

**LAMPIRAN 1.**

**KUESIONER PENELITIAN**

**&**

**DAFTAR KAP DI SEMARANG**

























# **LAMPIRAN 2.**

## **TABULASI KUESIONER**









**LAMPIRAN 3.**  
**UJI VALIDITAS DAN**  
**RELIABILITAS**





## Reliability

### Scale: WFC

#### Case Processing Summary

		N	%
Cases	Valid	37	100,0
	Excluded <sup>a</sup>	0	,0
	Total	37	100,0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
,958	4

#### Item Statistics

	Mean	Std. Deviation	N
WFC1	2,9730	1,58966	37
WFC2	2,6757	1,35511	37
WFC3	2,8649	1,65264	37
WFC4	2,8108	1,69702	37

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
WFC1	8,3514	20,234	,887	,948
WFC2	8,6486	22,012	,912	,945
WFC3	8,4595	19,366	,918	,939
WFC4	8,5135	19,257	,894	,947

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11,3243	35,447	5,95378	4

## Reliability

### Scale: FWC

#### Case Processing Summary

		N	%
Cases	Valid	37	100,0
	Excluded <sup>a</sup>	0	,0
	Total	37	100,0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
,949	4

#### Item Statistics

	Mean	Std. Deviation	N
FWC1	2,8649	1,39766	37
FWC2	2,7838	1,13370	37
FWC3	2,7297	1,12172	37
FWC4	2,4595	1,30373	37

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FWC1	7,9730	11,027	,915	,923
FWC2	8,0541	12,775	,915	,923
FWC3	8,1081	12,877	,911	,925
FWC4	8,3784	12,464	,794	,959

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
10,8378	21,473	4,63389	4

## Reliability

### Scale: JS

#### Case Processing Summary

		N	%
Cases	Valid	37	100,0
	Excluded <sup>a</sup>	0	,0
	Total	37	100,0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
,886	4

#### Item Statistics

	Mean	Std. Deviation	N
JS1	2,8649	1,31576	37
JS2	3,3514	1,53145	37
JS3	3,5676	1,50075	37
JS4	3,1351	1,39766	37

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
JS1	10,0541	14,775	,809	,835
JS2	9,5676	13,419	,795	,836
JS3	9,3514	14,568	,687	,879
JS4	9,7838	14,896	,726	,863

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12,9189	24,688	4,96867	4

## Reliability

### Scale: SE

**Case Processing Summary**

		N	%
Cases	Valid	37	100,0
	Excluded <sup>a</sup>	0	,0
	Total	37	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,779	4

**Item Statistics**

	Mean	Std. Deviation	N
SE1	5,0000	1,02740	37
SE2	5,8108	,81096	37
SE3	5,8108	,90792	37
SE4	5,9459	,62120	37

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SE1	17,5676	4,252	,406	,841
SE2	16,7568	4,023	,722	,655
SE3	16,7568	3,800	,680	,671
SE4	16,6216	4,908	,631	,725

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
22,5676	7,030	2,65142	4

## Reliability

### Scale: TI

#### Case Processing Summary

		N	%
Cases	Valid	37	100,0
	Excluded <sup>a</sup>	0	,0
	Total	37	100,0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
,921	3

#### Item Statistics

	Mean	Std. Deviation	N
TI1	4,8108	1,63023	37
TI2	5,3243	1,24842	37
TI3	5,4595	1,42584	37

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
TI1	10,7838	6,896	,775	,958
TI2	10,2703	8,314	,878	,872
TI3	10,1351	7,231	,903	,834

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15,5946	16,192	4,02395	3

# **LAMPIRAN 4.**

## **UJI ASUMSI KLASIK**



## Hipotesis 1

## Normalitas H1

(Persamaan 1)

### NPar Tests

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	4,01638625
Most Extreme Differences	Absolute	,180
	Positive	,101
	Negative	-,180
Kolmogorov-Smirnov Z		1,097
Asymp. Sig. (2-tailed)		,180

a. Test distribution is Normal.

b. Calculated from data.

(Persamaan 2)

### NPar Tests

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	4,45637762
Most Extreme Differences	Absolute	,157
	Positive	,157
	Negative	-,123
Kolmogorov-Smirnov Z		,956
Asymp. Sig. (2-tailed)		,320

a. Test distribution is Normal.

b. Calculated from data.

**(Persamaan 3)**

**NPar Tests**

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	3,74394064
Most Extreme Differences	Absolute	,141
	Positive	,088
	Negative	-,141
Kolmogorov-Smirnov Z		,857
Asymp. Sig. (2-tailed)		,455

a. Test distribution is Normal.

b. Calculated from data.

**Heteroskedastisitas H1**

**(Persamaan 1)**

**Regression**

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

Model	Variables Entered	Variables Removed	Method
1	WFC <sup>b</sup>		Enter

a. Dependent Variable: ABS\_RES5

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,215 <sup>a</sup>	,046	,019	2,79559

a. Predictors: (Constant), WFC



**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13,296	1	13,296	1,701	,201 <sup>b</sup>
	Residual	273,537	35	7,815		
	Total	286,833	36			

a. Dependent Variable: ABS\_RES5

b. Predictors: (Constant), WFC

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,662	,998		1,665	,105
	WFC	,102	,078	,215	1,304	,201

a. Dependent Variable: ABS\_RES5

**(Persamaan 2)**

**Regression**

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

Model	Variables Entered	Variables Removed	Method
1	WFC <sup>b</sup>	.	Enter

a. Dependent Variable: ABS\_RES6

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,079 <sup>a</sup>	,006	-,022	2,76537

a. Predictors: (Constant), WFC

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,678	1	1,678	,219	,642 <sup>b</sup>
	Residual	267,654	35	7,647		
	Total	269,332	36			

a. Dependent Variable: ABS\_RES6

b. Predictors: (Constant), WFC

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,060	,988		3,098	,004
	WFC	,036	,077	,079	,468	,642

a. Dependent Variable: ABS\_RES6

### (Persamaan 3)

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	JS, WFC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: ABS\_RES1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,308 <sup>a</sup>	,095	,041	2,65740

a. Predictors: (Constant), JS, WFC

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25,111	2	12,555	1,778	,184 <sup>a</sup>
	Residual	240,101	34	7,062		
	Total	265,211	36			

a. Predictors: (Constant), JS, WFC

b. Dependent Variable: ABS\_RES1

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,016	1,286		3,899	,000
	WFC	,033	,083	,072	,394	,696
	JS	-,182	,099	-,333	-1,828	,076

a. Dependent Variable: ABS\_RES1

## Multikolinearitas H1

(Persamaan 3)

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	JS, WFC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: TI

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,367 <sup>a</sup>	,134	,083	3,85248

a. Predictors: (Constant), JS, WFC

b. Dependent Variable: TI

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	78,304	2	39,152	2,638	,086 <sup>a</sup>
	Residual	504,615	34	14,842		
	Total	582,919	36			

a. Predictors: (Constant), JS, WFC

b. Dependent Variable: TI

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12,274	1,865		6,581	,000		
	WFC	-,079	,120	-,117	-,657	,516	,804	1,243
	JS	,326	,144	,403	2,265	,030	,804	1,243

a. Dependent Variable: TI

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	WFC	JS
1	1	2,817	1,000	,01	,02	,01
	2	,120	4,854	,25	,94	,07
	3	,064	6,649	,74	,04	,92

a. Dependent Variable: TI

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	13,2356	19,4728	15,5946	1,47482	37
Residual	-11,25223	7,40034	,00000	3,74394	37
Std. Predicted Value	-1,600	2,630	,000	1,000	37
Std. Residual	-2,921	1,921	,000	,972	37

a. Dependent Variable: TI

## Hipotesis 2

### Normalitas H2

(Persamaan 1)

### NPar Tests

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	3,99035168
Most Extreme Differences	Absolute	,185
	Positive	,102
	Negative	-,185
Kolmogorov-Smirnov Z		1,127
Asymp. Sig. (2-tailed)		,157

a. Test distribution is Normal.

b. Calculated from data.

**(Persamaan 2)**

**NPar Tests**

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	4,09878616
Most Extreme Differences	Absolute	,110
	Positive	,110
	Negative	-,082
Kolmogorov-Smirnov Z		,667
Asymp. Sig. (2-tailed)		,766

a. Test distribution is Normal.

b. Calculated from data.

**(Persamaan 3)**

**NPar Tests**

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	3,75232259
Most Extreme Differences	Absolute	,129
	Positive	,080
	Negative	-,129
Kolmogorov-Smirnov Z		,785
Asymp. Sig. (2-tailed)		,568

a. Test distribution is Normal.

b. Calculated from data.

## Heteroskedastisitas H2

(Persamaan 1)

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	FWC <sup>b</sup>	.	Enter

a. Dependent Variable: ABS\_RES7

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,094 <sup>a</sup>	,009	-,019	2,85013

a. Predictors: (Constant), FWC

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,554	1	2,554	,314	,579 <sup>b</sup>
	Residual	284,313	35	8,123		
	Total	286,867	36			

a. Dependent Variable: ABS\_RES7

b. Predictors: (Constant), FWC

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,159	1,206		1,791	,082
	FWC	,057	,103	,094	,561	,579

a. Dependent Variable: ABS\_RES7

**(Persamaan 2)**

**Regression**

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

Model	Variables Entered	Variables Removed	Method
1	FWC <sup>b</sup>		Enter

a. Dependent Variable: ABS\_RES8

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,067 <sup>a</sup>	,005	-,024	2,27142

a. Predictors: (Constant), FWC

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,819	1	,819	,159	,693 <sup>b</sup>
	Residual	180,577	35	5,159		
	Total	181,395	36			

a. Dependent Variable: ABS\_RES8

b. Predictors: (Constant), FWC

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,030	,961		3,153	,003



FWC	,033	,082	,067	,398	,693
-----	------	------	------	------	------

a. Dependent Variable: ABS\_RES8

### (Persamaan 3)

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	JS, FWC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: ABS\_RES2

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,348 <sup>a</sup>	,121	,069	2,69662

a. Predictors: (Constant), JS, FWC

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34,063	2	17,032	2,342	,111 <sup>a</sup>
	Residual	247,240	34	7,272		
	Total	281,303	36			

a. Predictors: (Constant), JS, FWC

b. Dependent Variable: ABS\_RES2

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,372	1,337		4,020	,000

FWC	,043	,118	,071	,365	,718
JS	-,216	,110	-,383	-,1966	,058

## Multikolinearitas H2

### (Persamaan 3)

#### Regression

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

Model	Variables Entered	Variables Removed	Method
1	JS, FWC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: TI

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,361 <sup>a</sup>	,130	,079	3,86111

a. Predictors: (Constant), JS, FWC

b. Dependent Variable: TI

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	76,042	2	38,021	2,550	,093 <sup>a</sup>
	Residual	506,877	34	14,908		
	Total	582,919	36			

a. Predictors: (Constant), JS, FWC

b. Dependent Variable: TI

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12,278	1,914		6,416	,000		

FWC	-.089	,168	-.102	-.527	,601	,681	1,470
JS	,331	,157	,409	2,110	,042	,681	1,470

a. Dependent Variable: TI

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	FWC	JS
1	1	2,864	1,000	,01	,01	,01
	2	,079	6,025	,79	,56	,01
	3	,057	7,075	,20	,43	,98

a. Dependent Variable: TI

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	13,3773	19,1140	15,5946	1,45336	37
Residual	-11,21726	7,44516	,00000	3,75232	37
Std. Predicted Value	-1,526	2,422	,000	1,000	37
Std. Residual	-2,905	1,928	,000	,972	37

a. Dependent Variable: TI

### Hipotesis 3

### Normalitas H3

### NPar Tests

**One-Sample Kolmogorov-Smirnov Test**

	Unstandardized Residual
N	37

Normal Parameters <sup>a,b</sup>	Mean	,000000
	Std. Deviation	4,44305251
Most Extreme Differences	Absolute	,145
	Positive	,145
	Negative	-,119
Kolmogorov-Smirnov Z		,879
Asymp. Sig. (2-tailed)		,422

a. Test distribution is Normal.

b. Calculated from data.

### Heteroskedastisitas H3

#### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Interaksi1, SE	.	Enter

a. All requested variables entered.

b. Dependent Variable: ABS\_RES3

##### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,137 <sup>a</sup>	,019	-,039	2,67754

a. Predictors: (Constant), Interaksi1, SE

##### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4,646	2	2,323	,324	,725 <sup>a</sup>
	Residual	243,753	34	7,169		
	Total	248,399	36			

a. Predictors: (Constant), Interaksi1, SE

b. Dependent Variable: ABS\_RES3

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,762	3,846		,718	,478
	SE	,004	,169	,004	,026	,979
	Interaksi1	,003	,003	,136	,796	,431

a. Dependent Variable: ABS\_RES3

## Multikolinearitas H3 Awal

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Interaksi1, SE, WFC	.	Enter

a. All requested variables entered.

b. Dependent Variable: JS

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,448 <sup>a</sup>	,200	,128	4,64047

a. Predictors: (Constant), Interaksi1, SE, WFC

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	178,137	3	59,379	2,757	,058 <sup>a</sup>

Residual	710,620	33	21,534		
Total	888,757	36			

a. Predictors: (Constant), Interaksi1, SE, WFC

b. Dependent Variable: JS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	11,892	16,431		,724	,474		
	WFC	,045	,964	,053	,046	,963	,018	55,121
	SE	-,141	,713	-,075	-,198	,844	,167	5,978
	Interaksi1	,015	,042	,396	,347	,731	,019	53,822

a. Dependent Variable: JS

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	WFC	SE	Interaksi1
1	1	3,756	1,000	,00	,00	,00	,00
	2	,226	4,081	,00	,00	,00	,00
	3	,017	14,672	,02	,07	,02	,08
	4	,001	71,543	,97	,93	,98	,92

a. Dependent Variable: JS

## Multikolinearitas H3 Akhir

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Interaksi1, SE	.	Enter

a. All requested variables entered.

b. Dependent Variable: JS

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,448 <sup>a</sup>	,200	,153	4,57186

a. Predictors: (Constant), Interaksi1, SE

b. Dependent Variable: JS

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	178,091	2	89,045	4,260	,022 <sup>a</sup>
	Residual	710,666	34	20,902		
	Total	888,757	36			

a. Predictors: (Constant), Interaksi1, SE

b. Dependent Variable: JS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12,587	6,567		1,917	,064		
	SE	-,171	,289	-,091	-,592	,558	,987	1,013
	Interaksi1	,017	,006	,449	2,907	,006	,987	1,013

a. Dependent Variable: JS

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	SE	Interaksi1
1	1	2,844	1,000	,00	,00	,02

2	,149	4,366	,01	,01	,98
3	,007	20,683	,98	,98	,00

a. Dependent Variable: JS

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	9,8644	18,7224	12,9189	2,22418	37
Residual	-8,46370	12,33281	,00000	4,44305	37
Std. Predicted Value	-1,373	2,609	,000	1,000	37
Std. Residual	-1,851	2,698	,000	,972	37

a. Dependent Variable: JS

## Hipotesis 4

## Normalitas H4

## NPar Tests

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	4,05971517
Most Extreme Differences	Absolute	,108
	Positive	,108
	Negative	-,082
Kolmogorov-Smirnov Z		,657
Asymp. Sig. (2-tailed)		,780

a. Test distribution is Normal.

b. Calculated from data.



## Heteroskedastisitas H4

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Interaksi2, SE	.	Enter

a. All requested variables entered.

b. Dependent Variable: ABS\_RES4

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,046 <sup>a</sup>	,002	-,057	2,19608

a. Predictors: (Constant), Interaksi2, SE

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,349	2	,175	,036	,964 <sup>a</sup>
	Residual	163,975	34	4,823		
	Total	164,324	36			

a. Predictors: (Constant), Interaksi2, SE

b. Dependent Variable: ABS\_RES4

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients	Standardized	t	Sig.
-------	-----------------------------	--------------	---	------

				Coefficients		
		B	Std. Error	Beta		
1	(Constant)	4,137	3,150			1,313 ,198
	SE	-,037	,140	-,045	-,261	,796
	Interaksi2	,000	,003	,019	,110	,913

## Multikolinearitas H4 Awal

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Interaksi2, SE, FWC	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: JS

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,579 <sup>a</sup>	,336	,275	4,23030

- a. Predictors: (Constant), Interaksi2, SE, FWC

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	298,208	3	99,403	5,555	,003 <sup>a</sup>
	Residual	590,548	33	17,895		
	Total	888,757	36			

- a. Predictors: (Constant), Interaksi2, SE, FWC  
b. Dependent Variable: JS

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Collinearity Statistics

		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19,006	17,986		1,057	,298		
	FWC	-,531	1,348	-,495	-,394	,696	,013	78,472
	SE	-,553	,778	-,295	-,711	,482	,117	8,558
	Interaksi2	,050	,059	1,079	,853	,400	,013	79,371

a. Dependent Variable: JS

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	FWC	SE	Interaksi2
1	1	3,826	1,000	,00	,00	,00	,00
	2	,159	4,898	,00	,00	,00	,00
	3	,015	16,194	,02	,04	,02	,04
	4	,000	92,929	,97	,96	,98	,96

a. Dependent Variable: JS

## Multikolinearitas H4 Akhir

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Interaksi2, SE	.	Enter

a. All requested variables entered.

b. Dependent Variable: JS

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,577 <sup>a</sup>	,332	,293	4,17741

a. Predictors: (Constant), Interaksi2, SE

b. Dependent Variable: JS

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	295,430	2	147,715	8,465	,001 <sup>a</sup>
	Residual	593,326	34	17,451		
	Total	888,757	36			

a. Predictors: (Constant), Interaksi2, SE

b. Dependent Variable: JS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12,335	5,992		2,058	,047		
	SE	-,265	,267	-,142	-,995	,327	,970	1,031
	Interaksi2	,027	,007	,584	4,104	,000	,970	1,031

a. Dependent Variable: JS

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	SE	Interaksi2
1	1	2,886	1,000	,00	,00	,02
	2	,107	5,196	,02	,02	,98
	3	,007	20,855	,98	,98	,00

a. Dependent Variable: JS

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8,4054	21,5508	12,9189	2,86468	37
Residual	-8,85004	7,93819	,00000	4,05972	37
Std. Predicted Value	-1,576	3,013	,000	1,000	37
Std. Residual	-2,119	1,900	,000	,972	37

a. Dependent Variable: JS

## **LAMPIRAN 5. UJI HIPOTESIS**



## Hipotesis 1

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	WFC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: TI

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,061 <sup>a</sup>	,004	-,025	4,07336

a. Predictors: (Constant), WFC

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,190	1	2,190	,132	,719 <sup>a</sup>
	Residual	580,729	35	16,592		
	Total	582,919	36			

a. Predictors: (Constant), WFC

b. Dependent Variable: TI

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,125	1,455		10,398	,000
	WFC	,041	,114	,061	,363	,719

a. Dependent Variable: TI

## Regression

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

Model	Variables Entered	Variables Removed	Method
1	WFC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: JS

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,442 <sup>a</sup>	,196	,173	4,51959

a. Predictors: (Constant), WFC

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	173,822	1	173,822	8,510	,006 <sup>a</sup>
	Residual	714,935	35	20,427		
	Total	888,757	36			

a. Predictors: (Constant), WFC

b. Dependent Variable: JS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,739	1,614		5,415	,000
	WFC	,369	,127	,442	2,917	,006

a. Dependent Variable: JS





## Regression

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

Model	Variables Entered	Variables Removed	Method
1	JS, WFC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: TI

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,367 <sup>a</sup>	,134	,083	3,85248

a. Predictors: (Constant), JS, WFC

b. Dependent Variable: TI

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	78,304	2	39,152	2,638	,086 <sup>a</sup>
	Residual	504,615	34	14,842		
	Total	582,919	36			

a. Predictors: (Constant), JS, WFC

b. Dependent Variable: TI

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,274	1,865		6,581	,000
	WFC	-,079	,120	-,117	-,657	,516
	JS	,326	,144	,403	2,265	,030

a. Dependent Variable: TI

## Hipotesis 2

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	FWC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: TI

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,129 <sup>a</sup>	,017	-,011	4,04696

a. Predictors: (Constant), FWC

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9,694	1	9,694	,592	,447 <sup>a</sup>
	Residual	573,225	35	16,378		
	Total	582,919	36			

a. Predictors: (Constant), FWC

b. Dependent Variable: TI

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,381	1,712		8,400	,000
	FWC	,112	,146	,129		

a. Dependent Variable: TI

## Regression

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

Model	Variables Entered	Variables Removed	Method
1	FWC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: JS

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,565 <sup>a</sup>	,319	,300	4,15693

a. Predictors: (Constant), FWC

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	283,955	1	283,955	16,433	,000 <sup>a</sup>
	Residual	604,802	35	17,280		
	Total	888,757	36			

a. Predictors: (Constant), FWC

b. Dependent Variable: JS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,350	1,759		3,611	,001
	FWC	,606	,150	,565	4,054	,000

a. Dependent Variable: JS

## Regression

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

Model	Variables Entered	Variables Removed	Method
1	JS, FWC <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: TI

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,361 <sup>a</sup>	,130	,079	3,86111

a. Predictors: (Constant), JS, FWC

b. Dependent Variable: TI

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	76,042	2	38,021	2,550	,093 <sup>a</sup>
	Residual	506,877	34	14,908		
	Total	582,919	36			

a. Predictors: (Constant), JS, FWC

b. Dependent Variable: TI

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,278	1,914		6,416	,000
	FWC	-,089	,168	-,102	-,527	,601
	JS	,331	,157	,409	2,110	,042

a. Dependent Variable: TI

### Hipotesis 3

#### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Interaksi1, SE	.	Enter

a. All requested variables entered.

b. Dependent Variable: JS

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,448 <sup>a</sup>	,200	,153	4,57186

a. Predictors: (Constant), Interaksi1, SE

b. Dependent Variable: JS

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	178,091	2	89,045	4,260	,022 <sup>a</sup>
	Residual	710,666	34	20,902		
	Total	888,757	36			

a. Predictors: (Constant), Interaksi1, SE

b. Dependent Variable: JS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,587	6,567		1,917	,064
	SE	-,171	,289	-,091	-,592	,558
	Interaksi1	,017	,006	,449	2,907	,006

a. Dependent Variable: JS

## Hipotesis 4

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Interaksi2, SE	.	Enter

a. All requested variables entered.

b. Dependent Variable: JS

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,577 <sup>a</sup>	,332	,293	4,17741

a. Predictors: (Constant), Interaksi2, SE

b. Dependent Variable: JS

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	295,430	2	147,715	8,465	,001 <sup>a</sup>
	Residual	593,326	34	17,451		
	Total	888,757	36			

a. Predictors: (Constant), Interaksi2, SE

b. Dependent Variable: JS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,335	5,992		2,058	,047
	SE	-,265	,267	-,142	-,995	,327
	Interaksi2	,027	,007	,584	4,104	,000

a. Dependent Variable: JS

# **LAMPIRAN 6.**

## **UJI STATISTIK DESKRIPTIF**



## Means

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
WFC * JENISKELAMIN	37	100,0%	0	0,0%	37	100,0%
FWC * JENISKELAMIN	37	100,0%	0	0,0%	37	100,0%
JS * JENISKELAMIN	37	100,0%	0	0,0%	37	100,0%
SE * JENISKELAMIN	37	100,0%	0	0,0%	37	100,0%
TI * JENISKELAMIN	37	100,0%	0	0,0%	37	100,0%

**Report**

JENISKELAMIN		WFC	FWC	JS	SE	TI
1,00	Mean	2,9667	2,9000	3,3500	5,5667	5,3778
	N	15	15	15	15	15
	Std. Deviation	1,36561	1,15264	1,27405	,78755	,95008
2,00	Mean	2,7386	2,5795	3,1477	5,6932	5,0758
	N	22	22	22	22	22
	Std. Deviation	1,59142	1,17105	1,24322	,57700	1,56324
Total	Mean	2,8311	2,7095	3,2297	5,6419	5,1982
	N	37	37	37	37	37
	Std. Deviation	1,48844	1,15847	1,24217	,66286	1,34132

## Means

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
WFC * UMUR	37	100,0%	0	0,0%	37	100,0%
FWC * UMUR	37	100,0%	0	0,0%	37	100,0%
JS * UMUR	37	100,0%	0	0,0%	37	100,0%
SE * UMUR	37	100,0%	0	0,0%	37	100,0%
TI * UMUR	37	100,0%	0	0,0%	37	100,0%



**Report**

UMUR		WFC	FWC	JS	SE	TI
1,00	Mean	3,2813	2,9688	3,3125	5,4688	4,9583
	N	16	16	16	16	16
	Std. Deviation	1,74374	1,16503	1,24332	,77929	1,41879
2,00	Mean	2,4881	2,5119	3,1667	5,7738	5,3810
	N	21	21	21	21	21
	Std. Deviation	1,19236	1,14148	1,26820	,54144	1,28360
Total	Mean	2,8311	2,7095	3,2297	5,6419	5,1982
	N	37	37	37	37	37
	Std. Deviation	1,48844	1,15847	1,24217	,66286	1,34132

**Means**

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
WFC * JABATAN	37	100,0%	0	0,0%	37	100,0%
FWC * JABATAN	37	100,0%	0	0,0%	37	100,0%
JS * JABATAN	37	100,0%	0	0,0%	37	100,0%
SE * JABATAN	37	100,0%	0	0,0%	37	100,0%
TI * JABATAN	37	100,0%	0	0,0%	37	100,0%

**Report**

JABATAN		WFC	FWC	JS	SE	TI
1,00	Mean	3,1667	3,1667	3,4444	5,4583	4,8148
	N	18	18	18	18	18
	Std. Deviation	1,62019	1,38267	1,53046	,77293	1,70053
2,00	Mean	2,5132	2,2763	3,0263	5,8158	5,5614
	N	19	19	19	19	19
	Std. Deviation	1,31623	,68665	,88543	,49890	,76217
Total	Mean	2,8311	2,7095	3,2297	5,6419	5,1982
	N	37	37	37	37	37
	Std. Deviation	1,48844	1,15847	1,24217	,66286	1,34132

## Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
WFC * PENDIDIKAN	37	100,0%	0	0,0%	37	100,0%
FWC * PENDIDIKAN	37	100,0%	0	0,0%	37	100,0%
JS * PENDIDIKAN	37	100,0%	0	0,0%	37	100,0%
SE * PENDIDIKAN	37	100,0%	0	0,0%	37	100,0%
TI * PENDIDIKAN	37	100,0%	0	0,0%	37	100,0%

Report

PENDIDIKAN		WFC	FWC	JS	SE	TI
1,00	Mean	2,7500	2,0000	3,2500	6,0000	4,6667
	N	1	1	1	1	1
	Std. Deviation	.	.	.	.	.
2,00	Mean	1,4167	2,0000	2,2500	6,1667	3,6667
	N	3	3	3	3	3
	Std. Deviation	,52042	,00000	,25000	,28868	2,33333
3,00	Mean	2,9732	2,8929	3,4286	5,5089	5,3333
	N	28	28	28	28	28
	Std. Deviation	1,48969	1,27735	1,29253	,68544	1,29259
4,00	Mean	6,0000	2,0000	3,7500	6,7500	5,0000
	N	1	1	1	1	1
	Std. Deviation	.	.	.	.	.
5,00	Mean	2,1250	2,3125	2,4375	5,8125	5,5833
	N	4	4	4	4	4
	Std. Deviation	,47871	,23936	1,08733	,23936	,31914
Total	Mean	2,8311	2,7095	3,2297	5,6419	5,1982
	N	37	37	37	37	37
	Std. Deviation	1,48844	1,15847	1,24217	,66286	1,34132

## Means

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
WFC * MASA_Kerja	37	100,0%	0	0,0%	37	100,0%
FWC * MASA_Kerja	37	100,0%	0	0,0%	37	100,0%
JS * MASA_Kerja	37	100,0%	0	0,0%	37	100,0%
SE * MASA_Kerja	37	100,0%	0	0,0%	37	100,0%
TI * MASA_Kerja	37	100,0%	0	0,0%	37	100,0%

**Report**

MASA_Kerja		WFC	FWC	JS	SE	TI
1,00	Mean	3,1974	3,0658	3,4474	5,4211	4,9474
	N	19	19	19	19	19
	Std. Deviation	1,69881	1,31456	1,47568	,79080	1,72227
2,00	Mean	2,4444	2,3333	3,0000	5,8750	5,4630
	N	18	18	18	18	18
	Std. Deviation	1,15222	,84887	,92355	,39528	,72436
Total	Mean	2,8311	2,7095	3,2297	5,6419	5,1982
	N	37	37	37	37	37
	Std. Deviation	1,48844	1,15847	1,24217	,66286	1,34132

## Descriptives

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
WFC	37	1,00	6,25	2,8311	1,48844
FWC	37	1,00	6,00	2,7095	1,15847
JS	37	1,50	6,50	3,2297	1,24217
SE	37	4,00	6,75	5,6419	,66286
TI	37	1,00	7,00	5,1982	1,34132

Valid N (listwise)

37

**Oneway (Work-family Conflict)****ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.
JENISKELAMIN	Between Groups	3,419	13	,263	1,100	,406
	Within Groups	5,500	23	,239		
	Total	8,919	36			
UMUR	Between Groups	2,514	13	,193	,677	,764
	Within Groups	6,567	23	,286		
	Total	9,081	36			
JABATAN	Between Groups	3,577	13	,275	1,117	,394
	Within Groups	5,667	23	,246		
	Total	9,243	36			
PENDIDIKAN	Between Groups	8,001	13	,615	,909	,557
	Within Groups	15,567	23	,677		
	Total	23,568	36			
MASA_Kerja	Between Groups	3,377	13	,260	1,018	,467
	Within Groups	5,867	23	,255		
	Total	9,243	36			

### Oneway (*Family-work Conflict*)

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
JENISKELAMIN	Between Groups	2,337	13	,180	,628	,807
	Within Groups	6,582	23	,286		
	Total	8,919	36			
UMUR	Between Groups	2,763	13	,213	,774	,678
	Within Groups	6,318	23	,275		
	Total	9,081	36			
JABATAN	Between Groups	3,208	13	,247	,940	,531
	Within Groups	6,035	23	,262		
	Total	9,243	36			
PENDIDIKAN	Between Groups	7,003	13	,539	,748	,702
	Within Groups	16,565	23	,720		
	Total	23,568	36			
MASA_Kerja	Between Groups	3,208	13	,247	,940	,531
	Within Groups	6,035	23	,262		
	Total	9,243	36			

### Oneway (Job stress)

#### ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
JENISKELAMIN	Between Groups	3,271	13	,252	1,025	,462
	Within Groups	5,648	23	,246		
	Total	8,919	36			
UMUR	Between Groups	3,700	13	,285	1,217	,329
	Within Groups	5,381	23	,234		
	Total	9,081	36			
JABATAN	Between Groups	3,612	13	,278	1,135	,382
	Within Groups	5,631	23	,245		
	Total	9,243	36			
PENDIDIKAN	Between Groups	7,294	13	,561	,793	,661
	Within Groups	16,274	23	,708		
	Total	23,568	36			
MASA_Kerja	Between Groups	3,612	13	,278	1,135	,382
	Within Groups	5,631	23	,245		
	Total	9,243	36			

### Oneway (Self efficacy)

#### ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
JENISKELAMIN	Between Groups	2,919	9	,324	1,459	,213
	Within Groups	6,000	27	,222		
	Total	8,919	36			
UMUR	Between Groups	1,914	9	,213	,801	,618
	Within Groups	7,167	27	,265		
	Total	9,081	36			
JABATAN	Between Groups	2,077	9	,231	,869	,563
	Within Groups	7,167	27	,265		
	Total	9,243	36			
PENDIDIKAN	Between Groups	2,234	9	,248	,314	,963
	Within Groups	21,333	27	,790		
	Total	23,568	36			
MASA_Kerja	Between Groups	2,493	9	,277	1,108	,390
	Within Groups	6,750	27	,250		
	Total	9,243	36			

### Oneway (*Turnover intention*)

#### ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
JENISKELAMIN	Between Groups	2,811	12	,234	,920	,543
	Within Groups	6,108	24	,255		
	Total	8,919	36			
UMUR	Between Groups	2,681	12	,223	,838	,614
	Within Groups	6,400	24	,267		
	Total	9,081	36			
JABATAN	Between Groups	2,743	12	,229	,844	,608
	Within Groups	6,500	24	,271		
	Total	9,243	36			
PENDIDIKAN	Between Groups	10,801	12	,900	1,692	,132
	Within Groups	12,767	24	,532		
	Total	23,568	36			
MASA_Kerja	Between Groups	2,468	12	,206	,729	,711
	Within Groups	6,775	24	,282		
	Total	9,243	36			



