**KUESIONER**

Kepada Yth

Bapak/Ibu Responden

Di

Medan

Puji syukur kita panjatkan kehadirat Allah SWT karena atas limpahan rahmat, hidayah dan taufik-Nya lah sehingga angket penelitian ini yang berjudul

“Pengaruh Motivasi Kerja dan Gaya Kepemimpinan Partisipatif Terhadap Kinerja Aparatur Sipil Negara Pada Kantor Camat Perbaungan Kabupaten Serdang Bedagai” Sehubungan dengan hal tersebut, maka mohon kesediaan Ibu untuk mengisi angket ini walaupun disadari bahwa kesibukan selalu menyertai aktivitas, tugas dan pekerjaan Ibu. Dalam mengisi angket ini, mohon kesediannya untuk menjawab secara jujur dan objektif, serta tidak merasa ragu karena angket ini hanya untuk kebutuhan penelitian, yang tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan akademik Ibu.

Atas kesediaan dan kerjasama yang baik ini diucapkan banyak terima kasih, semoga Allah SWT meridhoi kita semua, Amin.

Medan, September 2021

Peneliti

**Ahmad Tarmizi**

1. **IDENTITAS RESPONDEN**

Jenis Kelamin : .........................................................................

Pendidikan Terakhir : ……………………………………………………..

Lama Bekerja : …………………………………………………….

1. **PETUNJUK PENGISIAN**
2. Bacalah baik-baik setiap pernyataan dalam angket ini sebelum menjawabnya.
3. Berilah jawaban dengan memberi tanda (√) pada kolom yang tersedia.

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

1. Bila ada sesuatu yang kurang jelas mohon ditanyakan pada peneliti.

**Motivasi Kerja(X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaaan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Penghargaan** | | | | | | |
| 1 | Apakah Bapak/Ibu mendapat apresiasi dari pimpinan instansi terkait dengan pancapain hasil kerja? |  |  |  |  |  |
| 2 | Apakah pimpinan memberikan penghargaan kepada pegawai yang beprestasi? |  |  |  |  |  |
| **Pengakuan dari Atasan** | | | | | | |
| 3 | Apakah Bapak/Ibu merasa diakui keberadaaanya oleh pimpinan instansi? |  |  |  |  |  |
| 4 | Apakah Bapak/Ibu termotivasi bekerja agar mendapatkan pengakuan? |  |  |  |  |  |
| **Pendelegasian Wewenang** | | | | | | |
| 5 | Apakah Bapak/Ibu diberikan wewenang untuk terlibat dalam pengambilan keputusan instansi? |  |  |  |  |  |
| 6 | Apakah pimpinan instansi pernah mendelegasikan wewenang kepada Bapak/Ibu? |  |  |  |  |  |
| **Perhatian** | | | | | | |
| 7 | Apakah Pimpinan Bapak/Ibu peduli dengan situasi yang dialami para pegawai? |  |  |  |  |  |
| 8 | Apakah ada perhatian khusus yang diberikan pimpinan instansi yang membuat Bapak/Ibu termotivasi dalam bekerja? |  |  |  |  |  |
| **Kondisi Kerja** | | | | | | |
| 9 | Apakah Bapak/Ibu nyaman dengan lingkungan tempat bekerja saat ini? |  |  |  |  |  |
| 10 | Apakah fasilitas yang tersedia mendukung pekerja untuk dapat menjalankan aktivitasnya dengan baik? |  |  |  |  |  |

**Gaya Kepemimpinan Partisipatif (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Komunikatif** | | | | | | |
| 1 | Apakah Pimpinan Bapak/Ibu berkomunikasi dengan baik kepada para pegawai? |  |  |  |  |  |
| 2 | Apakah Pimpinan Bapak/Ibu terlibat langsung dalam setiap kegiatan yang sedang dilaksanakan? |  |  |  |  |  |
| **Konsultasi** | | | | | | |
| 3 | Apakah Pimpinan Bapak/Ibu melibatkan seluruh pegawai dalam menyusun rencana kerja dan pengambilan keputusan? |  |  |  |  |  |
| 4 | Apakah Pimpinan memberikan kesempatan kepada para pegawai untuk merespon informasi yang diberikan? |  |  |  |  |  |
| **Pengambilan Keputusan Bersama** | | | | | | |
| 5 | Apakah ada supervisi atau pengarahan kepada para pegawai yang secara rutin dilaksanakan oleh Pimpinan Bapak/Ibu? |  |  |  |  |  |
| 6 | Apakah Pimpinan Bapak/Ibu melakukan pengambilan keputusan berdasarkan musyawarah bersama? |  |  |  |  |  |
| **Membagi Kekuasaan** | | | | | | |
| 7 | Apakah Pimpinan Bapak/Ibu memberikan tugas sesuai kinerja dan kemampuan yang dimiliki pegawai? |  |  |  |  |  |
| 8 | Apakah Pimpinan Bapak/Ibu melakukan kontrol kinerja atas tugas atau jabatan yang telah dibebankan untuk evaluasi? |  |  |  |  |  |
| **Demokratis** | | | | | | |
| 9 | Apakah pimpinan Bapak/Ibu transparan dengan kegiatan yang dilakukan? |  |  |  |  |  |
| 10 | Apakah pimpinan Bapak/Ibu memberikan penghargaan kepada pegawai yang berprestasi? |  |  |  |  |  |

**Kinerja Aparatur Sipil Negara (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Kuantitas Pekerjaan** | | | | | | |
| 1 | Apakah semua pekerjaan yang diberikan oleh instansi mampu Bapak/Ibu Selesaikan dengan baik? |  |  |  |  |  |
| 2 | Apakah Bapak/Ibu dalam menyelesaikan target pekerjaan berorientasi pada kunatitas hasil pekerjaan yang akan dicapai? |  |  |  |  |  |
| **Kualitas Pekerjaan** | | | | | | |
| 3 | Apakah Bapak/Ibu telah melakukan pekerjaan secara optimal? |  |  |  |  |  |
| 4 | Apakah pelayanan yang Bapak/Ibu masyarakat kepada sudah berkualitas baik? |  |  |  |  |  |
| **Waktu Penyelesaian** | | | | | | |
| 5 | Apakah dalam menyelesaikan pekerjaan Bapak/Ibu berorientasi pada waktu? |  |  |  |  |  |
| 6 | Apakah Bapak/Ibu telah optimal dalam mengefisiensikan waktu penyelesaian pekerjaan? |  |  |  |  |  |
| **Efektivitas Pelaksanaan Tugas** | | | | | | |
| 7 | Apakah Bapak/Ibu menjunjung tinggi nilai efektivitas waktu dalam menyelesaikan pekerjaan? |  |  |  |  |  |
| 8 | Apakah Bapak/Ibu telah efektif dalam melaksanakan tugas yang diberikan instansi? |  |  |  |  |  |
| **Kemandirian** | | | | | | |
| 9 | Apakah Bapak/Ibu melakukan pekerjaan dengan sepenuh hati? |  |  |  |  |  |
| 10 | Apakah Bapak/Ibu melakukan pekerjaan dengan baik tanpa harus ada pengawasan langsung dari pimpinan? |  |  |  |  |  |

**LAMPIRAN 1**

**Tabulasi Data Kuesioner Variabel Motivasi Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.P1 | X1.P2 | X1.P3 | X1.P4 | X1.P5 | X1.P6 | X1.P7 | X1.P8 | X1.P9 | X1.P10 | TOTAL |
| 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 33 |
| 4 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 34 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 35 |
| 4 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 5 | 37 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 35 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 36 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 42 |
| 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 42 |
| 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 38 |
| 5 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 32 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 35 |
| 2 | 1 | 3 | 1 | 2 | 3 | 3 | 3 | 4 | 1 | 23 |
| 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 41 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 3 | 4 | 33 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 3 | 4 | 3 | 5 | 2 | 2 | 2 | 2 | 2 | 3 | 28 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |

**LAMPIRAN 2**

**Tabulasi Data Kuesioner Variabel Gaya Kepemimpinan Partisipatif (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.P1 | X2.P2 | X2.P3 | X2.P4 | X2.P5 | X2.P6 | X2.P7 | X2.P8 | X2.P9 | X2.P10 | TOTAL |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 29 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 38 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 34 |
| 2 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 2 | 29 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 33 |
| 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 3 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 40 |
| 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 27 |
| 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 28 |
| 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 32 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 3 | 43 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 33 |
| 3 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 2 | 1 | 15 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 3 | 2 | 2 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 29 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |

**LAMPIRAN 3**

**Tabulasi Data Kuesioner Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y.P1 | Y.P2 | Y.P3 | Y.P4 | Y.P5 | Y.P6 | Y.P7 | Y.P8 | Y.P9 | Y.P10 | TOTAL |
| 2 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 33 |
| 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 34 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 3 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 36 |
| 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 27 |
| 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 42 |
| 4 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 3 | 4 | 39 |
| 3 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 37 |
| 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 29 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 33 |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 45 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 34 |
| 1 | 2 | 1 | 2 | 1 | 3 | 4 | 3 | 3 | 1 | 21 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 29 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 3 | 3 | 4 | 5 | 5 | 2 | 2 | 3 | 3 | 3 | 33 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 36 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |

**LAMPIRAN 4**

**Tabulasi Data Kuesioner Uji Validitas Dan Uji Reliabiltas Variabel Motivasi Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.P1 | X1.P2 | X1.P3 | X1.P4 | X1.P5 | X1.P6 | X1.P7 | X1.P8 | X1.P9 | X1.P10 | TOTAL |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 25 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 45 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 32 |
| 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 35 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 35 |
| 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 36 |
| 3 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 33 |
| 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 41 |
| 3 | 3 | 3 | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 38 |
| 5 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 38 |
| 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 43 |
| 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 33 |
| 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 46 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
|  |  |  |  |  |  |  |  |  |  |  |

**LAMPIRAN 5**

**Tabulasi Data Kuesioner Uji Validitas Dan Uji Reliabiltas Variabel Gaya Kepemimpinan Partisipatif (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.P1 | X2.P2 | X2.P3 | X2.P4 | X2.P5 | X2.P6 | X2.P7 | X2.P8 | X2.P9 | X2.P10 | TOTAL |
| 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 39 |
| 3 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 29 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 30 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 34 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 31 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 39 |
| 4 | 3 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 38 |
| 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 35 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 34 |
| 2 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 31 |
| 3 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 34 |
| 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 43 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 3 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 38 |
| 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 3 | 3 | 3 | 3 | 1 | 3 | 2 | 2 | 3 | 3 | 26 |
| 3 | 3 | 4 | 3 | 5 | 3 | 2 | 3 | 3 | 2 | 31 |
| 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 31 |
| 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 39 |
| 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 37 |
| 4 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 4 | 33 |
| 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 41 |
|  |  |  |  |  |  |  |  |  |  |  |

**LAMPIRAN 6**

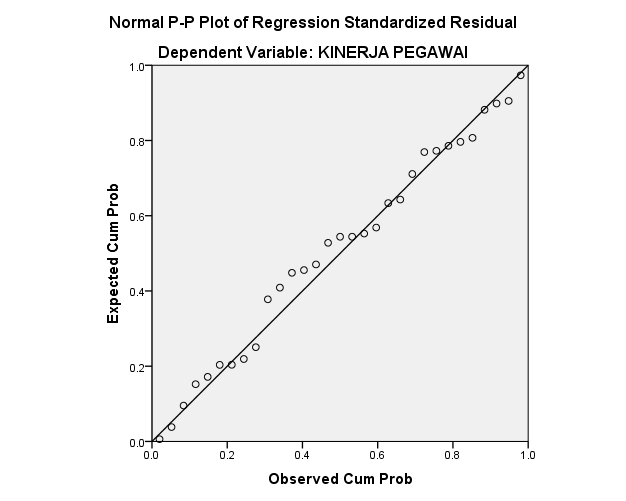
**Tabulasi Data Kuesioner Uji Validitas Dan Uji Reliabiltas Variabel Kinerja**

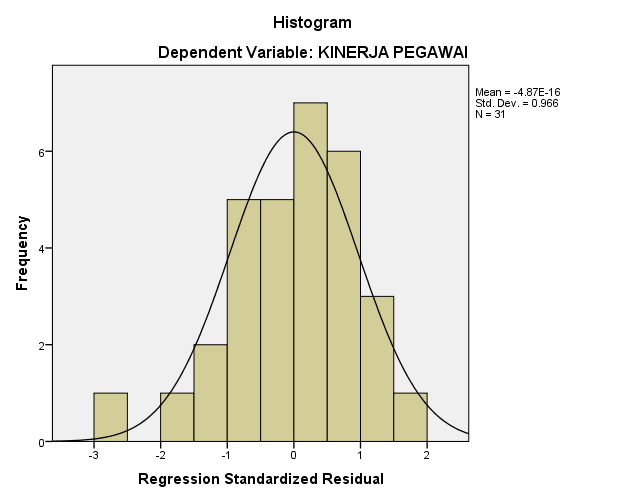
**Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y.P1 | Y.P2 | Y.P3 | Y.P4 | Y.P5 | Y.P6 | Y.P7 | Y.P8 | Y.P9 | Y.P10 | TOTAL |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 29 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 3 | 3 | 4 | 5 | 5 | 2 | 2 | 3 | 3 | 3 | 33 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 36 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 34 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 36 |
| 2 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 33 |
| 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 34 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 3 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 36 |
| 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 27 |
| 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 42 |
| 4 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 3 | 4 | 39 |
| 3 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 37 |
| 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 29 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 33 |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 45 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
|  |  |  |  |  |  |  |  |  |  |  |

**LAMPIRAN 7**

**Hasil Uji Normalitas**





|  |  |  |
| --- | --- | --- |
| **LAMPIRAN 8**  **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 31 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | 2.09245413 |
| Most Extreme Differences | Absolute | .092 |
| Positive | .056 |
| Negative | -.092 |
| Kolmogorov-Smirnov Z | | .510 |
| Asymp. Sig. (2-tailed) | | .957 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

**LAMPIRAN 9**

**Hasil Uji Multikolinearitas**

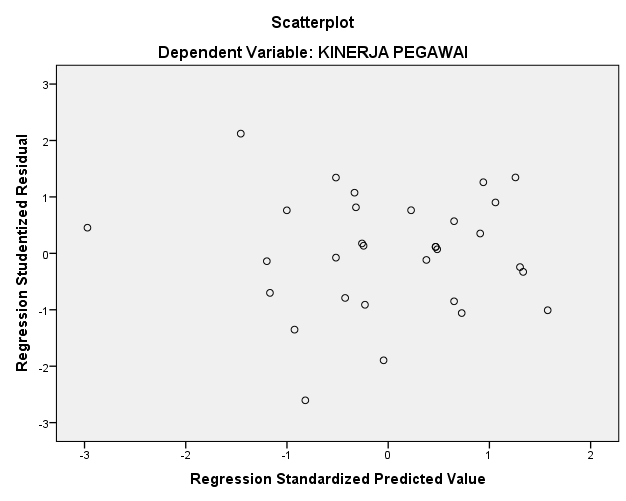
**Coefficientsa**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| MOTIVASI KERJA | .288 | 3.471 |
| GAYA KEPEMIMPINAN PARTISIPATIF | .288 | 3.471 |

a. Dependent Variable: KINERJA PEGAWAI

**LAMPIRAN 10**

**Hasil Uji Heteroskedastisitas**



**LAMPIRAN 11**

**Hasil Uji Heteroskedastisitas Metode Glejser**

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.943 | 1.136 |  | 1.710 | .095 |
| KOMITMEN ORGANISASI | .035 | .045 | .181 | .770 | .446 |
| KEPERCAYAAN PADA PIMPINAN | -.054 | .042 | -.308 | -1.305 | .199 |

a. Dependent Variable: Abs\_Res

**LAMPIRAN 12**

**Hasil Uji Regresi Linier Berganda**

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.846 | 2.608 |  | .708 | .485 |
| MOTIVASI KERJA | .518 | .124 | .506 | 4.161 | .000 |
| GAYA KEPEMIMPINAN PARTISIPATIF | .430 | .111 | .471 | 3.874 | .001 |

a. Dependent Variable: KINERJA PEGAWAI

**LAMPIRAN 13**

**Hasil Uji Parsial (Uji t)**

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.846 | 2.608 |  | .708 | .485 |
| MOTIVASI KERJA | .518 | .124 | .506 | 4.161 | .000 |
| GAYA KEPEMIMPINAN PARTISIPATIF | .430 | .111 | .471 | 3.874 | .001 |

a. Dependent Variable: KINERJA PEGAWAI

**LAMPIRAN 14**

**Hasil Uji Signifikan Simulatif (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 969.359 | 2 | 484.679 | 103.319 | .000b |
| Residual | 131.351 | 28 | 4.691 |  |  |
| Total | 1100.710 | 30 |  |  |  |
| a. Dependent Variable: KINERJA PEGAWAI | | | | | | |
| b. Predictors: (Constant), GAYA KEPEMIMPINAN PARTISIPATIF, MOTIVASI KERJA | | | | | | |

**LAMPIRAN 15**

**Hasil Uji Koefisien Determinasi (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .938a | .881 | .872 | 2.166 |
| a. Predictors: (Constant), GAYA KEPEMIMPINAN PARTISIPATIF, MOTIVASI KERJA | | | | |
| b. Dependent Variable: KINERJA PEGAWAI | | | | |

**LAMPIRAN 16**

**Tabel r untuk df = 1 - 30**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **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 |

**LAMPIRAN 17**

**Titik Persentase Distribusi t (df = 1 – 40)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **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** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

**LAMPIRAN 18**

**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** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |