

**LAMPIRAN 9**  
**Hasil Uji Analisis Jalur**  
**Tahap 1**

<b>Correlations</b>				
		KomitmenOrganisasi	BudayaOrganisasi	KepuasanKerja
Pearson Correlation	KomitmenOrganisasi	1,000	,827	,731
	BudayaOrganisasi	,827	1,000	,756
	KepuasanKerja	,731	,756	1,000
Sig. (1-tailed)	KomitmenOrganisasi	.	,000	,000
	BudayaOrganisasi	,000	.	,000
	KepuasanKerja	,000	,000	.
N	KomitmenOrganisasi	70	70	70
	BudayaOrganisasi	70	70	70
	KepuasanKerja	70	70	70

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,843 <sup>a</sup>	,711	,702	1,728
a. Predictors: (Constant), KepuasanKerja, BudayaOrganisasi				

<b>Coefficients<sup>a</sup></b>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,070	2,017		1,522	,133
	BudayaOrganisasi	,915	,143	,641	6,385	,000
	KepuasanKerja	,402	,163	,247	2,461	,016
a. Dependent Variable: KomitmenOrganisasi						

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**Tahap 2**

<b>Correlations</b>					
		OCB	BudayaOr ganisasi	Kepuasan Kerja	Komitmen Organisasi
Pearson Correlation	OCB	1,000	,748	,703	,741
	BudayaOrganisa si	,748	1,000	,756	,827
	KepuasanKerja	,703	,756	1,000	,731
	KomitmenOrgani sasi	,741	,827	,731	1,000
Sig. (1-tailed)	OCB	.	,000	,000	,000
	BudayaOrganisa si	,000	.	,000	,000
	KepuasanKerja	,000	,000	.	,000
	KomitmenOrgani sasi	,000	,000	,000	.
N	OCB	70	70	70	70
	BudayaOrganisa si	70	70	70	70
	KepuasanKerja	70	70	70	70
	KomitmenOrgani sasi	70	70	70	70

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,794 <sup>a</sup>	,631	,614	1,529

a. Predictors: (Constant), KomitmenOrganisasi, KepuasanKerja, BudayaOrganisasi

<b>Coefficients<sup>a</sup></b>						
Model		Unstandardized Coefficients		Standardiz ed Coefficient s	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,972	1,814		1,638	,106
	BudayaOrganisa si	,346	,161	,311	2,149	,035
	KepuasanKerja	,309	,151	,244	2,047	,045
	KomitmenOrgani sasi	,237	,108	,305	2,193	,032

a. Dependent Variable: OCB