

# LAMPIRAN

## Lampiran 1 Kuesioner



No. Responden

## KUESIONER PENELITIAN

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **“PENGARUH LINGKUNGAN KERJA FISIK DAN *JOB INSECURITY* TERHADAP PRODUKTIVITAS KERJA KARYAWAN PT. JAPFA COMFEED INDONESIA TBK. UNIT LAMPUNG”**.

Bersama ini saya,

Nama : Agustin Galelea Martha

NPM : 2012110031

Fakultas/Jurusan : Ekonomi / Manajemen IIB Darmajaya

Dosen Pembimbing : Dr. Anggalia Wibasuri, S.Kom., M.M

Memohon bantuan kepada Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya saya ucapkan terimakasih.

Hormat Saya,

Agustin Galelea Martha

NPM. 2012110031

### Format Pengisian Kuesioner

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.

#### **IDENTITAS RESPONDEN**

**I. Nama** : .....(Dapat dikosongkan)

**II. Jenis Kelamin** :  Laki-laki  
 Perempuan

**III. Usia** :

- |   |   |
|---|---|
| <input type="checkbox"/> a. 20 - 25 Tahun | <input type="checkbox"/> c. 31 – 35 Tahun |
| <input type="checkbox"/> b. 26 – 30 Tahun | <input type="checkbox"/> d. 36-40 Tahun   |

**IV. Pendidikan**

- |                                       |                                       |
|---------------------------------------|---------------------------------------|
| <input type="checkbox"/> a. SMA       | <input type="checkbox"/> c. Strata I  |
| <input type="checkbox"/> b. Diploma 3 | <input type="checkbox"/> d. Strata II |

**V. Status karyawan**

- |  |
|--|
| <input type="checkbox"/> a. Karyawan Tetap   |
| <input type="checkbox"/> b. Karyawan Kontrak |

## 1. Lingkungan Kerja Fisik (X<sub>1</sub>)

No	Pernyataan	1	2	3	4	5
		STS	TS	CS	S	SS
<b>Lingkungan Kerja Fisik Fisik</b>						
1	Bangunan gedung tempat bekerja terasa nyaman					
2	Tata letak peralatan kerja seperti meja, kursi dll tersusun rapi di ruang kerja					
3	Fasilitas yang tersedia dapat mengoptimalkan hasil kerja					
4	Sarana transportasi dapat mengatur waktu kerja lebih baik					
5	Temperature ditempat kerja tidak mempengaruhi suhu tubuh					
6	Sirkulasi udara dalam ruang kerja sudah baik					
7	Pencahayaan ditempat kerja membantu dalam menyelesaikan pekerjaan					
8	Sulit bergerak karena gangguan mekanis mengganggu pekerjaan					
9	Tempat kerja terdapat bau-bauan yang tidak sedap					
10	Tingkat kebisingan dalam bekerja mempengaruhi fokus dan mengganggu pekerjaan					

## 2. Job Insecurity (X<sub>2</sub>)

No	Pernyataan	1	2	3	4	5
		STS	TS	CS	S	SS
<b>Aspek Arti Pekerjaan Itu bagi Individu</b>						
1	Mampu mempertahankan gaji sekarang					
2	Status yang diterima dari jabatan dalam perusahaan sangat penting					
3	Mempunyai kesempatan untuk dipromosikan					
4	Karyawan mampu menghadapi ancaman yang timbul dari sekitar Lingkungan Kerja Fisik					
<b>Aspek Kehilangan Pekerjaan</b>						
5	Kesempatan untuk dipromosikan					
6	Mampu mempertahankan kesempatan untuk memperoleh kenaikan gaji secara berkala					
<b>Ketidakterdayaan (<i>Powerlessness</i>)</b>						
7	Tugas yang harus karyawan kerjakan setiap harinya sangat banyak sehingga sering membuat karyawan kelelahan					
8	Karyawan tidak punya cukup waktu untuk menyelesaikan semua pekerjaannya					

### 3. Produktivitas Kerja (Y)

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
<b>Kemampuan</b>						
1	Mampu menyelesaikan target dalam menyelesaikan tugas dengan baik					
<b>Meningkatkan hasil kerja yang dicapai</b>						
2	Jumlah dari hasil pekerjaan selalu memenuhi target yang telah ditetapkan.					
<b>Semangat kerja</b>						
3	Ada rasa puas dalam hati apabila menyelesaikan pekerjaan dengan baik dan benar					
<b>Pengembangan diri</b>						
4	Karyawan dapat mengembangkan diri untuk meningkatkan kemampuan kerja					
<b>Mutu</b>						
5	Karyawan selalu berusaha untuk meningkatkan kualitas kerja					

## Lampiran 2 Data Jawaban Responden

No	Lingkungan Kerja Fisik Fisik										Total
	1	2	3	4	5	6	7	8	9	10	
1	5	4	5	5	3	4	5	5	3	4	43
2	5	3	5	2	5	5	3	2	5	5	40
3	5	2	5	5	5	4	5	2	5	4	42
4	4	3	3	5	3	5	3	3	4	5	38
5	3	4	4	5	4	4	4	4	4	4	40
6	5	5	5	5	5	4	5	5	5	4	48
7	4	4	4	2	4	4	4	4	4	4	38
8	5	3	5	5	3	2	4	3	5	2	37
9	4	4	4	5	4	4	5	4	4	4	42
10	3	3	3	5	3	3	3	3	3	3	32
11	4	4	4	2	4	2	4	4	4	2	34
12	5	5	5	5	5	4	5	5	5	4	48
13	3	3	2	3	2	2	2	2	2	2	23
14	2	2	2	2	2	2	2	2	2	2	20
15	4	4	4	5	4	5	4	4	4	5	43
16	5	3	3	2	3	4	3	3	5	4	35
17	3	5	4	5	3	3	3	3	3	3	35
18	4	4	4	5	4	3	4	4	4	3	39
19	3	3	3	4	3	5	3	3	3	5	35

20	5	5	5	4	5	4	5	5	5	4	47
21	5	2	2	3	2	2	2	2	5	2	27
22	3	3	3	5	3	4	3	3	3	4	34
23	4	4	4	4	4	4	4	4	4	4	40
24	4	4	4	4	4	4	4	4	4	4	40
25	4	4	4	5	4	3	4	4	4	3	39
26	3	3	3	5	3	4	4	3	3	4	35
27	4	4	4	5	4	3	4	4	4	3	39
28	3	3	3	4	3	3	3	3	3	4	32
29	5	5	5	4	5	3	5	5	5	4	46
30	3	3	4	5	3	4	4	3	3	5	37
31	3	4	4	5	3	4	4	5	4	5	41
32	2	2	3	3	5	3	4	4	5	3	34
33	2	2	5	4	5	2	3	4	2	4	33
34	3	3	3	3	3	3	4	3	5	4	34
35	4	4	4	5	4	5	4	5	4	4	43
36	5	5	5	3	5	3	5	3	5	5	44
37	4	4	4	5	4	5	5	5	4	4	44
38	3	3	4	2	3	2	4	2	3	4	30
39	4	4	5	4	4	4	4	3	4	5	41
40	3	3	3	4	3	4	2	4	3	3	32
41	4	4	4	5	4	5	4	5	4	4	43
42	5	5	5	5	5	5	5	5	5	5	50
43	3	4	2	3	4	2	2	4	2	2	28
44	2	3	2	2	4	2	3	3	2	2	25



45	4	4	4	5	4	5	2	5	4	4	41
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No	<i>Job Insecurity</i>								Total
	1	2	3	4	5	6	7	8	
1	5	4	5	5	3	4	4	5	35
2	5	3	5	2	5	5	5	5	35
3	5	2	5	5	5	4	2	5	33
4	4	3	3	5	3	5	2	3	28
5	3	4	4	5	4	4	4	4	32
6	5	5	5	5	5	4	3	5	37
7	4	4	4	2	4	4	1	4	27
8	5	3	5	5	3	2	4	5	32
9	4	4	4	5	4	4	3	4	32
10	3	3	3	5	3	3	5	3	28
11	4	4	4	2	4	2	1	4	25
12	5	5	5	5	5	4	3	5	37
13	3	3	2	3	2	2	4	2	21
14	2	2	2	2	2	2	1	2	15
15	4	4	4	5	4	5	4	4	34
16	5	3	3	2	3	4	3	3	26
17	3	5	4	5	3	3	4	4	31
18	4	4	4	5	4	3	3	4	31
19	3	3	3	4	3	5	1	5	27
20	5	5	5	4	5	4	3	4	35
21	5	2	2	3	2	2	3	4	23

22	3	3	3	5	3	4	5	1	27
23	4	4	4	4	4	4	5	4	33
24	4	4	4	4	4	4	4	5	33
25	4	4	4	5	4	3	1	4	29
26	3	3	3	5	3	4	4	4	29
27	4	4	4	5	4	3	1	4	29
28	3	3	3	4	3	3	4	4	27
29	5	5	5	4	5	3	3	4	34
30	3	3	4	5	3	4	4	1	27
31	3	4	4	5	3	4	3	3	29
32	2	2	3	3	5	3	1	5	24
33	2	2	5	4	5	2	3	4	27
34	3	3	3	3	3	3	3	4	25
35	4	4	4	5	4	5	5	1	32
36	5	5	3	5	4	3	5	4	34
37	5	2	5	5	3	5	4	5	34
38	5	5	5	5	2	5	4	4	35
39	3	5	3	4	3	4	5	5	32
40	4	5	4	3	4	4	3	4	31
41	5	5	5	5	5	5	2	3	35
42	4	2	4	4	4	4	4	4	30
43	5	5	3	5	3	5	3	3	32
44	4	5	4	4	4	4	3	3	31
45	3	5	3	3	3	3	4	4	28

No	Produktivitas Kerja					Total
	1	2	3	4	5	
1	3	4	4	5	3	37
2	2	2	3	3	5	34
3	2	2	5	4	5	33
4	3	3	3	3	3	34
5	4	4	4	5	4	43
6	5	5	5	3	5	34
7	4	4	4	5	4	44
8	3	3	4	2	3	30
9	4	4	5	4	4	41
10	3	3	3	4	3	32
11	4	4	4	5	4	43
12	5	5	5	5	5	50
13	3	4	2	3	4	28
14	2	3	2	2	4	25
15	4	4	4	5	4	37
16	3	3	3	4	3	34
17	3	3	3	5	3	33
18	4	4	4	3	4	35
19	3	3	3	4	3	35
20	5	5	5	5	5	50
21	2	3	2	4	2	23
22	3	3	3	3	3	31
23	4	4	4	5	4	42

24	4	4	4	4	4	38
25	4	4	4	3	4	34
26	3	3	4	2	3	31
27	1	4	4	3	4	28
28	3	3	3	4	3	32
29	5	5	5	4	5	43
30	3	3	4	3	3	33
31	5	4	5	5	3	43
32	5	3	5	2	1	32
33	5	2	5	5	5	42
34	4	3	3	5	3	34
35	3	4	4	5	4	37
36	5	3	4	4	5	37
37	3	5	3	4	4	34
38	4	5	2	3	4	33
39	3	3	3	4	3	34
40	5	4	5	4	5	43
41	3	5	3	5	1	34
42	5	4	5	5	5	44
43	2	3	2	4	2	30
44	4	4	4	4	3	41
45	4	3	4	2	4	32

### Lampiran 3 Karakteristik Responden

#### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	35	77.8	77.8	77.8
Valid Perempuan	10	22.2	22.2	100.0
Total	45	100.0	100.0	

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
20 - 25 Tahun	11	24.4	24.4	24.4
26 - 30 Tahun	11	24.4	24.4	48.9
Valid 31 - 35 Tahun	18	40.0	40.0	88.9
36 - 40 Tahun	5	11.1	11.1	100.0
Total	45	100.0	100.0	

#### Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	22	48.9	48.9	48.9
Diploma III	15	33.3	33.3	82.2
Valid Strata 1	8	17.8	17.8	100.0
Total	45	100.0	100.0	

**Status Karyawan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Karyawan Tetap	13	28.9	28.9	28.9
Valid Karyawan Kontrak	32	71.1	71.1	100.0
Total	45	100.0	100.0	

**Lampiran 4 Deskripsi Jawaban Responden**

**Variabel Lingkungan Kerja Fisik (X1)**

**X1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	8.9	8.9	8.9
CS	14	31.1	31.1	40.0
Valid S	15	33.3	33.3	73.3
SS	12	26.7	26.7	100.0
Total	45	100.0	100.0	

**X1.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	11.1	11.1	11.1
CS	15	33.3	33.3	44.4
Valid S	18	40.0	40.0	84.4
SS	7	15.6	15.6	100.0
Total	45	100.0	100.0	

**X1.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	11.1	11.1	11.1
CS	10	22.2	22.2	33.3
Valid S	18	40.0	40.0	73.3
SS	12	26.7	26.7	100.0
Total	45	100.0	100.0	

**X1.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	15.6	15.6	15.6
CS	6	13.3	13.3	28.9
Valid S	9	20.0	20.0	48.9
SS	23	51.1	51.1	100.0
Total	45	100.0	100.0	

**X1.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	6.7	6.7	6.7
CS	15	33.3	33.3	40.0
Valid S	17	37.8	37.8	77.8
SS	10	22.2	22.2	100.0
Total	45	100.0	100.0	

**X1.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	9	20.0	20.0	20.0
CS	10	22.2	22.2	42.2
Valid S	17	37.8	37.8	80.0
SS	9	20.0	20.0	100.0
Total	45	100.0	100.0	

**X1.7**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	13.3	13.3	13.3
CS	10	22.2	22.2	35.6
Valid S	19	42.2	42.2	77.8
SS	10	22.2	22.2	100.0
Total	45	100.0	100.0	

**X1.8**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	13.3	13.3	13.3
CS	14	31.1	31.1	44.4
Valid S	14	31.1	31.1	75.6
SS	11	24.4	24.4	100.0
Total	45	100.0	100.0	



**X1.9**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	11.1	11.1	11.1
CS	10	22.2	22.2	33.3
Valid S	17	37.8	37.8	71.1
SS	13	28.9	28.9	100.0
Total	45	100.0	100.0	

**X1.10**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	15.6	15.6	15.6
CS	7	15.6	15.6	31.1
Valid S	22	48.9	48.9	80.0
SS	9	20.0	20.0	100.0
Total	45	100.0	100.0	

**Variabel Job Insecurity (X2)**

**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	6.7	6.7	6.7
CS	13	28.9	28.9	35.6
Valid S	14	31.1	31.1	66.7
SS	15	33.3	33.3	100.0
Total	45	100.0	100.0	

**X2.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	15.6	15.6	15.6
CS	12	26.7	26.7	42.2
Valid S	13	28.9	28.9	71.1
SS	13	28.9	28.9	100.0
Total	45	100.0	100.0	

**X2.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	6.7	6.7	6.7
CS	13	28.9	28.9	35.6
Valid S	17	37.8	37.8	73.3
SS	12	26.7	26.7	100.0
Total	45	100.0	100.0	

**X2.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	11.1	11.1	11.1
CS	6	13.3	13.3	24.4
Valid S	10	22.2	22.2	46.7
SS	24	53.3	53.3	100.0
Total	45	100.0	100.0	

**X2.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	8.9	8.9	8.9
CS	17	37.8	37.8	46.7
Valid S	15	33.3	33.3	80.0
SS	9	20.0	20.0	100.0
Total	45	100.0	100.0	

**X2.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	13.3	13.3	13.3
CS	11	24.4	24.4	37.8
Valid S	19	42.2	42.2	80.0
SS	9	20.0	20.0	100.0
Total	45	100.0	100.0	

**X2.7**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	7	15.6	15.6	15.6
TS	3	6.7	6.7	22.2
CS	14	31.1	31.1	53.3
S	14	31.1	31.1	84.4
SS	7	15.6	15.6	100.0
Total	45	100.0	100.0	

**X2.8**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	6.7	6.7	6.7
TS	2	4.4	4.4	11.1
CS	7	15.6	15.6	26.7
S	22	48.9	48.9	75.6
SS	11	24.4	24.4	100.0
Total	45	100.0	100.0	

## Variabel Produktivitas Kerja (Y)

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.2	2.2	2.2
TS	5	11.1	11.1	13.3
CS	16	35.6	35.6	48.9
Valid S	13	28.9	28.9	77.8
SS	10	22.2	22.2	100.0
Total	45	100.0	100.0	

Y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	6.7	6.7	6.7
CS	18	40.0	40.0	46.7
Valid S	17	37.8	37.8	84.4
SS	7	15.6	15.6	100.0
Total	45	100.0	100.0	

Y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	11.1	11.1	11.1
CS	12	26.7	26.7	37.8
Valid S	17	37.8	37.8	75.6
SS	11	24.4	24.4	100.0

Total	45	100.0	100.0
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**Y.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	11.1	11.1	11.1
CS	10	22.2	22.2	33.3
Valid S	15	33.3	33.3	66.7
SS	15	33.3	33.3	100.0
Total	45	100.0	100.0	

**Y.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	4.4	4.4	4.4
TS	2	4.4	4.4	8.9
Valid CS	15	33.3	33.3	42.2
S	16	35.6	35.6	77.8
SS	10	22.2	22.2	100.0
Total	45	100.0	100.0	

**Lampiran 5 Hasil Uji Validitas**

**Variabel Lingkungan Kerja Fisik (X1)**

**Correlations**

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Lingkungan Kerja Fisik	
X1.1	Pearson Correlation	1	.484**	.603**	.182	.367*	.342*	.505**	.255	.746* *	.257	.682**
	Sig. (2-tailed)		.001	.000	.231	.013	.022	.000	.091	.000	.089	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X1.2	Pearson Correlation	.484**	1	.527**	.319*	.451**	.307*	.536**	.664**	.319*	.271	.701**
	Sig. (2-tailed)	.001		.000	.032	.002	.040	.000	.000	.032	.072	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X1.3	Pearson Correlation	.603**	.527**	1	.365*	.671**	.335*	.734**	.434**	.528* *	.513**	.823**
	Sig. (2-tailed)	.000	.000		.014	.000	.025	.000	.003	.000	.000	.000

	N	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.182	.319*	.365*	1	.107	.470**	.349*	.460**	.112	.307*	.557**
X1.4	Sig. (2-tailed)	.231	.032	.014		.483	.001	.019	.001	.464	.040	.000
	N	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.367*	.451**	.671**	.107	1	.258	.590**	.498**	.482*	.323*	.675**
X1.5	Sig. (2-tailed)	.013	.002	.000	.483		.087	.000	.001	.001	.031	.000
	N	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.342*	.307*	.335*	.470**	.258	1	.295*	.411**	.339*	.752**	.667**
X1.6	Sig. (2-tailed)	.022	.040	.025	.001	.087		.049	.005	.023	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.505**	.536**	.734**	.349*	.590**	.295*	1	.472**	.559*	.436**	.790**
X1.7	Sig. (2-tailed)	.000	.000	.000	.019	.000	.049		.001	.000	.003	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X1.8	Pearson Correlation	.255	.664**	.434**	.460**	.498**	.411**	.472**	1	.248	.212	.678**



	Sig. (2-tailed)	.091	.000	.003	.001	.001	.005	.001	.100	.161	.000		
	N	45	45	45	45	45	45	45	45	45	45		
	Pearson Correlation	.746**	.319*	.528**	.112	.482**	.339*	.559**	.248	1	.318*	.669**	
X1.9	Sig. (2-tailed)	.000	.032	.000	.464	.001	.023	.000	.100		.034	.000	
	N	45	45	45	45	45	45	45	45	45	45	45	
	Pearson Correlation	.257	.271	.513**	.307*	.323*	.752**	.436**	.212	.318*	1	.642**	
X1.10	Sig. (2-tailed)	.089	.072	.000	.040	.031	.000	.003	.161	.034		.000	
	N	45	45	45	45	45	45	45	45	45	45	45	
	Pearson Correlation	.682**	.701**	.823**	.557**	.675**	.667**	.790**	.678**	.669*		.642**	1
Lingkungan										*			
Kerja Fisik	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
	N	45	45	45	45	45	45	45	45	45	45	45	45

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

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





X2.8	Pearson Correlation	.293	.068	.387**	-.028	.343*	.004	-.130	1	.428**
	Sig. (2-tailed)	.051	.659	.009	.855	.021	.977	.395		.003
	N	45	45	45	45	45	45	45	45	45
Job Insecurity	Pearson Correlation	.658**	.572**	.759**	.554**	.520**	.573**	.371*	.428**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.012	.003	
	N	45	45	45	45	45	45	45	45	45

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

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

## Variabel Produktivitas Kerja (Y)

### Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Produktivitas Kerja
Y.1	Pearson Correlation	1	.417**	.652**	.282	.359*	.727**
	Sig. (2-tailed)		.004	.000	.060	.016	.000
	N	45	45	45	45	45	45
Y.2	Pearson Correlation	.417**	1	.223	.274	.196	.451**
	Sig. (2-tailed)	.004		.140	.068	.198	.002
	N	45	45	45	45	45	45
Y.3	Pearson Correlation	.652**	.223	1	.207	.449**	.680**
	Sig. (2-tailed)	.000	.140		.172	.002	.000
	N	45	45	45	45	45	45
Y.4	Pearson Correlation	.282	.274	.207	1	.140	.638**
	Sig. (2-tailed)	.060	.068	.172		.359	.000
	N	45	45	45	45	45	45
Y.5	Pearson Correlation	.359*	.196	.449**	.140	1	.487**
	Sig. (2-tailed)	.016	.198	.002	.359		.001
	N	45	45	45	45	45	45
Produktivitas Kerja	Pearson Correlation	.727**	.451**	.680**	.638**	.487**	1
	Sig. (2-tailed)	.000	.002	.000	.000	.001	
	N	45	45	45	45	45	45

\*\* . 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 Lingkungan Kerja Fisik (X1)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.874	10

### Variabel *Job Insecurity* (X2)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.655	8

### Variabel Produktivitas Kerja (Y)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.702	5

## Lampiran 7 Hasil Uji Linieritas

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.		
(Combined)	1019.550	21	48.550	2.018	.052		
Produktivitas Kerja * Lingkungan Kerja Fisik	Between Groups	Linearity	444.696	1	444.696	18.487	.000
	Deviation from Linearity		574.854	20	28.743	1.195	.338
	Within Groups		553.250	23	24.054		
	Total		1572.800	44			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			621.350	15	41.423	1.263	.286
Produktivitas Kerja * Job Insecurity	Between Groups	Linearity	327.005	1	327.005	9.967	.004
		Deviation from Linearity	294.345	14	21.025	.641	.809
	Within Groups		951.450	29	32.809		
	Total		1572.800	44			

### Lampiran 8 Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	16.032	5.438			
Lingkungan Kerja Fisik	.229	.121	.363	.473	2.115
Job Insecurity	.259	.258	.193	.473	2.115

a. Dependent Variable: Produktivitas Kerja

## Lampiran 9 Hasil Uji Analisis Regresi Linier Berganda

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	16.032	5.438	
Lingkungan Kerja Fisik	.229	.121	.363
Job Insecurity	.259	.258	.193

a. Dependent Variable: Produktivitas Kerja

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.502 <sup>a</sup>	.252	.235	5.229

a. Predictors: (Constant), Lingkungan Kerja Fisik

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.456 <sup>a</sup>	.208	.189	5.383

a. Predictors: (Constant), Job Insecurity

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.520 <sup>a</sup>	.270	.235	5.228

a. Predictors: (Constant), Job Insecurity, Lingkungan Kerja Fisik



## Lampiran 10 Hasil Uji t

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	19.140	4.475		4.277	.000
Lingkungan Kerja Fisik	.318	.083	.502	3.811	.000

a. Dependent Variable: Produktivitas Kerja

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	17.516	5.540		3.162	.003
Job Insecurity	.613	.183	.456	3.360	.002

a. Dependent Variable: Produktivitas Kerja

## Lampiran 11 Hasil Uji F

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	424.721	2	212.360	7.769	.001 <sup>b</sup>
	Residual	1148.079	42	27.335		
	Total	1572.800	44			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Job Insecurity, Lingkungan Kerja Fisik

**Lampiran 12 R Tabel**

df = (N-2)	<b>Tingkat signifikansi untuk uji satu arah</b>				
	0.05	0.025	0.01	0.005	0.0005
	<b>Tingkat signifikansi untuk uji dua arah</b>				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
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	0.3009	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
<b>45</b>		<b>0.2876</b>	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

Lampiran 13 T tabel

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
1	1.00000	3.07768	6.31375	12.70620	31.8205 2	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
<b>43</b>			<b>1.68107</b>	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515

56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374



**Lampiran 14 F Tabel**

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23

<b>20</b>	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
<b>21</b>	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
<b>22</b>	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
<b>23</b>	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
<b>24</b>	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
<b>25</b>	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
<b>26</b>	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
<b>27</b>	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
<b>28</b>	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
<b>29</b>	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
<b>30</b>	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
<b>31</b>	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
<b>32</b>	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
<b>33</b>	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
<b>34</b>	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
<b>35</b>	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
<b>36</b>	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
<b>37</b>	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
<b>38</b>	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
<b>39</b>	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
<b>40</b>	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
<b>41</b>	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
<b>42</b>		<b>3.22</b>	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
<b>43</b>	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91

<b>44</b>	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
<b>45</b>	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89
<b>46</b>	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
<b>47</b>	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
<b>48</b>	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
<b>49</b>	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
<b>50</b>	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
<b>51</b>	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
<b>52</b>	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
<b>53</b>	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
<b>54</b>	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
<b>55</b>	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
<b>56</b>	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
<b>57</b>	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
<b>58</b>	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
<b>59</b>	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
<b>60</b>	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
<b>61</b>	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
<b>62</b>	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
<b>63</b>	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
<b>64</b>	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
<b>65</b>	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
<b>66</b>	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
<b>67</b>	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
<b>68</b>	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
<b>69</b>	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

<b>70</b>	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
<b>71</b>	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
<b>72</b>	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
<b>73</b>	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
<b>74</b>	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
<b>75</b>	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
<b>76</b>	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
<b>77</b>	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
<b>78</b>	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
<b>79</b>	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
<b>80</b>	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
<b>81</b>	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
<b>82</b>	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
<b>83</b>	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
<b>84</b>	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
<b>85</b>	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
<b>86</b>	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
<b>87</b>	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
<b>88</b>	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
<b>89</b>	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
<b>90</b>	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
<b>91</b>	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.90	1.86	1.83	1.80	1.78
<b>92</b>	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.89	1.86	1.83	1.80	1.78
<b>93</b>	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.78
<b>94</b>	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.77
<b>95</b>	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.82	1.80	1.77
<b>96</b>	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77

<b>97</b>	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
<b>98</b>	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
<b>99</b>	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
<b>100</b>	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93	1.89	1.85	1.82	1.79	1.77