LAMPIRAN

Lampiran 1 Instrumen Penelitian
Instrumen Penelitian

KUESIONER PENELITIAN

"Pengaruh Stres Kerja, Beban Kerja, Motivasi Kerja Terhadap Kinerja Karyawan CV SINERGI KARYA SUKSES

Kepada, Yth. Saudara/i

Dengan hormat,

Dalam rangka penyusunan skripsi, saya mohon kesediaan saudara/i untuk membantu mengisi kuesioner sebagaimana terlampir. Jawaban dalam kuesioner tersebut saya jadikan sebagai bahan penelitian yang berjudul "Pengaruh Stres Kerja, Beban Kerja, Motivasi Kerja Terhadap Kinerja Karyawan CV SINERGI KARYA SUKSES", maka saya :

Nama : Mochamad Patriaji Romdhoni

Fakultas / Jurusan : Ekonomi dan Bisnis / Manajemen

NBI : 1211900194

Dengan kerelaan saudara/i dalam mengisi perntanyaan kuesioner ini sangat membantu dalam penyelesaian studi saya. Atas perhatian dan pertisipasi saudara/i dalam mengisi kuesioner ini kami ucapkan terimakasih. Semoga Tuhan membalas kebaikan saudara/i dengan berlipat ganda.

Hormat Saya

Mochamad Patriaji Romdhoni

Daftar Pertanyaan (Kuesioner) “Penagruh Stres Kerja, Beban Kerja, Motivasi Kerja Terhadap Kinerja Karyawan CV. SINERGI KARYA SUKSES DI KAB GRESIK”

Petunjuk pengisian :

1) Isilah data diri anda sesuai dengan keadaan yang sebenarnya.
2) Berilah tanda checklist (√) pada salah satu pilihan jawaban yang tersedia sesuai dengan pendapat anda sebagai tenaga kerja pada komponen-komponen variabel.
   Masing-masing pilihan jawaban memiliki makna sebagai berikut :

   1. STS : apabila jawaban tersebut menurut anda Sangat Tidak Setuju

   2. TS : apabila jawaban tersebut menurut anda Tidak Setuju

   3. N : apabila jawaban tersebut menurut anda Netral

   4. S : apabila jawaban tersebut menurut anda Setuju

   5. SS : apabila jawaban tersebut menurut anda Sangat Setuju

3) Diharapkan untuk tidak menjawab lebih dari satu pilihan jawaban.

4) Identitas Responden :

1. Nama :.....(Boleh Di Kosongkan)
2. Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
3. Usia : ☐ ±25 Tahun ☐ ±30 Tahun ☐ ±35 Tahun ☐ ±40 Tahun
4. Pendidikan Terakhir : ☐ SMP ☐ SMA/SMK ☐ S1
5. Jabatan : ☐ Supervisor ☐ Karyawan ☐ Mandor ☐ Manajer
6. Lama Bekerja : ☐ >1 Tahun ☐ >2 Tahun ☐ >3 Tahun ☐ >4Tahun

VARIABEL STRESS

No	PERTANYAAN	STS	TS	N	S	SS
Tuntutan tugas						
1.	Saya merasakan tuntutan target perusahaan yang terlalu tinggi					
2.	Saya mempunyai banyak pekerjaan yang memliki target waktu yang bersamaan					
3.	Pekerjaan yang saya lakukan selama ini sering mengalami hambatan					
Tuntutan peran						
1.	Saya kurang siap dalam melaksanakan pekerjaan dari perusahaan					
2.	Saya memiliki beberapa target pekerjaan yang kurang jelas					
3.	Dalam melakukan pekerjaan, saya mempunyai beban yang berlebihan					
Tuntutan antar pribadi						
1.	Saya mendapatkan pengawasan yang terlalu ketat dari atasan					
2.	Waktu kerja yang terlalu lama, membuat hubungan keluarga saya jadi kurang berjalan dengan baik					
3.	Saya kesulitan berkomunikasi dengan karyawan perusahaan ini					
Kepemimpinan organisasi						

1.	Pimpinan kurang menjelaskan target yang harus saya kerjakan					
2.	Keputusan yang diberikan pimpian kurang adil untuk saya dan rekan kerja lainnya					
3.	Saya selalu tidak dipercaya oleh pimpinan dalam melakakuan pekerjaan					

VARIABEL BEBAN KERJA

No.	PERTANYAAN	STS	TS	N	S	SS
Kondisi Pekerjaan						
1.	Saya selalu mendapat kesusahan saat pengoperasian alat kerja di perusahaan					
2.	Tempat kerja yang sangat memadai					
3.	Rekan tim yang sesuai dengan kebutuhan pekerjaan					
Penggunaan Waktu Kerja						
1.	Saya selalu tepat waktu saat bekerja					
2.	Saya selalu disibukan dengan pekerjaan yang datang bersamaan					
3.	Jam kerja yang sangat lama selalu membuat saya kelelahan					
Target yang Harus Dicapai						
1.	Saya selalu mengupayakan bekerja yang terbaik untuk perusahaan					
2.	Pekerjaan yang saya lakukan selalu sesuai					

	target dari perusahaan					
3.	Saya selalu mampu bekerjasam dengan tim, agar target perusahaa tercapai					

VARIABEL MOTIVASI KERJA

No.	PERTANYAAN	STS	TS	N	S	SS
Balas jasa						
1.	Mendapatkan reward karena saya telah bekerja sesuai target dari perusahaan					
2.	Saya mampu menyelesaikan pekerjaan sesuai perintah pimpinan					
3.	Pimpinan selalu memberikan gaji dengan tepat waktu					
Kondisi kerja						
1.	Tuntutan dari pimpinan yang sangat sesuai dengan kemampuan saya					
2.	Saya sangat senang saat bekerja					
3.	Saya mampu bekerja sama dengan baik					
Fasilitas kerja						
1.	Tempat istirahat yang sangat nyaman					
2.	Saya mampu menggunakan alat kerja dengan baik					
3.	Ruang lingkup kerja yang sangat memadai					
Prestasi kerja						
1.	Saya selalu bersungguh – sungguh					

	dengan pekerjaan yang telah diberikan					
2.	Saya mampu motivasi antar rekan kerja agar lebih giat dalam bekerja					
3.	Selalu memberikan kontribusi yang baik untuk perusahaan ini					
Pengakuan dari atasan						
1.	Saya selalu mendapat pujian atas target yang telah saya lakukan					
2.	Pimpinan selalu memberikan mengakui hasil kerja semua karyawannya					
3.	Pimpinan selalu melibatkan saya dan rekan kerja saat pengambilan sebuah keputusan					
Pekerjaan itu sendiri						
1.	Saya selalu senang saat melakukan pekerjaan ini					
2.	Saya mampu bekerja dengan penuh rasa bertanggung jawab					
3.	Selalu meningkatkan kualitas dalam menyelesaikan pekerjaan saya					

VARIABEL KINERJA KARYAWAN

No	PERTANYAAN	STS	TS	N	S	SS
Kualitas						
1.	Karyawan selalu bekerja dengan kualitas mutu sesuai dengan kebutuhan perusahaan					
2.	Kualitas yang karyawan miliki mampu mengurangi kemungkinan kesalahan – kesalahan dalam pekerjaan					
3.	Karyawan bekerja sesuai dengan skill yang di miliki					
Kuantitas						
1.	Karyawan mampu mencapai target perusahaan yang diinginkan					
2.	Semua tugas yang telah ditentukan perusahaan mampu karayawan lakukan					
3.	Konsisten dalam bekerja selalu karyawan terapkan dalam bekerja					
Ketepatan Waktu						
1.	Karyawan mampu memenuhi target yang diingkan perusahaan					
2.	Waktu pekerjaan selama ini selalu lebih cepat dari waktu yang ditentukan perusahan ini					

3.	Seluruh pekerjaan mampu karyawan selesaikan dengan tepat waktu					
Efektivitas						
1.	Karyawan selalu mencari cara yang lebih efektif dan praktis dalam bekerja					
2.	Pekerjaan mampu karyawan lakukan dengan cepat selalu karyawan dahulukan					
3.	Memiliki rasa tau yang tinggi akan setiap pekerjaan yang akan dikerjakan					
Kemandirian						
1.	Karyawan mampu melakukan inisatif sendiri saat menyelesaikan pekerjaan tanpa disuruh pimpinan					
2.	Karyawan berani mengakui kesalahan dalam melakukan pekerjaan dan memperbaikinya					
3.	Karyawan mampu menyelesaiakan masalah yang muncul dalam pekerjaan					

Lampiran 2. Tabulasi Data

STRES KERJA (X1)

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Total
5	5	5	4	5	5	5	5	5	5	4	5	58
5	3	5	4	5	5	5	5	5	5	5	4	56
1	3	3	2	3	3	3	3	4	2	2	4	33
3	3	2	2	3	4	5	4	4	5	3	4	42
3	3	2	2	2	4	4	2	2	2	2	2	30
5	4	5	5	5	5	5	5	5	5	4	5	58
3	3	3	3	2	3	3	3	3	3	3	3	35
5	4	5	4	4	4	4	4	4	4	4	4	50
5	5	5	5	5	5	5	5	5	5	5	5	60
2	3	3	3	3	3	3	3	3	3	3	3	35
5	5	4	5	5	5	5	5	4	3	3	3	52
5	4	5	5	4	5	5	4	4	4	5	5	55
2	4	3	3	3	5	5	4	5	4	3	4	45
2	2	2	3	3	3	3	2	3	2	3	2	30
2	4	3	4	3	3	4	4	5	4	3	3	42
5	4	5	3	3	5	4	3	4	3	4	3	46
3	3	4	4	4	2	4	5	3	4	3	5	44
3	3	3	3	3	3	4	3	3	4	3	3	38
5	5	5	5	3	5	4	5	5	5	4	4	55
4	4	5	4	3	4	3	4	4	2	4	3	44
5	5	5	5	5	5	5	5	5	5	5	5	60
2	4	3	3	3	5	3	4	3	4	3	3	40
3	4	3	3	5	3	3	3	3	4	3	3	40
3	2	3	3	3	3	3	3	3	3	3	3	35
5	5	5	5	5	5	5	5	5	5	5	5	60
3	3	3	3	3	4	3	3	4	3	4	4	40
5	4	4	3	4	4	4	4	5	5	4	4	50
2	3	2	2	2	3	3	2	3	2	4	2	30
2	4	3	3	4	4	5	5	5	5	5	5	50
3	2	4	3	4	4	4	4	3	3	4	2	40
5	5	5	5	5	5	5	5	5	5	5	5	60
5	2	3	2	4	5	3	4	5	3	4	4	44
2	4	3	2	5	4	4	3	5	3	5	3	43
5	4	5	4	4	5	4	5	5	4	5	3	53
5	5	5	5	5	5	5	5	5	4	4	5	58
3	4	3	5	3	5	5	5	5	3	4	4	49
5	4	5	4	5	3	4	3	3	4	5	5	50
5	4	2	5	5	5	3	3	5	5	4	5	51
3	5	5	5	5	5	4	3	5	5	5	5	55
5	3	2	4	4	4	4	3	3	3	3	2	40

BEBAN KERJA (X2)

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	Total
5	5	5	5	5	5	5	5	5	45
5	5	5	5	5	5	5	5	5	45
5	3	4	3	5	4	3	5	5	37
4	5	4	4	3	5	5	4	5	39
4	5	2	5	4	5	5	5	5	40
4	3	4	4	5	2	5	4	4	35
5	4	3	4	3	3	4	5	3	34
4	4	4	3	4	5	4	4	5	37
4	3	3	3	4	3	4	5	3	32
4	3	4	5	3	5	3	4	4	35
4	5	4	4	5	4	4	5	4	39
4	4	3	3	4	5	4	3	3	33
3	5	3	4	3	5	3	4	2	32
4	4	4	5	5	5	4	5	3	39
4	5	4	5	3	4	3	4	4	36
5	5	5	5	5	5	5	5	5	45
5	5	5	5	5	4	5	5	3	42
3	3	3	4	3	4	3	4	5	32
5	3	4	3	4	4	4	4	5	36
3	4	2	4	5	2	2	4	3	29
5	5	5	5	5	5	5	5	5	45
5	5	5	5	5	5	5	5	5	45
5	3	4	4	4	3	3	4	5	35
4	4	3	3	3	3	3	3	4	30
5	5	4	5	4	5	3	4	5	40
3	5	4	4	5	5	4	5	4	39
4	4	4	3	4	5	4	4	3	35
3	4	5	3	4	3	4	4	5	35
5	4	4	3	4	4	5	5	3	37
4	3	4	3	3	4	3	4	3	31
4	4	4	4	5	5	4	5	5	40
3	3	5	3	2	3	5	4	3	31
5	5	5	4	5	5	4	5	5	43
3	3	4	5	3	4	3	4	3	32
4	5	4	5	4	5	4	4	5	40
5	5	5	5	5	5	5	5	5	45
5	5	5	5	5	5	5	5	5	45
2	2	2	3	2	2	2	3	2	20
4	5	5	3	3	4	3	4	4	35
5	4	5	4	5	5	5	5	4	42

MOTIVASI KERJA (X3)

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	X3.16	X3.17	X3.18	TOTAL
4	5	5	5	5	5	5	5	5	4	4	4	5	5	5	3	5	5	84
5	5	3	4	4	5	5	4	4	5	3	4	4	4	5	3	4	4	75
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
4	4	5	5	3	5	4	5	4	5	4	5	5	4	3	5	4	3	77
3	3	5	3	4	4	4	3	3	3	4	3	4	4	4	3	3	4	64
3	4	4	2	3	4	3	4	3	3	2	3	4	3	2	3	2	3	55
5	5	4	5	3	5	4	5	4	4	4	5	5	5	4	5	4	5	81
3	4	4	5	5	5	5	4	4	5	5	4	3	3	3	5	5	5	77
2	3	3	5	4	5	4	3	4	5	3	2	3	2	4	5	5	4	66
5	3	4	2	4	2	4	5	4	4	5	5	5	5	5	5	5	4	76
3	4	4	4	3	3	3	3	3	3	4	2	3	4	3	4	3	4	60
3	3	4	5	5	5	4	3	3	3	3	3	4	2	2	2	2	2	58
4	4	5	4	3	4	5	4	3	4	4	3	4	5	3	4	3	4	70
4	5	3	4	4	3	5	5	4	5	5	4	5	5	3	5	5	3	77
3	5	5	4	3	4	4	4	4	4	3	3	4	4	3	5	5	3	70
3	4	3	4	4	5	5	4	3	4	3	5	5	4	4	3	5	5	73
4	4	5	3	5	5	4	4	3	4	4	3	4	4	3	4	5	3	71
3	3	3	5	4	4	3	4	4	5	3	5	4	4	3	3	5	4	69
5	5	4	3	4	3	4	3	4	4	4	4	4	4	5	4	5	4	73
4	4	3	3	5	4	4	1	4	4	5	3	3	5	2	3	5	4	66
4	4	3	4	4	4	5	3	4	5	4	4	5	4	4	4	4	5	74
3	4	3	4	5	4	5	5	3	4	3	4	4	4	5	4	3	5	72
4	5	5	4	4	5	5	4	3	5	3	4	4	3	5	5	4	5	77
3	4	3	5	4	4	3	4	4	3	5	3	5	5	3	4	4	5	71
4	3	3	3	5	4	4	5	3	5	4	4	3	5	3	3	4	4	69
4	2	2	4	2	3	3	5	3	3	3	3	3	3	3	3	3	3	55
4	3	4	4	4	5	4	4	4	3	4	3	3	4	4	5	4	4	70
3	5	2	3	4	5	3	3	4	3	3	5	3	2	5	4	4	4	65
4	5	5	4	5	5	4	4	3	4	4	4	4	5	4	4	4	3	75
4	4	4	3	4	5	5	5	2	2	2	3	2	2	2	2	2	2	55
2	3	3	3	4	5	5	2	2	2	2	3	4	5	3	5	2	5	60
3	4	2	3	2	3	4	4	5	4	4	3	3	4	3	3	3	3	60
4	5	5	5	3	5	4	5	4	5	2	3	3	5	2	3	3	4	70
3	3	2	3	3	2	4	3	4	2	3	4	3	2	2	3	4	3	53
4	5	5	4	5	4	3	5	4	4	5	4	3	4	5	4	4	4	76
4	3	4	3	4	5	3	5	2	5	1	4	4	4	3	5	2	4	65
3	4	2	5	2	3	2	2	3	3	3	4	3	2	3	4	5	4	57
4	4	4	3	5	4	3	4	4	4	5	4	3	5	5	5	3	5	74
5	3	4	4	5	4	4	5	5	4	5	5	5	5	5	5	5	5	83
4	2	2	3	2	2	4	4	3	3	4	2	3	3	5	3	4	2	55

KINERJA KARYAWAN (Y)

Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Total
4	4	4	4	4	4	4	4	4	5	4	4	5	5	5	64
4	5	2	4	3	2	3	4	5	4	4	3	2	3	3	51
4	4	5	5	4	3	4	5	5	5	5	5	5	4	5	68
5	5	5	4	5	5	5	4	5	5	4	5	4	5	5	71
4	3	4	4	3	4	3	3	5	3	3	4	4	4	3	54
4	3	4	4	5	4	5	4	4	4	3	5	3	4	4	60
5	4	4	3	4	3	5	4	3	4	4	3	5	3	2	56
4	4	5	5	3	5	3	5	3	5	4	4	5	3	5	63
4	3	4	5	4	4	5	4	5	5	5	5	4	5	4	66
4	4	3	3	4	5	4	3	4	5	4	4	3	5	4	59
3	4	5	4	3	4	4	3	4	3	3	4	4	3	4	55
4	3	4	4	2	3	3	3	5	4	4	4	4	4	4	55
5	4	4	5	4	4	4	5	5	5	5	5	5	5	5	70
4	5	3	4	3	5	4	4	4	3	4	4	3	3	2	55
4	3	4	3	5	4	4	4	4	3	3	3	3	4	4	55
4	3	4	5	4	4	4	3	5	4	3	4	3	4	5	59
3	4	5	5	5	4	3	3	5	4	5	5	4	5	4	64
3	4	5	4	4	5	4	4	3	4	3	5	5	4	4	61
5	5	4	5	5	3	4	5	5	4	5	5	3	4	5	67
4	4	3	4	4	4	4	5	3	3	5	4	4	4	5	60
5	4	3	5	4	3	4	3	4	4	4	4	3	4	4	58
3	4	4	3	3	4	2	4	4	4	3	3	4	3	5	53
4	3	3	4	4	4	4	4	4	5	3	4	3	4	4	57
4	3	5	4	3	3	4	5	3	3	4	4	5	3	4	57
4	4	4	4	4	4	3	4	4	5	4	4	4	4	4	60
3	3	4	5	3	3	4	4	5	3	4	4	4	5	4	58
5	4	5	3	4	4	4	5	4	4	4	4	4	4	5	63
4	4	5	3	4	3	3	3	4	4	5	3	5	4	4	58
5	5	3	5	5	5	5	5	4	3	5	5	5	3	4	67
3	3	4	5	3	3	4	4	5	3	5	3	4	3	5	57
5	5	5	3	5	5	4	4	5	5	4	5	4	5	5	69
3	4	3	4	4	3	3	3	4	3	5	3	4	5	3	54
3	3	3	3	5	2	4	4	3	4	4	2	4	3	3	50
3	5	4	4	5	3	4	5	5	4	4	5	5	5	3	64
5	3	5	4	5	5	4	5	4	5	4	4	4	5	4	66
4	4	3	3	4	5	2	3	3	4	4	3	3	4	5	54
3	3	3	4	3	3	3	4	3	3	4	4	4	2	3	49
5	5	4	5	4	5	4	4	4	5	5	3	5	5	5	68
5	5	5	5	5	5	5	5	4	3	5	4	5	5	5	71
5	2	3	4	2	5	4	4	3	3	2	4	5	2	3	51

Lampiran 3. Uji Persyaratan Analisis

Uji Validitas

Correlations														
		x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.10	x1.11	x1.12	Total
x1.1	Pearson Correlation	1	.445**	.646**	.624**	.569**	.579**	.418**	.482**	.429**	.462**	.508**	.395*	.738**
	Sig. (2-tailed)		.004	.000	.000	.000	.000	.007	.002	.006	.003	.001	.012	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.2	Pearson Correlation	.445**	1	.614**	.691**	.539**	.575**	.560**	.551**	.608**	.584**	.480**	.541**	.780**
	Sig. (2-tailed)	.004		.000	.000	.000	.000	.000	.000	.000	.000	.002	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.3	Pearson Correlation	.646**	.614**	1	.640**	.546**	.464**	.479**	.624**	.467**	.471**	.637**	.501**	.786**
	Sig. (2-tailed)	.000	.000		.000	.000	.003	.002	.000	.002	.002	.000	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.4	Pearson Correlation	.624**	.691**	.640**	1	.575**	.511**	.518**	.612**	.508**	.537**	.484**	.549**	.800**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.001	.000	.001	.000	.002	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.5	Pearson Correlation	.569**	.539**	.546**	.575**	1	.427**	.481**	.497**	.525**	.609**	.605**	.593**	.765**
	Sig. (2-tailed)	.000	.000	.000	.000		.006	.002	.001	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

x1.6	Pearson Correlation	.579**	.575**	.464**	.511**	.427**	1	.546**	.541**	.693**	.447**	.511**	.363*	.720**
	Sig. (2-tailed)	.000	.000	.003	.001	.006		.000	.000	.000	.004	.001	.021	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.7	Pearson Correlation	.418**	.560**	.479**	.518**	.481**	.546**	1	.706**	.553**	.585**	.433**	.497**	.727**
	Sig. (2-tailed)	.007	.000	.002	.001	.002	.000		.000	.000	.000	.005	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.8	Pearson Correlation	.482**	.551**	.624**	.612**	.497**	.541**	.706**	1	.663**	.620**	.441**	.553**	.793**
	Sig. (2-tailed)	.002	.000	.000	.000	.001	.000	.000		.000	.000	.004	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.9	Pearson Correlation	.429**	.608**	.467**	.508**	.525**	.693**	.553**	.663**	1	.638**	.649**	.563**	.786**
	Sig. (2-tailed)	.006	.000	.002	.001	.000	.000	.000	.000		.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.10	Pearson Correlation	.462**	.584**	.471**	.537**	.609**	.447**	.585**	.620**	.638**	1	.518**	.680**	.779**
	Sig. (2-tailed)	.003	.000	.002	.000	.000	.004	.000	.000	.000		.001	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
x1.11	Pearson Correlation	.508**	.480**	.637**	.484**	.605**	.511**	.433**	.441**	.649**	.518**	1	.470**	.733**
	Sig. (2-tailed)	.001	.002	.000	.002	.000	.001	.005	.004	.000	.001		.002	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

x1.12	Pearson Correlation	.395**	.541**	.501**	.549**	.593**	.363**	.497**	.553**	.563**	.680**	.470**	1	.733**
	Sig. (2-tailed)	.012	.000	.001	.000	.000	.021	.001	.000	.000	.000	.002		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Total	Pearson Correlation	.738**	.780**	.786**	.800**	.765**	.720**	.727**	.793**	.786**	.779**	.733**	.733**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
**. Correlation is significant at the 0.01 level (2-tailed).														
*. Correlation is significant at the 0.05 level (2-tailed).														

Correlations											
		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	Total
x2.1	Pearson Correlation	1	.387*	.525**	.323*	.550**	.402*	.521**	.559**	.491**	.741**
	Sig. (2-tailed)		.014	.001	.042	.000	.010	.001	.000	.001	.000
	N	40	40	40	40	40	40	40	40	40	40
x2.2	Pearson Correlation	.387*	1	.382*	.533**	.442**	.609**	.442**	.436**	.363*	.727**
	Sig. (2-tailed)	.014		.015	.000	.004	.000	.004	.005	.021	.000
	N	40	40	40	40	40	40	40	40	40	40
x2.3	Pearson Correlation	.525**	.382*	1	.270	.394*	.407**	.564**	.437**	.437**	.696**
	Sig. (2-tailed)	.001	.015		.091	.012	.009	.000	.005	.005	.000
	N	40	40	40	40	40	40	40	40	40	40
x2.4	Pearson Correlation	.323*	.533**	.270	1	.380*	.453**	.298	.441**	.333*	.629**
	Sig. (2-tailed)	.042	.000	.091		.015	.003	.061	.004	.035	.000
	N	40	40	40	40	40	40	40	40	40	40
x2.5	Pearson Correlation	.550**	.442**	.394*	.380*	1	.344*	.475**	.678**	.434**	.734**
	Sig. (2-tailed)	.000	.004	.012	.015		.030	.002	.000	.005	.000
	N	40	40	40	40	40	40	40	40	40	40
x2.6	Pearson Correlation	.402*	.609**	.407**	.453**	.344*	1	.407**	.391*	.405**	.707**
	Sig. (2-tailed)	.010	.000	.009	.003	.030		.009	.013	.010	.000
	N	40	40	40	40	40	40	40	40	40	40
x2.7	Pearson Correlation	.521**	.442**	.564**	.298	.475**	.407**	1	.591**	.344*	.727**
	Sig. (2-tailed)	.001	.004	.000	.061	.002	.009		.000	.030	.000
	N	40	40	40	40	40	40	40	40	40	40
x2.8	Pearson Correlation	.559**	.436**	.437**	.441**	.678**	.391*	.591**	1	.306	.737**
	Sig. (2-tailed)	.000	.005	.005	.004	.000	.013	.000		.055	.000
	N	40	40	40	40	40	40	40	40	40	40
x2.9	Pearson Correlation	.491**	.363*	.437**	.333*	.434**	.405**	.344*	.306	1	.663**

	Sig. (2-tailed)	.001	.021	.005	.035	.005	.010	.030	.055		.000
	N	40	40	40	40	40	40	40	40	40	40
Total	Pearson Correlation	.741**	.727**	.696**	.629**	.734**	.707**	.727**	.737**	.663**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40
*. Correlation is significant at the 0.05 level (2-tailed).											
**. Correlation is significant at the 0.01 level (2-tailed).											

Correlations																				
		x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	x3.8	x3.9	x3.10	x3.11	x3.12	x3.13	x3.14	x3.15	x3.16	x3.17	x3.18	Total
x3.1	Pearson Correlation	1	.259	.323*	-.065	.163	-.041	.174	.477**	.300	.342*	.373*	.419**	.303	.436**	.406**	.141	.245	.074	.549**
	Sig. (2-tailed)		.106	.042	.689	.315	.802	.282	.002	.060	.031	.018	.007	.057	.005	.009	.386	.128	.649	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.2	Pearson Correlation	.259	1	.418**	.244	.202	.348*	.219	.113	.327*	.333*	.139	.298	.221	.242	.211	.177	.243	.245	.538**
	Sig. (2-tailed)	.106		.007	.129	.210	.028	.174	.486	.040	.036	.392	.062	.170	.133	.192	.276	.131	.128	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.3	Pearson Correlation	.323*	.418**	1	.171	.381*	.461**	.224	.337*	.038	.286	.139	.067	.288	.378*	.103	.263	-.005	.110	.526**
	Sig. (2-tailed)	.042	.007		.292	.015	.003	.164	.033	.816	.073	.393	.682	.071	.016	.529	.101	.977	.499	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.4	Pearson Correlation	-.065	.244	.171	1	.042	.390*	.077	.139	.317*	.353*	.109	.137	.236	.015	-.007	.138	.289	.268	.393*
	Sig. (2-tailed)	.689	.129	.292		.797	.013	.636	.391	.046	.026	.503	.401	.142	.926	.967	.395	.070	.095	.012
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.5	Pearson Correlation	.163	.202	.381*	.042	1	.470**	.305	.078	.117	.278	.329*	.298	.200	.300	.286	.134	.197	.372*	.542**
	Sig. (2-tailed)	.315	.210	.015	.797		.002	.056	.633	.471	.083	.038	.062	.215	.060	.073	.411	.222	.018	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

x3.6	Pearson Correlation	-.041	.348*	.461**	.390*	.470**	1	.299	.112	-.090	.280	-.261	.147	.130	.063	.006	.127	-.115	.279	.372*
	Sig. (2-tailed)	.802	.028	.003	.013	.002		.061	.491	.579	.081	.104	.366	.425	.698	.969	.433	.479	.082	.018
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.7	Pearson Correlation	.174	.219	.224	.077	.305	.299	1	.161	.058	.245	.073	.083	.310	.216	.160	.036	.096	.177	.395*
	Sig. (2-tailed)	.282	.174	.164	.636	.056	.061		.321	.724	.127	.653	.609	.051	.180	.325	.823	.555	.274	.012
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.8	Pearson Correlation	.477**	.113	.337*	.139	.078	.112	.161	1	.152	.356*	.066	.340*	.268	.292	.229	.134	-.027	-.002	.440**
	Sig. (2-tailed)	.002	.486	.033	.391	.633	.491	.321		.350	.024	.685	.032	.094	.067	.155	.411	.867	.990	.005
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.9	Pearson Correlation	.300	.327*	.038	.317*	.117	-.090	.058	.152	1	.369*	.591**	.343*	.281	.277	.336*	.202	.587**	.280	.561**
	Sig. (2-tailed)	.060	.040	.816	.046	.471	.579	.724	.350		.019	.000	.030	.079	.084	.034	.210	.000	.080	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.10	Pearson Correlation	.342*	.333*	.286	.353*	.278	.280	.245	.356*	.369*	1	.205	.369*	.337*	.361*	.243	.342*	.417**	.322*	.666**
	Sig. (2-tailed)	.031	.036	.073	.026	.083	.081	.127	.024	.019		.206	.019	.033	.022	.130	.031	.007	.042	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.11	Pearson Correlation	.373*	.139	.139	.109	.329*	-.261	.073	.066	.591**	.205	1	.192	.253	.452**	.365*	.290	.547**	.244	.538**

	Sig. (2-tailed)	.018	.392	.393	.503	.038	.104	.653	.685	.000	.206		.234	.115	.003	.021	.070	.000	.129	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.12	Pearson Correlation	.419**	.298	.067	.137	.298	.147	.083	.340*	.343*	.369*	.192	1	.513**	.225	.390*	.280	.388*	.415**	.605**
	Sig. (2-tailed)	.007	.062	.682	.401	.062	.366	.609	.032	.030	.019	.234		.001	.163	.013	.080	.013	.008	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.13	Pearson Correlation	.303	.221	.288	.236	.200	.130	.310	.268	.281	.337*	.253	.513**	1	.507**	.292	.337*	.303	.380*	.633**
	Sig. (2-tailed)	.057	.170	.071	.142	.215	.425	.051	.094	.079	.033	.115	.001		.001	.067	.033	.057	.015	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.14	Pearson Correlation	.436**	.242	.378*	.015	.300	.063	.216	.292	.277	.361*	.452**	.225	.507**	1	.201	.305	.159	.448**	.617**
	Sig. (2-tailed)	.005	.133	.016	.926	.060	.698	.180	.067	.084	.022	.003	.163	.001		.213	.055	.328	.004	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.15	Pearson Correlation	.406**	.211	.103	-.007	.286	.006	.160	.229	.336*	.243	.365*	.390*	.292	.201	1	.374*	.357*	.464**	.571**
	Sig. (2-tailed)	.009	.192	.529	.967	.073	.969	.325	.155	.034	.130	.021	.013	.067	.213		.017	.024	.003	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.16	Pearson Correlation	.141	.177	.263	.138	.134	.127	.036	.134	.202	.342*	.290	.280	.337*	.305	.374*	1	.308	.467**	.533**
	Sig. (2-tailed)	.386	.276	.101	.395	.411	.433	.823	.411	.210	.031	.070	.080	.033	.055	.017		.053	.002	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

x3.17	Pearson Correlation	.245	.243	-.005	.289	.197	-.115	.096	-.027	.587**	.417**	.547**	.388*	.303	.159	.357*	.308	1	.263	.546**
	Sig. (2-tailed)	.128	.131	.977	.070	.222	.479	.555	.867	.000	.007	.000	.013	.057	.328	.024	.053		.101	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3.18	Pearson Correlation	.074	.245	.110	.268	.372*	.279	.177	-.002	.280	.322*	.244	.415**	.380*	.448**	.464**	.467**	.263	1	.605**
	Sig. (2-tailed)	.649	.128	.499	.095	.018	.082	.274	.990	.080	.042	.129	.008	.015	.004	.003	.002	.101		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Total	Pearson Correlation	.549**	.538**	.526**	.393*	.542**	.372*	.395*	.440**	.561**	.666**	.538**	.605**	.633**	.617**	.571**	.533**	.546**	.605**	1
	Sig. (2-tailed)	.000	.000	.000	.012	.000	.018	.012	.005	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
*. Correlation is significant at the 0.05 level (2-tailed).																				
**. Correlation is significant at the 0.01 level (2-tailed).																				

Correlations																	
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Total
Y.1	Pearson Correlation	1	.269	.084	.083	.245	.388*	.428**	.324*	.034	.301	.127	.218	.080	.155	.228	.511**
	Sig. (2-tailed)		.094	.605	.612	.128	.013	.006	.041	.836	.059	.436	.176	.625	.338	.157	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.2	Pearson Correlation	.269	1	.071	.069	.393*	.192	.083	.224	.200	.194	.461**	.204	.051	.282	.169	.505**
	Sig. (2-tailed)	.094		.663	.674	.012	.236	.609	.164	.215	.231	.003	.207	.755	.078	.298	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.3	Pearson Correlation	.084	.071	1	.087	.213	.236	.158	.211	.168	.230	.081	.354*	.494**	.310	.428**	.549**
	Sig. (2-tailed)	.605	.663		.593	.188	.142	.331	.191	.300	.153	.620	.025	.001	.051	.006	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.4	Pearson Correlation	.083	.069	.087	1	-.028	.015	.263	.230	.387*	.004	.387*	.439**	.161	.159	.261	.443**
	Sig. (2-tailed)	.612	.674	.593		.863	.925	.101	.153	.014	.979	.014	.005	.322	.329	.104	.004
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.5	Pearson Correlation	.245	.393*	.213	-.028	1	.156	.418**	.247	.133	.296	.311	.266	-.031	.533**	.216	.579**
	Sig. (2-tailed)	.128	.012	.188	.863		.337	.007	.124	.413	.064	.051	.097	.849	.000	.181	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.6	Pearson Correlation	.388*	.192	.236	.015	.156	1	.164	.082	-.169	.210	-.175	.327*	.147	.221	.307	.423**
	Sig. (2-tailed)	.013	.236	.142	.925	.337		.312	.617	.297	.193	.281	.040	.366	.171	.054	.006
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.7	Pearson Correlation	.428**	.083	.158	.263	.418**	.164	1	.383*	.085	.035	.103	.394*	.183	.186	-.012	.492**

	Sig. (2-tailed)	.006	.609	.331	.101	.007	.312		.015	.602	.828	.527	.012	.258	.251	.942	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.8	Pearson Correlation	.324*	.224	.211	.230	.247	.082	.383*	1	-.098	.088	.266	.312	.384*	-.038	.237	.488**
	Sig. (2-tailed)	.041	.164	.191	.153	.124	.617	.015		.547	.587	.097	.050	.014	.815	.141	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.9	Pearson Correlation	.034	.200	.168	.387*	.133	-.169	.085	-.098	1	.217	.249	.388*	-.218	.499**	.214	.397*
	Sig. (2-tailed)	.836	.215	.300	.014	.413	.297	.602	.547		.179	.122	.013	.176	.001	.185	.011
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.10	Pearson Correlation	.301	.194	.230	.004	.296	.210	.035	.088	.217	1	.125	.245	.041	.466**	.371*	.509**
	Sig. (2-tailed)	.059	.231	.153	.979	.064	.193	.828	.587	.179		.443	.127	.800	.002	.018	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.11	Pearson Correlation	.127	.461**	.081	.387*	.311	-.175	.103	.266	.249	.125	1	.084	.237	.369*	.256	.500**
	Sig. (2-tailed)	.436	.003	.620	.014	.051	.281	.527	.097	.122	.443		.608	.141	.019	.111	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.12	Pearson Correlation	.218	.204	.354*	.439**	.266	.327*	.394*	.312	.388*	.245	.084	1	.160	.330*	.225	.641**
	Sig. (2-tailed)	.176	.207	.025	.005	.097	.040	.012	.050	.013	.127	.608		.323	.038	.163	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.13	Pearson Correlation	.080	.051	.494**	.161	-.031	.147	.183	.384*	-.218	.041	.237	.160	1	.037	.101	.368*
	Sig. (2-tailed)	.625	.755	.001	.322	.849	.366	.258	.014	.176	.800	.141	.323		.820	.535	.020
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.14	Pearson Correlation	.155	.282	.310	.159	.533**	.221	.186	-.038	.499**	.466**	.369*	.330*	.037	1	.367*	.652**
	Sig. (2-tailed)	.338	.078	.051	.329	.000	.171	.251	.815	.001	.002	.019	.038	.820		.020	.000

	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.15	Pearson Correlation	.228	.169	.428**	.261	.216	.307	-.012	.237	.214	.371*	.256	.225	.101	.367*	1	.583**
	Sig. (2-tailed)	.157	.298	.006	.104	.181	.054	.942	.141	.185	.018	.111	.163	.535	.020		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
Total	Pearson Correlation	.511**	.505**	.549**	.443**	.579**	.423**	.492**	.488**	.397*	.509**	.500**	.641**	.368*	.652**	.583**	1
	Sig. (2-tailed)	.001	.001	.000	.004	.000	.006	.001	.001	.011	.001	.001	.000	.020	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
*. Correlation is significant at the 0.05 level (2-tailed).																	
**. Correlation is significant at the 0.01 level (2-tailed).																	

Lampiran 4 Uji Reliabilitas

Variabel Stres Kerja (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.932	12

Variabel Beban Kerja (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.871	9

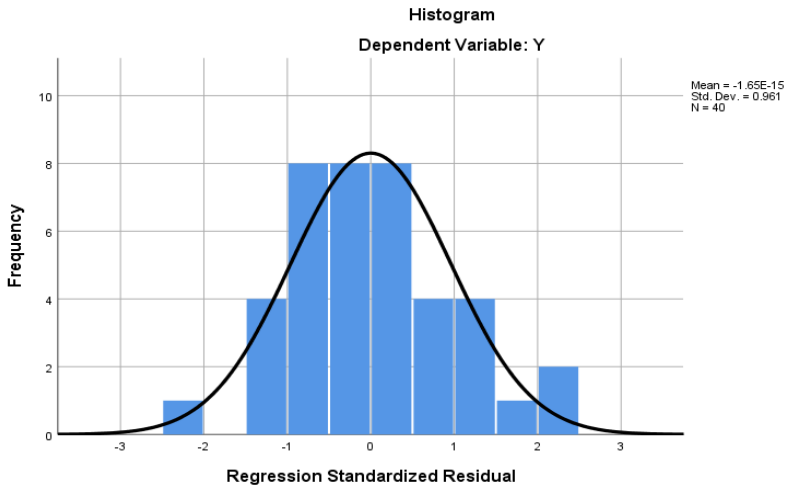
Variabel Motivasi Kerja (X3)

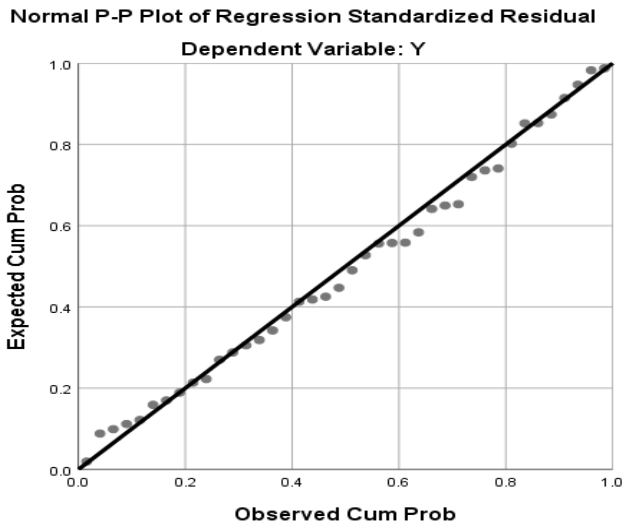
Reliability Statistics	
Cronbach's Alpha	N of Items
.852	18

Variabel Kinerja Karyawan (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.797	15

Lampiran 5. Normalitas Data

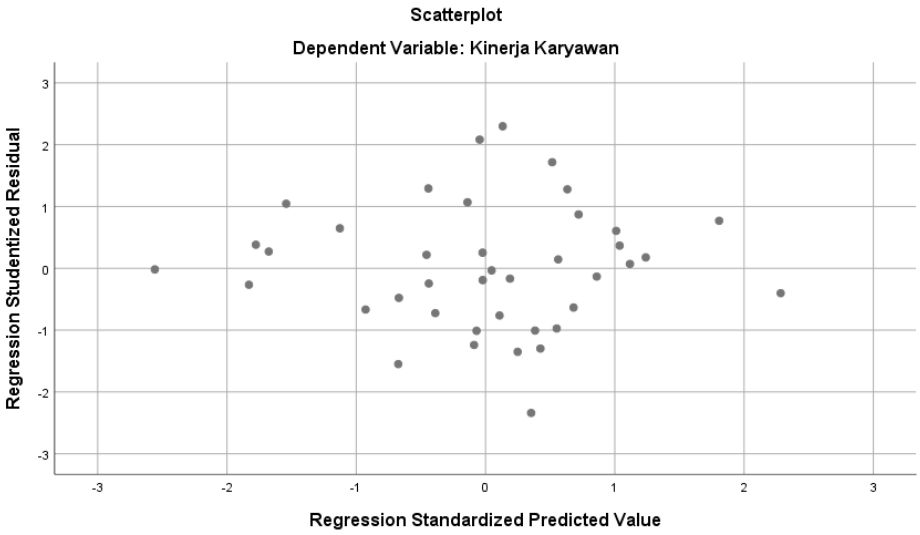




One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parametersa,b	Mean	.0000000
	Std. Deviation	4.55593485
Most Extreme Differences	Absolute	.066
	Positive	.066
	Negative	-.055
Test Statistic		.066
Asymp. Sig. (2-tailed)		.200c,d

Lampiran 6. Uji Heteroskedastisitas



Lampiran 7 Analisis Regresi Inier Berganda

Hasil Uji Regresi Linier Berganda

Coefficients[a]						
Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*t*	*Sig.*
		B	*Std. Error*	*Beta*		
1	(Constant)	42,109	8,427		4,986	0,000
	Total_x1	0,286	0,084	0,427	3,406	0,002
	Total_x2	-0,486	0,138	-0,439	-3,514	0,001
	Total_x3	0,328	0,86	0,477	3,833	0,000

Lampiran 8. Uji Hipotesis

1. Uji t (parsial)

Coefficients[a]						
Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*t*	*Sig.*
		B	*Std. Error*	*Beta*		
1	(Constant)	42,109	8,427		4,986	0,000
	Total_x1	0,286	0,084	0,427	3,406	0,002
	Total_x2	-0,486	0,138	-0,439	-3,514	0,001
	Total_x3	0,328	0,86	0,477	3,833	0,000

2. Uji F (simultan)

ANOVA[a]						
Model		*Sum of Squares*	*Df*	*Mean Square*	*F*	*Sig.*
1	*Regression*	684,395	3	228,132	10,145	,000b
	Residual	809,505	36	22,486		
	Total	1439,90	39			

Lampiran 9. Tabel Uji T

df=(n-k)	α = 0.05	α = 0.025
1	6,314	12,706
2	2,920	4,303
3	2,353	3,182
4	2,132	2,776
5	2,015	2,571
6	1,943	2,447
7	1,895	2,365
8	1,860	2,306
9	1,833	2,262
10	1,812	2,228
11	1,796	2,201
12	1,782	2,179
13	1,771	2,160
14	1,761	2,145
15	1,753	2,131
16	1,746	2,120
17	1,740	2,110
18	1,734	2,101
19	1,729	2,093
20	1,725	2,086
21	1,721	2,080
22	1,717	2,074
23	1,714	2,069
24	1,711	2,064
25	1,708	2,060
26	1,706	2,056
27	1,703	2,052
28	1,701	2,048
29	1,699	2,045
30	1,697	2,042
31	1,696	2,040
32	1,694	2,037
33	1,692	2,035
34	1,691	2,032
35	1,690	2,030
36	1,688	2,028
37	1,687	2,026
38	1,686	2,024
39	1,685	2,023
40	1,684	2,021
41	1,683	2,020

Lampiran 10. Tabel Uji F

α = 0,05	$df_1=(k-1)$							
$df_2=(n-k-1)$	1	2	3	4	5	6	7	8
1	161.448	199,500	215.707	224,583	230,162	233.986	236,768	238,883
2	18,513	19,000	19,164	19,247	19,296	19,330	19,353	19,371
3	10,128	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
5	6,608	5,786	5,409	5,192	5,050	4,950	4,876	4,818
6	5,987	5,143	4,757	4,534	4,387	4,284	4,207	4,147
7	5,591	4,737	4,347	4,120	3,972	3,866	3,787	3,726
8	5,318	4,459	4,066	3,838	3,687	3,581	3,500	3,438
9	5,117	4,256	3,863	3,633	3,482	3,374	3,293	3,230
10	4,965	4,103	3,708	3,478	3,326	3,217	3,135	3,072
11	4,844	3,982	3,587	3,357	3,204	3,095	3,012	2,948
12	4,747	3,885	3,490	3,259	3,106	2,996	2,913	2,849
13	4,667	3,806	3,411	3,179	3,025	2,915	2,832	2,767
14	4,600	3,739	3,344	3,112	2,958	2,848	2,764	2,699
15	4,543	3,682	3,287	3,056	2,901	2,790	2,707	2,641
16	4,494	3,634	3,239	3,007	2,852	2,741	2,657	2,591
17	4,451	3,592	3,197	2,965	2,810	2,699	2,614	2,548
18	4,414	3,555	3,160	2,928	2,773	2,661	2,577	2,510
19	4,381	3,522	3,127	2,895	2,740	2,628	2,544	2,477
20	4,351	3,493	3,098	2,866	2,711	2,599	2,514	2,447
21	4,325	3,467	3,072	2,840	2,685	2,573	2,488	2,420
22	4,301	3,443	3,049	2,817	2,661	2,549	2,464	2,397
23	4,279	3,422	3,028	2,796	2,640	2,528	2,442	2,375
24	4,260	3,403	3,009	2,776	2,621	2,508	2,423	2,355
25	4,242	3,385	2,991	2,759	2,603	2,490	2,405	2,337
26	4,225	3,369	2,975	2,743	2,587	2,474	2,388	2,321
27	4,210	3,354	2,960	2,728	2,572	2,459	2,373	2,305
28	4,196	3,340	2,947	2,714	2,558	2,445	2,359	2,291
29	4,183	3,328	2,934	2,701	2,545	2,432	2,346	2,278
30	4,171	3,316	2,922	2,690	2,534	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244
33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209

37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130