Lampiran 1

Kuesioner penelitian

Bandar Lampung, 10 Agustus 2017

Hal : **Mohon Bantuan Pengisian Kuesioner**

Kepada Yth :

Bapak/Ibu/Saudara/Saudari Karyawan

GraPARI Telkomsel Cabang Antasari Bandar Lampung

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada GraPARI Telkomsel Cabang Antasari Bandar Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana S1 IBI Darmajaya. Konsentrasi Manajemen SDM Tentang **"Pengaruh Organizational Citizenship Behavior dan Budaya Organisasi Terhadap Kinerja Karyawan GraPARI Telkomsel Cabang Antasari Bandar Lampung".** Sehubung dengan maksud diatas, saya mengharapkan bantuan saudara/I untuk berserdia mengisi instrument penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrument ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya dan jawaban tersebut tida berpengaruh terhadap kondisi saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terimakasih.

Hormat Saya,

Arief Rakhman Caropeboka

KUESIONER PENELITIAN

Pernyataan ini berguna dalam rangka penelitian Skripsi yang berjudul :

PENGARUH ORGANIZATIONAL CITIZENSHIP BEHAVIOR DAN BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN GRAPARI TELKOMSEL CABANG ANTASARI BANDAR LAMPUNG

Petunjuk pengisian daftar pertanyaan :

1. Jawabah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Pertanyaan/pernyataan harus dijawab semua, jangan sampai ada yang terlewatkan, agar data dapat sepenuhnya diolah peneliti.
3. Berilah tanda (√) pada jawaban yang telah disediakan peneliti.

I. Kriteria Penelitian

SS = Sangat Setuju

S = Setuju

CS = Cukup Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

II. Karakteristik Responden

(Boleh / Tidak diisi)

Nama :

Bekerja Selama : ☐ **1 Tahun** ☐ **2 Tahun** ☐ **3 Tahun** ☐ **4 Tahun**

Jenis Kelamin :

Berikut ini adalah pernyataan-pernyataan terkait tentang *Organizational Citizenship Behavior* (X1)

Indikator	No	Pernyataan	SS	S	KS	TS	STS
Courtesy	1	Karyawan bersikap ramah terhadap sesama teman kerja					
	2	Karyawan sering mengungjungi kediaman karyawan lainnya diluar jam kerja					
	3	Karyawan sering mengingatkan secara pribadi karyawan lainnya apabila terdapat kesenjangan antara hasil yang diharapkan dengan hasil yang sebenarnya					
	4	Karyawan Sering memulai percakapan hangat setelah jam pulang kerja bersama karyawan lainnya					
Conscientious	5	Karyawan mengikuti peraturan dan prosedur					
	6	Karyawan menjaga tingkat kehadiran agar tetap baik					
	7	Karyawan menyerahkan laporan pekerjaan lebih awal daripada seharusnya					
Sportmanship	8	Karyawan sering menghabiskan waktu untuk belajar dalam upaya peningkatan kinerja					
	9	Karyawan cenderung tidak membesar-besarkan masalah yang tidak besar					
	10	Karyawan selalu memfokuskan pada apa yang salah pada pekerjaan dan bukan pada sisi positifnya					
Civic Virtue	11	Karyawan banyak melakukan hal yang tidak masuk dalam sop, tetapi itu untuk kebaikan perusahaan					
	12	Karyawan selalu dapat mengikuti perkembangan perusahaan					
Altruism	13	Karyawan senior Membantu memberikan orientasi terhadap karyawan yang baru					
	14	Karyawan mengutamakan dirinya terlebih dahulu ketimbang karyawan lainnya dalam bekerja					
	15	Karyawan meluangkan waktu untuk membantu pekerjaan karyawan lainnya semampu yang bisa dikerjakan					

Berikut ini adalah pernyataan-pernyataan terkait tentang Budaya Organisasi (X2)

Indikator	No	Pernyataan	SS	S	KS	TS	STS
Aturan-Aturan Perilaku	1	Karyawan menerapkan perilaku layaknya pemenang dalam perusahaan					
	2	Karyawan bekerja dengan perencanaan kedepan					
Norma	3	Karyawan sangat jujur dalam pekerjaan					
	4	Karyawan menghormati karyawan lainnya					
	5	Karyawan bersikap adil terhadap karyawan lainnya					
Nilai-Nilai Dominan	6	Karyawan dapat memberikan kinerja yang maksimal apabila bekerja dalam team					
	7	Karyawan berkerja dengan cepat					
	8	Karyawan bekerja dengan cerdas					
Filosofi	9	Karyawan percaya bahwa saya dapat memberikan kinerja yang maksimal dengan pola pikir dan pola tindakan yang sesuai					
	10	Karyawan menghargai setiap karyawan dengan tulus dan tanpa pamrih					
	11	Ekspektasi Karyawan dalam bekerja sangat tinggi untuk menjadi serta memberikan yang terbaik untuk perusahaan					
	12	Loyalitas Karyawan kepada perusahaan sangat tinggi					
	13	Karyawan bekerja dengan totalitas yang tinggi demi kinerja yang baik					
Peraturan	14	Karyawan selalu datang tepat waktu					
	15	Karyawan selalu disiplin dalam menyelesaikan pekerjaan					
	16	Saya selalu mengenakan seragam sesuai dengan peraturan yang diberlakukan					
Iklim	17	Karyawan dapat membuat pelanggan merasa puas dengan pelayananan yang diberikan					
	18	Karyawan dapat berkomunikasi dengan pelanggan dengan baik, sehingga pelanggan dapat merasakan suasana yang menyenangkan pada perusahaan					

Berikut ini adalah pernyataan-pernyataan terkait tentang kinerja karyawan (Y)

Indikator	No	Pernyataan	SS	S	KS	TS	STS
Kuantitas	1	Tingkat pencapaian volume kerja yang dilakukan karyawan sesuai dengan standar Perusahaan					
	2	Perusahaan menetapkan target kerja dengan penuh perhitungan					
Kualitas	3	Karyawan mengerjakan suatu pekerjaan dengan penuh ketelitian					
	4	Skill yang karyawan miliki sesuai dengan pekerjaan yang dikerjakan					
	5	Karyawan kurang mengerjakan pekerjaan dengan cekatan					
	6	Pelanggan kurang mendapatkan product knowledge yang cukup					
Ketepatan	7	Program-program yang dihasilkan cocok untuk setiap kalangan					
	8	Segmentasi pasar yang sesuai dengan program					
	9	Karyawan mampu mengerjakan pekerjaan dengan waktu yang efisien dan efektif					

Lampiran 2

Data Sampel

Divisi Keuangan				
No.	**Nama**	**Posisi**	**Lama Bekerja**	**Jenis Kelamin**
1	Arie Wijayanto	Kepala Bagian Keuangan	4 Tahun	Laki-Laki
2	Aisyah Saputri	Staff Keuangan	3 Tahun	Perempuan
3	Dini Susanti	Staff Keuangan	2 Tahun	Perempuan
4	Hendi Marpan	Staff Keuangan	2 Tahun	Laki-Laki
Divisi Human Capital Management				
No.	**Nama**	**Posisi**	**Lama Bekerja**	**Jenis Kelamin**
1	Sesaria Wahyuningsih	Kepala Bagian HCM	4 Tahun	Perempuan
2	Medi Jayasinga	Staff HCM	3 Tahun	Laki-Laki
3	Lusyya Amru	Staff HCM	3 Tahun	Perempuan
4	Baidi Johari	Staff HCM	3 Tahun	Laki-Laki
5	Aldi Husen	Staff HCM	2 Tahun	Laki-Laki
6	Kartika Effendie	Staff HCM	2 Tahun	Perempuan
7	Dede Nurahmah	Staff HCM	2 Tahun	Perempuan
8	Renaldi Saputra	Staff HCM	2 Tahun	Laki-Laki

Divisi Planning & Transformation				
No.	**Nama**	**Posisi**	**Lama Bekerja**	**Jenis Kelamin**
1	Ekayanto	Kepala Bagian P&T	4 Tahun	Laki-Laki
2	Jhonson Hutapea	Staff P&T	3 Tahun	Laki-Laki
3	Lively Octa Sinta	Staff P&T	3 Tahun	Perempuan
4	Andri Ekajaya	Staff P&T	2 Tahun	Laki-Laki
5	Yeni Oktavia	Staff P&T	2 Tahun	Perempuan
6	Dino Pakpahan	Staff P&T	2 Tahun	Laki-Laki

Divisi Marketting				
No.	**Nama**	**Posisi**	**Lama Bekerja**	**Jenis Kelamin**
1	Andri Siagian	Kepala Bagian Marketting	4 Tahun	Laki-Laki
2	Imbar Cahyani	Staff Marketting	3 Tahun	Perempuan
3	Nadia Andini	Staff Marketting	3 Tahun	Perempuan
4	Willy Fanza	Staff Marketting	3 Tahun	Laki-Laki
5	Eko Suratman	Staff Marketting	2 Tahun	Laki-Laki
6	Aning Suryaningtias	Staff Marketting	2 Tahun	Perempuan
7	Rohman Budi Prianto	Staff Marketting	1 Tahun	Laki-Laki
8	Patra Sinurat	Staff Marketting	1 Tahun	Laki-Laki
9	Tini Sugihartini	Staff Marketting	1 Tahun	Perempuan
10	Rahmat Hidayat	Staff Marketting	1 Tahun	Laki-Laki
11	Dedi Rahmadi	Staff Marketting	1 Tahun	Laki-Laki
12	Ahmad Sobari	Staff Marketting	1 Tahun	Laki-Laki
13	Sabila Zahro	Staff Marketting	1 Tahun	Perempuan
14	Tarisa Zukirman	Staff Marketting	1 Tahun	Perempuan
15	Nur Cahyati	Staff Marketting	1 Tahun	Perempuan
16	Beni Mega Jaya	Staff Marketting	1 Tahun	Laki-Laki
17	Joshua Agtanore	Staff Marketting	1 Tahun	Laki-Laki

Divisi Customer Service				
No.	**Nama**	**Posisi**	**Lama Bekerja**	**Jenis Kelamin**
1	Azmi Amirullah	Customer Service	2 Tahun	Laki-Laki
2	Kevin Ahmad Hidayat	Customer Service	2 Tahun	Laki-Laki
3	Bella Cahyani	Customer Service	2 Tahun	Perempuan
4	Ovi Santika	Customer Service	2 Tahun	Perempuan
5	Dwi Ulfa Ningsih	Customer Service	2 Tahun	Perempuan

Lampiran 3

Hasil Pengumpulan Data Jawaban Responden

1. Organizational Citizenship Behavior

No	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	xtotal
1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	16
2	2	1	1	2	3	1	2	1	2	3	2	1	2	1	2	26
3	2	2	2	5	4	2	2	2	3	5	2	2	2	4	3	42
4	5	4	3	5	5	5	4	3	5	5	4	3	3	5	4	63
5	3	1	3	2	3	3	3	2	3	2	3	4	1	2	3	38
6	3	4	2	3	5	1	2	3	3	2	5	5	4	5	4	51
7	1	1	3	1	4	2	3	1	1	1	2	1	1	5	2	29
8	3	2	1	5	1	5	1	3	5	3	5	5	2	1	4	46
9	5	5	1	5	4	4	1	1	3	5	4	3	5	5	2	53
10	3	2	5	4	5	2	5	5	5	4	2	5	3	4	1	55
11	4	2	3	1	1	1	3	3	3	4	1	1	1	1	3	32
12	2	4	4	2	2	3	4	2	1	2	2	3	3	4	5	43
13	2	5	1	3	2	3	1	3	3	3	3	2	3	1	4	39
14	1	2	2	3	1	2	2	1	5	1	1	1	1	2	3	28
15	4	1	5	2	3	4	5	3	4	4	3	5	2	5	5	55
16	1	2	2	2	2	1	2	2	5	3	2	2	1	3	1	31
17	1	1	3	1	4	2	3	3	3	2	1	1	5	2	2	34
18	1	1	4	5	1	5	4	3	5	5	5	2	1	1	3	46
19	2	1	2	4	2	3	2	1	4	4	2	2	4	3	1	37
20	4	2	1	3	1	2	1	2	3	4	4	1	2	5	1	36
21	3	1	2	5	1	1	2	3	2	1	1	3	1	2	2	30
22	2	2	2	1	1	1	2	4	5	5	2	3	3	1	1	35
23	2	1	1	2	4	1	1	3	5	3	3	2	1	5	2	36
24	4	5	3	5	3	4	3	1	4	4	4	1	2	1	2	46
25	3	5	1	1	1	5	1	2	4	5	1	4	1	2	3	39
26	1	1	4	2	5	2	4	3	3	3	2	3	3	3	2	41
27	2	2	2	1	2	4	2	3	2	1	5	2	2	4	1	35
28	3	1	3	3	3	1	3	3	4	3	3	3	1	1	2	37
29	2	1	1	2	1	4	1	1	1	4	3	2	2	2	1	28
30	1	5	2	1	4	3	2	5	3	5	1	1	5	3	5	46
31	1	1	2	1	2	1	1	1	1	2	1	5	1	1	1	22
32	2	1	1	2	1	2	2	1	2	2	2	1	2	1	2	24
33	1	2	1	4	2	4	1	2	3	5	1	1	2	1	4	34
34	4	4	2	1	1	2	2	3	5	5	2	2	3	5	1	42
35	3	1	3	2	3	3	3	2	3	2	3	3	1	2	2	36
36	3	4	2	3	5	1	2	3	3	2	5	5	5	5	5	53
37	1	1	3	1	4	2	3	1	1	1	2	1	1	5	2	29
38	3	2	1	5	1	5	1	3	5	3	5	5	2	1	5	47
39	5	5	1	5	4	4	1	1	3	5	4	3	5	5	2	53
40	3	2	5	4	5	5	5	5	5	5	2	5	3	4	2	60

2. Budaya Organisasi

No	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	TOTAL
1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	19
2	1	1	2	2	1	2	1	2	1	1	2	1	2	1	1	1	1	1	24
3	2	1	1	2	2	3	1	3	1	1	2	2	2	1	2	2	3	2	33
4	3	2	5	5	4	5	5	5	5	2	5	4	4	5	5	4	5	4	77
5	2	3	1	3	1	3	3	1	2	3	3	3	1	2	3	1	3	2	40
6	2	5	4	3	4	5	5	3	2	5	5	5	5	5	3	4	5	3	73
7	1	1	1	1	1	4	4	1	1	2	2	1	1	5	1	1	1	1	30
8	1	5	1	3	2	1	1	5	3	5	5	5	2	1	3	2	5	5	55
9	2	3	5	5	5	4	4	3	5	4	4	3	5	5	5	5	3	5	75
10	5	5	1	3	2	5	5	5	5	2	2	5	3	4	3	2	5	4	66
11	3	1	5	4	2	1	1	1	4	1	1	1	1	1	4	2	1	1	35
12	1	3	2	2	4	2	2	1	2	2	2	3	3	4	2	4	3	2	44
13	2	2	2	2	5	2	2	3	3	3	3	2	3	1	2	5	2	3	47
14	1	1	3	1	2	1	1	5	1	1	1	1	1	2	1	2	1	3	29
15	2	5	4	4	1	3	3	5	4	3	3	5	2	5	4	1	5	3	62
16	1	2	3	1	2	2	2	5	3	2	2	2	1	3	1	2	2	2	38
17	1	1	2	1	1	4	4	3	2	1	1	1	5	2	1	1	1	1	33
18	1	2	1	1	1	1	1	5	5	5	5	2	1	1	1	1	2	5	41
19	5	2	2	2	1	2	2	4	4	2	2	2	4	3	2	1	2	4	46
20	4	1	5	4	2	1	1	3	4	4	4	1	2	5	4	2	1	3	51
21	1	3	1	3	1	1	1	2	1	1	1	3	1	2	3	1	3	5	34
22	2	3	2	2	2	1	1	5	5	2	2	3	3	1	2	2	3	1	42
23	3	2	3	2	1	4	4	5	3	3	3	2	1	5	2	1	2	2	48
24	1	1	5	4	5	3	3	4	4	4	4	1	2	1	4	5	1	5	57
25	2	4	1	3	5	1	1	4	5	1	1	4	1	2	3	5	4	1	48
26	3	3	1	1	1	5	5	3	3	2	2	3	3	3	1	1	3	2	45
27	4	2	4	2	2	2	2	2	1	5	5	2	2	4	2	2	2	1	46
28	1	3	2	3	1	3	3	4	3	3	3	3	1	1	3	1	3	3	44
29	2	2	1	2	1	1	1	1	4	3	3	2	2	2	2	1	2	2	34
30	3	1	2	1	5	4	4	3	5	1	1	1	5	3	1	5	1	1	47
31	1	5	1	1	1	1	2	1	2	1	1	1	1	2	2	4	1	1	29
32	1	1	2	2	1	2	1	2	2	2	2	1	2	3	1	2	2	3	32
33	2	1	5	1	2	4	2	3	5	1	2	1	4	2	4	2	3	3	47
34	1	2	4	4	4	1	1	5	5	2	3	5	1	2	3	1	1	1	46
35	2	3	3	3	1	2	3	3	2	3	1	2	2	3	3	4	3	2	45
36	3	5	4	3	4	3	5	3	2	5	5	5	5	3	2	1	2	2	62
37	2	1	3	1	1	1	4	1	1	2	1	5	2	1	1	1	1	4	33
38	1	5	3	3	2	5	1	5	3	5	2	1	5	2	2	1	5	1	52
39	1	3	1	5	5	5	4	3	5	4	5	5	2	1	3	2	2	5	61
40	2	5	2	3	2	4	5	5	1	2	3	4	2	5	4	3	4	5	61

3. Kinerja

No	y1	y2	y3	y4	y5	y6	y7	y8	y9	TOTAL
1	1	1	1	1	1	2	1	1	1	10
2	1	1	1	1	2	3	2	1	2	14
3	2	1	1	2	3	4	2	2	2	19
4	3	2	5	3	5	5	5	4	4	36
5	3	3	3	2	3	2	3	3	1	23
6	5	1	2	3	3	2	5	4	5	30
7	4	2	3	1	1	1	2	1	2	17
8	1	5	4	3	5	3	5	5	2	33
9	4	4	1	1	3	5	4	3	5	30
10	5	2	5	5	5	5	2	5	3	37
11	1	1	2	3	3	4	1	1	1	17
12	2	3	4	2	1	2	2	3	3	22
13	2	3	1	3	3	3	3	2	3	23
14	1	2	2	1	5	1	1	1	1	15
15	3	4	3	3	2	2	3	1	2	23
16	2	1	2	2	5	3	2	2	1	20
17	4	2	3	3	3	2	1	1	3	22
18	1	5	4	3	5	5	5	2	1	31
19	2	3	2	1	4	4	2	2	4	24
20	1	2	1	2	3	4	4	1	2	20
21	1	1	2	3	2	1	1	3	1	15
22	1	1	2	4	5	5	2	3	3	26
23	4	1	1	3	5	3	3	2	1	23
24	3	4	3	1	4	4	4	1	2	26
25	1	5	1	2	4	5	1	4	1	24
26	5	2	5	3	3	3	2	3	3	29
27	2	4	2	3	2	1	5	2	2	23
28	3	1	3	3	4	3	3	3	1	24
29	1	4	1	1	1	4	3	2	2	19
30	4	3	2	5	3	5	1	1	5	29
31	2	1	1	1	1	2	1	5	1	15
32	1	2	2	1	2	2	2	1	2	15
33	2	4	1	2	3	5	1	1	2	21
34	1	2	2	3	5	5	2	2	3	25
35	3	3	3	2	3	2	3	3	1	23
36	5	1	2	3	3	2	5	5	5	31
37	2	2	3	1	1	1	2	1	1	14
38	1	5	1	3	5	3	5	4	2	29
39	4	4	1	1	3	5	4	2	4	28
40	5	5	2	5	5	5	2	3	3	35

Lampiran 4

Hasil Output Uji Frekuensi Karakteristik Responden

Statistics

		Jenis_kelamin	Lama_Bekerja
N	Valid	40	40
	Missing	0	0

Jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	22	55.0	55.0	55.0
	Perempuan	18	45.0	45.0	100.0
	Total	40	100.0	100.0	

Lama_Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Tahun	11	27,5	27,5	27,5
	2 Tahun	16	40,0	40,0	67,5
	3 Tahun	9	22,5	22,5	90,0
	4 Tahun	4	10,0	10,0	100,0
	Total	40	100,0	100,0	

Lampiran 5
Output uji frekuensi jawaban responden
OCB

X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	27.5	27.5	27.5
	2	10	25.0	25.0	52.5
	3	11	27.5	27.5	80.0
	4	5	12.5	12.5	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	17	42.5	42.5	42.5
	2	12	30.0	30.0	72.5
	4	5	12.5	12.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	12	30.0	30.0	62.5
	3	9	22.5	22.5	85.0
	4	3	7.5	7.5	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

X4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	27.5	27.5	27.5
	2	10	25.0	25.0	52.5
	3	6	15.0	15.0	67.5
	4	4	10.0	10.0	77.5
	5	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

X5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	7	17.5	17.5	50.0
	3	6	15.0	15.0	65.0
	4	8	20.0	20.0	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	27.5	27.5	27.5
	2	10	25.0	25.0	52.5
	3	6	15.0	15.0	67.5
	4	7	17.5	17.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	30.0	30.0	30.0
	2	13	32.5	32.5	62.5
	3	8	20.0	20.0	82.5
	4	4	10.0	10.0	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

X8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	30.0	30.0	30.0
	2	8	20.0	20.0	50.0
	3	16	40.0	40.0	90.0
	4	1	2.5	2.5	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

X9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	15.0	15.0	15.0
	2	4	10.0	10.0	25.0
	3	14	35.0	35.0	60.0
	4	5	12.5	12.5	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

X10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	12.5	12.5	12.5
	2	9	22.5	22.5	35.0
	3	8	20.0	20.0	55.0
	4	7	17.5	17.5	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

X11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	9	22.5	22.5	22.5
	2	13	32.5	32.5	55.0
	3	7	17.5	17.5	72.5
	4	5	12.5	12.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	30.0	30.0	30.0
	2	9	22.5	22.5	52.5
	3	9	22.5	22.5	75.0
	4	2	5.0	5.0	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

X13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	14	35.0	35.0	35.0
	2	11	27.5	27.5	62.5
	3	8	20.0	20.0	82.5
	4	2	5.0	5.0	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

X14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	7	17.5	17.5	50.0
	3	4	10.0	10.0	60.0
	4	5	12.5	12.5	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

X15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	25.0	25.0	25.0
	2	14	35.0	35.0	60.0
	3	6	15.0	15.0	75.0
	4	5	12.5	12.5	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

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X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	17	42.5	42.5	42.5
	2	13	32.5	32.5	75.0
	3	6	15.0	15.0	90.0
	4	2	5.0	5.0	95.0
	5	2	5.0	5.0	100.0
	Total	40	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	9	22.5	22.5	55.0
	3	9	22.5	22.5	77.5
	4	1	2.5	2.5	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	10	25.0	25.0	57.5
	3	6	15.0	15.0	72.5
	4	5	12.5	12.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	27.5	27.5	27.5
	2	10	25.0	25.0	52.5
	3	11	27.5	27.5	80.0
	4	5	12.5	12.5	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	17	42.5	42.5	42.5
	2	12	30.0	30.0	72.5
	4	5	12.5	12.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	8	20.0	20.0	52.5
	3	6	15.0	15.0	67.5
	4	7	17.5	17.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	15	37.5	37.5	37.5
	2	7	17.5	17.5	55.0
	3	5	12.5	12.5	67.5
	4	7	17.5	17.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	20.0	20.0	20.0
	2	4	10.0	10.0	30.0
	3	12	30.0	30.0	60.0
	4	4	10.0	10.0	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	20.0	20.0	20.0
	2	9	22.5	22.5	42.5
	3	7	17.5	17.5	60.0
	4	6	15.0	15.0	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	27.5	27.5	27.5
	2	12	30.0	30.0	57.5
	3	7	17.5	17.5	75.0
	4	4	10.0	10.0	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	25.0	25.0	25.0
	2	12	30.0	30.0	55.0
	3	8	20.0	20.0	75.0
	4	3	7.5	7.5	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

X2.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	9	22.5	22.5	55.0
	3	7	17.5	17.5	72.5
	4	3	7.5	7.5	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

X2.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	13	32.5	32.5	65.0
	3	5	12.5	12.5	77.5
	4	3	7.5	7.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X2.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	30.0	30.0	30.0
	2	10	25.0	25.0	55.0
	3	7	17.5	17.5	72.5
	4	3	7.5	7.5	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

X2.15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	27.5	27.5	27.5
	2	11	27.5	27.5	55.0
	3	10	25.0	25.0	80.0
	4	6	15.0	15.0	95.0
	5	2	5.0	5.0	100.0
	Total	40	100.0	100.0	

X2.16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	17	42.5	42.5	42.5
	2	12	30.0	30.0	72.5
	3	1	2.5	2.5	75.0
	4	5	12.5	12.5	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

X2.17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	30.0	30.0	30.0
	2	10	25.0	25.0	55.0
	3	10	25.0	25.0	80.0
	4	2	5.0	5.0	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

X2.18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	30.0	30.0	30.0
	2	9	22.5	22.5	52.5
	3	8	20.0	20.0	72.5
	4	4	10.0	10.0	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

Kinerja

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	14	35.0	35.0	35.0
	2	9	22.5	22.5	57.5
	3	6	15.0	15.0	72.5
	4	6	15.0	15.0	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	30.0	30.0	30.0
	2	10	25.0	25.0	55.0
	3	6	15.0	15.0	70.0
	4	7	17.5	17.5	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	13	32.5	32.5	65.0
	3	8	20.0	20.0	85.0
	4	3	7.5	7.5	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	30.0	30.0	30.0
	2	8	20.0	20.0	50.0
	3	16	40.0	40.0	90.0
	4	1	2.5	2.5	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	15.0	15.0	15.0
	2	5	12.5	12.5	27.5
	3	14	35.0	35.0	62.5
	4	4	10.0	10.0	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	12.5	12.5	12.5
	2	10	25.0	25.0	37.5
	3	8	20.0	20.0	57.5
	4	6	15.0	15.0	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

Y7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	9	22.5	22.5	22.5
	2	13	32.5	32.5	55.0
	3	7	17.5	17.5	72.5
	4	4	10.0	10.0	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

Y8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	10	25.0	25.0	57.5
	3	9	22.5	22.5	80.0
	4	4	10.0	10.0	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

Y9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	32.5	32.5	32.5
	2	12	30.0	30.0	62.5
	3	8	20.0	20.0	82.5
	4	3	7.5	7.5	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

Lampiran 6

Hasil Output Uji Validitas

Organizational Citizenship Behavior

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	XTOTAL
X1	Pearson Correlation	1	.953*	.905*	.700	.845	.966*	.994**	.905*	.958*	.706	.994**	.905*	.943*	.793	.894	.933*
	Sig. (1-tailed)		.024	.048	.150	.077	.017	.003	.048	.021	.147	.003	.048	.029	.103	.053	.033
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2	Pearson Correlation	.953*	1	.985**	.800	.828	.996**	.937*	.985**	.966*	.786	.937*	.985**	.866	.915*	.913*	.965*
	Sig. (1-tailed)	.024		.008	.100	.086	.002	.032	.008	.017	.107	.032	.008	.067	.043	.044	.017
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X3	Pearson Correlation	.905*	.985**	1	.887	.866	.966*	.899	1.000**	.968*	.870	.899	1.000**	.853	.971*	.944*	.980**
	Sig. (1-tailed)	.048	.008		.057	.067	.017	.050	.000	.016	.065	.050	.000	.074	.014	.028	.010
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X4	Pearson Correlation	.700	.800	.887	1	.923*	.747	.739	.887	.876	.997**	.739	.887	.792	.961*	.939*	.908*
	Sig. (1-tailed)	.150	.100	.057		.038	.126	.131	.057	.062	.001	.131	.057	.104	.020	.030	.046
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X5	Pearson Correlation	.845	.828	.866	.923*	1	.799	.892	.866	.943*	.943*	.892	.866	.956*	.876	.983**	.944*
	Sig. (1-tailed)	.077	.086	.067	.038		.100	.054	.067	.029	.028	.054	.067	.022	.062	.009	.028
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X6	Pearson Correlation	.966*	.996**	.966*	.747	.799	1	.945*	.966*	.954*	.734	.945*	.966*	.863	.876	.887	.946*
	Sig. (1-tailed)	.017	.002	.017	.126	.100		.028	.017	.023	.133	.028	.017	.069	.062	.057	.027
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X7	Pearson Correlation	.994**	.937*	.899	.739	.892	.945*	1	.899	.969*	.751	1.000**	.899	.973*	.803	.923*	.946*
	Sig. (1-tailed)	.003	.032	.050	.131	.054	.028		.050	.015	.125	.000	.050	.013	.098	.038	.027
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X8	Pearson Correlation	.905*	.985**	1.000**	.887	.866	.966*	.899	1	.968*	.870	.899	1.000**	.853	.971*	.944*	.980**
	Sig. (1-tailed)	.048	.008	.000	.057	.067	.017	.050		.016	.065	.050	.000	.074	.014	.028	.010
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X9	Pearson Correlation	.958*	.966*	.968*	.876	.943*	.954*	.959*	.968*	1	.878	.969*	.968*	.956*	.923*	.983**	.997**
	Sig. (1-tailed)	.021	.017	.016	.062	.029	.023	.015	.016		.061	.015	.016	.022	.038	.009	.002
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X10	Pearson Correlation	.706	.786	.870	.997**	.943*	.734	.751	.870	.878	1	.751	.870	.816	.943*	.947*	.907*
	Sig. (1-tailed)	.147	.107	.065	.001	.028	.133	.125	.065	.061		.125	.065	.092	.028	.027	.046
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X11	Pearson Correlation	.994**	.937*	.899	.739	.892	.945*	1.000**	.899	.969*	.751	1	.899	.973*	.803	.923*	.946*
	Sig. (1-tailed)	.003	.032	.050	.131	.054	.028	.000	.050	.015	.125		.050	.013	.098	.038	.027
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X12	Pearson Correlation	.905*	.985**	1.000**	.887	.866	.966*	.899	1.000**	.968*	.870	.899	1	.853	.971*	.944*	.980**
	Sig. (1-tailed)	.048	.008	.000	.057	.067	.017	.050	.000	.016	.065	.050		.074	.014	.028	.010
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X13	Pearson Correlation	.943*	.866	.853	.792	.956*	.863	.973*	.853	.956*	.816	.973*	.853	1	.792	.949*	.935*
	Sig. (1-tailed)	.029	.067	.074	.104	.022	.069	.013	.074	.022	.092	.013	.074		.104	.026	.032
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X14	Pearson Correlation	.793	.915*	.971*	.961*	.876	.876	.803	.971*	.923*	.943*	.803	.971*	.792	1	.939*	.952*
	Sig. (1-tailed)	.103	.043	.014	.020	.062	.062	.098	.014	.038	.028	.098	.014	.104		.030	.024
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X15	Pearson Correlation	.894	.913*	.944*	.939*	.983**	.887	.923*	.944*	.983**	.947*	.923*	.944*	.949*	.939*	1	.988**
	Sig. (1-tailed)	.053	.044	.028	.030	.009	.057	.038	.028	.009	.027	.038	.028	.026	.030		.006
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
XTOTAL	Pearson Correlation	.933*	.965*	.980**	.908*	.944*	.946*	.946*	.980**	.997**	.907*	.946*	.980**	.935*	.952*	.988**	1
	Sig. (1-tailed)	.033	.017	.010	.046	.028	.027	.027	.010	.002	.046	.027	.010	.032	.024	.006	
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

*. Correlation is significant at the 0.05 level (1-tailed).

**. Correlation is significant at the 0.01 level (1-tailed).

Budaya Organisasi

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.TOTAL
X2.1	Pearson Correlation	1	.870	.782	.905*	.985**	.968*	.870	.968*	.782	.870	.905*	.985**	.899	.870	.966*	.985**	1.000**	.985**	.950*
	Sig. (1-tailed)		.065	.109	.048	.008	.016	.065	.016	.109	.065	.048	.008	.050	.065	.017	.008	.000	.008	.025
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.2	Pearson Correlation	.870	1	.968*	.962*	.943*	.878	1.000**	.878	.968*	1.000**	.962*	.943*	.927*	1.000**	.968*	.943*	.870	.943*	.976*
	Sig. (1-tailed)	.065		.016	.019	.029	.061	.000	.061	.016	.000	.019	.029	.036	.000	.016	.029	.065	.029	.012
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.3	Pearson Correlation	.782	.968*	1	.966*	.872	.851	.968*	.851	.907*	.968*	.966*	.872	.945*	.968*	.907*	.872	.782	.872	.936*
	Sig. (1-tailed)	.109	.016		.017	.064	.075	.016	.075	.047	.016	.017	.064	.028	.016	.047	.064	.109	.064	.032
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.4	Pearson Correlation	.905*	.962*	.966*	1	.953*	.958*	.962*	.958*	.864	.962*	1.000**	.953*	.994**	.962*	.966*	.953*	.905*	.953*	.985**
	Sig. (1-tailed)	.048	.019	.017		.024	.021	.019	.021	.068	.019	.000	.024	.003	.019	.017	.024	.048	.024	.008
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.5	Pearson Correlation	.985**	.943*	.872	.953*	1	.966*	.943*	.966*	.872	.943*	.953*	1.000**	.937*	.943*	.996**	1.000**	.985**	1.000**	.988**
	Sig. (1-tailed)	.008	.029	.064	.024		.017	.029	.017	.064	.029	.024	.000	.032	.029	.002	.000	.008	.000	.006
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.6	Pearson Correlation	.968*	.878	.851	.958*	.966*	1	.878	1.000**	.748	.878	.958*	.966*	.969*	.878	.954*	.966*	.968*	.966*	.960*
	Sig. (1-tailed)	.016	.061	.075	.021	.017		.061	.000	.126	.061	.021	.017	.015	.061	.023	.017	.016	.017	.020
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.7	Pearson Correlation	.870	1.000**	.968*	.962*	.943*	.878	1	.878	.968*	1.000**	.962*	.943*	.927*	1.000**	.968*	.943*	.870	.943*	.976*
	Sig. (1-tailed)	.065	.000	.016	.019	.029	.061		.061	.016	.000	.019	.029	.036	.000	.016	.029	.065	.029	.012
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.8	Pearson Correlation	.968*	.878	.851	.958*	.966*	1.000**	.878	1	.748	.878	.958*	.966*	.969*	.878	.954*	.966*	.968*	.966*	.960*
	Sig. (1-tailed)	.016	.061	.075	.021	.017	.000	.061		.126	.061	.021	.017	.015	.061	.023	.017	.016	.017	.020
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.9	Pearson Correlation	.782	.968*	.907*	.864	.872	.748	.968*	.748	1	.968*	.864	.872	.805	.968*	.907*	.872	.782	.872	.903*
	Sig. (1-tailed)	.109	.016	.047	.068	.064	.126	.016	.126		.016	.068	.064	.098	.016	.047	.064	.109	.064	.049
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.10	Pearson Correlation	.870	1.000**	.968*	.962*	.943*	.878	1.000**	.878	.968*	1	.962*	.943*	.927*	1.000**	.968*	.943*	.870	.943*	.976*
	Sig. (1-tailed)	.065	.000	.016	.019	.029	.061	.000	.061	.016		.019	.029	.036	.000	.016	.029	.065	.029	.012
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.11	Pearson Correlation	.905*	.962*	.966*	1.000**	.953*	.958*	.962*	.958*	.864	.962*	1	.953*	.994**	.962*	.966*	.953*	.905*	.953*	.985**
	Sig. (1-tailed)	.048	.019	.017	.000	.024	.021	.019	.021	.068	.019		.024	.003	.019	.017	.024	.048	.024	.008
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.12	Pearson Correlation	.985**	.943*	.872	.953*	1.000**	.966*	.943*	.966*	.872	.943*	.953*	1	.937*	.943*	.996**	1.000**	.985**	1.000**	.988**
	Sig. (1-tailed)	.008	.029	.064	.024	.000	.017	.029	.017	.064	.029	.024		.032	.029	.002	.000	.008	.000	.006
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.13	Pearson Correlation	.899	.927*	.945*	.994**	.937*	.969*	.927*	.969*	.805	.927*	.994**	.937*	1	.927*	.945*	.937*	.899	.937*	.968*
	Sig. (1-tailed)	.050	.036	.028	.003	.032	.015	.036	.015	.098	.036	.003	.032		.036	.028	.032	.050	.032	.016
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.14	Pearson Correlation	.870	1.000**	.968*	.962*	.943*	.878	1.000**	.878	.968*	1.000**	.962*	.943*	.927*	1	.968*	.943*	.870	.943*	.976*
	Sig. (1-tailed)	.065	.000	.016	.019	.029	.061	.000	.061	.016	.000	.019	.029	.036		.016	.029	.065	.029	.012
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.15	Pearson Correlation	.966*	.968*	.907*	.966*	.996**	.954*	.968*	.954*	.907*	.968*	.966*	.996**	.945*	.968*	1	.996**	.966*	.996**	.996**
	Sig. (1-tailed)	.017	.016	.047	.017	.002	.023	.016	.023	.047	.016	.017	.002	.028	.016		.002	.017	.002	.002
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.16	Pearson Correlation	.985**	.943*	.872	.953*	1.000**	.966*	.943*	.966*	.872	.943*	.953*	1.000**	.937*	.943*	.996**	1	.985**	1.000**	.988**
	Sig. (1-tailed)	.008	.029	.064	.024	.000	.017	.029	.017	.064	.029	.024	.000	.032	.029	.002		.008	.000	.006
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.17	Pearson Correlation	1.000**	.870	.782	.905*	.985**	.968*	.870	.968*	.782	.870	.905*	.985**	.899	.870	.966*	.985**	1	.985**	.950*
	Sig. (1-tailed)	.000	.065	.109	.048	.008	.016	.065	.016	.109	.065	.048	.008	.050	.065	.017	.008		.008	.025
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.18	Pearson Correlation	.985**	.943*	.872	.953*	1.000**	.966*	.943*	.966*	.872	.943*	.953*	1.000**	.937*	.943*	.996**	1.000**	.985**	1	.988**
	Sig. (1-tailed)	.008	.029	.064	.024	.000	.017	.029	.017	.064	.029	.024	.000	.032	.029	.002	.000	.008		.006
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
X2.TOTAL	Pearson Correlation	.950*	.976*	.936*	.985**	.988**	.960*	.976*	.960*	.903*	.976*	.985**	.988**	.968*	.976*	.996**	.988**	.950*	.988**	1
	Sig. (1-tailed)	.025	.012	.032	.008	.006	.020	.012	.020	.049	.012	.008	.006	.016	.012	.002	.006	.025	.006	
	N	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

*. Correlation is significant at the 0.05 level (1-tailed).

**. Correlation is significant at the 0.01 level (1-tailed).

Kinerja

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y.TOTAL
Y1	Pearson Correlation	1	.870	.870	1.000**	.968*	.944*	.905*	.985**	.899	.966*
	Sig. (1-tailed)		.065	.065	.000	.016	.028	.048	.008	.050	.017
	N	4	4	4	4	4	4	4	4	4	4
Y2	Pearson Correlation	.870	1	1.000**	.870	.878	.775	.962*	.943*	.927*	.947*
	Sig. (1-tailed)	.065		.000	.065	.061	.113	.019	.029	.036	.027
	N	4	4	4	4	4	4	4	4	4	4
Y3	Pearson Correlation	.870	1.000**	1	.870	.878	.775	.962*	.943*	.927*	.947*
	Sig. (1-tailed)	.065	.000		.065	.061	.113	.019	.029	.036	.027
	N	4	4	4	4	4	4	4	4	4	4
Y4	Pearson Correlation	1.000**	.870	.870	1	.968*	.944*	.905*	.985**	.899	.966*
	Sig. (1-tailed)	.000	.065	.065		.016	.028	.048	.008	.050	.017
	N	4	4	4	4	4	4	4	4	4	4
Y5	Pearson Correlation	.968*	.878	.878	.968*	1	.983**	.958*	.966*	.969*	.985**
	Sig. (1-tailed)	.016	.061	.061	.016		.009	.021	.017	.015	.007
	N	4	4	4	4	4	4	4	4	4	4
Y6	Pearson Correlation	.944*	.775	.775	.944*	.983**	1	.894	.913*	.923*	.936*
	Sig. (1-tailed)	.028	.113	.113	.028	.009		.053	.044	.038	.032
	N	4	4	4	4	4	4	4	4	4	4
Y7	Pearson Correlation	.905*	.962*	.962*	.905*	.958*	.894	1	.953*	.994**	.984**
	Sig. (1-tailed)	.048	.019	.019	.048	.021	.053		.024	.003	.008
	N	4	4	4	4	4	4	4	4	4	4
Y8	Pearson Correlation	.985**	.943*	.943*	.985**	.966*	.913*	.953*	1	.937*	.989**
	Sig. (1-tailed)	.008	.029	.029	.008	.017	.044	.024		.032	.006
	N	4	4	4	4	4	4	4	4	4	4
Y9	Pearson Correlation	.899	.927*	.927*	.899	.969*	.923*	.994**	.937*	1	.978*
	Sig. (1-tailed)	.050	.036	.036	.050	.015	.038	.003	.032		.011
	N	4	4	4	4	4	4	4	4	4	4
Y.TOTAL	Pearson Correlation	.966*	.947*	.947*	.966*	.985**	.936*	.984**	.989**	.978*	1
	Sig. (1-tailed)	.017	.027	.027	.017	.007	.032	.008	.006	.011	
	N	4	4	4	4	4	4	4	4	4	4

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Lampiran 7

Hasil Output Uji Realibilitas

Organizational Citizenship Behavior **(X1)**

Case Processing Summary

		N	%
Cases	Valid	4	100.0
	Excluded[a]	0	.0
	Total	4	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.986	15

Budaya Organisasi (X2)

Case Processing Summary

		N	%
Cases	Valid	4	100.0
	Excluded[a]	0	.0
	Total	4	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.990	18

Kinerja (Y)

Case Processing Summary

		N	%
Cases	Valid	4	100.0
	Excluded[a]	0	.0
	Total	4	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.977	9

Lampiran 8

Output Persyaratan Analisis Data

Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	1526.583	24	63.608	5.566	.001
		Linearity	1365.416	1	1365.416	119.482	.000
		Deviation from Linearity	161.167	23	7.007	.613	.859
	Within Groups		171.417	15	11.428		
	Total		1698.000	39			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X2	Between Groups	(Combined)	1543.667	26	59.372	5.001	.002
		Linearity	1203.616	1	1203.616	101.385	.000
		Deviation from Linearity	340.051	25	13.602	1.146	.411
	Within Groups		154.333	13	11.872		
	Total		1698.000	39			

Lampiran 9

Hasil Analisis Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.900[a]	.810	.800	2.953

a. Predictors: (Constant), X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.875	1.789		1.048	.301
	X1	.452	.102	.737	4.436	.000
	X2	.084	.079	.177	1.063	.295

a. Dependent Variable: Y

Lampiran 10

Uji-T

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.888	1.792		1.053	.299
	X1	.550	.044	.897	12.490	.000

a. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	5.132	1.993		2.575	.014
	X2	.401	.042	.842	9.618	.000

a. Dependent Variable: Y

Lampiran 11
Uji -F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1375.270	2	687.635	78.835	.000[b]
	Residual	322.730	37	8.722		
	Total	1698.000	39			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Lampiran 12
R-Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896

Lampiran 13

T tabel

Pr / df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226

57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	198498	2.36582	2.62802	3.17731
97	0.67703	1.29034	**1.66071**	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374

Lampiran 14 F tabel

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	**15**
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3. 17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78