

# LAMPIRAN

**LAMPIRAN 1**  
**KARAKTERISTIK RESPONDEN**

**Data Responden Berdasarkan Jenis Kelamin**

| <b>JENIS_KELAMIN</b> |           |                             |                      |
|----------------------|-----------|-----------------------------|----------------------|
|                      |           | <b>Jumlah<br/>Responden</b> | <b>Persentase(%)</b> |
| Valid                | Laki-laki | 11                          | 36.7(%)              |
|                      | Perempuan | 19                          | 63.3(%)              |
|                      | Total     | 30                          | 100.0(%)             |

**Data Responden Berdasarkan Usia**

| <b>USIA</b> |             |                             |                      |
|-------------|-------------|-----------------------------|----------------------|
|             |             | <b>Jumlah<br/>Responden</b> | <b>Presentase(%)</b> |
| Valid       | 18-25 Tahun | 9                           | 30(%)                |
|             | 26-30 Tahun | 9                           | 30(%)                |
|             | 31-40 Tahun | 9                           | 30(%)                |
|             | >40 Tahun   | 3                           | 10(%)                |
|             | Total       | 30                          | 100(%)               |

### Data Responden Berdasarkan Pendidikan Terakhir

| <b>PENDIDIKAN_TERAKHIR</b> |       |                         |                      |
|----------------------------|-------|-------------------------|----------------------|
|                            |       | <b>Jumlah Responden</b> | <b>Persentase(%)</b> |
| <b>Valid</b>               | SMA   | 1                       | 3.3(%)               |
|                            | D3    | 3                       | 10.0(%)              |
|                            | S1    | 25                      | 83.3(%)              |
|                            | S2    | 1                       | 3.3(%)               |
|                            | Total | 30                      | 100.0(%)             |

### Data Responden Berdasarkan Masa Kerja

| <b>MASA_BEKERJA</b> |             |                         |                      |
|---------------------|-------------|-------------------------|----------------------|
|                     |             | <b>Jumlah Responden</b> | <b>Persentase(%)</b> |
| <b>Valid</b>        | 1-10 Tahun  | 24                      | 80.0(%)              |
|                     | 11-20 Tahun | 6                       | 20.0(%)              |
|                     | Total       | 30                      | 100.0(%)             |

**LAMPIRAN 2**  
**HASIL JAWABAN RESPONDEN**

**LOKUS PENGENDALIAN (*LOCUS OF CONTROL*)**

| <b>X1_1</b> | <b>X1_2</b> | <b>X1_3</b> | <b>X1_4</b> | <b>X1_5</b> | <b>X1</b> |
|-------------|-------------|-------------|-------------|-------------|-----------|
| 5           | 5           | 4           | 5           | 5           | 4.80      |
| 4           | 3           | 4           | 4           | 3           | 3.60      |
| 4           | 4           | 4           | 4           | 5           | 4.20      |
| 4           | 4           | 4           | 4           | 3           | 3.80      |
| 5           | 5           | 5           | 5           | 4           | 4.80      |
| 4           | 5           | 4           | 4           | 4           | 4.20      |
| 5           | 5           | 5           | 5           | 5           | 5.00      |
| 5           | 5           | 5           | 5           | 5           | 5.00      |
| 4           | 4           | 4           | 4           | 5           | 4.20      |
| 5           | 5           | 5           | 5           | 5           | 5.00      |
| 4           | 4           | 4           | 4           | 4           | 4.00      |
| 4           | 4           | 4           | 4           | 5           | 4.20      |
| 3           | 4           | 4           | 3           | 4           | 3.60      |
| 4           | 4           | 4           | 4           | 4           | 4.00      |
| 5           | 5           | 5           | 5           | 4           | 4.80      |
| 4           | 5           | 4           | 4           | 4           | 4.20      |
| 4           | 4           | 5           | 4           | 5           | 4.40      |

|   |   |   |   |   |      |
|---|---|---|---|---|------|
| 4 | 4 | 4 | 4 | 5 | 4.20 |
| 4 | 4 | 4 | 4 | 4 | 4.00 |
| 5 | 4 | 4 | 5 | 4 | 4.40 |
| 3 | 5 | 5 | 4 | 4 | 4.20 |
| 5 | 3 | 4 | 4 | 4 | 4.00 |
| 4 | 5 | 4 | 5 | 5 | 4.60 |
| 5 | 4 | 4 | 3 | 3 | 3.80 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 5 | 5 | 5 | 4 | 4 | 4.60 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |

**KOMITMEN ORGANISASI**

| <b>X2_1</b> | <b>X2_2</b> | <b>X2_3</b> | <b>X2_4</b> | <b>X2_5</b> | <b>X2</b> |
|-------------|-------------|-------------|-------------|-------------|-----------|
| 5           | 5           | 5           | 5           | 5           | 5.00      |
| 4           | 3           | 5           | 5           | 5           | 4.40      |
| 4           | 3           | 4           | 4           | 4           | 3.80      |
| 4           | 4           | 4           | 5           | 4           | 4.20      |
| 5           | 5           | 5           | 4           | 5           | 4.80      |
| 4           | 3           | 5           | 3           | 4           | 3.80      |
| 5           | 4           | 5           | 4           | 4           | 4.40      |
| 5           | 4           | 5           | 4           | 4           | 4.40      |
| 4           | 5           | 4           | 5           | 4           | 4.40      |
| 5           | 5           | 5           | 5           | 5           | 5.00      |
| 4           | 5           | 4           | 5           | 5           | 4.60      |
| 4           | 5           | 4           | 5           | 5           | 4.60      |
| 3           | 4           | 4           | 4           | 4           | 3.80      |
| 4           | 5           | 4           | 5           | 4           | 4.40      |
| 5           | 4           | 5           | 4           | 4           | 4.40      |
| 4           | 4           | 5           | 4           | 4           | 4.20      |
| 4           | 4           | 4           | 4           | 3           | 3.80      |
| 4           | 4           | 4           | 4           | 5           | 4.20      |
| 4           | 5           | 4           | 5           | 5           | 4.60      |
| 5           | 5           | 4           | 5           | 5           | 4.80      |
| 4           | 4           | 5           | 4           | 4           | 4.20      |

|   |   |   |   |   |      |
|---|---|---|---|---|------|
| 4 | 4 | 4 | 4 | 4 | 4.00 |
| 5 | 4 | 4 | 4 | 4 | 4.20 |
| 3 | 4 | 4 | 4 | 4 | 3.80 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 4 | 3 | 3 | 3 | 3 | 3.20 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 5 | 4 | 4 | 4 | 4 | 4.20 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |

**ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)**

| <b>Y1</b> | <b>Y2</b> | <b>Y3</b> | <b>Y4</b> | <b>Y5</b> | <b>Y</b> |
|-----------|-----------|-----------|-----------|-----------|----------|
| 5         | 5         | 5         | 4         | 5         | 4.80     |
| 5         | 5         | 4         | 3         | 5         | 4.40     |
| 4         | 4         | 4         | 4         | 4         | 4.00     |
| 5         | 4         | 4         | 4         | 4         | 4.20     |
| 5         | 5         | 5         | 5         | 5         | 5.00     |
| 5         | 5         | 5         | 5         | 5         | 5.00     |
| 5         | 5         | 5         | 5         | 5         | 5.00     |
| 5         | 5         | 5         | 5         | 5         | 5.00     |
| 4         | 4         | 4         | 4         | 4         | 4.00     |
| 5         | 5         | 4         | 5         | 5         | 4.80     |
| 4         | 4         | 4         | 4         | 4         | 4.00     |
| 4         | 4         | 4         | 4         | 4         | 4.00     |
| 4         | 4         | 3         | 4         | 4         | 3.80     |
| 4         | 4         | 5         | 4         | 4         | 4.20     |
| 5         | 5         | 5         | 5         | 5         | 5.00     |
| 5         | 5         | 5         | 5         | 5         | 5.00     |
| 4         | 4         | 4         | 4         | 4         | 4.00     |
| 4         | 4         | 4         | 4         | 4         | 4.00     |
| 4         | 4         | 4         | 4         | 4         | 4.00     |
| 4         | 4         | 4         | 4         | 4         | 4.00     |
| 5         | 5         | 5         | 5         | 5         | 5.00     |



|   |   |   |   |   |      |
|---|---|---|---|---|------|
| 4 | 4 | 4 | 4 | 4 | 4.00 |
| 4 | 4 | 5 | 5 | 4 | 4.40 |
| 4 | 4 | 3 | 3 | 4 | 3.60 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 3 | 3 | 4 | 4 | 3 | 3.40 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 4 | 4 | 5 | 5 | 4 | 4.40 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |
| 5 | 5 | 5 | 5 | 5 | 5.00 |

**LAMPIRAN 3****UJI VALIDITAS DAN RELIABILITAS****UJI VALIDITAS DAN RELIABILITAS X1****Reliability Statistics**

|                     |            |
|---------------------|------------|
| Cronbach's<br>Alpha | N of Items |
| .822                | 5          |

**Item Statistics**

|      | Mean | Std. Deviation | N  |
|------|------|----------------|----|
| X1_1 | 4.43 | .626           | 30 |
| X1_2 | 4.47 | .629           | 30 |
| X1_3 | 4.43 | .504           | 30 |
| X1_4 | 4.37 | .615           | 30 |
| X1_5 | 4.40 | .675           | 30 |

**Item-Total Statistics**

|      | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|------|-------------------------------|-----------------------------------|---|--|
| X1_1 | 17.67                         | 3.816                             | .517                                    | .815                                   |
| X1_2 | 17.63                         | 3.551                             | .644                                    | .778                                   |
| X1_3 | 17.67                         | 3.885                             | .671                                    | .777                                   |
| X1_4 | 17.73                         | 3.306                             | .800                                    | .730                                   |
| X1_5 | 17.70                         | 3.734                             | .492                                    | .827                                   |

## UJI VALIDITAS DAN RELIABILITAS X2

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .793             | 5          |

### Item Statistics

|      | Mean | Std. Deviation | N  |
|------|------|----------------|----|
| X2_1 | 4.37 | .615           | 30 |
| X2_2 | 4.30 | .702           | 30 |
| X2_3 | 4.43 | .568           | 30 |
| X2_4 | 4.40 | .621           | 30 |
| X2_5 | 4.37 | .615           | 30 |

### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2_1 | 17.50                      | 3.845                          | .472                             | .785                             |
| X2_2 | 17.57                      | 3.220                          | .654                             | .726                             |
| X2_3 | 17.43                      | 4.116                          | .400                             | .803                             |
| X2_4 | 17.47                      | 3.499                          | .635                             | .734                             |
| X2_5 | 17.50                      | 3.362                          | .719                             | .707                             |

## UJI VALIDITAS DAN RELIABILITAS Y

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .923             | 5          |

### Item Statistics

|    | Mean | Std. Deviation | N  |
|----|------|----------------|----|
| Y1 | 4.47 | .571           | 30 |
| Y2 | 4.43 | .568           | 30 |
| Y3 | 4.43 | .626           | 30 |
| Y4 | 4.40 | .621           | 30 |
| Y5 | 4.43 | .568           | 30 |

### Item-Total Statistics

|    | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y1 | 17.70                      | 4.355                          | .844                             | .897                             |
| Y2 | 17.73                      | 4.271                          | .894                             | .888                             |
| Y3 | 17.73                      | 4.409                          | .720                             | .922                             |
| Y4 | 17.77                      | 4.530                          | .673                             | .932                             |
| Y5 | 17.73                      | 4.271                          | .894                             | .888                             |

## LAMPIRAN 4

### UJI ASUMSI KLASIK

#### UJI NORMALITAS

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized<br>Residual |
|----------------------------------|----------------|----------------------------|
| N                                |                | 30                         |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                   |
|                                  | Std. Deviation | .37032723                  |
|                                  | Absolute       | .169                       |
| Most Extreme Differences         | Positive       | .169                       |
|                                  | Negative       | -.085                      |
| Kolmogorov-Smirnov Z             |                | .924                       |
| Asymp. Sig. (2-tailed)           |                | .361                       |

a. Test distribution is Normal.

b. Calculated from data.

#### UJI MULTIKOLINEARITAS

##### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .699 <sup>a</sup> | .488     | .450              | .38380                     |

a. Predictors: (Constant), X2, X1

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

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 3.790          | 2  | 1.895       | 12.863 | .000 <sup>b</sup> |
|       | Residual   | 3.977          | 27 | .147        |        |                   |
|       | Total      | 7.767          | 29 |             |        |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant) | .493                        | .782       |                           | .631  | .534 |                         |       |
|       | X1         | .507                        | .175       | .458                      | 2.894 | .007 | .757                    | 1.321 |
|       | X2         | .389                        | .177       | .348                      | 2.199 | .037 | .757                    | 1.321 |

a. Dependent Variable: Y

## UJI HETEROKEDASTISITAS



**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .375 <sup>a</sup> | .140     | .077              | .23281                     |

a. Predictors: (Constant), X2, X1

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

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | .239           | 2  | .119        | 2.204 | .130 <sup>b</sup> |
|       | Residual   | 1.463          | 27 | .054        |       |                   |
|       | Total      | 1.702          | 29 |             |       |                   |

a. Dependent Variable: abs\_res

b. Predictors: (Constant), X2, X1

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 1.163                       | .475       |                           | 2.451  | .021 |
|       | X1         | -.015                       | .106       | -.028                     | -.137  | .892 |
|       | X2         | -.188                       | .107       | -.360                     | -1.756 | .091 |

a. Dependent Variable: abs\_res

## UJI LINEARITAS

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .699 <sup>a</sup> | .488     | .450              | .38380                     | 1.758         |

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

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

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 3.790          | 2  | 1.895       | 12.863 | .000 <sup>b</sup> |
|       | Residual   | 3.977          | 27 | .147        |        |                   |
|       | Total      | 7.767          | 29 |             |        |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | .493                        | .782       |                           | .631  | .534 |
|       | X1         | .507                        | .175       | .458                      | 2.894 | .007 |

|    |      |      |      |       |      |
|----|------|------|------|-------|------|
| X2 | .389 | .177 | .348 | 2.199 | .037 |
|----|------|------|------|-------|------|

a. Dependent Variable: Y

**LAMPIRAN 5**  
**ANALISIS REGRESI BERGANDA**

**KOEFISIEN DETERMINASI**

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .699 <sup>a</sup> | .488     | .450              | .38380                     |

a. Predictors: (Constant), X2, X1

**UJI F**

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

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 3.790          | 2  | 1.895       | 12.863 | .000 <sup>b</sup> |
|       | Residual   | 3.977          | 27 | .147        |        |                   |
|       | Total      | 7.767          | 29 |             |        |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

**UJI T**

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

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  |      |
|-------|-----------------------------|------------|---------------------------|------|-------|------|
|       | B                           | Std. Error | Beta                      |      |       |      |
| 1     | (Constant)                  | .493       | .782                      |      | .631  | .534 |
|       | X1                          | .507       | .175                      | .458 | 2.894 | .007 |
|       | X2                          | .389       | .177                      | .348 | 2.199 | .037 |

a. Dependent Variable: Y

## LAMPIRAN 6

### KUESIONER PENELITIAN

Kepada

Yth. Bapak/Ibu responden

Di Tempat

*Assalammualaikum WarahmatullahiWabarakatuh,*

Dengan hormat, saya yang

bertandatangan di bawah ini :

Nama : Yuyun Wulandari

Nim : 1730601094

Adalah mahasiswi Fakultas Ekonomi dan Bisnis Islam (FEBI) Universitas Islam Negeri Raden Fatah Palembang. Saat ini sedang mengadakan penelitian sebagai tugas akhir dengan pembahasan Pengaruh Locus Pengendalian (*Locus Of Control*) dan Komitmen Organisasi Terhadap *Organizational Citizenship Behavior* (OCB) Pegawai Bank Sumsel Babel Syariah KC Palembang. Berkaitan dengan hal tersebut, mohon kiranya Bapak/Ibu, Saudara/i berkenan untuk mengisi kuesioner (sebagaimana terlampir) dengan jujur dan sebenar-benarnya, karena identitas dan jawaban dari responden terjaga kerahasiannya dan kusioner ini tidak berpengaruh apa pun terhadap responden karena hanya digunakan untuk keperluan pendidikan. Dengan demikian saya ucapkan terima kasih atas perhatian dan kerjasamanya.

*Wassalammualaikum WarahmatullahiWabarakatuh.*

Hormat Saya,

Yuyun Wulandari

1730601094

## I. Profil Responden

Isilah tanda *check list*  pada pilihan isian identitas di bawah ini:

- |                      |   |                                      |                                      |
|----------------------|---|--------------------------------------|--------------------------------------|
|                      |   |                                      | <input type="checkbox"/>             |
| 1. Jenis Kelamin     | : | <input type="checkbox"/> Pria        | <input type="checkbox"/> Wanita      |
| 2. Usia              | : | <input type="checkbox"/> 18-25 Tahun | <input type="checkbox"/> 26-30 Tahun |
|                      |   | <input type="checkbox"/> 31-40 Tahun | <input type="checkbox"/> > 40 Tahun  |
| 3. Pendidikan        | : | <input type="checkbox"/> SLTP        | <input type="checkbox"/> D3          |
|                      |   | <input type="checkbox"/> SLTA        | <input type="checkbox"/> S1          |
|                      |   | <input type="checkbox"/> S2          | <input type="checkbox"/> Lainnya     |
| 4. Masa Kerja        | : | <input type="checkbox"/> 1-10 Tahun  | <input type="checkbox"/> 21-30 Tahun |
|                      |   | <input type="checkbox"/> 1-20 Tahun  | <input type="checkbox"/> 31-40 Tahun |
| 5. Jabatan/ Golongan | : | <input type="checkbox"/>             | <input type="checkbox"/>             |

## II. Petunjuk Pengisian Kuesioner

1. Bapak/Ibu berikan tanggapan terhadap semua pernyataan di bawah ini sesuai dengan kenyataan yang dialami selama bekerja di tempat ini.
2. Berikan tanggapan dengan memberikan *check list* ( ) pada kolom yang telah disediakan dari masing-masing pernyataan.



Pastikan semua pertanyaan terisi.

3. Huruf-huruf pada bagian di bawah ini mengandung makna :

|            |                           |           |                     |
|------------|---------------------------|-----------|---------------------|
| <b>STS</b> | = Sangat Tidak Setuju (1) | <b>S</b>  | = Setuju (4)        |
| <b>TS</b>  | = Tidak Setuju (2)        | <b>SS</b> | = Sangat Setuju (5) |
| <b>N</b>   | = Netral (3)              |           |                     |

### Variabel Independen Locus Pengendalian (*Locus Of Control*)

Locus Pengendalian adalah keyakinan individu tentang sumber penguatan seseorang yg berasal dari tindakan mereka sendiri atau bergantung pada tindakan orang lain dan pengaruh lain diluar kendali diri mereka .

| No | Pertanyaan  | STS<br>(1) | TS<br>(2) | N<br>(3) | S<br>(4) | SS<br>(5) |
|----|---|------------|-----------|----------|----------|-----------|
| 1  | Semua yg saya raih adalah hasil usaha sendiri   |            |           |          |          |           |
| 2  | Keberhasilan yg saya peroleh disebabkan oleh nasib yg baik                                    |            |           |          |          |           |
| 3  | Permasalahan kerja yg dihadapi rekan kerja saya dikarenakan nasib buruk mereka                |            |           |          |          |           |
| 4  | Bagi saya menjadi sukarelawan untuk urusan kantor hanya akan membuang-buang waktu saya        |            |           |          |          |           |
| 5  | Jika suatu saat saya menduduki jabatan tertentu, itu semua disebabkan karena kerja keras saya |            |           |          |          |           |

### Variabel Independen Komitmen Organisasi

Komitmen Organisasi adalah sikap atau bentuk perilaku seseorang terhadap organisasi dalam bentuk loyalitas dan pencapaian visi, misi, nilai dan tujuan organisasi.

| No | Pertanyaan  | STS<br>(1) | TS<br>(2) | N<br>(3) | S<br>(4) | SS<br>(5) |
|----|---|------------|-----------|----------|----------|-----------|
| 1  | Saya suka mengemukakan inovasi baru untuk kemajuan perusahaan           |            |           |          |          |           |
| 2  | Saya bekerja keras demi tercapainya tujuan perusahaan                   |            |           |          |          |           |
| 3  | Adanya sikap loyalitas saya dalam bekerja terhadap perusahaan           |            |           |          |          |           |
| 4  | Saya berusaha untuk menjadi penengah saat ada konflik antar rekan Kerja |            |           |          |          |           |
| 5  | Saya tidak peduli dengan perkembangan perusahaan.                       |            |           |          |          |           |

### Variabel Dependen *Organizational Citizenship Behavior (OCB)*

*Organizational Citizenship Behavior (OCB)* adalah perilaku individu yg bersifat sukarela tidak langsung diakui oleh sistem imbalan formal dan secara keseluruhan meningkatkan efektivitas perusahaan.

| No | Pertanyaan  | STS<br>(1) | TS<br>(2) | N<br>(3) | S<br>(4) | SS<br>(5) |
|----|---|------------|-----------|----------|----------|-----------|
| 1  | Saya menerima semua tugas yg diberikan kepada saya.                             |            |           |          |          |           |
| 2  | Saya tidak mau menegerjakan pekerjaan yg bukan tugas saya                       |            |           |          |          |           |
| 3  | saya dapat menerima kebijakan yg ada diperusahaan.                              |            |           |          |          |           |
| 4  | Saya bersungguh-sungguh dalam mengerjakan pekerjaan diperusahaan.               |            |           |          |          |           |
| 5  | Saya lebih memprioritaskan urusan pribadi daripada pekerjaan saya diperusahaan. |            |           |          |          |           |