

## **BAB V**

### **PENUTUP**

Bagian ini berisi rangkuman dari temuan penelitian dan penjelasan mengenai potensi bagi penelitian selanjutnya. Peneliti juga menyajikan implikasi relevan bagi peneliti selanjutnya, menjelaskan keterbatasan pada penelitian ini, serta memberikan saran bagi penelitian selanjutnya.

#### **5.1 Kesimpulan**

Penelitian ini dilakukan dengan menguji pengaruh ketangguhan mental terhadap komitmen organisasi. Berdasarkan hasil analisis peneliti dengan menggunakan aplikasi SPSS 29.0, maka peneliti bisa mendapatkan kesimpulan bahwa ketangguhan mental berpengaruh positif dan signifikan terhadap komitmen organisasi di perusahaan Supersonic Chemical Industry.

#### **5.2 Implikasi Manajerial**

Berdasarkan kesimpulan di penelitian ini, diperoleh informasi bahwa karyawan yang tangguh secara mental merupakan salah satu faktor terbentuknya komitmen organisasi di perusahaan. Terbentuknya ketangguhan mental bukan semata berasal dari individu karyawan saja, tetapi juga pengaruh dari luar individu juga. Perusahaan yang memberikan fasilitas sebagai bentuk penghargaan kinerja karyawan merupakan contoh faktor terbentuknya ketangguhan mental karyawan. Karyawan dengan mental yang tangguh merupakan sumber daya perusahaan yang baik untuk tingkat produktivitas

perusahaan. Jika dihubungkan dengan komitmen organisasi, semakin tangguh mental karyawan, karyawan akan lebih bisa mengontrol tekanan kerja yang dihadapi. Sejalan lurus dengan itu, perusahaan bisa memberikan feedback baik juga ke karyawan, maka lambat laun komitmen organisasi akan terbentuk di perusahaan. Komitmen karyawan untuk tidak mudah berpikir meninggalkan perusahaan merupakan ciri-ciri komitmen organisasi yang baik.

Hasil penelitian ini menunjukkan ketangguhan mental memiliki pengaruh kepada komitmen organisasi. dengan temuan ini maka manajemen perusahaan memiliki bahan masukan untuk diskusi mengenai pentingnya ketangguhan mental karyawan ini. Perusahaan bisa menggunakan hasil penelitian ini untuk menyusun strategi dan memprediksi kondisi pekerja di perusahaan agar ketangguhan mental meningkat dan komitmen organisasi semakin meningkat. Secara umum perusahaan perlu untuk memperhatikan, menghargai, memberikan *support*, melakukan pelatihan, dan berkontribusi terhadap kondisi karyawan, baik pada variabel yang ada di penelitian ini atau variable lainnya yang mendukung kondisi produktivitas perusahaan.

Berdasarkan hasil analisis deskriptif ditemukan beberapa jawaban pada variabel ketangguhan mental yang mendapatkan jawaban nilai 1 atau sangat tidak setuju, hal itu perlu diperhatikan oleh perusahaan. Contohnya pada pertanyaan KM2 yang berbunyi “*Saya umumnya tenang di bawah tekanan yang cukup besar.*”, ada responden yang menjawab sangat tidak setuju berarti kondisi karyawan itu kemungkinan merasa tertekan dengan tekanan kerja yang

diberikan oleh perusahaan. Hal itu bisa menyebabkan karyawan merasa tidak nyaman, dan bisa menjadi faktor karyawan itu untuk mengundurkan diri dari perusahaan. Hal itu tentu merugikan perusahaan karena harus membuang waktu untuk mencari karyawan pengganti atau jika tidak diganti akan mempengaruhi produktivitas perusahaan.

**Tabel 5.1**  
**Implikasi Manajerial**

| Temuan   | Implikasi Manajerial  |
|--|---|
| <p>KM4 yang membahas tentang pengendalian emosi.</p> <p><i>“Saya dapat mengendalikan emosi saya tergantung pada situasinya.”</i></p> | <p>Perusahaan harus memperhatikan kesehatan psikologis dari para karyawan untuk mempertahankan lingkungan kerja yang baik.</p> <p>Lingkungan kerja yang baik berguna untuk membentuk rasa nyaman, sehingga perasaan untuk terikat dengan perusahaan akan semakin meningkat.</p> |
| <p>KM8 yang membahas tentang usaha yang dilakukan karyawan.</p>  | <p>Penghargaan, penghormatan, dan bentuk feedback lainnya adalah salah satu faktor yang membentuk rasa ingin bertahan di perusahaan. Poin tersebut bisa dijadikan strategi perusahaan dalam membentuk komitmen organisasi.</p>  |

|   |  |
|---|--|
| <p><i>“Saya biasanya berusaha melakukan yang terbaik dalam segala hal.”</i></p>   |  |
| <p>KM12 yang membahas tentang rasa terintimidasi.</p> <p><i>“Kalau saya pergi ke suatu tempat yang banyak orang berkumpul, kadang saya merasa terintimidasi.”</i></p> | <p>Hubungan antar karyawan yang baik adalah salah satu cara melatih mental yang tangguh. Hal itu terjadi karena karyawan secara tidak langsung dipaksa untuk bisa akur dengan karyawan lain. Perusahaan bisa memperhatikan hal tersebut dengan selalu menggandeng para karyawan agar nselalu bisa berhubungan baik dengan sesama rekan kerjanya.</p> |

*Sumber: Hasil Olah Data Peneliti (2023)*

### 5.3 Keterbatasan Penelitian

Walaupun penelitian ini telah mengikuti prosedur ilmiah tentang penelitian, namun masih terdapat kekurangan dan keterbatasan. Beberapa keterbatasan yang dialami peneliti dapat diidentifikasi sebagai berikut:

1. Variabel independen pada penelitian ini hanya satu sehingga tidak bisa dibandingkan dengan variabel lain yang juga memiliki kemungkinan mempengaruhi variabel komitmen organisasi.

2. Ruang lingkup penelitian ini hanya terbatas di perusahaan Supersonic Chemical Industry, sehingga tidak bisa digeneralisasikan kepada semua perusahaan yang sejenis atau tidak sejenis lainnya. Hal itu terjadi karena tidak semua kondisi perusahaan sama dengan perusahaan Supersonic Chemical Industry.
3. Jenis penelitian ini adalah penelitian *cross-section*, sehingga kurang tepat untuk meneliti hubungan sebab akibat.

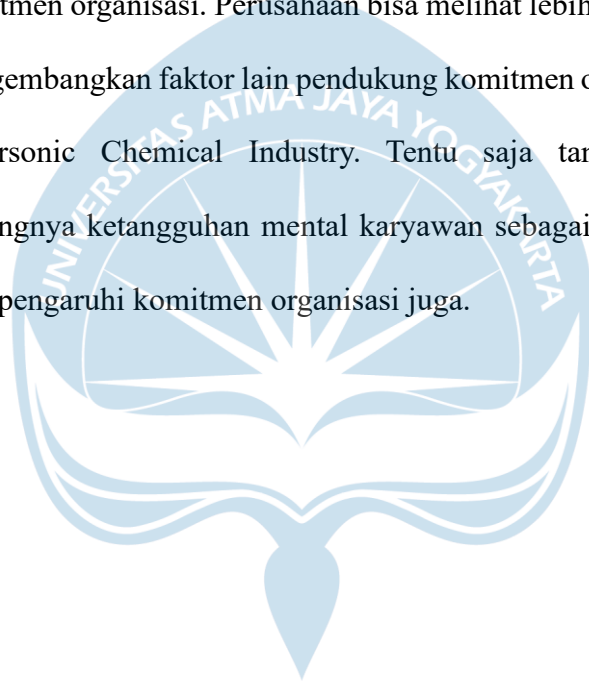
#### 5.4 Saran

Dengan mempertimbangkan keterbatasan yang ada pada penelitian ini, maka peneliti memberikan beberapa saran yang diharapkan dapat memberikan manfaat bagi penelitian selanjutnya yang akan mengkaji topik yang serupa:

1. Saran Bagi Penelitian Selanjutnya
  - 1) Penambahan variabel independen pembanding, karena tidak mungkin satu variabel dependen hanya dipengaruhi oleh satu variabel independen.
  - 2) Penelitian selanjutnya bisa memperluas ruang lingkup penelitian untuk mewakili beberapa populasi di lebih dari satu perusahaan untuk mendapatkan data yang lebih signifikan.
  - 3) Penelitian selanjutnya bisa menggunakan jenis penelitian *longitudinal* yang meneliti di dua waktu berbeda, agar data yang didapat bisa menjelaskan hubungan sebab-akibat.

## 2. Saran Praktis

Pada hasil analisis deskriptif ditemukan ketangguhan mental berpengaruh positif terhadap komitmen organisasi di perusahaan Supersonic Chemical Industry, dengan pengaruh sebesar 24,7%. Hal itu menunjukkan ada variabel lain yang juga berperan dalam mempengaruhi komitmen organisasi. Perusahaan bisa melihat lebih objektif dan luas untuk mengembangkan faktor lain pendukung komitmen organisasi di perusahaan Supersonic Chemical Industry. Tentu saja tanpa mengesampingkan pentingnya ketangguhan mental karyawan sebagai salah satu faktor yang mempengaruhi komitmen organisasi juga.



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**LAMPIRAN 1**

**Surat Ijin Penelitian**





**FAKULTAS BISNIS  
DAN EKONOMIKA**  
UNIVERSITAS ATMA JAYA YOGYAKARTA

Nomor : 066/Kues/1  
Lamp. : -  
Hal : Ijin Penelitian, Penyebaran Kuesioner

13 Oktober 2023

Kepada  
Yth. Pimpinan PT. Supersonic Chemical Industry  
Randu Kuning III, Selang, Wonosari, Gunung Kidul, Daerah Istimewa Yogyakarta

Dengan hormat,

Sehubungan dengan penulisan Skripsi yang berjudul "**Pengaruh Ketangguhan Mental dan Kesejahteraan Psikologis terhadap Kinerja Karyawan**" yang dilakukan oleh mahasiswa kami dengan identitas:

| No. | Nama                          | NPM/Prodi             | No. Handphone |
|-----|-------------------------------|-----------------------|---------------|
| 1.  | Albert Priyatama              | 190324705 / Manajemen |               |
| 2.  | Paulus Rahardian Tri Putranto | 190324727 / Manajemen | 0872778616153 |

Kami mohon Bapak/Ibu berkenan memberikan ijin kepada mahasiswa tersebut di atas untuk menyebarkan kuesioner di lingkungan instansi Bapak/Ibu dan mendapatkan data yang diperlukan.

Skripsi yang ditulis oleh mahasiswa ini merupakan karya ilmiah yang memiliki tujuan dan sifat keilmuan. Oleh karenanya tidak akan dipergunakan untuk hal-hal yang merugikan.

Demikian, atas perhatian dan kerjasamanya, kami mengucapkan terima kasih.



Wenefrida Mahestu N. Krisjanti, SE., M.Sc., Ph.D.

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## Kuesioner Penelitian

### Pengalaman Karyawan di PT. Supersonic Chemical Industry

#### A. Pendahuluan

Perkenalkan kami Albert Priyatama dan Paulus Rahardian Tri Putranto, mahasiswa prodi manajemen Fakultas Bisnis dan Ekonomika Universitas Atma Jaya Yogyakarta. kami sedang melakukan penelitian untuk tugas akhir tentang "*Pengaruh Ketangguhan Mental Terhadap Komitmen Organisasi dan Kepuasan Kerja di PT. Supersonic Chemical Industry*".

Sehubungan dengan itu kami meminta ketersediaannya kepada Bapak/Ibu/Saudara/Saudari karyawan PT. Supersonic Chemical Industry untuk mengisi kuesioner dibawah ini dengan sejujur-jujurnya. Peneliti akan menjaga kerahasiaan identitas dan jawaban responden, kuesioner ini hanya akan digunakan untuk kepentingan akademis. Atas perhatian Bapak/Ibu/Saudara/Saudari kami ucapkan terimakasih.

#### B. Contact Person

Albert Priyatama

No. HP / WA : 081331925092

Email : [tamaalbertus@gmail.com](mailto:tamaalbertus@gmail.com)



### **Biodata Responden**

1. Nama (*boleh nama alias*) : ...
2. Jenis Kelamin : L / P (*lingkari yang sesuai*)
3. Usia : ... Tahun
4. Masa Kerja di Supersonic : ... Tahun
5. Pengalaman kerja : ... Tahun
6. Pendidikan Terakhir (*lingkari yang sesuai*)
  - a. SMA/SMK Sederajat
  - b. Diploma
  - c. S1
  - d. S2
  - e. S3
  - f. Lainnya, .....
7. Manakah yang paling menggambarkan unit/departemen kerja Anda: (*lingkari yang sesuai*)
  - a. Bagian HRD
  - b. Bagian Quality Control
  - c. Bagian PPIC
  - d. Bagian Produksi
  - e. Bagian Keuangan & Fiskal
  - f. Bagian Purchasing
  - g. Lainnya, .....
8. Apakah status kepegawaian Anda di pekerjaan Anda sekarang? (*lingkari yang sesuai*)
  - a. Pegawai tetap
  - b. Pegawai kontrak
  - c. Pegawai paruh waktu
  - d. Pegawai borongan
9. Manakah yang paling menggambarkan posisi yang Anda tempati sekarang? (*lingkari yang sesuai*)
  - a. Pegawai
  - b. Manajer tingkat tengah
  - c. Manajer tingkat atas



| No. | Pertanyaan  | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 10. | Saya suka menetapkan tujuan dan mencapainya.  |     |    |   |   |    |
| 11. | Saya secara umum yakin dengan kemampuan saya.   |     |    |   |   |    |
| 12. | Kalau saya pergi ke suatu tempat yang banyak orang berkumpul, kadang saya merasa terintimidasi. (R) |     |    |   |   |    |
| 13. | Saya tidak ragu untuk memberi tahu orang lain apa yang harus dilakukan.                             |     |    |   |   |    |
| 14. | Ketika orang lain merasa salah, saya tidak takut untuk berdebat dengan mereka.                      |     |    |   |   |    |
| 15. | Saya bisa mengambil risiko untuk mencapai tujuan saya.  |     |    |   |   |    |
| 16. | Saya suka menyimpang dari praktik sosial dan adat istiadat.   |     |    |   |   |    |
| 17. | Saya biasanya menyukai tantangan baru.  |     |    |   |   |    |

**KO****Petunjuk Pengisian Kuesioner**

Anda diharap memberikan **tanda centang (✓)** pada jawaban yang dipilih sesuai dengan pendapat anda di kolom yang sudah disediakan.

**STS** = Sangat Tidak Setuju

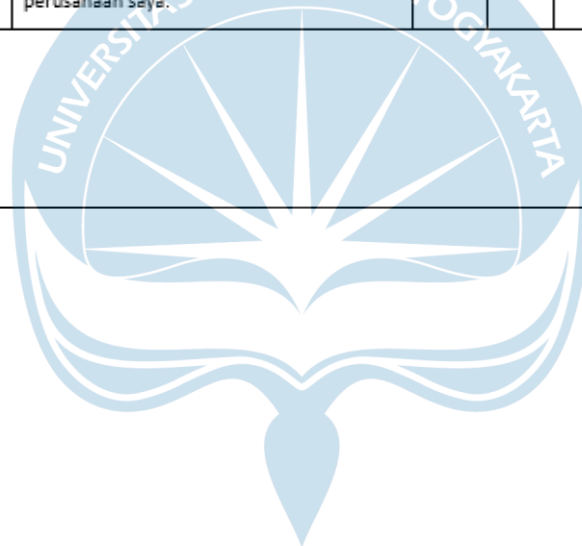
**S** = Setuju

**TS** = Tidak Setuju

**SS** = Sangat Setuju

**N** = Netral

| No. | Pertanyaan  | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 1.  | Saya mempunyai rasa memiliki yang tinggi terhadap perusahaan. |     |    |   |   |    |
| 2.  | Saya merasa terikat pada departemen atau perusahaan saya.     |     |    |   |   |    |



**LAMPIRAN 3**

**Rekap Data**



Variabel Ketangguhan Mental

| K<br>M<br>1 | K<br>M<br>2 | K<br>M<br>3 | K<br>M<br>4 | K<br>M<br>5 | K<br>M<br>6 | K<br>M<br>7 | K<br>M<br>8 | K<br>M<br>9 | K<br>M<br>10 | K<br>M<br>11 | K<br>M<br>12 | K<br>M<br>13 | K<br>M<br>14 | K<br>M<br>15 | K<br>M<br>16 | K<br>M<br>17 | AVG<br>KM<br>Per<br>Resp<br>onde<br>n |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------------------------|
| 4           | 2           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4            | 4            | 4            | 4            | 4            | 3            | 1            | 4            | 3.64<br>71                            |
| 3           | 4           | 2           | 4           | 2           | 4           | 2           | 4           | 4           | 5            | 5            | 2            | 2            | 5            | 4            | 2            | 4            | 3.41<br>18                            |
| 4           | 3           | 4           | 4           | 3           | 4           | 3           | 4           | 3           | 4            | 3            | 3            | 4            | 3            | 3            | 2            | 4            | 3.41<br>18                            |
| 5           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4            | 4            | 3            | 3            | 4            | 3            | 2            | 4            | 3.76<br>47                            |
| 4           | 2           | 4           | 4           | 4           | 4           | 4           | 4           | 2           | 4            | 3            | 4            | 5            | 1            | 3            | 2            | 4            | 3.41<br>18                            |
| 5           | 2           | 4           | 4           | 4           | 4           | 2           | 4           | 3           | 4            | 4            | 4            | 4            | 4            | 4            | 2            | 5            | 3.70<br>59                            |
| 3           | 2           | 3           | 4           | 3           | 4           | 2           | 4           | 2           | 4            | 4            | 3            | 4            | 4            | 4            | 2            | 3            | 3.23<br>53                            |



|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |            |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------------|
| 3 | 3 | 2 | 4 | 2 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 3.47<br>06 |
| 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4.05<br>88 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 3.47<br>06 |
| 4 | 4 | 1 | 4 | 2 | 4 | 5 | 4 | 3 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 2 | 3.58<br>82 |
| 3 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 3.52<br>94 |
| 3 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 1 | 3 | 3.23<br>53 |
| 4 | 3 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 1 | 3 | 3.29<br>41 |
| 4 | 4 | 3 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 4 | 3.58<br>82 |
| 4 | 2 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 1 | 4 | 3.94<br>12 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 4 | 3.52<br>94 |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------|
| 3 | 2 | 3 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 3.64 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 71   |
| 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3.52 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 94   |
| 3 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3.41 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 18   |
| 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 3.17 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 65   |
| 3 | 3 | 2 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3.35 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 29   |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3.76 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 47   |
| 5 | 1 | 4 | 3 | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 2 | 2 | 2 | 1 | 1 | 3.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |
| 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3.70 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 59   |
| 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 1 | 4 | 3.64 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 71   |
| 4 | 4 | 4 | 5 | 5 | 4 | 2 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 3.76 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 47   |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |            |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------------|
| 4 | 4 | 3 | 4 | 5 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 4 | 3.52<br>94 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 3.35<br>29 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3.82<br>35 |
| 4 | 5 | 5 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 2 | 5 | 4.05<br>88 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 3.76<br>47 |
| 2 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 2 | 5 | 5 | 4 | 2 | 4 | 3.58<br>82 |
| 5 | 1 | 1 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 4 | 4.00<br>00 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 2 | 1 | 4 | 3.64<br>71 |
| 4 | 1 | 2 | 4 | 4 | 4 | 1 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 1 | 5 | 3 | 3.11<br>76 |
| 4 | 4 | 5 | 4 | 5 | 4 | 1 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4.11<br>76 |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      |      |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------|------|
| 4 | 4 | 4 | 2 | 2 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 2 | 1 | 5 | 3.76 |      |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 47   |      |
| 4 | 4 | 4 | 2 | 2 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 1 | 4    | 3.52 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      | 94   |
| 3 | 2 | 4 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 3.00 |      |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 00   |      |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 5 | 4.00 |      |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 00   |      |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4    | 3.76 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      | 47   |
| 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 2 | 4    | 3.52 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      | 94   |
| 4 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 2 | 3    | 3.64 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      | 71   |
| 4 | 2 | 4 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 1 | 4    | 3.00 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      | 00   |
| 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4    | 3.58 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      | 82   |
| 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3    | 3.52 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      | 94   |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------|
| 5 | 4 | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 1 | 4 | 4.00 |
| 4 | 5 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 2 | 5 | 4 | 3 | 2 | 4 | 3.94 |
| 5 | 4 | 5 | 5 | 1 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 1 | 1 | 1 | 3.58 |
| 4 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3.82 |
| 4 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 2 | 4 | 3.64 |
| 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3.76 |
| 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 1 | 4 | 3.88 |
| 4 | 2 | 4 | 4 | 2 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 1 | 2 | 3.29 |
| 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3.35 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 1 | 4 | 3.41 |

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| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3.70<br>59 |
| 4 | 3 | 2 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 2 | 3 | 4 | 5 | 1 | 4 | 3.70<br>59 |
| 3 | 2 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3.58<br>82 |
| 4 | 4 | 4 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 4 | 3.88<br>24 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3.70<br>59 |
| 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3.76<br>47 |
| 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 2.94<br>12 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3.58<br>82 |
| 3 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3.29<br>41 |
| 4 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 2 | 3.35<br>29 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------|
| 3 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 3.17 |
| 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 1 | 1 | 2 | 3.17 |
| 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3.64 |
| 3 | 2 | 4 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 3.00 |
| 5 | 4 | 2 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 2 | 4 | 3.88 |
| 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 1 | 4 | 3.94 |
| 4 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 2 | 5 | 4 | 5 | 3 | 4 | 5 | 2 | 4 | 3.58 |
| 4 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 2 | 5 | 4 | 5 | 3 | 4 | 5 | 2 | 4 | 3.58 |
| 3 | 2 | 4 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 3.00 |
| 4 | 4 | 4 | 4 | 3 | 4 | 2 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 3.82 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------------|
| 4 | 3 | 5 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 1 | 1 | 4 | 3.35<br>29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 1 | 4 | 3.64<br>71 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 4 | 3.76<br>47 |
| 4 | 2 | 2 | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 5 | 3.64<br>71 |
| 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 2 | 4 | 3.52<br>94 |
| 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 3.29<br>41 |
| 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 3.29<br>41 |
| 4 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 1 | 4 | 4.23<br>53 |
| 4 | 3 | 2 | 4 | 2 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3.58<br>82 |
| 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 3.29<br>41 |



|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |      |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------|
| 5 | 1 | 2 | 5 | 5 | 5 | 1 | 5 | 2 | 5 | 5 | 5 | 5 | 1 | 4 | 1 | 5 | 3.64 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 71   |
| 3 | 4 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |
| 5 | 4 | 4 | 2 | 3 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 3.52 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 94   |
| 4 | 3 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 3.76 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 47   |
| 4 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 3.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |
| 5 | 4 | 2 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 1 | 1 | 2 | 3.58 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 82   |
| 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 1 | 1 | 1 | 1 | 3.58 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 82   |
| 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 2 | 1 | 3 | 3.17 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 65   |
| 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 2 | 1 | 3 | 3.23 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 53   |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3.47 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 06   |

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| 4 | 2 | 1 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 3.52<br>94 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 1 | 4 | 3.76<br>47 |
| 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 2 | 3.41<br>18 |
| 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 3.58<br>82 |
| 4 | 2 | 4 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3.88<br>24 |
| 4 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 3.35<br>29 |
| 5 | 3 | 4 | 4 | 2 | 5 | 2 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 3.94<br>12 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 2 | 2 | 1 | 1 | 3 | 3.17<br>65 |
| 4 | 3 | 5 | 5 | 5 | 4 | 1 | 5 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 1 | 3 | 3.52<br>94 |
| 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3.47<br>06 |

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| 4 | 3 | 2 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 2 | 3 | 4 | 5 | 1 | 4 | 3.70 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 59   |
| 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4.11 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 76   |
| 4 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4.23 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 53   |
| 3 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 5 | 4.05 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 88   |
| 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4.00 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 00   |
| 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4.05 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 88   |
| 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4.23 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 53   |
| 5 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |
| 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 4.23 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 53   |
| 3 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4.17 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 65   |

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| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4.23 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 53   |
| 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4.41 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 18   |
| 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4.41 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 18   |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |
| 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4.52 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 94   |
| 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |
| 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4.41 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 18   |
| 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4.52 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 94   |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |

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| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4.35 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 29   |
| 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4.35 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 29   |
| 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4.29 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 41   |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4.35 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 29   |
| 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4.52 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 94   |
| 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4.23 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 53   |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4.35 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 29   |
| 4 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4.35 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 29   |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4.41 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 18   |
| 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4.47 |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   | 06   |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |            |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|------------|
| 4 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4.41<br>18 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4.41<br>18 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4.35<br>29 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4.47<br>06 |
| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4.47<br>06 |
| 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4.23<br>53 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4.41<br>18 |

Variabel Komitmen Organisasi

| KO1 | KO2 | KO3 | KO4 | AVG KO<br>Per<br>Responden |
|-----|-----|-----|-----|----------------------------|
| 4   | 4   | 2   | 2   | 3.0000                     |

|   |   |   |   |        |
|---|---|---|---|--------|
| 4 | 3 | 3 | 3 | 3.2500 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 3 | 3 | 4 | 3 | 3.2500 |
| 4 | 3 | 4 | 4 | 3.7500 |
| 5 | 4 | 4 | 4 | 4.2500 |
| 4 | 3 | 3 | 3 | 3.2500 |
| 5 | 4 | 3 | 4 | 4.0000 |
| 1 | 2 | 3 | 4 | 2.5000 |
| 3 | 4 | 4 | 4 | 3.7500 |
| 4 | 5 | 4 | 2 | 3.7500 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 3 | 3 | 3 | 1 | 2.5000 |
| 3 | 4 | 4 | 4 | 3.7500 |
| 4 | 2 | 3 | 4 | 3.2500 |
| 3 | 4 | 4 | 2 | 3.2500 |
| 4 | 3 | 4 | 2 | 3.2500 |
| 3 | 3 | 4 | 4 | 3.5000 |
| 4 | 3 | 4 | 4 | 3.7500 |

|   |   |   |   |        |
|---|---|---|---|--------|
| 3 | 4 | 3 | 3 | 3.2500 |
| 3 | 3 | 3 | 3 | 3.0000 |
| 4 | 3 | 4 | 4 | 3.7500 |
| 3 | 3 | 3 | 3 | 3.0000 |
| 5 | 2 | 1 | 1 | 2.2500 |
| 5 | 4 | 4 | 4 | 4.2500 |
| 3 | 3 | 4 | 3 | 3.2500 |
| 3 | 3 | 4 | 3 | 3.2500 |
| 4 | 2 | 3 | 4 | 3.2500 |
| 4 | 4 | 3 | 3 | 3.5000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 3 | 4 | 3 | 3 | 3.2500 |
| 4 | 4 | 3 | 3 | 3.5000 |
| 4 | 4 | 3 | 3 | 3.5000 |
| 3 | 4 | 5 | 2 | 3.5000 |
| 5 | 5 | 3 | 4 | 4.2500 |
| 4 | 2 | 2 | 2 | 2.5000 |
| 5 | 4 | 5 | 5 | 4.7500 |
| 5 | 5 | 1 | 5 | 4.0000 |



|   |   |   |   |        |
|---|---|---|---|--------|
| 5 | 5 | 1 | 4 | 3.7500 |
| 4 | 3 | 4 | 4 | 3.7500 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 4 | 3 | 3 | 4 | 3.5000 |
| 2 | 3 | 3 | 2 | 2.5000 |
| 5 | 4 | 4 | 4 | 4.2500 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 4 | 2 | 2 | 2 | 2.5000 |
| 5 | 5 | 4 | 4 | 4.5000 |
| 4 | 5 | 4 | 5 | 4.5000 |
| 5 | 1 | 5 | 5 | 4.0000 |
| 4 | 3 | 3 | 3 | 3.2500 |
| 4 | 3 | 3 | 3 | 3.2500 |
| 2 | 4 | 2 | 4 | 3.0000 |
| 4 | 4 | 2 | 4 | 3.5000 |
| 5 | 4 | 4 | 2 | 3.7500 |
| 4 | 4 | 3 | 3 | 3.5000 |

|   |   |   |   |        |
|---|---|---|---|--------|
| 3 | 4 | 2 | 3 | 3.0000 |
| 4 | 4 | 3 | 4 | 3.7500 |
| 4 | 2 | 4 | 4 | 3.5000 |
| 4 | 3 | 4 | 4 | 3.7500 |
| 4 | 4 | 4 | 3 | 3.7500 |
| 4 | 3 | 4 | 4 | 3.7500 |
| 4 | 2 | 4 | 2 | 3.0000 |
| 3 | 3 | 1 | 1 | 2.0000 |
| 4 | 3 | 3 | 4 | 3.5000 |
| 3 | 3 | 3 | 3 | 3.0000 |
| 4 | 4 | 2 | 2 | 3.0000 |
| 1 | 4 | 2 | 2 | 2.2500 |
| 4 | 4 | 3 | 3 | 3.5000 |
| 1 | 2 | 1 | 1 | 1.2500 |
| 4 | 3 | 4 | 4 | 3.7500 |
| 4 | 4 | 2 | 5 | 3.7500 |
| 4 | 4 | 2 | 4 | 3.5000 |
| 1 | 4 | 4 | 2 | 2.7500 |
| 1 | 4 | 4 | 2 | 2.7500 |

|   |   |   |   |        |
|---|---|---|---|--------|
| 4 | 3 | 4 | 4 | 3.7500 |
| 1 | 2 | 3 | 3 | 2.2500 |
| 4 | 4 | 4 | 3 | 3.7500 |
| 4 | 2 | 4 | 4 | 3.5000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 5 | 4 | 4 | 2 | 3.7500 |
| 4 | 2 | 2 | 4 | 3.0000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 5 | 5 | 4 | 5 | 4.7500 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 3 | 4 | 4 | 4 | 3.7500 |
| 5 | 5 | 5 | 5 | 5.0000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 5 | 2 | 3 | 3 | 3.2500 |
| 5 | 4 | 4 | 4 | 4.2500 |
| 1 | 2 | 2 | 1 | 1.5000 |
| 4 | 2 | 4 | 4 | 3.5000 |

|   |   |   |   |        |
|---|---|---|---|--------|
| 4 | 2 | 3 | 3 | 3.0000 |
| 4 | 3 | 2 | 4 | 3.2500 |
| 4 | 2 | 2 | 2 | 2.5000 |
| 2 | 3 | 4 | 4 | 3.2500 |
| 2 | 3 | 1 | 2 | 2.0000 |
| 2 | 4 | 2 | 4 | 3.0000 |
| 5 | 3 | 4 | 4 | 4.0000 |
| 2 | 4 | 2 | 2 | 2.5000 |
| 5 | 2 | 3 | 3 | 3.2500 |
| 4 | 3 | 3 | 3 | 3.2500 |
| 3 | 4 | 2 | 3 | 3.0000 |
| 4 | 3 | 4 | 4 | 3.7500 |
| 4 | 2 | 4 | 4 | 3.5000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 5 | 5 | 5 | 5 | 5.0000 |
| 4 | 4 | 4 | 4 | 4.0000 |
| 5 | 5 | 4 | 4 | 4.5000 |
| 5 | 4 | 5 | 5 | 4.7500 |

|   |   |   |   |        |
|---|---|---|---|--------|
| 4 | 5 | 5 | 4 | 4.5000 |
| 5 | 4 | 5 | 3 | 4.2500 |
| 3 | 5 | 4 | 4 | 4.0000 |
| 4 | 4 | 3 | 5 | 4.0000 |
| 5 | 3 | 4 | 4 | 4.0000 |
| 4 | 4 | 5 | 3 | 4.0000 |
| 4 | 5 | 4 | 4 | 4.2500 |
| 5 | 4 | 5 | 3 | 4.2500 |
| 4 | 3 | 4 | 4 | 3.7500 |
| 5 | 3 | 5 | 4 | 4.2500 |
| 4 | 5 | 5 | 5 | 4.7500 |
| 2 | 4 | 4 | 4 | 3.5000 |
| 3 | 5 | 5 | 5 | 4.5000 |
| 4 | 5 | 4 | 4 | 4.2500 |
| 5 | 4 | 4 | 3 | 4.0000 |
| 4 | 5 | 5 | 2 | 4.0000 |
| 5 | 4 | 5 | 3 | 4.2500 |
| 4 | 5 | 4 | 1 | 3.5000 |
| 4 | 4 | 5 | 4 | 4.2500 |

|   |   |   |   |        |
|---|---|---|---|--------|
| 5 | 5 | 4 | 2 | 4.0000 |
| 5 | 4 | 5 | 4 | 4.5000 |
| 5 | 5 | 4 | 3 | 4.2500 |
| 4 | 2 | 5 | 4 | 3.7500 |
| 2 | 4 | 4 | 5 | 3.7500 |
| 3 | 3 | 5 | 4 | 3.7500 |
| 4 | 5 | 4 | 5 | 4.5000 |
| 5 | 5 | 4 | 4 | 4.5000 |
| 4 | 4 | 5 | 5 | 4.5000 |
| 5 | 4 | 5 | 5 | 4.7500 |
| 5 | 4 | 5 | 4 | 4.5000 |
| 5 | 4 | 4 | 5 | 4.5000 |



A. Variabel X (KM)

| Item-Total Statistics |                            |                                |                                  |                              |                                  |
|-----------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
|                       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| KM1                   | 59.80                      | 45.099                         | .348                             | .284                         | .759                             |
| KM2                   | 60.38                      | 40.474                         | .493                             | .336                         | .744                             |
| KM3                   | 60.24                      | 43.136                         | .297                             | .243                         | .763                             |
| KM4                   | 59.83                      | 46.256                         | .165                             | .174                         | .769                             |
| KM5                   | 60.02                      | 42.748                         | .391                             | .244                         | .754                             |
| KM6                   | 59.69                      | 44.689                         | .381                             | .353                         | .757                             |
| KM7                   | 60.38                      | 41.245                         | .405                             | .275                         | .753                             |
| KM8                   | 59.42                      | 46.735                         | .164                             | .205                         | .769                             |
| KM9                   | 60.15                      | 42.671                         | .445                             | .326                         | .750                             |
| KM10                  | 59.60                      | 44.788                         | .359                             | .282                         | .758                             |
| KM11                  | 59.61                      | 44.771                         | .359                             | .366                         | .758                             |
| KM12                  | 59.84                      | 45.911                         | .198                             | .208                         | .768                             |
| KM13                  | 59.88                      | 46.250                         | .152                             | .076                         | .771                             |
| KM14                  | 60.02                      | 43.573                         | .316                             | .206                         | .760                             |
| KM15                  | 60.28                      | 41.240                         | .430                             | .303                         | .750                             |
| KM16                  | 61.22                      | 37.471                         | .535                             | .449                         | .739                             |
| KM17                  | 59.98                      | 41.517                         | .508                             | .352                         | .744                             |

B. Variabel Ya (KO)

| Item-Total Statistics |                            |                                |                                  |                              |                                  |
|-----------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
|                       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| KO1                   | 10.69                      | 4.692                          | .394                             | .161                         | .563                             |
| KO2                   | 10.92                      | 5.266                          | .308                             | .096                         | .619                             |
| KO3                   | 10.94                      | 4.444                          | .457                             | .218                         | .515                             |
| KO4                   | 11.03                      | 4.467                          | .460                             | .223                         | .513                             |





**LAMPIRAN 5**

**Uji Regresi Linear Sederhana**

## Regression

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

| Model | Variables Entered  | Variables Removed | Method |
|-------|--------------------|-------------------|--------|
| 1     | AVGKM <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: AVGKO

b. All requested variables entered.

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .497 <sup>a</sup> | .247     | .241              | .5945158                   |

a. Predictors: (Constant), AVGKM

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

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.               |
|-------|------------|----------------|-----|-------------|--------|--------------------|
| 1     | Regression | 16.428         | 1   | 16.428      | 46.480 | <.001 <sup>b</sup> |
|       | Residual   | 50.190         | 142 | .353        |        |                    |
|       | Total      | 66.618         | 143 |             |        |                    |

a. Dependent Variable: AVGKO

b. Predictors: (Constant), AVGKM

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------|
|       |            | B                           | Std. Error | Beta                      |       |       |
| 1     | (Constant) | .648                        | .441       |                           | 1.471 | .144  |
|       | AVGKM      | .797                        | .117       | .497                      | 6.818 | <.001 |

a. Dependent Variable: AVGKO