BAB V

KESIMPULAN DAN SARAN

A. Kesimpulan

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja, lingkungan kerja, dan kompensasi terhadap kinerja guru di SMK N 4 Yogyakarta tahun pelajaran 2015/2016. Berdasarkan hasil penelitian dan pembahasan di atas dapat disimpulkan sebagai berikut:

1. Terdapat pengaruh positif dan signifikan motivasi kerja terhadap kinerja gurudi SMK N 4 Yogyakarta tahun pelajaran 2015/2016,hal ini dapat terlihat dari nilai t_{hitung} (2,307) yang lebih besar dari t_{tabel} (1,987). Apabila motivasi kerja meningkat maka kinerja guru juga meningkat, demikian pula sebaliknya apabila motivasi kerja menurun maka kinerja guru juga menurun.
2. Terdapat pengaruh positif dan signifikan lingkungan kerjaterhadap kinerja gurudi SMK N 4 Yogyakarta tahun pelajaran 2015/2016,hal ini dapat terlihat dari nilai t_{hitung} (2,155) yang lebih besar dari t_{tabel} (1,987),apabila lingkungan kerjameningkat maka kinerja guru juga meningkat, demikian pula sebaliknya apabila lingkungan kerjamenurun maka kinerja guru juga menurun.
3. Terdapat pengaruh positif dan signifikan kompensasiterhadap kinerja gurudi SMK N 4 Yogyakarta tahun pelajaran 2015/2016, hal ini dapat terlihat dari nilai t_{hitung} (2,338) yang lebih besar dari t_{tabel} (1,987), apabila

kompensasimeningkat maka kinerja guru juga meningkat, demikian pula sebaliknya apabila kompensasimenurun maka kinerja guru juga menurun.

4. Terdapat pengaruh positif dan signifikanmotivasi kerja, lingkungan kerja dan kompensasisecara bersama-sama terhadap kinerja gurudi SMK N 4 Yogyakarta tahun pelajaran 2015/2016), hal ini dapat terlihat dari nilai F_{hitung} (9,784) yang lebih besar dari pada F_{tabel} 2,704.Kinerja guru akan cenderung meningkat seiring dengan meningkatnya motivasi kerja, lingkungan kerja dan kompensasi. Kinerja guru akan cenderung menurun seiring dengan menurunnya motivasi kerja, lingkungan kerja dan kompensasi.

B. Implikasi

Berdasarkan hasil kesimpulan yang telah diuraikan diatas, berikut ini akan dikemukakan beberapa implikasi yang dianggap relevan dengan penelitian ini, yaitu :

1. Berdasarkan hasil penelitian perlu motivasi kerja berpengaruh terhadapkinerja guru. Motivasi sangat penting karena dengan adanya motivasi ini diharapkan setiap guru mau bekerja keras dan antusias untuk meningkatkan produktifitas kerja yang tinggi. Oemar Hamalik (2000) mengemukakan bahwa motivasi merupakan suatu perubahan energi dalam diri seseorang yang ditandai dengan timbulnya perasaan dan reaksi untuk mencapai tujuan dan dengan adanya motivasi kerja yang tinggi maka akan mempengaruhi kinerja.

2. Berdasarkan hasil penelitian kompensasi berpengaruh terhadap kinerja guru. Untuk mendapatkan kinerja yang tinggi diperlukan pemberian kompensasiyang tinggi pula. Dalam hal pemberian kompensasi yang dimaksud sekolah hendaknya memperhatikan peraturan pemerintah yang berhubungan dengan penentuan standar gaji mimimum, pajak penghasilan, penetapan harga barang kebutuhan, biaya transportasi, inflasi maupun biaya hidup minimal seorang guru, agar guru yang mendapatkan kompensasi dari hasil kerjanya dapat meningkatkan kinerjanya. Dengan terpenuhinya kebutuhan kompensasi guru terutama guru honorer, dan PTT maka guru dapat bekerja dengan penuh semangat dan meningkat kinerjanya.
3. Berdasarkan hasil penelitian lingkungan kerja berpengaruh terhadap kinerja guru. Lingkungan kerja yang kondusif akan membuat suasana kerja menjadi nyaman, aman, dan menyenangkan. Guru dapat melaksanakan proses belajar mengajar dengan baik, tidak membosankan, dan merasa betah di sekolah. Semua tugas guru dapat diselesaikan dengan baik. Hal iniperlu adanya kerja sama dari guru, kepala sekolah maupun seluruh karyawan untuk meningkatkan lingkungan kerja yang nyaman.

C. Keterbatasan Penelitian

Penelitian ini secara metodologi hanya meneliti 100guru di SMK N 4 Yogyakarta sehingga hasilnya tidak dapat begitu saja digeneralisasikan dan berlaku demikian pula di SMK yang lain. Responden juga berasal dari satu sekolah yang sama, yaitu SMK N 4 Yogyakarta, maka populasi relatif

homogen sehingga hasilnya belum tentu sama ketika diterapkan pada populasi yang heterogen.

D. Saran

Berdasarkan kesimpulan di atas, maka diajukan saran-saran sebagai berikut :

1. Bagi Kepala Sekolah, dapat menyatukan semua unsur di sekolah guru dan karyawan untuk dapat memberikanmotivasi kerja yang baik, memberikan kompensasi sesuai dengan standar dan kebutuhan hidup minimum seorang guru , dan berdasarkan pada asas kelayakan, kewajaran, sesuai dengan hasil kinerjanya, serta menciptakan lingkungan kerja yang nyaman. Kepala sekolah dapat memanfaatkan sarana dan prasarana secara optimal untuk meningkatkan kinerja guru, serta mengajukan rasionalisasi atau peningkatan kompensasi terutama untuk kegiatan ekstrakurikuler.
2. Bagi Guru, hendaknya selalu meningkatkan kemampuan, pengetahuan maupun keterampilan guru dalam mengajar. Guru memperluas wawasan dengan mengikuti pelatihan, seminar, dan banyak membaca buku yang bertujuan untuk meningkatkan profesionalismenya.
3. Bagi peneliti, hasil penelitian ini dapat dijadikan referensi dalam bidang pendidikan terutama yang berhubungan dengan kinerja guru.

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LAMPIRAN

DATA UJI COBA

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	X1.24	X1
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26	3	3	3	3	3	3	3	3	3	3	2	3	2	4	4	3	3	3	3	3	4	4	4	3	3	78
27	2	4	2	3	3	3	3	3	3	3	2	3	2	4	2	3	3	3	3	3	4	4	3	3	2	73
28	3	3	3	2	3	3	3	3	2	3	2	3	2	2	3	3	3	2	3	3	3	2	2	3	3	67
29	4	3	3	4	4	4	4	4	5	5	4	4	4	4	3	4	4	4	4	4	3	3	2	3	3	93
30	3	2	3	3	3	3	3	3	3	3	4	3	4	3	2	3	3	3	3	3	3	3	2	2	3	73

Resp	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3
1	3	3	3	3	3	3	4	4	4	4	4	4	42
2	3	4	3	4	4	2	3	4	2	3	3	3	38
3	3	3	3	3	4	3	4	3	4	4	4	4	42
4	4	4	3	3	4	4	3	3	4	4	4	3	43
5	3	3	3	3	4	4	3	4	3	3	3	4	40
6	3	2	3	3	4	3	3	4	3	2	3	2	35
7	4	4	4	4	4	4	2	3	3	3	3	3	41
8	4	4	4	4	4	3	3	4	3	3	3	3	42
9	4	3	3	3	4	3	2	2	2	3	3	3	35
10	4	3	2	1	2	3	3	2	2	3	2	3	30
11	2	3	3	3	3	3	3	2	2	2	2	2	30
12	3	3	3	2	4	4	2	3	3	3	3	2	35
13	3	3	3	3	2	3	2	3	3	3	3	3	34
14	3	4	3	3	4	3	4	3	4	3	3	2	39
15	3	4	4	4	3	3	3	3	3	3	4	3	40
16	5	5	3	5	3	5	5	3	3	3	5	3	48
17	3	4	4	4	4	3	3	3	3	3	3	3	40
18	3	3	3	3	3	2	3	3	3	3	3	3	35
19	3	3	3	3	3	2	3	3	3	3	4	4	37
20	2	1	3	3	2	3	2	1	2	2	3	3	27
21	3	3	3	4	2	3	4	4	3	3	3	3	38
22	3	3	3	3	3	2	2	3	3	3	3	3	34
23	5	5	5	5	4	3	3	4	3	3	5	5	50
24	2	1	2	2	2	2	3	3	2	2	1	2	24
25	4	4	4	4	3	4	4	4	5	3	3	3	45
26	3	3	3	3	4	3	3	4	3	4	3	3	39
27	3	3	3	3	4	3	3	2	2	3	3	3	35
28	2	3	3	3	4	2	2	2	3	3	3	3	33
29	5	4	5	5	4	4	5	5	5	5	5	3	55
30	3	3	3	3	4	4	3	3	3	3	3	3	38

Resp	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y.16	Y.17	Y.18	Y.19	Y.20	Y.21	Y.22	Y.23	Y.24	Y.25	Y.26	Y.27	Y.28	Y.29	Y.30	Y
1	3	3	3	3	2	3	3	2	3	3	3	2	3	3	3	3	4	2	1	2	1	2	2	3	2	3	3	3	3	2	78
2	4	3	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	3	3	3	3	3	4	3	88
3	2	3	3	3	3	3	3	3	3	3	3	4	3	3	3	4	4	3	3	3	4	4	4	3	3	3	4	4	4	3	98
4	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	2	1	1	2	1	3	3	3	3	2	3	3	4	3	80
5	3	4	3	3	3	3	3	2	3	3	3	3	3	3	2	3	3	1	1	1	3	3	3	3	3	3	3	2	3	3	82
6	1	3	3	3	3	3	3	3	3	3	2	3	3	2	3	3	3	2	1	3	2	2	2	2	3	2	2	2	2	2	74
7	4	4	4	4	3	2	4	4	3	5	3	4	5	3	4	3	3	3	3	2	3	3	3	4	4	4	4	3	4	4	106
8	2	3	2	3	2	5	2	2	1	2	2	2	2	2	3	2	1	2	1	2	2	2	1	2	2	2	2	2	1	2	61
9	1	3	3	2	4	3	3	3	3	3	3	3	3	3	4	3	4	3	3	3	3	3	2	3	3	2	2	3	3	3	87
10	3	3	3	3	4	4	3	3	3	2	2	2	2	2	4	4	3	3	3	3	2	3	1	2	2	3	1	2	1	2	78
11	1	3	3	2	2	4	3	2	3	2	2	2	2	2	3	4	3	3	2	2	3	2	1	2	2	3	3	4	4	4	78
12	3	3	3	3	3	3	3	3	3	3	2	3	3	2	2	3	2	2	1	2	1	1	1	2	2	3	1	2	2	2	69
13	1	3	3	2	3	4	3	2	2	2	3	2	2	2	3	3	2	2	2	3	2	1	1	2	2	3	3	3	3	3	72
14	2	2	3	3	2	2	2	2	2	2	2	3	2	2	3	3	3	2	3	2	1	2	1	3	3	3	3	3	2	3	71
15	3	3	4	3	4	2	3	3	3	2	3	3	2	3	2	3	2	3	2	2	2	2	2	3	2	2	2	2	2	3	77
16	1	1	1	2	2	2	2	3	2	3	2	3	2	2	2	2	3	1	2	2	1	1	2	2	3	2	2	2	3	3	61
17	2	2	4	2	4	3	3	3	3	3	2	3	3	3	3	3	3	2	2	1	2	1	1	3	2	3	2	4	3	4	79
18	2	2	3	2	3	3	3	3	2	3	3	2	3	3	2	3	3	1	2	2	2	3	2	2	3	3	2	2	2	2	73
19	2	3	2	2	2	4	1	2	2	2	1	2	2	2	2	2	2	1	2	2	2	1	2	2	1	1	2	2	2	2	57
20	1	2	2	2	2	3	3	3	3	2	4	3	4	3	2	3	3	2	2	3	3	3	2	4	3	3	3	2	4	3	82
21	2	1	2	1	2	1	2	3	3	3	3	2	3	3	3	3	3	2	2	1	1	1	2	4	3	3	3	2	4	3	71
22	3	2	2	3	3	3	3	3	3	4	3	3	4	3	4	3	4	3	3	4	4	3	3	4	3	4	4	4	4	4	100
23	4	4	4	3	3	4	3	3	3	3	2	3	3	3	2	3	2	3	3	2	2	3	3	2	3	3	2	3	3	3	87
24	2	1	1	1	2	2	2	3	2	2	2	2	4	2	3	3	3	2	1	3	1	1	1	3	3	2	2	3	2	2	63
25	3	2	2	2	3	4	3	3	2	3	2	2	3	2	2	2	1	3	3	3	3	3	2	3	3	3	3	2	3	2	77
26	3	2	2	2	3	3	3	3	4	3	3	3	3	4	4	4	4	2	3	2	2	2	3	3	3	3	3	3	3	3	88
27	3	3	4	3	4	3	2	2	2	3	2	2	2	3	1	2	3	2	2	2	1	1	1	2	3	2	2	3	2	3	70
28	2	3	4	3	4	3	3	3	2	3	3	4	3	3	3	3	3	2	1	2	2	3	1	1	1	1	2	3	2	3	76
29	4	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	2	2	2	3	2	2	2	3	3	2	3	2	3	81
30	4	4	4	3	4	4	3	3	3	4	3	3	3	4	3	3	3	4	4	2	4	4	3	3	4	4	3	4	3	4	104

HASIL UJI VALIDITAS

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1
X1.1	Pearson Correlation	1	,206	,570**	,511**	,584**	,407*	,519**	,196	,688**
	Sig. (2-tailed)		,275	,001	,004	,001	,026	,003	,300	,000
	N	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,206	1	,204	,371*	,295	,120	,223	-,172	,221
	Sig. (2-tailed)	,275		,281	,043	,113	,527	,236	,362	,241
	N	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,570**	,204	1	,314	,352	,156	,444*	,255	,455*
	Sig. (2-tailed)	,001	,281		,091	,057	,409	,014	,174	,012
	N	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,511**	,371*	,314	1	,642**	,631**	,605**	,158	,749**
	Sig. (2-tailed)	,004	,043	,091		,000	,000	,000	,403	,000
	N	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,584**	,295	,352	,642**	1	,550**	,615**	,222	,709**
	Sig. (2-tailed)	,001	,113	,057	,000		,002	,000	,239	,000
	N	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,407*	,120	,156	,631**	,550**	1	,565**	,400*	,782**
	Sig. (2-tailed)	,026	,527	,409	,000	,002		,001	,028	,000
	N	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	,519**	,223	,444*	,605**	,615**	,565**	1	,372*	,796**
	Sig. (2-tailed)	,003	,236	,014	,000	,000	,001		,043	,000
	N	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	,196	-,172	,255	,158	,222	,400*	,372*	1	,482**
	Sig. (2-tailed)	,300	,362	,174	,403	,239	,028	,043		,007
	N	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	,688**	,221	,455*	,749**	,709**	,782**	,796**	,482**	1
	Sig. (2-tailed)	,000	,241	,012	,000	,000	,000	,000	,007	
	N	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1
X1.9	Pearson Correlation	1	,741**	,689**	,491**	,342	,226	,462*	,421*	,574**
	Sig. (2-tailed)		,000	,000	,006	,064	,230	,010	,020	,001
	N	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	,741**	1	,611**	,265	,386*	,320	,515**	,326	,420*
	Sig. (2-tailed)	,000		,000	,157	,035	,084	,004	,078	,021
	N	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	,689**	,611**	1	,297	,292	,063	,451*	,287	,419*
	Sig. (2-tailed)	,000	,000		,110	,117	,740	,012	,123	,021
	N	30	30	30	30	30	30	30	30	30
X1.12	Pearson Correlation	,491**	,265	,297	1	,643**	,630**	,616**	,715**	,861**
	Sig. (2-tailed)	,006	,157	,110		,000	,000	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30
X1.13	Pearson Correlation	,342	,386*	,292	,643**	1	,542**	,735**	,607**	,789**
	Sig. (2-tailed)	,064	,035	,117	,000		,002	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30
X1.14	Pearson Correlation	,226	,320	,063	,630**	,542**	1	,508**	,482**	,621**
	Sig. (2-tailed)	,230	,084	,740	,000	,002		,004	,007	,000
	N	30	30	30	30	30	30	30	30	30
X1.15	Pearson Correlation	,462*	,515**	,451*	,616**	,735**	,508**	1	,625**	,738**
	Sig. (2-tailed)	,010	,004	,012	,000	,000	,004		,000	,000
	N	30	30	30	30	30	30	30	30	30
X1.16	Pearson Correlation	,421*	,326	,287	,715**	,607**	,482**	,625**	1	,796**
	Sig. (2-tailed)	,020	,078	,123	,000	,000	,007	,000		,000
	N	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	,574**	,420*	,419*	,861**	,789**	,621**	,738**	,796**	1
	Sig. (2-tailed)	,001	,021	,021	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	X1.24	X1
X1.17	Pearson Correlation	1	,511**	,599**	,127	,150	,117	,235	,511**	,682**
	Sig. (2-tailed)		,004	,000	,503	,427	,537	,211	,004	,000
	N	30	30	30	30	30	30	30	30	30
X1.18	Pearson Correlation	,511**	1	,617**	,321	,301	,432*	,397*	1,000**	,782**
	Sig. (2-tailed)	,004		,000	,084	,107	,017	,030	,000	,000
	N	30	30	30	30	30	30	30	30	30
X1.19	Pearson Correlation	,599**	,617**	1	,467**	,438*	,511**	,520**	,617**	,792**
	Sig. (2-tailed)	,000	,000		,009	,015	,004	,003	,000	,000
	N	30	30	30	30	30	30	30	30	30
X1.20	Pearson Correlation	,127	,321	,467**	1	,682**	,738**	,656**	,321	,421*
	Sig. (2-tailed)	,503	,084	,009		,000	,000	,000	,084	,021
	N	30	30	30	30	30	30	30	30	30
X1.21	Pearson Correlation	,150	,301	,438*	,682**	1	,826**	,896**	,301	,553**
	Sig. (2-tailed)	,427	,107	,015	,000		,000	,000	,107	,002
	N	30	30	30	30	30	30	30	30	30
X1.22	Pearson Correlation	,117	,432*	,511**	,738**	,826**	1	,886**	,432*	,573**
	Sig. (2-tailed)	,537	,017	,004	,000	,000		,000	,017	,001
	N	30	30	30	30	30	30	30	30	30
X1.23	Pearson Correlation	,235	,397*	,520**	,656**	,896**	,886**	1	,397*	,660**
	Sig. (2-tailed)	,211	,030	,003	,000	,000	,000		,030	,000
	N	30	30	30	30	30	30	30	30	30
X1.24	Pearson Correlation	,511**	1,000**	,617**	,321	,301	,432*	,397*	1	,782**
	Sig. (2-tailed)	,004	,000	,000	,084	,107	,017	,030		,000
	N	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	,682**	,782**	,792**	,421*	,553**	,573**	,660**	,782**	1
	Sig. (2-tailed)	,000	,000	,000	,021	,002	,001	,000	,000	
	N	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2
X2.1	Pearson Correlation	1	,333	,410*	,469**	,335	,221	,215	,568**	,530**	,544**
	Sig. (2-tailed)		,072	,024	,009	,070	,241	,255	,001	,003	,002
	N	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,333	1	,279	,606**	,616**	,653**	,667**	,389*	,568**	,728**
	Sig. (2-tailed)	,072		,135	,000	,000	,000	,000	,033	,001	,000
	N	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,410*	,279	1	,330	,518**	,153	,408*	,300	,312	,501**
	Sig. (2-tailed)	,024	,135		,075	,003	,421	,025	,107	,093	,005
	N	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,469**	,606**	,330	1	,853**	,649**	,775**	,463**	,533**	,843**
	Sig. (2-tailed)	,009	,000	,075		,000	,000	,000	,010	,002	,000
	N	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,335	,616**	,518**	,853**	1	,747**	,853**	,506**	,580**	,876**
	Sig. (2-tailed)	,070	,000	,003	,000		,000	,000	,004	,001	,000
	N	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,221	,653**	,153	,649**	,747**	1	,813**	,485**	,666**	,812**
	Sig. (2-tailed)	,241	,000	,421	,000	,000		,000	,007	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,215	,667**	,408*	,775**	,853**	,813**	1	,409*	,520**	,835**
	Sig. (2-tailed)	,255	,000	,025	,000	,000	,000		,025	,003	,000
	N	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,568**	,389*	,300	,463**	,506**	,485**	,409*	1	,629**	,695**
	Sig. (2-tailed)	,001	,033	,107	,010	,004	,007	,025		,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	,530**	,568**	,312	,533**	,580**	,666**	,520**	,629**	1	,782**
	Sig. (2-tailed)	,003	,001	,093	,002	,001	,000	,003	,000		,000
	N	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	,544**	,728**	,501**	,843**	,876**	,812**	,835**	,695**	,782**	1
	Sig. (2-tailed)	,002	,000	,005	,000	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2
X2.10	Pearson Correlation	1	,518**	,425*	,465**	,444*	,094	,612**	,971**	,783**
	Sig. (2-tailed)		,003	,019	,010	,014	,621	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30
X2.11	Pearson Correlation	,518**	1	,535**	,580**	,199	-,112	,385*	,482**	,443*
	Sig. (2-tailed)	,003		,002	,001	,293	,556	,036	,007	,014
	N	30	30	30	30	30	30	30	30	30
X2.12	Pearson Correlation	,425*	,535**	1	,460*	,277	,122	,244	,386*	,427*
	Sig. (2-tailed)	,019	,002		,011	,138	,522	,194	,035	,019
	N	30	30	30	30	30	30	30	30	30
X2.13	Pearson Correlation	,465**	,580**	,460*	1	,242	-,054	,350	,432*	,432*
	Sig. (2-tailed)	,010	,001	,011		,198	,776	,058	,017	,017
	N	30	30	30	30	30	30	30	30	30
X2.14	Pearson Correlation	,444*	,199	,277	,242	1	,023	,617**	,448*	,739**
	Sig. (2-tailed)	,014	,293	,138	,198		,904	,000	,013	,000
	N	30	30	30	30	30	30	30	30	30
X2.15	Pearson Correlation	,094	-,112	,122	-,054	,023	1	,100	,095	,285
	Sig. (2-tailed)	,621	,556	,522	,776	,904		,601	,619	,127
	N	30	30	30	30	30	30	30	30	30
X2.16	Pearson Correlation	,612**	,385*	,244	,350	,617**	,100	1	,623**	,835**
	Sig. (2-tailed)	,000	,036	,194	,058	,000	,601		,000	,000
	N	30	30	30	30	30	30	30	30	30
X2.17	Pearson Correlation	,971**	,482**	,386*	,432*	,448*	,095	,623**	1	,792**
	Sig. (2-tailed)	,000	,007	,035	,017	,013	,619	,000		,000
	N	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	,783**	,443*	,427*	,432*	,739**	,285	,835**	,792**	1
	Sig. (2-tailed)	,000	,014	,019	,017	,000	,127	,000	,000	
	N	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X2.18	X2.19	X2.20	X2.21	X2.22	X2.23	X2.24	X2.25	X2
X2.18	Pearson Correlation	1	,814**	,608**	,221	,432*	,493**	,542**	,465**	,826**
	Sig. (2-tailed)		,000	,000	,241	,017	,006	,002	,010	,000
	N	30	30	30	30	30	30	30	30	30
X2.19	Pearson Correlation	,814**	1	,622**	,395*	,347	,336	,567**	,424*	,829**
	Sig. (2-tailed)	,000		,000	,031	,060	,070	,001	,020	,000
	N	30	30	30	30	30	30	30	30	30
X2.20	Pearson Correlation	,608**	,622**	1	,381*	,486**	,397*	,429*	,463**	,802**
	Sig. (2-tailed)	,000	,000		,038	,006	,030	,018	,010	,000
	N	30	30	30	30	30	30	30	30	30
X2.21	Pearson Correlation	,221	,395*	,381*	1	,615**	,337	,413*	,262	,574**
	Sig. (2-tailed)	,241	,031	,038		,000	,069	,023	,162	,001
	N	30	30	30	30	30	30	30	30	30
X2.22	Pearson Correlation	,432*	,347	,486**	,615**	1	,390*	,402*	,247	,555**
	Sig. (2-tailed)	,017	,060	,006	,000		,033	,028	,188	,001
	N	30	30	30	30	30	30	30	30	30
X2.23	Pearson Correlation	,493**	,336	,397*	,337	,390*	1	,565**	,320	,534**
	Sig. (2-tailed)	,006	,070	,030	,069	,033		,001	,084	,002
	N	30	30	30	30	30	30	30	30	30
X2.24	Pearson Correlation	,542**	,567**	,429*	,413*	,402*	,565**	1	,448*	,602**
	Sig. (2-tailed)	,002	,001	,018	,023	,028	,001		,013	,000
	N	30	30	30	30	30	30	30	30	30
X2.25	Pearson Correlation	,465**	,424*	,463**	,262	,247	,320	,448*	1	,503**
	Sig. (2-tailed)	,010	,020	,010	,162	,188	,084	,013		,005
	N	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	,826**	,829**	,802**	,574**	,555**	,534**	,602**	,503**	1
	Sig. (2-tailed)	,000	,000	,000	,001	,001	,002	,000	,005	
	N	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3
X3.1	Pearson Correlation	1	,729**	,560**	,551**	,260	,560**	,788**
	Sig. (2-tailed)		,000	,001	,002	,166	,001	,000
	N	30	30	30	30	30	30	30
X3.2	Pearson Correlation	,729**	1	,623**	,676**	,434*	,411*	,801**
	Sig. (2-tailed)	,000		,000	,000	,016	,024	,000
	N	30	30	30	30	30	30	30
X3.3	Pearson Correlation	,560**	,623**	1	,805**	,409*	,288	,758**
	Sig. (2-tailed)	,001	,000		,000	,025	,123	,000
	N	30	30	30	30	30	30	30
X3.4	Pearson Correlation	,551**	,676**	,805**	1	,276	,316	,773**
	Sig. (2-tailed)	,002	,000	,000		,140	,089	,000
	N	30	30	30	30	30	30	30
X3.5	Pearson Correlation	,260	,434*	,409*	,276	1	,224	,478**
	Sig. (2-tailed)	,166	,016	,025	,140		,234	,008
	N	30	30	30	30	30	30	30
X3.6	Pearson Correlation	,560**	,411*	,288	,316	,224	1	,542**
	Sig. (2-tailed)	,001	,024	,123	,089	,234		,002
	N	30	30	30	30	30	30	30
X3	Pearson Correlation	,788**	,801**	,758**	,773**	,478**	,542**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,008	,002	
	N	30	30	30	30	30	30	30

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

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

Correlations

		X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3
X3.7	Pearson Correlation	1	,520**	,563**	,447*	,463*	,120	,620**
	Sig. (2-tailed)		,003	,001	,013	,010	,526	,000
	N	30	30	30	30	30	30	30
X3.8	Pearson Correlation	,520**	1	,588**	,485**	,377*	,232	,675**
	Sig. (2-tailed)	,003		,001	,007	,040	,218	,000
	N	30	30	30	30	30	30	30
X3.9	Pearson Correlation	,563**	,588**	1	,662**	,535**	,189	,714**
	Sig. (2-tailed)	,001	,001		,000	,002	,317	,000
	N	30	30	30	30	30	30	30
X3.10	Pearson Correlation	,447*	,485**	,662**	1	,599**	,398*	,694**
	Sig. (2-tailed)	,013	,007	,000		,000	,030	,000
	N	30	30	30	30	30	30	30
X3.11	Pearson Correlation	,463*	,377*	,535**	,599**	1	,587**	,835**
	Sig. (2-tailed)	,010	,040	,002	,000		,001	,000
	N	30	30	30	30	30	30	30
X3.12	Pearson Correlation	,120	,232	,189	,398*	,587**	1	,475**
	Sig. (2-tailed)	,526	,218	,317	,030	,001		,008
	N	30	30	30	30	30	30	30
X3	Pearson Correlation	,620**	,675**	,714**	,694**	,835**	,475**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,008	
	N	30	30	30	30	30	30	30

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

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

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y
Y.1	Pearson Correlation	1	,458*	,441*	,595**	,321	-,019	,317	,290	,230	,506**	,483**
	Sig. (2-tailed)		,011	,015	,001	,084	,922	,088	,121	,222	,004	,007
	N	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	,458*	1	,703**	,706**	,412*	,451*	,428*	-,090	,181	,265	,438*
	Sig. (2-tailed)	,011		,000	,000	,024	,012	,018	,636	,339	,156	,015
	N	30	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	,441*	,703**	1	,635**	,674**	,096	,501**	,101	,247	,307	,448*
	Sig. (2-tailed)	,015	,000		,000	,000	,613	,005	,597	,188	,099	,013
	N	30	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	,595**	,706**	,635**	1	,335	,134	,436*	,113	,124	,409*	,466**
	Sig. (2-tailed)	,001	,000	,000		,070	,479	,016	,551	,514	,025	,009
	N	30	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	,321	,412*	,674**	,335	1	,113	,454*	,327	,248	,311	,409*
	Sig. (2-tailed)	,084	,024	,000	,070		,551	,012	,078	,187	,094	,025
	N	30	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	-,019	,451*	,096	,134	,113	1	,017	-,384*	-,174	-,222	-,016
	Sig. (2-tailed)	,922	,012	,613	,479	,551		,930	,036	,359	,237	,931
	N	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	,317	,428*	,501**	,436*	,454*	,017	1	,526**	,536**	,506**	,735**
	Sig. (2-tailed)	,088	,018	,005	,016	,012	,930		,003	,002	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	,290	-,090	,101	,113	,327	-,384*	,526**	1	,382*	,571**	,503**
	Sig. (2-tailed)	,121	,636	,597	,551	,078	,036	,003		,037	,001	,005
	N	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	,230	,181	,247	,124	,248	-,174	,536**	,382*	1	,334	,614**
	Sig. (2-tailed)	,222	,339	,188	,514	,187	,359	,002	,037		,071	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	,506**	,265	,307	,409*	,311	-,222	,506**	,571**	,334	1	,696**
	Sig. (2-tailed)	,004	,156	,099	,025	,094	,237	,004	,001	,071		,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y	Pearson Correlation	,483**	,438*	,448*	,466**	,409*	-,016	,735**	,503**	,614**	,696**	1
	Sig. (2-tailed)	,007	,015	,013	,009	,025	,931	,000	,005	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		Y.11	Y.12	Y.13	Y.14	Y.15	Y.16	Y.17	Y.18	Y.19	Y.20	Y
Y.11	Pearson Correlation	1	,390*	,430*	,605**	,246	,353	,406*	,116	,085	,084	,571**
	Sig. (2-tailed)		,033	,018	,000	,190	,055	,026	,542	,656	,660	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson Correlation	,390*	1	,409*	,385*	,241	,265	,318	,184	,179	-,011	,591**
	Sig. (2-tailed)	,033		,025	,036	,200	,157	,087	,330	,345	,956	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.13	Pearson Correlation	,430*	,409*	1	,406*	,303	,152	,360	,243	,137	,215	,557**
	Sig. (2-tailed)	,018	,025		,026	,103	,422	,051	,196	,471	,253	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.14	Pearson Correlation	,605**	,385*	,406*	1	,149	,273	,527**	,299	,404*	-,223	,656**
	Sig. (2-tailed)	,000	,036	,026		,431	,145	,003	,109	,027	,236	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.15	Pearson Correlation	,246	,241	,303	,149	1	,554**	,458*	,369*	,300	,294	,475**
	Sig. (2-tailed)	,190	,200	,103	,431		,001	,011	,045	,107	,115	,008
	N	30	30	30	30	30	30	30	30	30	30	30
Y.16	Pearson Correlation	,353	,265	,152	,273	,554**	1	,535**	,342	,228	,113	,484**
	Sig. (2-tailed)	,055	,157	,422	,145	,001		,002	,064	,227	,553	,007
	N	30	30	30	30	30	30	30	30	30	30	30
Y.17	Pearson Correlation	,406*	,318	,360	,527**	,458*	,535**	1	,114	,232	,139	,457*
	Sig. (2-tailed)	,026	,087	,051	,003	,011	,002		,547	,217	,464	,011
	N	30	30	30	30	30	30	30	30	30	30	30
Y.18	Pearson Correlation	,116	,184	,243	,299	,369*	,342	,114	1	,665**	,374*	,631**
	Sig. (2-tailed)	,542	,330	,196	,109	,045	,064	,547		,000	,042	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.19	Pearson Correlation	,085	,179	,137	,404*	,300	,228	,232	,665**	1	,259	,604**
	Sig. (2-tailed)	,656	,345	,471	,027	,107	,227	,217	,000		,168	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.20	Pearson Correlation	,084	-,011	,215	-,223	,294	,113	,139	,374*	,259	1	,194
	Sig. (2-tailed)	,660	,956	,253	,236	,115	,553	,464	,042	,168		,305
	N	30	30	30	30	30	30	30	30	30	30	30
Y	Pearson Correlation	,571**	,591**	,557**	,656**	,475**	,484**	,457*	,631**	,604**	,194	1
	Sig. (2-tailed)	,001	,001	,001	,000	,008	,007	,011	,000	,000	,305	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		Y.21	Y.22	Y.23	Y.24	Y.25	Y.26	Y.27	Y.28	Y.29	Y.30	Y
Y.21	Pearson Correlation	1	,692**	,519**	,271	,289	,460*	,483**	,407*	,353	,462*	,714**
	Sig. (2-tailed)		,000	,003	,147	,121	,011	,007	,025	,055	,010	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.22	Pearson Correlation	,692**	1	,617**	,211	,380*	,349	,393*	,235	,255	,213	,719**
	Sig. (2-tailed)	,000		,000	,264	,038	,059	,032	,212	,174	,259	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.23	Pearson Correlation	,519**	,617**	1	,464**	,551**	,362*	,603**	,210	,561**	,290	,683**
	Sig. (2-tailed)	,003	,000		,010	,002	,049	,000	,266	,001	,121	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.24	Pearson Correlation	,271	,211	,464**	1	,554**	,546**	,664**	,167	,639**	,378*	,506**
	Sig. (2-tailed)	,147	,264	,010		,001	,002	,000	,379	,000	,039	,004
	N	30	30	30	30	30	30	30	30	30	30	30
Y.25	Pearson Correlation	,289	,380*	,551**	,554**	1	,582**	,458*	,178	,419*	,332	,563**
	Sig. (2-tailed)	,121	,038	,002	,001		,001	,011	,348	,021	,073	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.26	Pearson Correlation	,460*	,349	,362*	,546**	,582**	1	,522**	,373*	,458*	,459*	,686**
	Sig. (2-tailed)	,011	,059	,049	,002	,001		,003	,042	,011	,011	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.27	Pearson Correlation	,483**	,393*	,603**	,664**	,458*	,522**	1	,472**	,778**	,530**	,617**
	Sig. (2-tailed)	,007	,032	,000	,000	,011	,003		,008	,000	,003	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.28	Pearson Correlation	,407*	,235	,210	,167	,178	,373*	,472**	1	,441*	,700**	,582**
	Sig. (2-tailed)	,025	,212	,266	,379	,348	,042	,008		,015	,000	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.29	Pearson Correlation	,353	,255	,561**	,639**	,419*	,458*	,778**	,441*	1	,613**	,575**
	Sig. (2-tailed)	,055	,174	,001	,000	,021	,011	,000	,015		,000	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.30	Pearson Correlation	,462*	,213	,290	,378*	,332	,459*	,530**	,700**	,613**	1	,635**
	Sig. (2-tailed)	,010	,259	,121	,039	,073	,011	,003	,000	,000		,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y	Pearson Correlation	,714**	,719**	,683**	,506**	,563**	,686**	,617**	,582**	,575**	,635**	1
	Sig. (2-tailed)	,000	,000	,000	,004	,001	,000	,000	,001	,001	,000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

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Reliability
Scale: ALL VARIABLES

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
,941	23

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	65,23	186,875	,646	,938
X1.3	65,43	191,771	,386	,942
X1.4	65,13	183,982	,700	,937
X1.5	65,17	187,247	,665	,938
X1.6	65,20	184,648	,757	,937
X1.7	65,17	182,626	,763	,936
X1.8	65,43	193,495	,455	,941
X1.9	65,90	192,852	,540	,940
X1.10	65,83	195,937	,376	,942
X1.11	66,07	193,168	,376	,942
X1.12	64,87	179,844	,834	,935
X1.13	65,27	183,168	,752	,937
X1.14	65,20	189,062	,571	,939
X1.15	65,33	185,816	,707	,937
X1.16	65,23	180,185	,771	,936
X1.17	65,03	188,378	,637	,938
X1.18	65,20	184,648	,757	,937
X1.19	65,00	181,931	,773	,936
X1.20	65,27	193,444	,372	,942
X1.21	65,07	189,444	,520	,940
X1.22	65,43	187,082	,535	,940

X1.23	65,20	186,924	,632	,938
X1.24	65,20	184,648	,757	,937

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
68,27	204,133	14,288	23

Reliability
Scale: ALL VARIABLES

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
,950	24

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	70,43	152,875	,495	,950
X2.2	70,23	148,254	,703	,947
X2.3	70,37	154,033	,454	,950
X2.4	70,23	141,909	,831	,946
X2.5	70,00	144,897	,869	,945
X2.6	70,13	145,568	,793	,946
X2.7	70,03	146,861	,824	,946
X2.8	70,27	150,271	,656	,948
X2.9	70,20	145,476	,749	,947
X2.10	70,10	147,472	,766	,947
X2.11	70,50	153,983	,410	,951
X2.12	70,47	154,257	,375	,951
X2.13	70,53	153,292	,388	,951
X2.14	69,90	146,438	,718	,947
X2.16	70,03	145,068	,822	,946

X2.17	70,13	148,533	,778	,947
X2.18	70,03	145,413	,804	,946
X2.19	70,00	145,862	,815	,946
X2.20	70,07	146,271	,771	,947
X2.21	70,30	150,769	,529	,950
X2.22	70,33	151,264	,490	,950
X2.23	70,13	152,326	,470	,950
X2.24	70,30	151,528	,559	,949
X2.25	70,40	154,248	,466	,950

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
73,27	161,926	12,725	24

Reliability
Scale: ALL VARIABLES

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
,895	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	34,87	34,464	,731	,880
X3.2	34,87	33,637	,741	,879
X3.3	34,90	36,024	,708	,883
X3.4	34,83	34,213	,709	,881
X3.5	34,73	38,064	,379	,898
X3.6	35,03	37,482	,452	,894
X3.7	35,07	36,271	,532	,891
X3.8	35,00	35,448	,592	,888

X3.9	35,10	35,403	,644	,885
X3.10	35,07	36,892	,638	,886
X3.11	34,90	33,679	,787	,877
X3.12	35,10	38,576	,389	,897

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
38,13	42,257	6,501	12

Reliability
Scale: ALL VARIABLES

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
,923	28

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	71,20	135,545	,433	,923
Y.2	70,97	138,999	,356	,923
Y.3	70,77	137,633	,400	,923
Y.4	71,07	139,168	,411	,922
Y.5	70,73	140,064	,348	,923
Y.7	70,90	136,990	,707	,919
Y.8	70,90	140,576	,492	,921
Y.9	71,03	137,689	,599	,920
Y.10	70,83	135,040	,688	,918
Y.11	71,10	138,162	,554	,920
Y.12	70,93	137,582	,581	,920
Y.13	70,83	136,971	,525	,920

Y.14	71,00	137,034	,656	,919
Y.15	70,87	138,740	,412	,922
Y.16	70,70	140,493	,448	,921
Y.17	70,83	138,144	,427	,922
Y.18	71,47	136,257	,556	,920
Y.19	71,57	135,426	,538	,920
Y.21	71,50	132,052	,630	,919
Y.22	71,43	131,978	,645	,918
Y.23	71,70	133,252	,649	,918
Y.24	71,00	137,517	,485	,921
Y.25	71,00	137,172	,542	,920
Y.26	70,97	134,792	,652	,918
Y.27	71,13	135,637	,579	,919
Y.28	70,90	137,128	,531	,920
Y.29	70,87	134,326	,538	,920
Y.30	70,80	136,303	,625	,919

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
73,67	146,713	12,112	28

DATA PENELITIAN

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	Juml	Kat
1	2	2	2	1	1	1	2	3	2	4	4	4	2	2	2	2	2	2	2	2	2	2	2	50	K
2	2	3	3	2	2	2	2	2	3	2	2	2	3	2	2	3	3	2	3	3	2	3	4	57	K
3	1	2	2	2	1	3	2	1	2	3	2	4	4	3	3	3	3	3	3	3	3	3	3	59	K
4	2	3	3	2	2	2	1	1	2	3	2	3	4	4	4	5	4	5	5	5	5	4	4	75	C
5	3	3	3	2	1	2	1	2	2	2	2	2	3	3	3	3	3	2	3	3	3	3	3	57	K
6	1	2	2	2	2	3	2	1	2	3	2	2	4	4	4	3	3	3	3	3	3	3	3	60	K
7	2	1	2	2	2	2	1	2	2	2	2	3	2	1	1	2	3	2	3	2	2	2	2	45	SK
8	2	2	2	2	2	2	1	2	2	3	2	3	3	3	3	3	4	3	3	3	3	2	3	58	K
9	4	3	3	2	3	2	3	1	1	2	3	3	3	3	3	3	3	4	3	4	4	3	3	66	C
10	3	3	3	2	3	2	2	3	2	4	3	3	3	3	3	3	3	2	3	3	3	3	3	65	C
11	3	2	2	1	2	2	2	2	2	3	3	3	2	4	3	3	3	3	3	3	3	3	3	60	K
12	3	3	3	2	3	2	2	3	2	2	3	3	3	3	4	3	4	3	4	3	3	3	3	67	C
13	2	3	2	2	2	2	1	3	3	2	3	3	2	3	3	3	3	1	3	3	3	3	3	58	K
14	1	2	2	2	1	1	2	2	2	2	3	3	3	3	3	3	3	2	3	3	2	3	2	53	K
15	3	3	3	2	2	2	2	4	4	1	2	1	3	3	3	4	5	5	4	5	4	4	5	74	C
16	3	3	2	2	2	1	2	2	1	1	3	3	3	3	3	3	3	1	3	3	2	4	3	56	K
17	4	4	1	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	70	C
18	4	4	2	3	3	1	3	2	3	3	3	3	4	4	3	3	3	1	3	3	2	2	4	66	C
19	3	3	2	2	2	1	2	2	2	4	3	3	3	4	2	3	3	3	3	3	3	3	3	62	C
20	3	3	2	2	2	1	2	2	3	4	4	4	4	3	3	3	4	1	3	3	2	3	4	65	C
21	3	2	3	2	2	2	1	2	2	4	3	3	3	3	3	2	3	4	4	4	3	4	2	64	C
22	3	4	4	2	2	2	2	2	2	3	3	3	3	2	3	2	3	3	3	4	3	4	2	64	C
23	2	2	2	1	2	1	1	2	2	1	2	2	2	1	2	1	2	1	1	1	2	2	2	37	SK
24	2	3	4	2	2	3	2	2	2	2	2	2	2	2	3	4	2	2	2	4	2	4	3	58	K
25	2	2	2	2	1	2	1	2	1	3	3	2	2	2	3	3	3	4	4	4	4	4	3	59	K
26	5	4	4	3	3	4	3	2	2	3	2	2	4	4	5	5	5	4	5	4	5	4	4	86	B
27	2	2	3	2	2	2	2	2	2	2	3	3	1	2	2	3	2	1	2	2	2	2	3	49	K
28	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	1	2	1	43	SK
29	3	3	3	2	2	1	2	1	1	3	2	3	2	3	2	3	2	3	2	2	3	3	3	54	K
30	4	4	4	3	3	2	3	4	4	3	5	5	4	4	4	3	3	4	4	4	3	3	4	84	B
31	3	2	3	1	1	1	2	2	3	4	5	5	2	3	3	3	2	2	1	1	1	2	2	54	K
32	4	3	3	4	4	4	4	4	3	4	4	4	3	3	4	3	3	3	3	4	4	4	4	83	B
33	2	3	2	3	3	3	3	2	3	3	3	2	3	2	2	3	2	3	2	2	2	3	3	59	K

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	Juml	Kat
34	3	3	2	1	2	1	2	3	3	5	4	5	2	3	3	3	3	3	3	4	3	4	3	68	C
35	2	2	2	2	1	1	2	2	2	3	3	2	3	3	2	4	2	2	3	4	3	4	3	57	K
36	2	3	2	2	2	2	2	2	2	4	3	4	2	3	3	3	2	4	3	3	3	3	2	61	K
37	2	2	2	1	1	2	2	2	1	4	3	3	3	3	4	4	4	4	3	3	3	3	4	63	C
38	3	4	3	2	2	2	2	2	3	4	3	4	2	2	4	4	3	3	3	4	4	3	3	69	C
39	4	4	4	3	3	3	3	3	2	4	4	4	3	3	3	3	4	3	3	4	4	4	3	78	B
40	4	4	4	3	3	3	3	3	4	4	4	4	4	3	2	3	2	3	4	4	4	3	4	79	B
41	2	1	2	2	2	1	2	2	3	3	3	3	2	1	3	2	2	3	4	2	3	3	3	54	K
42	2	1	2	1	1	2	1	1	2	2	2	2	1	2	1	1	2	2	2	1	1	2	2	36	SK
43	3	4	4	2	2	3	3	1	2	3	4	4	3	4	2	4	2	4	3	4	3	3	3	70	C
44	2	3	2	1	1	1	2	2	1	4	3	3	2	2	2	3	3	3	2	3	4	4	3	56	K
45	2	3	3	2	2	1	2	2	1	3	2	3	3	2	3	3	3	3	3	4	3	4	4	61	K
46	2	1	1	1	2	2	2	3	2	3	3	3	1	3	3	2	3	3	4	3	3	3	3	56	K
47	2	2	3	2	2	2	2	1	1	2	2	2	3	3	4	3	3	2	3	3	3	3	4	57	K
48	3	3	3	2	2	1	2	2	2	3	3	4	3	3	3	3	3	3	3	3	3	3	3	63	C
49	3	3	3	2	2	2	2	1	3	2	2	2	3	3	3	3	2	3	3	2	3	2	2	56	K
50	4	4	3	3	3	3	3	2	2	3	3	3	4	4	4	4	4	4	3	4	4	3	3	77	B
51	4	3	4	1	3	1	3	2	3	3	4	4	4	2	4	2	3	4	3	4	4	3	3	71	C
52	3	2	3	2	2	2	2	1	2	2	3	2	3	3	4	2	4	4	3	3	3	3	2	60	K
53	2	3	3	2	2	2	1	1	2	3	3	3	3	3	3	4	3	4	3	4	3	3	3	63	C
54	2	2	2	2	1	2	2	2	2	3	3	3	2	3	2	3	2	2	3	3	2	2	2	52	K
55	4	4	3	3	2	3	3	4	3	4	5	4	3	4	3	4	3	4	4	4	4	4	4	83	B
56	3	4	4	3	2	3	2	2	3	3	4	4	3	3	4	4	4	3	3	4	4	3	3	75	C
57	3	3	3	1	2	2	2	1	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	61	K
58	4	4	4	3	3	3	3	2	1	3	2	2	4	4	4	3	4	4	4	4	4	4	4	77	B
59	4	4	4	3	3	3	3	2	1	2	2	2	3	3	4	3	4	3	4	4	4	3	4	72	C
60	4	3	3	2	3	3	3	2	1	2	2	2	3	3	3	3	3	3	3	3	3	4	3	64	C
61	5	4	4	3	2	2	2	2	1	2	2	2	3	3	3	4	4	3	4	3	3	3	3	67	C
62	3	3	3	2	2	2	2	1	2	2	2	3	3	2	3	3	3	3	3	4	3	4	3	61	K
63	4	4	4	3	3	3	3	2	2	2	3	3	3	4	2	2	3	2	3	3	3	2	3	66	C
64	3	2	3	2	1	2	2	1	1	2	1	2	3	3	3	3	2	2	3	3	2	3	2	51	K
65	3	3	3	2	1	2	2	2	1	2	4	2	3	3	2	3	4	2	2	2	2	3	2	55	K
66	3	3	3	2	3	2	2	1	1	2	4	2	3	4	3	3	4	3	3	3	4	4	3	65	C

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	Juml	Kat
67	3	3	3	1	2	1	2	1	2	2	2	1	3	2	4	3	4	3	3	3	3	3	3	57	K
68	5	4	4	4	3	4	3	2	1	2	2	2	4	4	3	2	2	2	2	2	2	2	2	63	C
69	3	2	3	2	1	2	2	1	1	1	2	1	3	3	4	4	2	3	4	4	4	4	4	60	K
70	4	4	3	2	3	3	2	2	2	3	2	3	4	4	4	4	4	3	3	4	4	4	4	75	C
71	2	3	2	2	1	1	2	1	1	1	1	2	3	3	3	3	2	3	2	3	3	3	3	50	K
72	2	3	3	2	1	2	1	3	3	4	4	3	3	3	3	2	3	3	3	3	2	2	2	60	K
73	2	3	3	2	2	1	2	2	3	2	2	2	3	3	3	2	3	3	3	3	3	3	2	57	K
74	3	3	3	2	2	2	2	1	1	2	2	2	3	3	2	3	2	2	3	3	3	3	3	55	K
75	3	3	3	2	1	1	1	2	2	4	3	4	3	3	4	2	4	2	4	4	2	4	2	63	C
76	3	3	4	2	2	2	2	3	2	3	4	4	3	3	3	3	3	4	3	3	3	3	3	68	C
77	3	3	3	2	1	2	2	3	2	3	3	3	3	3	3	3	4	3	3	4	3	4	3	66	C
78	4	3	4	3	4	3	3	2	1	2	2	2	4	3	3	3	3	3	3	3	4	2	3	67	C
79	3	3	3	2	2	2	2	2	2	2	2	3	3	2	3	3	3	2	3	3	3	4	4	61	K
80	2	3	2	1	1	1	1	1	1	3	3	3	3	3	3	3	3	3	3	3	4	4	4	58	K
81	4	3	3	2	2	3	2	2	3	3	3	3	3	3	3	3	3	4	3	3	3	4	2	67	C
82	4	3	3	2	4	3	3	2	2	3	3	2	3	2	3	4	3	3	3	2	3	3	3	66	C
83	4	4	4	3	3	3	2	2	2	3	3	2	2	2	3	4	4	4	3	4	4	4	4	73	C
84	3	3	3	2	2	1	2	1	2	2	2	2	2	3	3	4	4	4	4	4	3	3	4	63	C
85	4	4	4	3	3	3	2	2	2	3	2	3	4	2	3	3	3	3	3	3	4	4	3	70	C
86	5	5	5	4	4	3	3	3	4	4	4	3	3	2	3	3	3	2	3	4	3	3	3	79	B
87	2	2	2	2	1	2	1	1	1	2	2	2	2	3	2	2	3	2	2	3	3	3	3	48	K
88	3	2	3	2	2	2	2	1	2	2	2	3	4	3	3	3	3	3	2	3	3	3	3	59	K
89	2	2	2	1	1	1	1	1	2	3	2	2	3	2	3	3	3	3	3	3	3	4	3	53	K
90	2	3	3	2	3	2	3	2	3	2	3	2	3	3	3	2	2	3	2	2	2	2	3	57	K
91	3	3	3	2	2	3	2	2	2	3	3	3	3	3	3	4	3	3	4	3	4	3	3	67	C
92	3	2	3	1	1	1	1	1	2	4	3	2	2	3	3	3	3	2	2	2	4	4	4	56	K
93	3	3	2	1	2	2	2	1	2	3	3	2	2	1	3	3	2	3	3	3	3	4	3	56	K
94	2	3	2	2	1	2	2	2	1	3	4	3	2	2	3	3	3	3	2	3	2	2	3	55	K
95	3	3	3	3	2	3	2	3	2	2	3	3	3	3	3	3	3	4	4	3	3	3	3	67	C
96	2	3	3	2	2	2	3	2	3	3	3	3	4	3	3	3	4	4	3	4	4	3	4	70	C
97	3	4	4	4	3	3	4	3	4	3	3	4	4	4	3	3	3	4	4	3	4	3	4	81	B
98	3	3	3	2	2	2	1	2	3	3	4	3	3	3	3	3	4	4	3	4	4	4	4	70	C
99	3	2	3	2	2	2	2	2	2	3	3	3	1	2	3	3	3	2	3	2	3	2	3	56	K
100	4	2	2	3	2	2	2	2	2	3	3	3	3	3	3	4	4	3	4	3	3	4	4	68	C

Resp	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	X2.23	X2.24	Juml	Kat
1	3	3	2	3	4	1	3	3	2	2	2	3	3	3	1	2	2	3	3	3	2	2	2	2	59	K
2	3	3	3	3	3	1	2	3	2	2	3	2	2	1	2	2	2	3	1	3	2	2	3	2	55	K
3	3	3	3	3	3	1	3	3	3	3	3	2	2	2	2	2	2	3	1	3	2	2	2	2	58	K
4	3	3	3	4	3	3	3	3	3	4	4	2	2	2	2	2	2	3	3	3	3	3	3	3	69	C
5	3	3	3	3	3	3	3	3	4	4	4	2	2	2	2	2	2	3	3	3	3	3	2	2	67	C
6	3	2	2	2	2	2	3	3	2	3	3	3	2	3	1	2	2	2	2	3	3	2	2	2	56	K
7	3	3	3	3	3	2	3	3	3	3	3	3	3	3	1	2	2	3	3	3	3	3	4	3	68	C
8	3	2	3	3	3	2	3	3	3	3	4	2	1	2	1	2	2	3	2	3	3	3	3	2	61	K
9	3	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	3	3	3	3	3	4	3	67	C
10	3	3	3	3	3	4	3	3	3	4	4	3	3	3	4	4	4	3	3	3	4	4	4	3	81	B
11	3	3	3	3	3	3	2	2	3	3	2	1	1	2	1	3	3	3	3	2	3	3	4	3	62	K
12	3	2	3	3	3	3	3	3	2	3	3	1	1	1	3	3	3	3	3	3	3	2	3	3	63	K
13	3	3	3	3	2	3	3	2	3	3	3	2	1	3	2	2	2	2	3	2	2	2	2	2	58	K
14	4	4	3	5	3	4	5	3	4	3	3	3	3	2	3	3	3	4	4	4	4	3	4	4	85	B
15	2	2	1	2	2	2	2	2	3	2	1	2	1	2	2	2	1	2	2	2	2	2	1	2	44	SK
16	3	3	3	3	3	3	3	3	4	3	4	3	3	3	3	3	2	3	3	2	2	3	3	3	71	C
17	3	3	3	2	2	2	2	2	4	4	3	3	3	3	2	3	1	2	2	3	1	2	1	2	58	K
18	3	2	3	2	2	2	2	2	3	4	3	3	2	2	3	2	1	2	2	3	3	4	4	4	63	K
19	3	3	3	3	2	3	3	2	2	3	2	2	1	2	1	1	1	2	2	3	1	2	2	2	51	K
20	3	2	2	2	3	2	2	2	3	3	2	2	2	3	2	1	1	2	2	3	3	3	3	3	56	K
21	2	2	2	2	2	3	2	2	3	3	3	2	3	2	1	2	1	3	3	3	3	3	2	3	57	K
22	3	3	3	2	3	3	2	3	2	3	2	3	2	2	2	2	2	3	2	2	2	2	2	3	58	K
23	2	3	2	3	2	3	2	2	2	2	3	1	2	2	1	1	2	2	3	2	2	2	3	3	52	K
24	3	3	3	3	2	3	3	3	3	3	3	2	2	1	2	1	1	3	2	3	2	4	3	4	62	K
25	3	3	2	3	3	2	3	3	2	3	3	1	2	2	2	3	2	2	3	3	2	2	2	2	58	K
26	1	2	2	2	1	2	2	2	2	2	2	1	2	2	2	1	2	2	1	1	2	2	2	2	42	SK
27	3	3	3	2	4	3	4	3	2	1	1	2	2	3	3	3	2	4	3	3	3	2	4	3	66	C
28	2	3	3	3	3	2	3	3	3	3	3	2	2	1	1	1	2	4	3	3	3	2	4	3	62	K
29	3	3	3	4	3	3	4	3	4	3	4	3	3	4	4	3	3	4	3	4	4	4	4	4	84	B
30	3	3	3	3	2	3	3	3	2	3	2	3	3	2	2	3	3	2	3	3	2	3	3	3	65	C
31	2	3	2	2	2	2	4	2	3	3	3	2	1	3	1	1	1	3	3	2	2	3	2	2	54	K
32	3	3	2	3	2	2	3	2	2	2	1	3	3	3	3	3	2	3	3	3	3	2	3	2	61	K
33	3	3	4	3	3	3	3	4	4	4	4	2	3	2	2	2	3	3	3	3	3	3	3	3	73	C

Resp	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	X2.23	X2.24	Juml	Kat
34	2	2	2	3	2	2	2	3	1	2	3	2	2	2	1	1	1	2	3	2	2	3	2	3	50	K
35	3	3	2	3	3	4	3	3	3	3	3	2	1	2	2	3	1	1	1	1	2	3	2	3	57	K
36	3	3	2	3	3	3	3	3	3	3	3	2	2	2	3	2	2	2	3	3	2	3	2	3	63	K
37	3	3	3	2	3	3	3	2	3	3	3	2	2	2	2	2	2	3	2	2	3	3	3	3	62	K
38	5	5	4	4	4	4	4	3	2	3	3	3	3	3	2	2	3	4	4	4	4	4	4	4	85	B
39	2	1	2	1	1	3	3	3	3	3	3	2	2	3	2	1	2	3	3	3	3	3	4	3	59	K
40	4	4	4	4	4	3	4	3	4	4	4	3	4	4	3	4	3	4	4	3	3	3	3	4	87	B
41	3	4	3	3	3	3	3	3	3	3	3	2	1	2	2	3	2	3	3	4	3	3	2	3	67	C
42	3	3	3	3	3	2	2	3	2	2	2	1	2	2	2	2	2	2	3	2	3	2	2	2	55	K
43	3	2	2	3	2	4	3	3	3	3	3	1	2	3	3	3	3	3	3	3	3	3	2	3	66	C
44	2	3	2	3	3	4	4	4	4	5	3	3	3	2	2	3	2	3	3	3	3	3	3	3	73	C
45	2	3	3	3	3	3	3	2	3	3	3	2	2	1	2	2	2	3	3	2	3	2	2	2	59	K
46	2	2	2	2	3	2	2	2	3	3	3	2	2	2	1	2	2	4	4	4	4	4	3	3	63	K
47	1	1	1	2	2	2	3	2	3	3	3	2	2	2	2	3	3	4	4	4	3	4	4	4	64	C
48	3	3	2	3	2	3	3	3	3	3	3	2	2	2	1	2	1	3	2	2	3	3	3	3	60	K
49	2	3	2	3	3	4	4	3	3	3	3	2	2	1	2	3	2	3	2	3	3	3	2	3	64	C
50	3	3	3	2	3	3	3	3	3	3	3	2	2	2	2	3	2	3	2	2	3	3	2	3	63	K
51	3	2	3	3	3	2	3	4	3	3	3	2	2	3	3	3	3	4	3	3	3	2	2	3	68	C
52	4	4	2	3	3	3	3	3	3	3	3	3	3	2	3	2	2	2	3	3	3	2	2	3	67	C
53	4	3	3	3	4	4	4	4	3	3	3	1	1	2	2	3	2	2	3	3	3	2	2	3	67	C
54	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	1	3	3	2	3	3	3	3	63	K
55	3	4	3	3	3	4	4	4	4	5	3	3	3	3	3	2	2	4	3	4	3	4	4	3	81	B
56	4	4	4	4	4	3	4	4	4	4	4	2	2	3	3	3	2	4	4	4	4	4	4	3	85	B
57	2	3	2	2	2	3	2	3	4	2	2	2	1	1	3	3	2	3	3	3	4	4	3	3	62	K
58	4	4	4	4	3	3	3	4	4	3	4	2	1	2	3	3	3	3	3	3	3	4	3	3	76	C
59	4	4	4	4	4	4	4	3	3	3	4	1	2	1	3	2	2	3	3	3	3	2	2	2	70	C
60	4	4	4	4	4	3	4	4	4	3	3	3	3	1	2	3	2	2	3	3	3	3	2	3	74	C
61	4	3	3	3	3	4	4	3	4	3	3	2	2	1	2	2	3	2	3	3	3	3	2	3	68	C
62	4	4	5	4	3	3	3	4	3	3	3	1	2	1	3	3	2	2	3	3	4	3	1	3	70	C
63	3	3	2	3	3	3	4	3	3	3	3	1	1	1	2	2	2	1	3	1	3	3	1	3	57	K
64	2	2	2	2	3	3	3	3	3	3	3	1	1	1	2	3	2	2	3	3	4	3	1	3	58	K
65	2	2	2	3	3	4	4	4	3	4	3	1	1	1	2	3	2	2	3	3	3	3	1	3	62	K
66	3	4	4	4	3	2	3	3	4	4	4	1	1	1	2	2	3	4	3	4	3	3	3	3	71	C

Resp	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	X2.23	X2.24	Juml	Kat
67	2	2	3	2	2	4	2	4	2	2	2	1	2	1	3	3	3	4	3	2	3	3	4	4	63	K
68	3	3	2	3	3	4	4	3	3	3	3	1	1	2	3	3	2	3	3	3	3	3	3	3	67	C
69	3	3	3	3	3	2	3	3	3	3	3	2	2	1	3	2	2	2	3	3	3	2	1	3	61	K
70	4	3	3	3	3	3	4	4	3	3	3	1	2	2	2	3	2	3	3	3	3	3	1	3	67	C
71	2	4	2	2	4	2	4	4	3	3	3	2	3	2	2	2	3	3	2	3	4	4	1	4	68	C
72	4	4	4	4	4	3	3	3	3	3	3	2	2	2	2	3	2	3	3	3	3	1	3	3	70	C
73	3	4	2	3	4	3	3	3	5	4	4	2	2	2	2	2	2	1	2	3	3	3	1	3	66	C
74	2	3	2	3	3	3	3	2	3	3	3	2	2	1	2	2	2	3	3	3	2	2	3	3	60	K
75	3	2	2	3	3	2	4	4	4	3	3	2	1	2	3	3	2	3	4	3	3	3	2	2	66	C
76	3	3	3	4	4	4	3	4	4	4	4	2	1	3	3	2	3	3	3	4	3	4	3	3	77	C
77	3	3	3	3	3	2	2	3	3	2	2	3	2	3	1	1	1	2	2	2	2	3	2	2	55	K
78	3	3	3	3	3	3	4	4	3	3	3	2	2	2	3	2	1	3	2	2	2	2	3	2	63	K
79	3	4	3	4	4	2	3	3	2	3	2	3	2	3	2	2	2	2	2	2	2	2	2	2	61	K
80	4	4	4	4	3	2	3	2	2	2	2	2	2	1	1	2	1	3	2	2	2	2	2	2	56	K
81	3	3	2	2	3	3	3	3	2	2	2	2	2	2	1	3	1	3	2	2	2	2	2	3	55	K
82	3	3	3	3	3	4	4	4	2	3	4	2	2	3	3	3	3	2	3	3	3	2	3	3	71	C
83	2	4	2	3	3	4	3	2	2	2	2	2	2	2	1	3	1	2	2	3	3	3	3	3	59	K
84	3	4	4	4	4	4	4	3	2	2	3	1	1	1	3	3	1	3	3	3	3	3	3	2	67	C
85	3	2	3	3	2	4	4	4	2	2	3	2	2	1	2	2	2	3	3	3	3	3	3	3	64	C
86	5	4	4	5	4	4	3	3	3	4	3	3	3	3	3	2	2	3	3	3	3	3	3	3	79	C
87	4	4	4	3	4	4	4	3	3	3	2	2	1	1	3	3	1	2	2	3	2	2	2	2	64	C
88	4	3	3	4	4	4	4	4	2	2	2	2	3	2	3	4	1	3	2	2	3	2	2	3	68	C
89	2	3	3	2	3	2	3	2	2	2	2	2	3	1	2	1	2	3	2	2	2	3	3	3	55	K
90	4	3	3	3	3	3	4	3	4	4	4	3	2	2	2	3	2	4	3	3	3	3	3	3	74	C
91	3	3	3	3	4	3	3	3	4	4	4	3	3	2	2	3	2	4	4	3	4	3	3	3	76	C
92	2	2	2	3	3	4	4	4	3	3	4	3	3	2	3	3	2	3	3	3	2	3	3	3	70	C
93	3	3	2	3	3	3	3	3	3	3	3	2	3	1	2	2	2	3	3	2	3	3	3	3	64	C
94	1	1	2	1	1	4	4	4	2	3	2	3	2	3	3	3	2	3	3	3	3	3	4	3	63	K
95	2	2	2	2	2	3	3	2	2	2	2	3	3	3	2	1	1	2	4	4	4	3	3	4	61	K
96	2	2	1	3	1	4	3	2	3	2	3	2	3	2	2	2	3	4	3	3	3	4	3	4	64	C
97	1	2	2	1	3	4	4	4	2	1	3	3	3	2	3	3	1	3	3	4	3	3	3	2	63	K
98	3	3	3	3	3	4	4	4	4	3	3	4	3	2	3	3	2	3	3	3	3	3	3	3	75	C
99	2	2	3	2	2	4	4	4	1	2	2	3	3	2	2	3	2	2	3	3	4	3	3	4	65	C
100	4	3	4	3	4	4	4	4	3	4	4	2	1	2	3	1	1	3	4	4	3	4	3	4	76	C

Resp	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	Juml	Kat
1	2	2	2	2	2	2	2	2	1	2	3	2	24	K
2	3	3	3	3	2	2	2	2	2	2	3	3	30	K
3	2	3	2	3	1	2	2	3	3	3	4	4	32	C
4	3	4	4	3	2	3	2	3	2	3	3	4	36	C
5	3	4	3	4	2	2	2	3	2	3	3	3	34	C
6	3	3	3	2	2	2	1	2	1	1	2	3	25	K
7	3	4	3	4	1	2	1	2	3	3	4	4	34	C
8	3	4	2	3	1	1	2	3	2	3	4	4	32	C
9	2	3	3	3	3	3	3	2	2	2	4	4	34	C
10	2	2	3	3	2	2	2	3	3	3	3	4	32	C
11	3	3	3	2	2	2	1	3	2	3	4	4	32	C
12	3	4	4	4	2	2	3	3	2	2	4	4	37	C
13	4	4	3	4	2	2	2	2	2	2	4	4	35	C
14	4	3	3	3	2	2	1	3	3	3	4	3	34	C
15	2	3	3	4	2	3	2	2	2	3	4	3	33	C
16	3	3	3	4	2	1	2	2	3	3	4	3	33	C
17	2	1	3	2	2	2	2	3	3	2	4	4	30	K
18	4	3	2	4	2	2	2	3	3	2	4	4	35	C
19	2	2	2	2	1	1	1	2	2	1	2	2	20	SK
20	4	4	3	4	2	1	1	1	2	2	3	3	30	K
21	1	2	2	2	3	2	2	2	2	1	3	1	23	SK
22	1	3	3	3	3	3	3	2	2	1	3	3	30	K
23	2	3	3	2	2	2	1	1	2	1	2	3	24	K
24	2	2	2	3	2	2	1	2	1	2	2	1	22	SK
25	3	2	3	3	2	2	2	1	2	2	3	2	27	K
26	4	4	4	4	3	3	3	3	3	4	4	4	43	B
27	2	3	2	3	3	3	3	3	3	3	3	2	33	C
28	2	3	3	2	2	3	2	1	1	1	3	2	25	K
29	4	3	3	4	3	2	2	2	2	2	3	3	33	C
30	4	3	4	4	3	3	2	2	3	3	3	4	38	C
31	3	3	3	2	2	2	1	2	2	1	2	1	24	K
32	2	2	3	2	2	2	2	2	2	2	2	1	24	K
33	4	4	4	4	2	3	2	3	2	3	4	4	39	C

Resp	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	Juml	Kat
34	3	3	3	3	2	4	3	3	4	3	3	3	37	C
35	3	4	3	3	2	2	2	2	2	2	3	3	31	K
36	3	4	3	3	2	2	2	2	2	3	4	3	33	C
37	4	3	3	3	2	1	3	2	2	2	3	3	31	K
38	3	3	3	2	2	3	2	2	3	3	3	3	32	C
39	3	2	3	3	2	2	2	1	1	1	3	3	26	K
40	3	3	3	3	3	2	2	3	3	3	3	3	34	C
41	3	2	3	2	3	2	2	2	2	2	3	3	29	K
42	2	1	2	2	1	1	1	1	1	1	2	2	17	SK
43	3	2	3	3	2	3	2	2	2	1	3	3	29	K
44	3	3	3	3	3	3	3	3	3	2	4	3	36	C
45	2	3	3	3	2	1	2	2	2	2	3	3	28	K
46	3	3	3	3	2	2	2	2	2	2	3	3	30	K
47	2	3	3	3	4	2	3	3	2	4	3	3	35	C
48	2	3	3	3	2	2	2	2	2	2	3	3	29	K
49	3	3	3	3	2	2	2	2	2	2	3	3	30	K
50	3	2	3	3	3	4	3	3	4	3	4	3	38	C
51	3	4	3	4	3	4	3	3	3	4	2	3	39	C
52	3	2	3	3	2	2	2	2	2	2	2	3	28	K
53	3	2	3	3	2	2	2	2	2	2	2	3	28	K
54	3	2	3	3	2	2	3	2	3	1	2	3	29	K
55	3	4	3	3	3	4	4	3	3	4	4	3	41	B
56	3	3	3	4	2	2	2	2	3	3	2	4	33	C
57	3	3	3	3	1	2	2	1	2	2	4	2	28	K
58	3	2	3	3	3	3	3	4	2	3	2	3	34	C
59	3	2	3	3	3	3	2	3	1	1	4	3	31	K
60	4	4	3	4	3	2	3	3	3	3	4	3	39	C
61	2	2	4	3	2	3	2	3	3	1	2	3	30	K
62	2	1	2	3	1	2	1	2	1	1	1	3	20	SK
63	3	2	2	2	2	1	2	2	2	2	1	3	24	K
64	2	1	3	3	2	2	2	2	2	1	1	3	24	K
65	3	1	3	3	2	2	2	2	2	1	2	3	26	K
66	4	4	4	4	3	3	3	3	3	3	5	4	43	B

Resp	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	Juml	Kat
67	3	2	2	2	2	1	1	1	1	2	2	2	21	SK
68	2	3	3	3	3	4	3	3	4	3	2	3	36	C
69	3	1	3	3	2	2	2	1	2	2	2	3	26	K
70	3	1	2	2	2	2	2	1	2	2	3	3	25	K
71	3	2	3	3	2	1	2	1	2	1	2	3	25	K
72	2	3	3	3	2	2	1	1	1	2	3	3	26	K
73	3	2	3	3	2	2	2	2	2	1	4	3	29	K
74	3	3	3	3	2	2	2	2	2	2	4	3	31	K
75	2	2	3	2	3	3	3	3	2	2	4	3	32	C
76	2	2	2	3	3	3	3	2	3	3	2	2	30	K
77	2	2	3	3	4	3	2	4	3	3	2	2	33	C
78	4	2	3	3	2	2	2	2	2	2	3	3	30	K
79	2	2	2	2	3	2	3	3	3	3	2	2	29	K
80	2	2	3	2	1	1	1	1	1	1	2	2	19	SK
81	4	3	4	4	3	3	3	3	3	3	4	2	39	C
82	3	4	4	4	4	3	3	3	3	3	3	3	40	B
83	3	2	4	2	3	3	3	3	3	3	2	2	33	C
84	3	3	3	3	3	2	2	2	2	1	2	3	29	K
85	4	4	4	3	3	2	2	2	2	2	1	3	32	C
86	4	3	3	4	2	1	2	2	2	2	3	3	31	K
87	3	3	3	2	3	2	3	3	3	2	3	2	32	C
88	4	2	4	2	2	1	1	1	1	3	2	2	25	K
89	3	3	3	3	2	3	2	2	3	2	2	2	30	K
90	3	3	4	4	2	3	2	3	2	3	4	4	37	C
91	3	4	4	5	3	4	3	3	3	3	4	4	43	B
92	2	2	3	2	2	3	3	2	1	2	4	3	29	K
93	3	3	3	4	2	2	2	2	2	2	3	4	32	C
94	3	3	3	3	2	2	2	2	1	2	3	3	29	K
95	3	2	3	4	1	2	2	2	3	3	3	2	30	K
96	3	3	2	3	2	3	3	2	3	2	2	4	32	C
97	2	3	3	2	2	2	2	2	2	1	2	3	26	K
98	3	4	3	3	3	3	2	3	2	3	3	3	35	C
99	3	2	3	2	2	3	1	3	2	1	3	3	28	K
100	4	4	4	4	3	3	3	3	3	3	3	3	40	B

Resp	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y.16	Y.17	Y.18	Y.19	Y.20	Y.21	Y.22	Y.23	Y.24	Y.25	Y.26	Y.27	Y.28	Juml	Kat
1	3	3	3	4	4	4	4	3	3	3	2	2	2	3	4	3	3	4	3	4	4	3	3	3	4	4	4	3	92	C
2	2	2	3	2	3	3	3	3	2	2	2	2	2	1	2	3	2	2	3	3	3	4	4	3	4	3	3	3	74	K
3	2	3	2	2	2	2	2	2	1	1	2	3	2	2	3	2	3	2	3	4	2	3	3	3	4	3	3	4	70	K
4	3	3	2	3	3	3	3	3	2	2	2	2	1	2	2	3	3	3	3	2	2	3	2	2	3	3	3	3	71	K
5	2	2	2	2	2	3	2	3	1	2	3	3	2	3	2	3	3	3	3	3	2	3	2	2	3	3	3	3	70	K
6	3	3	3	2	3	3	3	3	2	2	2	2	3	3	2	3	3	3	3	4	2	4	3	4	4	3	3	3	81	C
7	3	3	3	4	3	3	4	3	2	2	2	3	2	2	3	3	3	3	3	3	3	3	4	3	4	3	4	5	86	C
8	3	3	2	3	2	3	2	2	2	2	2	3	2	3	2	4	3	3	3	3	3	3	3	3	3	3	3	3	76	C
9	3	3	3	2	3	2	3	2	1	2	1	2	1	1	3	3	3	3	3	3	3	3	3	3	4	4	3	3	73	K
10	2	3	3	3	4	4	3	3	2	3	1	2	3	3	3	4	4	4	4	3	3	4	3	3	3	4	3	4	88	C
11	3	4	4	4	3	4	4	2	2	2	1	2	2	2	2	3	2	3	3	3	3	3	3	3	3	3	3	3	79	C
12	4	4	4	4	3	4	4	3	2	2	2	2	2	2	1	1	1	3	1	2	2	3	2	3	2	2	2	3	70	K
13	3	3	3	3	3	3	3	3	2	2	2	2	2	2	2	3	3	3	3	3	3	3	4	4	4	3	3	2	79	C
14	4	3	4	4	4	4	4	4	3	3	2	1	3	2	3	4	4	3	3	3	3	3	3	4	3	4	3	4	92	C
15	2	3	3	3	2	2	2	3	2	2	2	1	3	2	3	4	4	3	3	3	3	3	3	3	3	3	3	3	76	C
16	4	4	4	4	4	4	4	4	2	2	3	4	3	4	4	5	4	4	4	3	2	3	4	4	3	4	3	4	101	B
17	4	4	4	4	4	4	4	4	3	3	3	2	3	3	3	4	4	4	4	3	3	3	4	3	3	3	3	3	96	B
18	4	4	4	3	3	3	4	4	3	3	2	3	2	2	4	4	4	4	3	3	3	3	3	3	3	4	3	3	91	C
19	2	2	2	3	3	3	2	3	1	2	2	2	2	1	3	2	3	3	3	3	4	4	3	3	3	3	3	1	71	K
20	3	3	3	3	2	3	3	3	2	2	2	1	2	2	3	3	3	3	3	4	4	4	4	4	4	4	4	2	83	C
21	3	3	3	3	4	3	4	4	3	2	2	2	2	2	4	3	3	4	4	4	3	4	3	3	3	3	3	4	88	C
22	3	3	3	4	3	4	4	3	3	2	3	3	2	3	4	4	4	3	3	3	3	2	3	2	2	2	3	4	85	C
23	2	2	2	2	2	2	2	2	1	1	1	2	1	1	2	2	2	2	2	2	2	2	2	3	2	2	2	2	52	SK
24	2	2	3	3	2	2	2	3	1	2	2	2	2	2	3	2	3	3	3	2	2	2	2	2	2	2	3	2	63	K
25	3	2	3	3	2	3	3	3	1	1	2	1	1	1	2	3	3	3	3	2	2	2	3	2	3	4	3	3	67	K
26	3	3	3	2	3	3	3	4	2	3	2	2	2	3	2	3	3	3	3	2	2	3	2	3	3	3	3	3	76	C
27	4	4	4	4	4	3	4	3	3	3	3	2	2	3	3	3	4	4	4	2	3	3	2	2	2	3	3	3	87	C
28	3	3	2	4	2	2	3	3	3	1	1	2	1	1	3	2	3	2	3	2	2	2	2	2	2	2	2	2	62	K
29	4	4	4	5	4	4	5	5	3	4	3	4	3	3	4	4	5	4	5	3	2	3	3	3	2	2	2	2	99	B
30	2	3	2	4	2	2	4	2	3	1	3	2	1	2	3	2	4	4	2	5	5	5	5	4	3	4	4	3	86	C
31	2	2	2	2	2	3	2	2	1	2	1	2	1	2	3	2	3	3	2	5	4	4	4	3	4	4	4	2	73	K
32	4	4	3	4	4	4	4	4	4	3	3	3	3	3	4	4	4	3	3	4	4	4	3	4	4	4	4	4	103	B
33	3	3	3	5	5	5	5	5	2	3	3	3	3	3	3	3	4	3	4	3	3	3	3	2	3	4	3	4	96	B

Resp	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y.16	Y.17	Y.18	Y.19	Y.20	Y.21	Y.22	Y.23	Y.24	Y.25	Y.26	Y.27	Y.28	Juml	Kat
34	4	4	4	4	4	4	3	4	3	3	3	2	3	3	3	4	4	4	4	5	4	4	4	5	4	5	5	3	106	B
35	3	3	3	3	2	3	2	3	2	2	2	2	2	1	3	2	3	2	3	2	2	3	2	2	3	3	3	2	68	K
36	3	3	3	3	3	3	3	3	2	2	3	2	2	2	3	4	3	3	3	3	3	3	4	3	3	3	4	4	83	C
37	3	3	3	3	3	3	2	2	2	2	2	1	2	1	3	3	3	3	3	2	3	2	2	2	2	2	4	4	70	K
38	3	3	3	3	3	4	3	3	2	3	2	3	2	3	3	4	4	3	3	4	3	4	4	4	4	4	4	2	90	C
39	3	3	3	3	3	3	3	3	2	2	2	2	2	2	3	3	3	3	4	4	4	4	3	3	4	4	4	3	85	C
40	4	4	4	5	4	4	4	4	3	4	4	3	3	4	4	5	4	4	5	4	4	5	5	5	5	5	4	3	116	SB
41	2	3	3	2	2	4	2	4	2	3	2	1	2	3	4	3	3	3	3	3	3	4	3	3	3	3	3	1	77	C
42	3	2	2	2	2	2	2	3	1	1	2	1	2	1	3	2	2	3	2	3	2	3	2	2	2	2	3	3	60	K
43	3	3	2	2	2	3	4	3	2	3	2	3	2	2	4	3	3	3	3	2	4	3	4	3	2	2	2	1	75	C
44	4	4	4	4	4	4	4	4	3	3	3	3	3	3	4	4	4	4	4	2	2	3	2	4	4	4	4	3	98	B
45	3	3	3	3	3	3	3	3	2	2	2	3	2	2	4	3	3	3	2	3	3	2	2	2	2	2	3	2	73	K
46	3	3	3	3	3	3	3	3	3	2	2	2	3	2	3	3	3	3	3	3	4	3	3	3	3	3	3	4	82	C
47	3	2	3	3	2	3	2	3	2	2	2	1	1	2	2	2	2	2	2	2	2	3	2	2	2	2	2	2	60	K
48	3	3	3	3	3	3	3	3	2	1	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	76	C
49	2	2	3	2	2	3	2	3	2	1	2	2	1	1	2	2	2	2	2	2	3	2	2	3	2	2	2	2	58	K
50	3	3	3	3	3	3	3	3	2	2	2	2	2	3	4	3	4	3	3	3	3	3	2	3	3	3	3	3	80	C
51	4	4	4	4	4	4	4	3	3	3	2	3	3	3	4	4	4	4	4	4	4	4	4	3	4	4	4	2	101	B
52	2	3	3	3	2	2	3	3	2	2	2	3	1	2	2	4	3	4	4	3	3	3	3	3	3	3	3	2	76	C
53	3	3	3	2	2	2	3	3	2	2	2	1	2	2	3	4	3	3	2	3	3	3	3	3	2	3	3	2	72	K
54	3	3	2	2	3	2	3	3	1	2	1	2	1	1	2	2	2	3	3	2	2	4	2	2	2	2	3	2	62	K
55	3	4	4	4	4	4	3	4	3	3	3	2	2	3	4	3	4	4	3	5	5	4	5	5	5	5	5	3	106	B
56	4	4	4	3	4	4	3	4	3	3	3	2	2	2	4	3	4	4	4	4	4	4	4	3	3	4	4	1	95	B
57	2	2	2	2	3	3	3	3	2	1	1	2	2	1	3	2	2	2	2	3	3	3	3	3	3	3	3	3	67	K
58	3	2	2	3	2	3	2	3	2	1	1	2	1	1	3	2	2	2	2	2	2	2	2	2	3	3	3	2	60	K
59	3	3	3	2	2	3	3	2	2	1	1	2	2	2	3	3	3	3	3	2	2	2	2	2	2	2	2	2	64	K
60	2	2	2	2	3	2	2	2	1	1	2	1	1	2	3	2	2	2	2	2	1	2	1	1	1	2	2	3	51	SK
61	3	2	2	2	1	2	2	2	1	2	1	1	1	2	2	3	2	1	2	2	2	2	2	2	2	2	2	3	53	SK
62	2	2	2	2	1	2	2	2	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	3	3	2	51	SK
63	2	2	2	1	1	2	1	1	2	1	2	1	1	1	2	2	2	2	1	2	2	1	1	2	1	1	2	2	43	SK
64	3	2	2	2	3	2	2	3	2	1	2	1	2	1	2	2	3	3	2	2	2	2	2	1	2	2	2	2	57	K
65	2	2	2	1	3	1	3	3	2	1	1	1	1	2	2	3	2	2	1	2	2	3	3	2	3	2	3	2	57	K
66	3	4	3	3	3	3	4	3	3	3	2	3	3	3	4	4	3	3	3	2	3	1	3	2	2	1	1	2	77	C

Resp	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y.16	Y.17	Y.18	Y.19	Y.20	Y.21	Y.22	Y.23	Y.24	Y.25	Y.26	Y.27	Y.28	Juml	Kat
67	2	2	2	2	2	1	2	1	2	2	2	2	2	2	1	2	1	2	2	3	2	2	1	1	2	1	2	2	50	SK
68	2	3	1	1	2	1	2	1	1	1	2	1	1	1	2	2	2	2	3	3	3	2	2	3	1	3	1	2	51	SK
69	2	2	1	1	1	1	1	1	2	2	1	1	1	2	1	2	1	2	1	2	1	2	1	1	1	2	1	1	38	SK
70	1	3	1	1	3	1	1	3	1	1	2	1	1	1	3	2	3	2	2	3	3	3	3	3	3	3	3	3	60	K
71	3	1	1	3	1	3	3	2	2	2	1	2	1	1	3	1	3	3	2	1	2	2	2	2	2	2	2	4	57	K
72	2	3	2	2	4	2	4	3	3	2	1	1	2	1	2	2	3	2	3	2	2	2	3	2	3	2	3	2	65	K
73	3	2	3	2	2	2	2	2	2	1	1	3	1	2	3	3	2	2	2	2	2	2	2	3	3	3	3	4	64	K
74	2	2	2	1	2	1	2	2	1	1	1	1	1	1	2	2	2	2	2	2	2	1	1	2	2	2	2	4	48	SK
75	2	1	2	2	2	1	2	2	1	1	2	2	1	2	2	3	2	2	3	3	3	2	3	3	2	2	2	3	58	K
76	3	3	3	3	4	3	3	3	3	2	2	2	2	3	4	3	3	3	3	4	4	3	4	3	3	4	4	4	88	C
77	3	2	2	2	2	2	3	3	2	1	2	1	1	1	2	2	2	2	3	3	3	2	3	2	2	2	2	3	60	K
78	3	2	3	3	2	2	3	3	2	1	1	1	2	1	3	3	3	2	2	3	2	3	2	3	2	3	3	2	65	K
79	2	2	2	2	2	3	2	2	2	1	1	1	2	1	3	3	3	3	2	2	2	2	3	3	3	3	3	3	63	K
80	3	3	3	2	2	2	3	2	2	2	2	1	2	2	2	3	3	3	2	3	3	3	3	3	3	2	2	3	69	K
81	4	4	3	3	3	4	3	3	3	3	2	2	3	3	4	4	4	4	3	4	3	3	4	3	4	3	3	3	92	C
82	4	4	5	5	5	5	5	5	4	4	3	3	3	3	5	4	4	4	4	3	3	3	3	3	3	3	3	4	107	B
83	3	3	2	2	3	2	3	2	2	3	2	1	3	1	1	3	3	3	4	2	2	2	3	3	2	2	2	3	67	K
84	3	3	3	3	3	3	3	3	1	1	2	2	1	2	2	3	3	3	3	2	2	2	2	2	2	2	3	3	67	K
85	3	3	2	3	3	3	3	2	2	2	1	1	1	2	2	2	2	3	3	2	3	2	2	2	3	3	3	2	65	K
86	4	4	3	4	3	4	3	4	3	2	2	3	3	2	4	3	4	4	4	4	4	3	4	3	4	4	4	4	97	B
87	3	3	3	3	3	2	3	3	2	2	1	2	2	2	3	3	3	3	3	2	2	2	2	2	2	2	2	4	69	K
88	3	3	3	3	3	2	3	2	3	1	1	3	1	2	3	3	3	3	3	3	2	2	2	2	2	2	2	4	69	K
89	3	3	2	3	3	2	3	3	1	2	1	2	1	2	2	2	2	3	3	4	4	4	3	4	3	3	3	2	73	K
90	4	4	3	4	4	3	4	4	2	2	2	3	2	3	4	3	4	3	3	3	3	3	3	3	3	3	3	3	88	C
91	4	3	4	3	4	3	4	4	2	1	2	1	3	1	2	2	4	4	2	4	3	3	3	3	3	4	4	3	83	C
92	3	3	3	4	4	3	3	4	2	2	1	2	2	2	3	2	2	2	3	2	3	4	4	2	2	3	4	4	78	C
93	4	3	3	3	3	3	3	3	3	1	1	1	2	1	2	4	4	4	4	2	2	2	2	2	2	4	2	3	73	K
94	4	3	3	2	3	2	2	3	1	2	1	2	1	2	2	3	4	4	3	2	3	3	2	2	3	3	2	3	70	K
95	4	4	3	4	4	3	4	3	2	2	3	2	3	3	4	3	4	4	4	4	3	3	3	4	4	4	4	3	95	B
96	4	4	4	4	3	4	4	4	3	3	2	3	2	2	3	4	4	4	4	3	3	4	3	4	3	4	3	5	97	B
97	3	4	4	3	4	4	3	4	2	3	2	3	3	3	4	4	4	4	4	4	4	3	4	4	4	4	3	4	99	B
98	3	4	4	4	4	3	4	3	3	2	2	3	2	3	3	4	4	4	3	4	3	4	3	4	4	3	4	3	94	B
99	4	4	4	4	5	3	4	4	3	3	2	3	2	1	2	4	2	4	2	3	4	3	3	3	3	3	3	3	88	C
100	3	3	2	3	2	3	3	2	2	2	2	2	2	2	3	3	3	3	3	2	3	3	3	4	3	3	3	4	76	C

HASIL ANALISIS DESKRIPTIF

Statistics

		Motivasi (X1)	Lingkungan kerja (X2)	Kompensasi (X3)	Kinerja guru (Y)
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		62,62	64,75	30,83	75,88
Std. Error of Mean		,960	,855	,543	1,603
Median		61,50	63,50	31,00	74,50
Mode		56[a]	63	30	76
Std. Deviation		9,604	8,547	5,433	16,032
Variance		92,238	73,058	29,516	257,016
Range		50	45	26	78
Minimum		36	42	17	38
Maximum		86	87	43	116
Sum		6262	6475	3083	7588

a. Multiple modes exist. The smallest value is shown

HASIL UJI NORMALITAS

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Motivasi (X1)	Lingkungan kerja (X2)	Kompensasi (X3)	Kinerja guru (Y)
N		100	100	100	100
Normal Parameters[a,b]	Mean	62,62	64,75	30,83	75,88
	Std. Deviation	9,604	8,547	5,433	16,032
Most Extreme Differences	Absolute	,067	,102	,078	,067
	Positive	,067	,102	,065	,067
	Negative	-,065	-,067	-,078	-,045
Kolmogorov-Smirnov Z		,670	1,019	,781	,670
Asymp. Sig. (2-tailed)		,761	,250	,575	,760

a. Test distribution is Normal.

b. Calculated from data.

HASIL UJI LINEARITAS

Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kinerja guru (Y) * Motivasi (X1)	100	100,0%	0	,0%	100	100,0%
Kinerja guru (Y) * Lingkungan kerja (X2)	100	100,0%	0	,0%	100	100,0%
Kinerja guru (Y) * Kompensasi (X3)	100	100,0%	0	,0%	100	100,0%

Kinerja guru (Y) * Motivasi (X1)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja guru (Y) * Motivasi (X1)	Between Groups	(Combined)	11744,334	38	309,061	1,376	,131
		Linearity	3070,854	1	3070,854	13,673	,000
		Deviation from Linearity	8673,480	37	234,418	1,044	,433
	Within Groups		13700,226	61	224,594		
	Total		25444,560	99			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja guru (Y) * Motivasi (X1)	,347	,121	,679	,462

Kinerja guru (Y) * Lingkungan kerja (X2)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja guru (Y) * Lingkungan kerja (X2)	Between Groups	(Combined)	11297,610	32	353,050	1,672	,039
		Linearity	2546,924	1	2546,924	12,062	,001
		Deviation from Linearity	8750,686	31	282,280	1,337	,160
	Within Groups		14146,950	67	211,149		
	Total		25444,560	99			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja guru (Y) * Lingkungan kerja (X2)	,316	,100	,666	,444

Kinerja guru (Y) * Kompensasi (X3)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja guru (Y) * Kompensasi (X3)	Between Groups	(Combined)	6473,511	24	269,730	1,066	,401
		Linearity	3854,224	1	3854,224	15,237	,000
		Deviation from Linearity	2619,286	23	113,882	,450	,983
	Within Groups		18971,049	75	252,947		
	Total		25444,560	99			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja guru (Y) * Kompensasi (X3)	,389	,151	,504	,254

HASIL UJI MULTIKOLINEARITAS

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Kompensasi (X3), Lingkungan kerja (X2), Motivasi (X1)[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja guru (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,256	13,568		,461	,646		
	Motivasi (X1)	,373	,162	,224	2,307	,023	,849	1,177
	Lingkungan kerja (X2)	,382	,177	,204	2,155	,034	,893	1,120
	Kompensasi (X3)	,698	,299	,237	2,338	,021	,779	1,283

a. Dependent Variable: Kinerja guru (Y)

HASIL ANALISIS REGRESI LINEAR BERGANDA

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Kompensasi (X3), Lingkungan kerja (X2), Motivasi (X1)[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja guru (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,484[a]	,234	,210	14,247

a. Predictors: (Constant), Kompensasi (X3), Lingkungan kerja (X2), Motivasi (X1)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5958,112	3	1986,037	9,784	,000[a]
	Residual	19486,448	96	202,984		
	Total	25444,560	99			

a. Predictors: (Constant), Kompensasi (X3), Lingkungan kerja (X2), Motivasi (X1)

b. Dependent Variable: Kinerja guru (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	6,256	13,568		,461	,646			
	Motivasi (X1)	,373	,162	,224	2,307	,023	,347	,229	,206
	Lingkungan kerja (X2)	,382	,177	,204	2,155	,034	,316	,215	,192
	Kompensasi (X3)	,698	,299	,237	2,338	,021	,389	,232	,209

a. Dependent Variable: Kinerja guru (Y)