	,858	,686	,843	,772	,626	,828	,815	,826
Eti4	,935	,841	,898	,894	,837	,669	,822	,753	,611	,808	,795	,806
Eti5	,962	,866	,923	,920	,861	,688	,846	,774	,628	,831	,818	,829
Kom5	,841	,757	,877	,846	,791	,633	,778	,712	,578	,764	,715	,725
Kom4	,663	,597	,691	,667	,624	,499	,613	,562	,456	,603	,564	,571
Kom3	,913	,822	,952	,919	,860	,688	,845	,774	,628	,830	,776	,787
Kom2	,833	,750	,869	,838	,784	,627	,771	,706	,573	,757	,708	,718
Kom1	,814	,732	,848	,818	,766	,613	,753	,689	,559	,740	,692	,701

### Implied Covariances (Group number 1 - Default model)

	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2	Ide3	Eti1	Eti2	Eti3	Eti4	Eti5	Kom5	Kom4	Kom3	Kom2	Kom1
Org6	1,214																		
Org5	,909	1,388																	
Org4	1,015	,868	1,146																
Org3	,837	,716	,799	,930															
Org2	,683	,584	,652	,538	,940														
Org1	,953	,815	,910	,750	,612	1,046													
Ide1	,995	,851	,950	,784	,639	,892	1,209												
Ide2	,989	,846	,944	,779	,635	,886	1,073	1,162											
Ide3	1,011	,865	,965	,796	,650	,906	1,097	1,090	1,199										
Eti1	1,000	,856	,955	,788	,643	,896	,949	,943	,964	1,184									
Eti2	1,029	,880	,982	,810	,661	,922	,976	,970	,992	1,060	1,190								
Eti3	1,028	,880	,981	,810	,661	,921	,975	,969	,991	1,059	1,090	1,184							
Eti4	1,040	,890	,993	,819	,668	,932	,986	,980	1,002	1,071	1,102	1,101	1,272						
Eti5	1,046	,895	,998	,824	,672	,937	,992	,986	1,008	1,077	1,108	1,107	1,120	1,217					



	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2	Ide3	Eti1	Eti2	Eti3	Eti4	Eti5	Kom5	Kom4	Kom3	Kom2	Kom1
Org2	,028	-,005	-,011	,163	,004														
Org1	,014	-,051	-,014	-,002	,078	,008													
Ide1	-,004	,019	,015	,153	,069	,019	,000												
Ide2	-,014	-,003	,006	,031	,009	,013	-,001	,000											
Ide3	-,035	,039	,039	,046	-,010	,016	-,005	,004	,000										
Eti1	,046	,047	,019	-,028	-,074	,028	,016	-,011	,005	,000									
Eti2	-,009	-,047	,019	-,045	-,079	,027	-,019	-,033	-,008	-,029	,000								
Eti3	,041	-,079	,017	-,034	-,080	,038	,027	,011	,006	-,013	,003	,000							
Eti4	-,028	-,053	,010	-,066	-,145	,014	-,046	-,012	,014	-,002	,028	-,017	,000						
Eti5	,001	-,074	-,026	-,040	-,089	,035	-,008	-,030	-,008	,024	,013	-,010	,012	,000					
Kom5	,000	,041	,070	,047	-,038	-,012	,059	,076	,111	-,010	-,045	,040	-,063	-,063	,000				
Kom4	,002	,070	-,050	-,029	-,076	-,053	,045	-,025	,023	-,006	-,074	-,012	-,065	-,067	,020	,000			
Kom3	,037	-,035	-,020	-,031	-,064	,031	,065	,040	,055	,046	,019	,083	,018	,016	,002	,029	,000		
Kom2	,040	,167	,023	,043	-,017	-,032	,031	-,030	-,024	-,031	-,062	-,039	-,065	-,076	,057	,073	-,051	,000	
Kom1	,062	,117	,065	-,034	-,041	-,017	,029	-,005	,034	,005	-,028	-,022	-,035	-,069	-,008	,025	-,046	,158	,000

**Standardized Residual Covariances (Group number 1 - Default model)**

	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2	Ide3	Eti1	Eti2	Eti3	Eti4	Eti5	Kom5	Kom4	Kom3	Kom2	Kom1
Org6	,057																		
Org5	,067	,037																	
Org4	,087	,256	,055																
Org3	-,160	,292	-,024	,046															
Org2	,233	-,039	-,092	1,577	,030														
Org1	,100	-,368	-,106	-,019	,700	,053													
Ide1	-,024	,125	,103	1,210	,582	,141	,000												
Ide2	-,093	-,019	,045	,251	,074	,098	-,004	,000											
Ide3	-,235	,260	,271	,367	-,081	,114	-,034	,028	,000										
Eti1	,310	,320	,130	-,220	-,629	,205	,110	-,076	,035	,000									
Eti2	-,058	-,316	,133	-,351	-,663	,193	-,130	-,229	-,054	-,189	,000								
Eti3	,268	-,528	,119	-,265	-,674	,277	,181	,077	,044	-,086	,017	,000							
Eti4	-,178	-,348	,067	-,503	-,182	,101	-,306	-,078	,094	-,010	,178	-,109	,000						
Eti5	,004	-,490	-,178	-,312	-,739	,246	-,051	-,206	-,052	,157	,083	-,064	,076	,000					
Kom5	-,001	,260	,456	,350	-,301	-,086	,389	,504	,730	-,062	-,288	,253	-,391	-,396	,000				
Kom4	,011	,500	-,373	-,245	-,673	-,419	,335	-,189	,169	-,042	-,535	-,089	-,456	-,480	,134	,000			
Kom3	,239	-,231	-,135	-,235	-,525	,215	,436	,273	,369	,304	,119	,536	,115	,099	,012	,203	,000		

	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2	Ide3	Eti1	Eti2	Eti3	Eti4	Eti5	Kom5	Kom4	Kom3	Kom2	Kom1
Kom2	,250	1,060	,147	,323	-,131	-,222	,204	-,201	-,158	-,198	-,390	-,249	-,403	-,476	,343	,492	-,313	,000	
Kom1	,418	,799	,458	-,274	-,344	-,123	,204	-,033	,242	,035	-,190	-,151	-,234	-,463	-,053	,180	-,304	1,012	,000

**Factor Score Weights (Group number 1 - Default model)**

	Org6	Org5	Org4	Org3	Org2	Org1	Ide1	Ide2	Ide3	Eti1	Eti2	Eti3	Eti4	Eti5	Kom5	Kom4	Kom3	Kom2	Kom1
Etika_Kerja_Islam	,019	,004	,015	,008	,004	,013	,013	,017	,020	,114	,182	,190	,115	,203	,017	,006	,049	,016	,015
Identitas_Organisasi	,036	,008	,029	,016	,007	,025	,217	,290	,337	,010	,017	,017	,010	,019	-,005	-,002	-,014	-,005	-,004
Komitmen_Afektif	,065	,014	,053	,028	,013	,046	-,011	-,015	-,017	,031	,050	,052	,032	,056	,088	,032	,247	,081	,074
OCB	,151	,032	,123	,066	,029	,106	,037	,049	,057	,016	,025	,026	,016	,028	,030	,011	,085	,028	,025

**Total Effects (Group number 1 - Default model)**

	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB
Identitas_Organisasi	,895	,000	,000	,000
Komitmen_Afektif	,850	,000	,000	,000
OCB	,832	,317	,593	,000
Org6	,928	,354	,662	1,116
Org5	,794	,303	,566	,955
Org4	,886	,338	,632	1,065
Org3	,731	,279	,521	,879
Org2	,597	,228	,425	,717
Org1	,832	,317	,593	1,000
Ide1	,881	,984	,000	,000
Ide2	,875	,978	,000	,000
Ide3	,895	1,000	,000	,000
Eti1	,956	,000	,000	,000
Eti2	,984	,000	,000	,000
Eti3	,983	,000	,000	,000
Eti4	,994	,000	,000	,000
Eti5	1,000	,000	,000	,000
Kom5	,931	,000	1,095	,000
Kom4	,696	,000	,819	,000
Kom3	,963	,000	1,133	,000
Kom2	,930	,000	1,094	,000
Kom1	,850	,000	1,000	,000

**Standardized Total Effects (Group number 1 - Default model)**

	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB
Identitas_Organisasi	,899	,000	,000	,000
Komitmen_Afektif	,959	,000	,000	,000
OCB	,956	,363	,603	,000
Org6	,894	,339	,564	,936
Org5	,715	,271	,452	,749
Org4	,879	,333	,555	,920
Org3	,805	,305	,508	,842
Org2	,653	,248	,412	,683
Org1	,864	,328	,545	,904
Ide1	,850	,945	,000	,000
Ide2	,861	,958	,000	,000
Ide3	,867	,964	,000	,000
Eti1	,933	,000	,000	,000
Eti2	,957	,000	,000	,000
Eti3	,959	,000	,000	,000
Eti4	,935	,000	,000	,000
Eti5	,962	,000	,000	,000
Kom5	,841	,000	,877	,000
Kom4	,663	,000	,691	,000
Kom3	,913	,000	,952	,000
Kom2	,833	,000	,869	,000
Kom1	,814	,000	,848	,000

**Direct Effects (Group number 1 - Default model)**

	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB
Identitas_Organisasi	,895	,000	,000	,000
Komitmen_Afektif	,850	,000	,000	,000
OCB	,044	,317	,593	,000
Org6	,000	,000	,000	1,116
Org5	,000	,000	,000	,955
Org4	,000	,000	,000	1,065
Org3	,000	,000	,000	,879
Org2	,000	,000	,000	,717
Org1	,000	,000	,000	1,000
Ide1	,000	,984	,000	,000
Ide2	,000	,978	,000	,000
Ide3	,000	1,000	,000	,000
Eti1	,956	,000	,000	,000
Eti2	,984	,000	,000	,000
Eti3	,983	,000	,000	,000
Eti4	,994	,000	,000	,000
Eti5	1,000	,000	,000	,000
Kom5	,000	,000	1,095	,000
Kom4	,000	,000	,819	,000
Kom3	,000	,000	1,133	,000
Kom2	,000	,000	1,094	,000
Kom1	,000	,000	1,000	,000

**Standardized Direct Effects (Group number 1 - Default model)**

	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB
Identitas_Organisasi	,899	,000	,000	,000
Komitmen_Afektif	,959	,000	,000	,000
OCB	,051	,363	,603	,000
Org6	,000	,000	,000	,936
Org5	,000	,000	,000	,749
Org4	,000	,000	,000	,920
Org3	,000	,000	,000	,842
Org2	,000	,000	,000	,683
Org1	,000	,000	,000	,904
Ide1	,000	,945	,000	,000
Ide2	,000	,958	,000	,000
Ide3	,000	,964	,000	,000
Eti1	,933	,000	,000	,000
Eti2	,957	,000	,000	,000
Eti3	,959	,000	,000	,000
Eti4	,935	,000	,000	,000
Eti5	,962	,000	,000	,000
Kom5	,000	,000	,877	,000
Kom4	,000	,000	,691	,000
Kom3	,000	,000	,952	,000
Kom2	,000	,000	,869	,000
Kom1	,000	,000	,848	,000

**Indirect Effects (Group number 1 - Default model)**

	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB
Identitas_Organisasi	,000	,000	,000	,000
Komitmen_Afektif	,000	,000	,000	,000
OCB	,788	,000	,000	,000
Org6	,928	,354	,662	,000
Org5	,794	,303	,566	,000
Org4	,886	,338	,632	,000
Org3	,731	,279	,521	,000
Org2	,597	,228	,425	,000
Org1	,832	,317	,593	,000
Ide1	,881	,000	,000	,000
Ide2	,875	,000	,000	,000
Ide3	,895	,000	,000	,000
Eti1	,000	,000	,000	,000
Eti2	,000	,000	,000	,000
Eti3	,000	,000	,000	,000
Eti4	,000	,000	,000	,000
Eti5	,000	,000	,000	,000
Kom5	,931	,000	,000	,000
Kom4	,696	,000	,000	,000
Kom3	,963	,000	,000	,000
Kom2	,930	,000	,000	,000
Kom1	,850	,000	,000	,000

**Standardized Indirect Effects (Group number 1 - Default model)**

	Etika_Kerja_Islam	Identitas_Organisasi	Komitmen_Afektif	OCB
Identitas_Organisasi	,000	,000	,000	,000
Komitmen_Afektif	,000	,000	,000	,000
OCB	,905	,000	,000	,000
Org6	,894	,339	,564	,000
Org5	,715	,271	,452	,000
Org4	,879	,333	,555	,000
Org3	,805	,305	,508	,000
Org2	,653	,248	,412	,000
Org1	,864	,328	,545	,000
Ide1	,850	,000	,000	,000
Ide2	,861	,000	,000	,000
Ide3	,867	,000	,000	,000
Eti1	,000	,000	,000	,000
Eti2	,000	,000	,000	,000
Eti3	,000	,000	,000	,000
Eti4	,000	,000	,000	,000
Eti5	,000	,000	,000	,000
Kom5	,841	,000	,000	,000
Kom4	,663	,000	,000	,000
Kom3	,913	,000	,000	,000
Kom2	,833	,000	,000	,000
Kom1	,814	,000	,000	,000

**Modification Indices (Group number 1 - Default model)****Covariances: (Group number 1 - Default model)**

	M.I.	Par Change
z1 <--> z2	6,307	,043
e19 <--> z2	7,744	-,058
e18 <--> z1	4,717	,058
e16 <--> z2	12,964	,095
e15 <--> z2	6,756	,091
e15 <--> z3	15,800	,077
e15 <--> e16	21,800	,171
e14 <--> z1	6,446	-,039
e14 <--> e15	6,839	,083
e11 <--> e16	31,628	,117
e11 <--> e15	4,598	,060
e13 <--> e19	7,232	-,039
e13 <--> e17	4,304	,032
e1 <--> e18	6,206	,079
e2 <--> e1	7,951	-,038
e3 <--> z1	12,468	,040
e3 <--> e18	7,864	-,073
e4 <--> e15	5,551	-,068
e4 <--> e11	12,187	-,057
e4 <--> e13	4,898	,032
e4 <--> e2	7,302	,038
e5 <--> z1	9,692	-,035
e5 <--> e14	4,836	,033
e5 <--> e1	6,325	,033
e10 <--> z2	9,003	,087
e10 <--> e19	4,915	-,054
e10 <--> e17	5,178	,058
e10 <--> e13	6,499	,052
e10 <--> e3	5,643	,046
e10 <--> e5	4,768	-,042
e8 <--> z1	19,370	-,055
e8 <--> z3	4,244	-,022
e8 <--> e18	5,268	-,070
e8 <--> e17	8,813	-,051
e8 <--> e3	15,807	,052
e7 <--> z1	11,087	,067
e7 <--> z3	5,836	,040
e7 <--> e18	14,459	,178
e7 <--> e16	4,709	,068
e7 <--> e8	10,536	-,076
e6 <--> z3	4,127	,034
e6 <--> e18	5,718	,111
e6 <--> e17	5,134	,060
e6 <--> e5	4,040	-,039
e6 <--> e8	8,499	-,068
e6 <--> e7	26,998	,186



**Variances: (Group number 1 - Default model)**

	M.I.	Par Change
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**Regression Weights: (Group number 1 - Default model)**

		M.I.	Par Change
Org3	<--- Org2	11,393	,179
Org3	<--- Ide1	6,093	,115
Org2	<--- Org3	5,977	,174
Ide1	<--- Org3	11,096	,134
Eti4	<--- Org2	4,157	-,085
Kom3	<--- Eti3	4,124	,072
Kom2	<--- Org5	6,184	,124
Kom2	<--- Kom1	7,064	,141
Kom1	<--- Kom2	6,088	,122

**Minimization History (Default model)**

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	9		-1,467	9999,000	3279,018	0	9999,000
1	e	22		-,880	4,339	2201,005	19	,219
2	e*	19		-1,676	1,093	1534,704	5	1,003
3	e*	14		-,747	,323	1358,990	5	,807
4	e*	8		-1,454	,801	1017,039	6	,838
5	e*	4		-,609	,452	817,059	4	,876
6	e*	2		-,527	,826	641,451	6	,709
7	e	1		-,511	,119	568,968	7	1,058
8	e*	0	4641,549		,374	496,427	7	,875
9	e	0	520,918		,638	474,936	4	,000
10	e	0	785,436		,710	452,786	1	,779
11	e	0	597,093		,165	445,643	1	,940
12	e	0	483,030		,034	445,060	1	1,058
13	e	0	468,493		,008	445,051	1	1,018
14	e	0	455,397		,000	445,051	1	1,001



	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17	par_18	par_19	par_20
par_37	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
par_38	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
par_39	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
par_40	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
par_41	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
par_42	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,001	,000	,000	,000	-.001
par_43	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000

### Correlations of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17
par_1	1,000																
par_2	,630	1,000															
par_3	,377	,457	1,000														
par_4	,551	,666	,389	1,000													
par_5	-.001	,000	-.001	-.001	1,000												
par_6	-.002	,013	,002	,005	,411	1,000											
par_7	-.001	,000	-.001	,000	,412	,473	1,000										
par_8	-.001	,004	,001	,001	,351	,407	,397	1,000									
par_9	,000	-.001	,000	,000	,000	,001	,000	,000	1,000								
par_10	,000	,000	,000	,000	-.001	,001	,000	,000	,427	1,000							
par_11	,001	,002	,001	,001	,000	,000	,000	-.001	,001	,002	1,000						
par_12	,003	-.005	-.001	,000	,000	-.001	,000	-.001	,000	,006	,249	1,000					
par_13	-.001	-.013	-.005	-.003	,001	-.001	,001	,000	-.002	-.002	,296	,443	1,000				
par_14	,001	-.013	-.004	-.005	,001	-.002	,000	,000	-.001	-.001	,191	,288	,359	1,000			
par_15	-.001	-.007	-.003	-.004	,000	,000	,000	,000	,002	,000	,314	,461	,582	,374	1,000		
par_16	,011	-.014	,040	,020	-.002	-.004	,007	,008	-.002	-.006	-.045	-.059	-.037	-.059	-.041	1,000	
par_17	-.001	,005	,000	,003	,268	,316	,304	,266	-.305	-.278	-.001	-.001	,001	,000	-.001	-.007	1,000
par_18	,004	,028	,013	,003	,002	,003	,000	-.004	,085	,106	-.044	-.064	-.145	-.084	-.188	-.293	-.050
par_19	,153	,201	,069	,149	,005	,009	-.001	-.001	,002	-.008	-.051	-.080	-.106	-.038	-.091	-.843	,007
par_20	-.614	-.725	-.432	-.627	,227	,267	,259	,226	,000	,000	-.001	,000	,004	,004	,003	-.032	,175
par_21	,001	-.002	,000	-.001	-.225	-.261	-.256	-.221	,000	,000	,000	,000	,000	,000	,000	-.002	-.169
par_22	-.256	-.465	-.196	-.315	-.005	-.065	-.009	-.031	,002	-.002	-.002	,009	,016	,018	,008	,272	-.040
par_23	,002	-.007	-.001	-.005	-.002	-.017	,000	-.010	-.198	-.200	-.001	-.001	,001	,001	,000	,042	,033
par_24	,000	,074	,048	,038	,001	,011	,000	,003	-.007	-.016	-.010	-.134	-.164	-.117	-.155	,300	,010
par_25	,023	,131	,046	,073	-.001	,016	,000	,004	-.001	,000	,004	-.005	-.017	-.017	-.011	-.040	,007
par_26	-.030	,122	,024	,042	,001	,024	,002	,009	,000	,001	,002	-.014	-.017	-.023	-.010	-.079	,012

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15	par_16	par_17
par_27	,008	-,198	-,059	-,063	-,001	-,036	-,002	-,012	,002	,000	-,005	,019	,034	,034	,015	-,022	-,015
par_28	-,005	,006	-,038	,000	,001	,004	,001	,001	,000	,000	-,001	,000	,001	,000	,000	-,078	,002
par_29	-,016	,025	-,006	-,052	,001	,003	,000	,002	,000	-,001	,001	-,006	-,011	-,004	,001	-,122	-,001
par_30	-,006	,025	,002	,009	,052	,105	,063	,049	,000	,001	,000	-,002	,001	-,003	,000	-,011	,069
par_31	-,001	,016	,004	,009	-,051	,030	-,007	,013	,001	,006	-,001	-,003	-,004	-,005	-,001	,021	,015
par_32	,004	-,044	-,008	-,018	,001	-,104	-,018	-,008	-,003	-,005	-,002	,003	,005	,009	,000	,041	-,028
par_33	-,001	,022	,006	,009	-,012	,022	-,059	,038	,001	,002	,000	-,001	-,004	-,003	,001	-,015	,025
par_34	,001	,000	-,001	,002	,014	,024	,033	-,048	,000	-,001	,002	,002	,001	-,001	-,001	-,020	,007
par_35	-,001	-,001	,000	,000	-,003	,003	-,001	,001	,148	,160	,005	,009	-,006	-,004	,003	-,030	-,072
par_36	,001	,003	,000	,002	-,001	-,001	,000	,000	-,138	,002	,002	,009	,003	,003	-,005	-,018	,044
par_37	,000	-,002	,000	-,002	,003	-,002	,001	-,001	-,018	-,140	-,006	-,016	,003	,001	,002	,001	,027
par_38	,001	-,026	-,009	-,009	,002	-,002	,000	-,001	-,001	,002	,014	,059	,076	,062	,066	-,115	-,001
par_39	-,001	-,009	-,004	-,004	,000	-,001	,000	,001	-,001	-,003	-,042	-,011	,009	,004	,004	,031	,001
par_40	-,006	-,002	-,002	-,005	,000	,001	,001	,002	,000	-,013	-,034	-,058	-,002	-,010	,008	,066	,003
par_41	,004	,023	,009	,003	-,003	,001	-,003	,000	,008	,011	-,005	-,006	-,076	-,018	-,014	-,023	-,004
par_42	-,002	,015	,004	,007	-,001	,003	,000	,000	,002	,002	-,007	-,013	-,014	-,045	-,010	,057	,000
par_43	,005	-,003	,001	,009	,002	-,003	,002	-,002	-,009	,002	-,015	,026	,003	,002	-,074	-,016	,002

**Critical Ratios for Differences between Parameters (Default model)**

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15
par_1	,000														
par_2	,529	,000													
par_3	-2,631	-3,352	,000												
par_4	,012	-,542	2,670	,000											
par_5	-,995	-1,510	1,628	-1,009	,000										
par_6	-1,135	-1,693	1,561	-1,153	-,241	,000									
par_7	-1,126	-1,674	1,567	-1,142	-,223	,021	,000								
par_8	-1,378	-1,937	1,283	-1,395	-,740	-,584	-,596	,000							
par_9	-1,186	-1,739	1,513	-1,201	-,268	-,089	-,104	,367	,000						
par_10	-1,105	-1,638	1,550	-1,120	-,158	,021	,007	,452	,140	,000					
par_11	-3,122	-3,657	-,808	-3,139	-2,979	-2,950	-2,957	-2,588	-2,894	-2,910	,000				
par_12	-1,918	-2,418	,501	-1,931	-1,412	-1,328	-1,338	-,957	-1,264	-1,314	1,759	,000			
par_13	-,260	-,649	2,085	-,270	,885	1,067	1,056	1,367	1,130	1,024	3,944	2,633	,000		
par_14	-1,080	-1,444	1,003	-1,087	-,382	-,281	-,289	-,017	-,232	-,289	2,136	,772	-1,189	,000	
par_15	,195	-,165	2,522	,186	1,524	1,736	1,723	2,014	1,801	1,675	4,589	3,417	,840	1,757	,000

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11	par_12	par_13	par_14	par_15
par_16	-6,288	-6,648	-4,591	-6,328	-6,371	-6,368	-6,390	-6,150	-6,336	-6,327	-4,037	-5,185	-6,430	-5,224	-6,748
par_17	-1,897	-2,463	,674	-1,916	-1,624	-1,561	-1,562	-1,016	-1,086	-1,137	1,810	,181	-1,982	-,555	-2,581
par_18	-6,800	-7,726	-4,185	-6,825	-8,010	-8,182	-8,175	-7,598	-8,412	-8,402	-3,618	-5,523	-7,185	-5,223	-7,558
par_19	-2,936	-3,302	-1,250	-2,939	-2,421	-2,378	-2,377	-2,193	-2,344	-2,362	-,679	-1,602	-2,636	-1,926	-2,937
par_20	-1,789	-2,149	,224	-1,795	-2,125	-2,089	-2,090	-1,581	-1,750	-1,784	1,299	-,316	-2,383	-,940	-2,955
par_21	,174	-,034	1,606	,168	,734	,802	,798	,947	,877	,836	2,231	1,391	,346	,909	,061
par_22	-10,482	-11,500	-7,195	-10,404	-18,194	-19,630	-20,052	-17,632	-20,036	-18,788	-7,670	-11,323	-14,318	-9,268	-15,118
par_23	-9,106	-10,432	-5,821	-9,127	-13,314	-14,138	-14,247	-12,817	-12,926	-12,396	-5,644	-8,594	-11,247	-7,402	-11,985
par_24	-11,799	-13,843	-8,112	-11,926	-20,497	-23,225	-23,086	-20,181	-22,917	-21,189	-8,369	-12,013	-14,956	-9,706	-15,831
par_25	-7,291	-8,790	-4,374	-7,494	-9,327	-9,783	-9,704	-8,902	-9,615	-9,390	-3,853	-6,193	-8,449	-5,658	-9,113
par_26	-7,026	-8,621	-4,282	-7,291	-9,060	-9,497	-9,398	-8,654	-9,304	-9,106	-3,791	-6,047	-8,276	-5,572	-8,931
par_27	-10,526	-11,490	-6,881	-10,386	-16,837	-18,207	-18,452	-16,352	-18,376	-17,318	-7,039	-10,559	-13,537	-8,752	-14,271
par_28	-3,489	-4,022	-1,262	-3,514	-3,409	-3,390	-3,393	-3,053	-3,334	-3,344	-,565	-2,033	-3,714	-2,356	-4,175
par_29	-7,550	-8,796	-4,582	-7,476	-10,124	-10,606	-10,588	-9,674	-10,499	-10,202	-4,199	-6,664	-9,027	-6,033	-9,746
par_30	-11,041	-12,886	-7,398	-11,128	-19,112	-21,912	-21,513	-18,723	-20,923	-19,475	-7,577	-11,293	-14,345	-9,147	-15,203
par_31	-10,076	-11,722	-6,584	-10,152	-15,831	-18,020	-17,686	-15,830	-17,644	-16,662	-6,574	-9,946	-12,825	-8,249	-13,656
par_32	-10,995	-12,640	-7,331	-11,009	-18,632	-20,144	-20,695	-18,208	-20,684	-19,259	-7,506	-11,219	-14,261	-9,105	-15,105
par_33	-10,931	-12,741	-7,299	-11,008	-18,425	-20,877	-20,236	-18,351	-20,553	-19,160	-7,451	-11,132	-14,151	-9,036	-15,027
par_34	-10,172	-11,776	-6,648	-10,224	-16,525	-18,304	-18,344	-15,697	-17,962	-16,899	-6,668	-10,085	-12,991	-8,337	-13,803
par_35	-11,060	-12,816	-7,422	-11,119	-18,593	-20,806	-20,731	-18,240	-21,889	-20,453	-7,609	-11,315	-14,282	-9,164	-15,171
par_36	-10,923	-12,665	-7,299	-10,982	-18,281	-20,391	-20,348	-17,909	-19,230	-18,915	-7,454	-11,128	-14,117	-9,044	-14,935
par_37	-10,447	-12,085	-6,900	-10,495	-17,010	-18,744	-18,728	-16,574	-18,462	-16,558	-6,952	-10,392	-13,380	-8,605	-14,202
par_38	-9,580	-10,971	-6,153	-9,600	-14,819	-16,082	-16,079	-14,363	-15,962	-15,176	-6,105	-9,472	-12,418	-7,949	-13,177
par_39	-5,210	-5,916	-2,645	-5,226	-5,894	-5,986	-5,993	-5,484	-5,919	-5,854	-1,969	-3,842	-5,872	-3,894	-6,407
par_40	-8,405	-9,686	-5,223	-8,450	-12,031	-12,810	-12,795	-11,578	-12,694	-12,133	-4,881	-7,550	-10,313	-6,741	-11,083
par_41	-9,800	-11,399	-6,362	-9,847	-15,318	-16,748	-16,689	-14,903	-16,670	-15,807	-6,280	-9,532	-12,056	-7,961	-13,110
par_42	-3,903	-4,498	-1,616	-3,937	-3,959	-3,961	-3,963	-3,590	-3,905	-3,904	-,901	-2,440	-4,176	-2,662	-4,662
par_43	-10,148	-11,711	-6,642	-10,209	-16,179	-17,718	-17,725	-15,731	-17,521	-16,625	-6,617	-10,104	-12,905	-8,324	-13,369

**Model Fit Summary****CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	43	445,051	147	,000	3,028
Saturated model	190	,000	0		
Independence model	19	3378,156	171	,000	19,755

**RMR, GFI**

Model	RMR	GFI	AGFI	PGFI
Default model	,046	,715	,631	,553
Saturated model	,000	1,000		
Independence model	,866	,088	-,013	,079

**Baseline Comparisons**

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,868	,847	,908	,892	,907
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,860	,746	,780
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**NCP**

Model	NCP	LO 90	HI 90
Default model	298,051	238,411	365,317
Saturated model	,000	,000	,000
Independence model	3207,156	3021,981	3399,652

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	4,083	2,734	2,187	3,352
Saturated model	,000	,000	,000	,000
Independence model	30,992	29,423	27,725	31,189

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,136	,122	,151	,000
Independence model	,415	,403	,427	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	531,051	550,377	647,172	690,172
Saturated model	380,000	465,393	893,091	1083,091
Independence model	3416,156	3424,695	3467,465	3486,465

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	4,872	4,325	5,489	5,049
Saturated model	3,486	3,486	3,486	4,270
Independence model	31,341	29,642	33,107	31,419

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	44	47
Independence model	7	7

**Execution time summary**

Minimization: ,032  
 Miscellaneous: ,639  
 Bootstrap: ,000  
 Total: ,671

**Lampiran 4 Construct Reliability**

Variabel	Etika Kerja Islam		Komitmen Afektif		Identitas Organisasi		OCB	
	Loading	Error	Loading	Error	Loading	Error	Loading	Error
Eti1	0,933	0,130						
Eti2	0,957	0,084						
Eti3	0,959	0,080						
Eti4	0,935	0,126						
Eti5	0,962	0,075						
Kom1			0,848	0,281				
Kom2			0,869	0,245				
Kom3			0,952	0,094				
Kom4			0,691	0,523				
Kom5			0,877	0,231				
Ide1					0,945	0,107		
Ide2					0,958	0,082		
Ide3					0,964	0,071		
Org1							0,904	0,183
Org2							0,683	0,534
Org3							0,842	0,291
Org4							0,920	0,154
Org5							0,749	0,439
Org6							0,936	0,124
Sum of Standard Loading	<b>4,746</b>		<b>4,237</b>		<b>2,867</b>		<b>5,034</b>	
Sum of Measur. error		<b>0,494</b>		<b>1,373</b>		<b>0,260</b>		<b>1,724</b>



**Lampiran 5 Variance Reliability**

Variabel	Etika Kerja Islam		Komitmen Afektif		Identitas Organisasi		OCB	
	Loading <sup>2</sup>	Error	Loading <sup>2</sup>	Error	Loading <sup>2</sup>	Error	Loading <sup>2</sup>	Error
Eti1	0,870	0,130						
Eti2	0,916	0,084						
Eti3	0,920	0,080						
Eti4	0,874	0,126						
Eti5	0,925	0,075						
Kom1			0,719	0,281				
Kom2			0,755	0,245				
Kom3			0,906	0,094				
Kom4			0,477	0,523				
Kom5			0,769	0,231				
Ide1					0,893	0,107		
Ide2					0,918	0,082		
Ide3					0,929	0,071		
Org1							0,817	0,183
Org2							0,466	0,534
Org3							0,709	0,291
Org4							0,846	0,154
Org5							0,561	0,439
Org6							0,876	0,124
Sum of Standard Loading	<b>4,506</b>		<b>3,627</b>		<b>2,740</b>		<b>4,276</b>	
Sum of Measur. error		<b>0,494</b>		<b>1,373</b>		<b>0,260</b>		<b>1,724</b>