

LAMPIRAN

LAMPIRAN 1

KUESIONER PENELITIAN

Perkenalkan nama saya Amelia Nur Afifah, mahasiswi dari Universitas Binaniaga Indonesia, Program Studi Manajemen Program Sarjana, Fakultas Ekonomi dan Bisnis. Saat ini saya sedang melakukan survey mengenai pengaruh *job demands* dan *personal resources* terhadap keterikatan karyawan pada PT. ASTRA INTERNATIONAL-ISUZU.

Demi tercapainya tujuan penelitian ini, maka peneliti memohon kesediaan Saudara/I untuk mengisi angket atau daftar pernyataan yang telah disediakan berikut sesuai dengan keadaan yang sebenarnya, karena dalam hal ini jawaban anda akan dijamin kerahasiaannya, tidak berkaitan dengann karier saudara/i, karena semata-mata hanya untuk ilmu pengetahuan.

Atas kesediaan saudara/i untuk meluangkan waktunya juga mengisi kuesioner ini, peneliti mengucapkan terima kasih.

IDENTITAS RESPONDEN

Berilah tanda centang () untuk setiap jawaban yang menurut anda paling sesuai dengan diri anda.

1. Nama*

2. Jenis Kelamin *

☐ Laki-laki

☐ Perempuan

3. Usia *

☐ 20-30 Tahun

☐ 31- 40 Tahun

☐ > 41 Tahun

4. Lama Kerja*

☐ < 1 Tahun

☐ 1-5 Tahun

☐ >5 Tahun

5. Jabatan.....*

A. Petunjuk Umum Pengisian Kuesioner :

1. Sebelum mengisi kuesioner ini, mohon Bapak/Ibu/Saudara/i membaca setiap butir pertanyaan dengan cermat,jujur, dan apa adanya.
2. Mohon diisi dengan memberi tanda centang () untuk setiap pernyataan yang sesuai dengan persepsi anda pada kolom jawaban yang tersedia.
3. Untuk setiap pernyataan hanya diperbolehkan memilih satu alternatif jawaban.
4. Semua pernyataan yang ada, mohon diisi tanpa ada satupun yang terlewat.

B. Keterangan Jawaban

Pernyataan	Nilai
Sangat Setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KS)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

C. Daftar Pernyataan

a. Job Demands (Tuntutan Pekerjaan)

No.	Indikator dan Pernyataan	SS	S	KS	TS	STS
Kualitas Kerja						
1.	Setiap karyawan PT. ASTRA INTERNATIONAL-ISUZU memiliki tuntutan pekerjaan yang cukup berat.					

2.	Perusahaan memberikan tuntutan pekerjaan yang berat dengan waktu yang dibatasi.					
Kinerja karyawan						
3.	Karyawan sering pulang terlambat karena harus menyelesaikan pekerjaan sesuai dengan waktu yang ditetapkan.					
4.	Lingkungan kerja yang nyaman dapat mempengaruhi kinerja karyawan.					
Tekanan Waktu						
5.	Memberikan edukasi untuk karyawan dapat meningkatkan kinerja.					
6.	Karyawan lain memberikan pekerjaan yang harus diselesaikan secepatnya.					
Beban Kerja						
7.	Beban kerja karyawan sangat berat sehingga mempengaruhi konsentrasi karyawan.					
8.	Karyawan merasa tertekan dengan beban kerja yang diberikan.					

b. *Personal Resources* (Sumber Daya Diri)

No.	Indikator dan Pernyataan	SS	S	KS	TS	STS
Perencanaan dan pengaturan diri						
1.	Karyawan bekerja tanpa strategi perencanaan					
2.	Sering terjadinya salah paham antar karyawan.					
Menyelesaikan pekerjaan sulit						
3.	Karyawan sering merasa pesimis untuk mengerjakan pekerjaan yang sulit.					
4.	Karyawan sering merasa pesimis untuk mengerjakan tuntutan pekerjaan.					
Penghargaan untuk karyawan						
5.	Perusahaan mengabaikan kompensasi karyawan yang telah menyelesaikan tuntutan pekerjaan.					
6.	Perusahaan memberikan apresiasi kinerja karyawan.					
Percaya diri dan optimis						
7.	Karyawan sering merasa <i>insecure</i> (tidak percaya diri)					
8.	Karyawan sering merasa pesimis dengan keahliannya.					

c. Keterikatan Karyawan

No.	Indikator dan Pernyataan	SS	S	KS	TS	STS
Lingkungan Kerja						
1.	Permintaan bantuan sesama karyawan sering diabaikan.					
2.	Perusahaan mengabaikan lingkungan kerja yang nyaman untuk karyawan.					
Kepemimpinan						
3.	Pendapat karyawan sering diabaikan.					
4.	Pemimpin mengarahkan karyawan dengan baik untuk menyelesaikan pekerjaan.					
Pelatihan dan pengembangan karir						
5.	Perusahaan mengabaikan jenjang karir karyawan.					
6.	Perusahaan mengabaikan fasilitas teknologi karyawan.					
Kesejahteraan karyawan						
7.	Perusahaan mengabaikan hak karyawan seperti cuti dan libur yang sesuai dengan calendar.					
8.	Fasilitas diperusahaan banyak yang sudah usang.					

LAMPIRAN 2

HASIL TABULASI

1. Tabulasi Uji Validitas Variabel *Job Demands* (Tuntutan Pekerjaan)

(X1)

NO.	JD1	JD2	JD3	JD4	JD5	JD6	JD7	JD8	Total
1	4	4	5	5	5	5	5	5	38
2	5	5	5	5	5	5	5	4	39
3	3	4	4	4	4	4	4	4	31
4	4	5	4	5	5	5	5	5	38
5	4	4	5	4	5	4	5	5	36
6	4	5	5	5	5	5	5	5	39
7	5	5	5	5	5	5	5	5	40
8	4	5	4	5	5	5	5	5	38
9	4	4	5	5	5	5	4	5	37
10	4	4	4	4	4	4	5	4	33
11	5	4	4	4	4	4	4	4	33
12	4	4	4	4	4	4	5	3	32
13	4	5	4	4	4	4	4	4	33
14	3	4	3	3	4	5	4	4	30
15	4	5	5	5	4	5	4	4	36
16	4	4	3	4	5	4	4	4	32
17	5	4	4	4	4	5	4	5	35
18	4	5	5	5	5	5	4	5	38
19	3	4	4	4	3	3	4	4	29
20	4	4	4	4	4	5	5	4	34
21	4	4	5	4	5	5	5	4	36
22	4	4	4	5	4	4	5	4	34
23	4	5	5	5	4	4	5	4	36
24	5	4	5	4	4	4	5	4	35
25	4	5	4	4	5	4	5	5	36
26	4	5	4	4	4	4	5	5	35
27	4	4	4	4	4	4	4	5	33
28	5	4	4	4	4	4	4	4	33
29	3	3	4	4	4	4	4	4	30
30	5	4	4	4	4	4	4	4	33
Total	123	130	129	130	131	132	136	131	1042

2. Tabulasi Uji Validitas Variabel *Personal Resources* (Sumber Daya Diri) (X2)

NO.	PR1	PR2	PR3	PR4	PR5	PR6	PR7	PR8	Total
1	5	5	4	5	5	5	5	4	38
2	5	5	5	4	5	5	5	5	39
3	5	4	4	4	4	4	4	4	33
4	5	5	5	5	4	4	5	4	37
5	5	5	4	5	4	5	4	4	36
6	5	5	5	5	5	5	5	5	40
7	5	5	5	5	5	5	5	5	40
8	4	5	5	5	5	4	4	5	37
9	4	5	5	5	5	5	5	5	39
10	4	4	4	4	4	4	4	4	32
11	4	4	5	4	5	4	4	3	33
12	5	4	4	3	4	4	4	4	32
13	5	4	4	5	4	4	4	4	34
14	5	3	3	3	5	4	4	4	31
15	5	5	4	4	4	4	4	5	35
16	5	4	4	4	4	4	4	4	33
17	5	4	4	5	4	4	4	5	35
18	5	4	4	5	4	4	4	3	33
19	4	3	3	2	4	4	4	4	28
20	4	4	4	4	4	4	4	5	33
21	5	4	4	5	5	5	5	5	38
22	5	4	4	4	4	4	4	4	33
23	5	4	4	4	5	5	5	5	37
24	5	4	4	4	4	5	4	4	34
25	5	4	5	4	4	4	4	4	34
26	5	4	4	5	5	5	5	4	37
27	5	4	4	4	5	5	5	5	37
28	5	4	4	5	5	4	4	4	35
29	5	2	4	4	4	4	4	4	31
30	5	4	4	4	5	5	4	3	34
Total	144	125	126	129	134	132	130	128	1048

3. Tabulasi Uji Validitas Variabel Keterikatan Karyawan (Y)

NO.	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	Total
1	4	4	4	4	4	4	4	4	32
2	5	5	5	5	5	5	5	4	39
3	4	4	4	3	4	3	5	5	32
4	4	5	5	4	5	5	5	5	38
5	4	4	4	4	4	5	4	5	34
6	5	5	5	5	5	5	5	5	40
7	5	5	5	5	5	5	5	5	40
8	4	5	5	4	4	4	5	5	36
9	5	5	5	5	5	5	4	4	38
10	4	4	4	4	4	4	5	5	34
11	4	4	4	5	4	4	5	5	35
12	4	4	4	4	4	4	5	5	34
13	4	3	5	4	5	4	4	4	33
14	4	3	4	3	5	4	4	5	32
15	5	5	4	4	4	5	4	5	36
16	4	4	4	4	4	4	3	4	31
17	4	4	4	5	5	5	3	4	34
18	5	4	4	4	4	3	4	5	33
19	4	4	4	3	3	4	4	4	30
20	4	4	5	5	5	5	4	4	36
21	5	4	4	4	4	4	4	4	33
22	4	5	5	5	4	4	5	4	36
23	4	4	4	4	4	4	5	4	33
24	4	4	4	4	5	5	5	4	35
25	4	4	4	4	4	5	5	5	35
26	4	4	4	4	4	4	5	5	34
27	5	4	4	4	4	5	4	5	35
28	4	4	4	4	5	4	4	5	34
29	4	3	4	3	4	4	5	5	32
30	4	4	4	4	4	4	4	5	33
Total	128	125	129	124	130	130	133	138	1037

LAMPIRAN 3

DATA TABULASI KUESIONER 109 RESPONDEN

1. Variabel *Job Demands* (Tuntutan Pekerjaan) (X1)

NO.	JD1	JD2	JD3	JD4	JD5	JD6	JD7	JD8	Total
1	4	4	5	5	5	5	5	5	38
2	5	5	5	5	5	5	5	4	39
3	3	4	4	4	4	4	4	4	31
4	4	5	4	5	5	5	5	5	38
5	4	4	5	4	5	4	5	5	36
6	4	5	5	5	5	5	5	5	39
7	5	5	5	5	5	5	5	5	40
8	4	5	4	5	5	5	5	5	38
9	4	4	5	5	5	5	4	5	37
10	4	4	4	4	4	4	5	4	33
11	5	4	4	4	4	4	4	4	33
12	4	4	4	4	4	4	5	3	32
13	4	5	4	4	4	4	4	4	33
14	3	4	3	3	4	5	4	4	30
15	4	5	5	5	4	5	4	4	36
16	4	4	3	4	5	4	4	4	32
17	5	4	4	4	4	5	4	5	35
18	4	5	5	5	5	5	4	5	38
19	3	4	4	4	3	3	4	4	29
20	4	4	4	4	4	5	5	4	34
21	4	4	5	4	5	5	5	4	36
22	4	4	4	5	4	4	5	4	34
23	4	5	5	5	4	4	5	4	36
24	5	4	5	4	4	4	5	4	35
25	4	5	4	4	5	4	5	5	36
26	4	5	4	4	4	4	5	5	35
27	4	4	4	4	4	4	4	5	33
28	5	4	4	4	4	4	4	4	33

29	3	3	4	4	4	4	4	4	30
30	5	4	4	4	4	4	4	4	33
31	5	5	5	4	4	4	4	4	35
32	4	4	5	5	5	4	4	4	35
33	5	5	5	5	5	5	5	5	40
34	4	4	4	4	5	5	5	5	36
35	4	4	5	5	4	4	4	4	34
36	4	4	4	4	4	4	5	5	34
37	5	5	5	5	5	4	4	4	37
38	4	4	4	4	5	5	5	5	36
39	5	5	5	5	5	4	4	4	37
40	4	4	4	4	5	5	5	5	36
41	4	4	4	4	4	4	4	4	32
42	5	5	5	5	5	5	5	5	40
43	5	5	5	5	5	4	4	5	38
44	5	5	5	4	4	4	4	4	35
45	5	5	5	5	5	5	4	4	38
46	5	5	5	5	5	5	5	5	40
47	5	5	5	5	5	5	5	5	40
48	5	5	5	5	5	4	4	4	37
49	5	5	5	5	5	5	5	5	40
50	4	4	4	5	5	4	4	4	34
51	5	5	5	5	5	5	5	5	40
52	4	4	4	5	5	5	5	4	36
53	5	5	5	5	5	4	4	4	37
54	5	5	5	5	5	5	5	4	39
55	4	4	4	4	4	5	5	5	35
56	5	5	5	4	4	4	4	4	35
57	5	5	4	4	4	4	5	5	36
58	5	5	5	5	5	5	5	4	39
59	4	4	4	5	5	5	4	4	35
60	5	5	5	3	4	4	3	5	34
61	5	4	4	4	4	5	5	5	36
62	5	5	5	5	5	5	5	4	39
63	5	5	5	5	5	5	5	5	40
64	5	5	5	5	5	4	4	3	36
65	5	5	5	5	4	4	4	5	37
66	5	4	4	4	4	5	5	5	36

105	5	2	4	5	5	5	5	4	35
106	5	5	5	5	5	5	5	5	40
107	4	4	4	4	5	5	5	5	36
108	5	5	5	4	4	4	4	4	35
109	4	4	4	5	5	5	5	5	37
Total	495	497	499	496	494	481	477	472	3911

2. Variabel *Personal Resources* (Sumber Daya Diri) (X2)

NO.	PR1	PR2	PR3	PR4	PR5	PR6	PR7	PR8	Total
1	5	5	4	5	5	5	5	4	38
2	5	5	5	4	5	5	5	5	39
3	5	4	4	4	4	4	4	4	33
4	5	5	5	5	4	4	5	4	37
5	5	5	4	5	4	5	4	4	36
6	5	5	5	5	5	5	5	5	40
7	5	5	5	5	5	5	5	5	40
8	4	5	5	5	5	4	4	5	37
9	4	5	5	5	5	5	5	5	39
10	4	4	4	4	4	4	4	4	32
11	4	4	5	4	5	4	4	3	33
12	5	4	4	3	4	4	4	4	32
13	5	4	4	5	4	4	4	4	34
14	5	3	3	3	5	4	4	4	31
15	5	5	4	4	4	4	4	5	35
16	5	4	4	4	4	4	4	4	33
17	5	4	4	5	4	4	4	5	35
18	5	4	4	5	4	4	4	3	33
19	4	3	3	2	4	4	4	4	28
20	4	4	4	4	4	4	4	5	33
21	5	4	4	5	5	5	5	5	38
22	5	4	4	4	4	4	4	4	33
23	5	4	4	4	5	5	5	5	37
24	5	4	4	4	4	5	4	4	34

25	5	4	5	4	4	4	4	4	34
26	5	4	4	5	5	5	5	4	37
27	5	4	4	4	5	5	5	5	37
28	5	4	4	5	5	4	4	4	35
29	5	2	4	4	4	4	4	4	31
30	5	4	4	4	5	5	4	3	34
31	4	5	5	5	3	5	5	5	37
32	4	4	4	4	4	4	4	4	32
33	5	4	4	4	4	4	4	4	33
34	5	5	4	4	4	4	4	4	34
35	4	4	5	5	5	5	4	4	36
36	5	5	5	4	4	4	4	4	35
37	4	4	4	4	4	4	5	5	34
38	5	5	5	5	5	4	4	4	37
39	5	5	5	4	4	4	4	4	35
40	5	5	4	4	4	4	4	4	34
41	3	3	3	3	4	4	4	4	28
42	5	4	4	4	4	4	4	4	33
43	5	5	5	4	4	4	4	4	35
44	4	5	5	5	5	4	4	4	36
45	4	4	4	4	4	4	4	4	32
46	4	4	4	4	4	4	4	4	32
47	5	5	4	4	4	4	4	4	34
48	4	5	5	5	5	5	5	4	38
49	3	4	4	4	4	4	4	4	31
50	4	4	4	5	5	5	5	5	37
51	5	4	4	4	4	4	4	4	33
52	4	4	4	4	4	4	4	5	33
53	4	4	4	4	5	5	5	4	35
54	3	4	4	4	4	4	5	5	33
55	5	4	4	4	4	4	4	5	34
56	4	4	5	5	5	5	4	4	36
57	5	5	5	5	5	5	4	4	38
58	4	4	4	4	5	5	5	5	36
59	3	3	3	3	4	4	4	4	28
60	4	4	4	4	4	5	5	5	35
61	5	5	5	4	4	4	4	4	35
62	4	4	4	4	5	5	5	5	36

63	5	5	5	4	4	4	4	3	34
64	4	5	4	5	5	5	5	4	37
65	5	5	4	4	3	3	3	4	31
66	5	5	5	5	5	5	5	4	39
67	4	4	3	3	3	3	4	4	28
68	5	5	5	5	5	5	5	5	40
69	3	4	4	4	4	5	5	5	34
70	4	4	4	4	5	5	5	4	35
71	4	4	3	4	3	3	3	4	28
72	3	3	3	3	4	4	4	5	29
73	5	5	5	5	4	4	4	4	36
74	4	5	5	5	5	4	4	4	36
75	4	5	5	5	5	4	4	4	36
76	4	4	3	3	3	4	4	4	29
77	4	5	5	5	5	5	5	4	38
78	5	5	4	4	3	3	3	3	30
79	4	4	4	3	4	3	5	4	31
80	5	5	5	5	5	3	3	3	34
81	4	3	3	3	4	4	5	5	31
82	4	4	3	3	3	3	4	4	28
83	4	4	5	5	5	5	5	5	38
84	3	4	4	5	5	5	4	4	34
85	5	5	5	5	4	5	4	4	37
86	3	3	3	3	4	3	3	3	25
87	3	4	5	5	5	5	5	5	37
88	4	4	4	4	5	5	5	4	35
89	5	5	4	4	3	3	3	4	31
90	4	3	3	4	4	5	5	5	33
91	5	5	5	5	5	4	4	4	37
92	4	4	4	4	4	4	4	5	33
93	4	4	4	4	4	4	4	4	32
94	4	4	4	4	4	4	4	4	32
95	4	4	4	5	5	5	5	5	37
96	5	5	5	4	4	4	4	4	35
97	5	5	4	4	4	4	4	4	34
98	4	4	5	5	5	5	5	5	38
99	4	4	4	4	5	5	5	5	36
100	4	4	4	4	4	5	5	5	35

101	4	4	4	4	4	4	4	4	32
102	4	4	4	4	4	4	4	4	32
103	4	4	4	4	4	4	4	5	33
104	4	4	4	4	4	4	4	4	32
105	2	2	2	2	4	5	4	4	25
106	4	4	3	3	3	3	4	4	28
107	4	4	4	4	4	4	4	4	32
108	4	4	4	4	4	4	4	4	32
109	4	4	4	4	4	4	4	4	32
Total	474	461	454	456	467	465	465	462	3704

3. Variabel Keterikatann Karyawan (Y)

NO.	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	Total
1	4	4	4	4	4	4	4	4	32
2	5	5	5	5	5	5	5	4	39
3	4	4	4	3	4	3	5	5	32
4	4	5	5	4	5	5	5	5	38
5	4	4	4	4	4	5	4	5	34
6	5	5	5	5	5	5	5	5	40
7	5	5	5	5	5	5	5	5	40
8	4	5	5	4	4	4	5	5	36
9	5	5	5	5	5	5	4	4	38
10	4	4	4	4	4	4	5	5	34
11	4	4	4	5	4	4	5	5	35
12	4	4	4	4	4	4	5	5	34
13	4	3	5	4	5	4	4	4	33
14	4	3	4	3	5	4	4	5	32
15	5	5	4	4	4	5	4	5	36
16	4	4	4	4	4	4	3	4	31
17	4	4	4	5	5	5	3	4	34
18	5	4	4	4	4	3	4	5	33
19	4	4	4	3	3	4	4	4	30
20	4	4	5	5	5	5	4	4	36

21	5	4	4	4	4	4	4	4	33
22	4	5	5	5	4	4	5	4	36
23	4	4	4	4	4	4	5	4	33
24	4	4	4	4	5	5	5	4	35
25	4	4	4	4	4	5	5	5	35
26	4	4	4	4	4	4	5	5	34
27	5	4	4	4	4	5	4	5	35
28	4	4	4	4	5	4	4	5	34
29	4	3	4	3	4	4	5	5	32
30	4	4	4	4	4	4	4	5	33
31	4	4	4	4	5	5	5	5	36
32	4	4	4	4	5	4	4	4	33
33	5	5	5	5	5	4	4	4	37
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35	4	4	5	5	5	5	4	4	36
36	4	4	5	5	5	5	5	5	38
37	5	5	5	5	5	5	5	5	40
38	4	4	5	5	5	4	4	4	35
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40	4	4	4	5	5	5	5	5	37
41	4	4	4	4	5	5	5	5	36
42	5	5	4	4	4	4	4	4	34
43	5	5	5	4	4	4	4	4	35
44	4	4	4	5	5	5	5	5	37
45	4	5	5	5	5	5	5	5	39
46	4	5	5	5	5	5	5	5	39
47	4	4	4	4	4	5	5	5	35
48	4	4	4	4	4	4	4	4	32
49	4	5	5	4	4	4	4	4	34
50	4	4	4	4	4	4	4	4	32
51	4	4	4	4	4	4	4	4	32
52	5	5	5	5	4	4	4	4	36
53	4	4	4	4	4	4	4	5	33
54	5	5	5	5	5	5	5	5	40
55	5	5	5	5	5	4	4	4	37
56	4	4	4	4	5	5	5	5	36
57	4	4	5	5	5	5	4	4	36
58	5	5	5	4	4	4	4	4	35

59	4	5	5	5	5	5	5	5	39
60	5	4	4	4	3	3	4	4	31
61	3	3	5	4	4	5	5	5	34
62	5	5	4	4	4	3	3	4	32
63	3	5	5	5	5	5	4	4	36
64	4	4	5	5	5	5	4	4	36
65	4	5	5	5	5	5	5	5	39
66	4	4	4	5	5	5	5	5	37
67	4	5	4	5	5	5	5	5	38
68	5	5	4	4	4	4	4	4	34
69	5	5	5	5	4	4	4	4	36
70	3	3	3	3	4	4	4	5	29
71	4	4	4	4	5	5	5	5	36
72	5	5	5	5	5	4	4	4	37
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74	4	3	3	4	4	5	5	5	33
75	3	3	3	3	4	4	5	5	30
76	4	5	5	5	5	5	4	4	37
77	4	4	4	3	3	3	3	4	28
78	4	4	4	5	5	5	5	5	37
79	4	4	5	5	5	5	5	3	36
80	4	4	4	4	5	5	5	5	36
81	5	5	4	4	4	4	4	3	33
82	4	5	5	5	5	5	5	4	38
83	5	4	4	4	5	5	5	5	37
84	4	4	4	3	3	4	4	4	30
85	4	4	4	4	4	4	4	4	32
86	3	4	4	3	4	4	4	4	30
87	5	5	4	4	5	5	5	5	38
88	3	3	3	3	4	5	5	5	31
89	4	5	5	5	5	5	5	5	39
90	5	5	5	5	4	4	4	5	37
91	4	3	3	3	4	4	5	5	31
92	5	5	5	5	5	5	5	5	40
93	4	4	4	5	5	5	5	5	37
94	5	5	5	5	5	5	5	5	40
95	5	5	5	4	4	4	4	4	35
96	4	5	5	5	5	5	5	5	39

97	4	4	4	4	5	5	5	5	36
98	5	4	4	4	4	4	4	4	33
99	5	5	5	4	4	4	4	4	35
100	5	5	4	4	4	4	4	4	34
101	4	4	5	5	5	5	5	5	38
102	5	5	5	5	5	5	5	5	40
103	5	5	5	5	5	5	5	5	40
104	5	5	5	5	5	5	5	5	40
105	2	5	4	2	1	1	4	2	21
106	4	4	4	4	4	4	4	4	32
107	4	4	4	4	5	5	5	5	36
108	4	4	4	4	4	4	4	4	32
109	4	4	4	5	5	5	5	5	37
Total	462	472	477	469	485	484	488	491	3828

LAMPIRAN 4

HASIL UJI VALIDITAS

1. Variabel *Job Demands* (Tuntutan Pekerjaan) (X1)

		JD1	JD2	JD3	JD4	JD5	JD6	JD7	JD8	Total
JD1	Pearson Correlation	1	.600**	.638**	.415**	.294**	.049	-.090	-.070	.589**
	Sig. (2-tailed)		.000	.000	.000	.002	.615	.350	.470	.000
	N	109	109	109	109	109	109	109	109	109
JD2	Pearson Correlation	.600**	1	.666**	.442**	.293**	-.005	-.112	-.004	.598**
	Sig. (2-tailed)	.000		.000	.000	.002	.955	.246	.966	.000
	N	109	109	109	109	109	109	109	109	109
JD3	Pearson Correlation	.638**	.666**	1	.591**	.370**	.063	-.082	-.054	.660**
	Sig. (2-tailed)	.000	.000		.000	.000	.514	.398	.574	.000
	N	109	109	109	109	109	109	109	109	109
JD4	Pearson Correlation	.415**	.442**	.591**	1	.668**	.304**	.154	-.051	.735**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.110	.598	.000
	N	109	109	109	109	109	109	109	109	109
JD5	Pearson Correlation	.294**	.293**	.370**	.668**	1	.520**	.308**	.078	.741**
	Sig. (2-tailed)	.002	.002	.000	.000		.000	.001	.422	.000
	N	109	109	109	109	109	109	109	109	109
JD6	Pearson Correlation	.049	-.005	.063	.304**	.520**	1	.591**	.384**	.609**
	Sig. (2-tailed)	.615	.955	.514	.001	.000		.000	.000	.000
	N	109	109	109	109	109	109	109	109	109
JD7	Pearson Correlation	-.090	-.112	-.082	.154	.308**	.591**	1	.487**	.477**
	Sig. (2-tailed)	.350	.246	.398	.110	.001	.000		.000	.000
	N	109	109	109	109	109	109	109	109	109
JD8	Pearson Correlation	-.070	-.004	-.054	-.051	.078	.384**	.487**	1	.375**
	Sig. (2-tailed)	.470	.966	.574	.598	.422	.000	.000		.000
	N	109	109	109	109	109	109	109	109	109
JD	Pearson Correlation	.589**	.598**	.660**	.735**	.741**	.609**	.477**	.375**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	109	109	109	109	109	109	109	109	109

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

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

2. Variabel *Personal Resources* (Sumber Daya Diri) (X2)

		PR1	PR2	PR3	PR4	PR5	PR6	PR7	PR8	Total
PR1	Pearson Correlation	1	.506**	.391**	.317**	.027	-.069	-.127	-.174	.409**
	Sig. (2-tailed)		.000	.000	.001	.781	.474	.189	.070	.000
	N	109	109	109	109	109	109	109	109	109
PR2	Pearson Correlation	.506**	1	.718**	.591**	.135	.031	.009	-.074	.619**
	Sig. (2-tailed)	.000		.000	.000	.161	.753	.928	.444	.000
	N	109	109	109	109	109	109	109	109	109
PR3	Pearson Correlation	.391**	.718**	1	.740**	.457**	.277**	.182	.018	.785**
	Sig. (2-tailed)	.000	.000		.000	.000	.004	.058	.855	.000
	N	109	109	109	109	109	109	109	109	109
PR4	Pearson Correlation	.317**	.591**	.740**	1	.530**	.423**	.256**	.124	.820**
	Sig. (2-tailed)	.001	.000	.000		.000	.000	.007	.198	.000
	N	109	109	109	109	109	109	109	109	109
PR5	Pearson Correlation	.027	.135	.457**	.530**	1	.657**	.513**	.179	.691**
	Sig. (2-tailed)	.781	.161	.000	.000		.000	.000	.062	.000
	N	109	109	109	109	109	109	109	109	109
PR6	Pearson Correlation	-.069	.031	.277**	.423**	.657**	1	.736**	.431**	.672**
	Sig. (2-tailed)	.474	.753	.004	.000	.000		.000	.000	.000
	N	109	109	109	109	109	109	109	109	109
PR7	Pearson Correlation	-.127	.009	.182	.256**	.513**	.736**	1	.599**	.595**
	Sig. (2-tailed)	.189	.928	.058	.007	.000	.000		.000	.000
	N	109	109	109	109	109	109	109	109	109
PR8	Pearson Correlation	-.174	-.074	.018	.124	.179	.431**	.599**	1	.380**
	Sig. (2-tailed)	.070	.444	.855	.198	.062	.000	.000		.000
	N	109	109	109	109	109	109	109	109	109
PR	Pearson Correlation	.409**	.619**	.785**	.820**	.691**	.672**	.595**	.380**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	109	109	109	109	109	109	109	109	109

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

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

3. Variabel Keterikatan Karyawan

	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	Total
KK1	Pearson Correlation Sig. (2-tailed) N	1 .512* .000 109	.333** .000 109	.367** .000 109	.197* .040 109	.083 .393 109	-.121 .211 109	.023 .813 109	.470** .000 109
KK2	Pearson Correlation Sig. (2-tailed) N	.512** .000 109	1 .658** .000 109	.498** .000 109	.131 .175 109	.047 .625 109	-.031 .753 109	-.201* .036 109	.515** .000 109
KK3	Pearson Correlation Sig. (2-tailed) N	.333** .000 109	.658* .000 109	1 .671** .000 109	.381** .000 109	.239* .013 109	.041 .674 109	-.152 .114 109	.629** .000 109
KK4	Pearson Correlation Sig. (2-tailed) N	.367** .000 109	.498* .000 109	.671** .000 109	1 .678** .000 109	.570** .000 109	.218* .022 109	.120 .216 109	.832** .000 109
KK5	Pearson Correlation Sig. (2-tailed) N	.197* .040 109	.131 .175 109	.381** .000 109	.678** .000 109	1 .781** .000 109	.409** .000 109	.426** .000 109	.810** .000 109
KK6	Pearson Correlation Sig. (2-tailed) N	.083 .393 109	.047 .625 109	.239* .013 109	.570** .000 109	.781** .000 109	1 .533** .000 109	.520** .000 109	.764** .000 109
KK7	Pearson Correlation Sig. (2-tailed) N	-.121 .211 109	-.031 .753 109	.041 .674 109	.218* .022 109	.409** .000 109	.533** .000 109	1 .612** .000 109	.523** .000 109
KK8	Pearson Correlation Sig. (2-tailed) N	.023 .813 109	-.201* .036 109	-.152 .114 109	.120 .216 109	.426** .000 109	.520** .000 109	.612** .000 109	1 .464** .000 109
KK	Pearson Correlation Sig. (2-tailed) N	.470** .000 109	.515* .000 109	.629** .000 109	.832** .000 109	.810** .000 109	.764** .000 109	.523** .000 109	.464** .000 109

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

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

LAMPIRAN 5

HASIL UJI RELIABILITAS

1. Variabel *Job Demands* (Tuntutan Pekerjaan) (X1)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.804	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
JD1	30.63	7.206	.277	.819
JD2	30.40	6.662	.538	.779
JD3	30.43	6.392	.574	.772
JD4	30.40	6.317	.678	.757
JD5	30.37	6.309	.666	.759
JD6	30.33	6.575	.549	.777
JD7	30.20	7.131	.402	.797
JD8	30.37	6.792	.475	.788

2. Variabel *Personal Resources* (Sumber Daya Diri) (X2)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.787	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PR1	30.13	8.189	.083	.811
PR2	30.77	5.909	.633	.737
PR3	30.73	6.754	.520	.759
PR4	30.63	5.964	.552	.755
PR5	30.47	7.016	.474	.766
PR6	30.53	6.740	.602	.748
PR7	30.60	6.524	.732	.731
PR8	30.67	6.851	.384	.783

3. Variabel Keterikatan Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.701	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	30.30	5.390	.383	.675
KK2	30.40	4.455	.635	.611
KK3	30.27	4.892	.622	.629
KK4	30.43	4.461	.578	.623
KK5	30.23	5.082	.410	.668
KK6	30.23	4.737	.488	.648
KK7	30.13	5.499	.171	.725
KK8	29.97	6.309	-.066	.755

LAMPIRAN 6

HASIL OUTPUT SPSS

1. Hasil Analisis Deskriptif Statistik

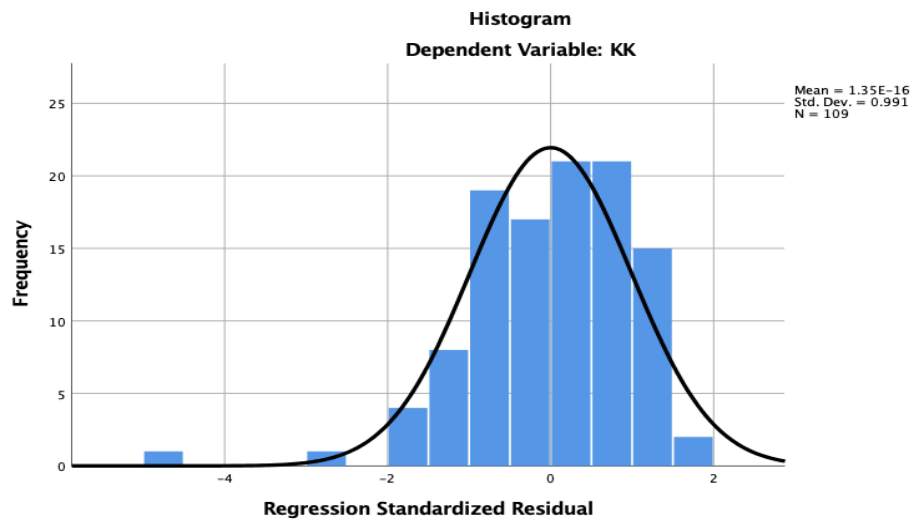
Descriptive Statistics						
	N	Range	Minimum	Maximum	Mean	Std. Deviation
JD	109	11	29	40	35.88	2.704
PR	109	3	5	8	6.17	.743
KK	109	19	21	40	35.12	3.159
Valid N (listwise)	109					

2. Hasil Asumsi Klasik

a. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

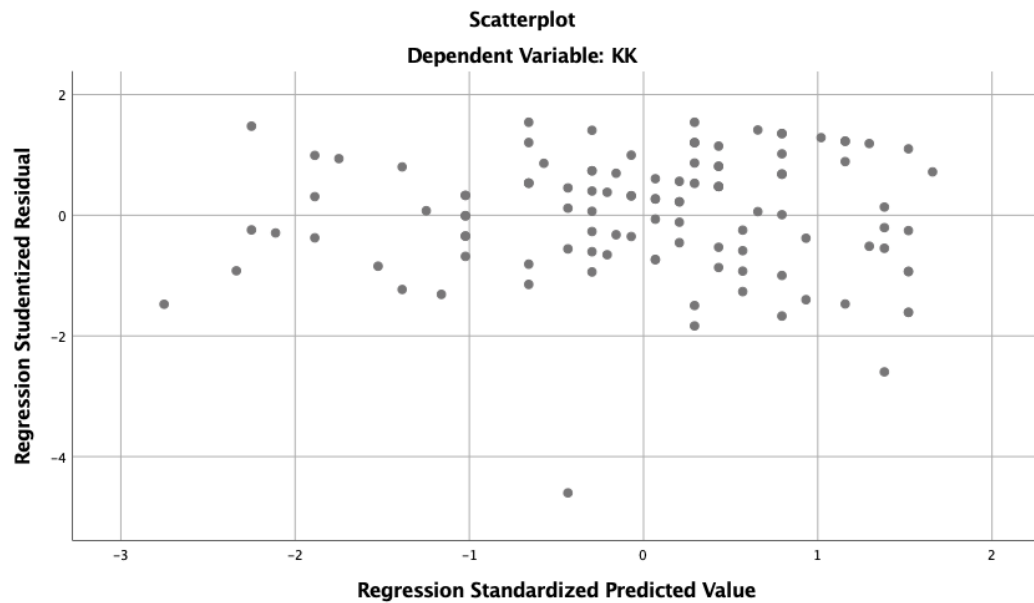
		Unstandardized Residual
N		109
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.97085561
Most Extreme Differences	Absolute	.075
	Positive	.061
	Negative	-.075
Test Statistic		.075
Asymp. Sig. (2-tailed)		.162 ^c
Monte Carlo Sig. (2-tailed)	Sig.	.545 ^d
	99% Confidence Interval	Lower Bound .532
		Upper Bound .558



b. Uji Multikolinieritas

Collinearity Statistics	
Tolerance	VIF
.985	1.015
.985	1.015

c. Uji Heteroskedastisitas



d. Uji Linearitas

1) Hasil Uji Linieritas Variabel *Job Demands* (Tuntutan Pekerjaan)

(X1)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KK * JD	Between Groups	(Combined)	233.901	11	21.264	2.445	.010
		Linearity	122.951	1	122.951	14.138	.000
		Deviation from Linearity	110.950	10	11.095	1.276	.255
	Within Groups		843.549	97	8.696		
	Total		1077.450	108			

2) Hasil Uji Linieritas Variabel *Personal Resources* (Sumber Daya Diri) (X2)

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
KK * PR	Between Groups	(Combined)	22.879	3	7.626	.759	.519
		Linearity	6.219	1	6.219	.619	.433
		Deviation from Linearity	16.660	2	8.330	.829	.439
	Within Groups		1054.571	105	10.044		
	Total		1077.450	108			

3. Hasil Uji Analisis Koefisien Korelasi

Correlations		JD	PR	KK
JD	Pearson Correlation	1	-.123	.338**
	Sig. (2-tailed)		.202	.000
	N	109	109	109
PR	Pearson Correlation	-.123	1	-.076
	Sig. (2-tailed)	.202		.432
	N	109	109	109
KK	Pearson Correlation	.338**	-.076	1
	Sig. (2-tailed)	.000	.432	
	N	109	109	109

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

4. Hasil Uji Analisis Regresi Linier Berganda

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.	Tolerance	VIF
1 (Constant)	22.055	4.806		4.589	.000		
JD	.390	.108	.334	3.623	.000	.985	1.015
PR	-.148	.391	-.035	-.379	.705	.985	1.015

a. Dependent Variable: KK

5. Hasil Uji Parsial (Uji t)

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.	Tolerance	VIF
1 (Constant)	22.055	4.806		4.589	.000		
JD	.390	.108	.334	3.623	.000	.985	1.015
PR	-.148	.391	-.035	-.379	.705	.985	1.015

a. Dependent Variable: KK

6. Hasil Uji Hipotesis (Uji F)

Model	ANOVA ^a					
		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	124.243	2	62.122	6.908	.002 ^b
	Residual	953.206	106	8.993		
	Total	1077.450	108			

a. Dependent Variable: KK

b. Predictors: (Constant), PR, JD

7. Hasil Koefisien Determinasi (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.340 ^a	.115	.099	2.999

a. Predictors: (Constant), PR, JD

b. Dependent Variable : KK

Lampiran 7
Titik Presentase Distribusi t 1 – 110

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222

92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62489	3.17289
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598

Lampiran 8

Titik Presentase Distribusi F 1 – 110

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90

45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
91	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.90	1.86	1.83	1.80	1.78
92	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.89	1.86	1.83	1.80	1.78
93	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.78
94	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.77
95	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.86	1.82	1.80	1.77
96	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
97	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
98	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
99	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
100	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93	1.89	1.85	1.82	1.79	1.77
101	3.94	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.93	1.88	1.85	1.82	1.79	1.77
102	3.93	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.77

103	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.76
104	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.76
105	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.81	1.79	1.76
106	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.79	1.76
107	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.79	1.76
108	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.78	1.76
109	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
110	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76

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