

Lampiran 01. Data Penjualan Kamar Hotel Bali Niksoma Boutique Beach Resort



BALI NIKSOMA BOUTIQUE BEACH RESORT

Hasil penjualan / total hunian kamar

Tahun : 2019

BULAN	JUMLAH KAMAR DALAM 1 BULAN	TARGET		PENCAPAIAN	
		JML.KAMAR	PERSENTASE	JML.KAMAR	PERSENTASE
SEPTEMBER	1710	1520	88.9%	1015	59.4%
OKTOBER	1767	1550	87.7%	1067	60.4%
NOVEMBER	1710	1650	96.5%	1058	61.9%
DESEMBER	1767	1767	100.0%	1438	81.4%

Note :

Jumlah kamar = 57 Kamar

Dibuat oleh


I Made Rudi Hadi S.
HR. Manager

HR. Manager

Lampiran 02. Data Karyawan Hotel Bali Niksoma Boutique Beach Resort

NO	NAMA KARYAWAN	JENIS KELAMIN	TINGKAT PENDIDIKAN
1	I MADE MULIARTANA	L	SMA/SMK
2	WYN SURYA WIJAYA	L	SMA/SMK
3	NI KETUT ELIK KUSUMA DEWI	P	SMA/SMK
4	I GD ADRI ANDHIKA	L	SMA/SMK
5	I KOMANG GEDE SURYANA	L	SMA/SMK
6	I KD BERRY PUTRA	L	SMA/SMK
7	NI KADE YUNITA DEWI	P	SMA/SMK
8	IDA BAGUS MANUABA	L	SMA/SMK
9	TUBAGUS ALI MURTADO	L	SMA/SMK
10	I GST A GDE DENNYNINGRAT	P	SMA/SMK
11	LUH PUTU SIKI MAWARDI	P	SMA/SMK
12	PUTU INDRI AVSARI DEWI	P	SMA/SMK
13	NI NYOMAN PUTRI DHARMASANTI	P	SMA/SMK
14	INDRIYANTI CHRISTIN ATMADJA	P	SMA/SMK
15	PATRICIA LARASSATI	P	SMA/SMK
16	I PUTU YUDI EKA PRAJAKSA	L	SMA/SMK
17	NINING GUSTIANA	P	SMA/SMK
18	I G N MADE WINATA	P	SMA/SMK
19	I NYM SUMADA	L	SMA/SMK
20	I KADE OKI ARCANA	P	SMA/SMK
21	I MADE OKA DIANTARA	L	SMA/SMK
22	NI KOMANG HENDRAWATI	P	SMA/SMK
23	I MADE DEDIARTA	L	SMA/SMK
24	SUDIRMAN	L	SMA/SMK
25	I NYOMAN KANTRA	L	SMA/SMK
26	I WAYAN JULIANTARA	L	SMA/SMK
27	GUSTI AYU PUSPITA DEWI	P	SMA/SMK
28	PUTU AGUS SAPUTRA	L	SMA/SMK
29	I MADE AGUSTIAWAN	L	SMA/SMK
30	DESSY UMI HANDAYANI	P	SMA/SMK
31	NI KETUT TRISNAWATI	P	SMA/SMK
32	DARMAYANTI RATNA DEWI	P	SMA/SMK
33	KETUT NANIK YASTIANA	P	SMA/SMK
34	GUSTI DWI SUSIATI	P	SMA/SMK
35	CANDRA	P	SMA/SMK
36	NI LUH WIDIA SUKMA DEWI	P	SMA/SMK
37	I B MADE SUNARYA	L	SMA/SMK

38	I KETUT ALIT SUDIARTA	L	SMA/SMK
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39	NYOMAN ARKA	L	SMA/SMK
40	I NYOMAN GEDE SUKADANA	L	SMA/SMK
41	NI WAYAN MERTA ARMINI	P	SMA/SMK
42	I KOMANG SANDEYENI	P	SMA/SMK
43	I KOMANG GEDE JANUBRATA	L	SMA/SMK
44	AA NGR WISNU YUDANA	L	SMA/SMK
45	NI MADE ARIANI	P	SMA/SMK
46	BAGUS RAKA WIBAWA	L	SMA/SMK
47	I WYN WIDHI HARTAWAN	L	SMA/SMK
48	AA NGR ANGGA PRASKARA	L	SMA/SMK
49	I WYN EVA DANA	L	SMA/SMK
50	I PUTU ANDHI INDRAWAN	L	SMA/SMK
51	I NYM SUKRAYASA	L	SMA/SMK
52	I WAYAN AGUS JUNI	L	SMA/SMK
53	NI LUH IRNA OCTAVIANI	P	SMA/SMK
54	INDRA LUKMAN PUTRA	L	SMA/SMK
55	HUGENG P	L	SMA/SMK
56	NI KM GALUH VERYANA	P	SMA/SMK
57	I KETUT TEGUH ARI PUTRA	L	SMA/SMK
58	NI KETUT MUSTIKA	P	SMA/SMK
59	I NYM DARMAYASA	L	SMA/SMK
60	I MADE FEBBY PRAMANA PUTRA	L	SMA/SMK
61	I GD HARRY YASA	L	D1
62	JONI	L	D1
63	I MADE SUTAPA	L	D1
64	NI WAYAN WIDYA YATI	P	D1
65	NI PUTU MELIANA	P	D1
66	AGUS SUPRAPTA	L	D1
67	BRIYANI ANDRIAN	P	D1
68	KOMANG ARKA DERANA	L	S1
69	I WAYAN GEDE ASTAWA	L	S1
70	IDA BAGUS PUNARBAWA	L	S1
71	I PUTU DARMAYASA	L	S1
72	A.A AYU ARGA MANIK	P	S1
73	NI KETUT SUARMIN	P	S1
74	I WAYAN SURYAWAN	L	S1
75	I KOMANG SUARDIKA	L	S1
76	I MADE AJUS MAWAN	L	S1

77	GUSTI BAGUS ARIMBAWA	L	S1
78	I DW GD RAKA WIJANA	L	S1

79	DW NYM OKA ASTAWA	L	S1
80	I MADE SOMANTARA	L	S1
81	I KETUT PARTA JAYA	L	S1
82	AA CITRA DESI S	P	S1
83	NI KETUT SUMIATI	P	S1
84	I NYM METRI	P	S1
85	AA PT OKA WIDARMA	L	S1
86	I KETUT TRINAYA	L	S1
87	I KOMANG ARTANA	L	S1
88	I MADE ALIT ADI PUTRA	L	S1
89	IDRA PRATAMA	L	S1
90	I YM DARMA YASA	L	S1
91	I PUTU SUANDA	L	S1
92	AA KOMPIANG SUBAWA	L	S1
93	I KETUT WENTEN	L	S1
94	I WAYAN SUMARTAWAN	L	S1
95	I NENGAH BUDIASA	L	S1
96	I PUTU SUDIANA	L	S1
97	I KETUT SUDIADNYANA	L	S1
98	I WYN SUARDANA	L	S1
99	I MADE BERATA	L	S1
100	I KOMANG DESTERATA	L	S1
101	I KDK MARTA WIADI	L	S1
102	SATRIA ARIFBUDI S	L	S1
103	GUS HENDRA BUDIARTA	L	S1
104	I GD RAI WETANA	L	S1
105	AGUS MAHENDRA	L	S1
106	I GD YUDIK SANJAYA	L	S1
107	A MADE SUPARTIKA	L	S1
108	I WAYAN WIDIANTARA	L	S1
109	NGURAH SUKARTA	L	S1
110	I NENGAH SENI ARSA	L	S1
111	I WAYAN EKA JAYA	L	S1
112	I G N KT SUJANA	L	S1
113	I MD EDI SARJANA	L	S1
114	I MADE AGUS PRIHADI	L	S1
115	I WYN MAHENDRA	L	D3

116	EDY SAPUTRA	L	D3
117	I NYM SAMUDRANA	L	D3
118	KADEK ANGGA UKIRAWAN	L	D3

119	PUTU BATU PERMADI	L	D3
120	IWAN DOLLY HASIBUAN	L	D3
121	I WYN SUTAMA ADI P	L	D3
122	I MADE WEDDIARTA	L	D3
123	I MADE RUDI HADI SWARNA	L	D3
124	NI MADE DEWI ASTINA	P	D3



Lampiran 03 : Kuesioner Penelitian

Petunjuk Pengisian

Dalam mengisi kuesioner ini, diharapkan Bapak/Ibu, Saudara/i mengisi secara lengkap dan benar daftar isin identitas responden dan daftar pernyataan yang tersusun secara sistematis. Untuk menjawab kuesioner tersebut Bapak/Ibu, Saudara/I mencantumkan tanda rumput (\surd) pada pilihan jawaban yang tersedia.

Identitas Responden

1. Nama :
2. Alamat :
3. Usia : Tahun

Jawaban pernyataan di bawah ini sesuai dengan persepsi Bapak/Ibu, Saudara/I dengan keterangan sebagai berikut:

1. SS : Sangat Setuju
2. S : Setuju
3. N : Netral
4. TS : Tidak Setuju
5. STS : Sangat Tidak Setuju

I. Variabel Motivasi Kerja

1. Bagaimana perilaku kerja karyawan Bapak/Ibu saat bekerja mulai dari awal kerja sampai dengan jam bekerja berakhir sesuai dengan peraturan Hotel?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai
2. Bagaimana tingkat usaha karyawan Bapak/Ibu dalam memperbaiki hasil kerja yang kurang baik bagi kemajuan Hotel?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai
3. Bagaimana tingkat kegigihan karyawan untuk menyelesaikan pekerjaan sesuai dengan standar Hotel?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai

II. Variabel Kepuasan Kerja

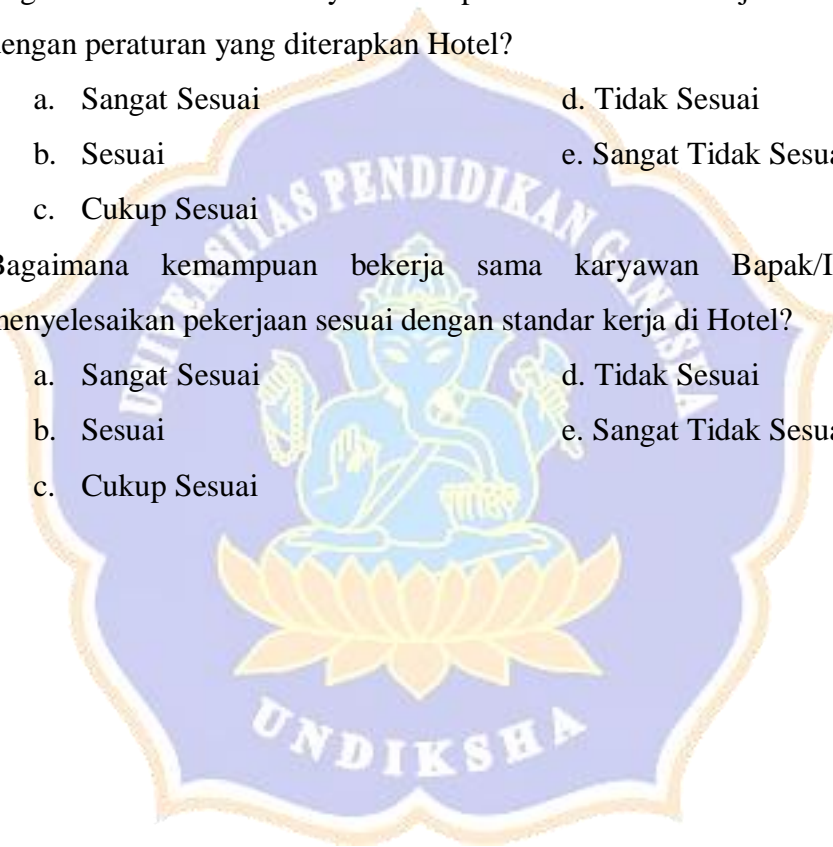
1. Bagaimana pekerjaan yang diberikan kepada karyawan sesuai dengan kemampuan setiap karyawan Hotel?
 - a. Sangat Memuaskan
 - b. Memuaskan
 - c. Cukup Memuaskan
 - d. Tidak Memuaskan
 - e. Sangat Tidak Memuaskan
2. Bagaimana gaji yang diterima karyawan Bapak/Ibu dapat menimbulkan kepuasan saat bekerja?
 - a. Sangat Memuaskan
 - b. Memuaskan
 - c. Cukup Memuaskan
 - d. Tidak Memuaskan
 - e. Sangat Tidak Memuaskan

3. Bagaimana penyerahan promosi jabatan untuk karyawan Bapak/Ibu berdasarkan capaian kerja yang sudah tercapai membuat karyawan merasa puas dengan penghargaan yang diberikan?
 - a. Sangat Memuaskan
 - b. Memuaskan
 - c. Cukup Memuaskan
 - d. Tidak Memuaskan
 - e. Sangat Tidak Memuaskan
4. Bagaimana pengawasan yang dilakukan agar karyawan serius dalam menyelesaikan pekerjaan yang diberikan?
 - a. Sangat Serius
 - b. Serius
 - c. Cukup Serius
 - d. Tidak Serius
 - e. Sangat Tidak Serius
5. Bagaimana hubungan kerja karyawan Bapak/Ibu dengan rekan kerjanya dapat merasa puas karyawan untuk bekerja?
 - a. Sangat Memuaskan
 - b. Memuaskan
 - c. Cukup Memuaskan
 - d. Tidak Memuaskan
 - e. Sangat Tidak Memuaskan
6. Bagaimana kondisi nyaman kerja perusahaan menimbulkan kepuasan karyawan dalam melakukan kegiatan pekerjaan?
 - a. Sangat Memuaskan
 - b. Memuaskan
 - c. Cukup Memuaskan
 - d. Tidak Memuaskan
 - e. Sangat Tidak Memuaskan

III. Variabel Kinerja

1. Bagaimana kesesuaian kuantitas hasil kerja yang dicapai karyawan Bapak/Ibu dengan standar kerja yang ditetapkan Hotel?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai
2. Bagaimana kesesuaian kualitas kerja karyawan Bapak/Ibu dengan standar kinerja yang telah ditetapkan di Hotel?

- a. Sangat Sesuai
b. Sesuai
c. Cukup Sesuai
d. Tidak Sesuai
e. Sangat Tidak Sesuai
3. Bagaimana ketepatan waktu karyawan Bapak/Ibu dalam menyelesaikan pekerjaan sesuai dengan standar kinerja yang telah ditetapkan di Hotel?
- a. Sangat Tepat Waktu
b. Ketepatan Waktu
c. Cukup Tepat Waktu
d. Tidak Tepat Waktu
e. Sangat Tidak Tepat Waktu
4. Bagaimana kehadiran karyawan Bapak/Ibu dalam bekerja sudah sesuai dengan peraturan yang diterapkan Hotel?
- a. Sangat Sesuai
b. Sesuai
c. Cukup Sesuai
d. Tidak Sesuai
e. Sangat Tidak Sesuai
5. Bagaimana kemampuan bekerja sama karyawan Bapak/Ibu saat menyelesaikan pekerjaan sesuai dengan standar kerja di Hotel?
- a. Sangat Sesuai
b. Sesuai
c. Cukup Sesuai
d. Tidak Sesuai
e. Sangat Tidak Sesuai



RES	MOTIVASI KERJA				KEPUASAN KERJA							KINERJA KARYAWAN					
	X1.1	X1.2	X1.3	TX1	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TX2	Y.1	Y.2	Y.3	Y.4	Y.5	TY
1	4	5	4	13	4	4	5	5	5	4	27	4	4	5	4	4	21
2	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
3	4	4	5	13	5	4	5	5	4	5	28	4	4	5	5	4	22
4	4	5	5	14	4	4	4	5	5	5	27	5	5	5	4	5	24
5	5	4	4	13	4	4	5	5	5	4	27	5	5	5	4	5	24
6	4	5	4	13	5	4	5	5	5	4	28	5	5	4	4	5	23
7	3	3	3	9	2	3	2	3	2	3	15	2	2	2	3	2	11
8	5	5	4	14	5	5	4	5	4	5	28	5	5	5	4	5	24
9	4	4	5	13	5	5	5	4	4	5	28	5	5	4	5	5	24
10	5	5	4	14	4	4	5	5	5	4	27	4	4	5	4	4	21
11	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
12	4	5	4	13	4	4	5	5	5	4	27	4	4	5	4	4	21
13	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
14	4	5	5	14	4	4	4	5	4	5	26	5	5	5	5	5	25
15	5	5	4	14	4	5	5	5	5	4	28	5	5	5	4	5	24
16	4	5	5	14	5	4	5	4	5	4	27	4	4	4	5	4	21
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18	5	5	4	14	5	5	4	5	4	5	28	5	5	5	4	5	24
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Lampiran 04: Hasil Data Ordinal Pertanyaan 124 Responden

21	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
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30	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
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93	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
94	4	5	5	14	4	4	4	5	4	5	26	5	5	5	5	5	25
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96	4	5	5	14	5	4	5	4	5	4	27	4	4	4	5	4	21
97	3	3	3	9	2	3	2	3	2	3	15	2	2	2	3	2	11
98	5	5	4	14	5	5	4	5	4	5	28	5	5	5	4	5	24
99	3	3	4	10	4	4	4	3	3	4	22	4	4	3	4	4	19
100	3	4	3	10	3	3	4	4	4	3	21	3	3	4	3	3	16
101	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
102	5	5	4	14	4	5	5	5	5	4	28	5	5	5	4	5	24
103	4	5	5	14	5	4	5	4	5	4	27	4	4	4	5	4	21
104	3	3	3	9	2	3	2	3	2	3	15	2	2	2	3	2	11
105	5	5	4	14	5	5	4	5	4	5	28	5	5	5	4	5	24
106	4	4	5	13	5	5	5	4	4	5	28	5	5	4	5	5	24

107	4	5	4	13	4	4	5	5	5	4	27	4	4	5	4	4	21
108	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
109	4	5	4	13	4	4	5	5	5	4	27	4	4	5	4	4	21
110	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
111	5	5	4	14	4	4	5	5	5	4	27	4	4	5	4	4	21
112	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10

113	4	5	5	14	4	4	4	5	4	5	26	5	5	5	5	5	25
114	5	5	4	14	4	5	5	5	5	4	28	5	5	5	4	5	24
115	4	5	5	14	5	4	5	5	5	4	28	4	4	4	5	4	21
116	3	3	3	9	2	3	2	3	2	3	15	2	2	2	3	2	11
117	5	5	4	14	5	5	5	5	5	5	30	5	5	5	4	5	24
118	5	5	4	14	5	5	4	5	4	5	28	5	5	5	4	5	24
119	4	4	5	13	5	5	5	4	4	5	28	5	5	4	5	5	24
120	4	5	4	13	4	4	5	5	5	4	27	4	4	5	4	4	21
121	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
122	4	5	4	13	4	4	5	5	5	4	27	4	4	5	4	4	21
123	3	2	2	7	2	3	3	3	2	3	16	2	2	2	2	2	10
124	4	5	4	13	4	4	5	5	5	4	27	4	4	5	4	4	21

Lampiran 05: Hasil Data Interval Pertanyaan 124 Responden

RES	MOTIVASI KERJA			KEPUASAN KERJA						KINERJA KARYAWAN				
	X1.1	X1.2	X1.3	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Y.1	Y.2	Y.3	Y.4	Y.5
1	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
2	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
3	3,888	2,210	3,644	3,413	3,865	3,640	4,484	2,102	4,989	2,221	2,161	3,047	3,684	2,221
4	3,888	3,232	3,644	2,285	3,865	2,586	4,484	3,161	4,989	3,317	3,252	3,047	2,512	3,317
5	5,089	2,210	2,490	2,285	3,865	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
6	3,888	3,232	2,490	3,413	3,865	3,640	4,484	3,161	3,843	3,317	3,252	2,012	2,512	3,317
7	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
8	5,089	3,232	2,490	3,413	5,028	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
9	3,888	2,210	3,644	3,413	5,028	3,640	3,448	2,102	4,989	3,317	3,252	2,012	3,684	3,317
10	5,089	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
11	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
12	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
13	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
14	3,888	3,232	3,644	2,285	3,865	2,586	4,484	2,102	4,989	3,317	3,252	3,047	3,684	3,317
15	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
16	3,888	3,232	3,644	3,413	3,865	3,640	3,448	3,161	3,843	2,221	2,161	2,012	3,684	2,221
17	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
18	5,089	3,232	2,490	3,413	5,028	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
19	2,682	1,767	2,490	2,285	3,865	2,586	2,635	1,686	3,843	2,221	2,161	1,680	2,512	2,221
20	2,682	2,210	1,769	1,707	2,697	2,586	3,448	2,102	2,697	1,699	1,681	2,012	1,769	1,699

21	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
22	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
23	3,888	3,232	3,644	3,413	3,865	3,640	3,448	3,161	3,843	2,221	2,161	2,012	3,684	2,221
24	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
25	5,089	3,232	2,490	3,413	5,028	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
26	3,888	2,210	3,644	3,413	5,028	3,640	3,448	2,102	4,989	3,317	3,252	2,012	3,684	3,317
27	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
28	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
29	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
30	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
31	5,089	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
32	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
33	3,888	3,232	3,644	2,285	3,865	2,586	4,484	2,102	4,989	3,317	3,252	3,047	3,684	3,317
34	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
35	3,888	3,232	3,644	3,413	3,865	3,640	4,484	3,161	3,843	2,221	2,161	2,012	3,684	2,221
36	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
37	5,089	3,232	2,490	3,413	5,028	3,640	4,484	3,161	4,989	3,317	3,252	3,047	2,512	3,317
38	5,089	3,232	2,490	3,413	5,028	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
39	3,888	2,210	3,644	3,413	5,028	3,640	3,448	2,102	4,989	3,317	3,252	2,012	3,684	3,317
40	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
41	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
42	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221

43	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
44	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
45	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
46	3,888	3,232	3,644	2,285	3,865	2,586	4,484	2,102	4,989	3,317	3,252	3,047	3,684	3,317
47	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
48	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
49	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,699	1,000	1,000	1,000	1,699
50	5,089	3,232	2,490	2,285	3,865	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
51	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
52	3,888	2,210	3,644	2,285	3,865	3,640	4,484	3,161	3,843	3,317	3,252	2,012	3,684	3,317
53	2,682	2,210	1,769	1,000	2,697	1,949	2,635	1,000	2,697	1,699	1,681	2,012	1,769	1,699
54	3,888	2,210	1,769	2,285	2,697	3,640	3,448	2,102	2,697	3,317	3,252	2,012	1,769	3,317
55	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
56	3,888	1,767	1,769	1,707	3,865	2,586	3,448	1,686	3,843	1,699	1,681	1,680	1,769	1,699
57	3,888	2,210	2,490	2,285	3,865	3,640	4,484	2,102	3,843	2,221	2,161	3,047	2,512	2,221
58	3,888	1,767	3,644	1,707	2,697	3,640	2,635	1,686	3,843	2,221	3,252	2,012	3,684	2,221
59	2,682	1,000	1,769	1,000	1,000	1,949	3,448	2,102	1,000	1,699	2,161	1,680	1,769	1,699
60	2,682	1,767	1,000	1,000	2,697	2,586	3,448	1,686	2,697	1,699	1,681	1,000	1,000	1,699
61	1,000	1,000	1,000	1,707	2,697	1,000	1,000	1,000	2,697	1,000	1,000	1,000	1,000	1,000
62	3,888	2,210	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
63	3,888	2,210	1,769	1,707	3,865	1,949	2,635	2,102	2,697	2,221	2,161	2,012	1,769	2,221
64	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	2,221	3,252	3,047	2,512	2,221
65	3,888	2,210	3,644	2,285	5,028	3,640	3,448	2,102	3,843	3,317	3,252	2,012	3,684	3,317
66	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
67	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
68	2,682	1,767	1,000	1,000	2,697	2,586	3,448	1,686	2,697	1,699	1,681	1,000	1,000	1,699

69	3,888	1,767	3,644	1,707	2,697	1,949	3,448	2,102	2,697	3,317	3,252	2,012	3,684	3,317
70	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	1,680	2,512	2,221
71	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
72	3,888	2,210	3,644	3,413	3,865	3,640	4,484	3,161	4,989	2,221	2,161	3,047	3,684	2,221
73	3,888	2,210	3,644	3,413	5,028	3,640	4,484	3,161	3,843	2,221	3,252	2,012	3,684	2,221
74	3,888	3,232	2,490	3,413	5,028	2,586	4,484	3,161	4,989	3,317	3,252	2,012	2,512	3,317
75	3,888	2,210	3,644	3,413	3,865	3,640	4,484	2,102	4,989	2,221	2,161	3,047	3,684	2,221
76	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
77	3,888	2,210	3,644	3,413	3,865	3,640	4,484	2,102	4,989	2,221	2,161	3,047	3,684	2,221
78	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
79	5,089	3,232	3,644	3,413	5,028	3,640	4,484	3,161	4,989	3,317	3,252	3,047	3,684	3,317
80	3,888	2,210	3,644	3,413	5,028	3,640	3,448	2,102	4,989	3,317	3,252	2,012	3,684	3,317
81	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
82	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
83	3,888	2,210	3,644	3,413	3,865	3,640	4,484	2,102	4,989	2,221	2,161	3,047	3,684	2,221
84	3,888	3,232	3,644	2,285	3,865	2,586	4,484	3,161	4,989	3,317	3,252	3,047	2,512	3,317
85	5,089	2,210	2,490	2,285	3,865	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
86	3,888	3,232	2,490	3,413	3,865	3,640	4,484	3,161	3,843	3,317	3,252	2,012	2,512	3,317
87	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
88	5,089	3,232	2,490	3,413	5,028	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
89	3,888	2,210	3,644	3,413	5,028	3,640	3,448	2,102	4,989	3,317	3,252	2,012	3,684	3,317
90	5,089	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
91	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
92	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221

93	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
94	3,888	3,232	3,644	2,285	3,865	2,586	4,484	2,102	4,989	3,317	3,252	3,047	3,684	3,317
95	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
96	3,888	3,232	3,644	3,413	3,865	3,640	3,448	3,161	3,843	2,221	2,161	2,012	3,684	2,221
97	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
98	5,089	3,232	2,490	3,413	5,028	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
99	2,682	1,767	2,490	2,285	3,865	2,586	2,635	1,686	3,843	2,221	2,161	1,680	2,512	2,221
100	2,682	2,210	1,769	1,707	2,697	2,586	3,448	2,102	2,697	1,699	1,681	2,012	1,769	1,699
101	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
102	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
103	3,888	3,232	3,644	3,413	3,865	3,640	3,448	3,161	3,843	2,221	2,161	2,012	3,684	2,221
104	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
105	5,089	3,232	2,490	3,413	5,028	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
106	3,888	2,210	3,644	3,413	5,028	3,640	3,448	2,102	4,989	3,317	3,252	2,012	3,684	3,317
107	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
108	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
109	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
110	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
111	5,089	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
112	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
113	3,888	3,232	3,644	2,285	3,865	2,586	4,484	2,102	4,989	3,317	3,252	3,047	3,684	3,317
114	5,089	3,232	2,490	2,285	5,028	3,640	4,484	3,161	3,843	3,317	3,252	3,047	2,512	3,317
115	3,888	3,232	3,644	3,413	3,865	3,640	4,484	3,161	3,843	2,221	2,161	2,012	3,684	2,221
116	2,682	1,767	1,769	1,000	2,697	1,000	2,635	1,000	2,697	1,000	1,000	1,000	1,769	1,000
117	5,089	3,232	2,490	3,413	5,028	3,640	4,484	3,161	4,989	3,317	3,252	3,047	2,512	3,317
118	5,089	3,232	2,490	3,413	5,028	2,586	4,484	2,102	4,989	3,317	3,252	3,047	2,512	3,317
119	3,888	2,210	3,644	3,413	5,028	3,640	3,448	2,102	4,989	3,317	3,252	2,012	3,684	3,317

120	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
121	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
122	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221
123	2,682	1,000	1,000	1,000	2,697	1,949	2,635	1,000	2,697	1,000	1,000	1,000	1,000	1,000
124	3,888	3,232	2,490	2,285	3,865	3,640	4,484	3,161	3,843	2,221	2,161	3,047	2,512	2,221



Lampiran 06 : Hasil Output Perhitungan Spss22 For Windows, Motivasi Kerja (X₁), Kepuasan Kerja (X₂) dan Kinerja Karyawan (Y)

Hasil Uji Reliabilitas Motivasi Kerja 30 Responden

Reliability Statistics	
Cronbach's Alpha	N of Items
,812	3

Hasil Uji Reliabilitas Kepuasan Kerja 30 Responden

Reliability Statistics	
Cronbach's Alpha	N of Items
,934	6

Uji Reliabilitas Kinerja Karyawan 30 Responden

Reliability Statistics	
Cronbach's Alpha	N of Items
,875	5

Hasil Uji Reliabilitas Motivasi Kerja 124 Responden

Reliability Statistics	
Cronbach's Alpha	N of Items
,883	3

Hasil Uji Reliabilitas Kepuasan Kerja 124 Responden

Reliability Statistics

Cronbach's Alpha	N of Items
,949	6

Hasil Uji Reliabilitas Kinerja Karyawan 124 Responden

Reliability Statistics

Cronbach's Alpha	N of Items
,974	5

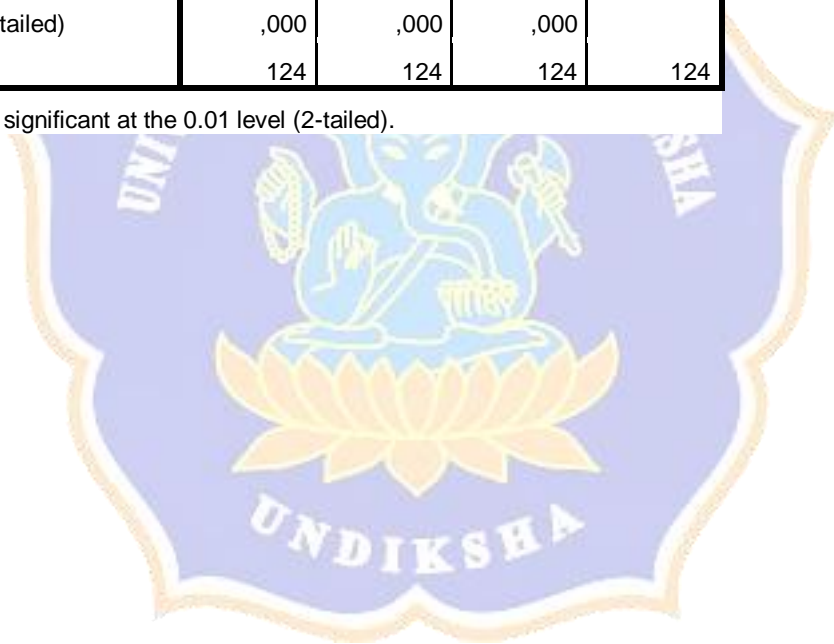


Hasil Uji Validitas Motivasi Kerja 124 Responden

Correlations

		X1.1	X1.2	X1.3	TX1
X1.1	Pearson Correlation	1	,811**	,646**	,873**
	Sig. (2-tailed)		,000	,000	,000
	N	124	124	124	124
X1.2	Pearson Correlation	,811**	1	,780**	,956**
	Sig. (2-tailed)	,000		,000	,000
	N	124	124	124	124
X1.3	Pearson Correlation	,646**	,780**	1	,901**
	Sig. (2-tailed)	,000	,000		,000
	N	124	124	124	124
TX1	Pearson Correlation	,873**	,956**	,901**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	124	124	124	124

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



Hasil Uji Validitas Kepuasan Kerja 124 Responden

		Correlations						
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TX2
X2.1	Pearson Correlation	1	,849**	,814**	,785**	,820**	,878**	,949**
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000
	N	124	124	124	124	124	124	124
X2.2	Pearson Correlation	,849**	1	,697**	,705**	,701**	,827**	,867**
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000
	N	124	124	124	124	124	124	124
X2.3	Pearson Correlation	,814**	,697**	1	,805**	,888**	,643**	,906**
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000
	N	124	124	124	124	124	124	124
X2.4	Pearson Correlation	,785**	,705**	,805**	1	,905**	,723**	,913**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000
	N	124	124	124	124	124	124	124
X2.5	Pearson Correlation	,820**	,701**	,888**	,905**	1	,626**	,927**
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000
	N	124	124	124	124	124	124	124
X2.6	Pearson Correlation	,878**	,827**	,643**	,723**	,626**	1	,849**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
	N	124	124	124	124	124	124	124
TX2	Pearson Correlation	,949**	,867**	,906**	,913**	,927**	,849**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	124	124	124	124	124	124	124

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

Hasil Uji Validitas Kinerja Karyawan 124 Responden

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	TY
Y.1	Pearson Correlation	1	,986**	,866**	,827**	1,000**	,983**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	124	124	124	124	124	124
Y.2	Pearson Correlation	,986**	1	,863**	,837**	,986**	,982**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	124	124	124	124	124	124
Y.3	Pearson Correlation	,866**	,863**	1	,783**	,866**	,923**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	124	124	124	124	124	124
Y.4	Pearson Correlation	,827**	,837**	,783**	1	,827**	,892**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	124	124	124	124	124	124
Y.5	Pearson Correlation	1,000**	,986**	,866**	,827**	1	,983**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	124	124	124	124	124	124
TY	Pearson Correlation	,983**	,982**	,923**	,892**	,983**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	124	124	124	124	124	124

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



Lampiran 7: Ouput Analisis Jalur (*Path Analysis*)

Regression

a. Pengaruh Motivasi Kerja (X_1) dan Kepuasan Kerja (X_2) Terhadap Kinerja Karyawan (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	TX2, TX1 ^b	.	Enter

a. Dependent Variable: TY

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,963 ^a	,928	,927	1,52073

a. Predictors: (Constant), TX2, TX1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3616,110	2	1808,055	781,826	,000 ^b
	Residual	279,825	121	2,313		
	Total	3895,935	123			

a. Dependent Variable: TY

b. Predictors: (Constant), TX2, TX1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4,574	,621		-7,368	,000
	TX1	1,248	,157	,611	7,965	,000

TX2	,384	,081	,365	4,757	,000
-----	------	------	------	-------	------

a. Dependent Variable: TY

b. Pengaruh Motivasi Kerja (X₁) Terhadap Kepuasan Kerja (X₂)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	TX1 ^b	.	Enter

a. Dependent Variable: TX2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,948 ^a	,899	,898	1,70512

a. Predictors: (Constant), TX1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3157,133	1	3157,133	1085,886	,000 ^b
	Residual	354,706	122	2,907		
	Total	3511,839	123			

a. Dependent Variable: TX2

b. Predictors: (Constant), TX1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,397	,661		3,624	,000
	TX1	1,840	,056	,948	32,953	,000

a. Dependent Variable: TX2

