

Results

(1) M. Ildrem Mental Hospital: OCB Reliability-1

Frequentist Scale Reliability Statistics

Estimate	McDonald's ω	Cronbach's α	Average interitem correlation
Point estimate	0.822	0.817	0.159
95% CI lower bound	0.787	0.779	0.126
95% CI upper bound	0.856	0.850	0.193

Note. The following item correlated negatively with the scale: OCB_Spo.29.(R).

Frequentist Individual Item Reliability Statistics

Item	If item dropped		Item-rest correlation
	McDonald's ω	Cronbach's α	
OCB_Alt.1	0.820	0.815	0.227
OCB_Alt.2	0.812	0.807	0.469
OCB_Alt.3.(R)	0.815	0.810	0.371
OCB_Alt.4	0.814	0.809	0.406
OCB_Alt.6	0.821	0.816	0.234
OCB_Con.7	0.812	0.807	0.454
OCB_Con.8	0.813	0.808	0.482
OCB_Con.10.(R)	0.810	0.805	0.494
OCB_Con.13.(R)	0.831	0.828	−0.012
OCB_Con.14	0.828	0.821	0.197
OCB_Con.15.(R)	0.814	0.808	0.407
OCB_Con.17.(R)	0.823	0.818	0.174
OCB_Cts.18	0.811	0.805	0.481
OCB_Cts.20.(R)	0.815	0.810	0.365
OCB_Cts.22	0.812	0.806	0.524
OCB_Cts.23	0.809	0.803	0.603
OCB_Cts.28	0.816	0.811	0.353
OCB_Spo.29.(R)	0.833	0.831	−0.131
OCB_Spo.31.(R)	0.813	0.807	0.437
OCB_Spo.32.(R)	0.810	0.805	0.502
OCB_Spo.33(+)	0.818	0.813	0.297
OCB_Spo.34.(R)	0.815	0.809	0.403
OCB_Civ.36	0.817	0.811	0.335
OCB_Civ.37	0.817	0.812	0.323
OCB_Civ.38.(R)	0.811	0.805	0.473
OCB_Civ.39	0.815	0.810	0.370
OCB_Civ.40	0.810	0.806	0.515

(2) M. Ildrem Mental Hospital: OCB Reliability-2

Frequentist Scale Reliability Statistics

Estimate	McDonald's ω	Cronbach's α	Average interitem correlation
Point estimate	0.853	0.852	0.227
95% CI lower bound	0.824	0.821	0.179
95% CI upper bound	0.882	0.879	0.275

Frequentist Individual Item Reliability Statistics

Item	If item dropped		Item-rest correlation
	McDonald's ω	Cronbach's α	
OCB_Alt.2	0.845	0.844	0.493
OCB_Alt.3.(R)	0.850	0.849	0.379
OCB_Alt.4	0.849	0.848	0.380
OCB_Con.7	0.845	0.844	0.481
OCB_Con.8	0.845	0.845	0.490
OCB_Con.10.(R)	0.843	0.842	0.516
OCB_Con.15.(R)	0.847	0.847	0.415
OCB_Cts.18	0.844	0.844	0.483
OCB_Cts.20.(R)	0.849	0.848	0.379
OCB_Cts.22	0.844	0.843	0.544
OCB_Cts.23	0.841	0.840	0.621
OCB_Cts.28	0.851	0.850	0.332
OCB_Spo.31.(R)	0.846	0.846	0.440
OCB_Spo.32.(R)	0.844	0.843	0.499
OCB_Spo.33(+)	0.851	0.850	0.329
OCB_Spo.34.(R)	0.846	0.846	0.448
OCB_CiV.36	0.851	0.850	0.321
OCB_CiV.37	0.852	0.851	0.326
OCB_CiV.38.(R)	0.846	0.845	0.463
OCB_CiV.39	0.849	0.849	0.359
OCB_CiV.40	0.844	0.844	0.504

(3) M. Ildrem Mental Hospital: OCB CFA-1

Model fit

Chi-square test

Model	X²	df	p
Baseline model	1539.730	351	
Factor model	641.546	314	< .001

Additional fit measures

Fit indices

Index	Value
Comparative Fit Index (CFI)	0.724
Tucker-Lewis Index (TLI)	0.692
Bentler-Bonett Non-normed Fit Index (NNFI)	0.692
Bentler-Bonett Normed Fit Index (NFI)	0.583
Parsimony Normed Fit Index (PNFI)	0.522
Bollen's Relative Fit Index (RFI)	0.534
Bollen's Incremental Fit Index (IFI)	0.733
Relative Noncentrality Index (RNI)	0.724

Information criteria

	Value
Log-likelihood	-5760.314
Number of free parameters	64.000
Akaike (AIC)	11648.628
Bayesian (BIC)	11863.147
Sample-size adjusted Bayesian (SSABIC)	11660.355

Other fit measures

Metric	Value
Root mean square error of approximation (RMSEA)	0.070
RMSEA 90% CI lower bound	0.063
RMSEA 90% CI upper bound	0.078
RMSEA p-value	1.812e -5
Standardized root mean square residual (SRMR)	0.082
Hoelter's critical N (α = .05)	118.193
Hoelter's critical N (α = .01)	124.408
Goodness of fit index (GFI)	0.799
McDonald fit index (MFI)	0.460
Expected cross validation index (ECVI)	3.647

R-Squared

	R²
OCB_Alt.1	0.117
OCB_Alt.2	0.352
OCB_Alt.3.(R)	0.143
OCB_Alt.4	0.234
OCB_Alt.6	0.105
OCB_Con.7	0.342
OCB_Con.8	0.390
OCB_Con.10.(R)	0.322
OCB_Con.13.(R)	4.708e -4
OCB_Con.14	0.031
OCB_Con.15.(R)	0.229
OCB_Con.17.(R)	0.037
OCB_Cts.18	0.301
OCB_Cts.20.(R)	0.177
OCB_Cts.22	0.440
OCB_Cts.23	0.541
OCB_Cts.28	0.135
OCB_Spo.29.(R)	0.002
OCB_Spo.31.(R)	0.278
OCB_Spo.32.(R)	0.377
OCB_Spo.33(+)	0.154
OCB_Spo.34.(R)	0.303
OCB_CiV.36	0.231
OCB_CiV.37	0.290
OCB_CiV.38.(R)	0.255
OCB_CiV.39	0.293
OCB_CiV.40	0.403

Parameter estimates

Factor loadings

Factor	Indicator	Symbol	Estimate	Std. Error	z-value	p	95% Confidence Interval		Std. Est. (all)
							Lower	Upper	
Altrism	OCB_Alt.1	λ11	0.236	0.052	4.547	< .001	0.134	0.338	0.342
	OCB_Alt.2	λ12	0.364	0.045	8.084	< .001	0.276	0.453	0.593
	OCB_Alt.3.(R)	λ13	0.342	0.068	5.050	< .001	0.209	0.474	0.379
	OCB_Alt.4	λ14	0.313	0.048	6.543	< .001	0.219	0.407	0.484
Conscientiousness	OCB_Alt.6	λ15	0.264	0.062	4.284	< .001	0.143	0.385	0.323
	OCB_Con.7	λ21	0.380	0.046	8.321	< .001	0.290	0.469	0.585
	OCB_Con.8	λ22	0.327	0.036	8.987	< .001	0.255	0.398	0.624
	OCB_Con.10.(R)	λ23	0.410	0.051	8.036	< .001	0.310	0.510	0.567
	OCB_Con.13.(R)	λ24	0.019	0.069	0.283	0.777	-0.115	0.154	0.022
	OCB_Con.14	λ25	0.195	0.084	2.315	0.021	0.030	0.360	0.176
Courtesy	OCB_Con.15.(R)	λ26	0.414	0.063	6.624	< .001	0.292	0.537	0.479
	OCB_Con.17.(R)	λ27	0.151	0.059	2.541	0.011	0.035	0.267	0.193
	OCB_Cts.18	λ31	0.396	0.050	7.925	< .001	0.298	0.494	0.549
	OCB_Cts.20.(R)	λ32	0.319	0.054	5.869	< .001	0.213	0.426	0.421
	OCB_Cts.22	λ33	0.360	0.036	9.976	< .001	0.289	0.431	0.663
	OCB_Cts.23	λ34	0.408	0.036	11.342	< .001	0.337	0.478	0.735
	OCB_Cts.28	λ35	0.258	0.051	5.061	< .001	0.158	0.359	0.367
	OCB_Spo.29.(R)	λ41	-0.039	0.062	-0.637	0.524	-0.160	0.082	-0.050
Sportivitas	OCB_Spo.31.(R)	λ42	0.429	0.060	7.177	< .001	0.312	0.546	0.527
	OCB_Spo.32.(R)	λ43	0.439	0.052	8.494	< .001	0.338	0.541	0.614
	OCB_Spo.33(+)	λ44	0.292	0.056	5.193	< .001	0.182	0.403	0.392
	OCB_Spo.34.(R)	λ45	0.320	0.042	7.535	< .001	0.237	0.403	0.551
Civic Virtue	OCB_CiV.36	λ51	0.335	0.053	6.382	< .001	0.232	0.438	0.481
	OCB_CiV.37	λ52	0.424	0.058	7.246	< .001	0.309	0.538	0.538
	OCB_CiV.38.(R)	λ53	0.398	0.059	6.745	< .001	0.283	0.514	0.505
	OCB_CiV.39	λ54	0.377	0.052	7.287	< .001	0.276	0.479	0.541
	OCB_CiV.40	λ55	0.378	0.043	8.738	< .001	0.293	0.463	0.635

Factor variances

Factor	Estimate	Std. Error	z-value	p	95% Confidence Interval		Std. Est. (all)
					Lower	Upper	
Altrism	1.000	0.000			1.000	1.000	1.000
Conscientiousness	1.000	0.000			1.000	1.000	1.000
Courtesy	1.000	0.000			1.000	1.000	1.000
Sportivitas	1.000	0.000			1.000	1.000	1.000
Civic Virtue	1.000	0.000			1.000	1.000	1.000

Factor Covariances

			Estimate	Std. Error	z-value	p	95% Confidence Interval		Std. Est. (all)
							Lower	Upper	
Altrism	↔	Conscientiousness	0.887	0.075	11.784	< .001	0.740	1.035	0.887
Altrism	↔	Courtesy	0.846	0.072	11.834	< .001	0.706	0.987	0.846
Altrism	↔	Sportivitas	0.645	0.096	6.700	< .001	0.456	0.834	0.645
Altrism	↔	Civic Virtue	0.764	0.082	9.359	< .001	0.604	0.924	0.764
Conscientiousness	↔	Courtesy	0.825	0.059	13.947	< .001	0.709	0.941	0.825
Conscientiousness	↔	Sportivitas	0.783	0.074	10.528	< .001	0.637	0.928	0.783
Conscientiousness	↔	Civic Virtue	0.691	0.074	9.331	< .001	0.546	0.837	0.691
Courtesy	↔	Sportivitas	0.890	0.060	14.777	< .001	0.772	1.008	0.890
Courtesy	↔	Civic Virtue	0.609	0.075	8.154	< .001	0.462	0.755	0.609
Sportivitas	↔	Civic Virtue	0.552	0.089	6.235	< .001	0.379	0.726	0.552

Residual variances

Indicator	Estimate	Std. Error	z-value	p	95% Confidence Interval		Std. Est. (all)
					Lower	Upper	
OCB_Alt.1	0.419	0.042	9.898	< .001	0.336	0.502	0.883
OCB_Alt.2	0.245	0.029	8.331	< .001	0.187	0.303	0.648
OCB_Alt.3.(R)	0.698	0.071	9.791	< .001	0.558	0.838	0.857
OCB_Alt.4	0.321	0.034	9.317	< .001	0.254	0.389	0.766
OCB_Alt.6	0.597	0.060	9.947	< .001	0.480	0.715	0.895
OCB_Con.7	0.278	0.031	8.892	< .001	0.217	0.339	0.658
OCB_Con.8	0.167	0.020	8.535	< .001	0.129	0.205	0.610
OCB_Con.10.(R)	0.354	0.039	9.020	< .001	0.277	0.431	0.678
OCB_Con.13.(R)	0.804	0.078	10.270	< .001	0.651	0.957	1.000
OCB_Con.14	1.187	0.116	10.193	< .001	0.959	1.416	0.969
OCB_Con.15.(R)	0.577	0.061	9.510	< .001	0.458	0.696	0.771
OCB_Con.17.(R)	0.590	0.058	10.176	< .001	0.476	0.704	0.963
OCB_Cts.18	0.364	0.039	9.377	< .001	0.288	0.440	0.699
OCB_Cts.20.(R)	0.473	0.048	9.832	< .001	0.378	0.567	0.823
OCB_Cts.22	0.165	0.019	8.587	< .001	0.127	0.203	0.560
OCB_Cts.23	0.141	0.018	7.649	< .001	0.105	0.177	0.459
OCB_Cts.28	0.428	0.043	9.954	< .001	0.344	0.512	0.865
OCB_Spo.29.(R)	0.623	0.061	10.264	< .001	0.504	0.742	0.998
OCB_Spo.31.(R)	0.478	0.053	9.028	< .001	0.374	0.582	0.722
OCB_Spo.32.(R)	0.319	0.039	8.209	< .001	0.243	0.395	0.623
OCB_Spo.33(+)	0.471	0.049	9.710	< .001	0.376	0.566	0.846
OCB_Spo.34.(R)	0.236	0.027	8.848	< .001	0.183	0.288	0.697
OCB_CiV.36	0.374	0.041	9.207	< .001	0.294	0.453	0.769
OCB_CiV.37	0.440	0.050	8.818	< .001	0.342	0.537	0.710
OCB_CiV.38.(R)	0.463	0.051	9.055	< .001	0.363	0.563	0.745
OCB_CiV.39	0.344	0.039	8.797	< .001	0.267	0.421	0.707
OCB_CiV.40	0.212	0.027	7.842	< .001	0.159	0.264	0.597

Implied covariance matrix

OCB_Alt.1	OCB_Alt.2	OCB_Alt.3.(R)	OCB_Alt.4	OCB_Alt.6	OCB_Con.7	OCB_Con.8	OCB_Con.10.(R)	OCB_Con.13.(R)	OCB_Con.14	OCB_Con.15.(R)	OCB_Con.17.(R)
0.475											
0.086	0.378										
0.081	0.125	0.815									
0.074	0.114	0.107	0.420								
0.062	0.096	0.090	0.083	0.667							
0.079	0.123	0.115	0.106	0.089	0.422						
0.068	0.106	0.099	0.091	0.077	0.124	0.273					
0.086	0.133	0.124	0.114	0.096	0.156	0.134	0.522				
0.004	0.006	0.006	0.005	0.005	0.007	0.006	0.008	0.804			
0.041	0.063	0.059	0.054	0.046	0.074	0.064	0.080	0.004	1.225		
0.087	0.134	0.126	0.115	0.097	0.157	0.135	0.170	0.008	0.081	0.749	
0.032	0.049	0.046	0.042	0.035	0.057	0.049	0.062	0.003	0.029	0.063	0.613
0.079	0.122	0.115	0.105	0.089	0.124	0.107	0.134	0.006	0.064	0.135	0.049
0.064	0.098	0.092	0.085	0.071	0.100	0.086	0.108	0.005	0.051	0.109	0.040
0.072	0.111	0.104	0.096	0.081	0.113	0.097	0.122	0.006	0.058	0.123	0.045
0.081	0.126	0.118	0.108	0.091	0.128	0.110	0.138	0.007	0.066	0.139	0.051
0.052	0.080	0.075	0.069	0.058	0.081	0.070	0.087	0.004	0.042	0.088	0.032
-0.006	-0.009	-0.009	-0.008	-0.007	-0.012	-0.010	-0.013	-5.993e-4	-0.006	-0.013	-0.005
0.065	0.101	0.095	0.087	0.073	0.127	0.110	0.138	0.007	0.065	0.139	0.051
0.067	0.103	0.097	0.089	0.075	0.131	0.112	0.141	0.007	0.067	0.142	0.052
0.044	0.069	0.064	0.059	0.050	0.087	0.075	0.094	0.004	0.045	0.095	0.035
0.049	0.075	0.071	0.065	0.055	0.095	0.082	0.103	0.005	0.049	0.104	0.038
0.060	0.093	0.088	0.080	0.068	0.088	0.076	0.095	0.005	0.045	0.096	0.035
0.076	0.118	0.111	0.101	0.086	0.111	0.096	0.120	0.006	0.057	0.121	0.044
0.072	0.111	0.104	0.095	0.080	0.105	0.090	0.113	0.005	0.054	0.114	0.042
0.068	0.105	0.099	0.090	0.076	0.099	0.085	0.107	0.005	0.051	0.108	0.039
0.068	0.105	0.099	0.091	0.076	0.099	0.085	0.107	0.005	0.051	0.108	0.039

Residual covariance matrix

OCB_Alt.1	OCB_Alt.2	OCB_Alt.3.(R)	OCB_Alt.4	OCB_Alt.6	OCB_Con.7	OCB_Con.8	OCB_Con.10.(R)	OCB_Con.13.(R)	OCB_Con.14	OCB_Con.15.(R)	OCB_Con.17.(R)
< .001											
< .001	< .001										
< .001	< .001	< .001									
0.018	0.007	< .001	< .001								
0.082	< .001	< .001	0.061	< .001							
0.046	0.045	< .001	0.012	< .001	< .001						
0.010	0.040	0.008	< .001	< .001	0.054	< .001					
< .001	< .001	0.146	< .001	< .001	< .001	< .001	< .001				
< .001	0.012	0.052	< .001	< .001	< .001	0.012	0.077	< .001			
0.026	< .001	0.004	0.119	0.078	0.045	< .001	< .001	< .001	< .001		
< .001	< .001	0.046	< .001	< .001	< .001	0.005	0.079	0.141	< .001	< .001	
< .001	< .001	0.054	< .001	0.003	< .001	< .001	0.034	< .001	< .001	0.149	< .001
0.037	0.005	0.024	0.010	0.020	0.038	< .001	0.014	< .001	0.072	0.013	0.003
< .001	0.008	0.099	< .001	< .001	< .001	< .001	0.085	0.039	< .001	0.075	0.060
< .001	< .001	0.015	< .001	< .001	< .001	< .001	0.007	< .001	< .001	0.026	0.046
< .001	< .001	0.037	0.016	< .001	< .001	< .001	0.027	< .001	< .001	0.010	0.043
< .001	0.021	< .001	0.010	0.105	0.030	0.007	< .001	< .001	0.138	< .001	< .001
< .001	< .001	< .001	< .001	< .001	< .001	< .001	< .001	0.003	< .001	< .001	0.117
< .001	< .001	0.054	< .001	< .001	< .001	0.015	0.052	0.033	< .001	0.091	0.046
< .001	< .001	0.095	< .001	< .001	< .001	< .001	0.073	0.008	0.007	0.030	0.067
< .001	0.032	0.042	0.046	< .001	< .001	< .001	< .001	< .001	0.058	< .001	< .001
< .001	0.001	0.103	0.005	< .001	< .001	< .001	0.030	< .001	< .001	0.038	0.004
< .001	0.017	< .001	< .001	0.014	0.028	< .001	< .001	0.043	0.168	< .001	< .001
0.029	0.022	< .001	0.035	0.053	0.042	< .001	< .001	< .001	0.111	< .001	< .001
< .001	< .001	0.093	< .001	< .001	< .001	< .001	0.067	0.136	0.087	0.087	0.059
< .001	< .001	< .001	0.041	0.054	0.019	< .001	0.004	< .001	0.181	< .001	< .001
< .001	< .001	< .001	0.035	< .001	0.028	< .001	0.026	0.006	0.132	< .001	< .001

Modification Indices

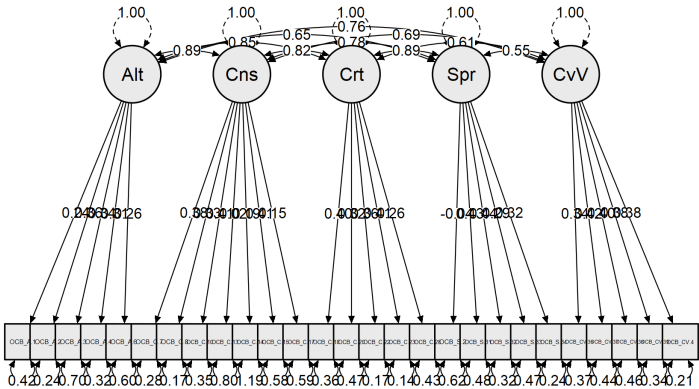
Cross-loadings

			Mod. Ind.	EPC
Civic Virtue	→	OCB_Con.14	28.029	0.826
Sportivitas	→	OCB_Alt.3.(R)	19.115	0.567
Conscientiousness	→	OCB_Alt.3.(R)	14.395	1.023
Courtesy	→	OCB_Alt.3.(R)	14.290	0.671
Altrism	→	OCB_Spo.29.(R)	13.982	-0.409
Sportivitas	→	OCB_Con.10.(R)	13.767	0.470
Conscientiousness	→	OCB_Alt.6	13.575	-0.891
Sportivitas	→	OCB_Con.8	13.497	-0.342
Conscientiousness	→	OCB_Spo.29.(R)	12.169	-0.481
Courtesy	→	OCB_Con.8	10.754	-0.385
Altrism	→	OCB_Con.14	10.446	1.046
Sportivitas	→	OCB_CiV.38.(R)	10.443	0.270
Civic Virtue	→	OCB_Spo.29.(R)	8.757	-0.260
Courtesy	→	OCB_Con.10.(R)	8.259	0.450
Courtesy	→	OCB_Spo.29.(R)	8.184	-0.641
Sportivitas	→	OCB_Con.15.(R)	7.534	0.413
Altrism	→	OCB_Con.15.(R)	7.454	-0.687
Altrism	→	OCB_Con.7	7.327	0.522
Courtesy	→	OCB_Con.17.(R)	6.678	0.421
Sportivitas	→	OCB_Con.7	6.057	-0.281
Civic Virtue	→	OCB_Con.17.(R)	5.744	-0.264
Civic Virtue	→	OCB_Con.7	5.444	0.209
Sportivitas	→	OCB_CiV.37	5.415	-0.195
Conscientiousness	→	OCB_Alt.4	5.364	-0.463
Sportivitas	→	OCB_Con.17.(R)	5.290	0.319
Sportivitas	→	OCB_Alt.6	4.454	-0.245
Courtesy	→	OCB_CiV.37	4.274	-0.182
Civic Virtue	→	OCB_Cts.28	4.104	0.164
Courtesy	→	OCB_CiV.38.(R)	4.097	0.178
Conscientiousness	→	OCB_CiV.38.(R)	4.028	0.215

		Mod. Ind.	EPC
OCB_Con.7	↔	OCB_Con.8	21.546
OCB_Spo.29.(R)	↔	OCB_Spo.31.(R)	19.265
OCB_Alt.3.(R)	↔	OCB_Con.10.(R)	17.400
OCB_Con.15.(R)	↔	OCB_Con.17.(R)	14.944
OCB_Alt.4	↔	OCB_Con.10.(R)	12.816
OCB_Alt.3.(R)	↔	OCB_Con.7	10.920
OCB_Con.14	↔	OCB_Con.15.(R)	10.555
OCB_Cts.22	↔	OCB_Cts.23	10.353
OCB_Con.13.(R)	↔	OCB_Civ.38.(R)	10.079
OCB_Con.17.(R)	↔	OCB_Spo.29.(R)	9.850
OCB_Con.13.(R)	↔	OCB_Con.15.(R)	9.792
OCB_Alt.1	↔	OCB_Con.13.(R)	9.787
OCB_Alt.2	↔	OCB_Con.8	9.600
OCB_Alt.6	↔	OCB_Cts.28	9.588
OCB_Alt.6	↔	OCB_Con.13.(R)	8.922
OCB_Con.10.(R)	↔	OCB_Civ.37	8.546
OCB_Con.7	↔	OCB_Con.17.(R)	8.478
OCB_Con.14	↔	OCB_Cts.28	8.369
OCB_Con.10.(R)	↔	OCB_Con.15.(R)	8.308
OCB_Cts.18	↔	OCB_Civ.37	8.160
OCB_Con.7	↔	OCB_Con.10.(R)	8.123
OCB_Alt.3.(R)	↔	OCB_Civ.37	8.093
OCB_Spo.29.(R)	↔	OCB_Civ.37	7.972
OCB_Alt.3.(R)	↔	OCB_Civ.38.(R)	7.697
OCB_Alt.1	↔	OCB_Spo.33(+)	7.669
OCB_Con.10.(R)	↔	OCB_Civ.36	7.632
OCB_Con.10.(R)	↔	OCB_Cts.20.(R)	7.604
OCB_Con.10.(R)	↔	OCB_Spo.32.(R)	7.546
OCB_Con.10.(R)	↔	OCB_Cts.28	7.253
OCB_Alt.3.(R)	↔	OCB_Spo.34.(R)	7.125
OCB_Con.14	↔	OCB_Civ.39	7.041
OCB_Alt.4	↔	OCB_Con.14	6.591
OCB_Alt.4	↔	OCB_Con.15.(R)	6.564
OCB_Con.15.(R)	↔	OCB_Civ.38.(R)	6.521
OCB_Con.7	↔	OCB_Con.15.(R)	6.447
OCB_Con.14	↔	OCB_Civ.36	6.355
OCB_Cts.20.(R)	↔	OCB_Civ.39	6.142
OCB_Alt.1	↔	OCB_Alt.6	6.089
OCB_Alt.4	↔	OCB_Civ.38.(R)	6.078
OCB_Con.7	↔	OCB_Spo.32.(R)	6.036
OCB_Spo.32.(R)	↔	OCB_Spo.34.(R)	5.790
OCB_Alt.6	↔	OCB_Con.15.(R)	5.695
OCB_Cts.18	↔	OCB_Cts.23	5.661
OCB_Con.8	↔	OCB_Cts.20.(R)	5.590
OCB_Cts.22	↔	OCB_Spo.32.(R)	5.388
OCB_Alt.2	↔	OCB_Con.7	5.166
OCB_Con.10.(R)	↔	OCB_Civ.38.(R)	5.110
OCB_Con.17.(R)	↔	OCB_Civ.38.(R)	5.104
OCB_Spo.32.(R)	↔	OCB_Civ.38.(R)	4.965
OCB_Con.10.(R)	↔	OCB_Con.13.(R)	4.904
OCB_Alt.4	↔	OCB_Alt.6	4.690
OCB_Alt.6	↔	OCB_Spo.31.(R)	4.551
OCB_Alt.2	↔	OCB_Cts.23	4.391
OCB_Cts.18	↔	OCB_Spo.34.(R)	4.366
OCB_Con.17.(R)	↔	OCB_Civ.39	4.214
OCB_Con.10.(R)	↔	OCB_Con.14	4.153
OCB_Alt.3.(R)	↔	OCB_Cts.20.(R)	4.149
OCB_Alt.1	↔	OCB_Civ.38.(R)	4.020
OCB_Cts.20.(R)	↔	OCB_Spo.31.(R)	3.966
OCB_Alt.6	↔	OCB_Con.10.(R)	3.871
OCB_Alt.2	↔	OCB_Civ.38.(R)	3.863
OCB_Con.8	↔	OCB_Spo.33(+)	3.850

Plots

Model plot



Model syntax

```
# Factors
Factor1 =~ lambda_1_1*OCB_Alt.1 + lambda_1_2*OCB_Alt.2 + lambda_1_3*OCB_Alt.3.
(R) + lambda_1_4*OCB_Alt.4 + lambda_1_5*OCB_Alt.6
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Factor2 =~ lambda_2_1*OCB_Con.7 + lambda_2_2*OCB_Con.8 +
lambda_2_3*OCB_Con.10.(R) + lambda_2_4*OCB_Con.13.(R) + lambda_2_5*OCB_Con.14
+ lambda_2_6*OCB_Con.15.(R) + lambda_2_7*OCB_Con.17.(R)
Factor3 =~ lambda_3_1*OCB_Cts.18 + lambda_3_2*OCB_Cts.20.(R) +
lambda_3_3*OCB_Cts.22 + lambda_3_4*OCB_Cts.23 + lambda_3_5*OCB_Cts.28
Factor4 =~ lambda_4_1*OCB_Spo.29.(R) + lambda_4_2*OCB_Spo.31.(R) +
lambda_4_3*OCB_Spo.32.(R) + lambda_4_4*OCB_Spo.33.(+) + lambda_4_5*OCB_Spo.34.
(R)
Factor5 =~ lambda_5_1*OCB_Civ.36 + lambda_5_2*OCB_Civ.37 +
lambda_5_3*OCB_Civ.38.(R) + lambda_5_4*OCB_Civ.39 + lambda_5_5*OCB_Civ.40

```

(4) M. Ildrem Mental Hospital: OCB CFA-2

Model fit

Chi-square test

Model	X²	df	p
Baseline model	1258.478	231	
Factor model	392.597	199	< .001

Additional fit measures

Fit indices

Index	Value
Comparative Fit Index (CFI)	0.812
Tucker-Lewis Index (TLI)	0.781
Bentler-Bonett Non-normed Fit Index (NNFI)	0.781
Bentler-Bonett Normed Fit Index (NFI)	0.688
Parsimony Normed Fit Index (PNFI)	0.593
Bollen's Relative Fit Index (RFI)	0.638
Bollen's Incremental Fit Index (IFI)	0.817
Relative Noncentrality Index (RNI)	0.812

Information criteria

	Value
Log-likelihood	-4460.901
Number of free parameters	54.000
Akaike (AIC)	9029.801
Bayesian (BIC)	9210.802
Sample-size adjusted Bayesian (SSABIC)	9039.696

Other fit measures

Metric	Value
Root mean square error of approximation (RMSEA)	0.068
RMSEA 90% CI lower bound	0.058
RMSEA 90% CI upper bound	0.078
RMSEA p-value	0.002
Standardized root mean square residual (SRMR)	0.073
Hoelter's critical N (α = .05)	126.178
Hoelter's critical N (α = .01)	134.463
Goodness of fit index (GFI)	0.842
McDonald fit index (MFI)	0.632
Expected cross validation index (ECVI)	2.372

R-Squared

	R²
OCB_Alt.2	0.334
OCB_Alt.3.(R)	0.145
OCB_Alt.4	0.213
OCB_Alt.6	0.085
OCB_Con.7	0.350
OCB_Con.8	0.413
OCB_Con.10.(R)	0.324
OCB_Con.15.(R)	0.231
OCB_Cts.18	0.294
OCB_Cts.20.(R)	0.177
OCB_Cts.22	0.447
OCB_Cts.23	0.542
OCB_Cts.28	0.136
OCB_Spo.31.(R)	0.279
OCB_Spo.32.(R)	0.376
OCB_Spo.33(+)	0.158
OCB_Spo.34.(R)	0.309
OCB_CiV.36	0.233
OCB_CiV.37	0.288
OCB_CiV.38.(R)	0.255
OCB_CiV.39	0.294
OCB_CiV.40	0.403

Parameter estimates

Factor loadings

Factor	Indicator	Symbol	Estimate	Std. Error	z-value	p	95% Confidence Interval		Std. Est. (all)
							Lower	Upper	
Altrism	OCB_Alt.2	λ11	0.355	0.046	7.703	< .001	0.265	0.445	0.578
	OCB_Alt.3.(R)	λ12	0.344	0.067	5.123	< .001	0.213	0.476	0.381
	OCB_Alt.4	λ13	0.299	0.048	6.207	< .001	0.204	0.393	0.461
	OCB_Alt.6	λ14	0.239	0.061	3.910	< .001	0.119	0.358	0.292
Conscientiousness	OCB_Con.7	λ21	0.385	0.046	8.358	< .001	0.294	0.475	0.592
	OCB_Con.8	λ22	0.336	0.037	9.196	< .001	0.264	0.408	0.643
	OCB_Con.10.(R)	λ23	0.412	0.051	7.993	< .001	0.311	0.512	0.569
	OCB_Con.15.(R)	λ24	0.416	0.063	6.598	< .001	0.293	0.540	0.481
Courtesy	OCB_Cts.18	λ31	0.392	0.050	7.810	< .001	0.293	0.490	0.542
	OCB_Cts.20.(R)	λ32	0.319	0.054	5.857	< .001	0.212	0.425	0.421
	OCB_Cts.22	λ33	0.363	0.036	10.059	< .001	0.292	0.434	0.668
	OCB_Cts.23	λ34	0.408	0.036	11.353	< .001	0.338	0.479	0.736
Sportivitas	OCB_Cts.28	λ35	0.259	0.051	5.069	< .001	0.159	0.359	0.368
	OCB_Spo.31.(R)	λ41	0.430	0.060	7.174	< .001	0.312	0.547	0.528
	OCB_Spo.32.(R)	λ42	0.439	0.052	8.458	< .001	0.337	0.540	0.613
	OCB_Spo.33(+)	λ43	0.296	0.056	5.257	< .001	0.186	0.407	0.397
Civic Virtue	OCB_Spo.34.(R)	λ44	0.323	0.043	7.593	< .001	0.240	0.407	0.556
	OCB_CiV.36	λ51	0.336	0.053	6.403	< .001	0.233	0.439	0.483
	OCB_CiV.37	λ52	0.422	0.059	7.207	< .001	0.307	0.537	0.536
	OCB_CiV.38.(R)	λ53	0.398	0.059	6.737	< .001	0.282	0.514	0.505
	OCB_CiV.39	λ54	0.378	0.052	7.297	< .001	0.277	0.480	0.542
	OCB_CiV.40	λ55	0.378	0.043	8.722	< .001	0.293	0.463	0.635

Factor variances

Factor	Estimate	Std. Error	z-value	p	95% Confidence Interval		Std. Est. (all)
					Lower	Upper	
Altrism	1.000	0.000			1.000	1.000	1.000
Conscientiousness	1.000	0.000			1.000	1.000	1.000
Courtesy	1.000	0.000			1.000	1.000	1.000
Sportivitas	1.000	0.000			1.000	1.000	1.000
Civic Virtue	1.000	0.000			1.000	1.000	1.000

Factor Covariances

			Estimate	Std. Error	z-value	p	95% Confidence Interval		Std. Est. (all)
							Lower	Upper	
Altrism	↔	Conscientiousness	0.899	0.085	10.629	< .001	0.733	1.065	0.899
Altrism	↔	Courtesy	0.891	0.079	11.306	< .001	0.736	1.045	0.891
Altrism	↔	Sportivitas	0.700	0.101	6.942	< .001	0.502	0.898	0.700
Altrism	↔	Civic Virtue	0.806	0.088	9.164	< .001	0.634	0.979	0.806
Conscientiousness	↔	Courtesy	0.801	0.061	13.147	< .001	0.681	0.920	0.801
Conscientiousness	↔	Sportivitas	0.754	0.076	9.926	< .001	0.605	0.903	0.754
Conscientiousness	↔	Civic Virtue	0.665	0.076	8.768	< .001	0.517	0.814	0.665
Courtesy	↔	Sportivitas	0.884	0.060	14.668	< .001	0.766	1.002	0.884
Courtesy	↔	Civic Virtue	0.608	0.075	8.146	< .001	0.462	0.754	0.608
Sportivitas	↔	Civic Virtue	0.545	0.089	6.131	< .001	0.371	0.719	0.545

Residual variances

Indicator	Estimate	Std. Error	z-value	p	95% Confidence Interval		Std. Est. (all)
					Lower	Upper	
OCB_Alt.2	0.252	0.030	8.302	< .001	0.192	0.311	0.666
OCB_Alt.3.(R)	0.696	0.071	9.808	< .001	0.557	0.835	0.855
OCB_Alt.4	0.330	0.035	9.429	< .001	0.262	0.399	0.787
OCB_Alt.6	0.610	0.061	10.046	< .001	0.491	0.729	0.915
OCB_Con.7	0.274	0.031	8.723	< .001	0.213	0.336	0.650
OCB_Con.8	0.161	0.020	8.204	< .001	0.122	0.199	0.587
OCB_Con.10.(R)	0.353	0.040	8.903	< .001	0.275	0.431	0.676
OCB_Con.15.(R)	0.576	0.061	9.432	< .001	0.456	0.695	0.769
OCB_Cts.18	0.368	0.039	9.397	< .001	0.291	0.445	0.706
OCB_Cts.20.(R)	0.473	0.048	9.827	< .001	0.378	0.567	0.823
OCB_Cts.22	0.163	0.019	8.522	< .001	0.126	0.201	0.553
OCB_Cts.23	0.141	0.018	7.610	< .001	0.105	0.177	0.458
OCB_Cts.28	0.428	0.043	9.949	< .001	0.343	0.512	0.864
OCB_Spo.31.(R)	0.477	0.053	9.000	< .001	0.373	0.581	0.721
OCB_Spo.32.(R)	0.320	0.039	8.197	< .001	0.243	0.396	0.624
OCB_Spo.33(+)	0.469	0.048	9.678	< .001	0.374	0.564	0.842
OCB_Spo.34.(R)	0.234	0.027	8.784	< .001	0.182	0.286	0.691
OCB_CiV.36	0.373	0.041	9.190	< .001	0.293	0.452	0.767
OCB_CiV.37	0.441	0.050	8.826	< .001	0.343	0.539	0.712
OCB_CiV.38.(R)	0.463	0.051	9.049	< .001	0.363	0.563	0.745
OCB_CiV.39	0.343	0.039	8.779	< .001	0.267	0.420	0.706
OCB_CiV.40	0.212	0.027	7.834	< .001	0.159	0.265	0.597

Implied covariance matrix

OCB_Alt.2	OCB_Alt.3.(R)	OCB_Alt.4	OCB_Alt.6	OCB_Con.7	OCB_Con.8	OCB_Con.10.(R)	OCB_Con.15.(R)	OCB_Cts.18	OCB_Cts.20.(R)	OCB_Cts.22	OCB_Cts.23	C
0.378												
0.122	0.815											
0.106	0.103	0.420										
0.085	0.082	0.071	0.667									
0.123	0.119	0.103	0.083	0.422								
0.107	0.104	0.090	0.072	0.129	0.273							
0.131	0.127	0.111	0.088	0.158	0.138	0.522						
0.133	0.129	0.112	0.089	0.160	0.140	0.171	0.749					
0.124	0.120	0.104	0.083	0.121	0.105	0.129	0.131	0.521				
0.101	0.098	0.085	0.068	0.098	0.086	0.105	0.106	0.125	0.574			
0.115	0.111	0.097	0.077	0.112	0.098	0.120	0.121	0.142	0.116	0.295		
0.129	0.125	0.109	0.087	0.126	0.110	0.135	0.136	0.160	0.130	0.148	0.307	
0.082	0.079	0.069	0.055	0.080	0.070	0.085	0.086	0.101	0.083	0.094	0.106	
0.107	0.104	0.090	0.072	0.125	0.109	0.133	0.135	0.149	0.121	0.138	0.155	
0.109	0.106	0.092	0.073	0.127	0.111	0.136	0.138	0.152	0.124	0.141	0.158	
0.074	0.071	0.062	0.050	0.086	0.075	0.092	0.093	0.103	0.084	0.095	0.107	
0.080	0.078	0.068	0.054	0.094	0.082	0.100	0.101	0.112	0.091	0.104	0.117	
0.096	0.093	0.081	0.065	0.086	0.075	0.092	0.093	0.080	0.065	0.074	0.083	
0.121	0.117	0.102	0.081	0.108	0.094	0.116	0.117	0.100	0.082	0.093	0.105	
0.114	0.111	0.096	0.077	0.102	0.089	0.109	0.110	0.095	0.077	0.088	0.099	
0.108	0.105	0.091	0.073	0.097	0.085	0.104	0.105	0.090	0.073	0.083	0.094	
0.108	0.105	0.091	0.073	0.097	0.084	0.103	0.105	0.090	0.073	0.083	0.094	

Residual covariance matrix

OCB_Alt.2	OCB_Alt.3.(R)	OCB_Alt.4	OCB_Alt.6	OCB_Con.7	OCB_Con.8	OCB_Con.10.(R)	OCB_Con.15.(R)	OCB_Cts.18	OCB_Cts.20.(R)	OCB_Cts.22	OCB_Cts.23	C
< .001												
< .001	< .001											
0.015	< .001	< .001										
< .001	< .001	0.072	< .001									
0.045	< .001	0.014	< .001	< .001								
0.038	0.003	< .001	< .001	0.048	< .001							
< .001	0.143	< .001	< .001	< .001	< .001	< .001						
< .001	0.043	< .001	< .001	< .001	< .001	0.077	< .001					
0.003	0.018	0.011	0.026	0.041	< .001	0.018	0.018	< .001				
0.005	0.093	< .001	< .001	< .001	< .001	0.088	0.078	< .001	< .001			
< .001	0.008	< .001	0.001	< .001	< .001	0.009	0.028	0.005	< .001	< .001		
< .001	0.030	0.016	< .001	< .001	< .001	0.030	0.013	< .001	< .001	0.021	< .001	
0.018	< .001	0.010	0.107	0.031	0.007	< .001	< .001	0.038	< .001	< .001	< .001	
< .001	0.045	< .001	< .001	< .001	0.016	0.057	0.095	0.002	0.065	< .001	0.007	
< .001	0.086	< .001	< .001	< .001	< .001	0.078	0.035	0.018	0.004	< .001	0.005	
0.027	0.035	0.044	< .001	< .001	< .001	< .001	< .001	0.024	< .001	0.019	0.022	
< .001	0.096	0.002	< .001	< .001	< .001	0.033	0.040	< .001	0.019	< .001	0.004	
0.014	< .001	< .001	0.017	0.030	< .001	< .001	< .001	0.033	< .001	< .001	< .001	
0.019	< .001	0.034	0.057	0.045	< .001	< .001	< .001	< .001	< .001	< .001	< .001	
< .001	0.087	< .001	< .001	< .001	< .001	0.071	0.090	0.073	0.066	0.021	< .001	
< .001	< .001	0.040	0.058	0.022	< .001	0.007	< .001	< .001	< .001	< .001	0.002	
< .001	< .001	0.034	0.004	0.031	< .001	0.029	< .001	0.020	0.008	0.002	0.023	

Modification Indices

Cross-loadings

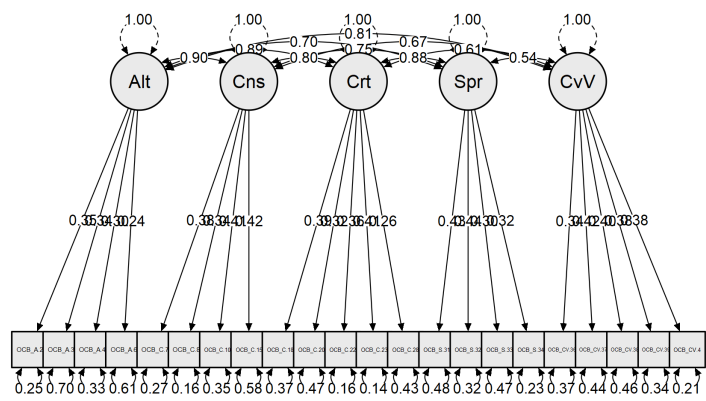
			Mod. Ind.	EPC
Sportivitas	→	OCB_Alt.3.(R)	16.559	0.591
Sportivitas	→	OCB_Con.10.(R)	15.600	0.481
Sportivitas	→	OCB_Con.8	14.032	-0.341
Conscientiousness	→	OCB_Alt.6	11.500	-0.807
Courtesy	→	OCB_Con.8	11.175	-0.369
Courtesy	→	OCB_Alt.3.(R)	10.880	0.662
Courtesy	→	OCB_Con.10.(R)	10.212	0.460
Sportivitas	→	OCB_CiV.38.(R)	9.659	0.259
Conscientiousness	→	OCB_Alt.4	7.914	-0.550
Sportivitas	→	OCB_Con.15.(R)	7.538	0.395
Conscientiousness	→	OCB_Alt.3.(R)	6.888	0.698
Conscientiousness	→	OCB_Alt.2	6.172	0.509
Civic Virtue	→	OCB_Con.7	6.096	0.214
Altrism	→	OCB_Con.7	5.470	0.453
Courtesy	→	OCB_Spo.33(+)	4.967	0.494
Sportivitas	→	OCB_CiV.37	4.870	-0.184
Sportivitas	→	OCB_Con.7	4.591	-0.236
Courtesy	→	OCB_Alt.2	4.580	-0.330
Courtesy	→	OCB_CiV.37	4.330	-0.183
Civic Virtue	→	OCB_Cts.28	4.207	0.166
Courtesy	→	OCB_CiV.38.(R)	4.162	0.179
Sportivitas	→	OCB_Alt.6	3.917	-0.256

Residual covariances

			Mod. Ind.	EPC
OCB_Con.7	↔	OCB_Con.8	20.598	0.089
OCB_Alt.3.(R)	↔	OCB_Con.10.(R)	17.213	0.154
OCB_Alt.4	↔	OCB_Con.10.(R)	11.989	-0.090
OCB_Alt.3.(R)	↔	OCB_Con.7	10.747	-0.109
OCB_Alt.2	↔	OCB_Con.8	9.724	0.053
OCB_Alt.6	↔	OCB_Cts.28	9.632	0.112
OCB_Cts.22	↔	OCB_Cts.23	9.608	0.050
OCB_Con.7	↔	OCB_Con.10.(R)	9.543	-0.082
OCB_Con.10.(R)	↔	OCB_Spo.32.(R)	8.728	0.080
OCB_Con.10.(R)	↔	OCB_CiV.37	8.284	-0.088
OCB_Con.10.(R)	↔	OCB_Con.15.(R)	8.256	0.103
OCB_Con.10.(R)	↔	OCB_Cts.20.(R)	7.817	0.085
OCB_Alt.3.(R)	↔	OCB_CiV.37	7.763	-0.115
OCB_Cts.18	↔	OCB_CiV.37	7.684	-0.085
OCB_Con.7	↔	OCB_Con.15.(R)	7.427	-0.087
OCB_Con.10.(R)	↔	OCB_CiV.36	7.281	-0.075
OCB_Alt.3.(R)	↔	OCB_Spo.34.(R)	7.059	0.080
OCB_Con.10.(R)	↔	OCB_Cts.28	6.964	-0.076
OCB_Con.15.(R)	↔	OCB_CiV.38.(R)	6.860	0.101
OCB_Alt.4	↔	OCB_CiV.38.(R)	6.847	-0.077
OCB_Alt.3.(R)	↔	OCB_CiV.38.(R)	6.833	0.110
OCB_Alt.4	↔	OCB_Con.15.(R)	6.298	-0.081
OCB_Cts.20.(R)	↔	OCB_CiV.39	6.193	-0.075
OCB_Alt.4	↔	OCB_Alt.6	6.163	0.082
OCB_Con.8	↔	OCB_Cts.20.(R)	5.921	-0.051
OCB_Spo.32.(R)	↔	OCB_Spo.34.(R)	5.546	0.061
OCB_Spo.32.(R)	↔	OCB_CiV.38.(R)	5.494	0.071
OCB_Con.10.(R)	↔	OCB_CiV.38.(R)	5.407	0.072
OCB_Alt.6	↔	OCB_Con.15.(R)	5.282	-0.098
OCB_Con.7	↔	OCB_Spo.32.(R)	5.274	-0.055
OCB_Alt.2	↔	OCB_Cts.23	5.175	-0.038
OCB_Cts.22	↔	OCB_Spo.32.(R)	5.034	-0.043
OCB_Alt.2	↔	OCB_CiV.38.(R)	5.030	-0.059
OCB_Cts.18	↔	OCB_Cts.23	4.997	-0.045
OCB_Alt.2	↔	OCB_Con.7	4.930	0.047
OCB_Alt.6	↔	OCB_Spo.31.(R)	4.822	-0.087
OCB_Cts.18	↔	OCB_Spo.34.(R)	4.251	-0.047
OCB_Con.7	↔	OCB_CiV.37	4.220	0.056
OCB_Alt.3.(R)	↔	OCB_Cts.20.(R)	4.217	0.084
OCB_Con.8	↔	OCB_Spo.33(+)	4.085	-0.043
OCB_Cts.20.(R)	↔	OCB_Spo.31.(R)	3.918	0.070
OCB_Alt.2	↔	OCB_Spo.32.(R)	3.841	-0.046

Plots

Model plot



Model syntax

```
# Factors
Factor1 =~ lambda_1_1*OCB_Alt.2 + lambda_1_2*OCB_Alt.3.(R) +
lambda_1_3*OCB_Alt.4 + lambda_1_4*OCB_Alt.6
Factor2 =~ lambda_2_1*OCB_Con.7 + lambda_2_2*OCB_Con.8 +
lambda_2_3*OCB_Con.10.(R) + lambda_2_4*OCB_Con.15.(R)
Factor3 =~ lambda_3_1*OCB_Cts.18 + lambda_3_2*OCB_Cts.20.(R) +
lambda_3_3*OCB_Cts.22 + lambda_3_4*OCB_Cts.23 + lambda_3_5*OCB_Cts.28
Factor4 =~ lambda_4_1*OCB_Spo.31.(R) + lambda_4_2*OCB_Spo.32.(R) +
lambda_4_3*OCB_Spo.33(+) + lambda_4_4*OCB_Spo.34.(R)
Factor5 =~ lambda_5_1*OCB_Civ.36 + lambda_5_2*OCB_Civ.37 +
lambda_5_3*OCB_Civ.38.(R) + lambda_5_4*OCB_Civ.39 + lambda_5_5*OCB_Civ.40
```

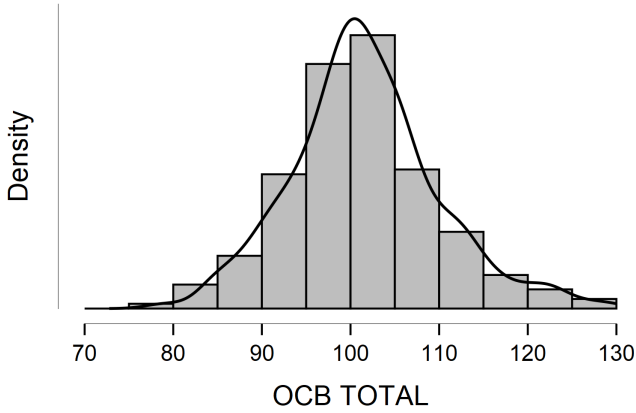
Descriptive Statistics OCB Total

Descriptive Statistics

OCB TOTAL	
Valid	211
Missing	0
Mean	101.635
Std. Deviation	8.351
Skewness	0.385
Std. Error of Skewness	0.167
Kurtosis	0.636
Std. Error of Kurtosis	0.333
Shapiro-Wilk	0.985
P-value of Shapiro-Wilk	0.022
Minimum	79.000
Maximum	129.000

Distribution Plots

OCB TOTAL




```

FREQUENCIES VARIABLES=OCB
  /STATISTICS=STDDEV MINIMUM MAXIMUM MEAN MEDIAN SKEWNESS SESKEW KURTOSIS S
EKURT
  /HISTOGRAM NORMAL
  /ORDER=ANALYSIS.

```

Frequencies

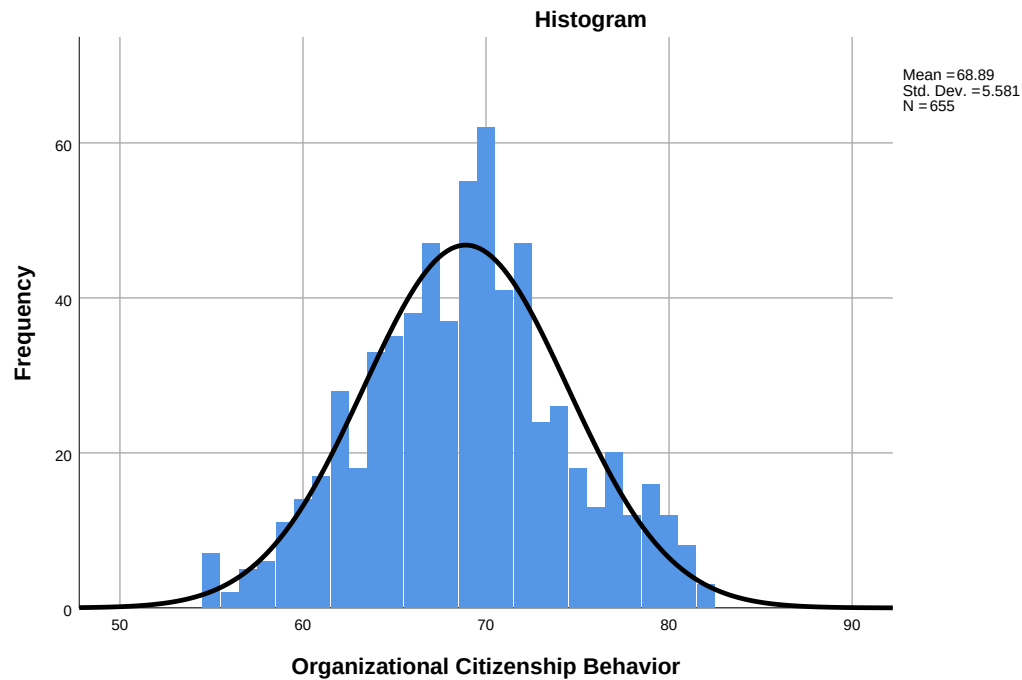
Statistics

Organizational Citizenship Behavior

N	Valid	655
	Missing	0
Mean		68.89
Median		69.00
Std. Deviation		5.581
Skewness		.012
Std. Error of Skewness		.095
Kurtosis		-.244
Std. Error of Kurtosis		.191
Minimum		55
Maximum		82

Organizational Citizenship Behavior

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	55	7	1.1	1.1	1.1
	56	2	.3	.3	1.4
	57	5	.8	.8	2.1
	58	6	.9	.9	3.1
	59	11	1.7	1.7	4.7
	60	14	2.1	2.1	6.9
	61	17	2.6	2.6	9.5
	62	28	4.3	4.3	13.7
	63	18	2.7	2.7	16.5
	64	33	5.0	5.0	21.5
	65	35	5.3	5.3	26.9
	66	38	5.8	5.8	32.7
	67	47	7.2	7.2	39.8
	68	37	5.6	5.6	45.5
	69	55	8.4	8.4	53.9
	70	62	9.5	9.5	63.4
	71	41	6.3	6.3	69.6
	72	47	7.2	7.2	76.8
	73	24	3.7	3.7	80.5
	74	26	4.0	4.0	84.4
	75	18	2.7	2.7	87.2
	76	13	2.0	2.0	89.2
	77	20	3.1	3.1	92.2
	78	12	1.8	1.8	94.0
	79	16	2.4	2.4	96.5
	80	12	1.8	1.8	98.3
	81	8	1.2	1.2	99.5
	82	3	.5	.5	100.0
	Total	655	100.0	100.0	



```
FREQUENCIES VARIABLES=OCB_Categorization
/HISTOGRAM NORMAL
/ORDER=ANALYSIS.
```

Frequencies

Statistics

Categorization of OCB

N	Valid	655
	Missing	0

Categorization of OCB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fair/Avarage	176	26.9	26.9	26.9
	Strong	479	73.1	73.1	100.0
	Total	655	100.0	100.0	

DATASET ACTIVATE DataSet1.

SAVE OUTFILE='D:\00. BAHAN TESIS NEW-6 SETUJU DOBING (JANUARI 2023)\B.01.
Data Dinkes dan '+'

'UPT\OCB in the State Civil Administration North Sumatra Provincial Health Office, Indonesia.sav
/COMPRESSED.