

### 3. Uji Validitas *Organizational Citizenship Behavior*

	OC B1	OC B2	OC B3	OC B4	OC B5	OC B6	OC B7	OC B8	OC B9	OC B10	OC B11	OC B12	OC B13	OC B14	OC B15	OC B16	OC B17	OC B18	Total	
OCB 1	Pearson Correlation	1	,196	,093	,196	-,062	,630**	.b	,319	,208	,557**	-	-	,356	,356	,291	,677**	,123	,156	,572**
	Sig. (2-tailed)		,299	,624	,299	,745	,000		,085	,271	,001	,745	,745	,053	,053	,118	,000	,519	,410	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB 2	Pearson Correlation	,196	1	,247	,135	-,073	,196	.b	-	,109	,473**	-	-	,288	-	,211	-	-	-	,233
	Sig. (2-tailed)	,299		,188	,478	,702	,299		,509	,568	,008	,702	,702	,122	,581	,263	,519	,447	,519	,216
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB 3	Pearson Correlation	,093	,247	1	,453*	-,078	,093	.b	-	,116	,312	-	-	,168	-	,509**	-	,463**	,525**	,407*
	Sig. (2-tailed)	,624	,188		,012	,682	,624		,480	,541	,093	,682	,682	,374	,555	,004	,489	,010	,003	,026
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		OC B1	OC B2	OC B3	OC B4	OC B5	OC B6	OC B7	OC B8	OC B9	OC B10	OC B11	OC B12	OC B13	OC B14	OC B15	OC B16	OC B17	OC B18	Total
OC B4	Pearson Correlation	,196	,135	,453*	1	,473**	,196	.b	,251	-	-	-	-	,288	,288	,211	,107	,505**	,337	,504**
	Sig. (2-tailed)	,299	,478	,012		,008	,299		,182	,618	,702	,702	,702	,122	,122	,263	,573	,004	,069	,005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B5	Pearson Correlation	-	-	-	,473**	1	,557**	.b	,653**	,244	-	-	-	,695**	,695**	-	-	,341	-	,511**
	Sig. (2-tailed)	,745	,702	,682	,008		,001		,000	,194	,856	,856	,856	,000	,000	,646	,761	,065	,761	,004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B6	Pearson Correlation	,630**	,196	,093	,196	,557**	1	.b	,745**	,438*	,557**	-	-	,802**	,802**	,291	,416*	,368*	,156	,841**
	Sig. (2-tailed)	,000	,299	,624	,299	,001			,000	,015	,001	,745	,745	,000	,000	,118	,022	,046	,410	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B7	Pearson Correlation	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b	.b
	Sig. (2-tailed)																			
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		OC B1	OC B2	OC B3	OC B4	OC B5	OC B6	OC B7	OC B8	OC B9	OC B10	OC B11	OC B12	OC B13	OC B14	OC B15	OC B16	OC B17	OC B18	Total
OC B8	Pearson Correlation	,319	- ,125	- ,134	,251	,653 **	,745 **	. b	1	,420 *	- ,059	- ,059	,297	,427 *	,939 **	,107	,499 **	,446 *	,200	,725**
	Sig. (2-tailed)	,085	,509	,480	,182	,000	,000		,021	,756	,756	,111	,019	,000	,572	,005	,013	,290	,000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B9	Pearson Correlation	,208	,109	,116	- ,095	,244	,438 *	. b	,420 *	1	,244	,244	,244	,351	,351	,200	,248	,025	- ,076	,541**
	Sig. (2-tailed)	,271	,568	,541	,618	,194	,015		,021	,194	,194	,194	,057	,057	,289	,186	,894	,691	,002	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B10	Pearson Correlation	,557 **	,473 **	,312	- ,073	- ,034	,557 **	. b	- ,059	,244	1	- ,034	- ,034	,695 **	- ,050	,287	- ,058	- ,068	- ,058	,383*
	Sig. (2-tailed)	,001	,008	,093	,702	,856	,001		,756	,194		,856	,856	,000	,795	,124	,761	,720	,761	,037
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B11	Pearson Correlation	- ,062	- ,073	- ,078	- ,073	- ,034	- ,062	. b	- ,059	,244	- ,034	1	- ,034	- ,050	- ,050	- ,087	,377 *	- ,068	- ,058	,062
	Sig. (2-tailed)	,745	,702	,682	,702	,856	,745		,756	,194	,856		,856	,795	,795	,646	,040	,720	,761	,745
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		OC B1	OC B2	OC B3	OC B4	OC B5	OC B6	OC B7	OC B8	OC B9	OC B10	OC B11	OC B12	OC B13	OC B14	OC B15	OC B16	OC B17	OC B18	Total
OC B1 2	Pearson Correlation	- ,062	- ,073	- ,078	- ,073	- ,034	- ,062	. <sup>b</sup>	,297	,244	- ,034	- ,034	1	- ,050	- ,050	- ,087	- ,058	- ,068	- ,058	,062
	Sig. (2- tailed)	,745	,702	,682	,702	,856	,745		,111	,194	,856	,856		,795	,795	,646	,761	,720	,761	,745
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B1 3	Pearson Correlation	,356	,288	,168	,288	,695 **	,802 **	. <sup>b</sup>	,427 *	,351	,695 **	- ,050	- ,050	1	,464 **	,144	- ,083	,196	- ,083	,644**
	Sig. (2- tailed)	,053	,122	,374	,122	,000	,000		,019	,057	,000	,795	,795		,010	,448	,661	,298	,661	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B1 4	Pearson Correlation	,356	- ,105	- ,112	,288	,695 **	,802 **	. <sup>b</sup>	,939 **	,351	- ,050	- ,050	- ,050	,464 **	1	,144	,543 **	,491 **	,230	,736**
	Sig. (2- tailed)	,053	,581	,555	,122	,000	,000		,000	,057	,795	,795	,795		,010	,448	,002	,006	,222	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B1 5	Pearson Correlation	,291	,211	,509 **	,211	- ,087	,291	. <sup>b</sup>	,107	,200	,287	- ,087	- ,087	,144	,144	1	,168	,569 **	,641 **	,553**
	Sig. (2- tailed)	,118	,263	,004	,263	,646	,118		,572	,289	,124	,646	,646	,448	,448		,375	,001	,000	,002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		OC B1	OC B2	OC B3	OC B4	OC B5	OC B6	OC B7	OC B8	OC B9	OC B10	OC B11	OC B12	OC B13	OC B14	OC B15	OC B16	OC B17	OC B18	Total
OC B16	Pearson Correlation	,677**	-	-	,107	-	,416*	. <sup>b</sup>	,499**	,248	-	,377*	-	-	,543**	,168	1	,230	,268	,482**
	Sig. (2-tailed)	,000	,519	,489	,573	,761	,022		,005	,186	,761	,040	,761	,661	,002	,375		,222	,152	,007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B17	Pearson Correlation	,123	-	,463**	,505**	,341	,368*	. <sup>b</sup>	,446*	,025	-	-	-	,196	,491**	,569**	,230	1	,919**	,631**
	Sig. (2-tailed)	,519	,447	,010	,004	,065	,046		,013	,894	,720	,720	,720	,298	,006	,001	,222		,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
OC B18	Pearson Correlation	,156	-	,525**	,337	-	,156	. <sup>b</sup>	,200	-	-	-	-	-	,230	,641**	,268	,919**	1	,455*
	Sig. (2-tailed)	,410	,519	,003	,069	,761	,410		,290	,691	,761	,761	,761	,661	,222	,000	,152	,000		,011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y	Pearson Correlation	,572**	,233	,407*	,504**	,511**	,841**	. <sup>b</sup>	,725**	,541**	,383*	,062	,062	,644**	,736**	,553**	,482**	,631**	,455*	1
	Sig. (2-tailed)	,001	,216	,026	,005	,004	,000		,000	,002	,037	,745	,745	,000	,000	,002	,007	,000	,011	
	N	30	30	30	30	30	30	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).

b. Cannot be computed because at least one of the variables is constant.