

## LAMPIRAN

### Lampiran 1. Kuesioner

#### KUISIONER PENELITIAN

*Assalamualaikum Wr. Wb*

Dengan hormat,

Sehubung dalam rangka memenuhi skripsi saya pada program Sarjana Universitas Islam Sultan Agung Fakultas Ekonomi, dengan segala kerendahan hati saya mohon kesediaan Bapak/Ibu/Saudara membantu dalam memberikan jawaban dari beberapa pertanyaan yang tersedia dalam kuesioner ini berupa kuesioner tertutup dan kuesioner terbuka mengenai **“PERAN ETIKA KERJA ISLAM DALAM MENINGKATKAN *ORGANIZATIONAL CHITIZENSHIP BEHAVIOUR* (OCB) DENGAN KOMITMEN AFEKTIF DAN *EMPLOYEE ENGAGEMENT* SEBAGAI VARIABEL MEDIASI (Studi Kasus *Baitul Mal Wat Tamwil Di Kota Semarang*)”**. Pengumpulan data ini semata-mata hanya akan digunakan untuk penyusunan skripsi dan akan dijamin kerahasiaannya.

Kesediaan dan kerjasama yang Bapak/Ibu/Saudara berikan dalam bentuk informasi yang benar dan lengkap akan sangat mendukung keberhasilan dalam penelitian ini. Selain itu jawaban yang Bapak/Ibu/Saudara berikan juga dapat member masukan yang sangat berharga bagi saya.

Akhir kata saya mengucapkan terimakasih atas kesediaan dan kerjasama Bapak/Ibu/Saudara yang telah meluangkan waktu dalam pengisiankuesionerini.

*Wassalamualaikum Wr.Wb*

Hormat saya,

Peneliti

Saefi Firdaus

## I. Identitas Responden

- a) Nama Responden :
- b) Umur Responden : ..... tahun
- c) Jenis Kelamin :  Laki-laki  Perempuan
- d) Pendidikan :  SMA  S1  S3  
 D3  S2
- e) Status :  Menikah  Belum menikah

## II. Petunjuk Pengisian:

- Mohon memberi tandacheck list ( ) pada jawaban yang Bapak/Ibu/Saudara anggap paling sesuai dan mohon mengisi bagian yang membutuhkan jawaban tertulis.
- Anda diminta menjawab pertanyaan-pertanyaan yang terjadi dilingkungan kerja tempat Anda bekerja.

### A. *Organizational Citizenship Behavior*(OCB)

No	Pernyataan	Jawaban /Tanggapan				
		STS	TS	CS	S	SS
1	Apabila ada rekan yang kelebihan beban kerja, dengan sukarela saya akan membantunya					
2	Saya berusaha secepat mungkin dalam menyelesaikan pekerjaan tanpa mengulur-ngulur waktu					
3	Saya selalu mempertimbangkan hal-hal terbaik untuk kemajuan perusahaan kedepannya					

### B. Etika Kerja Islam

No	Pernyataan	Jawaban /Tanggapan				
		STS	TS	CS	S	SS
1	Saya bekerja dengan tulus dan ikhlas					
2	Saya amanah dalam bekerja dengan mengabdikan diri terhadap tugas yang diberikan kepada saya					
3	Saya mengatasi hambatan, menghindari kesalahan dengan bekerjasama					

### C. Komitmen Afektif

No	Pernyataan	Jawaban /Tanggapan				
		STS	TS	CS	S	SS
1	Saya merasa terikat secara emosional dengan instansi tempat bekerja					
2	Keterlibatan saya bekerja sesuai dengan rencana organisasi					
3	Saya merasa senang untuk menghabiskan karir saya di organisasi ini.					

### D. Employee Engagement

No	Pernyataan	Jawaban /Tanggapan				
		STS	TS	CS	S	SS
1	Saya selalu memberikan usaha dan tenaga yang maksimal dalam bekerja untuk perusahaan					
2	Saya selalu merasa tertarik dalam mengerjakan pekerjaan yang diberikan perusahaan					
3	Saya tidak pernah lalai dengan pekerjaan saya dan selalu berkonsentrasi dengan pekerjaan saya					

## Lampiran Tabulasi Data

Resp.	OCB (Y3)				EKI (X1)				KOAF (Y1)				EE (Y2)			
	Y3-1	Y3-2	Y3-3	Y3	X1-1	X1-2	X1-3	X1	Y1-1	Y1-2	Y1-3	Y1	Y2-1	Y2-2	Y2-3	Y2
1	5.0	4.0	5.0	14.0	5.0	5.0	4.0	14.0	5.0	5.0	5.0	15.0	5.0	4.0	5.0	14.0
2	4.0	3.0	4.0	11.0	4.0	4.0	4.0	12.0	4.0	3.0	4.0	11.0	4.0	3.0	4.0	11.0
3	4.0	4.0	3.0	11.0	4.0	5.0	4.0	13.0	4.0	4.0	4.0	12.0	4.0	4.0	5.0	13.0
4	5.0	4.0	4.0	13.0	5.0	5.0	5.0	15.0	5.0	5.0	4.0	14.0	5.0	5.0	4.0	14.0
5	4.0	3.0	4.0	11.0	5.0	4.0	4.0	13.0	5.0	4.0	4.0	13.0	4.0	4.0	3.0	11.0
6	4.0	4.0	5.0	13.0	4.0	5.0	5.0	14.0	4.0	4.0	5.0	13.0	5.0	4.0	4.0	13.0
7	3.0	4.0	3.0	10.0	4.0	3.0	4.0	11.0	3.0	3.0	3.0	9.0	4.0	3.0	3.0	10.0
8	4.0	3.0	3.0	10.0	4.0	4.0	3.0	11.0	3.0	4.0	4.0	11.0	4.0	4.0	3.0	11.0
9	4.0	4.0	5.0	13.0	4.0	4.0	4.0	12.0	4.0	4.0	4.0	12.0	4.0	4.0	5.0	13.0
10	4.0	4.0	4.0	12.0	5.0	3.0	3.0	11.0	3.0	3.0	3.0	9.0	4.0	3.0	3.0	10.0
11	4.0	4.0	5.0	13.0	4.0	5.0	3.0	12.0	4.0	5.0	4.0	13.0	4.0	4.0	4.0	12.0
12	3.0	3.0	4.0	10.0	3.0	4.0	3.0	10.0	3.0	4.0	4.0	11.0	3.0	3.0	3.0	9.0
13	4.0	3.0	4.0	11.0	4.0	4.0	4.0	12.0	3.0	3.0	3.0	9.0	4.0	4.0	5.0	13.0
14	3.0	4.0	3.0	10.0	3.0	3.0	3.0	9.0	4.0	4.0	4.0	12.0	3.0	3.0	4.0	10.0
15	5.0	4.0	5.0	14.0	5.0	4.0	4.0	13.0	4.0	3.0	4.0	11.0	4.0	5.0	5.0	14.0
16	4.0	3.0	4.0	11.0	4.0	3.0	4.0	11.0	3.0	4.0	4.0	11.0	3.0	3.0	3.0	9.0
17	4.0	5.0	4.0	13.0	5.0	5.0	4.0	14.0	4.0	5.0	4.0	13.0	5.0	4.0	4.0	13.0
18	4.0	3.0	4.0	11.0	3.0	4.0	4.0	11.0	4.0	4.0	4.0	12.0	3.0	4.0	4.0	11.0
19	5.0	5.0	5.0	15.0	5.0	5.0	5.0	15.0	5.0	5.0	5.0	15.0	5.0	4.0	4.0	13.0

20	4.0	3.0	4.0	11.0
21	3.0	3.0	2.0	8.0
22	5.0	4.0	5.0	14.0
23	4.0	3.0	4.0	11.0
24	4.0	3.0	3.0	10.0
25	3.0	5.0	5.0	13.0
26	5.0	4.0	4.0	13.0
27	5.0	5.0	5.0	15.0
28	4.0	3.0	4.0	11.0
29	4.0	4.0	4.0	12.0
30	4.0	4.0	5.0	13.0
31	4.0	3.0	4.0	11.0
32	4.0	3.0	4.0	11.0
33	3.0	3.0	4.0	10.0
34	4.0	4.0	5.0	13.0
35	4.0	5.0	4.0	13.0
36	4.0	4.0	4.0	12.0
37	4.0	5.0	5.0	14.0
38	5.0	5.0	5.0	15.0
39	5.0	4.0	5.0	14.0
40	4.0	4.0	5.0	13.0
41	3.0	4.0	4.0	11.0
42	3.0	3.0	2.0	8.0
43	5.0	3.0	3.0	11.0

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4.0	4.0	4.0	12.0
4.0	3.0	3.0	10.0
3.0	3.0	3.0	9.0
3.0	2.0	3.0	8.0
3.0	4.0	4.0	11.0

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45	4.0	4.0	4.0	12.0
46	5.0	4.0	4.0	13.0
47	4.0	4.0	5.0	13.0
48	4.0	4.0	4.0	12.0
49	5.0	5.0	4.0	14.0
50	5.0	4.0	5.0	14.0
51	4.0	4.0	5.0	13.0
52	3.0	4.0	3.0	10.0
53	4.0	4.0	3.0	11.0
54	5.0	5.0	5.0	15.0
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56	3.0	5.0	4.0	12.0
57	4.0	3.0	4.0	11.0
58	5.0	5.0	5.0	15.0
59	4.0	4.0	4.0	12.0
60	3.0	4.0	3.0	10.0
61	4.0	3.0	3.0	10.0
62	4.0	4.0	5.0	13.0
63	3.0	3.0	4.0	10.0
64	4.0	5.0	5.0	14.0
65	3.0	4.0	4.0	11.0
66	3.0	4.0	3.0	10.0
67	4.0	4.0	5.0	13.0

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3.0	3.0	3.0	9.0
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4.0	4.0	4.0	12.0
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4.0	4.0	4.0	12.0
5.0	4.0	5.0	14.0
3.0	4.0	4.0	11.0
3.0	3.0	3.0	9.0
5.0	5.0	4.0	14.0

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4.0	4.0	5.0	13.0
3.0	4.0	4.0	11.0
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3.0	3.0	3.0	9.0
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4.0	4.0	3.0	11.0
5.0	4.0	5.0	14.0
4.0	4.0	4.0	12.0
3.0	4.0	4.0	11.0
4.0	5.0	4.0	13.0

68	4.0	4.0	4.0	12.0
69	4.0	3.0	4.0	11.0
70	4.0	5.0	5.0	14.0
71	5.0	5.0	5.0	15.0
72	4.0	5.0	4.0	13.0
73	4.0	3.0	5.0	12.0
74	4.0	5.0	5.0	14.0
75	3.0	4.0	4.0	11.0
76	4.0	3.0	3.0	10.0
77	3.0	3.0	3.0	9.0
78	4.0	4.0	4.0	12.0
79	4.0	4.0	5.0	13.0
80	4.0	4.0	5.0	13.0
81	5.0	5.0	5.0	15.0
82	3.0	3.0	3.0	9.0
83	3.0	3.0	3.0	9.0
84	5.0	5.0	5.0	15.0
85	4.0	4.0	4.0	12.0
86	2.0	3.0	2.0	7.0
87	5.0	3.0	3.0	11.0
88	3.0	3.0	5.0	11.0
89	4.0	4.0	4.0	12.0
90	3.0	4.0	3.0	10.0
91	3.0	3.0	3.0	9.0

5.0	4.0	4.0	13.0
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4.0	4.0	4.0	12.0
4.0	4.0	3.0	11.0
4.0	4.0	4.0	12.0
4.0	3.0	3.0	10.0
3.0	3.0	4.0	10.0

4.0	4.0	4.0	12.0
3.0	4.0	3.0	10.0
4.0	5.0	5.0	14.0
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4.0	4.0	3.0	11.0
5.0	5.0	4.0	14.0
4.0	4.0	4.0	12.0
3.0	4.0	3.0	10.0
3.0	3.0	3.0	9.0
5.0	4.0	4.0	13.0
5.0	5.0	5.0	15.0
4.0	3.0	4.0	11.0
4.0	5.0	5.0	14.0
3.0	4.0	3.0	10.0
3.0	3.0	3.0	9.0
4.0	5.0	4.0	13.0
4.0	3.0	3.0	10.0
3.0	3.0	3.0	9.0
4.0	5.0	5.0	14.0
3.0	4.0	4.0	11.0
4.0	4.0	4.0	12.0
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3.0	4.0	3.0	10.0

5.0	4.0	3.0	12.0
4.0	3.0	4.0	11.0
4.0	4.0	4.0	12.0
5.0	5.0	5.0	15.0
4.0	3.0	3.0	10.0
3.0	4.0	4.0	11.0
5.0	5.0	4.0	14.0
4.0	4.0	3.0	11.0
3.0	4.0	3.0	10.0
3.0	3.0	3.0	9.0
4.0	4.0	4.0	12.0
5.0	5.0	4.0	14.0
3.0	3.0	4.0	10.0
5.0	5.0	3.0	13.0
4.0	4.0	3.0	11.0
3.0	3.0	3.0	9.0
4.0	4.0	4.0	12.0
3.0	4.0	3.0	10.0
3.0	3.0	3.0	9.0
5.0	5.0	4.0	14.0
4.0	4.0	4.0	12.0
4.0	4.0	5.0	13.0
3.0	3.0	4.0	10.0
3.0	3.0	3.0	9.0

92	3.0	2.0	3.0	8.0
93	2.0	2.0	3.0	7.0
94	3.0	3.0	4.0	10.0
95	4.0	5.0	5.0	14.0
96	4.0	3.0	4.0	11.0
97	4.0	4.0	5.0	13.0
98	3.0	4.0	3.0	10.0
99	4.0	3.0	3.0	10.0
100	4.0	4.0	5.0	13.0

2.0	3.0	3.0	8.0
2.0	2.0	2.0	6.0
4.0	4.0	4.0	12.0
5.0	5.0	4.0	14.0
5.0	4.0	4.0	13.0
4.0	5.0	5.0	14.0
4.0	3.0	4.0	11.0
4.0	4.0	3.0	11.0
4.0	4.0	4.0	12.0

3.0	3.0	3.0	9.0
3.0	3.0	2.0	8.0
5.0	5.0	4.0	14.0
5.0	5.0	5.0	15.0
5.0	4.0	4.0	13.0
4.0	4.0	5.0	13.0
3.0	3.0	3.0	9.0
3.0	4.0	4.0	11.0
4.0	4.0	4.0	12.0

2.0	3.0	3.0	8.0
2.0	2.0	3.0	7.0
3.0	4.0	5.0	12.0
5.0	5.0	5.0	15.0
4.0	4.0	3.0	11.0
5.0	4.0	4.0	13.0
4.0	3.0	3.0	10.0
4.0	4.0	3.0	11.0
4.0	4.0	5.0	13.0



## Lampiran Hasil Analisis

**ANALISIS DESKRIPTIF****Statistics**

		X1.1	X1.2	X1.3	Etika Kerja Islam
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		4.00	3.91	3.72	11.63
Std. Deviation		.816	.753	.712	1.857

**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	4.0	4.0	4.0
	3	21	21.0	21.0	25.0
	4	46	46.0	46.0	71.0
	5	29	29.0	29.0	100.0
	Total	100	100.0	100.0	

**X1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.0	1.0	1.0
	3	30	30.0	30.0	31.0
	4	46	46.0	46.0	77.0
	5	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.0	2.0	2.0
	3	37	37.0	37.0	39.0
	4	48	48.0	48.0	87.0
	5	13	13.0	13.0	100.0
	Total	100	100.0	100.0	

**Statistics**

		Y1.1	Y1.2	Y1.3	Komitmen Afektif
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		3.91	4.00	3.83	11.74
Std. Deviation		.767	.711	.792	1.952

**Y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.0	1.0	1.0
	3	31	31.0	31.0	32.0
	4	44	44.0	44.0	76.0
	5	24	24.0	24.0	100.0
	Total	100	100.0	100.0	

**Y1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.0	1.0	1.0
	3	22	22.0	22.0	23.0
	4	53	53.0	53.0	76.0
	5	24	24.0	24.0	100.0
	Total	100	100.0	100.0	

**Y1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.0	3.0	3.0
	3	32	32.0	32.0	35.0
	4	44	44.0	44.0	79.0
	5	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

**Statistics**

		Y2.1	Y2.2	Y2.3	Employee Engagement
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		3.94	3.85	3.83	11.62
Std. Deviation		.789	.770	.779	1.948

**Y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.0	3.0	3.0
	3	25	25.0	25.0	28.0
	4	47	47.0	47.0	75.0
	5	25	25.0	25.0	100.0
	Total	100	100.0	100.0	

**Y2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.0	3.0	3.0
	3	29	29.0	29.0	32.0
	4	48	48.0	48.0	80.0
	5	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

**Y2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.0	1.0	1.0
	3	37	37.0	37.0	38.0
	4	40	40.0	40.0	78.0
	5	22	22.0	22.0	100.0
	Total	100	100.0	100.0	

**Statistics**

		Y3.1	Y3.2	Y3.3	Organizational Citizenship Behaviour
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		3.91	3.80	4.05	11.76
Std. Deviation		.712	.765	.845	1.902

**Y3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.0	2.0	2.0
	3	24	24.0	24.0	26.0
	4	55	55.0	55.0	81.0
	5	19	19.0	19.0	100.0
	Total	100	100.0	100.0	

**Y3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.0	2.0	2.0
	3	35	35.0	35.0	37.0
	4	44	44.0	44.0	81.0
	5	19	19.0	19.0	100.0
	Total	100	100.0	100.0	

**Y3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.0	3.0	3.0
	3	24	24.0	24.0	27.0
	4	38	38.0	38.0	65.0
	5	35	35.0	35.0	100.0
	Total	100	100.0	100.0	

## HASIL UJI VALIDITAS

### Correlations

		X1.1	X1.2	X1.3	Etika Kerja Islam
X1.1	Pearson Correlation	1	.460**	.574**	.846**
	Sig. (2-tailed)		.000	.000	.000
	N	100	100	100	100
X1.2	Pearson Correlation	.460**	1	.442**	.777**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
X1.3	Pearson Correlation	.574**	.442**	1	.815**
	Sig. (2-tailed)	.000	.000		.000
	N	100	100	100	100
Etika Kerja Islam	Pearson Correlation	.846**	.777**	.815**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

### Correlations

		Y1.1	Y1.2	Y1.3	Komitmen Afektif
Y1.1	Pearson Correlation	1	.667**	.557**	.862**
	Sig. (2-tailed)		.000	.000	.000
	N	100	100	100	100
Y1.2	Pearson Correlation	.667**	1	.610**	.874**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
Y1.3	Pearson Correlation	.557**	.610**	1	.847**
	Sig. (2-tailed)	.000	.000		.000
	N	100	100	100	100
Komitmen Afektif	Pearson Correlation	.862**	.874**	.847**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

## Correlations

		Y2.1	Y2.2	Y2.3	Employee Engagement
Y2.1	Pearson Correlation	1	.650**	.443**	.839**
	Sig. (2-tailed)		.000	.000	.000
	N	100	100	100	100
Y2.2	Pearson Correlation	.650**	1	.529**	.870**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
Y2.3	Pearson Correlation	.443**	.529**	1	.789**
	Sig. (2-tailed)	.000	.000		.000
	N	100	100	100	100
Employee Engagement	Pearson Correlation	.839**	.870**	.789**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

## Correlations

		Y3.1	Y3.2	Y3.3	Organizational Citizenship Behaviour
Y3.1	Pearson Correlation	1	.411**	.528**	.774**
	Sig. (2-tailed)		.000	.000	.000
	N	100	100	100	100
Y3.2	Pearson Correlation	.411**	1	.562**	.806**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
Y3.3	Pearson Correlation	.528**	.562**	1	.868**
	Sig. (2-tailed)	.000	.000		.000
	N	100	100	100	100
Organizational Citizenship Behaviour	Pearson Correlation	.774**	.806**	.868**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

## HASIL UJI RELIABILITAS

X

### Reliability Statistics

Cronbach's Alpha	N of Items
.743	3

Y1

### Reliability Statistics

Cronbach's Alpha	N of Items
.823	3

Y2

### Reliability Statistics

Cronbach's Alpha	N of Items
.779	3

Y3

### Reliability Statistics

Cronbach's Alpha	N of Items
.751	3

## HASIL UJI REGRESI LINEAR BERGANDA

### Output Regresi persamaan 1

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Etika_Kerja_Islam <sup>a</sup>		Enter

a. Dependent Variable: Komitmen Afektif

b. All requested variables entered

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.714 <sup>a</sup>	.511	.506	1.373

a. Predictors: (Constant), Etika\_Kerja\_Islam

b. Dependent Variable: komitmen\_afektif

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	192.584	1	192.584	102.207	.000 <sup>a</sup>
	Residual	184.656	98	1.884		
	Total	377.240	99			

a. Predictors: (Constant), Etika Kerja Islam

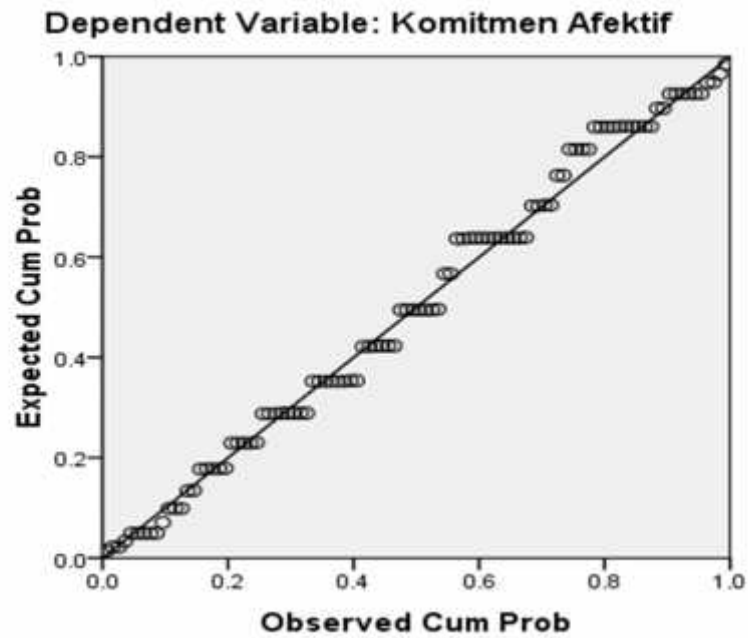
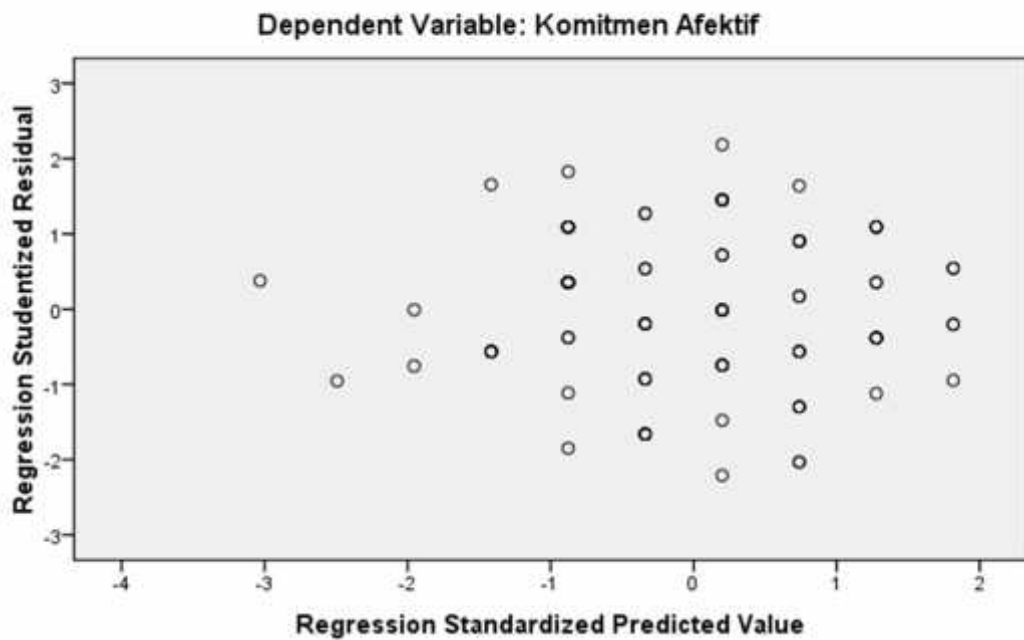
b. Dependent Variable: Komitmen Afektif

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.004	.875		3.433	.001
Etika Kerja Islam	.751	.074	.714	10.110	.000

a. Dependent Variable: Komitmen Afektif



**Normal P-P Plot of Regression Standardized Residual****Scatterplot**

## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	1.36572921
Most Extreme Differences	Absolute	.081
	Positive	.057
	Negative	-.081
Kolmogorov-Smirnov Z		.807
Asymp. Sig. (2-tailed)		.533

a. Test distribution is Normal.

b. Calculated from data.

## UJI GLETSER

### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.092	.492		2.222	.029
Etika Kerja Islam	.003	.042	.007	.065	.948

a. Dependent Variable:

Abs\_RES1

## Output Regresi persamaan 2

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	etika_kerja_islam <sup>a</sup>		. Enter

a. Dependent Variable: Employe\_Engagrment

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.639 <sup>a</sup>	.409	.403	1.505

a. Predictors: (Constant), etika\_kerja\_islam

b. Dependent Variable: Employe\_Engagrment

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	153.566	1	153.566	67.792	.000 <sup>a</sup>
	Residual	221.994	98	2.265		
	Total	375.560	99			

a. Predictors: (Constant), Etika Kerja Islam

b. Dependent Variable: Employee Engagement

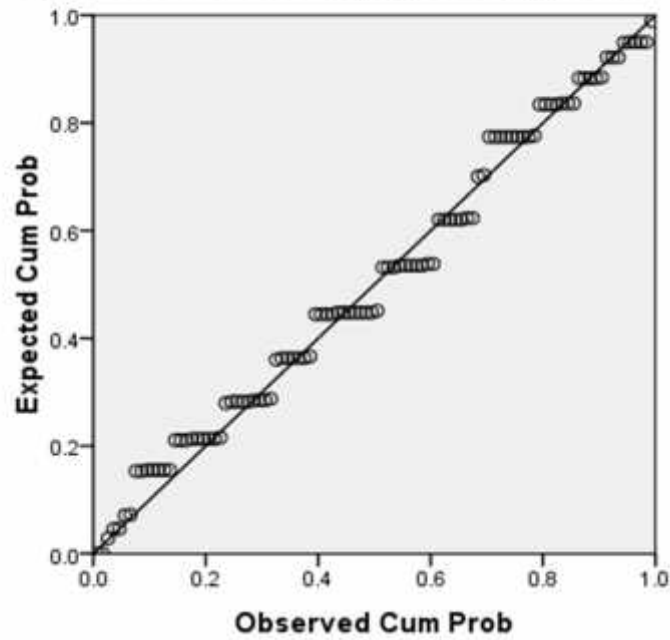
**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.819	.959		3.981	.000
Etika Kerja Islam	.671	.081	.639	8.234	.000

a. Dependent Variable: Employee Engagement

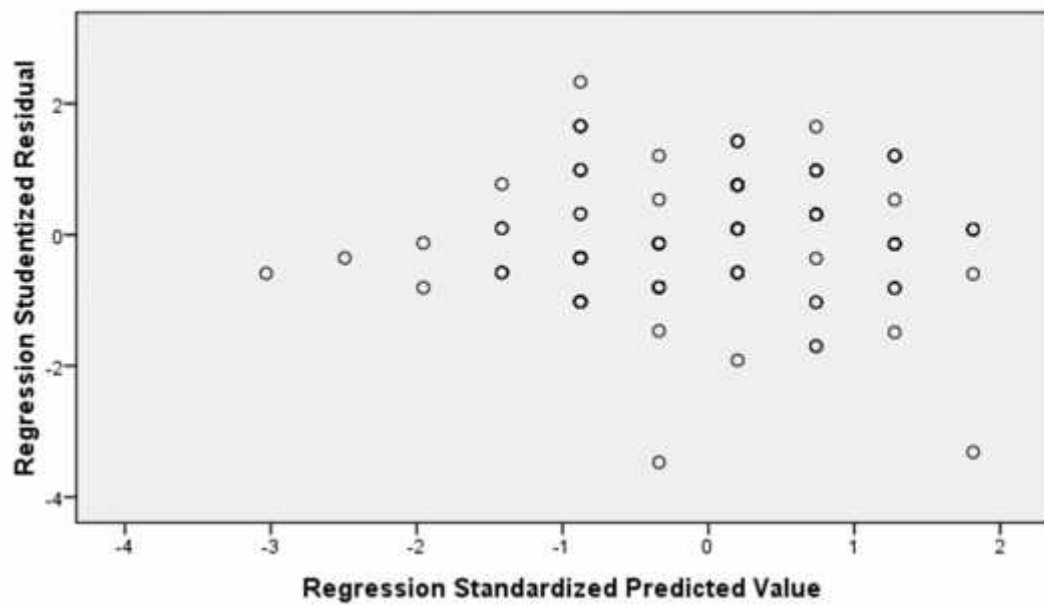
### Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Employee Engagement



### Scatterplot

Dependent Variable: Employee Engagement



## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	1.49745325
Most Extreme Differences	Absolute	.082
	Positive	.072
	Negative	-.082
Kolmogorov-Smirnov Z		.820
Asymp. Sig. (2-tailed)		.511

a. Test distribution is Normal.

## UJI GLETSER

### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.842	.604		1.393	.167
Etika Kerja Islam	.027	.051	.053	.526	.600

a. Dependent Variable: Abs\_RES2

### Output Regresi persamaan 3

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Etika kerja islam, Komitmen afektif, Employee engagement <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: Organizational citizenship behavior

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.792 <sup>a</sup>	.627	.615	1.180

a. Predictors: (Constant), Employee Engagement, Etika Kerja Islam, Komitmen Afektif

b. Dependent Variable: Organizational Citizenship Behaviour

**ANOVA<sup>b</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	224.462	3	74.821	53.692	.000 <sup>a</sup>
	Residual	133.778	96	1.394		
	Total	358.240	99			

a. Predictors: (Constant), Employee Engagement, Etika Kerja Islam, Komitmen Afektif

b. Dependent Variable: Organizational Citizenship Behaviour

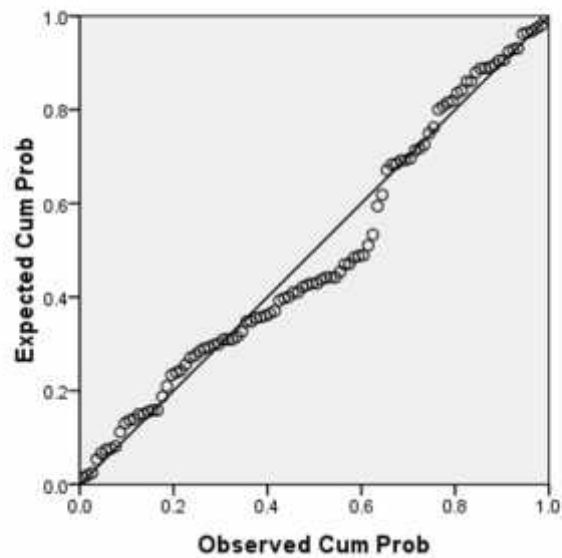
**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.560	.820		1.901	.060
Etika Kerja Islam	.242	.094	.236	2.566	.012
Komitmen Afektif	.280	.101	.288	2.778	.007
Employee Engagement	.352	.092	.361	3.828	.000

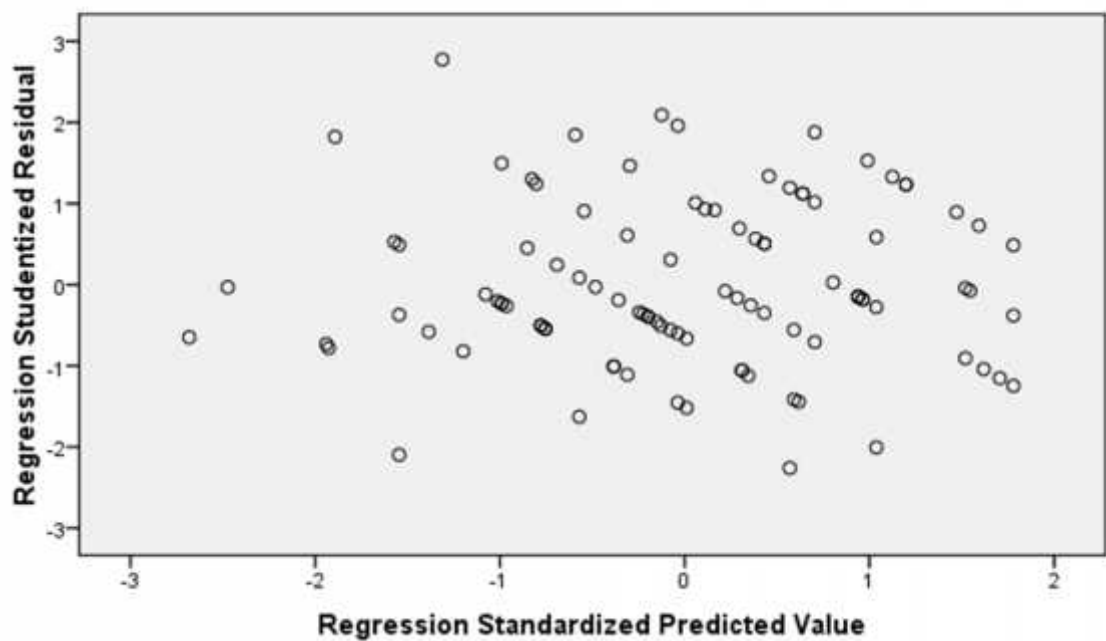
a. Dependent Variable: Organizational Citizenship Behaviour

**Normal P-P Plot of Regression Standardized Residual**

Dependent Variable: Organizational Citizenship Behaviour

**Scatterplot**

Dependent Variable: Organizational Citizenship Behaviour



## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	1.16245304
Most Extreme Differences	Absolute	.121
	Positive	.121
	Negative	-.044
Kolmogorov-Smirnov Z		1.211
Asymp. Sig. (2-tailed)		.107

a. Test distribution is Normal.

## MULTIKOLINEARITAS

### Coefficients<sup>a</sup>

Model	Collinearity Statistics	
	Tolerance	VIF
Etika kerja islam	.460	2.174
Komitmen afektif	.362	2.759
Employee engagement	.438	2.285

a. Dependent Variable: Organizational citizenship behavior

## UJI GLETSER

### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.950	.477		1.990	.049
Etika Kerja Islam	-.073	.055	-.197	-1.328	.187
Komitmen Afektif	.077	.059	.219	1.306	.195
Employee Engagement	-.006	.054	-.017	-.111	.912

a. Dependent Variable: Abs\_RES3