**Lampiran 3. Sebaran Data Penelitian**

**Sebaran Data Sebelum Dilaksanakan Uji Validitas**

1. **Skala *Organizational Citizenship Behavior***

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
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| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 76 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 21 | 22 | 23 | 24 | 25 | Total All | Total A | Total B | Total C | Total D | Total E |
| 1 | 4 | 4 | 5 | 4 | 4 | 108 | 22 | 21 | 23 | 21 | 21 |
| 2 | 5 | 5 | 4 | 5 | 5 | 113 | 23 | 23 | 21 | 23 | 23 |
| 3 | 4 | 4 | 4 | 4 | 4 | 103 | 20 | 21 | 20 | 20 | 22 |
| 4 | 5 | 5 | 4 | 4 | 5 | 104 | 22 | 20 | 20 | 23 | 19 |
| 5 | 4 | 4 | 4 | 4 | 4 | 108 | 22 | 21 | 21 | 22 | 22 |
| 6 | 4 | 4 | 4 | 4 | 4 | 104 | 21 | 21 | 21 | 21 | 20 |
| 7 | 4 | 4 | 4 | 4 | 4 | 97 | 20 | 19 | 21 | 18 | 19 |
| 8 | 5 | 5 | 5 | 5 | 5 | 121 | 25 | 23 | 24 | 24 | 25 |
| 9 | 4 | 5 | 4 | 4 | 4 | 92 | 19 | 19 | 21 | 18 | 15 |
| 10 | 5 | 5 | 4 | 4 | 5 | 102 | 21 | 20 | 20 | 22 | 19 |
| 11 | 5 | 5 | 4 | 4 | 5 | 103 | 23 | 20 | 21 | 18 | 21 |
| 12 | 4 | 4 | 4 | 5 | 5 | 110 | 23 | 19 | 22 | 23 | 23 |
| 13 | 4 | 4 | 4 | 4 | 3 | 94 | 20 | 19 | 18 | 20 | 17 |
| 14 | 4 | 4 | 5 | 5 | 4 | 106 | 20 | 21 | 20 | 23 | 22 |
| 15 | 4 | 4 | 4 | 5 | 5 | 102 | 20 | 21 | 20 | 20 | 21 |
| 16 | 5 | 5 | 5 | 5 | 5 | 117 | 25 | 18 | 25 | 25 | 24 |
| 17 | 4 | 4 | 4 | 4 | 5 | 109 | 21 | 21 | 22 | 22 | 23 |
| 18 | 5 | 5 | 5 | 5 | 5 | 106 | 25 | 23 | 17 | 24 | 17 |
| 19 | 5 | 5 | 5 | 5 | 5 | 117 | 24 | 23 | 23 | 23 | 24 |
| 20 | 5 | 5 | 5 | 5 | 5 | 112 | 23 | 23 | 22 | 22 | 22 |
| 21 | 5 | 5 | 5 | 5 | 5 | 110 | 25 | 23 | 19 | 25 | 18 |
| 22 | 5 | 5 | 5 | 5 | 5 | 117 | 25 | 22 | 23 | 24 | 23 |
| 23 | 4 | 4 | 4 | 4 | 5 | 102 | 20 | 21 | 20 | 20 | 21 |
| 24 | 5 | 5 | 5 | 5 | 5 | 105 | 22 | 20 | 21 | 21 | 21 |
| 25 | 4 | 4 | 5 | 4 | 5 | 102 | 20 | 20 | 21 | 20 | 21 |
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| 27 | 4 | 4 | 4 | 5 | 5 | 112 | 23 | 21 | 22 | 23 | 23 |
| 28 | 4 | 4 | 4 | 5 | 5 | 103 | 20 | 20 | 21 | 22 | 20 |
| 29 | 4 | 4 | 4 | 4 | 3 | 104 | 20 | 22 | 20 | 21 | 21 |
| 30 | 5 | 5 | 4 | 4 | 5 | 104 | 22 | 20 | 20 | 23 | 19 |
| 31 | 4 | 4 | 4 | 4 | 5 | 113 | 22 | 22 | 23 | 22 | 24 |
| 32 | 4 | 4 | 4 | 4 | 4 | 98 | 21 | 19 | 19 | 20 | 19 |
| 33 | 5 | 5 | 5 | 5 | 5 | 116 | 25 | 19 | 24 | 24 | 24 |
| 34 | 5 | 5 | 5 | 5 | 5 | 105 | 22 | 21 | 21 | 21 | 20 |
| 35 | 4 | 3 | 4 | 4 | 5 | 106 | 21 | 20 | 20 | 21 | 24 |
| 36 | 4 | 4 | 4 | 5 | 5 | 103 | 21 | 21 | 20 | 21 | 20 |
| 37 | 5 | 5 | 5 | 5 | 5 | 114 | 22 | 22 | 23 | 24 | 23 |
| 38 | 5 | 5 | 5 | 5 | 5 | 100 | 22 | 19 | 20 | 20 | 19 |
| 39 | 4 | 5 | 4 | 4 | 4 | 112 | 24 | 24 | 21 | 21 | 22 |
| 40 | 5 | 5 | 5 | 5 | 5 | 105 | 22 | 22 | 21 | 22 | 18 |
| 41 | 5 | 5 | 5 | 5 | 5 | 117 | 24 | 22 | 23 | 23 | 25 |
| 42 | 5 | 5 | 5 | 5 | 5 | 104 | 21 | 21 | 22 | 21 | 19 |
| 43 | 3 | 4 | 4 | 3 | 4 | 99 | 21 | 21 | 19 | 19 | 19 |
| 44 | 5 | 5 | 5 | 5 | 5 | 106 | 24 | 20 | 21 | 21 | 20 |
| 45 | 4 | 4 | 4 | 4 | 5 | 114 | 24 | 21 | 24 | 21 | 24 |
| 46 | 4 | 4 | 4 | 4 | 4 | 96 | 20 | 18 | 20 | 20 | 18 |
| 47 | 5 | 5 | 5 | 5 | 5 | 101 | 22 | 18 | 21 | 21 | 19 |
| 48 | 5 | 5 | 5 | 5 | 5 | 116 | 23 | 23 | 22 | 24 | 24 |
| 49 | 4 | 4 | 5 | 5 | 4 | 103 | 21 | 19 | 21 | 24 | 18 |
| 50 | 5 | 5 | 5 | 5 | 5 | 108 | 22 | 21 | 22 | 22 | 21 |
| 51 | 4 | 4 | 4 | 4 | 4 | 106 | 20 | 20 | 21 | 23 | 22 |
| 52 | 4 | 5 | 4 | 4 | 5 | 105 | 21 | 22 | 20 | 20 | 22 |
| 53 | 5 | 5 | 5 | 5 | 5 | 115 | 23 | 23 | 23 | 23 | 23 |
| 54 | 4 | 4 | 4 | 4 | 4 | 102 | 22 | 18 | 21 | 21 | 20 |
| 55 | 5 | 5 | 5 | 5 | 5 | 121 | 23 | 23 | 25 | 25 | 25 |
| 56 | 5 | 5 | 5 | 5 | 5 | 108 | 23 | 23 | 21 | 20 | 21 |
| 57 | 4 | 4 | 4 | 5 | 5 | 102 | 22 | 21 | 19 | 21 | 19 |
| 58 | 4 | 4 | 4 | 4 | 4 | 106 | 22 | 21 | 22 | 22 | 19 |
| 59 | 5 | 4 | 5 | 5 | 5 | 105 | 22 | 20 | 21 | 21 | 21 |
| 60 | 4 | 4 | 5 | 4 | 4 | 107 | 21 | 21 | 22 | 21 | 22 |
| 61 | 4 | 4 | 4 | 4 | 4 | 105 | 22 | 21 | 21 | 21 | 20 |
| 62 | 5 | 5 | 4 | 5 | 5 | 104 | 21 | 21 | 20 | 21 | 21 |
| 63 | 4 | 4 | 4 | 4 | 5 | 111 | 22 | 21 | 22 | 22 | 24 |
| 64 | 4 | 4 | 5 | 4 | 5 | 96 | 21 | 16 | 19 | 20 | 20 |
| 65 | 3 | 4 | 4 | 3 | 4 | 97 | 20 | 18 | 21 | 20 | 18 |
| 66 | 5 | 5 | 5 | 5 | 5 | 122 | 25 | 24 | 24 | 24 | 25 |
| 67 | 4 | 4 | 4 | 4 | 4 | 97 | 21 | 18 | 20 | 20 | 18 |
| 68 | 4 | 4 | 4 | 4 | 4 | 100 | 20 | 20 | 20 | 20 | 20 |
| 69 | 5 | 5 | 5 | 5 | 5 | 110 | 22 | 21 | 24 | 21 | 22 |
| 70 | 5 | 5 | 5 | 5 | 5 | 114 | 24 | 24 | 22 | 21 | 23 |
| 71 | 4 | 4 | 4 | 4 | 4 | 95 | 21 | 18 | 19 | 18 | 19 |
| 72 | 4 | 4 | 4 | 4 | 5 | 94 | 20 | 16 | 20 | 20 | 18 |
| 73 | 4 | 4 | 4 | 4 | 4 | 100 | 20 | 20 | 20 | 20 | 20 |
| 74 | 5 | 5 | 5 | 5 | 5 | 107 | 22 | 22 | 22 | 22 | 19 |
| 75 | 4 | 4 | 4 | 4 | 4 | 104 | 21 | 20 | 21 | 22 | 20 |
| 76 | 5 | 5 | 5 | 5 | 5 | 117 | 24 | 22 | 23 | 25 | 23 |
| 77 | 5 | 5 | 5 | 5 | 5 | 117 | 23 | 24 | 23 | 23 | 24 |
| 78 | 4 | 4 | 4 | 4 | 4 | 100 | 20 | 20 | 20 | 20 | 20 |

1. **Skala Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 21 | 22 | 23 | 24 | 25 | Total All | Total A | Total B | Total C | Total D | Tatal E | Total F |
| 1 | 4 | 5 | 4 | 4 | 5 | 102 | 19 | 17 | 15 | 18 | 17 | 16 |
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| 3 | 5 | 4 | 4 | 4 | 5 | 113 | 23 | 19 | 19 | 17 | 18 | 17 |
| 4 | 4 | 4 | 4 | 4 | 4 | 102 | 20 | 16 | 17 | 17 | 16 | 16 |
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| 6 | 4 | 4 | 4 | 4 | 5 | 104 | 20 | 16 | 17 | 17 | 16 | 18 |
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| 12 | 4 | 4 | 5 | 5 | 5 | 107 | 22 | 18 | 18 | 16 | 17 | 16 |
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| 16 | 5 | 4 | 5 | 5 | 5 | 122 | 23 | 20 | 20 | 19 | 20 | 20 |
| 17 | 4 | 4 | 4 | 4 | 4 | 96 | 19 | 15 | 14 | 16 | 16 | 16 |
| 18 | 5 | 5 | 5 | 3 | 3 | 109 | 21 | 20 | 20 | 18 | 18 | 12 |
| 19 | 4 | 5 | 5 | 4 | 4 | 114 | 22 | 18 | 16 | 20 | 19 | 19 |
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| 24 | 4 | 3 | 4 | 4 | 4 | 103 | 21 | 16 | 16 | 16 | 17 | 17 |
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| 29 | 4 | 4 | 4 | 3 | 4 | 101 | 21 | 16 | 16 | 16 | 16 | 16 |
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| 77 | 4 | 4 | 4 | 3 | 2 | 103 | 19 | 16 | 16 | 18 | 18 | 16 |
| 78 | 4 | 4 | 4 | 4 | 4 | 99 | 19 | 15 | 15 | 16 | 17 | 17 |

1. **Skala Keadilan Organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 21 | 22 | 23 | 24 | 25 | Total All | Total A | Total B | Total C |
| 1 | 5 | 5 | 5 | 5 | 5 | 102 | 35 | 34 | 33 |
| 2 | 4 | 5 | 5 | 5 | 5 | 115 | 43 | 35 | 37 |
| 3 | 4 | 4 | 5 | 4 | 4 | 110 | 40 | 36 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 5 | 4 | 4 | 4 | 4 | 4 | 100 | 36 | 32 | 32 |
| 6 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 7 | 4 | 4 | 3 | 4 | 3 | 94 | 32 | 30 | 32 |
| 8 | 4 | 3 | 5 | 5 | 4 | 101 | 35 | 32 | 34 |
| 9 | 4 | 4 | 4 | 4 | 4 | 98 | 35 | 32 | 31 |
| 10 | 4 | 4 | 4 | 4 | 3 | 101 | 35 | 34 | 32 |
| 11 | 5 | 5 | 5 | 5 | 5 | 107 | 39 | 34 | 34 |
| 12 | 4 | 4 | 4 | 4 | 4 | 102 | 36 | 33 | 33 |
| 13 | 4 | 4 | 4 | 4 | 4 | 98 | 35 | 32 | 31 |
| 14 | 4 | 5 | 4 | 4 | 5 | 101 | 40 | 28 | 33 |
| 15 | 4 | 4 | 3 | 4 | 5 | 107 | 41 | 33 | 33 |
| 16 | 5 | 5 | 5 | 5 | 5 | 118 | 41 | 38 | 39 |
| 17 | 4 | 4 | 4 | 4 | 3 | 97 | 35 | 32 | 30 |
| 18 | 5 | 5 | 3 | 5 | 5 | 109 | 43 | 32 | 34 |
| 19 | 5 | 5 | 5 | 5 | 5 | 114 | 41 | 38 | 35 |
| 20 | 4 | 3 | 3 | 3 | 3 | 94 | 32 | 30 | 32 |
| 21 | 4 | 4 | 4 | 4 | 4 | 113 | 40 | 36 | 37 |
| 22 | 4 | 4 | 4 | 4 | 4 | 104 | 37 | 33 | 34 |
| 23 | 4 | 5 | 4 | 4 | 4 | 101 | 38 | 31 | 32 |
| 24 | 5 | 4 | 4 | 4 | 5 | 103 | 38 | 32 | 33 |
| 25 | 4 | 4 | 4 | 4 | 4 | 103 | 38 | 32 | 33 |
| 26 | 5 | 5 | 5 | 5 | 5 | 118 | 42 | 38 | 38 |
| 27 | 4 | 4 | 4 | 4 | 4 | 96 | 33 | 32 | 31 |
| 28 | 4 | 4 | 4 | 4 | 5 | 103 | 38 | 32 | 33 |
| 29 | 5 | 5 | 3 | 5 | 5 | 109 | 40 | 32 | 37 |
| 30 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 31 | 4 | 4 | 4 | 4 | 4 | 102 | 37 | 33 | 32 |
| 32 | 4 | 4 | 3 | 4 | 3 | 110 | 38 | 36 | 36 |
| 33 | 5 | 5 | 5 | 5 | 5 | 110 | 39 | 35 | 36 |
| 34 | 4 | 5 | 4 | 4 | 5 | 103 | 39 | 32 | 32 |
| 35 | 4 | 3 | 3 | 3 | 3 | 96 | 35 | 30 | 31 |
| 36 | 4 | 4 | 4 | 4 | 5 | 98 | 39 | 29 | 30 |
| 37 | 4 | 4 | 4 | 4 | 4 | 103 | 37 | 33 | 33 |
| 38 | 4 | 5 | 4 | 4 | 4 | 101 | 37 | 32 | 32 |
| 39 | 4 | 4 | 4 | 4 | 4 | 108 | 40 | 34 | 34 |
| 40 | 4 | 4 | 4 | 4 | 4 | 101 | 34 | 34 | 33 |
| 41 | 5 | 4 | 4 | 5 | 5 | 104 | 38 | 31 | 35 |
| 42 | 4 | 4 | 3 | 4 | 3 | 101 | 35 | 32 | 34 |
| 43 | 4 | 3 | 4 | 4 | 4 | 103 | 37 | 32 | 34 |
| 44 | 4 | 5 | 4 | 4 | 5 | 102 | 40 | 30 | 32 |
| 45 | 4 | 4 | 4 | 4 | 5 | 109 | 39 | 35 | 35 |
| 46 | 4 | 4 | 4 | 4 | 4 | 100 | 37 | 31 | 32 |
| 47 | 5 | 4 | 4 | 5 | 4 | 106 | 37 | 33 | 36 |
| 48 | 5 | 5 | 3 | 4 | 3 | 115 | 42 | 36 | 37 |
| 49 | 5 | 4 | 4 | 5 | 4 | 106 | 38 | 35 | 33 |
| 50 | 4 | 4 | 5 | 4 | 4 | 109 | 39 | 35 | 35 |
| 51 | 4 | 4 | 4 | 4 | 4 | 109 | 41 | 34 | 34 |
| 52 | 4 | 4 | 4 | 4 | 4 | 104 | 37 | 33 | 34 |
| 53 | 5 | 4 | 4 | 4 | 5 | 99 | 38 | 30 | 31 |
| 54 | 5 | 5 | 5 | 5 | 5 | 109 | 39 | 36 | 34 |
| 55 | 5 | 5 | 5 | 5 | 5 | 107 | 39 | 34 | 34 |
| 56 | 4 | 4 | 4 | 4 | 5 | 102 | 37 | 33 | 32 |
| 57 | 4 | 4 | 4 | 4 | 4 | 95 | 33 | 30 | 32 |
| 58 | 4 | 4 | 4 | 4 | 4 | 100 | 37 | 29 | 34 |
| 59 | 4 | 3 | 4 | 4 | 3 | 98 | 33 | 32 | 33 |
| 60 | 5 | 4 | 4 | 5 | 5 | 111 | 41 | 33 | 37 |
| 61 | 4 | 5 | 4 | 4 | 5 | 106 | 41 | 32 | 33 |
| 62 | 4 | 4 | 3 | 4 | 5 | 95 | 36 | 28 | 31 |
| 63 | 4 | 3 | 4 | 4 | 3 | 103 | 33 | 33 | 37 |
| 64 | 4 | 5 | 5 | 5 | 5 | 105 | 39 | 33 | 33 |
| 65 | 4 | 4 | 4 | 4 | 4 | 98 | 34 | 32 | 32 |
| 66 | 5 | 4 | 4 | 5 | 4 | 106 | 37 | 35 | 34 |
| 67 | 4 | 4 | 4 | 4 | 3 | 99 | 35 | 32 | 32 |
| 68 | 4 | 4 | 4 | 4 | 4 | 98 | 36 | 30 | 32 |
| 69 | 5 | 5 | 3 | 4 | 3 | 105 | 37 | 32 | 36 |
| 70 | 4 | 3 | 4 | 4 | 3 | 97 | 32 | 33 | 32 |
| 71 | 5 | 4 | 4 | 5 | 4 | 100 | 36 | 30 | 34 |
| 72 | 4 | 5 | 4 | 4 | 3 | 91 | 31 | 30 | 30 |
| 73 | 4 | 4 | 4 | 4 | 4 | 100 | 36 | 32 | 32 |
| 74 | 4 | 4 | 4 | 4 | 4 | 102 | 37 | 32 | 33 |
| 75 | 4 | 3 | 5 | 5 | 4 | 98 | 34 | 32 | 32 |
| 76 | 5 | 5 | 5 | 5 | 5 | 123 | 43 | 40 | 40 |
| 77 | 4 | 4 | 4 | 4 | 3 | 96 | 33 | 31 | 32 |
| 78 | 4 | 4 | 3 | 4 | 3 | 95 | 34 | 29 | 32 |

1. **Skala Komitmen Organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 |
| 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |
| 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 2 | 4 |
| 8 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 |
| 11 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 13 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 4 |
| 14 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 15 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 5 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 17 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 25 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 4 |
| 26 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 5 |
| 27 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 4 |
| 28 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | 4 | 3 | 5 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 31 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 32 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 33 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 3 |
| 36 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 4 |
| 37 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |
| 39 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 4 |
| 42 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 43 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 44 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 5 |
| 47 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 48 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 |
| 50 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 5 |
| 51 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 |
| 55 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | 4 | 3 | 5 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 57 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 58 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 |
| 59 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 60 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |
| 61 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 5 |
| 62 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 63 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 64 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |
| 65 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 69 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 |
| 70 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 |
| 71 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 73 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 |
| 74 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 75 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 76 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 5 |
| 78 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 21 | 22 | 23 | 24 | 25 | Total All | Total A | Total B | Total C |
| 1 | 4 | 5 | 4 | 4 | 4 | 115 | 44 | 35 | 36 |
| 2 | 5 | 4 | 4 | 4 | 5 | 111 | 40 | 34 | 37 |
| 3 | 4 | 4 | 4 | 4 | 5 | 111 | 40 | 36 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 100 | 36 | 32 | 32 |
| 5 | 4 | 4 | 5 | 4 | 5 | 102 | 38 | 32 | 32 |
| 6 | 4 | 4 | 4 | 4 | 5 | 101 | 37 | 32 | 32 |
| 7 | 4 | 3 | 4 | 4 | 4 | 100 | 35 | 33 | 32 |
| 8 | 4 | 4 | 5 | 4 | 5 | 114 | 43 | 37 | 34 |
| 9 | 4 | 4 | 4 | 4 | 4 | 101 | 37 | 32 | 32 |
| 10 | 5 | 5 | 4 | 5 | 5 | 114 | 42 | 36 | 36 |
| 11 | 4 | 5 | 5 | 4 | 5 | 107 | 40 | 35 | 32 |
| 12 | 4 | 4 | 4 | 4 | 4 | 106 | 39 | 34 | 33 |
| 13 | 4 | 4 | 4 | 4 | 4 | 97 | 36 | 31 | 30 |
| 14 | 5 | 3 | 4 | 4 | 5 | 102 | 37 | 32 | 33 |
| 15 | 4 | 4 | 5 | 4 | 5 | 104 | 37 | 36 | 31 |
| 16 | 5 | 5 | 5 | 5 | 5 | 122 | 43 | 39 | 40 |
| 17 | 4 | 4 | 4 | 4 | 4 | 103 | 37 | 33 | 33 |
| 18 | 5 | 5 | 5 | 5 | 5 | 119 | 45 | 36 | 38 |
| 19 | 4 | 5 | 5 | 5 | 5 | 114 | 43 | 36 | 35 |
| 20 | 5 | 5 | 5 | 5 | 5 | 112 | 41 | 36 | 35 |
| 21 | 5 | 4 | 4 | 4 | 5 | 98 | 37 | 30 | 31 |
| 22 | 5 | 5 | 5 | 5 | 5 | 125 | 45 | 40 | 40 |
| 23 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 24 | 5 | 4 | 4 | 4 | 5 | 108 | 40 | 34 | 34 |
| 25 | 4 | 4 | 4 | 5 | 4 | 103 | 39 | 33 | 31 |
| 26 | 5 | 4 | 5 | 5 | 5 | 105 | 37 | 35 | 33 |
| 27 | 4 | 3 | 4 | 4 | 4 | 109 | 39 | 34 | 36 |
| 28 | 5 | 3 | 5 | 4 | 5 | 108 | 40 | 37 | 31 |
| 29 | 3 | 4 | 4 | 4 | 4 | 102 | 38 | 32 | 32 |
| 30 | 4 | 4 | 4 | 4 | 4 | 100 | 36 | 32 | 32 |
| 31 | 5 | 5 | 5 | 5 | 5 | 120 | 43 | 38 | 39 |
| 32 | 4 | 4 | 4 | 5 | 4 | 98 | 36 | 30 | 32 |
| 33 | 3 | 4 | 4 | 4 | 4 | 103 | 37 | 34 | 32 |
| 34 | 4 | 5 | 5 | 5 | 5 | 106 | 39 | 33 | 34 |
| 35 | 4 | 4 | 4 | 4 | 4 | 101 | 37 | 32 | 32 |
| 36 | 5 | 5 | 5 | 5 | 5 | 107 | 41 | 34 | 32 |
| 37 | 4 | 4 | 4 | 4 | 4 | 115 | 42 | 38 | 35 |
| 38 | 4 | 4 | 4 | 4 | 4 | 105 | 36 | 34 | 35 |
| 39 | 4 | 3 | 4 | 4 | 4 | 98 | 35 | 32 | 31 |
| 40 | 5 | 5 | 5 | 5 | 5 | 110 | 41 | 34 | 35 |
| 41 | 4 | 4 | 4 | 4 | 5 | 101 | 38 | 31 | 32 |
| 42 | 4 | 4 | 4 | 4 | 4 | 98 | 37 | 30 | 31 |
| 43 | 4 | 4 | 4 | 5 | 4 | 107 | 37 | 35 | 35 |
| 44 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 45 | 5 | 5 | 5 | 5 | 5 | 111 | 41 | 36 | 34 |
| 46 | 4 | 4 | 4 | 4 | 4 | 107 | 38 | 36 | 33 |
| 47 | 4 | 4 | 4 | 4 | 4 | 116 | 41 | 38 | 37 |
| 48 | 5 | 4 | 4 | 4 | 5 | 104 | 37 | 32 | 35 |
| 49 | 3 | 3 | 5 | 5 | 5 | 118 | 43 | 37 | 38 |
| 50 | 4 | 4 | 4 | 4 | 4 | 110 | 42 | 36 | 32 |
| 51 | 4 | 4 | 5 | 4 | 5 | 103 | 39 | 34 | 30 |
| 52 | 4 | 3 | 4 | 4 | 4 | 106 | 38 | 35 | 33 |
| 53 | 5 | 4 | 5 | 5 | 5 | 105 | 37 | 34 | 34 |
| 54 | 4 | 3 | 4 | 4 | 4 | 108 | 38 | 36 | 34 |
| 55 | 4 | 3 | 5 | 4 | 4 | 107 | 39 | 37 | 31 |
| 56 | 4 | 4 | 5 | 4 | 5 | 100 | 37 | 32 | 31 |
| 57 | 5 | 3 | 4 | 4 | 5 | 97 | 36 | 30 | 31 |
| 58 | 4 | 4 | 4 | 4 | 4 | 107 | 40 | 33 | 34 |
| 59 | 4 | 4 | 5 | 4 | 5 | 97 | 38 | 31 | 28 |
| 60 | 4 | 4 | 4 | 5 | 5 | 109 | 38 | 34 | 37 |
| 61 | 4 | 4 | 4 | 4 | 4 | 98 | 34 | 35 | 29 |
| 62 | 5 | 5 | 5 | 5 | 5 | 107 | 39 | 34 | 34 |
| 63 | 4 | 4 | 5 | 4 | 4 | 108 | 39 | 35 | 34 |
| 64 | 4 | 4 | 4 | 4 | 5 | 110 | 40 | 34 | 36 |
| 65 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 66 | 4 | 5 | 5 | 4 | 5 | 116 | 43 | 38 | 35 |
| 67 | 4 | 4 | 5 | 4 | 5 | 103 | 37 | 34 | 32 |
| 68 | 4 | 4 | 4 | 4 | 4 | 99 | 36 | 32 | 31 |
| 69 | 3 | 3 | 5 | 5 | 5 | 109 | 38 | 37 | 34 |
| 70 | 4 | 4 | 4 | 4 | 4 | 97 | 36 | 32 | 29 |
| 71 | 4 | 3 | 5 | 4 | 4 | 104 | 36 | 35 | 33 |
| 72 | 4 | 4 | 4 | 4 | 4 | 100 | 36 | 32 | 32 |
| 73 | 3 | 4 | 4 | 4 | 4 | 94 | 36 | 30 | 28 |
| 74 | 4 | 4 | 4 | 4 | 4 | 99 | 36 | 32 | 31 |
| 75 | 4 | 4 | 4 | 5 | 5 | 108 | 39 | 35 | 34 |
| 76 | 5 | 5 | 5 | 5 | 5 | 124 | 44 | 40 | 40 |
| 77 | 5 | 3 | 5 | 4 | 5 | 98 | 34 | 33 | 31 |
| 78 | 4 | 5 | 4 | 4 | 4 | 99 | 38 | 30 | 31 |

1. **Sebaran Data Total Setiap Variabel**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sub. | Organizational Citizenship Behavior (Y) | Kepuasan Kerja (X1) | Keadilan Organisasi (X2) | Komitmen Organisasi (X3) |
| 1 | 108 | 102 | 102 | 115 |
| 2 | 113 | 112 | 115 | 111 |
| 3 | 103 | 113 | 110 | 111 |
| 4 | 104 | 102 | 101 | 100 |
| 5 | 108 | 100 | 100 | 102 |
| 6 | 104 | 104 | 101 | 101 |
| 7 | 97 | 95 | 94 | 100 |
| 8 | 121 | 111 | 101 | 114 |
| 9 | 92 | 103 | 98 | 101 |
| 10 | 102 | 113 | 101 | 114 |
| 11 | 103 | 104 | 107 | 107 |
| 12 | 110 | 107 | 102 | 106 |
| 13 | 94 | 97 | 98 | 97 |
| 14 | 106 | 121 | 101 | 102 |
| 15 | 102 | 104 | 107 | 104 |
| 16 | 117 | 122 | 118 | 122 |
| 17 | 109 | 96 | 97 | 103 |
| 18 | 106 | 109 | 109 | 119 |
| 19 | 117 | 114 | 114 | 114 |
| 20 | 112 | 98 | 94 | 112 |
| 21 | 110 | 99 | 113 | 98 |
| 22 | 117 | 121 | 104 | 125 |
| 23 | 102 | 102 | 101 | 101 |
| 24 | 105 | 103 | 103 | 108 |
| 25 | 102 | 104 | 103 | 103 |
| 26 | 109 | 113 | 118 | 105 |
| 27 | 112 | 104 | 96 | 109 |
| 28 | 103 | 110 | 103 | 108 |
| 29 | 104 | 101 | 109 | 102 |
| 30 | 104 | 102 | 101 | 100 |
| 31 | 113 | 108 | 102 | 120 |
| 32 | 98 | 106 | 110 | 98 |
| 33 | 116 | 97 | 110 | 103 |
| 34 | 105 | 95 | 103 | 106 |
| 35 | 106 | 102 | 96 | 101 |
| 36 | 103 | 114 | 98 | 107 |
| 37 | 114 | 115 | 103 | 115 |
| 38 | 100 | 104 | 101 | 105 |
| 39 | 112 | 108 | 108 | 98 |
| 40 | 105 | 107 | 101 | 110 |
| 41 | 117 | 108 | 104 | 101 |
| 42 | 104 | 104 | 101 | 98 |
| 43 | 99 | 106 | 103 | 107 |
| 44 | 106 | 104 | 102 | 101 |
| 45 | 114 | 98 | 109 | 111 |
| 46 | 96 | 110 | 100 | 107 |
| 47 | 101 | 102 | 106 | 116 |
| 48 | 116 | 102 | 115 | 104 |
| 49 | 103 | 109 | 106 | 118 |
| 50 | 108 | 107 | 109 | 110 |
| 51 | 106 | 101 | 109 | 103 |
| 52 | 105 | 106 | 104 | 106 |
| 53 | 115 | 120 | 99 | 105 |
| 54 | 102 | 108 | 109 | 108 |
| 55 | 121 | 94 | 107 | 107 |
| 56 | 108 | 98 | 102 | 100 |
| 57 | 102 | 102 | 95 | 97 |
| 58 | 106 | 102 | 100 | 107 |
| 59 | 105 | 109 | 98 | 97 |
| 60 | 107 | 112 | 111 | 109 |
| 61 | 105 | 109 | 106 | 98 |
| 62 | 104 | 113 | 95 | 107 |
| 63 | 111 | 108 | 103 | 108 |
| 64 | 96 | 114 | 105 | 110 |
| 65 | 97 | 99 | 98 | 101 |
| 66 | 122 | 109 | 106 | 116 |
| 67 | 97 | 100 | 99 | 103 |
| 68 | 100 | 99 | 98 | 99 |
| 69 | 110 | 102 | 105 | 109 |
| 70 | 114 | 102 | 97 | 97 |
| 71 | 95 | 100 | 100 | 104 |
| 72 | 94 | 93 | 91 | 100 |
| 73 | 100 | 100 | 100 | 100 |
| 74 | 107 | 100 | 102 | 99 |
| 75 | 104 | 109 | 98 | 108 |
| 76 | 117 | 124 | 123 | 124 |
| 77 | 117 | 103 | 96 | 98 |
| 78 | 100 | 99 | 95 | 99 |

1. **Sebaran Data Total Setiap Aspek**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Organizational Citizenship Behavior** | | | | | **Kepuasan Kerja** | | | | | | **Keadilan Organisasi** | | | **Komitmen Organisasi** | | |
| **Sub.** | **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **X9** | **X10** | **X11** | **X12** |
| 1 | 22 | 21 | 23 | 21 | 21 | 19 | 17 | 15 | 18 | 17 | 16 | 35 | 34 | 33 | 44 | 35 | 36 |
| 2 | 23 | 23 | 21 | 23 | 23 | 22 | 18 | 18 | 19 | 18 | 17 | 43 | 35 | 37 | 40 | 34 | 37 |
| 3 | 20 | 21 | 20 | 20 | 22 | 23 | 19 | 19 | 17 | 18 | 17 | 40 | 36 | 34 | 40 | 36 | 35 |
| 4 | 22 | 20 | 20 | 23 | 19 | 20 | 16 | 17 | 17 | 16 | 16 | 36 | 33 | 32 | 36 | 32 | 32 |
| 5 | 22 | 21 | 21 | 22 | 22 | 20 | 16 | 16 | 16 | 16 | 16 | 36 | 32 | 32 | 38 | 32 | 32 |
| 6 | 21 | 21 | 21 | 21 | 20 | 20 | 16 | 17 | 17 | 16 | 18 | 36 | 33 | 32 | 37 | 32 | 32 |
| 7 | 20 | 19 | 21 | 18 | 19 | 20 | 15 | 15 | 16 | 14 | 15 | 32 | 30 | 32 | 35 | 33 | 32 |
| 8 | 25 | 23 | 24 | 24 | 25 | 22 | 17 | 18 | 18 | 18 | 18 | 35 | 32 | 34 | 43 | 37 | 34 |
| 9 | 19 | 19 | 21 | 18 | 15 | 21 | 18 | 16 | 16 | 16 | 16 | 35 | 32 | 31 | 37 | 32 | 32 |
| 10 | 21 | 20 | 20 | 22 | 19 | 22 | 19 | 18 | 19 | 18 | 17 | 35 | 34 | 32 | 42 | 36 | 36 |
| 11 | 23 | 20 | 21 | 18 | 21 | 21 | 16 | 17 | 17 | 16 | 17 | 39 | 34 | 34 | 40 | 35 | 32 |
| 12 | 23 | 19 | 22 | 23 | 23 | 22 | 18 | 18 | 16 | 17 | 16 | 36 | 33 | 33 | 39 | 34 | 33 |
| 13 | 20 | 19 | 18 | 20 | 17 | 18 | 16 | 15 | 18 | 16 | 14 | 35 | 32 | 31 | 36 | 31 | 30 |
| 14 | 20 | 21 | 20 | 23 | 22 | 24 | 20 | 19 | 20 | 19 | 19 | 40 | 28 | 33 | 37 | 32 | 33 |
| 15 | 20 | 21 | 20 | 20 | 21 | 23 | 17 | 18 | 17 | 14 | 15 | 41 | 33 | 33 | 37 | 36 | 31 |
| 16 | 25 | 18 | 25 | 25 | 24 | 23 | 20 | 20 | 19 | 20 | 20 | 41 | 38 | 39 | 43 | 39 | 40 |
| 17 | 21 | 21 | 22 | 22 | 23 | 19 | 15 | 14 | 16 | 16 | 16 | 35 | 32 | 30 | 37 | 33 | 33 |
| 18 | 25 | 23 | 17 | 24 | 17 | 21 | 20 | 20 | 18 | 18 | 12 | 43 | 32 | 34 | 45 | 36 | 38 |
| 19 | 24 | 23 | 23 | 23 | 24 | 22 | 18 | 16 | 20 | 19 | 19 | 41 | 38 | 35 | 43 | 36 | 35 |
| 20 | 23 | 23 | 22 | 22 | 22 | 21 | 17 | 13 | 15 | 16 | 16 | 32 | 30 | 32 | 41 | 36 | 35 |
| 21 | 25 | 23 | 19 | 25 | 18 | 19 | 16 | 17 | 15 | 16 | 16 | 40 | 36 | 37 | 37 | 30 | 31 |
| 22 | 25 | 22 | 23 | 24 | 23 | 24 | 19 | 19 | 19 | 20 | 20 | 37 | 33 | 34 | 45 | 40 | 40 |
| 23 | 20 | 21 | 20 | 20 | 21 | 21 | 16 | 16 | 16 | 17 | 16 | 38 | 31 | 32 | 36 | 33 | 32 |
| 24 | 22 | 20 | 21 | 21 | 21 | 21 | 16 | 16 | 16 | 17 | 17 | 38 | 32 | 33 | 40 | 34 | 34 |
| 25 | 20 | 20 | 21 | 20 | 21 | 21 | 18 | 17 | 16 | 16 | 16 | 38 | 32 | 33 | 39 | 33 | 31 |
| 26 | 24 | 17 | 22 | 23 | 23 | 19 | 20 | 20 | 19 | 18 | 17 | 42 | 38 | 38 | 37 | 35 | 33 |
| 27 | 23 | 21 | 22 | 23 | 23 | 21 | 17 | 15 | 18 | 18 | 15 | 33 | 32 | 31 | 39 | 34 | 36 |
| 28 | 20 | 20 | 21 | 22 | 20 | 22 | 19 | 19 | 18 | 16 | 16 | 38 | 32 | 33 | 40 | 37 | 31 |
| 29 | 20 | 22 | 20 | 21 | 21 | 21 | 16 | 16 | 16 | 16 | 16 | 40 | 32 | 37 | 38 | 32 | 32 |
| 30 | 22 | 20 | 20 | 23 | 19 | 20 | 16 | 17 | 17 | 16 | 16 | 36 | 33 | 32 | 36 | 32 | 32 |
| 31 | 22 | 22 | 23 | 22 | 24 | 22 | 18 | 17 | 18 | 18 | 15 | 37 | 33 | 32 | 43 | 38 | 39 |
| 32 | 21 | 19 | 19 | 20 | 19 | 20 | 17 | 16 | 18 | 18 | 17 | 38 | 36 | 36 | 36 | 30 | 32 |
| 33 | 25 | 19 | 24 | 24 | 24 | 20 | 16 | 15 | 14 | 17 | 15 | 39 | 35 | 36 | 37 | 34 | 32 |
| 34 | 22 | 21 | 21 | 21 | 20 | 19 | 16 | 14 | 16 | 14 | 16 | 39 | 32 | 32 | 39 | 33 | 34 |
| 35 | 21 | 20 | 20 | 21 | 24 | 22 | 15 | 15 | 17 | 16 | 17 | 35 | 30 | 31 | 37 | 32 | 32 |
| 36 | 21 | 21 | 20 | 21 | 20 | 21 | 19 | 19 | 19 | 19 | 17 | 39 | 29 | 30 | 41 | 34 | 32 |
| 37 | 22 | 22 | 23 | 24 | 23 | 23 | 20 | 20 | 20 | 17 | 15 | 37 | 33 | 33 | 42 | 38 | 35 |
| 38 | 22 | 19 | 20 | 20 | 19 | 21 | 16 | 18 | 16 | 17 | 16 | 37 | 32 | 32 | 36 | 34 | 35 |
| 39 | 24 | 24 | 21 | 21 | 22 | 21 | 17 | 17 | 17 | 18 | 18 | 40 | 34 | 34 | 35 | 32 | 31 |
| 40 | 22 | 22 | 21 | 22 | 18 | 22 | 17 | 17 | 17 | 17 | 17 | 34 | 34 | 33 | 41 | 34 | 35 |
| 41 | 24 | 22 | 23 | 23 | 25 | 22 | 18 | 17 | 17 | 17 | 17 | 38 | 31 | 35 | 38 | 31 | 32 |
| 42 | 21 | 21 | 22 | 21 | 19 | 21 | 16 | 18 | 18 | 16 | 15 | 35 | 32 | 34 | 37 | 30 | 31 |
| 43 | 21 | 21 | 19 | 19 | 19 | 21 | 18 | 17 | 16 | 17 | 17 | 37 | 32 | 34 | 37 | 35 | 35 |
| 44 | 24 | 20 | 21 | 21 | 20 | 20 | 16 | 17 | 17 | 17 | 17 | 40 | 30 | 32 | 36 | 33 | 32 |
| 45 | 24 | 21 | 24 | 21 | 24 | 20 | 16 | 15 | 15 | 16 | 16 | 39 | 35 | 35 | 41 | 36 | 34 |
| 46 | 20 | 18 | 20 | 20 | 18 | 21 | 19 | 19 | 18 | 16 | 17 | 37 | 31 | 32 | 38 | 36 | 33 |
| 47 | 22 | 18 | 21 | 21 | 19 | 19 | 16 | 16 | 17 | 18 | 16 | 37 | 33 | 36 | 41 | 38 | 37 |
| 48 | 23 | 23 | 22 | 24 | 24 | 21 | 16 | 14 | 17 | 17 | 17 | 42 | 36 | 37 | 37 | 32 | 35 |
| 49 | 21 | 19 | 21 | 24 | 18 | 23 | 17 | 17 | 17 | 18 | 17 | 38 | 35 | 33 | 43 | 37 | 38 |
| 50 | 22 | 21 | 22 | 22 | 21 | 22 | 17 | 17 | 17 | 17 | 17 | 39 | 35 | 35 | 42 | 36 | 32 |
| 51 | 20 | 20 | 21 | 23 | 22 | 20 | 16 | 16 | 16 | 17 | 16 | 41 | 34 | 34 | 39 | 34 | 30 |
| 52 | 21 | 22 | 20 | 20 | 22 | 23 | 19 | 16 | 17 | 15 | 16 | 37 | 33 | 34 | 38 | 35 | 33 |
| 53 | 23 | 23 | 23 | 23 | 23 | 24 | 20 | 20 | 18 | 19 | 19 | 38 | 30 | 31 | 37 | 34 | 34 |
| 54 | 22 | 18 | 21 | 21 | 20 | 21 | 17 | 16 | 19 | 17 | 18 | 39 | 36 | 34 | 38 | 36 | 34 |
| 55 | 23 | 23 | 25 | 25 | 25 | 21 | 13 | 13 | 16 | 15 | 16 | 39 | 34 | 34 | 39 | 37 | 31 |
| 56 | 23 | 23 | 21 | 20 | 21 | 21 | 16 | 14 | 15 | 16 | 16 | 37 | 33 | 32 | 37 | 32 | 31 |
| 57 | 22 | 21 | 19 | 21 | 19 | 22 | 17 | 15 | 15 | 15 | 18 | 33 | 30 | 32 | 36 | 30 | 31 |
| 58 | 22 | 21 | 22 | 22 | 19 | 20 | 16 | 17 | 17 | 16 | 16 | 37 | 29 | 34 | 40 | 33 | 34 |
| 59 | 22 | 20 | 21 | 21 | 21 | 20 | 19 | 19 | 19 | 16 | 16 | 33 | 32 | 33 | 38 | 31 | 28 |
| 60 | 21 | 21 | 22 | 21 | 22 | 22 | 19 | 17 | 18 | 19 | 17 | 41 | 33 | 37 | 38 | 34 | 37 |
| 61 | 22 | 21 | 21 | 21 | 20 | 23 | 18 | 18 | 18 | 16 | 16 | 41 | 32 | 33 | 34 | 35 | 29 |
| 62 | 21 | 21 | 20 | 21 | 21 | 22 | 18 | 18 | 18 | 19 | 18 | 36 | 28 | 31 | 39 | 34 | 34 |
| 63 | 22 | 21 | 22 | 22 | 24 | 22 | 17 | 17 | 17 | 18 | 17 | 33 | 33 | 37 | 39 | 35 | 34 |
| 64 | 21 | 16 | 19 | 20 | 20 | 22 | 18 | 19 | 19 | 18 | 18 | 39 | 33 | 33 | 40 | 34 | 36 |
| 65 | 20 | 18 | 21 | 20 | 18 | 20 | 16 | 16 | 15 | 16 | 16 | 34 | 32 | 32 | 36 | 33 | 32 |
| 66 | 25 | 24 | 24 | 24 | 25 | 23 | 18 | 18 | 17 | 17 | 16 | 37 | 35 | 34 | 43 | 38 | 35 |
| 67 | 21 | 18 | 20 | 20 | 18 | 20 | 16 | 16 | 16 | 16 | 16 | 35 | 32 | 32 | 37 | 34 | 32 |
| 68 | 20 | 20 | 20 | 20 | 20 | 19 | 16 | 16 | 16 | 16 | 16 | 36 | 30 | 32 | 36 | 32 | 31 |
| 69 | 22 | 21 | 24 | 21 | 22 | 21 | 14 | 14 | 17 | 18 | 18 | 37 | 32 | 36 | 38 | 37 | 34 |
| 70 | 24 | 24 | 22 | 21 | 23 | 20 | 16 | 18 | 16 | 17 | 15 | 32 | 33 | 32 | 36 | 32 | 29 |
| 71 | 21 | 18 | 19 | 18 | 19 | 19 | 18 | 18 | 16 | 15 | 14 | 36 | 30 | 34 | 36 | 35 | 33 |
| 72 | 20 | 16 | 20 | 20 | 18 | 22 | 13 | 13 | 16 | 15 | 14 | 31 | 30 | 30 | 36 | 32 | 32 |
| 73 | 20 | 20 | 20 | 20 | 20 | 20 | 16 | 16 | 16 | 16 | 16 | 36 | 32 | 32 | 36 | 30 | 28 |
| 74 | 22 | 22 | 22 | 22 | 19 | 21 | 16 | 14 | 15 | 16 | 18 | 37 | 32 | 33 | 36 | 32 | 31 |
| 75 | 21 | 20 | 21 | 22 | 20 | 18 | 19 | 19 | 18 | 18 | 17 | 34 | 32 | 32 | 39 | 35 | 34 |
| 76 | 24 | 22 | 23 | 25 | 23 | 25 | 19 | 20 | 20 | 20 | 20 | 43 | 40 | 40 | 44 | 40 | 40 |
| 77 | 23 | 24 | 23 | 23 | 24 | 19 | 16 | 16 | 18 | 18 | 16 | 33 | 31 | 32 | 34 | 33 | 31 |
| 78 | 20 | 20 | 20 | 20 | 20 | 19 | 15 | 15 | 16 | 17 | 17 | 34 | 29 | 32 | 38 | 30 | 31 |

**Sebaran Data Setelah Dilaksanakan Uji Validitas**

1. **Skala *Organizational Citizenship Behavior***

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 2 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
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| 6 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 7 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 9 | 4 | 5 | 5 | 4 | 2 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 3 |
| 10 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 12 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 15 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 17 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 2 | 5 | 3 |
| 19 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 20 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 |
| 21 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 2 | 5 | 3 |
| 22 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
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| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 27 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 28 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 29 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 30 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 31 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 34 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 36 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 38 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 |
| 39 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 |
| 40 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 41 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 46 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 47 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 49 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 50 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 |
| 53 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 54 | 5 | 4 | 4 | 5 | 3 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 56 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 |
| 57 | 5 | 4 | 5 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 58 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 |
| 59 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 60 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 61 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 64 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 65 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 |
| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 67 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 69 | 5 | 3 | 4 | 4 | 3 | 2 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 70 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 2 | 5 |
| 71 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 2 |
| 72 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 75 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 76 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 77 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 21 | 22 | 23 | 24 | 25 | Total All | Total A | Total B | Total C | Total D | Total E |
| 1 | 4 | 4 | 5 | 4 | 4 | 108 | 22 | 21 | 23 | 21 | 21 |
| 2 | 5 | 5 | 4 | 5 | 5 | 113 | 23 | 23 | 21 | 23 | 23 |
| 3 | 4 | 4 | 4 | 4 | 4 | 103 | 20 | 21 | 20 | 20 | 22 |
| 4 | 5 | 5 | 4 | 4 | 5 | 104 | 22 | 20 | 20 | 23 | 19 |
| 5 | 4 | 4 | 4 | 4 | 4 | 108 | 22 | 21 | 21 | 22 | 22 |
| 6 | 4 | 4 | 4 | 4 | 4 | 104 | 21 | 21 | 21 | 21 | 20 |
| 7 | 4 | 4 | 4 | 4 | 4 | 97 | 20 | 19 | 21 | 18 | 19 |
| 8 | 5 | 5 | 5 | 5 | 5 | 121 | 25 | 23 | 24 | 24 | 25 |
| 9 | 4 | 5 | 4 | 4 | 4 | 92 | 19 | 19 | 21 | 18 | 15 |
| 10 | 5 | 5 | 4 | 4 | 5 | 102 | 21 | 20 | 20 | 22 | 19 |
| 11 | 5 | 5 | 4 | 4 | 5 | 103 | 23 | 20 | 21 | 18 | 21 |
| 12 | 4 | 4 | 4 | 5 | 5 | 110 | 23 | 19 | 22 | 23 | 23 |
| 13 | 4 | 4 | 4 | 4 | 3 | 94 | 20 | 19 | 18 | 20 | 17 |
| 14 | 4 | 4 | 5 | 5 | 4 | 106 | 20 | 21 | 20 | 23 | 22 |
| 15 | 4 | 4 | 4 | 5 | 5 | 102 | 20 | 21 | 20 | 20 | 21 |
| 16 | 5 | 5 | 5 | 5 | 5 | 117 | 25 | 18 | 25 | 25 | 24 |
| 17 | 4 | 4 | 4 | 4 | 5 | 109 | 21 | 21 | 22 | 22 | 23 |
| 18 | 5 | 5 | 5 | 5 | 5 | 106 | 25 | 23 | 17 | 24 | 17 |
| 19 | 5 | 5 | 5 | 5 | 5 | 117 | 24 | 23 | 23 | 23 | 24 |
| 20 | 5 | 5 | 5 | 5 | 5 | 112 | 23 | 23 | 22 | 22 | 22 |
| 21 | 5 | 5 | 5 | 5 | 5 | 110 | 25 | 23 | 19 | 25 | 18 |
| 22 | 5 | 5 | 5 | 5 | 5 | 117 | 25 | 22 | 23 | 24 | 23 |
| 23 | 4 | 4 | 4 | 4 | 5 | 102 | 20 | 21 | 20 | 20 | 21 |
| 24 | 5 | 5 | 5 | 5 | 5 | 105 | 22 | 20 | 21 | 21 | 21 |
| 25 | 4 | 4 | 5 | 4 | 5 | 102 | 20 | 20 | 21 | 20 | 21 |
| 26 | 5 | 4 | 5 | 5 | 5 | 109 | 24 | 17 | 22 | 23 | 23 |
| 27 | 4 | 4 | 4 | 5 | 5 | 112 | 23 | 21 | 22 | 23 | 23 |
| 28 | 4 | 4 | 4 | 5 | 5 | 103 | 20 | 20 | 21 | 22 | 20 |
| 29 | 4 | 4 | 4 | 4 | 3 | 104 | 20 | 22 | 20 | 21 | 21 |
| 30 | 5 | 5 | 4 | 4 | 5 | 104 | 22 | 20 | 20 | 23 | 19 |
| 31 | 4 | 4 | 4 | 4 | 5 | 113 | 22 | 22 | 23 | 22 | 24 |
| 32 | 4 | 4 | 4 | 4 | 4 | 98 | 21 | 19 | 19 | 20 | 19 |
| 33 | 5 | 5 | 5 | 5 | 5 | 116 | 25 | 19 | 24 | 24 | 24 |
| 34 | 5 | 5 | 5 | 5 | 5 | 105 | 22 | 21 | 21 | 21 | 20 |
| 35 | 4 | 3 | 4 | 4 | 5 | 106 | 21 | 20 | 20 | 21 | 24 |
| 36 | 4 | 4 | 4 | 5 | 5 | 103 | 21 | 21 | 20 | 21 | 20 |
| 37 | 5 | 5 | 5 | 5 | 5 | 114 | 22 | 22 | 23 | 24 | 23 |
| 38 | 5 | 5 | 5 | 5 | 5 | 100 | 22 | 19 | 20 | 20 | 19 |
| 39 | 4 | 5 | 4 | 4 | 4 | 112 | 24 | 24 | 21 | 21 | 22 |
| 40 | 5 | 5 | 5 | 5 | 5 | 105 | 22 | 22 | 21 | 22 | 18 |
| 41 | 5 | 5 | 5 | 5 | 5 | 117 | 24 | 22 | 23 | 23 | 25 |
| 42 | 5 | 5 | 5 | 5 | 5 | 104 | 21 | 21 | 22 | 21 | 19 |
| 43 | 3 | 4 | 4 | 3 | 4 | 99 | 21 | 21 | 19 | 19 | 19 |
| 44 | 5 | 5 | 5 | 5 | 5 | 106 | 24 | 20 | 21 | 21 | 20 |
| 45 | 4 | 4 | 4 | 4 | 5 | 114 | 24 | 21 | 24 | 21 | 24 |
| 46 | 4 | 4 | 4 | 4 | 4 | 96 | 20 | 18 | 20 | 20 | 18 |
| 47 | 5 | 5 | 5 | 5 | 5 | 101 | 22 | 18 | 21 | 21 | 19 |
| 48 | 5 | 5 | 5 | 5 | 5 | 116 | 23 | 23 | 22 | 24 | 24 |
| 49 | 4 | 4 | 5 | 5 | 4 | 103 | 21 | 19 | 21 | 24 | 18 |
| 50 | 5 | 5 | 5 | 5 | 5 | 108 | 22 | 21 | 22 | 22 | 21 |
| 51 | 4 | 4 | 4 | 4 | 4 | 106 | 20 | 20 | 21 | 23 | 22 |
| 52 | 4 | 5 | 4 | 4 | 5 | 105 | 21 | 22 | 20 | 20 | 22 |
| 53 | 5 | 5 | 5 | 5 | 5 | 115 | 23 | 23 | 23 | 23 | 23 |
| 54 | 4 | 4 | 4 | 4 | 4 | 102 | 22 | 18 | 21 | 21 | 20 |
| 55 | 5 | 5 | 5 | 5 | 5 | 121 | 23 | 23 | 25 | 25 | 25 |
| 56 | 5 | 5 | 5 | 5 | 5 | 108 | 23 | 23 | 21 | 20 | 21 |
| 57 | 4 | 4 | 4 | 5 | 5 | 102 | 22 | 21 | 19 | 21 | 19 |
| 58 | 4 | 4 | 4 | 4 | 4 | 106 | 22 | 21 | 22 | 22 | 19 |
| 59 | 5 | 4 | 5 | 5 | 5 | 105 | 22 | 20 | 21 | 21 | 21 |
| 60 | 4 | 4 | 5 | 4 | 4 | 107 | 21 | 21 | 22 | 21 | 22 |
| 61 | 4 | 4 | 4 | 4 | 4 | 105 | 22 | 21 | 21 | 21 | 20 |
| 62 | 5 | 5 | 4 | 5 | 5 | 104 | 21 | 21 | 20 | 21 | 21 |
| 63 | 4 | 4 | 4 | 4 | 5 | 111 | 22 | 21 | 22 | 22 | 24 |
| 64 | 4 | 4 | 5 | 4 | 5 | 96 | 21 | 16 | 19 | 20 | 20 |
| 65 | 3 | 4 | 4 | 3 | 4 | 97 | 20 | 18 | 21 | 20 | 18 |
| 66 | 5 | 5 | 5 | 5 | 5 | 122 | 25 | 24 | 24 | 24 | 25 |
| 67 | 4 | 4 | 4 | 4 | 4 | 97 | 21 | 18 | 20 | 20 | 18 |
| 68 | 4 | 4 | 4 | 4 | 4 | 100 | 20 | 20 | 20 | 20 | 20 |
| 69 | 5 | 5 | 5 | 5 | 5 | 110 | 22 | 21 | 24 | 21 | 22 |
| 70 | 5 | 5 | 5 | 5 | 5 | 114 | 24 | 24 | 22 | 21 | 23 |
| 71 | 4 | 4 | 4 | 4 | 4 | 95 | 21 | 18 | 19 | 18 | 19 |
| 72 | 4 | 4 | 4 | 4 | 5 | 94 | 20 | 16 | 20 | 20 | 18 |
| 73 | 4 | 4 | 4 | 4 | 4 | 100 | 20 | 20 | 20 | 20 | 20 |
| 74 | 5 | 5 | 5 | 5 | 5 | 107 | 22 | 22 | 22 | 22 | 19 |
| 75 | 4 | 4 | 4 | 4 | 4 | 104 | 21 | 20 | 21 | 22 | 20 |
| 76 | 5 | 5 | 5 | 5 | 5 | 117 | 24 | 22 | 23 | 25 | 23 |
| 77 | 5 | 5 | 5 | 5 | 5 | 117 | 23 | 24 | 23 | 23 | 24 |
| 78 | 4 | 4 | 4 | 4 | 4 | 100 | 20 | 20 | 20 | 20 | 20 |

1. **Skala Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 4 |
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| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 70 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 |
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| 74 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 75 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 77 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 4 |
| 78 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 21 | 22 | 23 | 24 | 25 | Total All | Total A | Total B | Total C | Total D | Tatal E | Total F |
| 1 | 4 | 5 | 4 | 4 | 5 | 97 | 14 | 17 | 15 | 18 | 17 | 16 |
| 2 | 4 | 4 | 5 | 4 | 4 | 108 | 18 | 18 | 18 | 19 | 18 | 17 |
| 3 | 5 | 4 | 4 | 4 | 5 | 108 | 18 | 19 | 19 | 17 | 18 | 17 |
| 4 | 4 | 4 | 4 | 4 | 4 | 97 | 15 | 16 | 17 | 17 | 16 | 16 |
| 5 | 4 | 4 | 4 | 4 | 4 | 96 | 16 | 16 | 16 | 16 | 16 | 16 |
| 6 | 4 | 4 | 4 | 4 | 5 | 99 | 15 | 16 | 17 | 17 | 16 | 18 |
| 7 | 3 | 4 | 4 | 3 | 4 | 90 | 15 | 15 | 15 | 16 | 14 | 15 |
| 8 | 4 | 4 | 4 | 4 | 5 | 106 | 17 | 17 | 18 | 18 | 18 | 18 |
| 9 | 4 | 4 | 4 | 4 | 4 | 98 | 16 | 18 | 16 | 16 | 16 | 16 |
| 10 | 5 | 5 | 4 | 4 | 4 | 108 | 17 | 19 | 18 | 19 | 18 | 17 |
| 11 | 4 | 4 | 4 | 5 | 5 | 99 | 16 | 16 | 17 | 17 | 16 | 17 |
| 12 | 4 | 4 | 5 | 5 | 5 | 102 | 17 | 18 | 18 | 16 | 17 | 16 |
| 13 | 4 | 5 | 4 | 3 | 4 | 93 | 14 | 16 | 15 | 18 | 16 | 14 |
| 14 | 5 | 5 | 4 | 5 | 5 | 116 | 19 | 20 | 19 | 20 | 19 | 19 |
| 15 | 4 | 5 | 4 | 4 | 5 | 100 | 19 | 17 | 18 | 17 | 14 | 15 |
| 16 | 5 | 4 | 5 | 5 | 5 | 117 | 18 | 20 | 20 | 19 | 20 | 20 |
| 17 | 4 | 4 | 4 | 4 | 4 | 91 | 14 | 15 | 14 | 16 | 16 | 16 |
| 18 | 5 | 5 | 5 | 3 | 3 | 104 | 16 | 20 | 20 | 18 | 18 | 12 |
| 19 | 4 | 5 | 5 | 4 | 4 | 109 | 17 | 18 | 16 | 20 | 19 | 19 |
| 20 | 4 | 4 | 4 | 4 | 5 | 93 | 16 | 17 | 13 | 15 | 16 | 16 |
| 21 | 4 | 3 | 4 | 4 | 4 | 95 | 15 | 16 | 17 | 15 | 16 | 16 |
| 22 | 4 | 4 | 5 | 5 | 5 | 116 | 19 | 19 | 19 | 19 | 20 | 20 |
| 23 | 4 | 4 | 5 | 4 | 4 | 97 | 16 | 16 | 16 | 16 | 17 | 16 |
| 24 | 4 | 3 | 4 | 4 | 4 | 98 | 16 | 16 | 16 | 16 | 17 | 17 |
| 25 | 4 | 4 | 4 | 4 | 4 | 99 | 16 | 18 | 17 | 16 | 16 | 16 |
| 26 | 5 | 4 | 5 | 3 | 3 | 108 | 14 | 20 | 20 | 19 | 18 | 17 |
| 27 | 3 | 4 | 4 | 3 | 4 | 99 | 16 | 17 | 15 | 18 | 18 | 15 |
| 28 | 4 | 4 | 4 | 4 | 5 | 105 | 17 | 19 | 19 | 18 | 16 | 16 |
| 29 | 4 | 4 | 4 | 3 | 4 | 97 | 17 | 16 | 16 | 16 | 16 | 16 |
| 30 | 4 | 4 | 4 | 4 | 4 | 97 | 15 | 16 | 17 | 17 | 16 | 16 |
| 31 | 4 | 5 | 4 | 3 | 4 | 103 | 17 | 18 | 17 | 18 | 18 | 15 |
| 32 | 3 | 4 | 5 | 4 | 4 | 101 | 15 | 17 | 16 | 18 | 18 | 17 |
| 33 | 4 | 4 | 4 | 4 | 4 | 92 | 15 | 16 | 15 | 14 | 17 | 15 |
| 34 | 3 | 4 | 4 | 4 | 4 | 90 | 14 | 16 | 14 | 16 | 14 | 16 |
| 35 | 4 | 4 | 4 | 4 | 5 | 97 | 17 | 15 | 15 | 17 | 16 | 17 |
| 36 | 5 | 4 | 5 | 3 | 3 | 109 | 16 | 19 | 19 | 19 | 19 | 17 |
| 37 | 5 | 5 | 4 | 4 | 4 | 110 | 18 | 20 | 20 | 20 | 17 | 15 |
| 38 | 4 | 3 | 4 | 4 | 4 | 99 | 16 | 16 | 18 | 16 | 17 | 16 |
| 39 | 4 | 4 | 5 | 5 | 4 | 103 | 16 | 17 | 17 | 17 | 18 | 18 |
| 40 | 4 | 4 | 4 | 4 | 5 | 102 | 17 | 17 | 17 | 17 | 17 | 17 |
| 41 | 4 | 4 | 4 | 4 | 5 | 103 | 17 | 18 | 17 | 17 | 17 | 17 |
| 42 | 4 | 5 | 4 | 4 | 4 | 99 | 16 | 16 | 18 | 18 | 16 | 15 |
| 43 | 4 | 4 | 5 | 5 | 5 | 102 | 17 | 18 | 17 | 16 | 17 | 17 |
| 44 | 4 | 4 | 4 | 4 | 4 | 99 | 15 | 16 | 17 | 17 | 17 | 17 |
| 45 | 4 | 3 | 4 | 4 | 4 | 93 | 15 | 16 | 15 | 15 | 16 | 16 |
| 46 | 5 | 4 | 4 | 4 | 5 | 105 | 16 | 19 | 19 | 18 | 16 | 17 |
| 47 | 4 | 4 | 5 | 3 | 3 | 97 | 14 | 16 | 16 | 17 | 18 | 16 |
| 48 | 4 | 4 | 4 | 4 | 5 | 97 | 16 | 16 | 14 | 17 | 17 | 17 |
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| 51 | 4 | 4 | 5 | 4 | 4 | 97 | 16 | 16 | 16 | 16 | 17 | 16 |
| 52 | 4 | 5 | 4 | 4 | 4 | 101 | 18 | 19 | 16 | 17 | 15 | 16 |
| 53 | 5 | 4 | 5 | 5 | 5 | 115 | 19 | 20 | 20 | 18 | 19 | 19 |
| 54 | 4 | 5 | 4 | 4 | 4 | 104 | 17 | 17 | 16 | 19 | 17 | 18 |
| 55 | 3 | 4 | 4 | 4 | 4 | 89 | 16 | 13 | 13 | 16 | 15 | 16 |
| 56 | 4 | 4 | 4 | 3 | 4 | 93 | 16 | 16 | 14 | 15 | 16 | 16 |
| 57 | 3 | 3 | 4 | 4 | 5 | 98 | 18 | 17 | 15 | 15 | 15 | 18 |
| 58 | 4 | 4 | 4 | 4 | 4 | 97 | 15 | 16 | 17 | 17 | 16 | 16 |
| 59 | 4 | 4 | 3 | 3 | 4 | 104 | 15 | 19 | 19 | 19 | 16 | 16 |
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| 61 | 4 | 4 | 4 | 4 | 5 | 105 | 19 | 18 | 18 | 18 | 16 | 16 |
| 62 | 5 | 4 | 4 | 4 | 5 | 109 | 18 | 18 | 18 | 18 | 19 | 18 |
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| 74 | 3 | 3 | 4 | 4 | 4 | 95 | 16 | 16 | 14 | 15 | 16 | 18 |
| 75 | 4 | 4 | 4 | 3 | 2 | 105 | 14 | 19 | 19 | 18 | 18 | 17 |
| 76 | 5 | 5 | 5 | 5 | 5 | 119 | 20 | 19 | 20 | 20 | 20 | 20 |
| 77 | 4 | 4 | 4 | 3 | 2 | 98 | 14 | 16 | 16 | 18 | 18 | 16 |
| 78 | 4 | 4 | 4 | 4 | 4 | 95 | 15 | 15 | 15 | 16 | 17 | 17 |

1. **Skala Keadilan Organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 21 | 22 | 23 | 24 | 25 | Total All | Total A | Total B | Total C |
| 1 | 5 | 5 | 5 | 5 | 5 | 102 | 35 | 34 | 33 |
| 2 | 4 | 5 | 5 | 5 | 5 | 115 | 43 | 35 | 37 |
| 3 | 4 | 4 | 5 | 4 | 4 | 110 | 40 | 36 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 5 | 4 | 4 | 4 | 4 | 4 | 100 | 36 | 32 | 32 |
| 6 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 7 | 4 | 4 | 3 | 4 | 3 | 94 | 32 | 30 | 32 |
| 8 | 4 | 3 | 5 | 5 | 4 | 101 | 35 | 32 | 34 |
| 9 | 4 | 4 | 4 | 4 | 4 | 98 | 35 | 32 | 31 |
| 10 | 4 | 4 | 4 | 4 | 3 | 101 | 35 | 34 | 32 |
| 11 | 5 | 5 | 5 | 5 | 5 | 107 | 39 | 34 | 34 |
| 12 | 4 | 4 | 4 | 4 | 4 | 102 | 36 | 33 | 33 |
| 13 | 4 | 4 | 4 | 4 | 4 | 98 | 35 | 32 | 31 |
| 14 | 4 | 5 | 4 | 4 | 5 | 101 | 40 | 28 | 33 |
| 15 | 4 | 4 | 3 | 4 | 5 | 107 | 41 | 33 | 33 |
| 16 | 5 | 5 | 5 | 5 | 5 | 118 | 41 | 38 | 39 |
| 17 | 4 | 4 | 4 | 4 | 3 | 97 | 35 | 32 | 30 |
| 18 | 5 | 5 | 3 | 5 | 5 | 109 | 43 | 32 | 34 |
| 19 | 5 | 5 | 5 | 5 | 5 | 114 | 41 | 38 | 35 |
| 20 | 4 | 3 | 3 | 3 | 3 | 94 | 32 | 30 | 32 |
| 21 | 4 | 4 | 4 | 4 | 4 | 113 | 40 | 36 | 37 |
| 22 | 4 | 4 | 4 | 4 | 4 | 104 | 37 | 33 | 34 |
| 23 | 4 | 5 | 4 | 4 | 4 | 101 | 38 | 31 | 32 |
| 24 | 5 | 4 | 4 | 4 | 5 | 103 | 38 | 32 | 33 |
| 25 | 4 | 4 | 4 | 4 | 4 | 103 | 38 | 32 | 33 |
| 26 | 5 | 5 | 5 | 5 | 5 | 118 | 42 | 38 | 38 |
| 27 | 4 | 4 | 4 | 4 | 4 | 96 | 33 | 32 | 31 |
| 28 | 4 | 4 | 4 | 4 | 5 | 103 | 38 | 32 | 33 |
| 29 | 5 | 5 | 3 | 5 | 5 | 109 | 40 | 32 | 37 |
| 30 | 4 | 4 | 4 | 4 | 4 | 101 | 36 | 33 | 32 |
| 31 | 4 | 4 | 4 | 4 | 4 | 102 | 37 | 33 | 32 |
| 32 | 4 | 4 | 3 | 4 | 3 | 110 | 38 | 36 | 36 |
| 33 | 5 | 5 | 5 | 5 | 5 | 110 | 39 | 35 | 36 |
| 34 | 4 | 5 | 4 | 4 | 5 | 103 | 39 | 32 | 32 |
| 35 | 4 | 3 | 3 | 3 | 3 | 96 | 35 | 30 | 31 |
| 36 | 4 | 4 | 4 | 4 | 5 | 98 | 39 | 29 | 30 |
| 37 | 4 | 4 | 4 | 4 | 4 | 103 | 37 | 33 | 33 |
| 38 | 4 | 5 | 4 | 4 | 4 | 101 | 37 | 32 | 32 |
| 39 | 4 | 4 | 4 | 4 | 4 | 108 | 40 | 34 | 34 |
| 40 | 4 | 4 | 4 | 4 | 4 | 101 | 34 | 34 | 33 |
| 41 | 5 | 4 | 4 | 5 | 5 | 104 | 38 | 31 | 35 |
| 42 | 4 | 4 | 3 | 4 | 3 | 101 | 35 | 32 | 34 |
| 43 | 4 | 3 | 4 | 4 | 4 | 103 | 37 | 32 | 34 |
| 44 | 4 | 5 | 4 | 4 | 5 | 102 | 40 | 30 | 32 |
| 45 | 4 | 4 | 4 | 4 | 5 | 109 | 39 | 35 | 35 |
| 46 | 4 | 4 | 4 | 4 | 4 | 100 | 37 | 31 | 32 |
| 47 | 5 | 4 | 4 | 5 | 4 | 106 | 37 | 33 | 36 |
| 48 | 5 | 5 | 3 | 4 | 3 | 115 | 42 | 36 | 37 |
| 49 | 5 | 4 | 4 | 5 | 4 | 106 | 38 | 35 | 33 |
| 50 | 4 | 4 | 5 | 4 | 4 | 109 | 39 | 35 | 35 |
| 51 | 4 | 4 | 4 | 4 | 4 | 109 | 41 | 34 | 34 |
| 52 | 4 | 4 | 4 | 4 | 4 | 104 | 37 | 33 | 34 |
| 53 | 5 | 4 | 4 | 4 | 5 | 99 | 38 | 30 | 31 |
| 54 | 5 | 5 | 5 | 5 | 5 | 109 | 39 | 36 | 34 |
| 55 | 5 | 5 | 5 | 5 | 5 | 107 | 39 | 34 | 34 |
| 56 | 4 | 4 | 4 | 4 | 5 | 102 | 37 | 33 | 32 |
| 57 | 4 | 4 | 4 | 4 | 4 | 95 | 33 | 30 | 32 |
| 58 | 4 | 4 | 4 | 4 | 4 | 100 | 37 | 29 | 34 |
| 59 | 4 | 3 | 4 | 4 | 3 | 98 | 33 | 32 | 33 |
| 60 | 5 | 4 | 4 | 5 | 5 | 111 | 41 | 33 | 37 |
| 61 | 4 | 5 | 4 | 4 | 5 | 106 | 41 | 32 | 33 |
| 62 | 4 | 4 | 3 | 4 | 5 | 95 | 36 | 28 | 31 |
| 63 | 4 | 3 | 4 | 4 | 3 | 103 | 33 | 33 | 37 |
| 64 | 4 | 5 | 5 | 5 | 5 | 105 | 39 | 33 | 33 |
| 65 | 4 | 4 | 4 | 4 | 4 | 98 | 34 | 32 | 32 |
| 66 | 5 | 4 | 4 | 5 | 4 | 106 | 37 | 35 | 34 |
| 67 | 4 | 4 | 4 | 4 | 3 | 99 | 35 | 32 | 32 |
| 68 | 4 | 4 | 4 | 4 | 4 | 98 | 36 | 30 | 32 |
| 69 | 5 | 5 | 3 | 4 | 3 | 105 | 37 | 32 | 36 |
| 70 | 4 | 3 | 4 | 4 | 3 | 97 | 32 | 33 | 32 |
| 71 | 5 | 4 | 4 | 5 | 4 | 100 | 36 | 30 | 34 |
| 72 | 4 | 5 | 4 | 4 | 3 | 91 | 31 | 30 | 30 |
| 73 | 4 | 4 | 4 | 4 | 4 | 100 | 36 | 32 | 32 |
| 74 | 4 | 4 | 4 | 4 | 4 | 102 | 37 | 32 | 33 |
| 75 | 4 | 3 | 5 | 5 | 4 | 98 | 34 | 32 | 32 |
| 76 | 5 | 5 | 5 | 5 | 5 | 123 | 43 | 40 | 40 |
| 77 | 4 | 4 | 4 | 4 | 3 | 96 | 33 | 31 | 32 |
| 78 | 4 | 4 | 3 | 4 | 3 | 95 | 34 | 29 | 32 |

1. **Skala Komitmen Organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 |
| 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |
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| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 2 | 4 |
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| 15 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 5 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
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| 26 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 5 |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sub. | 22 | 23 | 24 | 25 | Total All | Total A | Total B | Total C |
| 1 | 5 | 4 | 4 | 4 | 111 | 44 | 35 | 32 |
| 2 | 4 | 4 | 4 | 5 | 106 | 40 | 34 | 32 |
| 3 | 4 | 4 | 4 | 5 | 107 | 40 | 36 | 31 |
| 4 | 4 | 4 | 4 | 4 | 96 | 36 | 32 | 28 |
| 5 | 4 | 5 | 4 | 5 | 98 | 38 | 32 | 28 |
| 6 | 4 | 4 | 4 | 5 | 97 | 37 | 32 | 28 |
| 7 | 3 | 4 | 4 | 4 | 96 | 35 | 33 | 28 |
| 8 | 4 | 5 | 4 | 5 | 110 | 43 | 37 | 30 |
| 9 | 4 | 4 | 4 | 4 | 97 | 37 | 32 | 28 |
| 10 | 5 | 4 | 5 | 5 | 109 | 42 | 36 | 31 |
| 11 | 5 | 5 | 4 | 5 | 103 | 40 | 35 | 28 |
| 12 | 4 | 4 | 4 | 4 | 102 | 39 | 34 | 29 |
| 13 | 4 | 4 | 4 | 4 | 93 | 36 | 31 | 26 |
| 14 | 3 | 4 | 4 | 5 | 97 | 37 | 32 | 28 |
| 15 | 4 | 5 | 4 | 5 | 100 | 37 | 36 | 27 |
| 16 | 5 | 5 | 5 | 5 | 117 | 43 | 39 | 35 |
| 17 | 4 | 4 | 4 | 4 | 99 | 37 | 33 | 29 |
| 18 | 5 | 5 | 5 | 5 | 114 | 45 | 36 | 33 |
| 19 | 5 | 5 | 5 | 5 | 110 | 43 | 36 | 31 |
| 20 | 5 | 5 | 5 | 5 | 107 | 41 | 36 | 30 |
| 21 | 4 | 4 | 4 | 5 | 93 | 37 | 30 | 26 |
| 22 | 5 | 5 | 5 | 5 | 120 | 45 | 40 | 35 |
| 23 | 4 | 4 | 4 | 4 | 97 | 36 | 33 | 28 |
| 24 | 4 | 4 | 4 | 5 | 103 | 40 | 34 | 29 |
| 25 | 4 | 4 | 5 | 4 | 99 | 39 | 33 | 27 |
| 26 | 4 | 5 | 5 | 5 | 100 | 37 | 35 | 28 |
| 27 | 3 | 4 | 4 | 4 | 105 | 39 | 34 | 32 |
| 28 | 3 | 5 | 4 | 5 | 103 | 40 | 37 | 26 |
| 29 | 4 | 4 | 4 | 4 | 99 | 38 | 32 | 29 |
| 30 | 4 | 4 | 4 | 4 | 96 | 36 | 32 | 28 |
| 31 | 5 | 5 | 5 | 5 | 115 | 43 | 38 | 34 |
| 32 | 4 | 4 | 5 | 4 | 94 | 36 | 30 | 28 |
| 33 | 4 | 4 | 4 | 4 | 100 | 37 | 34 | 29 |
| 34 | 5 | 5 | 5 | 5 | 102 | 39 | 33 | 30 |
| 35 | 4 | 4 | 4 | 4 | 97 | 37 | 32 | 28 |
| 36 | 5 | 5 | 5 | 5 | 102 | 41 | 34 | 27 |
| 37 | 4 | 4 | 4 | 4 | 111 | 42 | 38 | 31 |
| 38 | 4 | 4 | 4 | 4 | 101 | 36 | 34 | 31 |
| 39 | 3 | 4 | 4 | 4 | 94 | 35 | 32 | 27 |
| 40 | 5 | 5 | 5 | 5 | 105 | 41 | 34 | 30 |
| 41 | 4 | 4 | 4 | 5 | 97 | 38 | 31 | 28 |
| 42 | 4 | 4 | 4 | 4 | 94 | 37 | 30 | 27 |
| 43 | 4 | 4 | 5 | 4 | 103 | 37 | 35 | 31 |
| 44 | 4 | 4 | 4 | 4 | 97 | 36 | 33 | 28 |
| 45 | 5 | 5 | 5 | 5 | 106 | 41 | 36 | 29 |
| 46 | 4 | 4 | 4 | 4 | 103 | 38 | 36 | 29 |
| 47 | 4 | 4 | 4 | 4 | 112 | 41 | 38 | 33 |
| 48 | 4 | 4 | 4 | 5 | 99 | 37 | 32 | 30 |
| 49 | 3 | 5 | 5 | 5 | 115 | 43 | 37 | 35 |
| 50 | 4 | 4 | 4 | 4 | 106 | 42 | 36 | 28 |
| 51 | 4 | 5 | 4 | 5 | 99 | 39 | 34 | 26 |
| 52 | 3 | 4 | 4 | 4 | 102 | 38 | 35 | 29 |
| 53 | 4 | 5 | 5 | 5 | 100 | 37 | 34 | 29 |
| 54 | 3 | 4 | 4 | 4 | 104 | 38 | 36 | 30 |
| 55 | 3 | 5 | 4 | 4 | 103 | 39 | 37 | 27 |
| 56 | 4 | 5 | 4 | 5 | 96 | 37 | 32 | 27 |
| 57 | 3 | 4 | 4 | 5 | 92 | 36 | 30 | 26 |
| 58 | 4 | 4 | 4 | 4 | 103 | 40 | 33 | 30 |
| 59 | 4 | 5 | 4 | 5 | 93 | 38 | 31 | 24 |
| 60 | 4 | 4 | 5 | 5 | 105 | 38 | 34 | 33 |
| 61 | 4 | 4 | 4 | 4 | 94 | 34 | 35 | 25 |
| 62 | 5 | 5 | 5 | 5 | 102 | 39 | 34 | 29 |
| 63 | 4 | 5 | 4 | 4 | 104 | 39 | 35 | 30 |
| 64 | 4 | 4 | 4 | 5 | 106 | 40 | 34 | 32 |
| 65 | 4 | 4 | 4 | 4 | 97 | 36 | 33 | 28 |
| 66 | 5 | 5 | 4 | 5 | 112 | 43 | 38 | 31 |
| 67 | 4 | 5 | 4 | 5 | 99 | 37 | 34 | 28 |
| 68 | 4 | 4 | 4 | 4 | 95 | 36 | 32 | 27 |
| 69 | 3 | 5 | 5 | 5 | 106 | 38 | 37 | 31 |
| 70 | 4 | 4 | 4 | 4 | 93 | 36 | 32 | 25 |
| 71 | 3 | 5 | 4 | 4 | 100 | 36 | 35 | 29 |
| 72 | 4 | 4 | 4 | 4 | 96 | 36 | 32 | 28 |
| 73 | 4 | 4 | 4 | 4 | 96 | 36 | 30 | 28 |
| 74 | 4 | 4 | 4 | 4 | 95 | 36 | 32 | 27 |
| 75 | 4 | 4 | 5 | 5 | 104 | 39 | 35 | 30 |
| 76 | 5 | 5 | 5 | 5 | 119 | 44 | 40 | 35 |
| 77 | 3 | 5 | 4 | 5 | 93 | 34 | 33 | 26 |
| 78 | 5 | 4 | 4 | 4 | 95 | 38 | 30 | 27 |

1. **Sebaran Data Total Setiap Variabel**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sub. | Organizational Citizenship Behavior (Y) | Kepuasan Kerja (X1) | Keadilan Organisasi (X2) | Komitmen Organisasi (X3) |
| 1 | 108 | 97 | 102 | 111 |
| 2 | 113 | 108 | 115 | 106 |
| 3 | 103 | 108 | 110 | 107 |
| 4 | 104 | 97 | 101 | 96 |
| 5 | 108 | 96 | 100 | 98 |
| 6 | 104 | 99 | 101 | 97 |
| 7 | 97 | 90 | 94 | 96 |
| 8 | 121 | 106 | 101 | 110 |
| 9 | 92 | 98 | 98 | 97 |
| 10 | 102 | 108 | 101 | 109 |
| 11 | 103 | 99 | 107 | 103 |
| 12 | 110 | 102 | 102 | 102 |
| 13 | 94 | 93 | 98 | 93 |
| 14 | 106 | 116 | 101 | 97 |
| 15 | 102 | 100 | 107 | 100 |
| 16 | 117 | 117 | 118 | 117 |
| 17 | 109 | 91 | 97 | 99 |
| 18 | 106 | 104 | 109 | 114 |
| 19 | 117 | 109 | 114 | 110 |
| 20 | 112 | 93 | 94 | 107 |
| 21 | 110 | 95 | 113 | 93 |
| 22 | 117 | 116 | 104 | 120 |
| 23 | 102 | 97 | 101 | 97 |
| 24 | 105 | 98 | 103 | 103 |
| 25 | 102 | 99 | 103 | 99 |
| 26 | 109 | 108 | 118 | 100 |
| 27 | 112 | 99 | 96 | 105 |
| 28 | 103 | 105 | 103 | 103 |
| 29 | 104 | 97 | 109 | 99 |
| 30 | 104 | 97 | 101 | 96 |
| 31 | 113 | 103 | 102 | 115 |
| 32 | 98 | 101 | 110 | 94 |
| 33 | 116 | 92 | 110 | 100 |
| 34 | 105 | 90 | 103 | 102 |
| 35 | 106 | 97 | 96 | 97 |
| 36 | 103 | 109 | 98 | 102 |
| 37 | 114 | 110 | 103 | 111 |
| 38 | 100 | 99 | 101 | 101 |
| 39 | 112 | 103 | 108 | 94 |
| 40 | 105 | 102 | 101 | 105 |
| 41 | 117 | 103 | 104 | 97 |
| 42 | 104 | 99 | 101 | 94 |
| 43 | 99 | 102 | 103 | 103 |
| 44 | 106 | 99 | 102 | 97 |
| 45 | 114 | 93 | 109 | 106 |
| 46 | 96 | 105 | 100 | 103 |
| 47 | 101 | 97 | 106 | 112 |
| 48 | 116 | 97 | 115 | 99 |
| 49 | 103 | 104 | 106 | 115 |
| 50 | 108 | 102 | 109 | 106 |
| 51 | 106 | 97 | 109 | 99 |
| 52 | 105 | 101 | 104 | 102 |
| 53 | 115 | 115 | 99 | 100 |
| 54 | 102 | 104 | 109 | 104 |
| 55 | 121 | 89 | 107 | 103 |
| 56 | 108 | 93 | 102 | 96 |
| 57 | 102 | 98 | 95 | 92 |
| 58 | 106 | 97 | 100 | 103 |
| 59 | 105 | 104 | 98 | 93 |
| 60 | 107 | 107 | 111 | 105 |
| 61 | 105 | 105 | 106 | 94 |
| 62 | 104 | 109 | 95 | 102 |
| 63 | 111 | 103 | 103 | 104 |
| 64 | 96 | 109 | 105 | 106 |
| 65 | 97 | 95 | 98 | 97 |
| 66 | 122 | 104 | 106 | 112 |
| 67 | 97 | 95 | 99 | 99 |
| 68 | 100 | 95 | 98 | 95 |
| 69 | 110 | 97 | 105 | 106 |
| 70 | 114 | 97 | 97 | 93 |
| 71 | 95 | 96 | 100 | 100 |
| 72 | 94 | 88 | 91 | 96 |
| 73 | 100 | 96 | 100 | 96 |
| 74 | 107 | 95 | 102 | 95 |
| 75 | 104 | 105 | 98 | 104 |
| 76 | 117 | 119 | 123 | 119 |
| 77 | 117 | 98 | 96 | 93 |
| 78 | 100 | 95 | 95 | 95 |

1. **Sebaran Data Total Setiap Aspek**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Organizational Citizenship Behavior** | | | | | **Kepuasan Kerja** | | | | | | **Keadilan Organisasi** | | | **Komitmen Organisasi** | | |
| **Sub.** | **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **X9** | **X10** | **X11** | **X12** |
| 1 | 22 | 21 | 23 | 21 | 21 | 14 | 17 | 15 | 18 | 17 | 16 | 35 | 34 | 33 | 44 | 35 | 32 |
| 2 | 23 | 23 | 21 | 23 | 23 | 18 | 18 | 18 | 19 | 18 | 17 | 43 | 35 | 37 | 40 | 34 | 32 |
| 3 | 20 | 21 | 20 | 20 | 22 | 18 | 19 | 19 | 17 | 18 | 17 | 40 | 36 | 34 | 40 | 36 | 31 |
| 4 | 22 | 20 | 20 | 23 | 19 | 15 | 16 | 17 | 17 | 16 | 16 | 36 | 33 | 32 | 36 | 32 | 28 |
| 5 | 22 | 21 | 21 | 22 | 22 | 16 | 16 | 16 | 16 | 16 | 16 | 36 | 32 | 32 | 38 | 32 | 28 |
| 6 | 21 | 21 | 21 | 21 | 20 | 15 | 16 | 17 | 17 | 16 | 18 | 36 | 33 | 32 | 37 | 32 | 28 |
| 7 | 20 | 19 | 21 | 18 | 19 | 15 | 15 | 15 | 16 | 14 | 15 | 32 | 30 | 32 | 35 | 33 | 28 |
| 8 | 25 | 23 | 24 | 24 | 25 | 17 | 17 | 18 | 18 | 18 | 18 | 35 | 32 | 34 | 43 | 37 | 30 |
| 9 | 19 | 19 | 21 | 18 | 15 | 16 | 18 | 16 | 16 | 16 | 16 | 35 | 32 | 31 | 37 | 32 | 28 |
| 10 | 21 | 20 | 20 | 22 | 19 | 17 | 19 | 18 | 19 | 18 | 17 | 35 | 34 | 32 | 42 | 36 | 31 |
| 11 | 23 | 20 | 21 | 18 | 21 | 16 | 16 | 17 | 17 | 16 | 17 | 39 | 34 | 34 | 40 | 35 | 28 |
| 12 | 23 | 19 | 22 | 23 | 23 | 17 | 18 | 18 | 16 | 17 | 16 | 36 | 33 | 33 | 39 | 34 | 29 |
| 13 | 20 | 19 | 18 | 20 | 17 | 14 | 16 | 15 | 18 | 16 | 14 | 35 | 32 | 31 | 36 | 31 | 26 |
| 14 | 20 | 21 | 20 | 23 | 22 | 19 | 20 | 19 | 20 | 19 | 19 | 40 | 28 | 33 | 37 | 32 | 28 |
| 15 | 20 | 21 | 20 | 20 | 21 | 19 | 17 | 18 | 17 | 14 | 15 | 41 | 33 | 33 | 37 | 36 | 27 |
| 16 | 25 | 18 | 25 | 25 | 24 | 18 | 20 | 20 | 19 | 20 | 20 | 41 | 38 | 39 | 43 | 39 | 35 |
| 17 | 21 | 21 | 22 | 22 | 23 | 14 | 15 | 14 | 16 | 16 | 16 | 35 | 32 | 30 | 37 | 33 | 29 |
| 18 | 25 | 23 | 17 | 24 | 17 | 16 | 20 | 20 | 18 | 18 | 12 | 43 | 32 | 34 | 45 | 36 | 33 |
| 19 | 24 | 23 | 23 | 23 | 24 | 17 | 18 | 16 | 20 | 19 | 19 | 41 | 38 | 35 | 43 | 36 | 31 |
| 20 | 23 | 23 | 22 | 22 | 22 | 16 | 17 | 13 | 15 | 16 | 16 | 32 | 30 | 32 | 41 | 36 | 30 |
| 21 | 25 | 23 | 19 | 25 | 18 | 15 | 16 | 17 | 15 | 16 | 16 | 40 | 36 | 37 | 37 | 30 | 26 |
| 22 | 25 | 22 | 23 | 24 | 23 | 19 | 19 | 19 | 19 | 20 | 20 | 37 | 33 | 34 | 45 | 40 | 35 |
| 23 | 20 | 21 | 20 | 20 | 21 | 16 | 16 | 16 | 16 | 17 | 16 | 38 | 31 | 32 | 36 | 33 | 28 |
| 24 | 22 | 20 | 21 | 21 | 21 | 16 | 16 | 16 | 16 | 17 | 17 | 38 | 32 | 33 | 40 | 34 | 29 |
| 25 | 20 | 20 | 21 | 20 | 21 | 16 | 18 | 17 | 16 | 16 | 16 | 38 | 32 | 33 | 39 | 33 | 27 |
| 26 | 24 | 17 | 22 | 23 | 23 | 14 | 20 | 20 | 19 | 18 | 17 | 42 | 38 | 38 | 37 | 35 | 28 |
| 27 | 23 | 21 | 22 | 23 | 23 | 16 | 17 | 15 | 18 | 18 | 15 | 33 | 32 | 31 | 39 | 34 | 32 |
| 28 | 20 | 20 | 21 | 22 | 20 | 17 | 19 | 19 | 18 | 16 | 16 | 38 | 32 | 33 | 40 | 37 | 26 |
| 29 | 20 | 22 | 20 | 21 | 21 | 17 | 16 | 16 | 16 | 16 | 16 | 40 | 32 | 37 | 38 | 32 | 29 |
| 30 | 22 | 20 | 20 | 23 | 19 | 15 | 16 | 17 | 17 | 16 | 16 | 36 | 33 | 32 | 36 | 32 | 28 |
| 31 | 22 | 22 | 23 | 22 | 24 | 17 | 18 | 17 | 18 | 18 | 15 | 37 | 33 | 32 | 43 | 38 | 34 |
| 32 | 21 | 19 | 19 | 20 | 19 | 15 | 17 | 16 | 18 | 18 | 17 | 38 | 36 | 36 | 36 | 30 | 28 |
| 33 | 25 | 19 | 24 | 24 | 24 | 15 | 16 | 15 | 14 | 17 | 15 | 39 | 35 | 36 | 37 | 34 | 29 |
| 34 | 22 | 21 | 21 | 21 | 20 | 14 | 16 | 14 | 16 | 14 | 16 | 39 | 32 | 32 | 39 | 33 | 30 |
| 35 | 21 | 20 | 20 | 21 | 24 | 17 | 15 | 15 | 17 | 16 | 17 | 35 | 30 | 31 | 37 | 32 | 28 |
| 36 | 21 | 21 | 20 | 21 | 20 | 16 | 19 | 19 | 19 | 19 | 17 | 39 | 29 | 30 | 41 | 34 | 27 |
| 37 | 22 | 22 | 23 | 24 | 23 | 18 | 20 | 20 | 20 | 17 | 15 | 37 | 33 | 33 | 42 | 38 | 31 |
| 38 | 22 | 19 | 20 | 20 | 19 | 16 | 16 | 18 | 16 | 17 | 16 | 37 | 32 | 32 | 36 | 34 | 31 |
| 39 | 24 | 24 | 21 | 21 | 22 | 16 | 17 | 17 | 17 | 18 | 18 | 40 | 34 | 34 | 35 | 32 | 27 |
| 40 | 22 | 22 | 21 | 22 | 18 | 17 | 17 | 17 | 17 | 17 | 17 | 34 | 34 | 33 | 41 | 34 | 30 |
| 41 | 24 | 22 | 23 | 23 | 25 | 17 | 18 | 17 | 17 | 17 | 17 | 38 | 31 | 35 | 38 | 31 | 28 |
| 42 | 21 | 21 | 22 | 21 | 19 | 16 | 16 | 18 | 18 | 16 | 15 | 35 | 32 | 34 | 37 | 30 | 27 |
| 43 | 21 | 21 | 19 | 19 | 19 | 17 | 18 | 17 | 16 | 17 | 17 | 37 | 32 | 34 | 37 | 35 | 31 |
| 44 | 24 | 20 | 21 | 21 | 20 | 15 | 16 | 17 | 17 | 17 | 17 | 40 | 30 | 32 | 36 | 33 | 28 |
| 45 | 24 | 21 | 24 | 21 | 24 | 15 | 16 | 15 | 15 | 16 | 16 | 39 | 35 | 35 | 41 | 36 | 29 |
| 46 | 20 | 18 | 20 | 20 | 18 | 16 | 19 | 19 | 18 | 16 | 17 | 37 | 31 | 32 | 38 | 36 | 29 |
| 47 | 22 | 18 | 21 | 21 | 19 | 14 | 16 | 16 | 17 | 18 | 16 | 37 | 33 | 36 | 41 | 38 | 33 |
| 48 | 23 | 23 | 22 | 24 | 24 | 16 | 16 | 14 | 17 | 17 | 17 | 42 | 36 | 37 | 37 | 32 | 30 |
| 49 | 21 | 19 | 21 | 24 | 18 | 18 | 17 | 17 | 17 | 18 | 17 | 38 | 35 | 33 | 43 | 37 | 35 |
| 50 | 22 | 21 | 22 | 22 | 21 | 17 | 17 | 17 | 17 | 17 | 17 | 39 | 35 | 35 | 42 | 36 | 28 |
| 51 | 20 | 20 | 21 | 23 | 22 | 16 | 16 | 16 | 16 | 17 | 16 | 41 | 34 | 34 | 39 | 34 | 26 |
| 52 | 21 | 22 | 20 | 20 | 22 | 18 | 19 | 16 | 17 | 15 | 16 | 37 | 33 | 34 | 38 | 35 | 29 |
| 53 | 23 | 23 | 23 | 23 | 23 | 19 | 20 | 20 | 18 | 19 | 19 | 38 | 30 | 31 | 37 | 34 | 29 |
| 54 | 22 | 18 | 21 | 21 | 20 | 17 | 17 | 16 | 19 | 17 | 18 | 39 | 36 | 34 | 38 | 36 | 30 |
| 55 | 23 | 23 | 25 | 25 | 25 | 16 | 13 | 13 | 16 | 15 | 16 | 39 | 34 | 34 | 39 | 37 | 27 |
| 56 | 23 | 23 | 21 | 20 | 21 | 16 | 16 | 14 | 15 | 16 | 16 | 37 | 33 | 32 | 37 | 32 | 27 |
| 57 | 22 | 21 | 19 | 21 | 19 | 18 | 17 | 15 | 15 | 15 | 18 | 33 | 30 | 32 | 36 | 30 | 26 |
| 58 | 22 | 21 | 22 | 22 | 19 | 15 | 16 | 17 | 17 | 16 | 16 | 37 | 29 | 34 | 40 | 33 | 30 |
| 59 | 22 | 20 | 21 | 21 | 21 | 15 | 19 | 19 | 19 | 16 | 16 | 33 | 32 | 33 | 38 | 31 | 24 |
| 60 | 21 | 21 | 22 | 21 | 22 | 17 | 19 | 17 | 18 | 19 | 17 | 41 | 33 | 37 | 38 | 34 | 33 |
| 61 | 22 | 21 | 21 | 21 | 20 | 19 | 18 | 18 | 18 | 16 | 16 | 41 | 32 | 33 | 34 | 35 | 25 |
| 62 | 21 | 21 | 20 | 21 | 21 | 18 | 18 | 18 | 18 | 19 | 18 | 36 | 28 | 31 | 39 | 34 | 29 |
| 63 | 22 | 21 | 22 | 22 | 24 | 17 | 17 | 17 | 17 | 18 | 17 | 33 | 33 | 37 | 39 | 35 | 30 |
| 64 | 21 | 16 | 19 | 20 | 20 | 17 | 18 | 19 | 19 | 18 | 18 | 39 | 33 | 33 | 40 | 34 | 32 |
| 65 | 20 | 18 | 21 | 20 | 18 | 16 | 16 | 16 | 15 | 16 | 16 | 34 | 32 | 32 | 36 | 33 | 28 |
| 66 | 25 | 24 | 24 | 24 | 25 | 18 | 18 | 18 | 17 | 17 | 16 | 37 | 35 | 34 | 43 | 38 | 31 |
| 67 | 21 | 18 | 20 | 20 | 18 | 15 | 16 | 16 | 16 | 16 | 16 | 35 | 32 | 32 | 37 | 34 | 28 |
| 68 | 20 | 20 | 20 | 20 | 20 | 15 | 16 | 16 | 16 | 16 | 16 | 36 | 30 | 32 | 36 | 32 | 27 |
| 69 | 22 | 21 | 24 | 21 | 22 | 16 | 14 | 14 | 17 | 18 | 18 | 37 | 32 | 36 | 38 | 37 | 31 |
| 70 | 24 | 24 | 22 | 21 | 23 | 15 | 16 | 18 | 16 | 17 | 15 | 32 | 33 | 32 | 36 | 32 | 25 |
| 71 | 21 | 18 | 19 | 18 | 19 | 15 | 18 | 18 | 16 | 15 | 14 | 36 | 30 | 34 | 36 | 35 | 29 |
| 72 | 20 | 16 | 20 | 20 | 18 | 17 | 13 | 13 | 16 | 15 | 14 | 31 | 30 | 30 | 36 | 32 | 28 |
| 73 | 20 | 20 | 20 | 20 | 20 | 16 | 16 | 16 | 16 | 16 | 16 | 36 | 32 | 32 | 36 | 30 | 28 |
| 74 | 22 | 22 | 22 | 22 | 19 | 16 | 16 | 14 | 15 | 16 | 18 | 37 | 32 | 33 | 36 | 32 | 27 |
| 75 | 21 | 20 | 21 | 22 | 20 | 14 | 19 | 19 | 18 | 18 | 17 | 34 | 32 | 32 | 39 | 35 | 30 |
| 76 | 24 | 22 | 23 | 25 | 23 | 20 | 19 | 20 | 20 | 20 | 20 | 43 | 40 | 40 | 44 | 40 | 35 |
| 77 | 23 | 24 | 23 | 23 | 24 | 14 | 16 | 16 | 18 | 18 | 16 | 33 | 31 | 32 | 34 | 33 | 26 |
| 78 | 20 | 20 | 20 | 20 | 20 | 15 | 15 | 15 | 16 | 17 | 17 | 34 | 29 | 32 | 38 | 30 | 27 |