

Lampiran I

Bandar Lampung, Juli 2023

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Asih Oktaviani

NPM : 1912110128

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT Auto 2000 Raden Intan Bandar Lampung, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH PELATIHAN KERJA DAN PENGALAMAN KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT AUTO 2000 RADEN INTAN BANDAR LAMPUNG”** Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Asih Oktaviani
NPM. 1912110128

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH PELATIHAN KERJA DAN PENGALAMAN KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT AUTO 2000 RADEN INTAN BANDAR LAMPUNG

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

SS = Sangat Setuju S = Setuju CS = Cukup Setuju

TS = Tidak Setuju STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh tidak diisi)
2. Jenis Kelamin : Laki – Laki Perempuan
3. Usia : 7 – 22 tahun 29 – 34 tahun
 23 – 28 tahun > 35 tahun

DAFTAR PERNYATAAN

Pelatihan						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
<i>Instruktur</i>						
1	Instruktur yang diberikan perusahaan dapat menarik saudara/i untuk mengikuti pelatihan					
2	Instruktur bekerja secara profesional dalam pelatihan					
<i>Peserta</i>						
3	Peserta menguasai berbagai materi pelatihan yang diberikan dengan cepat.					
4	Peserta aktif dalam pelaksanaan program pelatihan					
<i>Materi</i>						
5	Materi pelatihan sesuai dengan pekerjaan					
6	Materi pelatihan yang diberikan sesuai dengan kebutuhan perusahaan					
<i>Metode</i>						
7	Metode pelatihan yang digunakan sesuai dengan penyampaian materi					
8	Metode pelatihan yang diberikan perusahaan menarik					
<i>Tujuan</i>						
9	Pelatihan memotivasi karyawan agar dapat bekerja lebih baik					
10	Pelatihan yang diadakan dapat meningkatkan ketrampilan kerja					

Pengalaman Kerja						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
<i>Masa Kerja</i>						
1	Pengalaman kerja yang saya miliki dapat digunakan untuk mengambil pertimbangan dalam membuat keputusan					
2	Pengalaman kerja yang saya miliki sebelumnya, tidak dapat digunakan secara optimal pada tugas pekerjaan saat ini					
<i>Pengetahuan Dan Keterampilan</i>						
3	Keterampilan kerja yang saya miliki saat ini masih dibawah dari karyawan yang lain					
4	Saya memiliki tingkat pengetahuan yang cukup memadai dengan pekerjaan saya saat ini					
<i>Penguasaan Terhadap Pekerjaan</i>						
5	Selama bekerja saya hampir tidak pernah melakukan kesalahan karena saya menguasai pekerjaan					
6	Hasil pekerjaan saya selalu memuaskan atasan dan rekan kerja					

Produktivitas Kerja						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
<i>Kemampuan Untuk Melaksanakan Tugas</i>						
1	Paham dan mengerti mengenai pekerjaan yang ada					
2	Memilik keterampilan dalam melaksanakan tugas kerja					
<i>Meningkatkan Hasil Yang Dicapai</i>						
3	Selalu memenuhi target yang telah ditentukan perusahaan					
4	Melaksanakan pekerjaan secara maksimal demi tercapainya target perusahaan					
<i>Semangat Kerja</i>						
5	Bersedia diberi tambahan pekerjaan diluar jam kerja					
6	Tidak pernah mengeluh terhadap beban kerja yang diberikan perusahaan					
<i>Pengembangan Diri</i>						
7	Selalu berusaha memperbaiki kesalahan yang dilakukan dalam melaksanakan pekerjaan					
8	Perusahaan membukan peluang untuk meningkatkan keahlian dalam bekerja					
<i>Mutu</i>						
9	Hasil kerja selama ini sesuai dengan kualitas yang ditentukan oleh perusahaan					
10	Bekerja sesuai dengan program kerja yang ada di perusahaan					
<i>Efisien</i>						
11	Berusaha menyelesaikan pekerjaan sebelum waktu yang ditentukan perusahaan					
12	Menggunakan waktu kerja dengan baik					

Lampiran II (Hasil Jawaban Responden)

No	PE1	PE2	PE3	PE4	PE5	PE6	PE7	PE8	PE9	PE10	Pelatihan
1	5	4	4	4	3	4	4	3	3	4	38
2	2	3	1	4	3	3	3	2	2	3	26
3	2	2	1	3	1	2	3	2	1	2	19
4	3	4	3	4	4	3	3	3	4	3	34
5	3	4	3	3	3	4	4	3	3	4	34
6	5	5	5	5	3	4	5	4	4	4	44
7	4	5	4	5	5	4	5	4	4	4	44
8	4	5	5	5	4	5	5	4	4	5	46
9	4	5	4	4	3	4	5	4	4	4	41
10	3	5	3	5	3	5	4	3	2	5	38
11	4	5	4	5	3	4	5	3	3	4	40
12	4	4	4	5	3	5	5	3	4	5	42
13	3	4	4	5	3	4	4	3	5	4	39
14	3	5	4	5	3	5	4	3	4	5	41
15	4	5	4	4	3	4	5	4	4	4	41
16	4	5	5	5	4	4	5	4	5	5	46
17	4	4	3	5	3	5	4	4	4	5	41
18	4	5	2	4	4	4	4	4	2	4	37
19	4	4	4	4	3	4	4	3	3	4	37
20	4	4	5	4	2	4	4	2	5	4	38
21	4	4	5	4	1	4	4	1	5	4	36
22	4	4	2	4	3	4	3	3	2	4	33
23	2	2	4	4	2	4	2	2	4	4	30
24	2	2	4	4	2	4	2	2	4	4	30
25	4	4	3	5	3	4	4	3	3	4	37
26	3	5	3	5	4	5	4	3	3	5	40
27	4	5	3	5	4	5	4	4	3	5	42
28	3	4	5	5	4	4	5	4	3	4	41
29	3	4	4	2	3	4	3	4	4	4	35
30	5	5	5	5	3	3	5	4	4	4	43
31	2	2	4	4	2	4	2	2	4	4	30
32	4	4	4	4	3	4	4	3	3	4	37
33	2	4	1	4	3	3	3	2	2	3	27
34	2	3	1	4	1	2	3	2	1	2	21
35	3	4	3	4	4	3	3	3	4	3	34
36	3	4	3	3	3	4	4	3	3	4	34
37	5	5	5	5	3	4	5	4	4	4	44
38	4	5	4	5	5	3	5	4	4	4	43
39	4	5	5	5	4	4	4	4	4	5	44
40	4	5	4	5	3	4	5	4	4	4	42
41	3	5	3	5	3	5	4	3	2	5	38
42	4	5	4	5	3	4	5	3	3	4	40
43	4	5	5	5	4	4	5	4	5	5	46
44	4	4	3	5	3	5	4	4	4	5	41
45	4	5	2	4	4	4	4	4	2	4	37
46	4	4	4	4	3	4	4	3	3	4	37
47	4	4	5	4	2	4	4	2	5	4	38
48	4	4	5	4	1	4	4	1	5	4	36
49	4	4	2	4	3	4	3	3	2	4	33
50	2	2	4	4	2	4	2	2	4	4	30
51	2	2	4	4	2	4	2	2	4	4	30
Total	179	211	185	222	153	203	200	157	177	208	1895

No	PN1	PN2	PN3	PN4	PN5	PN6	Pengalaman_Kerja
1	5	5	5	5	5	5	30
2	5	5	5	5	5	5	30
3	5	5	5	5	5	5	30
4	5	5	5	5	5	5	30
5	5	5	5	5	5	5	30
6	5	5	5	5	5	5	30
7	5	4	5	5	4	4	27
8	5	5	5	4	4	4	27
9	5	4	5	3	4	4	25
10	5	5	4	2	5	3	24
11	5	4	5	5	3	4	26
12	5	5	5	5	3	4	27
13	5	4	4	5	5	3	26
14	5	5	4	4	3	4	25
15	4	4	5	5	3	4	25
16	4	4	4	4	3	4	23
17	5	5	4	4	4	4	26
18	4	4	4	4	3	3	22
19	4	4	4	5	4	3	24
20	4	4	4	2	2	5	21
21	4	4	4	5	3	1	21
22	4	4	3	4	5	1	21
23	4	4	2	4	5	1	20
24	4	4	2	4	1	1	16
25	5	4	4	3	4	4	24
26	4	5	4	3	3	4	23
27	5	5	4	2	2	4	22
28	5	4	5	2	2	2	20
29	4	4	4	3	3	3	21
30	5	3	5	2	3	3	21
31	4	4	3	5	5	1	22
32	4	3	4	5	5	3	24
33	4	3	3	4	2	3	19
34	4	2	3	5	3	2	19
35	4	3	3	5	3	3	21
36	3	4	4	5	4	3	23
37	5	4	5	4	3	4	25
38	5	4	5	5	3	4	26
39	5	5	5	4	4	4	27
40	5	4	5	5	5	4	28
41	5	5	4	4	3	3	24
42	5	4	5	4	3	4	25
43	5	4	5	3	3	4	24
44	5	5	4	4	4	4	26
45	4	4	4	3	4	3	22
46	4	4	4	3	3	3	21
47	4	4	4	2	3	5	22
48	5	5	5	5	5	5	30
49	5	5	5	5	5	5	30
50	5	5	5	5	5	5	30
51	5	5	5	5	5	5	30
Total	234	218	219	209	191	184	1255

No	PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Produktivitas_Kerja
1	3	4	4	4	4	3	1	3	3	3	4	4	40
2	3	2	4	4	3	2	1	2	4	5	5	5	40
3	2	2	3	4	2	2	2	2	2	3	4	3	31
4	3	3	4	4	3	4	4	3	2	2	4	3	39
5	3	3	4	3	4	3	3	3	3	4	3	4	40
6	4	5	5	5	4	4	3	4	4	4	5	5	52
7	4	4	5	5	4	4	5	4	4	4	5	5	53
8	4	4	5	5	5	4	4	4	4	4	3	5	52
9	4	4	5	5	4	4	3	4	5	5	5	5	53
10	3	3	5	5	5	2	3	3	3	4	5	4	45
11	4	4	5	5	4	3	3	3	3	3	4	5	46
12	4	4	4	5	5	4	3	3	3	4	5	5	49
13	3	3	4	5	4	5	3	3	4	3	4	4	45
14	4	3	5	5	5	4	3	3	4	3	5	4	48
15	4	4	5	4	4	4	3	4	4	5	5	5	51
16	4	4	5	5	5	4	4	4	4	4	4	4	51
17	4	4	4	5	5	4	3	4	4	4	5	4	50
18	3	4	5	4	4	2	4	4	4	4	4	4	46
19	3	4	4	4	4	3	3	3	4	4	4	4	44
20	5	4	4	4	4	5	2	2	2	2	2	4	40
21	1	4	4	4	4	5	2	2	2	2	3	4	37
22	1	4	4	4	4	2	3	3	4	4	4	3	40
23	1	2	2	4	4	4	2	2	4	4	4	2	35
24	1	2	2	4	4	4	2	2	4	4	4	2	35
25	4	4	4	5	4	3	3	3	3	3	3	4	43
26	3	3	5	5	5	3	4	3	3	3	5	4	46
27	4	5	4	5	5	3	3	3	3	4	5	3	47
28	2	3	4	4	4	4	3	4	3	3	4	5	43
29	3	3	4	3	4	3	3	3	3	4	3	4	40
30	4	5	5	5	4	3	3	4	4	4	5	5	51
31	1	2	2	4	4	4	2	2	4	4	4	2	35
32	3	4	4	4	4	3	3	3	3	3	4	4	42
33	3	2	4	4	3	2	3	2	2	2	4	3	34
34	2	2	3	4	3	2	2	3	3	3	4	3	34
35	3	3	4	4	3	4	4	3	2	2	4	3	39
36	3	3	4	3	4	3	3	3	3	4	3	4	40
37	4	5	5	5	4	4	3	4	4	4	5	5	52
38	4	4	5	5	4	4	5	4	4	4	5	5	53
39	4	4	5	5	5	4	4	4	4	3	5	5	52
40	4	4	5	5	4	4	3	4	5	5	5	5	53
41	3	3	5	5	5	2	3	3	3	4	5	4	45
42	4	4	5	5	4	3	3	3	3	3	4	5	46
43	4	4	5	5	5	5	4	4	4	4	4	5	53
44	4	4	4	5	5	4	3	4	4	4	5	4	50
45	3	4	5	4	4	2	4	4	4	4	4	4	46
46	3	4	4	4	4	3	3	3	4	4	4	4	44
47	5	4	4	4	4	5	2	2	2	2	2	4	40
48	3	4	4	4	4	5	3	3	3	3	3	4	43
49	5	5	5	5	5	5	5	5	5	5	5	5	60
50	5	5	5	5	5	5	5	5	5	5	5	5	60
51	5	5	5	5	5	5	5	5	5	5	5	5	60
Total	170	186	219	227	212	182	160	167	179	185	216	210	2313

Lampiran III (Hasil Uji Deskriptif)

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	51	100.0	100.0	100.0

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
> 35 tahun	9	17.6	17.6	17.6
17 – 22 tahun	11	21.6	21.6	39.2
Valid 23 – 28 tahun	17	33.3	33.3	72.5
29 – 34 tahun	14	27.5	27.5	100.0
Total	51	100.0	100.0	

PE1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	17.6	17.6	17.6
3	11	21.6	21.6	39.2
Valid 4	27	52.9	52.9	92.2
5	4	7.8	7.8	100.0
Total	51	100.0	100.0	

PE2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	11.8	11.8	11.8
3	2	3.9	3.9	15.7
Valid 4	22	43.1	43.1	58.8
5	21	41.2	41.2	100.0
Total	51	100.0	100.0	

PE3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	7.8	7.8	7.8
2	4	7.8	7.8	15.7
Valid 3	11	21.6	21.6	37.3
4	20	39.2	39.2	76.5
5	12	23.5	23.5	100.0
Total	51	100.0	100.0	

PE4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.0	2.0	2.0
3	3	5.9	5.9	7.8
Valid 4	24	47.1	47.1	54.9
5	23	45.1	45.1	100.0
Total	51	100.0	100.0	

PE5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	7.8	7.8	7.8
2	7	13.7	13.7	21.6
Valid 3	27	52.9	52.9	74.5
4	11	21.6	21.6	96.1
5	2	3.9	3.9	100.0
Total	51	100.0	100.0	

PE6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.9	3.9	3.9
3	6	11.8	11.8	15.7
Valid 4	34	66.7	66.7	82.4
5	9	17.6	17.6	100.0
Total	51	100.0	100.0	

PE7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9.8	9.8	9.8
3	9	17.6	17.6	27.5
Valid 4	22	43.1	43.1	70.6
5	15	29.4	29.4	100.0
Total	51	100.0	100.0	

PE8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.9	3.9	3.9
2	11	21.6	21.6	25.5
Valid 3	19	37.3	37.3	62.7
4	19	37.3	37.3	100.0
Total	51	100.0	100.0	

PE9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3.9	3.9	3.9
2	8	15.7	15.7	19.6
3	12	23.5	23.5	43.1
4	22	43.1	43.1	86.3
5	7	13.7	13.7	100.0
Total	51	100.0	100.0	

PE10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.9	3.9	3.9
3	4	7.8	7.8	11.8
4	33	64.7	64.7	76.5
5	12	23.5	23.5	100.0
Total	51	100.0	100.0	

PN1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	2.0	2.0	2.0
4	19	37.3	37.3	39.2
5	31	60.8	60.8	100.0
Total	51	100.0	100.0	

PN2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.0	2.0	2.0
3	4	7.8	7.8	9.8
4	26	51.0	51.0	60.8
5	20	39.2	39.2	100.0
Total	51	100.0	100.0	

PN3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.9	3.9	3.9
3	5	9.8	9.8	13.7
4	20	39.2	39.2	52.9
5	24	47.1	47.1	100.0
Total	51	100.0	100.0	

PN4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	11.8	11.8	11.8
3	7	13.7	13.7	25.5
4	14	27.5	27.5	52.9
5	24	47.1	47.1	100.0
Total	51	100.0	100.0	

PN5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	4	7.8	7.8	9.8
3	19	37.3	37.3	47.1
4	10	19.6	19.6	66.7
5	17	33.3	33.3	100.0
Total	51	100.0	100.0	

PN6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	9.8	9.8	9.8
2	2	3.9	3.9	13.7
3	13	25.5	25.5	39.2
4	19	37.3	37.3	76.5
5	12	23.5	23.5	100.0
Total	51	100.0	100.0	

PK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	9.8	9.8	9.8
2	3	5.9	5.9	15.7
3	18	35.3	35.3	51.0
4	20	39.2	39.2	90.2
5	5	9.8	9.8	100.0
Total	51	100.0	100.0	

PK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	13.7	13.7	13.7
3	11	21.6	21.6	35.3
4	26	51.0	51.0	86.3
5	7	13.7	13.7	100.0
Total	51	100.0	100.0	

PK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	5.9	5.9	5.9
3	2	3.9	3.9	9.8
4	23	45.1	45.1	54.9
5	23	45.1	45.1	100.0
Total	51	100.0	100.0	

PK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	5.9	5.9	5.9
4	22	43.1	43.1	49.0
5	26	51.0	51.0	100.0
Total	51	100.0	100.0	

PK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.0	2.0	2.0
3	5	9.8	9.8	11.8
4	30	58.8	58.8	70.6
5	15	29.4	29.4	100.0
Total	51	100.0	100.0	

PK6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	17.6	17.6	17.6
3	13	25.5	25.5	43.1
4	20	39.2	39.2	82.4
5	9	17.6	17.6	100.0
Total	51	100.0	100.0	

PK7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3.9	3.9	3.9
2	8	15.7	15.7	19.6
3	27	52.9	52.9	72.5
4	9	17.6	17.6	90.2
5	5	9.8	9.8	100.0
Total	51	100.0	100.0	

PK8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	17.6	17.6	17.6
3	22	43.1	43.1	60.8
Valid 4	17	33.3	33.3	94.1
5	3	5.9	5.9	100.0
Total	51	100.0	100.0	

PK9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13.7	13.7	13.7
3	16	31.4	31.4	45.1
Valid 4	23	45.1	45.1	90.2
5	5	9.8	9.8	100.0
Total	51	100.0	100.0	

PK10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	11.8	11.8	11.8
3	14	27.5	27.5	39.2
Valid 4	24	47.1	47.1	86.3
5	7	13.7	13.7	100.0
Total	51	100.0	100.0	

PK11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.9	3.9	3.9
3	6	11.8	11.8	15.7
Valid 4	21	41.2	41.2	56.9
5	22	43.1	43.1	100.0
Total	51	100.0	100.0	

PK12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.9	5.9	5.9
3	7	13.7	13.7	19.6
Valid 4	22	43.1	43.1	62.7
5	19	37.3	37.3	100.0
Total	51	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

Correlations

		PE1	PE2	PE3	PE4	PE5	PE6	PE7	PE8	PE9	PE10	Pelatihan
PE1	Pearson Correlation	1	.721**	.462**	.391**	.347*	.285*	.754**	.549**	.277*	.395**	.764**
	Sig. (2-tailed)		.000	.001	.005	.013	.043	.000	.000	.049	.004	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE2	Pearson Correlation	.721**	1	.243	.501**	.637**	.342*	.837**	.683**	.094	.468**	.797**
	Sig. (2-tailed)	.000		.085	.000	.000	.014	.000	.000	.513	.001	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE3	Pearson Correlation	.462**	.243	1	.317*	.056	.345*	.432**	.168	.819**	.486**	.668**
	Sig. (2-tailed)	.001	.085		.023	.695	.013	.002	.239	.000	.000	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE4	Pearson Correlation	.391**	.501**	.317*	1	.413**	.401**	.542**	.388**	.209	.532**	.653**
	Sig. (2-tailed)	.005	.000	.023		.003	.004	.000	.005	.140	.000	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE5	Pearson Correlation	.347*	.637**	.056	.413**	1	.225	.467**	.779**	.021	.380**	.616**
	Sig. (2-tailed)	.013	.000	.695	.003		.112	.001	.000	.884	.006	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE6	Pearson Correlation	.285*	.342*	.345*	.401**	.225	1	.250	.275	.267	.903**	.580**
	Sig. (2-tailed)	.043	.014	.013	.004	.112		.077	.051	.058	.000	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE7	Pearson Correlation	.754**	.837**	.432**	.542**	.467**	.250	1	.624**	.223	.383**	.811**
	Sig. (2-tailed)	.000	.000	.002	.000	.001	.077		.000	.116	.006	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE8	Pearson Correlation	.549**	.683**	.168	.388**	.779**	.275	.624**	1	.047	.425**	.708**
	Sig. (2-tailed)	.000	.000	.239	.005	.000	.051	.000		.745	.002	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE9	Pearson Correlation	.277*	.094	.819**	.209	.021	.267	.223	.047	1	.392**	.528**
	Sig. (2-tailed)	.049	.513	.000	.140	.884	.058	.116	.745		.004	.000
	N	51	51	51	51	51	51	51	51	51	51	51
PE10	Pearson Correlation	.395**	.468**	.486**	.532**	.380**	.903**	.383**	.425**	.392**	1	.745**
	Sig. (2-tailed)	.004	.001	.000	.000	.006	.000	.006	.002	.004		.000
	N	51	51	51	51	51	51	51	51	51	51	51
Pelatihan	Pearson Correlation	.764**	.797**	.668**	.653**	.616**	.580**	.811**	.708**	.528**	.745**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51	51	51

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

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

Correlation

		PN1	PN2	PN3	PN4	PN5	PN6	Pengalaman_Kerja
PN1	Pearson Correlation	1	.524**	.655**	.038	.266	.528**	.660**
	Sig. (2-tailed)		.000	.000	.792	.059	.000	.000
	N	51	51	51	51	51	51	51
PN2	Pearson Correlation	.524**	1	.423**	.072	.363**	.522**	.666**
	Sig. (2-tailed)	.000		.002	.614	.009	.000	.000
	N	51	51	51	51	51	51	51
PN3	Pearson Correlation	.655**	.423**	1	.131	.250	.730**	.755**
	Sig. (2-tailed)	.000	.002		.359	.077	.000	.000
	N	51	51	51	51	51	51	51
PN4	Pearson Correlation	.038	.072	.131	1	.469**	.096	.510**
	Sig. (2-tailed)	.792	.614	.359		.001	.501	.000
	N	51	51	51	51	51	51	51
PN5	Pearson Correlation	.266	.363**	.250	.469**	1	.250	.681**
	Sig. (2-tailed)	.059	.009	.077	.001		.077	.000
	N	51	51	51	51	51	51	51
PN6	Pearson Correlation	.528**	.522**	.730**	.096	.250	1	.773**
	Sig. (2-tailed)	.000	.000	.000	.501	.077		.000
	N	51	51	51	51	51	51	51
Pengalaman Kerja	Pearson Correlation	.660**	.666**	.755**	.510**	.681**	.773**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51

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

Correlations

		PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Produktivitas Kerja
PK1	Pearson Correlation	1	.671**	.694**	.530**	.425**	.367**	.471**	.572**	.247	.179	.229	.692**	.749**
	Sig. (2-tailed)		.000	.000	.000	.002	.008	.000	.000	.081	.210	.106	.000	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK2	Pearson Correlation	.671**	1	.648**	.483**	.494**	.370**	.466**	.678**	.371**	.265	.227	.627**	.767**
	Sig. (2-tailed)	.000		.000	.000	.000	.007	.001	.000	.007	.060	.109	.000	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK3	Pearson Correlation	.694**	.648**	1	.537**	.428**	.062	.606**	.686**	.299*	.216	.410**	.810**	.770**
	Sig. (2-tailed)	.000	.000		.000	.002	.665	.000	.000	.033	.128	.003	.000	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK4	Pearson Correlation	.530**	.483**	.537**	1	.553**	.264	.413**	.503**	.431**	.210	.667**	.466**	.708**
	Sig. (2-tailed)	.000	.000	.000		.000	.062	.003	.000	.002	.140	.000	.001	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK5	Pearson Correlation	.425**	.494**	.428**	.553**	1	.345*	.408**	.495**	.447**	.340*	.368**	.345*	.663**
	Sig. (2-tailed)	.002	.000	.002	.000		.013	.003	.000	.001	.015	.008	.013	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK6	Pearson Correlation	.367**	.370**	.062	.264	.345*	1	.260	.271	.218	-.028	-.070	.249	.418**
	Sig. (2-tailed)	.008	.007	.665	.062	.013		.065	.054	.124	.846	.624	.078	.002
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK7	Pearson Correlation	.471**	.466**	.606**	.413**	.408**	.260	1	.750**	.384**	.235	.375**	.399**	.701**
	Sig. (2-tailed)	.000	.001	.000	.003	.003	.065		.000	.005	.097	.007	.004	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK8	Pearson Correlation	.572**	.678**	.686**	.503**	.495**	.271	.750**	1	.674**	.534**	.556**	.654**	.891**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.054	.000		.000	.000	.000	.000	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK9	Pearson Correlation	.247	.371**	.299*	.431**	.447**	.218	.384**	.674**	1	.822**	.598**	.377**	.699**
	Sig. (2-tailed)	.081	.007	.033	.002	.001	.124	.005	.000		.000	.000	.006	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK10	Pearson Correlation	.179	.265	.216	.210	.340*	-.028	.235	.534**	.822**	1	.549**	.325*	.554**
	Sig. (2-tailed)	.210	.060	.128	.140	.015	.846	.097	.000	.000		.000	.020	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK11	Pearson Correlation	.229	.227	.410**	.667**	.368**	-.070	.375**	.556**	.598**	.549**	1	.358**	.610**
	Sig. (2-tailed)	.106	.109	.003	.000	.008	.624	.007	.000	.000	.000		.010	.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
PK12	Pearson Correlation	.692**	.627**	.810**	.466**	.345*	.249	.399**	.654**	.377**	.325*	.358**	1	.767**
	Sig. (2-tailed)	.000	.000	.000	.001	.013	.078	.004	.000	.006	.020	.010		.000
	N	51	51	51	51	51	51	51	51	51	51	51	51	51
Produktivitas Kerja	Pearson Correlation	.749**	.767**	.770**	.708**	.663**	.418**	.701**	.891**	.699**	.554**	.610**	.767**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51	51	51	51	51

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

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

Lampiran V (Hasil Uji Reliabilitas)

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.868	10

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.732	6

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.896	12

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Pelatihan	Pengalaman_Kerja	Produktivitas_Kerja
N		51	51	51
Normal Parameters ^{a,b}	Mean	37.16	24.61	45.35
	Std. Deviation	6.061	3.606	7.034
Most Extreme Differences	Absolute	.137	.129	.110
	Positive	.072	.099	.110
	Negative	-.137	-.129	-.083
Kolmogorov-Smirnov Z		.976	.919	.786
Asymp. Sig. (2-tailed)		.296	.367	.568

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Pelatihan	(Combined)		1379.564	17	81.151	2.448	.013
	Between Groups	Linearity	886.692	1	886.692	26.745	.000
		Deviation from Linearity	492.872	16	30.805	.929	.547
	Within Groups		1094.083	33	33.154		
	Total		2473.647	50			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Pengalaman_Kerja	(Combined)		968.833	11	88.076	2.283	.029
	Between Groups	Linearity	521.093	1	521.093	13.505	.001
		Deviation from Linearity	447.739	10	44.774	1.160	.346
	Within Groups		1504.814	39	38.585		
	Total		2473.647	50			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.941	6.192		.152	.880		
1 Pelatihan	.658	.115	.567	5.716	.000	.994	1.006
Pengalaman_Kerja	.811	.193	.416	4.192	.000	.994	1.006

a. Dependent Variable: Produktivitas_Kerja

Lampiran IX (Hasil Uji Heteroskedastisitas)

Correlations

		Pelatihan	Pengalaman_Kerja	Unstandardized Residual	
Spearman's rho	Pelatihan	Correlation Coefficient	1.000	.158	.210
		Sig. (2-tailed)	.	.267	.139
		N	51	51	51
	Pengalaman_Kerja	Correlation Coefficient	.158	1.000	-.127
		Sig. (2-tailed)	.267	.	.374
		N	51	51	51
	Unstandardized Residual	Correlation Coefficient	.210	-.127	1.000
		Sig. (2-tailed)	.139	.374	.
		N	51	51	51

Lampiran X (Hasil Uji Analisis Regresi Sederhana)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pelatihan ^b	.	Enter

- a. Dependent Variable: Produktivitas_Kerja
 b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.599 ^a	.358	.345	5.691

- a. Predictors: (Constant), Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.536	4.998		3.909	.000
	Pelatihan	.695	.133	.599	5.232	.000

- a. Dependent Variable: Produktivitas_Kerja

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengalaman_Kerja ^b	.	Enter

- a. Dependent Variable: Produktivitas_Kerja
 b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.459 ^a	.211	.195	6.313

a. Predictors: (Constant), Pengalaman_Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.323	6.156		3.789	.000
	Pengalaman_Kerja	.895	.248	.459	3.616	.001

a. Dependent Variable: Produktivitas_Kerja

Lampiran XI (Hasil Uji Analisis Regresi Berganda)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengalaman_Kerja, Pelatihan ^b		Enter

a. Dependent Variable: Produktivitas_Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.728 ^a	.530	.511	4.920

a. Predictors: (Constant), Pengalaman_Kerja, Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.941	6.192		.152	.880
	Pelatihan	.658	.115	.567	5.716	.000
	Pengalaman_Kerja	.811	.193	.416	4.192	.000

a. Dependent Variable: Produktivitas_Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1311.951	2	655.975	27.104	.000 ^b
	Residual	1161.696	48	24.202		
	Total	2473.647	50			

a. Dependent Variable: Produktivitas_Kerja

b. Predictors: (Constant), Pengalaman_Kerja, Pelatihan

Lampiran XII (Tabel Uji-t)

Pr df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
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

Lampiran XIII (Tabel Uji-F)

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
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