

LAMPIRAN-LAMPIRAN

	Sig. (2-tailed)	,861	,749	,020	,020	,602	,003	,020	,102		,020	,028
	N	10	10	10	10	10	10	10	10	10	10	10
P10	Pearson	,535	,488	1,000**	1,000**	,592	,842**	1,000**	,764*	,716*	1	,961**
	Correlation											
	Sig. (2-tailed)	,111	,153	,000	,000	,071	,002	,000	,010	,020		,000
	N	10	10	10	10	10	10	10	10	10	10	10
Skort	Pearson	,668*	,636*	,961**	,961**	,688*	,879**	,961**	,772**	,688*	,961**	1
otal	Correlation											
	Sig. (2-tailed)	,035	,048	,000	,000	,028	,001	,000	,009	,028	,000	
	N	10	10	10	10	10	10	10	10	10	10	10

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

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

Hasil Uji Reliabilitas Variabel Karakteristik Personal

Reliability Statistics

Cronbach's Alpha	N of Items
,781	11

Hasil Uji Validitas Variabel Peran Pimpinan

Correlations

		P11	P12	P13	P14	P15	P16	P17	P18	Skortotal
P11	Pearson Correlation	1	,356	,816**	,356	,612	,816**	,356	,816**	,826**
	Sig. (2-tailed)		,312	,004	,312	,060	,004	,312	,004	,003
	N	10	10	10	10	10	10	10	10	10
P12	Pearson Correlation	,356	1	,218	,524	,764*	,218	1,000**	,655*	,736*
	Sig. (2-tailed)	,312		,545	,120	,010	,545	,000	,040	,015
	N	10	10	10	10	10	10	10	10	10
P13	Pearson Correlation	,816**	,218	1	,655*	,500	1,000**	,218	,600	,809**
	Sig. (2-tailed)	,004	,545		,040	,141	,000	,545	,067	,005
	N	10	10	10	10	10	10	10	10	10
P14	Pearson Correlation	,356	,524	,655*	1	,764*	,655*	,524	,218	,736*
	Sig. (2-tailed)	,312	,120	,040		,010	,040	,120	,545	,015
	N	10	10	10	10	10	10	10	10	10
P15	Pearson Correlation	,612	,764*	,500	,764*	1	,500	,764*	,500	,843**
	Sig. (2-tailed)	,060	,010	,141	,010		,141	,010	,141	,002
	N	10	10	10	10	10	10	10	10	10
P16	Pearson Correlation	,816**	,218	1,000**	,655*	,500	1	,218	,600	,809**
	Sig. (2-tailed)	,004	,545	,000	,040	,141		,545	,067	,005
	N	10	10	10	10	10	10	10	10	10
P17	Pearson Correlation	,356	1,000**	,218	,524	,764*	,218	1	,655*	,736*
	Sig. (2-tailed)	,312	,000	,545	,120	,010	,545		,040	,015
	N	10	10	10	10	10	10	10	10	10
P18	Pearson Correlation	,816**	,655*	,600	,218	,500	,600	,655*	1	,809**
	Sig. (2-tailed)	,004	,040	,067	,545	,141	,067	,040		,005
	N	10	10	10	10	10	10	10	10	10
Skortotal	Pearson Correlation	,826**	,736*	,809**	,736*	,843**	,809**	,736*	,809**	1

Sig. (2-tailed)	,003	,015	,005	,015	,002	,005	,015	,005	
N	10	10	10	10	10	10	10	10	10

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

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

Hasil Uji Reliabilitas Variabel Peran Pimpinan

Reliability Statistics

Cronbach's Alpha	N of Items
,787	9

Sig. (2-tailed)	,000	,005	,000	,042	,011	,000	,000	,000	
N	10	10	10	10	10	10	10	10	10

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

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

Hasil Uji Reliabilitas Variabel Komitmen Organisasi

Reliability Statistics

Cronbach's Alpha	N of Items
,794	9

P35	Pearson	,739*	,739*	,492	,225	,592	,302	,492	,492	1	,773**	,707*
	Correlation											
	Sig. (2-tailed)	,015	,015	,148	,532	,071	,397	,148	,148		,009	,022
	N	10	10	10	10	10	10	10	10	10	10	10
P36	Pearson	,739*	,739*	,492	,449	,592	,553	,492	,492	,773*	1	,773**
	Correlation											
	Sig. (2-tailed)	,015	,015	,148	,193	,071	,097	,148	,148	,009		,009
	N	10	10	10	10	10	10	10	10	10	10	10
Skorto tal	Pearson	,912**	,912**	,876**	,816**	,803**	,810**	,876**	,876**	,707*	,773**	1
	Correlation											
	Sig. (2-tailed)	,000	,000	,001	,004	,005	,004	,001	,001	,022	,009	
	N	10	10	10	10	10	10	10	10	10	10	10

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

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

Hasil Uji Reliabilitas Variabel OCB

Reliability Statistics

Cronbach's Alpha	N of Items
,784	11

Hasil Regresi Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,861 ^a	,741	,718	1,98063	,741	32,416	3	34	,000

a. Predictors: (Constant), X3, X1, X12

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	381,490	3	127,163	32,416	,000 ^a
	Residual	133,379	34	3,923		
	Total	514,868	37			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,972	4,561		,871	,390
	X1	,394	,148	,300	2,664	,012
	X2	-,087	,111	-,084	-,0780	,441
	X3	,756	,137	,689	5,501	,000

a. Dependent Variable: Y

R	P19	P20	P21	P22	P23	P24	P25	P26	Skor Total
1	3	4	3	3	3	3	3	3	25
2	4	4	4	4	4	3	4	4	31
3	4	4	3	4	3	4	3	4	29
4	4	3	3	3	4	3	3	4	27
5	4	4	3	4	4	3	4	4	30
6	4	5	4	3	4	3	4	4	31
7	4	5	4	5	3	3	4	4	32
8	5	4	5	4	5	5	4	4	36
9	4	4	5	4	4	4	3	4	32
10	4	5	4	5	4	4	3	4	33
11	5	5	5	5	5	5	5	5	40
12	4	5	4	5	4	3	4	4	33
13	5	4	4	4	4	3	4	4	32
14	4	4	3	3	3	3	4	4	28
15	5	5	5	4	4	5	5	5	38
16	4	4	4	4	4	3	4	4	31
17	4	4	3	3	3	3	3	3	26
18	5	5	5	5	5	5	4	4	38
19	4	4	4	3	4	3	4	3	29
20	4	5	4	4	4	4	4	4	33
21	5	4	4	4	3	4	4	4	32
22	3	3	3	3	3	3	3	3	24
23	4	4	4	4	4	3	4	4	31
24	4	5	4	4	4	4	4	4	33
25	4	4	4	4	4	3	4	4	31
26	4	4	4	3	4	3	3	3	28
27	4	4	4	4	4	4	4	4	32
28	4	4	4	4	4	3	4	3	30
29	4	4	4	4	4	4	4	4	32
30	4	4	4	4	4	4	4	4	32
31	4	4	3	4	3	3	4	4	29
32	4	4	5	3	4	4	4	4	32
33	4	4	3	4	3	4	5	4	31
34	5	3	4	4	4	3	4	4	31
35	4	4	5	4	3	3	5	3	31
36	4	4	4	4	4	3	4	4	31
37	4	5	4	5	5	5	5	4	37
38	5	4	3	4	3	3	3	3	28
	158	159	149	149	145	135	148	146	

R	P27	P28	P29	P30	P31	P32	P33	P34	P35	P36	Skor total
1	3	3	3	3	3	3	3	3	3	3	30
2	4	5	3	4	4	4	4	3	4	4	39
3	4	5	3	4	3	3	4	3	4	4	37
4	4	5	3	4	3	3	4	3	3	3	35
5	4	5	3	4	4	3	4	3	4	4	38
6	4	5	3	4	3	4	3	3	4	4	37
7	4	5	4	5	4	4	4	5	4	4	43
8	5	5	5	4	4	4	4	5	5	4	45
9	4	5	3	4	4	4	4	3	4	4	39
10	4	5	3	4	4	4	4	3	4	4	39
11	5	5	5	5	5	5	5	5	5	5	50
12	4	5	3	4	3	4	3	3	3	3	35
13	4	5	3	4	4	4	4	4	4	4	40
14	4	5	3	4	4	4	4	4	4	4	40
15	5	5	5	5	4	5	5	5	4	4	47
16	4	4	3	4	4	4	3	3	4	4	37
17	4	4	3	3	3	3	3	3	3	4	33
18	4	5	5	4	4	4	5	5	5	5	46
19	4	4	3	4	4	3	3	3	4	4	36
20	4	5	3	4	4	4	4	3	4	4	39
21	4	5	3	4	4	4	4	4	4	4	40
22	4	5	3	3	3	4	4	3	4	4	37
23	4	5	3	4	3	3	3	3	3	4	35
24	4	5	3	4	4	4	4	3	4	4	39
25	4	5	3	4	4	4	4	4	4	4	40
26	4	5	3	4	4	4	4	3	4	4	39
27	4	5	3	4	4	4	4	3	4	4	39
28	4	5	3	4	4	4	4	4	4	4	40
29	4	5	3	4	4	4	4	4	4	4	40
30	5	5	4	4	4	4	4	4	4	4	42
31	4	5	4	4	4	4	4	3	4	4	40
32	4	5	4	4	4	4	4	3	4	4	40
33	4	5	3	4	4	4	4	3	4	4	39
34	4	5	3	4	4	4	4	3	4	4	39
35	4	5	3	4	4	3	4	3	4	4	38
36	4	5	3	4	4	3	4	3	4	4	38
37	4	5	5	4	4	5	5	4	4	4	44
38	4	5	3	4	3	4	3	3	4	4	37
	155	185	128	152	144	146	148	132	150	151	

Tabulasi Data Try Out – Variabel Komitmen Organisasi

N	P19	P20	P21	P22	P23	P24	P25	P26	Skor total
1	5	5	5	5	5	5	5	5	40
2	5	5	5	5	4	5	5	5	39
3	4	4	3	4	3	3	4	4	29
4	4	4	4	5	2	4	4	4	31
5	4	4	4	5	4	4	4	4	33
6	4	4	4	4	4	4	4	4	32
7	5	5	5	5	5	5	5	5	40
8	5	4	5	5	5	5	5	5	39
9	4	4	4	4	4	4	4	4	32
10	4	4	4	3	4	4	4	4	31

Tabulasi Data Try Out – Variabel OCB

N	P27	P28	P29	P30	P31	P32	P33	P34	P35	P36	Skor total
1	5	5	5	5	5	5	5	5	5	5	50
2	4	4	4	3	4	3	4	4	5	4	39
3	4	4	4	4	4	4	4	4	4	5	41
4	5	5	5	5	4	4	5	5	5	5	48
5	4	4	5	5	4	4	5	5	4	4	44
6	4	4	5	5	4	4	5	5	4	4	44
7	5	5	5	5	5	5	5	5	5	5	50
8	5	5	5	5	5	5	5	5	5	5	50
9	4	4	4	4	4	4	4	4	4	4	40
10	4	4	4	4	4	4	4	4	3	3	38

DATA 10 ORANG RESPONDEN UJI TRYOUT PEGAWAI PADA BKPSDM
KABUPATEN TANGGAMUS

No.	Nama	Jenis Kelamin	Jabatan
1	BAMBANG PROBO SAMPURNO	L	Sekretaris BKPSDM
2	M.HARISA DAROBI	L	Pelaksana
3	ISTANTI PUTRI YULIASTUTI	P	Pelaksana
4	ISTI NARWATI	P	Pelaksana
5	ARIF RAHMAN HAKIM	L	Kasubbid Kepangkatan dan Penggajian
6	FERA JUNIAR	P	Pelaksana
7	YETTI MARIA	P	Kasubbag Umum dan Kepegawaian
8	TOTOK SAPUTRA	L	Plt.Kasubbid Pengadaan
9	AGUS WIBOWO	L	Kasubbid Pengembangan Kompetensi Teknis Fungsional dan Sertifikasi
10	AYI TRIANA JAYA	L	Kasubbid pengembangan Karier

DATA 38 RESPONDEN PENELITIAN PEGAWAI PADA BKPSDM
KABUPATEN PRINGSEWU

No.	Nama	Jenis Kelamin	Jabatan
1	JUDY MULJANA	L	Sekretaris BKPSDM
2	NURDIANA	L	Kasubbag Umum dan Kepegawaian
3	DWI SUSILOWATI	P	Kasubbag Perencanaan dan Keuangan
4	RIRIN DESTIANA	P	Pelaksana
5	DIAN MARISA	P	Pelaksana
6	SARMIATI	P	Pelaksana
7	IPRIZA	L	Pelaksana
8	NIA ANGHELINA	P	Pelaksana
9	AGUS ROSHANDI	L	Pelaksana
10	REFLI JANU EXWANTORO	L	Pelaksana
11	BAMBANG PRIHANTO	L	Pelaksana
12	DIKA SAPUTRA	L	Pelaksana
13	SITI FATHONAH	P	Pelaksana

14	DIMAS SUDRAJAD	L	Kabid Pengadaan,Pembinaan dan Informasi ASN
15	AHMAD ROSID	L	Kasubbid Pengadaan dan Fasilitasi Profesi ASN
16	DWI SANTOSO	L	Kasubbid Pembinaan,Disiplin dan Penghargaan ASN
17	RADEN BARUNAJAYA	L	Kasubbid Data ,Dokumentasi dan Informasi ASN
18	FEFTIANA ANDRIANI	P	Pelaksana
19	JOHAN SAPUTRA	L	Pelaksana
20	NISTIA DESTANTIKA	P	Pelaksana
21	BETTY MUTIA PUTRI	P	Pelaksana
22	WALTERINDRA GERI PERMANA	L	Pelaksana
23	AYU CANDRA	P	Pelaksana
24	FATIN ERPILIA	P	Pelaksana
25	ANA SUPIYANAH	P	Pelaksana
26	ERLHY	L	Pelaksana
27	WILDAN BUDI PRAKOSO	L	Pelaksana
28	DEBI SAPUTRA	L	Pelaksana

29	FERY AMRIYANTO	L	Kabid Mutasi,Promosi dan Pengembangan Kompetensi
30	NATALIA AMBARSARI	P	Kasubbid Mutasi dan Kepangkatan
31	EQUARIS SILFIANI	P	Kasubbid Diklat Teknis Penjurangan dan Teknis Fungsional
32	NUR ISMAIL HAMID	L	Kasubbid Promosi,Pengembangan Karier dan Kompetensi
33	NELY OKTAVIA	P	Pelaksana
34	YUDI RAHMANTO	L	Pelaksana
35	RINDA ANGGESTARIA	P	Pelaksana
36	NOVALINA PRASTIWI	P	Pelaksana
37	HENDRIANSYAH	L	Pelaksana
38	NOVI PANCA ANGGARI	P	Pelaksana

