

## LAMPIRAN

### Lampiran 1 Pra Survei dan Lampran Skripsi

| NO | Variabel         | Indikator                       | Pernyataan  | SS          | S           | KS          | TS          | STS         | Rerata | Total | Ket |
|----|------------------|---------------------------------|---|-------------|-------------|-------------|-------------|-------------|--------|-------|-----|
| 1  | Kerjasama Tim    | Memiliki Tujuan yang sama       | Saya merasa adanya tujuan yang sama Dalam bekerja                 | 5<br>(10%)  | 10<br>(20%) | 9<br>(18%)  | 15<br>(30%) | 11<br>(22%) | 2,00   | 50    | TS  |
|    |                  | Resolusi Konflik                | Saya merasa resolusi konflik kurang baik Pada perusahaan          | 3<br>(6%)   | 9<br>(18%)  | 0<br>(0%)   | 16<br>(32%) | 22<br>(44%) | 2,00   | 50    | TS  |
| 2  | Komunikasi       | keterbukaan                     | Saya merasa adanya kebebasan berkomunikasi di tempat saya bekerja | 5<br>(10%)  | 4<br>(8%)   | 7<br>(14%)  | 21<br>(42%) | 13<br>(26%) | 2,00   | 50    | TS  |
|    |                  | Kesetaraan                      | Saya merasa adanya kesetaraan dalam komunikasi Dalam bekerja      | 7<br>(14%)  | 7<br>(14%)  | 4<br>(8%)   | 20<br>(40%) | 12<br>(24%) | 2,00   | 50    | TS  |
| 3  | Disiplin Kerja   | Memahami Peraturan yang berlaku | Saya memahami seluruh Peraturan yang berlaku pada Perusahaan      | 12<br>(24%) | 6<br>(12%)  | 0<br>(0%)   | 26<br>(52%) | 6<br>(12%)  | 4,00   | 50    | TS  |
|    |                  | Kepatuhan                       | Saya mematuhi seluruh kebijakan yang ada pada Perusahaan          | 5<br>(10%)  | 5<br>(10%)  | 30<br>(60%) | 10<br>(20%) | 0<br>(0%)   | 3,00   | 50    | N   |
| 4  | Kompensasi       | Upah/Gaji                       | Saya merasa gaji yang saya terima sesuai dengan kinerja saya      | 35<br>(37%) | 13<br>(26%) | 2<br>(4%)   | 0<br>(0%)   | 0<br>(0%)   | 4,50   | 50    | SS  |
|    |                  | Insentif/Bonus                  | Saya merasa bonus yang saya terima cukup                          | 28<br>(56%) | 15<br>(30%) | 7<br>(14)   | 0<br>(0%)   | 0<br>(0%)   | 4,28   | 50    | S   |
| 5  | Lingkungan kerja | Hubungan yang harmonis          | Saya merasa ada hubungan yang harmonis ditepat saya bekerja       | 28<br>(58%) | 12<br>(24%) | 0<br>(0%)   | 7<br>(14%)  | 3<br>(6%)   | 4,60   | 50    | SS  |
|    |                  | Suasana bekerja                 | Saya merasa suasana bekerja yang baik                             | 31<br>(62)  | 16<br>(32%) | 0<br>(0%)   | 3<br>(6%)   | 0<br>(0%)   | 4,76   | 50    | SS  |



FORMULIR REVISI SKRIPSI / TA

SPT-04/DA/SOP-05/F-05

Nama Mahasiswa : Agung Nurita  
Prodi/NIM : Manajemen SDM '2019 021295  
Judul Skripsi/TA : Pengaruh kerjasama tim, komunikasi dan disiplin terhadap kinerja karyawan pada PT Lancer Wajuna Segahtera  
Dosen Pembimbing : 1. Dr. Endang Pindora, S.E., M.E.  
Dosen Penguji : 1. Zulkfli, S.E., M.M.  
2. Fandi Sabarn, S.E., M.M.  
Jadwal Sidang : Tempat: Ruang B608 Hari/Tanggal: Jumat, 12 Januari 2024

Revisi yang dilakukan :

- 1.) KPI diberikan profit
- 2.) VII & simulan (Sisafian)
- 3.) Fit atau tidak

Tangerang Selatan, SM/IN 15 Januari 2024

Dosen Penguji

|  |                                     |                     |
|--|-------------------------------------|---------------------|
| <br>Universitas<br>Pembangunan Jaya | <b>FORMULIR REVISI SKRIPSI / TA</b> | SPT-U04/SOP-06/F-05 |
|  |                                     |                     |

Nama Mahasiswa : AJENG NURLITA  
 Prodi/NIM : MANAJEMEN SDM / 2019021295  
 Judul Skripsi/TA : Pengaruh Kerjasama Tim, Komunikasi, dan etika terhadap kinerja karyawan pada PT. Laksana Wicrama Segitama  
 Dosen Pembimbing : 1. Endang Pratika, S.E., M.E.  
 Dosen Penguji : 1. Zukri, S.E., M.M.,  
 2. Fendi Saputra, SE, M.M.  
 Tempat Sidang : \_\_\_\_\_ Hari/Tanggal : \_\_\_\_\_

Revisi yang dilakukan :  
 1) Lambir Pada Latar belakang  
 2) Lambir diperjelas  
 3) Jumlah anda responden pre survey  
 4) Jelaskan Model Benetton fit atau tidak

Tangerang Selatan, .....

  
 Dosen Penguji

|                |                 |                 |   |
|----------------|-----------------|-----------------|---|
| NIM            | 201022235       | Nama Mahasiswa  | AJING NURLITA   |
| Program Studi  | Manajemen       | SOS Lulus       | <b>140 SKS</b>  |
| Tgl. Pengajuan | 29 Agustus 2023 | Judul Disajikan | PENGARAH KEBERHASILAN TIM KOMUNIKASI DAN DISIPLIN KERJA TERHADAPA ENERGI KARYAWAN (Studi kasus karyawan Divisi Human Capital PT. Linceo Wiguna Sejahtera) |

Dopo 30ak bab (jubah), Status Pengajuan proposal susun Disetujui

| No | Tanggal           | Dosen Pembimbing                | Topik                                  | Ditetujui | Aksi              |
|----|-------------------|---------------------------------|--|-----------|-------------------|
| 1  | 17 September 2023 | Dr. Endang Pitakoka, S.E., M.E. | pengajuan bab 1                        | ✓         | <a href="#">+</a> |
| 2  | 25 September 2023 | Dr. Endang Pitakoka, S.E., M.E. | pengajuan bab 1                        | ✓         | <a href="#">+</a> |
| 3  | 4 Oktober 2023    | Dr. Endang Pitakoka, S.E., M.E. | revisi bab 1                           | ✓         | <a href="#">+</a> |
| 4  | 9 Oktober 2023    | Dr. Endang Pitakoka, S.E., M.E. | Revisi bab 1 dan pengajuan bab 2 dan 3 | ✓         | <a href="#">+</a> |

|               |                 |                   |   |
|---------------|-----------------|-------------------|---|
| NIM           | 201022235       | Nama Mahasiswa    | AJING NURLITA   |
| Program Studi | Manajemen       | SOS Lulus         | <b>140 SKS</b>  |
| Tgl. Mutasi   | 26 Oktober 2023 | Judul Tugas Akhir | PENGARAH KEBERHASILAN TIM KOMUNIKASI DAN DISIPLIN KERJA TERHADAPA ENERGI KARYAWAN (Studi kasus karyawan Divisi Human Capital PT. Linceo Wiguna Sejahtera) |

| No | Tanggal          | Dosen Pembimbing                | Topik                  | Ditetujui | Aksi              |
|----|------------------|---------------------------------|------------------------|-----------|-------------------|
| 2  | 13 November 2023 | Dr. Endang Pitakoka, S.E., M.E. | skripsi                | ✓         | <a href="#">+</a> |
| 3  | 21 November 2023 | Dr. Endang Pitakoka, S.E., M.E. | revisi hasil olah data | ✓         | <a href="#">+</a> |
| 4  | 30 Desember 2023 | Dr. Endang Pitakoka, S.E., M.E. | revisi bab 4-5         | ✓         | <a href="#">+</a> |
| 5  | 30 Desember 2023 | Dr. Endang Pitakoka, S.E., M.E. | seleksi revisi         | ✓         | <a href="#">+</a> |
| 6  | 27 October 2023  | Dr. Endang Pitakoka, S.E., M.E. | Pembelian Proposal     | ✓         | <a href="#">+</a> |

## Lampiran 2 Data Karyawan

| Data Karyawan PT.Lancar Wiguna Bulan Oktober 2023 |                            |                      |                |                    |
|---|----------------------------|----------------------|----------------|--------------------|
| NO  | NAMA KARYAWAN              | Dividisi             | Lama Bekerja   | Status Kepegawaian |
| 1   | Mahmudin                   | <i>Finance</i>       | 3 Tahun        | Karyawan Tetap     |
| 2   | Daliyaturrohmah            |                      | 3 Tahun        | Karyawan Tetap     |
| 3   | Moch Iqbal Sentosa         |                      | 3 Tahun        | Karyawan Tetap     |
| 4   | Adela Apriliann            |                      | 1 Tahun        | Karyawan Tetap     |
| 5   | Mohammad Rizky Nazikha     |                      | 1 Tahun        | Karyawan Tetap     |
| 6   | Dian Utami                 |                      | 5 Tahun        | Karyawan Tetap     |
| 7   | Siti Aisah Amanah Fadillah |                      | 5 Tahun        | Karyawan Tetap     |
| 8   | Radira Laras Sati          |                      | 3 Tahun        | Karyawan Tetap     |
| 9   | Yuni Prasista              |                      | 1 Tahun        | Karyawan Tetap     |
| 10  | Fahrul Aji Syaifullah      |                      | 3 Tahun        | Karyawan Tetap     |
| 11  | Putri Vara Wicaksana       |                      | 5 Tahun        | Karyawan Tetap     |
| 12  | Silvia                     |                      | 5 Tahun        | Karyawan Tetap     |
| 13  | Taufik Rahmad              |                      | 8 Bulan        | Karyawan Tetap     |
| 14  | Azizah Zulkohar            |                      | 3 Bulan        | Intern             |
| 15  | Akbar Abdillah             |                      | 3 Bulan        | Intern             |
| 16  | Tusi Sasono                |                      | 5 Bulan        | Intern             |
| 17  | Ahmad Ruizhi               |                      | 4 Bulan        | Intern             |
| 18  | Muhammad Saman             | <i>Human Capital</i> | 3 Tahun        | Karyawan Tetap     |
| 19  | Ahmad Sodikin              |                      | 5 Tahun        | Karyawan Tetap     |
| 20  | Roudatun Mahmuda           |                      | 5 Tahun        | Karyawan Tetap     |
| 21  | Nisrina Septi Haryani      |                      | 3 Tahun        | Karyawan Tetap     |
| 22  | Silvia Lisani              |                      | 2 Tahun        | Karyawan Tetap     |
| 23  | Ninditia Fadila Sari       |                      | 2 Tahun        | Karyawan Tetap     |
| 24  | Ajeng Nurlita              |                      | 3 Tahun        | Karyawan Tetap     |
| 25  | Wida Adriyahan             |                      | 6 Bulan        | Karyawan Tetap     |
| 26  | Wandi                      |                      | 3 bulan        | Intern             |
| 27  | Iswantoro Aziz             |                      | 3 bulan        | Training           |
| 28  | Muhammad Liyas             | 2 Tahun              | Karyawan Tetap |                    |
| 29  | Yunisa Dwi Savana          | <i>Operational</i>   | 2 Tahun        | Karyawan Tetap     |
| 30  | Muhamad Saputro            |                      | 3 Tahun        | Karyawan Tetap     |
| 31  | Muh. Ali Ardiyansyah       |                      | 2 Tahun        | Karyawan Tetap     |
| 32  | Devi Tania                 |                      | 4 Tahun        | Karyawan Tetap     |

|    |                         |           |                       |                |                |
|----|-------------------------|-----------|-----------------------|----------------|----------------|
| 33 | Meliana Fatma Sari      |           | 4 Tahun               | Karyawan Tetap |                |
| 34 | Aji Suryadi             |           | 4 Tahun               | Karyawan Tetap |                |
| 35 | Atiah Herawati          |           | 2 Tahun               | Karyawan Tetap |                |
| 36 | Ratna Ayu Nawang Sari   |           | 2 Tahun               | Karyawan Tetap |                |
| 37 | Augie Grace Lea Giroth  |           | 4 Tahun               | Karyawan Tetap |                |
| 38 | Clarisa Melania         |           | 1 Tahun               | Karyawan Tetap |                |
| 39 | Khairunisa              |           | 4 Tahun               | Karyawan Tetap |                |
| 40 | Mega Septiani           |           | <i>Administration</i> | 1 Tahun        | Karyawan Tetap |
| 41 | Fajar Cahyo Wicaksono   |           |                       | 2 Tahun        | Karyawan Tetap |
| 42 | Galih Adi Pratama       | 4 Tahun   |                       | Karyawan Tetap |                |
| 43 | Shinta Dwi Astuti       | 3 Tahun   |                       | Karyawan Tetap |                |
| 44 | Sakyla Caecilia Mecca   | > 5 Tahun |                       | Karyawan Tetap |                |
| 45 | Natasya Aisyah Novianti | 4 Tahun   |                       | Karyawan Tetap |                |
| 46 | Mico Ismail             | 3 Bulan   |                       | Intern         |                |
| 47 | Tita Rosmiati           | 3 Bulan   |                       | Intern         |                |
| 48 | Sheila Triana Putri     | 3 Bulan   |                       | Intern         |                |
| 49 | Suryaningsih            | > 5 Tahun | Karyawan Tetap        |                |                |
| 50 | Ali Ahkbar Lubis        | <i>IT</i> | > 5 Tahun             | Karyawan Tetap |                |
| 51 | Zarfa Rini              |           | 4 Tahun               | Karyawan Tetap |                |
| 52 | Nurmala Sari            |           | 2 Tahun               | Karyawan Tetap |                |
| 53 | Bella Kurnia Putri      |           | 2 Tahun               | Karyawan Tetap |                |
| 54 | Aa Suryana              |           | 4 Tahun               | Karyawan Tetap |                |
| 55 | Andika Febiyana Putra   |           | 1 Tahun               | Karyawan Tetap |                |
| 56 | Muhammad Iqbal Sabedi   |           | 2 Tahun               | Karyawan Tetap |                |
| 57 | Faraz Azis              |           | 4 Tahun               | Karyawan Tetap |                |
| 58 | Abrian Kurniawan Ridho  |           | 2 Tahun               | Karyawan Tetap |                |
| 59 | Fikri Irmansyah         |           | 1 Tahun               | Karyawan Tetap |                |
| 60 | Tiantri Nuari           |           | 4 Bulan               | Kontrak        |                |
| 61 | Euis Apri Dewi Murti    |           | 6 Bulan               | Kontrak        |                |
| 62 | Ichwanul Muslimin       |           | 3 Bulan               | Intern         |                |
| 63 | Fadli Nur Azis          |           | 3 Bulan               | Intern         |                |
| 64 | Nuraeni                 |           | <i>Relation Ship</i>  | 4 Tahun        | Karyawan Tetap |
| 65 | Ujang Dani Setiawan     | 2 Tahun   |                       | Karyawan Tetap |                |
| 66 | Aan Nurhanah            | 3 Tahun   |                       | Karyawan Tetap |                |
| 67 | Hariyani                | 4 Tahun   |                       | Karyawan Tetap |                |

|     |                         |                  |              |                |
|-----|-------------------------|------------------|--------------|----------------|
| 68  | Agus Setiawan           |                  | 3 Tahun      | Karyawan Tetap |
| 69  | Aulia Indriani          |                  | 4 Tahun      | Karyawan Tetap |
| 70  | Helvia Sekarini         |                  | 2 Tahun      | Karyawan Tetap |
| 71  | Asmoro Wasis            |                  | 3 Bulan      | Karyawan Tetap |
| 72  | Halen Caroline          |                  | 6 Bulan      | Karyawan Tetap |
| 73  | Suryaningsih            |                  | 3 Bulan      | Intern         |
| 74  | Ali Ahkbar Lubis        |                  | 3 Bulan      | Intern         |
| 75  | Wulan Nafadila          |                  | <i>Audit</i> | 2 Tahun        |
| 76  | Muhamad Iqbal           | 4 Tahun          |              | Karyawan Tetap |
| 77  | Rini Oktoviani          | 2 Tahun          |              | Karyawan Tetap |
| 78  | Robby Nur Hidayat       | 4 Tahun          |              | Karyawan Tetap |
| 79  | Sigiva Putri Salwa      | 1 Tahun          |              | Karyawan Tetap |
| 80  | Mico Ismail             | 3 bulan          |              | Intern         |
| 81  | Tita Rosmiati           | 3 bulan          |              | Intern         |
| 82  | Sheila Triana Putri     | 3 bulan          |              | Intern         |
| 83  | Fajar Diyanto           | 6 bulan          |              | Training       |
| 84  | Dana Auliawati          | 7 bulan          |              | Intern         |
| 85  | Mohammad Farhan         | 3 bulan          |              | Training       |
| 86  | Fajri Nurrahman         | 3 bulan          |              | Intern         |
| 87  | Muhamad Ilham           | 3 bulan          |              | Intern         |
| 88  | Varra Fauzia Luthfi     | 3 bulan          |              | Intern         |
| 89  | Suci Putri Nawati       | <i>Marketing</i> |              | 4 Tahun        |
| 90  | Azizah Rahmah           |                  | 3 Tahun      | Karyawan Tetap |
| 91  | Rizky Abdilah           |                  | 1 Tahun      | Karyawan Tetap |
| 92  | Saban Nur Okiyanto      |                  | > 5 Tahun    | Karyawan Tetap |
| 93  | Lintang Alya Hasanah    |                  | 4 Tahun      | Karyawan Tetap |
| 94  | Fadia Nurulita          |                  | > 5 Tahun    | Karyawan Tetap |
| 95  | Indah Wulandari Santoso |                  | 4 Tahun      | Karyawan Tetap |
| 96  | Melania Oktaviani       |                  | > 5 Tahun    | Karyawan Tetap |
| 97  | Ani Oktafiyanti         |                  | 4 Tahun      | Karyawan Tetap |
| 98  | Diki Ardian Purwanto    |                  | > 5 Tahun    | Karyawan Tetap |
| 99  | Meta Marcella           |                  | 4 Tahun      | Karyawan Tetap |
| 100 | Diah Putri Asfrilia     |                  | 2 bulan      | Intern         |
| 101 | Risnawati               |                  | 2 bulan      | Intern         |
| 102 | Muhamad Enoh            |                  | 3 bulan      | Intern         |

|     |                |  |         |        |
|-----|----------------|--|---------|--------|
| 103 | Dini Rahmawati |  | 3 bulan | Intern |
| 104 | Faisal Nandika |  | 2 bulan | Intern |
| 105 | Toni Hidayat   |  | 3 bulan | Intern |
| 106 | Ayu Aristin    |  | 2 bulan | Intern |



### Lampiran 3 Draf Pernyataan Kuesioner

| <b>Kerjasama TIM (X1)</b>                 |   |
|---|---|
| <b>Afandi, (2018)</b>                     |   |
| <b>INDIKATOR</b>                          | <b>PENYATAAN</b>  |
| Penetapan Tujuan Organisasi<br>Organisasi | 1. Saya merasa PT.Lancar Wiguna Sejahtera sudah menetapkan tujuan                             |
|   | 2. Saya memahami Penetapan Tujuan Organisasi organisasi PT.Lancar Wiguna Sejahtera            |
| Organisasi Organisasi Organisasi          | 3. Saya memahami Organisasi Organisasi PT.Lancar Wiguna Sejahtera                             |
|   | 4. Saya mengetahui Organisasi Organisasi Pada PT.Lancar Wiguna Sejahtera                      |
| Kemampuan berinteraksi                    | 5. Saya dapat berinteraksi dengan baik di tempat kerja  |
|   | 6. Saya merasa bisa berinteraksi dengan baik dengan antar karyawan PT.Lancar Wiguna Sejahtera |
| Kejujuran bekerja                         | 7. Saya selalu mengutamakan kejujuran dalam bekerja   |
|   | 8. Kejujuran dalam bekerja selalu saya utamakan   |
| Kemampuan berpikir                        | 9. Saya selalu berfikir dengan baik ketika  |
|   | 10. Saya mengutamakan kemampuan berpikir saya dalam hal apapun                                |
| Menimbang dan menilai                     | 11. Saya selalu menimbang dan menilai sebelum saya kerjakan                                   |
|   | 12. Saya menimbang dan menilai suatu Tindakan yang saya lakukan                               |
| Kejujuran                                 | 13. Saya selalu megutamakan kejujuran   |
|   | 14. Kejujuran merupakan hal yang mendasari dalam kehidupan saya                               |
| Perilaku kooperatif                       | 15. Saya selalu kooperatif dalam hal apapun   |
|   | 16. Kooperatif merupakan hal utama yang saya jalankan   |

| <b>Kinerja Karyawan (Y)</b>  |   |
|--|---|
| <b>(Robbins, 2020)</b>   |   |
| <b>INDIKATOR</b>   | <b>PERNYATAAN</b>   |
| Hasil kerja karyawan dalam menyelesaikan pekerjaan juga kemampuan dan keterampilan karyawan dalam mengerjakan tugas yang diberikan padanya   | 1. Saya merasa kemampuan dan keterampilan saya dapat menyelesaikan pekerjaan di kantor  |
|  | 2. Saya mampu dan terampil untuk menyelesaikan pekerjaan  |
| Jumlah (unit/siklus) seperti karyawan dapat menyelesaikan pekerjaannya dengan cepat dari batas waktu yang ditentukan perusahaan.   | 3. Saya dapat menyelesaikan banyak pekerjaan tepat waktu  |
|  | 4. Saya bisa menyelesaikan banyak pekerjaan lebih cepat dari batas waktu yang di tentukan   |
| ketepatan waktu karyawan dalam menyelesaikan pekerjaan yang ditugaskan kepadanya.  | 5. Saya dapat menyelesaikan pekerjaan dengan tepat waktu  |
|  | 6. Saya bisa menyelesaikan pekerjaan yang di tugaskan dengan batas waktu yang tepe  |
| Pemanfaatan sumber daya, baik sumber daya manusia itu sendiri maupun sumber daya yang berupa teknologi, modal, informasi dan bahan baku yang ada di organisasi dapat digunakan semaksimal mungkin oleh karyawan. | 7. Saya dapat memanfaatkan berbagai sumberdaya agar maksimal dalam menyelesaikan suatu pekerjaan  |
|  | 8. Saya dapat memaksimalkan penggunaan sumber daya yang berupa teknologi, modal, informasi dan bahan baku yang ada di organisasi agar dapat bekerja secara maksimal |
| <b>Komunikasi (X2)</b>   |   |
| <b>Afandi, (2018)</b>  |   |
| <b>INDIKATOR</b>   | <b>PERNYATAAN</b>   |
| Pemberian atau penyimpanan instruksi kerja kepada karyawan   | 1. Saya merasa pada PT.Lancar Wiguna Sejahtera mengelola Intruksi kerja dengan bik  |
|  | 2. PT.Lancar Wiguna Sejahtera memberi dan menyimpan intruksi kerja dengan baik  |
| Penyampaian informasi mengenai peraturan-peraturan yang berlaku di dalam suatu organisasi  | 3. Saya merasa PT.Lancar Wiguna Sejahtera menyampaikan informasi mengenai peraturan yang berlaku  |

|   |  |
|---|--|
|   | pada organisasi dengan baik  |
|   | 4. Saya merasa informasi mengenai peraturan yang berlaku pada perusahaan dapat tersampaikan dengan baik            |
| Penyampaian informasi tentang pekerjaan ataupun tugas yang sudah dilaksanakan oleh bawahan. | 5. Saya merasa informasi tentang tugas atau pekerjaan dapat dilaksanakan oleh bawahan dengan baik                  |
|   | 6. Saya merasa sudah mendapatkan informasi mengenai pekerjaan ataupun tugas dengan baik                            |
| Penyampaian informasi tentang persoalan-persoalan pekerjaan maupun tugas                    | 7. Saya merasa Penyampaian informasi tentang persoalan-persoalan pekerjaan maupun tugas sudah berjalan dengan baik |
|   | 8. Saya mendapatkan informasi mengenai persoalan pekerjaan maupun tugas  |
| Upaya pemecahan konflik sesama karyawan   | 9. Saya merasa pengelolaan konflik sudah berjalan dengan baik  |
|   | 10. Saya merasa adanya Upaya pemecahan konflik dalam perusahaan  |
| Membina hubungan melalui kegiatan bersama   | 11. Saya merasa adanya pembinaan hubungan melalui kegiatan bersama   |
|   | 12. Saya merasa dengan diadakannya kegiatan bersama dapat membina hubungan yang baik antar karyawan                |

| <b>Disiplin (X3)</b>              |   |
|-----------------------------------|---|
| <b>Bachtiar (2019)</b>            |   |
| <b>INDIKATOR</b>                  | <b>PERNYATAAN</b>   |
| Ketepatan kehadiran               | 1. Saya selalu hadir tepat waktu  |
|                                   | 2. Saya mengutamakan ketepatan kehadiran  |
| Intensitas kehadiran              | 3. Saya sering hadir saat bekerja   |
|                                   | 4. Saya merasa Intensitas kehadiran saya baik                                   |
| Kewaspadaan dalam bekerja         | 5. Saya selalu mengutamakan kewaspadaan dalam bekerja                           |
|                                   | 6. Saya berhati-hati dalam bekerja  |
| Menjaga peralatan kerja           | 7. Saya selalu menjaga peralatan kerja  |
|                                   | 8. Saya mengutamakan peralatan kerja saya terjaga dengan baik                   |
| Tanggung jawab                    | 9. Saya bertanggung jawab dengan hal apapun                                     |
|                                   | 10. Tanggung jawab merupakan sebuah kewajiban yang di jalankan                  |
| Kesesuaian pekerjaan              | 11. Saya merasa pekerjaan saya saat ini sesuai                                  |
|                                   | 12. Pekerjaan yang saya kerjakan saat ini sesuai dengan napa yang saya inginkan |
| Ketaatan terhadap peraturan kerja | 13. Saya selalu mentaati peraturan kerja  |
|                                   | 14. Taat pada peraturan merupakan modal utama ketika bekerja                    |

## Lampiran 4 Pengolahan data UJI VALIDITAS

|       |                     | Correlations |        |        |        |        |        |         |        |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------------|--------|--------|--------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|       |                     | X1.1         | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7    | X1.8   | X1.9   | X1.10  | X1.11  | X1.12  | X1.13  | X1.14  | X1.15  | X1.16  | X1     |
| X1.1  | Pearson Correlation | 1            | .706** | .391** | .691** | .443** | .370** | .363**  | .399** | .198   | .295** | .145   | -.037  | .362** | .398** | .389** | .048   | .890** |
|       | Sig. (2-tailed)     |              | <.001  | <.001  | <.001  | <.001  | .001   | .001    | <.001  | .101   | .013   | .227   | .754   | .010   | .002   | .015   | .728   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.2  | Pearson Correlation | .709**       | 1      | .504** | .523** | .449** | .412** | .063    | .387** | .084   | .251** | .094   | -.034  | .144   | .403** | .398** | -.029  | .891** |
|       | Sig. (2-tailed)     | <.001        |        | <.001  | <.001  | <.001  | <.001  | .487    | <.001  | .487   | .034   | .437   | .781   | .231   | <.001  | .011   | .988   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.3  | Pearson Correlation | .291**       | .504** | 1      | .518** | .498** | .052** | .052**  | .002   | -.048  | .149   | .117   | .045   | .146   | .498** | .810** | .118   | .875** |
|       | Sig. (2-tailed)     | <.001        | <.001  |        | <.001  | <.001  | <.001  | <.001   | <.001  | .893   | .214   | .329   | .707   | .121   | <.001  | <.001  | .322   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.4  | Pearson Correlation | .601**       | .522** | .516** | 1      | .588** | .403** | .388**  | .505** | -.033  | .192   | .037   | -.157  | .034   | .412** | .835** | .145   | .850** |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  |        | <.001  | <.001  | <.001   | <.001  | .788   | .400   | .760   | .191   | .853   | <.001  | <.001  | .228   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.5  | Pearson Correlation | .443**       | .448** | .469** | .589** | 1      | .656** | .492**  | .741** | .002   | .163   | .063   | -.154  | .148   | .505** | .895** | .129   | .809** |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  | <.001  |        | <.001  | <.001   | <.001  | .995   | .186   | .601   | .203   | .216   | <.001  | <.001  | .289   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.6  | Pearson Correlation | .379**       | .412** | .852** | .403** | .818** | 1      | .552**  | .847** | .052   | .143   | .036   | .022   | .115   | .459** | .812** | .097   | .872** |
|       | Sig. (2-tailed)     | .001         | <.001  | <.001  | <.001  | <.001  |        | <.001   | <.001  | .667   | .333   | .771   | .852   | .340   | <.001  | <.001  | .419   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.7  | Pearson Correlation | .253**       | .563** | .553** | .389** | .492** | .852** | 1       | .834** | .023   | .182   | -.045  | -.211  | -.019  | .708** | .812** | .125   | .852** |
|       | Sig. (2-tailed)     | .003         | <.001  | <.001  | <.001  | <.001  | <.001  |         | <.001  | .868   | .726   | .708   | .077   | .876   | <.001  | <.001  | .299   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.8  | Pearson Correlation | .389**       | .387** | .503** | .505** | .741** | .680** | .634**  | 1      | .023   | .188   | .009   | -.193  | .031   | .530** | .732** | .198   | .712** |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  | <.001  | <.001  | <.001  | <.001   |        | .848   | .117   | .841   | .108   | .789   | <.001  | <.001  | .182   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.9  | Pearson Correlation | .198         | .084   | -.048  | -.853  | .002   | .052   | .020    | .023   | 1      | .603** | .428** | .273** | .465** | .068   | .832   | .092   | .847** |
|       | Sig. (2-tailed)     | .101         | .487   | .898   | .788   | .995   | .667   | .888    | .848   |        | <.001  | <.001  | .021   | <.001  | .463   | .792   | .449   | .803   |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.10 | Pearson Correlation | .295**       | .251** | .149   | .102   | .183   | .143   | .183    | .188   | .803** | 1      | .445** | .246** | .674** | .154   | .980** | .139   | .838** |
|       | Sig. (2-tailed)     | .013         | .034   | .214   | .400   | .108   | .233   | .126    | .117   | <.001  |        | <.001  | .039   | <.001  | .101   | .133   | .259   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.11 | Pearson Correlation | .145         | .094   | .117   | .837** | .063   | .035   | -.845** | .009   | .420** | .446** | 1      | .421** | .580** | .067   | .806   | -.012  | .869** |
|       | Sig. (2-tailed)     | .227         | .437   | .328   | .760   | .801   | .771   | .708    | .841   | <.001  | <.001  |        | <.001  | <.001  | .470   | .644   | .922   | .802   |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.12 | Pearson Correlation | -.837**      | -.034  | .045   | -.157  | -.154  | .022   | -.211   | -.193  | .273** | .246** | .421** | 1      | .219   | -.147  | -.214  | -.125  | .884** |
|       | Sig. (2-tailed)     | .756         | .781   | .797   | .191   | .200   | .852   | .877    | .108   | .021   | .839   | <.001  |        | .087   | .221   | .074   | .382   | .486   |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.13 | Pearson Correlation | .303**       | .144   | .188   | .854** | .148   | .115   | -.819** | .031   | .465** | .674** | .593** | .219   | 1      | .125   | .118   | .039   | .859** |
|       | Sig. (2-tailed)     | .010         | .231   | .191   | .853   | .218   | .348   | .876    | .799   | <.001  | <.001  | <.001  | .067   |        | .300   | .327   | .421   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.14 | Pearson Correlation | .366**       | .430** | .496** | .412** | .595** | .450** | .706**  | .538** | .095   | .154   | .067   | -.147  | .125   | 1      | .621** | .179   | .861** |
|       | Sig. (2-tailed)     | .002         | <.001  | <.001  | <.001  | <.001  | <.001  | <.001   | <.001  | .483   | .281   | .470   | .221   | .360   |        | <.001  | .135   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.15 | Pearson Correlation | .288**       | .299** | .450** | .435** | .588** | .562** | .612**  | .793** | -.032  | .180   | .056   | -.214  | .118   | .621** | 1      | .382** | .852** |
|       | Sig. (2-tailed)     | .015         | .011   | <.001  | <.001  | <.001  | <.001  | <.001   | <.001  | .792   | .133   | .644   | .074   | .327   | <.001  |        | .027   | <.001  |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1.16 | Pearson Correlation | .843**       | -.020  | .119   | .145   | .128   | .097   | .125    | .198   | .092   | .136   | -.012  | -.105  | .036   | .179   | .262** | 1      | .844** |
|       | Sig. (2-tailed)     | .720         | .899   | .322   | .228   | .289   | .418   | .289    | .102   | .448   | .258   | .322   | .382   | .423   | .156   | .027   |        | .802   |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X1    | Pearson Correlation | .893**       | .891** | .875** | .850** | .798** | .872** | .852**  | .713** | .847** | .838** | .863** | .884** | .856** | .881** | .852** | .844** | 1      |
|       | Sig. (2-tailed)     | <.001        | <.001  | <.001  | <.001  | <.001  | <.001  | <.001   | <.001  | .003   | <.001  | .002   | .488   | <.001  | <.001  | <.001  | .003   |        |
|       | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71      | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |

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

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

**Correlations**

|       |                     | X2.1   | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | X2.11  | X2.12  | X2     |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X2.1  | Pearson Correlation | 1      | .763** | .579** | .511** | .535** | .772** | .602** | .596** | .431** | .492** | .344** | .618** | .845** |
|       | Sig. (2-tailed)     |        | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | .003   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.2  | Pearson Correlation | .763** | 1      | .607** | .399** | .455** | .817** | .673** | .522** | .386*  | .433** | .381** | .472** | .772** |
|       | Sig. (2-tailed)     | <.001  |        | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | .015   | <.001  | .001   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.3  | Pearson Correlation | .579** | .607** | 1      | .599** | .359** | .344** | .576** | .523** | .285*  | .537** | .212   | .580** | .771** |
|       | Sig. (2-tailed)     | <.001  | <.001  |        | <.001  | .002   | <.001  | <.001  | <.001  | .016   | <.001  | .076   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.4  | Pearson Correlation | .511** | .399** | .599** | 1      | .652** | .461** | .392** | .546** | .348** | .497** | .143   | .526** | .727** |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  |        | <.001  | <.001  | <.001  | <.001  | .004   | <.001  | .298   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.5  | Pearson Correlation | .535** | .455** | .359** | .652** | 1      | .499** | .341** | .578** | .351** | .605** | .226   | .530** | .714** |
|       | Sig. (2-tailed)     | <.001  | <.001  | .002   | <.001  |        | <.001  | .004   | <.001  | .002   | <.001  | .058   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.6  | Pearson Correlation | .772** | .617** | .544** | .481** | .499** | 1      | .478** | .522** | .321** | .470** | .248*  | .674** | .764** |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  | <.001  | <.001  |        | <.001  | <.001  | .006   | <.001  | .037   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.7  | Pearson Correlation | .602** | .673** | .576** | .392** | .341** | .478** | 1      | .494** | .374** | .412** | .154   | .590** | .717** |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  | <.001  | .004   | <.001  |        | <.001  | .001   | <.001  | .198   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.8  | Pearson Correlation | .596** | .522** | .523** | .546** | .576** | .522** | .494** | 1      | .498** | .549** | .210   | .534** | .767** |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  |        | <.001  | <.001  | .079   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.9  | Pearson Correlation | .431** | .386*  | .285*  | .340** | .357** | .321** | .374** | .498** | 1      | .545** | .023   | .329** | .674** |
|       | Sig. (2-tailed)     | <.001  | .015   | .016   | .004   | .002   | .006   | .001   | <.001  |        | <.001  | .851   | .005   | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.10 | Pearson Correlation | .492** | .433** | .537** | .497** | .605** | .470** | .412** | .549** | .545** | 1      | .125   | .058** | .733** |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  |        | .298   | <.001  | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.11 | Pearson Correlation | .344** | .381** | .212   | .143   | .226   | .248*  | .154   | .210   | .023   | .125   | 1      | .232   | .859** |
|       | Sig. (2-tailed)     | .003   | .001   | .076   | .236   | .058   | .037   | .198   | .079   | .851   | .298   |        | .051   | .002   |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2.12 | Pearson Correlation | .618** | .472** | .580** | .536** | .530** | .574** | .596** | .534** | .329** | .508** | .232   | 1      | .754** |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | .005   | <.001  | .051   |        | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| X2    | Pearson Correlation | .845** | .772** | .771** | .727** | .714** | .764** | .717** | .707** | .874** | .733** | .859** | .754** | 1      |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | .002   | <.001  |        |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |

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

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

**Correlations**

|       |                     | X3.1   | X3.2   | X3.3   | X3.4   | X3.5   | X3.6   | X3.7   | X3.8   | X3.9   | X3.10  | X3.11   | X3.12 | X3.13   | X3.14   | X3     |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-------|---------|---------|--------|
| X3.1  | Pearson Correlation | 1      | .492** | .332** | .459** | .123   | .248*  | .471** | -.008  | -.013  | -.106  | .024    | -.111 | .046    | .053    | .822** |
|       | Sig. (2-tailed)     |        | <.001  | .005   | <.001  | .308   | .037   | <.001  | .949   | .915   | .378   | .840    | .356  | .792    | .661    | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.2  | Pearson Correlation | .492** | 1      | .626** | .573** | .366** | .595** | .428** | .149   | -.010  | .008   | .028    | -.049 | -.035   | .067    | .823** |
|       | Sig. (2-tailed)     | <.001  |        | <.001  | <.001  | .002   | <.001  | <.001  | .216   | .933   | .940   | .808    | .867  | .770    | .579    | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.3  | Pearson Correlation | .332** | .626** | 1      | .542** | .200   | .838** | .461** | -.170  | -.004  | .131   | .270*   | .039  | -.157   | -.044   | .725** |
|       | Sig. (2-tailed)     | .005   | <.001  |        | <.001  | .095   | <.001  | <.001  | .157   | .973   | .276   | .023    | .748  | .191    | .716    | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.4  | Pearson Correlation | .459** | .573** | .542** | 1      | .427** | .577** | .281*  | .186   | .125   | .030   | -.042   | -.022 | -.016   | .123    | .829** |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  |        | <.001  | <.001  | .018   | .120   | .298   | .805   | .728    | .855  | .897    | .306    | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.5  | Pearson Correlation | .123   | .366** | .200   | .427** | 1      | .543** | .396** | .119   | .061   | .006   | -.070   | .128  | -.152   | .196    | .832** |
|       | Sig. (2-tailed)     | .308   | .002   | .095   | <.001  |        | <.001  | <.001  | .323   | .615   | .840   | .562    | .267  | .207    | .101    | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.6  | Pearson Correlation | .248*  | .595** | .636** | .573** | .543** | 1      | .431** | .138   | .004   | .137   | .044    | .000  | .092    | -.041   | .708** |
|       | Sig. (2-tailed)     | .037   | <.001  | <.001  | <.001  | <.001  |        | <.001  | .251   | .971   | .256   | .718    | 1.000 | .448    | .732    | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.7  | Pearson Correlation | .471** | .428** | .461** | .281*  | .396** | .431** | 1      | -.015  | -.058  | -.084  | .173    | .113  | -.016   | .020    | .895** |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  | .018   | <.001  | <.001  |        | .901   | .632   | .494   | .149    | .348  | .894    | .896    | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.8  | Pearson Correlation | -.008  | .149   | .170   | .186   | .119   | .138   | -.015  | 1      | .499** | .295*  | -.037   | -.095 | -.010   | .272*   | .973** |
|       | Sig. (2-tailed)     | .949   | .216   | .157   | .120   | .323   | .251   | .901   | <.001  |        | .014   | .757    | .432  | .934    | .022    | <.001  |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.9  | Pearson Correlation | -.013  | -.010  | -.004  | .125   | .361   | .004   | -.058  | .499** | 1      | .177   | -.056   | -.034 | .072    | .174    | .855*  |
|       | Sig. (2-tailed)     | .915   | .933   | .973   | .298   | .615   | .971   | .632   | <.001  |        | .139   | .845    | .777  | .549    | .148    | .032   |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.10 | Pearson Correlation | -.106  | .009   | .131   | .030   | .056   | .137   | -.084  | .289*  | .177   | 1      | .298*   | .018  | .214    | -.092   | .811** |
|       | Sig. (2-tailed)     | .378   | .940   | .276   | .805   | .640   | .258   | .484   | .014   | .139   |        | .012    | .884  | .073    | .444    | .001   |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.11 | Pearson Correlation | .024   | .029   | .270*  | -.042  | -.070  | .044   | .173   | -.037  | -.056  | .295*  | 1       | .138  | -.013   | -.302** | .816** |
|       | Sig. (2-tailed)     | .840   | .898   | .023   | .728   | .562   | .718   | .148   | .757   | .645   | .012   |         | .250  | .912    | .010    | .007   |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.12 | Pearson Correlation | -.111  | -.049  | .039   | -.022  | .128   | .000   | .113   | -.095  | -.034  | .018   | .138    | 1     | -.072   | .000    | .824   |
|       | Sig. (2-tailed)     | .356   | .667   | .748   | .855   | .287   | 1.000  | .348   | .432   | .777   | .884   | .250    |       | .549    | 1.000   | .301   |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.13 | Pearson Correlation | .046   | -.035  | -.157  | -.016  | -.152  | .092   | -.016  | -.010  | .072   | .214   | -.013   | -.072 | 1       | -.307** | .890   |
|       | Sig. (2-tailed)     | .702   | .770   | .191   | .897   | .207   | .448   | .894   | .934   | .549   | .073   | .912    | .549  |         | .009    | .880   |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3.14 | Pearson Correlation | .053   | .067   | -.044  | .123   | .198   | -.041  | .020   | .372*  | .174   | -.092  | -.302** | .000  | -.307** | 1       | .178   |
|       | Sig. (2-tailed)     | .661   | .579   | .716   | .306   | .101   | .732   | .886   | .022   | .148   | .444   | .010    | 1.000 | .039    |         | .898   |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |
| X3    | Pearson Correlation | .822** | .823** | .725** | .829** | .832** | .708** | .996** | .973** | .855** | .911** | .816**  | .824  | .850    | .870    | 1      |
|       | Sig. (2-tailed)     | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | <.001  | .032   | .001    | .007  | .301    | .690    | .156   |
|       | N                   | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71      | 71    | 71      | 71      | 71     |

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

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

|     |                     | Correlations |        |        |        |        |        |        |        |        |
|-----|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|
|     |                     | Y.1          | Y.2    | Y.3    | Y.4    | Y.5    | Y.6    | Y.7    | Y.8    | Y      |
| Y.1 | Pearson Correlation | 1            | .836** | .358** | .107   | .053   | .032   | -.038  | .022   | .812** |
|     | Sig. (2-tailed)     |              | <.001  | .002   | .373   | .663   | .794   | .755   | .853   | <.001  |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| Y.2 | Pearson Correlation | .836**       | 1      | .106   | .035   | -.183  | .114   | .017   | -.121  | .725** |
|     | Sig. (2-tailed)     | <.001        |        | .379   | .771   | .126   | .345   | .886   | .317   | .001   |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| Y.3 | Pearson Correlation | .358**       | .106   | 1      | .200   | .361** | .125   | .054   | .158   | .914** |
|     | Sig. (2-tailed)     | .002         | .379   |        | .095   | .002   | .298   | .657   | .188   | <.001  |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| Y.4 | Pearson Correlation | .107         | .035   | .200   | 1      | .163   | -.165  | -.164  | -.084  | .818** |
|     | Sig. (2-tailed)     | .373         | .771   | .095   |        | .176   | .169   | .172   | .488   | <.001  |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| Y.5 | Pearson Correlation | .053         | -.183  | .361** | .163   | 1      | -.012  | .041   | .001   | .904** |
|     | Sig. (2-tailed)     | .663         | .126   | .002   | .176   |        | .921   | .731   | .995   | <.001  |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| Y.6 | Pearson Correlation | .032         | .114   | .125   | -.165  | -.012  | 1      | .427** | -.254* | .821   |
|     | Sig. (2-tailed)     | .794         | .345   | .298   | .169   | .921   |        | <.001  | .032   | .064   |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| Y.7 | Pearson Correlation | -.038        | .017   | .054   | -.164  | .041   | .427** | 1      | -.167  | .822   |
|     | Sig. (2-tailed)     | .755         | .886   | .657   | .172   | .731   | <.001  |        | .163   | .063   |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| Y.8 | Pearson Correlation | .022         | -.121  | .158   | -.084  | .001   | -.254* | -.167  | 1      | .821   |
|     | Sig. (2-tailed)     | .853         | .317   | .188   | .488   | .995   | .032   | .163   |        | .064   |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |
| Y   | Pearson Correlation | .812**       | .725** | .914** | .818** | .904** | .821   | .822   | .821   | 1      |
|     | Sig. (2-tailed)     | <.001        | .001   | <.001  | <.001  | <.001  | .064   | .063   | .064   |        |
|     | N                   | 71           | 71     | 71     | 71     | 71     | 71     | 71     | 71     | 71     |

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

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

## UJI RELIABILITAS

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .836             | 16         |

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .908             | 12         |

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .982             | 14         |

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .860             | 8          |



## UJI DESKRIPTIF

### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X1.1               | 71 | 1       | 5       | 4.21 | 1.940          |
| X1.2               | 71 | 1       | 5       | 4.27 | 1.055          |
| X1.3               | 71 | 1       | 5       | 4.39 | 1.819          |
| X1.4               | 71 | 1       | 5       | 4.23 | 1.003          |
| X1.5               | 71 | 1       | 5       | 4.38 | 1.868          |
| X1.6               | 71 | 2       | 5       | 4.45 | 1.771          |
| X1.7               | 71 | 1       | 5       | 4.42 | 1.889          |
| X1.8               | 71 | 2       | 5       | 4.42 | 1.768          |
| X1.9               | 71 | 1       | 5       | 4.37 | 1.815          |
| X1.10              | 71 | 1       | 5       | 4.41 | 1.767          |
| X1.11              | 71 | 1       | 5       | 4.35 | 1.912          |
| X1.12              | 71 | 1       | 5       | 4.25 | 1.731          |
| X1.13              | 71 | 1       | 5       | 4.39 | 1.707          |
| X1.14              | 71 | 1       | 5       | 4.52 | 1.714          |
| X1.15              | 71 | 2       | 5       | 4.51 | 1.652          |
| X1.16              | 71 | 1       | 5       | 4.32 | 1.452          |
| Valid N (listwise) | 71 |         |         |      |                |

### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X2.1               | 71 | 1       | 5       | 4.27 | 1.878          |
| X2.2               | 71 | 1       | 5       | 4.27 | 1.894          |
| X2.3               | 71 | 1       | 5       | 4.96 | 1.259          |
| X2.4               | 71 | 1       | 5       | 4.20 | 1.090          |
| X2.5               | 71 | 1       | 5       | 4.27 | 1.910          |
| X2.6               | 71 | 1       | 5       | 4.30 | 1.020          |
| X2.7               | 71 | 1       | 5       | 4.41 | 1.979          |
| X2.8               | 71 | 2       | 5       | 4.10 | 1.831          |
| X2.9               | 71 | 1       | 5       | 4.89 | 1.063          |
| X2.10              | 71 | 1       | 5       | 4.89 | 1.964          |
| X2.11              | 71 | 1       | 5       | 4.28 | 1.740          |
| X2.12              | 71 | 1       | 5       | 4.42 | 1.710          |
| Valid N (listwise) | 71 |         |         |      |                |

### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X3.1               | 71 | 2       | 5       | 4.27 | 1.878          |
| X3.2               | 71 | 1       | 5       | 4.14 | 1.004          |
| X3.3               | 71 | 1       | 5       | 4.07 | 1.257          |
| X3.4               | 71 | 1       | 5       | 4.25 | 1.105          |
| X3.5               | 71 | 1       | 5       | 4.25 | 1.952          |
| X3.6               | 71 | 1       | 5       | 4.34 | 1.827          |
| X3.7               | 71 | 1       | 5       | 4.25 | 1.079          |
| X3.8               | 71 | 1       | 5       | 4.49 | 1.772          |
| X3.9               | 71 | 2       | 5       | 4.45 | 1.713          |
| X3.10              | 71 | 1       | 5       | 4.21 | 1.383          |
| X3.11              | 71 | 1       | 5       | 4.31 | 1.410          |
| X3.12              | 71 | 1       | 5       | 4.00 | 1.586          |
| X3.13              | 71 | 2       | 5       | 4.27 | 1.675          |
| X3.14              | 71 | 1       | 5       | 4.07 | 1.125          |
| Valid N (listwise) | 71 |         |         |      |                |

### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| Y.1                | 71 | 1       | 5       | 4.52 | 1.714          |
| Y.2                | 71 | 2       | 5       | 4.52 | 1.652          |
| Y.3                | 71 | 1       | 5       | 4.32 | 1.452          |
| Y.4                | 71 | 1       | 5       | 4.92 | 1.328          |
| Y.5                | 71 | 2       | 5       | 4.04 | 1.546          |
| Y.6                | 71 | 2       | 5       | 4.08 | 1.554          |
| Y.7                | 71 | 2       | 5       | 4.61 | 1.746          |
| Y.8                | 71 | 1       | 5       | 4.32 | 1.907          |
| Valid N (listwise) | 71 |         |         |      |                |

## UJI NORMALITAS

### One-Sample Kolmogorov-Smirnov Test

|                                     |                | X1    | X2    | X3    | Y     |
|-------------------------------------|----------------|-------|-------|-------|-------|
| N                                   |                | 71    | 71    | 71    | 71    |
| Normal Parameters <sup>a,b</sup>    | Mean           | 68.90 | 50.24 | 57.38 | 32.34 |
|                                     | Std. Deviation | 7.614 | 8.081 | 6.271 | 3.148 |
| Most Extreme Differences            | Absolute       | .140  | .114  | .173  | .147  |
|                                     | Positive       | .101  | .114  | .084  | .080  |
|                                     | Negative       | .140  | .109  | .173  | .147  |
| Test Statistic                      |                | .140  | .114  | .173  | .147  |
| Asymp. Sig. (2-tailed) <sup>c</sup> |                | .201  | .224  | .230  | .121  |

- a. Test distribution is Normal.  
 b. Calculated from data.  
 c. Lilliefors Significance Correction.

## Heterokestisitas

### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 27.065                      | 4.818      |                           | 5.617 | .210 |
|       | X1         | .160                        | .066       | .387                      | 2.423 | .301 |
|       | X2         | .357                        | .062       | .146                      | 3.919 | .215 |
|       | X3         | .250                        | .058       | .100                      | 2.865 | .225 |

- a. Dependent Variable: Abs\_RES

## KOEFISIEN DETERMINASI

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |               |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|---------------|
|       |                   |          |                   |                            | R square Change   | F Change | Sig. F Change |
| 1     | .987 <sup>a</sup> | .961     | .937              | 3.042                      | .907              | 2.665    | .055          |

- a. Predictors: (Constant), X3, X2, X1  
 b. Dependent Variable: Y

## Regresi Linear Berganda, Uji T dan Multikolenialitas

### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized | t     | Sig. | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|--------------|-------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Coefficients |       |      | Tolerance               | VIF   |
| 1     | (Constant) | 27.065                      | 4.818      |              | 5.617 | .020 |                         |       |
|       | X1         | .160                        | .066       | .387         | 2.423 | .008 | .523                    | 1.912 |
|       | X2         | .357                        | .062       | .146         | 3.919 | .000 | .524                    | 1.907 |
|       | X3         | .250                        | .058       | .100         | 2.865 | .000 | .996                    | 1.004 |

a. Dependent Variable: Y

## UJI F SIMULTAN

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 72.122         | 3  | 24.657      | 6.771 | .001 <sup>b</sup> |
|       | Residual   | 517.215        | 67 | 9.252       |       |                   |
|       | Total      | 593.887        | 70 |             |       |                   |

a. Dependent Variable: Y

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

## R.Tabel

|    |        |
|----|--------|
| 67 | 0.1997 |
| 68 | 0.1982 |
| 69 | 0.1968 |

Sampel 71-2 = 69

## T Tabel

|    |       |       |
|----|-------|-------|
| 68 | 1.668 | 1.995 |
| 69 | 1.667 | 1.995 |
| 70 | 1.667 | 1.994 |
| 71 | 1.667 | 1.995 |
| 72 | 1.666 | 1.993 |

Sampel 71-2 = 69

## F Tabel

|    |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|
| 68 | 3,982 | 3,132 | 2,740 | 2,507 | 2,350 |
| 69 | 3,980 | 3,130 | 2,737 | 2,505 | 2,348 |
| 70 | 3,978 | 3,128 | 2,736 | 2,503 | 2,346 |
| 71 | 3,976 | 3,126 | 2,734 | 2,501 | 2,344 |

(N-K-1) 71-2-1 = 68



|   |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|---|
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 |
| 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 5 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 |
| 2 | 2 | 5 | 1 | 4 | 5 | 5 | 5 | 4 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 2 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 5 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 |
| 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 3 | 3 | 3 | 2 | 4 | 4 | 4 | 5 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 |
| 3 | 3 | 4 | 4 | 2 | 2 | 5 | 3 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |



|   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|----|
| 2 | 2 | 4 | 2 | 5 | 5 | 2 | 62 |
| 4 | 4 | 4 | 4 | 5 | 5 | 2 | 61 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 75 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 75 |
| 1 | 1 | 4 | 1 | 2 | 2 | 1 | 30 |
| 5 | 5 | 4 | 4 | 5 | 4 | 1 | 67 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 75 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4 | 68 |
| 5 | 5 | 5 | 5 | 1 | 2 | 2 | 41 |
| 5 | 5 | 5 | 5 | 4 | 4 | 1 | 69 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 71 |
| 4 | 4 | 4 | 4 | 5 | 5 | 2 | 67 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 79 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 75 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 61 |
| 5 | 4 | 5 | 4 | 4 | 4 | 1 | 64 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 75 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 70 |
| 5 | 4 | 4 | 4 | 4 | 4 | 1 | 62 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 71 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 75 |
| 5 | 2 | 4 | 4 | 4 | 4 | 5 | 73 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 70 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 68 |
| 4 | 4 | 4 | 4 | 5 | 4 | 2 | 70 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 72 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 59 |
| 4 | 2 | 4 | 4 | 5 | 4 | 5 | 69 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 62 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 74 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 73 |



**X2**

| <b>X2.1</b> | <b>X2.2</b> | <b>X2.3</b> | <b>X2.4</b> | <b>X2.5</b> | <b>X2.6</b> | <b>X2.7</b> |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 5           | 5           | 4           | 4           | 4           | 4           | 5           |
| 4           | 4           | 5           | 5           | 5           | 1           | 5           |
| 5           | 5           | 5           | 4           | 4           | 5           | 5           |
| 3           | 3           | 3           | 3           | 3           | 4           | 4           |
| 4           | 5           | 5           | 4           | 5           | 5           | 5           |
| 4           | 4           | 4           | 4           | 4           | 5           | 4           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 3           | 2           | 5           | 5           | 5           | 5           | 5           |
| 4           | 4           | 4           | 4           | 4           | 5           | 4           |
| 5           | 5           | 5           | 5           | 5           | 5           | 4           |
| 5           | 4           | 4           | 5           | 4           | 5           | 5           |
| 3           | 3           | 3           | 3           | 3           | 3           | 3           |
| 5           | 4           | 4           | 5           | 4           | 5           | 5           |
| 3           | 3           | 4           | 4           | 2           | 2           | 5           |
| 4           | 4           | 4           | 4           | 4           | 4           | 4           |
| 4           | 4           | 5           | 5           | 5           | 4           | 5           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 4           | 5           | 4           | 5           | 5           | 5           | 5           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 5           | 4           | 5           | 5           | 4           | 4           | 4           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 4           | 4           | 5           | 5           | 5           | 5           | 5           |
| 5           | 4           | 4           | 2           | 2           | 5           | 5           |
| 4           | 4           | 4           | 4           | 4           | 4           | 5           |
| 4           | 4           | 4           | 4           | 4           | 4           | 4           |
| 5           | 4           | 4           | 5           | 5           | 5           | 4           |
| 5           | 5           | 5           | 4           | 4           | 5           | 4           |
| 4           | 5           | 5           | 4           | 4           | 4           | 5           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 4           | 5           | 4           | 5           | 4           | 4           | 4           |
| 4           | 4           | 4           | 5           | 5           | 4           | 4           |
| 3           | 4           | 3           | 3           | 3           | 4           | 4           |
| 4           | 4           | 4           | 4           | 4           | 4           | 4           |
| 5           | 5           | 5           | 5           | 5           | 5           | 5           |
| 4           | 5           | 4           | 5           | 4           | 3           | 5           |

|   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 |
| 1 | 2 | 1 | 1 | 1 | 1 | 1 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 3 | 4 | 5 | 4 |
| 5 | 5 | 4 | 3 | 3 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 1 | 2 | 2 | 3 | 4 | 1 | 2 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 |
| 4 | 1 | 1 | 5 | 5 | 4 | 1 |
| 4 | 4 | 4 | 5 | 2 | 4 | 5 |
| 4 | 4 | 1 | 5 | 5 | 4 | 4 |
| 4 | 4 | 1 | 2 | 5 | 4 | 5 |
| 4 | 4 | 1 | 5 | 5 | 4 | 2 |
| 4 | 4 | 1 | 1 | 4 | 4 | 4 |
| 4 | 4 | 2 | 2 | 4 | 4 | 5 |
| 4 | 4 | 1 | 2 | 4 | 2 | 5 |
| 4 | 4 | 4 | 2 | 4 | 4 | 2 |
| 4 | 4 | 2 | 4 | 4 | 4 | 5 |

| <b>X2.8</b> | <b>X2.9</b> | <b>X2.10</b> | <b>X2.11</b> | <b>X2.12</b> | <b>X2</b> |
|-------------|-------------|--------------|--------------|--------------|-----------|
| 5           | 5           | 5            | 4            | 4            | 58        |
| 3           | 4           | 4            | 4            | 4            | 50        |
| 5           | 5           | 5            | 5            | 5            | 54        |
| 4           | 3           | 3            | 5            | 5            | 53        |
| 3           | 2           | 3            | 4            | 4            | 39        |
| 5           | 5           | 5            | 5            | 4            | 57        |
| 4           | 4           | 5            | 5            | 5            | 52        |

|   |   |   |   |   |    |
|---|---|---|---|---|----|
| 5 | 5 | 5 | 1 | 5 | 56 |
| 5 | 5 | 5 | 5 | 5 | 60 |
| 5 | 5 | 5 | 2 | 5 | 52 |
| 4 | 3 | 3 | 4 | 5 | 48 |
| 4 | 4 | 5 | 4 | 5 | 56 |
| 5 | 5 | 4 | 5 | 5 | 56 |
| 3 | 3 | 3 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 5 | 53 |
| 3 | 5 | 3 | 2 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 4 | 4 | 5 | 53 |
| 5 | 5 | 5 | 5 | 5 | 60 |
| 5 | 5 | 4 | 5 | 5 | 59 |
| 5 | 5 | 4 | 5 | 5 | 57 |
| 5 | 5 | 5 | 5 | 5 | 60 |
| 5 | 5 | 5 | 5 | 5 | 60 |
| 4 | 5 | 4 | 4 | 5 | 53 |
| 5 | 2 | 3 | 4 | 5 | 54 |
| 4 | 4 | 4 | 4 | 5 | 54 |
| 4 | 4 | 2 | 5 | 5 | 47 |
| 4 | 2 | 3 | 4 | 4 | 46 |
| 3 | 3 | 3 | 4 | 5 | 46 |
| 4 | 4 | 2 | 5 | 5 | 52 |
| 5 | 4 | 3 | 5 | 4 | 53 |
| 5 | 3 | 4 | 5 | 5 | 53 |
| 5 | 5 | 5 | 4 | 5 | 59 |
| 4 | 2 | 3 | 4 | 4 | 47 |
| 3 | 3 | 4 | 5 | 4 | 49 |
| 2 | 3 | 3 | 4 | 5 | 41 |
| 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 3 | 4 | 5 | 5 | 56 |
| 4 | 3 | 3 | 4 | 4 | 48 |
| 5 | 5 | 5 | 5 | 5 | 60 |
| 3 | 5 | 5 | 5 | 5 | 58 |
| 4 | 3 | 3 | 4 | 4 | 48 |
| 4 | 2 | 4 | 5 | 5 | 49 |
| 5 | 5 | 5 | 5 | 5 | 60 |
| 2 | 2 | 2 | 4 | 2 | 26 |
| 5 | 4 | 3 | 4 | 4 | 51 |
| 4 | 3 | 4 | 5 | 5 | 55 |
| 4 | 4 | 4 | 4 | 4 | 52 |

|   |   |   |   |   |    |
|---|---|---|---|---|----|
| 2 | 2 | 1 | 4 | 1 | 18 |
| 5 | 5 | 5 | 4 | 4 | 58 |
| 3 | 2 | 4 | 4 | 4 | 48 |
| 5 | 5 | 5 | 4 | 5 | 54 |
| 5 | 1 | 5 | 5 | 5 | 56 |
| 5 | 5 | 5 | 5 | 5 | 60 |
| 3 | 2 | 3 | 4 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 48 |
| 5 | 5 | 5 | 5 | 5 | 60 |
| 4 | 5 | 5 | 5 | 4 | 58 |
| 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 5 | 3 | 5 | 4 | 53 |
| 4 | 4 | 4 | 4 | 4 | 51 |
| 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 2 | 4 | 4 | 45 |
| 4 | 4 | 4 | 4 | 4 | 45 |
| 4 | 4 | 4 | 4 | 4 | 45 |
| 4 | 4 | 4 | 4 | 4 | 42 |
| 2 | 4 | 4 | 4 | 4 | 43 |
| 4 | 4 | 2 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 4 | 47 |

### X3

| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 |
|------|------|------|------|------|------|------|------|
| 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    |
| 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    |
| 5    | 4    | 4    | 4    | 3    | 3    | 3    | 5    |
| 5    | 5    | 4    | 5    | 5    | 5    | 5    | 5    |
| 3    | 5    | 5    | 5    | 5    | 5    | 5    | 4    |
| 2    | 2    | 5    | 1    | 4    | 5    | 5    | 5    |
| 5    | 4    | 5    | 5    | 5    | 5    | 5    | 2    |
| 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    |
| 2    | 2    | 2    | 2    | 2    | 2    | 2    | 4    |
| 4    | 4    | 4    | 4    | 4    | 5    | 5    | 5    |
| 4    | 5    | 5    | 5    | 5    | 5    | 5    | 4    |
| 4    | 4    | 5    | 4    | 4    | 4    | 4    | 4    |
| 2    | 1    | 1    | 1    | 1    | 2    | 1    | 4    |
| 5    | 5    | 5    | 4    | 4    | 4    | 4    | 5    |

|   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 3 | 3 | 3 | 2 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 3 | 2 | 5 | 5 | 5 | 5 | 5 | 4 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 |
| 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 |
| 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |
| 4 | 2 | 2 | 5 | 4 | 4 | 4 | 4 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 2 | 2 | 2 | 4 | 2 | 5 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 2 | 2 | 1 | 1 | 4 | 1 | 2 | 4 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 2 | 5 | 5 | 5 | 5 | 5 | 1 | 5 |

|   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 2 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 1 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 |
| 4 | 1 | 1 | 5 | 5 | 4 | 1 | 5 |
| 4 | 4 | 4 | 5 | 2 | 4 | 5 | 5 |
| 4 | 4 | 1 | 5 | 5 | 4 | 4 | 5 |
| 4 | 4 | 1 | 2 | 5 | 4 | 5 | 4 |
| 4 | 4 | 1 | 5 | 5 | 4 | 2 | 4 |
| 4 | 4 | 1 | 1 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 5 | 4 | 5 | 4 | 1 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 1 | 4 | 1 | 4 |

| <b>X3.9</b> | <b>X3.10</b> | <b>X3.11</b> | <b>X3.12</b> | <b>X3.13</b> | <b>X3.14</b> | <b>X3</b> |
|-------------|--------------|--------------|--------------|--------------|--------------|-----------|
| 4           | 4            | 5            | 5            | 5            | 5            | 61        |
| 4           | 4            | 5            | 5            | 2            | 5            | 64        |
| 4           | 5            | 4            | 4            | 4            | 4            | 56        |
| 4           | 5            | 5            | 1            | 5            | 4            | 63        |
| 4           | 4            | 4            | 4            | 4            | 4            | 61        |
| 4           | 5            | 4            | 4            | 4            | 4            | 54        |
| 5           | 1            | 5            | 5            | 4            | 1            | 57        |
| 5           | 4            | 4            | 5            | 5            | 4            | 67        |
| 4           | 4            | 4            | 4            | 5            | 1            | 40        |
| 2           | 4            | 4            | 5            | 5            | 1            | 56        |
| 4           | 4            | 4            | 5            | 5            | 4            | 64        |
| 4           | 4            | 5            | 4            | 2            | 4            | 56        |
| 5           | 5            | 5            | 4            | 5            | 4            | 41        |
| 4           | 2            | 5            | 4            | 5            | 4            | 60        |
| 5           | 5            | 5            | 4            | 5            | 2            | 63        |
| 5           | 2            | 5            | 4            | 5            | 2            | 58        |
| 4           | 4            | 4            | 4            | 5            | 2            | 62        |
| 5           | 4            | 5            | 4            | 5            | 4            | 66        |
| 4           | 4            | 5            | 4            | 5            | 2            | 51        |
| 5           | 4            | 5            | 4            | 5            | 4            | 60        |
| 5           | 4            | 4            | 4            | 4            | 4            | 65        |
| 5           | 4            | 4            | 4            | 4            | 4            | 61        |
| 5           | 5            | 4            | 5            | 5            | 4            | 60        |
| 5           | 4            | 5            | 4            | 4            | 5            | 64        |
| 5           | 4            | 4            | 4            | 4            | 4            | 65        |
| 4           | 4            | 4            | 4            | 4            | 5            | 64        |
| 5           | 4            | 4            | 4            | 4            | 5            | 60        |
| 4           | 4            | 4            | 4            | 4            | 5            | 59        |
| 4           | 4            | 4            | 4            | 4            | 5            | 63        |
| 4           | 4            | 4            | 4            | 4            | 5            | 62        |
| 5           | 4            | 4            | 4            | 4            | 5            | 63        |
| 5           | 4            | 4            | 4            | 4            | 5            | 65        |
| 5           | 4            | 4            | 4            | 4            | 4            | 62        |
| 5           | 4            | 2            | 4            | 4            | 4            | 57        |
| 5           | 1            | 1            | 4            | 4            | 4            | 56        |
| 5           | 4            | 4            | 4            | 4            | 4            | 63        |
| 4           | 4            | 1            | 4            | 4            | 4            | 58        |
| 5           | 4            | 4            | 4            | 4            | 4            | 61        |
| 5           | 4            | 4            | 4            | 4            | 2            | 58        |
| 4           | 4            | 4            | 4            | 4            | 4            | 62        |

|   |   |   |   |   |   |    |
|---|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 5 | 1 | 4 | 4 | 4 | 4 | 59 |
| 5 | 4 | 1 | 4 | 4 | 4 | 59 |
| 4 | 1 | 4 | 4 | 4 | 4 | 50 |
| 5 | 1 | 4 | 4 | 4 | 4 | 58 |
| 4 | 1 | 1 | 4 | 4 | 5 | 59 |
| 5 | 1 | 4 | 4 | 4 | 5 | 49 |
| 4 | 1 | 4 | 4 | 4 | 5 | 56 |
| 4 | 2 | 2 | 4 | 4 | 5 | 58 |
| 4 | 1 | 1 | 4 | 4 | 5 | 54 |
| 4 | 1 | 2 | 4 | 2 | 5 | 35 |
| 5 | 1 | 2 | 4 | 4 | 5 | 58 |
| 5 | 2 | 2 | 4 | 4 | 5 | 59 |
| 5 | 2 | 2 | 4 | 4 | 5 | 57 |
| 4 | 4 | 2 | 4 | 4 | 5 | 56 |
| 5 | 4 | 2 | 4 | 4 | 5 | 62 |
| 2 | 1 | 4 | 4 | 4 | 5 | 52 |
| 4 | 1 | 1 | 4 | 4 | 5 | 54 |
| 5 | 4 | 2 | 2 | 5 | 4 | 62 |
| 5 | 4 | 2 | 4 | 5 | 2 | 54 |
| 2 | 2 | 2 | 4 | 5 | 2 | 50 |
| 4 | 1 | 4 | 4 | 4 | 4 | 56 |
| 5 | 4 | 1 | 4 | 5 | 5 | 50 |
| 5 | 2 | 2 | 4 | 5 | 5 | 56 |
| 5 | 4 | 1 | 4 | 5 | 5 | 56 |
| 5 | 4 | 1 | 4 | 4 | 5 | 52 |
| 5 | 4 | 1 | 4 | 5 | 5 | 53 |
| 4 | 1 | 1 | 4 | 5 | 5 | 46 |
| 5 | 4 | 1 | 4 | 5 | 5 | 59 |
| 5 | 4 | 4 | 4 | 5 | 4 | 57 |
| 4 | 1 | 2 | 2 | 4 | 2 | 42 |



# Y

| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y  |
|-----|-----|-----|-----|-----|-----|-----|-----|----|
| 5   | 5   | 5   | 5   | 3   | 4   | 4   | 5   | 36 |
| 4   | 5   | 2   | 2   | 3   | 3   | 3   | 4   | 26 |
| 5   | 4   | 5   | 5   | 5   | 5   | 5   | 1   | 35 |
| 5   | 5   | 2   | 3   | 3   | 3   | 3   | 5   | 29 |
| 5   | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 33 |
| 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 33 |
| 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 34 |
| 4   | 4   | 4   | 4   | 5   | 4   | 5   | 5   | 35 |
| 5   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 35 |
| 5   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 35 |
| 5   | 5   | 5   | 4   | 5   | 5   | 5   | 4   | 38 |
| 4   | 5   | 4   | 5   | 4   | 4   | 5   | 5   | 36 |
| 5   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 35 |
| 5   | 5   | 4   | 4   | 4   | 4   | 5   | 3   | 34 |
| 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 33 |
| 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 34 |
| 5   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 34 |
| 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 34 |
| 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 34 |
| 5   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 36 |
| 5   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 35 |
| 5   | 5   | 4   | 2   | 4   | 4   | 5   | 5   | 34 |
| 5   | 5   | 1   | 1   | 4   | 4   | 5   | 5   | 30 |
| 5   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 36 |
| 5   | 5   | 4   | 1   | 4   | 4   | 5   | 5   | 33 |
| 5   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 35 |
| 5   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 35 |
| 5   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 35 |
| 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 32 |
| 4   | 4   | 1   | 4   | 4   | 4   | 4   | 4   | 29 |
| 5   | 5   | 4   | 1   | 4   | 4   | 5   | 5   | 33 |
| 5   | 5   | 1   | 4   | 4   | 4   | 5   | 5   | 33 |
| 4   | 4   | 1   | 4   | 4   | 4   | 4   | 5   | 30 |
| 5   | 5   | 1   | 1   | 4   | 4   | 4   | 4   | 28 |
| 5   | 4   | 1   | 4   | 4   | 4   | 5   | 4   | 31 |
| 4   | 5   | 1   | 4   | 4   | 4   | 5   | 3   | 30 |
| 4   | 4   | 2   | 2   | 4   | 4   | 5   | 4   | 29 |
| 4   | 4   | 1   | 1   | 4   | 4   | 4   | 5   | 27 |
| 4   | 4   | 1   | 2   | 4   | 2   | 5   | 4   | 26 |

|   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 1 | 2 | 4 | 4 | 4 | 5 | 28 |
| 5 | 5 | 2 | 2 | 4 | 4 | 5 | 5 | 32 |
| 5 | 5 | 2 | 2 | 4 | 4 | 5 | 4 | 31 |
| 5 | 5 | 4 | 2 | 4 | 4 | 5 | 4 | 33 |
| 5 | 4 | 4 | 2 | 4 | 4 | 2 | 5 | 30 |
| 5 | 5 | 1 | 4 | 4 | 4 | 5 | 2 | 30 |
| 2 | 2 | 1 | 1 | 4 | 4 | 5 | 4 | 23 |
| 5 | 4 | 4 | 2 | 2 | 5 | 5 | 4 | 31 |
| 5 | 5 | 4 | 2 | 4 | 5 | 5 | 4 | 34 |
| 4 | 5 | 2 | 2 | 4 | 5 | 5 | 1 | 28 |
| 1 | 2 | 1 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 1 | 4 | 5 | 5 | 5 | 32 |
| 5 | 5 | 2 | 2 | 4 | 5 | 5 | 4 | 32 |
| 5 | 5 | 4 | 1 | 4 | 5 | 5 | 5 | 34 |
| 5 | 5 | 4 | 1 | 4 | 4 | 5 | 5 | 33 |
| 4 | 5 | 4 | 1 | 4 | 5 | 5 | 2 | 30 |
| 4 | 5 | 1 | 1 | 4 | 5 | 5 | 4 | 29 |
| 4 | 4 | 4 | 1 | 4 | 5 | 5 | 5 | 32 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 4 | 5 | 1 | 2 | 2 | 4 | 5 | 4 | 27 |
| 4 | 4 | 4 | 1 | 4 | 4 | 5 | 4 | 30 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 37 |
| 4 | 5 | 5 | 1 | 4 | 4 | 5 | 5 | 33 |
| 4 | 4 | 5 | 1 | 4 | 4 | 5 | 5 | 32 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 2 | 4 | 4 | 4 | 2 | 4 | 29 |
| 5 | 4 | 5 | 4 | 5 | 2 | 2 | 5 | 32 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 5 | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 34 |
| 5 | 4 | 5 | 2 | 5 | 4 | 5 | 5 | 35 |
| 5 | 4 | 5 | 2 | 5 | 4 | 5 | 5 | 35 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |