

LAMPIRAN

Lampiran 1 Kuesioner

Bandar Lampung, Januari 2024

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Reginda Bagus Wijaya

NPM : 2012110003

Program Studi : S1 Manajemen

Dosen Pembimbing : Dr. Yunada Arpan, S.E., M.M

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada PT. Lautan Teknik Perkasa Lampung Selatan. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. Tentang **“Pengaruh *Reward* Dan *Punishment* Terhadap Produktivitas Kerja Karyawan Pada PTPN VII Unit Way Berulu”**.

Sehubungan dengan maksud di atas, 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. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Reginda Bagus Wijaya
NPM. 2012110003

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**“PENGARUH *REWARD* DAN *PUNISHMENT* TERHADAP
PRODUKTIVITAS KERJA KARYAWAN PADA PTPN VII
UNIT WAY BERULU”**

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. Umur : 17 – 25 tahun 35 – 40 tahun
 26 – 34 tahun > 40 Tahun
3. Jenis Kelamin : Laki – Laki Perempuan
4. Pendidikan Terakhir : S1
 Diploma III
 SMA
5. Masa Kerja : 1 – 2 tahun 5 – 6 tahun
 3 – 4 tahun > 7 tahun

DAFTAR PERNYATAAN

1. Reward (X₁)

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
		5	4	3	2	1
1.	Gaji merupakan motivasi untuk semangat kerja					
2.	Tunjangan yang diberikan perusahaan dapat mencukupi kebutuhan saat ini					
3.	karyawan diberi pelatihan/diklat untuk mengembangkan karirnya					
4.	Perusahaan memberikan asuransi kepada karyawan					
5.	Perusahaan memberikan penghargaan atas hasil kerja yang dicapai					
6.	Setiap karyawan memiliki peluang untuk mengembangkan karir di perusahaan ini					
7.	Perusahaan memberikan promosi bagi karyawan yang berprestasi.					
8.	Perusahaan memberikan dana pensiun sesuai masa kerja karyawan					

2. Punishment (X₂)

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
		5	4	3	2	1
1.	Saya berusaha meminimalisir kesalahan dalam bekerja					
2.	Karyawan bisa mendapatkan hukuman pemotongan uang insentif atau gaji sebagai denda kepada karyawan yang sering melakukan kesalahan secara berulang					
3.	Atasan memberikan teguran terlebih dahulu karena kesalahan sebelum terkena hukuman					
4.	Karyawan akan mendapatkan skorsing apabila menerima surat peringatan sebanyak 3 kali					
5.	Perusahaan akan memberhentikan hubungan kerja kepada karyawan yang sering melakukan kesalahan berulang dan fatal yang dapat merugikan Perusahaan					
6.	Perusahaan memberikan hukuman sedang berupa (penundaan kenaikan gaji / promosi) kepada karyawan yang sering melanggar aturan					
7.	Perusahaan selalu memberikan hukuman berupa surat pernyataan pertama bagi yang sering terlambat					
8.	Atasan memberikan hukuman yang lebih berat ketika melakukan kesalahan yang sama					

3. Produktivitas Kerja (Y)

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan.					
2	Pekerjaan yang dihasilkan sudah sesuai dengan target yang ditetapkan oleh Perusahaan					
3	Saya selalu berusaha untuk meningkatkan kualitas kerja saya.					
4	Saya selalu berusaha memperbaiki terhadap kesalahan yang pernah saya lakukan dalam melaksanakan pekerjaan.					
5	Jumlah dari hasil pekerjaan yang saya tangani selalu memenuhi target yang telah ditetapkan.					
6	Saya mampu menyelesaikan pekerjaan tepat pada waktunya.					
7	Saya teliti dalam menyelesaikan setiap pekerjaan					
8	Mutu dari hasil kerja saya selalu memenuhi standar yang telah ditetapkan.					

Lampiran 2 Data Jawaban Responden

Variabel *Reward* (X1)

No	Reward								Total
	1	2	3	4	5	6	7	8	
1	4	4	4	2	4	4	4	4	30
2	5	3	5	5	4	4	4	4	34
3	4	4	4	5	4	3	4	4	32
4	3	3	3	5	3	4	4	3	28
5	4	4	4	2	4	3	4	4	29
6	5	5	5	5	3	3	3	3	32
7	3	3	2	3	5	3	5	5	29
8	2	2	1	2	3	4	4	3	21
9	4	4	4	5	5	4	5	5	36
10	4	4	4	5	4	4	4	4	33
11	3	3	3	5	3	3	3	3	26
12	5	5	5	5	5	5	5	5	40
13	2	3	2	3	2	2	2	3	19
14	3	3	3	4	3	3	3	3	25
15	4	4	4	5	4	4	4	4	33
16	5	3	3	3	2	3	1	4	24
17	4	4	4	5	4	4	4	5	34
18	3	3	3	5	3	3	3	3	26
19	4	4	4	5	4	4	5	4	34
20	3	3	3	4	3	3	4	2	25
21	5	5	5	5	5	5	5	4	39
22	3	3	4	2	3	3	3	4	25
23	3	3	3	5	3	5	4	2	28
24	4	4	4	3	4	3	3	4	29
25	3	3	3	4	3	4	4	3	27
26	5	5	5	5	5	5	3	3	36
27	2	3	2	4	2	4	4	4	25
28	3	3	3	3	3	3	5	3	26
29	4	4	4	5	4	5	3	4	33
30	4	4	4	4	4	4	2	3	29
31	4	4	4	3	4	3	4	4	30
32	3	3	4	2	3	2	3	3	23
33	4	5	4	3	4	5	4	5	34

Variabel Punishment (X2)

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

Variabel Produktivitas Kerja (Y)

No	Produktivitas Kerja								Total
	1	2	3	4	5	6	7	8	
1	3	3	3	3	3	3	3	3	24
2	4	4	4	5	4	5	4	4	34
3	5	5	5	3	5	3	5	5	36
4	4	4	4	5	4	5	4	4	34
5	3	3	4	2	3	2	3	3	23
6	4	4	5	4	4	4	4	4	33
7	3	3	3	4	3	4	3	3	26
8	4	4	4	5	4	5	4	4	34
9	5	5	5	5	5	5	5	5	40
10	3	4	2	3	4	2	3	4	25
11	2	3	2	2	4	2	2	3	20
12	4	4	4	5	4	5	4	4	34
13	3	3	3	4	3	4	3	3	26
14	3	3	3	5	3	5	3	3	28
15	4	4	4	3	4	3	4	4	30
16	3	3	3	4	3	4	3	3	26
17	5	5	5	5	5	5	5	5	40
18	2	3	2	4	2	4	2	3	22
19	3	3	3	3	3	3	3	3	24
20	4	4	4	5	4	5	4	4	34
21	4	4	4	4	4	4	3	3	30
22	4	4	4	3	4	3	4	5	31
23	3	3	4	2	3	2	5	3	25
24	4	4	4	3	4	3	4	5	31
25	3	3	3	4	3	4	4	2	26
26	5	5	5	4	5	4	5	4	37
27	3	3	4	3	3	3	3	4	26
28	3	3	3	4	3	4	4	5	29
29	4	4	4	5	4	5	5	5	36
30	5	5	5	5	5	5	2	3	35
31	3	4	2	3	4	2	2	2	22
32	2	3	2	2	4	2	4	5	24
33	5	4	5	3	5	4	5	4	35

Lampiran 3 Karakteristik Responden

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
17-25 Tahun	3	9.1	9.1	9.1
26-34 Tahun	16	48.5	48.5	57.6
Valid 35-40 Tahun	10	30.3	30.3	87.9
> 40 Tahun	4	12.1	12.1	100.0
Total	33	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	21	63.6	63.6	63.6
Valid Perempuan	12	36.4	36.4	100.0
Total	33	100.0	100.0	

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	8	24.2	24.2	24.2
Valid Diploma	12	36.4	36.4	60.6
Sarjana	13	39.4	39.4	100.0
Total	33	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
1-2 Tahun	4	12.1	12.1	12.1
3-4 Tahun	15	45.5	45.5	57.6
Valid 5-6 Tahun	8	24.2	24.2	81.8
> 7 Tahun	6	18.2	18.2	100.0
Total	33	100.0	100.0	

Lampiran 4 Deskripsi Jawaban Responden

Variabel *Reward* (X1)

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9.1	9.1	9.1
CS	11	33.3	33.3	42.4
Valid S	13	39.4	39.4	81.8
SS	6	18.2	18.2	100.0
Total	33	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.0	3.0	3.0
CS	15	45.5	45.5	48.5
Valid S	12	36.4	36.4	84.8
SS	5	15.2	15.2	100.0
Total	33	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	3.0	3.0	3.0
TS	3	9.1	9.1	12.1
Valid CS	9	27.3	27.3	39.4
S	15	45.5	45.5	84.8
SS	5	15.2	15.2	100.0
Total	33	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	15.2	15.2	15.2
CS	7	21.2	21.2	36.4
Valid S	5	15.2	15.2	51.5
SS	16	48.5	48.5	100.0
Total	33	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9.1	9.1	9.1
CS	12	36.4	36.4	45.5
Valid S	13	39.4	39.4	84.8
SS	5	15.2	15.2	100.0
Total	33	100.0	100.0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	6.1	6.1	6.1
CS	13	39.4	39.4	45.5
Valid S	12	36.4	36.4	81.8
SS	6	18.2	18.2	100.0
Total	33	100.0	100.0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	3.0	3.0	3.0
TS	2	6.1	6.1	9.1
Valid CS	9	27.3	27.3	36.4
S	15	45.5	45.5	81.8
SS	6	18.2	18.2	100.0
Total	33	100.0	100.0	

X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	6.1	6.1	6.1
CS	12	36.4	36.4	42.4
Valid S	14	42.4	42.4	84.8
SS	5	15.2	15.2	100.0
Total	33	100.0	100.0	

Variabel Punishment (X2)**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.0	3.0	3.0
CS	10	30.3	30.3	33.3
Valid S	12	36.4	36.4	69.7
SS	10	30.3	30.3	100.0
Total	33	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	6.1	6.1	6.1
TS	1	3.0	3.0	9.1
Valid CS	11	33.3	33.3	42.4
S	12	36.4	36.4	78.8
SS	7	21.2	21.2	100.0
Total	33	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	6.1	6.1	6.1
TS	2	6.1	6.1	12.1
Valid CS	7	21.2	21.2	33.3
S	14	42.4	42.4	75.8
SS	8	24.2	24.2	100.0
Total	33	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	3.0	3.0	3.0
TS	5	15.2	15.2	18.2
Valid CS	3	9.1	9.1	27.3
S	6	18.2	18.2	45.5
SS	18	54.5	54.5	100.0
Total	33	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	6.1	6.1	6.1
TS	3	9.1	9.1	15.2
CS	12	36.4	36.4	51.5
S	11	33.3	33.3	84.8
SS	5	15.2	15.2	100.0
Total	33	100.0	100.0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	3.0	3.0	3.0
TS	6	18.2	18.2	21.2
CS	8	24.2	24.2	45.5
S	15	45.5	45.5	90.9
SS	3	9.1	9.1	100.0
Total	33	100.0	100.0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	6.1	6.1	6.1
TS	2	6.1	6.1	12.1
CS	7	21.2	21.2	33.3
S	14	42.4	42.4	75.8
SS	8	24.2	24.2	100.0
Total	33	100.0	100.0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	9.1	9.1	9.1
TS	3	9.1	9.1	18.2
CS	12	36.4	36.4	54.5
S	11	33.3	33.3	87.9
SS	4	12.1	12.1	100.0
Total	33	100.0	100.0	

Variabel Produktivitas Kerja (Y)

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9.1	9.1	9.1
CS	13	39.4	39.4	48.5
Valid S	11	33.3	33.3	81.8
SS	6	18.2	18.2	100.0
Total	33	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
CS	14	42.4	42.4	42.4
Valid S	14	42.4	42.4	84.8
SS	5	15.2	15.2	100.0
Total	33	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	15.2	15.2	15.2
CS	8	24.2	24.2	39.4
Valid S	13	39.4	39.4	78.8
SS	7	21.2	21.2	100.0
Total	33	100.0	100.0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	12.1	12.1	12.1
CS	10	30.3	30.3	42.4
Valid S	9	27.3	27.3	69.7
SS	10	30.3	30.3	100.0
Total	33	100.0	100.0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.0	3.0	3.0
Valid CS	11	33.3	33.3	36.4
S	15	45.5	45.5	81.8

SS	6	18.2	18.2	100.0
Total	33	100.0	100.0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	18.2	18.2	18.2
CS	7	21.2	21.2	39.4
Valid S	10	30.3	30.3	69.7
SS	10	30.3	30.3	100.0
Total	33	100.0	100.0	

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	12.1	12.1	12.1
CS	10	30.3	30.3	42.4
Valid S	12	36.4	36.4	78.8
SS	7	21.2	21.2	100.0
Total	33	100.0	100.0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	6.1	6.1	6.1
CS	12	36.4	36.4	42.4
Valid S	11	33.3	33.3	75.8
SS	8	24.2	24.2	100.0
Total	33	100.0	100.0	

Lampiran 5 Hasil Uji Validitas

Variabel *Reward* (X1)

		Correlations								
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Reward
X1.1	Pearson Correlation	1	.762**	.860**	.354*	.596**	.384*	.025	.401*	.784**
	Sig. (2-tailed)		.000	.000	.044	.000	.027	.892	.021	.000
	N	33	33	33	33	33	33	33	33	33
X1.2	Pearson Correlation	.762**	1	.796**	.332	.659**	.467**	.183	.440*	.823**
	Sig. (2-tailed)	.000		.000	.059	.000	.006	.308	.010	.000
	N	33	33	33	33	33	33	33	33	33
X1.3	Pearson Correlation	.860**	.796**	1	.352*	.594**	.328	.104	.304	.781**
	Sig. (2-tailed)	.000	.000		.045	.000	.062	.565	.086	.000
	N	33	33	33	33	33	33	33	33	33
X1.4	Pearson Correlation	.354*	.332	.352*	1	.269	.463**	.190	-.011	.574**
	Sig. (2-tailed)	.044	.059	.045		.131	.007	.290	.952	.000
	N	33	33	33	33	33	33	33	33	33
X1.5	Pearson Correlation	.596**	.659**	.594**	.269	1	.494**	.535**	.561**	.837**
	Sig. (2-tailed)	.000	.000	.000	.131		.003	.001	.001	.000
	N	33	33	33	33	33	33	33	33	33
X1.6	Pearson Correlation	.384*	.467**	.328	.463**	.494**	1	.372*	.239	.678**
	Sig. (2-tailed)	.027	.006	.062	.007	.003		.033	.180	.000
	N	33	33	33	33	33	33	33	33	33
X1.7	Pearson Correlation	.025	.183	.104	.190	.535**	.372*	1	.349*	.500**
	Sig. (2-tailed)	.892	.308	.565	.290	.001	.033		.047	.003
	N	33	33	33	33	33	33	33	33	33
X1.8	Pearson Correlation	.401*	.440*	.304	-.011	.561**	.239	.349*	1	.564**
	Sig. (2-tailed)	.021	.010	.086	.952	.001	.180	.047		.001
	N	33	33	33	33	33	33	33	33	33
Reward	Pearson Correlation	.784**	.823**	.781**	.574**	.837**	.678**	.500**	.564**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.003	.001	
	N	33	33	33	33	33	33	33	33	33

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

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

Variabel Punishment (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	Punishment
X2.1	Pearson Correlation	1	.421*	.542**	-.025	.438*	.065	.476**	.184	.550**
	Sig. (2-tailed)		.015	.001	.888	.011	.720	.005	.306	.001
	N	33	33	33	33	33	33	33	33	33
X2.2	Pearson Correlation	.421*	1	.721**	.088	.616*	.378*	.721**	.366*	.799**
	Sig. (2-tailed)	.015		.000	.625	.000	.030	.000	.036	.000
	N	33	33	33	33	33	33	33	33	33
X2.3	Pearson Correlation	.542*	.721*	1	.355*	.585*	.272	.922**	.354*	.890**
	Sig. (2-tailed)	.001	.000		.043	.000	.125	.000	.043	.000
	N	33	33	33	33	33	33	33	33	33
X2.4	Pearson Correlation	-.025	.088	.355*	1	.192	.106	.355*	-.150	.394*
	Sig. (2-tailed)	.888	.625	.043		.284	.559	.043	.405	.023
	N	33	33	33	33	33	33	33	33	33
X2.5	Pearson Correlation	.438*	.616*	.585**	.192	1	.457*	.558**	.207	.751**
	Sig. (2-tailed)	.011	.000	.000	.284		.008	.001	.248	.000
	N	33	33	33	33	33	33	33	33	33
X2.6	Pearson Correlation	.065	.378*	.272	.106	.457*	1	.415*	.314	.557**
	Sig. (2-tailed)	.720	.030	.125	.559	.008		.016	.075	.001
	N	33	33	33	33	33	33	33	33	33
X2.7	Pearson Correlation	.476*	.721*	.922**	.355*	.558*	.415*	1	.406*	.911**
	Sig. (2-tailed)	.005	.000	.000	.043	.001	.016		.019	.000
	N	33	33	33	33	33	33	33	33	33
X2.8	Pearson Correlation	.184	.366*	.354*	-.150	.207	.314	.406*	1	.497**
	Sig. (2-tailed)	.306	.036	.043	.405	.248	.075	.019		.003
	N	33	33	33	33	33	33	33	33	33
Punishment	Pearson Correlation	.550*	.799*	.890**	.394*	.751*	.557*	.911**	.497**	1
	Sig. (2-tailed)	.001	.000	.000	.023	.000	.001	.000	.003	
	N	33	33	33	33	33	33	33	33	33

*. 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

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Produktivitas Kerja
Y1	Pearson Correlation	1	.892**	.901**	.466**	.812**	.521**	.605**	.456**	.924**
	Sig. (2-tailed)		.000	.000	.006	.000	.002	.000	.008	.000
	N	33	33	33	33	33	33	33	33	33
Y2	Pearson Correlation	.892**	1	.703**	.414*	.895**	.378*	.454**	.473**	.835**
	Sig. (2-tailed)	.000		.000	.017	.000	.030	.008	.005	.000
	N	33	33	33	33	33	33	33	33	33
Y3	Pearson Correlation	.901**	.703**	1	.347*	.634**	.460**	.638**	.432*	.843**
	Sig. (2-tailed)	.000	.000		.048	.000	.007	.000	.012	.000
	N	33	33	33	33	33	33	33	33	33
Y4	Pearson Correlation	.466**	.414*	.347*	1	.206	.961**	.169	.136	.649**
	Sig. (2-tailed)	.006	.017	.048		.251	.000	.348	.449	.000
	N	33	33	33	33	33	33	33	33	33
Y5	Pearson Correlation	.812**	.895**	.634**	.206	1	.222	.488**	.501**	.752**
	Sig. (2-tailed)	.000	.000	.000	.251		.214	.004	.003	.000
	N	33	33	33	33	33	33	33	33	33
Y6	Pearson Correlation	.521**	.378*	.460**	.961**	.222	1	.268	.184	.702**
	Sig. (2-tailed)	.002	.030	.007	.000	.214		.132	.306	.000
	N	33	33	33	33	33	33	33	33	33
Y7	Pearson Correlation	.605**	.454**	.638**	.169	.488**	.268	1	.663**	.706**
	Sig. (2-tailed)	.000	.008	.000	.348	.004	.132		.000	.000
	N	33	33	33	33	33	33	33	33	33
Y8	Pearson Correlation	.456**	.473**	.432*	.136	.501**	.184	.663**	1	.623**
	Sig. (2-tailed)	.008	.005	.012	.449	.003	.306	.000		.000
	N	33	33	33	33	33	33	33	33	33
Produktivitas Kerja	Pearson Correlation	.924**	.835**	.843**	.649**	.752**	.702**	.706**	.623**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33	33	33

** . 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 *Reward* (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.835	8

Variabel *Punishment* (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.819	8

Variabel Produktivitas Kerja (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.885	8

Lampiran 7 Hasil Uji Linieritas

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	565.886	15	37.726	1.553	.191
Between Groups	184.410	1	184.410	7.589	.014
Productivitas Kerja * Reward Deviation from Linearity	381.477	14	27.248	1.121	.406
Within Groups	413.083	17	24.299		
Total	978.970	32			

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	673.720	15	44.915	2.501	.036
Between Groups	463.940	1	463.940	25.838	.000
Productivitas Kerja * Punishment Deviation from Linearity	209.780	14	14.984	.835	.630
Within Groups	305.250	17	17.956		
Total	978.970	32			

Lampiran 8 Hasil Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	7.005	4.743			
Reward	.174	.161	.157	.800	1.250
Punishment	.601	.141	.618	.800	1.250

a. Dependent Variable: Produktivitas Kerja

Lampiran 9 Hasil Uji Analisis Regresi Linier Berganda

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	7.005	4.743	
Reward	.174	.161	.157
Punishment	.601	.141	.618

a. Dependent Variable: Produktivitas Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.703 ^a	.494	.460	4.065

a. Predictors: (Constant), Punishment, Reward

Lampiran 10 Hasil Uji t

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	15.528	5.355		2.900	.007
Reward	.480	.179	.434	2.682	.012

a. Dependent Variable: Produktivitas Kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	10.144	3.768		2.692	.011
Punishment	.669	.127	.688	5.284	.000

a. Dependent Variable: Produktivitas Kerja

Lampiran 11 Hasil Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	483.354	2	241.677	14.629	.000 ^b
	Residual	495.616	30	16.521		
	Total	978.970	32			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Punishment, Reward

Lampiran 12 R Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	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		0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018

63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290

96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211

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	31.82052	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			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
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
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
1	161	199	216	225	230	234	237	239	241	242
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18
30		3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10

38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95

81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94
91	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94
92	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94
93	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
94	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
95	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
96	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93
97	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93
98	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93
99	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93
100	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93