

3. Variabel *Organizational Citizenship Behavior*

Correlations

	OCB1	OCB3	OCB4	OCB5	OCB6	OCB8	OCB9	OCB10	OCB13	OCB14	OCB15	OCB16	OCB17	OCB18	Y
OC B1 Pearson Correlation	1	-,013	,028	-,028	,187	,153	,035	,521**	,411**	,296**	,116	,507**	-,006	,098	,407**
Sig. (2-tailed)		,897	,784	,784	,064	,130	,732	,000	,000	,003	,252	,000	,951	,337	,000
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
OC B3 Pearson Correlation	-,013	1	,181	-,041	,049	-,106	,138	,123	,077	-,094	,272**	-,089	,370**	,411**	,373**
Sig. (2-tailed)	,897		,073	,684	,633	,296	,172	,225	,449	,352	,006	,379	,000	,000	,000
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
OC B4 Pearson Correlation	,028	,181	1	,286**	,447**	,092	,034	-,051	,125	,065	,312**	,039	,444**	,301**	,504**
Sig. (2-tailed)	,784	,073		,004	,000	,367	,740	,618	,218	,521	,002	,705	,000	,002	,000
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

		OCB1	OCB3	OCB4	OCB5	OCB6	OCB8	OCB9	OCB10	OCB13	OCB14	OCB15	OCB16	OCB17	OCB18	Y
OC B5	Pearson Correlation	-,028	-,041	,286**	1	,319**	,550**	,184	-,015	,571**	,438**	-,036	-,022	,222*	-,020	,471**
	Sig. (2-tailed)	,784	,684	,004		,001	,000	,069	,887	,000	,000	,722	,829	,027	,848	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
OC B6	Pearson Correlation	,187	,049	,447**	,319**	1	,319**	,076	,204*	,354**	,248*	,462**	,184	,422**	,073	,653**
	Sig. (2-tailed)	,064	,633	,000	,001		,001	,457	,042	,000	,013	,000	,068	,000	,470	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
OC B8	Pearson Correlation	,153	-,106	,092	,550**	,319**	1	,267**	-,037	,290**	,598**	,064	,358**	,197	,170	,566**
	Sig. (2-tailed)	,130	,296	,367	,000	,001		,008	,715	,004	,000	,527	,000	,051	,092	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
OC B9	Pearson Correlation	,035	,138	,034	,184	,076	,267**	1	,091	,182	,201*	,064	,138	,032	,077	,430**
	Sig. (2-tailed)	,732	,172	,740	,069	,457	,008		,370	,072	,046	,529	,172	,754	,450	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

		OCB1	OCB3	OCB4	OCB5	OCB6	OCB8	OCB9	OCB 10	OCB 13	OCB 14	OCB 15	OCB 16	OCB 17	OCB 18	Y
OCB 10	Pearson Correlation	,521**	,123	-,051	-,015	,204*	-,037	,091	1	,393**	,295**	,144	,227*	-,056	-,028	,326**
	Sig. (2-tailed)	,000	,225	,618	,887	,042	,715	,370		,000	,003	,154	,024	,579	,785	,001
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
OCB 13	Pearson Correlation	,411**	,077	,125	,571**	,354**	,290**	,182	,393**	1	,228*	,097	-,039	,083	-,034	,480**
	Sig. (2-tailed)	,000	,449	,218	,000	,000	,004	,072	,000		,023	,337	,705	,412	,737	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
OCB 14	Pearson Correlation	,296**	-,094	,065	,438**	,248*	,598**	,201*	,295**	,228*	1	,043	,448**	,149	,132	,536**
	Sig. (2-tailed)	,003	,352	,521	,000	,013	,000	,046	,003	,023		,671	,000	,142	,193	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
OCB 15	Pearson Correlation	,116	,272**	,312**	-,036	,462**	,064	,064	,144	,097	,043	1	,120	,502**	,459**	,558**
	Sig. (2-tailed)	,252	,006	,002	,722	,000	,527	,529	,154	,337	,671		,236	,000	,000	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

	OCB1	OCB3	OCB4	OCB5	OCB6	OCB8	OCB9	OCB10	OCB13	OCB14	OCB15	OCB16	OCB17	OCB18	Y
OCB16 Pears on Correlation Sig. (2-tailed) N	,507**	-,089	,039	-,022	,184	,358**	,138	,227*	-,039	,448**	,120	1	,103	,236*	,438**
OCB17 Pears on Correlation Sig. (2-tailed) N	,000	,379	,705	,829	,068	,000	,172	,024	,705	,000	,236		,311	,018	,000
OCB18 Pears on Correlation Sig. (2-tailed) N	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99
OCB16 Pears on Correlation Sig. (2-tailed) N	-,006	,370**	,444**	,222*	,422**	,197	,032	-,056	,083	,149	,502**	,103	1	,626**	,621**
OCB17 Pears on Correlation Sig. (2-tailed) N	,951	,000	,000	,027	,000	,051	,754	,579	,412	,142	,000	,311		,000	,000
OCB18 Pears on Correlation Sig. (2-tailed) N	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99
OCB16 Pears on Correlation Sig. (2-tailed) N	,098	,411**	,301**	-,020	,073	,170	,077	-,028	-,034	,132	,459**	,236*	,626**	1	,470**
OCB17 Pears on Correlation Sig. (2-tailed) N	,337	,000	,002	,848	,470	,092	,450	,785	,737	,193	,000	,018	,000		,000
OCB18 Pears on Correlation Sig. (2-tailed) N	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99	,99

	OCB1	OCB3	OCB4	OCB5	OCB6	OCB8	OCB9	OCB10	OCB13	OCB14	OCB15	OCB16	OCB17	OCB18	Y
Y Pearson Correlation	,407**	,373**	,504**	,471**	,653**	,566**	,430**	,326**	,480**	,536**	,558**	,438**	,621**	,470**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,001	,000	,000	,000	,000	,000	,000	
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

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

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