**Statistik Deskriptive Variabel Penelitian**







Sumber: *Output* SPSS

**Statistik Deskriptif *Emotional Intelligence***

| **EI1.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 25 | 44.6 | 44.6 | 44.6 |
| 4.00 | 31 | 55.4 | 55.4 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **EI1.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 25 | 44.6 | 44.6 | 44.6 |
| 4.00 | 31 | 55.4 | 55.4 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **EI2.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 3 | 5.4 | 5.4 | 7.1 |
| 3.00 | 36 | 64.3 | 64.3 | 71.4 |
| 4.00 | 16 | 28.6 | 28.6 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **EI2.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 7 | 12.5 | 12.5 | 14.3 |
| 3.00 | 36 | 64.3 | 64.3 | 78.6 |
| 4.00 | 12 | 21.4 | 21.4 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **EI3.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 11 | 19.6 | 19.6 | 21.4 |
| 3.00 | 36 | 64.3 | 64.3 | 85.7 |
| 4.00 | 8 | 14.3 | 14.3 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **EI3.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 2 | 3.6 | 3.6 | 3.6 |
| 2.00 | 12 | 21.4 | 21.4 | 25.0 |
| 3.00 | 34 | 60.7 | 60.7 | 85.7 |
| 4.00 | 8 | 14.3 | 14.3 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **EI4.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 11 | 19.6 | 19.6 | 21.4 |
| 3.00 | 32 | 57.1 | 57.1 | 78.6 |
| 4.00 | 12 | 21.4 | 21.4 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **EI4.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 5 | 8.9 | 8.9 | 8.9 |
| 3.00 | 27 | 48.2 | 48.2 | 57.1 |
| 4.00 | 24 | 42.9 | 42.9 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

**Statistik Deskriptif *OCB***

| **OCB1.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 1 | 1.8 | 1.8 | 1.8 |
| 3.00 | 29 | 51.8 | 51.8 | 53.6 |
| 4.00 | 26 | 46.4 | 46.4 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **OCB1.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 2 | 3.6 | 3.6 | 5.4 |
| 3.00 | 41 | 73.2 | 73.2 | 78.6 |
| 4.00 | 12 | 21.4 | 21.4 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **OCB2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 1 | 1.8 | 1.8 | 3.6 |
| 3.00 | 30 | 53.6 | 53.6 | 57.1 |
| 4.00 | 24 | 42.9 | 42.9 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **OCB3.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 2 | 3.6 | 3.6 | 5.4 |
| 3.00 | 38 | 67.9 | 67.9 | 73.2 |
| 4.00 | 15 | 26.8 | 26.8 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **OCB3.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 4 | 7.1 | 7.1 | 7.1 |
| 2.00 | 22 | 39.3 | 39.3 | 46.4 |
| 3.00 | 24 | 42.9 | 42.9 | 89.3 |
| 4.00 | 6 | 10.7 | 10.7 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **OCB4** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 22 | 39.3 | 39.3 | 39.3 |
| 4.00 | 34 | 60.7 | 60.7 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **OCB5** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 6 | 10.7 | 10.7 | 12.5 |
| 3.00 | 29 | 51.8 | 51.8 | 64.3 |
| 4.00 | 20 | 35.7 | 35.7 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **OCB6** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 5.4 | 5.4 | 5.4 |
| 3.00 | 23 | 41.1 | 41.1 | 46.4 |
| 4.00 | 30 | 53.6 | 53.6 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

**Statistik Deskriptif Kinerja**

| **K1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 6 | 10.7 | 10.7 | 12.5 |
| 3.00 | 29 | 51.8 | 51.8 | 64.3 |
| 4.00 | 20 | 35.7 | 35.7 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **K2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 2.00 | 3 | 5.4 | 5.4 | 7.1 |
| 3.00 | 40 | 71.4 | 71.4 | 78.6 |
| 4.00 | 12 | 21.4 | 21.4 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **K3.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 2 | 3.6 | 3.6 | 3.6 |
| 2.00 | 22 | 39.3 | 39.3 | 42.9 |
| 3.00 | 31 | 55.4 | 55.4 | 98.2 |
| 4.00 | 1 | 1.8 | 1.8 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **K3.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 23 | 41.1 | 41.1 | 41.1 |
| 4.00 | 33 | 58.9 | 58.9 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **K4.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 5.4 | 5.4 | 5.4 |
| 3.00 | 34 | 60.7 | 60.7 | 66.1 |
| 4.00 | 19 | 33.9 | 33.9 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **K4.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 2 | 3.6 | 3.6 | 3.6 |
| 3.00 | 35 | 62.5 | 62.5 | 66.1 |
| 4.00 | 19 | 33.9 | 33.9 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **K5.1** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 2 | 3.6 | 3.6 | 3.6 |
| 2.00 | 2 | 3.6 | 3.6 | 7.1 |
| 3.00 | 35 | 62.5 | 62.5 | 69.6 |
| 4.00 | 17 | 30.4 | 30.4 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

| **K5.2** |
| --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.8 | 1.8 | 1.8 |
| 3.00 | 31 | 55.4 | 55.4 | 57.1 |
| 4.00 | 24 | 42.9 | 42.9 | 100.0 |
| Total | 56 | 100.0 | 100.0 |  |

***Convergent Validity***

** Sumber: Smart PLS 3.0.

 ***Discriminant Validity***



 Sumber: PLS 3.0

***Composite Reliability* dan *Cronbach Alpha***



 Sumber: PLS 3.0

***R Square***



 Sumber: PLS 3.0

***Path Coefficients***



Sumber: PLS 3.0.

 ***Indirect Effects***

 Sumber: PLS 3.0

**Uji *Measurement* Model**



 Sumber : PLS 3.0

**Uji *Measuremen***

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