LAMPIRAN

Lampiran 1

KUESIONER PENELITIAN

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **"PENGARUH STRES KERJA DAN LINGKUNGAN KERJA NON FISIK TERHADAP KINERJA GURU SMK MA'RIF NU 1 PURBOLINGGO LAMPUNG TIMUR".**

Bersama ini saya,

Nama : Sinta Yunita Sari

NPM : 1812110035

Fakultas/Jurusan : Ekonomi / Manajemen IIB Darmajaya

Dosen Pembimbing : Linda Septarina, Dra., M.M

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

Atas perhatian dan kesediaan Bapak/Ibu/Saudara/i untuk meluangkan waktunya juga mengisi kuesioner ini, penyusun mengucapkan terima kasih.

Hormat Saya

Sinta Yunita Sari

1812110035

Format Pengisian Kuesioner

A. Identitas Responden

1. Nama Responden :
2. Jenis Kelamin : ☐ laki-laki ☐ Perempuan
3. Usia :

   a. ☐ 26th – 29th ☐ c. 34th – 37th ☐ e. 42th-45th

   b. ☐ 30th – 33th ☐ d. 38th – 41th ☐ f. > 46th
4. Masa Kerja :

   ☐ 5-6th ☐ 7-8th ☐ 9-10th ☐ 11-12th ☐ 13-14th ☐ >15th
5. Pendidikan Terakhir :

   ☐ Diploma ☐ Strata I

Berikan tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

B. Petunjuk Pengisian

1. Jawablah pernyataan yang diajukan dibawah ini dengan benar dan jujur.
2. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum anda memulai untuk menjawabnya.
3. Pilih salah satu jawaban yang tersedia dengan memberi tanda checklist (√) pada salah satu jawaban yang anda anggap paling benar.
   - Sangat Setuju (SS) : 5
   - Setuju (S) : 4
   - Cukup Setuju (CS) : 3
   - Tidak Setuju (TS) : 2
   - Sangat Tidak Setuju (STS) : 1

DAFTAR PERNYATAAN

1. Kinerja Guru (Y)

No.	Pernyataan	SS	S	KS	TS	STS
		5	4	3	2	1
	Perencanaan Pembelajaran					
1.	Kesesuaian rencana pemilihan bahan pembelajaran dengan karakteristik bahan ajar.					
2.	Kesesuaian rencana pemilihan materi pokok pembelajaran terhadap kompetensi dasar.					
	Pelaksanaan Pembelajaran					
3.	Penyampaian bahan ajar dengan kompetensi dasar.					
4.	Memberikan penguatan materi pokok yang disampaikan kepada peserta didik.					
	Kemampuan Membina Hubungan dengan Peserta Didik					
5.	Menunjukan sikap empati terhadap perasaan dan kesulitan peserta didik.					
	Pelaksanaan Penilaian					
6.	Mengelola hasil penilaian untuk mengetahui kemajuan hasil belajar peserta didik.					
7.	Memanfaatkan hasil penilaian untuk perbaikan pembelajaran.					
	Program Pengayaan					
8.	Memberikan bahan bacaan tambahan kepada siswa yang mencapai kriteria ketuntasan belajar ideal untuk didiskusikan.					
9.	Menugaskan siswa yang mencapai kriteria ketuntasan belajar ideal untuk mengerjakan soal-soal.					
	Melaksanakan Program Remedial					
10.	Menyederhanakan cara penyajian pembelajaran dalam kegiatan pembelajaran remedial.					

Instrument ini sudah dilakukan dalam penelitian (M Wulansari, 2014)

Supardi. (2013). *Kinerja Guru.* Jakarta: PT. RajaGrafindo Persada.

2. **Stres Kerja (X1)**

No.	Pernyataan	SS	S	CS	TS	STS
		5	4	3	2	1
	Tuntutan Tugas					
1.	Saya mempunyai banyak tugas dan peran sebagai guru yang harus diselesaikan dalam waktu yang sama.					
2.	Peralatan pendukung yang saya gunakan untuk melaksanakan mengajar kurang memadai.					
	Tuntutan Peran					
3.	Waktu yang saya miliki dalam menyelesaikan tugas sangat terbatas.					
4.	Saya selalu bertanggung jawab atas waktu kerja yang diberikan kepala sekolah.					
	Tuntutan Antar Pribadi					
5.	Pengawasan yang dilakukan oleh kepala sekolah selama ini sangat ketat.					
6.	Saya terkadang melibatkan masalah rumah tangga masuk ke dalam sekolah.					
	Struktur Organisasi					
7.	Pembagian jumlah jam mengajar oleh kepala sekolah tidak adil dengan guru lainnya.					
8.	Sikap pimpinan dan tekanan kerja menjadikan iklim dalam sekolah relative tidak kondusif.					
	Kepemimpinan Organisasi					
9.	Saat mengajar, sering merasa tegang atau gelisah.					
10.	Banyaknya tugas yang membuat saya harus membawa pulang akhir pekan agar dapat mengejar waktu.					

Instrument ini sudah dilakukan dalam penelitian (Yannik Ariyati , 2021)

https://www.journal.unrika.ac.id/

1 **Lingkungan Kerja Non Fisik (X2)**

No.	Pernyataan	SS	S	CS	TS	STS
		5	4	3	2	1
	Hubungan Rekan Kerja Setingkat					
1.	Saya dapat menyelesaikan masalah dengan baik jika terjadi konflik dengan rekan guru.					
2.	Saling membantu jika sesama guru mengalami kesulitan/masalah dalam tugas mengajar.					
3.	Saya menjalin hubungan baik dengan rekan guru lainnya.					
	Hubungan Atasan Dengan Bawahan					
4.	Kepala sekolah memberi penghargaan terhadap guru yang prestasi pada bidangnya.					
5.	Hubungan komunikasi dengan kepala sekolah selama ini berjalan dengan baik.					
6.	Saya mendapat perlakuan adil dari kepala sekolah.					
	Kerjasama Antar Karyawan					
7.	Hubungan komunikasi saya dengan pihak internal di sekolah ini berjalan dengan lancar.					
8.	Rekan sejawat selalu membantu ketika mengalami kesulitan dalam menyelesaikan tugas.					
9.	Dapat bekerja sama dengan baik antar guru mata pelajaran lainnya.					
10.	Kerjasama yang baik diantara guru-guru mendorong saya untuk bekerja keras dan menyelesaikan tanggungjawab dengan baik.					

Instrument ini sudah dilakukan dalam penelitian (Lestri, 2020)

http://repo.stkip-pgri-sumbar.ac.id/

Lampiran 2

Data Hasil Pengumpulan Kuesioner Jawaban Responden

1. **Data kuesioner variabel Kinerja Guru (Y)**

KINERJA GURU											
NO	T1	T2	T3	T4	T5	T6	T7	T8	T9	T10	JUMLAH
1	5	5	5	5	5	5	5	5	5	5	50
2	2	4	3	4	3	3	3	4	3	4	33
3	3	3	2	4	4	1	3	3	4	3	30
4	4	4	5	3	3	4	5	5	5	5	43
5	4	4	4	5	2	5	3	1	3	3	34
6	4	4	4	3	5	4	3	5	2	2	36
7	2	5	1	4	3	1	1	1	1	1	20
8	4	5	2	4	5	5	5	5	5	5	45
9	2	4	5	5	5	5	5	4	5	5	45
10	5	5	5	5	5	5	5	5	5	5	50
11	5	5	4	5	5	5	4	1	4	3	41
12	3	5	5	5	5	2	5	5	5	5	45
13	5	4	4	5	4	5	5	5	5	5	47
14	5	5	5	5	5	5	5	4	5	5	49
15	4	5	3	5	4	4	3	4	5	5	42
16	5	5	5	2	3	5	5	5	5	5	45
17	5	5	5	5	5	5	5	5	5	5	50
18	5	4	5	4	4	5	5	5	5	5	47
19	3	5	4	4	3	3	5	3	5	4	39
20	5	5	5	5	5	5	5	4	5	5	49
21	5	5	5	5	5	5	5	5	5	5	50
22	5	5	5	5	5	5	5	5	5	5	50
23	5	2	5	4	5	5	5	5	3	5	44
24	5	3	5	4	5	5	4	3	5	3	42
25	3	5	3	4	5	2	3	3	3	4	35
26	3	4	3	3	3	3	3	2	3	3	30
27	2	2	2	4	4	2	3	2	4	2	27
28	5	5	5	5	5	5	5	5	5	5	50
29	2	2	5	5	5	1	2	3	5	3	33
30	5	5	5	5	5	5	5	5	5	5	50
31	5	5	5	5	5	2	5	5	5	5	47
32	3	3	2	5	4	3	3	3	5	5	36
33	3	5	4	4	5	2	3	4	5	4	39
34	5	4	5	4	5	5	5	5	5	5	48
35	4	4	5	4	5	5	5	5	4	3	44
36	4	2	3	4	3	5	2	3	3	3	32
37	5	4	5	5	5	4	5	4	5	4	46
38	2	3	2	5	3	3	3	3	5	3	32
39	4	3	2	4	3	4	4	4	5	3	36
40	4	5	5	4	5	4	3	4	2	3	39
41	2	2	4	2	2	2	3	2	2	2	23
42	5	5	5	5	5	5	5	5	5	5	50
TOTAL Y	166	174	171	182	180	164	171	165	181	170	1723

2. Data Kuesioner Variabel Stres Kerja (X1)

STRES KERJA											
NO	X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10	JUMLAH
1	5	5	5	5	5	5	5	5	5	5	50
2	5	4	5	4	4	5	4	2	4	4	33
3	5	4	5	5	5	5	5	4	5	4	33
4	2	5	5	5	5	5	2	4	5	4	38
5	4	5	2	5	5	4	4	5	5	5	42
6	4	5	5	4	5	5	5	5	4	5	43
7	5	4	5	2	5	5	5	2	4	5	36
8	5	4	5	4	2	5	5	5	4	5	42
9	5	5	5	2	5	5	5	5	5	5	43
10	5	5	5	5	5	5	5	5	5	5	50
11	5	5	5	5	5	5	5	5	5	5	46
12	5	5	5	5	2	5	5	5	4	4	42
13	4	5	4	4	5	5	5	5	5	5	47
14	5	5	5	5	5	5	5	5	5	5	50
15	5	5	4	5	4	5	5	5	5	5	48
16	5	5	5	5	5	5	4	4	4	4	48
17	5	5	5	5	5	5	5	5	5	5	50
18	5	5	4	5	5	5	5	5	5	5	47
19	5	4	5	4	4	4	5	2	5	5	37
20	5	5	5	5	5	4	5	5	5	5	49
21	5	5	5	5	5	5	5	5	5	5	50
22	5	5	5	5	5	5	5	5	5	5	50
23	5	4	5	5	5	5	5	5	5	4	48
24	5	4	4	5	5	4	5	5	5	5	49
25	5	4	5	4	2	4	5	5	5	4	44
26	5	5	5	5	5	5	2	5	4	5	52
27	2	2	1	4	4	4	4	2	2	4	29
28	5	5	5	5	5	5	5	5	5	5	50
29	5	5	4	5	5	4	5	5	5	2	37
30	5	5	5	5	5	5	5	5	5	5	50
31	5	5	5	5	5	5	5	5	5	5	50
32	5	5	4	2	5	4	4	5	5	5	36
33	5	4	5	4	5	4	5	5	5	5	45
34	5	4	5	5	5	5	4	4	4	4	41
35	4	4	5	5	4	5	5	5	5	5	45
36	5	4	5	5	5	5	4	5	2	4	34
37	5	5	5	5	5	5	5	5	5	5	46
38	5	5	5	4	5	4	4	2	4	5	37
39	4	4	5	2	5	4	4	4	4	5	37
40	4	4	5	5	5	2	5	5	5	5	33
41	5	2	2	4	5	4	4	4	5	4	35
42	5	5	5	5	5	5	5	5	5	5	50
JUMLAH	194	176	168	188	168	185	184	179	182	184	1795

2 Data Hasil Kuesioner Lingkungan Kerja Non Fisik (X2)

LINGKUNGAN KERJA NON FISIK											
NO	X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10	JUMLAH
1	5	5	5	5	5	5	5	5	2	3	45
2	3	2	3	4	4	2	4	2	3	3	30
3	3	4	1	3	3	4	3	4	1	3	29
4	5	3	2	5	3	2	3	3	4	2	32
5	5	3	1	3	1	1	3	1	2	2	22
6	5	5	3	2	4	4	4	5	4	3	39
7	1	2	1	1	1	4	2	5	1	1	19
8	5	5	5	5	5	5	5	5	5	5	50
9	5	2	3	5	5	3	2	3	3	3	34
10	5	3	5	5	5	5	5	5	5	2	45
11	5	4	4	3	1	2	4	5	2	5	35
12	5	3	5	5	5	2	5	5	3	5	43
13	5	5	5	5	5	5	5	5	2	3	45
14	5	5	5	5	5	2	5	5	4	4	45
15	2	5	5	5	4	4	5	3	4	2	39
16	5	4	5	5	4	5	5	5	2	2	42
17	5	5	5	5	5	3	5	5	2	5	45
18	5	5	2	5	5	5	5	5	3	4	44
19	4	5	5	4	4	3	5	5	4	2	41
20	5	4	5	5	5	2	4	4	4	5	43
21	5	5	5	5	5	5	5	5	5	5	50
22	5	5	3	5	5	5	5	5	5	2	45
23	5	3	5	5	5	2	5	5	3	2	40
24	5	3	2	3	5	3	5	2	5	2	35
25	3	3	3	4	3	2	3	4	2	4	31
26	2	3	3	3	2	4	3	5	3	2	30
27	3	2	3	2	3	2	4	2	1	1	23
28	5	2	5	5	5	5	3	5	5	5	45
29	5	2	2	3	3	2	4	3	3	2	29
30	5	3	2	5	5	5	5	5	5	5	45
31	5	5	5	5	5	5	5	5	3	5	48
32	3	2	3	5	3	3	2	3	5	3	32
33	5	4	3	4	5	5	4	5	5	5	45
34	5	5	5	5	5	5	5	5	5	2	47
35	5	5	2	3	4	2	5	5	5	5	41
36	1	3	2	3	2	2	3	3	2	5	26
37	5	3	5	4	5	4	5	4	4	2	41
38	3	2	2	3	2	2	2	2	3	2	23
39	4	2	2	3	4	2	5	5	3	4	34
40	3	5	5	3	5	5	5	3	3	2	39
41	3	4	3	2	4	2	4	3	3	3	31
42	5	3	5	5	5	5	4	5	3	5	45
JUMLAH	178	153	150	170	169	145	175	174	141	137	1592

Lampiran 3

Hasil Jawaban Responden Jenis Kelamin

JENIS KELAMIN					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	19	45.2	45.2	45.2
	perempuan	23	54.8	54.8	100.0
	Total	42	100.0	100.0	

Lampiran 4

Hasil Jawaban Responden Berdasarkan Usia

USIA					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26-29 Tahun	9	21.4	21.4	21.4
	30-33 Tahun	6	14.3	14.3	35.7
	34-37 Tahun	11	26.2	26.2	61.9
	38-41 Tahun	8	19.0	19.0	81.0
	42-45 Tahun	5	11.9	11.9	92.9
	>46 Tahun	3	7.1	7.1	100.0
	Total	42	100.0	100.0	

Lampiran 5

Hasil Jawaban Responden Berdasarkan Masa Kerja

MASA KERJA					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5-6 Tahun	3	7.1	7.1	7.1
	7-8 Tahun	12	28.6	28.6	35.7
	9-10 Tahun	5	11.9	11.9	47.6
	11-12 Tahun	10	23.8	23.8	71.4
	13-14 Tahun	11	26.2	26.2	97.6
	>15 Tahun	1	2.4	2.4	100.0
	Total	42	100.0	100.0	

Lampiran 6

Hasil Jawaban Responden Berdasarkan Pendidikan Terakhir

PENDIDIKAN TERAKHIR					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma 3	16	38.1	38.1	38.1
	S1	26	61.9	61.9	100.0
	Total	42	100.0	100.0	

Lampiran 7

1. **Deskripsi Jawaban Responden Dari Variabel Stres Kerja (X1)**

X1P1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.8	4.8	4.8
	3	2	4.8	4.8	9.5
	4	6	14.3	14.3	23.8
	5	32	76.2	76.2	100.0
	Total	42	100.0	100.0	

X1P2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.8	4.8	4.8
	3	7	16.7	16.7	21.4
	4	14	33.3	33.3	54.8
	5	19	45.2	45.2	100.0
	Total	42	100.0	100.0	

X1P3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	2	4.8	4.8	7.1
	3	13	31.0	31.0	38.1
	4	6	14.3	14.3	52.4
	5	20	47.6	47.6	100.0
	Total	42	100.0	100.0	

X1P4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.5	9.5	9.5
	3	4	9.5	9.5	19.0
	4	10	23.8	23.8	42.9
	5	24	57.1	57.1	100.0
	Total	42	100.0	100.0	

X1P5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.1	7.1	7.1
	3	14	33.3	33.3	40.5
	4	5	11.9	11.9	52.4
	5	20	47.6	47.6	100.0
	Total	42	100.0	100.0	

X1P6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	3	7.1	7.1	9.5
	4	12	28.6	28.6	38.1
	5	26	61.9	61.9	100.0
	Total	42	100.0	100.0	

X1P7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.8	4.8	4.8
	3	5	11.9	11.9	16.7
	4	10	23.8	23.8	40.5
	5	25	59.5	59.5	100.0
	Total	42	100.0	100.0	

X1P8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	8	19.0	19.0	31.0
	4	6	14.3	14.3	45.2
	5	23	54.8	54.8	100.0
	Total	42	100.0	100.0	

X1P9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.8	4.8	4.8
	3	6	14.3	14.3	19.0
	4	10	23.8	23.8	42.9
	5	24	57.1	57.1	100.0
	Total	42	100.0	100.0	

X1P10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	1	2.4	2.4	4.8
	3	6	14.3	14.3	19.0
	4	10	23.8	23.8	42.9
	5	24	57.1	57.1	100.0
	Total	42	100.0	100.0	

2. **Deskripsi Jawaban Responden Dari Variabel Lingkungan Kerja Non Fisik (X2)**

X2P1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.8	4.8	4.8
	2	2	4.8	4.8	9.5
	3	8	19.0	19.0	28.6
	4	2	4.8	4.8	33.3
	5	28	66.7	66.7	100.0
	Total	42	100.0	100.0	

X2P2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	21.4	21.4	21.4
	3	12	28.6	28.6	50.0
	4	6	14.3	14.3	64.3
	5	15	35.7	35.7	100.0
	Total	42	100.0	100.0	

X2P3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7.1	7.1	7.1
	2	9	21.4	21.4	28.6
	3	10	23.8	23.8	52.4
	4	1	2.4	2.4	54.8
	5	19	45.2	45.2	100.0
	Total	42	100.0	100.0	

X2P4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	3	7.1	7.1	9.5
	3	11	26.2	26.2	35.7
	4	5	11.9	11.9	47.6
	5	22	52.4	52.4	100.0
	Total	42	100.0	100.0	

X2P5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7.1	7.1	7.1
	2	3	7.1	7.1	14.3
	3	6	14.3	14.3	28.6
	4	8	19.0	19.0	47.6
	5	22	52.4	52.4	100.0
	Total	42	100.0	100.0	

X2P6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	15	35.7	35.7	38.1
	3	5	11.9	11.9	50.0
	4	6	14.3	14.3	64.3
	5	15	35.7	35.7	100.0
	Total	42	100.0	100.0	

X2P7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.5	9.5	9.5
	3	7	16.7	16.7	26.2
	4	9	21.4	21.4	47.6
	5	22	52.4	52.4	100.0
	Total	42	100.0	100.0	

X2P8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	4	9.5	9.5	11.9
	3	8	19.0	19.0	31.0
	4	4	9.5	9.5	40.5
	5	25	59.5	59.5	100.0
	Total	42	100.0	100.0	

X2P9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7.1	7.1	7.1
	2	8	19.0	19.0	26.2
	3	13	31.0	31.0	57.1
	4	7	16.7	16.7	73.8
	5	11	26.2	26.2	100.0
	Total	42	100.0	100.0	

X2P10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.8	4.8	4.8
	2	15	35.7	35.7	40.5
	3	8	19.0	19.0	59.5
	4	4	9.5	9.5	69.0
	5	13	31.0	31.0	100.0
	Total	42	100.0	100.0	

3. Deskripsi Jawaban Responden Dari Variabel Kinerja Guru (Y)

YP1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	16.7	16.7	16.7
	3	7	16.7	16.7	33.3
	4	9	21.4	21.4	54.8
	5	19	45.2	45.2	100.0
	Total	42	100.0	100.0	

YP2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	5	11.9	11.9	23.8
	4	11	26.2	26.2	50.0
	5	21	50.0	50.0	100.0
	Total	42	100.0	100.0	

YP3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	6	14.3	14.3	16.7
	3	5	11.9	11.9	28.6
	4	7	16.7	16.7	45.2
	5	23	54.8	54.8	100.0
	Total	42	100.0	100.0	

YP4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.8	4.8	4.8
	3	3	7.1	7.1	11.9
	4	16	38.1	38.1	50.0
	5	21	50.0	50.0	100.0
	Total	42	100.0	100.0	

YP5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.8	4.8	4.8
	3	9	21.4	21.4	26.2
	4	6	14.3	14.3	40.5
	5	25	59.5	59.5	100.0
	Total	42	100.0	100.0	

YP6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7.1	7.1	7.1
	2	6	14.3	14.3	21.4
	3	5	11.9	11.9	33.3
	4	6	14.3	14.3	47.6
	5	22	52.4	52.4	100.0
	Total	42	100.0	100.0	

YP7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	2	4.8	4.8	7.1
	3	13	31.0	31.0	38.1
	4	3	7.1	7.1	45.2
	5	23	54.8	54.8	100.0
	Total	42	100.0	100.0	

YP8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7.1	7.1	7.1
	2	3	7.1	7.1	14.3
	3	8	19.0	19.0	33.3
	4	9	21.4	21.4	54.8
	5	19	45.2	45.2	100.0
	Total	42	100.0	100.0	

YP9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	3	7.1	7.1	9.5
	3	6	14.3	14.3	23.8
	4	4	9.5	9.5	33.3
	5	28	66.7	66.7	100.0
	Total	42	100.0	100.0	

YP10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	3	7.1	7.1	9.5
	3	11	26.2	26.2	35.7
	4	5	11.9	11.9	47.6
	5	22	52.4	52.4	100.0
	Total	42	100.0	100.0	

Lampiran 8
Hasil Uji Validitas Stres Kerja (X1)

Correlations												
		X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10	JUMLAH X1
X1P1	Pearson Correlation	1	.381*	.389*	.018	-.174	.083	.421**	.136	.216	-.033	.365*
	Sig. (2-tailed)		.013	.011	.912	.271	.602	.006	.391	.170	.836	.017
	N	42	42	42	42	42	42	42	42	42	42	42
X1P2	Pearson Correlation	.381*	1	.596**	.240	.155	.185	.216	.248	.314*	.071	.547**
	Sig. (2-tailed)	.013		.000	.126	.326	.241	.170	.113	.043	.655	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X1P3	Pearson Correlation	.389*	.596**	1	.422**	.146	.179	.426**	.637**	.588**	.159	.753**
	Sig. (2-tailed)	.011	.000		.005	.356	.257	.005	.000	.000	.316	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X1P4	Pearson Correlation	.018	.240	.422**	1	.440**	.165	.262	.366*	.517**	.083	.590**
	Sig. (2-tailed)	.912	.126	.005		.004	.295	.094	.017	.000	.603	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X1P5	Pearson Correlation	-.174	.155	.146	.440**	1	.249	.209	.374*	.511**	.520**	.581**
	Sig. (2-tailed)	.271	.326	.356	.004		.112	.184	.015	.001	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X1P6	Pearson Correlation	.083	.185	.179	.165	.249	1	.336*	.490**	.256	.321*	.508**
	Sig. (2-tailed)	.602	.241	.257	.295	.112		.030	.001	.102	.038	.001
	N	42	42	42	42	42	42	42	42	42	42	42
X1P7	Pearson Correlation	.421**	.216	.426**	.262	.209	.336*	1	.476**	.327*	.313*	.637**
	Sig. (2-tailed)	.006	.170	.005	.094	.184	.030		.001	.034	.043	.000

	N	42	42	42	42	42	42	42	42	42	42	42
X1P8	Pearson Correlation	.136	.248	.637**	.366*	.374*	.490**	.476**	1	.545**	.439**	.785**
	Sig. (2-tailed)	.391	.113	.000	.017	.015	.001	.001		.000	.004	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X1P9	Pearson Correlation	.216	.314*	.588**	.517**	.511**	.256	.327*	.545**	1	.490**	.787**
	Sig. (2-tailed)	.170	.043	.000	.000	.001	.102	.034	.000		.001	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X1P10	Pearson Correlation	-.033	.071	.159	.083	.520**	.321*	.313*	.439**	.490**	1	.556**
	Sig. (2-tailed)	.836	.655	.316	.603	.000	.038	.043	.004	.001		.000
	N	42	42	42	42	42	42	42	42	42	42	42
JUMLAH X1	Pearson Correlation	.365*	.547**	.753**	.590**	.581**	.508**	.637**	.785**	.787**	.556**	1
	Sig. (2-tailed)	.017	.000	.000	.000	.000	.001	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42	42

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

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

Hasil Uji Validitas Lingkungan Kerja Non Fisik (Y)

Correlations												
		X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10	JUMLAH X2
X2P1	Pearson Correlation	1	.300	.357*	.538**	.582**	.200	.496**	.352*	.406**	.303	.671**
	Sig. (2-tailed)		.054	.020	.000	.000	.205	.001	.022	.008	.051	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2P2	Pearson Correlation	.300	1	.439**	.282	.408**	.419**	.627**	.456**	.185	.225	.642**
	Sig. (2-tailed)	.054		.004	.070	.007	.006	.000	.002	.242	.151	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2P3	Pearson Correlation	.357*	.439**	1	.606**	.605**	.376*	.543**	.441**	.221	.196	.723**
	Sig. (2-tailed)	.020	.004		.000	.000	.014	.000	.004	.160	.213	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2P4	Pearson Correlation	.538**	.282	.606**	1	.648**	.375*	.363*	.355*	.408**	.335*	.737**
	Sig. (2-tailed)	.000	.070	.000		.000	.014	.018	.021	.007	.030	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2P5	Pearson Correlation	.582**	.408**	.605**	.648**	1	.497**	.661**	.402**	.507**	.290	.838**
	Sig. (2-tailed)	.000	.007	.000	.000		.001	.000	.008	.001	.062	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2P6	Pearson Correlation	.200	.419**	.376*	.375*	.497**	1	.325*	.534**	.285	.066	.618**
	Sig. (2-tailed)	.205	.006	.014	.014	.001		.035	.000	.067	.679	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2P7	Pearson Correlation	.496**	.627**	.543**	.363*	.661**	.325*	1	.440**	.289	.159	.719**
	Sig. (2-tailed)	.001	.000	.000	.018	.000	.035		.004	.063	.315	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2P8	Pearson Correlation	.352*	.456**	.441**	.355*	.402**	.534**	.440**	1	.194	.416**	.687**
	Sig. (2-tailed)	.022	.002	.004	.021	.008	.000	.004		.219	.006	.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2P9	Pearson Correlation	.406**	.185	.221	.408**	.507**	.285	.289	.194	1	.199	.555**
	Sig. (2-tailed)	.008	.242	.160	.007	.001	.067	.063	.219		.206	.000

	N	42	42	42	42	42	42	42	42	42	42	42
X2P10	Pearson Correlation	.303	.225	.196	.335*	.290	.066	.159	.416**	.199	1	.486**
	Sig. (2-tailed)	.051	.151	.213	.030	.062	.679	.315	.006	.206		.001
	N	42	42	42	42	42	42	42	42	42	42	42
JUMLAH X2	Pearson Correlation	.671**	.642**	.723**	.737**	.838**	.618**	.719**	.687**	.555**	.486**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	
	N	42	42	42	42	42	42	42	42	42	42	42

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

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

Hasil Uji Validitas Kinerja Guru (Y)

Correlations												
		YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10	JUMLAH Y
YP1	Pearson Correlation	1	.411**	.596**	.252	.451**	.755**	.678**	.552**	.393**	.558**	.803**
	Sig. (2-tailed)		.007	.000	.108	.003	.000	.000	.000	.010	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42
YP2	Pearson Correlation	.411**	1	.297	.285	.366*	.263	.421**	.341*	.232	.460**	.557**
	Sig. (2-tailed)	.007		.056	.068	.017	.092	.005	.027	.139	.002	.000
	N	42	42	42	42	42	42	42	42	42	42	42
YP3	Pearson Correlation	.596**	.297	1	.172	.499**	.499**	.667**	.559**	.361*	.522**	.736**
	Sig. (2-tailed)	.000	.056		.277	.001	.001	.000	.000	.019	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42
YP4	Pearson Correlation	.252	.285	.172	1	.493**	.203	.237	.126	.473**	.399**	.465**
	Sig. (2-tailed)	.108	.068	.277		.001	.198	.131	.427	.002	.009	.002
	N	42	42	42	42	42	42	42	42	42	42	42
YP5	Pearson Correlation	.451**	.366*	.499**	.493**	1	.258	.446**	.520**	.367*	.426**	.652**
	Sig. (2-tailed)	.003	.017	.001	.001		.098	.003	.000	.017	.005	.000
	N	42	42	42	42	42	42	42	42	42	42	42
YP6	Pearson Correlation	.755**	.263	.499**	.203	.258	1	.629**	.457**	.322*	.498**	.709**
	Sig. (2-tailed)	.000	.092	.001	.198	.098		.000	.002	.038	.001	.000
	N	42	42	42	42	42	42	42	42	42	42	42
YP7	Pearson Correlation	.678**	.421**	.667**	.237	.446**	.629**	1	.718**	.657**	.766**	.883**
	Sig. (2-tailed)	.000	.005	.000	.131	.003	.000		.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42
YP8	Pearson Correlation	.552**	.341*	.559**	.126	.520**	.457**	.718**	1	.506**	.726**	.785**
	Sig. (2-tailed)	.000	.027	.000	.427	.000	.002	.000		.001	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42
YP9	Pearson Correlation	.393**	.232	.361*	.473**	.367*	.322*	.657**	.506**	1	.713**	.693**
	Sig. (2-tailed)	.010	.139	.019	.002	.017	.038	.000	.001		.000	.000

	N	42	42	42	42	42	42	42	42	42	42	42
YP10	Pearson Correlation	.558**	.460**	.522**	.399**	.426**	.498**	.766**	.726**	.713**	1	.850**
	Sig. (2-tailed)	.000	.002	.000	.009	.005	.001	.000	.000	.000		.000
	N	42	42	42	42	42	42	42	42	42	42	42
JUMLAHY	Pearson Correlation	.803**	.557**	.736**	.465**	.652**	.709**	.883**	.785**	.693**	.850**	1
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42	42
**. Correlation is significant at the 0.01 level (2-tailed).												
*. Correlation is significant at the 0.05 level (2-tailed).												

Lampiran 9
Hasil Uji Reliabilitas

Uji Reliabilitas Stres Kerja (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.818	10

Uji Reliabilitas Lingkungan Kerja Non Fisik (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.858	10

Uji Reliabilitas Kinerja Guru (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.895	10

Lampiran 10
Hasil Uji Linearitas

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru (Y) * Stres Kerja (X1)	Between Groups	(Combined)	2265.910	17	133.289	7.188	.000
		Linearity	1937.926	1	1937.926	104.502	.000
		Deviation from Linearity	327.983	16	20.499	1.105	.402
	Within Groups		445.067	24	18.544		
	Total		2710.976	41			

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru (Y) * Lingkungan Kerja Non Fisik (X2)	Between Groups	(Combined)	2378.976	19	125.209	8.297	.000
		Linearity	2059.555	1	2059.555	136.477	.000
		Deviation from Linearity	319.421	18	17.746	1.176	.355
	Within Groups		332.000	22	15.091		
	Total		2710.976	41			

Lampiran 11
Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	5.56357527
Most Extreme Differences	Absolute	.092
	Positive	.084
	Negative	-.092
Test Statistic		.092
Asymp. Sig. (2-tailed)		.200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Lampiran 12
Hasil Uji Multikolinearitas

Coefficients[a]								
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-4.767	3.925		-1.215	.232		
	Stres Kerja	.600	.138	.433	4.360	.000	.420	2.378
	Lingkungan Kerja Non Fisik	.532	.097	.542	5.463	.000	.420	2.378
a. Dependent Variable: Kinerja Guru								

Lampiran 13
Hasil Uji Regresi Linear Berganda

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4.767	3.925		-1.215	.232
	Stres Kerja (X1)	.600	.138	.433	4.360	.000
	Lingkungan Kerja Non Fisik (X2)	.532	.097	.542	5.463	.000

a. Dependent Variable: Kinerja Guru

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.845[a]	.715	.708	4.396

a. Predictors: (Constant), Stres Kerja (X1)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.872[a]	.760	.754	4.036

a. Predictors: (Constant), Lingkungan Kerja Non Fisik (X2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.916[a]	.838	.830	3.351

a. Predictors: (Constant), Lingkungan Kerja Non Fisik (X2), Stres Kerja (X1)

Lampiran 14
Hasil Uji t (Parsial)

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-9.043	5.046		-1.792	.081
	Stres Kerja (X1)	1.171	.117	.845	10.014	.000
a. Dependent Variable: Kinerja Guru (Y)						

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.605	2.949		2.918	.006
	Lingkungan Kerja Non Fisik (X2)	.855	.076	.872	11.246	.000
a. Dependent Variable: Kinerja Guru (Y)						

Lampiran 15
Hasil Uji F (Simultan)

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2273.016	2	1136.508	101.205	.000[b]
	Residual	437.960	39	11.230		
	Total	2710.976	41			
a. Dependent Variable: Kinerja Guru (Y)						
b. Predictors: (Constant), Lingkungan Kerja Non Fisik (X2), Stres Kerja (X1)						

Lampiran 16
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	10.000
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
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

Lampiran 17
T tabel

Pr **df**	**0.25** **0.50**	**0.10** **0.20**	**0.05** **0.10**	**0.025** **0.050**	**0.01** **0.02**
1	1.00000	3.07768	6.31375	12.70620	31.82052
2	0.81650	1.88562	2.91999	4.30265	6.96456
3	0.76489	1.63774	2.35336	3.18245	4.54070
4	0.74070	1.53321	2.13185	2.77645	3.74695
5	0.72669	1.47588	2.01505	2.57058	3.36493
6	0.71756	1.43976	1.94318	2.44691	3.14267
7	0.71114	1.41492	1.89458	2.36462	2.99795
8	0.70639	1.39682	1.85955	2.30600	2.89646
9	0.70272	1.38303	1.83311	2.26216	2.82144
10	0.69981	1.37218	1.81246	2.22814	2.76377
11	0.69745	1.36343	1.79588	2.20099	2.71808
12	0.69548	1.35622	1.78229	2.17881	2.68100
13	0.69383	1.35017	1.77093	2.16037	2.65031
14	0.69242	1.34503	1.76131	2.14479	2.62449
15	0.69120	1.34061	1.75305	2.13145	2.60248
16	0.69013	1.33676	1.74588	2.11991	2.58349
17	0.68920	1.33338	1.73961	2.10982	2.56693
18	0.68836	1.33039	1.73406	2.10092	2.55238
19	0.68762	1.32773	1.72913	2.09302	2.53948
20	0.68695	1.32534	1.72472	2.08596	2.52798
21	0.68635	1.32319	1.72074	2.07961	2.51765
22	0.68581	1.32124	1.71714	2.07387	2.50832
23	0.68531	1.31946	1.71387	2.06866	2.49987
24	0.68485	1.31784	1.71088	2.06390	2.49216
25	0.68443	1.31635	1.70814	2.05954	2.48511
26	0.68404	1.31497	1.70562	2.05553	2.47863
27	0.68368	1.31370	1.70329	2.05183	2.47266
28	0.68335	1.31253	1.70113	2.04841	2.46714
29	0.68304	1.31143	1.69913	2.04523	2.46202
30	0.68276	1.31042	1.69726	2.04227	2.45726
31	0.68249	1.30946	1.69552	2.03951	2.45282
32	0.68223	1.30857	1.69389	2.03693	2.44868
33	0.68200	1.30774	1.69236	2.03452	2.44479
34	0.68177	1.30695	1.69092	2.03224	2.44115
35	0.68156	1.30621	1.68957	2.03011	2.43772
36	0.68137	1.30551	1.68830	2.02809	2.43449
37	0.68118	1.30485	1.68709	2.02619	2.43145
38	0.68100	1.30423	1.68595	2.02439	2.42857
39	0.68083	1.30364	1.68488	2.02269	2.42584
40	0.68067	1.30308	1.68385	2.02108	2.42326
41	0.68052	1.30254	1.68288	2.01954	2.42080
42	0.68038	1.30204	1.68195	2.01808	2.41847
43	0.68024	1.30155	1.68107	2.01669	2.41625
44	0.68011	1.30109	1.68023	2.01537	2.41413
45	0.67998	1.30065	1.67943	2.01410	2.41212
46	0.67986	1.30023	1.67866	2.01290	2.41019
47	0.67975	1.29982	1.67793	2.01174	2.40835
48	0.67964	1.29944	1.67722	2.01063	2.40658
49	0.67953	1.29907	1.67655	2.00958	2.40489
50	0.67943	1.29871	1.67591	2.00856	2.40327

Lampiran 18
F tabel

df untuk penyebut (N2)	df untuk pembilang (N1)									
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
1	161	199	216	225	230	234	237	239	241	242
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11

36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03