

# LAMPIRAN



**DAFTAR PERTANYAAN (KUESIONER)  
PENINGKATAN KINERJA SDM BERBASIS  
BUDAYA ORGANISASI DAN *PERCEIVED*  
*ORGANIZATIONAL SUPPORT* MELALUI  
*ORGANIZATIONAL CITIZENSHIP BEHAVIOR***

Semarang, Maret 2019

Hal : Permohonan Pengisian Kuesioner

Kepada Yth:

Bapak/Ibu Responden

Di tempat

Dengan hormat,

Dalam rangka penyelesaian penyusunan skripsi jurusan Manajemen Universitas Islam Sultan Agung saya bermaksud untuk melakukan penelitian dengan judul **“PENINGKATAN KINERJA SDM BERBASIS BUDAYA ORGANISASI DAN *PERCEIVED ORGANIZATIONAL SUPPORT* MELALUI *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*”** Kuesioner ini terdiri atas sejumlah pernyataan. Perlu Bapak/Ibu ketahui bahwa keberhasilan penelitian ini sangat tergantung dari partisipasi Bapak/Ibu dalam menjawab kuesioner.

Untuk mendapatkan data yang maksimal maka saya mengharapkan partisipasi bapak/ibu untuk menjawab beberapa pertanyaan dengan sebaik baiknya sesuai pengetahuan dan pengalaman yang dimiliki.

Sebelumnya saya ucapkan terimakasih sebesar-besarnya atas kesediaan bapak atau ibu yang telah membantu penelitian ini.

Hormat saya,

Tri Wiji Artini

## LAMPIRAN 1. KUESIONER PENELITIAN

Yth. Bapak/Ibu Responden

Bersama ini saya mohon kesediaan Bapak/Ibu untuk mengisi kuesioner dalam rangka penelitian saya yang berjudul: **“PENINGKATAN KINERJA SDM BERBASIS BUDAYA ORGANISASI DAN *PERCEIVED ORGANIZATIONAL SUPPORT* MELALUI *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*”**.

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 = Netral (N)

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. Jenis Pendidikan : a. Tamat SMK  
b. Tamat SMA

<b>BUDAYA ORGANISASI</b>						
<b>NO</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>SS</b>
1	Saya dapat memahami misi atau arah tujuan organisasi					
	Adakah hambatan yang anda hadapi?					
2	Saya selalu mentaati peraturan perusahaan yang telah berlaku					
	Seberapa sering anda melanggar peraturan?					
3	Saya mampu menyesuaikan diri dengan aturan dan norma yang telah berlaku					
	Adakah hambatan yang terjadi ?					
4	Saya merasa nyaman menjadi bagian dari perusahaan tempat saya bekerja.					
	Apa saja hal-hal yang menjadikan anda merasa nyaman menjadi bagian dari perusahaan tempat anda bekerja ?					

<b><i>Perceived Organizational Support (POS)</i></b>						
<b>NO</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>SS</b>
1	Perusahaan memberikan penghargaan kepada karyawan karena penilaian positif atas kontribusi karyawan pada perusahaan					
	Apa penghargaan yang diberikan perusahaan atas kontribusi anda ?					
2	Atasan memberikan dukungan terhadap karyawan atas pekerjaannya					
	Apa bentuk dukungan yang diberikan oleh atasan kepada anda?					
3	Kondisi kerja di tempat saya terasa nyaman					
	Apa saja yang membuat kondisi kerja ditempat anda terasa nyaman ?					
4	Perusahaan benar-benar peduli tentang kesejahteraan saya					
	Apa saja macam kesejahteraan yang diberikan oleh perusahaan ?					

<b>ORGANIZATIONAL CITIZENSHIP BEHAVIOR</b>						
<b>NO</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>SS</b>
1	Saya suka membantu rekan kerja yang membutuhkan bantuan					
	Adakah hambatan yang terjadi ?					
2	Saya bekerja dengan kesadaran yang tinggi					
	Bagaimana cara anda untuk meningkatkan kesadaran dalam bekerja ?					
3	Saya selalu ikut berperan aktif dalam semua kegiatan yang ada di perusahaan					
	Adakah hambatan yang terjadi ?					
4	Saya tidak menghindari masalah dengan rekan kerja.					
	Bagaimana cara anda untuk tidak menghindari masalah dengan rekan kerja?					
5	Saya tidak pernah mengeluh tentang kebijakan perusahaan					
	Bagaimana cara anda agar tidak pernah mengeluh tentang kebijakan perusahaan?					

<b>KINERJA SDM</b>						
<b>NO</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>SS</b>
1	saya dapat menyelesaikan pekerjaan yang ditugaskan dengan teliti, dan rapi.					
	Adakah hambatan yang anda hadapi?					
2	Saya mampu menyelesaikan semua pekerjaan yang diberikan kepada saya					
	Adakah hambatan yang anda hadapi ?					
3	Saya selalu bertanggung jawab dalam menyelesaikan semua pekerjaan					
	Adakah hambatan yang anda hadapi ?					
4	Saya memiliki inisiatif yang berguna membantu penyelesaian pekerjaan yang lebih baik					
	Adakah hambatan yang terjadi?					

## Lampiran 2

X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2.4	X2	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1	Y2.1	Y2.2	Y2.3	Y2.4	Y2
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3	4	4	4	15	5	5	5	5	20	4	4	4	5	4	21	3	3	4	3	13
3	4	4	3	14	5	4	5	5	19	3	3	3	3	3	15	2	2	2	3	9
4	3	4	4	15	4	5	4	4	17	5	4	5	4	4	22	4	4	3	4	15
4	5	4	4	17	5	5	5	4	19	5	5	5	5	5	25	5	5	5	4	19
3	3	3	3	12	3	3	3	3	12	3	4	3	4	4	18	3	3	4	3	13
4	4	3	3	14	4	4	4	4	16	4	4	4	4	4	20	4	4	4	4	16
4	4	4	4	16	4	5	5	4	18	5	5	4	5	4	23	5	4	5	5	19
4	3	3	3	13	3	3	3	3	12	4	4	3	3	4	18	4	4	3	4	15
4	2	4	2	12	3	4	2	3	12	3	3	3	3	3	15	3	3	4	3	13

4	4	3	4	15	4	3	4	3	14	4	4	4	4	4	20	4	4	5	4	17
3	4	4	3	14	3	3	3	4	13	4	4	4	3	4	19	4	4	4	4	16
3	4	4	3	14	4	4	4	4	16	4	4	5	4	4	21	4	4	4	4	16
5	5	5	4	19	5	4	5	4	18	5	4	4	5	5	23	5	5	4	5	19
4	3	3	3	13	4	3	3	3	13	4	3	3	3	3	16	3	3	3	4	13
4	4	4	3	15	4	4	4	4	16	4	4	4	4	4	20	4	4	5	4	17
5	4	4	4	17	4	4	5	4	17	4	4	5	4	5	22	5	5	5	5	20
4	4	4	4	16	3	3	3	4	13	4	5	5	5	5	24	3	3	4	3	13
3	4	3	3	13	3	3	3	3	12	3	5	5	5	5	23	3	3	3	3	12
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4	4	4	3	15	3	4	4	4	15	4	3	3	3	3	16	4	5	4	4	17
3	3	4	3	13	4	3	3	4	14	3	3	3	3	3	15	4	4	4	4	16
4	3	4	3	14	4	4	3	4	15	4	3	4	3	3	17	4	5	4	4	17
4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20	5	5	4	5	19
4	5	4	4	17	4	4	5	4	17	4	4	5	4	4	21	5	5	5	5	20
5	3	3	3	14	3	3	4	3	13	3	3	3	3	3	15	3	3	3	3	12
4	4	4	3	15	4	4	4	4	16	4	3	4	3	3	17	4	3	4	4	15
4	4	4	4	16	5	5	4	4	18	3	4	3	4	4	18	4	4	4	4	16
4	4	4	4	16	5	5	5	5	20	5	5	5	5	5	25	5	5	5	5	20

## Lampiran 3 Hasil Distribusi

### Frequencies

		Statistics			
		X1.1	X1.2	X1.3	X1.4
N	Valid	166	166	166	166
	Missing	0	0	0	0
Mean		3.69	3.75	3.64	3.40

### Frequency Table

		X1.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	3.0	3.0	3.0
	N	55	33.1	33.1	36.1
	S	92	55.4	55.4	91.6
	SS	14	8.4	8.4	100.0
	Total	166	100.0	100.0	

		X1.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.8	1.8	1.8
	N	58	34.9	34.9	36.7
	S	83	50.0	50.0	86.7
	SS	22	13.3	13.3	100.0
	Total	166	100.0	100.0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	3.0	3.0	3.0
	N	62	37.3	37.3	40.4
	S	87	52.4	52.4	92.8
	SS	12	7.2	7.2	100.0
	Total	166	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	11	6.6	6.6	6.6
	N	82	49.4	49.4	56.0
	S	69	41.6	41.6	97.6
	SS	4	2.4	2.4	100.0
	Total	166	100.0	100.0	

**Frequencies****Statistics**

		X2.1	X2.2	X2.3	X2.4
N	Valid	166	166	166	166
	Missing	0	0	0	0
Mean		3.73	3.58	3.86	3.68

## Frequency Table

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.8	1.8	1.8
	N	57	34.3	34.3	36.1
	S	88	53.0	53.0	89.2
	SS	18	10.8	10.8	100.0
	Total	166	100.0	100.0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	3.0	3.0	3.0
	N	72	43.4	43.4	46.4
	S	77	46.4	46.4	92.8
	SS	12	7.2	7.2	100.0
	Total	166	100.0	100.0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.2	1.2	1.2
	N	53	31.9	31.9	33.1
	S	77	46.4	46.4	79.5
	SS	34	20.5	20.5	100.0
	Total	166	100.0	100.0	



**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	3.0	3.0	3.0
	N	59	35.5	35.5	38.6
	S	86	51.8	51.8	90.4
	SS	16	9.6	9.6	100.0
	Total	166	100.0	100.0	

**Frequencies****Statistics**

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
N	Valid	166	166	166	166	166
	Missing	0	0	0	0	0
Mean		3.83	3.60	3.66	3.69	3.73

**Frequency Table****Y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.8	1.8	1.8
	N	45	27.1	27.1	28.9
	S	95	57.2	57.2	86.1
	SS	23	13.9	13.9	100.0
	Total	166	100.0	100.0	

**Y1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2.4	2.4	2.4
	N	69	41.6	41.6	44.0
	S	82	49.4	49.4	93.4
	SS	11	6.6	6.6	100.0
	Total	166	100.0	100.0	

**Y1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.8	1.8	1.8
	N	71	42.8	42.8	44.6
	S	72	43.4	43.4	88.0
	SS	20	12.0	12.0	100.0
	Total	166	100.0	100.0	

**Y1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.2	1.2	1.2
	N	67	40.4	40.4	41.6
	S	78	47.0	47.0	88.6
	SS	19	11.4	11.4	100.0
	Total	166	100.0	100.0	

**Y1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.2	1.2	1.2
	N	56	33.7	33.7	34.9
	S	93	56.0	56.0	91.0
	SS	15	9.0	9.0	100.0
	Total	166	100.0	100.0	

## Frequencies

**Statistics**

		Y2.1	Y2.2	Y2.3	Y2.4
N	Valid	166	166	166	166
	Missing	0	0	0	0
Mean		3.75	3.91	4.04	3.89

## Frequency Table

### Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	3.6	3.6	3.6
	N	62	37.3	37.3	41.0
	S	66	39.8	39.8	80.7
	SS	32	19.3	19.3	100.0
	Total	166	100.0	100.0	

### Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	3.0	3.0	3.0
	N	46	27.7	27.7	30.7
	S	74	44.6	44.6	75.3
	SS	41	24.7	24.7	100.0
	Total	166	100.0	100.0	

### Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2.4	2.4	2.4
	N	33	19.9	19.9	22.3
	S	82	49.4	49.4	71.7
	SS	47	28.3	28.3	100.0
	Total	166	100.0	100.0	

### Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2.4	2.4	2.4
	N	44	26.5	26.5	28.9
	S	84	50.6	50.6	79.5
	SS	34	20.5	20.5	100.0
	Total	166	100.0	100.0	

## Lampiran 4 Uji Validitas dan Reliabilitas Budaya Organisasi

**Case Processing Summary**

		N	%
Cases	Valid	166	100.0
	Excluded <sup>a</sup>	0	.0
	Total	166	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.822	5

**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	25.26	14.969	.778	.780
X1.2	25.20	14.903	.744	.782
X1.3	25.31	15.004	.777	.781
X1.4	25.55	15.206	.749	.787
Budaya Organisasi	14.48	4.857	1.000	.840

## Uji Validitas dan Reliabilitas *perceived organizational support*

**Case Processing Summary**

		N	%
Cases	Valid	166	100.0
	Excluded <sup>a</sup>	0	.0
	Total	166	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.824	5

**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	25.97	16.696	.766	.789
X2.2	26.12	16.591	.789	.785
X2.3	25.84	16.161	.775	.779
X2.4	26.02	16.575	.770	.786
Perceived organizational support	14.85	5.341	1.000	.850

## Uji Validitas dan Reliabilitas *organizational citizenship behavior*

**Case Processing Summary**

		N	%
Cases	Valid	166	100.0
	Excluded <sup>a</sup>	0	.0
	Total	166	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.815	6

**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	33.18	26.234	.731	.786
Y1.2	33.41	25.977	.807	.780
Y1.3	33.36	25.370	.819	.773
Y1.4	33.33	25.518	.830	.774
Y1.5	33.28	26.144	.799	.782
organizational citizenship behavior	18.51	7.936	1.000	.894

## Uji Validitas dan Reliabilitas Kinerja SDM

**Case Processing Summary**

		N	%
Cases	Valid	166	100.0
	Excluded <sup>a</sup>	0	.0
	Total	166	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.836	5

**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	27.42	22.657	.842	.791
Y2.2	27.26	22.617	.857	.789
Y2.3	27.13	23.413	.785	.804
Y2.4	27.28	23.074	.856	.795
kinerja SDM	15.58	7.444	1.000	.898

## LAMPIRAN 5. Regression\_1

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

Model	Variables Entered	Variables Removed	Method
1	Perceived organizational support, Budaya Organisasi <sup>b</sup>		Enter

a. Dependent Variable: organizational citizenship behavior

b. All requested variables entered.

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.664 <sup>a</sup>	.442	.435	2.118

a. Predictors: (Constant), Perceived organizational support, Budaya Organisasi

b. Dependent Variable: organizational citizenship behavior

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	578.208	2	289.104	64.440	.000 <sup>b</sup>
	Residual	731.286	163	4.486		
	Total	1309.494	165			

a. Dependent Variable: organizational citizenship behavior

b. Predictors: (Constant), Perceived organizational support, Budaya Organisasi



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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.372	1.172		4.583	.000		
	Budaya Organisasi	.401	.106	.314	3.800	.000	.502	1.991
	Perceived organizational support	.493	.101	.405	4.901	.000	.502	1.991

a. Dependent Variable: organizational citizenship behavior

**Collinearity Diagnostics<sup>a</sup>**

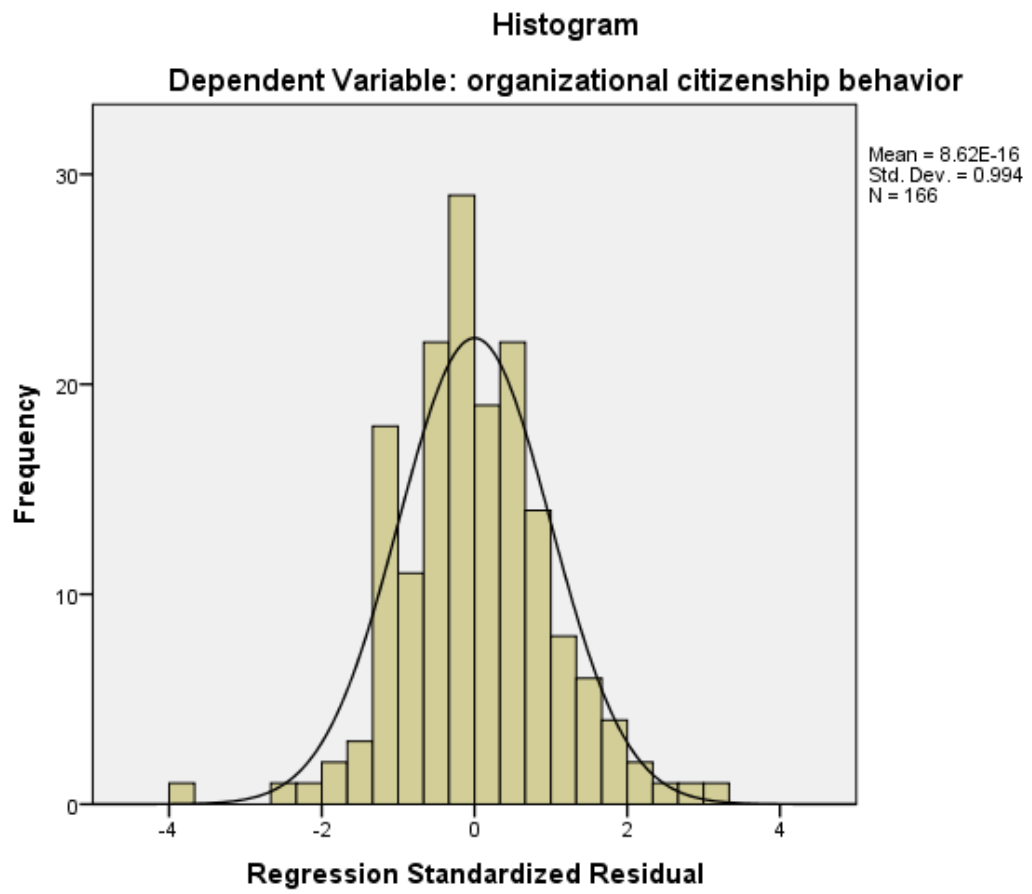
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Budaya Organisasi	Perceived organizational support
1	1	2.980	1.000	.00	.00	.00
	2	.013	15.035	.99	.12	.17
	3	.007	20.984	.00	.88	.83

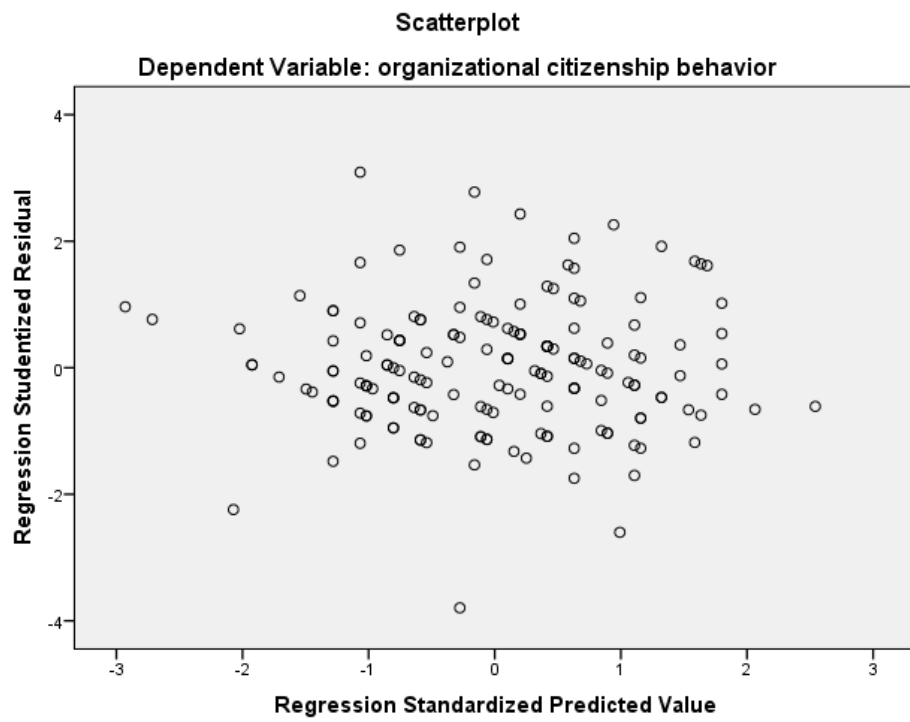
a. Dependent Variable: organizational citizenship behavior

**Residuals Statistics<sup>a</sup>**

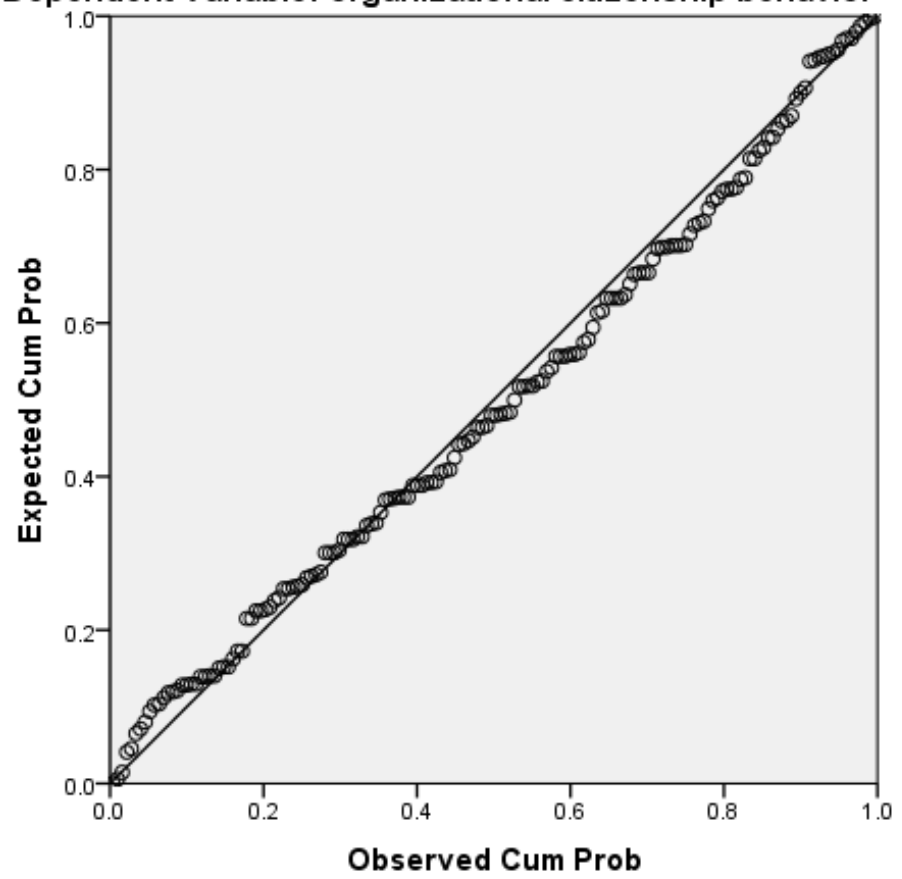
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	13.02	23.26	18.51	1.872	166
Std. Predicted Value	-2.930	2.541	.000	1.000	166
Standard Error of Predicted Value	.171	.523	.273	.080	166
Adjusted Predicted Value	12.89	23.33	18.51	1.874	166
Residual	-7.988	6.492	.000	2.105	166
Std. Residual	-3.771	3.065	.000	.994	166
Stud. Residual	-3.795	3.089	.000	1.004	166
Deleted Residual	-8.087	6.596	.000	2.147	166
Stud. Deleted Residual	-3.962	3.174	.000	1.014	166
Mahal. Distance	.078	9.052	1.988	1.900	166
Cook's Distance	.000	.124	.007	.015	166
Centered Leverage Value	.000	.055	.012	.012	166

a. Dependent Variable: organizational citizenship behavior





Normal P-P Plot of Regression Standardized Residual  
Dependent Variable: organizational citizenship behavior



## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		166
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.10524036
Most Extreme Differences	Absolute	.053
	Positive	.053
	Negative	-.047
Test Statistic		.053
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

## Nonparametric Correlations

### Correlations

			Budaya Organisasi	Perceived organizational support	Unstandardized Residual
Spearman's rho	Budaya Organisasi	Correlation Coefficient	1.000	.698**	-.013
		Sig. (1-tailed)	.	.000	.434
		N	166	166	166
Perceived organizational support	Budaya Organisasi	Correlation Coefficient	.698**	1.000	.000
		Sig. (1-tailed)	.000	.	.498
		N	166	166	166
Unstandardized Residual	Budaya Organisasi	Correlation Coefficient	-.013	.000	1.000
		Sig. (1-tailed)	.434	.498	.
		N	166	166	166

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

Lampiran 6. **Regression\_2****Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	organizational citizenship behavior, Budaya Organisasi, Perceived organizational support <sup>b</sup>		Enter

a. Dependent Variable: kinerja SDM

b. All requested variables entered.

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.715 <sup>a</sup>	.512	.502	1.924

a. Predictors: (Constant), organizational citizenship behavior, Budaya Organisasi, Perceived organizational support

b. Dependent Variable: kinerja SDM

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	628.337	3	209.446	56.552	.000 <sup>b</sup>
	Residual	599.982	162	3.704		
	Total	1228.319	165			

a. Dependent Variable: kinerja SDM

b. Predictors: (Constant), organizational citizenship behavior, Budaya Organisasi, Perceived organizational support

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1.000	1.132		.884	.378		
Budaya Organisasi	.286	.100	.231	2.854	.005	.461	2.167
Perceived organizational support	.312	.098	.264	3.181	.002	.438	2.284
organizational citizenship behavior	.315	.071	.325	4.419	.000	.558	1.791

a. Dependent Variable: kinerja SDM

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Budaya Organisasi	Perceived organizational support	organizational citizenship behavior
1	1	3.971	1.000	.00	.00	.00	.00
	2	.013	17.280	.95	.08	.12	.02
	3	.009	20.540	.04	.21	.08	.96
	4	.007	24.292	.01	.71	.80	.02

a. Dependent Variable: kinerja SDM

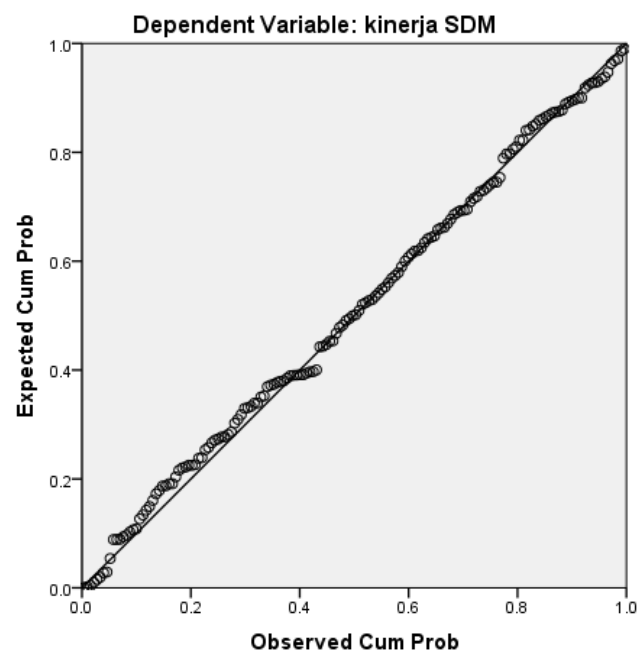
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10.38	19.87	15.58	1.951	166
Std. Predicted Value	-2.668	2.194	.000	1.000	166
Standard Error of Predicted Value	.165	.607	.286	.087	166
Adjusted Predicted Value	10.58	19.86	15.59	1.957	166
Residual	-6.640	4.488	.000	1.907	166
Std. Residual	-3.450	2.332	.000	.991	166

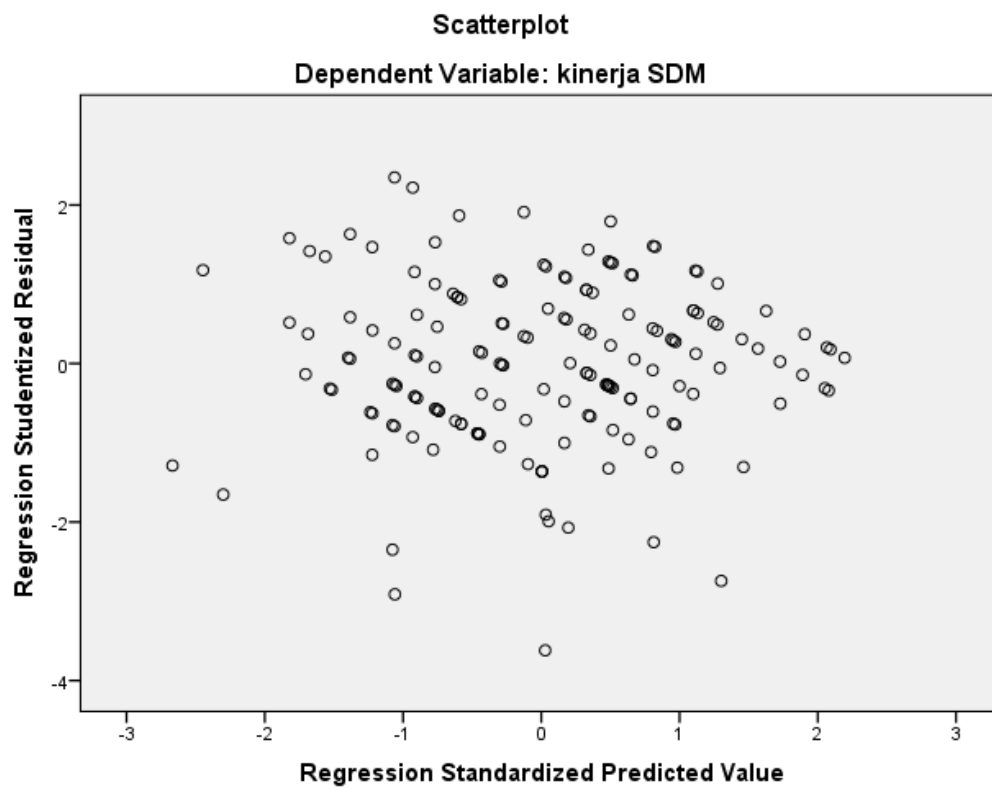
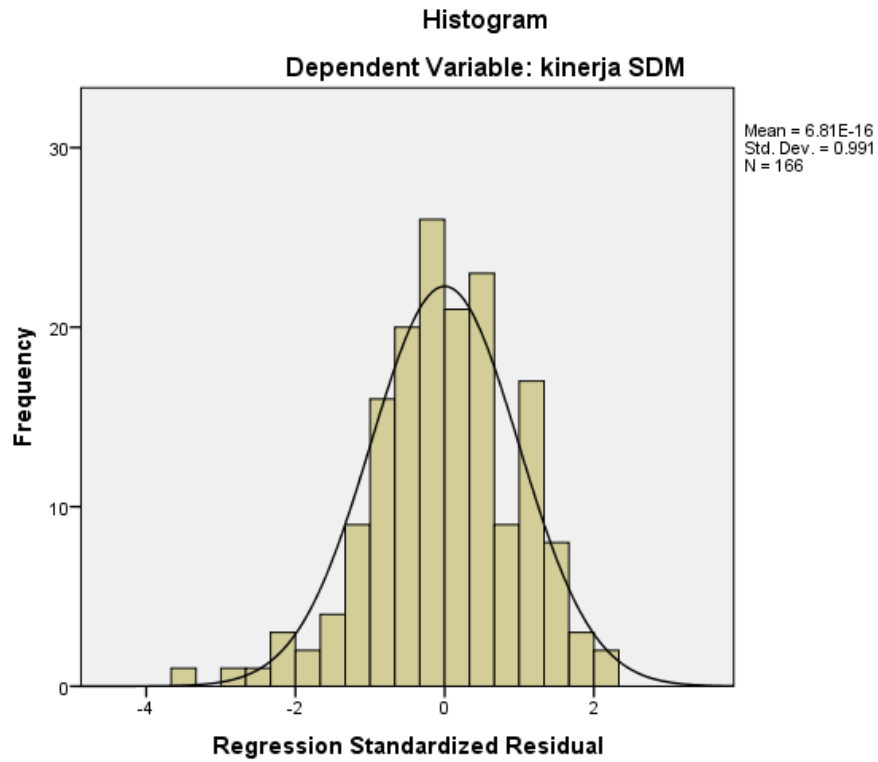
Stud. Residual	-3.620	2.349	-.002	1.007	166
Deleted Residual	-7.308	4.552	-.008	1.970	166
Stud. Deleted Residual	-3.764	2.382	-.003	1.016	166
Mahal. Distance	.225	15.422	2.982	2.671	166
Cook's Distance	.000	.330	.008	.029	166
Centered Leverage Value	.001	.093	.018	.016	166

a. Dependent Variable: kinerja SDM

Normal P-P Plot of Regression Standardized Residual







## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		166
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.90689624
Most Extreme Differences	Absolute	.040
	Positive	.034
	Negative	-.040
Test Statistic		.040
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

## Nonparametric Correlations

### Correlations

			Budaya Organisasi	Perceived organizational support	organizational citizenship behavior	Unstandardized Residual
Spearman's rho	Budaya Organisasi	Correlation	1.000	.698**	.619**	.021
		Coefficient				
		Sig. (1-tailed)	.	.000	.000	.396
		N	166	166	166	166
	Perceived organizational support	Correlation	.698**	1.000	.645**	.040
		Coefficient				
		Sig. (1-tailed)	.000	.	.000	.305

	N	166	166	166	166
organizational citizenship behavior	Correlation Coefficient	.619**	.645**	1.000	.035
	Sig. (1-tailed)	.000	.000	.	.325
	N	166	166	166	166
Unstandardized Residual	Correlation Coefficient	.021	.040	.035	1.000
	Sig. (1-tailed)	.396	.305	.325	.
	N	166	166	166	166

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