

# LAMPIRAN

## Lmpiran 1

### Kuesioner Penelitian

#### KUESIONER PENELITIAN

### PENGARUH MOTIVASI KERJA DAN KEPUASAN KERJA TERHADAP KOMITMEN ORGANISASI DI PT. BUDI BERLIAN MOTOR LAMPUNG SELATAN

(Studi pada karyawan tetap PT. Budi Berlian Motor Lampung Selatan)

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Dengan hormat,

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Jurusan : Manajemen Fakultas Ekonomi  
Perguruan Tinggi : Institut Informatika dan Bisnis Darmajaya  
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Memohon kesedian Bapak/Ibu selaku karyawan PT. Budi Berlian Motor Lampung Selatan untuk berpartisipasi menjawab kuesioner yang saya ajukan, guna penulisan skripsi sebagai tugas akhir kuliah saya di Institut Informatika dan Bisnis Darmajaya.

Jawaban yang Bapak/Ibu berikan tidak berkaitan dengan penilaian kinerja, citra diri, atau kedudukan, karena kuesioner ini ditunjukkan untuk keperluan ilmiah dan penyelesaian tugas akhir studi. Jawaban Bapak/Ibu akan dijaga kerahasiaannya.

Atas kesediaan dan kerjasama Bapak/Ibu, saya ucapkan terimakasih.

#### IDENTITAS RESPONDEN

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Pilihlah salah satu jawaban dengan memberikan tanda centang ( ) pada kotak yang disediakan.

1. Jenis kelamin :  Pria  Wanita
2. Usia :  < 25th  25-35th  36-45th  
 46-55th  >55th
3. Tingkat Pendidikan :  SMA/Sederajat  Diploma  
 S1  S2  S3
4. Lama Bekerja/masa kerja:  <5th  5-10th  11-15th  
 16-20th  >20<sup>th</sup>

## **PERNYATAAN**

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Berilah tanda centang ( ) pada jawaban yang dianggap paling sesuai.

Keterangan:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**Berikut ini adalah pernyataan-pernyataan terikat tentang Motivasi Kerja (X1)**

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1.	Upah yang diperoleh sesuai dengan pekerjaan.					
2.	Atasan memberikan pujian jika menyelesaikan pekerjaan tepat waktu.					
3.	sarana dan prasarana maupun ikatan antara atasan dan bawahan, serta ikatan antar karyawan sangat baik.					
4.	Gaji yang diberikan sesuai dengan kebutuhan hidup.					
5.	Pemberian penghargaan dari perusahaan atas prestasi kerja.					
6.	Pekerjaan yang dimiliki sesuai dengan kemampuan.					
7.	Pekerjaan yang diberikan menantang untuk mencapai prestasi.					
8.	Mendapatkan kesempatan yang sama untuk promosi jabatan.					
9.	Diperlukan persaingan antar rekan kerja untuk mendapatkan prestasi.					

**Berikut ini adalah pernyataan-pernyataan terikat tentang Kepuasan Kerja (X2)**

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
<b>A.</b>	<b>Pengawasan (supervision)</b>					
1.	Atasan memberikan penilaian prestasi kerja secara objektif.					
2.	Atasan menerapkan kedisiplinan dengan tegas.					
<b>B.</b>	<b>Gaji</b>					
3.	Gaji yang diperoleh sesuai dengan standart yang berlaku.					
4.	Mendapatkan tunjangan lain selain dari gaji pokok					
<b>C.</b>	<b>Pekerjaan itu sendiri</b>					
5.	Pemberian tugas sesuai dengan kemampuan yang dimiliki.					
6.	Pekerjaan yang diterima sesuai dengan apa yang diharapkan.					
<b>D.</b>	<b>Kerjasama</b>					
7.	Senang bekerja dengan rekan kerja yang memberikan dukungan yang cukup kepada saya.					
8.	Senang dengan rekan kerja yang dapat menciptakan suasana kerja yang harmonis antar karyawan.					
<b>E.</b>	<b>Promosi</b>					
9.	Mendapatkan kesempatan promosi jabatan yang lebih baik.					
10.	Senang dengan adanya kesempatan terbuka untuk dipromosikan.					

**Berikut ini adalah pernyataan-pernyataan terikat tentang Komitmen Organisasional (Y)**

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
<b>A.</b>	<b>Komitmen efektif (<i>Affective Commitment</i>)</b>					
1.	Bahagia untuk menghabiskan sisa karir di perusahaan ini.					
2.	Permasalahan yang ada pada perusahaan ini membuat seakan menjadi permasalahan pribadi.					
3.	Perusahaan ini layak mendapatkan kesetiaan.					
4.	Mempunyai rasa memiliki yang kuat kepada perusahaan ini.					
<b>B.</b>	<b>Komitmen kontinuan (<i>Continuance commitment</i>)</b>					
5.	Sulit meninggalkan perusahaan ini karena takut tidak memiliki pekerjaan lain yang serupa.					
6.	Berat untuk meninggalkan perusahaan saat ini, walaupun menginginkannya.					
7.	Akan merasa rugi jika meninggalkan perusahaan saat ini.					
<b>C.</b>	<b>Komitmen normative (<i>normative commitment</i>)</b>					
8.	Kontribusi yang diberikan belum sesuai dengan apa yang telah perusahaan berikan.					
9.	Penting untuk menanam nilai setia pada satu perusahaan.					
10.	Tidak etis bagi seseorang berpidah keorganisasi satu ke organisasi lain.					

## Lampiran 2

### Hasil Pengumpul Data Jawaban Responden

#### 1. Motivasi Kerja (X1)

No	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	jumlah
1	4	5	3	4	3	5	3	3	5	35
2	4	3	3	4	4	5	4	4	4	35
3	2	5	5	5	2	5	5	5	5	39
4	4	4	3	4	4	5	5	4	5	38
5	4	4	3	4	4	5	4	3	4	35
6	4	5	5	3	3	5	5	5	5	40
7	4	4	4	4	3	5	3	4	5	36
8	4	4	3	5	4	4	3	3	2	32
9	3	4	5	3	3	5	5	3	3	34
10	3	3	3	2	4	4	3	2	3	27
11	4	3	3	3	3	4	3	3	3	29
12	5	5	4	5	4	4	5	4	3	39
13	5	5	5	5	4	5	5	5	4	43
14	5	5	5	4	5	5	4	4	3	40
15	4	4	5	4	4	4	4	4	4	37
16	3	3	4	3	3	4	4	4	3	31
17	3	3	4	3	3	4	4	3	4	31
18	5	5	4	4	4	4	5	5	5	41
19	4	4	4	3	3	4	4	4	4	34
20	4	4	4	4	3	4	3	3	3	32
21	4	4	5	5	4	4	4	4	4	38
22	4	3	3	3	4	4	3	3	2	29
23	5	4	3	3	4	4	4	3	3	33
24	4	4	4	4	4	4	4	4	4	36
25	3	3	3	3	3	3	3	3	3	27
26	4	4	4	3	4	4	4	3	3	33
27	4	4	4	4	4	4	4	4	4	36
28	3	3	3	3	3	3	3	3	3	27
29	4	3	4	3	3	3	3	4	3	30
30	4	4	3	4	3	5	3	4	3	33
31	4	4	4	3	3	5	4	3	2	32
32	5	5	5	5	4	4	4	4	4	40
33	3	3	4	3	4	4	3	3	3	30
34	4	3	4	4	4	3	3	3	3	31
35	4	3	3	5	3	5	3	3	3	32
36	4	3	3	4	3	3	3	3	3	29





80	4	4	4	4	4	4	4	4	4	36
81	4	4	4	4	4	4	5	5	4	38
82	4	4	3	3	4	4	4	5	4	35
83	3	3	4	4	3	3	4	4	4	32
84	5	5	4	4	4	4	5	5	4	40
85	4	4	3	5	5	5	5	5	5	41
86	3	3	4	5	3	3	5	4	3	33
87	5	4	5	4	3	5	4	5	4	39
88	3	4	5	4	4	4	4	5	4	37
89	5	4	5	4	3	5	5	5	4	40
90	5	3	3	3	3	3	3	3	3	29
91	3	5	4	3	5	4	3	4	5	36

## 2. Kepuasan Kerja (X2)

No	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	jumlah
1	3	3	3	5	5	5	5	5	5	5	44
2	5	3	4	3	3	3	5	5	5	5	41
3	5	5	5	5	5	5	4	5	5	5	49
4	4	4	4	4	3	3	5	4	4	4	39
5	4	3	4	3	3	3	5	5	5	4	39
6	3	5	3	5	5	5	5	5	5	5	46
7	4	5	5	5	4	4	5	4	5	5	46
8	3	5	5	5	4	4	5	4	4	4	43
9	4	3	4	5	3	5	5	5	5	5	44
10	3	4	5	4	3	4	4	5	4	3	39
11	3	4	5	3	4	4	4	5	3	3	38
12	5	5	5	5	5	5	5	4	5	5	49
13	5	5	5	5	4	5	5	4	5	4	47
14	4	4	5	5	5	5	5	5	4	4	46
15	5	4	5	5	5	5	5	5	4	4	47
16	5	4	3	3	4	4	5	5	4	4	41
17	4	4	3	3	4	4	5	5	4	4	40
18	5	5	4	4	4	4	5	5	4	4	44
19	4	4	4	4	4	4	5	5	4	4	42
20	4	5	4	3	3	3	4	4	4	4	38
21	4	4	4	4	4	4	5	5	5	5	44
22	3	4	4	3	3	3	3	5	4	4	36
23	3	4	4	3	3	3	3	5	4	4	36
24	4	5	5	4	4	4	4	4	4	4	42
25	3	4	3	3	3	3	3	3	4	4	33
26	4	4	4	4	4	4	4	4	4	4	40
27	4	4	4	4	4	4	4	4	4	4	40
28	3	4	3	3	3	3	4	4	3	3	33
29	3	4	4	5	3	5	5	5	5	4	43
30	4	5	4	5	3	5	5	5	5	5	46
31	3	4	4	5	4	4	5	5	4	5	43
32	4	5	5	5	5	5	5	5	5	5	49
33	3	5	4	4	3	3	5	5	3	3	38
34	4	4	5	5	5	5	5	5	5	5	48
35	3	4	4	5	5	4	4	4	4	4	41
36	4	5	4	3	3	3	4	5	4	4	39
37	4	4	4	4	4	4	3	3	4	4	38
38	4	4	4	4	4	4	4	3	3	3	37
39	4	4	4	4	4	4	4	3	4	4	39
40	4	4	4	4	4	4	5	5	4	4	42

41	4	4	3	3	4	4	4	5	4	4	39
42	3	3	4	4	3	3	4	4	4	4	36
43	5	5	4	4	4	4	5	5	4	4	44
44	4	4	3	5	5	5	5	5	5	5	46
45	3	3	4	5	3	3	5	4	3	5	38
46	5	4	5	4	3	5	4	5	4	3	42
47	3	4	5	4	4	4	4	5	4	5	42
48	5	4	5	4	3	5	5	5	4	2	42
49	5	3	3	3	3	3	3	3	3	3	32
50	3	5	4	3	5	4	3	4	5	4	40
51	4	3	3	5	5	4	3	4	5	4	40
52	2	5	5	5	5	2	5	5	5	5	39
53	4	5	4	3	4	4	5	5	4	5	38
54	4	4	4	3	4	4	5	4	3	4	35
55	4	5	5	5	3	3	5	5	5	5	40
56	4	3	4	4	4	3	5	3	4	5	34
57	4	3	4	3	5	4	4	3	3	2	33
58	3	5	4	5	3	3	5	5	3	3	36
59	3	4	3	3	2	4	4	3	2	3	28
60	4	4	3	3	3	3	4	3	3	3	30
61	5	4	5	4	5	4	4	5	4	3	40
62	5	4	5	5	5	4	5	5	5	4	43
63	5	4	5	5	4	5	5	4	4	3	41
64	4	4	4	5	4	4	4	4	4	4	37
65	3	4	3	4	3	3	4	4	4	3	32
66	3	4	3	4	3	3	4	4	3	4	31
67	5	5	5	4	4	4	4	5	5	5	41
68	4	4	4	4	3	3	4	4	4	4	34
69	4	4	4	4	4	3	4	3	3	3	33
70	4	4	4	5	5	4	4	4	4	4	38
71	4	4	3	3	3	4	4	3	3	2	31
72	5	4	4	3	3	4	4	4	3	3	34
73	4	4	4	4	4	4	4	4	4	4	36
74	3	3	3	3	3	3	3	3	3	3	27
75	4	4	4	4	3	4	4	4	3	3	34
76	4	5	4	4	4	4	4	4	4	4	37
77	3	5	3	3	3	3	3	3	3	3	29
78	4	5	3	4	3	3	3	3	4	3	32
79	4	3	4	3	4	3	5	3	4	3	33
80	4	5	4	4	3	3	5	4	3	2	35
81	5	4	5	5	5	4	4	4	4	4	40
82	3	4	3	4	3	4	4	3	3	3	31
83	4	4	3	4	4	4	3	3	3	3	32

84	4	3	3	3	5	3	5	3	3	3	32
85	4	4	3	3	4	3	3	3	3	3	30
86	4	4	4	4	5	3	3	3	5	4	35
87	3	4	5	4	5	4	4	4	4	3	37
88	1	4	4	4	4	3	3	3	4	4	30
89	4	4	4	5	5	4	4	5	5	5	40
90	3	5	4	3	4	3	4	4	3	3	33
91	4	5	4	5	5	4	4	5	5	5	41

### 3. Komitmen Organisasional (Y)

No	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	jumlah
1	5	3	5	5	4	5	5	5	3	5	45
2	3	4	4	3	4	3	5	5	3	4	38
3	5	5	5	5	5	3	5	5	5	4	47
4	4	4	4	4	4	3	5	4	3	5	40
5	4	4	3	3	4	3	5	5	3	4	38
6	5	3	4	5	3	3	5	5	5	3	41
7	4	5	5	5	4	5	5	5	4	5	47
8	4	5	5	5	5	5	4	4	3	4	44
9	4	4	5	5	3	5	5	5	5	5	46
10	3	5	3	4	2	3	4	4	3	4	35
11	3	5	4	3	3	3	4	3	3	5	36
12	5	5	5	5	5	5	4	5	4	5	48
13	5	5	5	5	5	5	5	5	5	4	49
14	5	5	4	5	4	5	5	4	5	5	47
15	4	5	4	5	4	4	4	4	5	4	43
16	3	3	4	3	3	3	4	4	4	4	35
17	3	3	3	3	3	3	4	4	4	3	33
18	5	4	4	4	4	4	4	4	4	4	41
19	4	4	3	4	3	4	4	4	4	4	38
20	4	4	3	3	4	3	4	4	4	4	37
21	4	4	5	4	5	5	4	5	5	4	45
22	3	4	3	3	3	4	4	4	3	3	34
23	4	4	3	3	3	3	4	4	3	3	34
24	4	5	5	4	4	4	4	4	4	4	42
25	3	3	3	3	3	3	3	4	3	3	31
26	4	4	3	4	3	4	4	4	4	3	37
27	4	4	4	4	4	4	4	4	4	4	40
28	3	3	3	3	3	3	3	3	3	3	30
29	3	4	4	5	3	3	3	5	4	4	38
30	4	4	4	5	4	4	5	5	3	4	42
31	4	4	5	5	3	4	5	4	4	5	43
32	5	5	4	5	5	5	4	5	5	4	47
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36	3	4	3	3	4	2	3	4	3	3	32
37	4	4	4	4	5	2	3	4	4	3	37
38	5	4	4	4	5	3	4	3	4	3	39
39	4	4	4	4	4	1	3	4	4	3	35
40	4	4	4	4	5	4	4	4	5	5	43

41	3	3	3	3	3	3	3	4	3	4	32
42	4	4	4	4	4	3	4	4	3	3	37
43	4	4	5	4	5	4	4	4	5	4	43
44	4	3	4	5	4	3	3	5	4	3	38
45	3	4	3	5	4	3	4	3	3	3	35
46	3	5	5	4	5	3	5	4	4	4	42
47	5	5	3	4	3	5	3	4	4	4	40
48	4	5	5	4	4	3	4	4	5	4	42
49	4	3	4	3	5	5	3	3	5	4	39
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53	4	5	4	4	3	3	5	5	4	3	40
54	5	5	4	3	3	3	5	4	5	5	42
55	5	5	5	4	5	3	4	3	3	4	41
56	4	5	4	5	4	5	5	5	5	4	46
57	4	5	5	5	4	4	5	4	5	5	46
58	4	5	5	5	4	4	5	4	4	4	44
59	4	3	4	5	3	5	5	5	5	5	44
60	5	4	5	4	3	4	4	5	4	3	41
61	4	4	5	3	4	4	4	5	3	3	39
62	5	5	5	5	5	5	5	4	5	5	49
63	4	5	5	5	4	5	5	4	5	4	46
64	4	4	5	5	5	5	5	5	4	4	46
65	4	4	5	5	5	5	5	5	4	4	46
66	5	4	4	3	4	3	5	5	3	4	40
67	4	5	5	5	5	3	5	5	5	4	46
68	4	4	4	4	4	3	5	4	3	5	40
69	4	4	3	3	4	3	5	5	3	4	38
70	4	3	4	5	3	3	5	5	5	3	40
71	4	5	5	5	4	5	5	5	4	5	47
72	5	5	5	5	5	5	4	4	3	4	45
73	4	4	5	5	3	5	5	5	5	5	46
74	5	5	3	4	2	3	4	4	3	4	37
75	5	4	3	3	3	3	4	4	3	3	35
76	4	5	5	4	4	4	4	4	4	4	42
77	4	3	3	3	3	3	3	4	3	3	32
78	5	4	3	4	3	4	4	4	4	3	38
79	4	4	4	4	4	4	4	4	4	4	40
80	4	3	3	3	3	3	3	3	3	3	31
81	4	4	4	5	3	3	3	5	4	4	39
82	4	4	4	5	4	4	5	5	3	4	42
83	4	4	5	5	3	4	5	4	4	5	43

84	3	5	4	5	5	5	4	5	5	4	45
85	5	4	3	4	3	2	4	3	4	3	35
86	4	5	3	5	4	3	3	5	4	4	40
87	3	4	3	5	5	3	5	4	3	4	39
88	4	5	4	4	3	3	5	5	3	3	39
89	4	4	5	5	5	5	5	5	5	5	48
90	4	4	4	5	5	4	4	4	4	4	42
91	3	5	4	3	3	3	4	5	4	4	38

### Lampiran 3

### Hasil Output Uji Frekuensi Karakteristik Responden

**jenis\_kelamin**

	Frequency	Percent	Valid Percent	Cumulative Percent
Pria	50	54.9	54.9	54.9
Valid Wanita	41	45.1	45.1	100.0
Total	91	100.0	100.0	

**usia**

	Frequency	Percent	Valid Percent	Cumulative Percent
< 25	27	29.7	29.7	29.7
25 - 35	37	40.7	40.7	70.3
Valid 36 - 45	21	23.1	23.1	93.4
46 - 55	6	6.6	6.6	100.0
Total	91	100.0	100.0	

**tingkat\_pendidikan**

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	18	19.8	19.8	19.8
DIPLOMA	22	24.2	24.2	44.0
Valid S1	50	54.9	54.9	98.9
S2	1	1.1	1.1	100.0
Total	91	100.0	100.0	



masa\_kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
< 5 thn	35	38.5	38.5	38.5
5-10 thn	30	33.0	33.0	71.4
11-15 thn	15	16.5	16.5	87.9
16-20 thn	10	11.0	11.0	98.9
>20 thn	1	1.1	1.1	100.0
Total	91	100.0	100.0	

## Lampiran 4

### Hasil Output Uji Frekuensi Jawaban Responden

#### 1. Motivasi Kerja (X1)

Statistics

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
N	Valid	91	91	91	91	91	91	91	91	91
	Missing	0	0	0	0	0	0	0	0	0

Q1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.1	1.1	1.1
	2	1	1.1	1.1	2.2
	3	29	31.9	31.9	34.1
	4	44	48.4	48.4	82.4
	5	16	17.6	17.6	100.0
	Total	91	100.0	100.0	

Q2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	20.9	20.9	20.9
	4	50	54.9	54.9	75.8
	5	22	24.2	24.2	100.0
	Total	91	100.0	100.0	

**Q3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	25	27.5	27.5	27.5
4	42	46.2	46.2	73.6
5	24	26.4	26.4	100.0
Total	91	100.0	100.0	

**Q4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.1	1.1	1.1
3	28	30.8	30.8	31.9
4	37	40.7	40.7	72.5
5	25	27.5	27.5	100.0
Total	91	100.0	100.0	

**Q5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.1	1.1	1.1
3	40	44.0	44.0	45.1
4	40	44.0	44.0	89.0
5	10	11.0	11.0	100.0
Total	91	100.0	100.0	

**Q6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	21	23.1	23.1	23.1
4	44	48.4	48.4	71.4
5	26	28.6	28.6	100.0
Total	91	100.0	100.0	



**Q1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.1	1.1	1.1
2	1	1.1	1.1	2.2
3	26	28.6	28.6	30.8
4	46	50.5	50.5	81.3
5	17	18.7	18.7	100.0
Total	91	100.0	100.0	

**Q2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	14.3	14.3	14.3
4	52	57.1	57.1	71.4
5	26	28.6	28.6	100.0
Total	91	100.0	100.0	

**Q3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	22	24.2	24.2	24.2
4	46	50.5	50.5	74.7
5	23	25.3	25.3	100.0
Total	91	100.0	100.0	

**Q4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	27	29.7	29.7	29.7
4	35	38.5	38.5	68.1
5	29	31.9	31.9	100.0
Total	91	100.0	100.0	

**Q5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.1	1.1	1.1
3	33	36.3	36.3	37.4
Valid 4	34	37.4	37.4	74.7
5	23	25.3	25.3	100.0
Total	91	100.0	100.0	

**Q6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.1	1.1	1.1
3	31	34.1	34.1	35.2
Valid 4	43	47.3	47.3	82.4
5	16	17.6	17.6	100.0
Total	91	100.0	100.0	

**Q7**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	14	15.4	15.4	15.4
Valid 4	38	41.8	41.8	57.1
5	39	42.9	42.9	100.0
Total	91	100.0	100.0	



**Q1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	19	20.9	20.9	20.9
Valid 4	51	56.0	56.0	76.9
Valid 5	21	23.1	23.1	100.0
Total	91	100.0	100.0	

**Q2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	15.4	15.4	15.4
Valid 4	45	49.5	49.5	64.8
Valid 5	32	35.2	35.2	100.0
Total	91	100.0	100.0	

**Q3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	27	29.7	29.7	29.7
Valid 4	34	37.4	37.4	67.0
Valid 5	30	33.0	33.0	100.0
Total	91	100.0	100.0	

**Q4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	22	24.2	24.2	24.2
Valid 4	28	30.8	30.8	54.9
Valid 5	41	45.1	45.1	100.0
Total	91	100.0	100.0	



**Q5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.2	2.2	2.2
3	31	34.1	34.1	36.3
4	34	37.4	37.4	73.6
5	24	26.4	26.4	100.0
Total	91	100.0	100.0	

**Q6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.1	1.1	1.1
2	4	4.4	4.4	5.5
3	40	44.0	44.0	49.5
4	21	23.1	23.1	72.5
5	25	27.5	27.5	100.0
Total	91	100.0	100.0	

**Q7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	15	16.5	16.5	16.5
4	39	42.9	42.9	59.3
5	37	40.7	40.7	100.0
Total	91	100.0	100.0	

**Q8**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	9.9	9.9	9.9
Valid 4	45	49.5	49.5	59.3
5	37	40.7	40.7	100.0
Total	91	100.0	100.0	

**Q9**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	31	34.1	34.1	34.1
Valid 4	35	38.5	38.5	72.5
5	25	27.5	27.5	100.0
Total	91	100.0	100.0	

**Q10**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	27	29.7	29.7	29.7
Valid 4	45	49.5	49.5	79.1
5	19	20.9	20.9	100.0
Total	91	100.0	100.0	

## Lampiran 5

### Hasil Output Uji Validitas

#### 1. Motivasi Kerja (Y)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	31.57	15.492	.346	.802
Q2	31.34	15.005	.528	.779
Q3	31.38	14.884	.489	.783
Q4	31.43	14.448	.520	.779
Q5	31.73	15.601	.393	.794
Q6	31.32	14.997	.483	.784
Q7	31.35	13.586	.659	.759
Q8	31.33	14.135	.532	.777
Q9	31.54	14.585	.496	.782

#### 2. Kepuasan Kerja (X)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	36.21	18.878	.248	.821
Q2	35.91	19.459	.224	.819
Q3	36.04	17.487	.533	.790
Q4	36.03	16.566	.616	.780
Q5	36.19	17.576	.432	.801
Q6	36.24	17.230	.559	.787
Q7	35.78	17.773	.473	.796
Q8	35.84	16.739	.588	.783
Q9	36.07	16.396	.686	.773
Q10	36.19	16.731	.546	.788

### 3. Komitmen Organisasional (Y)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	36.43	19.159	.321	.807
Q2	36.25	18.835	.363	.803
Q3	36.42	16.401	.689	.766
Q4	36.24	16.830	.600	.777
Q5	36.57	17.937	.407	.800
Q6	36.74	15.885	.612	.775
Q7	36.21	17.989	.485	.791
Q8	36.14	18.990	.368	.802
Q9	36.52	17.719	.474	.792
Q10	36.54	17.896	.512	.788

## Lampiran 6

### Hasil Uji Reliabilitas

#### 1. Variabel Motivasi Kerja (X1)

**Case Processing Summary**

		N	%
Cases	Valid	91	100.0
	Excluded <sup>a</sup>	0	.0
	Total	91	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.802	9

#### 2. Variabel Kepuasan Kerja (X2)

**Case Processing Summary**

		N	%
Cases	Valid	91	100.0
	Excluded <sup>a</sup>	0	.0
	Total	91	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.811	10

### 3. Variabel Komitmen Organisasional (Y)

**Case Processing Summary**

		N	%
	Valid	91	100.0
Cases	Excluded <sup>a</sup>	0	.0
	Total	91	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.808	10

## Lampiran 7

### Hasil Output Uji Persyaratan Analisis Data

#### 1. Hasil Output Uji Linieritas

ANOVA Table

			Sum of Squares	df	
			(Combined)	901.523	16
komitmen organisasional * motivasi kerja	Between Groups	Linearity	589.071	1	
		Deviation from Linearity	312.452	15	
		Within Groups	1031.004	74	
Total			1932.527	90	

ANOVA Table

			Mean Square	F	
			(Combined)	56.345	4.044
komitmen organisasional * motivasi kerja	Between Groups	Linearity	589.071	42.280	
		Deviation from Linearity	20.830	1.495	
		Within Groups	13.932		
Total					

ANOVA Table

			Sig.	
			(Combined)	.000
komitmen organisasional * motivasi kerja	Between Groups	Linearity	.000	
		Deviation from Linearity	.129	
		Within Groups		
Total				

**ANOVA Table**

			Sum of Squares	df	
			(Combined)	766.267	21
komitmen organisasional *	Between Groups	Linearity	188.541	1	
		Deviation from	577.726	20	
		Linearity			
kepuasan kerja	Within Groups		1166.260	69	
Total			1932.527	90	

**ANOVA Table**

			Mean Square	F	
			(Combined)	36.489	2.159
komitmen organisasional *	Between Groups	Linearity	188.541	11.155	
		Deviation from	28.886	1.709	
		Linearity			
kepuasan kerja	Within Groups		16.902		
Total					

**ANOVA Table**

			Sig.	
			(Combined)	.009
komitmen organisasional *	Between Groups	Linearity	.001	
		Deviation from Linearity	.053	
kepuasan kerja	Within Groups			
Total				



## Lampiran 8

### Hasil Output Uji Analisis Regresi Linier Berganda, Uji T, dan Uji F

#### 1. Hasil Output Uji Regresi R<sup>2</sup> (R Square)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	.649 <sup>a</sup>	.422	.409	3.564	.422	32.078

#### 2. Hasil Output Regresi Linier Berganda

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.948	4.125		1.927	.057
	Motivasi	.520	.090	.479	5.775	.000
	Kepuasan	.352	.084	.350	4.216	.000

#### 3. Hasil Uji t

##### a. Hasil Output Uji t

##### Variabel Motivasi Kerja dan Kepuasan Kerja

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.948	4.125		1.927	.057
	Motivasi	.520	.090	.479	5.775	.000
	Kepuasan	.352	.084	.350	4.216	.000

##### b. Hasil Output Uji f

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	814.844	2	407.422	32.078	.000 <sup>b</sup>
	Residual	1117.684	88	12.701		
	Total	1932.527	90			

## Lampiran 9

### R Tabel

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263
25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	<b>0.361</b>	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091
36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081

## Lampiran 10

### T tabel

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	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

	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
Df		0.50	0.20	0.10	0.050	0.02	0.010	0.002
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	

	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
Df		0.50	0.20	0.10	0.050	0.02	0.010	0.002
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	
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289	
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206	
103	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125	
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045	
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967	
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890	
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815	
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741	
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669	
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598	
111	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528	
112	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460	
113	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392	
114	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326	
115	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262	
116	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198	
117	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135	
118	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074	
119	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013	
120	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954	

**Lampiran 11**

**F tabel**

df untuk penyebut (N2)	df untuk pembilang (N1)								
	1	2	3	4	5	6	7	8	9
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99

