LAMPIRAN

LAMPIRAN A
SKALA PENELITIAN ETOS KERJA

Survei Penelitian Etos Kerja Karyawan di Indonesia

Selamat (Pagi/Siang/Sore/Malam) Bapak/Ibu.

Dengan Hormat,
Perkenalkan saya Lukky Astawa mahasiswa Fakultas Psikologi Universitas Katolik Soegijapranata Semarang mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner ini. Kuesioner ini adalah alat pengambilan data dalam penyusunan skripsi saya yang berjudul "Etos Kerja pada Karyawan Generasi Baby boomers, Generasi X, dan Generasi Y".

Informasi dan data diri yang sedianya Bapak/Ibu berikan bersifat rahasia dan sangat membantu kelancaran penelitian. Atas kesediaan Bapak/Ibu untuk mengisi kuesioner ini, saya ucapkan terima kasih.

* Required

Nama *

Your answer

Tahun Kelahiran

Your answer

Umur *

Your answer

Umur *

Your answer

Jenis Kelamin *

Laki - Laki

Wanita

Asal *

Your answer

Dengan mengisi identitas saya menyatakan bersedia dan bertanggung jawab atas pernyataan yang saya pilih. Semua data pribadi saudara akan dijaga kerahasiaanya. Partisipasi dilakukan secara sukarela, tanpa paksaan. Bila setuju dengan pernyataan diatas silahkan klik 'ya' dan silahkan menekan tombol berikutnya untuk mengisi skala *

Ya

Next

Never submit passwords through Google Forms.

This form was created inside of Soegijapranata Catholic University. Report Abuse

Google Forms

Survei Penelitian Etos Kerja Karyawan di Indonesia

* Required

Petunjuk Pengisian Kuisioner

Pilihlah pendapat yang menurut Bapak/Ibu anggap sesuai

Keterangan :
SS = Sangat Sesuai
S = Sesuai
TS = Tidak Sesuai
STS = Sangat Tidak Sesuai

Saya selalu memiliki target saat bekerja *

- ◯ STS
- ◯ TS
- ◯ S
- ◯ SS

Saya bertanggung jawab atas segala tindakan dalam pekerjaan saya *

- ◯ STS
- ◯ TS
- ◯ S
- ◯ SS

Saya menyukai pekerjaan yang memiliki banyak waktu luang *

- ◯ STS
- ◯ TS
- ◯ S
- ◯ SS

Jam kerja di kantor saya gunakan untuk bekerja secara efisien *

- ◯ STS
- ◯ TS
- ◯ S
- ◯ SS

Dalam bekerja saya lebih menyukai kepuasan dalam pencapaian saya daripada bonus/hadiah dari bekerja *

- ◯ STS
- ◯ TS
- ◯ S
- ◯ SS

Saya merasa puas jika menghabiskan hari dengan bekerja *

- STS
- TS
- S
- SS

Bekerja sehari penuh tidak memberikan rasa pencapain bagi saya *

- SS
- S
- TS
- STS

Bonus/hadiah dari bekerja tidak perlu ditunda *

- SS
- S
- TS
- STS

Kerja keras merupakan bagian dari kunci kesuksesan *

- STS
- TS
- S
- SS

Bekerja secara mandiri akan membantu saya menyelesaikan pekerjaan *

- STS
- TS
- S
- SS

Saya tidak akan berhenti bekerja jika pekerjaan saya belum mencapai target *

- STS
- TS
- S
- SS

Saya masih kesulitan mencari cara untuk menggunakan waktu secara produktif *

- SS
- S
- TS
- STS

Saya tidak akan mengambil hak yang bukan milik saya *

- STS
- TS
- S
- SS

Pekerjaan saya akan menjadi lebih baik jika ada campur tangan orang lain *

- SS
- S
- TS
- STS

Bonus/hadiah yang saya terima nanti tidak lebih memuaskan jika saya peroleh sekarang *

- SS
- S
- TS
- STS

Akan lebih baik jika saya memiliki waktu luang yang banyak *

- SS
- S
- TS
- STS

Saya tidak membuat perencanaan kerja setiap harinya *

- SS
- S
- TS
- STS

Dalam bekerja akan lebih menyenangkan jika banyak waktu untuk bersantai *

- SS
- S
- TS
- STS

Saya kurang yakin dapat menyelesaikan sendiri permasalahan dalam pekerjaan *

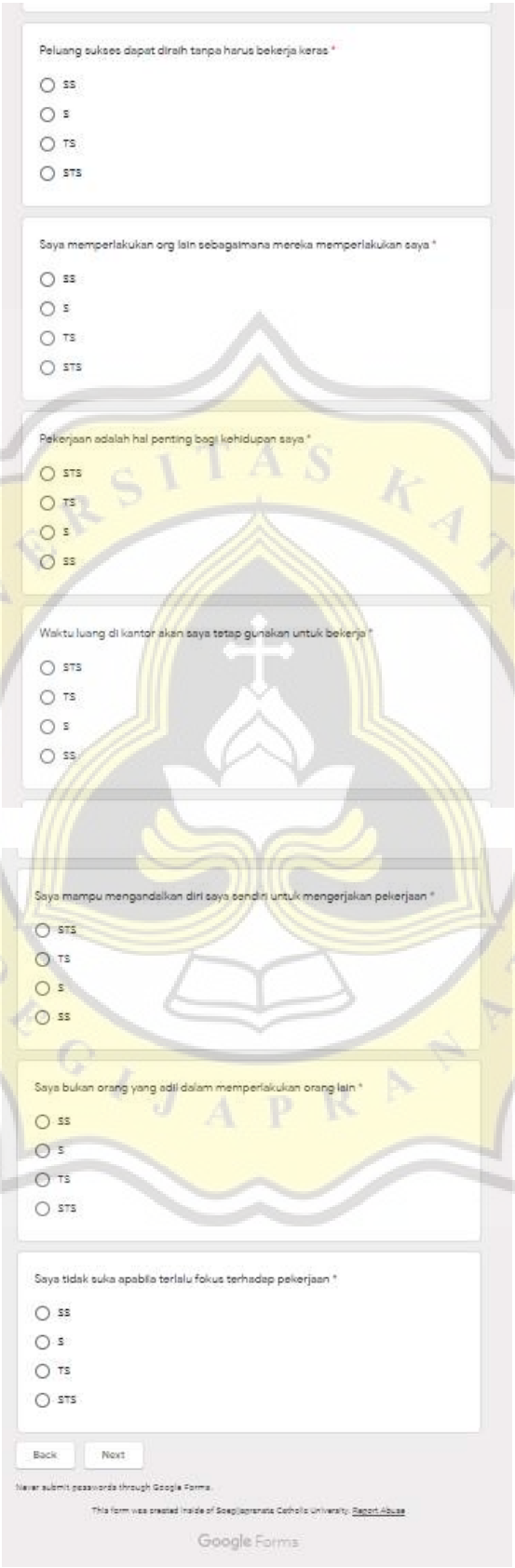
- SS
- S
- TS
- STS

Saya mengerjakan pekerjaan sesuai dengan kemampuan saya *

- SS
- S
- TS
- STS

Dalam bekerja saya tidak mengharapkan hadiah/bonus *

- STS
- TS
- S
- SS



Peluang sukses dapat diraih tanpa harus bekerja keras *

- SS
- S
- TS
- STS

Saya memperlakukan org lain sebagaimana mereka memperlakukan saya *

- SS
- S
- TS
- STS

Pekerjaan adalah hal penting bagi kehidupan saya *

- STS
- TS
- S
- SS

Waktu luang di kantor akan saya tetap gunakan untuk bekerja *

- STS
- TS
- S
- SS

Saya mampu mengandalkan diri saya sendiri untuk mengerjakan pekerjaan *

- STS
- TS
- S
- SS

Saya bukan orang yang adil dalam memperlakukan orang lain *

- SS
- S
- TS
- STS

Saya tidak suka apabila terlalu fokus terhadap pekerjaan *

- SS
- S
- TS
- STS

Back Next

Never submit passwords through Google Forms.

This form was created inside of Soegijapranata Catholic University. Report Abuse

Google Forms

LAMPIRAN B
DATA UJI COBA TRYOUT TERPAKAI

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
1	3	4	3	3	3	3	3	2	4	3	3	3	4	3	2	3	3	3	3	2	3	4	3	3	2	3	3
2	4	4	3	3	4	2	3	1	3	2	3	2	4	2	3	2	3	2	3	1	3	3	1	3	2	4	3
3	3	3	3	3	2	3	3	2	3	3	3	2	4	2	3	2	3	3	3	2	2	3	3	3	2	3	2
4	4	4	2	3	3	3	3	3	4	2	3	3	4	2	3	3	3	3	3	2	3	3	2	3	3	3	4
5	4	4	2	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	3	3	3	4	2	2	3	3	3
6	4	3	3	3	3	3	3	3	4	3	3	3	4	3	3	3	3	2	3	2	3	3	2	3	2	3	3
7	3	3	2	3	2	3	2	2	3	3	3	3	4	3	2	3	3	1	3	2	2	3	2	4	3	3	3
8	3	4	3	3	3	3	3	2	4	4	3	3	4	3	2	2	3	3	3	2	3	4	4	3	2	3	4
9	4	3	4	4	3	1	2	2	3	2	2	3	4	2	2	1	4	1	2	3	3	3	1	3	2	3	3
10	3	3	2	3	3	2	3	2	3	2	3	3	4	3	3	3	2	3	3	2	3	3	2	3	2	3	4
11	3	4	4	3	1	2	3	1	3	3	2	2	2	2	3	1	1	1	3	2	1	2	2	3	1	3	3
12	3	3	3	3	3	2	2	2	3	2	3	2	3	3	3	3	3	3	3	2	3	3	2	3	2	3	3
13	4	4	2	3	4	3	2	2	3	3	3	3	4	2	3	3	3	3	3	2	3	4	3	2	3	3	3
14	3	4	3	3	3	3	2	2	4	4	3	2	4	2	2	1	3	3	3	1	2	4	1	4	3	2	3
15	3	3	3	3	3	2	2	2	3	3	2	1	3	2	2	2	1	2	2	2	3	2	1	2	2	3	3
16	3	4	3	3	4	3	2	1	4	3	3	3	3	2	2	2	3	2	3	2	3	3	2	3	2	3	3
17	3	4	3	3	2	2	3	2	3	3	3	2	4	3	2	3	4	2	2	1	3	3	3	3	3	3	3
18	3	3	4	4	2	3	3	1	4	4	3	2	4	3	1	1	3	2	3	2	3	3	2	3	3	3	3
19	3	4	4	4	4	4	3	1	3	2	3	3	4	3	2	3	3	3	3	2	1	4	3	4	1	3	4
20	4	4	4	3	3	3	3	2	3	2	4	3	4	2	3	1	3	1	3	1	1	3	1	3	2	3	4
21	3	3	3	3	3	2	3	3	3	2	3	2	3	2	3	2	2	2	3	2	3	2	3	2	3	2	3
22	4	4	2	3	3	3	4	2	4	3	3	2	4	2	2	3	3	3	2	1	2	4	3	3	3	3	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
23	3	3	3	3	2	3	3	3	4	4	3	2	4	2	3	3	2	3	3	2	3	4	3	3	3	3	4
24	3	3	1	3	2	2	2	2	3	2	2	3	3	2	2	2	3	2	3	2	2	3	2	3	2	3	3
25	3	3	1	3	3	3	3	2	3	3	3	3	3	2	2	3	3	3	2	2	2	3	3	3	3	3	3
26	3	4	4	3	4	2	2	3	4	2	3	2	4	2	3	2	2	1	2	1	3	4	1	4	3	3	2
27	4	4	3	3	3	3	3	2	4	2	3	3	3	2	2	2	3	3	3	2	3	4	2	3	2	3	3
28	3	3	3	3	3	3	2	2	4	3	3	2	3	2	2	2	3	2	3	2	2	3	2	3	2	3	3
29	3	4	3	3	3	2	3	2	4	2	2	3	4	1	2	3	3	3	2	2	3	3	2	3	3	3	3
30	3	4	2	3	2	3	4	2	3	4	4	3	4	2	3	3	3	3	3	1	2	4	1	4	2	3	4
31	4	4	2	4	1	3	4	1	4	2	2	4	4	3	1	3	3	3	2	1	1	4	3	4	3	3	2
32	3	4	2	4	4	3	3	3	4	3	3	4	4	3	3	4	3	4	3	1	3	3	3	3	3	3	3
33	3	3	2	3	3	2	2	2	3	2	3	3	3	3	2	3	3	3	3	2	2	3	3	3	2	2	3
34	3	3	3	3	3	3	2	2	3	3	2	2	3	2	3	3	3	3	2	2	2	3	3	2	2	3	3
35	4	4	3	3	2	3	2	1	2	2	4	2	4	3	1	1	2	1	2	2	2	3	1	3	2	3	3
36	3	3	3	3	2	3	2	2	3	2	3	2	4	3	2	3	3	3	3	2	2	3	3	3	2	3	3
37	3	3	3	3	3	3	3	2	4	3	3	2	4	3	3	3	4	2	3	2	2	3	3	3	3	3	3
38	3	4	3	3	2	3	3	1	4	3	3	1	3	2	2	2	3	3	2	2	2	3	2	3	2	2	3
39	3	3	3	3	2	2	3	2	3	3	2	3	3	2	3	2	2	2	3	2	2	2	2	3	2	3	3
40	3	3	2	3	3	3	3	2	4	3	3	3	4	2	3	3	3	3	2	2	2	4	2	4	2	3	3
41	3	4	3	2	4	3	3	1	4	2	3	2	3	2	2	3	3	3	3	1	2	4	2	3	2	3	3
42	4	4	3	3	4	2	3	1	3	3	3	3	4	2	2	2	3	3	3	2	2	3	1	3	3	2	3
43	3	4	4	4	1	2	4	1	3	4	3	3	3	3	3	2	4	2	3	1	3	2	2	3	1	3	3
44	3	3	3	3	2	2	2	1	4	2	3	2	4	2	3	2	3	3	2	2	2	4	1	3	2	3	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
45	3	3	4	3	3	3	3	1	4	3	3	2	3	3	3	2	3	2	2	2	2	3	2	3	2	3	3
46	3	3	3	3	4	3	1	2	3	2	3	3	3	3	2	2	3	3	2	2	2	1	1	4	2	3	3
47	4	4	4	3	1	3	3	1	4	4	3	3	4	1	2	2	4	2	1	2	2	3	1	3	3	3	4
48	3	3	3	3	3	3	2	2	3	3	3	2	3	3	3	2	3	2	3	2	2	3	2	3	3	3	3
49	4	4	3	4	3	2	3	2	4	3	3	3	4	3	4	2	4	3	4	2	2	4	3	3	3	3	4
50	4	4	2	3	3	3	3	1	3	3	4	3	4	3	1	3	3	3	3	2	2	3	4	3	3	4	3
51	1	4	3	4	3	1	4	1	4	3	1	3	4	3	3	3	3	3	3	2	3	3	2	2	2	3	3
52	3	4	2	3	3	3	3	1	4	3	3	3	4	2	2	2	3	3	3	2	2	3	3	3	3	3	3
53	4	4	3	3	4	4	4	2	3	4	4	2	4	1	3	2	1	3	4	2	4	4	2	3	3	4	2
54	3	3	2	3	3	2	3	2	3	2	3	3	3	2	3	3	3	3	3	2	3	2	3	3	3	3	3
55	3	3	3	3	2	2	3	2	3	3	3	2	4	2	3	2	3	2	2	2	2	4	1	3	2	3	3
56	4	4	2	4	3	3	3	1	4	4	3	3	4	2	3	3	3	3	3	1	2	2	1	4	3	3	4
57	3	3	3	3	3	2	2	2	3	4	3	2	4	4	2	2	3	2	4	2	1	3	2	3	2	3	3
58	3	4	3	3	2	3	3	1	3	2	3	3	4	3	1	3	3	3	3	2	2	3	2	4	1	2	4
59	4	4	3	4	3	3	2	3	4	3	3	3	4	2	3	2	3	2	2	1	2	4	4	3	2	3	4
60	4	3	3	4	2	3	2	2	3	2	2	3	1	2	3	2	4	2	3	1	3	4	2	4	2	3	4
61	4	4	1	4	4	4	4	2	4	3	4	3	3	3	3	4	4	4	3	1	2	4	1	4	4	4	3
62	4	4	2	3	3	3	4	2	4	3	3	2	4	2	2	2	3	3	2	1	2	4	3	3	3	3	3
63	3	4	1	3	1	3	3	1	4	1	2	3	4	4	1	3	3	3	4	1	1	4	1	4	3	4	3
64	3	3	3	2	3	3	2	2	3	2	3	2	3	2	3	3	3	3	3	2	2	4	2	3	2	2	3
65	3	3	2	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	2	3	3
66	4	4	3	4	3	2	2	1	3	2	2	3	3	2	3	2	3	2	2	2	2	3	3	2	2	3	4

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27	
67	4	4	2	4	3	2	3	2	4	3	4	3	3	2	2	3	3	3	2	2	2	3	2	3	4	3	3	
68	4	4	3	3	3	3	3	2	4	3	2	3	4	3	3	3	2	3	4	1	2	4	3	4	2	3	4	
69	3	3	3	3	2	3	2	1	4	1	3	3	1	2	3	2	4	3	3	1	1	4	1	3	1	1	4	
70	4	4	2	4	2	4	3	1	4	2	2	2	3	4	3	3	4	4	3	1	1	3	3	3	3	3	3	
71	3	3	2	3	3	3	3	2	2	3	3	3	3	2	3	3	3	3	3	2	1	2	3	3	3	3	3	
72	3	4	2	3	2	3	3	2	3	2	3	3	3	3	3	3	3	3	2	2	2	3	2	3	2	3	3	
73	3	3	3	3	2	2	3	1	4	2	3	3	4	2	2	2	3	3	3	2	2	3	2	3	2	3	3	
74	3	3	2	3	3	3	3	2	4	2	3	3	4	3	3	3	3	3	3	2	2	4	2	4	2	3	3	
75	3	3	3	4	3	3	2	3	3	3	3	3	3	2	3	2	4	2	3	2	2	3	3	3	2	3	3	
76	3	3	3	3	3	2	3	2	3	2	3	3	3	2	3	1	3	3	3	3	3	3	2	3	2	3	3	
77	4	4	3	3	2	3	3	1	4	2	3	2	4	3	3	2	3	2	3	2	2	3	2	4	2	4	3	
78	1	2	3	3	2	1	2	2	3	3	3	3	2	2	3	2	2	2	3	2	2	3	2	2	4	2	1	
79	4	4	3	3	2	3	4	2	4	1	2	4	4	2	3	2	4	2	3	1	1	4	2	3	2	4	4	
80	3	3	3	3	2	2	2	1	3	2	3	2	4	2	2	3	3	3	3	3	1	3	3	3	3	2	2	
81	3	3	3	3	3	3	3	2	3	2	3	2	3	2	2	2	2	2	2	2	3	3	2	3	3	3	3	
82	4	4	2	3	4	3	3	3	3	2	3	3	4	3	3	3	4	3	3	2	4	4	2	3	2	3	3	
83	3	4	3	3	3	3	3	3	4	4	4	1	4	4	2	2	4	4	3	1	3	4	2	3	3	4	3	
84	1	3	2	3	2	2	3	3	4	4	3	4	1	2	2	3	3	3	3	2	2	4	2	4	2	3	4	
85	3	4	2	3	4	4	2	1	3	3	2	3	4	3	2	2	3	3	3	2	2	3	1	3	3	4	3	
86	3	3	2	3	2	2	3	2	3	2	3	3	4	2	3	3	3	3	3	2	3	4	2	3	3	3	3	
87	3	3	3	3	3	2	2	2	3	2	3	3	3	2	2	3	3	3	3	2	3	3	2	3	2	2	3	
88	3	3	3	4	3	3	3	1	4	3	4	2	4	3	2	2	3	3	2	1	2	3	2	4	2	3	3	

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
89	3	3	3	3	2	2	2	2	4	2	3	2	4	3	2	2	3	2	2	2	3	2	2	3	4	3	3
90	4	3	3	4	3	2	3	2	4	2	3	1	4	3	3	3	3	3	2	2	2	4	3	4	2	3	3
91	3	3	3	3	3	2	2	2	3	2	2	3	3	2	3	2	3	3	3	2	3	3	3	3	2	3	2
92	4	3	3	3	2	3	3	2	3	3	3	3	4	2	3	2	3	3	3	3	2	3	1	4	1	4	4
93	4	4	4	4	4	4	4	1	4	4	4	4	4	4	1	4	4	1	4	1	1	4	4	4	1	4	4
94	3	3	2	3	3	4	3	1	4	2	3	2	4	2	3	3	3	3	2	2	1	3	2	3	2	2	3
95	4	4	3	4	3	3	4	1	4	3	4	3	4	3	3	2	3	2	3	1	2	4	1	3	2	4	1
96	3	4	3	4	2	1	2	4	4	3	3	1	3	2	2	1	2	1	3	2	1	1	1	3	2	3	2
97	4	4	1	3	2	2	3	1	4	2	4	3	4	2	4	3	4	4	3	3	2	4	4	4	2	2	4
98	3	3	4	3	2	2	2	1	4	3	4	3	4	3	2	1	2	1	3	2	1	3	2	3	2	3	3
99	3	3	2	3	4	3	2	2	2	2	3	2	3	2	2	3	2	2	1	2	2	4	2	3	2	3	4
100	4	4	3	4	4	3	2	1	4	4	3	3	3	3	3	3	1	3	3	2	2	3	2	3	3	3	3
101	3	3	2	3	3	2	3	3	2	2	1	3	3	2	2	3	3	4	2	2	3	2	3	4	2	3	2
102	3	3	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	2	2	3	2	3	3	3	3
103	3	4	2	4	4	3	2	3	3	3	2	2	3	2	3	3	3	3	2	2	3	3	3	3	3	3	2
104	4	4	2	4	4	2	3	2	4	3	3	3	4	2	4	4	4	4	4	3	2	4	3	3	2	3	4
105	4	3	4	4	1	2	2	2	3	3	2	3	4	2	2	1	3	1	3	1	1	2	1	3	2	3	3
106	4	4	3	3	3	2	3	1	4	3	3	3	3	3	3	2	3	3	4	1	2	3	2	2	3	3	3
107	4	4	3	4	3	3	3	1	4	2	3	3	4	3	3	2	3	3	3	3	3	4	4	3	3	3	3
108	4	4	3	4	3	3	3	1	3	3	3	3	4	2	3	3	3	2	2	2	1	3	2	3	3	3	4
109	3	3	2	3	3	3	3	2	3	3	3	2	4	2	2	3	3	3	3	2	3	3	2	3	3	3	3
110	3	4	2	2	2	3	3	2	3	3	3	1	4	3	3	3	3	3	3	2	2	3	2	3	3	3	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
111	4	4	4	4	1	2	3	1	3	1	1	4	4	1	4	1	3	4	1	1	1	4	1	3	3	3	4
112	4	4	3	3	3	2	3	2	3	2	3	3	4	2	3	3	3	3	3	1	1	4	2	2	1	4	4
113	4	4	3	4	4	3	3	3	4	3	4	3	4	2	2	3	4	4	3	2	3	4	3	3	3	3	3
114	4	3	3	4	4	3	4	2	3	2	3	3	4	2	3	2	4	3	2	1	3	4	3	3	3	3	3
115	1	3	1	4	2	4	3	1	4	2	4	3	4	2	2	3	3	3	3	2	2	3	2	2	3	3	3
116	3	3	2	4	3	3	3	2	4	3	3	3	4	3	2	3	3	3	3	2	3	3	3	4	3	2	3
117	4	3	2	3	3	2	3	2	4	2	3	3	4	3	3	2	3	3	3	3	3	4	3	3	3	3	3
118	4	4	2	3	3	3	3	2	4	3	4	3	4	3	2	3	4	3	3	2	2	4	2	2	3	4	3
119	4	4	3	4	3	3	3	1	3	3	3	3	4	2	3	2	3	2	3	1	2	3	3	3	3	3	3
120	4	4	3	4	3	3	4	2	4	3	4	3	4	3	3	3	3	3	3	1	2	4	2	3	4	4	3
121	4	4	2	4	3	3	3	2	3	3	4	3	4	2	2	3	4	3	3	2	2	3	3	3	3	2	3
122	3	4	4	3	4	3	3	2	3	4	3	2	3	2	2	2	3	4	3	1	3	3	2	4	3	3	3
123	4	4	3	4	4	4	2	1	4	3	4	3	4	2	2	1	3	2	2	2	2	3	2	4	4	4	3
124	4	4	3	4	4	3	2	2	4	4	4	3	4	2	2	2	3	3	3	1	2	3	2	3	2	4	3
125	3	4	2	4	4	2	2	2	4	3	3	3	4	2	2	2	3	3	4	2	3	2	3	4	2	4	3
126	4	4	3	3	4	2	4	1	4	3	4	4	4	2	4	2	4	2	4	2	2	4	1	4	3	4	4
127	4	4	3	3	4	2	4	1	4	3	4	4	4	2	4	2	4	2	4	2	2	4	1	4	3	4	4
128	4	3	3	3	3	2	3	2	3	2	2	2	3	2	2	2	3	3	3	2	3	3	2	3	3	2	3
129	4	4	2	4	4	4	1	2	4	2	4	1	4	3	3	2	3	3	1	1	4	4	2	2	4	3	2
130	4	4	4	4	4	3	2	2	3	4	3	3	3	3	2	2	3	2	3	2	3	2	2	3	2	3	2
131	4	4	2	4	4	3	2	2	3	2	3	3	4	2	2	3	1	3	3	2	3	4	3	3	3	4	3
132	2	4	4	3	3	2	2	1	3	3	3	2	4	2	3	2	3	3	3	2	3	3	2	3	2	3	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27	
133	3	3	3	3	2	2	3	2	3	2	2	3	3	3	3	3	3	3	3	3	2	3	3	2	2	3	3	
134	3	4	2	3	3	3	3	3	4	2	3	3	4	2	2	3	2	3	2	2	3	3	2	4	2	2	3	
135	3	3	2	3	3	3	3	2	3	3	3	3	3	2	3	2	3	3	3	2	3	3	2	3	3	3	3	
136	3	3	4	3	3	3	3	2	3	3	3	3	4	2	3	2	3	3	3	2	3	3	2	3	2	3	3	
137	3	4	3	3	4	2	3	2	4	3	2	2	4	3	2	3	3	4	3	2	4	4	3	4	3	4	3	
138	4	4	3	3	3	3	3	1	3	2	2	3	4	2	3	2	4	3	3	1	1	4	2	4	3	2	3	
139	3	4	3	3	3	2	2	2	3	2	2	3	4	2	2	2	3	3	3	1	2	4	3	4	3	3	3	
140	4	4	2	4	3	3	4	2	4	4	4	3	4	2	2	3	3	4	3	2	1	4	3	4	3	4	4	
141	4	4	2	3	3	3	3	2	4	3	4	4	1	4	3	3	3	4	4	3	3	4	1	3	3	4	4	
142	3	3	3	3	3	3	2	2	3	3	3	3	4	2	2	2	2	3	2	2	3	3	2	3	3	2	3	
143	4	4	3	4	4	3	3	2	4	2	3	3	4	2	3	3	3	4	2	2	4	4	2	3	3	3	4	
144	4	4	3	3	3	3	3	2	4	2	3	2	4	2	2	2	3	3	2	2	2	4	2	3	3	3	3	
145	4	4	3	3	3	3	3	3	4	3	4	3	4	2	2	3	3	3	3	1	2	3	3	2	3	3	3	
146	4	4	1	4	4	1	4	1	4	2	4	4	4	4	3	3	4	4	4	1	2	4	1	4	3	3	3	
147	4	4	4	3	2	3	3	1	4	2	2	3	4	2	3	2	3	2	3	2	1	3	2	3	1	2	4	
148	3	3	2	3	3	3	3	2	4	2	3	3	4	2	3	3	4	4	3	2	2	4	4	3	3	3	4	
149	4	3	4	4	4	3	2	2	4	2	3	2	4	3	2	1	4	3	2	1	3	3	3	4	3	3	3	
150	3	3	3	3	2	2	2	2	3	3	2	3	4	3	2	3	3	3	3	2	2	3	1	3	2	3	3	
151	3	3	4	3	2	3	2	1	4	3	2	2	4	2	2	2	3	2	3	2	2	3	3	3	3	3	4	
152	3	3	2	3	3	3	3	2	4	2	2	3	3	3	2	3	3	3	3	2	3	4	2	3	3	3	3	
153	4	4	4	4	4	4	3	1	4	4	4	4	4	1	1	1	4	1	4	1	1	1	1	1	4	4	4	
154	4	4	3	4	3	3	3	2	4	2	3	2	4	2	3	3	3	3	3	2	2	3	2	2	2	2	3	

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
155	4	4	2	3	3	3	3	2	3	3	3	3	3	2	2	3	3	3	3	2	2	3	2	3	3	3	3
156	4	4	4	4	3	2	4	1	4	4	3	3	4	1	3	1	4	1	2	1	1	4	1	3	4	4	2
157	4	4	2	4	4	1	1	1	4	2	4	4	4	1	4	4	4	4	1	1	4	4	4	1	1	1	4
158	4	4	2	4	2	2	3	1	3	3	2	4	4	2	3	3	4	4	3	2	1	4	2	3	2	2	4
159	3	3	3	3	2	3	3	1	3	3	3	2	4	3	3	2	2	2	3	2	1	4	2	4	2	3	3
160	3	4	2	4	3	3	2	2	4	3	2	3	4	2	2	3	3	3	3	2	3	3	2	3	3	3	3
161	4	4	2	4	4	3	3	1	4	2	3	3	4	2	3	3	2	3	3	1	2	4	3	4	3	3	4
162	4	4	2	4	4	4	3	2	4	3	4	3	4	4	3	3	4	3	3	1	4	4	4	4	4	4	4
163	4	4	4	4	4	2	2	2	3	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3	4	3
164	4	3	3	4	4	3	3	2	3	2	3	3	3	2	3	2	4	2	3	2	3	3	3	3	3	4	3
165	3	3	2	3	3	3	3	2	4	3	3	2	4	2	3	3	2	3	2	2	2	4	3	3	3	3	3
166	4	4	1	4	3	2	3	2	3	2	2	3	3	3	2	3	3	3	3	2	2	3	2	3	2	2	2
167	4	3	2	4	4	3	3	2	4	3	4	3	4	1	3	3	3	3	1	1	4	3	3	4	3	2	3
168	3	3	3	3	2	3	3	2	3	2	2	3	3	2	3	2	3	2	3	2	2	3	3	2	2	2	3
169	3	4	2	3	3	3	3	1	4	3	2	3	4	1	3	2	3	3	3	1	2	4	1	4	3	3	3
170	4	4	1	4	4	4	4	1	4	4	4	4	4	4	1	4	4	4	4	1	4	4	4	4	4	4	4
171	3	3	3	3	2	3	3	1	3	3	3	2	3	3	3	2	3	3	2	3	3	2	2	3	3	3	2
172	4	4	3	4	2	2	2	1	2	2	3	3	4	1	2	3	4	3	3	2	2	3	1	4	3	3	3
173	4	4	2	3	2	3	3	2	4	3	3	3	4	3	3	3	3	3	3	2	3	3	2	3	2	3	3
174	4	2	3	4	3	3	2	1	4	3	4	3	4	2	2	2	3	3	3	1	2	4	3	3	3	4	3
175	3	4	3	4	4	2	2	2	3	1	3	3	4	2	3	2	2	3	2	1	2	4	1	4	3	3	3
176	4	4	2	4	3	2	3	3	4	2	2	4	4	2	3	3	1	3	2	2	3	4	3	2	3	3	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
177	4	4	2	4	3	1	3	2	4	2	3	3	4	1	3	2	4	4	3	2	2	4	3	4	2	2	3
178	4	4	3	3	4	2	3	2	4	2	3	3	4	2	3	3	4	4	3	2	3	4	3	3	3	2	3
179	4	4	2	4	1	1	1	1	4	1	1	4	4	1	1	1	4	1	4	1	1	4	1	4	4	4	4
180	4	4	2	4	2	2	3	1	3	3	2	3	3	4	3	3	3	3	3	2	1	3	2	3	2	4	4
181	3	3	3	3	2	3	2	2	3	2	3	3	3	3	3	2	3	3	3	2	2	3	3	3	3	3	3
182	4	4	3	4	2	2	2	1	3	3	3	3	4	3	3	2	3	3	3	2	2	3	2	2	2	3	4
183	4	4	1	4	4	4	3	1	4	2	4	3	4	2	3	4	4	4	1	2	4	4	1	4	4	4	2
184	4	4	2	4	4	4	3	2	4	2	4	3	4	3	2	3	4	4	3	2	3	4	3	3	3	3	4
185	4	4	2	3	2	2	3	2	3	4	3	4	4	2	2	3	4	3	4	1	2	4	2	3	2	3	4
186	4	4	3	3	4	4	3	2	3	3	3	2	3	2	3	2	3	3	3	2	3	4	1	3	3	3	2
187	3	4	2	3	2	3	3	2	3	3	4	3	4	2	3	2	3	3	3	2	3	3	3	3	3	3	3
188	4	4	2	4	3	3	3	2	4	3	3	2	4	3	3	3	3	3	3	3	2	4	3	4	3	3	3
189	4	4	2	3	4	4	3	1	4	2	2	3	4	2	3	3	3	3	3	2	4	4	2	3	3	3	3
190	4	4	2	4	4	3	3	3	4	1	4	3	4	2	1	3	4	3	3	1	4	4	2	3	2	3	4
191	4	4	4	4	4	4	3	1	4	2	4	3	4	4	1	1	4	4	3	1	1	4	1	4	4	2	4
192	4	4	3	3	3	2	2	2	4	2	2	3	4	3	1	2	3	3	3	2	3	3	3	3	2	3	2
193	3	4	2	3	3	3	3	1	4	3	3	2	4	3	2	3	2	3	2	2	2	3	2	3	3	3	2
194	4	4	3	4	4	3	2	2	3	3	3	3	4	3	3	2	4	3	4	2	3	4	3	4	3	4	4
195	3	3	2	3	3	3	2	2	4	2	3	3	3	2	3	3	3	3	2	2	3	4	3	3	3	2	2
196	4	4	3	4	3	3	3	2	4	3	3	3	4	2	2	2	4	3	3	2	2	3	2	4	3	3	3
197	3	3	3	3	3	2	2	2	3	3	2	3	3	2	3	2	3	2	2	1	3	3	2	3	3	3	3
198	3	3	2	3	3	3	3	3	3	2	2	2	4	2	2	2	3	3	2	2	4	3	3	3	3	2	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27	
199	3	3	2	3	3	2	3	2	3	2	3	3	3	3	2	2	3	3	3	2	3	3	2	3	2	3	3	
200	4	4	2	3	3	3	2	3	3	2	3	3	4	2	3	3	4	3	2	2	3	3	3	3	3	3	3	
201	3	3	3	3	3	3	3	2	4	2	3	3	4	2	3	2	3	2	2	2	3	3	1	3	3	2	3	
202	4	4	2	4	4	4	2	2	1	2	3	3	4	2	2	4	3	3	2	2	3	4	2	3	3	2	3	
203	4	4	2	2	2	3	3	2	4	2	3	2	4	1	2	3	3	3	2	2	2	3	2	4	3	3	3	
204	4	4	2	4	4	3	4	3	4	3	3	3	4	3	3	3	3	4	3	1	4	4	3	3	3	3	3	
205	3	3	2	3	4	3	3	2	4	2	3	3	3	2	2	3	3	3	2	2	3	2	2	3	3	3	2	
206	4	4	2	3	4	4	3	2	4	2	4	4	4	3	2	4	4	4	3	1	4	4	2	4	4	3	4	
207	4	3	3	4	3	3	3	2	4	3	3	3	3	1	3	3	3	3	3	2	3	4	1	4	3	1	3	
208	3	3	3	3	2	3	3	1	4	3	3	2	3	2	2	2	2	3	3	2	3	3	2	3	3	3	3	
209	3	3	3	4	3	3	2	1	4	3	4	2	4	2	2	2	2	3	2	2	2	3	2	4	3	3	3	
210	2	4	2	2	3	2	2	2	3	4	3	1	3	3	2	3	2	3	3	1	3	3	3	2	3	4	4	
211	4	4	4	3	3	3	3	2	4	2	3	3	4	2	2	2	4	3	4	1	3	4	3	3	2	2	4	
212	4	4	2	3	4	3	3	2	4	2	3	3	4	2	2	3	4	4	3	1	3	4	4	4	3	2	4	
213	3	4	3	3	4	3	3	2	3	3	3	3	4	2	3	2	3	3	3	2	2	3	2	3	2	3	3	
214	4	4	3	3	3	2	3	2	4	3	3	3	4	2	3	3	3	3	2	2	2	3	2	3	3	2	3	
215	3	3	2	3	3	3	3	2	3	2	3	3	3	3	2	3	3	3	2	2	3	3	2	3	3	2	3	
216	4	3	2	3	3	3	3	3	3	2	3	3	4	2	3	3	3	3	3	2	4	3	2	3	3	3	4	
217	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	2	3	3	3	2	3	3	2	3	2	2	3	
218	4	4	2	4	3	3	3	2	4	4	3	3	4	3	3	2	3	3	3	2	2	3	2	3	3	4	3	
219	4	4	3	4	4	2	2	1	4	3	4	2	4	2	2	2	3	3	3	1	2	4	1	3	3	3	3	
220	3	4	3	4	3	3	2	2	4	2	3	3	4	1	2	3	3	2	2	1	3	4	1	3	2	3	2	

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
221	4	4	2	4	2	3	3	2	3	2	3	3	4	2	3	3	3	3	3	2	2	4	3	4	3	3	3
222	3	4	2	4	3	3	3	2	3	4	3	3	4	3	3	3	3	3	3	2	2	3	2	3	3	3	3
223	3	4	1	4	3	1	4	2	4	3	3	3	4	3	2	3	3	3	3	2	4	4	3	3	2	3	4
224	4	4	4	4	4	2	2	2	3	2	3	3	4	2	3	2	4	3	3	2	3	3	2	3	3	3	3
225	4	4	2	4	4	3	2	2	3	2	2	2	4	3	4	4	4	4	2	3	3	4	3	3	2	2	3
226	4	4	3	4	3	2	2	2	3	3	3	3	4	2	2	2	4	2	2	2	3	3	2	3	2	2	3
227	3	4	3	3	4	2	2	1	3	2	3	3	3	2	2	2	3	3	3	2	3	3	2	3	2	2	3
228	3	4	2	3	4	4	4	3	4	2	4	3	4	3	3	3	3	4	2	2	4	4	1	4	4	2	2
229	3	4	2	3	3	3	3	3	4	2	3	3	4	2	3	3	4	4	2	2	3	3	3	3	4	2	3
230	3	4	2	4	2	2	1	1	4	3	4	1	4	3	2	3	3	4	2	1	1	4	2	4	2	3	3
231	4	4	1	4	4	3	4	3	4	2	4	4	4	3	3	4	4	4	4	1	4	4	3	4	2	4	4
232	4	4	2	3	3	2	3	2	3	2	2	3	4	2	3	3	3	3	3	2	3	3	2	3	2	3	3
233	4	4	2	4	4	4	3	1	4	4	3	3	4	4	3	2	4	3	4	1	1	3	1	4	2	3	4
234	4	4	3	4	4	4	4	3	4	3	3	3	4	2	3	3	3	3	3	2	3	3	3	3	3	2	3
235	3	3	2	3	4	3	3	3	3	3	3	3	4	2	2	3	3	3	3	2	3	3	2	3	3	2	3
236	4	4	4	3	2	4	2	2	4	1	3	3	4	2	2	1	4	3	3	2	2	4	2	2	3	3	3
237	3	3	3	3	3	2	2	2	2	3	2	3	3	1	2	2	2	2	2	1	2	2	2	2	2	2	2
238	3	4	2	3	3	4	3	1	3	3	4	3	3	2	2	3	4	3	3	1	3	3	1	3	3	4	3
239	3	3	3	3	4	3	3	2	4	3	4	3	4	2	1	2	3	3	3	2	4	4	3	4	1	2	3
240	3	1	3	3	3	3	3	2	4	1	3	3	4	1	3	3	3	3	2	2	2	4	3	3	3	2	2
241	3	3	2	3	3	2	3	2	3	2	2	2	3	2	2	3	3	3	2	2	2	3	2	3	3	2	3
242	4	4	3	3	2	2	3	2	4	2	3	3	4	2	3	3	3	4	3	2	2	4	2	2	2	2	4

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
243	4	4	2	4	4	2	3	1	4	3	4	3	4	3	3	3	3	3	3	2	3	4	2	3	2	2	3
244	4	4	3	3	3	3	2	2	4	2	3	3	4	1	2	3	3	4	2	2	3	3	1	3	3	3	3
245	4	4	2	4	4	4	4	2	4	1	4	4	4	1	4	4	4	4	1	1	2	4	1	4	4	1	4
246	3	3	2	3	3	3	3	2	3	3	2	3	3	2	3	3	3	3	3	2	2	3	3	3	2	3	3
247	3	3	3	3	3	3	3	2	3	2	3	3	4	2	3	3	3	3	3	2	2	3	2	3	3	3	3
248	3	3	2	3	3	3	3	2	3	3	3	3	3	2	3	2	3	3	2	2	3	4	2	3	3	2	3
249	4	4	2	3	4	3	3	2	4	2	3	3	4	2	2	3	4	3	3	1	3	4	2	4	3	3	3
250	3	3	3	3	3	3	3	2	3	3	3	2	3	2	2	2	3	2	3	2	2	2	2	3	3	3	3
251	3	3	3	3	3	3	2	2	3	3	3	3	3	2	2	2	3	3	3	2	3	3	2	3	3	3	3
252	4	3	2	3	4	2	3	1	4	2	4	3	4	2	2	4	3	3	3	1	3	4	2	4	3	3	3
253	3	3	2	4	3	2	2	3	1	2	3	2	2	1	3	1	2	2	1	3	1	2	2	4	1	2	4
254	4	4	2	3	4	4	3	3	4	3	3	3	4	2	3	3	4	4	4	1	4	4	2	4	4	4	4
255	3	4	2	3	3	3	4	2	4	3	3	3	4	2	2	4	3	4	2	2	3	3	3	3	3	3	4
256	3	4	3	3	4	2	1	4	4	3	2	3	4	1	1	2	3	2	2	2	4	4	3	2	3	3	3
257	4	4	2	4	3	3	2	2	4	2	3	3	4	2	2	3	4	4	2	1	3	3	2	4	4	2	3
258	4	4	2	4	3	4	2	2	4	4	4	2	4	3	2	3	3	4	3	1	3	3	1	4	4	4	3
259	3	3	2	3	3	3	3	3	3	2	3	3	3	3	3	2	3	3	2	2	3	3	2	3	3	2	3
260	3	4	3	3	3	3	3	2	3	2	2	3	4	3	2	2	3	3	3	1	3	3	2	3	3	3	3
261	4	4	3	4	3	3	2	2	4	3	3	3	4	3	2	2	2	2	3	1	3	4	3	3	3	3	4
262	4	4	1	4	4	3	2	3	4	2	3	3	4	2	3	4	4	4	2	2	4	4	3	3	3	3	4
263	4	3	1	4	4	4	3	3	4	2	4	3	4	2	2	4	3	4	2	1	4	3	1	4	4	4	3
264	3	3	2	4	4	4	2	2	3	2	3	2	4	2	2	3	3	3	2	1	3	3	3	3	2	2	2

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
265	4	4	2	3	3	3	3	3	4	2	3	3	3	3	3	3	2	3	3	2	2	4	2	4	2	3	3
266	3	4	3	2	3	3	2	1	4	1	3	2	4	1	3	2	4	2	1	1	3	4	1	3	3	2	4
267	4	4	2	4	4	4	2	2	4	3	4	3	3	3	3	3	4	4	4	2	4	3	3	4	4	3	4
268	3	3	2	2	3	2	3	3	2	3	2	3	4	2	3	3	3	3	2	2	2	3	3	4	2	3	3
269	3	3	3	3	3	3	2	2	4	3	3	3	4	2	2	2	3	3	3	2	3	4	3	3	3	3	3
270	4	4	2	3	4	4	2	2	4	4	4	3	4	2	2	3	3	4	3	1	3	3	3	4	3	4	3
271	3	4	3	3	3	3	3	2	3	3	3	3	4	2	3	2	3	2	3	2	2	3	2	3	3	3	3
272	4	4	2	4	2	3	3	1	4	2	3	3	4	2	3	3	3	3	2	1	1	4	3	4	2	2	3
273	3	4	2	3	4	3	3	3	3	2	3	2	4	2	2	2	3	3	3	2	3	3	3	2	3	2	3
274	4	4	1	4	3	3	3	3	4	2	3	3	4	3	3	3	3	4	3	1	4	4	1	3	3	3	3
275	4	4	3	4	4	3	3	2	4	3	3	3	4	3	3	3	3	3	3	2	2	3	2	4	3	3	3
276	4	4	3	3	3	3	3	1	4	3	2	3	3	1	2	1	2	3	1	1	4	4	1	4	4	4	4
277	3	3	2	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3
278	3	3	3	2	3	2	3	3	3	2	3	2	3	2	2	2	3	2	3	2	3	3	2	3	3	3	2
279	3	3	2	3	3	3	3	3	3	2	2	2	3	2	2	3	3	3	2	2	3	3	3	3	2	2	3
280	4	4	3	4	3	3	3	2	4	2	2	3	4	2	2	3	4	3	2	3	2	4	3	3	2	3	3
281	3	4	2	3	3	3	3	2	4	3	4	3	4	2	2	3	3	4	3	2	2	4	2	3	2	2	4
282	4	4	2	4	4	3	2	2	4	3	4	3	4	3	2	2	4	3	4	1	3	3	1	3	3	3	4
283	3	3	3	3	3	3	3	3	3	3	2	3	3	2	3	2	3	3	3	2	3	3	2	3	3	3	3
284	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	2	3	2	3	3	2	3	3	3	3
285	4	4	3	4	4	3	2	2	4	3	3	2	4	2	1	3	4	4	2	4	4	4	2	4	2	3	4
286	3	3	2	3	3	3	3	2	3	3	2	3	3	3	2	3	3	3	3	2	3	3	2	3	3	2	3

	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27
287	4	4	2	4	2	2	3	1	4	2	3	3	4	2	3	3	4	4	3	1	2	4	3	3	3	3	3
288	4	4	4	4	4	4	4	4	4	1	4	4	4	1	1	1	4	4	2	1	1	4	1	4	2	3	4
289	3	3	2	3	1	3	3	3	1	2	2	2	3	3	3	3	3	3	2	2	3	3	2	1	2	3	3
290	3	4	2	4	4	4	3	3	4	4	4	3	3	2	2	4	3	4	3	1	4	4	2	3	3	3	3
291	4	4	2	3	3	3	3	3	2	3	3	3	4	2	2	2	3	3	3	2	2	4	2	4	3	3	3
292																											
293																											
294																											
295																											
296																											
297																											
298																											
299																											
300																											
301																											
302																											
303																											
304																											
305																											
306																											
307																											
308																											

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
1	2	3	4	3	3	2	3	3	3	84	72	69										
2	1	3	3	1	3	2	4	3	3	76	66	65										
3	2	2	3	3	3	2	3	2	2	75	62	59										
4	2	3	3	2	3	3	3	4	3	84	72	70										
5	3	3	4	2	2	3	3	3	3	86	72	70										
6	2	3	3	2	3	2	3	3	3	83	69	67										
7	2	2	3	2	4	3	3	3	3	76	65	63										
8	2	3	4	4	3	2	3	4	3	86	73	69										
9	3	3	3	1	3	2	3	3	2	72	59	58										
10	2	3	3	2	3	2	3	4	3	78	67	65										
11	2	1	2	2	3	1	3	3	2	63	50	48										
12	2	3	3	2	3	2	3	3	2	75	63	61										
13	2	3	4	3	2	3	3	3	2	82	70	67										
14	1	2	4	1	4	3	2	3	3	77	65	64										
15	2	3	2	1	2	2	3	3	3	65	53	52										
16	2	3	3	2	3	2	3	3	3	77	66	64										
17	1	3	3	3	3	3	3	3	2	77	66	63										
18	2	3	3	2	3	3	3	3	2	77	65	63										
19	2	1	4	3	4	1	3	4	3	84	73	70										
20	1	1	3	1	3	2	3	4	2	75	63	62										
21	2	3	2	3	2	3	2	3	2	72	59	56										
22	1	2	4	3	3	3	3	3	2	80	70	67										
23	2	3	4	3	3	3	3	4	3	84	69	66										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
24	2	2	3	2	3	2	3	3	3	68	59	57										
25	2	2	3	3	3	3	3	3	2	75	65	62										
26	1	3	4	1	4	3	3	2	2	75	62	61										
27	2	3	4	2	3	2	3	3	3	80	69	67										
28	2	2	3	2	3	2	3	3	2	73	61	59										
29	2	3	3	2	3	3	3	3	2	76	65	63										
30	1	2	4	1	4	2	3	4	3	82	70	69										
31	1	1	4	3	4	3	3	2	2	77	70	67										
32	1	3	3	3	3	3	3	3	3	89	77	74										
33	2	2	3	3	3	2	2	3	3	74	64	61										
34	2	2	3	3	2	2	3	3	2	73	60	57										
35	2	2	3	1	3	2	3	3	2	67	58	57										
36	2	2	3	3	3	2	3	3	3	76	65	62										
37	2	2	3	3	3	3	3	3	2	81	68	65										
38	2	2	3	2	3	2	2	3	2	71	60	58										
39	2	2	2	2	3	2	3	3	2	70	57	55										
40	2	2	4	2	4	2	3	3	3	80	68	66										
41	1	2	4	2	3	2	3	3	2	75	66	64										
42	2	2	3	1	3	3	2	3	2	76	65	64										
43	1	3	2	2	3	1	3	3	3	77	64	62										
44	2	2	4	1	3	2	3	3	2	71	60	59										
45	2	2	3	2	3	2	3	3	2	75	62	60										
46	2	2	1	1	4	2	3	3	2	71	60	59										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
47	2	2	3	1	3	3	3	4	3	77	64	63										
48	2	2	3	2	3	3	3	3	3	76	63	61										
49	2	2	4	3	3	3	3	4	3	89	75	72										
50	2	2	3	4	3	3	4	3	3	83	74	70										
51	2	3	3	2	2	2	3	3	3	77	65	63										
52	2	2	3	3	3	3	3	3	3	79	69	66										
53	2	4	4	2	3	3	4	2	3	86	72	70										
54	2	3	2	3	3	3	3	3	2	76	65	62										
55	2	2	4	1	3	2	3	3	3	73	60	59										
56	1	2	2	1	4	3	3	4	2	81	70	69										
57	2	1	3	2	3	2	3	3	3	76	63	61										
58	2	2	3	2	4	1	2	4	4	77	68	66										
59	1	2	4	4	3	2	3	4	3	83	70	66										
60	1	3	4	2	4	2	3	4	3	76	65	63										
61	1	2	4	1	4	4	4	3	4	92	82	81										
62	1	2	4	3	3	3	3	3	2	79	69	66										
63	1	1	4	1	4	3	4	3	2	74	69	68										
64	2	2	4	2	3	2	2	3	2	73	61	59										
65	3	2	3	2	3	2	3	3	3	78	65	63										
66	2	2	3	3	2	2	3	4	3	74	63	60										
67	2	2	3	2	3	4	3	3	2	80	69	67										
68	1	2	4	3	4	2	3	4	4	86	74	71										
69	1	1	4	1	3	1	1	4	2	67	58	57										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
70	1	1	3	3	3	3	3	3	3	81	72	69										
71	2	1	2	3	3	3	3	3	3	76	64	61										
72	2	2	3	2	3	2	3	3	3	76	65	63										
73	2	2	3	2	3	2	3	3	3	74	64	62										
74	2	2	4	2	4	2	3	3	3	81	70	68										
75	2	2	3	3	3	2	3	3	3	79	65	62										
76	3	3	3	2	3	2	3	3	3	76	63	61										
77	2	2	3	2	4	2	4	3	3	79	68	66										
78	2	2	3	2	2	4	2	1	2	64	51	49										
79	1	1	4	2	3	2	4	4	3	80	70	68										
80	3	1	3	3	3	3	2	2	3	72	61	58										
81	2	3	3	2	3	3	3	3	3	73	62	60										
82	2	4	4	2	3	2	3	3	3	86	74	72										
83	1	3	4	2	3	3	4	3	3	87	74	72										
84	2	2	4	2	4	2	3	4	4	78	65	63										
85	2	2	3	1	3	3	4	3	1	76	66	65										
86	2	3	4	2	3	3	3	3	2	77	66	64										
87	2	3	3	2	3	2	2	3	3	74	63	61										
88	1	2	3	2	4	2	3	3	2	77	67	65										
89	2	3	2	2	3	4	3	3	2	73	62	60										
90	2	2	4	3	4	2	3	3	3	81	69	66										
91	2	3	3	3	3	2	3	2	2	73	61	58										
92	3	2	3	1	4	1	4	4	2	79	65	64										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
93	1	1	4	4	4	1	4	4	4	94	83	79										
94	2	1	3	2	3	2	2	3	3	74	64	62										
95	1	2	4	1	3	2	4	1	3	81	70	69										
96	2	1	1	1	3	2	3	2	2	65	51	50										
97	3	2	4	4	4	2	2	4	2	84	73	69										
98	2	1	3	2	3	2	3	3	2	71	59	57										
99	2	2	4	2	3	2	3	4	3	71	61	59										
100	2	2	3	2	3	3	3	3	2	81	68	66										
101	2	3	2	3	4	2	3	2	3	73	62	59										
102	2	2	3	2	3	3	3	3	3	79	67	65										
103	2	3	3	3	3	3	3	2	3	79	66	63										
104	3	2	4	3	3	2	3	4	1	89	75	72										
105	1	1	2	1	3	2	3	3	2	67	55	54										
106	1	2	3	2	2	3	3	3	2	78	67	65										
107	3	3	4	4	3	3	3	3	3	87	75	71										
108	2	1	3	2	3	3	3	4	2	79	67	65										
109	2	3	3	2	3	3	3	3	3	78	67	65										
110	2	2	3	2	3	3	3	3	2	76	64	62										
111	1	1	4	1	3	3	3	4	2	72	61	60										
112	1	1	4	2	2	1	4	4	4	79	68	66										
113	2	3	4	3	3	3	3	3	3	91	78	75										
114	1	3	4	3	3	3	3	3	3	84	73	70										
115	2	2	3	2	2	3	3	3	3	75	67	65										

	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
116	3	3	3	4	3	2	3	3	83	72	69										
117	3	4	3	3	3	3	3	3	83	71	68										
118	2	4	2	2	3	4	3	4	86	75	73										
119	2	3	3	3	3	3	3	3	80	69	66										
120	2	4	2	3	4	4	3	3	89	77	75										
121	2	3	3	3	3	2	3	2	82	71	68										
122	3	3	2	4	3	3	3	3	82	69	67										
123	2	3	2	4	4	4	3	3	83	72	70										
124	2	3	2	3	2	4	3	3	83	71	69										
125	3	2	3	4	2	4	3	1	80	69	66										
126	2	4	1	4	3	4	4	4	90	77	76										
127	2	4	1	4	3	4	4	4	90	77	76										
128	3	3	2	3	3	2	3	3	74	63	61										
129	4	4	2	2	4	3	2	3	80	70	68										
130	3	2	2	3	2	3	2	2	79	65	63										
131	3	4	3	3	3	4	3	3	82	72	69										
132	3	3	2	3	2	3	3	3	76	63	61										
133	2	3	3	2	2	3	3	2	75	62	59										
134	3	3	2	4	2	2	3	2	77	66	64										
135	3	3	2	3	3	3	3	3	78	66	64										
136	3	3	2	3	2	3	3	3	80	66	64										
137	4	4	3	4	3	4	3	3	87	75	72										
138	1	4	2	4	3	2	3	2	77	67	65										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
139	1	2	4	3	4	3	3	3	3	77	67	64										
140	2	1	4	3	4	3	4	4	3	90	78	75										
141	3	3	4	1	3	3	4	4	4	90	77	76										
142	2	3	3	2	3	3	2	3	3	75	63	61										
143	2	4	4	2	3	3	3	4	3	88	76	74										
144	2	2	4	2	3	3	3	3	2	78	67	65										
145	1	2	3	3	2	3	3	3	3	83	71	68										
146	1	2	4	1	4	3	3	3	3	87	79	78										
147	2	1	3	2	3	1	2	4	2	74	62	60										
148	2	2	4	4	3	3	3	4	4	86	75	71										
149	1	3	3	3	4	3	3	3	4	83	72	69										
150	2	2	3	1	3	2	3	3	3	74	62	61										
151	2	2	3	3	3	3	3	4	3	76	64	61										
152	2	3	4	2	3	3	3	3	3	79	69	67										
153	1	1	1	1	1	4	4	4	1	78	67	66										
154	2	2	3	2	2	2	2	3	3	79	67	65										
155	2	2	3	2	3	3	3	3	3	79	68	66										
156	1	1	4	1	3	4	4	2	4	80	67	66										
157	1	4	4	4	1	1	1	4	4	81	71	67										
158	2	1	4	2	3	2	2	4	3	80	69	67										
159	2	1	4	2	4	2	3	3	3	75	63	61										
160	2	3	3	2	3	3	3	3	3	80	69	67										
161	1	2	4	3	4	3	3	4	3	84	75	72										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
162	1	4	4	4	4	4	4	4	2	96	85	81										
163	2	3	3	3	3	3	4	3	3	85	72	69										
164	2	3	3	3	3	3	4	3	3	83	71	68										
165	2	2	4	3	3	3	3	3	3	79	67	64										
166	2	2	3	2	3	2	2	2	3	74	65	63										
167	1	4	3	3	4	3	2	3	3	83	72	69										
168	2	2	3	3	2	2	2	3	3	72	60	57										
169	1	2	4	1	4	3	3	3	3	77	67	66										
170	1	4	4	4	4	4	4	4	4	100	92	88										
171	3	3	2	2	3	3	3	2	2	74	61	59										
172	2	2	3	1	4	3	3	3	3	76	66	65										
173	2	3	3	2	3	2	3	3	3	82	70	68										
174	1	2	4	3	3	3	4	3	3	81	71	68										
175	1	2	4	1	4	3	3	3	2	75	65	64										
176	2	3	4	3	2	3	3	3	2	80	68	65										
177	2	2	4	3	4	2	2	3	3	81	70	67										
178	2	3	4	3	3	3	2	3	3	86	74	71										
179	1	1	4	1	4	4	4	4	1	68	62	61										
180	2	1	3	2	3	2	4	4	2	78	67	65										
181	2	2	3	3	3	3	3	3	3	77	65	62										
182	2	2	3	2	2	2	3	4	3	78	66	64										
183	2	4	4	1	4	4	4	2	3	88	79	78										
184	2	3	4	3	3	3	3	4	4	92	82	79										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
185	1	2	4	2	3	2	3	4	3	82	71	69										
186	2	3	4	1	3	3	3	2	2	80	67	66										
187	2	3	3	3	3	3	3	3	2	80	68	65										
188	3	2	4	3	4	3	3	3	3	87	74	71										
189	2	4	4	2	3	3	3	3	3	84	74	72										
190	1	4	4	2	3	2	3	4	3	85	77	75										
191	1	1	4	1	4	4	2	4	3	86	77	76										
192	2	3	3	3	3	2	3	2	2	76	66	63										
193	2	2	3	2	3	3	3	2	2	75	65	63										
194	2	3	4	3	4	3	4	4	3	91	78	75										
195	2	3	4	3	3	3	2	2	3	77	66	63										
196	2	2	3	2	4	3	3	3	3	84	72	70										
197	1	3	3	2	3	3	3	3	2	72	60	58										
198	2	4	3	3	3	3	2	3	3	76	65	62										
199	2	3	3	2	3	2	3	3	3	75	65	63										
200	2	3	3	3	3	3	3	3	3	82	70	67										
201	2	3	3	1	3	3	2	3	3	76	64	63										
202	2	3	4	2	3	3	2	3	3	80	70	68										
203	2	2	3	2	4	3	3	3	2	75	65	63										
204	1	4	4	3	3	3	3	3	3	91	79	76										
205	2	3	2	2	3	3	3	2	3	76	66	64										
206	1	4	4	2	4	4	3	4	4	94	85	83										
207	2	3	4	1	4	3	1	3	4	82	69	68										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
208	2	3	3	2	3	3	3	3	2	74	63	61										
209	2	2	3	2	4	3	3	3	3	77	66	64										
210	1	3	3	3	2	3	4	4	2	74	63	60										
211	1	3	4	3	3	2	2	4	4	85	74	71										
212	1	3	4	4	4	3	2	4	3	87	78	74										
213	2	2	3	2	3	2	3	3	3	80	67	65										
214	2	2	3	2	3	3	2	3	3	80	67	65										
215	2	3	3	2	3	3	2	3	3	76	66	64										
216	2	4	3	2	3	3	3	4	3	83	71	69										
217	2	3	3	2	3	2	2	3	3	77	64	62										
218	2	2	3	2	3	3	4	3	3	85	72	70										
219	1	2	4	1	3	3	3	3	3	79	69	68										
220	1	3	4	1	3	2	3	2	3	75	65	64										
221	2	2	4	3	4	3	3	3	3	83	72	69										
222	2	2	3	2	3	3	3	3	3	83	70	68										
223	2	4	4	3	3	2	3	4	3	84	74	71										
224	2	3	3	2	3	3	3	3	3	83	70	68										
225	3	3	4	3	3	2	2	3	3	85	72	69										
226	2	3	3	2	3	2	2	3	3	77	65	63										
227	2	3	3	2	3	2	2	3	3	74	64	62										
228	2	4	4	1	4	4	2	2	3	88	76	75										
229	2	3	3	3	3	4	2	3	3	84	72	69										
230	1	1	4	2	4	2	3	3	3	75	66	64										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
231	1	4	4	3	4	2	4	4	4	97	87	84										
232	2	3	3	2	3	2	3	3	3	78	67	65										
233	1	1	3	1	4	2	3	4	4	87	76	75										
234	2	3	3	3	3	3	2	3	3	89	75	72										
235	2	3	3	2	3	3	2	3	3	80	68	66										
236	2	2	4	2	2	3	3	3	3	79	68	66										
237	1	2	2	2	2	2	2	2	2	62	51	49										
238	1	3	3	1	3	3	4	3	2	79	70	69										
239	2	4	4	3	4	1	2	3	3	82	71	68										
240	2	2	4	3	3	3	2	2	3	75	64	61										
241	2	2	3	2	3	3	2	3	3	71	61	59										
242	2	2	4	2	2	2	2	4	4	81	69	67										
243	2	3	4	2	3	2	2	3	3	84	73	71										
244	2	3	3	1	3	3	3	3	3	79	68	67										
245	1	2	4	1	4	4	1	4	4	88	78	77										
246	2	2	3	3	3	2	3	3	3	77	65	62										
247	2	2	3	2	3	3	3	3	3	79	67	65										
248	2	3	4	2	3	3	2	3	3	77	65	63										
249	1	3	4	2	4	3	3	3	3	84	75	73										
250	2	2	2	2	3	3	3	3	3	74	62	60										
251	2	3	3	2	3	3	3	3	3	77	65	63										
252	1	3	4	2	4	3	3	3	3	82	74	72										
253	3	1	2	2	4	1	2	4	2	63	50	48										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
254	1	4	4	2	4	4	4	4	4	95	83	81										
255	2	3	3	3	3	3	3	4	3	85	74	71										
256	2	4	4	3	2	3	3	3	1	76	63	60										
257	1	3	3	2	4	4	2	3	2	81	72	70										
258	1	3	3	1	4	4	4	3	3	87	76	75										
259	2	3	3	2	3	3	2	3	2	76	64	62										
260	1	3	3	2	3	3	3	3	2	77	67	65										
261	1	3	4	3	3	3	3	4	3	83	72	69										
262	2	4	4	3	3	3	3	4	3	89	78	75										
263	1	4	3	1	4	4	4	3	3	87	78	77										
264	1	3	3	3	3	2	2	2	2	74	65	62										
265	2	2	4	2	4	2	3	3	2	81	69	67										
266	1	3	4	1	3	3	2	4	2	71	62	61										
267	2	4	3	3	4	4	3	4	3	94	82	79										
268	2	2	3	3	4	2	3	3	2	75	62	59										
269	2	3	4	3	3	3	3	3	2	80	68	65										
270	1	3	3	3	4	3	4	3	3	88	77	74										
271	2	2	3	2	3	3	3	3	3	79	66	64										
272	1	1	4	3	4	2	2	3	3	78	69	66										
273	2	3	3	3	2	3	2	3	2	77	66	63										
274	1	4	4	1	3	3	3	3	3	85	75	74										
275	2	2	3	2	4	3	3	3	3	87	74	72										
276	1	4	4	1	4	4	4	4	3	78	68	67										

	0	x21	x22	x23	x24	x25	x26	x27	x28	x...	x...	x...	var	var	var	var	var	var	var	var	var	var
277	2	3	3	3	3	3	3	3	3	80	68	65										
278	2	3	3	2	3	3	3	2	3	73	61	59										
279	2	3	3	3	3	2	2	3	2	73	62	59										
280	3	2	4	3	3	2	3	3	2	82	70	67										
281	2	2	4	2	3	2	2	4	3	82	71	69										
282	1	3	3	1	3	3	3	4	3	85	75	74										
283	2	3	3	2	3	3	3	3	3	79	65	63										
284	2	3	3	2	3	3	3	3	3	79	65	63										
285	4	4	4	2	4	2	3	4	1	86	73	71										
286	2	3	3	2	3	3	2	3	2	76	65	63										
287	1	2	4	3	3	3	3	3	3	82	73	70										
288	1	1	4	1	4	2	3	4	4	86	75	74										
289	2	3	3	2	1	2	3	3	2	69	57	55										
290	1	4	4	2	3	3	3	3	3	89	77	75										
291	2	2	4	2	4	3	3	3	3	81	69	67										
292																						
293																						
294																						
295																						
296																						
297																						
298																						
299																						

LAMPIRAN C
VALIDITAS DAN RELIABILITAS ETOS KERJA

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	291	100.0
	Excluded[a]	0	.0
	Total	291	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.784	22

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1	62.47	33.630	.449	.769
x2	62.33	34.167	.425	.772
x4	62.59	34.795	.313	.777
x5	62.90	32.738	.418	.770
x6	63.15	33.745	.355	.774
x7	63.18	34.320	.307	.777
x9	62.44	33.743	.416	.771
x11	62.95	33.459	.415	.771
x12	63.15	34.326	.322	.776
x13	62.28	34.512	.326	.776

x14	63.62	35.236	.166	.786
x16	63.41	33.552	.359	.774
x17	62.83	33.796	.385	.773
x18	63.03	32.682	.467	.767
x19	63.20	35.034	.201	.783
x21	63.46	34.519	.189	.787
x22	62.59	33.333	.444	.769
x24	62.77	34.614	.285	.778
x25	63.29	34.297	.279	.779
x26	63.02	35.051	.209	.783
x27	62.80	34.879	.265	.779
x28	63.18	33.715	.394	.772

LAMPIRAN D
DATA PENELITIAN VARIABEL ETOS KERJA

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
1	3	4	3	3	3	3	4	3	3	4	3	3	3	3	3	3	4	3	2	3	3	3	69		
2	4	4	3	4	2	3	3	3	2	4	2	2	3	2	3	3	3	3	2	4	3	3	65		
3	3	3	3	2	3	3	3	3	2	4	2	2	3	3	3	2	3	3	2	3	2	2	59		
4	4	4	3	3	3	3	4	3	3	4	2	3	3	3	3	3	3	3	3	3	4	3	70		
5	4	4	3	3	3	3	3	3	4	4	3	3	3	3	3	3	4	2	3	3	3	3	70		
6	4	3	3	3	3	3	4	3	3	4	3	3	3	2	3	3	3	3	2	3	3	3	67		
7	3	3	3	2	3	2	3	3	3	4	3	3	3	1	3	2	3	4	3	3	3	3	63		
8	3	4	3	3	3	3	4	3	3	4	3	2	3	3	3	3	4	3	2	3	4	3	69		
9	4	3	4	3	1	2	3	2	3	4	2	1	4	1	2	3	3	3	2	3	3	2	58		
10	3	3	3	3	2	3	3	3	3	4	3	3	2	3	3	3	3	3	2	3	4	3	65		
11	3	4	3	1	2	3	3	2	2	2	2	1	1	1	3	1	2	3	1	3	3	2	48		
12	3	3	3	3	2	2	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	2	61		
13	4	4	3	4	3	2	3	3	3	4	2	3	3	3	3	3	4	2	3	3	3	2	67		
14	3	4	3	3	3	2	4	3	2	4	2	1	3	3	3	2	4	4	3	2	3	3	64		
15	3	3	3	3	2	2	3	2	1	3	2	2	1	2	2	3	2	2	2	3	3	3	52		
16	3	4	3	4	3	2	4	3	3	3	2	2	3	2	3	3	3	3	2	3	3	3	64		
17	3	4	3	2	2	3	3	3	2	4	3	3	4	2	2	3	3	3	3	3	3	2	63		
18	3	3	4	2	3	3	4	3	2	4	3	1	3	2	3	3	3	3	3	3	3	2	63		
19	3	4	4	4	4	3	3	3	3	4	3	3	3	3	3	1	4	4	1	3	4	3	70		
20	4	4	3	3	3	3	3	4	3	4	2	1	3	1	3	1	3	3	2	3	4	2	62		
21	3	3	3	3	2	3	3	3	2	3	2	2	2	2	3	3	2	2	3	2	3	2	56		
22	4	4	3	3	3	4	4	3	2	4	2	3	3	3	2	2	4	3	3	3	3	2	67		
23	3	3	3	2	3	3	4	3	2	4	2	3	2	3	3	3	4	3	3	3	4	3	66		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
24	3	3	3	2	2	2	3	2	3	3	2	2	3	2	3	2	3	3	2	3	3	3	57		
25	3	3	3	3	3	3	3	3	3	3	2	3	3	3	2	2	3	3	3	3	3	2	62		
26	3	4	3	4	2	2	4	3	2	4	2	2	2	1	2	3	4	4	3	3	2	2	61		
27	4	4	3	3	3	3	4	3	3	3	2	2	3	3	3	3	4	3	2	3	3	3	67		
28	3	3	3	3	3	2	4	3	2	3	2	2	3	2	3	2	3	3	2	3	3	2	59		
29	3	4	3	3	2	3	4	2	3	4	1	3	3	3	2	3	3	3	3	3	3	2	63		
30	3	4	3	2	3	4	3	4	3	4	2	3	3	3	3	2	4	4	2	3	4	3	69		
31	4	4	4	1	3	4	4	2	4	4	3	3	3	3	2	1	4	4	3	3	2	2	67		
32	3	4	4	4	3	3	4	3	4	4	3	4	3	4	3	3	3	3	3	3	3	3	74		
33	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	2	3	3	2	2	3	3	61		
34	3	3	3	3	3	2	3	2	2	3	2	3	3	3	2	2	3	2	2	3	3	2	57		
35	4	4	3	2	3	2	2	4	2	4	3	1	2	1	2	2	3	3	2	3	3	2	57		
36	3	3	3	2	3	2	3	3	2	4	3	3	3	3	3	2	3	3	2	3	3	3	62		
37	3	3	3	3	3	3	4	3	2	4	3	3	4	2	3	2	3	3	3	3	3	2	65		
38	3	4	3	2	3	3	4	3	1	3	2	2	3	3	2	2	3	3	2	2	3	2	58		
39	3	3	3	2	2	3	3	2	3	3	2	2	2	2	3	2	2	3	2	3	3	2	55		
40	3	3	3	3	3	3	4	3	3	4	2	3	3	3	2	2	4	4	2	3	3	3	66		
41	3	4	2	4	3	3	4	3	2	3	2	3	3	3	3	2	4	3	2	3	3	2	64		
42	4	4	3	4	2	3	3	3	3	4	2	2	3	3	3	2	3	3	3	2	3	2	64		
43	3	4	4	1	2	4	3	3	3	3	3	2	4	2	3	3	2	3	1	3	3	3	62		
44	3	3	3	2	2	2	4	3	2	4	2	2	3	3	2	2	4	3	2	3	3	2	59		
45	3	3	3	3	3	3	4	3	2	3	3	2	3	2	2	2	3	3	2	3	3	2	60		
46	3	3	3	4	3	1	3	3	3	3	3	2	3	3	2	2	1	4	2	3	3	2	59		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
47	4	4	3	1	3	3	4	3	3	4	1	2	4	2	1	2	3	3	3	3	4	3	63		
48	3	3	3	3	3	2	3	3	2	3	3	2	3	2	3	2	3	3	3	3	3	3	61		
49	4	4	4	3	2	3	4	3	3	4	3	2	4	3	4	2	4	3	3	3	4	3	72		
50	4	4	3	3	3	3	3	4	3	4	3	3	3	3	3	2	3	3	3	4	3	3	70		
51	1	4	4	3	1	4	4	1	3	4	3	3	3	3	3	3	3	2	2	3	3	3	63		
52	3	4	3	3	3	3	4	3	3	4	2	2	3	3	3	2	3	3	3	3	3	3	66		
53	4	4	3	4	4	4	3	4	2	4	1	2	1	3	4	4	4	3	3	4	2	3	70		
54	3	3	3	3	2	3	3	3	3	3	2	3	3	3	3	3	2	3	3	3	3	2	62		
55	3	3	3	2	2	3	3	3	2	4	2	2	3	2	2	2	4	3	2	3	3	3	59		
56	4	4	4	3	3	3	4	3	3	4	2	3	3	3	3	2	2	4	3	3	4	2	69		
57	3	3	3	3	2	2	3	3	2	4	4	2	3	2	4	1	3	3	2	3	3	3	61		
58	3	4	3	2	3	3	3	3	3	4	3	3	3	3	3	2	3	4	1	2	4	4	66		
59	4	4	4	3	3	2	4	3	3	4	2	2	3	2	2	2	4	3	2	3	4	3	66		
60	4	3	4	2	3	2	3	2	3	1	2	2	4	2	3	3	4	4	2	3	4	3	63		
61	4	4	4	4	4	4	4	4	3	3	3	4	4	4	3	2	4	4	4	4	3	4	81		
62	4	4	3	3	3	4	4	3	2	4	2	2	3	3	2	2	4	3	3	3	3	2	66		
63	3	4	3	1	3	3	4	2	3	4	4	3	3	3	4	1	4	4	3	4	3	2	68		
64	3	3	2	3	3	2	3	3	2	3	2	3	3	3	3	2	4	3	2	2	3	2	59		
65	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	2	3	3	3	63		
66	4	4	4	3	2	2	3	2	3	3	2	2	3	2	2	2	3	2	2	3	4	3	60		
67	4	4	4	3	2	3	4	4	3	3	2	3	3	3	2	2	3	3	4	3	3	2	67		
68	4	4	3	3	3	3	4	2	3	4	3	3	2	3	4	2	4	4	2	3	4	4	71		
69	3	3	3	2	3	2	4	3	3	1	2	2	4	3	3	1	4	3	1	1	4	2	57		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
70	4	4	4	2	4	3	4	2	2	3	4	3	4	4	3	1	3	3	3	3	3	3	69		
71	3	3	3	3	3	3	2	3	3	3	2	3	3	3	3	1	2	3	3	3	3	3	61		
72	3	4	3	2	3	3	3	3	3	3	3	3	3	3	2	2	3	3	2	3	3	3	63		
73	3	3	3	2	2	3	4	3	3	4	2	2	3	3	3	2	3	3	2	3	3	3	62		
74	3	3	3	3	3	3	4	3	3	4	3	3	3	3	3	2	4	4	2	3	3	3	68		
75	3	3	4	3	3	2	3	3	3	3	2	2	4	2	3	2	3	3	2	3	3	3	62		
76	3	3	3	3	2	3	3	3	3	3	2	1	3	3	3	3	3	3	2	3	3	3	61		
77	4	4	3	2	3	3	4	3	2	4	3	2	3	2	3	2	3	4	2	4	3	3	66		
78	1	2	3	2	1	2	3	3	3	2	2	2	2	2	3	2	3	2	4	2	1	2	49		
79	4	4	3	2	3	4	4	2	4	4	2	2	4	2	3	1	4	3	2	4	4	3	68		
80	3	3	3	2	2	2	3	3	2	4	2	3	3	3	3	1	3	3	3	2	2	3	58		
81	3	3	3	3	3	3	3	3	2	3	2	2	2	2	2	3	3	3	3	3	3	3	60		
82	4	4	3	4	3	3	3	3	3	4	3	3	4	3	3	4	4	3	2	3	3	3	72		
83	3	4	3	3	3	3	4	4	1	4	4	2	4	4	3	3	4	3	3	4	3	3	72		
84	1	3	3	2	2	3	4	3	4	1	2	3	3	3	3	2	4	4	2	3	4	4	63		
85	3	4	3	4	4	2	3	2	3	4	3	2	3	3	3	2	3	3	3	4	3	1	65		
86	3	3	3	2	2	3	3	3	3	4	2	3	3	3	3	3	4	3	3	3	3	2	64		
87	3	3	3	3	2	2	3	3	3	3	2	3	3	3	3	3	3	3	2	2	3	3	61		
88	3	3	4	3	3	3	4	4	2	4	3	2	3	3	2	2	3	4	2	3	3	2	65		
89	3	3	3	2	2	2	4	3	2	4	3	2	3	2	2	3	2	3	4	3	3	2	60		
90	4	3	4	3	2	3	4	3	1	4	3	3	3	3	2	2	4	4	2	3	3	3	66		
91	3	3	3	3	2	2	3	2	3	3	2	2	3	3	3	3	3	3	2	3	2	2	58		
92	4	3	3	2	3	3	3	3	3	4	2	2	3	3	3	2	3	4	1	4	4	2	64		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
93	4	4	4	4	4	4	4	4	4	4	4	4	4	1	4	1	4	4	1	4	4	4	79		
94	3	3	3	3	4	3	4	3	2	4	2	3	3	3	2	1	3	3	2	2	3	3	62		
95	4	4	4	3	3	4	4	4	3	4	3	2	3	2	3	2	4	3	2	4	1	3	69		
96	3	4	4	2	1	2	4	3	1	3	2	1	2	1	3	1	1	3	2	3	2	2	50		
97	4	4	3	2	2	3	4	4	3	4	2	3	4	4	3	2	4	4	2	2	4	2	69		
98	3	3	3	2	2	2	4	4	3	4	3	1	2	1	3	1	3	3	2	3	3	2	57		
99	3	3	3	4	3	2	2	3	2	3	2	3	2	2	1	2	4	3	2	3	4	3	59		
100	4	4	4	4	3	2	4	3	3	3	3	3	1	3	3	2	3	3	3	3	3	2	66		
101	3	3	3	3	2	3	2	1	3	3	2	3	3	4	2	3	2	4	2	3	2	3	59		
102	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	65		
103	3	4	4	4	3	2	3	2	2	3	2	3	3	3	2	3	3	3	3	3	2	3	63		
104	4	4	4	4	2	3	4	3	3	4	2	4	4	4	4	2	4	3	2	3	4	1	72		
105	4	3	4	1	2	2	3	2	3	4	2	1	3	1	3	1	2	3	2	3	3	2	54		
106	4	4	3	3	2	3	4	3	3	3	3	2	3	3	4	2	3	2	3	3	3	2	65		
107	4	4	4	3	3	3	4	3	3	4	3	2	3	3	3	3	4	3	3	3	3	3	71		
108	4	4	4	3	3	3	3	3	3	4	2	3	3	2	2	1	3	3	3	3	4	2	65		
109	3	3	3	3	3	3	3	3	2	4	2	3	3	3	3	3	3	3	3	3	3	3	65		
110	3	4	2	2	3	3	3	3	1	4	3	3	3	3	3	2	3	3	3	3	3	2	62		
111	4	4	4	1	2	3	3	1	4	4	1	1	3	4	1	1	4	3	3	3	4	2	60		
112	4	4	3	3	2	3	3	3	3	4	2	3	3	3	3	1	4	2	1	4	4	4	66		
113	4	4	4	4	3	3	4	4	3	4	2	3	4	4	3	3	4	3	3	3	3	3	75		
114	4	3	4	4	3	4	3	3	3	4	2	2	4	3	2	3	4	3	3	3	3	3	70		
115	1	3	4	2	4	3	4	4	3	4	2	3	3	3	3	2	3	2	3	3	3	3	65		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
116	3	3	4	3	3	3	4	3	3	4	3	3	3	3	3	3	3	4	3	2	3	3	69		
117	4	3	3	3	2	3	4	3	3	4	3	2	3	3	3	3	4	3	3	3	3	3	68		
118	4	4	3	3	3	3	4	4	3	4	3	3	4	3	3	2	4	2	3	4	3	4	73		
119	4	4	4	3	3	3	3	3	3	4	2	2	3	2	3	2	3	3	3	3	3	3	66		
120	4	4	4	3	3	4	4	4	3	4	3	3	3	3	3	2	4	3	4	4	3	3	75		
121	4	4	4	3	3	3	3	4	3	4	2	3	4	3	3	2	3	3	3	2	3	2	68		
122	3	4	3	4	3	3	3	3	2	3	2	2	3	4	3	3	3	4	3	3	3	3	67		
123	4	4	4	4	4	2	4	4	3	4	2	1	3	2	2	2	3	4	4	4	3	3	70		
124	4	4	4	4	3	2	4	4	3	4	2	2	3	3	3	2	3	3	2	4	3	3	69		
125	3	4	4	4	2	2	4	3	3	4	2	2	3	3	4	3	2	4	2	4	3	1	66		
126	4	4	3	4	2	4	4	4	4	4	2	2	4	2	4	2	4	4	3	4	4	4	76		
127	4	4	3	4	2	4	4	4	4	4	2	2	4	2	4	2	4	4	3	4	4	4	76		
128	4	3	3	3	2	3	3	2	2	3	2	2	3	3	3	3	3	3	3	2	3	3	61		
129	4	4	4	4	4	1	4	4	1	4	3	2	3	3	1	4	4	2	4	3	2	3	68		
130	4	4	4	4	3	2	3	3	3	3	3	2	3	2	3	3	2	3	2	3	2	2	63		
131	4	4	4	4	3	2	3	3	3	4	2	3	1	3	3	3	4	3	3	4	3	3	69		
132	2	4	3	3	2	2	3	3	2	4	2	2	3	3	3	3	3	3	2	3	3	3	61		
133	3	3	3	2	2	3	3	2	3	3	3	3	3	3	3	2	3	2	2	3	3	2	59		
134	3	4	3	3	3	3	4	3	3	4	2	3	2	3	2	3	3	4	2	2	3	2	64		
135	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	64		
136	3	3	3	3	3	3	3	3	3	4	2	2	3	3	3	3	3	3	2	3	3	3	64		
137	3	4	3	4	2	3	4	2	2	4	3	3	3	4	3	4	4	4	3	4	3	3	72		
138	4	4	3	3	3	3	3	2	3	4	2	2	4	3	3	1	4	4	3	2	3	2	65		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
139	3	4	3	3	2	2	3	2	3	4	2	2	3	3	3	2	4	4	3	3	3	3	64		
140	4	4	4	3	3	4	4	4	3	4	2	3	3	4	3	1	4	4	3	4	4	3	75		
141	4	4	3	3	3	3	4	4	4	1	4	3	3	4	4	3	4	3	3	4	4	4	76		
142	3	3	3	3	3	2	3	3	3	4	2	2	2	3	2	3	3	3	3	2	3	3	61		
143	4	4	4	4	3	3	4	3	3	4	2	3	3	4	2	4	4	3	3	3	4	3	74		
144	4	4	3	3	3	3	4	3	2	4	2	2	3	3	2	2	4	3	3	3	3	2	65		
145	4	4	3	3	3	3	4	4	3	4	2	3	3	3	3	2	3	2	3	3	3	3	68		
146	4	4	4	4	1	4	4	4	4	4	4	3	4	4	4	2	4	4	3	3	3	3	78		
147	4	4	3	2	3	3	4	2	3	4	2	2	3	2	3	1	3	3	1	2	4	2	60		
148	3	3	3	3	3	3	4	3	3	4	2	3	4	4	3	2	4	3	3	3	4	4	71		
149	4	3	4	4	3	2	4	3	2	4	3	1	4	3	2	3	3	4	3	3	3	4	69		
150	3	3	3	2	2	2	3	2	3	4	3	3	3	3	3	2	3	3	2	3	3	3	61		
151	3	3	3	2	3	2	4	2	2	4	2	2	3	2	3	2	3	3	3	3	4	3	61		
152	3	3	3	3	3	3	4	2	3	3	3	3	3	3	3	3	4	3	3	3	3	3	67		
153	4	4	4	4	4	3	4	4	4	4	1	1	4	1	4	1	1	1	4	4	4	1	66		
154	4	4	4	3	3	3	4	3	2	4	2	3	3	3	3	2	3	2	2	2	3	3	65		
155	4	4	3	3	3	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3	3	66		
156	4	4	4	3	2	4	4	3	3	4	1	1	4	1	2	1	4	3	4	4	2	4	66		
157	4	4	4	4	1	1	4	4	4	4	1	4	4	4	1	4	4	1	1	1	4	4	67		
158	4	4	4	2	2	3	3	2	4	4	2	3	4	4	3	1	4	3	2	2	4	3	67		
159	3	3	3	2	3	3	3	3	2	4	3	2	2	2	3	1	4	4	2	3	3	3	61		
160	3	4	4	3	3	2	4	2	3	4	2	3	3	3	3	3	3	3	3	3	3	3	67		
161	4	4	4	4	3	3	4	3	3	4	2	3	2	3	3	2	4	4	3	3	4	3	72		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
162	4	4	4	4	4	3	4	4	3	4	4	3	4	3	3	4	4	4	4	4	4	2	81		
163	4	4	4	4	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	69		
164	4	3	4	4	3	3	3	3	3	3	2	2	4	2	3	3	3	3	3	4	3	3	68		
165	3	3	3	3	3	3	4	3	2	4	2	3	2	3	2	2	4	3	3	3	3	3	64		
166	4	4	4	3	2	3	3	2	3	3	3	3	3	3	3	2	3	3	2	2	2	3	63		
167	4	3	4	4	3	3	4	4	3	4	1	3	3	3	1	4	3	4	3	2	3	3	69		
168	3	3	3	2	3	3	3	2	3	3	2	2	3	2	3	2	3	2	2	2	3	3	57		
169	3	4	3	3	3	3	4	2	3	4	1	2	3	3	3	2	4	4	3	3	3	3	66		
170	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88		
171	3	3	3	2	3	3	3	3	2	3	3	2	3	3	2	3	2	3	3	3	2	2	59		
172	4	4	4	2	2	2	2	3	3	4	1	3	4	3	3	2	3	4	3	3	3	3	65		
173	4	4	3	2	3	3	4	3	3	4	3	3	3	3	3	3	3	3	2	3	3	3	68		
174	4	2	4	3	3	2	4	4	3	4	2	2	3	3	3	2	4	3	3	4	3	3	68		
175	3	4	4	4	2	2	3	3	3	4	2	2	2	3	2	2	4	4	3	3	3	2	64		
176	4	4	4	3	2	3	4	2	4	4	2	3	1	3	2	3	4	2	3	3	3	2	65		
177	4	4	4	3	1	3	4	3	3	4	1	2	4	4	3	2	4	4	2	2	3	3	67		
178	4	4	3	4	2	3	4	3	3	4	2	3	4	4	3	3	4	3	3	2	3	3	71		
179	4	4	4	1	1	1	4	1	4	4	1	1	4	1	4	1	4	4	4	4	4	1	61		
180	4	4	4	2	2	3	3	2	3	3	4	3	3	3	3	1	3	3	2	4	4	2	65		
181	3	3	3	2	3	2	3	3	3	3	3	2	3	3	3	2	3	3	3	3	3	3	62		
182	4	4	4	2	2	2	3	3	3	4	3	2	3	3	3	2	3	2	2	3	4	3	64		
183	4	4	4	4	4	3	4	4	3	4	2	4	4	4	1	4	4	4	4	4	2	3	78		
184	4	4	4	4	4	3	4	4	3	4	3	3	4	4	3	3	4	3	3	3	4	4	79		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
185	4	4	3	2	2	3	3	3	4	4	2	3	4	3	4	2	4	3	2	3	4	3	69		
186	4	4	3	4	4	3	3	3	2	3	2	2	3	3	3	3	4	3	3	3	2	2	66		
187	3	4	3	2	3	3	3	4	3	4	2	2	3	3	3	3	3	3	3	3	3	2	65		
188	4	4	4	3	3	3	4	3	2	4	3	3	3	3	3	2	4	4	3	3	3	3	71		
189	4	4	3	4	4	3	4	2	3	4	2	3	3	3	3	4	4	3	3	3	3	3	72		
190	4	4	4	4	3	3	4	4	3	4	2	3	4	3	3	4	4	3	2	3	4	3	75		
191	4	4	4	4	4	3	4	4	3	4	4	1	4	4	3	1	4	4	4	2	4	3	76		
192	4	4	3	3	2	2	4	2	3	4	3	2	3	3	3	3	3	3	2	3	2	2	63		
193	3	4	3	3	3	3	4	3	2	4	3	3	2	3	2	2	3	3	3	3	2	2	63		
194	4	4	4	4	3	2	3	3	3	4	3	2	4	3	4	3	4	4	3	4	4	3	75		
195	3	3	3	3	3	2	4	3	3	3	2	3	3	3	2	3	4	3	3	2	2	3	63		
196	4	4	4	3	3	3	4	3	3	4	2	2	4	3	3	2	3	4	3	3	3	3	70		
197	3	3	3	3	2	2	3	2	3	3	2	2	3	2	2	3	3	3	3	3	3	2	58		
198	3	3	3	3	3	3	3	2	2	4	2	2	3	3	2	4	3	3	3	2	3	3	62		
199	3	3	3	3	2	3	3	3	3	3	3	2	3	3	3	3	3	3	2	3	3	3	63		
200	4	4	3	3	3	2	3	3	3	4	2	3	4	3	2	3	3	3	3	3	3	3	67		
201	3	3	3	3	3	3	4	3	3	4	2	2	3	2	2	3	3	3	3	2	3	3	63		
202	4	4	4	4	4	2	1	3	3	4	2	4	3	3	2	3	4	3	3	2	3	3	68		
203	4	4	2	2	3	3	4	3	2	4	1	3	3	3	2	2	3	4	3	3	3	2	63		
204	4	4	4	4	3	4	4	3	3	4	3	3	3	4	3	4	4	3	3	3	3	3	76		
205	3	3	3	4	3	3	4	3	3	3	2	3	3	3	2	3	2	3	3	3	2	3	64		
206	4	4	3	4	4	3	4	4	4	4	3	4	4	4	3	4	4	4	4	3	4	4	83		
207	4	3	4	3	3	3	4	3	3	3	1	3	3	3	3	3	4	4	3	1	3	4	68		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
208	3	3	3	2	3	3	4	3	2	3	2	2	2	3	3	3	3	3	3	3	3	2	61		
209	3	3	4	3	3	2	4	4	2	4	2	2	2	3	2	2	3	4	3	3	3	3	64		
210	2	4	2	3	2	2	3	3	1	3	3	3	2	3	3	3	3	2	3	4	4	2	60		
211	4	4	3	3	3	3	4	3	3	4	2	2	4	3	4	3	4	3	2	2	4	4	71		
212	4	4	3	4	3	3	4	3	3	4	2	3	4	4	3	3	4	4	3	2	4	3	74		
213	3	4	3	4	3	3	3	3	3	4	2	2	3	3	3	2	3	3	2	3	3	3	65		
214	4	4	3	3	2	3	4	3	3	4	2	3	3	3	2	2	3	3	3	2	3	3	65		
215	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	2	3	3	64		
216	4	3	3	3	3	3	3	3	3	4	2	3	3	3	3	4	3	3	3	3	4	3	69		
217	3	3	3	3	3	2	3	3	3	3	3	2	3	3	3	3	3	3	2	2	3	3	62		
218	4	4	4	3	3	3	4	3	3	4	3	2	3	3	3	2	3	3	3	4	3	3	70		
219	4	4	4	4	2	2	4	4	2	4	2	2	3	3	3	2	4	3	3	3	3	3	68		
220	3	4	4	3	3	2	4	3	3	4	1	3	3	2	2	3	4	3	2	3	2	3	64		
221	4	4	4	2	3	3	3	3	3	4	2	3	3	3	3	2	4	4	3	3	3	3	69		
222	3	4	4	3	3	3	3	3	3	4	3	3	3	3	3	2	3	3	3	3	3	3	68		
223	3	4	4	3	1	4	4	3	3	4	3	3	3	3	3	4	4	3	2	3	4	3	71		
224	4	4	4	4	2	2	3	3	3	4	2	2	4	3	3	3	3	3	3	3	3	3	68		
225	4	4	4	4	3	2	3	2	2	4	3	4	4	4	2	3	4	3	2	2	3	3	69		
226	4	4	4	3	2	2	3	3	3	4	2	2	4	2	2	3	3	3	2	2	3	3	63		
227	3	4	3	4	2	2	3	3	3	3	2	2	3	3	3	3	3	3	2	2	3	3	62		
228	3	4	3	4	4	4	4	4	3	4	3	3	3	4	2	4	4	4	4	2	2	3	75		
229	3	4	3	3	3	3	4	3	3	4	2	3	4	4	2	3	3	3	4	2	3	3	69		
230	3	4	4	2	2	1	4	4	1	4	3	3	3	4	2	1	4	4	2	3	3	3	64		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
231	4	4	4	4	3	4	4	4	4	4	3	4	4	4	4	4	4	4	2	4	4	4	84		
232	4	4	3	3	2	3	3	2	3	4	2	3	3	3	3	3	3	3	2	3	3	3	65		
233	4	4	4	4	4	3	4	3	3	4	4	2	4	3	4	1	3	4	2	3	4	4	75		
234	4	4	4	4	4	4	4	3	3	4	2	3	3	3	3	3	3	3	3	2	3	3	72		
235	3	3	3	4	3	3	3	3	3	4	2	3	3	3	3	3	3	3	3	2	3	3	66		
236	4	4	3	2	4	2	4	3	3	4	2	1	4	3	3	2	4	2	3	3	3	3	66		
237	3	3	3	3	2	2	2	2	3	3	1	2	2	2	2	2	2	2	2	2	2	2	49		
238	3	4	3	3	4	3	3	4	3	3	2	3	4	3	3	3	3	3	3	4	3	2	69		
239	3	3	3	4	3	3	4	4	3	4	2	2	3	3	3	4	4	4	1	2	3	3	68		
240	3	1	3	3	3	3	4	3	3	4	1	3	3	3	2	2	4	3	3	2	2	3	61		
241	3	3	3	3	2	3	3	2	2	3	2	3	3	3	2	2	3	3	3	2	3	3	59		
242	4	4	3	2	2	3	4	3	3	4	2	3	3	4	3	2	4	2	2	2	4	4	67		
243	4	4	4	4	2	3	4	4	3	4	3	3	3	3	3	3	4	3	2	2	3	3	71		
244	4	4	3	3	3	2	4	3	3	4	1	3	3	4	2	3	3	3	3	3	3	3	67		
245	4	4	4	4	4	4	4	4	4	4	1	4	4	4	1	2	4	4	4	1	4	4	77		
246	3	3	3	3	3	3	3	2	3	3	2	3	3	3	3	2	3	3	2	3	3	3	62		
247	3	3	3	3	3	3	3	3	3	4	2	3	3	3	3	2	3	3	3	3	3	3	65		
248	3	3	3	3	3	3	3	3	3	3	2	2	3	3	2	3	4	3	3	2	3	3	63		
249	4	4	3	4	3	3	4	3	3	4	2	3	4	3	3	3	4	4	3	3	3	3	73		
250	3	3	3	3	3	3	3	3	2	3	2	2	3	2	3	2	2	3	3	3	3	3	60		
251	3	3	3	3	3	2	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	63		
252	4	3	3	4	2	3	4	4	3	4	2	4	3	3	3	3	4	4	3	3	3	3	72		
253	3	3	4	3	2	2	1	3	2	2	1	1	2	2	1	1	2	4	1	2	4	2	48		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
254	4	4	3	4	4	3	4	3	3	4	2	3	4	4	4	4	4	4	4	4	4	4	81		
255	3	4	3	3	3	4	4	3	3	4	2	4	3	4	2	3	3	3	3	3	4	3	71		
256	3	4	3	4	2	1	4	2	3	4	1	2	3	2	2	4	4	2	3	3	3	1	60		
257	4	4	4	3	3	2	4	3	3	4	2	3	4	4	2	3	3	4	4	2	3	2	70		
258	4	4	4	3	4	2	4	4	2	4	3	3	3	4	3	3	3	4	4	4	3	3	75		
259	3	3	3	3	3	3	3	3	3	3	3	2	3	3	2	3	3	3	3	2	3	2	62		
260	3	4	3	3	3	3	3	2	3	4	3	2	3	3	3	3	3	3	3	3	3	2	65		
261	4	4	4	3	3	2	4	3	3	4	3	2	2	2	3	3	4	3	3	3	4	3	69		
262	4	4	4	4	3	2	4	3	3	4	2	4	4	4	2	4	4	3	3	3	4	3	75		
263	4	3	4	4	4	3	4	4	3	4	2	4	3	4	2	4	3	4	4	4	3	3	77		
264	3	3	4	4	4	2	3	3	2	4	2	3	3	3	2	3	3	3	2	2	2	2	62		
265	4	4	3	3	3	3	4	3	3	3	3	3	2	3	3	2	4	4	2	3	3	2	67		
266	3	4	2	3	3	2	4	3	2	4	1	2	4	2	1	3	4	3	3	2	4	2	61		
267	4	4	4	4	4	2	4	4	3	3	3	3	4	4	4	4	3	4	4	3	4	3	79		
268	3	3	2	3	2	3	2	2	3	4	2	3	3	3	2	2	3	4	2	3	3	2	59		
269	3	3	3	3	3	2	4	3	3	4	2	2	3	3	3	3	4	3	3	3	3	2	65		
270	4	4	3	4	4	2	4	4	3	4	2	3	3	4	3	3	3	4	3	4	3	3	74		
271	3	4	3	3	3	3	3	3	3	4	2	2	3	2	3	2	3	3	3	3	3	3	64		
272	4	4	4	2	3	3	4	3	3	4	2	3	3	3	2	1	4	4	2	2	3	3	66		
273	3	4	3	4	3	3	3	3	2	4	2	2	3	3	3	3	3	2	3	2	3	2	63		
274	4	4	4	3	3	3	4	3	3	4	3	3	3	4	3	4	4	3	3	3	3	3	74		
275	4	4	4	4	3	3	4	3	3	4	3	3	3	3	3	2	3	4	3	3	3	3	72		
276	4	4	3	3	3	3	4	2	3	3	1	1	2	3	1	4	4	4	4	4	4	3	67		

	x1	x2	x4	x5	x6	x7	x9	x11	x12	x13	x14	x16	x17	x18	x19	x21	x22	x24	x25	x26	x27	x28	xtot3	var	var
277	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	65		
278	3	3	2	3	2	3	3	3	2	3	2	2	3	2	3	3	3	3	3	3	2	3	59		
279	3	3	3	3	3	3	3	2	2	3	2	3	3	3	2	3	3	3	2	2	3	2	59		
280	4	4	4	3	3	3	4	2	3	4	2	3	4	3	2	2	4	3	2	3	3	2	67		
281	3	4	3	3	3	3	4	4	3	4	2	3	3	4	3	2	4	3	2	2	4	3	69		
282	4	4	4	4	3	2	4	4	3	4	3	2	4	3	4	3	3	3	3	3	4	3	74		
283	3	3	3	3	3	3	3	2	3	3	2	2	3	3	3	3	3	3	3	3	3	3	63		
284	3	3	3	3	3	3	3	3	3	3	2	2	3	2	3	3	3	3	3	3	3	3	63		
285	4	4	4	4	3	2	4	3	2	4	2	3	4	4	2	4	4	4	2	3	4	1	71		
286	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	2	3	2	63		
287	4	4	4	2	2	3	4	3	3	4	2	3	4	4	3	2	4	3	3	3	3	3	70		
288	4	4	4	4	4	4	4	4	4	4	1	1	4	4	2	1	4	4	2	3	4	4	74		
289	3	3	3	1	3	3	1	2	2	3	3	3	3	3	2	3	3	1	2	3	3	2	55		
290	3	4	4	4	4	3	4	4	3	3	2	4	3	4	3	4	4	3	3	3	3	3	75		
291	4	4	3	3	3	3	2	3	3	4	2	2	3	3	3	2	4	4	3	3	3	3	67		
292																									
293																									
294																									
295																									
296																									
297																									
298																									
299																									

LAMPIRAN E
UJI ASUMSI
E.1 UJI NORMALITAS
E.2 UJI HOMOGENITAS

E.1 UJI NORMALITAS

NPar Tests

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
etos_kerja	291	65.93	6.086	48	88

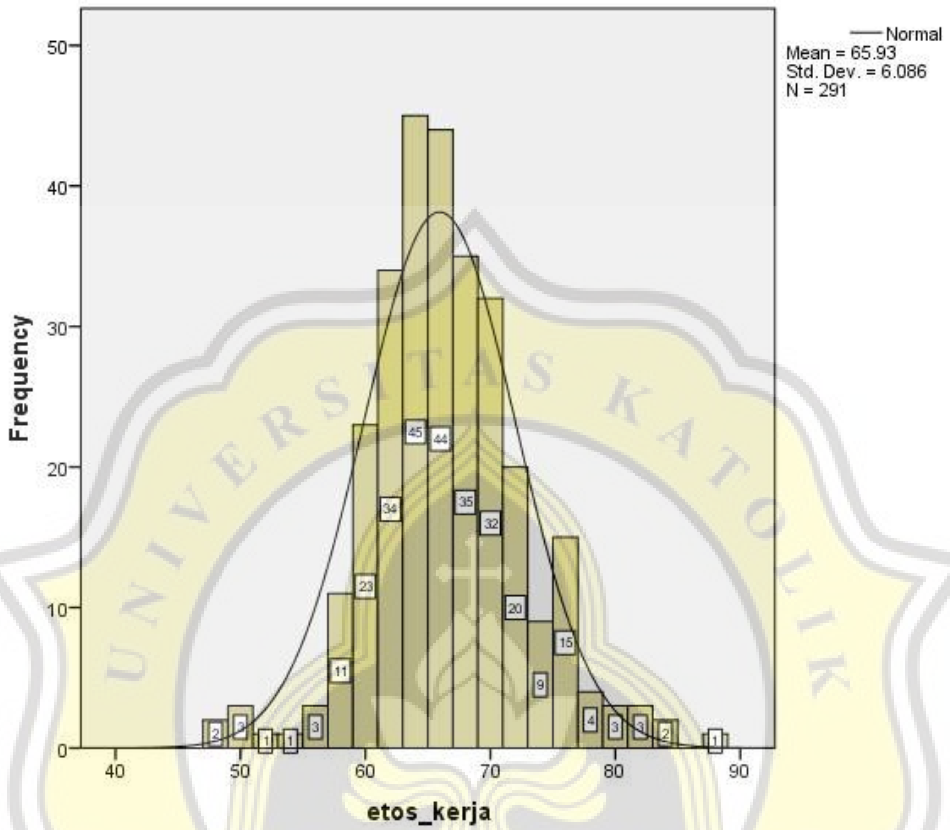
One-Sample Kolmogorov-Smirnov Test

		etos_kerja
N		291
Normal Parameters[a,b]	Mean	65.93
	Std. Deviation	6.086
Most Extreme Differences	Absolute	.074
	Positive	.074
	Negative	-.058
Kolmogorov-Smirnov Z		1.255
Asymp. Sig. (2-tailed)		.086

a. Test distribution is Normal.

b. Calculated from data.

Graph


Normal
Mean = 65.93
Std. Dev. = 6.086
N = 291
Frequency
etos_kerja
0
10
20
30
40
50
40
50
60
70
80
90
2
2
1
1
3
11
23
34
45
44
35
32
20
9
15
4
3
3
2
1

E.2 UJI HOMOGENITAS

Test of Homogeneity of Variances

etos_kerja

Levene Statistic	df1	df2	Sig.
1.237	2	288	.292

LAMPIRAN F
UJI HIPOTESIS

F.1 ANALISIS *CROSS-TABULATION*

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
asal * Jeniskelamin * generasi	291	100.0%	0	0.0%	291	100.0%

asal * Jeniskelamin * generasi Crosstabulation

Count

generasi			Jeniskelamin		Total
			perempuan	laki-laki	
generasi Y	asal	Sumatera Barat	0	2	2
		Banten	2	2	4
		Jawa Barat	4	5	9
		Jakarta	4	18	22
		Jawa Tengah	24	35	59
		DIY	3	4	7
		Jawa Timur	12	14	26
		Bali	0	1	1
		Kepulauan Riau	0	1	1
		Sulawesi Selatan	0	1	1
	Total		49	83	132
generasi X	asal	Sumatera Utara	0	1	1
		Sumatera Selatan	0	1	1
		Banten	0	3	3
		Jawa Barat	0	5	5
		Jakarta	0	9	9
		Jawa Tengah	11	52	63
		DIY	8	7	15
		Jawa Timur	5	5	10
	Total		24	83	107
generasi baby boomer	asal	Banten	0	1	1
		Jakarta	1	1	2
		Jawa Tengah	10	30	40
		DIY	3	2	5

		Jawa Timur	2	2	4
	Total		16	36	52
		Sumatera Utara	0	1	1
		Sumatera Barat	0	2	2
		Sumatera Selatan	0	1	1
		Banten	2	6	8
		Jawa Barat	4	10	14
		Jakarta	5	28	33
	asal				
Total		Jawa Tengah	45	117	162
		DIY	14	13	27
		Jawa Timur	19	21	40
		Bali	0	1	1
		Kepulauan Riau	0	1	1
		Sulawesi Selatan	0	1	1
	Total		89	202	291

F.2 TEKNIK *ONE-WAY ANOVA*

Oneway

Descriptives

etos_kerja

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
					Lower Bound	Upper Bound
generasi Y	132	64.39	5.629	.490	63.42	65.36
generasi X	107	67.36	5.979	.578	66.22	68.51
baby boomer	52	66.92	6.591	.914	65.09	68.76
Total	291	65.93	6.086	.357	65.23	66.64

Descriptives

etos_kerja

	Minimum	Maximum
generasi Y	48	81
generasi X	49	88
baby boomer	48	81
Total	48	88

Test of Homogeneity of Variances

etos_kerja

Levene Statistic	df1	df2	Sig.
1.237	2	288	.292

ANOVA

etos_kerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	585.987	2	292.993	8.309	.000
Within Groups	10155.773	288	35.263		
Total	10741.759	290			

Post Hoc Tests

Multiple Comparisons

Dependent Variable: etos_kerja

	(I) generasi	(J) generasi	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval
						Lower Bound
Tukey HSD	generasi Y	generasi X	-2.978*	.772	.000	-4.80
		baby boomer	-2.537*	.972	.026	-4.83
	generasi X	generasi Y	2.978*	.772	.000	1.16
		baby boomer	.441	1.004	.899	-1.92
	baby boomer	generasi Y	2.537*	.972	.026	.25
		generasi X	-.441	1.004	.899	-2.81
Bonferroni	generasi Y	generasi X	-2.978*	.772	.000	-4.84
		baby boomer	-2.537*	.972	.029	-4.88
	generasi X	generasi Y	2.978*	.772	.000	1.12

		baby boomer	.441	1.004	1.000	-1.98
	baby boomer	generasi Y	2.537*	.972	.029	.20
		generasi X	-.441	1.004	1.000	-2.86

Multiple Comparisons

Dependent Variable: etos_kerja

			95% Confidence Interval
	(I) generasi	(J) generasi	Upper Bound
Tukey HSD	generasi Y	generasi X	-1.16
		baby boomer	-.25
	generasi X	generasi Y	4.80
		baby boomer	2.81
	baby boomer	generasi Y	4.83
		generasi X	1.92
Bonferroni	generasi Y	generasi X	-1.12
		baby boomer	-.20
	generasi X	generasi Y	4.84
		baby boomer	2.86
	baby boomer	generasi Y	4.88
		generasi X	1.98

*. The mean difference is significant at the 0.05 level.

Homogeneous Subsets

etos_kerja

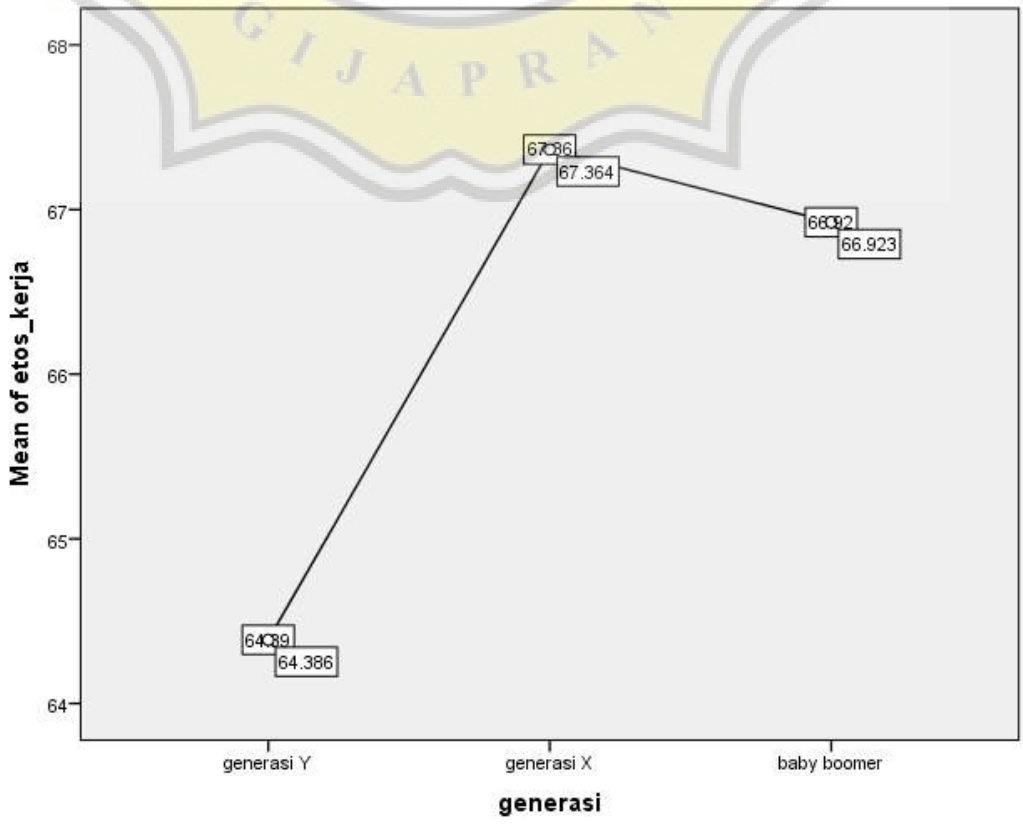
	generasi	N	Subset for alpha = 0.05	
			1	2
Tukey HSD[a,b]	generasi Y	132	64.39	
	baby boomer	52		66.92
	generasi X	107		67.36
	Sig.		1.000	.881

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 82,982.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Means Plots



Oneway

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean
						Lower Bound
hardwork	generasi Y	132	9.70	1.342	.117	9.47
	generasi X	107	9.97	1.299	.126	9.72
	baby boomer	52	9.90	1.537	.213	9.48
	Total	291	9.84	1.365	.080	9.68
morality	generasi Y	132	6.69	.901	.078	6.53
	generasi X	107	6.90	.835	.081	6.74
	baby boomer	52	6.85	.777	.108	6.63
	Total	291	6.79	.858	.050	6.69
leisure	generasi Y	132	10.85	1.613	.140	10.57
	generasi X	107	11.83	1.501	.145	11.54
	baby boomer	52	12.02	1.809	.251	11.52
	Total	291	11.42	1.689	.099	11.22
centrality	generasi Y	132	12.09	1.459	.127	11.84
	generasi X	107	12.52	1.396	.135	12.26
	baby boomer	52	12.27	1.535	.213	11.84
	Total	291	12.28	1.458	.085	12.11

wasted_time	generasi Y	132	11.91	1.674	.146	11.62
	generasi X	107	12.82	1.676	.162	12.50
	baby boomer	52	12.69	1.449	.201	12.29
	Total	291	12.38	1.689	.099	12.19
self_reliance	generasi Y	132	8.23	1.233	.107	8.01
	generasi X	107	7.92	1.561	.151	7.62
	baby boomer	52	7.42	1.538	.213	6.99
	Total	291	7.97	1.442	.085	7.80
delay_gratification	generasi Y	132	4.92	.938	.082	4.76
	generasi X	107	5.40	1.250	.121	5.16
	baby boomer	52	5.77	1.113	.154	5.46
	Total	291	5.25	1.137	.067	5.12

Descriptives

		95% Confidence Interval for Mean		
		Upper Bound	Minimum	Maximum
hardwork	generasi Y	9.93	5	12
	generasi X	10.22	6	12
	baby boomer	10.33	6	12
	Total	9.99	5	12
morality	generasi Y	6.84	3	8
	generasi X	7.06	5	8

	baby boomer	7.06	5	8
	Total	6.89	3	8
leisure	generasi Y	11.13	6	16
	generasi X	12.12	8	16
	baby boomer	12.52	8	16
	Total	11.61	6	16
centrality	generasi Y	12.34	8	16
	generasi X	12.79	9	16
	baby boomer	12.70	8	16
	Total	12.45	8	16
wasted_time	generasi Y	12.20	7	16
	generasi X	13.14	8	16
	baby boomer	13.10	9	16
	Total	12.58	7	16
self_reliance	generasi Y	8.44	5	12
	generasi X	8.22	3	12
	baby boomer	7.85	3	10
	Total	8.14	3	12
delay_gratification	generasi Y	5.09	2	8
	generasi X	5.64	2	8
	baby boomer	6.08	3	8
	Total	5.38	2	8

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
hardwork	1.533	2	288	.218
morality	1.587	2	288	.206
leisure	.604	2	288	.547
centrality	.046	2	288	.955
wasted_time	.319	2	288	.727
self_reliance	2.279	2	288	.104
delay_gratification	7.925	2	288	.000

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
hardwork	Between Groups	4.769	2	2.384	1.283	.279
	Within Groups	535.314	288	1.859		
	Total	540.082	290			
morality	Between Groups	2.725	2	1.363	1.861	.157

	Within Groups	210.904	288	.732		
	Total	213.629	290			
leisure	Between Groups	79.930	2	39.965	15.410	.000
	Within Groups	746.922	288	2.593		
	Total	826.852	290			
centrality	Between Groups	11.062	2	5.531	2.629	.074
	Within Groups	605.831	288	2.104		
	Total	616.893	290			
wasted_time	Between Groups	55.281	2	27.641	10.317	.000
	Within Groups	771.612	288	2.679		
	Total	826.893	290			
self_reliance	Between Groups	24.605	2	12.302	6.129	.002
	Within Groups	578.117	288	2.007		
	Total	602.722	290			
delay_gratification	Between Groups	30.494	2	15.247	12.758	.000
	Within Groups	344.193	288	1.195		
	Total	374.687	290			

Post Hoc Tests

Multiple Comparisons

Dependent Variable		(I) generasi	(J) generasi	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
hardwork	Tukey HSD	generasi Y	generasi X	-.275	.177	.269	-.69	.14
			baby boomer	-.207	.223	.624	-.73	.32
		generasi X	generasi Y	.275	.177	.269	-.14	.69
			baby boomer	.068	.230	.953	-.47	.61
		baby boomer	generasi Y	.207	.223	.624	-.32	.73
			generasi X	-.068	.230	.953	-.61	.47
	Bonferroni	generasi Y	generasi X	-.275	.177	.366	-.70	.15
			baby boomer	-.207	.223	1.000	-.74	.33

		generasi X	generasi Y	.275	.177	.366	-.15	.70
			baby boomer	.068	.230	1.000	-.49	.62
		baby boomer	generasi Y	.207	.223	1.000	-.33	.74
			generasi X	-.068	.230	1.000	-.62	.49
morality	Tukey HSD	generasi Y	generasi X	-.208	.111	.150	-.47	.05
			baby boomer	-.157	.140	.503	-.49	.17
		generasi X	generasi Y	.208	.111	.150	-.05	.47
			baby boomer	.051	.145	.934	-.29	.39
		baby boomer	generasi Y	.157	.140	.503	-.17	.49
			generasi X	-.051	.145	.934	-.39	.29
	Bonferroni	generasi Y	generasi X	-.208	.111	.189	-.48	.06
			baby boomer	-.157	.140	.792	-.49	.18
		generasi X	generasi Y	.208	.111	.189	-.06	.48
			baby boomer	.051	.145	1.000	-.30	.40
		baby boomer	generasi Y	.157	.140	.792	-.18	.49

			generasi X	-.051	.145	1.000	-.40	.30
leisure	Tukey HSD	generasi Y	generasi X	-.983*	.209	.000	-1.48	-.49
			baby boomer	-1.171*	.264	.000	-1.79	-.55
		generasi X	generasi Y	.983*	.209	.000	.49	1.48
			baby boomer	-.187	.272	.770	-.83	.45
		baby boomer	generasi Y	1.171*	.264	.000	.55	1.79
			generasi X	.187	.272	.770	-.45	.83
	Bonferroni	generasi Y	generasi X	-.983*	.209	.000	-1.49	-.48
			baby boomer	-1.171*	.264	.000	-1.81	-.54
		generasi X	generasi Y	.983*	.209	.000	.48	1.49
			baby boomer	-.187	.272	1.000	-.84	.47
		baby boomer	generasi Y	1.171*	.264	.000	.54	1.81
			generasi X	.187	.272	1.000	-.47	.84
centrality	Tukey HSD	generasi Y	generasi X	-.432	.189	.058	-.88	.01
			baby boomer	-.178	.237	.733	-.74	.38

		generasi X	generasi Y	.432	.189	.058	-.01	.88
			baby boomer	.254	.245	.554	-.32	.83
		baby boomer	generasi Y	.178	.237	.733	-.38	.74
			generasi X	-.254	.245	.554	-.83	.32
	Bonferroni	generasi Y	generasi X	-.432	.189	.068	-.89	.02
			baby boomer	-.178	.237	1.000	-.75	.39
		generasi X	generasi Y	.432	.189	.068	-.02	.89
			baby boomer	.254	.245	.902	-.34	.84
		baby boomer	generasi Y	.178	.237	1.000	-.39	.75
			generasi X	-.254	.245	.902	-.84	.34
wasted_time	Tukey HSD	generasi Y	generasi X	-.913*	.213	.000	-1.41	-.41
			baby boomer	-.783*	.268	.010	-1.41	-.15
		generasi X	generasi Y	.913*	.213	.000	.41	1.41
			baby boomer	.130	.277	.885	-.52	.78
		baby boomer	generasi Y	.783*	.268	.010	.15	1.41

			generasi X	-.130	.277	.885	-.78	.52
	Bonferroni	generasi Y	generasi X	-.913*	.213	.000	-1.43	-.40
			baby boomer	-.783*	.268	.011	-1.43	-.14
		generasi X	generasi Y	.913*	.213	.000	.40	1.43
			baby boomer	.130	.277	1.000	-.54	.80
		baby boomer	generasi Y	.783*	.268	.011	.14	1.43
			generasi X	-.130	.277	1.000	-.80	.54
self_reliance	Tukey HSD	generasi Y	generasi X	.311	.184	.211	-.12	.75
			baby boomer	.804*	.232	.002	.26	1.35
		generasi X	generasi Y	-.311	.184	.211	-.75	.12
			baby boomer	.493	.240	.101	-.07	1.06
		baby boomer	generasi Y	-.804*	.232	.002	-1.35	-.26
			generasi X	-.493	.240	.101	-1.06	.07
	Bonferroni	generasi Y	generasi X	.311	.184	.277	-.13	.76
			baby boomer	.804*	.232	.002	.25	1.36

		generasi X	generasi Y	-.311	.184	.277	-.76	.13
			baby boomer	.493	.240	.122	-.08	1.07
		baby boomer	generasi Y	-.804*	.232	.002	-1.36	-.25
			generasi X	-.493	.240	.122	-1.07	.08
delay_gratification	Tukey HSD	generasi Y	generasi X	-.478*	.142	.003	-.81	-.14
			baby boomer	-.845*	.179	.000	-1.27	-.42
		generasi X	generasi Y	.478*	.142	.003	.14	.81
			baby boomer	-.367	.185	.117	-.80	.07
		baby boomer	generasi Y	.845*	.179	.000	.42	1.27
			generasi X	.367	.185	.117	-.07	.80
	Bonferroni	generasi Y	generasi X	-.478*	.142	.003	-.82	-.14
			baby boomer	-.845*	.179	.000	-1.28	-.41
		generasi X	generasi Y	.478*	.142	.003	.14	.82
			baby boomer	-.367	.185	.143	-.81	.08
		baby boomer	generasi Y	.845*	.179	.000	.41	1.28

	generasi X	*.367*	*.185*	*.143*	*-.08*	*.81*

*. The mean difference is significant at the 0.05 level.

Homogeneous Subsets

hardwork

			Subset for alpha = 0.05
	generasi	N	1
Tukey HSD[a,b]	generasi Y	132	9.70
	baby boomer	52	9.90
	generasi X	107	9.97
	Sig.		.397

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 82,982.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

morality

			Subset for alpha = 0.05
	generasi	N	1
Tukey HSD[a,b]	generasi Y	132	6.69
	baby boomer	52	6.85
	generasi X	107	6.90
	Sig.		.263

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 82,982.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

leisure

	generasi	N	Subset for alpha = 0.05	
			1	2
Tukey HSD[a,b]	generasi Y	132	10.85	
	generasi X	107		11.83
	baby boomer	52		12.02
	Sig.		1.000	.734

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 82,982.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

centrality

	generasi	N	Subset for alpha = 0.05
			1
Tukey HSD[a,b]	generasi Y	132	12.09
	baby boomer	52	12.27
	generasi X	107	12.52
	Sig.		.135

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 82,982.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

wasted_time

	generasi	N	Subset for alpha = 0.05	
			1	2
Tukey HSD[a,b]	generasi Y	132	11.91	
	baby boomer	52		12.69
	generasi X	107		12.82
	Sig.		1.000	.866

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 82,982.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

self_reliance

	generasi	N	Subset for alpha = 0.05	
			1	2
Tukey HSD[a,b]	baby boomer	52	7.42	
	generasi X	107	7.92	7.92
	generasi Y	132		8.23
	Sig.		.066	.334

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 82,982.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

delay_gratification

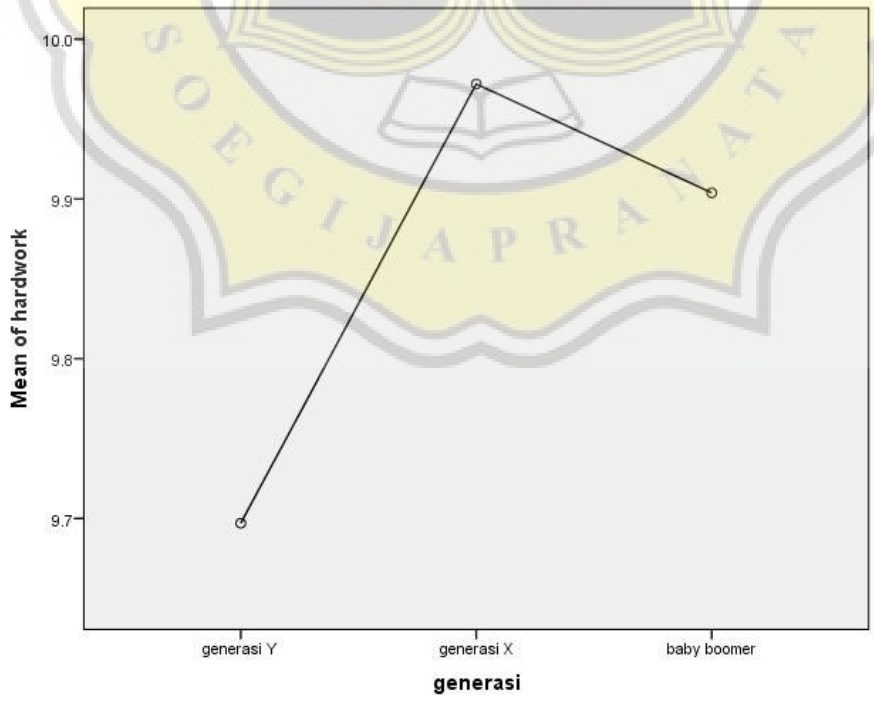
	generasi	N	Subset for alpha = 0.05	
			1	2
Tukey HSD[a,b]	generasi Y	132	4.92	
	generasi X	107		5.40
	baby boomer	52		5.77
	Sig.		1.000	.079

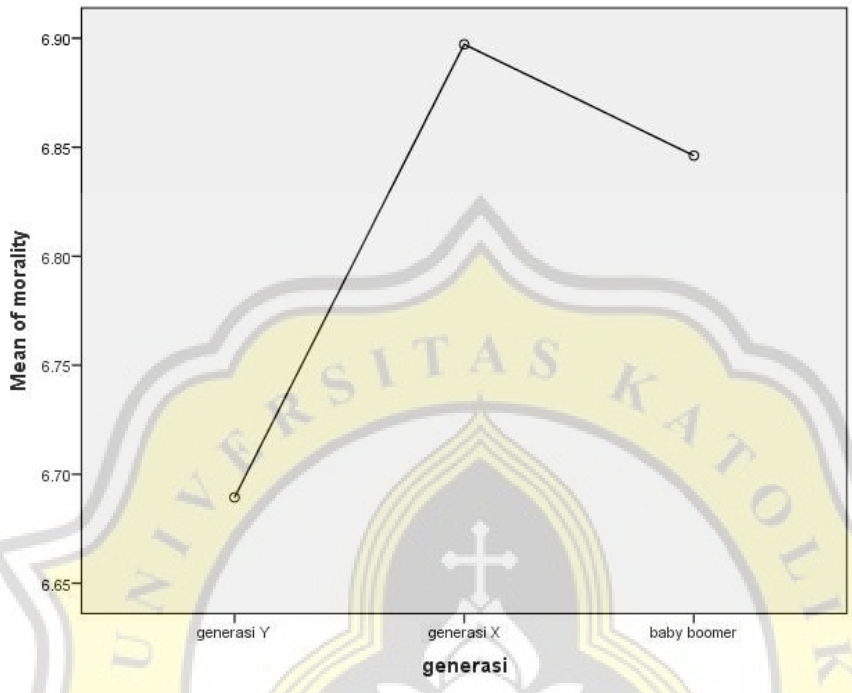
Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 82,982.

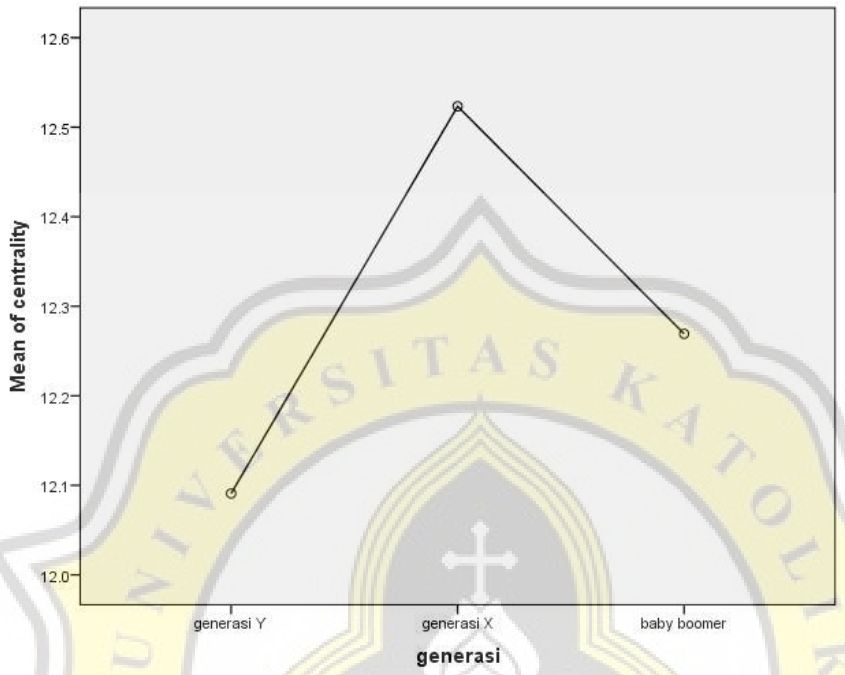
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

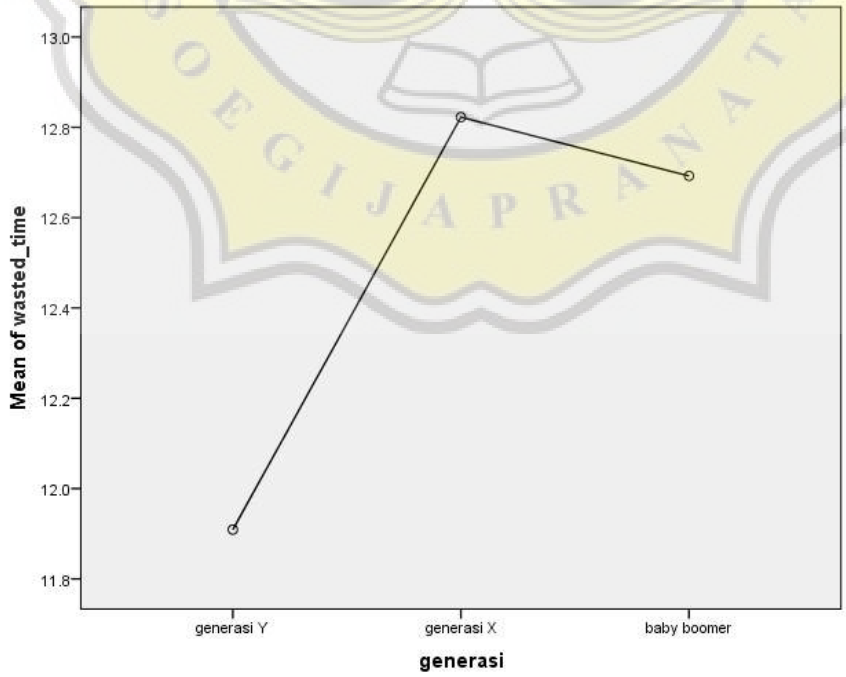
Means Plots

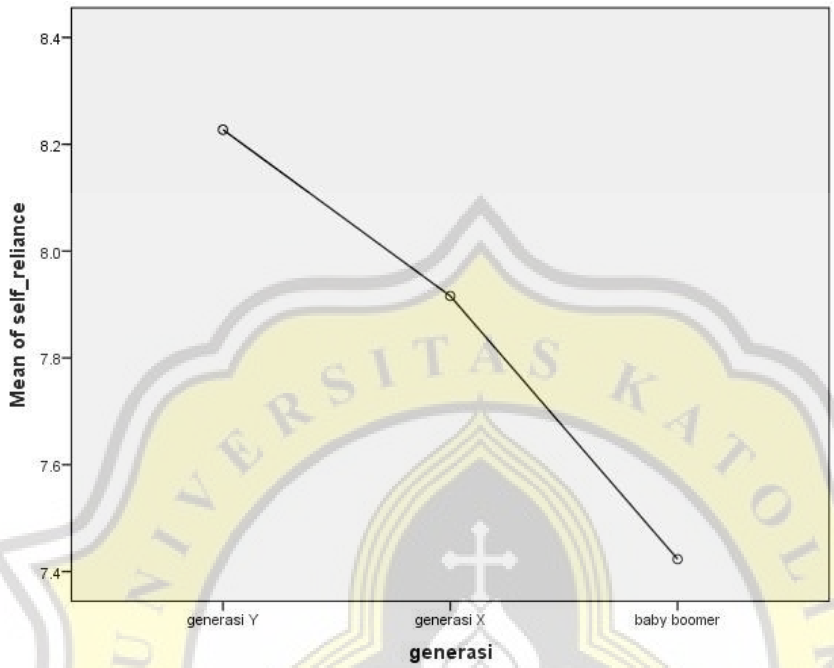



6.90
6.85
6.80
6.75
6.70
6.65
Mean of morality
generasi Y
generasi X
baby boomer
generasi


12.2
12.0
11.8
11.6
11.4
11.2
11.0
10.8
Mean of leisure
generasi Y
generasi X
baby boomer
generasi


12.6
12.5
12.4
12.3
12.2
12.1
12.0
Mean of centrality
generasi Y
generasi X
baby boomer
generasi


13.0
12.8
12.6
12.4
12.2
12.0
11.8
Mean of wasted_time
generasi Y
generasi X
baby boomer
generasi


8.4
8.2
8.0
7.8
7.6
7.4
Mean of self_reliance
generasi Y
generasi X
baby boomer
generasi

F.3 *TWO-WAY ANOVA* (JENIS KELAMIN DAN GENERASI)

Univariate Analysis of Variance

Between-Subjects Factors

		Value Label	N
Generasi	1	generasi Y	132
	2	generasi X	107
	3	baby boomer	52
Jeniskelamin	0	Perempuan	89
	1	Laki-laki	202

Descriptive Statistics

Dependent Variable: etos_kerja

Generasi	jeniskelamin	Mean	Std. Deviation	N
generasi Y	Perempuan	63.69	5.386	49
	Laki-laki	64.80	5.761	83
	Total	64.39	5.629	132
generasi X	Perempuan	66.13	4.297	24
	Laki-laki	67.72	6.360	83
	Total	67.36	5.979	107
baby boomer	Perempuan	66.31	6.539	16
	Laki-laki	67.19	6.688	36
	Total	66.92	6.591	52
Total	Perempuan	64.82	5.433	89
	Laki-laki	66.43	6.303	202
	Total	65.93	6.086	291

Levene's Test of Equality of Error Variances[a,b]

		Levene Statistic	df1	df2	Sig.
etos_kerja	Based on Mean	1.079	5	285	.372
	Based on Median	1.026	5	285	.403
	Based on Median and with adjusted df	1.026	5	272.126	.403
	Based on trimmed mean	1.091	5	285	.366

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Dependent variable: etos_kerja

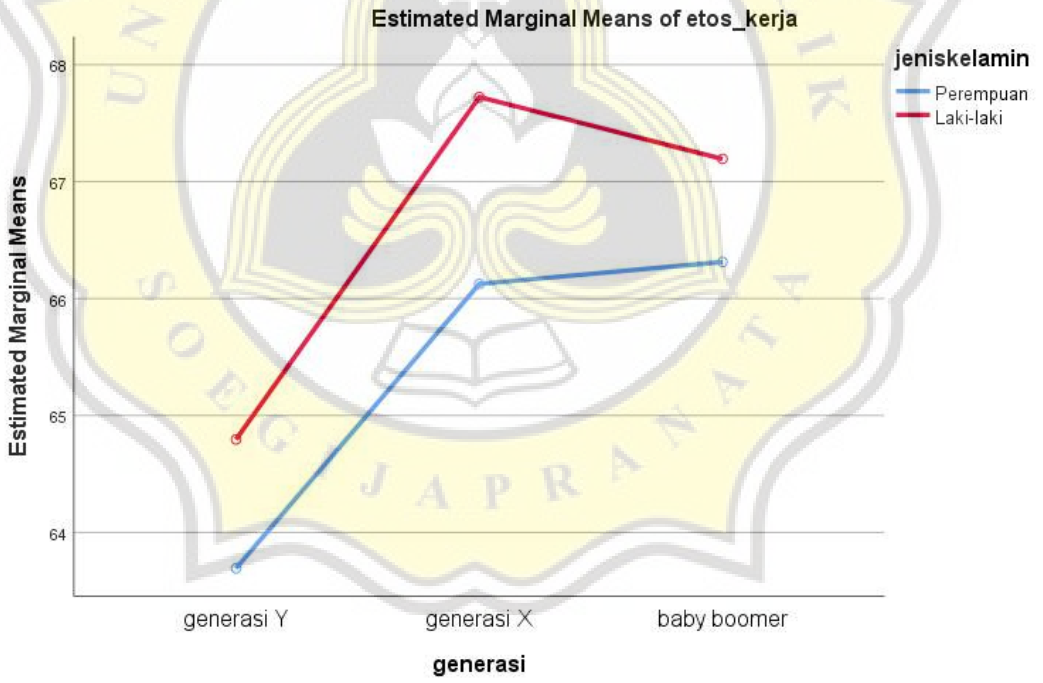
b. Design: Intercept + generasi + jeniskelamin + generasi * jeniskelamin

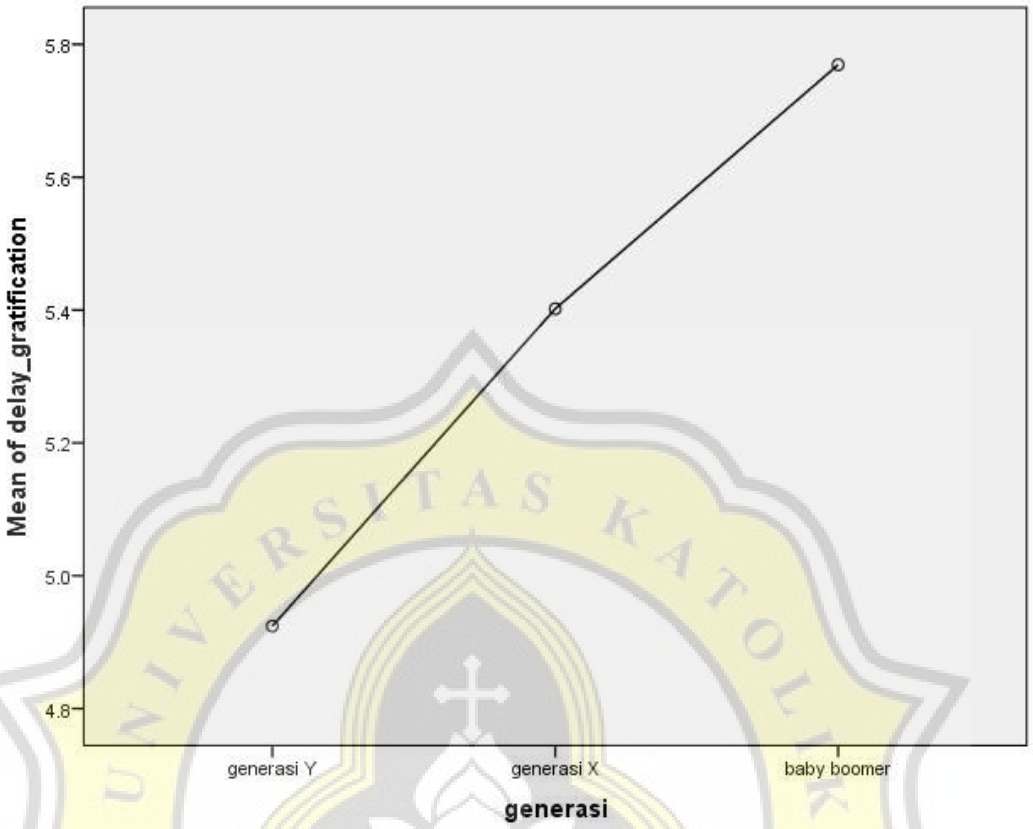
Tests of Between-Subjects Effects

Dependent Variable: etos_kerja

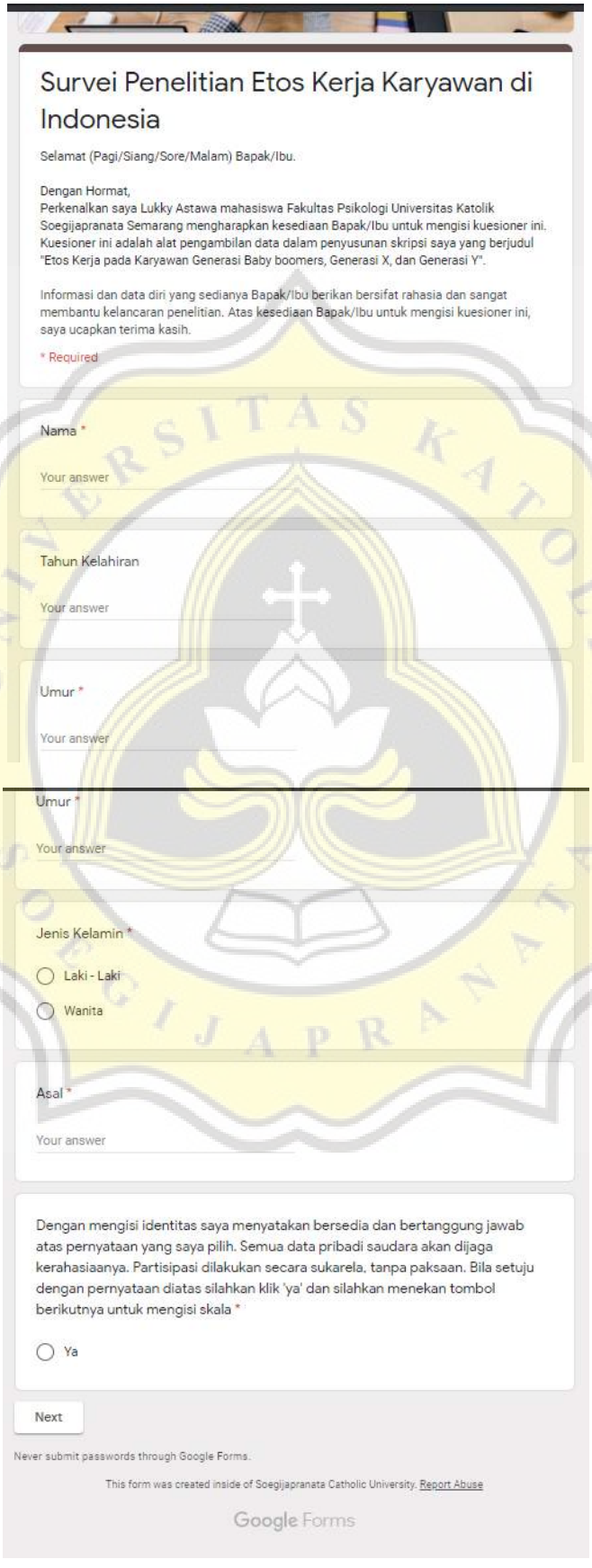
Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	679.505[a]	5	135.901	3.849	.002
Intercept	888032.206	1	888032.206	25152.334	.000
generasi	414.669	2	207.335	5.872	.003
jeniskelamin	72.681	1	72.681	2.059	.152
generasi * jeniskelamin	4.356	2	2.178	.062	.940
Error	10062.254	285	35.306		
Total	1275831.000	291			
Corrected Total	10741.759	290			

a. R Squared = ,063 (Adjusted R Squared = ,047)




Mean of delay_gratification
5.8
5.6
5.4
5.2
5.0
4.8
generasi Y
generasi X
baby boomer
generasi

LAMPIRAN G
INFORMED CONSENT



Survei Penelitian Etos Kerja Karyawan di Indonesia

Selamat (Pagi/Siang/Sore/Malam) Bapak/Ibu.

Dengan Hormat,
Perkenalkan saya Lukky Astawa mahasiswa Fakultas Psikologi Universitas Katolik Soegijapranata Semarang mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner ini. Kuesioner ini adalah alat pengambilan data dalam penyusunan skripsi saya yang berjudul "Etos Kerja pada Karyawan Generasi Baby boomers, Generasi X, dan Generasi Y".

Informasi dan data diri yang sedianya Bapak/Ibu berikan bersifat rahasia dan sangat membantu kelancaran penelitian. Atas kesediaan Bapak/Ibu untuk mengisi kuesioner ini, saya ucapkan terima kasih.

* Required

Nama *

Your answer

Tahun Kelahiran

Your answer

Umur *

Your answer

Umur *

Your answer

Jenis Kelamin *

- Laki - Laki
- Wanita

Asal *

Your answer

Dengan mengisi identitas saya menyatakan bersedia dan bertanggung jawab atas pernyataan yang saya pilih. Semua data pribadi saudara akan dijaga kerahasiaanya. Partisipasi dilakukan secara sukarela, tanpa paksaan. Bila setuju dengan pernyataan diatas silahkan klik 'ya' dan silahkan menekan tombol berikutnya untuk mengisi skala *

- Ya

Next

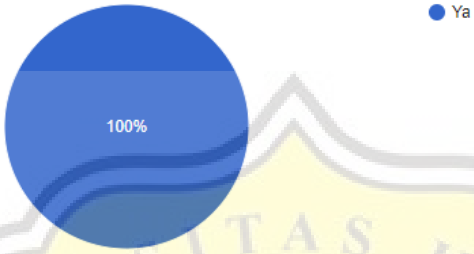
Never submit passwords through Google Forms.

This form was created inside of Soegijapranata Catholic University. Report Abuse

Google Forms

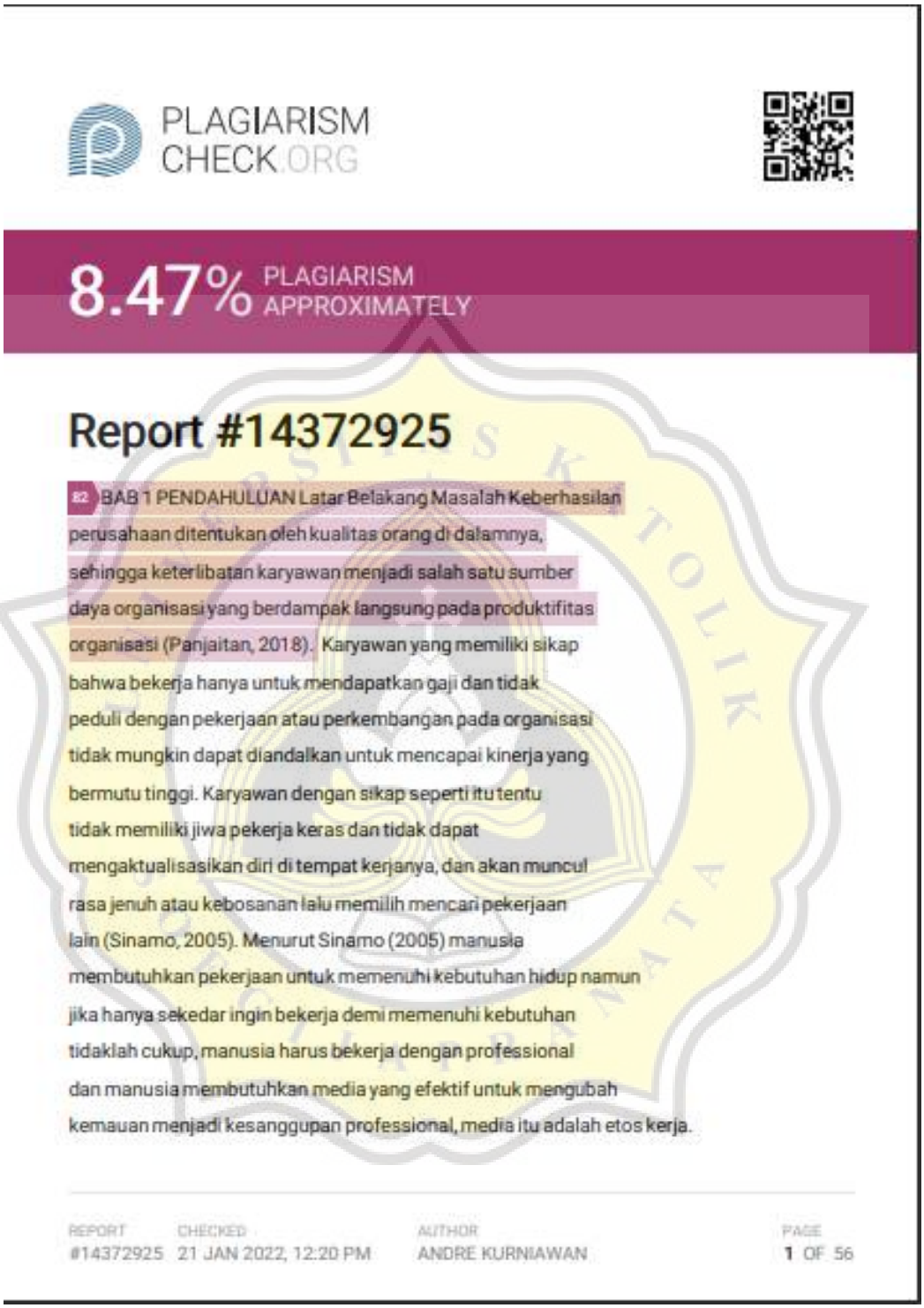
Dengan mengisi identitas saya menyatakan bersedia dan bertanggung jawab atas pernyataan yang saya pilih. Semua data pribadi saudara akan dijaga kerahasiaanya. Partisipasi dilakukan secara sukarela, tanpa paksaan. Bila setuju dengan pernyataan diatas silahkan klik 'ya' dan silahkan menekan tombol berikutnya untuk mengisi skala

325 responses



LAMPIRAN H

BUKTI PLAGIASI



PLAGIARISM CHECK.ORG

8.47% PLAGIARISM APPROXIMATELY

Report #14372925

82 BAB 1 PENDAHULUAN Latar Belakang Masalah Keberhasilan perusahaan ditentukan oleh kualitas orang di dalamnya, sehingga keterlibatan karyawan menjadi salah satu sumber daya organisasi yang berdampak langsung pada produktifitas organisasi (Panjaitan, 2018). Karyawan yang memiliki sikap bahwa bekerja hanya untuk mendapatkan gaji dan tidak peduli dengan pekerjaan atau perkembangan pada organisasi tidak mungkin dapat diandalkan untuk mencapai kinerja yang bermutu tinggi. Karyawan dengan sikap seperti itu tentu tidak memiliki jiwa pekerja keras dan tidak dapat mengaktualisasikan diri di tempat kerjanya, dan akan muncul rasa jenuh atau kebosanan lalu memilih mencari pekerjaan lain (Sinamo, 2005). Menurut Sinamo (2005) manusia membutuhkan pekerjaan untuk memenuhi kebutuhan hidup namun jika hanya sekedar ingin bekerja demi memenuhi kebutuhan tidaklah cukup, manusia harus bekerja dengan professional dan manusia membutuhkan media yang efektif untuk mengubah kemauan menjadi kesanggupan professional, media itu adalah etos kerja.

REPORT	CHECKED	AUTHOR	PAGE
#14372925	21 JAN 2022, 12:20 PM	ANDRE KURNIAWAN	1 OF 56