

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.814	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x.1	11.9900	3.101	.639	.764
x.2	12.0200	3.373	.654	.757
x.3	11.9300	3.237	.638	.763
x.4	12.1500	3.442	.605	.779

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Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.827	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1.1	15.4400	6.714	.608	.798
y1.2	15.3200	7.048	.601	.799
y1.3	15.6000	7.111	.568	.808
y1.4	15.5400	6.493	.664	.781
y1.5	15.3800	6.682	.678	.777

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		N	%
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	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.730	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y2.1	15.6900	4.236	.518	.673
y2.2	15.6200	4.541	.410	.714
y2.3	15.5400	4.372	.484	.686
y2.4	15.6800	4.058	.578	.649
y2.5	15.5900	4.285	.466	.694

Descriptives

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
x.1	100	2.00	5.00	4.0400	.79035
x.2	100	3.00	5.00	4.0100	.68895
x.3	100	2.00	5.00	4.1000	.74536
x.4	100	2.00	5.00	3.8800	.70036
PO Fit	100	9.00	20.00	16.0300	2.34609
y1.1	100	2.00	5.00	3.8800	.86783
y1.2	100	2.00	5.00	4.0000	.79137
y1.3	100	2.00	5.00	3.7200	.80503
y1.4	100	1.00	5.00	3.7800	.87132
y1.5	100	1.00	5.00	3.9400	.81427
OCB	100	9.00	25.00	19.3200	3.19368
y2.1	100	2.00	5.00	3.8400	.72083
y2.2	100	2.00	5.00	3.9100	.71202
y2.3	100	2.00	5.00	3.9900	.70345
y2.4	100	2.00	5.00	3.8500	.72995
y2.5	100	2.00	5.00	3.9400	.74968
Kinerja Karyawan	100	13.00	25.00	19.5300	2.50839
Valid N (listwise)	100				

Regression

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	PO Fit ^b	.	Enter

a. Dependent Variable: OCB

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.450 ^a	.203	.195	2.86603

a. Predictors: (Constant), PO Fit

b. Dependent Variable: OCB

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	204.773	1	204.773	24.929	.000 ^b
	Residual	804.987	98	8.214		
	Total	1009.760	99			

a. Dependent Variable: OCB

b. Predictors: (Constant), PO Fit

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta			Tolerance
1	(Constant)	9.493	1.989		4.773	.000	
	PO Fit	.613	.123	.450	4.993	.000	1.000

Coefficients^a

Model		Collinearity Statistics
		VIF
1	(Constant)	
	PO Fit	1.000

a. Dependent Variable: OCB

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	PO Fit
1	1	1.990	1.000	.01	.01
	2	.010	13.807	.99	.99

a. Dependent Variable: OCB

Residuals Statistics^a

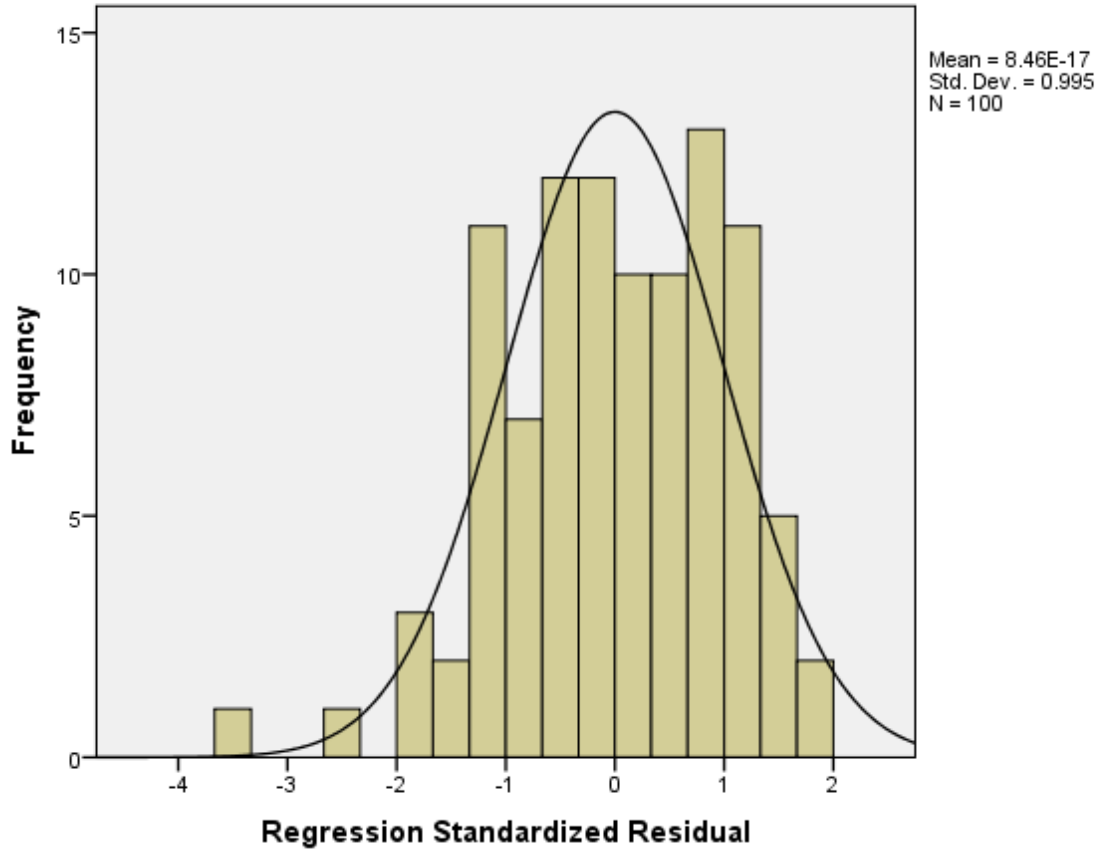
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	15.0105	21.7537	19.3200	1.43820	100
Std. Predicted Value	-2.996	1.692	.000	1.000	100
Standard Error of Predicted Value	.287	.909	.391	.107	100
Adjusted Predicted Value	14.7877	21.8652	19.3196	1.44433	100
Residual	-9.68859	4.92443	.00000	2.85152	100
Std. Residual	-3.380	1.718	.000	.995	100
Stud. Residual	-3.401	1.733	.000	1.004	100
Deleted Residual	-9.80574	5.01246	.00044	2.90277	100
Stud. Deleted Residual	-3.603	1.752	-.003	1.016	100
Mahal. Distance	.000	8.979	.990	1.264	100
Cook's Distance	.000	.086	.009	.013	100
Centered Leverage Value	.000	.091	.010	.013	100

a. Dependent Variable: OCB

Charts

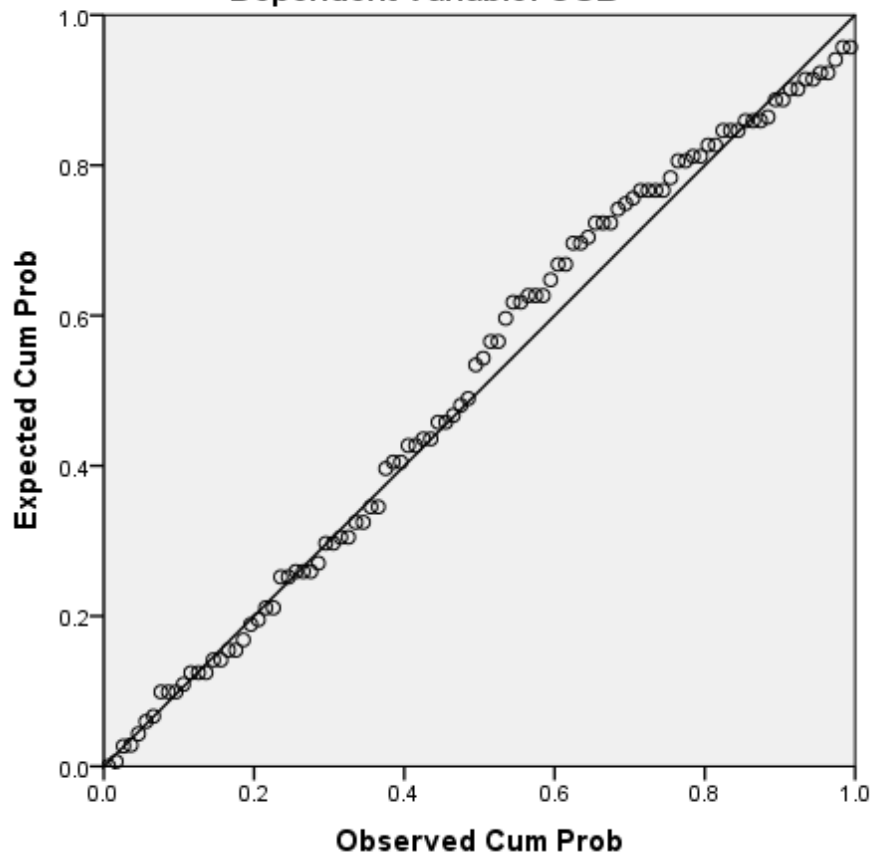
Histogram

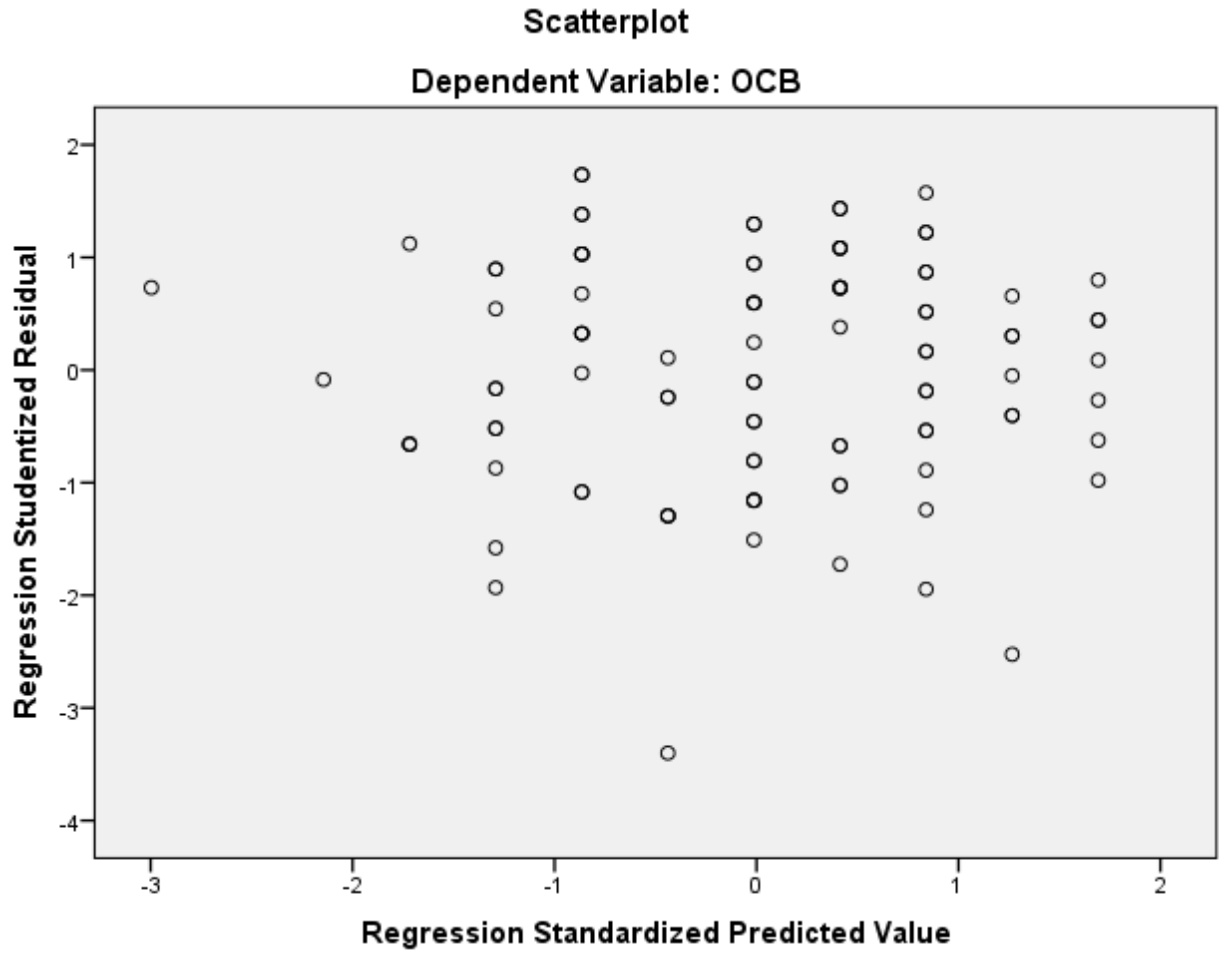
Dependent Variable: OCB



Normal P-P Plot of Regression Standardized Residual

Dependent Variable: OCB





Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	OCB, PO Fit ^b	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.545 ^a	.297	.283	2.12425

a. Predictors: (Constant), OCB, PO Fit

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	185.203	2	92.602	20.521	.000 ^b
	Residual	437.707	97	4.512		
	Total	622.910	99			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), OCB, PO Fit

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta			Tolerance
1	(Constant)	9.373	1.637		5.727	.000	
	PO Fit	.276	.102	.258	2.704	.008	.797
	OCB	.297	.075	.378	3.968	.000	.797

Coefficients^a

Model		Collinearity Statistics
		VIF
1	(Constant)	
	PO Fit	1.254
	OCB	1.254

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	PO Fit	OCB
1	1	2.976	1.000	.00	.00	.00
	2	.014	14.554	.23	.17	1.00
	3	.010	16.889	.77	.83	.00

a. Dependent Variable: Kinerja Karyawan

Residuals Statistics^a

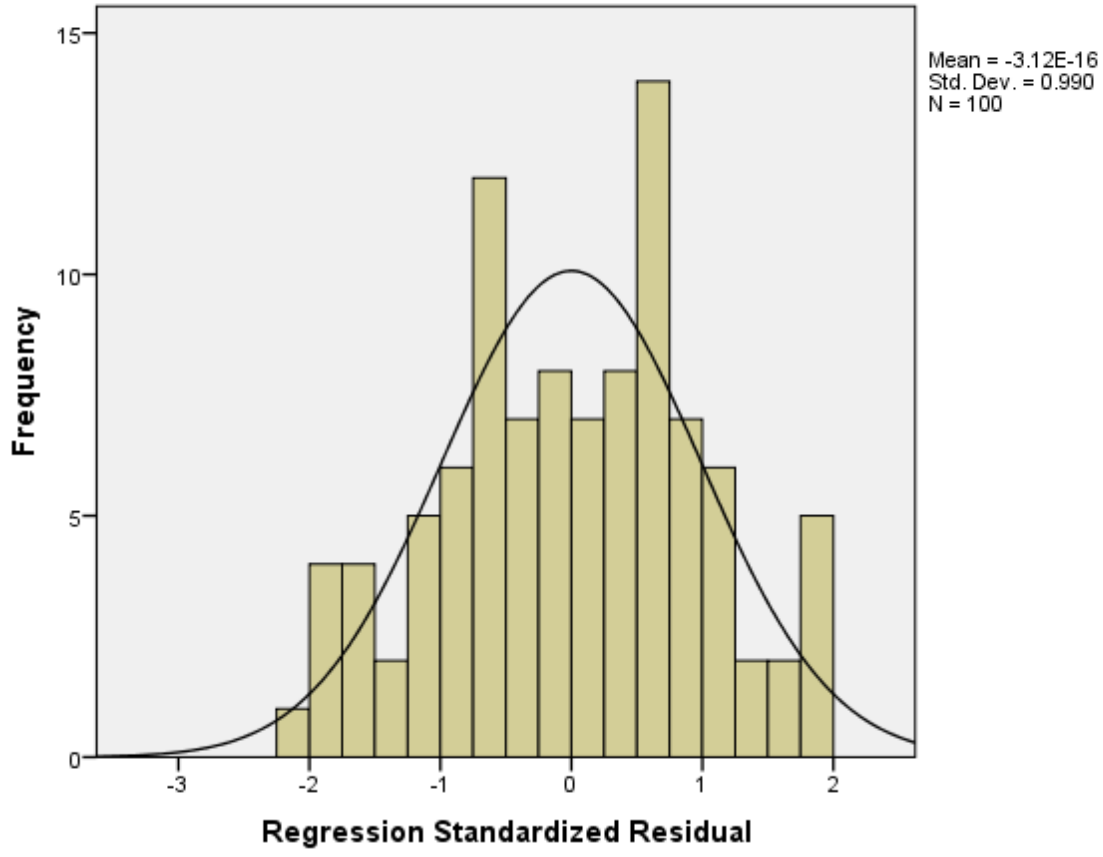
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	16.1803	22.0144	19.5300	1.36775	100
Std. Predicted Value	-2.449	1.816	.000	1.000	100
Standard Error of Predicted Value	.214	.762	.356	.095	100
Adjusted Predicted Value	15.7643	21.9205	19.5204	1.38415	100
Residual	-4.70864	4.10942	.00000	2.10268	100
Std. Residual	-2.217	1.935	.000	.990	100
Stud. Residual	-2.250	2.039	.002	1.006	100
Deleted Residual	-4.85180	4.58039	.00962	2.17380	100
Stud. Deleted Residual	-2.299	2.074	.002	1.014	100
Mahal. Distance	.011	11.737	1.980	1.805	100
Cook's Distance	.000	.164	.011	.022	100
Centered Leverage Value	.000	.119	.020	.018	100

a. Dependent Variable: Kinerja Karyawan

Charts

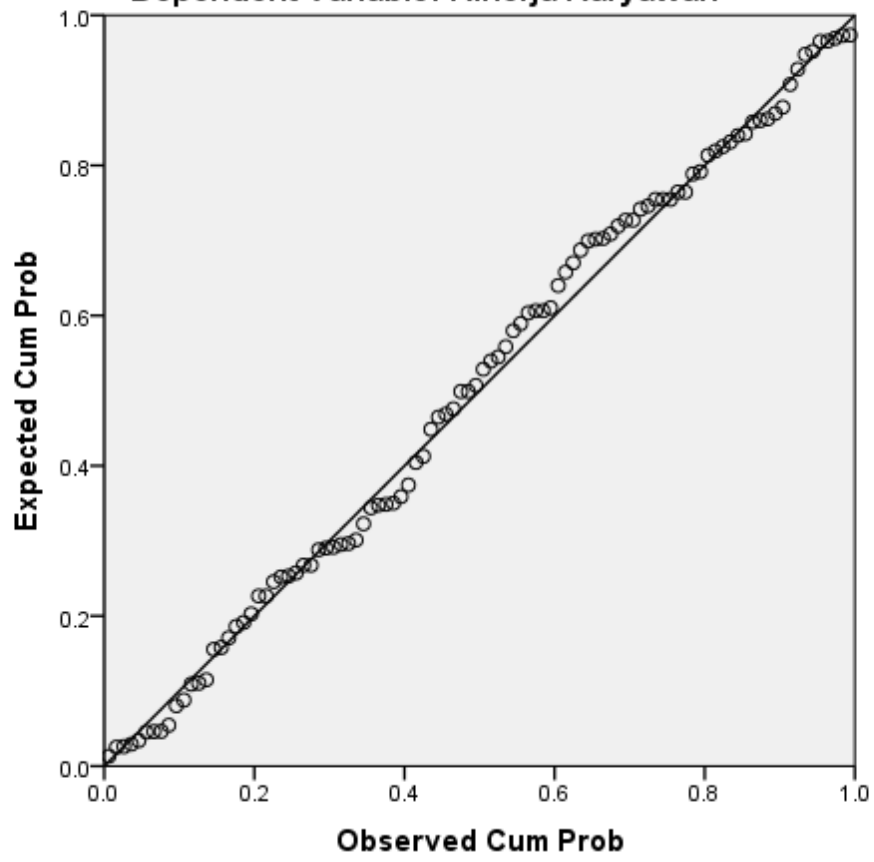
Histogram

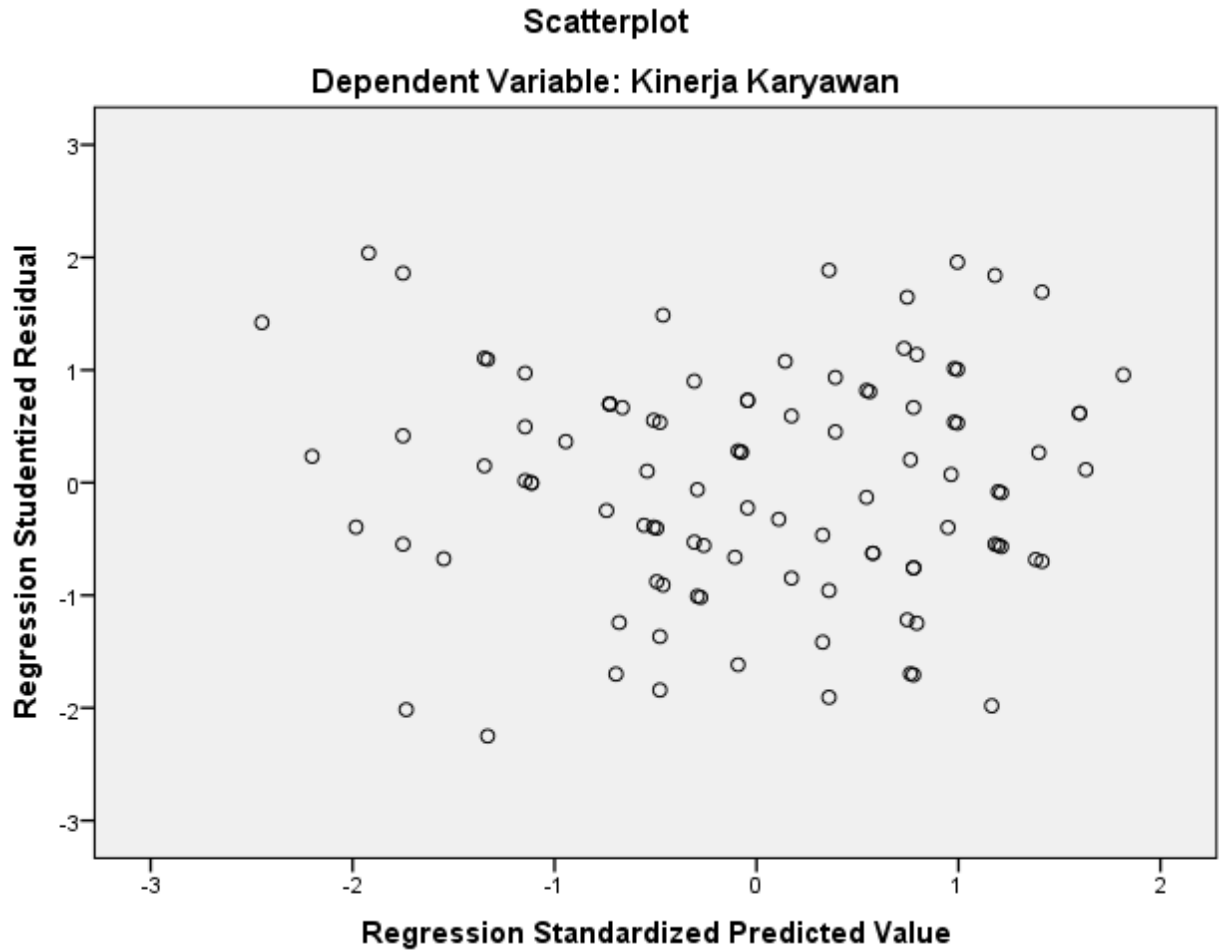
Dependent Variable: Kinerja Karyawan



Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Karyawan





NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual 1	Unstandardized Residual 2
N		100	100
Normal Parameters ^{a,b}	Mean	.0000000	.0000000
	Std. Deviation	2.85152315	2.10268391
Most Extreme Differences	Absolute	.078	.061

	Positive	.046	.043
	Negative	-.078	-.061
Test Statistic		.078	.061
Asymp. Sig. (2-tailed)		.133 ^c	.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.

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	PO Fit ^b	.	Enter

- a. Dependent Variable: AbsRes1
- b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.078 ^a	.006	-.004	1.60136

- a. Predictors: (Constant), PO Fit

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.545	1	1.545	.603	.439 ^b
	Residual	251.308	98	2.564		
	Total	252.853	99			

a. Dependent Variable: AbsRes1

b. Predictors: (Constant), PO Fit

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	3.203	1.111		2.883	.005
	PO Fit	-.053	.069	-.078	-.776	.439

a. Dependent Variable: AbsRes1

Regression

Model	Variables Entered	Variables Removed	Method
1	OCB, PO Fit ^b		Enter

a. Dependent Variable: AbsRes2

b. All requested variables entered.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.183 ^a	.034	.014	1.17731

a. Predictors: (Constant), OCB, PO Fit

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.665	2	2.332	1.683	.191 ^b
	Residual	134.447	97	1.386		
	Total	139.112	99			

- a. Dependent Variable: AbsRes2
b. Predictors: (Constant), OCB, PO Fit

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.213	.907		2.440	.016
	PO Fit	-.097	.056	-.193	-1.722	.088
	OCB	.056	.041	.150	1.340	.183

- a. Dependent Variable: AbsRes2