

LAMPIRAN
KUESIONER PENELITIAN

Yth, Bapak/Ibu
Di CV. Bartec Utama Mandiri
Jl. Kol. Warsito Sugiarto No. 105, Semarang

Dengan ini, saya Sabilla Andini mahasiswi Program Sarjana Fakultas Ekonomi Universitas Islam Sultan Agung Semarang, memohon bantuan Bapak/Ibu untuk mengisi kuesioner (daftar pertanyaan) ini guna menyusun Skripsi saya yang berjudul : **“Model Peningkatan *Organizational Citizenship Behavior* melalui *Employee Engagement*”**.

Jawaban Kuesioner yang diberikan Bapak/Ibu tidak akan dipublikasikan dan akan dijaga kerahasiaannya oleh peneliti. Hasil dari penelitian ini adalah untuk kepentingan akademik semata. Atas kesediaan Bapak/Ibu saya ucapkan terimakasih.

Semarang, 17 September 2018
Peneliti,

Sabilla Andini
NIM : 30401311046

Petunjuk Pengisian :

1. Mohon Bapak/Ibu untuk menjawab seluruh pertanyaan yang telah disediakan
2. Pada tipe pilihan, Bapak/Ibu dipersilahkan untuk memberi tanda (\surd) pada kolom jawaban “STS” (Sangat Tidak Setuju), “TS” (Tidak Setuju), “N” (Netral), “S” (Setuju) dan “SS” (Sangat Setuju), yang dianggap paling tepat.
3. Dalam menjawab pertanyaan-pertanyaan ini tidak ada yang salah, oleh sebab itu mohon untuk tidak mengosongkan jawaban.

Identitas Responden :

Isilah pertanyaan sesuai dengan jawaban anda :

1. Nama :
2. Jenis Kelamin : Laki-laki / Perempuan
3. Umur :
4. Jabatan :
5. Lama Bekerja :
6. Pendidikan Terakhir : SD / SMP / SMA / D3 / S1

No	Pertanyaan	STS	TS	N	S	SS
OCB (Y)						
1.	Saya merasa senang membantu rekan lain yang membutuhkan bantuan terkait dengan pekerjaan					
2.	Saya selalu meminta maaf kepada rekan kerja saya yang lain ketika saya melakukan kesalahan					
3.	Saya senang memberikan informasi kepada rekan kerja lain mengenai pelatihan untuk meningkatkan kinerja mereka					
4.	Saya selalu memberi ide-ide baru ketika membantu menjalankan pekerjaan					
5.	Menurut saya penting untuk menghadiri rapat yang diadakan perusahaan					

Spiritual Leadership (X1)

1.	Saya merasa pimpinan saya selalu memberikan arahan dan semangat dalam pekerjaan yang saya tekuni untuk terus berkembang dimasa yang akan datang					
2.	Saya merasa adanya komunikasi yang baik antara pimpinan dan karyawan					
3.	Saya merasa pimpinan saya peduli dan mengapresiasi pekerjaan yang saya lakukan					
4.	Saya merasa pimpinan telah memberikan kesempatan pada karyawan untuk maju dan berkembang dalam karier					
5.	Saya merasa sistem promosi jabatan telah dilaksanakan secara adil bagi setiap karyawan					
Komitmen Organisasi (X2)						
1.	Saya merasa adanya kesamaan nilai pribadi dengan nilai perusahaan					
2.	Saya merasa sepaham dengan kebijakan perusahaan mengenai hal-hal yang berkaitan dengan karyawan					
3.	Saya merasakan turut menjadi bagian dari perusahaan ini, lebih dari hanya sekedar pegawai saja					
4.	Saya merasakan adanya kenyamanan dalam meniti karir di perusahaan ini					
5.	Saya melaksanakan semua pekerjaan dengan baik, agar tetap bekerja di perusahaan ini					
Employee Engagment (X3)						
1.	Saya senang melakukan rutinitas pekerjaan saya					
2.	Saya menerima pengakuan dan pujian untuk melakukan pekerjaan saya					
3.	Misi atau tujuan tempat saya bekerja membuat saya merasa penting					
4.	Saya merasa selalu ada orang yang mendorong perkembangan diri saya					

Semarang, 17 September 2018

Dosen Pembimbing,

Drs. Bomber Joko Setyo Utomo, MM

1. DATA KUESIONER

	Nama	Jender	Jabatan	Umur	Pendidikan	Lama_Be...	SPL_1	SPL_2	SPL_3	SPL_4	SPL_5	SPL_6	CO_M_1	CO_M_2	CO_M_3	CO_M_4	CO_M_5	CO_M_6	EM_E_1	EM_E_2	EM_E_3	EM_E_4	EME_5	OC_B_1	OC_B_2	OC_B_3	OC_B_4	OC_B_5	OC_B_6
1	Helena Clo...	2	6	32	3	7	4	4	4	4	4	20	4	4	4	4	4	20	5	5	5	5	20	4	4	4	4	4	20
2	Dewi Ratna	2	6	26	5	4	4	4	4	4	5	21	3	2	4	3	2	14	2	3	3	3	11	3	3	2	4	2	14
3	Heppi	2	6	31	5	4	5	4	4	4	4	21	5	4	4	4	4	21	4	4	4	4	16	4	4	4	4	5	21
4	Ika Sulisty	2	6	31	5	4	4	4	4	3	4	19	4	4	4	4	4	20	3	4	4	4	15	4	4	4	4	5	21
5	Arief Pras	1	5	38	5	7	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	4	20
6	Agung H	1	5	21	3	4	3	3	3	2	3	14	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	4	20
7	Widyorini T	2	1	45	4	7	4	3	3	3	2	15	3	3	3	3	3	15	3	3	3	2	11	3	3	4	4	4	18
8	Sabilla	2	1	26	3	4	5	4	4	4	4	21	5	4	4	4	4	21	5	4	4	4	17	5	5	4	4	4	22
9	Tri Adityo P	1	2	26	5	7	5	5	4	4	4	22	5	5	3	3	3	19	4	4	5	4	17	4	4	4	4	4	20
10	Indah Okta...	2	2	24	4	4	5	5	4	4	4	22	4	5	5	5	4	23	3	3	2	2	10	2	2	2	2	4	12
11	Fadli Rois	1	2	36	4	6	5	5	4	4	4	22	5	5	3	3	4	20	4	4	2	3	13	2	2	2	4	4	14
12	Setya Rac...	2	2	35	5	7	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	4	20
13	Aan Aditya	1	2	22	5	4	4	2	4	2	4	16	4	2	4	4	2	16	4	4	2	3	13	4	5	5	4	5	23
14	Sulis Rach...	2	2	22	5	4	4	4	5	4	4	21	4	5	5	4	4	22	4	4	4	4	16	5	4	4	4	5	22
15	M Jundi	1	3	22	5	4	5	5	5	4	4	23	4	4	4	4	4	20	5	5	5	4	19	3	4	4	4	5	20
16	Dian Utami	2	3	22	5	3	5	5	5	4	4	23	4	4	4	4	4	20	5	5	5	5	20	4	4	4	4	5	21
17	Fian Doly	1	3	22	5	2	3	2	4	3	4	16	3	2	2	2	11	3	2	2	3	10	2	2	3	3	4	14	
18	Sarlin S	1	3	22	5	2	4	3	4	4	3	18	5	3	4	4	4	20	5	4	4	4	17	5	4	5	4	4	22
19	Soraya L	2	4	32	5	2	4	3	4	4	4	19	4	4	3	3	4	18	4	5	4	4	17	4	4	5	4	5	22
20	Reza	1	7	41	5	7	4	4	5	4	4	21	4	4	5	4	4	21	4	4	4	4	16	4	4	4	4	5	21
21	Nobrian	1	7	35	5	4	4	4	3	3	4	18	4	4	3	4	3	18	4	4	4	4	16	4	4	4	4	4	20
22	Imel	2	8	22	5	2	4	4	4	4	4	20	4	4	4	4	4	20	3	3	3	2	11	4	4	4	4	4	20
23	Rohyati	2	8	46	5	2	5	4	4	4	4	21	4	4	4	4	4	20	4	4	4	4	16	3	4	4	4	4	19

	Nama	Jender	Jabatan	Umur	Pendidikan	Lama_Be...	SPL_1	SPL_2	SPL_3	SPL_4	SPL_5	SPL_6	CO_M_1	CO_M_2	CO_M_3	CO_M_4	CO_M_5	CO_M_6	EM_E_1	EM_E_2	EM_E_3	EM_E_4	EME_5	OC_B_1	OC_B_2	OC_B_3	OC_B_4	OC_B_5	OC_B_6
24	Didik Sety...	1	8	42	3	1	4	3	4	3	4	18	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	3	19
25	Kadir	1	8	44	3	1	5	5	5	5	5	25	5	5	5	4	4	23	4	4	5	4	17	4	4	4	4	4	20
26	Panca Edi	1	9	37	4	7	5	4	2	3	4	18	4	4	5	4	4	21	5	4	4	4	17	4	4	4	4	4	20
27	Teddy Nug...	1	9	28	4	6	4	2	4	4	4	18	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	4	20
28	Kresna	1	9	21	5	4	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	4	20
29	Nurkhasan	1	9	26	5	3	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	5	17	4	4	4	4	3	19
30	Ilham	1	9	28	5	2	4	3	4	3	4	18	3	2	4	2	3	14	4	4	4	4	16	4	4	4	4	4	20
31	Panca Lexi...	1	9	22	5	3	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	5	17	4	4	4	4	4	20
32	Kukuh	1	9	22	5	5	4	4	4	4	3	19	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	4	20
33	Angga Pad...	1	9	26	4	5	5	5	4	4	4	22	4	4	4	4	4	20	4	4	4	4	16	5	5	5	5	5	25
34	Taufik Nas...	1	9	40	5	5	4	4	4	4	4	20	3	2	1	2	1	9	1	1	1	1	4	1	2	2	4	5	14
35	Saliman	1	9	46	3	5	5	5	4	4	4	22	3	3	5	3	3	17	5	3	1	1	10	1	1	1	5	5	13
36	Suratno	1	9	38	3	5	5	5	5	5	5	25	5	5	5	4	4	23	5	5	5	4	19	5	5	5	5	5	25
37	Eko Prayogo	1	9	39	3	5	2	3	4	3	3	15	2	3	2	2	2	11	3	3	4	3	13	3	4	4	3	3	17
38	Putut	1	9	36	3	5	5	5	5	4	4	23	5	5	5	4	4	23	5	5	5	4	19	5	5	5	5	5	25
39	Wagiman	1	9	33	3	5	4	4	4	4	4	20	2	3	4	3	4	16	4	4	4	4	16	4	4	4	4	4	20
40	Aris Makhf...	1	9	33	3	5	4	4	4	4	4	20	2	2	2	2	2	10	4	4	2	2	12	2	2	4	4	4	16
41	Bejo	1	9	25	3	4	4	5	4	4	4	21	2	4	4	2	3	15	4	4	4	4	16	4	4	4	4	4	20
42	Didik Pras...	1	10	32	3	7	4	4	4	5	4	21	4	4	4	4	4	20	4	4	2	2	12	2	4	3	4	4	17
43	Arif Triyanto	1	10	38	3	6	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	16	4	5	4	4	4	21
44	Djoko Sety...	1	10	33	3	4	4	4	4	4	4	20	4	4	4	5	21	4	4	4	4	16	3	4	4	4	4	4	19
45	Teguh	1	10	26	3	5	4	4	4	4	4	20	4	4	4	3	19	2	4	4	2	12	2	4	4	4	4	4	18
46	Budi Prase...	1	10	33	3	4	4	4	4	4	4	20	4	4	4	4	4	20	3	4	4	3	14	4	4	4	4	4	20

	Nama	Jender	Jabatan	Umur	Pendidikan	Lama_Be...	SPL_1	SPL_2	SPL_3	SPL_4	SPL_5	SPL_6	CO_M_1	COM_2	CO_M_3	CO_M_4	CO_M_5	CO_M_6	EM_E_1	EM_E_2	EM_E_3	EM_E_4	EME_5	OC_B_1	OC_B_2	OC_B_3	OC_B_4	OC_B_5	OC_B_6
47	Danny	1	10	22	3	4	5	4	4	5	4	22	3	4	5	3	4	19	4	4	4	4	16	5	4	4	4	4	21
48	Junanto	1	10	26	3	3	3	4	4	3	4	18	2	4	4	3	2	15	3	3	3	2	11	3	3	3	3	4	16
49	Setiawan	1	10	27	3	2	2	4	4	3	2	15	2	4	4	2	2	14	3	4	4	4	15	4	4	4	4	4	20
50	Sasongko	1	10	26	3	1	4	5	4	4	4	21	3	4	4	4	3	18	5	4	4	4	17	3	5	4	4	4	20
51	Agus Budi	1	10	27	3	1	4	2	4	4	4	18	4	4	4	4	4	20	2	4	4	4	14	3	4	4	4	4	19
52	Haryanto	1	10	22	3	1	5	2	4	4	4	19	5	5	4	4	4	22	4	4	4	4	16	3	4	4	4	4	19
53	Hadi Pranoto	1	10	21	3	1	4	4	4	5	5	22	5	5	5	5	25	5	5	5	5	20	5	5	4	5	5	5	25
54	Satrio	1	10	25	3	1	4	4	4	4	4	20	4	4	4	4	4	20	3	4	3	4	14	4	4	4	4	4	20
55	Bagus M	1	10	22	3	1	4	4	4	4	4	20	5	4	4	4	4	21	4	4	4	3	15	4	4	4	4	5	21
56	Isnan suheri	1	10	21	3	1	5	5	5	5	5	25	4	5	5	5	4	23	4	4	4	4	16	4	4	4	4	4	20
57	Iwan B	1	10	23	3	1	4	2	4	4	4	18	5	4	4	4	4	21	3	4	4	4	15	3	4	4	4	4	20
58	Jihad Ismail	1	10	26	3	1	4	4	4	4	5	21	3	4	4	4	5	20	4	5	4	4	17	3	4	4	4	5	20
59	Maryanto J...	1	10	27	3	1	4	4	4	4	4	20	3	4	4	4	4	19	5	2	4	4	16	4	4	4	4	4	20
60	Muayad	1	10	30	3	1	4	4	4	4	4	20	4	4	4	4	4	20	3	4	4	4	15	4	4	4	4	4	20
61	Qodar F	1	10	24	3	1	5	5	4	4	4	22	5	5	4	4	4	22	4	5	5	4	18	4	4	4	4	4	20
62	Riyan Hard...	1	10	33	3	1	4	4	4	4	4	20	3	2	2	2	11	4	4	4	4	16	4	4	4	4	4	4	20
63	Riski S	1	10	34	3	2	3	3	4	4	4	18	3	4	4	4	4	19	4	4	4	4	16	4	5	4	4	4	21
64	M Safei	1	10	22	3	2	4	4	4	4	4	20	4	4	4	4	4	20	3	4	4	4	15	4	4	4	4	4	20
65	Bryando H...	1	10	21	3	2	4	4	5	4	4	21	4	4	4	5	4	21	4	4	4	4	16	4	4	4	4	4	20
66	Reza Pregi...	1	10	22	3	2	4	4	4	5	5	22	4	4	4	4	4	20	5	4	4	4	17	4	4	4	4	4	20
67	Galih Tresna	1	10	20	3	2	4	4	4	4	4	20	4	2	4	4	4	18	4	4	4	4	16	4	4	4	4	4	20
68	Adnan Ria...	1	10	33	3	2	4	4	4	4	4	20	4	4	4	4	4	20	2	4	3	4	13	4	4	4	4	4	20
69	Putra Ega	1	10	34	3	2	4	4	4	4	4	20	3	4	4	4	4	19	4	4	4	3	15	4	4	4	3	4	19

	Nama	Jender	Jabatan	Umur	Pendidikan	Lama_Be...	SPL_1	SPL_2	SPL_3	SPL_4	SPL_5	SPL_6	CO_M_1	COM_2	CO_M_3	CO_M_4	CO_M_5	CO_M_6	EM_E_1	EM_E_2	EM_E_3	EM_E_4	EME_5	OC_B_1	OC_B_2	OC_B_3	OC_B_4	OC_B_5	OC_B_6
70	David N	1	10	22	3	2	4	4	4	4	4	20	4	2	3	4	4	19	4	4	4	3	15	4	4	4	4	4	20
71	Agung Pra...	1	10	26	3	2	4	4	4	4	5	21	4	4	4	4	4	20	5	4	4	4	17	4	4	4	4	5	21
72	Hendrik Faiz	1	10	36	3	4	4	4	4	4	4	20	3	4	4	4	4	19	4	4	4	5	17	4	4	4	4	4	20
73	Eza R	1	10	33	3	4	4	4	4	4	4	20	4	4	4	4	4	20	3	3	3	2	11	4	4	4	4	5	21
74	Heri Pradipta	1	10	27	3	3	4	4	4	5	4	21	4	4	4	4	4	20	5	4	4	4	17	4	4	4	4	4	20
75	Puji wahyono	1	10	24	3	2	4	4	4	4	5	21	4	4	4	4	4	20	5	4	4	4	17	5	4	4	4	4	21
76	Agus Supri...	1	10	28	3	2	4	4	4	4	5	21	4	4	4	4	4	20	4	4	5	4	17	4	3	4	4	4	19
77	Febri Riandi	1	10	33	3	2	4	4	4	4	5	21	4	4	4	4	4	20	4	4	4	5	17	4	4	4	5	4	21
78	Ade Abira	1	10	31	3	3	4	2	4	4	5	19	4	4	4	4	5	21	4	4	4	4	16	4	3	4	4	3	18
79	Ridho W	1	10	30	3	3	4	4	4	3	4	19	4	4	3	4	19	4	4	4	4	16	4	4	4	4	4	4	20
80	Irhani B	1	10	22	3	3	4	4	4	2	2	16	3	3	4	4	4	18	4	4	4	4	16	3	4	4	4	4	19
81	M Dzul	1	10	21	3	4	4	4	4	4	2	18	3	4	4	4	4	19	4	4	4	3	15	4	4	4	3	4	19
82	Baihaki	1	10	22	3	1	4	4	4	4	2	18	2	4	4	4	4	18	4	4	4	4	16	4	4	3	4	4	19
83	Abi Abdul R	1	10	22	3	2	4	4	4	2	4	18	4	4	4	5	4	21	3	3	4	4	14	3	4	4	4	5	20
84	Setia Pers...	1	10	22	3	2	4	4	4	3	4	19	4	4	4	5	21	4	4	4	4	16	4	4	4	4	4	5	21
85	Rizki P	1	10	24	3	1	4	4	4	4	5	21	4	4	4	4	4	20	5	4	4	4	17	5	4	4	4	4	21
86	Burhanudin	1	10	25	3	3	5	4	4	4	4	21	3	4	4	4	4	19	4	3	3	4	14	5	4	4	4	4	21
87	Roihan Ab...	1	10	26	3	1	4	4	4	4	4	20	4	4	4	4	4	20	4	4	5	5	18	5	4	4	4	4	21
88	Bangkit S	1	10	29	3	3	4	4	4	4	4	20	4	4	4	4	4	20	4	5	5	4	18	5	4	4	4	4	21
89	Danu L	1	10	30	3	2	4	4	4	4	4	20	2	3	3	4	4	16	4	2	2	2	10	4	3	3	4	4	18
90	Aji S	1	10	33	3	4	4	4	4	4	4	20	3	3	3	4	4	17	4	4	4	3	15	4	4	4	3	4	19
91	Eko Rusmi...	1	10	31	3	2	4	2	2	4	4	16	4	5	4	4	4	21	3	4	3	3	13	3	5	4	4	4	20
92	Maulana S	1	10	22	3	1	4	4	4	4	5	21	4	4	4	4	4	20	5	4	4	4	17	5	4	4	4	4	21

	Nama	Jender	Jabatan	Umur	Pendidikan	Lama_Be...	SPL_1	SPL_2	SPL_3	SPL_4	SPL_5	SPL_6	CO_M_1	COM_2	CO_M_3	CO_M_4	CO_M_5	CO_M_6	EM_E_1	EM_E_2	EM_E_3	EM_E_4	EME_5	OC_B_1	OC_B_2	OC_B_3	OC_B_4	OC_B_5	OC_B_6
93	Tomi W	1	10	22	3	2	4	4	4	4	4	20	4	4	3	4	4	19	5	4	4	4	17	3	3	4	4	4	18
94	Agung Riy...	1	10	26	3	2	5	5	5	5	5	25	5	5	5	5	5	25	5	3	3	3	14	4	5	4	4	4	21
95	Achmad S	1	10	21	3	1	4	4	4	4	4	20	4	4	4	4	2	18	4	4	4	5	17	5	4	4	4	4	21

2. FREQUENCY TABLE DATA RESPONDEN

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	82	86.3	86.3	86.3
	Perempuan	13	13.7	13.7	100.0
	Total	95	100.0	100.0	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	1	1.1	1.1	1.1
	21	7	7.4	7.4	8.4
	22	21	22.1	22.1	30.5
	23	1	1.1	1.1	31.6
	24	4	4.2	4.2	35.8
	25	3	3.2	3.2	38.9
	26	12	12.6	12.6	51.6
	27	4	4.2	4.2	55.8
	28	3	3.2	3.2	58.9
	29	1	1.1	1.1	60.0
	30	3	3.2	3.2	63.2
	31	4	4.2	4.2	67.4
	32	3	3.2	3.2	70.5
	33	9	9.5	9.5	80.0
	34	2	2.1	2.1	82.1
	35	2	2.1	2.1	84.2
	36	3	3.2	3.2	87.4
	37	1	1.1	1.1	88.4
	38	3	3.2	3.2	91.6

39	1	1.1	1.1	92.6
40	1	1.1	1.1	93.7
41	1	1.1	1.1	94.7
42	1	1.1	1.1	95.8
44	1	1.1	1.1	96.8
45	1	1.1	1.1	97.9
46	2	2.1	2.1	100.0
Total	95	100.0	100.0	

Tingkat Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	66	69.5	69.5	69.5
D3	6	6.3	6.3	75.8
S1	23	24.2	24.2	100.0
Total	95	100.0	100.0	

Lama Bekerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	20	21.1	21.1	21.1
2	25	26.3	26.3	47.4
3	10	10.5	10.5	57.9
4	19	20.0	20.0	77.9
5	10	10.5	10.5	88.4
6	3	3.2	3.2	91.6
7	8	8.4	8.4	100.0
Total	95	100.0	100.0	

3. FREQUENCY TABLE KUESIONER

a. Spiritual Leadership

Statistics

		P1	P2	P3	P4	P5
N	Valid	95	95	95	95	95
	Missing	0	0	0	0	0
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Sum		392	371	383	369	381
Percentiles	25	4.00	4.00	4.00	4.00	4.00
	50	4.00	4.00	4.00	4.00	4.00
	75	4.00	4.00	4.00	4.00	4.00

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.1	2.1	2.1
	3	4	4.2	4.2	6.3
	4	69	72.6	72.6	78.9
	5	20	21.1	21.1	100.0
	Total	95	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	8.4	8.4	8.4
	3	8	8.4	8.4	16.8
	4	64	67.4	67.4	84.2
	5	15	15.8	15.8	100.0
	Total	95	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	2	2.1	2.1	2.1
	3	3	3.2	3.2	5.3
	4	80	84.2	84.2	89.5
	5	10	10.5	10.5	100.0
Total		95	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	4.2	4.2	4.2
	3	12	12.6	12.6	16.8
	4	70	73.7	73.7	90.5
	5	9	9.5	9.5	100.0
Total		95	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	5.3	5.3	5.3
	3	4	4.2	4.2	9.5
	4	71	74.7	74.7	84.2
	5	15	15.8	15.8	100.0
Total		95	100.0	100.0	

b. Komitmen Organisasi

Statistics

		P1	P2	P3	P4	P5
N	Valid	95	95	95	95	95
	Missing	0	0	0	0	0
Mean		3.79	3.86	3.92	3.79	3.76
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4

Statistics

		P1	P2	P3	P4	P5
N	Valid	95	95	95	95	95
	Missing	0	0	0	0	0
Mean		3.79	3.86	3.92	3.79	3.76
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Sum		360	367	372	360	357

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	8.4	8.4	8.4
	3	18	18.9	18.9	27.4
	4	55	57.9	57.9	85.3
	5	14	14.7	14.7	100.0
	Total	95	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	9.5	9.5	9.5
	3	8	8.4	8.4	17.9
	4	65	68.4	68.4	86.3
	5	13	13.7	13.7	100.0
	Total	95	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.1	1.1	1.1
	2	4	4.2	4.2	5.3
	3	9	9.5	9.5	14.7

	4	69	72.6	72.6	87.4
	5	12	12.6	12.6	100.0
	Total	95	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	8.4	8.4	8.4
	3	10	10.5	10.5	18.9
	4	71	74.7	74.7	93.7
	5	6	6.3	6.3	100.0
	Total	95	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.1	1.1	1.1
	2	9	9.5	9.5	10.5
	3	8	8.4	8.4	18.9
	4	71	74.7	74.7	93.7
	5	6	6.3	6.3	100.0
	Total	95	100.0	100.0	

c. Employee Engagement

Statistics

		P1	P2	P3	P4
N	Valid	95	95	95	95
	Missing	0	0	0	0
Mean		3.93	3.89	3.81	3.71
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Sum		373	370	362	352

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.1	1.1	1.1
	2	4	4.2	4.2	5.3
	3	16	16.8	16.8	22.1
	4	54	56.8	56.8	78.9
	5	20	21.1	21.1	100.0
	Total	95	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.1	1.1	1.1
	2	3	3.2	3.2	4.2
	3	11	11.6	11.6	15.8
	4	70	73.7	73.7	89.5
	5	10	10.5	10.5	100.0
	Total	95	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.1	2.1	2.1
	2	7	7.4	7.4	9.5
	3	10	10.5	10.5	20.0
	4	64	67.4	67.4	87.4
	5	12	12.6	12.6	100.0
	Total	95	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.1	2.1	2.1
	2	9	9.5	9.5	11.6
	3	13	13.7	13.7	25.3
	4	62	65.3	65.3	90.5
	5	9	9.5	9.5	100.0
	Total	95	100.0	100.0	

d. Organizational Citizenship Behavior

Statistics

		Altruism	Courtesy	Sportmanship	Civic Virtue	Conscientiousness
N	Valid	95	95	95	95	95
	Missing	0	0	0	0	0
Mean		3.80	3.91	3.91	3.98	4.16
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Sum		361	371	371	378	395

Altruism

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.1	2.1	2.1
	2	6	6.3	6.3	8.4
	3	16	16.8	16.8	25.3
	4	56	58.9	58.9	84.2
	5	15	15.8	15.8	100.0
	Total	95	100.0	100.0	

Courtesy

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	1	1	1.1	1.1	1.1
	2	5	5.3	5.3	6.3
	3	7	7.4	7.4	13.7
	4	71	74.7	74.7	88.4
	5	11	11.6	11.6	100.0
	Total	95	100.0	100.0	

Sportmanship

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.1	1.1	1.1
	2	4	4.2	4.2	5.3
	3	5	5.3	5.3	10.5
	4	78	82.1	82.1	92.6
	5	7	7.4	7.4	100.0
	Total	95	100.0	100.0	

Civic Virtue

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.1	1.1
	3	6	6.3	6.3	7.4
	4	82	86.3	86.3	93.7
	5	6	6.3	6.3	100.0
	Total	95	100.0	100.0	

Conscientiousness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.1	1.1
	3	4	4.2	4.2	5.3
	4	69	72.6	72.6	77.9

5	21	22.1	22.1	100.0
Total	95	100.0	100.0	

4. RELIABILITY TABLE

a. Spiritual Leadership

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded ^a	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.708	5

b. Komitmen Organisasi

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded ^a	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.850	5

c. Employee Engagement

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded ^a	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.820	4

d. Organizational Citizenship Behavior

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded ^a	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.742	5

5. CORRELATION TABLE

Correlations

		SPIRITUAL LEADERSHIP	P1	P2	P3	P4	P5
SPIRITUAL LEADERSHIP	Pearson Correlation	1	.697**	.717**	.613**	.751**	.636**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	95	95	95	95	95	95

Pearson Correlation	.697**	1	.446**	.223*	.406**	.315**
Sig. (2-tailed)	.000		.000	.030	.000	.002
N	95	95	95	95	95	95
Pearson Correlation	.717**	.446**	1	.395**	.340**	.154
Sig. (2-tailed)	.000	.000		.000	.001	.135
N	95	95	95	95	95	95
Pearson Correlation	.613**	.223*	.395**	1	.379**	.244*
Sig. (2-tailed)	.000	.030	.000		.000	.017
N	95	95	95	95	95	95
Pearson Correlation	.751**	.406**	.340**	.379**	1	.459**
Sig. (2-tailed)	.000	.000	.001	.000		.000
N	95	95	95	95	95	95
Pearson Correlation	.636**	.315**	.154	.244*	.459**	1
Sig. (2-tailed)	.000	.002	.135	.017	.000	
N	95	95	95	95	95	95

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

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

Correlations

		KOMITMEN ORGANISASI	P1	P2	P3	P4	P5
KOMITMEN ORGANISASI	Pearson Correlation	1	.739**	.788**	.756**	.847**	.827**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	95	95	95	95	95	95
	Pearson Correlation	.739**	1	.509**	.352**	.543**	.463**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	95	95	95	95	95	95
	Pearson Correlation	.788**	.509**	1	.578**	.534**	.550**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	95	95	95	95	95	95
	Pearson Correlation	.756**	.352**	.578**	1	.591**	.550**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	95	95	95	95	95	95
	Pearson Correlation	.847**	.543**	.534**	.591**	1	.706**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	95	95	95	95	95	95
	Pearson Correlation	.827**	.463**	.550**	.550**	.706**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	95	95	95	95	95	95

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

Correlations

		EMPLOYEE ENGAGEMENT	P1	P2	P3	P4
EMPLOYEE ENGAGEMENT	Pearson Correlation	1	.691**	.802**	.875**	.861**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	95	95	95	95	95
P1	Pearson Correlation	.691**	1	.427**	.379**	.405**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	95	95	95	95	95
P2	Pearson Correlation	.802**	.427**	1	.683**	.590**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	95	95	95	95	95
P3	Pearson Correlation	.875**	.379**	.683**	1	.751**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	95	95	95	95	95
P4	Pearson Correlation	.861**	.405**	.590**	.751**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	95	95	95	95	95

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

Correlations

		OCB	Altruism	Courtesy	Sportmanship	Civic Virtue	Conscientiousness
OCB	Pearson Correlation	1	.815**	.847**	.865**	.521**	.397**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	95	95	95	95	95	95
Altruism	Pearson Correlation	.815**	1	.641**	.664**	.259*	.023
	Sig. (2-tailed)	.000		.000	.000	.011	.823
	N	95	95	95	95	95	95
Courtesy	Pearson Correlation	.847**	.641**	1	.763**	.288**	.126
	Sig. (2-tailed)	.000	.000		.000	.005	.223
	N	95	95	95	95	95	95
Sportmanship	Pearson Correlation	.865**	.664**	.763**	1	.284**	.207*
	Sig. (2-tailed)	.000	.000	.000		.005	.044
	N	95	95	95	95	95	95
Civic Virtue	Pearson Correlation	.521**	.259*	.288**	.284**	1	.306**
	Sig. (2-tailed)	.000	.011	.005	.005		.003
	N	95	95	95	95	95	95
Conscientiousness	Pearson Correlation	.397**	.023	.126	.207*	.306**	1
	Sig. (2-tailed)	.000	.823	.223	.044	.003	
	N	95	95	95	95	95	95

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

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

6. REGRESSION TABLE

a. Regresi Persamaan 1

Descriptive Statistics

	Mean	Std. Deviation	N
EMPLOYEE ENGAGEMENT	15.35	2.542	95
SPIRITUAL LEADERSHIP	19.96	2.103	95
KOMITMEN ORGANISASI	19.14	2.920	95

Correlations

		EMPLOYEE ENGAGEMENT	SPIRITUAL LEADERSHIP	KOMITMEN ORGANISASI
Pearson Correlation	EMPLOYEE ENGAGEMENT	1.000	.265	.508
	SPIRITUAL LEADERSHIP	.265	1.000	.451
	KOMITMEN ORGANISASI	.508	.451	1.000
Sig. (1-tailed)	EMPLOYEE ENGAGEMENT	.	.005	.000
	SPIRITUAL LEADERSHIP	.005	.	.000
	KOMITMEN ORGANISASI	.000	.000	.
N	EMPLOYEE ENGAGEMENT	95	95	95
	SPIRITUAL LEADERSHIP	95	95	95
	KOMITMEN ORGANISASI	95	95	95

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.510 ^a	.260	.244	2.211

a. Predictors: (Constant), KOMITMEN ORGANISASI, SPIRITUAL LEADERSHIP

b. Dependent Variable: EMPLOYEE ENGAGEMENT

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	157.826	2	78.913	16.144	.000 ^a
	Residual	449.711	92	4.888		
	Total	607.537	94			

a. Predictors: (Constant), KOMITMEN ORGANISASI, SPIRITUAL LEADERSHIP

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	157.826	2	78.913	16.144	.000 ^a
	Residual	449.711	92	4.888		
	Total	607.537	94			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.129	2.252		2.722	.008
	SPIRITUAL LEADERSHIP	.055	.122	.045	.450	.654
	KOMITMEN ORGANISASI	.425	.088	.488	4.851	.000

a. Predictors: (Constant), KOMITMEN ORGANISASI, SPIRITUAL LEADERSHIP

b. Dependent Variable: EMPLOYEE ENGAGEMENT

a. Dependent Variable: EMPLOYEE
ENGAGEMENT

b. Regresi Presamaan II

Descriptive Statistics

	Mean	Std. Deviation	N
OCB	19.75	2.255	95
SPIRITUAL LEADERSHIP	19.96	2.103	95
KOMITMEN ORGANISASI	19.14	2.920	95
EMPLOYEE ENGAGEMENT	15.35	2.542	95

Correlations

		OCB	SPIRITUAL LEADERSHIP	KOMITMEN ORGANISASI	EMPLOYEE ENGAGEMENT
Pearson Correlation	OCB	1.000	.175	.476	.684
	SPIRITUAL LEADERSHIP	.175	1.000	.451	.265
	KOMITMEN ORGANISASI	.476	.451	1.000	.508
	EMPLOYEE ENGAGEMENT	.684	.265	.508	1.000
Sig. (1-tailed)	OCB	.	.045	.000	.000
	SPIRITUAL LEADERSHIP	.045	.	.000	.005
	KOMITMEN ORGANISASI	.000	.000	.	.000
	EMPLOYEE ENGAGEMENT	.000	.005	.000	.
N	OCB	95	95	95	95
	SPIRITUAL LEADERSHIP	95	95	95	95
	KOMITMEN ORGANISASI	95	95	95	95
	EMPLOYEE ENGAGEMENT	95	95	95	95

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	236.165	3	78.722	29.630	.000 ^a
	Residual	241.771	91	2.657		
	Total	477.937	94			

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.703 ^a	.494	.477	1.630

a. Predictors: (Constant), EMPLOYEE ENGAGEMENT, SPIRITUAL LEADERSHIP, KOMITMEN ORGANISASI

b. Dependent Variable: OCB

a. Predictors: (Constant), EMPLOYEE ENGAGEMENT, SPIRITUAL LEADERSHIP, KOMITMEN ORGANISASI

b. Dependent Variable: OCB

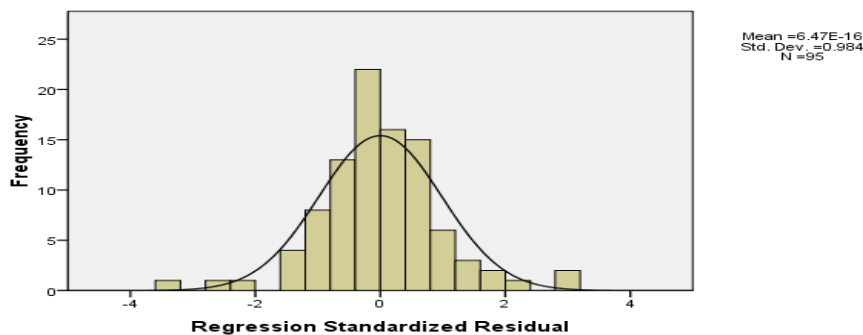
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	10.194	1.726		5.907	.000					
	SPIRITUAL LEADERSHIP	-.083	.090	-.077	-.921	.360	.175	-.096	-.069	.794	1.259
	KOMITMEN ORGANISASI	.159	.072	.206	2.197	.031	.476	.224	.164	.634	1.577
	EMPLOYEE ENGAGEMENT	.532	.077	.599	6.917	.000	.684	.587	.516	.740	1.351

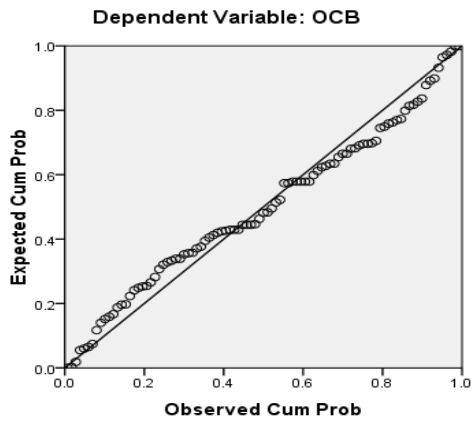
a. Dependent Variable: OCB

Histogram

Dependent Variable: OCB



Normal P-P Plot of Regression Standardized Residual



Scatterplot

