

LAMPIRAN

Lampiran 1 Kuesioner Penelitian

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, *TRUST*,
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) TERHADAP KINERJA
APARATUR SIPIL NEGARA (ASN) KANTOR PEMERINTAH

- **PETUNJUK PENGISIAN IDENTITAS :**

Mohon diisi identitas responden dan diberi tanda check list () pada salah satu kotak di bawah ini sesuai dengan identitas Saudara.

- **IDENTITAS RESPONDEN :**

1. Nama :(Boleh dirahasiakan)
2. Jenis Kelamin : Laki-laki Perempuan
3. Umur : < 26 tahun 26 - 35 tahun
 36 – 45 tahun 46 - 55 tahun
4. Pendidikan Terakhir : SD/SMP D4 / S1
 SMA S2 / S3
 Diploma
5. Masa Kerja : 1 - 5 tahun 6 - 10 tahun
 11 - 15 tahun 16 - 20 tahun
 > 20 tahun

- **PETUNJUK PENGISIAN PENELITIAN KUESIONER :**

- a. Tujuan penyebaran kuesioner ini semata-mata hanya untuk kepentingan akademisi.
- b. Penelitian kuesioner ini mengenai “Pengaruh Kepemimpinan Transformasional, *Trust*, *Organizational Citizenship Behavior* (OCB) Terhadap Kinerja Aparatur Sipil Negara (ASN) Kantor Pemerintah” yang secara keseluruhan terdiri dari 39 (tiga puluh sembilan) pernyataan dan harus dijawab oleh responden dengan cara memilih salah satu dari 5 (lima) alternatif jawaban yang tersedia, yaitu sebagai berikut :
 1. Sangat Tidak Setuju (STS)

2. Tidak Setuju (TS)
 3. Cukup Setuju (CS)
 4. Setuju (S)
 5. Sangat Setuju (SS)
- c. Responden dimohon untuk menjawab seluruh pertanyaan dengan memberikan tanda check list (\surd) pada salah satu jawaban yang dianggap paling tepat untuk dipilih sesuai dengan kondisi di lapangan.
 - d. Agar diperoleh data dan informasi yang obyektif, maka responden diharapkan memberikan jawaban yang sesuai dengan kenyataan yang ada secara jujur dan terbuka.
 - e. Identitas dan jawaban Responden sepenuhnya dilindungi dan dijamin kerahasiaannya.

• **PETUNJUK PENGISIAN KUESIONER :**

Mohon Anda memberikan tanda check list (\surd) pada salah satu dari 5 (lima) alternatif jawaban yang paling tepat menurut pendapat anda guna mengukur variabel-variabel dibawah ini :

NO.	PERNYATAAN	1	2	3	4	5
	Kepemimpinan Transformasional	STS	TS	CS	S	SS
1	Pimpinan memberikan contoh yang baik kepada semua karyawan.					
2	Pimpinan menanamkan komitmen dalam diri semua karyawan untuk bekerja keras demi kemajuan Organisasi Perangkat Daerah.					
3	Pimpinan mampu memberikan rasa optimis yang tinggi terhadap karyawan untuk dapat bekerja lebih baik lagi.					
4	Pimpinan dapat memotivasi karyawan untuk mencapai prestasi terbaik dengan segala potensi serta kemampuan yang dimilikinya.					
5	Pimpinan berusaha memberikan perhatian khusus kepada					

NO.	PERNYATAAN	1	2	3	4	5
Kepemimpinan Transformasional		STS	TS	CS	S	SS
	karyawan yang sedang mengalami permasalahan.					
6	Pimpinan senantiasa memberikan penghargaan khusus secara pribadi pada setiap karyawan yang telah menjalankan pekerjaan dengan sebaik-baiknya.					
7	Pimpinan memberikan wawasan yang baru bagi karyawan dalam menyikapi suatu permasalahan.					
8	Pimpinan menggunakan media sederhana untuk mengembangkan logika serta kemampuan analisis karyawan dalam menyelesaikan suatu permasalahan.					
Trust		STS	TS	CS	S	SS
1	Karyawan dituntut kompeten dalam menjalankan tugasnya agar pekerjaan yang dikerjakan cepat, tepat dan akurat.					
2	Kompetensi karyawan dapat membantu tercapainya tugas yang dikerjakan.					
3	Pimpinan dengan karyawan dalam menjalankan tugas mempunyai sifat saling terbuka satu sama lain.					
4	Pimpinan dengan karyawan bekerja bersama-sama ketika menghadapi suatu permasalahan.					
5	Karyawan peduli dengan pekerjaan yang telah ditugaskan oleh pimpinan.					
6	Kepedulian karyawan dalam mengembangkan Organisasi Perangkat Daerah dilakukan dengan sepenuh hati.					

NO.	PERNYATAAN	1	2	3	4	5
Kepemimpinan Transformasional		STS	TS	CS	S	SS
7	Karyawan bisa diandalkan ketika terdapat permasalahan dalam melaksanakan pekerjaan rutin.					
8	Seluruh karyawan bisa diandalkan dalam mengerjakan tugas yang diberikan oleh atasan.					
Organizational Citizenship Behavior (OCB)		STS	TS	CS	S	SS
1	Saya bersedia menawarkan diri untuk menggantikan rekan kerja yang tidak masuk atau sedang istirahat.					
2	Saya bersedia membantu rekan kerja yang tugasnya <i>overload</i> .					
3	Saya bersedia membantu mengarahkan karyawan baru.					
4	Saya tiba di kantor lebih awal, sehingga memulai pekerjaan lebih dahulu.					
5	Saya memanfaatkan waktu kerja sebaik mungkin tanpa menunda-nunda pekerjaan.					
6	Saya bersedia melakukan pekerjaan tambahan walaupun tidak diberi bonus.					
7	Saya tidak pernah mengeluh tentang berbagai macam hal yang menyangkut pekerjaan.					
8	Saya tidak membesar-besarkan permasalahan yang terjadi di tempat saya bekerja.					
9	Saya menceritakan hal positif mengenai tempat saya bekerja kepada orang lain.					
10	Saya menjadi pendengar yang baik bagi rekan kerja.					
11	Saya bisa diajak bekerja bersama-sama dalam sebuah tim.					

NO.	PERNYATAAN	1	2	3	4	5
Kepemimpinan Transformasional		STS	TS	CS	S	SS
12	Saya bersedia meluangkan waktu untuk berdiskusi dengan rekan kerja.					
13	Saya bisa beradaptasi secara cepat terhadap perubahan yang terjadi di dalam kantor.					
14	Saya memperhatikan setiap pengumuman dari kantor.					
15	Saya bersedia hadir pada pertemuan yang tidak diwajibkan tetapi tetap dianggap penting.					
Kinerja Aparatur Sipil Negara		STS	TS	CS	S	SS
1	Saya menyelesaikan pekerjaan dengan tepat waktu.					
2	Pekerjaan yang saya lakukan sesuai dengan target yang diberikan oleh pimpinan.					
3	Kualitas pekerjaan saya mendapat apresiasi dari pimpinan.					
4	Keahlian yang saya miliki sangat membantu saya dalam menjalankan pekerjaan yang diberikan oleh atasan.					
5	Saya mampu menerjemahkan apa yang menjadi keinginan atasan dengan baik.					
6	Saya mampu untuk berkomunikasi dengan baik terhadap atasan maupun dengan teman di kantor.					
7	Saya senantiasa bersikap ramah kepada rekan kerja maupun atasan saya.					
8	Saya mengerjakan tugas yang diberikan oleh pimpinan dengan penuh tanggung jawab.					

Lampiran 2 Hasil Analisis

SOFTWARE WARP PLS 6.0 DAN SPSS 25.0

1. Normalized structure loadings and cross-loadings

	KPT	trust	OCB	kinerja
X11	(0.899)	0.391	0.097	0.173
X12	(0.564)	0.646	0.510	0.075
X13	(0.829)	0.523	0.162	0.111
X14	(0.810)	0.529	0.167	0.189
X15	(0.923)	0.381	0.048	0.016
X16	(0.932)	0.291	-0.143	-0.159
X17	(0.662)	0.554	0.363	0.352
X18	(0.845)	0.533	0.041	0.007
X21	0.318	(0.774)	0.533	0.120
X22	-0.238	(0.371)	0.795	0.416
X23	0.474	(0.723)	0.424	0.270
X24	0.541	(0.742)	0.341	0.200
X25	0.291	(0.779)	0.521	0.194
X26	0.523	(0.648)	0.418	0.363
X27	0.242	(0.643)	0.620	0.380
X28	0.443	(0.842)	0.300	-0.067
Z1	0.199	0.537	(0.674)	0.467
Z2	0.291	0.402	(0.697)	0.518
Z3	0.253	0.509	(0.717)	0.403
Z4	0.240	0.501	(0.701)	0.447
Z5	0.109	0.328	(0.671)	0.656
Z6	0.166	0.475	(0.682)	0.530
Z7	0.154	0.580	(0.680)	0.420
Z8	0.170	0.514	(0.630)	0.557

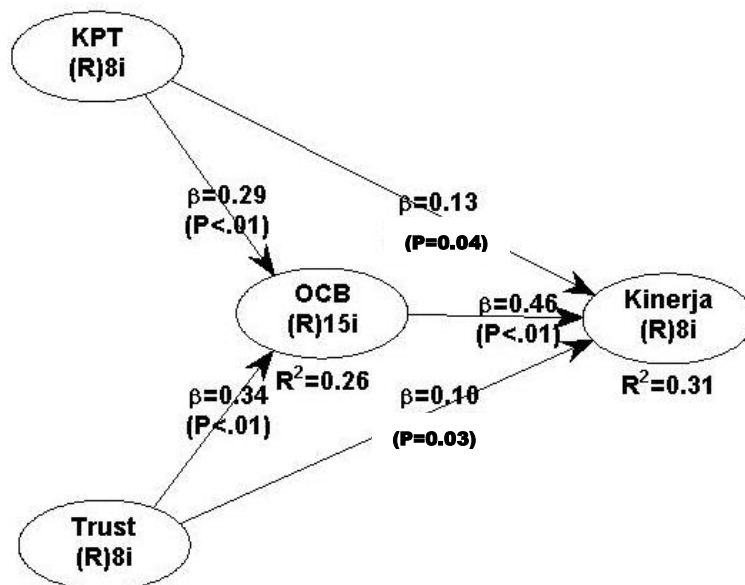
Z9	0.299	0.705	(0.573)	0.292
Z10	-0.106	0.474	(0.793)	0.369
Z11	-0.230	0.057	(0.779)	0.581
Z12	0.039	0.258	(0.797)	0.545
Z13	-0.118	0.278	(0.659)	0.689
Z14	-0.198	0.355	(0.741)	0.534
Z15	0.026	0.498	(0.762)	0.413
Y1	0.249	0.200	0.442	(0.838)
Y2	0.034	0.194	0.569	(0.798)
Y3	0.053	0.174	0.532	(0.827)
Y4	0.002	0.229	0.507	(0.831)
Y5	0.181	0.403	0.612	(0.656)
Y6	0.259	0.427	0.507	(0.702)
Y7	0.076	0.407	0.505	(0.757)
Y8	-0.152	0.046	0.523	(0.837)

Note: Loadings and cross-loadings shown are unrotated and after Kaiser normalization.

2. Latent Variable Coefficient

	KPT	trust	OCB	kinerja
R-squared			0.363	0.518
Adj. R-squared			0.352	0.505
Composite reliab.	0.917	0.891	0.936	0.911
Cronbach's alpha	0.893	0.851	0.926	0.885
Avg. var. extrac.	0.588	0.533	0.502	0.565
Full collin. VIF	1.722	3.003	3.426	2.020
Q-squared			0.519	0.490
Min	-2.722	-3.105	-2.038	-2.197
Max	1.575	0.851	0.920	0.734
Median	0.003	0.411	0.315	0.734
Mode	1.112	0.851	0.920	0.734
Skewness	-0.726	-1.370	-0.727	-1.116
Exc. kurtosis	0.467	1.553	-0.797	-0.237
Unimodal-RS	Yes	Yes	No	No
Unimodal-KMV	Yes	Yes	Yes	Yes
Normal-JB	No	No	No	No
Normal-RJB	No	No	No	No
Histogram	View	View	View	View

3. Diagram Partial Least Square



4. General PLS analysis results

Model fit and quality indices

Average path coefficient (APC)=0.321, $P<0.001$

Average R-squared (ARS)=0.440, $P<0.001$

Average adjusted R-squared (AARS)=0.429, $P<0.001$

Average block VIF (AVIF)=1.511, acceptable if ≤ 5 , ideally ≤ 3.3

Average full collinearity VIF (AFVIF)=2.543, acceptable if ≤ 5 , ideally ≤ 3.3

Tenenhaus GoF (GoF)=0.491, small ≥ 0.1 , medium ≥ 0.25 , large ≥ 0.36

Sympson's paradox ratio (SPR)=0.600, acceptable if ≥ 0.7 , ideally = 1

R-squared contribution ratio (RSCR)=0.917, acceptable if ≥ 0.9 , ideally = 1

Statistical suppression ratio (SSR)=1.000, acceptable if ≥ 0.7

Nonlinear bivariate causality direction ratio (NLBCDR)=0.800, acceptable if ≥ 0.7

General model elements

Missing data imputation algorithm: Arithmetic Mean Imputation

Outer model analysis algorithm: PLS Regression
 Default inner model analysis algorithm: Warp3
 Multiple inner model analysis algorithms used? No
 Resampling method used in the analysis: Stable3
 Number of data resamples used: 100
 Number of cases (rows) in model data: 121
 Number of latent variables in model: 4
 Number of indicators used in model: 39
 Number of iterations to obtain estimates: 7
 Range restriction variable type: None
 Range restriction variable: None
 Range restriction variable min value: 0.000
 Range restriction variable max value: 0.000
 Only ranked data used in analysis? No

* Path coefficients and P values *

Path coefficients

	KPT	Trust	OCB	Kinerja
OCB	0.294	0.342		
Kinerja	0.127	0.099	0.456	

P values

	KPT	Trust	OCB	Kinerja
OCB	0.001	0.001		
Kinerja	0.04	0.03	0.001	

* Standard errors for path coefficients *

	KPT	Trust	OCB	Kinerja
--	-----	-------	-----	---------

OCB 0.085 0.084
 Kinerja 0.088 0.089 0.081

* Effect sizes for path coefficients *

	KPT	trust	OCB	kinerja
OCB	0.083	0.447		
kinerja	0.004	0.013	0.509	

* Combined loadings and cross-loadings *

	KPT	trust	OCB	kinerja	Type (a SE	P value
X11	0.847	-0.229	-0.071	0.203	Reflect 0.074	<0.001
X12	0.406	0.197	0.624	-0.554	Reflect 0.083	<0.001
X13	0.864	0.061	0.001	-0.007	Reflect 0.074	<0.001
X14	0.839	0.092	-0.151	0.181	Reflect 0.074	<0.001
X15	0.847	-0.275	0.079	-0.036	Reflect 0.074	<0.001
X16	0.765	-0.271	0.014	-0.150	Reflect 0.076	<0.001
X17	0.696	0.258	0.068	0.119	Reflect 0.077	<0.001
X18	0.767	0.320	-0.251	-0.040	Reflect 0.075	<0.001
X21	-0.142	0.694	0.366	-0.433	Reflect 0.077	<0.001
X22	-0.292	0.212	0.531	-0.080	Reflect 0.087	0.008
X23	0.046	0.910	-0.268	0.190	Reflect 0.073	<0.001
X24	0.148	0.899	-0.384	0.156	Reflect 0.073	<0.001
X25	-0.258	0.787	0.125	-0.241	Reflect 0.075	<0.001
X26	0.397	0.855	-0.072	0.290	Reflect 0.074	<0.001
X27	-0.151	0.752	0.356	-0.006	Reflect 0.076	<0.001
X28	-0.086	0.428	-0.193	-0.116	Reflect 0.082	<0.001
Z1	0.022	0.253	0.826	0.136	Reflect 0.074	<0.001
Z2	0.516	-0.552	0.782	-0.099	Reflect 0.075	<0.001
Z3	0.387	-0.355	0.819	-0.286	Reflect 0.074	<0.001
Z4	0.224	-0.112	0.836	-0.141	Reflect 0.074	<0.001

Z5	0.172	-0.344	0.536	0.418	Reflect	0.080	<0.001
Z6	0.073	-0.013	0.771	0.072	Reflect	0.075	<0.001
Z7	-0.245	0.590	0.866	-0.077	Reflect	0.074	<0.001
Z8	-0.254	0.557	0.610	0.431	Reflect	0.078	<0.001
Z9	-0.291	0.942	0.536	-0.004	Reflect	0.080	<0.001
Z10	-0.291	0.127	0.728	-0.463	Reflect	0.076	<0.001
Z11	0.127	-0.771	0.534	-0.176	Reflect	0.080	<0.001
Z12	0.373	-0.795	0.578	-0.112	Reflect	0.079	<0.001
Z13	-0.230	-0.019	0.668	0.593	Reflect	0.077	<0.001
Z14	-0.398	0.108	0.692	0.189	Reflect	0.077	<0.001
Z15	-0.271	0.229	0.710	-0.265	Reflect	0.077	<0.001
Y1	0.325	-0.293	-0.106	0.724	Reflect	0.076	<0.001
Y2	0.017	-0.188	0.171	0.861	Reflect	0.074	<0.001
Y3	-0.053	-0.049	-0.007	0.581	Reflect	0.079	<0.001
Y4	-0.165	0.127	-0.260	0.910	Reflect	0.073	<0.001
Y5	0.172	-0.091	0.476	0.842	Reflect	0.074	<0.001
Y6	0.146	0.140	-0.032	0.736	Reflect	0.076	<0.001
Y7	-0.326	0.527	-0.352	0.664	Reflect	0.077	<0.001
Y8	-0.166	-0.140	0.041	0.635	Reflect	0.078	<0.001

Notes: Loadings are unrotated and cross-loadings are oblique-rotated. SEs and P values are for loadings. P values < 0.05 are desirable for reflective indicators.

* Normalized combined loadings and cross-loadings *

	KPT	trust	OCB	kinerja
X11	0.899	-0.226	-0.070	0.199
X12	0.564	0.221	0.701	-0.622
X13	0.829	0.072	0.001	-0.008
X14	0.810	0.107	-0.176	0.211
X15	0.923	-0.271	0.078	-0.035
X16	0.932	-0.284	0.014	-0.157

X17	0.662	0.434	0.115	0.201
X18	0.845	0.415	-0.326	-0.052
X21	-0.154	0.774	0.396	-0.468
X22	-0.477	0.671	0.867	-0.131
X23	0.044	0.723	-0.256	0.182
X24	0.136	0.742	-0.353	0.144
X25	-0.251	0.779	0.122	-0.235
X26	0.537	0.648	-0.098	0.393
X27	-0.206	0.643	0.486	-0.008
X28	-0.127	0.842	-0.285	-0.171
Z1	0.036	0.415	0.674	0.222
Z2	0.376	-0.402	0.697	-0.072
Z3	0.290	-0.266	0.717	-0.214
Z4	0.219	-0.109	0.701	-0.137
Z5	0.244	-0.488	0.671	0.593
Z6	0.098	-0.018	0.682	0.097
Z7	-0.284	0.683	0.680	-0.089
Z8	-0.339	0.743	0.630	0.575
Z9	-0.295	0.954	0.573	-0.004
Z10	-0.247	0.108	0.793	-0.392
Z11	0.090	-0.548	0.779	-0.125
Z12	0.263	-0.560	0.797	-0.079
Z13	-0.330	-0.028	0.659	0.850
Z14	-0.564	0.153	0.741	0.267
Z15	-0.293	0.247	0.762	-0.287
Y1	0.327	-0.295	-0.107	0.838
Y2	0.020	-0.222	0.201	0.798
Y3	-0.085	-0.080	-0.011	0.827
Y4	-0.146	0.113	-0.230	0.831
Y5	0.237	-0.126	0.657	0.656
Y6	0.210	0.200	-0.045	0.702
Y7	-0.316	0.511	-0.341	0.757

Y8 -0.232 -0.196 0.057 0.837

Note: Loadings are unrotated and cross-loadings are oblique-rotated, both after separate Kaiser normalizations.

* Pattern loadings and cross-loadings *

	KPT	trust	OCB	kinerja
X11	0.967	-0.229	-0.071	0.203
X12	0.239	0.197	0.624	-0.554
X13	0.844	0.061	0.001	-0.007
X14	0.818	0.092	-0.151	0.181
X15	0.973	-0.275	0.079	-0.036
X16	0.903	-0.271	0.014	-0.150
X17	0.516	0.258	0.068	0.119
X18	0.654	0.320	-0.251	-0.040
X21	-0.142	0.716	0.366	-0.433
X22	-0.292	0.038	0.531	-0.080
X23	0.046	0.992	-0.268	0.190
X24	0.148	0.994	-0.384	0.156
X25	-0.258	0.957	0.125	-0.241
X26	0.397	0.547	-0.072	0.290
X27	-0.151	0.623	0.356	-0.006
X28	-0.086	0.634	-0.193	-0.116
Z1	0.022	0.253	0.538	0.136
Z2	0.516	-0.552	1.139	-0.099
Z3	0.387	-0.355	1.196	-0.286
Z4	0.224	-0.112	0.985	-0.141
Z5	0.172	-0.344	0.418	0.418
Z6	0.073	-0.013	0.733	0.072
Z7	-0.245	0.590	0.576	-0.077
Z8	-0.254	0.557	-0.036	0.431
Z9	-0.291	0.942	-0.054	-0.004

Z10	-0.291	0.127	1.039	-0.463
Z11	0.127	-0.771	1.156	-0.176
Z12	0.373	-0.795	1.109	-0.112
Z13	-0.230	-0.019	0.286	0.593
Z14	-0.398	0.108	0.541	0.189
Z15	-0.271	0.229	0.812	-0.265
Y1	0.325	-0.293	-0.106	0.885
Y2	0.017	-0.188	0.171	0.810
Y3	-0.053	-0.049	-0.007	0.615
Y4	-0.165	0.127	-0.260	1.080
Y5	0.172	-0.091	0.476	0.510
Y6	0.146	0.140	-0.032	0.668
Y7	-0.326	0.527	-0.352	0.745
Y8	-0.166	-0.140	0.041	0.680

Note: Loadings and cross-loadings are oblique-rotated.

* Normalized pattern loadings and cross-loadings *

	KPT	trust	OCB	kinerja
X11	0.951	-0.226	-0.070	0.199
X12	0.269	0.221	0.701	-0.622
X13	0.997	0.072	0.001	-0.008
X14	0.956	0.107	-0.176	0.211
X15	0.959	-0.271	0.078	-0.035
X16	0.946	-0.284	0.014	-0.157
X17	0.870	0.434	0.115	0.201
X18	0.848	0.415	-0.326	-0.052
X21	-0.154	0.775	0.396	-0.468
X22	-0.477	0.063	0.867	-0.131
X23	0.044	0.948	-0.256	0.182
X24	0.136	0.914	-0.353	0.144
X25	-0.251	0.931	0.122	-0.235

X26	0.537	0.740	-0.098	0.393
X27	-0.206	0.850	0.486	-0.008
X28	-0.127	0.935	-0.285	-0.171
Z1	0.036	0.415	0.882	0.222
Z2	0.376	-0.402	0.831	-0.072
Z3	0.290	-0.266	0.894	-0.214
Z4	0.219	-0.109	0.960	-0.137
Z5	0.244	-0.488	0.592	0.593
Z6	0.098	-0.018	0.990	0.097
Z7	-0.284	0.683	0.667	-0.089
Z8	-0.339	0.743	-0.047	0.575
Z9	-0.295	0.954	-0.055	-0.004
Z10	-0.247	0.108	0.880	-0.392
Z11	0.090	-0.548	0.822	-0.125
Z12	0.263	-0.560	0.782	-0.079
Z13	-0.330	-0.028	0.411	0.850
Z14	-0.564	0.153	0.766	0.267
Z15	-0.293	0.247	0.878	-0.287
Y1	0.327	-0.295	-0.107	0.891
Y2	0.020	-0.222	0.201	0.954
Y3	-0.085	-0.080	-0.011	0.993
Y4	-0.146	0.113	-0.230	0.956
Y5	0.237	-0.126	0.657	0.705
Y6	0.210	0.200	-0.045	0.956
Y7	-0.316	0.511	-0.341	0.723
Y8	-0.232	-0.196	0.057	0.951

Note: Loadings and cross-loadings shown are after oblique rotation and Kaiser normalization.

* Structure loadings and cross-loadings *

KPT trust OCB kinerja

X11	0.847	0.368	0.091	0.163
X12	0.406	0.465	0.367	0.054
X13	0.864	0.545	0.169	0.116
X14	0.839	0.547	0.173	0.196
X15	0.847	0.350	0.044	0.015
X16	0.765	0.239	-0.118	-0.130
X17	0.696	0.583	0.382	0.371
X18	0.767	0.484	0.037	0.007
X21	0.285	0.694	0.478	0.108
X22	-0.136	0.212	0.454	0.238
X23	0.596	0.910	0.534	0.340
X24	0.655	0.899	0.413	0.242
X25	0.294	0.787	0.526	0.196
X26	0.691	0.855	0.551	0.478
X27	0.283	0.752	0.725	0.444
X28	0.225	0.428	0.152	-0.034
Z1	0.244	0.657	0.826	0.572
Z2	0.327	0.450	0.782	0.580
Z3	0.289	0.582	0.819	0.461
Z4	0.286	0.598	0.836	0.533
Z5	0.087	0.262	0.536	0.524
Z6	0.187	0.537	0.771	0.598
Z7	0.196	0.738	0.866	0.535
Z8	0.164	0.498	0.610	0.540
Z9	0.280	0.660	0.536	0.273
Z10	-0.097	0.436	0.728	0.339
Z11	-0.158	0.039	0.534	0.398
Z12	0.028	0.187	0.578	0.395
Z13	-0.119	0.281	0.668	0.699
Z14	-0.185	0.331	0.692	0.498
Z15	0.025	0.463	0.710	0.384
Y1	0.215	0.172	0.382	0.724

Y2	0.036	0.209	0.614	0.861
Y3	0.037	0.122	0.374	0.581
Y4	0.002	0.251	0.554	0.910
Y5	0.233	0.518	0.786	0.842
Y6	0.271	0.448	0.531	0.736
Y7	0.067	0.357	0.442	0.664
Y8	-0.116	0.035	0.396	0.635

Note: Loadings and cross-loadings are unrotated.

* Normalized structure loadings and cross-loadings *

	KPT	trust	OCB	kinerja
X11	0.899	0.391	0.097	0.173
X12	0.564	0.646	0.510	0.075
X13	0.829	0.523	0.162	0.111
X14	0.810	0.529	0.167	0.189
X15	0.923	0.381	0.048	0.016
X16	0.932	0.291	-0.143	-0.159
X17	0.662	0.554	0.363	0.352
X18	0.845	0.533	0.041	0.007
X21	0.318	0.774	0.533	0.120
X22	-0.238	0.371	0.795	0.416
X23	0.474	0.723	0.424	0.270
X24	0.541	0.742	0.341	0.200
X25	0.291	0.779	0.521	0.194
X26	0.523	0.648	0.418	0.363
X27	0.242	0.643	0.620	0.380
X28	0.443	0.842	0.300	-0.067

Z1	0.199	0.537	0.674	0.467
Z2	0.291	0.402	0.697	0.518
Z3	0.253	0.509	0.717	0.403
Z4	0.240	0.501	0.701	0.447
Z5	0.109	0.328	0.671	0.656
Z6	0.166	0.475	0.682	0.530
Z7	0.154	0.580	0.680	0.420
Z8	0.170	0.514	0.630	0.557
Z9	0.299	0.705	0.573	0.292
Z10	-0.106	0.474	0.793	0.369
Z11	-0.230	0.057	0.779	0.581
Z12	0.039	0.258	0.797	0.545
Z13	-0.118	0.278	0.659	0.689
Z14	-0.198	0.355	0.741	0.534
Z15	0.026	0.498	0.762	0.413
Y1	0.249	0.200	0.442	0.838
Y2	0.034	0.194	0.569	0.798
Y3	0.053	0.174	0.532	0.827
Y4	0.002	0.229	0.507	0.831
Y5	0.181	0.403	0.612	0.656
Y6	0.259	0.427	0.507	0.702
Y7	0.076	0.407	0.505	0.757
Y8	-0.152	0.046	0.523	0.837

Note: Loadings and cross-loadings shown are unrotated and after Kaiser normalization.

* Indicator weights *

KPT	trust	OCB	kinerja	Type (a SE	P value	VIF	WLS	ES
-----	-------	-----	---------	------------	---------	-----	-----	----

X11	0.180 0.152	0.000	0.000	0.000	Reflect	0.087	0.021	4.629	1
X12	0.086 0.035	0.000	0.000	0.000	Reflect	0.089	0.168	2.769	1
X13	0.184 0.159	0.000	0.000	0.000	Reflect	0.087	0.019	5.566	1
X14	0.178 0.149	0.000	0.000	0.000	Reflect	0.087	0.022	3.387	1
X15	0.180 0.152	0.000	0.000	0.000	Reflect	0.087	0.021	6.351	1
X16	0.162 0.124	0.000	0.000	0.000	Reflect	0.088	0.033	5.035	1
X17	0.148 0.103	0.000	0.000	0.000	Reflect	0.088	0.048	3.689	1
X18	0.163 0.125	0.000	0.000	0.000	Reflect	0.088	0.033	3.122	1
X21	0.000 0.113	0.163	0.000	0.000	Reflect	0.088	0.033	2.099	1
X22	0.000 0.011	0.050	0.000	0.000	Reflect	0.090	0.291	1.978	1
X23	0.000 0.194	0.214	0.000	0.000	Reflect	0.087	0.008	12.326	1
X24	0.000 0.190	0.211	0.000	0.000	Reflect	0.087	0.008	15.170	1
X25	0.000 0.145	0.185	0.000	0.000	Reflect	0.087	0.018	2.808	1
X26	0.000 0.171	0.201	0.000	0.000	Reflect	0.087	0.011	6.203	1
X27	0.000 0.133	0.176	0.000	0.000	Reflect	0.087	0.023	3.658	1
X28	0.000 0.043	0.100	0.000	0.000	Reflect	0.089	0.131	1.511	1
Z1	0.000 0.091	0.000	0.110	0.000	Reflect	0.089	0.110	120.7881	

Z2	0.000 0.081	0.000	0.104	0.000	Reflect	0.089	0.123	19.609	1
Z3	0.000 0.089	0.000	0.109	0.000	Reflect	0.089	0.112	15.987	1
Z4	0.000 0.093	0.000	0.111	0.000	Reflect	0.089	0.107	16.722	1
Z5	0.000 0.038	0.000	0.071	0.000	Reflect	0.090	0.214	20.038	1
Z6	0.000 0.079	0.000	0.102	0.000	Reflect	0.089	0.126	32.321	1
Z7	0.000 0.100	0.000	0.115	0.000	Reflect	0.089	0.099	201.3331	
Z8	0.000 0.049	0.000	0.081	0.000	Reflect	0.089	0.183	15.010	1
Z9	0.000 0.038	0.000	0.071	0.000	Reflect	0.090	0.215	10.841	1
Z10	0.000 0.070	0.000	0.097	0.000	Reflect	0.089	0.140	13.041	1
Z11	0.000 0.038	0.000	0.071	0.000	Reflect	0.090	0.215	44.643	1
Z12	0.000 0.044	0.000	0.077	0.000	Reflect	0.090	0.197	45.513	1
Z13	0.000 0.059	0.000	0.089	0.000	Reflect	0.089	0.161	5.999	1
Z14	0.000 0.064	0.000	0.092	0.000	Reflect	0.089	0.153	13.932	1
Z15	0.000 0.067	0.000	0.094	0.000	Reflect	0.089	0.146	44.130	1
Y1	0.000 0.116	0.000	0.000	0.160	Reflect	0.088	0.035	2.553	1
Y2	0.000 0.164	0.000	0.000	0.190	Reflect	0.087	0.015	4.542	1
Y3	0.000 0.075	0.000	0.000	0.128	Reflect	0.088	0.075	2.169	1

Y4	0.000 0.183	0.000	0.000	0.201	Reflect	0.087	0.011	6.066	1
Y5	0.000 0.157	0.000	0.000	0.186	Reflect	0.087	0.017	2.808	1
Y6	0.000 0.120	0.000	0.000	0.163	Reflect	0.088	0.033	3.846	1
Y7	0.000 0.097	0.000	0.000	0.147	Reflect	0.088	0.049	2.943	1
Y8	0.000 0.089	0.000	0.000	0.140	Reflect	0.088	0.057	4.495	1

Notes: P values < 0.05 and VIFs < 2.5 are desirable for formative indicators; VIF = indicator variance inflation factor;

WLS = indicator weight-loading sign (-1 = Simpson's paradox in l.v.); ES = indicator effect size.

* Latent variable coefficients *

R-squared coefficients

KPT	Trust	OCB	Kinerja
		0.264	0.310

Adjusted R-squared coefficients

KPT	Trust	OCB	Kinerja
		0.252	0.292

Composite reliability coefficients

KPT	trust	OCB	kinerja
0.917	0.891	0.936	0.911

Cronbach's alpha coefficients

KPT	trust	OCB	kinerja
0.893	0.851	0.926	0.885

Average variances extracted

KPT	trust	OCB	kinerja
0.588	0.533	0.502	0.565

Full collinearity VIFs

KPT	trust	OCB	kinerja
1.722	3.003	3.426	2.020

Q-squared coefficients

KPT	trust	OCB	kinerja
		0.519	0.490

Minimum and maximum values

KPT	trust	OCB	kinerja
-2.722	-3.105	-2.038	-2.197
1.575	0.851	0.920	0.734

Medians (top) and modes (bottom)

KPT	trust	OCB	kinerja
0.003	0.411	0.315	0.734
1.112	0.851	0.920	0.734

Skewness (top) and exc. kurtosis (bottom) coefficients

KPT	trust	OCB	kinerja
-0.726	-1.370	-0.727	-1.116

0.467 1.553 -0.797 -0.237

* Correlations among latent variables and errors *

Correlations among l.vs. with sq. rts. of AVEs

	KPT	trust	OCB	kinerja
KPT	0.767	0.571	0.161	0.128
trust	0.571	0.730	0.653	0.360
OCB	0.161	0.653	0.709	0.691
kinerja	0.128	0.360	0.691	0.752

Note: Square roots of average variances extracted (AVEs) shown on diagonal.

P values for correlations

	KPT	trust	OCB	kinerja
KPT	1.000	<0.001	0.079	0.165
trust	<0.001	1.000	<0.001	<0.001
OCB	0.079	<0.001	1.000	<0.001
kinerja	0.165	<0.001	<0.001	1.000

5. Uji Validitas dan Reliabilitas (30 sampel) SPSS

Validitas Variabel X1

Correlations

	X11	X12	X13	X14	X15	X16	X17	X18	XT1
X11 Pearson Correlation	1	-.047	.660**	.685**	.743**	.711**	.543**	.603**	.823**
Sig. (2-tailed)		.803	.000	.000	.000	.000	.002	.000	.000
N	30	30	30	30	30	30	30	30	30
X12 Pearson Correlation	-.047	1	.432*	.278	.083	.070	.371*	.219	.378*
Sig. (2-tailed)	.803		.017	.136	.662	.712	.044	.246	.039
N	30	30	30	30	30	30	30	30	30
X13 Pearson Correlation	.660**	.432*	1	.818**	.708**	.530**	.489**	.613**	.873**
Sig. (2-tailed)	.000	.017		.000	.000	.003	.006	.000	.000
N	30	30	30	30	30	30	30	30	30
X14 Pearson Correlation	.685**	.278	.818**	1	.620**	.478**	.494**	.611**	.833**
Sig. (2-tailed)	.000	.136	.000		.000	.008	.006	.000	.000
N	30	30	30	30	30	30	30	30	30
X15 Pearson Correlation	.743**	.083	.708**	.620**	1	.845**	.426*	.519**	.838**
Sig. (2-tailed)	.000	.662	.000	.000		.000	.019	.003	.000
N	30	30	30	30	30	30	30	30	30
X16 Pearson Correlation	.711**	.070	.530**	.478**	.845**	1	.307	.391*	.737**
Sig. (2-tailed)	.000	.712	.003	.008	.000		.099	.033	.000
N	30	30	30	30	30	30	30	30	30
X17 Pearson Correlation	.543**	.371*	.489**	.494**	.426*	.307	1	.756**	.718**
Sig. (2-tailed)	.002	.044	.006	.006	.019	.099		.000	.000

Z2	Pearson	.696	.853	.724	.351	.641	.594	.199	.132	.464	.530	.613	.463	.354	.302	.730
	Correlation	**	**	**		**	**			**	**	**	**			**
	Sig. (2-tailed)	.000	.000	.000	.057	.000	.001	.292	.486	.010	.003	.000	.010	.055	.105	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Z3	Pearson	.775	.853	.764	.467	.600	.597	.151	.096	.477	.452	.737	.592	.452	.285	.755
	Correlation	**	**	**	**	**	**			**	*	**	**	*		**
	Sig. (2-tailed)	.000	.000	.000	.009	.000	.000	.425	.615	.008	.012	.000	.001	.012	.127	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Z4	Pearson	.627	.724	.764	.435	.608	.635	.433	.226	.573	.297	.476	.565	.431	.480	.788
	Correlation	**	**	**	*	**	**	*		**		**	**	*	**	**
	Sig. (2-tailed)	.000	.000	.000	.016	.000	.000	.017	.230	.001	.112	.008	.001	.017	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Z5	Pearson	.527	.351	.467	.435	.489	.223	.473	.046	.074	.310	.538	.541	.620	.151	.571
	Correlation	**		**	*	**		**				**	**	**		**
	Sig. (2-tailed)	.003	.057	.009	.016	.006	.235	.008	.808	.698	.095	.002	.002	.000	.425	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Z6	Pearson	.546	.641	.600	.608	.489	.577	.443	.233	.498	.571	.398	.361	.670	.226	.758
	Correlation	**	**	**	**	**	**	*		**	**	*	*	**		**
	Sig. (2-tailed)	.002	.000	.000	.000	.006	.001	.014	.216	.005	.001	.030	.050	.000	.230	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Z7	Pearson	.806	.594	.597	.635	.223	.577	.531	.691	.759	.320	.322	.419	.520	.674	.877
	Correlation	**	**	**	**		**	**	**	**			*	**	**	**

Z13	Pearson	.586**	.463**	.592**	.565**	.541*	.361*	.419*	.351	.114	.273	.400*	.671**	.582**	.226**	.641**
	Correlation	**	**	**	**	*	*	*				*	**	**	**	**
	Sig. (2-tailed)	.001	.010	.001	.001	.002	.050	.021	.058	.548	.144	.028	.000	.001	.229	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Z14	Pearson	.559**	.354*	.452*	.431*	.620**	.670**	.520**	.502**	.149	.358*	.375*	.315**	.582**	.427*	.689**
	Correlation	**	*	*	*	**	**	**	**		*	*	**	**	*	**
	Sig. (2-tailed)	.001	.055	.012	.017	.000	.000	.003	.005	.430	.052	.041	.090	.001	.019	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Z15	Pearson	.300	.302	.285	.480**	.151	.226	.674**	.563**	.542**	.680**	.274	.062	.226*	.427**	.624**
	Correlation				**			**	**	**	**			*	**	
	Sig. (2-tailed)	.107	.105	.127	.007	.425	.230	.000	.001	.002	.000	.142	.743	.229	.019	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
ZT	Pearson	.809**	.730**	.755**	.788**	.571**	.758**	.877**	.662**	.562**	.705**	.556**	.569**	.641**	.689**	.624**
	Correlation	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.001	.000	.001	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	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).

Validitas Variabel Y

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	YT
Y1	Pearson	1	.757**	.271	.659**	.632**	.507**	.318	.380*	.742**
	Correlation									
	Sig. (2-tailed)		.000	.148	.000	.000	.004	.087	.038	.000

	N	30	30	30	30	30	30	30	30	30
Y2	Pearson Correlation	.757**	1	.560**	.757**	.686**	.686**	.428*	.327	.874**
	Sig. (2-tailed)	.000		.001	.000	.000	.000	.018	.078	.000
	N	30	30	30	30	30	30	30	30	30
Y3	Pearson Correlation	.271	.560**	1	.503**	.283	.368*	.155	.081	.576**
	Sig. (2-tailed)	.148	.001		.005	.130	.046	.414	.671	.001
	N	30	30	30	30	30	30	30	30	30
Y4	Pearson Correlation	.659**	.757**	.503**	1	.756**	.756**	.489**	.558**	.916**
	Sig. (2-tailed)	.000	.000	.005		.000	.000	.006	.001	.000
	N	30	30	30	30	30	30	30	30	30
Y5	Pearson Correlation	.632**	.686**	.283	.756**	1	.635**	.507**	.578**	.848**
	Sig. (2-tailed)	.000	.000	.130	.000		.000	.004	.001	.000
	N	30	30	30	30	30	30	30	30	30
Y6	Pearson Correlation	.507**	.686**	.368*	.756**	.635**	1	.382*	.187	.775**
	Sig. (2-tailed)	.004	.000	.046	.000	.000		.037	.323	.000
	N	30	30	30	30	30	30	30	30	30
Y7	Pearson Correlation	.318	.428*	.155	.489**	.507**	.382*	1	.737**	.642**
	Sig. (2-tailed)	.087	.018	.414	.006	.004	.037		.000	.000
	N	30	30	30	30	30	30	30	30	30
Y8	Pearson Correlation	.380*	.327	.081	.558**	.578**	.187	.737**	1	.604**
	Sig. (2-tailed)	.038	.078	.671	.001	.001	.323	.000		.000
	N	30	30	30	30	30	30	30	30	30
YT	Pearson Correlation	.742**	.874**	.576**	.916**	.848**	.775**	.642**	.604**	1

Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.000	
N	30	30	30	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).

Reliabilitas Variabel X1

Reliability Statistics

Cronbach's Alpha	N of Items
.888	8

Reliabilitas Variabel X2

Reliability Statistics

Cronbach's Alpha	N of Items
.881	8

Reliabilitas Variabel Z

Reliability Statistics

Cronbach's Alpha	N of Items
.912	15

Reliabilitas Variabel Y

Reliability Statistics

Cronbach's Alpha	N of Items

.878	8
------	---

6. Deskriptif Jawaban Responden

Variabel X1

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X11	121	2.00	5.00	3.1074	.77246
X12	121	2.00	5.00	3.6033	.91724
X13	121	2.00	5.00	3.4628	.85675
X14	121	2.00	5.00	3.3719	.77602
X15	121	2.00	5.00	3.1405	.91566
X16	121	2.00	5.00	3.1322	.81591
X17	121	2.00	5.00	3.3223	.82880
X18	121	2.00	5.00	3.4380	.86499
Valid N (listwise)	121				

Variabel X2

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X21	121	1.00	5.00	3.2562	.89003
X22	121	1.00	5.00	3.3719	1.00110
X23	121	2.00	5.00	3.0083	.83162
X24	121	2.00	5.00	3.2727	.85635
X25	121	2.00	5.00	3.3306	.85038
X26	121	2.00	5.00	3.2149	.88700
X27	121	2.00	5.00	3.3306	.84052
X28	121	2.00	5.00	3.3719	.85763
Valid N (listwise)	121				

Variabel Z

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Z1	121	1.00	5.00	3.8264	.98046
Z2	121	2.00	5.00	3.8264	.98046
Z3	121	1.00	5.00	3.9256	.95013
Z4	121	2.00	5.00	3.8347	.94293
Z5	121	2.00	5.00	3.8678	1.00782
Z6	121	2.00	5.00	3.7521	.98557
Z7	121	1.00	5.00	3.7190	.88716
Z8	121	1.00	5.00	3.6529	.96359
Z9	121	1.00	5.00	3.6198	1.02678
Z10	121	2.00	5.00	3.8512	.95447
Z11	121	2.00	5.00	3.9174	.97114
Z12	121	2.00	5.00	3.8760	.98801
Z13	121	2.00	5.00	3.9256	.91438
Z14	121	2.00	5.00	4.0000	1.00000
Z15	121	1.00	5.00	3.8182	.99163
Valid N (listwise)	121				

Variabel Y

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1	121	2.00	5.00	3.9917	1.02059
Y2	121	2.00	5.00	4.0165	.92181
Y3	121	2.00	5.00	4.0744	.95013
Y4	121	2.00	5.00	4.2149	.84859
Y5	121	2.00	5.00	3.9835	.89427

Y6	121	2.00	5.00	4.0496	.97341
Y7	121	4.00	5.00	4.7190	.45135
Y8	121	4.00	5.00	4.7603	.42866
Valid N (listwise)	121				