

BAB V

PENUTUP

A. Kesimpulan

Dalam hasil penelitian juga pembahsan dari bab yang lebih dahulu, maka penulis mampu menyimpulkan bahwa terdapat pengaruh Promosi Jabatan, Pengembangan Karir dan Lingkungan Kerja secara bersama-sama terhadap Kepuasan Kerja Karyawan pada PT. Mutiara Maju Setia yaitu :

1. Kesimpulan Umum

a. Promosi Jabatan

Dari analisis penelitian dan dari hasil kuesioner disebarkan oleh penulis dengan jumlah sampel 104 orang responden mengemukakan bahwa pengaruh promosi jabatan yang terjadi ialah sangat baik sehingga memiliki ikatan yang signifikan terhadap kepuasan kerja karyawan.

b. Pengembangan Karir

Dari analisis penelitian dan dari hasil kuesioner yang disebarkan oleh penulis dengan jumlah sampel 104 orang responden mengemukakan bahwa pengaruh pengembangan karir yang terjadi ialah sangat baik sehingga memiliki ikatan yang signifikan terhadap kepuasan kerja karyawan.

c. Lingkungan Kerja

Dari analisis penelitian dan dari hasil kuesioner yang disebarakan oleh penulis dengan jumlah sampel 104 orang responden mengemukakan yaitu pengaruh lingkungan kerja yang ada sangat kuat dan memiliki ikatan yang signifikan terhadap kepuasan kerja karyawan.

d. Kepuasan Kerja

Dari analisis penelitian dan hasil dari kuesioner yang disebarakan oleh penulis dengan jumlah sampel 104 orang responden mengemukakan bahwa pengaruh promosi jabatan yang ada ialah sangat baik dan memiliki ikatan yang signifikan terhadap kepuasan kerja karyawan.

2. Kesimpulan Khusus

1. Kolom *R square* dalam tabel *summary* memperlihatkan hasil koefisien determinasi yang berarti persentase antara pengaruh variabel independen terhadap variabel dependen. Dapat dilihat nilai R^2 pada variabel promosi jabatan yaitu senilai 58,8% sedangkan sisanya ($100\% - 58,8\% = 41,2\%$) yang dipengaruhi dari faktor-faktor lainnya. Nilai R^2 variabel pengembangan karir terhadap kepuasan kerja ialah 64,6% sedangkan sisanya ($100\% - 64,6\% = 35,4\%$) dipengaruhi oleh faktor-faktor lain. Nilai R^2 variabel promosi jabatan, pengembangan karir dan lingkungan kerja

terhadap kepuasan kerja ialah 67,4% sedangkan sisanya ($100\% - 67,4\% = 32,6\%$) yang dipengaruhi dari faktor-faktor lainnya.

2. Menurut pengujian hipotesis untuk variabel promosi jabatan didapatkan nilai thitung $4,379 > 1,98373$, uji hipotesis untuk variabel pengembangan karir diperoleh hasil thitung $3,017 > 1,98373$, uji hipotesis untuk variabel lingkungan kerja didapatkan nilai thitung $2,910 > 1,98373$. Sehingga dapat disimpulkan yaitu nilai thitung lebih besar dari nilai ttabel yang sebagaimana H_0 ditolak dan H_a diterima. Berdasarkan hasil tersebut maka dinyatakan ada pengaruh positif terhadap kepuasan kerja karyawan.
3. Dari hasil penelitian persamaan regresi berganda yaitu $Y = 1,753 + 0,468 X_1 + 0,269 X_2 + 0,260 X_3$, yaitu jika ada kenaikan atau penurunan 1 nilai promosi jabatan sebesar 1 poin, bahwa kepuasan kerja karyawan pada PT. Mutiara Maju Setia akan mengalami kenaikan atau penurunan sebesar 0,468 sedangkan kenaikan atau penurunan 1 nilai pengembangan karir sebesar 1 poin alhasil kepuasan kerja karyawan pada PT. Mutiara Maju Setia akan mengalami kenaikan atau penurunan sebesar 0,269. Dan setiap peningkatan atau penurunan 1 nilai lingkungan kerja sebesar 1 poin, alhasil kepuasan kerja karyawan pada PT. Mutiara Maju Setia akan mengalami peningkatan atau penurunan sebesar 0,260. Pengaruh yang signifikan berarti kenaikan atau penurunan promosi jabatan, pengembangan karir dan lingkungan kerja dapat menaikkan

atau menurunkan kepuasan kerja karyawan pada PT. Mutiara Maju Setia.

B. Implikasi

1. Implikasi Teoritis

Berdasarkan hasil penelitian ini, promosi jabatan, pengembangan karir dan lingkungan kerja ada pengaruh terhadap kepuasan kerja karyawan karena PT. Mutiara Maju Setia sudah memiliki sistem promosi jabatan dan pengembangan karir yang cukup baik, serta lingkungan kerja PT. Mutiara Maju Setia yang nyaman. Akan tetapi perlu diperhatikan terus guna meningkatkan kepuasan kerja karyawan di dalam perusahaan.

2. Implikasi Manajerial

Berdasarkan hasil dari penelitian ini, diharapkan dapat menjadi bahan evaluasi dan pertimbangan agar terciptanya promosi jabatan, pengembangan karir dan lingkungan kerja yang nyaman pada PT. Mutiara Maju Setia sehingga dapat membantu peningkatan kepuasan kerja karyawan.

3. Implikasi Metodologi

Berdasarkan penelitian ini, penulis telah mengumpulkan data dari karyawan PT. Mutiara Maju Setia sebanyak 104 orang responden. Guna memperoleh data dan informasi yang diperlukan penulis untuk membuat pertanyaan dan menyebarkan kuesioner dengan jumlah 40 pertanyaan yang terdiri dari 10 pertanyaan promosi jabatan (X1), 10

pertanyaan pengembangan karir (X2), 10 pertanyaan lingkungan kerja (X3) dan 10 pertanyaan kepuasan kerja (Y).

C. Saran

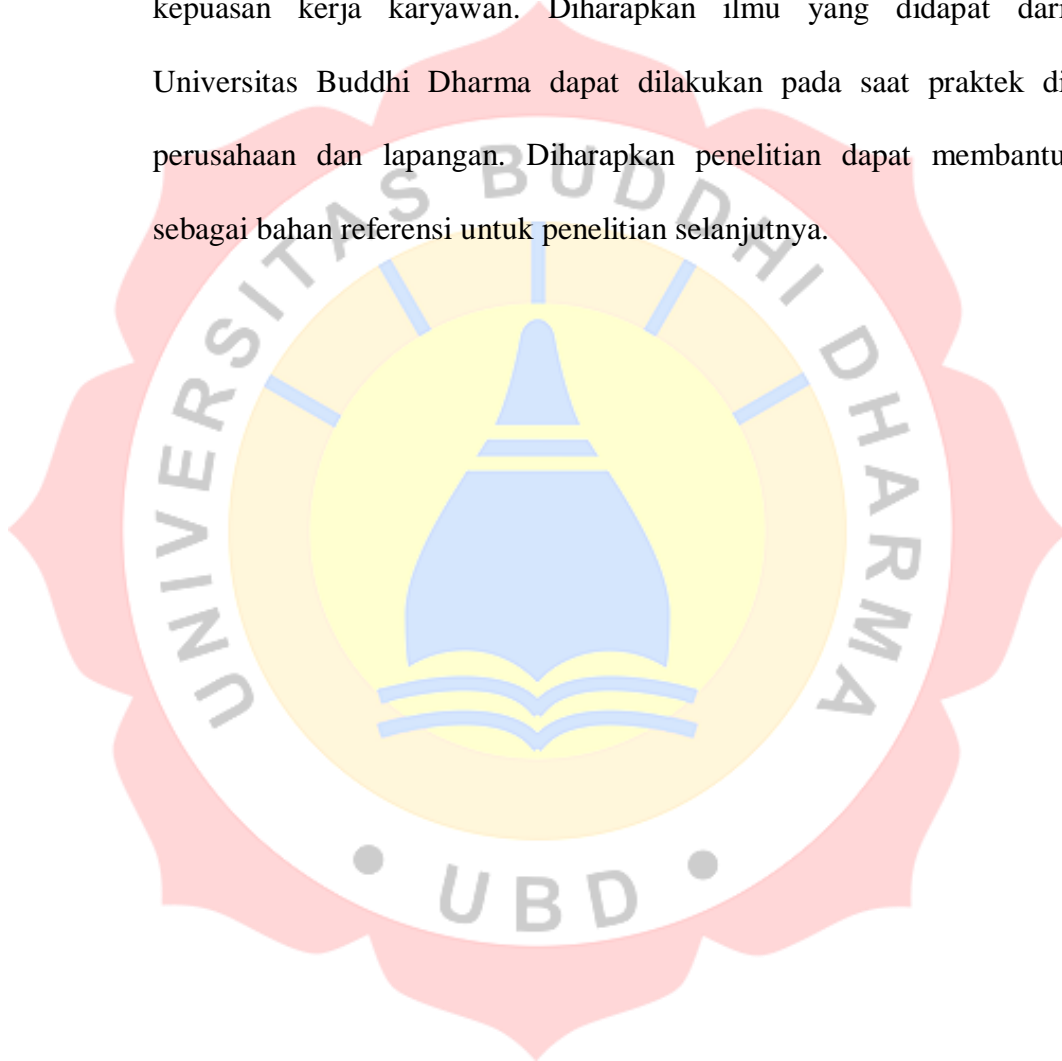
Berlandaskan hasil penelitian ini ialah dapat disimpulkan, bahwa promosi jabatan, pengembangan karir dan lingkungan kerja memiliki pengaruh positif terhadap lingkungan kerja karyawan, maka penulis dapat menyampaikan saran ialah sebagai berikut :

1. Saran Guna Kebijakan Manajerial

- a. Diharapkan PT. Mutiara Maju Setia dapat terus menerapkan dan meningkatkan sistem promosi jabatan dan pengembangan karir yang ada saat ini di perusahaan agar menjamah semua divisi, tidak hanya satu divisi saja, agar kepuasan kerja karyawan di PT. Mutiara Maju Setia dapat meningkat, dengan begitu diharapkan PT. Mutiara Maju Setia akan semakin maju dan berkembang untuk mencapai target dan tujuan perusahaan.
- b. Menurut penelitian ini, lingkungan kerja mempunyai pengaruh positif terhadap kepuasan kerja, maka untuk kedepannya diharapkan perusahaan memberikan lebih banyak kenyamanan dalam lingkungan kerja yang ada, seperti memberikan sanksi terhadap karyawan yang terlambat datang, supaya tidak ada kecemburuan sosial terhadap karyawan lainnya, agar dapat meningkatkan kepuasan kerja karyawan sehingga karyawan pun dapat bekerja secara maksimal.

2. Saran Guna Pengembangan Ilmu

Dari hasil penelitian ini diharapkan dapat bermanfaat dan membantu menambah pengetahuan serta memperdalam wawasan mengenai promosi jabatan, pengembangan karir dan lingkungan kerja terhadap kepuasan kerja karyawan. Diharapkan ilmu yang didapat dari Universitas Buddhi Dharma dapat dilakukan pada saat praktek di perusahaan dan lapangan. Diharapkan penelitian dapat membantu sebagai bahan referensi untuk penelitian selanjutnya.



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DAFTAR RIWAYAT HIDUP

Identitas Pribadi

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2016 – 2018 : PT. Sinar Gemilang Perkasa
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SURAT KETERANGAN

No : 025/HRD-MMS/VII/2022

Yang bertanda tangan dibawah ini :

Nama : Michael Setiawan

Jabatan : Manager

Menerangkan dengan sesungguhnya bahwa :

Nama : Sinthiana Monica Septiani

Nim : 20180500147

Universitas : Universitas Buddhi Dharma

Bahwa mahasiswa yang bersangkutan diatas benar telah melakukan penelitian di PT. Mutiara Maju Setia, dengan judul yaitu **PENGARUH PROMOSI JABATAN, PENGEMBANGAN KARIR DAN LINGKUNGAN KERJA TERHADAP KEPUSAN KERJA KARYAWAN PADA PT. MUTIARA MAJU SETIA.**

Adapun penelitian dan riset tersebut dilakukan untuk keperluan skripsi.

Demikian surat keterangan ini diberikan kepada yang bersangkutan untuk dapat dipergunakan sebagaimana mestinya.

Tangerang, 04 Juli 2022



Michael Setiawan
Manager

KUESIONER

Kepada Yth.

Responden PT. Mutiara Maju Setia

Dalam rangka menyelesaikan tugas akhir skripsi di Universitas Buddhi Dharma (UBD) yang berjudul **“Pengaruh Promosi Jabatan, Pengembangan Karir dan Lingkungan Kerja Terhadap Kepuasan Kerja pada PT. Mutiara Maju Setia”**, dimohon kesediaan Bapak/Ibu, Saudara/I untuk mengisi setiap pertanyaan kuesioner dibawah ini dengan sejujur-jujurnya sesuai persepsi masing-masing mengenai setiap pertanyaan yang tersedia. Setiap jawaban yang Bapak/Ibu, Saudara/I berikan akan sangat bermanfaat bagi penulis dalam menyelesaikan skripsi ini.

Atas waktu dan kesediaannya dalam mengisi kuesioner ini, saya ucapkan terima kasih.

PETUNJUK PENGISIAN

Untuk mengisi daftar pertanyaan ini, berilah tanda centang (✓) pada pilihan jawaban yang paling tepat dikolom yang telah disediakan.

Keterangan jawaban :

- | | |
|------------------------------|-----|
| 1. SS (Sangat Setuju) | : 5 |
| 2. S (Setuju) | : 4 |
| 3. KS (Kurang Setuju) | : 3 |
| 4. TS (Tidak Setuju) | : 2 |
| 5. STS (Sangat Tidak Setuju) | : 1 |

DATA RESPONDEN

- | | | |
|-----------------------|---|--|
| 1. Nama | : | |
| 2. Jenis Kalamain | : Pria (<input type="checkbox"/>) | Wanita (<input type="checkbox"/>) |
| 3. Usia | : (<input type="checkbox"/>) ≤ 25 tahun | (<input type="checkbox"/>) 31-35 tahun |
| | (<input type="checkbox"/>) 26-30 tahun | (<input type="checkbox"/>) ≥ 36 tahun |
| 4. Tingkat Pendidikan | : (<input type="checkbox"/>) SD-SMA | (<input type="checkbox"/>) S1 |
| | (<input type="checkbox"/>) D1-D3 | (<input type="checkbox"/>) S2 |

Tanda Tangan Responden

Variabel : Promosi Jabatan (X1)

| NO | Pertanyaan | SS | S | KS | TS | STS |
|----|---|----|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1 | Pemimpin memberikan promosi jabatan atas dasar jasa yang diberikan karyawan untuk perusahaan. | | | | | |
| 2 | Pemimpin memberikan promosi jabatan atas dasar masa kerja karyawan. | | | | | |
| 3 | Saya harus memiliki kemampuan yang lebih tinggi agar bisa bekerja lebih baik dalam perusahaan. | | | | | |
| 4 | Saya akan merasa di hargai jika perusahaan memberikan penghargaan atas apa yang saya kerjakan selama bekerja diperusahaan. | | | | | |
| 5 | Saya memiliki inisiatif yang tinggi tanpa perlu diberikan intruksi. | | | | | |
| 6 | Saya akan senang jika perusahaan memberikan promosi (kenaikan jabatan) secara rutin. | | | | | |
| 7 | Saya melakukan pekerjaan dengan baik dan benar agar pencapaian prestasi dapat diraih. | | | | | |
| 8 | Saya harus memberikan dukungan dan kepatuhan yang konstan kepada perusahaan agar perusahaan dapat lebih berkembang. | | | | | |
| 9 | Saya harus mempunyai tanggung jawab yang tinggi sehingga dapat bersikap dengan tepat dalam menyelesaikan permasalahan diperusahaan. | | | | | |
| 10 | Saya harus memiliki kejujuran yang tinggi dalam melakukan pekerjaan, agar dapat dipercaya oleh rekan maupun atasan. | | | | | |

Variabel : Pengembangan Karir (X2)

| NO | Pertanyaan | SS | S | KS | TS | STS |
|----|---|----|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1 | Pengembangan karir sangat membantu pencapaian tujuan individu. | | | | | |
| 2 | Karyawan akan lebih menyadari potensinya dan bekerja secara optimal. | | | | | |
| 3 | Hubungan karyawan dengan perusahaan akan terjalin secara baik, jika saling menguntungkan. | | | | | |
| 4 | Dengan adanya pengembangan karir, resiko terjadinya <i>turn over</i> akan berkurang. | | | | | |
| 5 | Perusahaan memberikan kesempatan untuk bertumbuh melalui pendidikan dan pelatihan. | | | | | |
| 6 | Perusahaan memberikan saya fleksibilitas waktu dalam melaksanakan pendidikan untuk mengembangkan pengetahuan. | | | | | |
| 7 | Perusahaan memberikan saya kesempatan serta peluang untuk mengembangkan karir melalui pelatihan. | | | | | |
| 8 | Perusahaan melakukan mutasi kerja agar skill karyawan dapat terlihat dan berkembang dengan baik. | | | | | |
| 9 | Setiap karyawan mendapatkan kesempatan yang sama dalam setiap promosi jabatan. | | | | | |
| 10 | Masa kerja menjadi salah satu tolak ukur untuk pengembangan karir di perusahaan. | | | | | |

Variabel : Lingkungan Kerja (X3)

| NO | Pertanyaan | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1 | Penerangan yang kurang baik dapat mempengaruhi pekerjaan saya. | | | | | |
| 2 | Temperatur udara ditempat saya bekerja sudah cukup sejuk. | | | | | |
| 3 | Kondisi kelembaban udara diruangan saya sudah cukup baik. | | | | | |
| 4 | Sirkulasi udara yang buruk akan berdampak pada kesehatan karyawan. | | | | | |
| 5 | Kebisingan dapat mengurangi kenyamanan dalam bekerja. | | | | | |
| 6 | Getaran mekanis dapat mengurangi ketidakfokusan dalam bekerja. | | | | | |
| 7 | Bau-bauan diruangan bekerja dapat mempengaruhi konsentrasi saya. | | | | | |
| 8 | Memutar musik dalam bekerja dapat menambah semangat dalam bekerja | | | | | |
| 9 | Dekorasi di ruangan saya sudah cukup nyaman . | | | | | |
| 10 | Keamanan ditempat kerja saya sudah cukup baik. | | | | | |

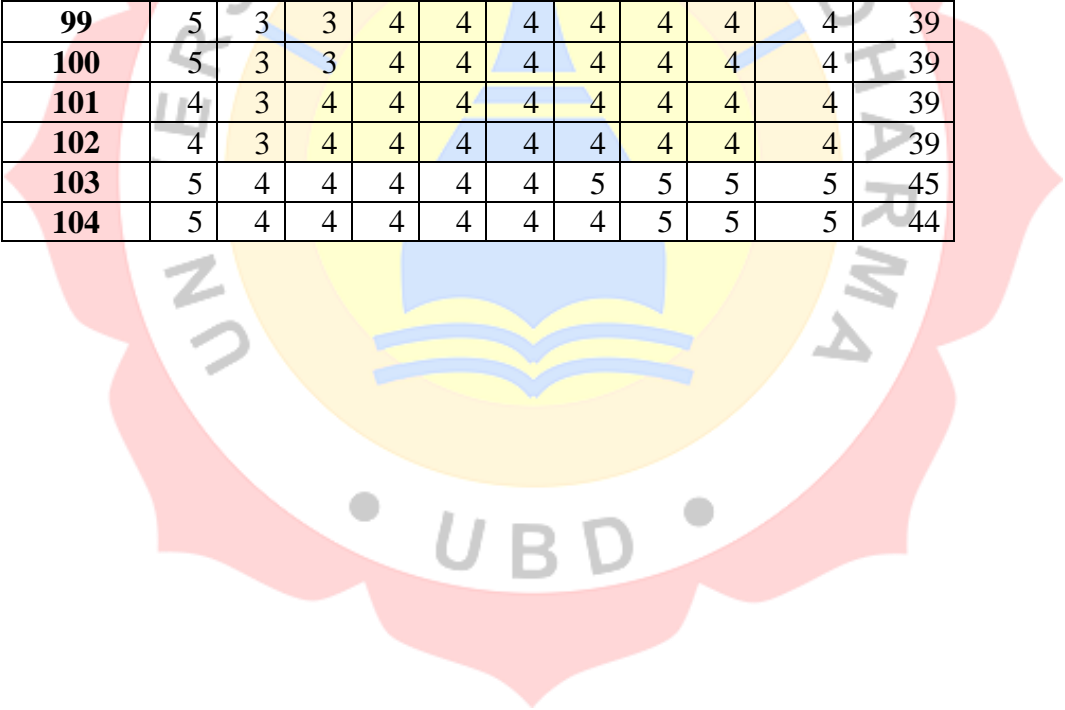
Variabel : Kepuasan Kerja (Y)

| NO | Pertanyaan | SS | S | KS | TS | STS |
|----|---|----|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1 | Saya akan merasa puas jika perusahaan memberikan gaji sesuai dengan pekerjaan saya. | | | | | |
| 2 | Saya akan merasa aman ketika perusahaan memperhatikan keselamatan dalam bekerja. | | | | | |
| 3 | Saya akan senang jika mendapatkan kesempatan untuk maju di dalam perusahaan. | | | | | |
| 4 | Perusahaan tempat saya bekerja sudah memiliki manajemen yang baik. | | | | | |
| 5 | Saya merasa puas karena pengawasan yang diberikan perusahaan cukup baik. | | | | | |
| 6 | Pekerjaan saya sudah sesuai dengan deskripsi pekerjaan. | | | | | |
| 7 | Saya sangat senang dengan pekerjaan yang diberikan kepada saya. | | | | | |
| 8 | Pekerjaan yang diberikan sudah sesuai dengan kemampuan saya. | | | | | |
| 9 | Saya merasa puas dengan kondisi pekerjaan dan rekan kerja yang positif. | | | | | |
| 10 | Saya harus disiplin dalam bekerja agar memberikan hasil yang baik. | | | | | |

Lampiran 2

| Variabel | Promosi Jabatan (X1) | | | | | | | | | | Total |
|----------|----------------------|----|----|----|----|----|----|----|----|-----|-------|
| No | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | (X1) |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 6 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 11 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 15 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 18 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 19 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 20 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 21 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 22 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 23 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 26 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 27 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 28 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 29 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 31 | 5 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 32 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 33 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 34 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 35 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 36 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 38 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |

| | | | | | | | | | | | |
|------------|---|---|---|---|---|---|---|---|---|---|----|
| 82 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 83 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 84 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 85 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 86 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 88 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 89 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 90 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 91 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 93 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 94 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 95 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 96 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 97 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 98 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 99 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 100 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 101 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 102 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 103 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 104 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |



| | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 37 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 42 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 40 |
| 47 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 41 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 50 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 51 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 53 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 42 |
| 54 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 55 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 56 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 57 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 60 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 62 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 63 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 64 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 65 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 66 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 67 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 70 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 73 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 74 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |

| | | | | | | | | | | | |
|------------|---|---|---|---|---|---|---|---|---|---|----|
| 75 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 77 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 79 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 80 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 81 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 83 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 84 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 85 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 86 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 88 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 90 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 91 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 93 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 94 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 95 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 96 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 97 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 98 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 99 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 100 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 46 |
| 101 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 102 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 103 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| 104 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |

| | | | | | | | | | | | |
|------------|---|---|---|---|---|---|---|---|---|---|----|
| 85 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 88 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 89 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 90 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 91 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 92 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 93 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 94 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 95 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 96 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 97 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 98 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 99 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 100 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 101 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 102 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 103 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 104 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |



| | | | | | | | | | | | |
|-----------|---|---|---|---|---|---|---|---|---|---|----|
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 44 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 47 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 48 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 53 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 55 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 56 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 57 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 60 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 62 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 47 |
| 66 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 69 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 70 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 71 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 72 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 73 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 46 |

| | | | | | | | | | | | |
|------------|---|---|---|---|---|---|---|---|---|---|----|
| 74 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 75 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 78 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 79 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 80 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 81 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 82 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 83 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 84 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 85 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 88 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 90 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 91 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 92 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 93 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 94 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 95 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 96 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 97 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 98 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 99 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 100 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 101 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 102 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 103 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 104 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |

Tabel Data Responden

| Jenis_Kelamin | | | | |
|----------------------|-----------|---------|---------------|--------------------|
| | Frequency | Percent | Valid Percent | Cumulative Percent |
| Laki-Laki | 58 | 55.8 | 55.8 | 55.8 |
| Perempuan | 46 | 44.2 | 44.2 | 100.0 |
| Total | 104 | 100.0 | 100.0 | |

| Usia | | | | |
|-------------|-----------|---------|---------------|--------------------|
| | Frequency | Percent | Valid Percent | Cumulative Percent |
| ≤ 25 Tahun | 29 | 27.9 | 27.9 | 27.9 |
| 26-30 Tahun | 35 | 33.7 | 33.7 | 61.5 |
| 31-35 Tahun | 28 | 26.9 | 26.9 | 88.5 |
| ≥ 36 Tahun | 12 | 11.5 | 11.5 | 100.0 |
| Total | 104 | 100.0 | 100.0 | |

| Tingkat_Pendidikan | | | | |
|---------------------------|-----------|---------|---------------|--------------------|
| | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SD-SMA | 54 | 51.9 | 51.9 |
| | D1-D3 | 23 | 22.1 | 74.0 |
| | S1 | 27 | 26.0 | 100.0 |
| Total | 104 | 100.0 | 100.0 | |

Tabel Frekuensi Promosi Jabatan (X1)

Promosi Jabatan Atas Dasar Jasa

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 40 | 38.5 | 38.5 | 38.5 |
| | SS | 64 | 61.5 | 61.5 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Promosi Jabatan Atas Dasar Masa Kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 2 | 1.9 | 1.9 | 1.9 |
| | KS | 36 | 34.6 | 34.6 | 36.5 |
| | S | 60 | 57.7 | 57.7 | 94.2 |
| | SS | 6 | 5.8 | 5.8 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Memiliki Kemampuan Lebih Tinggi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | KS | 13 | 12.5 | 12.5 | 12.5 |
| | S | 90 | 86.5 | 86.5 | 99.0 |
| | SS | 1 | 1.0 | 1.0 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Penghargaan Atas Apa Yang Telah Dikerjakan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 99 | 95.2 | 95.2 | 95.2 |
| | SS | 5 | 4.8 | 4.8 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Inisiatif Yang Tinggi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | KS | 5 | 4.8 | 4.8 | 4.8 |
| | S | 88 | 84.6 | 84.6 | 89.4 |
| | SS | 11 | 10.6 | 10.6 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Promosi Jabatan Secara Rutin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 92 | 88.5 | 88.5 | 88.5 |
| | SS | 12 | 11.5 | 11.5 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Pencapaian Prestasi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 87 | 83.7 | 83.7 | 83.7 |
| | SS | 17 | 16.3 | 16.3 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Dukungan dan Kepatuhan Yang Konstan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 79 | 76.0 | 76.0 | 76.0 |
| | SS | 25 | 24.0 | 24.0 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Tanggung Jawab Yang Tinggi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 83 | 79.8 | 79.8 | 79.8 |
| | SS | 21 | 20.2 | 20.2 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Kejujuran Yang Tinggi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 83 | 79.8 | 79.8 | 79.8 |
| | SS | 21 | 20.2 | 20.2 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Tabel Frekuensi Pengembangan Karir (X2)

Promosi Melalui Kemampuan dan Prestasi Kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 40 | 38.5 | 38.5 | 38.5 |
| | SS | 64 | 61.5 | 61.5 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Kesetiaan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | KS | 19 | 18.3 | 18.3 | 18.3 |
| | S | 67 | 64.4 | 64.4 | 82.7 |
| | SS | 18 | 17.3 | 17.3 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Potensi Karyawan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 76 | 73.1 | 73.1 | 73.1 |
| | SS | 28 | 26.9 | 26.9 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Dukungan Dalam Bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 77 | 74.0 | 74.0 | 74.0 |
| | SS | 27 | 26.0 | 26.0 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Pendidikan Dan Pelatihan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 80 | 76.9 | 76.9 | 76.9 |
| | SS | 24 | 23.1 | 23.1 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Fleksibilitas Waktu Dalam Melaksanakan Pendidikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 85 | 81.7 | 81.7 | 81.7 |
| | SS | 19 | 18.3 | 18.3 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Mengembangkan Karir Melalui Pelatihan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | KS | 1 | 1.0 | 1.0 | 1.0 |
| | S | 81 | 77.9 | 77.9 | 78.8 |
| | SS | 22 | 21.2 | 21.2 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Mutasi Kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 91 | 87.5 | 87.5 | 87.5 |
| | SS | 13 | 12.5 | 12.5 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Kesempatan Yang Sama Dalam Promosi Jabatan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 95 | 91.3 | 91.3 | 91.3 |
| | SS | 9 | 8.7 | 8.7 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Masa Kerja Menjadi Tolak Ukur Pengembangan Karir

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | KS | 15 | 14.4 | 14.4 | 14.4 |
| | S | 86 | 82.7 | 82.7 | 97.1 |
| | SS | 3 | 2.9 | 2.9 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Tabel Frekuensi Lingkungan Kerja X(3)

Penerangan Ruangan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 72 | 69.2 | 69.2 | 69.2 |
| | SS | 32 | 30.8 | 30.8 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Temperatur Udara

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | KS | 18 | 17.3 | 17.3 | 17.3 |
| | S | 71 | 68.3 | 68.3 | 85.6 |
| | SS | 15 | 14.4 | 14.4 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Kelembaban Udara

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 89 | 85.6 | 85.6 | 85.6 |
| | SS | 15 | 14.4 | 14.4 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Sirkulasi Udara

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | KS | 2 | 1.9 | 1.9 | 1.9 |
| | S | 92 | 88.5 | 88.5 | 90.4 |
| | SS | 10 | 9.6 | 9.6 | 100.0 |
| | Total | 104 | 100.0 | 100.0 | |

Kebisingan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 89 | 85.6 | 85.6 | 85.6 |
| | SS | 15 | 14.4 | 14.4 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Getaran Mekanis

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 87 | 83.7 | 83.7 | 83.7 |
| | SS | 17 | 16.3 | 16.3 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Bau – bauan Diruangan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 93 | 89.4 | 89.4 | 89.4 |
| | SS | 11 | 10.6 | 10.6 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Musik

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 83 | 79.8 | 79.8 | 79.8 |
| | SS | 21 | 20.2 | 20.2 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Dekorasi Ruangan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | KS | 3 | 2.9 | 2.9 | 2.9 |
| | S | 89 | 85.6 | 85.6 | 88.5 |
| | SS | 12 | 11.5 | 11.5 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Keamanan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 85 | 81.7 | 81.7 | 81.7 |
| | SS | 19 | 18.3 | 18.3 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Tabel Frekuensi Kepuasan Kerja (Y)

Gaji

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 39 | 37.5 | 37.5 | 37.5 |
| | SS | 65 | 62.5 | 62.5 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Keselamatan Dalam Bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 63 | 60.6 | 60.6 | 60.6 |
| | SS | 41 | 39.4 | 39.4 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Kesempatan Untuk Maju

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 65 | 62.5 | 62.5 | 62.5 |
| | SS | 39 | 37.5 | 37.5 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Manajemen

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | KS | 2 | 1.9 | 1.9 | 1.9 |
| | S | 92 | 88.5 | 88.5 | 90.4 |
| | SS | 10 | 9.6 | 9.6 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Pengawasan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 81 | 77.9 | 77.9 | 77.9 |
| | SS | 23 | 22.1 | 22.1 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Deskripsi Pekerjaan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 92 | 88.5 | 88.5 | 88.5 |
| | SS | 12 | 11.5 | 11.5 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Pekerjaan Yang Diberikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 87 | 83.7 | 83.7 | 83.7 |
| | SS | 17 | 16.3 | 16.3 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Pekerjaan Sesuai Dengan Kemampuan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | S | 80 | 76.9 | 76.9 | 76.9 |
| | SS | 24 | 23.1 | 23.1 | 100.0 |
| Total | | 104 | 100.0 | 100.0 | |

Kondisi Pekerjaan Dan Rekan Kerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid S | 72 | 69.2 | 69.2 | 69.2 |
| SS | 32 | 30.8 | 30.8 | 100.0 |
| Total | 104 | 100.0 | 100.0 | |

Disiplin

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid S | 68 | 65.4 | 65.4 | 65.4 |
| SS | 36 | 34.6 | 34.6 | 100.0 |
| Total | 104 | 100.0 | 100.0 | |



TABEL VALIDITAS DAN RELIABILITAS PROMOSI JABATAN (X1)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 104 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 104 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .775 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------------|-----------------------------------|--------------------------------------|-------------------------------------|
| X1.1 | 36.59 | 4.769 | .268 | .783 |
| X1.2 | 37.53 | 3.941 | .517 | .751 |
| X1.3 | 37.32 | 5.034 | .270 | .775 |
| X1.4 | 37.15 | 5.238 | .301 | .772 |
| X1.5 | 37.14 | 4.785 | .377 | .764 |
| X1.6 | 37.09 | 4.759 | .512 | .750 |
| X1.7 | 37.04 | 4.406 | .664 | .729 |
| X1.8 | 36.96 | 4.270 | .634 | .729 |
| X1.9 | 37.00 | 4.485 | .545 | .742 |
| X1.10 | 37.00 | 4.641 | .447 | .755 |

TABEL VALIDITAS DAN RELIABILITAS PENGEMBANGANKARIR

(X2)

Case Processing Summary

| Cases | N | | % | |
|-------|-------|-----------------------|-------|-------|
| | Valid | Excluded ^a | Total | Total |
| | 104 | 0 | 104 | 100.0 |
| | | | | .0 |
| | | | 104 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .836 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.1 | 37.23 | 6.276 | .398 | .835 |
| X2.2 | 37.86 | 5.736 | .486 | .832 |
| X2.3 | 37.58 | 5.800 | .695 | .804 |
| X2.4 | 37.59 | 5.759 | .727 | .801 |
| X2.5 | 37.62 | 5.831 | .724 | .802 |
| X2.6 | 37.66 | 6.148 | .619 | .813 |
| X2.7 | 37.64 | 6.173 | .535 | .820 |
| X2.8 | 37.72 | 6.397 | .585 | .818 |
| X2.9 | 37.76 | 6.845 | .383 | .833 |
| X2.10 | 37.96 | 6.814 | .246 | .845 |

TABEL VALIDITAS DAN RELIABILITAS LINGKUNGAN KERJA (X3)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 104 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 104 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .853 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X3.1 | 37.08 | 5.373 | .565 | .839 |
| X3.2 | 37.41 | 5.449 | .392 | .865 |
| X3.3 | 37.24 | 5.796 | .519 | .843 |
| X3.4 | 37.31 | 5.671 | .644 | .834 |
| X3.5 | 37.24 | 5.641 | .618 | .835 |
| X3.6 | 37.22 | 5.591 | .610 | .835 |
| X3.7 | 37.28 | 5.834 | .584 | .839 |
| X3.8 | 37.18 | 5.335 | .700 | .826 |
| X3.9 | 37.30 | 5.668 | .563 | .839 |
| X3.10 | 37.20 | 5.638 | .549 | .840 |

TABEL VALIDITAS DAN RELIABILITAS KEPUASAN KERJA (Y)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 104 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 104 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .827 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y1 | 38.25 | 6.089 | .521 | .821 |
| Y2 | 38.49 | 6.025 | .554 | .818 |
| Y3 | 38.50 | 5.797 | .668 | .805 |
| Y4 | 38.63 | 5.908 | .719 | .801 |
| Y5 | 38.65 | 6.104 | .647 | .809 |
| Y6 | 38.75 | 6.494 | .613 | .816 |
| Y7 | 38.70 | 6.491 | .507 | .822 |
| Y8 | 38.66 | 6.454 | .475 | .825 |
| Y9 | 38.60 | 6.572 | .361 | .836 |
| Y10 | 38.54 | 6.657 | .292 | .844 |

HASIL REGRESI LINEAR BERGANDA

Descriptive Statistics

| | Mean | Std. Deviation | N |
|--------------------|-------|----------------|-----|
| Kepuasan Kerja | 43.03 | 2.757 | 104 |
| Promosi Jabatan | 41.20 | 2.362 | 104 |
| Pengembangan Karir | 41.85 | 2.737 | 104 |
| Lingkungan Kerja | 41.38 | 2.608 | 104 |

Correlations

| | | Kepuasan Kerja | Promosi Jabatan | Pengembangan Karir | Lingkungan Kerja |
|---------------------|--------------------|----------------|-----------------|--------------------|------------------|
| Pearson Correlation | Kepuasan Kerja | 1.000 | .767 | .724 | .705 |
| | Promosi Jabatan | .767 | 1.000 | .729 | .698 |
| | Pengembangan Karir | .724 | .729 | 1.000 | .671 |
| | Lingkungan Kerja | .705 | .698 | .671 | 1.000 |
| Sig. (1-tailed) | Kepuasan Kerja | . | .000 | .000 | .000 |
| | Promosi Jabatan | .000 | . | .000 | .000 |
| | Pengembangan Karir | .000 | .000 | . | .000 |
| | Lingkungan Kerja | .000 | .000 | .000 | . |
| N | Kepuasan Kerja | 104 | 104 | 104 | 104 |
| | Promosi Jabatan | 104 | 104 | 104 | 104 |
| | Pengembangan Karir | 104 | 104 | 104 | 104 |
| | Lingkungan Kerja | 104 | 104 | 104 | 104 |

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics | | | Sig. F Change |
|-------|-------------------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|
| | | | | | | F Change | df1 | df2 | |
| 1 | .767 ^a | .588 | .584 | 1.778 | .588 | 145.585 | 1 | 102 | .000 |
| 2 | .804 ^b | .646 | .639 | 1.656 | .058 | 16.549 | 1 | 101 | .000 |
| 3 | .821 ^c | .674 | .664 | 1.598 | .028 | 8.468 | 1 | 100 | .004 |

a. Predictors: (Constant), Promosi Jabatan

b. Predictors: (Constant), Promosi Jabatan, Pengembangan Karir

c. Predictors: (Constant), Promosi Jabatan, Pengembangan Karir, Lingkungan Kerja

ANOVA^a

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|---------|-------------------|
| 1 | Regression | 460.369 | 1 | 460.369 | 145.585 | .000 ^b |
| | Residual | 322.545 | 102 | 3.162 | | |
| | Total | 782.913 | 103 | | | |
| 2 | Regression | 505.779 | 2 | 252.889 | 92.164 | .000 ^c |
| | Residual | 277.135 | 101 | 2.744 | | |
| | Total | 782.913 | 103 | | | |
| 3 | Regression | 527.415 | 3 | 175.805 | 68.809 | .000 ^d |
| | Residual | 255.498 | 100 | 2.555 | | |
| | Total | 782.913 | 103 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Promosi Jabatan

c. Predictors: (Constant), Promosi Jabatan, Pengembangan Karir

d. Predictors: (Constant), Promosi Jabatan, Pengembangan Karir, Lingkungan Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6.154 | 3.061 | | 2.010 | .047 |
| | Promosi Jabatan | .895 | .074 | .767 | 12.066 | .000 |
| 2 | (Constant) | 3.653 | 2.917 | | 1.252 | .213 |
| | Promosi Jabatan | .596 | .101 | .511 | 5.907 | .000 |
| | Pengembangan Karir | .354 | .087 | .352 | 4.068 | .000 |
| 3 | (Constant) | 1.753 | 2.890 | | .607 | .546 |
| | Promosi Jabatan | .468 | .107 | .401 | 4.379 | .000 |
| | Pengembangan Karir | .269 | .089 | .267 | 3.017 | .003 |
| | Lingkungan Kerja | .260 | .089 | .246 | 2.910 | .004 |

a. Dependent Variable: Kepuasan Kerja

Tabel r untuk df = 1 - 50

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 1 | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2 | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3 | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4 | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5 | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6 | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7 | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8 | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9 | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10 | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11 | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12 | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13 | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14 | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15 | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16 | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17 | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18 | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19 | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20 | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21 | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22 | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23 | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24 | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25 | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26 | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27 | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28 | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29 | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30 | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31 | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32 | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33 | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34 | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35 | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36 | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37 | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38 | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39 | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40 | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41 | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42 | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43 | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44 | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45 | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46 | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47 | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48 | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49 | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50 | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

Tabel r untuk df = 51 - 100

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 51 | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52 | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53 | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54 | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55 | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56 | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57 | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58 | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59 | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60 | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61 | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62 | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63 | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64 | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65 | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| 66 | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| 67 | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| 68 | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| 69 | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| 70 | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| 71 | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| 72 | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| 73 | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| 74 | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| 75 | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| 76 | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| 77 | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| 78 | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| 79 | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| 80 | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| 81 | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| 82 | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| 83 | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| 84 | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| 85 | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| 86 | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| 87 | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| 88 | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| 89 | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| 90 | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| 91 | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| 92 | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| 93 | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| 94 | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| 95 | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| 96 | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| 97 | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| 98 | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| 99 | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| 100 | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

Tabel r untuk df = 101 - 150

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 101 | 0.1630 | 0.1937 | 0.2290 | 0.2528 | 0.3196 |
| 102 | 0.1622 | 0.1927 | 0.2279 | 0.2515 | 0.3181 |
| 103 | 0.1614 | 0.1918 | 0.2268 | 0.2504 | 0.3166 |
| 104 | 0.1606 | 0.1909 | 0.2257 | 0.2492 | 0.3152 |
| 105 | 0.1599 | 0.1900 | 0.2247 | 0.2480 | 0.3137 |
| 106 | 0.1591 | 0.1891 | 0.2236 | 0.2469 | 0.3123 |
| 107 | 0.1584 | 0.1882 | 0.2226 | 0.2458 | 0.3109 |
| 108 | 0.1576 | 0.1874 | 0.2216 | 0.2446 | 0.3095 |
| 109 | 0.1569 | 0.1865 | 0.2206 | 0.2436 | 0.3082 |
| 110 | 0.1562 | 0.1857 | 0.2196 | 0.2425 | 0.3068 |
| 111 | 0.1555 | 0.1848 | 0.2186 | 0.2414 | 0.3055 |
| 112 | 0.1548 | 0.1840 | 0.2177 | 0.2403 | 0.3042 |
| 113 | 0.1541 | 0.1832 | 0.2167 | 0.2393 | 0.3029 |
| 114 | 0.1535 | 0.1824 | 0.2158 | 0.2383 | 0.3016 |
| 115 | 0.1528 | 0.1816 | 0.2149 | 0.2373 | 0.3004 |
| 116 | 0.1522 | 0.1809 | 0.2139 | 0.2363 | 0.2991 |
| 117 | 0.1515 | 0.1801 | 0.2131 | 0.2353 | 0.2979 |
| 118 | 0.1509 | 0.1793 | 0.2122 | 0.2343 | 0.2967 |
| 119 | 0.1502 | 0.1786 | 0.2113 | 0.2333 | 0.2955 |
| 120 | 0.1496 | 0.1779 | 0.2104 | 0.2324 | 0.2943 |
| 121 | 0.1490 | 0.1771 | 0.2096 | 0.2315 | 0.2931 |
| 122 | 0.1484 | 0.1764 | 0.2087 | 0.2305 | 0.2920 |
| 123 | 0.1478 | 0.1757 | 0.2079 | 0.2296 | 0.2908 |
| 124 | 0.1472 | 0.1750 | 0.2071 | 0.2287 | 0.2897 |
| 125 | 0.1466 | 0.1743 | 0.2062 | 0.2278 | 0.2886 |
| 126 | 0.1460 | 0.1736 | 0.2054 | 0.2269 | 0.2875 |
| 127 | 0.1455 | 0.1729 | 0.2046 | 0.2260 | 0.2864 |
| 128 | 0.1449 | 0.1723 | 0.2039 | 0.2252 | 0.2853 |
| 129 | 0.1443 | 0.1716 | 0.2031 | 0.2243 | 0.2843 |
| 130 | 0.1438 | 0.1710 | 0.2023 | 0.2235 | 0.2832 |
| 131 | 0.1432 | 0.1703 | 0.2015 | 0.2226 | 0.2822 |
| 132 | 0.1427 | 0.1697 | 0.2008 | 0.2218 | 0.2811 |
| 133 | 0.1422 | 0.1690 | 0.2001 | 0.2210 | 0.2801 |
| 134 | 0.1416 | 0.1684 | 0.1993 | 0.2202 | 0.2791 |
| 135 | 0.1411 | 0.1678 | 0.1986 | 0.2194 | 0.2781 |
| 136 | 0.1406 | 0.1672 | 0.1979 | 0.2186 | 0.2771 |
| 137 | 0.1401 | 0.1666 | 0.1972 | 0.2178 | 0.2761 |
| 138 | 0.1396 | 0.1660 | 0.1965 | 0.2170 | 0.2752 |
| 139 | 0.1391 | 0.1654 | 0.1958 | 0.2163 | 0.2742 |
| 140 | 0.1386 | 0.1648 | 0.1951 | 0.2155 | 0.2733 |
| 141 | 0.1381 | 0.1642 | 0.1944 | 0.2148 | 0.2723 |
| 142 | 0.1376 | 0.1637 | 0.1937 | 0.2140 | 0.2714 |
| 143 | 0.1371 | 0.1631 | 0.1930 | 0.2133 | 0.2705 |
| 144 | 0.1367 | 0.1625 | 0.1924 | 0.2126 | 0.2696 |
| 145 | 0.1362 | 0.1620 | 0.1917 | 0.2118 | 0.2687 |
| 146 | 0.1357 | 0.1614 | 0.1911 | 0.2111 | 0.2678 |
| 147 | 0.1353 | 0.1609 | 0.1904 | 0.2104 | 0.2669 |
| 148 | 0.1348 | 0.1603 | 0.1898 | 0.2097 | 0.2660 |
| 149 | 0.1344 | 0.1598 | 0.1892 | 0.2090 | 0.2652 |
| 150 | 0.1339 | 0.1593 | 0.1886 | 0.2083 | 0.2643 |

Titik Persentase Distribusi t (df = 1 – 40)

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

Catatan: Probabilita yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung, sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung

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 |
| 77 | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| 78 | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| 79 | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| 80 | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

Catatan: Probabilita yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung, sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung

Titik Persentase Distribusi t (df = 81 –120)

| 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 |
| 81 | 0.67753 | 1.29209 | 1.66388 | 1.98969 | 2.37327 | 2.63790 | 3.19392 |
| 82 | 0.67749 | 1.29196 | 1.66365 | 1.98932 | 2.37269 | 2.63712 | 3.19262 |
| 83 | 0.67746 | 1.29183 | 1.66342 | 1.98896 | 2.37212 | 2.63637 | 3.19135 |
| 84 | 0.67742 | 1.29171 | 1.66320 | 1.98861 | 2.37156 | 2.63563 | 3.19011 |
| 85 | 0.67739 | 1.29159 | 1.66298 | 1.98827 | 2.37102 | 2.63491 | 3.18890 |
| 86 | 0.67735 | 1.29147 | 1.66277 | 1.98793 | 2.37049 | 2.63421 | 3.18772 |
| 87 | 0.67732 | 1.29136 | 1.66256 | 1.98761 | 2.36998 | 2.63353 | 3.18657 |
| 88 | 0.67729 | 1.29125 | 1.66235 | 1.98729 | 2.36947 | 2.63286 | 3.18544 |
| 89 | 0.67726 | 1.29114 | 1.66216 | 1.98698 | 2.36898 | 2.63220 | 3.18434 |
| 90 | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 |
| 91 | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 |
| 92 | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 |
| 93 | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 |
| 94 | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 |
| 95 | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 |
| 96 | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 |
| 97 | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 |
| 98 | 0.67700 | 1.29025 | 1.66055 | 1.98447 | 2.36500 | 2.62693 | 3.17549 |
| 99 | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 |
| 100 | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 |
| 101 | 0.67693 | 1.28999 | 1.66008 | 1.98373 | 2.36384 | 2.62539 | 3.17289 |
| 102 | 0.67690 | 1.28991 | 1.65993 | 1.98350 | 2.36346 | 2.62489 | 3.17206 |
| 103 | 0.67688 | 1.28982 | 1.65978 | 1.98326 | 2.36310 | 2.62441 | 3.17125 |
| 104 | 0.67686 | 1.28974 | 1.65964 | 1.98304 | 2.36274 | 2.62393 | 3.17045 |
| 105 | 0.67683 | 1.28967 | 1.65950 | 1.98282 | 2.36239 | 2.62347 | 3.16967 |
| 106 | 0.67681 | 1.28959 | 1.65936 | 1.98260 | 2.36204 | 2.62301 | 3.16890 |
| 107 | 0.67679 | 1.28951 | 1.65922 | 1.98238 | 2.36170 | 2.62256 | 3.16815 |
| 108 | 0.67677 | 1.28944 | 1.65909 | 1.98217 | 2.36137 | 2.62212 | 3.16741 |
| 109 | 0.67675 | 1.28937 | 1.65895 | 1.98197 | 2.36105 | 2.62169 | 3.16669 |
| 110 | 0.67673 | 1.28930 | 1.65882 | 1.98177 | 2.36073 | 2.62126 | 3.16598 |
| 111 | 0.67671 | 1.28922 | 1.65870 | 1.98157 | 2.36041 | 2.62085 | 3.16528 |
| 112 | 0.67669 | 1.28916 | 1.65857 | 1.98137 | 2.36010 | 2.62044 | 3.16460 |
| 113 | 0.67667 | 1.28909 | 1.65845 | 1.98118 | 2.35980 | 2.62004 | 3.16392 |
| 114 | 0.67665 | 1.28902 | 1.65833 | 1.98099 | 2.35950 | 2.61964 | 3.16326 |
| 115 | 0.67663 | 1.28896 | 1.65821 | 1.98081 | 2.35921 | 2.61926 | 3.16262 |
| 116 | 0.67661 | 1.28889 | 1.65810 | 1.98063 | 2.35892 | 2.61888 | 3.16198 |
| 117 | 0.67659 | 1.28883 | 1.65798 | 1.98045 | 2.35864 | 2.61850 | 3.16135 |
| 118 | 0.67657 | 1.28877 | 1.65787 | 1.98027 | 2.35837 | 2.61814 | 3.16074 |
| 119 | 0.67656 | 1.28871 | 1.65776 | 1.98010 | 2.35809 | 2.61778 | 3.16013 |
| 120 | 0.67654 | 1.28865 | 1.65765 | 1.97993 | 2.35782 | 2.61742 | 3.15954 |

Catatan: Probabilita yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung, sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung

Titik Persentase Distribusi F untuk Probabilita = 0,05

| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | | | | | | |
|------------------------|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| 37 | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

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 |
| 73 | 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 |
| 74 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| 75 | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| 76 | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 77 | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 78 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| 79 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| 80 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| 81 | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| 82 | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 83 | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 84 | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 85 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 86 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| 87 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| 88 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| 89 | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 90 | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |

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 |
| 91 | 3.95 | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 92 | 3.94 | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 93 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 94 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.77 |
| 95 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.82 | 1.80 | 1.77 |
| 96 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| 97 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| 98 | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 99 | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 100 | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 101 | 3.94 | 3.09 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.88 | 1.85 | 1.82 | 1.79 | 1.77 |
| 102 | 3.93 | 3.09 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.77 |
| 103 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.76 |
| 104 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.76 |
| 105 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.81 | 1.79 | 1.76 |
| 106 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.79 | 1.76 |
| 107 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.18 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.79 | 1.76 |
| 108 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.18 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 109 | 3.93 | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 110 | 3.93 | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 111 | 3.93 | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 112 | 3.93 | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.96 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 113 | 3.93 | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.92 | 1.87 | 1.84 | 1.81 | 1.78 | 1.76 |
| 114 | 3.92 | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 115 | 3.92 | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 116 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 117 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.80 | 1.78 | 1.75 |
| 118 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.80 | 1.78 | 1.75 |
| 119 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.78 | 1.75 |
| 120 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.78 | 1.75 |
| 121 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 122 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 123 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 124 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 125 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 126 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 127 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.86 | 1.83 | 1.80 | 1.77 | 1.75 |
| 128 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.86 | 1.83 | 1.80 | 1.77 | 1.75 |
| 129 | 3.91 | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 130 | 3.91 | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 131 | 3.91 | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 132 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 133 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 134 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 135 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.77 | 1.74 |