

**LAMPIRAN 3**  
**HASIL UJI VALIDITAS *PRE-TEST***

**1. Variabel *Organizational Commitment***

	OC 1	OC 2	OC 3	OC 4	OC 5	OC 6	OC 7	OC8	O C9	OC 10	OC 11	OC 12	OC 13	OC 14	OC 15	OC 16	OC 17	Total
OC 1 Pearson Correlation	1	,168	,048	,266	-,097	,008	,383*	,383*	,694**	,266	,043	-	,329	,600**	,640**	,576**	,030	,684*
Sig. (2-tailed)		,374	,801	,155	,611	,967	,037	,000	,155	,820	,766	,076	,000	,000	,001	,877	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 2 Pearson Correlation	,168	1	,886**	-,069	-,069	-,135	,136	,679**	,082	,274	,082	-	-,156	,173	,165	,288	,419*	,573*
Sig. (2-tailed)	,374		,000	,719	,719	,477	,474	,000	,666	,142	,666	,198	,412	,361	,383	,122	,021	,001
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 3 Pearson Correlation	,048	,886**	1	,274	-,069	,090	,136	,407*	,082	,274	,082	-	-,044	,115	,000	,288	,419*	,554*
Sig. (2-tailed)	,801	,000		,142	,719	,636	,474	,026	,666	,142	,666	,572	,816	,544	1,000	,122	,021	,001
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		OC 1	OC 2	OC 3	OC 4	OC 5	OC 6	OC 7	OC 8	OC 9	OC 10	OC 11	OC 12	OC 13	OC 14	OC 15	OC 16	OC 17	Total
OC 4	Pearson Correlation	,266	-,069	,274	1	-,034	,555**	,341	-,068	,557**	-,034	-,062	,284	,537**	-,058	-,083	,387*	,042	,472*
	Sig. (2-tailed)	,155	,719	,142		,856	,001	,065	,720	,001	,856	,745	,129	,002	,761	,663	,035	,825	,008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 5	Pearson Correlation	-,097	-,069	-,069	-,034	1	-,125	-,068	-,068	-,062	-,034	-,062	,284	-,134	-,058	-,083	-,338	-,211	-,137
	Sig. (2-tailed)	,611	,719	,719	,856		,512	,720	,720	,745	,856	,745	,129	,480	,761	,663	,067	,263	,472
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 6	Pearson Correlation	,008	,135	,090	,555**	-,125	1	,426*	-,112	,183	,215	,183	,359	,286	-,209	-,136	,087	-,180	,307
	Sig. (2-tailed)	,967	,477	,636	,001	,512		,019	,555	,333	,254	,333	,051	,125	,267	,473	,646	,341	,099
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 7	Pearson Correlation	,383*	,136	,136	,341	-,068	,426*	1	,189	,368*	,341	,123	,241	,398*	,230	,230	,479**	-,117	,628*
	Sig. (2-tailed)	,037	,474	,474	,065	,720	,019		,317	,046	,065	,519	,200	,029	,222	,221	,007	,539	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

	OC 1	OC 2	OC 3	OC 4	OC 5	OC 6	OC 7	OC 8	OC 9	OC 10	OC 11	OC 12	OC 13	OC 14	OC 15	OC 16	OC 17	Total	
OC 8	Pearson Correlation	,383*	,679**	,407*	-,068	-,112	-,189	1	,368*	-,068	-,123	-,241	,000	,574**	,230	,191	,284	,541**	
	Sig. (2-tailed)	,037	,000	,026	,720	,720	,557	,317	,046	,720	,519	,200	1,000	,001	,221	,311	,129	,002	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
OC 9	Pearson Correlation	,694**	,082	,082	,557**	-,062	,183	,368*	,368*	1	-,062	-,111	,024	,562**	,677**	,447*	,477**	-,076	,649**
	Sig. (2-tailed)	,000	,666	,666	,001	,745	,333	,046	,046		,745	,559	,899	,001	,000	,013	,008	,691	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 10	Pearson Correlation	,266	,274	,274	-,034	-,034	,215	-,341	-,068	-,068	1	,557**	-,122	-,134	-,058	,415*	,387*	,042	,417*
	Sig. (2-tailed)	,155	,142	,142	,856	,856	,254	,065	,720	,745		,001	,522	,480	,761	,023	,035	,825	,022
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 11	Pearson Correlation	,043	,082	,082	-,062	-,062	,183	-,123	-,123	-,113	,557**	1	-,218	,161	,156	,149	,043	,076	,252
	Sig. (2-tailed)	,820	,666	,666	,745	,745	,333	,519	,519	,559	,001		,247	,397	,410	,432	,820	,691	,180
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

	OC 1	OC 2	OC 3	OC 4	OC 5	OC 6	OC 7	OC 8	OC 9	OC 10	OC 11	OC 12	OC 13	OC 14	OC 15	OC 16	OC 17	Total
OC 12	Pearson Correlation	-.057	-.242	-.107	.284	.284	.359	.241	-.024	-.122	-.218	1	-.079	-.204	-.098	-.085	-.446*	-.004
	Sig. (2-tailed)	.766	.198	.572	.129	.129	.051	.200	.899	.522	.247		.679	.278	.608	.654	.014	.982
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 13	Pearson Correlation	.329	-.156	-.044	.537**	-.134	.286	.398*	.562**	-.134	.161	-.079	1	.338	.162	.329	-.164	.420*
	Sig. (2-tailed)	.076	.412	.816	.002	.480	.125	.029	1.000	.480	.397	.679		.067	.394	.076	.387	.021
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 14	Pearson Correlation	.600**	.173	-.115	-.058	-.058	-.209	.230	.574**	.677**	-.058	.156	-.204	.338	1	.489**	.346	.492**
	Sig. (2-tailed)	.000	.361	.544	.761	.761	.267	.222	.001	.000	.761	.410	.278	.067		.006	.061	.852
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 15	Pearson Correlation	.640**	.165	.000	-.083	-.083	.136	.230	.447*	.415*	.149	-.098	.162	.489**	1	.408*	-.020	.498**
	Sig. (2-tailed)	.000	.383	1.000	.663	.663	.473	.221	.013	.023	.432	.608	.394	.006		.025	.915	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

	OC 1	OC 2	OC 3	OC 4	O C5	O C6	OC 7	OC 8	OC 9	OC 10	OC 11	OC 12	OC 13	OC 14	OC 15	OC 16	OC 17	Total	
OC 16	Pearson Correlation	,576**	,288	,288	,387*	-,338	,087	,479**	,191	,477**	,387*	,043	,085	,329	,346	,408*	1	,236	,736**
	Sig. (2-tailed)	,001	,122	,122	,035	,067	,646	,007	,311	,008	,035	,820	,654	,076	,061	,025		,208	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC 17	Pearson Correlation	,030	,419*	,419*	,042	-,211	-,180	-,117	,284	-,076	,042	,076	,446*	-,164	,035	,020	,236	1	,289
	Sig. (2-tailed)	,877	,021	,021	,825	,263	,341	,539	,129	,691	,825	,691	,014	,387	,852	,915	,208		,122
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	,684**	,573**	,554**	,472**	-,137	,307	,628**	,541**	,649**	,417*	,252	-,004	,420*	,492**	,498**	,736**	,289	1
	Sig. (2-tailed)	,000	,001	,001	,008	,472	,099	,000	,002	,000	,022	,180	,982	,021	,006	,005	,000	,122	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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