

- Data Mentah
- Hasil Jawaban Responden

Resp.	Empowerment						Self efficacy					Kepuasan Kerja					OCB							
	x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1	x2.1	x2.2	x2.3	x2.4	x2	y1.1	y1.2	y1.3	x14	x1.5	y1	y2.1	y2.2	y2.3	y2.4	y2.5	y2
1	4	5	4	4	4	4	25	4	5	4	5	18	5	4	4	5	4	22	4	5	4	5	4	22
2	4	4	3	4	5	5	25	5	4	3	4	16	4	4	4	4	4	20	4	4	4	4	5	21
3	2	3	3	3	4	3	18	3	4	3	3	13	3	2	3	3	3	14	3	3	3	3	3	15
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89	4	3	2	2	2	3	16	2	3	2	3	10	3	3	3	3	2	14	3	2	3	2	3	13
90	5	5	4	4	3	3	24	4	5	4	4	17	5	5	4	4	5	23	4	5	4	5	4	22

Frequencies Empowerment

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
N	Valid	90	90	90	90	90	90
	Missing	0	0	0	0	0	0
Mean		3.66	3.76	3.52	3.68	3.96	4.02
Median		4.00	4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4	4
Std. Deviation		.996	1.074	.915	.885	.993	.948

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	17	18.9	18.9	18.9
	Cukup setuju	14	15.6	15.6	34.4
	Setuju	42	46.7	46.7	81.1
	Sangat Setuju	17	18.9	18.9	100.0
	Total	90	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	16	17.8	17.8	18.9
	Cukup setuju	11	12.2	12.2	31.1
	Setuju	38	42.2	42.2	73.3
	Sangat Setuju	24	26.7	26.7	100.0
	Total	90	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	16	17.8	17.8	17.8
	Cukup setuju	21	23.3	23.3	41.1
	Setuju	43	47.8	47.8	88.9
	Sangat Setuju	10	11.1	11.1	100.0
	Total	90	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	10	11.1	11.1	11.1
Cukup setuju	24	26.7	26.7	37.8
Setuju	41	45.6	45.6	83.3
Sangat Setuju	15	16.7	16.7	100.0
Total	90	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	11	12.2	12.2	12.2
Cukup setuju	13	14.4	14.4	26.7
Setuju	35	38.9	38.9	65.6
Sangat Setuju	31	34.4	34.4	100.0
Total	90	100.0	100.0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	8	8.9	8.9	8.9
Cukup setuju	15	16.7	16.7	25.6
Setuju	34	37.8	37.8	63.3
Sangat Setuju	33	36.7	36.7	100.0
Total	90	100.0	100.0	

Frequencies Self Efficacy

Statistics

		X2.1	X2.2	X2.3	X2.4
N	Valid	90	90	90	90
	Missing	0	0	0	0
Mean		3.61	3.70	3.52	3.64
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Std. Deviation		.844	.827	.890	.783

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	11.1	11.1	11.1
	Cukup setuju	26	28.9	28.9	40.0
	Setuju	43	47.8	47.8	87.8
	Sangat Setuju	11	12.2	12.2	100.0
	Total	90	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	7.8	7.8	7.8
	Cukup setuju	27	30.0	30.0	37.8
	Setuju	42	46.7	46.7	84.4
	Sangat Setuju	14	15.6	15.6	100.0
	Total	90	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	14	15.6	15.6	15.6
	Cukup setuju	25	27.8	27.8	43.3
	Setuju	41	45.6	45.6	88.9
	Sangat Setuju	10	11.1	11.1	100.0
	Total	90	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	9	10.0	10.0	10.0
	Cukup setuju	22	24.4	24.4	34.4
	Setuju	51	56.7	56.7	91.1
	Sangat Setuju	8	8.9	8.9	100.0
	Total	90	100.0	100.0	

Frequencies Kepuasan Kerja

		Statistics				
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
N	Valid	90	90	90	90	90
	Missing	0	0	0	0	0
Mean		3.73	3.72	3.72	3.63	3.80
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Std. Deviation		.909	.874	.821	.800	.767

Frequency Table

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	11.1	11.1	11.1
	Cukup setuju	22	24.4	24.4	35.6
	Setuju	40	44.4	44.4	80.0
	Sangat Setuju	18	20.0	20.0	100.0
	Total	90	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	11.1	11.1	11.1
	Cukup setuju	20	22.2	22.2	33.3
	Setuju	45	50.0	50.0	83.3
	Sangat Setuju	15	16.7	16.7	100.0
	Total	90	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	7.8	7.8	7.8
	Cukup setuju	25	27.8	27.8	35.6
	Setuju	44	48.9	48.9	84.4
	Sangat Setuju	14	15.6	15.6	100.0
	Total	90	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	11.1	11.1	11.1
	Cukup setuju	21	23.3	23.3	34.4
	Setuju	51	56.7	56.7	91.1
	Sangat Setuju	8	8.9	8.9	100.0
	Total	90	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	4.4	4.4	4.4
	Cukup setuju	25	27.8	27.8	32.2
	Setuju	46	51.1	51.1	83.3
	Sangat Setuju	15	16.7	16.7	100.0
	Total	90	100.0	100.0	

Frequencies Organizational Citizenship Behavior

Statistics

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5
N	Valid	90	90	90	90	90
	Missing	0	0	0	0	0
Mean		3.73	3.63	3.77	3.83	4.02
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	5
Std. Deviation		.804	.880	.780	.864	.936

Frequency Table

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	6.7	6.7	6.7
	Cukup setuju	26	28.9	28.9	35.6
	Setuju	44	48.9	48.9	84.4
	Sangat Setuju	14	15.6	15.6	100.0
	Total	90	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	11.1	11.1	11.1
	Cukup setuju	27	30.0	30.0	41.1
	Setuju	39	43.3	43.3	84.4
	Sangat Setuju	14	15.6	15.6	100.0
	Total	90	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	5.6	5.6	5.6
	Cukup setuju	25	27.8	27.8	33.3
	Setuju	46	51.1	51.1	84.4
	Sangat Setuju	14	15.6	15.6	100.0
	Total	90	100.0	100.0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	8.9	8.9	8.9
	Cukup setuju	18	20.0	20.0	28.9
	Setuju	45	50.0	50.0	78.9
	Sangat Setuju	19	21.1	21.1	100.0
	Total	90	100.0	100.0	

Y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	5.6	5.6	5.6
	Cukup setuju	23	25.6	25.6	31.1
	Setuju	27	30.0	30.0	61.1
	Sangat Setuju	35	38.9	38.9	100.0
	Total	90	100.0	100.0	

Correlations

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Empowerment
X1.1	Pearson Correlation	1	.771**	.668**	.574**	.200	.365**	.782**
	Sig. (2-tailed)		.000	.000	.000	.059	.000	.000
	N	90	90	90	90	90	90	90
X1.2	Pearson Correlation	.771**	1	.589**	.602**	.358**	.436**	.825**
	Sig. (2-tailed)	.000		.000	.000	.001	.000	.000
	N	90	90	90	90	90	90	90
X1.3	Pearson Correlation	.668**	.589**	1	.641**	.273**	.375**	.764**
	Sig. (2-tailed)	.000	.000		.000	.009	.000	.000
	N	90	90	90	90	90	90	90
X1.4	Pearson Correlation	.574**	.602**	.641**	1	.559**	.518**	.837**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	90	90	90	90	90	90	90
X1.5	Pearson Correlation	.200	.358**	.273**	.559**	1	.693**	.668**
	Sig. (2-tailed)	.059	.001	.009	.000		.000	.000
	N	90	90	90	90	90	90	90
X1.6	Pearson Correlation	.365**	.436**	.375**	.518**	.693**	1	.733**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	90	90	90	90	90	90	90
Empowerment	Pearson Correlation	.782**	.825**	.764**	.837**	.668**	.733**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90	90

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

Correlations

		X2.1	X2.2	X2.3	X2.4	Self efficacy
X2.1	Pearson Correlation	1	.732**	.692**	.485**	.871**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	90	90	90	90	90
X2.2	Pearson Correlation	.732**	1	.795**	.492**	.904**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	90	90	90	90	90
X2.3	Pearson Correlation	.692**	.795**	1	.414**	.874**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	90	90	90	90	90
X2.4	Pearson Correlation	.485**	.492**	.414**	1	.701**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	90	90	90	90	90
Self efficacy	Pearson Correlation	.871**	.904**	.874**	.701**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	90	90	90	90	90

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

Correlations

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Kepuasan kerja
Y1.1	Pearson Correlation	1	.655**	.682**	.498**	.615**	.870**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	90	90	90	90	90	90
Y1.2	Pearson Correlation	.655**	1	.642**	.495**	.536**	.838**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	90	90	90	90	90	90
Y1.3	Pearson Correlation	.682**	.642**	1	.476**	.463**	.818**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	90	90	90	90	90	90
Y1.4	Pearson Correlation	.498**	.495**	.476**	1	.429**	.719**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	90	90	90	90	90	90
Y1.5	Pearson Correlation	.615**	.536**	.463**	.429**	1	.752**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	90	90	90	90	90	90
Kepuasan kerja	Pearson Correlation	.870**	.838**	.818**	.719**	.752**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90

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

Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Organizational citizenship behavior
Y2.1	Pearson Correlation	1	.606**	.545**	.372**	.874**	.838**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	90	90	90	90	90	90
Y2.2	Pearson Correlation	.606**	1	.709**	.451**	.638**	.840**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	90	90	90	90	90	90
Y2.3	Pearson Correlation	.545**	.709**	1	.425**	.577**	.794**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	90	90	90	90	90	90
Y2.4	Pearson Correlation	.372**	.451**	.425**	1	.519**	.686**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	90	90	90	90	90	90
Y2.5	Pearson Correlation	.874**	.638**	.577**	.519**	1	.895**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	90	90	90	90	90	90
Organizational citizenship behavior	Pearson Correlation	.838**	.840**	.794**	.686**	.895**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	90	100.0
	Excluded ^a	0	.0
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.859	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.66	.996	90
X1.2	3.76	1.074	90
X1.3	3.52	.915	90
X1.4	3.68	.885	90
X1.5	3.96	.993	90
X1.6	4.02	.948	90

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	18.93	13.951	.667	.833
X1.2	18.83	13.152	.719	.823
X1.3	19.07	14.512	.654	.835
X1.4	18.91	14.082	.760	.818
X1.5	18.63	14.976	.513	.861
X1.6	18.57	14.608	.608	.843

Reliability

Case Processing Summary

		N	%
Cases	Valid	90	100.0
	Excluded ^a	0	.0
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.860	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.61	.844	90
X2.2	3.70	.827	90
X2.3	3.52	.890	90
X2.4	3.64	.783	90

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	10.87	4.476	.757	.800
X2.2	10.78	4.377	.818	.774
X2.3	10.96	4.313	.755	.801
X2.4	10.83	5.421	.509	.895

Reliability

Case Processing Summary

		N	%
Cases	Valid	90	100.0
	Excluded ^a	0	.0
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.860	5

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.73	.909	90
Y1.2	3.72	.874	90
Y1.3	3.72	.821	90
Y1.4	3.63	.800	90
Y1.5	3.80	.767	90

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	14.88	6.738	.771	.805
Y1.2	14.89	7.066	.726	.818
Y1.3	14.89	7.381	.706	.824
Y1.4	14.98	8.000	.568	.857
Y1.5	14.81	7.930	.622	.845

Reliability

Case Processing Summary

		N	%
Cases	Valid	90	100.0
	Excluded ^a	0	.0
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.869	5

Item Statistics

	Mean	Std. Deviation	N
Y2.1	3.73	.804	90
Y2.2	3.63	.880	90
Y2.3	3.77	.780	90
Y2.4	3.83	.864	90
Y2.5	4.02	.936	90

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	15.26	7.968	.743	.830
Y2.2	15.36	7.647	.733	.832
Y2.3	15.22	8.310	.683	.845
Y2.4	15.16	8.627	.515	.884
Y2.5	14.97	7.066	.813	.809

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.05804703
Most Extreme Differences	Absolute	.058
	Positive	.057
	Negative	-.058
Test Statistic		.058
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Empowerment	.254	3.944
	Self efficacy	.406	2.461
	Kepuasan kerja	.201	4.977

a. Dependent Variable: Organizational citizenship behavior

Regression (Heteroskedastisitas)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan kerja, Self efficacy, Empowerment ^b		Enter

a. Dependent Variable: abs_res

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.096 ^a	.009	-.025	.63141

a. Predictors: (Constant), Kepuasan kerja, Self efficacy, Empowerment

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.321	3	.107	.268	.848 ^b
	Residual	34.286	86	.399		
	Total	34.607	89			

a. Dependent Variable: abs_res

b. Predictors: (Constant), Kepuasan kerja, Self efficacy, Empowerment

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.060	.390		2.717	.008
	Empowerment	-.002	.030	-.017	-.081	.935
	Self efficacy	-.030	.037	-.136	-.808	.421
	Kepuasan kerja	.015	.045	.081	.340	.735

a. Dependent Variable: abs_res

Regression Model I

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Self efficacy, Empowerment ^b		Enter

a. Dependent Variable: Kepuasan kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.894 ^a	.799	.794	1.518

a. Predictors: (Constant), Self efficacy, Empowerment

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	796.988	2	398.494	172.998	.000 ^b
	Residual	200.401	87	2.303		
	Total	997.389	89			

a. Dependent Variable: Kepuasan kerja

b. Predictors: (Constant), Self efficacy, Empowerment

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.204	.907		2.430	.017
	Empowerment	.477	.050	.636	9.524	.000
	Self efficacy	.389	.080	.326	4.885	.000

a. Dependent Variable: Kepuasan kerja

Regression Model II

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan kerja, Self efficacy, Empowerment ^b		Enter

a. Dependent Variable: Organizational citizenship behavior

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.952 ^a	.907	.903	1.076

a. Predictors: (Constant), Kepuasan kerja, Self efficacy, Empowerment

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	967.357	3	322.452	278.332	.000 ^b
	Residual	99.632	86	1.159		
	Total	1066.989	89			

a. Dependent Variable: Organizational citizenship behavior

b. Predictors: (Constant), Kepuasan kerja, Self efficacy, Empowerment

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.229	.665		.344	.732
	Empowerment	.163	.051	.211	3.217	.002
	Self efficacy	.190	.064	.154	2.984	.004
	Kepuasan kerja	.662	.076	.640	8.705	.000

a. Dependent Variable: Organizational citizenship behavior