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LAMPIRAN

**Lampiran 1**

**Kuesioner penelitian**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Organizatioal Citizenship Behavior* (*OCB*), *Human Relations*, dan Komitmen Organisasi terhadap Kinerja Karyawan (bagian kurir) pada Ninja Express Slawi

Yth.

Bapak/ibu/saudara/i

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/ibu/Sdr/i untuk mengisi kuesioner yang telah saya sediakan.

Adapun data yang saya minta adalah sesuai dengan kondisi yang disarankan Bapak/ibu/sdr/i selama ini. Saya akan menjaga kerahasiaannya 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 saya sebarkan, agar Bapak/Ibu/Sdr/i dapat segera mengembalikannya kepada saya.

Atas perhatian dan bantuannya, saya mengucapkan banyak terimakasih.

|  |
| --- |
| Tegal, |
| Hormat Saya, |
|  |
|  |
| Frisca Tiara Suci |

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin : Laki-laki

Perempuan

1. Pedidikan Terakhir : SMP

SMA/SMK

1. Umur : 20 - 30 Tahun
2. - 40 Tahun

41 – 45 Tahun

>45 Tahun

**KUESIONER PENELITIAN**

1. Mohon dengan hormat dan kesediaan Bapak/ibu/sdr untuk menanggapi seluruh pertanyaan yang ada.
2. Beri tanda check list (√) pada kolom yang tersedia.
3. Ada 5 alternatif jawaban

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**Lampiran 2**

**Pertanyaan Kuesioner**

1. **Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Tanggapan | | | | |
| ST | S | N | TS | STS |
| 1 | Saya sangat memperhatikan kerapian dalam bekerja |  |  |  |  |  |
| 2 | Saya melakukan tugas dengan teliti |  |  |  |  |  |
| 3 | Saya menghindari kesalahan dalam melaksanakan tugas |  |  |  |  |  |
| 4 | Saya mengerjakan tugas secara cepat dan tepat |  |  |  |  |  |
| 5 | Saya selalu mengerjakan pekerjaan sesuai dengan perintah yang diberikan |  |  |  |  |  |
| 6 | Saya selalu mengerjakan pekerjaan dengan baik |  |  |  |  |  |
| 7 | Saya selalu bertanggung jawab atas keputusan yang diambil |  |  |  |  |  |
| 8 | Saya selalu berhubungan baik dengan sesama rekan kerja maupun ke atasan |  |  |  |  |  |
| 9 | Saya mampu bekerja sama dengan kompak dengan rekan kerja |  |  |  |  |  |
| 10 | Saya selalu memberikan ide-ide untuk mencapai tujuan perusahaan |  |  |  |  |  |
| 11 | Saya berusaha bekerja lebih baik lagi ketika kinerja saya menurun ataupun meningkat |  |  |  |  |  |

1. ***Organization Citizenship Behavior (OCB)* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Tanggapan | | | | |
| ST | S | N | TS | STS |
| 1 | Saya puas bekerja karena pimpinan saya selalu mendengar keluhan saya |  |  |  |  |  |
| 2 | Saya puas dengan pembagian wilayah kerja |  |  |  |  |  |
| 3 | Saya mempunyai komitmen yang tinggi untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 4 | Saya sadar untuk berlaku baik antar sesama karyawan |  |  |  |  |  |
| 5 | Saya mempunyai sifat jujur dalam melaksanakan pekerjaan |  |  |  |  |  |
| 6 | Saya sangat terbuka dalam bekerja |  |  |  |  |  |
| 7 | Saya mempunyai motivasi yang tinggi |  |  |  |  |  |
| 8 | Pimpinan selalu membantu saya disaat kesulitan |  |  |  |  |  |
| 9 | Pimpinan saya bersikap hangat dan membina rasa saling percaya |  |  |  |  |  |
| 10 | Saya harus menerapkan hubungan yang terjalin antara atasan dengan karyawan maupun antar karyawan dengan karyawan |  |  |  |  |  |

1. ***Human Relations* (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Tanggapan | | | | |
| ST | S | N | TS | STS |
| 1 | Saya menerapkan prinsip kerja sama yang tinggi dalam pekerjaannya |  |  |  |  |  |
| 2 | Saya dan rekan kerja bekerjasama dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 3 | Setiap karyawan menghormati latar belakang masing-masing |  |  |  |  |  |
| 4 | Dalam melaksanakan pekerjaan, saya diberikan kesempatan seluas-luasnya untuk berinisiatif mengkaji dan menyelesaikan sendiri pekerjaan sesuai dengan pandangannya dan peraturan yang berlaku |  |  |  |  |  |
| 5 | Saya terbuka dengan pendapat dari rekan kerja yang lain |  |  |  |  |  |
| 6 | Saya siap bekerja sesuai target |  |  |  |  |  |
| 7 | Ketika ada permasalahan, saya siap untuk menyelesaikan |  |  |  |  |  |
| 8 | Saya mampu dalam menangani permasalahan |  |  |  |  |  |
| 9 | Saya mampu dalam mengendalikan emosi |  |  |  |  |  |
| 10 | Saya mampu dalam menciptakan suasana yang positif |  |  |  |  |  |

1. **Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Tanggapan | | | | |
| ST | S | N | TS | STS |
| 1 | Saya merasa ikut memiliki organisasi |  |  |  |  |  |
| 2 | Saya merasa terikat secara emosional dengan organisasi bekerja |  |  |  |  |  |
| 3 | Saya merasa menjadi bagian organisasi tempat saya bekerja |  |  |  |  |  |
| 4 | Saya merasa masalah organisasi juga seperti masalah saya |  |  |  |  |  |
| 5 | Saya mudah menjadi terikat dengan orang lain seperti orang-orang ditempat saya bekerja |  |  |  |  |  |
| 6 | Saya mau berusaha diatas batas normal untuk kesuksesan organisasinya |  |  |  |  |  |
| 7 | Saya tetap tinggal diorganisasi ini adalah kebutuhan dalam kehidupan saya |  |  |  |  |  |
| 8 | Alasan utama saya tetap bekerja di organisasi ini adalah apabila keluar akan memerlukan pengorbanan diri sendiri yang harus saya pertimbangkan |  |  |  |  |  |
| 9 | Saya merasa terlalu riskan untuk memutuskan meninggalkan organisasi |  |  |  |  |  |
| 10 | Ada konsekuensi negatif bila saya meninggalkan organisasi |  |  |  |  |  |

**Lampiran 3**

**Tabulasi Dari Hasil Penelitian organizational citizenshsip behavior (OCB) X1**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Organizational Citizenhsip Behavior* (OCB) X1 | | | | | | | | | | | |
| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | total |
| 1 | 5 | 5 | 5 | 5 | 2 | 3 | 5 | 2 | 2 | 5 | 39 |
| 2 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 46 |
| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 4 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 43 |
| 5 | 3 | 3 | 3 | 3 | 4 | 2 | 5 | 5 | 5 | 5 | 38 |
| 6 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 5 | 41 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 8 | 4 | 5 | 5 | 4 | 2 | 3 | 5 | 2 | 5 | 5 | 40 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 10 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 11 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 46 |
| 12 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 44 |
| 13 | 4 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 5 | 5 | 5 | 5 | 2 | 5 | 3 | 5 | 4 | 4 | 43 |
| 15 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 2 | 2 | 5 | 39 |
| 16 | 3 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 36 |
| 17 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 2 | 2 | 5 | 40 |
| 18 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 5 | 28 |
| 19 | 3 | 2 | 3 | 3 | 5 | 2 | 3 | 2 | 2 | 5 | 30 |
| 20 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 45 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 22 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 48 |
| 23 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 5 | 30 |
| 24 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 5 | 2 | 5 | 30 |
| 25 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 45 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 27 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 43 |
| 28 | 3 | 3 | 3 | 3 | 5 | 2 | 5 | 5 | 5 | 5 | 39 |
| 29 | 1 | 2 | 3 | 2 | 4 | 2 | 3 | 5 | 3 | 5 | 30 |
| 30 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 5 | 41 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 32 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 3 | 4 | 4 | 42 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 47 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 35 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 36 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 37 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 44 |
| 38 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 45 |
| 39 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 45 |
| 40 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 2 | 2 | 5 | 39 |
| 41 | 2 | 2 | 3 | 3 | 2 | 2 | 5 | 5 | 3 | 5 | 32 |
| 42 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 2 | 2 | 5 | 39 |
| 43 | 3 | 2 | 3 | 3 | 4 | 2 | 5 | 2 | 2 | 5 | 31 |
| 44 | 5 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 2 | 5 | 42 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 47 | 5 | 4 | 3 | 4 | 5 | 2 | 3 | 5 | 2 | 5 | 38 |
| 48 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 45 |
| 49 | 2 | 3 | 5 | 5 | 3 | 5 | 3 | 2 | 3 | 5 | 36 |
| 50 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 40 |

**Lampiran 4**

**Tabulasi Dari Hasil Penelitian human relations X2**

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

**Lampiran 5**

**Tabulasi Dari Hasil Penelitian Komitmen Organisasi X3**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Komitmen Organisasi X3 | | | | | | | | | | | |
| X3 | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | total |
| 1 | 2 | 5 | 3 | 5 | 5 | 2 | 5 | 3 | 5 | 5 | 40 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 3 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 42 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 4 | 5 | 45 |
| 5 | 5 | 3 | 2 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 40 |
| 6 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 42 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 8 | 2 | 5 | 3 | 5 | 5 | 2 | 5 | 3 | 5 | 5 | 40 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 3 | 5 | 5 | 2 | 5 | 3 | 5 | 3 | 41 |
| 12 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 44 |
| 13 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 44 |
| 14 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 15 | 2 | 5 | 2 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 38 |
| 16 | 5 | 3 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 43 |
| 17 | 2 | 5 | 3 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 39 |
| 18 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 23 |
| 19 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 23 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 23 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 25 |
| 24 | 5 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 29 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 26 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 42 |
| 27 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |
| 28 | 5 | 3 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 43 |
| 29 | 5 | 2 | 2 | 2 | 5 | 5 | 2 | 2 | 5 | 2 | 32 |
| 30 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 42 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 32 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 37 |
| 33 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 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 | 5 | 5 | 5 | 5 | 50 |
| 37 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 44 |
| 38 | 2 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 45 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 40 | 2 | 5 | 2 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 38 |
| 41 | 5 | 2 | 2 | 3 | 3 | 5 | 2 | 2 | 5 | 3 | 32 |
| 42 | 2 | 5 | 2 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 38 |
| 43 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 24 |
| 44 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 42 |
| 48 | 2 | 5 | 5 | 5 | 5 | 2 | 5 | 3 | 5 | 5 | 42 |
| 49 | 2 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 43 |
| 50 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |

**Lampiran 6**

**Tabulasi Dari Hasil Penelitian Kinerja Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kinerja Y | | | | | | | | | | | | |
| Y | p1 | p2 | p3 | p4 | p5 | p6 | p7 | p8 | p9 | p10 | p11 | total |
| 1 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 2 | 2 | 5 | 45 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 46 |
| 4 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 47 |
| 5 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 41 |
| 6 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 46 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 8 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 11 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 12 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 47 |
| 13 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 52 |
| 15 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 5 | 43 |
| 16 | 3 | 3 | 3 | 5 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 44 |
| 17 | 5 | 5 | 5 | 2 | 3 | 5 | 5 | 5 | 2 | 2 | 5 | 44 |
| 18 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 28 |
| 19 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 28 |
| 20 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 23 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 5 | 29 |
| 24 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 28 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 53 |
| 26 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 46 |
| 27 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 50 |
| 28 | 3 | 3 | 3 | 5 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 44 |
| 29 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 4 | 5 | 5 | 35 |
| 30 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 46 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 32 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 47 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 53 |
| 34 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 35 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 36 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 37 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 47 |
| 38 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 39 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 40 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 5 | 43 |
| 41 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 5 | 2 | 3 | 5 | 33 |
| 42 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 5 | 43 |
| 43 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 5 | 30 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 46 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 47 | 4 | 3 | 4 | 2 | 2 | 5 | 5 | 3 | 2 | 5 | 5 | 40 |
| 48 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 51 |
| 49 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 51 |
| 50 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 46 |

**Lampiran 7 Data Hasil MSI Variabel organizational citizenship behavior (OCB)**

**Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | Total |
| 1 | 4.095 | 3.234 | 3.000 | 4.187 | 1.000 | 1.805 | 2.955 | 1.000 | 1.000 | 3.651 | 25.926 |
| 2 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 29.614 |
| 3 | 2.976 | 2.088 | 1.878 | 2.998 | 2.425 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 27.030 |
| 4 | 4.095 | 2.088 | 1.878 | 4.187 | 1.937 | 2.922 | 1.782 | 2.763 | 2.374 | 2.149 | 26.174 |
| 5 | 2.356 | 1.671 | 1.000 | 2.135 | 2.425 | 1.000 | 2.955 | 2.763 | 3.543 | 3.651 | 23.498 |
| 6 | 2.976 | 2.088 | 1.878 | 2.998 | 1.000 | 2.922 | 1.782 | 2.763 | 2.374 | 3.651 | 24.432 |
| 7 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 8 | 2.976 | 3.234 | 3.000 | 2.998 | 1.000 | 1.805 | 2.955 | 1.000 | 3.543 | 3.651 | 26.161 |
| 9 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 10 | 4.095 | 3.234 | 1.878 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 3.543 | 3.651 | 32.513 |
| 11 | 2.976 | 3.234 | 3.000 | 2.998 | 3.287 | 1.805 | 2.955 | 2.763 | 3.543 | 3.651 | 30.211 |
| 12 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 1.805 | 1.000 | 2.763 | 3.543 | 1.000 | 27.913 |
| 13 | 2.976 | 3.234 | 1.878 | 4.187 | 1.000 | 2.922 | 2.955 | 2.763 | 3.543 | 3.651 | 29.108 |
| 14 | 4.095 | 3.234 | 3.000 | 4.187 | 1.000 | 2.922 | 1.000 | 2.763 | 2.374 | 2.149 | 26.723 |
| 15 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 26.058 |
| 16 | 2.356 | 1.671 | 1.000 | 2.135 | 1.000 | 1.000 | 2.955 | 2.763 | 3.543 | 3.651 | 22.073 |
| 17 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 1.805 | 2.955 | 1.000 | 1.000 | 3.651 | 26.863 |
| 18 | 2.356 | 1.000 | 1.000 | 2.135 | 1.937 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 16.078 |
| 19 | 2.356 | 1.000 | 1.000 | 2.135 | 3.287 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 17.428 |
| 20 | 4.095 | 3.234 | 3.000 | 2.998 | 1.000 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 28.991 |
| 21 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 22 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 2.922 | 2.955 | 2.763 | 3.543 | 3.651 | 32.285 |
| 23 | 2.356 | 1.000 | 1.000 | 2.135 | 1.937 | 1.805 | 1.000 | 1.652 | 1.000 | 3.651 | 17.534 |
| 24 | 2.356 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 2.763 | 1.000 | 3.651 | 16.904 |
| 25 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 2.922 | 1.782 | 2.763 | 2.374 | 2.149 | 28.442 |
| 26 | 2.976 | 2.088 | 1.878 | 2.998 | 2.425 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 27.030 |
| 27 | 4.095 | 2.088 | 1.878 | 4.187 | 1.937 | 2.922 | 1.782 | 2.763 | 2.374 | 2.149 | 26.174 |
| 28 | 2.356 | 1.671 | 1.000 | 2.135 | 3.287 | 1.000 | 2.955 | 2.763 | 3.543 | 3.651 | 24.360 |
| 29 | 1.000 | 1.000 | 1.000 | 1.000 | 2.425 | 1.000 | 1.000 | 2.763 | 1.711 | 3.651 | 16.550 |
| 30 | 2.976 | 2.088 | 1.878 | 2.998 | 1.000 | 2.922 | 1.782 | 2.763 | 2.374 | 3.651 | 24.432 |
| 31 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 32 | 4.095 | 3.234 | 3.000 | 4.187 | 1.000 | 2.020 | 2.955 | 1.652 | 2.374 | 2.149 | 26.665 |
| 33 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 1.782 | 2.763 | 2.374 | 2.149 | 29.792 |
| 34 | 4.095 | 3.234 | 3.000 | 2.998 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 31.278 |
| 35 | 4.095 | 3.234 | 1.878 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 3.543 | 3.651 | 32.513 |
| 36 | 4.095 | 3.234 | 3.000 | 2.998 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 31.278 |
| 37 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 1.805 | 1.000 | 2.763 | 3.543 | 1.000 | 27.913 |
| 38 | 2.976 | 3.234 | 1.878 | 4.187 | 3.287 | 2.922 | 2.955 | 1.000 | 3.543 | 3.651 | 29.632 |
| 39 | 4.095 | 3.234 | 3.000 | 2.998 | 1.000 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 28.991 |
| 40 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 26.058 |
| 41 | 1.653 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 2.955 | 2.763 | 1.711 | 3.651 | 18.868 |
| 42 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 26.058 |
| 43 | 2.356 | 1.000 | 1.000 | 2.135 | 2.425 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 18.521 |
| 44 | 4.095 | 2.088 | 3.000 | 2.998 | 1.000 | 2.922 | 2.955 | 2.763 | 1.000 | 3.651 | 26.471 |
| 45 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 46 | 4.095 | 3.234 | 3.000 | 2.998 | 2.425 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 30.416 |
| 47 | 4.095 | 2.088 | 1.000 | 2.998 | 3.287 | 1.000 | 1.000 | 2.763 | 1.000 | 3.651 | 22.882 |
| 48 | 2.976 | 3.234 | 3.000 | 2.998 | 3.287 | 2.922 | 2.955 | 1.000 | 3.543 | 3.651 | 29.565 |
| 49 | 1.653 | 1.671 | 3.000 | 4.187 | 1.937 | 2.922 | 1.000 | 1.000 | 1.711 | 3.651 | 22.731 |
| 50 | 2.356 | 2.088 | 1.000 | 4.187 | 2.425 | 2.922 | 1.782 | 2.763 | 1.711 | 2.149 | 23.382 |

**Lampiran 8**

**Data Hasil MSI Variabel Human Relations**

**Succesive Internal**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | Total |
| 1 | 4.187 | 2.955 | 1.000 | 1.000 | 3.166 | 1.000 | 1.000 | 1.000 | 3.472 | 3.105 | 21.886 |
| 2 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 3 | 2.998 | 2.955 | 2.990 | 1.660 | 1.977 | 2.990 | 2.463 | 3.213 | 2.329 | 1.779 | 25.353 |
| 4 | 4.187 | 1.782 | 1.932 | 3.104 | 3.166 | 1.932 | 2.463 | 3.213 | 3.472 | 3.105 | 28.357 |
| 5 | 2.135 | 2.955 | 1.670 | 3.104 | 1.000 | 1.670 | 3.686 | 3.213 | 1.805 | 3.105 | 24.344 |
| 6 | 2.998 | 1.782 | 1.932 | 3.104 | 1.977 | 1.932 | 3.686 | 3.213 | 2.329 | 1.779 | 24.731 |
| 7 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 8 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 3.686 | 1.988 | 3.472 | 3.105 | 28.171 |
| 9 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 10 | 4.187 | 2.955 | 2.990 | 3.104 | 1.000 | 2.990 | 3.686 | 3.213 | 3.472 | 3.105 | 30.703 |
| 11 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 3.686 | 1.988 | 3.472 | 3.105 | 28.171 |
| 12 | 4.187 | 1.000 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 3.213 | 3.472 | 3.105 | 30.914 |
| 13 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 2.424 | 3.472 | 1.779 | 30.753 |
| 14 | 4.187 | 1.000 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 1.805 | 3.105 | 26.799 |
| 15 | 4.187 | 2.955 | 1.000 | 1.000 | 3.166 | 1.000 | 1.000 | 1.000 | 3.472 | 3.105 | 21.886 |
| 16 | 2.135 | 2.955 | 1.670 | 3.104 | 1.000 | 1.670 | 3.686 | 3.213 | 1.805 | 3.105 | 24.344 |
| 17 | 4.187 | 2.955 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.472 | 3.105 | 19.720 |
| 18 | 2.135 | 1.000 | 1.000 | 1.000 | 3.166 | 2.990 | 3.686 | 1.000 | 1.000 | 1.000 | 17.976 |
| 19 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.686 | 3.213 | 3.472 | 1.000 | 18.506 |
| 20 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 1.000 | 3.472 | 3.105 | 25.960 |
| 21 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 22 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 3.213 | 3.472 | 3.105 | 31.646 |
| 23 | 2.135 | 1.000 | 2.990 | 3.104 | 1.000 | 1.000 | 1.710 | 1.000 | 1.000 | 1.000 | 15.939 |
| 24 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.710 | 1.000 | 3.472 | 1.000 | 14.317 |
| 25 | 4.187 | 1.782 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 29.248 |
| 26 | 2.998 | 2.955 | 2.990 | 1.660 | 1.977 | 2.990 | 2.463 | 3.213 | 2.329 | 1.779 | 25.353 |
| 27 | 4.187 | 1.782 | 1.932 | 3.104 | 3.166 | 1.932 | 2.463 | 3.213 | 2.329 | 3.105 | 27.214 |
| 28 | 2.135 | 2.955 | 1.670 | 3.104 | 1.000 | 1.670 | 3.686 | 3.213 | 1.805 | 3.105 | 24.344 |
| 29 | 1.000 | 1.000 | 1.932 | 3.104 | 3.166 | 1.932 | 3.686 | 1.000 | 1.000 | 1.000 | 18.819 |
| 30 | 2.998 | 1.782 | 1.932 | 3.104 | 1.977 | 1.932 | 3.686 | 3.213 | 2.329 | 1.779 | 24.731 |
| 31 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 32 | 4.187 | 2.955 | 2.990 | 2.011 | 3.166 | 2.990 | 3.686 | 3.213 | 3.472 | 1.779 | 30.449 |
| 33 | 4.187 | 1.782 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 1.805 | 3.105 | 27.581 |
| 34 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 3.213 | 3.472 | 3.105 | 28.174 |
| 35 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 3.213 | 3.472 | 3.105 | 32.869 |
| 36 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 1.000 | 3.472 | 3.105 | 25.960 |
| 37 | 4.187 | 1.000 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 3.213 | 3.472 | 3.105 | 30.914 |
| 38 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 2.424 | 3.472 | 3.105 | 32.079 |
| 39 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 1.000 | 3.472 | 3.105 | 25.960 |
| 40 | 4.187 | 2.955 | 1.000 | 1.000 | 3.166 | 1.000 | 1.000 | 1.988 | 3.472 | 3.105 | 22.874 |
| 41 | 2.135 | 2.955 | 1.000 | 1.660 | 1.000 | 1.000 | 1.710 | 1.988 | 1.000 | 1.779 | 16.227 |
| 42 | 4.187 | 2.955 | 1.000 | 1.000 | 3.166 | 1.000 | 1.000 | 1.000 | 3.472 | 3.105 | 21.886 |
| 43 | 2.135 | 2.955 | 1.000 | 1.000 | 1.000 | 1.000 | 1.710 | 1.000 | 1.805 | 1.000 | 14.605 |
| 44 | 2.998 | 2.955 | 2.990 | 3.104 | 1.977 | 2.990 | 3.686 | 3.213 | 2.329 | 3.105 | 29.347 |
| 45 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 46 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 1.000 | 3.472 | 3.105 | 25.960 |
| 47 | 2.998 | 1.000 | 1.000 | 3.104 | 1.977 | 1.000 | 3.686 | 2.424 | 2.329 | 3.105 | 22.623 |
| 48 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 3.686 | 1.988 | 3.472 | 3.105 | 28.171 |
| 49 | 4.187 | 1.000 | 2.990 | 3.104 | 3.166 | 2.990 | 1.710 | 3.213 | 1.805 | 3.105 | 27.271 |
| 50 | 4.187 | 1.782 | 1.932 | 1.000 | 3.166 | 1.932 | 3.686 | 3.213 | 2.329 | 3.105 | 26.332 |

**Lampiran 9**

**Data Hasil MSI Variabel Komitmen Organisasi**

**Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | Total |
| 1 | 1.000 | 3.399 | 1.805 | 3.105 | 3.164 | 1.000 | 3.234 | 1.788 | 3.651 | 3.135 | 25.280 |
| 2 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 3 | 2.763 | 2.283 | 2.922 | 1.779 | 1.788 | 2.744 | 2.088 | 2.876 | 3.651 | 1.813 | 24.708 |
| 4 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 2.088 | 1.000 | 2.149 | 3.135 | 26.468 |
| 5 | 2.763 | 1.788 | 1.000 | 3.105 | 3.164 | 2.744 | 1.671 | 1.000 | 3.651 | 3.135 | 24.021 |
| 6 | 2.763 | 2.283 | 2.922 | 1.779 | 1.788 | 2.744 | 2.088 | 2.876 | 3.651 | 1.813 | 24.708 |
| 7 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 8 | 1.000 | 3.399 | 1.805 | 3.105 | 3.164 | 1.000 | 3.234 | 1.788 | 3.651 | 3.135 | 25.280 |
| 9 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 10 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 11 | 2.763 | 3.399 | 1.805 | 3.105 | 3.164 | 1.000 | 3.234 | 1.788 | 3.651 | 1.813 | 25.722 |
| 12 | 2.763 | 3.399 | 1.805 | 3.105 | 3.164 | 2.744 | 3.234 | 1.788 | 1.000 | 3.135 | 26.136 |
| 13 | 2.763 | 3.399 | 2.922 | 1.779 | 1.788 | 2.744 | 3.234 | 2.876 | 3.651 | 1.813 | 26.969 |
| 14 | 2.763 | 1.788 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 27.879 |
| 15 | 1.000 | 3.399 | 1.000 | 3.105 | 3.164 | 1.000 | 3.234 | 1.000 | 3.651 | 3.135 | 23.688 |
| 16 | 2.763 | 1.788 | 1.000 | 3.105 | 3.164 | 2.744 | 1.671 | 2.876 | 3.651 | 3.135 | 25.897 |
| 17 | 1.000 | 3.399 | 1.805 | 3.105 | 3.164 | 1.000 | 3.234 | 1.000 | 3.651 | 3.135 | 24.492 |
| 18 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 12.651 |
| 19 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 12.651 |
| 20 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 21 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 22 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 23 | 1.652 | 1.000 | 1.805 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 14.107 |
| 24 | 2.763 | 3.399 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 16.813 |
| 25 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 26 | 2.763 | 2.283 | 2.922 | 1.779 | 1.788 | 2.744 | 2.088 | 2.876 | 3.651 | 1.813 | 24.708 |
| 27 | 2.763 | 2.283 | 2.922 | 3.105 | 3.164 | 2.744 | 2.088 | 2.876 | 2.149 | 3.135 | 27.229 |
| 28 | 2.763 | 1.788 | 1.000 | 3.105 | 3.164 | 2.744 | 1.671 | 2.876 | 3.651 | 3.135 | 25.897 |
| 29 | 2.763 | 1.000 | 1.000 | 1.000 | 3.164 | 2.744 | 1.000 | 1.000 | 3.651 | 1.000 | 18.322 |
| 30 | 2.763 | 2.283 | 2.922 | 1.779 | 1.788 | 2.744 | 2.088 | 2.876 | 3.651 | 1.813 | 24.708 |
| 31 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 32 | 1.652 | 3.399 | 2.020 | 1.779 | 1.788 | 1.664 | 3.234 | 1.975 | 2.149 | 1.813 | 21.472 |
| 33 | 2.763 | 1.788 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 27.879 |
| 34 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 35 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 36 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 37 | 2.763 | 3.399 | 1.805 | 3.105 | 3.164 | 2.744 | 3.234 | 1.788 | 1.000 | 3.135 | 26.136 |
| 38 | 1.000 | 3.399 | 2.922 | 3.105 | 3.164 | 1.664 | 3.234 | 2.876 | 3.651 | 3.135 | 28.150 |
| 39 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 40 | 1.000 | 3.399 | 1.000 | 3.105 | 3.164 | 1.000 | 3.234 | 1.000 | 3.651 | 3.135 | 23.688 |
| 41 | 2.763 | 1.000 | 1.000 | 1.779 | 1.788 | 2.744 | 1.000 | 1.000 | 3.651 | 1.813 | 18.538 |
| 42 | 1.000 | 3.399 | 1.000 | 3.105 | 3.164 | 1.000 | 3.234 | 1.000 | 3.651 | 3.135 | 23.688 |
| 43 | 1.000 | 1.788 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 13.439 |
| 44 | 2.763 | 2.283 | 2.922 | 3.105 | 3.164 | 2.744 | 2.088 | 2.876 | 3.651 | 3.135 | 28.731 |
| 45 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 46 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 47 | 2.763 | 2.283 | 1.000 | 3.105 | 3.164 | 2.744 | 2.088 | 1.000 | 3.651 | 3.135 | 24.934 |
| 48 | 1.000 | 3.399 | 2.922 | 3.105 | 3.164 | 1.000 | 3.234 | 1.788 | 3.651 | 3.135 | 26.397 |
| 49 | 1.000 | 1.788 | 2.922 | 3.105 | 3.164 | 2.744 | 1.671 | 2.876 | 3.651 | 3.135 | 26.056 |
| 50 | 2.763 | 2.283 | 2.922 | 3.105 | 3.164 | 2.744 | 2.088 | 2.876 | 2.149 | 3.135 | 27.229 |

**Lampiran 10**

**Data Hasil MSI Variabel Kinerja**

**Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | | |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | P.11 | Total |
| 1 | 3.234 | 3.000 | 4.187 | 1.788 | 1.805 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 28.889 |
| 2 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 3 | 2.088 | 1.878 | 2.998 | 2.876 | 2.922 | 1.779 | 1.788 | 2.955 | 2.969 | 1.670 | 3.651 | 27.574 |
| 4 | 2.088 | 1.878 | 4.187 | 1.000 | 2.922 | 3.105 | 3.164 | 1.782 | 1.935 | 3.081 | 2.149 | 27.291 |
| 5 | 1.671 | 1.000 | 2.135 | 1.000 | 1.000 | 3.105 | 3.164 | 2.955 | 1.682 | 3.081 | 3.651 | 24.443 |
| 6 | 2.088 | 1.878 | 2.998 | 2.876 | 2.922 | 1.779 | 1.788 | 1.782 | 1.935 | 3.081 | 3.651 | 26.778 |
| 7 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 8 | 3.234 | 3.000 | 2.998 | 1.788 | 1.805 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 30.679 |
| 9 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 10 | 3.234 | 1.878 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 34.022 |
| 11 | 3.234 | 3.000 | 2.998 | 1.788 | 1.805 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 30.679 |
| 12 | 3.234 | 3.000 | 4.187 | 1.788 | 1.805 | 3.105 | 3.164 | 1.000 | 2.969 | 3.081 | 1.000 | 28.333 |
| 13 | 3.234 | 1.878 | 4.187 | 2.876 | 2.922 | 1.779 | 1.788 | 2.955 | 2.969 | 3.081 | 3.651 | 31.319 |
| 14 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.000 | 2.969 | 3.081 | 2.149 | 31.686 |
| 15 | 3.234 | 3.000 | 4.187 | 1.000 | 1.000 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 27.296 |
| 16 | 1.671 | 1.000 | 2.135 | 2.876 | 1.000 | 3.105 | 3.164 | 2.955 | 1.682 | 3.081 | 3.651 | 26.320 |
| 17 | 3.234 | 3.000 | 4.187 | 1.000 | 1.805 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 28.101 |
| 18 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 14.786 |
| 19 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 14.786 |
| 20 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 21 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 22 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 35.144 |
| 23 | 1.000 | 1.000 | 2.135 | 1.000 | 1.805 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 15.590 |
| 24 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 14.786 |
| 25 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.782 | 2.969 | 3.081 | 2.149 | 32.469 |
| 26 | 2.088 | 1.878 | 2.998 | 2.876 | 2.922 | 1.779 | 1.788 | 2.955 | 2.969 | 1.670 | 3.651 | 27.574 |
| 27 | 2.088 | 1.878 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.782 | 1.935 | 3.081 | 2.149 | 29.167 |
| 28 | 1.671 | 1.000 | 2.135 | 2.876 | 1.000 | 3.105 | 3.164 | 2.955 | 1.682 | 3.081 | 3.651 | 26.320 |
| 29 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.164 | 1.000 | 1.935 | 3.081 | 3.651 | 18.831 |
| 30 | 2.088 | 1.878 | 2.998 | 2.876 | 2.922 | 1.779 | 1.788 | 1.782 | 1.935 | 3.081 | 3.651 | 26.778 |
| 31 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 32 | 3.234 | 3.000 | 4.187 | 1.975 | 2.020 | 1.779 | 1.788 | 2.955 | 2.969 | 2.011 | 2.149 | 28.066 |
| 33 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.782 | 2.969 | 3.081 | 2.149 | 32.469 |
| 34 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 35 | 3.234 | 1.878 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 34.022 |
| 36 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 37 | 3.234 | 3.000 | 4.187 | 1.788 | 1.805 | 3.105 | 3.164 | 1.000 | 2.969 | 3.081 | 1.000 | 28.333 |
| 38 | 3.234 | 1.878 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 34.022 |
| 39 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 40 | 3.234 | 3.000 | 4.187 | 1.000 | 1.000 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 27.296 |
| 41 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.779 | 1.788 | 2.955 | 1.000 | 1.670 | 3.651 | 18.978 |
| 42 | 3.234 | 3.000 | 4.187 | 1.000 | 1.000 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 27.296 |
| 43 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 16.741 |
| 44 | 2.088 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 32.809 |
| 45 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 46 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 47 | 2.088 | 1.000 | 2.998 | 1.000 | 1.000 | 3.105 | 3.164 | 1.000 | 1.000 | 3.081 | 3.651 | 23.088 |
| 48 | 3.234 | 3.000 | 2.998 | 1.788 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 31.796 |
| 49 | 1.671 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.000 | 2.969 | 3.081 | 3.651 | 31.626 |
| 50 | 2.088 | 1.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.782 | 1.935 | 1.000 | 2.149 | 26.209 |

**Lampiran 11**

**Hasil Pengujian Validitas Organizational citizenship behavior X1**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  |  | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | Total |
| X1 | Pearson Correlation | 1 | .549\*\* | .384\* | 0.203 | 0.113 | .398\* | .383\* | 0.217 | 0.207 | -0.046 | .532\*\* |
|  | Sig. (2-tailed) |  | 0.002 | 0.036 | 0.283 | 0.551 | 0.029 | 0.037 | 0.249 | 0.273 | 0.808 | 0.002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .549\*\* | 1 | .623\*\* | 0.123 | 0.232 | .740\*\* | .668\*\* | .471\*\* | .552\*\* | 0.208 | .784\*\* |
|  | Sig. (2-tailed) | 0.002 |  | 0.000 | 0.517 | 0.216 | 0.000 | 0.000 | 0.009 | 0.002 | 0.271 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .384\* | .623\*\* | 1 | .536\*\* | .595\*\* | .386\* | .536\*\* | .731\*\* | 0.256 | -0.091 | .770\*\* |
|  | Sig. (2-tailed) | 0.036 | 0.000 |  | 0.002 | 0.001 | 0.035 | 0.002 | 0.000 | 0.172 | 0.633 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | 0.203 | 0.123 | .536\*\* | 1 | .794\*\* | 0.050 | 0.099 | .447\* | 0.233 | 0.230 | .590\*\* |
|  | Sig. (2-tailed) | 0.283 | 0.517 | 0.002 |  | 0.000 | 0.794 | 0.604 | 0.013 | 0.216 | 0.222 | 0.001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | 0.113 | 0.232 | .595\*\* | .794\*\* | 1 | 0.180 | 0.202 | .641\*\* | 0.293 | 0.330 | .690\*\* |
|  | Sig. (2-tailed) | 0.551 | 0.216 | 0.001 | 0.000 |  | 0.342 | 0.285 | 0.000 | 0.116 | 0.075 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | .398\* | .740\*\* | .386\* | 0.050 | 0.180 | 1 | .548\*\* | .493\*\* | 0.313 | 0.219 | .658\*\* |
|  | Sig. (2-tailed) | 0.029 | 0.000 | 0.035 | 0.794 | 0.342 |  | 0.002 | 0.006 | 0.092 | 0.246 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | .383\* | .668\*\* | .536\*\* | 0.099 | 0.202 | .548\*\* | 1 | .396\* | 0.358 | 0.065 | .648\*\* |
|  | Sig. (2-tailed) | 0.037 | 0.000 | 0.002 | 0.604 | 0.285 | 0.002 |  | 0.031 | 0.052 | 0.734 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | 0.217 | .471\*\* | .731\*\* | .447\* | .641\*\* | .493\*\* | .396\* | 1 | 0.323 | 0.340 | .780\*\* |
|  | Sig. (2-tailed) | 0.249 | 0.009 | 0.000 | 0.013 | 0.000 | 0.006 | 0.031 |  | 0.081 | 0.066 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X9 | Pearson Correlation | 0.207 | .552\*\* | 0.256 | 0.233 | 0.293 | 0.313 | 0.358 | 0.323 | 1 | .616\*\* | .617\*\* |
|  | Sig. (2-tailed) | 0.273 | 0.002 | 0.172 | 0.216 | 0.116 | 0.092 | 0.052 | 0.081 |  | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | #### | 0.208 | #### | 0.230 | 0.330 | 0.219 | 0.065 | 0.340 | .616\*\* | 1 | .428\* |
|  | Sig. (2-tailed) | 0.808 | 0.271 | 0.633 | 0.222 | 0.075 | 0.246 | 0.734 | 0.066 | 0.000 |  | 0.018 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .532\*\* | .784\*\* | .770\*\* | .590\*\* | .690\*\* | .658\*\* | .648\*\* | .780\*\* | .617\*\* | .428\* | 1 |
|  | Sig. (2-tailed) | 0.002 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.018 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

**Lampiran 12**

**Hasil Pengujian Validitas human relations X2**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  |  | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | total |
| X1 | Pearson Correlation | 1 | .674\*\* | .514\*\* | 0.352 | 0.114 | .561\*\* | 0.284 | .418\* | .396\* | .643\*\* | .703\*\* |
|  | Sig. (2-tailed) |  | 0.000 | 0.004 | 0.056 | 0.549 | 0.001 | 0.129 | 0.021 | 0.030 | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .674\*\* | 1 | .631\*\* | .487\*\* | 0.330 | .373\* | 0.261 | .385\* | .435\* | .525\*\* | .724\*\* |
|  | Sig. (2-tailed) | 0.000 |  | 0.000 | 0.006 | 0.075 | 0.042 | 0.163 | 0.036 | 0.016 | 0.003 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .514\*\* | .631\*\* | 1 | .550\*\* | .521\*\* | .486\*\* | 0.241 | .523\*\* | .427\* | .456\* | .756\*\* |
|  | Sig. (2-tailed) | 0.004 | 0.000 |  | 0.002 | 0.003 | 0.006 | 0.200 | 0.003 | 0.019 | 0.011 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | 0.352 | .487\*\* | .550\*\* | 1 | .562\*\* | .423\* | 0.219 | .449\* | 0.188 | 0.253 | .627\*\* |
|  | Sig. (2-tailed) | 0.056 | 0.006 | 0.002 |  | 0.001 | 0.020 | 0.246 | 0.013 | 0.320 | 0.178 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | 0.114 | 0.330 | .521\*\* | .562\*\* | 1 | 0.313 | .383\* | 0.348 | 0.190 | 0.173 | .554\*\* |
|  | Sig. (2-tailed) | 0.549 | 0.075 | 0.003 | 0.001 |  | 0.092 | 0.037 | 0.059 | 0.315 | 0.360 | 0.002 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | .561\*\* | .373\* | .486\*\* | .423\* | 0.313 | 1 | .596\*\* | .762\*\* | .579\*\* | .530\*\* | .799\*\* |
|  | Sig. (2-tailed) | 0.001 | 0.042 | 0.006 | 0.020 | 0.092 |  | 0.001 | 0.000 | 0.001 | 0.003 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | 0.284 | 0.261 | 0.241 | 0.219 | .383\* | .596\*\* | 1 | .686\*\* | .482\*\* | .457\* | .652\*\* |
|  | Sig. (2-tailed) | 0.129 | 0.163 | 0.200 | 0.246 | 0.037 | 0.001 |  | 0.000 | 0.007 | 0.011 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | .418\* | .385\* | .523\*\* | .449\* | 0.348 | .762\*\* | .686\*\* | 1 | .668\*\* | .551\*\* | .819\*\* |
|  | Sig. (2-tailed) | 0.021 | 0.036 | 0.003 | 0.013 | 0.059 | 0.000 | 0.000 |  | 0.000 | 0.002 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X9 | Pearson Correlation | .396\* | .435\* | .427\* | 0.188 | 0.190 | .579\*\* | .482\*\* | .668\*\* | 1 | .456\* | .691\*\* |
|  | Sig. (2-tailed) | 0.030 | 0.016 | 0.019 | 0.320 | 0.315 | 0.001 | 0.007 | 0.000 |  | 0.011 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .643\*\* | .525\*\* | .456\* | 0.253 | 0.173 | .530\*\* | .457\* | .551\*\* | .456\* | 1 | .724\*\* |
|  | Sig. (2-tailed) | 0.000 | 0.003 | 0.011 | 0.178 | 0.360 | 0.003 | 0.011 | 0.002 | 0.011 |  | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .703\*\* | .724\*\* | .756\*\* | .627\*\* | .554\*\* | .799\*\* | .652\*\* | .819\*\* | .691\*\* | .724\*\* | 1 |
|  | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.002 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

**Lampiran 13**

**Hasil Pengujian Validitas komitmen organisasi x3**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  |  | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | Total |
| X1 | Pearson Correlation | 1 | .549\*\* | .384\* | 0.203 | 0.113 | .398\* | .383\* | 0.217 | 0.207 | -0.097 | .514\*\* |
|  | Sig. (2-tailed) |  | 0.002 | 0.036 | 0.283 | 0.551 | 0.029 | 0.037 | 0.249 | 0.273 | 0.609 | 0.004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .549\*\* | 1 | .623\*\* | 0.123 | 0.232 | .740\*\* | .668\*\* | .471\*\* | .552\*\* | 0.319 | .791\*\* |
|  | Sig. (2-tailed) | 0.002 |  | 0.000 | 0.517 | 0.216 | 0.000 | 0.000 | 0.009 | 0.002 | 0.085 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .384\* | .623\*\* | 1 | .536\*\* | .595\*\* | .386\* | .536\*\* | .731\*\* | 0.256 | -0.022 | .766\*\* |
|  | Sig. (2-tailed) | 0.036 | 0.000 |  | 0.002 | 0.001 | 0.035 | 0.002 | 0.000 | 0.172 | 0.908 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | 0.203 | 0.123 | .536\*\* | 1 | .794\*\* | 0.050 | 0.099 | .447\* | 0.233 | 0.236 | .584\*\* |
|  | Sig. (2-tailed) | 0.283 | 0.517 | 0.002 |  | 0.000 | 0.794 | 0.604 | 0.013 | 0.216 | 0.209 | 0.001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | 0.113 | 0.232 | .595\*\* | .794\*\* | 1 | 0.180 | 0.202 | .641\*\* | 0.293 | .408\* | .695\*\* |
|  | Sig. (2-tailed) | 0.551 | 0.216 | 0.001 | 0.000 |  | 0.342 | 0.285 | 0.000 | 0.116 | 0.025 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | .398\* | .740\*\* | .386\* | 0.050 | 0.180 | 1 | .548\*\* | .493\*\* | 0.313 | .494\*\* | .693\*\* |
|  | Sig. (2-tailed) | 0.029 | 0.000 | 0.035 | 0.794 | 0.342 |  | 0.002 | 0.006 | 0.092 | 0.006 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | .383\* | .668\*\* | .536\*\* | 0.099 | 0.202 | .548\*\* | 1 | .396\* | 0.358 | 0.171 | .654\*\* |
|  | Sig. (2-tailed) | 0.037 | 0.000 | 0.002 | 0.604 | 0.285 | 0.002 |  | 0.031 | 0.052 | 0.367 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | 0.217 | .471\*\* | .731\*\* | .447\* | .641\*\* | .493\*\* | .396\* | 1 | 0.323 | .408\* | .782\*\* |
|  | Sig. (2-tailed) | 0.249 | 0.009 | 0.000 | 0.013 | 0.000 | 0.006 | 0.031 |  | 0.081 | 0.025 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X9 | Pearson Correlation | 0.207 | .552\*\* | 0.256 | 0.233 | 0.293 | 0.313 | 0.358 | 0.323 | 1 | .428\* | .585\*\* |
|  | Sig. (2-tailed) | 0.273 | 0.002 | 0.172 | 0.216 | 0.116 | 0.092 | 0.052 | 0.081 |  | 0.018 | 0.001 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | -0.097 | 0.319 | -0.022 | 0.236 | .408\* | .494\*\* | 0.171 | .408\* | .428\* | 1 | .508\*\* |
|  | Sig. (2-tailed) | 0.609 | 0.085 | 0.908 | 0.209 | 0.025 | 0.006 | 0.367 | 0.025 | 0.018 |  | 0.004 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .514\*\* | .791\*\* | .766\*\* | .584\*\* | .695\*\* | .693\*\* | .654\*\* | .782\*\* | .585\*\* | .508\*\* | 1 |
|  | Sig. (2-tailed) | 0.004 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.004 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

**Lampiran 14**

**Hasil Pengujian Validitas Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
| 0 |  | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | total |
| X1 | Pearson Correlation | 1 | .709\*\* | .538\*\* | .458\* | 0.356 | .605\*\* | .539\*\* | .425\* | .514\*\* | .547\*\* | .605\*\* | .742\*\* |
|  | Sig. (2-tailed) |  | 0.000 | 0.002 | 0.011 | 0.054 | 0.000 | 0.002 | 0.019 | 0.004 | 0.002 | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .709\*\* | 1 | .668\*\* | .527\*\* | 0.289 | .558\*\* | .451\* | .561\*\* | .383\* | .715\*\* | .781\*\* | .788\*\* |
|  | Sig. (2-tailed) | 0.000 |  | 0.000 | 0.003 | 0.121 | 0.001 | 0.012 | 0.001 | 0.037 | 0.000 | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .538\*\* | .668\*\* | 1 | .586\*\* | .665\*\* | .614\*\* | .425\* | .557\*\* | .371\* | .529\*\* | .666\*\* | .782\*\* |
|  | Sig. (2-tailed) | 0.002 | 0.000 |  | 0.001 | 0.000 | 0.000 | 0.019 | 0.001 | 0.044 | 0.003 | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | .458\* | .527\*\* | .586\*\* | 1 | 0.359 | .570\*\* | 0.293 | .497\*\* | .479\*\* | .457\* | .638\*\* | .682\*\* |
|  | Sig. (2-tailed) | 0.011 | 0.003 | 0.001 |  | 0.051 | 0.001 | 0.117 | 0.005 | 0.007 | 0.011 | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | 0.356 | 0.289 | .665\*\* | 0.359 | 1 | .526\*\* | .570\*\* | .526\*\* | .591\*\* | 0.356 | .463\* | .662\*\* |
|  | Sig. (2-tailed) | 0.054 | 0.121 | 0.000 | 0.051 |  | 0.003 | 0.001 | 0.003 | 0.001 | 0.053 | 0.010 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | .605\*\* | .558\*\* | .614\*\* | .570\*\* | .526\*\* | 1 | .637\*\* | .803\*\* | .612\*\* | .738\*\* | .679\*\* | .863\*\* |
|  | Sig. (2-tailed) | 0.000 | 0.001 | 0.000 | 0.001 | 0.003 |  | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | .539\*\* | .451\* | .425\* | 0.293 | .570\*\* | .637\*\* | 1 | .723\*\* | .693\*\* | .698\*\* | .446\* | .753\*\* |
|  | Sig. (2-tailed) | 0.002 | 0.012 | 0.019 | 0.117 | 0.001 | 0.000 |  | 0.000 | 0.000 | 0.000 | 0.014 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | .425\* | .561\*\* | .557\*\* | .497\*\* | .526\*\* | .803\*\* | .723\*\* | 1 | .617\*\* | .640\*\* | .631\*\* | .818\*\* |
|  | Sig. (2-tailed) | 0.019 | 0.001 | 0.001 | 0.005 | 0.003 | 0.000 | 0.000 |  | 0.000 | 0.000 | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X9 | Pearson Correlation | .514\*\* | .383\* | .371\* | .479\*\* | .591\*\* | .612\*\* | .693\*\* | .617\*\* | 1 | .650\*\* | .612\*\* | .755\*\* |
|  | Sig. (2-tailed) | 0.004 | 0.037 | 0.044 | 0.007 | 0.001 | 0.000 | 0.000 | 0.000 |  | 0.000 | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .547\*\* | .715\*\* | .529\*\* | .457\* | 0.356 | .738\*\* | .698\*\* | .640\*\* | .650\*\* | 1 | .683\*\* | .826\*\* |
|  | Sig. (2-tailed) | 0.002 | 0.000 | 0.003 | 0.011 | 0.053 | 0.000 | 0.000 | 0.000 | 0.000 |  | 0.000 | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X11 | Pearson Correlation | .605\*\* | .781\*\* | .666\*\* | .638\*\* | .463\* | .679\*\* | .446\* | .631\*\* | .612\*\* | .683\*\* | 1 | .850\*\* |
|  | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.010 | 0.000 | 0.014 | 0.000 | 0.000 | 0.000 |  | 0.000 |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .742\*\* | .788\*\* | .782\*\* | .682\*\* | .662\*\* | .863\*\* | .753\*\* | .818\*\* | .755\*\* | .826\*\* | .850\*\* | 1 |
|  | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |  |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 15 Hasil Uji Reabilitas Variabel Organizational Citizenship Behavior (OCB) X1**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .846 | 10 |

**Lampiran 16 Hasil Uji Reabilitas Variabel Human Relations X2**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .886 | 10 |

**Lampiran 17 Hasil Uji Reabilitas Variabel Komitmen Organisasi X3**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .851 | 10 |

**Lampiran 18 Hasil Uji Reabilitas Variabel Kinerja Y**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .934 | 11 |

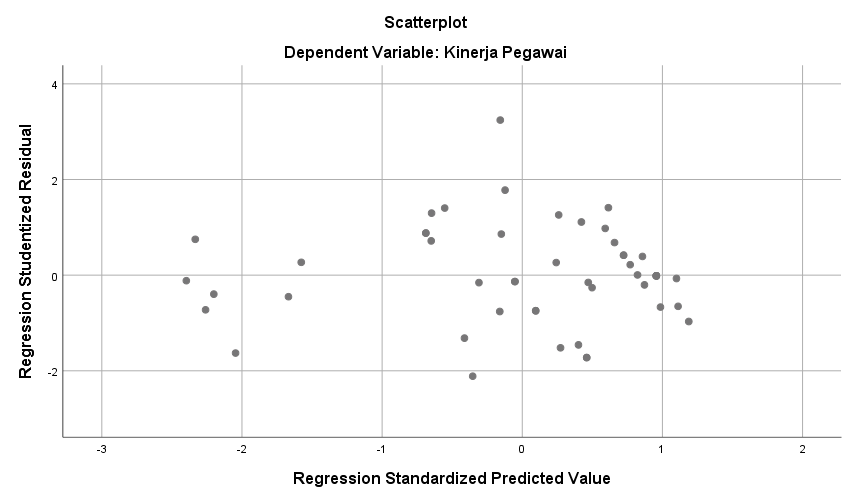
**Lampiran 19 Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 50 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.86364611 |
| Most Extreme Differences | Absolute | .098 |
| Positive | .098 |
| Negative | -.081 |
| Test Statistic | | .098 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**Lampiran 20 Uji Multikolonieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3.514 | 2.086 |  | 1.684 | .099 |  |  |
| Organizational Citizenship Behavior (OCB) | .382 | .123 | .283 | 3.104 | .003 | .145 | 6.915 |
| Human Relations | .293 | .092 | .232 | 3.184 | .003 | .226 | 4.426 |
| Komitmen Organisasi | .519 | .089 | .497 | 5.831 | .000 | .166 | 6.028 |
| a. Dependent Variable: Kinerja | | | | | | | | |

**Lampiran 21Uji Heteroskedastilitas**



**Lampiran 22 Hasil Uji Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.514 | 2.086 |  | 1.684 | .099 |
| Organizational Citizenship Behavior (OCB) | .382 | .123 | .283 | 3.104 | .003 |
| Human Relations | .293 | .092 | .232 | 3.184 | .003 |
| Komitmen Organisasi | .519 | .089 | .497 | 5.831 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 23 Hasil Uji Parsial t**

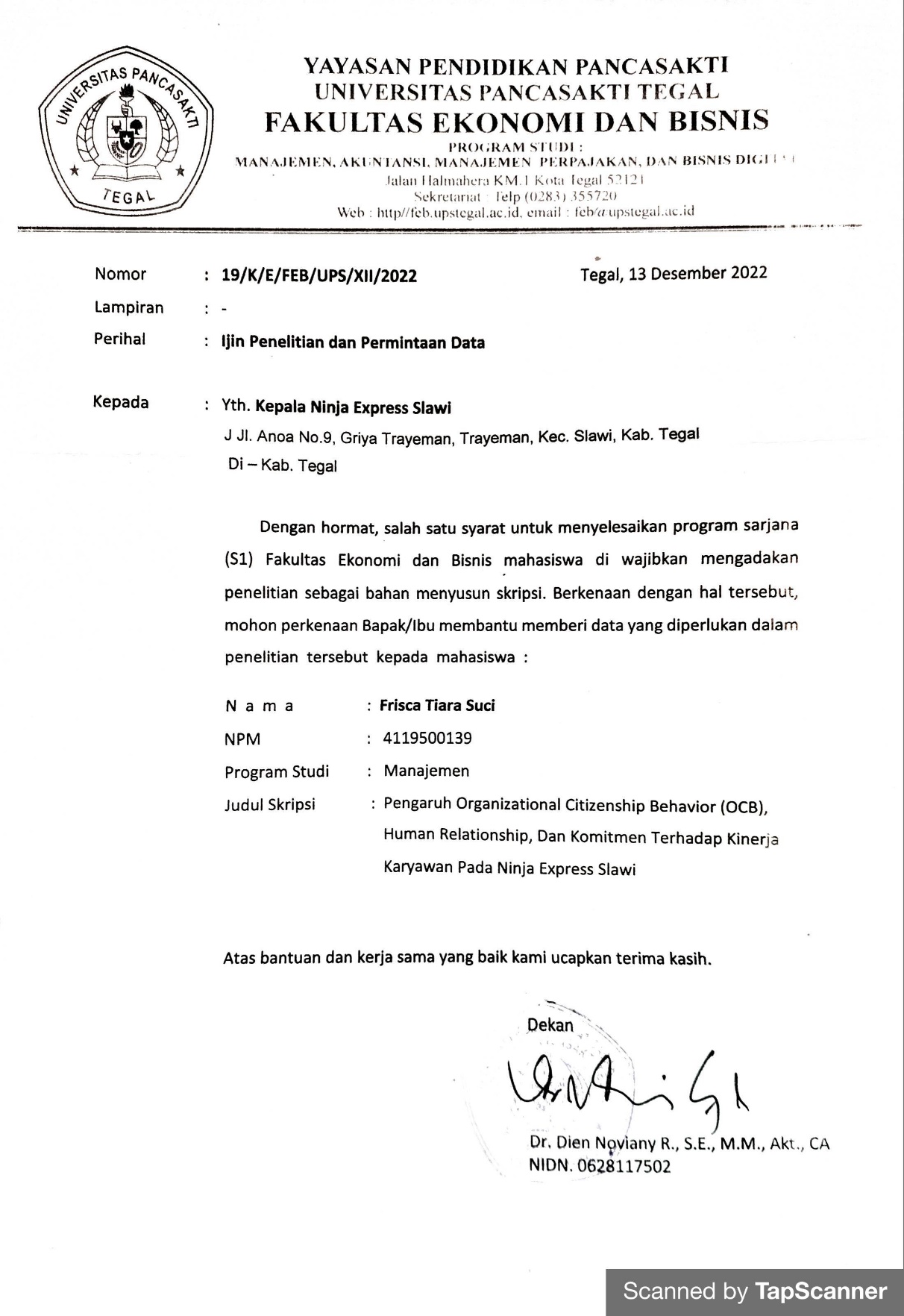
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.514 | 2.086 |  | 1.684 | .099 |
| Organizational Citizenship Behavior (OCB) | .382 | .123 | .283 | 3.104 | .003 |
| Human Relations | .293 | .092 | .232 | 3.184 | .003 |
| Komitmen Organisasi | .519 | .089 | .497 | 5.831 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 24 Hasil Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .972a | .945 | .941 | 1.923 |
| a. Predictors: (Constant), Komitmen Organisasi, Human Relations, Organizational Citizenhsip Behavior (OCB) | | | | |
| b. Dependent Variable: Kinerja | | | | |

**Lampiran 25 Hasil Uji Simultan F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2905.034 | 3 | 968.345 | 261.737 | .000b |
| Residual | 170.186 | 46 | 3.700 |  |  |
| Total | 3075.220 | 49 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Komitmen Organisasi, Human Relations, Organizational Citizenship Behavior (OCB) | | | | | | |

**Lampiran 26 Surat Penelitian**

**Lampiran 27 Surat Balasan penelitian**

