LAMPIRAN

Lampiran 1

KUESIONER PENELITIAN

MODEL PENINGKATAN KINERJA KARYAWAN BERBASIS *ORGANIZATION CITIZENSHIP BEHAVIOR* DAN GAYA KEPEMIMPINAN MELALUI KEPUASAN KERJA

Perihal : Permohonan Pengisian Kuesioner Penelitian
Lampiran : Kuesioner Penelitian
Kepada : Yth. Bapak/Ibu Karyawan PT. Nasmoco Kaligawe Semarang Divisi Body
Paint Repair
Di Tempat

Dengan hormat,

Sehubungan dengan kegiatan penelitian yang saya lakukan dengan judul **"Model Peningkatan Kinerja Karyawan Berbasis *Organization Citizenship Behavior* dan Gaya Kepemimpinan Melalui Kepuasan Kerja".** Saya bermaksud mengajukan permohonan pengisian kuesioner. Adapun tujuan dari kuesioner ini adalah sebagai bahan masukan untuk memperoleh data yang akurat dalam penyusunan skripsi. Oleh karena itu, mohon sekiranya Bapak/Ibu berkenan mengisi kuesioner dengan sebenar-benarnya. Jawaban-jawaban yang Bapak/Ibu berikan dalam kuesioner akan saya jamin kerahasiaannya kerena kuesioner ini hanya digunakan untuk kegiatan penelitian.

Demikian surat permohonan ini saya ajukan, atas partisipasi dan kesediaan Bapak/Ibu, kami ucapkan terima kasih.

Hormat Saya,

Hasan Albanna
NIM. 30401511976

IDENTITAS RESPONDEN

1. Nomor :

2. Jenis Kelamin : ☐ Laki-laki ☐ Perempuan

3. Usia : **. . . . . .** Tahun

4. Lama bekerja di perusahaan ini : . . . . . . Tahun

5. Jabatan saat ini sebagai :

Di bagian . . . . . .

Lama bekerja:

☐ 1. < 5 Tahun ☐ 3. 11-15 Tahun ☐ 5. 21-25 Tahun ☐ 7. 31-35 Tahun

☐ 2. 6-10 Tahun ☐ 4. 16-20 Tahun ☐ 5. 26-30 Tahun

PETUNJUK PENGISIAN

Lingkari angka pada kolom penilaian yang sesuai dengan alternatif jawaban Bapak/Ibu.

Keterangan

SS = Sangat Setuju (5)

S = Setuju (4)

KS = Kurang Setuju (3)

TS = Tidak Setuju (2)

STS = Sangat Tidak Setuju (1)

Contoh :

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya selalu meningkatkan kompetensi setiap kali bekerja	(5)	4	3	2	1

A. *Organization Citizenship Behavior*

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya bersedia membantu rekan kerja yang mengalami kesulitan	5	4	3	2	1
2	Saya bersedia untuk menerima keadaan yang kurang ideal tanpa keberatan	5	4	3	2	1
3	Saya bersedia menjaga hubungan baik sesama rekan kerja	5	4	3	2	1
4	Saya bersedia ikut andil menyampaikan gagasan demi kemajuan perusahaan	5	4	3	2	1
Model Kejasama yang saling membantu antar teman adalah						

B. Gaya kepemimpinan

No	Pertanyaan	SS	S	KS	TS	STS
1	Pemimpin memberikan instruksi secara langsung kepada karyawan.	5	4	3	2	1
2	Pemimpin mempertimbangkan usulan bawahan dalam membuat kebijakan	5	4	3	2	1
3	Pemimpin memberi kepercayaan kepada bawahan apabila berhalangan dengan berbagai macam sebab	5	4	3	2	1
4	Pemimpin berdiskusi dengan bawahan terkait kebijakan yang akan diambil	5	4	3	2	1
Saran saya tentang gaya kepemimpinan :						

C. Kepuasan Kerja

No	Pertanyaan	SS	S	KS	TS	STS
1	Perusahaan memberikan gaji yang sepadan dengan kinerja yang saya lakukan	5	4	3	2	1
2	Perusahaan memberikan peluang untuk promosi jabatan terhadap karyawan	5	4	3	2	1
3	Pemimpin perusahaan bersikap mendukung terhadap kinerja bawahan	5	4	3	2	1
4	Perusahaan memiliki Standar Operasional Prosedur yang baik	5	4	3	2	1
Saran saya menyangkut kepuasan kerja yang harus diperhatikan:						

D. Kinerja Karyawan

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya menyelesaikan pekerjaan tepat waktu	5	4	3	2	1
2	Saya memiliki etos kerja tinggi terhadap pekerjaan saya	5	4	3	2	1
3	Saya mampu bekerjasama dengan dengan rekan kerja	5	4	3	2	1
4	Saya disiplin terhadap peraturan perusahaan	5	4	3	2	1
Kinerja yang akan selalu prioritas antara lain:						

Lampiran 2

Tabulasi Data Kuesinoer

respnd	X1.1	X1.2	X1.3	X1.4	TOTX1	X1	X2.1	X2.2	X2.3	X2.4	TOTX2	X2	Y1.1	Y1.2	Y1.3	Y1.4	TOTY1	Y1	Y2.1	Y2.2	Y2.3	Y2.4	TOTY2	Y2
1	3	4	3	5	15	3,75	3	3	4	5	15	3,75	4	3	4	5	16	4,00	3	4	3	4	14	3,50
2	3	4	4	4	15	3,75	3	3	4	4	14	3,50	4	4	4	4	16	4,00	4	4	3	4	15	3,75
3	4	4	4	4	16	4,00	4	4	4	4	16	4,00	4	4	4	4	16	4,00	4	4	4	4	16	4,00
4	3	4	4	3	14	3,50	3	4	4	3	14	3,50	3	4	4	3	14	3,50	4	3	4	4	15	3,75
5	3	4	4	4	15	3,75	4	4	3	3	14	3,50	4	4	4	3	15	3,75	4	4	4	3	15	3,75
6	3	4	3	4	14	3,50	3	4	4	3	14	3,50	3	4	3	4	14	3,50	4	4	3	3	14	3,50
7	4	3	4	3	14	3,50	3	4	3	4	14	3,50	3	4	4	3	14	3,50	4	3	4	4	15	3,75
8	2	2	3	2	9	2,25	2	2	2	2	8	2,00	2	2	2	2	8	2,00	2	2	3	2	9	2,25
9	4	4	3	3	14	3,50	4	4	4	4	16	4,00	4	3	4	4	15	3,75	3	4	4	4	15	3,75
10	4	3	4	3	14	3,50	4	3	4	4	15	3,75	4	4	4	4	16	4,00	4	4	4	4	16	4,00
11	4	4	4	3	15	3,75	4	4	3	4	15	3,75	4	4	4	4	16	4,00	4	4	4	4	16	4,00
12	4	4	4	5	17	4,25	4	4	4	4	16	4,00	4	4	4	4	16	4,00	5	4	4	4	17	4,25
13	4	3	4	3	14	3,50	4	4	4	3	15	3,75	4	4	4	4	16	4,00	4	4	4	4	16	4,00
14	4	4	3	4	15	3,75	3	4	3	4	14	3,50	3	4	4	4	15	3,75	4	4	3	4	15	3,75
15	3	4	3	4	14	3,50	3	3	3	3	12	3,00	4	4	4	3	15	3,75	4	3	4	4	15	3,75
16	3	4	4	4	15	3,75	4	4	3	3	14	3,50	3	4	4	3	14	3,50	4	4	4	3	15	3,75
17	4	3	4	3	14	3,50	3	3	4	4	14	3,50	4	4	3	3	14	3,50	4	4	4	4	16	4,00
18	4	3	4	3	14	3,50	4	3	4	4	15	3,75	4	3	3	4	14	3,50	3	4	4	3	14	3,50
19	2	2	2	2	8	2,00	3	3	3	3	12	3,00	2	2	2	2	8	2,00	2	2	2	3	9	2,25

20	3	3	3	3	12	3,00	3	4	3	3	13	3,25	4	3	3	3	13	3,25	3	4	3	3	13	3,25
21	3	4	4	3	14	3,50	3	4	4	4	15	3,75	3	4	4	4	15	3,75	4	4	4	3	15	3,75
22	4	4	4	3	15	3,75	4	3	3	4	14	3,50	4	4	3	4	15	3,75	3	4	4	4	15	3,75
23	3	4	3	4	14	3,50	3	3	4	4	14	3,50	4	3	3	4	14	3,50	3	4	4	3	14	3,50
24	3	3	2	2	10	2,50	2	2	2	3	9	2,25	3	2	2	3	10	2,50	3	3	2	2	10	2,50
25	4	4	3	3	14	3,50	5	5	4	4	18	4,50	4	4	4	4	16	4,00	4	4	4	4	16	4,00
26	4	4	4	4	16	4,00	3	4	3	4	14	3,50	4	3	4	4	15	3,75	4	3	4	3	14	3,50
27	4	4	4	3	15	3,75	4	3	3	4	14	3,50	4	4	4	4	16	4,00	3	3	4	3	13	3,25
28	4	4	4	3	15	3,75	4	4	4	4	16	4,00	4	4	4	4	16	4,00	4	4	4	4	16	4,00
29	4	4	3	5	16	4,00	4	5	4	5	18	4,50	4	5	5	4	18	4,50	4	5	4	5	18	4,50
30	2	2	2	3	9	2,25	2	2	2	3	9	2,25	2	3	2	3	10	2,50	2	3	3	3	11	2,75
31	3	3	3	3	12	3,00	3	3	3	3	12	3,00	3	3	3	3	12	3,00	3	3	3	3	12	3,00
32	4	4	3	4	15	3,75	3	4	4	3	14	3,50	4	4	3	4	15	3,75	4	4	3	4	15	3,75
33	2	3	2	3	10	2,50	3	4	3	4	14	3,50	4	3	4	4	15	3,75	3	4	3	4	14	3,50
34	3	4	4	4	15	3,75	3	4	4	3	14	3,50	4	3	3	4	14	3,50	4	4	4	3	15	3,75
35	3	3	3	4	13	3,25	4	3	3	3	13	3,25	3	3	4	4	14	3,50	3	3	4	4	14	3,50
36	4	4	3	4	15	3,75	4	4	3	4	15	3,75	3	4	3	4	14	3,50	4	4	4	4	16	4,00
37	3	4	4	5	16	4,00	4	4	3	4	15	3,75	3	4	3	4	14	3,50	4	4	4	4	16	4,00
38	4	3	3	4	14	3,50	4	4	3	4	15	3,75	4	4	4	3	15	3,75	4	4	4	4	16	4,00
39	3	4	4	4	15	3,75	3	4	4	4	15	3,75	4	4	4	3	15	3,75	3	4	4	4	15	3,75
40	4	4	4	4	16	4,00	4	3	3	4	14	3,50	4	4	3	4	15	3,75	4	4	3	4	15	3,75
41	2	2	2	3	9	2,25	2	3	2	2	9	2,25	2	2	3	2	9	2,25	3	2	2	2	9	2,25
42	4	4	4	3	15	3,75	3	4	3	3	13	3,25	4	4	3	4	15	3,75	3	4	4	4	15	3,75
43	4	3	4	3	14	3,50	4	4	4	3	15	3,75	4	3	4	3	14	3,50	3	4	4	3	14	3,50
44	4	3	4	4	15	3,75	4	4	4	3	15	3,75	3	4	3	4	14	3,50	4	3	4	4	15	3,75

45	3	4	3	3	13	3,25	3	3	3	3	12	3,00	3	3	3	3	12	3,00	3	3	3	3	12	3,00
46	4	3	3	4	14	3,50	4	4	3	4	15	3,75	3	3	4	4	14	3,50	4	3	4	3	14	3,50
47	4	4	3	4	15	3,75	3	3	3	4	13	3,25	4	4	4	4	16	4,00	4	4	3	4	15	3,75
48	4	4	4	3	15	3,75	4	3	3	4	14	3,50	4	4	4	3	15	3,75	4	4	4	4	16	4,00
49	3	3	3	4	13	3,25	4	3	4	3	14	3,50	4	3	4	4	15	3,75	4	3	4	4	15	3,75
50	2	2	2	2	8	2,00	2	2	2	3	9	2,25	2	2	2	2	8	2,00	2	2	2	2	8	2,00
51	4	3	4	4	15	3,75	4	3	4	4	15	3,75	3	4	3	4	14	3,50	4	4	3	4	15	3,75
52	4	4	4	4	16	4,00	4	4	4	3	15	3,75	4	4	4	4	16	4,00	3	4	4	4	15	3,75
53	4	4	4	4	16	4,00	4	4	4	3	15	3,75	5	4	4	4	17	4,00	4	4	4	4	16	4,00
54	4	3	4	4	15	3,75	3	4	3	4	14	3,50	4	3	4	4	15	3,75	4	4	4	3	15	3,75

Lampiran 3

Hasil Uji

A. Reliabilitas

Correlations

		X1.1	X1.2	X1.3	X1.4	OCB
X1.1	Pearson Correlation	1	,492**	,624**	,313*	,782**
	Sig. (2-tailed)		,000	,000	,021	,000
	N	54	54	54	54	54
X1.2	Pearson Correlation	,492**	1	,514**	,532**	,817**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	54	54	54	54	54
X1.3	Pearson Correlation	,624**	,514**	1	,296*	,783**
	Sig. (2-tailed)	,000	,000		,030	,000
	N	54	54	54	54	54
X1.4	Pearson Correlation	,313*	,532**	,296*	1	,707**
	Sig. (2-tailed)	,021	,000	,030		,000
	N	54	54	54	54	54
OCB	Pearson Correlation	,782**	,817**	,783**	,707**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	54	54	54	54	54

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	Gaya Kepemimpinan
X2.1	Pearson Correlation	1	,539**	,523**	,398**	,814**
	Sig. (2-tailed)		,000	,000	,003	,000
	N	54	54	54	54	54
X2.2	Pearson Correlation	,539**	1	,511**	,296*	,780**
	Sig. (2-tailed)	,000		,000	,030	,000
	N	54	54	54	54	54
X2.3	Pearson Correlation	,523**	,511**	1	,359**	,784**
	Sig. (2-tailed)	,000	,000		,008	,000
	N	54	54	54	54	54
X2.4	Pearson Correlation	,398**	,296*	,359**	1	,663**
	Sig. (2-tailed)	,003	,030	,008		,000
	N	54	54	54	54	54
Gaya Kepemimpinan	Pearson Correlation	,814**	,780**	,784**	,663**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	54	54	54	54	54

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

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Kepuasan Kerja
Y1.1	Pearson Correlation	1	,508**	,608**	,589**	,835**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	54	54	54	54	54
Y1.2	Pearson Correlation	,508**	1	,588**	,488**	,799**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	54	54	54	54	54
Y1.3	Pearson Correlation	,608**	,588**	1	,471**	,826**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	54	54	54	54	54
Y1.4	Pearson Correlation	,589**	,488**	,471**	1	,780**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	54	54	54	54	54
Kepuasan Kerja	Pearson Correlation	,835**	,799**	,826**	,780**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	54	54	54	54	54

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

Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	Kinerja Karyawan
Y2.1	Pearson Correlation	1	,527**	,507**	,529**	,798**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	54	54	54	54	54
Y2.2	Pearson Correlation	,527**	1	,498**	,615**	,821**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	54	54	54	54	54
Y2.3	Pearson Correlation	,507**	,498**	1	,507**	,774**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	54	54	54	54	54
Y2.4	Pearson Correlation	,529**	,615**	,507**	1	,826**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	54	54	54	54	54
Kinerja Karyawan	Pearson Correlation	,798**	,821**	,774**	,826**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	54	54	54	54	54

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

B. Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excluded[a]	0	,0
	Total	54	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,771	4

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	10,44	2,780	,595	,704
X1.2	10,39	2,733	,660	,671
X1.3	10,46	2,782	,596	,703
X1.4	10,37	2,917	,454	,782

Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excluded[a]	0	,0
	Total	54	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,759	4

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	10,46	2,329	,634	,657
X2.2	10,35	2,421	,574	,692
X2.3	10,52	2,481	,599	,679
X2.4	10,33	2,830	,424	,768

Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excluded[a]	0	,0
	Total	54	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,826	4

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	10,65	2,836	,690	,762
Y1.2	10,67	2,943	,630	,790
Y1.3	10,69	2,861	,673	,770
Y1.4	10,61	3,072	,611	,798

Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excluded[a]	0	,0
	Total	54	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,819	4

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	10,78	2,629	,626	,779
Y2.2	10,70	2,590	,666	,760
Y2.3	10,74	2,762	,600	,790
Y2.4	10,78	2,553	,670	,758

C. Uji Asumsi Klasik

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	,910[a]	,828	,821	,23259

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13,250	2	6,625	122,464	,000[b]
	Residual	2,759	51	,054		
	Total	16,009	53			

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)	,033	,228		,146	,884		
	X1	,533	,094	,522	5,647	,000	,396	2,528
	X2	,478	,100	,443	4,791	,000	,396	2,528

a. Dependent Variable: Y1

Collinearity Diagnostics[a]

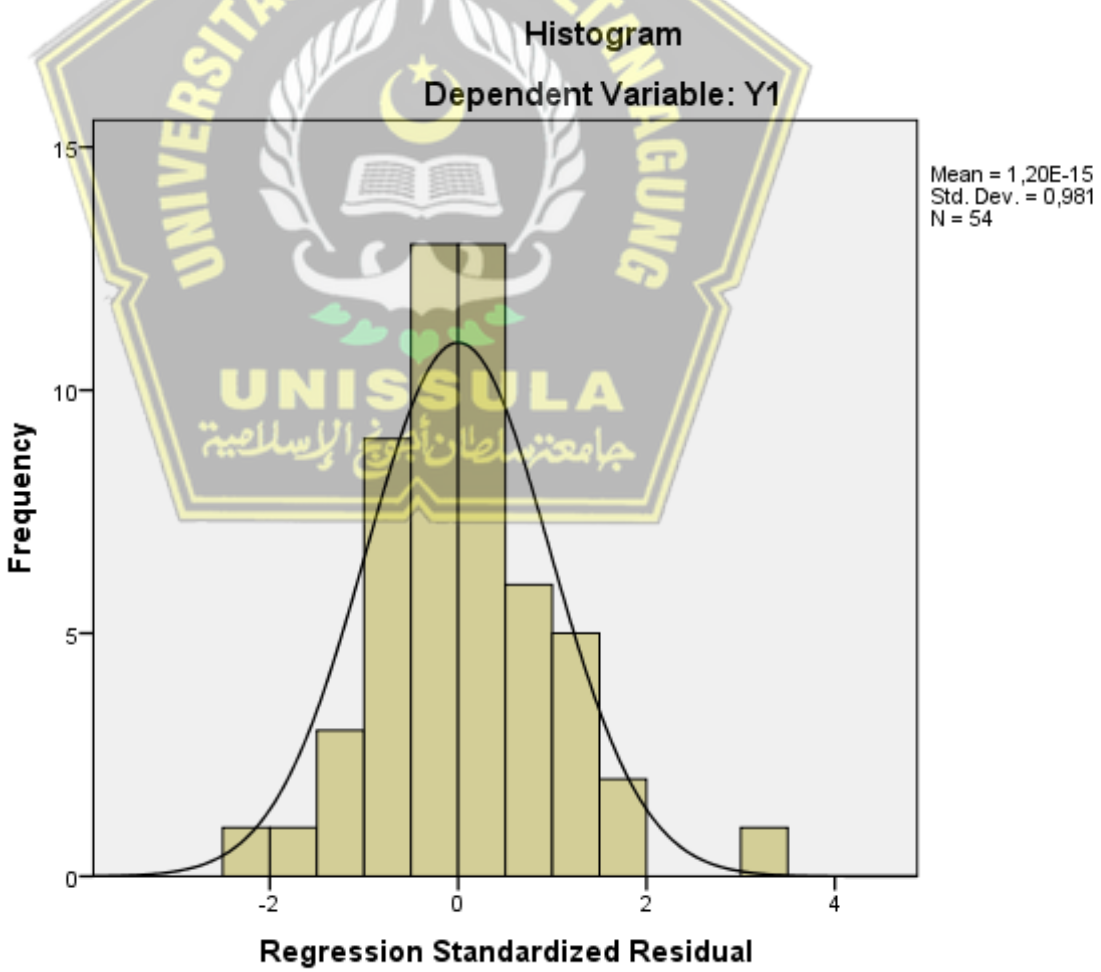
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2,982	1,000	,00	,00	,00
	2	,013	15,115	,98	,15	,07
	3	,005	24,867	,02	,85	,92

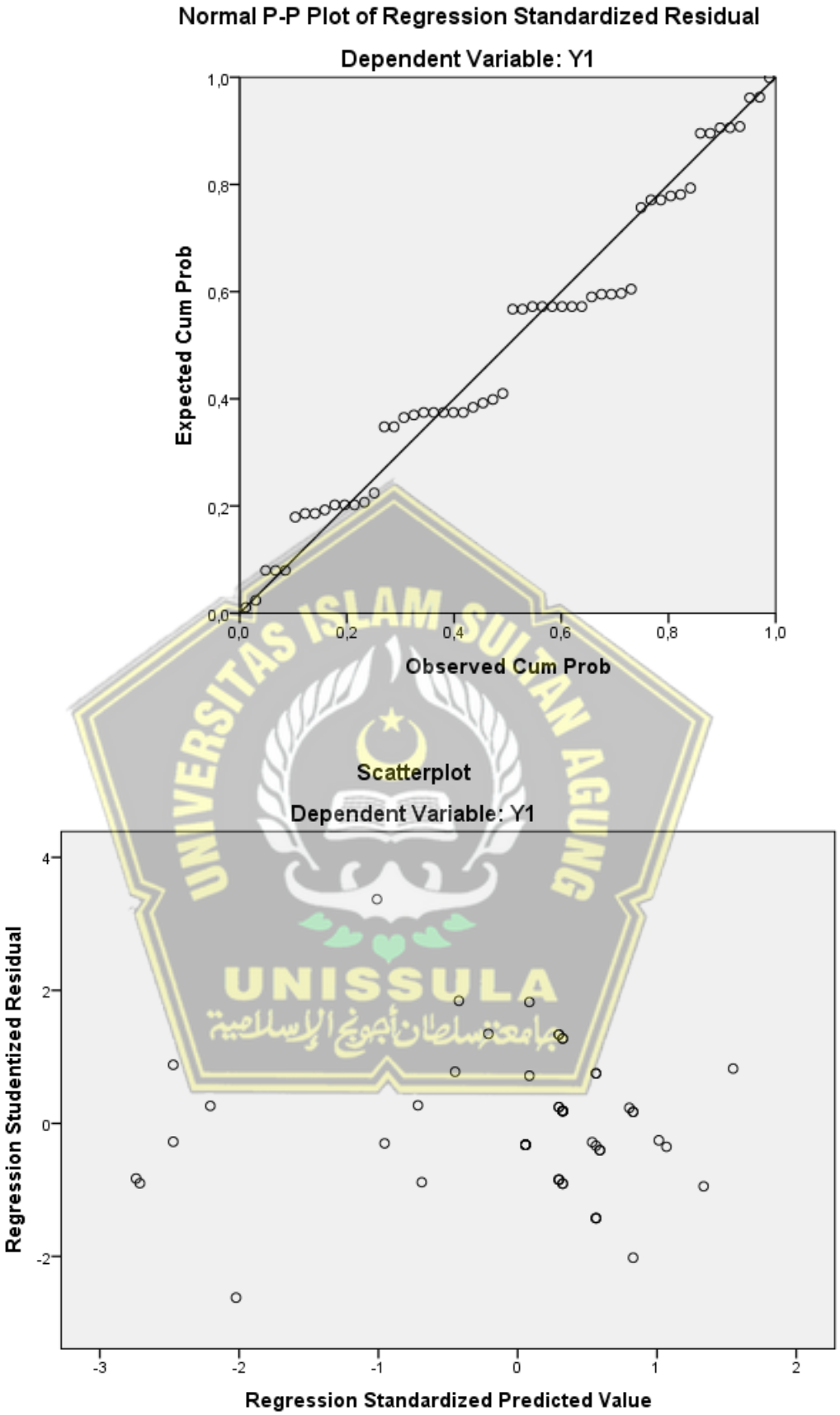
a. Dependent Variable: Y1

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2,1764	4,3195	3,5463	,50000	54
Std. Predicted Value	-2,740	1,546	,000	1,000	54
Standard Error of Predicted Value	,032	,111	,051	,021	54
Adjusted Predicted Value	2,2109	4,2967	3,5468	,49605	54
Residual	-,53528	,70885	,00000	,22816	54
Std. Residual	-2,301	3,048	,000	,981	54
Stud. Residual	-2,620	3,369	-,001	1,032	54
Deleted Residual	-,69379	,86634	-,00046	,25332	54
Stud. Deleted Residual	-2,789	3,784	,004	1,073	54
Mahal. Distance	,003	11,127	1,963	2,762	54
Cook's Distance	,000	,841	,040	,144	54
Centered Leverage Value	,000	,210	,037	,052	54

a. Dependent Variable: Y1




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y1
Expected Cum Prob
Observed Cum Prob
0,0
0,2
0,4
0,6
0,8
1,0
Scatterplot
Dependent Variable: Y1
Regression Studentized Residual
Regression Standardized Predicted Value
4
2
0
-2
-3
-2
-1
0
1
2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		54
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,22816050
Most Extreme Differences	Absolute	,134
	Positive	,134
	Negative	-,086
Test Statistic		,134
Asymp. Sig. (2-tailed)		,017[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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	,941[a]	,886	,879	,18271

a. Predictors: (Constant), Y1, X2, X1

b. Dependent Variable: Y2

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12,956	3	4,319	129,367	,000[b]
	Residual	1,669	50	,033		
	Total	14,625	53			

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)	,161	,179		,901	,372		
	X1	,258	,095	,264	2,731	,009	,243	4,108
	X2	,278	,094	,269	2,939	,005	,273	3,665
	Y1	,440	,110	,461	4,002	,000	,172	5,802

a. Dependent Variable: Y2

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	Y1
1	1	3,978	1,000	,00	,00	,00	,00
	2	,015	16,292	,96	,04	,02	,03
	3	,005	28,718	,02	,52	,64	,00
	4	,003	39,172	,02	,45	,34	,97

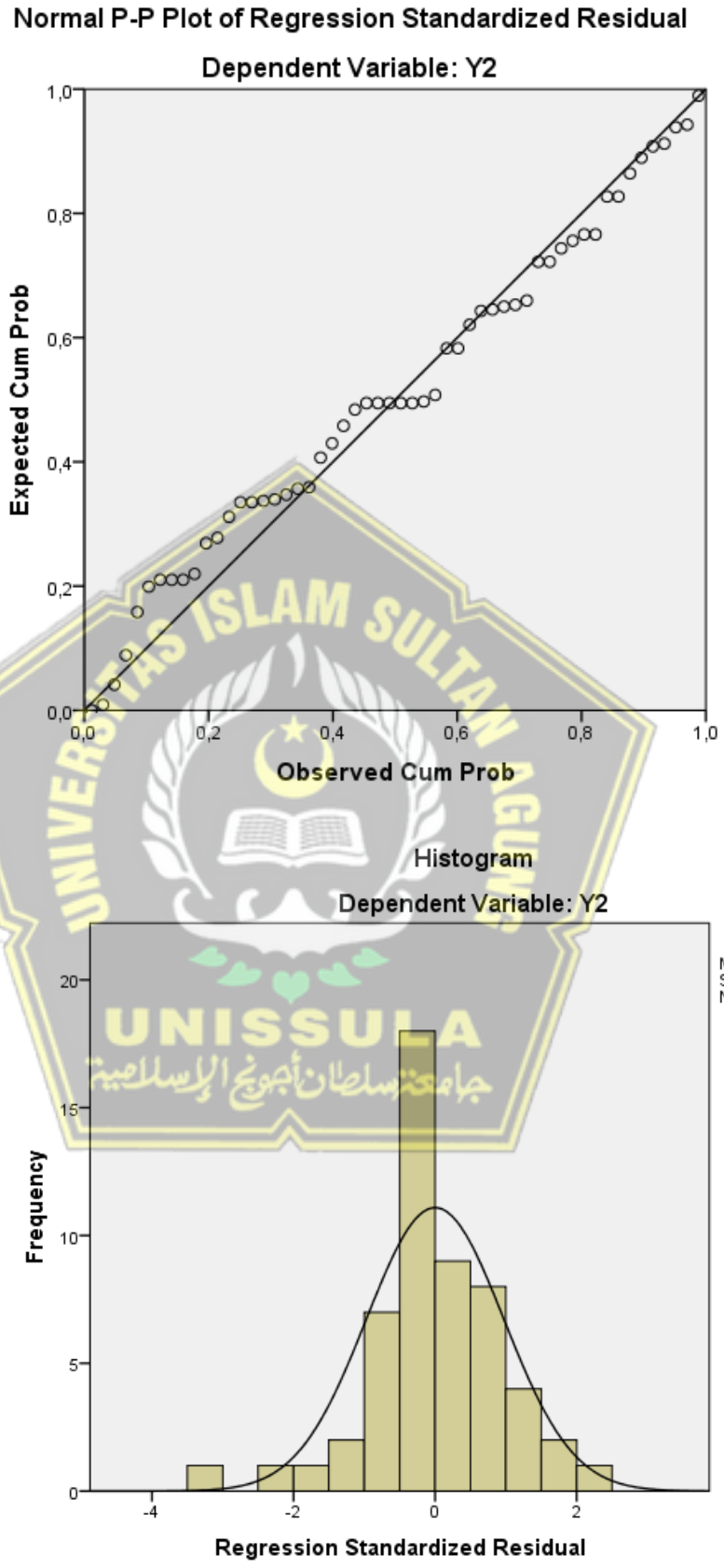
a. Dependent Variable: Y2

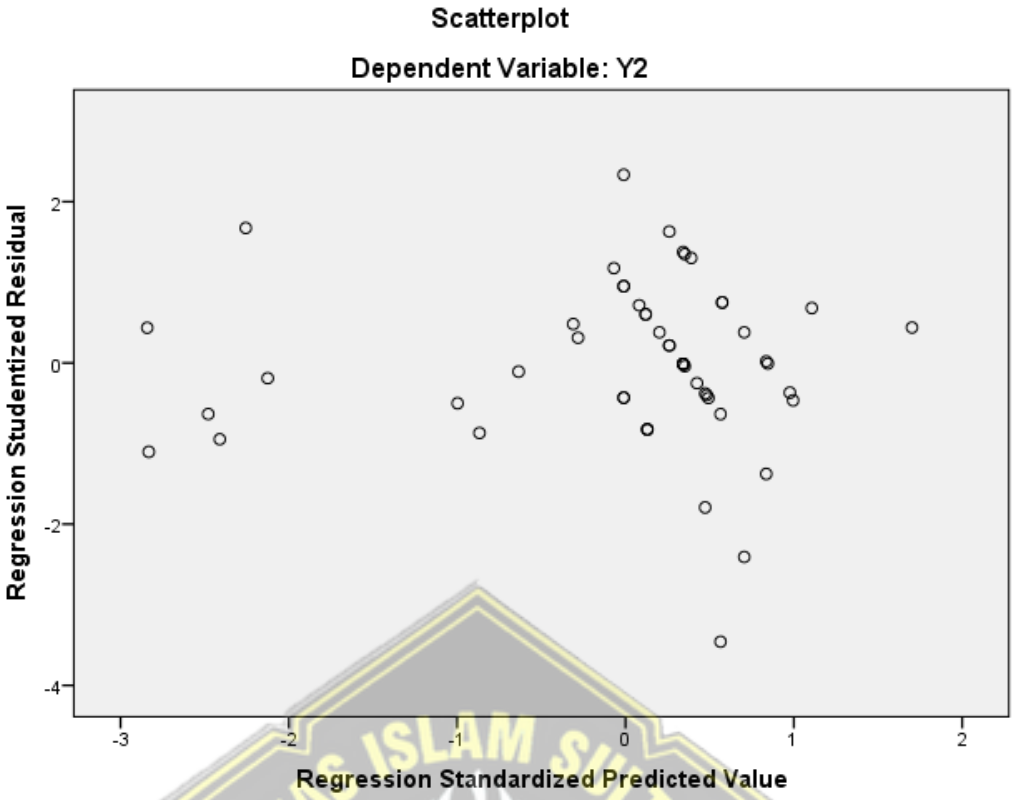
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2,1782	4,4248	3,5833	,49442	54
Std. Predicted Value	-2,842	1,702	,000	1,000	54
Standard Error of Predicted Value	,026	,110	,046	,019	54
Adjusted Predicted Value	2,1614	4,4142	3,5836	,49196	54
Residual	-,61251	,42216	,00000	,17746	54
Std. Residual	-3,352	2,311	,000	,971	54
Stud. Residual	-3,458	2,335	-,001	1,006	54
Deleted Residual	-,65178	,43104	-,00029	,19063	54
Stud. Deleted Residual	-3,925	2,449	-,009	1,051	54
Mahal. Distance	,110	18,305	2,944	3,730	54
Cook's Distance	,000	,192	,019	,035	54
Centered Leverage Value	,002	,345	,056	,070	54

a. Dependent Variable: Y2

Charts


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y2
Expected Cum Prob
Observed Cum Prob
0,0
0,2
0,4
0,6
0,8
1,0
Histogram
Dependent Variable: Y2
Mean = -1,62E-15
Std. Dev. = 0,971
N = 54
Frequency
Regression Standardized Residual
-4
-2
0
2
5
10
15
20



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		54
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,17746283
Most Extreme Differences	Absolute	,100
	Positive	,066
	Negative	-,100
Test Statistic		,100
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

D. Regresi Linear Berganda

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Gaya Kepemimpinan, OCB[b]	.	Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,910[a]	,828	,821	,23259

a. Predictors: (Constant), Gaya Kepemimpinan, OCB

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13,250	2	6,625	122,464	,000[b]
	Residual	2,759	51	,054		
	Total	16,009	53			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Gaya Kepemimpinan, OCB

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,033	,228		,146	,884
	OCB	,533	,094	,522	5,647	,000
	Gaya Kepemimpinan	,478	,100	,443	4,791	,000

a. Dependent Variable: Kepuasan Kerja

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Gaya Kepemimpinan, OCB[b]	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,941[a]	,886	,879	,18271

a. Predictors: (Constant), Kepuasan Kerja, Gaya Kepemimpinan, OCB

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12,956	3	4,319	129,367	,000[b]
	Residual	1,669	50	,033		
	Total	14,625	53			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan Kerja, Gaya Kepemimpinan, OCB

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,161	,179		,901	,372
	OCB	,258	,095	,264	2,731	,009
	Gaya Kepemimpinan	,278	,094	,269	2,939	,005
	Kepuasan Kerja	,440	,110	,461	4,002	,000

a. Dependent Variable: Kinerja Karyawan