

# LAMPIRAN



## Lampiran 1 : Kuesioner Penelitian

## KUESIONER PENELITIAN

UPAYA PENINGKATAN ORGANIZATION CITIZENSHIP BEHAVIOR  
MELALUI SPIRITUALITY DAN ISLAMIC WORK ETHICS

## A. DATA RESPONDEN

Sebelum mengisi kuesioner ini, mohon Bapak/ibu/Sdr/I mengisi data berikut terlebih dahulu. Data yang Bapak/ibu/Sdr/i berikan ini semata-mata untuk kepentingan akademik dan dijamin kerahasiannya. Atas kesediaan Bapak/ibu/Sdr/i dalam pengisian kuesioner ini, saya ucapkan terima kasih.

1. Nama : .....
2. Jenis Kelamin : .....
3. Usia : .....
4. Lama bergabung di koperasi : .....

## B. Petunjuk pengisian kuesioner

Bapak/ibu/Sdr/I dimohon memberikan jawaban pertanyaan/pernyataan dalam kuesioner ini dengan memberikan tanda silang (x) atau melingkari (o) pada pilihan jawaban yang paling sesuai dengan pendapat Bapak/ibu/Sdr/I. jawaban diberikan dengan kriteria penilaian sebagai berikut :

- 1 = sangat tidak setuju
- 2 = tidak setuju
- 3 = cukup setuju
- 4 = setuju

5 = sangat setuju

<b>Organization Citizenship Behavior (OCB)</b>						
OCB merupakan pemberian manfaat atau sikap loyalitas individu atau karyawan kepada perusahaan yang dilakukan dengan kerelaan atau sukarela dan bahagia jika bekerja melebihi apa yang seharusnya dikerjakan.						
No	Scale	1	2	3	4	5
1	dengan senang hati saya membantu teman tanpa mengharap imbalan					
2	Saya merasa puas jika mampu menyelesaikan tugas dengan baik					
3	Saya selalu menghormati sesama					
4	Saya menerima kebijakan yang ditetapkan oleh koperasi					
5	Saya selalu mengikuti kegiatan yang diadakan koperasi					
<b>Individual Spirituality</b>						
<i>Individual Spirituality</i> adalah keadaan yang mana individu merasakan perasaan tenang dan lebih bisa memahami sekitarnya dengan penuh arti dari dalam hatinya.						
1	Saya bersyukur pada hari ini					
2	Saya bisa menyesuaikan lingkungan					
3	Saya selalu berusaha menyelesaikan kewajiban					
4	Saya meyakini bahwa selalu ada Tuhan bersama saya					
<b>Spiritual Intelligence</b>						
kecerdasan spiritual ( <i>Spiritual Intelligence</i> ) merupakan sebuah motivasi yang muncul dari dalam diri seseorang untuk berpikir bagaimana mengambil keputusan di didasarkan pada kecerdasan yang bersal dari hati dan mampu untuk mengendalikan diri untuk menghadapi berbagai msalah yang ada.						
1	Saya menjauhi hal yang haram					
2	Saya yakin Tuhan penolong saya					
3	Saya selalu sabar dan bersyukur dengan pekerjaan saya					
4	Saya selalu berusaha menjadi baik					
5	Saya selalu menghargai pendapat orang lain					
6	Saya senang belajar mendalami nilai-nilai ajaran agama yang saya anut					

<b>Islamic Work Ethics (IWE)</b>						
Islamic Work Ethics merupakan nilai kesopanan atau aturan dalam menjalankan dan mencapai tujuan dari pekerjaan sesuai dengan yang diajarkan oleh agama islam melalui Al-Qur'an dan hadist nabi.						
1	Saya bekerja dengan niat mengharap ridha Allah					
2	Saya selalu berusaha untuk bisa bekerja sama					
3	Saya lebih menghargai orang yang mendapatkan kekayaan dari bekerja dan berusaha					
4	Saya bersedia membantu teman saya yang mengalami kesulitan					
5	Saya selalu berusaha bekerjalebih baik lagi					
6	Bagi saya bekerja merupakan suatu kewajiban					



Lampiran 2 : Tabulasi data Variabel *Organization Citizenship Behavior*

No	<i>Organization Citizenship Behavior</i>					Total
	Ocb.1	Ocb.2	Ocb.3	Ocb.4	Ocb.5	
1	4	5	5	4	4	22
2	4	5	5	4	4	22
3	5	5	5	5	5	25
4	4	4	3	4	4	19
5	5	5	5	5	5	25
6	5	5	5	5	5	25
7	5	5	5	5	5	25
8	5	5	5	5	5	25
9	5	5	5	5	5	25
10	5	5	5	5	5	25
11	5	5	5	5	5	25
12	5	5	5	5	5	25
13	5	5	5	5	5	25
14	5	5	5	5	5	25
15	4	3	5	3	4	19
16	4	5	4	4	4	21
17	3	4	4	5	5	21
18	4	3	5	3	4	19
19	4	5	4	5	5	23
20	5	5	5	5	5	25
21	4	5	5	4	4	22
22	4	4	5	4	5	22
23	4	4	4	3	4	19
24	5	5	5	3	3	21
25	5	4	5	4	4	22
26	4	4	5	5	4	22

27	4	5	4	5	5	23
28	4	4	4	5	4	21
29	5	5	5	5	5	25
30	5	5	5	3	3	21
31	5	5	5	5	5	25
32	5	5	4	4	5	23
33	4	5	5	4	4	22
34	5	5	5	4	5	24
35	5	4	5	5	5	24
36	4	5	4	5	5	23
37	5	5	3	4	5	22
38	4	5	4	5	4	22
39	5	4	4	5	5	23
40	4	5	5	4	5	23
41	4	5	5	4	5	23
42	5	4	5	4	5	23
43	4	5	5	4	5	23
44	5	5	5	5	5	25
45	5	5	5	5	5	25
46	4	5	4	5	5	23
47	4	5	4	5	5	23
48	5	5	5	5	5	25
49	5	4	4	5	4	22
50	5	4	4	4	4	21
51	4	5	5	4	4	22
52	4	5	5	5	4	23
53	4	5	5	5	5	24
54	4	5	5	4	5	23
55	5	4	5	4	4	22

56	5	5	4	4	4	22
57	5	5	4	5	5	24
58	5	4	4	4	4	21
59	4	4	5	4	5	22
60	5	5	5	5	5	25
61	4	4	4	4	4	20
62	5	5	5	5	5	25
63	4	4	4	4	4	20
64	5	4	4	4	4	21
65	4	5	5	4	5	23
66	4	5	4	5	4	22
67	4	5	5	5	4	23
68	5	5	5	5	5	25
69	5	5	4	5	5	24
70	5	4	4	4	5	22
71	4	4	5	4	4	21
72	4	5	4	4	5	22
73	5	5	5	5	5	25
74	4	4	3	5	5	21
75	4	5	5	5	4	23
76	5	4	4	4	3	20
77	5	5	4	5	5	24
78	4	4	5	5	4	22
79	4	5	4	4	5	22
80	4	5	5	5	4	23
81	5	5	5	5	5	25
82	5	5	4	4	4	22
83	5	4	5	4	5	23
84	4	4	4	4	4	20

85	5	4	5	5	4	23
86	4	4	4	4	4	20
87	5	5	5	5	5	25
88	4	4	4	4	4	20
89	5	4	4	5	4	22
90	4	5	4	5	5	23
91	4	4	4	5	5	22
92	4	5	4	5	4	22
93	5	5	5	5	5	25
94	4	4	5	5	5	23
95	5	5	5	5	5	25
96	4	4	4	4	4	20
97	5	4	4	5	4	22
98	5	4	4	4	5	22
99	4	5	5	5	5	24
100	4	5	4	4	5	22
101	4	5	5	5	5	24
102	5	4	5	4	4	22
103	5	4	5	4	5	23
104	4	5	5	4	5	23
105	4	4	4	4	4	20
106	5	5	4	5	5	24
107	4	5	5	5	5	24
108	5	4	4	5	5	23



Lampiran 3 : Tabulasi data Variabel *Individual Spirituality*

No	<i>Individual Spirituality</i>				Total
	is.1	is.2	is.3	is.4	
1	4	4	4	5	17
2	4	4	4	4	16
3	5	5	5	4	19
4	5	5	5	5	20
5	5	5	5	4	19
6	5	5	5	4	19
7	5	5	5	3	18
8	5	5	5	4	19
9	5	5	5	5	20
10	5	5	5	5	20
11	5	5	5	4	19
12	5	5	5	5	20
13	5	5	5	4	19
14	5	5	5	4	19
15	3	3	3	3	12
16	5	5	4	4	18
17	3	3	3	3	12
18	4	4	4	4	16
19	4	5	4	5	18
20	5	5	5	5	20
21	5	4	4	4	17
22	5	3	4	5	17
23	5	4	5	4	18
24	5	5	5	5	20
25	4	5	4	3	16
26	5	4	4	3	16
27	5	5	5	5	20
28	4	4	5	5	18
29	5	5	5	5	20
30	5	4	4	4	17
31	5	5	5	5	20
32	4	5	4	4	17
33	5	4	4	4	17
34	4	5	4	5	18
35	5	4	4	4	17
36	4	5	5	5	19
37	5	4	5	3	17

38	5	4	4	4	17
39	5	5	4	4	18
40	5	4	5	4	18
41	5	4	4	4	17
42	5	4	5	5	19
43	5	4	5	5	19
44	5	5	5	5	20
45	5	5	5	5	20
46	5	5	4	5	19
47	5	5	4	4	18
48	5	5	5	5	20
49	4	4	5	4	17
50	5	4	4	4	17
51	5	5	5	5	20
52	5	4	5	4	18
53	5	5	5	3	18
54	4	5	5	4	18
55	4	5	5	5	19
56	5	4	5	4	18
57	4	5	5	4	18
58	4	4	4	4	16
59	4	4	5	5	18
60	4	4	4	4	16
61	5	5	4	3	17
62	5	5	5	5	20
63	4	4	4	4	16
64	4	5	5	5	19
65	5	4	4	4	17
66	4	5	5	5	19
67	4	4	4	4	16
68	5	5	5	3	18
69	4	4	4	4	16
70	5	5	4	4	18
71	5	5	4	4	18
72	4	4	4	4	16
73	5	5	5	5	20
74	5	4	4	5	18
75	5	5	5	4	19
76	5	4	5	3	17
77	3	3	3	5	14
78	4	4	5	5	18

79	5	4	4	5	18
80	4	4	4	4	16
81	5	5	5	5	20
82	5	5	5	4	19
83	4	5	4	5	18
84	4	4	4	5	17
85	5	4	4	4	17
86	5	5	5	5	20
87	4	4	4	4	16
88	4	4	4	4	16
89	5	4	4	4	17
90	5	4	4	4	17
91	5	5	5	5	20
92	4	4	5	5	18
93	5	5	5	5	20
94	4	4	4	4	16
95	5	5	5	4	19
96	4	4	4	3	15
97	5	5	4	4	18
98	3	3	3	5	14
99	5	5	5	4	19
100	5	4	4	3	16
101	4	5	5	4	18
102	5	5	5	5	20
103	5	5	5	5	20
104	4	5	4	4	17
105	4	4	4	5	17
106	5	5	5	4	19
107	5	5	5	3	18
108	4	4	4	4	16

Lampiran 4 : Tabulasi data Variabel *Spiritual Intelligence*

No	<i>Spiritual Intelligence</i>						Total
	Si.1	Si.2	Si.3	Si.4	Si.5	Si.6	
1	5	5	4	5	4	4	27
2	4	5	4	5	3	4	25
3	5	5	5	5	5	5	30
4	4	4	4	4	3	4	23
5	5	5	5	5	5	5	30
6	5	5	5	5	5	5	30
7	5	5	5	5	5	5	30
8	5	5	5	5	5	5	30
9	5	5	5	5	5	5	30
10	5	5	5	5	5	5	30
11	5	5	5	5	5	5	30
12	5	5	5	5	5	5	30
13	5	5	5	5	5	5	30
14	5	5	5	5	5	5	30
15	3	4	4	5	4	3	23
16	5	5	3	4	5	4	26
17	4	5	4	3	5	4	25
18	5	5	4	4	3	4	25
19	5	5	4	4	4	4	26
20	5	5	5	5	5	5	30
21	5	5	4	5	4	5	28
22	4	5	4	5	4	4	26
23	4	5	4	4	4	5	26
24	5	5	4	5	4	5	28
25	5	5	4	5	5	5	29
26	4	5	5	5	5	5	29

27	5	5	5	5	5	5	30
28	5	5	5	5	5	5	30
29	5	5	5	5	5	5	30
30	5	4	4	4	5	5	27
31	5	5	5	5	5	5	30
32	5	4	5	4	5	5	28
33	5	5	5	5	4	4	28
34	5	5	5	5	5	5	30
35	5	5	4	5	5	5	29
36	4	4	5	5	4	4	26
37	5	4	5	5	5	4	28
38	4	5	4	4	5	5	27
39	5	4	5	4	4	5	27
40	5	4	4	5	5	5	28
41	5	4	4	5	5	5	28
42	5	4	5	5	5	5	29
43	5	5	5	4	4	5	28
44	5	5	5	5	5	5	30
45	5	5	5	5	5	5	30
46	4	5	5	4	4	3	25
47	4	5	5	4	4	5	27
48	5	5	5	5	5	5	30
49	5	4	4	5	5	4	27
50	5	4	4	3	4	4	24
51	5	5	5	5	4	5	29
52	5	4	5	4	4	5	27
53	5	5	5	5	5	5	30
54	5	5	4	5	5	4	28
55	4	5	4	5	5	5	28

56	5	4	5	4	5	5	28
57	4	5	5	4	4	5	27
58	4	4	4	4	4	4	24
59	4	4	4	5	5	4	26
60	5	4	4	4	5	5	27
61	5	4	4	5	5	4	27
62	5	5	5	5	5	5	30
63	4	4	4	4	4	4	24
64	4	4	5	5	4	5	27
65	5	5	5	4	4	5	28
66	5	4	5	5	4	5	28
67	4	5	5	4	4	4	26
68	5	5	5	5	5	5	30
69	5	4	5	4	4	4	26
70	4	4	4	5	4	5	26
71	5	5	4	5	5	4	28
72	4	4	4	4	4	4	24
73	5	5	5	5	5	5	30
74	5	5	4	4	5	4	27
75	5	4	4	5	5	5	28
76	5	5	5	4	4	5	28
77	4	4	5	4	4	5	26
78	5	5	4	4	4	4	26
79	5	5	4	4	4	4	26
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81	5	5	5	5	5	5	30
82	4	4	4	5	4	4	25
83	5	4	5	4	5	4	27
84	4	4	4	4	4	4	24

85	4	5	4	4	5	5	27
86	5	5	4	4	4	4	26
87	4	5	3	4	3	5	24
88	4	4	4	4	4	4	24
89	4	4	5	4	4	5	26
90	5	5	4	4	5	4	27
91	4	5	4	5	5	5	28
92	4	4	4	5	4	4	25
93	5	5	5	5	5	5	30
94	4	5	4	5	4	4	26
95	5	5	5	5	5	5	30
96	4	4	4	4	4	4	24
97	4	4	5	5	5	4	27
98	4	4	4	4	5	5	26
99	5	5	5	5	5	5	30
100	4	4	5	5	4	4	26
101	4	5	5	4	4	5	27
102	5	4	5	4	4	5	27
103	5	4	4	5	4	5	27
104	4	5	4	4	4	5	26
105	4	4	4	4	4	4	24
106	4	5	4	4	4	5	26
107	5	5	5	5	5	5	30
108	4	4	4	5	5	4	26

Lampiran 5 : Tabulasi Data Variabel *Islamic Work Ethics*

No	<i>Islamic Work Ethics</i>						Total
	lwe.1	lwe.2	lwe.3	lwe.4	lwe.5	lwe.6	
1	4	4	4	4	5	4	25
2	5	5	4	4	4	3	25
3	5	5	5	5	5	5	30
4	5	4	4	4	4	4	25
5	5	5	5	5	5	5	30
6	5	5	5	5	5	5	30
7	5	5	5	5	5	5	30
8	5	5	5	5	5	5	30
9	5	5	5	5	5	5	30
10	5	5	5	5	5	5	30
11	5	5	5	5	5	5	30
12	5	5	5	5	5	5	30
13	5	5	5	5	5	5	30
14	5	5	5	5	5	5	30
15	4	4	4	3	5	3	23
16	3	5	4	5	4	5	26
17	5	3	4	4	5	2	23
18	3	4	4	3	4	3	21
19	4	4	4	5	4	4	25
20	5	5	5	5	5	5	30
21	5	5	4	5	5	4	28
22	5	4	5	3	5	5	27
23	4	4	5	5	5	4	27
24	5	4	4	4	4	5	26
25	5	5	5	5	4	5	29
26	5	5	5	5	5	4	29
27	5	5	5	5	5	5	30
28	5	4	5	5	5	5	29
29	5	5	5	5	5	5	30
30	5	5	5	4	4	5	28
31	5	5	5	5	5	4	29
32	5	5	4	4	4	5	27
33	5	5	4	4	4	5	27
34	5	5	5	5	5	5	30
35	4	5	5	5	5	4	28
36	4	5	5	4	5	5	28
37	4	5	5	4	5	4	27



38	4	4	4	5	4	5	26
39	5	5	5	4	4	5	28
40	5	4	5	5	4	1	24
41	5	4	5	4	5	5	28
42	5	5	5	5	5	5	30
43	5	4	5	5	5	5	29
44	5	5	5	5	5	5	30
45	5	5	5	5	5	5	30
46	5	4	5	5	4	4	27
47	5	4	5	5	4	4	27
48	5	5	5	5	5	5	30
49	5	5	4	5	5	5	29
50	5	4	4	4	4	4	25
51	5	5	4	4	5	4	27
52	5	5	4	5	4	5	28
53	5	5	5	5	5	5	30
54	5	5	4	4	4	5	27
55	5	4	5	5	4	5	28
56	4	4	5	5	4	4	26
57	5	5	4	5	5	4	28
58	4	4	4	4	4	4	24
59	4	5	5	5	4	5	28
60	5	4	4	4	4	4	25
61	4	5	5	4	5	5	28
62	5	5	5	5	5	5	30
63	4	4	4	4	4	4	24
64	4	5	5	4	4	4	26
65	5	4	4	5	5	4	27
66	5	5	5	4	5	4	28
67	5	5	4	5	4	4	27
68	5	5	5	5	5	5	30
69	5	4	5	4	4	4	26
70	4	4	5	5	4	5	27
71	5	4	5	5	4	5	28
72	4	4	4	5	4	4	25
73	5	5	5	5	5	5	30
74	5	4	5	4	4	5	27
75	4	4	5	5	4	4	26
76	4	4	4	5	3	5	25
77	4	4	4	4	4	4	24
78	4	4	4	4	5	5	26

79	4	5	5	4	5	4	27
80	4	4	4	4	4	5	25
81	5	5	5	5	5	5	30
82	5	4	4	4	5	4	26
83	5	4	5	4	5	4	27
84	4	4	4	4	4	4	24
85	4	5	4	4	5	4	26
86	4	4	4	4	5	5	26
87	4	5	4	5	4	5	27
88	4	4	4	4	4	4	24
89	4	5	5	4	4	5	27
90	5	5	4	4	5	4	27
91	5	5	4	5	5	5	29
92	5	4	5	4	4	5	27
93	5	5	5	5	5	5	30
94	5	5	4	5	5	3	27
95	5	5	5	5	5	5	30
96	4	4	4	4	4	5	25
97	4	4	5	5	4	4	26
98	4	5	4	5	4	5	27
99	5	5	5	5	5	5	30
100	4	4	4	4	4	4	24
101	5	4	5	4	5	5	28
102	5	4	4	5	5	4	27
103	4	5	4	5	4	5	27
104	5	4	4	5	5	5	28
105	4	4	4	4	4	4	24
106	5	4	4	4	5	5	27
107	5	5	4	5	4	4	27
108	4	4	4	4	5	5	26





iwe.4	Pearson Correlation	.282**	.366**	.328**	1	.152	.251**	.628**
	Sig. (2-tailed)	.003	.000	.001		.115	.009	.000
	N	108	108	108	108	108	108	108
iwe.5	Pearson Correlation	.370**	.321**	.313**	.152	1	.140	.583**
	Sig. (2-tailed)	.000	.001	.001	.115		.149	.000
	N	108	108	108	108	108	108	108
iwe.6	Pearson Correlation	.150	.357**	.278**	.251**	.140	1	.632**
	Sig. (2-tailed)	.122	.000	.004	.009	.149		.000
	N	108	108	108	108	108	108	108
islamic work ethics	Pearson Correlation	.604**	.680**	.650**	.628**	.583**	.632**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	108	108	108	108	108	108	108

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

#### Correlations

		ocb.1	ocb.2	ocb.3	ocb.4	ocb.5	organization citizenship behavior
ocb.1	Pearson Correlation	1	.119	.162	.168	.163	.504**
	Sig. (2-tailed)		.220	.093	.082	.092	.000
	N	108	108	108	108	108	108
ocb.2	Pearson Correlation	.119	1	.253**	.388**	.376**	.682**
	Sig. (2-tailed)	.220		.008	.000	.000	.000
	N	108	108	108	108	108	108
ocb.3	Pearson Correlation	.162	.253**	1	.070	.140	.520**
	Sig. (2-tailed)	.093	.008		.470	.148	.000
	N	108	108	108	108	108	108
ocb.4	Pearson Correlation	.168	.388**	.070	1	.474**	.693**
	Sig. (2-tailed)	.082	.000	.470		.000	.000
	N	108	108	108	108	108	108

ocb.5	Pearson Correlation	.163	.376**	.140	.474**	1	.698**
	Sig. (2-tailed)	.092	.000	.148	.000		.000
	N	108	108	108	108	108	108
organization citizenship behavior	Pearson Correlation	.504**	.682**	.520**	.693**	.698**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	108	108	108	108	108	108

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



## Lampiran 7 : Uji reliabilitas

**Reliability Statistics**

Cronbach's Alpha	N of Items
.649	4

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
is.1	13.26	1.857	.404	.597
is.2	13.37	1.600	.570	.479
is.3	13.37	1.544	.649	.424
is.4	13.58	2.021	.172	.766

**Reliability Statistics**

Cronbach's Alpha	N of Items
.712	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
si.1	22.80	2.967	.511	.653
si.2	22.79	3.365	.289	.716
si.3	22.92	3.012	.435	.676
si.4	22.85	3.062	.410	.683
si.5	22.92	2.806	.512	.650
si.6	22.81	2.919	.508	.653

**Reliability Statistics**

Cronbach's Alpha	N of Items
.687	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
iwe.1	22.72	3.305	.407	.650
iwe.2	22.81	3.143	.508	.618
iwe.3	22.81	3.242	.475	.630
iwe.4	22.81	3.205	.422	.645
iwe.5	22.81	3.354	.381	.658
iwe.6	22.85	2.987	.355	.680

**Reliability Statistics**

Cronbach's Alpha	N of Items
.603	5

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ocb.1	18.24	2.278	.226	.612
ocb.2	18.14	1.952	.455	.497
ocb.3	18.19	2.227	.225	.616
ocb.4	18.23	1.862	.434	.504
ocb.5	18.17	1.897	.464	.489



Lampiran 8 : Uji Asumsi Klasik

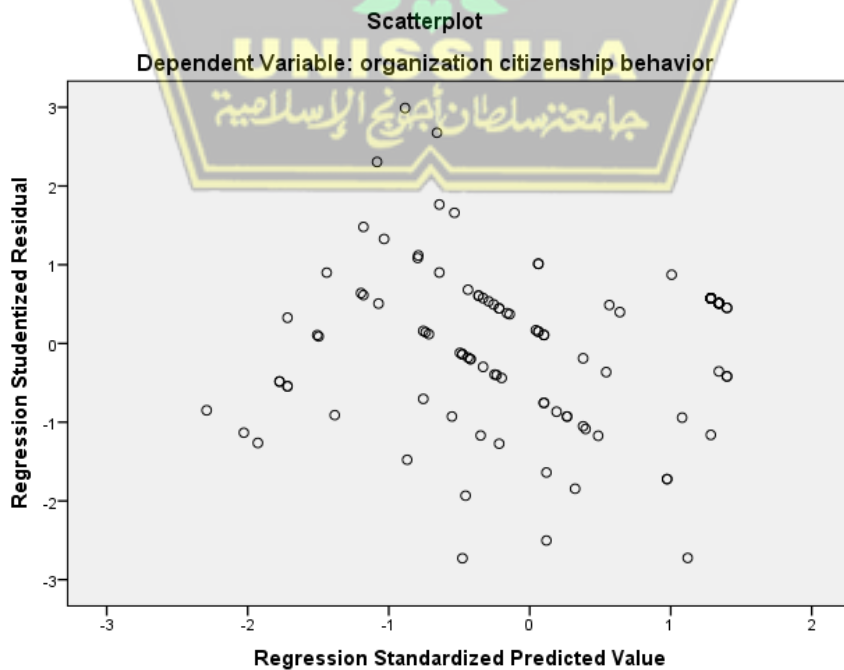
1. Uji Multikolonieritas

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5.763	1.605		3.591	.001		
1 individual spirituality	-.071	.088	-.070	-.798	.427	.585	1.709
1 spiritual intelligence	.322	.100	.386	3.213	.002	.309	3.236
1 islamic work ethics	.344	.101	.424	3.394	.001	.287	3.488

a. Dependent Variable: organization citizenship behavior

2. Uji Heterokedastisitas



Coefficients<sup>a</sup>

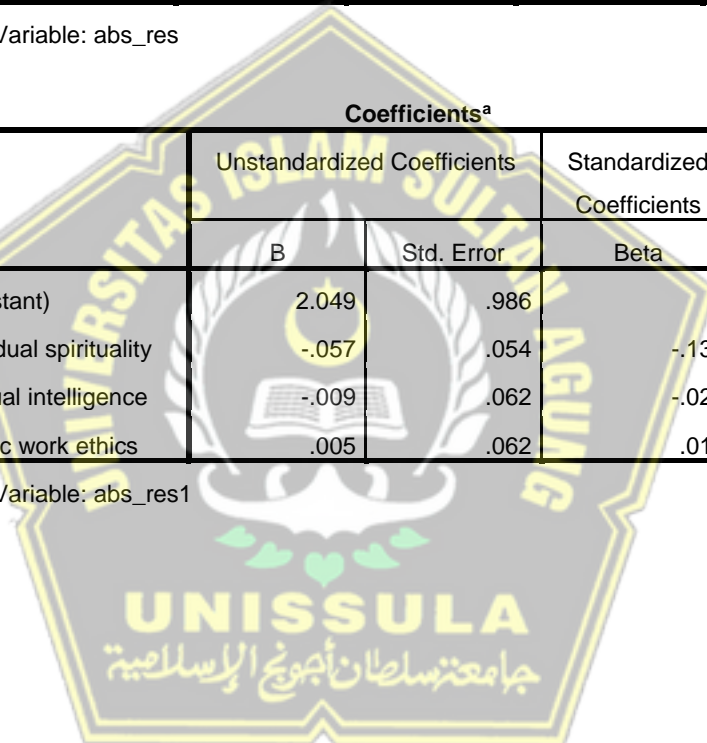
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.833	.987		2.870	.005
	individual spirituality	-.083	.053	-.187	-1.586	.116
	spiritual intelligence	-.019	.043	-.051	-.434	.666

a. Dependent Variable: abs\_res

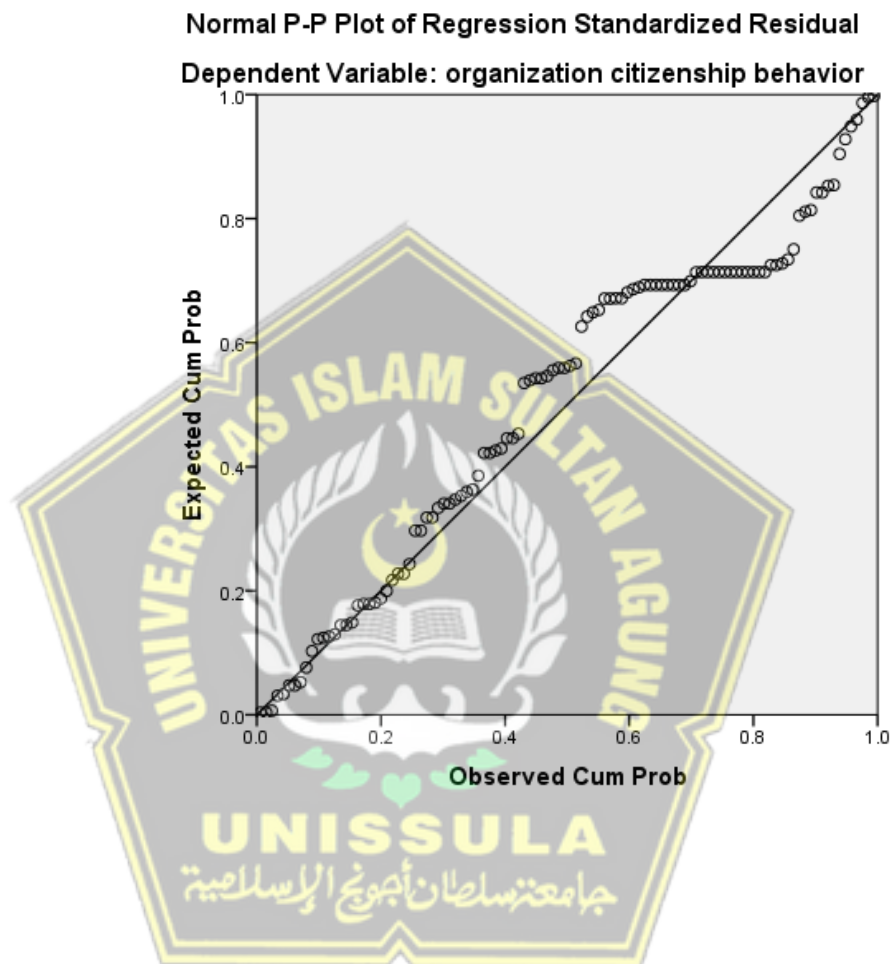
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.049	.986		2.077	.040
	individual spirituality	-.057	.054	-.134	-1.056	.294
	spiritual intelligence	-.009	.062	-.026	-.149	.882
	islamic work ethics	.005	.062	.014	.075	.940

a. Dependent Variable: abs\_res1



## 3. Uji Normalitas



## Lampiran 9 : Uji Hipotesis

## 1. Analisis Regresi Berganda

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2.874	1.520		1.891	.061		
individual spirituality	.272	.081	.218	3.360	.001	.648	1.543
spiritual intelligence	.716	.067	.697	10.732	.000	.648	1.543

a. Dependent Variable: islamic work ethics

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5.763	1.605		3.591	.001		
individual spirituality	-.071	.088	-.070	-.798	.427	.585	1.709
spiritual intelligence	.322	.100	.386	3.213	.002	.309	3.236
islamic work ethics	.344	.101	.424	3.394	.001	.287	3.488

a. Dependent Variable: organization citizenship behavior

## 2. Uji t

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2.874	1.520		1.891	.061		
individual spirituality	.272	.081	.218	3.360	.001	.648	1.543

spiritual intelligence	.716	.067	.697	10.732	.000	.648	1.543
------------------------	------	------	------	--------	------	------	-------

a. Dependent Variable: islamic work ethics

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5.763	1.605		3.591	.001		
1 individual spirituality	-.071	.088	-.070	-.798	.427	.585	1.709
spiritual intelligence	.322	.100	.386	3.213	.002	.309	3.236
islamic work ethics	.344	.101	.424	3.394	.001	.287	3.488

a. Dependent Variable: organization citizenship behavior

### 3. Uji F

#### ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	331.624	2	165.812	130.617	.000 <sup>b</sup>
Residual	133.293	105	1.269		
Total	464.917	107			

a. Dependent Variable: islamic work ethics

b. Predictors: (Constant), spiritual intelligence, individual spirituality

ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	163.860	3	54.620	39.894	.000 <sup>b</sup>
Residual	142.390	104	1.369		
Total	306.250	107			

a. Dependent Variable: organization citizenship behavior

b. Predictors: (Constant), islamic work ethics, individual spirituality, spiritual intelligence

### 4. Uji Koefisien Determinasi

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.845 <sup>a</sup>	.713	.708	1.127	1.965

a. Predictors: (Constant), spiritual intelligence, individual spirituality

b. Dependent Variable: islamic work ethics

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.731 <sup>a</sup>	.535	.522	1.170	2.185

a. Predictors: (Constant), islamic work ethics, individual spirituality, spiritual intelligence

b. Dependent Variable: organization citizenship behavior

