# LAMPIRAN

## Lampiran 1 Kuesioner

### I. Identitas responden

1. Jenis Kelamin:
2. Usia :
    - 20-3- tahun
    - 31-40 tahun
    - 41-50 tahun
    - > 50 tahun
3. Lama bekerja:
    - < 1 tahun
    - 1-5 tahun
    - 6 - 10 tahun
    - >10 tahun

**II. Petunjuk Pengisian Kuesioner**

Sebelum Bapak/Ibu melakukan pengisian pada lembar kuesioner di bawah, berikut adalah petunjuk dalam pengisian kuesioner:

1. Mohon terlebih dahulu Bapak/Ibu membaca pertanyaan-pertanyaan dengan cermat sebelum mengisinya.
2. Berikan tanda checklist (✓)untuk jawaban pilihan Bapak/Ibu pada salah satu nomor antara 1 sampai 5. Masing-masing nomor yang dipilih askan mewakili skala pengukuran dengan keterangan sebagai berikut:

| | |
|---|---|
| Tidak Pernah (TP) | Skor 1 |
| Jarang (J) | Skor 2 |
| Cukup Sering (CS) | Skor 3 |
| Sering (S) | Skor 4 |
| Sangat Sering (SS) | Skor 5 |

| | |
|---|---|
| Sangat Tidak Setuju (STS) | Skor 1 |
| Tidak Setuju (TS) | Skor 2 |
| Netral (N) | Skor 3 |
| Setuju (S) | Skor 4 |
| Sangat Setuju (SS) | Skor 5 |

| | |
|---|---|
| Sangat Tidak Memuaskan (STM) | Skor 1 |
| Tidak Memuaskan (TM) | Skor 2 |
| Cukup Memuaskan (CM) | Skor 3 |
| Memuaskan (M) | Skor 4 |
| Sangat Memuaskan (SM) | Skor 5 |

**III. Daftar Pertanyaan**

| **Variabel : Kesetaraan dan Rasa hormat (X1)** | | | | | | |
|---|---|---|---|---|---|---|
| No | Pertanyaan | TP | J | CS | S | SS |
| 1. | Saya merasa diperlakukan dengan hormat tanpa memandang perbedaan gender, etnis, agama, atau karakteristik pribadi lainnya. | | | | | |
| 2. | Semua pegawai memiliki kesempatan yang sama untuk berkembang dan naik jabatan. | | | | | |
| 3. | Saya dapat menyampaikan pendapat atau masukan kepada atasan secara terbuka | | | | | |
| 4. | Komunikasi antar pegawai berlangsung dengan akrab dan nyaman. | | | | | |
| 5. | Instansi menyediakan pelatihan dan program pengembangan bagi semua pegawai. | | | | | |

| **Variabel : Toleransi terhadap Keberagaman (X2)** | | | | | | |
|---|---|---|---|---|---|---|
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Instansi menyediakan fasilitas untuk mendukung keberagaman, seperti tempat ibadah bagi pegawai dari berbagai agama. | | | | | |
| 2. | Instansi memberikan fleksibilitas cuti bagi pegawai untuk merayakan hari raya keagamaan yang berbeda. | | | | | |
| 3. | Saya tidak menjadikan perbedaan usia, gender, agama, pendidikan, atau pengalaman kerja sebagai dasar diskriminasi terhadap rekan kerja. | | | | | |
| 4. | Terdapat kerja sama yang baik antar pegawai dari berbagai latar belakang ditempat kerja | | | | | |

| **Variabel : Keadilan Tenaga Kerja (X3)** | | | | | | |
|---|---|---|---|---|---|---|
| No | Pernyataan | STM | TM | CM | M | SM |
| 1. | Gaji yang saya terima sudah sesuai dengan beban kerja dan tanggung jawab saya. | | | | | |
| 2. | Tunjangan dan insentif yang saya peroleh mencerminkan kinerja saya ditempat kerja. | | | | | |
| 3. | Pembagian bonus di instansi ini dilakukan secara adil berdasarkan prestasi kerja. | | | | | |
| 4. | Instansi memperhatikan kesejahteraan fisik pegawai (misalnya kesehatan dan keselamatan kerja). | | | | | |
| 5. | Promosi jabatan di instansi ini diberikan berdasarkan kinerja, bukan karena kedekatan pribadi. | | | | | |

| **Variabel: *Organizational Citizenship Behaviour* (Perilaku Kewarganegaraan Organisasi) (Y)** | | | | | | |
|---|---|---|---|---|---|---|
| No | Pernyataan | TS | J | CS | S | SS |
| 1. | Saya rela membantu rekan kerja yang mengalami kesulitan dalam menyelesaikan pekerjaannya. | | | | | |
| 2. | Saya selalu menyelesaikan tugas sesuai dengan waktu yang telah ditetapkan. | | | | | |
| 3. | Saya aktif berpartisipasi dalam rapat, diskusi, atau kegiatan yang diadakan di instansi. | | | | | |
| 4. | Saya tetap berkotmitmen menyelesaikan pekerjaan dengan baik dalam kondisi apapun. | | | | | |
| 5. | Saya selalu menjaga tutur kata saya berkomunikasi dengan rekan kerja. | | | | | |

## Lampiran 2 Tabulasi Data

# TABULASI DATA

| | KARAKTERISTIK RESPONDEN | | | X1 | | | | | | X2 | | | | | X3 | | | | | | Y | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NO | JK | USIA | LAMA BEKERJA | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | Total | X2.1 | X2.2 | X2.3 | X2.4 | Total | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | Total | y1.1 | y1.2 | y1.3 | y1.4 | y1.5 | Total |
| 1 | L | 41-50 Tahun | >10 Tahun | 3 | 3 | 4 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 20 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 5 | 4 | 5 | 5 | 24 |
| 2 | P | 31-40 Tahun | 6-10 Tahun | 5 | 4 | 4 | 5 | 5 | 23 | 4 | 5 | 4 | 5 | 18 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 5 | 21 |
| 3 | L | 41-50 Tahun | >10 Tahun | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 4 | 5 | 24 |
| 4 | L | 41-50 Tahun | >10 Tahun | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 4 | 4 | 4 | 16 | 3 | 3 | 4 | 3 | 3 | 16 | 4 | 3 | 4 | 4 | 4 | 19 |
| 5 | P | 31-40 Tahun | 6-10 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 5 | 5 | 5 | 5 | 24 |
| 6 | L | 41-50 Tahun | >10 Tahun | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 7 | L | 41-50 Tahun | >10 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 5 | 5 | 4 | 4 | 22 |
| 8 | P | 41-50 Tahun | >10 Tahun | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 4 | 24 |
| 9 | P | 31-40 Tahun | >10 Tahun | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 3 | 3 | 4 | 18 | 5 | 5 | 5 | 5 | 5 | 25 |
| 10 | L | 31-40 Tahun | 6-10 Tahun | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 5 | 5 | 5 | 20 | 5 | 3 | 2 | 4 | 2 | 16 | 5 | 4 | 5 | 5 | 5 | 24 |
| 11 | P | 41-50 Tahun | 6-10 Tahun | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 5 | 5 | 5 | 5 | 24 |
| 12 | L | >50 Tahun | >10 Tahun | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 2 | 4 | 5 | 17 |
| 13 | L | 31-40 Tahun | >10 Tahun | 4 | 2 | 4 | 3 | 2 | 15 | 4 | 4 | 4 | 4 | 16 | 3 | 2 | 2 | 2 | 2 | 11 | 4 | 4 | 4 | 4 | 5 | 21 |
| 14 | L | 31-40 Tahun | >10 Tahun | 4 | 4 | 4 | 3 | 3 | 18 | 3 | 4 | 3 | 4 | 14 | 4 | 3 | 3 | 3 | 4 | 17 | 4 | 4 | 4 | 4 | 3 | 19 |
| 15 | L | 31-40 Tahun | >10 Tahun | 4 | 2 | 3 | 4 | 2 | 15 | 4 | 4 | 4 | 4 | 16 | 3 | 3 | 2 | 3 | 3 | 14 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | P | 41-50 Tahun | >10 Tahun | 4 | 2 | 3 | 4 | 3 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 3 | 3 | 3 | 3 | 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 17 | P | 31-40 Tahun | >10 Tahun | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 4 | 4 | 4 | 5 | 21 |
| 18 | P | 31-40 Tahun | >10 Tahun | 4 | 3 | 3 | 3 | 3 | 16 | 3 | 4 | 4 | 4 | 15 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | P | 31-40 Tahun | 1-5 Tahun | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 4 | 4 | 15 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 3 | 3 | 3 | 17 |
| 20 | P | 41-50 Tahun | >10 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 4 | 4 | 16 | 3 | 4 | 4 | 4 | 4 | 19 | 3 | 3 | 2 | 3 | 4 | 15 |
| 21 | P | >50 Tahun | >10 Tahun | 4 | 3 | 4 | 3 | 3 | 17 | 3 | 4 | 3 | 3 | 13 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 3 | 4 | 4 | 5 | 19 |
| 22 | P | 31-40 Tahun | >10 Tahun | 3 | 4 | 4 | 3 | 4 | 18 | 4 | 4 | 4 | 5 | 17 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 4 | 4 | 5 | 21 |
| 23 | P | >50 Tahun | >10 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 3 | 3 | 4 | 4 | 17 |
| 24 | L | 31-40 Tahun | >10 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 5 | 18 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 3 | 4 | 3 | 5 | 19 |
| 25 | P | 31-40 Tahun | >10 Tahun | 5 | 5 | 4 | 4 | 3 | 21 | 5 | 4 | 4 | 3 | 16 | 4 | 4 | 4 | 3 | 3 | 18 | 3 | 4 | 5 | 4 | 4 | 20 |
| 26 | L | 31-40 Tahun | 1-5 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 5 | 19 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 5 | 21 |
| 27 | L | 41-50 Tahun | >10 Tahun | 5 | 4 | 4 | 5 | 5 | 23 | 5 | 4 | 5 | 5 | 19 | 3 | 4 | 4 | 4 | 4 | 19 | 5 | 4 | 5 | 4 | 4 | 22 |
| 28 | P | 31-40 Tahun | >10 Tahun | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 4 | 5 | 5 | 22 |
| 29 | L | 41-50 Tahun | >10 Tahun | 3 | 3 | 4 | 4 | 5 | 19 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 4 | 3 | 5 | 4 | 19 |
| 30 | L | 41-50 Tahun | >10 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 4 | 18 | 4 | 3 | 5 | 5 | 5 | 22 | 4 | 4 | 3 | 3 | 3 | 17 |
| 31 | P | 41-50 Tahun | >10 Tahun | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 4 | 4 | 5 | 17 | 3 | 3 | 4 | 4 | 4 | 18 | 5 | 4 | 4 | 4 | 4 | 21 |
| 32 | L | 41-50 Tahun | >10 Tahun | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 3 | 17 | 5 | 4 | 4 | 5 | 4 | 22 | 5 | 3 | 3 | 4 | 4 | 19 |
| 33 | P | 31-40 Tahun | >10 Tahun | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 5 | 2 | 20 | 4 | 5 | 5 | 5 | 4 | 23 |
| 34 | P | 31-40 Tahun | >10 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 4 | 5 | 4 | 22 |
| 35 | L | 31-40 Tahun | >10 Tahun | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 4 | 3 | 4 | 19 | 5 | 5 | 5 | 4 | 4 | 23 |
| 36 | L | 41-50 Tahun | >10 Tahun | 5 | 5 | 3 | 3 | 4 | 20 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 3 | 3 | 3 | 17 | 5 | 5 | 5 | 5 | 5 | 25 |
| 37 | L | 41-50 Tahun | >10 Tahun | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 3 | 5 | 5 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 5 | 20 |
| 38 | P | 41-50 Tahun | >10 Tahun | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 4 | 3 | 4 | 19 | 5 | 5 | 5 | 4 | 5 | 24 |
| 39 | L | >50 Tahun | >10 Tahun | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 5 | 5 | 24 | 3 | 4 | 4 | 3 | 5 | 19 |
| 40 | L | 41-50 Tahun | >10 Tahun | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 5 | 4 | 5 | 24 |
| 41 | L | 31-40 Tahun | >10 Tahun | 3 | 3 | 3 | 3 | 2 | 14 | 4 | 4 | 4 | 4 | 16 | 3 | 3 | 4 | 4 | 3 | 17 | 4 | 5 | 4 | 4 | 5 | 22 |
| 42 | L | >50 Tahun | >10 Tahun | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 5 | 4 | 4 | 17 | 4 | 5 | 3 | 4 | 4 | 20 | 4 | 4 | 4 | 5 | 5 | 22 |
| 43 | L | >50 Tahun | >10 Tahun | 4 | 3 | 3 | 3 | 4 | 17 | 5 | 4 | 4 | 3 | 16 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 5 | 3 | 4 | 5 | 21 |
| 44 | P | 41-50 Tahun | >10 Tahun | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 5 | 5 | 5 | 5 | 24 |
| 45 | P | >50 Tahun | >10 Tahun | 4 | 5 | 3 | 3 | 3 | 18 | 4 | 3 | 3 | 4 | 14 | 4 | 4 | 3 | 4 | 4 | 19 | 5 | 3 | 5 | 3 | 5 | 21 |
| 46 | P | >50 Tahun | >10 Tahun | 4 | 3 | 5 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 3 | 4 | 4 | 4 | 5 | 20 | 4 | 3 | 5 | 3 | 5 | 20 |
| 47 | P | 20-30 Tahun | 1-5 Tahun | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 5 | 5 | 3 | 17 | 3 | 3 | 5 | 5 | 3 | 19 | 3 | 3 | 5 | 4 | 5 | 20 |

**Lampiran 3 Olah Data SPSS**

**Jenis Kelamin**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Laki-laki | 24 | 51.1 | 51.1 | 51.1 |
| | Perempuan | 23 | 48.9 | 48.9 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Usia**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 20-30 Tahun | 1 | 2.1 | 2.1 | 2.1 |
| | 31-40 Tahun | 19 | 40.4 | 40.4 | 42.6 |
| | 41-50 Tahun | 19 | 40.4 | 40.4 | 83.0 |
| | >50 Tahun | 8 | 17.0 | 17.0 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Lama Berkerja**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1-5 Tahun | 3 | 6.4 | 6.4 | 6.4 |
| | 6-10 Tahun | 4 | 8.5 | 8.5 | 14.9 |
| | >10 Tahun | 40 | 85.1 | 85.1 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Kesetaraan dan Rasa hormat (X1)**

**Saya merasa diperlakukan dengan hormat tanpa memandang perbedaan gender, etnis, agama, atau karakteristik pribadi lainnya.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 4 | 8.5 | 8.5 | 8.5 |
| | S | 22 | 46.8 | 46.8 | 55.3 |
| | SS | 21 | 44.7 | 44.7 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Semua pegawai memiliki kesempatan yang sama untuk berkembang dan naik jabatan.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 3 | 6.4 | 6.4 | 6.4 |
| | Netral | 7 | 14.9 | 14.9 | 21.3 |
| | S | 19 | 40.4 | 40.4 | 61.7 |
| | SS | 18 | 38.3 | 38.3 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Saya dapat menyampaikan pendapat atau masukan kepada atasan secara terbuka.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 9 | 19.1 | 19.1 | 19.1 |
| | S | 20 | 42.6 | 42.6 | 61.7 |
| | SS | 18 | 38.3 | 38.3 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Komunikasi antar pegawai berlangsung dengan akrab dan nyaman.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 10 | 21.3 | 21.3 | 21.3 |
| | S | 22 | 46.8 | 46.8 | 68.1 |
| | SS | 15 | 31.9 | 31.9 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Instansi menyediakan pelatihan dan program pengembangan bagi semua pegawai.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 3 | 6.4 | 6.4 | 6.4 |
| | Netral | 6 | 12.8 | 12.8 | 19.1 |
| | S | 20 | 42.6 | 42.6 | 61.7 |
| | SS | 18 | 38.3 | 38.3 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Toleransi terhadap Keberagaman (X2)**

**Instansi menyediakan fasilitas untuk mendukung keberagaman, seperti tempat ibadah bagi pegawai dari berbagai agama.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 5 | 10.6 | 10.6 | 10.6 |
| | S | 19 | 40.4 | 40.4 | 51.1 |
| | SS | 23 | 48.9 | 48.9 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Instansi memberikan fleksibilitas cuti bagi pegawai untuk merayakan hari raya keagamaan yang berbeda.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 2 | 4.3 | 4.3 | 4.3 |
| | S | 24 | 51.1 | 51.1 | 55.3 |
| | SS | 21 | 44.7 | 44.7 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Saya tidak menjadikan perbedaan usia, gender, agama, pendidikan, atau pengalaman kerja sebagai dasar diskriminasi terhadap rekan kerja.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 3 | 6.4 | 6.4 | 6.4 |
| | S | 24 | 51.1 | 51.1 | 57.4 |
| | SS | 20 | 42.6 | 42.6 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Terdapat kerja sama yang baik antara pegawai dari berbagai latar belakang di tempat kerja.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 5 | 10.6 | 10.6 | 10.6 |
| | S | 19 | 40.4 | 40.4 | 51.1 |
| | SS | 23 | 48.9 | 48.9 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

## Keadilan Tenaga Kerja (X3)

**Gaji yang saya terima sudah sesuai dengan beban kerja dan tanggung jawab saya.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 14 | 29.8 | 29.8 | 29.8 |
| | S | 22 | 46.8 | 46.8 | 76.6 |
| | SS | 11 | 23.4 | 23.4 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Tunjangan dan insentif yang saya peroleh mencerminkan kinerja saya di tempat kerja.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 1 | 2.1 | 2.1 | 2.1 |
| | Netral | 13 | 27.7 | 27.7 | 29.8 |
| | S | 26 | 55.3 | 55.3 | 85.1 |
| | SS | 7 | 14.9 | 14.9 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Pembagian bonus di Instansi ini dilakukan secara adil berdasarkan prestasi kerja.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 3 | 6.4 | 6.4 | 6.4 |
| | Netral | 11 | 23.4 | 23.4 | 29.8 |
| | S | 23 | 48.9 | 48.9 | 78.7 |
| | SS | 10 | 21.3 | 21.3 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Instansi memperhatikan kesejahteraan fisik pegawai (misalnya kesehatan dan keselamatan kerja).**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 1 | 2.1 | 2.1 | 2.1 |
| | Netral | 14 | 29.8 | 29.8 | 31.9 |
| | S | 20 | 42.6 | 42.6 | 74.5 |
| | SS | 12 | 25.5 | 25.5 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Promosi jabatan di instansi ini diberikan berdasarkan kinerja, bukan karena kedekatan pribadi.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 3 | 6.4 | 6.4 | 6.4 |
| | Netral | 13 | 27.7 | 27.7 | 34.0 |
| | S | 23 | 48.9 | 48.9 | 83.0 |
| | SS | 8 | 17.0 | 17.0 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

***Organizational Citizenship Behaviour* (Perilaku Kewarganegaraan Organisasi) (Y)**

**Saya rela membantu rekan kerja yang mengalami kesulitan dalam menyelesaikan pekerjaannya.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 8 | 17.0 | 17.0 | 17.0 |
| | S | 25 | 53.2 | 53.2 | 70.2 |
| | SS | 14 | 29.8 | 29.8 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Saya selalu menyelesaikan tugas sesuai dengan waktu yang telah ditetapkan.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 10 | 21.3 | 21.3 | 21.3 |
| | S | 22 | 46.8 | 46.8 | 68.1 |
| | SS | 15 | 31.9 | 31.9 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Saya aktif berpartisipasi dalam rapat, diskusi, atau kegiatan yang diadakan di instansi.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | TS | 2 | 4.3 | 4.3 | 4.3 |
| | Netral | 6 | 12.8 | 12.8 | 17.0 |
| | S | 21 | 44.7 | 44.7 | 61.7 |
| | SS | 18 | 38.3 | 38.3 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Saya tetap berkomitmen menyelesaikan pekerjaan dengan baik dalam kondisi apapun.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 8 | 17.0 | 17.0 | 17.0 |
| | S | 26 | 55.3 | 55.3 | 72.3 |
| | SS | 13 | 27.7 | 27.7 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Saya selalu menjaga tutur kata saat berkomunikasi dengan rekan kerja.**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Netral | 3 | 6.4 | 6.4 | 6.4 |
| | S | 17 | 36.2 | 36.2 | 42.6 |
| | SS | 27 | 57.4 | 57.4 | 100.0 |
| | Total | 47 | 100.0 | 100.0 | |

**Kuesioner Pertanyaan Varibel Kesetaraan dan Rasa hormat (X1)**

**Correlations**

| | | X1.P1 | X1.P2 | X1.P3 | X1.P4 | X1.P5 | X1 |
|---|---|---|---|---|---|---|---|
| X1.P1 | Pearson Correlation | 1 | .685** | .478** | .582** | .316 | .722** |
| | Sig. (2-tailed) | | .000 | .008 | .001 | .089 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P2 | Pearson Correlation | .685** | 1 | .710** | .519** | .644** | .878** |
| | Sig. (2-tailed) | .000 | | .000 | .003 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P3 | Pearson Correlation | .478** | .710** | 1 | .579** | .635** | .824** |
| | Sig. (2-tailed) | .008 | .000 | | .001 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P4 | Pearson Correlation | .582** | .519** | .579** | 1 | .756** | .830** |
| | Sig. (2-tailed) | .001 | .003 | .001 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P5 | Pearson Correlation | .316 | .644** | .635** | .756** | 1 | .839** |
| | Sig. (2-tailed) | .089 | .000 | .000 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 | Pearson Correlation | .722** | .878** | .824** | .830** | .839** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .874 | 5 |

**Kuesioner Pertanyaan Variabel Toleransi terhadap Keberagaman (X2)**

**Correlations**

| | | X2.P1 | X2.P2 | X2.P3 | X2.P4 | X2 |
|---|---|---|---|---|---|---|
| X2.P1 | Pearson Correlation | 1 | .671** | .695** | .478** | .859** |
| | Sig. (2-tailed) | | .000 | .000 | .007 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X2.P2 | Pearson Correlation | .671** | 1 | .454* | .476** | .752** |
| | Sig. (2-tailed) | .000 | | .012 | .008 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X2.P3 | Pearson Correlation | .695** | .454* | 1 | .827** | .901** |
| | Sig. (2-tailed) | .000 | .012 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X2.P4 | Pearson Correlation | .478** | .476** | .827** | 1 | .832** |
| | Sig. (2-tailed) | .007 | .008 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .859** | .752** | .901** | .832** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 |

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

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .855 | 4 |

**Kuesioner Pertanyaan Variabel Keadilan Tenaga Kerja (X3)**

**Correlations**

| | | X3.P1 | X3.P2 | X3.P3 | X3.P4 | X3.P5 | X3 |
|---|---|---|---|---|---|---|---|
| X3.P1 | Pearson Correlation | 1 | .552** | .378* | .505** | .421* | .662** |
| | Sig. (2-tailed) | | .002 | .039 | .004 | .020 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.P2 | Pearson Correlation | .552** | 1 | .677** | .624** | .752** | .857** |
| | Sig. (2-tailed) | .002 | | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.P3 | Pearson Correlation | .378* | .677** | 1 | .806** | .763** | .887** |
| | Sig. (2-tailed) | .039 | .000 | | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.P4 | Pearson Correlation | .505** | .624** | .806** | 1 | .693** | .878** |
| | Sig. (2-tailed) | .004 | .000 | .000 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.P5 | Pearson Correlation | .421* | .752** | .763** | .693** | 1 | .878** |
| | Sig. (2-tailed) | .020 | .000 | .000 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .662** | .857** | .887** | .878** | .878** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .890 | 5 |

**Kuesioner Pertanyaan Variabel *Organizational Citizenship Behaviour* (Perilaku Kewarganegaraan Organisasi) (Y)**

**Correlations**

| | | Y.P1 | Y.P2 | Y.P3 | Y.P4 | Y.P5 | Y |
|---|---|---|---|---|---|---|---|
| Y.P1 | Pearson Correlation | 1 | .641** | .630** | .341 | .159 | .748** |
| | Sig. (2-tailed) | | .000 | .000 | .065 | .402 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P2 | Pearson Correlation | .641** | 1 | .665** | .563** | .122 | .807** |
| | Sig. (2-tailed) | .000 | | .000 | .001 | .520 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P3 | Pearson Correlation | .630** | .665** | 1 | .507** | .277 | .855** |
| | Sig. (2-tailed) | .000 | .000 | | .004 | .139 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P4 | Pearson Correlation | .341 | .563** | .507** | 1 | .439* | .756** |
| | Sig. (2-tailed) | .065 | .001 | .004 | | .015 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P5 | Pearson Correlation | .159 | .122 | .277 | .439* | 1 | .531** |
| | Sig. (2-tailed) | .402 | .520 | .139 | .015 | | .003 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y | Pearson Correlation | .748** | .807** | .855** | .756** | .531** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .003 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .793 | 5 |

## Uji Asumsi Klasik

### Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residual |
|---|---|---|
| N | | 47 |
| Normal Parameters[a,b] | Mean | .0000000 |
| | Std. Deviation | 1.53484361 |
| Most Extreme Differences | Absolute | .095 |
| | Positive | .088 |
| | Negative | -.095 |
| Test Statistic | | .095 |
| Asymp. Sig. (2-tailed) | | .200[c,d] |

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

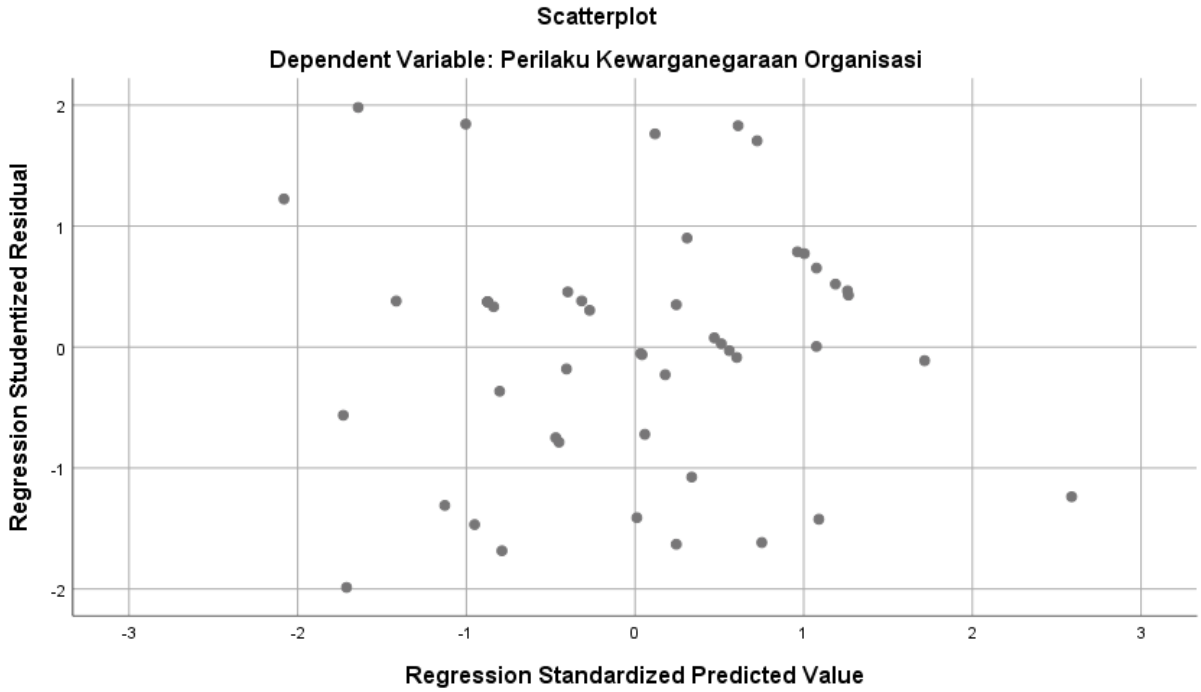
### Uji Multikolinearitas

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. | Tolerance | VIF |
| 1 | (Constant) | 12.040 | 2.291 | | 5.254 | .000 | | |
| | Kesetaraan dan Rasa hormat | -.348 | .103 | -.454 | -3.371 | .002 | .528 | 1.895 |
| | Toleransi terhadap keberagaman | 1.155 | .154 | .944 | 7.518 | .000 | .608 | 1.645 |
| | Keadilan tenaga kerja | -.207 | .087 | -.263 | -2.378 | .022 | .786 | 1.272 |

a. Dependent Variable: Perilaku Kewarganegaraan Organisasi

**Uji Heteroskedastisitas**




**Uji Regresi Liniear Berganda**

**Regression**

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .767[a] | .588 | .559 | 1.587 |

a. Predictors: (Constant), Keadilan tenaga kerja , Toleransi terhadap keberagaman, Kesetaraan dan Rasa hormat

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 154.614 | 3 | 51.538 | 20.451 | .000[b] |
| | Residual | 108.364 | 43 | 2.520 | | |
| | Total | 262.979 | 46 | | | |

a. Dependent Variable: Perilaku Kewarganegaraan Organisasi
b. Predictors: (Constant), Keadilan tenaga kerja , Toleransi terhadap keberagaman, Kesetaraan dan Rasa hormat

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 12.040 | 2.291 | | 5.254 | .000 |
| | Kesetaraan dan Rasa hormat | -.348 | .103 | -.454 | -3.371 | .002 |
| | Toleransi terhadap keberagaman | 1.155 | .154 | .944 | 7.518 | .000 |
| | Keadilan tenaga kerja | -.207 | .087 | -.263 | -2.378 | .022 |

a. Dependent Variable: Perilaku Kewarganegaraan Organisasi

UNIVERSITAS TRIBHUWANA TUNGGADEWI MALANG

## Lampiran 4 Dokumentasi Penelitian

### Dokumentasi Penelitian

### Penelitian di Kantor BKPSD Kota Malang












BADAN KEPEGAWAIAN &
PENGEMBANGAN
SUMBER DAYA MANUSIA