

## BAB IV

### PENUTUP

#### A.

#### Kesimpulan

Dari analisis data hasil temuan lapangan dan interpretasi data berdasarkan teori yang telah dilakukan , maka dapat disimpulkan hal-hal sebagai berikut:

1. Secara keseluruhan tingkat keterlibatan dalam *employee relations* karyawan Grand Quality Hotel tinggi. Dan tingkat kepuasan kerja karyawan juga tergolong tinggi. Dari hasil temuan lapangan dapat disimpulkan, ada hubungan yang tergolong cukup kuat antara tingkat keterlibatan dalam *employee relations* dengan tingkat kepuasan kerja karyawan.(0,531). Meningkatnya kepuasan kerja karyawan salah satunya dipengaruhi oleh tingkat keterlibatan *employee relations* yang artinya semakin tinggi tingkat keterlibatan dalam *employee relations* maka semakin tinggi pula tingkat kepuasan kerja karyawan tersebut. Hal ini berarti tingkat keterlibatan dalam *employee relations* memang memiliki hubungan yang cukup kuat dalam meningkatkan kepuasan kerja dalam diri seorang karyawan.

2. Berdasarkan hasil

penelitian mengenai hubungan antara tingkat keterlibatan *employee relations* dengan kepuasan kerja yang dikontrol oleh jenis kelamin diperoleh hasil ternyata jenis kelamin memberikan pengaruh yang positif dan cukup kuat (0,414). Hal ini berarti jenis kelamin memberikan kontribusi yang cukup kuat terhadap hubungan antara tingkat keterlibatan mengikuti *employee relations* dengan kepuasan kerja. Dari hasil penelitian dapat disimpulkan bahwa hubungan antara tingkat keterlibatan dalam *employee relations* dengan kepuasan kerja lebih tinggi pada karyawan berjenis kelamin laki-laki (0,490).

3. Berdasarkan hasil

penelitian mengenai hubungan antara tingkat keterlibatan *employee relations* terhadap kepuasan kerja yang dikontrol oleh usia diperoleh hasil ternyata usia memberikan pengaruh yang positif dan cukup kuat (0,508) . Hal ini berarti usia memberikan kontribusi yang cukup kuat terhadap hubungan antara tingkat keterlibatan *employee relations* terhadap kepuasan kerja. Dari hasil penelitian dapat disimpulkan bahwa hubungan antara tingkat keterlibatan *employee relations* terhadap kepuasan kerja lebih tinggi pada karyawan berusia 25-35 tahun (0,567).

4. Berdasarkan hasil

penelitian mengenai hubungan antara tingkat keterlibatan

*employee relations* dengan kepuasan kerja yang dikontrol oleh gaji diperoleh hasil ternyata gaji memberikan pengaruh yang positif dan cukup kuat (0,468) . Hal ini berarti gaji memberikan kontribusi yang cukup kuat terhadap hubungan antara tingkat keterlibatan *employee relations* terhadap kepuasan kerja. Dari hasil penelitian dapat disimpulkan bahwa hubungan antara tingkat keterlibatan *employee relations* terhadap kepuasan kerja lebih tinggi pada karyawan yang memiliki gaji Rp.750.000,00-Rp.6000.000,00(0,530)

5. Berdasarkan hasil penelitian dapat diperoleh kesimpulan bahwa tingkat keterlibatan dalam *employee relations* memiliki hubungan yang cukup kuat terhadap peningkatan kepuasan kerja karyawan. *Employee relations* merupakan kegiatan yang bertujuan untuk membangun komunikasi yang efektif diantara para karyawan. Dengan adanya komunikasi yang efektif maka penyebaran segala informasi dan perkembangan yang terjadi di dalam perusahaan dapat diketahui oleh karyawan. Seorang karyawan akan bekerja lebih baik jika dia mengetahui nasib dan masa depan di tempat dia bekerja inilah yang dikatakan intisari kepuasan kerja. Jadi *employee relations* terbukti memiliki hubungan yang cukup kuat dalam peningkatan kepuasan kerja karyawan. Namun *Employee relations* bukanlah faktor utama

pembentuk kepuasan kerja. Masih ada faktor lainnya yang turut berhubungan misalnya karakteristik karyawan. Dalam penelitian ini karakteristik karyawan yang diteliti adalah jenis kelamin, usia dan gaji. Berdasarkan hasil penelitian karakteristik karyawan (jenis kelamin, usia dan gaji) terbukti turut berhubungan dalam peningkatan kepuasan kerja karyawan. Jadi karyawan dengan jenis kelamin pria memiliki tingkat kepuasan kerja yang lebih tinggi, karena wanita cenderung memiliki banyak persyaratan untuk merasa puas terhadap pekerjaannya. Karyawan yang berusia 25-35 tahun memiliki tingkat kepuasan kerja lebih tinggi dibanding usia lainnya karena karyawan pada usia ini merupakan karyawan yang memiliki semangat kerja yang tinggi. Semangat kerja yang tinggi merupakan salah satu tanda bahwa karyawan itu memiliki tingkat kepuasan kerja yang tinggi pula. Pada karakteristik karyawan yaitu gaji, diperoleh hasil ternyata tidak selamanya sesuai dengan teori yang mengatakan bahwa gaji yang paling tinggi merupakan karyawan yang paling puas. Hal ini disebabkan gaji merupakan tingkat kebutuhan manusia yang paling rendah berdasarkan hierarki Maslow. Selain itu kepuasan gaji seseorang dapat berubah-ubah sesuai dengan keadaan dan kebutuhannya. Jadi intinya *employee relations* memang memiliki hubungan yang cukup kuat terhadap peningkatan kepuasan kerja seorang karyawan, namun bukanlah

faktor utama, masih ada faktor-faktor lainnya seperti factor karakteristik individu atau keadaan diri dan lingkungan karyawan tersebut.

## B.

### Saran

Berdasarkan hasil yang telah diperoleh dalam penelitian ini, terdapat beberapa hal sebagai saran dari peneliti bagi pihak-pihak yang membaca penulisan ilmiah ini.

#### 1.

#### Praktis

##### a.

Pada hasil analisis data

dijelaskan bahwa tingkat keterlibatan dalam *employee relations* memiliki hubungan yang cukup kuat pada meningkatnya kepuasan kerja karyawan. Hal ini membuktikan bahwa kegiatan *employee relations* ikut membangun dan meningkatkan kepuasan kerja karyawan. Kegiatan *employee relations* bertujuan untuk ikut membangun adanya komunikasi yang efektif dan menjamin penyebaran segala informasi , keadaan mengenai perusahaan. Maka melihat pentingnya manfaat kegiatan ini sebaiknya pihak manajemen terus mengembangkan dan melaksanakan kegiatan *employee relations* baik dari materi yang disampaikan hingga pada perwujudan keragaman dan keragaman kegiatan.

b. Pada hasil analisis data dijelaskan bahwa hubungan tingkat keterlibatan dalam *employee relations* dengan kepuasan kerja apabila dikontrol oleh karakteristik karyawan (jenis kelamin, usia dan gaji) akan terjadi perubahan. Jadi kehadiran karakteristik karyawan akan ikut mempengaruhi kuat lemahnya hubungan antara keterlibatan dalam *employee relations* dengan kepuasan kerja. Maka melihat bahwa karakteristik karyawan memiliki hubungan yang positif dan signifikan sebaiknya peneliti selanjutnya memperbanyak jenis karakteristik karyawan yang kehadirannya dirasa ikut mempengaruhi, misal: tingkat pendidikan, lama bekerja, dan lain- lain. Sehingga hasil yang diperoleh dalam penelitian lebih beragam dan luas.

## 2. Akademis

Untuk mengukur kepuasan kerja seorang individu dengan individu lainnya akan berbeda. Hal ini dikarenakan tingkat kepuasan kerja seseorang dipengaruhi banyak hal . Maka untuk penelitian selanjutnya disarankan peneliti mau menggunakan metode pengumpulan data lainnya yaitu wawancara mendalam (*depth Interview*). Dengan menggunakan metode ini, maka dapat diketahui lebih rinci hal-hal apa saja yang mempengaruhi kepuasan kerja karyawan, selain *employee relations* dan

karakteristik karyawan yang digunakan dalam penelitian ini yaitu jenis kelamin, usia dan gaji di Grand Quality Hotel. Selain itu melalui metode ini juga dapat diketahui karakteristik individu lain yang mungkin juga ikut mempengaruhi tingkat kepuasan kerja seorang karyawan.

## DAFTAR PUSTAKA

As'ad, Moh.1998. *Psikologi Industri edisi keempat*. Yogyakarta: Liberty.

As'ad,Moh. 2003. *Psikologi Islami: seri sumber daya manusia*.Jakarta: Alex Media Komputindo

Baskin, Otis, W. Aronoff, Craig E. and Lattimore, Dan .1997. *Public Relations: The Profession and The Prantice, 4th Ed*. Madison, WI: Brown and Benchmark Publishers

Cutlip, Center dan Broom.2006. *Effective Public Relations Edisi 9*. Jakarta: Kencana Prenada Media Group.

Effendy, Onong Uchjana.1993. *Dinamika Komunikasi*. Bandung: PT. Remaja Rosdakarya

Effendy, Onong Uchjana.1994. *Ilmu komunikasi teori dan praktek* . Bandung: PT remaja Rosdakarya.

Handoko, T . Hani.1995. *Manajemen*. : Yogyakarta : BPFE.

Hasibuan, Malayu, Sp.2005. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi aksara.

Harnoto. 2002. *Manajemen Sumber Daya manusia edisi Kedua*. Jakarta: PT Prehallindo.

Heidjrachman dan Suad Husnan. 2002. *Manajemen Personalia*. Yogyakarta: BPFE.

Jefkins, Frank. 1995. *Public Relations, edisi keempat (alih bahasa Aris Munandar)*. Jakarta :Erlangga.

Martoyo, Susilo.2007. *Manajemen Sumber Daya Manusia*. Yogyakarta: BPFE

Mike Beard 2004. *Manajemen Departemen Public Relations*, edisi kedua,. Erlangga, Jakarta

Mello, Jeffrey,A. 2002. *Strategic Human Resource Management*. Canada: Thomson Learning

Mobley,W.H. 1978. *An Evaluation of Precussorsof Hospital Employee Turnover*. Journal of applied Pschylogy.

Munandar , sunyoto.2001. *Psikologi Industri*.Jakarta: UI- Press

Nitisemito, Alex S. 1982. *Manajemen personalia*. Jakarta: Erlangga.  
Rakhmat, Jalalludin.2000. *Psikologi Komunikasi edisi revisi*. Bandung: PT Remaja Rosdakarya

Robbins Sp. 2001.*Perilaku Organisasi: Konsep, Kontroversi dan Aplikasi. Jilid 1 edisi 8.edisi Bahasa Indonesia*, Pearson Asia education,Pte., Ltd Jakarta:PT. Prehalindo

Kreitner dan Knicky angelo.2003. *Perilaku Organisasi*. Jakarta: PT Salemba Emha Patria

Effendi, Asrul. *Pola Komunikasi Organisasi dan Employee Relations*.

Komunikasi. Universitas Sumatra Utara, Medan. Thesis

## LAMPIRAN

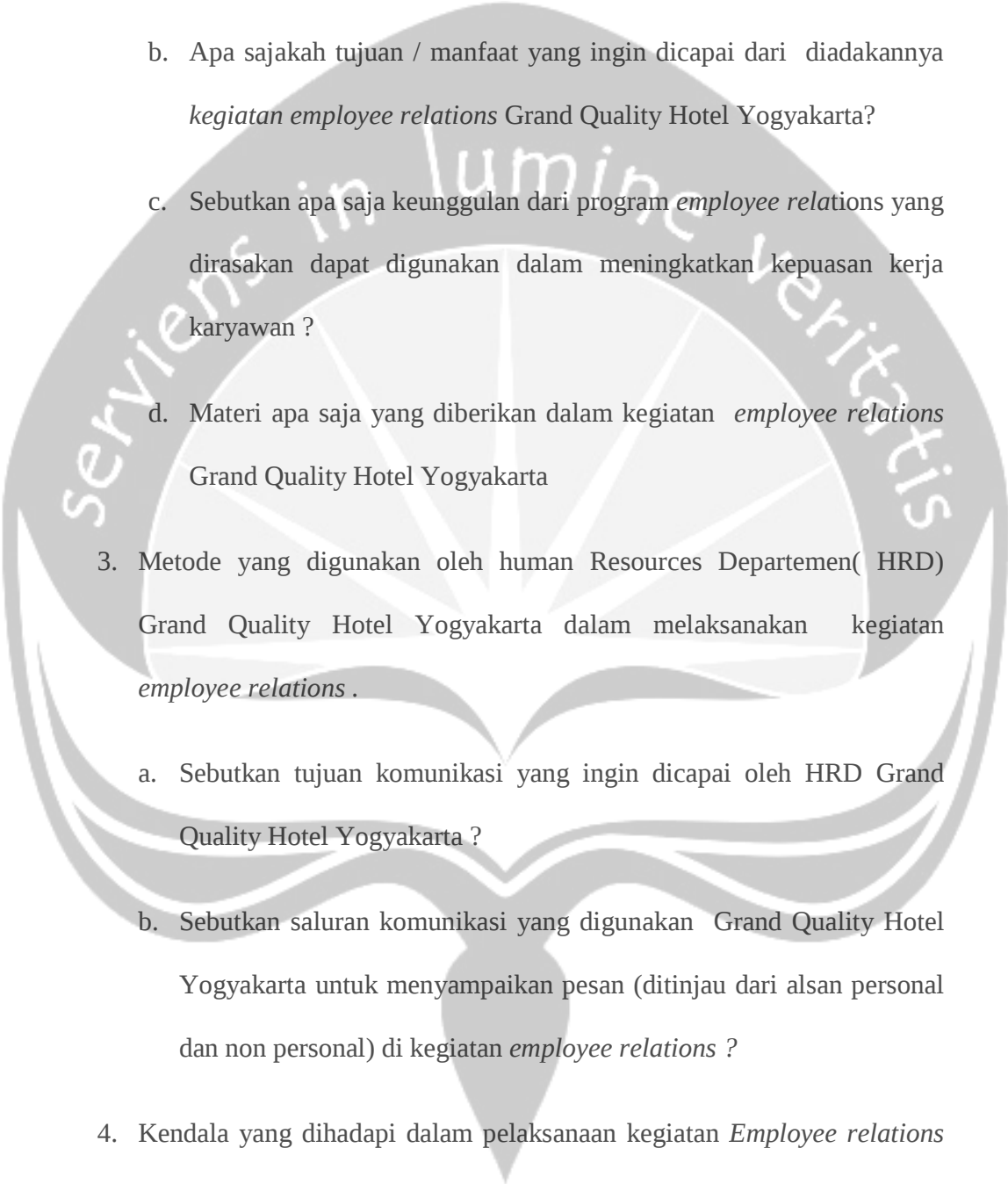
### Interview Guide

Human Resources Departemen

“Hubungan Keterlibatan dalam *Employee Relations* dengan Tingkat Kepuasan Kerja Karyawan di Grand Quality Hotel Yogyakarta”

### COMPANY PROFILE

1. Bagaimana Profil berdirinya Grand Quality Hotel Yogyakarta yang meliputi:?
  - a. Latar Belakang Grand Quality Hotel Yogyakarta
  - b. Misi dan visi Grand Quality Hotel Yogyakarta
  - c. Tujuan Grand Quality Hotel Yogyakarta
  - d. Motto Grand Quality Hotel Yogyakarta
  - e. Struktur organisasi perusahaan Grand Quality Hotel Yogyakarta
2. Segmentasi public internal perusahaan dan kepuasan kerja karyawan Grand Quality Hotel Yogyakarta

- 
- a. Siapa Sajakah yang menjadi publik intern perusahaan dalam Grand Quality Hotel Yogyakarta?
  - b. Apa sajakah tujuan / manfaat yang ingin dicapai dari diadakannya *kegiatan employee relations* Grand Quality Hotel Yogyakarta?
  - c. Sebutkan apa saja keunggulan dari program *employee relations* yang dirasakan dapat digunakan dalam meningkatkan kepuasan kerja karyawan ?
  - d. Materi apa saja yang diberikan dalam kegiatan *employee relations* Grand Quality Hotel Yogyakarta
3. Metode yang digunakan oleh human Resources Departemen( HRD) Grand Quality Hotel Yogyakarta dalam melaksanakan kegiatan *employee relations* .
    - a. Sebutkan tujuan komunikasi yang ingin dicapai oleh HRD Grand Quality Hotel Yogyakarta ?
    - b. Sebutkan saluran komunikasi yang digunakan Grand Quality Hotel Yogyakarta untuk menyampaikan pesan (ditinjau dari alisan personal dan non personal) di kegiatan *employee relations* ?
  4. Kendala yang dihadapi dalam pelaksanaan kegiatan *Employee relations* di Grand Quality Hotel Yogyakarta

- 
- a. Adakah kendala kendala yang sering dijumpai dalam melaksanakan kegiatan *employee relations* ?
  - b. Langkah-Langkah apa saja yang diambil oleh manajer HRD Grand Quality Hotel Yogyakarta untuk mengatasi kendala tersebut?
5. Hasil- hasil yang dicapai dari pelaksanaan kegiatan *employee relations* di Grand Quality Hotel Yogyakarta
- a. Hasil –hasil apa sajakah yang telah dicapai melalui kegiatan *employee relations* tersebut?
  - b. Pengaruh-pengaruh apa sajakah yang ditimbulkan dari hasil-hasil tersebut?

## Kuesioner

Untuk Melengkapi data penelitian ini, ijinkan saya menyita waktu bapak/ ibu guna mengajukan beberapa pertanyaan yang berkaitan dengan pekerjaan anda sebagai karyawan Grand Quality Hotel Yogyakarta. Mengingat pentingnya data tersebut dan dengan tidak ada tujuan lain selain tujuan ilmiah, saya mohon bapak/ ibu bersedia mengisi kuesioner (daftar pertanyaan) di bawah ini sesuai dengan perasaan, pendapat dan keadaan bapak/ ibu.

Atas perhatian dan kesediaan , saya ucapkan terimakasih.

### PETUNJUK PENGISIAN

- a. Tulislah jawaban anda pada tempat yang disediakan , untuk bentuk pertanyaan isian.
- b. Berilah tanda silang (X) pada jawaban yang anda pilih/ anda anggap benar, untuk bentuk pertanyaan pilihan
- c. Anda dimohon untuk menjawab semua pertanyaan yang ada dan jangan ada yang terlewatkan, demi kesempurnaan pengolahan kuesioner ini nantinya

## A. KARAKTERISTIK INDIVIDU PEGAWAI

1. Jenis kelamin:

- a. Perempuan
- b. laki-laki

2. Usia:

- a. <25 tahun
- b. 25-35 tahun
- c. >35 tahun

3. Gaji:

- a. Rp.<750.000,00
- b. Rp.750.000-1.500.000,00
- c. Rp.1500.000-3.000.000,00
- d. Rp.3.000.000-6.000.000,00
- e. >Rp.6.000.000,00

## B. EMPLOYEE RELATIONS

Mana saja dari kegiatan komunikasi internal(komunikasi dengan karyawan ) yang dilakukan di Grand Quality Hotel selama periode **satu tahun terakhir (2010)**dan **sebulan terakhir ini (Juli 2010)** yg anda ikuti, Beri tanda ( ☒ ) untuk jawaban anda

| Periode satu tahun terakhir |                                                  |      |
|-----------------------------|--------------------------------------------------|------|
| no                          | Aktivitas                                        | Ikut |
| 1                           | Rapat tahunan                                    |      |
| 2                           | Pemilihan <i>employee of the year</i>            |      |
| 3                           | <i>Ladies day</i>                                |      |
| 4                           | Komunitas <i>bikers</i>                          |      |
| 5                           | Kegiatan <i>outing</i>                           |      |
| Periode sebulan terakhir    |                                                  |      |
| 6                           | Pemilihan <i>employee of the month</i>           |      |
| 7                           | pengajaran tata tertib, attitude dalam bersosial |      |
| 8                           | Rapat bulanan                                    |      |
| 9                           | Kursus bahasa inggris                            |      |

### C. KEPUASAN KERJA

Anda dapat memberikan tanda (✓) pada alternative pilihan jawaban yang ada sesuai dengan kondisi ada selama ini

SS= Sangat Setuju

TS = Tidak setuju

S = Setuju

STS = Sangat Tidak Setuju(STS)

| No                    | Pernyataan                                                                                                         | Jawaban |   |    |     |
|-----------------------|--------------------------------------------------------------------------------------------------------------------|---------|---|----|-----|
| Variabel moral kerja  |                                                                                                                    | SS      | S | TS | STS |
| 1                     | Pekerjaan dan tanggung jawab saya selalu dapat diselesaikan tepat waktu                                            |         |   |    |     |
| 2                     | Saya selalu dapat mencapai target yang diberikan perusahaan tepat waktu                                            |         |   |    |     |
| 3                     | Saya mau membantu teman saya semaksimal mungkin apabila mereka mengalami kesulitan dalam pekerjaan mereka          |         |   |    |     |
| 4                     | Saya merasa teman saya mau dan sering membantu saya dalam menyelesaikan kesulitan dalam pekerjaan yang saya miliki |         |   |    |     |
| 5                     | Saya senang dengan pekerjaan yang saya lakukan di Grand Quality hotel Yogyakarta                                   |         |   |    |     |
| Variable kedisiplinan |                                                                                                                    |         |   |    |     |
| 6                     | Saya belum pernah melanggar peraturan di Grand Quality                                                             |         |   |    |     |

|                          |                                                                                                          |  |  |  |  |
|--------------------------|----------------------------------------------------------------------------------------------------------|--|--|--|--|
|                          | hotel Yogyakarta                                                                                         |  |  |  |  |
| 7                        | Saya secara sadar dan tanpa merasa terpaksa mentaati seluruh peraturan di Grand Quality hotel Yogyakarta |  |  |  |  |
| 8                        | Saya selalu datang tepat waktu dan pulang tepat waktu sesuai dengan peraturan perusahaan                 |  |  |  |  |
| 9                        | Menurut saya peraturan yang ada di Grand Quality hotel Yogyakarta sudah tepat dan sesuai                 |  |  |  |  |
| <b>Variabel Turnover</b> |                                                                                                          |  |  |  |  |
| 10                       | Saya tidak ingin terus bekerja dan mengabdikan di Grand Quality hotel Yogyakarta                         |  |  |  |  |
| 11                       | Saya sering absen dari pekerjaan                                                                         |  |  |  |  |
| 12                       | Saya tidak menyukai kinerja dan perlakuan pimpinan saya terhadap saya dan teman teman                    |  |  |  |  |
| 13                       | Saya ingin mencoba bekerja di perusahaan lain untuk menambah pengetahuan dan wawasan saya                |  |  |  |  |
| 14                       | Saya memiliki kekecewaan dan kritik terhadap kondisi perusahaan dan pekerjaan saya                       |  |  |  |  |

## Employee Relations

### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 178 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 178 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,775             | 14         |

#### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KK_1  | 40,35                      | 14,286                         | ,237                             | ,774                             |
| KK_2  | 40,47                      | 14,002                         | ,327                             | ,767                             |
| KK_3  | 40,17                      | 12,864                         | ,535                             | ,748                             |
| KK_4  | 40,43                      | 13,365                         | ,344                             | ,767                             |
| KK_5  | 40,15                      | 13,214                         | ,454                             | ,756                             |
| KK_6  | 40,47                      | 13,720                         | ,353                             | ,765                             |
| KK_7  | 40,21                      | 13,468                         | ,414                             | ,760                             |
| KK_8  | 40,56                      | 13,615                         | ,437                             | ,758                             |
| KK_9  | 40,77                      | 13,997                         | ,295                             | ,770                             |
| KK_10 | 40,42                      | 12,505                         | ,532                             | ,747                             |
| KK_11 | 40,53                      | 13,414                         | ,364                             | ,764                             |
| KK_12 | 40,51                      | 12,635                         | ,543                             | ,746                             |
| KK_13 | 41,06                      | 13,832                         | ,346                             | ,766                             |
| KK_14 | 41,15                      | 14,159                         | ,237                             | ,775                             |

#### Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 43,63 | 15,397   | 3,924          | 14         |

## Kepuasan Kerja

### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 178 | 100,0 |
|       | Excluded <sup>a</sup> | 0   | ,0    |
|       | Total                 | 178 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,809             | 9          |

#### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| ER_1 | 4,65                       | 5,563                          | ,639                             | ,773                             |
| ER_2 | 4,99                       | 5,909                          | ,453                             | ,796                             |
| ER_3 | 4,91                       | 6,240                          | ,282                             | ,818                             |
| ER_4 | 4,66                       | 6,294                          | ,283                             | ,816                             |
| ER_5 | 4,75                       | 5,343                          | ,699                             | ,763                             |
| ER_6 | 4,83                       | 5,173                          | ,771                             | ,752                             |
| ER_7 | 4,54                       | 6,215                          | ,390                             | ,803                             |
| ER_8 | 4,63                       | 5,951                          | ,454                             | ,796                             |
| ER_9 | 4,70                       | 5,614                          | ,584                             | ,779                             |

#### Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|------|----------|----------------|------------|
| 5,33 | 7,183    | 2,680          | 9          |

## Employee Relations

### Frequency Table

ER\_1

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 56        | 31,5    | 31,5          | 31,5               |
|       | Ikut       | 122       | 68,5    | 68,5          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

ER\_2

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 117       | 65,7    | 65,7          | 65,7               |
|       | Ikut       | 61        | 34,3    | 34,3          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

ER\_3

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 103       | 57,9    | 57,9          | 57,9               |
|       | Ikut       | 75        | 42,1    | 42,1          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

ER\_4

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 58        | 32,6    | 32,6          | 32,6               |
|       | Ikut       | 120       | 67,4    | 67,4          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

ER\_5

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 74        | 41,6    | 41,6          | 41,6               |
|       | Ikut       | 104       | 58,4    | 58,4          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

**ER\_6**

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 88        | 49,4    | 49,4          | 49,4               |
|       | Ikut       | 90        | 50,6    | 50,6          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

**ER\_7**

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 38        | 21,3    | 21,3          | 21,3               |
|       | Ikut       | 140       | 78,7    | 78,7          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

**ER\_8**

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 54        | 30,3    | 30,3          | 30,3               |
|       | Ikut       | 124       | 69,7    | 69,7          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

**ER\_9**

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Tidak ikut | 65        | 36,5    | 36,5          | 36,5               |
|       | Ikut       | 113       | 63,5    | 63,5          | 100,0              |
|       | Total      | 178       | 100,0   | 100,0         |                    |

**Employee relations**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Rendah | 40        | 22,5    | 22,5          | 22,5               |
|       | Rendah        | 30        | 16,9    | 16,9          | 39,3               |
|       | Tinggi        | 61        | 34,3    | 34,3          | 73,6               |
|       | Sangat Tinggi | 47        | 26,4    | 26,4          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

## Kepuasan Kerja

### Frequency Table

KK\_1

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 3         | 1,7     | 1,7           | 1,7                |
|       | Setuju        | 122       | 68,5    | 68,5          | 70,2               |
|       | Sangat Setuju | 53        | 29,8    | 29,8          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

KK\_2

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 8         | 4,5     | 4,5           | 4,5                |
|       | Setuju        | 133       | 74,7    | 74,7          | 79,2               |
|       | Sangat Setuju | 37        | 20,8    | 20,8          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

KK\_3

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 7         | 3,9     | 3,9           | 3,9                |
|       | Setuju        | 81        | 45,5    | 45,5          | 49,4               |
|       | Sangat Setuju | 90        | 50,6    | 50,6          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

KK\_4

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 22        | 12,4    | 12,4          | 12,4               |
|       | Setuju        | 97        | 54,5    | 54,5          | 66,9               |
|       | Sangat Setuju | 59        | 33,1    | 33,1          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

### KK\_5

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | ,6      | ,6            | ,6                 |
|       | Tidak Setuju        | 3         | 1,7     | 1,7           | 2,2                |
|       | Setuju              | 83        | 46,6    | 46,6          | 48,9               |
|       | Sangat Setuju       | 91        | 51,1    | 51,1          | 100,0              |
|       | Total               | 178       | 100,0   | 100,0         |                    |

### KK\_6

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 13        | 7,3     | 7,3           | 7,3                |
|       | Setuju        | 123       | 69,1    | 69,1          | 76,4               |
|       | Sangat Setuju | 42        | 23,6    | 23,6          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

### KK\_7

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 4         | 2,2     | 2,2           | 2,2                |
|       | Setuju        | 95        | 53,4    | 53,4          | 55,6               |
|       | Sangat Setuju | 79        | 44,4    | 44,4          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

### KK\_8

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 14        | 7,9     | 7,9           | 7,9                |
|       | Setuju        | 136       | 76,4    | 76,4          | 84,3               |
|       | Sangat Setuju | 28        | 15,7    | 15,7          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

### KK\_9

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 37        | 20,8    | 20,8          | 20,8               |
|       | Setuju        | 128       | 71,9    | 71,9          | 92,7               |
|       | Sangat Setuju | 13        | 7,3     | 7,3           | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

**KK\_10**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 23        | 12,9    | 12,9          | 12,9               |
|       | Setuju        | 94        | 52,8    | 52,8          | 65,7               |
|       | Sangat Setuju | 61        | 34,3    | 34,3          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

**KK\_11**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3         | 1,7     | 1,7           | 1,7                |
|       | Tidak Setuju        | 15        | 8,4     | 8,4           | 10,1               |
|       | Setuju              | 120       | 67,4    | 67,4          | 77,5               |
|       | Sangat Setuju       | 40        | 22,5    | 22,5          | 100,0              |
|       | Total               | 178       | 100,0   | 100,0         |                    |

**KK\_12**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 24        | 13,5    | 13,5          | 13,5               |
|       | Setuju        | 108       | 60,7    | 60,7          | 74,2               |
|       | Sangat Setuju | 46        | 25,8    | 25,8          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

**KK\_13**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 77        | 43,3    | 43,3          | 43,3               |
|       | Setuju        | 100       | 56,2    | 56,2          | 99,4               |
|       | Sangat Setuju | 1         | ,6      | ,6            | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

**KK\_14**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 94        | 52,8    | 52,8          | 52,8               |
|       | Setuju        | 81        | 45,5    | 45,5          | 98,3               |
|       | Sangat Setuju | 3         | 1,7     | 1,7           | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

### Kepuasan kerja

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Rendah        | 8         | 4,5     | 4,5           | 4,5                |
|       | Tinggi        | 102       | 57,3    | 57,3          | 61,8               |
|       | Sangat Tinggi | 68        | 38,2    | 38,2          | 100,0              |
|       | Total         | 178       | 100,0   | 100,0         |                    |

### Correlations

|                    |                     | Kepuasan kerja | Employee relations |
|--------------------|---------------------|----------------|--------------------|
| Kepuasan kerja     | Pearson Correlation | 1              | .530**             |
|                    | Sig. (2-tailed)     |                | .000               |
|                    | N                   | 164            | 164                |
| Employee relations | Pearson Correlation | .530**         | 1                  |
|                    | Sig. (2-tailed)     | .000           |                    |
|                    | N                   | 164            | 164                |

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

### Correlations: > Rp. 6.000.000

### Correlations

|                    |                     | Kepuasan kerja | Employee relations |
|--------------------|---------------------|----------------|--------------------|
| Kepuasan kerja     | Pearson Correlation | 1              | .608               |
|                    | Sig. (2-tailed)     |                | .110               |
|                    | N                   | 8              | 8                  |
| Employee relations | Pearson Correlation | .608           | 1                  |
|                    | Sig. (2-tailed)     | .110           |                    |
|                    | N                   | 8              | 8                  |

## Partial Corr

### Correlations

| Control Variables  |                    |                         | Kepuasan kerja | Employee relations |
|--------------------|--------------------|-------------------------|----------------|--------------------|
| -none <sup>a</sup> | Kepuasan kerja     | Correlation             | 1.000          | .531               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 176                |
|                    | Employee relations | Correlation             | .531           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 176            | 0                  |
|                    | Masa/Lama kerja    | Correlation             | .419           | .369               |
|                    |                    | Significance (2-tailed) | .000           | .000               |
|                    |                    | df                      | 176            | 176                |
| Masa/Lama kerja    | Kepuasan kerja     | Correlation             | 1.000          | .446               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 175                |
|                    | Employee relations | Correlation             | .446           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 175            | 0                  |

### Correlations

| Control Variables   |                    | Masa/Lama kerja         |       |
|---------------------|--------------------|-------------------------|-------|
| -none- <sup>a</sup> | Kepuasan kerja     | Correlation             | .419  |
|                     |                    | Significance (2-tailed) | .000  |
|                     |                    | df                      | 176   |
|                     | Employee relations | Correlation             | .369  |
|                     |                    | Significance (2-tailed) | .000  |
|                     |                    | df                      | 176   |
|                     | Masa/Lama kerja    | Correlation             | 1.000 |
|                     |                    | Significance (2-tailed) | .     |
|                     |                    | df                      | 0     |
| Masa/Lama kerja     | Kepuasan kerja     | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |
|                     | Employee relations | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |

a. Cells contain zero-order (Pearson) correlations.

### Correlations: > 35 tahun

#### Correlations

|                    |                     | Kepuasan kerja | Employee relations |
|--------------------|---------------------|----------------|--------------------|
| Kepuasan kerja     | Pearson Correlation | 1              | .496**             |
|                    | Sig. (2-tailed)     |                | .000               |
|                    | N                   | 109            | 109                |
| Employee relations | Pearson Correlation | .496**         | 1                  |
|                    | Sig. (2-tailed)     | .000           |                    |
|                    | N                   | 109            | 109                |

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

## Partial Corr

### Correlations

| Control Variables  |                    |                         | Kepuasan kerja | Employee relations |
|--------------------|--------------------|-------------------------|----------------|--------------------|
| -none <sup>a</sup> | Kepuasan kerja     | Correlation             | 1.000          | .531               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 176                |
|                    | Employee relations | Correlation             | .531           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 176            | 0                  |
|                    | Jenis kelamin      | Correlation             | .470           | .428               |
|                    |                    | Significance (2-tailed) | .000           | .000               |
|                    |                    | df                      | 176            | 176                |
| Jenis kelamin      | Kepuasan kerja     | Correlation             | 1.000          | .414               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 175                |
|                    | Employee relations | Correlation             | .414           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 175            | 0                  |

### Correlations

| Control Variables   |                    | Jenis kelamin           |       |
|---------------------|--------------------|-------------------------|-------|
| -none- <sup>a</sup> | Kepuasan kerja     | Correlation             | .470  |
|                     |                    | Significance (2-tailed) | .000  |
|                     |                    | df                      | 176   |
|                     | Employee relations | Correlation             | .428  |
|                     |                    | Significance (2-tailed) | .000  |
|                     |                    | df                      | 176   |
|                     | Jenis kelamin      | Correlation             | 1.000 |
|                     |                    | Significance (2-tailed) | .     |
|                     |                    | df                      | 0     |
| Jenis kelamin       | Kepuasan kerja     | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |
|                     | Employee relations | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |

a. Cells contain zero-order (Pearson) correlations.

## Partial Corr

### Correlations

| Control Variables  |                    |                         | Kepuasan kerja | Employee relations |
|--------------------|--------------------|-------------------------|----------------|--------------------|
| -none <sup>a</sup> | Kepuasan kerja     | Correlation             | 1.000          | .531               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 176                |
|                    | Employee relations | Correlation             | .531           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 176            | 0                  |
|                    | Masa/Lama kerja    | Correlation             | .419           | .369               |
|                    |                    | Significance (2-tailed) | .000           | .000               |
|                    |                    | df                      | 176            | 176                |
| Masa/Lama kerja    | Kepuasan kerja     | Correlation             | 1.000          | .446               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 175                |
|                    | Employee relations | Correlation             | .446           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 175            | 0                  |

### Correlations

| Control Variables   |                    | Masa/Lama kerja         |       |
|---------------------|--------------------|-------------------------|-------|
| -none- <sup>a</sup> | Kepuasan kerja     | Correlation             | .419  |
|                     |                    | Significance (2-tailed) | .000  |
|                     |                    | df                      | 176   |
|                     | Employee relations | Correlation             | .369  |
|                     |                    | Significance (2-tailed) | .000  |
|                     |                    | df                      | 176   |
|                     | Masa/Lama kerja    | Correlation             | 1.000 |
|                     |                    | Significance (2-tailed) | .     |
|                     |                    | df                      | 0     |
| Masa/Lama kerja     | Kepuasan kerja     | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |
|                     | Employee relations | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |

a. Cells contain zero-order (Pearson) correlations.

## Partial Corr

### Correlations

| Control Variables  |                    |                         | Kepuasan kerja | Employee relations |
|--------------------|--------------------|-------------------------|----------------|--------------------|
| -none <sup>a</sup> | Kepuasan kerja     | Correlation             | 1.000          | .531               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 176                |
|                    | Employee relations | Correlation             | .531           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 176            | 0                  |
|                    | Usia               | Correlation             | .235           | .200               |
|                    |                    | Significance (2-tailed) | .002           | .008               |
|                    |                    | df                      | 176            | 176                |
| Usia               | Kepuasan kerja     | Correlation             | 1.000          | .508               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 175                |
|                    | Employee relations | Correlation             | .508           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 175            | 0                  |

### Correlations

| Control Variables   |                    | Usia                    |       |
|---------------------|--------------------|-------------------------|-------|
| -none- <sup>a</sup> | Kepuasan kerja     | Correlation             | .235  |
|                     |                    | Significance (2-tailed) | .002  |
|                     |                    | df                      | 176   |
|                     | Employee relations | Correlation             | .200  |
|                     |                    | Significance (2-tailed) | .008  |
|                     |                    | df                      | 176   |
|                     | Usia               | Correlation             | 1.000 |
|                     |                    | Significance (2-tailed) | .     |
|                     |                    | df                      | 0     |
| Usia                | Kepuasan kerja     | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |
|                     | Employee relations | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |

a. Cells contain zero-order (Pearson) correlations.

## Partial Corr

### Correlations

| Control Variables  |                    |                         | Kepuasan kerja | Employee relations |
|--------------------|--------------------|-------------------------|----------------|--------------------|
| -none <sup>a</sup> | Kepuasan kerja     | Correlation             | 1.000          | .531               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 176                |
|                    | Employee relations | Correlation             | .531           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 176            | 0                  |
|                    | Gaji               | Correlation             | .410           | .303               |
|                    |                    | Significance (2-tailed) | .000           | .000               |
|                    |                    | df                      | 176            | 176                |
| Gaji               | Kepuasan kerja     | Correlation             | 1.000          | .468               |
|                    |                    | Significance (2-tailed) | .              | .000               |
|                    |                    | df                      | 0              | 175                |
|                    | Employee relations | Correlation             | .468           | 1.000              |
|                    |                    | Significance (2-tailed) | .000           | .                  |
|                    |                    | df                      | 175            | 0                  |

### Correlations

| Control Variables   |                    | Gaji                    |       |
|---------------------|--------------------|-------------------------|-------|
| -none- <sup>a</sup> | Kepuasan kerja     | Correlation             | .410  |
|                     |                    | Significance (2-tailed) | .000  |
|                     |                    | df                      | 176   |
|                     | Employee relations | Correlation             | .303  |
|                     |                    | Significance (2-tailed) | .000  |
|                     |                    | df                      | 176   |
|                     | Gaji               | Correlation             | 1.000 |
|                     |                    | Significance (2-tailed) | .     |
|                     |                    | df                      | 0     |
| Gaji                | Kepuasan kerja     | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |
|                     | Employee relations | Correlation             |       |
|                     |                    | Significance (2-tailed) |       |
|                     |                    | df                      |       |

a. Cells contain zero-order (Pearson) correlations.

### Correlations: < Rp. 750.000

#### Correlations

|                    |                     | Kepuasan kerja | Employee relations |
|--------------------|---------------------|----------------|--------------------|
| Kepuasan kerja     | Pearson Correlation | 1              | .577               |
|                    | Sig. (2-tailed)     |                | .609               |
|                    | N                   | 3              | 3                  |
| Employee relations | Pearson Correlation | .577           | 1                  |
|                    | Sig. (2-tailed)     | .609           |                    |
|                    | N                   | 3              | 3                  |

### Correlations: > Rp. 750.000 - Rp. 6.000.000

### Correlations

|                    |                     | Kepuasan kerja | Employee relations |
|--------------------|---------------------|----------------|--------------------|
| Kepuasan kerja     | Pearson Correlation | 1              | .530**             |
|                    | Sig. (2-tailed)     |                | .000               |
|                    | N                   | 164            | 164                |
| Employee relations | Pearson Correlation | .530**         | 1                  |
|                    | Sig. (2-tailed)     | .000           |                    |
|                    | N                   | 164            | 164                |

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

### Correlations: > Rp. 6.000.000

### Correlations

|                    |                     | Kepuasan kerja | Employee relations |
|--------------------|---------------------|----------------|--------------------|
| Kepuasan kerja     | Pearson Correlation | 1              | .608               |
|                    | Sig. (2-tailed)     |                | .110               |
|                    | N                   | 8              | 8                  |
| Employee relations | Pearson Correlation | .608           | 1                  |
|                    | Sig. (2-tailed)     | .110           |                    |
|                    | N                   | 8              | 8                  |

### Correlations

### Correlations

|                    |                     | Kepuasan kerja | Employee relations |
|--------------------|---------------------|----------------|--------------------|
| Kepuasan kerja     | Pearson Correlation | 1              | .530**             |
|                    | Sig. (2-tailed)     |                | .000               |
|                    | N                   | 164            | 164                |
| Employee relations | Pearson Correlation | .530**         | 1                  |
|                    | Sig. (2-tailed)     | .000           |                    |
|                    | N                   | 164            | 164                |

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

## Case Summaries

|    | Jenis kelamin | Masa/ Lama kerja | Usia | Gaji | ER_1 | ER_2 | ER_3 | ER_4 | ER_5 | ER_6 | ER_7 |
|----|---------------|------------------|------|------|------|------|------|------|------|------|------|
| 1  | 2             | 5                | 3    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 2  | 2             | 5                | 3    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 3  | 1             | 3                | 2    | 3    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 4  | 2             | 5                | 2    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 5  | 2             | 5                | 3    | 3    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 6  | 2             | 5                | 3    | 3    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 7  | 1             | 3                | 2    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 8  | 1             | 3                | 3    | 3    | 2    | 1    | 0    | 1    | 1    | 1    | 1    |
| 9  | 1             | 4                | 3    | 2    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 10 | 2             | 5                | 3    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 11 | 1             | 3                | 1    | 3    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 12 | 2             | 4                | 2    | 2    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 13 | 2             | 4                | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 0    | 1    |
| 14 | 2             | 3                | 2    | 3    | 1    | 0    | 0    | 1    | 1    | 0    | 1    |
| 15 | 2             | 1                | 2    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 16 | 2             | 3                | 2    | 3    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 17 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 18 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 19 | 2             | 4                | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 20 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 21 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 0    | 1    |
| 22 | 2             | 4                | 3    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 23 | 2             | 3                | 3    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 24 | 2             | 4                | 3    | 3    | 1    | 0    | 1    | 1    | 0    | 1    | 1    |
| 25 | 2             | 4                | 3    | 3    | 1    | 0    | 1    | 0    | 1    | 1    | 1    |
| 26 | 2             | 4                | 3    | 2    | 1    | 0    | 1    | 1    | 1    | 1    | 0    |
| 27 | 2             | 4                | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 28 | 2             | 3                | 3    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 29 | 2             | 4                | 3    | 3    | 1    | 0    | 1    | 1    | 1    | 1    | 0    |
| 30 | 2             | 4                | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 31 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 0    | 1    | 1    |
| 32 | 1             | 4                | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 33 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 0    |
| 34 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 35 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 0    |
| 36 | 2             | 4                | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 37 | 1             | 4                | 3    | 2    | 0    | 0    | 0    | 1    | 1    | 0    | 0    |
| 38 | 2             | 3                | 3    | 3    | 1    | 0    | 0    | 0    | 0    | 0    | 0    |
| 39 | 2             | 2                | 2    | 3    | 1    | 0    | 0    | 0    | 0    | 1    | 0    |
| 40 | 1             | 3                | 3    | 3    | 1    | 0    | 1    | 0    | 1    | 0    | 1    |
| 41 | 1             | 4                | 3    | 3    | 1    | 1    | 1    | 0    | 1    | 1    | 1    |
| 42 | 2             | 3                | 2    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 43 | 1             | 5                | 3    | 3    | 1    | 0    | 1    | 1    | 1    | 0    | 1    |
| 44 | 1             | 4                | 3    | 5    | 1    | 0    | 0    | 0    | 0    | 0    | 1    |
| 45 | 1             | 4                | 2    | 2    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 46 | 1             | 3                | 2    | 3    | 1    | 1    | 1    | 0    | 1    | 1    | 1    |
| 47 | 1             | 4                | 2    | 2    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 48 | 2             | 3                | 2    | 4    | 0    | 1    | 0    | 1    | 0    | 1    | 1    |
| 49 | 2             | 4                | 3    | 3    | 0    | 1    | 0    | 1    | 0    | 1    | 1    |
| 50 | 1             | 2                | 2    | 4    | 1    | 1    | 1    | 0    | 0    | 1    | 1    |
| 51 | 1             | 3                | 2    | 4    | 0    | 1    | 0    | 1    | 0    | 0    | 1    |
| 52 | 1             | 2                | 1    | 2    | 1    | 1    | 1    | 0    | 0    | 1    | 1    |
| 53 | 2             | 3                | 2    | 4    | 1    | 0    | 0    | 0    | 0    | 0    | 1    |
| 54 | 1             | 4                | 3    | 3    | 1    | 0    | 1    | 0    | 1    | 0    | 1    |

## Case Summaries

|     | Jenis kelamin | Masa/Lama kerja | Usia | Gaji | ER_1 | ER_2 | ER_3 | ER_4 | ER_5 | ER_6 | ER_7 |
|-----|---------------|-----------------|------|------|------|------|------|------|------|------|------|
| 55  | 1             | 4               | 3    | 3    | 0    | 0    | 0    | 0    | 0    | 0    | 1    |
| 56  | 2             | 2               | 1    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 57  | 1             | 2               | 1    | 3    | 0    | 0    | 1    | 1    | 0    | 0    | 0    |
| 58  | 1             | 2               | 1    | 2    | 0    | 0    | 1    | 0    | 0    | 0    | 0    |
| 59  | 2             | 2               | 2    | 3    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 60  | 1             | 2               | 1    | 2    | 0    | 0    | 1    | 0    | 0    | 0    | 1    |
| 61  | 1             | 4               | 3    | 4    | 0    | 0    | 1    | 0    | 0    | 0    | 1    |
| 62  | 1             | 3               | 2    | 4    | 0    | 1    | 0    | 0    | 0    | 0    | 1    |
| 63  | 2             | 4               | 2    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 64  | 2             | 3               | 2    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 65  | 2             | 4               | 3    | 4    | 0    | 0    | 1    | 0    | 0    | 0    | 1    |
| 66  | 1             | 4               | 3    | 2    | 0    | 0    | 1    | 0    | 0    | 0    | 1    |
| 67  | 1             | 3               | 2    | 3    | 0    | 0    | 0    | 0    | 0    | 0    | 1    |
| 68  | 1             | 4               | 3    | 3    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 69  | 2             | 4               | 3    | 3    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 70  | 2             | 4               | 1    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 71  | 2             | 4               | 3    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 72  | 1             | 3               | 2    | 3    | 1    | 0    | 0    | 0    | 0    | 0    | 0    |
| 73  | 1             | 4               | 3    | 3    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 74  | 2             | 4               | 3    | 3    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 75  | 1             | 2               | 1    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 76  | 1             | 2               | 2    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 77  | 1             | 3               | 3    | 3    | 0    | 1    | 0    | 0    | 0    | 0    | 0    |
| 78  | 2             | 2               | 1    | 2    | 1    | 1    | 0    | 0    | 1    | 1    | 1    |
| 79  | 2             | 3               | 3    | 4    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 80  | 1             | 4               | 2    | 3    | 1    | 0    | 0    | 0    | 0    | 0    | 1    |
| 81  | 2             | 4               | 3    | 3    | 1    | 0    | 0    | 1    | 0    | 0    | 1    |
| 82  | 1             | 4               | 3    | 3    | 1    | 0    | 0    | 0    | 0    | 0    | 1    |
| 83  | 2             | 4               | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 0    | 0    |
| 84  | 2             | 4               | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 0    | 0    |
| 85  | 1             | 5               | 3    | 4    | 0    | 0    | 1    | 0    | 1    | 0    | 0    |
| 86  | 1             | 4               | 3    | 2    | 1    | 0    | 0    | 1    | 1    | 0    | 1    |
| 87  | 2             | 2               | 2    | 2    | 1    | 1    | 1    | 0    | 1    | 1    | 1    |
| 88  | 1             | 4               | 2    | 3    | 1    | 1    | 1    | 0    | 1    | 1    | 1    |
| 89  | 2             | 4               | 3    | 4    | 1    | 1    | 1    | 0    | 1    | 1    | 1    |
| 90  | 2             | 2               | 3    | 3    | 1    | 0    | 0    | 0    | 1    | 0    | 1    |
| 91  | 2             | 4               | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 0    | 1    |
| 92  | 1             | 4               | 3    | 3    | 1    | 0    | 1    | 1    | 1    | 0    | 1    |
| 93  | 1             | 4               | 3    | 3    | 1    | 0    | 1    | 0    | 1    | 0    | 1    |
| 94  | 2             | 5               | 3    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 95  | 1             | 3               | 2    | 3    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 96  | 2             | 5               | 2    | 5    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 97  | 2             | 5               | 3    | 3    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 98  | 2             | 3               | 2    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 99  | 2             | 3               | 3    | 4    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 100 | 2             | 5               | 3    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 101 | 2             | 3               | 1    | 2    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 102 | 2             | 3               | 2    | 3    | 1    | 0    | 0    | 1    | 1    | 0    | 1    |
| 103 | 1             | 1               | 2    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 104 | 2             | 4               | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 105 | 2             | 4               | 3    | 3    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 106 | 2             | 4               | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 107 | 2             | 4               | 3    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 108 | 2             | 3               | 3    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |

## Case Summaries

|     | Jenis kelamin | Masa/Lama kerja | Usia | Gaji | ER_1 | ER_2 | ER_3 | ER_4 | ER_5 | ER_6 | ER_7 |
|-----|---------------|-----------------|------|------|------|------|------|------|------|------|------|
| 109 | 2             | 4               | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 110 | 2             | 4               | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 111 | 2             | 3               | 2    | 3    | 1    | 1    | 1    | 1    | 1    | 0    | 1    |
| 112 | 2             | 4               | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 113 | 2             | 4               | 3    | 3    | 1    | 0    | 1    | 1    | 1    | 0    | 1    |
| 114 | 2             | 4               | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 115 | 2             | 4               | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 116 | 2             | 4               | 3    | 4    | 0    | 0    | 0    | 1    | 1    | 0    | 0    |
| 117 | 1             | 3               | 3    | 2    | 1    | 0    | 0    | 0    | 0    | 0    | 0    |
| 118 | 2             | 2               | 2    | 3    | 1    | 0    | 0    | 0    | 0    | 1    | 0    |
| 119 | 2             | 3               | 2    | 2    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 120 | 1             | 4               | 3    | 3    | 1    | 0    | 1    | 1    | 1    | 0    | 1    |
| 121 | 1             | 4               | 3    | 5    | 1    | 0    | 0    | 0    | 0    | 0    | 1    |
| 122 | 1             | 4               | 2    | 2    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 123 | 1             | 4               | 2    | 2    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 124 | 2             | 4               | 3    | 4    | 0    | 1    | 0    | 1    | 0    | 1    | 1    |
| 125 | 1             | 3               | 2    | 2    | 0    | 1    | 0    | 1    | 0    | 0    | 1    |
| 126 | 1             | 2               | 1    | 1    | 1    | 1    | 1    | 0    | 0    | 1    | 1    |
| 127 | 1             | 4               | 3    | 3    | 0    | 0    | 0    | 0    | 0    | 0    | 1    |
| 128 | 1             | 2               | 1    | 3    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 129 | 2             | 2               | 1    | 2    | 0    | 0    | 1    | 1    | 0    | 0    | 0    |
| 130 | 1             | 2               | 1    | 1    | 0    | 0    | 1    | 0    | 0    | 0    | 0    |
| 131 | 1             | 2               | 2    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 132 | 1             | 3               | 2    | 2    | 0    | 1    | 0    | 0    | 0    | 0    | 1    |
| 133 | 2             | 4               | 2    | 4    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 134 | 1             | 4               | 3    | 3    | 0    | 0    | 1    | 0    | 0    | 0    | 1    |
| 135 | 1             | 3               | 2    | 2    | 0    | 0    | 0    | 0    | 0    | 0    | 1    |
| 136 | 2             | 4               | 3    | 3    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 137 | 1             | 4               | 3    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 138 | 2             | 4               | 1    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 139 | 2             | 3               | 2    | 2    | 1    | 0    | 0    | 0    | 0    | 0    | 0    |
| 140 | 2             | 4               | 3    | 4    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 141 | 1             | 3               | 3    | 2    | 0    | 1    | 0    | 0    | 0    | 0    | 0    |
| 142 | 2             | 2               | 1    | 1    | 1    | 1    | 0    | 0    | 1    | 1    | 1    |
| 143 | 2             | 3               | 3    | 4    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 144 | 1             | 4               | 2    | 3    | 1    | 0    | 0    | 0    | 0    | 0    | 1    |
| 145 | 1             | 4               | 3    | 3    | 1    | 0    | 0    | 0    | 0    | 0    | 1    |
| 146 | 1             | 4               | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 0    | 0    |
| 147 | 2             | 4               | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 0    | 0    |
| 148 | 1             | 5               | 3    | 3    | 0    | 0    | 1    | 0    | 1    | 0    | 0    |
| 149 | 2             | 5               | 3    | 3    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 150 | 2             | 4               | 3    | 3    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 151 | 2             | 3               | 2    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 152 | 2             | 4               | 3    | 4    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 153 | 2             | 4               | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 154 | 2             | 4               | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 155 | 2             | 4               | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 156 | 2             | 4               | 3    | 4    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 157 | 1             | 3               | 3    | 3    | 1    | 0    | 1    | 0    | 1    | 0    | 1    |
| 158 | 1             | 3               | 2    | 2    | 1    | 1    | 1    | 0    | 1    | 1    | 1    |
| 159 | 1             | 2               | 2    | 3    | 1    | 1    | 1    | 0    | 0    | 1    | 1    |
| 160 | 1             | 3               | 2    | 2    | 1    | 0    | 0    | 0    | 0    | 0    | 1    |
| 161 | 2             | 4               | 3    | 4    | 0    | 0    | 1    | 0    | 0    | 0    | 1    |
| 162 | 2             | 3               | 2    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |

## Case Summaries

|     | Jenis<br>kelamin | Masa/<br>Lama<br>kerja | Usia | Gaji | ER_1 | ER_2 | ER_3 | ER_4 | ER_5 | ER_6 | ER_7 |
|-----|------------------|------------------------|------|------|------|------|------|------|------|------|------|
| 163 | 2                | 4                      | 3    | 4    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 164 | 2                | 2                      | 1    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |
| 165 | 1                | 4                      | 2    | 1    | 1    | 0    | 0    | 1    | 0    | 0    | 1    |
| 166 | 2                | 5                      | 3    | 4    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 167 | 2                | 5                      | 3    | 5    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 168 | 2                | 4                      | 3    | 2    | 1    | 0    | 0    | 1    | 1    | 0    | 1    |
| 169 | 1                | 4                      | 3    | 3    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 170 | 2                | 4                      | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 171 | 2                | 4                      | 3    | 3    | 1    | 0    | 0    | 1    | 1    | 1    | 1    |
| 172 | 2                | 4                      | 3    | 3    | 1    | 1    | 1    | 0    | 1    | 1    | 1    |
| 173 | 2                | 3                      | 2    | 2    | 0    | 1    | 0    | 1    | 0    | 1    | 1    |
| 174 | 1                | 4                      | 3    | 2    | 1    | 0    | 1    | 0    | 1    | 0    | 1    |
| 175 | 1                | 2                      | 1    | 2    | 0    | 0    | 1    | 0    | 0    | 0    | 1    |
| 176 | 1                | 4                      | 3    | 3    | 0    | 0    | 1    | 0    | 0    | 0    | 1    |
| 177 | 1                | 4                      | 3    | 3    | 0    | 0    | 0    | 1    | 0    | 0    | 1    |
| 178 | 1                | 2                      | 2    | 2    | 0    | 0    | 0    | 1    | 0    | 0    | 0    |

## Case Summaries

|    | ER_8 | ER_9 | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 |
|----|------|------|------|------|------|------|------|------|------|------|------|
| 1  | 1    | 1    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 3    |
| 2  | 1    | 1    | 4    | 4    | 4    | 3    | 4    | 3    | 3    | 3    | 3    |
| 3  | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 4    |
| 4  | 1    | 1    | 3    | 2    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 5  | 1    | 1    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 6  | 1    | 1    | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 4    |
| 7  | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 4    |
| 8  | 1    | 1    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 3    |
| 9  | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 2    |
| 10 | 1    | 1    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 11 | 0    | 1    | 3    | 3    | 4    | 3    | 3    | 2    | 4    | 3    | 2    |
| 12 | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 3    |
| 13 | 1    | 0    | 3    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3    |
| 14 | 1    | 0    | 4    | 3    | 3    | 2    | 4    | 4    | 4    | 4    | 2    |
| 15 | 1    | 1    | 3    | 2    | 3    | 2    | 3    | 4    | 3    | 3    | 4    |
| 16 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 17 | 1    | 1    | 3    | 4    | 3    | 3    | 4    | 3    | 3    | 3    | 3    |
| 18 | 1    | 1    | 4    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 3    |
| 19 | 1    | 1    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 20 | 0    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 21 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 22 | 1    | 1    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 3    | 3    |
| 23 | 1    | 1    | 3    | 3    | 3    | 2    | 3    | 4    | 3    | 3    | 3    |
| 24 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 25 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 4    |
| 26 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 3    | 3    |
| 27 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 28 | 1    | 1    | 4    | 3    | 4    | 4    | 4    | 3    | 3    | 4    | 3    |
| 29 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 30 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 31 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 3    | 3    |
| 32 | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3    | 3    |
| 33 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 34 | 0    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 3    |
| 35 | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 3    |
| 36 | 1    | 0    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 37 | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 38 | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 4    | 4    | 4    | 3    |
| 39 | 1    | 0    | 3    | 3    | 3    | 3    | 1    | 4    | 4    | 3    | 3    |
| 40 | 1    | 0    | 4    | 3    | 4    | 3    | 4    | 3    | 3    | 3    | 3    |
| 41 | 1    | 1    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 3    | 3    |
| 42 | 0    | 0    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 2    |
| 43 | 1    | 0    | 4    | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 2    |
| 44 | 1    | 0    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 4    | 2    |
| 45 | 0    | 0    | 3    | 2    | 3    | 2    | 2    | 2    | 2    | 3    | 2    |
| 46 | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 3    |
| 47 | 0    | 0    | 3    | 2    | 3    | 2    | 2    | 2    | 2    | 3    | 2    |
| 48 | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 49 | 1    | 1    | 4    | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 2    |
| 50 | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 3    |
| 51 | 0    | 1    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 3    |
| 52 | 1    | 0    | 3    | 3    | 4    | 3    | 4    | 4    | 3    | 3    | 4    |
| 53 | 0    | 0    | 4    | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 3    |
| 54 | 0    | 1    | 4    | 4    | 4    | 2    | 4    | 3    | 4    | 4    | 2    |

## Case Summaries

|     | ER_8 | ER_9 | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 |
|-----|------|------|------|------|------|------|------|------|------|------|------|
| 55  | 0    | 0    | 3    | 3    | 2    | 2    | 3    | 3    | 3    | 3    | 3    |
| 56  | 0    | 1    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 3    | 3    |
| 57  | 0    | 1    | 3    | 3    | 3    | 3    | 4    | 3    | 4    | 3    | 4    |
| 58  | 0    | 1    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 2    | 2    |
| 59  | 0    | 0    | 4    | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 3    |
| 60  | 0    | 0    | 2    | 2    | 2    | 2    | 3    | 2    | 3    | 2    | 2    |
| 61  | 0    | 1    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 2    |
| 62  | 0    | 0    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 63  | 0    | 1    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 64  | 0    | 1    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 3    | 4    |
| 65  | 0    | 1    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 3    |
| 66  | 0    | 0    | 3    | 3    | 3    | 2    | 2    | 2    | 3    | 2    | 2    |
| 67  | 0    | 0    | 4    | 4    | 3    | 3    | 3    | 3    | 3    | 2    | 2    |
| 68  | 0    | 0    | 3    | 3    | 4    | 3    | 3    | 2    | 4    | 3    | 2    |
| 69  | 0    | 0    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 3    | 3    |
| 70  | 1    | 1    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 3    |
| 71  | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 3    |
| 72  | 1    | 0    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 3    |
| 73  | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 74  | 1    | 0    | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 2    |
| 75  | 1    | 0    | 3    | 3    | 2    | 2    | 3    | 3    | 3    | 3    | 3    |
| 76  | 1    | 0    | 4    | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 2    |
| 77  | 1    | 0    | 3    | 3    | 3    | 2    | 3    | 2    | 3    | 3    | 3    |
| 78  | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 79  | 1    | 0    | 3    | 3    | 4    | 3    | 4    | 3    | 3    | 3    | 3    |
| 80  | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 81  | 1    | 1    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 3    |
| 82  | 1    | 0    | 4    | 3    | 3    | 3    | 4    | 4    | 4    | 3    | 3    |
| 83  | 0    | 0    | 4    | 4    | 4    | 3    | 3    | 3    | 3    | 3    | 3    |
| 84  | 0    | 1    | 4    | 3    | 3    | 2    | 4    | 4    | 4    | 3    | 3    |
| 85  | 0    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 86  | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3    | 3    |
| 87  | 1    | 1    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 3    |
| 88  | 1    | 1    | 3    | 4    | 3    | 3    | 4    | 3    | 3    | 3    | 3    |
| 89  | 1    | 1    | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 3    | 2    |
| 90  | 1    | 1    | 4    | 4    | 4    | 2    | 4    | 3    | 4    | 4    | 2    |
| 91  | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 4    | 3    | 3    | 2    |
| 92  | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 3    | 3    |
| 93  | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 94  | 1    | 1    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 3    |
| 95  | 1    | 1    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 96  | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 97  | 1    | 1    | 3    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    |
| 98  | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 99  | 1    | 1    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 3    |
| 100 | 1    | 1    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 4    | 3    |
| 101 | 0    | 1    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 2    |
| 102 | 1    | 0    | 4    | 4    | 2    | 4    | 3    | 2    | 4    | 2    | 2    |
| 103 | 1    | 1    | 3    | 3    | 4    | 3    | 4    | 3    | 3    | 3    | 3    |
| 104 | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 105 | 0    | 1    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 106 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 107 | 1    | 1    | 3    | 3    | 3    | 2    | 3    | 4    | 3    | 3    | 3    |
| 108 | 1    | 1    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 3    | 3    |

## Case Summaries

|     | ER_8 | ER_9 | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 |
|-----|------|------|------|------|------|------|------|------|------|------|------|
| 109 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 110 | 0    | 1    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 111 | 1    | 1    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 112 | 1    | 1    | 3    | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 3    |
| 113 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 114 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 4    |
| 115 | 1    | 1    | 3    | 3    | 4    | 3    | 4    | 3    | 3    | 3    | 3    |
| 116 | 1    | 0    | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 3    |
| 117 | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    |
| 118 | 1    | 0    | 3    | 3    | 3    | 3    | 4    | 3    | 4    | 3    | 4    |
| 119 | 0    | 0    | 4    | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 2    |
| 120 | 1    | 0    | 3    | 3    | 3    | 2    | 3    | 3    | 3    | 3    | 3    |
| 121 | 1    | 0    | 3    | 3    | 4    | 2    | 4    | 4    | 4    | 4    | 2    |
| 122 | 0    | 0    | 2    | 2    | 2    | 2    | 3    | 2    | 3    | 2    | 2    |
| 123 | 0    | 0    | 2    | 2    | 2    | 3    | 3    | 3    | 3    | 2    | 3    |
| 124 | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 125 | 0    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 126 | 1    | 0    | 3    | 3    | 4    | 3    | 4    | 4    | 3    | 3    | 4    |
| 127 | 0    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 128 | 0    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    |
| 129 | 0    | 1    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 3    |
| 130 | 0    | 1    | 4    | 3    | 3    | 3    | 3    | 4    | 4    | 3    | 3    |
| 131 | 0    | 0    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 3    |
| 132 | 0    | 0    | 4    | 3    | 3    | 3    | 3    | 4    | 4    | 3    | 3    |
| 133 | 0    | 1    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 3    |
| 134 | 0    | 1    | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3    |
| 135 | 0    | 0    | 3    | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 2    |
| 136 | 0    | 0    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 3    | 2    |
| 137 | 0    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3    |
| 138 | 1    | 1    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 139 | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 140 | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 4    | 3    |
| 141 | 1    | 0    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 2    | 2    |
| 142 | 1    | 1    | 3    | 3    | 2    | 2    | 4    | 3    | 4    | 3    | 3    |
| 143 | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 144 | 1    | 0    | 4    | 4    | 4    | 3    | 3    | 3    | 3    | 4    | 3    |
| 145 | 1    | 0    | 3    | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 3    |
| 146 | 0    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 2    | 2    |
| 147 | 0    | 1    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 4    | 2    |
| 148 | 0    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 149 | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    |
| 150 | 1    | 1    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    |
| 151 | 1    | 1    | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 3    |
| 152 | 1    | 0    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 153 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 154 | 1    | 1    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 4    | 3    |
| 155 | 1    | 1    | 3    | 3    | 3    | 2    | 4    | 3    | 3    | 4    | 3    |
| 156 | 1    | 1    | 4    | 3    | 3    | 3    | 4    | 3    | 2    | 4    | 3    |
| 157 | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 158 | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 3    |
| 159 | 1    | 1    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    |
| 160 | 0    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    |
| 161 | 0    | 1    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 3    |
| 162 | 0    | 1    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 2    |

## Case Summaries

|     | ER_8 | ER_9 | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 |
|-----|------|------|------|------|------|------|------|------|------|------|------|
| 163 | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 3    |
| 164 | 1    | 0    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 165 | 1    | 1    | 4    | 4    | 4    | 2    | 4    | 2    | 3    | 2    | 2    |
| 166 | 1    | 1    | 4    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 4    |
| 167 | 1    | 1    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    |
| 168 | 1    | 0    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 3    |
| 169 | 1    | 1    | 3    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 3    |
| 170 | 1    | 1    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 3    | 3    |
| 171 | 1    | 1    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 3    | 3    |
| 172 | 1    | 1    | 3    | 2    | 3    | 2    | 3    | 4    | 4    | 4    | 3    |
| 173 | 1    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 174 | 0    | 1    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 175 | 0    | 0    | 4    | 4    | 3    | 3    | 3    | 3    | 3    | 2    | 2    |
| 176 | 0    | 0    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 3    | 4    |
| 177 | 1    | 0    | 4    | 3    | 3    | 2    | 4    | 4    | 4    | 3    | 3    |
| 178 | 1    | 0    | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 2    |

## Case Summaries

|    | KK_10 | KK_11 | KK_12 | KK_13 | KK_14 |
|----|-------|-------|-------|-------|-------|
| 1  | 4     | 4     | 4     | 2     | 3     |
| 2  | 3     | 3     | 3     | 3     | 3     |
| 3  | 3     | 1     | 3     | 3     | 2     |
| 4  | 3     | 3     | 3     | 3     | 3     |
| 5  | 4     | 4     | 3     | 3     | 3     |
| 6  | 4     | 3     | 3     | 3     | 3     |
| 7  | 3     | 1     | 3     | 3     | 2     |
| 8  | 4     | 3     | 3     | 3     | 3     |
| 9  | 3     | 3     | 3     | 2     | 2     |
| 10 | 3     | 3     | 3     | 3     | 3     |
| 11 | 2     | 3     | 2     | 2     | 2     |
| 12 | 4     | 3     | 4     | 2     | 3     |
| 13 | 3     | 3     | 3     | 2     | 2     |
| 14 | 3     | 3     | 2     | 3     | 3     |
| 15 | 4     | 3     | 3     | 3     | 3     |
| 16 | 4     | 3     | 4     | 3     | 2     |
| 17 | 4     | 4     | 4     | 2     | 3     |
| 18 | 4     | 4     | 4     | 3     | 2     |
| 19 | 4     | 3     | 4     | 3     | 2     |
| 20 | 4     | 3     | 4     | 3     | 2     |
| 21 | 4     | 3     | 3     | 3     | 3     |
| 22 | 3     | 2     | 2     | 2     | 2     |
| 23 | 4     | 4     | 4     | 2     | 2     |
| 24 | 3     | 3     | 3     | 3     | 3     |
| 25 | 3     | 3     | 4     | 3     | 3     |
| 26 | 4     | 3     | 4     | 3     | 3     |
| 27 | 4     | 3     | 4     | 2     | 3     |
| 28 | 4     | 4     | 4     | 3     | 2     |
| 29 | 3     | 3     | 4     | 3     | 3     |
| 30 | 3     | 3     | 3     | 3     | 3     |
| 31 | 3     | 3     | 3     | 3     | 3     |
| 32 | 3     | 3     | 3     | 3     | 3     |
| 33 | 4     | 3     | 4     | 3     | 2     |
| 34 | 4     | 3     | 4     | 3     | 3     |
| 35 | 4     | 3     | 3     | 3     | 2     |
| 36 | 4     | 3     | 3     | 3     | 3     |
| 37 | 3     | 3     | 3     | 3     | 3     |
| 38 | 3     | 1     | 3     | 2     | 3     |
| 39 | 2     | 3     | 3     | 2     | 3     |
| 40 | 3     | 3     | 2     | 3     | 3     |
| 41 | 3     | 4     | 4     | 2     | 2     |
| 42 | 3     | 3     | 3     | 2     | 2     |
| 43 | 3     | 3     | 2     | 2     | 2     |
| 44 | 4     | 4     | 4     | 3     | 3     |
| 45 | 2     | 2     | 2     | 2     | 2     |
| 46 | 3     | 3     | 4     | 3     | 2     |
| 47 | 2     | 2     | 2     | 2     | 2     |
| 48 | 3     | 3     | 3     | 2     | 2     |
| 49 | 3     | 2     | 3     | 2     | 2     |
| 50 | 4     | 3     | 3     | 3     | 2     |
| 51 | 4     | 4     | 4     | 3     | 2     |
| 52 | 4     | 3     | 3     | 3     | 3     |
| 53 | 3     | 3     | 3     | 2     | 2     |
| 54 | 4     | 4     | 4     | 3     | 4     |

## Case Summaries

|     | KK_10 | KK_11 | KK_12 | KK_13 | KK_14 |
|-----|-------|-------|-------|-------|-------|
| 55  | 3     | 3     | 3     | 3     | 3     |
| 56  | 3     | 4     | 4     | 2     | 3     |
| 57  | 4     | 4     | 3     | 2     | 2     |
| 58  | 2     | 3     | 2     | 2     | 2     |
| 59  | 3     | 3     | 3     | 2     | 2     |
| 60  | 2     | 2     | 2     | 2     | 2     |
| 61  | 2     | 3     | 3     | 2     | 2     |
| 62  | 4     | 4     | 3     | 3     | 2     |
| 63  | 4     | 4     | 3     | 3     | 2     |
| 64  | 3     | 3     | 3     | 3     | 3     |
| 65  | 3     | 3     | 3     | 3     | 3     |
| 66  | 2     | 3     | 2     | 3     | 3     |
| 67  | 3     | 2     | 3     | 3     | 3     |
| 68  | 3     | 2     | 2     | 2     | 2     |
| 69  | 3     | 3     | 3     | 3     | 3     |
| 70  | 3     | 4     | 3     | 2     | 3     |
| 71  | 3     | 3     | 3     | 3     | 3     |
| 72  | 2     | 3     | 2     | 3     | 2     |
| 73  | 3     | 3     | 3     | 2     | 3     |
| 74  | 2     | 3     | 2     | 2     | 2     |
| 75  | 3     | 3     | 3     | 3     | 3     |
| 76  | 2     | 3     | 3     | 2     | 2     |
| 77  | 2     | 2     | 2     | 2     | 2     |
| 78  | 3     | 3     | 3     | 2     | 2     |
| 79  | 3     | 4     | 3     | 2     | 2     |
| 80  | 3     | 3     | 3     | 3     | 3     |
| 81  | 3     | 4     | 3     | 2     | 2     |
| 82  | 2     | 3     | 2     | 2     | 2     |
| 83  | 3     | 3     | 3     | 3     | 3     |
| 84  | 3     | 4     | 3     | 2     | 2     |
| 85  | 3     | 3     | 3     | 2     | 3     |
| 86  | 3     | 3     | 2     | 2     | 2     |
| 87  | 4     | 3     | 3     | 3     | 3     |
| 88  | 4     | 4     | 4     | 2     | 3     |
| 89  | 3     | 4     | 3     | 2     | 3     |
| 90  | 4     | 4     | 4     | 3     | 4     |
| 91  | 3     | 3     | 2     | 2     | 2     |
| 92  | 3     | 3     | 4     | 3     | 3     |
| 93  | 3     | 3     | 3     | 3     | 3     |
| 94  | 3     | 3     | 3     | 3     | 3     |
| 95  | 4     | 3     | 4     | 3     | 2     |
| 96  | 4     | 3     | 4     | 3     | 2     |
| 97  | 3     | 3     | 3     | 3     | 3     |
| 98  | 3     | 3     | 3     | 3     | 3     |
| 99  | 4     | 4     | 3     | 3     | 2     |
| 100 | 3     | 3     | 3     | 3     | 3     |
| 101 | 3     | 3     | 3     | 2     | 2     |
| 102 | 2     | 2     | 3     | 3     | 3     |
| 103 | 3     | 4     | 3     | 2     | 2     |
| 104 | 3     | 3     | 3     | 2     | 2     |
| 105 | 4     | 3     | 4     | 3     | 3     |
| 106 | 4     | 3     | 4     | 3     | 2     |
| 107 | 4     | 4     | 4     | 2     | 2     |
| 108 | 3     | 4     | 4     | 2     | 2     |

## Case Summaries

|     | KK_10 | KK_11 | KK_12 | KK_13 | KK_14 |
|-----|-------|-------|-------|-------|-------|
| 109 | 4     | 3     | 4     | 3     | 2     |
| 110 | 4     | 3     | 4     | 3     | 2     |
| 111 | 4     | 3     | 4     | 3     | 2     |
| 112 | 4     | 3     | 4     | 3     | 2     |
| 113 | 4     | 3     | 4     | 3     | 2     |
| 114 | 4     | 3     | 3     | 3     | 3     |
| 115 | 4     | 3     | 3     | 3     | 3     |
| 116 | 3     | 3     | 3     | 2     | 3     |
| 117 | 3     | 3     | 3     | 2     | 2     |
| 118 | 4     | 4     | 3     | 2     | 2     |
| 119 | 2     | 3     | 3     | 2     | 2     |
| 120 | 3     | 3     | 3     | 3     | 2     |
| 121 | 4     | 4     | 2     | 2     | 2     |
| 122 | 2     | 2     | 2     | 2     | 2     |
| 123 | 3     | 3     | 2     | 3     | 3     |
| 124 | 3     | 3     | 3     | 2     | 2     |
| 125 | 3     | 3     | 3     | 2     | 2     |
| 126 | 4     | 3     | 3     | 3     | 3     |
| 127 | 3     | 3     | 3     | 3     | 3     |
| 128 | 3     | 3     | 3     | 2     | 2     |
| 129 | 4     | 4     | 3     | 3     | 2     |
| 130 | 3     | 2     | 3     | 2     | 3     |
| 131 | 3     | 3     | 3     | 3     | 3     |
| 132 | 3     | 2     | 3     | 2     | 3     |
| 133 | 3     | 4     | 3     | 2     | 3     |
| 134 | 2     | 3     | 2     | 2     | 2     |
| 135 | 3     | 3     | 3     | 3     | 3     |
| 136 | 3     | 4     | 3     | 3     | 3     |
| 137 | 3     | 3     | 3     | 2     | 2     |
| 138 | 4     | 3     | 4     | 3     | 2     |
| 139 | 3     | 3     | 3     | 2     | 2     |
| 140 | 3     | 3     | 3     | 3     | 3     |
| 141 | 3     | 3     | 2     | 2     | 2     |
| 142 | 4     | 3     | 3     | 2     | 2     |
| 143 | 3     | 3     | 3     | 2     | 2     |
| 144 | 2     | 2     | 3     | 3     | 2     |
| 145 | 4     | 4     | 4     | 3     | 2     |
| 146 | 2     | 3     | 2     | 2     | 2     |
| 147 | 4     | 4     | 4     | 3     | 3     |
| 148 | 3     | 3     | 3     | 2     | 2     |
| 149 | 3     | 2     | 3     | 3     | 3     |
| 150 | 2     | 3     | 3     | 3     | 3     |
| 151 | 3     | 3     | 4     | 4     | 3     |
| 152 | 4     | 3     | 4     | 3     | 2     |
| 153 | 3     | 3     | 4     | 3     | 2     |
| 154 | 4     | 4     | 3     | 3     | 3     |
| 155 | 4     | 4     | 4     | 3     | 3     |
| 156 | 3     | 4     | 3     | 3     | 2     |
| 157 | 3     | 3     | 3     | 3     | 3     |
| 158 | 3     | 3     | 4     | 3     | 2     |
| 159 | 3     | 3     | 3     | 3     | 3     |
| 160 | 3     | 3     | 3     | 2     | 2     |
| 161 | 3     | 4     | 3     | 2     | 2     |
| 162 | 2     | 3     | 3     | 2     | 2     |

Case Summaries

|     | KK_10 | KK_11 | KK_12 | KK_13 | KK_14 |
|-----|-------|-------|-------|-------|-------|
| 163 | 4     | 3     | 4     | 2     | 2     |
| 164 | 3     | 3     | 3     | 2     | 2     |
| 165 | 3     | 3     | 3     | 2     | 2     |
| 166 | 4     | 3     | 3     | 3     | 4     |
| 167 | 4     | 4     | 3     | 3     | 3     |
| 168 | 3     | 3     | 3     | 3     | 3     |
| 169 | 4     | 4     | 4     | 2     | 2     |
| 170 | 4     | 3     | 4     | 3     | 3     |
| 171 | 4     | 4     | 3     | 2     | 3     |
| 172 | 3     | 3     | 3     | 3     | 3     |
| 173 | 3     | 3     | 3     | 2     | 2     |
| 174 | 2     | 3     | 3     | 3     | 2     |
| 175 | 3     | 2     | 3     | 3     | 3     |
| 176 | 3     | 3     | 3     | 3     | 3     |
| 177 | 3     | 4     | 3     | 2     | 2     |
| 178 | 2     | 3     | 2     | 2     | 2     |