

APPENDICES

Appendix 1 Questionnaire

N	Dimension	Indicator	Statement	Translation
1	Technology & Software) Hardware is the part of technology that includes the physical components, while software is the part that consists of the information aspects that help to use it to perform certain tasks. He also mentions that a technology may only involve software and not any hardware, at all, citing examples such as a political philosophy, a religious idea, and a new event.	Access/possess both to mobile phone as the hardware and internet as the software	1. I have mobile phone/computer to support distance teaching	1. Saya memiliki ponsel/komputer untuk mendukung pengajaran jarak jauh
			2. I have access to internet to conduct distance teaching	2. Saya memiliki akses internet untuk melakukan pengajaran jarak jauh
			3. I have no connection issues in doing distance teaching	3. Saya tidak memiliki masalah koneksi dalam pengajaran jarak jauh
			4. I have full technological support to conduct distance teaching	4. Saya memiliki dukungan teknologi penuh untuk melakukan pengajaran jarak jauh
2	Innovation Experiences in a system about an innovation may also affect the adoption of a new one.	1. Ability to adapt to innovation	5. I am able to adapt to distance learning	5. Saya mampu beradaptai dengan pengajaran jarak jauh
			6. I am able to integrate face to face instruction into distance learning	6. Saya mampu mengintegrasikan instruksi tatap muka ke dalam pengajaran jarak jauh
			7. I am able to adapt all component of teaching into distance teaching model	7. Saya mampu mengadopsi komponen pembelajaran ke dalam pengajaran jarak jauh

			8. I am able to use mobile in supporting distance teaching	8. Saya mampu menggunakan ponsel untuk mendukung pengajaran jarak jauh
		2. Openness to innovation	9. I accept the change from face-to-face learning to distance learning	9. Saya menerima perubahan dari pembelajaran tatap muka ke pengajaran jarak jauh
			10. I am open to the possibility of changes in learning in the future	10. Saya terbuka dengan kemungkinan perubahan pembelajaran kedepannya
			11. I agree to conduct teaching using mobile device	11. Saya setuju menggunakan ponsel untuk mengajar
			12. I am willing to use all the access I have to implement distance teaching	12. Saya bersedia menggunakan semua akses yang saya punya untuk melaksanakan pengajaran jarak jauh
3	People (Human Resource) Reveals that the more skilled organization's human resources the more likely the organization is to be successful. Individuals who have a level of higher education are more likely to adopt an innovation than others. Hence, education levels of teachers can be used as one of the predictors of e-learning readiness	1. Having experiences in using mobile to teach English	13. I had followed training in using mobile to teach English.	13. Saya sudah mengikuti pelatihan penggunaan ponsel untuk mengajar bahasa Inggris
			14. I had used mobile in delivering instructions in my classroom	14. Saya sudah pernah menggunakan ponsel untuk memberikan instruksi belajar di dalam kelas
			15. I have no issues in using mobile	15. Saya tidak memiliki kendala menggunakan ponsel

			16. I have someone who are experts in using mobile to teach English	16. Saya memiliki seseorang yang ahli dalam menggunakan ponsel untuk mengajar bahasa Inggris
		2. Having experience in distance teaching	17. I had attended a training/conference to conduct distance teaching	17. Saya pernah mengikuti pelatihan mengajar jarak jauh
			18. I had implemented distance teaching before	18. Saya sudah pernah melaksanakan pengajaran jarak jauh sebelumnya
			19. I have no issues in conducting distance teaching	19. Saya tidak memiliki masalah dalam melaksanakan pengajaran jarak jauh
			20. I have someone who are experts in conducting distance teaching	20. Saya memiliki seseorang yang ahli dalam melaksanakan pengajaran jarak jauh
4	Self-Development This implies that the teachers are willing to establish a budget and adopt innovations such as e-learning easier than others who lack these essential characteristics.	Budget	21. I have no financial issues in conducting distance teaching.	21. Saya tidak memiliki masalah finansial dalam melaksanakan pengajaran jarak jauh
			22. I see that my budget is enough to conduct distance teaching	22. Saya memiliki anggaran yang cukup untuk melaksanakan pengajaran jarak jauh
		Believe to self-development	23. I believe that using mobile in distance teaching will help to generate development for teachers	23. Saya percaya menggunakan ponsel dalam pengajaran jarak jauh akan menumbuhkan

				perkembangan diri untuk guru
			24. I believe distance teaching will help to generate development for students	24. Saya percaya pengajaran jarak jauh akan membantu menghasilkan perkembangan bagi siswa
			25. I see that in the future the teaching will be more in distance than face to face	25. Saya melihat bahwa kedepannya pembelajaran akan dilaksanak dengan jarak jauh daripada tatap muka

N	Dimension	Indicator	Statement	Translation
1	Technology (Hardware & Software) Hardware is the part of technology that includes the physical components, while software is the part that consists of the information aspects that help to use it to perform certain tasks. He also mentions that a technology may only involve software and not any hardware, at all, citing examples such as	Access/possess both to mobile phone as the hardware and internet as the software	1. I have mobile phone to support distance learning	1. Saya memiliki ponsel untuk mendukung pembelajaran jarak jauh
2. I have access to internet to conduct distance teaching			2. Saya memiliki akses ke internet untuk melakukan pengajaran jarak jauh	
3. I have no connection issues in doing distance learning			3. Saya tidak memiliki masalah koneksi dalam melakukan pembelajaran jarak jauh	
4. I have full technological support to learn in distance learning			4. Saya memiliki dukungan teknologi penuh untuk belajar dalam pembelajaran jarak jauh	

	a political philosophy, a religious idea, and a new event.			
2	Innovation Experiences in a system about an innovation may also affect the adoption of a new one.	1. Ability to adapt to innovation	5. I am able to adapt to distance learning	5. Saya mampu beradaptasi dengan pembelajaran jarak jauh
			6. I am able to learn in distance learning	6. Saya bisa belajar dalam pembelajaran jarak jauh
			7. I am able to adapt all component of learning into distance learning model	7. Saya mampu mengadaptasi semua komponen pembelajaran ke dalam model pembelajaran jarak jauh
			8. I am able to use mobile in supporting distance learning	8. Saya dapat menggunakan ponsel dalam mendukung pembelajaran jarak jauh
			9. I accept the change from face-to-face learning to distance learning	9. Saya menerima perubahan dari pembelajaran tatap muka ke pembelajaran jarak jauh
		2. Openness to innovation	10. I am open to the possibility of changes in learning in the future	10. Saya terbuka terhadap kemungkinan perubahan pembelajaran di masa depan
			11. I agree to conduct learning using mobile device	11. Saya setuju untuk melakukan pembelajaran menggunakan perangkat seluler
			12. I am willing to use all the access I have to learn in distance learning	12. Saya bersedia menggunakan semua akses yang saya miliki untuk belajar dalam pembelajaran jarak jauh

3	<p>People Reveals that the more skilled organization's human resources the more likely the organization is to be successful. Individuals who have a level of higher education are more likely to adopt an innovation than others. Hence, education levels of teachers can be used as one of the predictors of e-learning readiness</p>	1. Having experiences in using mobile to teach English	13. I had followed instruction in using mobile to learn English.	13. Saya telah mengikuti instruksi dalam menggunakan ponsel untuk belajar bahasa Inggris
			14. I had used mobile in learning English in my classroom	14. Saya telah menggunakan ponsel dalam belajar bahasa Inggris di kelas saya
			15. I have no issues in using mobile device	15. Saya tidak memiliki masalah dalam menggunakan perangkat seluler
			16. I have someone who are experts in using mobile to learn English	16. Saya memiliki seseorang yang ahli dalam menggunakan ponsel untuk belajar bahasa Inggris
			17. I had attended a training/conference to learn in distance learning	17. Saya pernah mengikuti pelatihan / konferensi untuk belajar jarak jauh
		2. Having experience in distance teaching	18. I had learnt in distance learning model	18. Saya pernah belajar dalam model pembelajaran jarak jauh
			19. I have no issues in in distance learning	19. Saya tidak memiliki masalah dalam pembelajaran jarak jauh
			20. I have someone who are experts in distance learning	20. Saya memiliki seseorang yang ahli dalam pembelajaran jarak jauh

4	Self-Development This implies that the teachers are willing to establish a budget and adopt innovations such as e-learning easier than others who lack these essential characteristics.	Budget	21. I have no financial issues in following distance learning	21. Saya tidak memiliki masalah keuangan dalam mengikuti pembelajaran jarak jauh
			22. I see that my budget is enough to follow distance learning	22. Saya melihat anggaran saya cukup untuk mengikuti pembelajaran jarak jauh
		Believe to self-development	23. I believe that using mobile in distance teaching will help to generate development for teachers	23. Saya percaya bahwa menggunakan seluler dalam pengajaran jarak jauh akan membantu menghasilkan perkembangan bagi para guru
			24. Distance learning will help to generate development for students	24. Pembelajaran jarak jauh akan membantu menghasilkan perkembangan bagi siswa
			25. I see that in the future the learning will be more in distance than face to face	25. Saya melihat bahwa ke depan pembelajaran akan lebih jauh dari pada tatap muka

Appendix 2 Transcript of Interview

Dimension	Construct	Questions for Teachers	Questions for Students
Technology	1. Resource 2. Skill 3. Attitude	<i>I have a cellphone for teaching, but I have difficulty adjusting the use of cellphones for teaching online (Teacher 1) I have no problem operating the cellphone for teaching, but it is difficult to find the right material so that students don't get bored (Teacher 2)</i>	<i>Sometimes I have to borrow a neighbor's cellphone to collect assignments and follow the Zoom (Student 2)</i>
Innovation	1. Resource 2. Skill 3. Attitude	<i>Until now, I am still trying to make the online classroom through MALL atmosphere the same as face-to-face learning because I realize that students are not fully ready to carry out the new routine, namely distance learning. (Teacher 1)</i>	<i>This is my first time learning online. It is different to study like this I never learn online. We always use face-to-face the entire semester before Covid-19</i>
People	1. Resource 2. Skill 3. Attitude	<i>I always consult with experts I sometimes discuss with other teachers</i>	<i>My parents always help me during online learning I and my friends study together very often</i>
Self-Development	1. Resource 2. Skill 3. Attitude	<i>I have no financial issue I have the budgeted to do online learning</i>	<i>Sometimes I missed the class because I have no internet quota (Student 1)</i>

			<p><i>Since Corona, financial conditions at home have been difficult so that my parents have not been able to buy internet quota for me to study (Student 4)</i></p>
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Appendix 3 Data Analysis

Case Processing Summary

		N	%
Cases	Valid	26	100.0
	Excluded ^a	0	.0
	Total	26	100.0

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

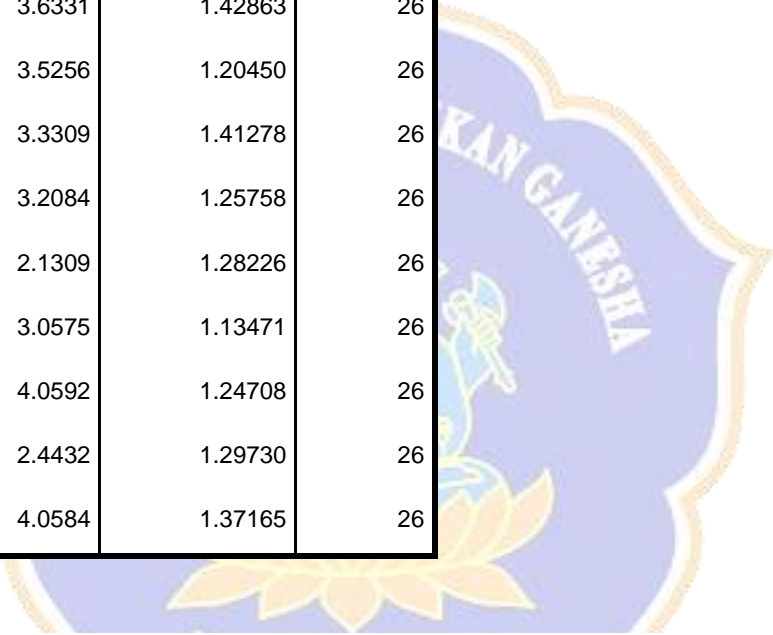
Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.945	.947	25

Item Statistics

	Mean	Std. Deviation	N
VAR00001	3.5938	1.15559	26
VAR00002	2.9797	1.27099	26
VAR00003	3.1732	1.02859	26
VAR00004	3.4007	1.15745	26
VAR00005	3.2197	1.44201	26
VAR00006	3.8330	1.04774	26
VAR00007	3.6012	1.09947	26
VAR00008	3.8978	.98188	26
VAR00009	4.1757	1.21604	26

VAR00010	3.9047	1.18074	26
VAR00011	3.5218	1.21402	26
VAR00012	3.4760	1.32647	26
VAR00013	3.7133	1.32362	26
VAR00014	3.2518	1.37642	26
VAR00015	3.1407	1.28024	26
VAR00016	3.4005	1.34940	26
VAR00017	3.6331	1.42863	26
VAR00018	3.5256	1.20450	26
VAR00019	3.3309	1.41278	26
VAR00020	3.2084	1.25758	26
VAR00021	2.1309	1.28226	26
VAR00022	3.0575	1.13471	26
VAR00023	4.0592	1.24708	26
VAR00024	2.4432	1.29730	26
VAR00025	4.0584	1.37165	26



Inter-Item Correlation Matrix

	VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006	VAR00007
VAR00001	1.000	.430	.394	.461	.347	.632	.686
VAR00002	.430	1.000	.380	.129	.609	.341	.267
VAR00003	.394	.380	1.000	.391	.451	.375	.290
VAR00004	.461	.129	.391	1.000	.374	.540	.624
VAR00005	.347	.609	.451	.374	1.000	.413	.403
VAR00006	.632	.341	.375	.540	.413	1.000	.782

VAR00007	.686	.267	.290	.624	.403	.782	1.000
VAR00008	.668	.423	.538	.581	.422	.536	.566
VAR00009	.628	.305	.376	.654	.476	.666	.789
VAR00010	.568	.233	.465	.497	.317	.524	.670
VAR00011	.632	.400	.440	.480	.288	.642	.678
VAR00012	.192	.211	.481	.308	.278	.427	.433
VAR00013	.295	.299	.409	.441	.368	.557	.596
VAR00014	.739	.259	.367	.419	.487	.590	.684
VAR00015	.320	.664	.493	.232	.684	.580	.294
VAR00016	.242	.717	.538	.115	.589	.237	.104
VAR00017	.211	.171	.394	.386	.567	.461	.385
VAR00018	.456	.135	.435	.791	.422	.700	.735
VAR00019	.270	.562	.344	.214	.895	.444	.451
VAR00020	.259	.041	.541	.481	.236	.381	.488
VAR00021	.299	.150	.255	.290	.106	.474	.418
VAR00022	.230	.426	.651	.240	.450	.391	.226
VAR00023	.387	.373	.573	.424	.591	.576	.387
VAR00024	.319	.509	.350	.298	.253	.526	.409
VAR00025	.379	.570	.381	.186	.559	.609	.380

Inter-Item Correlation Matrix

	VAR00008	VAR00009	VAR00010	VAR00011	VAR00012	VAR00013	VAR00014
VAR00001	.668	.628	.568	.632	.192	.295	.739
VAR00002	.423	.305	.233	.400	.211	.299	.259
VAR00003	.538	.376	.465	.440	.481	.409	.367

VAR00004	.581	.654	.497	.480	.308	.441	.419
VAR00005	.422	.476	.317	.288	.278	.368	.487
VAR00006	.536	.666	.524	.642	.427	.557	.590
VAR00007	.566	.789	.670	.678	.433	.596	.684
VAR00008	1.000	.670	.568	.513	.333	.489	.492
VAR00009	.670	1.000	.762	.487	.392	.476	.436
VAR00010	.568	.762	1.000	.440	.416	.596	.397
VAR00011	.513	.487	.440	1.000	.371	.630	.612
VAR00012	.333	.392	.416	.371	1.000	.492	.116
VAR00013	.489	.476	.596	.630	.492	1.000	.425
VAR00014	.492	.436	.397	.612	.116	.425	1.000
VAR00015	.348	.318	.251	.432	.269	.310	.336
VAR00016	.408	.172	.226	.265	.287	.357	.145
VAR00017	.313	.364	.413	.198	.355	.307	.368
VAR00018	.573	.699	.546	.672	.391	.602	.586
VAR00019	.365	.459	.291	.265	.346	.358	.467
VAR00020	.291	.573	.660	.457	.340	.612	.369
VAR00021	.197	.279	.261	.337	.437	.247	.296
VAR00022	.263	.300	.473	.300	.475	.242	.148
VAR00023	.484	.596	.630	.360	.347	.373	.282
VAR00024	.269	.103	.241	.497	.381	.452	.352
VAR00025	.383	.592	.550	.305	.405	.363	.194

Inter-Item Correlation Matrix

	VAR00015	VAR00016	VAR00017	VAR00018	VAR00019	VAR00020	VAR00021
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VAR00001	.320	.242	.211	.456	.270	.259	.299
VAR00002	.664	.717	.171	.135	.562	.041	.150
VAR00003	.493	.538	.394	.435	.344	.541	.255
VAR00004	.232	.115	.386	.791	.214	.481	.290
VAR00005	.684	.589	.567	.422	.895	.236	.106
VAR00006	.580	.237	.461	.700	.444	.381	.474
VAR00007	.294	.104	.385	.735	.451	.488	.418
VAR00008	.348	.408	.313	.573	.365	.291	.197
VAR00009	.318	.172	.364	.699	.459	.573	.279
VAR00010	.251	.226	.413	.546	.291	.660	.261
VAR00011	.432	.265	.198	.672	.265	.457	.337
VAR00012	.269	.287	.355	.391	.346	.340	.437
VAR00013	.310	.357	.307	.602	.358	.612	.247
VAR00014	.336	.145	.368	.586	.467	.369	.296
VAR00015	1.000	.685	.364	.403	.695	.181	.348
VAR00016	.685	1.000	.311	.137	.540	.153	.365
VAR00017	.364	.311	1.000	.402	.449	.337	.151
VAR00018	.403	.137	.402	1.000	.401	.639	.439
VAR00019	.695	.540	.449	.401	1.000	.212	.170
VAR00020	.181	.153	.337	.639	.212	1.000	.308
VAR00021	.348	.365	.151	.439	.170	.308	1.000
VAR00022	.541	.519	.627	.295	.312	.397	.270
VAR00023	.548	.341	.714	.433	.449	.449	-.042
VAR00024	.598	.530	.118	.420	.300	.133	.622
VAR00025	.568	.441	.610	.274	.513	.248	.076

Inter-Item Correlation Matrix

	VAR00022	VAR00023	VAR00024	VAR00025
VAR00001	.230	.387	.319	.379
VAR00002	.426	.373	.509	.570
VAR00003	.651	.573	.350	.381
VAR00004	.240	.424	.298	.186
VAR00005	.450	.591	.253	.559
VAR00006	.391	.576	.526	.609
VAR00007	.226	.387	.409	.380
VAR00008	.263	.484	.269	.383
VAR00009	.300	.596	.103	.592
VAR00010	.473	.630	.241	.550
VAR00011	.300	.360	.497	.305
VAR00012	.475	.347	.381	.405
VAR00013	.242	.373	.452	.363
VAR00014	.148	.282	.352	.194
VAR00015	.541	.548	.598	.568
VAR00016	.519	.341	.530	.441
VAR00017	.627	.714	.118	.610
VAR00018	.295	.433	.420	.274
VAR00019	.312	.449	.300	.513
VAR00020	.397	.449	.133	.248
VAR00021	.270	-.042	.622	.076
VAR00022	1.000	.723	.354	.633
VAR00023	.723	1.000	.085	.841

VAR00024	.354	.085	1.000	.168
VAR00025	.633	.841	.168	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
VAR00001	82.1369	390.423	.621	.	.943
VAR00002	82.7511	391.068	.546	.	.944
VAR00003	82.5575	392.595	.650	.	.943
VAR00004	82.3300	391.767	.590	.	.943
VAR00005	82.5111	379.919	.678	.	.942
VAR00006	81.8977	386.684	.785	.	.941
VAR00007	82.1296	387.002	.738	.	.941
VAR00008	81.8329	393.155	.668	.	.942
VAR00009	81.5550	384.193	.723	.	.941
VAR00010	81.8260	386.872	.686	.	.942
VAR00011	82.2090	386.857	.666	.	.942
VAR00012	82.2547	390.705	.528	.	.944
VAR00013	82.0175	384.906	.644	.	.942
VAR00014	82.4789	386.124	.594	.	.943
VAR00015	82.5901	384.887	.669	.	.942
VAR00016	82.3302	389.819	.535	.	.944
VAR00017	82.0976	386.349	.565	.	.944
VAR00018	82.2052	384.450	.725	.	.941
VAR00019	82.3998	383.462	.627	.	.943

VAR00020	82.5223	391.556	.542	.	.944
VAR00021	83.5998	397.255	.415	.	.945
VAR00022	82.6732	391.796	.602	.	.943
VAR00023	81.6715	384.806	.690	.	.942
VAR00024	83.2875	391.899	.517	.	.944
VAR00025	81.6723	383.484	.647	.	.942

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
85.7307	420.130	20.49708	25

Statistics

		Technology	Ability to Adapt	Openness	People (Human Resource)	Budget	Believe
N	Valid	4	4	4	4	4	4
	Missing	0	0	0	0	0	0
Mean		4.5000	4.0625	4.0625	3.8125	3.5000	3.2500

Frequency Table

Technology

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.50	1	25.0	25.0	25.0
	4.75	2	50.0	50.0	75.0

	5.00	1	25.0	25.0	100.0
	Total	4	100.0	100.0	

Ability to Adapt

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	25.0	25.0	25.0
	4.25	2	50.0	50.0	75.0
	4.75	1	25.0	25.0	100.0
	Total	4	100.0	100.0	

Openness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	25.0	25.0	25.0
	4.00	1	25.0	25.0	50.0
	4.25	1	25.0	25.0	75.0
	5.00	1	25.0	25.0	100.0
	Total	4	100.0	100.0	

People (Human Resource)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	25.0	25.0	25.0
	3.63	1	25.0	25.0	50.0
	3.75	1	25.0	25.0	75.0

	4.88	1	25.0	25.0	100.0
	Total	4	100.0	100.0	

Budget

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	50.0	50.0	50.0
	4.00	2	50.0	50.0	100.0
	Total	4	100.0	100.0	

Believe

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.67	1	25.0	25.0	25.0
	3.00	1	25.0	25.0	50.0
	3.67	2	50.0	50.0	100.0
	Total	4	100.0	100.0	

Statistics

		Technology	Ability to Adapt	Openness	People (Human Resource)	Budget	Believe
N	Valid	421	421	421	421	421	421
	Missing	0	0	0	0	0	0
Mean		3.5707	3.4567	3.4561	3.1650	2.8741	3.0340

Frequency Table

Technology

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	.7	.7	.7
	1.50	1	.2	.2	1.0
	1.75	1	.2	.2	1.2
	2.00	6	1.4	1.4	2.6
	2.25	9	2.1	2.1	4.8
	2.50	11	2.6	2.6	7.4
	2.75	21	5.0	5.0	12.4
	3.00	50	11.9	11.9	24.2
	3.25	49	11.6	11.6	35.9
	3.50	64	15.2	15.2	51.1
	3.75	63	15.0	15.0	66.0
	4.00	62	14.7	14.7	80.8
	4.25	41	9.7	9.7	90.5
	4.50	22	5.2	5.2	95.7
	4.75	5	1.2	1.2	96.9
	5.00	13	3.1	3.1	100.0
	Total	421	100.0	100.0	

Ability to Adapt

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.2	.2	.2
	1.25	1	.2	.2	.5
	1.50	2	.5	.5	1.0
	1.75	4	1.0	1.0	1.9
	2.00	3	.7	.7	2.6
	2.25	7	1.7	1.7	4.3
	2.50	16	3.8	3.8	8.1
	2.75	20	4.8	4.8	12.8
	3.00	68	16.2	16.2	29.0
	3.25	75	17.8	17.8	46.8
	3.50	63	15.0	15.0	61.8
	3.75	64	15.2	15.2	77.0
	4.00	46	10.9	10.9	87.9
	4.25	18	4.3	4.3	92.2
	4.50	11	2.6	2.6	94.8
	4.75	8	1.9	1.9	96.7
	5.00	14	3.3	3.3	100.0
Total		421	100.0	100.0	

Openness

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	1.00	1	.2	.2	.2
	1.25	1	.2	.2	.5
	1.50	1	.2	.2	.7
	1.75	2	.5	.5	1.2
	2.00	8	1.9	1.9	3.1
	2.25	11	2.6	2.6	5.7
	2.50	10	2.4	2.4	8.1
	2.75	28	6.7	6.7	14.7
	3.00	80	19.0	19.0	33.7
	3.25	58	13.8	13.8	47.5
	3.50	52	12.4	12.4	59.9
	3.75	44	10.5	10.5	70.3
	4.00	63	15.0	15.0	85.3
	4.25	32	7.6	7.6	92.9
	4.50	15	3.6	3.6	96.4
	4.75	4	1.0	1.0	97.4
	5.00	11	2.6	2.6	100.0
Total		421	100.0	100.0	

People (Human Resource)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.2	.2	.2
	1.25	1	.2	.2	.5
	1.63	1	.2	.2	.7

1.75	2	.5	.5	1.2
1.88	1	.2	.2	1.4
2.00	4	1.0	1.0	2.4
2.13	9	2.1	2.1	4.5
2.25	4	1.0	1.0	5.5
2.38	10	2.4	2.4	7.8
2.50	20	4.8	4.8	12.6
2.63	21	5.0	5.0	17.6
2.75	23	5.5	5.5	23.0
2.88	46	10.9	10.9	34.0
3.00	62	14.7	14.7	48.7
3.13	38	9.0	9.0	57.7
3.25	30	7.1	7.1	64.8
3.38	27	6.4	6.4	71.3
3.50	30	7.1	7.1	78.4
3.63	21	5.0	5.0	83.4
3.75	12	2.9	2.9	86.2
3.88	14	3.3	3.3	89.5
4.00	16	3.8	3.8	93.3
4.13	7	1.7	1.7	95.0
4.25	10	2.4	2.4	97.4
4.38	1	.2	.2	97.6
4.50	3	.7	.7	98.3

4.75	1	.2	.2	98.6
5.00	6	1.4	1.4	100.0
Total	421	100.0	100.0	

Budget

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	23	5.5	5.5	5.5
	1.50	22	5.2	5.2	10.7
	2.00	47	11.2	11.2	21.9
	2.50	55	13.1	13.1	34.9
	3.00	172	40.9	40.9	75.8
	3.50	35	8.3	8.3	84.1
	4.00	49	11.6	11.6	95.7
	4.50	4	1.0	1.0	96.7
	5.00	14	3.3	3.3	100.0
Total		421	100.0	100.0	

Believe

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	9	2.1	2.1	2.1
	1.33	5	1.2	1.2	3.3
	1.67	17	4.0	4.0	7.4
	2.00	24	5.7	5.7	13.1
	2.33	33	7.8	7.8	20.9

2.67	44	10.5	10.5	31.4
3.00	136	32.3	32.3	63.7
3.33	51	12.1	12.1	75.8
3.67	30	7.1	7.1	82.9
4.00	48	11.4	11.4	94.3
4.33	11	2.6	2.6	96.9
4.67	5	1.2	1.2	98.1
5.00	8	1.9	1.9	100.0
Total	421	100.0	100.0	

