

## LAMPIRAN

### Lampiran 1 : Kuesioner Penelitian

#### KUESIONER GAYA KEPEMIMPINAN TRANSFORMASIONAL

Berikut ini adalah beberapa pertanyaan yang menggambarkan secara deskriptif mengenai atasan langsung di tempat Anda bekerja. Berilah tanda silang (x) pada kolom yang disediakan sebagai jawaban untuk setiap pertanyaan yang diberikan.

1 = Sangat tidak setuju

4 = Setuju

2 = Tidak setuju

5 = Sangat setuju

3 = Netral

NO	PERTANYAAN	1	2	3	4	5
1.	Atasan saya selalu mencari peluang baru untuk organisasi.					
2.	Atasan saya memberi gambaran yang menarik tentang masa depan.					
3.	Atasan saya memahami ke mana organisasi akan dibawa.					
4.	Atasan saya menginspirasi orang lain dengan rencana di masa depan.					
5.	Atasan saya dapat berkomitmen mengenai masa depan tersebut.					
6.	Atasan saya memimpin dengan “melakukan” bukan hanya sekedar “berbicara”.					
7.	Atasan saya dapat dijadikan acuan / panutan.					
8.	Atasan saya memimpin dengan contoh.					
9.	Atasan saya memupuk kerja sama.					

10.	Atasan saya mampu mendorong karyawan untuk lebih aktif.					
11.	Atasan saya memiliki karyawan yang dapat diajak kerja sama untuk tujuan yang sama.					
12.	Atasan saya mengandalkan sikap baik dan semangat.					
13.	Atasan saya menunjukkan bahwa banyak berharap dari karyawan.					
14.	Atasan saya menuntut kinerja yang terbaik dari karyawan.					
15.	Atasan saya tidak puas bila kinerja tidak yang terbaik.					
16.	Atasan saya bertindak tanpa mempedulikan perasaan karyawannya.					
17.	Atasan saya menghormati pribadi karyawan.					
18.	Atasan saya berperilaku dengan bijaksana sesuai dengan apa yang dibutuhkan.					
19.	Atasan saya memperlakukan karyawan tanpa melihat perasaan pribadi karyawan.					
20.	Atasan saya mampu menemukan solusi baru dalam masalah karyawan.					
21.	Atasan saya memiliki ide yang membuat karyawan mampu memikirkan ide-ide baru.					
22.	Atasan saya mampu membuat karyawan berpikir tentang sebuah masalah lama dengan cara yang baru.					

### KUESIONER SUPERVISOR TRUST

Berikut ini adalah beberapa pertanyaan di mana akan menggambarkan tingkat kepercayaan Anda terhadap atasan langsung di tempat Anda bekerja. Berilah tanda silang (x) pada kolom yang disediakan sebagai jawaban untuk setiap pertanyaan yang diberikan.

1 = Sangat tidak setuju

4 = Setuju

2 = Tidak setuju

5 = Sangat setuju

3 = Netral

NO	PERTANYAAN	1	2	3	4	5
1.	Saya memiliki kesetiaan yang besar terhadap atasan saya.					
2.	Jika saya berbagi masalah saya dengan atasan saya, saya tahu dia akan menanggapi dengan baik dan kepedulian.					
3.	Saya percaya bahwa atasan saya memiliki integritas yang tinggi.					
4.	Atasan saya tidak selalu jujur dan benar.					
5.	Jika saya memiliki sebuah cara dalam bekerja, saya tidak akan membiarkan atasan saya untuk mempengaruhi saya.					
6.	Saya mempercayai atasan saya sepenuhnya.					

KUESIONER *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)

Berikut ini adalah beberapa pertanyaan yang akan menggambarkan perilaku Anda sebagai karyawan di tempat kerja. Berilah tanda silang (x) pada kolom yang disediakan sebagai jawaban untuk setiap pertanyaan yang diberikan.

1 = Sangat tidak setuju

4 = Setuju

2 = Tidak setuju

5 = Sangat setuju

3 = Netral

NO	PERTANYAAN	1	2	3	4	5
1.	Saya menolong rekan kerja yang mengalami kelebihan tugas atau kerja.					
2.	Saya menggantikan tugas rekan yang tidak hadir.					
3.	Saya menolong rekan agar menjadi lebih produktif.					
4.	Saya menolong karyawan baru.					
5.	Saya menghargai rekan kerja.					
6.	Saya menghindari masalah dengan rekan kerja.					
7.	Saya berpikir sebelum bertindak.					
8.	Saya memberi saran kepada rekan sebelum bertindak.					
9.	Saya mengeluh hal yang sepele.					
10.	Saya menyalahkan organisasi.					
11.	Saya marah terhadap perubahan.					
12.	Saya menyalahkan diri sendiri.					
13.	Saya hadir lebih awal.					
14.	Saya memberi tahu jika tidak dapat hadir.					

15.	Saya menyelesaikan tugas dan kerja tepat waktu.					
16.	Saya menjaga kerapian dan kebersihan tempat kerja.					
17.	Saya mengikuti perkembangan terbaru organisasi.					
18.	Saya menjaga nama baik organisasi.					
19.	Saya menghadiri acara yang diadakan oleh organisasi.					
20.	Saya memberikan saran kepada organisasi sebagai perbaikan.					

Nama :

Jenis Kelamin :  Laki - laki  Perempuan

Usia : th

Pendidikan terakhir :  SD  SMP  SMA

D1  D2  D3

S1  S2  S3

Posisi :

Lama Bekerja :  1-5 tahun  6-10 tahun

11-15 tahun  16-20 tahun

>20 tahun

Tempat bekerja (boleh dikosongkan) :

## Lampiran 2 : Karakteristik Responden

### Jenis\_Kelamin

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Laki-Laki	28	57,1	57,1	57,1
	Perempuan	21	42,9	42,9	100,0
	Total	49	100,0	100,0	

### Usia

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	>40 tahun	6	12,2	12,2	12,2
	21-25 tahun	6	12,2	12,2	24,5
	26-30 tahun	25	51,0	51,0	75,5
	31-35 tahun	10	20,4	20,4	95,9
	36-40 tahun	2	4,1	4,1	100,0
	Total	49	100,0	100,0	

### Pendidikan\_Terakhr

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	D3	4	8,2	8,2	8,2
	S1	36	73,5	73,5	81,6
	S2	5	10,2	10,2	91,8
	SMA	4	8,2	8,2	100,0
	Total	49	100,0	100,0	

### Lama\_Bekerja

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	>20 tahun	2	4,1	4,1	4,1
	1-5 tahun	34	69,4	69,4	73,5
	11-15 tahun	1	2,0	2,0	75,5
	16-20 tahun	3	6,1	6,1	81,6
	6-10 tahun	9	18,4	18,4	100,0
	Total	49	100,0	100,0	

### Lampiran 3 : : Pengujian Validitas dan Reliabilitas TL

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,901	,919	22

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	83,5510	71,086	,647	.	,893
TL2	83,4082	71,622	,661	.	,893
TL3	83,4082	73,497	,587	.	,895
TL4	83,4898	70,463	,716	.	,892
TL5	83,5306	70,546	,706	.	,892
TL6	83,3878	70,117	,750	.	,891
TL7	83,3878	69,951	,797	.	,890
TL8	83,4490	68,461	,828	.	,888
TL9	83,3469	71,023	,791	.	,891
TL10	83,2857	70,333	,826	.	,890
TL11	83,5102	75,130	,532	.	,897
TL12	83,5306	74,504	,536	.	,897
TL13	83,7959	73,249	,550	.	,896
TL14	83,3673	74,987	,485	.	,898
TL15	83,6735	74,016	,576	.	,896
TL16	84,1837	80,153	-,061	.	,919
TL17	83,4286	75,500	,432	.	,899
TL18	83,6122	75,909	,391	.	,900
TL19	84,5306	80,713	-,089	.	,920
TL20	83,6939	75,800	,412	.	,899
TL21	83,6122	73,159	,678	.	,894
TL22	83,8163	74,320	,474	.	,898

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,940	,938	20

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	77,1224	72,901	,678	.	,937
TL2	76,9796	73,020	,731	.	,936
TL3	76,9796	75,062	,652	.	,937
TL4	77,0612	72,184	,755	.	,935
TL5	77,1020	72,469	,728	.	,936
TL6	76,9592	71,790	,793	.	,935
TL7	76,9592	71,790	,827	.	,934
TL8	77,0204	70,187	,862	.	,933
TL9	76,9184	72,785	,832	.	,934
TL10	76,8571	72,208	,855	.	,934
TL11	77,0816	77,368	,535	.	,939
TL12	77,1020	77,719	,438	.	,941
TL13	77,3673	75,196	,575	.	,939
TL14	76,9388	76,934	,517	.	,939
TL15	77,2449	75,855	,617	.	,938
TL17	77,0000	77,708	,438	.	,941
TL18	77,1837	78,361	,373	.	,942
TL20	77,2653	78,116	,408	.	,941
TL21	77,1837	75,486	,668	.	,937
TL22	77,3878	76,659	,466	.	,940

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,948	,946	15



## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	57,3469	52,565	,712	.	,945
TL2	57,2041	52,582	,779	.	,943
TL3	57,2041	54,624	,670	.	,946
TL4	57,2857	51,708	,816	.	,942
TL5	57,3265	52,099	,773	.	,943
TL6	57,1837	51,736	,819	.	,942
TL7	57,1837	52,028	,824	.	,942
TL8	57,2449	50,522	,874	.	,941
TL9	57,1429	52,667	,853	.	,942
TL10	57,0816	52,118	,882	.	,941
TL11	57,3061	56,967	,508	.	,949
TL13	57,5918	54,997	,564	.	,948
TL14	57,1633	56,931	,452	.	,950
TL15	57,4694	55,629	,597	.	,947
TL21	57,4082	55,413	,636	.	,946

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,953	,952	12

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	45,3061	39,384	,734	,845	,950
TL2	45,1633	39,514	,789	,825	,948
TL3	45,1633	41,389	,668	,720	,952
TL4	45,2449	38,814	,819	,801	,947
TL5	45,2857	38,917	,803	,829	,948
TL6	45,1429	38,875	,818	,855	,947
TL7	45,1429	38,958	,844	,860	,946
TL8	45,2041	37,749	,881	,915	,945
TL9	45,1020	39,719	,849	,914	,946
TL10	45,0408	39,165	,887	,911	,945
TL15	45,4286	42,583	,551	,598	,954
TL21	45,3673	42,321	,599	,618	,953

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,956	,957	10

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	37,4490	31,003	,739	,821	,955
TL2	37,3061	31,092	,800	,778	,952
TL3	37,3061	32,800	,674	,719	,957
TL4	37,3878	30,576	,816	,763	,951
TL5	37,4286	30,542	,816	,799	,951
TL6	37,2857	30,625	,815	,831	,951
TL7	37,2857	30,667	,846	,825	,950
TL8	37,3469	29,690	,871	,900	,949
TL9	37,2449	31,439	,837	,902	,951
TL10	37,1837	30,903	,883	,906	,949

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,957	,958	9

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	33,2857	26,542	,706	,761	,957
TL2	33,1429	26,417	,796	,755	,953
TL4	33,2245	25,928	,814	,762	,952
TL5	33,2653	25,949	,807	,795	,952
TL6	33,1224	25,901	,824	,824	,951
TL7	33,1224	25,901	,861	,808	,949
TL8	33,1837	25,111	,870	,898	,949
TL9	33,0816	26,660	,846	,898	,951
TL10	33,0204	26,104	,902	,892	,948

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,957	,958	8

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL2	29,1224	20,818	,796	,723	,954
TL4	29,2041	20,499	,795	,741	,954
TL5	29,2449	20,647	,767	,752	,956
TL6	29,1020	20,177	,855	,788	,951
TL7	29,1020	20,344	,865	,808	,950
TL8	29,1633	19,681	,867	,877	,950
TL9	29,0612	20,934	,866	,896	,950
TL10	29,0000	20,458	,918	,892	,947



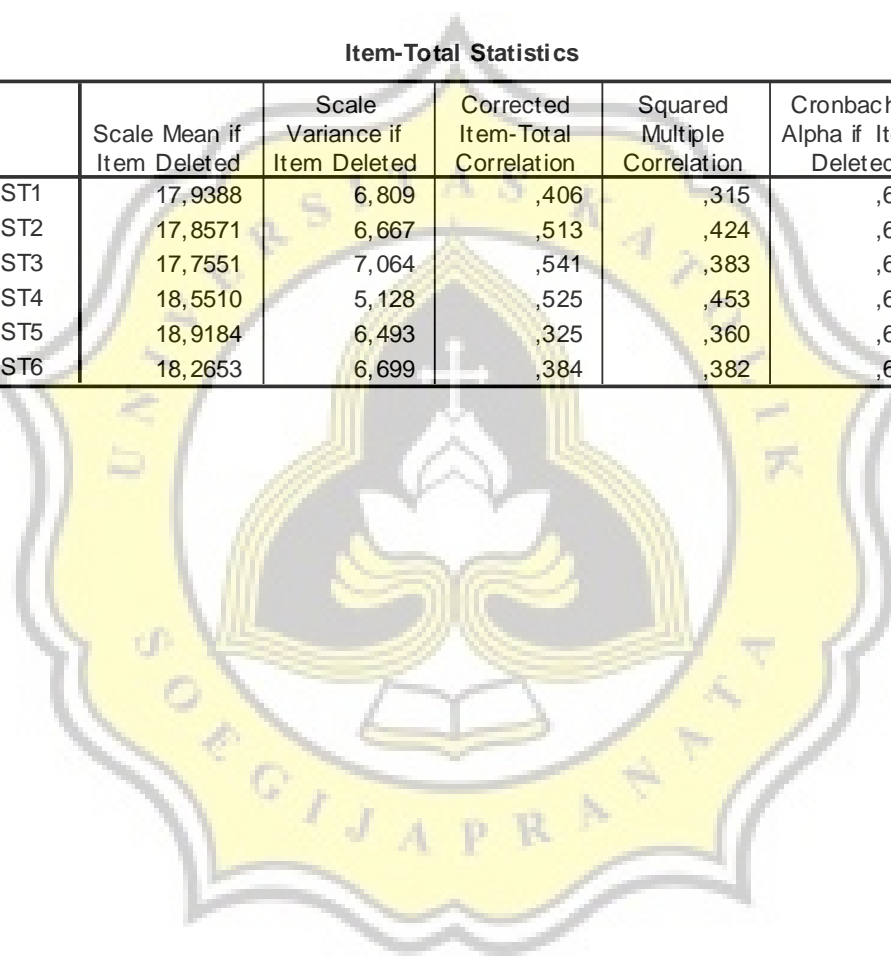
#### Lampiran 4 : : Pengujian Validitas dan Reliabilitas ST

##### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,696	,723	6

##### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
ST1	17,9388	6,809	,406	,315	,663
ST2	17,8571	6,667	,513	,424	,636
ST3	17,7551	7,064	,541	,383	,643
ST4	18,5510	5,128	,525	,453	,626
ST5	18,9184	6,493	,325	,360	,695
ST6	18,2653	6,699	,384	,382	,669



### Lampiran 5 : : Pengujian Validitas dan Reliabilitas OCB

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,854	,859	20

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB1	76,67347	47,516	,268	.	,853
OCB2	76,93878	46,184	,256	.	,855
OCB3	76,83673	45,431	,414	.	,848
OCB4	76,77551	46,636	,352	.	,851
OCB5	76,69388	44,675	,518	.	,844
OCB6	76,85714	45,333	,290	.	,855
OCB7	76,63265	43,529	,585	.	,841
OCB8	76,85714	46,083	,349	.	,851
OCB9	76,69388	42,467	,602	.	,840
OCB10	76,71429	41,042	,643	.	,837
OCB11	76,63265	41,529	,584	.	,840
OCB12	76,87755	41,651	,577	.	,841
OCB13	76,87755	48,735	,005	.	,865
OCB14	76,40816	44,497	,562	.	,843
OCB15	76,61224	45,659	,471	.	,847
OCB16	76,57143	44,250	,527	.	,844
OCB17	76,53061	46,546	,463	.	,848
OCB18	76,36735	43,321	,757	.	,837
OCB19	76,57143	45,792	,425	.	,848
OCB20	76,83673	45,514	,305	.	,853

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,869	,870	17

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB1	65,14286	39,917	,266	.	,869
OCB3	65,30612	38,217	,383	.	,866
OCB4	65,24490	39,272	,324	.	,868
OCB5	65,16327	37,514	,488	.	,862
OCB7	65,10204	36,427	,562	.	,859
OCB8	65,32653	38,599	,346	.	,867
OCB9	65,16327	35,098	,622	.	,855
OCB10	65,18367	33,695	,672	.	,853
OCB11	65,10204	34,219	,603	.	,857
OCB12	65,34694	34,190	,611	.	,856
OCB14	64,87755	37,151	,561	.	,859
OCB15	65,08163	38,202	,471	.	,863
OCB16	65,04082	36,998	,515	.	,861
OCB17	65,00000	38,875	,492	.	,863
OCB18	64,83673	36,223	,733	.	,853
OCB19	65,04082	38,165	,449	.	,864
OCB20	65,30612	37,925	,318	.	,870

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,872	,873	15

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB3	57,34694	33,731	,339	,424	,872
OCB4	57,28571	34,250	,354	,627	,871
OCB5	57,20408	32,457	,536	,862	,864
OCB7	57,14286	31,417	,610	,804	,860
OCB8	57,36735	33,612	,373	,620	,871
OCB9	57,20408	30,249	,655	,793	,857
OCB10	57,22449	29,136	,680	,896	,856
OCB11	57,14286	29,500	,623	,896	,860
OCB12	57,38776	29,451	,634	,749	,859
OCB14	56,91837	32,702	,520	,662	,865
OCB15	57,12245	33,776	,411	,712	,869
OCB16	57,08163	32,410	,498	,757	,865
OCB17	57,04082	34,165	,469	,757	,868
OCB18	56,87755	31,610	,728	,723	,856
OCB19	57,08163	33,660	,405	,706	,869

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,872	,872	14

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB4	53,38776	31,701	,318	,585	,873
OCB5	53,30612	29,967	,507	,856	,865
OCB7	53,24490	28,939	,587	,804	,861
OCB8	53,46939	30,921	,367	,580	,871
OCB9	53,30612	27,550	,671	,792	,856
OCB10	53,32653	26,474	,695	,895	,854
OCB11	53,24490	26,730	,648	,893	,858
OCB12	53,48980	26,797	,646	,748	,858
OCB14	53,02041	30,020	,519	,650	,865
OCB15	53,22449	31,011	,417	,710	,869
OCB16	53,18367	29,778	,492	,748	,866
OCB17	53,14286	31,375	,480	,751	,868
OCB18	52,97959	28,979	,727	,721	,856
OCB19	53,18367	30,945	,403	,706	,870

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,873	,875	13

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB5	49,34694	28,315	,463	,836	,868
OCB7	49,28571	27,250	,557	,801	,863
OCB8	49,51020	29,255	,322	,465	,874
OCB9	49,34694	25,648	,679	,789	,855
OCB10	49,36735	24,571	,707	,894	,853
OCB11	49,28571	24,833	,658	,891	,857
OCB12	49,53061	24,921	,652	,738	,858
OCB14	49,06122	28,059	,526	,640	,865
OCB15	49,26531	28,949	,438	,710	,869
OCB16	49,22449	27,761	,507	,739	,866
OCB17	49,18367	29,320	,502	,720	,868
OCB18	49,02041	27,062	,733	,721	,855
OCB19	49,22449	28,928	,414	,682	,870

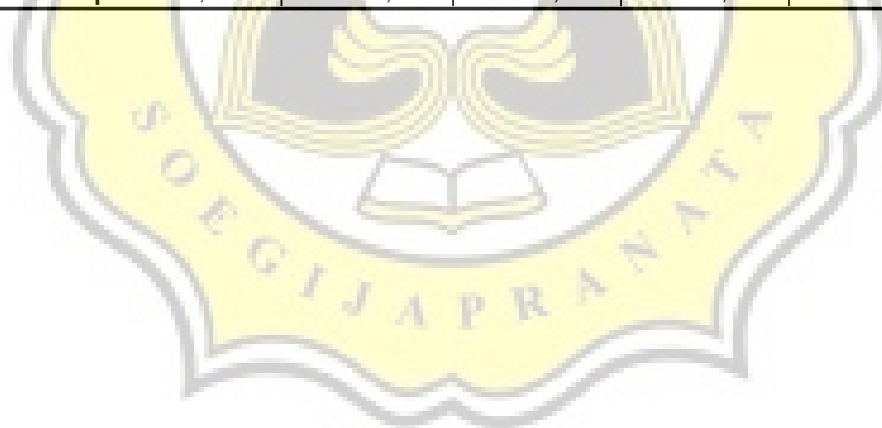


**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,874	,878	12

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB5	45,4694	26,254	,420	,821	,872
OCB7	45,4082	25,247	,515	,799	,868
OCB9	45,4694	23,338	,694	,784	,856
OCB10	45,4898	22,297	,722	,894	,854
OCB11	45,4082	22,538	,674	,891	,858
OCB12	45,6531	22,690	,659	,736	,859
OCB14	45,1837	25,778	,521	,613	,867
OCB15	45,3878	26,617	,435	,675	,872
OCB16	45,3469	25,440	,511	,739	,868
OCB17	45,3061	26,925	,512	,717	,870
OCB18	45,1429	24,750	,743	,707	,856
OCB19	45,3469	26,481	,433	,666	,872



**LAMPIRAN 6 : Tabulasi Kuesioner Penelitian**

**Tabulasi Kuesioner Gaya Kepemimpinan Transformasional (TL)**

NO	NAMA	TL1	TL2	TL3	TL4	TL5	TL6	TL7	TL8	TL9	TL10	TL11	TL12	TL13	TL14	TL15	TL16	TL17	TL18	TL19	TL20	TL21	TL22	Total	
1	Putri	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	86	
2	Sukesti Dwi Pratiwi	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4	86
3	Sendhi Adhi	3	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	3	3	3	3	4	3	3	80
4	Irawan Setio Budi	4	3	4	3	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	85
5	Bagyo	5	3	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	86
6	Deni Fitrianto	3	4	4	4	4	5	4	4	5	5	4	4	5	4	4	5	4	4	5	4	4	4	4	93
7	Okky	3	4	4	3	3	4	4	4	4	4	4	5	4	5	3	4	5	5	3	5	4	3	3	87
8	Kiki	4	4	4	3	3	4	4	4	4	4	4	4	3	4	4	3	4	4	4	4	4	3	3	82
9	Jayeng	3	4	4	4	3	4	3	3	3	4	4	4	4	4	4	4	4	4	2	4	4	4	4	81
10	Ninda	3	3	3	3	3	3	4	3	4	4	4	4	3	4	4	4	4	4	4	4	4	4	3	79
11	Riezky Andarini	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	87
12	Diyan Dwi Martono	3	4	3	3	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	3	4	83
13	Sugemo	3	5	4	3	3	5	5	5	5	5	5	3	3	5	5	3	5	5	1	5	3	5	5	91
14	Kelik Pramudito	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	2	3	4	2	3	4	4	4	81
15	Adhitya Tri Prakoso	4	4	3	4	5	4	5	4	4	5	5	4	2	3	3	4	4	4	4	4	4	4	4	87
16	Ratna Mustika Ningsih	5	4	5	4	4	5	5	5	4	4	4	5	4	4	3	4	4	3	4	4	4	5	4	93
17	Donny	3	3	3	3	2	3	2	2	3	3	4	3	3	4	3	3	4	3	3	3	3	4	4	68
18	Tomi	3	5	3	5	3	5	4	4	5	5	4	3	4	4	4	3	3	3	3	3	4	4	4	85
19	Nissa	4	5	4	4	4	4	4	2	3	4	4	4	3	4	2	4	4	4	2	2	4	4	4	79
20	Adrian Hartanto	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	1	5	5	1	5	5	5	5	102
21	Agus Santosa	4	4	4	4	4	4	4	4	4	4	4	4	2	3	3	4	4	3	4	3	3	3	3	80
22	Cynthia Angelia	5	5	5	5	5	4	4	4	4	5	4	4	4	5	4	4	4	4	4	3	4	4	3	93
23	Drajat Winarko	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	2	4	4	4	4	84

24	Nezia	3	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	86	
25	Victor Yonathan Adi	4	3	4	4	4	3	3	3	3	3	4	4	4	3	3	5	4	4	5	4	3	4	81
26	Bambang	4	5	4	4	4	4	5	4	4	4	4	4	4	5	4	3	4	4	3	3	4	4	88
27	Dicky Syahrian	5	5	5	4	4	4	4	5	5	5	4	4	4	4	4	4	4	4	2	4	4	4	92
28	Ari	2	2	4	2	2	2	2	2	3	2	3	3	3	4	3	3	4	4	2	4	2	2	60
29	Ruben	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	2	4	4	4	85
30	Niken	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	2	4	4	4	84
31	Adelita Casandra	5	5	5	5	5	5	5	5	5	5	4	5	4	4	4	4	4	4	4	4	4	4	99
32	Pitaloka	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	3	3	3	3	3	4	3	96
33	Della	5	5	5	5	5	5	5	5	5	5	4	5	4	4	4	4	4	4	4	4	4	4	99
34	Wieke	4	4	4	4	4	4	4	4	4	4	3	4	4	5	4	4	5	4	3	4	4	4	88
35	Maya	4	4	4	4	4	4	4	4	4	4	3	4	4	5	4	4	5	4	3	4	4	4	88
36	Wiratna	4	4	4	5	4	5	5	5	5	5	5	5	4	5	4	5	5	5	3	4	5	4	100
37	Eka	4	4	4	5	4	5	5	5	5	5	5	5	4	5	4	5	5	5	3	4	5	4	100
38	Yehan Jaya	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	2	66
39	Sumali	4	4	4	4	4	4	4	4	4	4	3	4	4	5	4	4	5	4	3	4	4	4	88
40	Andre Wibowo	4	4	4	5	5	5	5	5	5	5	4	4	5	5	4	2	4	3	2	4	4	4	92
41	Andreas Widjaja	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	1	5	4	2	4	4	4	94
42	Rahayu	5	5	5	5	5	5	5	5	5	5	4	3	4	4	4	2	4	4	1	4	4	3	91
43	Leonardo David	5	5	5	5	5	5	5	5	5	5	4	3	4	4	4	2	4	4	1	4	4	3	91
44	Eko Usriyono	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	1	5	3	2	4	4	4	94
45	Dyah Pitaloka	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	5	4	4	4	90
46	Kamsi	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	86
47	Pingki Windi	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	86
48	Sianne	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	110
49	Clarissa Sugianto	5	5	5	5	5	5	5	5	5	5	4	4	4	5	5	2	5	5	2	4	5	4	99
	Rata-Rata	4,02	4,16	4,16	4,08	4,04	4,18	4,18	4,12	4,22	4,29	4,06	4,04	3,78	4,20	3,90	3,39	4,14	3,96	3,04	3,88	3,96	3,76	87,57

**Tabulasi Kuesioner *Supervisor Trust (ST)***

NO	NAMA	ST1	ST2	ST3	ST4	ST5	ST6	TOTAL
1	Putri	3	4	4	4	3	4	22
2	Sukesti Dwi Pratiwi	4	4	4	4	4	4	24
3	Sendhi Adhi	3	3	3	2	4	3	18
4	Irawan Setio Budi	4	4	4	4	3	4	23
5	Bagyo	4	4	4	2	4	3	21
6	Deni Fitrianto	4	4	5	4	4	4	25
7	Okky	3	3	5	4	3	3	21
8	Kiki	3	4	4	3	3	4	21
9	Jayeng	4	4	4	2	2	4	20
10	Ninda	4	4	4	2	2	2	18
11	Riezky Andarini	4	4	4	3	3	3	21
12	Diyana Dwi Martono	4	4	4	4	2	3	21
13	Sugemo	3	5	5	5	3	5	26
14	Kelik Pramudito	3	3	4	3	2	3	18
15	Adhitya Tri Prakoso	3	4	4	4	3	3	21
16	Ratna Mustika Ningsih	5	5	4	4	5	3	26
17	Donny	3	3	4	4	2	4	20
18	Tomi	4	4	4	3	2	3	20
19	Nissa	4	4	4	3	4	3	22
20	Adrian Hartanto	5	5	5	5	5	5	30
21	Agus Santosa	3	3	4	4	3	3	20
22	Cynthia Angelia	3	4	4	3	3	3	20
23	Drajat Winarko	3	4	4	3	3	4	21



24	Nezia	4	3	4	2	3	2	18
25	Victor Yonathan Adi	3	4	3	2	3	2	17
26	Bambang	4	4	4	3	4	3	22
27	Dicky Syahrin	5	4	4	5	3	4	25
28	Ari	4	4	4	4	3	4	23
29	Ruben	4	3	4	2	2	4	19
30	Niken	4	4	4	2	2	4	20
31	Adelita Casandra	5	5	4	4	3	4	25
32	Pitaloka	3	4	5	3	3	3	21
33	Della	5	5	4	4	3	4	25
34	Wieke	4	4	4	3	2	4	21
35	Maya	4	4	4	3	2	4	21
36	Wiratna	4	4	4	3	3	4	22
37	Eka	5	5	5	3	3	4	25
38	Yehan Jaya	3	3	3	2	2	3	16
39	Sumali	4	4	4	3	2	4	21
40	Andre Wibowo	4	4	4	1	1	5	19
41	Andreas Widjaja	5	3	5	5	3	4	25
42	Rahayu	5	5	4	1	2	4	21
43	Leonardo David	5	5	4	3	3	3	23
44	Eko Usriyono	4	3	3	4	4	2	20
45	Dyah Pitaloka	4	4	4	5	5	4	26
46	Kamsi	4	4	4	3	2	4	21
47	Pingki Windi	4	4	4	3	2	4	21
48	Sianne	5	5	5	5	4	5	29
49	Clarissa Sugianto	4	5	5	5	3	4	26
Rata-Rata		3,92	4,00	4,10	3,31	2,94	3,59	21,86





24	Nezia	3	2	2	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	3	87
25	Victor Yonathan Adi	3	4	2	3	4	4	4	4	4	3	4	4	4	4	4	3	4	4	4	3	73
26	Bambang	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	82
27	Dicky Syahrian	4	3	4	4	4	4	4	4	5	5	5	5	4	4	4	4	4	4	3	4	82
28	Ari	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	79
29	Ruben	4	4	4	4	4	4	4	4	2	2	2	2	4	4	3	4	4	3	4	3	69
30	Niken	4	4	4	4	4	4	4	4	2	2	2	2	4	4	4	4	4	4	4	4	72
31	Adelita Casandra	4	5	5	5	5	5	5	4	5	5	5	5	4	5	4	4	4	5	5	4	93
32	Pitaloka	4	4	4	4	5	5	5	4	3	4	4	3	3	5	4	5	5	5	5	4	85
33	Della	4	5	5	5	5	5	5	4	5	5	5	5	4	5	4	4	4	5	5	4	93
34	Wieke	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	87
35	Maya	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	87
36	Wiratna	4	4	4	4	5	5	5	4	5	5	5	5	3	4	4	4	4	5	4	3	86
37	Eka	4	4	4	4	5	5	5	4	5	5	5	5	3	4	4	4	4	5	4	3	86
38	Yehan Jaya	3	3	4	4	3	3	3	4	2	3	2	3	4	3	4	4	4	3	4	4	67
39	Sumali	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	87
40	Andre Wibowo	5	4	4	3	4	4	4	3	5	5	4	4	5	3	5	5	5	4	4	4	84
41	Andreas Widjaja	5	5	4	2	2	2	2	2	4	4	4	4	5	5	5	4	4	5	5	5	78
42	Rahayu	4	4	3	4	3	3	3	4	4	5	5	3	4	4	4	4	4	4	4	4	77
43	Leonardo David	4	4	3	4	3	3	3	4	4	5	5	3	4	4	4	4	4	4	4	5	78
44	Eko Usriyono	5	3	3	3	3	3	3	3	3	4	4	4	2	5	4	4	4	4	5	5	74
45	Dyah Pitaloka	4	4	4	4	4	4	4	4	4	4	5	5	4	5	4	5	4	4	4	4	84
46	Kamsi	4	4	3	4	4	4	3	3	4	3	4	4	3	4	3	3	4	4	4	3	72
47	Pingki Windi	4	4	3	4	4	4	3	3	4	3	4	4	3	4	3	3	4	4	4	3	72
48	Sianne	5	5	5	5	5	5	5	5	4	4	5	4	4	5	4	4	4	5	4	4	91
49	Clarissa Sugianto	4	4	4	4	4	4	4	4	5	5	3	3	4	4	5	5	4	5	4	4	83
	Rata-Rata	4,06	3,80	3,90	3,96	4,04	3,88	4,10	3,88	4,04	4,02	4,10	3,86	3,86	4,33	4,12	4,16	4,20	4,37	4,16	3,90	80,73

## Lampiran 7 : Uji Asumsi Klasik

### Uji Normalitas model 1

#### One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		49
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	,98952851
Most Extreme Differences	Absolute	,080
	Positive	,054
	Negative	-,080
Kolmogorov-Smirnov Z		,558
Asymp. Sig. (2-tailed)		,915

a. Test distribution is Normal.

b. Calculated from data.

### Uji Normalitas model 2

#### One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		49
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	,98952851
Most Extreme Differences	Absolute	,102
	Positive	,102
	Negative	-,057
Kolmogorov-Smirnov Z		,717
Asymp. Sig. (2-tailed)		,683

a. Test distribution is Normal.

b. Calculated from data.



## Uji Normalitas model 3

## One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		49
Normal Parameters <sup>a,b</sup>	Mean	,000000
	Std. Deviation	,97894501
Most Extreme Differences	Absolute	,080
	Positive	,080
	Negative	-,077
Kolmogorov-Smirnov Z		,561
Asymp. Sig. (2-tailed)		,911

a. Test distribution is Normal.

b. Calculated from data.

## Uji Heterokedastisitas model 1

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,000	1	,000	,004	,950 <sup>a</sup>
	Residual	2,741	47	,058		
	Total	2,741	48			

a. Predictors: (Constant), TL

b. Dependent Variable: abs\_res2

## Uji Heterokedastisitas model 2

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,031	1	,031	,443	,509 <sup>a</sup>
	Residual	3,271	47	,070		
	Total	3,302	48			

a. Predictors: (Constant), TL

b. Dependent Variable: abs\_res3

## Uji Heterokedastisitas model 3

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,106	2	,053	1,228	,302 <sup>a</sup>
	Residual	1,995	46	,043		
	Total	2,101	48			

a. Predictors: (Constant), ST, TL

b. Dependent Variable: abs\_res

## Uji Multikolinearitas model 3

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2,149	,454		4,737	,000		
	TL	,186	,099	,265	1,872	,068	,763	1,311
	ST	,331	,129	,363	2,560	,014	,763	1,311

a. Dependent Variable: OCB

### Lampiran 8 : Pengujian TL terhadap OCB

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,839	,386		7,365	,000
	TL	,309	,092	,442	3,376	,001

a. Dependent Variable: OCB



**Lampiran 9 : Pengujian TL terhadap ST****Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,088	,412		5,074	,000
	TL	,374	,098	,487	3,821	,000

a. Dependent Variable: ST



### Lampiran 10 : Pengujian Mediasi

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,149	,454		4,737	,000
	TL	,186	,099	,265	1,872	,068
	ST	,331	,129	,363	2,560	,014

a. Dependent Variable: OCB

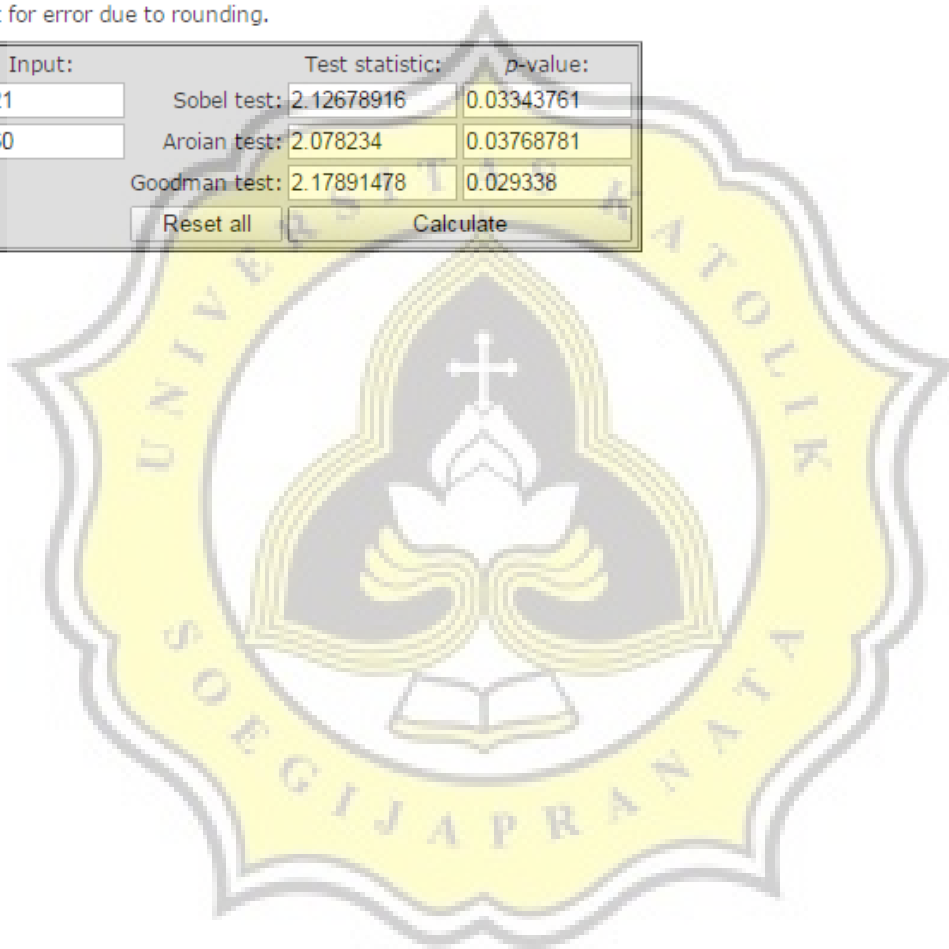


### Lampiran 11 : Sobel Test

Input:		Test statistic:	Std. Error:	$p$ -value:
$a$	0.374	Sobel test: 2.12935292	0.05813691	0.03322507
$b$	0.331	Aroian test: 2.08072703	0.05949555	0.0374589
$s_a$	0.098	Goodman test: 2.18155543	0.05674575	0.02914236
$s_b$	0.129	Reset all	Calculate	

Alternatively, you can insert  $t_a$  and  $t_b$  into the cells below, where  $t_a$  and  $t_b$  are the  $t$ -test statistics for the difference between the  $a$  and  $b$  coefficients and zero. Results should be identical to the first test, except for error due to rounding.

Input:		Test statistic:	$p$ -value:
$t_a$	3.821	Sobel test: 2.12678916	0.03343761
$t_b$	2.560	Aroian test: 2.078234	0.03768781
		Goodman test: 2.17891478	0.029338
		Reset all	Calculate

















## LAMPIRAN

### Lampiran 1 : Kuesioner Penelitian

#### KUESIONER GAYA KEPEMIMPINAN TRANSFORMASIONAL

Berikut ini adalah beberapa pertanyaan yang menggambarkan secara deskriptif mengenai atasan langsung di tempat Anda bekerja. Berilah tanda silang (x) pada kolom yang disediakan sebagai jawaban untuk setiap pertanyaan yang diberikan.

1 = Sangat tidak setuju

4 = Setuju

2 = Tidak setuju

5 = Sangat setuju

3 = Netral

NO	PERTANYAAN	1	2	3	4	5
1.	Atasan saya selalu mencari peluang baru untuk organisasi.					
2.	Atasan saya memberi gambaran yang menarik tentang masa depan.					
3.	Atasan saya memahami ke mana organisasi akan dibawa.					
4.	Atasan saya menginspirasi orang lain dengan rencana di masa depan.					
5.	Atasan saya dapat berkomitmen mengenai masa depan tersebut.					
6.	Atasan saya memimpin dengan “melakukan” bukan hanya sekedar “berbicara”.					
7.	Atasan saya dapat dijadikan acuan / panutan.					
8.	Atasan saya memimpin dengan contoh.					
9.	Atasan saya memupuk kerja sama.					

10.	Atasan saya mampu mendorong karyawan untuk lebih aktif.					
11.	Atasan saya memiliki karyawan yang dapat diajak kerja sama untuk tujuan yang sama.					
12.	Atasan saya mengandalkan sikap baik dan semangat.					
13.	Atasan saya menunjukkan bahwa banyak berharap dari karyawan.					
14.	Atasan saya menuntut kinerja yang terbaik dari karyawan.					
15.	Atasan saya tidak puas bila kinerja tidak yang terbaik.					
16.	Atasan saya bertindak tanpa mempedulikan perasaan karyawannya.					
17.	Atasan saya menghormati pribadi karyawan.					
18.	Atasan saya berperilaku dengan bijaksana sesuai dengan apa yang dibutuhkan.					
19.	Atasan saya memperlakukan karyawan tanpa melihat perasaan pribadi karyawan.					
20.	Atasan saya mampu menemukan solusi baru dalam masalah karyawan.					
21.	Atasan saya memiliki ide yang membuat karyawan mampu memikirkan ide-ide baru.					
22.	Atasan saya mampu membuat karyawan berpikir tentang sebuah masalah lama dengan cara yang baru.					

### KUESIONER SUPERVISOR TRUST

Berikut ini adalah beberapa pertanyaan di mana akan menggambarkan tingkat kepercayaan Anda terhadap atasan langsung di tempat Anda bekerja. Berilah tanda silang (x) pada kolom yang disediakan sebagai jawaban untuk setiap pertanyaan yang diberikan.

1 = Sangat tidak setuju

4 = Setuju

2 = Tidak setuju

5 = Sangat setuju

3 = Netral

NO	PERTANYAAN	1	2	3	4	5
1.	Saya memiliki kesetiaan yang besar terhadap atasan saya.					
2.	Jika saya berbagi masalah saya dengan atasan saya, saya tahu dia akan menanggapi dengan baik dan peduli.					
3.	Saya percaya bahwa atasan saya memiliki integritas yang tinggi.					
4.	Atasan saya tidak selalu jujur dan benar.					
5.	Jika saya memiliki sebuah cara dalam bekerja, saya tidak akan membiarkan atasan saya untuk mempengaruhi saya.					
6.	Saya mempercayai atasan saya sepenuhnya.					

KUESIONER *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)

Berikut ini adalah beberapa pertanyaan yang akan menggambarkan perilaku Anda sebagai karyawan di tempat kerja. Berilah tanda silang (x) pada kolom yang disediakan sebagai jawaban untuk setiap pertanyaan yang diberikan.

1 = Sangat tidak setuju

4 = Setuju

2 = Tidak setuju

5 = Sangat setuju

3 = Netral

NO	PERTANYAAN	1	2	3	4	5
1.	Saya menolong rekan kerja yang mengalami kelebihan tugas atau kerja.					
2.	Saya menggantikan tugas rekan yang tidak hadir.					
3.	Saya menolong rekan agar menjadi lebih produktif.					
4.	Saya menolong karyawan baru.					
5.	Saya menghargai rekan kerja.					
6.	Saya menghindari masalah dengan rekan kerja.					
7.	Saya berpikir sebelum bertindak.					
8.	Saya memberi saran kepada rekan sebelum bertindak.					
9.	Saya mengeluh hal yang sepele.					
10.	Saya menyalahkan organisasi.					
11.	Saya marah terhadap perubahan.					
12.	Saya menyalahkan diri sendiri.					
13.	Saya hadir lebih awal.					
14.	Saya memberi tahu jika tidak dapat hadir.					



15.	Saya menyelesaikan tugas dan kerja tepat waktu.					
16.	Saya menjaga kerapian dan kebersihan tempat kerja.					
17.	Saya mengikuti perkembangan terbaru organisasi.					
18.	Saya menjaga nama baik organisasi.					
19.	Saya menghadiri acara yang diadakan oleh organisasi.					
20.	Saya memberikan saran kepada organisasi sebagai perbaikan.					

Nama :

Jenis Kelamin :  Laki - laki  Perempuan

Usia : th

Pendidikan terakhir :  SD  SMP  SMA

D1  D2  D3

S1  S2  S3

Posisi :

Lama Bekerja :  1-5 tahun  6-10 tahun

11-15 tahun  16-20 tahun

>20 tahun

Tempat bekerja (boleh dikosongkan) :

## Lampiran 2 : Karakteristik Responden

### Jenis\_Kelamin

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Laki-Laki	28	57,1	57,1	57,1
	Perempuan	21	42,9	42,9	100,0
	Total	49	100,0	100,0	

### Usia

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	>40 tahun	6	12,2	12,2	12,2
	21-25 tahun	6	12,2	12,2	24,5
	26-30 tahun	25	51,0	51,0	75,5
	31-35 tahun	10	20,4	20,4	95,9
	36-40 tahun	2	4,1	4,1	100,0
	Total	49	100,0	100,0	

### Pendidikan\_Terakhr

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	D3	4	8,2	8,2	8,2
	S1	36	73,5	73,5	81,6
	S2	5	10,2	10,2	91,8
	SMA	4	8,2	8,2	100,0
	Total	49	100,0	100,0	

### Lama\_Bekerja

		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	>20 tahun	2	4,1	4,1	4,1
	1-5 tahun	34	69,4	69,4	73,5
	11-15 tahun	1	2,0	2,0	75,5
	16-20 tahun	3	6,1	6,1	81,6
	6-10 tahun	9	18,4	18,4	100,0
	Total	49	100,0	100,0	

### Lampiran 3 : : Pengujian Validitas dan Reliabilitas TL

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,901	,919	22

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	83,5510	71,086	,647	.	,893
TL2	83,4082	71,622	,661	.	,893
TL3	83,4082	73,497	,587	.	,895
TL4	83,4898	70,463	,716	.	,892
TL5	83,5306	70,546	,706	.	,892
TL6	83,3878	70,117	,750	.	,891
TL7	83,3878	69,951	,797	.	,890
TL8	83,4490	68,461	,828	.	,888
TL9	83,3469	71,023	,791	.	,891
TL10	83,2857	70,333	,826	.	,890
TL11	83,5102	75,130	,532	.	,897
TL12	83,5306	74,504	,536	.	,897
TL13	83,7959	73,249	,550	.	,896
TL14	83,3673	74,987	,485	.	,898
TL15	83,6735	74,016	,576	.	,896
TL16	84,1837	80,153	-,061	.	,919
TL17	83,4286	75,500	,432	.	,899
TL18	83,6122	75,909	,391	.	,900
TL19	84,5306	80,713	-,089	.	,920
TL20	83,6939	75,800	,412	.	,899
TL21	83,6122	73,159	,678	.	,894
TL22	83,8163	74,320	,474	.	,898

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,940	,938	20

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	77,1224	72,901	,678	.	,937
TL2	76,9796	73,020	,731	.	,936
TL3	76,9796	75,062	,652	.	,937
TL4	77,0612	72,184	,755	.	,935
TL5	77,1020	72,469	,728	.	,936
TL6	76,9592	71,790	,793	.	,935
TL7	76,9592	71,790	,827	.	,934
TL8	77,0204	70,187	,862	.	,933
TL9	76,9184	72,785	,832	.	,934
TL10	76,8571	72,208	,855	.	,934
TL11	77,0816	77,368	,535	.	,939
TL12	77,1020	77,719	,438	.	,941
TL13	77,3673	75,196	,575	.	,939
TL14	76,9388	76,934	,517	.	,939
TL15	77,2449	75,855	,617	.	,938
TL17	77,0000	77,708	,438	.	,941
TL18	77,1837	78,361	,373	.	,942
TL20	77,2653	78,116	,408	.	,941
TL21	77,1837	75,486	,668	.	,937
TL22	77,3878	76,659	,466	.	,940

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,948	,946	15

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	57,3469	52,565	,712	.	,945
TL2	57,2041	52,582	,779	.	,943
TL3	57,2041	54,624	,670	.	,946
TL4	57,2857	51,708	,816	.	,942
TL5	57,3265	52,099	,773	.	,943
TL6	57,1837	51,736	,819	.	,942
TL7	57,1837	52,028	,824	.	,942
TL8	57,2449	50,522	,874	.	,941
TL9	57,1429	52,667	,853	.	,942
TL10	57,0816	52,118	,882	.	,941
TL11	57,3061	56,967	,508	.	,949
TL13	57,5918	54,997	,564	.	,948
TL14	57,1633	56,931	,452	.	,950
TL15	57,4694	55,629	,597	.	,947
TL21	57,4082	55,413	,636	.	,946

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,953	,952	12

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	45,3061	39,384	,734	,845	,950
TL2	45,1633	39,514	,789	,825	,948
TL3	45,1633	41,389	,668	,720	,952
TL4	45,2449	38,814	,819	,801	,947
TL5	45,2857	38,917	,803	,829	,948
TL6	45,1429	38,875	,818	,855	,947
TL7	45,1429	38,958	,844	,860	,946
TL8	45,2041	37,749	,881	,915	,945
TL9	45,1020	39,719	,849	,914	,946
TL10	45,0408	39,165	,887	,911	,945
TL15	45,4286	42,583	,551	,598	,954
TL21	45,3673	42,321	,599	,618	,953

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,956	,957	10

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	37,4490	31,003	,739	,821	,955
TL2	37,3061	31,092	,800	,778	,952
TL3	37,3061	32,800	,674	,719	,957
TL4	37,3878	30,576	,816	,763	,951
TL5	37,4286	30,542	,816	,799	,951
TL6	37,2857	30,625	,815	,831	,951
TL7	37,2857	30,667	,846	,825	,950
TL8	37,3469	29,690	,871	,900	,949
TL9	37,2449	31,439	,837	,902	,951
TL10	37,1837	30,903	,883	,906	,949

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,957	,958	9

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL1	33,2857	26,542	,706	,761	,957
TL2	33,1429	26,417	,796	,755	,953
TL4	33,2245	25,928	,814	,762	,952
TL5	33,2653	25,949	,807	,795	,952
TL6	33,1224	25,901	,824	,824	,951
TL7	33,1224	25,901	,861	,808	,949
TL8	33,1837	25,111	,870	,898	,949
TL9	33,0816	26,660	,846	,898	,951
TL10	33,0204	26,104	,902	,892	,948

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,957	,958	8

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TL2	29,1224	20,818	,796	,723	,954
TL4	29,2041	20,499	,795	,741	,954
TL5	29,2449	20,647	,767	,752	,956
TL6	29,1020	20,177	,855	,788	,951
TL7	29,1020	20,344	,865	,808	,950
TL8	29,1633	19,681	,867	,877	,950
TL9	29,0612	20,934	,866	,896	,950
TL10	29,0000	20,458	,918	,892	,947



**Lampiran 4 : : Pengujian Validitas dan Reliabilitas ST**

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,696	,723	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
ST1	17,9388	6,809	,406	,315	,663
ST2	17,8571	6,667	,513	,424	,636
ST3	17,7551	7,064	,541	,383	,643
ST4	18,5510	5,128	,525	,453	,626
ST5	18,9184	6,493	,325	,360	,695
ST6	18,2653	6,699	,384	,382	,669



### Lampiran 5 : : Pengujian Validitas dan Reliabilitas OCB

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,854	,859	20

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB1	76,67347	47,516	,268	.	,853
OCB2	76,93878	46,184	,256	.	,855
OCB3	76,83673	45,431	,414	.	,848
OCB4	76,77551	46,636	,352	.	,851
OCB5	76,69388	44,675	,518	.	,844
OCB6	76,85714	45,333	,290	.	,855
OCB7	76,63265	43,529	,585	.	,841
OCB8	76,85714	46,083	,349	.	,851
OCB9	76,69388	42,467	,602	.	,840
OCB10	76,71429	41,042	,643	.	,837
OCB11	76,63265	41,529	,584	.	,840
OCB12	76,87755	41,651	,577	.	,841
OCB13	76,87755	48,735	,005	.	,865
OCB14	76,40816	44,497	,562	.	,843
OCB15	76,61224	45,659	,471	.	,847
OCB16	76,57143	44,250	,527	.	,844
OCB17	76,53061	46,546	,463	.	,848
OCB18	76,36735	43,321	,757	.	,837
OCB19	76,57143	45,792	,425	.	,848
OCB20	76,83673	45,514	,305	.	,853

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,869	,870	17

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB1	65,14286	39,917	,266	.	,869
OCB3	65,30612	38,217	,383	.	,866
OCB4	65,24490	39,272	,324	.	,868
OCB5	65,16327	37,514	,488	.	,862
OCB7	65,10204	36,427	,562	.	,859
OCB8	65,32653	38,599	,346	.	,867
OCB9	65,16327	35,098	,622	.	,855
OCB10	65,18367	33,695	,672	.	,853
OCB11	65,10204	34,219	,603	.	,857
OCB12	65,34694	34,190	,611	.	,856
OCB14	64,87755	37,151	,561	.	,859
OCB15	65,08163	38,202	,471	.	,863
OCB16	65,04082	36,998	,515	.	,861
OCB17	65,00000	38,875	,492	.	,863
OCB18	64,83673	36,223	,733	.	,853
OCB19	65,04082	38,165	,449	.	,864
OCB20	65,30612	37,925	,318	.	,870

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,872	,873	15

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB3	57,34694	33,731	,339	,424	,872
OCB4	57,28571	34,250	,354	,627	,871
OCB5	57,20408	32,457	,536	,862	,864
OCB7	57,14286	31,417	,610	,804	,860
OCB8	57,36735	33,612	,373	,620	,871
OCB9	57,20408	30,249	,655	,793	,857
OCB10	57,22449	29,136	,680	,896	,856
OCB11	57,14286	29,500	,623	,896	,860
OCB12	57,38776	29,451	,634	,749	,859
OCB14	56,91837	32,702	,520	,662	,865
OCB15	57,12245	33,776	,411	,712	,869
OCB16	57,08163	32,410	,498	,757	,865
OCB17	57,04082	34,165	,469	,757	,868
OCB18	56,87755	31,610	,728	,723	,856
OCB19	57,08163	33,660	,405	,706	,869

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,872	,872	14

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB4	53,38776	31,701	,318	,585	,873
OCB5	53,30612	29,967	,507	,856	,865
OCB7	53,24490	28,939	,587	,804	,861
OCB8	53,46939	30,921	,367	,580	,871
OCB9	53,30612	27,550	,671	,792	,856
OCB10	53,32653	26,474	,695	,895	,854
OCB11	53,24490	26,730	,648	,893	,858
OCB12	53,48980	26,797	,646	,748	,858
OCB14	53,02041	30,020	,519	,650	,865
OCB15	53,22449	31,011	,417	,710	,869
OCB16	53,18367	29,778	,492	,748	,866
OCB17	53,14286	31,375	,480	,751	,868
OCB18	52,97959	28,979	,727	,721	,856
OCB19	53,18367	30,945	,403	,706	,870

## Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,873	,875	13

## Item-Total Statistics

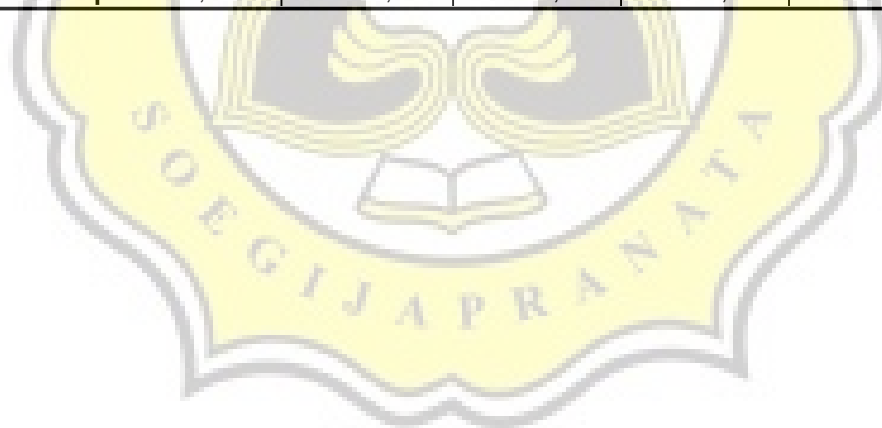
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB5	49,34694	28,315	,463	,836	,868
OCB7	49,28571	27,250	,557	,801	,863
OCB8	49,51020	29,255	,322	,465	,874
OCB9	49,34694	25,648	,679	,789	,855
OCB10	49,36735	24,571	,707	,894	,853
OCB11	49,28571	24,833	,658	,891	,857
OCB12	49,53061	24,921	,652	,738	,858
OCB14	49,06122	28,059	,526	,640	,865
OCB15	49,26531	28,949	,438	,710	,869
OCB16	49,22449	27,761	,507	,739	,866
OCB17	49,18367	29,320	,502	,720	,868
OCB18	49,02041	27,062	,733	,721	,855
OCB19	49,22449	28,928	,414	,682	,870

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,874	,878	12

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OCB5	45,4694	26,254	,420	,821	,872
OCB7	45,4082	25,247	,515	,799	,868
OCB9	45,4694	23,338	,694	,784	,856
OCB10	45,4898	22,297	,722	,894	,854
OCB11	45,4082	22,538	,674	,891	,858
OCB12	45,6531	22,690	,659	,736	,859
OCB14	45,1837	25,778	,521	,613	,867
OCB15	45,3878	26,617	,435	,675	,872
OCB16	45,3469	25,440	,511	,739	,868
OCB17	45,3061	26,925	,512	,717	,870
OCB18	45,1429	24,750	,743	,707	,856
OCB19	45,3469	26,481	,433	,666	,872



**LAMPIRAN 6 : Tabulasi Kuesioner Penelitian**

**Tabulasi Kuesioner Gaya Kepemimpinan Transformasional (TL)**

NO	NAMA	TL1	TL2	TL3	TL4	TL5	TL6	TL7	TL8	TL9	TL10	TL11	TL12	TL13	TL14	TL15	TL16	TL17	TL18	TL19	TL20	TL21	TL22	Total	
1	Putri	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	86	
2	Sukesti Dwi Pratiwi	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4	86
3	Sendhi Adhi	3	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	3	3	3	3	3	4	3	80
4	Irawan Setio Budi	4	3	4	3	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	85
5	Bagyo	5	3	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	86
6	Deni Fitrianto	3	4	4	4	4	5	4	4	5	5	4	4	5	4	4	5	4	4	5	4	4	4	4	93
7	Okky	3	4	4	3	3	4	4	4	4	4	4	5	4	5	3	4	5	5	3	5	4	3	3	87
8	Kiki	4	4	4	3	3	4	4	4	4	4	4	4	3	4	4	3	4	4	4	4	4	3	3	82
9	Jayeng	3	4	4	4	3	4	3	3	3	4	4	4	4	4	4	4	4	4	2	4	4	4	4	81
10	Ninda	3	3	3	3	3	3	4	3	4	4	4	4	3	4	4	4	4	4	4	4	4	4	3	79
11	Riezky Andarini	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	87
12	Diyana Dwi Martono	3	4	3	3	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	3	4	83
13	Sugemo	3	5	4	3	3	5	5	5	5	5	5	3	3	5	5	3	5	5	1	5	3	5	5	91
14	Kelik Pramudito	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	2	3	4	2	3	4	4	4	81
15	Adhitya Tri Prakoso	4	4	3	4	5	4	5	4	4	5	5	4	2	3	3	4	4	4	4	4	4	4	4	87
16	Ratna Mustika Ningsih	5	4	5	4	4	5	5	5	4	4	4	5	4	4	3	4	4	3	4	4	4	5	4	93
17	Donny	3	3	3	3	2	3	2	2	3	3	4	3	3	4	3	3	4	3	3	3	3	4	4	68
18	Tomi	3	5	3	5	3	5	4	4	5	5	4	3	4	4	4	3	3	3	3	3	4	4	4	85
19	Nissa	4	5	4	4	4	4	4	2	3	4	4	4	3	4	2	4	4	4	2	2	4	4	4	79
20	Adrian Hartanto	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	1	5	5	1	5	5	5	5	102
21	Agus Santosa	4	4	4	4	4	4	4	4	4	4	4	4	2	3	3	4	4	3	4	3	3	3	3	80
22	Cynthia Angelia	5	5	5	5	5	4	4	4	4	5	4	4	4	5	4	4	4	4	4	3	4	4	3	93
23	Drajat Winarko	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	2	4	4	4	4	84

24	Nezia	3	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	86
25	Victor Yonathan Adi	4	3	4	4	4	3	3	3	3	3	4	4	4	3	3	5	4	4	5	4	3	4	81
26	Bambang	4	5	4	4	4	4	5	4	4	4	4	4	4	5	4	3	4	4	3	3	4	4	88
27	Dicky Syahrin	5	5	5	4	4	4	4	5	5	5	4	4	4	4	4	4	4	4	2	4	4	4	92
28	Ari	2	2	4	2	2	2	2	2	3	2	3	3	3	4	3	3	4	4	2	4	2	2	60
29	Ruben	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	2	4	4	4	85
30	Niken	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	2	4	4	4	84
31	Adelita Casandra	5	5	5	5	5	5	5	5	5	5	4	5	4	4	4	4	4	4	4	4	4	4	99
32	Pitaloka	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	3	3	3	3	3	4	3	96
33	Della	5	5	5	5	5	5	5	5	5	5	4	5	4	4	4	4	4	4	4	4	4	4	99
34	Wieke	4	4	4	4	4	4	4	4	4	4	3	4	4	5	4	4	5	4	3	4	4	4	88
35	Maya	4	4	4	4	4	4	4	4	4	4	3	4	4	5	4	4	5	4	3	4	4	4	88
36	Wiratna	4	4	4	5	4	5	5	5	5	5	5	5	4	5	4	5	5	5	3	4	5	4	100
37	Eka	4	4	4	5	4	5	5	5	5	5	5	5	4	5	4	5	5	5	3	4	5	4	100
38	Yehan Jaya	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	2	66
39	Sumali	4	4	4	4	4	4	4	4	4	4	3	4	4	5	4	4	5	4	3	4	4	4	88
40	Andre Wibowo	4	4	4	5	5	5	5	5	5	5	4	4	5	5	4	2	4	3	2	4	4	4	92
41	Andreas Widjaja	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	1	5	4	2	4	4	4	94
42	Rahayu	5	5	5	5	5	5	5	5	5	5	4	3	4	4	4	2	4	4	1	4	4	3	91
43	Leonardo David	5	5	5	5	5	5	5	5	5	5	4	3	4	4	4	2	4	4	1	4	4	3	91
44	Eko Usriyono	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	1	5	3	2	4	4	4	94
45	Dyah Pitaloka	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	5	4	4	4	90
46	Kamsi	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	86
47	Pingki Windi	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	86
48	Sianne	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	110
49	Clarissa Sugianto	5	5	5	5	5	5	5	5	5	5	4	4	4	5	5	2	5	5	2	4	5	4	99
	Rata-Rata	4,02	4,16	4,16	4,08	4,04	4,18	4,18	4,12	4,22	4,29	4,06	4,04	3,78	4,20	3,90	3,39	4,14	3,96	3,04	3,88	3,96	3,76	87,57

**Tabulasi Kuesioner *Supervisor Trust (ST)***

NO	NAMA	ST1	ST2	ST3	ST4	ST5	ST6	TOTAL
1	Putri	3	4	4	4	3	4	22
2	Sukesti Dwi Pratiwi	4	4	4	4	4	4	24
3	Sendhi Adhi	3	3	3	2	4	3	18
4	Irawan Setio Budi	4	4	4	4	3	4	23
5	Bagyo	4	4	4	2	4	3	21
6	Deni Fitrianto	4	4	5	4	4	4	25
7	Okky	3	3	5	4	3	3	21
8	Kiki	3	4	4	3	3	4	21
9	Jayeng	4	4	4	2	2	4	20
10	Ninda	4	4	4	2	2	2	18
11	Riezky Andarini	4	4	4	3	3	3	21
12	Diyana Dwi Martono	4	4	4	4	2	3	21
13	Sugemo	3	5	5	5	3	5	26
14	Kelik Pramudito	3	3	4	3	2	3	18
15	Adhitya Tri Prakoso	3	4	4	4	3	3	21
16	Ratna Mustika Ningsih	5	5	4	4	5	3	26
17	Donny	3	3	4	4	2	4	20
18	Tomi	4	4	4	3	2	3	20
19	Nissa	4	4	4	3	4	3	22
20	Adrian Hartanto	5	5	5	5	5	5	30
21	Agus Santosa	3	3	4	4	3	3	20
22	Cynthia Angelia	3	4	4	3	3	3	20
23	Drajat Winarko	3	4	4	3	3	4	21





24	Nezia	4	3	4	2	3	2	18
25	Victor Yonathan Adi	3	4	3	2	3	2	17
26	Bambang	4	4	4	3	4	3	22
27	Dicky Syhrian	5	4	4	5	3	4	25
28	Ari	4	4	4	4	3	4	23
29	Ruben	4	3	4	2	2	4	19
30	Niken	4	4	4	2	2	4	20
31	Adelita Casandra	5	5	4	4	3	4	25
32	Pitaloka	3	4	5	3	3	3	21
33	Della	5	5	4	4	3	4	25
34	Wieke	4	4	4	3	2	4	21
35	Maya	4	4	4	3	2	4	21
36	Wiratna	4	4	4	3	3	4	22
37	Eka	5	5	5	3	3	4	25
38	Yehan Jaya	3	3	3	2	2	3	16
39	Sumali	4	4	4	3	2	4	21
40	Andre Wibowo	4	4	4	1	1	5	19
41	Andreas Widjaja	5	3	5	5	3	4	25
42	Rahayu	5	5	4	1	2	4	21
43	Leonardo David	5	5	4	3	3	3	23
44	Eko Usriyono	4	3	3	4	4	2	20
45	Dyah Pitaloka	4	4	4	5	5	4	26
46	Kamsi	4	4	4	3	2	4	21
47	Pingki Windi	4	4	4	3	2	4	21
48	Sianne	5	5	5	5	4	5	29
49	Clarissa Sugianto	4	5	5	5	3	4	26
Rata-Rata		3,92	4,00	4,10	3,31	2,94	3,59	21,86





24	Nezia	3	2	2	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	3	87
25	Victor Yonathan Adi	3	4	2	3	4	4	4	4	4	3	4	4	4	4	4	3	4	4	4	3	73
26	Bambang	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	82
27	Dicky Syahrian	4	3	4	4	4	4	4	4	5	5	5	5	4	4	4	4	4	4	3	4	82
28	Ari	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	79
29	Ruben	4	4	4	4	4	4	4	4	2	2	2	2	4	4	3	4	4	3	4	3	69
30	Niken	4	4	4	4	4	4	4	4	2	2	2	2	4	4	4	4	4	4	4	4	72
31	Adelita Casandra	4	5	5	5	5	5	5	4	5	5	5	5	4	5	4	4	4	5	5	4	93
32	Pitaloka	4	4	4	4	5	5	5	4	3	4	4	3	3	5	4	5	5	5	5	4	85
33	Della	4	5	5	5	5	5	5	4	5	5	5	5	4	5	4	4	4	5	5	4	93
34	Wieke	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	87
35	Maya	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	87
36	Wiratna	4	4	4	4	5	5	5	4	5	5	5	5	3	4	4	4	4	5	4	3	86
37	Eka	4	4	4	4	5	5	5	4	5	5	5	5	3	4	4	4	4	5	4	3	86
38	Yehan Jaya	3	3	4	4	3	3	3	4	2	3	2	3	4	3	4	4	4	3	4	4	67
39	Sumali	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	87
40	Andre Wibowo	5	4	4	3	4	4	4	3	5	5	4	4	5	3	5	5	5	4	4	4	84
41	Andreas Widjaja	5	5	4	2	2	2	2	2	4	4	4	4	5	5	5	4	4	5	5	5	78
42	Rahayu	4	4	3	4	3	3	3	4	4	5	5	3	4	4	4	4	4	4	4	4	77
43	Leonardo David	4	4	3	4	3	3	3	4	4	5	5	3	4	4	4	4	4	4	4	5	78
44	Eko Usriyono	5	3	3	3	3	3	3	3	3	4	4	4	2	5	4	4	4	4	5	5	74
45	Dyah Pitaloka	4	4	4	4	4	4	4	4	4	4	5	5	4	5	4	5	4	4	4	4	84
46	Kamsi	4	4	3	4	4	4	3	3	4	3	4	4	3	4	3	3	4	4	4	3	72
47	Pingki Windi	4	4	3	4	4	4	3	3	4	3	4	4	3	4	3	3	4	4	4	3	72
48	Sianne	5	5	5	5	5	5	5	5	4	4	5	4	4	5	4	4	4	5	4	4	91
49	Clarissa Sugianto	4	4	4	4	4	4	4	4	5	5	3	3	4	4	5	5	4	5	4	4	83
	Rata-Rata	4,06	3,80	3,90	3,96	4,04	3,88	4,10	3,88	4,04	4,02	4,10	3,86	3,86	4,33	4,12	4,16	4,20	4,37	4,16	3,90	80,73

## Lampiran 7 : Uji Asumsi Klasik

### Uji Normalitas model 1

#### One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		49
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	,98952851
Most Extreme Differences	Absolute	,080
	Positive	,054
	Negative	-,080
Kolmogorov-Smirnov Z		,558
Asymp. Sig. (2-tailed)		,915

a. Test distribution is Normal.

b. Calculated from data.

### Uji Normalitas model 2

#### One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		49
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	,98952851
Most Extreme Differences	Absolute	,102
	Positive	,102
	Negative	-,057
Kolmogorov-Smirnov Z		,717
Asymp. Sig. (2-tailed)		,683

a. Test distribution is Normal.

b. Calculated from data.

## Uji Normalitas model 3

## One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		49
Normal Parameters <sup>a,b</sup>	Mean	,000000
	Std. Deviation	,97894501
Most Extreme Differences	Absolute	,080
	Positive	,080
	Negative	-,077
Kolmogorov-Smirnov Z		,561
Asymp. Sig. (2-tailed)		,911

a. Test distribution is Normal.

b. Calculated from data.

## Uji Heterokedastisitas model 1

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,000	1	,000	,004	,950 <sup>a</sup>
	Residual	2,741	47	,058		
	Total	2,741	48			

a. Predictors: (Constant), TL

b. Dependent Variable: abs\_res2

## Uji Heterokedastisitas model 2

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,031	1	,031	,443	,509 <sup>a</sup>
	Residual	3,271	47	,070		
	Total	3,302	48			

a. Predictors: (Constant), TL

b. Dependent Variable: abs\_res3

## Uji Heterokedastisitas model 3

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,106	2	,053	1,228	,302 <sup>a</sup>
	Residual	1,995	46	,043		
	Total	2,101	48			

a. Predictors: (Constant), ST, TL

b. Dependent Variable: abs\_res

## Uji Multikolinearitas model 3

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2,149	,454		4,737	,000		
	TL	,186	,099	,265	1,872	,068	,763	1,311
	ST	,331	,129	,363	2,560	,014	,763	1,311

a. Dependent Variable: OCB

### Lampiran 8 : Pengujian TL terhadap OCB

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,839	,386		7,365	,000
	TL	,309	,092	,442	3,376	,001

a. Dependent Variable: OCB



**Lampiran 9 : Pengujian TL terhadap ST****Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,088	,412		5,074	,000
	TL	,374	,098	,487	3,821	,000

a. Dependent Variable: ST





### Lampiran 10 : Pengujian Mediasi

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,149	,454		4,737	,000
	TL	,186	,099	,265	1,872	,068
	ST	,331	,129	,363	2,560	,014

a. Dependent Variable: OCB



### Lampiran 11 : Sobel Test

Input:		Test statistic:	Std. Error:	$p$ -value:
$a$	0.374	Sobel test: 2.12935292	0.05813691	0.03322507
$b$	0.331	Aroian test: 2.08072703	0.05949555	0.0374589
$s_a$	0.098	Goodman test: 2.18155543	0.05674575	0.02914236
$s_b$	0.129	Reset all	Calculate	

Alternatively, you can insert  $t_a$  and  $t_b$  into the cells below, where  $t_a$  and  $t_b$  are the t-test statistics for the difference between the  $a$  and  $b$  coefficients and zero. Results should be identical to the first test, except for error due to rounding.

Input:		Test statistic:	$p$ -value:
$t_a$	3.821	Sobel test: 2.12678916	0.03343761
$t_b$	2.560	Aroian test: 2.078234	0.03768781
		Goodman test: 2.17891478	0.029338
		Reset all	Calculate

