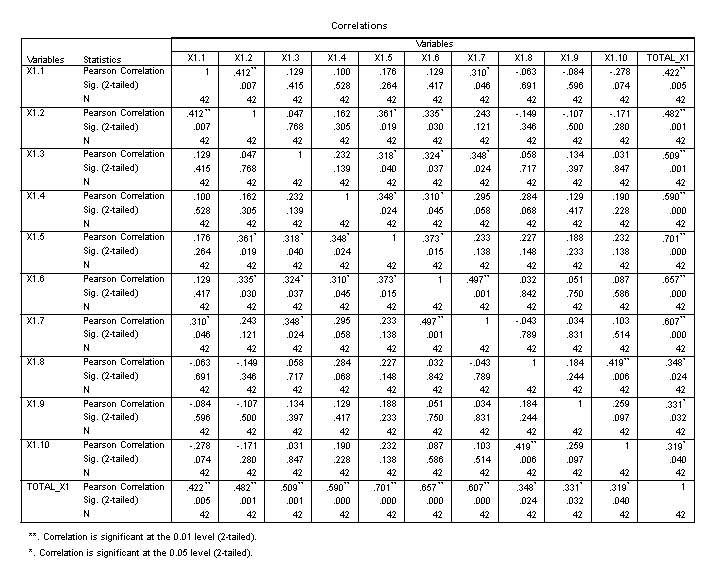
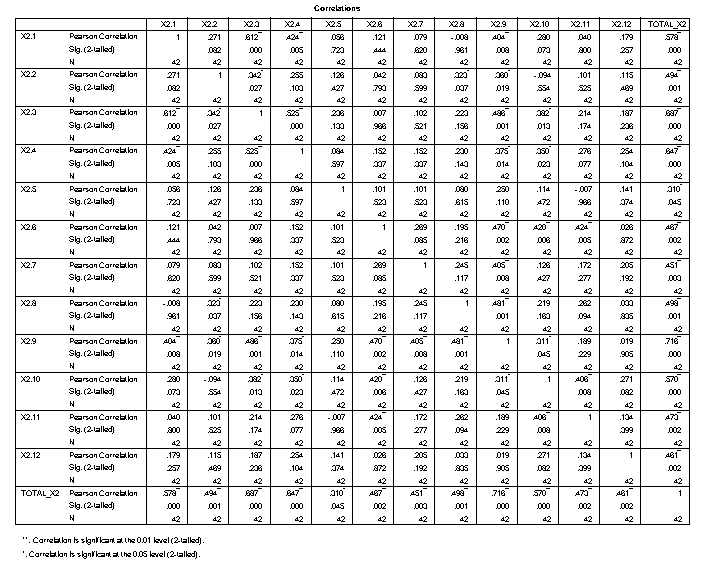
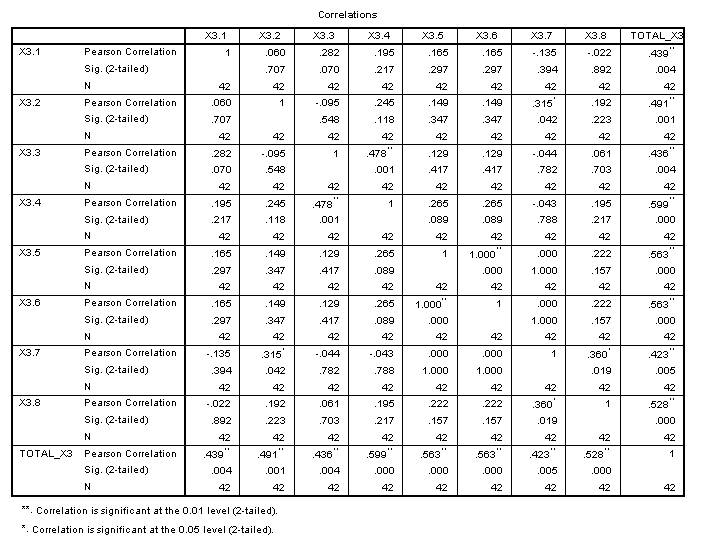
**Uji Validitas Variabel Kepuasan Kerja**



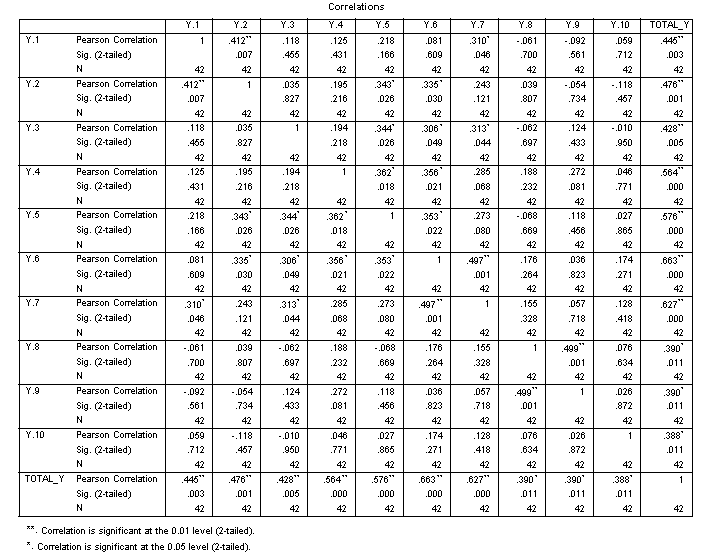
**Uji Validitas Variabel Budaya Organisasi**



**Uji Validitas Variabel Kompetensi**



**Uji Validitas Variabel *Organizational Citizenship Behavior***



**Uji Reliabilitas**

1. **Kepuasan Kerja**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .662 | .664 | 10 |

1. **Budaya Organisasi**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .756 | .770 | 12 |

1. **Kompetensi**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .615 | .629 | 8 |

1. ***Organizational Citizenship Behavior***

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .625 | .664 | 10 |

**Uji Asumsi Klasik**

1. **Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 42 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.36230779 |
| Most Extreme Differences | Absolute | .068 |
| Positive | .068 |
| Negative | -.064 |
| Test Statistic | | .068 |
| 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. | | |

1. **Uji Multikolinieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | .146 | 3.925 |  | .037 | .971 |  |  |
| TOTAL\_X1 | .862 | .081 | .795 | 10.668 | .000 | .844 | 1.185 |
| TOTAL\_X2 | .197 | .058 | .271 | 3.380 | .002 | .729 | 1.373 |
| TOTAL\_X3 | -.131 | .098 | -.102 | -1.341 | .188 | .810 | 1.234 |
| a. Dependent Variable: TOTAL\_Y | | | | | | | | |

1. **Uji Heteroskedastisitas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 1.470 | 2.396 |  | .613 | .543 |  |  |
| TOTAL\_X1 | .020 | .049 | .070 | .405 | .688 | .844 | 1.185 |
| TOTAL\_X2 | .029 | .036 | .150 | .809 | .424 | .729 | 1.373 |
| TOTAL\_X3 | -.080 | .060 | -.234 | -1.333 | .191 | .810 | 1.234 |

|  |
| --- |
| a. Dependent Variable: ABS |

**Uji *Kolmogorov-Smirnov***

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 42 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.36230779 |
| Most Extreme Differences | Absolute | .068 |
| Positive | .068 |
| Negative | -.064 |
| Test Statistic | | .068 |
| 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. | | |

**Uji Glejser**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 1.470 | 2.396 |  | .613 | .543 |  |  |
| TOTAL\_X1 | .020 | .049 | .070 | .405 | .688 | .844 | 1.185 |
| TOTAL\_X2 | .029 | .036 | .150 | .809 | .424 | .729 | 1.373 |
| TOTAL\_X3 | -.080 | .060 | -.234 | -1.333 | .191 | .810 | 1.234 |
| a. Dependent Variable: ABS | | | | | | | | |

**Uji Statistik t**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | .146 | 3.925 |  | .037 | .971 |  |  |
| TOTAL\_X1 | .862 | .081 | .795 | 10.668 | .000 | .844 | 1.185 |
| TOTAL\_X2 | .197 | .058 | .271 | 3.380 | .002 | .729 | 1.373 |
| TOTAL\_X3 | -.131 | .098 | -.102 | -1.341 | .188 | .810 | 1.234 |
| a. Dependent Variable: TOTAL\_Y | | | | | | | | |

**Uji Statistik f**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 350.980 | 3 | 116.993 | 58.427 | .000b |
| Residual | 76.091 | 38 | 2.002 |  |  |
| Total | 427.071 | 41 |  |  |  |
| a. Dependent Variable: TOTAL\_Y | | | | | | |
| b. Predictors: (Constant), TOTAL\_X3, TOTAL\_X1, TOTAL\_X2 | | | | | | |

**Uji Koefisien Determinasi ()**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .907a | .822 | .808 | 1.415 | 1.906 |
| a. Predictors: (Constant), TOTAL\_X3, TOTAL\_X1, TOTAL\_X2 | | | | | |
| b. Dependent Variable: TOTAL\_Y | | | | | |

**Statistik Deskriptif Variabel Kepuasan Kerja**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Netral | 5 | 10.2 | 11.9 | 14.3 |
| Setuju | 23 | 46.9 | 54.8 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |
| **X1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Netral | 3 | 6.1 | 7.1 | 9.5 |
| Setuju | 26 | 53.1 | 61.9 | 71.4 |
| Sangat Setuju | 12 | 24.5 | 28.6 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 1 | 2.0 | 2.4 | 2.4 |
| Setuju | 26 | 53.1 | 61.9 | 64.3 |
| Sangat Setuju | 15 | 30.6 | 35.7 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 2 | 4.1 | 4.8 | 4.8 |
| Setuju | 28 | 57.1 | 66.7 | 71.4 |
| Sangat Setuju | 12 | 24.5 | 28.6 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 6 | 12.2 | 14.3 | 14.3 |
| Setuju | 25 | 51.0 | 59.5 | 73.8 |
| Sangat Setuju | 11 | 22.4 | 26.2 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Netral | 4 | 8.2 | 9.5 | 11.9 |
| Setuju | 22 | 44.9 | 52.4 | 64.3 |
| 5 | 15 | 30.6 | 35.7 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 1 | 2.0 | 2.4 | 2.4 |
| Setuju | 25 | 51.0 | 59.5 | 61.9 |
| Sangat Setuju | 16 | 32.7 | 38.1 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 3 | 6.1 | 7.1 | 7.1 |
| Setuju | 29 | 59.2 | 69.0 | 76.2 |
| Sangat Setuju | 10 | 20.4 | 23.8 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 3 | 6.1 | 7.1 | 7.1 |
| Setuju | 26 | 53.1 | 61.9 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 2 | 4.1 | 4.8 | 4.8 |
| Setuju | 30 | 61.2 | 71.4 | 76.2 |
| Sangat Setuju | 10 | 20.4 | 23.8 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

**Statistik Deskriptif Variabel Budaya Organisasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 3 | 6.1 | 7.1 | 7.1 |
| Netral | 5 | 10.2 | 11.9 | 19.0 |
| Setuju | 22 | 44.9 | 52.4 | 71.4 |
| Sangat Setuju | 12 | 24.5 | 28.6 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 4.1 | 4.8 | 4.8 |
| Netral | 9 | 18.4 | 21.4 | 26.2 |
| Setuju | 18 | 36.7 | 42.9 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 4.1 | 4.8 | 4.8 |
| Netral | 3 | 6.1 | 7.1 | 11.9 |
| Setuju | 24 | 49.0 | 57.1 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 6 | 12.2 | 14.3 | 14.3 |
| Setuju | 22 | 44.9 | 52.4 | 66.7 |
| Sangat Setuju | 14 | 28.6 | 33.3 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 2 | 4.1 | 4.8 | 4.8 |
| Setuju | 33 | 67.3 | 78.6 | 83.3 |
| Sangat Setuju | 7 | 14.3 | 16.7 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 7 | 14.3 | 16.7 | 16.7 |
| Setuju | 22 | 44.9 | 52.4 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 7 | 14.3 | 16.7 | 16.7 |
| Setuju | 22 | 44.9 | 52.4 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 7 | 14.3 | 16.7 | 16.7 |
| Setuju | 20 | 40.8 | 47.6 | 64.3 |
| Sangat Setuju | 15 | 30.6 | 35.7 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 2 | 4.1 | 4.8 | 4.8 |
| Setuju | 26 | 53.1 | 61.9 | 66.7 |
| Sangat Setuju | 14 | 28.6 | 33.3 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 5 | 10.2 | 11.9 | 11.9 |
| Setuju | 26 | 53.1 | 61.9 | 73.8 |
| Sangat Setuju | 11 | 22.4 | 26.2 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.11** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 3 | 6.1 | 7.1 | 7.1 |
| Setuju | 27 | 55.1 | 64.3 | 71.4 |
| Sangat Setuju | 12 | 24.5 | 28.6 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.12** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Tidak Setuju | 2 | 4.1 | 4.8 | 7.1 |
| Netral | 11 | 22.4 | 26.2 | 33.3 |
| Setuju | 15 | 30.6 | 35.7 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

**Statistik Deskriptif Variabel Kompetensi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 5 | 10.2 | 11.9 | 11.9 |
| Setuju | 22 | 44.9 | 52.4 | 64.3 |
| Sangat Setuju | 15 | 30.6 | 35.7 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 2 | 4.1 | 4.8 | 4.8 |
| Setuju | 25 | 51.0 | 59.5 | 64.3 |
| Sangat Setuju | 15 | 30.6 | 35.7 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 6 | 12.2 | 14.3 | 14.3 |
| Setuju | 22 | 44.9 | 52.4 | 66.7 |
| Sangat Setuju | 14 | 28.6 | 33.3 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 6 | 12.2 | 14.3 | 14.3 |
| Setuju | 20 | 40.8 | 47.6 | 61.9 |
| Sangat Setuju | 16 | 32.7 | 38.1 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 5 | 10.2 | 11.9 | 11.9 |
| Setuju | 23 | 46.9 | 54.8 | 66.7 |
| Sangat Setuju | 14 | 28.6 | 33.3 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 5 | 10.2 | 11.9 | 11.9 |
| Setuju | 23 | 46.9 | 54.8 | 66.7 |
| Sangat Setuju | 14 | 28.6 | 33.3 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Netral | 11 | 22.4 | 26.2 | 28.6 |
| Setuju | 17 | 34.7 | 40.5 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 5 | 10.2 | 11.9 | 11.9 |
| Setuju | 22 | 44.9 | 52.4 | 64.3 |
| Sangat Setuju | 15 | 30.6 | 35.7 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

**Statistik Deskriptif Variabel *Organizational Citizenship Behavior***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Netral | 5 | 10.2 | 11.9 | 14.3 |
| Setuju | 23 | 46.9 | 54.8 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Netral | 3 | 6.1 | 7.1 | 9.5 |
| Setuju | 26 | 53.1 | 61.9 | 71.4 |
| Sangat Setuju | 12 | 24.5 | 28.6 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 1 | 2.0 | 2.4 | 2.4 |
| Setuju | 25 | 51.0 | 59.5 | 61.9 |
| Sangat Setuju | 16 | 32.7 | 38.1 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 2 | 4.1 | 4.8 | 4.8 |
| Setuju | 30 | 61.2 | 71.4 | 76.2 |
| Sangat Setuju | 10 | 20.4 | 23.8 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 6 | 12.2 | 14.3 | 14.3 |
| Setuju | 24 | 49.0 | 57.1 | 71.4 |
| Sangat Setuju | 12 | 24.5 | 28.6 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Netral | 4 | 8.2 | 9.5 | 11.9 |
| Setuju | 22 | 44.9 | 52.4 | 64.3 |
| Sangat Setuju | 15 | 30.6 | 35.7 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 1 | 2.0 | 2.4 | 2.4 |
| Setuju | 25 | 51.0 | 59.5 | 61.9 |
| Sangat Setuju | 16 | 32.7 | 38.1 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 5 | 10.2 | 11.9 | 11.9 |
| Setuju | 24 | 49.0 | 57.1 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral | 7 | 14.3 | 16.7 | 16.7 |
| Setuju | 22 | 44.9 | 52.4 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.0 | 2.4 | 2.4 |
| Tidak Setuju | 2 | 4.1 | 4.8 | 7.1 |
| Netral | 11 | 22.4 | 26.2 | 33.3 |
| Setuju | 15 | 30.6 | 35.7 | 69.0 |
| Sangat Setuju | 13 | 26.5 | 31.0 | 100.0 |
| Total | 42 | 85.7 | 100.0 |  |
| Missing | System | 7 | 14.3 |  |  |
| Total | | 49 | 100.0 |  |  |