

**LAMPIRAN 1**  
**KUESIONER**

## KUESIONER

Berikut adalah kuesioner yang akan meneliti “Pengaruh Manajemen Karir, Komitmen Karir dan Kompetensi Karir Terhadap Efektivitas Karir Karyawan di Sentra Industri Pandaan (Study Kasus pada PT.BEHAESTEX Pandaan).

### A. Identitas Responden

1. Nama :
2. Usia :
3. Jenis Kelamin :
4. Departemen :
5. Pendidikan :

### B. Daftar Pernyataan

**Petunjuk pengisian** : Jawablah pertanyaan berikut dengan memberikan tanda centang (√) pada kolom jawaban yang telah disediakan. Setiap kolom jawaban mempunyai skor nilai. Pemberian skor adalah sebagai berikut:

STS (Sangat Tidak Setuju)	: 1
TS (Tidak Setuju)	: 2
N (Netral)	: 3
S (Setuju)	: 4
SS (Sangat setuju)	: 5

Pernyataan berikut bertujuan mengetahui Pengaruh Manajemen Karir, Komitmen Karir dan Kompetensi Karir terhadap Efektivitas Karir Karyawan di Sentra Industri Pandaan.

a. Variabel Manajemen Karir (X1)

No	Manajemen Karir	STS	TS	N	S	SS
1	Prestasi kerja menjadi pertimbangan dalam manajemen karir karyawan					
2	Kesempatan untuk mengembangkan karir terbuka bagi semua karyawan					
3	Kerjasama yang baik dan didukung jaringan kerja yang baik pula akan menyelesaikan pekerjaan menjadi lebih baik					
4	Kesetiaan terhadap organisasi juga menjadi tolak ukur dalam pengembangan karir karyawan					
5	Perusahaan selalu memberikan informasi tentang berbagai peluang promosi yang diberikan					

b. Variabel Komitmen Karir (X2)

No	Komitmen Karir	STS	TS	N	S	SS
1	Karyawan memiliki perencanaan karir yang tepat untuk dirinya					
2	Karyawan memiliki tujuan karir yang ingin dicapainya.					
3	Ketangguhan dalam berkarir harus kuat dalam menghadapi rintangan.					
4	Mampu membuat keputusan yang baik terkait pemilihan karir.					

c. Variabel Kompetensi Karir (X3)

No	Kompetensi Karir	STS	TS	N	S	SS
1	Saya mempunyai minat yang tinggi terhadap pekerjaan yang saya lakukan saat ini dan pengembangan karir kedepannya					
2	Saya mengetahui dan memahami nilai-nilai yang dimiliki perusahaan dengan baik					
3	Saya berusaha meningkatkan kemampuan diri melalui pendidikan formal maupun informal					
4	Saya selalu berusaha kerja keras melampaui standar					

d. Variabel Efektivitas Karir (Y)

No	Efektivitas Karir	STS	TS	N	S	SS
1	Saya puas dengan posisi atau jabatan saya di perusahaan					
2	Kemampuan saya terus meningkat sesuai dengan jenjang karir di perusahaan					
3	Saya akan meningkatkan kemampuan diri agar dapat berkarir di perusahaan					
4	Saya berupaya agar dapat selalu dipromosikan naik jabatan					
5	Penghasilan saya mengalami peningkatan di perusahaan ini					

**LAMPIRAN 2**  
**HASIL PEMBAGIAN KUESIONER**

No	Manajemen Karir						Komitmen Karir					Kompetensi Karir					Efektivitas Karir					
	1	2	3	4	5	X1	1	2	3	4	X2	1	2	3	4	X3	1	2	3	4	5	Y
1	4	4	4	4	4	20	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
2	4	5	5	4	4	22	3	4	4	5	16	3	4	4	5	16	4	4	5	5	4	22
3	5	4	4	5	4	22	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
4	4	5	5	5	5	24	4	4	4	5	17	4	4	4	5	17	4	4	5	5	4	22
5	4	4	5	4	4	21	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
6	4	5	5	5	5	24	5	4	4	5	18	5	4	4	5	18	4	5	5	5	4	23
7	4	4	5	5	5	23	4	4	4	4	16	4	4	4	4	16	4	5	4	4	4	21
8	4	4	4	4	4	20	5	5	5	4	19	5	5	5	4	19	5	4	4	4	5	22
9	4	4	5	4	4	21	3	4	5	5	17	3	4	5	4	16	5	5	4	4	5	23
10	4	4	4	4	4	20	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
11	4	4	4	4	4	20	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
12	5	4	4	4	4	21	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
13	5	4	4	4	5	22	4	5	5	4	18	4	5	5	4	18	5	5	4	4	5	23
14	5	4	4	4	5	22	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
15	4	5	4	4	4	21	4	4	5	5	18	4	4	5	5	18	5	5	5	5	5	25
16	4	4	4	4	5	21	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
17	4	5	5	5	5	24	3	4	4	5	16	3	4	4	5	16	4	4	5	5	4	22
18	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	25
19	4	4	4	4	3	19	4	5	4	4	17	4	5	4	4	17	4	4	4	4	4	20
20	4	1	1	1	1	8	1	1	1	1	4	1	1	1	1	4	1	1	1	1	1	5
21	4	5	5	5	5	24	4	4	4	5	17	4	4	4	5	17	4	4	5	5	4	22
22	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	25
23	4	3	3	3	3	16	5	5	5	3	18	5	5	5	3	18	5	5	3	3	5	21
24	4	4	4	4	4	20	5	4	4	4	17	5	4	4	4	17	4	4	4	4	4	20
25	4	4	4	5	5	22	5	5	5	4	19	5	5	5	4	19	5	4	4	4	5	22
26	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	25
27	4	4	4	4	4	20	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
28	3	4	4	4	4	19	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
29	3	5	5	5	5	23	5	5	5	5	20	5	5	5	5	20	5	4	5	5	5	24
30	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	4	5	5	5	24
31	4	5	5	5	5	24	5	5	4	5	19	5	5	4	5	19	4	5	5	5	4	23
32	4	5	4	5	4	22	4	5	4	5	18	4	5	4	5	18	4	4	5	5	4	22
33	4	3	3	4	5	19	5	5	4	3	17	5	5	4	3	17	4	4	3	3	4	18
34	4	4	4	5	4	21	5	5	4	4	18	5	5	4	4	18	4	5	4	4	4	21
35	4	4	4	4	4	20	5	5	4	4	18	5	5	4	4	18	4	4	4	4	4	20
36	4	4	4	5	4	21	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
37	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	4	5	5	5	24
38	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20

No	Manajemen Karir						Komitmen Karir					Kompetensi Karir					Efektivitas Karir					
	1	2	3	4	5	X1	1	2	3	4	X2	1	2	3	4	X3	1	2	3	4	5	Y
39	5	5	5	5	5	25	5	5	4	5	19	5	5	4	5	19	4	5	5	5	4	23
40	3	4	4	4	3	18	4	4	5	4	17	4	4	5	4	17	5	2	4	4	5	20
41	5	5	4	4	4	22	5	5	4	5	19	5	5	4	5	19	4	4	5	5	4	22
42	5	4	5	5	4	23	4	4	5	4	17	4	4	5	4	17	5	5	4	4	5	23
43	4	4	4	5	4	21	5	5	4	4	18	5	5	4	4	18	4	5	4	4	4	21
44	4	4	4	3	3	18	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
45	3	3	3	3	3	15	4	5	5	3	17	4	5	5	3	17	5	5	3	3	5	21
46	4	4	4	4	4	20	4	5	4	4	17	4	5	4	4	17	4	5	4	4	4	21
47	5	5	5	5	5	25	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	25
48	3	3	3	3	3	15	5	5	5	3	18	5	5	5	3	18	5	4	3	3	5	20
49	3	3	3	3	4	16	5	5	5	3	18	5	5	5	3	18	5	4	3	3	5	20
50	5	4	4	5	5	23	4	5	4	4	17	4	5	4	4	17	4	4	4	4	4	20
51	4	4	5	5	5	23	1	2	1	4	8	1	2	1	4	8	1	5	4	4	1	15
52	4	4	4	4	5	21	4	5	5	4	18	4	5	5	4	18	5	4	4	4	5	22
53	4	4	4	4	5	21	5	4	4	4	17	5	4	4	4	17	4	5	4	4	4	21
54	5	4	5	4	4	22	4	3	5	4	16	4	3	5	4	16	5	4	4	4	5	22
55	4	4	4	4	4	20	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
56	5	5	5	5	5	25	5	4	4	5	18	5	4	4	5	18	4	5	5	5	4	23
57	5	4	5	5	5	24	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
58	5	4	5	5	5	24	5	5	3	4	17	5	5	3	4	17	3	2	4	4	3	16
59	3	3	3	3	3	15	4	4	4	3	15	4	4	5	3	16	4	4	3	3	4	18
60	4	4	4	5	5	22	4	5	5	4	18	5	4	5	4	18	5	5	4	4	5	23
61	5	5	5	5	5	25	4	4	4	5	17	4	4	4	5	17	4	4	5	5	4	22
62	4	4	4	4	4	20	4	5	4	4	17	4	5	4	4	17	4	5	4	4	4	21
63	3	3	3	3	3	15	4	4	5	3	16	4	4	5	4	17	5	4	3	3	5	20
64	4	3	3	4	4	18	3	4	4	3	14	3	4	4	4	15	3	4	4	3	4	18
65	4	4	4	4	4	20	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
66	4	5	5	4	4	22	3	4	4	5	16	3	4	4	5	16	4	4	5	5	4	22
67	4	4	4	5	4	21	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
68	4	5	5	5	5	24	4	4	4	5	17	4	4	4	5	17	4	4	5	5	4	22
69	4	4	5	4	4	21	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
70	5	5	5	5	5	25	5	4	4	5	18	5	4	4	5	18	4	5	5	5	4	23
71	4	4	5	5	5	23	4	4	4	4	16	4	4	4	4	16	4	5	4	4	4	21
72	3	4	4	4	4	19	5	5	5	4	19	5	5	5	5	20	5	4	4	4	5	22
73	3	4	5	4	4	20	3	4	5	4	16	3	4	5	5	17	5	5	4	4	5	23
74	4	4	4	4	4	20	5	5	5	4	19	5	5	5	5	20	5	5	4	4	5	23
75	4	4	4	4	4	20	5	5	5	3	18	5	5	5	4	19	5	5	4	4	5	23
76	4	4	4	4	4	20	4	4	4	3	15	4	4	4	4	16	4	4	4	4	4	20

No	Manajemen Karir						Komitmen Karir					Kompetensi Karir					Efektivitas Karir					
	1	2	3	4	5	X1	1	2	3	4	X2	1	2	3	4	X3	1	2	3	4	5	Y
77	4	4	4	4	5	21	4	5	5	4	18	4	5	5	4	18	5	5	4	4	5	23
78	5	4	4	4	5	22	5	5	5	4	19	5	5	5	4	19	5	5	4	4	5	23
79	5	5	4	4	4	22	4	4	5	5	18	4	4	5	5	18	5	5	5	5	5	25
80	5	4	4	4	5	22	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
81	4	5	5	5	5	24	3	4	4	5	16	3	4	4	5	16	4	4	5	5	4	22
82	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	25
83	3	4	4	4	3	18	4	5	4	4	17	4	5	4	4	17	4	4	4	4	4	20
84	1	1	1	1	1	5	1	1	1	1	4	1	1	1	1	4	1	1	1	1	1	5
85	4	5	5	5	5	24	4	4	4	5	17	4	4	4	5	17	4	4	5	5	4	22
86	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	25
87	5	3	3	3	3	17	5	5	5	3	18	5	5	5	3	18	5	5	3	3	5	21
88	4	4	4	4	4	20	5	4	4	4	17	5	4	4	4	17	4	4	4	4	4	20
89	4	4	4	5	5	22	5	5	5	4	19	5	4	5	4	18	5	4	4	4	5	22
90	4	5	5	5	5	24	5	5	5	5	20	5	4	5	5	19	5	5	5	5	5	25
91	4	4	4	4	4	20	5	5	5	4	19	5	4	5	4	18	5	5	4	4	5	23
92	4	4	4	4	4	20	5	5	5	4	19	5	4	5	4	18	5	5	4	4	5	23
93	4	5	5	5	5	24	4	5	5	5	19	5	4	5	5	19	5	4	5	5	5	24
94	5	5	5	5	5	25	4	4	5	5	18	5	5	5	5	20	5	4	5	5	5	24
95	4	5	5	5	5	24	5	4	4	5	18	5	5	4	5	19	4	5	5	5	4	23
96	4	5	4	5	4	22	4	4	4	5	17	4	5	4	5	18	4	4	5	5	4	22
97	3	3	3	4	5	18	5	3	4	3	15	5	5	4	3	17	4	4	3	3	4	18
98	5	4	4	5	4	22	5	5	4	4	18	4	3	4	4	15	4	5	4	4	4	21
99	5	4	4	4	4	21	5	5	4	4	18	5	3	4	4	16	4	4	4	4	4	20
100	5	4	4	5	4	22	5	3	5	4	17	5	5	4	4	18	5	5	4	4	5	23
101	5	5	3	5	4	22	4	5	5	4	18	4	5	5	5	19	5	4	5	5	5	24



**LAMPIRAN 3**  
**HASIL *OUTPUT SPSS***

## Uji Validitas

**Correlations**

		X1.1	X1.2	X1.3	X1.4	X1.5	Manajemen Karir
X1.1	Pearson Correlation	1	,404**	,364**	,446**	,422**	,606**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	101	101	101	101	101	101
X1.2	Pearson Correlation	,404**	1	,836**	,799**	,692**	,894**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	101	101	101	101	101	101
X1.3	Pearson Correlation	,364**	,836**	1	,782**	,728**	,892**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	101	101	101	101	101	101
X1.4	Pearson Correlation	,446**	,799**	,782**	1	,802**	,919**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	101	101	101	101	101	101
X1.5	Pearson Correlation	,422**	,692**	,728**	,802**	1	,876**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	101	101	101	101	101	101
Manajemen Karir	Pearson Correlation	,606**	,894**	,892**	,919**	,876**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	101	101	101	101	101	101

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

**Correlations**

		X2.1	X2.2	X2.3	X2.4	Komitmen Karir
X2.1	Pearson Correlation	1	,734**	,650**	,277**	,849**
	Sig. (2-tailed)		,000	,000	,005	,000
	N	101	101	101	101	101
X2.2	Pearson Correlation	,734**	1	,702**	,331**	,873**
	Sig. (2-tailed)	,000		,000	,001	,000
	N	101	101	101	101	101
X2.3	Pearson Correlation	,650**	,702**	1	,323**	,844**
	Sig. (2-tailed)	,000	,000		,001	,000
	N	101	101	101	101	101
X2.4	Pearson Correlation	,277**	,331**	,323**	1	,602**
	Sig. (2-tailed)	,005	,001	,001		,000
	N	101	101	101	101	101

Komitme n Karir	Pearson Correlation	,849**	,873**	,844**	,602**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	101	101	101	101	101

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

#### Correlations

		X3.1	X3.2	X3.3	X3.4	Kompetensi Karir
X3.1	Pearson Correlation	1	,722**	,665**	,300**	,856**
	Sig. (2-tailed)		,000	,000	,002	,000
	N	101	101	101	101	101
X3.2	Pearson Correlation	,722**	1	,659**	,350**	,861**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	101	101	101	101	101
X3.3	Pearson Correlation	,665**	,659**	1	,353**	,843**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	101	101	101	101	101
X3.4	Pearson Correlation	,300**	,350**	,353**	1	,617**
	Sig. (2-tailed)	,002	,000	,000		,000
	N	101	101	101	101	101
Kompetensi Karir	Pearson Correlation	,856**	,861**	,843**	,617**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	101	101	101	101	101

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

#### Correlations

		Y1	Y2	Y3	Y4	Y5	Efektivitas Karir
Y1	Pearson Correlation	1	,550**	,329**	,348**	,992**	,827**
	Sig. (2-tailed)		,000	,001	,000	,000	,000
	N	101	101	101	101	101	101
Y2	Pearson Correlation	,550**	1	,391**	,393**	,551**	,736**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	101	101	101	101	101	101
Y3	Pearson Correlation	,329**	,391**	1	,991**	,331**	,766**
	Sig. (2-tailed)	,001	,000		,000	,001	,000
	N	101	101	101	101	101	101
Y4	Pearson Correlation	,348**	,393**	,991**	1	,334**	,773**
	Sig. (2-tailed)	,000	,000	,000		,001	,000

	N	101	101	101	101	101	101
Y5	Pearson Correlation	,992**	,551**	,331**	,334**	1	,825**
	Sig. (2-tailed)	,000	,000	,001	,001		,000
	N	101	101	101	101	101	101
Efektivitas Karir	Pearson Correlation	,827**	,736**	,766**	,773**	,825**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	101	101	101	101	101	101

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

### Uji Reliabilitas Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	101	100,0
	Excluded <sup>a</sup>	0	,0
	Total	101	100,0

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

#### Reliability Statistics

	Cronbach's Alpha Based on Standardized Items
Cronbach's Alpha	,816
	,933

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	101	100,0
	Excluded <sup>a</sup>	0	,0
	Total	101	100,0

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

#### Reliability Statistics

	Cronbach's Alpha Based on Standardized Items
Cronbach's Alpha	
,813	,890

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	101	100,0
	Excluded <sup>a</sup>	0	,0
	Total	101	100,0

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

#### Reliability Statistics

	Cronbach's Alpha Based on Standardized Items
Cronbach's Alpha	
,814	,892

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	101	100,0
	Excluded <sup>a</sup>	0	,0
	Total	101	100,0

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

#### Reliability Statistics

	Cronbach's Alpha Based on Standardized Items
Cronbach's Alpha	
,803	,903

## Uji Linieritas

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y * Manajemen Karir	Between	(Combined)	673,812	12	56,151	19,209	,000
	Groups	Linearity	477,552	1	477,552	163,369	,000
		Deviation from Linearity	196,260	11	17,842	6,104	,000
	Within Groups		257,237	88	2,923		
Total		931,050	100				

**Measures of Association**

	R	R Squared	Eta	Eta Squared
Total_Y * Manajemen Karir	,716	,513	,851	,724

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y * Komitmen Karir	Between	(Combined)	791,491	8	98,936	65,221	,000
	Groups	Linearity	750,710	1	750,710	494,885	,000
		Deviation from Linearity	40,781	7	5,826	3,841	,001
	Within Groups		139,558	92	1,517		
Total		931,050	100				

**Measures of Association**

	R	R Squared	Eta	Eta Squared
Total_Y * Komitmen Karir	,898	,806	,922	,850

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y * Kompetensi Karir	Between	(Combined)	780,233	7	111,462	68,732	,000
	Groups	Linearity	742,704	1	742,704	457,984	,000
		Deviation from Linearity	37,530	6	6,255	3,857	,002
	Within Groups		150,816	93	1,622		
Total			931,050	100			

**Measures of Association**

	R	R Squared	Eta	Eta Squared
Total_Y * Kompetensi Karir	,893	,798	,915	,838

**LAMPIRAN 4**  
**DISTRIBUSI SKOR FREKUENSI**



## Frequency Table

### X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	N	12	11,9	11,9	12,9
	S	64	63,4	63,4	76,2
	SS	24	23,8	23,8	100,0
	Total	101	100,0	100,0	

### X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	N	10	9,9	9,9	11,9
	S	56	55,4	55,4	67,3
	SS	33	32,7	32,7	100,0
	Total	101	100,0	100,0	

### X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	N	11	10,9	10,9	12,9
	S	50	49,5	49,5	62,4
	SS	38	37,6	37,6	100,0
	Total	101	100,0	100,0	

### X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	N	8	7,9	7,9	9,9
	S	46	45,5	45,5	55,4
	SS	45	44,6	44,6	100,0
	Total	101	100,0	100,0	

**X1.5**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	2	2,0	2,0	2,0
	N	10	9,9	9,9	11,9
	S	45	44,6	44,6	56,4
	SS	44	43,6	43,6	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**X2.1**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	3	3,0	3,0	3,0
	N	7	6,9	6,9	9,9
	S	38	37,6	37,6	47,5
	SS	53	52,5	52,5	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**X2.2**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	2	2,0	2,0	2,0
	TS	1	1,0	1,0	3,0
	N	3	3,0	3,0	5,9
	S	38	37,6	37,6	43,6
	SS	57	56,4	56,4	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**X2.3**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	3	3,0	3,0	3,0
	N	1	1,0	1,0	4,0
	S	46	45,5	45,5	49,5
	SS	51	50,5	50,5	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**X2.4**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	2	2,0	2,0	2,0
	N	12	11,9	11,9	13,9
	S	54	53,5	53,5	67,3
	SS	33	32,7	32,7	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**X3.1**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	3	3,0	3,0	3,0
	N	7	6,9	6,9	9,9
	S	36	35,6	35,6	45,5
	SS	55	54,5	54,5	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**X3.2**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	2	2,0	2,0	2,0
	TS	1	1,0	1,0	3,0
	N	3	3,0	3,0	5,9
	S	41	40,6	40,6	46,5
	SS	54	53,5	53,5	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**X3.3**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	3	3,0	3,0	3,0
	N	1	1,0	1,0	4,0
	S	46	45,5	45,5	49,5
	SS	51	50,5	50,5	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**X3.4**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	2	2,0	2,0	2,0
	N	8	7,9	7,9	9,9
	S	55	54,5	54,5	64,4
	SS	36	35,6	35,6	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**Y1**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	3	3,0	3,0	3,0
	N	2	2,0	2,0	5,0
	S	45	44,6	44,6	49,5
	SS	51	50,5	50,5	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**Y2**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	2	2,0	2,0	2,0
	TS	2	2,0	2,0	4,0
	S	47	46,5	46,5	50,5
	SS	50	49,5	49,5	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**Y3**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	STS	2	2,0	2,0	2,0
	N	9	8,9	8,9	10,9
	S	57	56,4	56,4	67,3
	SS	33	32,7	32,7	100,0
	<i>Total</i>	<i>101</i>	<i>100,0</i>	<i>100,0</i>	

**Y4**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	<i>STS</i>	2	2,0	2,0	2,0
	<i>N</i>	10	9,9	9,9	11,9
	<i>S</i>	56	55,4	55,4	67,3
	<i>SS</i>	33	32,7	32,7	100,0
	<i>Total</i>	101	100,0	100,0	

**Y5**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	<i>STS</i>	3	3,0	3,0	3,0
	<i>N</i>	1	1,0	1,0	4,0
	<i>S</i>	46	45,5	45,5	49,5
	<i>SS</i>	51	50,5	50,5	100,0
	<i>Total</i>	101	100,0	100,0	