Lampiran 1 : Kuesioner Penelitian

KUESIONER

No:.....

Analisis Pengaruh Kepuasan Kerja dan Komitmen Organisasional terhadap Organizational Citizenship Behavior pada Perawat RS Sari Asih Karawaci

Bersama ini, kami mohon kesediaan bapak/ibu meluangkan waktunya untuk mengisi kuesioner penelitian ini. Kuesioner ini kami buat sesingkat mungkin sehingga hanya membutuhkan 5 menit untuk mengisinya. Kuesioner ini tidak berpengaruh pada penilaian kerja bapak/ibu. Informasi yang bapak/ibu berikan sangat berarti bagi penelitian kami. Atas bantuan bapak/ibu kami ucapkan terima kasih.

Identitas Responden :

Usia:

a. 20-30 tahun
b. 30-40 tahun
c. Diatas 40 tahun

Jenis Kelamin:

a. Laki-laki
b. Perempuan

Lama Kerja:

a. 1-2 tahun
b. 2-4 tahun
c. Diatas 5 tahun

Perawat bagian :

a. Rawat Jalan / Poliklinik
b. Rawat Inap

Petunjuk Pengisian Kuesioner

Bapak/ibu cukup memberikan tanda (X) atau (√) pada kolom jawaban dari pernyataan yang bapak/ibu pilih.

Keterangan : SS : Sangat Setuju S : Setuju TS : Tidak Setuju STS : Sangat Tidak Setuju

No	Pernyataan	STS	TS	S	SS
	Kepuasan Kerja				
1.	Gaji yang saya terima sesuai dengan kontribusi yang saya berikan				
2.	Tunjangan yang diberikan adil sesuai setiap bagian karyawan				
3	Pekerjaan yang saya lakukan sekarang memberikan kesempatan pembelajaran				
4.	Tugas yang diberikan RS Sari Asih sesuai dengan kemampuan saya				
5.	Atasan saya memberikan dukungan teknis dalam pekerjaan saya				
6.	Atasan saya memberikan pengakuan dan penghargaan atas hasil kerja saya				
7.	Saya dan rekan kerja saling membantu dalam menyelesaikan pekerjaan				
8.	Saya merasa nyaman bekerja sama dengan rekan kerja saya di RS Sari Asih				
9.	RS Sari Asih memberikan peluang promosi yang sama untuk setiap karyawan				
10.	Saya merasa puas dengan promosi kerja yang diberikan oleh RS Sari Asih				
	Komitmen Organisasional				
11.	Saya memiliki kesamaan visi dengan RS Sari Asih Karawaci				
12.	Saya selalu ikut berpartisipasi dalam mencapai tujuan RS Sari Asih				
13.	Saya merasa terikat secara emosional dengan RS Sari Asih				
14.	Saya merasa beruntung menjadi bagian dari RS Sari Asih				
15..	Manfaat yang diberikan RS Sari Asih kepada saya tidak akan didapatkan di Rumah Sakit lain				

No	Pernyataan	STS	TS	S	SS
16.	Saya merasa memiliki keterikatan yang kuat dengan keluarga besar RS Sari Asih sehingga tidak bisa meninggalkan perusahaan				
17.	Saya merasa memiliki tanggung jawab moral terhadap RS Sari Asih				
	Organizational Citizenship Behavior				
18.	Saya bersedia menggantikan pekerjaan teman yang berhalangan hadir tanpa di hitung lembur				
19.	Saya bersedia membantu teman yang beban pekerjaannya lebih berat				
20.	Saya bersedia menjadi sukarelawan untuk hal-hal yang diperlukan				
21.	Saya berusaha datang lebih awal ke kantor				
22.	Saya selalu mengikuti peraturan yang dibuat oleh RS Sari Asih				
23.	Saya tidak mengulur waktu untuk kembali bekerja setelah jam istirahat				
24.	Saya tidak menghabiskan waktu untuk kepentingan pribadi di saat jam kerja				
25.	Saya tidak mengeluh jika menghadapi masalah dalam pekerjaan				
26.	Saya selalu menjaga nama baik RS Sari Asih				
27.	Saya menghindari menimbulkan masalah dengan rekan kerja				
28.	Saya turut serta menyelesaikan masalah yang dihadapi RS Sari Asih walaupun bukan tanggung jawab saya				
29.	Saya selalu mencari informasi tentang perkembangan RS Sari Asih				
30.	Saya ikut berpartisipasi aktif dalam perusahaan				

Lampiran 2 : Tabulasi Pretest

No Resp.	p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	p11	p12	p13	p14	p15	p16	p17	p18	p19	p20	p21	p22	p23	p24	p25	p26	p27	p28	p29	p30	Total
1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	118
2	3	2	3	3	3	2	3	3	3	3	2	3	2	2	3	2	3	2	2	3	3	3	4	4	2	3	3	2	3	2	81
3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	120
4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	90
5	4	4	4	4	4	2	4	4	2	2	2	2	2	3	3	2	3	2	2	3	3	3	3	3	2	3	3	3	3	3	87
6	3	2	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	110
7	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	118
8	3	3	3	4	4	2	3	3	3	3	4	4	4	4	4	3	3	3	3	4	3	3	3	3	3	3	3	2	3	4	97
9	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	3	4	4	4	4	4	4	4	4	4	117
10	4	4	4	3	4	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	4	3	4	4	106
11	3	3	3	3	2	2	3	3	2	2	3	3	2	3	4	2	3	2	2	3	3	3	3	3	2	3	2	2	3	3	80
12	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	120
13	4	4	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3	4	3	3	3	4	4	4	4	112
14	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	90
15	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	120
16	3	2	4	4	2	3	3	3	3	3	3	3	3	3	3	2	3	3	3	4	4	4	4	4	2	4	4	4	4	4	98
17	3	1	3	3	1	1	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	80
18	3	3	3	3	3	3	3	4	3	3	3	3	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	3	3	3	105
19	4	4	4	4	3	3	3	3	4	4	3	4	4	4	4	4	4	3	3	4	3	4	4	4	4	4	4	2	3	3	108
20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	120
21	4	4	4	4	4	4	3	3	2	2	2	2	3	3	3	2	3	2	2	3	3	3	3	3	2	3	3	3	3	3	88
22	4	4	4	4	4	4	4	3	3	3	3	3	4	4	4	3	3	2	3	3	3	3	3	3	4	4	4	2	3	3	101
23	4	4	4	4	4	4	4	4	4	2	3	3	3	3	3	3	3	2	2	3	3	3	4	4	2	3	3	3	3	3	97
24	3	3	3	3	3	2	2	2	2	2	2	2	2	3	2	3	3	2	2	3	3	3	3	3	2	3	2	2	3	3	76
25	4	4	4	4	2	2	3	4	2	2	3	3	4	4	4	3	3	2	2	2	3	3	3	3	3	3	3	2	3	3	90
26	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	3	88

No resp	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	total
27	4	2	4	4	4	2	3	2	2	2	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	2	3	2	97
28	4	4	4	4	4	4	3	3	3	3	3	4	4	4	4	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	98
29	4	3	3	3	2	2	3	3	3	3	2	3	3	3	3	2	3	2	2	3	3	3	3	3	3	3	2	2	3	2	82
30	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	2	2	3	3	3	3	3	4	4	4	4	4	4	93

Lampiran 3: Hasil Uji Validitas

		Kepuasan Kerja										Komitmen Kerja						
		p1	**p2**	**p3**	**p4**	**p5**	**p6**	**p7**	**p8**	**p9**	**p10**	**p11**	**p12**	**p13**	**p14**	**p15**	**p16**	**p17**
p1	Pearson Correlation	1	,738**	,861**	,722**	,574**	,456*	,548**	,383*	.321	.247	.278	.314	,459*	,484**	,412*	.309	,389*
	Sig. (2-tailed)		.000	.000	.000	.001	.011	.002	.037	.084	.188	.137	.091	.011	.007	.024	.096	.034
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p2	Pearson Correlation	,738**	1	,656**	,574**	,661**	,629**	,465**	,564**	,404*	.330	.292	.288	,451*	,571**	,477**	,376*	,410*
	Sig. (2-tailed)	.000		.000	.001	.000	.000	.010	.001	.027	.075	.118	.122	.012	.001	.008	.041	.024
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p3	Pearson Correlation	,861**	,656**	1	,861**	,574**	,533**	,548**	,383*	.321	.247	,371*	.314	,459*	,484**	,412*	.309	,389*
	Sig. (2-tailed)	.000	.000		.000	.001	.002	.002	.037	.084	.188	.044	.091	.011	.007	.024	.096	.034
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p4	Pearson Correlation	,722**	,574**	,861**	1	,574**	,456*	,548**	,383*	.321	.247	,371*	.314	,459*	,484**	,412*	.218	.250
	Sig. (2-tailed)	.000	.001	.000		.001	.011	.002	.037	.084	.188	.044	.091	.011	.007	.024	.247	.183
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p5	Pearson Correlation	,574**	,661**	,574**	,574**	1	,629**	,539**	,376*	,456*	,382*	,401*	.350	,395*	,428*	.334	,429*	,410*
	Sig. (2-tailed)	.001	.000	.001	.001		.000	.002	.040	.011	.037	.028	.058	.031	.018	.072	.018	.024
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Kepuasan Kerja										Komitmen Kerja						
		p1	**p2**	**p3**	**p4**	**p5**	**p6**	**p7**	**p8**	**p9**	**p10**	**p11**	**p12**	**p13**	**p14**	**p15**	**p16**	**p17**
p6	Pearson Correlation	,456*	,629**	,533**	,456*	,629**	1	,545**	,466**	,635**	,531**	,406*	,401*	,524**	,464**	,398*	,448*	,456*
	Sig. (2-tailed)	.011	.000	.002	.011	.000		.002	.010	.000	.003	.026	.028	.003	.010	.029	.013	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p7	Pearson Correlation	,548**	,465**	,548**	,548**	,539**	,545**	1	,733**	,682**	,574**	,595**	,500**	,480**	,488**	,557**	,473**	,573**
	Sig. (2-tailed)	.002	.010	.002	.002	.002	.002		.000	.000	.001	.001	.005	.007	.006	.001	.008	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p8	Pearson Correlation	,383*	,564**	,383*	,383*	,376*	,466**	,733**	1	,600**	,499**	,461*	,401*	,468**	,509**	,575**	,431*	,574**
	Sig. (2-tailed)	.037	.001	.037	.037	.040	.010	.000		.000	.005	.010	.028	.009	.004	.001	.017	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p9	Pearson Correlation	.321	,404*	.321	.321	,456*	,635**	,682**	,600**	1	,891**	,674**	,784**	,638**	,543**	,534**	,712**	,749**
	Sig. (2-tailed)	.084	.027	.084	.084	.011	.000	.000	.000		.000	.000	.000	.000	.002	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p10	Pearson Correlation	.247	.330	.247	.247	,382*	,531**	,574**	,499**	,891**	1	,686**	,820**	,680**	,614**	,610**	,727**	,811**
	Sig. (2-tailed)	.188	.075	.188	.188	.037	.003	.001	.005	.000		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p11	Pearson Correlation	.278	.292	,371*	,371*	,401*	,406*	,595**	,461*	,674**	,686**	1	,862**	,766**	,767**	,754**	,789**	,742**
	Sig. (2-tailed)	.137	.118	.044	.044	.028	.026	.001	.010	.000	.000		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Kepuasan Kerja										Komitmen Kerja						
		p1	**p2**	**p3**	**p4**	**p5**	**p6**	**p7**	**p8**	**p9**	**p10**	**p11**	**p12**	**p13**	**p14**	**p15**	**p16**	**p17**
p12	Pearson Correlation	.314	.288	.314	.314	.350	,401*	,500**	,401*	,784**	,820**	,862**	1	,793**	,729**	,791**	,754**	,733**
	Sig. (2-tailed)	.091	.122	.091	.091	.058	.028	.005	.028	.000	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p13	Pearson Correlation	,459*	,451*	,459*	,459*	,395*	,524**	,480**	,468**	,638**	,680**	,766**	,793**	1	,915**	,800**	,788**	,688**
	Sig. (2-tailed)	.011	.012	.011	.011	.031	.003	.007	.009	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p14	Pearson Correlation	,484**	,571**	,484**	,484**	,428*	,464**	,488**	,509**	,543**	,614**	,767**	,729**	,915**	1	,844**	,792**	,725**
	Sig. (2-tailed)	.007	.001	.007	.007	.018	.010	.006	.004	.002	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p15	Pearson Correlation	,412*	,477**	,412*	,412*	.334	,398*	,557**	,575**	,534**	,610**	,754**	,791**	,800**	,844**	1	,619**	,678**
	Sig. (2-tailed)	.024	.008	.024	.024	.072	.029	.001	.001	.002	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p16	Pearson Correlation	.309	,376*	.309	.218	,429*	,448*	,473**	,431*	,712**	,727**	,789**	,754**	,788**	,792**	,619**	1	,873**
	Sig. (2-tailed)	.096	.041	.096	.247	.018	.013	.008	.017	.000	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p17	Pearson Correlation	,389*	,410*	,389*	.250	,410*	,456*	,573**	,574**	,749**	,811**	,742**	,733**	,688**	,725**	,678**	,873**	1
	Sig. (2-tailed)	.034	.024	.034	.183	.024	.011	.001	.001	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Kepuasan Kerja										Komitmen Kerja						
		p1	**p2**	**p3**	**p4**	**p5**	**p6**	**p7**	**p8**	**p9**	**p10**	**p11**	**p12**	**p13**	**p14**	**p15**	**p16**	**p17**
p18	Pearson Correlation	.214	.018	.303	.303	.333	.342	,437*	.218	,546**	,638**	,754**	,695**	,589**	,543**	,477**	,689**	,678**
	Sig. (2-tailed)	.256	.927	.103	.103	.072	.064	.016	.246	.002	.000	.000	.000	.001	.002	.008	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p19	Pearson Correlation	.125	-.035	.214	.214	.281	.293	,437*	.287	,489**	,581**	,694**	,560**	,589**	,543**	,477**	,689**	,678**
	Sig. (2-tailed)	.511	.854	.256	.256	.133	.116	.016	.125	.006	.001	.000	.001	.001	.002	.008	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p20	Pearson Correlation	.146	.048	.268	,390*	,407*	.333	,462*	.289	,646**	,706**	,637**	,612**	,486**	,477**	,432*	,590**	,706**
	Sig. (2-tailed)	.441	.801	.152	.033	.025	.072	.010	.122	.000	.000	.000	.000	.006	.008	.017	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p21	Pearson Correlation	.198	.028	.339	.339	.278	.309	,502**	,400*	,502**	,562**	,581**	,461*	,447*	,430*	,386*	,536**	,649**
	Sig. (2-tailed)	.295	.884	.067	.067	.137	.096	.005	.029	.005	.001	.001	.010	.013	.018	.035	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p22	Pearson Correlation	.250	.082	,389*	,389*	.246	,456*	,448*	,361*	,571**	,635**	,556**	,524**	,497**	,484**	,436*	,600**	,722**
	Sig. (2-tailed)	.183	.667	.034	.034	.190	.011	.013	.050	.001	.000	.001	.003	.005	.007	.016	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p23	Pearson Correlation	.272	.080	,408*	,408*	.321	,373*	,549**	,469**	,699**	,605**	,499**	,513**	,375*	.296	.356	,535**	,680**
	Sig. (2-tailed)	.146	.673	.025	.025	.083	.043	.002	.009	.000	.000	.005	.004	.041	.112	.053	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Kepuasan Kerja										Komitmen Kerja						
		p1	**p2**	**p3**	**p4**	**p5**	**p6**	**p7**	**p8**	**p9**	**p10**	**p11**	**p12**	**p13**	**p14**	**p15**	**p16**	**p17**
p24	Pearson Correlation	.218	.027	.355	.355	.268	,448*	,473**	,397*	,625**	,525**	,425*	,446*	.319	.237	.301	,464**	,600**
	Sig. (2-tailed)	.247	.888	.055	.055	.152	.013	.008	.030	.000	.003	.019	.014	.086	.206	.106	.010	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p25	Pearson Correlation	.360	.338	.278	.196	,434*	,492**	,425*	.325	,588**	,705**	,600**	,678**	,765**	,711**	,627**	,792**	,703**
	Sig. (2-tailed)	.051	.068	.137	.299	.017	.006	.019	.080	.001	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p26	Pearson Correlation	.272	.161	,408*	.272	.321	,522**	,427*	.260	,524**	,605**	,499**	,513**	,562**	,533**	,475**	,624**	,680**
	Sig. (2-tailed)	.146	.396	.025	.146	.083	.003	.019	.165	.003	.000	.005	.004	.001	.002	.008	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p27	Pearson Correlation	.326	.221	,530**	,428*	,461*	,502**	,569**	,398*	,606**	,656**	,601**	,589**	,688**	,577**	,539**	,694**	,693**
	Sig. (2-tailed)	.079	.241	.003	.018	.010	.005	.001	.030	.000	.000	.000	.001	.000	.001	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p28	Pearson Correlation	.205	.286	,377*	.291	.337	,562**	,585**	,504**	,597**	,594**	,504**	,430*	,389*	.335	.259	,493**	,565**
	Sig. (2-tailed)	.276	.125	.040	.119	.069	.001	.001	.005	.000	.001	.004	.018	.034	.070	.167	.006	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p29	Pearson Correlation	.339	,361*	,480**	.339	,361*	,464**	,502**	,400*	,592**	,651**	,581**	,568**	,447*	,430*	,386*	,536**	,649**
	Sig. (2-tailed)	.067	.050	.007	.067	.050	.010	.005	.029	.001	.000	.001	.001	.013	.018	.035	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Kepuasan Kerja										Komitmen Kerja						
		p1	**p2**	**p3**	**p4**	**p5**	**p6**	**p7**	**p8**	**p9**	**p10**	**p11**	**p12**	**p13**	**p14**	**p15**	**p16**	**p17**
p30	Pearson Correlation	.120	,374*	.320	.320	.315	,384*	,454*	,429*	,510**	,538**	,646**	,478**	,468**	,523**	,413*	,550**	,580**
	Sig. (2-tailed)	.527	.042	.084	.084	.090	.036	.012	.018	.004	.002	.000	.008	.009	.003	.023	.002	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	,522**	,515**	,601**	,557**	,607**	,683**	,740**	,625**	,828**	,835**	,827**	,802**	,812**	,790**	,729**	,835**	,877**
	Sig. (2-tailed)	.003	.004	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Organizational Citizenship Behavior													
		p18	**p19**	**p20**	**p21**	**p22**	**p23**	**p24**	**p25**	**p26**	**p27**	**p28**	**p29**	**p30**	**total**
p1	Pearson Correlation	.214	.125	.146	.198	.250	.272	.218	.360	.272	.326	.205	.339	.120	,522**
	Sig. (2-tailed)	.256	.511	.441	.295	.183	.146	.247	.051	.146	.079	.276	.067	.527	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p2	Pearson Correlation	.018	-.035	.048	.028	.082	.080	.027	.338	.161	.221	.286	,361*	,374*	,515**
	Sig. (2-tailed)	.927	.854	.801	.884	.667	.673	.888	.068	.396	.241	.125	.050	.042	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p3	Pearson Correlation	.303	.214	.268	.339	,389*	,408*	.355	.278	,408*	,530**	,377*	,480**	.320	,601**
	Sig. (2-tailed)	.103	.256	.152	.067	.034	.025	.055	.137	.025	.003	.040	.007	.084	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p4	Pearson Correlation	.303	.214	,390*	.339	,389*	,408*	.355	.196	.272	,428*	.291	.339	.320	,557**
	Sig. (2-tailed)	.103	.256	.033	.067	.034	.025	.055	.299	.146	.018	.119	.067	.084	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p5	Pearson Correlation	.333	.281	,407*	.278	.246	.321	.268	,434*	.321	,461*	.337	,361*	.315	,607**
	Sig. (2-tailed)	.072	.133	.025	.137	.190	.083	.152	.017	.083	.010	.069	.050	.090	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p6	Pearson Correlation	.342	.293	.333	.309	,456*	,373*	,448*	,492**	,522**	,502**	,562**	,464**	,384*	,683**
	Sig. (2-tailed)	.064	.116	.072	.096	.011	.043	.013	.006	.003	.005	.001	.010	.036	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Organizational Citizenship Behavior													
		p18	**p19**	**p20**	**p21**	**p22**	**p23**	**p24**	**p25**	**p26**	**p27**	**p28**	**p29**	**p30**	**total**
p7	Pearson Correlation	,437*	,437*	,462*	,502**	,448*	,549**	,473**	,425*	,427*	,569**	,585**	,502**	,454*	,740**
	Sig. (2-tailed)	.016	.016	.010	.005	.013	.002	.008	.019	.019	.001	.001	.005	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p8	Pearson Correlation	.218	.287	.289	,400*	,361*	,469**	,397*	.325	.260	,398*	,504**	,400*	,429*	,625**
	Sig. (2-tailed)	.246	.125	.122	.029	.050	.009	.030	.080	.165	.030	.005	.029	.018	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p9	Pearson Correlation	,546**	,489**	,646**	,502**	,571**	,699**	,625**	,588**	,524**	,606**	,597**	,592**	,510**	,828**
	Sig. (2-tailed)	.002	.006	.000	.005	.001	.000	.000	.001	.003	.000	.000	.001	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p10	Pearson Correlation	,638**	,581**	,706**	,562**	,635**	,605**	,525**	,705**	,605**	,656**	,594**	,651**	,538**	,835**
	Sig. (2-tailed)	.000	.001	.000	.001	.000	.000	.003	.000	.000	.000	.001	.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p11	Pearson Correlation	,754**	,694**	,637**	,581**	,556**	,499**	,425*	,600**	,499**	,601**	,504**	,581**	,646**	,827**
	Sig. (2-tailed)	.000	.000	.000	.001	.001	.005	.019	.000	.005	.000	.004	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p12	Pearson Correlation	,695**	,560**	,612**	,461*	,524**	,513**	,446*	,678**	,513**	,589**	,430*	,568**	,478**	,802**
	Sig. (2-tailed)	.000	.001	.000	.010	.003	.004	.014	.000	.004	.001	.018	.001	.008	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Organizational Citizenship Behavior													
		p18	**p19**	**p20**	**p21**	**p22**	**p23**	**p24**	**p25**	**p26**	**p27**	**p28**	**p29**	**p30**	**total**
p13	Pearson Correlation	,589**	,589**	,486**	,447*	,497**	,375*	.319	,765**	,562**	,688**	,389*	,447*	,468**	,812**
	Sig. (2-tailed)	.001	.001	.006	.013	.005	.041	.086	.000	.001	.000	.034	.013	.009	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p14	Pearson Correlation	,543**	,543**	,477**	,430*	,484**	.296	.237	,711**	,533**	,577**	.335	,430*	,523**	,790**
	Sig. (2-tailed)	.002	.002	.008	.018	.007	.112	.206	.000	.002	.001	.070	.018	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p15	Pearson Correlation	,477**	,477**	,432*	,386*	,436*	.356	.301	,627**	,475**	,539**	.259	,386*	,413*	,729**
	Sig. (2-tailed)	.008	.008	.017	.035	.016	.053	.106	.000	.008	.002	.167	.035	.023	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p16	Pearson Correlation	,689**	,689**	,590**	,536**	,600**	,535**	,464**	,792**	,624**	,694**	,493**	,536**	,550**	,835**
	Sig. (2-tailed)	.000	.000	.001	.002	.000	.002	.010	.000	.000	.000	.006	.002	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p17	Pearson Correlation	,678**	,678**	,706**	,649**	,722**	,680**	,600**	,703**	,680**	,693**	,565**	,649**	,580**	,877**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p18	Pearson Correlation	1	,885**	,761**	,768**	,767**	,612**	,601**	,619**	,612**	,637**	,502**	,496**	,390*	,755**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.005	.005	.033	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Organizational Citizenship Behavior													
		p18	**p19**	**p20**	**p21**	**p22**	**p23**	**p24**	**p25**	**p26**	**p27**	**p28**	**p29**	**p30**	**total**
p19	Pearson Correlation	,885**	1	,761**	,768**	,767**	,612**	,601**	,672**	,699**	,702**	,392*	,405*	,390*	,723**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.032	.026	.033	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p20	Pearson Correlation	,761**	,761**	1	,772**	,828**	,776**	,709**	,530**	,656**	,658**	,493**	,524**	,486**	,753**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.003	.000	.000	.006	.003	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p21	Pearson Correlation	,768**	,768**	,772**	1	,791**	,761**	,675**	,482**	,623**	,646**	,577**	,569**	,414*	,710**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.007	.000	.000	.001	.001	.023	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p22	Pearson Correlation	,767**	,767**	,828**	,791**	1	,816**	,873**	,621**	,816**	,693**	,479**	,508**	,380*	,764**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.007	.004	.038	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p23	Pearson Correlation	,612**	,612**	,776**	,761**	,816**	1	,935**	,400*	,600**	,649**	,461*	,484**	.294	,707**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.028	.000	.000	.010	.007	.115	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p24	Pearson Correlation	,601**	,601**	,709**	,675**	,873**	,935**	1	,417*	,668**	,594**	,381*	,397*	.223	,649**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.022	.000	.001	.038	.030	.237	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Organizational Citizenship Behavior													
		p18	**p19**	**p20**	**p21**	**p22**	**p23**	**p24**	**p25**	**p26**	**p27**	**p28**	**p29**	**p30**	**total**
p25	Pearson Correlation	,619**	,672**	,530**	,482**	,621**	,400*	,417*	1	,801**	,744**	.342	,482**	,377*	,773**
	Sig. (2-tailed)	.000	.000	.003	.007	.000	.028	.022		.000	.000	.064	.007	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p26	Pearson Correlation	,612**	,699**	,656**	,623**	,816**	,600**	,668**	,801**	1	,849**	,461*	,623**	,490**	,755**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.010	.000	.006	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p27	Pearson Correlation	,637**	,702**	,658**	,646**	,693**	,649**	,594**	,744**	,849**	1	,601**	,646**	,553**	,828**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	.000		.000	.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p28	Pearson Correlation	,502**	,392*	,493**	,577**	,479**	,461*	,381*	.342	,461*	,601**	1	,838**	,724**	,676**
	Sig. (2-tailed)	.005	.032	.006	.001	.007	.010	.038	.064	.010	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p29	Pearson Correlation	,496**	,405*	,524**	,569**	,508**	,484**	,397*	,482**	,623**	,646**	,838**	1	,821**	,730**
	Sig. (2-tailed)	.005	.026	.003	.001	.004	.007	.030	.007	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
p30	Pearson Correlation	,390*	,390*	,486**	,414*	,380*	.294	.223	,377*	,490**	,553**	,724**	,821**	1	,650**
	Sig. (2-tailed)	.033	.033	.007	.023	.038	.115	.237	.040	.006	.002	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Organizational Citizenship Behavior													
		p18	**p19**	**p20**	**p21**	**p22**	**p23**	**p24**	**p25**	**p26**	**p27**	**p28**	**p29**	**p30**	**total**
total	Pearson Correlation	,755**	,723**	,753**	,710**	,764**	,707**	,649**	,773**	,755**	,828**	,676**	,730**	,650**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Lampiran 4: Hasil Uji Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	,0
	Total	30	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,966	30

Uji Reliabilitas Kepuasan Kerja

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	,0
	Total	30	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,908	10

Uji Reliabilitas Komitmen Organisasi

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	,0
	Total	30	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,956	7

Uji Reliabilitas Organizational Citizenship Behavior

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	,0
	Total	30	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,945	13

Lampiran 5 : Tabulasi Regresi

No res	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
2	4	4	4	4	4	3	4	4	3	3	3	4	3	4	4	3	3	4	4	4	4	4	4	4	4	4	3	3	4	3
3	4	4	4	4	3	3	3	4	4	3	3	4	3	4	3	3	4	3	3	4	4	4	4	4	3	3	4	4	4	4
4	4	4	4	4	4	4	4	4	3	3	3	4	3	3	4	3	3	2	3	4	3	4	4	4	3	4	3	3	4	3
5	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	3	3	3	3	4	4	4	4	4	3	3	3	3	4	4
6	4	4	4	4	4	4	4	4	3	3	4	4	4	3	3	4	3	4	4	3	3	4	4	4	3	4	3	3	3	3
7	4	4	4	4	3	3	3	4	4	4	3	3	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3	3	3	3
8	4	4	3	3	3	3	3	3	3	3	4	4	4	4	4	3	4	3	3	3	4	4	4	4	3	3	4	4	4	4
9	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	4	4	4	4	3	3	3	3
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14	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
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16	3	3	3	3	3	3	4	4	3	3	3	4	3	4	3	3	3	4	4	4	3	4	4	3	3	4	4	3	4	4
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Lampiran 6 : Hasil Uji Deskriptif Responden

Statistics

		Usia	Jenis Kelamin	Lama Kerja	Perawat di Bagian
N	Valid	83	83	83	83
	Missing	0	0	0	0

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 tahun	51	61,4	61,4	61,4
	30-40 tahun	31	37,3	37,3	98,8
	Diatas 40 tahun	1	1,2	1,2	100,0
	Total	83	100,0	100,0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	34	41,0	41,0	41,0
	Perempuan	49	59,0	59,0	100,0
	Total	83	100,0	100,0	

Lama Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-2 tahun	49	59,0	59,0	59,0
	2-4 tahun	28	33,7	33,7	92,8
	Diatas 5 tahun	6	7,2	7,2	100,0
	Total	83	100,0	100,0	

Perawat di Bagian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rawat Jalan/Poliklinik	38	45,8	45,8	45,8
	Rawat Inap	45	54,2	54,2	100,0
	Total	83	100,0	100,0	

Lampiran 7 : Hasil Uji Regresi

Regresi Tahap 1

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	OC, JS[b]	.	Enter

a. Dependent Variable: OCB

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,686[a]	,470	,457	,2531

a. Predictors: (Constant), OC, JS

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4,546	2	2,273	35,493	,000[b]
	Residual	5,123	80	,064		
	Total	9,669	82			

a. Dependent Variable: OCB

b. Predictors: (Constant), OC, JS

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,209	,275		4,401	,000
	JS	,437	,098	,489	4,455	,000
	OC	,221	,095	,254	2,313	,023

a. Dependent Variable: OCB

Regresi Tahap 2

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	JS[b]	.	Enter

a. Dependent Variable: OC

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,671[a]	,450	,443	,2948

a. Predictors: (Constant), JS

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,766	1	5,766	66,328	,000[b]
	Residual	7,042	81	,087		
	Total	12,808	82			

a. Dependent Variable: OC

b. Predictors: (Constant), JS

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,090	,296		3,681	,000
	JS	,690	,085	,671	8,144	,000

a. Dependent Variable: OC