

LAMPIRAN

LAMPIRAN 1 KUESIONER PENELITIAN

I. Identitas Responden

Mohon kesediaan Bapak/Ibu untuk mengisi daftar berikut:

Alamat E-mail :

Nama Perusahaan :

Nama Responden : (boleh inisial saja)

Jenis Kelamin : Pria Wanita

Umur Responden : tahun

Pendidikan Terakhir : SMA S1 S2
 S3 D3 Lainnya

Jabatan :

Lamanya Bapak/Ibu bekerja pada jabatan sekarang : tahun

Pernah terlibat dalam penyusunan anggaran : Ya / Tidak (lingkari jawaban)

II. Keterangan Jawaban

Berikut ini merupakan pernyataan-pernyataan yang mewakili pendapat umum mengenai kondisi di dalam instansi Bapak/Ibu Manajer Perusahaan Manufaktur di Kota Semarang, dalam hal ini tidak ada pernyataan yang benar atau salah. Bapak/Ibu dapat menjawab setiap pernyataan berikut dengan memilih salah satu jawaban yang paling sesuai dengan persepsi Bapak/Ibu dengan cara memberikan tanda centang (√) pada salah satu kolom skala 1 sampai 5:

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

Catatan: jawaban yang diberikan tidak akan mempengaruhi apapun terhadap Bapak/Ibu Manajer Perusahaan Manufaktur di Kota Semarang, karena penelitian ini semata – mata digunakan untuk pengembangan ilmu pengetahuan.

A. Instrumen Asimetri Informasi

| NO | PERNYATAAN | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Dibandingkan atasan, saya memiliki informasi yang lebih baik mengenai kegiatan yang dilakukan dalam unit saya. | | | | | |
| 2 | Dibandingkan atasan, saya lebih mengetahui hubungan input dan output kegiatan operasi internal pada unit yang menjadi tanggungjawab saya. | | | | | |
| 3 | Dibandingkan atasan, informasi yang saya miliki mengenai potensi kinerja unit saya lebih dapat dipercayai. | | | | | |
| 4 | Dibandingkan atasan, saya lebih mengetahui mengenai teknik kerja unit saya. | | | | | |
| 5 | Dibandingkan atasan, saya lebih mampu menilai dampak potensial faktor eksternal terhadap kegiatan yang ada dalam unit saya. | | | | | |

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| 6 | Dibandingkan atasan, saya lebih memahami apa yang dapat dicapai unit saya. | | | | | |
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Sumber: (Syavira, 2017)

B. Instrumen Self Efficacy

| NO | PERNYATAAN | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 1 | Ketika menghadapi tugas yang sulit, saya yakin bahwa saya akan menyelesaikan tugas tersebut. | | | | | |
| 2 | Ketika menghadapi hal-hal yang sulit, saya bisa tampil cukup baik. | | | | | |
| 3 | Saya akan dapat berhasil mengatasi banyak tantangan. | | | | | |
| 4 | Dibandingkan dengan orang lain, saya bisa melakukan banyak tugas dengan sangat baik. | | | | | |
| 5 | Saya akan dapat mencapai sebagian besar tujuan yang saya tetapkan untuk diri sendiri. | | | | | |
| 6 | Secara umum, saya berpikir bahwa saya bisa mendapatkan hasil yang penting bagi saya. | | | | | |
| 7 | Saya percaya saya bisa sukses di hampir semua usaha yang saya tetapkan. | | | | | |
| 8 | Saya yakin bahwa saya dapat bekerja efektif pada banyak tugas yang berbeda. | | | | | |

Sumber: (Sa'adah, 2018)

C. Instrumen Locus of Control

| NO | PERNYATAAN | STS | TS | N | S | SS |
|-----------|---|------------|-----------|----------|----------|-----------|
| 1 | Saya berpendapat bahwa pekerjaan merupakan sesuatu yang harus saya kerjakan. | | | | | |
| 2 | Pada kebanyakan pekerjaan, saya dapat dengan mudah menyelesaikan apapun yang saya tetapkan untuk diselesaikan. | | | | | |
| 3 | Jika saya tahu apa yang saya inginkan dari pekerjaan, saya bisa menyelesaikan pekerjaan dengan baik. | | | | | |
| 4 | Jika karyawan tidak setuju dengan keputusan atasan, mereka seharusnya melakukan sesuatu untuk hal tersebut. | | | | | |
| 5 | Mendapatkan pekerjaan yang saya inginkan merupakan masalah keberuntungan semata. | | | | | |
| 6 | Menghasilkan uang adalah semata-mata masalah keberuntungan. | | | | | |
| 7 | Kebanyakan orang mampu mengerjakan tugasnya dengan baik jika mereka berusaha. | | | | | |
| 8 | Agar mendapatkan pekerjaan yang benar-benar bagus, saya harus mempunyai anggota keluarga atau teman yang mempunyai posisi tinggi. | | | | | |
| 9 | Promosi biasanya merupakan masalah keberuntungan. | | | | | |

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| 10 | Ketika memperoleh pekerjaan yang sangat bagus, siapa yang saya kenal lebih penting, daripada keahlian dan kemampuan yang saya miliki. | | | | | |
| 11 | Promosi akan diberikan pada pegawai yang berkinerja baik. | | | | | |
| 12 | Untuk menghasilkan banyak uang saya harus mengenal orang-orang yang tepat. | | | | | |
| 13 | Diperlukan banyak keberuntungan untuk menjadi karyawan yang berprestasi. | | | | | |
| 14 | Pegawai yang berkinerja baik seharusnya mendapat <i>reward</i> . | | | | | |
| 15 | Kebanyakan pegawai lebih berpengaruh terhadap atasannya daripada yang pegawai tersebut pikirkan. | | | | | |
| 16 | Perbedaan utama antara orang yang menghasilkan banyak uang dan orang yang sedikit menghasilkan uang adalah keberuntungan. | | | | | |

Sumber: (Srimindarti et al., 2015)

D. Instrumen Budgetary Slack

| NO | PERNYATAAN | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Standar yang digunakan di dalam anggaran tidak menuntut produktivitas yang tinggi di unit saya. | | | | | |
| 2 | Anggaran untuk unit saya, sulit saya pastikan dapat terlaksana. | | | | | |

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|---|---|--|--|--|--|--|
| 3 | Karena adanya keterbatasan jumlah anggaran yang disediakan, saya sulit memonitor setiap pengeluaran-pengeluaran yang menjadi wewenang saya. | | | | | |
| 4 | Anggaran yang menjadi tanggungjawab saya tidak begitu tinggiuntutannya. | | | | | |
| 5 | Adanya target anggaran yang harus saya capai, tidak terlalu membuat saya ingin memperbaiki tingkat efisiensi. | | | | | |
| 6 | Sasaran yang dijabarkan dalam anggaran tidak mudah untuk dicapai atau direalisasi. | | | | | |

Sumber: (Syavira, 2017)

LAMPIRAN 2 DATA RESPONDEN

| No | Nama Perusahaan | Nama Responden | Umur | Jenis Kelamin | Pendidikan Terakhir | Jabatan | Lama Bekerja (th) | Terlibat Penganggaran |
|-----------|--------------------------|-----------------------|-------------|----------------------|----------------------------|-------------------|--------------------------|------------------------------|
| 1 | Cac | R | > 40 | Laki-laki | S3 | Manajer Produksi | 11 | Ya |
| 2 | PT. ScanCom Indonesia | Rony | > 40 | Laki-laki | S2 | Manajer Keuangan | 9 | Ya |
| 3 | PT Tirta Husada Farma | Andree | > 40 | Laki-laki | S1 | Manajer Produksi | 5 | Ya |
| 4 | Savana Tirta Makmur | Hendra | < 30 | Laki-laki | S1 | Manajer Produksi | 6 | Ya |
| 5 | Arna Makmur Industri, PT | Dara | < 30 | Perempuan | S1 | Manajer Pemasaran | 6 | Ya |
| 6 | Bahtera Nusantara, PT | Azhar | 30-40 | Laki-laki | S1 | Manajer Industri | 7 | Ya |
| 7 | PT Lucky Textile | Budianto sumarto | < 30 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 8 | PT Sri Boga Flour Mill | Erika wiliani | 30-40 | Perempuan | S2 | Manajer Pemasaran | 4 | Ya |
| 9 | CV Indo Jati Utama | Bagas prayaga | < 30 | Laki-laki | S1 | Manajer Pemasaran | 3 | Ya |

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|----|----------------------------|-------------------|-------|-----------|----|---------------------|---|----|
| 10 | PT Superindo Karya Utama | Nikita febriyanti | < 30 | Perempuan | S1 | Manajer Personalia | 4 | Ya |
| 11 | CV Eterna | Tara sujero putri | 30-40 | Perempuan | S2 | Manajer Personalia | 5 | Ya |
| 12 | CV Mukti Manunggal | Lia | < 30 | Perempuan | S1 | Manajer Pemasaran | 3 | Ya |
| 13 | Onna Prima Utama, PT | Sahid | 30-40 | Laki-laki | S1 | Manajer Industri | 6 | Ya |
| 14 | PT Sai Garmen | Alysha aqilah | < 30 | Perempuan | S2 | Manajer Produksi | 3 | Ya |
| 15 | PT Sai Apparel Industries | Laila akeyla | 30-40 | Perempuan | S2 | Manajer Pemasaran | 6 | Ya |
| 16 | Primatex Lestari, CV | Dadang | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 7 | Ya |
| 17 | PT Ave Anugrah Utama | Ardi | < 30 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 18 | PT Pandan Ringin Indonesia | Faris | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 7 | Ya |
| 19 | PT Meta Prima Sejahtera | Dimas | < 30 | Laki-laki | S1 | Manajer Operasional | 3 | Ya |

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|----|-----------------------------|----------------|-------|-----------|----|-------------------|---|----|
| 20 | PT. INDO RUBBER FACTORY | GBA | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 5 | Ya |
| 21 | Samwon Busana Indonesia, PT | Salsa | 30-40 | Perempuan | S1 | Manajer Keuangan | 7 | Ya |
| 22 | PT Semarang Makmur | Tiara Maharani | < 30 | Perempuan | S1 | Manajer Pemasaran | 3 | Ya |
| 23 | PT Dunkindo Lestari | Nabil | < 30 | Laki-laki | S1 | Manajer Pemasaran | 4 | Ya |
| 24 | PT Asrindo Indty Raya | Alam | < 30 | Laki-laki | S1 | Manajer Pemasaran | 3 | Ya |
| 25 | PT BUC INDONESIA | DBJ | 30-40 | Laki-laki | S2 | Manajer Produksi | 4 | Ya |
| 26 | Star Alliance Intimate, PT | Imel | 30-40 | Perempuan | S1 | Manajer Keuangan | 5 | Ya |
| 27 | PT Kemfarm Indonesia | Nurul | 30-40 | Perempuan | S2 | Manajer Produksi | 7 | Ya |
| 28 | PT BUC INDONESIA | AS | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 5 | Ya |
| 29 | PT Aqua Farm Nusantara | Tiara | < 30 | Perempuan | S1 | Manajer Pemasaran | 3 | Ya |

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|----|--------------------------------|--------|-------|-----------|----|---------------------|---|----|
| 30 | PT Pasific Furniture | Kayla | < 30 | Perempuan | S2 | Manajer Operasional | 5 | Ya |
| 31 | PT Meubeul Jati | Nabila | 30-40 | Perempuan | S2 | Manajer Pemasaran | 6 | Ya |
| 32 | PT Mitraya Mitra Jaya | Wulan | < 30 | Perempuan | S1 | Manajer Produksi | 3 | Ya |
| 33 | PT SUMBER AJI LANGGENG SANTOSO | LA | 30-40 | Perempuan | S2 | Manajer Pemasaran | 8 | Ya |
| 34 | PT Nufarindo | Sekar | < 30 | Perempuan | S1 | Manajer Produksi | 4 | Ya |
| 35 | PT Eastwind Mandiri | Rahmat | < 30 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 36 | PT USAHA MUDA | KLS | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 7 | Ya |
| 37 | CV KORONKA NUSANTARA | FM | 30-40 | Perempuan | S2 | Manajer Produksi | 6 | Ya |
| 38 | Chatindo Karya Utama | Rido | < 30 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 39 | PT Kayamas Intitama | Saiful | < 30 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 40 | PT Sansan Saudaratex Jaya | Tari | < 30 | Perempuan | S1 | Manajer Produksi | 3 | Ya |
| 41 | PT ANUGRAH JAYA MAJU ABADI | FP | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 5 | Ya |
| 42 | Fukuryo Indonesia | Lika | < 30 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |

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|----|-----------------------------|-----------------|-------|-----------|----|-------------------|---|----|
| 43 | PT Nippon Indosari Corpindo | Sintia Larasati | < 30 | Perempuan | S1 | Manajer Keuangan | 5 | Ya |
| 44 | PT Indomina Cipta Agung | Saraswati Putri | < 30 | Perempuan | S2 | Manajer Pemasaran | 4 | Ya |
| 45 | CV MORE COLA | FK | 30-40 | Perempuan | S2 | Manajer Produksi | 5 | Ya |
| 46 | CV MORE COLA | LA | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 3 | Ya |
| 47 | PT Jamu Borobudur | Aldi | < 30 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 48 | PT BESI BAJA MAKMUR | HMA | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 4 | Ya |
| 49 | PT ALAM DAYA SAKTI | KGA | 30-40 | Perempuan | S2 | Manajer Produksi | 7 | Ya |
| 50 | PT TRIMEGAH EKA PLASINDO | DM | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 6 | Ya |
| 51 | PT TRI SINAR PURNAMA | KDA | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 5 | Ya |
| 52 | PT SAMUDRA BAJA DUNIA | AM | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 5 | Ya |
| 53 | PT ALU TAMA | DK | 30-40 | Perempuan | S2 | Manajer Produksi | 6 | Ya |

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|----|-----------------------------|---------------|-------|-----------|----|---------------------|---|----|
| 54 | PT Sandang Asia Maju Abadi | Sari Amelia | 30-40 | Perempuan | S2 | Manajer Produksi | 4 | Ya |
| 55 | PT Bogowonto Primalaras | Bagas Saputro | < 30 | Laki-laki | S1 | Manajer Keuangan | 5 | Ya |
| 56 | PT SINAR MAS AUTOPART | FM | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 4 | Ya |
| 57 | PT INTECH ANUGRAH INDONESIA | SM | 30-40 | Laki-laki | S2 | Manajer Keuangan | 5 | Ya |
| 58 | PT MULA FORM GRAFINDO | caca | < 30 | Perempuan | S2 | Manajer Operasional | 3 | Ya |
| 59 | PT DIBYA UPAYA PERKASA | FFK | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 4 | Ya |
| 60 | PT Jati Luhur Agung | Santika Resti | < 30 | Perempuan | S1 | Manajer Keuangan | 5 | Ya |
| 61 | PT FLYING WHEEL | JD | 30-40 | Laki-laki | S2 | Manajer Produksi | 7 | Ya |
| 62 | PT KURNIA ADI JAYA MANDIRI | PA | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 5 | Ya |
| 63 | PT KURNIA ADI JAYA MANDIRI | FL | 30-40 | Laki-laki | S1 | Manajer Produksi | 7 | Ya |

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|----|------------------------------|--------------------|-------|-----------|----|-------------------|---|----|
| 64 | CV. Primatex Lestari | Fatimah Zahra | < 30 | Perempuan | S1 | Manajer Pemasaran | 4 | Ya |
| 65 | PT TOP JAYA PLASTIK | LG | 30-40 | Laki-laki | S1 | Manajer Keuangan | 6 | Ya |
| 66 | PT. Samwon Busana Indonesia | Abimanyu Setiabudi | 30-40 | Laki-laki | S2 | Manajer Produksi | 7 | Ya |
| 67 | PT. Jati Luhur Agung | Satria Pambudi | < 30 | Laki-laki | S2 | Manajer Produksi | 6 | Ya |
| 68 | PT. Indomina Cipta Agung | Adelia Sari | < 30 | Perempuan | S2 | Manajer Keuangan | 4 | Ya |
| 69 | PT. Kurnia Jati Utama | Finia Putri | < 30 | Perempuan | S2 | Manajer Produksi | 4 | Ya |
| 70 | PT. Nippon Indosari Corpindo | Cristian Adinata | < 30 | Laki-laki | S2 | Manajer Produksi | 5 | Ya |
| 71 | PT. Sandang Asia Maju Abadi | Febiola Ananta | < 30 | Perempuan | S2 | Manajer Pemasaran | 5 | Ya |
| 72 | PT NAGAMAS CAHAYA SENTOSA | FT | 30-40 | Perempuan | S1 | Manajer Keuangan | 4 | Ya |

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|----|------------------------------------|-------|-------|-----------|----|---------------------|---|----|
| 73 | PT GOLDEN PRIMA SENTOSA | MG | 30-40 | Perempuan | S1 | Manajer Pemasaran | 4 | Ya |
| 74 | PT EURASIA WOOD WORK | MN | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 5 | Ya |
| 75 | PT WOOD POINT INDONESIA | NS | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 5 | Ya |
| 76 | PT GLOBAL FURNIKA MANDIRI | RK | 30-40 | Laki-laki | S1 | Manajer Keuangan | 5 | Ya |
| 77 | PT S2DIO INDUSTRIES | LR | 30-40 | Perempuan | S1 | Manajer Pemasaran | 4 | Ya |
| 78 | PT S2DIO INDUSTRIES | JRB | 30-40 | Laki-laki | S1 | Manajer Produksi | 6 | Ya |
| 79 | PT JAYKAY FILES INDONESIA | GNA | 30-40 | Perempuan | S2 | Manajer Keuangan | 4 | Ya |
| 80 | PT NUSANTARA METAL CO INDUSTRIES | DM | 30-40 | Perempuan | S1 | Manajer Produksi | 5 | Ya |
| 81 | PT ANEKA GAS INDUSTRI CAB.SEMARANG | galih | < 30 | Laki-laki | S1 | Manajer Operasional | 4 | Ya |

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|----|-------------------------------|-------|-------|-----------|----|---------------------|---|----|
| 82 | PT WIRAPETRO PLASTINDO | AM | 30-40 | Laki-laki | S1 | Manajer Keuangan | 3 | Ya |
| 83 | PT MATAHARI SILVERINDO JAYA | SL | 30-40 | Perempuan | S2 | Manajer Keuangan | 4 | Ya |
| 84 | PT INDO BESTINOX INDUSTRI | PLA | 30-40 | Laki-laki | S1 | Manajer Produksi | 6 | Ya |
| 85 | PT INDO BESTINOX INDONESIA | AMA | 30-40 | Perempuan | S2 | Manajer Operasional | 4 | Ya |
| 86 | PT LESSO TECHNOLOGY INDONESIA | FKA | 30-40 | Laki-laki | S1 | Manajer Produksi | 4 | Ya |
| 87 | PT LESSO TECHNOLOGY INDONESIA | SNA | 30-40 | Perempuan | S2 | Manajer Keuangan | 6 | Ya |
| 88 | PT AMAN INDAH MAKMUR | FMT | 30-40 | Laki-laki | S1 | Manajer Produksi | 6 | Ya |
| 89 | PT AMAN INDAH MAKMUR | SHA | 30-40 | Perempuan | S2 | Manajer Keuangan | 3 | Ya |
| 90 | INDO CHEM SEMESTA | windi | < 30 | Perempuan | S2 | Manajer Operasional | 3 | Ya |
| 91 | PT MARIMAS PUTERA KENCANA | APT | 30-40 | Laki-laki | S2 | Manajer Operasional | 4 | Ya |

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|-----|-------------------------|--------|-------|-----------|----|---------------------|---|----|
| 92 | PT DINACO GRASIA | TBA | 30-40 | Perempuan | S1 | Manajer Keuangan | 4 | Ya |
| 93 | PT DINACO GRASIA | KSL | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 4 | Ya |
| 94 | PT RODA PASIFIK MANDIRI | DNS | 30-40 | Laki-laki | S2 | Manajer Produksi | 6 | Ya |
| 95 | PT NAYATI INDONESIA | DNT | 30-40 | Laki-laki | S2 | Manajer Produksi | 3 | Ya |
| 96 | PT NAYATI INDONESIA | FBA | 30-40 | Perempuan | S1 | Manajer Pemasaran | 4 | Ya |
| 97 | PT ASTI | GNS | 30-40 | Laki-laki | S2 | Manajer Produksi | 6 | Ya |
| 98 | PT JAVA AGRITECH | FNS | 30-40 | Laki-laki | S2 | Manajer Produksi | 6 | Ya |
| 99 | PT KORINA SEMARANG | KR | 30-40 | Perempuan | S1 | Manajer Operasional | 5 | Ya |
| 100 | PT PENTASARI PRANAKARYA | farhan | < 30 | Laki-laki | S1 | Manajer Keuangan | 3 | Ya |
| 101 | PT SETIA INDO PUTRA | PS | 30-40 | Perempuan | S1 | Manajer Operasional | 4 | Ya |
| 102 | Anugrah Guna Abadi, PT | Taya | 30-40 | Perempuan | S1 | Manajer Produksi | 8 | Ya |

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| 103 | Gagaclo,PT | Deni | < 30 | Laki-laki | S1 | Manajer Keuangan | 5 | Ya |
| 104 | Aman Indah makmur, PT | Reza | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 6 | Ya |
| 105 | Surya Indah Garmino, CV | Dea | < 30 | Perempuan | S1 | Manajer Produksi | 6 | Ya |
| 106 | Richtex Garmino, PT | Galih | 30-40 | Laki-laki | S1 | Manajer Keuangan | 5 | Ya |
| 107 | Arindo Garmentama, PT | Chika | < 30 | Perempuan | S1 | Manajer Keuangan | 4 | Ya |
| 108 | Jinlin Luggage Indonesia | Toni | 30-40 | Laki-laki | S1 | Manajer Produksi | 4 | Ya |
| 109 | John's glove factory, PT | Tia | 30-40 | Perempuan | S1 | Manajer Pemasaran | 5 | Ya |
| 110 | Hoain Internasional wood industry | Rio | 30-40 | Laki-laki | S1 | Manajer Produksi | 5 | Ya |
| 111 | Setia Indo Putra, PT | Lili | 30-40 | Perempuan | S1 | Manajer Produksi | 5 | Ya |
| 112 | Grand Indo Timber, CV | Dean | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 5 | Ya |
| 113 | Makmur Lestari, CV | Sari | < 30 | Perempuan | S1 | Manajer Keuangan | 5 | Ya |

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| 114 | Alam Citra Lestari, PT | Zul | 30-40 | Laki-laki | S1 | Manajer Pemasaran | 6 | Ya |
| 115 | PT USAHA MUDA | MK | 30-40 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 116 | PT USAHA MUDA | WL | 30-40 | Laki-laki | S1 | Kepala Penyedia Bahan | 5 | Ya |
| 117 | CV KORONKA NUSANTARA | AJ | 30-40 | Perempuan | S1 | Manajer Pemasaran | 4 | Ya |
| 118 | PT WOOD POINT INDONESIA | DL | 30-40 | Laki-laki | S1 | Kepala Divisi Penjualan | 5 | Ya |
| 119 | PT LEO AGUNG RAYA | SSJ | > 40 | Laki-laki | S2 | Manajer Keuangan | 7 | Ya |
| 120 | PT PENGUIN INDONESIA | SP | > 40 | Laki-laki | S1 | Manajer Keuangan | 4 | Ya |
| 121 | PP PLASTIK MEKAR JAYA | TK | 30-40 | Perempuan | S1 | Manajer Keuangan | 5 | Ya |
| 122 | PT TOP JAYA PLASTIK | DKS | 30-40 | Perempuan | S1 | Manajer Produksi | 4 | Ya |
| 123 | CV MORE COLA | TYA | 30-40 | Perempuan | S1 | Kepala Penyedia Bahan | 3 | Ya |

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|-----|--------------------------|---------------|-------|-----------|----|-------------------------|---|----|
| 124 | PT GUNA MEKAR INDUSTRI | RH | > 40 | Laki-laki | S1 | Manajer Pemasaran | 6 | Ya |
| 125 | PT TRI SINAR PURNAMA | FNA | 30-40 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 126 | PT ALAM DAYA SAKTI | YO | 30-40 | Laki-laki | S1 | Kepala Divisi Penjualan | 5 | Ya |
| 127 | SINAR MAS AUTOPART | RJ | 30-40 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 128 | PT Beton Budi Mulya | Tantri annisa | > 40 | Perempuan | S1 | Manajer Produksi | 4 | Ya |
| 129 | CV DWI PUTU KASIRANO | TYP | > 40 | Laki-laki | S1 | Manajer Produksi | 4 | Ya |
| 130 | PT ALU TAMA | YA | 30-40 | Perempuan | S1 | Manajer Keuangan | 3 | Ya |
| 131 | PT BERKAT MANUNGGAL JAYA | LTU | 30-40 | Laki-laki | S1 | Kepala Penyedia Bahan | 5 | Ya |
| 132 | PT BERKAT MANUNGGAL JAYA | RH | > 40 | Laki-laki | S1 | Manajer Keuangan | 6 | Ya |
| 133 | PT WOOD POINT INDONESIA | GHS | 30-40 | Laki-laki | S2 | Manajer Produksi | 5 | Ya |
| 134 | PT FLYING WHEEL | RT | > 40 | Laki-laki | S1 | Manajer Produksi | 4 | Ya |

| | | | | | | | | |
|-----|----------------------------|----------|-------|-----------|----|-------------------------|---|----|
| 135 | PT JAYKAY FILES INDONESIA | TK | 30-40 | Perempuan | S1 | Manajer Keuangan | 3 | Ya |
| 136 | PT. Nagamas cahaya sentosa | KSA | > 40 | Laki-laki | S2 | Kepala Divisi Penjualan | 7 | Ya |
| 137 | PT GOLDEN PRIMA SENTOSA | BNS | 30-40 | Perempuan | S2 | Manajer Produksi | 5 | Ya |
| 138 | PT Dunkindo Lestari | Tristian | 30-40 | Perempuan | S1 | Kepala Penyedia Bahan | 3 | Ya |
| 139 | PT. Maju Jaya Mulia | Kania | 30-40 | Perempuan | S1 | Manajer Produksi | 3 | Ya |
| 140 | CV. Eterna | Arifin | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 4 | Ya |
| 141 | PT BESI BAJA MAKMUR | RTA | 30-40 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 142 | PT BESI BAJA MAKMUR | FF | > 40 | Perempuan | S2 | Manajer Pemasaran | 5 | Ya |
| 143 | CV TRIMEGAH EKA PLASINDO | HSJ | 30-40 | Laki-laki | S2 | Kepala Penyedia Bahan | 5 | Ya |
| 144 | PT SAMUDRA BAJA DUNIA | PL | 30-40 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 145 | PT EURASIA WOOD WORK | DJS | > 40 | Laki-laki | S2 | Manajer Pemasaran | 6 | Ya |

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|-----|--------------------------------|-------|-------|-----------|----|----------------------------|---|----|
| 146 | PT EURASIA WOOD WORK | JSD | > 40 | Laki-laki | S2 | Kepala Divisi Penjualan | 5 | Ya |
| 147 | PT. Superindo Karya Utama | Tiara | 30-40 | Perempuan | S1 | Manajer Produksi | 3 | Ya |
| 148 | CV. Indo Jati Utama | Sofia | 30-40 | Perempuan | S2 | Manajer Pemasaran | 4 | Ya |
| 149 | PT SEMARANG BINTANG LESTARI | SH | > 40 | Laki-laki | S1 | Manajer Pemasaran | 5 | Ya |
| 150 | PT DIBYA UPAYA PERKASA | FB | 30-40 | Perempuan | S1 | Manajer Keuangan | 3 | Ya |
| 151 | Moulding Industries | Firah | 30-40 | Perempuan | S1 | Kepala Penyedia Bahan | 3 | Ya |
| 152 | PT INDO BESTINOX INDUSTRI | GLS | > 40 | Laki-laki | S2 | Kepala Divisi Penjualan | 7 | Ya |
| 153 | PT BUC INDONESIA | TJR | 30-40 | Laki-laki | S1 | Kepala Divisi Penjualan | 5 | Ya |
| 154 | CV Mitra Dunia Palletindo | Tri | 30-40 | Laki-laki | S2 | Kepala Divisi Penjualan | 4 | Ya |

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|-----|-------------------------|------------------|-------|-----------|----|-------------------------|---|----|
| 155 | PT S2DIO INDUSTRIES | GHD | > 40 | Laki-laki | S2 | Manajer Keuangan | 8 | Ya |
| 156 | PT Anugrah Guna Abadi | Sandi | > 40 | Laki-laki | S1 | Kepala Penyedia Bahan | 3 | Ya |
| 157 | PT Meta Prima Sejahtera | Aulia Nur Hikmah | 30-40 | Perempuan | S2 | Kepala Divisi Penjualan | 4 | Ya |
| 158 | PT. Alam Citra Lestari | Kevin | 30-40 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 159 | PT Muncul Putra Offset | Ain | 30-40 | Perempuan | S1 | Kepala Penyedia Bahan | 3 | Ya |
| 160 | PT Gagaclo | Rio | > 40 | Laki-laki | S2 | Kepala Divisi Penjualan | 4 | Ya |
| 161 | PT Sri Boga Flour Mill | Aditya herman | > 40 | Laki-laki | S2 | Manajer Produksi | 4 | Ya |
| 162 | CV Ganda Guna Box | Yono | 30-40 | Laki-laki | S2 | Kepala Divisi Penjualan | 4 | Ya |
| 163 | PT Lucky Textile | Laila akeyla | > 40 | Perempuan | S1 | Manajer Produksi | 3 | Ya |

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|-----|------------------------------------|---------------|------|-----------|----|-------------------------|---|----|
| 164 | PT Jamu Borobudur, | Dita maylana | > 40 | Perempuan | S2 | Manajer Pemasaran | 4 | Ya |
| 165 | Jinlin Luggage Indonesia, | Kaja hermana | > 40 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 166 | PT Aman Indah Makmur | Dara | > 40 | Perempuan | S1 | Kepala Penyedia Bahan | 3 | Ya |
| 167 | PT Surya Indah Garmindo | Lia | > 40 | Perempuan | S2 | Kepala Divisi Penjualan | 4 | Ya |
| 168 | PT John's Glove Factory, | Kalila amerta | > 40 | Perempuan | S2 | Manajer Pemasaran | 4 | Ya |
| 169 | Hoain International Wood Industry, | Emil aeroy | > 40 | Laki-laki | S1 | Manajer Produksi | 3 | Ya |
| 170 | PT Richtex Garmindo | Fajri | > 40 | Laki-laki | S2 | Kepala Penyedia Bahan | 3 | Ya |
| 171 | PT Arindo Garmentama | Dodo | > 40 | Laki-laki | S1 | Kepala Divisi Penjualan | 4 | Ya |
| 172 | PT Setia Indo Putra, | Desi lestari | > 40 | Perempuan | S2 | Manajer Pemasaran | 4 | Ya |

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|-----|-----------------------------|----------------|-------|-----------|----|-------------------------|---|----|
| 173 | CV Grand Indo Timber, | Citra tuasikal | > 40 | Perempuan | S1 | Manajer Produksi | 3 | Ya |
| 174 | CV Makmur Lestari. | Irlan albani | > 40 | Laki-laki | S2 | Manajer Pemasaran | 4 | Ya |
| 175 | PT Sai Garmen | Fia | 30-40 | Perempuan | S2 | Kepala Penyedia Bahan | 3 | Ya |
| 176 | Moulding Industries | Galih | 30-40 | Laki-laki | S1 | Kepala Divisi Penjualan | 3 | Ya |
| 177 | CV ganda Guna | Haris | 30-40 | Laki-laki | S2 | Kepala Penyedia Bahan | 4 | Ya |
| 178 | CV Mitra Dunia Palletindo | Endah | 30-40 | Perempuan | S1 | Kepala Divisi Penjualan | 3 | Ya |
| 179 | PT Margono Dian Graha | Desi | > 40 | Perempuan | S1 | Kepala Penyedia Bahan | 3 | Ya |
| 180 | PT Muncul Putra Offset | Habibah | 30-40 | Perempuan | S1 | Kepala Divisi Penjualan | 4 | Ya |
| 181 | PT Mega Print Citra Mandiri | Tara | > 40 | Laki-laki | S2 | Kepala Divisi Penjualan | 4 | Ya |

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|-----|----------------------------------|---------|-------|-----------|----|-----------------------|---|----|
| 182 | PT. Bufa Aneka | Andika | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 4 | Ya |
| 183 | PT. Inti Jaya Meta Ratna Farmasi | Safitri | 30-40 | Perempuan | S1 | Manajer Produksi | 3 | Ya |
| 184 | PT Pentasari Pranakarya | Ragil | 30-40 | Laki-laki | S1 | Kepala Penyedia Bahan | 3 | Ya |
| 185 | PT. Sampharindo | Dania | 30-40 | Perempuan | S1 | Manajer Produksi | 3 | Ya |
| 186 | PT. Zenith Pharmaceuticals | Farel | 30-40 | Laki-laki | S2 | Manajer Pemasaran | 4 | Ya |
| 187 | PT. Leo Agung Raya | Devita | 30-40 | Perempuan | S2 | Manajer Pemasaran | 4 | Ya |
| 188 | CV. DARAT | Izzah | 30-40 | Perempuan | S1 | Kepala Penyedia Bahan | 3 | Ya |
| 189 | PT Indo Rubber Factory | Iikaa | 30-40 | Perempuan | S2 | Manajer Keuangan | 4 | Ya |
| 190 | BUC INDONESIA | Radit | 30-40 | Laki-laki | S3 | Manajer Keuangan | 4 | Ya |
| 191 | PT Penguin Indonesia | dion | 30-40 | Laki-laki | S3 | Manajer Keuangan | 4 | Ya |

LAMPIRAN 3 TABULASI DATA

| BS_1 | BS_2 | BS_3 | BS_4 | BS_5 | BS_6 | BS | AI_1 | AI_2 | AI_3 | AI_4 | AI_5 | AI_6 | AI |
|-------------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-----------|
| 4 | 4 | 3 | 5 | 3 | 3 | 3,67 | 4 | 4 | 5 | 4 | 4 | 5 | 4,33 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,17 | 5 | 5 | 5 | 5 | 5 | 5 | 5,00 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,17 | 5 | 5 | 5 | 5 | 5 | 5 | 5,00 |
| 4 | 3 | 2 | 3 | 4 | 2 | 3,00 | 4 | 4 | 3 | 3 | 4 | 4 | 3,67 |
| 3 | 2 | 3 | 4 | 4 | 3 | 3,17 | 3 | 4 | 3 | 3 | 3 | 3 | 3,17 |
| 4 | 3 | 2 | 3 | 4 | 2 | 3,00 | 4 | 4 | 3 | 4 | 4 | 3 | 3,67 |
| 3 | 2 | 3 | 2 | 1 | 2 | 2,17 | 5 | 4 | 5 | 5 | 4 | 5 | 4,67 |
| 5 | 3 | 3 | 4 | 5 | 3 | 3,83 | 4 | 4 | 4 | 5 | 4 | 3 | 4,00 |
| 3 | 4 | 4 | 3 | 2 | 2 | 3,00 | 3 | 3 | 4 | 2 | 2 | 2 | 2,67 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3,83 | 5 | 4 | 3 | 3 | 3 | 5 | 3,83 |
| 4 | 3 | 2 | 3 | 4 | 4 | 3,33 | 5 | 4 | 4 | 5 | 4 | 4 | 4,33 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4,67 | 5 | 5 | 5 | 5 | 4 | 4 | 4,67 |
| 5 | 5 | 4 | 4 | 4 | 3 | 4,17 | 4 | 4 | 3 | 4 | 3 | 4 | 3,67 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4,67 | 5 | 4 | 5 | 4 | 5 | 4 | 4,50 |
| 5 | 3 | 4 | 4 | 5 | 4 | 4,17 | 4 | 5 | 4 | 5 | 5 | 5 | 4,67 |
| 4 | 5 | 3 | 4 | 4 | 4 | 4,00 | 4 | 3 | 4 | 4 | 3 | 4 | 3,67 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,33 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4,50 | 4 | 5 | 5 | 4 | 5 | 5 | 4,67 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3,00 | 4 | 5 | 5 | 5 | 4 | 5 | 4,67 |
| 5 | 3 | 3 | 4 | 4 | 4 | 3,83 | 4 | 4 | 5 | 4 | 5 | 5 | 4,50 |
| 4 | 2 | 3 | 4 | 4 | 3 | 3,33 | 4 | 3 | 4 | 4 | 3 | 4 | 3,67 |
| 4 | 3 | 4 | 5 | 4 | 3 | 3,83 | 4 | 5 | 2 | 4 | 5 | 2 | 3,67 |

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|---|---|---|---|---|---|------|---|---|---|---|---|---|------|
| 3 | 3 | 3 | 3 | 3 | 3 | 3,00 | 5 | 4 | 5 | 4 | 5 | 4 | 4,50 |
| 5 | 4 | 4 | 3 | 5 | 4 | 4,17 | 4 | 3 | 4 | 3 | 4 | 3 | 3,50 |
| 5 | 3 | 3 | 3 | 5 | 3 | 3,67 | 4 | 4 | 5 | 5 | 5 | 5 | 4,67 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3,83 | 4 | 3 | 4 | 3 | 4 | 4 | 3,67 |
| 3 | 1 | 2 | 3 | 2 | 2 | 2,17 | 3 | 1 | 1 | 2 | 2 | 2 | 1,83 |
| 5 | 3 | 4 | 5 | 5 | 3 | 4,17 | 4 | 5 | 4 | 5 | 5 | 5 | 4,67 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4,50 | 5 | 4 | 5 | 4 | 4 | 5 | 4,50 |
| 1 | 2 | 2 | 1 | 2 | 2 | 1,67 | 1 | 2 | 2 | 3 | 2 | 2 | 2,00 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4,17 | 5 | 4 | 5 | 5 | 5 | 5 | 4,83 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4,00 | 4 | 4 | 4 | 4 | 4 | 4 | 4,00 |
| 1 | 2 | 2 | 2 | 2 | 3 | 2,00 | 4 | 5 | 4 | 4 | 5 | 5 | 4,50 |
| 5 | 5 | 4 | 3 | 4 | 4 | 4,17 | 5 | 4 | 5 | 4 | 4 | 4 | 4,33 |
| 5 | 3 | 4 | 5 | 3 | 4 | 4,00 | 5 | 5 | 4 | 5 | 5 | 4 | 4,67 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4,00 | 5 | 5 | 4 | 4 | 5 | 4 | 4,50 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4,50 | 4 | 4 | 5 | 4 | 5 | 5 | 4,50 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,33 | 5 | 3 | 3 | 4 | 3 | 4 | 3,67 |
| 5 | 5 | 5 | 3 | 4 | 4 | 4,33 | 2 | 2 | 2 | 2 | 2 | 2 | 2,00 |
| 5 | 4 | 2 | 2 | 4 | 3 | 3,33 | 5 | 4 | 5 | 4 | 5 | 4 | 4,50 |
| 4 | 3 | 2 | 3 | 5 | 4 | 3,50 | 4 | 4 | 5 | 5 | 5 | 5 | 4,67 |
| 5 | 4 | 5 | 5 | 3 | 4 | 4,33 | 5 | 4 | 4 | 5 | 4 | 5 | 4,50 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4,33 | 2 | 4 | 5 | 4 | 2 | 4 | 3,50 |
| 4 | 3 | 4 | 4 | 5 | 4 | 4,00 | 5 | 4 | 4 | 5 | 2 | 1 | 3,50 |
| 5 | 4 | 3 | 5 | 5 | 4 | 4,33 | 4 | 5 | 5 | 4 | 4 | 4 | 4,33 |
| 3 | 2 | 3 | 2 | 2 | 2 | 2,33 | 4 | 4 | 5 | 4 | 5 | 5 | 4,50 |
| 1 | 2 | 3 | 2 | 2 | 3 | 2,17 | 5 | 5 | 5 | 5 | 4 | 4 | 4,67 |

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|---|---|---|---|---|---|------|---|---|---|---|---|---|------|
| 3 | 4 | 3 | 4 | 5 | 2 | 3,50 | 4 | 4 | 5 | 5 | 5 | 4 | 4,50 |
| 5 | 3 | 2 | 2 | 5 | 3 | 3,33 | 5 | 4 | 5 | 5 | 4 | 4 | 4,50 |
| 4 | 4 | 2 | 3 | 5 | 4 | 3,67 | 4 | 5 | 4 | 5 | 5 | 4 | 4,50 |
| 1 | 2 | 2 | 3 | 2 | 3 | 2,17 | 1 | 2 | 2 | 3 | 2 | 2 | 2,00 |
| 5 | 5 | 4 | 3 | 5 | 3 | 4,17 | 4 | 4 | 5 | 5 | 4 | 4 | 4,33 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3,67 | 4 | 5 | 4 | 4 | 4 | 4 | 4,17 |
| 4 | 4 | 2 | 3 | 4 | 4 | 3,50 | 5 | 4 | 2 | 4 | 4 | 5 | 4,00 |
| 4 | 5 | 2 | 3 | 4 | 4 | 3,67 | 4 | 5 | 4 | 4 | 5 | 2 | 4,00 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,17 | 4 | 4 | 4 | 5 | 4 | 4 | 4,17 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4,67 | 5 | 5 | 5 | 4 | 5 | 4 | 4,67 |
| 1 | 2 | 2 | 2 | 2 | 2 | 1,83 | 1 | 2 | 2 | 3 | 2 | 2 | 2,00 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4,50 | 4 | 5 | 4 | 4 | 5 | 5 | 4,50 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4,33 | 4 | 5 | 4 | 2 | 4 | 1 | 3,33 |
| 5 | 5 | 4 | 5 | 5 | 1 | 4,17 | 4 | 4 | 5 | 4 | 4 | 5 | 4,33 |
| 5 | 2 | 4 | 4 | 5 | 4 | 4,00 | 4 | 5 | 4 | 4 | 5 | 5 | 4,50 |
| 5 | 1 | 2 | 4 | 5 | 4 | 3,50 | 5 | 4 | 4 | 4 | 5 | 5 | 4,50 |
| 4 | 5 | 2 | 2 | 4 | 4 | 3,50 | 4 | 5 | 5 | 5 | 4 | 2 | 4,17 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,33 | 4 | 5 | 4 | 4 | 4 | 4 | 4,17 |
| 2 | 5 | 5 | 5 | 4 | 4 | 4,17 | 5 | 4 | 4 | 4 | 2 | 4 | 3,83 |
| 4 | 1 | 2 | 4 | 2 | 1 | 2,33 | 4 | 5 | 2 | 4 | 5 | 5 | 4,17 |
| 5 | 4 | 2 | 5 | 2 | 2 | 3,33 | 4 | 5 | 2 | 4 | 5 | 4 | 4,00 |
| 4 | 1 | 4 | 4 | 2 | 1 | 2,67 | 4 | 4 | 2 | 4 | 5 | 5 | 4,00 |
| 4 | 4 | 2 | 4 | 2 | 1 | 2,83 | 4 | 5 | 2 | 4 | 2 | 2 | 3,17 |
| 5 | 5 | 4 | 2 | 5 | 2 | 3,83 | 4 | 5 | 4 | 2 | 4 | 5 | 4,00 |
| 4 | 2 | 4 | 4 | 4 | 4 | 3,67 | 4 | 4 | 5 | 4 | 4 | 5 | 4,33 |

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|---|---|---|---|---|---|------|---|---|---|---|---|---|------|
| 4 | 2 | 1 | 5 | 4 | 4 | 3,33 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 5 | 5 | 2 | 5 | 4 | 4 | 4,17 | 4 | 5 | 5 | 5 | 4 | 4 | 4,50 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,17 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 2 | 1 | 1 | 2 | 1 | 1 | 1,33 | 4 | 5 | 4 | 5 | 5 | 4 | 4,50 |
| 4 | 4 | 5 | 5 | 5 | 2 | 4,17 | 4 | 5 | 5 | 5 | 5 | 4 | 4,67 |
| 1 | 2 | 1 | 2 | 2 | 1 | 1,50 | 2 | 2 | 1 | 1 | 1 | 2 | 1,50 |
| 5 | 2 | 2 | 4 | 4 | 1 | 3,00 | 5 | 4 | 4 | 5 | 4 | 4 | 4,33 |
| 4 | 2 | 2 | 5 | 4 | 2 | 3,17 | 5 | 5 | 4 | 4 | 5 | 5 | 4,67 |
| 4 | 1 | 1 | 4 | 5 | 1 | 2,67 | 4 | 5 | 4 | 5 | 4 | 5 | 4,50 |
| 5 | 5 | 4 | 5 | 4 | 1 | 4,00 | 4 | 4 | 4 | 5 | 5 | 5 | 4,50 |
| 5 | 1 | 4 | 5 | 4 | 4 | 3,83 | 4 | 5 | 5 | 4 | 5 | 5 | 4,67 |
| 4 | 2 | 2 | 5 | 4 | 4 | 3,50 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 5 | 5 | 1 | 5 | 5 | 4 | 4,17 | 4 | 4 | 5 | 4 | 4 | 5 | 4,33 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,33 | 4 | 4 | 5 | 5 | 5 | 4 | 4,50 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4,50 | 4 | 4 | 5 | 5 | 4 | 4 | 4,33 |
| 5 | 2 | 1 | 4 | 5 | 1 | 3,00 | 5 | 4 | 5 | 4 | 5 | 4 | 4,50 |
| 1 | 2 | 2 | 4 | 5 | 1 | 2,50 | 1 | 2 | 2 | 3 | 2 | 2 | 2,00 |
| 4 | 1 | 1 | 4 | 4 | 1 | 2,50 | 4 | 5 | 4 | 5 | 4 | 5 | 4,50 |
| 4 | 1 | 2 | 5 | 4 | 1 | 2,83 | 5 | 4 | 4 | 5 | 5 | 4 | 4,50 |
| 5 | 5 | 4 | 5 | 4 | 1 | 4,00 | 4 | 5 | 5 | 5 | 4 | 4 | 4,50 |
| 4 | 1 | 4 | 5 | 4 | 4 | 3,67 | 5 | 5 | 5 | 4 | 5 | 5 | 4,83 |
| 5 | 1 | 2 | 4 | 4 | 4 | 3,33 | 4 | 5 | 5 | 4 | 4 | 4 | 4,33 |
| 4 | 5 | 2 | 5 | 4 | 4 | 4,00 | 4 | 4 | 5 | 5 | 4 | 4 | 4,33 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,17 | 5 | 4 | 4 | 5 | 5 | 4 | 4,50 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4,67 | 4 | 4 | 4 | 5 | 4 | 4 | 4,17 |

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| 4 | 1 | 1 | 5 | 4 | 2 | 2,83 | 4 | 4 | 4 | 4 | 4 | 5 | 4,17 |
| 5 | 1 | 1 | 4 | 5 | 2 | 3,00 | 5 | 4 | 5 | 4 | 4 | 4 | 4,33 |
| 4 | 1 | 2 | 5 | 4 | 1 | 2,83 | 4 | 4 | 5 | 5 | 4 | 5 | 4,50 |
| 5 | 5 | 4 | 5 | 4 | 2 | 4,17 | 4 | 4 | 5 | 4 | 4 | 5 | 4,33 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3,67 | 4 | 3 | 4 | 4 | 4 | 4 | 3,83 |
| 4 | 4 | 2 | 3 | 4 | 4 | 3,50 | 4 | 4 | 3 | 4 | 4 | 4 | 3,83 |
| 5 | 5 | 2 | 4 | 4 | 4 | 4,00 | 4 | 4 | 3 | 4 | 4 | 4 | 3,83 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,17 | 4 | 4 | 4 | 3 | 4 | 4 | 3,83 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4,50 | 4 | 4 | 3 | 4 | 4 | 4 | 3,83 |
| 4 | 2 | 2 | 4 | 4 | 3 | 3,17 | 4 | 4 | 4 | 4 | 3 | 4 | 3,83 |
| 4 | 4 | 2 | 4 | 4 | 4 | 3,67 | 4 | 4 | 3 | 4 | 4 | 4 | 3,83 |
| 5 | 3 | 2 | 5 | 4 | 3 | 3,67 | 4 | 4 | 4 | 4 | 4 | 3 | 3,83 |
| 4 | 4 | 2 | 4 | 4 | 3 | 3,50 | 4 | 4 | 3 | 4 | 4 | 4 | 3,83 |
| 3 | 2 | 2 | 3 | 2 | 2 | 2,33 | 4 | 4 | 4 | 3 | 4 | 4 | 3,83 |
| 4 | 3 | 3 | 4 | 4 | 4 | 3,67 | 4 | 4 | 4 | 4 | 4 | 3 | 3,83 |
| 4 | 3 | 2 | 4 | 3 | 2 | 3,00 | 4 | 4 | 3 | 4 | 4 | 4 | 3,83 |
| 1 | 3 | 2 | 4 | 4 | 3 | 2,83 | 1 | 2 | 2 | 3 | 2 | 2 | 2,00 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,33 | 4 | 5 | 4 | 5 | 4 | 4 | 4,33 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4,33 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 3 | 2 | 2 | 4 | 2 | 3 | 2,67 | 4 | 5 | 5 | 4 | 5 | 4 | 4,50 |
| 3 | 1 | 2 | 3 | 3 | 1 | 2,17 | 5 | 5 | 5 | 4 | 5 | 4 | 4,67 |
| 4 | 4 | 4 | 5 | 4 | 3 | 4,00 | 5 | 4 | 4 | 5 | 4 | 4 | 4,33 |
| 4 | 4 | 2 | 4 | 5 | 5 | 4,00 | 4 | 5 | 5 | 4 | 5 | 4 | 4,50 |
| 3 | 4 | 2 | 5 | 4 | 3 | 3,50 | 4 | 5 | 5 | 5 | 4 | 4 | 4,50 |
| 5 | 4 | 2 | 3 | 4 | 4 | 3,67 | 4 | 4 | 4 | 4 | 5 | 4 | 4,17 |

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| 5 | 5 | 4 | 4 | 4 | 3 | 4,17 | 5 | 4 | 4 | 5 | 5 | 4 | 4,50 |
| 4 | 2 | 4 | 5 | 4 | 4 | 3,83 | 5 | 4 | 5 | 4 | 4 | 5 | 4,50 |
| 5 | 1 | 2 | 4 | 5 | 4 | 3,50 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 4 | 5 | 2 | 5 | 5 | 4 | 4,17 | 4 | 5 | 4 | 5 | 5 | 4 | 4,50 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,17 | 5 | 5 | 4 | 5 | 4 | 4 | 4,50 |
| 3 | 5 | 5 | 4 | 4 | 4 | 4,17 | 5 | 4 | 4 | 5 | 4 | 4 | 4,33 |
| 5 | 2 | 2 | 4 | 4 | 2 | 3,17 | 5 | 4 | 5 | 4 | 5 | 4 | 4,50 |
| 4 | 1 | 1 | 4 | 5 | 2 | 2,83 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 1 | 2 | 2 | 1 | 1 | 2 | 1,50 | 1 | 2 | 2 | 3 | 2 | 2 | 2,00 |
| 2 | 3 | 2 | 3 | 2 | 3 | 2,50 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 1 | 3 | 2 | 2 | 2 | 2 | 2,00 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3,00 | 4 | 5 | 4 | 4 | 5 | 4 | 4,33 |
| 5 | 1 | 2 | 4 | 5 | 2 | 3,17 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 4 | 2 | 1 | 4 | 5 | 2 | 3,00 | 4 | 4 | 5 | 4 | 5 | 4 | 4,33 |
| 4 | 2 | 1 | 4 | 4 | 1 | 2,67 | 5 | 5 | 5 | 4 | 5 | 4 | 4,67 |
| 2 | 2 | 1 | 2 | 1 | 2 | 1,67 | 5 | 4 | 5 | 4 | 4 | 5 | 4,50 |
| 4 | 2 | 1 | 2 | 4 | 2 | 2,50 | 5 | 4 | 4 | 2 | 4 | 5 | 4,00 |
| 2 | 3 | 3 | 1 | 2 | 3 | 2,33 | 4 | 5 | 4 | 5 | 2 | 4 | 4,00 |
| 1 | 2 | 1 | 2 | 2 | 2 | 1,67 | 5 | 5 | 4 | 5 | 4 | 5 | 4,67 |
| 2 | 3 | 2 | 1 | 1 | 3 | 2,00 | 5 | 4 | 5 | 4 | 5 | 5 | 4,67 |
| 3 | 2 | 2 | 2 | 2 | 3 | 2,33 | 5 | 5 | 4 | 5 | 5 | 4 | 4,67 |
| 1 | 1 | 2 | 2 | 2 | 2 | 1,67 | 4 | 5 | 5 | 4 | 4 | 4 | 4,33 |
| 2 | 1 | 2 | 1 | 2 | 2 | 1,67 | 4 | 5 | 4 | 5 | 4 | 4 | 4,33 |
| 2 | 2 | 1 | 2 | 2 | 2 | 1,83 | 4 | 5 | 4 | 5 | 4 | 4 | 4,33 |
| 2 | 4 | 5 | 2 | 2 | 4 | 3,17 | 5 | 4 | 2 | 2 | 4 | 4 | 3,50 |

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|---|---|---|---|---|---|------|---|---|---|---|---|---|------|
| 5 | 5 | 4 | 2 | 3 | 5 | 4,00 | 4 | 5 | 4 | 5 | 1 | 2 | 3,50 |
| 3 | 2 | 4 | 3 | 3 | 4 | 3,17 | 4 | 4 | 4 | 5 | 4 | 4 | 4,17 |
| 5 | 2 | 1 | 5 | 5 | 4 | 3,67 | 5 | 4 | 5 | 5 | 5 | 4 | 4,67 |
| 5 | 5 | 3 | 4 | 5 | 4 | 4,33 | 5 | 4 | 3 | 4 | 5 | 4 | 4,17 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,17 | 4 | 4 | 4 | 5 | 4 | 4 | 4,17 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4,50 | 5 | 5 | 4 | 4 | 5 | 4 | 4,50 |
| 4 | 2 | 1 | 5 | 3 | 3 | 3,00 | 5 | 4 | 3 | 4 | 5 | 4 | 4,17 |
| 5 | 2 | 1 | 5 | 5 | 2 | 3,33 | 4 | 5 | 4 | 5 | 4 | 4 | 4,33 |
| 3 | 2 | 3 | 4 | 3 | 2 | 2,83 | 3 | 4 | 4 | 3 | 4 | 3 | 3,50 |
| 2 | 1 | 1 | 1 | 1 | 1 | 1,17 | 1 | 1 | 2 | 2 | 2 | 2 | 1,67 |
| 2 | 2 | 1 | 4 | 2 | 5 | 2,67 | 5 | 4 | 4 | 5 | 4 | 5 | 4,50 |
| 5 | 1 | 2 | 4 | 3 | 3 | 3,00 | 3 | 4 | 5 | 5 | 4 | 4 | 4,17 |
| 4 | 3 | 2 | 3 | 4 | 3 | 3,17 | 4 | 3 | 4 | 4 | 3 | 4 | 3,67 |
| 5 | 5 | 4 | 4 | 5 | 2 | 4,17 | 5 | 4 | 3 | 4 | 4 | 4 | 4,00 |
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| 4 | 4 | 5 | 5 | 5 | 4 | 4,50 | 5 | 4 | 5 | 4 | 4 | 5 | 4,50 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4,50 | 5 | 5 | 4 | 5 | 5 | 5 | 4,83 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,33 | 4 | 5 | 5 | 4 | 5 | 5 | 4,67 |
| 4 | 5 | 5 | 3 | 4 | 4 | 4,17 | 4 | 3 | 4 | 3 | 4 | 3 | 3,50 |
| 3 | 2 | 2 | 3 | 4 | 3 | 2,83 | 3 | 4 | 4 | 4 | 3 | 4 | 3,67 |
| 4 | 2 | 2 | 4 | 4 | 2 | 3,00 | 4 | 4 | 4 | 5 | 5 | 4 | 4,33 |
| 5 | 2 | 2 | 4 | 5 | 2 | 3,33 | 5 | 4 | 4 | 5 | 4 | 4 | 4,33 |
| 4 | 3 | 2 | 3 | 4 | 3 | 3,17 | 4 | 3 | 4 | 3 | 4 | 3 | 3,50 |
| 4 | 5 | 3 | 4 | 4 | 3 | 3,83 | 4 | 5 | 4 | 4 | 5 | 5 | 4,50 |
| 1 | 2 | 2 | 2 | 3 | 2 | 2,00 | 1 | 2 | 2 | 3 | 2 | 2 | 2,00 |

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|---|---|---|---|---|---|------|---|---|---|---|---|---|------|
| 5 | 5 | 4 | 4 | 4 | 4 | 4,33 | 5 | 4 | 4 | 4 | 5 | 4 | 4,33 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4,33 | 4 | 4 | 5 | 4 | 5 | 5 | 4,50 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4,17 | 4 | 5 | 4 | 5 | 4 | 4 | 4,33 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4,33 | 5 | 5 | 4 | 5 | 4 | 5 | 4,67 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4,17 | 5 | 4 | 5 | 4 | 5 | 5 | 4,67 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4,33 | 5 | 4 | 5 | 5 | 4 | 5 | 4,67 |
| 3 | 2 | 3 | 4 | 4 | 2 | 3,00 | 3 | 4 | 4 | 3 | 4 | 4 | 3,67 |
| 2 | 3 | 3 | 2 | 2 | 3 | 2,50 | 4 | 5 | 4 | 5 | 5 | 4 | 4,50 |
| 4 | 3 | 5 | 3 | 4 | 3 | 3,67 | 4 | 3 | 4 | 3 | 4 | 3 | 3,50 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4,67 | 5 | 4 | 5 | 5 | 4 | 4 | 4,50 |
| 5 | 2 | 4 | 4 | 4 | 4 | 3,83 | 4 | 5 | 4 | 4 | 5 | 4 | 4,33 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3,67 | 4 | 4 | 2 | 4 | 5 | 5 | 4,00 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4,33 | 4 | 5 | 4 | 2 | 4 | 5 | 4,00 |
| 1 | 4 | 4 | 5 | 4 | 4 | 3,67 | 5 | 4 | 5 | 4 | 5 | 5 | 4,67 |
| 3 | 5 | 5 | 4 | 4 | 4 | 4,17 | 4 | 5 | 2 | 4 | 5 | 4 | 4,00 |
| 2 | 2 | 1 | 2 | 1 | 1 | 1,50 | 2 | 4 | 4 | 4 | 4 | 5 | 3,83 |
| 2 | 1 | 1 | 3 | 1 | 1 | 1,50 | 4 | 4 | 5 | 4 | 5 | 5 | 4,50 |
| 2 | 1 | 1 | 1 | 2 | 1 | 1,33 | 5 | 4 | 5 | 4 | 5 | 5 | 4,67 |
| 2 | 1 | 1 | 5 | 4 | 1 | 2,33 | 5 | 5 | 4 | 5 | 5 | 4 | 4,67 |

| SE_1 | SE_2 | SE_3 | SE_4 | SE_5 | SE_6 | SE_7 | SE_8 | SE |
|------|------|------|------|------|------|------|------|------|
| 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 3,88 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4,00 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5,00 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4,00 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3,50 |
| 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3,50 |
| 3 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 3,75 |
| 3 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 3,88 |
| 5 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 3,25 |
| 3 | 3 | 4 | 3 | 3 | 5 | 5 | 4 | 3,75 |
| 3 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4,00 |
| 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2,75 |
| 1 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2,13 |
| 2 | 2 | 2 | 1 | 4 | 2 | 2 | 3 | 2,25 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2,00 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4,63 |
| 1 | 2 | 2 | 5 | 2 | 3 | 2 | 2 | 2,38 |
| 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4,13 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4,50 |
| 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3,75 |
| 4 | 5 | 4 | 4 | 2 | 4 | 2 | 5 | 3,75 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4,63 |
| 1 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 1,88 |

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|---|---|---|---|---|---|---|---|------|
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4,38 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3,75 |
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| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4,25 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4,38 |
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| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5,00 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4,50 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4,25 |
| 3 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 3,88 |
| 4 | 2 | 3 | 3 | 3 | 5 | 4 | 4 | 3,50 |
| 4 | 5 | 2 | 5 | 2 | 5 | 2 | 5 | 3,75 |
| 4 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 4,00 |
| 1 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2,13 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4,50 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4,63 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4,50 |
| 4 | 5 | 5 | 2 | 5 | 4 | 2 | 4 | 3,88 |
| 5 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 4,13 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4,38 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4,50 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4,75 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4,63 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4,38 |

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|---|---|---|---|---|---|---|---|------|
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4,38 |
| 2 | 2 | 3 | 3 | 2 | 2 | 1 | 2 | 2,13 |
| 1 | 2 | 2 | 5 | 2 | 5 | 2 | 2 | 2,63 |
| 2 | 2 | 2 | 1 | 5 | 2 | 2 | 3 | 2,38 |
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2,00 |
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 4 | 2 | 3 | 5 | 2 | 3 | 4 | 3 | 3,25 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4,38 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4,63 |
| 4 | 5 | 2 | 4 | 5 | 2 | 4 | 4 | 3,75 |
| 1 | 2 | 2 | 4 | 2 | 5 | 2 | 2 | 2,50 |
| 2 | 2 | 2 | 1 | 5 | 2 | 2 | 3 | 2,38 |
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4,25 |
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 1 | 2 | 2 | 4 | 2 | 3 | 2 | 2 | 2,25 |
| 2 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4,13 |
| 5 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 4,13 |
| 4 | 2 | 4 | 4 | 5 | 2 | 4 | 5 | 3,75 |
| 4 | 5 | 4 | 4 | 2 | 2 | 4 | 5 | 3,75 |
| 1 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2,13 |
| 2 | 2 | 2 | 1 | 5 | 2 | 2 | 3 | 2,38 |
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4,13 |

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|---|---|---|---|---|---|---|---|------|
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 4 | 2 | 2 | 4 | 5 | 5 | 2 | 5 | 3,63 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4,75 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4,50 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4,50 |
| 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4,50 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4,50 |
| 1 | 2 | 2 | 5 | 2 | 4 | 2 | 2 | 2,50 |
| 2 | 2 | 2 | 1 | 5 | 2 | 2 | 3 | 2,38 |
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2,00 |
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 1 | 2 | 2 | 5 | 2 | 3 | 2 | 2 | 2,38 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4,50 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4,50 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4,25 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4,25 |
| 1 | 2 | 2 | 5 | 2 | 5 | 2 | 2 | 2,63 |
| 2 | 2 | 2 | 1 | 5 | 2 | 2 | 3 | 2,38 |
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2,00 |
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 1 | 2 | 2 | 4 | 2 | 3 | 2 | 2 | 2,25 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4,38 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4,50 |

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|---|---|---|---|---|---|---|---|------|
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4,38 |
| 1 | 2 | 2 | 5 | 2 | 5 | 2 | 2 | 2,63 |
| 2 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 2,13 |
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2,00 |
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 1 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2,13 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3,75 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3,88 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4,50 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4,63 |
| 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4,50 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4,25 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4,38 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4,50 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4,50 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4,38 |
| 1 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 2,38 |
| 2 | 2 | 2 | 1 | 5 | 2 | 2 | 3 | 2,38 |

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|---|---|---|---|---|---|---|---|------|
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2,00 |
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 1 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2,13 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4,50 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4,38 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4,63 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4,50 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4,38 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4,38 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4,13 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4,50 |
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4,38 |
| 4 | 5 | 2 | 4 | 4 | 5 | 2 | 4 | 3,75 |
| 4 | 2 | 4 | 5 | 4 | 5 | 4 | 1 | 3,63 |
| 5 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 4,13 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4,63 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4,63 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4,75 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4,50 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4,50 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4,63 |
| 5 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 4,13 |
| 1 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2,13 |
| 2 | 2 | 2 | 1 | 5 | 2 | 2 | 3 | 2,38 |

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|---|---|---|---|---|---|---|---|------|
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2,00 |
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 1 | 2 | 2 | 5 | 2 | 3 | 2 | 2 | 2,38 |
| 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4,00 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4,50 |
| 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3,50 |
| 1 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 1,88 |
| 4 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4,13 |
| 3 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 3,88 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3,75 |
| 1 | 2 | 2 | 4 | 2 | 5 | 2 | 2 | 2,50 |
| 2 | 2 | 2 | 1 | 4 | 2 | 2 | 3 | 2,25 |
| 4 | 2 | 2 | 5 | 4 | 2 | 4 | 4 | 3,38 |
| 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 2,00 |
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| 1 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2,13 |
| 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3,63 |
| 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4,38 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4,38 |
| 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3,50 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3,63 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4,50 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4,50 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4,75 |

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| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4,50 |
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| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4,63 |
| 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3,75 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4,63 |
| 4 | 3 | 2 | 3 | 2 | 3 | 4 | 3 | 3,00 |
| 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1,88 |
| 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2,00 |
| 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1,63 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4,50 |
| 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1,50 |
| 5 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 4,38 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4,75 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4,63 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4,50 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4,75 |

| LOC_1 | LOC_2 | LOC_3 | LOC_4 | LOC_5 | LOC_6 | LOC_7 | LOC_8 | LOC_9 | LOC_10 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 5 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 |
| 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 2 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 2 | 3 |
| 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 |
| 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 2 | 4 |
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| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 |
| 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 |
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| 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 |
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| 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 3 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 |
| 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |

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| 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 |
| 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
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| 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |
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| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |

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| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 3 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 4 |
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| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |

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| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 3 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 4 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 2 | 4 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 2 | 5 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 |
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 |
| 4 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 3 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 |

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|---|---|---|---|---|---|---|---|---|---|
| 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 |
| 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 |
| 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |
| 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 |
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| 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 4 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 |
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| 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 |
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| 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 |
| 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 |

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|---|---|---|---|---|---|---|---|---|---|
| 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 |
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| 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 3 |
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| 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 |
| 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |
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| 5 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |

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|---|---|---|---|---|---|---|---|---|---|
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 3 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 |
| 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 |
| 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |
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| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 |
| 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 5 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 |
| 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 |
| 5 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 |
| 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 2 |
| 3 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 |
| 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 |
| 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 2 |
| 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 |
| 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 |
| 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
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| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 4 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 4 |

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|---|---|---|---|---|---|---|---|---|---|
| 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 2 | 4 |
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| 3 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 4 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 3 |
| 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |
| 5 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 |
| 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 3 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 |
| 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 |
| 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |

| LOC_11 | LOC_12 | LOC_13 | LOC_14 | LOC_15 | LOC_16 | LOC |
|---------------|---------------|---------------|---------------|---------------|---------------|------------|
| 4 | 2 | 5 | 4 | 5 | 4 | 4,31 |
| 5 | 4 | 4 | 5 | 3 | 4 | 4,38 |
| 5 | 4 | 4 | 3 | 3 | 3 | 4,06 |
| 3 | 5 | 4 | 4 | 4 | 3 | 3,81 |
| 3 | 2 | 3 | 4 | 3 | 4 | 3,38 |

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|---|---|---|---|---|---|------|
| 4 | 3 | 3 | 4 | 3 | 4 | 3,44 |
| 4 | 4 | 4 | 4 | 5 | 4 | 3,63 |
| 4 | 2 | 4 | 4 | 3 | 4 | 3,88 |
| 4 | 3 | 3 | 4 | 4 | 3 | 3,88 |
| 5 | 5 | 5 | 4 | 3 | 5 | 3,94 |
| 4 | 2 | 4 | 4 | 3 | 5 | 4,06 |
| 4 | 4 | 4 | 3 | 3 | 4 | 4,06 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3,69 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4,25 |
| 5 | 2 | 5 | 4 | 4 | 4 | 4,25 |
| 3 | 4 | 5 | 4 | 4 | 4 | 3,88 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4,06 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4,50 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4,69 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4,06 |
| 4 | 2 | 3 | 4 | 4 | 4 | 3,56 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,25 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,25 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4,44 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4,50 |
| 4 | 5 | 3 | 4 | 4 | 4 | 3,75 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4,19 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4,44 |
| 5 | 5 | 4 | 4 | 3 | 4 | 4,00 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4,56 |

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|---|---|---|---|---|---|------|
| 1 | 2 | 2 | 2 | 2 | 2 | 1,63 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,38 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4,13 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4,31 |
| 5 | 3 | 4 | 5 | 5 | 4 | 4,19 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,19 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4,50 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4,19 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4,25 |
| 5 | 3 | 5 | 4 | 4 | 4 | 4,50 |
| 5 | 2 | 4 | 4 | 5 | 5 | 4,00 |
| 4 | 5 | 3 | 5 | 5 | 4 | 4,38 |
| 1 | 1 | 2 | 2 | 2 | 2 | 1,63 |
| 3 | 4 | 4 | 5 | 4 | 4 | 4,13 |
| 4 | 3 | 5 | 5 | 5 | 5 | 4,25 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4,31 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4,19 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4,25 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4,31 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4,13 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4,31 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4,19 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4,25 |
| 5 | 5 | 4 | 3 | 4 | 4 | 4,00 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4,38 |

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|---|---|---|---|---|---|------|
| 4 | 4 | 4 | 5 | 4 | 4 | 4,13 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4,38 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4,38 |
| 5 | 3 | 4 | 5 | 4 | 4 | 4,31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4,06 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,31 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4,31 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4,25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4,19 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4,25 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4,13 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4,56 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4,25 |
| 4 | 3 | 4 | 4 | 5 | 4 | 4,19 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4,06 |
| 4 | 4 | 5 | 4 | 5 | 5 | 4,44 |
| 1 | 1 | 2 | 2 | 2 | 2 | 1,63 |
| 5 | 3 | 4 | 5 | 5 | 4 | 4,19 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4,44 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4,38 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,19 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,56 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4,25 |
| 5 | 4 | 5 | 4 | 4 | 5 | 4,38 |
| 5 | 2 | 4 | 5 | 4 | 4 | 4,19 |

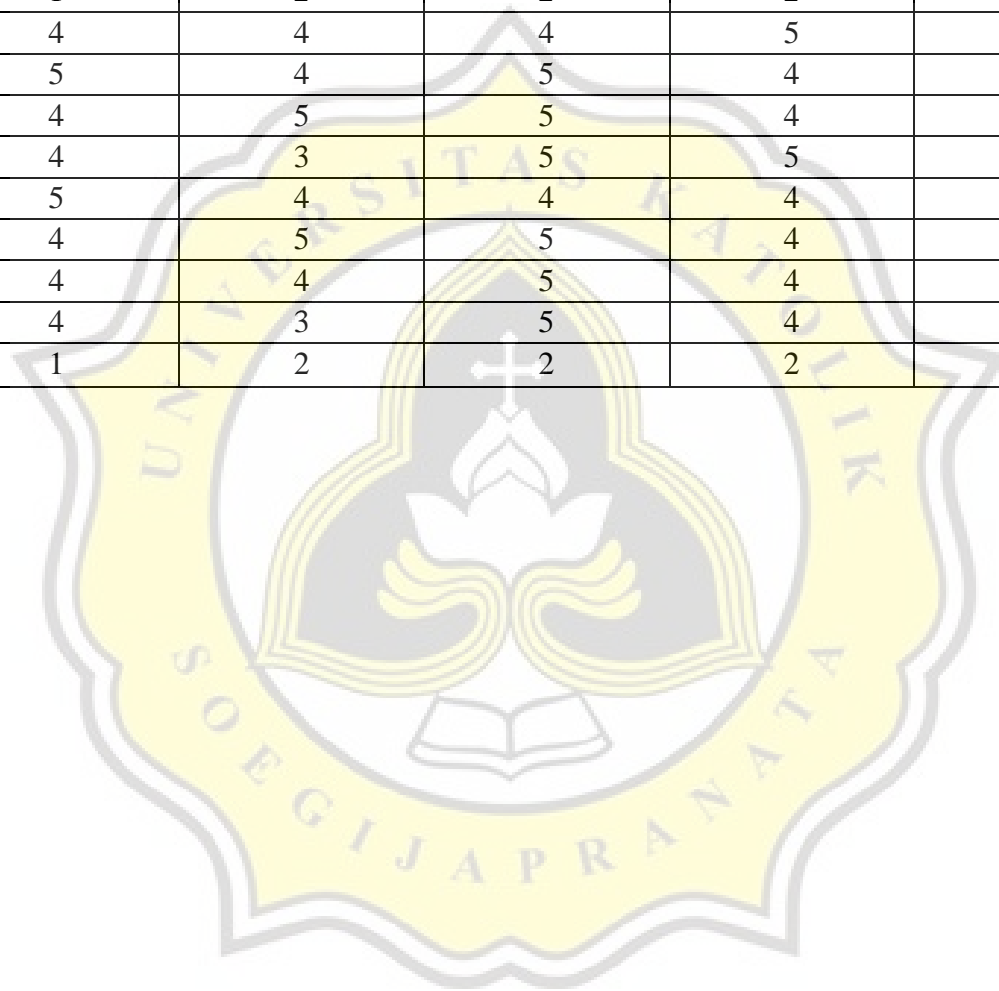
| | | | | | | |
|---|---|---|---|---|---|------|
| 4 | 3 | 4 | 5 | 4 | 5 | 4,06 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4,56 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4,25 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4,31 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4,56 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4,19 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4,44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4,31 |
| 5 | 4 | 3 | 5 | 5 | 5 | 4,25 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4,31 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,38 |
| 5 | 2 | 4 | 5 | 4 | 4 | 3,94 |
| 4 | 3 | 4 | 4 | 5 | 4 | 4,19 |
| 5 | 5 | 5 | 4 | 5 | 4 | 4,44 |
| 4 | 3 | 5 | 4 | 5 | 4 | 4,38 |
| 4 | 4 | 4 | 5 | 4 | 3 | 4,06 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4,44 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4,31 |
| 5 | 3 | 4 | 4 | 5 | 4 | 3,88 |
| 4 | 4 | 4 | 4 | 5 | 3 | 4,13 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4,44 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4,00 |
| 1 | 1 | 2 | 2 | 2 | 2 | 1,63 |
| 4 | 4 | 4 | 4 | 3 | 4 | 3,88 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3,88 |

| | | | | | | |
|---|---|---|---|---|---|------|
| 4 | 3 | 4 | 4 | 4 | 4 | 3,88 |
| 3 | 4 | 5 | 4 | 4 | 4 | 3,88 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3,81 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3,88 |
| 4 | 3 | 3 | 3 | 4 | 5 | 3,75 |
| 4 | 5 | 4 | 4 | 3 | 5 | 4,19 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3,88 |
| 3 | 5 | 3 | 4 | 4 | 5 | 3,75 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4,38 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4,38 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,31 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4,50 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4,19 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4,13 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4,13 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4,31 |
| 5 | 3 | 5 | 4 | 4 | 5 | 4,25 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4,25 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4,38 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4,25 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4,19 |
| 4 | 4 | 3 | 4 | 4 | 5 | 4,00 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4,19 |

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|---|---|---|---|---|---|------|
| 5 | 4 | 4 | 4 | 4 | 4 | 4,06 |
| 4 | 3 | 4 | 5 | 4 | 4 | 4,19 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4,19 |
| 4 | 4 | 5 | 5 | 4 | 5 | 4,38 |
| 1 | 1 | 2 | 2 | 2 | 2 | 1,63 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4,06 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4,31 |
| 5 | 5 | 4 | 4 | 5 | 3 | 4,13 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4,25 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,19 |
| 4 | 5 | 4 | 5 | 4 | 3 | 4,38 |
| 5 | 2 | 5 | 4 | 5 | 4 | 4,31 |
| 4 | 2 | 4 | 4 | 5 | 4 | 4,06 |
| 4 | 3 | 4 | 5 | 5 | 5 | 4,25 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4,38 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,25 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4,19 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,13 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4,13 |
| 5 | 3 | 5 | 5 | 4 | 4 | 4,25 |
| 4 | 3 | 4 | 4 | 3 | 3 | 3,63 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4,44 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4,31 |
| 5 | 3 | 4 | 4 | 3 | 5 | 3,81 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4,19 |

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|---|---|---|---|---|---|------|
| 1 | 1 | 2 | 2 | 2 | 2 | 1,63 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4,44 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4,19 |
| 4 | 3 | 4 | 4 | 3 | 5 | 4,06 |
| 4 | 3 | 5 | 3 | 4 | 4 | 3,63 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4,06 |
| 4 | 3 | 3 | 5 | 3 | 4 | 4,00 |
| 4 | 4 | 4 | 5 | 5 | 3 | 4,06 |
| 3 | 3 | 5 | 5 | 5 | 4 | 4,06 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4,06 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3,50 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3,56 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4,31 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4,38 |
| 4 | 3 | 4 | 3 | 4 | 3 | 3,50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3,75 |
| 3 | 4 | 4 | 4 | 5 | 4 | 4,38 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4,50 |
| 3 | 4 | 5 | 5 | 5 | 4 | 4,00 |
| 5 | 3 | 4 | 5 | 4 | 3 | 4,06 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4,38 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4,44 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4,19 |
| 3 | 5 | 4 | 4 | 3 | 5 | 3,81 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4,50 |

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|---|---|---|---|---|---|------|
| 4 | 3 | 5 | 3 | 4 | 3 | 3,50 |
| 1 | 1 | 2 | 2 | 2 | 2 | 1,63 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4,38 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4,38 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4,44 |
| 4 | 4 | 3 | 5 | 5 | 3 | 4,06 |
| 4 | 5 | 4 | 4 | 4 | 4 | 3,94 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4,63 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4,63 |
| 5 | 4 | 3 | 5 | 4 | 5 | 4,50 |
| 1 | 1 | 2 | 2 | 2 | 2 | 1,63 |



LAMPIRAN 4 OUTPUT VALIDITAS DAN RELIABILITAS DATA

Output Pengujian Validitas dan Reliabilitas (*Budgetary Slack*)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 191 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 191 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,816 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| BS_1 | 16,82 | 19,358 | ,586 | ,785 |
| BS_2 | 17,45 | 18,080 | ,592 | ,785 |
| BS_3 | 17,68 | 18,862 | ,577 | ,787 |
| BS_4 | 16,86 | 20,196 | ,541 | ,794 |
| BS_5 | 16,89 | 19,614 | ,624 | ,778 |
| BS_6 | 17,55 | 20,028 | ,564 | ,790 |

Output Pengujian Validitas dan Reliabilitas (*Asimetri Informasi*)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 191 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 191 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,847 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| AI_1 | 20,58 | 11,235 | ,672 | ,813 |
| AI_2 | 20,54 | 11,797 | ,657 | ,817 |
| AI_3 | 20,61 | 11,312 | ,591 | ,830 |
| AI_4 | 20,57 | 12,289 | ,553 | ,835 |
| AI_5 | 20,52 | 11,051 | ,675 | ,812 |
| AI_6 | 20,66 | 11,489 | ,628 | ,821 |

Output Pengujian Validitas dan Reliabilitas (*Self Efficacy*)

Case Processing Summary

| | | N | % |
|-------|-------|-----|-------|
| Cases | Valid | 191 | 100,0 |

| | | |
|-----------------------|-----|-------|
| Excluded ^a | 0 | ,0 |
| Total | 191 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,947 | 8 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| SE_1 | 24,69 | 55,099 | ,892 | ,933 |
| SE_2 | 24,58 | 60,193 | ,842 | ,937 |
| SE_3 | 24,60 | 60,230 | ,848 | ,937 |
| SE_4 | 24,38 | 61,457 | ,693 | ,947 |
| SE_5 | 24,41 | 60,717 | ,740 | ,944 |
| SE_6 | 24,49 | 60,514 | ,736 | ,944 |
| SE_7 | 24,63 | 58,782 | ,876 | ,935 |
| SE_8 | 24,48 | 60,598 | ,837 | ,938 |

Output Pengujian Validitas dan Reliabilitas (*Locus of Control*)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 191 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 191 | 100,0 |

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

Reliability Statistics

| Cronbach's | |
|------------|------------|
| Alpha | N of Items |
| ,928 | 16 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| LOC_1 | 60,92 | 71,799 | ,679 | ,923 |
| LOC_2 | 60,92 | 73,599 | ,660 | ,923 |
| LOC_3 | 60,90 | 73,501 | ,653 | ,923 |
| LOC_4 | 60,85 | 73,393 | ,674 | ,923 |
| LOC_5 | 61,05 | 72,008 | ,647 | ,924 |
| LOC_6 | 61,07 | 71,563 | ,703 | ,922 |
| LOC_7 | 61,06 | 72,012 | ,644 | ,924 |
| LOC_8 | 61,20 | 75,171 | ,593 | ,925 |
| LOC_9 | 61,14 | 73,996 | ,541 | ,926 |
| LOC_10 | 61,13 | 74,062 | ,584 | ,925 |
| LOC_11 | 60,86 | 70,575 | ,773 | ,920 |
| LOC_12 | 61,26 | 72,394 | ,588 | ,925 |
| LOC_13 | 60,98 | 74,963 | ,630 | ,924 |
| LOC_14 | 60,81 | 73,410 | ,701 | ,922 |
| LOC_15 | 60,87 | 73,904 | ,634 | ,924 |
| LOC_16 | 60,99 | 74,816 | ,626 | ,924 |

LAMPIRAN 5 OUTPUT GAMBARAN UMUM RESPONDEN

Output Gambaran Umum (Umur)

Statistics

| Umur | | |
|------|---------|-----|
| N | Valid | 191 |
| | Missing | 0 |

| Umur | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | < 30 | 40 | 20,9 | 20,9 | 20,9 |
| | > 40 | 34 | 17,8 | 17,8 | 38,7 |
| | 30-40 | 117 | 61,3 | 61,3 | 100,0 |
| | Total | 191 | 100,0 | 100,0 | |

Output Gambaran Umum (Jenis Kelamin)

Statistics

| Jenis Kelamin | | |
|---------------|---------|-----|
| N | Valid | 191 |
| | Missing | 0 |

| Jenis Kelamin | | | | | |
|---------------|-----------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-laki | 107 | 56,0 | 56,0 | 56,0 |
| | Perempuan | 84 | 44,0 | 44,0 | 100,0 |
| | Total | 191 | 100,0 | 100,0 | |

Output Gambaran Umum (Pendidikan Terakhir)

Statistics

| Pendidikan Terakhir | | |
|---------------------|---------|-----|
| N | Valid | 191 |
| | Missing | 0 |

Pendidikan Terakhir

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S1 | 114 | 59,7 | 59,7 | 59,7 |
| | S2 | 74 | 38,7 | 38,7 | 98,4 |
| | S3 | 3 | 1,6 | 1,6 | 100,0 |
| | Total | 191 | 100,0 | 100,0 | |

Output Gambaran Umum (Jabatan)

Statistics

| Jabatan | | |
|---------|---------|-----|
| N | Valid | 191 |
| | Missing | 0 |

| | | Jabatan | | | |
|-------|-------------------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Kepala Divisi Penjualan | 16 | 8,4 | 8,4 | 8,4 |
| | Kepala Penyedia Bahan | 15 | 7,9 | 7,9 | 16,2 |
| | Manajer Industri | 2 | 1,0 | 1,0 | 17,3 |
| | Manajer Keuangan | 33 | 17,3 | 17,3 | 34,6 |
| | Manajer Operasional | 9 | 4,7 | 4,7 | 39,3 |
| | Manajer Pemasaran | 52 | 27,2 | 27,2 | 66,5 |
| | Manajer Personalia | 2 | 1,0 | 1,0 | 67,5 |
| | Manajer Produksi | 62 | 32,5 | 32,5 | 100,0 |
| | Total | | 191 | 100,0 | 100,0 |

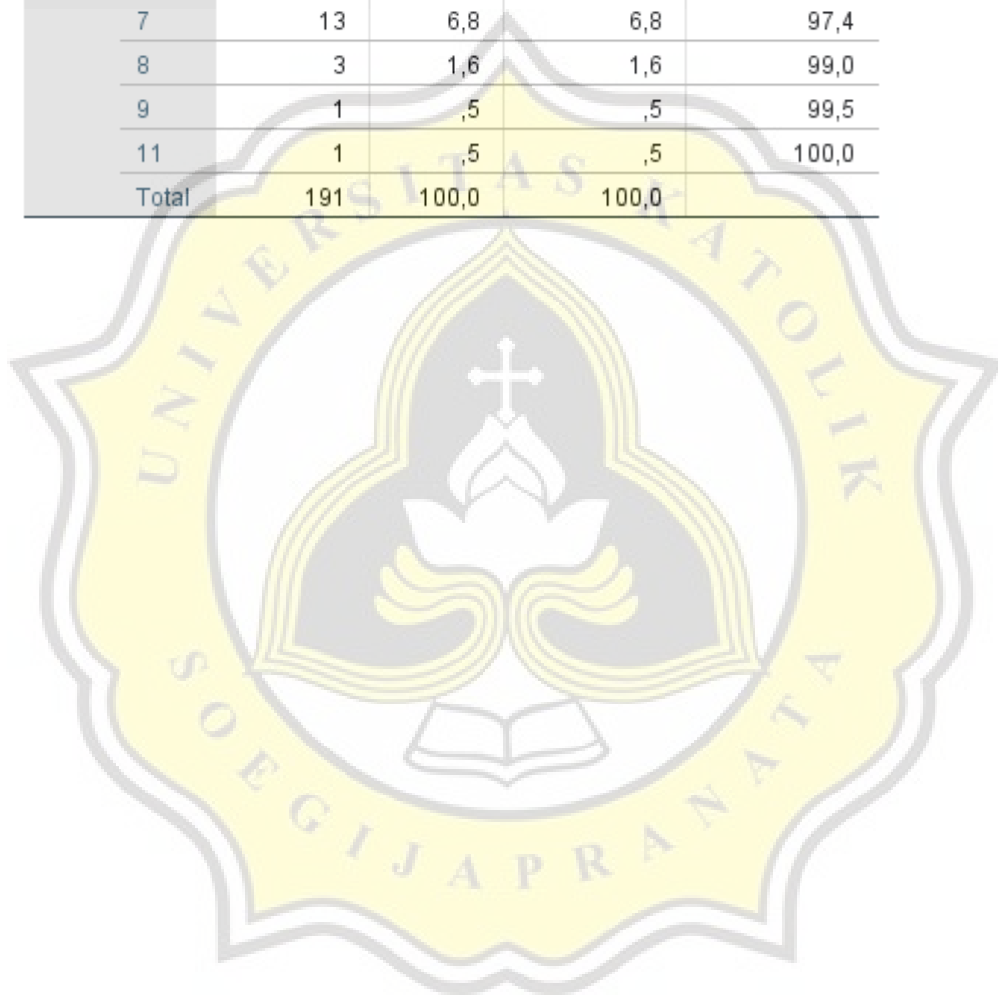
Output Gambaran Umum (Lama Kerja)

Statistics

| Lamanya Jabatan | | |
|-----------------|---------|-----|
| N | Valid | 191 |
| | Missing | 0 |

Lamanya Jabatan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 3 | 53 | 27,7 | 27,7 | 27,7 |
| | 4 | 56 | 29,3 | 29,3 | 57,1 |
| | 5 | 41 | 21,5 | 21,5 | 78,5 |
| | 6 | 23 | 12,0 | 12,0 | 90,6 |
| | 7 | 13 | 6,8 | 6,8 | 97,4 |
| | 8 | 3 | 1,6 | 1,6 | 99,0 |
| | 9 | 1 | ,5 | ,5 | 99,5 |
| | 11 | 1 | ,5 | ,5 | 100,0 |
| Total | | 191 | 100,0 | 100,0 | |



LAMPIRAN 6 OUTPUT STATISTIK DESKRIPTIF

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|-----|---------|---------|------|----------------|
| BS | 191 | 1 | 5 | 3,44 | ,864 |
| AI | 191 | 2 | 5 | 4,12 | ,669 |
| SE | 191 | 2 | 5 | 3,51 | 1,099 |
| LOC | 191 | 2 | 5 | 4,07 | ,568 |
| Valid N (listwise) | 191 | | | | |



LAMPIRAN 7 OUTPUT UJI NORMALITAS DATA

Uji Normalitas (Persamaan 1)

One-Sample Kolmogorov-Smirnov Test

| | | Standardized Residual |
|----------------------------------|----------------|--------------------------|
| N | | 191 |
| Normal Parameters ^{a,b} | Mean | ,0261780 |
| | Std. Deviation | ,95473862 |
| Most Extreme Differences | Absolute | ,051 |
| | Positive | ,033 |
| | Negative | -,051 |
| Test Statistic | | ,051 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Uji Normalitas (Persamaan 2)

One-Sample Kolmogorov-Smirnov Test

| | | Standardized Residual |
|----------------------------------|----------------|--------------------------|
| N | | 191 |
| Normal Parameters ^{a,b} | Mean | ,0261780 |
| | Std. Deviation | ,94434062 |
| Most Extreme Differences | Absolute | ,053 |
| | Positive | ,040 |
| | Negative | -,053 |
| Test Statistic | | ,053 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

LAMPIRAN 8 OUTPUT UJI MULTIKOLINEARITAS DATA

Uji Multikolinearitas (Persamaan 1)

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---------------------|-------------------|---------|
| 1 | SE, AI ^b | | . Enter |

a. Dependent Variable: BS

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,522 ^a | ,272 | ,264 | ,741 |

a. Predictors: (Constant), SE, AI

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 38,617 | 2 | 19,308 | 35,138 | ,000 ^b |
| | Residual | 103,305 | 188 | ,549 | | |
| | Total | 141,922 | 190 | | | |

a. Dependent Variable: BS

b. Predictors: (Constant), SE, AI

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|--------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Coefficients | | | Tolerance | VIF |
| 1 | (Constant) | 2,869 | ,371 | | 7,734 | ,000 | | |
| | AI | ,421 | ,080 | ,326 | 5,230 | ,000 | ,998 | 1,002 |
| | SE | -,330 | ,049 | -,420 | -6,750 | ,000 | ,998 | 1,002 |

a. Dependent Variable: BS

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
|-------|-----------|------------|-----------------|----------------------|-----|-----|
| | | | | (Constant) | AI | SE |
| 1 | 1 | 2,924 | 1,000 | ,00 | ,00 | ,01 |
| | 2 | ,064 | 6,758 | ,03 | ,09 | ,92 |
| | 3 | ,012 | 15,505 | ,96 | ,90 | ,07 |

a. Dependent Variable: BS

Uji Multikolinearitas (Persamaan 2)

Variables Entered/Removed^a

| Model | Variables Entered | Variables | | Method |
|-------|----------------------|-----------|---------|--------|
| | | Entered | Removed | |
| 1 | X2Z, SE ^b | | | Enter |

a. Dependent Variable: BS

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,409 ^a | ,167 | ,158 | ,793 |

a. Predictors: (Constant), X2Z, SE

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 23,706 | 2 | 11,853 | 18,850 | ,000 ^b |
| | Residual | 118,216 | 188 | ,629 | | |
| | Total | 141,922 | 190 | | | |

a. Dependent Variable: BS

b. Predictors: (Constant), X2Z, SE

Coefficients^a

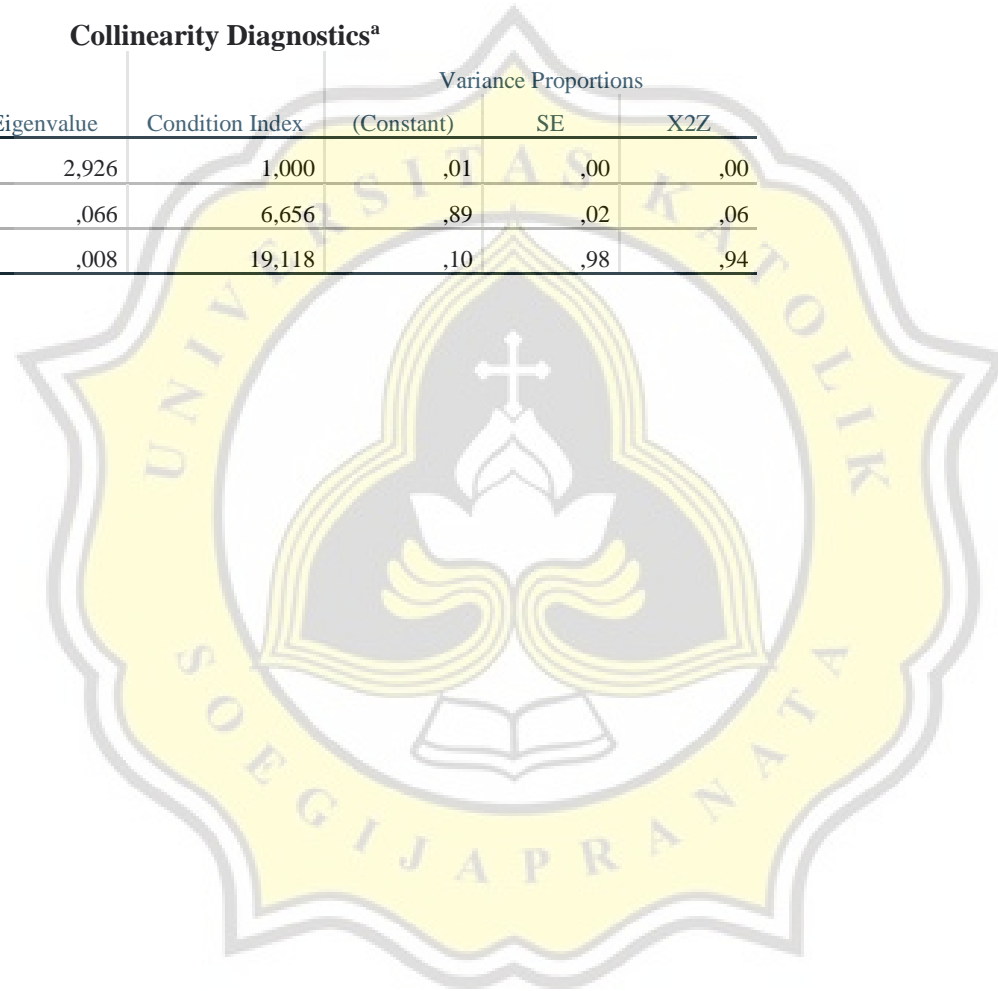
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 4,559 | ,193 | | 23,645 | ,000 | | |
| | SE | -,268 | ,132 | -,340 | -2,026 | ,044 | ,157 | 6,370 |
| | X2Z | -,013 | ,029 | -,073 | -,437 | ,663 | ,157 | 6,370 |

a. Dependent Variable: BS

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
|-------|-----------|------------|-----------------|----------------------|-----|-----|
| | | | | (Constant) | SE | X2Z |
| 1 | 1 | 2,926 | 1,000 | ,01 | ,00 | ,00 |
| | 2 | ,066 | 6,656 | ,89 | ,02 | ,06 |
| | 3 | ,008 | 19,118 | ,10 | ,98 | ,94 |

a. Dependent Variable: BS



LAMPIRAN 9 OUTPUT UJI HETEROKEDASTISITAS DATA

Uji Heterokedastisitas (Persamaan 1)

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---------------------|-------------------|--------|
| 1 | SE, AI ^b | | Enter |

a. Dependent Variable: Abs1

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,110 ^a | ,012 | ,002 | ,34771 |

a. Predictors: (Constant), SE, AI

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|-------|-------------------|
| 1 | Regression | ,280 | 2 | ,140 | 1,159 | ,316 ^b |
| | Residual | 22,730 | 188 | ,121 | | |
| | Total | 23,010 | 190 | | | |

a. Dependent Variable: Abs1

b. Predictors: (Constant), SE, AI

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized | t | Sig. |
|-------|------------|-----------------------------|------------|----------------------|-------|------|
| | | B | Std. Error | Coefficients Beta | | |
| 1 | (Constant) | ,230 | ,174 | | 1,320 | ,189 |
| | AI | ,050 | ,038 | ,096 | 1,324 | ,187 |
| | SE | ,016 | ,023 | ,051 | ,698 | ,486 |

a. Dependent Variable: Abs1

Uji Heterokedastisitas (Persamaan 2)

Variables Entered/Removed^a

| Model | Variables Entered | Variables | Method |
|-------|-------------------------|-----------|--------|
| | | Removed | |
| 1 | SE*LOC, SE ^b | . | Enter |

a. Dependent Variable: Abs2

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,441 ^a | ,195 | ,186 | ,39536 |

a. Predictors: (Constant), SE*LOC, SE

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 7,102 | 2 | 3,551 | 22,718 | ,000 ^b |
| | Residual | 29,387 | 188 | ,156 | | |
| | Total | 36,489 | 190 | | | |

a. Dependent Variable: Abs2

b. Predictors: (Constant), SE*LOC, SE

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | t | |
| 1 | (Constant) | ,020 | ,096 | | ,211 | ,833 |
| | SE | ,072 | ,066 | ,182 | 1,101 | ,272 |
| | SE*LOC | ,023 | ,014 | ,268 | 1,624 | ,106 |

a. Dependent Variable: Abs2

LAMPIRAN 10 OUTPUT UJI HIPOTESIS

Output Pengujian Hipotesis (Persamaan 1)

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---------------------|-------------------|--------|
| 1 | SE, AI ^b | | Enter |

a. Dependent Variable: BS

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,522 ^a | ,272 | ,264 | ,741 |

a. Predictors: (Constant), SE, AI

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 38,617 | 2 | 19,308 | 35,138 | ,000 ^b |
| | Residual | 103,305 | 188 | ,549 | | |
| | Total | 141,922 | 190 | | | |

a. Dependent Variable: BS

b. Predictors: (Constant), SE, AI

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized | t | Sig. |
|-------|-----------------------------|------------|----------------------|-------|------|
| | B | Std. Error | Coefficients Beta | | |
| 1 | (Constant) | 2,869 | ,371 | 7,734 | ,000 |
| | AI | ,421 | ,080 | ,326 | ,000 |
| | SE | -,330 | ,049 | -,420 | ,000 |

a. Dependent Variable: BS

Output Pengujian Hipotesis (Persamaan 2)

Variables Entered/Removed^a

| Model | Variables Entered | Variables | Method |
|-------|----------------------|-----------|--------|
| | | Removed | |
| 1 | X2Z, SE ^b | . | Enter |

a. Dependent Variable: BS

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,409 ^a | ,167 | ,158 | ,793 |

a. Predictors: (Constant), X2Z, SE

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 23,706 | 2 | 11,853 | 18,850 | ,000 ^b |
| | Residual | 118,216 | 188 | ,629 | | |
| | Total | 141,922 | 190 | | | |

a. Dependent Variable: BS

b. Predictors: (Constant), X2Z, SE

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized | t | Sig. |
|-------|------------|-----------------------------|------------|----------------------|--------|------|
| | | B | Std. Error | Coefficients Beta | | |
| 1 | (Constant) | 4,559 | ,193 | | 23,645 | ,000 |
| | SE | -,268 | ,132 | -,340 | -2,026 | ,044 |
| | X2Z | -,013 | ,029 | -,073 | -,437 | ,663 |

a. Dependent Variable: BS

Output Pengujian Main Effect Self Efficacy**Coefficients^a**

| Model | | Unstandardized Coefficients | | Standardized | t | Sig. |
|-------|--|-----------------------------|------------|----------------------|---|------|
| | | B | Std. Error | Coefficients Beta | | |

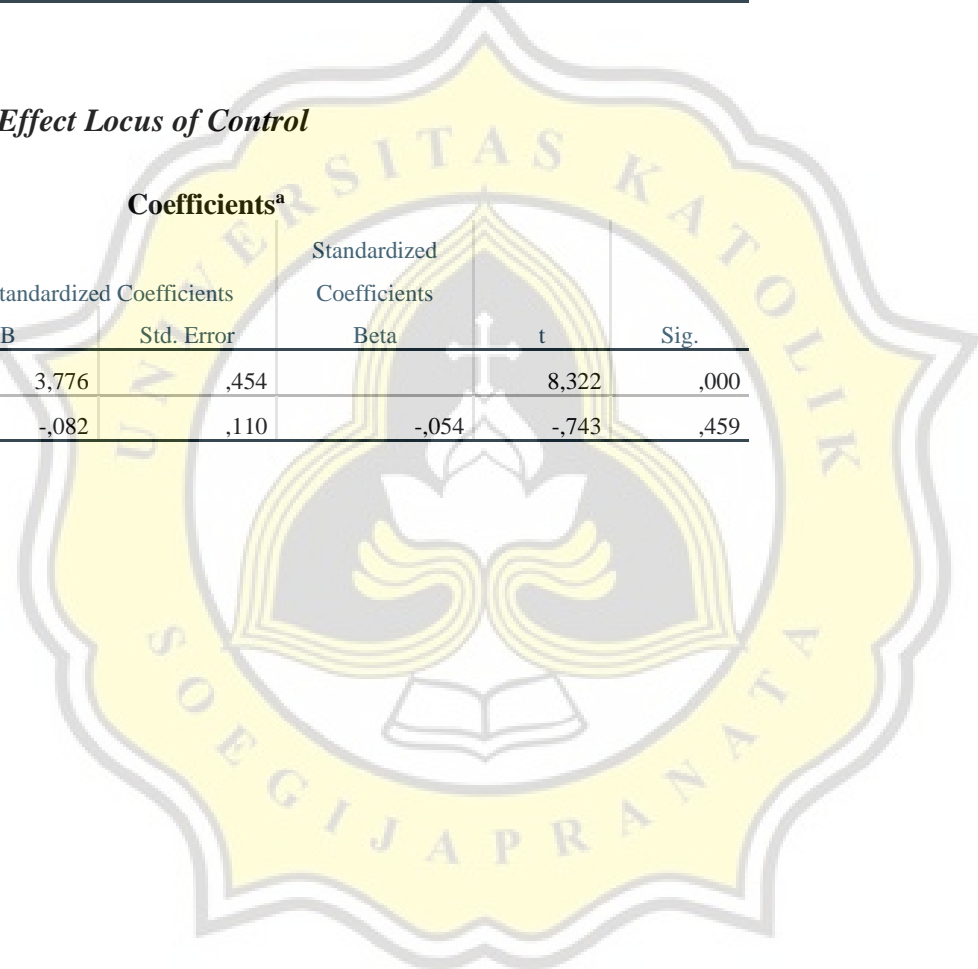
| | | | | | | |
|---|------------|-------|------|-------|--------|------|
| 1 | (Constant) | 4,566 | ,192 | | 23,798 | ,000 |
| | SE | -,320 | ,052 | -,408 | -6,138 | ,000 |

a. Dependent Variable: BS

Output Pengujian Main Effect Locus of Control

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | t | |
| 1 | (Constant) | 3,776 | ,454 | | 8,322 | ,000 |
| | LOC | -,082 | ,110 | -,054 | -,743 | ,459 |

a. Dependent Variable: BS



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