

Lampiran 1

DAFTAR PERTANYAAN

Nomor Responden :

Jenis kelamin :

Usia :

PETUNJUK

1. Jawablah pertanyaan-pertanyaan berikut ini sesuai dengan keadaan yang sebenarnya, dengan cara memberi tanda silang (x) pada kolom sebelah kanan, sesuai dengan pendapatan Bapak/Ibu Saudara.

2. Arti dari jawaban yang disediakan adalah :

SS : Sangat Setuju, S: Setuju, RR: Ragu-ragu, TS: Tidak setuju

STS : Sangat Tidak Setuju

A. PENGAWASAN

No.	Pernyataan	SS	S	RR	TS	STS
	Penetapan standar kerja.					
1.	Dalam melakukan pengawasan sangat dibutuhkan adanya standar.					
2.	Pengawasan dilakukan untuk mengevaluasi standar yang sudah ditetapkan perusahaan.					
	Memantau atau diawasi dan dinilai oleh atasan.					
3.	Karyawan mampu berkomunikasi dengan baik dengan atasan dan rekan kerja.					
4.	Karyawan tanpa dukungan atasan dapat menyelesaikan suatu pekerjaan.					
	Pengukuran kerja					
5.	Pengawasan merupakan salah satu cara yang dilakukan perusahaan untuk mengukur kinerja kinerja karyawan.					
6.	Pengawasan yang dilakukan memberikan motivasi untuk meningkatkan hasil kinerja karyawan pada masa yang akan datang.					
	Membandingkan					
7.	Evaluasi yang diberikan manajer dapat memotivasi karyawan untuk dapat bekerja lebih baik lagi.					

8	Manajer akan selalu membandingkan hasil yang dicapai karyawan dengan target yang telah ditentukan setiap bulannya.					
	Tindakan koreksi/ perbaikan					
9.	Pengawasan sangat dibutuhkan dalam setiap perusahaan.					
10.	Tindakan koreksi sangat dibutuhkan dalam pengawasan.					

DISIPLIN KERJA

No.	Pernyataan	SS	S	RR	TS	STS
	Frekuensi Kehadiran					
1.	Absensi kehadiran menurut anda sangat penting dalam penegakan disiplin kerja.					
2.	Karyawan harus hadir tepat waktu di kantor setiap hari jam kerja .					
	Tingkat Kewaspadaan					
3.	Karyawan teliti dalam bekerja.					
4.	Karyawan berhati-hati dalam menggunakan peralatan perusahaan.					
	Ketaatan pada standar kerja					
5.	Karyawan melaksanakan tugas-tugas dengan tanggung jawab dan sesuai dengan waktu yang ditentukan.					
6.	Karyawan selalu mengenakan seragam kerja sesuai hari yang telah ditentukan.					
	Ketaatan pada peraturan					
7.	Karyawan mengenakan pakaian sesuai dengan peraturan perusahaan.					
8.	Karyawan harus bersedia dikenakan sanksi sesuai dengan peraturan jika melanggar peraturan.					
	Etika kerja					
9.	Karyawan bersikap sopan dalam melayani pelanggan.					
10.	Karyawan mempunyai etika yang baik selama berada di kantor.					

C.KINERJA

No.	Pertanyaan	SS	S	RR	TS	STS
	Kuantitas					
1.	Karyawan berusaha untuk mencapai target kerja yang telah ditentukan.					
2.	Karyawan memiliki keinginan yang tinggi dalam mengerjakan suatu pekerjaan.					
3.	Karyawan mempunyai Pengetahuan akan pekerjaan dapat membantu dalam mengatasi permasalahan yang muncul pada saat bekerja.					
4.	Karyawan selalu bekerja sama dalam menyelesaikan pekerjaan.					
	Kualitas Kerja					
5.	Karyawan tingkat pencapaian volume kerja yang dihasilkan telah sesuai dengan harapan perusahaan.					
6.	Karyawan selama bekerja, hasil pekerjaan lebih baik bila dibandingkan dengan waktu yang lalu.					
7.	Karyawan selama bekerja, berusaha bekerja lebih baik dari rekan kerja.					
	Ketepatan					
8.	Karyawan dapat mengerjakan pekerjaan dengan efektif dan efisien.					
9.	Karyawan selalu taat pada tugas dan kewajiban dengan baik dan teliti.					
10	Karyawan waktu pekerjaan tugas selama ini lebih cepat dari sebelumnya.					

Lampiran 2

- Deskriptif Data Karakteristik Responden Berdasarkan Jenis Kelamin

		JK			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI-LAKI	27	43.5	43.5	43.5
	PEREMPUAN	35	56.5	56.5	100.0
	Total	62	100.0	100.0	

LAMPIRAN 3

- Deskriptif Data Karakteristik Responden Berdasarkan Usia

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	28	45.2	45.2	45.2
	31-40	29	46.8	46.8	91.9
	41-50	5	8.1	8.1	100.0
	Total	62	100.0	100.0	

LAMPIRAN 4

NO	PENGAWASAN (X1)										TOTAL
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
1	3	4	2	3	3	4	5	3	3	4	34
2	2	3	3	2	2	3	3	2	2	3	25
3	4	3	4	4	4	3	4	4	4	3	37
4	4	4	3	3	4	4	3	3	4	4	36
5	1	3	2	3	5	3	2	3	1	3	26
6	3	3	3	3	3	3	3	3	3	3	30
7	3	2	2	3	3	2	2	3	3	2	25
8	3	3	4	3	3	3	4	3	3	3	32
9	5	3	3	2	1	3	3	2	5	3	30
10	3	5	5	3	3	5	5	3	3	5	40
11	2	5	5	3	2	5	5	3	2	5	37
12	1	2	2	4	1	2	2	4	1	2	21
13	3	4	3	4	3	4	3	4	3	4	35
14	3	2	3	3	3	2	3	3	3	2	27
15	3	3	4	4	3	3	4	4	3	3	34
16	3	2	3	4	3	2	3	4	3	2	29
17	2	3	3	2	2	3	3	2	2	3	25
18	3	4	4	4	3	4	4	4	3	4	37
19	4	4	5	4	4	4	5	4	4	4	42
20	3	3	3	3	3	3	3	3	3	3	30
21	3	2	3	3	3	2	3	3	3	2	27
22	2	2	3	1	2	2	3	1	2	2	20
23	3	3	4	4	3	3	4	4	3	3	34
24	3	4	4	3	3	4	4	3	3	4	35
25	4	3	3	3	4	3	3	3	4	3	33
26	4	4	4	4	4	4	4	4	4	4	40
27	3	4	3	3	3	4	3	3	3	4	33
28	3	3	4	4	3	3	4	4	3	3	34
29	4	4	4	4	4	4	4	4	4	4	40
30	3	3	4	5	3	3	4	5	3	3	36
31	3	3	3	4	4	3	4	5	5	3	37
32	3	3	4	4	4	3	4	3	4	4	36
33	4	3	3	3	3	3	3	2	4	5	33
34	3	4	2	4	3	4	4	3	3	3	33
35	4	3	3	5	5	3	5	2	4	3	37

36	4	5	4	5	3	5	5	3	5	5	44
37	3	3	3	3	3	3	3	2	5	4	32
38	4	4	3	4	3	4	4	1	3	4	34
39	3	4	4	5	4	4	5	2	4	3	38
40	4	2	3	3	3	2	3	3	5	4	32
41	3	3	3	4	3	3	2	3	3	4	31
42	3	2	3	3	4	4	3	1	4	3	30
43	4	3	3	5	3	3	5	1	3	4	34
44	4	3	5	2	3	3	2	3	5	3	33
45	3	4	4	4	4	5	4	4	4	5	41
46	5	4	4	5	5	5	5	2	4	4	43
47	4	5	5	3	4	4	3	3	3	4	38
48	4	4	5	4	5	5	4	4	4	5	44
49	4	3	4	4	3	3	4	2	2	4	33
50	4	5	3	3	3	4	3	4	4	5	38
51	3	4	4	4	3	4	4	4	4	3	37
52	3	5	5	5	4	4	5	4	3	3	41
53	4	3	5	5	3	3	5	5	5	4	42
54	5	4	5	4	3	4	4	5	2	3	39
55	4	4	4	4	4	3	4	5	4	4	40
56	3	5	5	5	4	4	5	4	5	4	44
57	3	5	4	4	4	4	5	5	3	3	40
58	3	5	5	4	2	3	4	4	4	4	38
59	4	2	4	4	1	4	4	2	4	3	32
60	4	4	5	4	3	4	4	3	3	4	38
61	5	4	5	3	4	3	3	4	4	3	38
62	4	4	3	4	3	3	2	4	5	3	35

DISIPLIN KERJA (X2)										
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
4	5	4	4	5	3	3	4	4	3	39
3	5	3	5	5	2	2	4	3	4	36
5	3	5	3	4	4	4	2	4	2	36
4	4	4	4	3	3	3	3	4	3	35
3	4	3	3	4	3	2	3	3	2	30
5	5	5	5	3	3	4	4	4	4	42
4	3	4	3	4	3	3	2	2	2	30
4	5	4	4	5	3	3	4	3	3	38
5	4	5	3	4	2	4	3	4	2	36
5	5	5	3	5	3	4	4	2	2	38
3	5	3	3	3	3	2	4	4	2	32
3	4	3	3	4	4	2	3	2	2	30
4	5	4	5	4	4	3	4	4	4	41
3	5	3	1	2	3	2	4	4	4	31
5	5	5	4	5	4	4	4	3	3	42
2	4	2	3	3	4	1	3	3	2	27
4	5	4	4	5	2	3	4	4	3	38
4	4	4	3	4	4	3	3	3	2	34
5	5	5	5	5	4	4	4	4	4	45
3	4	3	4	4	3	2	3	3	3	32
4	4	4	4	4	3	3	3	2	3	34
4	3	4	3	3	1	3	2	3	2	28
5	4	5	4	5	4	4	3	3	3	40
4	3	4	4	4	3	3	2	2	3	32
4	4	4	4	4	3	3	3	3	3	35
5	5	5	5	5	4	4	4	3	4	44
5	4	5	5	5	3	4	3	2	4	40
4	4	4	5	5	4	3	3	4	4	40
4	4	4	4	5	4	3	3	4	3	38
5	5	5	4	5	5	4	4	4	3	44
5	3	5	3	3	4	3	3	4	3	36
5	3	4	3	5	3	3	3	3	4	36
5	3	5	3	2	3	4	4	4	4	37
3	2	4	5	3	4	3	5	5	3	37
5	3	3	5	5	4	4	4	5	4	42
4	4	4	4	4	3	4	4	4	4	39
3	3	3	4	3	4	5	5	5	4	39

3	2	5	3	3	3	4	5	4	3	35
5	3	5	3	4	3	3	4	2	4	36
4	4	4	4	3	4	5	3	3	4	38
3	2	5	3	3	4	4	4	4	3	35
4	4	3	5	2	3	5	5	4	4	39
3	3	4	5	5	4	3	5	3	4	39
3	5	4	5	5	5	4	5	4	3	43
4	4	4	2	3	3	4	4	4	4	36
5	4	3	5	5	5	5	5	5	4	46
4	4	4	4	4	3	5	4	4	5	41
5	5	3	2	5	5	5	5	4	3	42
3	3	4	4	4	3	2	4	3	4	34
4	4	4	5	5	5	4	5	4	4	44
4	3	3	5	5	5	4	5	4	4	42
4	4	4	5	5	5	4	3	4	4	42
3	2	4	5	5	5	3	3	4	4	38
4	3	3	5	5	5	5	5	4	4	43
3	3	3	3	3	2	4	4	4	3	32
4	3	5	3	2	4	5	5	4	4	39
4	3	5	4	4	3	5	3	3	4	38
3	2	5	3	3	4	3	4	3	4	34
4	4	4	2	2	3	2	3	3	4	31
4	5	3	3	3	2	5	3	4	3	35
3	4	4	3	3	3	4	3	4	4	35
3	2	4	4	3	2	4	4	4	3	33

KINERJA (Y)										
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
4	4	5	5	4	5	3	3	4	2	39
5	3	5	4	5	5	2	2	3	3	37
4	5	3	5	3	4	4	4	3	4	39
3	4	4	5	4	3	3	4	4	3	37
4	3	4	4	3	4	3	1	3	2	31
4	5	5	5	5	3	3	3	3	3	39
3	4	3	3	3	4	3	3	2	2	30
4	4	5	4	4	5	3	3	3	4	39
3	5	4	5	3	4	2	5	3	3	37
4	5	5	3	3	5	3	3	5	5	41
3	3	5	5	3	3	3	2	5	5	37
4	3	4	3	3	4	4	1	2	2	30
5	4	5	5	5	4	4	3	4	3	42
3	3	5	5	1	2	3	3	2	3	30
4	5	5	4	4	5	4	3	3	4	41
4	2	4	4	3	3	4	3	2	3	32
3	4	5	5	4	5	2	2	3	3	36
4	4	4	4	3	4	4	3	4	4	38
4	5	5	5	5	5	4	4	4	5	46
4	3	4	4	4	4	3	3	3	3	35
3	4	4	3	4	4	3	3	2	3	33
4	4	3	4	3	3	1	2	2	3	29
4	5	4	4	4	5	4	3	3	4	40
3	4	3	3	4	4	3	3	4	4	35
4	4	4	4	4	4	3	4	3	3	37
4	5	5	4	5	5	4	4	4	4	44
3	5	4	3	5	5	3	3	4	3	38
4	4	4	5	5	5	4	3	3	4	41
4	4	4	5	4	5	4	4	4	4	42
5	5	5	5	4	5	5	3	3	4	44
3	3	3	4	5	3	5	5	3	4	38
3	3	4	3	5	3	3	4	4	3	35
4	3	3	4	5	3	2	4	5	4	37
2	4	2	3	3	2	3	3	3	5	30
4	3	3	4	5	3	2	4	3	4	35
5	5	4	3	4	4	3	5	5	5	43
3	3	3	1	3	3	2	5	4	3	30

4	4	3	3	3	2	1	3	4	4	31
3	4	4	4	5	3	2	4	3	4	36
3	2	3	2	4	4	3	5	4	2	32
4	3	3	2	3	2	3	3	4	5	32
4	2	3	1	4	4	1	4	3	3	29
5	3	3	4	3	3	1	3	4	2	31
4	3	5	5	3	5	3	5	3	3	39
4	4	4	5	4	4	4	4	5	2	40
5	4	4	4	5	4	2	4	4	3	39
4	5	5	5	4	4	3	3	4	2	39
4	4	5	4	5	5	4	4	5	1	41
4	3	4	2	3	3	2	2	4	2	29
4	5	3	3	4	4	4	4	5	3	39
3	4	4	4	4	3	4	4	3	3	36
4	5	5	4	4	4	4	3	3	1	37
3	3	5	3	3	2	5	5	4	1	34
4	4	5	4	4	3	5	2	3	3	37
4	4	4	4	3	3	5	4	4	4	39
4	5	5	5	4	3	4	5	4	2	41
3	5	4	4	4	3	5	3	3	3	37
4	5	5	4	3	2	4	4	4	4	39
3	2	4	3	4	4	2	4	3	2	31
4	4	5	4	4	5	3	3	4	4	40
4	4	5	4	3	4	4	4	3	4	39
4	4	3	4	3	2	4	5	3	4	36

Lampiran 5 Jawaban Responden

Pengawasan (X1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3.2	3.2	3.2
2	4	6.5	6.5	9.7
3	30	48.4	48.4	58.1
4	22	35.5	35.5	93.5
5	4	6.5	6.5	100.0
Total	62	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	14.5	14.5	14.5
3	23	37.1	37.1	51.6
4	21	33.9	33.9	85.5
5	9	14.5	14.5	100.0
Total	62	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	8.1	8.1	8.1
3	24	38.7	38.7	46.8
4	20	32.3	32.3	79.0
5	13	21.0	21.0	100.0
Total	62	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.5	6.5	8.1
	3	21	33.9	33.9	41.9
	4	27	43.5	43.5	85.5
	5	9	14.5	14.5	100.0
	Total	62	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.8	4.8	4.8
	2	5	8.1	8.1	12.9
	3	33	53.2	53.2	66.1
	4	17	27.4	27.4	93.5
	5	4	6.5	6.5	100.0
	Total	62	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	11.3	11.3	11.3
	3	27	43.5	43.5	54.8
	4	22	35.5	35.5	90.3
	5	6	9.7	9.7	100.0
	Total	62	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	9.7	9.7	9.7
	3	20	32.3	32.3	41.9
	4	23	37.1	37.1	79.0
	5	13	21.0	21.0	100.0
	Total	62	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.5	6.5	6.5
	2	10	16.1	16.1	22.6
	3	22	35.5	35.5	58.1
	4	20	32.3	32.3	90.3
	5	6	9.7	9.7	100.0
	Total	62	100.0	100.0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.2	3.2	3.2
	2	6	9.7	9.7	12.9
	3	25	40.3	40.3	53.2
	4	20	32.3	32.3	85.5
	5	9	14.5	14.5	100.0
	Total	62	100.0	100.0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	9.7	9.7	9.7
	3	26	41.9	41.9	51.6
	4	23	37.1	37.1	88.7
	5	7	11.3	11.3	100.0
	Total	62	100.0	100.0	

PENGAWASAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	1	1.6	1.6	1.6
	21	1	1.6	1.6	3.2
	25	3	4.8	4.8	8.1
	26	1	1.6	1.6	9.7
	27	2	3.2	3.2	12.9
	29	1	1.6	1.6	14.5
	30	4	6.5	6.5	21.0
	31	1	1.6	1.6	22.6
	32	4	6.5	6.5	29.0
	33	6	9.7	9.7	38.7
	34	6	9.7	9.7	48.4
	35	3	4.8	4.8	53.2
	36	3	4.8	4.8	58.1
	37	6	9.7	9.7	67.7
	38	6	9.7	9.7	77.4
	39	1	1.6	1.6	79.0
	40	5	8.1	8.1	87.1
	41	2	3.2	3.2	90.3
	42	2	3.2	3.2	93.5
	43	1	1.6	1.6	95.2
	44	3	4.8	4.8	100.0
	Total	62	100.0	100.0	

Jawaban responden Disiplin Kerja (X2)

P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	18	29.0	29.0	30.6
	4	26	41.9	41.9	72.6
	5	17	27.4	27.4	100.0
	Total	62	100.0	100.0	

P12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	9.7	9.7	9.7
	3	17	27.4	27.4	37.1
	4	23	37.1	37.1	74.2
	5	16	25.8	25.8	100.0
	Total	62	100.0	100.0	

P13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	15	24.2	24.2	25.8
	4	28	45.2	45.2	71.0
	5	18	29.0	29.0	100.0
	Total	62	100.0	100.0	

P14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	3	4.8	4.8	6.5
	3	21	33.9	33.9	40.3
	4	19	30.6	30.6	71.0
	5	18	29.0	29.0	100.0
	Total	62	100.0	100.0	

P15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.1	8.1	8.1
	3	17	27.4	27.4	35.5
	4	16	25.8	25.8	61.3
	5	24	38.7	38.7	100.0
	Total	62	100.0	100.0	

P16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	6	9.7	9.7	11.3
	3	26	41.9	41.9	53.2
	4	20	32.3	32.3	85.5
	5	9	14.5	14.5	100.0
	Total	62	100.0	100.0	

P17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	8	12.9	12.9	14.5
	3	20	32.3	32.3	46.8
	4	23	37.1	37.1	83.9
	5	10	16.1	16.1	100.0
	Total	62	100.0	100.0	

P18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.5	6.5	6.5
	3	22	35.5	35.5	41.9
	4	24	38.7	38.7	80.6
	5	12	19.4	19.4	100.0
	Total	62	100.0	100.0	

P19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	11.3	11.3	11.3
	3	18	29.0	29.0	40.3
	4	33	53.2	53.2	93.5
	5	4	6.5	6.5	100.0
	Total	62	100.0	100.0	

P20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	16.1	16.1	16.1
	3	21	33.9	33.9	50.0
	4	30	48.4	48.4	98.4
	5	1	1.6	1.6	100.0
	Total	62	100.0	100.0	

DISIPLIN KERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	27	1	1.6	1.6	1.6
	28	1	1.6	1.6	3.2
	30	3	4.8	4.8	8.1
	31	2	3.2	3.2	11.3
	32	4	6.5	6.5	17.7
	33	1	1.6	1.6	19.4
	34	4	6.5	6.5	25.8
	35	6	9.7	9.7	35.5
	36	7	11.3	11.3	46.8
	37	2	3.2	3.2	50.0
	38	7	11.3	11.3	61.3
	39	6	9.7	9.7	71.0
	40	3	4.8	4.8	75.8
	41	2	3.2	3.2	79.0
	42	6	9.7	9.7	88.7
	43	2	3.2	3.2	91.9
	44	3	4.8	4.8	96.8
	45	1	1.6	1.6	98.4
	46	1	1.6	1.6	100.0
	Total	62	100.0	100.0	

Jawaban Responden Kinerja Karyawan(Y)

P21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	18	29.0	29.0	30.6
	4	37	59.7	59.7	90.3
	5	6	9.7	9.7	100.0
	Total	62	100.0	100.0	

P22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.5	6.5	6.5
	3	16	25.8	25.8	32.3
	4	25	40.3	40.3	72.6
	5	17	27.4	27.4	100.0
	Total	62	100.0	100.0	

P23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	15	24.2	24.2	25.8
	4	23	37.1	37.1	62.9
	5	23	37.1	37.1	100.0
	Total	62	100.0	100.0	

P24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.2	3.2	3.2
	2	3	4.8	4.8	8.1
	3	13	21.0	21.0	29.0
	4	27	43.5	43.5	72.6
	5	17	27.4	27.4	100.0
	Total	62	100.0	100.0	

P25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	3	22	35.5	35.5	37.1
	4	25	40.3	40.3	77.4
	5	14	22.6	22.6	100.0
	Total	62	100.0	100.0	

P26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	11.3	11.3	11.3
	3	18	29.0	29.0	40.3
	4	21	33.9	33.9	74.2
	5	16	25.8	25.8	100.0
	Total	62	100.0	100.0	

P27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	6.5	6.5	6.5
2	10	16.1	16.1	22.6
3	22	35.5	35.5	58.1
4	20	32.3	32.3	90.3
5	6	9.7	9.7	100.0
Total	62	100.0	100.0	

P28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3.2	3.2	3.2
2	6	9.7	9.7	12.9
3	25	40.3	40.3	53.2
4	20	32.3	32.3	85.5
5	9	14.5	14.5	100.0
Total	62	100.0	100.0	

P29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	9.7	9.7	9.7
3	26	41.9	41.9	51.6
4	23	37.1	37.1	88.7
5	7	11.3	11.3	100.0
Total	62	100.0	100.0	

P30

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.8	4.8	4.8
	2	11	17.7	17.7	22.6
	3	22	35.5	35.5	58.1
	4	20	32.3	32.3	90.3
	5	6	9.7	9.7	100.0
	Total	62	100.0	100.0	

KINERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	29	3	4.8	4.8	4.8
	30	5	8.1	8.1	12.9
	31	4	6.5	6.5	19.4
	32	3	4.8	4.8	24.2
	33	1	1.6	1.6	25.8
	34	1	1.6	1.6	27.4
	35	4	6.5	6.5	33.9
	36	4	6.5	6.5	40.3
	37	9	14.5	14.5	54.8
	38	3	4.8	4.8	59.7
	39	11	17.7	17.7	77.4
	40	3	4.8	4.8	82.3
	41	5	8.1	8.1	90.3
	42	2	3.2	3.2	93.5
	43	1	1.6	1.6	95.2
	44	2	3.2	3.2	98.4
	46	1	1.6	1.6	100.0
	Total	62	100.0	100.0	

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	PENGAWASAN
P9 Pearson Correlation	.591**	.137	.233	.221	.245	.140	.158	.124	1	.287*	.516**
P9 Sig. (2-tailed)	.000	.288	.068	.085	.055	.278	.219	.337		.024	.000
P9 N	62	62	62	62	62	62	62	62	62	62	62
P10 Pearson Correlation	.287*	.627**	.363**	.194	.204	.689**	.380**	.019	.287*	1	.642**
P10 Sig. (2-tailed)	.024	.000	.004	.132	.112	.000	.002	.884	.024		.000
P10 N	62	62	62	62	62	62	62	62	62	62	62
PEN GA WAS AN Pearson Correlation	.544**	.745**	.696**	.630**	.527**	.708**	.689**	.450**	.516**	.642**	1
PEN GA WAS AN Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
PEN GA WAS AN N	62	62	62	62	62	62	62	62	62	62	62

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

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

2) VALIDITAS DISIPLIN KERJA (X2)

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	TOTAL
Q1	Pearson Correlation	1	.269 [*]	.502 ^{**}	.093	.326 ^{**}	.100	.436 ^{**}	-.093	-.036	.108	.533 ^{**}
	Sig. (2-tailed)		.034	.000	.470	.010	.441	.000	.473	.784	.402	.000
	N	62	62	62	62	62	62	62	62	62	62	62
Q2	Pearson Correlation	.269 [*]	1	-.129	.044	.285 [*]	-.032	-.055	.025	-.064	-.076	.275 [*]
	Sig. (2-tailed)	.034		.317	.732	.025	.803	.670	.848	.622	.555	.030
	N	62	62	62	62	62	62	62	62	62	62	62
Q3	Pearson Correlation	.502 ^{**}	-.129	1	.004	.043	-.011	.249	-.116	-.176	.072	.262 [*]
	Sig. (2-tailed)	.000	.317		.974	.739	.932	.051	.370	.171	.577	.040
	N	62	62	62	62	62	62	62	62	62	62	62
Q4	Pearson Correlation	.093	.044	.004	1	.530 ^{**}	.345 ^{**}	.215	.266 [*]	.185	.378 ^{**}	.638 ^{**}
	Sig. (2-tailed)	.470	.732	.974		.000	.006	.093	.037	.150	.002	.000
	N	62	62	62	62	62	62	62	62	62	62	62
Q5	Pearson Correlation	.326 ^{**}	.285 [*]	.043	.530 ^{**}	1	.383 ^{**}	.044	.041	-.133	.023	.549 ^{**}
	Sig. (2-tailed)	.010	.025	.739	.000		.002	.735	.753	.302	.861	.000
	N	62	62	62	62	62	62	62	62	62	62	62
Q6	Pearson Correlation	.100	-.032	-.011	.345 ^{**}	.383 ^{**}	1	.221	.348 ^{**}	.263 [*]	.217	.581 ^{**}
	Sig. (2-tailed)	.441	.803	.932	.006	.002		.084	.006	.039	.091	.000
	N	62	62	62	62	62	62	62	62	62	62	62
Q7	Pearson Correlation	.436 ^{**}	-.055	.249	.215	.044	.221	1	.366 ^{**}	.387 ^{**}	.357 ^{**}	.637 ^{**}
	Sig. (2-tailed)	.000	.670	.051	.093	.735	.084		.003	.002	.004	.000
	N	62	62	62	62	62	62	62	62	62	62	62
Q8	Pearson Correlation	-.093	.025	-.116	.266 [*]	.041	.348 ^{**}	.366 ^{**}	1	.486 ^{**}	.407 ^{**}	.541 ^{**}
	Sig. (2-tailed)	.473	.848	.370	.037	.753	.006	.003		.000	.001	.000
	N	62	62	62	62	62	62	62	62	62	62	62
Q9	Pearson Correlation	-.036	-.064	-.176	.185	-.133	.263 [*]	.387 ^{**}	.486 ^{**}	1	.270 [*]	.418 ^{**}

	Sig. (2-tailed)	.784	.622	.171	.150	.302	.039	.002	.000		.034	.001
	N	62	62	62	62	62	62	62	62	62	62	62
	Pearson Correlation	.108	-.076	.072	.378**	.023	.217	.357**	.407**	.270*	1	.530**
Q10	Sig. (2-tailed)	.402	.555	.577	.002	.861	.091	.004	.001	.034		.000
	N	62	62	62	62	62	62	62	62	62	62	62
	Pearson Correlation	.533**	.275*	.262*	.638**	.549**	.581**	.637**	.541**	.418**	.530**	1
TOTAL	Sig. (2-tailed)	.000	.030	.040	.000	.000	.000	.000	.000	.001	.000	
	N	62	62	62	62	62	62	62	62	62	62	62

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

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

Q9	Pearson Correlation	.187	.168	.072	-.061	.225	.061	.019	.287 [*]	1	.127	.415 ^{**}
	Sig. (2-tailed)	.146	.193	.576	.640	.079	.636	.884	.024		.326	.001
	N	62	62	62	62	62	62	62	62	62	62	62
Q10	Pearson Correlation	.035	.230	-.145	.048	.013	-.019	.040	.054	.127	1	.320 [*]
	Sig. (2-tailed)	.787	.073	.259	.711	.922	.886	.757	.680	.326		.011
	N	62	62	62	62	62	62	62	62	62	62	62
TOTAL	Pearson Correlation	.401 ^{**}	.658 ^{**}	.552 ^{**}	.578 ^{**}	.493 ^{**}	.532 ^{**}	.519 ^{**}	.269 [*]	.415 ^{**}	.320 [*]	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.035	.001	.011	
	N	62	62	62	62	62	62	62	62	62	62	62

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

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

Lampiran 7 Uji RELIABILITAS

1) PENGAWASAN

Reliability Statistics

Cronbach's Alpha	N of Items
.812	10

2) DISIPLIN KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.665	10

3) KINERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.608	10

LAMPIRAN 8

UJI LINEARITAS

1) KINERJA DAN PENGAWASAN

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
(Combined)		558.843	20	27.942	2.076	.024
KINERJA * PENGAWASAN	Between Groups	461.901	1	461.901	34.316	.000
	Deviation from Linearity	96.942	19	5.102	.379	.987
	Within Groups	551.867	41	13.460		
	Total	1110.710	61			

2) KINERJA DAN DISIPLIN KERJA

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
(Combined)		591.983	18	32.888	2.726	.004
KINERJA * DISIPLIN KERJA	Between Groups	388.246	1	388.246	32.184	.000
	Deviation from Linearity	203.738	17	11.985	.993	.483
	Within Groups	518.726	43	12.063		
	Total	1110.710	61			

LAMPIRAN 9

ANALISIS REGRESI

1) DETERMINASI

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^b	.	Enter

a. Dependent Variable: y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.708 ^a	.501	.484	3.066

a. Predictors: (Constant), DISIPLIN KERJA, PENGAWASAN

ANOVA^a

Model		Sum of Squares	df	Mean Square
	Regression	556.035	2	278.017
1	Residual	554.675	59	9.40
	Total	1110.710	61	

a. Dependent Variable: y

b. Predictors: (Constant), x2, x1

2) UJI (t) PENGAWASAN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.246	2.690		7.155	.000
	PENGAWASAN	.501	.077	.645	6.536	.000

a. Dependent Variable: KINERJA

3) UJI (t) DISIPLIN KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.358	3.769		4.075	.000
	DISIPLIN KERJA	.572	.101	.591	5.678	.000

a. Dependent Variable: KINERJA

4) UJI F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	556.035	2	278.017	29.572	.000 ^b
	Residual	554.675	59	9.401		
	Total	1110.710	61			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), DISIPLIN KERJA, PENGAWASAN

LAMPIRAN 10

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78

