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LAMPIRAN



Lampiran 1 : Lembar Kata Pengantar dan Persetujuan (*Informed Consent*)

Kata Pengantar

Assalamualaikum wr. Wb

Selamat Pagi/ Siang/ Sore Sdr/i yang saya hormati,

Perkenalkan saya Nurul Fitria Majid, mahasiswi Jurusan Psikologi Universitas Hasanuddin yang sedang melakukan sebuah studi penelitian mengenai organisasi dan karyawan dalam rangka penyusunan skripsi saya. Berkaitan dengan hal tersebut, saya memohon kesediaan Sdr/i untuk menjadi responden dalam penelitian ini dan memberikan jawaban pada setiap pernyataan sesuai dengan petunjuk yang ada. Tidak terdapat jawaban yang benar atau salah dalam penelitian ini. Oleh karena itu, saya sangat senang jika Sdr/i menjawab keseluruhan pernyataan dengan jujur dan sesuai dengan keadaan diri Sdr/i. Data yang Sdr/i berikan akan dijamin kerahasiaannya dan akan digunakan hanya untuk keperluan penelitian. Sdr/i diharapkan menjawab dengan cermat dan teliti sehingga tidak ada pernyataan yang terlewatkan.

Apabila ada hal yang ingin ditanyakan berkaitan dengan penelitian ini, Sdr/i dapat menghubungi saya di email: radamajid@gmail.com. Atas perhatian dan bantuannya, saya ucapkan Terima Kasih.



Lembar Persetujuan Keikutsertaan dalam Penelitian

Dengan ini saya menyatakan persetujuan saya untuk ikut serta sebagai partisipan dalam penelitian ini. Saya yang bertanda tangan di bawah ini:

Nama/ Inisial :
Jenis Kelamin : L / P
Usia :
Pend. Terakhir :
Lama Bekerja di rumah sakit :
Level / Bagian Kerja :

Menyatakan keikutsertaan dalam penelitian ini. Dengan hal ini, saya memperkenankan peneliti untuk menggunakan data yang saya berikan untuk keperluan penelitian. Sebagai partisipan dalam penelitian ini, saya menyetujui untuk mengikuti prosedur dan aturan dalam penelitian ini selama penelitian berlangsung.

Makassar, 2018

Partisipan



Lampiran 2 : Skala Penelitian

SKALA *LEARNING ORGANIZATION*

Berikut merupakan *preview* skala *Learning Orgaization* yang digunakan dalam penelitian ini. Adapun nomor pernyataan yang ditampilkan merupakan pemilihan secara acak.

No	Pernyataan	Respon					
		Hampir Tidak Pernah				Hampir Selalu	
1	Di tempat kerja saya, karyawan saling membantu dalam proses belajar.	1	2	3	4	5	6
5	Ketika berpendapat, karyawan di organisasi saya juga mempertimbangkan pendapat orang lain.	1	2	3	4	5	6
8	Tim/kelompok di organisasi saya sepakat bahwa keputusan kelompok merupakan hasil dari diskusi kelompok yang disetujui bersama.	1	2	3	4	5	6
12	Organisasi saya memperhitungkan penggunaan waktu dan sumber daya yang dibutuhkan untuk pelatihan (<i>training</i>)	1	2	3	4	5	6
14	Organisasi memberikan wewenang kepada karyawan untuk mengontrol sumber yang mereka butuhkan dalam pekerjaan.	1	2	3	4	5	6
17	Organisasi saya bekerja sama dengan komunitas luar dalam rangka memenuhi kebutuhan bersama.	1	2	3	4	5	6
	Pemimpin secara berkelanjutan mencari peluang bagi karyawan untuk senantiasa belajar	1	2	3	4	5	6



* Untuk informasi selengkapnya berkaitan dengan alat ukur di atas, silahkan hubungi peneliti. Terima kasih.

SKALA *READINESS FOR CHANGE*

Berikut merupakan *preview* skala *Readiness for Change* yang digunakan dalam penelitian ini. Adapun nomor pernyataan yang ditampilkan merupakan pemilihan secara acak.

No	Pernyataan	Respon						
		Sangat Tidak Setuju						Sangat Setuju
2	Perubahan tersebut jelas dibutuhkan.	1	2	3	4	5	6	7
19	Ada beberapa tugas yang diperlukan ketika organisasi berubah; saya tidak berpikir saya bisa melakukannya dengan baik.	1	2	3	4	5	6	7
26	Ketika kami menerapkan perubahan ini, saya bisa membayangkan manfaat finansial yang akan saya dapatkan.	1	2	3	4	5	6	7
34	Saya pikir kami menghabiskan banyak waktu untuk perubahan ini ketika manajer senior bahkan tidak ingin itu diterapkan.	1	2	3	4	5	6	7
39	Setiap manajer senior menekankan pentingnya perubahan ini.	1	2	3	4	5	6	7
43	Para pemimpin senior kami telah mendorong kami untuk menerima perubahan ini.	1	2	3	4	5	6	7

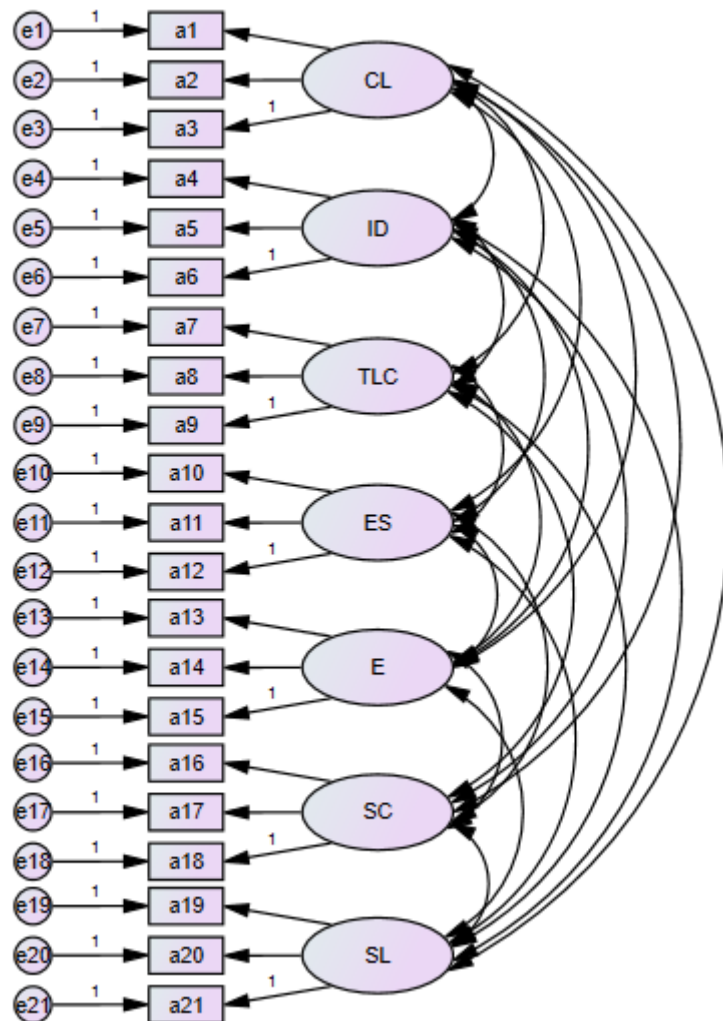
*Untuk informasi selengkapnya berkaitan dengan alat ukur di atas, silahkan hubungi

Terima kasih



Lampiran 3 : Uji CFA pada Skala Penelitian

LEARNING ORGANIZATION



Model Fit Summary**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	63	338.046	168	.000	2.012
Saturated model	231	.000	0		
Independence model	21	711.011	210	.000	3.386

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.091	.867	.818	.631
Saturated model	.000	1.000		
Independence model	.176	.704	.674	.640

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.525	.406	.687	.576	.661
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.800	.420	.528
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	170.046	121.459	226.413
Saturated model	.000	.000	.000
Independence model	501.011	423.787	585.828

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	1.657	.834	.595	1.110
Saturated model	.000	.000	.000	.000



Model	FMIN	F0	LO 90	HI 90
Independence model	3.485	2.456	2.077	2.872

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.070	.060	.081	.001
Independence model	.108	.099	.117	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	464.046	479.276	673.395	736.395
Saturated model	462.000	517.846	1229.615	1460.615
Independence model	753.011	758.088	822.795	843.795

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	2.275	2.037	2.551	2.349
Saturated model	2.265	2.265	2.265	2.538
Independence model	3.691	3.313	4.107	3.716

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	121	129
Independence model	71	75

Minimization: .046
 Miscellaneous: 1.952
 Bootstrap: .000
 Total: 1.998

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Likelihood Estimates

Weights: (Group number 1 - Default model)



			Estimate	S.E.	C.R.	P	Label
a3	<---	CL	1,000				
a2	<---	CL	1,876	,787	2,383	,017	par_1
a1	<---	CL	1,432	,604	2,369	,018	par_2
a6	<---	ID	1,000				
a5	<---	ID	,639	,174	3,671	***	par_3
a4	<---	ID	,937	,244	3,844	***	par_4
a9	<---	TLC	1,000				
a8	<---	TLC	1,728	,518	3,339	***	par_5
a7	<---	TLC	,966	,351	2,751	,006	par_6
a12	<---	ES	1,000				
a11	<---	ES	1,036	,349	2,969	,003	par_7
a10	<---	ES	1,645	,515	3,197	,001	par_8
a15	<---	E	1,000				
a14	<---	E	,869	,274	3,172	,002	par_9
a13	<---	E	1,490	,413	3,612	***	par_10
a18	<---	SC	1,000				
a17	<---	SC	,359	,141	2,545	,011	par_11
a16	<---	SC	,597	,139	4,307	***	par_12
a21	<---	SL	1,000				
a20	<---	SL	1,841	,879	2,094	,036	par_13
a19	<---	SL	1,357	,402	3,379	***	par_14

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
a3	<---	CL	,336
a2	<---	CL	,556
a1	<---	CL	,546
a6	<---	ID	,537
a5	<---	ID	,399
a4	<---	ID	,592
a9	<---	TLC	,320
a8	<---	TLC	,478
a7	<---	TLC	,302
a12	<---	ES	,364
a11	<---	ES	,407
a10	<---	ES	,501
		E	,444
		E	,359
		E	,548
		SC	,603



	Estimate
a17 <--- SC	,314
a16 <--- SC	,487
a21 <--- SL	,360
a20 <--- SL	,570
a19 <--- SL	,544

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
CL <--> ID	,120	,070	1,720	,085	par_15
CL <--> TLC	-,010	,023	-,449	,653	par_16
CL <--> ES	,036	,028	1,293	,196	par_17
CL <--> E	,021	,025	,849	,396	par_18
CL <--> SC	,106	,055	1,941	,052	par_19
CL <--> SL	,023	,020	1,163	,245	par_20
ID <--> TLC	,160	,058	2,749	,006	par_21
ID <--> ES	,116	,050	2,310	,021	par_22
ID <--> E	,029	,042	,680	,497	par_23
ID <--> SC	,125	,078	1,589	,112	par_24
ID <--> SL	-,017	,032	-,523	,601	par_25
TLC <--> ES	,181	,075	2,424	,015	par_26
TLC <--> E	,101	,049	2,065	,039	par_27
TLC <--> SC	,195	,075	2,618	,009	par_28
TLC <--> SL	,063	,032	1,988	,047	par_29
ES <--> E	,139	,054	2,560	,010	par_30
ES <--> SC	,178	,065	2,754	,006	par_31
ES <--> SL	,045	,030	1,536	,125	par_32
E <--> SC	,321	,084	3,798	***	par_33
E <--> SL	,074	,033	2,251	,024	par_34
SC <--> SL	,149	,058	2,574	,010	par_35

Correlations: (Group number 1 - Default model)

	Estimate
CL <--> ID	,564
CL <--> TLC	-,080
CL <--> ES	,249
E	,139
SC	,393
SL	,184
TLC	,679



	Estimate
ID <--> ES	,434
ID <--> E	,104
ID <--> SC	,249
ID <--> SL	-,072
TLC <--> ES	1,128
TLC <--> E	,607
TLC <--> SC	,651
TLC <--> SL	,455
ES <--> E	,737
ES <--> SC	,523
ES <--> SL	,291
E <--> SC	,912
E <--> SL	,456
SC <--> SL	,511

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
CL	,115	,075	1,545	,122	par_36
ID	,392	,137	2,864	,004	par_37
TLC	,141	,076	1,850	,064	par_38
ES	,182	,086	2,113	,035	par_39
E	,195	,078	2,510	,012	par_40
SC	,635	,210	3,018	,003	par_41
SL	,134	,086	1,561	,119	par_42
e3	,904	,107	8,467	***	par_43
e2	,906	,150	6,020	***	par_44
e1	,555	,090	6,197	***	par_45
e6	,969	,138	7,027	***	par_46
e5	,848	,097	8,772	***	par_47
e4	,638	,106	6,017	***	par_48
e9	1,242	,132	9,438	***	par_49
e8	1,427	,197	7,255	***	par_50
e7	1,311	,137	9,579	***	par_51
e12	1,192	,129	9,210	***	par_52
e11	,980	,117	8,359	***	par_53
e10	1,469	,207	7,098	***	par_54
	,794	,094	8,471	***	par_55
	,993	,113	8,788	***	par_56
	1,007	,148	6,814	***	par_57
	1,110	,196	5,650	***	par_58



	Estimate	S.E.	C.R.	P	Label
e17	,746	,082	9,063	***	par_59
e16	,729	,092	7,900	***	par_60
e21	,905	,114	7,970	***	par_61
e20	,946	,208	4,549	***	par_62
e19	,590	,119	4,967	***	par_63

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

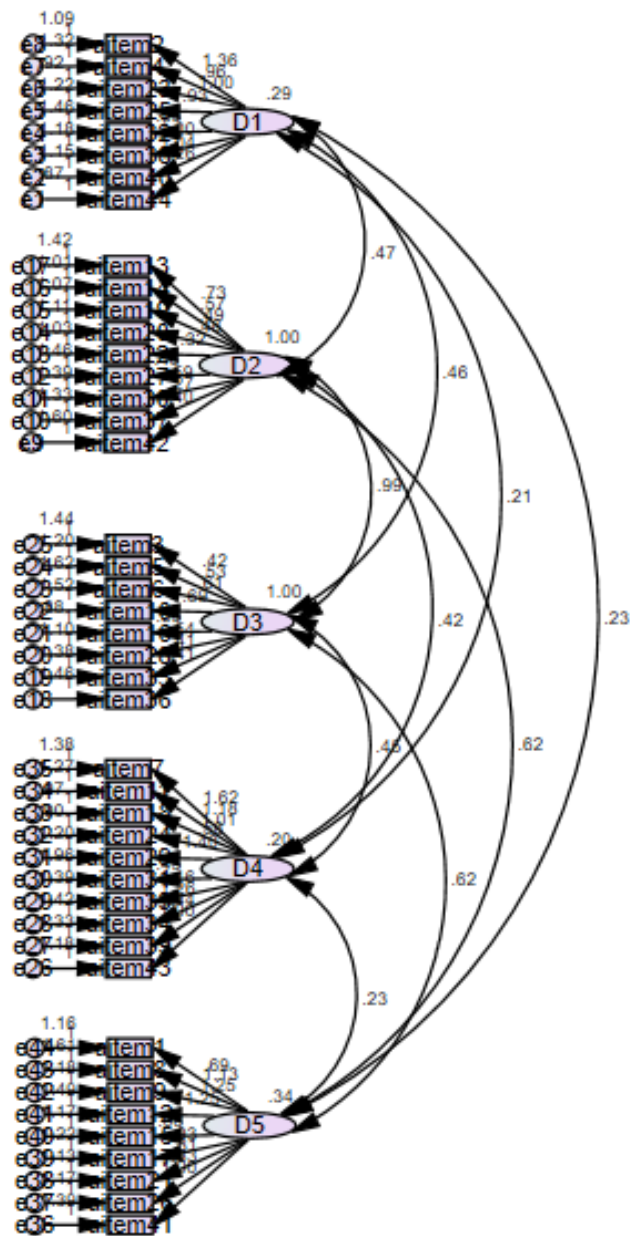
Number of distinct sample moments: 231
Number of distinct parameters to be estimated: 63
Degrees of freedom (231 - 63): 168

Result (Default model)

Minimum was achieved
Chi-square = 338.046
Degrees of freedom = 168
Probability level = .000



READINESS FOR CHANGE



Model Fit Summary**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	98	2108.644	892	.000	2.364
Saturated model	990	.000	0		
Independence model	44	3456.891	946	.000	3.654

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.147	.647	.608	.583
Saturated model	.000	1.000		
Independence model	.316	.361	.331	.345

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.390	.353	.526	.486	.515
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.943	.368	.486
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	1216.644	1086.301	1354.655
Saturated model	.000	.000	.000
Independence model	2510.891	2334.878	2694.394



Model	FMIN	F0	LO 90	HI 90
Default model	10.336	5.964	5.325	6.640
Saturated model	.000	.000	.000	.000

Model	FMIN	F0	LO 90	HI 90
Independence model	16.946	12.308	11.445	13.208

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.082	.077	.086	.000
Independence model	.114	.110	.118	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	2304.644	2360.116	2630.299	2728.299
Saturated model	1980.000	2540.377	5269.780	6259.780
Independence model	3544.891	3569.797	3691.104	3735.104

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	11.297	10.658	11.974	11.569
Saturated model	9.706	9.706	9.706	12.453
Independence model	17.377	16.514	18.276	17.499

HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	94	97
Independence model	61	62

Estimates (Group number 1 - Default model)**Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

		Estimate	S.E.	C.R.	P	Label
---	D1	1.259	.225	5.599	***	par_1
---	D1	1.037	.214	4.845	***	par_2
---	D1	1.004	.212	4.734	***	par_3
---	D1	.835	.211	3.960	***	par_4
---	D1	.933	.208	4.491	***	par_5



		Estimate	S.E.	C.R.	P	Label
aitem23	<--- D1	1.000				
aitem4	<--- D1	.964	.215	4.481	***	par_6
aitem2	<--- D1	1.360	.246	5.522	***	par_7
aitem42	<--- D2	.402	.094	4.272	***	par_8
aitem37	<--- D2	.265	.085	3.134	.002	par_9
aitem30	<--- D2	.594	.091	6.495	***	par_10
aitem27	<--- D2	.456	.091	5.002	***	par_11
aitem22	<--- D2	.317	.076	4.187	***	par_12
aitem20	<--- D2	.482	.081	5.958	***	par_13
aitem19	<--- D2	.490	.080	6.142	***	par_14
aitem14	<--- D2	.574	.080	7.206	***	par_15
aitem13	<--- D2	.726	.095	7.607	***	par_16
aitem36	<--- D3	.408	.089	4.581	***	par_17
aitem35	<--- D3	.407	.087	4.679	***	par_18
aitem28	<--- D3	.539	.081	6.668	***	par_19
aitem16	<--- D3	.551	.074	7.438	***	par_20
aitem10	<--- D3	.692	.096	7.176	***	par_21
aitem6	<--- D3	.612	.097	6.290	***	par_22
aitem5	<--- D3	.527	.084	6.305	***	par_23
aitem3	<--- D3	.423	.089	4.763	***	par_24
aitem43	<--- D4	1.000				
aitem39	<--- D4	1.440	.326	4.418	***	par_25
aitem34	<--- D4	1.262	.305	4.142	***	par_26
aitem33	<--- D4	1.160	.289	4.006	***	par_27
aitem31	<--- D4	1.452	.354	4.107	***	par_28
aitem29	<--- D4	1.399	.314	4.450	***	par_29
aitem24	<--- D4	.583	.191	3.048	.002	par_30
aitem18	<--- D4	1.014	.248	4.097	***	par_31
aitem11	<--- D4	1.175	.286	4.112	***	par_32
aitem7	<--- D4	1.620	.355	4.561	***	par_33
aitem41	<--- D5	1.000				
aitem26	<--- D5	.834	.184	4.538	***	par_34
aitem21	<--- D5	.807	.179	4.504	***	par_35
aitem17	<--- D5	.928	.196	4.742	***	par_36
aitem15	<--- D5	1.085	.211	5.147	***	par_37
aitem12	<--- D5	1.250	.241	5.190	***	par_38
	<--- D5	1.250	.231	5.421	***	par_39
	<--- D5	1.133	.232	4.888	***	par_40
	<--- D5	.691	.170	4.071	***	par_41



Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
aitem44 <--- D1	.590
aitem40 <--- D1	.463
aitem38 <--- D1	.448
aitem32 <--- D1	.350
aitem25 <--- D1	.415
aitem23 <--- D1	.491
aitem4 <--- D1	.413
aitem2 <--- D1	.575
aitem42 <--- D2	.303
aitem37 <--- D2	.224
aitem30 <--- D2	.450
aitem27 <--- D2	.352
aitem22 <--- D2	.297
aitem20 <--- D2	.416
aitem19 <--- D2	.428
aitem14 <--- D2	.496
aitem13 <--- D2	.520
aitem36 <--- D3	.320
aitem35 <--- D3	.327
aitem28 <--- D3	.457
aitem16 <--- D3	.506
aitem10 <--- D3	.489
aitem6 <--- D3	.433
aitem5 <--- D3	.434
aitem3 <--- D3	.333
aitem43 <--- D4	.382
aitem39 <--- D4	.490
aitem34 <--- D4	.429
aitem33 <--- D4	.404
aitem31 <--- D4	.423
aitem29 <--- D4	.498
<--- D4	.265
<--- D4	.421
<--- D4	.423
<--- D4	.527
<--- D5	.442



	Estimate
aitem26 <--- D5	.409
aitem21 <--- D5	.404
aitem17 <--- D5	.438
aitem15 <--- D5	.503
aitem12 <--- D5	.511
aitem9 <--- D5	.555
aitem8 <--- D5	.460
aitem1 <--- D5	.349

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
D1 <--> D2	.466	.077	6.036	***	par_42
D1 <--> D3	.463	.077	6.006	***	par_43
D1 <--> D4	.210	.054	3.891	***	par_44
D1 <--> D5	.232	.057	4.089	***	par_45
D2 <--> D3	.986	.059	16.588	***	par_46
D2 <--> D4	.423	.083	5.080	***	par_47
D2 <--> D5	.621	.098	6.332	***	par_48
D3 <--> D4	.454	.088	5.187	***	par_49
D3 <--> D5	.620	.098	6.322	***	par_50
D4 <--> D5	.234	.061	3.844	***	par_51

Correlations: (Group number 1 - Default model)

	Estimate
D1 <--> D2	.863
D1 <--> D3	.857
D1 <--> D4	.865
D1 <--> D5	.739
D2 <--> D3	.986
D2 <--> D4	.942
D2 <--> D5	1.070
D3 <--> D4	1.012
D3 <--> D5	1.068
D4 <--> D5	.898

(Group number 1 - Default model)

Estimate	S.E.	C.R.	P	Label
1.000				
1.000				



	Estimate	S.E.	C.R.	P	Label
D1	.292	.087	3.360	***	par_52
D4	.202	.076	2.645	.008	par_53
D5	.337	.106	3.180	.001	par_54
e1	.868	.099	8.773	***	par_55
e2	1.148	.122	9.433	***	par_56
e3	1.175	.124	9.490	***	par_57
e4	1.456	.149	9.762	***	par_58
e5	1.223	.128	9.595	***	par_59
e6	.921	.099	9.324	***	par_60
e7	1.315	.137	9.599	***	par_61
e8	1.094	.123	8.876	***	par_62
e9	1.599	.160	10.019	***	par_63
e10	1.329	.132	10.061	***	par_64
e11	1.386	.141	9.842	***	par_65
e12	1.464	.147	9.979	***	par_66
e13	1.034	.103	10.023	***	par_67
e14	1.113	.112	9.902	***	par_68
e15	1.071	.108	9.883	***	par_69
e16	1.010	.104	9.739	***	par_70
e17	1.420	.147	9.664	***	par_71
e18	1.459	.145	10.038	***	par_72
e19	1.382	.138	10.034	***	par_73
e20	1.100	.111	9.891	***	par_74
e21	.883	.090	9.784	***	par_75
e22	1.523	.155	9.825	***	par_76
e23	1.621	.163	9.930	***	par_77
e24	1.195	.120	9.928	***	par_78
e25	1.437	.143	10.030	***	par_79
e26	1.178	.120	9.830	***	par_80
e27	1.326	.138	9.583	***	par_81
e28	1.421	.146	9.738	***	par_82
e29	1.393	.142	9.791	***	par_83
e30	1.957	.201	9.753	***	par_84
e31	1.199	.125	9.559	***	par_85
e32	.903	.090	9.983	***	par_86
e33	.965	.099	9.757	***	par_87
	1.275	.131	9.751	***	par_88
	1.380	.146	9.460	***	par_89
	1.388	.141	9.858	***	par_90
	1.168	.118	9.905	***	par_91
	1.126	.114	9.911	***	par_92



	Estimate	S.E.	C.R.	P	Label
e39	1.222	.124	9.864	***	par_93
e40	1.171	.120	9.743	***	par_94
e41	1.492	.153	9.724	***	par_95
e42	1.184	.123	9.603	***	par_96
e43	1.611	.164	9.828	***	par_97
e44	1.159	.116	9.970	***	par_98

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 990
Number of distinct parameters to be estimated: 98
Degrees of freedom (990 - 98): 892

Result (Default model)

Minimum was achieved
Chi-square = 2108.644
Degrees of freedom = 892
Probability level = .000



Lampiran 4 : Uji Reliabilitas pada Skala Penelitian***Learning Organization***

Reliability Statistics	
Cronbach's Alpha	N of Items
.708	21

Readiness for Change

Reliability Statistics	
Cronbach's Alpha	N of Items
.904	44



Lampiran 5 : Hasil Output SPSS

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		LO	RFC
N		136	136
Normal Parameters ^{a,b}	Mean	81.30	199.84
	Std. Deviation	9.152	23.770
Most Extreme Differences	Absolute	.053	.072
	Positive	.053	.072
	Negative	-.042	-.050
Test Statistic		.053	.072
Asymp. Sig. (2-tailed)		.200 ^{c,d}	.081 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
RFC *	Between Groups	(Combined)	21855.946	39	560.409	.989	.502
LO		Linearity	5466.704	1	5466.704	9.643	.002
		Deviation from Linearity	16389.242	38	431.296	.761	.828
	Within Groups		54420.495	96	566.880		
	Total		76276.441	135			



Uji Analisis Regresi Sederhana

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.268 ^a	.072	.065	22.988

a. Predictors: (Constant), LO

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5466.704	1	5466.704	10.345	.002 ^b
	Residual	70809.737	134	528.431		
	Total	76276.441	135			

a. Dependent Variable: RFC

b. Predictors: (Constant), LO

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	143.311	17.685		8.104	.000
	LO	.695	.216	.268	3.216	.002

a. Dependent Variable: RFC

