

BAB IV

PENUTUP

A. KESIMPULAN

Berdasarkan pembahasan pada bab-bab sebelumnya, maka penulis dapat mengambil kesimpulan sebagai berikut :

1. Hasil penelitian menunjukkan bahwa mayoritas karyawan Diskominfo Sragen menilai kualitas komunikasi *Downward* termasuk dalam kategori baik sebesar 65,4%. Terlihat dari dimensi keterbukaan pimpinan dalam berdiskusi mengenai kebijaksanaan baru dan penyampaian pesan tertulis oleh pimpinan. Sedangkan variabel rendah ada pada kepercayaan pada tulisan oleh pimpinan dalam memberikan instruksi kerja melalui grup *WhatsApp*. Selanjutnya, kepuasan komunikasi karyawan di Diskominfo Sragen masuk dalam kategori tinggi sebesar 75,0%. Terlihat dari dimensi kepuasan dengan ketepatan informasi yang tidak pernah terlambat dan dimensi kepuasan memberikan saran pada sistem pekerjaan yang dilakukan.
2. Informasi yang disampaikan oleh pimpinan kepada bawahan memerlukan beberapa tindakan khusus dengan tujuan memenuhi kebutuhan bawahan agar merasakan kepuasan dalam berkomunikasi salah satunya ditunjukkan dengan keterbukaan oleh pimpinan. Berdasarkan analisis terdapat hubungan yang kuat, positif, dan signifikan antara variabel kualitas komunikasi *Downward* dengan kepuasan komunikasi karyawan di Diskominfo Sragen. Hal tersebut dilihat dari koefisien korelasi sebesar 0,877 dan signifikansi 0,000. Artinya semakin tinggi kualitas komunikasi *Downward* maka semakin tinggi pula

kepuasan komunikasi karyawan. Begitu pula sebaliknya, semakin rendah kualitas komunikasi *Downward* maka semakin rendah kepuasan komunikasi karyawan. Koefisien determinasi (R^2) menunjukkan bahwa variabel kualitas komunikasi *Downward* memiliki kontribusi sebesar 76,9% terhadap kepuasan komunikasi karyawan. Dalam hal ini, keterbukaan pimpinan sudah sangat baik mengenai kebijaksanaan umum dan karyawan juga ikut merasakan kepuasan dalam memberikan saran pada sistem pekerjaan yang dilakukan. Selanjutnya, karyawan juga merasakan kepuasan dari segi ketepatan waktu di mana informasi yang disampaikan oleh pimpinan tidak pernah terlambat yaitu penyampaian pesan secara tertulis oleh pimpinan. Sisanya sebesar 23,1% disebabkan oleh variabel lain di luar model yang diteliti. Peneliti hanya menggunakan dua variabel yaitu Kualitas Komunikasi *Downward* dan Kepuasan Komunikasi Karyawan.

B. SARAN

Dari kesimpulan-kesimpulan di atas, selanjutnya penulis merekomendasikan beberapa saran sebagai berikut.

1. Saran Akademis

Dari penelitian diperoleh hasil mengenai kualitas komunikasi *Downward* berpengaruh terhadap kepuasan komunikasi karyawan sebesar 76,9%. Terdapat 23,1% faktor lainnya yang mempengaruhi kepuasan komunikasi karyawan. Untuk penelitian selanjutnya dapat menambahkan variabel lainnya yang sekiranya mempengaruhi kepuasan komunikasi karyawan.

2. Saran Praktis

Pimpinan Diskominfo Sragen memerlukan usaha untuk membentuk kepercayaan terutama pada tulisan dalam memberikan instruksi kerja melalui grup *WhatsApp*. Dengan kepercayaan, dapat mengarahkan pada komunikasi yang terbuka. Sifat terbuka dari pimpinan akan mengakibatkan penyampaian pesan terhindar dari gangguan karena pimpinan memperhatikan bagaimana melakukan komunikasi *Downward* yang baik hal ini dapat mengakibatkan karyawan merasakan kepuasan komunikasi yang dibangun.

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KUESIONER

Dengan Hormat,

Saya mahasiswa Universitas Atma Jaya Yogyakarta sedang melakukan penelitian mengenai ‘Pengaruh Kualitas Komunikasi *Downward* terhadap Kepuasan Komunikasi Karyawan (Studi pada Dinas Komunikasi dan Informatika Kabupaten Sragen)’. Sehubungan dengan hal tersebut, saya mohon ketersediaan Bapak/Ibu, Saudara/ Saudari dapat mengisi kuesioner di bawah ini sesuai dengan pengalaman yang dialami. Atas partisipasi Bapak, Ibu, Saudara/ Saudari, saya mengucapkan terima kasih.

Hormat Saya, Enne Novera

PETUNJUK PENGISIAN KUESIONER

Berilah tanda centang (V) pada pernyataan yang sesuai dengan pengalaman anda.
Jawaban yang diberikan tidak berpengaruh pada pekerjaan anda.

Keterangan :

SB =Sangat Baik

SS =Sangat Setuju

B =Baik

S =Setuju

TB =Tidak Baik

TS =Tidak Setuju

STB =Sangat Tidak Baik

STS =Sangat Tidak Setuju

Kualitas Komunikasi *Downward*

| No | Pernyataan | SB | B | TB | STB |
|---------------------------------|--|----|---|----|-----|
| Keterbukaan Pimpinan | | | | | |
| 1. | Keterbukaan pimpinan dalam menyampaikan pesan kepada karyawan | | | | |
| 2. | Keterbukaan pimpinan dalam memberikan informasi penting kepada karyawan untuk menyelesaikan pekerjaan | | | | |
| 3. | Keterbukaan pimpinan dalam menyampaikan pesan sesuai dengan tugas yang dikerjakan karyawan | | | | |
| 4. | Keterbukaan pimpinan dalam berdiskusi mengenai kebijaksanaan baru | | | | |
| 5. | Keterbukaan pimpinan dalam berdiskusi untuk mengatasi masalah pekerjaan pada karyawan | | | | |
| Kepercayaan pada Tulisan | | | | | |
| 6. | Kepercayaan pimpinan mengenai pemberian instruksi pekerjaan kepada karyawan melalui grup <i>WhatsApp</i> | | | | |

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|------------------------------|--|--|--|--|--|
| 7. | Kepercayaan pimpinan dalam memberikan pesan melalui tatap muka kepada karyawan | | | | |
| 8. | Kepercayaan pimpinan dalam hal surat-menyerat kepada karyawan melalui aplikasi Disbook | | | | |
| Pesan yang berlebihan | | | | | |
| 9. | Penyampaian pesan secara tertulis oleh pimpinan. | | | | |
| 10. | Penyampaian pesan secara berulang-ulang oleh pimpinan | | | | |
| 11. | Penyampaian pesan yang penting-penting saja diperlukan oleh pimpinan | | | | |
| 12. | Penyampaikan pesan oleh pimpinan dilakukan secara berulang-ulang sehingga membuat karyawan terbebani atas isi pesan. | | | | |
| Timing | | | | | |
| 13. | Ketepatan penyampaian pesan oleh pimpinan yaitu pada saat jam produktif karyawan bekerja | | | | |
| 14. | Ketepatan penyampaian pesan oleh pimpinan yang dibutuhkan karyawan | | | | |
| 15. | Ketepatan penyampaian pesan oleh pimpinan dengan mempedulikan keterlambatan pesan yang disampaikan | | | | |
| Penyaringan | | | | | |

| | | | | | |
|-----|--|--|--|--|--|
| 16. | Penyaringan pesan yang penting dari pimpinan dilaksanakan oleh karyawan | | | | |
| 17. | Penyaringan pesan dari pimpinan yang sekiranya diperlukan oleh karyawan. | | | | |

Kepuasan Komunikasi Karyawan

| No. | Pertanyaan | SS | S | TS | STS |
|----------------------------------|---|----|---|----|-----|
| Kepuasan dengan pekerjaan | | | | | |
| 18. | Karyawan puas dalam mendapatkan upah kerja yang sesuai dengan jenjang pendidikan | | | | |
| 19. | Karyawan puas mendapatkan rekomendasi dari pimpinan untuk menjadi pegawai tetap dengan keahlian yang dimiliki | | | | |
| 20. | Karyawan puas mendapatkan rekomendasi untuk kenaikan pangkat jabatan. | | | | |
| 21. | Karyawan puas mendapatkan tunjangan intensif sesuai kemampuan yang dimiliki | | | | |
| 22. | Karyawan puas mendapatkan penilaian kinerja yang sesuai seperti yang diharapkan | | | | |
| 23. | Karyawan puas mendapatkan pujian dari pimpinan ketika berhasil menemukan solusi dalam pekerjaan | | | | |

| | | | | | |
|--|--|--|--|--|--|
| 24. | Karyawan puas mendapatkan penghargaan dari pimpinan | | | | |
| Kepuasan dengan ketepatan informasi | | | | | |
| 25 | Karyawan puas dalam menerima informasi dari pimpinan yang tidak pernah terlambat | | | | |
| 26. | Karyawan puas atas informasi dari pimpinan di mana sesuai dengan deskripsi pekerjaan | | | | |
| 27. | Karyawan puas atas informasi yang diberikan oleh pimpinan di mana informasi tersebut selalu <i>up to date/</i> terbaru | | | | |
| Kepuasan dengan menyarankan perbaikan pekerjaan | | | | | |
| 28. | Karyawan puas atas ide dan gagasan yang disampaikan kepada pimpinan di mana diterima/ ditampung secara baik | | | | |
| 29. | Karyawan puas ketika ide dan gagasan yang diungkapkan dapat direalisasikan di lapangan | | | | |
| 30. | Karyawan puas atas kesempatan dalam memberikan kritik pada sistem pekerjaan | | | | |
| 31. | Karyawan puas atas kesempatan dalam memberikan saran pada sistem pekerjaan yang dilakukan | | | | |
| Kepuasan dengan efisiensi bermacam-macam saluran komunikasi | | | | | |

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|---------------------------------------|---|--|--|--|--|
| 32. | Karyawan puas atas penyampaian pesan dengan tatap muka oleh pimpinan | | | | |
| 33. | Karyawan puas atas penyampaian informasi melalui telepon oleh pimpinan | | | | |
| 34. | Karyawan puas atas penyebaran pesan oleh pimpinan melalui memo karena lebih mudah untuk diingat | | | | |
| 35. | Karyawan puas atas penyampaian surat-menjurat melalui Disbook karena mudah dipahami | | | | |
| Kepuasan dengan kualitas media | | | | | |
| 36. | Karyawan puas atas pesan yang disampaikan melalui Grup <i>WhatsApp</i> | | | | |
| 37. | Karyawan puas atas isi pesan yang disampaikan melalui media apapun. | | | | |

LAMPIRAN

Validitas dan Reliabilitas : Kualitas Kom.Downward

| Correlations | | | | | | | | | | | | | | | | | X SKOR TOTAL | | |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|--------------|--------|
| | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 | X14 | X15 | X16 | X17 | X SKOR TOTAL | |
| X1 | Pearson Correlation | 1 | .678** | .640** | .504** | .413** | .464** | .567** | .605** | .623** | .374** | .646** | .390** | .510** | .484** | .313** | .521** | .491** | .740** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .002 | .001 | .000 | .000 | .000 | .006 | .000 | .004 | .000 | .000 | .024 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X2 | Pearson Correlation | .678** | 1 | .606** | .561** | .518** | .544** | .701** | .629** | .582** | .460** | .733** | .449** | .638** | .549** | .415** | .543** | .406** | .805** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .001 | .000 | .000 | .002 | .000 | .003 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X3 | Pearson Correlation | .640** | .606** | 1 | .509** | .523** | .673** | .766** | .490** | .595** | .542** | .535** | .386** | .648** | .657** | .377** | .509** | .578** | .808** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .005 | .000 | .000 | .006 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X4 | Pearson Correlation | .504** | .561** | .509** | 1 | .702** | .408** | .569** | .496** | .314** | .352** | .555** | .386** | .599** | .461** | .377** | .370** | .395** | .692** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .023 | .010 | .000 | .005 | .000 | .001 | .006 | .007 | .004 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X5 | Pearson Correlation | .413** | .518** | .523** | .702** | 1 | .453** | .615** | .372** | .349** | .417** | .506** | .332** | .602** | .606** | .400** | .485** | .362** | .701** |
| | Sig. (2-tailed) | | .002 | .000 | .000 | .000 | .001 | .000 | .007 | .011 | .002 | .000 | .016 | .000 | .000 | .003 | .000 | .008 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X6 | Pearson Correlation | .464** | .544** | .673** | .408** | .453** | 1 | .738** | .400** | .550** | .421** | .464** | .291** | .593** | .516** | .259 | .542** | .608** | .716** |
| | Sig. (2-tailed) | | .001 | .000 | .000 | .003 | .001 | | .000 | .003 | .000 | .002 | .001 | .036 | .000 | .000 | .063 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X7 | Pearson Correlation | .567** | .701** | .766** | .569** | .615** | .738** | 1 | .433** | .530** | .506** | .618** | .426** | .740** | .694** | .426** | .598** | .560** | .845** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | | .001 | .000 | .000 | .000 | .002 | .000 | .000 | .002 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X8 | Pearson Correlation | .605** | .629** | .490** | .496** | .372** | .400** | .433** | 1 | .467** | .443** | .510** | .490** | .470** | .399** | .281 | .489** | .503** | .689** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .007 | .003 | .001 | | .000 | .001 | .000 | .000 | .003 | .043 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X9 | Pearson Correlation | .623** | .582** | .595** | .314 | .349 | .550** | .530** | .467** | 1 | .351** | .511** | .326 | .515** | .433** | .133 | .421** | .505** | .654** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .023 | .011 | .000 | .000 | .000 | .011 | .000 | .018 | .000 | .001 | .347 | .002 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X10 | Pearson Correlation | .374** | .460** | .542** | .352 | .417** | .421** | .506** | .443** | .351** | 1 | .536** | .483** | .488** | .606** | .425** | .266 | .365** | .666** |
| | Sig. (2-tailed) | | .006 | .001 | .000 | .010 | .002 | .002 | .000 | .001 | .011 | | .000 | .000 | .000 | .002 | .056 | .008 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X11 | Pearson Correlation | .646** | .733** | .535** | .555** | .506** | .464** | .618** | .510** | .511** | .536** | 1 | .503** | .667** | .580** | .458** | .521** | .491** | .796** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | | .000 | .000 | .001 | .000 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| X12 | Pearson Correlation | .390** | .449** | .386** | .386** | .332 | .291 | .426 | .490 | .326 | .483 | .503 | 1 | .386 | .278 | .527 | .530 | .406 | .634** |
| | Sig. (2-tailed) | | .004 | .001 | .005 | .005 | .016 | .036 | .002 | .000 | .018 | .000 | .000 | .005 | .046 | .000 | .000 | .003 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |

| | | | | | | | | | | | | | | | | | | | |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X13 | Pearson Correlation | .510** | .638** | .648** | .599** | .602** | .593** | .740** | .470** | .515** | .488** | .667** | .386** | 1 | .783** | .459** | .593** | .605** | .829** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .005 | .000 | 1 | .000 | .001 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 |
| X14 | Pearson Correlation | .484** | .549** | .657** | .461** | .606** | .516** | .694** | .399** | .433** | .606** | .580** | .278 | .783** | 1 | .387** | .410** | .523** | .758** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .003 | .001 | .000 | .046 | .000 | 1 | .005 | .003 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 |
| X15 | Pearson Correlation | .313* | .415** | .377** | .377** | .400** | .259 | .426** | .281* | .133 | .425** | .458** | .527** | .459** | .387** | 1 | .483** | .451** | .590** |
| | Sig. (2-tailed) | .024 | .002 | .006 | .006 | .003 | .063 | .002 | .043 | .347 | .002 | .001 | .000 | .001 | .005 | .000 | .001 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 |
| X16 | Pearson Correlation | .521** | .543** | .509** | .370** | .485** | .542** | .598* | .489* | .421* | .266 | .521** | .530** | .593** | .410** | .483** | 1 | .518** | .710** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .007 | .000 | .000 | .000 | .000 | .002 | .056 | .000 | .000 | .000 | .003 | .000 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 |
| X17 | Pearson Correlation | .491** | .406** | .578** | .395** | .362** | .608** | .560** | .503** | .505** | .365** | .491** | .406** | .605** | .523** | .451** | .518** | 1 | .709** |
| | Sig. (2-tailed) | .000 | .003 | .000 | .004 | .008 | .000 | .000 | .000 | .000 | .008 | .000 | .003 | .000 | .000 | .001 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 |
| X SKOR TOTAL | Pearson Correlation | .740** | .805** | .808** | .692** | .701** | .716** | .845** | .689** | .654** | .666 | .796** | .634** | .829** | .758 | .590** | .710** | .709** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 |

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

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

Case Processing Summary

| | N | % |
|-------|-----------------------|-------|
| Cases | Valid | 52 |
| | Excluded ^a | 0 |
| Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .941 | 17 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1 | 52.13 | 55.923 | .702 | .937 |
| X2 | 52.17 | 55.793 | .777 | .936 |
| X3 | 52.21 | 55.543 | .779 | .936 |
| X4 | 52.31 | 56.452 | .648 | .939 |
| X5 | 52.25 | 55.799 | .653 | .938 |
| X6 | 52.06 | 56.016 | .673 | .938 |
| X7 | 52.15 | 54.956 | .820 | .935 |
| X8 | 52.19 | 56.002 | .641 | .939 |
| X9 | 52.21 | 57.307 | .611 | .939 |
| X10 | 52.33 | 55.244 | .606 | .940 |
| X11 | 52.13 | 55.374 | .764 | .936 |
| X12 | 52.62 | 55.104 | .563 | .942 |
| X13 | 52.19 | 55.256 | .803 | .935 |
| X14 | 52.21 | 55.347 | .719 | .937 |
| X15 | 52.23 | 57.161 | .532 | .941 |
| X16 | 52.13 | 56.550 | .670 | .938 |
| X17 | 52.15 | 55.976 | .664 | .938 |

Validitas dan Reliabilitas : Kepuasan Komunikasi Karyawan

Correlations

| | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 | Y20 | Y SKOR TOTAL | |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|--------|
| Y1 | Pearson Correlation | 1 | .399** | .470** | .295* | .477** | .488** | .313* | .271 | .404** | .359** | .404** | .422** | .243 | .192 | .382** | .325* | .542** | .560** | .528** | .570** | .615** |
| | Sig. (2-tailed) | | .003 | .000 | .034 | .000 | .000 | .024 | .052 | .003 | .009 | .003 | .002 | .083 | .174 | .005 | .019 | .000 | .000 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y2 | Pearson Correlation | .399** | 1 | .603** | .663** | .372** | .414** | .457** | .452** | .701** | .436** | .467** | .486** | .382** | .467** | .250 | .210 | .285* | .314* | .377** | .250 | .616** |
| | Sig. (2-tailed) | | .003 | .000 | .000 | .007 | .002 | .001 | .001 | .000 | .001 | .000 | .000 | .005 | .000 | .074 | .135 | .040 | .023 | .006 | .074 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y3 | Pearson Correlation | .470** | .603** | 1 | .664** | .652** | .575** | .664** | .623** | .610** | .653** | .659** | .761** | .681** | .678* | .437** | .454** | .465** | .490** | .567** | .532** | .843** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .001 | .001 | .000 | .000 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y4 | Pearson Correlation | .295* | .663** | .664** | 1 | .453** | .420** | .420** | .492** | .565** | .431** | .453** | .642** | .456** | .566** | .311* | .211 | .254 | .286* | .279* | .311* | .623** |
| | Sig. (2-tailed) | | .034 | .000 | .000 | .000 | .001 | .002 | .002 | .000 | .001 | .001 | .000 | .001 | .000 | .025 | .133 | .069 | .040 | .046 | .025 | .000 |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y5 | Pearson Correlation | .477** | .372** | .652** | .453** | 1 | .433** | .475** | .519** | .429** | .546** | .475** | .494** | .489** | .477** | .666** | .654** | .383** | .531** | .386** | .488** | .724** |
| | Sig. (2-tailed) | | .000 | .007 | .000 | .001 | .001 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .005 | .000 | .000 | .005 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y6 | Pearson Correlation | .488** | .414** | .575** | .420** | .433** | 1 | .646** | .373** | .528** | .571** | .442** | .415** | .465** | .443 | .277* | .311* | .615** | .526** | .452** | .571** | .697** |
| | Sig. (2-tailed) | | .000 | .002 | .000 | .002 | .001 | .000 | .006 | .000 | .000 | .001 | .002 | .001 | .001 | .047 | .025 | .000 | .001 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y7 | Pearson Correlation | .313* | .457** | .664** | .420** | .475** | .646** | 1 | .471** | .571** | .615** | .615** | .615** | .606** | .635** | .445** | .348* | .537** | .448** | .382** | .403** | .738** |
| | Sig. (2-tailed) | | .024 | .001 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .011 | .000 | .001 | .008 | .003 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y8 | Pearson Correlation | .271 | .452** | .623** | .492** | .519** | .373** | .471** | 1 | .578** | .657** | .632** | .648** | .716** | .702** | .697** | .462** | .416** | .496** | .587** | .539** | .774** |
| | Sig. (2-tailed) | | .052 | .001 | .000 | .000 | .000 | .006 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .002 | .000 | .000 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y9 | Pearson Correlation | .404** | .701** | .610** | .565** | .429** | .528** | .571** | .578** | 1 | .604** | .668** | .587** | .541** | .584** | .402** | .260 | .429** | .412** | .483** | .402** | .740** |
| | Sig. (2-tailed) | | .003 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .063 | .001 | .002 | .000 | .003 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y10 | Pearson Correlation | .359** | .436** | .653** | .431** | .546** | .571** | .615** | .657** | .604** | 1 | .796** | .657** | .688** | .512** | .515** | .486** | .488** | .517** | .519** | .562** | .802** |
| | Sig. (2-tailed) | | .009 | .001 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y11 | Pearson Correlation | .404** | .467** | .659** | .453** | .475** | .442** | .615** | .632** | .668** | .796** | 1 | .806** | .644** | .637** | .494** | .382** | .429** | .455** | .581** | .540** | .798** |
| | Sig. (2-tailed) | | .003 | .000 | .000 | .001 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .005 | .001 | .001 | .000 | .000 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y12 | Pearson Correlation | .422** | .486** | .761** | .642** | .494** | .415** | .615** | .648** | .587** | .657** | .806** | 1 | .812** | .749** | .468** | .288* | .446** | .431** | .507** | .511** | .793** |
| | Sig. (2-tailed) | | .002 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .038 | .001 | .001 | .000 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y13 | Pearson Correlation | .243 | .382** | .681** | .456** | .489** | .465** | .606** | .716** | .541** | .688** | .644** | .612** | 1 | .715** | .561** | .435** | .491** | .470** | .598** | .561** | .777** |
| | Sig. (2-tailed) | | .083 | .005 | .000 | .001 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |

| | | | | | | | | | | | | | | | | | | | | | | |
|-------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y14 | Pearson Correlation | .192 | .467** | .678** | .566** | .477** | .443** | .635** | .702** | .584** | .512** | .637** | .749** | .715** | 1 | .497** | .334 | .525** | .458** | .591** | .497** | .768** |
| | Sig. (2-tailed) | .174 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .016 | .000 | .001 | .000 | .000 | .000 | |
| N | | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y15 | Pearson Correlation | .382** | .250 | .437** | .311* | .666** | .277* | .445** | .697** | .402** | .515** | .494** | .468** | .561** | .497** | 1 | .632** | .313* | .506** | .405** | .505** | .677** |
| | Sig. (2-tailed) | .005 | .074 | .001 | .025 | .000 | .047 | .001 | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .024 | .000 | .003 | .000 | .000 | .000 |
| N | | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y16 | Pearson Correlation | .325* | .210 | .454** | .211 | .654** | .311* | .348* | .462** | .260 | .486** | .382** | .288* | .435** | .334* | .632** | 1 | .340* | .509** | .258 | .395** | .583** |
| | Sig. (2-tailed) | .019 | .135 | .001 | .133 | .000 | .025 | .011 | .001 | .063 | .000 | .005 | .038 | .001 | .016 | .000 | .014 | .000 | .065 | .004 | .000 | .000 |
| N | | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y17 | Pearson Correlation | .542** | .285* | .465** | .254 | .383** | .615** | .537** | .416** | .429** | .488** | .429** | .446** | .491** | .525** | .313* | .340* | 1 | .712** | .525** | .648** | .692** |
| | Sig. (2-tailed) | .000 | .040 | .001 | .069 | .005 | .000 | .000 | .002 | .001 | .000 | .001 | .001 | .000 | .000 | .024 | .014 | .000 | .000 | .000 | .000 | .000 |
| N | | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y18 | Pearson Correlation | .560** | .314* | .490** | .286* | .531** | .526** | .448** | .496** | .412** | .517** | .455** | .431** | .470** | .458** | .506** | .509** | .712** | 1 | .506** | .714** | .727** |
| | Sig. (2-tailed) | .000 | .023 | .000 | .040 | .000 | .000 | .001 | .000 | .002 | .000 | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y19 | Pearson Correlation | .528** | .377* | .567** | .279* | .386* | .452** | .362** | .587** | .483** | .519** | .581** | .507** | .598** | .591** | .405** | .258 | .525** | .506** | 1 | .694** | .704** |
| | Sig. (2-tailed) | .000 | .006 | .000 | .046 | .005 | .001 | .008 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .065 | .000 | .000 | .000 | .000 | .000 |
| N | | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| Y20 | Pearson Correlation | .570** | .250 | .532** | .311* | .488** | .571** | .403** | .539** | .402** | .562** | .540** | .511** | .561** | .497** | .505** | .395** | .648** | .714** | .694** | 1 | .746** |
| | Sig. (2-tailed) | .000 | .074 | .000 | .025 | .000 | .000 | .003 | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .004 | .000 | .000 | .000 | .000 | .000 |
| N | | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |
| YSKOR TOTAL | Pearson Correlation | .615** | .616** | .843** | .623** | .724** | .697** | .738** | .774** | .740** | .802** | .798** | .793** | .777** | .768** | .677** | .583** | .692** | .727** | .704** | .746** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | |

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

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

Case Processing Summary

| | N | % |
|-----------------------|----|-------|
| Cases Valid | 52 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .950 | 20 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y1 | 62.25 | 80.975 | .559 | .950 |
| Y2 | 62.35 | 82.348 | .571 | .949 |
| Y3 | 62.25 | 79.995 | .822 | .946 |
| Y4 | 62.29 | 83.425 | .586 | .949 |
| Y5 | 62.31 | 80.845 | .688 | .947 |
| Y6 | 62.42 | 80.719 | .656 | .948 |
| Y7 | 62.42 | 80.170 | .701 | .947 |
| Y8 | 62.33 | 81.597 | .748 | .947 |
| Y9 | 62.29 | 80.954 | .706 | .947 |
| Y10 | 62.38 | 80.281 | .776 | .946 |
| Y11 | 62.29 | 80.248 | .771 | .946 |
| Y12 | 62.31 | 79.590 | .763 | .946 |
| Y13 | 62.25 | 81.211 | .750 | .947 |
| Y14 | 62.29 | 81.464 | .741 | .947 |
| Y15 | 62.33 | 81.518 | .636 | .948 |
| Y16 | 62.31 | 81.825 | .527 | .950 |
| Y17 | 62.35 | 80.741 | .650 | .948 |
| Y18 | 62.33 | 80.185 | .688 | .947 |
| Y19 | 62.27 | 81.691 | .669 | .948 |
| Y20 | 62.33 | 80.656 | .712 | .947 |

Correlation & Normality

Correlations

| | | Kualitas Komunikasi Downward | Kepuasan Komunikasi Karyawan |
|------------------------------|---------------------|------------------------------|------------------------------|
| Kualitas Komunikasi Downward | Pearson Correlation | 1 | .877** |
| | Sig. (2-tailed) | | .000 |
| | N | 52 | 52 |
| Kepuasan Komunikasi Karyawan | Pearson Correlation | .877** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 52 | 52 |

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

One-Sample Kolmogorov-Smirnov Test

| | Unstandardized Residual |
|----------------------------------|-------------------------|
| N | 52 |
| Normal Parameters ^{a,b} | |
| Mean | .000000 |
| Std. Deviation | 4.55116863 |
| Most Extreme Differences | |
| Absolute | .131 |
| Positive | .131 |
| Negative | -.091 |
| Test Statistic | .131 |
| Asymp. Sig. (2-tailed) | .253 ^c |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Linearity

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|----------------|--------------------------|----------------|----|-------------|---------|------|
| Kepuasan Komunikasi Karyawan * Kualitas Komunikasi Downward | Between Groups | (Combined) | 3888.886 | 18 | 216.049 | 10.521 | .000 |
| | | Linearity | 3510.149 | 1 | 3510.149 | 170.940 | .000 |
| | | Deviation from Linearity | 378.737 | 17 | 22.279 | 1.085 | .406 |
| | Within Groups | | 677.633 | 33 | 20.534 | | |
| | Total | | 4566.519 | 51 | | | |

Regression**Variables Entered/Removed^a**

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kualitas Komunikasi Downward ^b | . | Enter |

a. Dependent Variable: Kepuasan Komunikasi Karyawan

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .877 ^a | .769 | .764 | 4.596 |

a. Predictors: (Constant), Kualitas Komunikasi Downward

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|---------|-------------------|
| 1 Regression | 3510.149 | 1 | 3510.149 | 166.142 | .000 ^b |
| Residual | 1056.370 | 50 | 21.127 | | |
| Total | 4566.519 | 51 | | | |

a. Dependent Variable: Kepuasan Komunikasi Karyawan

b. Predictors: (Constant), Kualitas Komunikasi Downward

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7.534 | 4.549 | | 1.656 | .104 |
| | Kualitas Komunikasi Downward | 1.047 | .081 | .877 | 12.890 | .000 |

a. Dependent Variable: Kepuasan Komunikasi Karyawan

Jawaban Kuesioner

| NO | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 | X14 | X15 | X16 | X17 | X TOTAL |
|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|------------|
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 62 |
| 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 52 |
| 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 62 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 49 |
| 5 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 1 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 50 |
| 6 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 56 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 66 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 64 |
| 10 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 64 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 68 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 13 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 19 |

| | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 68 |
| 15 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 53 |
| 16 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 51 |
| 17 | 4 | 4 | 2 | 3 | 2 | 2 | 2 | 4 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 45 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 52 |
| 19 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 53 |
| 20 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 61 |
| 21 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 2 | 2 | 3 | 3 | 51 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 50 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 45 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 49 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 62 |
| 28 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 50 |

| | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 63 |
| 30 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 59 |
| 31 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 64 |
| 32 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 63 |
| 33 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 60 |
| 34 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 62 |
| 35 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 62 |
| 36 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 64 |
| 37 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 62 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 63 |
| 39 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 52 |
| 40 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 50 |
| 41 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 54 |
| 42 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 56 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 50 |

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|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 57 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 47 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 57 |
| 48 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 56 |
| 49 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 56 |
| 50 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 56 |
| 51 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 55 |
| 52 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 56 |

| N | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y1 | Y |
|---|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|------|
| O | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | TOTA |
| 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | L |
| 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |

| | | | | | | | | | | | | | | | | | | | | | |
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| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 73 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 59 |
| 5 | 2 | 4 | 4 | 4 | 1 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 1 | 3 | 2 | 4 | 3 | 61 |
| 6 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 62 |
| 7 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 74 |
| 8 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 59 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 10 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 69 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 77 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 13 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 21 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 63 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|----|
| 16 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 60 | |
| 17 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 63 | |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 64 | |
| 19 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 67 | |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 | |
| 21 | 4 | 2 | 4 | 3 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 68 | |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 | |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 | |
| 24 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 46 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 | |
| 26 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 59 |
| 27 | 1 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 1 | 65 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 61 |
| 29 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 73 | |

| | | | | | | | | | | | | | | | | | | | | | | |
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| 30 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 71 |
| 31 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 74 |
| 32 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 73 |
| 33 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 74 |
| 34 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 75 |
| 35 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 70 |
| 36 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 77 |
| 37 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 74 |
| 38 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 72 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 59 |
| 40 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 78 |
| 41 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 64 |
| 42 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 62 |
| 43 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 64 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 68 |
| 45 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 62 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 63 |
| 47 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 63 |
| 48 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 68 |
| 49 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 64 |
| 50 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 62 |
| 51 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 67 |
| 52 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 64 |

Distribusi t tabel

Tabel Nilai t

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ | d.f |
|-----|------------|------------|-------------|------------|-------------|-----|
| 40 | 1,303 | 1,684 | 2,021 | 2,423 | 2,704 | 40 |
| 41 | 1,303 | 1,683 | 2,020 | 2,421 | 2,701 | 41 |
| 42 | 1,302 | 1,682 | 2,018 | 2,418 | 2,698 | 42 |
| 43 | 1,302 | 1,681 | 2,017 | 2,416 | 2,695 | 43 |
| 44 | 1,301 | 1,680 | 2,015 | 2,414 | 2,692 | 44 |
| 45 | 1,301 | 1,679 | 2,014 | 2,412 | 2,690 | 45 |
| 46 | 1,300 | 1,679 | 2,013 | 2,410 | 2,687 | 46 |
| 47 | 1,300 | 1,678 | 2,012 | 2,408 | 2,685 | 47 |
| 48 | 1,299 | 1,677 | 2,011 | 2,407 | 2,682 | 48 |
| 49 | 1,299 | 1,677 | 2,010 | 2,405 | 2,680 | 49 |
| 50 | 1,299 | 1,676 | 2,009 | 2,403 | 2,678 | 50 |
| 51 | 1,298 | 1,675 | 2,008 | 2,402 | 2,676 | 51 |
| 52 | 1,298 | 1,675 | 2,007 | 2,400 | 2,674 | 52 |
| 53 | 1,298 | 1,674 | 2,006 | 2,399 | 2,672 | 53 |

Distribusi r tabel

Tabel r untuk df = 51 - 100

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| 51 | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52 | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53 | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54 | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55 | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56 | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57 | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58 | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59 | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60 | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61 | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62 | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| ... | ... | ... | ... | ... | ... |