

LAMPIRAN 1

KUISIONER

“Pengaruh Disiplin, Kompensasi dan Motivasi terhadap Kinerja Kerja Karyawan CV. Flexible Cipta Artha”

IDENTITAS RESPONDEN

Mohon Bapak/Ibu untuk mengisi nama, unit kerja, jenis kelamin, usia, pendidikan terakhir, dan lama bekerja di CV. Flexible Cipta Artha pada tempat yang tersedia.

Nama (*boleh tidak diisi*) :

Unit Kerja :

Jenis Kelamin :

Usia :

Pendidikan Terakhir :

Lama Bekerja : 1-2 tahun 2-3 tahun > 4 tahun

Kisaran Gaji : 1-2 juta 2-3 juta > 3 juta

PETUNJUK PENGISIAN KUISIONER

Bapak/Ibu dimohon memberi tanda centang (√) pada kolom yang tersedia sesuai dengan keadaan yang sebenarnya Anda alami pada masing-masing pernyataan yang ada pada keterangan berikut:

STS : Sangat Tidak Setuju
TS : Tidak Setuju
KS : Kurang Setuju
S : Setuju
SS : Sangat Setuju

No	Pernyataan	Jawaban				
		STS	TS	KS	S	SS
DISIPLIN KERJA						
1	Saya melaksanakan pekerjaan tepat pada waktu yang ditentukan					
2	Saya melakukan pekerjaan sesuai dengan prasarana					
3	Saya melakukan pekerjaan dengan penuh tanggung jawab					
4	Saya patuh dan taat pada aturan yang berlaku					

KOMPENSASI					
5	Saya menerima gaji sesuai hak saya yang berlandaspada prinsip keadilan				
6	Saya layak menerima gaji sesuai hasil pekerjaan saya				
7	Saya menerima gaji sewajarnya sesuai hasil pekerjaan saya				
MOTIVASI KERJA					
8	Saya senang karena saya dihargai oleh pihak perusahaan				
9	Saya bekerja keras untuk kemajuan perusahaan				
10	Saya memiliki semangat juang yang tinggi dalam bekerja				
KINERJA KARYAWAN					
11	Saya melakukan pekerjaan sesuai kualitas yang ditetapkan				
12	Saya melakukan pekerjaan sesuai jumlah sesuai jumlah pekerjaan yang diberikan kepada saya				
13	Saya melaksanakan tugas sesuai waktu yang ditetapkan				
14	Saya bertanggung jawab atas pekerjaan yang diberikan kepada saya				

LAMPIRAN 2.

1. Data Jawaban Responden Mengenai Disiplin

Responden	Pernyataan				Total
	X1.1	X1.2	X1.3	X1.4	
1	4	5	5	4	18
2	4	5	5	4	18
3	4	3	5	4	16
4	4	3	5	4	13
5	4	3	4	3	14
6	4	3	5	3	16
7	4	3	5	3	16
8	4	2	5	2	16
9	4	1	5	2	14
10	4	3	5	4	14
11	3	3	4	4	14
12	3	3	4	4	15
13	3	3	4	3	13
14	3	3	5	3	14
15	3	3	4	3	13
16	3	4	5	4	15
17	2	3	4	4	13
18	2	4	4	4	12
19	2	2	3	1	11
20	2	3	4	1	10
21	2	1	3	2	8
22	2	1	3	2	8
23	2	1	3	2	8
24	1	2	3	1	7
25	1	1	4	1	8
26	1	3	4	1	10
27	2	2	4	3	8
28	2	1	4	3	9
29	2	1	3	2	9
30	1	2	3	2	7
31	1	3	5	3	7
32	1	3	2	3	9
33	2	3	2	3	9
34	2	1	4	2	11
35	3	1	5	2	13
36	3	2	5	3	12
37	3	2	4	3	11
38	3	3	3	2	10
39	2	3	4	3	8

40	2	1	4	2	8
41	2	2	3	2	11
42	3	4	3	2	12
43	3	5	3	2	12
44	3	3	4	2	9
45	3	2	5	2	10
46	2	3	5	2	12
47	2	3	4	2	13
48	2	3	3	2	12
49	2	1	3	2	12
50	2	1	3	1	12
Jumlah	124	121	193	124	580
$\bar{XPs} - p$	2.48	2.42	3.86	2.48	2.9
$\frac{((\bar{XPs} - p/5) \times 100\%)}{}$	49.6	48.4	77.2	49.6	56.2

2. Data Jawaban Responden Mengenai Kompensasi

Responden	Pernyataan			Total
	X2.1	X2.2	X2.3	
1	5	5	4	14
2	5	5	4	14
3	4	5	4	13
4	3	4	4	11
5	4	4	4	12
6	3	5	4	12
7	3	5	4	12
8	3	5	4	12
9	3	4	4	11
10	3	4	4	11
11	3	4	3	10
12	3	5	3	11
13	3	4	3	10
14	3	5	3	11
15	3	4	3	10
16	3	5	3	11
17	2	5	2	9
18	1	5	2	8
19	3	4	2	9
20	3	3	2	8
21	1	3	2	6
22	1	3	2	6
23	1	3	2	6
24	1	3	1	5
25	2	3	1	6
26	3	4	1	8
27	1	3	2	6
28	1	4	2	7
29	2	3	2	7
30	2	3	1	6
31	1	4	1	6
32	3	4	1	8
33	1	4	2	7
34	1	5	2	8
A35	2	5	3	10
36	2	4	3	9
37	2	4	3	9
38	1	4	3	8
39	1	3	2	6
40	2	3	2	7
41	3	3	2	8

42	3	4	3	10
43	3	5	3	11
44	3	2	3	8
45	3	2	3	8
46	4	3	2	9
47	5	3	2	10
48	3	4	2	9
49	2	5	2	9
50	3	5	2	10
Jumlah	126	198	128	452
$\bar{XPs} - p$	2.52	3.96	2.56	3.01
$\overline{((\bar{XPs} - p/5) \times 100\%)}$	50.4	79.2	51.2	60.3

3. Data Jawaban Responden Mengenai Motivasi

Responden	Pernyataan			Total
	X2.1	X2.2	X2.3	
1	5	5	4	14
2	5	5	4	14
3	5	5	4	14
4	5	5	5	15
5	5	5	5	15
6	5	5	5	15
7	3	4	5	12
8	4	4	5	13
9	4	4	4	12
10	4	4	4	12
11	4	4	4	12
12	3	4	3	10
13	3	3	2	8
14	3	3	2	8
15	3	3	3	9
16	3	3	3	9
17	3	3	3	9
18	3	3	3	9
19	3	3	3	9
20	3	3	3	9
21	2	4	3	9
22	2	4	3	9
23	2	4	3	9
24	2	4	3	9
25	1	3	2	6
26	2	3	1	6
27	2	2	1	5
28	2	3	1	6
29	2	3	3	8
30	3	4	3	10
31	3	2	3	8
32	3	4	3	10
33	3	2	3	8
34	3	2	4	9
35	3	2	4	9
36	3	4	4	11
37	3	5	3	11
38	3	5	3	11
39	4	5	3	12
40	4	5	2	11
41	4	3	3	10

42	3	3	3	9
43	3	3	3	9
44	3	4	3	10
45	4	4	3	11
46	4	5	3	12
47	3	5	3	11
48	3	4	2	9
49	3	2	2	7
50	3	2	2	7
Jumlah	151	173	148	500
$\bar{XPs} - p$	3.02	3.46	2.96	3.33
$\frac{((\bar{XPs} - p/5) \times 100\%)}{}$	60.4	69.2	59.2	62.9

4. Data Jawaban Responden Mengenai Kinerja

Responden	Pernyataan				Total
	X3.1	X3.2	X3.3	X3.4	
1	5	5	4	4	18
2	5	5	4	4	18
3	5	5	4	4	18
4	5	5	5	4	19
5	5	5	5	4	19
6	5	5	5	4	19
7	3	4	5	4	16
8	4	4	5	4	17
9	4	4	4	4	16
10	4	4	4	4	16
11	4	4	4	3	15
12	3	4	3	3	13
13	3	3	2	3	11
14	3	3	2	3	11
15	3	3	3	3	12
16	3	3	3	3	12
17	3	3	3	2	11
18	3	3	3	2	11
19	3	3	3	2	11
20	3	3	3	2	11
21	2	4	3	2	11
22	2	4	3	2	11
23	2	4	3	2	11
24	2	4	3	1	10
25	1	3	2	1	7
26	2	3	1	1	7
27	2	2	1	2	7
28	2	3	1	2	8
29	2	3	3	2	10
30	3	4	3	1	11
31	3	2	3	1	9
32	3	4	3	1	11
33	3	2	3	2	10
34	3	2	4	2	11
35	3	2	4	3	12
36	3	4	4	3	14
37	3	5	3	3	14
38	3	5	3	3	14
39	4	5	3	2	14
40	4	5	2	2	13
41	4	3	3	2	12

42	3	3	3	3	12
43	3	3	3	3	12
44	3	4	3	3	13
45	4	4	3	3	14
46	4	5	3	2	14
47	3	5	3	2	13
48	3	4	2	2	11
49	3	2	2	2	9
50	3	2	2	2	9
Jumlah	156	178	152	124	628
$\bar{XPs} - p$	3.12	3.56	3.04	2.48	3.14
$\frac{(\bar{XPs} - p/5) \times 100\%}{}$	62.4	71.2	60.8	49.6	61

LAMPIRAN 3

Karakteristik responden

1. Unit kerja

		Unit Kerja			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manager	2	4.0	4.0	4.0
	Kepala Bagian	3	6.0	6.0	10.0
	Admin Gudang	4	8.0	8.0	18.0
	Arsitek	3	6.0	6.0	24.0
	Kelistrikan	6	12.0	12.0	36.0
	Mandor	2	4.0	4.0	40.0
	Tukang	30	60.0	60.0	100.0
	Total	50	100.0	100.0	

2. Pendidikan Terakhir

		Pendidikan Terakhir			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	9	18.0	18.0	18.0
	SMA	14	28.0	28.0	46.0
	SMP	17	34.0	34.0	80.0
	SD	10	20.0	20.0	100.0
	Total	50	100.0	100.0	

3. Lama bekerja

		Lama Bekerja			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-2 tahun	14	28.0	28.0	28.0
	2-3 tahun	27	54.0	54.0	82.0
	>4 tahun	9	18.0	18.0	100.0
	Total	50	100.0	100.0	

4. Besar

Gaji

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-2 juta	33	66.0	66.0	66.0
	2-3 juta	8	16.0	16.0	82.0
	> 3 juta	9	18.0	18.0	100.0
	Total	50	100.0	100.0	

LAMPIRAN 4
PENGOLAHAN SPSS
UJI VALIDITAS

1. Uji validitas disiplin

		Correlations				
		X1	X2	X3	X4	Total
X1	Pearson Correlation	1	.356*	.588**	.504**	.847**
	Sig. (2-tailed)		.011	<.001	<.001	<.001
	N	50	50	50	50	50
X2	Pearson Correlation	.356*	1	.210	.511**	.544**
	Sig. (2-tailed)	.011		.144	<.001	<.001
	N	50	50	50	50	50
X3	Pearson Correlation	.588**	.210	1	.418**	.556**
	Sig. (2-tailed)	<.001	.144		.003	<.001
	N	50	50	50	50	50
X4	Pearson Correlation	.504**	.511**	.418**	1	.509**
	Sig. (2-tailed)	<.001	<.001	.003		<.001
	N	50	50	50	50	50
Total	Pearson Correlation	.847**	.544**	.556**	.509**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	
	N	50	50	50	50	50

*. Correlation is significant at the 0.05 level (2-tailed).

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

2. Uji validitas Kompensasi

Correlations

		X1	X2	X3	Total
X1	Pearson Correlation	1	.210	.511**	.789**
	Sig. (2-tailed)		.144	<.001	<.001
	N	50	50	50	50
X2	Pearson Correlation	.210	1	.418**	.669**
	Sig. (2-tailed)	.144		.003	<.001
	N	50	50	50	50
X3	Pearson Correlation	.511**	.418**	1	.835**
	Sig. (2-tailed)	<.001	.003		<.001
	N	50	50	50	50
Total	Pearson Correlation	.789**	.669**	.835**	1
	Sig. (2-tailed)	<.001	<.001	<.001	
	N	50	50	50	50

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

3. Uji validitas Motivasi

Correlations

		X1	X2	X3	Total
X1	Pearson Correlation	1	.540**	.639**	.867**
	Sig. (2-tailed)		<.001	<.001	<.001
	N	50	50	50	50
X2	Pearson Correlation	.540**	1	.436**	.798**
	Sig. (2-tailed)	<.001		.002	<.001
	N	50	50	50	50
X3	Pearson Correlation	.639**	.436**	1	.831**
	Sig. (2-tailed)	<.001	.002		<.001
	N	50	50	50	50
Total	Pearson Correlation	.867**	.798**	.831**	1
	Sig. (2-tailed)	<.001	<.001	<.001	
	N	50	50	50	50

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

4. Uji validitas Kinerja

		Correlations				
		X1	X2	X3	X4	Total
X1	Pearson Correlation	1	.285*	.639**	.687**	.830**
	Sig. (2-tailed)		.045	<.001	<.001	<.001
	N	50	50	50	50	50
X2	Pearson Correlation	.285*	1	.289*	.418**	.615**
	Sig. (2-tailed)	.045		.042	.003	<.001
	N	50	50	50	50	50
X3	Pearson Correlation	.639**	.289*	1	.669**	.832**
	Sig. (2-tailed)	<.001	.042		<.001	<.001
	N	50	50	50	50	50
X4	Pearson Correlation	.687**	.418**	.669**	1	.881**
	Sig. (2-tailed)	<.001	.003	<.001		<.001
	N	50	50	50	50	50
Total	Pearson Correlation	.830**	.615**	.832**	.881**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	
	N	50	50	50	50	50

*. Correlation is significant at the 0.05 level (2-tailed).

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

UJI RELIABILITAS

1. Uji Reliabilitas Disiplin

Reliability Statistics

Cronbach's Alpha	N of Items
.745	4

2. Uji Reliabilitas Kompensasi

Reliability Statistics

Cronbach's Alpha	N of Items
.643	3

3. Uji Reliabilitas Motivasi

Reliability Statistics

Cronbach's Alpha	N of Items
.776	3

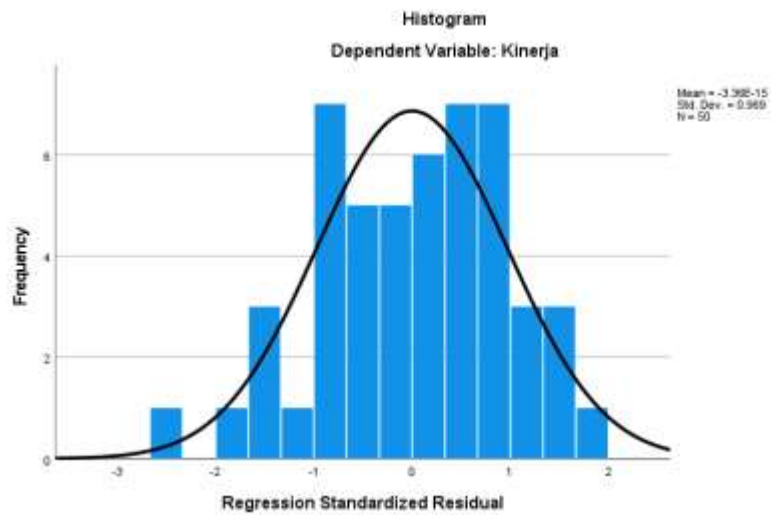
4. Uji Reliabilitas Kinerja

Reliability Statistics

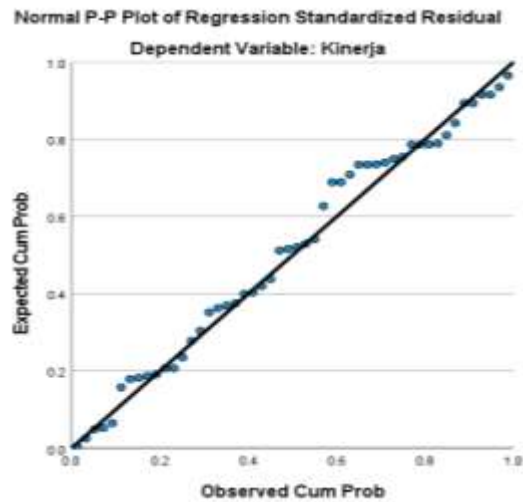
Cronbach's Alpha	N of Items
.802	4

UJI ASUMSI KLASIK

1. Uji normalitas



2. Uji Linearitas



Variabel Disiplin

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Disiplin	Between Groups	(Combined)	283.706	10	28.371	5.304	<.001
		Linearity	229.879	1	229.879	42.975	<.001
		Deviation from Linearity	53.826	9	5.981	1.118	.373
Within Groups			208.614	39	5.349		
Total			492.320	49			

Variabel Kompensasi

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Kompensasi	Between Groups	(Combined)	302.866	9	33.652	7.105	<.001
		Linearity	255.875	1	255.875	54.024	<.001
		Deviation from Linearity	46.991	8	5.874	1.240	.302
Within Groups			189.454	40	4.736		
Total			492.320	49			

Variabel Motivasi

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Motivasi	Between Groups	(Combined)	473.753	10	47.375	99.514	<.001
		Linearity	470.222	1	470.222	987.720	<.001
		Deviation from Linearity	3.531	9	.392	.824	.598
Within Groups			18.567	39	.476		
Total			492.320	49			

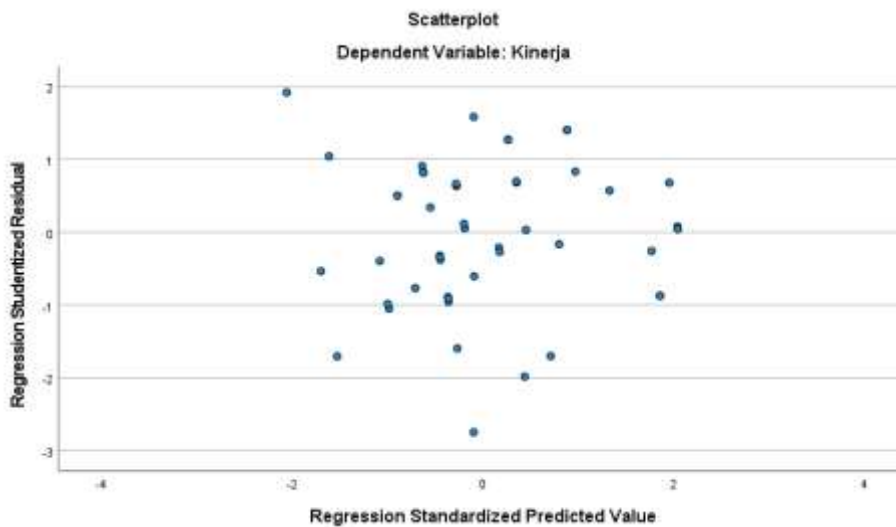
3. Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1.116	.321		-3.478	.001		
	Disiplin	.008	.092	.008	.088	.930	.644	1.554
	Kompensasi	.260	.125	.185	2.089	.042	.601	1.664
	Motivasi	1.123	.036	.859	31.024	<.001	.617	1.620

a. Dependent Variable: Kinerja

4. Uji Heteroskedastisitas



UJI REGRESI LINEAR BERGANDA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.116	.321		-3.478	.001
	Disiplin	.008	.092	.008	.088	.930
	Kompensasi	.260	.125	.185	2.089	.042
	Motivasi	1.123	.036	.859	31.024	<.001

a. Dependent Variable: Kinerja

UJI HIPOTESIS

1. Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.116	.321		-3.478	.001
	Disiplin	.008	.092	.008	.088	.930
	Kompensasi	.260	.125	.185	2.089	.042
	Motivasi	1.123	.036	.859	31.024	<.001

a. Dependent Variable: Kinerja

2. Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.816	3	.534	6.889	<.001 ^b
	Residual	10.719	46	.233		
	Total	4.923	49			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Motivasi, Disiplin, Kompensasi

Tabel r

DISTRIBUSI NILAI r_{tabel} SIGNIFIKANSI 5% dan 1%

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263
25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	0.361	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091
36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081

Tabel t

Titik Persentase Distribusi t (df = 41 – 80)

df \ Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096

Tabel 1

Titik Persentase Distribusi F untuk Probabilita = 0,05

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