

Lampiran 1. Kuesioner Penelitian

KUESIONER PENELITIAN

Yth. Bapak/Ibu Responden

Bersama ini saya mohon kesediaan Bapak/Ibu untuk mengisi kuesioner dalam rangka penelitian saya yang berjudul: **“PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *ORGANIZATIONAL JUSTICE* TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* DENGAN *ORGANIZATIONAL COMMITMENT* SEBAGAI VARIABEL INTERVENING”**. Kuesioner ini terdiri atas sejumlah pernyataan. Perlu Bapak/Ibu ketahui bahwa keberhasilan penelitian ini sangat tergantung dari partisipasi Bapak/Ibu dalam menjawab kuesioner.

Cara Pengisian Kuesioner

Bapak/Ibu cukup memberikan tanda silang (X) pada pilihan jawaban yang tersedia (rentang angka dari 1 sampai dengan 5) sesuai dengan pendapat Bapak/Ibu. Setiap pernyataan mengharapkan hanya satu jawaban. Setiap angka akan mewakili tingkat kesesuaian dengan pendapat Bapak/Ibu:

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Kurang Setuju (KS)

4 = Setuju (S)

5 = Sangat Setuju (SS)

Atas partisipasi dan kerjasamanya, saya mengucapkan terima kasih.

Karakteristik / Identitas Responden

1. Nama Responden / Umur :
2. Jenis kelamin : a.Laki-laki b. Perempuan
3. Tingkat Pendidikan : a. Tamat SMP / sederajat
b. Tamat SMA / sederajat
c. Tamat Perguruan Tinggi

<i>PERCEIVED ORGANIZATIONAL SUPPORT</i>						
NO	Pernyataan	STS	TS	KS	S	SS
1	Perusahaan bangga atas keberhasilan yang saya capai					
2	Perusahaan peduli terhadap kesejahteraan saya					
3	Saya memperoleh penghargaan yang sesuai dengan kontribusi					
4	Perusahaan memberikan kesempatan bagi saya untuk berkembang					
5	Perusahaan memfasilitasi pelatihan kepada saya untuk memudahkan dalam menyelesaikan tugas					

<i>ORGANIZATIONAL JUSTICE</i>						
NO	Pernyataan	STS	TS	KS	S	SS
1	Perusahaan memberikan gaji sesuai dengan hasil kerja yang telah saya lakukan					
2	Perusahaan memberikan kesempatan kepada saya untuk berbagi pendapat dan pandangan saya					
3	Atasan memperlakukan saya sama dengan karyawan lain					

<i>ORGANIZATIONAL COMMITMENT</i>						
NO	Pernyataan	STS	TS	KS	S	SS
1	Terdapat kesamaan antara nilai-nilai yang ada pada diri saya dengan nilai-nilai perusahaan					
2	Saya bersedia untuk bekerja lebih dari yang diharapkan agar perusahaan ini menjadi sukses					
3	Dalam kondisi apapun saya akan tetap bertahan dalam perusahaan					

<i>ORGANIZATIONAL CITIZENSHIP BEHAVIOR</i>						
NO	Pernyataan	STS	TS	KS	S	SS
1	Saya bersedia membantu teman kerja yang membutuhkan bantuan tanpa mengharapkan imbalan					
2	Saya tidak pernah mengeluh tentang tugas dan kebijakan perusahaan					
3	Saya menyelesaikan setiap tugas yang diberikan dengan penuh tanggung jawab					
4	Saya pernah mengajak rekan kerja untuk <i>sharing</i> mengenai kendala atau masalah yang dihadapi dalam menyelesaikan tugas					
5	Saya rutin mengikuti kegiatan-kegiatan yang diadakan perusahaan					

Lampiran 2. Hasil Olah Distribusi Frekuensi

Frequencies

		Statistics				
		X1.1	X1.2	X1.3	X1.4	X1.5
N	Valid	62	62	62	62	62
	Missing	0	0	0	0	0
Mean		3.26	3.92	4.10	3.69	3.11

Frequency Table

		X1.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.1	8.1	8.1
	3	36	58.1	58.1	66.1
	4	21	33.9	33.9	100.0
Total		62	100.0	100.0	

		X1.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	9.7	9.7	9.7
	4	55	88.7	88.7	98.4
	5	1	1.6	1.6	100.0
Total		62	100.0	100.0	

		X1.3			
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	3	1	1.6	1.6	1.6
	4	54	87.1	87.1	88.7
	5	7	11.3	11.3	100.0
Total		62	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	30.6	30.6	30.6
	4	43	69.4	69.4	100.0
Total		62	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	55	88.7	88.7	88.7
	4	7	11.3	11.3	100.0
Total		62	100.0	100.0	

Frequencies**Statistics**

		X2.1	X2.2	X2.3
N	Valid	62	62	62
	Missing	0	0	0
Mean		4.31	4.73	4.45

Frequency Table**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	21.0	21.0	21.0
	4	17	27.4	27.4	48.4
	5	32	51.6	51.6	100.0

Total	62	100.0	100.0
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X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	1.6	1.6	1.6
4	15	24.2	24.2	25.8
5	46	74.2	74.2	100.0
Total	62	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	6.5	6.5	6.5
4	26	41.9	41.9	48.4
5	32	51.6	51.6	100.0
Total	62	100.0	100.0	

Frequencies**Statistics**

		Y1.1	Y1.2	Y1.3
N	Valid	62	62	62
	Missing	0	0	0
Mean		3.97	4.40	4.82

Frequency Table**Y1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	8.1	8.1	8.1
4	54	87.1	87.1	95.2
5	3	4.8	4.8	100.0
Total	62	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	3.2	3.2	3.2
	4	33	53.2	53.2	56.5
	5	27	43.5	43.5	100.0
	Total	62	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	3.2	3.2	3.2
	4	7	11.3	11.3	14.5
	5	53	85.5	85.5	100.0
	Total	62	100.0	100.0	

Frequencies**Statistics**

		y2.1	y2.2	y2.3	y2.4	y2.5
N	Valid	62	62	62	62	62
	Missing	0	0	0	0	0
Mean		3.34	3.35	3.26	3.90	3.92

Frequency Table**y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	41	66.1	66.1	66.1
	4	21	33.9	33.9	100.0
	Total	62	100.0	100.0	

y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	38	61.3	61.3	62.9
	4	23	37.1	37.1	100.0
	Total	62	100.0	100.0	

y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.1	8.1	8.1
	3	36	58.1	58.1	66.1
	4	21	33.9	33.9	100.0
	Total	62	100.0	100.0	

y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	4	6.5	6.5	8.1
	4	57	91.9	91.9	100.0
	Total	62	100.0	100.0	

y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	8.1	8.1	8.1
	4	57	91.9	91.9	100.0
	Total	62	100.0	100.0	

Frequencies

Statistics

		umur	jeniskelamin	pendidikan
N	Valid	62	62	62
	Missing	0	0	0

Frequency Table

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 30 Tahun	8	12.9	12.9	12.9
	31-40 tahun	25	40.3	40.3	53.2
	41-50 Tahun	18	29.0	29.0	82.3
	> 50 tahun	11	17.7	17.7	100.0
Total		62	100.0	100.0	

Jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	21	33.9	33.9	33.9
	perempuan	41	66.1	66.1	100.0
Total		62	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sma	22	35.5	35.5	35.5

Diploma	30	48.4	48.4	83.9
Sarjana	10	16.1	16.1	100.0
Total	62	100.0	100.0	

Lampiran 3. Hasil Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1
X1.1	Pearson Correlation	1	.524**	.349**	.053	.360**	.847**
	Sig. (1-tailed)		.000	.003	.341	.002	.000
	N	62	62	62	62	62	62
X1.2	Pearson Correlation	.524**	1	.355**	-.164	.244*	.630**
	Sig. (1-tailed)	.000		.002	.101	.028	.000
	N	62	62	62	62	62	62
X1.3	Pearson Correlation	.349**	.355**	1	.186	.048	.637**
	Sig. (1-tailed)	.003	.002		.074	.357	.000
	N	62	62	62	62	62	62
X1.4	Pearson Correlation	.053	-.164	.186	1	-.316**	.334*
	Sig. (1-tailed)	.341	.101	.074		.006	.004
	N	62	62	62	62	62	62
X1.5	Pearson Correlation	.360**	.244*	.048	-.316**	1	.398**
	Sig. (1-tailed)	.002	.028	.357	.006		.001
	N	62	62	62	62	62	62
X1	Pearson Correlation	.847**	.630**	.637**	.334**	.398**	1
	Sig. (1-tailed)	.000	.000	.000	.004	.001	
	N	62	62	62	62	62	62

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Correlations

		X2.1	X2.2	X2.3	x2
X2.1	Pearson Correlation	1	-.286*	.378**	.663**
	Sig. (1-tailed)		.012	.001	.000
	N	62	62	62	62
X2.2	Pearson Correlation	-.286*	1	.693**	.506**
	Sig. (1-tailed)	.012		.000	.000
	N	62	62	62	62
X2.3	Pearson Correlation	.378**	.693**	1	.930**

	Sig. (1-tailed)	.001	.000		.000
	N	62	62	62	62
x2	Pearson Correlation	.663**	.506**	.930**	1
	Sig. (1-tailed)	.000	.000	.000	
	N	62	62	62	62

*. Correlation is significant at the 0.05 level (1-tailed).

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

		Y1.1	Y1.2	Y1.3	y1
Y1.1	Pearson Correlation	1	.474**	.653**	.801**
	Sig. (1-tailed)		.000	.000	.000
	N	62	62	62	62
Y1.2	Pearson Correlation	.474**	1	.537**	.844**
	Sig. (1-tailed)	.000		.000	.000
	N	62	62	62	62
Y1.3	Pearson Correlation	.653**	.537**	1	.862**
	Sig. (1-tailed)	.000	.000		.000
	N	62	62	62	62
y1	Pearson Correlation	.801**	.844**	.862**	1
	Sig. (1-tailed)	.000	.000	.000	
	N	62	62	62	62

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

		Correlations					
		y2.1	y2.2	y2.3	y2.4	y2.5	y2
y2.1	Pearson Correlation	1	-.030	.894**	.200	.212*	.762**
	Sig. (1-tailed)		.408	.000	.059	.049	.000
	N	62	62	62	62	62	62
y2.2	Pearson Correlation	-.030	1	.070	.285*	.322**	.495**
	Sig. (1-tailed)	.408		.294	.012	.005	.000
	N	62	62	62	62	62	62
y2.3	Pearson Correlation	.894**	.070	1	.122	.129	.772**
	Sig. (1-tailed)	.000	.294		.173	.159	.000
	N	62	62	62	62	62	62
y2.4	Pearson Correlation	.200	.285*	.122	1	.945**	.626**
	Sig. (1-tailed)	.059	.012	.173		.000	.000
	N	62	62	62	62	62	62
y2.5	Pearson Correlation	.212*	.322**	.129	.945**	1	.642**
	Sig. (1-tailed)	.049	.005	.159	.000		.000
	N	62	62	62	62	62	62
y2	Pearson Correlation	.762**	.495**	.772**	.626**	.642**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	
	N	62	62	62	62	62	62

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Lampiran 4. Hasil Uji Reliabilitas

Reliability

Scale: ALL VARIABLES

Case Processing Summary		N	%
Cases	Valid	62	100.0
	Excluded ^a	0	.0
	Total	62	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.717	6

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	62	100.0
	Excluded ^a	0	.0
	Total	62	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.770	4

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	62	100.0
	Excluded ^a	0	.0
	Total	62	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.837	4

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	62	100.0
	Excluded ^a	0	.0
	Total	62	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.756	6

Lampiran 5. Hasil Uji Regresi

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	x2, X1 ^b	.	Enter

a. Dependent Variable: y1
b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.592 ^a	.351	.329	.948

a. Predictors: (Constant), x2, X1
b. Dependent Variable: y1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.649	2	14.324	15.937	.000 ^b
	Residual	53.029	59	.899		
	Total	81.677	61			

a. Dependent Variable: y1

b. Predictors: (Constant), x2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.164	1.829		1.730	.089		
	X1	.383	.118	.403	3.253	.002	.716	1.397
	x2	.230	.106	.269	2.170	.034	.716	1.397

a. Dependent Variable: y1

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	y1, x2, X1 ^b	.	Enter

a. Dependent Variable: y2

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.841 ^a	.707	.692	.819

a. Predictors: (Constant), y1, x2, X1

b. Dependent Variable: y2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	93.945	3	31.315	46.699	.000 ^b
	Residual	38.893	58	.671		

Total	132.839	61			
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- a. Dependent Variable: y2
b. Predictors: (Constant), y1, x2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1.083	1.619		-.669	.506		
	X1	.593	.110	.489	5.365	.000	.607	1.648
	x2	.257	.095	.235	2.697	.009	.663	1.509
	y1	.355	.112	.278	3.155	.003	.649	1.540

- a. Dependent Variable: y2