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**LAMPIRAN**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Burnout, Organizational Citizenship Behavior (OCB)*, dan Keterlibatan Kerja Terhadap Kinerja Karyawan pada PT.PLN (Persero) ULP Rayon Balapulang

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan Hormat,

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

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

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, November 2022

Hormat Saya,

Mustopa

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
2. Perempuan
3. Laki-laki
4. Usia
   1. 18– 30 tahun
   2. 31– 40 tahun
   3. > 41 tahun
5. Pendidikan
   1. SD-SMP
   2. SMA/SMK
   3. D3
   4. S1
6. Lama Bekerja
   1. < 1 tahun
   2. 1 – 5 tahun
   3. 5 – 10 tahun
   4. > 10 tahun

**Petunjuk pengisian**

1. Berilah tanda (√) pada kolom yang tersedia dan pilih salah satu jawaban sesuai dengan keadaan yang sebenarnya
2. Ada 5 (lima) alternative jawaban yaitu:

|  |  |
| --- | --- |
| **Simbol** | **Kategori** |
| SS | Sangat Setuju |
| SS | Setuju |
| N | Netral |
| TS | Tidak Setuju |
| STS | Sangat Tidak Setuju |

**Petunjuk Pengisian**

Berilah tanda *check list* (√ ) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

**Kinerja Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | SS | S | N | TS | STS |
| 1 | Karyawan dapat menyelesaikan tugas dengan cepat |  |  |  |  |  |
| 2 | Karyawan merasa puas dengan pekerjaan yang dikerjakan |  |  |  |  |  |
| 3 | Karyawan mampu menyelesaikan tugas yang diberikan dengan baik |  |  |  |  |  |
| 4 | Karyawan dapat menyelesaikan pekerjaan dengan rapih |  |  |  |  |  |
| 5 | Karyawan dapat menyelesaikan tugasnya dengan baik |  |  |  |  |  |
| 6 | Karyawan menyelesaikan pekerjaan dengan cepat dan hasil yang diharapkan |  |  |  |  |  |
| 7 | Karyawan bersedia bertanggung jawab atas keputusan yang di berikan atasan |  |  |  |  |  |
| 8 | Karyawan bersedia menjaga sarana dan prasana perusahaan |  |  |  |  |  |
| 9 | Karyawan memiliki hubungan baik dengan rekan kerja |  |  |  |  |  |

***Burnout* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | SS | S | N | TS | STS |
| 1 | Karyawan merasa bahwa sudah tidak ada perasaan nyaman bekerja di perusahaan |  |  |  |  |  |
| 2 | Karyawan merasa sudah tidak ada perhatian atasan untuk karyawan |  |  |  |  |  |
| 3 | Karyawan tidak mudah percaya kepada rekan kerja |  |  |  |  |  |
| 4 | Karyawan merasa sudah tidak ada minat dengan pekerjaan ini |  |  |  |  |  |
| 5 | Karyawan merasa tidak bersemangat dalam berkerja |  |  |  |  |  |
| 6 | Karyawan kurang menggunakan kemampuannya untuk mencapai sesuatu dalam pekerjaan |  |  |  |  |  |
| 7 | Karyawan merasa tidak termotivasi dengan pekerjaan ini |  |  |  |  |  |
| 8 | Karyawan merasa tidak mampu mengerjakan tugas dengan baik |  |  |  |  |  |
| 9 | Karyawan merasa tidak peduli dengan pekerjaan ini |  |  |  |  |  |

***Organizational Citizenship Behavior* (OCB) (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | SS | S | N | TS | STS |
| 1 | Karyawan selalu siap membantu karyawan lain yang memiliki masalah di tempat kerja |  |  |  |  |  |
| 2 | Karyawan bersedia meluangkan waktu untuk membantu rekan kerja yang mengalami kesulitan |  |  |  |  |  |
| 3 | Karyawan dapat menyelesaikan tugas dengan cepat |  |  |  |  |  |
| 4 | Karyawan dapat menyelasaikan pekerjaan lebih awal dari waktu yang diberikan perusahaan |  |  |  |  |  |
| 5 | Karyawan kurang tepat dalam menerapkan perilaku toleransi |  |  |  |  |  |
| 6 | Karyawan cenderung mebesar-besarkan masalah yang tidak besar sesungguhnya |  |  |  |  |  |
| 7 | Karyawan bersedia melakukan hal yang dapat mencegah masalah untuk perusahaan |  |  |  |  |  |
| 8 | Karyawan dapat menjaga hubungan baik dengan atasan maupun dengan rekan kerja |  |  |  |  |  |
| 9 | Karyawan bersedia ikut terlibat dalam setiap kegiatan perusahaan |  |  |  |  |  |

**Keterlibatan Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | SS | S | N | TS | STS |
| 1 | Karyawan bersedia mengikuti peraturan yang diberikan perusahaan |  |  |  |  |  |
| 2 | Karyawan selalu memperhatikan dalam setiap menyelesaikan sebuah pekerjaan |  |  |  |  |  |
| 3 | Karyawan dapat melaksanakan tugas pekerjaan dengan baik |  |  |  |  |  |
| 4 | Karyawan bersedia menyelesaikan pekerjaan yang diberikan oleh atasan |  |  |  |  |  |
| 5 | Karyawan merasa pekerjaannya penting untuk diri sendirinya |  |  |  |  |  |
| 6 | Karyawan mampu mengerjakan pekerjaan yang melibatkan tindakan fisik |  |  |  |  |  |
| 7 | Karyawan mampu memahami prinsip-prinsip dari perusahaan |  |  |  |  |  |
| 8 | Karyawan menghargai sebuah pekerjaan yang dikerjakan |  |  |  |  |  |
| 9 | Karyawan bersedia mengikuti kegiatan yang ada ditempat kerja |  |  |  |  |  |

Tabulasi Data Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| KINERJA (Y) | | | | | | | | | | |
| No | Y1  1 | Y12 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | ∑ |
| 1 | 5 | 4 | 5 | 5 | 7 | 5 | 5 | 5 | 4 | 37 |
| 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 32 |
| 3 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 33 |
| 4 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 5 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
| 6 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 30 |
| 7 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 36 |
| 8 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 39 |
| 10 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 18 |
| 11 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 39 |
| 12 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 36 |
| 13 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 14 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 35 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 16 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 33 |
| 17 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 37 |
| 18 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 35 |
| 19 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 41 |
| 20 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 41 |
| 21 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 22 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 40 |
| 23 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 40 |
| 24 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 25 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 26 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 40 |
| 27 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 39 |
| 28 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 36 |
| 29 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 37 |
| 30 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 4 | 35 |
| 31 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 39 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 32 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 39 |
| 33 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 34 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 32 |
| 35 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 36 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 39 |
| 37 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 38 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 32 |
| 39 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 31 |
| 40 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 34 |
| 41 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 32 |
| 42 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 31 |
| 43 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 44 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 23 |
| 45 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |

Tabulasi Data Bournot

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Bournout | | | | | | | | | | |
| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X16 | X1.7 | X1.8 | X19 | ∑ |
| 1 | 5 | 4 | 5 | 5 | 7 | 5 | 5 | 5 | 4 | 37 |
| 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 32 |
| 3 | 2 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 33 |
| 4 | 2 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 5 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
| 6 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 30 |
| 7 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 36 |
| 8 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 39 |
| 10 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 18 |
| 11 | 1 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 39 |
| 12 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 36 |
| 13 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 14 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 35 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 16 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 33 |
| 17 | 2 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 37 |
| 18 | 2 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 35 |
| 19 | 2 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 41 |
| 20 | 2 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 41 |
| 21 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 22 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 40 |
| 23 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 40 |
| 24 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 25 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 26 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 40 |
| 27 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 39 |
| 28 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 36 |
| 29 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 37 |
| 30 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 4 | 35 |
| 31 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 39 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 32 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 39 |
| 33 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 34 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 32 |
| 35 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 36 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 39 |
| 37 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 38 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 32 |
| 39 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 31 |
| 40 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 34 |
| 41 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 32 |
| 42 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 31 |
| 43 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 44 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 23 |
| 45 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |

**Tabulasi Data OCB**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| OCB | | | | | | | | | | |
| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2 9 | ∑ |
| 1 | 5 | 4 | 5 | 5 | 7 | 5 | 5 | 5 | 4 | 37 |
| 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 32 |
| 3 | 2 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 33 |
| 4 | 2 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 5 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
| 6 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 30 |
| 7 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 36 |
| 8 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 39 |
| 10 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 18 |
| 11 | 1 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 39 |
| 12 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 36 |
| 13 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 14 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 35 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 16 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 33 |
| 17 | 2 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 37 |
| 18 | 2 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 35 |
| 19 | 2 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 41 |
| 20 | 2 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 41 |
| 21 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 22 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 40 |
| 23 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 40 |
| 24 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 25 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 26 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 40 |
| 27 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 39 |
| 28 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 36 |
| 29 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 37 |
| 30 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 4 | 35 |
| 31 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 39 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 32 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 39 |
| 33 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 34 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 32 |
| 35 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 36 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 39 |
| 37 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 38 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 32 |
| 39 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 31 |
| 40 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 34 |
| 41 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 32 |
| 42 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 31 |
| 43 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 44 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 23 |
| 45 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |

Tabulasi Data Keterlibatan Kerja

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Keterlibatan Kerja | | | | | | | | | | |
| No | X3 1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X39 | ∑ |
| 1 | 5 | 4 | 5 | 5 | 7 | 5 | 5 | 5 | 5 | 37 |
| 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 32 |
| 3 | 2 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 33 |
| 4 | 2 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 5 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
| 6 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 30 |
| 7 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 36 |
| 8 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 39 |
| 10 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 18 |
| 11 | 1 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 39 |
| 12 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 36 |
| 13 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 14 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 35 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 16 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 33 |
| 17 | 2 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 37 |
| 18 | 2 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 35 |
| 19 | 2 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 41 |
| 20 | 2 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 41 |
| 21 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 22 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 40 |
| 23 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 40 |
| 24 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 25 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 26 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 40 |
| 27 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 39 |
| 28 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 36 |
| 29 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 37 |
| 30 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 4 | 35 |
| 31 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 39 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 32 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 39 |
| 33 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 34 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 32 |
| 35 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 36 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 39 |
| 37 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 38 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 32 |
| 39 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 31 |
| 40 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 34 |
| 41 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 32 |
| 42 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 31 |
| 43 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 44 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 23 |
| 45 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |

**UJI VALIDITAS**

X1

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | JMLX1 |
| X1.1 | Pearson Correlation | 1 | ,332 | ,337 | 1,000\*\* | ,332 | ,337 | ,285 | ,625\*\* | ,280 | ,402\* | ,411\* | ,299 | ,672\*\* |
| Sig. (2-tailed) |  | ,073 | ,069 | ,000 | ,073 | ,069 | ,127 | ,000 | ,134 | ,028 | ,024 | ,109 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,332 | 1 | ,511\*\* | ,332 | 1,000\*\* | ,511\*\* | ,508\*\* | ,608\*\* | ,395\* | ,615\*\* | ,633\*\* | ,625\*\* | ,828\*\* |
| Sig. (2-tailed) | ,073 |  | ,004 | ,073 | ,000 | ,004 | ,004 | ,000 | ,031 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,337 | ,511\*\* | 1 | ,337 | ,511\*\* | 1,000\*\* | ,443\* | ,523\*\* | ,552\*\* | ,508\*\* | ,386\* | ,301 | ,738\*\* |
| Sig. (2-tailed) | ,069 | ,004 |  | ,069 | ,004 | ,000 | ,014 | ,003 | ,002 | ,004 | ,035 | ,106 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | 1,000\*\* | ,332 | ,337 | 1 | ,332 | ,337 | ,285 | ,625\*\* | ,280 | ,402\* | ,411\* | ,299 | ,672\*\* |
| Sig. (2-tailed) | ,000 | ,073 | ,069 |  | ,073 | ,069 | ,127 | ,000 | ,134 | ,028 | ,024 | ,109 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,332 | 1,000\*\* | ,511\*\* | ,332 | 1 | ,511\*\* | ,508\*\* | ,608\*\* | ,395\* | ,615\*\* | ,633\*\* | ,625\*\* | ,828\*\* |
| Sig. (2-tailed) | ,073 | ,000 | ,004 | ,073 |  | ,004 | ,004 | ,000 | ,031 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,337 | ,511\*\* | 1,000\*\* | ,337 | ,511\*\* | 1 | ,443\* | ,523\*\* | ,552\*\* | ,508\*\* | ,386\* | ,301 | ,738\*\* |
| Sig. (2-tailed) | ,069 | ,004 | ,000 | ,069 | ,004 |  | ,014 | ,003 | ,002 | ,004 | ,035 | ,106 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,285 | ,508\*\* | ,443\* | ,285 | ,508\*\* | ,443\* | 1 | ,377\* | ,430\* | ,260 | ,308 | ,463\*\* | ,623\*\* |
| Sig. (2-tailed) | ,127 | ,004 | ,014 | ,127 | ,004 | ,014 |  | ,040 | ,018 | ,166 | ,098 | ,010 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,625\*\* | ,608\*\* | ,523\*\* | ,625\*\* | ,608\*\* | ,523\*\* | ,377\* | 1 | ,413\* | ,637\*\* | ,597\*\* | ,396\* | ,814\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,003 | ,000 | ,000 | ,003 | ,040 |  | ,023 | ,000 | ,001 | ,030 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,280 | ,395\* | ,552\*\* | ,280 | ,395\* | ,552\*\* | ,430\* | ,413\* | 1 | ,115 | ,207 | ,480\*\* | ,595\*\* |
| Sig. (2-tailed) | ,134 | ,031 | ,002 | ,134 | ,031 | ,002 | ,018 | ,023 |  | ,547 | ,272 | ,007 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | ,402\* | ,615\*\* | ,508\*\* | ,402\* | ,615\*\* | ,508\*\* | ,260 | ,637\*\* | ,115 | 1 | ,705\*\* | ,279 | ,703\*\* |
| Sig. (2-tailed) | ,028 | ,000 | ,004 | ,028 | ,000 | ,004 | ,166 | ,000 | ,547 |  | ,000 | ,135 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | ,411\* | ,633\*\* | ,386\* | ,411\* | ,633\*\* | ,386\* | ,308 | ,597\*\* | ,207 | ,705\*\* | 1 | ,249 | ,694\*\* |
| Sig. (2-tailed) | ,024 | ,000 | ,035 | ,024 | ,000 | ,035 | ,098 | ,001 | ,272 | ,000 |  | ,184 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | ,299 | ,625\*\* | ,301 | ,299 | ,625\*\* | ,301 | ,463\*\* | ,396\* | ,480\*\* | ,279 | ,249 | 1 | ,630\*\* |
| Sig. (2-tailed) | ,109 | ,000 | ,106 | ,109 | ,000 | ,106 | ,010 | ,030 | ,007 | ,135 | ,184 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| JMLX1 | Pearson Correlation | ,672\*\* | ,828\*\* | ,738\*\* | ,672\*\* | ,828\*\* | ,738\*\* | ,623\*\* | ,814\*\* | ,595\*\* | ,703\*\* | ,694\*\* | ,630\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 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). | | | | | | | | | | | | | | |

**X2**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | JMLX2 |
| X2.1 | Pearson Correlation | 1 | ,801\*\* | ,715\*\* | ,610\*\* | ,524\*\* | ,589\*\* | ,631\*\* | ,651\*\* | ,585\*\* | ,637\*\* | ,888\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,003 | ,001 | ,000 | ,000 | ,001 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,801\*\* | 1 | ,573\*\* | ,621\*\* | ,477\*\* | ,465\*\* | ,574\*\* | ,657\*\* | ,590\*\* | ,627\*\* | ,842\*\* |
| Sig. (2-tailed) | ,000 |  | ,001 | ,000 | ,008 | ,010 | ,001 | ,000 | ,001 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,715\*\* | ,573\*\* | 1 | ,543\*\* | ,316 | ,552\*\* | ,524\*\* | ,341 | ,651\*\* | ,560\*\* | ,757\*\* |
| Sig. (2-tailed) | ,000 | ,001 |  | ,002 | ,088 | ,002 | ,003 | ,065 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,610\*\* | ,621\*\* | ,543\*\* | 1 | ,390\* | ,289 | ,327 | ,446\* | ,400\* | ,668\*\* | ,696\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,002 |  | ,033 | ,122 | ,078 | ,014 | ,028 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,524\*\* | ,477\*\* | ,316 | ,390\* | 1 | ,535\*\* | ,396\* | ,482\*\* | ,533\*\* | ,447\* | ,680\*\* |
| Sig. (2-tailed) | ,003 | ,008 | ,088 | ,033 |  | ,002 | ,030 | ,007 | ,002 | ,013 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,589\*\* | ,465\*\* | ,552\*\* | ,289 | ,535\*\* | 1 | ,499\*\* | ,583\*\* | ,582\*\* | ,322 | ,709\*\* |
| Sig. (2-tailed) | ,001 | ,010 | ,002 | ,122 | ,002 |  | ,005 | ,001 | ,001 | ,083 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,631\*\* | ,574\*\* | ,524\*\* | ,327 | ,396\* | ,499\*\* | 1 | ,581\*\* | ,401\* | ,475\*\* | ,704\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,003 | ,078 | ,030 | ,005 |  | ,001 | ,028 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,651\*\* | ,657\*\* | ,341 | ,446\* | ,482\*\* | ,583\*\* | ,581\*\* | 1 | ,521\*\* | ,544\*\* | ,765\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,065 | ,014 | ,007 | ,001 | ,001 |  | ,003 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | ,585\*\* | ,590\*\* | ,651\*\* | ,400\* | ,533\*\* | ,582\*\* | ,401\* | ,521\*\* | 1 | ,539\*\* | ,772\*\* |
| Sig. (2-tailed) | ,001 | ,001 | ,000 | ,028 | ,002 | ,001 | ,028 | ,003 |  | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | ,637\*\* | ,627\*\* | ,560\*\* | ,668\*\* | ,447\* | ,322 | ,475\*\* | ,544\*\* | ,539\*\* | 1 | ,771\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | ,013 | ,083 | ,008 | ,002 | ,002 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| JMLX2 | Pearson Correlation | ,888\*\* | ,842\*\* | ,757\*\* | ,696\*\* | ,680\*\* | ,709\*\* | ,704\*\* | ,765\*\* | ,772\*\* | ,771\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,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). | | | | | | | | | | | | |

**X3**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | JMLX3 |
| X3.1 | Pearson Correlation | 1 | ,801\*\* | ,715\*\* | ,610\*\* | ,524\*\* | ,589\*\* | ,631\*\* | ,368\* | ,234 | ,214 | ,176 | ,637\*\* | ,861\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,003 | ,001 | ,000 | ,045 | ,213 | ,256 | ,353 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,801\*\* | 1 | ,573\*\* | ,621\*\* | ,477\*\* | ,465\*\* | ,574\*\* | ,195 | ,056 | ,178 | ,137 | ,627\*\* | ,762\*\* |
| Sig. (2-tailed) | ,000 |  | ,001 | ,000 | ,008 | ,010 | ,001 | ,302 | ,770 | ,346 | ,470 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,715\*\* | ,573\*\* | 1 | ,543\*\* | ,316 | ,552\*\* | ,524\*\* | ,372\* | ,223 | ,191 | ,196 | ,560\*\* | ,756\*\* |
| Sig. (2-tailed) | ,000 | ,001 |  | ,002 | ,088 | ,002 | ,003 | ,043 | ,235 | ,313 | ,300 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | ,610\*\* | ,621\*\* | ,543\*\* | 1 | ,390\* | ,289 | ,327 | ,059 | -,089 | ,190 | ,073 | ,668\*\* | ,628\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,002 |  | ,033 | ,122 | ,078 | ,756 | ,640 | ,315 | ,701 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,524\*\* | ,477\*\* | ,316 | ,390\* | 1 | ,535\*\* | ,396\* | ,201 | ,071 | ,290 | ,085 | ,447\* | ,632\*\* |
| Sig. (2-tailed) | ,003 | ,008 | ,088 | ,033 |  | ,002 | ,030 | ,287 | ,708 | ,120 | ,655 | ,013 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | ,589\*\* | ,465\*\* | ,552\*\* | ,289 | ,535\*\* | 1 | ,499\*\* | ,430\* | ,279 | ,435\* | ,446\* | ,322 | ,749\*\* |
| Sig. (2-tailed) | ,001 | ,010 | ,002 | ,122 | ,002 |  | ,005 | ,018 | ,135 | ,016 | ,014 | ,083 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | ,631\*\* | ,574\*\* | ,524\*\* | ,327 | ,396\* | ,499\*\* | 1 | ,242 | ,242 | ,350 | ,333 | ,475\*\* | ,724\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,003 | ,078 | ,030 | ,005 |  | ,198 | ,198 | ,058 | ,072 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | ,368\* | ,195 | ,372\* | ,059 | ,201 | ,430\* | ,242 | 1 | ,756\*\* | ,364\* | ,240 | ,177 | ,545\*\* |
| Sig. (2-tailed) | ,045 | ,302 | ,043 | ,756 | ,287 | ,018 | ,198 |  | ,000 | ,048 | ,201 | ,350 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | ,234 | ,056 | ,223 | -,089 | ,071 | ,279 | ,242 | ,756\*\* | 1 | ,469\*\* | ,320 | ,111 | ,440\* |
| Sig. (2-tailed) | ,213 | ,770 | ,235 | ,640 | ,708 | ,135 | ,198 | ,000 |  | ,009 | ,084 | ,558 | ,015 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | ,214 | ,178 | ,191 | ,190 | ,290 | ,435\* | ,350 | ,364\* | ,469\*\* | 1 | ,616\*\* | ,042 | ,516\*\* |
| Sig. (2-tailed) | ,256 | ,346 | ,313 | ,315 | ,120 | ,016 | ,058 | ,048 | ,009 |  | ,000 | ,826 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | ,176 | ,137 | ,196 | ,073 | ,085 | ,446\* | ,333 | ,240 | ,320 | ,616\*\* | 1 | -,043 | ,426\* |
| Sig. (2-tailed) | ,353 | ,470 | ,300 | ,701 | ,655 | ,014 | ,072 | ,201 | ,084 | ,000 |  | ,821 | ,019 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | ,637\*\* | ,627\*\* | ,560\*\* | ,668\*\* | ,447\* | ,322 | ,475\*\* | ,177 | ,111 | ,042 | -,043 | 1 | ,682\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | ,013 | ,083 | ,008 | ,350 | ,558 | ,826 | ,821 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| JMLX3 | Pearson Correlation | ,861\*\* | ,762\*\* | ,756\*\* | ,628\*\* | ,632\*\* | ,749\*\* | ,724\*\* | ,545\*\* | ,440\* | ,516\*\* | ,426\* | ,682\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,002 | ,015 | ,004 | ,019 | ,000 |  |
| N | 30 | 30 | 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). | | | | | | | | | | | | | | |

**Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | JMLY |
| Y1 | Pearson Correlation | 1 | ,165 | ,349 | ,515\*\* | ,298 | ,253 | ,226 | ,609\*\* | ,225 | ,356 | ,670\*\* |
| Sig. (2-tailed) |  | ,383 | ,059 | ,004 | ,109 | ,177 | ,229 | ,000 | ,233 | ,053 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | ,165 | 1 | ,165 | ,358 | ,320 | ,085 | ,311 | ,016 | ,090 | ,148 | ,442\* |
| Sig. (2-tailed) | ,383 |  | ,383 | ,052 | ,085 | ,655 | ,094 | ,931 | ,635 | ,435 | ,014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | ,349 | ,165 | 1 | ,455\* | ,353 | ,311 | ,098 | ,609\*\* | ,506\*\* | ,138 | ,670\*\* |
| Sig. (2-tailed) | ,059 | ,383 |  | ,012 | ,056 | ,094 | ,606 | ,000 | ,004 | ,466 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | ,515\*\* | ,358 | ,455\* | 1 | ,513\*\* | ,136 | ,408\* | ,432\* | ,339 | ,229 | ,745\*\* |
| Sig. (2-tailed) | ,004 | ,052 | ,012 |  | ,004 | ,473 | ,025 | ,017 | ,067 | ,223 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | ,298 | ,320 | ,353 | ,513\*\* | 1 | ,023 | ,651\*\* | ,439\* | ,341 | ,098 | ,697\*\* |
| Sig. (2-tailed) | ,109 | ,085 | ,056 | ,004 |  | ,905 | ,000 | ,015 | ,065 | ,608 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | ,253 | ,085 | ,311 | ,136 | ,023 | 1 | ,030 | ,190 | ,263 | ,317 | ,444\* |
| Sig. (2-tailed) | ,177 | ,655 | ,094 | ,473 | ,905 |  | ,873 | ,315 | ,161 | ,087 | ,014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | ,226 | ,311 | ,098 | ,408\* | ,651\*\* | ,030 | 1 | ,459\* | -,055 | -,043 | ,536\*\* |
| Sig. (2-tailed) | ,229 | ,094 | ,606 | ,025 | ,000 | ,873 |  | ,011 | ,772 | ,822 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | ,609\*\* | ,016 | ,609\*\* | ,432\* | ,439\* | ,190 | ,459\* | 1 | ,242 | ,170 | ,705\*\* |
| Sig. (2-tailed) | ,000 | ,931 | ,000 | ,017 | ,015 | ,315 | ,011 |  | ,198 | ,371 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | ,225 | ,090 | ,506\*\* | ,339 | ,341 | ,263 | -,055 | ,242 | 1 | ,424\* | ,557\*\* |
| Sig. (2-tailed) | ,233 | ,635 | ,004 | ,067 | ,065 | ,161 | ,772 | ,198 |  | ,020 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | ,356 | ,148 | ,138 | ,229 | ,098 | ,317 | -,043 | ,170 | ,424\* | 1 | ,457\* |
| Sig. (2-tailed) | ,053 | ,435 | ,466 | ,223 | ,608 | ,087 | ,822 | ,371 | ,020 |  | ,011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| JMLY | Pearson Correlation | ,670\*\* | ,442\* | ,670\*\* | ,745\*\* | ,697\*\* | ,444\* | ,536\*\* | ,705\*\* | ,557\*\* | ,457\* | 1 |
| Sig. (2-tailed) | ,000 | ,014 | ,000 | ,000 | ,000 | ,014 | ,002 | ,000 | ,001 | ,011 |  |
| 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). | | | | | | | | | | | | |

**UJI RELIABILITAS**

**X1**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,919 | 12 |

**X2**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,916 | 10 |

**X3**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,844 | 12 |

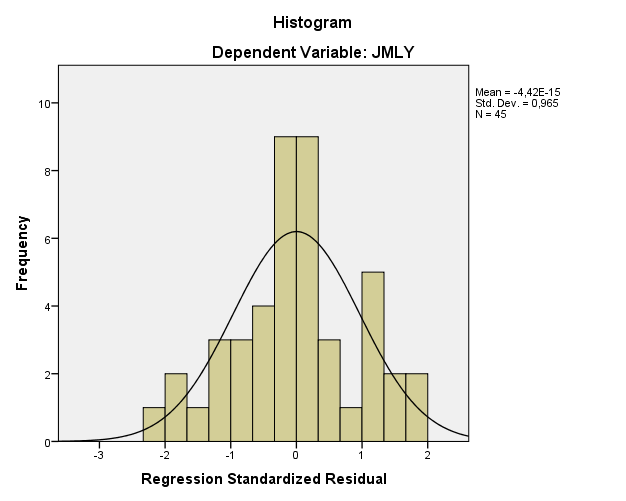
**Y**

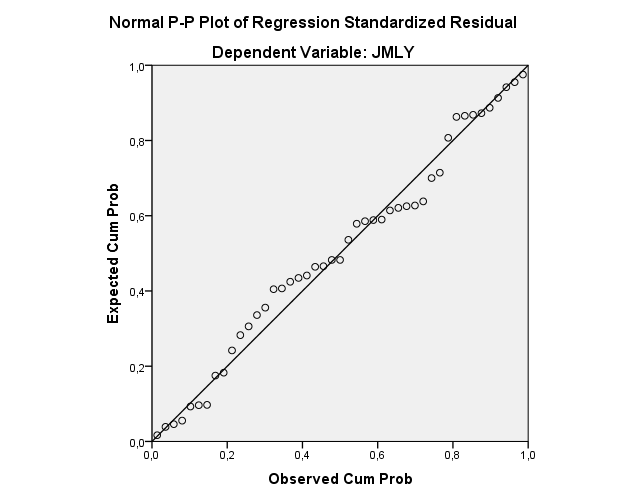
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,789 | 10 |

**UJI ASUMSI KLASIK**

**1. NORMALITAS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,072 | 4,758 |  | ,646 | ,522 |
| JMLX1 | -,082 | ,027 | -,270 | -3,009 | ,004 |
| JMLX2 | ,544 | ,124 | ,455 | 4,380 | ,000 |
| JMLX3 | ,439 | ,098 | ,462 | 4,473 | ,000 |
| a. Dependent Variable: JMLY | | | | | | |



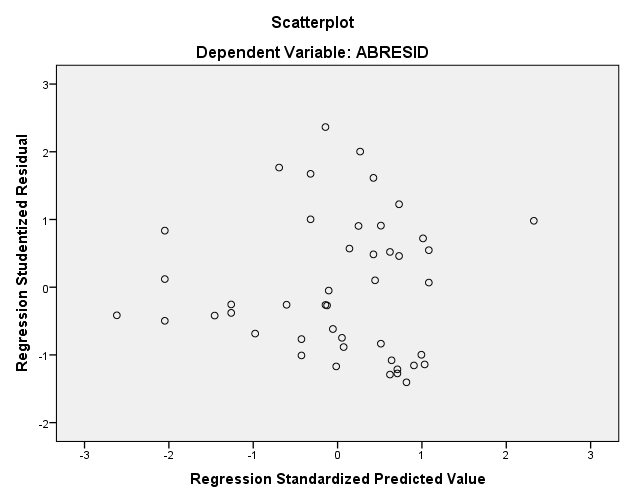


|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 45 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,35051322 |
| Most Extreme Differences | Absolute | ,090 |
| Positive | ,090 |
| Negative | -,090 |
| Test Statistic | | ,090 |
| 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. | | |

**2. MULTIKOLINEARITAS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | JMLX1 | ,734 | 1,362 |
| JMLX2 | ,988 | 1,013 |
| JMLX3 | ,742 | 1,347 |
| a. Dependent Variable: JMLY | | | |

**3. HETEROSKEDASTISITAS**



**REGRSI LINEAR BERGANDA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,072 | 4,758 |  | ,646 | ,522 |
| JMLX1 | -,082 | ,027 | -,270 | -3,009 | ,004 |
| JMLX2 | ,544 | ,124 | ,455 | 4,380 | ,000 |
| JMLX3 | ,439 | ,098 | ,462 | 4,473 | ,000 |
| a. Dependent Variable: JMLY | | | | | | |

**UJI HIPOTESIS**

**1. UJI T**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,072 | 4,758 |  | ,646 | ,522 |
| JMLX1 | -,082 | ,027 | -,270 | -3,009 | ,004 |
| JMLX2 | ,544 | ,124 | ,455 | 4,380 | ,000 |
| JMLX3 | ,439 | ,098 | ,462 | 4,473 | ,000 |
| a. Dependent Variable: JMLY | | | | | | |

**2. UJI F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 166,727 | 3 | 55,576 | 28,393 | ,000b |
| Residual | 80,251 | 41 | 1,957 |  |  |
| Total | 246,978 | 44 |  |  |  |
| a. Dependent Variable: JMLY | | | | | | |
| b. Predictors: (Constant), JMLX3, JMLX2, JMLX1 | | | | | | |

**KOEFISIEN DETERMINASI**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,822a | ,675 | ,651 | 1,399 |
| a. Predictors: (Constant), JMLX3, JMLX2, JMLX1 | | | | |
| b. Dependent Variable: JMLY | | | | |

**AUTO KORELASI**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,822a | ,675 | ,651 | 1,399 | 2,022 |
| a. Predictors: (Constant), JMLX3, JMLX2, JMLX1 | | | | | |
| b. Dependent Variable: JMLY | | | | | |