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DAFTAR PERNYATAAN

1. KINERJA (VARIABEL TERIKAT Y)

No	Pernyataan	SS	S	RR	TS	STS
		5	4	3	2	1
1	Anda jarang melakukan kesalahan dalam bekerja					
2	Anda mampu menyelesaikan pekerjaan tambahan dengan baik sesuai waktu yang ditentukan					
3	Anda langsung menyelesaikan pekerjaan ketika diberikan					
4	Anda mampu bekerja sama dengan karyawan lain dalam menyelesaikan pekerjaan					

2. PERANCANGAN KERJA (VARIABEL BEBAS X1)

No	Pernyataan	SS	S	RR	TS	STS
		5	4	3	2	1
5	Anda dapat membagi pekerjaan kedalam tugas-tugas sederhana dan berulang-ulang yang memaksimalkan efisiensi					
6	Anda dapat bekerja sama dengan karyawan lain dalam melakukan pekerjaan yang diberikan					
7	Anda bersedia tukar pikiran bersama karyawan dan penyelia lainnya					

3. PEMELIHARAAN PENGAWASAN ATASAN (VARIABEL BEBAS X2)

No	Pernyataan	SS	S	RR	TS	STS
		5	4	3	2	1
8	Pengawasan langsung sering dilakukan oleh manajer secara mendadak					
9	Pengawasan langsung sering observasi ditempat					
10	Atasan sering meenanyakan penyampaian keputusan langsung ditempat					
11	Anda pernah dapat pengawasan dalam bentuk laporan tertulis					
12	Anda pernah dapat pengawasan dalam bentuk lisan dari atasan					

SARAN :

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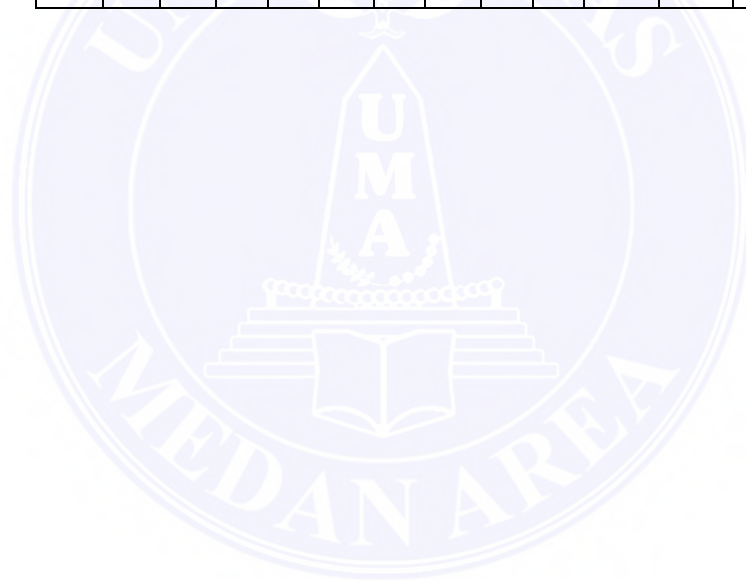
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Terima kasih atas bantuan Bapak/Ibu, Saudara/Saudari yang telah mengisi kuesioner ini. Atas perhatian dan kerja samanya saya ucapkan Terima Kasih banyak

LAMPIRAN II**TABULASI SKOR DATA
UJI VALIDITAS DAN RELIABILITAS**

No.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12
1	5	5	5	5	5	5	5	5	5	5	5	5
2	4	5	4	5	3	5	5	4	5	3	5	4
3	5	4	4	4	5	4	5	4	4	5	5	5
4	3	3	4	3	5	3	5	4	3	5	5	5
5	4	5	4	5	2	4	4	4	5	2	4	4
6	5	4	4	4	5	5	5	4	4	5	5	5
7	5	5	5	5	5	5	5	5	5	5	5	5
8	4	3	4	3	4	4	3	4	3	4	3	4
9	3	4	4	4	4	3	4	4	4	4	4	4
10	5	5	5	5	3	5	4	5	5	3	4	4



LAMPIRAN III

HASIL PENGOLAHAN DATA UJI RELIABILITAS

Variabel Terikat Y (Kinerja)

Reliability

```
RELIABILITY
/VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS VARIANCE COV CORR.
```

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded ^a	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.599	.713	4

Variabel Bebas X₁ (Rancangan kerja)

Reliability

```
RELIABILITY
/VARIABLES=VAR00006 VAR00007 VAR00008 VAR00009 VAR00010
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS VARIANCE COV CORR.
```

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded ^a	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.569	.659	3

Variabel Bebas X_2 (Pengawasan Atasan)

Reliability

```
RELIABILITY
/VARIABLES=VAR00011 VAR00012 VAR00013 VAR00014 VAR00015
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL MEANS VARIANCE COV CORR.
```

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded ^a	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.713	.732	5

Frequency Table

X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	9.0	9.0	9.0
	4	56	62.9	62.9	71.9
	5	25	28.1	28.1	100.0
	Total	89	100.0	100.0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	6.7	6.7	6.7
	4	56	62.9	62.9	69.7
	5	27	30.3	30.3	100.0
	Total	89	100.0	100.0	

X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.1	1.1
	3	10	11.2	11.2	12.4
	4	47	52.8	52.8	65.2
	5	31	34.8	34.8	100.0
	Total	89	100.0	100.0	

X4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	11.2	11.2	11.2
	4	55	61.8	61.8	73.0
	5	24	27.0	27.0	100.0
	Total	89	100.0	100.0	

X5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	19.1	19.1	19.1
	4	47	52.8	52.8	71.9
	5	25	28.1	28.1	100.0
	Total	89	100.0	100.0	

X6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	14.6	14.6	14.6
	4	39	43.8	43.8	58.4
	5	37	41.6	41.6	100.0
	Total	89	100.0	100.0	

X7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	12.4	12.4	12.4
	4	54	60.7	60.7	73.0
	5	24	27.0	27.0	100.0
	Total	89	100.0	100.0	

X8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	18	20.2	20.2	20.2
	4	48	53.9	53.9	74.2
	5	23	25.8	25.8	100.0
	Total	89	100.0	100.0	

X9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	19.1	19.1	19.1
	4	47	52.8	52.8	71.9
	5	25	28.1	28.1	100.0
	Total	89	100.0	100.0	

X10

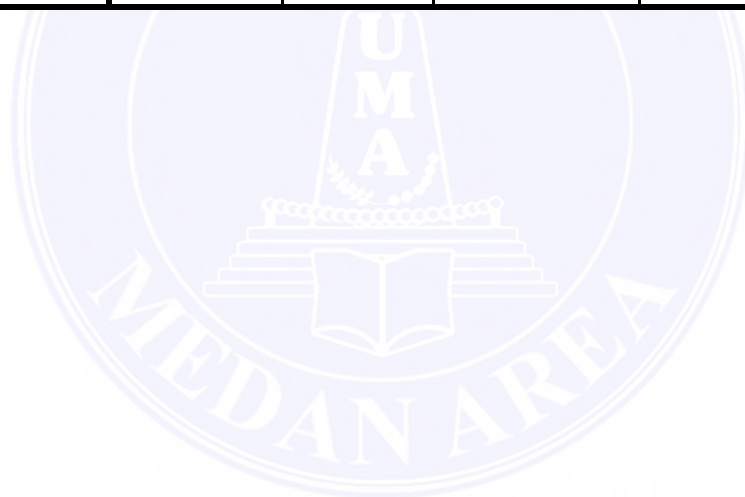
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	14.6	14.6	14.6
	4	39	43.8	43.8	58.4
	5	37	41.6	41.6	100.0
	Total	89	100.0	100.0	

X11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.2	2.2	2.2
	3	22	24.7	24.7	27.0
	4	45	50.6	50.6	77.5
	5	20	22.5	22.5	100.0
	Total	89	100.0	100.0	

X12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	9.0	9.0	9.0
	4	52	58.4	58.4	67.4
	5	29	32.6	32.6	100.0
	Total	89	100.0	100.0	



Regression

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.723 ^a	.523	.512	1.354	2.388

a. Predictors: (Constant), Pengawasan Atasan, Ranacangan Kerja

b. Dependent Variable: Kinerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	172.777	2	86.388	47.146	.000 ^a
	Residual	157.583	86	1.832		
	Total	330.360	88			

a. Predictors: (Constant), Pengawasan Atasan, Ranacangan Kerja

b. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.979	1.430		2.083	.040		
	Ranacangan Kerja	.282	.168	.207	1.677	.097	.364	2.744
	Pengawasan Atasan	.500	.113	.547	4.437	.000	.364	2.744

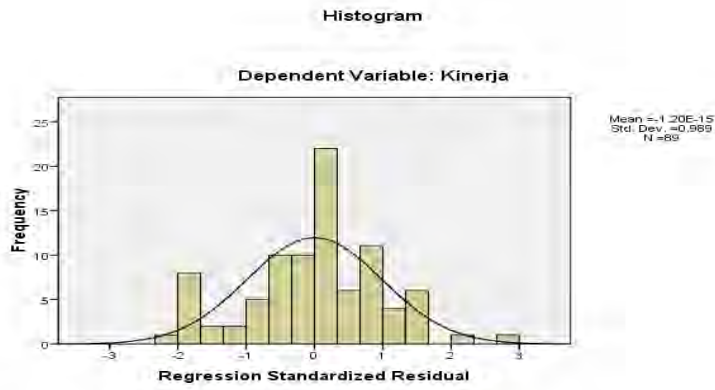
a. Dependent Variable: Kinerja

Tests of Normality

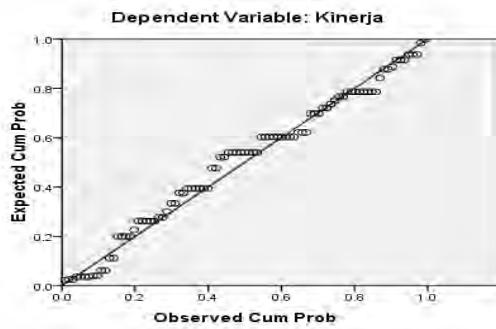
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Kinerja	.222	89	.000	.920	89	.000
Ranacangan Kerja	.164	89	.000	.934	89	.000
Pengawasan Atasan	.152	89	.000	.955	89	.004

a. Lilliefors Significance Correction

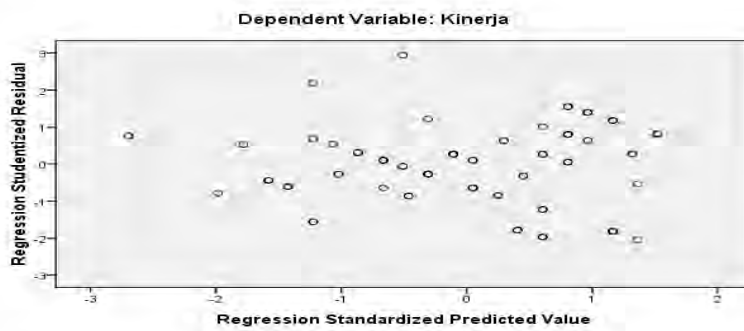




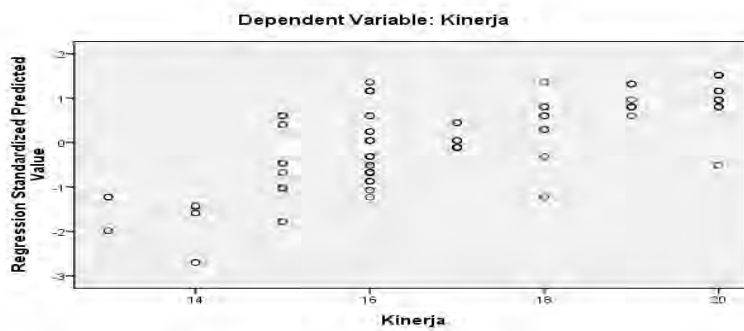
Normal P-P Plot of Regression Standardized Residual



Scatterplot



Scatterplot



LAMPIRAN VII

TABEL UJI t

dk	Derajat signifikasi untuk One-Tailed Test					
	0,10	0,05	0,025	0,01	0,005	0,0005
	Derajat signifikasi untuk Two-Tailed Test					
	0,20	0,10	0,05	0,02	0,01	0,001
1	3,078	6,314	12,706	31,821	63,657	636,619
2	1,886	2,920	4,303	6,965	9,925	31,598
3	1,638	2,353	3,182	4,541	5,841	12,598
4	1,533	2,132	2,776	3,747	4,604	8,610
5	1,476	2,015	2,571	3,365	4,032	6,859
6	1,440	1,943	2,447	3,143	3,707	5,959
7	1,415	1,895	2,365	2,998	3,499	5,405
8	1,397	1,860	2,306	2,896	3,355	5,041
9	1,383	1,833	2,262	2,821	3,250	4781
10	1,372	1,812	2,228	2,764	3,169	4,587
11	1,363	1,796	2,201	2,718	3,106	4,437
12	1,356	1,782	2,179	2,681	3,055	4,318
13	1,350	1,771	2,160	2,650	3,012	4,221
14	1,345	1,761	2,145	2,624	2,977	4,140
15	1,341	1,753	2,131	2,602	2,947	4,073
16	1,337	1,746	2,120	2,583	2,921	4,015
17	1,333	1,740	2,110	2,567	2,898	3,965
18	1,330	1,734	2,101	2,552	2,878	3,933
19	1,328	1,729	2,093	2,539	2,861	3,883
20	1,325	1,725	2,086	2,528	2,845	3,850
21	1,323	1,721	2,080	2,518	2,831	3,819
22	1,321	1,717	2,074	2,508	2,819	3,792
23	1,319	1,714	2,069	2,500	2,807	3,767
24	1,318	1,711	2,064	2,492	2,797	3,745
25	1,316	1,708	2,060	2,485	2,787	3,725
26	1,315	1,706	2,056	2,479	2,779	3,707
27	1,314	1,703	2,052	2,473	2,771	3,690
28	1,313	1,701	2,048	2,467	2,763	3,674
29	1,311	1,699	2,045	2,462	2,756	3,659
30	1,310	1,697	2,042	2,457	2,750	3,646
40	1,303	1,684	2,021	2,423	2,704	3,551
60	1,296	1,671	2,000	2,390	2,660	3,460
120	1,289	1,658	1,980	2,358	2,617	3,373
-	1,282	1,645	1,960	2,326	2,576	3,297

Sumber : Sugiyono 2012

LAMPIRAN VIII

TABEL UJI F

Titik Persentase Distribusi F untuk Probabilitas = 0,05															
df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.31	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	8.78	8.78	8.77	8.77	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	4.78	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	3.28	3.05	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.48	3.63	3.23	3.00	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.43	3.58	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	2.48	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	2.33	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	2.48	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	2.47	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	2.62	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

Nilai Responden X1 (Kinerja)

No.	Kinerja (Y)				Total Skor
	X1	X2	X3	X4	
1	4	4	4	4	16
2	4	4	4	4	16
3	4	4	4	4	16
4	4	4	4	4	16
5	4	4	4	4	16
6	5	5	5	4	19
7	4	4	4	5	17
8	4	4	4	4	16
9	3	4	4	4	15
10	4	4	4	4	16
11	4	3	3	4	14
12	4	5	5	4	18
13	4	4	4	4	16
14	4	4	3	3	14
15	4	4	4	5	17
16	4	4	4	5	17
17	4	4	3	4	15
18	5	5	5	5	20
19	5	5	5	5	20
20	5	5	5	5	20
21	4	5	5	5	19
22	3	4	4	4	15
23	3	4	4	4	15
24	4	4	4	4	16
25	4	4	4	4	16
26	4	5	5	4	18
27	3	3	3	4	13
28	4	4	4	4	16
29	4	4	3	3	14
30	4	4	4	3	15
31	5	5	5	5	20
32	5	5	5	4	19
33	4	4	4	4	16
34	5	5	5	5	20
35	5	4	5	3	17
36	4	5	5	5	19
37	4	3	4	5	16
38	5	5	5	5	20

39	4	4	4	4	16
40	4	4	2	3	13
41	5	5	5	5	20
42	4	5	4	4	17
43	4	4	4	4	16
44	4	4	5	5	18
45	5	5	4	4	18
46	5	4	4	3	16
47	4	4	4	4	16
48	5	5	5	5	20
49	5	4	5	4	18
50	4	3	4	4	15
51	5	4	5	4	18
52	5	5	5	4	19
53	5	4	5	4	18
54	4	4	4	4	16
55	4	4	4	4	16
56	4	4	4	4	16
57	4	4	4	4	16
58	4	4	4	4	16
59	4	4	4	4	16
60	5	5	5	4	19
61	4	4	4	5	17
62	4	4	4	4	16
63	3	4	4	4	15
64	4	4	4	4	16
65	4	3	3	4	14
66	4	5	5	4	18
67	4	4	4	4	16
68	4	4	3	3	14
69	4	4	4	5	17
70	4	4	4	5	17
71	4	4	3	4	15
72	5	5	5	5	20
73	5	5	5	5	20
74	5	5	5	5	20
75	4	5	5	5	19
76	3	4	4	4	15
77	3	4	4	4	15
78	4	4	4	4	16
79	4	4	4	4	16
80	4	5	5	4	18

81	3	3	3	4	13
82	4	4	4	4	16
83	4	4	3	3	14
84	4	4	4	3	15
85	5	5	5	5	20
86	5	5	5	4	19
87	4	4	4	4	16
88	5	5	5	5	20
89	5	4	5	3	17

Rancangan Kerja (X1)

No.	Rancangan Kerja (X1)			Total Skor
	X1	X2	X3	
1	4	4	4	12
2	4	5	4	13
3	4	4	4	12
4	4	3	5	12
5	4	5	4	13
6	5	4	4	13
7	4	4	5	13
8	4	3	4	11
9	4	4	4	12
10	4	5	5	14
11	3	3	4	10
12	5	5	4	14
13	4	5	3	12
14	3	4	4	11
15	4	5	5	14
16	4	5	4	13
17	3	5	4	12
18	5	5	4	14
19	5	4	5	14
20	5	5	4	14
21	5	5	4	14
22	4	3	3	10
23	4	5	4	13
24	4	4	3	11
25	4	4	4	12
26	5	5	5	15
27	3	4	4	11
28	4	4	4	12
29	3	3	3	9

30	4	5	4	13
31	5	4	5	14
32	4	5	5	14
33	5	5	4	14
34	4	5	4	13
35	3	4	5	12
36	4	4	5	13
37	5	5	5	15
38	4	3	4	11
39	4	4	4	12
40	3	3	3	9
41	5	5	3	13
42	4	4	5	13
43	3	4	3	10
44	5	4	4	13
45	3	3	5	11
46	3	4	4	11
47	3	4	4	11
48	5	4	5	14
49	5	4	4	13
50	4	4	4	12
51	4	4	4	12
52	5	4	4	13
53	5	5	5	15
54	4	4	4	12
55	4	4	4	12
56	4	5	4	13
57	4	4	4	12
58	4	3	5	12
59	4	5	4	13
60	5	4	4	13
61	4	4	5	13
62	4	3	4	11
63	4	4	4	12
64	4	5	5	14
65	3	3	4	10
66	5	5	4	14
67	4	5	3	12
68	3	4	4	11
69	4	5	5	14
70	4	5	4	13
71	3	5	4	12

72	5	5	4	14
73	5	4	5	14
74	5	5	4	14
75	5	5	4	14
76	4	3	3	10
77	4	5	4	13
78	4	4	3	11
79	4	4	4	12
80	5	5	5	15
81	3	4	4	11
82	4	4	4	12
83	3	3	3	9
84	4	5	4	13
85	5	4	5	14
86	4	5	5	14
87	5	5	4	14
88	4	5	4	13
89	3	4	5	12

Pengawasan Atasan (X2)

No.	Pengawasan Atasan (X1)					Total skor
	X1	X2	X3	X4	X5	
1	4	4	4	4	4	20
2	4	4	5	3	5	21
3	4	4	4	4	3	19
4	3	4	3	4	5	19
5	4	4	5	4	5	22
6	5	5	4	5	5	24
7	4	4	4	4	4	20
8	4	4	3	4	4	19
9	3	4	4	3	4	18
10	4	4	5	5	5	23
11	4	3	3	3	5	18
12	4	5	5	4	4	22
13	4	4	5	4	4	21
14	3	3	4	3	4	17
15	4	4	5	4	4	21
16	4	4	5	3	4	20
17	4	3	5	5	5	22
18	5	5	5	4	4	23
19	5	5	4	5	5	24

20	5	5	5	4	5	24
21	4	5	5	3	5	22
22	3	4	3	3	4	17
23	3	4	5	3	4	19
24	4	4	4	3	5	20
25	4	4	4	4	4	20
26	4	5	5	3	3	20
27	3	3	4	4	4	18
28	4	4	4	5	4	21
29	3	3	3	2	4	15
30	3	4	5	5	5	22
31	5	5	4	4	4	22
32	5	4	5	4	4	22
33	4	5	5	5	4	23
34	5	4	5	4	5	23
35	4	3	4	5	5	21
36	5	4	4	5	5	23
37	5	5	5	4	4	23
38	5	4	3	4	4	20
39	4	4	4	3	4	19
40	3	3	3	4	4	17
41	5	5	5	4	4	23
42	4	4	4	4	4	20
43	4	3	4	4	4	19
44	5	5	4	4	4	22
45	4	3	3	4	4	18
46	3	3	4	4	4	18
47	4	3	4	4	4	19
48	5	5	4	4	4	22
49	5	5	4	5	3	22
50	4	4	4	4	3	19
51	4	4	4	4	4	20
52	5	5	4	5	3	22
53	5	5	5	5	3	23
54	4	4	4	3	4	19
55	4	4	4	4	4	20
56	4	4	5	3	5	21
57	4	4	4	4	3	19
58	3	4	3	4	5	19
59	4	4	5	4	5	22
60	5	5	4	5	5	24
61	4	4	4	4	4	20

62	4	4	3	4	4	19
63	3	4	4	3	4	18
64	4	4	5	5	5	23
65	4	3	3	3	5	18
66	4	5	5	4	4	22
67	4	4	5	4	4	21
68	3	3	4	3	4	17
69	4	4	5	4	4	21
70	4	4	5	3	4	20
71	4	3	5	5	5	22
72	5	5	5	4	4	23
73	5	5	4	5	5	24
74	5	5	5	4	5	24
75	4	5	5	3	5	22
76	3	4	3	3	4	17
77	3	4	5	3	4	19
78	4	4	4	3	5	20
79	4	4	4	4	4	20
80	4	5	5	3	3	20
81	3	3	4	4	4	18
82	4	4	4	5	4	21
83	3	3	3	2	4	15
84	3	4	5	5	5	22
85	5	5	4	4	4	22
86	5	4	5	4	4	22
87	4	5	5	5	4	23
88	5	4	5	4	5	23
89	4	3	4	5	5	21

Siagian Sondang P., (2008), **Manajemen Sumber Daya Manusia**, Cetakan Keenam Belas, Penerbit Bumi Aksara, Jakarta.