**Organizational Citizenship Behavior Checklist (OCB-C)**

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| --- | --- | --- |
| **No** | **Seberapa sering Anda pernah melakukan hal-hal di bawah ini pada pekerjaan Anda saat ini?** | **Tidak pernah**  **Satu/dua kali**  **Satu/dua kali per bulan**  **Satu/dua kali per minggu**  **Setiap hari** |
|  | Mengambilkan makanan untuk orang lain di tempat kerja | 1    2   3       4        5 |
|  | Meluangkan waktu untuk memberikan masukan, melatih, atau menjadi mentor bagi rekan kerja | 1    2   3       4        5 |
|  | Membantu rekan kerja dalam mempelajari keterampilan baru atau berbagi pengetahuan terkait pekerjaan. | 1    2   3       4        5 |
|  | Membantu pegawai baru untuk memahami pekerjaannya. | 1    2   3       4        5 |
|  | Mendengarkan dengan sabar ketika seseorang memiliki masalah pekerjaan. | 1    2   3       4        5 |
|  | Mendengarkan dengan sabar ketika seseorang memiliki masalah pribadi | 1    2   3       4        5 |
|  | Mengubah jadwal liburan, hari kerja, atau shift untuk ditukar jadwal dengan rekan kerja. | 1    2   3       4        5 |
|  | Memberikan saran untuk memperbaiki cara menyelesaikan suatu pekerjaan | 1    2   3       4        5 |
|  | Mengusulkan saran untuk memperbaiki fasilitas kerja. | 1    2   3       4        5 |
|  | Membantu menyelesaikan pekerjaan rekan kerja yang harus meninggalkan kantor lebih awal | 1    2   3       4        5 |
|  | Membantu rekan kerja yang kesulitan dalam mengangkat kotak yang berat atau benda lain | 1    2   3       4        5 |
|  | Membantu rekan kerja yang memiliki terlalu banyak tugas untuk dikerjakan | 1    2   3       4        5 |
|  | Secara sukarela mengerjakan  pekerjaan tambahan | 1    2   3       4        5 |
|  | Menerima pesan melalui telepon untuk rekan kerja yang tidak hadir atau sedang sibuk | 1    2   3       4        5 |
|  | Mengatakan hal-hal baik tentang perusahaan dan atasan Anda di depan orang lain. | 1    2   3       4        5 |
|  | Mengorbankan waktu makan siang atau waktu istirahat lain untuk menyelesaikan pekerjaan | 1    2   3       4        5 |
|  | Secara sukarela membantu rekan kerja menangani pelanggan, vendor, atau rekan kerja lainnya yang sulit bekerja sama. | 1    2   3       4        5 |
|  | Melakukan sesuatu yang istimewa untuk memberi semangat sebagai bentuk apresiasi kepada rekan kerja | 1    2   3       4        5 |
|  | Mendekorasi, merapikan, atau memperindah ruang kerja bersama. | 1    2   3       4        5 |
|  | Membela rekan kerja yang dihina atau difitnah oleh rekan kerja lainnya atau atasan. | 1    2   3       4        5 |

1. **Reliabiltas ALat Ukur**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 261 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 261 | 100.0 |
|  | | | |
| Reliability Statistics | |
| Cronbach's Alpha | N of Aitems |
| .902 | 20 |

Hasil Uji Reliabilitas dengan pengukuran konsistensi internal Alpha Cronbach dari penelitian ini adalah sebesar 0,902 untuk 20 aitem skala OCB-C. Hasil tersebut menunjukkan nilai di atas 0,70 sehingga dapat disimpulkan bahwa konstruk Organizational Citizenchip Behavior – Checklist (OCB-C) adalah reliabel.

Uji Kebaikan Model CFA OCB-C, Indeks fit dan ambang batasnya

Hooper, Coughlan, dan Mullen (2008)

|  |  |  |  |
| --- | --- | --- | --- |
| Indeks fit | Sebelum Revisi Model | Ambang batas | Setelah Revisi Model |
| *Absolute Fit Indices* | | | | |
| Chi-Square χ2 | 561.734 | χ2 rendah relatif terhadap df | 250.045 |  |
| Probability | < .001 | nilai p tidak signifikan (p> 0,05) | < .001 |  |
| RMSEA | 0.094 | Nilai kurang dari 0.07 (Steiger, 2007) | 0.048 |  |
| GFI | 0.811 | Lebih besar dari 0,95 | 0.912 |  |
| SRMR | 0.071 | Kurang dari 0,08 (Hu dan Bentler, 1999) | 0.048 |  |
| *Incremental Fit Indices* | | |  |  |
| CFI | 0.796 | Lebih besar dari 0,95 | 0.952 |  |

**Modification Indices pada Kovarian**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Urutan Kovarian | | | | | Kovarian error terms | | | | | | | | | Nilai modification indices | | | | | | | |
|  | | | | | I2 | | | ↔ | | | I8 | | | 7.945 | | | | | | | |
|  | | | | | I9 | | | ↔ | | | I10 | | | 7.116 | | | | | | | |
|  | | | | | I2 | | | ↔ | | | I6 | | | 6.267 | | | | | | | |
|  | | | | | I13 | | | ↔ | | | I19 | | | 6.260 | | | | | | | |
|  | | | | | I16 | | | ↔ | | | I17 | | | 5.982 | | | | | | | |
|  | | | | | I6 | | | ↔ | | | I15 | | | 5.947 | | | | | | | |
|  | | | | | I14 | | | ↔ | | | I18 | | | 5.916 | | | | | | | |
|  | | | | | I3 | | | ↔ | | | I6 | | | 5.625 | | | | | | | |
|  | | | | | I12 | | | ↔ | | | I20 | | | 5.381 | | | | | | | |
|  | | | | | I8 | | | ↔ | | | I16 | | | 5.350 | | | | | | | |
|  | | | | | I4 | | | ↔ | | | I8 | | | 4.865 | | | | | | | |
|  | | | | | I2 | | | ↔ | | | I20 | | | 4.860 | | | | | | | |
|  | | | | | I13 | | | ↔ | | | I16 | | | 4.788 | | | | | | | |
|  | | | | | I3 | | | ↔ | | | I12 | | | 4.776 | | | | | | | |
|  | | | | | I15 | | | ↔ | | | I18 | | | 4.758 | | | | | | | |
|  | | | | | I3 | | | ↔ | | | I9 | | | 4.705 | | | | | | | |
|  | | | | | I9 | | | ↔ | | | I18 | | | 4.608 | | | | | | | |
|  | | | | | I9 | | | ↔ | | | I11 | | | 4.580 | | | | | | | |
|  | | | | | I2 | | | ↔ | | | I9 | | | 4.494 | | | | | | | |
|  | | | | | I2 | | | ↔ | | | I13 | | | 4.461 | | | | | | | |
|  | | | | | I11 | | | ↔ | | | I18 | | | 4.455 | | | | | | | |
|  | | | | | I1 | | | ↔ | | | I5 | | | 4.136 | | | | | | | |
|  | | | | | I1 | | | ↔ | | | I20 | | | 4.102 | | | | | | | |
| **Lampiran 7 Validitas Alat Ukur** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | A2 | A3 | A4 | | A7 | A10 | | A11 | A12 | | A14 | COR1 | | COR5 | COR6 | S18 | S20 | S15 | CON17 | CON13 | | CON16 | CIV8 | CIV19 | CIVI9 | TOTAL |
| A2 | Pearson Correlation | 1 | .619\*\* | .519\*\* | | .055 | .192\*\* | | .223\*\* | .259\*\* | | .276\*\* | .246\*\* | | .249\*\* | .028 | .290\*\* | .170\*\* | .196\*\* | .336\*\* | .332\*\* | | .224\*\* | .460\*\* | .134\* | .244\*\* | .521\*\* |
| Sig. (2-tailed) |  | .000 | .000 | | .373 | .002 | | .000 | .000 | | .000 | .000 | | .000 | .648 | .000 | .006 | .001 | .000 | .000 | | .000 | .000 | .031 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| A3 | Pearson Correlation | .619\*\* | 1 | .645\*\* | | .113 | .301\*\* | | .355\*\* | .418\*\* | | .329\*\* | .234\*\* | | .308\*\* | .103 | .380\*\* | .307\*\* | .258\*\* | .385\*\* | .326\*\* | | .244\*\* | .612\*\* | .237\*\* | .419\*\* | .648\*\* |
| Sig. (2-tailed) | .000 |  | .000 | | .068 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .097 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| A4 | Pearson Correlation | .519\*\* | .645\*\* | 1 | | .089 | .237\*\* | | .325\*\* | .331\*\* | | .359\*\* | .162\*\* | | .358\*\* | .173\*\* | .305\*\* | .312\*\* | .213\*\* | .339\*\* | .337\*\* | | .199\*\* | .522\*\* | .248\*\* | .366\*\* | .607\*\* |
| Sig. (2-tailed) | .000 | .000 |  | | .150 | .000 | | .000 | .000 | | .000 | .009 | | .000 | .005 | .000 | .000 | .001 | .000 | .000 | | .001 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| A7 | Pearson Correlation | .055 | .113 | .089 | | 1 | .293\*\* | | .305\*\* | .243\*\* | | .227\*\* | .099 | | .063 | .216\*\* | .244\*\* | .273\*\* | .173\*\* | .258\*\* | .206\*\* | | .196\*\* | .246\*\* | .223\*\* | .235\*\* | .376\*\* |
| Sig. (2-tailed) | .373 | .068 | .150 | |  | .000 | | .000 | .000 | | .000 | .111 | | .307 | .000 | .000 | .000 | .005 | .000 | .001 | | .001 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| A10 | Pearson Correlation | .192\*\* | .301\*\* | .237\*\* | | .293\*\* | 1 | | .509\*\* | .487\*\* | | .402\*\* | .251\*\* | | .248\*\* | .289\*\* | .325\*\* | .312\*\* | .231\*\* | .374\*\* | .366\*\* | | .234\*\* | .389\*\* | .219\*\* | .409\*\* | .579\*\* |
| Sig. (2-tailed) | .002 | .000 | .000 | | .000 |  | | .000 | .000 | | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| A11 | Pearson Correlation | .223\*\* | .355\*\* | .325\*\* | | .305\*\* | .509\*\* | | 1 | .552\*\* | | .407\*\* | .227\*\* | | .262\*\* | .298\*\* | .477\*\* | .444\*\* | .280\*\* | .444\*\* | .323\*\* | | .218\*\* | .494\*\* | .353\*\* | .329\*\* | .650\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | |  | .000 | | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| A12 | Pearson Correlation | .259\*\* | .418\*\* | .331\*\* | | .243\*\* | .487\*\* | | .552\*\* | 1 | | .480\*\* | .278\*\* | | .315\*\* | .303\*\* | .408\*\* | .334\*\* | .335\*\* | .499\*\* | .533\*\* | | .259\*\* | .513\*\* | .315\*\* | .407\*\* | .691\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | | .000 |  | | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| A14 | Pearson Correlation | .276\*\* | .329\*\* | .359\*\* | | .227\*\* | .402\*\* | | .407\*\* | .480\*\* | | 1 | .315\*\* | | .309\*\* | .306\*\* | .365\*\* | .435\*\* | .321\*\* | .511\*\* | .464\*\* | | .255\*\* | .472\*\* | .358\*\* | .381\*\* | .668\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | | .000 | .000 | |  | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| COR1 | Pearson Correlation | .246\*\* | .234\*\* | .162\*\* | | .099 | .251\*\* | | .227\*\* | .278\*\* | | .315\*\* | 1 | | .112 | .189\*\* | .168\*\* | .122\* | .243\*\* | .249\*\* | .274\*\* | | .144\* | .261\*\* | .192\*\* | .155\* | .407\*\* |
| Sig. (2-tailed) | .000 | .000 | .009 | | .111 | .000 | | .000 | .000 | | .000 |  | | .071 | .002 | .007 | .048 | .000 | .000 | .000 | | .020 | .000 | .002 | .012 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| COR5 | Pearson Correlation | .249\*\* | .308\*\* | .358\*\* | | .063 | .248\*\* | | .262\*\* | .315\*\* | | .309\*\* | .112 | | 1 | .634\*\* | .344\*\* | .312\*\* | .332\*\* | .310\*\* | .254\*\* | | .126\* | .436\*\* | .303\*\* | .341\*\* | .574\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .307 | .000 | | .000 | .000 | | .000 | .071 | |  | .000 | .000 | .000 | .000 | .000 | .000 | | .042 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| COR6 | Pearson Correlation | .028 | .103 | .173\*\* | | .216\*\* | .289\*\* | | .298\*\* | .303\*\* | | .306\*\* | .189\*\* | | .634\*\* | 1 | .335\*\* | .342\*\* | .379\*\* | .307\*\* | .294\*\* | | .140\* | .364\*\* | .286\*\* | .290\*\* | .537\*\* |
| Sig. (2-tailed) | .648 | .097 | .005 | | .000 | .000 | | .000 | .000 | | .000 | .002 | | .000 |  | .000 | .000 | .000 | .000 | .000 | | .023 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| S18 | Pearson Correlation | .290\*\* | .380\*\* | .305\*\* | | .244\*\* | .325\*\* | | .477\*\* | .408\*\* | | .365\*\* | .168\*\* | | .344\*\* | .335\*\* | 1 | .532\*\* | .434\*\* | .446\*\* | .418\*\* | | .260\*\* | .537\*\* | .364\*\* | .336\*\* | .674\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .007 | | .000 | .000 |  | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| S20 | Pearson Correlation | .170\*\* | .307\*\* | .312\*\* | | .273\*\* | .312\*\* | | .444\*\* | .334\*\* | | .435\*\* | .122\* | | .312\*\* | .342\*\* | .532\*\* | 1 | .369\*\* | .448\*\* | .342\*\* | | .223\*\* | .509\*\* | .295\*\* | .416\*\* | .630\*\* |
| Sig. (2-tailed) | .006 | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .048 | | .000 | .000 | .000 |  | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| S15 | Pearson Correlation | .196\*\* | .258\*\* | .213\*\* | | .173\*\* | .231\*\* | | .280\*\* | .335\*\* | | .321\*\* | .243\*\* | | .332\*\* | .379\*\* | .434\*\* | .369\*\* | 1 | .388\*\* | .356\*\* | | .261\*\* | .381\*\* | .192\*\* | .256\*\* | .567\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | | .005 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .000 | .000 | .000 |  | .000 | .000 | | .000 | .000 | .002 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| CON17 | Pearson Correlation | .336\*\* | .385\*\* | .339\*\* | | .258\*\* | .374\*\* | | .444\*\* | .499\*\* | | .511\*\* | .249\*\* | | .310\*\* | .307\*\* | .446\*\* | .448\*\* | .388\*\* | 1 | .422\*\* | | .370\*\* | .518\*\* | .276\*\* | .456\*\* | .702\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |  | .000 | | .000 | .000 | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| CON13 | Pearson Correlation | .332\*\* | .326\*\* | .337\*\* | | .206\*\* | .366\*\* | | .323\*\* | .533\*\* | | .464\*\* | .274\*\* | | .254\*\* | .294\*\* | .418\*\* | .342\*\* | .356\*\* | .422\*\* | 1 | | .331\*\* | .433\*\* | .184\*\* | .363\*\* | .636\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .001 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 |  | | .000 | .000 | .003 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| CON16 | Pearson Correlation | .224\*\* | .244\*\* | .199\*\* | | .196\*\* | .234\*\* | | .218\*\* | .259\*\* | | .255\*\* | .144\* | | .126\* | .140\* | .260\*\* | .223\*\* | .261\*\* | .370\*\* | .331\*\* | | 1 | .234\*\* | .136\* | .226\*\* | .449\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | | .001 | .000 | | .000 | .000 | | .000 | .020 | | .042 | .023 | .000 | .000 | .000 | .000 | .000 | |  | .000 | .027 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| CIV8 | Pearson Correlation | .460\*\* | .612\*\* | .522\*\* | | .246\*\* | .389\*\* | | .494\*\* | .513\*\* | | .472\*\* | .261\*\* | | .436\*\* | .364\*\* | .537\*\* | .509\*\* | .381\*\* | .518\*\* | .433\*\* | | .234\*\* | 1 | .382\*\* | .577\*\* | .789\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 |  | .000 | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| CIV19 | Pearson Correlation | .134\* | .237\*\* | .248\*\* | | .223\*\* | .219\*\* | | .353\*\* | .315\*\* | | .358\*\* | .192\*\* | | .303\*\* | .286\*\* | .364\*\* | .295\*\* | .192\*\* | .276\*\* | .184\*\* | | .136\* | .382\*\* | 1 | .290\*\* | .510\*\* |
| Sig. (2-tailed) | .031 | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .002 | | .000 | .000 | .000 | .000 | .002 | .000 | .003 | | .027 | .000 |  | .000 | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| CIVI9 | Pearson Correlation | .244\*\* | .419\*\* | .366\*\* | | .235\*\* | .409\*\* | | .329\*\* | .407\*\* | | .381\*\* | .155\* | | .341\*\* | .290\*\* | .336\*\* | .416\*\* | .256\*\* | .456\*\* | .363\*\* | | .226\*\* | .577\*\* | .290\*\* | 1 | .624\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .012 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 |  | .000 |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| TOTAL | Pearson Correlation | .521\*\* | .648\*\* | .607\*\* | | .376\*\* | .579\*\* | | .650\*\* | .691\*\* | | .668\*\* | .407\*\* | | .574\*\* | .537\*\* | .674\*\* | .630\*\* | .567\*\* | .702\*\* | .636\*\* | | .449\*\* | .789\*\* | .510\*\* | .624\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 |  |
| N | 261 | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | | 261 | 261 | 261 | 261 | 261 | 261 | 261 | | 261 | 261 | 261 | 261 | 261 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | | | | | | | | | | |