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## DAFTAR LAMPIRAN

### KUESIONER PENELITIAN

*assalamualaikum warahmatullahi wabarakatuh,*  
salam sejahtera bagi kita semua,

Dengan Hormat,

Saya atas nama Agung Murdhianto, sedang melanjutkan penelitian jenjang Pendidikan Strata-2 / S2 pada Program Magister Manajemen, Sekolah Pascasarjana, Universitas Galuh Kabupaten Ciamis, dengan Nomor Induk Mahasiswa 82342425. Tugas akhir saya berjudul “ Pengaruh *Employee Engagement* dan *Learning Agility* terhadap *Organizational Citizenship Behavior* Melalui Tata Kelola Arsip Pada Kantor Pertanahan Kabupaten Ciamis “, membutuhkan bantuan saudara / i sebagai Pegawai Kantor Pertanahan Kabupaten Ciamis.

Hasil kuesioner bersifat rahasia dan tidak meminta untuk mengisi data pribadi saudara / i, untuk menjaga kenyamanan dan keamanan data dalam memproses serta mengolah data ini hanya untuk kepentingan penelitian sesuai dengan judul diatas.

Terima kasih atas kerjasamanya.

*wassalamualaikum warahmatullahi wabarakatuh*

#### **Isilah data sesuai dengan kriteria di bawah ini.**

##### **Data Responden**

Jenis Kelamin	<input type="checkbox"/>	Laki-laki
	<input type="checkbox"/>	Perempuan
Usia	<input type="checkbox"/>	Dibawah 25 Tahun
	<input type="checkbox"/>	26 - 35 Tahun
	<input type="checkbox"/>	36 - 45 Tahun
	<input type="checkbox"/>	Diatas 46 Tahun
Pendidikan Terakhir	<input type="checkbox"/>	Doktor
	<input type="checkbox"/>	Magister
	<input type="checkbox"/>	Sarjana
	<input type="checkbox"/>	Diploma III
	<input type="checkbox"/>	SMA / SMK / Se-derajat
Masa Kerja	<input type="checkbox"/>	Dibawah 5 Tahun

<input type="checkbox"/>	6 - 10 Tahun
<input type="checkbox"/>	11 - 15 Tahun
<input type="checkbox"/>	Diatas 15 Tahun

### **Pertanyaan Kuesioner *Learning Agility***

Pertanyaan dalam kuesioner ini mewakili variabel-variabel penelitian ini, yaitu dengan variabel *Learning Agility*, *Employee Engagement*, Tata Kelola Kearsipan dan *Organizational Citizenship Behavior*. Pada pertanyaan awal ini mewakili dari pertanyaan dari variabel *Learning Agility*, dapat diisi sesuai dengan kondisi terkini yang saudara alami pada tempat kerja.

1. Seberapa mampu Anda menganalisis masalah kompleks dalam pengelolaan arsip di Kantor Pertanahan Kabupaten Ciamis?
  - Sangat Tidak Mampu
  - Tidak Mampu
  - Cukup Mampu
  - Mampu
  - Sangat Mampu
  
2. Seberapa mampu Anda berpikir kritis dalam memahami berbagai perspektif saat membuat keputusan terkait tata kelola arsip?
  - Sangat Tidak Mampu
  - Tidak Mampu
  - Cukup Mampu
  - Mampu
  - Sangat Mampu
  
3. Seberapa fleksibel Anda dalam mengubah pendekatan pengelolaan arsip sesuai kebutuhan?
  - Sangat Tidak Fleksibel
  - Tidak Fleksibel
  - Cukup Fleksibel
  - Fleksibel
  - Sangat Fleksibel
  
4. Seberapa baik Anda bekerja sama dengan berbagai tipe orang dalam tim tata kelola arsip?
  - Sangat Tidak Baik
  - Tidak Baik
  - Cukup Baik
  - Baik
  - Sangat Baik
  
5. Seberapa efektif Anda dalam membangun kolaborasi dengan rekan kerja untuk mencapai tujuan pengelolaan arsip?
  - Sangat Tidak Efektif

- Tidak Efektif
  - Cukup Efektif
  - Efektif
  - Sangat Efektif
6. Seberapa responsif Anda terhadap dinamika interpersonal di lingkungan kerja terkait pengelolaan arsip?
- Sangat Tidak Responsif
  - Tidak Responsif
  - Cukup Responsif
  - Responsif
  - Sangat Responsif
7. Seberapa mampu Anda beradaptasi dengan perubahan regulasi atau kebijakan terkait tata kelola arsip?
- Sangat Tidak Mampu
  - Tidak Mampu
  - Cukup Mampu
  - Mampu
  - Sangat Mampu
8. Seberapa inovatif Anda dalam mencari metode baru untuk efisiensi pengelolaan arsip?
- Sangat Tidak Inovatif
  - Tidak Inovatif
  - Cukup Inovatif
  - Inovatif
  - Sangat Inovatif
9. Seberapa berani Anda mencoba pendekatan baru meskipun menghadapi risiko dalam pengelolaan arsip?
- Sangat Tidak Berani
  - Tidak Berani
  - Cukup Berani
  - Berani
  - Sangat Berani
10. Seberapa fokus Anda pada pencapaian hasil terbaik dalam pengelolaan arsip di Kantor Pertanahan Kabupaten Ciamis?
- Sangat Tidak Fokus
  - Tidak Fokus
  - Cukup Fokus
  - Fokus
  - Sangat Fokus

11. Seberapa mampu Anda bekerja di bawah tekanan untuk mencapai target dalam pengelolaan arsip?
- Sangat Tidak Mampu
  - Tidak Mampu
  - Cukup Mampu
  - Mampu
  - Sangat Mampu
12. Seberapa sering Anda memantau dan mengevaluasi hasil kerja untuk peningkatan kualitas pengelolaan arsip?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
13. Seberapa mampu Anda mengenali kekuatan dan kelemahan diri dalam pengelolaan arsip?
- Sangat Tidak Mampu
  - Tidak Mampu
  - Cukup Mampu
  - Mampu
  - Sangat Mampu
14. Seberapa sering Anda merefleksikan tindakan dan hasil kerja dalam pengelolaan arsip untuk perbaikan diri?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
15. Seberapa terbuka Anda dalam menerima dan belajar dari umpan balik untuk meningkatkan kemampuan dalam pengelolaan arsip?
- Sangat Tidak Terbuka
  - Tidak Terbuka
  - Cukup Terbuka
  - Terbuka
  - Sangat Terbuka
- 
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**Pertanyaan Kuesioner *Employee Engagement***

Pada pertanyaan selanjutnya ini mewakili dari pertanyaan dari variabel *Employee Engagement*, dapat diisi sesuai dengan kondisi terkini yang saudara alami pada tempat kerja

16. Seberapa tinggi energi yang Anda rasakan saat menghadapi tugas-tugas dalam pekerjaan?
  - Sangat Rendah
  - Rendah
  - Cukup Tinggi
  - Tinggi
  - Sangat Tinggi
  
17. Seberapa antusias Anda dalam menyelesaikan pekerjaan sehari-hari?
  - Sangat Tidak Antusias
  - Tidak Antusias
  - Cukup Antusias
  - Antusias
  - Sangat Antusias
  
18. Seberapa tahan Anda terhadap kelelahan dalam menyelesaikan tugas pekerjaan?
  - Sangat Tidak Tahan
  - Tidak Tahan
  - Cukup Tahan
  - Tahan
  - Sangat Tahan
  
19. Seberapa bersemangat Anda dalam menghadapi tantangan pekerjaan dalam tata kelola arsip?
  - Sangat Tidak Bersemangat
  - Tidak Bersemangat
  - Cukup Bersemangat
  - Bersemangat
  - Sangat Bersemangat
  
20. Seberapa bangga Anda terhadap pekerjaan di Kantor Pertanahan Kabupaten Ciamis?
  - Sangat Tidak Bangga
  - Tidak Bangga
  - Cukup Bangga
  - Bangga
  - Sangat Bangga

21. Seberapa bermakna peran Anda di organisasi ini menurut pandangan Anda?
- Sangat Tidak Bermakna
  - Tidak Bermakna
  - Cukup Bermakna
  - Bermakna
  - Sangat Bermakna
22. Seberapa besar kemungkinan Anda untuk merekomendasikan organisasi ini kepada orang lain?
- Sangat Tidak Mungkin
  - Tidak Mungkin
  - Cukup Mungkin
  - Mungkin
  - Sangat Mungkin
23. Seberapa tinggi tingkat konsentrasi Anda saat bekerja dalam pengelolaan arsip?
- Sangat Rendah
  - Rendah
  - Cukup Tinggi
  - Tinggi
  - Sangat Tinggi
24. Seberapa besar keinginan Anda untuk terus bekerja tanpa terganggu saat menyelesaikan tugas?
- Sangat Tidak Ingin
  - Tidak Ingin
  - Cukup Ingin
  - Ingin
  - Sangat Ingin
25. Seberapa sering Anda terlibat dalam pekerjaan hingga tidak menyadari waktu berlalu?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
26. Seberapa besar dukungan yang Anda rasakan dari pimpinan dalam menjalankan tugas?
- Sangat Tidak Besar
  - Tidak Besar
  - Cukup Besar
  - Besar
  - Sangat Besar

27. Seberapa terbuka pimpinan Anda dalam mendengarkan masukan terkait pekerjaan?
- Sangat Tidak Terbuka
  - Tidak Terbuka
  - Cukup Terbuka
  - Terbuka
  - Sangat Terbuka
28. Seberapa sering pimpinan memberikan bimbingan dalam pengembangan kemampuan kerja Anda?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
- 
- 

### **Pertanyaan Kuesioner Tata Kelola Kearsipan**

Pada pertanyaan selanjutnya ini mewakili dari pertanyaan dari variabel Tata Kelola Kearsipan, dapat diisi sesuai dengan kondisi terkini yang saudara alami pada tempat kerja.

29. Seberapa teraturkah arsip dalam wujud teknis untuk mendukung perencanaan dan pelaksanaan tugas sehari-hari?
- Sangat tidak teratur
  - Tidak teratur
  - Cukup teratur
  - Teratur
  - Sangat teratur
30. Seberapa pentingkah kesatuan bentuk dan fungsi arsip dalam mendukung kehidupan berbangsa secara administratif?
- Sangat tidak penting
  - Tidak penting
  - Cukup penting
  - Penting
  - Sangat penting
31. Seberapa cukuplah arsip dalam bentuk fisik untuk memenuhi kebutuhan administrasi organisasi?
- Sangat tidak cukup
  - Tidak cukup
  - Cukup
  - Cukup memadai
  - Sangat memadai

32. Seberapa efektifkah pemusatan arsip di satu tempat dalam membantu proses pengawasan?
- Sangat tidak efektif
  - Tidak efektif
  - Cukup efektif
  - Efektif
  - Sangat efektif
33. Seberapa mudahkah pemusatan arsip dalam memelihara dokumen penting?
- Sangat tidak mudah
  - Tidak mudah
  - Cukup mudah
  - Mudah
  - Sangat mudah
34. Seberapa pentingkah pemusatan arsip dalam memastikan dokumen tidak tersebar di berbagai bagian?
- Sangat tidak penting
  - Tidak penting
  - Cukup penting
  - Penting
  - Sangat penting
35. Seberapa seringkah arsip aktif digunakan untuk menyelesaikan masalah administratif?
- Sangat jarang
  - Jarang
  - Cukup sering
  - Sering
  - Sangat sering
36. Seberapa cepatkah pengembalian arsip aktif ke arsip sentral setelah digunakan?
- Sangat lambat
  - Lambat
  - Cukup cepat
  - Cepat
  - Sangat cepat
37. Seberapa relevankah arsip aktif terhadap penyelesaian tugas yang sedang dikerjakan?
- Sangat tidak relevan
  - Tidak relevan
  - Cukup relevan
  - Relevan
  - Sangat relevan

38. Seberapa seringkah arsip khusus digunakan sebagai bahan penolong dalam administrasi negara?
- Sangat jarang
  - Jarang
  - Cukup sering
  - Sering
  - Sangat sering
39. Seberapa pentingkah keberadaan arsip khusus dalam mendokumentasikan perkembangan organisasi?
- Sangat tidak penting
  - Tidak penting
  - Cukup penting
  - Penting
  - Sangat penting
40. Seberapa baikkah pemeliharaan dan penyimpanan arsip khusus untuk kebutuhan jangka panjang?
- Sangat buruk
  - Buruk
  - Cukup baik
  - Baik
  - Sangat baik

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### **Pertanyaan Kuesioner Organizational Citizenship Behavior**

Pada pertanyaan selanjutnya ini mewakili dari pertanyaan dari variabel *Organizational Citizenship Behavior*, dapat diisi sesuai dengan kondisi terkini yang saudara alami pada tempat kerja.

41. Seberapa sering Anda mengambil inisiatif untuk mengembangkan keterampilan yang relevan dengan pekerjaan Anda?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
42. Seberapa besar kemauan Anda untuk mengikuti pelatihan tanpa perintah langsung dari pimpinan?
- Sangat Tidak Mau
  - Tidak Mau
  - Cukup Mau
  - Mau
  - Sangat Mau

43. Seberapa proaktif Anda dalam meningkatkan kompetensi diri untuk mendukung tugas pengelolaan arsip?
- Sangat Tidak Proaktif
  - Tidak Proaktif
  - Cukup Proaktif
  - Proaktif
  - Sangat Proaktif
44. Seberapa sering Anda menawarkan bantuan kepada anggota tim yang baru bergabung di Kantor Pertanahan?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
45. Seberapa besar kemauan Anda untuk mendukung rekan kerja dalam situasi mendesak?
- Sangat Tidak Mau
  - Tidak Mau
  - Cukup Mau
  - Mau
  - Sangat Mau
46. Seberapa sering Anda memberikan informasi atau sumber daya yang bermanfaat bagi tim dalam pengelolaan arsip?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
47. Seberapa bangga Anda dalam menunjukkan kebanggaan terhadap Kantor Pertanahan di luar kantor?
- Sangat Tidak Bangga
  - Tidak Bangga
  - Cukup Bangga
  - Bangga
  - Sangat Bangga

48. Seberapa sering Anda mempromosikan reputasi Kantor Pertanahan secara positif kepada pihak luar?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
49. Seberapa besar loyalitas Anda dalam menjaga nama baik Kantor Pertanahan melalui sikap positif?
- Sangat Tidak Loyal
  - Tidak Loyal
  - Cukup Loyal
  - Loyal
  - Sangat Loyal
50. Seberapa sering Anda menyampaikan saran untuk peningkatan operasional pengelolaan arsip?
- Sangat Jarang
  - Jarang
  - Cukup Sering
  - Sering
  - Sangat Sering
51. Seberapa proaktif Anda dalam mengajukan ide inovatif untuk efektivitas kerja di Kantor Pertanahan?
- Sangat Tidak Proaktif
  - Tidak Proaktif
  - Cukup Proaktif
  - Proaktif
  - Sangat Proaktif
52. Seberapa terbuka Anda dalam mengemukakan kritik yang konstruktif untuk perbaikan kantor?
- Sangat Tidak Terbuka
  - Tidak Terbuka
  - Cukup Terbuka
  - Terbuka
  - Sangat Terbuka

53. Seberapa konsisten Anda dalam menjaga standar perilaku sesuai aturan yang berlaku di Kantor Pertanahan?
- Sangat Tidak Konsisten
  - Tidak Konsisten
  - Cukup Konsisten
  - Konsisten
  - Sangat Konsisten
54. Seberapa besar komitmen Anda untuk tidak melanggar aturan meskipun tanpa pengawasan langsung?
- Sangat Tidak Berkomitmen
  - Tidak Berkomitmen
  - Cukup Berkomitmen
  - Berkomitmen
  - Sangat Berkomitmen
55. Seberapa patuh Anda dalam menjalankan tugas sesuai kebijakan yang berlaku di lingkungan kerja?
- Sangat Tidak Patuh
  - Tidak Patuh
  - Cukup Patuh
  - Patuh
  - Sangat Patuh

---

**Terima Kasih Atas Perhatian Anda.**

**HASIL OLAH STATISTIK****Hasil Olah Validitas**

## CORRELATIONS

```
/VARIABLES=LA1 LA2 LA3 LA4 LA5 LA6 LA7 LA8 LA9 LA10 LA11 LA12 LA13 LA14 LA15
```

## LEARNING\_AGILITY

```
/PRINT=TWOTAIL NOSIG
```

```
/MISSING=PAIRWISE.
```

**Correlations****Notes**

Output Created		26-JAN-2025 17:11:37
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	N of Rows in Working Data File	55
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.





N		55	55	55	55	55	55	55	55	55	55
<b>Correlations</b>											
		LA12	LA13	LA14	LA15	LEARNING_AG ILITY					
LA1	Pearson Correlation	.315*	.279*	.107	.236	.585**					
	Sig. (2-tailed)	.019	.039	.437	.083	.000					
	N	55	55	55	55	55					
LA2	Pearson Correlation	.199	-.071	.063	-.031	.561**					
	Sig. (2-tailed)	.145	.609	.648	.821	.007					
	N	55	55	55	55	55					
LA3	Pearson Correlation	.181	.078	.165	.069	.638**					
	Sig. (2-tailed)	.187	.572	.228	.618	.000					
	N	55	55	55	55	55					
LA4	Pearson Correlation	.352**	.035	.056	.175	.642**					
	Sig. (2-tailed)	.008	.798	.686	.200	.000					
	N	55	55	55	55	55					
LA5	Pearson Correlation	.130	-.072	.171	.119	.486**					
	Sig. (2-tailed)	.345	.600	.212	.387	.000					
	N	55	55	55	55	55					
LA6	Pearson Correlation	.409**	.425**	.378**	.259	.629**					
	Sig. (2-tailed)	.002	.001	.004	.056	.000					
	N	55	55	55	55	55					
LA7	Pearson Correlation	.321*	.304*	.304*	.333*	.608**					
	Sig. (2-tailed)	.017	.024	.024	.013	.000					
	N	55	55	55	55	55					
LA8	Pearson Correlation	.460**	.302*	.297*	.195	.556**					
	Sig. (2-tailed)	.000	.025	.028	.153	.000					
	N	55	55	55	55	55					
LA9	Pearson Correlation	.816**	.406**	.389**	.344*	.697**					
	Sig. (2-tailed)	.000	.002	.003	.010	.000					
	N	55	55	55	55	55					
LA10	Pearson Correlation	.181	.078	.165	.069	.638**					
	Sig. (2-tailed)	.187	.572	.228	.618	.000					
	N	55	55	55	55	55					
LA11	Pearson Correlation	.525**	.398**	.125	.234	.539**					
	Sig. (2-tailed)	.000	.003	.363	.085	.000					
	N	55	55	55	55	55					
LA12	Pearson Correlation	1	.425**	.433**	.361**	.714**					
	Sig. (2-tailed)		.001	.001	.007	.000					
	N	55	55	55	55	55					

LA13	Pearson Correlation	.425**	1	.399**	.295*	.494**
	Sig. (2-tailed)	.001		.003	.029	.000
	N	55	55	55	55	55
LA14	Pearson Correlation	.433**	.399**	1	.318*	.504**
	Sig. (2-tailed)	.001	.003		.018	.000
	N	55	55	55	55	55
LA15	Pearson Correlation	.361**	.295*	.318*	1	.485**
	Sig. (2-tailed)	.007	.029	.018		.000
	N	55	55	55	55	55
LEARNING_AGILITY	Pearson Correlation	.714**	.494**	.504**	.485**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

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

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

## CORRELATIONS

```
/VARIABLES=EE1 EE2 EE3 EE4 EE5 EE6 EE7 EE8 EE9 EE10 EE11 EE12 EE13
```

## EMPLOYEE\_ENGAGEMENT

```
/PRINT=TWOTAIL NOSIG
```

```
/MISSING=PAIRWISE.
```

## Correlations

### Notes





	Sig. (2-tailed)	.006	.003	.083	.821	.618	.200	.387	.618	.085
	N	55	55	55	55	55	55	55	55	55
EMPLOYEE_ENGAGEMENT	Pearson Correlation	.778**	.828**	.607**	.423**	.686**	.683**	.567**	.686**	.533**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55

### Correlations

		EE10	EE11	EE12	EE13	EMPLOYEE_ENGAGEMENT
EE1	Pearson Correlation	.512**	.266*	.445**	.366**	.778**
	Sig. (2-tailed)	.000	.049	.001	.006	.000
	N	55	55	55	55	55
EE2	Pearson Correlation	.598**	.366**	.364**	.395**	.828**
	Sig. (2-tailed)	.000	.006	.006	.003	.000
	N	55	55	55	55	55
EE3	Pearson Correlation	.315*	.279*	.107	.236	.607**
	Sig. (2-tailed)	.019	.039	.437	.083	.000
	N	55	55	55	55	55
EE4	Pearson Correlation	.199	-.071	.063	-.031	.423**
	Sig. (2-tailed)	.145	.609	.648	.821	.001
	N	55	55	55	55	55
EE5	Pearson Correlation	.181	.078	.165	.069	.686**
	Sig. (2-tailed)	.187	.572	.228	.618	.000
	N	55	55	55	55	55
EE6	Pearson Correlation	.352**	.035	.056	.175	.683**
	Sig. (2-tailed)	.008	.798	.686	.200	.000
	N	55	55	55	55	55
EE7	Pearson Correlation	.130	-.072	.171	.119	.567**
	Sig. (2-tailed)	.345	.600	.212	.387	.000
	N	55	55	55	55	55
EE8	Pearson Correlation	.181	.078	.165	.069	.686**
	Sig. (2-tailed)	.187	.572	.228	.618	.000
	N	55	55	55	55	55
EE9	Pearson Correlation	.525**	.398**	.125	.234	.533**
	Sig. (2-tailed)	.000	.003	.363	.085	.000
	N	55	55	55	55	55
EE10	Pearson Correlation	1	.425**	.433**	.361**	.666**
	Sig. (2-tailed)		.001	.001	.007	.000
	N	55	55	55	55	55
EE11	Pearson Correlation	.425**	1	.399**	.295*	.438**

	Sig. (2-tailed)	.001		.003	.029	.001
	N	55	55	55	55	55
EE12	Pearson Correlation	.433**	.399**	1	.318*	.480**
	Sig. (2-tailed)	.001	.003		.018	.000
	N	55	55	55	55	55
EE13	Pearson Correlation	.361**	.295*	.318*	1	.482**
	Sig. (2-tailed)	.007	.029	.018		.000
	N	55	55	55	55	55
EMPLOYEE_ENGAGEME NT	Pearson Correlation	.666**	.438**	.480**	.482**	1
	Sig. (2-tailed)	.000	.001	.000	.000	
	N	55	55	55	55	55

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

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

## CORRELATIONS

/VARIABLES=TKA1 TKA2 TKA3 TKA4 TKA5 TKA6 TKA7 TKA8 TKA9 TKA10 TKA11 TKA12

TATA\_KELOLA\_ORGANISASI

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

## Correlations

### Notes

Output Created

26-JAN-2025 17:12:19

Comments





N		55	55	55	55	55	55	55
<b>Correlations</b>								
		TKA9	TKA10	TKA11	TKA12	TATA_KELOLA_ORGANISASI	SI	
TKA1	Pearson Correlation	.402**	.459**	.287*	.271*		.810**	
	Sig. (2-tailed)	.002	.000	.034	.045		.000	
	N	55	55	55	55		55	
TKA2	Pearson Correlation	.862**	.410**	.318*	.055		.626**	
	Sig. (2-tailed)	.000	.002	.018	.690		.000	
	N	55	55	55	55		55	
TKA3	Pearson Correlation	.382**	.839**	.368**	.213		.677**	
	Sig. (2-tailed)	.004	.000	.006	.118		.000	
	N	55	55	55	55		55	
TKA4	Pearson Correlation	.035	.056	.175	.571**		.555**	
	Sig. (2-tailed)	.798	.686	.200	.000		.000	
	N	55	55	55	55		55	
TKA5	Pearson Correlation	-.072	.171	.119	.523**		.474**	
	Sig. (2-tailed)	.600	.212	.387	.000		.000	
	N	55	55	55	55		55	
TKA6	Pearson Correlation	.078	.165	.069	.888**		.576**	
	Sig. (2-tailed)	.572	.228	.618	.000		.000	
	N	55	55	55	55		55	
TKA7	Pearson Correlation	.398**	.125	.234	.196		.574**	
	Sig. (2-tailed)	.003	.363	.085	.153		.000	
	N	55	55	55	55		55	
TKA8	Pearson Correlation	.425**	.433**	.361**	.170		.767**	
	Sig. (2-tailed)	.001	.001	.007	.213		.000	
	N	55	55	55	55		55	
TKA9	Pearson Correlation	1	.399**	.295*	.038		.574**	
	Sig. (2-tailed)		.003	.029	.783		.000	
	N	55	55	55	55		55	
TKA10	Pearson Correlation	.399**	1	.318*	.165		.608**	
	Sig. (2-tailed)	.003		.018	.228		.000	
	N	55	55	55	55		55	
TKA11	Pearson Correlation	.295*	.318*	1	.099		.514**	
	Sig. (2-tailed)	.029	.018		.473		.000	
	N	55	55	55	55		55	

TKA12	Pearson Correlation	.038	.165	.099	1	.571**
	Sig. (2-tailed)	.783	.228	.473		.000
	N	55	55	55	55	55
TATA_KELOLA_ORGANI SASI	Pearson Correlation	.574**	.608**	.514**	.571**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

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

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

CORRELATIONS

```
/VARIABLES=OCB1 OCB2 OCB3 OCB4 OCB5 OCB6 OCB7 OCB8 OCB9 OCB10 OCB11 OCB12
OCB13 OCB14 OCB15
```

```
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR
```

```
/PRINT=TWOTAIL NOSIG
```

```
/MISSING=PAIRWISE.
```

**Correlations**

**Notes**

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	Split File	<none>





OCB13	Pearson Correlation	.290*	.297*	.296*	.172	-.047	.030	-.006	.186	.010	.221	.283*
	Sig. (2-tailed)	.032	.027	.028	.209	.731	.825	.963	.173	.941	.104	.036
	N	55	55	55	55	55	55	55	55	55	55	55
OCB14	Pearson Correlation	.252	.512**	.205	.196	.104	.276*	-.092	.180	.111	.400**	.692**
	Sig. (2-tailed)	.064	.000	.133	.153	.449	.041	.505	.188	.420	.002	.000
	N	55	55	55	55	55	55	55	55	55	55	55
OCB15	Pearson Correlation	.099	.283*	.244	-.131	.120	.196	-.224	.359**	.194	.192	.291*
	Sig. (2-tailed)	.472	.036	.073	.340	.385	.151	.100	.007	.156	.160	.031
	N	55	55	55	55	55	55	55	55	55	55	55
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	Pearson Correlation	.661**	.731**	.592**	.375**	.647**	.658**	.389**	.491**	.458**	.483**	.633**
	Sig. (2-tailed)	.000	.000	.000	.005	.000	.000	.003	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55	55

### Correlations

		OCB12	OCB13	OCB14	OCB15	ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR
OCB1	Pearson Correlation	.343*	.290*	.252	.099	.661**
	Sig. (2-tailed)	.010	.032	.064	.472	.000
	N	55	55	55	55	55
OCB2	Pearson Correlation	.352**	.297*	.512**	.283*	.731**
	Sig. (2-tailed)	.008	.027	.000	.036	.000
	N	55	55	55	55	55
OCB3	Pearson Correlation	.346**	.296*	.205	.244	.592**
	Sig. (2-tailed)	.010	.028	.133	.073	.000
	N	55	55	55	55	55
OCB4	Pearson Correlation	.234	.172	.196	-.131	.575**
	Sig. (2-tailed)	.085	.209	.153	.340	.005
	N	55	55	55	55	55
OCB5	Pearson Correlation	1.000**	-.047	.104	.120	.647**
	Sig. (2-tailed)	.000	.731	.449	.385	.000
	N	55	55	55	55	55
OCB6	Pearson Correlation	.567**	.030	.276*	.196	.658**

	Sig. (2-tailed)	.000	.825	.041	.151	.000
	N	55	55	55	55	55
OCB7	Pearson Correlation	.376**	-.006	-.092	-.224	.589**
	Sig. (2-tailed)	.005	.963	.505	.100	.003
	N	55	55	55	55	55
OCB8	Pearson Correlation	.148	.186	.180	.359**	.491**
	Sig. (2-tailed)	.280	.173	.188	.007	.000
	N	55	55	55	55	55
OCB9	Pearson Correlation	.210	.010	.111	.194	.458**
	Sig. (2-tailed)	.124	.941	.420	.156	.000
	N	55	55	55	55	55
OCB10	Pearson Correlation	.107	.221	.400**	.192	.483**
	Sig. (2-tailed)	.439	.104	.002	.160	.000
	N	55	55	55	55	55
OCB11	Pearson Correlation	.307*	.283*	.692**	.291*	.633**
	Sig. (2-tailed)	.023	.036	.000	.031	.000
	N	55	55	55	55	55
OCB12	Pearson Correlation	1	-.047	.104	.120	.647**
	Sig. (2-tailed)		.731	.449	.385	.000
	N	55	55	55	55	55
OCB13	Pearson Correlation	-.047	1	.349**	.211	.598**
	Sig. (2-tailed)	.731		.009	.122	.003
	N	55	55	55	55	55
OCB14	Pearson Correlation	.104	.349**	1	.269*	.553**
	Sig. (2-tailed)	.449	.009		.047	.000
	N	55	55	55	55	55
OCB15	Pearson Correlation	.120	.211	.269*	1	.582**
	Sig. (2-tailed)	.385	.122	.047		.004
	N	55	55	55	55	55
ORGANIZATIONAL_CITIZENSHIP_BEHAVIOR	Pearson Correlation	.647**	.398**	.553**	.382**	1
	Sig. (2-tailed)	.000	.003	.000	.004	
	N	55	55	55	55	55

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

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

## RELIABILITY

```
/VARIABLES=LA1 LA2 LA3 LA4 LA5 LA6 LA7 LA8 LA9 LA10 LA11 LA12 LA13 LA14 LA15
```

```
/SCALE('ALL VARIABLES') ALL
```

```
/MODEL=ALPHA.
```

## Hasil Uji Reliabilitas

### Reliability

#### Notes

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	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=LA1 LA2 LA3 LA4 LA5 LA6 LA7 LA8 LA9 LA10 LA11 LA12 LA13 LA14 LA15 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.	
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

**Scale: ALL VARIABLES**

### Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

### Reliability Statistics

Cronbach's	
Alpha	N of Items
.850	15

### RELIABILITY

```
/VARIABLES=EE1 EE2 EE3 EE4 EE5 EE6 EE7 EE8 EE9 EE10 EE11 EE12 EE13
```

```
/SCALE('ALL VARIABLES') ALL
```

```
/MODEL=ALPHA.
```

### Reliability

#### Notes

Output Created	26-JAN-2025 17:15:15
Comments	
Input	Active Dataset DataSet3

	Filter	<none>
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	Split File	<none>
	N of Rows in Working Data	55
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=EE1 EE2 EE3 EE4 EE5 EE6 EE7 EE8 EE9 EE10 EE11 EE12 EE13 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

**Reliability Statistics**

Cronbach's	
Alpha	N of Items
.855	13

## RELIABILITY

/VARIABLES=TKA1 TKA2 TKA3 TKA4 TKA5 TKA6 TKA7 TKA8 TKA9 TKA10 TKA11 TKA12

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

**Reliability****Notes**

Output Created	26-JAN-2025 17:15:26	
Comments		
Input	Active Dataset	DataSet3
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	55
	File	
Matrix Input		
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=TKA1 TKA2 TKA3 TKA4 TKA5 TKA6 TKA7 TKA8 TKA9 TKA10 TKA11 TKA12 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

#### Reliability Statistics

Cronbach's	
Alpha	N of Items
.846	12

#### RELIABILITY

```
/VARIABLES=OCB1 OCB2 OCB3 OCB4 OCB5 OCB6 OCB7 OCB8 OCB9 OCB10 OCB11 OCB12  
OCB13 OCB14 OCB15
```

```
/SCALE('ALL VARIABLES') ALL
```

/MODEL=ALPHA.

## Reliability

### Notes

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	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	55
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=OCB1 OCB2 OCB3 OCB4 OCB5 OCB6 OCB7 OCB8 OCB9 OCB10 OCB11 OCB12 OCB13 OCB14 OCB15 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.	
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.826	15

**Hasil Uji Regresi**

## REGRESSION

```

/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Tata_Kelola_Kearsipan
/METHOD=ENTER Learning_Agility Employee_Engagement
/SCATTERPLOT=(*SRESID ,*ZPRED)
/RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).

```

**Regression****Notes**

Output Created	26-JAN-2025 20:48:40	
Comments		
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	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	55
File		
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

Cases Used		Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Tata_Kelola_Kearsipan /METHOD=ENTER Learning_Agility Employee_Engagement /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
Resources	Processor Time	00:00:00.50
	Elapsed Time	00:00:00.39
	Memory Required	2944 bytes
	Additional Memory Required for Residual Plots	664 bytes

### Descriptive Statistics

	Mean	Std. Deviation	N
Tata_Kelola_Kearsipan	25.6183	10.29193	55
Learning_Agility	29.3817	15.66609	55
Employee_Engagement	26.0645	11.36691	55

### Correlations

	Tata_Kelola_Ke arsipan	Learning_Agility	Employee_Enga gement
Pearson Correlation	Tata_Kelola_Kearsipan	1.000	.841
	Learning_Agility	.841	1.000

	Employee_Engagement	.842	.927	1.000
Sig. (1-tailed)	Tata_Kelola_Kearsipan	.	.000	.000
	Learning_Agility	.000	.	.000
	Employee_Engagement	.000	.000	.
N	Tata_Kelola_Kearsipan	55	55	55
	Learning_Agility	55	55	55
	Employee_Engagement	55	55	55

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Employee_Engagement, Learning_Agility <sup>b</sup>	.	Enter

a. Dependent Variable: Tata\_Kelola\_Kearsipan

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.857 <sup>a</sup>	.735	.732	5.32995

a. Predictors: (Constant), Employee\_Engagement, Learning\_Agility

b. Dependent Variable: Tata\_Kelola\_Kearsipan

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14397.160	2	7198.580	253.396	.000 <sup>b</sup>
	Residual	5198.738	53	28.408		
	Total	19595.898	55			

a. Dependent Variable: Tata\_Kelola\_Kearsipan

b. Predictors: (Constant), Employee\_Engagement, Learning\_Agility

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	6.859	1.014		6.762	.000
	Learning_Agility	.282	.067	.430	4.230	.000
	Employee_Engagement	.401	.092	.443	4.360	.000

**Coefficients<sup>a</sup>**

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Learning_Agility	.140	7.127
	Employee_Engagement	.140	7.127

a. Dependent Variable: Tata\_Kelola\_Kearsipan

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	(Constant)	Variance Proportions	
					Learning_Agility	Employee_Engagement
1	1	2.856	1.000	.02	.00	.00
	2	.131	4.675	.75	.06	.01
	3	.013	14.721	.23	.93	.98

a. Dependent Variable: Tata\_Kelola\_Kearsipan

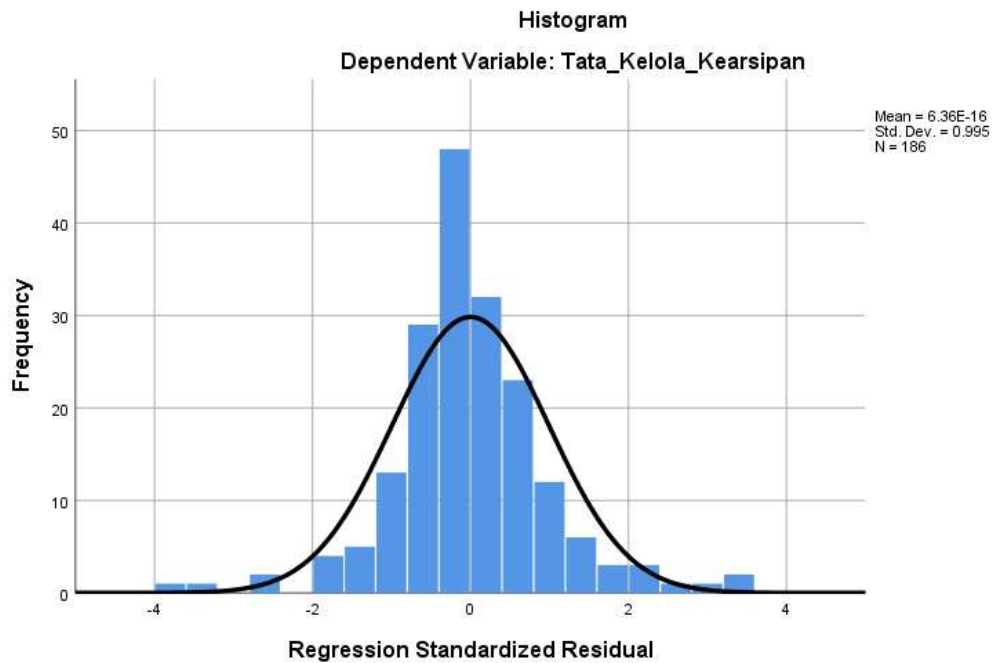
**Residuals Statistics<sup>a</sup>**

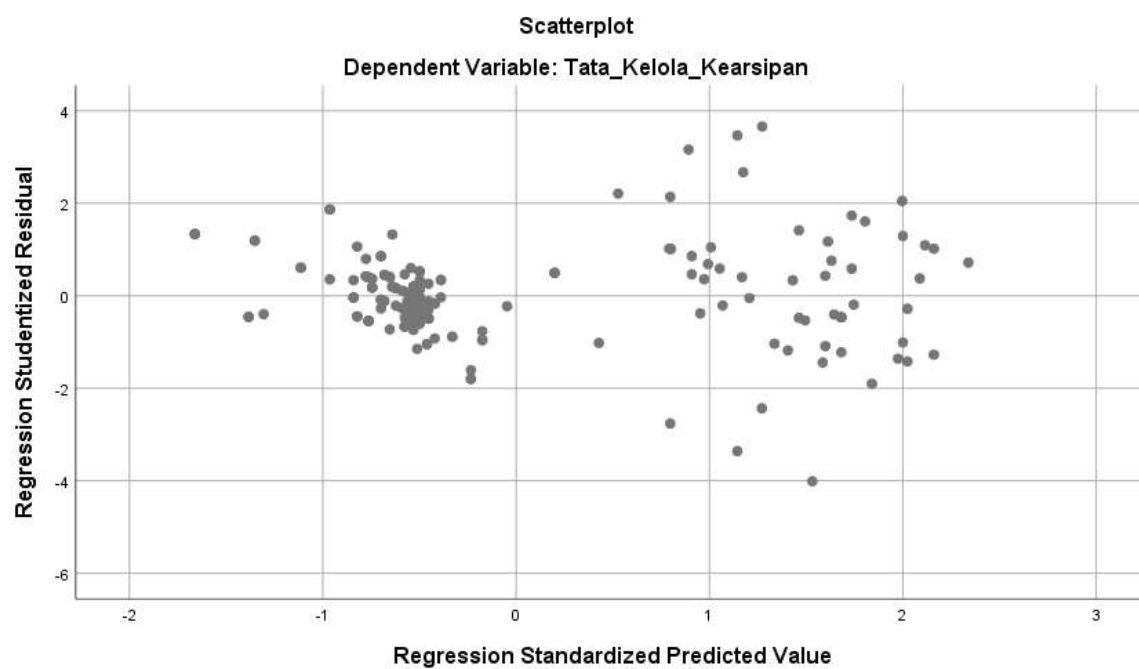
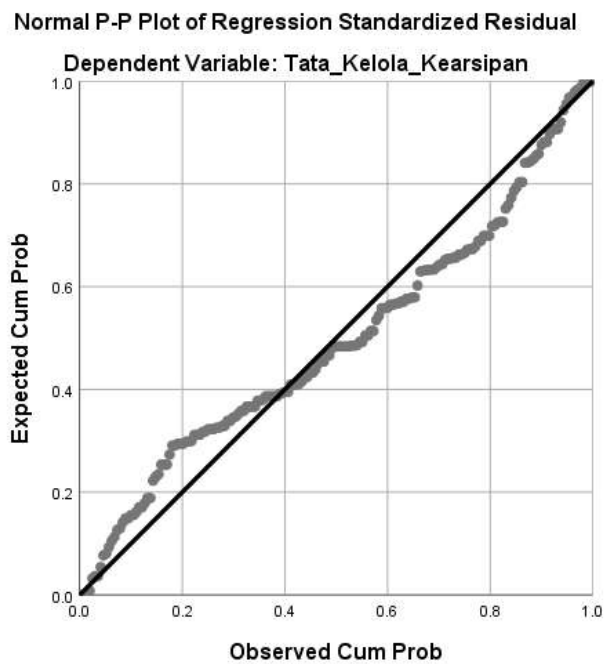
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10.9617	46.2509	25.6183	8.82171	55
Std. Predicted Value	-1.661	2.339	.000	1.000	55
Standard Error of Predicted Value	.400	1.921	.622	.268	55
Adjusted Predicted Value	10.7958	46.1085	25.6103	8.82370	55
Residual	-21.13069	19.15836	.00000	5.30106	55
Std. Residual	-3.965	3.594	.000	.995	55

Stud. Residual	-4.012	3.660	.001	1.006	55
Deleted Residual	-21.64176	19.86797	.00800	5.42763	55
Stud. Deleted Residual	-4.190	3.792	.001	1.022	55
Mahal. Distance	.049	23.033	1.989	3.281	55
Cook's Distance	.000	.165	.008	.022	55
Centered Leverage Value	.000	.125	.011	.018	55

a. Dependent Variable: Tata\_Kelola\_Kearsipan

## Charts





REGRESSION

```

/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Organizational_Citizenship_Behavior
/METHOD=ENTER Learning_Agility Employee_Engagement Tata_Kelola_Kearsipan
/SCATTERPLOT=(*SRESID ,*ZPRED)
/RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).

```

## Regression

### Notes

Output Created		26-JAN-2025 20:49:01
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	55
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax	REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Organizational_Citizenship_B ehavior /METHOD=ENTER Learning_Agility Employee_Engagement Tata_Kelola_Kearsipan /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).	
Resources	Processor Time	00:00:00.55
	Elapsed Time	00:00:00.50
	Memory Required	3472 bytes
	Additional Memory Required for Residual Plots	648 bytes

### Descriptive Statistics

	Mean	Std. Deviation	N
Organizational_Citizenship_B ehavior	33.9946	12.71666	55
Learning_Agility	29.3817	15.66609	55
Employee_Engagement	26.0645	11.36691	55
Tata_Kelola_Kearsipan	25.6183	10.29193	55

### Correlations

Organizational_Citizenship_Behavior	Learning_Agility	Employee_Engagement
Organizational_Citizenship_Behavior		
Learning_Agility		
Employee_Engagement		

Pearson Correlation	Organizational_Citizenship_Behavior	1.000	.867	.883
	Learning_Agility	.867	1.000	.927
	Employee_Engagement	.883	.927	1.000
	Tata_Kelola_Kearsipan	.833	.841	.842
Sig. (1-tailed)	Organizational_Citizenship_Behavior	.	.000	.000
	Learning_Agility	.000	.	.000
	Employee_Engagement	.000	.000	.
	Tata_Kelola_Kearsipan	.000	.000	.000
N	Organizational_Citizenship_Behavior	55	55	55
	Learning_Agility	55	55	55
	Employee_Engagement	55	55	55
	Tata_Kelola_Kearsipan	55	55	55

### Correlations

		Tata Kelola Kearsipan
Pearson Correlation	Organizational_Citizenship_Behavior	.833
	Learning_Agility	.841
	Employee_Engagement	.842
	Tata_Kelola_Kearsipan	1.000
Sig. (1-tailed)	Organizational_Citizenship_Behavior	.000
	Learning_Agility	.000
	Employee_Engagement	.000
	Tata_Kelola_Kearsipan	.
N	Organizational_Citizenship_Behavior	55
	Learning_Agility	55
	Employee_Engagement	55
	Tata_Kelola_Kearsipan	55

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Tata_Kelola_Ke arsipan, Learning_Agility, Employee_Enga gement <sup>b</sup>	.	Enter

- a. Dependent Variable:  
Organizational\_Citizenship\_Behavior
- b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.902 <sup>a</sup>	.814	.811	5.53414

- a. Predictors: (Constant), Tata\_Kelola\_Kearsipan, Learning\_Agility, Employee\_Engagement
- b. Dependent Variable: Organizational\_Citizenship\_Behavior

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24342.928	3	8114.309	264.942	.000 <sup>b</sup>
	Residual	5574.066	52	30.627		
	Total	29916.995	55			

- a. Dependent Variable: Organizational\_Citizenship\_Behavior
- b. Predictors: (Constant), Tata\_Kelola\_Kearsipan, Learning\_Agility, Employee\_Engagement

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.153	1.177		6.075	.000
	Learning_Agility	.189	.073	.232	2.596	.010
	Employee_Engagement	.503	.100	.449	5.006	.000
	Tata_Kelola_Kearsipan	.320	.077	.259	4.170	.000

### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		

Learning_Agility	.128	7.824
Employee_Engagement	.127	7.868
Tata_Kelola_Kearsipan	.265	3.769

a. Dependent Variable: Organizational\_Citizenship\_Behavior

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	(Constant)	Variance Proportions	
					Learning_Agility	Employee_Engagement
1	1	3.828	1.000	.01	.00	.00
	2	.132	5.393	.63	.05	.01
	3	.027	11.848	.20	.14	.06
	4	.013	17.067	.16	.80	.93

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Variance Proportions	
		Tata_Kelola_Kearsipan	
1	1		.00
	2		.00
	3		.99
	4		.01

a. Dependent Variable: Organizational\_Citizenship\_Behavior

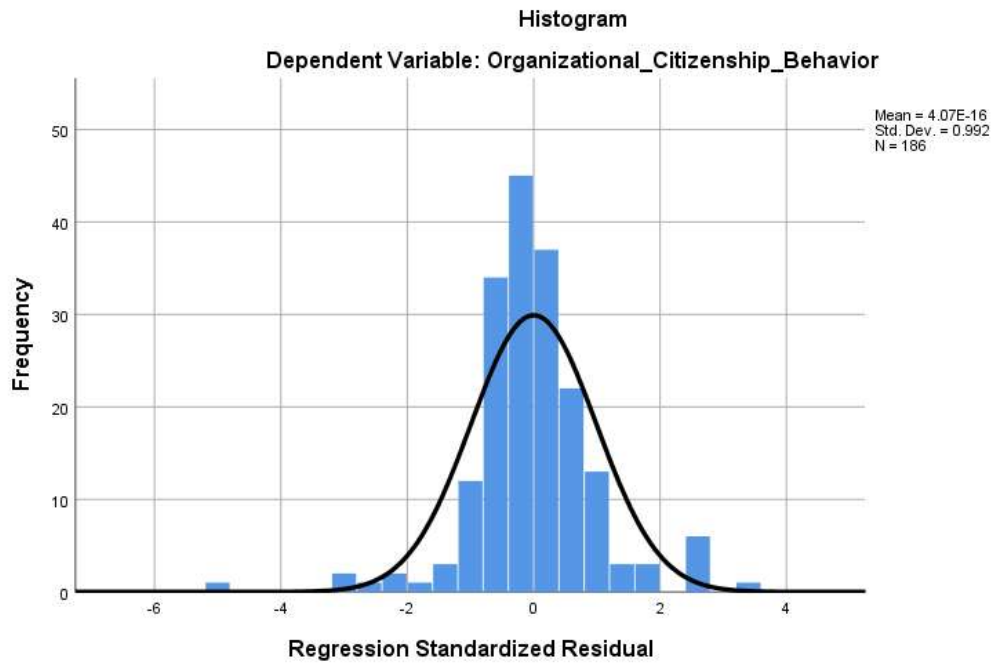
### Residuals Statistics<sup>a</sup>

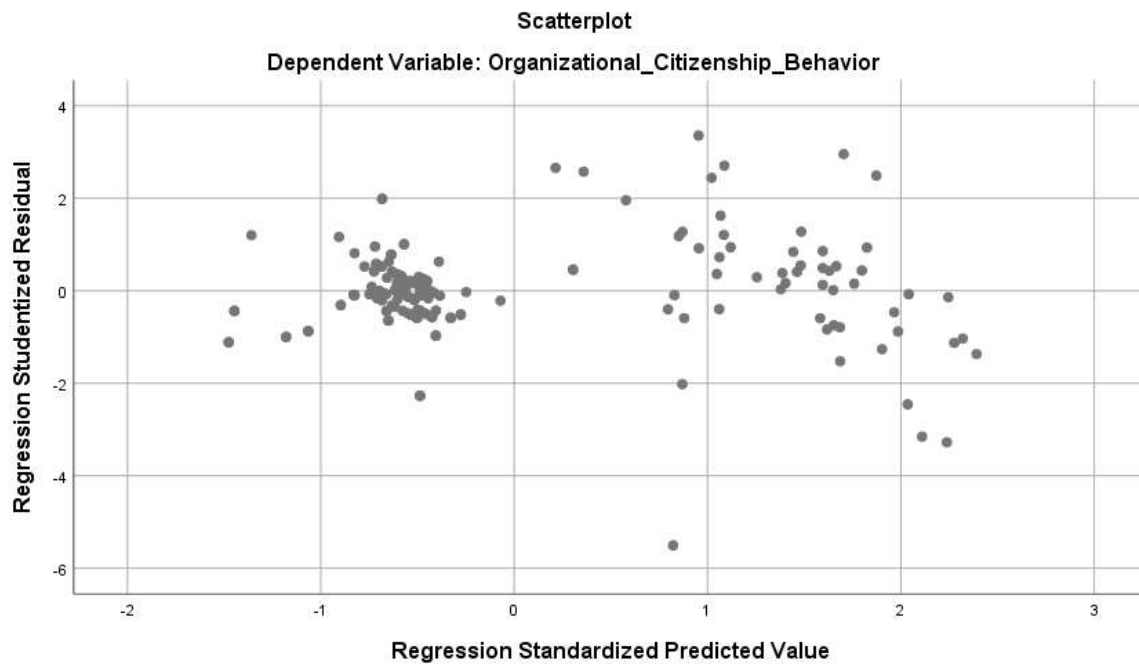
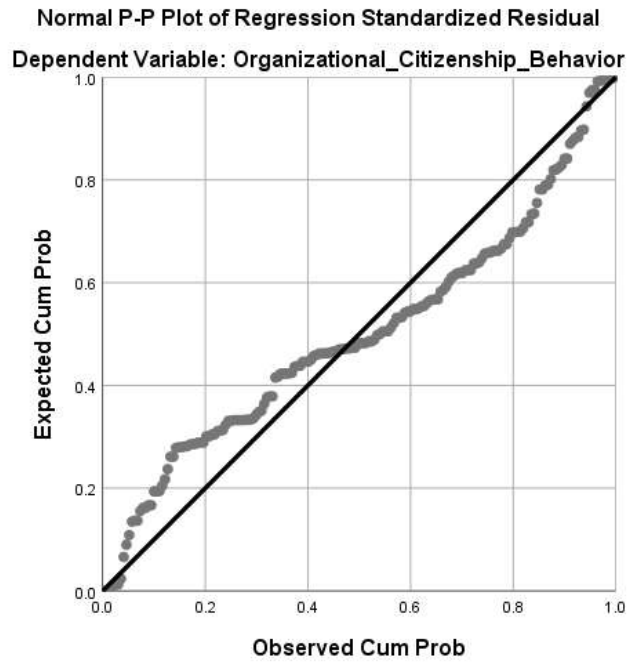
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	17.0612	61.4263	33.9946	11.47098	55
Std. Predicted Value	-1.476	2.391	.000	1.000	55
Standard Error of Predicted Value	.426	1.996	.736	.344	55
Adjusted Predicted Value	17.2652	61.7300	33.9967	11.48195	55
Residual	-28.42481	18.06501	.00000	5.48909	55
Std. Residual	-5.136	3.264	.000	.992	55
Stud. Residual	-5.507	3.357	.000	1.020	55
Deleted Residual	-32.67543	19.11065	-.00210	5.80753	55
Stud. Deleted Residual	-6.016	3.457	-.002	1.045	55
Mahal. Distance	.100	23.071	2.984	4.293	55

Cook's Distance	.000	1.134	.015	.087	55
Centered Leverage Value	.001	.125	.016	.023	55

a. Dependent Variable: Organizational\_Citizenship\_Behavior

## Charts





## HASIL KUESIONER

### Variabel *Learning Agility*

NO	LA1	LA2	LA3	LA4	LA5	LA6	LA7	LA8	LA9	LA10	LA11	LA12	LA13	LA14	LA15	TOTAL
1	4	3	4	2	5	4	4	3	4	2	5	4	2	5	4	55
2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
3	1	2	3	3	2	3	1	2	3	3	2	3	3	2	3	36
4	4	4	4	3	5	4	4	4	4	3	5	4	3	5	4	60
5	3	3	3	3	4	4	3	3	3	3	4	4	3	4	4	51
6	2	4	2	3	5	5	2	4	2	3	5	5	3	5	5	55
7	2	4	2	3	5	5	2	4	2	3	5	5	3	5	5	55
8	4	3	3	4	4	4	4	3	3	4	4	4	4	4	4	56
9	3	5	1	2	4	5	3	5	1	2	4	5	2	4	5	51
10	3	3	2	1	3	5	3	3	2	1	3	5	1	3	5	43
11	3	3	2	3	4	5	3	3	2	3	4	5	3	4	5	52
12	5	5	2	1	5	5	5	5	2	1	5	5	1	5	5	57
13	3	4	3	2	4	4	3	4	3	2	4	4	2	4	4	50
14	3	3	3	3	4	4	3	3	3	3	4	4	3	4	4	51
15	5	5	3	2	5	5	5	5	3	2	5	5	2	5	5	62
16	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
17	2	4	2	3	2	3	2	4	2	3	2	3	3	2	3	40
18	3	3	3	4	2	2	3	3	3	4	2	2	4	2	2	42
19	4	5	5	4	5	4	4	5	5	4	5	4	4	5	4	67
20	3	4	2	2	4	5	3	4	2	2	4	5	2	4	5	51
21	4	3	4	2	5	4	4	3	4	2	5	4	2	5	4	55
22	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
23	1	2	3	3	2	3	1	2	3	3	2	3	3	2	3	36
24	4	4	4	3	5	4	4	4	4	3	5	4	3	5	4	60
25	3	3	3	3	4	4	3	3	3	3	4	4	3	4	4	51
26	2	4	2	3	5	5	2	4	2	3	5	5	3	5	5	55
27	2	4	2	3	5	5	2	4	2	3	5	5	3	5	5	55
28	4	3	3	4	4	4	4	3	3	4	4	4	4	4	4	56
29	3	5	1	2	4	5	3	5	1	2	4	5	2	4	5	51
30	3	3	2	1	3	5	3	3	2	1	3	5	1	3	5	43
31	3	3	2	3	4	5	3	3	2	3	4	5	3	4	5	52
32	5	5	2	1	5	5	5	5	2	1	5	5	1	5	5	57
33	3	4	3	2	4	4	3	4	3	2	4	4	2	4	4	50
34	3	3	3	3	4	4	3	3	3	3	4	4	3	4	4	51
35	5	5	3	2	5	5	5	5	3	2	5	5	2	5	5	62
36	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
37	2	4	2	3	2	3	2	4	2	3	2	3	3	2	3	40
38	3	3	3	4	2	2	3	3	3	4	2	2	4	2	2	42
39	4	5	5	4	5	4	4	5	5	4	5	4	4	5	4	67
40	3	4	2	2	4	5	3	4	2	2	4	5	2	4	5	51

NO	LA1	LA2	LA3	LA4	LA5	LA6	LA7	LA8	LA9	LA10	LA11	LA12	LA13	LA14	LA15	TOTAL
41	4	3	4	2	5	4	4	3	4	2	5	4	2	5	4	55
42	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
43	1	2	3	3	2	3	1	2	3	3	2	3	3	2	3	36
44	4	4	4	3	5	4	4	4	4	3	5	4	3	5	4	60
45	3	3	3	3	4	4	3	3	3	3	4	4	3	4	4	51
46	2	4	2	3	5	5	2	4	2	3	5	5	3	5	5	55
47	2	4	2	3	5	5	2	4	2	3	5	5	3	5	5	55
48	4	3	3	4	4	4	4	3	3	4	4	4	4	4	4	56
49	3	5	1	2	4	5	3	5	1	2	4	5	2	4	5	51
50	3	3	2	1	3	5	3	3	2	1	3	5	1	3	5	43
51	3	3	2	3	4	5	3	3	2	3	4	5	3	4	5	52
52	5	5	2	1	5	5	5	5	2	1	5	5	1	5	5	57
53	3	4	3	2	4	4	3	4	3	2	4	4	2	4	4	50
54	3	3	3	3	4	4	3	3	3	3	4	4	3	4	4	51
55	5	5	3	2	5	5	5	5	3	2	5	5	2	5	5	62

### Variabel Employee Engagement

NO	EE1	EE2	EE3	EE4	EE5	EE6	EE7	EE8	EE9	EE10	EE11	EE12	EE13	TOTAL
1	4	2	5	4	3	3	4	2	5	4	3	3	3	45
2	4	4	4	4	4	4	4	4	4	4	4	4	4	52
3	3	3	2	3	5	3	3	3	2	3	5	3	3	41
4	4	3	5	4	4	3	4	3	5	4	4	3	3	49
5	3	3	4	4	3	3	3	3	4	4	3	3	3	43
6	2	3	5	5	3	3	2	3	5	5	3	3	3	45
7	2	3	5	5	3	3	2	3	5	5	3	3	3	45
8	3	4	4	4	4	3	3	4	4	4	4	3	3	47
9	1	2	4	5	3	2	1	2	4	5	3	2	2	36
10	2	1	3	5	3	2	2	1	3	5	3	2	2	34
11	2	3	4	5	3	3	2	3	4	5	3	3	3	43
12	2	1	5	5	2	2	2	1	5	5	2	2	2	36
13	3	2	4	4	4	3	3	2	4	4	4	3	3	43
14	3	3	4	4	3	3	3	3	4	4	3	3	3	43
15	3	2	5	5	4	3	3	2	5	5	4	3	3	47
16	3	3	3	3	3	2	3	3	3	3	3	2	2	36
17	2	3	2	3	1	2	2	3	2	3	1	2	2	28
18	3	4	2	2	4	3	3	4	2	2	4	3	3	39
19	5	4	5	4	3	3	5	4	5	4	3	3	3	51
20	2	2	4	5	4	4	2	2	4	5	4	4	4	46
21	3	2	2	2	2	2	3	2	2	2	2	2	2	28
22	4	3	4	5	4	4	4	3	4	5	4	4	4	52
23	1	1	4	5	1	3	1	1	4	5	1	3	3	33
24	3	3	5	5	4	3	3	3	5	5	4	3	3	49

NO	EE1	EE2	EE3	EE4	EE5	EE6	EE7	EE8	EE9	EE10	EE11	EE12	EE13	TOTAL
25	1	1	5	4	3	2	1	1	5	4	3	2	2	34
26	4	2	5	4	3	3	4	2	5	4	3	3	3	45
27	4	4	4	4	4	4	4	4	4	4	4	4	4	52
28	3	3	2	3	5	3	3	3	2	3	5	3	3	41
29	4	3	5	4	4	3	4	3	5	4	4	3	3	49
30	3	3	4	4	3	3	3	3	4	4	3	3	3	43
31	2	3	5	5	3	3	2	3	5	5	3	3	3	45
32	2	3	5	5	3	3	2	3	5	5	3	3	3	45
33	3	4	4	4	4	3	3	4	4	4	4	3	3	47
34	1	2	4	5	3	2	1	2	4	5	3	2	2	36
35	2	1	3	5	3	2	2	1	3	5	3	2	2	34
36	2	3	4	5	3	3	2	3	4	5	3	3	3	43
37	2	1	5	5	2	2	2	1	5	5	2	2	2	36
38	3	2	4	4	4	3	3	2	4	4	4	3	3	43
39	3	3	4	4	3	3	3	3	4	4	3	3	3	43
40	3	2	5	5	4	3	3	2	5	5	4	3	3	47
41	3	3	3	3	3	2	3	3	3	3	3	2	2	36
42	2	3	2	3	1	2	2	3	2	3	1	2	2	28
43	3	4	2	2	4	3	3	4	2	2	4	3	3	39
44	5	4	5	4	3	3	5	4	5	4	3	3	3	51
45	2	2	4	5	4	4	2	2	4	5	4	4	4	46
46	3	2	2	2	2	2	3	2	2	2	2	2	2	28
47	4	3	4	5	4	4	4	3	4	5	4	4	4	52
48	1	1	4	5	1	3	1	1	4	5	1	3	3	33
49	3	3	5	5	4	3	3	3	5	5	4	3	3	49
50	1	1	5	4	3	2	1	1	5	4	3	2	2	34
51	2	2	4	5	4	4	2	2	4	5	4	4	4	46
52	3	2	2	2	2	2	3	2	2	2	2	2	2	28
53	4	3	4	5	4	4	4	3	4	5	4	4	4	52
54	1	1	4	5	1	3	1	1	4	5	1	3	3	33
55	3	3	5	5	4	3	3	3	5	5	4	3	3	49

### Variabel Tata Kelola Kearsipan

NO	TKA1	TKA2	TKA3	TKA4	TKA5	TKA6	TKA7	TKA8	TKA9	TKA10	TKA11	TKA12	TOTAL
1	2	1	2	4	5	3	2	1	2	4	5	3	34
2	2	2	3	4	4	4	2	2	3	4	4	4	38
3	5	4	3	5	4	4	5	4	3	5	4	4	50
4	4	3	3	3	3	5	4	3	3	3	3	5	42
5	3	3	2	4	3	3	3	3	2	4	3	3	36
6	4	4	4	4	1	2	4	4	4	4	1	2	38
7	4	4	4	4	1	2	4	4	4	4	1	2	38
8	5	4	5	4	4	3	5	4	5	4	4	3	50

NO	TKA1	TKA2	TKA3	TKA4	TKA5	TKA6	TKA7	TKA8	TKA9	TKA10	TKA11	TKA12	TOTAL
9	1	1	2	3	1	1	1	1	2	3	1	1	18
10	4	5	5	3	2	3	4	5	5	3	2	3	44
11	3	2	3	4	3	3	3	2	3	4	3	3	36
12	1	4	4	3	2	2	1	4	4	3	2	2	32
13	2	4	4	4	3	3	2	4	4	4	3	3	40
14	4	5	4	4	3	3	4	5	4	4	3	3	46
15	5	5	5	5	4	3	5	5	5	5	4	3	54
16	4	3	2	3	2	2	4	3	2	3	2	2	32
17	2	1	1	2	4	2	2	1	1	2	4	2	24
18	4	3	4	3	2	3	4	3	4	3	2	3	38
19	4	5	5	5	3	3	4	5	5	5	3	3	50
20	2	1	2	4	5	3	2	1	2	4	5	3	34
21	2	2	3	4	4	4	2	2	3	4	4	4	38
22	5	4	3	5	4	4	5	4	3	5	4	4	50
23	4	3	3	3	3	5	4	3	3	3	3	5	42
24	3	3	2	4	3	3	3	3	2	4	3	3	36
25	4	4	4	4	1	2	4	4	4	4	1	2	38
26	4	4	4	4	1	2	4	4	4	4	1	2	38
27	5	4	5	4	4	3	5	4	5	4	4	3	50
28	1	1	2	3	1	1	1	1	2	3	1	1	18
29	4	5	5	3	2	3	4	5	5	3	2	3	44
30	3	2	3	4	3	3	3	2	3	4	3	3	36
31	1	4	4	3	2	2	1	4	4	3	2	2	32
32	2	4	4	4	3	3	2	4	4	4	3	3	40
33	4	5	4	4	3	3	4	5	4	4	3	3	46
34	5	5	5	5	4	3	5	5	5	5	4	3	54
35	4	3	2	3	2	2	4	3	2	3	2	2	32
36	2	1	1	2	4	2	2	1	1	2	4	2	24
37	4	3	4	3	2	3	4	3	4	3	2	3	38
38	4	5	5	5	3	3	4	5	5	5	3	3	50
39	2	1	2	5	5	3	2	1	2	5	5	3	36
40	3	3	4	3	3	3	3	3	4	3	3	3	38
41	5	4	5	5	5	4	5	4	5	5	5	4	56
42	2	1	2	4	5	3	2	1	2	4	5	3	34
43	2	2	3	4	4	4	2	2	3	4	4	4	38
44	5	4	3	5	4	4	5	4	3	5	4	4	50
45	4	3	3	3	3	5	4	3	3	3	3	5	42
46	3	3	2	4	3	3	3	3	2	4	3	3	36
47	4	4	4	4	1	2	4	4	4	4	1	2	38
48	4	4	4	4	1	2	4	4	4	4	1	2	38
49	5	4	5	4	4	3	5	4	5	4	4	3	50
50	1	1	2	3	1	1	1	1	2	3	1	1	18

NO	TKA1	TKA2	TKA3	TKA4	TKA5	TKA6	TKA7	TKA8	TKA9	TKA10	TKA11	TKA12	TOTAL
51	4	5	5	3	2	3	4	5	5	3	2	3	44
52	3	2	3	4	3	3	3	2	3	4	3	3	36
53	1	4	4	3	2	2	1	4	4	3	2	2	32
54	2	4	4	4	3	3	2	4	4	4	3	3	40
55	4	5	4	4	3	3	4	5	4	4	3	3	46

### Variabel Organizational Citizenship Behavior

N O	OCB 1	OCB 2	OCB 3	OCB 4	OCB 5	OCB 6	OCB 7	OCB 8	OCB 9	OCB1 0	OCB1 1	OCB1 2	OCB1 3	OCB1 4	OCB1 5	TOTA L
1	5	4	5	4	3	2	4	4	5	4	5	4	3	2	4	58
2	4	3	4	3	4	2	4	4	4	3	4	3	4	2	4	52
3	5	3	3	4	3	4	4	3	5	3	3	4	3	4	4	55
4	4	4	3	4	3	4	3	4	4	4	3	4	3	4	3	54
5	4	3	4	3	4	3	3	4	4	3	4	3	4	3	3	52
6	5	3	3	3	3	4	3	5	5	3	3	3	3	4	3	53
7	5	3	4	3	4	3	3	5	5	3	4	3	4	3	3	55
8	3	3	3	3	3	2	3	4	3	3	3	3	3	2	3	44
9	4	4	4	3	3	3	2	5	4	4	4	3	3	3	2	51
10	3	3	3	4	4	4	3	5	3	3	3	4	4	4	3	53
11	3	4	3	3	3	4	3	5	3	4	3	3	3	4	3	51
12	5	3	4	3	3	4	3	5	5	3	4	3	3	4	3	55
13	4	3	4	4	4	3	3	4	4	3	4	4	4	3	3	54
14	4	4	4	5	3	2	4	4	4	4	4	5	3	2	4	56
15	5	3	3	5	4	3	4	5	5	3	3	5	4	3	4	59
16	3	3	4	4	3	4	3	3	3	3	4	4	3	4	3	51
17	3	4	4	4	3	3	3	3	3	4	4	4	3	3	3	51
18	3	3	4	3	4	4	4	2	3	3	4	3	4	4	4	52
19	5	3	3	4	3	3	4	4	5	3	3	4	3	3	4	54
20	4	3	4	4	3	3	3	5	4	3	4	4	3	3	3	53
21	2	3	4	4	4	4	3	2	2	3	4	4	4	4	3	50
22	3	4	3	3	4	4	4	5	3	4	3	3	4	4	4	55
23	1	1	3	1	3	1	4	5	1	1	3	1	3	1	4	33
24	4	4	4	4	3	3	4	5	4	4	4	4	3	3	4	57
25	4	3	5	4	2	1	3	4	4	3	5	4	2	1	3	48
26	5	4	5	2	3	3	4	5	5	4	5	2	3	3	4	57
27	3	3	3	3	2	2	3	4	3	3	3	3	2	2	3	42
28	3	2	2	2	3	5	2	3	3	2	2	2	3	5	2	41
29	3	5	5	5	4	5	5	5	3	5	5	5	4	5	5	69
30	4	3	3	3	3	3	4	4	4	3	3	3	3	3	4	50
31	2	2	4	3	3	5	4	4	2	2	4	3	3	5	4	50
32	4	4	4	2	3	2	4	3	4	4	4	2	3	2	4	49
33	5	3	4	3	4	5	4	4	5	3	4	3	4	5	4	60

N O	OCB 1	OCB 2	OCB 3	OCB 4	OCB 5	OCB 6	OCB 7	OCB 8	OCB 9	OCB1 0	OCB1 1	OCB1 2	OCB1 3	OCB1 4	OCB1 5	TOTA L
34	4	3	3	4	2	2	4	5	4	3	3	4	2	2	4	49
35	3	3	3	3	3	4	4	4	3	3	3	3	3	4	4	50
36	4	5	5	4	4	3	4	5	4	5	5	4	4	3	4	63
37	4	4	3	4	2	3	3	4	4	4	3	4	2	3	3	50
38	4	4	4	3	3	4	3	5	4	4	4	3	3	4	3	55
39	4	4	4	3	3	2	4	5	4	4	4	3	3	2	4	53
40	3	3	3	3	3	3	4	4	3	3	3	3	3	3	4	48
41	5	5	4	4	4	5	5	5	5	5	4	4	4	5	5	69
42	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	15
43	4	4	4	3	4	5	4	3	4	4	4	3	4	5	4	59
44	4	4	4	3	2	4	4	4	4	4	4	3	2	4	4	54
45	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
46	2	2	2	2	3	5	3	3	2	2	2	2	3	5	3	41
47	4	1	4	4	2	3	4	5	4	1	4	4	2	3	4	49
48	3	4	4	4	4	5	4	5	3	4	4	4	4	5	4	61
49	5	3	3	4	3	4	4	5	5	3	3	4	3	4	4	57
50	3	4	3	4	3	4	3	4	3	4	3	4	3	4	3	52
51	5	3	4	3	4	3	3	5	5	3	4	3	4	3	3	55
52	2	3	3	3	3	4	3	1	2	3	3	3	3	4	3	43
53	3	3	4	3	4	3	3	3	3	3	4	3	4	3	3	49
54	3	3	3	3	3	2	3	4	3	3	3	3	3	2	3	44
55	1	4	4	3	3	3	2	1	1	4	4	3	3	3	2	41