

## KUISIONER PENELITIAN

### 1. IDENTITAS RESPONDEN

Mohon diisi dengan jelas dan lengkap:

1. Nama : .....(boleh tidak diisi)
2. Departemen/bagian : .....
3. Jenis kelamin : ☐ Laki laki ☐ Perempuan
4. Umur : ☐ <25 ☐ 26-35  
☐ 36-45 ☐ >46
5. Tingkat Pendidikan : ☐ SMP ☐ D3  
☐ SMA/SMK ☐ S1
6. Masa Kerja : ☐ <1 Tahun ☐ >6 Tahun  
☐ 1-3 Tahun ☐ 4-6 Tahun

### 2. PETUNJUK PENGISIAN

1. Bacalah tiap-tiap pernyataan dengan cermat sebelum anda menjawab
2. Pilihlah salah satu jawaban dengan memberikan tanda (X) pada kotak jawaban yang anda anggap paling sesuai dengan keterangan sebagai berikut:  
SS : Sangat Setuju  
S : Setuju  
R : Ragu- Ragu  
TS : Tidak Setuju  
STS : Sangat Tidak Setuju

### 3. ISIAN KUISIONER

#### 1) Pernyataan Terkait Kinerja Karyawan (Y2)

| No              | Pernyataan                                                                                                                                          | STS | TS | KS | S | SS |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|----|---|----|
|                 |                                                                                                                                                     | 1   | 2  | 3  | 4 | 5  |
| Kualitas        |                                                                                                                                                     |     |    |    |   |    |
| 1               | Saya mampu menyelesaikan pekerjaan dengan hasil yang memenuhi atau melebihi standar yang ditetapkan oleh perusahaan.                                |     |    |    |   |    |
| Kuantitas       |                                                                                                                                                     |     |    |    |   |    |
| 2               | Saya mampu menyelesaikan pekerjaan sesuai dengan jumlah yang ditetapkan perusahaan.                                                                 |     |    |    |   |    |
| Ketepatan waktu |                                                                                                                                                     |     |    |    |   |    |
| 3               | Saya mampu menyelesaikan pekerjaan sesuai dengan jadwal atau waktu yang telah ditentukan perusahaan.                                                |     |    |    |   |    |
| Kemandirian     |                                                                                                                                                     |     |    |    |   |    |
| 4               | Saya mampu untuk melaksanakan tugas dan tanggung jawab secara mandiri, tanpa bergantung pada pengawasan atau arahan yang terus-menerus dari atasan. |     |    |    |   |    |

#### 2) Pernyataan Terkait Kepuasan Kerja (Y1)

| Pernyataan Pernyataan Kepuasan Kerja (PK) |                                                                                         |     |    |    |   |    |
|-------------------------------------------|-----------------------------------------------------------------------------------------|-----|----|----|---|----|
| No                                        | Pernyataan                                                                              | STS | TS | KS | S | SS |
|                                           |                                                                                         | 1   | 2  | 3  | 4 | 5  |
| Pekerjaan itu sendiri                     |                                                                                         |     |    |    |   |    |
| 1                                         | Saya bekerja merasa puas menjalani tugas sebagai karyawan.                              |     |    |    |   |    |
| Kompensasi                                |                                                                                         |     |    |    |   |    |
| 2                                         | Saya bekerja adanya kesesuaian kompensasi yang diterima dengan pekerjaan yang dilakukan |     |    |    |   |    |
| Promosi                                   |                                                                                         |     |    |    |   |    |
| 3                                         | Saya bekerja adanya kesempatan promosi jabatan serta keterbukaan promosi yang dilakukan |     |    |    |   |    |

| Pengawasan |                                                                                              |  |  |  |  |
|------------|----------------------------------------------------------------------------------------------|--|--|--|--|
| 4          | Saya bekerja kesesuaian pengawasan yang diterima sehubungan dengan pekerjaan yang dilakukan. |  |  |  |  |

### 3) Pernyataan Terkait Kepemimpinan (X1)

| No                         | Pernyataan                                                                                                               | STS | TS | KS | S | SS |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------|-----|----|----|---|----|
|                            |                                                                                                                          | 1   | 2  | 3  | 4 | 5  |
| Kemampuan analitis         |                                                                                                                          |     |    |    |   |    |
| 1                          | Pemimpin memiliki kemampuan menganalisa situasi yang dihadapi secara teliti, matang, dan mantap                          |     |    |    |   |    |
| Keterampilan berkomunikasi |                                                                                                                          |     |    |    |   |    |
| 2                          | Pemimpin memiliki Keterampilan berkomunikasi yang harus dimiliki karyawan.                                               |     |    |    |   |    |
| Keberanian                 |                                                                                                                          |     |    |    |   |    |
| 3                          | Pemimpin memiliki keberanian yang semakin besar dalam melaksanakan tugas.                                                |     |    |    |   |    |
| Kemampuan mendengar        |                                                                                                                          |     |    |    |   |    |
| 4                          | Pemimpin memiliki kemampuan untuk berkomunikasi secara efektif untuk meningkatkan kadar hubungan interpersonal karyawan. |     |    |    |   |    |
| Ketegasan                  |                                                                                                                          |     |    |    |   |    |
| 5                          | Pemimpin akan melakukan tindakan sesuai dengan pesan yang dikomunikasikan karyawan                                       |     |    |    |   |    |

### 4) Pernyataan Terkait Beban Kerja (X2)

| No                | Pernyataan                                                      | STS | TS | KS | S | SS |
|-------------------|-----------------------------------------------------------------|-----|----|----|---|----|
|                   |                                                                 | 1   | 2  | 3  | 4 | 5  |
| Kondisi pekerjaan |                                                                 |     |    |    |   |    |
| 1                 | Saya bekerja didukung oleh kondisi lingkungan kerja yang baik.. |     |    |    |   |    |

| <b>Penggunaan waktu kerja</b> |                                                                                                                          |  |  |  |  |  |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 2                             | Saya mampu menggunakan waktu yang tersedia dengan efektif dan efisien dalam menyelesaikan pekerjaan di perusahaan        |  |  |  |  |  |
| <b>Target yang dicapai</b>    |                                                                                                                          |  |  |  |  |  |
| 3                             | Saya bekerja harus diselesaikan dalam jangka waktu tertentu.                                                             |  |  |  |  |  |
| <b>Standard pekerjaan</b>     |                                                                                                                          |  |  |  |  |  |
| 4                             | Saya bekerja sesuai dengan standar pekerjaan yang ada pada perusahaan dan harus diselesaikan dalam jangka waktu tertentu |  |  |  |  |  |



## Lampiran 2 Hasil Analisis Inferensial (Smart-PLS)

### 1. Evaluasi Outer Model

#### a. Convergent Validity

##### Outer Loadings

|      | Beban Kerja | Kepemimpinan | Kepuasan Kerja | Kinerja Karyawan |
|------|-------------|--------------|----------------|------------------|
| X1.1 |             | 0,966        |                |                  |
| X1.2 |             | 0,956        |                |                  |
| X1.3 |             | 0,930        |                |                  |
| X1.4 |             | 0,938        |                |                  |
| X1.5 |             | 0,930        |                |                  |
| X2.1 | 0,976       |              |                |                  |
| X2.2 | 0,965       |              |                |                  |
| X2.3 | 0,980       |              |                |                  |
| X2.4 | 0,977       |              |                |                  |
| Y1.1 |             |              | 0,953          |                  |
| Y1.2 |             |              | 0,953          |                  |
| Y1.3 |             |              | 0,940          |                  |
| Y1.4 |             |              | 0,948          |                  |
| Y2.1 |             |              |                | 0,949            |
| Y2.2 |             |              |                | 0,934            |
| Y2.3 |             |              |                | 0,958            |
| Y2.4 |             |              |                | 0,908            |

#### b. Discriminant Validity

|                  | Average Variance Extracted (AVE) | Square Root Of Average Variance Extracted ( $\sqrt{\text{AVE}}$ ) |
|------------------|----------------------------------|-------------------------------------------------------------------|
| Kepemimpinan     | 0,950                            | 0,944                                                             |
| Beban Kerja      | 0,891                            | -0,734                                                            |
| Kepuasan Kerja   | 0,900                            | 0,790                                                             |
| Kinerja Karyawan | 0,878                            | 0,836                                                             |

| Variabel             | (AVE) | ( $\sqrt{\text{AVE}}$ ) | X <sub>1</sub> | X <sub>2</sub> | Y <sub>1</sub> | Y <sub>2</sub> |
|----------------------|-------|-------------------------|----------------|----------------|----------------|----------------|
| Kepemimpinan (X1)    | 0,950 | 0,944                   | 1,000          |                |                |                |
| Beban kerja(X2)      | 0,891 | -0,734                  | 0,975          | 1,000          |                |                |
| Kepuasan Kerja (Y1)  | 0,900 | 0,790                   | -0,837         | 0,949          | 1,000          |                |
| Kinerja pegawai (Y2) | 0,878 | 0,836                   | -0,851         | 0,839          | 0,937          | 1,000          |

### c. Reliability

|                  | Cronbach's Alpha | Composite Reliability (Rho_A) |
|------------------|------------------|-------------------------------|
| Kepemimpinan     | 0,969            | 0,971                         |
| Beban Kerja      | 0,982            | 0,983                         |
| Kepuasan Kerja   | 0,963            | 0,963                         |
| Kinerja Karyawan | 0,954            | 0,954                         |

## 2. Evaluasi Inner Model

### R Square (R<sup>2</sup>)

|                  | R Square | R Square Adjusted |
|------------------|----------|-------------------|
| Kepuasan Kerja   | 0,767    | 0,763             |
| Kinerja Karyawan | 0,830    | 0,826             |

| Model Struktural | Variabel Dependen   | R-Square |
|------------------|---------------------|----------|
| 1                | Kepuasan kerja (Y1) | 0,767    |
| 2                | Kinerja (Y2)        | 0,830    |

Perhitungan Q<sup>2</sup>:

$$Q^2 = 1 - [(1 - R_1^2)(1 - R_2^2)]$$

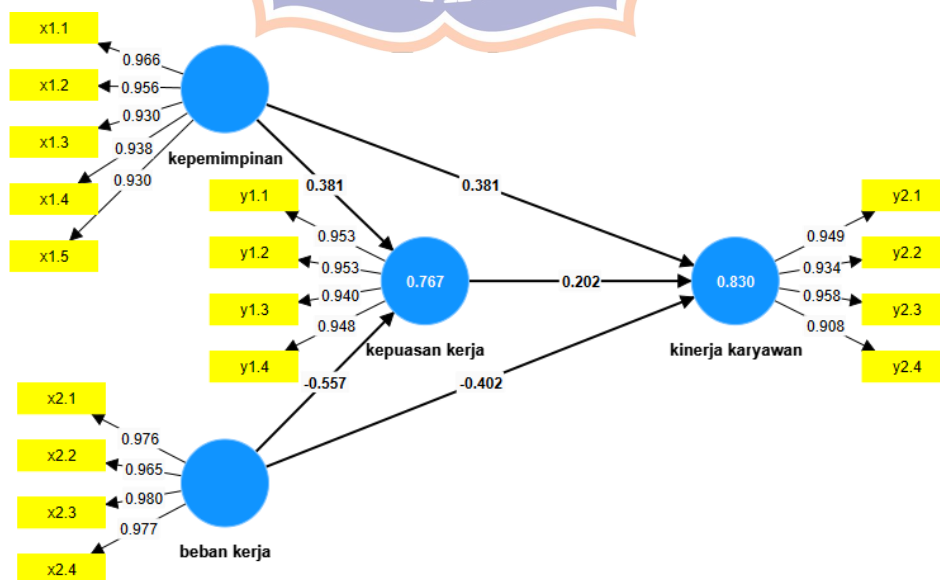
$$Q^2 = 1 - (1 - 0,767)(1 - 0,830)$$

$$Q^2 = 1 - (0,233)(0,170)$$

$$Q^2 = 1 - 0,040$$

$$Q^2 = 0,960$$

### Model PLS (Algorithm)



### 3. Pengujian Hipotesis

#### a. Efek Langsung

Path Coefficients

Mean, STDEV, T-Values, P-Values

|                                    | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values |
|------------------------------------|---------------------|-----------------|----------------------------|--------------------------|----------|
| Kepemimpinan -> Kepuasan Kerja     | 0,381               | 0,378           | 0,067                      | 5,665                    | 0,000    |
| Kepemimpinan -> Kinerja Karyawan   | 0,381               | 0,380           | 0,090                      | 4,256                    | 0,000    |
| Beban Kerja -> Kepuasan Kerja      | -0,557              | -0,560          | 0,066                      | 8,395                    | 0,000    |
| Beban Kerja -> Kinerja Karyawan    | -0,402              | -0,403          | 0,095                      | 4,223                    | 0,000    |
| Kepuasan Kerja -> Kinerja Karyawan | 0,202               | 0,202           | 0,081                      | 2,484                    | 0,013    |

#### b. Efek Tak Langsung (Mediasi)

Path Coefficients (Model Non Mediasi)

Mean, STDEV, T-Values, P-Values

|                                   | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values |
|-----------------------------------|---------------------|-----------------|----------------------------|--------------------------|----------|
| Kepemimpinan -> Kepuasan Kerja -> | 0,077               | 0,078           | 0,039                      | 1,990                    | 0,047    |
| Beban Kerja -> Kepuasan Kerja ->  | -0,112              | -0,111          | 0,043                      | 2,615                    | 0,009    |

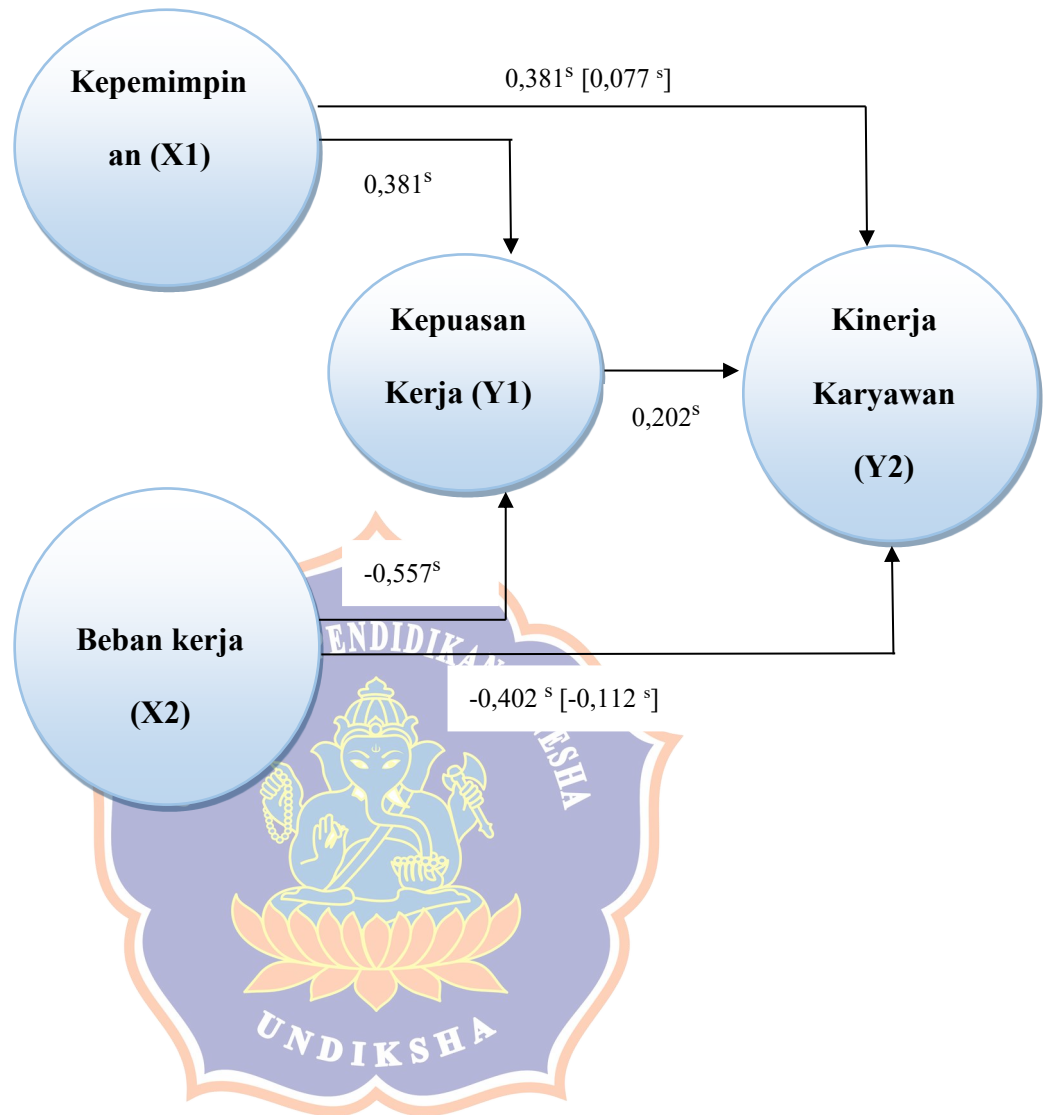
Total Indirect Effects

|                                    | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values |
|------------------------------------|---------------------|-----------------|----------------------------|--------------------------|----------|
| Kepemimpinan -> Kepuasan Kerja     | 0,381               | 0,378           | 0,067                      | 5,665                    | 0,000    |
| Kepemimpinan -> Kinerja Karyawan   | 0,458               | 0,459           | 0,082                      | 5,566                    | 0,000    |
| Beban Kerja -> Kepuasan Kerja      | -0,557              | -0,560          | 0,066                      | 8,395                    | 0,000    |
| Beban Kerja -> Kinerja Karyawan    | -0,514              | -0,514          | 0,081                      | 6,388                    | 0,000    |
| Kepuasan Kerja -> Kinerja Karyawan | 0,202               | 0,202           | 0,081                      | 2,484                    | 0,013    |





c. Diagram Jalur Hasil Uji Hipotesis



| no | x1.<br>1 | x1.<br>2 | x1.<br>3 | x1.<br>4 | x1.<br>5 | x2.<br>1 | x2.<br>2 | x2.<br>3 | x2.<br>4 | y1.<br>1 | y1.<br>2 | y1.<br>3 | y1.<br>4 | y2.<br>1 | y2.<br>2 | y2.<br>3 | y2.<br>4 |
|----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1  | 1        | 1        | 2        | 1        | 1        | 5        | 4        | 5        | 5        | 2        | 1        | 1        | 1        | 2        | 1        | 1        | 1        |
| 2  | 1        | 1        | 2        | 1        | 1        | 5        | 5        | 5        | 5        | 2        | 2        | 2        | 2        | 1        | 1        | 1        | 1        |
| 3  | 2        | 2        | 1        | 1        | 1        | 4        | 5        | 5        | 5        | 1        | 3        | 1        | 3        | 1        | 1        | 2        | 2        |
| 4  | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 2        | 1        | 1        | 1        | 1        | 1        | 2        | 1        |
| 5  | 1        | 1        | 2        | 2        | 1        | 4        | 5        | 4        | 4        | 2        | 2        | 2        | 2        | 2        | 1        | 1        | 1        |
| 6  | 1        | 2        | 1        | 2        | 1        | 3        | 2        | 2        | 3        | 2        | 3        | 3        | 3        | 3        | 2        | 3        | 3        |
| 7  | 4        | 4        | 4        | 4        | 4        | 5        | 5        | 5        | 5        | 3        | 3        | 3        | 3        | 4        | 3        | 3        | 2        |
| 8  | 1        | 1        | 1        | 1        | 1        | 3        | 3        | 3        | 3        | 1        | 1        | 1        | 1        | 1        | 1        | 1        | 1        |
| 9  | 2        | 2        | 2        | 2        | 3        | 3        | 3        | 3        | 2        | 2        | 2        | 2        | 2        | 2        | 2        | 2        | 2        |
| 10 | 5        | 4        | 5        | 5        | 5        | 4        | 4        | 4        | 4        | 3        | 4        | 3        | 4        | 2        | 2        | 2        | 3        |
| 11 | 4        | 4        | 5        | 4        | 5        | 2        | 1        | 1        | 2        | 4        | 4        | 4        | 4        | 5        | 5        | 5        | 4        |
| 12 | 5        | 5        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 5        | 5        | 4        | 5        | 5        | 4        | 4        | 5        |
| 13 | 5        | 5        | 5        | 4        | 5        | 2        | 2        | 2        | 2        | 4        | 5        | 4        | 5        | 5        | 4        | 4        | 4        |
| 14 | 5        | 5        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 5        | 5        | 5        | 5        | 4        | 4        | 4        | 5        |
| 15 | 5        | 5        | 5        | 5        | 4        | 2        | 2        | 2        | 2        | 4        | 5        | 4        | 5        | 5        | 5        | 5        | 4        |
| 16 | 5        | 5        | 5        | 5        | 5        | 2        | 1        | 1        | 2        | 4        | 4        | 4        | 4        | 4        | 3        | 4        | 5        |
| 17 | 5        | 5        | 5        | 4        | 4        | 2        | 1        | 1        | 2        | 4        | 5        | 3        | 5        | 4        | 5        | 4        | 5        |
| 18 | 5        | 5        | 5        | 4        | 5        | 2        | 1        | 1        | 2        | 4        | 4        | 4        | 4        | 5        | 4        | 5        | 5        |
| 19 | 5        | 4        | 5        | 5        | 4        | 2        | 1        | 2        | 2        | 5        | 5        | 5        | 5        | 4        | 4        | 4        | 5        |
| 20 | 5        | 5        | 5        | 4        | 5        | 2        | 1        | 1        | 2        | 4        | 4        | 4        | 4        | 5        | 4        | 5        | 5        |
| 21 | 4        | 4        | 4        | 4        | 5        | 1        | 2        | 1        | 1        | 4        | 5        | 4        | 5        | 5        | 5        | 5        | 5        |
| 22 | 4        | 4        | 4        | 4        | 4        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 4        |
| 23 | 5        | 5        | 4        | 5        | 5        | 1        | 1        | 1        | 1        | 4        | 4        | 4        | 4        | 5        | 4        | 5        | 4        |
| 24 | 3        | 3        | 5        | 5        | 2        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        |
| 25 | 4        | 4        | 4        | 4        | 5        | 1        | 2        | 1        | 1        | 4        | 5        | 4        | 5        | 5        | 5        | 5        | 5        |
| 26 | 5        | 5        | 5        | 4        | 5        | 2        | 1        | 1        | 1        | 4        | 4        | 4        | 5        | 5        | 4        | 5        | 5        |
| 27 | 5        | 5        | 5        | 5        | 5        | 2        | 1        | 1        | 2        | 4        | 5        | 4        | 5        | 4        | 5        | 4        | 5        |
| 28 | 5        | 4        | 4        | 5        | 5        | 1        | 1        | 2        | 1        | 5        | 4        | 5        | 4        | 5        | 4        | 5        | 5        |
| 29 | 5        | 5        | 5        | 5        | 5        | 1        | 1        | 1        | 1        | 4        | 4        | 4        | 4        | 5        | 4        | 5        | 4        |
| 30 | 5        | 5        | 5        | 3        | 5        | 2        | 1        | 1        | 2        | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 5        |
| 31 | 5        | 4        | 4        | 4        | 4        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 5        |
| 32 | 5        | 5        | 4        | 5        | 5        | 1        | 1        | 1        | 1        | 5        | 4        | 4        | 5        | 5        | 5        | 5        | 5        |
| 33 | 5        | 4        | 5        | 5        | 4        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 5        |
| 34 | 5        | 5        | 4        | 5        | 5        | 1        | 1        | 1        | 1        | 5        | 4        | 5        | 4        | 5        | 5        | 5        | 5        |
| 35 | 5        | 5        | 5        | 4        | 5        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        |
| 36 | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 2        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        |
| 37 | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 2        | 4        | 4        | 3        | 3        | 5        | 4        | 5        | 4        |
| 38 | 4        | 4        | 4        | 4        | 5        | 2        | 2        | 2        | 2        | 5        | 4        | 5        | 3        | 5        | 4        | 5        | 5        |
| 39 | 5        | 4        | 4        | 4        | 4        | 2        | 2        | 2        | 1        | 4        | 5        | 3        | 5        | 5        | 5        | 5        | 3        |
| 40 | 4        | 4        | 4        | 4        | 5        | 1        | 2        | 1        | 1        | 4        | 5        | 4        | 5        | 5        | 5        | 5        | 5        |
| 41 | 5        | 5        | 4        | 4        | 5        | 1        | 1        | 1        | 1        | 3        | 2        | 3        | 3        | 5        | 3        | 5        | 5        |

| no | x1.<br>1 | x1.<br>2 | x1.<br>3 | x1.<br>4 | x1.<br>5 | x2.<br>1 | x2.<br>2 | x2.<br>3 | x2.<br>4 | y1.<br>1 | y1.<br>2 | y1.<br>3 | y1.<br>4 | y2.<br>1 | y2.<br>2 | y2.<br>3 | y2.<br>4 |
|----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 42 | 5        | 5        | 3        | 4        | 3        | 1        | 1        | 1        | 1        | 5        | 5        | 4        | 5        | 5        | 3        | 5        | 3        |
| 43 | 2        | 2        | 2        | 2        | 2        | 4        | 3        | 3        | 4        | 2        | 2        | 2        | 3        | 4        | 3        | 3        | 3        |
| 44 | 4        | 4        | 4        | 4        | 4        | 4        | 2        | 3        | 4        | 3        | 3        | 3        | 3        | 4        | 3        | 3        | 3        |
| 45 | 5        | 5        | 5        | 4        | 5        | 2        | 1        | 1        | 1        | 5        | 4        | 4        | 5        | 4        | 3        | 3        | 2        |
| 46 | 5        | 5        | 4        | 5        | 5        | 1        | 1        | 1        | 1        | 5        | 4        | 4        | 5        | 5        | 5        | 5        | 5        |
| 47 | 3        | 2        | 2        | 2        | 3        | 4        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 3        | 2        | 3        | 2        |
| 48 | 4        | 4        | 5        | 4        | 5        | 2        | 1        | 1        | 1        | 4        | 4        | 4        | 4        | 5        | 5        | 5        | 3        |
| 49 | 1        | 2        | 1        | 2        | 1        | 3        | 2        | 2        | 3        | 2        | 3        | 3        | 3        | 3        | 1        | 3        | 1        |
| 50 | 2        | 2        | 2        | 2        | 2        | 4        | 5        | 4        | 5        | 2        | 2        | 3        | 1        | 3        | 1        | 3        | 2        |
| 51 | 5        | 5        | 5        | 4        | 5        | 2        | 1        | 1        | 1        | 4        | 4        | 4        | 5        | 5        | 4        | 5        | 5        |
| 52 | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 2        | 3        | 2        | 3        | 3        | 2        | 2        | 2        |
| 53 | 1        | 2        | 1        | 2        | 1        | 5        | 4        | 5        | 5        | 3        | 3        | 3        | 3        | 3        | 2        | 2        | 2        |
| 54 | 5        | 5        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 5        | 5        | 4        | 4        | 4        |
| 55 | 5        | 5        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 5        | 5        | 4        | 5        | 5        | 4        | 4        | 5        |
| 56 | 1        | 1        | 1        | 2        | 2        | 3        | 3        | 3        | 3        | 3        | 2        | 3        | 2        | 3        | 2        | 3        | 2        |
| 57 | 5        | 5        | 3        | 4        | 3        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 3        | 4        | 3        |
| 58 | 5        | 5        | 5        | 4        | 5        | 2        | 2        | 2        | 2        | 4        | 5        | 4        | 5        | 5        | 4        | 4        | 4        |
| 59 | 4        | 4        | 4        | 4        | 4        | 5        | 5        | 5        | 5        | 3        | 3        | 3        | 3        | 2        | 1        | 1        | 2        |
| 60 | 5        | 5        | 5        | 5        | 5        | 2        | 2        | 2        | 2        | 4        | 4        | 3        | 4        | 4        | 4        | 4        | 4        |
| 61 | 1        | 1        | 2        | 1        | 1        | 5        | 5        | 5        | 5        | 3        | 3        | 3        | 3        | 1        | 1        | 1        | 1        |
| 62 | 4        | 4        | 5        | 4        | 5        | 2        | 2        | 2        | 2        | 4        | 4        | 3        | 4        | 5        | 5        | 5        | 3        |
| 63 | 2        | 2        | 1        | 1        | 2        | 5        | 5        | 4        | 5        | 1        | 2        | 2        | 2        | 1        | 2        | 2        | 2        |
| 64 | 1        | 1        | 2        | 1        | 1        | 5        | 4        | 5        | 5        | 2        | 1        | 2        | 1        | 2        | 1        | 1        | 1        |
| 65 | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 2        | 3        | 2        | 3        | 2        | 2        | 2        | 2        |
| 66 | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 3        | 3        | 3        | 3        | 3        | 2        | 3        | 2        |
| 67 | 3        | 3        | 4        | 3        | 4        | 3        | 3        | 3        | 3        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        |
| 68 | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 4        | 3        | 3        | 3        | 3        | 3        |
| 69 | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 2        | 2        | 2        | 2        |
| 70 | 4        | 4        | 3        | 3        | 3        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 4        | 4        | 4        | 4        | 5        |
| 71 | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 2        | 2        | 2        | 2        |
| 72 | 5        | 5        | 4        | 4        | 4        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 4        | 4        | 4        |
| 73 | 5        | 5        | 4        | 5        | 4        | 2        | 2        | 2        | 2        | 5        | 4        | 5        | 4        | 5        | 4        | 4        | 4        |
| 74 | 4        | 4        | 4        | 4        | 4        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 4        |
| 75 | 5        | 5        | 4        | 4        | 5        | 4        | 4        | 4        | 4        | 3        | 2        | 3        | 2        | 4        | 3        | 4        | 5        |
| 76 | 5        | 5        | 3        | 4        | 3        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 3        | 5        | 3        |
| 77 | 2        | 2        | 2        | 2        | 2        | 4        | 3        | 3        | 4        | 2        | 2        | 2        | 2        | 3        | 2        | 3        | 2        |
| 78 | 4        | 4        | 4        | 4        | 4        | 4        | 3        | 3        | 4        | 3        | 3        | 3        | 3        | 3        | 2        | 3        | 2        |
| 79 | 5        | 5        | 4        | 5        | 5        | 1        | 1        | 1        | 1        | 4        | 4        | 4        | 4        | 5        | 4        | 5        | 4        |
| 80 | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 2        | 1        | 1        | 1        | 1        | 1        | 2        | 1        |
| 81 | 4        | 4        | 4        | 4        | 5        | 2        | 1        | 1        | 2        | 4        | 4        | 4        | 4        | 5        | 5        | 5        | 3        |
| 82 | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 2        | 3        | 2        | 3        | 2        | 2        | 2        | 2        |

| no  | x1.<br>1 | x1.<br>2 | x1.<br>3 | x1.<br>4 | x1.<br>5 | x2.<br>1 | x2.<br>2 | x2.<br>3 | x2.<br>4 | y1.<br>1 | y1.<br>2 | y1.<br>3 | y1.<br>4 | y2.<br>1 | y2.<br>2 | y2.<br>3 | y2.<br>4 |
|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 83  | 2        | 2        | 2        | 2        | 2        | 4        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 2        | 2        | 2        | 2        |
| 84  | 5        | 5        | 5        | 4        | 5        | 2        | 1        | 1        | 2        | 4        | 4        | 4        | 4        | 5        | 4        | 5        | 5        |
| 85  | 2        | 2        | 1        | 1        | 1        | 4        | 5        | 5        | 5        | 1        | 3        | 1        | 2        | 1        | 1        | 2        | 2        |
| 86  | 1        | 1        | 2        | 2        | 1        | 4        | 5        | 4        | 4        | 3        | 3        | 3        | 3        | 2        | 1        | 1        | 1        |
| 87  | 3        | 3        | 4        | 4        | 4        | 3        | 3        | 3        | 3        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        |
| 88  | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        |
| 89  | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 3        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        |
| 90  | 5        | 5        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 5        | 5        | 5        | 5        | 4        | 4        | 4        | 5        |
| 91  | 2        | 2        | 2        | 2        | 2        | 3        | 3        | 3        | 3        | 3        | 2        | 3        | 2        | 3        | 2        | 3        | 2        |
| 92  | 5        | 5        | 5        | 5        | 5        | 2        | 1        | 1        | 2        | 5        | 4        | 5        | 4        | 5        | 4        | 5        | 4        |
| 93  | 5        | 5        | 5        | 5        | 4        | 2        | 2        | 2        | 2        | 5        | 5        | 4        | 5        | 5        | 5        | 5        | 4        |
| 94  | 5        | 4        | 3        | 4        | 2        | 3        | 3        | 3        | 3        | 4        | 4        | 4        | 4        | 3        | 5        | 3        | 5        |
| 95  | 5        | 5        | 5        | 5        | 5        | 2        | 1        | 1        | 2        | 4        | 5        | 4        | 5        | 4        | 5        | 4        | 5        |
| 96  | 4        | 4        | 5        | 5        | 3        | 1        | 1        | 1        | 1        | 3        | 5        | 3        | 5        | 5        | 4        | 5        | 4        |
| 97  | 5        | 5        | 5        | 5        | 5        | 2        | 1        | 1        | 2        | 4        | 4        | 4        | 4        | 4        | 3        | 4        | 5        |
| 98  | 5        | 4        | 5        | 5        | 4        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 5        |
| 99  | 5        | 4        | 4        | 5        | 5        | 1        | 1        | 2        | 1        | 5        | 4        | 5        | 4        | 5        | 4        | 5        | 5        |
| 100 | 5        | 4        | 5        | 5        | 4        | 2        | 1        | 2        | 2        | 5        | 5        | 5        | 5        | 4        | 4        | 4        | 5        |
| 101 | 5        | 4        | 5        | 5        | 5        | 4        | 4        | 4        | 4        | 3        | 4        | 3        | 4        | 2        | 2        | 2        | 3        |
| 102 | 5        | 5        | 5        | 4        | 4        | 2        | 1        | 1        | 2        | 3        | 5        | 3        | 5        | 4        | 5        | 4        | 5        |
| 103 | 3        | 3        | 5        | 4        | 4        | 2        | 2        | 2        | 2        | 3        | 4        | 3        | 4        | 2        | 4        | 2        | 3        |
| 104 | 5        | 5        | 5        | 4        | 4        | 2        | 1        | 1        | 2        | 3        | 4        | 3        | 4        | 4        | 4        | 4        | 5        |
| 105 | 5        | 5        | 5        | 3        | 5        | 2        | 1        | 1        | 2        | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 5        |
| 106 | 3        | 3        | 5        | 5        | 2        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        |
| 107 | 5        | 5        | 5        | 4        | 5        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        |
| 108 | 5        | 4        | 4        | 4        | 4        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 4        | 5        | 5        |
| 109 | 5        | 5        | 4        | 4        | 5        | 4        | 4        | 4        | 4        | 3        | 2        | 3        | 2        | 4        | 3        | 4        | 5        |
| 110 | 5        | 5        | 3        | 4        | 3        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 3        | 5        | 3        |
| 111 | 2        | 2        | 3        | 2        | 2        | 4        | 3        | 3        | 4        | 2        | 2        | 2        | 2        | 3        | 2        | 3        | 2        |
| 112 | 5        | 4        | 4        | 4        | 4        | 4        | 3        | 3        | 4        | 3        | 3        | 3        | 3        | 3        | 2        | 3        | 2        |
| 113 | 5        | 5        | 5        | 5        | 5        | 1        | 1        | 1        | 1        | 4        | 4        | 4        | 4        | 5        | 4        | 5        | 4        |
| 114 | 4        | 4        | 4        | 4        | 5        | 1        | 2        | 1        | 1        | 4        | 5        | 4        | 5        | 5        | 5        | 5        | 5        |
| 115 | 5        | 5        | 4        | 4        | 5        | 4        | 4        | 4        | 4        | 3        | 2        | 3        | 2        | 5        | 3        | 5        | 5        |
| 116 | 5        | 5        | 3        | 4        | 3        | 1        | 1        | 1        | 1        | 5        | 5        | 5        | 5        | 5        | 3        | 5        | 3        |
| 117 | 2        | 2        | 2        | 2        | 2        | 4        | 3        | 3        | 4        | 2        | 2        | 2        | 2        | 3        | 2        | 3        | 2        |
| 118 | 4        | 4        | 4        | 4        | 4        | 4        | 2        | 3        | 4        | 3        | 3        | 3        | 3        | 4        | 3        | 4        | 3        |
| 119 | 5        | 5        | 5        | 4        | 5        | 2        | 1        | 1        | 2        | 5        | 4        | 5        | 4        | 3        | 3        | 3        | 2        |
| 120 | 5        | 5        | 4        | 5        | 5        | 1        | 1        | 1        | 1        | 5        | 4        | 5        | 4        | 5        | 5        | 5        | 5        |
| 121 | 3        | 2        | 2        | 2        | 3        | 4        | 4        | 4        | 4        | 2        | 2        | 2        | 2        | 3        | 2        | 3        | 2        |
| 122 | 4        | 4        | 5        | 4        | 5        | 2        | 1        | 1        | 2        | 4        | 4        | 4        | 4        | 5        | 5        | 5        | 3        |
| 123 | 2        | 2        | 2        | 2        | 2        | 3        | 2        | 2        | 3        | 2        | 3        | 2        | 3        | 3        | 2        | 3        | 2        |

| no                                     | x1.<br>1 | x1.<br>2  | x1.<br>3  | x1.<br>4  | x1.<br>5  | x2.<br>1  | x2.<br>2 | x2.<br>3  | x2.<br>4  | y1.<br>1  | y1.<br>2  | y1.<br>3  | y1.<br>4  | y2.<br>1  | y2.<br>2 | y2.<br>3 | y2.<br>4 |
|----------------------------------------|----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|
| 124                                    | 2        | 2         | 2         | 2         | 2         | 4         | 4        | 4         | 4         | 2         | 2         | 2         | 2         | 3         | 2        | 3        | 2        |
| 125                                    | 5        | 5         | 5         | 4         | 5         | 2         | 1        | 1         | 2         | 4         | 4         | 4         | 4         | 5         | 4        | 5        | 5        |
| 1                                      | 11       | 8         | 8         | 8         | 12        | 33        | 53       | 53        | 38        | 4         | 5         | 6         | 6         | 8         | 14       | 8        | 10       |
| 2                                      | 21       | 26        | 25        | 26        | 22        | 39        | 24       | 22        | 37        | 24        | 21        | 19        | 19        | 14        | 24       | 16       | 28       |
| 3                                      | 12       | 10        | 13        | 9         | 15        | 15        | 18       | 20        | 12        | 25        | 21        | 32        | 24        | 22        | 20       | 24       | 20       |
| 4                                      | 19       | 32        | 38        | 54        | 30        | 30        | 20       | 21        | 27        | 35        | 39        | 38        | 32        | 23        | 42       | 27       | 21       |
| 5                                      | 62       | 49        | 41        | 28        | 46        | 8         | 10       | 9         | 11        | 37        | 39        | 30        | 44        | 58        | 25       | 50       | 46       |
| rata<br>-<br>rata<br>indi<br>kat<br>or | 3.8      | 3.7<br>04 | 3.6<br>32 | 3.5<br>44 | 3.6<br>08 | 2.5<br>28 | 2.2<br>8 | 2.2<br>88 | 2.4<br>88 | 3.6<br>16 | 3.6<br>88 | 3.5<br>36 | 3.7<br>12 | 3.8<br>72 | 3.3<br>2 | 3.7<br>6 | 3.5<br>2 |

rata-rata variabel

stdev

skewnes

kurtosis

|    |         |       |          |              |
|----|---------|-------|----------|--------------|
| x1 | 3.658   | 1.336 | -0.60052 | -0.987526014 |
| x2 | 2.396   | 1.340 | 0.500917 | -1.087546593 |
| y1 | 3.638   | 1.190 | -0.46597 | -0.848703672 |
| y2 | 3.618ss | 1.327 | -0.52113 | -0.990749674 |

