**LAMPIRAN I : KUISIONER PENELITIAN**

Isi dan berikan tanda silang (x) yang sesuai dengan Bapak/Ibu/Saudara/i pada tempat yang telah disediakan

Nama : ---------- (Jika tidak keberatan)

Usia : ---------- Tahun

Jenis Kelamin : ☐ Laki-laki ☐ Perempuan

Pendidikan Terakhir : ☐ SD ☐ SLTP ☐ SLTA
☐ Diploma ☐ S1 ☐ S2

Lama Bekerja : ---------- Tahun

Daftar pernyataan kuisioner untuk variabel-variabel OCB dan kinerja

Berikan tanda (x) yang sesuai dengan bapak/ ibu/ saudara/ i pada tempat yang telah disediakan.

SS : Sangat Setuju

S : Setuju

CS : Cukup Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

SKALA KINERJA

| NO | Pernyataan | SS | S | CS | TS | STS |
|---|---|---|---|---|---|---|
| Kualitas | | | | | | |
| 1 | Bekerja sesuai dengan standar atau melebihi | | | | | |
| 2 | Bekerja menggunakan fasilitas kantor secara efisien | | | | | |
| Kuantitas | | | | | | |
| 3 | Selalu melaksanakan pekerjaan yang diberikan atasan | | | | | |
| 4 | Menyelesaikan pekerjaan sesuai target yang ditentukan | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| Kreatifitas | | | | | | |
| 5 | Mampu menyelesaikan persoalan yang timbul walau pimpinan tidak ada di kantor | | | | | |
| Istiqamah Waktu | | | | | | |
| 6 | Masuk kerja sesuai dengan ketentuan | | | | | |
| 7 | Menjaga shalat berjamaah walau dalam keadaan sibuk | | | | | |

SKALA *ORGANIZATIONAL CITIZEN BEHAVIOR* (OCB)

| NO | Pernyataan | SS | S | CS | TS | STS |
|---|---|---|---|---|---|---|
| *Altruisme* | | | | | | |
| 1 | Membantu menyelesaikan tugas rekan kerja yang tidak masuk dengan ikhlas | | | | | |
| 2 | Membantu rekan kerja yang pekerjaannya *overload* karena dikejar *deadline*. | | | | | |
| *Sportsmanship* | | | | | | |
| 3 | Menerima kritik dari rekan kerja dengan lapang dada | | | | | |
| 4 | Melaksanakan tugas dengan penuh kesadaran dan keikhlasan | | | | | |
| *Courtesy* | | | | | | |
| 5 | Dapat bekerjasama dengan rekan kerja dalam menyelesaikan suatu pekerjaan | | | | | |
| 6 | Tidak pernah konflik dengan rekan kerja lainnya | | | | | |
| *Civic Virtue* | | | | | | |
| 7 | Mengikuti perkembangan fakultas/universitas | | | | | |
| 8 | Selalu hadir jika ada rapat atau pertemuan | | | | | |
| *Conscientiousnes* | | | | | | |
| 9 | Bekerja dengan teliti | | | | | |
| 10 | Bekerja sungguh-sungguh dalam menyelesaikan | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| | pekerjaan | | | | | |

## LAMPIRAN II : DATA PENELITIAN HASIL KUISIONER

```
FREQUENCIES VARIABLES=X1.1 X1.2 X2.1 X2.2 X3.1 X3.2 X4.1 X4.2 X5.1 X5.2
Y1.1 Y1.2 Y2.1 Y2.2 Y3.1 Y4.1 Y4.2
 /STATISTICS=MEAN

 /ORDER=ANALYSIS.
```

**X1.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 10 | 9.3 | 9.4 | 9.4 |
| | 3 | 9 | 8.4 | 8.5 | 17.9 |
| | 4 | 66 | 61.7 | 62.3 | 80.2 |
| | 5 | 21 | 19.6 | 19.8 | 100.0 |
| | Total | 106 | 99.1 | 100.0 | |
| Missing | System | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

**X1.2**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 4 | 3.7 | 3.8 | 3.8 |
| | 3 | 10 | 9.3 | 9.4 | 13.2 |
| | 4 | 66 | 61.7 | 62.3 | 75.5 |
| | 5 | 26 | 24.3 | 24.5 | 100.0 |
| | Total | 106 | 99.1 | 100.0 | |
| Missing | System | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

| X2.1 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 8 | 7.5 | 7.7 | 7.7 |
| | 4 | 65 | 60.7 | 62.5 | 70.2 |
| | 5 | 31 | 29.0 | 29.8 | 100.0 |
| | Total | 104 | 97.2 | 100.0 | |
| Missing | System | 3 | 2.8 | | |
| Total | | 107 | 100.0 | | |

| X2.2 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 7 | 6.5 | 6.7 | 6.7 |
| | 4 | 45 | 42.1 | 43.3 | 50.0 |
| | 5 | 52 | 48.6 | 50.0 | 100.0 |
| | Total | 104 | 97.2 | 100.0 | |
| Missing | System | 3 | 2.8 | | |
| Total | | 107 | 100.0 | | |

| X3.1 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | .9 | .9 | .9 |
| | 3 | 4 | 3.7 | 3.7 | 4.7 |
| | 4 | 56 | 52.3 | 52.3 | 57.0 |
| | 5 | 46 | 43.0 | 43.0 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| X3.2 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 3.7 | 3.7 | 3.7 |
| | 3 | 15 | 14.0 | 14.0 | 17.8 |
| | 4 | 59 | 55.1 | 55.1 | 72.9 |
| | 5 | 29 | 27.1 | 27.1 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| X4.2 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | .9 | 1.0 | 1.0 |
| | 3 | 19 | 17.8 | 18.3 | 19.2 |
| | 4 | 61 | 57.0 | 58.7 | 77.9 |
| | 5 | 23 | 21.5 | 22.1 | 100.0 |
| | Total | 104 | 97.2 | 100.0 | |
| Missing | System | 3 | 2.8 | | |
| Total | | 107 | 100.0 | | |

| X5.1 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 6 | 5.6 | 5.7 | 5.7 |
| | 4 | 49 | 45.8 | 46.7 | 52.4 |
| | 5 | 50 | 46.7 | 47.6 | 100.0 |
| | Total | 105 | 98.1 | 100.0 | |
| Missing | System | 2 | 1.9 | | |
| Total | | 107 | 100.0 | | |

| X5.2 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | .9 | .9 | .9 |
| | 3 | 14 | 13.1 | 13.1 | 14.0 |
| | 4 | 52 | 48.6 | 48.6 | 62.6 |
| | 5 | 40 | 37.4 | 37.4 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| Y1.1 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 2 | 1.9 | 1.9 | 1.9 |
| | 4 | 61 | 57.0 | 57.0 | 58.9 |
| | 5 | 44 | 41.1 | 41.1 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| Y1.2 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 3 | 2.8 | 2.8 | 2.8 |
| | 2 | 6 | 5.6 | 5.6 | 8.4 |
| | 3 | 7 | 6.5 | 6.5 | 15.0 |
| | 4 | 51 | 47.7 | 47.7 | 62.6 |
| | 5 | 40 | 37.4 | 37.4 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| Y2.1 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 1.9 | 1.9 | 1.9 |
| | 3 | 9 | 8.4 | 8.5 | 10.4 |
| | 4 | 54 | 50.5 | 50.9 | 61.3 |
| | 5 | 41 | 38.3 | 38.7 | 100.0 |
| | Total | 106 | 99.1 | 100.0 | |
| Missing | System | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

| Y2.2 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 2.8 | 2.8 | 2.8 |
| | 3 | 11 | 10.3 | 10.4 | 13.2 |
| | 4 | 59 | 55.1 | 55.7 | 68.9 |
| | 5 | 33 | 30.8 | 31.1 | 100.0 |
| | Total | 106 | 99.1 | 100.0 | |
| Missing | System | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

| Y3.1 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | .9 | .9 | .9 |
| | 2 | 5 | 4.7 | 4.7 | 5.6 |
| | 3 | 19 | 17.8 | 17.8 | 23.4 |
| | 4 | 62 | 57.9 | 57.9 | 81.3 |
| | 5 | 20 | 18.7 | 18.7 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| Y4.1 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | .9 | .9 | .9 |
| | 3 | 8 | 7.5 | 7.5 | 8.4 |
| | 4 | 57 | 53.3 | 53.3 | 61.7 |
| | 5 | 41 | 38.3 | 38.3 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| Y4.2 | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 5.6 | 5.6 | 5.6 |
| | 3 | 22 | 20.6 | 20.6 | 26.2 |
| | 4 | 55 | 51.4 | 51.4 | 77.6 |
| | 5 | 24 | 22.4 | 22.4 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

```
FREQUENCIES VARIABLES=Z1 Z2 Z3 Z4
  /STATISTICS=MEAN

  /ORDER=ANALYSIS.
```

| Statistics | | | | | |
|---|---|---|---|---|---|
| | | Usia | Jenis Kelamin | Pendidikan Terakhir | Lama Bekerja |
| N | Valid | 107 | 107 | 107 | 107 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 2.74 | 1.35 | 4.75 | 2.64 |

| Usia | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 26-35 tahun | 49 | 45.8 | 45.8 | 45.8 |
| | 36-45 tahun | 37 | 34.6 | 34.6 | 80.4 |
| | 46-55 tahun | 21 | 19.6 | 19.6 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| Jenis Kelamin | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-laki | 70 | 65.4 | 65.4 | 65.4 |
| | Perempuan | 37 | 34.6 | 34.6 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| Pendidikan Terakhir | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SMA | 22 | 20.6 | 20.6 | 20.6 |
| | Diploma | 3 | 2.8 | 2.8 | 23.4 |
| | S1 | 62 | 57.9 | 57.9 | 81.3 |
| | S2 | 20 | 18.7 | 18.7 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

| Lama Bekerja | | | | | |
|---|---|---|---|---|---|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1-6 tahun | 23 | 21.5 | 21.5 | 21.5 |
| | 7-12 tahun | 37 | 34.6 | 34.6 | 56.1 |
| | 13-18 tahun | 20 | 18.7 | 18.7 | 74.8 |
| | 19-24 tahun | 10 | 9.3 | 9.3 | 84.1 |

| | | | | | |
|---|---|---|---|---|---|
| | 25-30 tahun | 17 | 15.9 | 15.9 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**LAMPIRAN III : DAFTAR PERTANYAAN DAN HASIL WAWACARA DENGAN KEPALA BIRO AUPK TENTANG KINERJA PEGAWAI ADMINISTRASI SECARA UMUM**

1. Apakah bawahan Anda senantiasa bekerja sesuai dengan standar (kualitas hasil pekerjaan dan target yang dicapai) atau melebihi?

   "Jika saya melihat teman-teman pegawai, rata-rata kinerjanya sudah baik dalam konteks kinerja".
2. Apakah bawahan Anda senantiasa melaksanakan pekerjaan yang diberikan atasan?

   "Tidak selalu, karena mereka sudah memiliki tugas dan prinsip pokok masing-masing. Misalkan NULP, mereka mengerjakan tugas pokok masing-masing yang menjadi rutinitas".

   "Misalkan saya sebagai Kepala Biro AUPK (Administrasi Umum Perencanaan dan Keuangan) ini, saya mendistribusikan tugas, yang sifatnya sarana dan prasarana di Bagian Umum, yang sifatnya kepegawaian di Bagian Kepegawaian, yang sifatnya pelaksanaan anggaran, pencairan anggaran, dan pertanggungjawaban anggaran di Kabag Keuangan, yang sifatnya merencanakan, itu ada di Kabag Perencanaan, kecuali jika ada kebijakan-kebijakan tertentu yang diluar konteks itu, saya baru memberikan tugas khusus tersebut. Selain itu mereka bekerja sebagai mana mestinya. Artinya, jika ada kebijakan khusus, maka pendistribusiannya kondisional. Jadi mereka sudah tahu pekerjaan masing-masing. Karena memang sudah mendapatkan ditraining sebelumnya".
3. Apakah bawahan Anda senantiasa menyelesaikan pekerjaan sesuai target yang ditentukan?

”Tidak perrnah ada target, artinya targetnya berdasarkan anggaran masing-masing program yang sudah ditentukan. Sama halnya jua dengan fakultas-fakultas yang ada. Saya tidak pernah memberikan target, misalkan tugas ini harus selesai 3 hari dan yang lainnya. Karena memang sudah berangkat dari kesadaran”.

4. Apakah bawahan Anda dapat menyelesaikan persoalan yang timbul walau pimpinan tidak ada di kantor?

   “Ada pekerjaan yang sifatnya rutin, mereka dapat mengerjakan sebagaimana mestinya, tetapi yang sifatnya kebijakan khusus maka mereka tidak dapat menyelesaikan sediri sebelum mendapat arahan dari atasan”.

5. Apakah bawahan Anda senantiasa masuk kerja sesuai dengan ketentuan?

   “Targetnya memang seperti itu, tapi ada beberapa pegawai yang di luar itu, tetapi secara umum sudah”.

6. Apakah bawahan Anda senantiasa menjaga shalat berjamaah walau dalam keadaan sibuk?

   “Secara umum sudah”.

## LAMPIRAN IV : OUTPUT SPSS 16.00 HASIL UJI VALIDITAS DAN RELIABILITAS

```
COMPUTE X1=SUM(X1.1 to X1.2).
EXECUTE.
COMPUTE X2=SUM(X2.1 to X2.2).
EXECUTE.
COMPUTE X3=SUM(X3.1 to X3.2).
EXECUTE.
COMPUTE X4=SUM(X4.1 to X4.2).
EXECUTE.
COMPUTE X5=SUM(X5.1 to X5.2).
EXECUTE.
COMPUTE Y1=SUM(Y1.1 to Y1.2).
EXECUTE.
COMPUTE Y2=SUM(Y2.1 to Y2.2).
EXECUTE.
COMPUTE Y3=SUM(Y3.1).
EXECUTE.
```

```
COMPUTE Y4=SUM(Y4.1 to Y4.2).
EXECUTE.
CORRELATIONS
  /VARIABLES=X1.1 X1.2 with X1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | X1 |
| X1.1 | Pearson Correlation | .878** |
| | Sig. (2-tailed) | .000 |
| | N | 106 |
| X1.2 | Pearson Correlation | .831** |
| | Sig. (2-tailed) | .000 |
| | N | 106 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
CORRELATIONS
  /VARIABLES=X2.1 X2.2 with X2
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | X2 |
| X2.1 | Pearson Correlation | .767** |
| | Sig. (2-tailed) | .000 |
| | N | 104 |

| | | |
|---|---|---|
| X2.2 | Pearson Correlation | .706** |
| | Sig. (2-tailed) | .000 |
| | N | 104 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
CORRELATIONS
  /VARIABLES=X3.1 X3.2 with X3
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | X3 |
| X3.1 | Pearson Correlation | .831** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| X3.2 | Pearson Correlation | .893** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
CORRELATIONS
  /VARIABLES=X4.1 X4.2 with X4
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | X4 |
| X4.1 | Pearson Correlation | .806** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| X4.2 | Pearson Correlation | .887** |
| | Sig. (2-tailed) | .000 |
| | N | 104 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
CORRELATIONS
  /VARIABLES=X5.1 X5.2 with X5
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | X5 |
| X5.1 | Pearson Correlation | .839** |
| | Sig. (2-tailed) | .000 |
| | N | 105 |
| X5.2 | Pearson Correlation | .795** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
CORRELATIONS
  /VARIABLES=Y1.1 Y1.2 with Y1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | Y1 |
| Y1.1 | Pearson Correlation | .700** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| Y1.2 | Pearson Correlation | .919** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
CORRELATIONS
  /VARIABLES=Y2.1 Y2.2 with Y2
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | Y2 |
| Y2.1 | Pearson Correlation | .849** |
| | Sig. (2-tailed) | .000 |
| | N | 106 |

| | | |
|---|---|---|
| Y2.2 | Pearson Correlation | .858** |
| | Sig. (2-tailed) | .000 |
| | N | 106 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
CORRELATIONS
  /VARIABLES=Y3.1 with Y3
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | Y3 |
| Y3.1 | Pearson Correlation | 1.000** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
CORRELATIONS
  /VARIABLES=Y4.1 Y4.2 with Y4
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

**Correlations**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

| Correlations | | |
|---|---|---|
| | | Y4 |
| Y4.1 | Pearson Correlation | .682** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| Y4.2 | Pearson Correlation | .785** |
| | Sig. (2-tailed) | .000 |
| | N | 107 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | |

```
RELIABILITY
  /VARIABLES=X1.1 X1.2 X2.1 X2.2 X3.1 X3.2 X4.1 X4.2 X5.1 X5.2 Y1.1 Y1.2 Y2.1
Y2.2 Y3.1 Y4.1 Y4.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA

  /SUMMARY=TOTAL.
```

**Reliability**

[DataSet1] L:\Skripsi\Data UJi Validitas dan Realibilitas.sav

**Scale: ALL VARIABLES**

| Case Processing Summary | | | |
|---|---|---|---|
| | | N | % |
| Cases | Valid | 97 | 90.7 |
| | Excluded[a] | 10 | 9.3 |
| | Total | 107 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

| Reliability Statistics | |
|---|---|
| Cronbach's Alpha | N of Items |
| .903 | 17 |

| Item-Total Statistics | | | | |
|---|---|---|---|---|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 67.09 | 52.210 | .459 | .901 |
| X1.2 | 67.00 | 51.708 | .549 | .898 |
| X2.1 | 66.85 | 51.840 | .684 | .894 |
| X2.2 | 66.66 | 51.289 | .702 | .893 |
| X3.1 | 66.70 | 51.524 | .683 | .894 |
| X3.2 | 67.03 | 50.655 | .620 | .895 |
| X4.1 | 66.76 | 51.579 | .589 | .896 |
| X4.2 | 67.05 | 51.258 | .629 | .895 |
| X5.1 | 66.68 | 52.720 | .574 | .897 |
| X5.2 | 66.85 | 49.903 | .748 | .891 |
| Y1.1 | 66.71 | 54.312 | .437 | .901 |
| Y1.2 | 66.95 | 50.883 | .425 | .905 |
| Y2.1 | 66.82 | 51.542 | .583 | .897 |
| Y2.2 | 66.94 | 50.600 | .657 | .894 |
| Y3.1 | 67.12 | 50.922 | .588 | .896 |
| Y4.1 | 66.76 | 53.245 | .405 | .902 |
| Y4.2 | 67.18 | 51.979 | .456 | .901 |

## LAMPIRAN V : OUTPUT SPSS 16.00 HASIL UJI ASUMSI KLASIK

REGRESSION

```
/MISSING LISTWISE
/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 X2 X3 X4 X5.
```

**Regression**

[DataSet1] L:\Skripsi\Data Uji Regresi.sav

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | .772 | .320 | | 2.417 | .017 | | |
| | Altruisme | .168 | .045 | .273 | 3.760 | .000 | .779 | 1.283 |
| | Sportmanship | .116 | .055 | .180 | 2.106 | .038 | .566 | 1.768 |
| | Courtesy | .164 | .067 | .167 | 2.465 | .015 | .900 | 1.111 |
| | Civic Virtue | .142 | .060 | .215 | 2.376 | .019 | .504 | 1.985 |
| | Conscientiousnes | .210 | .057 | .292 | 3.666 | .000 | .647 | 1.546 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | |

**Coefficient Correlations[a]**

| Model | | | Conscientiousnes | Sportmanship | Courtesy | Altruisme | Civic Virtue |
|---|---|---|---|---|---|---|---|
| 1 | Correlations | Conscientiousnes | 1.000 | .124 | -.206 | -.357 | -.396 |
| | | Sportmanship | .124 | 1.000 | -.026 | -.281 | -.589 |
| | | Courtesy | -.206 | -.026 | 1.000 | -.005 | -.070 |
| | | Altruisme | -.357 | -.281 | -.005 | 1.000 | .159 |
| | | Civic Virtue | -.396 | -.589 | -.070 | .159 | 1.000 |
| | Covariances | Conscientiousnes | .003 | .000 | .000 | .000 | -.001 |
| | | Sportmanship | .000 | .003 | -9.641E-5 | .000 | -.002 |
| | | Courtesy | .000 | -9.641E-5 | .004 | -1.432E-5 | .000 |
| | | Altruisme | .000 | .000 | -1.432E-5 | .002 | .000 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | Civic Virtue | -.001 | -.002 | .000 | .000 | .004 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | |

| Collinearity Diagnostics[a] | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Variance Proportions | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | (Constant) | Altruisme | Sportmanship | Courtesy | Civic Virtue | Conscientiousnes |
| 1 | 1 | 5.922 | 1.000 | .00 | .00 | .00 | .00 | .00 | .00 |
| | 2 | .028 | 14.545 | .00 | .57 | .08 | .00 | .13 | .00 |
| | 3 | .022 | 16.462 | .05 | .23 | .19 | .16 | .03 | .03 |
| | 4 | .015 | 19.995 | .06 | .00 | .16 | .08 | .11 | .50 |
| | 5 | .008 | 27.425 | .00 | .19 | .53 | .03 | .72 | .46 |
| | 6 | .006 | 31.995 | .89 | .01 | .03 | .73 | .00 | .00 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | | |

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3 X4 X5

  /SAVE RESID.

COMPUTE Abs_Res=ABS(RES_1).
EXECUTE.
NONPAR CORR
  /VARIABLES=X1 X2 X3 X4 X5 with Abs_Res
  /PRINT=SPEARMAN TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

**Nonparametric Correlations**

[DataSet1] L:\Skripsi\Data Uji Regresi.sav

| Correlations | | | |
|---|---|---|---|
| | | | Abs_Res |
| Spearman's rho | Altruisme | Correlation Coefficient | -.175 |
| | | Sig. (2-tailed) | .071 |
| | | N | 107 |
| | Sportmanship | Correlation Coefficient | -.102 |
| | | Sig. (2-tailed) | .297 |
| | | N | 107 |
| | Courtesy | Correlation Coefficient | -.104 |
| | | Sig. (2-tailed) | .286 |
| | | N | 107 |
| | Civic Virtue | Correlation Coefficient | -.135 |
| | | Sig. (2-tailed) | .166 |
| | | N | 107 |
| | Conscientiousnes | Correlation Coefficient | -.147 |
| | | Sig. (2-tailed) | .132 |
| | | N | 107 |

**Regression**

[DataSet1] L:\Skripsi\Data Uji Regresi.sav

| Coefficients[a] | | | | | |
|---|---|---|---|---|---|
| | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | B | Std. Error | Beta | t | Sig. |

| | | | | | | |
|---|---|---|---|---|---|---|
| 1 | (Constant) | .772 | .320 | | 2.417 | .017 |
| | Altruisme | .168 | .045 | .273 | 3.760 | .000 |
| | Sportmanship | .116 | .055 | .180 | 2.106 | .038 |
| | Courtesy | .164 | .067 | .167 | 2.465 | .015 |
| | Civic Virtue | .142 | .060 | .215 | 2.376 | .019 |
| | Conscientiousnes | .210 | .057 | .292 | 3.666 | .000 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

| **Residuals Statistics**[a] | | | | | |
|---|---|---|---|---|---|
| | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 3.1368 | 4.7765 | 4.1005 | .35433 | 107 |
| Residual | -.92999 | .57690 | .00000 | .29867 | 107 |
| Std. Predicted Value | -2.720 | 1.908 | .000 | 1.000 | 107 |
| Std. Residual | -3.039 | 1.885 | .000 | .976 | 107 |
| a. Dependent Variable: Kinerja Karyawan | | | | | |

```
NPAR TESTS
  /K-S(NORMAL)=RES_1
  /MISSING ANALYSIS.
```

**NPar Tests**

[DataSet1] L:\Skripsi\Data Uji Regresi.sav

| **One-Sample Kolmogorov-Smirnov Test** | | |
|---|---|---|
| | | Unstandardized Residual |
| N | | 107 |
| Normal Parameters[a] | Mean | .0000000 |
| | Std. Deviation | .29866742 |
| Most Extreme Differences | Absolute | .116 |
| | Positive | .063 |

| | | |
|---|---|---|
| | Negative | -.116 |
| Kolmogorov-Smirnov Z | | 1.197 |
| Asymp. Sig. (2-tailed) | | .114 |
| a. Test distribution is Normal. | | |
| | | |

## LAMPIRAN V : OUTPUT SPSS 16.00 HASIL UJI REGRESI BERGANDA

```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3 X4 X5.
```

**Regression**

[DataSet1] L:\Skripsi\Data Uji Regresi.sav

| Descriptive Statistics | | | |
|---|---|---|---|
| | Mean | Std. Deviation | N |
| Kinerja Karyawan | 4.1005 | .46341 | 107 |
| Altruisme | 3.9626 | .75142 | 107 |
| Sportmanship | 4.2056 | .71689 | 107 |
| Courtesy | 4.2056 | .47061 | 107 |
| Civic Virtue | 4.1028 | .69952 | 107 |
| Conscientiousnes | 4.2804 | .64493 | 107 |

| Correlations | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | Kinerja Karyawan | Altruisme | Sportmanship | Courtesy | Civic Virtue | Conscientiousnes |
| Pearson Correlation | Kinerja Karyawan | 1.000 | .507 | .507 | .367 | .554 | .599 |
| | Altruisme | .507 | 1.000 | .317 | .129 | .191 | .392 |
| | Sportmanship | .507 | .317 | 1.000 | .160 | .621 | .277 |
| | Courtesy | .367 | .129 | .160 | 1.000 | .229 | .298 |
| | Civic Virtue | .554 | .191 | .621 | .229 | 1.000 | .469 |
| | Conscientiousnes | .599 | .392 | .277 | .298 | .469 | 1.000 |
| Sig. (1-tailed) | Kinerja Karyawan | . | .000 | .000 | .000 | .000 | .000 |
| | Altruisme | .000 | . | .000 | .093 | .024 | .000 |
| | Sportmanship | .000 | .000 | . | .050 | .000 | .002 |
| | Courtesy | .000 | .093 | .050 | . | .009 | .001 |
| | Civic Virtue | .000 | .024 | .000 | .009 | . | .000 |
| | Conscientiousnes | .000 | .000 | .002 | .001 | .000 | . |
| N | Kinerja Karyawan | 107 | 107 | 107 | 107 | 107 | 107 |
| | Altruisme | 107 | 107 | 107 | 107 | 107 | 107 |
| | Sportmanship | 107 | 107 | 107 | 107 | 107 | 107 |
| | Courtesy | 107 | 107 | 107 | 107 | 107 | 107 |
| | Civic Virtue | 107 | 107 | 107 | 107 | 107 | 107 |
| | Conscientiousnes | 107 | 107 | 107 | 107 | 107 | 107 |

| Variables Entered/Removed[b] | | | |
|---|---|---|---|
| Model | Variables Entered | Variables Removed | Method |
| 1 | Conscientiousnes, Sportmanship, Courtesy, Altruisme, Civic Virtue[a] | . | Enter |

| Variables Entered/Removed[b] | | | |
|---|---|---|---|
| Model | Variables Entered | Variables Removed | Method |
| 1 | Conscientiousnes, Sportmanship, Courtesy, Altruisme, Civic Virtue[a] | . | Enter |
| a. All requested variables entered. | | | |
| b. Dependent Variable: Kinerja Karyawan | | | |

| Model Summary | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .765[a] | .585 | .564 | .30597 |
| a. Predictors: (Constant), Conscientiousnes, Sportmanship, Courtesy, Altruisme, Civic Virtue | | | | |

| ANOVA[b] | | | | | | |
|---|---|---|---|---|---|---|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 13.308 | 5 | 2.662 | 28.431 | .000[a] |
| | Residual | 9.455 | 101 | .094 | | |
| | Total | 22.764 | 106 | | | |
| a. Predictors: (Constant), Conscientiousnes, Sportmanship, Courtesy, Altruisme, Civic Virtue | | | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | | | |

| Coefficients[a] | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | |
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part |
| 1 | (Constant) | .772 | .320 | | 2.417 | .017 | | | |
| | Altruisme | .168 | .045 | .273 | 3.760 | .000 | .507 | .350 | .241 |
| | Sportmanship | .116 | .055 | .180 | 2.106 | .038 | .507 | .205 | .135 |
| | Courtesy | .164 | .067 | .167 | 2.465 | .015 | .367 | .238 | .158 |
| | Civic Virtue | .142 | .060 | .215 | 2.376 | .019 | .554 | .230 | .152 |
| | Conscientiousnes | .210 | .057 | .292 | 3.666 | .000 | .599 | .343 | .235 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | | |