

LAMPIRAN

Lampiran 1 Kuesioner

Kepada Yth.

Bpk/Ibu/Sdr/Sdri Responden

Di tempat

Dengan hormat,

Sehubungan dengan penelitian yang sedang saya lakukan sebagai syarat untuk menempuh gelar Sarjana di Universitas Islam Sultan Agung Semarang yang berjudul MODEL PENINGKATAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR MELALUI AUTHENTIC LEADERSHIP, CORE SELF-EVALUATIONS DAN PSYCHOLOGICAL EMPOWERMENT (STUDI KASUS DINAS PERDAGANGAN, KETENAGAKERJAAN, KOPERASI DAN UKM KABUPATEN KARANGANYAR).

Dengan ini saya:

Nama : Vida Kusuma

NIM : 30401800405

Jurusan : Manajemen

Memohon kesediaan Bapak/Ibu/Saudara selaku karyawan di Dinas Perdagangan, Ketenagakerjaan, Koperasi Dan Ukm Kabupaten Karanganyar untuk bersedia membantu mengisi kuisisioner ini dalam penyelesaian skripsi yang saya buat.

Jawaban Bapak/Ibu/Saudara tidak menyatakan benardansalah,sertatidakakanada pihak-pihak yang dirugikan oleh jawabansaudara,tetapi hanyapernyataansajadan disamping itu jawaban saudara akan dijamin kerahasiaannya.

Demikianlah atas kesediaan dan partisipasi Bapak/Ibu/Saudara untuk mengisi kuisisioner ini saya ucapkan banyak terima kasih.

Hormat Saya,
peneliti

Vida Kusuma

KUESIONER PENELITIAN

MODEL PENINGKATAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR MELALUI AUTHENTIC LEADERSHIP, CORE SELF- EVALUATIONS DAN PSYCHOLOGICAL EMPOWERMENT (STUDI KASUS DINAS PERDAGANGAN, KETENAGAKERJAAN, KOPERASI DAN UKM KABUPATEN KARANGANYAR)

A. DATA RESPONDEN

Sebelum menjawab pertanyaan dalam kuisisioner ini, mohon Bapak/Ibu/Saudara/i mengisi data berikut terlebih dahulu. (Jawaban yang Bapak/Ibu/Saudara/I berikan akan diperlakukan secara rahasia).

1. Jenis Kelamin
 Laki-laki
 Perempuan
2. Usia.....tahun
3. PNS Golongan...
 Golongan I Golongan III
 Golongan II Golongan IV
4. Pendidikan terakhir
 SMA/SMK S1 S3
 D3 S2 Lainnya.....

B. PENILAIAN RESPONDEN

Petunjuk : Pilihlah jawaban yang paling sesuai menurut Bapak/Ibu/Saudara/I dengan memberikan tanda centang (√) pada kotak yang tersedia.

Keterangan : STS (1) : Sangat Tidak Setuju
TS (2) : Tidak Setuju
N (3) : Netral
S (4) : Setuju
SS (5) : Sangat Setuju

Authentic Leadership

No	Pertanyaan	Penilaian				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Kepala DISDAGNAKERKOP Dan UKM memiliki sikap kepercayaan diri yang tinggi					
2	Kepala DISDAGNAKERKOP Dan UKM selalu mendengarkan pendapat yang diberikan pegawai dalam mengambil sebuah keputusan					
3	Kepala DISADAGNAKERKOP Dan UKM selalu mempertimbangkan dengan hati-hati semua masukan dari pegawai sebelum mengambil keputusan					
4	Kepala DISADAGNAKERKOP Dan UKM memiliki sifat terbuka sehingga dapat memunculkan kepercayaan diantara pemimpin dan pegawainya					

Core Self-Evaluation

No	Pertanyaan	Penilaian				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Saya merasa emosi stabil yang akan semakin berpengaruh ketika bekerja					
2	Saya tidak merasa tersinggung apabila orang lain berkata yang tidak baik pada saya					
3	Saya merasa tenang saat dihadapan orang banyak (seperti saat presentasi)					
4	Saya tidak merasa cemas bila pekerjaan yang ditargetkan dapat selesai tepat waktu					

Psychological Empowerment

No	Pertanyaan	Penilaian				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Saya merasa telah mencapai tujuan pekerjaan yang sudah saya rencanakan sejak awal					
2	Saya memiliki kemampuan untuk melaksanakan tugas pekerjaan sesuai dengan skill yang saya miliki					
3	Saya merasa mempunyai tingkat kepercayaan diri terhadap kemampuan diri saya dalam bekerja					
4	Saya merasa bertanggung jawab atas keputusan yang telah saya ambil					

Organizational Citizenship Behavior

No	Pertanyaan	Penilaian				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Saya selalu merasa senang bila menolong rekan kerja yang mengalami kesulitan dalam pekerjaan					
2	Saya merasa harus mematuhi peraturan yang telah ditetapkan oleh dinas apabila sedang berada di jam kantor					
3	Saya akan mendahulukan kepentingan organisasi demi kelangsungan organisasi tempat saya bekerja					
4	Saya akan bersedia memberikan toleransi kepada rekan kerja tanpa mengeluh					
5	Saya akan memberikan kritik dan saran yang sopan pada organisasi apabila terdapat kesalahan demi kebaikan organisasi tempat saya bekerja					

Lampiran 2. Identitas Responden

No	Usia	Jenis Kelamin	PNS Golongan	Pendidikan Terakhir
1	50	L	Golongan III	S2
2	49	L	Golongan IV	S2
3	45	L	Golongan III	D4 / S1
4	35	L	Golongan III	S2
5	38	L	Golongan III	D3
6	55	L	Golongan II	SMA/SMK
7	42	L	Golongan III	D4 / S1
8	56	L	Golongan IV	D4 / S1
9	55	P	Golongan IV	D4 / S1
10	48	L	Golongan III	D4 / S1
11	32	L	Golongan III	D3
12	34	L	Golongan III	D3
13	32	L	Golongan III	D4 / S1
14	26	L	Golongan III	D4 / S1
15	44	L	Golongan II	D3
16	34	L	Golongan III	D4 / S1
17	39	L	Golongan II	D3
18	34	P	Golongan II	D3
19	30	P	Golongan II	D3
20	27	L	Golongan II	D3
21	54	L	Golongan II	SMA/SMK
22	49	P	Golongan I	SMA/SMK
23	55	L	Golongan IV	S2
24	49	P	Golongan III	S2
25	55	L	Golongan II	D3
26	34	P	Golongan III	D3
27	44	L	Golongan III	D3
28	42	P	Golongan III	D4 / S1
29	54	P	Golongan III	D4 / S1
30	39	P	Golongan III	D3
31	44	P	Golongan III	S2
32	57	L	Golongan IV	D4 / S1
33	45	P	Golongan III	S2
34	52	L	Golongan III	D3
35	49	P	Golongan III	D3
36	46	P	Golongan III	S2
37	57	L	Golongan IV	D4 / S1
38	52	L	Golongan IV	S2

No	Usia	Jenis Kelamin	PNS Golongan	Pendidikan Terakhir
39	52	L	Golongan IV	D4 / S1
40	56	L	Golongan IV	S2
41	53	L	Golongan III	D4 / S1
42	56	L	Golongan IV	D4 / S1
43	56	P	Golongan III	D4 / S1
44	51	P	Golongan III	D4 / S1
45	57	P	Golongan IV	S2
46	55	P	Golongan IV	S2
47	54	P	Golongan III	D4 / S1
48	49	P	Golongan III	S2
49	56	L	Golongan III	D4 / S1
50	54	P	Golongan III	S2
51	54	L	Golongan III	D4 / S1
52	43	L	Golongan III	S2
53	54	L	Golongan III	D4 / S1
54	58	P	Golongan III	D4 / S1
55	42	L	Golongan III	S2
56	50	L	Golongan III	D4 / S1
57	56	L	Golongan III	D3
58	57	L	Golongan II	SMA/SMK
59	57	L	Golongan II	D3
60	53	L	Golongan II	SMA/SMK
61	54	L	Golongan II	SMA/SMK
62	58	L	Golongan II	SMA/SMK
63	51	L	Golongan II	SMA/SMK
64	51	L	Golongan II	SMA/SMK
65	54	L	Golongan III	D3
66	54	L	Golongan II	SMA/SMK
67	47	P	Golongan II	D4 / S1
68	56	L	Golongan III	D4 / S1
69	45	L	Golongan II	SMA/SMK
70	56	P	Golongan III	D4 / S1
71	54	L	Golongan II	SMA/SMK
72	50	L	Golongan II	SMA/SMK
73	44	P	Golongan III	SMA/SMK
74	52	L	Golongan II	SMA/SMK
75	42	L	Golongan II	SMA/SMK
76	45	L	Golongan II	D4 / S1
77	51	L	Golongan II	SMA/SMK
78	51	P	Golongan III	SMA/SMK

No	Usia	Jenis Kelamin	PNS Golongan	Pendidikan Terakhir
79	50	L	Golongan III	D3
80	45	L	Golongan II	SMA/SMK
81	50	P	Golongan II	SMA/SMK
82	54	L	Golongan II	D3
83	52	L	Golongan II	D3
84	53	P	Golongan III	D4 / S1
85	58	L	Golongan III	D3
86	43	L	Golongan II	D4 / S1
87	32	P	Golongan III	D4 / S1
88	54	L	Golongan IV	S2
89	51	P	Golongan IV	S2
90	53	P	Golongan IV	S2
91	57	P	Golongan IV	S2
92	55	L	Golongan III	D3
93	50	P	Golongan III	D4 / S1
94	34	P	Golongan II	D3
95	53	L	Golongan III	D4 / S1
96	53	P	Golongan III	S2
97	49	P	Golongan III	D4 / S1
98	35	L	Golongan III	D4 / S1
99	31	L	Golongan III	D3
100	58	P	Golongan III	D4 / S1

Lampiran 3. Data Kuesioner

No	KA				Total	CE				Total	PE				Total	OCB					Total
	X1.1	X1.2	X1.3	X1.4		X2.1	X2.2	X2.3	X2.4		Y1.1	Y1.2	Y1.3	Y1.4		Z1	Z2	Z3	Z4	Z5	
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2	5	5	3	5	18	5	3	4	3	15	5	3	5	5	18	1	2	2	3	3	11
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98	1	2	1	1	5	4	3	4	5	16	4	4	5	3	16	4	3	4	4	3	18
99	4	5	5	5	19	4	3	5	4	16	5	5	5	5	20	5	5	5	5	5	25
100	1	2	1	2	6	5	4	4	3	16	3	4	5	3	15	4	3	3	4	3	17

Lampiran 4 Hasil Deskripsi Variabel

Variabel Authentic Leadership (X1)

Frequency Tabel

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	8,0	8,0	8,0
	3	21	21,0	21,0	29,0
	4	40	40,0	40,0	69,0
	5	31	31,0	31,0	100,0
	Total	100	100,0	100,0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,0	1,0	1,0
	2	9	9,0	9,0	10,0
	3	18	18,0	18,0	28,0
	4	42	42,0	42,0	70,0
	5	30	30,0	30,0	100,0
	Total	100	100,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	4,0	4,0	4,0
	2	3	3,0	3,0	7,0
	3	24	24,0	24,0	31,0
	4	31	31,0	31,0	62,0
	5	38	38,0	38,0	100,0
	Total	100	100,0	100,0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	5,0	5,0	5,0
	2	3	3,0	3,0	8,0
	3	9	9,0	9,0	17,0
	4	31	31,0	31,0	48,0
	5	52	52,0	52,0	100,0
	Total		100	100,0	100,0

Variabel Core Self-Evaluation (X2)

Frequency Tabel

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	10,0	10,0	10,0
	3	18	18,0	18,0	28,0
	4	40	40,0	40,0	68,0
	5	32	32,0	32,0	100,0
	Total		100	100,0	100,0

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2,0	2,0	2,0
	2	6	6,0	6,0	8,0
	3	37	37,0	37,0	45,0
	4	34	34,0	34,0	79,0
	5	21	21,0	21,0	100,0
	Total		100	100,0	100,0

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	13,0	13,0	13,0
	4	51	51,0	51,0	64,0
	5	36	36,0	36,0	100,0
	Total	100	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	8,0	8,0	8,0
	3	35	35,0	35,0	43,0
	4	30	30,0	30,0	73,0
	5	27	27,0	27,0	100,0
	Total	100	100,0	100,0	

Variabel Psychological Empowerment (Y1)

Frequency Tabel

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,0	1,0	1,0
	3	20	20,0	20,0	21,0
	4	52	52,0	52,0	73,0
	5	27	27,0	27,0	100,0
	Total	100	100,0	100,0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,0	1,0	1,0
	2	7	7,0	7,0	8,0
	3	43	43,0	43,0	51,0
	4	25	25,0	25,0	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	3	5	5,0	5,0	5,0
	4	37	37,0	37,0	42,0
	5	58	58,0	58,0	100,0
	Total	100	100,0	100,0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	4,0	4,0	4,0
	3	21	21,0	21,0	25,0
	4	38	38,0	38,0	63,0
	5	37	37,0	37,0	100,0
	Total	100	100,0	100,0	

Variabel Organizational Citizenship Behavior (Y2)

Frequency Tabel

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	14	14,0	14,0	14,0
	2	7	7,0	7,0	21,0
	3	33	33,0	33,0	54,0
	4	27	27,0	27,0	81,0
	5	19	19,0	19,0	100,0
	Total	100	100,0	100,0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2,0	2,0	2,0
	2	11	11,0	11,0	13,0
	3	32	32,0	32,0	45,0
	4	32	32,0	32,0	77,0
	5	23	23,0	23,0	100,0
	Total	100	100,0	100,0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	5,0	5,0	5,0
	2	6	6,0	6,0	11,0
	3	32	32,0	32,0	43,0
	4	44	44,0	44,0	87,0
	5	13	13,0	13,0	100,0
	Total	100	100,0	100,0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	9	9,0	9,0	9,0
	2	6	6,0	6,0	15,0
	3	27	27,0	27,0	42,0
	4	37	37,0	37,0	79,0
	5	21	21,0	21,0	100,0
	Total	100	100,0	100,0	

Y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,0	1,0	1,0
	2	9	9,0	9,0	10,0
	3	39	39,0	39,0	49,0
	4	32	32,0	32,0	81,0
	5	19	19,0	19,0	100,0
	Total	100	100,0	100,0	

Lampiran 5 Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	Authentic Leadership
X1.1	Pearson Correlation	1	,705**	,643**	,750**	,886**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	100	100	100	100	100
X1.2	Pearson Correlation	,705**	1	,752**	,695**	,890**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	100	100	100	100	100
X1.3	Pearson Correlation	,643**	,752**	1	,636**	,860**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	100	100	100	100	100
X1.4	Pearson Correlation	,750**	,695**	,636**	1	,879**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	100	100	100	100	100
Authentic Leadership	Pearson Correlation	,886**	,890**	,860**	,879**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	100	100	100	100	100

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

Correlations

		X2.1	X2.2	X2.3	X2.4	Core Self-Evaluation
X2.1	Pearson Correlation	1	,550**	,405**	,524**	,802**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	100	100	100	100	100
X2.2	Pearson Correlation	,550**	1	,431**	,598**	,833**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	100	100	100	100	100
X2.3	Pearson Correlation	,405**	,431**	1	,459**	,679**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	100	100	100	100	100
X2.4	Pearson Correlation	,524**	,598**	,459**	1	,830**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	100	100	100	100	100
Core Self-Evaluation	Pearson Correlation	,802**	,833**	,679**	,830**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	100	100	100	100	100

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Psychological Empowerment
Y1.1	Pearson Correlation	1	,527**	,531**	,518**	,833**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	100	100	100	100	100
Y1.2	Pearson Correlation	,527**	1	,303**	,304**	,747**
	Sig. (2-tailed)	,000		,002	,002	,000
	N	100	100	100	100	100
Y1.3	Pearson Correlation	,531**	,303**	1	,470**	,701**
	Sig. (2-tailed)	,000	,002		,000	,000
	N	100	100	100	100	100
Y1.4	Pearson Correlation	,518**	,304**	,470**	1	,757**
	Sig. (2-tailed)	,000	,002	,000		,000
	N	100	100	100	100	100
Psychological Empowerment	Pearson Correlation	,833**	,747**	,701**	,757**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	100	100	100	100	100

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

Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Organizational Citizenship Behavior
Y2.1	Pearson Correlation	1	,849**	,794**	,835**	,639**	,941**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	100	100	100	100	100	100
Y2.2	Pearson Correlation	,849**	1	,745**	,763**	,666**	,911**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	100	100	100	100	100	100
Y2.3	Pearson Correlation	,794**	,745**	1	,723**	,572**	,865**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	100	100	100	100	100	100
Y2.4	Pearson Correlation	,835**	,763**	,723**	1	,650**	,907**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	100	100	100	100	100	100

Y2.5	Pearson Correlation	,639**	,666**	,572**	,650**	1	,786**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	100	100	100	100	100	100
Organizational Citizenship Behavior	Pearson Correlation	,941**	,911**	,865**	,907**	,786**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	100	100	100	100	100	100

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

Lampiran 6 Uji Reliabilitas

X1

```
RELIABILITY  
  /VARIABLES= X1.1 X1.2 X1.3 X1.4 Authentic_leadership  
  /SCALE('ALL VARIABLES') ALL  
  /MODEL=ALPHA.
```

Reliability Statistics

Cronbach's Alpha	N of Items
,900	4

X2

```
RELIABILITY  
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 Core Self_evaluation  
  /SCALE('ALL VARIABLES') ALL  
  /MODEL=ALPHA.
```

Reliability Statistics

Cronbach's Alpha	N of Items
,795	4

Y1

```
RELIABILITY  
  /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Psychological_empowerment  
  /SCALE('ALL VARIABLES') ALL  
  /MODEL=ALPHA.
```

Reliability Statistics

Cronbach's Alpha	N of Items
,739	4

Y2

```
RELIABILITY  
  /VARIABLES=Y2.1 Y2.2 Y2.3 Y2.4 Y2.5 Organizational  
Citizenship_behavior  
  /SCALE('ALL VARIABLES') ALL  
  /MODEL=ALPHA.
```

Reliability Statistics

Cronbach's Alpha	N of Items
,928	5

Lampiran 7 Uji Asumsi Klasik

Uji Normalitas

Normalitas Model Pertama

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual Model Pertama
N		100
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,84885107
Most Extreme Differences	Absolute	,075
	Positive	,042
	Negative	-,075
Test Statistic		,075
Asymp. Sig. (2-tailed)		,187 ^c

Normalitas Model Kedua

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual Model kedua
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.70233737
Most Extreme Differences	Absolute	.056
	Positive	.046
	Negative	-.056
Test Statistic		.056
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,978	1,192		5,855	,000		
	KA	,140	,053	,217	2,639	,010	,916	1,091
	CE	,454	,070	,532	6,455	,000	,916	1,091

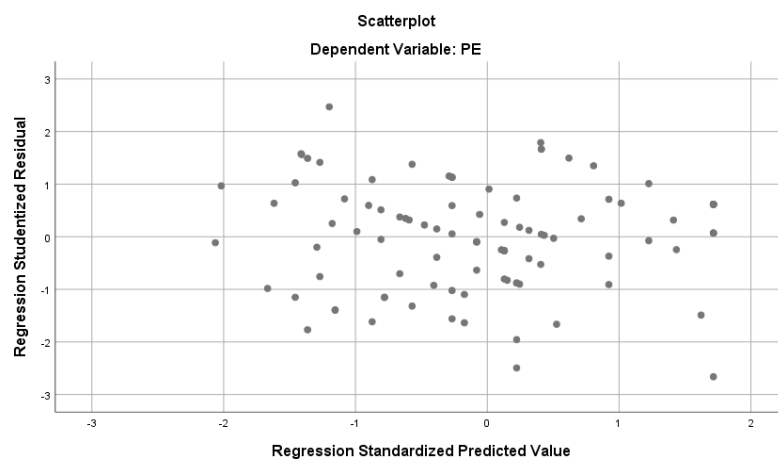
a. Dependent Variable: PE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-6,077	2,491		-2,439	,017		
	KA	,378	,099	,294	3,818	,000	,855	1,169
	CE	,684	,151	,402	4,522	,000	,641	1,560
	PE	,430	,182	,216	2,355	,021	,603	1,658

a. Dependent Variable: OCB

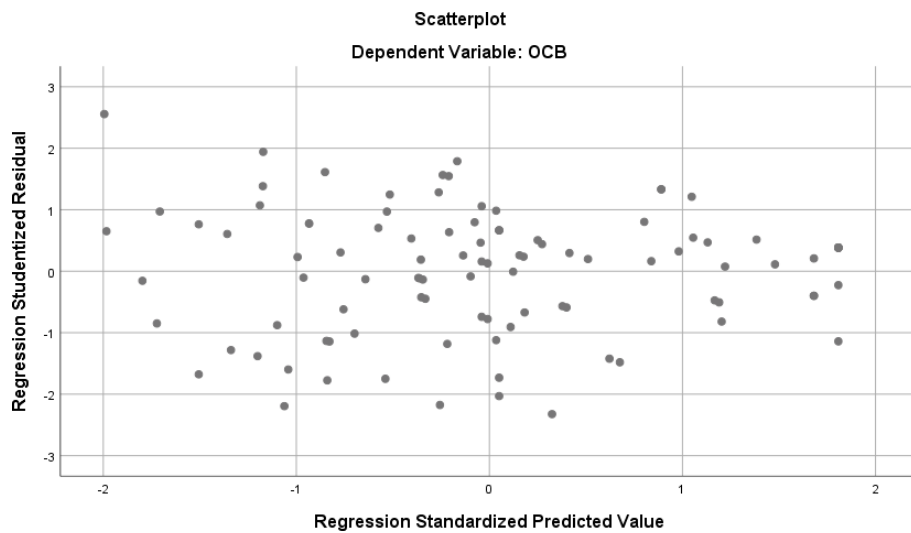
Uji Heteroskedastisitas



Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,978	1,192		5,855	,000		
	KA	,140	,053	,217	2,639	,010	,916	1,091
	CE	,454	,070	,532	6,455	,000	,916	1,091

a. Dependent Variable: PE



Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-6,077	2,491		-2,439	,017
	KA	,378	,099	,294	3,818	,000
	CE	,684	,151	,402	4,522	,000
	PE	,430	,182	,216	2,355	,021

a. Dependent Variable: OCB

Lampiran 8 Regresi Linear Berganda

Model 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	CE, KA ^b	.	Enter

a. Dependent Variable: PE

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,630 ^a	,397	,384	1,868

a. Predictors: (Constant), CE, KA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	222,593	2	111,297	31,902	,000 ^b
	Residual	338,407	97	3,489		
	Total	561,000	99			

a. Dependent Variable: PE

b. Predictors: (Constant), CE, KA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,978	1,192		5,855	,000
	KA	,140	,053	,217	2,639	,010
	CE	,454	,070	,532	6,455	,000

a. Dependent Variable: PE

Model 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	PE, KA, CE ^b	.	Enter

a. Dependent Variable:OCB

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,716 ^a	,513	,498	3,356

a. Predictors: (Constant), PE, KA, CE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1140,563	3	380,188	33,756	,000 ^b
	Residual	1081,227	96	11,263		
	Total	2221,790	99			

a. Dependent Variable:OCB

b. Predictors: (Constant), PE, KA,CE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-6,077	2,491		-2,439	,017
	KA	,378	,099	,294	3,818	,000
	CE	,684	,151	,402	4,522	,000
	PE	,430	,182	,216	2,355	,021

a. Dependent Variable: OCB