

## LAMPIRAN

### Surat Izin Penelitian



**DM MEBEL & LOVISE**

Sokowaten, Tamanan, Kec. Banguntapan, Kab Bantul, DIY 55191

#### **SURAT IZIN PENELITIAN**

Nomor : S - 05/DMMEBEL/VII/2024

**Hal : Balasan Permohonan Izin Penelitian**

Kepada Yth.  
Dekan Fakultas Sosial, Humaniora dan Seni  
Universitas Sahid Surakarta

Yang bertanda tangan di bawah ini :

Nama : Arizka Endah Chayani  
Jabatan : HRD

Dengan ini mewakili atas nama perusahaan DM Mebel Yogyakarta, menerangkan bahwa :

Nama : Evita Rahmawati  
NIM : 2018082001  
Program Studi : Administrasi Bisnis

Diberikan **IZIN untuk melakukan penelitian** di perusahaan kami pada tanggal 19 Juli 2024.

Demikian surat ini dibuat, agar digunakan sebagaimana mestinya. Terimakasih.

Yogyakarta, 19 Juli 2024

  
(Arizka Endah Chayani)  
HRD



### III. DAFTAR PERNYATAAN

#### 1. KUESIONER *REWARD* ( $X_1$ )

| NO | PERNYATAAN                                                                                                                | SS | S | R | TS | STS |
|----|---------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| 1  | Gaji saya sudah sesuai dengan beban pekerjaan.                                                                            |    |   |   |    |     |
| 2  | Gaji saya selalu disalurkan tepat waktu.                                                                                  |    |   |   |    |     |
| 3  | Bonus akan diberikan jika karyawan DM Mebel memenuhi target tertentu sesuai kesepakatan.                                  |    |   |   |    |     |
| 4  | Adanya bonus bulanan dan tahunan membuat saya terpicu bekerja lebih baik dan bersemangat.                                 |    |   |   |    |     |
| 5  | Adanya tunjangan berupa asuransi kesehatan (BPJS Kesehatan & Ketenagakerjaan) membuat saya bekerja lebih aman dan nyaman. |    |   |   |    |     |
| 6  | Setiap karyawan mempunyai peluang mengembangkan karir.                                                                    |    |   |   |    |     |
| 7  | Perusahaan DM Mebel memberikan promosi jabatan bagi karyawan berprestasi.                                                 |    |   |   |    |     |
| 8  | Cuti diberikan berdasarkan kebutuhan dari karyawan (di luar cuti bersama)                                                 |    |   |   |    |     |
| 9  | Kepuasan timbul karena sudah menyelesaikan suatu pekerjaan sesuai <i>job description</i> .                                |    |   |   |    |     |
| 10 | Kepuasan timbul karena berhasil mencapai target yang ditentukan DM Mebel.                                                 |    |   |   |    |     |
| 11 | Karyawan bisa bekerja, mengambil keputusan, berpendapat dengan rasa aman di dalam perusahaan DM Mebel.                    |    |   |   |    |     |

|    |                                                                                    |  |  |  |  |  |
|----|------------------------------------------------------------------------------------|--|--|--|--|--|
| 12 | Rekreasi karyawan sebaiknya dilakukan 1 tahun sekali.                              |  |  |  |  |  |
| 13 | Pujian yang diberikan oleh atasan membuat saya lebih semangat bekerja.             |  |  |  |  |  |
| 14 | Saya bangga dengan hasil kerja ketika atasan memuji dan mengetahui pekerjaan saya. |  |  |  |  |  |

## 2. KUESIONER *PUNISHMENT/HUKUMAN* (X<sub>2</sub>)

| NO | PERNYATAAN                                                                                                                       | SS | S | R | TS | STS |
|----|----------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| 1  | Perusahaan memberikan hukuman ringan berupa teguran lisan maupun tertulis pada karyawan bersangkutan jika melakukan pelanggaran. |    |   |   |    |     |
| 2  | Perusahaan memberikan hukuman secara sepihak.                                                                                    |    |   |   |    |     |
| 3  | Karyawan berusaha meminimalisir kesalahan saat bekerja.                                                                          |    |   |   |    |     |
| 4  | Karyawan berhak mendapat penjelasan saat membuat kesalahan.                                                                      |    |   |   |    |     |
| 5  | <i>Team Leader</i> harus memikirkan dengan teliti untuk memberikan sanksi pada bawahan yang terbukti bersalah.                   |    |   |   |    |     |
| 6  | Adanya Surat Peringatan 1 (SP 1) jika karyawan melakukan kesalahan berulang.                                                     |    |   |   |    |     |
| 7  | Adanya fasilitas konseling agar karyawan memahami kesalahan dan tidak mengulangi.                                                |    |   |   |    |     |
| 8  | Perusahaan DM Mebel memberikan jangka waktu perbaikan diri.                                                                      |    |   |   |    |     |

|    |                                                                                                                                                 |  |  |  |  |  |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 9  | Adanya Surat Peringatan 2 (SP 2) jika karyawan terbukti melakukan kesalahan berat.                                                              |  |  |  |  |  |
| 10 | Karyawan bersedia mendapatkan sanksi jika terbukti melakukan kesalahan.                                                                         |  |  |  |  |  |
| 11 | Adanya Surat Peringatan 3 (SP 3) yaitu pengunduran diri tanpa Pemutusan Hubungan Kerja (PHK) dan tanpa uang pesangon jika mendapat SP 1 & SP 2. |  |  |  |  |  |

### 3. KUESIONER KINERJA KARYAWAN (Y)

| NO | PERNYATAAN                                                                                                                                | SS | S | R | TS | STS |
|----|-------------------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| 1  | Karyawan selalu menyelesaikan pekerjaan sesuai standar perusahaan.                                                                        |    |   |   |    |     |
| 2  | Saya selalu menyelesaikan tugas sesuai <i>deadline</i> yang diberikan.                                                                    |    |   |   |    |     |
| 3  | Saya sanggup menyelesaikan pekerjaan sesuai kuantitas (hasil akhir, fungsi, waktu) yang diinginkan perusahaan.                            |    |   |   |    |     |
| 4  | Saya bertanggungjawab terhadap pekerjaan yang diberikan perusahaan.                                                                       |    |   |   |    |     |
| 5  | Karyawan selalu hadir on time sesuai jam kerja yang berlaku baik <i>Working from Office</i> (WFO) ataupun <i>Working from Home</i> (WFH). |    |   |   |    |     |
| 6  | Karyawan dapat menyelesaikan pekerjaan dengan cepat dan sesuai hasil yang diharapkan perusahaan.                                          |    |   |   |    |     |
| 7  | Karyawan mampu manajemen waktu dengan baik sehingga dapat menyelesaikan pekerjaan.                                                        |    |   |   |    |     |

|    |                                                                                                      |  |  |  |  |  |
|----|------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 8  | Karyawan bersedia inisiatif melakukan pekerjaan tanpa harus diminta atau diperintah atasan.          |  |  |  |  |  |
| 9  | Karyawan bekerja sesuai standar perusahaan dengan mutu hasil yang efektif.                           |  |  |  |  |  |
| 10 | Saya mampu bekerjasama dengan baik bersama rekan kerja dan atasan.                                   |  |  |  |  |  |
| 11 | Saya selalu berkomunikasi dengan atasan dan rekan kerja untuk menghasilkan pekerjaan yang memuaskan. |  |  |  |  |  |



## Hasil Penelitian

Tabel *Reward*

| REWARD    |                   |   |   |   |   |   |   |   |   |    |    |    |    |    |            |
|-----------|-------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|------------|
| Responden | Jawaban Responden |   |   |   |   |   |   |   |   |    |    |    |    |    | Total Skor |
|           | 1                 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |            |
| 1         | 2                 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 4  | 2  | 4  | 3  | 3  | 44         |
| 2         | 4                 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5  | 4  | 4  | 5  | 4  | 63         |
| 3         | 3                 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 57         |
| 4         | 4                 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4  | 4  | 5  | 4  | 4  | 56         |
| 5         | 4                 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4  | 4  | 4  | 4  | 4  | 58         |
| 6         | 4                 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 3  | 4  | 4  | 56         |
| 7         | 2                 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4  | 2  | 4  | 4  | 4  | 52         |
| 8         | 2                 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 3  | 5  | 4  | 4  | 54         |
| 9         | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 56         |
| 10        | 4                 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 63         |
| 11        | 4                 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5  | 5  | 4  | 4  | 4  | 60         |
| 12        | 3                 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4  | 4  | 3  | 4  | 4  | 56         |
| 13        | 4                 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4  | 4  | 4  | 5  | 5  | 63         |
| 14        | 4                 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4  | 4  | 5  | 4  | 4  | 62         |
| 15        | 3                 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 5  | 4  | 4  | 58         |
| 16        | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 56         |
| 17        | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 56         |
| 18        | 2                 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4  | 3  | 4  | 4  | 4  | 52         |
| 19        | 3                 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4  | 3  | 5  | 4  | 2  | 51         |
| 20        | 3                 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4  | 3  | 5  | 4  | 4  | 53         |
| 21        | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 56         |
| 22        | 4                 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 5  | 5  | 60         |
| 23        | 4                 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4  | 4  | 5  | 4  | 4  | 59         |
| 24        | 4                 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4  | 4  | 5  | 3  | 3  | 56         |
| 25        | 4                 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 56         |
| 26        | 3                 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 3  | 3  | 54         |
| 27        | 2                 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5  | 3  | 5  | 4  | 4  | 53         |
| 28        | 5                 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 5  | 5  | 5  | 62         |
| 29        | 3                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 2  | 65         |
| 30        | 4                 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5  | 4  | 5  | 5  | 5  | 63         |
| 31        | 3                 | 5 | 2 | 3 | 2 | 4 | 2 | 5 | 5 | 5  | 4  | 5  | 5  | 5  | 55         |
| 32        | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 56         |
| 33        | 4                 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5  | 5  | 5  | 5  | 5  | 65         |
| 34        | 4                 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 5  | 3  | 2  | 56         |
| 35        | 4                 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5  | 5  | 4  | 4  | 4  | 62         |
| 36        | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 56         |
| 37        | 2                 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4  | 3  | 4  | 4  | 4  | 47         |



|    |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|----|
| 10 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 51 |
| 11 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 47 |
| 12 | 4 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 13 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 51 |
| 14 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 44 |
| 15 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 17 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 18 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 41 |
| 19 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 40 |
| 20 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 48 |
| 21 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 22 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 23 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 41 |
| 24 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 48 |
| 25 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 42 |
| 26 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 41 |
| 27 | 4 | 2 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 44 |
| 28 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 29 | 4 | 1 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 1 | 38 |
| 30 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 45 |
| 31 | 4 | 1 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 32 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 34 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 51 |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 43 |
| 37 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 38 | 5 | 2 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 41 |
| 39 | 4 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 39 |
| 40 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 42 |
| 41 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 47 |
| 42 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 43 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 44 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 39 |
| 45 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 50 |
| 46 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 47 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 41 |
| 48 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 49 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 52 |
| 51 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 2 | 47 |
| 52 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 44 |

|    |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|----|
| 53 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 54 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 55 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 42 |
| 56 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 51 |
| 57 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 49 |
| 58 | 3 | 1 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 38 |
| 59 | 4 | 1 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 60 | 5 | 3 | 5 | 5 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 48 |
| 61 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 43 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 63 | 3 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 48 |
| 64 | 4 | 1 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 65 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 43 |

Tabel Kinerja Karyawan

| KINERJA KARYAWAN |                   |   |   |   |   |   |   |   |   |    |    |            |
|------------------|-------------------|---|---|---|---|---|---|---|---|----|----|------------|
| Responden        | Jawaban Responden |   |   |   |   |   |   |   |   |    |    | Total Skor |
|                  | 1                 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |            |
| 1                | 3                 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 3  | 4  | 37         |
| 2                | 3                 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4  | 5  | 39         |
| 3                | 4                 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4  | 4  | 45         |
| 4                | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4  | 4  | 43         |
| 5                | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 6                | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 7                | 4                 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 45         |
| 8                | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 9                | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 10               | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 55         |
| 11               | 4                 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 45         |
| 12               | 3                 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4  | 5  | 42         |
| 13               | 5                 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5  | 5  | 53         |
| 14               | 4                 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5  | 5  | 47         |
| 15               | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5  | 5  | 46         |
| 16               | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 17               | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 18               | 4                 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4  | 4  | 41         |
| 19               | 4                 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4  | 4  | 42         |
| 20               | 4                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 54         |
| 21               | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 22               | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 23               | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 44         |
| 24               | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 5  | 45         |
| 25               | 5                 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4  | 4  | 47         |

|    |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|----|
| 26 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 40 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 28 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 42 |
| 29 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 51 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 53 |
| 31 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 34 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 52 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 44 |
| 37 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 38 |
| 38 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 43 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 43 |
| 40 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 46 |
| 41 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 37 |
| 42 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 43 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 49 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 54 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| 48 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 46 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 50 | 4 | 3 | 4 | 4 | 1 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 51 | 4 | 3 | 4 | 4 | 1 | 3 | 2 | 3 | 4 | 4 | 4 | 36 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 53 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 54 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 55 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 46 |
| 56 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 47 |
| 57 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 58 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 59 | 5 | 3 | 3 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 44 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 61 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 62 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 63 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 44 |
| 64 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 40 |
| 65 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 44 |

### Distribusi Nilai $t_{\text{tabel}}$

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|-----|------------|------------|-------------|------------|-------------|
| 1   | 3.078      | 6.314      | 12.71       | 31.82      | 63.66       |
| 2   | 1.886      | 2.920      | 4.303       | 6.965      | 9.925       |
| 3   | 1.638      | 2.353      | 3.182       | 4.541      | 5.841       |
| 4   | 1.533      | 2.132      | 2.776       | 3.747      | 4.604       |
| 5   | 1.476      | 2.015      | 2.571       | 3.365      | 4.032       |
| 6   | 1.440      | 1.943      | 2.447       | 3.143      | 3.707       |
| 7   | 1.415      | 1.895      | 2.365       | 2.998      | 3.499       |
| 8   | 1.397      | 1.860      | 2.306       | 2.896      | 3.355       |
| 9   | 1.383      | 1.833      | 2.262       | 2.821      | 3.250       |
| 10  | 1.372      | 1.812      | 2.228       | 2.764      | 3.169       |
| 11  | 1.363      | 1.796      | 2.201       | 2.718      | 3.106       |
| 12  | 1.356      | 1.782      | 2.179       | 2.681      | 3.055       |
| 13  | 1.350      | 1.771      | 2.160       | 2.650      | 3.012       |
| 14  | 1.345      | 1.761      | 2.145       | 2.624      | 2.977       |
| 15  | 1.341      | 1.753      | 2.131       | 2.602      | 2.947       |
| 16  | 1.337      | 1.746      | 2.120       | 2.583      | 2.921       |
| 17  | 1.333      | 1.740      | 2.110       | 2.567      | 2.898       |
| 18  | 1.330      | 1.734      | 2.101       | 2.552      | 2.878       |
| 19  | 1.328      | 1.729      | 2.093       | 2.539      | 2.861       |
| 20  | 1.325      | 1.725      | 2.086       | 2.528      | 2.845       |
| 21  | 1.323      | 1.721      | 2.080       | 2.518      | 2.831       |
| 22  | 1.321      | 1.717      | 2.074       | 2.508      | 2.819       |
| 23  | 1.319      | 1.714      | 2.069       | 2.500      | 2.807       |
| 24  | 1.318      | 1.711      | 2.064       | 2.492      | 2.797       |
| 25  | 1.316      | 1.708      | 2.060       | 2.485      | 2.787       |
| 26  | 1.315      | 1.706      | 2.056       | 2.479      | 2.779       |
| 27  | 1.314      | 1.703      | 2.052       | 2.473      | 2.771       |
| 28  | 1.313      | 1.701      | 2.048       | 2.467      | 2.763       |
| 29  | 1.311      | 1.699      | 2.045       | 2.462      | 2.756       |
| 30  | 1.310      | 1.697      | 2.042       | 2.457      | 2.750       |
| 31  | 1.309      | 1.696      | 2.040       | 2.453      | 2.744       |
| 32  | 1.309      | 1.694      | 2.037       | 2.449      | 2.738       |
| 33  | 1.308      | 1.692      | 2.035       | 2.445      | 2.733       |
| 34  | 1.307      | 1.691      | 2.032       | 2.441      | 2.728       |

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|-----|------------|------------|-------------|------------|-------------|
| 61  | 1.296      | 1.671      | 2.000       | 2.390      | 2.659       |
| 62  | 1.296      | 1.671      | 1.999       | 2.389      | 2.659       |
| 63  | 1.296      | 1.670      | 1.999       | 2.389      | 2.658       |
| 64  | 1.296      | 1.670      | 1.999       | 2.388      | 2.657       |
| 65  | 1.296      | 1.670      | 1.998       | 2.388      | 2.657       |
| 66  | 1.295      | 1.670      | 1.998       | 2.387      | 2.656       |
| 67  | 1.295      | 1.670      | 1.998       | 2.387      | 2.655       |
| 68  | 1.295      | 1.670      | 1.997       | 2.386      | 2.655       |
| 69  | 1.295      | 1.669      | 1.997       | 2.386      | 2.654       |
| 70  | 1.295      | 1.669      | 1.997       | 2.385      | 2.653       |
| 71  | 1.295      | 1.669      | 1.996       | 2.385      | 2.653       |
| 72  | 1.295      | 1.669      | 1.996       | 2.384      | 2.652       |
| 73  | 1.295      | 1.669      | 1.996       | 2.384      | 2.651       |
| 74  | 1.295      | 1.668      | 1.995       | 2.383      | 2.651       |
| 75  | 1.295      | 1.668      | 1.995       | 2.383      | 2.650       |
| 76  | 1.294      | 1.668      | 1.995       | 2.382      | 2.649       |
| 77  | 1.294      | 1.668      | 1.994       | 2.382      | 2.649       |
| 78  | 1.294      | 1.668      | 1.994       | 2.381      | 2.648       |
| 79  | 1.294      | 1.668      | 1.994       | 2.381      | 2.647       |
| 80  | 1.294      | 1.667      | 1.993       | 2.380      | 2.647       |
| 81  | 1.294      | 1.667      | 1.993       | 2.380      | 2.646       |
| 82  | 1.294      | 1.667      | 1.993       | 2.379      | 2.645       |
| 83  | 1.294      | 1.667      | 1.992       | 2.379      | 2.645       |
| 84  | 1.294      | 1.667      | 1.992       | 2.378      | 2.644       |
| 85  | 1.294      | 1.666      | 1.992       | 2.378      | 2.643       |
| 86  | 1.293      | 1.666      | 1.991       | 2.377      | 2.643       |
| 87  | 1.293      | 1.666      | 1.991       | 2.377      | 2.642       |
| 88  | 1.293      | 1.666      | 1.991       | 2.376      | 2.641       |
| 89  | 1.293      | 1.666      | 1.990       | 2.376      | 2.641       |
| 90  | 1.293      | 1.666      | 1.990       | 2.375      | 2.640       |
| 91  | 1.293      | 1.665      | 1.990       | 2.374      | 2.639       |
| 92  | 1.293      | 1.665      | 1.989       | 2.374      | 2.639       |
| 93  | 1.293      | 1.665      | 1.989       | 2.373      | 2.638       |
| 94  | 1.293      | 1.665      | 1.989       | 2.373      | 2.637       |

|    |       |       |       |       |       |     |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|-----|-------|-------|-------|-------|-------|
| 35 | 1.306 | 1.690 | 2.030 | 2.438 | 2.724 | 95  | 1.293 | 1.665 | 1.988 | 2.372 | 2.637 |
| 36 | 1.306 | 1.688 | 2.028 | 2.434 | 2.719 | 96  | 1.292 | 1.664 | 1.988 | 2.372 | 2.636 |
| 37 | 1.305 | 1.687 | 2.026 | 2.431 | 2.715 | 97  | 1.292 | 1.664 | 1.988 | 2.371 | 2.635 |
| 38 | 1.304 | 1.686 | 2.024 | 2.429 | 2.712 | 98  | 1.292 | 1.664 | 1.987 | 2.371 | 2.635 |
| 39 | 1.304 | 1.685 | 2.023 | 2.426 | 2.708 | 99  | 1.292 | 1.664 | 1.987 | 2.370 | 2.634 |
| 40 | 1.303 | 1.684 | 2.021 | 2.423 | 2.704 | 100 | 1.292 | 1.664 | 1.987 | 2.370 | 2.633 |
| 41 | 1.303 | 1.683 | 2.020 | 2.421 | 2.701 | 101 | 1.292 | 1.663 | 1.986 | 2.369 | 2.633 |
| 42 | 1.302 | 1.682 | 2.018 | 2.418 | 2.698 | 102 | 1.292 | 1.663 | 1.986 | 2.369 | 2.632 |
| 43 | 1.302 | 1.681 | 2.017 | 2.416 | 2.695 | 103 | 1.292 | 1.663 | 1.986 | 2.368 | 2.631 |
| 44 | 1.301 | 1.680 | 2.015 | 2.414 | 2.692 | 104 | 1.292 | 1.663 | 1.985 | 2.368 | 2.631 |
| 45 | 1.301 | 1.679 | 2.014 | 2.412 | 2.690 | 105 | 1.292 | 1.663 | 1.985 | 2.367 | 2.630 |
| 46 | 1.300 | 1.679 | 2.013 | 2.410 | 2.687 | 106 | 1.291 | 1.663 | 1.985 | 2.367 | 2.629 |
| 47 | 1.300 | 1.678 | 2.012 | 2.408 | 2.685 | 107 | 1.291 | 1.662 | 1.984 | 2.366 | 2.629 |
| 48 | 1.299 | 1.677 | 2.011 | 2.407 | 2.682 | 108 | 1.291 | 1.662 | 1.984 | 2.366 | 2.628 |
| 49 | 1.299 | 1.677 | 2.010 | 2.405 | 2.680 | 109 | 1.291 | 1.662 | 1.984 | 2.365 | 2.627 |
| 50 | 1.299 | 1.676 | 2.009 | 2.403 | 2.678 | 110 | 1.291 | 1.662 | 1.983 | 2.365 | 2.627 |
| 51 | 1.298 | 1.675 | 2.008 | 2.402 | 2.676 | 111 | 1.291 | 1.662 | 1.983 | 2.364 | 2.626 |
| 52 | 1.298 | 1.675 | 2.007 | 2.400 | 2.674 | 112 | 1.291 | 1.661 | 1.983 | 2.364 | 2.625 |
| 53 | 1.298 | 1.674 | 2.006 | 2.399 | 2.672 | 113 | 1.291 | 1.661 | 1.982 | 2.363 | 2.625 |
| 54 | 1.297 | 1.674 | 2.005 | 2.397 | 2.670 | 114 | 1.291 | 1.661 | 1.982 | 2.363 | 2.624 |
| 55 | 1.297 | 1.673 | 2.004 | 2.396 | 2.668 | 115 | 1.291 | 1.661 | 1.982 | 2.362 | 2.623 |
| 56 | 1.297 | 1.673 | 2.003 | 2.395 | 2.667 | 116 | 1.290 | 1.661 | 1.981 | 2.362 | 2.623 |
| 57 | 1.297 | 1.672 | 2.002 | 2.394 | 2.665 | 117 | 1.290 | 1.661 | 1.981 | 2.361 | 2.622 |
| 58 | 1.296 | 1.672 | 2.002 | 2.392 | 2.663 | 118 | 1.290 | 1.660 | 1.981 | 2.361 | 2.621 |
| 59 | 1.296 | 1.671 | 2.001 | 2.391 | 2.662 | 119 | 1.290 | 1.660 | 1.980 | 2.360 | 2.621 |
| 60 | 1.296 | 1.671 | 2.000 | 2.390 | 2.660 | 120 | 1.290 | 1.660 | 1.980 | 2.360 | 2.620 |

Dari "Table of Percentage Points of the t-Distribution." Biometrika, Vol. 32, (1941), p. 300. Reproduced by permission of the Biometrika Trustees.

**Distribution Nilai Tabel  $F_{0,05}$**   
**Degrees of freedom for Nominator**

|          | 1    | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 12   | 15   | 20   | 24   | 30   | 40   | 60   | 120  | $\infty$ |
|----------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|----------|
| 1        | 161  | 200  | 216  | 225  | 230  | 234  | 237  | 239  | 241  | 242  | 244  | 246  | 248  | 249  | 250  | 251  | 252  | 253  | 254      |
| 2        | 18,5 | 19,0 | 19,2 | 19,2 | 19,3 | 19,3 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,5 | 19,5 | 19,5 | 19,5 | 19,5 | 19,5     |
| 3        | 10,1 | 9,55 | 9,28 | 9,12 | 9,01 | 8,94 | 8,89 | 8,85 | 8,81 | 8,79 | 8,74 | 8,70 | 8,66 | 8,64 | 8,62 | 8,59 | 8,57 | 8,55 | 8,53     |
| 4        | 7,71 | 6,94 | 6,59 | 6,39 | 6,26 | 6,16 | 6,09 | 6,04 | 6,00 | 5,96 | 5,91 | 5,86 | 5,80 | 5,77 | 5,75 | 5,72 | 5,69 | 5,66 | 5,63     |
| 5        | 6,61 | 5,79 | 5,41 | 5,19 | 5,05 | 4,95 | 4,88 | 4,82 | 4,77 | 4,74 | 4,68 | 4,62 | 4,56 | 4,53 | 4,50 | 4,46 | 4,43 | 4,40 | 4,37     |
| 6        | 5,99 | 5,14 | 4,76 | 4,53 | 4,39 | 4,28 | 4,21 | 4,15 | 4,10 | 4,06 | 4,00 | 3,94 | 3,87 | 3,84 | 3,81 | 3,77 | 3,74 | 3,70 | 3,67     |
| 7        | 5,59 | 4,74 | 4,35 | 4,12 | 3,97 | 3,87 | 3,79 | 3,73 | 3,68 | 3,64 | 3,57 | 3,51 | 3,44 | 3,41 | 3,38 | 3,34 | 3,30 | 3,27 | 3,23     |
| 8        | 5,32 | 4,46 | 4,07 | 3,84 | 3,69 | 3,58 | 3,50 | 3,44 | 3,39 | 3,35 | 3,28 | 3,22 | 3,15 | 3,12 | 3,08 | 3,04 | 3,01 | 2,97 | 2,93     |
| 9        | 5,12 | 4,26 | 3,86 | 3,63 | 3,48 | 3,37 | 3,29 | 3,23 | 3,18 | 3,14 | 3,07 | 3,01 | 2,94 | 2,90 | 2,86 | 2,83 | 2,79 | 2,75 | 2,71     |
| 10       | 4,96 | 4,10 | 3,71 | 3,48 | 3,33 | 3,22 | 3,14 | 3,07 | 3,02 | 2,98 | 2,91 | 2,85 | 2,77 | 2,74 | 2,70 | 2,66 | 2,62 | 2,58 | 2,54     |
| 11       | 4,84 | 3,98 | 3,59 | 3,36 | 3,20 | 3,09 | 3,01 | 2,95 | 2,90 | 2,85 | 2,79 | 2,72 | 2,65 | 2,61 | 2,57 | 2,53 | 2,49 | 2,45 | 2,40     |
| 12       | 4,75 | 3,89 | 3,49 | 3,26 | 3,11 | 3,00 | 2,91 | 2,85 | 2,80 | 2,75 | 2,69 | 2,62 | 2,54 | 2,51 | 2,47 | 2,43 | 2,38 | 2,34 | 2,30     |
| 13       | 4,67 | 3,81 | 3,41 | 3,13 | 3,03 | 2,92 | 2,83 | 2,77 | 2,71 | 2,67 | 2,60 | 2,53 | 2,46 | 2,42 | 2,38 | 2,34 | 2,30 | 2,25 | 2,21     |
| 14       | 4,60 | 3,74 | 3,34 | 3,11 | 2,96 | 2,85 | 2,76 | 2,70 | 2,65 | 2,60 | 2,53 | 2,46 | 2,39 | 2,35 | 2,31 | 2,27 | 2,22 | 2,18 | 2,13     |
| 15       | 4,54 | 3,68 | 3,29 | 3,06 | 2,90 | 2,79 | 2,71 | 2,64 | 2,59 | 2,54 | 2,48 | 2,40 | 2,33 | 2,29 | 2,25 | 2,20 | 2,16 | 2,11 | 2,07     |
| 16       | 4,49 | 3,63 | 3,24 | 3,01 | 2,85 | 2,74 | 2,66 | 2,59 | 2,54 | 2,49 | 2,42 | 2,35 | 2,28 | 2,24 | 2,19 | 2,15 | 2,11 | 2,06 | 2,01     |
| 17       | 4,45 | 3,59 | 3,20 | 2,96 | 2,81 | 2,70 | 2,61 | 2,55 | 2,49 | 2,45 | 2,38 | 2,31 | 2,23 | 2,19 | 2,15 | 2,10 | 2,06 | 2,01 | 1,96     |
| 18       | 4,41 | 3,55 | 3,16 | 2,93 | 2,77 | 2,66 | 2,58 | 2,51 | 2,46 | 2,41 | 2,34 | 2,27 | 2,19 | 2,15 | 2,11 | 2,06 | 2,02 | 1,97 | 1,92     |
| 19       | 4,38 | 3,52 | 3,13 | 2,90 | 2,74 | 2,63 | 2,54 | 2,48 | 2,42 | 2,38 | 2,31 | 2,23 | 2,16 | 2,11 | 2,07 | 2,03 | 1,98 | 1,93 | 1,88     |
| 20       | 4,35 | 3,49 | 3,10 | 2,87 | 2,71 | 2,60 | 2,51 | 2,45 | 2,39 | 2,35 | 2,28 | 2,20 | 2,12 | 2,08 | 2,04 | 1,99 | 1,95 | 1,90 | 1,84     |
| 21       | 4,32 | 3,47 | 3,07 | 2,84 | 2,68 | 2,57 | 2,49 | 2,42 | 2,37 | 2,32 | 2,25 | 2,18 | 2,10 | 2,05 | 2,01 | 1,96 | 1,92 | 1,87 | 1,81     |
| 22       | 4,30 | 3,44 | 3,05 | 2,82 | 2,66 | 2,55 | 2,46 | 2,40 | 2,34 | 2,30 | 2,23 | 2,15 | 2,07 | 2,03 | 1,98 | 1,94 | 1,89 | 1,84 | 1,78     |
| 23       | 4,28 | 3,42 | 3,03 | 2,80 | 2,64 | 2,53 | 2,44 | 2,37 | 2,32 | 2,27 | 2,20 | 2,13 | 2,05 | 2,01 | 1,96 | 1,91 | 1,86 | 1,81 | 1,76     |
| 24       | 4,26 | 3,40 | 3,01 | 2,78 | 2,62 | 2,51 | 2,42 | 2,36 | 2,30 | 2,25 | 2,18 | 2,11 | 2,03 | 1,98 | 1,94 | 1,89 | 1,84 | 1,79 | 1,73     |
| 25       | 4,24 | 3,39 | 2,99 | 2,76 | 2,60 | 2,49 | 2,40 | 2,34 | 2,28 | 2,24 | 2,16 | 2,09 | 2,01 | 1,96 | 1,92 | 1,87 | 1,82 | 1,77 | 1,71     |
| 30       | 4,17 | 3,32 | 2,92 | 2,69 | 2,53 | 2,42 | 2,33 | 2,27 | 2,21 | 2,16 | 2,09 | 2,01 | 1,93 | 1,89 | 1,84 | 1,79 | 1,74 | 1,68 | 1,62     |
| 40       | 4,08 | 3,23 | 2,84 | 2,61 | 2,45 | 2,34 | 2,25 | 2,18 | 2,12 | 2,08 | 2,00 | 1,92 | 1,84 | 1,79 | 1,74 | 1,69 | 1,64 | 1,58 | 1,51     |
| 50       | 4,08 | 3,18 | 2,79 | 2,56 | 2,40 | 2,29 | 2,20 | 2,13 | 2,07 | 2,02 | 1,95 | 1,87 | 1,78 | 1,74 | 1,69 | 1,63 | 1,56 | 1,50 | 1,41     |
| 60       | 4,00 | 3,15 | 2,76 | 2,53 | 2,37 | 2,25 | 2,17 | 2,10 | 2,04 | 1,99 | 1,92 | 1,84 | 1,75 | 1,70 | 1,65 | 1,59 | 1,53 | 1,47 | 1,39     |
| 100      | 3,94 | 3,09 | 2,70 | 2,46 | 2,30 | 2,19 | 2,10 | 2,03 | 1,97 | 1,92 | 1,85 | 1,80 | 1,68 | 1,63 | 1,57 | 1,51 | 1,46 | 1,40 | 1,28     |
| 120      | 3,92 | 3,07 | 2,68 | 2,45 | 2,29 | 2,18 | 2,09 | 2,02 | 1,96 | 1,91 | 1,83 | 1,75 | 1,66 | 1,61 | 1,55 | 1,50 | 1,43 | 1,35 | 1,22     |
| $\infty$ | 3,84 | 3,00 | 2,60 | 2,37 | 2,21 | 2,10 | 2,01 | 1,94 | 1,88 | 1,83 | 1,75 | 1,67 | 1,57 | 1,52 | 1,46 | 1,39 | 1,32 | 1,22 | 1,00     |

Tabel R

| df = (N-2) | Tingkat signifikansi untuk uji satu arah |        |        |        |        |
|------------|------------------------------------------|--------|--------|--------|--------|
|            | 0.05                                     | 0.025  | 0.01   | 0.005  | 0.0005 |
|            | Tingkat signifikansi untuk uji dua arah  |        |        |        |        |
|            | 0.1                                      | 0.05   | 0.02   | 0.01   | 0.001  |
| 1          | 0.9877                                   | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2          | 0.9000                                   | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3          | 0.8054                                   | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4          | 0.7293                                   | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5          | 0.6694                                   | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6          | 0.6215                                   | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7          | 0.5822                                   | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8          | 0.5494                                   | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9          | 0.5214                                   | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10         | 0.4973                                   | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11         | 0.4762                                   | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12         | 0.4575                                   | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13         | 0.4409                                   | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14         | 0.4259                                   | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15         | 0.4124                                   | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16         | 0.4000                                   | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17         | 0.3887                                   | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18         | 0.3783                                   | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19         | 0.3687                                   | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20         | 0.3598                                   | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21         | 0.3515                                   | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22         | 0.3438                                   | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23         | 0.3365                                   | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24         | 0.3297                                   | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25         | 0.3233                                   | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26         | 0.3172                                   | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27         | 0.3115                                   | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28         | 0.3061                                   | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29         | 0.3009                                   | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30         | 0.2960                                   | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31         | 0.2913                                   | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32         | 0.2869                                   | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33         | 0.2826                                   | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34         | 0.2785                                   | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35         | 0.2746                                   | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36         | 0.2709                                   | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37         | 0.2673                                   | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38         | 0.2638                                   | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39         | 0.2605                                   | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40         | 0.2573                                   | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41         | 0.2542                                   | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42         | 0.2512                                   | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43         | 0.2483                                   | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44         | 0.2455                                   | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45         | 0.2429                                   | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46         | 0.2403                                   | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47         | 0.2377                                   | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48         | 0.2353                                   | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49         | 0.2329                                   | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50         | 0.2306                                   | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

| df = (N-2) | Tingkat signifikansi untuk uji satu arah |        |        |        |        |
|------------|------------------------------------------|--------|--------|--------|--------|
|            | 0.05                                     | 0.025  | 0.01   | 0.005  | 0.0005 |
|            | Tingkat signifikansi untuk uji dua arah  |        |        |        |        |
|            | 0.1                                      | 0.05   | 0.02   | 0.01   | 0.001  |
| 51         | 0.2284                                   | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52         | 0.2262                                   | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53         | 0.2241                                   | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54         | 0.2221                                   | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55         | 0.2201                                   | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56         | 0.2181                                   | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57         | 0.2162                                   | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58         | 0.2144                                   | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59         | 0.2126                                   | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60         | 0.2108                                   | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61         | 0.2091                                   | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62         | 0.2075                                   | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63         | 0.2058                                   | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64         | 0.2042                                   | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65         | 0.2027                                   | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| 66         | 0.2012                                   | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| 67         | 0.1997                                   | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| 68         | 0.1982                                   | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| 69         | 0.1968                                   | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| 70         | 0.1954                                   | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| 71         | 0.1940                                   | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| 72         | 0.1927                                   | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| 73         | 0.1914                                   | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| 74         | 0.1901                                   | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| 75         | 0.1888                                   | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| 76         | 0.1876                                   | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| 77         | 0.1864                                   | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| 78         | 0.1852                                   | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| 79         | 0.1841                                   | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| 80         | 0.1829                                   | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| 81         | 0.1818                                   | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| 82         | 0.1807                                   | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| 83         | 0.1796                                   | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| 84         | 0.1786                                   | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| 85         | 0.1775                                   | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| 86         | 0.1765                                   | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| 87         | 0.1755                                   | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| 88         | 0.1745                                   | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| 89         | 0.1735                                   | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| 90         | 0.1726                                   | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| 91         | 0.1716                                   | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| 92         | 0.1707                                   | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| 93         | 0.1698                                   | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| 94         | 0.1689                                   | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| 95         | 0.1680                                   | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| 96         | 0.1671                                   | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| 97         | 0.1663                                   | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| 98         | 0.1654                                   | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| 99         | 0.1646                                   | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| 100        | 0.1638                                   | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

|   |         | Statistics |               |            |              |
|---|---------|------------|---------------|------------|--------------|
|   |         | Usia       | Jenis Kelamin | Pendidikan | Lama_Bekerja |
| N | Valid   | 65         | 65            | 65         | 65           |
|   | Missing | 0          | 0             | 0          | 0            |

**Frequency Table**

|       |             | Usia      |         |               |                    |
|-------|-------------|-----------|---------|---------------|--------------------|
|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 18-20 tahun | 1         | 1.5     | 1.5           | 1.5                |
|       | 21-25 tahun | 18        | 27.7    | 27.7          | 29.2               |
|       | 26-35 tahun | 38        | 58.5    | 58.5          | 87.7               |
|       | > 35 tahun  | 8         | 12.3    | 12.3          | 100.0              |
|       | Total       | 65        | 100.0   | 100.0         |                    |

|       |           | Jenis Kelamin |         |               |                    |
|-------|-----------|---------------|---------|---------------|--------------------|
|       |           | Frequency     | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-laki | 31            | 47.7    | 47.7          | 47.7               |
|       | Perempuan | 34            | 52.3    | 52.3          | 100.0              |
|       | Total     | 65            | 100.0   | 100.0         |                    |

|       |         | Pendidikan |         |               |                    |
|-------|---------|------------|---------|---------------|--------------------|
|       |         | Frequency  | Percent | Valid Percent | Cumulative Percent |
| Valid | SMA/SMK | 26         | 40.0    | 40.0          | 40.0               |
|       | DIPLOMA | 5          | 7.7     | 7.7           | 47.7               |
|       | S1      | 34         | 52.3    | 52.3          | 100.0              |
|       | Total   | 65         | 100.0   | 100.0         |                    |

|       |           | Lama_Bekerja |         |               |                    |
|-------|-----------|--------------|---------|---------------|--------------------|
|       |           | Frequency    | Percent | Valid Percent | Cumulative Percent |
| Valid | < 1 Tahun | 14           | 21.5    | 21.5          | 21.5               |
|       | 1-2 Tahun | 24           | 36.9    | 36.9          | 58.5               |
|       | 2-5 Tahun | 17           | 26.2    | 26.2          | 84.6               |
|       | > 5 Tahun | 10           | 15.4    | 15.4          | 100.0              |
|       | Total     | 65           | 100.0   | 100.0         |                    |

**Frequency Table**

**R1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 8         | 12.3    | 12.3          | 12.3               |
|       | R     | 17        | 26.2    | 26.2          | 38.5               |
|       | S     | 38        | 58.5    | 58.5          | 96.9               |
|       | SS    | 2         | 3.1     | 3.1           | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 1.5     | 1.5           | 1.5                |
|       | R     | 4         | 6.2     | 6.2           | 7.7                |
|       | S     | 32        | 49.2    | 49.2          | 56.9               |
|       | SS    | 28        | 43.1    | 43.1          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 1.5     | 1.5           | 1.5                |
|       | TS    | 2         | 3.1     | 3.1           | 4.6                |
|       | R     | 6         | 9.2     | 9.2           | 13.8               |
|       | S     | 37        | 56.9    | 56.9          | 70.8               |
|       | SS    | 19        | 29.2    | 29.2          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 4         | 6.2     | 6.2           | 6.2                |
|       | S     | 44        | 67.7    | 67.7          | 73.8               |
|       | SS    | 17        | 26.2    | 26.2          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 2         | 3.1     | 3.1           | 3.1                |
|       | R     | 5         | 7.7     | 7.7           | 10.8               |
|       | S     | 39        | 60.0    | 60.0          | 70.8               |
|       | SS    | 19        | 29.2    | 29.2          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 1.5     | 1.5           | 1.5                |
|       | TS    | 3         | 4.6     | 4.6           | 6.2                |
|       | R     | 10        | 15.4    | 15.4          | 21.5               |
|       | S     | 43        | 66.2    | 66.2          | 87.7               |
|       | SS    | 8         | 12.3    | 12.3          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 5         | 7.7     | 7.7           | 7.7                |
|       | R     | 23        | 35.4    | 35.4          | 43.1               |
|       | S     | 34        | 52.3    | 52.3          | 95.4               |
|       | SS    | 3         | 4.6     | 4.6           | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 1.5     | 1.5           | 1.5                |
|       | R     | 10        | 15.4    | 15.4          | 16.9               |
|       | S     | 46        | 70.8    | 70.8          | 87.7               |
|       | SS    | 8         | 12.3    | 12.3          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 1.5     | 1.5           | 1.5                |
|       | TS    | 2         | 3.1     | 3.1           | 4.6                |
|       | R     | 3         | 4.6     | 4.6           | 9.2                |
|       | S     | 43        | 66.2    | 66.2          | 75.4               |
|       | SS    | 16        | 24.6    | 24.6          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 1.5     | 1.5           | 1.5                |
|       | R     | 3         | 4.6     | 4.6           | 6.2                |
|       | S     | 48        | 73.8    | 73.8          | 80.0               |
|       | SS    | 13        | 20.0    | 20.0          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 1.5     | 1.5           | 1.5                |
|       | TS    | 6         | 9.2     | 9.2           | 10.8               |
|       | R     | 13        | 20.0    | 20.0          | 30.8               |
|       | S     | 38        | 58.5    | 58.5          | 89.2               |
|       | SS    | 7         | 10.8    | 10.8          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 3         | 4.6     | 4.6           | 4.6                |
|       | TS    | 1         | 1.5     | 1.5           | 6.2                |
|       | R     | 4         | 6.2     | 6.2           | 12.3               |
|       | S     | 25        | 38.5    | 38.5          | 50.8               |
|       | SS    | 32        | 49.2    | 49.2          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R13**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 2         | 3.1     | 3.1           | 3.1                |
|       | TS    | 1         | 1.5     | 1.5           | 4.6                |
|       | R     | 10        | 15.4    | 15.4          | 20.0               |
|       | S     | 40        | 61.5    | 61.5          | 81.5               |
|       | SS    | 12        | 18.5    | 18.5          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**R14**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 2         | 3.1     | 3.1           | 3.1                |
|       | TS    | 5         | 7.7     | 7.7           | 10.8               |
|       | R     | 9         | 13.8    | 13.8          | 24.6               |
|       | S     | 40        | 61.5    | 61.5          | 86.2               |
|       | SS    | 9         | 13.8    | 13.8          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**Frequency Table****P1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 5         | 7.7     | 7.7           | 7.7                |
|       | S     | 49        | 75.4    | 75.4          | 83.1               |
|       | SS    | 11        | 16.9    | 16.9          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**P2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 1.5     | 1.5           | 1.5                |
|       | R     | 1         | 1.5     | 1.5           | 3.1                |
|       | S     | 44        | 67.7    | 67.7          | 70.8               |
|       | SS    | 19        | 29.2    | 29.2          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**P3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 2         | 3.1     | 3.1           | 3.1                |
|       | S     | 35        | 53.8    | 53.8          | 56.9               |
|       | SS    | 28        | 43.1    | 43.1          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**P4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 4         | 6.2     | 6.2           | 6.2                |
|       | S     | 37        | 56.9    | 56.9          | 63.1               |
|       | SS    | 24        | 36.9    | 36.9          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**P5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 2         | 3.1     | 3.1           | 3.1                |
|       | R     | 3         | 4.6     | 4.6           | 7.7                |
|       | S     | 39        | 60.0    | 60.0          | 67.7               |
|       | SS    | 21        | 32.3    | 32.3          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**P6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 1.5     | 1.5           | 1.5                |
|       | R     | 4         | 6.2     | 6.2           | 7.7                |
|       | S     | 38        | 58.5    | 58.5          | 66.2               |
|       | SS    | 22        | 33.8    | 33.8          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**P7**

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | R | 11        | 16.9    | 16.9          | 16.9               |
|       | S | 42        | 64.6    | 64.6          | 81.5               |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | SS    | 12 | 18.5  | 18.5  | 100.0 |
|  | Total | 65 | 100.0 | 100.0 |       |

**P8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 4         | 6.2     | 6.2           | 6.2                |
|       | S     | 38        | 58.5    | 58.5          | 64.6               |
|       | SS    | 23        | 35.4    | 35.4          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**P9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 4         | 6.2     | 6.2           | 6.2                |
|       | S     | 44        | 67.7    | 67.7          | 73.8               |
|       | SS    | 17        | 26.2    | 26.2          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**P10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 1.5     | 1.5           | 1.5                |
|       | TS    | 5         | 7.7     | 7.7           | 9.2                |
|       | R     | 14        | 21.5    | 21.5          | 30.8               |
|       | S     | 33        | 50.8    | 50.8          | 81.5               |
|       | SS    | 12        | 18.5    | 18.5          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**Frequency Table****KK1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 7         | 10.8    | 10.8          | 10.8               |
|       | S     | 46        | 70.8    | 70.8          | 81.5               |
|       | SS    | 12        | 18.5    | 18.5          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**KK2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 1.5     | 1.5           | 1.5                |
|       | R     | 6         | 9.2     | 9.2           | 10.8               |
|       | S     | 47        | 72.3    | 72.3          | 83.1               |
|       | SS    | 11        | 16.9    | 16.9          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**KK3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 7         | 10.8    | 10.8          | 10.8               |
|       | S     | 46        | 70.8    | 70.8          | 81.5               |
|       | SS    | 12        | 18.5    | 18.5          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**KK4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 1.5     | 1.5           | 1.5                |
|       | S     | 43        | 66.2    | 66.2          | 67.7               |
|       | SS    | 21        | 32.3    | 32.3          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**KK5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 2         | 3.1     | 3.1           | 3.1                |
|       | TS    | 2         | 3.1     | 3.1           | 6.2                |
|       | R     | 5         | 7.7     | 7.7           | 13.8               |
|       | S     | 39        | 60.0    | 60.0          | 73.8               |
|       | SS    | 17        | 26.2    | 26.2          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**KK6**

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | R | 11        | 16.9    | 16.9          | 16.9               |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | S     | 43 | 66.2  | 66.2  | 83.1  |
|  | SS    | 11 | 16.9  | 16.9  | 100.0 |
|  | Total | 65 | 100.0 | 100.0 |       |

**KK7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 1.5     | 1.5           | 1.5                |
|       | R     | 9         | 13.8    | 13.8          | 15.4               |
|       | S     | 43        | 66.2    | 66.2          | 81.5               |
|       | SS    | 12        | 18.5    | 18.5          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**KK8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 2         | 3.1     | 3.1           | 3.1                |
|       | R     | 12        | 18.5    | 18.5          | 21.5               |
|       | S     | 45        | 69.2    | 69.2          | 90.8               |
|       | SS    | 6         | 9.2     | 9.2           | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**KK9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 1.5     | 1.5           | 1.5                |
|       | R     | 6         | 9.2     | 9.2           | 10.8               |
|       | S     | 47        | 72.3    | 72.3          | 83.1               |
|       | SS    | 11        | 16.9    | 16.9          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

**KK10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | R     | 3         | 4.6     | 4.6           | 4.6                |
|       | S     | 45        | 69.2    | 69.2          | 73.8               |
|       | SS    | 17        | 26.2    | 26.2          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

|       |       | KK11      |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | S     | 43        | 66.2    | 66.2          | 66.2               |
|       | SS    | 22        | 33.8    | 33.8          | 100.0              |
|       | Total | 65        | 100.0   | 100.0         |                    |

### Reliability Statistics

#### Reward

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .860             | 14         |

### Reliability Statistics

#### Punishment

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .805             | 10         |

### Reliability Statistics Kinerja

#### Karyawan

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .892             | 11         |

### Descriptive Statistics

|                  | Mean    | Std. Deviation | N  |
|------------------|---------|----------------|----|
| KINERJA KARYAWAN | 44.9846 | 4.53973        | 65 |
| REWARD           | 55.4000 | 6.31664        | 65 |
| PUNISHMENT       | 41.7846 | 3.73536        | 65 |

**Correlations**

|                        |                     | KINERJA<br>KARYAWAN | REWARD | PUNISHMENT |
|------------------------|---------------------|---------------------|--------|------------|
| Pearson<br>Correlation | KINERJA<br>KARYAWAN | 1.000               | .464   | .386       |
|                        | REWARD              | .464                | 1.000  | .168       |
|                        | PUNISHMENT          | .386                | .168   | 1.000      |
| Sig. (1-tailed)        | KINERJA<br>KARYAWAN | .                   | <,001  | <,001      |
|                        | REWARD              | .000                | .      | .091       |
|                        | PUNISHMENT          | .001                | .091   | .          |
| N                      | KINERJA<br>KARYAWAN | 65                  | 65     | 65         |
|                        | REWARD              | 65                  | 65     | 65         |
|                        | PUNISHMENT          | 65                  | 65     | 65         |

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R<br>Square | Std. Error of the<br>Estimate |
|-------|-------------------|----------|----------------------|-------------------------------|
| 1     | .559 <sup>a</sup> | .313     | .291                 | 3.82350                       |

a. Predictors: (Constant), PUNISHMENT, REWARD

b. Dependent Variable: KINERJA KARYAWAN

**ANOVA<sup>a</sup>**

| Model |            | Sum of<br>Squares | df | Mean Square | F      | Sig.               |
|-------|------------|-------------------|----|-------------|--------|--------------------|
| 1     | Regression | 412.595           | 2  | 206.298     | 14.111 | <,001 <sup>b</sup> |
|       | Residual   | 906.389           | 62 | 14.619      |        |                    |
|       | Total      | 1318.985          | 64 |             |        |                    |

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), PUNISHMENT, REWARD

**Coefficients<sup>a</sup>**

|       |            | Unstandardized<br>Coefficients | Std.<br>Error | Standardized<br>Coefficients | t     | Sig. | VIF |
|-------|------------|--------------------------------|---------------|------------------------------|-------|------|-----|
| Model |            | B                              | Error         | Beta                         |       |      |     |
| 1     | (Constant) | 12.539                         | 6.322         |                              | 1.983 | .052 |     |

|            |      |      |      |       |       |       |
|------------|------|------|------|-------|-------|-------|
| REWARD     | .295 | .077 | .411 | 3.846 | <,001 | 1.029 |
| PUNISHMENT | .385 | .130 | .317 | 2.967 | .004  | 1.029 |

a. Dependent Variable: KINERJA KARYAWAN

#### Collinearity Diagnostics<sup>a</sup>

| Model | Dimension | Eigenvalue | Condition | Variance Proportions |        |            |
|-------|-----------|------------|-----------|----------------------|--------|------------|
|       |           |            | Index     | (Constant)           | REWARD | PUNISHMENT |
| 1     | 1         | 2.987      | 1.000     | .00                  | .00    | .00        |
|       | 2         | .009       | 18.268    | .03                  | .86    | .27        |
|       | 3         | .004       | 28.866    | .97                  | .14    | .72        |

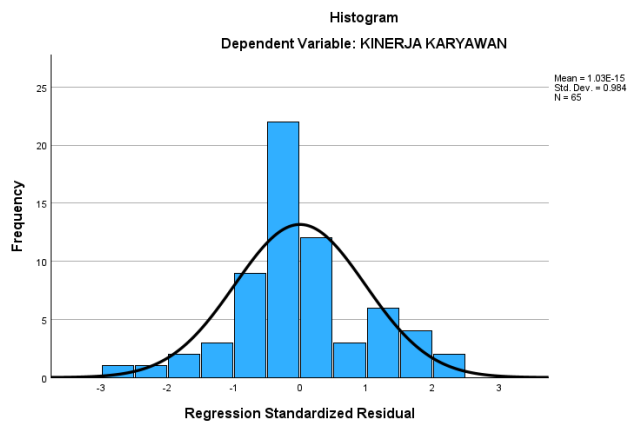
a. Dependent Variable: KINERJA KARYAWAN

#### Residuals Statistics<sup>a</sup>

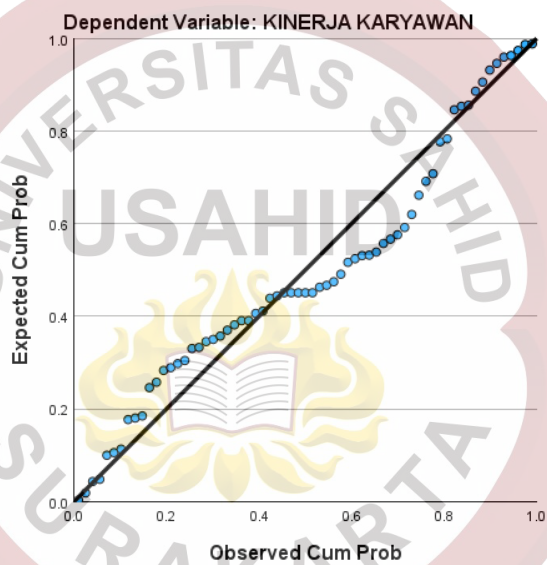
|                                   | Minimum   | Maximum  | Mean    | Std.<br>Deviation | N  |
|-----------------------------------|-----------|----------|---------|-------------------|----|
| Predicted Value                   | 35.3243   | 50.9823  | 44.9846 | 2.53906           | 65 |
| Std. Predicted Value              | -3.805    | 2.362    | .000    | 1.000             | 65 |
| Standard Error of Predicted Value | .489      | 2.354    | .771    | .285              | 65 |
| Adjusted Predicted Value          | 31.2494   | 50.4743  | 44.9206 | 2.78340           | 65 |
| Residual                          | -10.62169 | 8.66535  | .00000  | 3.76329           | 65 |
| Std. Residual                     | -2.778    | 2.266    | .000    | .984              | 65 |
| Stud. Residual                    | -2.884    | 2.286    | .007    | 1.025             | 65 |
| Deleted Residual                  | -11.45029 | 10.75064 | .06403  | 4.10799           | 65 |
| Stud. Deleted Residual            | -3.075    | 2.370    | .009    | 1.050             | 65 |
| Mahal. Distance                   | .062      | 23.274   | 1.969   | 3.086             | 65 |
| Cook's Distance                   | .000      | .999     | .034    | .127              | 65 |
| Centered Leverage Value           | .001      | .364     | .031    | .048              | 65 |

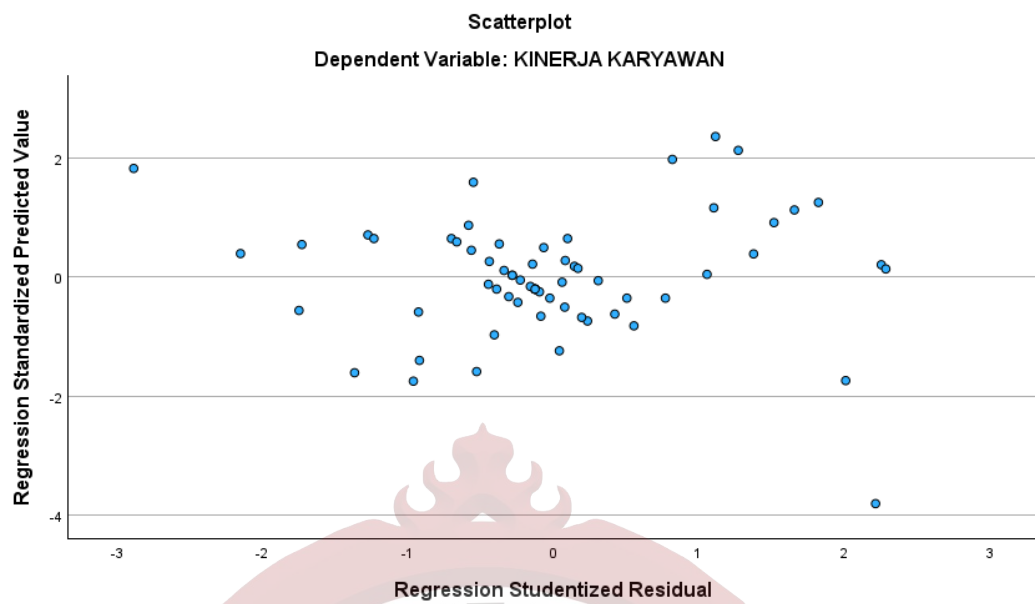
a. Dependent Variable: KINERJA KARYAWAN

#### Charts



**Normal P-P Plot of Regression Standardized Residual**





### Descriptive Statistics

|                  | Mean    | Std. Deviation | N  |
|------------------|---------|----------------|----|
| KINERJA KARYAWAN | 44.9846 | 4.53973        | 65 |
| REWARD           | 55.4000 | 6.31664        | 65 |

### Correlations

|                     |                  | KINERJA KARYAWAN | REWARD |
|---------------------|------------------|------------------|--------|
| Pearson Correlation | KINERJA KARYAWAN | 1.000            | .464   |
|                     | REWARD           | .464             | 1.000  |
| Sig. (1-tailed)     | KINERJA KARYAWAN | .                | <,001  |
|                     | REWARD           | .000             | .      |
| N                   | KINERJA KARYAWAN | 65               | 65     |
|                     | REWARD           | 65               | 65     |

### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered   | Variables Removed | Method |
|-------|---------------------|-------------------|--------|
| 1     | REWARD <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: KINERJA KARYAWAN

b. All requested variables entered.

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .464 <sup>a</sup> | .215     | .203              | 4.05345                    |

a. Predictors: (Constant), REWARD

b. Dependent Variable: KINERJA KARYAWAN

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.               |
|-------|------------|----------------|----|-------------|--------|--------------------|
| 1     | Regression | 283.867        | 1  | 283.867     | 17.277 | <,001 <sup>b</sup> |
|       | Residual   | 1035.118       | 63 | 16.430      |        |                    |
|       | Total      | 1318.985       | 64 |             |        |                    |

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), REWARD

#### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------------------------|-------|
|       |            | B                           | Std. Error |                           |       | Tolerance               | VIF   |
| 1     | (Constant) | 26.514                      | 4.472      |                           | 5.929 |                         |       |
|       | REWARD     | .333                        | .080       | .464                      | 4.157 | 1.000                   | 1.000 |

a. Dependent Variable: KINERJA KARYAWAN

#### Collinearity Diagnostics<sup>a</sup>

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |        |
|-------|-----------|------------|-----------------|----------------------|--------|
|       |           |            |                 | (Constant)           | REWARD |
| 1     | 1         | 1.994      | 1.000           | .00                  | .00    |
|       | 2         | .006       | 17.734          | 1.00                 | 1.00   |

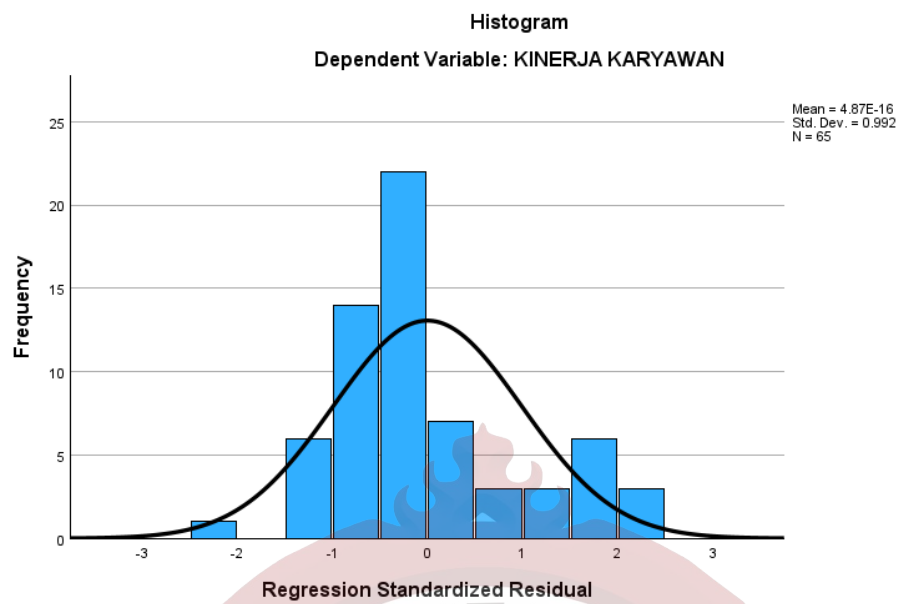
a. Dependent Variable: KINERJA KARYAWAN

**Residuals Statistics<sup>a</sup>**

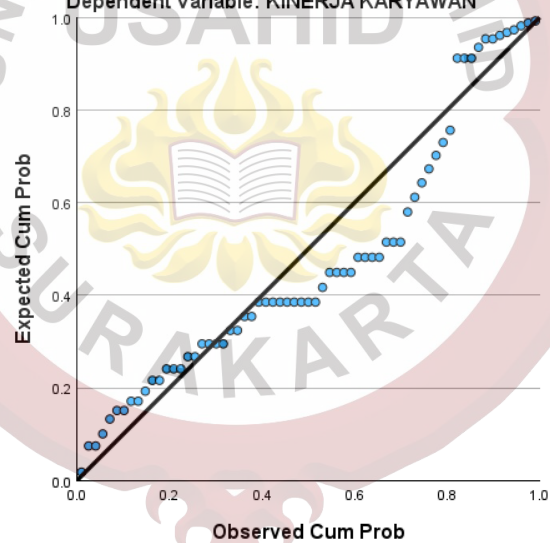
|                                   | Minimum  | Maximum  | Mean    | Std.<br>Deviation | N  |
|-----------------------------------|----------|----------|---------|-------------------|----|
| Predicted Value                   | 34.8489  | 48.1854  | 44.9846 | 2.10604           | 65 |
| Std. Predicted Value              | -4.813   | 1.520    | .000    | 1.000             | 65 |
| Standard Error of Predicted Value | .504     | 2.490    | .655    | .278              | 65 |
| Adjusted Predicted Value          | 30.5162  | 48.0326  | 44.9231 | 2.43576           | 65 |
| Residual                          | -8.51854 | 9.81557  | .00000  | 4.02166           | 65 |
| Std. Residual                     | -2.102   | 2.422    | .000    | .992              | 65 |
| Stud. Residual                    | -2.143   | 2.443    | .007    | 1.021             | 65 |
| Deleted Residual                  | -8.85507 | 11.48382 | .06152  | 4.28799           | 65 |
| Stud. Deleted Residual            | -2.208   | 2.547    | .014    | 1.040             | 65 |
| Mahal. Distance                   | .004     | 23.162   | .985    | 2.954             | 65 |
| Cook's Distance                   | .000     | 1.514    | .038    | .187              | 65 |
| Centered Leverage Value           | .000     | .362     | .015    | .046              | 65 |

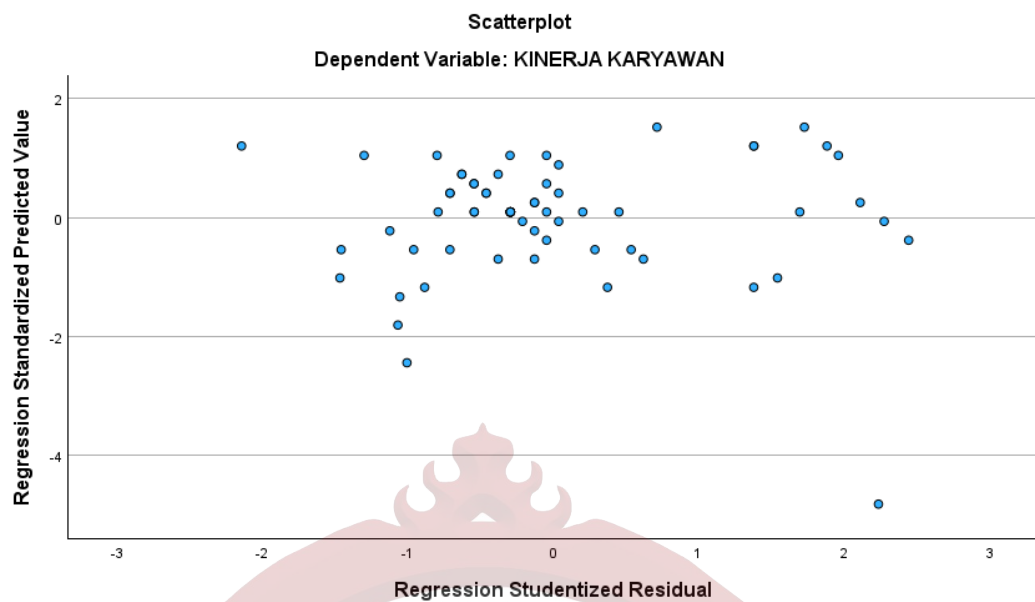
a. Dependent Variable: KINERJA KARYAWAN

**Charts**



**Normal P-P Plot of Regression Standardized Residual**  
Dependent Variable: KINERJA KARYAWAN





### Descriptive Statistics

|                  | Mean    | Std. Deviation | N  |
|------------------|---------|----------------|----|
| KINERJA KARYAWAN | 44.9846 | 4.53973        | 65 |
| PUNISHMENT       | 41.7846 | 3.73536        | 65 |

### Correlations

|                     |                  | KINERJA KARYAWAN | PUNISHMENT |
|---------------------|------------------|------------------|------------|
| Pearson Correlation | KINERJA KARYAWAN | 1.000            | .386       |
|                     | PUNISHMENT       | .386             | 1.000      |
| Sig. (1-tailed)     | KINERJA KARYAWAN | .                | <,001      |
|                     | PUNISHMENT       | .001             | .          |
| N                   | KINERJA KARYAWAN | 65               | 65         |
|                     | PUNISHMENT       | 65               | 65         |

### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered       | Variables Removed | Method |
|-------|-------------------------|-------------------|--------|
| 1     | PUNISHMENT <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: KINERJA KARYAWAN

b. All requested variables entered.

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .386 <sup>a</sup> | .149     | .135              | 4.22124                    |

a. Predictors: (Constant), PUNISHMENT

b. Dependent Variable: KINERJA KARYAWAN

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 196.398        | 1  | 196.398     | 11.022 | .002 <sup>b</sup> |
|       | Residual   | 1122.586       | 63 | 17.819      |        |                   |
|       | Total      | 1318.985       | 64 |             |        |                   |

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), PUNISHMENT

#### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------|
|       |            | B                           | Std. Error | Beta                      |       |       |
| 1     | (Constant) | 25.389                      | 5.926      |                           | 4.285 | <.001 |
|       | PUNISHMENT | .469                        | .141       | .386                      | 3.320 | .002  |

a. Dependent Variable: KINERJA KARYAWAN

#### Collinearity Diagnostics<sup>a</sup>

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |            |
|-------|-----------|------------|-----------------|----------------------|------------|
|       |           |            |                 | (Constant)           | PUNISHMENT |
| 1     | 1         | 1.996      | 1.000           | .00                  | .00        |
|       | 2         | .004       | 22.591          | 1.00                 | 1.00       |

a. Dependent Variable: KINERJA KARYAWAN

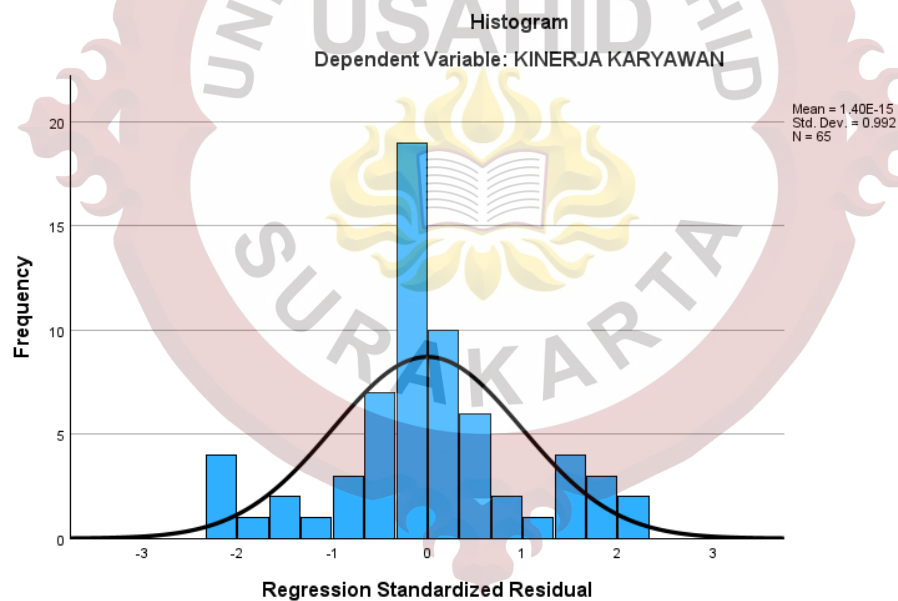
#### Residuals Statistics<sup>a</sup>

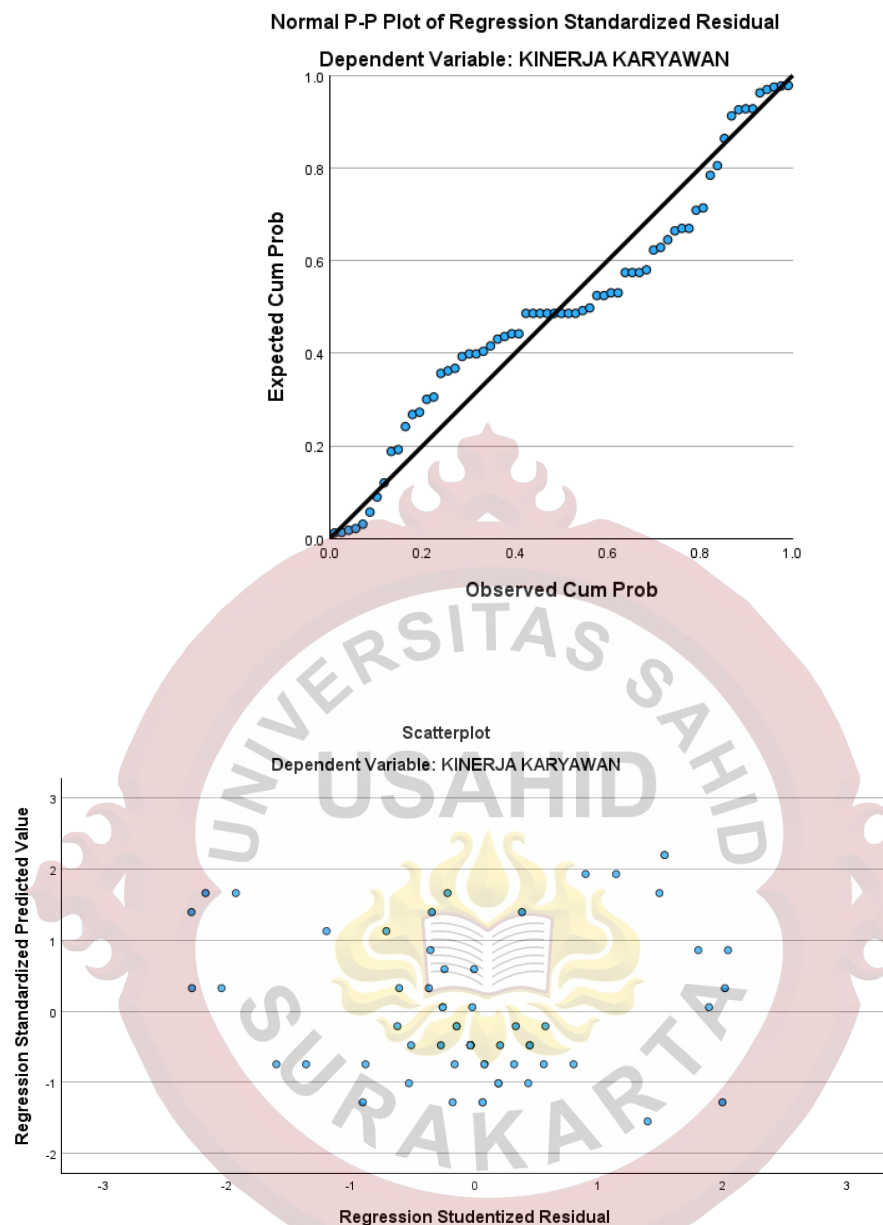
|                      | Minimum | Maximum | Mean    | Std. Deviation | N  |
|----------------------|---------|---------|---------|----------------|----|
| Predicted Value      | 42.2718 | 48.8374 | 44.9846 | 1.75178        | 65 |
| Std. Predicted Value | -1.549  | 2.199   | .000    | 1.000          | 65 |

|                                   |          |         |         |         |    |
|-----------------------------------|----------|---------|---------|---------|----|
| Standard Error of Predicted Value | .524     | 1.273   | .715    | .193    | 65 |
| Adjusted Predicted Value          | 41.9521  | 48.4539 | 44.9692 | 1.73982 | 65 |
| Residual                          | -9.55460 | 8.50746 | .00000  | 4.18813 | 65 |
| Std. Residual                     | -2.263   | 2.015   | .000    | .992    | 65 |
| Stud. Residual                    | -2.287   | 2.043   | .002    | 1.012   | 65 |
| Deleted Residual                  | -9.88359 | 8.74320 | .01545  | 4.35745 | 65 |
| Stud. Deleted Residual            | -2.369   | 2.098   | .001    | 1.032   | 65 |
| Mahal. Distance                   | .003     | 4.837   | .985    | 1.165   | 65 |
| Cook's Distance                   | .000     | .147    | .021    | .036    | 65 |
| Centered Leverage Value           | .000     | .076    | .015    | .018    | 65 |

a. Dependent Variable: KINERJA KARYAWAN

## Charts





Item-Total Statistics

|    | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|----|-------------------------------|-----------------------------------|-----------------------------------------|----------------------------------------|
| R1 | 138.6462                      | 117.076                           | .273                                    | .896                                   |
| R2 | 137.8462                      | 115.195                           | .405                                    | .894                                   |
| R3 | 138.0769                      | 114.135                           | .424                                    | .894                                   |
| R4 | 137.9692                      | 118.030                           | .323                                    | .895                                   |
| R5 | 138.0154                      | 116.140                           | .367                                    | .894                                   |

|      |          |         |      |      |
|------|----------|---------|------|------|
| R6   | 138.3385 | 114.134 | .453 | .893 |
| R7   | 138.6308 | 115.580 | .394 | .894 |
| R8   | 138.2462 | 115.688 | .431 | .893 |
| R9   | 138.0769 | 112.041 | .602 | .890 |
| R10  | 138.0462 | 115.451 | .541 | .892 |
| R11  | 138.4923 | 111.629 | .542 | .891 |
| R12  | 137.9077 | 112.335 | .418 | .894 |
| R13  | 138.2615 | 111.665 | .559 | .891 |
| R14  | 138.4154 | 113.747 | .391 | .895 |
| P1   | 138.0769 | 116.947 | .460 | .893 |
| P2   | 137.9231 | 117.478 | .353 | .895 |
| P3   | 137.7692 | 117.149 | .386 | .894 |
| P4   | 137.8615 | 117.684 | .320 | .895 |
| P5   | 137.9538 | 120.701 | .063 | .899 |
| P6   | 137.9231 | 118.510 | .228 | .896 |
| P7   | 138.1538 | 115.382 | .492 | .892 |
| P8   | 137.8769 | 117.766 | .317 | .895 |
| P9   | 137.9692 | 117.280 | .389 | .894 |
| P10  | 138.4000 | 116.837 | .229 | .898 |
| KK1  | 138.0923 | 115.679 | .527 | .892 |
| KK2  | 138.1231 | 116.578 | .420 | .894 |
| KK3  | 138.0923 | 116.398 | .463 | .893 |
| KK4  | 137.8769 | 114.828 | .588 | .891 |
| KK5  | 138.1385 | 111.121 | .560 | .891 |
| KK6  | 138.1692 | 114.049 | .614 | .891 |
| KK7  | 138.1538 | 113.726 | .598 | .891 |
| KK8  | 138.3231 | 116.535 | .387 | .894 |
| KK9  | 138.1231 | 115.953 | .472 | .893 |
| KK10 | 137.9538 | 115.263 | .592 | .891 |
| KK11 | 137.8308 | 115.737 | .596 | .892 |

### One-Sample Kolmogorov-Smirnov Test

|                                          |                                     | Unstandardized<br>Residual |
|------------------------------------------|-------------------------------------|----------------------------|
| N                                        |                                     | 65                         |
| Normal Parameters <sup>a,b</sup>         | Mean                                | .0000000                   |
|                                          | Std. Deviation                      | 3.76328747                 |
| Most Extreme Differences                 | Absolute                            | .131                       |
|                                          | Positive                            | .131                       |
|                                          | Negative                            | -.095                      |
| Test Statistic                           |                                     | .131                       |
| Asymp. Sig. (2-tailed) <sup>c</sup>      |                                     | .080                       |
| Monte Carlo Sig. (2-tailed) <sup>d</sup> | Sig.                                | .007                       |
|                                          | 99% Confidence Interval Lower Bound | .005                       |
|                                          | Upper Bound                         | .010                       |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 272886377.