

## Lampiran 1 Kuesioner Penelitian



No. Responden

# KUESIONER PENELITIAN

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul  
**“PENGARUH KOMPENSASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA KOPERASI SIMPAN PINJAM (KSP) TRI DHARMA ARTHA (TDA)”**.

Bersama ini saya,

Nama : K. Rica Dwi Saehi

NPM : **2022311017**

Email :

Fakultas/Jurusan : Ekonomi / Manajemen IIB Darmajaya

Dosen Pembimbing : Dr. Meliyanti Ibrahim, S.E., M.Sc

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

Atas perhatian dan bantuannya saya ucapkan terimakasih.

### Format Pengisian Kuesioner

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

#### **IDENTITAS RESPONDEN**

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

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

**III. Usia** :

a. 26 - 30 Tahun       c. 36 – 40 Tahun       e. 46-50 Tahun  
 b. 31 – 35 Tahun       d. 41-45 Tahun

**IV. Pendidikan**

a. SMA       c. Strata I  
 b. Diploma 3       d. Strata II

**V. Status karyawan**

a. Karyawan Tetap  
 b. Karyawan Kontrak

## 1. Kompensasi (X<sub>1</sub>)

No	Pernyataan	Jawaban				
		SS (5)	S (4)	N (3)	TS (2)	STS (1)
<b>Gaji</b>						
1	Saya mendapatkan gaji atas pekerjaan saya setiap bulan secara tepat waktu					
2	Besarnya gaji yang saya terima sesuai dengan hasil pekerjaan yang saya berikan kepada perusahaan					
<b>Insentif</b>						
3	Insentif yang diberikan perusahaan dapat meningkatkan semangat kerja dalam bekerja					
4	Insentif dapat dijadikan pelopor untuk meningkatkan semangat kerja					
<b>Bonus</b>						
5	Perusahaan memberikan bonus kepada saya apabila hasil pekerjaan saya mencapai atau melebihi target yang telah ditetapkan					
6	Bonus yang diberikan perusahaan tempat saya bekerja selama ini dapat meningkatkan semangat kerja dalam berkerja					
<b>Tunjangan</b>						
7	Anda merasa yang mengandalkan tunjangan untuk pemenuhan kebutuhan					
8	Tunjangan yang diberikannya sesuai dengan jabatan yang ditepati karyawan					
<b>Fasilitas</b>						
9	Saranan pendukung dan peralatan bekerja yang memadai					
10	Fasilitas kantor hanya digunakan untuk kegiatan kantor					

## 2. Disiplin Kerja (X2)

No.	Pernyataan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
<b>Ketaatan waktu</b>						
1	Setiap Pegawai datang dan pulang tepat pada waktu yang telah ditetapkan					
2	Tugas yang diberikan atasan menjadi beban dan tanggung jawab Pegawai dan dikerjakan secara optimal					
3	Jam kerja Pegawai dilakukan seoptimal mungkin oleh Pegawai dengan tidak menggunakannya untuk kepentingan pribadi					
4	Setiap Pegawai yang melakukan pelanggaran dan aturan yang ditetapkan dikantor akan diberikan peringatan yang bersifat positif					
<b>Tanggung jawab kerja</b>						
5	Pekerjaan yang menjadi tugas & tanggung jawab Pegawai dapat dipertanggungjawabkan					
6	Pegawai yang bekerja harus menjaga keamanan peralatan yang ada di kantor					
7	Pegawai melakukan semua pekerjaan sesuai standar kerja yang telah ditentukan perusahaan.					
8	Pegawai mengenakan pakaian sesuai dengan peraturan perusahaan.					

### 3. Kinerja Karyawan (Y)

No	Pernyataan	5	4	3	2	1
		SS	S	N	TS	STS
<b>Kualitas Hasil Kerja</b>						
1	Karyawan dalam bekerja tidak pernah menunda-nunda pekerjaan yang diberikan oleh pimpinan					
2	Karyawan dalam bekerja teliti terhadap hasil yang dikerjakan secara optimal					
<b>Kuantitas Kerja Karyawan</b>						
3	Karyawan dalam bekerja yang ditetapkan oleh perusahaan untuk mencapai target yang ditetapkan					
4	Karyawan dalam bekerja mencapai standar mutu yang telah ditetapkan perusahaan					
<b>Ketepatan Waktu</b>						
5	Karyawan dalam bekerja tepat waktu dalam menyelesaikan pekerjaan sesuai dengan target yang ditetapkan oleh pimpinan					
6	Masuk kerja sesuai dengan peraturan kerja yang sudah ditetapkan					
<b>Tanggung Jawab</b>						
7	Karyawan dapat menyelesaikan tugas sebelum deadline / batas waktu yang ditentukan					
8	Kemampuan mampu mengurangi kesalahan saat bekerja					
<b>Kerjasama</b>						
9	Kemampuan bekerja dengan penuh tanggung jawab					
10	Kemampuan menjalin kerjasama antar karyawan dalam bekerja					

## Lampiran 2 Hasil Kuesioner

### Variabel Kompensasi (X<sub>1</sub>)

No	KMP1	KMP2	KMP3	KMP4	KMP5	KMP6	KMP7	KMP8	KMP9	KMP10	KMP
1	3	4	4	5	3	4	4	5	4	5	41
2	2	2	3	3	5	3	4	4	5	3	34
3	2	2	5	4	5	2	3	4	2	4	33
4	3	3	3	3	3	3	4	3	5	4	34
5	4	4	4	5	4	5	4	5	4	4	43
6	5	5	5	3	5	3	5	3	5	5	44
7	4	4	4	5	4	5	5	5	4	4	44
8	3	3	4	2	3	2	4	2	3	4	30
9	4	4	5	4	4	4	4	3	4	5	41
10	3	3	3	4	3	4	2	4	3	3	32
11	4	4	4	5	4	5	4	5	4	4	43
12	5	5	5	5	5	5	5	5	5	5	50
13	3	4	2	3	4	2	2	4	2	2	28
14	2	3	2	2	4	2	3	3	2	2	25
15	4	4	4	5	4	5	2	5	4	4	41
16	3	3	3	4	3	4	4	4	3	3	34
17	3	3	3	5	3	5	2	5	3	3	35
18	4	4	4	3	4	3	5	3	4	4	38
19	3	3	3	4	3	4	5	4	3	3	35
20	5	5	5	5	5	5	5	5	5	5	50
21	2	3	2	4	2	4	3	2	2	2	26
22	3	3	3	3	3	3	4	3	3	3	31
23	4	4	4	5	4	5	5	3	4	4	42
24	4	4	4	4	4	4	5	4	4	4	41
25	4	4	4	3	4	3	3	3	4	4	36
26	3	3	4	2	3	2	5	2	3	4	31
27	4	4	4	3	4	3	4	3	4	4	37
28	3	3	3	4	3	4	2	4	3	3	32
29	5	5	5	4	5	4	5	4	5	5	47
30	3	3	4	3	3	3	4	3	3	4	33
31	4	4	5	4	1	5	4	4	4	5	40
32	5	4	4	4	1	4	4	5	4	4	39

**Variabel Disiplin Kerja (X<sub>2</sub>)**

No	DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	DK
1	4	4	4	5	4	1	1	5	28
2	5	5	5	3	5	3	5	3	34
3	4	4	4	5	4	5	1	5	32
4	3	3	4	2	3	2	4	2	23
5	4	4	5	4	4	4	4	3	32
6	3	3	3	4	3	4	2	4	26
7	4	4	4	5	4	5	4	5	35
8	5	5	5	5	5	5	5	5	40
9	3	4	2	3	4	2	1	4	23
10	2	3	2	2	4	2	3	3	21
11	4	4	4	5	4	5	2	1	29
12	3	3	3	4	3	4	1	4	25
13	3	3	3	5	3	5	2	1	25
14	4	4	4	3	4	3	5	3	30
15	4	4	3	3	5	3	4	3	29
16	4	4	5	4	5	3	4	3	32
17	3	4	4	5	3	5	3	3	30
18	2	3	4	2	4	5	2	4	26
19	3	4	3	5	4	3	3	3	28
20	5	5	5	4	5	4	5	5	38
21	5	2	2	3	2	2	2	2	20
22	3	3	3	5	3	4	3	3	27
23	4	4	4	4	4	4	4	4	32
24	4	4	4	4	4	4	4	4	32
25	4	4	4	5	4	3	4	4	32
26	3	3	3	5	3	1	4	3	25
27	4	4	4	5	4	3	4	4	32
28	3	3	3	4	3	3	3	3	25
29	5	5	5	4	5	3	5	5	37
30	3	3	4	5	3	4	4	3	29
31	3	4	4	5	3	4	4	5	32
32	2	2	3	3	5	3	4	4	26





### Lampiran 3 Hasil Jawaban Responden Berdasarkan Jenis Kelamin

		Jenis Kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	10	31,3	31,3	31,3
	Perempuan	22	68,8	68,8	100,0
	Total	32	100,0	100,0	

### Lampiran 4 Hasil Jawaban Responden Berdasarkan Usia

		Usia			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26-30 Tahun	7	21,9	21,9	21,9
	31-35 Tahun	10	31,3	31,3	53,1
	36-40 Tahun	11	34,4	34,4	87,5
	41-45 Tahun	2	6,3	6,3	93,8
	46-50 Tahun	2	6,3	6,3	100,0
	Total	32	100,0	100,0	

### Lampiran 5 Hasil Jawaban Responden Berdasarkan Pendidikan Terakhir

		Pendidikan Terakhir			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	5	15,6	15,6	15,6
	Diploma 3	7	21,9	21,9	37,5
	Strata 1	19	59,4	59,4	96,9
	Strata 2	1	3,1	3,1	100,0
	Total	32	100,0	100,0	

### Lampiran 6 Hasil Jawaban Responden Berdasarkan Status Karyawan

		Status Karyawan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Karyawan Tetap	19	59,4	59,4	59,4
	Karyawan Kontrak	13	40,6	40,6	100,0
	Total	32	100,0	100,0	

**Lampiran 7 Deskripsi Jawaban Responden  
Variabel Kompensasi (X<sub>1</sub>)**

**KMP1**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	12,5	12,5	12,5
N	12	37,5	37,5	50,0
Valid S	11	34,4	34,4	84,4
SS	5	15,6	15,6	100,0
Total	32	100,0	100,0	

**KMP2**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	6,3	6,3	6,3
N	12	37,5	37,5	43,8
Valid S	14	43,8	43,8	87,5
SS	4	12,5	12,5	100,0
Total	32	100,0	100,0	

**KMP3**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	8	25,0	25,0	34,4
Valid S	14	43,8	43,8	78,1
SS	7	21,9	21,9	100,0
Total	32	100,0	100,0	

**KMP4**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	9	28,1	28,1	37,5
Valid S	11	34,4	34,4	71,9
SS	9	28,1	28,1	100,0
Total	32	100,0	100,0	

**KMP5**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	6,3	6,3	6,3
TS	1	3,1	3,1	9,4
N	11	34,4	34,4	43,8
S	12	37,5	37,5	81,3
SS	6	18,8	18,8	100,0
Total	32	100,0	100,0	

**KMP6**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	15,6	15,6	15,6
N	8	25,0	25,0	40,6
S	10	31,3	31,3	71,9
SS	9	28,1	28,1	100,0
Total	32	100,0	100,0	

**KMP7**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	15,6	15,6	15,6
N	4	12,5	12,5	28,1
S	13	40,6	40,6	68,8
SS	10	31,3	31,3	100,0
Total	32	100,0	100,0	

**KMP8**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	10	31,3	31,3	40,6
S	10	31,3	31,3	71,9
SS	9	28,1	28,1	100,0
Total	32	100,0	100,0	

**KMP9**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	12,5	12,5	12,5
N	9	28,1	28,1	40,6
Valid S	13	40,6	40,6	81,3
SS	6	18,8	18,8	100,0
Total	32	100,0	100,0	

**KMP10**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	7	21,9	21,9	31,3
Valid S	15	46,9	46,9	78,1
SS	7	21,9	21,9	100,0
Total	32	100,0	100,0	

**Variabel Disiplin Kerja (X<sub>2</sub>)****DK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	12	37,5	37,5	46,9
Valid S	12	37,5	37,5	84,4
SS	5	15,6	15,6	100,0
Total	32	100,0	100,0	

**DK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	6,3	6,3	6,3
N	10	31,3	31,3	37,5
Valid S	16	50,0	50,0	87,5
SS	4	12,5	12,5	100,0
Total	32	100,0	100,0	

**DK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	9	28,1	28,1	37,5
Valid S	14	43,8	43,8	81,3
SS	6	18,8	18,8	100,0
Total	32	100,0	100,0	

**DK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	6	18,8	18,8	28,1
Valid S	9	28,1	28,1	56,3
SS	14	43,8	43,8	100,0
Total	32	100,0	100,0	

**DK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3,1	3,1	3,1
N	10	31,3	31,3	34,4
Valid S	14	43,8	43,8	78,1
SS	7	21,9	21,9	100,0
Total	32	100,0	100,0	

**DK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	6,3	6,3	6,3
TS	4	12,5	12,5	18,8
Valid N	10	31,3	31,3	50,0
S	9	28,1	28,1	78,1
SS	7	21,9	21,9	100,0
Total	32	100,0	100,0	

**DK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	4	12,5	12,5	12,5
TS	5	15,6	15,6	28,1
N	5	15,6	15,6	43,8
S	13	40,6	40,6	84,4
SS	5	15,6	15,6	100,0
Total	32	100,0	100,0	

**DK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	6,3	6,3	6,3
TS	2	6,3	6,3	12,5
N	12	37,5	37,5	50,0
S	9	28,1	28,1	78,1
SS	7	21,9	21,9	100,0
Total	32	100,0	100,0	

**Variabel Kinerja Karyawan (Y)****KK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3,1	3,1	3,1
N	9	28,1	28,1	31,3
S	11	34,4	34,4	65,6
SS	11	34,4	34,4	100,0
Total	32	100,0	100,0	

**KK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	11	34,4	34,4	43,8
S	12	37,5	37,5	81,3
SS	6	18,8	18,8	100,0
Total	32	100,0	100,0	

**KK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	7	21,9	21,9	31,3
Valid S	14	43,8	43,8	75,0
SS	8	25,0	25,0	100,0
Total	32	100,0	100,0	

**KK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	15,6	15,6	15,6
N	2	6,3	6,3	21,9
Valid S	8	25,0	25,0	46,9
SS	17	53,1	53,1	100,0
Total	32	100,0	100,0	

**KK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	11	34,4	34,4	43,8
Valid S	12	37,5	37,5	81,3
SS	6	18,8	18,8	100,0
Total	32	100,0	100,0	

**KK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	15,6	15,6	15,6
N	7	21,9	21,9	37,5
Valid S	16	50,0	50,0	87,5
SS	4	12,5	12,5	100,0
Total	32	100,0	100,0	

**KK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9,4	9,4	9,4
N	8	25,0	25,0	34,4
Valid S	13	40,6	40,6	75,0
SS	8	25,0	25,0	100,0

Total	32	100,0	100,0
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**KK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	15,6	15,6	15,6
N	10	31,3	31,3	46,9
Valid S	11	34,4	34,4	81,3
SS	6	18,8	18,8	100,0
Total	32	100,0	100,0	

**KK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	6,3	6,3	6,3
N	8	25,0	25,0	31,3
Valid S	13	40,6	40,6	71,9
SS	9	28,1	28,1	100,0
Total	32	100,0	100,0	

**KK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	15,6	15,6	15,6
N	5	15,6	15,6	31,3
Valid S	16	50,0	50,0	81,3
SS	6	18,8	18,8	100,0
Total	32	100,0	100,0	



**Lampiran 8 Hasil Uji Validitas Variabel Kompensasi (X<sub>1</sub>)**

**Correlations**

		KMP1	KMP2	KMP3	KMP4	KMP5	KMP6	KMP7	KMP8	KMP9	KMP10	Total_X1
KMP1	Pearson Correlation	1	,905**	,689**	,372*	,200	,494**	,479**	,351*	,709**	,716*	,850**
	Sig. (2-tailed)		,000	,000	,036	,273	,004	,006	,049	,000	,000	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KMP2	Pearson Correlation	,905**	1	,555**	,369*	,278	,448*	,411*	,308	,602**	,624*	,788**
	Sig. (2-tailed)	,000		,001	,038	,124	,010	,020	,087	,000	,000	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KMP3	Pearson Correlation	,689**	,555**	1	,283	,312	,271	,518**	,200	,592**	,941*	,773**
	Sig. (2-tailed)	,000	,001		,116	,082	,133	,002	,273	,000	,000	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KMP4	Pearson Correlation	,372*	,369*	,283	1	,082	,897**	,008	,778**	,283	,294	,647**
	Sig. (2-tailed)	,036	,038	,116		,655	,000	,965	,000	,116	,103	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KMP5	Pearson Correlation	,200	,278	,312	,082	1	-,078	,219	,132	,348	,227	,404*
	Sig. (2-tailed)	,273	,124	,082	,655		,672	,228	,472	,051	,212	,022
	N	32	32	32	32	32	32	32	32	32	32	32
KMP6	Pearson Correlation	,494**	,448*	,271	,897**	-,078	1	,114	,660**	,421*	,318	,671**
	Sig. (2-tailed)	,004	,010	,133	,000	,672		,534	,000	,016	,076	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KMP7	Pearson Correlation	,479**	,411*	,518**	,008	,219	,114	1	-,092	,551**	,563*	,551**
	Sig. (2-tailed)	,006	,020	,002	,965	,228	,534		,618	,001	,001	,001
	N	32	32	32	32	32	32	32	32	32	32	32
KMP8	Pearson Correlation	,351*	,308	,200	,778**	,132	,660**	-,092	1	,303	,210	,570**
	Sig. (2-tailed)	,049	,087	,273	,000	,472	,000	,618		,091	,249	,001
	N	32	32	32	32	32	32	32	32	32	32	32
KMP9	Pearson Correlation	,709**	,602**	,592**	,283	,348	,421*	,551**	,303	1	,728*	,805**
	Sig. (2-tailed)	,000	,000	,000	,116	,051	,016	,001	,091		,000	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KMP10	Pearson Correlation	,716**	,624**	,941**	,294	,227	,318	,563**	,210	,728**	1	,809**
	Sig. (2-tailed)	,000	,000	,000	,103	,212	,076	,001	,249	,000		,000
	N	32	32	32	32	32	32	32	32	32	32	32
Total_X1	Pearson Correlation	,850**	,788**	,773**	,647**	,404*	,671**	,551**	,570**	,805**	,809*	1
	Sig. (2-tailed)	,000	,000	,000	,000	,022	,000	,001	,001	,000	,000	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

## Hasil Uji Validitas Variabel Disiplin Kerja (X<sub>2</sub>)

### Correlations

		DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	Disiplin Kerja
DK1	Pearson Correlation	1	,659**	,554**	,211	,364*	,035	,376*	,197	,652**
	Sig. (2-tailed)		,000	,001	,245	,041	,851	,034	,280	,000
	N	32	32	32	32	32	32	32	32	32
DK2	Pearson Correlation	,659**	1	,707**	,270	,637**	,202	,424*	,423*	,837**
	Sig. (2-tailed)	,000		,000	,135	,000	,267	,016	,016	,000
	N	32	32	32	32	32	32	32	32	32
DK3	Pearson Correlation	,554**	,707**	1	,235	,521**	,350*	,562**	,321	,847**
	Sig. (2-tailed)	,001	,000		,195	,002	,050	,001	,073	,000
	N	32	32	32	32	32	32	32	32	32
DK4	Pearson Correlation	,211	,270	,235	1	-,145	,330	-,040	,171	,421*
	Sig. (2-tailed)	,245	,135	,195		,428	,065	,826	,350	,016
	N	32	32	32	32	32	32	32	32	32
DK5	Pearson Correlation	,364*	,637**	,521**	-,145	1	,046	,454**	,385*	,625**
	Sig. (2-tailed)	,041	,000	,002	,428		,802	,009	,030	,000
	N	32	32	32	32	32	32	32	32	32
DK6	Pearson Correlation	,035	,202	,350*	,330	,046	1	-,015	,076	,438*
	Sig. (2-tailed)	,851	,267	,050	,065	,802		,936	,680	,012
	N	32	32	32	32	32	32	32	32	32
DK7	Pearson Correlation	,376*	,424*	,562**	-,040	,454**	-,015	1	,129	,603**
	Sig. (2-tailed)	,034	,016	,001	,826	,009	,936		,480	,000
	N	32	32	32	32	32	32	32	32	32
DK8	Pearson Correlation	,197	,423*	,321	,171	,385*	,076	,129	1	,549**
	Sig. (2-tailed)	,280	,016	,073	,350	,030	,680	,480		,001
	N	32	32	32	32	32	32	32	32	32
Disiplin Kerja	Pearson Correlation	,652**	,837**	,847**	,421*	,625**	,438*	,603**	,549**	1
	Sig. (2-tailed)	,000	,000	,000	,016	,000	,012	,000	,001	
	N	32	32	32	32	32	32	32	32	32

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

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

## Hasil Uji Validitas Variabel Kinerja Karyawan (Y)

### Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	Kinerja Karyawan
KK1	Pearson Correlation	1	,325	,638**	-,033	,569**	,161	,512**	,373*	,862**	,115	,634**
	Sig. (2-tailed)		,069	,000	,858	,001	,379	,003	,035	,000	,532	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KK2	Pearson Correlation	,325	1	,594**	,249	,603**	,178	,612**	,845**	,279	,183	,702**
	Sig. (2-tailed)	,069		,000	,170	,000	,330	,000	,000	,122	,316	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KK3	Pearson Correlation	,638**	,594**	1	,309	,828**	,307	,831**	,601**	,610**	,315	,865**
	Sig. (2-tailed)	,000	,000		,085	,000	,088	,000	,000	,000	,080	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KK4	Pearson Correlation	-,033	,249	,309	1	,152	,224	,435*	,301	-,017	,225	,437*
	Sig. (2-tailed)	,858	,170	,085		,406	,217	,013	,094	,925	,217	,012
	N	32	32	32	32	32	32	32	32	32	32	32
KK5	Pearson Correlation	,569**	,603**	,828**	,152	1	,414*	,766**	,590**	,680**	,407*	,856**
	Sig. (2-tailed)	,001	,000	,000	,406		,019	,000	,000	,000	,021	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KK6	Pearson Correlation	,161	,178	,307	,224	,414*	1	,326	,228	,190	,937**	,573**
	Sig. (2-tailed)	,379	,330	,088	,217	,019		,069	,210	,299	,000	,001
	N	32	32	32	32	32	32	32	32	32	32	32
KK7	Pearson Correlation	,512**	,612**	,831**	,435*	,766**	,326	1	,790**	,483**	,373*	,886**
	Sig. (2-tailed)	,003	,000	,000	,013	,000	,069		,000	,005	,036	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KK8	Pearson Correlation	,373*	,845**	,601**	,301	,590**	,228	,790**	1	,320	,276	,770**
	Sig. (2-tailed)	,035	,000	,000	,094	,000	,210	,000		,074	,126	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KK9	Pearson Correlation	,862**	,279	,610**	-,017	,680**	,190	,483**	,320	1	,157	,640**
	Sig. (2-tailed)	,000	,122	,000	,925	,000	,299	,005	,074		,392	,000
	N	32	32	32	32	32	32	32	32	32	32	32
KK10	Pearson Correlation	,115	,183	,315	,225	,407*	,937*	,373*	,276	,157	1	,578**
	Sig. (2-tailed)	,532	,316	,080	,217	,021	,000	,036	,126	,392		,001
	N	32	32	32	32	32	32	32	32	32	32	32
Kinerja Karyawan	Pearson Correlation	,634**	,702**	,865**	,437*	,856**	,573*	,886**	,770**	,640**	,578**	1
	Sig. (2-tailed)	,000	,000	,000	,012	,000	,001	,000	,000	,000	,001	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

## Lampiran 9 Hasil Uji Reliabilitas

### Variabel Kompensasi ( $X_1$ )

#### Reliability Statistics

Cronbach's Alpha	N of Items
,868	10

### Variabel Disiplin Kerja ( $X_2$ )

#### Reliability Statistics

Cronbach's Alpha	N of Items
,742	8

### Variabel Kinerja Karyawan (Y)

#### Reliability Statistics

Cronbach's Alpha	N of Items
,876	10

## Lampiran 10 Hasil Uji Linieritas

#### ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	1198,552	19	63,082	7,557	,000
Between Groups	878,506	1	878,506	105,245	,000
Deviation from Linearity	320,046	18	17,780	2,130	,092
Within Groups	100,167	12	8,347		
Total	1298,719	31			

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
(Combined)		701,719	14	50,123	1,427	,241
Kinerja Karyawan * Disiplin Kerja	Between Groups	130,946	1	130,946	3,729	,070
	Deviation from Linearity	570,773	13	43,906	1,250	,328
	Within Groups	597,000	17	35,118		
Total		1298,719	31			

### Lampiran 11 Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5,476	5,013		1,092	,284		
Kompensasi	,803	,111	,802	7,249	,000	,901	1,110
Disiplin Kerja	,088	,149	,065	,587	,562	,901	1,110

a. Dependent Variable: Kinerja Karyawan

### Lampiran 12 Regresi Linier Berganda

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	5,476	5,013	
Kompensasi	,803	,111	,802
Disiplin Kerja	,088	,149	,065

a. Dependent Variable: Kinerja Karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,822 <sup>a</sup>	,676	,666	3,743

a. Predictors: (Constant), Kompensasi

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,318 <sup>a</sup>	,101	,071	6,239

a. Predictors: (Constant), Disiplin Kerja

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,825 <sup>a</sup>	,680	,658	3,784

a. Predictors: (Constant), Disiplin Kerja, Kompensasi

### Lampiran 13 Uji t

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	7,276	3,924		1,854	,074		
Kompensasi	,824	,104	,822	7,920	,000	1,000	1,000

a. Dependent Variable: Kinerja Karyawan

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	25,389	6,913		3,672	,001		
Disiplin Kerja	,428	,234	,318	1,834	,077	1,000	1,000

a. Dependent Variable: Kinerja Karyawan

### Lampiran 14 Uji F

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	883,445	2	441,722	30,847	,000 <sup>b</sup>
	Residual	415,274	29	14,320		
	Total	1298,719	31			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Disiplin Kerja, Kompensasi

### Lampiran 15 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		0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465

32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
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	<b>0.2706</b>	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 16 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			1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
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 17 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	4.17	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18
30	4.17	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	<b>3.18</b>	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