

Lampiran 1

KUESIONER PENELITIAN

TENTANG

IKLIM ORGANISASI DAN PENGEMBANGAN KARIER TERHADAP SEMANGAT KERJA KARYAWAN PADA HOTEL ASTON JEMBER

I. Petunjuk Pengisian :

1. Kuesioner ini semata-mata ditujukan untuk memperoleh data sehubungan dengan penelitian untuk penulisan skripsi, jawaban responden akan tetap dijaga kerahasiaannya dan tidak akan berpengaruh pada pekerjaan siapa pun hanya sebagai salah satu syarat menyelesaikan studi pada Fakultas Ekonomi Universitas Muhammadiyah Jember.
2. Mohon kepada Bapak/Ibu untuk memberikan jawaban dengan benar sesuai menurut yang anda ketahui, dan memahami petunjuk pengisian. Pilih jawaban yang sesuai dengan memberikan tanda (X) untuk setiap jawaban yang dipilih.
3. Terimakasih atas kerja sama yang Bapak/Ibu berikan melalui pengisian kuesioner ini.

II. Identitas Responden

1. No. Urut Responden :(di isi peneliti)
2. Umur :
3. Jenis Kelamin :
4. Masa Kerja :
5. Jabatan :

Petunjuk Pengisian

Berilah tanda chek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

1. Variabel Iklim Organisasi

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1.	Saya semakin semangat dengan adanya imbalan yang diberikan oleh perusahaan					
2.	Saya selalu diberikan komisi sesuai dengan porsi pekerjaan					
3.	Saya bertanggung jawab dengan pekerjaan yang sedang di kerjakan karena komitmen kelompok					
4.	Pekerjaan yang saya lakukan selalu dikerjakan secara kooperatif, demi tercapainya tujuan perusahaan					
5.	Saya mudah menjalankan tugas karena cepat menyesuaikan diri terhadap organisasi					
6.	SOP perusahaan mudah dipahami oleh setiap karyawan, dan bisa dilaksanakan					
7.	Saya melaksanakan tugas atau pekerjaan sesuai standar perusahaan					

2. Variabel Pengembangan Karier

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1.	Saya selalu melaksanakan pekerjaan dengan baik dan teliti.					
2.	Saya selalu cepat tanggap dalam bekerja					
3.	Saya memiliki wawasan pengetahuan yang cukup dengan kompetensi pekerjaan saya					

4.	Saya merasa latar belakang pendidikan yang saya miliki cukup untuk mengembangkan karir didalam perusahaan					
5	Saya sangat bertanggung jawab dalam melakukan pekerjaan					
6	Penyelesaian pekerjaan sesuai dengan job deskripsi masing-masing karyawan					
7	Saya memiliki keterampilan yang dapat menunjang karir saya dalam bekerja					
8	Saya selalu mengutamakan kesopanan dan sikap yang baik terhadap karyawan yang lain					

4. Variabel Semangat Kerja

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1.	Saya nyaman dalam melakukan pekerjaan					
2.	Kondisi ruangan/perusahaan bersih dan kondusif					
3.	Saya memiliki daya saing yang baik dalam lingkungan kerja					
4.	Setiap pekerjaan selalu diselesaikan dengan rileks dan menyenangkan					
5.	Saya ingin selalu belajar dan memahami hal baru dalam melakukan pekerjaan					
6.	Saya selalu bekerja sama dengan karyawan lain demi tujuan perusahaan					
7.	Saya memiliki semangat kerja tinggi, sehingga mampu melawan frustrasi dalam pekerjaan					

Lampiran 2

**Tabel Distribusi Frekuensi Jawaban Responden
Varibel Iklim Organisasi (X1)**

		Statistic						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7
N	Valid	80	80	80	80	80	80	80
	Missing	0	0	0	0	0	0	0
Mean		4,36	4,21	4,24	4,44	4,30	4,23	4,14
Minimum		3	2	3	3	3	3	3
Maximum		5	5	5	5	5	5	5

X1.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	5.0	5.0	5.0
	S	43	53.8	53.8	58.8
	SS	33	41.3	41.3	100.0
	Total	80	100.0	100.0	

X1.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3.8	3.8	3.8
	KS	4	5.0	5.0	8.8
	S	46	57.5	57.5	66.3
	SS	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

X1.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	6.3	6.3	6.3
	S	51	63.8	63.8	70.0
	SS	24	30.0	30.0	100.0
	Total	80	100.0	100.0	

X1.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	8	10.0	10.0	10.0
	S	29	36.3	36.3	46.3
	SS	43	53.8	53.8	100.0
	Total	80	100.0	100.0	

X1.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	3.8	3.8	3.8
	S	50	62.5	62.5	66.3
	SS	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

X1.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	9	11.3	11.3	11.3
	S	44	55.0	55.0	66.3
	SS	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

X1.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	10	12.5	12.5	12.5
	S	49	61.3	61.3	73.8
	SS	21	26.3	26.3	100.0
	Total	80	100.0	100.0	

Variabel Pengembangan Karir (X2)

		Statistic							
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8
N	Valid	80	80	80	80	80	80	80	80
	Missing	0	0	0	0	0	0	0	0
Mean		4,40	4,35	4,28	4,33	4,19	4,18	4,23	4,35
Minimum		4	4	3	3	2	2	3	4
Maximum		5	5	5	5	5	5	5	5

X2.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	48	60.0	60.0	60.0
	SS	32	40.0	40.0	100.0
	Total	80	100.0	100.0	

X2.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	52	65.0	65.0	65.0
	SS	28	35.0	35.0	100.0
	Total	80	100.0	100.0	

X2.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	8	10.0	10.0	10.0
	S	42	52.5	52.5	62.5
	SS	30	37.5	37.5	100.0
	Total	80	100.0	100.0	

X2.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	2.5	2.5	2.5
	S	50	62.5	62.5	65.0
	SS	28	35.0	35.0	100.0
	Total	80	100.0	100.0	

X2.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.3	1.3	1.3
	KS	6	7.5	7.5	8.8
	S	50	62.5	62.5	71.3
	SS	23	28.8	28.8	100.0
	Total	80	100.0	100.0	

X2.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.3	1.3	1.3
	KS	5	6.3	6.3	7.5
	S	53	66.3	66.3	73.8
	SS	21	26.3	26.3	100.0
	Total	80	100.0	100.0	

X2.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	5.0	5.0	5.0
	S	54	67.5	67.5	72.5
	SS	22	27.5	27.5	100.0
	Total	80	100.0	100.0	

X2.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	52	65.0	65.0	65.0
	SS	28	35.0	35.0	100.0
	Total	80	100.0	100.0	

Variabel Semangat Kerja (Y)

		Statistic						
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7
N	Valid	80	80	80	80	80	80	80
	Missing	0	0	0	0	0	0	0
Mean		4,00	4,30	3,95	4,33	4,26	4,33	4,69
Minimum		2	3	2	3	2	3	2
Maximum		5	5	5	5	5	5	5

Y.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	11.3	11.3	11.3
	KS	7	8.8	8.8	20.0
	S	39	48.8	48.8	68.8
	SS	25	31.3	31.3	100.0
	Total	80	100.0	100.0	

Y.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	3.8	3.8	3.8
	S	50	62.5	62.5	66.3
	SS	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

Y.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3.8	3.8	3.8
	KS	15	18.8	18.8	22.5
	S	45	56.3	56.3	78.8
	SS	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

Y.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	6	7.5	7.5	7.5
	S	42	52.5	52.5	60.0
	SS	32	40.0	40.0	100.0
	Total	80	100.0	100.0	

Y.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	5.0	5.0	5.0
	KS	2	2.5	2.5	7.5
	S	43	53.8	53.8	61.3
	SS	31	38.8	38.8	100.0
	Total	80	100.0	100.0	

Y.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	6	7.5	7.5	7.5
	S	42	52.5	52.5	60.0
	SS	32	40.0	40.0	100.0
	Total	80	100.0	100.0	

Y.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.3	1.3	1.3
	KS	2	2.5	2.5	3.8
	S	18	22.5	22.5	26.3
	SS	59	73.8	73.8	100.0
	Total	80	100.0	100.0	

Lampiran 3

Data Mentah Uji Validitas dan Reliabilitas Kuisiner

Responden	Iklim Organisasi (X1)							Total
	X1-1	X1-2	X1-3	X1-4	X1-5	X1-6	X1-7	
1	5	5	5	5	5	5	5	35
2	5	5	4	4	4	4	4	30
3	4	4	4	5	5	4	4	30
4	4	4	5	5	5	5	4	32
5	5	5	4	5	4	4	5	32
6	4	5	4	4	4	4	4	29
7	4	4	4	4	4	4	4	28
8	4	4	4	4	4	4	4	28
9	5	5	4	4	5	5	5	33
10	5	4	5	5	4	4	3	30
11	3	4	5	5	4	3	4	28
12	5	5	5	5	4	4	4	32
13	4	4	4	5	5	5	4	31
14	4	4	4	5	4	4	4	29
15	5	3	4	3	4	5	3	27
16	5	4	4	4	4	4	4	29
17	4	4	4	5	4	4	4	29
18	4	4	5	5	4	4	4	30
19	4	4	4	3	4	5	4	28
20	4	5	4	5	5	5	5	33
21	4	4	4	4	4	3	5	28
22	5	5	5	5	5	5	5	35
23	4	4	4	5	5	4	4	30
24	5	5	5	5	5	5	5	35
25	5	5	4	5	4	4	5	32
26	4	4	4	4	4	4	4	28
27	4	4	5	5	5	5	4	32
28	4	4	4	4	4	4	4	28
29	5	5	4	4	5	5	5	33
30	5	3	3	5	4	4	3	27
31	3	2	4	4	4	3	4	24
32	5	5	5	5	4	4	4	32
33	4	4	4	5	5	5	4	31
34	4	4	4	5	4	4	4	29
35	5	5	5	5	5	5	5	35
36	5	5	4	4	5	5	5	33

37	4	2	3	3	4	3	3	22
38	4	4	4	4	4	4	4	28
39	4	4	4	3	4	4	4	27
40	4	2	4	3	3	3	4	23
41	5	5	5	4	4	4	5	32
42	5	5	5	5	5	5	5	35
43	4	4	4	5	5	4	4	30
44	4	4	4	4	4	4	4	28
45	5	4	4	4	4	4	5	30
46	4	4	4	4	4	4	4	28
47	4	4	4	4	5	5	4	30
48	4	5	5	5	5	5	4	33
49	5	5	4	4	5	5	5	33
50	5	4	5	5	4	4	3	30
51	3	5	5	5	5	5	4	32
52	5	5	5	3	4	4	4	30
53	4	4	3	3	4	5	4	27
54	4	4	4	5	4	4	4	29
55	5	3	3	5	3	3	5	27
56	5	4	4	5	4	4	3	29
57	4	4	5	5	4	3	3	28
58	4	4	4	4	4	4	4	28
59	4	4	4	5	4	4	4	29
60	4	4	4	5	4	4	4	29
61	5	5	4	4	4	4	3	29
62	4	4	4	4	4	4	5	29
63	4	4	4	5	5	4	4	30
64	4	4	4	4	4	4	4	28
65	5	4	4	4	4	4	4	29
66	4	5	5	5	5	4	4	32
67	4	4	4	4	4	5	4	29
68	5	5	5	5	5	5	5	35
69	5	5	5	4	5	5	5	34
70	5	4	5	5	5	4	3	31
71	4	4	4	5	4	3	5	29
72	5	5	4	5	4	4	4	31
73	4	4	4	5	4	5	4	30
74	4	4	4	5	4	4	4	29
75	3	5	5	5	3	3	3	27
76	5	3	3	3	5	5	5	29
77	4	4	4	4	4	4	4	28

78	4	4	4	4	4	4	4	28
79	5	4	4	4	4	5	4	30
80	5	5	5	5	5	5	4	34

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

77	4	4	4	4	4	4	4	4	32
78	4	4	5	5	4	4	4	4	34
79	5	5	4	4	4	4	4	4	34
80	4	4	4	4	4	4	4	4	32

Responden	Semangat Kerja (Y)							Total
	X1-1	X1-2	X1-3	X1-4	X1-5	X1-6	X1-7	
1	5	5	5	5	5	5	5	35
2	5	5	4	4	4	4	4	30
3	4	4	4	5	5	4	4	30
4	4	4	5	5	5	5	4	32
5	5	5	4	5	4	4	5	32
6	4	5	4	4	4	4	4	29
7	4	4	4	4	4	4	4	28
8	4	4	4	4	4	4	4	28
9	5	5	4	4	5	5	5	33
10	5	4	5	5	4	4	3	30
11	3	4	5	5	4	3	4	28
12	5	5	5	5	4	4	4	32
13	4	4	4	5	5	5	4	31
14	4	4	4	5	4	4	4	29
15	5	3	4	3	4	5	3	27
16	5	4	4	4	4	4	4	29
17	4	4	4	5	4	4	4	29
18	4	4	5	5	4	4	4	30
19	4	4	4	3	4	5	4	28
20	4	5	4	5	5	5	5	33
21	4	4	4	4	4	3	5	28
22	5	5	5	5	5	5	5	35
23	4	4	4	5	5	4	4	30
24	5	5	5	5	5	5	5	35
25	5	5	4	5	4	4	5	32
26	4	4	4	4	4	4	4	28
27	4	4	5	5	5	5	4	32
28	4	4	4	4	4	4	4	28
29	5	5	4	4	5	5	5	33
30	5	3	3	5	4	4	3	27
31	3	2	4	4	4	3	4	24
32	5	5	5	5	4	4	4	32
33	4	4	4	5	5	5	4	31
34	4	4	4	5	4	4	4	29

35	5	5	5	5	5	5	5	35
36	5	5	4	4	5	5	5	33
37	4	2	3	3	4	3	3	22
38	4	4	4	4	4	4	4	28
39	4	4	4	3	4	4	4	27
40	4	2	4	3	3	3	4	23
41	5	5	5	4	4	4	5	32
42	5	5	5	5	5	5	5	35
43	4	4	4	5	5	4	4	30
44	4	4	4	4	4	4	4	28
45	5	4	4	4	4	4	5	30
46	4	4	4	4	4	4	4	28
47	4	4	4	4	5	5	4	30
48	4	5	5	5	5	5	4	33
49	5	5	4	4	5	5	5	33
50	5	4	5	5	4	4	3	30
51	3	5	5	5	5	5	4	32
52	5	5	5	3	4	4	4	30
53	4	4	3	3	4	5	4	27
54	4	4	4	5	4	4	4	29
55	5	3	3	5	3	3	5	27
56	5	4	4	5	4	4	3	29
57	4	4	5	5	4	3	3	28
58	4	4	4	4	4	4	4	28
59	4	4	4	5	4	4	4	29
60	4	4	4	5	4	4	4	29
61	5	5	4	4	4	4	3	29
62	4	4	4	4	4	4	5	29
63	4	4	4	5	5	4	4	30
64	4	4	4	4	4	4	4	28
65	5	4	4	4	4	4	4	29
66	4	5	5	5	5	4	4	32
67	4	4	4	4	4	5	4	29
68	5	5	5	5	5	5	5	35
69	5	5	5	4	5	5	5	34
70	5	4	5	5	5	4	3	31
71	4	4	4	5	4	3	5	29
72	5	5	4	5	4	4	4	31
73	4	4	4	5	4	5	4	30
74	4	4	4	5	4	4	4	29
75	3	5	5	5	3	3	3	27

76	5	3	3	3	5	5	5	29
77	4	4	4	4	4	4	4	28
78	4	4	4	4	4	4	4	28
79	5	4	4	4	4	5	4	30
80	5	5	5	5	5	5	4	34

Lampiran 4

Hasil Uji Validitas Variabel Iklim Organisasi (X1)

Correlations									
		X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	Total
X1_1	Pearson Correlation	1	.776**	.530*	.355	.298	.528*	.524*	0,751**
	Sig. (2-tailed)		.000	.016	.125	.202	.017	.018	.000
	N	80	80	80	80	80	80	80	80
X1_2	Pearson Correlation	.776**	1	.551*	.554*	.526*	.774**	.668**	0,923**
	Sig. (2-tailed)	.000		.012	.011	.017	.000	.001	.000
	N	80	80	80	80	80	80	80	80
X1_3	Pearson Correlation	.530*	.551*	1	.588**	.251	.464*	.311	0,677**
	Sig. (2-tailed)	.016	.012		.006	.285	.040	.182	.001
	N	80	80	80	80	80	80	80	80
X1_4	Pearson Correlation	.355	.554*	.588**	1	.528*	.546*	.210	0,711**
	Sig. (2-tailed)	.125	.011	.006		.017	.013	.374	.000
	N	80	80	80	80	80	80	80	80
X1_5	Pearson Correlation	.298	.526*	.251	.528*	1	.838**	.419	0,712**
	Sig. (2-tailed)	.202	.017	.285	.017		.000	.066	.000
	N	80	80	80	80	80	80	80	80
X1_6	Pearson Correlation	.528*	.774**	.464*	.546*	.838**	1	.561*	0,879**
	Sig. (2-tailed)	.017	.000	.040	.013	.000		.010	.000
	N	80	80	80	80	80	80	80	80
X1_7	Pearson Correlation	.524*	.668**	.311	.210	.419	.561*	1	0,688**
	Sig. (2-tailed)	.018	.001	.182	.374	.066	.010		.001
	N	80	80	80	80	80	80	80	80
Total	Pearson Correlation	.751**	.923**	.677**	.711**	.712**	.879**	.688**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.001	
	N	80	80	80	80	80	80	80	80
**. Correlation is significant at the 0.01 level (2-tailed).									
*. Correlation is significant at the 0.05 level (2-tailed).									

Hasil Uji Validitas Variabel Pengembangan Karir (X2)

		Correlations								
		X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	X2_7	X2_8	Total
X2_1	Pearson Correlation	1	.899**	.414	.583**	.578**	.571**	.080	.043	0,743**
	Sig. (2-tailed)		.000	.069	.007	.008	.009	.737	.858	.000
	N	80	80	80	80	80	80	80	80	80
X2_2	Pearson Correlation	.899**	1	.311	.471*	.629**	.635**	.123	.121	0,743**
	Sig. (2-tailed)	.000		.182	.036	.003	.003	.604	.612	.000
	N	80	80	80	80	80	80	80	80	80
X2_3	Pearson Correlation	.414	.311	1	.414	.364	.364	.123	.147	0,592**
	Sig. (2-tailed)	.069	.182		.069	.114	.115	.607	.535	.006
	N	80	80	80	80	80	80	80	80	80
X2_4	Pearson Correlation	.583**	.471*	.414	1	.748**	.571**	.280	.257	0,777**
	Sig. (2-tailed)	.007	.036	.069		.000	.009	.231	.274	.000
	N	80	80	80	80	80	80	80	80	80
X2_5	Pearson Correlation	.578**	.629**	.364	.748**	1	.777**	.360	.280	0,856**
	Sig. (2-tailed)	.008	.003	.114	.000		.000	.119	.233	.000
	N	80	80	80	80	80	80	80	80	80
X2_6	Pearson Correlation	.571**	.635**	.364	.571**	.777**	1	.366	.440	0,848**
	Sig. (2-tailed)	.009	.003	.115	.009	.000		.113	.052	.000
	N	80	80	80	80	80	80	80	80	80
X2_7	Pearson Correlation	.080	.123	.123	.280	.360	.366	1	.535*	0,507*
	Sig. (2-tailed)	.737	.604	.607	.231	.119	.113		.015	.023
	N	80	80	80	80	80	80	80	80	80
X2_8	Pearson Correlation	.043	.121	.147	.257	.280	.440	.535*	1	0,494*
	Sig. (2-tailed)	.858	.612	.535	.274	.233	.052	.015		.027
	N	80	80	80	80	80	80	80	80	80
Total	Pearson Correlation	.743**	.743**	.592**	.777**	.856**	.848**	.507*	.494*	1
	Sig. (2-tailed)	.000	.000	.006	.000	.000	.000	.023	.027	
	N	80	80	80	80	80	80	80	80	80

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

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

Hasil Uji Validitas Variabel Semangat Kerja (Y)

Correlations									
		Y_1	Y_2	Y_3	Y_4	Y_5	Y_6	Y_7	Total
Y_1	Pearson Correlation	1	.329	.033	.319	1.000**	.329	.033	0,648**
	Sig. (2-tailed)		.156	.891	.170	.000	.156	.891	.002
	N	80	80	80	80	80	80	80	80
Y_2	Pearson Correlation	.329	1	-.029	.550*	.329	1.000*	-.029	0,522*
	Sig. (2-tailed)	.156		.902	.012	.156	.000	.902	.018
	N	80	80	80	80	80	80	80	80
Y_3	Pearson Correlation	.033	-.029	1	-.130	.033	-.029	1.000*	0,652**
	Sig. (2-tailed)	.891	.902		.584	.891	.902	.000	.002
	N	80	80	80	80	80	80	80	80
Y_4	Pearson Correlation	.319	.550*	-.130	1	.319	.550*	-.130	0,476*
	Sig. (2-tailed)	.170	.012	.584		.170	.012	.584	.034
	N	80	80	80	80	80	80	80	80
Y_5	Pearson Correlation	1.000*	.329	.033	.319	1	.329	.033	0,648**
	Sig. (2-tailed)	.000	.156	.891	.170		.156	.891	.002
	N	80	80	80	80	80	80	80	80
Y_6	Pearson Correlation	.329	1.000*	-.029	.550*	.329	1	-.029	0,522*
	Sig. (2-tailed)	.156	.000	.902	.012	.156		.902	.018
	N	80	80	80	80	80	80	80	80
Y_7	Pearson Correlation	.033	-.029	1.000**	-.130	.033	-.029	1	0,652**
	Sig. (2-tailed)	.891	.902	.000	.584	.891	.902		.002
	N	80	80	80	80	80	80	80	80
Total	Pearson Correlation	.648**	.522*	.652**	.476*	.648**	.522*	.652**	1
	Sig. (2-tailed)	.002	.018	.002	.034	.002	.018	.002	
	N	80	80	80	80	80	80	80	80

**, Correlation is significant at the 0.01 level (2-tailed).
 *, Correlation is significant at the 0.05 level (2-tailed).

Lampiran 5

Hasil Uji Reliabilitas Variabel Iklim Organisasi (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
0,879	7

Hasil Uji Reliabilitas Variabel Pengembangan Karir (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
0,840	8

Hasil Uji Reliabilitas Variabel Semangat Kerja (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
0,767	7

36	5	5	4	4	5	5	5	4,71
37	4	2	3	3	4	3	3	3,14
38	4	4	4	4	4	4	4	4,00
39	4	4	4	3	4	4	4	3,86
40	4	2	4	3	3	3	4	3,29
41	5	5	5	4	4	4	5	4,57
42	5	5	5	5	5	5	5	5,00
43	4	4	4	5	5	4	4	4,29
44	4	4	4	4	4	4	4	4,00
45	5	4	4	4	4	4	5	4,29
46	4	4	4	4	4	4	4	4,00
47	4	4	4	4	5	5	4	4,29
48	4	5	5	5	5	5	4	4,71
49	5	5	4	4	5	5	5	4,71
50	5	4	5	5	4	4	3	4,29
51	3	5	5	5	5	5	4	4,57
52	5	5	5	3	4	4	4	4,29
53	4	4	3	3	4	5	4	3,86
54	4	4	4	5	4	4	4	4,14
55	5	3	3	5	3	3	5	3,86
56	5	4	4	5	4	4	3	4,14
57	4	4	5	5	4	3	3	4,00
58	4	4	4	4	4	4	4	4,00
59	4	4	4	5	4	4	4	4,14
60	4	4	4	5	4	4	4	4,14
61	5	5	4	4	4	4	3	4,14
62	4	4	4	4	4	4	5	4,14
63	4	4	4	5	5	4	4	4,29
64	4	4	4	4	4	4	4	4,00
65	5	4	4	4	4	4	4	4,14
66	4	5	5	5	5	4	4	4,57
67	4	4	4	4	4	5	4	4,14
68	5	5	5	5	5	5	5	5,00
69	5	5	5	4	5	5	5	4,86
70	5	4	5	5	5	4	3	4,43
71	4	4	4	5	4	3	5	4,14
72	5	5	4	5	4	4	4	4,43
73	4	4	4	5	4	5	4	4,29
74	4	4	4	5	4	4	4	4,14
75	3	5	5	5	3	3	3	3,86
76	5	3	3	3	5	5	5	4,14

77	4	4	4	4	4	4	4	4,00
78	4	4	4	4	4	4	4	4,00
79	5	4	4	4	4	5	4	4,29
80	5	5	5	5	5	5	4	4,86

Resp.	Pengembangan Karir (X2)								Total
	X2-1	X2-2	X2-3	X2-4	X2-5	X2-6	X2-7	X2-8	
1	5	5	5	5	5	5	5	5	5,00
2	4	4	4	4	4	4	4	4	4,00
3	5	5	5	4	4	4	3	4	4,25
4	5	5	5	4	5	3	5	5	4,63
5	4	4	4	4	5	5	5	4	4,38
6	4	4	4	4	4	4	4	4	4,00
7	5	4	5	5	4	4	4	4	4,38
8	5	5	4	4	4	4	5	5	4,50
9	5	5	5	5	5	5	4	4	4,75
10	4	4	5	4	4	5	4	5	4,38
11	5	5	3	5	5	5	4	4	4,50
12	4	4	4	5	5	4	4	5	4,38
13	4	4	4	4	4	4	5	5	4,25
14	4	4	4	4	4	4	4	4	4,00
15	4	4	3	4	3	4	4	5	3,88
16	4	4	4	4	4	4	5	4	4,13
17	4	4	4	4	4	4	4	4	4,00
18	4	4	5	5	4	4	4	4	4,25
19	5	5	4	4	4	4	4	4	4,25
20	4	4	4	4	4	4	4	4	4,00
21	5	5	4	4	5	5	5	5	4,75
22	4	4	4	4	4	4	4	4	4,00
23	5	5	5	4	4	4	3	4	4,25
24	5	5	5	5	5	5	5	5	5,00
25	4	4	4	4	3	3	4	4	3,75
26	4	4	4	4	4	4	4	4	4,00
27	5	4	5	5	4	4	4	4	4,38
28	5	5	5	5	5	5	5	5	5,00
29	5	5	5	5	5	5	4	4	4,75
30	4	4	5	4	2	3	4	5	3,88
31	5	5	3	5	5	5	4	4	4,50
32	4	4	4	5	5	4	4	5	4,38
33	4	4	4	4	4	4	5	5	4,25

75	4	4	3	4	3	4	4	5	3,88
76	4	4	4	4	4	4	5	4	4,13
77	4	4	4	4	4	4	4	4	4,00
78	4	4	5	5	4	4	4	4	4,25
79	5	5	4	4	4	4	4	4	4,25
80	4	4	4	4	4	4	4	4	4,00

Resp.	Semangat Kerja (Y)							Total
	Y-1	Y-2	Y-3	Y-4	Y-5	Y-6	Y-7	
1	5	5	5	5	5	5	5	5,00
2	5	5	3	5	5	4	3	4,29
3	4	4	5	5	4	4	4	4,29
4	5	4	5	4	5	5	4	4,57
5	5	5	5	5	4	3	5	4,57
6	4	5	4	4	4	4	4	4,14
7	4	4	4	4	4	4	4	4,00
8	4	4	4	4	4	4	4	4,00
9	5	5	4	5	5	5	4	4,71
10	3	4	3	5	5	5	5	4,29
11	4	4	4	3	4	5	4	4,00
12	4	4	3	5	4	5	4	4,14
13	2	4	5	5	4	5	4	4,14
14	2	5	3	5	4	5	4	4,00
15	3	5	4	4	4	3	4	3,86
16	4	4	4	5	4	4	4	4,14
17	5	5	2	5	5	5	2	4,14
18	4	4	3	4	5	5	5	4,29
19	4	4	4	4	4	4	4	4,00
20	5	5	4	5	5	5	4	4,71
21	4	4	4	4	4	4	4	4,00
22	5	4	3	4	5	4	3	4,00
23	5	4	5	4	4	4	4	4,29
24	5	5	5	5	5	5	5	5,00
25	5	4	5	5	5	4	5	4,71
26	4	5	5	4	4	5	5	4,57
27	4	4	4	4	4	4	5	4,14
28	5	5	5	5	5	5	5	5,00
29	5	5	4	5	5	5	5	4,86
30	4	4	3	5	2	4	5	3,86
31	4	4	4	3	4	4	5	4,00

32	4	4	3	5	4	4	5	4,14
33	2	4	5	4	2	4	5	3,71
34	2	5	3	4	2	5	5	3,71
35	3	3	4	3	3	3	5	3,43
36	4	4	4	3	4	4	5	4,00
37	5	5	2	5	5	5	5	4,57
38	4	4	3	4	4	4	5	4,00
39	4	4	4	4	4	4	5	4,14
40	5	5	4	5	5	5	5	4,86
41	4	4	4	4	4	4	5	4,14
42	5	4	3	4	5	4	5	4,29
43	4	4	4	4	4	4	5	4,14
44	2	4	4	4	2	4	5	3,57
45	5	4	4	5	4	4	5	4,43
46	4	4	4	4	4	4	5	4,14
47	4	4	4	4	5	4	5	4,29
48	5	5	5	5	5	5	5	5,00
49	5	5	4	5	5	5	5	4,86
50	3	4	4	5	5	4	5	4,29
51	4	4	4	5	5	5	5	4,57
52	4	4	4	5	4	4	5	4,29
53	3	3	4	4	4	4	5	3,86
54	2	5	3	4	5	5	5	4,14
55	3	5	3	3	4	4	5	3,86
56	4	4	4	4	4	4	5	4,14
57	2	5	4	4	4	4	5	4,00
58	4	4	3	4	4	4	5	4,00
59	4	4	4	4	4	4	5	4,14
60	4	4	4	5	4	3	5	4,14
61	4	4	4	4	4	4	5	4,14
62	5	4	3	4	5	4	5	4,29
63	4	4	4	4	4	5	5	4,29
64	4	4	4	4	4	4	4	4,00
65	5	4	5	5	5	4	5	4,71
66	4	5	5	4	4	5	5	4,57
67	4	4	4	4	4	4	5	4,14
68	5	5	5	5	5	5	5	5,00
69	5	5	4	5	5	5	5	4,86
70	4	4	4	4	5	5	5	4,43
71	4	4	4	3	4	5	5	4,14
72	4	4	4	5	4	5	5	4,43

73	2	4	5	4	5	5	5	4,29
74	2	5	5	4	3	5	5	4,14
75	3	3	4	4	5	3	5	3,86
76	4	4	4	4	4	4	5	4,14
77	5	5	2	4	4	4	4	4,00
78	4	4	4	4	4	3	5	4,00
79	4	4	4	4	5	4	5	4,29
80	5	5	4	5	5	5	5	4,86

Resp.	X1	X2	Y
1	5,00	5,00	5,00
2	4,29	4,00	4,29
3	4,29	4,25	4,29
4	4,57	4,63	4,57
5	4,57	4,38	4,57
6	4,14	4,00	4,14
7	4,00	4,38	4,00
8	4,00	4,50	4,00
9	4,71	4,75	4,71
10	4,29	4,38	4,29
11	4,00	4,50	4,00
12	4,57	4,38	4,14
13	4,43	4,25	4,14
14	4,14	4,00	4,00
15	3,86	3,88	3,86
16	4,14	4,13	4,14
17	4,14	4,00	4,14
18	4,29	4,25	4,29
19	4,00	4,25	4,00
20	4,71	4,00	4,71
21	4,00	4,75	4,00
22	5,00	4,00	4,00
23	4,29	4,25	4,29
24	5,00	5,00	5,00
25	4,57	3,75	4,71
26	4,00	4,00	4,57
27	4,57	4,38	4,14
28	4,00	5,00	5,00
29	4,71	4,75	4,86

30	3,86	3,88	3,86
31	3,43	4,50	4,00
32	4,57	4,38	4,14
33	4,43	4,25	3,71
34	4,14	4,00	3,71
35	5,00	3,88	3,43
36	4,71	4,13	4,00
37	3,14	4,00	4,57
38	4,00	4,25	4,00
39	3,86	4,25	4,14
40	3,29	4,00	4,86
41	4,57	5,00	4,14
42	5,00	4,00	4,29
43	4,29	4,25	4,14
44	4,00	5,00	3,57
45	4,29	4,25	4,43
46	4,00	4,00	4,14
47	4,29	4,38	4,29
48	4,71	5,00	5,00
49	4,71	4,75	4,86
50	4,29	4,38	4,29
51	4,57	4,50	4,57
52	4,29	4,38	4,29
53	3,86	3,88	3,86
54	4,14	4,00	4,14
55	3,86	3,88	3,86
56	4,14	4,13	4,14
57	4,00	4,00	4,00
58	4,00	4,25	4,00
59	4,14	4,25	4,14
60	4,14	4,00	4,14
61	4,14	5,00	4,14
62	4,14	4,00	4,29
63	4,29	4,25	4,29
64	4,00	4,00	4,00
65	4,14	4,13	4,71
66	4,57	4,00	4,57
67	4,14	4,38	4,14
68	5,00	5,00	5,00
69	4,86	4,75	4,86
70	4,43	4,38	4,43

71	4,14	4,38	4,14
72	4,43	4,38	4,43
73	4,29	4,25	4,29
74	4,14	4,00	4,14
75	3,86	3,88	3,86
76	4,14	4,13	4,14
77	4,00	4,00	4,00
78	4,00	4,25	4,00
79	4,29	4,25	4,29
80	4,86	4,00	4,86

Lampiran 7

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		80
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	35.63383280
Most Extreme Differences	Absolute	.094
	Positive	.094
	Negative	-.085
Test Statistic		.094
Asymp. Sig. (2-tailed)		0.078^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Lampiran 8

Hasil Uji Multikolinieritas

Model		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	165.919	52.447		3.164	0.002		
	Iklm	0.263	0.098	0.281	2.676	0.009	0.892	1.121
	Pengembangan	0.346	0.112	0.324	3.090	0.003	0.892	1.121

a. Dependent Variable: Semangat

Collinearity Diagnostics ^a						
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Iklm	Pengembangan
1	1	2.992	1.000	0.00	0.00	0.00
	2	0.005	25.170	0.05	0.91	0.35
	3	0.003	32.415	0.95	0.08	0.65

a. Dependent Variable: Semangat

Lampiran 9

Hasil Uji Heterokasditas

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1414.333	2	707.166	1.590	0.210^b
	Residual	34239.283	77	444.666		
	Total	35653.616	79			
a. Dependent Variable: abs_res2						
b. Predictors: (Constant), Pengembangan, Iklim						

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-23.841	36.651		-.650	0.517
	Iklim	-.023	.066	-.041	-.352	0.726
	Pengembangan	.132	.074	.206	1.779	0.079
a. Dependent Variable: abs_res2						

Residuals Statistics^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	.8309	1.2065	1.0157	.12589	80
Residual	-1.10892	2.53517	.00000	.95844	80
Std. Predicted Value	-1.468	1.515	.000	1.000	80
Std. Residual	-1.094	2.502	.000	.946	80
a. Dependent Variable: abs_res2					

Lampiran 10

Hasil Uji Hipotesis (Regresi Linier Berganda)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,883^a	0,779	0,753	1.50271
a. Predictors: (Constant), X2, X1				

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24120.888	2	12060.444	12.413	0.000^b
	Residual	74814.662	77	971.619		
	Total	98935.550	79			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	165.919	52.447		3.164	0.002
	X1	0.263	0.098	0.281	2.676	0.009
	X2	0.346	0.112	0.324	3.090	0.003
a. Dependent Variable: Y						

Lampiran 11

Distribusi R tabel

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
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

Lampiran 12

Titik Persentase Distribusi t (df = 1 – 80)

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	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
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