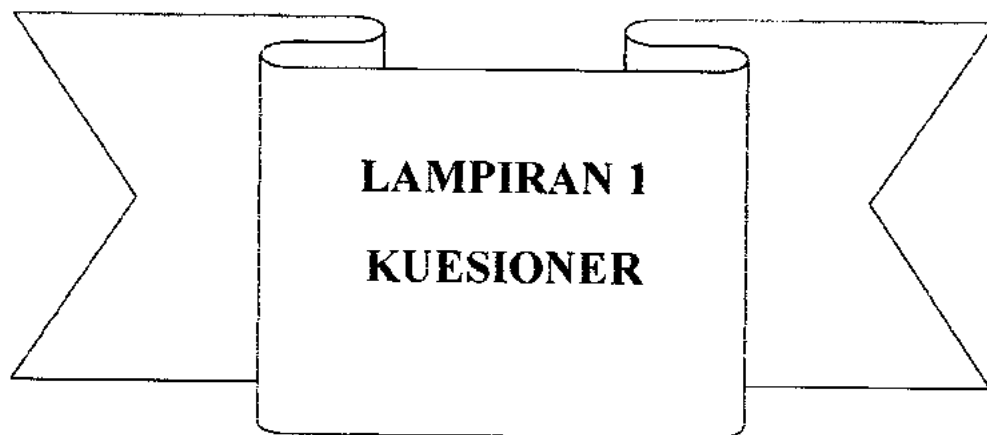


## DAFTAR PUSTAKA

- Achmad S. Ruky, Sistem Manajemen Kinerja, cetakan kedua, Gramedia, Jakarta, Mei 2002
- Donald R. Cooper, C. William Emory, Metode Penelitian Bisnis, Edisi kelima, Jakarta, Erlangga, 2000.
- Gunawan Adi Saputra, Marwan Asri, Anggaran Perusahaan, Buku I, BPFE, Yogyakarta, Mei 2003.
- Joe K Shim, G. Siegel, Budgeting (pedoman Lengkap langkah-langkah penganggaran), Jakarta, Erlangga 2001.
- Muhammad Nafarin, Penganggaran perusahaan, Jakarta, Salemba Empat, 2000
- Rina Tresnawati, Pengaruh Karakteristik Anggaran Terhadap Kinerja Manajer (Studi kasus Manajer-manajer perusahaan manufaktur di Dati II Karanganyar), Empirika nomor 25 Juni 2000.
- Samiaji, Pengaruh Karakteristik Anggaran Terhadap Prestasi Manajer (studi kasus terhadap KUD dengan tinjauan aspek keuangan di Kabupaten Malang), Jurnal Ekonomi, nomor 6 tahun 5 Juni 2001.
- Supriyono, Sistem Pengendalian Manajemen, edisi pertama, buku I Yogyakarta, BPFE 2000.
- Sugiyono, Statistika untuk Penelitian , Alfabeta, Bandung 2003.
- Jajuk Hartati, Sunarto, Anggaran Perusahaan, Yogyakarta, Pena Persada dan Mahenko Total 2002.



Kepada

Yth, Bapak/Ibu Responden

Di Tempat

Assalamu'alaikum Wr. Wb

Dengan kesibukan pekerjaan Bapak/Ibu, perkenankanlah saya menyita waktu Bapak/Ibu untuk menjawab beberapa pertanyaan yang saya lampirkan pada halaman berikut.

Pertanyaan-pertanyaan tersebut akan saya gunakan untuk menyusun tugas akhir (Skripsi). Data yang saya peroleh tersebut tidak akan dipergunakan untuk keperluan lain. Kesungguhan Bapak/Ibu sangat saya harapkan agar mendapatkan data yang akurat. Adapun judul skripsi saya : **PENGARUH KARAKTERISTIK ANGGARAN TERHADAP KINERJA MANAJER.**

Demikian surat ini saya buat, atas perhatian dan bantuannya yang Bapak/Ibu berikan saya ucapkan terima kasih.

Dosen Pembimbing

Peneliti

Dra. Hj. Ataina Hidayati, M.Si, Akt

Hendra Koswara

Kepada

Yth. Bapak/Ibu Responden

Di Tempat

Assalamu'alaikum Wr. Wb

Dengan kesibukan pekerjaan Bapak/Ibu, perkenankanlah saya menyita waktu Bapak/Ibu untuk menjawab beberapa pertanyaan yang saya lampirkan pada halaman berikut.

Pertanyaan-pertanyaan tersebut akan saya gunakan untuk menyusun tugas akhir (Skripsi). Data yang saya peroleh tersebut tidak akan dipergunakan untuk keperluan lain. Kesungguhan Bapak/Ibu sangat saya harapkan agar mendapatkan data yang akurat. Adapun judul skripsi saya : **PENGARUH KARAKTERISTIK ANGGARAN TERHADAP PENINGKATAN KINERJA MANAJER.**

Demikian surat ini saya buat, atas perhatian dan bantuannya yang Bapak/Ibu berikan saya ucapkan terima kasih.

Dosen Pembimbing



Dra. Hj. Ataina Hudayati, M.Si, Akt

Peneliti



Hendra Koswara

## **IDENTITAS RESPONDEN**

Nama : (boleh tidak di isi)

Jenis kelamin : a. Pria

b. Wanita

Masa kerja : a. 0 – 7 tahun

b. 8 – 14 tahun

c. 15 – 21 tahun

d. 22 – 28 tahun

e. 28 – tahun

Tingkat pendidikan : a. SMP dan sederajat

b. SMU dan sederajat

c. Sarjana muda (D<sub>3</sub>)

d. S<sub>1</sub>

e. S<sub>2</sub>

f. Lain-lain

## KUISIONER PENELITIAN

### A. Instrumen Partisipasi (Milani 1975)

Pertanyaan berikut ini digunakan untuk mendeskripsikan peranan yang anda pegang dalam merancang anggaran untuk divisi anda. Mohon dijawab dengan melingkari nomor 1 sampai dengan 7 pada skala untuk masing-masing pertanyaan berikut :

1. Katagori manakah di bawah ini yang menjelaskan dengan sebaik-baiknya tentang kegiatan Anda ketika anggaran sedang disusun ? Saya ikut serta dalam penyusunan :

|                |   |   |   |                         |   |   |
|----------------|---|---|---|-------------------------|---|---|
| 1              | 2 | 3 | 4 | 5                       | 6 | 7 |
| Semua anggaran |   |   |   | tidak satu anggaran pun |   |   |

2. Katagori manakah di bawah ini yang menjelaskan dengan paling baik alasan yang diberikan oleh atasan Anda ketika revisi anggaran di buat ?  
Alasannya adalah :

|                             |   |   |   |                                         |   |   |
|-----------------------------|---|---|---|-----------------------------------------|---|---|
| 1                           | 2 | 3 | 4 | 5                                       | 6 | 7 |
| Sangat masuk akal dan/logis |   |   |   | sangat sembarangan dan/atau tidak logis |   |   |

3. Seberapa sering Anda menyatakan permintaan Anda, pendapat dan/atau usulan tentang anggaran ke atasan Anda tanpa diminta ?

|               |   |   |   |   |   |              |
|---------------|---|---|---|---|---|--------------|
| 1             | 2 | 3 | 4 | 5 | 6 | 7            |
| Sangat sering |   |   |   |   |   | tidak pernah |

4. Seberapa banyak pengaruh yang Anda rasakan, Anda miliki dalam proses penyusunan anggaran ?

|               |   |   |   |   |   |           |
|---------------|---|---|---|---|---|-----------|
| 1             | 2 | 3 | 4 | 5 | 6 | 7         |
| Sangat banyak |   |   |   |   |   | tidak ada |

5. Bagaimana Anda memandang sumbangan Anda terhadap anggaran? Sumbangan saya adalah :

|                |   |   |   |   |                      |   |
|----------------|---|---|---|---|----------------------|---|
| 1              | 2 | 3 | 4 | 5 | 6                    | 7 |
| Sangat penting |   |   |   |   | sangat tidak penting |   |

6. Seberapa sering atasan Anda meminta pendapat dan/atau usulan ketika anggaran sedang disusun ?

|               |   |   |   |   |   |              |
|---------------|---|---|---|---|---|--------------|
| 1             | 2 | 3 | 4 | 5 | 6 | 7            |
| Sangat sering |   |   |   |   |   | tidak pernah |

## B. Instrumen Umpan Balik Anggaran

Pada item kuisioner berikut, tunjukkanlah seberapa jauh Anda setuju atau tidak setuju dengan masing-masing pernyataan. Pilih jawaban berupa skala 1 sampai 5 yang menunjukkan “sangat tidak setuju” sampai “sangat setuju”

1. Saya memperoleh banyak umpan balik mengenai pencapaian tujuan anggaran dibagian saya.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

2. Saya diberi sejumlah umpan balik dan pedoman mengenai penyimpangan anggaran dibagian saya.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

3. Atasan saya memberi tahu saya mengenai seberapa baik saya bekerja untuk mencapai tujuan anggaran.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

### C. Instrumen Evaluasi Anggaran

pilihlah jawaban berupa skala 1 sampai 5 yang menunjukkan “sangat tidak setuju” sampai “sangat setuju”

1. Atasan saya menyebutkan anggaran sebagai pengawasan ketika berbicara kepada saya mengenai efisiensi.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

2. Penyimpangan anggaran pada unit saya telah diberitahu selama interview penilaian prestasi oleh atasan saya.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

3. Penyimpangan anggaran pada unit saya telah dinyatakan oleh atasan saya sebagai faktor dalam mempertimbangkan kenaikan gaji.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

4. Atasan saya telah menganggap saya sendiri bertanggung jawab atas penyimpangan yang terjadi dalam unit saya.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

5. Atasan saya tidak membicarakan pada saya mengenai peningkatan produksi untuk memenuhi tujuan anggaran.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

6. Atasan saya tidak puas dengan penjelasan saya atas penyimpangan dalam unit saya.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

7. Atasan saya akan menunjukkan ketidak puasannya kepada saya mengenai hasil unit saya bila anggaran tidak tercapai.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

8. Penyimpangan yang besar dalam unit saya telah mendapatkan komentar dari atasan saya, karena mengakibatkan prestasi saya buruk.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

9. Atasan saya akan marah sehubungan dengan penyimpangan anggaran dalam unit saya.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

10. Saya telah menjelaskan pada atasan saya mengenai item-item yang melampaui anggaran karena tidak dapat saya kendalikan.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

#### D. Instrumen Kejelasan Sasaran Anggaran

Pilihlah jawaban berupa skala 1 sampai 5 yang menunjukkan “sangat tidak setuju” sampai “sangat setuju”

1. Tujuan anggaran dibagian saya jelas dan terperinci, saya menyetujui dengan tepat apa tujuan anggaran tersebut.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

2. Menurut pemikiran saya tujuan anggaran dibagian saya mendua dan tidak jelas.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

3. Saya sangat memahami bagian mana dari tujuan anggaran tersebut yang lebih penting dari yang lain, saya mengetahui dengan jelas apa prioritas anggaran ini dibagian saya.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

#### E. Instrumen Tingkat Kesulitan Anggaran.

Pilihlah jawaban berupa skala 1 sampai 5 yang menunjukkan “sangat tidak setuju” sampai “sangat setuju”

1. Untuk mencapai anggaran dibagian saya memerlukan tingkat keahlian dan pengetahuan yang tinggi.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

2. Tujuan anggaran dibagian saya sangat sulit untuk dicapai.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

3. Saya tidak akan terlalu sulit dalam mencapai tujuan anggaran. Tujuan anggaran tersebut sangat mudah.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

4. Tujuan anggaran dibagian saya memerlukan usaha besar untuk mencapainya.

|                     |   |   |               |   |
|---------------------|---|---|---------------|---|
| 1                   | 2 | 3 | 4             | 5 |
| Sangat tidak setuju |   |   | sangat setuju |   |

#### **F. Instrumen Kinerja Manajer (Mahoney, 1965)**

Pernyataan berikut ini digunakan untuk mengukur kinerja Bapak/Ibu akhir-akhir ini. Pilihlah jawaban dengan melingkari nomor 1 sampai 9 pada skala untuk masing-masing pernyataan yang menunjukkan “kinerja dibawah rata-rata” sampai “kinerja di atas rata-rata”.

1. Perencanaan : menentukan tujuan, kebijakan dan rencana seperti penjadwalan kerja, penganggaran dan penyusunan program.

|                    |   |   |   |   |                   |   |   |   |
|--------------------|---|---|---|---|-------------------|---|---|---|
| 1                  | 2 | 3 | 4 | 5 | 6                 | 7 | 8 | 9 |
| Di bawah rata-rata |   |   |   |   | di atas rata-rata |   |   |   |

2. Investigasi : mengumpulkan dan menyiapkan informasi yang biasanya berbentuk catatan, laporan dan rekening.

|                    |   |   |   |   |                   |   |   |   |
|--------------------|---|---|---|---|-------------------|---|---|---|
| 1                  | 2 | 3 | 4 | 5 | 6                 | 7 | 8 | 9 |
| Di bawah rata-rata |   |   |   |   | di atas rata-rata |   |   |   |

3. Pengkoordinasian : tukar menukar informasi dengan orang dibagian organisasi yang lain untuk mengkaitkan dan menyesuaikan program-program.

|                    |   |   |   |   |                   |   |   |   |
|--------------------|---|---|---|---|-------------------|---|---|---|
| 1                  | 2 | 3 | 4 | 5 | 6                 | 7 | 8 | 9 |
| Di bawah rata-rata |   |   |   |   | di atas rata-rata |   |   |   |

4. Evaluasi : mengevaluasi dan menilai rencana kerja, laporan kinerja yang diamati atau dilaporkan (penilaian pegawai, penilaian catatan hasil, penilaian laporan keuangan, pemeriksaan produk)

|                    |   |   |   |   |                   |   |   |   |
|--------------------|---|---|---|---|-------------------|---|---|---|
| 1                  | 2 | 3 | 4 | 5 | 6                 | 7 | 8 | 9 |
| Di bawah rata-rata |   |   |   |   | di atas rata-rata |   |   |   |

5. Pengawasan : mengarahkan, memimpin dan mengembangkan bawahan anda (membimbing, melatih dan menjelaskan peraturan kerja pada bawahan : memberikan tugas pekerjaan dan menangani keluhan)

|                    |   |   |   |   |                   |   |   |   |
|--------------------|---|---|---|---|-------------------|---|---|---|
| 1                  | 2 | 3 | 4 | 5 | 6                 | 7 | 8 | 9 |
| Di bawah rata-rata |   |   |   |   | di atas rata-rata |   |   |   |

6. Pemilihan staff : mempertahankan angkatan kerja dibagian Anda (merekruit, mewawancarai dan memilih pegawai baru : menempatkan, mempromosikan dan memutasi pegawai).

|                    |   |   |   |   |                   |   |   |   |
|--------------------|---|---|---|---|-------------------|---|---|---|
| 1                  | 2 | 3 | 4 | 5 | 6                 | 7 | 8 | 9 |
| Di bawah rata-rata |   |   |   |   | di atas rata-rata |   |   |   |

7. Negoisasi : pembelian, penjualan atau melakukan kontrak untuk barang dan jasa, menghubungi pemasok, tawar menawar dengan wakil penjualan, tawar menawar secara kelompok.

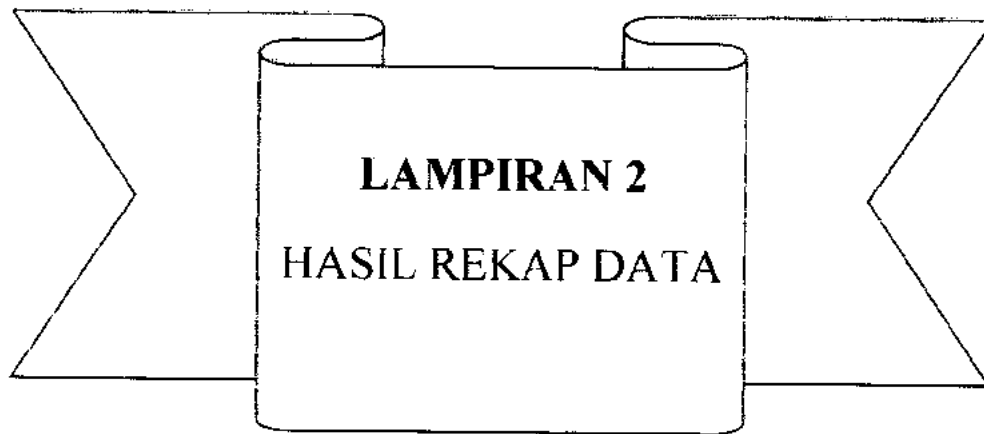
|                    |   |   |   |   |                   |   |   |   |
|--------------------|---|---|---|---|-------------------|---|---|---|
| 1                  | 2 | 3 | 4 | 5 | 6                 | 7 | 8 | 9 |
| Di bawah rata-rata |   |   |   |   | di atas rata-rata |   |   |   |

8. Perwakilan : menghadiri pertemuan (pertemuan dengan perusahaan lain, pertemuan perkumpulan bisnis, pidato untuk acara-acara kemasyarakatan, pendekatan masyarakat, mempromosikan tujuan umum organisasi Anda)

|                    |   |   |   |   |   |   |                   |   |
|--------------------|---|---|---|---|---|---|-------------------|---|
| 1                  | 2 | 3 | 4 | 5 | 6 | 7 | 8                 | 9 |
| Di bawah rata-rata |   |   |   |   |   |   | di atas rata-rata |   |

9. Kinerja secara menyeluruh : bagaimana Anda mengevaluasi kinerja Anda secara menyeluruh.

|                    |   |   |   |   |   |   |                   |   |
|--------------------|---|---|---|---|---|---|-------------------|---|
| 1                  | 2 | 3 | 4 | 5 | 6 | 7 | 8                 | 9 |
| Di bawah rata-rata |   |   |   |   |   |   | di atas rata-rata |   |



**LAMPIRAN 2**  
**HASIL REKAP DATA**

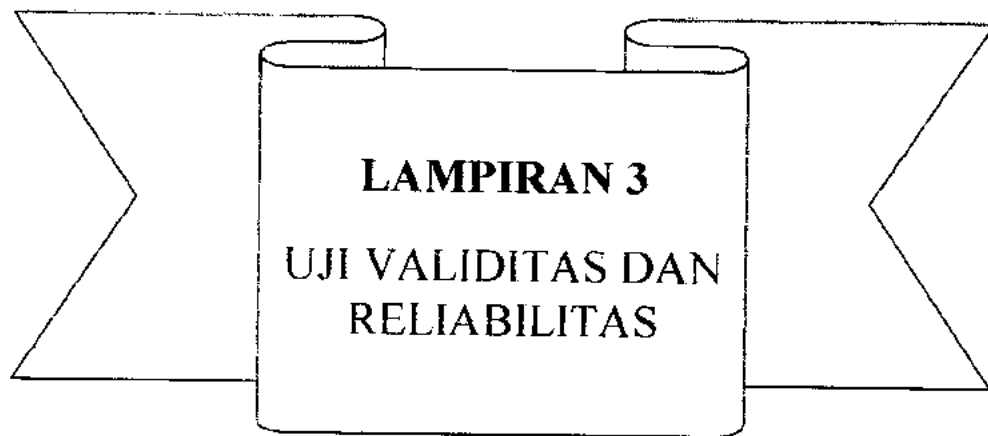
# **DATA PENELITIAN** **PENGARUH KARAKTERISTIK ANGGARAN** **TERHADAP PENINGKATAN KINERJA MANAJER**

| No Responden | Partisipasi |   |   |   |   |   | Umpan Balik Anggaran |   |   | Evaluasi Anggaran |   |   |   |   |   |   |   |   |    | Kesimpulan Akhir |
|--------------|-------------|---|---|---|---|---|----------------------|---|---|-------------------|---|---|---|---|---|---|---|---|----|------------------|
|              | 1           | 2 | 3 | 4 | 5 | 6 | 1                    | 2 | 3 | 1                 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |                  |
| 1            | 6           | 7 | 5 | 5 | 6 | 5 | 4                    | 4 | 3 | 4                 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3  | 3                |
| 2            | 5           | 5 | 5 | 5 | 6 | 5 | 4                    | 4 | 3 | 3                 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4  | 4                |
| 3            | 6           | 5 | 5 | 6 | 6 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4  | 5                |
| 4            | 6           | 6 | 6 | 6 | 6 | 6 | 4                    | 4 | 4 | 4                 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4  | 3                |
| 5            | 6           | 6 | 5 | 5 | 6 | 6 | 4                    | 4 | 3 | 4                 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4  | 4                |
| 6            | 6           | 6 | 5 | 7 | 6 | 7 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4  | 3                |
| 7            | 6           | 6 | 5 | 6 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4  | 4                |
| 8            | 6           | 6 | 6 | 5 | 6 | 6 | 4                    | 4 | 4 | 4                 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4  | 4                |
| 9            | 6           | 6 | 5 | 5 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4  | 4                |
| 10           | 6           | 6 | 5 | 6 | 6 | 6 | 3                    | 4 | 3 | 3                 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4  | 4                |
| 11           | 6           | 6 | 5 | 5 | 5 | 6 | 4                    | 4 | 3 | 4                 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3  | 4                |
| 12           | 6           | 6 | 5 | 5 | 6 | 5 | 3                    | 3 | 2 | 3                 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4  | 4                |
| 13           | 6           | 6 | 5 | 6 | 6 | 6 | 4                    | 4 | 3 | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 5                |
| 14           | 6           | 6 | 5 | 6 | 6 | 7 | 5                    | 5 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4                |
| 15           | 6           | 6 | 5 | 5 | 5 | 5 | 3                    | 3 | 2 | 3                 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4  | 4                |
| 16           | 6           | 5 | 5 | 6 | 5 | 6 | 4                    | 3 | 4 | 4                 | 3 | 2 | 2 | 3 | 3 | 4 | 5 | 4 | 4  | 4                |
| 17           | 6           | 6 | 5 | 5 | 5 | 7 | 4                    | 4 | 4 | 5                 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4  | 4                |
| 18           | 6           | 6 | 5 | 5 | 5 | 5 | 3                    | 3 | 3 | 3                 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3  | 4                |
| 19           | 6           | 5 | 5 | 6 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4  | 4                |
| 20           | 6           | 5 | 5 | 7 | 6 | 6 | 4                    | 5 | 4 | 4                 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4  | 4                |
| 21           | 6           | 5 | 5 | 5 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4  | 4                |
| 22           | 6           | 6 | 5 | 5 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4  | 4                |
| 23           | 6           | 5 | 5 | 5 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4  | 3                |
| 24           | 5           | 5 | 5 | 5 | 5 | 6 | 3                    | 4 | 3 | 3                 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4  | 4                |
| 25           | 6           | 6 | 5 | 5 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4  | 4                |
| 26           | 6           | 5 | 5 | 5 | 6 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4  | 4                |
| 27           | 6           | 6 | 6 | 5 | 6 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3  | 4                |
| 28           | 6           | 6 | 5 | 5 | 5 | 6 | 4                    | 4 | 3 | 3                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4                |
| 29           | 6           | 6 | 5 | 5 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4  | 4                |
| 30           | 6           | 6 | 5 | 5 | 6 | 6 | 4                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3  | 4                |
| 31           | 6           | 5 | 5 | 5 | 5 | 5 | 3                    | 4 | 4 | 3                 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3  | 4                |
| 32           | 6           | 6 | 5 | 6 | 4 | 7 | 5                    | 5 | 4 | 4                 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4  | 3                |
| 33           | 7           | 6 | 6 | 5 | 5 | 6 | 4                    | 4 | 4 | 3                 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 4  | 3                |
| 34           | 4           | 4 | 4 | 4 | 5 | 5 | 2                    | 3 | 2 | 3                 | 4 | 2 | 4 | 4 | 2 | 2 | 3 | 4 | 3  | 3                |
| 35           | 6           | 6 | 4 | 4 | 5 | 3 | 3                    | 4 | 3 | 4                 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4  | 4                |
| 36           | 6           | 6 | 5 | 4 | 5 | 6 | 4                    | 4 | 4 | 4                 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 3  | 5                |
| 37           | 6           | 6 | 5 | 5 | 5 | 3 | 5                    | 4 | 4 | 4                 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4  | 2                |
| 38           | 7           | 6 | 5 | 5 | 6 | 4 | 5                    | 4 | 4 | 4                 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3  | 5                |
| 39           | 7           | 5 | 4 | 6 | 6 | 5 | 4                    | 5 | 4 | 3                 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4  | 5                |
| 40           | 5           | 7 | 5 | 5 | 5 | 4 | 3                    | 3 | 2 | 4                 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4  | 2                |
| 41           | 6           | 5 | 6 | 4 | 6 | 6 | 4                    | 4 | 4 | 2                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 5                |
| 42           | 7           | 6 | 6 | 6 | 4 | 7 | 4                    | 5 | 3 | 4                 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3  | 5                |
| 43           | 4           | 6 | 6 | 5 | 4 | 4 | 3                    | 3 | 2 | 4                 | 3 | 5 | 4 | 4 | 2 | 4 | 4 | 3 | 3  | 4                |
| 44           | 6           | 4 | 4 | 5 | 7 | 4 | 4                    | 4 | 4 | 3                 | 2 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 4  | 3                |
| 45           | 5           | 5 | 6 | 5 | 5 | 4 | 3                    | 3 | 3 | 3                 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 3  | 4                |
| 46           | 6           | 5 | 6 | 7 | 5 | 6 | 4                    | 4 | 4 | 3                 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4  | 3                |
| 47           | 7           | 4 | 7 | 5 | 4 | 4 | 2                    | 4 | 4 | 4                 | 3 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 3  | 4                |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 48 | 6 | 5 | 5 | 6 | 5 | 7 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |
| 49 | 7 | 5 | 4 | 6 | 6 | 7 | 5 | 4 | 4 | 5 | 2 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 |
| 50 | 7 | 5 | 4 | 7 | 4 | 6 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 5 |
| 51 | 7 | 6 | 5 | 6 | 5 | 7 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 5 |
| 52 | 6 | 5 | 4 | 6 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 4 | 3 | 5 | 4 | 3 |
| 53 | 5 | 4 | 5 | 4 | 6 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 3 |
| 54 | 6 | 6 | 4 | 7 | 6 | 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 55 | 7 | 6 | 5 | 6 | 4 | 6 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 56 | 7 | 7 | 6 | 7 | 6 | 7 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 |
| 57 | 7 | 6 | 4 | 5 | 5 | 6 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 |
| 58 | 6 | 5 | 6 | 6 | 5 | 7 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 |
| 59 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 |
| 60 | 6 | 7 | 4 | 4 | 7 | 7 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 5 | 3 | 2 | 3 | 3 | 3 | 4 |
| 61 | 7 | 6 | 6 | 6 | 5 | 7 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 |
| 62 | 6 | 5 | 4 | 7 | 5 | 7 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 |
| 63 | 6 | 4 | 5 | 5 | 6 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 |
| 64 | 6 | 7 | 4 | 4 | 6 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 65 | 7 | 4 | 7 | 6 | 4 | 7 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 4 |
| 66 | 6 | 4 | 5 | 7 | 4 | 6 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 |
| 67 | 7 | 7 | 5 | 7 | 6 | 7 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 5 |
| 68 | 6 | 6 | 5 | 4 | 6 | 6 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 69 | 6 | 4 | 7 | 5 | 6 | 6 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 |
| 70 | 6 | 5 | 7 | 6 | 6 | 7 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 5 |
| 71 | 7 | 5 | 4 | 5 | 5 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 |
| 72 | 6 | 5 | 6 | 7 | 5 | 7 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 |
| 73 | 6 | 5 | 5 | 5 | 6 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 74 | 6 | 6 | 5 | 6 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 4 |
| 75 | 4 | 4 | 6 | 7 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 2 |
| 76 | 6 | 7 | 7 | 4 | 3 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 |
| 77 | 7 | 7 | 6 | 7 | 6 | 6 | 5 | 4 | 5 | 4 | 3 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 |
| 78 | 5 | 4 | 7 | 7 | 6 | 6 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 3 |
| 79 | 5 | 6 | 5 | 7 | 3 | 6 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4 |
| 80 | 5 | 6 | 7 | 5 | 5 | 7 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 |
| 81 | 7 | 6 | 4 | 6 | 5 | 6 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 5 |
| 82 | 7 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 83 | 7 | 6 | 6 | 6 | 3 | 7 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 5 |
| 84 | 7 | 6 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 4 |
| 85 | 6 | 6 | 4 | 5 | 4 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 5 |
| 86 | 6 | 5 | 6 | 6 | 5 | 7 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 1 | 2 | 4 | 3 | 4 | 4 | 5 |
| 87 | 5 | 4 | 5 | 5 | 6 | 6 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 |
| 88 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 2 | 3 |
| 89 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 3 |
| 90 | 6 | 6 | 5 | 5 | 5 | 6 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 91 | 5 | 4 | 4 | 7 | 6 | 6 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 2 | 5 | 4 | 4 | 4 |
| 92 | 5 | 5 | 4 | 4 | 6 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 |
| 93 | 5 | 6 | 5 | 6 | 6 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 94 | 6 | 5 | 6 | 7 | 6 | 6 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 |
| 95 | 6 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 5 |
| 96 | 7 | 5 | 6 | 7 | 4 | 6 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 |

| Keterangan<br>aspek<br>anggaran |   | Tingkat Kesulitan<br>Anggaran |   |   |   | Kinerja Manajer |   |   |   |   |   |   |   |   | Variabel Penelitian |    |    |    |    |    |
|---------------------------------|---|-------------------------------|---|---|---|-----------------|---|---|---|---|---|---|---|---|---------------------|----|----|----|----|----|
| 2                               | 3 | 1                             | 2 | 3 | 4 | 1               | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | X1                  | X2 | X3 | X4 | X5 | Y  |
| 4                               | 4 | 4                             | 4 | 4 | 3 | 7               | 6 | 7 | 7 | 7 | 7 | 7 | 6 | 6 | 34                  | 11 | 36 | 11 | 15 | 60 |
| 4                               | 3 | 4                             | 3 | 3 | 3 | 7               | 7 | 6 | 7 | 7 | 7 | 6 | 7 | 7 | 31                  | 11 | 37 | 11 | 13 | 61 |
| 4                               | 4 | 4                             | 4 | 4 | 3 | 7               | 8 | 8 | 7 | 7 | 7 | 8 | 7 | 7 | 34                  | 12 | 41 | 13 | 15 | 66 |
| 4                               | 2 | 4                             | 4 | 3 | 2 | 8               | 8 | 7 | 8 | 8 | 9 | 6 | 8 | 8 | 36                  | 12 | 34 | 9  | 13 | 70 |
| 3                               | 3 | 4                             | 3 | 4 | 4 | 7               | 7 | 6 | 7 | 7 | 7 | 7 | 6 | 7 | 34                  | 11 | 38 | 10 | 15 | 61 |
| 3                               | 3 | 4                             | 3 | 4 | 3 | 7               | 8 | 7 | 8 | 8 | 8 | 9 | 8 | 8 | 37                  | 12 | 39 | 9  | 14 | 71 |
| 4                               | 4 | 4                             | 4 | 4 | 4 | 7               | 8 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 34                  | 12 | 39 | 12 | 16 | 64 |
| 3                               | 4 | 4                             | 4 | 4 | 3 | 7               | 6 | 7 | 7 | 7 | 7 | 7 | 6 | 7 | 35                  | 12 | 38 | 11 | 15 | 61 |
| 3                               | 3 | 3                             | 3 | 4 | 3 | 6               | 7 | 6 | 6 | 7 | 7 | 6 | 6 | 6 | 33                  | 12 | 39 | 10 | 13 | 57 |
| 4                               | 4 | 3                             | 3 | 3 | 4 | 6               | 7 | 7 | 6 | 7 | 7 | 7 | 6 | 6 | 35                  | 10 | 34 | 12 | 13 | 59 |
| 4                               | 3 | 4                             | 3 | 3 | 3 | 6               | 6 | 7 | 7 | 7 | 6 | 7 | 6 | 7 | 33                  | 11 | 34 | 11 | 13 | 59 |
| 3                               | 4 | 3                             | 3 | 4 | 3 | 6               | 7 | 6 | 7 | 7 | 6 | 7 | 6 | 6 | 33                  | 8  | 34 | 11 | 13 | 58 |
| 3                               | 4 | 4                             | 4 | 4 | 4 | 7               | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 7 | 35                  | 11 | 40 | 12 | 16 | 62 |
| 4                               | 3 | 5                             | 4 | 4 | 4 | 9               | 8 | 7 | 7 | 9 | 7 | 7 | 8 | 7 | 36                  | 14 | 40 | 11 | 17 | 69 |
| 3                               | 3 | 4                             | 3 | 4 | 3 | 6               | 7 | 7 | 7 | 7 | 6 | 7 | 6 | 6 | 32                  | 8  | 31 | 10 | 14 | 59 |
| 3                               | 4 | 3                             | 3 | 4 | 3 | 7               | 6 | 7 | 6 | 7 | 7 | 6 | 6 | 7 | 33                  | 11 | 34 | 11 | 13 | 59 |
| 4                               | 4 | 4                             | 4 | 4 | 4 | 7               | 7 | 7 | 8 | 7 | 8 | 7 | 8 | 7 | 34                  | 12 | 40 | 12 | 16 | 66 |
| 4                               | 3 | 4                             | 4 | 4 | 4 | 7               | 6 | 7 | 6 | 7 | 8 | 7 | 6 | 8 | 32                  | 9  | 36 | 11 | 16 | 62 |
| 3                               | 3 | 4                             | 4 | 4 | 3 | 7               | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 7 | 33                  | 12 | 38 | 10 | 15 | 62 |
| 4                               | 4 | 4                             | 3 | 4 | 4 | 7               | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 35                  | 13 | 37 | 12 | 15 | 62 |
| 4                               | 3 | 4                             | 4 | 4 | 4 | 7               | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 7 | 32                  | 12 | 38 | 11 | 16 | 62 |
| 3                               | 4 | 4                             | 4 | 4 | 4 | 7               | 6 | 8 | 8 | 8 | 7 | 8 | 7 | 7 | 33                  | 12 | 42 | 11 | 16 | 66 |
| 4                               | 4 | 4                             | 4 | 3 | 3 | 7               | 7 | 8 | 7 | 8 | 7 | 6 | 6 | 7 | 32                  | 12 | 41 | 11 | 14 | 63 |
| 3                               | 3 | 4                             | 4 | 4 | 3 | 7               | 7 | 6 | 7 | 7 | 7 | 6 | 6 | 7 | 31                  | 10 | 35 | 10 | 15 | 60 |
| 2                               | 2 | 3                             | 3 | 2 | 3 | 8               | 8 | 8 | 7 | 8 | 7 | 7 | 7 | 7 | 33                  | 12 | 41 | 8  | 11 | 67 |
| 2                               | 4 | 4                             | 4 | 3 | 4 | 6               | 6 | 7 | 6 | 7 | 7 | 7 | 6 | 6 | 33                  | 12 | 41 | 10 | 15 | 58 |
| 3                               | 3 | 5                             | 4 | 4 | 4 | 6               | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 7 | 35                  | 12 | 38 | 10 | 17 | 61 |
| 5                               | 3 | 5                             | 4 | 4 | 4 | 7               | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 7 | 33                  | 11 | 39 | 12 | 17 | 62 |
| 4                               | 4 | 4                             | 4 | 4 | 3 | 8               | 7 | 8 | 7 | 7 | 8 | 7 | 6 | 7 | 33                  | 12 | 41 | 12 | 15 | 65 |
| 3                               | 4 | 3                             | 4 | 3 | 4 | 7               | 7 | 7 | 8 | 7 | 7 | 7 | 6 | 6 | 34                  | 12 | 39 | 11 | 14 | 52 |
| 2                               | 3 | 4                             | 4 | 4 | 4 | 6               | 7 | 6 | 6 | 7 | 6 | 6 | 6 | 7 | 31                  | 11 | 31 | 9  | 16 | 57 |
| 2                               | 4 | 5                             | 4 | 5 | 4 | 8               | 7 | 8 | 7 | 8 | 7 | 6 | 8 | 5 | 34                  | 14 | 40 | 9  | 18 | 64 |
| 3                               | 5 | 3                             | 4 | 3 | 3 | 8               | 7 | 7 | 6 | 6 | 6 | 7 | 6 | 8 | 35                  | 12 | 39 | 11 | 13 | 61 |
| 1                               | 2 | 3                             | 3 | 3 | 3 | 6               | 4 | 7 | 5 | 5 | 6 | 6 | 5 | 6 | 26                  | 7  | 31 | 6  | 12 | 50 |
| 3                               | 3 | 4                             | 4 | 4 | 3 | 7               | 6 | 7 | 7 | 7 | 5 | 7 | 6 | 7 | 28                  | 10 | 39 | 10 | 15 | 59 |
| 4                               | 5 | 4                             | 3 | 3 | 3 | 7               | 6 | 7 | 6 | 6 | 7 | 6 | 7 | 7 | 32                  | 12 | 34 | 14 | 13 | 59 |
| 2                               | 2 | 4                             | 3 | 2 | 3 | 7               | 6 | 7 | 7 | 6 | 7 | 8 | 7 | 6 | 30                  | 13 | 40 | 6  | 12 | 61 |
| 2                               | 5 | 4                             | 3 | 3 | 2 | 8               | 7 | 9 | 8 | 7 | 7 | 8 | 7 | 7 | 33                  | 13 | 35 | 12 | 12 | 68 |
| 3                               | 5 | 4                             | 4 | 4 | 4 | 7               | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 7 | 33                  | 13 | 42 | 13 | 16 | 62 |
| 2                               | 4 | 3                             | 3 | 3 | 3 | 6               | 6 | 7 | 6 | 8 | 6 | 5 | 6 | 8 | 31                  | 8  | 35 | 8  | 12 | 58 |
| 4                               | 5 | 3                             | 3 | 3 | 2 | 6               | 6 | 6 | 7 | 7 | 5 | 7 | 7 | 6 | 33                  | 12 | 38 | 14 | 11 | 57 |
| 2                               | 5 | 4                             | 3 | 3 | 3 | 8               | 7 | 8 | 8 | 7 | 7 | 7 | 8 | 7 | 36                  | 12 | 39 | 12 | 13 | 67 |
| 2                               | 2 | 4                             | 3 | 3 | 2 | 7               | 7 | 7 | 4 | 6 | 6 | 6 | 7 | 6 | 29                  | 8  | 36 | 8  | 12 | 56 |
| 2                               | 3 | 3                             | 3 | 3 | 3 | 7               | 6 | 6 | 6 | 5 | 5 | 7 | 8 | 5 | 30                  | 12 | 31 | 8  | 12 | 55 |
| 3                               | 2 | 3                             | 3 | 3 | 4 | 4               | 8 | 6 | 7 | 5 | 6 | 8 | 5 | 7 | 30                  | 9  | 37 | 9  | 13 | 56 |
| 4                               | 4 | 4                             | 3 | 4 | 4 | 6               | 7 | 7 | 5 | 7 | 6 | 7 | 7 | 6 | 35                  | 12 | 36 | 11 | 15 | 58 |
| 2                               | 5 | 3                             | 3 | 3 | 3 | 7               | 4 | 7 | 6 | 6 | 6 | 6 | 7 | 8 | 31                  | 10 | 37 | 11 | 12 | 57 |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|
| 3 | 5 | 4 | 3 | 4 | 4 | 7 | 8 | 6 | 6 | 8 | 6 | 6 | 7 | 7 | 34 | 12 | 39 | 12 | 15 | 61 |
| 5 | 4 | 4 | 4 | 3 | 4 | 6 | 7 | 7 | 6 | 7 | 8 | 7 | 7 | 7 | 35 | 13 | 41 | 13 | 15 | 62 |
| 5 | 3 | 4 | 3 | 2 | 3 | 7 | 7 | 6 | 7 | 6 | 7 | 6 | 7 | 6 | 33 | 11 | 35 | 13 | 12 | 59 |
| 4 | 4 | 4 | 4 | 4 | 3 | 7 | 6 | 7 | 8 | 5 | 8 | 6 | 7 | 7 | 36 | 12 | 37 | 13 | 15 | 61 |
| 2 | 5 | 2 | 2 | 2 | 3 | 7 | 7 | 7 | 5 | 7 | 5 | 6 | 6 | 6 | 28 | 11 | 34 | 10 | 9  | 56 |
| 1 | 3 | 4 | 3 | 4 | 3 | 6 | 7 | 6 | 5 | 6 | 6 | 5 | 6 | 7 | 27 | 10 | 36 | 7  | 14 | 54 |
| 5 | 5 | 5 | 4 | 4 | 4 | 7 | 7 | 8 | 8 | 8 | 7 | 7 | 7 | 6 | 36 | 12 | 41 | 15 | 17 | 65 |
| 5 | 5 | 3 | 2 | 2 | 3 | 7 | 6 | 4 | 7 | 7 | 6 | 7 | 6 | 6 | 34 | 12 | 33 | 14 | 10 | 56 |
| 4 | 5 | 4 | 4 | 3 | 3 | 6 | 7 | 7 | 7 | 7 | 6 | 7 | 7 | 7 | 40 | 11 | 37 | 14 | 14 | 61 |
| 3 | 4 | 4 | 3 | 4 | 2 | 7 | 6 | 7 | 5 | 6 | 7 | 6 | 7 | 6 | 33 | 12 | 35 | 11 | 13 | 57 |
| 5 | 5 | 5 | 4 | 3 | 3 | 8 | 6 | 6 | 8 | 7 | 7 | 7 | 7 | 7 | 35 | 14 | 41 | 15 | 15 | 63 |
| 2 | 4 | 4 | 4 | 3 | 3 | 6 | 7 | 8 | 7 | 6 | 7 | 7 | 6 | 7 | 21 | 12 | 37 | 10 | 14 | 61 |
| 3 | 2 | 4 | 3 | 3 | 3 | 6 | 6 | 6 | 6 | 7 | 6 | 6 | 6 | 6 | 35 | 9  | 32 | 9  | 13 | 55 |
| 5 | 4 | 4 | 4 | 4 | 4 | 6 | 7 | 7 | 8 | 7 | 7 | 7 | 7 | 7 | 37 | 10 | 43 | 13 | 16 | 63 |
| 4 | 5 | 4 | 3 | 4 | 3 | 7 | 7 | 8 | 9 | 6 | 8 | 8 | 8 | 7 | 34 | 12 | 41 | 13 | 14 | 68 |
| 3 | 3 | 3 | 3 | 2 | 3 | 6 | 6 | 7 | 6 | 6 | 7 | 6 | 6 | 6 | 30 | 10 | 34 | 10 | 11 | 56 |
| 5 | 4 | 4 | 4 | 2 | 3 | 7 | 8 | 6 | 8 | 8 | 9 | 6 | 8 | 7 | 33 | 12 | 40 | 14 | 13 | 67 |
| 3 | 5 | 4 | 3 | 3 | 4 | 7 | 7 | 7 | 7 | 7 | 7 | 8 | 6 | 6 | 35 | 11 | 39 | 12 | 14 | 62 |
| 2 | 3 | 4 | 3 | 4 | 3 | 7 | 7 | 7 | 8 | 6 | 7 | 6 | 7 | 7 | 32 | 11 | 37 | 9  | 14 | 62 |
| 5 | 5 | 5 | 5 | 5 | 4 | 8 | 9 | 7 | 8 | 8 | 8 | 8 | 7 | 8 | 39 | 15 | 40 | 15 | 19 | 71 |
| 3 | 4 | 3 | 3 | 3 | 3 | 7 | 6 | 6 | 6 | 7 | 6 | 7 | 7 | 6 | 33 | 10 | 38 | 10 | 12 | 58 |
| 2 | 4 | 4 | 4 | 3 | 3 | 8 | 6 | 6 | 6 | 7 | 6 | 7 | 6 | 7 | 34 | 12 | 35 | 11 | 14 | 59 |
| 3 | 4 | 5 | 5 | 4 | 5 | 8 | 9 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 37 | 12 | 36 | 12 | 19 | 72 |
| 4 | 5 | 3 | 3 | 4 | 3 | 7 | 7 | 7 | 6 | 7 | 7 | 6 | 8 | 7 | 32 | 12 | 40 | 13 | 13 | 62 |
| 4 | 5 | 4 | 4 | 5 | 4 | 6 | 6 | 7 | 8 | 8 | 9 | 9 | 8 | 8 | 36 | 14 | 43 | 14 | 17 | 69 |
| 3 | 5 | 4 | 3 | 4 | 4 | 8 | 7 | 7 | 6 | 5 | 7 | 8 | 6 | 7 | 32 | 12 | 41 | 12 | 15 | 61 |
| 2 | 5 | 4 | 3 | 3 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 7 | 7 | 6 | 33 | 10 | 34 | 11 | 13 | 56 |
| 4 | 3 | 4 | 3 | 3 | 3 | 8 | 6 | 6 | 6 | 7 | 7 | 7 | 6 | 6 | 29 | 8  | 37 | 9  | 13 | 60 |
| 3 | 4 | 4 | 3 | 3 | 3 | 6 | 6 | 6 | 7 | 7 | 6 | 7 | 6 | 7 | 33 | 12 | 40 | 10 | 13 | 58 |
| 3 | 5 | 3 | 3 | 4 | 3 | 7 | 6 | 7 | 8 | 6 | 8 | 6 | 7 | 7 | 39 | 14 | 38 | 12 | 13 | 62 |
| 4 | 3 | 4 | 3 | 4 | 4 | 7 | 8 | 7 | 7 | 7 | 7 | 6 | 7 | 6 | 35 | 11 | 41 | 10 | 15 | 62 |
| 3 | 3 | 5 | 4 | 4 | 4 | 6 | 7 | 6 | 8 | 8 | 6 | 7 | 7 | 6 | 32 | 10 | 41 | 10 | 17 | 61 |
| 4 | 5 | 4 | 3 | 3 | 4 | 6 | 7 | 7 | 8 | 7 | 7 | 8 | 7 | 7 | 35 | 13 | 42 | 13 | 14 | 64 |
| 4 | 5 | 4 | 3 | 3 | 3 | 8 | 7 | 7 | 8 | 8 | 7 | 5 | 7 | 7 | 34 | 13 | 38 | 14 | 13 | 64 |
| 2 | 4 | 4 | 4 | 4 | 3 | 7 | 7 | 6 | 5 | 7 | 6 | 7 | 6 | 7 | 29 | 12 | 37 | 10 | 15 | 58 |
| 4 | 5 | 4 | 4 | 4 | 4 | 8 | 7 | 7 | 8 | 7 | 7 | 7 | 8 | 7 | 35 | 11 | 39 | 14 | 16 | 66 |
| 2 | 4 | 3 | 3 | 3 | 3 | 6 | 7 | 8 | 5 | 6 | 5 | 7 | 6 | 6 | 28 | 10 | 33 | 10 | 12 | 56 |
| 3 | 3 | 3 | 4 | 3 | 3 | 7 | 7 | 7 | 7 | 7 | 6 | 7 | 5 | 8 | 31 | 12 | 39 | 11 | 13 | 61 |
| 2 | 4 | 4 | 3 | 4 | 3 | 8 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 35 | 11 | 33 | 11 | 14 | 64 |
| 3 | 3 | 3 | 4 | 3 | 3 | 7 | 7 | 7 | 7 | 6 | 7 | 7 | 6 | 7 | 31 | 11 | 36 | 10 | 13 | 61 |
| 2 | 2 | 3 | 2 | 3 | 4 | 7 | 6 | 4 | 5 | 6 | 5 | 6 | 5 | 5 | 24 | 8  | 30 | 7  | 12 | 49 |
| 3 | 2 | 2 | 2 | 3 | 3 | 6 | 7 | 7 | 7 | 6 | 5 | 6 | 8 | 6 | 23 | 10 | 33 | 8  | 10 | 58 |
| 2 | 5 | 3 | 2 | 3 | 3 | 7 | 6 | 7 | 5 | 5 | 7 | 6 | 8 | 6 | 33 | 11 | 37 | 11 | 11 | 57 |
| 3 | 4 | 4 | 4 | 3 | 4 | 8 | 6 | 7 | 6 | 6 | 7 | 7 | 8 | 6 | 32 | 11 | 40 | 11 | 15 | 61 |
| 3 | 2 | 3 | 3 | 3 | 3 | 6 | 7 | 5 | 7 | 5 | 7 | 6 | 5 | 7 | 29 | 11 | 38 | 9  | 12 | 55 |
| 3 | 4 | 4 | 4 | 4 | 4 | 7 | 8 | 7 | 8 | 7 | 7 | 6 | 7 | 7 | 34 | 12 | 39 | 11 | 16 | 64 |
| 3 | 4 | 3 | 3 | 2 | 3 | 7 | 7 | 7 | 6 | 6 | 7 | 7 | 7 | 7 | 36 | 11 | 38 | 12 | 11 | 61 |
| 2 | 4 | 3 | 4 | 3 | 4 | 7 | 6 | 7 | 7 | 7 | 6 | 7 | 6 | 7 | 28 | 12 | 35 | 11 | 14 | 60 |
| 3 | 3 | 2 | 4 | 3 | 3 | 6 | 7 | 7 | 5 | 7 | 8 | 6 | 7 | 6 | 35 | 11 | 36 | 10 | 12 | 59 |



### **LAMPIRAN 3**

**UJI VALIDITAS DAN  
RELIABILITAS**

## Uji Validitas dan Reliabilitas Partisipasi (X1)

### Correlations

#### Correlations

|     | X1                  | X11   | X12   | X13   | X14   | X15   | X16   |
|-----|---------------------|-------|-------|-------|-------|-------|-------|
| X1  | Pearson Correlation | 1     | .634* | .468* | .614* | .416* | .781* |
|     | Sig. (2-tailed)     |       | .000  | .000  | .000  | .000  | .000  |
|     | N                   | 96    | 96    | 96    | 96    | 96    | 96    |
| X11 | Pearson Correlation | .634* | 1     | .327* | .314* | .133  | .348* |
|     | Sig. (2-tailed)     | .000  |       | .001  | .002  | .196  | .001  |
|     | N                   | 96    | 96    | 96    | 96    | 96    | 96    |
| X12 | Pearson Correlation | .468* | .327* | 1     | -.027 | .088  | .265* |
|     | Sig. (2-tailed)     | .000  | .001  |       | .791  | .393  | .009  |
|     | N                   | 96    | 96    | 96    | 96    | 96    | 96    |
| X13 | Pearson Correlation | .461* | .095  | .006  | .218* | -.006 | .279* |
|     | Sig. (2-tailed)     | .000  | .358  | .954  | .033  | .953  | .006  |
|     | N                   | 96    | 96    | 96    | 96    | 96    | 96    |
| X14 | Pearson Correlation | .614* | .314* | -.027 | 1     | .030  | .471* |
|     | Sig. (2-tailed)     | .000  | .002  | .791  |       | .768  | .000  |
|     | N                   | 96    | 96    | 96    | 96    | 96    | 96    |
| X15 | Pearson Correlation | .416* | .133  | .088  | .030  | 1     | .171  |
|     | Sig. (2-tailed)     | .000  | .196  | .393  | .768  |       | .096  |
|     | N                   | 96    | 96    | 96    | 96    | 96    | 96    |
| X16 | Pearson Correlation | .781* | .348* | .265* | .471* | .171  | 1     |
|     | Sig. (2-tailed)     | .000  | .001  | .009  | .000  | .096  |       |
|     | N                   | 96    | 96    | 96    | 96    | 96    | 96    |

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

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

## Reliability

### RELIABILITY ANALYSIS - SCALE (ALPHA)

|    |     | Mean   | Std Dev | Cases |
|----|-----|--------|---------|-------|
| 1. | X11 | 5.9479 | .8382   | 96.0  |
| 2. | X12 | 5.4583 | .8574   | 96.0  |
| 3. | X13 | 5.1043 | .8643   | 96.0  |
| 4. | X14 | 5.4583 | .9724   | 96.0  |
| 5. | X15 | 5.1458 | .9174   | 96.0  |
| 6. | X16 | 5.6875 | 1.0984  | 96.0  |

N of Cases = 96.0

| Item Means | Mean   | Minimum | Maximum | Range | Max/Min | Variance |
|------------|--------|---------|---------|-------|---------|----------|
|            | 5.4670 | 5.1042  | 5.9479  | .8438 | 1.1653  | .1030    |

Reliability Coefficients 6 items

Alpha = .5807 Standardized item alpha = .5696

## Uji Validitas dan Reliabilits Umpan Balik Anggaran (X2)

### Correlations

Correlations

|     |                     | X2    | X21   | X22   | X23   |
|-----|---------------------|-------|-------|-------|-------|
| X2  | Pearson Correlation | 1     | .792* | .747* | .817* |
|     | Sig. (2-tailed)     |       | .000  | .000  | .000  |
|     | N                   | 96    | 96    | 96    | 96    |
| X21 | Pearson Correlation | .792* | 1     | .410* | .443* |
|     | Sig. (2-tailed)     | .000  |       | .000  | .000  |
|     | N                   | 96    | 96    | 96    | 96    |
| X22 | Pearson Correlation | .747* | .410* | 1     | .433* |
|     | Sig. (2-tailed)     | .000  | .000  |       | .000  |
|     | N                   | 96    | 96    | 96    | 96    |
| X23 | Pearson Correlation | .817* | .443* | .433* | 1     |
|     | Sig. (2-tailed)     | .000  | .000  | .000  |       |
|     | N                   | 96    | 96    | 96    | 96    |

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

### Reliability

#### RELIABILITY ANALYSIS - SCALE (ALPHA)

|    |     | Mean   | Std Dev | Cases |
|----|-----|--------|---------|-------|
| 1. | X21 | 3.9063 | .6502   | 96.0  |
| 2. | X22 | 3.8750 | .5477   | 96.0  |
| 3. | X23 | 3.5521 | .6939   | 96.0  |

N of Cases = 96.0

| Item Means | Mean   | Minimum | Maximum | Range | Max/Min | Variance |
|------------|--------|---------|---------|-------|---------|----------|
|            | 3.7778 | 3.5521  | 3.9063  | .3542 | 1.0997  | .0384    |

Reliability Coefficients 3 items

Alpha = .6880 Standardized item alpha = .6922



# Correlations

|      |                     | X3    | X31  | X32  | X33  | X34   | X35   | X36   | X37   | X38  | X39  | X310 |
|------|---------------------|-------|------|------|------|-------|-------|-------|-------|------|------|------|
| X39  | Pearson Correlation | .389* | .007 | .067 | .136 | .013  | -.072 | .269* | .076  | .108 | .1   | .156 |
|      | Sig. (2-tailed)     | .000  | .949 | .518 | .186 | .897  | .484  | .008  | .465  | .293 | .    | .128 |
|      | N                   | 96    | 96   | 96   | 96   | 96    | 96    | 96    | 96    | 96   | 96   | 96   |
| X310 | Pearson Correlation | .332* | .035 | .094 | .074 | -.090 | -.087 | .157  | .260* | .064 | .156 | .1   |
|      | Sig. (2-tailed)     | .001  | .737 | .361 | .472 | .383  | .400  | .126  | .011  | .538 | .128 | .    |
|      | N                   | 96    | 96   | 96   | 96   | 96    | 96    | 96    | 96    | 96   | 96   | 96   |

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

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

## Reliability

### RELIABILITY ANALYSIS - SCALE (ALPHA)

|     |      | Mean   | Std Dev | Cases |
|-----|------|--------|---------|-------|
| 1.  | X31  | 3.7500 | .6325   | 96.0  |
| 2.  | X32  | 3.5833 | .7769   | 96.0  |
| 3.  | X33  | 3.5938 | .7757   | 96.0  |
| 4.  | X34  | 3.8125 | .5489   | 96.0  |
| 5.  | X35  | 3.8021 | .6427   | 96.0  |
| 6.  | X36  | 3.7188 | .6547   | 96.0  |
| 7.  | X37  | 3.6667 | .6165   | 96.0  |
| 8.  | X38  | 3.9896 | .5893   | 96.0  |
| 9.  | X39  | 3.8021 | .6261   | 96.0  |
| 10. | X310 | 3.7083 | .4794   | 96.0  |

N of Cases = 96.0

| Item Means | Mean   | Minimum | Maximum | Range | Max/Min | Variance |
|------------|--------|---------|---------|-------|---------|----------|
|            | 3.7427 | 3.5033  | 3.9896  | .4063 | 1.1134  | .0142    |

Reliability Coefficients 10 items

Alpha = .5449 Standardized item alpha = .5288

## Uji Validitas dan Reliabilitas Kejelasan Sasaran (X4)

### Correlations

Correlations

|     |                     | X4    | X41   | X42   | X43   |
|-----|---------------------|-------|-------|-------|-------|
| X4  | Pearson Correlation | 1     | .705* | .713* | .753* |
|     | Sig. (2-tailed)     | .     | .000  | .000  | .000  |
|     | N                   | 96    | 96    | 96    | 96    |
| X41 | Pearson Correlation | .705* | 1     | .264* | .395* |
|     | Sig. (2-tailed)     | .000  | .     | .009  | .000  |
|     | N                   | 96    | 96    | 96    | 96    |
| X42 | Pearson Correlation | .713* | .264* | 1     | .218* |
|     | Sig. (2-tailed)     | .000  | .009  | .     | .033  |
|     | N                   | 96    | 96    | 96    | 96    |
| X43 | Pearson Correlation | .753* | .395* | .218* | 1     |
|     | Sig. (2-tailed)     | .000  | .000  | .033  | .     |
|     | N                   | 96    | 96    | 96    | 96    |

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

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

### Reliability

RELIABILITY ANALYSIS - SCALE (ALPHA)

|    |     | Mean   | Std Dev | Cases |
|----|-----|--------|---------|-------|
| 1. | X41 | 4.0104 | .7326   | 96.0  |
| 2. | X42 | 3.1979 | .9692   | 96.0  |
| 3. | X43 | 3.7813 | .9537   | 96.0  |

N of Cases = 96.0

| Item Means | Mean   | Minimum | Maximum | Range | Max/Min | Variance |
|------------|--------|---------|---------|-------|---------|----------|
|            | 3.6632 | 3.1979  | 4.0104  | .8125 | 1.2541  | .1755    |

Reliability Coefficients 3 items

Alpha = .5369 Standardized item alpha = .5535

## Uji Validitas dan Reliabilitas Tingkat Kesulitan Anggaran (X5)

### Correlations

Correlations

|     |                     | X5    | X51   | X52   | X53   | X54   |
|-----|---------------------|-------|-------|-------|-------|-------|
| X5  | Pearson Correlation | 1     | .789* | .769* | .776* | .677* |
|     | Sig. (2-tailed)     |       | .000  | .000  | .000  | .000  |
|     | N                   | 96    | 96    | 96    | 96    | 96    |
| X51 | Pearson Correlation | .789* | 1     | .533* | .484* | .341* |
|     | Sig. (2-tailed)     | .000  |       | .000  | .000  | .001  |
|     | N                   | 96    | 96    | 96    | 96    | 96    |
| X52 | Pearson Correlation | .769* | .533* | 1     | .425* | .367* |
|     | Sig. (2-tailed)     | .000  | .000  |       | .000  | .000  |
|     | N                   | 96    | 96    | 96    | 96    | 96    |
| X53 | Pearson Correlation | .776* | .484* | .425* | 1     | .385* |
|     | Sig. (2-tailed)     | .000  | .000  | .000  |       | .000  |
|     | N                   | 96    | 96    | 96    | 96    | 96    |
| X54 | Pearson Correlation | .677* | .341* | .367* | .385* | 1     |
|     | Sig. (2-tailed)     | .000  | .001  | .000  | .000  |       |
|     | N                   | 96    | 96    | 96    | 96    | 96    |

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

### Reliability

#### RELIABILITY ANALYSIS - SCALE (ALPHA)

|    |     | Mean   | Std Dev | Cases |
|----|-----|--------|---------|-------|
| 1. | X51 | 3.7604 | .6609   | 96.0  |
| 2. | X52 | 3.4375 | .6293   | 96.0  |
| 3. | X53 | 3.4375 | .6930   | 96.0  |
| 4. | X54 | 3.3333 | .5923   | 96.0  |

N of Cases = 96.0

| Item Means | Mean   | Minimum | Maximum | Range | Max/Min | Variance |
|------------|--------|---------|---------|-------|---------|----------|
|            | 3.4922 | 3.3333  | 3.7604  | .4271 | 1.1281  | .0344    |

Reliability Coefficients 4 items

Alpha = .7461 Standardized item alpha = .7453

## Uji Validitas dan Reliabilitas Kinerja Manajer (Y)

### Correlations

#### Correlations

|    |                     | Y     | Y1    | Y2    | Y3    | Y4    | Y5    | Y6    | Y7    | Y8    | Y9    |
|----|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Y  | Pearson Correlation | 1     | .528* | .581* | .527* | .724* | .595* | .698* | .475* | .574* | .540* |
|    | Sig. (2-tailed)     |       | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  |
| Y1 | Pearson Correlation | .528* | 1     | .175  | .229* | .227* | .281* | .291* | .060  | .362* | .190  |
|    | Sig. (2-tailed)     | .000  |       | .089  | .025  | .026  | .006  | .004  | .563  | .000  | .064  |
| Y2 | Pearson Correlation | .581* | .175  | 1     | .157  | .321* | .400* | .308* | .192  | .246* | .246* |
|    | Sig. (2-tailed)     | .000  | .089  |       | .127  | .001  | .000  | .002  | .061  | .016  | .016  |
| Y3 | Pearson Correlation | .527* | .229* | .157  | 1     | .226* | .167  | .307* | .236* | .380* | .223* |
|    | Sig. (2-tailed)     | .000  | .025  | .127  |       | .027  | .104  | .002  | .020  | .000  | .029  |
| Y4 | Pearson Correlation | .724* | .227* | .321* | .226* | 1     | .368* | .476* | .138  | .234* | .264* |
|    | Sig. (2-tailed)     | .000  | .026  | .001  | .027  |       | .000  | .011  | .055  | .000  | .000  |
| Y5 | Pearson Correlation | .595* | .281* | .400* | .167  | .368* | 1     | .257* | .138  | .224* | .264* |
|    | Sig. (2-tailed)     | .000  | .006  | .000  | .104  | .000  |       | .011  | .180  | .022  | .009  |
| Y6 | Pearson Correlation | .698* | .291* | .308* | .307* | .476* | .257* | 1     | .197  | .381* | .408* |
|    | Sig. (2-tailed)     | .000  | .004  | .002  | .002  | .000  | .011  |       | .055  | .000  | .000  |
| Y7 | Pearson Correlation | .475* | .060  | .192  | .236* | .380* | .138  | .257* | 1     | .109  | .199  |
|    | Sig. (2-tailed)     | .000  | .563  | .061  | .020  | .000  | .180  | .011  |       | .289  | .051  |
| Y8 | Pearson Correlation | .574* | .362* | .246* | .284* | .320* | .234* | .381* | .109  | 1     | .045  |
|    | Sig. (2-tailed)     | .000  | .000  | .016  | .005  | .002  | .022  | .000  | .289  |       | .662  |
| Y9 | Pearson Correlation | .540* | .190  | .246* | .223* | .357* | .264* | .408* | .199  | .045  | 1     |
|    | Sig. (2-tailed)     | .000  | .064  | .016  | .029  | .000  | .009  | .000  | .051  | .662  |       |
|    | N                   | 96    | 96    | 96    | 96    | 96    | 96    | 96    | 96    | 96    | 96    |

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

## Reliability

### RELIABILITY ANALYSIS - SCALE (ALPHA)

|    |    | Mean   | Std Dev | Cases |
|----|----|--------|---------|-------|
| 1. | Y1 | 6.8750 | .7712   | 96.0  |
| 2. | Y2 | 6.7813 | .6105   | 96.0  |
| 3. | Y3 | 6.8229 | .7677   | 96.0  |
| 4. | Y4 | 6.7813 | .9863   | 96.0  |
| 5. | Y5 | 6.8229 | .6207   | 96.0  |
| 6. | Y6 | 6.7813 | .8609   | 96.0  |
| 7. | Y7 | 6.7813 | .7706   | 96.0  |
| 8. | Y8 | 6.6458 | .6205   | 96.0  |
| 9. | Y9 | 6.7188 | .6913   | 96.0  |

N of Cases = 96.0

| Item Means | Mean   | Minimum | Maximum | Range | Max/Min | Variance |
|------------|--------|---------|---------|-------|---------|----------|
|            | 6.7789 | 6.6458  | 6.8750  | .2292 | 1.0345  | .0043    |

Reliability Coefficients 9 items

Alpha = .7608 Standardized item alpha = .7571

## Frequencies

**X11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 2         | 2.1     | 2.1           | 2.1                |
|       | 4     | 4         | 4.2     | 4.2           | 6.3                |
|       | 5     | 12        | 12.5    | 12.5          | 18.8               |
|       | 6     | 57        | 59.4    | 59.4          | 78.1               |
|       | 7     | 21        | 21.9    | 21.9          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4     | 15        | 15.6    | 15.6          | 15.6               |
|       | 5     | 30        | 31.3    | 31.3          | 46.9               |
|       | 6     | 43        | 44.8    | 44.8          | 91.7               |
|       | 7     | 8         | 8.3     | 8.3           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X13**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 1         | 1.0     | 1.0           | 1.0                |
|       | 4     | 21        | 21.9    | 21.9          | 22.9               |
|       | 5     | 48        | 50.0    | 50.0          | 72.9               |
|       | 6     | 19        | 19.8    | 19.8          | 92.7               |
|       | 7     | 7         | 7.3     | 7.3           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X14**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 1         | 1.0     | 1.0           | 1.0                |
|       | 4     | 13        | 13.5    | 13.5          | 14.6               |
|       | 5     | 40        | 41.7    | 41.7          | 56.3               |
|       | 6     | 25        | 26.0    | 26.0          | 82.3               |
|       | 7     | 17        | 17.7    | 17.7          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X15**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 6         | 6.3     | 6.3           | 6.3                |
|       | 4     | 14        | 14.6    | 14.6          | 20.8               |
|       | 5     | 38        | 39.6    | 39.6          | 60.4               |
|       | 6     | 36        | 37.5    | 37.5          | 97.9               |
|       | 7     | 2         | 2.1     | 2.1           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X16**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 4         | 4.2     | 4.2           | 4.2                |
|       | 4     | 14        | 14.6    | 14.6          | 18.8               |
|       | 5     | 11        | 11.5    | 11.5          | 30.2               |
|       | 6     | 46        | 47.9    | 47.9          | 78.1               |
|       | 7     | 21        | 21.9    | 21.9          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X21**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 2.1     | 2.1           | 2.1                |
|       | 3     | 19        | 19.8    | 19.8          | 21.9               |
|       | 4     | 61        | 63.5    | 63.5          | 85.4               |
|       | 5     | 14        | 14.6    | 14.6          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X22**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 21        | 21.9    | 21.9          | 21.9               |
|       | 4     | 66        | 68.8    | 68.8          | 90.6               |
|       | 5     | 9         | 9.4     | 9.4           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X23**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 9         | 9.4     | 9.4           | 9.4                |
|       | 3     | 27        | 28.1    | 28.1          | 37.5               |
|       | 4     | 58        | 60.4    | 60.4          | 97.9               |
|       | 5     | 2         | 2.1     | 2.1           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X31**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 3.1     | 3.1           | 3.1                |
|       | 3     | 25        | 26.0    | 26.0          | 29.2               |
|       | 4     | 61        | 63.5    | 63.5          | 92.7               |
|       | 5     | 7         | 7.3     | 7.3           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X32**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 11        | 11.5    | 11.5          | 11.5               |
|       | 3     | 24        | 25.0    | 25.0          | 36.5               |
|       | 4     | 55        | 57.3    | 57.3          | 93.8               |
|       | 5     | 6         | 6.3     | 6.3           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X33**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 11        | 11.5    | 11.5          | 11.5               |
|       | 3     | 23        | 24.0    | 24.0          | 35.4               |
|       | 4     | 56        | 58.3    | 58.3          | 93.8               |
|       | 5     | 6         | 6.3     | 6.3           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X34**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.0     | 1.0           | 1.0                |
|       | 3     | 22        | 22.9    | 22.9          | 24.0               |
|       | 4     | 67        | 69.8    | 69.8          | 93.8               |
|       | 5     | 6         | 6.3     | 6.3           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X35**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1.0     | 1.0           | 1.0                |
|       | 3     | 25        | 26.0    | 26.0          | 27.1               |
|       | 4     | 61        | 63.5    | 63.5          | 90.6               |
|       | 5     | 9         | 9.4     | 9.4           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X36**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 11        | 11.5    | 11.5          | 11.5               |
|       | 3     | 19        | 19.8    | 19.8          | 31.3               |
|       | 4     | 52        | 54.2    | 54.2          | 85.4               |
|       | 5     | 14        | 14.6    | 14.6          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X37**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 11        | 11.5    | 11.5          | 11.5               |
|       | 3     | 20        | 20.8    | 20.8          | 32.3               |
|       | 4     | 55        | 57.3    | 57.3          | 89.6               |
|       | 5     | 10        | 10.4    | 10.4          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X38**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 17        | 17.7    | 17.7          | 17.7               |
|       | 4     | 63        | 65.6    | 65.6          | 83.3               |
|       | 5     | 16        | 16.7    | 16.7          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X39**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 30        | 31.3    | 31.3          | 31.3               |
|       | 4     | 55        | 57.3    | 57.3          | 88.5               |
|       | 5     | 11        | 11.5    | 11.5          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X310**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.0     | 1.0           | 1.0                |
|       | 3     | 26        | 27.1    | 27.1          | 28.1               |
|       | 4     | 69        | 71.9    | 71.9          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X41**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 3.1     | 3.1           | 3.1                |
|       | 3     | 16        | 16.7    | 16.7          | 19.8               |
|       | 4     | 54        | 56.3    | 56.3          | 76.0               |
|       | 5     | 23        | 24.0    | 24.0          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X42**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 2         | 2.1     | 2.1           | 2.1                |
|       | 2     | 22        | 22.9    | 22.9          | 25.0               |
|       | 3     | 36        | 37.5    | 37.5          | 62.5               |
|       | 4     | 27        | 28.1    | 28.1          | 90.6               |
|       | 5     | 9         | 9.4     | 9.4           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X43**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 10        | 10.4    | 10.4          | 10.4               |
|       | 3     | 26        | 27.1    | 27.1          | 37.5               |
|       | 4     | 35        | 36.5    | 36.5          | 74.0               |
|       | 5     | 25        | 26.0    | 26.0          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X51**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 3.1     | 3.1           | 3.1                |
|       | 3     | 26        | 27.1    | 27.1          | 30.2               |
|       | 4     | 58        | 60.4    | 60.4          | 90.6               |
|       | 5     | 9         | 9.4     | 9.4           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X52**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 5         | 5.2     | 5.2           | 5.2                |
|       | 3     | 46        | 47.9    | 47.9          | 53.1               |
|       | 4     | 43        | 44.8    | 44.8          | 97.9               |
|       | 5     | 2         | 2.1     | 2.1           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

**X53**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 8         | 8.3     | 8.3           | 8.3                |
|       | 3     | 41        | 42.7    | 42.7          | 51.0               |
|       | 4     | 44        | 45.8    | 45.8          | 96.9               |
|       | 5     | 3         | 3.1     | 3.1           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

# X54

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 5         | 5.2     | 5.2           | 5.2                |
|       | 3     | 55        | 57.3    | 57.3          | 62.5               |
|       | 4     | 35        | 36.5    | 36.5          | 99.0               |
|       | 5     | 1         | 1.0     | 1.0           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

# Y1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4     | 1         | 1.0     | 1.0           | 1.0                |
|       | 6     | 28        | 29.2    | 29.2          | 30.2               |
|       | 7     | 49        | 51.0    | 51.0          | 81.3               |
|       | 8     | 17        | 17.7    | 17.7          | 99.0               |
|       | 9     | 1         | 1.0     | 1.0           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

# Y2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4     | 2         | 2.1     | 2.1           | 2.1                |
|       | 6     | 30        | 31.3    | 31.3          | 33.3               |
|       | 7     | 51        | 53.1    | 53.1          | 86.5               |
|       | 8     | 11        | 11.5    | 11.5          | 97.9               |
|       | 9     | 2         | 2.1     | 2.1           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

# Y3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4     | 2         | 2.1     | 2.1           | 2.1                |
|       | 5     | 1         | 1.0     | 1.0           | 3.1                |
|       | 6     | 22        | 22.9    | 22.9          | 26.0               |
|       | 7     | 59        | 61.5    | 61.5          | 87.5               |
|       | 8     | 11        | 11.5    | 11.5          | 99.0               |
|       | 9     | 1         | 1.0     | 1.0           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

# Y4

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4     | 1         | 1.0     | 1.0           | 1.0                |
|       | 5     | 10        | 10.4    | 10.4          | 11.5               |
|       | 6     | 22        | 22.9    | 22.9          | 34.4               |
|       | 7     | 40        | 41.7    | 41.7          | 76.0               |
|       | 8     | 22        | 22.9    | 22.9          | 99.0               |
|       | 9     | 1         | 1.0     | 1.0           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

## Y5

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 7         | 7.3     | 7.3           | 7.3                |
|       | 6     | 20        | 20.8    | 20.8          | 28.1               |
|       | 7     | 53        | 55.2    | 55.2          | 83.3               |
|       | 8     | 15        | 15.6    | 15.6          | 99.0               |
|       | 9     | 1         | 1.0     | 1.0           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

## Y6

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 7         | 7.3     | 7.3           | 7.3                |
|       | 6     | 24        | 25.0    | 25.0          | 32.3               |
|       | 7     | 51        | 53.1    | 53.1          | 85.4               |
|       | 8     | 11        | 11.5    | 11.5          | 96.9               |
|       | 9     | 3         | 3.1     | 3.1           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

## Y7

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 3         | 3.1     | 3.1           | 3.1                |
|       | 6     | 30        | 31.3    | 31.3          | 34.4               |
|       | 7     | 50        | 52.1    | 52.1          | 86.5               |
|       | 8     | 11        | 11.5    | 11.5          | 97.9               |
|       | 9     | 2         | 2.1     | 2.1           | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

## Y8

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 5         | 5.2     | 5.2           | 5.2                |
|       | 6     | 40        | 41.7    | 41.7          | 46.9               |
|       | 7     | 35        | 36.5    | 36.5          | 83.3               |
|       | 8     | 16        | 16.7    | 16.7          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

## Y9

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 5     | 3         | 3.1     | 3.1           | 3.1                |
|       | 6     | 31        | 32.3    | 32.3          | 35.4               |
|       | 7     | 52        | 54.2    | 54.2          | 89.6               |
|       | 8     | 10        | 10.4    | 10.4          | 100.0              |
|       | Total | 96        | 100.0   | 100.0         |                    |

## Summarize

### Case Summaries

| Cases | Variables |    |    |    |    |    |
|-------|-----------|----|----|----|----|----|
|       | X1        | X2 | X3 | X4 | X5 | Y  |
| 1     | 34        | 11 | 36 | 11 | 15 | 60 |
| 2     | 31        | 11 | 37 | 11 | 13 | 61 |
| 3     | 34        | 12 | 41 | 13 | 15 | 66 |
| 4     | 36        | 12 | 34 | 9  | 13 | 70 |
| 5     | 34        | 11 | 38 | 10 | 15 | 61 |
| 6     | 37        | 12 | 39 | 9  | 14 | 71 |
| 7     | 34        | 12 | 39 | 12 | 16 | 64 |
| 8     | 35        | 12 | 38 | 11 | 15 | 61 |
| 9     | 33        | 12 | 39 | 10 | 13 | 57 |
| 10    | 35        | 10 | 34 | 12 | 13 | 59 |
| 11    | 33        | 11 | 34 | 11 | 13 | 59 |
| 12    | 33        | 8  | 34 | 11 | 13 | 58 |
| 13    | 35        | 11 | 40 | 12 | 16 | 62 |
| 14    | 36        | 14 | 40 | 11 | 17 | 69 |
| 15    | 32        | 8  | 31 | 10 | 14 | 59 |
| 16    | 33        | 11 | 34 | 11 | 13 | 59 |
| 17    | 34        | 12 | 40 | 12 | 16 | 66 |
| 18    | 32        | 9  | 36 | 11 | 16 | 62 |
| 19    | 33        | 12 | 38 | 10 | 15 | 62 |
| 20    | 35        | 13 | 37 | 12 | 15 | 62 |
| 21    | 32        | 12 | 38 | 11 | 16 | 62 |
| 22    | 33        | 12 | 42 | 11 | 16 | 66 |
| 23    | 32        | 12 | 41 | 11 | 14 | 63 |
| 24    | 31        | 10 | 35 | 10 | 15 | 60 |
| 25    | 33        | 12 | 41 | 8  | 11 | 67 |
| 26    | 33        | 12 | 41 | 10 | 15 | 58 |
| 27    | 35        | 12 | 38 | 10 | 17 | 61 |
| 28    | 33        | 11 | 39 | 12 | 17 | 62 |
| 29    | 33        | 12 | 41 | 12 | 15 | 65 |
| 30    | 34        | 12 | 39 | 11 | 14 | 62 |
| 31    | 31        | 11 | 31 | 9  | 16 | 57 |
| 32    | 34        | 14 | 40 | 9  | 18 | 64 |
| 33    | 35        | 12 | 39 | 11 | 13 | 61 |
| 34    | 26        | 7  | 31 | 6  | 12 | 50 |
| 35    | 28        | 10 | 39 | 10 | 15 | 59 |
| 36    | 32        | 12 | 34 | 14 | 13 | 59 |
| 37    | 30        | 13 | 40 | 6  | 12 | 61 |
| 38    | 33        | 13 | 35 | 12 | 12 | 68 |
| 39    | 33        | 13 | 42 | 13 | 16 | 62 |
| 40    | 31        | 8  | 35 | 8  | 12 | 58 |
| 41    | 33        | 12 | 38 | 14 | 11 | 57 |
| 42    | 36        | 12 | 39 | 12 | 13 | 67 |
| 43    | 29        | 8  | 36 | 8  | 12 | 56 |
| 44    | 30        | 12 | 31 | 8  | 12 | 55 |
| 45    | 30        | 9  | 37 | 9  | 13 | 56 |
| 46    | 35        | 12 | 36 | 11 | 15 | 58 |

### Case Summaries

| Cases | Variables |    |    |    |    |    |
|-------|-----------|----|----|----|----|----|
|       | X1        | X2 | X3 | X4 | X5 | Y  |
| 47    | 31        | 10 | 37 | 11 | 12 | 57 |
| 48    | 34        | 12 | 39 | 12 | 15 | 61 |
| 49    | 35        | 13 | 41 | 13 | 15 | 62 |
| 50    | 33        | 11 | 35 | 13 | 12 | 59 |
| 51    | 36        | 12 | 37 | 13 | 15 | 61 |
| 52    | 28        | 11 | 34 | 10 | 9  | 56 |
| 53    | 27        | 10 | 36 | 7  | 14 | 54 |
| 54    | 36        | 12 | 41 | 15 | 17 | 65 |
| 55    | 34        | 12 | 33 | 14 | 10 | 56 |
| 56    | 40        | 11 | 37 | 14 | 14 | 61 |
| 57    | 33        | 12 | 35 | 11 | 13 | 57 |
| 58    | 35        | 14 | 41 | 15 | 15 | 63 |
| 59    | 21        | 12 | 37 | 10 | 14 | 61 |
| 60    | 35        | 9  | 32 | 9  | 13 | 55 |
| 61    | 37        | 10 | 43 | 13 | 16 | 63 |
| 62    | 34        | 12 | 41 | 13 | 14 | 68 |
| 63    | 30        | 10 | 34 | 10 | 11 | 56 |
| 64    | 33        | 12 | 40 | 14 | 13 | 67 |
| 65    | 35        | 11 | 39 | 12 | 14 | 62 |
| 66    | 32        | 11 | 37 | 9  | 14 | 62 |
| 67    | 39        | 15 | 40 | 15 | 19 | 71 |
| 68    | 33        | 10 | 38 | 10 | 12 | 58 |
| 69    | 34        | 12 | 35 | 11 | 14 | 59 |
| 70    | 37        | 12 | 36 | 12 | 19 | 72 |
| 71    | 32        | 12 | 40 | 13 | 13 | 62 |
| 72    | 36        | 14 | 43 | 14 | 17 | 69 |
| 73    | 32        | 12 | 41 | 12 | 15 | 61 |
| 74    | 33        | 10 | 34 | 11 | 13 | 56 |
| 75    | 29        | 8  | 37 | 9  | 13 | 60 |
| 76    | 33        | 12 | 40 | 10 | 13 | 58 |
| 77    | 39        | 14 | 38 | 12 | 13 | 62 |
| 78    | 35        | 11 | 41 | 10 | 15 | 62 |
| 79    | 32        | 10 | 41 | 10 | 17 | 61 |
| 80    | 35        | 13 | 42 | 13 | 14 | 64 |
| 81    | 34        | 13 | 38 | 14 | 13 | 64 |
| 82    | 29        | 12 | 37 | 10 | 15 | 58 |
| 83    | 35        | 11 | 39 | 14 | 16 | 66 |
| 84    | 28        | 10 | 33 | 10 | 12 | 56 |
| 85    | 31        | 12 | 39 | 11 | 13 | 61 |
| 86    | 35        | 11 | 33 | 11 | 14 | 64 |
| 87    | 31        | 11 | 36 | 10 | 13 | 61 |
| 88    | 24        | 8  | 30 | 7  | 12 | 49 |
| 89    | 23        | 10 | 33 | 8  | 10 | 58 |
| 90    | 33        | 11 | 37 | 11 | 11 | 57 |
| 91    | 32        | 11 | 40 | 11 | 15 | 61 |
| 92    | 29        | 11 | 38 | 9  | 12 | 55 |
| 93    | 34        | 12 | 39 | 11 | 16 | 64 |
| 94    | 36        | 11 | 38 | 12 | 11 | 61 |

### Case Summaries

| Cases |                | Variables |       |       |       |       |       |
|-------|----------------|-----------|-------|-------|-------|-------|-------|
|       |                | X1        | X2    | X3    | X4    | X5    | Y     |
| 95    |                | 28        | 12    | 35    | 11    | 14    | 60    |
| 96    |                | 35        | 11    | 36    | 10    | 12    | 59    |
| Total | N              | 96        | 96    | 96    | 96    | 96    | 96    |
|       | Minimum        | 21        | 7     | 30    | 6     | 9     | 49    |
|       | Maximum        | 40        | 15    | 43    | 15    | 19    | 72    |
|       | Mean           | 32.80     | 11.33 | 37.43 | 10.99 | 13.97 | 61.01 |
|       | Std. Deviation | 3.168     | 1.491 | 3.032 | 1.928 | 1.944 | 4.296 |



## Regression

### Descriptive Statistics

|    | Mean  | Std. Deviation | N  |
|----|-------|----------------|----|
| Y  | 61.01 | 4.296          | 96 |
| X1 | 32.80 | 3.168          | 96 |
| X2 | 11.33 | 1.491          | 96 |
| X3 | 37.43 | 3.032          | 96 |
| X4 | 10.99 | 1.928          | 96 |
| X5 | 13.97 | 1.944          | 96 |

### Correlations

|                     |    | Y     | X1    | X2    | X3    | X4    | X5    |
|---------------------|----|-------|-------|-------|-------|-------|-------|
| Pearson Correlation | Y  | 1.000 | .578  | .599  | .578  | .470  | .533  |
|                     | X1 | .578  | 1.000 | .466  | .391  | .588  | .401  |
|                     | X2 | .599  | .466  | 1.000 | .534  | .503  | .356  |
|                     | X3 | .578  | .391  | .534  | 1.000 | .410  | .467  |
|                     | X4 | .470  | .588  | .503  | .410  | 1.000 | .309  |
|                     | X5 | .533  | .401  | .356  | .467  | .309  | 1.000 |
| Sig. (1-tailed)     | Y  |       | .000  | .000  | .000  | .000  | .000  |
|                     | X1 | .000  |       | .000  | .000  | .000  | .000  |
|                     | X2 | .000  | .000  |       | .000  | .000  | .000  |
|                     | X3 | .000  | .000  | .000  |       | .000  | .000  |
|                     | X4 | .000  | .000  | .000  | .000  |       | .001  |
|                     | X5 | .000  | .000  | .000  | .000  | .001  |       |
| N                   | Y  | 96    | 96    | 96    | 96    | 96    | 96    |
|                     | X1 | 96    | 96    | 96    | 96    | 96    | 96    |
|                     | X2 | 96    | 96    | 96    | 96    | 96    | 96    |
|                     | X3 | 96    | 96    | 96    | 96    | 96    | 96    |
|                     | X4 | 96    | 96    | 96    | 96    | 96    | 96    |
|                     | X5 | 96    | 96    | 96    | 96    | 96    | 96    |

### Variables Entered/Removed<sup>b</sup>

| Model | Variables Entered               | Variables Removed | Method |
|-------|---------------------------------|-------------------|--------|
| 1     | X5, X4, X3, X2, X1 <sup>a</sup> |                   | Enter  |

a. All requested variables entered.

b. Dependent Variable: Y

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

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .755 <sup>a</sup> | .570     | .546              | 2.896                      | 2.104         |

a. Predictors: (Constant), X5, X4, X3, X2, X1

b. Dependent Variable: Y

# ANOVA<sup>b</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 998.410        | 5  | 199.682     | 23.816 | .000 <sup>a</sup> |
|       | Residual   | 754.580        | 90 | 8.384       |        |                   |
|       | Total      | 1752.990       | 95 |             |        |                   |

a. Predictors: (Constant), X5, X4, X3, X2, X1

b. Dependent Variable: Y

# Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |      |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|--------------|------|
|       |            | B                           | Std. Error | Beta                      |       |      | Partial      | Part |
| 1     | (Constant) | 21.455                      | 4.168      |                           | 5.147 | .000 |              |      |
|       | X1         | .360                        | .123       | .266                      | 2.923 | .004 | .294         | .202 |
|       | X2         | .775                        | .258       | .269                      | 3.003 | .003 | .302         | .208 |
|       | X3         | .309                        | .125       | .218                      | 2.470 | .015 | .252         | .171 |
|       | X4         | .046                        | .202       | .021                      | .229  | .819 | .024         | .016 |
|       | X5         | .493                        | .180       | .223                      | 2.742 | .007 | .278         | .190 |

a. Dependent Variable: Y

# Casewise Diagnostics<sup>a</sup>

| Case Number | Std. Residual | Y  |
|-------------|---------------|----|
| 4           | 3.091         | 70 |

a. Dependent Variable: Y

# Residuals Statistics<sup>a</sup>

|                      | Minimum | Maximum | Mean  | Std. Deviation | N  |
|----------------------|---------|---------|-------|----------------|----|
| Predicted Value      | 51.81   | 69.54   | 61.01 | 3.242          | 96 |
| Residual             | -5.16   | 8.95    | .00   | 2.818          | 96 |
| Std. Predicted Value | -2.839  | 2.632   | .000  | 1.000          | 96 |
| Std. Residual        | -1.784  | 3.091   | .000  | .973           | 96 |

a. Dependent Variable: Y



**LAMPIRAN 5**

**HASIL UJI F DAN  
HASIL UJI t**

**Distribusi Nilai F Tabel**  
(Dengan Taraf Signifikansi 0,05)

| df | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1  | 161.446 | 199.499 | 215.707 | 224.583 | 230.160 | 233.988 | 236.767 | 238.884 | 240.543 | 241.882 |
| 2  | 18.513  | 19.000  | 19.164  | 19.247  | 19.296  | 19.329  | 19.353  | 19.371  | 19.385  | 19.396  |
| 3  | 10.128  | 9.552   | 9.277   | 9.117   | 9.013   | 8.941   | 8.887   | 8.845   | 8.812   | 8.785   |
| 4  | 7.709   | 6.944   | 6.591   | 6.388   | 6.256   | 6.163   | 6.094   | 6.041   | 5.999   | 5.964   |
| 5  | 6.608   | 5.786   | 5.409   | 5.192   | 5.050   | 4.950   | 4.876   | 4.818   | 4.772   | 4.735   |
| 6  | 5.987   | 5.143   | 4.757   | 4.534   | 4.387   | 4.284   | 4.207   | 4.147   | 4.099   | 4.060   |
| 7  | 5.591   | 4.737   | 4.347   | 4.120   | 3.972   | 3.866   | 3.787   | 3.726   | 3.677   | 3.637   |
| 8  | 5.318   | 4.459   | 4.066   | 3.838   | 3.688   | 3.581   | 3.500   | 3.438   | 3.388   | 3.347   |
| 9  | 5.117   | 4.256   | 3.863   | 3.633   | 3.482   | 3.374   | 3.293   | 3.230   | 3.179   | 3.137   |
| 10 | 4.965   | 4.103   | 3.708   | 3.478   | 3.326   | 3.217   | 3.135   | 3.072   | 3.020   | 2.978   |
| 11 | 4.844   | 3.982   | 3.587   | 3.357   | 3.204   | 3.095   | 3.012   | 2.948   | 2.896   | 2.854   |
| 12 | 4.747   | 3.885   | 3.490   | 3.259   | 3.106   | 2.996   | 2.913   | 2.849   | 2.796   | 2.753   |
| 13 | 4.667   | 3.806   | 3.411   | 3.179   | 3.025   | 2.915   | 2.832   | 2.767   | 2.714   | 2.671   |
| 14 | 4.600   | 3.739   | 3.344   | 3.112   | 2.958   | 2.848   | 2.764   | 2.699   | 2.646   | 2.602   |
| 15 | 4.543   | 3.682   | 3.287   | 3.056   | 2.901   | 2.790   | 2.707   | 2.641   | 2.588   | 2.544   |
| 16 | 4.494   | 3.634   | 3.239   | 3.007   | 2.852   | 2.741   | 2.657   | 2.591   | 2.538   | 2.494   |
| 17 | 4.451   | 3.592   | 3.197   | 2.965   | 2.810   | 2.699   | 2.614   | 2.548   | 2.494   | 2.450   |
| 18 | 4.414   | 3.555   | 3.160   | 2.928   | 2.773   | 2.661   | 2.577   | 2.510   | 2.456   | 2.412   |
| 19 | 4.381   | 3.522   | 3.127   | 2.895   | 2.740   | 2.628   | 2.544   | 2.477   | 2.423   | 2.378   |
| 20 | 4.351   | 3.493   | 3.098   | 2.866   | 2.711   | 2.599   | 2.514   | 2.447   | 2.393   | 2.348   |
| 21 | 4.325   | 3.467   | 3.072   | 2.840   | 2.685   | 2.573   | 2.488   | 2.420   | 2.366   | 2.321   |
| 22 | 4.301   | 3.443   | 3.049   | 2.817   | 2.661   | 2.549   | 2.464   | 2.397   | 2.342   | 2.297   |
| 23 | 4.279   | 3.422   | 3.028   | 2.796   | 2.640   | 2.528   | 2.442   | 2.375   | 2.320   | 2.275   |
| 24 | 4.260   | 3.403   | 3.009   | 2.776   | 2.621   | 2.508   | 2.423   | 2.355   | 2.300   | 2.255   |
| 25 | 4.242   | 3.385   | 2.991   | 2.759   | 2.603   | 2.490   | 2.405   | 2.337   | 2.282   | 2.236   |
| 26 | 4.225   | 3.369   | 2.975   | 2.743   | 2.587   | 2.474   | 2.388   | 2.321   | 2.265   | 2.220   |
| 27 | 4.210   | 3.354   | 2.960   | 2.728   | 2.572   | 2.459   | 2.373   | 2.305   | 2.250   | 2.204   |
| 28 | 4.196   | 3.340   | 2.947   | 2.714   | 2.558   | 2.445   | 2.359   | 2.291   | 2.236   | 2.190   |
| 29 | 4.183   | 3.328   | 2.934   | 2.701   | 2.545   | 2.432   | 2.346   | 2.278   | 2.223   | 2.177   |
| 30 | 4.171   | 3.316   | 2.922   | 2.690   | 2.534   | 2.421   | 2.334   | 2.266   | 2.211   | 2.165   |
| 31 | 4.160   | 3.305   | 2.911   | 2.679   | 2.523   | 2.409   | 2.323   | 2.255   | 2.199   | 2.153   |
| 32 | 4.149   | 3.295   | 2.901   | 2.668   | 2.512   | 2.399   | 2.313   | 2.244   | 2.189   | 2.142   |
| 33 | 4.139   | 3.285   | 2.892   | 2.659   | 2.503   | 2.389   | 2.303   | 2.235   | 2.179   | 2.133   |
| 34 | 4.130   | 3.276   | 2.883   | 2.650   | 2.494   | 2.380   | 2.294   | 2.225   | 2.170   | 2.123   |
| 35 | 4.121   | 3.267   | 2.874   | 2.641   | 2.485   | 2.372   | 2.285   | 2.217   | 2.161   | 2.114   |
| 36 | 4.113   | 3.259   | 2.866   | 2.634   | 2.477   | 2.364   | 2.277   | 2.209   | 2.153   | 2.106   |
| 37 | 4.105   | 3.252   | 2.859   | 2.626   | 2.470   | 2.356   | 2.270   | 2.201   | 2.145   | 2.098   |
| 38 | 4.098   | 3.245   | 2.852   | 2.619   | 2.463   | 2.349   | 2.262   | 2.194   | 2.138   | 2.091   |
| 39 | 4.091   | 3.238   | 2.845   | 2.612   | 2.456   | 2.342   | 2.255   | 2.187   | 2.131   | 2.084   |
| 40 | 4.085   | 3.232   | 2.839   | 2.606   | 2.449   | 2.336   | 2.249   | 2.180   | 2.124   | 2.077   |
| 41 | 4.079   | 3.226   | 2.833   | 2.600   | 2.443   | 2.330   | 2.243   | 2.174   | 2.118   | 2.071   |
| 42 | 4.073   | 3.220   | 2.827   | 2.594   | 2.438   | 2.324   | 2.237   | 2.168   | 2.112   | 2.065   |
| 43 | 4.067   | 3.214   | 2.822   | 2.589   | 2.432   | 2.319   | 2.232   | 2.163   | 2.106   | 2.059   |
| 44 | 4.062   | 3.209   | 2.816   | 2.584   | 2.427   | 2.313   | 2.226   | 2.157   | 2.101   | 2.054   |
| 45 | 4.057   | 3.204   | 2.812   | 2.579   | 2.422   | 2.308   | 2.221   | 2.152   | 2.096   | 2.049   |
| 46 | 4.052   | 3.200   | 2.807   | 2.574   | 2.417   | 2.304   | 2.216   | 2.147   | 2.091   | 2.044   |
| 47 | 4.047   | 3.195   | 2.802   | 2.570   | 2.413   | 2.299   | 2.212   | 2.143   | 2.086   | 2.039   |
| 48 | 4.043   | 3.191   | 2.798   | 2.565   | 2.409   | 2.295   | 2.207   | 2.138   | 2.082   | 2.035   |
| 49 | 4.038   | 3.187   | 2.794   | 2.561   | 2.404   | 2.290   | 2.203   | 2.134   | 2.077   | 2.030   |
| 50 | 4.034   | 3.183   | 2.790   | 2.557   | 2.400   | 2.286   | 2.199   | 2.130   | 2.073   | 2.026   |

Sumber : Database Microsoft Excel

**Distribusi Nilai F Tabel**  
(Dengan Taraf Signifikansi 0,05)

| DF  | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 51  | 4.030 | 3.179 | 2.786 | 2.553 | 2.397 | 2.283 | 2.195 | 2.126 | 2.069 | 2.022 |
| 52  | 4.027 | 3.175 | 2.783 | 2.550 | 2.393 | 2.279 | 2.192 | 2.122 | 2.066 | 2.018 |
| 53  | 4.023 | 3.172 | 2.779 | 2.546 | 2.389 | 2.275 | 2.188 | 2.119 | 2.062 | 2.015 |
| 54  | 4.020 | 3.168 | 2.776 | 2.543 | 2.386 | 2.272 | 2.185 | 2.115 | 2.059 | 2.011 |
| 55  | 4.016 | 3.165 | 2.773 | 2.540 | 2.383 | 2.269 | 2.181 | 2.112 | 2.055 | 2.008 |
| 56  | 4.013 | 3.162 | 2.769 | 2.537 | 2.380 | 2.266 | 2.178 | 2.109 | 2.052 | 2.005 |
| 57  | 4.010 | 3.159 | 2.766 | 2.534 | 2.377 | 2.263 | 2.175 | 2.106 | 2.049 | 2.001 |
| 58  | 4.007 | 3.156 | 2.764 | 2.531 | 2.374 | 2.260 | 2.172 | 2.103 | 2.046 | 1.998 |
| 59  | 4.004 | 3.153 | 2.761 | 2.528 | 2.371 | 2.257 | 2.169 | 2.100 | 2.043 | 1.995 |
| 60  | 4.001 | 3.150 | 2.758 | 2.525 | 2.368 | 2.254 | 2.167 | 2.097 | 2.040 | 1.993 |
| 61  | 3.998 | 3.148 | 2.755 | 2.523 | 2.366 | 2.251 | 2.164 | 2.094 | 2.037 | 1.990 |
| 62  | 3.996 | 3.145 | 2.753 | 2.520 | 2.363 | 2.249 | 2.161 | 2.092 | 2.035 | 1.987 |
| 63  | 3.993 | 3.143 | 2.751 | 2.518 | 2.361 | 2.246 | 2.159 | 2.089 | 2.032 | 1.985 |
| 64  | 3.991 | 3.140 | 2.748 | 2.515 | 2.358 | 2.244 | 2.156 | 2.087 | 2.030 | 1.982 |
| 65  | 3.989 | 3.138 | 2.746 | 2.513 | 2.356 | 2.242 | 2.154 | 2.084 | 2.027 | 1.980 |
| 66  | 3.986 | 3.136 | 2.744 | 2.511 | 2.354 | 2.239 | 2.152 | 2.082 | 2.025 | 1.977 |
| 67  | 3.984 | 3.134 | 2.742 | 2.509 | 2.352 | 2.237 | 2.150 | 2.080 | 2.023 | 1.975 |
| 68  | 3.982 | 3.132 | 2.739 | 2.507 | 2.350 | 2.235 | 2.148 | 2.078 | 2.021 | 1.973 |
| 69  | 3.980 | 3.130 | 2.737 | 2.505 | 2.348 | 2.233 | 2.145 | 2.076 | 2.019 | 1.971 |
| 70  | 3.978 | 3.128 | 2.736 | 2.503 | 2.346 | 2.231 | 2.143 | 2.074 | 2.017 | 1.969 |
| 71  | 3.976 | 3.126 | 2.734 | 2.501 | 2.344 | 2.229 | 2.142 | 2.072 | 2.015 | 1.967 |
| 72  | 3.974 | 3.124 | 2.732 | 2.499 | 2.342 | 2.227 | 2.140 | 2.070 | 2.013 | 1.965 |
| 73  | 3.972 | 3.122 | 2.730 | 2.497 | 2.340 | 2.226 | 2.138 | 2.068 | 2.011 | 1.963 |
| 74  | 3.970 | 3.120 | 2.728 | 2.495 | 2.338 | 2.224 | 2.136 | 2.066 | 2.009 | 1.961 |
| 75  | 3.968 | 3.119 | 2.727 | 2.494 | 2.337 | 2.222 | 2.134 | 2.064 | 2.007 | 1.959 |
| 76  | 3.967 | 3.117 | 2.725 | 2.492 | 2.335 | 2.220 | 2.133 | 2.063 | 2.006 | 1.958 |
| 77  | 3.965 | 3.115 | 2.723 | 2.490 | 2.333 | 2.219 | 2.131 | 2.061 | 2.004 | 1.956 |
| 78  | 3.963 | 3.114 | 2.722 | 2.489 | 2.332 | 2.217 | 2.129 | 2.059 | 2.002 | 1.954 |
| 79  | 3.962 | 3.112 | 2.720 | 2.487 | 2.330 | 2.216 | 2.128 | 2.058 | 2.001 | 1.953 |
| 80  | 3.960 | 3.111 | 2.719 | 2.486 | 2.329 | 2.214 | 2.126 | 2.056 | 1.999 | 1.951 |
| 81  | 3.959 | 3.109 | 2.717 | 2.484 | 2.327 | 2.213 | 2.125 | 2.055 | 1.998 | 1.950 |
| 82  | 3.957 | 3.108 | 2.716 | 2.483 | 2.326 | 2.211 | 2.123 | 2.053 | 1.996 | 1.948 |
| 83  | 3.956 | 3.107 | 2.715 | 2.482 | 2.324 | 2.210 | 2.122 | 2.052 | 1.995 | 1.947 |
| 84  | 3.955 | 3.105 | 2.713 | 2.480 | 2.323 | 2.209 | 2.121 | 2.051 | 1.993 | 1.945 |
| 85  | 3.953 | 3.104 | 2.712 | 2.479 | 2.322 | 2.207 | 2.119 | 2.049 | 1.992 | 1.944 |
| 86  | 3.952 | 3.103 | 2.711 | 2.478 | 2.321 | 2.206 | 2.118 | 2.048 | 1.991 | 1.943 |
| 87  | 3.951 | 3.101 | 2.709 | 2.476 | 2.319 | 2.205 | 2.117 | 2.047 | 1.989 | 1.941 |
| 88  | 3.949 | 3.100 | 2.708 | 2.475 | 2.318 | 2.203 | 2.115 | 2.045 | 1.988 | 1.940 |
| 89  | 3.948 | 3.099 | 2.707 | 2.474 | 2.317 | 2.202 | 2.114 | 2.044 | 1.987 | 1.939 |
| 90  | 3.947 | 3.098 | 2.706 | 2.473 | 2.316 | 2.201 | 2.113 | 2.043 | 1.986 | 1.938 |
| 91  | 3.946 | 3.097 | 2.705 | 2.472 | 2.315 | 2.200 | 2.112 | 2.042 | 1.984 | 1.936 |
| 92  | 3.945 | 3.095 | 2.704 | 2.471 | 2.313 | 2.199 | 2.111 | 2.041 | 1.983 | 1.935 |
| 93  | 3.943 | 3.094 | 2.703 | 2.470 | 2.312 | 2.198 | 2.110 | 2.040 | 1.982 | 1.934 |
| 94  | 3.942 | 3.093 | 2.701 | 2.469 | 2.311 | 2.197 | 2.109 | 2.038 | 1.981 | 1.933 |
| 95  | 3.941 | 3.092 | 2.700 | 2.467 | 2.310 | 2.196 | 2.108 | 2.037 | 1.980 | 1.932 |
| 96  | 3.940 | 3.091 | 2.699 | 2.466 | 2.309 | 2.195 | 2.106 | 2.036 | 1.979 | 1.931 |
| 97  | 3.939 | 3.090 | 2.698 | 2.465 | 2.308 | 2.194 | 2.105 | 2.035 | 1.978 | 1.930 |
| 98  | 3.938 | 3.089 | 2.697 | 2.465 | 2.307 | 2.193 | 2.104 | 2.034 | 1.977 | 1.929 |
| 99  | 3.937 | 3.088 | 2.696 | 2.464 | 2.306 | 2.192 | 2.103 | 2.033 | 1.976 | 1.928 |
| 100 | 3.936 | 3.087 | 2.696 | 2.463 | 2.305 | 2.191 | 2.103 | 2.032 | 1.975 | 1.927 |

Sumber : Database Microsoft Excel

### Distribusi Nilai t Tabel

| df | 0,10  | 0,05  | 0,025  | 0,01   | 0,005  |
|----|-------|-------|--------|--------|--------|
| 1  | 3.078 | 6.314 | 12.706 | 25.452 | 63.656 |
| 2  | 1.886 | 2.920 | 4.303  | 6.205  | 9.925  |
| 3  | 1.638 | 2.353 | 3.182  | 4.177  | 5.841  |
| 4  | 1.533 | 2.132 | 2.776  | 3.495  | 4.604  |
| 5  | 1.476 | 2.015 | 2.571  | 3.163  | 4.032  |
| 6  | 1.440 | 1.943 | 2.447  | 2.969  | 3.707  |
| 7  | 1.415 | 1.895 | 2.365  | 2.841  | 3.499  |
| 8  | 1.397 | 1.860 | 2.306  | 2.752  | 3.355  |
| 9  | 1.383 | 1.833 | 2.262  | 2.685  | 3.250  |
| 10 | 1.372 | 1.812 | 2.228  | 2.634  | 3.169  |
| 11 | 1.363 | 1.796 | 2.201  | 2.593  | 3.106  |
| 12 | 1.356 | 1.782 | 2.179  | 2.560  | 3.055  |
| 13 | 1.350 | 1.771 | 2.160  | 2.533  | 3.012  |
| 14 | 1.345 | 1.761 | 2.145  | 2.510  | 2.977  |
| 15 | 1.341 | 1.753 | 2.131  | 2.490  | 2.947  |
| 16 | 1.337 | 1.746 | 2.120  | 2.473  | 2.921  |
| 17 | 1.333 | 1.740 | 2.110  | 2.458  | 2.898  |
| 18 | 1.330 | 1.734 | 2.101  | 2.445  | 2.878  |
| 19 | 1.328 | 1.729 | 2.093  | 2.433  | 2.861  |
| 20 | 1.325 | 1.725 | 2.086  | 2.423  | 2.845  |
| 21 | 1.323 | 1.721 | 2.080  | 2.414  | 2.831  |
| 22 | 1.321 | 1.717 | 2.074  | 2.405  | 2.819  |
| 23 | 1.319 | 1.714 | 2.069  | 2.398  | 2.807  |
| 24 | 1.318 | 1.711 | 2.064  | 2.391  | 2.797  |
| 25 | 1.316 | 1.708 | 2.060  | 2.385  | 2.787  |
| 26 | 1.315 | 1.706 | 2.056  | 2.379  | 2.779  |
| 27 | 1.314 | 1.703 | 2.052  | 2.373  | 2.771  |
| 28 | 1.313 | 1.701 | 2.048  | 2.368  | 2.763  |
| 29 | 1.311 | 1.699 | 2.045  | 2.364  | 2.756  |
| 30 | 1.310 | 1.697 | 2.042  | 2.360  | 2.750  |
| 31 | 1.309 | 1.696 | 2.040  | 2.356  | 2.744  |
| 32 | 1.309 | 1.694 | 2.037  | 2.352  | 2.738  |
| 33 | 1.308 | 1.692 | 2.035  | 2.348  | 2.733  |
| 34 | 1.307 | 1.691 | 2.032  | 2.345  | 2.728  |
| 35 | 1.306 | 1.690 | 2.030  | 2.342  | 2.724  |
| 36 | 1.306 | 1.688 | 2.028  | 2.339  | 2.719  |
| 37 | 1.305 | 1.687 | 2.026  | 2.336  | 2.715  |
| 38 | 1.304 | 1.686 | 2.024  | 2.334  | 2.712  |
| 39 | 1.304 | 1.685 | 2.023  | 2.331  | 2.708  |
| 40 | 1.303 | 1.684 | 2.021  | 2.329  | 2.704  |
| 41 | 1.303 | 1.683 | 2.020  | 2.327  | 2.701  |
| 42 | 1.302 | 1.682 | 2.018  | 2.325  | 2.698  |
| 43 | 1.302 | 1.681 | 2.017  | 2.323  | 2.695  |
| 44 | 1.301 | 1.680 | 2.015  | 2.321  | 2.692  |
| 45 | 1.301 | 1.679 | 2.014  | 2.319  | 2.690  |
| 46 | 1.300 | 1.679 | 2.013  | 2.317  | 2.687  |
| 47 | 1.300 | 1.678 | 2.012  | 2.315  | 2.685  |
| 48 | 1.299 | 1.677 | 2.011  | 2.314  | 2.682  |
| 49 | 1.299 | 1.677 | 2.010  | 2.312  | 2.680  |
| 50 | 1.299 | 1.676 | 2.009  | 2.311  | 2.678  |

| df  | 0,10  | 0,05  | 0,025 | 0,01  | 0,005 |
|-----|-------|-------|-------|-------|-------|
| 51  | 1.298 | 1.675 | 2.008 | 2.310 | 2.676 |
| 52  | 1.298 | 1.675 | 2.007 | 2.308 | 2.674 |
| 53  | 1.298 | 1.674 | 2.006 | 2.307 | 2.672 |
| 54  | 1.297 | 1.674 | 2.005 | 2.306 | 2.670 |
| 55  | 1.297 | 1.673 | 2.004 | 2.304 | 2.668 |
| 56  | 1.297 | 1.673 | 2.003 | 2.303 | 2.667 |
| 57  | 1.297 | 1.672 | 2.002 | 2.302 | 2.665 |
| 58  | 1.296 | 1.672 | 2.002 | 2.301 | 2.663 |
| 59  | 1.296 | 1.671 | 2.001 | 2.300 | 2.662 |
| 60  | 1.296 | 1.671 | 2.000 | 2.299 | 2.660 |
| 61  | 1.296 | 1.670 | 2.000 | 2.298 | 2.659 |
| 62  | 1.295 | 1.670 | 1.999 | 2.297 | 2.657 |
| 63  | 1.295 | 1.669 | 1.998 | 2.296 | 2.656 |
| 64  | 1.295 | 1.669 | 1.998 | 2.295 | 2.655 |
| 65  | 1.295 | 1.669 | 1.997 | 2.295 | 2.654 |
| 66  | 1.295 | 1.668 | 1.997 | 2.294 | 2.652 |
| 67  | 1.294 | 1.668 | 1.996 | 2.293 | 2.651 |
| 68  | 1.294 | 1.668 | 1.995 | 2.292 | 2.650 |
| 69  | 1.294 | 1.667 | 1.995 | 2.291 | 2.649 |
| 70  | 1.294 | 1.667 | 1.994 | 2.291 | 2.648 |
| 71  | 1.294 | 1.667 | 1.994 | 2.290 | 2.647 |
| 72  | 1.293 | 1.666 | 1.993 | 2.289 | 2.646 |
| 73  | 1.293 | 1.666 | 1.993 | 2.289 | 2.645 |
| 74  | 1.293 | 1.666 | 1.993 | 2.288 | 2.644 |
| 75  | 1.293 | 1.665 | 1.992 | 2.287 | 2.643 |
| 76  | 1.293 | 1.665 | 1.992 | 2.287 | 2.642 |
| 77  | 1.293 | 1.665 | 1.991 | 2.286 | 2.641 |
| 78  | 1.292 | 1.665 | 1.991 | 2.285 | 2.640 |
| 79  | 1.292 | 1.664 | 1.990 | 2.285 | 2.639 |
| 80  | 1.292 | 1.664 | 1.990 | 2.284 | 2.639 |
| 81  | 1.292 | 1.664 | 1.990 | 2.284 | 2.638 |
| 82  | 1.292 | 1.664 | 1.989 | 2.283 | 2.637 |
| 83  | 1.292 | 1.663 | 1.989 | 2.283 | 2.636 |
| 84  | 1.292 | 1.663 | 1.989 | 2.282 | 2.636 |
| 85  | 1.292 | 1.663 | 1.988 | 2.282 | 2.635 |
| 86  | 1.291 | 1.663 | 1.988 | 2.281 | 2.634 |
| 87  | 1.291 | 1.663 | 1.988 | 2.281 | 2.634 |
| 88  | 1.291 | 1.662 | 1.987 | 2.280 | 2.633 |
| 89  | 1.291 | 1.662 | 1.987 | 2.280 | 2.632 |
| 90  | 1.291 | 1.662 | 1.987 | 2.280 | 2.632 |
| 91  | 1.291 | 1.662 | 1.986 | 2.279 | 2.631 |
| 92  | 1.291 | 1.662 | 1.986 | 2.279 | 2.630 |
| 93  | 1.291 | 1.661 | 1.986 | 2.278 | 2.630 |
| 94  | 1.291 | 1.661 | 1.986 | 2.278 | 2.629 |
| 95  | 1.291 | 1.661 | 1.985 | 2.277 | 2.629 |
| 96  | 1.290 | 1.661 | 1.985 | 2.277 | 2.628 |
| 97  | 1.290 | 1.661 | 1.985 | 2.277 | 2.627 |
| 98  | 1.290 | 1.661 | 1.984 | 2.276 | 2.627 |
| 99  | 1.290 | 1.660 | 1.984 | 2.276 | 2.626 |
| 100 | 1.290 | 1.660 | 1.984 | 2.276 | 2.626 |

Sumber : Database Microsoft Excel