

LAMPIRAN

KUESIONER SISWA PUTIH

A. IDENTITAS RESPONDEN

1. Nama Responden :
2. Usia : 16 – 20 tahun 21 – 25 tahun
 26 – 30 tahun 31 – 35 tahun
 36 – 40 tahun Lebih dari 40 tahun
3. Jenis Kelamin : Laki-Laki Perempuan
4. Pendidikan Terakhir : SMP SMA
 S1 Lainnya :
5. Pekerjaan :
6. Rayon Latihan :
7. Lama Latihan : Kurang dari 1 tahun
 1 – 2 tahun
 Lebih dari 2 tahun

B. PETUNJUK PENGISIAN

1. Mohon dibaca dan dipahami pernyataan yang ada dengan sebaik-baiknya serta dibandingkan dengan keadaan Bapak/ Ibu/ Saudara yang sebenarnya.
2. Setiap pernyataan diikuti dengan lima (5) pilihan jawaban. Bapak/ Ibu/ Saudara cukup memilih salah satu dengan memberikan ceklis (✓), adapun ketentuan sebagai berikut:

Simbol	Kategori	Nilai Bobot
STS	Sangat Tidak Setuju	1
TS	Tidak Setuju	2
N	Netral	3
S	Setuju	4
SS	Sangat Setuju	5

3. Bapak/ Ibu/ Saudara saat mengembalikan kuesioner ini diharapkan untuk mengecek kembali sehingga tidak ada pernyataan yang terlewati.

1. Komitmen Organisasi

No	Pernyataan	Nilai				
		STS	TS	N	S	SS
Komitmen Afektif						
1	Saya sangat senang untuk menghabiskan waktu saya di organisasi PSHT					
2	Saya merasa masalah di PSHT merupakan masalah bagi saya juga					
3	Saya tidak merasa menjadi bagian dari keluarga besar organisasi PSHT					
4	Saya tidak merasa memiliki keterikatan emosional dengan organisasi PSHT					
5	Saya merasa memiliki ikatan yang mendalam dengan organisasi PSHT					
6	Saya tidak merasa memiliki ikatan yang mendalam dengan organisasi PSHT					
Komitmen Berkelanjutan						
7	Saya merasa kesulitan untuk meninggalkan organisasi PSHT saat ini walaupun ingin					
8	Saya merasa terlalu berlebihan ketika saya meninggalkan organisasi PSHT karena akan mengganggu kehidupan saya					
9	Saya merasa untuk saat ini bertahan di organisasi PSHT adalah kebutuhan yang saya inginkan					
10	Saya percaya bahwa saya memiliki beberapa pilihan untuk mempertimbangkan keluar dari PSHT					

11	Saya merasa salah satu konsekuensi negatif dari meninggalkan organisasi PSHT adalah terbatasnya alternatif pilihan					
12	Saya merasa alasan utama saya tetap tinggal di organisasi PSHT adalah ketika saya keluar, maka akan ada pengorbanan yang sangat besar					

Komitmen Normatif						
13	Saya tidak merasa memiliki kewajiban untuk tetap tinggal di organisasi PSHT					
14	Saya merasa tidak benar untuk meninggalkan organisasi PSHT, walaupun itu menguntungkan bagi diri saya					
15	Saya akan merasa bersalah bila meninggalkan organisasi PSHT					
16	Saya merasa organisasi PSHT layak menerima kesetiaan saya					
17	Saya tidak akan meninggalkan organisasi PSHT karena saya merasa memiliki kewajiban untuk tetap tinggal					
18	Saya merasa berutang banyak kepada organisasi PSHT					

2. *Organizational Citizenship Behavior*

No	Pernyataan	Nilai				
		STS	TS	N	S	SS
<i>Alturism</i>						
1	Saya membantu siswa lain yang absen latihan (misal dengan memberitahu tentang informasi baru yang didapat seputar latian)					
2	Saya membantu siswa lain yang yang memiliki beban latihan berat (misal membantu meringankan biaya pengesahan dengan iuran)					
3	Saya membantu siswa baru walaupun tidak dibutuhkan					
4	Saya dengan senang hati membantu siswa lain yang memiliki masalah yang berhubungan dengan latihan					
5	Saya selalu siap membantu siswa lain di sekitar saya					
<i>Courtesy</i>						
6	Saya selalu siap mengambil langkah untuk mencegah masalah dengan siswa lain					
7	Saya sadar bahwa perilaku saya dapat mempengaruhi latian siswa lain					
8	Saya tidak akan menyalahgunakan hak sebagai siswa ke orang lain					
9	Saya berusaha menghindari membuat masalah ke sesama siswa					
10	Saya mempertimbangkan akibat dari perilaku saya ke sesama siswa					

<i>Civic Virtue</i>						
11	Saya mengikuti perubahan yang ada di organisasi					
12	Saya mengikuti pengumuman di organisasi					
<i>Conscientiousness</i>						
13	Saya memiliki kehadiran diatas normal					
14	Saya tidak mengambil libur berlebih					
15	Saya mematuhi peraturan walaupun tidak ada yang memperhatikan					
16	Saya merupakan salah satu siswa yang bersungguh-sungguh					
17	Saya percaya ketika saya bersungguh-sungguh latihan maka saya akan menjadi anggota yang baik					
<i>Sportmanship</i>						
18	Saya menghabiskan banyak waktu untuk mengeluh tentang masalah sepele					
19	Saya selalu fokus pada apa yang salah, dibanding dengan segi positif					
20	Saya cenderung membesar-besarkan masalah					
21	Saya selalu mencari kesalahan yang dilakukan organisasi					
22	Saya merasa mencari perhatian adalah hal yang biasa dilakukan					

KUESIONER PELATIH

IDENTITAS RESPONDEN

1. Nama Responden :
2. Nama Siswa Putih :
3. Rayon Latihan :

Kinerja Siswa Putih

No	Pernyataan	Nilai				
		STS	TS	N	S	SS
1	Siswa giat dalam latihan					
2	Siswa memiliki inisiatif yang tinggi dalam latihan					
3	Siswa memiliki pengetahuan dan keterampilan yang dibutuhkan latihan					
4	Siswa memahami hal-hal yang berkaitan dengan tugas yang diberikan					
5	Siswa teliti dalam latihan					
6	Siswa dapat menyelesaikan tugas dengan akurat sesuai arahan yang diberikan					
7	Siswa mampu mencapai target yang telah dibuat pelatih					
8	Siswa paham terhadap peraturan yang ada di dalam organisasi PSHT					
9	Siswa patuh terhadap peraturan yang ada di dalam organisasi PSHT					
10	Siswa dapat bekerja sama dengan siswa lain di dalam latian					
11	Siswa memiliki hubungan yang baik dengan sesama siswa					

LAMPIRAN 2 DESKRIPTIF KARAKTERISTIK RESPONDEN

Karakteristik Responden Berdasarkan Usia

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16-20 tahun	57	72,2	72,2
	21-25 tahun	14	17,7	89,9
	26-30 tahun	2	2,5	92,4
	31-35 tahun	4	5,1	97,5
	36-40 tahun	1	1,3	98,7
	Lebih dari 40 tahun	1	1,3	100,0
	Total	79	100,0	100,0

Karakteristik Responden Berdasarkan Jenis Kelamin

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	66	83,5	83,5
	Perempuan	13	16,5	16,5
	Total	79	100,0	100,0

Karakteristik Responden Berdasarkan Pendidikan Terakhir

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	39	49,4	49,4
	SMA	40	50,6	50,6
	Total	79	100,0	100,0

Karakteristik Responden Berdasarkan Pekerjaan

Pekerjaan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pelajar	33	41,8	41,8
	Mahasiswa	24	30,4	72,2
	Karyawan Swasta	8	10,1	82,3
	Buruh	8	10,1	92,4
	Wiraswasta	4	5,1	97,5
	Wirausaha	1	1,3	98,7
	Polisi	1	1,3	100,0
	Total	79	100,0	100,0

Karakteristik Responden Berdasarkan Rayon Latihan

RayonLatihan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Banguntapan	2	2,5	2,5	2,5
	Bantul Kota	6	7,6	7,6	10,1
	DKC	7	8,9	8,9	19,0
	Mangir	9	11,4	11,4	30,4
	Mangunan	10	12,7	12,7	43,0
	Pleret	4	5,1	5,1	48,1
	Pondok Krapyak	9	11,4	11,4	59,5
	Pundong	10	12,7	12,7	72,2
	UMBY	14	17,7	17,7	89,9
	UMY	2	2,5	2,5	92,4
	UPY	6	7,6	7,6	100,0
	Total	79	100,0	100,0	

Karakteristik Responden Berdasarkan Lama Latihan

LamaLatihan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang dari 1 tahun	12	15,2	15,2	15,2
	1-2 tahun	59	74,7	74,7	89,9
	Lebih dari 2 tahun	8	10,1	10,1	100,0
	Total	79	100,0	100,0	

LAMPIRAN 3 UJI VALIDITAS VARIABEL

Validitas Variabel Komitmen Afektif

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	SUMX1
X1.1	Pearson Correlation	1	,319**	-,144	,020	,096	-,046	,404**
	Sig. (2-tailed)		,004	,206	,863	,398	,688	,000
	N	79	79	79	79	79	79	79
X1.2	Pearson Correlation	,319**	1	-,035	,136	,149	-,053	,511**
	Sig. (2-tailed)	,004		,761	,233	,189	,643	,000
	N	79	79	79	79	79	79	79
X1.3	Pearson Correlation	-,144	-,035	1	,211	,157	,288*	,430**
	Sig. (2-tailed)	,206	,761		,062	,166	,010	,000
	N	79	79	79	79	79	79	79
X1.4	Pearson Correlation	,020	,136	,211	1	,200	,221*	,625**
	Sig. (2-tailed)	,863	,233	,062		,077	,050	,000
	N	79	79	79	79	79	79	79
X1.5	Pearson Correlation	,096	,149	,157	,200	1	,282*	,597**
	Sig. (2-tailed)	,398	,189	,166	,077		,012	,000
	N	79	79	79	79	79	79	79
X1.6	Pearson Correlation	-,046	-,053	,288*	,221*	,282*	1	,523**
	Sig. (2-tailed)	,688	,643	,010	,050	,012		,000
	N	79	79	79	79	79	79	79
SUMX1	Pearson Correlation	,404**	,511**	,430**	,625**	,597**	,523**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	79	79	79	79	79	79	79

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Validitas Variabel Komitmen Berkelanjutan

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	SUMX2
X2.1	Pearson Correlation	1	,299**	,222*	,116	,166	,097	,645**
	Sig. (2-tailed)		,007	,049	,307	,143	,396	,000
	N	79	79	79	79	79	79	79
X2.2	Pearson Correlation	,299**	1	,277*	,157	,045	-,009	,598**
	Sig. (2-tailed)	,007		,014	,166	,696	,938	,000
	N	79	79	79	79	79	79	79
X2.3	Pearson Correlation	,222*	,277*	1	,091	,116	,079	,523**
	Sig. (2-tailed)	,049	,014		,427	,309	,488	,000
	N	79	79	79	79	79	79	79
X2.4	Pearson Correlation	,116	,157	,091	1	,179	-,155	,529**
	Sig. (2-tailed)	,307	,166	,427		,114	,174	,000
	N	79	79	79	79	79	79	79
X2.5	Pearson Correlation	,166	,045	,116	,179	1	-,061	,473**
	Sig. (2-tailed)	,143	,696	,309	,114		,592	,000
	N	79	79	79	79	79	79	79
X2.6	Pearson Correlation	,097	-,009	,079	-,155	-,061	1	,251*
	Sig. (2-tailed)	,396	,938	,488	,174	,592		,026
	N	79	79	79	79	79	79	79
SUMX2	Pearson Correlation	,645**	,598**	,523**	,529**	,473**	,251*	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,026	
	N	79	79	79	79	79	79	79

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Validitas Variabel Komitmen Normatif

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	SUMX3
X3.1	Pearson Correlation	1	,200	,252*	,120	,098	,213	,547**
	Sig. (2-tailed)		,077	,025	,291	,390	,059	,000
	N	79	79	79	79	79	79	79
X3.2	Pearson Correlation	,200	1	,265*	,103	,165	,257*	,585**
	Sig. (2-tailed)	,077		,018	,367	,145	,022	,000
	N	79	79	79	79	79	79	79
X3.3	Pearson Correlation	,252*	,265*	1	,105	,210	,216	,575**
	Sig. (2-tailed)	,025	,018		,357	,063	,056	,000
	N	79	79	79	79	79	79	79
X3.4	Pearson Correlation	,120	,103	,105	1	,195	,276*	,575**
	Sig. (2-tailed)	,291	,367	,357		,085	,014	,000
	N	79	79	79	79	79	79	79
X3.5	Pearson Correlation	,098	,165	,210	,195	1	,138	,511**
	Sig. (2-tailed)	,390	,145	,063	,085		,226	,000
	N	79	79	79	79	79	79	79
X3.6	Pearson Correlation	,213	,257*	,216	,276*	,138	1	,610**
	Sig. (2-tailed)	,059	,022	,056	,014	,226		,000
	N	79	79	79	79	79	79	79
SUMX3	Pearson Correlation	,547**	,585**	,575**	,575**	,511**	,610**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	79	79	79	79	79	79	79

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Validitas Variabel *Organizational Citizenship Behavior* Correlations

		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12
Z1	Pearson Correlation	1	,181	,199	,000	,243*	,113	,177	,188	,034	,295**	,238*	,143
	Sig. (2-tailed)		,110	,079	1,000	,031	,322	,118	,097	,769	,008	,034	,210
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z2	Pearson Correlation	,181	1	,243*	,256*	,254*	,325**	,097	,140	,080	,136	,204	,201
	Sig. (2-tailed)	,110		,031	,023	,024	,003	,393	,218	,485	,231	,071	,075
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z3	Pearson Correlation	,199	,243*	1	,237*	,128	,281*	,245*	,227*	,182	,202	,169	,202
	Sig. (2-tailed)	,079	,031		,036	,260	,012	,029	,044	,107	,075	,138	,074
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z4	Pearson Correlation	,000	,256*	,237*	1	,409**	,300**	,080	,211	,271*	-,035	,180	,041
	Sig. (2-tailed)	1,000	,023	,036		,000	,007	,481	,062	,016	,757	,113	,721
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z5	Pearson Correlation	,243*	,254*	,128	,409**	1	,537**	,007	,102	,290**	,203	,103	,089
	Sig. (2-tailed)	,031	,024	,260	,000		,000	,954	,371	,009	,073	,367	,436
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z6	Pearson Correlation	,113	,325**	,281*	,300**	,537**	1	,212	,145	,192	,255*	,230*	,365**
	Sig. (2-tailed)	,322	,003	,012	,007	,000		,061	,202	,089	,023	,042	,001
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z7	Pearson Correlation	,177	,097	,245*	,080	,007	,212	1	,221	,136	,018	,166	,164
	Sig. (2-tailed)	,118	,393	,029	,481	,954	,061		,051	,231	,873	,143	,148
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z8	Pearson Correlation	,188	,140	,227*	,211	,102	,145	,221	1	,380**	,318**	,204	,072
	Sig. (2-tailed)	,097	,218	,044	,062	,371	,202	,051		,001	,004	,071	,530
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z9	Pearson Correlation	,034	,080	,182	,271*	,290**	,192	,136	,380**	1	,116	,229*	,110
	Sig. (2-tailed)	,769	,485	,107	,016	,009	,089	,231	,001		,308	,042	,334
	N	79	79	79	79	79	79	79	79	79	79	79	79
Z10	Pearson Correlation	,295**	,136	,202	-,035	,203	,255*	,018	,318**	,116	1	,091	,196

	Sig. (2-tailed)	,008	,231	,075	,757	,073	,023	,873	,004	,308	,425	,084
	N	79	79	79	79	79	79	79	79	79	79	79
Z11	Pearson Correlation	,238*	,204	,169	,180	,103	,230*	,166	,204	,229*	,091	1
	Sig. (2-tailed)	,034	,071	,138	,113	,367	,042	,143	,071	,042	,425	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z12	Pearson Correlation	,143	,201	,202	,041	,089	,365**	,164	,072	,110	,196	,430**
	Sig. (2-tailed)	,210	,075	,074	,721	,436	,001	,148	,530	,334	,084	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z13	Pearson Correlation	,183	,186	,139	-,017	,055	,201	,302**	,207	-,065	,074	,187
	Sig. (2-tailed)	,107	,102	,223	,883	,630	,075	,007	,067	,567	,518	,099
	N	79	79	79	79	79	79	79	79	79	79	79
Z14	Pearson Correlation	,030	,051	-,028	,-,055	,128	,272*	,254*	,145	,097	,042	,159
	Sig. (2-tailed)	,793	,655	,808	,631	,259	,015	,024	,202	,397	,715	,163
	N	79	79	79	79	79	79	79	79	79	79	79
Z15	Pearson Correlation	,108	,286*	-,035	,124	,171	,017	,156	,109	,280*	,216	,120
	Sig. (2-tailed)	,342	,011	,758	,277	,131	,879	,169	,338	,012	,056	,294
	N	79	79	79	79	79	79	79	79	79	79	79
Z16	Pearson Correlation	,242*	,245*	,348**	,193	,179	,212	,273*	,204	,138	,243*	,115
	Sig. (2-tailed)	,032	,030	,002	,089	,115	,060	,015	,072	,227	,031	,312
	N	79	79	79	79	79	79	79	79	79	79	79
Z17	Pearson Correlation	-,037	,227*	,106	,497**	,155	,148	-,001	,031	,101	-,093	,275*
	Sig. (2-tailed)	,743	,044	,353	,000	,172	,194	,995	,788	,378	,416	,014
	N	79	79	79	79	79	79	79	79	79	79	79
Z18	Pearson Correlation	,000	-,067	-,009	,110	-,061	,161	,207	-,012	-,124	,017	-,078
	Sig. (2-tailed)	1,000	,558	,936	,335	,595	,156	,067	,914	,275	,884	,495
	N	79	79	79	79	79	79	79	79	79	79	79
Z19	Pearson Correlation	,183	,188	-,033	,190	,158	,173	,079	,115	,054	,031	-,126
	Sig. (2-tailed)	,106	,097	,775	,093	,164	,126	,489	,311	,634	,784	,269
	N	79	79	79	79	79	79	79	79	79	79	79
Z20	Pearson Correlation	,000	,145	,048	,147	,069	,199	,118	-,059	,111	,092	,012
	Sig. (2-tailed)	1,000	,202	,677	,196	,544	,079	,299	,605	,330	,419	,918
	N	79	79	79	79	79	79	79	79	79	79	79
Z21	Pearson Correlation	,091	-,020	-,072	,227*	,044	,019	,005	,022	,169	,056	,151
	Sig. (2-tailed)	,426	,859	,526	,044	,701	,868	,966	,849	,138	,621	,184
	N	79	79	79	79	79	79	79	79	79	79	79
Z22	Pearson Correlation	,224*	,251*	,018	,157	,253*	,132	,063	,170	,190	,188	,037
	Sig. (2-tailed)	,047	,026	,875	,166	,025	,246	,579	,134	,094	,098	,749
	N	79	79	79	79	79	79	79	79	79	79	79
SUMZ	Pearson Correlation	,381**	,462**	,375*	,452*	,440*	,554*	,426*	,416**	,400**	,370**	,401**
	Sig. (2-tailed)	,001	,000	,001	,000	,000	,000	,000	,000	,000	,001	,000
	N	79	79	79	79	79	79	79	79	79	79	79

Correlations

	Z13	Z14	Z15	Z16	Z17	Z18	Z19	Z20	Z21	Z22	SUMZ
Z1	Pearson Correlation	,183	,030	,108	,242*	-,037	,000	,183	,000	,091	,224*
	Sig. (2-tailed)	,107	,793	,342	,032	,743	1,000	,106	1,000	,426	,047
	N	79	79	79	79	79	79	79	79	79	79
Z2	Pearson Correlation	,186	,051	,286*	,245*	,227*	-,067	,188	,145	-,020	,251*
	Sig. (2-tailed)	,102	,655	,011	,030	,044	,558	,097	,202	,859	,026
	N	79	79	79	79	79	79	79	79	79	79
Z3	Pearson Correlation	,139	-,028	-,035	,348**	,106	-,009	-,033	,048	-,072	,018
	Sig. (2-tailed)	,223	,808	,758	,002	,353	,936	,775	,677	,526	,875
	N	79	79	79	79	79	79	79	79	79	79
Z4	Pearson Correlation	-,017	-,055	,124	,193	,497**	,110	,190	,147	,227*	,157
	Sig. (2-tailed)	,883	,631	,277	,089	,000	,335	,093	,196	,044	,452**
	N	79	79	79	79	79	79	79	79	79	79
Z5	Pearson Correlation	,055	,128	,171	,179	,155	-,061	,158	,069	,044	,253*
	Sig. (2-tailed)	,630	,259	,131	,115	,172	,595	,164	,544	,701	,025
	N	79	79	79	79	79	79	79	79	79	79
Z6	Pearson Correlation	,201	,272*	,017	,212	,148	,161	,173	,199	,019	,132
	Sig. (2-tailed)	,075	,015	,879	,060	,194	,156	,126	,079	,868	,554**

	N	79	79	79	79	79	79	79	79	79	79	79
Z7	Pearson Correlation	,302**	,254*	,156	,273*	-,001	,207	,079	,118	,005	,063	,426**
	Sig. (2-tailed)	,007	,024	,169	,015	,995	,067	,489	,299	,966	,579	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z8	Pearson Correlation	,207	,145	,109	,204	,031	-,012	,115	-,059	,022	,170	,416**
	Sig. (2-tailed)	,067	,202	,338	,072	,788	,914	,311	,605	,849	,134	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z9	Pearson Correlation	-,065	,097	,280*	,138	,101	-,124	,054	,111	,169	,190	,400**
	Sig. (2-tailed)	,567	,397	,012	,227	,378	,275	,634	,330	,138	,094	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z10	Pearson Correlation	,074	,042	,216	,243*	-,093	,017	,031	,092	,056	,188	,370**
	Sig. (2-tailed)	,518	,715	,056	,031	,416	,884	,784	,419	,621	,098	,001
	N	79	79	79	79	79	79	79	79	79	79	79
Z11	Pearson Correlation	,187	,159	,120	,115	,275*	-,078	-,126	,012	,151	,037	,401**
	Sig. (2-tailed)	,099	,163	,294	,312	,014	,495	,269	,918	,184	,749	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z12	Pearson Correlation	,249*	,190	,255*	,189	,030	,127	,082	,109	,015	,234*	,462**
	Sig. (2-tailed)	,027	,094	,023	,096	,793	,264	,475	,340	,897	,038	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z13	Pearson Correlation	1	,376**	,303**	,259*	,195	,385**	,167	,097	-	-,182	,424**
	Sig. (2-tailed)		,001	,007	,021	,085	,000	,141	,394	,047	,109	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z14	Pearson Correlation	,376**	1	,325**	,231*	,178	,253*	,260*	,270*	,053	,088	,469**
	Sig. (2-tailed)	,001		,003	,041	,116	,025	,021	,016	,645	,440	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z15	Pearson Correlation	,303**	,325**	1	,417**	,227*	,157	,179	,179	,102	,134	,499**
	Sig. (2-tailed)	,007	,003		,000	,044	,168	,115	,114	,371	,240	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z16	Pearson Correlation	,259*	,231*	,417**	1	,233*	,060	,170	,200	,109	,151	,554**
	Sig. (2-tailed)	,021	,041	,000		,038	,601	,135	,077	,340	,184	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z17	Pearson Correlation	,195	,178	,227*	,233*	1	,125	-,011	,183	,225*	,155	,399**
	Sig. (2-tailed)	,085	,116	,044	,038		,271	,923	,106	,046	,171	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z18	Pearson Correlation	,385**	,253*	,157	,060	,125	1	,087	,371**	,099	-,058	,315**
	Sig. (2-tailed)	,000	,025	,168	,601	,271		,444	,001	,385	,611	,005
	N	79	79	79	79	79	79	79	79	79	79	79
Z19	Pearson Correlation	,167	,260*	,179	,170	-,011	,087	1	,299**	,175	,446**	,442**
	Sig. (2-tailed)	,141	,021	,115	,135	,923	,444		,007	,122	,000	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z20	Pearson Correlation	,097	,270*	,179	,200	,183	,371**	,299**	1	,454**	,315**	,496**
	Sig. (2-tailed)	,394	,016	,114	,077	,106	,001	,007		,000	,005	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Z21	Pearson Correlation	-	,053	,102	,109	,225*	,099	,175	,454**	1	,406**	,349**
	Sig. (2-tailed)	,224*		,371	,340	,046	,385	,122	,000		,000	,002
	N	79	79	79	79	79	79	79	79	79	79	79
Z22	Pearson Correlation	-,182	,088	,134	,151	,155	-,058	,446**	,315**	,406**	1	,486**
	Sig. (2-tailed)	,109	,440	,240	,184	,171	,611	,000	,005	,000		,000
	N	79	79	79	79	79	79	79	79	79	79	79
SUMZ	Pearson Correlation	,424**	,469**	,499**	,554**	,399**	,315**	,442**	,496**	,349**	,486**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,005	,000	,000	,002	,000	
	N	79	79	79	79	79	79	79	79	79	79	79

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Validitas Variabel Kinerja

Correlations												
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	SUMY
Y1	Pearson Correlation	1	,386**	-,045	,037	,227*	,229*	,274*	,049	,146	-,219	-,114
	Sig. (2-tailed)		,000	,697	,744	,045	,042	,015	,671	,200	,053	,316
	N	79	79	79	79	79	79	79	79	79	79	79
Y2	Pearson Correlation	,386**	1	,326**	-,095	-,036	,120	,141	,052	,039	,104	,140
	Sig. (2-tailed)	,000		,003	,403	,755	,291	,216	,649	,735	,360	,220
	N	79	79	79	79	79	79	79	79	79	79	79
Y3	Pearson Correlation	-,045	,326**	1	,051	,313**	,014	-,027	,121	,046	,263*	,038
	Sig. (2-tailed)	,697	,003		,653	,005	,901	,816	,289	,690	,019	,740
	N	79	79	79	79	79	79	79	79	79	79	79
Y4	Pearson Correlation	,037	-,095	,051	1	,263*	-,043	,137	,056	,007	,040	,095
	Sig. (2-tailed)	,744	,403	,653		,019	,707	,229	,625	,953	,728	,403
	N	79	79	79	79	79	79	79	79	79	79	79
Y5	Pearson Correlation	,227*	-,036	,313**	,263*	1	,042	,013	,139	,086	,082	-,101
	Sig. (2-tailed)	,045	,755	,005	,019		,711	,910	,222	,452	,470	,374
	N	79	79	79	79	79	79	79	79	79	79	79
Y6	Pearson Correlation	,229*	,120	,014	-,043	,042	1	,336**	,110	,132	,000	,209
	Sig. (2-tailed)	,042	,291	,901	,707	,711		,002	,333	,247	,997	,064
	N	79	79	79	79	79	79	79	79	79	79	79
Y7	Pearson Correlation	,274*	,141	-,027	,137	,013	,336**	1	,221	,033	-,034	,075
	Sig. (2-tailed)	,015	,216	,816	,229	,910	,002		,051	,771	,766	,510
	N	79	79	79	79	79	79	79	79	79	79	79
Y8	Pearson Correlation	,049	,052	,121	,056	,139	,110	,221	1	,455**	,439**	,297**
	Sig. (2-tailed)	,671	,649	,289	,625	,222	,333	,051		,000	,000	,008
	N	79	79	79	79	79	79	79	79	79	79	79
Y9	Pearson Correlation	,146	,039	,046	,007	,086	,132	,033	,455**	1	,543**	,418**
	Sig. (2-tailed)	,200	,735	,690	,953	,452	,247	,771	,000		,000	,000
	N	79	79	79	79	79	79	79	79	79	79	79
Y10	Pearson Correlation	-,219	,104	,263*	,040	,082	,000	-,034	,439**	,543**	1	,632**
	Sig. (2-tailed)	,053	,360	,019	,728	,470	,997	,766	,000	,000		,000
	N	79	79	79	79	79	79	79	79	79	79	79
Y11	Pearson Correlation	-,114	,140	,038	,095	-,101	,209	,075	,297**	,418**	,632**	1
	Sig. (2-tailed)	,316	,220	,740	,403	,374	,064	,510	,008	,000	,000	,000
	N	79	79	79	79	79	79	79	79	79	79	79
SUMY	Pearson Correlation	,355**	,417**	,423**	,312**	,406**	,389**	,395**	,623**	,607**	,584**	,526**
	Sig. (2-tailed)	,001	,000	,000	,005	,000	,000	,000	,000	,000	,000	
	N	79	79	79	79	79	79	79	79	79	79	79

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

LAMPIRAN 4 UJI RELIABILITAS VARIABEL

Reliabilitas Variabel Komitmen Afektif

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,454	,450	6

Reliabilitas Variabel Komitmen Berkelanjutan

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,423	,421	6

Reliabilitas Variabel Komitmen Normatif

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,574	,581	6

Reliabilitas Variabel *Organizational Citizenship Behavior*

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,791	,797	22

Reliabilitas Variabel Kinerja

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,628	,626	11

LAMPIRAN 5 STATISTIK DESKRIPTIF VARIABEL

Statistik Deskriptif Variabel Komitmen Afektif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	79	3,00	5,00	4,3038	,58517
X1.2	79	3,00	5,00	4,2785	,63924
X1.3	79	3,00	5,00	4,7215	,50476
X1.4	79	3,00	5,00	4,1392	,72914
X1.5	79	3,00	5,00	4,3924	,58655
X1.6	79	3,00	5,00	4,3418	,57481
Valid N (listwise)	79				

Statistik Deskriptif Variabel Komitmen Berkelanjutan

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	79	1,00	5,00	4,1392	,82794
X2.2	79	1,00	5,00	4,0506	,79902
X2.3	79	3,00	5,00	4,2405	,58211
X2.4	79	1,00	5,00	4,0127	,91278
X2.5	79	2,00	5,00	3,7468	,72445
X2.6	79	2,00	5,00	4,0886	,64430
Valid N (listwise)	79				

Statistik Deskriptif Variabel Komitmen Normatif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	79	3,00	5,00	4,3038	,66707
X3.2	79	1,00	5,00	4,1139	,69775
X3.3	79	3,00	5,00	4,4557	,61597
X3.4	79	2,00	5,00	4,1646	,80750
X3.5	79	3,00	5,00	4,4937	,61755
X3.6	79	3,00	5,00	4,4557	,63645
Valid N (listwise)	79				

Statistik Deskriptif Variabel *Organizational Citizenship Behavior*

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Z1	79	2,00	5,00	4,0000	,55470
Z2	79	3,00	5,00	4,0506	,63848
Z3	79	2,00	5,00	3,8861	,69775
Z4	79	2,00	5,00	4,4684	,63721
Z5	79	3,00	5,00	4,4430	,57170
Z6	79	3,00	5,00	4,2658	,61413
Z7	79	2,00	5,00	4,0506	,78281
Z8	79	3,00	5,00	4,1772	,61518
Z9	79	3,00	5,00	4,3165	,68956
Z10	79	2,00	5,00	4,3038	,70446
Z11	79	2,00	5,00	4,0253	,67889
Z12	79	3,00	5,00	4,1266	,64782
Z13	79	2,00	5,00	3,7468	,75902
Z14	79	2,00	5,00	3,7595	,77153
Z15	79	3,00	5,00	3,9747	,64001
Z16	79	3,00	5,00	3,9620	,66877
Z17	79	3,00	5,00	4,5063	,61755
Z18	79	2,00	5,00	4,1772	,81271
Z19	79	2,00	5,00	3,9367	,88204
Z20	79	2,00	5,00	4,2405	,83536
Z21	79	2,00	5,00	4,4430	,76371
Z22	79	1,00	5,00	4,1013	,92812
Valid N (listwise)	79				

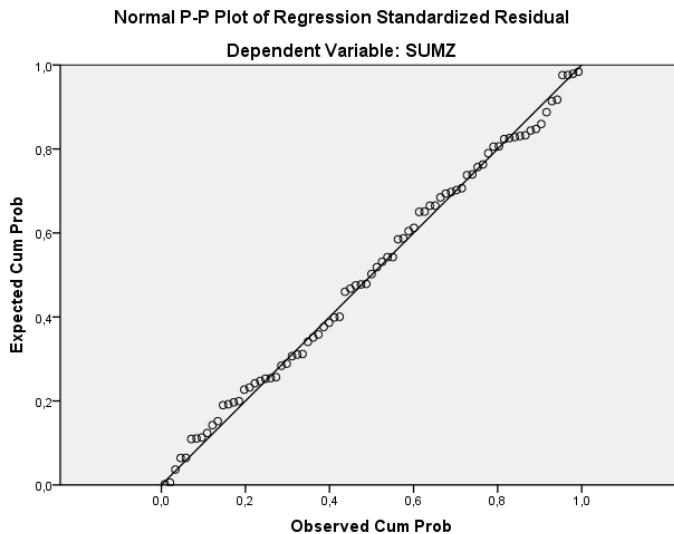
Statistik Deskriptif Variabel Kinerja

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Y1	79	3,00	5,00	4,2405	,51179
Y2	79	2,00	5,00	4,1646	,70584
Y3	79	2,00	5,00	3,7975	,64807
Y4	79	2,00	5,00	4,0506	,69612
Y5	79	3,00	5,00	4,1013	,67168
Y6	79	2,00	5,00	4,0886	,58155
Y7	79	2,00	5,00	4,2025	,56341
Y8	79	2,00	5,00	4,1266	,82224
Y9	79	3,00	5,00	4,1772	,79678
Y10	79	3,00	5,00	4,4304	,59233
Y11	79	3,00	5,00	4,5063	,57453
Valid N (listwise)	79				

LAMPIRAN 6 UJI ASUMSI KLASIK

Persamaan 1

Lampiran Uji Normalitas



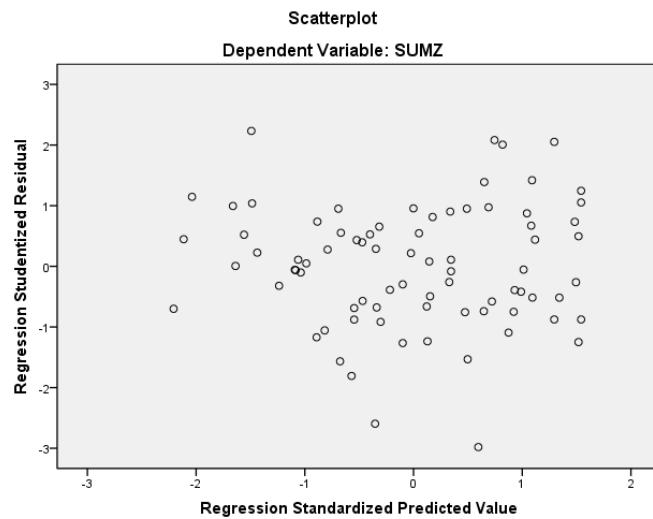
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		79
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	5,21768216
Most Extreme Differences	Absolute	,047
	Positive	,047
	Negative	-,046
Kolmogorov-Smirnov Z		,419
Asymp. Sig. (2-tailed)		,995

a. Test distribution is Normal.

b. Calculated from data.

Lampiran Heteroskedastisitas



Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-,694	5,542		-,125	,901
SUMX1	-,206	,221	-,124	-,933	,354
SUMX2	,066	,170	,049	,389	,699
SUMX3	,332	,175	,242	1,897	,062

a. Dependent Variable: Abs_Res1

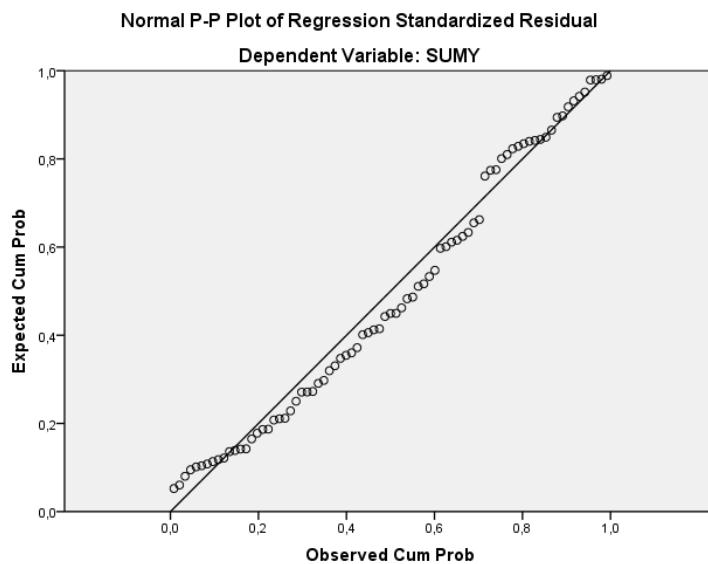
Lampiran Multikolinearitas

Model	Coefficients ^a						
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	32,723	9,446		3,464	,001		
SUMX1	,854	,377	,239	2,268	,026	,719	1,390
SUMX2	-,101	,290	-,034	-,347	,729	,811	1,233
SUMX3	1,475	,298	,502	4,948	,000	,775	1,290

a. Dependent Variable: SUMZ

Persamaan 2

Lampiran Uji Normalitas

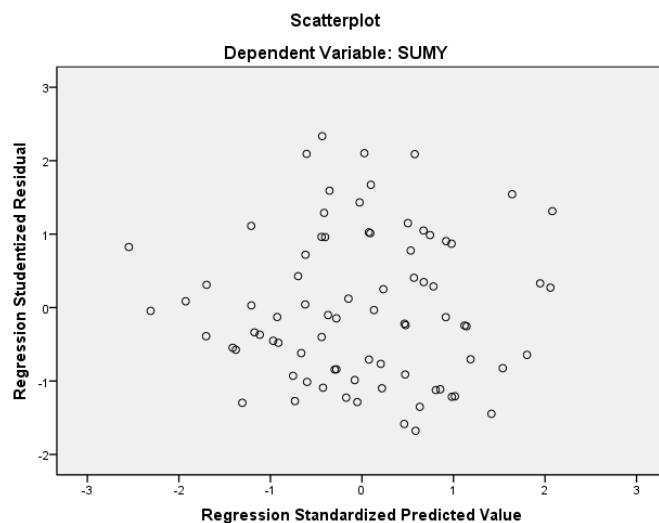


One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		79
Normal Parameters ^{a,b}	Mean	,000000
	Std. Deviation	2,90741579
Most Extreme Differences	Absolute	,071
	Positive	,071
	Negative	-,060
Kolmogorov-Smirnov Z		,629
Asymp. Sig. (2-tailed)		,824

a. Test distribution is Normal.

b. Calculated from data.

Lampiran Heteroskedastisitas**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-2,369	3,083		-,768	,445
SUMX1	,173	,118	,202	1,465	,147
SUMX2	-,030	,088	-,043	-,345	,731
SUMX3	-,059	,104	-,084	-,567	,572
SUMZ	,028	,035	,116	,792	,431

a. Dependent Variable: Abs_Res2

Lampiran Multikolinearitas**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	38,642	5,707		6,771	,000		
SUMX1	,670	,218	,379	3,066	,003	,673	1,485
SUMX2	-,489	,163	-,338	-2,997	,004	,810	1,235
SUMX3	-,432	,193	-,298	-2,245	,028	,584	1,711
SUMZ	,141	,065	,285	2,175	,033	,599	1,669

a. Dependent Variable: SUMY

LAMPIRAN 7 REGRESI BERGANDA

Persamaan 1

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	SUMX3, SUMX2, SUMX1	.	Enter

a. All requested variables entered.

b. Dependent Variable: SUMZ

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,633 ^a	,401	,377	5,32101

a. Predictors: (Constant), SUMX3, SUMX2, SUMX1

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1421,398	3	473,799	16,734	,000 ^a
Residual	2123,488	75	28,313		
Total	3544,886	78			

a. Predictors: (Constant), SUMX3, SUMX2, SUMX1

b. Dependent Variable: SUMZ

Coefficients^a

Model	Unstandardized Coefficients			Beta	t	Sig.
	B	Std. Error	Standardized Coefficients			
1 (Constant)	32,723	9,446			3,464	,001
SUMX1	,854	,377	,239		2,268	,026
SUMX2	-,101	,290	-,034		-,347	,729
SUMX3	1,475	,298	,502		4,948	,000

a. Dependent Variable: SUMZ

Persamaan 2

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	SUMZ, SUMX2, SUMX1, SUMX3	.	Enter

a. All requested variables entered.

b. Dependent Variable: SUMY

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,488 ^a	,239	,197	2,98496

a. Predictors: (Constant), SUMZ, SUMX2, SUMX1, SUMX3

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	206,635	4	51,659	5,798	,000 ^a
Residual	659,339	74	8,910		
Total	865,975	78			

a. Predictors: (Constant), SUMZ, SUMX2, SUMX1, SUMX3

b. Dependent Variable: SUMY

Coefficients^a

Model		Unstandardized Coefficients		Beta	t	Sig.
		B	Std. Error			
1	(Constant)	38,642	5,707		6,771	,000
	SUMX1	,670	,218	,379	3,066	,003
	SUMX2	-,489	,163	-,338	-2,997	,004
	SUMX3	-,432	,193	-,298	-2,245	,028
	SUMZ	,141	,065	,285	2,175	,033

a. Dependent Variable: SUMY

Perpustakaan Universitas Muhammadiyah Yogyakarta menyatakan bahwa Skripsi atas:

Nama : Ayu Wulandari
NIM : 20150410229
Prodi : Manajemen
Judul : PENGARUH DIMENSI KOMITMEN ORGANISASI
TERHADAP KINERJA DENGAN ORGANIZATIONAL
CITIZENSHIP BEHAVIOR SEBAGAI VARIABEL
INTERVENING
(Studi Pada Siswa Sabuk Putih di Organisasi Pencak Silat
Persaudaraan Setia Hati Terate Ranting Bantul)
Dosen Pembimbing : Isthofaina Astuty, S.E., M.Si.

Telah dilakukan tes Turnitin filter 1%, dengan indeks similaritasnya sebesar 5%.

Semoga surat keterangan ini dapat digunakan sebagaimana mestinya.

Mengetahui
Ka. Ur. Pengelolahan



Laela Niswatin, S.I.Pust

Yogyakarta, 20-12-2018
yang melaksanakan pengecekan

Ikram Al-Zein, S.Kom.I