

Lampiran 3

Deskripsi Temuan Rekrutmen (X_1)

No.	Pernyataan Rekrutmen	Mean
1.	Proses rekrutmen sesuai dengan job description	4,36
2.	Perekrutan karyawan dilakukan bertujuan untuk mengisi posisi jabatan yang kosong	4,35
3.	Sumber karyawan diperoleh dari penyaringan dan pemberian kesempatan pada karyawan yang sudah ada	4,07
4.	Memberi kesempatan pada individu dari luar perusahaan, departemen tenaga kerja atau lembaga outsourcing	3,80
5.	Penarikan hanya diinformasikan kepada karyawan atau orang – orang tertentu	3,87
6.	Penarikan diinformasikan secara luas dengan memasang iklan media massa, cetak, maupun elektronik	3,82
Rata – rata variabel Rekrutmen		4,05

Lampiran 4**Deskripsi Temuan Seleksi (X₂)**

No.	Pernyataan Seleksi	Mean
1.	Pengecekan kelengkapan secara administrasi dilakukan dengan efektif dan efisien	4,11
2.	Pelamar memiliki pengetahuan secara akademik	4,04
3.	Interview yang dilakukan, digunakan untuk mendapat informasi dan memastikan sikap maupun karakteristik pelamar	4,24
4.	Proses seleksi dilakukan untuk mengetahui etika dan karakteristik pelamar	3,95
Rata – rata variabel Seleksi		4,08

Lampiran 5**Deskripsi Temuan Penempatan Karyawan (X_3)**

No.	Pernyataan Penempatan Karyawan	Mean
1.	Sistem penempatan disesuaikan dengan latar belakang Pendidikan	4,07
2.	Penempatan dilakukan berdasarkan pengetahuan kerja	4,13
3.	Penempatan sudah sesuai dengan keterampilan kerja	4,05
4.	Penempatan disesuaikan dengan pengalaman kerja	4,00
Rata – rata variabel penempatan karyawan		4,06

Lampiran 6

Deskripsi Temuan Kinerja Karyawan (Y)

No.	Pernyataan	Mean
1.	Karyawan mampu mencapai standar kualitas kerja yang ditetapkan oleh perusahaan dengan baik dan optimal	4,04
2.	Karyawan mampu menyelesaikan pekerjaan sesuai dengan target yang telah ditetapkan	4,09
3.	Karyawan mampu menyelesaikan pekerjaan yang diberikan dengan tepat waktu	4,05
4.	Karyawan mampu menyelesaikan pekerjaan sesuai dengan biaya yang telah dianggarkan	4,25
5.	Dilakukan pengawasan yang baik pada karyawan saat sedang melakukan pekerjaan	4,04
6.	Karyawan mampu bekerjasama antar rekan kerja dalam menyelesaikan pekerjaan yang diberikan dengan baik	4,05
Rata – rata variabel Kinerja Karyawan		4,09

Lampiran 7**Rekap Jawaban Responden Rekrutmen (X₁)**

No	Rekrutmen						Jumlah
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	
1	4	4	5	4	3	4	24
2	4	4	4	3	4	4	23
3	3	4	4	4	4	4	23
4	3	4	4	4	3	4	22
5	4	4	5	4	4	4	25
6	4	4	5	4	4	4	25
7	4	5	5	4	4	4	26
8	4	5	5	4	5	4	27
9	4	4	4	4	4	4	24
10	4	3	5	4	4	4	24
11	4	4	4	3	4	3	22
12	4	4	5	4	4	4	25
13	4	4	4	4	3	4	23
14	4	4	4	4	4	4	24
15	4	4	4	3	4	3	22
16	5	5	4	4	4	4	26
17	5	5	4	4	4	4	26
18	5	5	4	3	4	3	24
19	4	4	4	4	5	4	25
20	5	4	4	4	4	4	25
21	5	5	4	4	4	4	26
22	4	4	4	4	4	4	24
23	4	4	4	4	4	4	24
24	5	4	4	4	4	4	25
25	5	5	4	4	4	4	26
26	5	5	4	5	4	5	28
27	4	4	5	4	5	4	26
28	5	5	3	3	4	3	23
29	5	4	4	4	4	4	25

30	5	5	4	4	4	4	26
31	5	5	5	5	4	5	29
32	4	5	5	5	4	5	28
33	5	5	4	5	5	5	29
34	5	5	4	4	4	4	26
35	4	4	4	4	4	4	24
36	5	5	4	4	4	4	26
37	5	5	4	4	3	4	25
38	5	5	3	3	3	3	22
39	5	5	4	4	4	4	26
40	5	5	3	3	4	3	23
41	5	4	5	4	4	4	26
42	4	4	4	3	4	3	22
43	4	4	3	3	3	3	20
44	4	4	3	3	3	3	20
45	4	4	5	4	3	4	24
46	4	4	5	3	3	3	22
47	5	4	3	3	4	3	22
48	4	4	3	3	3	3	20
49	4	4	3	4	4	4	23
50	4	4	3	3	3	3	20
51	4	4	4	4	3	4	23
52	4	4	4	4	5	4	25
53	4	4	4	3	4	3	22
54	4	4	4	4	4	4	24
55	5	5	4	4	4	4	26

Lampiran 8**Rekap Jawaban Responden Seleksi (X₂)**

No	Seleksi				Jumlah
	X2.1	X2.2	X2.3	X2.4	
1	4	5	4	4	17
2	4	4	5	4	17
3	4	5	4	4	17
4	5	5	5	5	20
5	4	4	4	4	16
6	4	4	4	4	16
7	4	4	4	4	16
8	5	4	5	4	18
9	5	4	5	4	18
10	4	4	5	4	17
11	4	5	4	5	18
12	5	4	5	4	18
13	4	5	5	4	18
14	5	4	5	4	18
15	4	3	4	3	14
16	4	4	4	4	16
17	5	4	5	4	18
18	4	4	4	5	17
19	4	4	4	4	16
20	3	4	5	4	16
21	4	4	4	4	16
22	4	4	4	4	16
23	4	4	4	4	16
24	5	4	5	4	18
25	5	4	5	4	18
26	4	5	4	5	18
27	4	4	4	4	16
28	4	3	4	3	14
29	3	4	3	4	14

30	5	4	5	4	18
31	4	5	4	5	18
32	4	5	4	5	18
33	4	5	4	5	18
34	5	4	5	4	18
35	4	4	4	4	16
36	4	4	4	4	16
37	4	4	4	4	16
38	3	4	4	3	14
39	3	4	3	4	14
40	5	3	5	3	16
41	4	4	4	4	16
42	4	4	4	3	15
43	3	4	4	3	14
44	3	3	4	4	14
45	4	4	4	4	16
46	4	3	4	3	14
47	3	4	3	4	14
48	4	3	4	3	14
49	3	4	3	4	14
50	4	4	4	3	15
51	5	4	4	4	17
52	5	4	5	4	18
53	4	3	4	3	14
54	4	4	4	4	16
55	5	4	5	4	18

Lampiran 9**Rekap Jawaban Responden Penempatan Karyawan (X₃)**

No	Penempatan Karyawan				Jumlah
	X3.1	X3.2	X3.3	X3.4	
1	5	4	4	4	17
2	4	4	4	4	16
3	4	4	4	4	16
4	4	4	3	5	16
5	4	4	4	4	16
6	4	5	4	4	17
7	4	5	4	4	17
8	4	5	5	4	18
9	5	4	5	4	18
10	5	5	4	4	18
11	4	4	4	5	17
12	3	5	3	4	15
13	4	4	4	4	16
14	4	4	5	4	17
15	3	4	4	3	14
16	5	4	4	4	17
17	5	4	3	4	16
18	3	3	4	3	13
19	4	4	4	4	16
20	4	4	3	4	15
21	4	4	4	4	16
22	5	4	4	4	17
23	4	4	4	4	16
24	4	4	5	4	17
25	5	4	5	4	18
26	4	4	4	5	17
27	4	5	4	4	17
28	3	3	4	4	14
29	5	4	3	4	16

30	4	4	5	4	17
31	4	5	4	5	18
32	5	5	4	5	19
33	4	4	4	5	17
34	4	4	5	4	17
35	4	4	4	4	16
36	5	4	4	4	17
37	3	4	4	4	15
38	3	3	3	3	12
39	5	4	4	5	18
40	4	4	5	4	17
41	4	5	4	4	17
42	4	4	4	4	16
43	4	4	5	5	18
44	4	4	4	4	16
45	4	5	4	4	17
46	4	5	5	3	17
47	4	3	3	3	13
48	3	4	4	3	14
49	4	4	4	4	16
50	4	3	3	3	13
51	4	4	3	4	15
52	5	5	5	4	19
53	4	4	4	3	15
54	3	4	4	4	15
55	4	4	5	4	17

Lampiran 10**Rekap Jawaban Responden Kinerja Karyawan (Y)**

No	Kinerja Karyawan						Jumlah
	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	
1	4	5	4	5	4	4	26
2	4	4	4	4	4	4	26
3	4	4	4	4	4	4	24
4	5	4	3	4	5	5	26
5	4	5	4	5	4	4	26
6	4	5	4	5	4	4	26
7	4	5	4	5	4	4	26
8	4	5	5	5	4	4	27
9	5	4	5	4	4	4	26
10	4	5	4	5	4	4	26
11	5	4	4	4	5	5	27
12	4	5	3	5	4	4	25
13	4	4	4	4	4	4	24
14	4	4	5	4	4	4	25
15	4	4	4	4	3	4	23
16	4	4	4	4	4	4	24
17	4	4	4	4	4	4	24
18	4	4	4	4	3	5	24
19	4	4	4	5	4	4	25
20	4	4	4	4	4	4	24
21	4	4	4	4	4	4	24
22	4	4	4	5	4	4	25
23	4	4	4	4	5	4	25
24	4	4	5	5	4	4	26
25	4	4	5	5	4	4	26
26	5	4	4	4	5	5	27
27	4	5	4	5	4	4	26
28	3	3	4	4	4	3	21
29	4	4	5	4	4	4	25

30	4	4	5	4	5	4	26
31	5	5	4	4	5	5	28
32	5	5	4	4	5	5	28
33	5	4	4	4	5	5	27
34	4	4	5	5	4	4	26
35	4	4	4	5	4	4	25
36	4	4	4	5	4	4	25
37	4	4	4	4	4	4	24
38	4	3	4	4	4	4	23
39	4	4	5	4	5	4	26
40	3	3	5	4	4	3	22
41	4	5	4	4	4	4	25
42	3	4	3	4	4	4	22
43	3	4	3	4	4	4	22
44	4	3	3	4	4	3	21
45	4	5	4	4	4	4	25
46	3	5	5	4	3	3	23
47	4	3	3	4	3	4	21
48	4	3	3	4	3	4	21
49	4	3	4	3	4	4	22
50	5	3	3	4	3	4	22
51	4	4	3	4	4	4	23
52	4	4	4	4	4	4	24
53	3	4	4	4	3	4	22
54	4	4	4	4	4	4	24
55	4	4	5	4	4	4	25

Lampiran 11

Uji Validitas dan Reliabilitas

1. Uji Validitas

a. Validitas Rekrutmen (X_1)

Correlations								
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	JUMLAH
X1.1	Pearson Correlation	1	.649**	-.181	.119	.155	.099	.460**
	Sig. (2-tailed)		.000	.185	.386	.258	.470	.000
	N	55	55	55	55	55	55	55
X1.2	Pearson Correlation	.649**	1	-.078	.244	.159	.226	.550**
	Sig. (2-tailed)	.000		.571	.073	.248	.097	.000
	N	55	55	55	55	55	55	55
X1.3	Pearson Correlation	-.181	-.078	1	.513**	.241	.519**	.559**
	Sig. (2-tailed)	.185	.571		.000	.076	.000	.000
	N	55	55	55	55	55	55	55
X1.4	Pearson Correlation	.119	.244	.513**	1	.340*	.970**	.838**
	Sig. (2-tailed)	.386	.073	.000		.011	.000	.000
	N	55	55	55	55	55	55	55
X1.5	Pearson Correlation	.155	.159	.241	.340*	1	.355**	.585**
	Sig. (2-tailed)	.258	.248	.076	.011		.008	.000
	N	55	55	55	55	55	55	55
X1.6	Pearson Correlation	.099	.226	.519**	.970**	.355**	1	.834**
	Sig. (2-tailed)	.470	.097	.000	.000	.008		.000
	N	55	55	55	55	55	55	55
JUMLAH	Pearson Correlation	.460**	.550**	.559**	.838**	.585**	.834**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55
** Correlation is significant at the 0.01 level (2-tailed).								
* Correlation is significant at the 0.05 level (2-tailed).								

b. Validitas Seleksi (X₂)

Correlations						
		X2.1	X2.2	X2.3	X2.4	JUMLAH
X2.1	Pearson Correlation	1	.042	.745**	.123	.730**
	Sig. (2-tailed)		.759	.000	.372	.000
	N	55	55	55	55	55
X2.2	Pearson Correlation	.042	1	.031	.739**	.635**
	Sig. (2-tailed)	.759		.821	.000	.000
	N	55	55	55	55	55
X2.3	Pearson Correlation	.745**	.031	1	.041	.688**
	Sig. (2-tailed)	.000	.821		.767	.000
	N	55	55	55	55	55
X2.4	Pearson Correlation	.123	.739**	.041	1	.673**
	Sig. (2-tailed)	.372	.000	.767		.000
	N	55	55	55	55	55
JUML	Pearson Correlation	.730**	.635**	.688**	.673**	1
AH	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

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

c. Validitas Penempatan Karyawan (X_3)

Correlations						
		X3.1	X3.2	X3.3	X3.4	JUMLAH
X3.1	Pearson Correlation	1	.252	.137	.338*	.671**
	Sig. (2-tailed)		.063	.318	.012	.000
	N	55	55	55	55	55
X3.2	Pearson Correlation	.252	1	.252	.311*	.680**
	Sig. (2-tailed)	.063		.063	.021	.000
	N	55	55	55	55	55
X3.3	Pearson Correlation	.137	.252	1	.110	.599**
	Sig. (2-tailed)	.318	.063		.426	.000
	N	55	55	55	55	55
X3.4	Pearson Correlation	.338*	.311*	.110	1	.655**
	Sig. (2-tailed)	.012	.021	.426		.000
	N	55	55	55	55	55
JUML	Pearson Correlation	.671**	.680**	.599**	.655**	1
AH	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55
*. Correlation is significant at the 0.05 level (2-tailed).						
**. Correlation is significant at the 0.01 level (2-tailed).						

d. Validitas Kinerja Karyawan (Y)

Correlations								
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	JUMLAH
Y1.1	Pearson Correlation	1	.107	-.065	-.039	.465**	.724**	.594**
	Sig. (2-tailed)		.435	.637	.779	.000	.000	.000
	N	55	55	55	55	55	55	55
Y1.2	Pearson Correlation	.107	1	.180	.483**	.211	.250	.674**
	Sig. (2-tailed)	.435		.188	.000	.122	.066	.000
	N	55	55	55	55	55	55	55
Y1.3	Pearson Correlation	-.065	.180	1	.139	.159	-.144	.428**
	Sig. (2-tailed)	.637	.188		.312	.247	.294	.001
	N	55	55	55	55	55	55	55
Y1.4	Pearson Correlation	-.039	.483**	.139	1	-.036	-.066	.423**
	Sig. (2-tailed)	.779	.000	.312		.793	.633	.001
	N	55	55	55	55	55	55	55
Y1.5	Pearson Correlation	.465**	.211	.159	-.036	1	.448**	.649**
	Sig. (2-tailed)	.000	.122	.247	.793		.001	.000
	N	55	55	55	55	55	55	55
Y1.6	Pearson Correlation	.724**	.250	-.144	-.066	.448**	1	.593**
	Sig. (2-tailed)	.000	.066	.294	.633	.001		.000
	N	55	55	55	55	55	55	55
JUMLAH	Pearson Correlation	.594**	.674**	.428**	.423**	.649**	.593**	1
	Sig. (2-tailed)	.000	.000	.001	.001	.000	.000	
	N	55	55	55	55	55	55	55

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

2. Uji Reliabilitas

a. Reliabilitas Rekrutmen (X_1)

Case Processing Summary			
		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.755	7

b. Reliabilitas Seleksi (X_2)

Case Processing Summary			
		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.770	5

c. Reliabilitas Penempatan Karyawan (X_3)

Case Processing Summary			
		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.752	5

d. Reliabilitas Kinerja Karyawan (Y)

Case Processing Summary			
		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.718	7

Lampiran 12

Uji Asumsi klasik

1. Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		55
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.96198527
Most Extreme Differences	Absolute	.101
	Positive	.051
	Negative	-.101
Test Statistic		.101
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		

2. Multikolinieritas

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.961	1.801		2.199	.032		
	Rekrutmen	.383	.079	.447	4.841	.000	.634	1.578
	Seleksi	.430	.103	.370	4.172	.000	.687	1.455
	Penempatan Karyawan	.263	.108	.216	2.448	.018	.691	1.447
a. Dependent Variable: Kinerja Karyawan								

3. Autokorelasi

Runs Test	
	Unstandardized Residual
Test Value ^a	.01204
Cases < Test Value	27
Cases >= Test Value	28
Total Cases	55
Number of Runs	26
Z	-.678
Asymp. Sig. (2-tailed)	.498
a. Median	

Lampiran 13

1. Uji Regresi Linear Berganda

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.961	1.801		2.199	.032
	Rekrutmen	.383	.079	.447	4.841	.000
	Seleksi	.430	.103	.370	4.172	.000
	Penempatan Karyawan	.263	.108	.216	2.448	.018

a. Dependent Variable: Kinerja Karyawan

2. Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.851 ^a	.725	.709	.990

a. Predictors: (Constant), Penempatan Karyawan, Seleksi, Rekrutmen

3. Uji t

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.961	1.801		2.199	.032
	Rekrutmen	.383	.079	.447	4.841	.000
	Seleksi	.430	.103	.370	4.172	.000
	Penempatan Karyawan	.263	.108	.216	2.448	.018

a. Dependent Variable: Kinerja Karyawan

4. Uji F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	131.555	3	43.852	44.753	.000 ^b
	Residual	49.972	51	.980		
	Total	181.527	54			
a. Dependent Variable: Kinerja Karyawan						
b. Predictors: (Constant), Penempatan Karyawan, Seleksi, Rekrutmen						

Lampiran 14

Tabel r

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

Lampiran 15

t - Tabel

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
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

Lampiran 16

F tabel

df untuk penye- but (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
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