

## **LAMPIRAN**

KUESIONER PENELITIAN

PENGARUH BUDAYA ORGANISASI, KOMPENSASI DAN WORK FROM HOME TERHADAP KINERJA PEGAWAI DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING DI BPS PROVINSI LAMPUNG

IDENTITAS PENELITIAN

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Kepada Yth:

Bapak/Ibu/Saudara/i Pegawai

BPS Provinsi Lampung

Untuk menyelesaikan tugas akhir Pendidikan Pascasarjana IBI Darmajaya, mohon kesediaan Bapak/Ibu/Saudara/i untuk ikut berpartisipasi dalam penelitian yang dengan tema “PENGARUH BUDAYA ORGANISASI, KOMPENSASI DAN WORK FROM HOME TERHADAP KINERJA PEGAWAI DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING DI BPS PROVINSI LAMPUNG”. Bapak/Ibu/Saudara/i dimohon untuk mengisi kuesioner berikut sesuai keadaan yang sebenarnya dan tidak ada jawaban yang benar/salah. Pertanyaan dimaksudkan untuk menggambarkan keadaan pegawai saat ini. Atas ketersediaan, dukungan dan kerja sama yang baik, disampaikan terima kasih.

## PENELITIAN SUMBER DAYA MANUSIA

Untuk mempraktekkan materi yang sudah dipelajari dalam bidang Manajemen Sumber Daya Manusia (MSDM), bersama ini kami memohon kesediaan Bapak/Ibu/Saudara/i untuk berpartisipasi dalam penelitian ini dengan memberikan jawaban yang sebenarnya, yang mencerminkan keadaan saat ini, tidak ada jawaban yang benar atau salah. Pertanyaan dan jawaban hanya untuk menggambarkan keadaan saat ini. Jawablah pertanyaan sesuai panduan pada masing-masing kelompok pertanyaan.

### A. Data Demografis

Untuk pertanyaan terbuka, isikan jawaban pada titik-titik/kotak yang telah disediakan. Untuk pertanyaan pilihan lingkari jawaban yang sesuai

- 1 Jenis Kelamin : -1. Laki-laki -2. Perempuan
- 2 Tahun Mulai Bekerja di BPS Provinsi Lampung
- 3 Tahun menjadi CPNS
- 4 Pendidikan : -1. SLTA/SMK -3. S1  
-2. DI/DIII -4. S2  
-5. S3
- 5 Jumlah anggota rumah tangga : ..... orang
- 6 Jumlah ART usia kurang dari 13 : ..... orang
- 7 Usia : ..... Tahun
- 8 Bagian/Bidang : -1. Bagian umum -4. Bidang Stat. Distribusi  
-2. Bidang Stat. Sosial -5. Bidang Nerwilis  
-3. Bidang Stat. Produksi -6. Bidang IPDS
- 9 Jabatan : .....
- 10 Apakah ditugaskan sebagai KF/SKF : 1. Ya 2. Tidak

Pada halaman berikutnya, saudara diminta untuk memberikan penilaian sesuai pernyataan yang ditanyakan dengan jawaban sebagai berikut:

| KRITERIA JAWABAN          | SKOR PENILAIAN |
|---------------------------|----------------|
| SS = Sangat Setuju        | 5              |
| S = Setuju                | 4              |
| KS = Kurang Setuju        | 3              |
| TS = Tidak Setuju         | 2              |
| STS = Sangat Tidak Setuju | 1              |

B. Budaya Organisasi

| No. | Pernyataan   | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 1.  | Saya selalu berusaha menciptakan ide yang inovatif dalam melaksanakan pekerjaan  |    |   |    |    |     |
| 2.  | Bila terjadi kesalahan maka saya siap menanggung resikonya   |    |   |    |    |     |
| 3.  | Saya selalu dituntut untuk menyelesaikan pekerjaan dengan tepat dan cermat   |    |   |    |    |     |
| 4.  | Saya selalu memeriksa ulang dengan cermat untuk setiap pekerjaan yang telah selesai dilaksanakan                       |    |   |    |    |     |
| 5.  | Saya selalu berfikir bagaimana menyelesaikan pekerjaan dengan cepat dan hasil yang terbaik                             |    |   |    |    |     |
| 6.  | Saya berusaha meningkatkan kemampuan diri/terus belajar untuk menunjang penyelesaian pekerjaan yang optimal            |    |   |    |    |     |
| 7.  | Saya merasa pimpinan telah memberdayakan seluruh pegawai dalam pelaksanaan pekerjaan atau pencapaian tujuan organisasi |    |   |    |    |     |
| 8.  | Saya merasa tugas yang diberikan kepada saya sudah sesuai dengan kapasitas dan kemampuan saya.                         |    |   |    |    |     |
| 9.  | Saya lebih senang menyelesaikan pekerjaan dengan kerjasama tim   |    |   |    |    |     |

| No. | Pernyataan  | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| 10. | Saya berusaha menjalin kerjasama dengan anggota satuan kerja lain untuk meningkatkan hasil yang terbaik bagi perusahaan |    |   |    |    |     |
| 11. | Saya selalu bersemangat setiap mendapatkan tugas-tugas baru disamping melaksanakan tugas-tugas yang telah ada.          |    |   |    |    |     |
| 12. | Saya senantiasa datang tepat pada waktunya dan disiplin waktu agar pekerjaan terselesaikan dengan baik                  |    |   |    |    |     |
| 13. | Saya merasa nyaman dengan kondisi organisasi yang ada saat ini  |    |   |    |    |     |
| 14. | Saya mampu mengedepankan visi dan misi organisasi daripada kepentingan pribadi  |    |   |    |    |     |

Sumber : Robbin & Judge

### C. Kompensasi

| No. | Pernyataan  | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| 1.  | Gaji yang saya terima sudah sesuai dengan masa kerja, pendidikan dan kompetensi saya.   |    |   |    |    |     |
| 2.  | Tunjangan kinerja yang saya terima sudah sesuai dengan capaian kerja saya setiap bulan  |    |   |    |    |     |
| 3.  | Gaji dan tunjangan yang saya terima dapat mencukupi kebutuhan saya dan keluarga         |    |   |    |    |     |
| 4.  | Fasilitas kerja yang saya dapatkan sudah sesuai dengan tanggungjawab dan beban kerja    |    |   |    |    |     |
| 5.  | Pimpinan/atasan memberikan dorongan kepada saya untuk pengembangan karir dan kompetensi |    |   |    |    |     |
| 6.  | Pimpinan/atasan selalu memberikan apresiasi atas prestasi kerja yang saya capai         |    |   |    |    |     |
| 7.  | Saya selalu dilibatkan dalam pekerjaan-pekerjaan penting kantor saya                    |    |   |    |    |     |

| No. | Pernyataan   | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 8.  | Mekanisme penetapan tunjangan kinerja yang diterima pegawai tiap bulan sudah dilakukan secara cermat dan adil.   |    |   |    |    |     |
| 9.  | Secara rata-rata, apabila dibandingkan dengan rekan kerja, besaran gaji dan tunjangan yang saya terima sudah sesuai sesuai dengan kinerja, masa kerja, jabatan, pendidikan, dan kompetensi saya. |    |   |    |    |     |
| 10  | Apabila dibandingkan dengan instansi lain, besaran gaji dan tunjangan yang saya terima sudah sesuai sesuai dengan kinerja, masa kerja, jabatan, pendidikan, dan kompetensi saya.                 |    |   |    |    |     |

Sumber: Dessler dan Kreitner-Kinicki

#### D. Work From Home

| No. | Pernyataan   | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 1   | Pada saat WFH saya memiliki ruangan khusus di rumah yang menjadi ruangan kerja                                   |    |   |    |    |     |
| 2   | Saya menguasai fasilitas teknologi informasi PC/Laptop yang mendukung work from home                             |    |   |    |    |     |
| 3   | Saya mempunyai akses jaringan internet yang baik di rumah  |    |   |    |    |     |
| 4   | Menurut saya WFH dapat mengurangi risiko terkena covid-19  |    |   |    |    |     |
| 5   | Saya merasa WFH meningkatkan hubungan sosial saya dengan anggota keluarga dan tetangga                           |    |   |    |    |     |
| 6   | Saya merasa WFH dapat mengurangi tingkat pengeluaran/biaya hidup   |    |   |    |    |     |
| 7   | Saya selalu dapat mengikuti rapat atau pertemuan kantor dari rumah dengan fasilitas video conference/ video call |    |   |    |    |     |
| 8   | Saya sering berkomunikasi mengenai pekerjaan dengan sesama rekan kerja saya                                      |    |   |    |    |     |
| 9   | Saya sering berkomunikasi mengenai pekerjaan dengan atasan saya  |    |   |    |    |     |
| 10  | Saya selalu melakukan presensi Kaizala dengan tepat waktu/tidak pernah terlambat                                 |    |   |    |    |     |

| No. | Pernyataan   | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 11  | Pada saat jam kerja WFH saya selalu dapat focus bekerja tanpa terganggu urusan rumah tangga/pribadi. |    |   |    |    |     |
| 12  | Saya tetap senang apabila pada saat jadwal WFH saya diminta untuk bekerja di kantor                  |    |   |    |    |     |

Sumber: (Weerasinghe; Gadecki et al)

#### E. Kepuasan Kerja

| No. | Pernyataan  | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| 1.  | Saya sudah merasa puas dengan pekerjaan yang dijalani saat ini  |    |   |    |    |     |
| 2.  | Pekerjaan yang saya lakukan saat ini sudah sesuai dengan latar belakang pendidikan, kemampuan, dan keahlian saya                                  |    |   |    |    |     |
| 3   | Saya merasa bangga terhadap pekerjaan yang saya miliki  |    |   |    |    |     |
| 4.  | Saya sudah merasa puas dengan gaji pokok yang diterima saat ini   |    |   |    |    |     |
| 5.  | Tunjangan kinerja yang saya terima saat ini sudah memuaskan, sesuai dengan beban kerja dan tanggung jawab yang saya emban                         |    |   |    |    |     |
| 6.  | Tunjangan kinerja sudah diberikan secara adil kepada pegawai sesuai beban kerjanya.   |    |   |    |    |     |
| 7.  | Atasan selama ini selalu memberikan pengarahan kepada bawahan dalam setiap pekerjaan  |    |   |    |    |     |
| 8.  | Komunikasi antara atasan dan bawahan terjalin dengan baik dalam menyelesaikan masalah-masalah pekerjaan   |    |   |    |    |     |
| 9.  | Atasan selalu memberikan kesempatan untuk penyampaian ide-ide atau masukan yang mungkin berguna dalam mendukung tercapainya program-program kerja |    |   |    |    |     |
| 10. | Bilamana dibutuhkan rekan kerja memberikan bantuan langsung dalam upaya untuk menyelesaikan pekerjaan tepat pada waktunya                         |    |   |    |    |     |



| No. | Pernyataan  | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| 11. | Setiap tugas dapat saya selesaikan dengan baik bila ada dukungan dari rekan kerja di kantor |    |   |    |    |     |
| 12. | Saya tidak menemukan kesulitan dalam bekerjasama dengan rekan kerja                         |    |   |    |    |     |
| 13. | Semua karyawan di perusahaan ini diberikan kesempatan yang sama untuk promosi               |    |   |    |    |     |
| 14. | Prestasi kerja yang baik menghasilkan adanya promosi jabatan untuk karyawan                 |    |   |    |    |     |
| 15. | Promosi karyawan di perusahaan ini dilakukan secara obyektif                                |    |   |    |    |     |

Sumber: Robbins & Judge

#### F. Kinerja Pegawai

| No. | Pernyataan  | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| 1.  | Saya selalu dapat memahami standar pekerjaan yang harus saya laksanakan                               |    |   |    |    |     |
| 2.  | Saya melakukan pekerjaan dengan sungguh-sungguh karena pekerjaan ini penting bagi saya dan organisasi |    |   |    |    |     |
| 3.  | Saya selalu dapat menyelesaikan pekerjaan sesuai standar yang ditetapkan                              |    |   |    |    |     |
| 4.  | Saya selalu dapat menyelesaikan semua pekerjaan yang diberikan  |    |   |    |    |     |
| 5.  | Walaupun banyak hambatan saya dapat menyelesaikan pekerjaan yang diberikan tepat waktu                |    |   |    |    |     |
| 6.  | Saya selalu berusaha menyelesaikan pekerjaan sebelum batas waktu yang telah ditetapkan                |    |   |    |    |     |
| 7.  | Saya dapat menyelesaikan semua pekerjaan sesuai dengan metode/cara yang sudah ditetapkan              |    |   |    |    |     |
| 8.  | Pencapaian kerja saya, selalu sesuai dengan yang saya harapkan  |    |   |    |    |     |

| No. | Pernyataan  | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| 9.  | Saya selalu mencari cara yang terbaik dalam menyelesaikan pekerjaan selama tidak bertentangan dengan aturan |    |   |    |    |     |
| 10. | Dalam melaksanakan pekerjaan Saya berusaha menghemat biaya yang harus dikeluarkan oleh kantor.              |    |   |    |    |     |
| 11. | Dalam melaksanakan pekerjaan saya berusaha menggunakan sumber daya kantor secara optimal.                   |    |   |    |    |     |
| 12. | Saya selalu menyelesaikan pekerjaan dengan cepat walaupun jadwal penyelesaian pekerjaan masih lama.         |    |   |    |    |     |

Sumber: R. Aziz

## Descriptive Statistics

| Indikator | N  | Minimum | Maximum | Mean  | Std. Deviation |
|-----------|----|---------|---------|-------|----------------|
| x101      | 72 | 2.0     | 5.0     | 3.972 | .6274          |
| x102      | 72 | 1.0     | 5.0     | 4.153 | .6426          |
| x103      | 72 | 2.0     | 5.0     | 4.292 | .6377          |
| x104      | 72 | 2.0     | 5.0     | 4.153 | .5972          |
| x105      | 72 | 1.0     | 5.0     | 4.361 | .6982          |
| x106      | 72 | 2.0     | 5.0     | 4.278 | .6965          |
| x107      | 72 | 2.0     | 5.0     | 3.792 | .7108          |
| x108      | 72 | 1.0     | 5.0     | 3.931 | .7185          |
| x109      | 72 | 1.0     | 5.0     | 4.181 | .7751          |
| x110      | 72 | 1.0     | 5.0     | 4.250 | .6661          |
| x111      | 72 | 2.0     | 5.0     | 3.889 | .6403          |
| x112      | 72 | 1.0     | 5.0     | 4.167 | .6920          |
| x113      | 72 | 1.0     | 5.0     | 3.861 | .8608          |
| x114      | 72 | 1.0     | 5.0     | 3.972 | .7501          |
| x201      | 72 | 1.0     | 5.0     | 3.903 | .7152          |
| x202      | 72 | 1.0     | 5.0     | 3.833 | .7506          |
| x203      | 72 | 2.0     | 5.0     | 3.903 | .6535          |
| x204      | 72 | 1.0     | 5.0     | 3.944 | .7099          |
| x205      | 72 | 2.0     | 5.0     | 4.000 | .6713          |
| x206      | 72 | 2.0     | 5.0     | 3.875 | .6037          |
| x207      | 72 | 2.0     | 5.0     | 3.625 | .6377          |
| x208      | 72 | 1.0     | 5.0     | 3.694 | .7438          |
| x209      | 72 | 2.0     | 5.0     | 3.694 | .7246          |
| x210      | 72 | 1.0     | 5.0     | 3.639 | .8102          |
| x301      | 72 | 1.0     | 5.0     | 3.458 | .9920          |
| x302      | 72 | 1.0     | 5.0     | 4.153 | .6203          |
| x303      | 72 | 1.0     | 5.0     | 4.069 | .7930          |
| x304      | 72 | 1.0     | 5.0     | 4.500 | .6713          |
| x305      | 72 | 1.0     | 5.0     | 4.111 | .8146          |
| x306      | 72 | 1.0     | 5.0     | 3.375 | .9106          |
| x307      | 72 | 1.0     | 5.0     | 4.250 | .7071          |
| x308      | 72 | 1.0     | 5.0     | 4.361 | .6566          |
| x309      | 72 | 1.0     | 5.0     | 4.236 | .7218          |

Descriptive Statistics

| Indikator             | N  | Minimum | Maximum | Mean  | Std. Deviation |
|-----------------------|----|---------|---------|-------|----------------|
| x310                  | 72 | 1.0     | 5.0     | 4.264 | .7690          |
| x311                  | 72 | 1.0     | 5.0     | 3.500 | .7872          |
| x312                  | 72 | 1.0     | 5.0     | 3.764 | .7598          |
| y101                  | 72 | 2.0     | 5.0     | 3.833 | .5814          |
| y102                  | 72 | 1.0     | 5.0     | 3.833 | .6713          |
| y103                  | 72 | 1.0     | 5.0     | 4.028 | .6914          |
| y104                  | 72 | 1.0     | 5.0     | 3.722 | .7732          |
| y105                  | 72 | 1.0     | 5.0     | 3.653 | .7346          |
| y106                  | 72 | 1.0     | 5.0     | 3.653 | .7152          |
| y107                  | 72 | 2.0     | 5.0     | 3.806 | .7438          |
| y108                  | 72 | 1.0     | 5.0     | 3.889 | .7971          |
| y109                  | 72 | 2.0     | 5.0     | 4.069 | .4843          |
| y110                  | 72 | 2.0     | 5.0     | 4.083 | .5503          |
| y111                  | 72 | 1.0     | 5.0     | 4.028 | .6045          |
| y112                  | 72 | 2.0     | 5.0     | 4.014 | .5437          |
| y113                  | 72 | 2.0     | 5.0     | 3.806 | .7049          |
| y114                  | 72 | 1.0     | 5.0     | 3.889 | .6620          |
| y115                  | 72 | 3.0     | 5.0     | 3.903 | .5350          |
| y201                  | 72 | 1.0     | 5.0     | 4.014 | .5932          |
| y202                  | 72 | 1.0     | 5.0     | 4.222 | .6760          |
| y203                  | 72 | 1.0     | 5.0     | 4.097 | .6088          |
| y204                  | 72 | 2.0     | 5.0     | 4.042 | .5156          |
| y205                  | 72 | 2.0     | 5.0     | 4.056 | .5278          |
| y206                  | 72 | 1.0     | 5.0     | 4.111 | .6403          |
| y207                  | 72 | 1.0     | 5.0     | 4.042 | .5676          |
| y208                  | 72 | 2.0     | 5.0     | 3.833 | .5307          |
| y209                  | 72 | 1.0     | 5.0     | 4.139 | .5888          |
| y210                  | 72 | 1.0     | 5.0     | 3.958 | .6152          |
| y211                  | 72 | 1.0     | 5.0     | 4.042 | .5919          |
| y212                  | 72 | 1.0     | 5.0     | 3.861 | .7181          |
| Valid N<br>(listwise) | 72 |         |         |       |                |

Frequency Table

x101

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 4         | 5.1     | 5.6           | 5.6                |
|                | 3.0   | 3         | 3.8     | 4.2           | 9.7                |
|                | 4.0   | 56        | 70.9    | 77.8          | 87.5               |
|                | 5.0   | 9         | 11.4    | 12.5          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

x102

|                |     | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----|-----------|---------|---------------|--------------------|
| Valid          | 1.0 | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0 | 1         | 1.3     | 1.4           | 2.8                |
|                | 3.0 | 1         | 1.3     | 1.4           | 4.2                |
|                | 4.0 | 52        | 65.8    | 72.2          | 76.4               |
|                | 5.0 | 17        | 21.5    | 23.6          | 100.0              |
| Total          |     | 72        | 91.1    | 100.0         |                    |
| Missing System |     | 7         | 8.9     |               |                    |
| Total          |     | 79        | 100.0   |               |                    |

x103

|                |     | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----|-----------|---------|---------------|--------------------|
| Valid          | 2.0 | 2         | 2.5     | 2.8           | 2.8                |
|                | 3.0 | 1         | 1.3     | 1.4           | 4.2                |
|                | 4.0 | 43        | 54.4    | 59.7          | 63.9               |
|                | 5.0 | 26        | 32.9    | 36.1          | 100.0              |
| Total          |     | 72        | 91.1    | 100.0         |                    |
| Missing System |     | 7         | 8.9     |               |                    |
| Total          |     | 79        | 100.0   |               |                    |

x104

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 2         | 2.5     | 2.8           | 2.8                |
|         | 3.0    | 2         | 2.5     | 2.8           | 5.6                |
|         | 4.0    | 51        | 64.6    | 70.8          | 76.4               |
|         | 5.0    | 17        | 21.5    | 23.6          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x105

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 1         | 1.3     | 1.4           | 2.8                |
|         | 4.0    | 39        | 49.4    | 54.2          | 56.9               |
|         | 5.0    | 31        | 39.2    | 43.1          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x106

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 2         | 2.5     | 2.8           | 2.8                |
|         | 3.0    | 4         | 5.1     | 5.6           | 8.3                |
|         | 4.0    | 38        | 48.1    | 52.8          | 61.1               |
|         | 5.0    | 28        | 35.4    | 38.9          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x107

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 4         | 5.1     | 5.6           | 5.6                |
|         | 3.0    | 15        | 19.0    | 20.8          | 26.4               |
|         | 4.0    | 45        | 57.0    | 62.5          | 88.9               |
|         | 5.0    | 8         | 10.1    | 11.1          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x108

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 3         | 3.8     | 4.2           | 5.6                |
|         | 3.0    | 6         | 7.6     | 8.3           | 13.9               |
|         | 4.0    | 52        | 65.8    | 72.2          | 86.1               |
|         | 5.0    | 10        | 12.7    | 13.9          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x109

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 1         | 1.3     | 1.4           | 2.8                |
|         | 3.0    | 7         | 8.9     | 9.7           | 12.5               |
|         | 4.0    | 38        | 48.1    | 52.8          | 65.3               |
|         | 5.0    | 25        | 31.6    | 34.7          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x110

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0   | 1         | 1.3     | 1.4           | 2.8                |
|                | 4.0   | 47        | 59.5    | 65.3          | 68.1               |
|                | 5.0   | 23        | 29.1    | 31.9          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System | 7     | 8.9       |         |               |                    |
| Total          | 79    | 100.0     |         |               |                    |

x111

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 3         | 3.8     | 4.2           | 4.2                |
|                | 3.0   | 10        | 12.7    | 13.9          | 18.1               |
|                | 4.0   | 51        | 64.6    | 70.8          | 88.9               |
|                | 5.0   | 8         | 10.1    | 11.1          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System | 7     | 8.9       |         |               |                    |
| Total          | 79    | 100.0     |         |               |                    |

x112

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0   | 1         | 1.3     | 1.4           | 2.8                |
|                | 3.0   | 3         | 3.8     | 4.2           | 6.9                |
|                | 4.0   | 47        | 59.5    | 65.3          | 72.2               |
|                | 5.0   | 20        | 25.3    | 27.8          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System | 7     | 8.9       |         |               |                    |
| Total          | 79    | 100.0     |         |               |                    |



x113

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 2         | 2.5     | 2.8           | 2.8                |
|                | 2.0   | 4         | 5.1     | 5.6           | 8.3                |
|                | 3.0   | 8         | 10.1    | 11.1          | 19.4               |
|                | 4.0   | 46        | 58.2    | 63.9          | 83.3               |
|                | 5.0   | 12        | 15.2    | 16.7          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

x114

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 2         | 2.5     | 2.8           | 2.8                |
|                | 2.0   | 1         | 1.3     | 1.4           | 4.2                |
|                | 3.0   | 6         | 7.6     | 8.3           | 12.5               |
|                | 4.0   | 51        | 64.6    | 70.8          | 83.3               |
|                | 5.0   | 12        | 15.2    | 16.7          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

x201

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0   | 3         | 3.8     | 4.2           | 5.6                |
|                | 3.0   | 7         | 8.9     | 9.7           | 15.3               |
|                | 4.0   | 52        | 65.8    | 72.2          | 87.5               |
|                | 5.0   | 9         | 11.4    | 12.5          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

x202

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0   | 4         | 5.1     | 5.6           | 6.9                |
|                | 3.0   | 9         | 11.4    | 12.5          | 19.4               |
|                | 4.0   | 50        | 63.3    | 69.4          | 88.9               |
|                | 5.0   | 8         | 10.1    | 11.1          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

x203

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 3         | 3.8     | 4.2           | 4.2                |
|                | 3.0   | 10        | 12.7    | 13.9          | 18.1               |
|                | 4.0   | 50        | 63.3    | 69.4          | 87.5               |
|                | 5.0   | 9         | 11.4    | 12.5          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

x204

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0   | 2         | 2.5     | 2.8           | 4.2                |
|                | 3.0   | 8         | 10.1    | 11.1          | 15.3               |
|                | 4.0   | 50        | 63.3    | 69.4          | 84.7               |
|                | 5.0   | 11        | 13.9    | 15.3          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

x205

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 3         | 3.8     | 4.2           | 4.2                |
|         | 3.0    | 7         | 8.9     | 9.7           | 13.9               |
|         | 4.0    | 49        | 62.0    | 68.1          | 81.9               |
|         | 5.0    | 13        | 16.5    | 18.1          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x206

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 3         | 3.8     | 4.2           | 4.2                |
|         | 3.0    | 9         | 11.4    | 12.5          | 16.7               |
|         | 4.0    | 54        | 68.4    | 75.0          | 91.7               |
|         | 5.0    | 6         | 7.6     | 8.3           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x207

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 4         | 5.1     | 5.6           | 5.6                |
|         | 3.0    | 21        | 26.6    | 29.2          | 34.7               |
|         | 4.0    | 45        | 57.0    | 62.5          | 97.2               |
|         | 5.0    | 2         | 2.5     | 2.8           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x208

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 2         | 2.5     | 2.8           | 2.8                |
|         | 2.0    | 2         | 2.5     | 2.8           | 5.6                |
|         | 3.0    | 16        | 20.3    | 22.2          | 27.8               |
|         | 4.0    | 48        | 60.8    | 66.7          | 94.4               |
|         | 5.0    | 4         | 5.1     | 5.6           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x209

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 5         | 6.3     | 6.9           | 6.9                |
|         | 3.0    | 18        | 22.8    | 25.0          | 31.9               |
|         | 4.0    | 43        | 54.4    | 59.7          | 91.7               |
|         | 5.0    | 6         | 7.6     | 8.3           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x210

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 2         | 2.5     | 2.8           | 2.8                |
|         | 2.0    | 3         | 3.8     | 4.2           | 6.9                |
|         | 3.0    | 20        | 25.3    | 27.8          | 34.7               |
|         | 4.0    | 41        | 51.9    | 56.9          | 91.7               |
|         | 5.0    | 6         | 7.6     | 8.3           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x301

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 13        | 16.5    | 18.1          | 19.4               |
|         | 3.0    | 20        | 25.3    | 27.8          | 47.2               |
|         | 4.0    | 28        | 35.4    | 38.9          | 86.1               |
|         | 5.0    | 10        | 12.7    | 13.9          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x302

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 3.0    | 3         | 3.8     | 4.2           | 5.6                |
|         | 4.0    | 51        | 64.6    | 70.8          | 76.4               |
|         | 5.0    | 17        | 21.5    | 23.6          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x303

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 2         | 2.5     | 2.8           | 4.2                |
|         | 3.0    | 8         | 10.1    | 11.1          | 15.3               |
|         | 4.0    | 41        | 51.9    | 56.9          | 72.2               |
|         | 5.0    | 20        | 25.3    | 27.8          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x304

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 3.0    | 1         | 1.3     | 1.4           | 2.8                |
|         | 4.0    | 30        | 38.0    | 41.7          | 44.4               |
|         | 5.0    | 40        | 50.6    | 55.6          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x305

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 1         | 1.3     | 1.4           | 2.8                |
|         | 3.0    | 11        | 13.9    | 15.3          | 18.1               |
|         | 4.0    | 35        | 44.3    | 48.6          | 66.7               |
|         | 5.0    | 24        | 30.4    | 33.3          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x306

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 3         | 3.8     | 4.2           | 4.2                |
|         | 2.0    | 6         | 7.6     | 8.3           | 12.5               |
|         | 3.0    | 30        | 38.0    | 41.7          | 54.2               |
|         | 4.0    | 27        | 34.2    | 37.5          | 91.7               |
|         | 5.0    | 6         | 7.6     | 8.3           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x307

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 1         | 1.3     | 1.4           | 2.8                |
|         | 3.0    | 2         | 2.5     | 2.8           | 5.6                |
|         | 4.0    | 43        | 54.4    | 59.7          | 65.3               |
|         | 5.0    | 25        | 31.6    | 34.7          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x308

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 3.0    | 1         | 1.3     | 1.4           | 2.8                |
|         | 4.0    | 40        | 50.6    | 55.6          | 58.3               |
|         | 5.0    | 30        | 38.0    | 41.7          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x309

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 3.0    | 6         | 7.6     | 8.3           | 9.7                |
|         | 4.0    | 39        | 49.4    | 54.2          | 63.9               |
|         | 5.0    | 26        | 32.9    | 36.1          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x310

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 1         | 1.3     | 1.4           | 2.8                |
|         | 3.0    | 5         | 6.3     | 6.9           | 9.7                |
|         | 4.0    | 36        | 45.6    | 50.0          | 59.7               |
|         | 5.0    | 29        | 36.7    | 40.3          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x311

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 4         | 5.1     | 5.6           | 6.9                |
|         | 3.0    | 31        | 39.2    | 43.1          | 50.0               |
|         | 4.0    | 30        | 38.0    | 41.7          | 91.7               |
|         | 5.0    | 6         | 7.6     | 8.3           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

x312

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 3         | 3.8     | 4.2           | 5.6                |
|         | 3.0    | 16        | 20.3    | 22.2          | 27.8               |
|         | 4.0    | 44        | 55.7    | 61.1          | 88.9               |
|         | 5.0    | 8         | 10.1    | 11.1          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |



y101

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 2         | 2.5     | 2.8           | 2.8                |
|                | 3.0   | 13        | 16.5    | 18.1          | 20.8               |
|                | 4.0   | 52        | 65.8    | 72.2          | 93.1               |
|                | 5.0   | 5         | 6.3     | 6.9           | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y102

|                |     | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----|-----------|---------|---------------|--------------------|
| Valid          | 1.0 | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0 | 1         | 1.3     | 1.4           | 2.8                |
|                | 3.0 | 14        | 17.7    | 19.4          | 22.2               |
|                | 4.0 | 49        | 62.0    | 68.1          | 90.3               |
|                | 5.0 | 7         | 8.9     | 9.7           | 100.0              |
| Total          |     | 72        | 91.1    | 100.0         |                    |
| Missing System |     | 7         | 8.9     |               |                    |
| Total          |     | 79        | 100.0   |               |                    |

y103

|                |     | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----|-----------|---------|---------------|--------------------|
| Valid          | 1.0 | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0 | 1         | 1.3     | 1.4           | 2.8                |
|                | 3.0 | 7         | 8.9     | 9.7           | 12.5               |
|                | 4.0 | 49        | 62.0    | 68.1          | 80.6               |
|                | 5.0 | 14        | 17.7    | 19.4          | 100.0              |
| Total          |     | 72        | 91.1    | 100.0         |                    |
| Missing System |     | 7         | 8.9     |               |                    |
| Total          |     | 79        | 100.0   |               |                    |

y104

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 4         | 5.1     | 5.6           | 6.9                |
|         | 3.0    | 16        | 20.3    | 22.2          | 29.2               |
|         | 4.0    | 44        | 55.7    | 61.1          | 90.3               |
|         | 5.0    | 7         | 8.9     | 9.7           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

y105

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 2.0    | 4         | 5.1     | 5.6           | 6.9                |
|         | 3.0    | 18        | 22.8    | 25.0          | 31.9               |
|         | 4.0    | 45        | 57.0    | 62.5          | 94.4               |
|         | 5.0    | 4         | 5.1     | 5.6           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

y106

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 2         | 2.5     | 2.8           | 2.8                |
|         | 2.0    | 1         | 1.3     | 1.4           | 4.2                |
|         | 3.0    | 20        | 25.3    | 27.8          | 31.9               |
|         | 4.0    | 46        | 58.2    | 63.9          | 95.8               |
|         | 5.0    | 3         | 3.8     | 4.2           | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

y107

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 6         | 7.6     | 8.3           | 8.3                |
|                | 3.0   | 10        | 12.7    | 13.9          | 22.2               |
|                | 4.0   | 48        | 60.8    | 66.7          | 88.9               |
|                | 5.0   | 8         | 10.1    | 11.1          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y108

|                |     | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----|-----------|---------|---------------|--------------------|
| Valid          | 1.0 | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0 | 5         | 6.3     | 6.9           | 8.3                |
|                | 3.0 | 6         | 7.6     | 8.3           | 16.7               |
|                | 4.0 | 49        | 62.0    | 68.1          | 84.7               |
|                | 5.0 | 11        | 13.9    | 15.3          | 100.0              |
| Total          |     | 72        | 91.1    | 100.0         |                    |
| Missing System |     | 7         | 8.9     |               |                    |
| Total          |     | 79        | 100.0   |               |                    |

y109

|                |     | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----|-----------|---------|---------------|--------------------|
| Valid          | 2.0 | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0 | 3         | 3.8     | 4.2           | 5.6                |
|                | 4.0 | 58        | 73.4    | 80.6          | 86.1               |
|                | 5.0 | 10        | 12.7    | 13.9          | 100.0              |
| Total          |     | 72        | 91.1    | 100.0         |                    |
| Missing System |     | 7         | 8.9     |               |                    |
| Total          |     | 79        | 100.0   |               |                    |

y110

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 3.0    | 5         | 6.3     | 6.9           | 8.3                |
|         | 4.0    | 53        | 67.1    | 73.6          | 81.9               |
|         | 5.0    | 13        | 16.5    | 18.1          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

y111

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 1.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 3.0    | 6         | 7.6     | 8.3           | 9.7                |
|         | 4.0    | 54        | 68.4    | 75.0          | 84.7               |
|         | 5.0    | 11        | 13.9    | 15.3          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

y112

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2.0    | 1         | 1.3     | 1.4           | 1.4                |
|         | 3.0    | 7         | 8.9     | 9.7           | 11.1               |
|         | 4.0    | 54        | 68.4    | 75.0          | 86.1               |
|         | 5.0    | 10        | 12.7    | 13.9          | 100.0              |
|         | Total  | 72        | 91.1    | 100.0         |                    |
| Missing | System | 7         | 8.9     |               |                    |
| Total   |        | 79        | 100.0   |               |                    |

y113

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 4         | 5.1     | 5.6           | 5.6                |
|                | 3.0   | 14        | 17.7    | 19.4          | 25.0               |
|                | 4.0   | 46        | 58.2    | 63.9          | 88.9               |
|                | 5.0   | 8         | 10.1    | 11.1          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y114

|                |     | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----|-----------|---------|---------------|--------------------|
| Valid          | 1.0 | 1         | 1.3     | 1.4           | 1.4                |
|                | 2.0 | 1         | 1.3     | 1.4           | 2.8                |
|                | 3.0 | 11        | 13.9    | 15.3          | 18.1               |
|                | 4.0 | 51        | 64.6    | 70.8          | 88.9               |
|                | 5.0 | 8         | 10.1    | 11.1          | 100.0              |
| Total          |     | 72        | 91.1    | 100.0         |                    |
| Missing System |     | 7         | 8.9     |               |                    |
| Total          |     | 79        | 100.0   |               |                    |

y115

|                |     | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----|-----------|---------|---------------|--------------------|
| Valid          | 3.0 | 14        | 17.7    | 19.4          | 19.4               |
|                | 4.0 | 51        | 64.6    | 70.8          | 90.3               |
|                | 5.0 | 7         | 8.9     | 9.7           | 100.0              |
| Total          |     | 72        | 91.1    | 100.0         |                    |
| Missing System |     | 7         | 8.9     |               |                    |
| Total          |     | 79        | 100.0   |               |                    |

y201

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 6         | 7.6     | 8.3           | 9.7                |
|                | 4.0   | 55        | 69.6    | 76.4          | 86.1               |
|                | 5.0   | 10        | 12.7    | 13.9          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System | 7     | 8.9       |         |               |                    |
| Total          | 79    | 100.0     |         |               |                    |

y202

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 4         | 5.1     | 5.6           | 6.9                |
|                | 4.0   | 44        | 55.7    | 61.1          | 68.1               |
|                | 5.0   | 23        | 29.1    | 31.9          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System | 7     | 8.9       |         |               |                    |
| Total          | 79    | 100.0     |         |               |                    |

y203

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 4         | 5.1     | 5.6           | 6.9                |
|                | 4.0   | 53        | 67.1    | 73.6          | 80.6               |
|                | 5.0   | 14        | 17.7    | 19.4          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System | 7     | 8.9       |         |               |                    |
| Total          | 79    | 100.0     |         |               |                    |

y204

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 5         | 6.3     | 6.9           | 8.3                |
|                | 4.0   | 56        | 70.9    | 77.8          | 86.1               |
|                | 5.0   | 10        | 12.7    | 13.9          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y205

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 5         | 6.3     | 6.9           | 8.3                |
|                | 4.0   | 55        | 69.6    | 76.4          | 84.7               |
|                | 5.0   | 11        | 13.9    | 15.3          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y206

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 5         | 6.3     | 6.9           | 8.3                |
|                | 4.0   | 50        | 63.3    | 69.4          | 77.8               |
|                | 5.0   | 16        | 20.3    | 22.2          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y207

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 4         | 5.1     | 5.6           | 6.9                |
|                | 4.0   | 57        | 72.2    | 79.2          | 86.1               |
|                | 5.0   | 10        | 12.7    | 13.9          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y208

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 2.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 14        | 17.7    | 19.4          | 20.8               |
|                | 4.0   | 53        | 67.1    | 73.6          | 94.4               |
|                | 5.0   | 4         | 5.1     | 5.6           | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y209

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 2         | 2.5     | 2.8           | 4.2                |
|                | 4.0   | 54        | 68.4    | 75.0          | 79.2               |
|                | 5.0   | 15        | 19.0    | 20.8          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |



y210

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 9         | 11.4    | 12.5          | 13.9               |
|                | 4.0   | 53        | 67.1    | 73.6          | 87.5               |
|                | 5.0   | 9         | 11.4    | 12.5          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y211

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 5         | 6.3     | 6.9           | 8.3                |
|                | 4.0   | 55        | 69.6    | 76.4          | 84.7               |
|                | 5.0   | 11        | 13.9    | 15.3          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

y212

|                |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-------|-----------|---------|---------------|--------------------|
| Valid          | 1.0   | 1         | 1.3     | 1.4           | 1.4                |
|                | 3.0   | 18        | 22.8    | 25.0          | 26.4               |
|                | 4.0   | 42        | 53.2    | 58.3          | 84.7               |
|                | 5.0   | 11        | 13.9    | 15.3          | 100.0              |
|                | Total | 72        | 91.1    | 100.0         |                    |
| Missing System |       | 7         | 8.9     |               |                    |
| Total          |       | 79        | 100.0   |               |                    |

## NILAI AGREGAT MENURUT VARIABEL

| No | Budaya Organisasi (X1) | Kompensasi (X2) | Work From Home (X3) | Kepuasan Kerja (Y1) | Kinerja Pegawai (Y2) |
|----|------------------------|-----------------|---------------------|---------------------|----------------------|
| 1  | 56                     | 35              | 40                  | 56                  | 48                   |
| 2  | 56                     | 39              | 39                  | 55                  | 48                   |
| 3  | 54                     | 39              | 39                  | 55                  | 46                   |
| 4  | 46                     | 36              | 34                  | 44                  | 42                   |
| 5  | 56                     | 40              | 40                  | 56                  | 48                   |
| 6  | 58                     | 35              | 41                  | 53                  | 47                   |
| 7  | 59                     | 28              | 50                  | 45                  | 48                   |
| 8  | 60                     | 36              | 38                  | 51                  | 51                   |
| 9  | 63                     | 37              | 47                  | 62                  | 59                   |
| 10 | 62                     | 43              | 45                  | 63                  | 53                   |
| 11 | 57                     | 40              | 42                  | 61                  | 49                   |
| 12 | 68                     | 48              | 47                  | 67                  | 60                   |
| 13 | 59                     | 35              | 43                  | 51                  | 51                   |
| 14 | 64                     | 37              | 41                  | 44                  | 49                   |
| 15 | 59                     | 38              | 43                  | 51                  | 48                   |
| 16 | 56                     | 39              | 38                  | 56                  | 48                   |
| 17 | 60                     | 42              | 47                  | 61                  | 52                   |
| 18 | 52                     | 39              | 40                  | 55                  | 40                   |
| 19 | 54                     | 39              | 36                  | 55                  | 46                   |
| 20 | 55                     | 40              | 37                  | 54                  | 45                   |
| 21 | 63                     | 40              | 44                  | 55                  | 49                   |
| 22 | 63                     | 24              | 39                  | 58                  | 49                   |
| 23 | 58                     | 40              | 43                  | 55                  | 46                   |
| 24 | 60                     | 40              | 39                  | 55                  | 53                   |
| 25 | 27                     | 21              | 38                  | 56                  | 48                   |
| 26 | 57                     | 37              | 43                  | 58                  | 48                   |
| 27 | 60                     | 38              | 39                  | 52                  | 36                   |
| 28 | 65                     | 40              | 39                  | 60                  | 48                   |
| 29 | 63                     | 42              | 43                  | 57                  | 50                   |
| 30 | 62                     | 44              | 46                  | 67                  | 60                   |
| 31 | 57                     | 40              | 44                  | 62                  | 53                   |
| 32 | 58                     | 40              | 45                  | 62                  | 48                   |
| 33 | 58                     | 40              | 38                  | 55                  | 49                   |
| 34 | 52                     | 36              | 37                  | 45                  | 48                   |
| 35 | 53                     | 33              | 37                  | 52                  | 45                   |
| 36 | 63                     | 40              | 47                  | 58                  | 49                   |

| No               | Budaya Organisasi (X1) | Kompensasi (X2) | Work From Home (X3) | Kepuasan Kerja (Y1) | Kinerja Pegawai (Y2) |
|------------------|------------------------|-----------------|---------------------|---------------------|----------------------|
| 37               | 59                     | 39              | 37                  | 56                  | 50                   |
| 38               | 59                     | 40              | 39                  | 56                  | 48                   |
| 39               | 57                     | 39              | 39                  | 55                  | 48                   |
| 40               | 50                     | 38              | 37                  | 50                  | 46                   |
| 41               | 56                     | 43              | 45                  | 55                  | 49                   |
| 42               | 52                     | 39              | 38                  | 53                  | 44                   |
| 43               | 63                     | 45              | 47                  | 63                  | 52                   |
| 44               | 61                     | 40              | 38                  | 41                  | 36                   |
| 45               | 55                     | 38              | 40                  | 56                  | 46                   |
| 46               | 67                     | 35              | 42                  | 62                  | 51                   |
| 47               | 62                     | 39              | 43                  | 58                  | 54                   |
| 48               | 56                     | 35              | 31                  | 55                  | 53                   |
| 49               | 63                     | 38              | 37                  | 56                  | 53                   |
| 50               | 54                     | 40              | 39                  | 56                  | 47                   |
| 51               | 60                     | 42              | 42                  | 56                  | 52                   |
| 52               | 55                     | 37              | 37                  | 53                  | 47                   |
| 53               | 63                     | 39              | 40                  | 54                  | 47                   |
| 54               | 22                     | 16              | 13                  | 25                  | 15                   |
| 55               | 56                     | 40              | 43                  | 56                  | 48                   |
| 56               | 55                     | 47              | 40                  | 56                  | 48                   |
| 57               | 54                     | 38              | 34                  | 58                  | 44                   |
| 58               | 58                     | 37              | 41                  | 55                  | 47                   |
| 59               | 56                     | 40              | 46                  | 55                  | 47                   |
| 60               | 63                     | 49              | 49                  | 39                  | 55                   |
| 61               | 49                     | 34              | 34                  | 46                  | 47                   |
| 62               | 61                     | 34              | 38                  | 54                  | 49                   |
| 63               | 54                     | 33              | 37                  | 54                  | 48                   |
| 64               | 63                     | 44              | 44                  | 58                  | 55                   |
| 65               | 66                     | 38              | 47                  | 56                  | 58                   |
| 66               | 63                     | 37              | 47                  | 62                  | 59                   |
| 67               | 59                     | 38              | 43                  | 51                  | 48                   |
| 68               | 52                     | 36              | 37                  | 45                  | 48                   |
| 69               | 60                     | 42              | 47                  | 61                  | 52                   |
| 70               | 52                     | 39              | 38                  | 53                  | 44                   |
| 71               | 55                     | 38              | 40                  | 56                  | 46                   |
| 72               | 59                     | 38              | 43                  | 51                  | 48                   |
| Rata-rata        | 57,3                   | 38,1            | 40,6                | 54,6                | 48,4                 |
| Jumlah Indikator | 14                     | 10              | 10                  | 14                  | 12                   |

| No                                  | Budaya Organisasi (X1) | Kompensasi (X2) | Work From Home (X3) | Kepuasan Kerja (Y1) | Kinerja Pegawai (Y2) |
|-------------------------------------|------------------------|-----------------|---------------------|---------------------|----------------------|
| Rata-rata score indikator           | 4,09                   | 3,81            | 4,06                | 3,90                | 4,03                 |
| % rata-rata terhadap nilai maksimal | 81,79                  | 76,22           | 81,11               | 77,94               | 80,69                |