Lampiran 1: Kuesioner Penelitian

UNIVERSITAS
TEKNOLOGI
SURABAYA

PROGRAM STUDI MAGISTER MANAJEMEN
UNIVERSITAS TEKNOLOGI SURABAYA

KUESIONER PENELITIAN

Petunjuk Pengisian

1. Isilah identitas Bapak/Ibu pada identitas responden.
2. Berilah tanda √ pada salah satu kolom penilaian sesuai dengan jawaban anda.
   Keterangan :
   STS = Sangat Tidak Setuju
   TS = Tidak Setuju
   BS = Biasa Saja
   S = Setuju
   SS = Sangat Setuju

a. IDENTITAS RESPONDEN

Umur Responden : .....

Jenis Kelamin : .....

Pendidikan Terakhir : .....

Masa Kerja : .....

Jabatan : .....

b. DAFTAR PERTANYAAN

No	PERTANYAAN	JAWABAN				
		STS	TS	BS	S	SS
		2	3	4	5	6
***Organizational Citizenship Behavior* (Y)**						
1.	Saya dengan senang hati membantu teman sekerta yang membutuhkan bantuan tanpa mengharpkan imbalan					
2.	Saya pernah menggantikan rekan kerja yang tidak masuk/istirahat					
3.	Saya bersedia untuk bekerja menjadi sukarelasan untuk membantu rekan kerja saya di organisasi					
4	Saya selalu datang lebih awal waktu sebelum jadwal kerja dimulai/pada agenda yang dilakukan organisasi					
5.	Saya selalu bersungguh-sungguh mengikuti setiap peraturan dan prosedur organisasi					
6	Saya selalu menyelesaikan dan menyerahkan laporan lebih awal dari jadwal yang telah ditentukan oleh Organisasi					
7	Saya selalu mentolerir (tidak protes) ketika organisasi saya melakukan kesalahan					
8	Saya tidak pernah mengeluh tentang tugas dan kebijakan organisasi					
9	Jika organisasi melakukan kebijakan baru dan tidak sesuai dengan pendapat saya. Saya akan menyesuaikan diri dan melaksanakan kebijakan tersebut					
10	Saya bisa menerima jika organisasi melakukan pemberlakuan mekanisme kerja baru					
***Person Organization Fit* (X1)**						
1	Saya merasa bahwa kepribadian saya sesuai dengan nilai nilai yang berlaku di perusahaan					
2	*Saya merasa kemampuan atau keahlian saya sesuai dengan pekerjaan yang saya lakukan*					
3	Saya merasa memiliki kesamaan visi hidup saya dengan visi perusahaan					
4	Tujuan saya bekerja sesuai dengan tujuan perusahaan					
5	Saya mempunyai tujuan ynang sama dengan rekan sekerja					
6	Tujuan yang sudah saya tetapkan mengikuti					

	tujuan yang sudah ditetapkan perusahaan					
7	Saya merasa upah yang diberikan sesuai dengan kemampuan perusahaan					
8	Saya mendapatkan ruangan atau tempat kerja yang nyaman					
9	Perusahaan selalu memberikan asesmen positif apabila saya menunjukkan prestasi					
10	Saya diberikan kesempatan untuk melaksanakan ibadah saat bekerja					
11	Sesuai dengan yang saya harapkan, perusahaan menunjukkan kepedulian terhadap para pegawai					
12	Saya merasakan perusahanaan memiliki misi yang sama terhadap rasa saling menghormati sesama pegawai					
***Job Crafting* (X2)**						
1	Dengan bekerja saya memperoleh kesempatan mengembangkan kemampuan					
2	Saya mempelajari hal hal baru ditempat kerja sekarang					
3	Saya menghindari keputusan yang tidak sesuai dengan pekerjaan					
4	Saya merasa harus mementingkan tujuan perusahaan daripada tujuan sendiri					
5	Saya menghindari rekan kerja yang dapat mempengaruhi secara emosional					
6	Atasan selalu memberikan saran terkait dengan pekerjaan saya					
7	Saya selalu meminta rekan kerja untuk memberikan saran atas kinerja saya					
8	Saya bersedia jika diberikan tugas tambahan diluar tugas kokok					
9	Saya berusaha untuk berinovasi untuk memberikan kinerja yang terbaik					
10	Saya mencoba belajar jika ada hal baru yang ditawarkan oleh perusahaan					
***Work Engagement* (X3)**						
1	selalu merasakan sangat berenergi ketika melakukan pekerjaan					
2	Pada saat sedang melaksanakan pekerjaan sayaselalu bekerja dengan semangat yang tinggi.					
3	Saya mempunyai daya tahan yang kuat dalam bekerja sehingga mampu bekerja dalam jangka waktu lama					
4	Saya merasakan bahwa pekerjaan yang mereka					

	lakukan sangat berarti bagi dirinya					
5	Dalam menjalankan pekerjaan saya bekerja dengan perasaan antusias					
6	Bekerja di Bank Mandirimerupakan kebanggaan bagi saya					
7	Saya merasa senang jika bisa menjalankan tugas pekerjaan secara intens					
8	Disaat berada di tempat dan sedang menjalankan tugas pekerjaan saya merasa bahwa waktu berlalu dengan cepat					
9	Saya menjalani tugas pekerjaan sehari hari dengan enjoy karena tidak ada beban yang berlebihan					
10	Saya merasa bersemangat disetiap saya menjalani pekerjaan rutin					

TERIMA KASIH

Lampiran 2: Tabulasi Jawaban Responden

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12
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Resp	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10
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Resp	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10
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66	2	3	4	4	3	4	4	4	4	4
67	2	5	2	4	3	3	4	2	2	2
68	4	4	4	4	3	4	3	4	4	4
69	4	4	4	4	4	4	4	4	4	4
70	4	4	4	4	3	3	3	4	3	4
71	2	3	3	3	4	4	4	4	4	4
72	4	4	4	4	2	4	4	4	4	4
73	5	5	5	5	5	4	4	3	4	3
74	3	4	4	4	4	4	3	3	2	3
75	4	4	4	4	4	4	4	4	4	4
76	2	2	4	4	4	5	4	5	5	5
77	2	4	3	4	4	3	2	3	3	3
78	4	4	4	2	1	2	3	3	3	3
79	4	4	4	4	3	4	4	4	4	4
80	4	4	4	4	4	4	4	4	4	4
81	3	3	3	4	3	3	2	3	3	3
82	1	1	1	5	4	3	1	1	5	1
83	3	4	4	4	4	4	3	3	4	3

84	5	4	5	4	5	4	4	4	4	4
85	5	4	5	4	5	4	4	4	4	4
86	4	4	4	4	4	4	3	3	4	3
87	3	3	2	2	2	5	3	5	5	5
88	5	4	5	4	5	4	4	4	4	4
89	3	3	3	3	3	3	3	3	3	3
90	4	4	3	4	4	4	3	4	3	4
91	3	4	4	4	4	4	3	3	4	3
92	4	4	4	4	4	4	4	4	4	4
93	3	5	5	5	5	5	3	3	3	3
94	4	4	3	4	4	3	2	3	3	3
95	4	4	4	4	4	4	3	3	3	2

Resp	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10
1	4	5	5	4	5	5	4	5	5	5
2	3	3	5	4	4	4	5	5	5	4
3	2	4	4	3	4	3	4	3	4	5
4	3	5	3	4	4	3	4	3	5	5
5	3	5	4	4	4	3	4	3	5	5
6	4	3	4	5	5	5	4	3	3	4
7	4	4	3	4	5	5	3	4	4	4
8	3	4	4	4	4	4	4	3	4	5
9	3	4	4	4	5	4	4	3	4	4
10	3	4	4	4	5	4	4	3	4	5
11	2	4	4	3	3	3	4	4	4	4
12	4	4	5	5	4	5	5	4	5	4
13	2	3	5	2	3	4	4	4	4	4
14	4	4	3	3	3	3	4	4	3	4
15	3	5	4	5	3	4	3	3	5	5
16	2	2	4	1	3	2	4	4	4	3
17	3	4	3	3	4	4	3	3	3	4
18	5	5	5	5	5	5	5	5	5	5
19	5	5	5	5	5	5	5	5	5	5
20	4	4	4	4	4	4	4	4	4	4
21	4	4	4	4	5	4	4	3	4	4
22	3	4	4	4	4	4	4	4	4	4
23	3	4	4	4	4	4	4	4	5	4
24	5	4	5	5	5	5	5	5	4	4
25	4	4	4	4	4	4	4	4	4	4
26	3	4	4	4	4	4	4	4	4	4
27	4	4	4	4	5	5	4	4	5	4
28	5	4	4	4	4	4	4	4	4	4
29	5	4	4	4	4	4	4	4	4	4
30	5	5	5	5	5	5	5	5	5	5
31	4	4	4	4	4	4	4	4	4	4
32	4	4	4	4	4	4	4	4	4	4
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34	4	4	4	4	4	4	4	4	4	4
35	5	5	5	5	5	5	5	5	5	5
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37	4	3	4	3	4	4	3	3	4	3
38	3	4	4	4	4	4	4	3	4	4
39	4	4	4	5	4	4	4	3	5	4
40	4	4	4	4	4	4	4	3	4	4
41	4	5	4	5	5	4	4	4	4	5

42	4	4	5	3	4	4	4	3	4	4
43	3	4	4	4	4	4	4	4	4	4
44	4	4	5	3	4	4	4	3	4	4
45	3	4	4	4	5	5	5	4	5	4
46	4	4	5	3	4	4	4	3	4	4
47	4	4	5	3	4	4	4	3	4	4
48	5	5	5	5	5	5	5	5	5	5
49	3	4	4	5	3	3	5	5	5	4
50	4	4	4	4	4	4	4	4	4	4
51	3	4	4	4	4	4	4	3	4	4
52	4	4	4	2	3	3	4	2	4	4
53	3	3	3	3	3	3	3	3	3	3
54	3	3	4	2	4	3	4	4	4	3
55	4	5	5	5	5	5	5	5	5	5
56	3	3	4	4	4	3	3	4	4	3
57	4	4	4	4	4	4	4	3	4	4
58	4	4	4	4	4	4	4	4	4	4
59	3	4	4	4	4	4	4	3	4	4
60	3	3	4	3	4	3	3	4	3	3
61	4	4	4	4	4	4	4	4	4	4
62	3	4	4	3	5	5	4	3	5	4
63	2	2	4	4	4	3	4	4	4	2
64	4	4	4	3	4	4	4	3	4	4
65	3	4	4	4	4	4	4	4	4	4
66	3	4	4	3	5	5	3	2	4	4
67	2	4	4	4	4	4	3	2	4	4
68	4	4	4	3	3	3	4	4	4	4
69	4	4	4	4	3	4	4	2	4	4
70	4	4	4	3	4	3	4	4	4	4
71	4	4	4	4	4	4	4	4	4	4
72	4	4	4	4	4	4	4	2	4	4
73	4	4	4	4	4	4	4	4	4	4
74	3	4	4	3	4	4	4	3	4	4
75	4	4	4	3	4	4	4	5	5	4
76	4	4	4	2	2	3	2	3	4	4
77	4	4	4	4	4	4	4	4	4	5
78	2	4	3	3	2	2	4	4	3	5
79	4	4	4	4	4	4	4	4	4	5
80	4	4	4	4	4	4	4	4	4	4
81	3	2	2	4	4	3	4	3	2	2
82	4	4	4	5	5	5	5	4	4	4
83	3	4	5	4	5	5	4	3	4	4

84	4	4	4	4	5	4	4	4	4	4
85	4	4	4	4	4	5	4	4	4	4
86	4	3	5	2	4	4	4	4	4	4
87	3	3	4	4	4	5	5	5	5	3
88	4	4	4	4	4	5	4	4	4	4
89	3	3	3	3	3	3	3	3	3	3
90	3	3	4	5	4	4	4	4	4	3
91	3	4	5	4	5	5	4	3	4	4
92	2	5	4	4	4	4	2	2	4	5
93	5	5	5	5	5	5	5	5	5	5
94	3	3	4	4	4	3	3	4	3	4
95	4	4	4	4	3	3	5	5	5	4

Lampiran 3: Hasil pengolahan SPSS

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	YTotal
Y1	Pearson Correlation	1	.422**	.347**	.371**	.343**	.465**	.386**	.360**	.254*	.277**	.655**
	Sig. (2-tailed)		.000	.001	.000	.001	.000	.000	.000	.013	.007	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y2	Pearson Correlation	.422**	1	.322**	.454**	.311**	.418**	.224*	.109	.537**	.857**	.685**
	Sig. (2-tailed)	.000		.001	.000	.002	.000	.029	.295	.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y3	Pearson Correlation	.347**	.322**	1	.184	.378**	.507**	.446**	.313**	.546**	.354**	.635**
	Sig. (2-tailed)	.001	.001		.074	.000	.000	.000	.002	.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y4	Pearson Correlation	.371**	.454**	.184	1	.512**	.541**	.436**	.325**	.360**	.342**	.704**
	Sig. (2-tailed)	.000	.000	.074		.000	.000	.000	.001	.000	.001	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y5	Pearson Correlation	.343**	.311**	.378**	.512**	1	.747**	.342**	.181	.299**	.246*	.662**
	Sig. (2-tailed)	.001	.002	.000	.000		.000	.001	.080	.003	.016	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y6	Pearson Correlation	.465**	.418**	.507**	.541**	.747**	1	.368**	.197	.429**	.313**	.755**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.056	.000	.002	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y7	Pearson Correlation	.386**	.224*	.446**	.436**	.342**	.368**	1	.597**	.512**	.230*	.680**
	Sig. (2-tailed)	.000	.029	.000	.000	.001	.000		.000	.000	.025	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y8	Pearson Correlation	.360**	.109	.313**	.325**	.181	.197	.597**	1	.400**	.126	.560**
	Sig. (2-tailed)	.000	.295	.002	.001	.080	.056	.000		.000	.224	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y9	Pearson Correlation	.254*	.537**	.546**	.360**	.299**	.429**	.512**	.400**	1	.448**	.697**
	Sig. (2-tailed)	.013	.000	.000	.000	.003	.000	.000	.000		.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y10	Pearson Correlation	.277**	.857**	.354**	.342**	.246*	.313**	.230*	.126	.448**	1	.609**
	Sig. (2-tailed)	.007	.000	.000	.001	.016	.002	.025	.224	.000		.000
	N	95	95	95	95	95	95	95	95	95	95	95
YTotal	Pearson Correlation	.655**	.685**	.635**	.704**	.662**	.755**	.680**	.560**	.697**	.609**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	95	95	95	95	95	95	95	95	95	95	95

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

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

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1Total
X1.1	Pearson Correlation	1	.552**	.654**	.411**	.418**	.274**	.447**	.370**	.469**	.443**	.217*	.129	.669**
	Sig. (2-tailed)		.000	.000	.000	.000	.007	.000	.000	.000	.000	.035	.214	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.2	Pearson Correlation	.552**	1	.470**	.373**	.447**	.471**	.440**	.410**	.536**	.430**	.235*	.194	.694**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.022	.059	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.3	Pearson Correlation	.654**	.470**	1	.349**	.408**	.336**	.537**	.345**	.457**	.399**	.054	.208*	.654**
	Sig. (2-tailed)	.000	.000		.001	.000	.001	.000	.001	.000	.000	.602	.043	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.4	Pearson Correlation	.411**	.373**	.349**	1	.721**	.546**	.396**	.284**	.393**	.530**	.236*	.208*	.717**
	Sig. (2-tailed)	.000	.000	.001		.000	.000	.000	.005	.000	.000	.021	.043	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.5	Pearson Correlation	.418**	.447**	.408**	.721**	1	.616**	.481**	.435**	.482**	.577**	.243*	.189	.779**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.018	.067	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.6	Pearson Correlation	.274**	.471**	.336**	.546**	.616**	1	.441**	.399**	.473**	.281**	.243*	.278**	.700**
	Sig. (2-tailed)	.007	.000	.001	.000	.000		.000	.000	.000	.006	.017	.006	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.7	Pearson Correlation	.447**	.440**	.537**	.396**	.481**	.441**	1	.551**	.628**	.369**	.318**	.230*	.720**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.002	.025	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.8	Pearson Correlation	.370**	.410**	.345**	.284**	.435**	.399**	.551**	1	.549**	.380**	.371**	.095	.640**
	Sig. (2-tailed)	.000	.000	.001	.005	.000	.000	.000		.000	.000	.000	.358	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.9	Pearson Correlation	.469**	.536**	.457**	.393**	.482**	.473**	.628**	.549**	1	.451**	.419**	.194	.743**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.060	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.10	Pearson Correlation	.443**	.430**	.399**	.530**	.577**	.281**	.369**	.380**	.451**	1	.202*	.112	.659**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.006	.000	.000	.000		.050	.280	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.11	Pearson Correlation	.217*	.235*	.054	.236*	.243*	.243*	.318**	.371**	.419**	.202*	1	.274**	.490**
	Sig. (2-tailed)	.035	.022	.602	.021	.018	.017	.002	.000	.000	.050		.007	.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1.12	Pearson Correlation	.129	.194	.208*	.208*	.189	.278**	.230*	.095	.194	.112	.274**	1	.403**
	Sig. (2-tailed)	.214	.059	.043	.043	.067	.006	.025	.358	.060	.280	.007		.000
	N	95	95	95	95	95	95	95	95	95	95	95	95	95
X1Total	Pearson Correlation	.669**	.694**	.654**	.717**	.779**	.700**	.720**	.640**	.743**	.659**	.490**	.403**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	95	95	95	95	95	95	95	95	95	95	95	95	95

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	V2.8	X2.9	X2.10	X2Total
X2.1	Pearson Correlation	1	.617**	.411**	.538**	.216*	.205*	.367**	.036	.132	.467**	.630**
	Sig. (2-tailed)		.000	.000	.000	.035	.046	.000	.733	.202	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2.2	Pearson Correlation	.617**	1	.472**	.302**	.278**	.060	.452**	.084	.269**	.769**	.694**
	Sig. (2-tailed)	.000		.000	.003	.006	.562	.000	.416	.008	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2.3	Pearson Correlation	.411**	.472**	1	.437**	.226*	.121	.348**	.059	.212*	.392**	.581**
	Sig. (2-tailed)	.000	.000		.000	.027	.245	.001	.570	.039	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2.4	Pearson Correlation	.538**	.302**	.437**	1	.442**	.218*	.245*	.083	.170	.267**	.605**
	Sig. (2-tailed)	.000	.003	.000		.000	.034	.017	.425	.099	.009	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2.5	Pearson Correlation	.216*	.278**	.226*	.442**	1	.267**	.219*	.216*	.175	.253*	.578**
	Sig. (2-tailed)	.035	.006	.027	.000		.009	.033	.036	.090	.013	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2.6	Pearson Correlation	.205*	.060	.121	.218*	.267**	1	.104	.677**	.354**	.011	.556**
	Sig. (2-tailed)	.046	.562	.245	.034	.009		.314	.000	.000	.919	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2.7	Pearson Correlation	.367**	.452**	.348**	.245*	.219*	.104	1	.142	.344**	.342**	.584**
	Sig. (2-tailed)	.000	.000	.001	.017	.033	.314		.171	.001	.001	.000
	N	95	95	95	95	95	95	95	95	95	95	95
V2.8	Pearson Correlation	.036	.084	.059	.083	.216*	.677**	.142	1	.395**	.058	.523**
	Sig. (2-tailed)	.733	.416	.570	.425	.036	.000	.171		.000	.579	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2.9	Pearson Correlation	.132	.269**	.212*	.170	.175	.354**	.344**	.395**	1	.115	.560**
	Sig. (2-tailed)	.202	.008	.039	.099	.090	.000	.001	.000		.267	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2.10	Pearson Correlation	.467**	.769**	.392**	.267**	.253*	.011	.342**	.058	.115	1	.593**
	Sig. (2-tailed)	.000	.000	.000	.009	.013	.919	.001	.579	.267		.000
	N	95	95	95	95	95	95	95	95	95	95	95
X2Total	Pearson Correlation	.630**	.694**	.581**	.605**	.578**	.556**	.584**	.523**	.560**	.593**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	95	95	95	95	95	95	95	95	95	95	95

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

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

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3Total
X3.1	Pearson Correlation	1	.554**	.566**	.248*	.367**	.189	.181	.187	.072	.152	.592**
	Sig. (2-tailed)		.000	.000	.015	.000	.067	.079	.070	.486	.141	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.2	Pearson Correlation	.554**	1	.501**	.339**	.331**	.308**	.228*	.144	.008	.185	.584**
	Sig. (2-tailed)	.000		.000	.001	.001	.002	.026	.164	.941	.073	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.3	Pearson Correlation	.566**	.501**	1	.445**	.404**	.354**	.360**	.277**	.216*	.274**	.726**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.007	.036	.007	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.4	Pearson Correlation	.248*	.339**	.445**	1	.590**	.480**	.145	-.048	.182	.041	.532**
	Sig. (2-tailed)	.015	.001	.000		.000	.000	.161	.644	.077	.693	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.5	Pearson Correlation	.367**	.331**	.404**	.590**	1	.574**	.210*	.113	.252*	.160	.641**
	Sig. (2-tailed)	.000	.001	.000	.000		.000	.041	.276	.014	.121	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.6	Pearson Correlation	.189	.308**	.354**	.480**	.574**	1	.326**	.358**	.432**	.466**	.712**
	Sig. (2-tailed)	.067	.002	.000	.000	.000		.001	.000	.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.7	Pearson Correlation	.181	.228*	.360**	.145	.210*	.326**	1	.369**	.456**	.333**	.597**
	Sig. (2-tailed)	.079	.026	.000	.161	.041	.001		.000	.000	.001	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.8	Pearson Correlation	.187	.144	.277**	-.048	.113	.358**	.369**	1	.252*	.790**	.576**
	Sig. (2-tailed)	.070	.164	.007	.644	.276	.000	.000		.014	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.9	Pearson Correlation	.072	.008	.216*	.182	.252*	.432**	.456**	.252*	1	.366**	.530**
	Sig. (2-tailed)	.486	.941	.036	.077	.014	.000	.000	.014		.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3.10	Pearson Correlation	.152	.185	.274**	.041	.160	.466**	.333**	.790**	.366**	1	.624**
	Sig. (2-tailed)	.141	.073	.007	.693	.121	.000	.001	.000	.000		.000
	N	95	95	95	95	95	95	95	95	95	95	95
X3Total	Pearson Correlation	.592**	.584**	.726**	.532**	.641**	.712**	.597**	.576**	.530**	.624**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	95	95	95	95	95	95	95	95	95	95	95

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded[a]	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.855	10

Item Statistics

	Mean	Std. Deviation	N
Y1	3.59	.779	95
Y2	3.94	.633	95
Y3	4.11	.555	95
Y4	3.82	.812	95
Y5	4.07	.672	95
Y6	3.99	.722	95
Y7	4.00	.601	95
Y8	3.69	.800	95
Y9	4.13	.588	95
Y10	4.06	.616	95

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded[a]	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.872	12

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.0737	.58786	95
X1.2	3.8842	.61650	95
X1.3	4.0211	.74347	95
X1.4	3.6737	.80480	95
X1.5	3.7789	.71725	95
X1.6	3.7789	.82744	95
X1.7	3.9684	.53500	95
X1.8	3.8316	.59524	95
X1.9	3.9684	.47159	95
X1.10	3.6842	.70353	95
X1.11	3.5158	.78365	95
X1.12	3.6000	.67477	95

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded[a]	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.783	10

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.9053	.52741	95
X2.2	3.7789	.62192	95
X2.3	3.9895	.53584	95
X2.4	3.8632	.62926	95
X2.5	3.6842	.76162	95
X2.6	3.5053	.74196	95
X2.7	3.9263	.62300	95
V2.8	3.3789	.80131	95
X2.9	3.6316	.71537	95
X2.10	4.0316	.65967	95

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded[a]	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.811	10

Item Statistics

	Mean	Std. Deviation	N
X3.1	3.51	.966	95
X3.2	3.78	.788	95
X3.3	3.65	.908	95
X3.4	3.85	.714	95
X3.5	3.72	.859	95
X3.6	3.77	.706	95
X3.7	3.18	.875	95
X3.8	3.44	.872	95
X3.9	3.55	.872	95
X3.10	3.39	.891	95

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Work Engagement, Job Crafting, Person Organization Fit[b]	.	Enter

a. Dependent Variable: Organizational Citizenship Behavior

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.787[a]	.620	.607	.28201	2.015

a. Predictors: (Constant), Work Engagement, Job Crafting, Person Organization Fit

b. Dependent Variable: Organizational Citizenship Behavior

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.791	3	3.930	49.421	.000[b]
	Residual	7.237	91	.080		
	Total	19.028	94			

a. Dependent Variable: Organizational Citizenship Behavior

b. Predictors: (Constant), Work Engagement, Job Crafting, Person Organization Fit

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	.049	.295		.204	.630		
	Person Organization Fit	.702	.100	.684	7.002	.000	.438	2.284
	Job Crafting	.617	.109	.502	6.298	.000	.473	1.114
	Work Engagement	.412	.076	.304	4.164	.000	.555	2.803

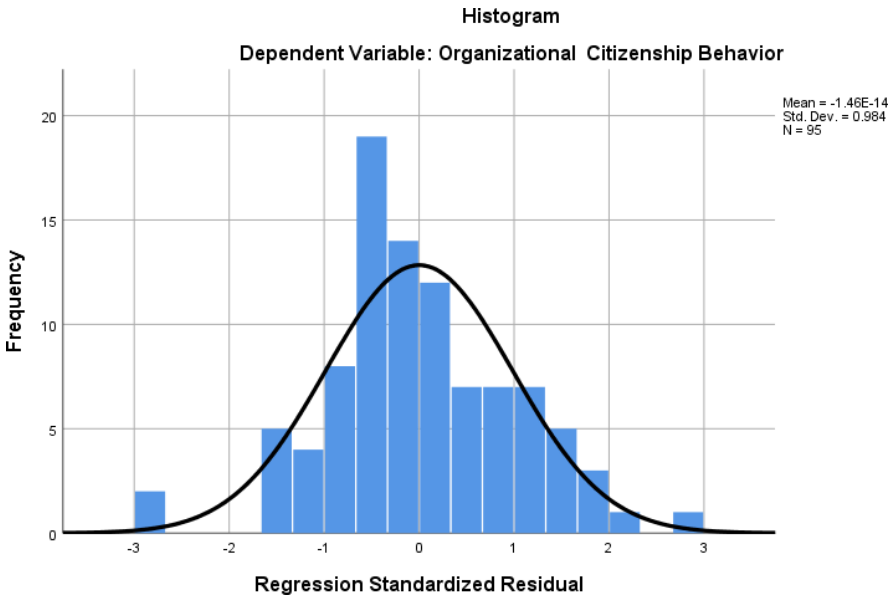
a. Dependent Variable: Organizational Citizenship Behavior

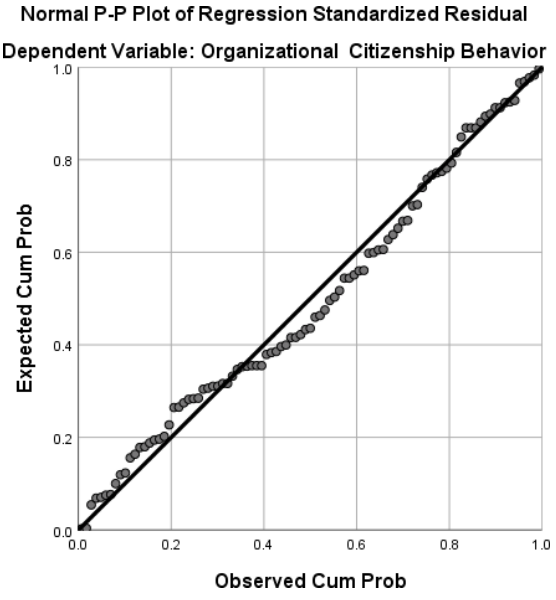
Residuals Statistics[a]

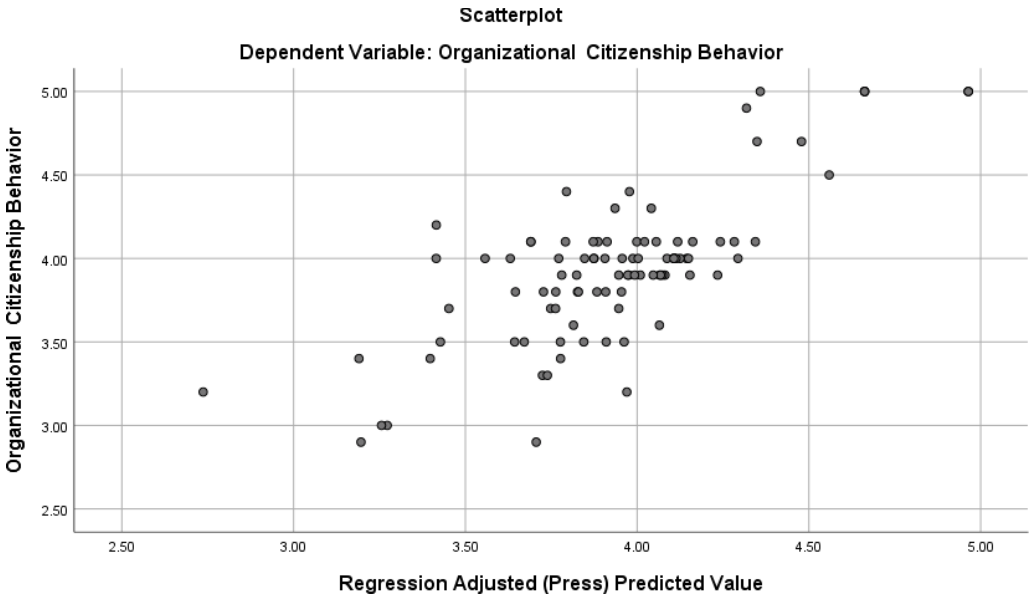
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.7978	4.9688	3.9400	.35417	95
Std. Predicted Value	-3.225	2.905	.000	1.000	95
Standard Error of Predicted Value	.030	.103	.055	.019	95
Adjusted Predicted Value	2.7368	4.9641	3.9370	.35585	95
Residual	-.79286	.75616	.00000	.27747	95
Std. Residual	-2.811	2.681	.000	.984	95
Stud. Residual	-2.835	2.732	.005	1.010	95
Deleted Residual	-.80604	.78472	.00298	.29231	95
Stud. Deleted Residual	-2.953	2.835	.006	1.024	95
Mahal. Distance	.068	11.466	2.968	2.838	95
Cook's Distance	.000	.153	.014	.026	95
Centered Leverage Value	.001	.122	.032	.030	95

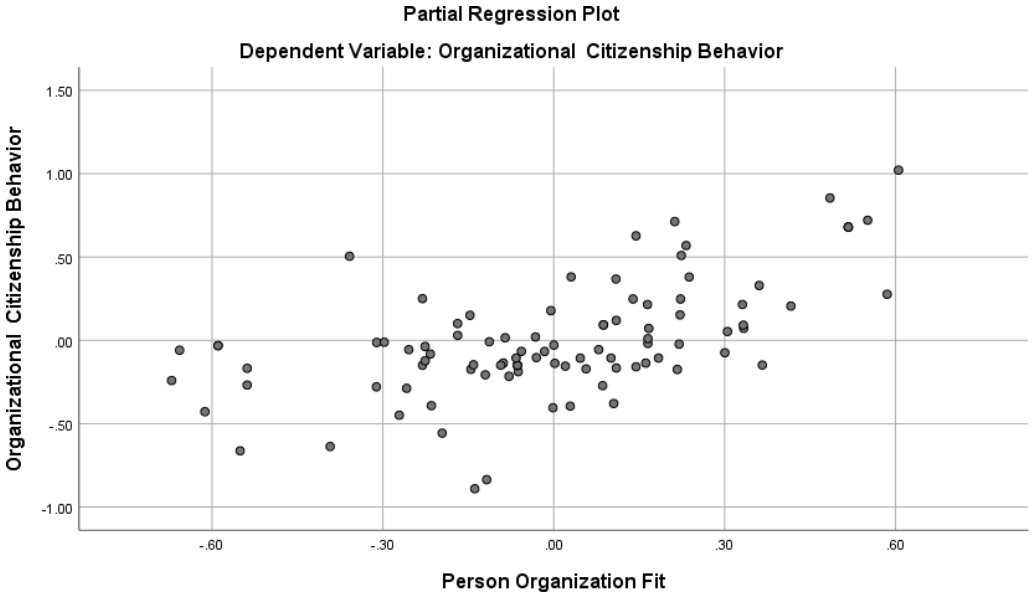
a. Dependent Variable: Organizational Citizenship Behavior

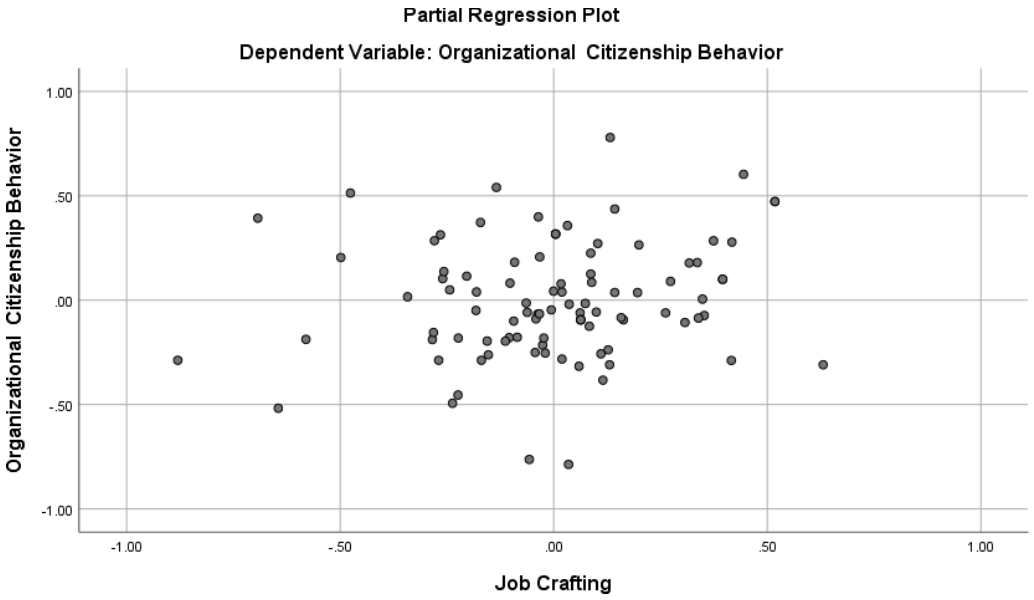
Charts

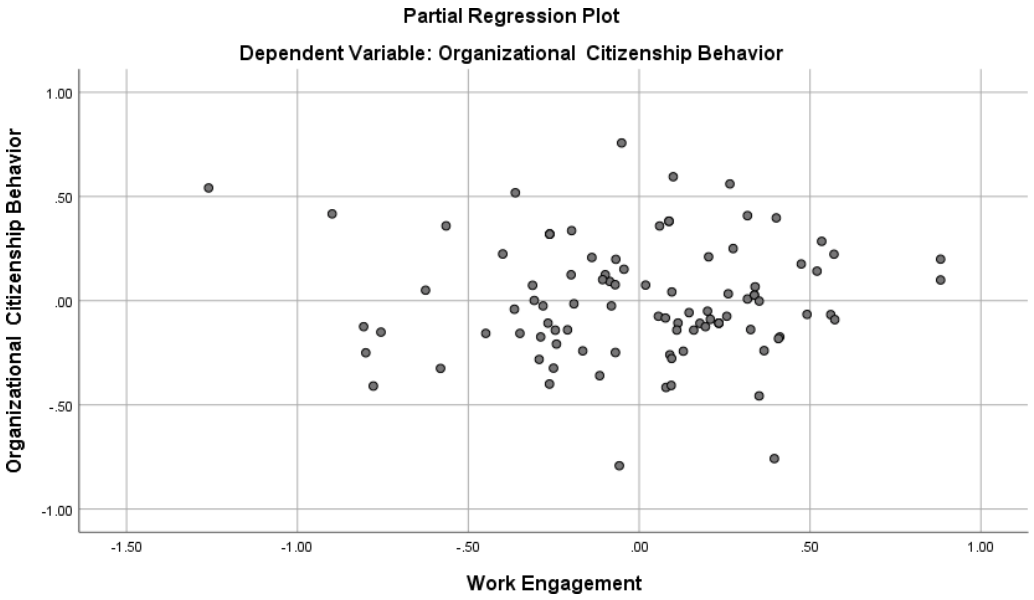

Histogram
Dependent Variable: Organizational Citizenship Behavior
Mean = -1.46E-14
Std. Dev. = 0.984
N = 95
Frequency
Regression Standardized Residual


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Organizational Citizenship Behavior
Expected Cum Prob
Observed Cum Prob


Scatterplot
Dependent Variable: Organizational Citizenship Behavior
Organizational Citizenship Behavior
5.00
4.50
4.00
3.50
3.00
2.50
2.50
3.00
3.50
4.00
4.50
5.00
Regression Adjusted (Press) Predicted Value


Partial Regression Plot
Dependent Variable: Organizational Citizenship Behavior
Organizational Citizenship Behavior
1.50
1.00
.50
.00
-.50
-1.00
-.60
-.30
.00
.30
.60
Person Organization Fit


Partial Regression Plot
Dependent Variable: Organizational Citizenship Behavior
Organizational Citizenship Behavior
1.00
.50
.00
-.50
-1.00
-1.00
-.50
.00
.50
1.00
Job Crafting


Partial Regression Plot
Dependent Variable: Organizational Citizenship Behavior
Organizational Citizenship Behavior
1.00
.50
.00
-.50
-1.00
-1.50
-1.00
-.50
.00
.50
1.00
Work Engagement

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		95
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	.27746978
Most Extreme Differences	Absolute	.071
	Positive	.071
	Negative	-.061
Test Statistic		.071
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Correlations

			Person Organization Fit	Job Crafting	Work Engagement	Unstandardized Residual
Spearman's rho	Person Organization Fit	Correlation Coefficient	1.000	.573**	.585**	-.085
		Sig. (2-tailed)	.	.000	.000	.414
		N	95	95	95	95
	Job Crafting	Correlation Coefficient	.573**	1.000	.519**	.043
		Sig. (2-tailed)	.000	.	.000	.680
		N	95	95	95	95
	Work Engagement	Correlation Coefficient	.585**	.519**	1.000	.104
		Sig. (2-tailed)	.000	.000	.	.314
		N	95	95	95	95
	Unstandardized Residual	Correlation Coefficient	-.085	.043	.104	1.000
		Sig. (2-tailed)	.414	.680	.314	.
		N	95	95	95	95

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