

No	Komitmen Organisasi						Σ
	KMO1	KMO2	KMO3	KMO4	KMO5	KMO6	
111	2	3	3	1	5	5	19
112	4	3	3	3	5	5	23
113	3	3	5	4	5	5	25
114	3	3	4	5	2	2	19
115	4	3	5	5	2	3	22
116	2	2	2	1	5	5	17
117	1	2	1	1	5	5	15
118	3	3	4	5	4	5	24
119	1	1	1	2	4	4	13
120	2	3	1	1	4	4	15
121	3	3	5	3	4	4	22
122	1	2	1	2	5	5	16
123	3	3	1	2	5	3	17
124	1	3	2	2	4	5	17
125	1	3	3	2	5	5	19
126	1	3	2	3	4	5	18
127	4	5	3	5	3	1	21
128	3	1	3	1	4	5	17
129	3	5	3	5	3	4	23
130	1	3	2	2	3	1	12
131	1	2	1	2	3	2	11
132	2	1	1	2	3	2	11
133	3	2	1	2	3	2	13
134	1	1	2	3	2	1	10
135	3	2	3	2	2	3	15
136	1	2	1	1	1	3	9
137	5	3	5	5	4	4	26
138	1	2	2	2	3	3	13
139	4	5	4	4	4	3	24
140	3	3	3	3	4	5	21
141	1	1	2	1	2	2	9
142	3	1	3	1	1	1	10
143	4	4	5	4	3	3	23
144	1	2	1	2	3	1	10
145	3	1	1	2	1	3	11
146	3	1	2	1	2	2	11
147	1	1	2	3	3	3	13
148	3	4	3	5	3	3	21

No	Komitmen Organisasi						Σ
	KMO1	KMO2	KMO3	KMO4	KMO5	KMO6	
149	4	4	4	3	4	3	22
150	3	5	4	4	3	5	24
151	4	4	5	4	3	3	23
152	1	3	2	2	2	2	12
153	1	2	2	1	2	3	11
154	3	5	4	5	5	3	25
155	2	3	1	3	3	3	15
156	3	1	1	1	3	3	12
157	4	5	4	4	3	4	24
158	3	2	3	3	1	2	14
159	2	1	3	1	3	3	13
160	1	2	1	2	3	3	12
161	2	3	3	3	1	2	14

Lampiran 3 : Hasil Output PLS

1) Karakteristik

	No	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis	Skewness
KO1	1	0	3.677	4	1	5	0.925	0.487	0.542
KO2	2	0	3.515	4	1	5	0.980	0.728	0.498
KO3	3	0	3.717	4	1	5	0.896	0.598	0.730
KO4	4	0	3.768	4	1	5	0.952	0.401	0.775
KO5	5	0	3.677	4	1	5	0.955	0.559	0.616
KO6	6	0	3.586	4	1	5	0.965	0.767	0.675
KO7	7	0	3.596	4	1	5	0.894	0.596	0.708
KO8	8	0	3.737	4	1	5	0.900	0.609	0.779
KO9	9	0	3.646	4	1	5	0.925	0.614	0.530
KO10	10	0	3.606	4	1	5	0.916	0.479	0.803
KD1	11	0	3.505	3	1	5	0.920	0.834	0.448
KD2	12	0	3.384	3	1	5	0.956	0.118	0.269
KD3	13	0	3.172	3	1	5	0.945	1.300	0.106
KD4	14	0	3.131	3	1	5	0.948	1.024	0.116
KD5	15	0	2.768	3	1	5	0.924	1.196	0.272
KD6	16	0	3.091	3	1	5	0.877	1.004	0.007
KD7	17	0	3.485	4	1	5	0.896	-0.828	-0.007
KD8	18	0	3.232	3	1	5	0.854	1.024	0.563
OCB1	19	0	3.657	4	1	5	0.910	-0.365	-0.103

	No	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis	Skewness
OCB2	20	0	2.485	3	1	5	0.908	0.779	0.653
OCB3	21	0	3.556	4	1	5	0.914	0.608	0.250
OCB4	22	0	3.606	4	1	5	0.936	0.677	0.586
OCB5	23	0	3.576	4	1	5	0.892	0.403	0.28
OCB6	24	0	3.717	4	1	5	0.900	0.429	0.661
OCB7	25	0	3.798	4	1	5	0.884	0.136	0.619
OCB8	26	0	3.424	3	1	5	0.917	0.457	0.901
OCB9	27	0	3.293	3	1	5	0.928	0.866	0.395
OCB10	28	0	3.394	3	1	5	0.866	0.817	0.385
OCB11	29	0	3.626	4	1	5	0.935	0.346	0.290
OCB12	30	0	3.606	4	1	5	0.927	0.404	0.656
OCB13	31	0	3.414	3	1	5	0.954	-0.751	-0.305
OCB14	32	0	3.535	4	1	5	0.920	0.367	0.700
OCB15	33	0	3.596	4	1	5	0.879	0.451	0.657
KMO1	34	0	3.131	3	1	5	0.955	0.858	0.040
KMO2	35	0	3.283	3	1	5	0.925	0.985	0.325
KMO3	36	0	2.990	3	1	5	0.915	1.074	-0.008
KMO4	37	0	3.061	3	1	5	0.877	0.962	0.102
KMO5	38	0	3.556	4	1	5	0.894	0.545	0.592
KMO6	39	0	2.929	3	1	5	0.868	0.443	0.005

2) Final Results

a) Path Coefficients

	Keadilan distributif	Komitmen organisasi	Komunikasi organisasi	<i>Organizational citizenship behavior</i>
Keadilan distributif		0.580		0.092
Komitmen organisasi				0.229
Komunikasi organisasi		0.340		0.659
<i>Organizational citizenship behavior</i>				

b) Total Effects

	Keadilan distributif	Komitmen organisasi	Komunikasi organisasi	<i>Organizational citizenship behavior</i>
Keadilan distributif		0.580		0.225
Komitmen organisasi				0.229
Komunikasi organisasi		0.340		0.737
<i>Organizational citizenship behavior</i>				

c) Outer Loadings

	Komunikasi Organisasi	Keadilan Distributif	<i>Organization al citizenship behavior</i>	Komitmen organisasi
KO1	0.856			
KO2	0.830			
KO3	0.880			
KO4	0.843			
KO5	0.822			
KO6	0.885			
KO7	0.872			
KO8	0.889			
KO9	0.842			
KO10	0.839			
KD1		0.810		
KD2		0.829		
KD3		0.850		
KD4		0.872		
KD5		0.800		
KD6		0.827		
KD7		0.846		
KD8		0.870		
OCB1			0.868	
OCB2			0.233	
OCB3			0.847	
OCB4			0.783	
OCB5			0.833	
OCB6			0.843	
OCB7			0.862	
OCB8			0.808	
OCB9			0.823	
OCB10			0.771	
OCB11			0.840	
OCB12			0.832	
OCB13			0.807	
OCB14			0.819	
OCB15			0.860	
KMO1				0.809
KMO2				0.879
KMO3				0.879
KMO4				0.846
KMO5				0.794
KMO6				0.632

	Komunikasi Organisasi	Keadilan Distributif	<i>Organizational citizenship behavior</i>	Komitmen organisasi
KO1	0.856			
KO2	0.830			
KO3	0.880			
KO4	0.843			
KO5	0.822			
KO6	0.885			
KO7	0.872			
KO8	0.889			
KO9	0.842			
KO10	0.839			
KD1		0.810		
KD2		0.829		
KD3		0.850		
KD4		0.872		
KD5		0.799		
KD6		0.827		
KD7		0.846		
KD8		0.870		
OCB1			0.870	
OCB3			0.846	
OCB4			0.786	
OCB5			0.836	
OCB6			0.846	
OCB7			0.863	
OCB8			0.807	
OCB9			0.820	
OCB10			0.771	
OCB11			0.839	
OCB12			0.834	
OCB13			0.802	
OCB14			0.820	
OCB15			0.860	
KMO1				0.809
KMO2				0.880
KMO3				0.878
KMO4				0.846
KMO5				0.794
KMO6				0.631

Outer Weights	Komunikasi Organisasi	Keadilan Distributif	<i>Organizational citizenship behavior</i>	Komitmen organisasi
KO1	0.116			
KO2	0.119			
KO3	0.120			
KO4	0.115			
KO5	0.110			
KO6	0.118			
KO7	0.122			
KO8	0.119			
KO9	0.117			
KO10	0.105			
KD1		0.150		
KD2		0.159		
KD3		0.145		
KD4		0.146		
KD5		0.143		
KD6		0.141		
KD7		0.160		
KD8		0.151		
OCB1			0.090	
OCB3			0.086	
OCB4			0.084	
OCB5			0.089	
OCB6			0.090	
OCB7			0.093	
OCB8			0.084	
OCB9			0.085	
OCB10			0.085	
OCB11			0.087	
OCB12			0.081	
OCB13			0.082	
OCB14			0.086	
OCB15			0.090	
KMO1				0.197
KMO2				0.234
KMO3				0.230
KMO4				0.194
KMO5				0.223
KMO6				0.144

3) Latent Variable

a) Latent Variable Correlations

	Keadilan distributif	Komitmen organisasi	Komunikasi organisasi	<i>Organizational citizenship behavior</i>
Keadilan distributif	1.000	0.752	0.798	0.813
Komitmen organisasi	0.752	1.000	0.803	0.810
Komunikasi organisasi	0.798	0.803	1.000	0.816
<i>Organizational citizenship behavior</i>	0.813	0.810	0.816	1.000

b) Latent Variable Covariances

	Keadilan distributif	Komitmen organisasi	Komunikasi organisasi	<i>Organizational citizenship behavior</i>
Keadilan distributif	1.000	0.752	0.798	0.813
Komitmen organisasi	0.752	1.000	0.803	0.810
Komunikasi organisasi	0.798	0.803	1.000	0.816
<i>Organizational citizenship behavior</i>	0.813	0.810	0.816	1.000

4) Quality Criteria

a) R Square

	R Square	R Square Adjusted
Komitmen organisasi	0.767	0.762
<i>Organizational citizenship behavior</i>	0.870	0.866

b) Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Keadilan distributif	0.939	0.940	0.950	0.703
Komitmen organisasi	0.894	0.908	0.919	0.658
Komunikasi organisasi	0.959	0.960	0.965	0.733
<i>Organizational citizenship behavior</i>	0.965	0.965	0.968	0.687

5) Discriminant Validity

a) Fornell-Larcker Criterion

	Keadilan distributif	Komitmen organisasi	Komunikasi organisasi	<i>Organizational citizenship behavior</i>
Keadilan distributif	0.838			
Komitmen organisasi	0.752	0.811		
Komunikasi organisasi	0.798	0.803	0.856	
<i>Organizational citizenship behavior</i>	0.813	0.810	0.816	0.829

Cross Loadings	Komunikasi Organisasi	Keadilan Distributif	<i>Organizational citizenship behavior</i>	Komitmen organisasi
KO1	0.856	0.716	0.766	0.698
KO2	0.830	0.745	0.747	0.761
KO3	0.880	0.714	0.792	0.708
KO4	0.843	0.695	0.771	0.693
KO5	0.822	0.637	0.775	0.589
KO6	0.885	0.691	0.805	0.685
KO7	0.872	0.669	0.821	0.687
KO8	0.889	0.637	0.797	0.692
KO9	0.842	0.696	0.782	0.689
KO10	0.839	0.631	0.787	0.668
KD1	0.726	0.810	0.732	0.666
KD2	0.755	0.829	0.769	0.713
KD3	0.591	0.850	0.588	0.765
KD4	0.637	0.872	0.643	0.716
KD5	0.536	0.799	0.614	0.717
KD6	0.644	0.827	0.626	0.690
KD7	0.772	0.846	0.778	0.713
KD8	0.670	0.870	0.678	0.730
OCB1	0.802	0.703	0.870	0.698
OCB3	0.762	0.643	0.846	0.689
OCB4	0.737	0.660	0.786	0.672
OCB5	0.800	0.666	0.836	0.680
OCB6	0.792	0.691	0.846	0.704
OCB7	0.836	0.708	0.863	0.718
OCB8	0.711	0.700	0.807	0.736
OCB9	0.731	0.697	0.820	0.683
OCB10	0.737	0.688	0.771	0.718
OCB11	0.761	0.682	0.839	0.710
OCB12	0.718	0.625	0.834	0.632
OCB13	0.688	0.702	0.802	0.723
OCB14	0.738	0.563	0.820	0.627
OCB15	0.799	0.697	0.860	0.712
KMO1	0.590	0.729	0.611	0.809
KMO2	0.797	0.719	0.789	0.880
KMO3	0.699	0.798	0.745	0.878
KMO4	0.577	0.737	0.589	0.846
KMO5	0.748	0.649	0.782	0.794
KMO6	0.420	0.474	0.493	0.631

6) Model_Fit

a) Fit Summary

	Saturated Model	Estimated Model
SRMR	0.066	0.066
d_ ULS	3.225	3.225
d_ G	2.590	2.590
Chi-Square	1,141.963	1,141.963
NFI	0.747	0.747

b) rms Theta

rms Theta	0.137
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7) Uji Blinfoling

Construct Crossvalidated Redudancy

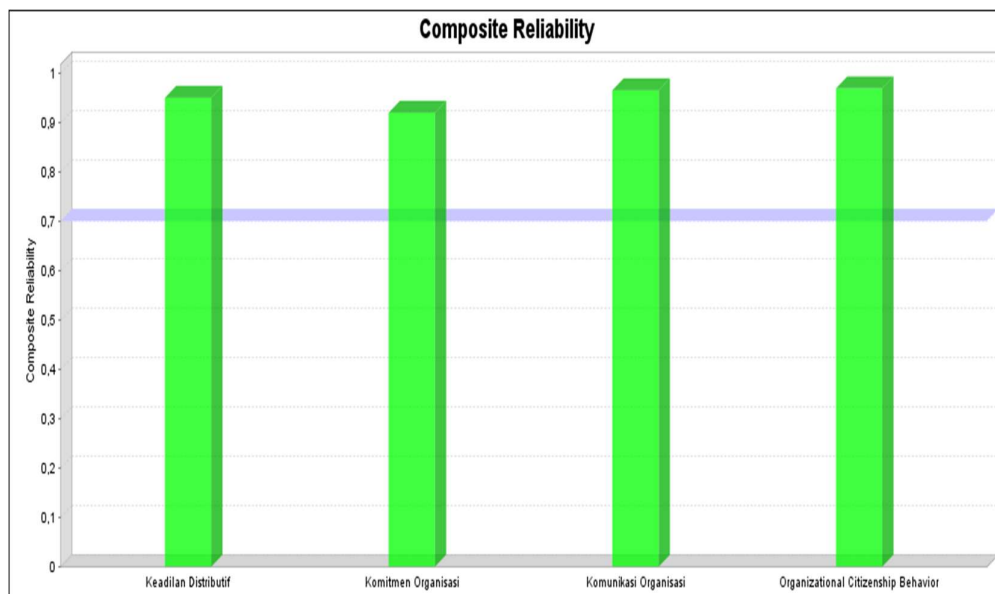
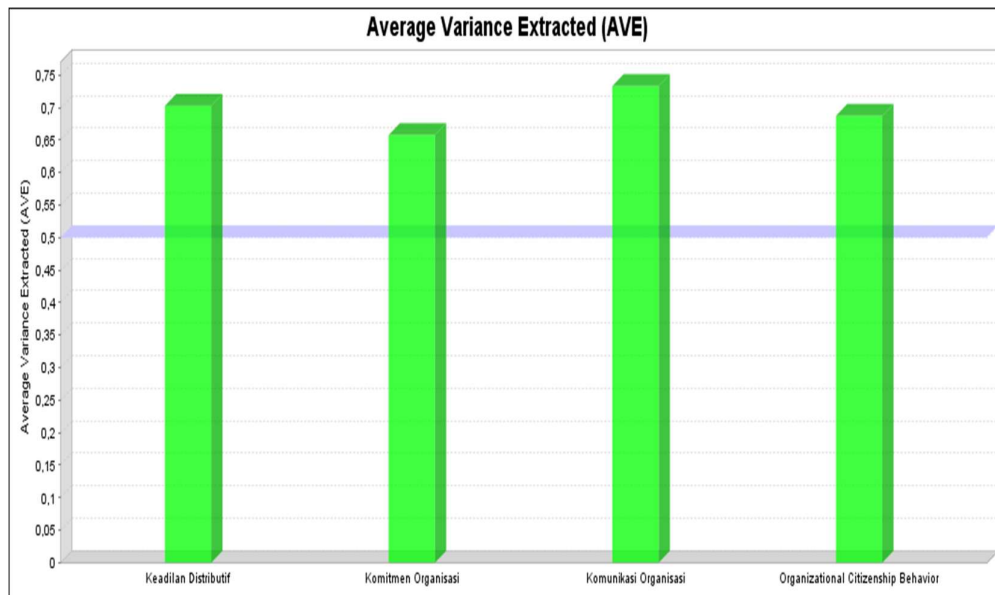
	SSO	SSE	Q Square (=1- SSE/SSO)
Keadilan distributif	792.000	792.000	
Komitmen organisasi	594.000	317.150	0.466
Komunikasi organisasi	990.000	990.000	
<i>Organizational citizenship behavior</i>	1,386.000	620.436	0.552

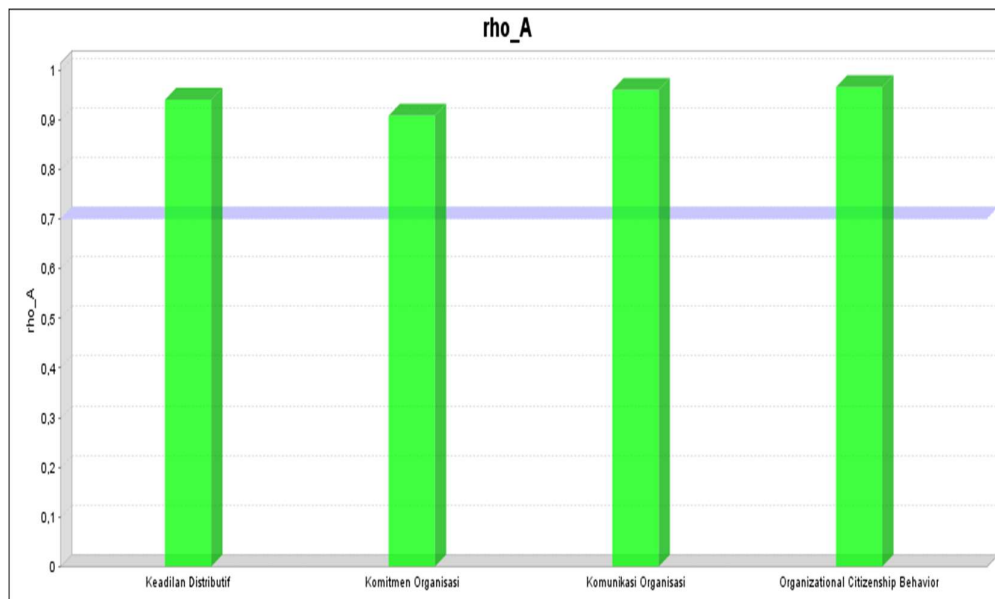
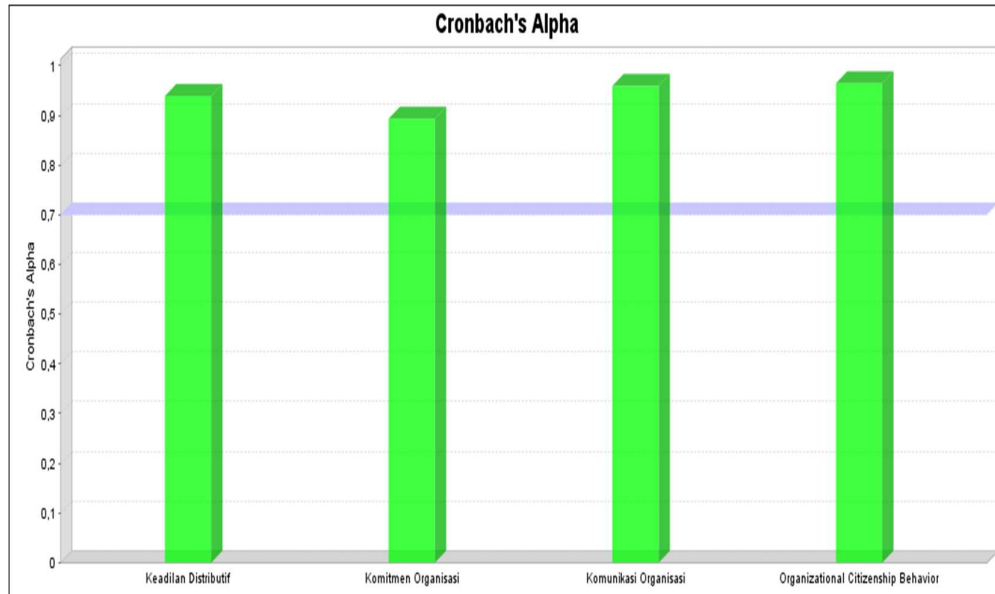
8) Uji *Boostrapping*

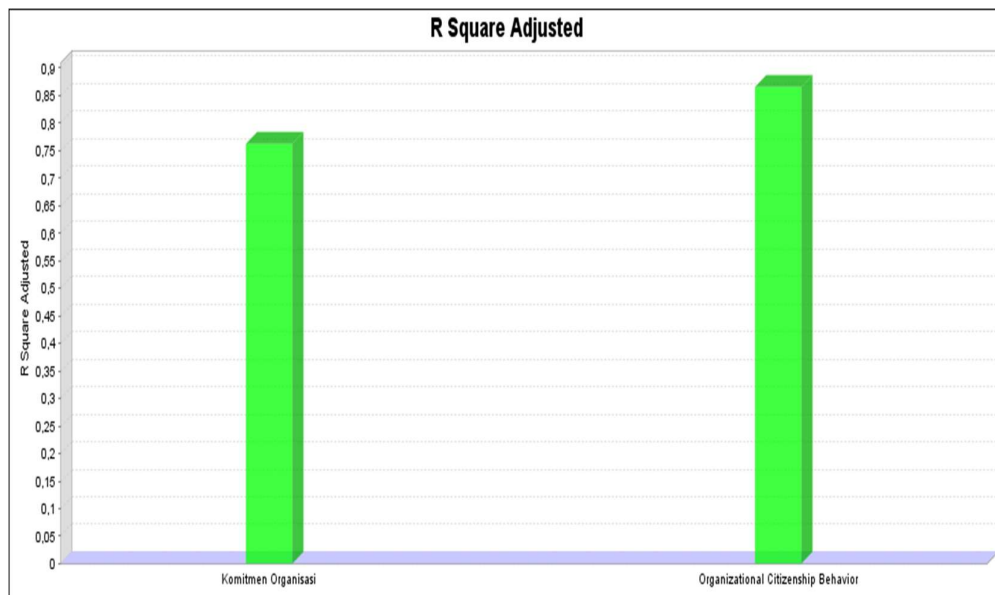
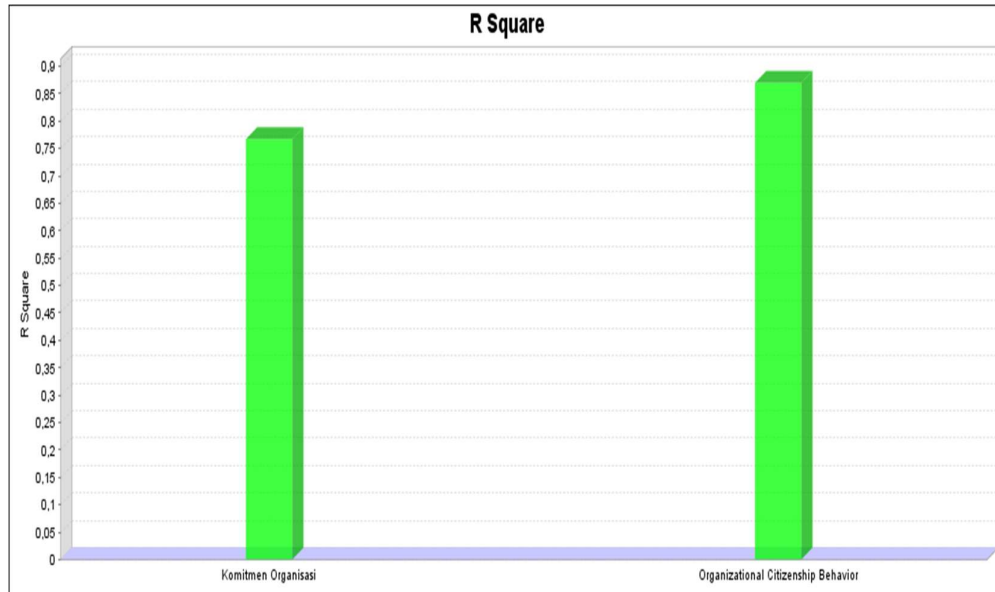
a) Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Keadilan distributif → Komitmen organisasi	0.580	0.586	0.092	6.274	0.000
Keadilan distributif → <i>Organizational citizenship behavior</i>	0.092	0.088	0.067	1.377	0.169
Komitmen organisasi → <i>Organizational citizenship behavior</i>	0.229	0.231	0.080	2.878	0.004
Komunikasi organisasi → Komitmen organisasi	0.340	0.334	0.090	3.775	0.000
Komunikasi organisasi → <i>Organizational citizenship behavior</i>	0.659	0.660	0.072	9.114	0.000
Mediasi					
Keadilan distributif → Komitmen organisasi → <i>Organizational citizenship</i>	0.133	0.134	0.048	2.759	0.006
Komunikasi organisasi → Komitmen organisasi → <i>Organizational citizenship</i>	0.078	0.079	0.037	2.094	0.037

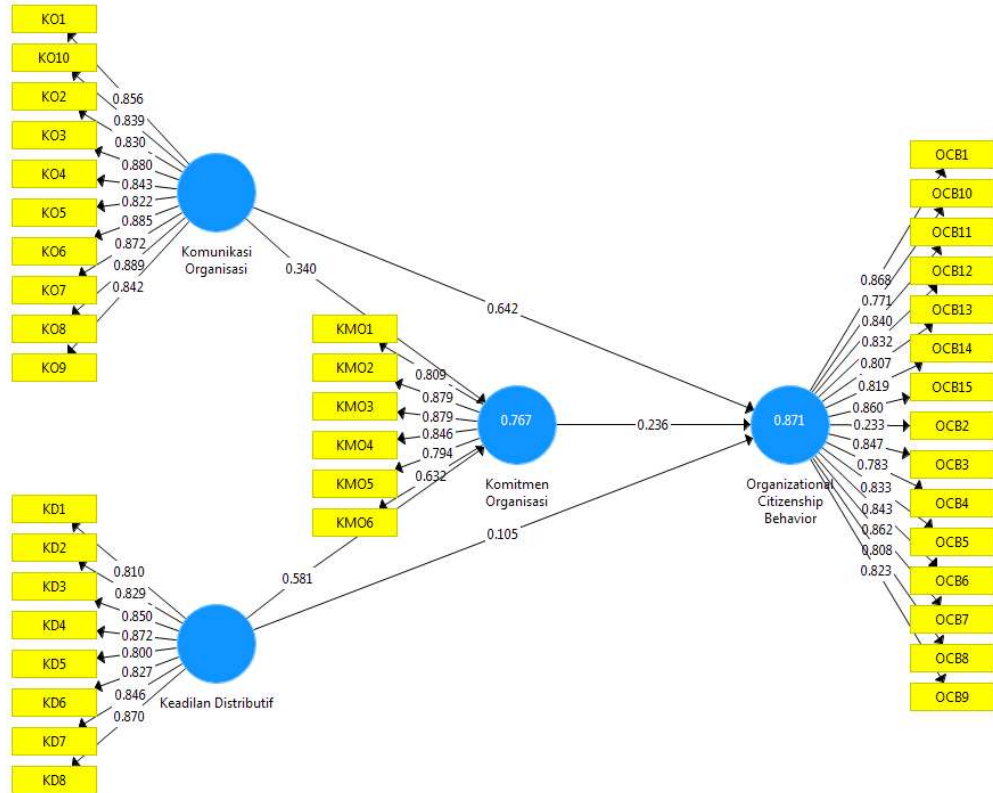
9) Charts



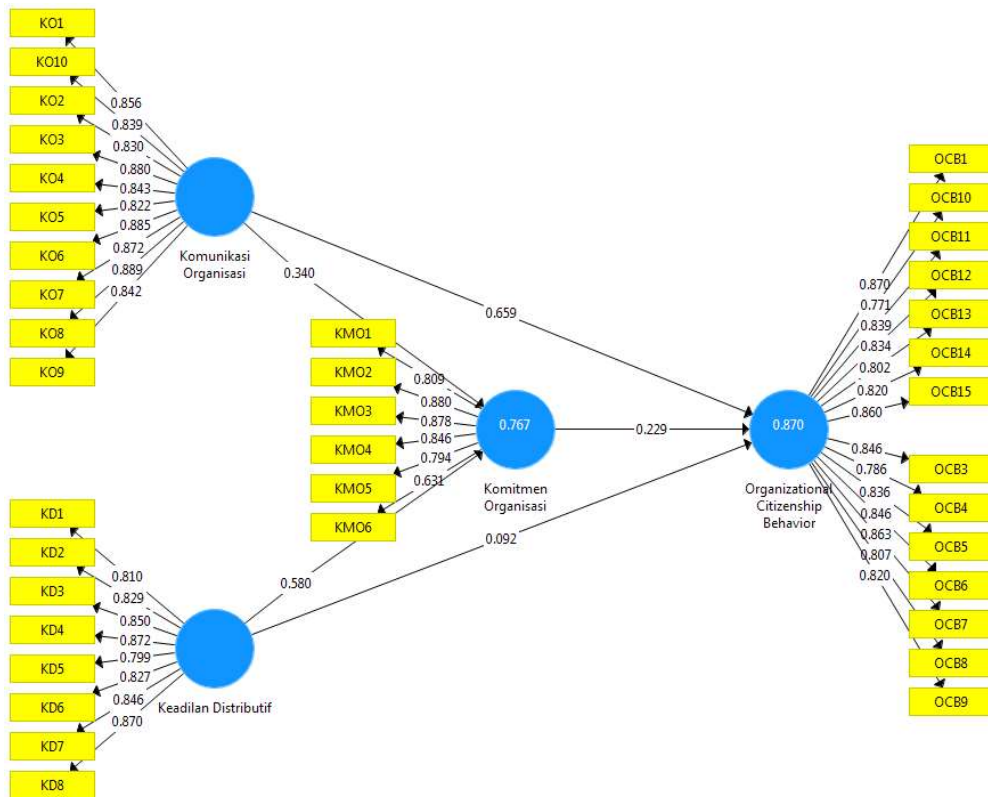




10) Hasil Algoritma PLS



11) Hasil Algoritma PLS (Modifikasi)



12) Hasil Uji *Boostrapping*

