

Lampiran

LAMPIRAN 1



**PROGRAM MAGISTER MANAJEMEN
INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA
BANDAR LAMPUNG**

Jalan Zainal Abidin Pagar Alam No.93 Bandar Lampung. Lampung 35142

KUESIONER

**“ANALISIS LINGKUNGAN KERJA FISIK, BEBAN KERJA DAN PEMBERIAN INSENTIF
TERHADAP KINERJA PEGAWAI PADA DINAS PEMBERDAYAAN MASYARAKAT DAN
DESA (DPMD) KABUPATEN LAMPUNG SELATAN**

I. PETUNJUK PENGISIAN :

1. Jawablah pernyataan ini dengan jujur dan benar.
2. Pilih salah satu jawaban yang menurut anda paling tepat dengan memberikan tanda (√) pada kolom yang disediakan.

II. IDENTITAS RESPONDEN

Nama : (Boleh Tidak Diisi)

Jenis Kelamin : Laki – Laki Perempuan

Usia : 17 tahun – 25 Tahun 26 Tahun – 35 Tahun
 36 Tahun – 50 Tahun >50 Tahun

Pendidikan Terakhir : SMA/SMK Diploma (D3)
 Sarjana (S1) Pasca Sarjana (S2)

Lama Kerja : 0 – 3 Tahun 7 – 9 Tahun
 4 – 6 Tahun > 10 Tahun

Isilah jawaban berikut sesuai pendapat saudara dengan memberikan tanda *checkbox*(√). Adapun makna dalam kolom adalah sebagai berikut :

Jawaban	Bobot
Sangat setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KS)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

LINGKUNGAN KERJA FISIK (X1)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
Bangunan tempatkerja						
1	Bangunan kantor tempat saya bekerja terlihat tidak menarik.					
2	Saya merasa tidak nyaman berada di dalam bangunan kantor tempat saya bekerja.					
Peralatan kerja yang memadai						
3	Peralatan kerja seperti Komputer dan Laptop yang disediakan di kantor tempat saya bekerja tidak sesuai dengan standar kebutuhan pekerjaan yang ada di Instansi saya.					
4	Keterbatasan Peralatan Kerja seperti Komputer dan Laptop yang disediakan di kantor tempat saya bekerja membuat pegawai terlambat dalam menyelesaikan pekerjaan.					
Fasilitas						
5	Tempat ibadah yang disediakan oleh instansi tempat saya bekerja terlihat kumuh.					
6	Ruang tempat pegawai bekerja terasa panas karena tidak adanya AC untuk pendingin ruangan					
Tersedianya sarana angkutan						
7	Pegawai sering datang terlambat ke kantor karena tidak ada sarana angkutan pegawai.					
8	Instansi tidak menyediakan sarana angkutan untuk pegawainya ketika bekerja diluar kantor.					

Sumber : Siagian (2014:59)

BEBAN KERJA (X2)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
Kondisi Pekarjaan						
1	Saya memahami segala bentuk tanggungjawab pekerjaan yang dibebankan kepada saya.					
2	Saya menyelesaikan pekerjaan menurut <i>Standard Operating Procedure (SOP)</i> yang ditentukan.					
Penggunaan waktu kerja						
3	Saya harus menyelesaikan pekerjaan sesuai dengan waktu yang ditentukan.					
4	Pekerjaan yang saya lakukan harus diselesaikan secepat mungkin.					
Target yang Harus Dicapai						
5	Target yang harus saya capai dalam pekerjaan sudah jelas.					
6	Beban kerja saya sehari-hari sesuai dengan standar pekerjaan saya.					

Sumber: Koesomowidjojo, 2017

PEMBERIAN INSENTIF (X3)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
Insentif Material						

1	Atasan tidak memberi bonus kepada pegawai yang mampu menyelesaikan pekerjaan sesuai dengan ketentuan.					
2	Tidak ada Pemberian Jaminan Sosial oleh Instansi seperti biaya tugas belajar untuk melanjutkan studi bagi pegawai yang berprestasi.					
3	Saya menerima tunjangan yang tidak sesuai dengan tanggung jawab pekerjaan saya					
Insentif Non-Material						
4	Saya mendapatkan pujian dari atasan saya atau prestasi kerja yang saya capai.					
5	Saya mendapatkan piagam penghargaan atas capaian dalam pekerjaan saya.					
6	Atasan memberi ucapan terima kasih kepada pegawainya yang telah menyelesaikan pekerjaan.					

Sumber: Sarwanto , 2010:

KINERJA PEGAWAI (Y)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
Loyalitas Kesetiaan pegawai						
1	Saya bekerja keras demi kemajuan instansi.					
2	Saya akan selalu menjaga nama baik instansi.					
3	Saya berusaha mencapai target kerja yang ditetapkan oleh instansi.					
Tanggung Jawab						
4	Saya bertanggungjawab atas tugas yang diberikan kepada saya.					
5	Saya mencintai pekerjaan yang diberikan oleh pimpinan instansi kepada saya.					
6	Saya menekuni pekerjaan saya dengan sungguh-sungguh.					
7	Saya bersedia menanggung resiko atas pekerjaan yang saya lakukan.					
Ketrampilan Kemampuan pegawai						
8	Pengetahuan saya mendukung dalam melaksanakan tugas sehari-hari.					
9	Saya memahami pedoman kerja sehari-hari.					
10	Saya menguasai pengetahuan yang berkaitan dengan tugas.					

Sumber: Simamora dan Heryanto dalam Yahyo (2013:5)

LAMPIRAN 2

Hasil Pengumpulan Data Jawaban Responden Mengenai Lingkungan Kerja Fisik

NO	LINGKUNGAN KERJA FISIK (X1)								Jumlah
	1	2	3	4	5	6	7	8	
1	5	5	4	4	5	5	5	4	37
2	4	5	5	5	5	4	5	5	38
3	5	5	4	5	5	4	5	5	38
4	5	4	4	5	4	5	3	5	35
5	3	3	4	3	3	3	3	3	25
6	5	5	5	3	5	5	4	4	36
7	5	4	4	5	5	5	4	5	37
8	5	5	5	4	4	5	5	3	36
9	5	5	4	5	4	5	4	5	37
10	3	3	4	5	5	4	5	5	34
11	5	4	5	5	5	5	5	4	38
12	5	4	5	5	5	5	4	5	38
13	5	5	4	4	5	4	5	4	36
14	5	5	5	5	5	5	4	5	39
15	5	4	5	4	4	5	5	4	36
16	5	5	5	4	5	4	5	4	37
17	3	4	5	5	3	5	5	3	33
18	5	5	5	4	5	4	4	5	37
19	5	4	5	4	5	4	5	4	36
20	4	5	5	3	5	4	5	5	36
21	5	5	5	4	5	4	5	4	37
22	5	4	5	5	5	5	3	4	36
23	5	5	5	5	4	5	4	4	37
24	5	4	4	3	4	4	3	3	30
25	4	5	5	4	5	5	5	4	37
26	5	5	4	5	5	3	4	3	34
27	4	5	5	4	4	5	5	4	36
28	3	5	5	4	3	4	5	4	33
29	5	4	5	5	5	5	4	5	38
30	5	5	5	4	5	5	5	4	38
	138	136	140	130	137	135	133	126	1075

LAMPIRAN 3**Hasil Pengumpulan Data Jawaban Responden tentang Beban kerja**

NO	BEBAN KERJA (X2)						
	1	2	3	4	5	6	
1	4	5	3	5	5	3	25
2	5	5	5	4	5	4	28
3	5	4	5	5	4	5	28
4	5	4	5	4	4	3	25
5	5	4	5	5	5	4	28
6	5	4	5	5	5	4	28
7	3	4	4	3	4	3	21
8	5	4	4	5	5	3	26
9	3	4	5	5	3	5	25
10	5	5	4	4	5	4	27
11	3	4	3	3	3	3	19
12	3	4	4	3	3	4	21
13	4	3	3	4	4	4	22
14	3	3	3	3	5	5	22
15	4	3	4	3	4	3	21
16	5	4	5	5	3	4	26
17	3	3	4	3	3	3	19
18	3	3	3	4	4	4	21
19	5	5	4	3	5	3	25
20	4	3	5	3	3	3	21
21	4	5	5	4	4	4	26
22	5	5	4	5	5	4	28
23	5	5	5	5	4	4	28
24	5	5	5	5	5	5	30
25	5	3	5	4	5	3	25
26	3	4	4	3	3	3	20
27	5	4	5	4	5	3	26
28	5	4	4	5	5	5	28
29	4	5	5	4	5	3	26
30	3	5	4	5	3	5	25
	126	123	129	123	126	113	740

LAMPIRAN 4**Hasil Pengumpulan Data Jawaban Responden tentang Pemberian insentif**

NO	PEMBERIAN INSENTIF (X3)						
	1	2	3	4	5	6	
1	5	5	4	4	5	5	28
2	5	4	5	4	5	4	27
3	5	4	5	3	5	3	25
4	5	4	5	4	5	5	28
5	5	4	3	4	5	3	24
6	5	5	5	4	5	5	29
7	5	3	4	5	3	5	25
8	5	4	5	3	4	5	26
9	5	5	4	5	4	5	28
10	4	5	4	5	5	5	28
11	3	3	4	5	5	3	23
12	5	4	5	5	5	5	29
13	5	5	5	4	5	5	29
14	5	4	4	4	3	3	23
15	4	5	4	5	5	5	28
16	5	5	5	4	5	4	28
17	5	4	5	4	5	5	28
18	5	5	4	5	5	3	27
19	5	4	5	5	4	5	28
20	5	5	5	4	5	5	29
21	5	4	5	5	4	5	28
22	4	5	5	5	5	5	29
23	3	4	4	3	4	3	21
24	5	5	4	5	5	5	29
25	5	5	4	5	5	5	29
26	5	4	5	4	5	5	28
27	5	5	5	4	5	5	29
28	5	5	5	4	5	4	28
29	3	3	4	3	4	3	20
30	5	5	5	4	5	5	29
	141	132	136	128	140	133	810

LAMPIRAN 5

Hasil Pengumpulan Data Jawaban Responden tentang Kinerja Pegawai

NO	KINERJA PEGAWAI (Y)										
	1	2	3	4	5	6	7	8	9	10	
1	3	3	4	4	5	5	4	4	5	4	41
2	4	3	3	3	5	3	3	3	4	3	34
3	4	4	5	5	3	4	4	3	4	5	41
4	5	5	5	5	5	5	5	5	5	5	50
5	3	2	2	3	4	4	3	3	3	3	30
6	5	3	5	5	5	5	3	5	5	5	46
7	3	3	5	4	2	5	3	3	5	3	36
8	5	3	5	5	5	4	5	5	3	5	45
9	5	3	5	5	5	5	5	5	5	5	48
10	5	4	5	5	3	5	4	3	5	4	43
11	3	4	2	5	5	5	4	5	3	5	41
12	4	5	5	5	5	4	3	5	5	5	46
13	5	3	5	5	3	2	3	4	5	4	39
14	4	3	3	5	3	5	2	5	4	5	39
15	3	5	3	5	5	5	5	5	5	5	46
16	5	5	5	5	3	5	5	3	5	3	44
17	4	3	3	2	3	3	3	3	4	3	31
18	4	4	5	5	5	4	4	5	4	5	45
19	2	5	5	5	3	4	5	5	5	5	44
20	3	3	5	3	4	4	3	3	3	3	34
21	5	3	5	5	5	5	2	5	5	5	45
22	5	3	5	5	5	5	3	5	5	5	46
23	5	5	5	5	2	4	2	5	5	5	43
24	3	5	5	3	5	5	4	5	4	5	44
25	5	4	5	5	2	5	4	3	5	3	41
26	3	4	5	5	5	3	4	3	3	5	40
27	5	5	5	5	5	5	5	5	5	5	50
28	5	4	5	5	3	3	3	5	5	5	43
29	4	3	3	5	3	5	3	4	4	4	38
30	5	3	5	5	5	4	5	3	5	5	45
	124	112	133	137	121	130	111	125	133	132	1258

LAMPIRAN 6**Hasil Output Uji Frekuensi Karakteristik Responden****JENIS KELAMIN**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10,00	1	3,3	50,0	50,0
	20,00	1	3,3	50,0	100,0
	Total	2	6,7	100,0	
Missing	System	28	93,3		
Total		30	100,0		

BEBAN KERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	,00	1	3,3	25,0	25,0
	8,00	1	3,3	25,0	50,0
	10,00	1	3,3	25,0	75,0
	12,00	1	3,3	25,0	100,0
	Total	4	13,3	100,0	
Missing	System	26	86,7		
Total		30	100,0		

TINGKAT PENDIDIKAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	3,3	25,0	25,0
	5,00	1	3,3	25,0	50,0
	7,00	1	3,3	25,0	75,0
	17,00	1	3,3	25,0	100,0
	Total	4	13,3	100,0	
Missing	System	26	86,7		
Total		30	100,0		

LAMA BEKERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	3,3	25,0	25,0
	5,00	1	3,3	25,0	50,0
	11,00	1	3,3	25,0	75,0
	12,00	1	3,3	25,0	100,0
	Total	4	13,3	100,0	
Missing	System	26	86,7		
Total		30	100,0		

STATUS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	,00	1	3,3	50,0	50,0
	30,00	1	3,3	50,0	100,0
	Total	2	6,7	100,0	
Missing	System	28	93,3		
	Total	30	100,0		

LAMPIRAN 7**Output uji frekuensi jawaban responden tentang Lingkungan Kerja Fisik****LK1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13,3	13,3	13,3
	4	4	13,3	13,3	26,7
	5	22	73,3	73,3	100,0
	Total	30	100,0	100,0	

LK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6,7	6,7	6,7
	4	10	33,3	33,3	40,0
	5	18	60,0	60,0	100,0
	Total	30	100,0	100,0	

LK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	10	33,3	33,3	33,3
	5	20	66,7	66,7	100,0
	Total	30	100,0	100,0	

LK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13,3	13,3	13,3
	4	12	40,0	40,0	53,3
	5	14	46,7	46,7	100,0
	Total	30	100,0	100,0	

LK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	10,0	10,0	10,0
	4	7	23,3	23,3	33,3
	5	20	66,7	66,7	100,0
	Total	30	100,0	100,0	

LK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6,7	6,7	6,7
	4	11	36,7	36,7	43,3
	5	17	56,7	56,7	100,0
	Total	30	100,0	100,0	

LK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13,3	13,3	13,3
	4	9	30,0	30,0	43,3
	5	17	56,7	56,7	100,0
	Total	30	100,0	100,0	

LK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	16,7	16,7	16,7
	4	14	46,7	46,7	63,3
	5	11	36,7	36,7	100,0
	Total	30	100,0	100,0	

LAMPIRAN 8**Output uji frekuensi jawaban responden tentang Beban Kerja****BK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	30,0	30,0	30,0
4	6	20,0	20,0	50,0
5	15	50,0	50,0	100,0
Total	30	100,0	100,0	

BK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	23,3	23,3	23,3
4	13	43,3	43,3	66,7
5	10	33,3	33,3	100,0
Total	30	100,0	100,0	

BK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16,7	16,7	16,7
4	11	36,7	36,7	53,3
5	14	46,7	46,7	100,0
Total	30	100,0	100,0	

BK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	30,0	30,0	30,0
4	9	30,0	30,0	60,0
5	12	40,0	40,0	100,0
Total	30	100,0	100,0	

BK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	26,7	26,7	26,7
4	8	26,7	26,7	53,3
5	14	46,7	46,7	100,0
Total	30	100,0	100,0	

BK6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	43,3	43,3	43,3
4	11	36,7	36,7	80,0
5	6	20,0	20,0	100,0
Total	30	100,0	100,0	

LAMPIRAN 9**Output uji frekuensi jawaban responden tentang Pemberian insentif****PI1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	10,0	10,0	10,0
4	3	10,0	10,0	20,0
5	24	80,0	80,0	100,0
Total	30	100,0	100,0	

PI2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	10,0	10,0	10,0
4	12	40,0	40,0	50,0
5	15	50,0	50,0	100,0
Total	30	100,0	100,0	

PI3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3,3	3,3	3,3
4	12	40,0	40,0	43,3
5	17	56,7	56,7	100,0
Total	30	100,0	100,0	

PI4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	13,3	13,3	13,3
4	14	46,7	46,7	60,0
5	12	40,0	40,0	100,0
Total	30	100,0	100,0	

PI5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6,7	6,7	6,7
4	6	20,0	20,0	26,7
5	22	73,3	73,3	100,0
Total	30	100,0	100,0	

PI6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	23,3	23,3	23,3
4	3	10,0	10,0	33,3
5	20	66,7	66,7	100,0
Total	30	100,0	100,0	

LAMPIRAN 10**Output uji frekuensi jawaban responden tentang Kinerja Pegawai****KP1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3,3	3,3	3,3
3	8	26,7	26,7	30,0
4	7	23,3	23,3	53,3
5	14	46,7	46,7	100,0
Total	30	100,0	100,0	

KP2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3,3	3,3	3,3
3	14	46,7	46,7	50,0
4	7	23,3	23,3	73,3
5	8	26,7	26,7	100,0
Total	30	100,0	100,0	

KP3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6,7	6,7	6,7
3	5	16,7	16,7	23,3
4	1	3,3	3,3	26,7
5	22	73,3	73,3	100,0
Total	30	100,0	100,0	

KP4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3,3	3,3	3,3
3	4	13,3	13,3	16,7
4	2	6,7	6,7	23,3
5	23	76,7	76,7	100,0
Total	30	100,0	100,0	

KP5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	10,0	10,0	10,0
	3	9	30,0	30,0	40,0
	4	2	6,7	6,7	46,7
	5	16	53,3	53,3	100,0
	Total	30	100,0	100,0	

KP6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3,3	3,3	3,3
	3	4	13,3	13,3	16,7
	4	9	30,0	30,0	46,7
	5	16	53,3	53,3	100,0
	Total	30	100,0	100,0	

KP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	10,0	10,0	10,0
	3	11	36,7	36,7	46,7
	4	8	26,7	26,7	73,3
	5	8	26,7	26,7	100,0
	Total	30	100,0	100,0	

KP8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	36,7	36,7	36,7
	4	3	10,0	10,0	46,7
	5	16	53,3	53,3	100,0
	Total	30	100,0	100,0	

KP9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	16,7	16,7	16,7
	4	7	23,3	23,3	40,0
	5	18	60,0	60,0	100,0
	Total	30	100,0	100,0	

KP10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	23,3	23,3	23,3
	4	4	13,3	13,3	36,7
	5	19	63,3	63,3	100,0
	Total	30	100,0	100,0	

LAMPIRAN 11

Hasil Output Uji Validitas Lingkungan Kerja Fisik

Correlations

		LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	VAR00009
LK1	Pearson Correlation	1	,333	,000	,134	,547**	,303	-,183	,160	,565**
	Sig. (2-tailed)		,072	1,000	,480	,002	,104	,333	,398	,001
	N	30	30	30	30	30	30	30	30	30
LK2	Pearson Correlation	,333	1	,267	-,103	,237	,087	,382*	,061	,526**
	Sig. (2-tailed)	,072		,154	,589	,207	,647	,037	,747	,003
	N	30	30	30	30	30	30	30	30	30
LK3	Pearson Correlation	,000	,267	1	-,067	,071	,343	,329	,000	,397*
	Sig. (2-tailed)	1,000	,154		,723	,711	,064	,076	1,000	,030
	N	30	30	30	30	30	30	30	30	30
LK4	Pearson Correlation	,134	-,103	-,067	1	,167	,308	-,022	,407*	,465**
	Sig. (2-tailed)	,480	,589	,723		,379	,098	,907	,026	,010
	N	30	30	30	30	30	30	30	30	30
LK5	Pearson Correlation	,547**	,237	,071	,167	1	,040	,184	,469**	,673**
	Sig. (2-tailed)	,002	,207	,711	,379		,832	,331	,009	,000
	N	30	30	30	30	30	30	30	30	30
LK6	Pearson Correlation	,303	,087	,343	,308	,040	1	,038	,230	,542**
	Sig. (2-tailed)	,104	,647	,064	,098	,832		,844	,222	,002
	N	30	30	30	30	30	30	30	30	30
LK7	Pearson Correlation	-,183	,382*	,329	-,022	,184	,038	1	,027	,412*
	Sig. (2-tailed)	,333	,037	,076	,907	,331	,844		,889	,024
	N	30	30	30	30	30	30	30	30	30
LK8	Pearson Correlation	,160	,061	,000	,407*	,469**	,230	,027	1	,590**
	Sig. (2-tailed)	,398	,747	1,000	,026	,009	,222	,889		,001
	N	30	30	30	30	30	30	30	30	30
VAR00009	Pearson Correlation	,565**	,526**	,397*	,465**	,673**	,542**	,412*	,590**	1
	Sig. (2-tailed)	,001	,003	,030	,010	,000	,002	,024	,001	
	N	30	30	30	30	30	30	30	30	30

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

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

LAMPIRAN 12

Hasil Output Uji ValiditasBeban kerja

Correlations

		BK1	BK2	BK3	BK4	BK5	BK6	VAR00007
BK1	Pearson Correlation	1	,328	,529**	,525**	,634**	,020	,801**
	Sig. (2-tailed)		,077	,003	,003	,000	,916	,000
	N	30	30	30	30	30	30	30
BK2	Pearson Correlation	,328	1	,249	,414*	,290	,159	,619**
	Sig. (2-tailed)	,077		,185	,023	,120	,403	,000
	N	30	30	30	30	30	30	30
BK3	Pearson Correlation	,529**	,249	1	,332	,065	,065	,569**
	Sig. (2-tailed)	,003	,185		,073	,732	,731	,001
	N	30	30	30	30	30	30	30
BK4	Pearson Correlation	,525**	,414*	,332	1	,308	,512**	,802**
	Sig. (2-tailed)	,003	,023	,073		,097	,004	,000
	N	30	30	30	30	30	30	30
BK5	Pearson Correlation	,634**	,290	,065	,308	1	,021	,619**
	Sig. (2-tailed)	,000	,120	,732	,097		,912	,000
	N	30	30	30	30	30	30	30
BK6	Pearson Correlation	,020	,159	,065	,512**	,021	1	,447*
	Sig. (2-tailed)	,916	,403	,731	,004	,912		,013
	N	30	30	30	30	30	30	30
VAR00007	Pearson Correlation	,801**	,619**	,569**	,802**	,619**	,447*	1
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,013	
	N	30	30	30	30	30	30	30

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

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

LAMPIRAN 13

Hasil Output Uji Validitas Pemberian Insentif

Correlations

		PI1	PI2	PI3	PI4	PI5	PI6	VAR00007
PI1	Pearson Correlation	1	,361*	,352	,107	,087	,426*	,634**
	Sig. (2-tailed)		,050	,056	,573	,646	,019	,000
	N	30	30	30	30	30	30	30
PI2	Pearson Correlation	,361*	1	,143	,207	,506**	,405*	,714**
	Sig. (2-tailed)	,050		,451	,272	,004	,026	,000
	N	30	30	30	30	30	30	30
PI3	Pearson Correlation	,352	,143	1	-,198	,232	,427*	,506**
	Sig. (2-tailed)	,056	,451		,295	,217	,019	,004
	N	30	30	30	30	30	30	30
PI4	Pearson Correlation	,107	,207	-,198	1	,055	,380*	,458*
	Sig. (2-tailed)	,573	,272	,295		,774	,039	,011
	N	30	30	30	30	30	30	30
PI5	Pearson Correlation	,087	,506**	,232	,055	1	,155	,522**
	Sig. (2-tailed)	,646	,004	,217	,774		,415	,003
	N	30	30	30	30	30	30	30
PI6	Pearson Correlation	,426*	,405*	,427*	,380*	,155	1	,802**
	Sig. (2-tailed)	,019	,026	,019	,039	,415		,000
	N	30	30	30	30	30	30	30
VAR00007	Pearson Correlation	,634**	,714**	,506**	,458*	,522**	,802**	1
	Sig. (2-tailed)	,000	,000	,004	,011	,003	,000	
	N	30	30	30	30	30	30	30

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

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

LAMPIRAN 14

Hasil Output Uji Validitas Kinerja Pegawai

Correlations

		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	VAR00011
KP1	Pearson Correlation	1	-,038	,412*	,417*	-,037	,029	-,030	,129	,441*	,146	,436*
	Sig. (2-tailed)		,843	,024	,022	,846	,879	,876	,496	,015	,440	,016
	N	30	30	30	30	30	30	30	30	30	30	30
KP2	Pearson Correlation	-,038	1	,320	,334	-,025	,165	,408*	,333	,318	,365*	,564**
	Sig. (2-tailed)	,843		,085	,072	,897	,383	,025	,072	,087	,048	,001
	N	30	30	30	30	30	30	30	30	30	30	30
KP3	Pearson Correlation	,412*	,320	1	,385*	-,044	-,014	,205	,102	,459*	,273	,558**
	Sig. (2-tailed)	,024	,085		,036	,819	,943	,278	,591	,011	,145	,001
	N	30	30	30	30	30	30	30	30	30	30	30
KP4	Pearson Correlation	,417*	,334	,385*	1	,015	,254	,248	,430*	,396*	,620**	,720**
	Sig. (2-tailed)	,022	,072	,036		,936	,176	,186	,018	,030	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
KP5	Pearson Correlation	-,037	-,025	-,044	,015	1	,133	,318	,380*	-,175	,450*	,409*
	Sig. (2-tailed)	,846	,897	,819	,936		,485	,086	,038	,355	,013	,025
	N	30	30	30	30	30	30	30	30	30	30	30
KP6	Pearson Correlation	,029	,165	-,014	,254	,133	1	,207	,272	,246	,143	,423*
	Sig. (2-tailed)	,879	,383	,943	,176	,485		,273	,145	,189	,450	,020
	N	30	30	30	30	30	30	30	30	30	30	30
KP7	Pearson Correlation	-,030	,408*	,205	,248	,318	,207	1	,018	,086	,188	,497**
	Sig. (2-tailed)	,876	,025	,278	,186	,086	,273		,923	,652	,320	,005
	N	30	30	30	30	30	30	30	30	30	30	30
KP8	Pearson Correlation	,129	,333	,102	,430*	,380*	,272	,018	1	,227	,764**	,659**
	Sig. (2-tailed)	,496	,072	,591	,018	,038	,145	,923		,228	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
KP9	Pearson Correlation	,441*	,318	,459*	,396*	-,175	,246	,086	,227	1	,146	,533**
	Sig. (2-tailed)	,015	,087	,011	,030	,355	,189	,652	,228		,442	,002
	N	30	30	30	30	30	30	30	30	30	30	30
KP10	Pearson Correlation	,146	,365*	,273	,620**	,450*	,143	,188	,764**	,146	1	,744**
	Sig. (2-tailed)	,440	,048	,145	,000	,013	,450	,320	,000	,442		,000
	N	30	30	30	30	30	30	30	30	30	30	30
VAR00011	Pearson Correlation	,436*	,564**	,558**	,720**	,409*	,423*	,497**	,659**	,533**	,744**	1
	Sig. (2-tailed)	,016	,001	,001	,000	,025	,020	,005	,000	,002	,000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

LAMPIRAN 15

Hasil Output Uji Realibilitas

Lingkungan kerja fisik(X1)

Reliability Statistics

Cronbach's Alpha	N of Items
,618	8

Beban kerja(X2)

Reliability Statistics

Cronbach's Alpha	N of Items
,723	6

Pemberian Insentif(X3)

Reliability Statistics

Cronbach's Alpha	N of Items
,667	6

Kinerja Pegawai(Y)

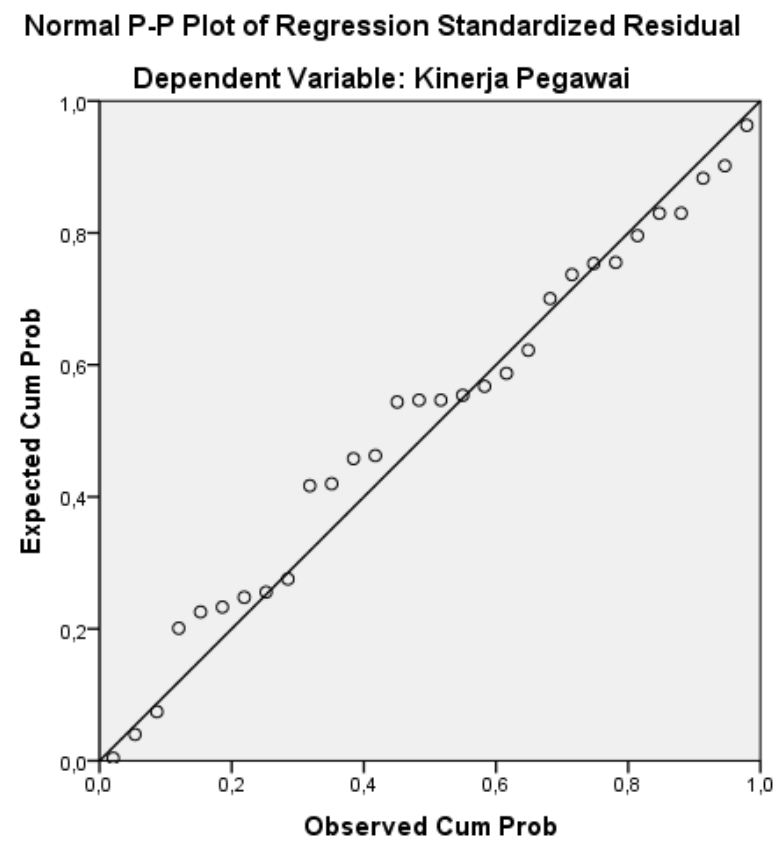
Reliability Statistics

Cronbach's Alpha	N of Items
,740	10

LAMPIRAN 16

Output Persyaratan Analisis Data

1) Uji Normalitas Menggunakan P-Plot of Regression Standardized Residual



2) Uji Normalitas Menggunakan One-Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	4,11676248
Most Extreme Differences	Absolute	,113
	Positive	,057
	Negative	-,113
Kolmogorov-Smirnov Z		,619
Asymp. Sig. (2-tailed)		,839

a. Test distribution is Normal.

b. Calculated from data.

LAMPIRAN 17

Output Persyaratan Analisis Data

Uji Linieritas

Tabel 4.8.

Hasil Uji Linearitas Variabel Lingkungan Kerja Fisik dan Kinerja Pegawai

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Pegawai * Lingkungan Kerja Fisik	Between Groups	(Combined)	310,158	8	38,770	1,852	,123
		Linearity	72,708	1	72,708	3,472	,076
		Deviation from Linearity	237,450	7	33,921	1,620	,184
	Within Groups		439,708	21	20,938		
Total			749,867	29			

Tabel 4.8.

Hasil Uji Linearitas Variabel Beban Kerja dan Kinerja Pegawai

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Pegawai * Beban Kerja	Between Groups	(Combined)	194,919	8	24,365	,922	,518
		Linearity	36,278	1	36,278	1,373	,254
		Deviation from Linearity	158,642	7	22,663	,858	,554
	Within Groups		554,948	21	26,426		
Total			749,867	29			

Tabel 4.8.

Hasil Uji Linearitas Variabel Pemberian Insentif dan Kinerja Pegawai

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Pegawai * Pemberian Insentif	Between Groups	(Combined)	249,008	8	31,126	1,305	,294
		Linearity	84,484	1	84,484	3,542	,074
		Deviation from Linearity	164,525	7	23,504	,985	,468
	Within Groups		500,859	21	23,850		
Total			749,867	29			

LAMPIRAN 18

Hasil Analisis Regresi Linier Berganda

Tabel 4.21 Hasil Uji Regresi Linier Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-22,188	17,438		-1,272	,214		
	Lingkungan Kerja Fisik	,814	,303	,445	2,684	,012	,917	1,091
	Beban Kerja	,554	,266	,343	2,083	,047	,927	1,078
	Pemberian Insentif	,789	,325	,389	2,431	,022	,986	1,014

a. Dependent Variable: Kinerja Pegawai

Tabel 4.22 Hasil Uji Koefisien Regresi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,587 ^a	,345	,269	4,348	1,982

a. Predictors: (Constant), Pemberian Insentif, Beban Kerja, Lingkungan Kerja Fisik

b. Dependent Variable: Kinerja Pegawai

LAMPIRAN 19

Uji-T

Tabel 4.23

Hasil Uji Koefisien Regresi Lingkungan kerja fisik (X1), Beban kerja (X2) dan Pemberian insentif (X3) terhadap Kinerja Pegawai (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-22,188	17,438		-1,272	,214		
	Lingkungan Kerja Fisik	,814	,303	,445	2,684	,012	,917	1,091
	Beban Kerja	,554	,266	,343	2,083	,047	,927	1,078
	Pemberian Insentif	,789	,325	,389	2,431	,022	,986	1,014

a. Dependent Variable: Kinerja Pegawai

LAMPIRAN 20

Uji -F

Tabel 4.24

Hasil Uji Koefisien Regresi Lingkungan kerja fisik(X1), Beban Kerja (X2) dan Pemberian Insentif (X3) terhadap Kinerja Pegawai (Y)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	258,382	3	86,127	4,556	,011 ^b
	Residual	491,484	26	18,903		
	Total	749,867	29			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Pemberian Insentif, Beban Kerja, Lingkungan Kerja Fisik

LAMPIRAN 21

R-Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	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

LAMPIRAN 22

T tabel

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

F tabel

dfuntuk penyebut (N2)	dfuntukpembilang (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

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
	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