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LAMPIRAN

No. :

DAFTAR KUISIONER

PENGARUH KOMPENSASI TERHADAP PRODUKTIVITAS KARYAWAN PADA PT. BAKRIE TELECOM AREA MAKASSAR

Responden yang terhormat,

Saya adalah mahasiswa semester akhir pada Jurusan Manajemen Fakultas Ekonomi Universitas Hasanuddin angkatan 2005. Saat ini sedang mengumpulkan data dalam rangka tugas akhir. Daftar pertanyaan yang diajukan berikut bertujuan untuk mengumpulkan informasi serta mendapatkan gambaran dan data tentang pengaruh kompensasi finansial dan kompensasi non-finansial terhadap produktivitas karyawan.

Saya memohon kesediaan saudara (i) untuk mengisi kuesioner ini berdasarkan pengalaman anda dalam menerima kompensasi. Jawaban yang anda berikan tidak akan dinilai benar salahnya, melainkan sebagai informasi yang sangat bermanfaat serta menentukan hasil penelitian yang saya lakukan. Jawaban yang anda berikan akan diperlakukan sesuai standar profesionalitas dan etika penelitian. Oleh karena itu, peneliti akan menyembunyikan identitas responden.

Atas kesediaan anda mengisi kuesioner ini, saya ucapkan banyak terima kasih.

Makassar, November 2011

Wahyuni Alimuddin

KUISIONER PENELITIAN :

PENGARUH KOMPENSASI TERHADAP PRODUKTIVITAS KARYAWAN PADA PT. BAKRIE TELECOM AREA MAKASSAR

Petunjuk Pengisian :

1. Daftar pertanyaan di bawah ini hanya semata-mata untuk data penelitian dalam rangka penyelesaian studi.
2. Jawablah pertanyaan di bawah ini sesuai dengan pendapat bapak/ibu/saudara(i).
3. Berikan tanda centang () pada pertanyaan di bawah ini yang menurut pendapat bapak/ibu/saudara(i) paling sesuai.
4. Jawaban terdiri dari : Sangat Setuju (SS), Setuju (S), Ragu-ragu (RG), Tidak Setuju (TS), dan Sangat Tidak Setuju (STS).

Karakteristik Responden :

Jenis Kelamin : Pria Wanita

Umur : Tahun

Pendidikan Terakhir :

Lama Bekerja :

Daftar Pertanyaan :

| No | Pertanyaan | SS | S | RG | TS | STS |
|-----------------------------|---|----|---|----|----|-----|
| Kompensasi Finansial | | | | | | |
| 1 | Kompensasi yang diberikan perusahaan telah sesuai dengan yang diharapkan dan dapat memenuhi kebutuhan sehari-hari | | | | | |
| 2 | Komisi yang diterima cukup memadai | | | | | |
| 3 | Bonus yang saya terima, sesuai dengan jasa atas pekerjaan yang saya laksanakan | | | | | |
| 4 | Tunjangan kesehatan yang saya terima membuat saya tidak risau mengenai biaya pengobatan yang mahal | | | | | |
| 5 | Perusahaan memberikan tunjangan pensiun yang adil dan layak | | | | | |
| 6 | Perusahaan memberikan tunjangan pendidikan dan perumahan yang adil dan layak | | | | | |
| 7 | THR yang diberikan perusahaan dapat memenuhi kebutuhan saya di hari raya | | | | | |

| No | Pertanyaan | SS | S | RG | TS | STS |
|---------------------------------|--|----|---|----|----|-----|
| Kompensasi Non-Finansial | | | | | | |
| 1 | Saya merasa perusahaan menetapkan kebijakan yang baik bagi para karyawan | | | | | |
| 2 | Saya bertanggung jawab atas pekerjaan yang menurut saya cukup menarik dan sesuai dengan minat saya | | | | | |
| 3 | Saya yakin akan memiliki karir yang baik di perusahaan | | | | | |
| 4 | Saya merasa puas dengan posisi dan jabatan saya sekarang | | | | | |
| 5 | Saya merasa puas dengan kerja sama yang diberikan oleh rekan kerja saya | | | | | |
| 6 | Saya merasa tenang berada di ruangan kerja | | | | | |
| 7 | Tanggung jawab saya akan pekerjaan dapat terlaksanakan dengan baik dengan dukungan fasilitas kerja yang baik | | | | | |

| No | Pertanyaan | SS | S | RG | TS | STS |
|----------------------|--|----|---|----|----|-----|
| Produktivitas | | | | | | |
| 1 | Apabila tidak ada halangan saya selalu berusaha untuk masuk kerja setiap harinya | | | | | |
| 2 | Saya selalu berusaha untuk memanfaatkan waktu kerja secara maksimal untuk menyelesaikan tugas dan pekerjaan saya | | | | | |
| 3 | Saya selalu berusaha tiba / hadir dikantor tepat waktu | | | | | |
| 4 | Saya tidak merasa keberatan apabila diharuskan lembur untuk menyelesaikan pekerjaan yang sifatnya mendesak | | | | | |
| 5 | Saya selalu menyelesaikan tugas dan pekerjaan saya tepat waktu | | | | | |
| 6 | Saya selalu berusaha untuk mengerjakan tugas dengan teliti, baik dan benar | | | | | |
| 7 | Saya tidak pernah keluar kantor pada saat jam kerja, kecuali untuk tugas pekerjaan saya | | | | | |
| 8 | Apabila saya melakukan kesalahan dalam pekerjaan, saya selalu siap untuk memperbaikinya | | | | | |
| 9 | Saya selalu berusaha untuk terus memperdalam pengetahuan mengenai pekerjaan saya | | | | | |
| 10 | Saya selalu berusaha penuh inisiatif dan kreativitas dalam mengerjakan pekerjaan saya | | | | | |

Jenis Kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | laki-laki | 23 | 71.9 | 71.9 | 71.9 |
| | Perempuan | 9 | 28.1 | 28.1 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Kelompok Umur

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Kelompok Umur 21-25 | 5 | 15.6 | 15.6 | 15.6 |
| | Kelompok Umur 26-30 | 18 | 56.3 | 56.3 | 71.9 |
| | Kelompok Umur 31-35 | 7 | 21.9 | 21.9 | 93.8 |
| | Kelompok Umur 36-40 | 2 | 6.3 | 6.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Pendidikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | D3 | 7 | 21.9 | 21.9 | 21.9 |
| | S1 | 25 | 78.1 | 78.1 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Lama Bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | 1 tahun | 7 | 21.9 | 21.9 | 21.9 |
| | 2 tahun | 6 | 18.8 | 18.8 | 40.6 |
| | 3 tahun | 7 | 21.9 | 21.9 | 62.5 |
| | 4 tahun | 6 | 18.8 | 18.8 | 81.3 |
| | 5 tahun | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Status.Karyawan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | Kontrak | 20 | 62.5 | 62.5 | 62.5 |
| | Tetap | 12 | 37.5 | 37.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Frequency Table

X1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 20 | 62.5 | 62.5 | 75.0 |
| | 5.00 | 8 | 25.0 | 25.0 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 6 | 18.8 | 18.8 | 18.8 |
| | 4.00 | 15 | 46.9 | 46.9 | 65.6 |
| | 5.00 | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 6 | 18.8 | 18.8 | 18.8 |
| | 4.00 | 23 | 71.9 | 71.9 | 90.6 |
| | 5.00 | 3 | 9.4 | 9.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 3 | 9.4 | 9.4 | 9.4 |
| | 4.00 | 15 | 46.9 | 46.9 | 56.3 |
| | 5.00 | 14 | 43.8 | 43.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 7 | 21.9 | 21.9 | 21.9 |
| | 4.00 | 11 | 34.4 | 34.4 | 56.3 |
| | 5.00 | 14 | 43.8 | 43.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X1.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 6 | 18.8 | 18.8 | 18.8 |
| | 4.00 | 16 | 50.0 | 50.0 | 68.8 |
| | 5.00 | 10 | 31.3 | 31.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X1.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 3 | 9.4 | 9.4 | 9.4 |
| | 4.00 | 20 | 62.5 | 62.5 | 71.9 |
| | 5.00 | 9 | 28.1 | 28.1 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Frequency Table

X2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 22 | 68.8 | 68.8 | 81.3 |
| | 5.00 | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 22 | 68.8 | 68.8 | 81.3 |
| | 5.00 | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 22 | 68.8 | 68.8 | 81.3 |
| | 5.00 | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 20 | 62.5 | 62.5 | 75.0 |
| | 5.00 | 8 | 25.0 | 25.0 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 18 | 56.3 | 56.3 | 68.8 |
| | 5.00 | 10 | 31.3 | 31.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X2.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 3 | 9.4 | 9.4 | 9.4 |
| | 4.00 | 15 | 46.9 | 46.9 | 56.3 |
| | 5.00 | 14 | 43.8 | 43.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

X2.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 17 | 53.1 | 53.1 | 65.6 |
| | 5.00 | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Frequency Table

Y.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 5 | 15.6 | 15.6 | 15.6 |
| | 4.00 | 17 | 53.1 | 53.1 | 68.8 |
| | 5.00 | 10 | 31.3 | 31.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Y.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 9 | 28.1 | 28.1 | 28.1 |
| | 4.00 | 20 | 62.5 | 62.5 | 90.6 |
| | 5.00 | 3 | 9.4 | 9.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Y.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 3 | 9.4 | 9.4 | 9.4 |
| | 4.00 | 16 | 50.0 | 50.0 | 59.4 |
| | 5.00 | 13 | 40.6 | 40.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Y.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 16 | 50.0 | 50.0 | 62.5 |
| | 5.00 | 12 | 37.5 | 37.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Y.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4 | 12.5 | 12.5 | 12.5 |
| | 4.00 | 19 | 59.4 | 59.4 | 71.9 |
| | 5.00 | 9 | 28.1 | 28.1 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Y.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 3 | 9.4 | 9.4 | 9.4 |
| | 4.00 | 16 | 50.0 | 50.0 | 59.4 |
| | 5.00 | 13 | 40.6 | 40.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Y.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 3 | 9.4 | 9.4 | 9.4 |
| | 4.00 | 20 | 62.5 | 62.5 | 71.9 |
| | 5.00 | 9 | 28.1 | 28.1 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Y.8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 2 | 6.3 | 6.3 | 6.3 |
| | 4.00 | 16 | 50.0 | 50.0 | 56.3 |
| | 5.00 | 14 | 43.8 | 43.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Y.9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 2 | 6.3 | 6.3 | 6.3 |
| | 4.00 | 15 | 46.9 | 46.9 | 53.1 |
| | 5.00 | 15 | 46.9 | 46.9 | 100.0 |
| Total | | 32 | 100.0 | 100.0 | |

Y.10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 2 | 6.3 | 6.3 | 6.3 |
| | 4.00 | 13 | 40.6 | 40.6 | 46.9 |
| | 5.00 | 17 | 53.1 | 53.1 | 100.0 |
| Total | | 32 | 100.0 | 100.0 | |

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .736 ^a | .541 | .510 | 1.98838 |

a. Predictors: (Constant), X2.Total, X1.Total

Model Summary

| Model | Change Statistics | | | | |
|-------|-------------------|----------|-----|-----|---------------|
| | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .541 | 17.101 | 2 | 29 | .000 |

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 135.219 | 2 | 67.610 | 17.101 | .000 ^a |
| | Residual | 114.656 | 29 | 3.954 | | |
| | Total | 249.875 | 31 | | | |

a. Predictors: (Constant), X2.Total, X1.Total

Y.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 5 | 15.6 | 15.6 | 15.6 |
| | 4.00 | 17 | 53.1 | 53.1 | 68.8 |
| | 5.00 | 10 | 31.3 | 31.3 | 100.0 |

b. Dependent Variable: Y.Total

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 13.835 | 4.911 | | 2.817 | .009 |
| | X1.Total | .600 | .211 | .483 | 2.850 | .008 |
| | X2.Total | .384 | .204 | .318 | 1.876 | .071 |

a. Dependent Variable: Y.Total

| | | | | | | | | | |
|----------|---------------------|--------|-------|-------|--------|--------|--------|--------|--------|
| X1.7 | Pearson Correlation | .291 | -.146 | .058 | .412* | .253 | .404* | 1 | .635** |
| | Sig. (2-tailed) | .107 | .426 | .753 | .019 | .162 | .022 | | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X1.Total | Pearson Correlation | .597** | .362 | .404* | .461** | .562** | .494** | .635** | 1 |
| | Sig. (2-tailed) | .000 | .069 | .022 | .008 | .001 | .004 | .000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

Correlations

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.Total |
|------|---------------------|-------|--------|-------|-------|--------|-------|-------|----------|
| X2.1 | Pearson Correlation | 1 | .291 | -.114 | .164 | .233 | .202 | -.038 | .434* |
| | Sig. (2-tailed) | | .106 | .535 | .369 | .200 | .267 | .837 | .013 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.2 | Pearson Correlation | .291 | 1 | .089 | .352* | .676** | .202 | .222 | .725** |
| | Sig. (2-tailed) | .106 | | .630 | .048 | .000 | .267 | .222 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.3 | Pearson Correlation | -.114 | .089 | 1 | .164 | .144 | .202 | .222 | .434* |
| | Sig. (2-tailed) | .535 | .630 | | .369 | .431 | .267 | .222 | .013 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.4 | Pearson Correlation | .164 | .352* | .164 | 1 | .185 | .375* | .090 | .602** |
| | Sig. (2-tailed) | .369 | .048 | .369 | | .311 | .034 | .623 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| X2.5 | Pearson Correlation | .233 | .676** | .144 | .185 | 1 | .149 | .280 | .694** |
| | Sig. (2-tailed) | .200 | .000 | .431 | .311 | | .417 | .121 | .000 |

| | | | | | | | | | | | | |
|------|---------------------|-------|-------|-------|-------|-------|-------|------|-------|-------|-------|--------|
| Y.4 | Pearson Correlation | .124 | .041 | .186 | 1 | .210 | .112 | .203 | -.079 | .059 | .174 | .465** |
| | Sig. (2-tailed) | .499 | .826 | .308 | | .248 | .543 | .266 | .668 | .750 | .341 | .007 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.5 | Pearson Correlation | .320 | .255 | -.045 | .210 | 1 | .194 | .179 | -.243 | -.003 | -.111 | .395* |
| | Sig. (2-tailed) | .074 | .159 | .807 | .248 | | .287 | .327 | .181 | .989 | .545 | .025 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.6 | Pearson Correlation | .032 | .158 | -.087 | .112 | .194 | 1 | .095 | -.062 | .239 | .347 | .452** |
| | Sig. (2-tailed) | .861 | .386 | .634 | .543 | .287 | | .605 | .738 | .187 | .051 | .009 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.7 | Pearson Correlation | .166 | .195 | .433* | .203 | .179 | .095 | 1 | .246 | .316 | .192 | .659** |
| | Sig. (2-tailed) | .364 | .284 | .013 | .266 | .327 | .605 | | .175 | .079 | .293 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.8 | Pearson Correlation | .166 | .112 | .267 | -.079 | -.243 | -.062 | .246 | 1 | .355* | -.309 | .445 |
| | Sig. (2-tailed) | .363 | .542 | .139 | .668 | .181 | .738 | .175 | | .046 | .085 | .082 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.9 | Pearson Correlation | -.002 | -.138 | .239 | .059 | -.003 | .239 | .316 | .355* | 1 | -.008 | .449** |
| | Sig. (2-tailed) | .990 | .450 | .187 | .750 | .989 | .187 | .079 | .046 | | .966 | .010 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.10 | Pearson Correlation | -.103 | -.016 | .347 | .174 | -.111 | .347 | .192 | -.309 | -.008 | 1 | .401 |
| | Sig. (2-tailed) | .575 | .929 | .051 | .341 | .545 | .051 | .293 | .085 | .966 | | .059 |

| | | | | | | | | | | | |
|-----------------------------|--------|-------|--------|--------|-------|--------|--------|------|--------|------|----|
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Y.Total Pearson Correlation | .450** | .434* | .558** | .465** | .395* | .452** | .659** | .445 | .449** | .401 | 1 |
| Sig. (2-tailed) | .010 | .013 | .001 | .007 | .025 | .009 | .000 | .082 | .010 | .059 | |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.Total | X1.Rata-rata |
|------------------|--------------|----------------|----------------|----------------|----------------|--------------|---------------|----------------|-------------------|
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 | 4,14285714 |
| 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 24 | 3,42857143 |
| 3 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 27 | 3,85714286 |
| 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 25 | 3,57142857 |
| 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 31 | 4,42857143 |
| 6 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 | 3,85714286 |
| 7 | 3 | 5 | 4 | 5 | 3 | 4 | 3 | 27 | 3,85714286 |
| 8 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 26 | 3,71428571 |
| 9 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 25 | 3,57142857 |
| 10 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 31 | 4,42857143 |
| 11 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 30 | 4,28571429 |
| 12 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 30 | 4,28571429 |
| 13 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 32 | 4,57142857 |
| 14 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 33 | 4,71428571 |
| 15 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 29 | 4,14285714 |
| 16 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 29 | 4,14285714 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 30 | 4,28571429 |
| 18 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 | 4,57142857 |
| 19 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 28 | 4 |
| 20 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 31 | 4,42857143 |
| 21 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 28 | 4 |
| 22 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 27 | 3,85714286 |
| 23 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 31 | 4,42857143 |
| 24 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 | 4,14285714 |
| 25 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 27 | 3,85714286 |
| 26 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 30 | 4,28571429 |
| 27 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 31 | 4,42857143 |
| 28 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 28 | 4 |
| 29 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 32 | 4,57142857 |
| 30 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 30 | 4,28571429 |
| 31 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 31 | 4,42857143 |
| 32 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 30 | 4,28571429 |
| Total | 132 | 133 | 125 | 139 | 135 | 132 | 134 | 930 | 132,857143 |
| Rata-rata | 4,125 | 4,15625 | 3,90625 | 4,34375 | 4,21875 | 4,125 | 4,1875 | 29,0625 | 4,15178571 |

| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.Total | X2.Rata-rata |
|---------------|---------------|---------------|--------------|---------------|----------------|----------------|----------------|-------------------|
| 3 | 4 | 5 | 4 | 5 | 5 | 4 | 30 | 4,28571429 |
| 4 | 3 | 4 | 3 | 4 | 5 | 3 | 26 | 3,71428571 |
| 3 | 4 | 5 | 4 | 4 | 3 | 5 | 28 | 4 |
| 4 | 3 | 3 | 4 | 3 | 5 | 4 | 26 | 3,71428571 |
| 5 | 4 | 4 | 3 | 4 | 4 | 3 | 27 | 3,85714286 |
| 3 | 3 | 4 | 4 | 3 | 4 | 4 | 25 | 3,57142857 |
| 5 | 4 | 4 | 3 | 4 | 3 | 5 | 28 | 4 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 26 | 3,71428571 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 | 3,14285714 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 30 | 4,28571429 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 | 4,28571429 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 31 | 4,42857143 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4 | 33 | 4,71428571 |
| 4 | 5 | 3 | 4 | 5 | 5 | 5 | 31 | 4,42857143 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 30 | 4,28571429 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 32 | 4,57142857 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 | 4,14285714 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 31 | 4,42857143 |
| 4 | 4 | 4 | 5 | 4 | 4 | 3 | 28 | 4 |
| 4 | 4 | 5 | 5 | 3 | 5 | 4 | 30 | 4,28571429 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 | 4,14285714 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 30 | 4,28571429 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 31 | 4,42857143 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 | 4,14285714 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 31 | 4,42857143 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 30 | 4,28571429 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 32 | 4,57142857 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 32 | 4,57142857 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 | 4,14285714 |
| 130 | 130 | 130 | 132 | 134 | 139 | 135 | 930 | 132,857143 |
| 4,0625 | 4,0625 | 4,0625 | 4,125 | 4,1875 | 4,34375 | 4,21875 | 29,0625 | 4,15178571 |

| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.Total | Y.Rata-rata |
|----------------|---------------|---------------|-------------|----------------|---------------|---------------|--------------|----------------|----------------|----------------|----------------|
| 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 40 | 4 |
| 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 41 | 4,1 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 37 | 3,7 |
| 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 38 | 3,8 |
| 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 43 | 4,3 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 36 | 3,6 |
| 3 | 3 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 41 | 4,1 |
| 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 43 | 4,3 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 36 | 3,6 |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 | 4,7 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 45 | 4,5 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 | 4,2 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 | 4,5 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 | 4,6 |
| 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 | 4,1 |
| 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 43 | 4,3 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 | 4,6 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 42 | 4,2 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 | 4,2 |
| 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 43 | 4,3 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 43 | 4,3 |
| 3 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 43 | 4,3 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 | 4,3 |
| 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 43 | 4,3 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 40 | 4 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 | 4,3 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 | 4,4 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 | 4,2 |
| 4 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 | 4,5 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 | 4,7 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 | 4,5 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 43 | 4,3 |
| 133 | 122 | 138 | 136 | 133 | 138 | 134 | 140 | 141 | 143 | 1358 | 135,8 |
| 4,15625 | 3,8125 | 4,3125 | 4,25 | 4,15625 | 4,3125 | 4,1875 | 4,375 | 4,40625 | 4,46875 | 42,4375 | 4,24375 |

| Responden | Jenis Kelamin | Usia | Pendidikan | Lama Bekerja | Status Karyawan |
|-----------|---------------|------|------------|--------------|-----------------|
| 1 | L | 31 | S1 | 1 | Kontrak |
| 2 | P | 29 | S1 | 2 | Kontrak |
| 3 | P | 30 | S1 | 5 | Tetap |
| 4 | P | 29 | S1 | 4 | Tetap |
| 5 | L | 29 | S1 | 3 | Kontrak |
| 6 | L | 32 | S1 | 4 | Tetap |
| 7 | L | 38 | S1 | 5 | Tetap |
| 8 | L | 29 | D3 | 4 | Tetap |
| 9 | L | 39 | S1 | 5 | Tetap |
| 10 | L | 27 | S1 | 2 | Kontrak |
| 11 | P | 27 | S1 | 3 | Kontrak |
| 12 | L | 33 | S1 | 5 | Tetap |
| 13 | L | 29 | S1 | 5 | Tetap |
| 14 | L | 28 | S1 | 2 | Kontrak |
| 15 | P | 26 | S1 | 3 | Kontrak |
| 16 | L | 34 | S1 | 4 | Tetap |
| 17 | L | 33 | S1 | 5 | Tetap |
| 18 | L | 29 | S1 | 4 | Tetap |
| 19 | L | 32 | S1 | 4 | Tetap |
| 20 | L | 29 | S1 | 3 | Kontrak |
| 21 | L | 29 | S1 | 2 | Kontrak |
| 22 | L | 28 | S1 | 3 | Kontrak |
| 23 | P | 27 | D3 | 3 | Kontrak |
| 24 | L | 28 | D3 | 3 | Kontrak |
| 25 | L | 26 | D3 | 2 | Kontrak |
| 26 | L | 33 | S1 | 1 | Kontrak |
| 27 | P | 25 | S1 | 1 | Kontrak |
| 28 | P | 25 | S1 | 1 | Kontrak |
| 29 | L | 25 | S1 | 2 | Kontrak |
| 30 | L | 27 | D3 | 1 | Kontrak |
| 31 | L | 22 | D3 | 1 | Kontrak |
| 32 | P | 22 | D3 | 1 | Kontrak |

TABEL R

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 1 | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2 | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3 | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4 | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5 | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6 | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7 | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8 | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9 | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10 | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11 | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12 | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13 | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14 | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15 | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16 | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17 | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18 | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19 | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20 | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21 | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22 | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23 | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24 | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25 | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26 | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27 | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28 | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29 | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30 | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31 | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32 | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33 | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34 | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35 | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |

| | | | | | |
|-----------|--------|--------|--------|--------|--------|
| 36 | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37 | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38 | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39 | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40 | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41 | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42 | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43 | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44 | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45 | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46 | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47 | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48 | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49 | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50 | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

| Titik Persentase Distribusi F untuk Probabilita = 0,05 | | | | | | | | | | | | | | | |
|--|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| 37 | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

Titik Persentase Distribusi t (df = 1 – 40)

| df | Pr | 0.25 | 0.10 | 0.05 | 0.025 | 0.01 | 0.005 | 0.001 |
|----|---------|---------|---------|----------|----------|----------|-----------|-------|
| | 0.50 | 0.20 | 0.10 | 0.050 | 0.02 | 0.010 | 0.002 | |
| 1 | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 | |
| 2 | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 | |
| 3 | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 | |
| 4 | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 | |
| 5 | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 | |
| 6 | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 | |
| 7 | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 | |
| 8 | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 | |
| 9 | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 | |
| 10 | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 | |
| 11 | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 | |
| 12 | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 | |
| 13 | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 | |
| 14 | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 | |
| 15 | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 | |
| 16 | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 | |
| 17 | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 | |
| 18 | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 | |
| 19 | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 | |
| 20 | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 | |
| 21 | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 | |
| 22 | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 | |
| 23 | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 | |
| 24 | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 | |
| 25 | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 | |
| 26 | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 | |
| 27 | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 | |
| 28 | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 | |
| 29 | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 | |
| 30 | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 | |
| 31 | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 | |
| 32 | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 | |
| 33 | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 | |
| 34 | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 | |
| 35 | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 | |
| 36 | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 | |
| 37 | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 | |
| 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 | |
| 39 | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 | |
| 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 | |

Catatan: Probabilita yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung, sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung