KUESIONER

PENGARUH PERCEIVED ORGANIZATIONAL SUPPORT DAN PSYCHOLOGICAL EMPOWERMENT TERHADAP KINERJA YANG DIMEDIASI ORGANIZATIONAL CITIZENSHIP BEHAVIOR
(Studi Kasus Pada Karyawan Rumah Sakit Islam Sultan Agung Semarang)

IDENTITAS RESPONDEN

Berilah tanda (✓) pada pilihan di bawah ini dan jawablah pertanyaan yang ada sesuai dengan keadaan anda.

1. Usia : ........ tahun

2. Jenis kelamin : □ Laki-laki
                     □ Perempuan

3. Tingkat pendidikan : □ Diploma III
                          □ Sarjana
                          □ Pasca Sarjana

Petunjuk:

Berilah jawaban atas pernyataan-pernyataan dengan memberi tanda (✓) pada salah satu skor yang ada dengan ketentuan sebagai berikut :

a. SS : Sangat Setuju Skor 5
b. S  : Setuju Skor 4
c. KS : Kurang Setuju Skor 3
d. TS : Tidak Setuju Skor 2
e. STS: Sangat Tidak Setuju Skor 1
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**ORGANIZATIONAL CITIZENSHIP BEHAVIOR (Y1)**
### PERCEIVED ORGANIZATIONAL SUPPORT (X1)

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Apa yang dilakukan (RSI) yang menunjukkan kepedulian terhadap pendapat saudara?

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|                                                                                       |    |   |    |    |     |
|                                                                                       |    |   |    |    |     |
|                                                                                       |    |   |    |    |     |

| 2  | Perusahaan (rumah sakit) selalu peduli dengan kesejahteraan karyawan      |    |   |    |    |     |

| 3  | Perusahaan (rumah sakit) memperhatikan tujuan dan nilai karyawan          |    |   |    |    |     |

| 4  | Perusahaan (rumah sakit) membantu karyawan ketika memiliki masalah        |    |   |    |    |     |

Bantuan apa yang diberikan (RSI) dalam membantu karyawan yang memiliki masalah?

|                                                                                       |    |   |    |    |     |
|                                                                                       |    |   |    |    |     |
|                                                                                       |    |   |    |    |     |
|                                                                                       |    |   |    |    |     |

| 5  | Perusahaan (rumah sakit) memaafkan kesalahan kecil yang dilakukan karyawan dalam pekerjaan |    |   |    |    |     |
**PSYCHOLOGICAL EMPOWERMENT (X2)**

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Lampiran output SPSS
Validitas dan Reliabilitas

Y1

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

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### Correlations

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

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

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### Correlations

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*Correlation is significant at the 0.01 level (2-tailed).
*Correlation is significant at the 0.05 level (2-tailed).

### Reliability Statistics

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### Regression

#### Pers. I

### Model Summary

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a. Predictors: (Constant), Psychological_Empowerment_X2, Perceived_Organizational_Support_X1
b. Dependent Variable: Organizational_Citizenship_Behavior_Y1
### ANOVA

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a. Dependent Variable: Organizational Citizenship Behavior \( Y_1 \)
b. Predictors (Constant), Psychological Empowerment \( X_2 \), Perceived Organizational Support \( X_1 \)

### Coefficients

<table>
<thead>
<tr>
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<th>Sig.</th>
<th>Collinearity Statistics</th>
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a. Dependent Variable: Organizational Citizenship Behavior \( Y_1 \)

### Pers. II

### Model Summary

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a. Predictors (Constant), Psychological Empowerment \( X_2 \), Perceived Organizational Support \( X_1 \)
b. Dependent Variable: Kinerja Karyawan \( Y_2 \)

### ANOVA

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a. Dependent Variable: Kinerja Karyawan \( Y_2 \)
b. Predictors (Constant), Psychological Empowerment \( X_2 \), Perceived Organizational Support \( X_1 \)
Uji Heteroskedastisitas

X1, X2 terhadap Y1

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<tr>
<th>Model</th>
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a. Dependent Variable: Kinerja_Karyawan_Y2

X1, X2 terhadap Y2

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a. Dependent Variable: Abs_RES
Uji Normalitas

Y1, X1

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a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Y1, X2

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a. Test distribution is Normal.
b. Calculated from data.
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### Y2, X1

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a. Test distribution is Normal.
b. Calculated from data.
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### Y2, X2

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a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
### Uji Path

**Model I**

#### Model Summary

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a. Predictors (Constant), Psychological_Empowerment_X2, Perceived_Organizational_Support_X1

b. Dependent Variable: Organizational_Citizenship_Behavior_Y1

#### Coefficients

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<th>Model</th>
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a. Dependent Variable: Organizational_Citizenship_Behavior_Y1

**Model II**

#### Model Summary

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a. Predictors (Constant), Organizational_Citizenship_Behavior_Y1, Perceived_Organizational_Support_X1, Psychological_Empowerment_X2

b. Dependent Variable: Kinerja_Karyawan_Y2

#### Coefficients

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a. Dependent Variable: Kinerja_Karyawan_Y2
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KUISIONER PENGARUH PERCEIVED ORGANIZATIONAL SUPPORT DAN PSYCHOLOGICAL EMPOWERMENT TERHADAP KINERJA YANG DIMEDIASI ORGANIZATIONAL CITIZENSHIP BEHAVIOR
| 45 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 26 | 4 | 4 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 17 | 28 | 4 | 5 |
| 46 | 5 | 5 | 5 | 5 | 4 | 5 | 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 5 | 2 | 4 | 16 | 23 | 4 | 5 |
| 47 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 2 | 4 | 14 | 22 | 4 | 5 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 4 | 24 | 4 | 5 | 5 | 5 | 5 | 4 | 19 | 4 | 4 | 4 | 4 | 16 | 25 | 5 | 4 |
| 49 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 4 | 4 | 16 | 25 | 5 | 4 |
| 51 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 16 | 30 | 4 | 5 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 4 | 5 | 19 | 37 | 5 | 4 |
| 53 | 4 | 3 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 24 | 5 | 5 |
| 54 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 4 | 4 | 17 | 40 | 5 | 5 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 4 | 4 | 3 | 19 | 5 | 5 | 4 | 5 | 19 | 30 | 4 | 5 |
| 57 | 4 | 5 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 30 | 5 | 4 |
| 58 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 15 | 33 | 4 | 5 |
| 59 | 4 | 4 | 4 | 5 | 5 | 4 | 26 | 4 | 5 | 4 | 5 | 5 | 23 | 4 | 4 | 4 | 5 | 4 | 21 | 5 | 4 | 4 | 4 | 17 | 34 | 4 | 5 |
| 60 | 4 | 4 | 4 | 4 | 5 | 25 | 4 | 4 | 4 | 4 | 5 | 4 | 20 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 5 | 4 | 5 | 18 | 28 | 4 | 5 |
| 61 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 33 | 5 | 4 |
| 62 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 22 | 5 | 4 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 4 | 4 | 4 | 5 | 22 | 5 | 5 | 4 | 4 | 18 | 33 | 4 | 5 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 4 | 4 | 5 | 23 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 35 | 4 | 5 |
| 65 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 18 | 23 | 5 | 5 |
| 66 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 21 | 5 | 4 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 4 | 4 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 20 | 29 | 4 | 5 |
| 68 | 5 | 4 | 4 | 4 | 4 | 25 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 4 | 4 | 4 | 5 | 22 | 5 | 5 | 5 | 5 | 20 | 30 | 5 | 4 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 5 | 5 | 18 | 33 | 5 | 4 |
|    | 70 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 4 | 5 | 5 | 5 | 5 | 4 | 23 | 3 | 4 | 4 | 4 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 26 | 5 | 5 |
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| 71 | 4  | 4 | 4 | 4 | 4 | 4 | 24 | 4  | 4 | 4 | 4 | 4 | 4 | 20 | 4  | 4 | 4 | 4 | 4 | 4 | 20 | 4  | 4 | 4 | 4 | 4 | 16 | 21 | 5 | 4 |
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| 75 | 4  | 4 | 4 | 4 | 4 | 4 | 24 | 5  | 4 | 4 | 4 | 4 | 4 | 21 | 4  | 4 | 4 | 4 | 4 | 3 | 19 | 4  | 4 | 4 | 4 | 4 | 16 | 25 | 4 | 4 |
| 76 | 5  | 5 | 5 | 5 | 5 | 4 | 29 | 5  | 5 | 5 | 5 | 4 | 24 | 5  | 5 | 5 | 4 | 4 | 23 | 5  | 5 | 5 | 5 | 5 | 20 | 22 | 4 | 5 |
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| 80 | 5  | 5 | 5 | 5 | 5 | 5 | 30 | 5  | 5 | 5 | 5 | 5 | 25 | 5  | 5 | 5 | 5 | 4 | 24 | 5  | 5 | 5 | 5 | 19 | 29 | 4 | 4 |
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