

## KUESIONER

Penelitian Tentang :

“ Pengaruh Gaya Kepemimpinan Transformasional dan Pelatihan terhadap Motivasi serta implikasinya pada Kinerja Karyawan Bank BNI Cabang Utama Daan Mogot“

Hasil penelitian data primer yang sekaligus sebagai jawaban dari Saudara/Saudari sangat berguna untuk bahan tesis sebagai syarat penyelesaian studi di Magister Manajemen Universitas Esa Unggul.

Penulis sangat mengharapkan Saudara/Saudari berkenan untuk menjawab seluruh pernyataan yang ada dengan sejujur-jujurnya. Pernyataan yang disampaikan akan dijaga kerahasiaannya. Atas kerja sama dan bantuan yang diberikan kami ucapan terima kasih.

### **Bagan I**

#### **Identitas pribadi responden**

Isi dan beri tanda chek list (✓) pilihan-pilihan dari jawaban yang paling sesuai menurut Saudara/Saudari.

- |                        |   |  |   |
|------------------------|---|--|---|
| 1. Jenis Kelamin       | : | ( <input type="checkbox"/> ) Laki-laki   | ( <input type="checkbox"/> ) Perempuan    |
| 2. Usia                | : | ( <input type="checkbox"/> ) < 25 thn    | ( <input type="checkbox"/> ) 36-45 thn    |
|                        |   | ( <input type="checkbox"/> ) 25-35 thn   | ( <input type="checkbox"/> ) > 45 thn     |
| 3. Pendidikan terakhir | : | ( <input type="checkbox"/> ) D3          | ( <input type="checkbox"/> ) S1           |
|                        |   | ( <input type="checkbox"/> ) S2          |   |
| 4. Jabatan             | : | ( <input type="checkbox"/> ) Teller      | ( <input type="checkbox"/> ) CS Officer   |
|                        |   | ( <input type="checkbox"/> ) Penyelia    | ( <input type="checkbox"/> ) Pemimpin     |
| 5. Gaji                | : | ( <input type="checkbox"/> ) < 3 jt      | ( <input type="checkbox"/> ) 5 jt – 7 jt  |
|                        |   | ( <input type="checkbox"/> ) 3 jt – 5 jt | ( <input type="checkbox"/> ) 7 jt – 10 jt |
|                        |   | ( <input type="checkbox"/> ) > 10 jt     |   |

## **Bagan II**

### **PETUNJUK PENGISIAN ANGKET**

1. Mengisi angket ini cukup dengan membubuhkan tanda ceklis (✓) pada salah satu kolom yang telah disediakan sebelah kanan pertanyaan;
2. Mohon mengisi angket ini sesuai dengan atau menurut Bapak/Ibu/Sdr (i) sarankan selama menjalankan tugas kantor sehari-hari;
3. Setelah mengisi angket ini, mohon diperiksa kembali agar tidak sampai ada pengisian item yang terlewat;
4. Pengisian dibenarkan hanya pada satu alternatif jawaban.

Pilihan : SS = Sangat Setuju

S = Setuju

ASTS = Antara Setuju dan Tidak setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

Catatan :

Bila ada pembatalan dari jawaban semula, cukup jawaban semula diberi tanda minus (-) lalu diganti dengan jawaban baru.

SS	S	ASTS	TS	STS
✓				

Sebelum diperbaiki

SS	S	ASTS	TS	STS
✗	✓			

Setelah diperbaiki

### Gaya Kepemimpinan Transformasional

No	Pernyataan	Pilihan Jawaban				
		1 STS	2 TS	3 ASTS	4 S	5 SS
GK1	Pimpinan tempat Bapak/Ibu bekerja memberikan pelatihan ketika karyawan membutuhkannya	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
GK2.	Pimpinan tempat Bapak/Ibu bekerja menghargai karyawan yang memiliki cara kerja yang baik	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
GK3	Pimpinan tempat Bapak/Ibu bekerja memberikan konseling kepada karyawannya	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
GK4	Pimpinan tempat Bapak/Ibu bekerja menghargai setiap masukan dari karyawan	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
GK5	Pimpinan tempat Bapak/Ibu bekerja memberikan kesempatan belajar kepada tiap karyawannya	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
GK6	Pimpinan tempat Bapak/Ibu bekerja selalu menanamkan visi perusahaan pada karyawannya dengan jelas	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
GK7	Pimpinan tempat Bapak/Ibu bekerja mampu memberikan semangat kepada karyawannya	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
GK8	Pimpinan tempat Bapak/Ibu bekerja mampu menumbuhkan rasa antusias dalam diri karyawan	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
GK9	Pimpinan tempat Bapak/Ibu bekerja mengajarkan bahwa karyawan harus belajar dari setiap kesalahan bawahannya	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS

**Pelatihan**

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
PL1	Pelatihan yang Bapak/Ibu lakukan selalu memiliki sesuaian materi pelatihan dengan pekerjaan	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
PL2	Pelatihan yang Bapak/Ibu lakukan selalu memiliki kejelasan materi dengan sasaran pelatihan	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
PL3	Bapak/Ibu selama ini selalu memiliki ketertarikan pada metode pelatihan	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
PL4	Pelatihan yang Bapak/Ibu lakukan selalu memiliki instruktur berkualitas	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
PL5	Pelatihan yang dilakukan memiliki banyak metode yang digunakan instruktur	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS

**Motivasi**

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
MT1	Bapak/Ibu selalu berusaha untuk bertanggung jawab atas segala pekerjaan diberikan	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS
MT2	Bapak/Ibu selalu berusaha melakukan sesuatu secara inovatif	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS

No	Pernyataan	Pilihan Jawaban				
		1 STS	2 TS	3 ASTS	4 S	5 SS
MT3	Bapak/Ibu selalu bekerja keras dan bangga atas hasil yang telah saya capai	<input type="checkbox"/>				
MT4	Bapak/Ibu selalu berusaha untuk mendapat persetujuan atau kesepakatan dari orang lain	<input type="checkbox"/>				
MT5	Bapak/Ibu lebih suka kerja sama dari pada berkompetisi dengan yang lain	<input type="checkbox"/>				
MT6	Bapak/Ibu akan berusaha menghindari konflik yang akan terjadi	<input type="checkbox"/>				
MT7	Bapak/Ibu lebih suka menjadi seorang pemimpin di tempat Bapak/Ibu bekerja	<input type="checkbox"/>				
MT8	Bapak/Ibu sangat menyukai organisasi di tempat Bapak/Ibu bekerja	<input type="checkbox"/>				
MT9	Bapak/Ibu senang akan pekerjaan yang diberikan kepada Bapak/Ibu	<input type="checkbox"/>				

### Kinerja Karyawan

No	Pernyataan	Pilihan Jawaban				
		1 STS	2 TS	3 ASTS	4 S	5 SS
KP1	Saya menetapkan prioritas dalam pekerjaan yang saya kerjakan	<input type="checkbox"/>				
KP2	Saya termotivasi untuk mencapai hasil yang berkualitas	<input type="checkbox"/>				
KP3	Saya menunjukkan kejujuran dalam perilaku sehari-hari	<input type="checkbox"/>				
KP4	Saya konsisten melaksanakan perbuatan sesuai dengan perkataan	<input type="checkbox"/>				
KP5	Saya bertindak dengan cepat untuk menangani keluhan pelanggan	<input type="checkbox"/>				
KP6	Saya memecahkan masalah secara tuntas dengan solusi dan kualitas layanan terbaik	<input type="checkbox"/>				
KP7	Saya melakukan usaha lebih untuk memastikan proses kerja selalu sesuai dengan aturan dan prosedur yang ada	<input type="checkbox"/>				
KP8	Saya membuat perencanaan yang rinci untuk memastikan tugas-tugas dapat diselesaikan pada waktunya	<input type="checkbox"/>				

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
KP9	Saya melakukan upaya untuk memperbaiki kondisi	<input type="checkbox"/> STS	<input type="checkbox"/> TS	<input type="checkbox"/> ASTS	<input type="checkbox"/> S	<input type="checkbox"/> SS

**Lampiran**  
**Hasil Uji Validitas (n=300)**

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1_1	126,2300	391,743	,484	,969
X1_2	125,6233	395,272	,511	,968
X1_3	125,9100	390,637	,635	,968
X1_4	125,8133	394,768	,532	,968
X1_5	126,1333	389,380	,586	,968
X1_6	125,8767	386,731	,689	,967
X1_7	125,9833	386,097	,661	,967
X1_8	125,9500	387,004	,658	,967
X1_9	126,1533	390,364	,492	,969
X2_1	125,8833	393,542	,575	,968
X2_2	126,1533	390,853	,645	,968
X2_3	126,1033	390,728	,633	,968
X2_4	126,0467	390,954	,645	,968
X2_5	126,1033	392,494	,611	,968
Y1_1	126,1100	382,861	,737	,967
Y1_2	125,8433	386,741	,741	,967
Y1_3	125,8800	389,745	,679	,967
Y1_4	126,0300	384,364	,741	,967
Y1_5	125,9567	386,075	,678	,967
Y1_6	126,0500	387,760	,671	,967
Y1_7	126,1200	387,965	,655	,967
Y1_8	125,8800	385,945	,744	,967
Y1_9	125,8933	385,781	,737	,967
Y2_1	125,7933	387,248	,727	,967
Y2_2	126,0500	385,332	,754	,967
Y2_3	126,1333	385,775	,774	,967
Y2_4	126,1900	385,927	,747	,967
Y2_5	125,8833	388,023	,707	,967
Y2_6	125,8567	387,648	,726	,967
Y2_7	125,7733	388,343	,739	,967
Y2_8	125,7833	387,394	,780	,967
Y2_9	125,9833	380,732	,754	,967

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,968	,969	35

**Factor Analysis Gaya Kepemimpinan Transformasional (X1)****KMO and Bartlett's Test**

	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.909
Bartlett's Test of Sphericity	Approx. Chi-Square	1173.044
	Df	36
	Sig.	.000

**Anti-image Matrices**

	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	
Anti-image Covariance	X1_1	.636	.024	-.027	-.024	-.130	.018
	X1_2	.024	.674	-.165	-.045	-.043	.035
	X1_3	-.027	-.165	.575	-.196	-.031	-.020
	X1_4	-.024	-.045	-.196	.642	.005	-.092
	X1_5	-.130	-.043	-.031	.005	.473	-.144
	X1_6	.018	.035	-.020	-.092	-.144	.446
	X1_7	-.077	-.070	-.004	-.035	-.068	-.087
	X1_8	-.053	-.037	-.050	-.013	-.032	-.083
	X1_9	-.082	-.076	-.031	.009	-.022	-.048
Anti-image Correlation	X1_1	.927 <sup>a</sup>	.036	-.045	-.037	-.237	.034
	X1_2	.036	.909 <sup>a</sup>	-.266	-.068	-.076	.064
	X1_3	-.045	-.266	.890 <sup>a</sup>	-.323	-.059	-.040
	X1_4	-.037	-.068	-.323	.901 <sup>a</sup>	.009	-.171
	X1_5	-.237	-.076	-.059	.009	.912 <sup>a</sup>	-.314
	X1_6	.034	.064	-.040	-.171	-.314	.902 <sup>a</sup>
	X1_7	-.158	-.140	-.009	-.071	-.160	-.211
	X1_8	-.106	-.072	-.105	-.027	-.075	-.198
	X1_9	-.123	-.111	-.050	.013	-.038	-.087

**Anti-image Matrices**

		X1_1	X1_2	X1_3	X1_4	X1_5	X1_6
Anti-image Covariance	X1_1	.636	.024	-.027	-.024	-.130	.018
	X1_2	.024	.674	-.165	-.045	-.043	.035
	X1_3	-.027	-.165	.575	-.196	-.031	-.020
	X1_4	-.024	-.045	-.196	.642	.005	-.092
	X1_5	-.130	-.043	-.031	.005	.473	-.144
	X1_6	.018	.035	-.020	-.092	-.144	.446
	X1_7	-.077	-.070	-.004	-.035	-.068	-.087
	X1_8	-.053	-.037	-.050	-.013	-.032	-.083
	X1_9	-.082	-.076	-.031	.009	-.022	-.048
Anti-image Correlation		.927 <sup>a</sup>	.036	-.045	-.037	-.237	.034
Anti-image Correlation	X1_2	.036	.909 <sup>a</sup>	-.266	-.068	-.076	.064
	X1_3	-.045	-.266	.890 <sup>a</sup>	-.323	-.059	-.040
	X1_4	-.037	-.068	-.323	.901 <sup>a</sup>	.009	-.171
	X1_5	-.237	-.076	-.059	.009	.912 <sup>a</sup>	-.314
	X1_6	.034	.064	-.040	-.171	-.314	.902 <sup>a</sup>
	X1_7	-.158	-.140	-.009	-.071	-.160	-.211
	X1_8	-.106	-.072	-.105	-.027	-.075	-.198
	X1_9	-.123	-.111	-.050	.013	-.038	-.087

a. Measures of Sampling Adequacy(MSA)

### Anti-image Matrices

		X1_7	X1_8	X1_9	
Anti-image Covariance		X1_1	-.077	-.053	-.082
		X1_2	-.070	-.037	-.076
		X1_3	-.004	-.050	-.031
		X1_4	-.035	-.013	.009
		X1_5	-.068	-.032	-.022
		X1_6	-.087	-.083	-.048
		X1_7	.377	-.142	-.025
		X1_8	-.142	.396	-.086
		X1_9	-.025	-.086	.693
Anti-image Correlation		X1_1	-.158	-.106	-.123
		X1_2	-.140	-.072	-.111
		X1_3	-.009	-.105	-.050
		X1_4	-.071	-.027	.013
		X1_5	-.160	-.075	-.038
		X1_6	-.211	-.198	-.087
		X1_7	.903 <sup>a</sup>	-.368	-.048
		X1_8	-.368	.908 <sup>a</sup>	-.165
		X1_9	-.048	-.165	.949 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

### Communalities

	Initial	Extraction
X1_1	1.000	.439
X1_2	1.000	.382
X1_3	1.000	.474
X1_4	1.000	.407
X1_5	1.000	.602
X1_6	1.000	.617
X1_7	1.000	.696
X1_8	1.000	.682
X1_9	1.000	.400

Extraction Method: Principal

Component Analysis.

Total Variance Explained

Compo nent	Initial Eigenvalues		Extraction Sums of Squared Loadings		
	Cumulative %	Total	% of Variance	Cumulative %	
1	52.217	4.700	52.217	52.217	

Extraction Method: Principal Component Analysis.

#### Total Variance Explained

Compo nent	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	4.700	52.217	
2	.914	10.156	62.373
3	.714	7.935	70.308
4	.602	6.687	76.995
5	.595	6.606	83.602
6	.446	4.950	88.552
7	.433	4.809	93.361
8	.320	3.557	96.919
9	.277	3.081	100.000

Extraction Method: Principal Component Analysis.

#### Component Matrix<sup>a</sup>

	Component
	1
X1_1	.662
X1_2	.618
X1_3	.689
X1_4	.638
X1_5	.776
X1_6	.786
X1_7	.834
X1_8	.826
X1_9	.633

Extraction Method:

Principal Component

Analysis.

a. 1 components  
extracted.

### Factor Analysis Pelatihan (X2)

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.838
Bartlett's Test of Sphericity	Approx. Chi-Square	1028.944
	Df	10
	Sig.	.000

**Anti-image Matrices**

		X2_1	X2_2	X2_3	X2_4	X2_5
Anti-image Covariance	X2_1	.515	-.153	-.018	-.053	.023
	X2_2	-.153	.278	-.145	-.026	-.053
	X2_3	-.018	-.145	.315	-.089	-.018
	X2_4	-.053	-.026	-.089	.292	-.183
	X2_5	.023	-.053	-.018	-.183	.374
Anti-image Correlation	X2_1	.878 <sup>a</sup>	-.405	-.046	-.137	.052
	X2_2	-.405	.820 <sup>a</sup>	-.490	-.090	-.166
	X2_3	-.046	-.490	.852 <sup>a</sup>	-.293	-.053
	X2_4	-.137	-.090	-.293	.823 <sup>a</sup>	-.553
	X2_5	.052	-.166	-.053	-.553	.830 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Communalities**

	Initial	Extraction
X2_1	1.000	.586
X2_2	1.000	.808
X2_3	1.000	.778
X2_4	1.000	.787
X2_5	1.000	.688

Extraction Method: Principal

Component Analysis.

**Total Variance Explained**

Compo nent	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	3.646	72.918	
2	.590	11.803	84.721
3	.361	7.229	91.950
4	.224	4.472	96.423
5	.179	3.577	100.000

Extraction Method: Principal Component Analysis.

**Total Variance Explained**

Compo nent	Initial Eigenvalues	Extraction Sums of Squared Loadings		
	Cumulative %	Total	% of Variance	Cumulative %
1	72.918	3.646	72.918	72.918

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

	Component
	1
X2_1	.765
X2_2	.899
X2_3	.882
X2_4	.887
X2_5	.829

Extraction Method:

Principal Component

Analysis.

a. 1 components  
extracted.

**Factor Analysis Motivasi (Y1)****KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.910
Bartlett's Test of Sphericity	Approx. Chi-Square	1845.868
	Df	36
	Sig.	.000

**Anti-image Matrices**

	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	
Anti-image Covariance	Y1_1	.401	-.109	-.003	-.039	-.063	.003
	Y1_2	-.109	.286	-.105	-.050	-.019	-.039
	Y1_3	-.003	-.105	.386	-.141	.016	-.047
	Y1_4	-.039	-.050	-.141	.392	-.003	-.017
	Y1_5	-.063	-.019	.016	-.003	.391	-.134
	Y1_6	.003	-.039	-.047	-.017	-.134	.432
	Y1_7	-.006	-.028	.026	-.066	-.031	-.150
	Y1_8	-.062	.002	.007	-.052	.047	.006
	Y1_9	-.028	-.052	-.049	.009	-.140	.017

Anti-image Correlation	Y1_1	.945 <sup>a</sup>	-.323	-.007	-.098	-.160	.008
	Y1_2	-.323	.925 <sup>a</sup>	-.315	-.150	-.057	-.110
	Y1_3	-.007	-.315	.912 <sup>a</sup>	-.361	.041	-.114
	Y1_4	-.098	-.150	-.361	.933 <sup>a</sup>	-.008	-.042
	Y1_5	-.160	-.057	.041	-.008	.895 <sup>a</sup>	-.326
	Y1_6	.008	-.110	-.114	-.042	-.326	.911 <sup>a</sup>
	Y1_7	-.015	-.078	.062	-.159	-.074	-.345
	Y1_8	-.159	.005	.018	-.134	.122	.016
	Y1_9	-.080	-.174	-.141	.027	-.403	.046

a. Measures of Sampling Adequacy(MSA)

#### Anti-image Matrices

		Y1_7	Y1_8	Y1_9
Anti-image Covariance	Y1_1	-.006	-.062	-.028
	Y1_2	-.028	.002	-.052
	Y1_3	.026	.007	-.049
	Y1_4	-.066	-.052	.009
	Y1_5	-.031	.047	-.140
	Y1_6	-.150	.006	.017
	Y1_7	.440	-.138	.036
	Y1_8	-.138	.383	-.146
	Y1_9	.036	-.146	.310
Anti-image Correlation	Y1_1	-.015	-.159	-.080
	Y1_2	-.078	.005	-.174
	Y1_3	.062	.018	-.141
	Y1_4	-.159	-.134	.027
	Y1_5	-.074	.122	-.403
	Y1_6	-.345	.016	.046
	Y1_7	.899 <sup>a</sup>	-.335	.097
	Y1_8	-.335	.887 <sup>a</sup>	-.425
	Y1_9	.097	-.425	.883 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Communalities**

	Initial	Extraction
Y1_1	1.000	.657
Y1_2	1.000	.758
Y1_3	1.000	.623
Y1_4	1.000	.648
Y1_5	1.000	.614
Y1_6	1.000	.587
Y1_7	1.000	.567
Y1_8	1.000	.620
Y1_9	1.000	.691

Extraction Method: Principal

Component Analysis.

**Total Variance Explained**

Compo nent	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	5.764	64.040	
2	.671	7.457	71.497
3	.601	6.673	78.169
4	.569	6.325	84.494
5	.392	4.359	88.853
6	.309	3.438	92.291
7	.275	3.052	95.343
8	.227	2.518	97.861
9	.193	2.139	100.000

Extraction Method: Principal Component Analysis.

**Total Variance Explained**

Compo nent	Initial	Extraction Sums of Squared Loadings		
	Eigenvalues	Total	% of Variance	Cumulative %
	Cumulative %			
1	64.040	5.764	64.040	64.040

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

	Component
	1
Y1_1	.810
Y1_2	.871
Y1_3	.789
Y1_4	.805
Y1_5	.784
Y1_6	.766
Y1_7	.753
Y1_8	.787
Y1_9	.831

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

## Factor Analysis Kinerja Karyawan (Y2)

**KMO and Bartlett's Test**

	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.895
Bartlett's Test of Sphericity	Approx. Chi-Square	1971.177
	Df	36
	Sig.	.000

**Anti-image Matrices**

		Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6
Anti-image Covariance	Y2_1	.384	-.138	.058	-.006	.000	-.019
	Y2_2	-.138	.295	-.128	-.049	.042	-.047
	Y2_3	.058	-.128	.273	-.119	-.010	-.026
	Y2_4	-.006	-.049	-.119	.355	-.057	.058
	Y2_5	.000	.042	-.010	-.057	.331	-.164
	Y2_6	-.019	-.047	-.026	.058	-.164	.323
	Y2_7	-.018	-.021	.041	-.082	-.058	-.089
	Y2_8	-.166	.025	-.042	.019	-.061	-.002
	Y2_9	-.017	-.002	-.094	-.061	-.023	-.030
Anti-image Correlation	Y2_1	.865 <sup>a</sup>	-.411	.178	-.016	-.002	-.054
	Y2_2	-.411	.873 <sup>a</sup>	-.451	-.152	.136	-.153
	Y2_3	.178	-.451	.860 <sup>a</sup>	-.381	-.035	-.087
	Y2_4	-.016	-.152	-.381	.904 <sup>a</sup>	-.166	.172
	Y2_5	-.002	.136	-.035	-.166	.890 <sup>a</sup>	-.501
	Y2_6	-.054	-.153	-.087	.172	-.501	.886 <sup>a</sup>
	Y2_7	-.048	-.063	.128	-.225	-.164	-.255
	Y2_8	-.442	.075	-.134	.054	-.175	-.007
	Y2_9	-.042	-.006	-.276	-.157	-.061	-.081

a. Measures of Sampling Adequacy(MSA)

**Anti-image Matrices**

		Y2_7	Y2_8	Y2_9
Anti-image Covariance	Y2_1	-.018	-.166	-.017
	Y2_2	-.021	.025	-.002
	Y2_3	.041	-.042	-.094
	Y2_4	-.082	.019	-.061
	Y2_5	-.058	-.061	-.023
	Y2_6	-.089	-.002	-.030
	Y2_7	.377	-.083	-.030
	Y2_8	-.083	.365	-.041
	Y2_9	-.030	-.041	.422
Anti-image Correlation	Y2_1	-.048	-.442	-.042
	Y2_2	-.063	.075	-.006
	Y2_3	.128	-.134	-.276
	Y2_4	-.225	.054	-.157
	Y2_5	-.164	-.175	-.061
	Y2_6	-.255	-.007	-.081
	Y2_7	.931 <sup>a</sup>	-.224	-.076
	Y2_8	-.224	.903 <sup>a</sup>	-.103
	Y2_9	-.076	-.103	.957 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Communalities**

	Initial	Extraction
Y2_1	1.000	.580
Y2_2	1.000	.673
Y2_3	1.000	.668
Y2_4	1.000	.631
Y2_5	1.000	.642
Y2_6	1.000	.657
Y2_7	1.000	.658
Y2_8	1.000	.646
Y2_9	1.000	.637

**Communalities**

	Initial	Extraction
Y2_1	1.000	.580
Y2_2	1.000	.673
Y2_3	1.000	.668
Y2_4	1.000	.631
Y2_5	1.000	.642
Y2_6	1.000	.657
Y2_7	1.000	.658
Y2_8	1.000	.646
Y2_9	1.000	.637

Extraction Method: Principal

Component Analysis.

**Total Variance Explained**

Compo nent	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	5.793	64.365	
2	.848	9.422	73.788
3	.638	7.086	80.873
4	.408	4.533	85.406
5	.378	4.204	89.610
6	.313	3.482	93.092
7	.270	3.000	96.092
8	.189	2.101	98.193
9	.163	1.807	100.000

Extraction Method: Principal Component Analysis.

**Total Variance Explained**

Compo nent	Initial	Extraction Sums of Squared Loadings			
	Eigenvalues	Cumulative %	Total	% of Variance	Cumulative %
1	64.365	64.365	5.793	64.365	64.365

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

	Component
	1
Y2_1	.762
Y2_2	.820
Y2_3	.817
Y2_4	.794
Y2_5	.801
Y2_6	.811
Y2_7	.811
Y2_8	.804
Y2_9	.798

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Lampiran**  
**Distribusi Frekuensi**

**Gaya kepemimpinan transaksional (X1)**

**X1\_1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	51	17.0	17.0	17.3
	3.00	100	33.3	33.3	50.7
	4.00	105	35.0	35.0	85.7
	5.00	43	14.3	14.3	100.0
	Total	300	100.0	100.0	

**X1\_2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	7	2.3	2.3	2.7
	3.00	45	15.0	15.0	17.7
	4.00	165	55.0	55.0	72.7
	5.00	82	27.3	27.3	100.0
	Total	300	100.0	100.0	

**X1\_3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	16	5.3	5.3	5.3
	3.00	83	27.7	27.7	33.0
	4.00	152	50.7	50.7	83.7
	5.00	49	16.3	16.3	100.0
	Total	300	100.0	100.0	

**X1\_4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	.7	.7	.7
	2.00	4	1.3	1.3	2.0
	3.00	77	25.7	25.7	27.7
	4.00	163	54.3	54.3	82.0
	5.00	54	18.0	18.0	100.0
	Total	300	100.0	100.0	

**X1\_5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	1.3	1.3	1.3
	2.00	31	10.3	10.3	11.7
	3.00	98	32.7	32.7	44.3
	4.00	128	42.7	42.7	87.0
	5.00	39	13.0	13.0	100.0
	Total	300	100.0	100.0	

**X1\_6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	1.3	1.3	1.3
	2.00	14	4.7	4.7	6.0
	3.00	78	26.0	26.0	32.0
	4.00	142	47.3	47.3	79.3
	5.00	62	20.7	20.7	100.0
	Total	300	100.0	100.0	

X1\_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	1.3	1.3	1.3
	2.00	14	4.7	4.7	6.0
	3.00	78	26.0	26.0	32.0
	4.00	142	47.3	47.3	79.3
	5.00	62	20.7	20.7	100.0
	Total	300	100.0	100.0	

X1\_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	.7	.7	.7
	2.00	32	10.7	10.7	11.3
	3.00	75	25.0	25.0	36.3
	4.00	134	44.7	44.7	81.0
	5.00	57	19.0	19.0	100.0
	Total	300	100.0	100.0	

X1\_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	26	8.7	8.7	9.0
	3.00	83	27.7	27.7	36.7
	4.00	130	43.3	43.3	80.0
	5.00	60	20.0	20.0	100.0
	Total	300	100.0	100.0	

**X1\_9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	2.7	2.7	2.7
	2.00	37	12.3	12.3	15.0
	3.00	92	30.7	30.7	45.7
	4.00	112	37.3	37.3	83.0
	5.00	51	17.0	17.0	100.0
	Total	300	100.0	100.0	

**Pelatihan (X2)****X2\_1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	16	5.3	5.3	5.3
	3.00	67	22.3	22.3	27.7
	4.00	176	58.7	58.7	86.3
	5.00	41	13.7	13.7	100.0
	Total	300	100.0	100.0	

**X2\_2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	22	7.3	7.3	7.3
	3.00	122	40.7	40.7	48.0
	4.00	129	43.0	43.0	91.0
	5.00	27	9.0	9.0	100.0
	Total	300	100.0	100.0	

**X2\_3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	17	5.7	5.7	5.7
	3.00	127	42.3	42.3	48.0
	4.00	119	39.7	39.7	87.7
	5.00	37	12.3	12.3	100.0
	Total	300	100.0	100.0	

**X2\_4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	16	5.3	5.3	5.3
	3.00	110	36.7	36.7	42.0
	4.00	139	46.3	46.3	88.3
	5.00	35	11.7	11.7	100.0
	Total	300	100.0	100.0	

**X2\_5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	12	4.0	4.0	4.3
	3.00	126	42.0	42.0	46.3
	4.00	132	44.0	44.0	90.3
	5.00	29	9.7	9.7	100.0
	Total	300	100.0	100.0	

### Motivasi (Y1)

Y1\_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	38	12.7	12.7	13.0
	3.00	101	33.7	33.7	46.7
	4.00	106	35.3	35.3	82.0
	5.00	54	18.0	18.0	100.0
	Total	300	100.0	100.0	

Y1\_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	1.0	1.0	1.0
	2.00	10	3.3	3.3	4.3
	3.00	75	25.0	25.0	29.3
	4.00	154	51.3	51.3	80.7
	5.00	58	19.3	19.3	100.0
	Total	300	100.0	100.0	

Y1\_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	11	3.7	3.7	3.7
	3.00	88	29.3	29.3	33.0
	4.00	148	49.3	49.3	82.3
	5.00	53	17.7	17.7	100.0
	Total	300	100.0	100.0	

Y1\_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	1.3	1.3	1.3
	2.00	20	6.7	6.7	8.0
	3.00	101	33.7	33.7	41.7
	4.00	124	41.3	41.3	83.0
	5.00	51	17.0	17.0	100.0
	Total	300	100.0	100.0	

Y1\_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	6	2.0	2.0	2.0
	2.00	18	6.0	6.0	8.0
	3.00	81	27.0	27.0	35.0
	4.00	140	46.7	46.7	81.7
	5.00	55	18.3	18.3	100.0
	Total	300	100.0	100.0	

Y1\_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	25	8.3	8.3	8.7
	3.00	99	33.0	33.0	41.7
	4.00	131	43.7	43.7	85.3
	5.00	44	14.7	14.7	100.0
	Total	300	100.0	100.0	

Y1\_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	1.3	1.3	1.3
	2.00	25	8.3	8.3	9.7
	3.00	103	34.3	34.3	44.0
	4.00	132	44.0	44.0	88.0
	5.00	36	12.0	12.0	100.0
	Total	300	100.0	100.0	

Y1\_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	.7	.7	.7
	2.00	18	6.0	6.0	6.7
	3.00	70	23.3	23.3	30.0
	4.00	155	51.7	51.7	81.7
	5.00	55	18.3	18.3	100.0
	Total	300	100.0	100.0	

Y1\_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	22	7.3	7.3	7.7
	3.00	70	23.3	23.3	31.0
	4.00	151	50.3	50.3	81.3
	5.00	56	18.7	18.7	100.0
	Total	300	100.0	100.0	

## Kinerja Karyawan (Y2)

**Y2\_1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	15	5.0	5.0	5.3
	3.00	62	20.7	20.7	26.0
	4.00	158	52.7	52.7	78.7
	5.00	64	21.3	21.3	100.0
	Total	300	100.0	100.0	

**Y2\_2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	22	7.3	7.3	7.7
	3.00	106	35.3	35.3	43.0
	4.00	126	42.0	42.0	85.0
	5.00	45	15.0	15.0	100.0
	Total	300	100.0	100.0	

**Y2\_3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	21	7.0	7.0	7.3
	3.00	123	41.0	41.0	48.3
	4.00	120	40.0	40.0	88.3
	5.00	35	11.7	11.7	100.0
	Total	300	100.0	100.0	

**Y2\_4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	32	10.7	10.7	11.0
	3.00	112	37.3	37.3	48.3
	4.00	126	42.0	42.0	90.3
	5.00	29	9.7	9.7	100.0
	Total	300	100.0	100.0	

**Y2\_5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	17	5.7	5.7	6.0
	3.00	72	24.0	24.0	30.0
	4.00	159	53.0	53.0	83.0
	5.00	51	17.0	17.0	100.0
	Total	300	100.0	100.0	

**Y2\_6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	14	4.7	4.7	5.0
	3.00	74	24.7	24.7	29.7
	4.00	156	52.0	52.0	81.7
	5.00	55	18.3	18.3	100.0
	Total	300	100.0	100.0	

Y2\_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	8	2.7	2.7	3.0
	3.00	68	22.7	22.7	25.7
	4.00	161	53.7	53.7	79.3
	5.00	62	20.7	20.7	100.0
	Total	300	100.0	100.0	

Y2\_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	7	2.3	2.3	2.7
	3.00	71	23.7	23.7	26.3
	4.00	161	53.7	53.7	80.0
	5.00	60	20.0	20.0	100.0
	Total	300	100.0	100.0	

Y2\_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.3	.3	.3
	2.00	45	15.0	15.0	15.3
	3.00	62	20.7	20.7	36.0
	4.00	125	41.7	41.7	77.7
	5.00	67	22.3	22.3	100.0
	Total	300	100.0	100.0	

**Lampiran**  
**Goodness Fit of Statistics**

TIME: 13:13

L I S R E L 8.70

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file D:\DATA\CITRA\DATA.lpj:

Observed variables

X1-X4 Y1-Y8

Covariance Matrix From File D:\DATA\CITRA\DATACOV

Sample Size = 300

Latent Variables GK PL MI KK

Relationships

X1-X2=GK

X3-X4=PL

Y1-Y3=MI

Y4-Y8=KK

GK PL ->MI

MI ->KK

GK PL MI ->KK

Path DiagramIterations = 250

Method of Estimation: Maximum Likelihood

End of Problem

Sample Size = 300

### Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.55					
Y2	0.44	0.55				
Y3	0.41	0.42	0.52			
Y4	0.39	0.42	0.43	0.56		
Y5	0.33	0.36	0.34	0.40	0.58	
Y6	0.39	0.36	0.35	0.35	0.35	0.55
Y7	0.37	0.36	0.39	0.37	0.33	0.39
Y8	0.42	0.44	0.44	0.46	0.54	0.45
X1	0.28	0.28	0.27	0.26	0.23	0.25
X2	0.34	0.34	0.33	0.30	0.31	0.28
X3	0.23	0.24	0.23	0.28	0.37	0.25
X4	0.23	0.25	0.23	0.28	0.37	0.27

### Covariance Matrix

	Y7	Y8	X1	X2	X3	X4
Y7	0.46					
Y8	0.43	0.98				
X1	0.26	0.32	0.35			
X2	0.32	0.40	0.34	0.56		
X3	0.24	0.36	0.16	0.25	0.47	
X4	0.26	0.36	0.19	0.25	0.36	0.46

Number of Iterations = 11

LISREL Estimates (Maximum Likelihood)

### Measurement Equations

$$Y1 = 0.65 * MI, \text{ Errorvar.} = 0.13, R^2 = 0.77$$

$$(0.013)$$

$$9.78$$

$$Y2 = 0.65 * MI, \text{ Errorvar.} = 0.12, R^2 = 0.79$$

$$(0.030) \quad (0.012)$$

$$21.79 \quad 9.49$$

Y3 = 0.65\*MI, Errorvar.= 0.10 , R<sup>2</sup> = 0.80

(0.029)	(0.011)
22.32	9.14

Y4 = 0.64\*KK, Errorvar.= 0.15 , R<sup>2</sup> = 0.73

(0.014)
10.54

Y5 = 0.62\*KK, Errorvar.= 0.19 , R<sup>2</sup> = 0.66

(0.035)	(0.018)
17.84	11.00

Y6 = 0.59\*KK, Errorvar.= 0.21 , R<sup>2</sup> = 0.63

(0.035)	(0.018)
17.07	11.18

Y7 = 0.59\*KK, Errorvar.= 0.12 , R<sup>2</sup> = 0.74

(0.030)	(0.012)
19.66	10.40

Y8 = 0.74\*KK, Errorvar.= 0.43 , R<sup>2</sup> = 0.56

(0.047)	(0.037)
15.68	11.44

X1 = 0.52\*GK, Errorvar.= 0.079 , R<sup>2</sup> = 0.77

(0.029)	(0.012)
18.19	6.42

X2 = 0.65\*GK, Errorvar.= 0.14 , R<sup>2</sup> = 0.76

(0.036)	(0.020)
17.88	6.92

X3 = 0.58\*PL, Errorvar.= 0.13 , R<sup>2</sup> = 0.72

(0.034)	(0.018)
17.18	7.38

X4 = 0.61\*PL, Errorvar.= 0.090 , R<sup>2</sup> = 0.80

(0.033)	(0.017)
18.52	5.28

### Structural Equations

MI = 0.49\*GK + 0.19\*PL, Errorvar.= 0.61 , R<sup>2</sup> = 0.39

(0.067)	(0.061)	(0.045)
7.31	3.08	13.56

$$KK = 0.55*MI + 0.15*GK + 0.34*PL, \text{ Errorvar.} = 0.14, R^2 = 0.86$$

(0.067)	(0.059)	(0.042)	(0.017)
8.21	2.54	8.21	8.24

#### Correlation Matrix of Independent Variables

	GK	PL
GK	1.00	
PL	0.61 (0.05) 13.35	1.00

#### Covariance Matrix of Latent Variables

	MI	KK	GK	PL
MI	1.00			
KK	0.95	1.00		
GK	0.81	0.79	1.00	
PL	0.61	0.79	0.61	1.00

#### Goodness of Fit Statistics

Degrees of Freedom = 48  
 Minimum Fit Function Chi-Square = 243.67 (P = 0.0)  
 Normal Theory Weighted Least Squares Chi-Square = 238.98 (P = 0.0)  
 Estimated Non-centrality Parameter (NCP) = 190.98  
 90 Percent Confidence Interval for NCP = (146.45 ; 243.03)

Minimum Fit Function Value = 0.81  
 Population Discrepancy Function Value (F0) = 0.64  
 90 Percent Confidence Interval for F0 = (0.49 ; 0.81)  
 Root Mean Square Error of Approximation (RMSEA) = 0.07  
 90 Percent Confidence Interval for RMSEA = (0.06 ; 0.08)  
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 1.00  
 90 Percent Confidence Interval for ECVI = (0.85 ; 1.17)  
 ECVI for Saturated Model = 0.52  
 ECVI for Independence Model = 25.59

Chi-Square for Independence Model with 66 Degrees of Freedom = 7626.87

Independence AIC = 7650.87

Model AIC = 298.98

Saturated AIC = 156.00

Independence CAIC = 7707.32

Model CAIC = 440.09

Saturated CAIC = 522.90

Normed Fit Index (NFI) = 0.97

Non-Normed Fit Index (NNFI) = 0.96

Parsimony Normed Fit Index (PNFI) = 0.70

Comparative Fit Index (CFI) = 0.97

Incremental Fit Index (IFI) = 0.97

Relative Fit Index (RFI) = 0.96

Critical N (CN) = 91.42

Root Mean Square Residual (RMR) = 0.023

Standardized RMR = 0.041

Goodness of Fit Index (GFI) = 0.98

Adjusted Goodness of Fit Index (AGFI) = 0.91

Parsimony Goodness of Fit Index (PGFI) = 0.54

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
---------	------	------------------------	--------------

Y4	MI	12.6	0.38
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Y5	MI	60.7	-0.91
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Y7	MI	15.8	0.39
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The Modification Indices Suggest to Add an Error Covariance

Between	and	Decrease in Chi-Square	New Estimate
---------	-----	------------------------	--------------

Y2	Y1	9.8	0.03
----	----	-----	------

Y4	Y3	22.6	0.04
----	----	------	------

Y6	Y1	9.7	0.03
----	----	-----	------

Y6	Y4	8.0	-0.03
----	----	-----	-------

Y7	Y2	10.0	-0.03
----	----	------	-------

Y7	Y3	9.7	0.03
----	----	-----	------

Y7	Y5	15.8	-0.04
----	----	------	-------

Y7	Y6	27.2	0.06
----	----	------	------

Y8	Y5	26.8	0.10
----	----	------	------

X3	Y5	11.9	0.04
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X3	X1	16.0	-0.04
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X3	X2	9.2	0.03
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Time used: 0.016 Seconds

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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
1	3	4	4	4	3	3	4	3	2	3	3	3	3	4	2	3	3	4	4	3	3	4	4	4	4	3	3	4	4	3	3	
2	3	4	4	4	3	4	4	4	3	3	3	3	3	4	3	4	4	3	4	3	4	3	4	4	3	3	4	4	4	3	3	
3	3	4	4	4	4	4	4	4	3	4	4	4	4	4	3	3	3	3	3	3	3	4	4	4	4	4	4	3	4	3	4	
4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	5	5	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	
5	4	5	3	4	5	5	4	4	5	4	3	3	3	3	5	5	4	3	5	5	4	5	5	3	3	3	4	4	5	4	3	
6	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3	4	4	4	4	4	4	4	4	4	3	
7	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	
8	4	5	5	4	3	3	4	4	5	4	4	3	4	4	3	4	4	4	5	5	4	4	4	4	3	4	3	4	4	4	3	
9	3	4	4	4	2	3	3	2	3	3	3	3	3	3	4	4	3	4	4	3	2	2	3	3	3	3	4	4	3	3	3	
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15	2	3	4	3	2	2	2	2	2	3	3	3	3	4	4	2	3	3	3	3	4	4	2	2	2	3	4	2	4	4	3	2
16	4	5	3	3	4	4	3	4	4	3	3	3	3	4	4	3	3	3	3	4	4	3	4	4	4	3	4	4	4	3	3	
17	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4		
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24	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	5	4	5	5	4	4		

No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
25	4	4	3	3	3	3	3	3	3	2	2	3	2	3	3	3	3	2	2	3	3	3	3	2	2	2	3	2	3	2		
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31	4	4	4	5	4	4	4	5	3	4	4	4	4	4	5	4	4	4	4	4	5	5	4	4	4	4	4	5	4			
32	3	4	4	5	5	5	4	4	4	4	4	4	5	4	4	4	4	5	5	4	5	5	5	3	3	3	4	4	5	3		
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45	2	3	2	2	2	2	2	3	3	3	3	3	3	2	2	2	2	1	4	3	4	4	2	3	3	3	2	2	4			
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50	2	4	4	4	3	3	2	4	4	3	3	3	3	3	2	4	4	4	3	4	4	4	3	4	3	4	4	3				

No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
51	3	5	3	3	4	4	5	3	3	3	3	3	3	3	4	3	3	2	4	4	4	4	4	4	3	3	3	3	4	4	3	
52	3	5	3	3	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	4	3	
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
77	3	4	3	3	4	4	3	4	2	2	2	3	3	3	4	4	4	3	4	4	4	4	4	3	3	3	4	4	3	4	2	
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87	1	1	5	5	1	4	1	1	1	4	4	3	4	4	5	5	4	4	4	4	3	3	4	3	4	4	4	4	4	2		
88	4	4	4	4	2	3	4	4	2	4	4	4	4	4	2	3	3	2	4	3	3	4	3	4	4	4	4	4	4	4		
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90	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	4	5		
91	3	4	3	3	3	3	3	3	4	4	4	4	4	4	3	3	4	3	4	3	3	4	4	4	4	4	4	4	4	4		
92	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5		
93	4	4	4	4	3	3	4	4	3	3	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	4	3	3	4	4		
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95	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	4	4	5	5	
96	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	4	5	5	5	5	4	4	4	5	5	5	4		
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99	3	4	3	3	3	4	4	4	3	3	3	3	4	3	3	4	4	3	3	4	4	4	3	3	3	3	4	4	4	3		
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101	3	4	3	3	3	4	4	4	2	5	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	2		
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
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No.	X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X2_1	X2_2	X2_3	X2_4	X2_5	Y1_1	Y1_2	Y1_3	Y1_4	Y1_5	Y1_6	Y1_7	Y1_8	Y1_9	Y2_1	Y2_2	Y2_3	Y2_4	Y2_5	Y2_6	Y2_7	Y2_8	Y2_9
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