**Lampiran 4. Hasil Uji Validitas**

1. **Skala *Organizational Citizenship Behavior***
2. ***Altruism***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | Aitem01 | Aitem06 | Aitem11 | Aitem16 | Aitem21 | TotalA |
| Aitem01 | Pearson Correlation | 1 | .297\*\* | .060 | .225\* | .332\*\* | .618\*\* |
| Sig. (2-tailed) |  | .008 | .600 | .048 | .003 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem06 | Pearson Correlation | .297\*\* | 1 | -.047 | .194 | -.026 | .464\*\* |
| Sig. (2-tailed) | .008 |  | .683 | .089 | .820 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem11 | Pearson Correlation | .060 | -.047 | 1 | .478\*\* | .264\* | .589\*\* |
| Sig. (2-tailed) | .600 | .683 |  | .000 | .019 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem16 | Pearson Correlation | .225\* | .194 | .478\*\* | 1 | .339\*\* | .730\*\* |
| Sig. (2-tailed) | .048 | .089 | .000 |  | .002 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem21 | Pearson Correlation | .332\*\* | -.026 | .264\* | .339\*\* | 1 | .638\*\* |
| Sig. (2-tailed) | .003 | .820 | .019 | .002 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalA | Pearson Correlation | .618\*\* | .464\*\* | .589\*\* | .730\*\* | .638\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

1. ***Conscientiousness***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | Aitem02 | Aitem07 | Aitem12 | Aitem17 | Aitem22 | TotalB |
| Aitem02 | Pearson Correlation | 1 | .293\*\* | -.048 | .038 | .319\*\* | .600\*\* |
| Sig. (2-tailed) |  | .009 | .675 | .741 | .004 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem07 | Pearson Correlation | .293\*\* | 1 | .004 | .149 | .167 | .674\*\* |
| Sig. (2-tailed) | .009 |  | .972 | .192 | .144 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem12 | Pearson Correlation | -.048 | .004 | 1 | -.171 | -.034 | .410\*\* |
| Sig. (2-tailed) | .675 | .972 |  | .133 | .770 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem17 | Pearson Correlation | .038 | .149 | -.171 | 1 | -.046 | .344\*\* |
| Sig. (2-tailed) | .741 | .192 | .133 |  | .687 | .002 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem22 | Pearson Correlation | .319\*\* | .167 | -.034 | -.046 | 1 | .456\*\* |
| Sig. (2-tailed) | .004 | .144 | .770 | .687 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalB | Pearson Correlation | .600\*\* | .674\*\* | .410\*\* | .344\*\* | .456\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .002 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

1. ***Sportsmanship***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | Aitem03 | Aitem08 | Aitem13 | Aitem18 | Aitem23 | TotalC |
| Aitem03 | Pearson Correlation | 1 | .196 | -.051 | .142 | .169 | .508\*\* |
| Sig. (2-tailed) |  | .085 | .655 | .215 | .139 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem08 | Pearson Correlation | .196 | 1 | -.006 | .332\*\* | .012 | .630\*\* |
| Sig. (2-tailed) | .085 |  | .959 | .003 | .919 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem13 | Pearson Correlation | -.051 | -.006 | 1 | .292\*\* | .120 | .452\*\* |
| Sig. (2-tailed) | .655 | .959 |  | .009 | .297 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem18 | Pearson Correlation | .142 | .332\*\* | .292\*\* | 1 | .051 | .698\*\* |
| Sig. (2-tailed) | .215 | .003 | .009 |  | .659 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem23 | Pearson Correlation | .169 | .012 | .120 | .051 | 1 | .438\*\* |
| Sig. (2-tailed) | .139 | .919 | .297 | .659 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalC | Pearson Correlation | .508\*\* | .630\*\* | .452\*\* | .698\*\* | .438\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

1. ***Courtesy***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | Aitem04 | Aitem09 | Aitem14 | Aitem19 | Aitem24 | TotalD |
| Aitem04 | Pearson Correlation | 1 | .203 | .285\* | .037 | .090 | .486\*\* |
| Sig. (2-tailed) |  | .075 | .011 | .745 | .431 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem09 | Pearson Correlation | .203 | 1 | .066 | .311\*\* | .218 | .628\*\* |
| Sig. (2-tailed) | .075 |  | .564 | .006 | .055 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem14 | Pearson Correlation | .285\* | .066 | 1 | .378\*\* | .147 | .602\*\* |
| Sig. (2-tailed) | .011 | .564 |  | .001 | .199 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem19 | Pearson Correlation | .037 | .311\*\* | .378\*\* | 1 | .237\* | .702\*\* |
| Sig. (2-tailed) | .745 | .006 | .001 |  | .036 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem24 | Pearson Correlation | .090 | .218 | .147 | .237\* | 1 | .563\*\* |
| Sig. (2-tailed) | .431 | .055 | .199 | .036 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalD | Pearson Correlation | .486\*\* | .628\*\* | .602\*\* | .702\*\* | .563\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

1. ***Civic Virtue***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | Aitem05 | Aitem10 | Aitem15 | Aitem20 | Aitem25 | TotalE |
| Aitem05 | Pearson Correlation | 1 | .441\*\* | .247\* | .251\* | .075 | .662\*\* |
| Sig. (2-tailed) |  | .000 | .029 | .027 | .515 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem10 | Pearson Correlation | .441\*\* | 1 | .397\*\* | .509\*\* | .055 | .765\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .631 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem15 | Pearson Correlation | .247\* | .397\*\* | 1 | .576\*\* | .238\* | .702\*\* |
| Sig. (2-tailed) | .029 | .000 |  | .000 | .036 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem20 | Pearson Correlation | .251\* | .509\*\* | .576\*\* | 1 | .177 | .762\*\* |
| Sig. (2-tailed) | .027 | .000 | .000 |  | .121 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem25 | Pearson Correlation | .075 | .055 | .238\* | .177 | 1 | .397\*\* |
| Sig. (2-tailed) | .515 | .631 | .036 | .121 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalE | Pearson Correlation | .662\*\* | .765\*\* | .702\*\* | .762\*\* | .397\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

1. **Skala Kepuasan Kerja**
2. **Isi Pekerjaan**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | Aitem01 | Aitem07 | Aitem13 | Aitem19 | Aitem25 | TotalA |
| Aitem01 | Pearson Correlation | 1 | -.036 | .032 | -.168 | .094 | 249\* |
| Sig. (2-tailed) |  | .752 | .782 | .140 | .413 | .048 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem07 | Pearson Correlation | -.036 | 1 | -.019 | .020 | .126 | .539\*\* |
| Sig. (2-tailed) | .752 |  | .869 | .859 | .272 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem13 | Pearson Correlation | .032 | -.019 | 1 | .172 | -.091 | .389\*\* |
| Sig. (2-tailed) | .782 | .869 |  | .132 | .429 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem19 | Pearson Correlation | -.168 | .020 | .172 | 1 | .102 | .538\*\* |
| Sig. (2-tailed) | .140 | .859 | .132 |  | .375 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem25 | Pearson Correlation | .094 | .126 | -.091 | .102 | 1 | .582\*\* |
| Sig. (2-tailed) | .413 | .272 | .429 | .375 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalA | Pearson Correlation | .249\* | .539\*\* | .389\*\* | .538\*\* | .582\*\* | 1 |
| Sig. (2-tailed) | .048 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

1. **Imbalan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | Aitem02 | Aitem08 | Aitem14 | Aitem20 | TotalB |
| Aitem02 | Pearson Correlation | 1 | .343\*\* | .205 | .024 | .608\*\* |
| Sig. (2-tailed) |  | .002 | .071 | .837 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem08 | Pearson Correlation | .343\*\* | 1 | .476\*\* | .480\*\* | .846\*\* |
| Sig. (2-tailed) | .002 |  | .000 | .000 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem14 | Pearson Correlation | .205 | .476\*\* | 1 | .212 | .692\*\* |
| Sig. (2-tailed) | .071 | .000 |  | .062 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem20 | Pearson Correlation | .024 | .480\*\* | .212 | 1 | .584\*\* |
| Sig. (2-tailed) | .837 | .000 | .062 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| TotalB | Pearson Correlation | .608\*\* | .846\*\* | .692\*\* | .584\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

1. **Promosi Jabatan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | Aitem03 | Aitem09 | Aitem15 | Aitem21 | TotalC |
| Aitem03 | Pearson Correlation | 1 | .318\*\* | .238\* | .288\* | .633\*\* |
| Sig. (2-tailed) |  | .005 | .036 | .011 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem09 | Pearson Correlation | .318\*\* | 1 | .591\*\* | .572\*\* | .843\*\* |
| Sig. (2-tailed) | .005 |  | .000 | .000 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem15 | Pearson Correlation | .238\* | .591\*\* | 1 | .360\*\* | .757\*\* |
| Sig. (2-tailed) | .036 | .000 |  | .001 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem21 | Pearson Correlation | .288\* | .572\*\* | .360\*\* | 1 | .720\*\* |
| Sig. (2-tailed) | .011 | .000 | .001 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| TotalC | Pearson Correlation | .633\*\* | .843\*\* | .757\*\* | .720\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | |

1. **Kondisi Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | Aitem04 | Aitem10 | Aitem16 | Aitem22 | TotalD |
| Aitem04 | Pearson Correlation | 1 | .172 | .065 | -.065 | .450\*\* |
| Sig. (2-tailed) |  | .133 | .571 | .574 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem10 | Pearson Correlation | .172 | 1 | .402\*\* | .212 | .679\*\* |
| Sig. (2-tailed) | .133 |  | .000 | .063 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem16 | Pearson Correlation | .065 | .402\*\* | 1 | .449\*\* | .776\*\* |
| Sig. (2-tailed) | .571 | .000 |  | .000 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem22 | Pearson Correlation | -.065 | .212 | .449\*\* | 1 | .637\*\* |
| Sig. (2-tailed) | .574 | .063 | .000 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| TotalD | Pearson Correlation | .450\*\* | .679\*\* | .776\*\* | .637\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

1. **Rekan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | Aitem05 | Aitem11 | Aitem17 | Aitem23 | TotalE |
| Aitem05 | Pearson Correlation | 1 | .205 | .090 | .109 | .552\*\* |
| Sig. (2-tailed) |  | .072 | .431 | .341 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem11 | Pearson Correlation | .205 | 1 | .368\*\* | .193 | .707\*\* |
| Sig. (2-tailed) | .072 |  | .001 | .091 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem17 | Pearson Correlation | .090 | .368\*\* | 1 | .253\* | .697\*\* |
| Sig. (2-tailed) | .431 | .001 |  | .025 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem23 | Pearson Correlation | .109 | .193 | .253\* | 1 | .579\*\* |
| Sig. (2-tailed) | .341 | .091 | .025 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| TotalE | Pearson Correlation | .552\*\* | .707\*\* | .697\*\* | .579\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | |

1. **Pengawasan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | Aitem06 | Aitem12 | Aitem18 | Aitem24 | TotalF |
| Aitem06 | Pearson Correlation | 1 | -.059 | .109 | .085 | .453\*\* |
| Sig. (2-tailed) |  | .606 | .342 | .458 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem12 | Pearson Correlation | -.059 | 1 | .454\*\* | .235\* | .671\*\* |
| Sig. (2-tailed) | .606 |  | .000 | .038 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem18 | Pearson Correlation | .109 | .454\*\* | 1 | .155 | .694\*\* |
| Sig. (2-tailed) | .342 | .000 |  | .175 | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| Aitem24 | Pearson Correlation | .085 | .235\* | .155 | 1 | .621\*\* |
| Sig. (2-tailed) | .458 | .038 | .175 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 |
| TotalF | Pearson Correlation | .453\*\* | .671\*\* | .694\*\* | .621\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | |

1. **Skala Keadilan Organisasi**
2. **Keadilan Distributif**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | Aitem01 | Aitem04 | Aitem07 | Aitem10 | Aitem13 | Aitem16 | Aitem19 | Aitem22 | Aitem25 | TotalA |
| Aitem01 | Pearson Correlation | 1 | .674\*\* | .080 | .116 | .103 | .193 | .035 | -.047 | .123 | .457\*\* |
| Sig. (2-tailed) |  | .000 | .485 | .314 | .370 | .090 | .764 | .685 | .282 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem04 | Pearson Correlation | .674\*\* | 1 | .038 | .073 | .104 | .205 | .031 | -.002 | .142 | .459\*\* |
| Sig. (2-tailed) | .000 |  | .743 | .524 | .365 | .072 | .788 | .987 | .214 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem07 | Pearson Correlation | .080 | .038 | 1 | .495\*\* | .047 | .193 | .077 | .177 | .032 | .397\*\* |
| Sig. (2-tailed) | .485 | .743 |  | .000 | .685 | .091 | .501 | .121 | .778 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem10 | Pearson Correlation | .116 | .073 | .495\*\* | 1 | .007 | .225\* | .006 | .089 | .088 | .408\*\* |
| Sig. (2-tailed) | .314 | .524 | .000 |  | .951 | .047 | .958 | .437 | .442 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem13 | Pearson Correlation | .103 | .104 | .047 | .007 | 1 | .656\*\* | .318\*\* | .070 | .165 | .497\*\* |
| Sig. (2-tailed) | .370 | .365 | .685 | .951 |  | .000 | .005 | .541 | .150 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem16 | Pearson Correlation | .193 | .205 | .193 | .225\* | .656\*\* | 1 | .326\*\* | .210 | .214 | .649\*\* |
| Sig. (2-tailed) | .090 | .072 | .091 | .047 | .000 |  | .004 | .065 | .060 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem19 | Pearson Correlation | .035 | .031 | .077 | .006 | .318\*\* | .326\*\* | 1 | .678\*\* | .685\*\* | .693\*\* |
| Sig. (2-tailed) | .764 | .788 | .501 | .958 | .005 | .004 |  | .000 | .000 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem22 | Pearson Correlation | -.047 | -.002 | .177 | .089 | .070 | .210 | .678\*\* | 1 | .504\*\* | .583\*\* |
| Sig. (2-tailed) | .685 | .987 | .121 | .437 | .541 | .065 | .000 |  | .000 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem25 | Pearson Correlation | .123 | .142 | .032 | .088 | .165 | .214 | .685\*\* | .504\*\* | 1 | .665\*\* |
| Sig. (2-tailed) | .282 | .214 | .778 | .442 | .150 | .060 | .000 | .000 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalA | Pearson Correlation | .457\*\* | .459\*\* | .397\*\* | .408\*\* | .497\*\* | .649\*\* | .693\*\* | .583\*\* | .665\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

1. **Keadilan Prosedural**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Aitem02 | Aitem05 | Aitem08 | Aitem11 | Aitem14 | Aitem17 | Aitem20 | Aitem23 | TotalB |
| Aitem02 | Pearson Correlation | 1 | .589\*\* | -.044 | .118 | .057 | .033 | .236\* | .204 | .453\*\* |
| Sig. (2-tailed) |  | .000 | .704 | .303 | .617 | .772 | .037 | .074 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem05 | Pearson Correlation | .589\*\* | 1 | -.046 | .090 | .029 | .196 | .275\* | .245\* | .516\*\* |
| Sig. (2-tailed) | .000 |  | .687 | .431 | .799 | .086 | .015 | .031 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem08 | Pearson Correlation | -.044 | -.046 | 1 | .464\*\* | .315\*\* | .325\*\* | -.041 | .017 | .475\*\* |
| Sig. (2-tailed) | .704 | .687 |  | .000 | .005 | .004 | .723 | .884 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem11 | Pearson Correlation | .118 | .090 | .464\*\* | 1 | .446\*\* | .611\*\* | .079 | .118 | .685\*\* |
| Sig. (2-tailed) | .303 | .431 | .000 |  | .000 | .000 | .489 | .303 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem14 | Pearson Correlation | .057 | .029 | .315\*\* | .446\*\* | 1 | .534\*\* | -.052 | -.038 | .539\*\* |
| Sig. (2-tailed) | .617 | .799 | .005 | .000 |  | .000 | .654 | .739 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem17 | Pearson Correlation | .033 | .196 | .325\*\* | .611\*\* | .534\*\* | 1 | .127 | .111 | .682\*\* |
| Sig. (2-tailed) | .772 | .086 | .004 | .000 | .000 |  | .267 | .333 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem20 | Pearson Correlation | .236\* | .275\* | -.041 | .079 | -.052 | .127 | 1 | .403\*\* | .482\*\* |
| Sig. (2-tailed) | .037 | .015 | .723 | .489 | .654 | .267 |  | .000 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem23 | Pearson Correlation | .204 | .245\* | .017 | .118 | -.038 | .111 | .403\*\* | 1 | .494\*\* |
| Sig. (2-tailed) | .074 | .031 | .884 | .303 | .739 | .333 | .000 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalB | Pearson Correlation | .453\*\* | .516\*\* | .475\*\* | .685\*\* | .539\*\* | .682\*\* | .482\*\* | .494\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

1. **Keadilan Interaksional**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Aitem03 | Aitem06 | Aitem09 | Aitem12 | Aitem15 | Aitem18 | Aitem21 | Aitem24 | TotalC |
| Aitem03 | Pearson Correlation | 1 | .441\*\* | .073 | -.063 | .039 | .060 | .142 | .211 | .409\*\* |
| Sig. (2-tailed) |  | .000 | .524 | .585 | .732 | .601 | .215 | .063 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem06 | Pearson Correlation | .441\*\* | 1 | .244\* | .255\* | .177 | .241\* | .058 | .129 | .575\*\* |
| Sig. (2-tailed) | .000 |  | .032 | .024 | .121 | .034 | .616 | .262 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem09 | Pearson Correlation | .073 | .244\* | 1 | .099 | .188 | .316\*\* | .147 | .045 | .486\*\* |
| Sig. (2-tailed) | .524 | .032 |  | .391 | .100 | .005 | .199 | .697 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem12 | Pearson Correlation | -.063 | .255\* | .099 | 1 | .519\*\* | .503\*\* | .007 | -.038 | .525\*\* |
| Sig. (2-tailed) | .585 | .024 | .391 |  | .000 | .000 | .952 | .739 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem15 | Pearson Correlation | .039 | .177 | .188 | .519\*\* | 1 | .736\*\* | .144 | .089 | .654\*\* |
| Sig. (2-tailed) | .732 | .121 | .100 | .000 |  | .000 | .208 | .437 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem18 | Pearson Correlation | .060 | .241\* | .316\*\* | .503\*\* | .736\*\* | 1 | .188 | .194 | .732\*\* |
| Sig. (2-tailed) | .601 | .034 | .005 | .000 | .000 |  | .099 | .088 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem21 | Pearson Correlation | .142 | .058 | .147 | .007 | .144 | .188 | 1 | .708\*\* | .533\*\* |
| Sig. (2-tailed) | .215 | .616 | .199 | .952 | .208 | .099 |  | .000 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem24 | Pearson Correlation | .211 | .129 | .045 | -.038 | .089 | .194 | .708\*\* | 1 | .524\*\* |
| Sig. (2-tailed) | .063 | .262 | .697 | .739 | .437 | .088 | .000 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalC | Pearson Correlation | .409\*\* | .575\*\* | .486\*\* | .525\*\* | .654\*\* | .732\*\* | .533\*\* | .524\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

1. **Skala Komitmen Organisasi**
2. **Komitmen Afektif**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | Aitem01 | Aitem04 | Aitem07 | Aitem10 | Aitem13 | Aitem16 | Aitem19 | Aitem22 | Aitem25 | TotalA |
| Aitem01 | Pearson Correlation | 1 | .414\*\* | .096 | .160 | .080 | .159 | .114 | .112 | .384\*\* | .495\*\* |
| Sig. (2-tailed) |  | .000 | .403 | .162 | .486 | .164 | .321 | .330 | .001 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem04 | Pearson Correlation | .414\*\* | 1 | .057 | .269\* | .187 | .238\* | .065 | .168 | .129 | .495\*\* |
| Sig. (2-tailed) | .000 |  | .618 | .017 | .101 | .036 | .570 | .141 | .261 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem07 | Pearson Correlation | .096 | .057 | 1 | .400\*\* | .336\*\* | .177 | .326\*\* | .199 | .085 | .551\*\* |
| Sig. (2-tailed) | .403 | .618 |  | .000 | .003 | .120 | .004 | .081 | .458 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem10 | Pearson Correlation | .160 | .269\* | .400\*\* | 1 | .260\* | .684\*\* | .490\*\* | .365\*\* | .087 | .757\*\* |
| Sig. (2-tailed) | .162 | .017 | .000 |  | .021 | .000 | .000 | .001 | .446 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem13 | Pearson Correlation | .080 | .187 | .336\*\* | .260\* | 1 | .251\* | .178 | -.015 | .202 | .494\*\* |
| Sig. (2-tailed) | .486 | .101 | .003 | .021 |  | .027 | .118 | .895 | .076 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem16 | Pearson Correlation | .159 | .238\* | .177 | .684\*\* | .251\* | 1 | .268\* | .029 | -.041 | .550\*\* |
| Sig. (2-tailed) | .164 | .036 | .120 | .000 | .027 |  | .018 | .803 | .724 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem19 | Pearson Correlation | .114 | .065 | .326\*\* | .490\*\* | .178 | .268\* | 1 | .387\*\* | -.024 | .604\*\* |
| Sig. (2-tailed) | .321 | .570 | .004 | .000 | .118 | .018 |  | .000 | .833 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem22 | Pearson Correlation | .112 | .168 | .199 | .365\*\* | -.015 | .029 | .387\*\* | 1 | .288\* | .545\*\* |
| Sig. (2-tailed) | .330 | .141 | .081 | .001 | .895 | .803 | .000 |  | .010 | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| Aitem25 | Pearson Correlation | .384\*\* | .129 | .085 | .087 | .202 | -.041 | -.024 | .288\* | 1 | .416\*\* |
| Sig. (2-tailed) | .001 | .261 | .458 | .446 | .076 | .724 | .833 | .010 |  | .000 |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| TotalA | Pearson Correlation | .495\*\* | .495\*\* | .551\*\* | .757\*\* | .494\*\* | .550\*\* | .604\*\* | .545\*\* | .416\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

1. **Komitmen Normatif**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Aitem02 | Aitem05 | Aitem08 | Aitem11 | Aitem14 | Aitem17 | Aitem20 | Aitem23 | TotalB | |
| Aitem02 | Pearson Correlation | 1 | .447\*\* | .086 | .299\*\* | -.054 | .034 | .061 | .264\* | .443\*\* | |
| Sig. (2-tailed) |  | .000 | .454 | .008 | .637 | .767 | .599 | .019 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem05 | Pearson Correlation | .447\*\* | 1 | .275\* | .431\*\* | .196 | .186 | .260\* | .315\*\* | .679\*\* | |
| Sig. (2-tailed) | .000 |  | .015 | .000 | .085 | .103 | .022 | .005 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem08 | Pearson Correlation | .086 | .275\* | 1 | .484\*\* | .133 | .119 | .415\*\* | .167 | .586\*\* | |
| Sig. (2-tailed) | .454 | .015 |  | .000 | .245 | .300 | .000 | .145 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem11 | Pearson Correlation | .299\*\* | .431\*\* | .484\*\* | 1 | .053 | -.040 | .222 | .167 | .553\*\* | |
| Sig. (2-tailed) | .008 | .000 | .000 |  | .647 | .730 | .050 | .145 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem14 | Pearson Correlation | -.054 | .196 | .133 | .053 | 1 | .402\*\* | .252\* | -.044 | .498\*\* | |
| Sig. (2-tailed) | .637 | .085 | .245 | .647 |  | .000 | .026 | .699 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem17 | Pearson Correlation | .034 | .186 | .119 | -.040 | .402\*\* | 1 | .327\*\* | .122 | .546\*\* | |
| Sig. (2-tailed) | .767 | .103 | .300 | .730 | .000 |  | .003 | .288 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem20 | Pearson Correlation | .061 | .260\* | .415\*\* | .222 | .252\* | .327\*\* | 1 | .239\* | .635\*\* | |
| Sig. (2-tailed) | .599 | .022 | .000 | .050 | .026 | .003 |  | .035 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem23 | Pearson Correlation | .264\* | .315\*\* | .167 | .167 | -.044 | .122 | .239\* | 1 | .472\*\* | |
| Sig. (2-tailed) | .019 | .005 | .145 | .145 | .699 | .288 | .035 |  | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| TotalB | Pearson Correlation | .443\*\* | .679\*\* | .586\*\* | .553\*\* | .498\*\* | .546\*\* | .635\*\* | .472\*\* | 1 | |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

1. **Komitmen Berkelanjutan**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Aitem03 | Aitem06 | Aitem09 | Aitem12 | Aitem15 | Aitem18 | Aitem21 | Aitem24 | TotalC | |
| Aitem03 | Pearson Correlation | 1 | .485\*\* | .232\* | .194 | .118 | -.046 | -.024 | .166 | .505\*\* | |
| Sig. (2-tailed) |  | .000 | .041 | .089 | .302 | .689 | .833 | .147 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem06 | Pearson Correlation | .485\*\* | 1 | .281\* | .385\*\* | .161 | .110 | -.030 | .210 | .608\*\* | |
| Sig. (2-tailed) | .000 |  | .013 | .001 | .160 | .336 | .792 | .064 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem09 | Pearson Correlation | .232\* | .281\* | 1 | .294\*\* | .371\*\* | .237\* | .196 | .177 | .680\*\* | |
| Sig. (2-tailed) | .041 | .013 |  | .009 | .001 | .037 | .085 | .121 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem12 | Pearson Correlation | .194 | .385\*\* | .294\*\* | 1 | .087 | .466\*\* | .091 | .324\*\* | .659\*\* | |
| Sig. (2-tailed) | .089 | .001 | .009 |  | .448 | .000 | .430 | .004 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem15 | Pearson Correlation | .118 | .161 | .371\*\* | .087 | 1 | .182 | -.081 | .073 | .488\*\* | |
| Sig. (2-tailed) | .302 | .160 | .001 | .448 |  | .111 | .479 | .525 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem18 | Pearson Correlation | -.046 | .110 | .237\* | .466\*\* | .182 | 1 | -.038 | .205 | .506\*\* | |
| Sig. (2-tailed) | .689 | .336 | .037 | .000 | .111 |  | .741 | .072 | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem21 | Pearson Correlation | -.024 | -.030 | .196 | .091 | -.081 | -.038 | 1 | .338\*\* | .295\*\* | |
| Sig. (2-tailed) | .833 | .792 | .085 | .430 | .479 | .741 |  | .002 | .009 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| Aitem24 | Pearson Correlation | .166 | .210 | .177 | .324\*\* | .073 | .205 | .338\*\* | 1 | .527\*\* | |
| Sig. (2-tailed) | .147 | .064 | .121 | .004 | .525 | .072 | .002 |  | .000 | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| TotalC | Pearson Correlation | .505\*\* | .608\*\* | .680\*\* | .659\*\* | .488\*\* | .506\*\* | .295\*\* | .527\*\* | 1 | |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .009 | .000 |  | |
| N | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | 78 | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |