**Lampiran 1**

**KUESIONER**

1. **Identitas Penulis**

Nama : Nurul Mutiara Ramadani Ritonga

Jenis Kelamin : Perempuan

Jurusan : Manajemen

Fakultas : Ekonomi

Asal Perguruan Tinggi : Universitas Muslim Nusantara Al-Washliyah Medan

Judul Penelitian : Pengaruh Lingkungan Kerja dan Disiplin Kerja

 Terhadap Kinerja Pegawai Pada Dinas Perindustrian

 Kota Medan

Dengan ini saya mohon kesediaan saudara/i untuk mengisi data kuesioner. Informasi yang anda berikan sangat berharga untuk melengkapi data penelitian dalam rangka penyusunan skripsi saya. Untuk itu, isilah kuesioner ini dengan jawaban sebenar-benarnya. Atas kesediaan saudara/i, saya ucapkan terima kasih.

 Medan, April 2021

 Penulis

 Nurul Mutiara Ramadani Ritonga

1. **Identitas Responden**

Nama Responden :

Jenis Kelamin :

Tingkat Pendidikan :

1. **Petunjuk Pengisian**
2. Pilihlah pernyataan yang paling tepat menurut anda
3. Bacalah baik-baik setiap pernyataan dalam angket ini sebelum mengisinya
4. Berilah jawaban dengan memberi tanda (√ ) pada kolom yang tersedia.

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

**DAFTAR PERNYATAAN**

1. **Lingkungan Kerja (**$X\_{1}$**)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan Kinerja  | SS | S | KS | TS | STS |
| **Suasana Kerja** |
| 1 | Lingkungan baik akan membantu meningkatkan kelancaran dalam perkerjaan |  |  |  |  |  |
| 2 | Penerangan dan sirkulasi udara yang baik dalam ruangan kerja dapat memberikan kenyamanan pada saya selama bekerja |  |  |  |  |  |
| **Hubungan dengan rekan kerja** |
| 3 | Hubungan kekeluargaan yang baik dikantor sangat berpengaruh terhadap kinerja saya |  |  |  |  |  |
| 4 | Kerjasama team work terjalin dengan baik |  |  |  |  |  |
| **Fasilitas Kerja** |
| 5 | Fasilitas kantor mendukung kelancaran aktivitas kerja |  |  |  |  |  |
| 6 | Fasilitas kerja yang tersedia sudah memadai dan sesuai dengan kebutuhan kerja |  |  |  |  |  |

1. **Disiplin Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan Kinerja  | SS | S | KS | TS | STS |
| **Kehadiran** |  |
| 1 | Saya datang ke tempat kerja tepat pada waktunya |  |  |  |  |  |
| 2 | Saya masuk kantor selama sebulan penuh |  |  |  |  |  |
| **Ketaatan pada peraturan kerja** |  |
| 3 | Saya taat pada aturan jam kerja  |  |  |  |  |  |
| 4 | Saya menggunakan seragam yang sesuai dengan peraturan  |  |  |  |  |  |
| **Ketaatan pada standar kerja** |  |
| 5 | Saya menyelesaikan tugas sesuai standar yang telah ditentukan |  |  |  |  |  |
| 6 | Saya bekerja sesuai standar kerja yang telah ditentukan |  |  |  |  |  |
| **Tingkat Kewaspadaan Tinggi** |
| 7 | Saya selalu teliti dalam melalukan pekerjaan  |  |  |  |  |  |
| 8 | Saya selalu berhati-hati dalam menggunakan fasilitas kerja  |  |  |  |  |  |
| **Bekerja Etis** |
| 9 | Saya bersikap sopan terhadap setiap rekan kerja dikantor tanpa terkecuali |  |  |  |  |  |
| 10 | Saya selalu berusaha menghargai pendapat rekan kerja yang lain |  |  |  |  |  |

1. **Kinerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan Kinerja  | SS | S | KS | TS | STS |
| **Kualitas** |  |
| 1 | Hasil pekerjaan saya dapat memenuhi kualitas yang ditetapkan instansi |  |  |  |  |  |
| 2 | Pekerjaan yang saya kerjakan sesuai dengan harapan atasan |  |  |  |  |  |
| **Kuantitas** |  |
| 3 | Hasil pekerjaan saya dapat memenuhi kuantitas yang ditetapkan instansi |  |  |  |  |  |
| 4 | Semua pekerjaan yang diberikan pada saya selesaikan tepat waktu  |  |  |  |  |  |
| **Pelaksanaan Tugas** |  |
| 5 | Saya selalu berusaha mencapai target kerja yang ditetapkan perusahaan |  |  |  |  |  |
| 6 | saya memahami tugas yang diberikan oleh atasan |  |  |  |  |  |
| **Tanggung Jawab** |
| 7 | Saya berusaha bertanggung jawab terhadap semua pekerjaan saya  |  |  |  |  |  |
| 8 | Saya siap menanggung resiko terhadap kesalahan dalam bekerja |  |  |  |  |  |

**Lampiran 2**

**Data Tabulasi Jawaban 51 Responden**

1. Variabel Bebas (X1) : Lingkungan Kerja

|  |
| --- |
| Jawaban Responden Lingkungan Kerja X1 |
| Responden | Pernyataan | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 2 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 3 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 6 | 4 | 5 | 4 | 4 | 4 | 3 | 24 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 10 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 12 | 4 | 5 | 4 | 3 | 4 | 4 | 24 |
| 13 | 4 | 5 | 4 | 4 | 5 | 2 | 24 |
| 14 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 15 | 4 | 5 | 4 | 3 | 5 | 4 | 25 |
| 16 | 5 | 5 | 5 | 4 | 5 | 3 | 27 |
| 17 | 4 | 5 | 4 | 4 | 5 | 2 | 24 |
| 18 | 4 | 5 | 4 | 3 | 4 | 4 | 24 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 20 | 4 | 5 | 4 | 4 | 4 | 3 | 24 |
| 21 | 4 | 5 | 4 | 3 | 4 | 3 | 23 |
| 22 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 23 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 24 | 5 | 4 | 4 | 3 | 4 | 3 | 23 |
| 25 | 4 | 5 | 4 | 3 | 4 | 2 | 22 |
| 26 | 4 | 4 | 4 | 3 | 5 | 3 | 23 |
| 27 | 4 | 4 | 5 | 4 | 4 | 2 | 23 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 29 | 5 | 4 | 4 | 3 | 4 | 2 | 22 |
| 30 | 4 | 5 | 5 | 3 | 5 | 3 | 25 |
| 31 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 32 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 33 | 4 | 5 | 4 | 4 | 4 | 3 | 24 |
| 34 | 5 | 4 | 4 | 3 | 5 | 4 | 25 |
| 35 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 36 | 5 | 4 | 4 | 4 | 4 | 3 | 24 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 38 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 39 | 4 | 5 | 4 | 3 | 5 | 3 | 24 |
| 40 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 41 | 5 | 5 | 4 | 4 | 5 | 3 | 26 |
| 42 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 43 | 5 | 4 | 4 | 3 | 4 | 2 | 22 |
| 44 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 45 | 5 | 4 | 4 | 4 | 4 | 3 | 24 |
| 46 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 47 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 48 | 5 | 5 | 4 | 4 | 5 | 3 | 26 |
| 49 | 4 | 5 | 4 | 3 | 5 | 4 | 25 |
| 50 | 4 | 4 | 4 | 3 | 5 | 2 | 22 |
| 51 | 4 | 5 | 5 | 4 | 4 | 3 | 25 |

*Sumber : Data Diolah Peneliti 2021*

**Data Tabulasi Jawaban 51 Responden**

1. Variabe Bebas (X2) : Disiplin Kerja

|  |
| --- |
| Jawaban Responden variabel Disiplin Kerja |
| Responden | Pernyataan | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |  |
| 1 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 39 |
| 2 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 7 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 8 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 9 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 10 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 3 | 2 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 37 |
| 13 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 14 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 41 |
| 15 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 16 | 2 | 1 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 18 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 38 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| 21 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 23 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 24 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 38 |
| 25 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| 26 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 27 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 38 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 39 |
| 30 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 37 |
| 31 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 32 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 39 |
| 33 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 34 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| 35 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 36 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 37 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| 38 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 40 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 41 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 42 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 43 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 38 |
| 44 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 45 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 46 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 47 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 48 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 49 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 50 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 38 |
| 51 | 1 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 36 |

*Sumber : Data Diolah Peneliti 2021*

**Data Tabulasi Jawaban 51 Responden**

1. Variabel Terikat (Y) : Kinerja Pegawai

|  |
| --- |
| tabulasi variabel kinerja Y |
| Responden | Pernyataan | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 6 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 9 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 35 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 29 |
| 13 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 15 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 31 |
| 16 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 30 |
| 17 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 33 |
| 18 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 29 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 32 |
| 21 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 32 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 23 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 31 |
| 24 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 31 |
| 25 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 26 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 30 |
| 27 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 33 |
| 30 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 31 |
| 31 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 32 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 32 |
| 33 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 36 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 29 |
| 37 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 41 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 32 |
| 42 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 43 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 34 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 45 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 33 |
| 46 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 47 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 31 |
| 48 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 36 |
| 49 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 50 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 32 |
| 51 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |

*Sumber : Data diolah peneliti 2021*

**Lampiran 3**

**Tabel Uji Valid Lingkungan Kerja Menggunakan SPSS Versi 25**

|  |
| --- |
| **Correlations** |
|   | p1 | p2 | p3 | p4 | p5 | p6 | Total |
| p1 | Pearson Correlation | 1 | .357 | .668\*\* | .572\*\* | .584\*\* | .379\* | .829\*\* |
| Sig. (2-tailed) |   | .053 | .000 | .001 | .001 | .039 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p2 | Pearson Correlation | .357 | 1 | .307 | .441\* | .199 | .139 | .575\*\* |
| Sig. (2-tailed) | .053 |   | .099 | .015 | .292 | .464 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p3 | Pearson Correlation | .668\*\* | .307 | 1 | .564\*\* | .635\*\* | .124 | .748\*\* |
| Sig. (2-tailed) | .000 | .099 |   | .001 | .000 | .513 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p4 | Pearson Correlation | .572\*\* | .441\* | .564\*\* | 1 | .335 | .420\* | .802\*\* |
| Sig. (2-tailed) | .001 | .015 | .001 |   | .071 | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p5 | Pearson Correlation | .584\*\* | .199 | .635\*\* | .335 | 1 | .220 | .661\*\* |
| Sig. (2-tailed) | .001 | .292 | .000 | .071 |   | .244 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p6 | Pearson Correlation | .379\* | .139 | .124 | .420\* | .220 | 1 | .599\*\* |
| Sig. (2-tailed) | .039 | .464 | .513 | .021 | .244 |   | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .829\*\* | .575\*\* | .748\*\* | .802\*\* | .661\*\* | .599\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .000 |   |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

*Sumber : Hasil Pengolahan Data SPSS Versi 25 (2021)*

**Tabel Uji Valid Disiplin Kerja Menggunakan SPSS Versi 25**

|  |
| --- |
| **Correlations** |
|   | p1 | p2 | p3 | p4 | p5 | p6 | p7 | p8 | p9 | p10 | Total |
| p1 | Pearson Correlation | 1 | .259 | .715\*\* | .365\* | .348 | .450\* | .431\* | .106 | .261 | .521\*\* | .719\*\* |
| Sig. (2-tailed) |   | .166 | .000 | .047 | .059 | .013 | .017 | .578 | .164 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p2 | Pearson Correlation | .259 | 1 | .223 | .107 | .211 | .070 | .463\*\* | .420\* | .385\* | .223 | .523\*\* |
| Sig. (2-tailed) | .166 |   | .237 | .575 | .262 | .713 | .010 | .021 | .035 | .236 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p3 | Pearson Correlation | .715\*\* | .223 | 1 | .131 | .518\*\* | .601\*\* | .271 | .272 | .199 | .298 | .674\*\* |
| Sig. (2-tailed) | .000 | .237 |   | .492 | .003 | .000 | .147 | .146 | .292 | .110 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p4 | Pearson Correlation | .365\* | .107 | .131 | 1 | .152 | .329 | .331 | .405\* | .238 | .476\*\* | .510\*\* |
| Sig. (2-tailed) | .047 | .575 | .492 |   | .421 | .076 | .074 | .026 | .206 | .008 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p5 | Pearson Correlation | .348 | .211 | .518\*\* | .152 | 1 | .633\*\* | .483\*\* | .512\*\* | .406\* | .464\*\* | .718\*\* |
| Sig. (2-tailed) | .059 | .262 | .003 | .421 |   | .000 | .007 | .004 | .026 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p6 | Pearson Correlation | .450\* | .070 | .601\*\* | .329 | .633\*\* | 1 | .318 | .419\* | .219 | .485\*\* | .690\*\* |
| Sig. (2-tailed) | .013 | .713 | .000 | .076 | .000 |   | .086 | .021 | .245 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p7 | Pearson Correlation | .431\* | .463\*\* | .271 | .331 | .483\*\* | .318 | 1 | .471\*\* | .503\*\* | .575\*\* | .726\*\* |
| Sig. (2-tailed) | .017 | .010 | .147 | .074 | .007 | .086 |   | .009 | .005 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p8 | Pearson Correlation | .106 | .420\* | .272 | .405\* | .512\*\* | .419\* | .471\*\* | 1 | .402\* | .424\* | .632\*\* |
| Sig. (2-tailed) | .578 | .021 | .146 | .026 | .004 | .021 | .009 |   | .028 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p9 | Pearson Correlation | .261 | .385\* | .199 | .238 | .406\* | .219 | .503\*\* | .402\* | 1 | .629\*\* | .623\*\* |
| Sig. (2-tailed) | .164 | .035 | .292 | .206 | .026 | .245 | .005 | .028 |   | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p10 | Pearson Correlation | .521\*\* | .223 | .298 | .476\*\* | .464\*\* | .485\*\* | .575\*\* | .424\* | .629\*\* | 1 | .758\*\* |
| Sig. (2-tailed) | .003 | .236 | .110 | .008 | .010 | .007 | .001 | .019 | .000 |   | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .719\*\* | .523\*\* | .674\*\* | .510\*\* | .718\*\* | .690\*\* | .726\*\* | .632\*\* | .623\*\* | .758\*\* | 1 |
| Sig. (2-tailed) | .000 | .003 | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .000 |   |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

*Sumber : Hasil Pengolahan Data SPSS Versi 25 (2021)*

**Tabel Uji Valid Variabel Kinerja Pegawai Menggunakan SPSS 25**

**Corelation**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|   | p1 | p2 | p3 | p4 | p5 | p6 | p7 | p8 | Total |
| p1 | Pearson Correlation | 1 | .413\* | .871\*\* | .373\* | .521\*\* | .316 | .487\*\* | .312 | .698\*\* |
| Sig. (2-tailed) |   | .023 | .000 | .042 | .003 | .089 | .006 | .094 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p2 | Pearson Correlation | .413\* | 1 | .495\*\* | .582\*\* | .373\* | .261 | .134 | .463\*\* | .649\*\* |
| Sig. (2-tailed) | .023 |   | .005 | .001 | .043 | .163 | .480 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p3 | Pearson Correlation | .871\*\* | .495\*\* | 1 | .457\* | .343 | .367\* | .283 | .308 | .666\*\* |
| Sig. (2-tailed) | .000 | .005 |   | .011 | .064 | .046 | .130 | .098 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p4 | Pearson Correlation | .373\* | .582\*\* | .457\* | 1 | .561\*\* | .393\* | .444\* | .659\*\* | .844\*\* |
| Sig. (2-tailed) | .042 | .001 | .011 |   | .001 | .032 | .014 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p5 | Pearson Correlation | .521\*\* | .373\* | .343 | .561\*\* | 1 | .439\* | .394\* | .357 | .724\*\* |
| Sig. (2-tailed) | .003 | .043 | .064 | .001 |   | .015 | .031 | .053 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p6 | Pearson Correlation | .316 | .261 | .367\* | .393\* | .439\* | 1 | .103 | .197 | .561\*\* |
| Sig. (2-tailed) | .089 | .163 | .046 | .032 | .015 |   | .590 | .297 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p7 | Pearson Correlation | .487\*\* | .134 | .283 | .444\* | .394\* | .103 | 1 | .657\*\* | .648\*\* |
| Sig. (2-tailed) | .006 | .480 | .130 | .014 | .031 | .590 |   | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| p8 | Pearson Correlation | .312 | .463\*\* | .308 | .659\*\* | .357 | .197 | .657\*\* | 1 | .749\*\* |
| Sig. (2-tailed) | .094 | .010 | .098 | .000 | .053 | .297 | .000 |   | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .698\*\* | .649\*\* | .666\*\* | .844\*\* | .724\*\* | .561\*\* | .648\*\* | .749\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |   |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

*Sumber : Hasil Pengolahan Data SPSS Versi 25 (2021)*

**Lampiran 4**

**Tabel r**

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

**Lampiran 5**

**Tabel t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **Df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |

**Lampiran 6**

**Tabel F**

|  |
| --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** |
|  |
| **df untuk****penyebut (N2)** | **df untuk pembilang (N1)** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |