

Lampiran 5 : Deskripsi Karakteristik Responden

Jenis Kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	45	57,0	57,0	57,0
	Perempuan	34	43,0	43,0	100,0
	Total	79	100,0	100,0	

Usia					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 Tahun	21	26,6	26,6	26,6
	Di atas 30 Tahun	58	73,4	73,4	100,0
	Total	79	100,0	100,0	

Lampiran 6 : Deskripsi Jawaban Responden

Kepemimpinan (X1)

P1X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1,3	1,3	1,3
	Cukup Setuju	1	1,3	1,3	2,5
	Setuju	32	40,5	40,5	43,0
	Sangat Setuju	45	57,0	57,0	100,0
	Total	79	100,0	100,0	

P2X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,3	1,3	1,3
	Tidak Setuju	1	1,3	1,3	2,5
	Cukup Setuju	4	5,1	5,1	7,6
	Setuju	32	40,5	40,5	48,1
	Sangat Setuju	41	51,9	51,9	100,0
	Total	79	100,0	100,0	

P3X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	14	17,7	17,7	17,7
	Tidak Setuju	57	72,2	72,2	89,9
	Cukup Setuju	7	8,9	8,9	98,7
	Setuju	1	1,3	1,3	100,0
	Total	79	100,0	100,0	

P4X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	11	13,9	13,9	13,9
	Tidak Setuju	59	74,7	74,7	88,6
	Cukup Setuju	8	10,1	10,1	98,7
	Setuju	1	1,3	1,3	100,0
	Total	79	100,0	100,0	

P5X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,5	2,5	2,5
	Cukup Setuju	1	1,3	1,3	3,8
	Setuju	35	44,3	44,3	48,1
	Sangat Setuju	41	51,9	51,9	100,0
	Total	79	100,0	100,0	

P6X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	3	3,8	3,8	3,8
	Setuju	37	46,8	46,8	50,6
	Sangat Setuju	39	49,4	49,4	100,0
	Total	79	100,0	100,0	

P7X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1,3	1,3	1,3
	Cukup Setuju	3	3,8	3,8	5,1
	Setuju	34	43,0	43,0	48,1
	Sangat Setuju	41	51,9	51,9	100,0
	Total	79	100,0	100,0	

P8X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,3	1,3	1,3
	Tidak Setuju	1	1,3	1,3	2,5
	Cukup Setuju	1	1,3	1,3	3,8
	Setuju	29	36,7	36,7	40,5
	Sangat Setuju	47	59,5	59,5	100,0
	Total	79	100,0	100,0	

P9X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	2	2,5	2,5	2,5
	Setuju	37	46,8	46,8	49,4
	Sangat Setuju	40	50,6	50,6	100,0
	Total	79	100,0	100,0	

P10X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1,3	1,3	1,3
	Cukup Setuju	3	3,8	3,8	5,1
	Setuju	27	34,2	34,2	39,2
	Sangat Setuju	48	60,8	60,8	100,0
	Total	79	100,0	100,0	

Komitmen Organisasi (X2)

P1X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,1	5,1	5,1
	Setuju	66	83,5	83,5	88,6
	Sangat Setuju	9	11,4	11,4	100,0
	Total	79	100,0	100,0	

P2X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,1	5,1	5,1
	Cukup Setuju	2	2,5	2,5	7,6
	Setuju	62	78,5	78,5	86,1
	Sangat Setuju	11	13,9	13,9	100,0
	Total	79	100,0	100,0	

P3X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,5	2,5	2,5
	Cukup Setuju	3	3,8	3,8	6,3
	Setuju	58	73,4	73,4	79,7
	Sangat Setuju	16	20,3	20,3	100,0
	Total	79	100,0	100,0	

P4X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,8	3,8	3,8
	Cukup Setuju	6	7,6	7,6	11,4
	Setuju	54	68,4	68,4	79,7
	Sangat Setuju	16	20,3	20,3	100,0
	Total	79	100,0	100,0	

P5X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,5	2,5	2,5
	Cukup Setuju	2	2,5	2,5	5,1
	Setuju	61	77,2	77,2	82,3
	Sangat Setuju	14	17,7	17,7	100,0
	Total	79	100,0	100,0	

P6X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,8	3,8	3,8
	Cukup Setuju	2	2,5	2,5	6,3
	Setuju	67	84,8	84,8	91,1
	Sangat Setuju	7	8,9	8,9	100,0
	Total	79	100,0	100,0	

P7X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	26	32,9	32,9	32,9
	Cukup Setuju	12	15,2	15,2	48,1
	Setuju	39	49,4	49,4	97,5
	Sangat Setuju	2	2,5	2,5	100,0
	Total	79	100,0	100,0	

P8X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,1	5,1	5,1
	Cukup Setuju	2	2,5	2,5	7,6
	Setuju	67	84,8	84,8	92,4
	Sangat Setuju	6	7,6	7,6	100,0
	Total	79	100,0	100,0	

P9X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	6,3	6,3	6,3
	Cukup Setuju	4	5,1	5,1	11,4
	Setuju	48	60,8	60,8	72,2
	Sangat Setuju	22	27,8	27,8	100,0
	Total	79	100,0	100,0	

P10X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3,8	3,8	3,8
	Cukup Setuju	2	2,5	2,5	6,3
	Setuju	59	74,7	74,7	81,0
	Sangat Setuju	15	19,0	19,0	100,0
	Total	79	100,0	100,0	

P11X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1,3	1,3	1,3
	Cukup Setuju	3	3,8	3,8	5,1
	Setuju	59	74,7	74,7	79,7
	Sangat Setuju	16	20,3	20,3	100,0
	Total	79	100,0	100,0	

P12X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,5	2,5	2,5
	Cukup Setuju	4	5,1	5,1	7,6
	Setuju	53	67,1	67,1	74,7
	Sangat Setuju	20	25,3	25,3	100,0
	Total	79	100,0	100,0	

Organizational Citizenship Behavior (Y)

P1Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	25	31,6	31,6	31,6
	Cukup Setuju	12	15,2	15,2	46,8
	Setuju	41	51,9	51,9	98,7
	Sangat Setuju	1	1,3	1,3	100,0
	Total	79	100,0	100,0	

P2Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,5	2,5	2,5
	Cukup Setuju	15	19,0	19,0	21,5
	Setuju	59	74,7	74,7	96,2
	Sangat Setuju	3	3,8	3,8	100,0
	Total	79	100,0	100,0	

P3Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2,5	2,5	2,5
	Cukup Setuju	7	8,9	8,9	11,4
	Setuju	66	83,5	83,5	94,9
	Sangat Setuju	4	5,1	5,1	100,0
	Total	79	100,0	100,0	

P4Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,1	5,1	5,1
	Cukup Setuju	1	1,3	1,3	6,3
	Setuju	72	91,1	91,1	97,5
	Sangat Setuju	2	2,5	2,5	100,0
	Total	79	100,0	100,0	

P5Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	45	57,0	57,0	57,0
	Sangat Setuju	34	43,0	43,0	100,0
	Total	79	100,0	100,0	

P6Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,1	5,1	5,1
	Cukup Setuju	9	11,4	11,4	16,5
	Setuju	63	79,7	79,7	96,2
	Sangat Setuju	3	3,8	3,8	100,0
	Total	79	100,0	100,0	

P7Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	14	17,7	17,7	17,7
	Cukup Setuju	14	17,7	17,7	35,4
	Setuju	48	60,8	60,8	96,2
	Sangat Setuju	3	3,8	3,8	100,0
	Total	79	100,0	100,0	

P8Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,1	5,1	5,1
	Cukup Setuju	11	13,9	13,9	19,0
	Setuju	62	78,5	78,5	97,5
	Sangat Setuju	2	2,5	2,5	100,0
	Total	79	100,0	100,0	

P9Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	9	11,4	11,4	11,4
	Cukup Setuju	15	19,0	19,0	30,4
	Setuju	50	63,3	63,3	93,7
	Sangat Setuju	5	6,3	6,3	100,0
	Total	79	100,0	100,0	

P10Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	12,7	12,7	12,7
	Cukup Setuju	7	8,9	8,9	21,5
	Setuju	58	73,4	73,4	94,9
	Sangat Setuju	4	5,1	5,1	100,0
	Total	79	100,0	100,0	

P11Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	9	11,4	11,4	11,4
	Cukup Setuju	13	16,5	16,5	27,8
	Setuju	55	69,6	69,6	97,5
	Sangat Setuju	2	2,5	2,5	100,0
	Total	79	100,0	100,0	

P12Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	36	45,6	45,6	45,6
	Cukup Setuju	13	16,5	16,5	62,0
	Setuju	30	38,0	38,0	100,0
	Total	79	100,0	100,0	

P13Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	12,7	12,7	12,7
	Cukup Setuju	15	19,0	19,0	31,6
	Setuju	51	64,6	64,6	96,2
	Sangat Setuju	3	3,8	3,8	100,0
	Total	79	100,0	100,0	

P14Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	11	13,9	13,9	13,9
	Cukup Setuju	13	16,5	16,5	30,4
	Setuju	50	63,3	63,3	93,7
	Sangat Setuju	5	6,3	6,3	100,0
	Total	79	100,0	100,0	

Lampiran 7 : Hasil Uji Validitas

Kepemimpinan (X1)

Correlations												
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	X1
P1	Pearson Correlation	1	,272	,509*	,577**	,245	,509*	,793**	,667**	,577**	,454*	,777**
	Sig. (1-tailed)		,123	,011	,004	,149	,011	,000	,001	,004	,022	,000
	N	20	20	20	20	20	20	20	20	20	20	20
P2	Pearson Correlation	,272	1	,089	,236	,899**	,535**	,057	,408*	,236	-,043	,563**
	Sig. (1-tailed)	,123		,354	,159	,000	,008	,405	,037	,159	,429	,005
	N	20	20	20	20	20	20	20	20	20	20	20
P3	Pearson Correlation	,509*	,089	1	,630**	,023	,286	,642**	,491*	,630**	,892**	,747**
	Sig. (1-tailed)	,011	,354		,001	,462	,111	,001	,014	,001	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20
P4	Pearson Correlation	,577**	,236	,630**	1	,182	,126	,728**	,289	,467*	,545**	,678**
	Sig. (1-tailed)	,004	,159	,001		,222	,298	,000	,109	,019	,007	,001
	N	20	20	20	20	20	20	20	20	20	20	20
P5	Pearson Correlation	,245	,899**	,023	,182	1	,480*	,015	,367	,182	,099	,537**
	Sig. (1-tailed)	,149	,000	,462	,222		,016	,476	,056	,222	,339	,007
	N	20	20	20	20	20	20	20	20	20	20	20
P6	Pearson Correlation	,509*	,535**	,286	,126	,480*	1	,336	,764**	,378	,206	,672**
	Sig. (1-tailed)	,011	,008	,111	,298	,016		,074	,000	,050	,192	,001
	N	20	20	20	20	20	20	20	20	20	20	20
P7	Pearson Correlation	,793**	,057	,642**	,728**	,015	,336	1	,490*	,728**	,572**	,741**
	Sig. (1-tailed)	,000	,405	,001	,000	,476	,074		,014	,000	,004	,000
	N	20	20	20	20	20	20	20	20	20	20	20
P8	Pearson Correlation	,667**	,408*	,491*	,289	,367	,764**	,490*	1	,577**	,419*	,783**
	Sig. (1-tailed)	,001	,037	,014	,109	,056	,000	,014		,004	,033	,000
	N	20	20	20	20	20	20	20	20	20	20	20
P9	Pearson Correlation	,577**	,236	,630**	,467*	,182	,378	,728**	,577**	1	,545**	,757**
	Sig. (1-tailed)	,004	,159	,001	,019	,222	,050	,000	,004		,007	,000
	N	20	20	20	20	20	20	20	20	20	20	20
P10	Pearson Correlation	,454*	-,043	,892**	,545**	,099	,206	,572**	,419*	,545**	1	,676**
	Sig. (1-tailed)	,022	,429	,000	,007	,339	,192	,004	,033	,007		,001
	N	20	20	20	20	20	20	20	20	20	20	20
X1	Pearson Correlation	,777**	,563**	,747**	,678**	,537**	,672**	,741**	,783**	,757**	,676**	1
	Sig. (1-tailed)	,000	,005	,000	,001	,007	,001	,000	,000	,000	,001	
	N	20	20	20	20	20	20	20	20	20	20	20

*. Correlation is significant at the 0.05 level (1-tailed).
 **. Correlation is significant at the 0.01 level (1-tailed).

Komitmen Organisasi (X2)

		Correlations												
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	X2
P1	Pearson Correlation	1	,308	,490*	,608**	,099	,572**	,608**	,840**	,728**	,840**	,572**	,490*	,846**
	Sig. (1-tailed)		,093	,014	,002	,340	,004	,002	,000	,000	,000	,004	,014	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P2	Pearson Correlation	,308	1	,105	,015	,811**	,538**	,015	,367	,182	,367	,538**	,105	,573**
	Sig. (1-tailed)	,093		,330	,476	,000	,007	,476	,056	,222	,056	,007	,330	,004
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P3	Pearson Correlation	,490*	,105	1	,840**	,201	,157	,840**	,375	,577**	,687**	,157	,375	,668**
	Sig. (1-tailed)	,014	,330		,000	,198	,254	,000	,052	,004	,000	,254	,052	,001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P4	Pearson Correlation	,608**	,015	,840**	1	,099	,279	1,000**	,490*	,728**	,490*	,279	,490*	,724**
	Sig. (1-tailed)	,002	,476	,000		,340	,117	,000	,014	,000	,014	,117	,014	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P5	Pearson Correlation	,099	,811**	,201	,099	1	,242	,099	-,050	,058	,201	,242	-,050	,397*
	Sig. (1-tailed)	,340	,000	,198	,340		,152	,340	,417	,404	,198	,152	,417	,041
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P6	Pearson Correlation	,572**	,538**	,157	,279	,242	1	,279	,681**	,303	,419*	1,000**	,419*	,737**
	Sig. (1-tailed)	,004	,007	,254	,117	,152		,117	,000	,097	,033	,000	,033	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P7	Pearson Correlation	,608**	,015	,840**	1,000**	,099	,279	1	,490*	,728**	,490*	,279	,490*	,724**
	Sig. (1-tailed)	,002	,476	,000	,000	,340	,117		,014	,000	,014	,117	,014	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P8	Pearson Correlation	,840**	,367	,375	,490*	-,050	,681**	,490*	1	,577**	,687**	,681**	,687**	,814**
	Sig. (1-tailed)	,000	,056	,052	,014	,417	,000	,014		,004	,000	,000	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P9	Pearson Correlation	,728**	,182	,577**	,728**	,058	,303	,728**	,577**	1	,577**	,303	,289	,705**
	Sig. (1-tailed)	,000	,222	,004	,000	,404	,097	,000	,004		,004	,097	,109	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P10	Pearson Correlation	,840**	,367	,687**	,490*	,201	,419*	,490*	,687**	,577**	1	,419*	,375	,777**
	Sig. (1-tailed)	,000	,056	,000	,014	,198	,033	,014	,000	,004		,033	,052	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P11	Pearson Correlation	,572**	,538**	,157	,279	,242	1,000**	,279	,681**	,303	,419*	1	,419*	,737**
	Sig. (1-tailed)	,004	,007	,254	,117	,152	,000	,117	,000	,097	,033		,033	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
P12	Pearson Correlation	,490*	,105	,375	,490*	-,050	,419*	,490*	,687**	,289	,375	,419*	1	,596**
	Sig. (1-tailed)	,014	,330	,052	,014	,417	,033	,014	,000	,109	,052	,033		,003
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
X2	Pearson Correlation	,846**	,573**	,668**	,724**	,397*	,737**	,724**	,814**	,705**	,777**	,737**	,596**	1
	Sig. (1-tailed)	,000	,004	,001	,000	,041	,000	,000	,000	,000	,000	,000	,003	
	N	20	20	20	20	20	20	20	20	20	20	20	20	20

*. Correlation is significant at the 0.05 level (1-tailed).
 **. Correlation is significant at the 0.01 level (1-tailed).

Organizational Citizenship Behavior (Y)

		Correlations														
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	Y
P1	Pearson Correlation	1	,327	,608**	,015	,840**	1,000**	,099	,279	1,000**	,490*	,728**	,490*	,279	,490*	,768**
	Sig. (1-tailed)		,080	,002	,476	,000	,000	,340	,117	,000	,014	,000	,014	,117	,014	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P2	Pearson Correlation	,327	1	,327	,245	,250	,327	,302	,105	,327	,250	,577**	,250	,105	,250	,465*
	Sig. (1-tailed)	,080		,080	,149	,144	,080	,098	,330	,080	,144	,004	,144	,330	,144	,019
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P3	Pearson Correlation	,608**	,327	1	,308	,490*	,608**	,099	,572**	,608**	,840**	,728**	,840**	,572**	,490*	,841**
	Sig. (1-tailed)	,002	,080		,093	,014	,002	,340	,004	,002	,000	,000	,000	,004	,014	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P4	Pearson Correlation	,015	,245	,308	1	,105	,015	,811**	,538**	,015	,367	,182	,367	,538**	,105	,534**
	Sig. (1-tailed)	,476	,149	,093		,330	,476	,000	,007	,476	,056	,222	,056	,007	,330	,008
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P5	Pearson Correlation	,840**	,250	,490*	,105	1	,840**	,201	,157	,840**	,375	,577**	,687**	,157	,375	,697**
	Sig. (1-tailed)	,000	,144	,014	,330		,000	,198	,254	,000	,052	,004	,000	,254	,052	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P6	Pearson Correlation	1,000**	,327	,608**	,015	,840**	1	,099	,279	1,000**	,490*	,728**	,490*	,279	,490*	,768**
	Sig. (1-tailed)	,000	,080	,002	,476	,000		,340	,117	,000	,014	,000	,014	,117	,014	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P7	Pearson Correlation	,099	,302	,099	,811**	,201	,099	1	,242	,099	-,050	,058	,201	,242	-,050	,389*
	Sig. (1-tailed)	,340	,098	,340	,000	,198	,340		,152	,340	,417	,404	,198	,152	,417	,045
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P8	Pearson Correlation	,279	,105	,572**	,538**	,157	,279	,242	1	,279	,681**	,303	,419*	1,000**	,419*	,695**
	Sig. (1-tailed)	,117	,330	,004	,007	,254	,117	,152		,117	,000	,097	,033	,000	,033	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P9	Pearson Correlation	1,000**	,327	,608**	,015	,840**	1,000**	,099	,279	1	,490*	,728**	,490*	,279	,490*	,768**
	Sig. (1-tailed)	,000	,080	,002	,476	,000	,000	,340	,117		,014	,000	,014	,117	,014	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P10	Pearson Correlation	,490*	,250	,840**	,367	,375	,490*	-,050	,681**	,490*	1	,577**	,687**	,681**	,687**	,795**
	Sig. (1-tailed)	,014	,144	,000	,056	,052	,014	,417	,000	,014		,004	,000	,000	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P11	Pearson Correlation	,728**	,577**	,728**	,182	,577**	,728**	,058	,303	,728**	,577**	1	,577**	,303	,289	,745**
	Sig. (1-tailed)	,000	,004	,000	,222	,004	,000	,404	,097	,000	,004		,004	,097	,109	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P12	Pearson Correlation	,490*	,250	,840**	,367	,687**	,490*	,201	,419*	,490*	,687**	,577**	1	,419*	,375	,762**
	Sig. (1-tailed)	,014	,144	,000	,056	,000	,014	,198	,033	,014	,000	,004		,033	,052	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P13	Pearson Correlation	,279	,105	,572**	,538**	,157	,279	,242	1,000**	,279	,681**	,303	,419*	1	,419*	,695**
	Sig. (1-tailed)	,117	,330	,004	,007	,254	,117	,152	,000	,117	,000	,097	,033		,033	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
P14	Pearson Correlation	,490*	,250	,490*	,105	,375	,490*	-,050	,419*	,490*	,687**	,289	,375	,419*	1	,599**
	Sig. (1-tailed)	,014	,144	,014	,330	,052	,014	,417	,033	,014	,000	,109	,052	,033		,003
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Y	Pearson Correlation	,768**	,465*	,841**	,534**	,697**	,768**	,389*	,695**	,768**	,795**	,745**	,762**	,695**	,599**	1
	Sig. (1-tailed)	,000	,019	,000	,008	,000	,000	,045	,000	,000	,000	,000	,000	,000	,003	
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20

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

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

Lampiran 8 : Hasil Uji Reliabilitas

Kepemimpinan (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
,871	10

Komitmen Organisasi (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
,894	12

Organizational Citizenship Behavior (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
,905	14

Lampiran 9 : Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test				
		Kepemimpinan	Komitmen Organisasi	Organizational Citizenship Behavior
N		79	79	79
Normal Parameters ^{a,b}	Mean	39,77	47,92	51,52
	Std. Deviation	2,136	1,715	1,348
Most Extreme Differences	Absolute	,277	,190	,184
	Positive	,148	,113	,136
	Negative	-,277	-,190	-,184
Kolmogorov-Smirnov Z		1,459	1,593	1,633
Asymp. Sig. (2-tailed)		,110	,065	,057
a. Test distribution is Normal.				
b. Calculated from data.				

Lampiran 10 : Hasil Uji Linearitas

Kepemimpinan dan Organizational Citizenship Behavior

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
Organizational Citizenship Behavior * Kepemimpinan	Between Groups	(Combined)	79,644	6	13,274	15,396	,000
		Linearity	72,238	1	72,238	83,785	,000
		Deviation from Linearity	7,406	5	1,481	1,718	,141
	Within Groups		62,078	72	,862		
	Total		141,722	78			

Komitmen Organisasi dan Organizational Citizenship Behavior

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
Organizational Citizenship Behavior * Komitmen Organisasi	Between Groups	(Combined)	119,055	7	17,008	53,275	,000
		Linearity	115,909	1	115,909	363,067	,000
		Deviation from Linearity	3,146	6	,524	1,643	,148
	Within Groups		22,667	71	,319		
	Total		141,722	78			

Lampiran 11 : Hasil Uji Multikolinearitas

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	17,413	1,717		10,140	,000		
	Kepemimpinan	,131	,038	,207	3,420	,001	,564	1,772
	Komitmen Organisasi	,603	,048	,767	12,652	,000	,564	1,772
a. Dependent Variable: Organizational Citizenship Behavior								

Lampiran 12 : Analisis Regresi Linear Berganda

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	17,413	1,717		10,140	,000		
	Kepemimpinan	,131	,038	,207	3,420	,001	,564	1,772
	Komitmen Organisasi	,603	,048	,767	12,652	,000	,564	1,772
a. Dependent Variable: Organizational Citizenship Behavior								

Lampiran 13 : Hasil Uji t

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	17,413	1,717		10,140	,000		
	Kepemimpinan	,131	,038	,207	3,420	,001	,564	1,772
	Komitmen Organisasi	,603	,048	,767	12,652	,000	,564	1,772
a. Dependent Variable: Organizational Citizenship Behavior								

Lampiran 14 : Hasil Uji F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	119,352	2	59,676	202,744	,000 ^b
	Residual	22,370	76	,294		
	Total	141,722	78			
a. Dependent Variable: Organizational Citizenship Behavior						
b. Predictors: (Constant), Komitmen Organisasi, Kepemimpinan						