

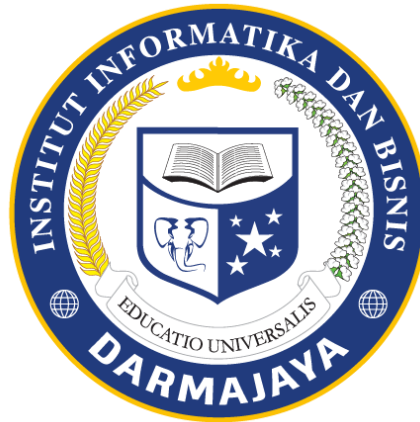
LAMPIRAN

Lampiran 1

KUISIONER PENELITIAN

**PENGARUH PROMOSI JABATAN DAN LINGKUNGAN KERJA FISIK TERHADAP
KEPUASAN KERJA KARYAWAN PT CATUR SENTOSA ANUGERAH (CSAN)**

CAB. LAMPUNG



PROGRAM STUDI MANAJEMEN

FAKULTAS EKONOMI DAN BISNIS

INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA

BANDAR LAMPUNG

2022

Bandar Lampung, Februari 2022

Hal : **Permohonan Bantuan Pengisian Kuisisioner**

Kepada Yth :

Bapak/ Ibu

Di

Tempat

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT. Catur Sentosa Anugerah Di Bandar Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen SDM. Tentang **“PENGARUH PROMOSI JABATAN DAN LINGKUNGAN KERJA FISIK TERHADAP KEPUASAN KERJA KARYAWAN PT CATUR SENTOSA ANUGERAH (CSAN) CAB. LAMPUNG”**.

Sehubungan dengan maksud di atas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrument penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan jawaban tersebut tidak berpengaruh terhadap kondisi saudara.

Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terimakasih.

Hormat Saya

RAODHATUN HASANAH

NPM. 1812110476

KUESIONER

Pernyataan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH PROMOSI JABATAN DAN LINGKUNGAN KERJA FISIK TERHADAP KEPUASAN KERJA KARYAWAN PT CATUR SENTOSA ANUGERAH (CSAN) CABANG LAMPUNG

Petunjuk pengisian :

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

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden :(boleh tidak diisi)

2. Divisi :

3. Jenis Kelamin : Laki – Laki Perempuan

4. Masa Kerja : 0 – 6 Bulan > 15 Bulan

7 – 15 Bulan

5. Usia : 17 -30 Tahun 41 – 50 Tahun

31 – 40 Tahun > 50 tahun

6. Pendidikan Terakhir : SMA S1

D3 S2

DAFTAR PERNYATAAN

Promosi Jabatan (X₁)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Kejujuran						
1	Kejujuran menjadi prioritas utama dalam penilaian kerja karyawan					
2	Dalam bekerja saya memiliki kejujuran terhadap diri sendiri, teman dan pimpinan					
Disiplin						
3	Karyawan masuk kerja dan pulang kerja sesuai aturan yang berlaku diperusahaan					
4	Karyawan berpakaian dan bertingkah laku sesuai ketentuan perusahaan					
Prestasi Kerja						
5	Karyawan berinisiatif dalam menjalankan tugas yang diberikan					
6	Karyawan mempunyai tingkat kualitas dan kuantitas pekerjaan yang baik					
Kerjasama						
7	Memiliki hubungan yang dekat dengan atasan akan memudahkan saya dalam mendapatkan promosi jabatan					

8	Hubungan kerja antara atasan dan bawahan serta hubungan kerja sesama karyawan baik					
Kecakapan						
9	Promosi jabatan berasaskan kepercayaan terhadap kecakapan karyawan dalam melaksanakan tugas - tugasnya					
10	Kecakapan antara karyawan dan karyawan lain penting untuk hasil kerja yang baik					
Loyalitas						
11	Tingkat loyalitas karyawan akan berdampak pada kualitas hasil pekerjaan					
12	Promosi jabatan menuntut loyalitas tinggi karyawan					
Kepemimpinan						
13	Atasan selalu berusaha membina dan memotivasi kerja para karyawan					
14	Pemimpin selalu memberikan <i>Reward</i> untuk karyawan yang mendapatkan hasil puas					
Pendidikan						
15	Saya memiliki ijazah dari pendidikan formal yang sesuai dengan syarat promosi jabatan					
16	Tingkat pendidikan tidak menjadi pertimbangan dalam promosi jabatan					
Komunikatif						
17	Kemampuan bergaul dengan orang lain dalam bekerja dapat menjadi pertimbangan promosi jabatan					

18	Komunikasi karyawan antar pimpinan dan divisi lain sangat baik					
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Lingkungan Kerja Fisik (X₂)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Pencahayaan						
1	Penerangan cahaya di tempat kerja sangat baik sehingga membuat kerja menjadi efektif					
2	Cahaya lampu penerangan diseluruh lingkungan sangat diperhatikan perusahaan					
Suhu Udara						
3	Pengaturan suhu ditempat kerja sudah ditentukan dengan tepat sehingga memberikan kenyamanan dalam bekerja					
4	Sirkulasi udara yang terdapat ditempat kerja cukup baik sehingga membuat kerja menjadi efektif					
Kebisingan						
5	Suara bising dari kendaraan yang keluar masuk untuk melakukan bongkar muat mengganggu aktivitas dan pendengaran karyawan dalam bekerja.					
6	Kegiatan dilingkungan kerja bagian bongkar muat menimbulkan suara bising.					
Dekorasi/Tata Ruang						
7	Ruangan kerja saya mempunyai tata letak yang rapi					

8	Jarak antara karyawan dengan karyawan lain cukup renggang sehingga pergerakan cukup luas					
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Kepuasan Kerja (Y)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Job Descriptive Index						
1	Karyawan memiliki kesempatan untuk menerima tanggung jawab yang lebih besar					
2	Karyawan diberi kesempatan untuk belajar mengembangkan kemampuan					
Kualitas Supervise						
3	Atasan membantu karyawan yang mengalami kesulitan dalam bekerja					
4	Karyawan mendapat dukungan penuh dari atasan					
Hubungan Dengan Rekan Kerja						
5	Saling membantu ketika rekan kerja mengalami kesulitan dalam bekerja					
6	Kekeluargaan terjalin dilingkungan tempat kerja					
Kesempatan Promosi						
7	Adanya kesetaraan untuk mengikuti promosi jabatan					
8	Keterbukaan untuk seluruh karyawan dalam memperoleh peluang untuk mengikuti program promosi jabatan					
Pembayaran Upah/gaji						

9	Perusahaan memberikan gaji kepada karyawan disesuaikan dengan kemampuan karyawan					
10	Karyawan mendapatkan gaji yang adil					

Lampiran 2

Hasil jawaban kuesioner Responden

- Hasil jawaban Variabel Promosi Jabatan (X_1)

No respo nden	ButirPernyataan																		
	p1	p2	p3	p4	p5	p6	p7	p8	p9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total
1	3	4	4	5	3	5	4	4	3	3	5	4	3	4	4	3	3	4	68
2	5	5	4	4	5	4	5	4	5	3	4	5	5	4	5	5	5	5	82
3	2	4	5	4	2	5	4	5	4	4	5	4	2	5	4	2	4	4	69
4	5	5	4	4	5	4	5	4	3	4	4	4	5	4	5	5	3	5	78
5	3	3	3	3	3	5	3	3	3	3	5	4	3	3	3	4	3	3	60
6	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	73
7	3	5	5	4	3	5	5	5	5	5	5	5	3	5	5	3	5	5	81
8	3	4	4	5	3	4	4	4	4	4	4	4	3	4	4	3	4	4	69
9	2	2	3	3	2	3	2	3	3	2	3	3	2	3	2	2	3	2	45
10	5	4	5	5	5	5	4	5	5	4	5	5	5	5	4	5	5	4	85
11	3	4	4	5	3	4	4	4	4	4	5	4	3	4	4	3	4	4	70
12	4	3	4	4	4	4	3	4	5	3	5	4	4	4	3	4	5	3	70
13	4	5	5	5	4	5	5	5	5	5	5	4	4	5	5	4	5	5	85
14	4	5	4	4	4	4	5	4	4	5	4	4	4	4	5	4	4	5	77
15	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
16	3	3	4	3	3	4	3	4	3	3	4	4	3	4	3	3	3	3	60
17	4	4	4	5	4	4	4	4	3	4	5	5	4	4	4	4	3	4	73
18	5	4	5	4	5	5	4	5	3	4	5	5	5	5	4	5	3	4	80
19	5	4	4	5	5	5	4	4	4	4	5	4	5	4	4	5	4	4	79
20	4	4	4	4	4	5	4	4	4	4	5	4	4	4	4	4	4	4	74
21	4	4	5	5	4	5	4	5	4	4	5	5	4	5	4	4	3	5	79
22	4	4	5	4	4	5	4	5	4	4	5	5	4	5	4	4	4	5	79
23	4	5	4	4	4	5	5	4	5	5	5	5	4	4	5	4	4	5	81
24	4	3	4	4	4	3	3	5	5	5	4	4	4	4	5	4	4	3	72
25	5	3	4	5	2	3	4	4	3	4	4	4	4	4	5	5	5	3	71
26	4	4	4	4	3	5	5	5	3	2	5	5	4	4	4	3	4	4	72
27	5	3	4	5	4	2	4	4	3	4	4	4	4	4	4	5	4	4	71
28	4	5	4	4	3	3	5	3	4	5	3	3	4	4	4	3	3	3	67
29	4	4	4	4	3	3	4	4	4	4	4	3	4	4	3	4	2	4	66

30	5	4	5	4	3	4	4	3	5	4	5	5	5	5	5	3	5	5	79
31	4	3	4	3	4	4	3	2	4	5	4	3	2	4	5	4	3	4	65
32	2	4	4	4	3	5	4	4	4	4	3	3	4	4	3	2	3	2	62
33	4	5	3	3	4	4	4	3	4	3	5	5	3	3	4	4	3	4	68
34	4	3	4	4	4	5	3	2	4	5	4	4	4	4	4	3	4	4	69
35	3	4	4	4	2	5	3	5	4	4	4	4	4	4	5	4	5	3	71
36	3	4	4	4	5	2	5	5	2	5	5	5	3	4	5	3	3	3	70
37	5	3	3	4	3	5	2	5	3	5	4	4	3	3	5	4	5	3	69
38	4	4	3	4	3	4	4	3	3	5	5	2	3	3	4	3	3	5	65
39	5	4	3	4	3	4	2	4	5	4	4	1	4	3	4	3	5	3	65
40	3	3	3	4	3	3	3	3	4	5	4	4	3	3	3	4	3	4	62
41	4	4	4	4	3	3	3	3	4	5	5	5	4	4	3	2	3	4	67

- Hasil Jawaban Variabel Lingkungan Kerja (X_2)

No Responden	Butir Pernyataan								Total
	p1	p2	p3	p4	p5	p6	p7	p8	
1	3	4	3	4	4	4	4	2	28
2	5	5	5	5	4	4	5	3	36
3	2	4	2	4	5	5	4	4	30
4	5	5	5	5	4	4	5	3	36
5	3	3	3	3	3	3	3	2	23
6	4	4	4	4	4	4	4	3	31
7	3	5	3	5	5	5	5	2	33
8	3	4	3	4	4	4	4	4	30
9	2	2	2	2	3	3	2	3	19
10	5	4	5	4	5	5	4	5	37
11	3	4	3	4	4	4	4	5	31
12	4	3	4	3	4	4	3	2	27

13	4	5	4	5	5	5	5	3	36
14	4	5	4	5	4	4	5	3	34
15	5	5	5	5	5	5	5	4	39
16	3	3	3	3	4	4	3	3	26
17	4	4	4	4	4	4	4	3	31
18	5	4	5	4	5	5	4	4	36
19	5	4	5	4	4	4	4	5	35
20	4	4	4	4	4	4	4	3	31
21	4	4	4	4	5	5	4	3	33
22	4	4	4	4	5	5	4	3	33
23	4	5	4	5	4	4	5	4	35
24	3	4	3	4	4	4	4	4	30
25	5	3	5	3	4	4	3	3	30
26	4	4	4	4	4	4	4	4	32
27	4	3	4	3	4	4	4	3	29
28	5	5	3	5	5	4	5	4	36
29	4	4	4	4	4	4	4	4	32
30	4	4	4	4	3	3	3	4	29
31	4	4	5	5	4	4	4	4	34
32	3	4	3	4	4	4	5	5	32
33	4	4	4	4	5	5	4	5	35
34	4	4	4	4	4	4	3	5	32
35	3	4	3	4	4	4	5	4	31
36	2	2	2	2	3	3	4	4	22
37	5	4	5	4	5	5	4	4	36
38	3	4	3	4	4	4	5	4	31
39	4	3	4	3	4	4	4	4	30
40	4	5	4	5	5	5	5	4	37
41	4	5	4	5	4	4	4	4	34

- Hasil Jawaban Kuesioner Kepuasan Kerja (Y)

No Responden	Butir Pernyataan										Hasil
	p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	
1	4	5	3	5	4	4	4	4	3	4	40
2	4	4	5	4	5	5	4	4	5	4	44
3	5	4	2	5	4	4	5	5	2	5	41
4	4	4	5	4	5	5	4	4	5	4	44
5	3	3	3	5	3	3	3	3	3	3	32
6	4	4	4	4	4	4	4	4	4	4	40
7	5	4	3	5	5	5	5	5	3	5	45
8	4	5	3	4	4	4	4	4	3	4	39
9	3	3	2	3	2	2	3	3	2	3	26
10	5	5	5	5	4	4	5	5	5	5	48
11	4	5	3	4	4	4	4	4	3	4	39
12	4	4	4	4	3	3	4	4	4	4	38
13	5	5	4	5	5	5	5	5	4	5	48
14	4	4	4	4	5	5	4	4	4	4	42
15	5	5	5	5	5	5	5	5	5	5	50
16	4	3	3	4	3	3	4	4	3	4	35
17	4	5	4	4	4	4	4	4	4	4	41
18	5	4	5	5	4	4	5	5	5	5	47
19	4	5	5	5	4	4	4	4	5	4	44
20	4	4	4	5	4	4	4	4	4	4	41
21	5	5	4	5	4	4	5	5	4	5	46
22	5	4	4	5	4	4	5	5	4	5	45
23	4	4	4	5	5	5	4	4	4	4	43
24	4	4	4	3	3	4	4	4	4	4	38
25	4	5	2	3	4	3	4	4	4	4	37

26	4	4	3	5	5	4	4	4	4	4	41
27	4	5	4	2	4	3	4	4	4	4	38
28	4	4	3	3	5	5	5	4	4	4	41
29	4	4	3	3	4	4	4	4	4	4	38
30	5	4	3	4	4	4	3	3	5	5	40
31	4	3	4	4	3	5	4	4	2	4	37
32	4	4	3	5	4	4	4	4	4	4	40
33	3	3	4	4	4	4	5	5	3	3	38
34	4	4	4	5	3	4	4	4	4	4	40
35	4	4	2	5	3	4	4	4	4	4	38
36	4	4	5	2	5	2	3	3	3	4	35
37	3	4	3	5	2	4	5	5	3	3	37
38	3	4	3	4	4	4	4	4	3	3	36
39	3	4	3	4	2	3	4	4	4	3	34
40	3	4	3	3	3	5	5	5	3	3	37
41	4	4	3	3	3	5	4	4	4	4	38

Lampiran 4

Hasil uji frekuensi karakteristik responden

1. Karakteristik berdasarkan Divisi Responden

DMSI

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Administrasi	9	22.0	22.0	22.0
Akunting	5	12.2	12.2	34.1
Gudang	18	43.9	43.9	78.0
Marketing	9	22.0	22.0	100.0
Total	41	100.0	100.0	

2. Karakteristik berdasarkan JenisKelamin Responden

JENISKELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid LAKI LAKI	31	75.6	75.6	75.6
PEREMPUAN	10	24.4	24.4	100.0
Total	41	100.0	100.0	

3. Karakteristik berdasarkan Masa Kerja Responden

MASAKERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0 - 6 BULAN	9	22.0	22.0	22.0
7 - 15 BULAN	19	46.3	46.3	68.3
> 15 BULAN	13	31.7	31.7	100.0
Total	41	100.0	100.0	

5. Karakteristik berdasarkan Usia Responden

USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 17 - 30 TAHUN	19	46.3	46.3	46.3
31 - 40 TAHUN	22	53.7	53.7	100.0
Total	41	100.0	100.0	

6. Karakteristik berdasarkan Pendidikan Responden

PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	18	43.9	43.9	43.9
D3	16	39.0	39.0	82.9
S1	7	17.1	17.1	100.0
Total	41	100.0	100.0	

Lampiran 4

Hasil Uji frekuensi Jawaban Responden

1. Variabel Promosi Jabatan (X_1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	7.3	7.3	7.3
3	9	22.0	22.0	29.3
4	18	43.9	43.9	73.2
5	11	26.8	26.8	100.0
Total	41	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.4	2.4	2.4
3	10	24.4	24.4	26.8
4	21	51.2	51.2	78.0
5	9	22.0	22.0	100.0
Total	41	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	17.1	17.1	17.1
4	25	61.0	61.0	78.0
5	9	22.0	22.0	100.0
Total	41	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	12.2	12.2	12.2
4	25	61.0	61.0	73.2
5	11	26.8	26.8	100.0
Total	41	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.8	9.8	9.8
	3	16	39.0	39.0	48.8
	4	14	34.1	34.1	82.9
	5	7	17.1	17.1	100.0
	Total	41	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	7	17.1	17.1	22.0
	4	14	34.1	34.1	56.1
	5	18	43.9	43.9	100.0
	Total	41	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.3	7.3	7.3
	3	9	22.0	22.0	29.3
	4	19	46.3	46.3	75.6
	5	10	24.4	24.4	100.0
	Total	41	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	8	19.5	19.5	24.4
	4	18	43.9	43.9	68.3
	5	13	31.7	31.7	100.0
	Total	41	100.0	100.0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	12	29.3	29.3	31.7
	4	18	43.9	43.9	75.6
	5	10	24.4	24.4	100.0
	Total	41	100.0	100.0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	6	14.6	14.6	19.5
	4	19	46.3	46.3	65.9
	5	14	34.1	34.1	100.0
	Total	41	100.0	100.0	

P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.3	7.3	7.3
	4	15	36.6	36.6	43.9
	5	23	56.1	56.1	100.0
	Total	41	100.0	100.0	

P12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	1	2.4	2.4	4.9
	3	5	12.2	12.2	17.1
	4	20	48.8	48.8	65.9
	5	14	34.1	34.1	100.0
	Total	41	100.0	100.0	

P13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	7.3	7.3	7.3
3	11	26.8	26.8	34.1
4	20	48.8	48.8	82.9
5	7	17.1	17.1	100.0
Total	41	100.0	100.0	

P14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	17.1	17.1	17.1
4	25	61.0	61.0	78.0
5	9	22.0	22.0	100.0
Total	41	100.0	100.0	

P15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.4	2.4	2.4
3	7	17.1	17.1	19.5
4	19	46.3	46.3	65.9
5	14	34.1	34.1	100.0
Total	41	100.0	100.0	

P16

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	9.8	9.8	9.8
3	12	29.3	29.3	39.0
4	17	41.5	41.5	80.5
5	8	19.5	19.5	100.0
Total	41	100.0	100.0	

P17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	16	39.0	39.0	41.5
	4	13	31.7	31.7	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

P18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	10	24.4	24.4	29.3
	4	18	43.9	43.9	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

TOTAL_X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	45	1	2.4	2.4	2.4
	60	2	4.9	4.9	7.3
	62	2	4.9	4.9	12.2
	65	3	7.3	7.3	19.5
	66	1	2.4	2.4	22.0
	67	2	4.9	4.9	26.8
	68	2	4.9	4.9	31.7
	69	4	9.8	9.8	41.5
	70	3	7.3	7.3	48.8
	71	3	7.3	7.3	56.1
	72	2	4.9	4.9	61.0
	73	2	4.9	4.9	65.9
	74	1	2.4	2.4	68.3
	77	1	2.4	2.4	70.7
	78	1	2.4	2.4	73.2
	79	4	9.8	9.8	82.9
	80	1	2.4	2.4	85.4
	81	2	4.9	4.9	90.2
	82	1	2.4	2.4	92.7
	85	2	4.9	4.9	97.6
	90	1	2.4	2.4	100.0
	Total	41	100.0	100.0	

2. Variabel Lingkungan Kerja (X₂)

Q1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.3	7.3	7.3
	3	10	24.4	24.4	31.7
	4	19	46.3	46.3	78.0
	5	9	22.0	22.0	100.0
	Total	41	100.0	100.0	

Q2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	6	14.6	14.6	19.5
	4	23	56.1	56.1	75.6
	5	10	24.4	24.4	100.0
	Total	41	100.0	100.0	

Q3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.3	7.3	7.3
	3	11	26.8	26.8	34.1
	4	18	43.9	43.9	78.0
	5	9	22.0	22.0	100.0
	Total	41	100.0	100.0	

Q4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	6	14.6	14.6	19.5
	4	22	53.7	53.7	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

Q5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	9.8	9.8	9.8
	4	25	61.0	61.0	70.7
	5	12	29.3	29.3	100.0
	Total	41	100.0	100.0	

Q6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	9.8	9.8	9.8
	4	26	63.4	63.4	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

Q7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	6	14.6	14.6	17.1
	4	22	53.7	53.7	70.7
	5	12	29.3	29.3	100.0
	Total	41	100.0	100.0	

Q8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.8	9.8	9.8
	3	13	31.7	31.7	41.5
	4	18	43.9	43.9	85.4
	5	6	14.6	14.6	100.0
	Total	41	100.0	100.0	

TOTAL_X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	19	1	2.4	2.4	2.4
	22	1	2.4	2.4	4.9
	23	1	2.4	2.4	7.3
	26	1	2.4	2.4	9.8
	27	1	2.4	2.4	12.2
	28	1	2.4	2.4	14.6
	29	2	4.9	4.9	19.5
	30	5	12.2	12.2	31.7
	31	6	14.6	14.6	46.3
	32	4	9.8	9.8	56.1
	33	3	7.3	7.3	63.4
	34	3	7.3	7.3	70.7
	35	3	7.3	7.3	78.0
	36	6	14.6	14.6	92.7
	37	2	4.9	4.9	97.6
	39	1	2.4	2.4	100.0
	Total	41	100.0	100.0	

3. Variabel Kepuasan Kerja (Y)

R1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	17.1	17.1	17.1
4	25	61.0	61.0	78.0
5	9	22.0	22.0	100.0
Total	41	100.0	100.0	

R2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	12.2	12.2	12.2
4	25	61.0	61.0	73.2
5	11	26.8	26.8	100.0
Total	41	100.0	100.0	

R3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	9.8	9.8	9.8
3	16	39.0	39.0	48.8
4	14	34.1	34.1	82.9
5	7	17.1	17.1	100.0
Total	41	100.0	100.0	

R4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.9	4.9	4.9
3	7	17.1	17.1	22.0
4	14	34.1	34.1	56.1
5	18	43.9	43.9	100.0
Total	41	100.0	100.0	

R5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	7.3	7.3	7.3
3	9	22.0	22.0	29.3
4	19	46.3	46.3	75.6
5	10	24.4	24.4	100.0
Total	41	100.0	100.0	

R6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	6	14.6	14.6	19.5
	4	22	53.7	53.7	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

R7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	9.8	9.8	9.8
	4	25	61.0	61.0	70.7
	5	12	29.3	29.3	100.0
	Total	41	100.0	100.0	

R8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	9.8	9.8	9.8
	4	26	63.4	63.4	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

R9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.3	7.3	7.3
	3	11	26.8	26.8	34.1
	4	20	48.8	48.8	82.9
	5	7	17.1	17.1	100.0
	Total	41	100.0	100.0	

R10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	17.1	17.1	17.1
	4	25	61.0	61.0	78.0
	5	9	22.0	22.0	100.0
	Total	41	100.0	100.0	

TOTAL_Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26	1	2.4	2.4	2.4
	32	1	2.4	2.4	4.9
	34	1	2.4	2.4	7.3
	35	2	4.9	4.9	12.2
	36	1	2.4	2.4	14.6
	37	4	9.8	9.8	24.4
	38	7	17.1	17.1	41.5
	39	2	4.9	4.9	46.3
	40	5	12.2	12.2	58.5
	41	5	12.2	12.2	70.7
	42	1	2.4	2.4	73.2
	43	1	2.4	2.4	75.6
	44	3	7.3	7.3	82.9
	45	2	4.9	4.9	87.8
	46	1	2.4	2.4	90.2
	47	1	2.4	2.4	92.7
	48	2	4.9	4.9	97.6
	50	1	2.4	2.4	100.0
	Total	41	100.0	100.0	

Lampiran 5

Hasil Uji Persyaratan Instrumen

1. Hasil Uji Validitas

- Variabel Promosi Jabatan (X_1)

		Correlations																			
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	TOTAL_X1	
P1	Pearson Correlation	1	.213	.143	.301	.546**	-.010	-.146	.069	.197	.182	.174	.139	.712**	.143	.450**	.712**	.369	.388	.582**	
	Sig. (2-tailed)		.182	.374	.056	.000	.951	.364	.667	.217	.254	.276	.386	.000	.374	.003	.000	.018	.012	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P2	Pearson Correlation	.213	1	.375	.239	.362	.279	.784**	.275	.360	.251	.284	.272	.410*	.375	.482**	.152	.134	.616*	.656*	
	Sig. (2-tailed)	.182		.016	.132	.020	.077	.000	.081	.021	.114	.072	.086	.008	.016	.001	.344	.404	.000	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P3	Pearson Correlation	.143	.375	1	.433**	.303	.341	.511**	.510*	.357	.182	.375	.527**	.405*	1.000**	.343	.158	.291	.474*	.712**	
	Sig. (2-tailed)	.374	.016		.005	.054	.029	.001	.001	.022	.256	.016	.000	.009	.000	.028	.325	.065	.002	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P4	Pearson Correlation	.301	.239	.433**	1	.204	.090	.361*	.423*	.131	.216	.260	.202	.415*	.433**	.274	.305	.331*	.309	.547**	
	Sig. (2-tailed)	.056	.132	.005		.200	.575	.021	.006	.413	.175	.101	.206	.007	.005	.083	.053	.035	.050	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P5	Pearson Correlation	.546**	.362	.303	.204	1	.091	.415*	.178	.152	.191	.320	.398*	.568**	.303	.325	.622**	.036	.421**	.632**	
	Sig. (2-tailed)	.000	.020	.054	.200		.571	.007	.266	.344	.233	.041	.010	.000	.054	.038	.000	.825	.006	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
P6	Pearson Correlation	-.010	.279	.341*	.090	.091	1	.092	.291	.269	-.091	.378*	.199	.159	.341*	.149	.064	.299	.281	.402**	
	Sig. (2-tailed)	.951	.077	.029	.575	.571		.568	.065	.089	.573	.015	.212	.321	.029	.353	.692	.058	.075	.009	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P7	Pearson Correlation	.146	.784**	.511**	.361*	.415*	.092	1	.307	.090	.155	.290	.435**	.372*	.511**	.463**	.240	.038	.596*	.644**	
	Sig. (2-tailed)	.364	.000	.001	.021	.007	.568		.051	.576	.333	.066	.004	.016	.001	.002	.131	.813	.000	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P8	Pearson Correlation	.069	.275	.510*	.423*	.178	.291	.307	1	.077	-.003	.300	.360	.256	.510*	.334	.238	.380	.106	.526**	
	Sig. (2-tailed)	.667	.081	.001	.006	.266	.065	.051		.632	.983	.057	.021	.106	.001	.033	.135	.014	.508	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P9	Pearson Correlation	.197	.360	.357	.131	.152	.269	.090	.077	1	.240	.096	.049	.340	.357	.220	.098	.554*	.321*	.467**	
	Sig. (2-tailed)	.217	.021	.022	.413	.344	.089	.576	.632		.130	.552	.762	.030	.022	.168	.542	.000	.041	.002	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P10	Pearson Correlation	.182	.251	.182	.216	.191	-.091	.155	-.003	.240	1	.002	-.047	.072	.182	.482**	.072	.094	.294	.330**	
	Sig. (2-tailed)	.254	.114	.256	.175	.233	.573	.333	.983	.130		.989	.770	.656	.256	.001	.652	.561	.062	.035	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P11	Pearson Correlation	.174	.284	.375	.260	.320	.378	.290	.300	.096	.002	1	.532**	.136	.375	.179	.168	.155	.530**	.517**	
	Sig. (2-tailed)	.276	.072	.016	.101	.041	.015	.066	.057	.552	.989		.000	.396	.016	.263	.294	.333	.000	.001	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P12	Pearson Correlation	.139	.272	.527**	.202	.398**	.199	.435**	.360	.049	-.047	.532**	1	.304	.527**	.271	.286	.153	.408**	.571**	
	Sig. (2-tailed)	.386	.086	.000	.206	.010	.212	.004	.021	.762	.770	.000		.053	.000	.087	.070	.341	.008	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P13	Pearson Correlation	.712**	.410*	.405*	.415*	.568**	.159	.372*	.256	.340	.072	.136	.304	1	.405*	.278	.571**	.324	.329	.685**	
	Sig. (2-tailed)	.000	.008	.009	.007	.000	.321	.016	.106	.030	.656	.396	.053		.009	.078	.000	.039	.036	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P14	Pearson Correlation	.143	.375	1.000**	.433**	.303	.341	.511**	.510*	.357	.182	.375	.527**	.405*	1	.343	.158	.291	.474*	.712**	
	Sig. (2-tailed)	.374	.016	.000	.005	.054	.029	.001	.001	.022	.256	.016	.000	.009		.028	.325	.065	.002	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P15	Pearson Correlation	.450**	.482**	.343	.274	.325	.149	.463**	.334	.220	.482**	.179	.271	.278	.343	1	.407**	.514**	.467**	.675**	
	Sig. (2-tailed)	.003	.001	.028	.083	.038	.353	.002	.033	.168	.001	.263	.087	.078	.028		.008	.001	.002	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P16	Pearson Correlation	.712**	.152	.158	.305	.622**	.064	.240	.238	.098	.072	.168	.286	.571**	.158	.407**	1	.256	.331*	.582**	
	Sig. (2-tailed)	.000	.344	.325	.053	.000	.692	.131	.135	.542	.652	.294	.070	.000	.325	.008		.107	.035	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P17	Pearson Correlation	.369	.134	.291	.331*	.036	.299	.038	.380	.554*	.094	.155	.153	.324	.291	.514**	.256	1	.153	.516**	
	Sig. (2-tailed)	.018	.404	.065	.035	.825	.058	.813	.014	.000	.561	.333	.341	.039	.065	.001	.107		.339	.001	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
P18	Pearson Correlation	.388	.616**	.474*	.309	.421**	.281	.596**	.106	.321	.294	.530**	.408**	.329	.474*	.467**	.331*	.153	1	.714**	
	Sig. (2-tailed)	.012	.000	.002	.050	.006	.075	.000	.508	.041	.062	.000	.008	.036	.002	.002	.035	.339		.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	
TOTAL_X1	Pearson Correlation	.582**	.656**	.712**	.547**	.632**	.402**	.644**	.526**	.467**	.330**	.517**	.571**	.685**	.712**	.675**	.582**	.516**	.714**	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.009	.000	.000	.002	.035	.001	.000	.000	.000	.000	.000	.001	.000	.000	
	N	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	

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

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

• Variabel Lingkungan Kerja (X₂)

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	TOTAL_X2
Q1	Pearson Correlation	1	.449**	.917**	.446**	.403**	.355*	.224	.116	.733**
	Sig. (2-tailed)		.003	.000	.003	.009	.023	.159	.470	.000
	N	41	41	41	41	41	41	41	41	41
Q2	Pearson Correlation	.449**	1	.370*	.980**	.537**	.494**	.746**	.113	.838**
	Sig. (2-tailed)	.003		.017	.000	.000	.001	.000	.483	.000
	N	41	41	41	41	41	41	41	41	41
Q3	Pearson Correlation	.917**	.370*	1	.406**	.313*	.359*	.147	.103	.683**
	Sig. (2-tailed)	.000	.017		.008	.046	.021	.358	.524	.000
	N	41	41	41	41	41	41	41	41	41
Q4	Pearson Correlation	.446**	.980**	.406**	1	.516**	.475**	.728**	.124	.838**
	Sig. (2-tailed)	.003	.000	.008		.001	.002	.000	.440	.000
	N	41	41	41	41	41	41	41	41	41
Q5	Pearson Correlation	.403**	.537**	.313*	.516**	1	.966**	.465**	.142	.733**
	Sig. (2-tailed)	.009	.000	.046	.001		.000	.002	.377	.000
	N	41	41	41	41	41	41	41	41	41
Q6	Pearson Correlation	.355*	.494**	.359*	.475**	.966**	1	.424**	.127	.706**
	Sig. (2-tailed)	.023	.001	.021	.002	.000		.006	.429	.000
	N	41	41	41	41	41	41	41	41	41
Q7	Pearson Correlation	.224	.746**	.147	.728**	.465**	.424**	1	.137	.680**
	Sig. (2-tailed)	.159	.000	.358	.000	.002	.006		.393	.000
	N	41	41	41	41	41	41	41	41	41
Q8	Pearson Correlation	.116	.113	.103	.124	.142	.127	.137	1	.356*
	Sig. (2-tailed)	.470	.483	.524	.440	.377	.429	.393		.022
	N	41	41	41	41	41	41	41	41	41
TOTAL_X2	Pearson Correlation	.733**	.838**	.683**	.838**	.733**	.706**	.680**	.356*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.022	
	N	41	41	41	41	41	41	41	41	41

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

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

• Variabel Kepuasan Kerja (Y)

Correlations

		R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	TOTAL_Y
R1	Pearson Correlation	1	.433**	.303	.341*	.511**	.299	.370	.382*	.405**	1.000**	.771**
	Sig. (2-tailed)		.005	.054	.029	.001	.058	.017	.014	.009	.000	.000
	N	41	41	41	41	41	41	41	41	41	41	41
R2	Pearson Correlation	.433**	1	.204	.090	.361*	.147	.259	.275	.415**	.433**	.543**
	Sig. (2-tailed)	.005		.200	.575	.021	.360	.102	.082	.007	.005	.000
	N	41	41	41	41	41	41	41	41	41	41	41
R3	Pearson Correlation	.303	.204	1	.091	.415**	.227	.154	.186	.568**	.303	.583**
	Sig. (2-tailed)	.054	.200		.571	.007	.153	.335	.245	.000	.054	.000
	N	41	41	41	41	41	41	41	41	41	41	41
R4	Pearson Correlation	.341*	.090	.091	1	.092	.313	.356*	.420**	.159	.341*	.514**
	Sig. (2-tailed)	.029	.575	.571		.568	.046	.022	.006	.321	.029	.001
	N	41	41	41	41	41	41	41	41	41	41	41
R5	Pearson Correlation	.511**	.361*	.415**	.092	1	.440**	.190	.139	.372*	.511**	.658**
	Sig. (2-tailed)	.001	.021	.007	.568		.004	.235	.385	.016	.001	.000
	N	41	41	41	41	41	41	41	41	41	41	41
R6	Pearson Correlation	.299	.147	.227	.313	.440**	1	.516**	.475**	.276	.299	.636**
	Sig. (2-tailed)	.058	.360	.153	.046	.004		.001	.002	.081	.058	.000
	N	41	41	41	41	41	41	41	41	41	41	41
R7	Pearson Correlation	.370	.259	.154	.356*	.190	.516**	1	.966**	.098	.370	.628**
	Sig. (2-tailed)	.017	.102	.335	.022	.235	.001		.000	.543	.017	.000
	N	41	41	41	41	41	41	41	41	41	41	41
R8	Pearson Correlation	.382*	.275	.186	.420**	.139	.475**	.966**	1	.088	.382*	.633**
	Sig. (2-tailed)	.014	.082	.245	.006	.385	.002	.000		.586	.014	.000
	N	41	41	41	41	41	41	41	41	41	41	41
R9	Pearson Correlation	.405**	.415**	.568**	.159	.372*	.276	.098	.088	1	.405**	.626**
	Sig. (2-tailed)	.009	.007	.000	.321	.016	.081	.543	.586		.009	.000
	N	41	41	41	41	41	41	41	41	41	41	41
R10	Pearson Correlation	1.000**	.433**	.303	.341*	.511**	.299	.370	.382*	.405**	1	.771**
	Sig. (2-tailed)	.000	.005	.054	.029	.001	.058	.017	.014	.009		.000
	N	41	41	41	41	41	41	41	41	41	41	41
TOTAL_Y	Pearson Correlation	.771**	.543**	.583**	.514**	.658**	.636**	.628**	.633**	.626**	.771**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41	41	41	41	41	41

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

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

2. Hasil Uji Reliabilitas

- **Variabel Promosi Jabatan (X_1)**

Reliability Statistics

Cronbach's Alpha	N of Items
.747	19

- **Variabel Lingkungan Kerja (X_2)**

Reliability Statistics

Cronbach's Alpha	N of Items
.769	9

- **Variabel Kepuasan Kerja (Y)**

Reliability Statistics

Cronbach's Alpha	N of Items
.754	11

Lampiran 6

Hasil Uji Analisa Data

1. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		TOTAL_X1	TOTAL_X2	TOTAL_Y
N		41	41	41
Normal Parameters ^{a,b}	Mean	71.66	31.76	40.02
	Std. Deviation	8.335	4.200	4.629
Most Extreme Differences	Absolute	.095	.143	.124
	Positive	.095	.083	.124
	Negative	-.090	-.143	-.110
Kolmogorov-Smirnov Z		.606	.914	.793
Asymp. Sig. (2-tailed)		.857	.373	.556

a. Test distribution is Normal.

b. Calculated from data.

2. Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X1	Between Groups	(Combined)	790.976	20	39.549	11.984	.000
		Linearity	715.691	1	715.691	216.876	.000
		Deviation from Linearity	75.284	19	3.962	1.201	.344
Within Groups			66.000	20	3.300		
Total			856.976	40			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X2	Between Groups	(Combined)	627.259	15	41.817	4.551	.000
		Linearity	478.831	1	478.831	52.111	.000
		Deviation from Linearity	148.428	14	10.602	1.154	.365
Within Groups			229.717	25	9.189		
Total			856.976	40			

3. Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.969	2.346		.413	.682		
	TOTAL_X1	.409	.040	.736	10.160	.000	.595	1.682
	TOTAL_X2	.307	.080	.279	3.843	.000	.595	1.682

a. Dependent Variable: TOTAL_Y

Lampiran 7

Hasil Uji Regresi Linier Berganda Uji t dan Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.939 ^a	.881	.875	1.636

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	755.234	2	377.617	141.038	.000 ^b
	Residual	101.742	38	2.677		
	Total	856.976	40			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.969	2.346		.413	.682
	TOTAL_X1	.409	.040	.736	10.160	.000
	TOTAL_X2	.307	.080	.279	3.843	.000

a. Dependent Variable: TOTAL_Y

Lampiran 8

Tabel Nilai-nilai r Product Moment

N	Tarf Signifikansi		N	Tarf Signifikansi	
	5 %	1 %		5 %	1 %
3	0,997	0,999	38	0,320	0,413
4	0,950	0,990	39	0,316	0,408
5	0,878	0,959	40	0,312	0,403
6	0,811	0,917	41	0,308	0,398
7	0,754	0,874	42	0,304	0,393
8	0,707	0,834	43	0,301	0,389
9	0,666	0,798	44	0,297	0,384
10	0,632	0,765	45	0,294	0,380
11	0,602	0,735	46	0,291	0,376
12	0,576	0,708	47	0,288	0,372
13	0,553	0,684	48	0,284	0,368
14	0,532	0,661	49	0,281	0,364
15	0,514	0,641	50	0,279	0,361
16	0,497	0,623	55	0,266	0,345
17	0,482	0,606	60	0,254	0,330
18	0,468	0,590	65	0,244	0,317
19	0,456	0,575	70	0,235	0,306
20	0,444	0,561	75	0,227	0,296
21	0,433	0,549	80	0,220	0,286
22	0,423	0,537	85	0,213	0,278
23	0,413	0,526	90	0,207	0,270
24	0,404	0,515	95	0,202	0,263
25	0,396	0,505	100	0,195	0,256
26	0,388	0,496	125	0,176	0,230
27	0,381	0,487	150	0,159	0,210
28	0,374	0,478	175	0,148	0,194
29	0,367	0,470	200	0,138	0,181
30	0,361	0,463	300	0,113	0,148
31	0,355	0,456	400	0,098	0,128
32	0,349	0,449	500	0,088	0,115
33	0,344	0,442	600	0,080	0,105
34	0,339	0,436	700	0,074	0,097
35	0,334	0,430	800	0,070	0,091
36	0,329	0,424	900	0,065	0,086
37	0,325	0,418	1000	0,062	0,081