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**PENGARUH BUDAYA ORGANISASI, LINGKUNGAN KERJADAN
ORGANIZATIONAL CITIZENSHIP BEHAVIOR TERHADAP KINERJA
KARYAWAN**

PT. TELKOM KOTA PALOPO

A. Identitas Responden

1. Nama (Inisial) :
2. Umur :
3. Jenis Kelamin :
4. Pendidikan :
5. Lama Kerja :

Petunjuk: Silahkan berikan tanda “√” pada salah satu kolom pilihan respon untuk jawaban yang paling sesuai.

Keterangan pilihan :

- SS** : Sangat Setuju
S : Setuju
R : Ragu-Ragu
TS : Tidak Setuju
STS : Sangat Tidak Setuju

B. Budaya Organisasi (X₁)

PERNYATAAN		SS	S	R	TS	STS
1	Pimpinan mendorong karyawan untuk meningkatkan kreativitas agar pekerjaan dapat diselesaikan dengan cepat dan aman					
2	Karyawan selalu menciptakan ide-ide yang inovatif dalam pekerjaan					
3	Karyawan siap mengambil resiko dalam melakukan pekerjaan yang menjadi tanggung jawabnya					
4	Karyawan selalu dituntut untuk menyelesaikan pekerjaan dengan tepat dan cermat					
5	Pihak pimpinan bank selalu menyampaikan tujuan perusahaan secara detail kepada para karyawan					

6	Pimpinan memberikan arahan dan komunikasi yang jelas dan rinci mengenai pekerjaan yang harus karyawan lakukan					
7	Karyawan terus mengembangkan diri untuk mendapatkan hasil yang optimal dalam menyelesaikan pekerjaan					
8	Karyawan berusaha meningkatkan efektivitas cara bekerja guna memperoleh hasil yang optimal					
9	Perusahaan memberikan penghargaan kepada karyawan yang mampu menunjukkan prestasi kerja					

C. Lingkungan Kerja (X₂)

PERNYATAAN		SS	S	R	TS	STS
1	Kebersihan tempat kerja dapat membuat karyawan nyaman dan semangat dalam bekerja					
2	Setiap karyawan diwajibkan untuk menjaga kebersihan					
3	Kebersihan di lingkungan kerja membuat para pelanggan dan karyawan lebih nyaman dalam beraktivitas					
4	Bekerja sama dengan setiap rekan kerja					
5	Tidak mempunyai konflik dengan sesama karyawan					
6	Berfungsinya ventilasi disekitar ruang kerja membuat fisik karyawan tetap segar					
7	Penerangan di ruang kerja cukup baik dan tidak menyilaukan sehingga mendukung aktivitas pekerja karyawan					
8	Adanya jaminan keselamatan karyawan dan barang-barang ketika melaksanakan tugas					
9	Adanya jaminan keamanan dari ancaman dari pihak luar					

D. Organizational Citizenship Behavior (X₃)

PERNYATAAN		SS	S	R	TS	STS
1	Karyawan menggantikan rekan kerja yang tidak masuk atau istirahat					
2	Karyawan membantu karyawan lain yang pekerjaannya overload					
3	Karyawan membantu proses orientasi karyawan baru meskipun tidak diminta					
4	Karyawan tiba lebih awal, sehingga siap bekerja pada saat jadwal kerja dimulai					
5	Karyawan tepat waktu setiap hari tidak peduli pada musim ataupun lalu lintas, dan sebagainya					
6	Karyawan berbicara seperlunya dalam percakapan di telepon					
7	Karyawan memiliki kemauan untuk bertoleransi tanpa mengeluh					
8	Karyawan menahan diri dari aktivitas-aktivitas mengeluh dan mengumpat					
9	Karyawan tidak membesar-besarkan permasalahan di luar proporsinya					

E. Kinerja Karyawan (Y)

PERNYATAAN		SS	S	R	TS	STS
1	Karyawan selalu menyelesaikan pekerjaan dengan tuntas sesuai tugas yang diberikan atasan.					
2	Karyawan dapat memenuhi beban kerja yang telah ditetapkan atasan					
3	Karyawan selalu melaksanakan pekerjaan sesuai dengan Standar Operasional Prosedur (SOP).					
4	Dalam pekerjaan, karyawan berusaha untuk tidak melakukan kesalahan					
5	Karyawan menyelesaikan pekerjaan sesuai dengan target yang ingin dicapai.					
6	Karyawan dapat mencapai kualitas kerja yang maksimal sesuai dengan tugas masing-masing pegawai.					
7	Karyawan menggunakan waktu kerja karyawan secara efektif dan efisien.					
8	Karyawan tidak pernah menunda pekerjaan.					
9	Karyawan mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang ditentukan.					

MASTER TABEL

NO	UM	JK	PD	MK	Budaya organisasi (X1)									Lingkungan kerja (X2)										
					1	2	3	4	5	6	7	8	9	Skor	1	2	3	4	5	6	7	8	9	Skor
1	2	1	3	2	4	4	4	3	5	5	4	5	4	38	4	4	4	4	4	5	5	4	4	38
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21	3	2	3	1	4	4	4	4	4	5	3	4	4	36	4	4	4	4	4	4	4	4	4	36
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23	4	1	3	4	4	4	4	5	3	4	4	4	4	36	4	4	4	4	4	5	4	5	5	39
24	3	1	1	3	4	5	4	4	4	4	4	4	4	37	5	5	4	5	4	4	4	4	4	39
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43	2	1	3	2	5	4	4	4	5	5	4	4	5	40	5	4	5	4	4	4	5	4	4	39
44	2	1	3	2	5	4	5	4	4	5	4	3	5	39	5	4	5	4	5	4	4	4	4	39
45	3	1	3	3	3	3	4	4	3	4	3	5	5	34	5	4	4	4	4	4	4	5	4	38

NO	UM	JK	PD	MK	Organizational citizenship behavior (X3)									Kinerja (Y)										
					1	2	3	4	5	6	7	8	9	Skor	1	2	3	4	5	6	7	8	9	Skor
1	2	1	3	2	4	3	5	5	4	4	4	5	5	39	4	4	4	5	5	5	4	5	4	40
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9	3	1	3	1	5	5	4	5	4	5	5	5	4	42	4	5	5	5	4	5	5	5	4	42
10	4	1	3	3	4	4	3	5	4	4	4	4	5	37	4	4	4	4	5	5	5	5	4	40
11	3	1	2	3	5	5	5	5	5	5	5	5	5	45	5	5	5	5	5	5	5	5	5	45
12	3	1	3	1	3	4	5	3	5	4	4	4	5	37	5	4	4	4	5	5	4	4	5	40
13	4	1	3	2	5	4	4	5	5	4	5	4	4	40	5	4	5	4	4	5	4	4	5	40
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15	4	2	3	3	4	3	5	5	4	5	4	4	5	39	4	5	4	4	5	5	5	5	4	41
16	4	2	1	2	4	5	4	4	4	4	4	5	4	38	4	4	4	5	4	4	4	4	5	38
17	3	2	3	2	5	4	5	5	4	5	5	5	5	43	4	4	5	4	5	5	5	5	4	41
18	3	2	1	2	3	4	4	4	4	4	4	4	4	35	4	4	4	4	4	4	5	5	5	39
19	3	1	3	3	4	4	4	4	4	4	4	4	4	36	4	4	4	4	4	4	4	4	4	36
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26	4	1	3	4	4	4	4	5	4	4	4	4	4	37	4	4	4	4	4	5	5	4	38
27	4	1	3	4	5	5	5	5	5	4	5	5	5	44	5	4	5	5	5	5	5	4	43
28	3	1	3	3	5	4	5	4	4	5	5	4	5	41	4	5	5	4	5	4	5	4	40
29	3	2	3	1	4	5	4	5	4	5	4	5	4	40	4	5	4	5	4	5	4	5	40
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32	4	2	3	3	4	5	5	5	4	4	4	5	5	41	4	4	4	5	5	5	4	5	40
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42	2	1	3	1	5	5	5	5	5	5	5	5	5	45	5	5	5	5	5	5	5	5	45
43	2	1	3	2	4	4	5	5	5	4	4	4	5	40	5	4	4	4	5	5	4	5	41
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49	4	1	1	4	4	4	4	4	4	4	4	4	4	36	4	4	4	4	4	4	3	5	4	36
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52	1	1	3	1	4	4	4	5	4	4	4	4	4	37	4	4	4	4	4	5	4	3	4	36

Keterangan:**Umur:**

1 = ≤ 20 tahun
 2 = 21-30 tahun
 3 = 31-40 tahun
 4 = > 40 tahun

Jenis Kelamin:

1 = Laki-laki
 2 = Perempuan

Pendidikan:

1 = SMA
 2 = Diploma
 3 = Sarjana

Budaya organisasi:

1 = ≤ 5 tahun
 2 = 6-10 tahun
 3 = 11-15 tahun
 4 = > 15 tahun

Frequency Table

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 20 tahun	2	3.8	3.8	3.8
21-30 tahun	12	23.1	23.1	26.9
31-40 tahun	23	44.2	44.2	71.2
> 40 tahun	15	28.8	28.8	100.0
Total	52	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	34	65.4	65.4	65.4
Perempuan	18	34.6	34.6	100.0
Total	52	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	6	11.5	11.5	11.5
Diploma	2	3.8	3.8	15.4
Sarjana	44	84.6	84.6	100.0
Total	52	100.0	100.0	

Lama Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 5 tahun	11	21.2	21.2	21.2
6-10 tahun	14	26.9	26.9	48.1
11-15 tahun	20	38.5	38.5	86.5
> 15 tahun	7	13.5	13.5	100.0
Total	52	100.0	100.0	

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.856 ^a	.733	.716	1.249

a. Predictors: (Constant), Organizational citizenship behavior, Lingkungan kerja, Budaya organisasi

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	204.918	3	68.306	43.814	.000 ^b
Residual	74.832	48	1.559		
Total	279.750	51			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Organizational citizenship behavior, Lingkungan kerja, Budaya organisasi

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.925	3.404		1.447	.154
Budaya organisasi	.710	.080	.784	8.919	.000
Lingkungan kerja	.807	.105	.736	7.679	.000
Organization al citizenship behavior	.761	.070	.838	10.862	.000

a. Dependent Variable: Kinerja

Frequency Table

BO1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	11	21.2	21.2	21.2
	Setuju	29	55.8	55.8	76.9
	Sangat Setuju	12	23.1	23.1	100.0
	Total	52	100.0	100.0	

BO2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	4	7.7	7.7	7.7
	Setuju	30	57.7	57.7	65.4
	Sangat Setuju	18	34.6	34.6	100.0
	Total	52	100.0	100.0	

BO3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	7	13.5	13.5	13.5
	Setuju	21	40.4	40.4	53.8
	Sangat Setuju	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

BO4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	3	5.8	5.8	5.8
	Setuju	30	57.7	57.7	63.5
	Sangat Setuju	19	36.5	36.5	100.0
	Total	52	100.0	100.0	

BO5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	7	13.5	13.5	13.5
	Setuju	25	48.1	48.1	61.5
	Sangat Setuju	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

BO6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	3	5.8	5.8	5.8
	Setuju	22	42.3	42.3	48.1
	Sangat Setuju	27	51.9	51.9	100.0
	Total	52	100.0	100.0	

BO7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	9	17.3	17.3	17.3
	Setuju	23	44.2	44.2	61.5
	Sangat Setuju	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

BO8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	4	7.7	7.7	7.7
	Setuju	24	46.2	46.2	53.8
	Sangat Setuju	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

BO9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	1.9	1.9	1.9
	Setuju	34	65.4	65.4	67.3
	Sangat Setuju	17	32.7	32.7	100.0
	Total	52	100.0	100.0	

LK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	50.0	50.0	50.0
	Sangat Setuju	26	50.0	50.0	100.0
	Total	52	100.0	100.0	

LK 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	27	51.9	51.9	51.9
	Sangat Setuju	25	48.1	48.1	100.0
	Total	52	100.0	100.0	

LK 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	38	73.1	73.1	73.1
	Sangat Setuju	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

LK 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	32	61.5	61.5	61.5
	Sangat Setuju	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

LK 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	50.0	50.0	50.0
	Sangat Setuju	26	50.0	50.0	100.0
	Total	52	100.0	100.0	

LK 6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	30	57.7	57.7	57.7
	Sangat Setuju	22	42.3	42.3	100.0
	Total	52	100.0	100.0	

LK 7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	31	59.6	59.6	59.6
	Sangat Setuju	21	40.4	40.4	100.0
	Total	52	100.0	100.0	

LK 8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	28	53.8	53.8	53.8
	Sangat Setuju	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

LK 9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	36	69.2	69.2	69.2
	Sangat Setuju	16	30.8	30.8	100.0
	Total	52	100.0	100.0	

OCB1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	7	13.5	13.5	13.5
	Setuju	21	40.4	40.4	53.8
	Sangat Setuju	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

OCB 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	3	5.8	5.8	5.8
	Setuju	30	57.7	57.7	63.5
	Sangat Setuju	19	36.5	36.5	100.0
	Total	52	100.0	100.0	

OCB 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	7	13.5	13.5	13.5
	Setuju	25	48.1	48.1	61.5
	Sangat Setuju	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

OCB 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	3	5.8	5.8	5.8
	Setuju	22	42.3	42.3	48.1
	Sangat Setuju	27	51.9	51.9	100.0
	Total	52	100.0	100.0	

OCB 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	38	73.1	73.1	73.1
	Sangat Setuju	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

OCB 6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	32	61.5	61.5	61.5
	Sangat Setuju	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

OCB 7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	50.0	50.0	50.0
	Sangat Setuju	26	50.0	50.0	100.0
	Total	52	100.0	100.0	

OCB 8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	30	57.7	57.7	57.7
	Sangat Setuju	22	42.3	42.3	100.0
	Total	52	100.0	100.0	

OCB 9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	31	59.6	59.6	59.6
	Sangat Setuju	21	40.4	40.4	100.0
	Total	52	100.0	100.0	

K1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	38	73.1	73.1	73.1
	Sangat Setuju	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

K2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	34	65.4	65.4	65.4
	Sangat Setuju	18	34.6	34.6	100.0
	Total	52	100.0	100.0	

K3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	50.0	50.0	50.0
	Sangat Setuju	26	50.0	50.0	100.0
	Total	52	100.0	100.0	

K4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	32	61.5	61.5	61.5
	Sangat Setuju	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

K5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	31	59.6	59.6	59.6
	Sangat Setuju	21	40.4	40.4	100.0
	Total	52	100.0	100.0	

K6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	23	44.2	44.2	44.2
	Sangat Setuju	29	55.8	55.8	100.0
	Total	52	100.0	100.0	

K7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	1.9	1.9	1.9
	Setuju	27	51.9	51.9	53.8
	Sangat Setuju	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

K8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	3	5.8	5.8	5.8
	Setuju	17	32.7	32.7	38.5
	Sangat Setuju	32	61.5	61.5	100.0
	Total	52	100.0	100.0	

K9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.8	3.8	3.8
	Setuju	33	63.5	63.5	67.3
	Sangat Setuju	17	32.7	32.7	100.0
	Total	52	100.0	100.0	

UJI VALIDITAS DAN RELIABILITAS

Correlations

		BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8	BO9	Budaya organisasi
BO1	Pearson Correlation	1	.133	.152	.338*	.375**	.074	.234	-.110	.386**	.638**
	Sig. (2-tailed)		.346	.282	.014	.006	.603	.095	.436	.005	.000
	N	52	52	52	52	52	52	52	52	52	52
BO2	Pearson Correlation	.133	1	.298*	.153	.264	.137	.002	-.020	-.085	.462**
	Sig. (2-tailed)	.346		.032	.280	.058	.334	.990	.888	.551	.001
	N	52	52	52	52	52	52	52	52	52	52
BO3	Pearson Correlation	.152	.298*	1	-.011	.071	.280*	.092	.196	-.013	.535**
	Sig. (2-tailed)	.282	.032		.938	.616	.044	.515	.163	.929	.000
	N	52	52	52	52	52	52	52	52	52	52
BO4	Pearson Correlation	.338*	.153	-.011	1	-.099	.034	.263	.045	.206	.451**
	Sig. (2-tailed)	.014	.280	.938		.484	.810	.059	.749	.143	.001
	N	52	52	52	52	52	52	52	52	52	52
BO5	Pearson Correlation	.375**	.264	.071	-.099	1	-.094	.209	-.091	.340*	.500**
	Sig. (2-tailed)	.006	.058	.616	.484		.506	.138	.521	.014	.000
	N	52	52	52	52	52	52	52	52	52	52
BO6	Pearson Correlation	.074	.137	.280*	.034	-.094	1	-.048	.243	-.152	.362**
	Sig. (2-tailed)	.603	.334	.044	.810	.506		.736	.082	.283	.008
	N	52	52	52	52	52	52	52	52	52	52
BO7	Pearson Correlation	.234	.002	.092	.263	.209	-.048	1	-.010	-.021	.462**
	Sig. (2-tailed)	.095	.990	.515	.059	.138	.736		.944	.885	.001
	N	52	52	52	52	52	52	52	52	52	52
BO8	Pearson Correlation	-.110	-.020	.196	.045	-.091	.243	-.010	1	-.132	.279*
	Sig. (2-tailed)	.436	.888	.163	.749	.521	.082	.944		.350	.045
	N	52	52	52	52	52	52	52	52	52	52

BO9	Pearson Correlation	.386**	-.085	-.013	.206	.340*	-.152	-.021	-.132	1	.335*
	Sig. (2-tailed)	.005	.551	.929	.143	.014	.283	.885	.350		.015
	N	52	52	52	52	52	52	52	52	52	52
Buda ya organi sasi	Pearson Correlation	.638**	.462**	.535**	.451**	.500**	.362**	.462**	.279*	.335*	1
	Sig. (2-tailed)	.000	.001	.000	.001	.000	.008	.001	.045	.015	
	N	52	52	52	52	52	52	52	52	52	52

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

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.610	9

LK9	Pearson Correlation	-.167	.192	-.123	.158	.250	.441**	-.294*	.469**	1	.440**
	Sig. (2-tailed)	.238	.172	.386	.263	.074	.001	.034	.000		.001
	N	52	52	52	52	52	52	52	52	52	52
Ling	Pearson Correlation	.473*	.414**	.385**	.550**	.746**	.459**	.309*	.556**	.440**	1
kun	Sig. (2-tailed)	.000	.002	.005	.000	.000	.001	.026	.000	.001	
gan	N	52	52	52	52	52	52	52	52	52	52
kerj											
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*. Correlation is significant at the 0.05 level (2-tailed).

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.689	9

Correlations

		OCB1	OCB2	OCB3	OCB4	OCB5	OCB6	OCB7	OCB8	OCB9	Organizational citizenship behavior
OC B1	Pearson Correlation	1	-.011	.071	.280*	.026	.422**	.742**	.045	.008	.597**
	Sig. (2-tailed)		.938	.616	.044	.854	.002	.000	.752	.958	.000
	N	52	52	52	52	52	52	52	52	52	52
OC B2	Pearson Correlation	-.011	1	-.099	.034	.279*	.127	.134	.763**	-.100	.430**
	Sig. (2-tailed)	.938		.484	.810	.045	.368	.343	.000	.481	.001
	N	52	52	52	52	52	52	52	52	52	52
OC B3	Pearson Correlation	.071	-.099	1	-.094	.417**	.175	.199	.086	.797**	.554**
	Sig. (2-tailed)	.616	.484		.506	.002	.213	.157	.543	.000	.000
	N	52	52	52	52	52	52	52	52	52	52
OC B4	Pearson Correlation	.280*	.034	-.094	1	-.177	.116	.000	.055	-.045	.289*
	Sig. (2-tailed)	.044	.810	.506		.210	.413	1.000	.701	.752	.038
	N	52	52	52	52	52	52	52	52	52	52
OC B5	Pearson Correlation	.026	.279*	.417**	-.177	1	.055	.347*	.182	.384**	.499**
	Sig. (2-tailed)	.854	.045	.002	.210		.699	.012	.196	.005	.000
	N	52	52	52	52	52	52	52	52	52	52
OC B6	Pearson Correlation	.422**	.127	.175	.116	.055	1	.474**	.203	.074	.564**
	Sig. (2-tailed)	.002	.368	.213	.413	.699		.000	.149	.600	.000
	N	52	52	52	52	52	52	52	52	52	52
OC B7	Pearson Correlation	.742**	.134	.199	.000	.347*	.474**	1	.156	.118	.685**
	Sig. (2-tailed)	.000	.343	.157	1.000	.012	.000		.270	.406	.000
	N	52	52	52	52	52	52	52	52	52	52
OC B8	Pearson Correlation	.045	.763**	.086	.055	.182	.203	.156	1	.088	.530**
	Sig. (2-tailed)	.752	.000	.543	.701	.196	.149	.270		.533	.000

N		52	52	52	52	52	52	52	52	52	52
OC	Pearson Correlation	.008	-.100	.797**	-.045	.384**	.074	.118	.088	1	.493**
B9	Sig. (2-tailed)	.958	.481	.000	.752	.005	.600	.406	.533		.000
	N	52	52	52	52	52	52	52	52	52	52
Org	Pearson Correlation	.597**	.430**	.554**	.289*	.499**	.564**	.685**	.530**	.493**	1
aniz	Sig. (2-tailed)	.000	.001	.000	.038	.000	.000	.000	.000	.000	
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nal											
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ensh		52	52	52	52	52	52	52	52	52	52
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*. Correlation is significant at the 0.05 level (2-tailed).

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.641	9

Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	Kinerja
KK1	Pearson Correlation	1	.105	.347 ^{**}	.233	.384 ^{**}	-.071	.066	-.058	.650 ^{**}	.551 ^{**}
	Sig. (2-tailed)		.458	.012	.096	.005	.619	.644	.682	.000	.000
	N	52	52	52	52	52	52	52	52	52	52
KK2	Pearson Correlation	.105	1	.404 ^{**}	.173	-.022	.160	.230	.132	-.091	.444 ^{**}
	Sig. (2-tailed)	.458		.003	.221	.876	.258	.101	.352	.522	.001
	N	52	52	52	52	52	52	52	52	52	52
KK3	Pearson Correlation	.347 ^{**}	.404 ^{**}	1	.079	.118	.039	.180	.224	.181	.556 ^{**}
	Sig. (2-tailed)	.012	.003		.577	.406	.785	.201	.111	.199	.000
	N	52	52	52	52	52	52	52	52	52	52
KK4	Pearson Correlation	.233	.173	.079	1	-.006	.067	.307 [*]	-.010	.017	.392 ^{**}
	Sig. (2-tailed)	.096	.221	.577		.965	.635	.027	.943	.904	.004
	N	52	52	52	52	52	52	52	52	52	52
KK5	Pearson Correlation	.384 ^{**}	-.022	.118	-.006	1	.102	.199	.279 [*]	.365 ^{**}	.528 ^{**}
	Sig. (2-tailed)	.005	.876	.406	.965		.473	.157	.045	.008	.000
	N	52	52	52	52	52	52	52	52	52	52
KK6	Pearson Correlation	-.071	.160	.039	.067	.102	1	.230	.246	-.027	.388 ^{**}
	Sig. (2-tailed)	.619	.258	.785	.635	.473		.101	.078	.851	.004
	N	52	52	52	52	52	52	52	52	52	52
KK7	Pearson Correlation	.066	.230	.180	.307 [*]	.199	.230	1	.250	.160	.586 ^{**}
	Sig. (2-tailed)	.644	.101	.201	.027	.157	.101		.074	.256	.000
	N	52	52	52	52	52	52	52	52	52	52
KK8	Pearson Correlation	-.058	.132	.224	-.010	.279 [*]	.246	.250	1	.279 [*]	.555 ^{**}
	Sig. (2-tailed)	.682	.352	.111	.943	.045	.078	.074		.045	.000
	N	52	52	52	52	52	52	52	52	52	52
KK9	Pearson Correlation	.650 ^{**}	-.091	.181	.017	.365 ^{**}	-.027	.160	.279 [*]	1	.558 ^{**}

	Sig. (2-tailed)	.000	.522	.199	.904	.008	.851	.256	.045		.000
	N	52	52	52	52	52	52	52	52	52	52
Kinerj	Pearson Correlation	.551**	.444**	.556**	.392**	.528**	.388**	.586**	.555**	.558**	1
a	Sig. (2-tailed)	.000	.001	.000	.004	.000	.004	.000	.000	.000	
	N	52	52	52	52	52	52	52	52	52	52

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

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.638	9