

**PENGARUH EMPLOYEE ENGAGEMENT, EMOTIONAL INTELLIGENCE DAN KOMITMEN ORGANISASI TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) APARATUR SIPIL NEGARA (ASN) DI LINGKUNGAN BADAN PENGELOLAAN KEUANGAN DAN ASET DAERAH (BPKAD) KABUPATEN BREBES**

**SKRIPSI**

**Oleh :**

**Mila Yuliana Putri**

**NPM : 4118500331**

Diajukan Kepada :

**Program Studi Manajemen**

**Fakultas Ekonomi Dan Bisnis**

**Universitas Pancasakti Tegal**

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**LAMPIRAN**

**Lampiran 1** Kuesioner Penelitian

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Employee Engagement, Emotional Intelligence*, Dan Komitmen Organisasi terhadap *Organizational Citizenship Behavior* (OCB) Aparatur Sipil Negara (ASN) Di Lingkungan Badan Pengelolaan Keuangan dan Aset Daerah (BPKAD) Kabupaten Brebes

Kepada Yth

Bapak/Ibu/Sdr

Di tempat

Dengan Hormat

Dalam rangka menyelesaikan penelitian, kami Mahasiswi Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terima kasih.

Tegal, 21 Maret 2023 Hormat Kami

Mila Yuliana Putri

1. **Petunjuk Pengisian kuesioner**
2. Bapak/Ibu/Saudara/i dimohon menjawab setiap pertanyaan dengan memilih satu jawaban pada setiap pernyataan.
3. Ketersediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner ini merupakan suatu kehormatan dan sangat membantu peneliti.
4. Jawaban Bapak/Ibu/Saudara/i akan terjamin kerahasiannya.
5. Jawablah semua pernyataan dengan jujur,baik dan benar, karena hasil penelitian tidak akan mempengaruhi penilaian pada kinerja.
6. Isilah dengan memberikan tanda checklist/centang (√) pada kotak yang tersedia di jawaban yang anda pilih dan sesuai dengan kondisi yang sebenarnya yang ada pada Badan Pengelolaan Keuangan dan Aset Daerah (BPKAD) Kabupaten Brebes.

Keterangan Pilihan jawaban :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. **Karakteristik Responden**
2. Nama :
3. Jenis Kelamin :

Laki – Laki

Perempuan

1. Umur :

20 – 25 tahun

26 – 30 tahun

31 – 35 tahun

36 – 40 tahun

41 – 45 tahun

1. Pendidikan Terakhir :

SMA / SMK

DII / DIII

S1

S2

1. Masa Kerja :

1 – 5 tahun

6 – 10 tahun

>10 tahun

1. **Daftar Pernyataan Variabel *Organizational Citizenship Behavior* (OCB) (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Pegawai akan siap membantu rekan kerja yang membutuhkan bantuan / referensi |  |  |  |  |  |
| 2 | Pegawai sering membantu rekan kerja yang pekerjaanya sedang overload |  |  |  |  |  |
| 3 | Pegawai akan membantu rekan kerja yang baru untuk beradpatasi meskipun sebenarnya tidak diharuskan |  |  |  |  |  |
| 4 | Pegawai selalu berfikiran positif terhadap kebijakan yang ditetapkan instansi |  |  |  |  |  |
| 5 | Pegawai selalu mempertimbangkan hal-hal terbaik demi kemajuan instansi kedepannya |  |  |  |  |  |
| 6 | Pegawai bersedia memikul tanggung jawab akan pekerjaanya |  |  |  |  |  |
| 7. | Pegawai selalu datang lebih awal sebelum jadwal kerja dimulai atau pada agenda yang dilakukan instansi |  |  |  |  |  |
| 8 | Pegawai selalu fokus pada hal – hal positif |  |  |  |  |  |
| 9 | Pegawai selalu menilai kebijakan yang dilakukan instansi adalah benar dan terbaik untuk pegawai |  |  |  |  |  |
| 10 | Pegawai tidak banyak protes dan mengeluh tentang tugas dan kebijakan instansi yang diberikan |  |  |  |  |  |
| 11 | Pegawai tidak menyalahgunakan atau menganggu hak-hak rekan kerja yang lain. |  |  |  |  |  |
| 12 | Pegawai tidak membesar-besarkan masalah diluar proporsinya |  |  |  |  |  |
| 13 | Pegawai mengajak rekan kerja untuk *sharing* mengenai kendala atau masalah yang dihadapi dalam menyelesaikan tugasnya. |  |  |  |  |  |
| 14 | Pegawai selalu menghindari konflik dengan rekan kerja |  |  |  |  |  |

1. **Daftar Pernyataan Variabel *Employee Engagement* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 13 | Pegawai merasa bersemangat ketika akan memulai pekerjaan |  |  |  |  |  |
| 14 | Pegawai menghadapi permasalahan tugas yang sulit dan kendala yang dihadapi dalam menyelesaikan tugasnya. |  |  |  |  |  |
| 15 | Pegawai mempunyai mental yang kuat dalam menghadapi permasalahan tugas yang telah diberikan instansi. |  |  |  |  |  |
| 16 | Pegawai merasa sangat antusias dengan pekerjaan ini. |  |  |  |  |  |
| 17 | Pegawai merasa pekerjaan ini memberikan inspirasi untuk kedepannya |  |  |  |  |  |
| 18 | Pegawai merasa bangga ketika semua *deadline* pekerjaan sudah selesai tepat waktu |  |  |  |  |  |
| 19 | Pegawai menyukai tantangan pekerjaan |  |  |  |  |  |
| 20 | Pegawai selalu fokus dengan pekerjaanya |  |  |  |  |  |
| 21 | Pegawai bersedia bekerja lembur demi menyelesaikan pekerjaan tepat waktu. |  |  |  |  |  |
| 22 | Pegawai merasa jika pekerjaan dilakukan dengan senang hati akan terasa lebih cepat selesai. |  |  |  |  |  |

1. **Daftar Pernyataan Variabel *Emotional Intelligence* (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 23 | Pegawai dapat memahami emosi yang terjadi pada diri sendiri |  |  |  |  |  |
| 24 | Pegawai dapat mengelola dan mengendalikan emosi diri sendiri dalam situasi apapun |  |  |  |  |  |
| 25 | Pegawai mampu mengatasi kesulitan dalam menyelesaikan masalah dan kendala yang dihadapi dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 26 | Pegawai dapat memotivasi diri sendiri dalam mencapai sasaran karir |  |  |  |  |  |
| 27 | Pegawai memiliki rasa optimisme yang tinggi |  |  |  |  |  |
| 28 | Pegawai mampu menunjukan rasa empati dan simpati pada rekan kerja ketika mereka merasa kesulitan |  |  |  |  |  |
| 29 | Pegawai mampu mendengarkan keluhan rekan kerja tentang pekerjaan yang sulit |  |  |  |  |  |
| 30 | Pegawai mempunyai rasa empati yang tinggi |  |  |  |  |  |
| 31 | Pegawai selalu berusaha memahami kepentingan dari atasan maupun rekan kerja lainnya. |  |  |  |  |  |
| 32 | Pegawai memiliki kemampuan yang baik dalam mengikat jaringan kerja dan dalam hubungan sosial |  |  |  |  |  |

**4**. **Daftar Pernyataan Variabel**  **Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 38 | Pegawai akan merasa bahagia menghabiskan sisa karir di instansi ini. |  |  |  |  |  |
| 39 | Pegawai mempunyai kepeduliaan terhadap masalah yang dihadapi instansi |  |  |  |  |  |
| 41 | Pegawai merasa akan lebih menguntungkan untuk tetap bertahan dalam instansi yang sekarang dan hal tersebut menimbulkan komitmen dalam dirinya. |  |  |  |  |  |
| 42 | Pegawai selalu berfikir bahwa penyelesaian pekerjaan tepat waktu sangat penting untuk kesuksesan karir |  |  |  |  |  |
| 43 | Pegawai loyal terhadap instansi penting untuk dimiliki oleh setiap pegawai |  |  |  |  |  |
| 44 | Pegawai mempunyai sikap setia terhadap instansi |  |  |  |  |  |
| 45 | Pegawai mempunyai rasa kebanggan bekerja di instansi ini |  |  |  |  |  |

**Lampiran 2**

Jawaban Responden Pertanyaan Variabel *Organizational Citizenship Behavior* (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **Jumlah Jawaban Responden** | | | | | | | | | | | | | | **∑ Y** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** |
| **1** | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 63 |
| **2** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **3** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 67 |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| **5** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **6** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| **7** | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 59 |
| **8** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 43 |
| **9** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| **10** | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 66 |
| **11** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| **12** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| **13** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **14** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| **15** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 54 |
| **16** | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 5 | 5 | 54 |
| **17** | 3 | 3 | 3 | 5 | 3 | 1 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 43 |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **19** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **21** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **22** | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 5 | 4 | 4 | 4 | 50 |
| **23** | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 62 |
| **24** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 53 |
| **25** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 60 |
| **26** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 54 |
| **27** | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 50 |
| **28** | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 63 |
| **29** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 57 |
| **30** | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 57 |
| **31** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 67 |
| **32** | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 58 |
| **33** | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 61 |
| **34** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **35** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| **36** | 4 | 4 | 3 | 3 | 5 | 3 | 5 | 1 | 5 | 5 | 5 | 3 | 5 | 5 | 56 |
| **37** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 61 |
| **38** | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 58 |
| **39** | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 46 |
| **40** | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 47 |
| **41** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| **42** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 59 |
| **43** | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 57 |
| **44** | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 54 |
| **45** | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 48 |
| **46** | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| **47** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 60 |
| **48** | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |

**Lampiran 3**

Jawaban Responden Pertanyaan Variabel *Employee Engagement* (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **Jumlah Jawaban Responden** | | | | | | | | | | ∑ **X1** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| **1** | 5 | 4 | 4 | 1 | 3 | 2 | 3 | 1 | 2 | 2 | 27 |
| **2** | 4 | 4 | 4 | 1 | 3 | 3 | 5 | 1 | 5 | 4 | 34 |
| **3** | 5 | 4 | 5 | 5 | 2 | 3 | 4 | 5 | 5 | 5 | 43 |
| **4** | 5 | 5 | 5 | 1 | 2 | 2 | 4 | 1 | 1 | 3 | 29 |
| **5** | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 34 |
| **6** | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| **7** | 4 | 3 | 3 | 1 | 2 | 1 | 1 | 2 | 3 | 3 | 23 |
| **8** | 5 | 5 | 4 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 30 |
| **9** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| **10** | 3 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 16 |
| **11** | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| **12** | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 23 |
| **13** | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| **14** | 4 | 4 | 4 | 1 | 2 | 4 | 2 | 1 | 4 | 4 | 30 |
| **15** | 5 | 5 | 5 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 29 |
| **16** | 5 | 4 | 4 | 1 | 4 | 5 | 3 | 1 | 1 | 1 | 29 |
| **17** | 5 | 5 | 5 | 3 | 1 | 4 | 1 | 3 | 2 | 2 | 31 |
| **18** | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 1 | 3 | 2 | 19 |
| **19** | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 19 |
| **20** | 5 | 5 | 5 | 2 | 5 | 3 | 4 | 3 | 4 | 3 | 39 |
| **21** | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 33 |
| **22** | 4 | 3 | 5 | 2 | 4 | 2 | 5 | 2 | 2 | 1 | 30 |
| **23** | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 41 |
| **24** | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 23 |
| **25** | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 24 |
| **26** | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 27 |
| **27** | 4 | 4 | 3 | 1 | 2 | 1 | 3 | 2 | 3 | 3 | 26 |
| **28** | 4 | 3 | 3 | 3 | 3 | 1 | 2 | 1 | 2 | 2 | 24 |
| **29** | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| **30** | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 39 |
| **31** | 5 | 5 | 5 | 1 | 2 | 2 | 5 | 1 | 5 | 5 | 36 |
| **32** | 5 | 5 | 5 | 2 | 4 | 4 | 3 | 5 | 3 | 4 | 40 |
| **33** | 4 | 3 | 4 | 3 | 2 | 1 | 3 | 2 | 3 | 3 | 28 |
| **34** | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| **35** | 3 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 3 | 2 | 16 |
| **36** | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 13 |
| **37** | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 16 |
| **38** | 3 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 20 |
| **39** | 4 | 3 | 4 | 2 | 2 | 1 | 3 | 2 | 3 | 2 | 26 |
| **40** | 5 | 5 | 5 | 3 | 4 | 2 | 4 | 2 | 5 | 4 | 39 |
| **41** | 5 | 5 | 5 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 35 |
| **42** | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 17 |
| **43** | 4 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 1 | 2 | 20 |
| **44** | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 32 |
| **45** | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 27 |
| **46** | 5 | 4 | 4 | 1 | 2 | 2 | 2 | 1 | 2 | 3 | 26 |
| **47** | 4 | 4 | 4 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 25 |
| **48** | 5 | 4 | 5 | 2 | 2 | 2 | 5 | 2 | 2 | 5 | 34 |

**Lampiran 4**

Jawaban Responden Pertanyaan Variabel *Emotional intelligence* (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **Jumlah Jawaban Responden** | | | | | | | | | | ∑ **X2** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| **1** | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| **2** | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| **3** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **5** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **6** | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 47 |
| **7** | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 40 |
| **8** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| **9** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| **10** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| **11** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **12** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **13** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **14** | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 38 |
| **15** | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 29 |
| **16** | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 34 |
| **17** | 4 | 1 | 5 | 5 | 1 | 5 | 3 | 5 | 2 | 4 | 35 |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **19** | 5 | 3 | 3 | 3 | 2 | 5 | 3 | 5 | 3 | 4 | 36 |
| **20** | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| **21** | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| **22** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **24** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 36 |
| **25** | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| **26** | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| **27** | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 33 |
| **28** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **29** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| **30** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| **31** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| **32** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| **33** | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| **34** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **35** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **36** | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 48 |
| **37** | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 3 | 5 | 44 |
| **38** | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 38 |
| **39** | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 35 |
| **40** | 3 | 4 | 4 | 2 | 2 | 5 | 3 | 4 | 2 | 3 | 32 |
| **41** | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 35 |
| **42** | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 2 | 4 | 33 |
| **43** | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 4 | 29 |
| **44** | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 31 |
| **45** | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 35 |
| **46** | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| **47** | 3 | 4 | 4 | 3 | 2 | 4 | 2 | 4 | 3 | 4 | 33 |
| **48** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

**Lampiran 5**

Jawaban Responden Pertanyaan Variabel Komitmen Organisasi (X3)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **Jumlah Jawaban Responden** | | | | | | |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| **1** | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 20 |
| **2** | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 23 |
| **3** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| **4** | 3 | 2 | 3 | 4 | 4 | 2 | 4 | 22 |
| **5** | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 25 |
| **6** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| **7** | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 |
| **8** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| **9** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| **10** | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 11 |
| **11** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| **12** | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 23 |
| **13** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| **14** | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 23 |
| **15** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| **16** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **19** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **21** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **22** | 1 | 1 | 2 | 3 | 3 | 2 | 3 | 15 |
| **23** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **24** | 2 | 1 | 2 | 3 | 4 | 2 | 2 | 16 |
| **25** | 2 | 2 | 2 | 4 | 4 | 3 | 3 | 20 |
| **26** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| **27** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 31 |
| **28** | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 17 |
| **29** | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| **30** | 2 | 3 | 2 | 5 | 2 | 5 | 5 | 24 |
| **31** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **32** | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 32 |
| **33** | 3 | 3 | 3 | 4 | 2 | 3 | 1 | 19 |
| **34** | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 7 |
| **35** | 3 | 2 | 1 | 5 | 5 | 1 | 2 | 19 |
| **36** | 3 | 1 | 1 | 5 | 3 | 2 | 2 | 17 |
| **37** | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 9 |
| **38** | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 14 |
| **39** | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 22 |
| **40** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **42** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| **43** | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 19 |
| **44** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| **45** | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 24 |
| **46** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| **47** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| **48** | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 30 |

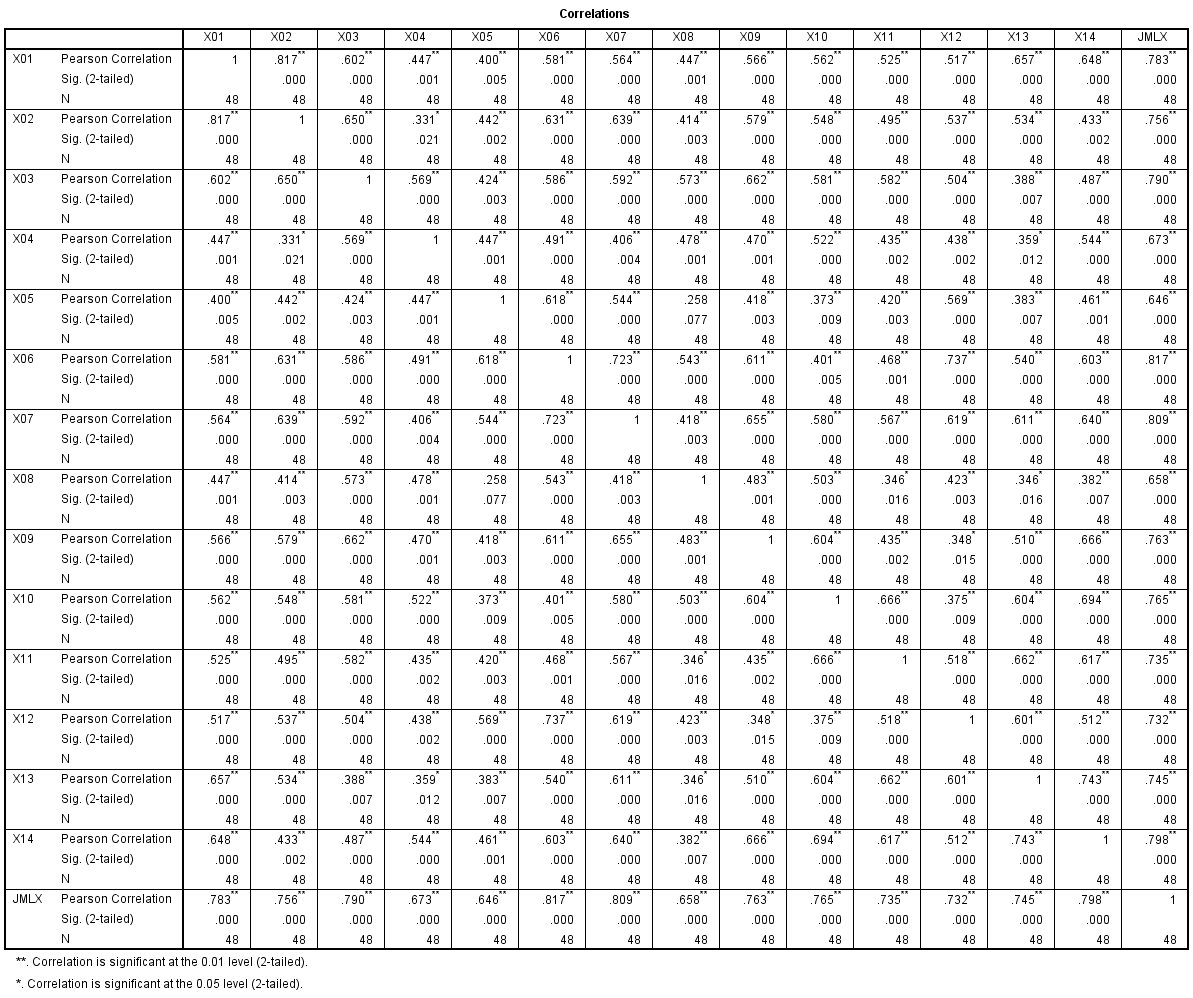
**Lampiran 6**

r tabel

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **N** | **The level of significance** | | **N** | **The level of significance** | |
| **5%** | **1%** | **5%** | **1%** |
| **3** | **0.997** | **0.999** | **38** | **0.320** | **0.413** |
| **4** | **0.950** | **0.990** | **39** | **0.316** | **0.408** |
| **5** | **0.878** | **0.959** | **40** | **0.312** | **0.403** |
| **6** | **0.811** | **0.917** | **41** | **0.308** | **0.398** |
| **7** | **0.754** | **0.874** | **42** | **0.304** | **0.393** |
| **8** | **0.707** | **0.834** | **43** | **0.301** | **0.389** |
| **9** | **0.666** | **0.798** | **44** | **0.297** | **0.384** |
| **10** | **0.632** | **0.765** | **45** | **0.294** | **0.380** |
| **11** | **0.602** | **0.735** | **46** | **0.291** | **0.376** |
| **12** | **0.576** | **0.708** | **47** | **0.288** | **0.372** |
| **13** | **0.553** | **0.684** | **48** | **0.284** | **0.368** |
| **14** | **0.532** | **0.661** | **49** | **0.281** | **0.364** |
| **15** | **0.514** | **0.641** | **50** | **0.279** | **0.361** |
| **16** | **0.497** | **0.623** | **55** | **0.266** | **0.345** |
| **17** | **0.482** | **0.606** | **60** | **0.254** | **0.330** |
| **18** | **0.468** | **0.590** | **65** | **0.244** | **0.317** |
| **19** | **0.456** | **0.575** | **70** | **0. 235** | **0.306** |
| **20** | **0.444** | **0.561** | **75** | **0.227** | **0.296** |
| **21** | **0.433** | **0.549** | **80** | **0.220** | **0.286** |
| **22** | **0.432** | **0.537** | **85** | **0.213** | **0.278** |
| **23** | **0.413** | **0.526** | **90** | **0.207** | **0.267** |
| **24** | **0.404** | **0.515** | **95** | **0.202** | **0.263** |
| **25** | **0.396** | **0.505** | **100** | **0.195** | **0.256** |
| **26** | **0.388** | **0.496** | **125** | **0.176** | **0.230** |
| **27** | **0.381** | **0.487** | **150** | **0.159** | **0.210** |
| **28** | **0.374** | **0.478** | **175** | **0.148** | **0.194** |
| **29** | **0.367** | **0.470** | **200** | **0.138** | **0.181** |
| **30** | **0.361** | **0.463** | **300** | **0.113** | **0.148** |
| **31** | **0.355** | **0.456** | **400** | **0.098** | **0.128** |
| **32** | **0.349** | **0.449** | **500** | **0.088** | **0.115** |
| **33** | **0.344** | **0.442** | **600** | **0.080** | **0.105** |
| **34** | **0.339** | **0.436** | **700** | **0.074** | **0.097** |
| **35** | **0.334** | **0.430** | **800** | **0.070** | **0.091** |
| **36** | **0.329** | **0.424** | **900** | **0.065** | **0.086** |
| **37** | **0.325** | **0.418** | **1000** | **0.062** | **0.081** |

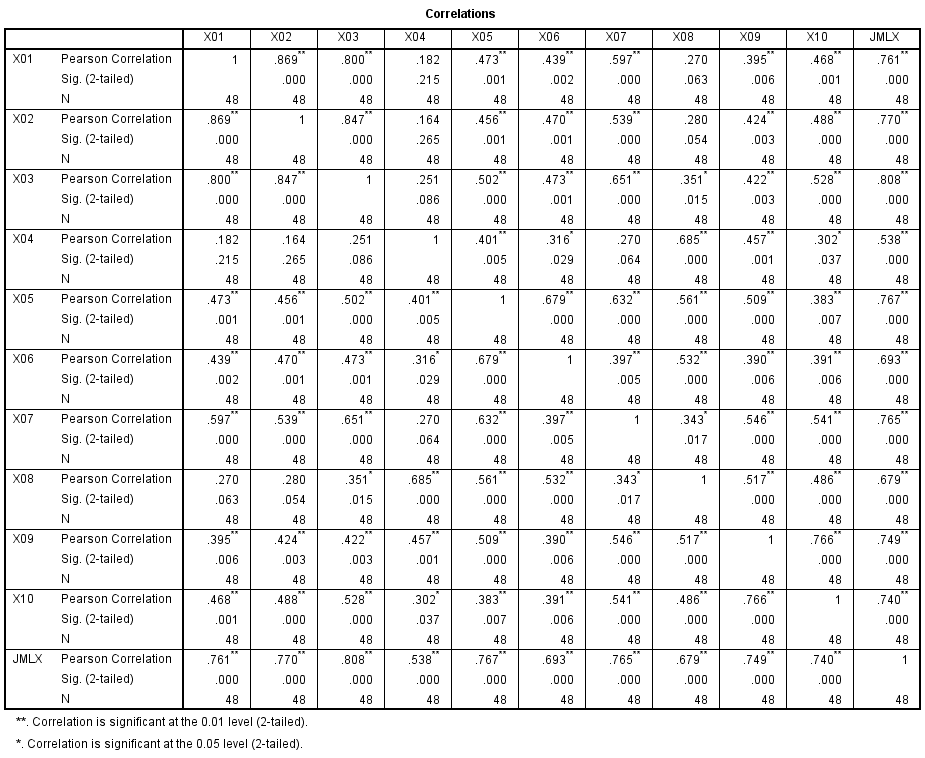
**Lampiran 7**

**Uji Validitas Variabel *Organizational Citizenship Behavior* (Y)**



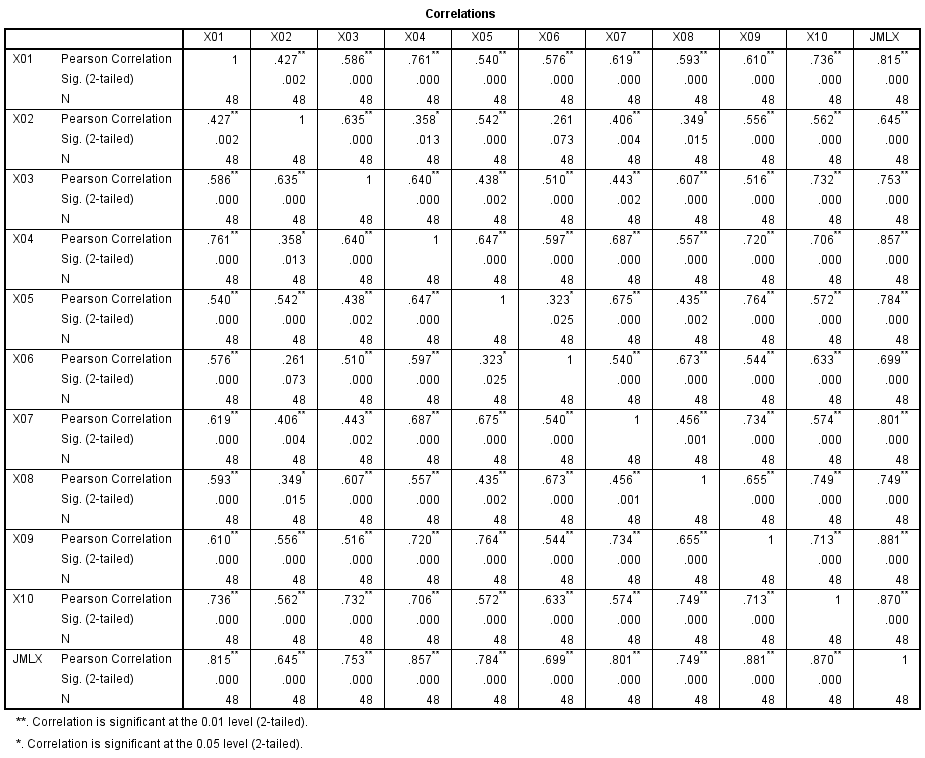
**Lampiran 8**

**Uji Validitas Variabel *Employee Engagement* (X1)**



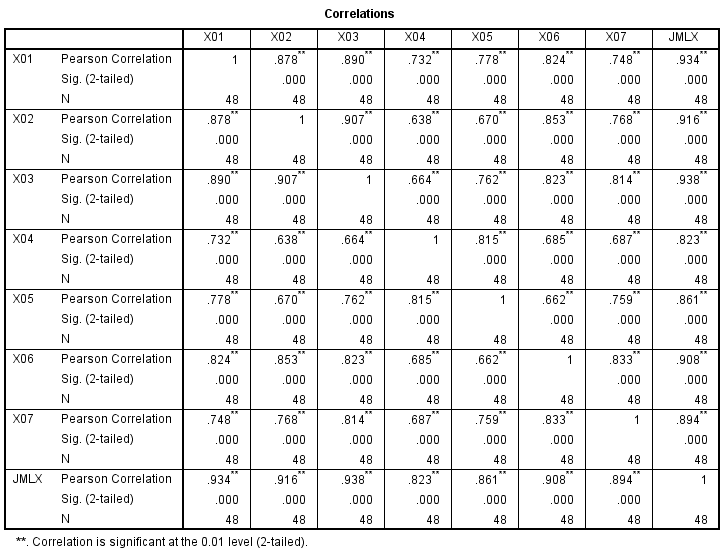
**Lampiran 9**

**Uji Validitas Variabel *Emotional Intelligence* (X2)**

****

**Lampiran 10**

**Uji Validitas Variabel Komitmen Organisasi(X3)**

****

**Lampiran 11**

**Reliabilitas**

**Hasil Uji Reliabilitas *Organizational Citizenship Behavior* (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| *Cronbach's Alpha* | N of Items |
| .958 | 14 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| *Cronbach's Alpha* | *N of Items* |
| .881 | 10 |

**Hasil Uji Reliabilitas *Employee Engagement* (X1)**

**Hasil Uji Reliabilitas *Emotional Intelligence* (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| *Cronbach's Alpha* | *N of Items* |
| .921 | 10 |

**Hasil Uji Reliabilitas Komitmen Organisasi (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| *Cronbach's Alpha* | N of Items |
| .964 | 7 |

**Lampiran 12**

**Hasil Uji Normalitas *Kolmogorov-Smirnov***

|  |  |  |
| --- | --- | --- |
| ***One-Sample Kolmogorov-Smirnov Test*** | | |
|  | | *Unstandardized Residual* |
| *N* | | 48 |
| *Normal Parametersa,b* | *Mean* | .0000000 |
| *Std. Deviation* | 5.14053129 |
| *Most Extreme Differences* | *Absolute* | .072 |
| *Positive* | .052 |
| *Negative* | -.072 |
| *Test Statistic* | | .072 |
| *Asymp. Sig. (2-tailed)* | | .200c,d |

Sumber : Data SPSS 22 (2023)

**Lampiran 13**

**Data Uji MSI *Organizational Citizenship Behavior* (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** |
| 1 | 4,250 | 4,327 | 3,324 | 5,223 | 5,074 | 4,539 | 5,417 | 2,862 | 4,190 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 2 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 3 | 5,638 | 4,327 | 5,417 | 5,223 | 5,074 | 3,266 | 5,417 | 4,583 | 4,190 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 4 | 4,250 | 4,327 | 4,298 | 4,049 | 3,832 | 3,266 | 3,989 | 1,911 | 4,190 | 3,982 | 4,069 | 4,228 | 4,190 | 4,024 |
| 5 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 6 | 5,638 | 5,709 | 5,417 | 5,223 | 3,832 | 3,266 | 5,417 | 2,862 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 7 | 4,250 | 3,000 | 4,298 | 5,223 | 3,832 | 3,266 | 5,417 | 4,583 | 4,190 | 3,982 | 4,069 | 4,228 | 4,190 | 5,264 |
| 8 | 3,000 | 3,000 | 3,324 | 3,000 | 2,903 | 2,143 | 2,755 | 2,862 | 3,000 | 2,976 | 3,036 | 4,228 | 3,000 | 3,000 |
| 9 | 3,000 | 3,000 | 3,324 | 3,000 | 2,903 | 2,143 | 2,755 | 2,862 | 3,000 | 2,976 | 3,036 | 3,000 | 3,000 | 3,000 |
| 10 | 5,638 | 4,327 | 5,417 | 5,223 | 5,074 | 4,539 | 3,989 | 3,647 | 5,472 | 5,272 | 5,342 | 5,542 | 4,190 | 5,264 |
| 11 | 4,250 | 4,327 | 4,298 | 4,049 | 3,832 | 3,266 | 3,989 | 3,647 | 4,190 | 3,982 | 4,069 | 4,228 | 4,190 | 4,024 |
| 12 | 4,250 | 4,327 | 4,298 | 4,049 | 3,832 | 3,266 | 3,989 | 3,647 | 4,190 | 3,982 | 4,069 | 4,228 | 4,190 | 4,024 |
| 13 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 14 | 4,250 | 4,327 | 3,324 | 4,049 | 3,832 | 3,266 | 3,989 | 2,862 | 4,190 | 3,982 | 4,069 | 4,228 | 4,190 | 4,024 |
| 15 | 4,250 | 4,327 | 3,324 | 3,000 | 3,832 | 3,266 | 3,989 | 2,862 | 4,190 | 3,982 | 4,069 | 4,228 | 4,190 | 5,264 |
| 16 | 5,638 | 4,327 | 3,324 | 5,223 | 2,903 | 2,143 | 2,755 | 2,862 | 4,190 | 5,272 | 3,036 | 3,000 | 5,472 | 5,264 |
| 17 | 3,000 | 3,000 | 3,324 | 5,223 | 2,903 | 1,000 | 2,000 | 2,862 | 3,000 | 3,982 | 4,069 | 3,000 | 3,000 | 3,000 |
| 18 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 19 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 20 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 21 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 22 | 4,250 | 4,327 | 4,298 | 3,000 | 2,000 | 2,143 | 3,989 | 1,911 | 3,000 | 3,982 | 5,342 | 4,228 | 4,190 | 4,024 |
| 23 | 4,250 | 5,709 | 5,417 | 4,049 | 5,074 | 3,266 | 5,417 | 3,647 | 4,190 | 5,272 | 4,069 | 5,542 | 4,190 | 4,024 |
| 24 | 4,250 | 4,327 | 4,298 | 5,223 | 3,832 | 3,266 | 3,989 | 2,862 | 3,000 | 3,982 | 4,069 | 4,228 | 3,000 | 3,000 |
| 25 | 5,638 | 5,709 | 5,417 | 4,049 | 3,832 | 3,266 | 3,989 | 3,647 | 5,472 | 3,982 | 4,069 | 4,228 | 4,190 | 4,024 |
| 26 | 4,250 | 4,327 | 4,298 | 5,223 | 3,832 | 3,266 | 3,989 | 1,911 | 4,190 | 2,976 | 4,069 | 4,228 | 4,190 | 4,024 |
| 27 | 4,250 | 4,327 | 4,298 | 3,000 | 2,903 | 3,266 | 3,989 | 3,647 | 4,190 | 2,976 | 3,036 | 3,000 | 4,190 | 3,000 |
| 28 | 4,250 | 4,327 | 4,298 | 5,223 | 5,074 | 4,539 | 3,989 | 4,583 | 4,190 | 5,272 | 5,342 | 4,228 | 4,190 | 5,264 |
| 29 | 4,250 | 4,327 | 4,298 | 4,049 | 3,832 | 3,266 | 3,989 | 3,647 | 5,472 | 3,982 | 4,069 | 4,228 | 4,190 | 4,024 |
| 30 | 4,250 | 4,327 | 5,417 | 4,049 | 5,074 | 3,266 | 3,989 | 2,862 | 5,472 | 3,982 | 4,069 | 4,228 | 3,000 | 4,024 |
| 31 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 2,862 | 5,472 | 5,272 | 4,069 | 5,542 | 5,472 | 5,264 |
| 32 | 5,638 | 4,327 | 4,298 | 4,049 | 2,903 | 2,143 | 3,989 | 4,583 | 5,472 | 5,272 | 4,069 | 3,000 | 4,190 | 5,264 |
| 33 | 5,638 | 5,709 | 4,298 | 4,049 | 5,074 | 4,539 | 3,989 | 3,647 | 4,190 | 3,982 | 3,036 | 5,542 | 4,190 | 5,264 |
| 34 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 35 | 5,638 | 5,709 | 5,417 | 5,223 | 5,074 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |
| 36 | 4,250 | 4,327 | 3,324 | 3,000 | 5,074 | 2,143 | 5,417 | 1,000 | 5,472 | 5,272 | 5,342 | 3,000 | 5,472 | 5,264 |
| 37 | 5,638 | 5,709 | 5,417 | 5,223 | 3,832 | 3,266 | 5,417 | 2,862 | 5,472 | 5,272 | 4,069 | 3,000 | 3,000 | 5,264 |
| 38 | 5,638 | 5,709 | 4,298 | 3,000 | 3,832 | 3,266 | 3,989 | 2,862 | 4,190 | 3,982 | 5,342 | 4,228 | 5,472 | 4,024 |
| 39 | 4,250 | 4,327 | 3,324 | 3,000 | 3,832 | 2,143 | 3,989 | 1,911 | 3,000 | 2,976 | 3,036 | 4,228 | 3,000 | 3,000 |
| 40 | 4,250 | 4,327 | 2,000 | 4,049 | 3,832 | 3,266 | 3,989 | 2,862 | 4,190 | 2,000 | 2,000 | 4,228 | 3,000 | 3,000 |
| 41 | 4,250 | 4,327 | 4,298 | 4,049 | 3,832 | 3,266 | 3,989 | 3,647 | 4,190 | 3,982 | 4,069 | 4,228 | 4,190 | 4,024 |
| 42 | 5,638 | 4,327 | 4,298 | 4,049 | 3,832 | 3,266 | 3,989 | 2,862 | 4,190 | 3,982 | 4,069 | 5,542 | 5,472 | 5,264 |
| 43 | 5,638 | 4,327 | 3,324 | 4,049 | 5,074 | 3,266 | 3,989 | 1,911 | 3,000 | 2,976 | 5,342 | 5,542 | 5,472 | 5,264 |
| 44 | 5,638 | 5,709 | 3,324 | 3,000 | 3,832 | 2,143 | 3,989 | 3,647 | 3,000 | 5,272 | 4,069 | 4,228 | 4,190 | 3,000 |
| 45 | 3,000 | 3,000 | 3,324 | 3,000 | 2,903 | 2,143 | 3,989 | 2,862 | 4,190 | 3,982 | 3,036 | 4,228 | 4,190 | 4,024 |
| 46 | 4,250 | 4,327 | 3,324 | 3,000 | 5,074 | 3,266 | 3,989 | 2,862 | 4,190 | 3,982 | 4,069 | 4,228 | 4,190 | 4,024 |
| 47 | 5,638 | 5,709 | 5,417 | 4,049 | 3,832 | 3,266 | 3,989 | 3,647 | 4,190 | 3,982 | 5,342 | 4,228 | 4,190 | 4,024 |
| 48 | 5,638 | 5,709 | 4,298 | 4,049 | 2,000 | 4,539 | 5,417 | 4,583 | 5,472 | 5,272 | 5,342 | 5,542 | 5,472 | 5,264 |

**Lampiran 14**

**Data Uji MSI *Employee Engagement* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | ***Succesive Interval*** | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4,229 | 3,224 | 3,163 | 1,000 | 2,870 | 2,145 | 2,743 | 1,000 | 1,907 | 1,943 |
| 2 | 3,138 | 3,224 | 3,163 | 1,000 | 2,870 | 2,875 | 4,235 | 1,000 | 4,082 | 3,517 |
| 3 | 4,229 | 3,224 | 4,062 | 4,379 | 2,141 | 2,875 | 3,438 | 3,941 | 4,082 | 4,409 |
| 4 | 4,229 | 4,217 | 4,062 | 1,000 | 2,141 | 2,145 | 3,438 | 1,000 | 1,000 | 2,731 |
| 5 | 3,138 | 2,544 | 2,483 | 2,164 | 3,392 | 3,520 | 3,438 | 2,164 | 3,295 | 3,517 |
| 6 | 4,229 | 4,217 | 4,062 | 2,164 | 4,190 | 3,520 | 4,235 | 3,941 | 4,082 | 4,409 |
| 7 | 3,138 | 2,544 | 2,483 | 1,000 | 2,141 | 1,000 | 1,000 | 2,164 | 2,624 | 2,731 |
| 8 | 4,229 | 4,217 | 3,163 | 2,164 | 2,141 | 2,145 | 2,743 | 2,164 | 2,624 | 1,943 |
| 9 | 2,381 | 2,544 | 2,483 | 2,960 | 2,870 | 2,875 | 2,743 | 2,913 | 2,624 | 2,731 |
| 10 | 2,381 | 1,891 | 1,771 | 1,000 | 1,000 | 2,145 | 1,000 | 1,000 | 1,000 | 1,943 |
| 11 | 2,381 | 1,891 | 2,483 | 2,960 | 2,870 | 2,875 | 2,743 | 2,913 | 2,624 | 2,731 |
| 12 | 1,736 | 1,891 | 1,771 | 2,164 | 2,141 | 2,145 | 1,967 | 2,913 | 2,624 | 2,731 |
| 13 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 14 | 3,138 | 3,224 | 3,163 | 1,000 | 2,141 | 3,520 | 1,967 | 1,000 | 3,295 | 3,517 |
| 15 | 4,229 | 4,217 | 4,062 | 2,164 | 2,141 | 2,145 | 2,743 | 1,000 | 1,907 | 1,943 |
| 16 | 4,229 | 3,224 | 3,163 | 1,000 | 3,392 | 4,497 | 2,743 | 1,000 | 1,000 | 1,000 |
| 17 | 4,229 | 4,217 | 4,062 | 2,960 | 1,000 | 3,520 | 1,000 | 2,913 | 1,907 | 1,943 |
| 18 | 1,736 | 1,891 | 1,771 | 2,960 | 1,000 | 1,000 | 1,967 | 1,000 | 2,624 | 1,943 |
| 19 | 2,381 | 1,891 | 2,483 | 2,164 | 1,000 | 1,000 | 1,967 | 2,164 | 1,907 | 1,000 |
| 20 | 4,229 | 4,217 | 4,062 | 2,164 | 4,190 | 2,875 | 3,438 | 2,913 | 3,295 | 2,731 |
| 21 | 2,381 | 3,224 | 3,163 | 2,960 | 2,870 | 2,875 | 2,743 | 2,913 | 3,295 | 2,731 |
| 22 | 3,138 | 2,544 | 4,062 | 2,164 | 3,392 | 2,145 | 4,235 | 2,164 | 1,907 | 1,000 |
| 23 | 3,138 | 3,224 | 4,062 | 3,624 | 4,190 | 3,520 | 2,743 | 3,361 | 3,295 | 3,517 |
| 24 | 2,381 | 1,891 | 1,771 | 2,164 | 2,141 | 2,145 | 1,967 | 2,164 | 2,624 | 2,731 |
| 25 | 3,138 | 3,224 | 1,771 | 2,164 | 2,141 | 2,145 | 1,967 | 2,164 | 1,907 | 1,943 |
| 26 | 3,138 | 3,224 | 2,483 | 2,164 | 2,141 | 2,145 | 1,967 | 2,164 | 2,624 | 2,731 |
| 27 | 3,138 | 3,224 | 2,483 | 1,000 | 2,141 | 1,000 | 2,743 | 2,164 | 2,624 | 2,731 |
| 28 | 3,138 | 2,544 | 2,483 | 2,960 | 2,870 | 1,000 | 1,967 | 1,000 | 1,907 | 1,943 |
| 29 | 1,736 | 1,000 | 1,771 | 2,164 | 2,141 | 2,145 | 1,967 | 2,164 | 1,907 | 1,943 |
| 30 | 4,229 | 2,544 | 2,483 | 3,624 | 3,392 | 2,875 | 3,438 | 3,361 | 4,082 | 3,517 |
| 31 | 4,229 | 4,217 | 4,062 | 1,000 | 2,141 | 2,145 | 4,235 | 1,000 | 4,082 | 4,409 |
| 32 | 4,229 | 4,217 | 4,062 | 2,164 | 3,392 | 3,520 | 2,743 | 3,941 | 2,624 | 3,517 |
| 33 | 3,138 | 2,544 | 3,163 | 2,960 | 2,141 | 1,000 | 2,743 | 2,164 | 2,624 | 2,731 |
| 34 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 35 | 2,381 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,967 | 1,000 | 2,624 | 1,943 |
| 36 | 2,381 | 1,891 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 37 | 1,736 | 1,891 | 2,483 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,731 |
| 38 | 2,381 | 1,891 | 2,483 | 1,000 | 1,000 | 1,000 | 1,967 | 2,164 | 1,907 | 2,731 |
| 39 | 3,138 | 2,544 | 3,163 | 2,164 | 2,141 | 1,000 | 2,743 | 2,164 | 2,624 | 1,943 |
| 40 | 4,229 | 4,217 | 4,062 | 2,960 | 3,392 | 2,145 | 3,438 | 2,164 | 4,082 | 3,517 |
| 41 | 4,229 | 4,217 | 4,062 | 2,164 | 2,141 | 2,145 | 3,438 | 2,164 | 3,295 | 3,517 |
| 42 | 2,381 | 2,544 | 2,483 | 1,000 | 1,000 | 1,000 | 1,967 | 1,000 | 1,000 | 1,000 |
| 43 | 3,138 | 2,544 | 2,483 | 1,000 | 1,000 | 1,000 | 2,743 | 1,000 | 1,000 | 1,943 |
| 44 | 3,138 | 3,224 | 2,483 | 3,624 | 2,870 | 2,145 | 2,743 | 2,913 | 2,624 | 2,731 |
| 45 | 3,138 | 2,544 | 2,483 | 2,164 | 2,141 | 2,145 | 2,743 | 2,164 | 2,624 | 2,731 |
| 46 | 4,229 | 3,224 | 3,163 | 1,000 | 2,141 | 2,145 | 1,967 | 1,000 | 1,907 | 2,731 |
| 47 | 3,138 | 3,224 | 3,163 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,295 | 3,517 |
| 48 | 4,229 | 3,224 | 4,062 | 2,164 | 2,141 | 2,145 | 4,235 | 2,164 | 1,907 | 4,409 |

**Lampiran 15**

**Data Uji MSI *Emotional Intelligence* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | ***Succesive Interval*** | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 3,000 | 3,322 | 4,238 | 3,813 | 3,567 | 5,331 | 4,890 | 5,510 | 4,868 | 4,217 |
| 2 | 5,144 | 2,192 | 4,238 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 3 | 5,144 | 4,583 | 5,526 | 3,813 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 4 | 4,092 | 3,322 | 4,238 | 3,813 | 3,567 | 4,080 | 3,919 | 4,217 | 3,896 | 4,217 |
| 5 | 5,144 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 6 | 5,144 | 4,583 | 5,526 | 4,851 | 1,976 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 7 | 4,092 | 3,322 | 4,238 | 4,851 | 2,810 | 5,331 | 3,129 | 4,217 | 3,896 | 4,217 |
| 8 | 3,000 | 2,192 | 3,000 | 3,032 | 2,810 | 3,000 | 3,129 | 3,000 | 3,096 | 3,000 |
| 9 | 3,000 | 2,192 | 3,000 | 3,032 | 2,810 | 3,000 | 3,129 | 3,000 | 3,096 | 3,000 |
| 10 | 4,092 | 3,322 | 4,238 | 4,851 | 3,567 | 5,331 | 3,919 | 4,217 | 4,868 | 5,510 |
| 11 | 4,092 | 3,322 | 4,238 | 3,813 | 3,567 | 4,080 | 3,919 | 4,217 | 3,896 | 4,217 |
| 12 | 4,092 | 3,322 | 4,238 | 3,813 | 3,567 | 4,080 | 3,919 | 4,217 | 3,896 | 4,217 |
| 13 | 5,144 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 14 | 4,092 | 2,192 | 4,238 | 3,813 | 3,567 | 5,331 | 3,129 | 4,217 | 3,096 | 4,217 |
| 15 | 3,000 | 2,192 | 3,000 | 2,000 | 1,976 | 4,080 | 2,000 | 4,217 | 2,000 | 4,217 |
| 16 | 3,000 | 2,192 | 3,000 | 3,032 | 2,810 | 5,331 | 4,890 | 3,000 | 3,096 | 3,000 |
| 17 | 4,092 | 1,000 | 5,526 | 4,851 | 1,000 | 5,331 | 3,129 | 5,510 | 2,000 | 4,217 |
| 18 | 5,144 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 19 | 5,144 | 2,192 | 3,000 | 3,032 | 1,976 | 5,331 | 3,129 | 5,510 | 3,096 | 4,217 |
| 20 | 4,092 | 2,192 | 3,000 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 21 | 3,000 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 22 | 5,144 | 3,322 | 5,526 | 4,851 | 4,583 | 4,080 | 4,890 | 4,217 | 3,896 | 5,510 |
| 23 | 4,092 | 3,322 | 4,238 | 3,813 | 3,567 | 4,080 | 3,919 | 4,217 | 3,896 | 4,217 |
| 24 | 4,092 | 3,322 | 3,000 | 3,813 | 3,567 | 4,080 | 3,919 | 3,000 | 3,096 | 3,000 |
| 25 | 4,092 | 3,322 | 4,238 | 3,813 | 3,567 | 4,080 | 3,129 | 4,217 | 3,896 | 4,217 |
| 26 | 3,000 | 3,322 | 4,238 | 3,032 | 2,810 | 3,000 | 3,129 | 4,217 | 3,096 | 4,217 |
| 27 | 3,000 | 3,322 | 4,238 | 3,032 | 2,810 | 3,000 | 3,129 | 4,217 | 3,096 | 3,000 |
| 28 | 4,092 | 3,322 | 4,238 | 3,813 | 3,567 | 4,080 | 3,919 | 4,217 | 3,896 | 4,217 |
| 29 | 3,000 | 2,192 | 3,000 | 3,032 | 2,810 | 3,000 | 3,129 | 3,000 | 3,096 | 3,000 |
| 30 | 5,144 | 3,322 | 4,238 | 3,813 | 3,567 | 4,080 | 4,890 | 5,510 | 3,896 | 5,510 |
| 31 | 5,144 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 3,896 | 5,510 |
| 32 | 4,092 | 3,322 | 5,526 | 4,851 | 4,583 | 4,080 | 3,919 | 4,217 | 3,896 | 4,217 |
| 33 | 4,092 | 4,583 | 5,526 | 3,813 | 3,567 | 5,331 | 3,919 | 5,510 | 4,868 | 5,510 |
| 34 | 5,144 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 35 | 5,144 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |
| 36 | 5,144 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 3,129 | 5,510 | 4,868 | 5,510 |
| 37 | 5,144 | 4,583 | 5,526 | 4,851 | 2,810 | 5,331 | 4,890 | 3,000 | 3,096 | 5,510 |
| 38 | 4,092 | 4,583 | 4,238 | 3,813 | 3,567 | 3,000 | 3,129 | 4,217 | 3,096 | 4,217 |
| 39 | 3,000 | 3,322 | 4,238 | 3,032 | 2,810 | 4,080 | 3,129 | 4,217 | 3,096 | 4,217 |
| 40 | 3,000 | 3,322 | 4,238 | 2,000 | 1,976 | 5,331 | 3,129 | 4,217 | 2,000 | 3,000 |
| 41 | 3,000 | 3,322 | 4,238 | 2,000 | 2,810 | 4,080 | 3,129 | 4,217 | 3,896 | 4,217 |
| 42 | 3,000 | 3,322 | 4,238 | 3,032 | 2,810 | 4,080 | 2,000 | 4,217 | 2,000 | 4,217 |
| 43 | 3,000 | 3,322 | 4,238 | 2,000 | 1,976 | 3,000 | 2,000 | 3,000 | 2,000 | 4,217 |
| 44 | 3,000 | 2,192 | 3,000 | 3,032 | 2,810 | 3,000 | 3,919 | 3,000 | 3,096 | 3,000 |
| 45 | 3,000 | 3,322 | 4,238 | 3,032 | 2,810 | 4,080 | 3,129 | 4,217 | 3,096 | 4,217 |
| 46 | 3,000 | 3,322 | 4,238 | 3,032 | 3,567 | 4,080 | 3,919 | 4,217 | 3,096 | 4,217 |
| 47 | 3,000 | 3,322 | 4,238 | 3,032 | 1,976 | 4,080 | 2,000 | 4,217 | 3,096 | 4,217 |
| 48 | 5,144 | 4,583 | 5,526 | 4,851 | 4,583 | 5,331 | 4,890 | 5,510 | 4,868 | 5,510 |

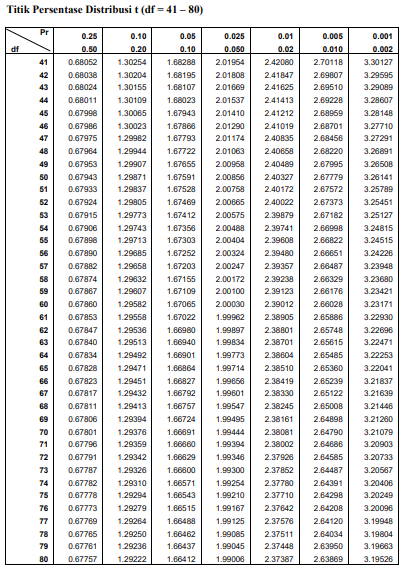
**Lampiran 16**

**Data Uji MSI Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | ***Succesive Interval*** | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1 | 1,853 | 2,463 | 2,465 | 3,059 | 2,512 | 2,007 | 2,375 |
| 2 | 1,853 | 2,463 | 2,920 | 2,444 | 3,164 | 2,780 | 2,919 |
| 3 | 3,104 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 4 | 2,596 | 1,758 | 2,465 | 3,059 | 3,164 | 2,007 | 2,919 |
| 5 | 3,104 | 3,028 | 2,465 | 2,444 | 2,512 | 3,260 | 2,919 |
| 6 | 3,890 | 3,028 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 7 | 2,596 | 2,463 | 2,465 | 2,444 | 2,512 | 2,780 | 2,919 |
| 8 | 2,596 | 2,463 | 2,465 | 2,444 | 2,512 | 2,780 | 2,375 |
| 9 | 2,596 | 2,463 | 2,465 | 2,444 | 2,512 | 2,780 | 2,375 |
| 10 | 1,000 | 1,758 | 1,000 | 1,736 | 1,796 | 2,007 | 1,000 |
| 11 | 2,596 | 2,463 | 2,465 | 2,444 | 2,512 | 2,780 | 2,375 |
| 12 | 2,596 | 2,463 | 2,465 | 3,059 | 3,164 | 2,780 | 2,375 |
| 13 | 3,104 | 3,028 | 2,920 | 4,038 | 3,164 | 3,260 | 2,919 |
| 14 | 1,853 | 2,463 | 2,465 | 3,059 | 3,164 | 2,780 | 2,919 |
| 15 | 3,890 | 3,028 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 16 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 17 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 18 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 19 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 20 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 21 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 22 | 1,000 | 1,000 | 1,796 | 2,444 | 2,512 | 2,007 | 2,375 |
| 23 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 24 | 1,853 | 1,000 | 1,796 | 2,444 | 3,164 | 2,007 | 1,813 |
| 25 | 1,853 | 1,758 | 1,796 | 3,059 | 3,164 | 2,780 | 2,375 |
| 26 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 3,260 | 2,919 |
| 27 | 3,890 | 3,826 | 3,709 | 3,059 | 3,164 | 3,260 | 2,919 |
| 28 | 1,853 | 1,758 | 1,796 | 1,736 | 2,512 | 2,007 | 2,919 |
| 29 | 2,596 | 1,758 | 1,796 | 1,736 | 1,796 | 2,007 | 1,813 |
| 30 | 1,853 | 2,463 | 1,796 | 4,038 | 1,796 | 4,059 | 3,890 |
| 31 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 32 | 3,890 | 3,826 | 3,709 | 2,444 | 3,164 | 4,059 | 3,890 |
| 33 | 2,596 | 2,463 | 2,465 | 3,059 | 1,796 | 2,780 | 1,000 |
| 34 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 35 | 2,596 | 1,758 | 1,000 | 4,038 | 4,149 | 1,000 | 1,813 |
| 36 | 2,596 | 1,000 | 1,000 | 4,038 | 2,512 | 2,007 | 1,813 |
| 37 | 1,000 | 2,463 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 38 | 1,853 | 1,000 | 1,796 | 1,736 | 2,512 | 2,007 | 1,813 |
| 39 | 2,596 | 2,463 | 2,465 | 3,059 | 3,164 | 2,780 | 1,813 |
| 40 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 41 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 42 | 2,596 | 2,463 | 2,465 | 2,444 | 2,512 | 2,780 | 2,375 |
| 43 | 2,596 | 2,463 | 2,920 | 2,444 | 1,796 | 2,007 | 1,813 |
| 44 | 2,596 | 2,463 | 2,465 | 2,444 | 2,512 | 2,780 | 2,375 |
| 45 | 2,596 | 2,463 | 2,465 | 3,059 | 3,164 | 2,780 | 2,919 |
| 46 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 3,260 | 2,919 |
| 47 | 3,890 | 3,826 | 3,709 | 4,038 | 4,149 | 4,059 | 3,890 |
| 48 | 3,104 | 3,028 | 3,709 | 4,038 | 4,149 | 2,007 | 3,890 |

**Lampiran 17**

## t tabel



**Lampiran 18**

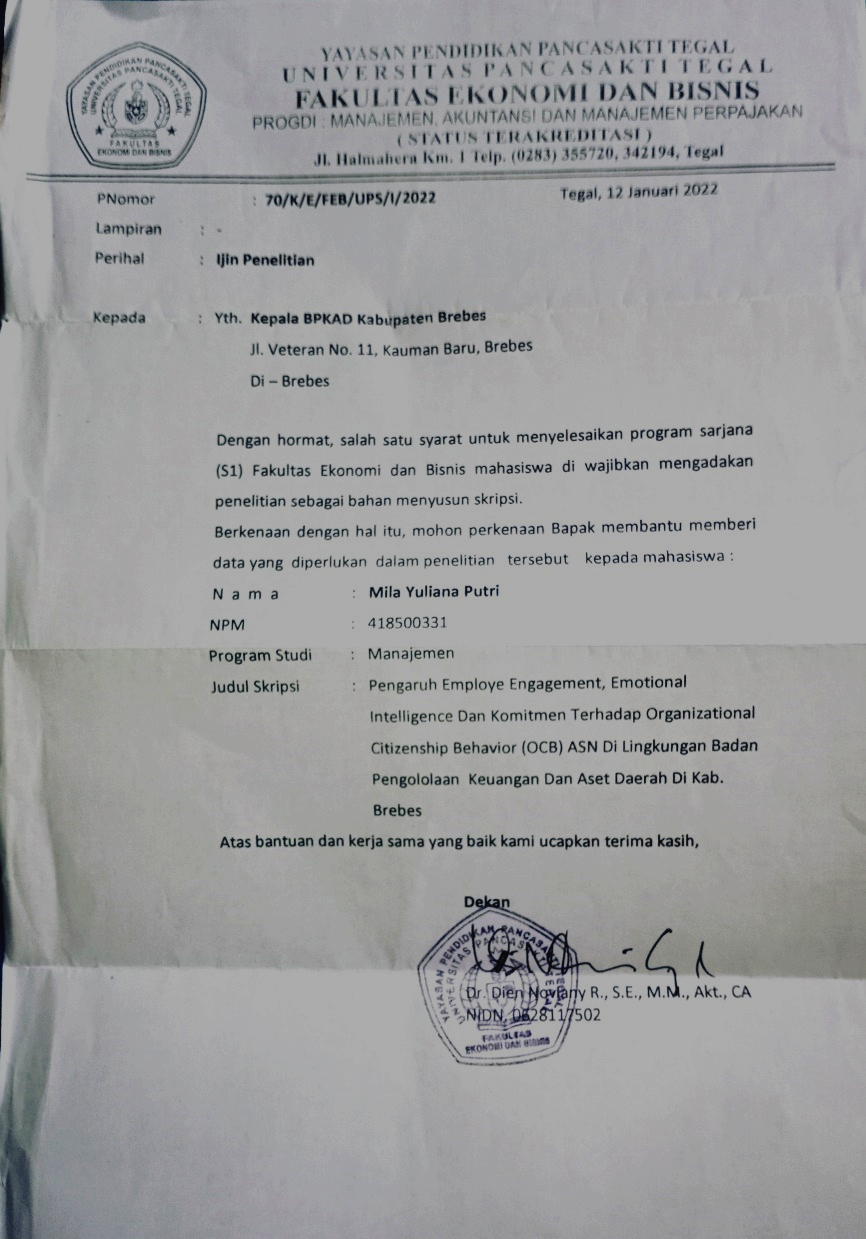
**F Tabel**

Titik Persentase Distribusi F untuk Probabilita = 0,05

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Df untuk penyebut (N2) | Df untuk pembilang (N1) | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | |
| 44 | 4.06 | 3.21 | 2.82 | **2.58** | 2.43 | 2.31 | 2.23 | |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | |
| 46 | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | |
| 47 | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | |
| 48 | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | |
| 49 | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | |
| 50 | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | |
| 51 | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | |
| 52 | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | |
| 53 | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | |
| 54 | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | |
| 55 | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | |

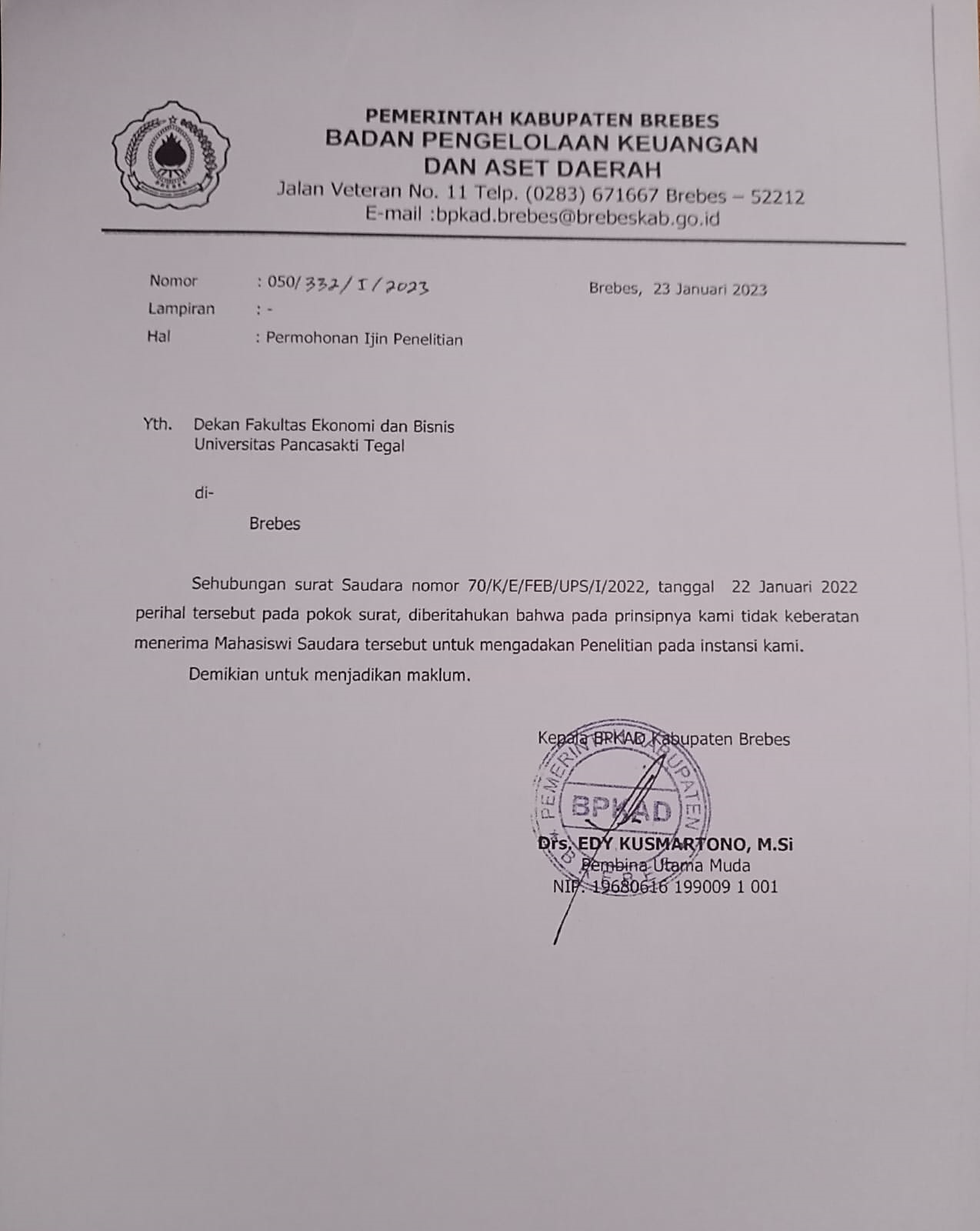
**Lampiran 19**

**Surat Ijin Penelitian**



**Lampiran 20**

**Surat Balasan Ijin Penelitian**



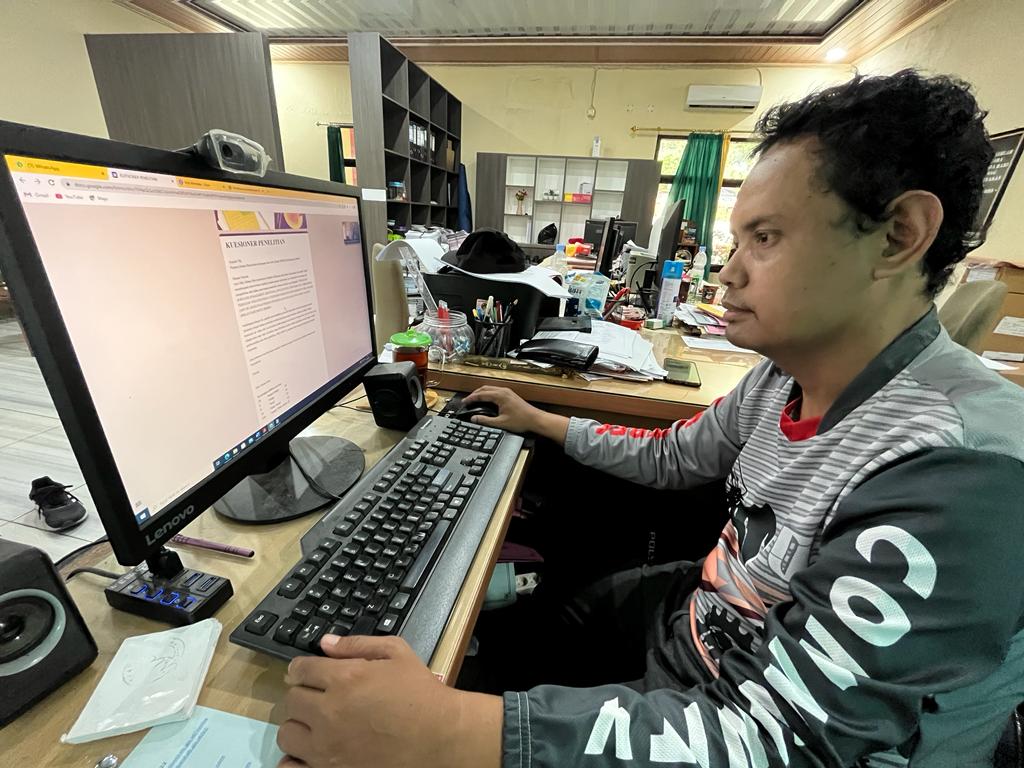




**Gambar 10**

Objek Penelitian





**Gambar 11**

Pengisian Kuesioner Pegawai