**Lampiran 12. Hasil Uji Analisis Regresi Model Penuh dan Bertahap**

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| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Komitmen\_Organisasi, Keadilan\_Organisasi, Kepuasan\_Kerjab | . | Enter |
| a. Dependent Variable: OCB | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .464a | .215 | .183 | 6.275 |
| a. Predictors: (Constant), Komitmen\_Organisasi, Keadilan\_Organisasi, Kepuasan\_Kerja | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 798.506 | 3 | 266.169 | 6.759 | .000b |
| Residual | 2914.173 | 74 | 39.381 |  |  |
| Total | 3712.679 | 77 |  |  |  |
| a. Dependent Variable: OCB | | | | | | |
| b. Predictors: (Constant), Komitmen\_Organisasi, Keadilan\_Organisasi, Kepuasan\_Kerja | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 43.924 | 14.256 |  | 3.081 | .003 |
| Kepuasan\_Kerja | .039 | .128 | .038 | .307 | .759 |
| Keadilan\_Organisasi | .310 | .132 | .274 | 2.353 | .021 |
| Komitmen\_Organisasi | .260 | .130 | .251 | 2.006 | .048 |
| a. Dependent Variable: OCB | | | | | | |