

LAMPIRAN 1



UNIVERSITAS ESA UNGGUL

FAKULTAS EKONOMI

JURUSAN MANAJEMEN

Yth. Bapak/Ibu

Karyawan Bank XYZ Jakarta

Di Tempat

Dengan hormat,

Dalam rangka memenuhi syarat untuk menyelesaikan program studi Strata satu (S1) Fakultas Ekonomi Universitas Esa Unggul, saya :

Nama : Nanda Suci Lestari

Nim : 2011-11-247

Bermaksud melakukan penelitian dengan cara menggali informasi dari Bapak/Ibu, oleh karena itu kiranya Bapak/Ibu berkenan membantu peneliti untuk menjawab kuesioner ini dengan sejujurnya.

Kuesioner dibuat semata-mata untuk kepentingan studi dan sama sekali tidak ada sangkut pautnya dengan status Bapak/Ibu dalam pekerjaan ataupun kepentingan lainnya. Saya berkomitmen menjaga kerahasiaan jawaban Bapak/Ibu. Atas bantuan dan kesediaan Bapak/Ibu, saya ucapkan terima kasih.

Peneliti

A. IDENTITAS RESPONDEN

No. :

1. Nama :
2. Jenis Kelamin* : Pria
 Wanita
3. Umur : 18-25 tahun >25-32 tahun
 >32-40 tahun >40 tahun
4. Masa Kerja : < 1 tahun 1-3 tahun
 > 3-5 tahun > 5 tahun

*Berilah tanda CHECK LIST (✓) pada jawaban yang sesuai dengan Bapak/Ibu

B. PETUNJUK PENGISIAN

1. Penelitian ini dilakukan kepada Bapak/Ibu karyawan Bank XYZ dengan jabatan *Relationship Manager*.
2. Kuesioner ini terdiri dari pertanyaan dengan 4 alternatif jawaban
3. Setiap responden hanya diperbolehkan memilih 1 alternatif jawaban yang tersedia
4. Cara mengisi jawaban dengan cara memberi tanda CHECK LIST (✓) pada kolom :
 - Sangat Tidak Setuju (STS)
 - Tidak Setuju (TS)
 - Setuju (S)
 - Sangat Setuju (SS)

C. KUESIONER

Apakah Bapak/Ibu karyawan Bank XYZ sebagai *Relationship Manager*?

Ya **Tidak**

Apabila jawaban Bapak/Ibu “Ya”, mohon kesediaanya untuk melanjutkan dalam menjawab kuesioner, apabila jawaban Bapak/Ibu “Tidak” cukup sampai pada pertanyaan ini, terimakasih untuk waktu dan kesediaannya.

KUESIONER

No.	Pernyataan	STS	TS	S	SS
1.	Situasi atau keadaan kerja yang tidak sehat menyebabkan hubungan antar pegawai kurang baik.				
2.	Peralatan kerja yang kurang memadai dapat menghambat kerja pegawai, sehingga sulit untuk menyelesaikan pekerjaan dengan tepat.				
3.	Balas jasa yang berupa bonus terlalu rendah menyebabkan pegawai kurang termotivasi, sehingga banyak pegawai yang mengeluh.				
4.	Penilaian terhadap pegawai menyebabkan saya kesulitan dalam melaksanakan pekerjaan.				
5.	Pegawai diperlakukan dengan tidak adil oleh atasan, sehingga para pegawai merasa tidak nyaman dalam bekerja.				
6.	Saya berusaha mengetahui seberapa jauh kemampuan kerja saya.				
7.	Saya bersedia bertanggung jawab terkait pekerjaan saya.				
8.	Saya berharap prestasi kerja saya dapat diukur secara objektif.				
9.	Saya senang bekerja sama dengan orang lain.				
10.	Saya senang berinteraksi dengan setiap karyawan lain.				

Berikut tercermin kinerja Bank XYZ :

Data Kinerja Relationship Manager Bank XYZ tahun 2013

2013									
		Q1 2013		Q2 2013		Q3 2013		Q4 2013	
NO	RATING	JUMLAH	PRESENTASE	JUMLAH	PRESENTASE	JUMLAH	PRESENTASE	JUMLAH	PRESENTASE
1	A	6	10,34%	17	29,31%	13	22,41%	8	15,38%
2	B	6	10,34%	8	13,79%	7	12,07%	6	11,54%
3	C	11	18,97%	14	24,14%	12	20,69%	10	19,23%
4	U	35	60,34%	19	32,76%	26	44,83%	28	53,85%
	TOTAL	58	100,00%	58	100,00%	58	100,00%	52	100,00%

Sumber : HRD Bank XYZ

Tabel 1.2 Data Kinerja Relationship Manager Bank XYZ tahun 2014

2014							
		Q1 2014		Q2 2014		Q3 2014	
NO	RATING	JUMLAH	PRESENTASE	JUMLAH	PRESENTASE	JUMLAH	PRESENTASE
1	A	15	26,32%	7	10,77%	7	10,77%
2	B	6	10,53%	8	12,31%	8	12,31%
3	C	10	17,54%	12	18,46%	11	16,92%
4	U	26	45,61%	38	58,46%	39	60,00%
	TOTAL	57	100,00%	65	100,00%	65	100,00%

Sumber : HRD Bank XYZ

Keterangan :

- A : Sangat Baik
- B : Baik
- C : Cukup
- U : Tidak Memuaskan

LAMPIRAN 2

Variabel Stres Kerja

A. Uji Analisis Faktor

Correlation Matrix^a

		VAR00005	VAR00006	VAR00007	VAR00008	VAR00009
Correlation	VAR00005	1,000	,446	,538	,085	,637
	VAR00006	,446	1,000	,604	,524	,577
	VAR00007	,538	,604	1,000	,471	,484
	VAR00008	,085	,524	,471	1,000	,388
	VAR00009	,637	,577	,484	,388	1,000
Sig. (1-tailed)	VAR00005		,007	,001	,327	,000
	VAR00006	,007		,000	,001	,000
	VAR00007	,001	,000		,004	,003
	VAR00008	,327	,001	,004		,017
	VAR00009	,000	,000	,003	,017	

a. Determinant = .122

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,698
Approx. Chi-Square		55,718
Bartlett's Test of Sphericity	Df	10
	Sig.	,000

Anti-image Matrices

		KK1	KK2	KK6	KK8
Anti-image Covariance	KK1	.417	-.243	-.083	.024
	KK2	-.243	.354	-.025	-.127
	KK6	-.083	-.025	.465	-.245
	KK8	.024	-.127	-.245	.439
Anti-image Correlation	KK1	.712 ^a	-.632	-.188	.057
	KK2	-.632	.713 ^a	-.062	-.323
	KK6	-.188	-.062	.764 ^a	-.543
	KK8	.057	-.323	-.543	.733 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
VAR00005	1,000	,514
VAR00006	1,000	,696
VAR00007	1,000	,668
VAR00008	1,000	,386
VAR00009	1,000	,665

Extraction Method: Principal
Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,930	58,595	58,595	2,930	58,595	58,595
2	,965	19,310	77,905			
3	,499	9,972	87,877			
4	,375	7,510	95,387			
5	,231	4,613	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
VAR00005	,717
VAR00006	,834
VAR00007	,817
VAR00008	,622
VAR00009	,816

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Component Score**Coefficient Matrix**

	Component
	1
VAR00005	,245
VAR00006	,285
VAR00007	,279
VAR00008	,212
VAR00009	,278

Extraction Method: Principal Component Analysis.

Component Scores.

**Component Score
Coefficient Matrix**

	Component
	1
VAR00005	,245
VAR00006	,285
VAR00007	,279
VAR00008	,212
VAR00009	,278

Extraction Method: Principal
Component Analysis.
Component Scores.

B. Uji Analisa Reliabelitas

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,814	5

LAMPIRAN 3

Variabel Motivasi Kerja

Uji Analisis Faktor

Correlation Matrix^a

		VAR00010	VAR00011	VAR00012	VAR00015	VAR00016
Correlation	VAR00010	1,000	,656	,317	,450	,330
	VAR00011	,656	1,000	,609	,431	,364
	VAR00012	,317	,609	1,000	,530	,490
	VAR00015	,450	,431	,530	1,000	,635
	VAR00016	,330	,364	,490	,635	1,000
Sig. (1-tailed)	VAR00010		,000	,044	,006	,038
	VAR00011	,000		,000	,009	,024
	VAR00012	,044	,000		,001	,003
	VAR00015	,006	,009	,001		,000
	VAR00016	,038	,024	,003	,000	

a. Determinant = .124

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,686
Approx. Chi-Square		55,276
Bartlett's Test of Sphericity	Df	10
	Sig.	,000

Anti-image Matrices

		VAR00010	VAR00011	VAR00012	VAR00015	VAR00016
Anti-image Covariance	VAR00010	,499	-,266	,127	-,132	-,021
	VAR00011	-,266	,389	-,230	,026	,005
	VAR00012	,127	-,230	,486	-,133	-,105
	VAR00015	-,132	,026	-,133	,487	-,247
	VAR00016	-,021	,005	-,105	-,247	,563
Anti-image Correlation	VAR00010	,625 ^a	-,605	,258	-,267	-,039
	VAR00011	-,605	,633 ^a	-,528	,061	,011
	VAR00012	,258	-,528	,683 ^a	-,272	-,200
	VAR00015	-,267	,061	-,272	,742 ^a	-,472
	VAR00016	-,039	,011	-,200	-,472	,770 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
VAR00010	1,000	,507
VAR00011	1,000	,645
VAR00012	1,000	,601
VAR00015	1,000	,639
VAR00016	1,000	,537

Extraction Method: Principal

Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,930	58,606	58,606	2,930	58,606	58,606
2	,875	17,501	76,106			
3	,617	12,349	88,455			
4	,358	7,166	95,621			
5	,219	4,379	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
VAR00010	,712
VAR00011	,803
VAR00012	,776
VAR00015	,799
VAR00016	,733

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Component Score**Coefficient Matrix**

	Component
	1
VAR00010	,243
VAR00011	,274
VAR00012	,265
VAR00015	,273
VAR00016	,250

Extraction Method: Principal
Component Analysis.

Component Scores.

Component Score**Covariance Matrix**

Component	1
1	1,000

Extraction Method:

Principal Component
Analysis.

Component Scores.

A. Uji Analisa Reliabelitas

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,819	5

LAMPIRAN 4**Output SEM**

DATE: 6/ 2/2015

TIME: 22:28

LISREL 8.70

BY

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The following lines were read from file C:\Users\yieyie\Desktop\NANDA\SYNTAX.pr2:

raw data from file SEM.psf
latent variables: M S KK
relationship:

M1=M
M2=M
M3=M
!M4=M
M5=M
!S1=S
!S2=S
S3=S
S4=S
S5=S
K=KK

M=S
KK=M S
admissibility check off
set error variance of K to zero
set error covariene between M2 and S3 free

options: sc
 path diagram
 end of problem

Sample Size = 65

Covariance Matrix

	M1	M2	M3	M5	K	S3
M1	0.48					
M2	0.18	0.48				
M3	0.17	0.14	0.53			
M5	0.20	0.08	0.21	0.75		
K	-0.08	-0.10	0.10	0.09	1.17	
S3	0.07	-0.14	0.10	0.00	0.15	0.47
S4	0.01	-0.03	0.05	-0.04	0.09	0.09
S5	0.10	0.02	0.08	-0.01	0.09	0.10

Covariance Matrix

	S4	S5
S4	0.27	
S5	0.14	0.25

Number of Iterations = 13

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$$M1 = 0.51 * M, \text{ Errorvar.} = 0.22, R^2 = 0.53$$

(0.083)
2.72

$$M2 = 0.36 * M, \text{ Errorvar.} = 0.37, R^2 = 0.26$$

(0.12) (0.077)
2.94 4.73

$$M3 = 0.40 * M, \text{ Errorvar.} = 0.37, R^2 = 0.31$$

(0.13) (0.082)
3.02 4.45

$$M5 = 0.36 * M, \text{ Errorvar.} = 0.62, R^2 = 0.17$$

(0.14)	(0.12)
2.48	5.14

$$K = 1.08 * KK, R^2 = 1.00$$

$$S3 = 0.20 * S, \text{ Errorvar.} = 0.41, R^2 = 0.093$$

(0.089)	(0.075)
2.31	5.48

$$S4 = 0.31 * S, \text{ Errorvar.} = 0.17, R^2 = 0.36$$

(0.080)	(0.045)
3.91	3.77

$$S5 = 0.44 * S, \text{ Errorvar.} = 0.056, R^2 = 0.78$$

(0.091)	(0.068)
4.89	0.82

Error Covariance for S3 and M2 = -0.17

(0.056)
-3.02

Structural Equations

$$M = 0.31 * S, \text{ Errorvar.} = 0.90, R^2 = 0.099$$

(0.17)	(0.38)
1.80	2.37

$$KK = -0.11 * M + 0.24 * S, \text{ Errorvar.} = 0.95, R^2 = 0.052$$

(0.16)	(0.15)	(0.17)
-0.66	1.54	5.53

Reduced Form Equations

$$M = 0.31 * S, \text{ Errorvar.} = 0.90, R^2 = 0.099$$

(0.17)
1.80

$$KK = 0.20 * S, \text{ Errorvar.} = 0.96, R^2 = 0.041$$

(0.14)
1.45

Correlation Matrix of Independent Variables

S

1.00

Covariance Matrix of Latent Variables

	M	KK	S
M	1.00		
KK	-0.03	1.00	
S	0.31	0.20	1.00

Goodness of Fit Statistics

Degrees of Freedom = 17

Minimum Fit Function Chi-Square = 21.26 (P = 0.21)

Normal Theory Weighted Least Squares Chi-Square = 19.64 (P = 0.29)

Estimated Non-centrality Parameter (NCP) = 2.64

90 Percent Confidence Interval for NCP = (0.0 ; 17.88)

Minimum Fit Function Value = 0.33

Population Discrepancy Function Value (F0) = 0.041

90 Percent Confidence Interval for F0 = (0.0 ; 0.28)

Root Mean Square Error of Approximation (RMSEA) = 0.049

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.13)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.46

Expected Cross-Validation Index (ECVI) = 0.90

90 Percent Confidence Interval for ECVI = (0.86 ; 1.14)

ECVI for Saturated Model = 1.13

ECVI for Independence Model = 1.74

Chi-Square for Independence Model with 28 Degrees of Freedom = 95.63

Independence AIC = 111.63

Model AIC = 57.64

Saturated AIC = 72.00

Independence CAIC = 137.02

Model CAIC = 117.96

Saturated CAIC = 186.28

Normed Fit Index (NFI) = 0.78

Non-Normed Fit Index (NNFI) = 0.90

Parsimony Normed Fit Index (PNFI) = 0.47

Comparative Fit Index (CFI) = 0.94

Incremental Fit Index (IFI) = 0.95

Relative Fit Index (RFI) = 0.63

Critical N (CN) = 101.57

Root Mean Square Residual (RMR) = 0.048

Standardized RMR = 0.085

Goodness of Fit Index (GFI) = 0.93

Adjusted Goodness of Fit Index (AGFI) = 0.85

Parsimony Goodness of Fit Index (PGFI) = 0.44

Standardized Solution

LAMBDA-Y

	M	KK
M1	0.51	--
M2	0.36	--
M3	0.40	--
M5	0.36	--
K	--	1.08

LAMBDA-X

	S
S3	0.20
S4	0.31
S5	0.44

BETA

	M	KK
M	--	--
KK	-0.11	--

GAMMA

	S
M	0.31
KK	0.24

Correlation Matrix of ETA and KSI

	M	KK	S

M	1.00		
KK	-0.03	1.00	
S	0.31	0.20	1.00

PSI

Note: This matrix is diagonal.

M	KK
-----	-----
0.90	0.95

Regression Matrix ETA on KSI (Standardized)

S	

M	0.31
KK	0.20

Completely Standardized Solution

LAMBDA-Y

	M	KK
	-----	-----
M1	0.73	--
M2	0.51	--
M3	0.56	--
M5	0.41	--
K	--	1.00

LAMBDA-X

S	

S3	0.30
S4	0.60
S5	0.88

BETA

	M	KK
	-----	-----
M	--	--
KK	-0.11	--

GAMMA

	S
M	0.31
KK	0.24

Correlation Matrix of ETA and KSI

	M	KK	S
M	1.00		
KK	-0.03	1.00	
S	0.31	0.20	1.00

PSI

Note: This matrix is diagonal.

M	KK
0.90	0.95

THETA-EPS

M1	M2	M3	M5	K
0.47	0.74	0.69	0.83	--

THETA-DELTA-EPS

	M1	M2	M3	M5	K
S3	--	-0.36	--	--	--
S4	--	--	--	--	--
S5	--	--	--	--	--

THETA-DELTA

S3	S4	S5
0.91	0.64	0.22

Regression Matrix ETA on KSI (Standardized)

	S
M	0.31
KK	0.20

Time used: 0.031 Second

LAMPIRAN 5
HASIL TABULASI PRETEST

RESPONDE N	STRES KERJA									MOTIVASI							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	4	3	2	2	1	3	3	3	2	4	4	4	4	2	4	4	4
2	2	2	2	1	1	3	2	2	1	4	4	4	4	1	4	4	4
3	3	3	2	3	1	2	2	2	1	3	3	3	3	1	3	3	3
4	2	3	4	3	4	4	4	2	4	4	4	4	4	2	4	4	4
5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
6	2	2	2	3	3	4	4	4	3	3	4	4	3	2	4	4	4
7	2	2	2	3	3	4	4	4	3	3	4	4	3	2	4	4	4
8	2	2	2	3	2	2	2	2	2	3	3	3	4	2	3	4	3
9	2	2	2	3	2	2	2	2	2	3	3	3	4	2	3	4	3
10	3	3	2	3	2	3	2	2	2	3	3	4	4	2	3	3	3
11	3	3	2	3	2	3	2	2	2	3	3	4	4	2	3	3	3
12	2	2	3	3	3	3	3	2	3	3	3	3	3	2	3	3	3
13	2	2	3	3	3	3	3	2	3	3	3	3	3	2	3	3	3
14	3	2	3	3	2	3	4	2	3	4	4	4	3	2	4	4	4
15	2	2	3	4	4	2	3	2	2	4	4	4	4	2	4	4	4
16	2	2	2	3	3	3	3	3	3	3	4	4	3	2	3	3	3
17	2	2	2	3	3	3	3	3	3	3	4	4	3	2	3	3	3
18	2	3	4	3	4	4	4	2	4	4	4	4	4	1	4	4	4
19	3	3	4	3	4	4	4	4	4	4	4	4	4	3	3	3	4
20	3	3	2	2	3	3	3	2	2	4	3	4	3	3	3	3	2
21	2	2	2	3	2	3	3	3	2	3	2	3	3	4	4	4	4
22	3	2	3	2	3	2	3	1	2	2	1	2	2	1	2	3	4
23	3	2	4	3	2	2	2	2	3	4	3	2	4	2	3	2	4
24	2	3	2	4	2	3	4	3	2	3	4	3	4	3	2	3	4
25	2	3	4	2	3	2	3	1	1	1	2	3	4	2	3	2	4
26	3	3	3	2	2	3	3	2	1	4	4	3	3	2	3	3	4
27	3	3	2	2	2	3	2	2	3	3	3	4	3	2	3	4	3
28	2	2	3	3	3	4	3	2	2	3	4	4	3	2	3	4	3
29	2	2	3	3	4	4	3	2	3	3	3	4	3	1	3	3	3
30	1	2	4	4	3	3	2	2	3	4	4	3	3	1	3	3	3

LAMPIRAN 6 HASIL TABULASI PENELITIAN

Responden	Stres Kerja					Motivasi Kerja					Kinerja
	1	2	3	4	5	6	7	8	9	10	
1	1	2	2	2	1	3	4	4	3	4	1
2	1	1	2	2	1	3	3	3	3	3	2
3	1	1	2	2	2	4	3	3	3	3	1
4	3	1	1	2	3	4	3	4	4	4	1
5	1	1	2	2	1	4	4	4	4	4	1
6	1	2	2	2	2	3	3	4	3	3	2
7	3	1	4	2	3	4	3	3	4	3	2
8	3	2	2	2	4	3	3	3	3	3	1
9	1	1	1	2	1	4	4	4	4	4	1
10	1	2	1	1	1	4	4	4	4	4	3
11	1	1	1	4	1	4	4	4	4	4	1
12	3	2	2	2	2	3	3	3	3	3	1
13	3	2	2	3	3	3	4	4	4	4	1
14	2	2	2	3	4	4	3	4	4	4	2
15	1	1	1	3	2	3	3	3	3	4	3
16	1	1	1	2	2	3	3	4	4	4	1
17	3	2	2	2	2	3	3	3	3	3	1
18	1	2	1	3	1	3	3	4	3	3	1
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