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## KUESIONER PENELITIAN

Kepada Yth.

Karyawan /Karyawati/Saudara/i

Di

Tempat

Dalam rangka menyelesaikan pendidikan Sarjana Manajemen (S.M) pada Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Bengkulu, Saya yang bertanda tangan di bawah ini :

Nama : Rano Febriyansah

NPM : 2161201108

Program Studi : Manajemen

Judul Penelitian : Pengaruh *Servant Leadership*, Komunikasi Interpersonal dan Karakteristik Individu Terhadap Komitmen Organisasi Pada Karyawan (Studi kasus di PT. Galempa Sejahtera Bersama (GSB) Daerah BLW Empat Lawang).

Sangat Mengharapkan Bapak/Ibu/i untuk bersedia menjadi responden dalam penelitian ini. Penelitian ini merupakan salah satu syarat yang harus dipenuhi untuk mendapatkan gelar Sarjana Manajemen pada Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Bengkulu.

Kuesioner ini saya perlukan untuk tugas akhir (skripsi) dan setiap informasi akan dijaga kerahasiannya. Oleh karena itu, saya mohon kesediaan waktunya untuk mengisi kuesioner ini sesuai dengan keadaan yang sebenarnya.

Atas perhatiannya, saya ucapkan terima kasih.



## IDENTITAS RESPONDEN

Nama :

Jenis Kelamin : ☐ Laki-laki ☐ Perempuan

Usia :

☐ < 20 Tahun ☐ 21-24 Tahun ☐ 25- 35 Tahun ☐ > 36 Tahun

Pendidikan Terakhir : ☐ SD ☐ SMP ☐ SMA ☐ S1

## PETUNJUK :

1. Berikan tanda silang (✓) pada pilihan yang tersedia, yang sesuai dengan pendapat anda.
2. Dimohon kuesioner diisi dengan apa yang dirasakan, sesuai dengan bobot yang kami berikan.
3. Kuesioner terdiri dari 33 pernyataan dimana setiap pernyataan terdapat kolom keterangan yang dapat bapak/ibu isi apabila dibutuhkan.

## KETERANGAN :

STS : Sangat Tidak Setuju (1)

TS : Tidak Setuju (2)

N : Netral (3)

S : Setuju (4)

SS : Sangat Setuju (5)

### I. *Servant Leadership* (X<sub>1</sub>)

| <i>Servant Leadership</i> (X <sub>1</sub> ) |                                                                                                                 |     |    |   |   |    |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| No                                          | Pertanyaan                                                                                                      | STS | TS | N | S | SS |
|                                             |                                                                                                                 | 1   | 2  | 3 | 4 | 5  |
| <b>Kasih Sayang</b>                         |                                                                                                                 |     |    |   |   |    |
| 1                                           | Atasan saya selalu memberikan perhatian terhadap kesehatan dan fisik pekerja personal                           |     |    |   |   |    |
| 2                                           | Atasan saya selalu memperhatikan hak dan kewajiban karyawannya                                                  |     |    |   |   |    |
| <b>Kerendahan hati</b>                      |                                                                                                                 |     |    |   |   |    |
| 3                                           | Pemimpin mau menerima kritik dan saran dari bawahanya                                                           |     |    |   |   |    |
| 4                                           | Pemimpin membantu bawahanya secara langsung bila mengalami kesulitan dalam penugasan                            |     |    |   |   |    |
| <b>Visi</b>                                 |                                                                                                                 |     |    |   |   |    |
| 5                                           | Atasan saya mengembangkan dan membuat kemajuan yang besar terhadap perusahaan                                   |     |    |   |   |    |
| 6                                           | Atasan saya memiliki visi yang bisa membuat karyawannya berkembang dan termotivasi untuk melakukan pekerjaannya |     |    |   |   |    |
| <b>Kepercayaan</b>                          |                                                                                                                 |     |    |   |   |    |
| 7                                           | Atasan saya memberikan tanggung jawab terhadap membuat keputusan dalam pekerjaan bawahan                        |     |    |   |   |    |
| <b>Pemberdayaan</b>                         |                                                                                                                 |     |    |   |   |    |
| 8                                           | Atasan saya selalu mengutamakan pengembangan karir bawahan                                                      |     |    |   |   |    |

Sumber : Dennis (2015).

## II. Komunikasi Interpersonal (X<sub>2</sub>)

| Komunikasi Interpersonal (X <sub>2</sub> ) |                                                                                                   |     |    |   |   |    |
|--------------------------------------------|---------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| No                                         | Pertanyaan                                                                                        | STS | TS | N | S | SS |
|                                            |                                                                                                   | 1   | 2  | 3 | 4 | 5  |
| <b>Keterbukaan</b>                         |                                                                                                   |     |    |   |   |    |
| 1                                          | Saya memiliki komunikasi antar pribadi secara efektif terkait pekerjaan                           |     |    |   |   |    |
| 2                                          | Saya selalu jujur antar anggota karyawan dalam menyelesaikan pekerjaannya                         |     |    |   |   |    |
| <b>Empati</b>                              |                                                                                                   |     |    |   |   |    |
| 3                                          | Saya harus saling mengenal sesama anggota kelompok kerja saat bekerja agar pekerjaan lebih ringan |     |    |   |   |    |
| 4                                          | Saya selalu dapat memahami perasaan anggota yang lainnya terkait pekerjaan                        |     |    |   |   |    |
| <b>Sikap Mendukung</b>                     |                                                                                                   |     |    |   |   |    |
| 5                                          | Saya selalu komunikasi antar sesama karyawan tentang pekerjaan dengan terus terang dan terbuka    |     |    |   |   |    |
| 6                                          | Saya selalu mendengar pendapat anggota dalam menyelesaikan pekerjaan.                             |     |    |   |   |    |
| <b>Sikap Positif</b>                       |                                                                                                   |     |    |   |   |    |
| 7                                          | Saya mampu memberikan dorongan dan dukungan yang terbaik untuk sesama pekerja.                    |     |    |   |   |    |
| 8                                          | Saya mampu memberikan sikap yang positif kepada anggota yang lain.                                |     |    |   |   |    |
| <b>Kesamaan</b>                            |                                                                                                   |     |    |   |   |    |
| 9                                          | Setiap karyawan memiliki peran yang sama dengan karyawan lain ketika berkomunikasi.               |     |    |   |   |    |

Sumber : Devito 2017

### III. Karakteristik Individu (X<sub>3</sub>)

| Karakteristik Individu (X <sub>3</sub> ) |                                                                                                  |     |    |   |   |    |
|------------------------------------------|--------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| No                                       | Pertanyaan                                                                                       | STS | TS | N | S | SS |
|                                          |                                                                                                  | 1   | 2  | 3 | 4 | 5  |
| <b>Kemampuan (<i>Ability</i>)</b>        |                                                                                                  |     |    |   |   |    |
| 1                                        | Saya memiliki daya tahan fisik yang cukup dalam suatu pekerjaan                                  |     |    |   |   |    |
| 2                                        | Dengan kemampuan intelektual yang saya miliki, saya merasa mudah dalam memahami suatu pekerjaan  |     |    |   |   |    |
| <b>Nilai (<i>Value</i>)</b>              |                                                                                                  |     |    |   |   |    |
| 3                                        | Saya selalu menjunjung tinggi nilai-nilai kebersamaan                                            |     |    |   |   |    |
| 4                                        | Saya selalu bertindak jujur dan beretika dalam setiap pekerjaan                                  |     |    |   |   |    |
| <b>Sikap (<i>Attitude</i>)</b>           |                                                                                                  |     |    |   |   |    |
| 5                                        | Dalam mengambil keputusan saya memerlukan data, agar tepat dalam pengambilan keputusan           |     |    |   |   |    |
| 6                                        | Saya menghargai kontribusi dari setiap anggota tim                                               |     |    |   |   |    |
| 7                                        | Saya melihat kesalahan sebagai bagian penting dari proses pembelajaran                           |     |    |   |   |    |
| <b>Minat (<i>Interest</i>)</b>           |                                                                                                  |     |    |   |   |    |
| 8                                        | Saya tertarik untuk mencari cara yang lebih efisien dalam melakukan tugas-tugas operasional saya |     |    |   |   |    |

Sumber : Robbins (2017)

#### IV. Komitmen Organisasi (Y)

| Komitmen Organisasi (Y)       |                                                                                         |     |    |   |   |    |
|-------------------------------|-----------------------------------------------------------------------------------------|-----|----|---|---|----|
| No                            | Pertanyaan                                                                              | STS | TS | N | S | SS |
|                               |                                                                                         | 1   | 2  | 3 | 4 | 5  |
| <b>Komitmen Afektif</b>       |                                                                                         |     |    |   |   |    |
| 1                             | Saya memiliki keinginan untuk terus menjadi bagian dari perusahaan.                     |     |    |   |   |    |
| 2                             | Saya memiliki keterkaitan secara emosional terhadap perusahaan.                         |     |    |   |   |    |
| 3                             | Saya menginformasikan kepada orang lain bahwasanya merasa bangga bekerja di perusahaan. |     |    |   |   |    |
| <b>Komitmen Normatif</b>      |                                                                                         |     |    |   |   |    |
| 4                             | Saya akan merasa bersalah apabila meninggalkan perusahaan.                              |     |    |   |   |    |
| 5                             | Saya akan meminta pertimbangan dari kerabat terdekat jika ingin keluar dari perusahaan. |     |    |   |   |    |
| 6                             | Pilihan untuk bertahan pada perusahaan merupakan kewajiban saya sebagai karyawan.       |     |    |   |   |    |
| <b>Komitmen Berkelanjutan</b> |                                                                                         |     |    |   |   |    |
| 7                             | Saya memiliki harapan akan lebih menguntungkan apabila tetap bertahan pada perusahaan.  |     |    |   |   |    |
| 8                             | Memilih untuk bertahan pada perusahaan merupakan suatu kebutuhan bagi saya.             |     |    |   |   |    |

Sumber : Allen dan Meyer (1990) dalam (Rehulina 2019)

| Resp | Servant Leadership (X1) |      |      |      |      |      |      |      | Total SL |
|------|-------------------------|------|------|------|------|------|------|------|----------|
|      | SL.1                    | SL.2 | SL.3 | SL.4 | SL.5 | SL.6 | SL.7 | SL.8 |          |
| 1    | 4                       | 4    | 2    | 4    | 4    | 2    | 5    | 3    | 28       |
| 2    | 3                       | 3    | 2    | 3    | 3    | 4    | 5    | 3    | 26       |
| 3    | 3                       | 4    | 3    | 3    | 4    | 3    | 4    | 4    | 28       |
| 4    | 2                       | 3    | 3    | 2    | 3    | 4    | 4    | 4    | 25       |
| 5    | 2                       | 3    | 2    | 4    | 5    | 3    | 3    | 3    | 25       |
| 6    | 5                       | 5    | 3    | 2    | 4    | 5    | 4    | 5    | 33       |
| 7    | 3                       | 4    | 4    | 4    | 4    | 3    | 5    | 4    | 31       |
| 8    | 5                       | 5    | 3    | 3    | 5    | 5    | 4    | 5    | 35       |
| 9    | 4                       | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 36       |
| 10   | 4                       | 4    | 3    | 2    | 3    | 3    | 3    | 4    | 26       |
| 11   | 5                       | 4    | 3    | 4    | 5    | 4    | 5    | 3    | 33       |
| 12   | 4                       | 4    | 5    | 2    | 4    | 5    | 4    | 5    | 33       |
| 13   | 3                       | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 28       |
| 14   | 5                       | 5    | 3    | 5    | 4    | 5    | 5    | 3    | 35       |
| 15   | 2                       | 4    | 2    | 2    | 3    | 3    | 3    | 4    | 23       |
| 16   | 5                       | 5    | 4    | 5    | 5    | 5    | 4    | 5    | 38       |
| 17   | 2                       | 3    | 3    | 3    | 4    | 4    | 3    | 2    | 24       |
| 18   | 5                       | 4    | 5    | 4    | 3    | 5    | 5    | 5    | 36       |
| 19   | 5                       | 5    | 3    | 5    | 5    | 3    | 5    | 5    | 36       |
| 20   | 3                       | 3    | 4    | 2    | 3    | 4    | 2    | 3    | 24       |

| Resp | Komunikasi Interpersonal (X2) |      |      |      |      |      |      |      |      | Total KI |
|------|-------------------------------|------|------|------|------|------|------|------|------|----------|
|      | KI.1                          | KI.2 | KI.3 | KI.4 | KI.5 | KI.6 | KI.7 | KI.8 | KI.9 |          |
| 1    | 3                             | 4    | 3    | 2    | 2    | 4    | 3    | 2    | 3    | 26       |
| 2    | 4                             | 3    | 3    | 2    | 2    | 3    | 2    | 3    | 3    | 25       |
| 3    | 3                             | 3    | 4    | 3    | 2    | 4    | 3    | 2    | 2    | 26       |
| 4    | 2                             | 2    | 4    | 2    | 2    | 4    | 3    | 3    | 3    | 25       |
| 5    | 4                             | 4    | 3    | 3    | 5    | 3    | 2    | 3    | 4    | 31       |
| 6    | 3                             | 3    | 2    | 3    | 3    | 3    | 3    | 3    | 4    | 27       |
| 7    | 4                             | 4    | 3    | 2    | 2    | 3    | 2    | 2    | 3    | 25       |
| 8    | 4                             | 3    | 4    | 3    | 5    | 5    | 3    | 3    | 4    | 34       |
| 9    | 3                             | 3    | 3    | 2    | 2    | 3    | 3    | 3    | 2    | 24       |
| 10   | 5                             | 4    | 3    | 3    | 5    | 5    | 3    | 2    | 4    | 34       |
| 11   | 4                             | 4    | 2    | 3    | 2    | 2    | 2    | 3    | 3    | 25       |
| 12   | 5                             | 5    | 4    | 2    | 5    | 4    | 3    | 2    | 2    | 32       |
| 13   | 4                             | 3    | 4    | 5    | 5    | 5    | 3    | 3    | 4    | 36       |
| 14   | 5                             | 4    | 3    | 3    | 5    | 5    | 2    | 4    | 3    | 34       |
| 15   | 5                             | 4    | 5    | 4    | 4    | 5    | 3    | 5    | 3    | 38       |
| 16   | 3                             | 3    | 2    | 3    | 3    | 2    | 2    | 2    | 2    | 22       |
| 17   | 4                             | 4    | 3    | 3    | 2    | 3    | 3    | 5    | 2    | 29       |
| 18   | 5                             | 5    | 4    | 4    | 3    | 5    | 3    | 5    | 4    | 38       |
| 19   | 5                             | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 3    | 42       |
| 20   | 2                             | 3    | 3    | 2    | 2    | 2    | 2    | 2    | 2    | 20       |

| Resp | Karakteristik Individu (X3) |       |       |       |       |       |       |       | Total KID |
|------|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-----------|
|      | KID.1                       | KID.2 | KID.3 | KID.4 | KID.5 | KID.6 | KID.7 | KID.8 |           |
| 1    | 3                           | 4     | 4     | 3     | 5     | 3     | 3     | 3     | 28        |
| 2    | 4                           | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 23        |
| 3    | 5                           | 3     | 5     | 4     | 4     | 3     | 3     | 3     | 30        |
| 4    | 3                           | 2     | 3     | 3     | 3     | 4     | 3     | 5     | 26        |
| 5    | 2                           | 5     | 4     | 3     | 2     | 3     | 4     | 4     | 27        |
| 6    | 5                           | 3     | 2     | 5     | 4     | 3     | 3     | 3     | 28        |
| 7    | 2                           | 4     | 3     | 3     | 3     | 3     | 5     | 2     | 25        |
| 8    | 3                           | 2     | 5     | 4     | 3     | 2     | 3     | 4     | 26        |
| 9    | 3                           | 3     | 4     | 3     | 4     | 4     | 3     | 4     | 28        |
| 10   | 5                           | 4     | 3     | 2     | 3     | 3     | 4     | 4     | 28        |
| 11   | 4                           | 3     | 3     | 4     | 4     | 3     | 4     | 3     | 28        |
| 12   | 3                           | 5     | 5     | 5     | 5     | 2     | 4     | 5     | 34        |
| 13   | 4                           | 4     | 2     | 2     | 3     | 4     | 3     | 3     | 25        |
| 14   | 5                           | 3     | 2     | 4     | 2     | 3     | 2     | 2     | 23        |
| 15   | 3                           | 5     | 4     | 3     | 3     | 3     | 5     | 3     | 29        |
| 16   | 2                           | 3     | 2     | 3     | 3     | 3     | 4     | 3     | 23        |
| 17   | 5                           | 5     | 3     | 5     | 4     | 4     | 2     | 4     | 32        |
| 18   | 5                           | 4     | 5     | 4     | 5     | 5     | 5     | 4     | 37        |
| 19   | 2                           | 2     | 2     | 3     | 3     | 2     | 2     | 3     | 19        |
| 20   | 2                           | 2     | 2     | 1     | 2     | 2     | 2     | 2     | 15        |

| Resp | Komitmen Organisasi (Y) |      |      |      |      |      |      |      | Total KO |
|------|-------------------------|------|------|------|------|------|------|------|----------|
|      | KO.1                    | KO.2 | KO.3 | KO.4 | KO.5 | KO.6 | KO.7 | KO.8 |          |
| 1    | 3                       | 4    | 3    | 4    | 4    | 3    | 3    | 4    | 28       |
| 2    | 4                       | 4    | 4    | 4    | 5    | 4    | 4    | 2    | 31       |
| 3    | 3                       | 3    | 2    | 3    | 4    | 4    | 5    | 4    | 28       |
| 4    | 4                       | 4    | 3    | 5    | 3    | 3    | 2    | 3    | 27       |
| 5    | 2                       | 3    | 4    | 4    | 4    | 3    | 3    | 2    | 25       |
| 6    | 3                       | 4    | 5    | 5    | 5    | 4    | 1    | 5    | 32       |
| 7    | 2                       | 3    | 4    | 3    | 4    | 2    | 2    | 4    | 24       |
| 8    | 4                       | 4    | 3    | 4    | 5    | 3    | 3    | 4    | 30       |
| 9    | 5                       | 4    | 2    | 5    | 4    | 4    | 4    | 3    | 31       |
| 10   | 5                       | 4    | 4    | 5    | 5    | 5    | 5    | 2    | 35       |
| 11   | 4                       | 2    | 3    | 3    | 2    | 4    | 2    | 2    | 22       |
| 12   | 2                       | 2    | 4    | 2    | 5    | 3    | 2    | 3    | 23       |
| 13   | 2                       | 3    | 2    | 5    | 4    | 4    | 3    | 4    | 27       |
| 14   | 3                       | 2    | 3    | 2    | 5    | 3    | 2    | 3    | 23       |
| 15   | 5                       | 4    | 5    | 5    | 4    | 4    | 3    | 4    | 34       |
| 16   | 2                       | 3    | 2    | 4    | 3    | 3    | 4    | 2    | 23       |
| 17   | 3                       | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 36       |
| 18   | 5                       | 5    | 4    | 3    | 5    | 5    | 3    | 4    | 34       |
| 19   | 5                       | 5    | 5    | 4    | 5    | 4    | 5    | 5    | 38       |
| 20   | 5                       | 5    | 5    | 5    | 5    | 4    | 3    | 4    | 36       |

## HASIL UJI VALIDITAS DAN REABILITAS

### SERVANT LEADERSHIP (X<sub>1</sub>)

Correlations

|         |                     | SL.1   | SL.2   | SL.3  | SL.4   | SL.5   | SL.6  | SL.7   | SL.8   | TotalSL |
|---------|---------------------|--------|--------|-------|--------|--------|-------|--------|--------|---------|
| SL.1    | Pearson Correlation | 1      | .790** | .311  | .448*  | .418   | .462* | .521*  | .511*  | .869**  |
|         | Sig. (2-tailed)     |        | .000   | .181  | .048   | .067   | .040  | .019   | .021   | .000    |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |
| SL.2    | Pearson Correlation | .790** | 1      | .203  | .429   | .562** | .290  | .436   | .581** | .817**  |
|         | Sig. (2-tailed)     | .000   |        | .391  | .059   | .010   | .214  | .055   | .007   | .000    |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |
| SL.3    | Pearson Correlation | .311   | .203   | 1     | .060   | .020   | .507* | .142   | .448*  | .523*   |
|         | Sig. (2-tailed)     | .181   | .391   |       | .803   | .935   | .022  | .552   | .048   | .018    |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |
| SL.4    | Pearson Correlation | .448*  | .429   | .060  | 1      | .607** | -.021 | .609** | -.021  | .612**  |
|         | Sig. (2-tailed)     | .048   | .059   | .803  |        | .004   | .929  | .004   | .929   | .004    |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |
| SL.5    | Pearson Correlation | .418   | .562** | .020  | .607** | 1      | .063  | .287   | .133   | .582**  |
|         | Sig. (2-tailed)     | .067   | .010   | .935  | .004   |        | .792  | .220   | .577   | .007    |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |
| SL.6    | Pearson Correlation | .462*  | .290   | .507* | -.021  | .063   | 1     | .076   | .367   | .529*   |
|         | Sig. (2-tailed)     | .040   | .214   | .022  | .929   | .792   |       | .750   | .111   | .017    |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |
| SL.7    | Pearson Correlation | .521*  | .436   | .142  | .609** | .287   | .076  | 1      | .203   | .638**  |
|         | Sig. (2-tailed)     | .019   | .055   | .552  | .004   | .220   | .750  |        | .392   | .002    |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |
| SL.8    | Pearson Correlation | .511*  | .581** | .448* | -.021  | .133   | .367  | .203   | 1      | .610**  |
|         | Sig. (2-tailed)     | .021   | .007   | .048  | .929   | .577   | .111  | .392   |        | .004    |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |
| TotalSL | Pearson Correlation | .869** | .817** | .523* | .612** | .582** | .529* | .638** | .610** | 1       |
|         | Sig. (2-tailed)     | .000   | .000   | .018  | .004   | .007   | .017  | .002   | .004   |         |
|         | N                   | 20     | 20     | 20    | 20     | 20     | 20    | 20     | 20     | 20      |

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

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .801             | 8          |



## KOMUNIKASI INTERPERSONAL (X<sub>2</sub>)

**Correlations**

|         |                     | KI.1   | KI.2   | KI.3   | KI.4   | KI.5   | KI.6   | KI.7   | KI.8   | KI.9  | TotalKI |
|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|---------|
| KI.1    | Pearson Correlation | 1      | .763** | .368   | .499*  | .652** | .584** | .242   | .490*  | .335  | .807**  |
|         | Sig. (2-tailed)     |        | .000   | .110   | .025   | .002   | .007   | .305   | .028   | .149  | .000    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| KI.2    | Pearson Correlation | .763** | 1      | .144   | .192   | .324   | .250   | .097   | .299   | .088  | .497*   |
|         | Sig. (2-tailed)     | .000   |        | .546   | .417   | .164   | .288   | .683   | .200   | .713  | .026    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| KI.3    | Pearson Correlation | .368   | .144   | 1      | .468*  | .388   | .740** | .651** | .446*  | .076  | .688**  |
|         | Sig. (2-tailed)     | .110   | .546   |        | .037   | .091   | .000   | .002   | .049   | .751  | .001    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| KI.4    | Pearson Correlation | .499*  | .192   | .468*  | 1      | .537*  | .536*  | .525*  | .602** | .421  | .777**  |
|         | Sig. (2-tailed)     | .025   | .417   | .037   |        | .015   | .015   | .017   | .005   | .065  | .000    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| KI.5    | Pearson Correlation | .652** | .324   | .388   | .537*  | 1      | .631** | .293   | .184   | .480* | .760**  |
|         | Sig. (2-tailed)     | .002   | .164   | .091   | .015   |        | .003   | .210   | .437   | .032  | .000    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| KI.6    | Pearson Correlation | .584** | .250   | .740** | .536*  | .631** | 1      | .575** | .400   | .474* | .847**  |
|         | Sig. (2-tailed)     | .007   | .288   | .000   | .015   | .003   |        | .008   | .081   | .035  | .000    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| KI.7    | Pearson Correlation | .242   | .097   | .651** | .525*  | .293   | .575** | 1      | .427   | .092  | .608**  |
|         | Sig. (2-tailed)     | .305   | .683   | .002   | .017   | .210   | .008   |        | .061   | .698  | .004    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| KI.8    | Pearson Correlation | .490*  | .299   | .446*  | .602** | .184   | .400   | .427   | 1      | .178  | .648**  |
|         | Sig. (2-tailed)     | .028   | .200   | .049   | .005   | .437   | .081   | .061   |        | .454  | .002    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| KI.9    | Pearson Correlation | .335   | .088   | .076   | .421   | .480*  | .474*  | .092   | .178   | 1     | .513*   |
|         | Sig. (2-tailed)     | .149   | .713   | .751   | .065   | .032   | .035   | .698   | .454   |       | .021    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |
| TotalKI | Pearson Correlation | .807** | .497*  | .688** | .777** | .760** | .847** | .608** | .648** | .513* | 1       |
|         | Sig. (2-tailed)     | .000   | .026   | .001   | .000   | .000   | .000   | .004   | .002   | .021  |         |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20      |

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

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

## Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .858             | 9          |

### KARAKTERISTIK INDIVIDU (X<sub>3</sub>)

**Correlations**

|          |                     | KID.1 | KID.2  | KID.3  | KID.4  | KID.5  | KID.6 | KID.7 | KID.8  | TotalKID |
|----------|---------------------|-------|--------|--------|--------|--------|-------|-------|--------|----------|
| KID.1    | Pearson Correlation | 1     | .147   | .078   | .446*  | .329   | .401  | -.112 | .048   | .505*    |
|          | Sig. (2-tailed)     |       | .536   | .743   | .049   | .157   | .080  | .639  | .841   | .023     |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |
| KID.2    | Pearson Correlation | .147  | 1      | .324   | .234   | .288   | .276  | .500* | .233   | .621**   |
|          | Sig. (2-tailed)     | .536  |        | .163   | .321   | .218   | .238  | .025  | .322   | .003     |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |
| KID.3    | Pearson Correlation | .078  | .324   | 1      | .354   | .526*  | .096  | .420  | .515*  | .693**   |
|          | Sig. (2-tailed)     | .743  | .163   |        | .125   | .017   | .687  | .065  | .020   | .001     |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |
| KID.4    | Pearson Correlation | .446* | .234   | .354   | 1      | .549*  | .101  | .028  | .323   | .641**   |
|          | Sig. (2-tailed)     | .049  | .321   | .125   |        | .012   | .671  | .906  | .164   | .002     |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |
| KID.5    | Pearson Correlation | .329  | .288   | .526*  | .549*  | 1      | .312  | .238  | .400   | .747**   |
|          | Sig. (2-tailed)     | .157  | .218   | .017   | .012   |        | .181  | .312  | .080   | .000     |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |
| KID.6    | Pearson Correlation | .401  | .276   | .096   | .101   | .312   | 1     | .235  | .324   | .537*    |
|          | Sig. (2-tailed)     | .080  | .238   | .687   | .671   | .181   |       | .318  | .163   | .015     |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |
| KID.7    | Pearson Correlation | -.112 | .500*  | .420   | .028   | .238   | .235  | 1     | .167   | .501*    |
|          | Sig. (2-tailed)     | .639  | .025   | .065   | .906   | .312   | .318  |       | .481   | .024     |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |
| KID.8    | Pearson Correlation | .048  | .233   | .515*  | .323   | .400   | .324  | .167  | 1      | .603**   |
|          | Sig. (2-tailed)     | .841  | .322   | .020   | .164   | .080   | .163  | .481  |        | .005     |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |
| TotalKID | Pearson Correlation | .505* | .621** | .693** | .641** | .747** | .537* | .501* | .603** | 1        |
|          | Sig. (2-tailed)     | .023  | .003   | .001   | .002   | .000   | .015  | .024  | .005   |          |
|          | N                   | 20    | 20     | 20     | 20     | 20     | 20    | 20    | 20     | 20       |

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

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .749             | 8          |

## KOMITMEN ORGANISASI (Y)

**Correlations**

|         |                     | KO.1   | KO.2   | KO.3   | KO.4   | KO.5   | KO.6   | KO.7  | KO.8  | TotalKO |
|---------|---------------------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| KO.1    | Pearson Correlation | 1      | .619** | .299   | .345   | .189   | .643** | .288  | .116  | .707**  |
|         | Sig. (2-tailed)     |        | .004   | .201   | .137   | .425   | .002   | .218  | .628  | .000    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |
| KO.2    | Pearson Correlation | .619** | 1      | .496*  | .623** | .437   | .468*  | .418  | .471* | .908**  |
|         | Sig. (2-tailed)     | .004   |        | .026   | .003   | .054   | .037   | .066  | .036  | .000    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |
| KO.3    | Pearson Correlation | .299   | .496*  | 1      | .187   | .522*  | .206   | -.056 | .348  | .595**  |
|         | Sig. (2-tailed)     | .201   | .026   |        | .429   | .018   | .383   | .814  | .133  | .006    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |
| KO.4    | Pearson Correlation | .345   | .623** | .187   | 1      | .000   | .344   | .257  | .155  | .587**  |
|         | Sig. (2-tailed)     | .137   | .003   | .429   |        | 1.000  | .137   | .274  | .515  | .007    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |
| KO.5    | Pearson Correlation | .189   | .437   | .522*  | .000   | 1      | .253   | .193  | .404  | .575**  |
|         | Sig. (2-tailed)     | .425   | .054   | .018   | 1.000  |        | .281   | .414  | .077  | .008    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |
| KO.6    | Pearson Correlation | .643** | .468*  | .206   | .344   | .253   | 1      | .437  | .057  | .661**  |
|         | Sig. (2-tailed)     | .002   | .037   | .383   | .137   | .281   |        | .054  | .812  | .002    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |
| KO.7    | Pearson Correlation | .288   | .418   | -.056  | .257   | .193   | .437   | 1     | -.071 | .508*   |
|         | Sig. (2-tailed)     | .218   | .066   | .814   | .274   | .414   | .054   |       | .767  | .022    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |
| KO.8    | Pearson Correlation | .116   | .471*  | .348   | .155   | .404   | .057   | -.071 | 1     | .482*   |
|         | Sig. (2-tailed)     | .628   | .036   | .133   | .515   | .077   | .812   | .767  |       | .031    |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |
| TotalKO | Pearson Correlation | .707** | .908** | .595** | .587** | .575** | .661** | .508* | .482* | 1       |
|         | Sig. (2-tailed)     | .000   | .000   | .006   | .007   | .008   | .002   | .022  | .031  |         |
|         | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20    | 20    | 20      |

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

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .771             | 8          |

## Hasil Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 60                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 2.28237810              |
| Most Extreme Differences         | Absolute       | .058                    |
|                                  | Positive       | .033                    |
|                                  | Negative       | -.058                   |
| Test Statistic                   |                | .058                    |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>     |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## Hasil Uji Multikolineritas

**Coefficients<sup>a</sup>**

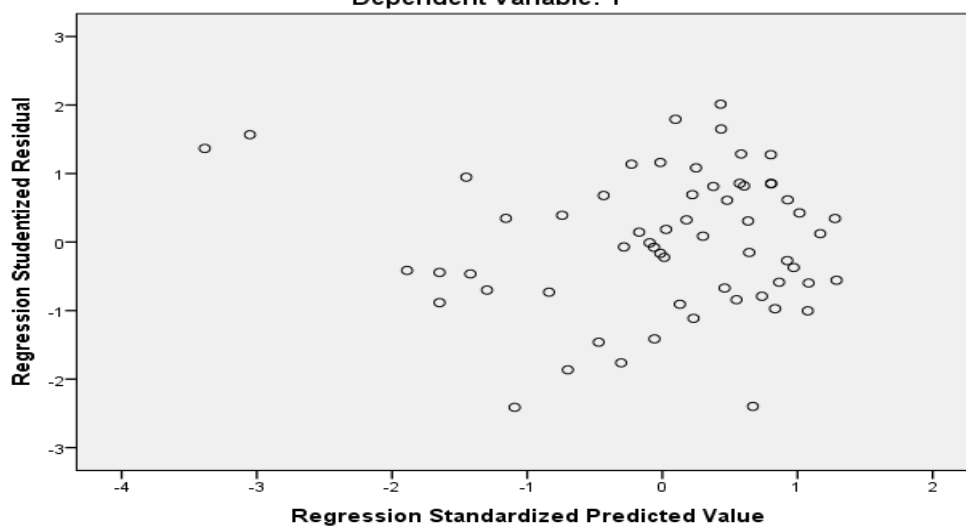
| Model |    | Collinearity Statistics |       |
|-------|----|-------------------------|-------|
|       |    | Tolerance               | VIF   |
| 1     | X1 | .674                    | 1.485 |
|       | X2 | .539                    | 1.857 |
|       | X3 | .597                    | 1.676 |

a. Dependent Variable: Y

## Hasil Uji Heterokesdastisitas

**Scatterplot**

**Dependent Variable: Y**



## Hasil Uji Regresi Linear Berganda

**Coefficients<sup>a</sup>**

| Model        | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|--------------|-----------------------------|------------|---------------------------|--------|------|
|              | B                           | Std. Error | Beta                      |        |      |
| 1 (Constant) | -5.036                      | 2.487      |                           | -2.025 | .048 |
| X1           | .500                        | .084       | .435                      | 5.923  | .000 |
| X2           | .185                        | .077       | .196                      | 2.391  | .020 |
| X3           | .454                        | .081       | .437                      | 5.605  | .000 |

a. Dependent Variable: Y

## Nilai Koefisien Determinasi R<sup>2</sup>

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .893 <sup>a</sup> | .797     | .786              | 2.343                      |

a. Predictors: (Constant), X3, X1, X2

## Uji T (Uji Secara Parsial)

**Coefficients<sup>a</sup>**

| Model        | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|--------------|-----------------------------|------------|---------------------------|--------|------|
|              | B                           | Std. Error | Beta                      |        |      |
| 1 (Constant) | -5.036                      | 2.487      |                           | -2.025 | .048 |
| X1           | .500                        | .084       | .435                      | 5.923  | .000 |
| X2           | .185                        | .077       | .196                      | 2.391  | .020 |
| X3           | .454                        | .081       | .437                      | 5.605  | .000 |

a. Dependent Variable: Y

## Uji F (Secara Simultan)

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1203.504       | 3  | 401.168     | 73.095 | .000 <sup>b</sup> |
|       | Residual   | 307.346        | 56 | 5.488       |        |                   |
|       | Total      | 1510.850       | 59 |             |        |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

**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 |

## T Tabel

**Titik Persentase Distribusi t (df = 41 – 80)**

| <b>Pr<br/>df</b> | <b>0.25<br/>0.50</b> | <b>0.10<br/>0.20</b> | <b>0.05<br/>0.10</b> | <b>0.025<br/>0.050</b> | <b>0.01<br/>0.02</b> | <b>0.005<br/>0.010</b> | <b>0.001<br/>0.002</b> |
|------------------|----------------------|----------------------|----------------------|------------------------|----------------------|------------------------|------------------------|
| 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                |

## F Tabel

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