

LAMPIRAN

Lampiran 1 Kuesioner Penelitian

Kepada Yth :

Bapak/Ibu/Saudara/i Karyawan

PT. Kamigumi Indonesia Cabang Tarahan

Dengan ini saya :

Nama : M Izan Genta Buana

NPM : 1912110154

Fakultas : Ekonomi dan Bisnis IIB Darmajaya

Email : paskibraka071@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada PT. Kamigumi Indonesia Cabang Tarahan. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada Progam Studi S1 Manajemen Fakultas Ekonomi dan Bisnis IIB Darmajaya. Konsentrasi Manajemen SDM Tentang “**Pengaruh Motivasi Herzberg dan Gaya Kepemimpinan Terhadap Kepuasan Karyawan Pada PT. Kamigumi Indonesia Cabang Tarahan**”. Sehubung dengan maksud diatas, memohon bantuan Bapak/Ibu/Saudara/I untuk bersedia mengisi kuesioner ini berdasarkan kondisi dan pengalaman yang dimiliki. Semua informasi yang didapatkan ini akan dirahasiakan. Bantuan dan partisipasi Bapak/Ibu/Saudara/i merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini.

Atas kesediaan Bapak/Ibu/Saudara/i saya mengucapkan terima kasih.

Hormat Saya,

M Izan Genta Buana
1912110154

DAFTAR PERNYATAAN

MOTIVASI HERZBERG (X1)

No.	Pernyataan	STS	TS	CS	S	SS
		1	2	3	4	5
Kebutuhan Fisik						
1	Pemberian gaji dapat memotivasi dalam melaksanakan pekerjaan dengan baik					
2	Mendapatkan tambahan gaji jika lembur					
3	Pemberian gaji yang sesuai dapat meningkatkan kemampuan dalam bekerja					
Kebutuhan Rasa Aman dan Keselamatan						
4	Fasilitas yang diberikan mampu mendukung kelancaran kerja					
5	Ruangan tempat bekerja bersih dan rapih					
6	Kondisi lingkungan dan tempat kerja aman dan nyaman					
Kebutuhan Sosial						
7	Menjalin hubungan yang baik dengan pimpinan					
8	Menjalin hubungan yang harmonis antara sesama karyawan dengan saling mendukung					
9	Berpartisipasi dalam penyelesaian masalah					
Kebutuhan Akan Penghargaan						
10	Mendapatkan pujian atas hasil kerja yang baik					
11	Mendapatkan dukungan dalam melaksanakan pekerjaan dari pimpinan					
12	Mendapatkan pelatihan dalam melaksanakan pekerjaan					

Sumber : Febrianti 2020

GAYA KEPEMIMPINAN (X2)

No.	Pernyataan	STS	TS	CS	S	SS
		1	2	3	4	5
Kemampuan Kerjasama dan Hubungan Yang Baik						
1	Hubungan pimpinan dan karyawan berjalan dengan baik					
2	Kerja sama antara pimpinan dan karyawan berjalan dengan baik					
3	Pimpinan memberikan arahan para karyawan sebelum melakukan pekerjaan					
Kemampuan Yang Efektivitas						
4	Pimpinan mampu menunjukkan kemampuan dalam bekerja					
5	Pimpinan mampu menyelesaikan tugas dalam tepat waktu					
6	Pimpinan memberikan target kapan pekerjaan harus selesai					
Kepemimpinan Yang Partisipatif						
7	Pimpinan selalu melakukan evaluasi dua arah antara pimpinan dan bawahan					
8	Pimpinan memberikan kesempatan kepada para karyawan untuk mendiskusikan masalah-masalah dengan pimpinan					
9	Pimpinan melibatkan partisipasi anggota dalam setiap kegiatan					
Kemampuan Dalam Mendelegasikan Tugas dan Waktu						
10	Pimpinan memberikan kesempatan pada karyawan untuk mendiskusikan permasalahan yang ada dalam pekerjaan					
11	Pimpinan memberikan contoh dalam menyelesaikan pekerjaan yang baik kepada karyawan					
12	Pimpinan dapat mengambil keputusan yang terbaik bagi perusahaan					
Kemampuan Dalam Mendelegasikan Tugas dan Wewenang						
13	Pimpinan memberikan pelatihan kepada karyawan dalam mengambil keputusan					
14	Dalam memberikan tugas pimpinan memberikan intruksi secara spesifik kepada karyawan					
15	Pimpinan mendelegasikan semua pekerjaan dan tanggung jawab kepada karyawan					

Sumber : Rivai 2018

KEPUASAN KARYAWAN (Y)

No.	Pernyataan	STS	TS	CS	S	SS
		1	2	3	4	5
Pekerjaan						
1	Saya merasa puas dengan pekerjaan ini					
2	Terdapat fasilitas lengkap yang ada di kantor					
3	Pekerjaan saya ini sesuai dengan kemampuan saya					
Upah						
4	Gaji yang karyawan terima sesuai dengan beban tugas yang diberikan					
5	Gaji yang diterima selalu tepat waktu					
6	Gaji yang diterima tidak sesuai dengan tingkat pendidikan saya					
Promosi						
7	Promosi (kenaikan jabatan) yang ditetapkan oleh perusahaan sesuai dengan prosedur yang berlaku					
8	Penilaian untuk promosi (kenaikan jabatan) pada perusahaan berdasarkan prestasi dan hasil kerja					
9	Saya puas dengan kesempatan untuk memperoleh promosi kenaikan jabatan					
Pengawas						
10	Pengawas selalu membantu jika saya mengalami kesulitan dalam menyelesaikan tugas-tugas kerja					
11	Pengawas selalu memberikan arahan dan petunjuk dalam pelaksanaan kerja					
12	Pengawas konsisten dalam menerapkan aturan-aturan bagi saya dan karyawan lainnya					
Rekan Kerja						
13	Adanya rekan kerja yang saling support dalam pekerjaan					
14	Hubungan dengan sesama rekan kerja terjalin dengan baik					
15	Seluruh rekan kerja bertanggung jawab atas terhadap hasil pekerjaan					

Sumber : Afandi 2018

Lampiran 2 Hasil Jawaban Kuesioner

Variabel Motivasi Herzberg (X1)

No	MOTIVASI HERZBERG												Total
	X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10	X1P11	X1P12	
1	5	4	5	5	3	5	5	3	5	4	5	4	53
2	4	3	5	5	5	3	2	5	3	3	5	3	46
3	5	2	5	4	5	5	2	5	5	2	5	2	47
4	4	3	3	3	3	3	3	4	3	3	4	3	39
5	3	4	4	4	4	4	4	4	4	4	3	4	46
6	5	4	5	5	5	5	5	5	5	5	5	5	59
7	4	4	4	4	4	4	4	4	4	4	4	4	48
8	5	3	5	5	3	4	3	5	4	3	5	3	48
9	4	4	4	4	4	5	4	4	5	4	4	4	50
10	3	3	3	3	3	3	3	3	3	3	3	3	36
11	4	4	4	4	4	4	4	4	4	4	4	4	48
12	5	5	5	4	5	5	5	5	5	3	5	5	57
13	4	3	2	2	2	2	3	3	2	3	3	3	32
14	2	2	3	2	2	3	2	3	2	2	3	2	28
15	4	4	4	4	4	4	4	4	4	4	4	4	48
16	5	3	3	3	3	3	3	5	3	3	5	3	42
17	3	5	4	4	3	3	3	3	3	5	3	5	44
18	4	4	4	2	4	4	4	4	4	4	4	4	46
19	4	4	3	3	3	3	4	3	3	4	3	3	40
20	5	5	5	5	5	5	5	5	5	5	5	5	60
21	5	2	2	2	2	2	2	5	2	2	5	2	33
22	3	3	3	3	3	3	3	3	3	3	3	3	36
23	4	4	4	4	4	4	4	4	4	4	4	4	48
24	4	2	4	3	4	4	4	4	4	3	4	4	44
25	4	2	4	4	4	4	4	4	4	4	4	4	46
26	3	3	3	3	3	4	3	3	4	3	3	3	38
27	4	4	4	4	4	4	4	4	4	4	4	4	48
28	3	3	3	3	3	3	3	3	3	3	3	3	36
29	4	4	4	5	5	5	5	5	5	5	5	5	57
30	3	3	4	4	3	4	3	3	4	3	3	3	40
31	3	4	4	4	3	3	4	3	4	4	4	3	43
Total	122	107	119	114	112	117	111	122	117	110	124	111	1386

Variabel Gaya Kepemimpinan (X2)

No	GAYA KEPEMIMPINAN															Total
	P2	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	
1	3	4	4	4	3	4	4	5	4	5	4	5	5	3	4	61
2	2	2	3	5	5	3	4	3	5	3	5	3	2	5	5	55
3	2	2	5	4	5	2	3	5	2	4	4	5	2	5	4	54
4	3	3	3	5	3	3	4	3	5	4	5	3	3	4	5	56
5	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	61
6	5	5	5	4	5	3	5	5	5	5	4	5	5	5	4	70
7	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	62
8	3	3	4	2	3	2	4	4	3	4	2	4	3	5	2	48
9	4	4	5	4	4	4	4	5	4	5	4	5	4	4	4	64
10	3	3	3	3	3	4	2	3	3	3	3	3	3	3	3	45
11	4	4	4	2	4	5	4	4	4	4	2	4	4	4	2	55
12	5	5	5	4	5	5	5	5	5	5	4	5	5	5	4	72
13	3	4	2	2	4	2	2	2	3	2	2	2	2	2	2	36
14	2	3	2	2	4	2	3	2	2	3	2	2	2	2	2	35
15	4	4	4	5	4	5	2	4	4	4	5	4	4	4	5	62
16	3	3	3	4	3	4	4	3	3	3	4	3	3	5	4	52
17	3	3	3	3	3	5	2	3	3	3	3	3	3	3	3	46
18	4	4	4	3	4	3	5	4	4	4	3	4	4	4	3	57
19	3	3	3	5	3	4	5	3	3	3	5	3	3	3	5	54
20	5	5	5	4	5	5	5	5	5	5	4	5	5	5	4	72
21	2	3	2	2	2	4	3	2	2	2	2	2	2	5	2	37
22	3	3	3	4	3	3	4	3	3	3	4	3	3	3	4	49
23	4	4	4	4	4	5	5	4	4	5	4	4	4	4	4	63
24	4	4	4	4	4	4	5	4	4	4	3	4	4	4	4	60
25	4	4	4	3	4	3	3	4	4	4	3	4	4	4	3	55
26	3	3	4	4	3	2	5	4	3	4	4	4	3	3	4	53
27	4	4	4	3	4	3	4	4	4	4	3	4	4	4	3	56
28	3	3	3	3	3	4	2	3	3	3	3	3	3	3	4	46
29	5	5	5	3	5	4	5	5	5	5	3	5	5	5	4	69
30	3	3	4	4	3	3	4	5	3	4	4	4	3	3	5	55
31	4	4	5	4	1	5	4	5	4	5	2	4	2	4	4	57
Total	108	112	117	111	114	115	120	119	114	120	108	117	107	121	114	1717

Variabel Kepuasan Karyawan (Y)

No	KEPUASAN KARYAWAN															Total
	P2	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	
1	5	4	5	5	3	4	5	5	3	4	5	4	5	5	3	65
2	5	3	5	2	5	5	3	2	5	5	5	3	5	2	5	60
3	5	2	5	5	5	4	5	2	5	4	5	2	5	5	5	64
4	4	3	3	5	3	5	3	3	4	5	4	3	3	5	3	56
5	3	4	4	5	4	4	4	4	4	4	3	4	4	5	4	60
6	5	5	5	5	5	4	5	5	5	4	5	5	5	5	5	73
7	4	4	4	2	4	4	4	4	4	4	4	4	4	2	4	56
8	5	3	5	5	3	2	4	3	5	2	5	3	5	5	3	58
9	4	4	4	5	4	4	5	4	4	4	4	4	4	5	4	63
10	3	3	3	5	3	3	3	3	3	3	3	3	3	5	3	49
11	4	4	4	2	4	2	4	4	4	2	4	4	4	2	4	52
12	5	5	5	5	5	4	5	5	5	4	5	5	5	5	5	73
13	3	3	2	3	2	2	2	2	2	2	3	3	2	3	2	36
14	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
15	4	4	4	5	4	5	4	4	4	5	4	4	4	5	4	64
16	5	3	3	2	3	4	3	3	5	4	5	3	3	2	3	51
17	3	5	4	5	3	3	3	3	3	3	3	5	4	5	3	55
18	4	4	4	5	4	3	4	4	4	3	4	4	4	5	4	60
19	3	3	3	4	3	5	3	3	3	5	3	3	3	4	3	51
20	5	5	5	4	5	4	5	5	5	4	5	5	5	4	5	71
21	5	2	2	3	2	2	2	2	5	2	5	2	2	3	2	41
22	3	3	3	5	3	4	3	3	3	4	3	3	3	5	3	51
23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
24	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
25	4	4	4	5	4	3	4	4	4	3	4	4	4	5	4	60
26	3	3	3	5	3	4	4	3	3	4	3	3	3	5	3	52
27	4	4	4	5	4	3	4	4	4	3	4	4	4	5	4	60
28	3	3	3	4	3	3	3	3	3	4	3	3	3	4	3	48
29	5	5	5	4	5	3	5	5	5	4	5	5	5	4	5	70
30	3	3	4	5	3	4	4	3	3	5	3	3	4	5	3	55
31	4	5	5	4	3	2	5	2	5	2	4	2	4	3	4	54
Total	123	113	120	129	112	109	118	107	122	112	123	110	119	128	113	1758

Lampiran 3 Hasil Uji Karakteristik Responden

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI-LAKI	27	87.1	87.1	87.1
	PEREMPUAN	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<25 Tahun	20	64.5	64.5	64.5
	25-40 Tahun	5	16.1	16.1	80.6
	>40 Tahun	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

Pendidikan_Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	10	32.3	32.3	32.3
	SMA/SMK	15	48.4	48.4	80.6
	DIPLOMA	3	9.7	9.7	90.3
	SARJANA	3	9.7	9.7	100.0
	Total	31	100.0	100.0	

Masa_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-2 Tahun	25	80.6	80.6	80.6
	3-4 Tahun	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

**Lampiran 4 Deskripsi Jawaban responden dari Variabel
Variabel Motivasi Herzberg (X1)**

X1P1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.2	3.2	3.2
	CS	8	25.8	25.8	29.0
	S	14	45.2	45.2	74.2
	SS	8	25.8	25.8	100.0
	Total	31	100.0	100.0	

X1P2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	16.1	16.1	16.1
	CS	10	32.3	32.3	48.4
	S	13	41.9	41.9	90.3
	SS	3	9.7	9.7	100.0
	Total	31	100.0	100.0	

X1P3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	6.5	6.5	6.5
	CS	8	25.8	25.8	32.3
	S	14	45.2	45.2	77.4
	SS	7	22.6	22.6	100.0
	Total	31	100.0	100.0	

X1P4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	12.9	12.9	12.9
	CS	8	25.8	25.8	38.7
	S	13	41.9	41.9	80.6
	SS	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

X1P5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	12	38.7	38.7	48.4
	S	10	32.3	32.3	80.6
	SS	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

X1P6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	6.5	6.5	6.5
	CS	10	32.3	32.3	38.7
	S	12	38.7	38.7	77.4
	SS	7	22.6	22.6	100.0
	Total	31	100.0	100.0	

X1P7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	12.9	12.9	12.9
	CS	10	32.3	32.3	45.2
	S	12	38.7	38.7	83.9
	SS	5	16.1	16.1	100.0
	Total	31	100.0	100.0	

X1P8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	11	35.5	35.5	35.5
	S	11	35.5	35.5	71.0
	SS	9	29.0	29.0	100.0
	Total	31	100.0	100.0	

X1P9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	8	25.8	25.8	35.5
	S	13	41.9	41.9	77.4
	SS	7	22.6	22.6	100.0
	Total	31	100.0	100.0	

X1P10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	12	38.7	38.7	48.4
	S	12	38.7	38.7	87.1
	SS	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

X1P11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	10	32.3	32.3	32.3
	S	11	35.5	35.5	67.7
	SS	10	32.3	32.3	100.0
	Total	31	100.0	100.0	

X1P12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	12	38.7	38.7	48.4
	S	11	35.5	35.5	83.9
	SS	5	16.1	16.1	100.0
	Total	31	100.0	100.0	

Variabel Gaya Kepemimpinan (X2)

X2P1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	12.9	12.9	12.9
	CS	12	38.7	38.7	51.6
	S	11	35.5	35.5	87.1
	SS	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

X2P2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	6.5	6.5	6.5
	CS	12	38.7	38.7	45.2
	S	13	41.9	41.9	87.1
	SS	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

X2P3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	8	25.8	25.8	35.5
	S	13	41.9	41.9	77.4
	SS	7	22.6	22.6	100.0
	Total	31	100.0	100.0	

X2P4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	16.1	16.1	16.1
	CS	7	22.6	22.6	38.7
	S	15	48.4	48.4	87.1
	SS	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

X2P5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3.2	3.2	3.2
	TS	1	3.2	3.2	6.5
	CS	11	35.5	35.5	41.9
	S	12	38.7	38.7	80.6
	SS	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

X2P6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	16.1	16.1	16.1
	CS	8	25.8	25.8	41.9
	S	9	29.0	29.0	71.0
	SS	9	29.0	29.0	100.0
	Total	31	100.0	100.0	

X2P7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	16.1	16.1	16.1
	CS	4	12.9	12.9	29.0
	S	12	38.7	38.7	67.7
	SS	10	32.3	32.3	100.0
	Total	31	100.0	100.0	

X2P8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	8	25.8	25.8	35.5
	S	11	35.5	35.5	71.0
	SS	9	29.0	29.0	100.0
	Total	31	100.0	100.0	

X2P9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	10	32.3	32.3	41.9
	S	12	38.7	38.7	80.6
	SS	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

X2P10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	6.5	6.5	6.5
	CS	8	25.8	25.8	32.3
	S	13	41.9	41.9	74.2
	SS	8	25.8	25.8	100.0
	Total	31	100.0	100.0	

X2P11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	19.4	19.4	19.4
	CS	8	25.8	25.8	45.2
	S	13	41.9	41.9	87.1
	SS	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

X2P12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	8	25.8	25.8	35.5
	S	13	41.9	41.9	77.4
	SS	7	22.6	22.6	100.0
	Total	31	100.0	100.0	

X2P13					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	19.4	19.4	19.4
	CS	10	32.3	32.3	51.6
	S	10	32.3	32.3	83.9
	SS	5	16.1	16.1	100.0
	Total	31	100.0	100.0	

X2P14					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	6.5	6.5	6.5
	CS	8	25.8	25.8	32.3
	S	12	38.7	38.7	71.0
	SS	9	29.0	29.0	100.0
	Total	31	100.0	100.0	

X2P15					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	16.1	16.1	16.1
	CS	5	16.1	16.1	32.3
	S	16	51.6	51.6	83.9
	SS	5	16.1	16.1	100.0
	Total	31	100.0	100.0	

Variabel Kepuasan Karyawan (Y)

YP1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.2	3.2	3.2
	CS	9	29.0	29.0	32.3
	S	11	35.5	35.5	67.7
	SS	10	32.3	32.3	100.0
	Total	31	100.0	100.0	

YP2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	11	35.5	35.5	45.2
	S	11	35.5	35.5	80.6
	SS	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

YP3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	7	22.6	22.6	32.3
	S	12	38.7	38.7	71.0
	SS	9	29.0	29.0	100.0
	Total	31	100.0	100.0	

YP4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	16.1	16.1	16.1
	CS	2	6.5	6.5	22.6
	S	7	22.6	22.6	45.2
	SS	17	54.8	54.8	100.0
	Total	31	100.0	100.0	

YP5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	12	38.7	38.7	48.4
	S	10	32.3	32.3	80.6
	SS	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

YP6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	19.4	19.4	19.4
	CS	7	22.6	22.6	41.9
	S	14	45.2	45.2	87.1
	SS	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

YP7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	8	25.8	25.8	35.5
	S	12	38.7	38.7	74.2
	SS	8	25.8	25.8	100.0
	Total	31	100.0	100.0	

YP8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	19.4	19.4	19.4
	CS	10	32.3	32.3	51.6
	S	10	32.3	32.3	83.9
	SS	5	16.1	16.1	100.0
	Total	31	100.0	100.0	

YP9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	6.5	6.5	6.5
	CS	8	25.8	25.8	32.3
	S	11	35.5	35.5	67.7
	SS	10	32.3	32.3	100.0
	Total	31	100.0	100.0	

YP10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	19.4	19.4	19.4
	CS	5	16.1	16.1	35.5
	S	15	48.4	48.4	83.9
	SS	5	16.1	16.1	100.0
	Total	31	100.0	100.0	

YP11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3.2	3.2	3.2
	CS	9	29.0	29.0	32.3
	S	11	35.5	35.5	67.7
	SS	10	32.3	32.3	100.0
	Total	31	100.0	100.0	

YP12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	12.9	12.9	12.9
	CS	11	35.5	35.5	48.4
	S	11	35.5	35.5	83.9
	SS	5	16.1	16.1	100.0
	Total	31	100.0	100.0	

YP13					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	7	22.6	22.6	32.3
	S	13	41.9	41.9	74.2
	SS	8	25.8	25.8	100.0
	Total	31	100.0	100.0	

YP14					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	16.1	16.1	16.1
	CS	3	9.7	9.7	25.8
	S	6	19.4	19.4	45.2
	SS	17	54.8	54.8	100.0
	Total	31	100.0	100.0	

YP15					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9.7	9.7	9.7
	CS	11	35.5	35.5	45.2
	S	11	35.5	35.5	80.6
	SS	6	19.4	19.4	100.0
	Total	31	100.0	100.0	

X1P10	Pearson Correlation	.101	.765**	.399*	.560**	.451*	.437*	.770**	.053	.504**	1	.096	.847*	.678**
	Sig. (2-tailed)	.589	.000	.026	.001	.011	.014	.000	.778	.004		.607	.000	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31
X1P11	Pearson Correlation	.853**	.092	.570**	.519**	.533**	.462**	.265	.853**	.488**	.096	1	.230	.655**
	Sig. (2-tailed)	.000	.623	.001	.003	.002	.009	.149	.000	.005	.607		.212	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31
X1P12	Pearson Correlation	.239	.757**	.521**	.550**	.613**	.599**	.838**	.239	.616**	.847*	.230	1	.796**
	Sig. (2-tailed)	.196	.000	.003	.001	.000	.000	.000	.196	.000	.000	.212		.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31
Total_X1	Pearson Correlation	.591**	.631**	.831**	.813**	.838**	.845**	.773**	.586**	.880**	.678*	.655*	.796*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31

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

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

X2P9	Pearson Correlation	.736**	.645**	.548**	.430*	.457**	.380*	.511**	.507**	1	.651**	.375*	.548**	.683**	.446*	.418*	.806**
	Sig. (2-tailed)	.000	.000	.001	.016	.010	.035	.003	.004		.000	.037	.001	.000	.012	.019	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
X2P10	Pearson Correlation	.717**	.631**	.904**	.340	.307	.311	.588**	.908**	.651**	1	.233	.904**	.712**	.399*	.347	.865**
	Sig. (2-tailed)	.000	.000	.000	.061	.092	.089	.001	.000	.000		.208	.000	.000	.026	.056	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
X2P11	Pearson Correlation	.068	-.095	.203	.912**	.288	.141	.293	.230	.375*	.233	1	.278	.252	.170	.875**	.515**
	Sig. (2-tailed)	.717	.612	.274	.000	.117	.449	.109	.214	.037	.208		.130	.172	.360	.000	.003
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
X2P12	Pearson Correlation	.667**	.554**	.961**	.316	.450*	.236	.517**	.966**	.548**	.904**	.278	1	.734**	.492**	.335	.866**
	Sig. (2-tailed)	.000	.001	.000	.083	.011	.202	.003	.000	.001	.000	.130		.000	.005	.065	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
X2P13	Pearson Correlation	.837**	.810**	.625**	.177	.479**	.440*	.501**	.631**	.683**	.712**	.252	.734**	1	.309	.196	.812**
	Sig. (2-tailed)	.000	.000	.000	.341	.006	.013	.004	.000	.000	.000	.172	.000		.091	.291	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
X2P14	Pearson Correlation	.349	.221	.532**	.189	.351	.210	.404*	.436*	.446*	.399*	.170	.492**	.309	1	.157	.549**
	Sig. (2-tailed)	.054	.232	.002	.309	.053	.256	.024	.014	.012	.026	.360	.005	.091		.400	.001
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
X2P15	Pearson Correlation	.152	-.038	.335	.948**	.104	.234	.324	.378*	.418*	.347	.875**	.335	.196	.157	1	.567**
	Sig. (2-tailed)	.414	.838	.065	.000	.579	.205	.075	.036	.019	.056	.000	.065	.291	.400		.001
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
Total_X2	Pearson Correlation	.801**	.661**	.851**	.566**	.497**	.463**	.663**	.827**	.806**	.865**	.515**	.866**	.812**	.549**	.567**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.004	.009	.000	.000	.000	.000	.003	.000	.000	.001	.001	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31

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

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

Variabel Kepuasan Karyawan (Y)

Correlations

		YP1	YP 2	YP 3	YP 4	YP 5	YP 6	YP 7	YP 8	YP 9	YP 10	YP1 1	YP 12	YP 13	YP 14	YP 15	Total _Y	
YP1	Pearson Correlation	1	.277	.632**	-.028	.564**	.139	.516**	.362*	.859**	.101	1.000**	.270	.646**	-.029	.568**	.644**	
	Sig. (2-tailed)		.132	.000	.880	.001	.455	.003	.045	.000	.590	.000	.142	.000	.877	.001	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
YP2	Pearson Correlation	.277	1	.631**	.251	.545**	.064	.650**	.732**	.325	.064	.277	1	.829**	.594**	.204	.602**	.679**
	Sig. (2-tailed)	.132		.000	.173	.002	.734	.000	.000	.074	.732	.132	.000	.000	.271	.000	.000	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
YP3	Pearson Correlation	.632**	.631**	1	.298	.775**	.220	.855**	.518**	.628**	.227	.632**	.497**	.982**	.259	.822**	.862**	
	Sig. (2-tailed)	.000	.000		.104	.000	.235	.000	.003	.000	.219	.000	.004	.000	.160	.000	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	
YP4	Pearson Correlation	-.028	.251	.298	1	.159	.228	.436*	.319	-.022	.237	-.028	.264	.310	.988**	.154	.480**	
	Sig. (2-tailed)	.880	.173	.104		.394	.217	.014	.080	.908	.199	.880	.152	.090	.000	.408	.006	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	
YP5	Pearson Correlation	.564**	.545**	.775**	.159	1	.422*	.716**	.599**	.634**	.416*	.564**	.611**	.817**	.175	.981**	.860**	
	Sig. (2-tailed)	.001	.002	.000	.394		.018	.000	.000	.000	.020	.001	.000	.000	.345	.000	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	
YP6	Pearson Correlation	.139	.064	.220	.228	.422*	1	.223	.271	.113	.953**	.139	.233	.281	.270	.367*	.487**	
	Sig. (2-tailed)	.455	.734	.235	.217	.018		.227	.140	.544	.000	.455	.207	.125	.142	.042	.006	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	
YP7	Pearson Correlation	.516**	.650**	.855**	.436*	.716**	.223	1	.663**	.517**	.238	.516**	.506**	.831**	.392*	.766**	.856**	
	Sig. (2-tailed)	.003	.000	.000	.014	.000	.227		.000	.003	.197	.003	.004	.000	.029	.000	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	
YP8	Pearson Correlation	.362*	.732**	.518**	.319	.599**	.271	.663**	1	.249	.285	.362*	.881**	.583**	.356*	.548**	.752**	
	Sig. (2-tailed)	.045	.000	.003	.080	.000	.140	.000		.177	.120	.045	.000	.001	.049	.001	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	
YP9	Pearson Correlation	.859**	.325	.628**	-.029	.634**	.113	.517**	.249	1	.081	.859**	.198	.602**	-.055	.679**	.624**	
	Sig. (2-tailed)	.000	.074	.000	.908	.000	.544	.003	.177		.666	.000	.286	.000	.771	.000	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	
YP10	Pearson Correlation	.101	.064	.220	.228	.416*	.953**	.238	.285	.081	1	.101	.240	.291	.280	.359*	.483**	

	Sig. (2-tailed)	.590	.732	.219	.199	.020	.000	.197	.120	.666		.590	.194	.112	.126	.047	.006
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
YP11	Pearson Correlation	1.000**	.277	.632**	-.028	.564**	.139	.516**	.362*	.859**	.101	1	.270	.646**	-.029	.568**	.644**
	Sig. (2-tailed)	.000	.132	.000	.880	.001	.455	.003	.045	.000	.590		.142	.000	.877	.001	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
YP12	Pearson Correlation	.270	.829**	.497**	.264	.611**	.233	.506**	.881**	.198	.240	.270	1	.568**	.308	.553**	.702**
	Sig. (2-tailed)	.142	.000	.004	.152	.000	.207	.004	.000	.286	.194	.142		.001	.092	.001	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
YP13	Pearson Correlation	.646**	.594**	.982**	.310	.817**	.281	.831**	.583**	.602**	.291	.646**	.568**	1	.300	.828**	.893**
	Sig. (2-tailed)	.000	.000	.000	.090	.000	.125	.000	.001	.000	.112	.000	.001		.101	.000	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
YP14	Pearson Correlation	-.029	.204	.259	.988**	.175	.270	.392*	.356*	-.055	.280	-.029	.308	.300	1	.140	.481**
	Sig. (2-tailed)	.877	.271	.160	.000	.345	.142	.029	.049	.771	.126	.877	.092	.101		.451	.006
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
YP15	Pearson Correlation	.568**	.602**	.822**	.154	.981**	.367*	.766**	.548**	.679**	.359*	.568**	.553**	.828**	.140	1	.854**
	Sig. (2-tailed)	.001	.000	.000	.408	.000	.042	.000	.001	.000	.047	.001	.001	.000	.451		.000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
Total_Y	Pearson Correlation	.644**	.679**	.862**	.480**	.860**	.487**	.856**	.752**	.624**	.483**	.644**	.702**	.893**	.481**	.854**	1
	Sig. (2-tailed)	.000	.000	.000	.006	.000	.006	.000	.000	.000	.006	.000	.000	.000	.006	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31

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

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

Lampiran 6 Hasil Uji Reliabilitas

Variabel Motivasi Herzberg (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.928	12

Variabel Gaya Kepemimpinan (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.918	15

Variabel Kepuasan Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.916	15

Lampiran 7 Hasil Uji Linieritas

Variabel Motivasi Herzberg Terhadap Kepuasan Karyawan

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y * Total_X1	Between Groups	(Combined)	2771.387	17	163.023	18.755	.000
		Linearity	2514.936	1	2514.936	289.329	.000
		Deviation from Linearity	256.451	16	16.028	1.844	.136
	Within Groups		113.000	13	8.692		
	Total		2884.387	30			

Variabel Gaya Kepemimpinan Terhadap Kepuasan Karyawan

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y * Total_X2	Between Groups	(Combined)	2656.137	20	132.807	5.818	.003
		Linearity	2422.665	1	2422.665	106.141	.000
		Deviation from Linearity	233.473	19	12.288	.538	.882
	Within Groups		228.250	10	22.825		
	Total		2884.387	30			

Lampiran 8 Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	2.059	3.414			
	Total_X1	.713	.164	.571	.197	5.073
	Total_X2	.411	.134	.405	.197	5.073

a. Dependent Variable: Total_Y

Lampiran 9 Hasil Uji Korelasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.951 ^a	.904	.897	3.141

a. Predictors: (Constant), Total_X2, Total_X1

Hasil Uji Persamaan Koefisien Regresi Linier Berganda

Variable	B	Std. Error
(Constant)	2,059	3,414
Motivasi Herzbeg	0,713	0,164
Gaya Kepemimpinan	0,411	0,134

Lampiran 10 Hasil Uji Hipotesis Secara Parsial (Uji t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.614	3.763		1.226	.230
	Total_X1	1.165	.083	.934	14.050	.000

a. Dependent Variable: Total_Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.110	4.244		1.204	.238
	Total_X2	.932	.076	.916	12.335	.000

a. Dependent Variable: Total_Y

Lampiran 11 Hasil Uji Hipotesis Secara Simultan (Uji F)

ANOVA^a

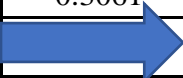
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2608.102	2	1304.051	132.159	.000 ^b
	Residual	276.285	28	9.867		
	Total	2884.387	30			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2, Total_X1

Lampiran 12 R Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	10.000
2	0.9000	0.9500	0.9800	0.9900	0.9990

3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29		0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066

38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748

73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290
96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211