

# LAMPIRAN

## Lampiran 1. Surat Izin Penelitian



### PEMERINTAH KOTA BANDARLAMPUNG DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU

Jalan Dr. Susilo Nomor 2 Bandar Lampung, Telepon (0721) 476362  
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### SURAT KETERANGAN PENELITIAN (SKP) Nomor :1871/070/03892/SKP/III.16/V/2023

Berdasarkan Peraturan Menteri Dalam Negeri Republik Indonesia Nomor 03 Tahun 2018 tentang Penerbitan Surat Keterangan Penelitian dan Rekomendasi dari Kepala Badan Kesatuan Bangsa Dan Politik Kota Bandar Lampung Nomor 070/00400/IV.05/2023 Tanggal 2023-05-22 15:07:31, yang bertandatangan dibawah ini Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kota Bandar Lampung memberikan Surat Keterangan Penelitian (SKP) kepada :

1. Nama : PUTRI MULYANI PRATIWI
2. Alamat : JL MERPATI NO.19 KEL./DESA TANJUNG AGUNG KEC. TANJUNG KARANG TIMUR KAB/KOTA KOTA BANDAR LAMPUNG PROV. LAMPUNG
3. Judul Penelitian : PENGARUH DISIPLIN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA UPT PUSKESMAS KAMPUNG SAWAH KOTA BANDAR LAMPUNG
4. Tujuan Penelitian : UNTUK MENGETAHUI APAKAH DISIPLIN KERJA DAN LINGKUNGAN KERJA BERPENGARUH TERHADAP KINERJA KARYAWAN PADA UPT PUSKESMAS KAMPUNG SAWAH
5. Lokasi Penelitian : PADA UPT PUSKESMAS KAMPUNG SAWAH KOTA BANDAR LAMPUNG
6. Tanggal dan/atau lamanya : 11 APRIL 2023 - 11 JULI 2023 penelitian
7. Bidang Penelitian : SUMBER DAYA MANUSIA
8. Status Penelitian : -
9. Nama Penanggung Jawab : Aswin,S.E.,MM atau Koordinator
10. Anggota Penelitian : PUTRI MULYANI PRATIWI

11. Nama Badan Hukum, Lembaga dan Organisasi Kemasyarakatan : DARMAJAYA

Dengan Ketentuan sebagai berikut :

1. Pelaksanaan Penelitian tidak disalahgunakan untuk tujuan tertentu yang dapat mengganggu stabilitas pemerintah.
2. Setelah Penelitian selesai, agar menyerahkan hasilnya kepada Badan Kesatuan Bangsa Dan Politik (BAKESBANGPOL) Kota Bandar Lampung.
3. Surat Keterangan Penelitian ini berlaku selama 1 (satu) tahun sejak tanggal ditetapkan.



Ditetapkan di : Bandar Lampung  
pada tanggal : 25 Mei 2023

Ditandatangani secara elektronik oleh :  
Kepala Dinas



**MUHTADI A. TEMENGGUNG, S.T., M.SI.**  
NIP 19710810 199502 1 001

#### Tembusan :

1. BAKESBANGPOL Kota Bandar Lampung
2. Bapeda Kota Bandar Lampung
3. Pertinggal

## Lampiran 2. Karakteristik Responden

**Jenis Kelamin**

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Laki-Laki       | 7         | 23,3    | 23,3          | 23,3               |
| Valid Perempuan | 23        | 76,7    | 76,7          | 100,0              |
| Total           | 30        | 100,0   | 100,0         |                    |

**Usia**

|             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|--------------------|
| 20-30       | 10        | 33,3    | 33,3          | 33,3               |
| Valid 31-40 | 17        | 56,7    | 56,7          | 90,0               |
| 41-55       | 3         | 10,0    | 10,0          | 100,0              |
| Total       | 30        | 100,0   | 100,0         |                    |

**Pendidikan Terakhir**

|          | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| SMA      | 4         | 13,3    | 13,3          | 13,3               |
| Valid D3 | 12        | 40,0    | 40,0          | 53,3               |
| S1       | 14        | 46,7    | 46,7          | 100,0              |
| Total    | 30        | 100,0   | 100,0         |                    |

### **Lampiran 3. Kuesioner**

## **Pengaruh Disiplin Kerja dan Lingkungan Kerja Fisik Terhadap Kinerja Pegawai Pada UPT Puskesmas Kampung Sawah Kota Bandar Lampung**

Kepada Yth,

Bapak/i, Saudara/i responden yang terhormat,

Perkenalkan nama saya Putri Mulyani Pratiwi, mahasiswa Institut Informatika dan Bisnis Darmajaya jurusan Manajemen. Dalam rangka memenuhi Tugas Akhir (Skripsi) yang berjudul “Pengaruh Disiplin Kerja dan Lingkungan Kerja Fisik Terhadap Kinerja Pegawai Pada UPT Puskesmas Kampung Sawah Kota Bandar Lampung” pengumpulan data kuesioner ini saya akan gunakan untuk sebuah penelitian dan kepentingan ilmiah. Oleh karena itu, saya mohon kesediaannya Bapak/i Saudara/i untuk menjawab dan mengisi beberapa pertanyaan dari kuesioner yang diberikan sebagai berikut.

Atas waktu yang sudah diluangkan, saya ucapkan terima kasih.

### **I. IDENTITAS RESPONDEN**

1. Nama Responden :
2. Jenis Kelamin :  
 Laki-Laki    Perempuan
3. Usia :  
 20-30 Tahun  
 31-40 Tahun  
 40-55 Tahun
4. Pendidikan Terakhir  
 SMA  
 D3  
 S1

### **II. PETUNJUK PENGISIAN**

1. Jawablah setiap pertanyaan sesuai dengan pendapat anda.

2. Pilihlah jawaban dengan memberi tanda silang (X) pada salah satu jawaban yang paling sesuai.
3. Kuesioner terdiri dari 23 pertanyaan dimana setiap pertanyaan terdapat kolom keterangan sebagai berikut:

**SS : Sangat Setuju**

**S : Setuju**

**N : Netral**

**TS : Tidak Setuju**

**STS : Sangat Tidak setuju**

### III. DAFTAR PERTANYAAN

#### 1. Disiplin Kerja

| No. | Pertanyaan  | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1   | Berperilaku sopan terhadap pelayanan yang diberikan   |    |   |   |    |     |
| 2   | Merasa tidak pernah datang terlambat dalam bekerja  |    |   |   |    |     |
| 3   | Memakai seragam kerja sesuai dengan aturan yang berlaku                                     |    |   |   |    |     |
| 4   | Berpakaian sopan sesuai dengan standar aturan yang telah ditetapkan                         |    |   |   |    |     |
| 5   | Selalu hadir tepat waktu, istirahat, dan pulang bekerja sesuai dengan waktu yang ditetapkan |    |   |   |    |     |
| 6   | Melakukan pekerjaan yang dapat dilakukan sesuai dengan aturan yang berlaku                  |    |   |   |    |     |

#### 2. Lingkungan Kerja Fisik

| No | Pertanyaan  | SS | S | N | TS | STS |
|----|---|----|---|---|----|-----|
| 1  | Ruangan sempit dan panas sehingga merasa tidak nyaman dalam melakukan pekerjaan |    |   |   |    |     |

|   |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
| 2 | Perlengkapan penerangan lampung sudah cukup memadai                        |  |  |  |  |  |
| 3 | Penerangan yang kurang terang dapat menghambat dalam mengerjakan pekerjaan |  |  |  |  |  |
| 4 | Suara kebisingan dalam bekerja tidak mengganggu aktivitas pekerjaan        |  |  |  |  |  |
| 5 | Tempat kerja kondusif  |  |  |  |  |  |
| 6 | Warna dan desain ruangan sudah cukup membuat nyaman                        |  |  |  |  |  |

### 3. Kinerja Pegawai

| No | Pertanyaan   | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| 1  | Tidak memiliki kendala dalam menyelesaikan pekerjaan.  |    |   |   |    |     |
| 2  | Tingkat pencapaian kerja yang saya hasilkan sudah sesuai dengan harapan instansi                     |    |   |   |    |     |
| 3  | Selalu menyelesaikan pekerjaan dengan tepat waktu  |    |   |   |    |     |
| 4  | Saling membantu satu sama lain tanpa perintah dalam menyelesaikan pekerjaan agar selesai tepat waktu |    |   |   |    |     |
| 5  | Berinisiatif dalam melakukan pekerjaan sesuai dengan kewajiban pegawai                               |    |   |   |    |     |
| 6  | Anggaran biaya dipergunakan dengan semestinya  |    |   |   |    |     |
| 7  | Anggaran biaya dikeluarkan sebelum pekerjaan dijalankan  |    |   |   |    |     |
| 8  | Hubungan antar pegawai berlangsung   |    |   |   |    |     |

|  |             |  |  |  |  |  |
|--|-------------|--|--|--|--|--|
|  | dengan baik |  |  |  |  |  |
|--|-------------|--|--|--|--|--|

**Lampiran 4. Data Kuesioner Variabel Disiplin Kerja (X1)**

| NO | PERNYATAAN |   |   |   |   |   | Total |
|----|------------|---|---|---|---|---|-------|
|    | 1          | 2 | 3 | 4 | 5 | 6 |       |
| 1  | 4          | 3 | 4 | 5 | 5 | 4 | 25    |
| 2  | 5          | 5 | 5 | 5 | 4 | 5 | 29    |
| 3  | 4          | 4 | 4 | 4 | 4 | 4 | 24    |
| 4  | 5          | 4 | 3 | 4 | 3 | 4 | 23    |
| 5  | 5          | 5 | 4 | 5 | 4 | 4 | 27    |
| 6  | 4          | 3 | 3 | 3 | 3 | 4 | 20    |
| 7  | 5          | 5 | 4 | 5 | 4 | 4 | 27    |
| 8  | 5          | 4 | 4 | 4 | 3 | 4 | 24    |
| 9  | 4          | 3 | 3 | 4 | 4 | 4 | 22    |
| 10 | 4          | 3 | 4 | 5 | 5 | 5 | 26    |
| 11 | 5          | 4 | 4 | 4 | 5 | 5 | 27    |
| 12 | 4          | 4 | 4 | 4 | 4 | 5 | 25    |
| 13 | 3          | 4 | 4 | 5 | 4 | 5 | 25    |
| 14 | 5          | 4 | 5 | 4 | 5 | 5 | 28    |
| 15 | 5          | 4 | 4 | 4 | 3 | 4 | 24    |
| 16 | 4          | 4 | 5 | 5 | 3 | 5 | 26    |
| 17 | 5          | 5 | 5 | 4 | 4 | 5 | 28    |
| 18 | 5          | 5 | 4 | 4 | 5 | 5 | 28    |
| 19 | 4          | 3 | 3 | 5 | 4 | 5 | 24    |
| 20 | 5          | 5 | 5 | 4 | 2 | 5 | 26    |
| 21 | 5          | 5 | 4 | 4 | 4 | 4 | 26    |
| 22 | 4          | 4 | 4 | 5 | 5 | 5 | 27    |
| 23 | 3          | 3 | 3 | 3 | 4 | 4 | 20    |
| 24 | 5          | 4 | 4 | 3 | 4 | 5 | 25    |
| 25 | 3          | 3 | 3 | 4 | 3 | 4 | 20    |
| 26 | 5          | 4 | 4 | 3 | 4 | 5 | 25    |
| 27 | 3          | 3 | 3 | 4 | 3 | 4 | 20    |
| 28 | 5          | 5 | 5 | 5 | 4 | 5 | 29    |
| 29 | 4          | 4 | 4 | 4 | 4 | 4 | 24    |
| 30 | 3          | 3 | 4 | 5 | 4 | 4 | 23    |



**Lampiran 5. Data Kuesioner Variabel Lingkungan Kerja Fisik (X2)**

| NO | PERNYATAAN |   |   |   |   |   | TOTAL |
|----|------------|---|---|---|---|---|-------|
|    | 1          | 2 | 3 | 4 | 5 | 6 |       |
| 1  | 5          | 5 | 3 | 5 | 3 | 5 | 26    |
| 2  | 5          | 5 | 4 | 5 | 3 | 5 | 27    |
| 3  | 4          | 5 | 5 | 5 | 4 | 5 | 28    |
| 4  | 4          | 4 | 5 | 5 | 4 | 4 | 26    |
| 5  | 4          | 4 | 5 | 4 | 4 | 5 | 26    |
| 6  | 4          | 4 | 3 | 5 | 4 | 4 | 24    |
| 7  | 4          | 4 | 4 | 5 | 4 | 4 | 25    |
| 8  | 5          | 5 | 4 | 5 | 3 | 4 | 26    |
| 9  | 4          | 5 | 4 | 3 | 4 | 5 | 25    |
| 10 | 5          | 5 | 5 | 5 | 5 | 4 | 29    |
| 11 | 4          | 4 | 5 | 4 | 4 | 5 | 26    |
| 12 | 4          | 5 | 4 | 5 | 4 | 5 | 27    |
| 13 | 4          | 4 | 5 | 4 | 5 | 4 | 26    |
| 14 | 4          | 5 | 5 | 5 | 5 | 5 | 29    |
| 15 | 4          | 5 | 5 | 3 | 5 | 4 | 26    |
| 16 | 4          | 4 | 5 | 5 | 5 | 5 | 28    |
| 17 | 3          | 3 | 5 | 5 | 5 | 4 | 25    |
| 18 | 3          | 4 | 4 | 4 | 4 | 5 | 24    |
| 19 | 5          | 5 | 4 | 3 | 5 | 4 | 26    |
| 20 | 5          | 4 | 4 | 4 | 5 | 4 | 26    |
| 21 | 5          | 4 | 5 | 5 | 5 | 5 | 29    |
| 22 | 5          | 5 | 4 | 4 | 5 | 5 | 28    |
| 23 | 4          | 3 | 3 | 4 | 4 | 5 | 23    |
| 24 | 5          | 5 | 5 | 5 | 4 | 5 | 29    |
| 25 | 5          | 5 | 4 | 4 | 5 | 5 | 28    |
| 26 | 4          | 4 | 4 | 5 | 3 | 4 | 24    |
| 27 | 5          | 3 | 3 | 3 | 5 | 4 | 23    |
| 28 | 4          | 4 | 5 | 4 | 5 | 5 | 27    |
| 29 | 4          | 5 | 5 | 4 | 4 | 4 | 26    |
| 30 | 4          | 4 | 4 | 4 | 3 | 4 | 23    |

**Lampiran 6. Data Kuesioner Variabel Kinerja Pegawai (Y)**

| NO | PERNYATAAN |   |   |   |   |   |   |   | TOTAL |
|----|------------|---|---|---|---|---|---|---|-------|
|    | 1          | 2 | 3 | 4 | 5 | 6 | 7 | 8 |       |
| 1  | 4          | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 34    |
| 2  | 5          | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38    |
| 3  | 4          | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 32    |
| 4  | 5          | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38    |
| 5  | 4          | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 33    |
| 6  | 4          | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38    |
| 7  | 5          | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38    |
| 8  | 4          | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 31    |
| 9  | 5          | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39    |
| 10 | 5          | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 35    |
| 11 | 4          | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33    |
| 12 | 3          | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 27    |
| 13 | 4          | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 30    |
| 14 | 5          | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37    |
| 15 | 5          | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 37    |
| 16 | 4          | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32    |
| 17 | 3          | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 27    |
| 18 | 4          | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38    |
| 19 | 5          | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38    |
| 20 | 4          | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 33    |
| 21 | 5          | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36    |
| 22 | 4          | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32    |
| 23 | 5          | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 31    |
| 24 | 3          | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 30    |
| 25 | 4          | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 34    |
| 26 | 5          | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38    |
| 27 | 4          | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 32    |
| 28 | 5          | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38    |
| 29 | 4          | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 33    |
| 30 | 4          | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38    |

**Lampiran 7. Hasil Uji Frekuensi Jawaban Variabel**

**1. Variabel Disiplin Kerja (X1)**

**X1.1**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 5         | 16,7    | 16,7          | 16,7               |
| Valid Setuju        | 10        | 33,3    | 33,3          | 50,0               |
| Valid Sangat Setuju | 15        | 50,0    | 50,0          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X1.2**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 9         | 30,0    | 30,0          | 30,0               |
| Valid Setuju        | 13        | 43,3    | 43,3          | 73,3               |
| Valid Sangat Setuju | 8         | 26,7    | 26,7          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X1.3**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 7         | 23,3    | 23,3          | 23,3               |
| Valid Setuju        | 17        | 56,7    | 56,7          | 80,0               |
| Valid Sangat Setuju | 6         | 20,0    | 20,0          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X1.4**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 4         | 13,3    | 13,3          | 13,3               |
| Valid Setuju        | 15        | 50,0    | 50,0          | 63,3               |
| Valid Sangat Setuju | 11        | 36,7    | 36,7          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X1.5**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju  | 1         | 3,3     | 3,3           | 3,3                |
| Valid Netral        | 7         | 23,3    | 23,3          | 26,7               |
| Valid Setuju        | 16        | 53,3    | 53,3          | 80,0               |
| Valid Sangat Setuju | 6         | 20,0    | 20,0          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X1.6**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Setuju        | 15        | 50,0    | 50,0          | 50,0               |
| Valid Sangat Setuju | 15        | 50,0    | 50,0          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**2. Variabel Lingkungan Kerja Fisik (X2)****X2.1**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 3         | 10,0    | 10,0          | 10,0               |
| Valid Setuju        | 13        | 43,3    | 43,3          | 53,3               |
| Valid Sangat Setuju | 14        | 46,7    | 46,7          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X2.2**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 4         | 13,3    | 13,3          | 13,3               |
| Valid Setuju        | 12        | 40,0    | 40,0          | 53,3               |
| Valid Sangat Setuju | 14        | 46,7    | 46,7          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X2.3**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 1         | 3,3     | 3,3           | 3,3                |
| Valid Setuju        | 12        | 40,0    | 40,0          | 43,3               |
| Valid Sangat Setuju | 17        | 56,7    | 56,7          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X2.4**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 5         | 16,7    | 16,7          | 16,7               |
| Valid Setuju        | 12        | 40,0    | 40,0          | 56,7               |
| Valid Sangat Setuju | 13        | 43,3    | 43,3          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X2.5**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 6         | 20,0    | 20,0          | 20,0               |
| Valid Setuju        | 14        | 46,7    | 46,7          | 66,7               |
| Valid Sangat Setuju | 10        | 33,3    | 33,3          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**X2.6**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 5         | 16,7    | 16,7          | 16,7               |
| Valid Setuju        | 15        | 50,0    | 50,0          | 66,7               |
| Valid Sangat Setuju | 10        | 33,3    | 33,3          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**3. Variabel Kinerja Pegawai (Y)****Y.1**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 3         | 10,0    | 10,0          | 10,0               |
| Valid Setuju        | 15        | 50,0    | 50,0          | 60,0               |
| Valid Sangat Setuju | 12        | 40,0    | 40,0          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**Y.2**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 5         | 16,7    | 16,7          | 16,7               |
| Valid Setuju        | 11        | 36,7    | 36,7          | 53,3               |
| Valid Sangat Setuju | 14        | 46,7    | 46,7          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**Y.3**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 5         | 16,7    | 16,7          | 16,7               |
| Valid Setuju        | 12        | 40,0    | 40,0          | 56,7               |
| Valid Sangat Setuju | 13        | 43,3    | 43,3          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**Y.4**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Netral        | 7         | 23,3    | 23,3          | 23,3               |
| Valid Setuju        | 11        | 36,7    | 36,7          | 60,0               |
| Valid Sangat Setuju | 12        | 40,0    | 40,0          | 100,0              |
| Total               | 30        | 100,0   | 100,0         |                    |

**Y.5**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| Netral        | 2         | 6,7     | 6,7           | 6,7                |
| Setuju        | 14        | 46,7    | 46,7          | 53,3               |
| Sangat Setuju | 14        | 46,7    | 46,7          | 100,0              |
| Total         | 30        | 100,0   | 100,0         |                    |

**Y.6**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| Netral        | 4         | 13,3    | 13,3          | 13,3               |
| Setuju        | 14        | 46,7    | 46,7          | 60,0               |
| Sangat Setuju | 12        | 40,0    | 40,0          | 100,0              |
| Total         | 30        | 100,0   | 100,0         |                    |

**Y.7**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| Netral        | 2         | 6,7     | 6,7           | 6,7                |
| Setuju        | 20        | 66,7    | 66,7          | 73,3               |
| Sangat Setuju | 8         | 26,7    | 26,7          | 100,0              |
| Total         | 30        | 100,0   | 100,0         |                    |

**Y.8**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid         |           |         |               |                    |
| Netral        | 2         | 6,7     | 6,7           | 6,7                |
| Setuju        | 13        | 43,3    | 43,3          | 50,0               |
| Sangat Setuju | 15        | 50,0    | 50,0          | 100,0              |
| Total         | 30        | 100,0   | 100,0         |                    |

## Lampiran 8. Hasil Validitas

### 1. Disiplin Kerja (X1)

#### Correlations

|         |                     | Butir 1 | Butir 2 | Butir 3 | Butir 4 | Butir 5 | Butir 6 | Total  |
|---------|---------------------|---------|---------|---------|---------|---------|---------|--------|
| Butir 1 | Pearson Correlation | 1       | ,733**  | ,499**  | -,089   | ,060    | ,268    | ,674** |
|         | Sig. (2-tailed)     |         | ,000    | ,005    | ,639    | ,753    | ,152    | ,000   |
|         | N                   | 30      | 30      | 30      | 30      | 30      | 30      | 30     |
| Butir 2 | Pearson Correlation | ,733**  | 1       | ,672**  | ,148    | -,006   | ,310    | ,769** |
|         | Sig. (2-tailed)     | ,000    |         | ,000    | ,434    | ,975    | ,095    | ,000   |
|         | N                   | 30      | 30      | 30      | 30      | 30      | 30      | 30     |
| Butir 3 | Pearson Correlation | ,499**  | ,672**  | 1       | ,322    | ,129    | ,558**  | ,821** |
|         | Sig. (2-tailed)     | ,005    | ,000    |         | ,083    | ,497    | ,001    | ,000   |
|         | N                   | 30      | 30      | 30      | 30      | 30      | 30      | 30     |
| Butir 4 | Pearson Correlation | -,089   | ,148    | ,322    | 1       | ,248    | ,150    | ,458*  |
|         | Sig. (2-tailed)     | ,639    | ,434    | ,083    |         | ,187    | ,429    | ,011   |
|         | N                   | 30      | 30      | 30      | 30      | 30      | 30      | 30     |
| Butir 5 | Pearson Correlation | ,060    | -,006   | ,129    | ,248    | 1       | ,313    | ,461*  |
|         | Sig. (2-tailed)     | ,753    | ,975    | ,497    | ,187    |         | ,092    | ,010   |
|         | N                   | 30      | 30      | 30      | 30      | 30      | 30      | 30     |
| Butir 6 | Pearson Correlation | ,268    | ,310    | ,558**  | ,150    | ,313    | 1       | ,631** |
|         | Sig. (2-tailed)     | ,152    | ,095    | ,001    | ,429    | ,092    |         | ,000   |
|         | N                   | 30      | 30      | 30      | 30      | 30      | 30      | 30     |
| Total   | Pearson Correlation | ,674**  | ,769**  | ,821**  | ,458*   | ,461*   | ,631**  | 1      |
|         | Sig. (2-tailed)     | ,000    | ,000    | ,000    | ,011    | ,010    | ,000    |        |
|         | 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).

## 2. Lingkungan Kerja Fisik (X2)

**Correlations**

|                        | Soal 1            | Soal 2 | Soal 3 | Soal 4            | Soal 5            | Soal 6            | total             |
|------------------------|-------------------|--------|--------|-------------------|-------------------|-------------------|-------------------|
| Pearson Correlation    | 1                 | ,407*  | -,244  | -,024             | ,047              | ,023              | ,397 <sup>†</sup> |
| Soal 1 Sig. (2-tailed) |                   | ,026   | ,194   | ,899              | ,805              | ,905              | ,030              |
| N                      | 30                | 30     | 30     | 30                | 30                | 30                | 30                |
| Pearson Correlation    | ,407*             | 1      | ,169   | ,069              | -,135             | ,217              | ,599**            |
| Soal 2 Sig. (2-tailed) | ,026              |        | ,371   | ,716              | ,478              | ,250              | ,000              |
| N                      | 30                | 30     | 30     | 30                | 30                | 30                | 30                |
| Pearson Correlation    | -,244             | ,169   | 1      | ,157              | ,350              | ,064              | ,595**            |
| Soal 3 Sig. (2-tailed) | ,194              | ,371   |        | ,406              | ,058              | ,738              | ,001              |
| N                      | 30                | 30     | 30     | 30                | 30                | 30                | 30                |
| Pearson Correlation    | -,024             | ,069   | ,157   | 1                 | -,320             | ,107              | ,373 <sup>†</sup> |
| Soal 4 Sig. (2-tailed) | ,899              | ,716   | ,406   |                   | ,085              | ,573              | ,042              |
| N                      | 30                | 30     | 30     | 30                | 30                | 30                | 30                |
| Pearson Correlation    | ,047              | -,135  | ,350   | -,320             | 1                 | -,024             | ,375 <sup>†</sup> |
| Soal 5 Sig. (2-tailed) | ,805              | ,478   | ,058   | ,085              |                   | ,898              | ,041              |
| N                      | 30                | 30     | 30     | 30                | 30                | 30                | 30                |
| Pearson Correlation    | ,023              | ,217   | ,064   | ,107              | -,024             | 1                 | ,423 <sup>†</sup> |
| Soal 6 Sig. (2-tailed) | ,905              | ,250   | ,738   | ,573              | ,898              |                   | ,020              |
| N                      | 30                | 30     | 30     | 30                | 30                | 30                | 30                |
| Pearson Correlation    | ,397 <sup>†</sup> | ,599** | ,595** | ,373 <sup>†</sup> | ,375 <sup>†</sup> | ,423 <sup>†</sup> | 1                 |
| total Sig. (2-tailed)  | ,030              | ,000   | ,001   | ,042              | ,041              | ,020              |                   |
| N                      | 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).



### 3. Kinerja Pegawai (Y)

**Correlations**

|        |                     | Soal 1 | Soal 2 | Soal 3 | Soal 4 | Soal 5 | Soal 6 | Soal 7 | Soal 8 | Total  |
|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Soal 1 | Pearson Correlation | 1      | ,727** | ,401*  | ,301   | ,204   | ,352   | ,404*  | ,516** | ,755** |
|        | Sig. (2-tailed)     |        | ,000   | ,028   | ,106   | ,278   | ,056   | ,027   | ,004   | ,000   |
|        | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Soal 2 | Pearson Correlation | ,727** | 1      | ,721** | ,145   | ,030   | ,439*  | ,351   | ,448*  | ,761** |
|        | Sig. (2-tailed)     | ,000   |        | ,000   | ,444   | ,877   | ,015   | ,057   | ,013   | ,000   |
|        | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Soal 3 | Pearson Correlation | ,401*  | ,721** | 1      | ,334   | ,060   | ,328   | ,457*  | ,412*  | ,736** |
|        | Sig. (2-tailed)     | ,028   | ,000   |        | ,071   | ,753   | ,077   | ,011   | ,024   | ,000   |
|        | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Soal 4 | Pearson Correlation | ,301   | ,145   | ,334   | 1      | ,280   | -,084  | ,395*  | ,336   | ,538** |
|        | Sig. (2-tailed)     | ,106   | ,444   | ,071   |        | ,133   | ,659   | ,031   | ,069   | ,002   |
|        | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Soal 5 | Pearson Correlation | ,204   | ,030   | ,060   | ,280   | 1      | ,626** | ,161   | ,337   | ,506** |
|        | Sig. (2-tailed)     | ,278   | ,877   | ,753   | ,133   |        | ,000   | ,395   | ,069   | ,004   |
|        | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Soal 6 | Pearson Correlation | ,352   | ,439*  | ,328   | -,084  | ,626** | 1      | ,127   | ,281   | ,588** |
|        | Sig. (2-tailed)     | ,056   | ,015   | ,077   | ,659   | ,000   |        | ,505   | ,132   | ,001   |
|        | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Soal 7 | Pearson Correlation | ,404*  | ,351   | ,457*  | ,395*  | ,161   | ,127   | 1      | ,240   | ,589** |
|        | Sig. (2-tailed)     | ,027   | ,057   | ,011   | ,031   | ,395   | ,505   |        | ,202   | ,001   |
|        | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Soal 8 | Pearson Correlation | ,516** | ,448*  | ,412*  | ,336   | ,337   | ,281   | ,240   | 1      | ,686** |
|        | Sig. (2-tailed)     | ,004   | ,013   | ,024   | ,069   | ,069   | ,132   | ,202   |        | ,000   |
|        | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Total  | Pearson Correlation | ,755** | ,761** | ,736** | ,538** | ,506** | ,588** | ,589** | ,686** | 1      |
|        | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,002   | ,004   | ,001   | ,001   | ,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).

## Lampiran 9. Hasil Uji Reliabilitas

### 1. Disiplin Kerja (X1)

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,753             | 7          |

### 2. Lingkungan Kerja Fisik (X2)

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,644             | 7          |

### 3. Kinerja

Pegawai (Y)

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,759             | 9          |

## Lampiran 10. Hasil Uji Linieritas

### 1. Disiplin Kerja (X1)

|                                     |  | Sum of Squares | Df | Mean Square | F     | Sig. |
|-------------------------------------|--|----------------|----|-------------|-------|------|
| Kinerja Pegawai *<br>Disiplin Kerja | (Combined)                                       | 110,317        | 8  | 13,790      | 1,175 | ,359 |
|                                     | Linearity  | ,179           | 1  | ,179        | ,015  | ,903 |
|                                     | Between Groups<br>Deviation<br>from<br>Linearity | 110,137        | 7  | 15,734      | 1,341 | ,281 |
|                                     | Within Groups                                    | 246,350        | 21 | 11,731      |       |      |
| Total                               |  | 356,667        | 29 |             |       |      |

### 2. Lingkungan Kerja Fisik (X2)

ANOVA Table

|  |                | Sum of Squares | Df | Mean Square | F    | Sig. |
|--|----------------|----------------|----|-------------|------|------|
| Kinerja Pegawai *<br>Lingkungan Kerja<br>Fisik | (Combined)     | 56,667         | 6  | 9,444       | ,724 | ,635 |
|  | Linearity      | 9,152          | 1  | 9,152       | ,702 | ,411 |
|  | Deviation from | 47,515         | 5  | 9,503       | ,729 | ,609 |
|  | Linearity      |                |    |             |      |      |
|  | Within Groups  | 300,000        | 23 | 13,043      |      |      |
| Total  |                | 356,667        | 29 |             |      |      |

### Lampiran 11. Hasil Uji Multikolinieritas

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

| Model |                        | Collinearity Statistics |       |
|-------|------------------------|-------------------------|-------|
|       |                        | Tolerance               | VIF   |
| 1     | Disiplin Kerja         | ,840                    | 1,190 |
|       | Lingkungan Kerja Fisik | ,840                    | 1,190 |

a. Dependent Variable: Kinerja Pegawai

### Lampiran 12. Uji Persamaan Regresi

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 2,258                       | 2,336      |                           | ,967   | ,342 |
|       | LN_X1      | ,032                        | ,005       | ,107                      | 5,953  | ,000 |
|       | X2         | 1,319                       | ,023       | 1,044                     | 58,049 | ,000 |

a. Dependent Variable: Y

### Lampiran 13. Hasil Determinasi

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,997 <sup>a</sup> | ,993     | ,993              | 9,57541                    |

a. Predictors: (Constant), X2, LN\_X1

### Lampiran 14. Hasil Uji t (Parsial)

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 2,258                       | 2,336      |                           | ,967   | ,342 |
|       | LN_X1      | ,032                        | ,005       | ,107                      | 5,953  | ,000 |
|       | X2         | 1,319                       | ,023       | 1,044                     | 58,049 | ,000 |

a. Dependent Variable: Y

### Lampiran 15. Uji F (Simultan)

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

| Model |            | Sum of Squares | df | Mean Square | F        | Sig.              |
|-------|------------|----------------|----|-------------|----------|-------------------|
| 1     | Regression | 366063,518     | 2  | 183031,759  | 1996,233 | ,000 <sup>b</sup> |
|       | Residual   | 2475,591       | 27 | 91,689      |          |                   |
|       | Total      | 368539,109     | 29 |             |          |                   |

Lampiran 16. Tabel Uji t (Parsial)

| dk       | $\alpha$ untuk Uji Satu Pihak ( <i>one tail test</i> ) |       |       |        |        |        |
|----------|--|-------|-------|--------|--------|--------|
|          | 0,25   | 0,10  | 0,05  | 0,025  | 0,01   | 0,005  |
|          | $\alpha$ untuk Uji Dua Pihak ( <i>two tail test</i> )  |       |       |        |        |        |
|          | 0,50   | 0,20  | 0,10  | 0,05   | 0,02   | 0,01   |
| 1        | 1,000  | 3,078 | 6,314 | 12,706 | 31,821 | 63,657 |
| 2        | 0,816  | 1,886 | 2,920 | 4,303  | 6,965  | 9,925  |
| 3        | 0,765  | 1,638 | 2,353 | 3,182  | 4,541  | 5,841  |
| 4        | 0,741  | 1,533 | 2,132 | 2,776  | 3,747  | 4,604  |
| 5        | 0,727  | 1,476 | 2,015 | 2,571  | 3,365  | 4,032  |
| 6        | 0,718  | 1,440 | 1,943 | 2,447  | 3,143  | 3,707  |
| 7        | 0,711  | 1,415 | 1,895 | 2,365  | 2,998  | 3,499  |
| 8        | 0,706  | 1,397 | 1,860 | 2,306  | 2,896  | 3,355  |
| 9        | 0,703  | 1,383 | 1,833 | 2,262  | 2,821  | 3,250  |
| 10       | 0,700  | 1,372 | 1,812 | 2,228  | 2,764  | 3,169  |
| 11       | 0,697  | 1,363 | 1,796 | 2,201  | 2,718  | 3,106  |
| 12       | 0,695  | 1,356 | 1,782 | 2,179  | 2,681  | 3,055  |
| 13       | 0,692  | 1,350 | 1,771 | 2,160  | 2,650  | 3,012  |
| 14       | 0,691  | 1,345 | 1,761 | 2,145  | 2,624  | 2,977  |
| 15       | 0,690  | 1,341 | 1,753 | 2,131  | 2,602  | 2,947  |
| 16       | 0,689  | 1,337 | 1,746 | 2,120  | 2,583  | 2,921  |
| 17       | 0,688  | 1,333 | 1,740 | 2,110  | 2,567  | 2,898  |
| 18       | 0,688  | 1,330 | 1,734 | 2,101  | 2,552  | 2,878  |
| 19       | 0,687  | 1,328 | 1,729 | 2,093  | 2,539  | 2,861  |
| 20       | 0,687  | 1,325 | 1,725 | 2,086  | 2,528  | 2,845  |
| 21       | 0,686  | 1,323 | 1,721 | 2,080  | 2,518  | 2,831  |
| 22       | 0,686  | 1,321 | 1,717 | 2,074  | 2,508  | 2,819  |
| 23       | 0,685  | 1,319 | 1,714 | 2,069  | 2,500  | 2,807  |
| 24       | 0,685  | 1,318 | 1,711 | 2,064  | 2,492  | 2,797  |
| 25       | 0,684  | 1,316 | 1,708 | 2,060  | 2,485  | 2,787  |
| 26       | 0,684  | 1,315 | 1,706 | 2,056  | 2,479  | 2,779  |
| 27       | 0,684  | 1,314 | 1,703 | 2,052  | 2,473  | 2,771  |
| 28       | 0,683  | 1,313 | 1,701 | 2,048  | 2,467  | 2,763  |
| 29       | 0,683  | 1,311 | 1,699 | 2,045  | 2,462  | 2,756  |
| 30       | 0,683  | 1,310 | 1,697 | 2,042  | 2,457  | 2,750  |
| 40       | 0,681  | 1,303 | 1,684 | 2,021  | 2,423  | 2,704  |
| 60       | 0,679  | 1,296 | 1,671 | 2,000  | 2,390  | 2,660  |
| 120      | 0,677  | 1,289 | 1,658 | 1,980  | 2,358  | 2,617  |
| $\infty$ | 0,674  | 1,282 | 1,645 | 1,960  | 2,326  | 2,576  |

tabel T Statistik

Lampiran 17. Tabel Uji F (Simultan)

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    |
| 1                      | 161                     | 199   | 216   | 225   | 230   | 234   | 237   | 239   | 241   | 242   | 243   | 244   |
| 2                      | 18.51                   | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 |
| 3                      | 10.13                   | 9.55  | 9.28  | 9.12  | 9.01  | 8.94  | 8.89  | 8.85  | 8.81  | 8.79  | 8.76  | 8.74  |
| 4                      | 7.71                    | 6.94  | 6.59  | 6.39  | 6.26  | 6.16  | 6.09  | 6.04  | 6.00  | 5.96  | 5.94  | 5.91  |
| 5                      | 6.61                    | 5.79  | 5.41  | 5.19  | 5.05  | 4.95  | 4.88  | 4.82  | 4.77  | 4.74  | 4.70  | 4.68  |
| 6                      | 5.99                    | 5.14  | 4.76  | 4.53  | 4.39  | 4.28  | 4.21  | 4.15  | 4.10  | 4.06  | 4.03  | 4.00  |
| 7                      | 5.59                    | 4.74  | 4.35  | 4.12  | 3.97  | 3.87  | 3.79  | 3.73  | 3.68  | 3.64  | 3.60  | 3.57  |
| 8                      | 5.32                    | 4.46  | 4.07  | 3.84  | 3.69  | 3.58  | 3.50  | 3.44  | 3.39  | 3.35  | 3.31  | 3.28  |
| 9                      | 5.12                    | 4.26  | 3.86  | 3.63  | 3.48  | 3.37  | 3.29  | 3.23  | 3.18  | 3.14  | 3.10  | 3.07  |
| 10                     | 4.96                    | 4.10  | 3.71  | 3.48  | 3.33  | 3.22  | 3.14  | 3.07  | 3.02  | 2.98  | 2.94  | 2.91  |
| 11                     | 4.84                    | 3.98  | 3.59  | 3.36  | 3.20  | 3.09  | 3.01  | 2.95  | 2.90  | 2.85  | 2.82  | 2.79  |
| 12                     | 4.75                    | 3.89  | 3.49  | 3.26  | 3.11  | 3.00  | 2.91  | 2.85  | 2.80  | 2.75  | 2.72  | 2.69  |
| 13                     | 4.67                    | 3.81  | 3.41  | 3.18  | 3.03  | 2.92  | 2.83  | 2.77  | 2.71  | 2.67  | 2.63  | 2.60  |
| 14                     | 4.60                    | 3.74  | 3.34  | 3.11  | 2.96  | 2.85  | 2.76  | 2.70  | 2.65  | 2.60  | 2.57  | 2.53  |
| 15                     | 4.54                    | 3.68  | 3.29  | 3.06  | 2.90  | 2.79  | 2.71  | 2.64  | 2.59  | 2.54  | 2.51  | 2.48  |
| 16                     | 4.49                    | 3.63  | 3.24  | 3.01  | 2.85  | 2.74  | 2.66  | 2.59  | 2.54  | 2.49  | 2.46  | 2.42  |
| 17                     | 4.45                    | 3.59  | 3.20  | 2.96  | 2.81  | 2.70  | 2.61  | 2.55  | 2.49  | 2.45  | 2.41  | 2.38  |
| 18                     | 4.41                    | 3.55  | 3.16  | 2.93  | 2.77  | 2.66  | 2.58  | 2.51  | 2.46  | 2.41  | 2.37  | 2.34  |
| 19                     | 4.38                    | 3.52  | 3.13  | 2.90  | 2.74  | 2.63  | 2.54  | 2.48  | 2.42  | 2.38  | 2.34  | 2.31  |
| 20                     | 4.35                    | 3.49  | 3.10  | 2.87  | 2.71  | 2.60  | 2.51  | 2.45  | 2.39  | 2.35  | 2.31  | 2.28  |
| 21                     | 4.32                    | 3.47  | 3.07  | 2.84  | 2.68  | 2.57  | 2.49  | 2.42  | 2.37  | 2.32  | 2.28  | 2.25  |
| 22                     | 4.30                    | 3.44  | 3.05  | 2.82  | 2.66  | 2.55  | 2.46  | 2.40  | 2.34  | 2.30  | 2.26  | 2.23  |
| 23                     | 4.28                    | 3.42  | 3.03  | 2.80  | 2.64  | 2.53  | 2.44  | 2.37  | 2.32  | 2.27  | 2.24  | 2.20  |
| 24                     | 4.26                    | 3.40  | 3.01  | 2.78  | 2.62  | 2.51  | 2.42  | 2.36  | 2.30  | 2.25  | 2.22  | 2.18  |
| 25                     | 4.24                    | 3.39  | 2.99  | 2.76  | 2.60  | 2.49  | 2.40  | 2.34  | 2.28  | 2.24  | 2.20  | 2.16  |
| 26                     | 4.23                    | 3.37  | 2.98  | 2.74  | 2.59  | 2.47  | 2.39  | 2.32  | 2.27  | 2.22  | 2.18  | 2.15  |
| 27                     | 4.21                    | 3.35  | 2.96  | 2.73  | 2.57  | 2.46  | 2.37  | 2.31  | 2.25  | 2.20  | 2.17  | 2.13  |
| 28                     | 4.20                    | 3.34  | 2.95  | 2.71  | 2.56  | 2.45  | 2.36  | 2.29  | 2.24  | 2.19  | 2.15  | 2.12  |
| 29                     | 4.18                    | 3.33  | 2.93  | 2.70  | 2.55  | 2.43  | 2.35  | 2.28  | 2.22  | 2.18  | 2.14  | 2.10  |
| 30                     | 4.17                    | 3.32  | 2.92  | 2.69  | 2.53  | 2.42  | 2.33  | 2.27  | 2.21  | 2.16  | 2.13  | 2.09  |
| 31                     | 4.16                    | 3.30  | 2.91  | 2.68  | 2.52  | 2.41  | 2.32  | 2.25  | 2.20  | 2.15  | 2.11  | 2.08  |
| 32                     | 4.15                    | 3.29  | 2.90  | 2.67  | 2.51  | 2.40  | 2.31  | 2.24  | 2.19  | 2.14  | 2.10  | 2.07  |
| 33                     | 4.14                    | 3.28  | 2.89  | 2.66  | 2.50  | 2.39  | 2.30  | 2.23  | 2.18  | 2.13  | 2.09  | 2.06  |
| 34                     | 4.13                    | 3.28  | 2.88  | 2.65  | 2.49  | 2.38  | 2.29  | 2.23  | 2.17  | 2.12  | 2.08  | 2.05  |
| 35                     | 4.12                    | 3.27  | 2.87  | 2.64  | 2.49  | 2.37  | 2.29  | 2.22  | 2.16  | 2.11  | 2.07  | 2.04  |
| 36                     | 4.11                    | 3.26  | 2.87  | 2.63  | 2.48  | 2.36  | 2.28  | 2.21  | 2.15  | 2.11  | 2.07  | 2.03  |
| 37                     | 4.11                    | 3.25  | 2.86  | 2.63  | 2.47  | 2.36  | 2.27  | 2.20  | 2.14  | 2.10  | 2.06  | 2.02  |
| 38                     | 4.10                    | 3.24  | 2.85  | 2.62  | 2.46  | 2.35  | 2.26  | 2.19  | 2.14  | 2.09  | 2.05  | 2.02  |
| 39                     | 4.09                    | 3.24  | 2.85  | 2.61  | 2.46  | 2.34  | 2.26  | 2.19  | 2.13  | 2.08  | 2.04  | 2.01  |
| 40                     | 4.08                    | 3.23  | 2.84  | 2.61  | 2.45  | 2.34  | 2.25  | 2.18  | 2.12  | 2.08  | 2.04  | 2.00  |
| 41                     | 4.08                    | 3.23  | 2.83  | 2.60  | 2.44  | 2.33  | 2.24  | 2.17  | 2.12  | 2.07  | 2.03  | 2.00  |
| 42                     | 4.07                    | 3.22  | 2.83  | 2.59  | 2.44  | 2.32  | 2.24  | 2.17  | 2.11  | 2.06  | 2.03  | 1.99  |
| 43                     | 4.07                    | 3.21  | 2.82  | 2.59  | 2.43  | 2.32  | 2.23  | 2.16  | 2.11  | 2.06  | 2.02  | 1.99  |
| 44                     | 4.06                    | 3.21  | 2.82  | 2.58  | 2.43  | 2.31  | 2.23  | 2.16  | 2.10  | 2.05  | 2.01  | 1.98  |
| 45                     | 4.06                    | 3.20  | 2.81  | 2.58  | 2.42  | 2.31  | 2.22  | 2.15  | 2.10  | 2.05  | 2.01  | 1.97  |