

LAMPIRAN

No	NAMA	JK	UMUR	PENDIDIKAN	PANGKAT	JABATAN	UNIT	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38	Q39	Q40	TOTAL	KARIR	MOTIVASI	RENUMERASI	KINERJA	RES_1	RES2	ZRE_1		
1	HARRY	1	49	3	1	1	BAG. URTU	5	4	4	5	4	4	4	4	4	5	5	3	3	3	5	4	3	4	3	4	4	4	4	4	5	4	5	5	5	5	5	5	5	5	5	4	4	4	5	5	5	173	62	22	47	42	1,01249	1,01	0,39094	
2	HARYONO	1	52	1	4	5	BAG. URTU	4	5	5	4	4	3	4	4	5	5	5	3	2	5	5	3	3	5	4	5	4	5	5	3	5	5	5	5	5	5	5	3	3	4	4	4	4	4	4	3	4	167	63	24	46	34	-5,9507	5,95	-2,29767	
3	TOTO	1	52	1	7	4	BAG. URTU	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	123	45	21	30	27	-1,32917	1,33	-0,51322		
4	AGUSLINAR	2	44	1	8	4	BAG. URTU	2	2	3	2	4	4	3	3	3	3	3	1	2	2	2	4	4	4	4	3	4	2	3	4	4	2	4	4	4	4	4	4	1	2	2	2	3	4	4	4	123	39	23	35	26	-0,69529	0,7	-0,26846		
5	SLAMET	1	57	2	2	2	BID. TOPOL	4	5	5	4	5	5	5	4	5	5	5	5	4	4	5	4	4	5	4	5	4	5	5	5	5	5	5	5	5	4	5	4	5	5	5	5	5	5	5	5	187	70	26	48	43	0,54565	0,55	0,21069		
6	TRISILA	1	54	1	2	2	BID. TOPOL	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	165	61	24	41	39	1,71723	1,72	0,66305		
7	BAMBANG	1	54	1	3	2	BID. TOPOL	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	163	63	24	40	36	-1,71904	1,72	-0,66375		
8	AWAN	1	42	3	4	3	BID. TOPOL	5	4	4	4	3	3	3	4	4	4	4	3	3	3	4	3	4	3	3	3	4	3	3	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	148	55	20	38	35	-0,88026	0,88	-0,33988	
9	HERY	1	37	3	4	3	BID. TOPOL	4	4	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	5	5	5	4	4	4	4	4	4	4	4	171	60	24	50	37	-3,22615	3,23	-1,24568		
10	ESTI	2	42	1	5	4	BID. TOPOL	4	4	4	4	4	4	3	4	4	4	4	3	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	157	58	23	40	36	-0,233	0,23	-0,08997		
11	FARID	1	31	2	6	4	BID. TOPOL	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	160	60	24	40	36	-0,50672	0,51	-0,19566			
12	ESTER	2	49	3	2	1	BID. DAKTIUM	5	5	5	5	5	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	5	5	4	4	4	4	4	4	4	176	65	24	50	37	-5,24668	5,25	-2,02584		
13	RIADI	1	48	1	2	2	BID. DAKTIUM	5	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	167	65	26	40	36	-1,45828	1,46	-0,56307	
14	KISWORO	1	55	1	3	3	BID. DAKTIUM	4	3	3	3	4	3	4	4	3	4	4	3	3	3	3	3	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	1	2	2	2	3	4	4	4	129	52	22	30	25	-5,62342	5,62	-2,1713	
15	MUGIARTI	2	49	1	4	3	BID. DAKTIUM	4	4	4	4	4	3	4	4	4	4	4	4	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	155	56	23	40	36	-0,233	0,23	0,2221		
16	SUPRIYONO	1	53	1	4	4	BID. DAKTIUM	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	2	3	4	4	4	4	4	4	152	58	23	38	33	-2,48911	2,49	-0,96109		
17	YANTIN	2	31	3	8	4	BID. DAKTIUM	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	161	61	23	40	37	-0,44531	0,45	-0,17194		
18	NASRIYATI	2	56	1	2	2	SUBBAG SUMDA	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	4	4	4	4	4	4	4	4	4	4	4	4	4	4	157	58	23	40	36	-0,233	0,23	-0,08997		
19	ESTUTI	2	53	1	5	2	SUBBAG SUMDA	5	4	4	4	5	4	4	5	5	5	4	5	5	4	4	5	5	4	4	4	4	5	5	5	5	5	4	4	4	4	4	5	5	4	4	4	4	4	4	5	179	67	27	45	40	0,40828	0,41	0,15765		
20	DUWI	2	31	3	8	4	SUBBAG SUMDA	5	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	157	59	23	39	36	-0,26516	0,27	-0,10238		
21	FILIA	2	36	3	2	2	SUBBAG BINFUNG	5	4	4	4	5	4	4	4	5	5	4	4	3	3	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	163	62	23	40	38	-0,24668	0,15	-0,05814		
22	KUNCAHYO	1	50	1	4	2	SUBBAG BINFUNG	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	171	64	29	41	37	1,17734	1,18	0,45459	
23	HERYANI	2	39	1	5	4	SUBBAG BINFUNG	4	4	4	4	4	3	4	4	4	4	4	3	3	3	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	155	56	23	40	36	0,57521	0,58	0,2221		
24	DASILAH	2	54	1	2	2	SUBBAG REN	5	4	4	4	5	5	4	4	4	4	4	3	3	3	3	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	171	61	25	44	41	3,13588	3,14	1,21082		
25	RISKHA	2	30	3	6	4	SUBBAG REN	4	4	4	4	4	3	4	4	4	4	4	3	3	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	155	56	23	40	36	0,57521	0,58	0,2221		
26	VERA	2	34	4	2	1	BAG. KEUANGAN	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	123	45	21	30	27	-1,32917	1,33	-0,51322				
27	JATI	1	54	1	3	3	BAG. KEUANGAN	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	160	60	24	40	36	-0,50672	0,51	-0,19566			
28	REREN	2	55	1	4	3	BAG. KEUANGAN	4	4	4	4	4	4	4	4	4	4	4	2	2	3	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	153	53	23	40	37	2,78753	2,79	1,07631	
29	ISNANINGSIH	2	56	1	4	3	BAG. KEUANGAN	4	4	4	4	4	4	4	4	4	4	4	3	2	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	153	55	22	40	36	0,44483	0,44	0,17176			
30	PARDI	1	54	1	4	3	BAG. KEUANGAN	4	4	4	4	3	4	4	4	4	4	3	3	4	3	4	3	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	148	55	20	37	36	0,49169	0,49	0,18985		
31	GIYONO	1	42	3	5	4	BAG. KEUANGAN	5	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	4	5	4	5	5	168	62	24	40	42	4,68507	4,69	1,80899
32	SUMIYATI	2	34	2	6	4	BAG. KEUANGAN	4	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	158	56	18	40	44	5,90278	5,9	2,27917	
33	WASIS																																																								

KUESIONER

ANALISIS FAKTOR-FAKTOR YANG MEMPENGARUHI KINERJA PEGAWAI NEGERI SIPIL DI PUSINAFIS BARESKRIM POLRI

IDENTITAS RESPONDEN

1. Nama :
2. Jenis Kelamin :
3. Umur :
4. Pendidikan Terakhir :
5. Jabatan :

PETUNJUK PENGISIAN

Berikan tanda silang (X) pada pilihan jawaban yang menurut Bapak/Ibu tepat atau paling mendekati, dengan ketentuan sebagai berikut:

STS = Sangat Tidak Setuju

TS = Tidak Setuju

RR = Ragu-ragu

S = Setuju

SS = Sangat Setuju

No	Pernyataan	Pilihan Jawaban				
		STS	TS	RR	S	SS
Pengembangan Karir (Variabel X1)						
1.	Organisasi secara adil memberikan kesempatan yang sama pada semua pegawai untuk naik jabatan atau golongan					
2.	Saya merasa bahwa jabatan yang saya miliki sekarang sudah sesuai dengan prestasi kerja saya selama ini					
3.	Menurut saya jabatan yang saya laksanakan saat ini sudah sesuai dengan prestasi kerja saya selama ini					
4.	Pegawai yang berprestasi seharusnya diberi kesempatan mendapat peluang berkarir yang lebih baik					
5.	Saya memiliki hubungan yang baik dengan atasan atau teman sejawat untuk mendukung pengembangan karir					
6.	Kalau saya sebagai pimpinan saya akan membentuk tim kerja yang terdiri dari orang-orang terdekat atau					

No	Pernyataan	Pilihan Jawaban				
		STS	TS	RR	S	SS
	saudara					
7.	Saya bekerja dengan baik sesuai aturan wewenang dan tanggung jawab yang diberikan Satker					
8.	Saya selalu tepat waktu dalam mengerjakan tugas dan kewajiban di kantor					
9.	Kenaikan jabatan biasanya dilakukan apabila ada peluang atau lowongan untuk jabatan tersebut					
10.	Melakukan evaluasi secara berkala terhadap para pegawai untuk kenaikan jabatan berdasarkan kinerja pegawai					
11.	Selalu mengawasi dan memantau para pegawai dalam menjalankan pekerjaan					
12.	Perencanaan karir yang ditetapkan organisasi telah dipahami oleh para pegawai					
13.	Pelatihan dan pengembangan yang saya ikuti dapat bermanfaat untuk pengembangan karir					
14.	Lamanya bekerja dan kinerja yang baik merupakan faktor utama seseorang untuk dapat promosi					
15.	Jabatan dan golongan saya saat ini sudah sesuai dengan aturan yang berlaku					
	Motivasi (Variabel X2)					
16.	Penghasilan yang diterima dapat memenuhi kebutuhan pokok.					
17.	Fasilitas keamanan dan keselamatan kerja yang diberikan unit kerja memadai.					
18.	Jaminan sosial dan tunjangan hari tua yang diberikan oleh unit kerja memadai.					
19.	Terdapat peningkatan jabatan bagi pegawai yang berprestasi.					
20.	Adanya pengakuan terhadap hasil kerja dari atasan maupun rekan-rekan kerja.					

No	Pernyataan	Pilihan Jawaban				
		STS	TS	RR	S	SS
21.	Adanya kelonggaran dalam mengembangkan keahlian yang dimiliki.					
	Remunerasi (Variabel X3)					
22.	Pemberian remunerasi kepada personel Polri memiliki kejelasan tujuan yang ingin dicapai oleh pemerintah.					
23.	Pemberian remunerasi bermaksud untuk menghilangkan praktek KKN ditubuh Polri.					
24.	Saya menyukai pemberian remunerasi.					
25.	Pemberian remunerasi kepada personel Polri diberikan rincian dasar perhitungan yang jelas.					
26.	Pemberian remunerasi disesuaikan dengan kepangkatan.					
27.	Pemberian remunerasi harus disesuaikan dengan penghargaan/prestasi kerja yang telah dilakukan.					
28.	Jadwal pemberian remunerasi tidak pernah terlambat.					
29.	Pembayaran remunerasi diberikan setiap bulan.					
30.	Jumlah yang diterima sesuai dengan kinerja.					
31.	Remunerasi berpengaruh terhadap peningkatan kinerja.					
	Kinerja (Variabel Y)					
32.	Skill yang saya miliki sesuai dengan pekerjaan yang saya kerjakan					
33.	Apakah anda Mendapatkan pekerjaan sesuai dengan skill yang anda miliki					
34.	Saya mengerjakan suatu pekerjaan dengan cekatan					
35.	Tingkat pencapaian volume kerja yang saya hasilkan telah sesuai dengan harapan organisasi					
36.	Organisasi menetapkan target kerja dengan penuh perhitungan					

No	Pernyataan	Pilihan Jawaban				
		STS	TS	RR	S	SS
37.	Dengan pengetahuan yang saya miliki, saya dapat menguasai bidang tugas dibidang lain.					
38.	Pendidikan yang saya miliki, dapat menguasai bidang tugas dibidang lain					
39.	Dengan pengetahuan yang saya miliki, saya lebih menguasai bidang tugas yang saya kerjakan.					
40.	Pendidikan yang saya miliki, dapat menguasai bidang tugas yang saya kerjakan					

```

>Warning # 849 in column 23. Text: in_ID
>Warning # 849 in column 23. Text: in_ID
>The LOCALE subcommand of the SET command has an invalid parameter. It could
not be mapped to a valid backend locale.
GET
FILE='F:\ \TESIS\TESIS KINERJA\Uji Validitas - Copy.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
FREQUENCIES VARIABLES=JK UMUR PENDIDIKAN JABATAN UNIT PANGKAT
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Frequencies

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Statistics

		JK	UMUR	PENDIDIKAN	JABATAN	UNIT	PANGKAT
N	Valid	48	48	48	48	48	48
	Missing	0	0	0	0	0	0

Frequency Table

JK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	20	41,7	41,7	41,7
	2	28	58,3	58,3	100,0
Total		48	100,0	100,0	

UMUR

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 27	1	2,1	2,1	2,1
30	2	4,2	4,2	6,3
31	3	6,3	6,3	12,5
33	2	4,2	4,2	16,7
34	2	4,2	4,2	20,8
35	2	4,2	4,2	25,0
36	1	2,1	2,1	27,1
37	1	2,1	2,1	29,2
38	1	2,1	2,1	31,3
39	2	4,2	4,2	35,4
42	4	8,3	8,3	43,8
44	1	2,1	2,1	45,8
45	1	2,1	2,1	47,9
47	2	4,2	4,2	52,1
48	2	4,2	4,2	56,3
49	3	6,3	6,3	62,5
50	2	4,2	4,2	66,7
51	1	2,1	2,1	68,8
52	2	4,2	4,2	72,9
53	2	4,2	4,2	77,1
54	6	12,5	12,5	89,6
55	2	4,2	4,2	93,8
56	2	4,2	4,2	97,9
57	1	2,1	2,1	100,0
Total	48	100,0	100,0	

PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	28	58,3	58,3	58,3
2	4	8,3	8,3	66,7
3	13	27,1	27,1	93,8
4	3	6,3	6,3	100,0
Total	48	100,0	100,0	

JABATAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	8,3	8,3	8,3
2	14	29,2	29,2	37,5
3	11	22,9	22,9	60,4
4	17	35,4	35,4	95,8
5	2	4,2	4,2	100,0
Total	48	100,0	100,0	

UNIT

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid BAG. KEUANGAN	8	16,7	16,7	16,7
BAG. SISINFO	8	16,7	16,7	33,3
BAG. URTU	4	8,3	8,3	41,7
BID. DAKTIKRIM	7	14,6	14,6	56,3
BID. DAKTIUM	6	12,5	12,5	68,8
BID. TOPOL	7	14,6	14,6	83,3
SUBBAG BINFUNG	3	6,3	6,3	89,6
SUBBAG REN	2	4,2	4,2	93,8
SUBBAG SUMDA	3	6,3	6,3	100,0
Total	48	100,0	100,0	

PANGKAT

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2,1	2,1	2,1
2	9	18,8	18,8	20,8
3	6	12,5	12,5	33,3
4	15	31,3	31,3	64,6
5	8	16,7	16,7	81,3
6	5	10,4	10,4	91,7
7	1	2,1	2,1	93,8
8	3	6,3	6,3	100,0
Total	48	100,0	100,0	

CORRELATIONS

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/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Q11 Q12 Q13 Q14 Q15 Q16 Q17 Q18 Q19 Q20 Q21 Q22 Q23 Q24 Q25 Q26 Q27 Q28 Q29 Q30 Q31 Q32 Q33 Q34 Q35 Q36 Q37 Q38 Q39 Q40 TOTAL  
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Correlations

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Correlations

		Q1	Q2	Q3	Q4	Q5	Q6
Q1	Pearson Correlation	1	,474**	,290*	,750**	,511**	,196
	Sig. (2-tailed)		,001	,046	,000	,000	,181
	N	48	48	48	48	48	48
Q2	Pearson Correlation	,474**	1	,914**	,441**	,308*	,060
	Sig. (2-tailed)	,001		,000	,002	,033	,685
	N	48	48	48	48	48	48
Q3	Pearson Correlation	,290*	,914**	1	,255	,290*	,076
	Sig. (2-tailed)	,046	,000		,080	,045	,605
	N	48	48	48	48	48	48
Q4	Pearson Correlation	,750**	,441**	,255	1	,419**	,308*
	Sig. (2-tailed)	,000	,002	,080		,003	,033
	N	48	48	48	48	48	48
Q5	Pearson Correlation	,511**	,308*	,290*	,419**	1	,531**
	Sig. (2-tailed)	,000	,033	,045	,003		,000
	N	48	48	48	48	48	48
Q6	Pearson Correlation	,196	,060	,076	,308*	,531**	1
	Sig. (2-tailed)	,181	,685	,605	,033	,000	
	N	48	48	48	48	48	48
Q7	Pearson Correlation	,326*	,208	,183	,408**	,421**	,602**
	Sig. (2-tailed)	,024	,157	,213	,004	,003	,000
	N	48	48	48	48	48	48
Q8	Pearson Correlation	,533**	,353*	,311*	,476**	,402**	,502**
	Sig. (2-tailed)	,000	,014	,032	,001	,005	,000
	N	48	48	48	48	48	48
Q9	Pearson Correlation	,517**	,404**	,379**	,534**	,630**	,344*
	Sig. (2-tailed)	,000	,004	,008	,000	,000	,017
	N	48	48	48	48	48	48
Q10	Pearson Correlation	,526**	,343*	,323*	,550**	,696**	,389**
	Sig. (2-tailed)	,000	,017	,025	,000	,000	,006
	N	48	48	48	48	48	48
Q11	Pearson Correlation	,470**	,311*	,274	,631**	,444**	,330*
	Sig. (2-tailed)	,001	,031	,060	,000	,002	,022
	N	48	48	48	48	48	48
Q12	Pearson Correlation	,366*	,360*	,343*	,300*	,152	,095
	Sig. (2-tailed)	,011	,012	,017	,038	,302	,519
	N	48	48	48	48	48	48
Q13	Pearson Correlation	,218	,214	,281	,113	,044	,020
	Sig. (2-tailed)	,136	,144	,053	,445	,764	,893
	N	48	48	48	48	48	48
Q14	Pearson Correlation	,331*	,176	,234	,298*	,353*	,155
	Sig. (2-tailed)	,022	,231	,109	,040	,014	,292
	N	48	48	48	48	48	48

Correlations

		Q7	Q8	Q9	Q10	Q11	Q12
Q1	Pearson Correlation	,326 *	,533 **	,517 **	,526 **	,470 **	,366 *
	Sig. (2-tailed)	,024	,000	,000	,000	,001	,011
	N	48	48	48	48	48	48
Q2	Pearson Correlation	,208	,353 *	,404 **	,343 *	,311 *	,360 *
	Sig. (2-tailed)	,157	,014	,004	,017	,031	,012
	N	48	48	48	48	48	48
Q3	Pearson Correlation	,183	,311 *	,379 **	,323 *	,274	,343 *
	Sig. (2-tailed)	,213	,032	,008	,025	,060	,017
	N	48	48	48	48	48	48
Q4	Pearson Correlation	,408 **	,476 **	,534 **	,550 **	,631 **	,300 *
	Sig. (2-tailed)	,004	,001	,000	,000	,000	,038
	N	48	48	48	48	48	48
Q5	Pearson Correlation	,421 **	,402 **	,630 **	,696 **	,444 **	,152
	Sig. (2-tailed)	,003	,005	,000	,000	,002	,302
	N	48	48	48	48	48	48
Q6	Pearson Correlation	,602 **	,502 **	,344 *	,389 **	,330 *	,095
	Sig. (2-tailed)	,000	,000	,017	,006	,022	,519
	N	48	48	48	48	48	48
Q7	Pearson Correlation	1	,404 **	,494 **	,572 **	,640 **	,241
	Sig. (2-tailed)		,004	,000	,000	,000	,099
	N	48	48	48	48	48	48
Q8	Pearson Correlation	,404 **	1	,508 **	,437 **	,376 **	,393 **
	Sig. (2-tailed)	,004		,000	,002	,008	,006
	N	48	48	48	48	48	48
Q9	Pearson Correlation	,494 **	,508 **	1	,771 **	,671 **	,347 *
	Sig. (2-tailed)	,000	,000		,000	,000	,016
	N	48	48	48	48	48	48
Q10	Pearson Correlation	,572 **	,437 **	,771 **	1	,771 **	,218
	Sig. (2-tailed)	,000	,002	,000		,000	,136
	N	48	48	48	48	48	48
Q11	Pearson Correlation	,640 **	,376 **	,671 **	,771 **	1	,158
	Sig. (2-tailed)	,000	,008	,000	,000		,284
	N	48	48	48	48	48	48
Q12	Pearson Correlation	,241	,393 **	,347 *	,218	,158	1
	Sig. (2-tailed)	,099	,006	,016	,136	,284	
	N	48	48	48	48	48	48
Q13	Pearson Correlation	,044	,319 *	,099	,000	-,099	,914 **
	Sig. (2-tailed)	,769	,027	,504	1,000	,504	,000
	N	48	48	48	48	48	48
Q14	Pearson Correlation	,389 **	,249	,474 **	,491 **	,346 *	,590 **
	Sig. (2-tailed)	,006	,088	,001	,000	,016	,000
	N	48	48	48	48	48	48

Correlations

		Q13	Q14	Q15	Q16	Q17	Q18
Q1	Pearson Correlation	,218	,331 *	,453 **	,188	,223	,062
	Sig. (2-tailed)	,136	,022	,001	,201	,128	,677
	N	48	48	48	48	48	48
Q2	Pearson Correlation	,214	,176	,269	,112	,155	,143
	Sig. (2-tailed)	,144	,231	,065	,448	,292	,332
	N	48	48	48	48	48	48
Q3	Pearson Correlation	,281	,234	,276	,230	,205	,177
	Sig. (2-tailed)	,053	,109	,057	,115	,162	,230
	N	48	48	48	48	48	48
Q4	Pearson Correlation	,113	,298 *	,452 **	,000	-,130	,096
	Sig. (2-tailed)	,445	,040	,001	1,000	,380	,518
	N	48	48	48	48	48	48
Q5	Pearson Correlation	,044	,353 *	,330 *	,253	,350 *	,081
	Sig. (2-tailed)	,764	,014	,022	,083	,015	,586
	N	48	48	48	48	48	48
Q6	Pearson Correlation	,020	,155	,205	,198	,083	,091
	Sig. (2-tailed)	,893	,292	,163	,176	,577	,537
	N	48	48	48	48	48	48
Q7	Pearson Correlation	,044	,389 **	,217	,167	-,046	,111
	Sig. (2-tailed)	,769	,006	,138	,257	,755	,454
	N	48	48	48	48	48	48
Q8	Pearson Correlation	,319 *	,249	,269	,312 *	,155	,262
	Sig. (2-tailed)	,027	,088	,064	,031	,294	,072
	N	48	48	48	48	48	48
Q9	Pearson Correlation	,099	,474 **	,527 **	,118	,109	,251
	Sig. (2-tailed)	,504	,001	,000	,424	,461	,085
	N	48	48	48	48	48	48
Q10	Pearson Correlation	,000	,491 **	,496 **	,136	,141	,209
	Sig. (2-tailed)	1,000	,000	,000	,356	,338	,155
	N	48	48	48	48	48	48
Q11	Pearson Correlation	-,099	,346 *	,492 **	,039	-,027	,231
	Sig. (2-tailed)	,504	,016	,000	,791	,854	,114
	N	48	48	48	48	48	48
Q12	Pearson Correlation	,914 **	,590 **	,523 **	,579 **	,370 **	,273
	Sig. (2-tailed)	,000	,000	,000	,000	,010	,060
	N	48	48	48	48	48	48
Q13	Pearson Correlation	1	,464 **	,350 *	,648 **	,418 **	,188
	Sig. (2-tailed)		,001	,015	,000	,003	,200
	N	48	48	48	48	48	48
Q14	Pearson Correlation	,464 **	1	,657 **	,512 **	,401 **	,404 **
	Sig. (2-tailed)	,001		,000	,000	,005	,004
	N	48	48	48	48	48	48

Correlations

		Q19	Q20	Q21	Q22	Q23	Q24
Q1	Pearson Correlation	,039	,308*	,012	,450**	,354*	,409**
	Sig. (2-tailed)	,794	,033	,936	,001	,013	,004
	N	48	48	48	48	48	48
Q2	Pearson Correlation	,350*	,293*	-,138	,496**	,747**	,150
	Sig. (2-tailed)	,015	,043	,351	,000	,000	,310
	N	48	48	48	48	48	48
Q3	Pearson Correlation	,427**	,258	-,160	,454**	,799**	,171
	Sig. (2-tailed)	,002	,077	,278	,001	,000	,246
	N	48	48	48	48	48	48
Q4	Pearson Correlation	-,036	,304*	-,004	,594**	,360*	,455**
	Sig. (2-tailed)	,808	,035	,980	,000	,012	,001
	N	48	48	48	48	48	48
Q5	Pearson Correlation	,152	,165	,295*	,501**	,459**	,608**
	Sig. (2-tailed)	,303	,263	,042	,000	,001	,000
	N	48	48	48	48	48	48
Q6	Pearson Correlation	,286*	-,036	,368*	,468**	,183	,582**
	Sig. (2-tailed)	,049	,807	,010	,001	,213	,000
	N	48	48	48	48	48	48
Q7	Pearson Correlation	,112	,180	,296*	,571**	,290*	,371**
	Sig. (2-tailed)	,448	,220	,041	,000	,045	,009
	N	48	48	48	48	48	48
Q8	Pearson Correlation	,364*	,246	,208	,533**	,434**	,430**
	Sig. (2-tailed)	,011	,091	,156	,000	,002	,002
	N	48	48	48	48	48	48
Q9	Pearson Correlation	,246	,356*	,187	,713**	,584**	,460**
	Sig. (2-tailed)	,092	,013	,203	,000	,000	,001
	N	48	48	48	48	48	48
Q10	Pearson Correlation	,098	,397**	,240	,614**	,502**	,403**
	Sig. (2-tailed)	,507	,005	,100	,000	,000	,004
	N	48	48	48	48	48	48
Q11	Pearson Correlation	,094	,446**	,183	,549**	,383**	,379**
	Sig. (2-tailed)	,523	,001	,212	,000	,007	,008
	N	48	48	48	48	48	48
Q12	Pearson Correlation	,385**	,357*	,184	,402**	,383**	,290*
	Sig. (2-tailed)	,007	,013	,212	,005	,007	,045
	N	48	48	48	48	48	48
Q13	Pearson Correlation	,354*	,208	,076	,174	,268	,248
	Sig. (2-tailed)	,013	,157	,609	,238	,066	,089
	N	48	48	48	48	48	48
Q14	Pearson Correlation	,182	,480**	,235	,489**	,326*	,188
	Sig. (2-tailed)	,216	,001	,108	,000	,024	,200
	N	48	48	48	48	48	48

Correlations

		Q25	Q26	Q27	Q28	Q29	Q30
Q1	Pearson Correlation	,330*	,565**	,330*	,330*	,445**	,404**
	Sig. (2-tailed)	,022	,000	,022	,022	,002	,004
	N	48	48	48	48	48	48
Q2	Pearson Correlation	,365*	,479**	,293*	,365*	,235	,266
	Sig. (2-tailed)	,011	,001	,043	,011	,108	,068
	N	48	48	48	48	48	48
Q3	Pearson Correlation	,427**	,422**	,343*	,427**	,271	,309*
	Sig. (2-tailed)	,002	,003	,017	,002	,063	,033
	N	48	48	48	48	48	48
Q4	Pearson Correlation	,387**	,732**	,483**	,483**	,495**	,433**
	Sig. (2-tailed)	,007	,000	,001	,001	,000	,002
	N	48	48	48	48	48	48
Q5	Pearson Correlation	,651**	,409**	,570**	,570**	,581**	,653**
	Sig. (2-tailed)	,000	,004	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q6	Pearson Correlation	,515**	,246	,311*	,413**	,327*	,372**
	Sig. (2-tailed)	,000	,092	,031	,004	,024	,009
	N	48	48	48	48	48	48
Q7	Pearson Correlation	,447**	,391**	,447**	,447**	,317*	,414**
	Sig. (2-tailed)	,001	,006	,001	,001	,028	,003
	N	48	48	48	48	48	48
Q8	Pearson Correlation	,345*	,387**	,231	,231	,468**	,410**
	Sig. (2-tailed)	,016	,007	,114	,114	,001	,004
	N	48	48	48	48	48	48
Q9	Pearson Correlation	,602**	,612**	,602**	,602**	,603**	,622**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q10	Pearson Correlation	,523**	,600**	,610**	,610**	,527**	,619**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q11	Pearson Correlation	,506**	,602**	,707**	,606**	,514**	,630**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q12	Pearson Correlation	,086	,221	,086	,086	,086	,101
	Sig. (2-tailed)	,563	,131	,563	,563	,560	,493
	N	48	48	48	48	48	48
Q13	Pearson Correlation	-,082	,015	-,082	-,082	-,018	-,044
	Sig. (2-tailed)	,578	,917	,578	,578	,903	,764
	N	48	48	48	48	48	48
Q14	Pearson Correlation	,372**	,464**	,315*	,372**	,262	,306*
	Sig. (2-tailed)	,009	,001	,029	,009	,072	,034
	N	48	48	48	48	48	48

Correlations

		Q31	Q32	Q33	Q34	Q35	Q36
Q1	Pearson Correlation	,195	,253	,565**	,600**	,542**	,477**
	Sig. (2-tailed)	,184	,082	,000	,000	,000	,001
	N	48	48	48	48	48	48
Q2	Pearson Correlation	,369**	,160	,431**	,398**	,524**	,558**
	Sig. (2-tailed)	,010	,279	,002	,005	,000	,000
	N	48	48	48	48	48	48
Q3	Pearson Correlation	,445**	,192	,354*	,334*	,479**	,510**
	Sig. (2-tailed)	,002	,192	,013	,020	,001	,000
	N	48	48	48	48	48	48
Q4	Pearson Correlation	,207	,378**	,573**	,522**	,466**	,501**
	Sig. (2-tailed)	,157	,008	,000	,000	,001	,000
	N	48	48	48	48	48	48
Q5	Pearson Correlation	,372**	,449**	,339*	,502**	,393**	,350*
	Sig. (2-tailed)	,009	,001	,018	,000	,006	,015
	N	48	48	48	48	48	48
Q6	Pearson Correlation	,371**	,560**	,246	,403**	,332*	,251
	Sig. (2-tailed)	,009	,000	,092	,005	,021	,086
	N	48	48	48	48	48	48
Q7	Pearson Correlation	,220	,367*	,368*	,436**	,359*	,313*
	Sig. (2-tailed)	,134	,010	,010	,002	,012	,030
	N	48	48	48	48	48	48
Q8	Pearson Correlation	,263	,271	,409**	,616**	,645**	,503**
	Sig. (2-tailed)	,071	,062	,004	,000	,000	,000
	N	48	48	48	48	48	48
Q9	Pearson Correlation	,177	,331*	,658**	,765**	,646**	,639**
	Sig. (2-tailed)	,228	,022	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q10	Pearson Correlation	,283	,352*	,467**	,532**	,420**	,469**
	Sig. (2-tailed)	,051	,014	,001	,000	,003	,001
	N	48	48	48	48	48	48
Q11	Pearson Correlation	,232	,320*	,481**	,466**	,407**	,354*
	Sig. (2-tailed)	,113	,026	,001	,001	,004	,014
	N	48	48	48	48	48	48
Q12	Pearson Correlation	,093	,161	,289*	,370**	,436**	,358*
	Sig. (2-tailed)	,531	,273	,047	,010	,002	,013
	N	48	48	48	48	48	48
Q13	Pearson Correlation	,116	,107	,121	,205	,302*	,244
	Sig. (2-tailed)	,432	,469	,411	,162	,037	,095
	N	48	48	48	48	48	48
Q14	Pearson Correlation	-,008	,205	,289*	,330*	,253	,303*
	Sig. (2-tailed)	,958	,163	,046	,022	,082	,037
	N	48	48	48	48	48	48

Correlations

		Q37	Q38	Q39	Q40	TOTAL
Q1	Pearson Correlation	,503**	,374**	,384**	,396**	,647**
	Sig. (2-tailed)	,000	,009	,007	,005	,000
	N	48	48	48	48	48
Q2	Pearson Correlation	,356*	,099	,026	,116	,545**
	Sig. (2-tailed)	,013	,505	,863	,433	,000
	N	48	48	48	48	48
Q3	Pearson Correlation	,334*	,112	,022	,126	,541**
	Sig. (2-tailed)	,020	,450	,880	,394	,000
	N	48	48	48	48	48
Q4	Pearson Correlation	,560**	,461**	,426**	,459**	,651**
	Sig. (2-tailed)	,000	,001	,003	,001	,000
	N	48	48	48	48	48
Q5	Pearson Correlation	,472**	,389**	,359*	,387**	,672**
	Sig. (2-tailed)	,001	,006	,012	,007	,000
	N	48	48	48	48	48
Q6	Pearson Correlation	,598**	,614**	,677**	,499**	,532**
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	48	48	48	48	48
Q7	Pearson Correlation	,530**	,449**	,448**	,500**	,579**
	Sig. (2-tailed)	,000	,001	,001	,000	,000
	N	48	48	48	48	48
Q8	Pearson Correlation	,553**	,409**	,497**	,534**	,649**
	Sig. (2-tailed)	,000	,004	,000	,000	,000
	N	48	48	48	48	48
Q9	Pearson Correlation	,576**	,351*	,313*	,561**	,781**
	Sig. (2-tailed)	,000	,014	,030	,000	,000
	N	48	48	48	48	48
Q10	Pearson Correlation	,585**	,513**	,371**	,595**	,731**
	Sig. (2-tailed)	,000	,000	,009	,000	,000
	N	48	48	48	48	48
Q11	Pearson Correlation	,584**	,479**	,438**	,585**	,666**
	Sig. (2-tailed)	,000	,001	,002	,000	,000
	N	48	48	48	48	48
Q12	Pearson Correlation	,164	-,134	,061	,162	,527**
	Sig. (2-tailed)	,265	,363	,682	,271	,000
	N	48	48	48	48	48
Q13	Pearson Correlation	,007	-,194	,015	,053	,344*
	Sig. (2-tailed)	,963	,187	,918	,721	,017
	N	48	48	48	48	48
Q14	Pearson Correlation	,276	,137	,005	,169	,576**
	Sig. (2-tailed)	,057	,352	,973	,251	,000
	N	48	48	48	48	48

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6
Q15	Pearson Correlation	,453**	,269	,276	,452**	,330*	,205
	Sig. (2-tailed)	,001	,065	,057	,001	,022	,163
	N	48	48	48	48	48	48
Q16	Pearson Correlation	,188	,112	,230	,000	,253	,198
	Sig. (2-tailed)	,201	,448	,115	1,000	,083	,176
	N	48	48	48	48	48	48
Q17	Pearson Correlation	,223	,155	,205	-,130	,350*	,083
	Sig. (2-tailed)	,128	,292	,162	,380	,015	,577
	N	48	48	48	48	48	48
Q18	Pearson Correlation	,062	,143	,177	,096	,081	,091
	Sig. (2-tailed)	,677	,332	,230	,518	,586	,537
	N	48	48	48	48	48	48
Q19	Pearson Correlation	,039	,350*	,427**	-,036	,152	,286*
	Sig. (2-tailed)	,794	,015	,002	,808	,303	,049
	N	48	48	48	48	48	48
Q20	Pearson Correlation	,308*	,293*	,258	,304*	,165	-,036
	Sig. (2-tailed)	,033	,043	,077	,035	,263	,807
	N	48	48	48	48	48	48
Q21	Pearson Correlation	,012	-,138	-,160	-,004	,295*	,368*
	Sig. (2-tailed)	,936	,351	,278	,980	,042	,010
	N	48	48	48	48	48	48
Q22	Pearson Correlation	,450**	,496**	,454**	,594**	,501**	,468**
	Sig. (2-tailed)	,001	,000	,001	,000	,000	,001
	N	48	48	48	48	48	48
Q23	Pearson Correlation	,354*	,747**	,799**	,360*	,459**	,183
	Sig. (2-tailed)	,013	,000	,000	,012	,001	,213
	N	48	48	48	48	48	48
Q24	Pearson Correlation	,409**	,150	,171	,455**	,608**	,582**
	Sig. (2-tailed)	,004	,310	,246	,001	,000	,000
	N	48	48	48	48	48	48
Q25	Pearson Correlation	,330*	,365*	,427**	,387**	,651**	,515**
	Sig. (2-tailed)	,022	,011	,002	,007	,000	,000
	N	48	48	48	48	48	48
Q26	Pearson Correlation	,565**	,479**	,422**	,732**	,409**	,246
	Sig. (2-tailed)	,000	,001	,003	,000	,004	,092
	N	48	48	48	48	48	48
Q27	Pearson Correlation	,330*	,293*	,343*	,483**	,570**	,311*
	Sig. (2-tailed)	,022	,043	,017	,001	,000	,031
	N	48	48	48	48	48	48
Q28	Pearson Correlation	,330*	,365*	,427**	,483**	,570**	,413**
	Sig. (2-tailed)	,022	,011	,002	,001	,000	,004
	N	48	48	48	48	48	48

Correlations

		Q7	Q8	Q9	Q10	Q11	Q12
Q15	Pearson Correlation	,217	,269	,527**	,496**	,492**	,523**
	Sig. (2-tailed)	,138	,064	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q16	Pearson Correlation	,167	,312*	,118	,136	,039	,579**
	Sig. (2-tailed)	,257	,031	,424	,356	,791	,000
	N	48	48	48	48	48	48
Q17	Pearson Correlation	-,046	,155	,109	,141	-,027	,370**
	Sig. (2-tailed)	,755	,294	,461	,338	,854	,010
	N	48	48	48	48	48	48
Q18	Pearson Correlation	,111	,262	,251	,209	,231	,273
	Sig. (2-tailed)	,454	,072	,085	,155	,114	,060
	N	48	48	48	48	48	48
Q19	Pearson Correlation	,112	,364*	,246	,098	,094	,385**
	Sig. (2-tailed)	,448	,011	,092	,507	,523	,007
	N	48	48	48	48	48	48
Q20	Pearson Correlation	,180	,246	,356*	,397**	,446**	,357*
	Sig. (2-tailed)	,220	,091	,013	,005	,001	,013
	N	48	48	48	48	48	48
Q21	Pearson Correlation	,296*	,208	,187	,240	,183	,184
	Sig. (2-tailed)	,041	,156	,203	,100	,212	,212
	N	48	48	48	48	48	48
Q22	Pearson Correlation	,571**	,533**	,713**	,614**	,549**	,402**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,005
	N	48	48	48	48	48	48
Q23	Pearson Correlation	,290*	,434**	,584**	,502**	,383**	,383**
	Sig. (2-tailed)	,045	,002	,000	,000	,007	,007
	N	48	48	48	48	48	48
Q24	Pearson Correlation	,371**	,430**	,460**	,403**	,379**	,290*
	Sig. (2-tailed)	,009	,002	,001	,004	,008	,045
	N	48	48	48	48	48	48
Q25	Pearson Correlation	,447**	,345*	,602**	,523**	,506**	,086
	Sig. (2-tailed)	,001	,016	,000	,000	,000	,563
	N	48	48	48	48	48	48
Q26	Pearson Correlation	,391**	,387**	,612**	,600**	,602**	,221
	Sig. (2-tailed)	,006	,007	,000	,000	,000	,131
	N	48	48	48	48	48	48
Q27	Pearson Correlation	,447**	,231	,602**	,610**	,707**	,086
	Sig. (2-tailed)	,001	,114	,000	,000	,000	,563
	N	48	48	48	48	48	48
Q28	Pearson Correlation	,447**	,231	,602**	,610**	,606**	,086
	Sig. (2-tailed)	,001	,114	,000	,000	,000	,563
	N	48	48	48	48	48	48

Correlations

		Q13	Q14	Q15	Q16	Q17	Q18
Q15	Pearson Correlation	,350 [*]	,657 ^{**}	1	,382 ^{**}	,358 [*]	,408 ^{**}
	Sig. (2-tailed)	,015	,000		,007	,012	,004
	N	48	48	48	48	48	48
Q16	Pearson Correlation	,648 ^{**}	,512 ^{**}	,382 ^{**}	1	,577 ^{**}	,341 [*]
	Sig. (2-tailed)	,000	,000	,007		,000	,018
	N	48	48	48	48	48	48
Q17	Pearson Correlation	,418 ^{**}	,401 ^{**}	,358 [*]	,577 ^{**}	1	,324 [*]
	Sig. (2-tailed)	,003	,005	,012	,000		,024
	N	48	48	48	48	48	48
Q18	Pearson Correlation	,188	,404 ^{**}	,408 ^{**}	,341 [*]	,324 [*]	1
	Sig. (2-tailed)	,200	,004	,004	,018	,024	
	N	48	48	48	48	48	48
Q19	Pearson Correlation	,354 [*]	,182	,184	,320 [*]	,361 [*]	,654 ^{**}
	Sig. (2-tailed)	,013	,216	,212	,026	,012	,000
	N	48	48	48	48	48	48
Q20	Pearson Correlation	,208	,480 ^{**}	,501 ^{**}	,283	,280	,692 ^{**}
	Sig. (2-tailed)	,157	,001	,000	,051	,054	,000
	N	48	48	48	48	48	48
Q21	Pearson Correlation	,076	,235	,250	,360 [*]	,249	,393 ^{**}
	Sig. (2-tailed)	,609	,108	,086	,012	,087	,006
	N	48	48	48	48	48	48
Q22	Pearson Correlation	,174	,489 ^{**}	,471 ^{**}	,223	,077	,242
	Sig. (2-tailed)	,238	,000	,001	,128	,602	,098
	N	48	48	48	48	48	48
Q23	Pearson Correlation	,268	,326 [*]	,357 [*]	,341 [*]	,237	,192
	Sig. (2-tailed)	,066	,024	,013	,018	,106	,192
	N	48	48	48	48	48	48
Q24	Pearson Correlation	,248	,188	,363 [*]	,494 ^{**}	,274	,126
	Sig. (2-tailed)	,089	,200	,011	,000	,060	,393
	N	48	48	48	48	48	48
Q25	Pearson Correlation	-,082	,372 ^{**}	,419 ^{**}	,249	,099	,227
	Sig. (2-tailed)	,578	,009	,003	,088	,505	,121
	N	48	48	48	48	48	48
Q26	Pearson Correlation	,015	,464 ^{**}	,505 ^{**}	,153	,000	,164
	Sig. (2-tailed)	,917	,001	,000	,299	1,000	,265
	N	48	48	48	48	48	48
Q27	Pearson Correlation	-,082	,315 [*]	,419 ^{**}	,249	,025	,227
	Sig. (2-tailed)	,578	,029	,003	,088	,868	,121
	N	48	48	48	48	48	48
Q28	Pearson Correlation	-,082	,372 ^{**}	,476 ^{**}	,249	,025	,227
	Sig. (2-tailed)	,578	,009	,001	,088	,868	,121
	N	48	48	48	48	48	48

Correlations

		Q19	Q20	Q21	Q22	Q23	Q24
Q15	Pearson Correlation	,184	,501**	,250	,471**	,357*	,363*
	Sig. (2-tailed)	,212	,000	,086	,001	,013	,011
	N	48	48	48	48	48	48
Q16	Pearson Correlation	,320*	,283	,360*	,223	,341*	,494**
	Sig. (2-tailed)	,026	,051	,012	,128	,018	,000
	N	48	48	48	48	48	48
Q17	Pearson Correlation	,361*	,280	,249	,077	,237	,274
	Sig. (2-tailed)	,012	,054	,087	,602	,106	,060
	N	48	48	48	48	48	48
Q18	Pearson Correlation	,654**	,692**	,393**	,242	,192	,126
	Sig. (2-tailed)	,000	,000	,006	,098	,192	,393
	N	48	48	48	48	48	48
Q19	Pearson Correlation	1	,486**	,267	,214	,361*	,142
	Sig. (2-tailed)		,000	,066	,144	,012	,334
	N	48	48	48	48	48	48
Q20	Pearson Correlation	,486**	1	,467**	,308*	,278	,126
	Sig. (2-tailed)	,000		,001	,033	,056	,394
	N	48	48	48	48	48	48
Q21	Pearson Correlation	,267	,467**	1	,325*	,077	,393**
	Sig. (2-tailed)	,066	,001		,024	,603	,006
	N	48	48	48	48	48	48
Q22	Pearson Correlation	,214	,308*	,325*	1	,747**	,536**
	Sig. (2-tailed)	,144	,033	,024		,000	,000
	N	48	48	48	48	48	48
Q23	Pearson Correlation	,361*	,278	,077	,747**	1	,496**
	Sig. (2-tailed)	,012	,056	,603	,000		,000
	N	48	48	48	48	48	48
Q24	Pearson Correlation	,142	,126	,393**	,536**	,496**	1
	Sig. (2-tailed)	,334	,394	,006	,000	,000	
	N	48	48	48	48	48	48
Q25	Pearson Correlation	,222	,218	,253	,716**	,703**	,669**
	Sig. (2-tailed)	,129	,136	,083	,000	,000	,000
	N	48	48	48	48	48	48
Q26	Pearson Correlation	-,044	,329*	,068	,790**	,668**	,522**
	Sig. (2-tailed)	,766	,022	,648	,000	,000	,000
	N	48	48	48	48	48	48
Q27	Pearson Correlation	,120	,322*	,253	,645**	,616**	,669**
	Sig. (2-tailed)	,418	,026	,083	,000	,000	,000
	N	48	48	48	48	48	48
Q28	Pearson Correlation	,120	,218	,169	,716**	,703**	,669**
	Sig. (2-tailed)	,418	,136	,250	,000	,000	,000
	N	48	48	48	48	48	48

Correlations

		Q25	Q26	Q27	Q28	Q29	Q30
Q15	Pearson Correlation	,419 **	,505 **	,419 **	,476 **	,395 **	,386 **
	Sig. (2-tailed)	,003	,000	,003	,001	,005	,007
	N	48	48	48	48	48	48
Q16	Pearson Correlation	,249	,153	,249	,249	,323 *	,379 **
	Sig. (2-tailed)	,088	,299	,088	,088	,025	,008
	N	48	48	48	48	48	48
Q17	Pearson Correlation	,099	,000	,025	,025	,074	,175
	Sig. (2-tailed)	,505	1,000	,868	,868	,615	,234
	N	48	48	48	48	48	48
Q18	Pearson Correlation	,227	,164	,227	,227	,247	,210
	Sig. (2-tailed)	,121	,265	,121	,121	,090	,152
	N	48	48	48	48	48	48
Q19	Pearson Correlation	,222	-,044	,120	,120	,052	,121
	Sig. (2-tailed)	,129	,766	,418	,418	,727	,411
	N	48	48	48	48	48	48
Q20	Pearson Correlation	,218	,329 *	,322 *	,218	,242	,295 *
	Sig. (2-tailed)	,136	,022	,026	,136	,098	,042
	N	48	48	48	48	48	48
Q21	Pearson Correlation	,253	,068	,253	,169	,259	,375 **
	Sig. (2-tailed)	,083	,648	,083	,250	,076	,009
	N	48	48	48	48	48	48
Q22	Pearson Correlation	,716 **	,790 **	,645 **	,716 **	,656 **	,639 **
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q23	Pearson Correlation	,703 **	,668 **	,616 **	,703 **	,628 **	,628 **
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q24	Pearson Correlation	,669 **	,522 **	,669 **	,669 **	,749 **	,740 **
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q25	Pearson Correlation	1	,711 **	,818 **	,909 **	,820 **	,806 **
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q26	Pearson Correlation	,711 **	1	,711 **	,789 **	,726 **	,705 **
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	48	48	48	48	48	48
Q27	Pearson Correlation	,818 **	,711 **	1	,909 **	,820 **	,887 **
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	48	48	48	48	48	48
Q28	Pearson Correlation	,909 **	,789 **	,909 **	1	,820 **	,806 **
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	48	48	48	48	48	48

Correlations

		Q31	Q32	Q33	Q34	Q35	Q36
Q15	Pearson Correlation	,273	,474**	,421**	,388**	,337*	,305*
	Sig. (2-tailed)	,061	,001	,003	,006	,019	,035
	N	48	48	48	48	48	48
Q16	Pearson Correlation	,289*	,316*	-,021	,136	,200	,128
	Sig. (2-tailed)	,047	,029	,886	,357	,172	,388
	N	48	48	48	48	48	48
Q17	Pearson Correlation	,260	,239	,059	,113	,139	,110
	Sig. (2-tailed)	,074	,102	,692	,445	,347	,455
	N	48	48	48	48	48	48
Q18	Pearson Correlation	,029	,154	,005	,021	,007	-,033
	Sig. (2-tailed)	,842	,296	,971	,888	,961	,826
	N	48	48	48	48	48	48
Q19	Pearson Correlation	,222	,124	,010	,117	,179	,031
	Sig. (2-tailed)	,130	,400	,945	,427	,225	,836
	N	48	48	48	48	48	48
Q20	Pearson Correlation	,014	,058	,192	,183	,175	,147
	Sig. (2-tailed)	,925	,697	,192	,213	,233	,318
	N	48	48	48	48	48	48
Q21	Pearson Correlation	,125	,267	,001	,132	,069	-,081
	Sig. (2-tailed)	,399	,067	,994	,371	,642	,583
	N	48	48	48	48	48	48
Q22	Pearson Correlation	,386**	,511**	,596**	,660**	,633**	,628**
	Sig. (2-tailed)	,007	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q23	Pearson Correlation	,544**	,415**	,419**	,476**	,565**	,614**
	Sig. (2-tailed)	,000	,003	,003	,001	,000	,000
	N	48	48	48	48	48	48
Q24	Pearson Correlation	,582**	,762**	,398**	,503**	,470**	,397**
	Sig. (2-tailed)	,000	,000	,005	,000	,001	,005
	N	48	48	48	48	48	48
Q25	Pearson Correlation	,456**	,593**	,378**	,483**	,438**	,415**
	Sig. (2-tailed)	,001	,000	,008	,001	,002	,003
	N	48	48	48	48	48	48
Q26	Pearson Correlation	,350*	,495**	,610**	,550**	,508**	,615**
	Sig. (2-tailed)	,015	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q27	Pearson Correlation	,530**	,593**	,433**	,413**	,365*	,333*
	Sig. (2-tailed)	,000	,000	,002	,004	,011	,021
	N	48	48	48	48	48	48
Q28	Pearson Correlation	,530**	,667**	,433**	,413**	,365*	,415**
	Sig. (2-tailed)	,000	,000	,002	,004	,011	,003
	N	48	48	48	48	48	48

Correlations

		Q37	Q38	Q39	Q40	TOTAL
Q15	Pearson Correlation	,417**	,240	,189	,285*	,660**
	Sig. (2-tailed)	,003	,100	,198	,049	,000
	N	48	48	48	48	48
Q16	Pearson Correlation	,137	,084	,152	,202	,470**
	Sig. (2-tailed)	,355	,571	,304	,168	,001
	N	48	48	48	48	48
Q17	Pearson Correlation	-,024	-,116	-,053	-,028	,321*
	Sig. (2-tailed)	,873	,432	,723	,850	,026
	N	48	48	48	48	48
Q18	Pearson Correlation	,017	,021	-,077	,052	,333*
	Sig. (2-tailed)	,906	,885	,601	,727	,021
	N	48	48	48	48	48
Q19	Pearson Correlation	,033	-,080	,073	,097	,335*
	Sig. (2-tailed)	,825	,587	,623	,511	,020
	N	48	48	48	48	48
Q20	Pearson Correlation	,120	,025	-,064	,061	,443**
	Sig. (2-tailed)	,416	,864	,664	,678	,002
	N	48	48	48	48	48
Q21	Pearson Correlation	,084	,004	,097	,105	,313*
	Sig. (2-tailed)	,571	,978	,513	,476	,030
	N	48	48	48	48	48
Q22	Pearson Correlation	,553**	,343*	,241	,423**	,823**
	Sig. (2-tailed)	,000	,017	,099	,003	,000
	N	48	48	48	48	48
Q23	Pearson Correlation	,427**	,214	,109	,319*	,741**
	Sig. (2-tailed)	,002	,143	,462	,027	,000
	N	48	48	48	48	48
Q24	Pearson Correlation	,556**	,484**	,607**	,546**	,737**
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	48	48	48	48	48
Q25	Pearson Correlation	,608**	,532**	,380**	,404**	,749**
	Sig. (2-tailed)	,000	,000	,008	,004	,000
	N	48	48	48	48	48
Q26	Pearson Correlation	,612**	,473**	,272	,385**	,760**
	Sig. (2-tailed)	,000	,001	,062	,007	,000
	N	48	48	48	48	48
Q27	Pearson Correlation	,521**	,425**	,380**	,507**	,726**
	Sig. (2-tailed)	,000	,003	,008	,000	,000
	N	48	48	48	48	48
Q28	Pearson Correlation	,608**	,532**	,380**	,507**	,755**
	Sig. (2-tailed)	,000	,000	,008	,000	,000
	N	48	48	48	48	48

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6
Q29	Pearson Correlation	,445**	,235	,271	,495**	,581**	,327*
	Sig. (2-tailed)	,002	,108	,063	,000	,000	,024
	N	48	48	48	48	48	48
Q30	Pearson Correlation	,404**	,266	,309*	,433**	,653**	,372**
	Sig. (2-tailed)	,004	,068	,033	,002	,000	,009
	N	48	48	48	48	48	48
Q31	Pearson Correlation	,195	,369**	,445**	,207	,372**	,371**
	Sig. (2-tailed)	,184	,010	,002	,157	,009	,009
	N	48	48	48	48	48	48
Q32	Pearson Correlation	,253	,160	,192	,378**	,449**	,560**
	Sig. (2-tailed)	,082	,279	,192	,008	,001	,000
	N	48	48	48	48	48	48
Q33	Pearson Correlation	,565**	,431**	,354*	,573**	,339*	,246
	Sig. (2-tailed)	,000	,002	,013	,000	,018	,092
	N	48	48	48	48	48	48
Q34	Pearson Correlation	,600**	,398**	,334*	,522**	,502**	,403**
	Sig. (2-tailed)	,000	,005	,020	,000	,000	,005
	N	48	48	48	48	48	48
Q35	Pearson Correlation	,542**	,524**	,479**	,466**	,393**	,332*
	Sig. (2-tailed)	,000	,000	,001	,001	,006	,021
	N	48	48	48	48	48	48
Q36	Pearson Correlation	,477**	,558**	,510**	,501**	,350*	,251
	Sig. (2-tailed)	,001	,000	,000	,000	,015	,086
	N	48	48	48	48	48	48
Q37	Pearson Correlation	,503**	,356*	,334*	,560**	,472**	,598**
	Sig. (2-tailed)	,000	,013	,020	,000	,001	,000
	N	48	48	48	48	48	48
Q38	Pearson Correlation	,374**	,099	,112	,461**	,389**	,614**
	Sig. (2-tailed)	,009	,505	,450	,001	,006	,000
	N	48	48	48	48	48	48
Q39	Pearson Correlation	,384**	,026	,022	,426**	,359*	,677**
	Sig. (2-tailed)	,007	,863	,880	,003	,012	,000
	N	48	48	48	48	48	48
Q40	Pearson Correlation	,396**	,116	,126	,459**	,387**	,499**
	Sig. (2-tailed)	,005	,433	,394	,001	,007	,000
	N	48	48	48	48	48	48
TOTAL	Pearson Correlation	,647**	,545**	,541**	,651**	,672**	,532**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48

Correlations

		Q7	Q8	Q9	Q10	Q11	Q12
Q29	Pearson Correlation	,317*	,468**	,603**	,527**	,514**	,086
	Sig. (2-tailed)	,028	,001	,000	,000	,000	,560
	N	48	48	48	48	48	48
Q30	Pearson Correlation	,414**	,410**	,622**	,619**	,630**	,101
	Sig. (2-tailed)	,003	,004	,000	,000	,000	,493
	N	48	48	48	48	48	48
Q31	Pearson Correlation	,220	,263	,177	,283	,232	,093
	Sig. (2-tailed)	,134	,071	,228	,051	,113	,531
	N	48	48	48	48	48	48
Q32	Pearson Correlation	,367*	,271	,331*	,352*	,320*	,161
	Sig. (2-tailed)	,010	,062	,022	,014	,026	,273
	N	48	48	48	48	48	48
Q33	Pearson Correlation	,368*	,409**	,658**	,467**	,481**	,289*
	Sig. (2-tailed)	,010	,004	,000	,001	,001	,047
	N	48	48	48	48	48	48
Q34	Pearson Correlation	,436**	,616**	,765**	,532**	,466**	,370**
	Sig. (2-tailed)	,002	,000	,000	,000	,001	,010
	N	48	48	48	48	48	48
Q35	Pearson Correlation	,359*	,645**	,646**	,420**	,407**	,436**
	Sig. (2-tailed)	,012	,000	,000	,003	,004	,002
	N	48	48	48	48	48	48
Q36	Pearson Correlation	,313*	,503**	,639**	,469**	,354*	,358*
	Sig. (2-tailed)	,030	,000	,000	,001	,014	,013
	N	48	48	48	48	48	48
Q37	Pearson Correlation	,530**	,553**	,576**	,585**	,584**	,164
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,265
	N	48	48	48	48	48	48
Q38	Pearson Correlation	,449**	,409**	,351*	,513**	,479**	-,134
	Sig. (2-tailed)	,001	,004	,014	,000	,001	,363
	N	48	48	48	48	48	48
Q39	Pearson Correlation	,448**	,497**	,313*	,371**	,438**	,061
	Sig. (2-tailed)	,001	,000	,030	,009	,002	,682
	N	48	48	48	48	48	48
Q40	Pearson Correlation	,500**	,534**	,561**	,595**	,585**	,162
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,271
	N	48	48	48	48	48	48
TOTAL	Pearson Correlation	,579**	,649**	,781**	,731**	,666**	,527**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48

Correlations

		Q13	Q14	Q15	Q16	Q17	Q18
Q29	Pearson Correlation	-,018	,262	,395**	,323*	,074	,247
	Sig. (2-tailed)	,903	,072	,005	,025	,615	,090
	N	48	48	48	48	48	48
Q30	Pearson Correlation	-,044	,306*	,386**	,379**	,175	,210
	Sig. (2-tailed)	,764	,034	,007	,008	,234	,152
	N	48	48	48	48	48	48
Q31	Pearson Correlation	,116	-,008	,273	,289*	,260	,029
	Sig. (2-tailed)	,432	,958	,061	,047	,074	,842
	N	48	48	48	48	48	48
Q32	Pearson Correlation	,107	,205	,474**	,316*	,239	,154
	Sig. (2-tailed)	,469	,163	,001	,029	,102	,296
	N	48	48	48	48	48	48
Q33	Pearson Correlation	,121	,289*	,421**	-,021	,059	,005
	Sig. (2-tailed)	,411	,046	,003	,886	,692	,971
	N	48	48	48	48	48	48
Q34	Pearson Correlation	,205	,330*	,388**	,136	,113	,021
	Sig. (2-tailed)	,162	,022	,006	,357	,445	,888
	N	48	48	48	48	48	48
Q35	Pearson Correlation	,302*	,253	,337*	,200	,139	,007
	Sig. (2-tailed)	,037	,082	,019	,172	,347	,961
	N	48	48	48	48	48	48
Q36	Pearson Correlation	,244	,303*	,305*	,128	,110	-,033
	Sig. (2-tailed)	,095	,037	,035	,388	,455	,826
	N	48	48	48	48	48	48
Q37	Pearson Correlation	,007	,276	,417**	,137	-,024	,017
	Sig. (2-tailed)	,963	,057	,003	,355	,873	,906
	N	48	48	48	48	48	48
Q38	Pearson Correlation	-,194	,137	,240	,084	-,116	,021
	Sig. (2-tailed)	,187	,352	,100	,571	,432	,885
	N	48	48	48	48	48	48
Q39	Pearson Correlation	,015	,005	,189	,152	-,053	-,077
	Sig. (2-tailed)	,918	,973	,198	,304	,723	,601
	N	48	48	48	48	48	48
Q40	Pearson Correlation	,053	,169	,285*	,202	-,028	,052
	Sig. (2-tailed)	,721	,251	,049	,168	,850	,727
	N	48	48	48	48	48	48
TOTAL	Pearson Correlation	,344*	,576**	,660**	,470**	,321*	,333*
	Sig. (2-tailed)	,017	,000	,000	,001	,026	,021
	N	48	48	48	48	48	48

Correlations

		Q19	Q20	Q21	Q22	Q23	Q24
Q29	Pearson Correlation	,052	,242	,259	,656**	,628**	,749**
	Sig. (2-tailed)	,727	,098	,076	,000	,000	,000
	N	48	48	48	48	48	48
Q30	Pearson Correlation	,121	,295*	,375**	,639**	,628**	,740**
	Sig. (2-tailed)	,411	,042	,009	,000	,000	,000
	N	48	48	48	48	48	48
Q31	Pearson Correlation	,222	,014	,125	,386**	,544**	,582**
	Sig. (2-tailed)	,130	,925	,399	,007	,000	,000
	N	48	48	48	48	48	48
Q32	Pearson Correlation	,124	,058	,267	,511**	,415**	,762**
	Sig. (2-tailed)	,400	,697	,067	,000	,003	,000
	N	48	48	48	48	48	48
Q33	Pearson Correlation	,010	,192	,001	,596**	,419**	,398**
	Sig. (2-tailed)	,945	,192	,994	,000	,003	,005
	N	48	48	48	48	48	48
Q34	Pearson Correlation	,117	,183	,132	,660**	,476**	,503**
	Sig. (2-tailed)	,427	,213	,371	,000	,001	,000
	N	48	48	48	48	48	48
Q35	Pearson Correlation	,179	,175	,069	,633**	,565**	,470**
	Sig. (2-tailed)	,225	,233	,642	,000	,000	,001
	N	48	48	48	48	48	48
Q36	Pearson Correlation	,031	,147	-,081	,628**	,614**	,397**
	Sig. (2-tailed)	,836	,318	,583	,000	,000	,005
	N	48	48	48	48	48	48
Q37	Pearson Correlation	,033	,120	,084	,553**	,427**	,556**
	Sig. (2-tailed)	,825	,416	,571	,000	,002	,000
	N	48	48	48	48	48	48
Q38	Pearson Correlation	-,080	,025	,004	,343*	,214	,484**
	Sig. (2-tailed)	,587	,864	,978	,017	,143	,000
	N	48	48	48	48	48	48
Q39	Pearson Correlation	,073	-,064	,097	,241	,109	,607**
	Sig. (2-tailed)	,623	,664	,513	,099	,462	,000
	N	48	48	48	48	48	48
Q40	Pearson Correlation	,097	,061	,105	,423**	,319*	,546**
	Sig. (2-tailed)	,511	,678	,476	,003	,027	,000
	N	48	48	48	48	48	48
TOTAL	Pearson Correlation	,335*	,443**	,313*	,823**	,741**	,737**
	Sig. (2-tailed)	,020	,002	,030	,000	,000	,000
	N	48	48	48	48	48	48

Correlations

		Q25	Q26	Q27	Q28	Q29	Q30
Q29	Pearson Correlation	,820**	,726**	,820**	,820**	1	,887**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	48	48	48	48	48	48
Q30	Pearson Correlation	,806**	,705**	,887**	,806**	,887**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	48	48	48	48	48	48
Q31	Pearson Correlation	,456**	,350*	,530**	,530**	,410**	,482**
	Sig. (2-tailed)	,001	,015	,000	,000	,004	,001
	N	48	48	48	48	48	48
Q32	Pearson Correlation	,593**	,495**	,593**	,667**	,533**	,531**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q33	Pearson Correlation	,378**	,610**	,433**	,433**	,379**	,383**
	Sig. (2-tailed)	,008	,000	,002	,002	,008	,007
	N	48	48	48	48	48	48
Q34	Pearson Correlation	,483**	,550**	,413**	,413**	,478**	,487**
	Sig. (2-tailed)	,001	,000	,004	,004	,001	,000
	N	48	48	48	48	48	48
Q35	Pearson Correlation	,438**	,508**	,365*	,365*	,438**	,453**
	Sig. (2-tailed)	,002	,000	,011	,011	,002	,001
	N	48	48	48	48	48	48
Q36	Pearson Correlation	,415**	,615**	,333*	,415**	,432**	,375**
	Sig. (2-tailed)	,003	,000	,021	,003	,002	,009
	N	48	48	48	48	48	48
Q37	Pearson Correlation	,608**	,612**	,521**	,608**	,518**	,537**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q38	Pearson Correlation	,532**	,473**	,425**	,532**	,527**	,468**
	Sig. (2-tailed)	,000	,001	,003	,000	,000	,001
	N	48	48	48	48	48	48
Q39	Pearson Correlation	,380**	,272	,380**	,380**	,367*	,417**
	Sig. (2-tailed)	,008	,062	,008	,008	,010	,003
	N	48	48	48	48	48	48
Q40	Pearson Correlation	,404**	,385**	,507**	,507**	,490**	,533**
	Sig. (2-tailed)	,004	,007	,000	,000	,000	,000
	N	48	48	48	48	48	48
TOTAL	Pearson Correlation	,749**	,760**	,726**	,755**	,723**	,756**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48

Correlations

		Q31	Q32	Q33	Q34	Q35	Q36
Q29	Pearson Correlation	,410**	,533**	,379**	,478**	,438**	,432**
	Sig. (2-tailed)	,004	,000	,008	,001	,002	,002
	N	48	48	48	48	48	48
Q30	Pearson Correlation	,482**	,531**	,383**	,487**	,453**	,375**
	Sig. (2-tailed)	,001	,000	,007	,000	,001	,009
	N	48	48	48	48	48	48
Q31	Pearson Correlation	1	,806**	,359*	,254	,307*	,287*
	Sig. (2-tailed)		,000	,012	,081	,034	,048
	N	48	48	48	48	48	48
Q32	Pearson Correlation	,806**	1	,441**	,348*	,300*	,313*
	Sig. (2-tailed)	,000		,002	,015	,039	,030
	N	48	48	48	48	48	48
Q33	Pearson Correlation	,359*	,441**	1	,867**	,828**	,782**
	Sig. (2-tailed)	,012	,002		,000	,000	,000
	N	48	48	48	48	48	48
Q34	Pearson Correlation	,254	,348*	,867**	1	,948**	,826**
	Sig. (2-tailed)	,081	,015	,000		,000	,000
	N	48	48	48	48	48	48
Q35	Pearson Correlation	,307*	,300*	,828**	,948**	1	,859**
	Sig. (2-tailed)	,034	,039	,000	,000		,000
	N	48	48	48	48	48	48
Q36	Pearson Correlation	,287*	,313*	,782**	,826**	,859**	1
	Sig. (2-tailed)	,048	,030	,000	,000	,000	
	N	48	48	48	48	48	48
Q37	Pearson Correlation	,378**	,503**	,726**	,793**	,770**	,718**
	Sig. (2-tailed)	,008	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48
Q38	Pearson Correlation	,290*	,444**	,380**	,481**	,428**	,497**
	Sig. (2-tailed)	,045	,002	,008	,001	,002	,000
	N	48	48	48	48	48	48
Q39	Pearson Correlation	,368*	,490**	,457**	,575**	,540**	,377**
	Sig. (2-tailed)	,010	,000	,001	,000	,000	,008
	N	48	48	48	48	48	48
Q40	Pearson Correlation	,322*	,445**	,487**	,609**	,575**	,503**
	Sig. (2-tailed)	,025	,002	,000	,000	,000	,000
	N	48	48	48	48	48	48
TOTAL	Pearson Correlation	,532**	,642**	,688**	,766**	,745**	,694**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	48	48	48	48	48	48

Correlations

		Q37	Q38	Q39	Q40	TOTAL
Q29	Pearson Correlation	,518**	,527**	,367*	,490**	,723**
	Sig. (2-tailed)	,000	,000	,010	,000	,000
	N	48	48	48	48	48
Q30	Pearson Correlation	,537**	,468**	,417**	,533**	,756**
	Sig. (2-tailed)	,000	,001	,003	,000	,000
	N	48	48	48	48	48
Q31	Pearson Correlation	,378**	,290*	,368*	,322*	,532**
	Sig. (2-tailed)	,008	,045	,010	,025	,000
	N	48	48	48	48	48
Q32	Pearson Correlation	,503**	,444**	,490**	,445**	,642**
	Sig. (2-tailed)	,000	,002	,000	,002	,000
	N	48	48	48	48	48
Q33	Pearson Correlation	,726**	,380**	,457**	,487**	,688**
	Sig. (2-tailed)	,000	,008	,001	,000	,000
	N	48	48	48	48	48
Q34	Pearson Correlation	,793**	,481**	,575**	,609**	,766**
	Sig. (2-tailed)	,000	,001	,000	,000	,000
	N	48	48	48	48	48
Q35	Pearson Correlation	,770**	,428**	,540**	,575**	,745**
	Sig. (2-tailed)	,000	,002	,000	,000	,000
	N	48	48	48	48	48
Q36	Pearson Correlation	,718**	,497**	,377**	,503**	,694**
	Sig. (2-tailed)	,000	,000	,008	,000	,000
	N	48	48	48	48	48
Q37	Pearson Correlation	1	,815**	,823**	,775**	,761**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	48	48	48	48	48
Q38	Pearson Correlation	,815**	1	,781**	,707**	,535**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	48	48	48	48	48
Q39	Pearson Correlation	,823**	,781**	1	,838**	,532**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	48	48	48	48	48
Q40	Pearson Correlation	,775**	,707**	,838**	1	,636**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	48	48	48	48	48
TOTAL	Pearson Correlation	,761**	,535**	,532**	,636**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	48	48	48	48	48

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

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

```

/VARIABLES=KARIR MOTIVASI RENUMERASI KINERJA
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

[DataSet1] F:\ \TESIS\TESIS KINERJA\Uji Validitas - Copy.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	48	100,0
	Excluded ^a	0	,0
	Total	48	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,811	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KARIR	98,94	73,677	,803	,681
MOTIVASI	133,94	154,656	,399	,859
RENUMERASI	116,81	96,241	,746	,702
KINERJA	120,50	106,170	,691	,734

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT KINERJA
/METHOD=ENTER KARIR MOTIVASI RENUMERASI
/SAVE ZRESID.

```

Regression

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Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	RENUMERASI, MOTIVASI, KARIR ^b	.	Enter

a. Dependent Variable: KINERJA

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,785 ^a	,616	,590	2,590

a. Predictors: (Constant), RENUMERASI, MOTIVASI, KARIR

b. Dependent Variable: KINERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	473,350	3	157,783	23,523	,000 ^b
	Residual	295,130	44	6,707		
	Total	768,479	47			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), RENUMERASI, MOTIVASI, KARIR

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,210	4,736		2,156	,037
	KARIR	,404	,103	,551	3,915	,000
	MOTIVASI	-,534	,208	-,279	-2,566	,014
	RENUMERASI	,372	,118	,405	3,143	,003

a. Dependent Variable: KINERJA

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	26,70	42,45	36,23	3,174	48
Residual	-5,951	8,445	,000	2,506	48
Std. Predicted Value	-3,004	1,962	,000	1,000	48
Std. Residual	-2,298	3,261	,000	,968	48

a. Dependent Variable: KINERJA

NPART TESTS


```

/K-S (NORMAL) =ZRE_1
/MISSING ANALYSIS.

```

NPar Tests

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One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		48
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,96755889
Most Extreme Differences	Absolute	,173
	Positive	,173
	Negative	-,113
Kolmogorov-Smirnov Z		1,201
Asymp. Sig. (2-tailed)		,112

a. Test distribution is Normal.

b. Calculated from data.

```

ONEWAY KINERJA BY KARIR
/STATISTICS HOMOGENEITY
/MISSING ANALYSIS.

```

Oneway

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Test of Homogeneity of Variances

KINERJA

Levene Statistic	df1	df2	Sig.
1,834	9	31	,102

ANOVA

KINERJA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	582,514	16	36,407	6,069	,000
Within Groups	185,965	31	5,999		
Total	768,479	47			

```

ONEWAY KINERJA BY MOTIVASI
/STATISTICS HOMOGENEITY
/MISSING ANALYSIS.

```

Oneway

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Test of Homogeneity of Variances

KINERJA

Levene Statistic	df1	df2	Sig.
1,725	6	37	,142

ANOVA

KINERJA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	263,462	10	26,346	1,930	,072
Within Groups	505,017	37	13,649		
Total	768,479	47			

```
ONEWAY KINERJA BY RENUMERASI
  /STATISTICS HOMOGENEITY
  /MISSING ANALYSIS.
```

Oneway

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Test of Homogeneity of Variances

KINERJA

Levene Statistic	df1	df2	Sig.
2,229	6	34	,064

ANOVA

KINERJA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	518,313	13	39,870	5,419	,000
Within Groups	250,167	34	7,358		
Total	768,479	47			

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT RES2
  /METHOD=ENTER KARIR MOTIVASI RENUMERASI.
```

Regression

[DataSet1] F:\ \TESIS\TESIS KINERJA\Uji Validitas - Copy.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	RENUMERASI, MOTIVASI, KARIR ^b	.	Enter

a. Dependent Variable: RES2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,247 ^a	,061	-,003	1,88372

a. Predictors: (Constant), RENUMERASI, MOTIVASI, KARIR

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10,116	3	3,372	,950	,425 ^b
	Residual	156,130	44	3,548		
	Total	166,245	47			

a. Dependent Variable: RES2

b. Predictors: (Constant), RENUMERASI, MOTIVASI, KARIR

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,126	3,445		,617	,540
	KARIR	-,009	,075	-,028	-,125	,901
	MOTIVASI	-,177	,151	-,199	-1,167	,249
	RENUMERASI	,102	,086	,240	1,189	,241

a. Dependent Variable: RES2

NPAR TESTS

/RUNS (MEDIAN) =RES_1

/MISSING ANALYSIS.

NPar Tests

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Runs Test

	Unstandardize d Residual
Test Value ^a	-,03095
Cases < Test Value	24
Cases >= Test Value	24
Total Cases	48
Number of Runs	21
Z	-1,021
Asymp. Sig. (2-tailed)	,307

a. Median

```
FREQUENCIES VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Q11 Q12 Q13 Q14 Q15 Q
16 Q17 Q18 Q19 Q20 Q21 Q22 Q23 Q24 Q25 Q26 Q27 Q28 Q29 Q30 Q31 Q32 Q33 Q34
Q35 Q36 Q37 Q38 Q39 Q40
/ORDER=ANALYSIS.
```

Frequencies

[DataSet1] F:\ \TESIS\TESIS KINERJA\Uji Validitas - Copy.sav

Statistics

		Q1	Q2	Q3	Q4	Q5	Q6	Q7
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0

Statistics

		Q8	Q9	Q10	Q11	Q12	Q13	Q14
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0

Statistics

		Q15	Q16	Q17	Q18	Q19	Q20	Q21
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0

Statistics

		Q22	Q23	Q24	Q25	Q26	Q27	Q28
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0

Statistics

		Q29	Q30	Q31	Q32	Q33	Q34	Q35
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0

Statistics

		Q36	Q37	Q38	Q39	Q40
N	Valid	48	48	48	48	48
	Missing	0	0	0	0	0

Frequency Table

Q1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,1	2,1	2,1
	3	3	6,3	6,3	8,3
	4	30	62,5	62,5	70,8
	5	14	29,2	29,2	100,0
	Total	48	100,0	100,0	

Q2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4,2	4,2	4,2
	3	5	10,4	10,4	14,6
	4	36	75,0	75,0	89,6
	5	5	10,4	10,4	100,0
	Total	48	100,0	100,0	

Q3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,1	2,1	2,1
	3	5	10,4	10,4	12,5
	4	38	79,2	79,2	91,7
	5	4	8,3	8,3	100,0
	Total	48	100,0	100,0	

Q4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,1	2,1	2,1
	3	3	6,3	6,3	8,3
	4	41	85,4	85,4	93,8
	5	3	6,3	6,3	100,0
	Total	48	100,0	100,0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	16,7	16,7	16,7
4	34	70,8	70,8	87,5
5	6	12,5	12,5	100,0
Total	48	100,0	100,0	

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	12,5	12,5	12,5
4	39	81,3	81,3	93,8
5	3	6,3	6,3	100,0
Total	48	100,0	100,0	

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	27,1	27,1	27,1
4	33	68,8	68,8	95,8
5	2	4,2	4,2	100,0
Total	48	100,0	100,0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	8,3	8,3	8,3
4	41	85,4	85,4	93,8
5	3	6,3	6,3	100,0
Total	48	100,0	100,0	

Q9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	8,3	8,3	8,3
4	39	81,3	81,3	89,6
5	5	10,4	10,4	100,0
Total	48	100,0	100,0	

Q10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	12,5	12,5	12,5
4	36	75,0	75,0	87,5
5	6	12,5	12,5	100,0
Total	48	100,0	100,0	

Q11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	10,4	10,4	10,4
4	39	81,3	81,3	91,7
5	4	8,3	8,3	100,0
Total	48	100,0	100,0	

Q12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2,1	2,1	2,1
2	1	2,1	2,1	4,2
3	23	47,9	47,9	52,1
4	19	39,6	39,6	91,7
5	4	8,3	8,3	100,0
Total	48	100,0	100,0	

Q13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	10,4	10,4	10,4
3	20	41,7	41,7	52,1
4	20	41,7	41,7	93,8
5	3	6,3	6,3	100,0
Total	48	100,0	100,0	

Q14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	8,3	8,3	8,3
3	21	43,8	43,8	52,1
4	19	39,6	39,6	91,7
5	4	8,3	8,3	100,0
Total	48	100,0	100,0	

Q15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6,3	6,3	6,3
3	13	27,1	27,1	33,3
4	26	54,2	54,2	87,5
5	6	12,5	12,5	100,0
Total	48	100,0	100,0	

Q16

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	27	56,3	56,3	56,3
4	18	37,5	37,5	93,8
5	3	6,3	6,3	100,0
Total	48	100,0	100,0	

Q17

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	19	39,6	39,6	39,6
4	26	54,2	54,2	93,8
5	3	6,3	6,3	100,0
Total	48	100,0	100,0	

Q18

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	12,5	12,5	12,5
4	40	83,3	83,3	95,8
5	2	4,2	4,2	100,0
Total	48	100,0	100,0	

Q19

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	18,8	18,8	18,8
4	38	79,2	79,2	97,9
5	1	2,1	2,1	100,0
Total	48	100,0	100,0	

Q20

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	14,6	14,6	14,6
4	39	81,3	81,3	95,8
5	2	4,2	4,2	100,0
Total	48	100,0	100,0	

Q21

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	14,6	14,6	14,6
4	35	72,9	72,9	87,5
5	6	12,5	12,5	100,0
Total	48	100,0	100,0	

Q22

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2,1	2,1	2,1
3	7	14,6	14,6	16,7
4	33	68,8	68,8	85,4
5	7	14,6	14,6	100,0
Total	48	100,0	100,0	

Q23

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	14,6	14,6	14,6
4	36	75,0	75,0	89,6
5	5	10,4	10,4	100,0
Total	48	100,0	100,0	

Q24

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	10,4	10,4	10,4
4	35	72,9	72,9	83,3
5	8	16,7	16,7	100,0
Total	48	100,0	100,0	

Q25

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	10,4	10,4	10,4
4	37	77,1	77,1	87,5
5	6	12,5	12,5	100,0
Total	48	100,0	100,0	

Q26

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2,1	2,1	2,1
3	6	12,5	12,5	14,6
4	36	75,0	75,0	89,6
5	5	10,4	10,4	100,0
Total	48	100,0	100,0	

Q27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	10,4	10,4	10,4
4	37	77,1	77,1	87,5
5	6	12,5	12,5	100,0
Total	48	100,0	100,0	

Q28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	10,4	10,4	10,4
4	37	77,1	77,1	87,5
5	6	12,5	12,5	100,0
Total	48	100,0	100,0	

Q29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	8,3	8,3	8,3
4	37	77,1	77,1	85,4
5	7	14,6	14,6	100,0
Total	48	100,0	100,0	

Q30

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	12,5	12,5	12,5
4	34	70,8	70,8	83,3
5	8	16,7	16,7	100,0
Total	48	100,0	100,0	

Q31

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2,1	2,1	2,1
3	10	20,8	20,8	22,9
4	33	68,8	68,8	91,7
5	4	8,3	8,3	100,0
Total	48	100,0	100,0	

Q32

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2,1	2,1	2,1
3	7	14,6	14,6	16,7
4	34	70,8	70,8	87,5
5	6	12,5	12,5	100,0
Total	48	100,0	100,0	

Q33

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4,2	4,2	4,2
3	3	6,3	6,3	10,4
4	33	68,8	68,8	79,2
5	10	20,8	20,8	100,0
Total	48	100,0	100,0	

Q34

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4,2	4,2	4,2
3	2	4,2	4,2	8,3
4	35	72,9	72,9	81,3
5	9	18,8	18,8	100,0
Total	48	100,0	100,0	

Q35

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4,2	4,2	4,2
3	2	4,2	4,2	8,3
4	37	77,1	77,1	85,4
5	7	14,6	14,6	100,0
Total	48	100,0	100,0	

Q36

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4,2	4,2	4,2
3	3	6,3	6,3	10,4
4	40	83,3	83,3	93,8
5	3	6,3	6,3	100,0
Total	48	100,0	100,0	

Q37

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	10,4	10,4	10,4
4	36	75,0	75,0	85,4
5	7	14,6	14,6	100,0
Total	48	100,0	100,0	

Q38

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6,3	6,3	6,3
4	40	83,3	83,3	89,6
5	5	10,4	10,4	100,0
Total	48	100,0	100,0	

Q39

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6,3	6,3	6,3
4	38	79,2	79,2	85,4
5	7	14,6	14,6	100,0
Total	48	100,0	100,0	

Q40

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	4,2	4,2	4,2
4	39	81,3	81,3	85,4
5	7	14,6	14,6	100,0
Total	48	100,0	100,0	

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT KINERJA

/METHOD=ENTER KARIR MOTIVASI RENUMERASI.

Regression

[DataSet1] F:\ \TESIS\TESIS KINERJA\Uji Validitas - Copy.sav

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	RENUMERASI, MOTIVASI, KARIR ^b	.	Enter

a. Dependent Variable: KINERJA

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,785 ^a	,616	,590	2,590

a. Predictors: (Constant), RENUMERASI, MOTIVASI, KARIR

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	473,350	3	157,783	23,523	,000 ^b
	Residual	295,130	44	6,707		
	Total	768,479	47			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), RENUMERASI, MOTIVASI, KARIR

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,210	4,736		2,156	,037
	KARIR	,404	,103	,551	3,915	,000
	MOTIVASI	-,534	,208	-,279	-2,566	,014
	RENUMERASI	,372	,118	,405	3,143	,003

a. Dependent Variable: KINERJA

DATASET ACTIVATE DataSet1.

SAVE OUTFILE='F:\ \TESIS\TESIS KINERJA\Uji Validitas - Copy.sav'
/COMPRESSED.

>The LOCALE subcommand of the SET command has an invalid parameter. It could

>not be mapped to a valid backend locale.

GET

FILE='E:\MATERI KULIAH S2\TESIS\TESIS KINERJA\SIDANG TERTUTUP\Uji Validitas - Copy.sav'.

DATASET NAME DataSet1 WINDOW=FRONT.