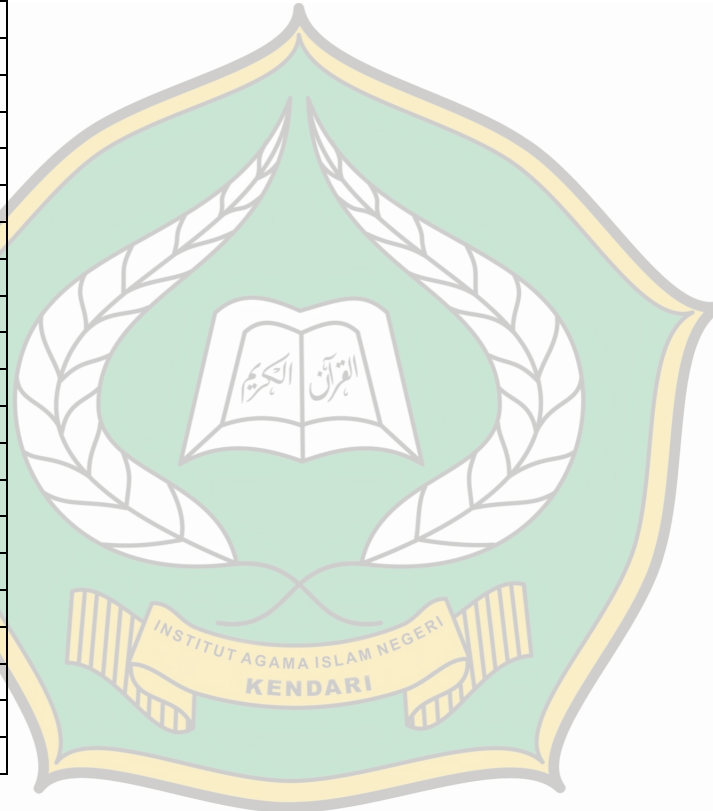


Lanjutan

| 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|-------|-------|--------|
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 5 | 4 | 4 | 1 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 1 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 4 | 5 | 4 | 1 |
| 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 4 |
| 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 1 |
| 4 | 5 | 2 | 5 | 1 | 5 | 1 | 5 | 5 | 2 | 1 | 5 | 5 | 1 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 1 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 2 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 2 |
| 4 | 2 | 4 | 2 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 4 | 4 | 4 |
| 4 | 4 | 2 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 4 | 2 | 5 | 2 |
| 2 | 3 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 2 | 4 |
| 2 | 4 | 3 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 1 |
| 4 | 2 | 5 | 4 | 4 | 4 | 1 | 2 | 4 | 5 | 4 | 4 | 2 | 4 |
| 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 1 | 5 | 5 | 5 | 2 |
| 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 1 | 5 | 5 | 5 | 4 |
| 5 | 4 | 5 | 1 | 4 | 2 | 2 | 4 | 5 | 1 | 5 | 2 | 2 | 1 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 5 | 4 | 4 | 1 |
| 4 | 4 | 2 | 5 | 5 | 2 | 4 | 4 | 1 | 1 | 4 | 5 | 5 | 2 |
| 4 | 2 | 4 | 2 | 4 | 5 | 2 | 4 | 2 | 2 | 1 | 4 | 2 | 4 |
| 85 | 81 | 75 | 79 | 79 | 81 | 63 | 82 | 77 | 50 | 79 | 81 | 80 | 43 |
| 0.817 | 0.542 | 0.279 | 0.456 | 0.567 | 0.628 | 0.546 | 0.516 | 0.586 | -0.021 | 0.648 | 0.558 | 0.533 | -0.062 |
| 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 |
| Valid | Valid | Drop | Valid | Valid | Valid | Valid | Valid | Valid | Drop | Valid | Valid | Valid | Drop |

Lanjutan

| 28 | 29 | 30 | X_t | X_t^2 |
|-------|-------|-------|-------------|---------------|
| 1 | 2 | 5 | 123 | 15129 |
| 1 | 3 | 4 | 119 | 14161 |
| 1 | 2 | 5 | 120 | 14400 |
| 2 | 5 | 4 | 130 | 16900 |
| 2 | 2 | 4 | 115 | 13225 |
| 2 | 4 | 1 | 107 | 11449 |
| 5 | 5 | 4 | 134 | 17956 |
| 5 | 4 | 2 | 134 | 17956 |
| 2 | 4 | 5 | 134 | 17956 |
| 4 | 4 | 4 | 114 | 12996 |
| 4 | 4 | 4 | 99 | 9801 |
| 2 | 3 | 2 | 88 | 7744 |
| 2 | 1 | 2 | 73 | 5329 |
| 4 | 2 | 4 | 98 | 9604 |
| 3 | 2 | 5 | 126 | 15876 |
| 4 | 2 | 5 | 136 | 18496 |
| 4 | 1 | 5 | 105 | 11025 |
| 1 | 2 | 5 | 112 | 12544 |
| 3 | 2 | 4 | 99 | 9801 |
| 4 | 4 | 1 | 94 | 8836 |
| 56 | 58 | 75 | 2260 | 261184 |
| 0.086 | 0.363 | 0.501 | | |
| 0.444 | 0.444 | 0.444 | | |
| Drop | Drop | Valid | | |



Contoh Perhitungan Uji Validitas Butir Instrumen OCB

Butir 1

| No Resp | X | Y | X Y | X ² | Y ² |
|---------------|-----------|-------------|-------------|----------------|----------------|
| 1 | 5 | 123 | 615 | 25 | 15129 |
| 2 | 5 | 119 | 595 | 25 | 14161 |
| 3 | 4 | 120 | 480 | 16 | 14400 |
| 4 | 5 | 130 | 650 | 25 | 16900 |
| 5 | 5 | 115 | 575 | 25 | 13225 |
| 6 | 2 | 107 | 214 | 4 | 11449 |
| 7 | 5 | 134 | 670 | 25 | 17956 |
| 8 | 5 | 134 | 670 | 25 | 17956 |
| 9 | 3 | 134 | 402 | 9 | 17956 |
| 10 | 4 | 114 | 456 | 16 | 12996 |
| 11 | 2 | 99 | 198 | 4 | 9801 |
| 12 | 4 | 88 | 352 | 16 | 7744 |
| 13 | 4 | 73 | 292 | 16 | 5329 |
| 14 | 2 | 98 | 196 | 4 | 9604 |
| 15 | 5 | 126 | 630 | 25 | 15876 |
| 16 | 4 | 136 | 544 | 16 | 18496 |
| 17 | 4 | 105 | 420 | 16 | 11025 |
| 18 | 3 | 112 | 336 | 9 | 12544 |
| 19 | 2 | 99 | 198 | 4 | 9801 |
| 20 | 2 | 94 | 188 | 4 | 8836 |
| Jumlah | 75 | 2260 | 8681 | 309 | 261184 |

$$r_{xy} = \frac{n \cdot XY - (\sum X)(\sum Y)}{\sqrt{\{n \cdot X^2 - (\sum X)^2\} \{n \cdot Y^2 - (\sum Y)^2\}}}$$

$$r_{xy} = \frac{(20 \cdot 7923) - (77 \cdot 2028)}{\sqrt{\{(20 \cdot 317 - (77)^2)\} \{(20 \cdot 207866) - (2028)^2\}}}$$

$$r_{xy} = \frac{4120}{18304296}$$

$$r_{xy} = 0.513$$

**TABEL : UJI RELIABILITAS INSTRUMEN
OCB (X₃)**

| No Resp | Nomor Butir Pernyataan | | | | | | | | | | | |
|---|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| No. Butir | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| No. Valid | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 |
| 6 | 2 | 4 | 5 | 1 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 9 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 10 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 11 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 2 | 4 | 5 |
| 12 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 2 |
| 13 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 |
| 14 | 2 | 4 | 1 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 2 |
| 15 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 |
| 16 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 4 | 4 | 2 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 5 | 2 |
| 18 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 1 | 5 | 5 | 4 |
| 19 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 1 | 5 | 2 | 4 |
| 20 | 2 | 4 | 2 | 1 | 5 | 5 | 5 | 2 | 2 | 4 | 5 | 4 |
| Jumlah | 77 | 74 | 64 | 72 | 57 | 72 | 64 | 53 | 63 | 66 | 70 | 57 |
| VAR Butir | 1.082 | 0.326 | 0.695 | 0.358 | 0.766 | 0.568 | 1.011 | 0.766 | 0.976 | 1.063 | 0.579 | 0.766 |
| Jumlah butir Valid (k) | | | | | | | | | | | | |
| S_t^2 | | | | | | | | | | | | |
| Reliabilitas (r_{it}) (Alpha-Cronbach) | | | | | | | | | | | | |

| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 13 | 14 | 15 | 17 | 18 | 19 | 20 | 21 | 22 | 24 | 25 | 26 | 30 |
| 1 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 5 | 4 | 5 | 5 | 1 | 5 | 1 | 5 | 5 | 1 | 5 | 5 | 1 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 5 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 4 |
| 2 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 2 | 5 | 4 |
| 4 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 2 |
| 2 | 2 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 2 |
| 4 | 4 | 2 | 4 | 4 | 4 | 1 | 2 | 4 | 4 | 4 | 2 | 4 |
| 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 1 | 4 | 2 | 2 | 4 | 5 | 5 | 2 | 2 | 5 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 1 | 5 | 4 | 4 | 5 |
| 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 1 | 4 | 5 | 5 | 4 |
| 2 | 4 | 2 | 2 | 4 | 5 | 2 | 4 | 2 | 1 | 4 | 2 | 1 |
| 56 | 48 | 56 | 71 | 63 | 74 | 68 | 55 | 58 | 81 | 74 | 63 | 65 |
| 1.326 | 0.989 | 1.011 | 0.682 | 1.082 | 0.537 | 0.884 | 1.039 | 1.253 | 0.155 | 0.326 | 0.661 | 1.250 |

| X_i | X_i^2 |
|------------------|---------------|
| 113 | 12769 |
| 107 | 11449 |
| 109 | 11881 |
| 112 | 12544 |
| 106 | 11236 |
| 96 | 9216 |
| 113 | 12769 |
| 117 | 13689 |
| 118 | 13924 |
| 96 | 9216 |
| 83 | 6889 |
| 71 | 5041 |
| 64 | 4096 |
| 78 | 6084 |
| 113 | 12769 |
| 122 | 14884 |
| 93 | 8649 |
| 102 | 10404 |
| 89 | 7921 |
| 76 | 5776 |
| 1978 | 201206 |
| 20.150 | |
| 27 | |
| 305.47368 | |
| 0.922 | |



**TABEL : UNTUK CONTOH PERHITUNGAN UJI RELIABILITAS
VARIABEL OCB (X3)**

| No | VAR Butir | No Resp | X _i | X _t | X _i ² | X _t ² |
|------------------------------|---------------|---------------|----------------|----------------|-----------------------------|-----------------------------|
| 1 | 1.461 | 1 | 5 | 123 | 25 | 15129 |
| 2 | 0.800 | 2 | 5 | 119 | 25 | 14161 |
| 3 | 1.734 | 3 | 4 | 120 | 16 | 14400 |
| 4 | 1.839 | 4 | 5 | 130 | 25 | 16900 |
| 5 | 1.168 | 5 | 5 | 115 | 25 | 13225 |
| 6 | 0.853 | 6 | 2 | 107 | 4 | 11449 |
| 7 | 1.313 | 7 | 5 | 134 | 25 | 17956 |
| 8 | 1.250 | 8 | 5 | 134 | 25 | 17956 |
| 9 | 2.029 | 9 | 3 | 134 | 9 | 17956 |
| 10 | 0.800 | 10 | 4 | 114 | 16 | 12996 |
| 11 | 1.358 | 11 | 2 | 99 | 4 | 9801 |
| 12 | 0.947 | 12 | 4 | 88 | 16 | 7744 |
| 13 | | 13 | 4 | 73 | 16 | 5329 |
| 14 | 0.829 | 14 | 2 | 98 | 4 | 9604 |
| 15 | 1.103 | 15 | 5 | 126 | 25 | 15876 |
| 16 | | 16 | 4 | 136 | 16 | 18496 |
| 17 | 1.524 | 17 | 4 | 105 | 16 | 11025 |
| 18 | 1.208 | 18 | 3 | 112 | 9 | 12544 |
| 19 | 1.313 | 19 | 2 | 99 | 4 | 9801 |
| 20 | 1.608 | 20 | 2 | 94 | 4 | 8836 |
| 21 | | Jumlah | 75 | 2260 | 309 | 261184 |
| 22 | 2.029 | | | | | |
| 23 | 1.632 | | | | | |
| 24 | | | | | | |
| 25 | 0.997 | | | | | |
| 26 | 1.263 | | | | | |
| 27 | 1.713 | | | | | |
| 28 | | | | | | |
| 29 | 1.568 | | | | | |
| 30 | 1.882 | | | | | |
| 31 | 0.000 | | | | | |
| 32 | 0.000 | | | | | |
| SS _i ² | 34.221 | | | | | |

Perhitungan Uji Reliabilitas Variabel OCB

Rumus Varians

$$S_i^2 = \frac{\sum (X_i)^2 - n}{n - 1}$$
$$= \frac{309 - \frac{(77)^2}{20}}{20 - 1} = \frac{317 - 296.450}{19} = 1.461$$

Rumus Varians Total

$$S_t^2 = \frac{\sum X_t^2 - \frac{(\sum X)^2}{n}}{n - 1}$$
$$= \frac{261184 - \frac{(2028)^2}{20}}{20 - 1} = \frac{207866 - 205639.2}{19} = 305.474$$

Rumus Reliabilitas

$$r = \left[\frac{k}{(k - 1)} \right] \left[1 - \frac{S_i^2}{S_t^2} \right]$$
$$= \left[\frac{27}{26} \right] \left[1 - \frac{34.221}{305.474} \right]$$
$$= 1.038 \times 0.888$$
$$= 0.922$$

TABEL : UJI VALIDITAS INSTRUMEN
Efikasi Diri (X₂)

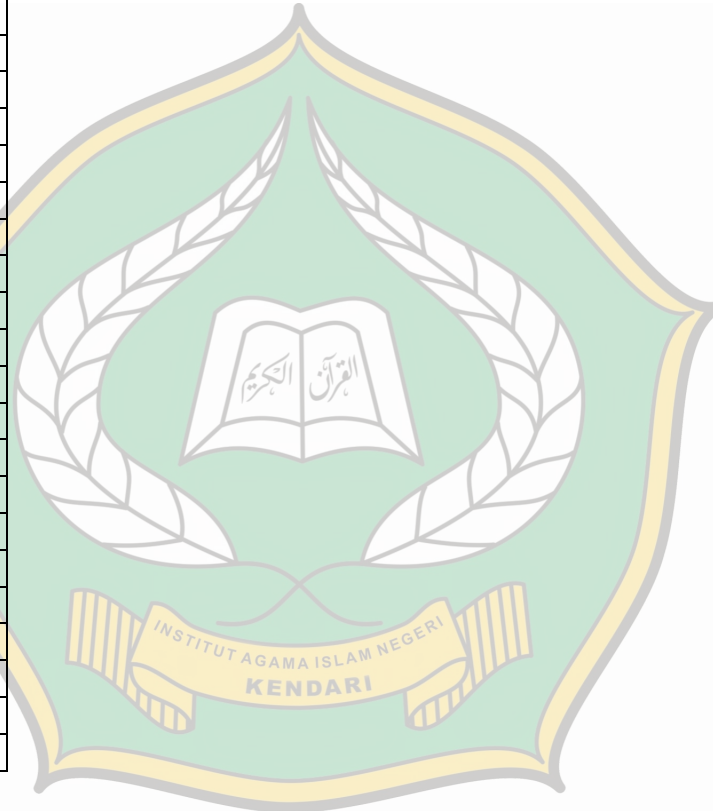
| No Resp | Nomor Butir Pernyataan | | | | | | | | | | | | |
|---------------------------|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 1 | 5 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 4 |
| 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | 2 | 3 | 4 | 2 | 4 | 3 | 2 | 4 | 4 | 2 | 4 | 4 | 4 |
| 6 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 4 | 2 | 4 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 2 | 3 | 2 | 2 |
| 9 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 13 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 14 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 1 | 1 | 5 | 5 | 4 | 4 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 1 | 5 | 5 | 4 | 4 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 4 |
| 18 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 19 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 2 |
| 20 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| Jumlah | 78 | 78 | 88 | 77 | 89 | 83 | 81 | 79 | 79 | 76 | 87 | 79 | 81 |
| r_{hitung} | 0.801 | 0.706 | 0.525 | 0.888 | 0.569 | 0.785 | 0.361 | 0.540 | 0.540 | 0.828 | 0.628 | 0.850 | 0.711 |
| r_{tabel} | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Drop | Valid | Valid | Valid | Valid | Valid | Valid |

Lanjutan

| 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 2 | 4 | 2 | 3 | 3 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 2 | 4 | 2 | 3 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 |
| 4 | 2 | 3 | 2 | 4 | 2 | 4 | 4 | 3 | 2 | 4 | 2 | 4 | 4 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 4 | 2 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 4 | 4 | 4 | 2 | 3 | 2 | 2 | 4 | 3 | 3 | 5 | 3 | 5 | 5 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 4 |
| 5 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 3 |
| 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 3 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 |
| 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 2 | 4 | 4 |
| 4 | 4 | 2 | 2 | 3 | 2 | 2 | 4 | 1 | 5 | 3 | 3 | 3 | 3 |
| 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 |
| 88 | 73 | 83 | 76 | 77 | 76 | 68 | 88 | 63 | 69 | 77 | 63 | 77 | 76 |
| 0.525 | 0.468 | 0.785 | 0.828 | 0.562 | 0.828 | 0.533 | 0.525 | 0.573 | 0.069 | 0.515 | 0.473 | 0.153 | 0.529 |
| 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 |
| Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Drop | Valid | Valid | Drop | Valid |

Lanjutan

| 28 | 29 | 30 | X_t | X_t^2 |
|-------|-------|-------|-------------|---------------|
| 4 | 2 | 1 | 122 | 14884 |
| 4 | 2 | 2 | 114 | 12996 |
| 4 | 2 | 2 | 115 | 13225 |
| 4 | 4 | 5 | 133 | 17689 |
| 4 | 2 | 4 | 96 | 9216 |
| 4 | 2 | 4 | 82 | 6724 |
| 4 | 3 | 4 | 122 | 14884 |
| 5 | 3 | 2 | 100 | 10000 |
| 3 | 4 | 2 | 119 | 14161 |
| 5 | 4 | 4 | 139 | 19321 |
| 2 | 4 | 2 | 113 | 12769 |
| 3 | 4 | 1 | 129 | 16641 |
| 2 | 4 | 2 | 115 | 13225 |
| 4 | 4 | 2 | 126 | 15876 |
| 3 | 3 | 1 | 115 | 13225 |
| 3 | 3 | 1 | 119 | 14161 |
| 3 | 4 | 1 | 117 | 13689 |
| 4 | 2 | 4 | 117 | 13689 |
| 3 | 3 | 1 | 81 | 6561 |
| 2 | 4 | 2 | 115 | 13225 |
| 70 | 63 | 47 | 2289 | 266161 |
| 0.070 | 0.473 | 0.073 | | |
| 0.444 | 0.444 | 0.444 | | |
| Drop | Valid | Drop | | |



Contoh Perhitungan Uji Validitas Butir Instrumen Efikasi Diri

Butir 1

| No Resp | X | Y | X Y | X ² | Y ² |
|---------------|-----------|-------------|-------------|----------------|----------------|
| 1 | 5 | 122 | 610 | 25 | 14884 |
| 2 | 4 | 114 | 456 | 16 | 12996 |
| 3 | 4 | 115 | 460 | 16 | 13225 |
| 4 | 4 | 133 | 532 | 16 | 17689 |
| 5 | 2 | 96 | 192 | 4 | 9216 |
| 6 | 2 | 82 | 164 | 4 | 6724 |
| 7 | 4 | 122 | 488 | 16 | 14884 |
| 8 | 4 | 100 | 400 | 16 | 10000 |
| 9 | 4 | 119 | 476 | 16 | 14161 |
| 10 | 5 | 139 | 695 | 25 | 19321 |
| 11 | 4 | 113 | 452 | 16 | 12769 |
| 12 | 4 | 129 | 516 | 16 | 16641 |
| 13 | 4 | 115 | 460 | 16 | 13225 |
| 14 | 4 | 126 | 504 | 16 | 15876 |
| 15 | 5 | 115 | 575 | 25 | 13225 |
| 16 | 5 | 119 | 595 | 25 | 14161 |
| 17 | 4 | 117 | 468 | 16 | 13689 |
| 18 | 4 | 117 | 468 | 16 | 13689 |
| 19 | 2 | 81 | 162 | 4 | 6561 |
| 20 | 4 | 115 | 460 | 16 | 13225 |
| Jumlah | 78 | 2289 | 9133 | 320 | 266161 |

$$r_{xy} = \frac{n \cdot \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n \cdot \sum X^2 - (\sum X)^2\} \{n \cdot \sum Y^2 - (\sum Y)^2\}}}$$

$$r_{xy} = \frac{(20 \cdot 8519) - (79 \cdot 2108)}{\sqrt{\{(20 \cdot 323 - (79)^2)\} \{(20 \cdot 228336) - (2108)^2\}}}$$

$$r_{xy} = \frac{4118}{26949264}$$

$$r_{xy} = \mathbf{0.801}$$

**TABEL : UJI RELIABILITAS INSTRUMEN
EFIKASI DIRI (X₂)**

| No Resp | Nomor Butir Pernyataan | | | | | | | | | | | |
|--|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| No. Butir | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| No. Valid | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 9 | 10 | 11 | 12 | 13 |
| 1 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | 2 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 |
| 6 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 2 | 4 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 2 |
| 9 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 13 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 14 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 1 | 1 | 5 | 5 | 4 | 4 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 1 | 1 | 5 | 5 | 4 | 4 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 18 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 19 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 2 |
| 20 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |
| Jumlah | 79 | 53 | 75 | 71 | 49 | 79 | 52 | 57 | 70 | 74 | 73 | 59 |
| VAR Butir | 0.576 | 1.082 | 1.671 | 1.103 | 1.103 | 0.787 | 0.884 | 0.976 | 0.789 | 1.800 | 1.187 | 1.313 |
| Jumlah butir Valid (k) | | | | | | | | | | | | |
| S_t^2 | | | | | | | | | | | | |
| Reliabilitas (r _{it}) (Alpha-Cronbach) | | | | | | | | | | | | |

Lanjutan

| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 24 | 25 | 27 | 29 |
| 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 2 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 2 | 3 | 2 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 2 | 4 | 2 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 |
| 4 | 2 | 3 | 2 | 4 | 2 | 4 | 4 | 3 | 4 | 2 | 4 | 2 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 4 | 4 | 4 | 2 | 3 | 2 | 2 | 4 | 3 | 5 | 3 | 5 | 3 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 |
| 5 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 3 | 3 |
| 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 3 | 3 | 3 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 2 | 4 | 2 |
| 4 | 4 | 2 | 2 | 3 | 2 | 2 | 4 | 1 | 3 | 3 | 3 | 3 |
| 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 62 | 66 | 63 | 80 | 76 | 66 | 61 | 65 | 72 | 66 | 73 | 73 | 75 |
| 2.200 | 2.011 | 1.187 | 0.632 | 0.695 | 1.274 | 0.787 | 1.355 | 0.779 | 0.853 | 0.871 | 0.871 | 1.250 |

| X_i | X_i^2 |
|------------------|---------------|
| 107 | 11449 |
| 99 | 9801 |
| 100 | 10000 |
| 111 | 12321 |
| 80 | 6400 |
| 62 | 3844 |
| 101 | 10201 |
| 83 | 6889 |
| 101 | 10201 |
| 118 | 13924 |
| 99 | 9801 |
| 112 | 12544 |
| 101 | 10201 |
| 105 | 11025 |
| 98 | 9604 |
| 102 | 10404 |
| 103 | 10609 |
| 98 | 9604 |
| 65 | 4225 |
| 100 | 10000 |
| 1945 | 193047 |
| 28.034 | |
| 29 | |
| 220.26053 | |
| 0.930 | |



**TABEL : UNTUK CONTOH PERHITUNGAN UJI RELIABILITAS
VARIABEL EFIKASI DIRI (X2)**

| No | VAR Butir | No Resp | X_i | X_i | X_i^2 | X_i^2 |
|-----------------------------------|---------------|---------------|-----------|-------------|------------|---------------|
| 1 | 0.832 | 1 | 5 | 122 | 25 | 14884 |
| 2 | 0.621 | 2 | 4 | 114 | 16 | 12996 |
| 3 | 0.253 | 3 | 4 | 115 | 16 | 13225 |
| 4 | 1.082 | 4 | 4 | 133 | 16 | 17689 |
| 5 | 0.261 | 5 | 2 | 96 | 4 | 9216 |
| 6 | 0.871 | 6 | 2 | 82 | 4 | 6724 |
| 7 | | 7 | 4 | 122 | 16 | 14884 |
| 8 | 1.839 | 8 | 4 | 100 | 16 | 10000 |
| 9 | | 9 | 4 | 119 | 16 | 14161 |
| 10 | 1.011 | 10 | 5 | 139 | 25 | 19321 |
| 11 | 0.450 | 11 | 4 | 113 | 16 | 12769 |
| 12 | 0.892 | 12 | 4 | 129 | 16 | 16641 |
| 13 | 0.682 | 13 | 4 | 115 | 16 | 13225 |
| 14 | 0.253 | 14 | 4 | 126 | 16 | 15876 |
| 15 | 0.871 | 15 | 5 | 115 | 25 | 13225 |
| 16 | 0.871 | 16 | 5 | 119 | 25 | 14161 |
| 17 | 1.011 | 17 | 4 | 117 | 16 | 13689 |
| 18 | 0.450 | 18 | 4 | 117 | 16 | 13689 |
| 19 | 1.011 | 19 | 2 | 81 | 4 | 6561 |
| 20 | 1.095 | 20 | 4 | 115 | 16 | 13225 |
| 21 | | Jumlah | 78 | 2289 | 320 | 266161 |
| 22 | 1.292 | | | | | |
| 23 | 1.524 | | | | | |
| 24 | 0.450 | | | | | |
| 25 | 0.766 | | | | | |
| 26 | 0.345 | | | | | |
| 27 | 0.484 | | | | | |
| 28 | 0.789 | | | | | |
| 29 | 0.766 | | | | | |
| 30 | 1.713 | | | | | |
| 31 | 0.000 | | | | | |
| 32 | 0.000 | | | | | |
| SS_i² | 22.482 | | | | | |

Perhitungan Uji Reliabilitas Variabel Efikasi Diri

Rumus Varians

$$S_i^2 = \frac{X_i^2 - \frac{(\sum X_i)^2}{n}}{n - 1}$$
$$= \frac{320 - \frac{(79)^2}{20}}{20 - 1} = \frac{323 - 312.05}{19} = 0.576$$

Rumus Varians Total

$$S_t^2 = \frac{X_t^2 - \frac{(\sum X_t)^2}{n}}{n - 1}$$
$$= \frac{266161 - \frac{(2108)^2}{20}}{20 - 1} = \frac{228336 - 222183.2}{19} = 220.261$$

Rumus Reliabilitas

$$r = \left(\frac{k}{k - 1} \right) \left(1 - \frac{S_i^2}{S_t^2} \right)$$
$$= \left(\frac{29}{28} \right) \left(1 - \frac{22.482}{220.261} \right)$$
$$= 1.036 \times 0.898$$
$$= 0.930$$

TABEL : UJI VALIDITAS INSTRUMEN
Pemberdayaan (X1)

| No Resp | Nomor Butir Pernyataan | | | | | | | | | | | |
|---------------------------|------------------------|-------|-------|-------|-------|--------|--------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 4 | 5 | 4 | 4 | 1 | 1 | 5 | 5 | 3 | 3 | 3 | 5 |
| 2 | 3 | 5 | 3 | 4 | 1 | 1 | 3 | 5 | 3 | 4 | 3 | 5 |
| 3 | 5 | 4 | 4 | 4 | 4 | 4 | 1 | 5 | 5 | 4 | 4 | 5 |
| 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 4 |
| 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 4 | 5 | 3 | 4 | 1 | 5 | 4 | 5 | 4 | 3 | 3 | 5 |
| 7 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 4 | 5 | 2 | 3 | 5 | 4 | 5 | 5 | 4 | 4 |
| 10 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 5 |
| 12 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 |
| 13 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 14 | 4 | 2 | 2 | 5 | 2 | 4 | 5 | 5 | 4 | 2 | 2 | 5 |
| 15 | 4 | 4 | 4 | 2 | 2 | 5 | 3 | 2 | 4 | 2 | 4 | 2 |
| 16 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 3 | 2 |
| 17 | 5 | 4 | 5 | 4 | 5 | 1 | 4 | 5 | 5 | 5 | 5 | 5 |
| 18 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 19 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
| 20 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 5 |
| Jumlah | 84 | 82 | 77 | 79 | 66 | 71 | 76 | 84 | 83 | 72 | 76 | 84 |
| r_{hitung} | 0.489 | 0.527 | 0.564 | 0.523 | 0.323 | -0.161 | -0.084 | 0.521 | 0.490 | 0.676 | 0.583 | 0.521 |
| r_{tabel} | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | 0.444 |
| Status | Valid | Valid | Valid | Valid | Drop | Drop | Drop | Valid | Valid | Valid | Valid | Valid |

| Nomor Butir Pernyataan | | | | | X _t | X _t ² |
|------------------------|-------|-------|-------|-------|----------------|-----------------------------|
| 26 | 27 | 28 | 29 | 30 | | |
| 3 | 5 | 1 | 1 | 5 | 111 | 12321 |
| 4 | 5 | 3 | 3 | 5 | 115 | 13225 |
| 4 | 4 | 4 | 4 | 5 | 128 | 16384 |
| 5 | 4 | 4 | 5 | 4 | 132 | 17424 |
| 5 | 5 | 3 | 4 | 4 | 128 | 16384 |
| 3 | 5 | 1 | 2 | 5 | 116 | 13456 |
| 4 | 5 | 4 | 3 | 4 | 123 | 15129 |
| 4 | 4 | 2 | 4 | 4 | 116 | 13456 |
| 5 | 5 | 2 | 4 | 4 | 131 | 17161 |
| 4 | 4 | 4 | 4 | 4 | 119 | 14161 |
| 4 | 4 | 4 | 4 | 5 | 131 | 17161 |
| 4 | 5 | 5 | 4 | 4 | 124 | 15376 |
| 2 | 2 | 2 | 4 | 4 | 107 | 11449 |
| 4 | 2 | 2 | 2 | 5 | 94 | 8836 |
| 4 | 2 | 2 | 2 | 2 | 86 | 7396 |
| 4 | 4 | 4 | 4 | 2 | 95 | 9025 |
| 5 | 4 | 4 | 2 | 5 | 127 | 16129 |
| 5 | 4 | 4 | 4 | 4 | 124 | 15376 |
| 5 | 4 | 4 | 4 | 4 | 123 | 15129 |
| 5 | 5 | 4 | 4 | 5 | 131 | 17161 |
| 83 | 82 | 63 | 68 | 84 | 2361 | 282139 |
| 0.487 | 0.649 | 0.461 | 0.493 | 0.521 | | |
| 0.444 | 0.444 | 0.444 | 0.444 | 0.444 | | |
| Valid | Valid | Valid | Valid | Valid | | |

Perhitungan Uji Validitas Butir Instrumen Pemberdayaan

Butir 1

| No Resp | X | Y | X Y | X ² | Y ² |
|---------------|-----------|-------------|-------------|----------------|----------------|
| 1 | 4 | 111 | 444 | 16 | 12321 |
| 2 | 3 | 115 | 345 | 9 | 13225 |
| 3 | 5 | 128 | 640 | 25 | 16384 |
| 4 | 4 | 132 | 528 | 16 | 17424 |
| 5 | 4 | 128 | 512 | 16 | 16384 |
| 6 | 4 | 116 | 464 | 16 | 13456 |
| 7 | 5 | 123 | 615 | 25 | 15129 |
| 8 | 4 | 116 | 464 | 16 | 13456 |
| 9 | 5 | 131 | 655 | 25 | 17161 |
| 10 | 4 | 119 | 476 | 16 | 14161 |
| 11 | 5 | 131 | 655 | 25 | 17161 |
| 12 | 4 | 124 | 496 | 16 | 15376 |
| 13 | 3 | 107 | 321 | 9 | 11449 |
| 14 | 4 | 94 | 376 | 16 | 8836 |
| 15 | 4 | 86 | 344 | 16 | 7396 |
| 16 | 4 | 95 | 380 | 16 | 9025 |
| 17 | 5 | 127 | 635 | 25 | 16129 |
| 18 | 4 | 124 | 496 | 16 | 15376 |
| 19 | 4 | 123 | 492 | 16 | 15129 |
| 20 | 5 | 131 | 655 | 25 | 17161 |
| Jumlah | 84 | 2361 | 9993 | 360 | 282139 |

$$r_{xy} = \frac{n \cdot \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n \cdot \sum X^2 - (\sum X)^2\} \{n \cdot \sum Y^2 - (\sum Y)^2\}}}$$

$$r_{xy} = \frac{(20 \cdot 8806) - (79 \cdot 2210)}{\sqrt{\{(20 \cdot 317) - (79)^2\} \{(20 \cdot 247376) - (2210)^2\}}}$$

$$r_{xy} = \frac{1536}{6278580}$$

$$r_{xy} = \mathbf{0.489}$$

TABEL : UJI RELIABILITAS INSTRUMEN
Pemberdayaan (X1)

| No Resp | Nomor Butir Pernyataan | | | | | | | | | | | |
|--|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| No. Butir | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| No. Valid | 1 | 2 | 3 | 4 | 8 | 9 | 10 | 11 | 12 | 14 | 15 | 16 |
| 1 | 3 | 5 | 3 | 4 | 1 | 1 | 3 | 5 | 3 | 4 | 3 | 5 |
| 2 | 5 | 4 | 4 | 4 | 4 | 4 | 1 | 5 | 5 | 4 | 4 | 5 |
| 3 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 4 |
| 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 3 | 4 | 1 | 5 | 4 | 5 | 4 | 3 | 3 | 5 |
| 6 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 5 | 5 | 4 | 5 | 2 | 3 | 5 | 4 | 5 | 5 | 4 | 4 |
| 9 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 5 |
| 11 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 |
| 12 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 13 | 4 | 2 | 2 | 5 | 2 | 4 | 5 | 5 | 4 | 2 | 2 | 5 |
| 14 | 4 | 4 | 4 | 2 | 2 | 5 | 3 | 2 | 4 | 2 | 4 | 2 |
| 15 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 3 | 2 |
| 16 | 5 | 4 | 5 | 4 | 5 | 1 | 4 | 5 | 5 | 5 | 5 | 5 |
| 17 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
| 19 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 5 |
| 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jumlah | 79 | 66 | 78 | 51 | 79 | 74 | 79 | 62 | 59 | 82 | 84 | 78 |
| VAR Butir | 0.261 | 1.063 | 0.621 | 0.892 | 0.576 | 0.642 | 0.682 | 0.726 | 0.892 | 0.516 | 0.484 | 0.516 |
| Jumlah butir Valid (k) | | | | | | | | | | | | |
| S_t^2 | | | | | | | | | | | | |
| Reliabilitas (r_{it}) (Alpha-Cronbach) | | | | | | | | | | | | |

| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 3 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 2 | 5 | 5 | 3 | 5 |
| 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 2 | 4 | 4 | 3 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 2 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 2 | 3 | 4 | 4 | 2 |
| 4 | 2 | 2 | 2 | 1 | 5 | 5 | 2 | 2 | 2 | 5 | 1 | 4 |
| 4 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 2 |
| 4 | 4 | 2 | 4 | 4 | 2 | 2 | 5 | 2 | 3 | 2 | 4 | 2 |
| 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 4 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 2 | 5 | 5 | 5 | 5 |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 65 | 76 | 67 | 45 | 52 | 60 | 72 | 61 | 72 | 69 | 60 | 59 | 70 |
| 0.829 | 0.379 | 0.766 | 0.513 | 1.095 | 0.947 | 0.674 | 0.997 | 0.884 | 0.787 | 2.000 | 0.892 | 0.789 |

| 26 | X_t | X_t^2 |
|-------|-----------|---------|
| 30 | | |
| 4 | 99 | 9801 |
| 4 | 111 | 12321 |
| 5 | 115 | 13225 |
| 5 | 112 | 12544 |
| 3 | 103 | 10609 |
| 4 | 107 | 11449 |
| 4 | 102 | 10404 |
| 5 | 116 | 13456 |
| 4 | 103 | 10609 |
| 4 | 114 | 12996 |
| 4 | 106 | 11236 |
| 2 | 95 | 9025 |
| 4 | 83 | 6889 |
| 4 | 78 | 6084 |
| 4 | 81 | 6561 |
| 5 | 112 | 12544 |
| 5 | 108 | 11664 |
| 5 | 107 | 11449 |
| 5 | 113 | 12769 |
| 0 | 0 | 0 |
| 70 | 1965 | 205635 |
| 0.684 | 20.108 | |
| | 28 | |
| | 180.15526 | |
| | 0.907 | |



**TABEL : UNTUK CONTOH PERHITUNGAN UJI RELIABILITAS
VARIABEL PEMBERDAYAAN (X3)**

| No | VAR Butir | No Resp | X _i | X _t | X _i ² | X _t ² |
|-----------------------------------|---------------|---------------|----------------|----------------|-----------------------------|-----------------------------|
| 1 | 0.379 | 1 | 4 | 111 | 16 | 12321 |
| 2 | 0.621 | 2 | 3 | 115 | 9 | 13225 |
| 3 | 0.555 | 3 | 5 | 128 | 25 | 16384 |
| 4 | 0.682 | 4 | 4 | 132 | 16 | 17424 |
| 5 | | 5 | 4 | 128 | 16 | 16384 |
| 6 | 1.629 | 6 | 4 | 116 | 16 | 13456 |
| 7 | 1.221 | 7 | 5 | 123 | 25 | 15129 |
| 8 | 0.800 | 8 | 4 | 116 | 16 | 13456 |
| 9 | 0.450 | 9 | 5 | 131 | 25 | 17161 |
| 10 | 0.989 | 10 | 4 | 119 | 16 | 14161 |
| 11 | | 11 | 5 | 131 | 25 | 17161 |
| 12 | | 12 | 4 | 124 | 16 | 15376 |
| 13 | 0.471 | 13 | 3 | 107 | 9 | 11449 |
| 14 | 0.682 | 14 | 4 | 94 | 16 | 8836 |
| 15 | 0.871 | 15 | 4 | 86 | 16 | 7396 |
| 16 | 0.832 | 16 | 4 | 95 | 16 | 9025 |
| 17 | 0.947 | 17 | 5 | 127 | 25 | 16129 |
| 18 | 0.800 | 18 | 4 | 124 | 16 | 15376 |
| 19 | 0.726 | 19 | 4 | 123 | 16 | 15129 |
| 20 | 0.853 | 20 | 5 | 131 | 25 | 17161 |
| 21 | 1.839 | Jumlah | 84 | 2361 | 360 | 282139 |
| 22 | 0.621 | | | | | |
| 23 | 0.800 | | | | | |
| 24 | 0.947 | | | | | |
| 25 | 0.997 | | | | | |
| 26 | 0.661 | | | | | |
| 27 | | | | | | |
| 28 | 1.397 | | | | | |
| 29 | 1.095 | | | | | |
| 30 | 0.800 | | | | | |
| 31 | 0.000 | | | | | |
| 32 | | | | | | |
| 33 | 0.000 | | | | | |
| SS_i² | 22.666 | | | | | |

Perhitungan Uji Reliabilitas Variabel Pemberdayaan

Rumus Varians

$$\begin{aligned} S_i^2 &= \frac{X_i^2 - \frac{(\sum X_i)^2}{n}}{n - 1} \\ &= \frac{360 - \frac{(79)^2}{20}}{20 - 1} = \frac{317 - 312.05}{19} = 0.379 \end{aligned}$$

Rumus Varians Total

$$\begin{aligned} S_t^2 &= \frac{X_t^2 - \frac{(\sum X_t)^2}{n}}{n - 1} \\ &= \frac{282139 - \frac{(2210)^2}{20}}{20 - 1} = \frac{247376 - 244205}{19} = 180.155 \end{aligned}$$

Rumus Reliabilitas

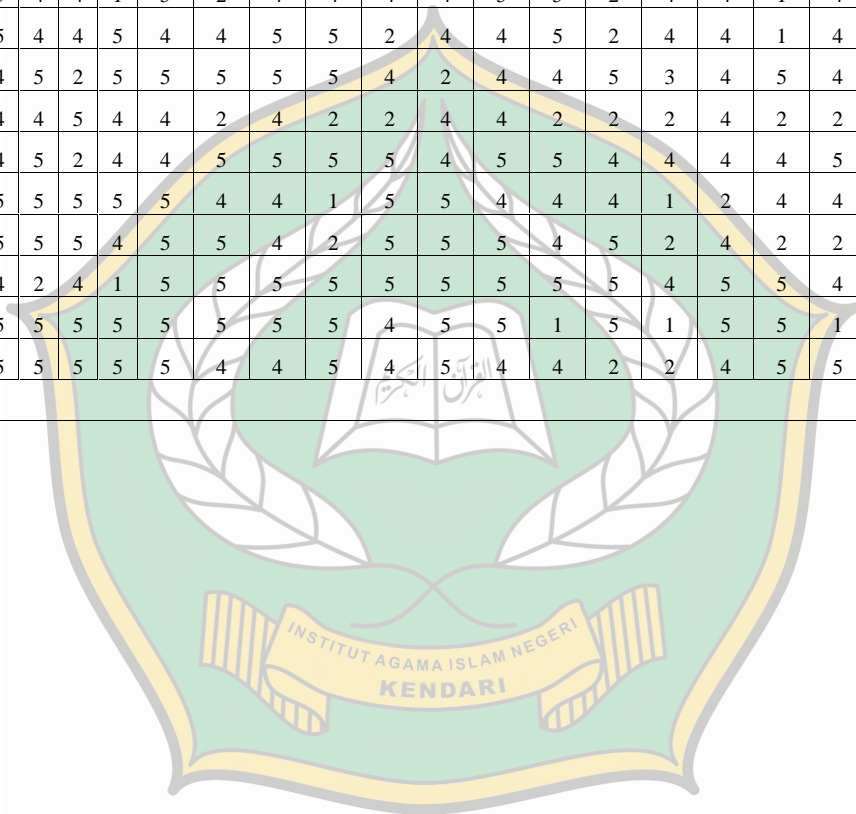
$$\begin{aligned} r &= \left(\frac{k}{(k - 1)} \right) \left(1 - \frac{S_i^2}{S_t^2} \right) \\ &= \left(\frac{28}{27} \right) \left(1 - \frac{22.666}{180.155} \right) \\ &= 1.037 \times 0.874 \\ &= 0.907 \end{aligned}$$

**REKAPITULASI DATA HASIL PENELITIAN
VARIABEL PEMBERDAYAAN (X₁)**

| NB NR | BUTIR PERNYATAAN | | | | | | | | | | | | | | | | | | | | | | | | | | SKOR | |
|----------|------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|------|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | | |
| 1 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 112 | |
| 2 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 5 | 5 | 4 | 5 | 2 | 4 | 5 | 4 | 1 | 4 | 2 | 2 | 5 | 4 | 5 | 2 | 4 | 2 | 4 | 99 | |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 1 | 5 | 5 | 4 | 4 | 4 | 1 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 112 |
| 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 2 | 4 | 4 | 4 | 110 | |
| 5 | 4 | 4 | 2 | 3 | 5 | 3 | 2 | 5 | 3 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 2 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 90 | |
| 6 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 2 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 1 | 4 | 2 | 2 | 4 | 5 | 2 | 79 | |
| 7 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 2 | 4 | 2 | 5 | 101 | |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 5 | 2 | 4 | 5 | 4 | 1 | 5 | 4 | 4 | 5 | 1 | 5 | 1 | 5 | 5 | 4 | 106 | |
| 9 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 113 | |
| 10 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 115 | |
| 11 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 4 | 2 | 2 | 4 | 5 | 2 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 102 | |
| 12 | 2 | 4 | 1 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 5 | 4 | 4 | 5 | 4 | 92 |
| 13 | 2 | 4 | 5 | 1 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 108 | |
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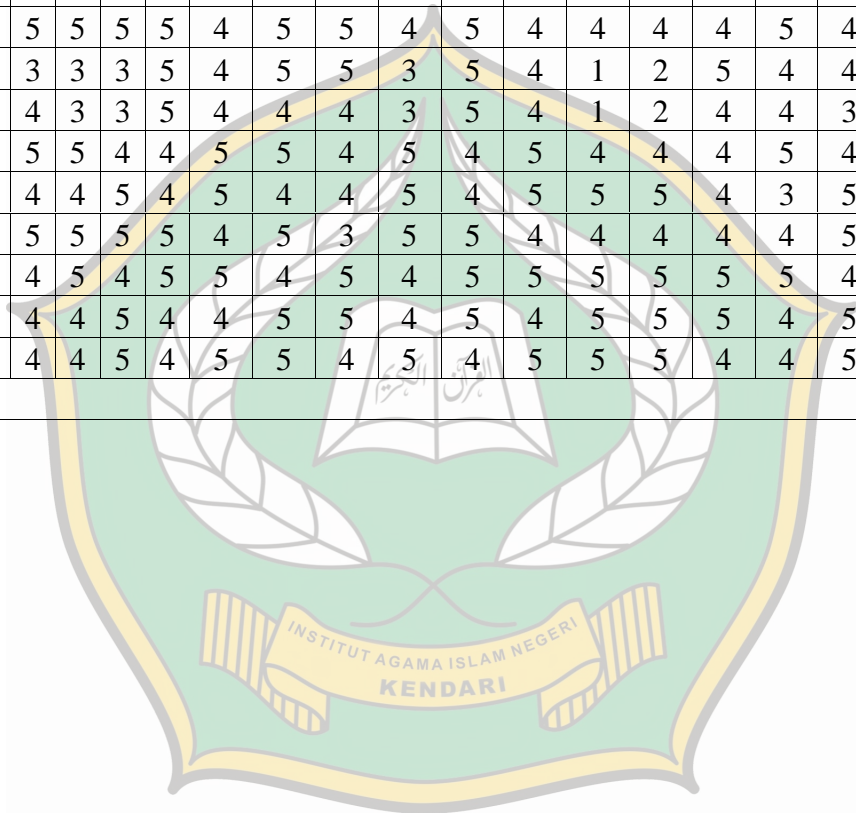
**REKAPITULASI DATA HASIL PENELITIAN
VARIABEL EFIKASI DIRI (X2)**

| NR \ NB | BUTIR PERNYATAAN | | | | | | | | | | | | | | | | | | | | | | | | | SKOR |
|---------|------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|------|
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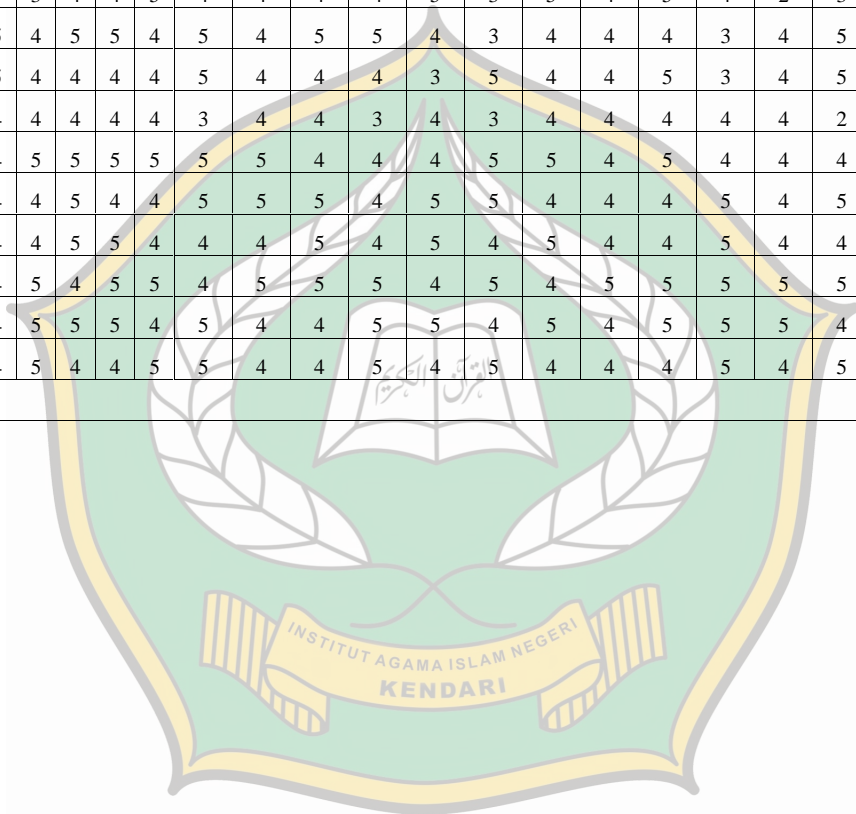
**REKAPITULASI DATA HASIL PENELITIAN
VARIABEL OCB (X₃)**

| NB | BUTIR PERNYATAAN | | | | | | | | | | | | | | | | | | | | | | | | | SKOR |
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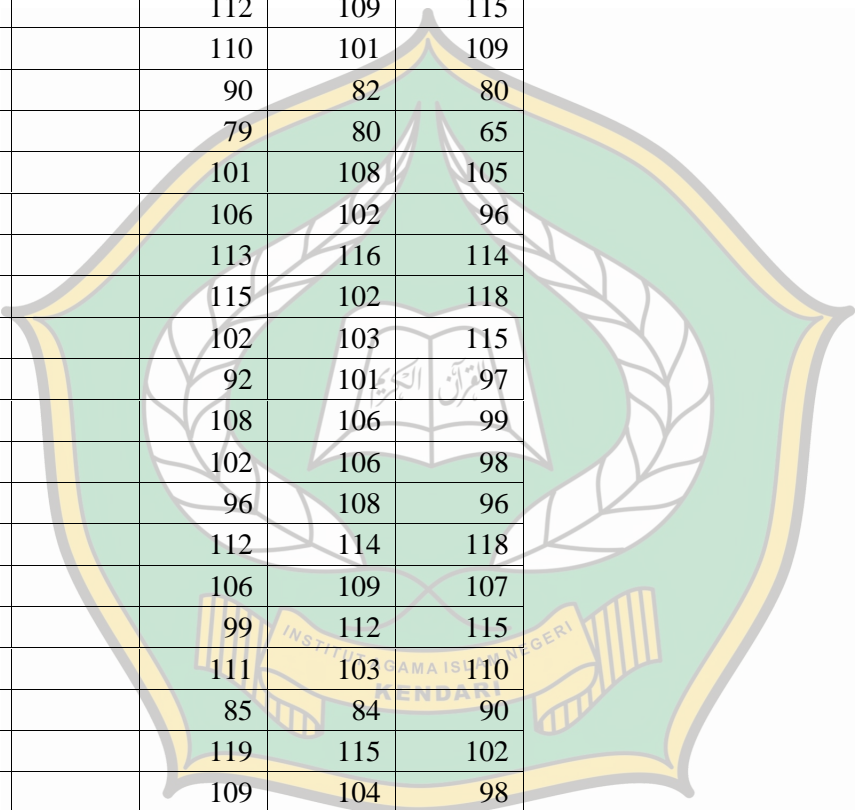
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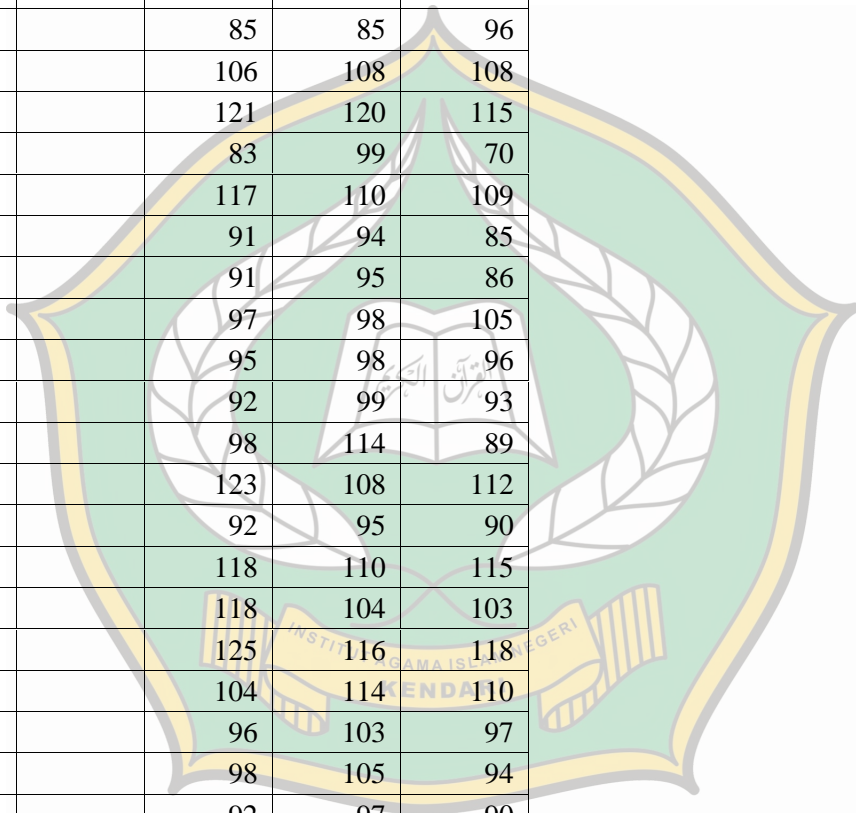
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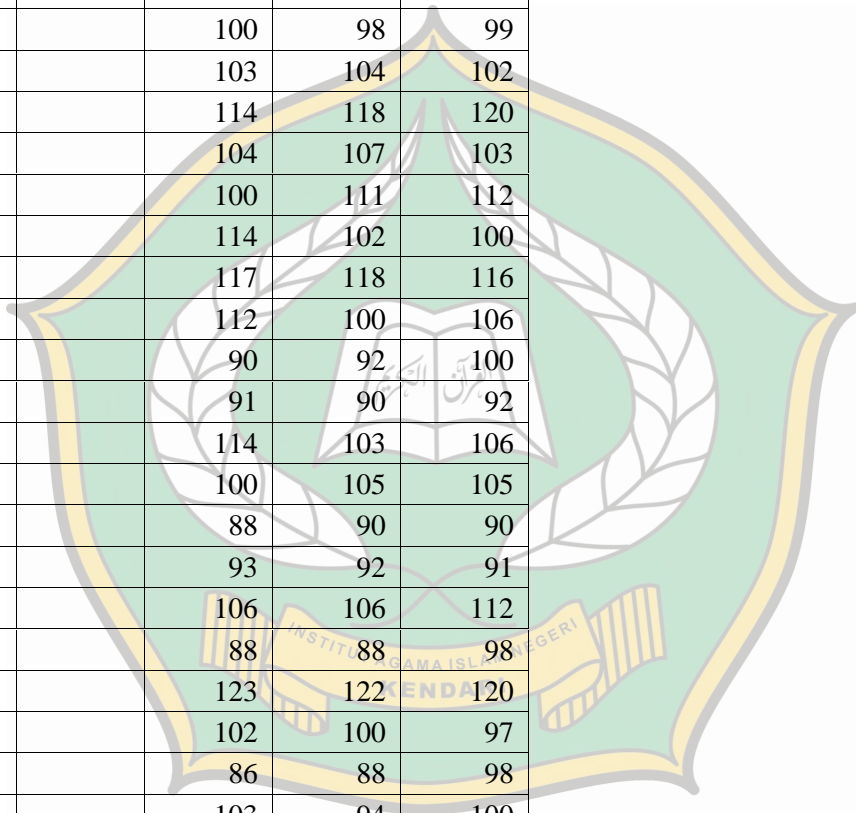
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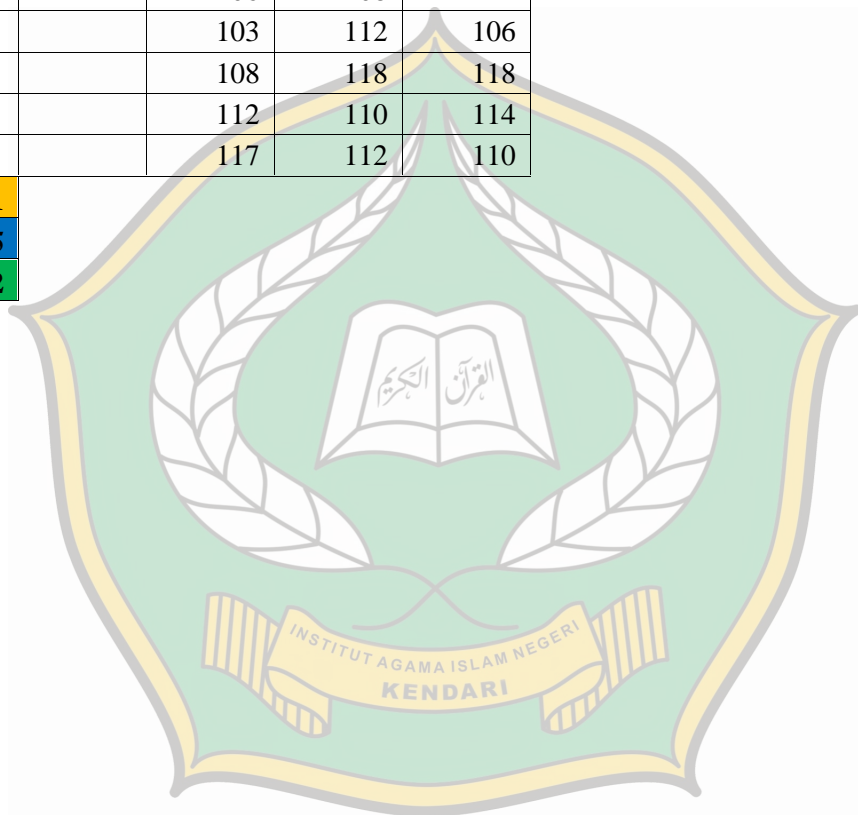
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| 112 | 100 | 108 | | 112 | 100 | 106 |
| 90 | 92 | 100 | | 90 | 92 | 100 |
| 91 | 90 | 92 | | 91 | 90 | 92 |
| 114 | 103 | 110 | | 114 | 103 | 106 |
| 100 | 105 | 105 | | 100 | 105 | 105 |
| 88 | 90 | 90 | | 88 | 90 | 90 |
| 93 | 92 | 91 | | 93 | 92 | 91 |
| 106 | 106 | 112 | | 106 | 106 | 112 |
| 88 | 88 | 98 | | 88 | 88 | 98 |
| 123 | 122 | 120 | | 123 | 122 | 120 |
| 102 | 100 | 97 | | 102 | 100 | 97 |
| 86 | 88 | 98 | | 86 | 88 | 98 |
| 103 | 94 | 100 | | 103 | 94 | 100 |
| 107 | 111 | 106 | | 107 | 111 | 106 |



| | | | | | | |
|-----|-----------------|-----------------|--|-----|-----|-----|
| 103 | 100 | 104 | | 103 | 100 | 104 |
| 88 | 90 | 96 | | 88 | 90 | 96 |
| 105 | 110 | 107 | | 105 | 110 | 107 |
| 106 | 108 | 112 | | 106 | 108 | 112 |
| 103 | 112 | 106 | | 103 | 112 | 106 |
| 108 | 118 | 118 | | 108 | 118 | 118 |
| 112 | 110 | 114 | | 112 | 110 | 114 |
| 117 | 112 | 110 | | 117 | 112 | 110 |
| | | 0,755121 | | | | |
| | | 0,676525 | | | | |
| | 0,747359 | 0,622 | | | | |



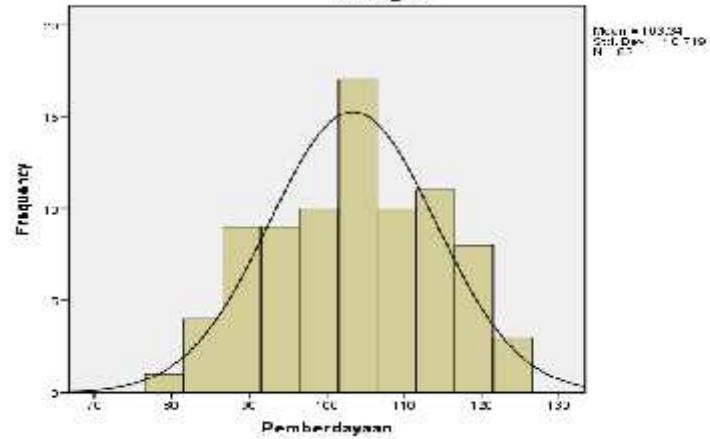
Statistics

Pemberdayaan

| | | |
|----------------|---------|------------------|
| N | Valid | 82 |
| | Missing | 0 |
| Mean | | 103.34 |
| Median | | 104.00 |
| Mode | | 106 ^a |
| Std. Deviation | | 10.719 |
| Variance | | 114.894 |
| Range | | 46 |
| Minimum | | 79 |
| Maximum | | 125 |
| Sum | | 8474 |

a. Multiple modes exist. The smallest value is shown

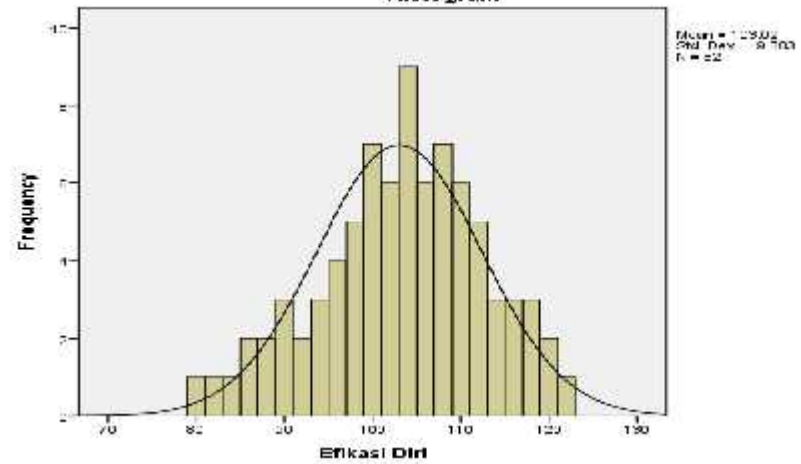
Histogram



Statistics

| Efikasi Diri | | |
|----------------|---------|--------|
| N | Valid | 82 |
| | Missing | 0 |
| Mean | | 103.02 |
| Median | | 103.50 |
| Mode | | 108 |
| Std. Deviation | | 9.383 |
| Variance | | 88.049 |
| Range | | 42 |
| Minimum | | 80 |
| Maximum | | 122 |
| Sum | | 8448 |

Histogram

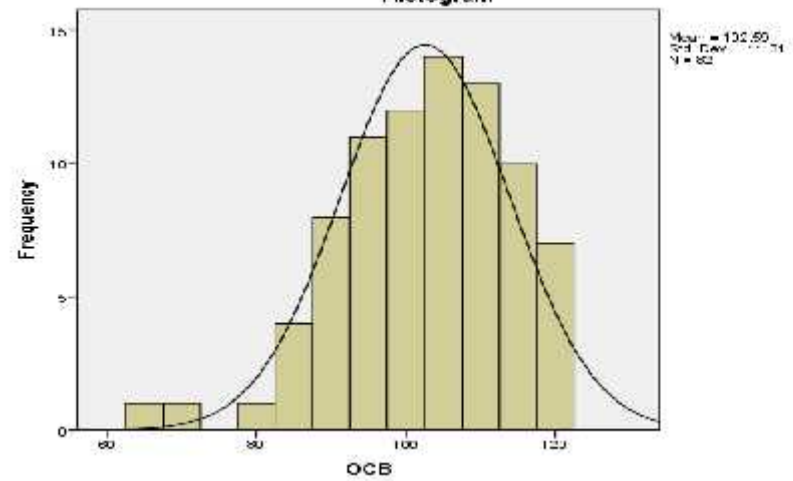


Statistics

| OCB | |
|----------------|-----------------|
| N | Valid 82 |
| | Missing 0 |
| Mean | 102.59 |
| Median | 104.50 |
| Mode | 96 ^a |
| Std. Deviation | 11.31 |
| Variance | 127.925 |
| Range | 55 |
| Minimum | 65 |
| Maximum | 120 |
| Sum | 8412 |

a. Multiple modes exist. The smallest value is shown

Histogram



UJI NORMALITAS DATA VARIABEL X₁

| | | Pemberdayaan |
|----------------------------------|----------------|--------------|
| N | | 82 |
| Normal Parameters ^{a,b} | Mean | 103.34 |
| | Std. Deviation | 10.719 |
| Most Extreme Differences | Absolute | .087 |
| | Positive | .087 |
| | Negative | -.067 |
| Kolmogorov-Smirnov Z | | .785 |
| Asymp. Sig. (2-tailed) | | .569 |

a. Test distribution is Normal.
b. Calculated from data.

UJI NORMALITAS DATA VARIABEL X₂

| | | Efikasi Diri |
|----------------------------------|----------------|--------------|
| N | | 82 |
| Normal Parameters ^{a,b} | Mean | 103.02 |
| | Std. Deviation | 9.383 |
| Most Extreme Differences | Absolute | .057 |
| | Positive | .039 |
| | Negative | -.057 |
| Kolmogorov-Smirnov Z | | .512 |
| Asymp. Sig. (2-tailed) | | .956 |

a. Test distribution is Normal.
b. Calculated from data.

UJI NORMALITAS DATA VARIABEL X₃

One-Sample Kolmogorov-Smirnov Test

| | | OCB |
|----------------------------------|----------------|--------|
| N | | 82 |
| Normal Parameters ^{a,b} | Mean | 102.59 |
| | Std. Deviation | 11.310 |
| Most Extreme Differences | Absolute | .085 |
| | Positive | .062 |
| | Negative | -.085 |
| Kolmogorov-Smirnov Z | | .765 |
| Asymp. Sig. (2-tailed) | | .601 |

a. Test distribution is Normal.

b. Calculated from data.

UJI LINERITAS DATA VARIABEL X₁ DAN X₃

Case Processing Summary

| | Cases | | | | | |
|--------------------|----------|---------|----------|---------|-------|---------|
| | Included | | Excluded | | Total | |
| | N | Percent | N | Percent | N | Percent |
| OCB * Pemberdayaan | 82 | 100.0% | 0 | 0.0% | 82 | 100.0% |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------------------|----------------|--------------------------|----------------|--------|-------------|---------|------|
| OCB * Pemberdayaan | Between Groups | (Combined) | 7819.352 | 35 | 223.410 | 4.042 | .000 |
| | | Linearity | 5905.762 | 1 | 5905.762 | 106.847 | .000 |
| | | Deviation from Linearity | 1913.591 | 34 | 56.282 | 1.018 | .471 |
| Within Groups | | 2542.550 | 46 | 55.273 | | | |
| Total | | 10361.902 | 81 | | | | |

UJI LINERITAS DATA VARIABEL X_2 DAN X_3

Case Processing Summary

| | Cases | | | | | |
|--------------------|----------|---------|----------|---------|-------|---------|
| | Included | | Excluded | | Total | |
| | N | Percent | N | Percent | N | Percent |
| OCB * Efikasi Diri | 82 | 100.0% | 0 | 0.0% | 82 | 100.0% |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------------------|----------------|--------------------------|----------------|--------|-------------|--------|------|
| OCB * Efikasi Diri | Between Groups | (Combined) | 7299.402 | 33 | 221.194 | 3.467 | .000 |
| | | Linearity | 4878.915 | 1 | 4878.915 | 76.470 | .000 |
| | | Deviation from Linearity | 2420.487 | 32 | 75.640 | 1.186 | .292 |
| | Within Groups | 3062.500 | 48 | 63.802 | | | |
| Total | | | 10361.902 | 81 | | | |

UJI LINERITAS DATA VARIABEL X_1 DAN X_2

Case Processing Summary

| | Cases | | | | | |
|-----------------------------|----------|---------|----------|---------|-------|---------|
| | Included | | Excluded | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Efikasi Diri * Pemberdayaan | 82 | 100.0% | 0 | 0.0% | 82 | 100.0% |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|-----------------------------|----------------|--------------------------|----------------|--------|-------------|---------|------|
| Efikasi Diri * Pemberdayaan | Between Groups | (Combined) | 5614.918 | 35 | 160.426 | 4.864 | .000 |
| | | Linearity | 3988.242 | 1 | 3988.242 | 120.933 | .000 |
| | | Deviation from Linearity | 1626.676 | 34 | 47.843 | 1.451 | .119 |
| | Within Groups | 1517.033 | 46 | 32.979 | | | |
| Total | | | 7131.951 | 81 | | | |

PENGUJIAN HIPOTESIS

NILAI KOEFISIEN KORELASI X1, X2, DAN X3

Descriptive Statistics

| | Mean | Std. Deviation | N |
|--------------|--------|----------------|----|
| OCB | 102.59 | 11.310 | 82 |
| Pemberdayaan | 103.34 | 10.719 | 82 |
| Efikasi Diri | 103.02 | 9.383 | 82 |

Correlations

| | | Pemberdayaan | Efikasi Diri | OCB |
|--------------|---------------------|--------------|--------------|--------|
| Pemberdayaan | Pearson Correlation | 1 | .748** | .755** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 82 | 82 | 82 |
| Efikasi Diri | Pearson Correlation | .748** | 1 | .686** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 82 | 82 | 82 |
| OCB | Pearson Correlation | .755** | .686** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 82 | 82 | 82 |

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

NILAI KOEFISIEN REGRESI , SIGNIFIKANSI, DAN KONTRIBUSI VARIABEL X₁ terhadap X₃

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 5905.762 | 1 | 5905.762 | 106.025 | .000 ^b |
| | Residual | 4456.141 | 80 | 55.702 | | |
| | Total | 10361.902 | 81 | | | |

a. Predictors: (Constant), Pemberdayaan

b. Dependent Variable: OCB

Coefficients

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 26.459 | 8.775 | | 3.015 | .003 |
| | PEMBERDAYAA N | .737 | .084 | .698 | 8.721 | .000 |

a. Dependent Variable: OCB

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .698 ^a | .487 | .481 | 8.148 | .487 | 76.062 | 1 | 80 | .000 |

a. Predictors: (Constant), Pemberdayaan

b. Dependent Variable: OCB

NILAI KOEFISIEN REGRESI , SIGNIFIKANSI, DAN KONTRIBUSI VARIABEL X₂ terhadap X₃
ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 3789.682 | 1 | 3789.682 | 46.130 | .000 ^b |
| | Residual | 6572.221 | 80 | 82.153 | | |
| | Total | 10361.902 | 81 | | | |

a. Predictors: (Constant), Efikasi Diri

b. Dependent Variable: OCB

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 27.486 | 11.102 | | 2.476 | .015 |
| | Efikasi Diri | .729 | .107 | .605 | 6.792 | .000 |

a. Dependent Variable: OCB

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .605 _a | .366 | .358 | 9.064 | .366 | 46.130 | 1 | 80 | .000 |

a. Predictors: (Constant), Efikasi Diri b. Dependent Variable: OCB

NILAI KOEFISIEN REGRESI , SIGNIFIKANSI, DAN KONTRIBUSI VARIABEL X₁ terhadap X₂

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 2667.345 | 1 | 2667.345 | 47.795 | .000 ^b |
| | Residual | 4464.606 | 80 | 55.808 | | |
| | Total | 7131.951 | 81 | | | |

a. Predictors: (Constant), Pemberdayaan

b. Dependent Variable: Efikasi Diri

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 47.699 | 8.045 | | 5.929 | .000 |
| | PEMBERDAYAAN | .535 | .077 | .612 | 6.913 | .000 |

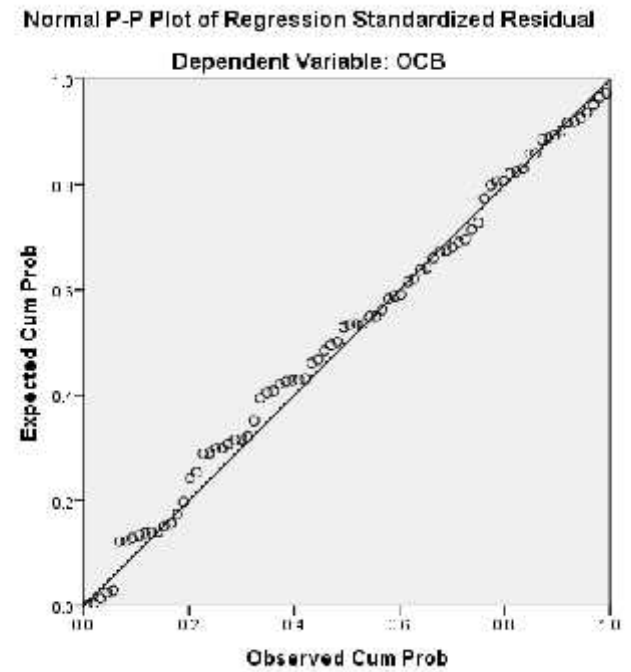
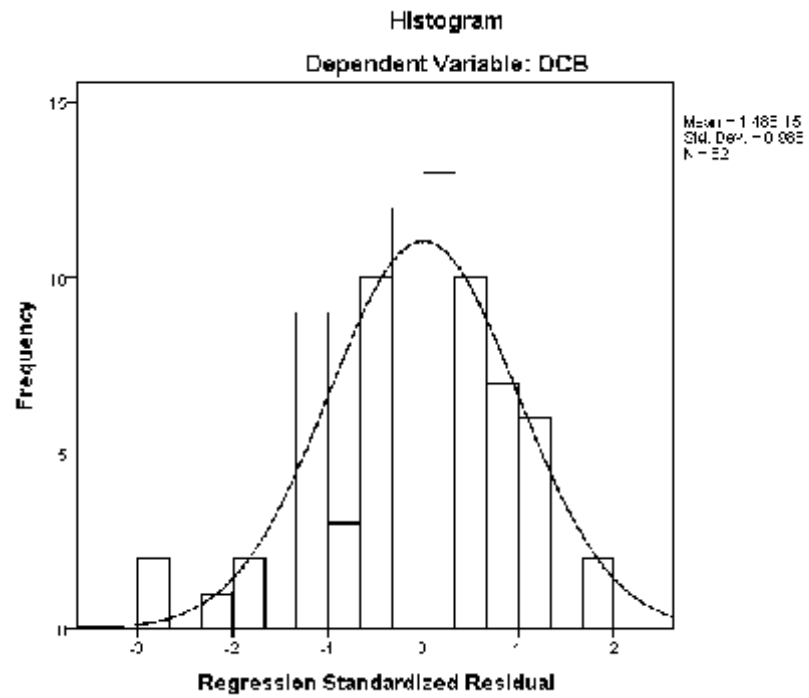
a. Dependent Variable: Efikasi Diri

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .612 ^a | .374 | .366 | 7.470 | .374 | 47.795 | 1 | 80 | .000 |

a. Predictors: (Constant), Pemberdayaan

b. Dependent Variable: Efikasi Diri





PEMERINTAH PROVINSI SULAWESI TENGGARA
BADAN PENELITIAN DAN PENGEMBANGAN

Kompleks Bumi Praja Anduonohu Telp. (0401) 3136256 Kendari 93232

Kendari, 16 November 2016

Nomor : 070/4778/Balitbang/2016
Lampiran : -
Perihal : Izin Penelitian

K e p a d a
Yth. Rektor IAIN Kendari
di -
KENDARI

Berdasarkan Surat Direktur PPs IAIN Kendari Nomor : b-356/P/11/2016 tanggal 15 November 2016 perihal tersebut di atas, Mahasiswa di bawah ini :

Nama : LA RINGGASA
NIM : 14040201010
Prog. Studi : S2 Manajemen Pend. Islam
Pekerjaan : Mahasiswa
Lokasi Penelitian : IAIN Kendari


Bermaksud untuk melakukan Penelitian/Pengambilan Data di Daerah/Kantor Saudara dalam rangka penyusunan KTI/Skripsi/Tesis/Disertasi, dengan judul :

"PENGARUH PEMBERDAYAAN DAN EFIKASI DIRI TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) (PERILAKU KESUKARELAAN PEGAWAI IAIN KENDARI)".

Yang akan dilaksanakan dari tanggal : 16 November 2016 sampai selesai
Sehubungan dengan hal tersebut diatas, pada prinsipnya kami menyetujui kegiatan dimaksud dengan ketentuan :

1. Senantiasa menjaga keamanan dan ketertiban serta mentaati perundang-undangan yang berlaku.
2. Tidak mengadakan kegiatan lain yang bertentangan dengan rencana semula.
3. Dalam setiap kegiatan dilapangan agar pihak Peneliti senantiasa koordinasi dengan pemerintah setempat.
4. *Wajib menghormati Adat Istiadat yang berlaku di daerah setempat.*
5. Menyerahkan 1 (satu) exemplar copy hasil penelitian kepada Gubernur Sultra Cq. Kepala Badan Penelitian dan Pengembangan Provinsi Sulawesi Tenggara.
6. Surat izin akan dicabut kembali dan dinyatakan tidak berlaku apabila ternyata pemegang surat izin ini tidak mentaati ketentuan tersebut di atas.

Demikian Surat Izin Penelitian diberikan untuk digunakan sebagaimana mestinya.

a.n. GUBERNUR SULAWESI TENGGARA
KEPALA BADAN PENELITIAN DAN
PENGEMBANGAN PROVINSI,

SUKANTO TODING, MSP. MA
Pembina Tk. I, Gol. IV/b
Nip. 19680720 199301 1 003

Tembusan :

1. Gubernur Sulawesi Tenggara (sebagai lampiran) di Kendari