

LAMPIRAN

Lampiran 1. Frekuensi Jawaban Responden

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	6.7	7.7	7.7
	3.00	4	26.7	30.8	38.5
	4.00	6	40.0	46.2	84.6
	5.00	2	13.3	15.4	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	13.3	15.4	15.4
	3.00	9	60.0	69.2	84.6
	4.00	1	6.7	7.7	92.3
	5.00	1	6.7	7.7	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	20.0	23.1	23.1
	3.00	7	46.7	53.8	76.9
	4.00	2	13.3	15.4	92.3
	5.00	1	6.7	7.7	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	26.7	30.8	30.8
	3.00	4	26.7	30.8	61.5
	4.00	3	20.0	23.1	84.6
	5.00	2	13.3	15.4	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	6.7	7.7	7.7
	3.00	6	40.0	46.2	53.8
	4.00	2	13.3	15.4	69.2
	5.00	4	26.7	30.8	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	6.7	7.7	7.7
	2.00	1	6.7	7.7	15.4
	3.00	5	33.3	38.5	53.8
	4.00	2	13.3	15.4	69.2
	5.00	4	26.7	30.8	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	20.0	23.1	23.1
	3.00	4	26.7	30.8	53.8
	4.00	2	13.3	15.4	69.2
	5.00	4	26.7	30.8	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	20.0	23.1	23.1
	3.00	5	33.3	38.5	61.5
	4.00	2	13.3	15.4	76.9
	5.00	3	20.0	23.1	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	6.7	7.7	7.7
	2.00	2	13.3	15.4	23.1
	3.00	1	6.7	7.7	30.8
	4.00	3	20.0	23.1	53.8
	5.00	6	40.0	46.2	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	6.7	7.7	7.7
	2.00	1	6.7	7.7	15.4
	3.00	3	20.0	23.1	38.5
	4.00	4	26.7	30.8	69.2
	5.00	4	26.7	30.8	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	6.7	7.7	7.7
	2.00	2	13.3	15.4	23.1
	3.00	4	26.7	30.8	53.8
	4.00	5	33.3	38.5	92.3
	5.00	1	6.7	7.7	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

x3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	6.7	7.7	7.7
	2.00	1	6.7	7.7	15.4
	3.00	6	40.0	46.2	61.5
	4.00	4	26.7	30.8	92.3
	5.00	1	6.7	7.7	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	20.0	23.1	23.1
	3.00	4	26.7	30.8	53.8
	4.00	5	33.3	38.5	92.3
	5.00	1	6.7	7.7	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	20.0	23.1	23.1
	3.00	3	20.0	23.1	46.2
	4.00	6	40.0	46.2	92.3
	5.00	1	6.7	7.7	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	26.7	30.8	30.8
	3.00	3	20.0	23.1	53.8
	4.00	4	26.7	30.8	84.6
	5.00	2	13.3	15.4	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	6.7	7.7	7.7
	3.00	5	33.3	38.5	46.2
	4.00	5	33.3	38.5	84.6
	5.00	2	13.3	15.4	100.0
	Total	13	86.7	100.0	
Missing	System	2	13.3		
Total		15	100.0		

Lampiran 2. Uji Validitas dan Reliabilitas

Correlations

		x1.1	x1.2	x1.3	x1.4	x1
x1.1	Pearson Correlation	1	.553	.487	.797**	.836**
	Sig. (2-tailed)		.050	.091	.001	.000
	N	13	13	13	13	13
x1.2	Pearson Correlation	.553	1	.881**	.580*	.856**
	Sig. (2-tailed)	.050		.000	.038	.000
	N	13	13	13	13	13
x1.3	Pearson Correlation	.487	.881**	1	.599*	.848**
	Sig. (2-tailed)	.091	.000		.030	.000
	N	13	13	13	13	13
x1.4	Pearson Correlation	.797**	.580*	.599*	1	.890**
	Sig. (2-tailed)	.001	.038	.030		.000
	N	13	13	13	13	13
x1	Pearson Correlation	.836**	.856**	.848**	.890**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	13	13	13	13	13

Case Processing Summary

		N	%
Cases	Valid	13	86.7
	Excluded ^a	2	13.3
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.947	4



Correlations

		x2.1	x2.2	x2.3	x2.4	x2
x2.1	Pearson Correlation	1	.839**	.752**	.832**	.914**
	Sig. (2-tailed)		.000	.003	.000	.000
	N	13	13	13	13	13
x2.2	Pearson Correlation	.839**	1	.782**	.782**	.918**
	Sig. (2-tailed)	.000		.002	.002	.000
	N	13	13	13	13	13
x2.3	Pearson Correlation	.752**	.782**	1	.950**	.937**
	Sig. (2-tailed)	.003	.002		.000	.000
	N	13	13	13	13	13
x2.4	Pearson Correlation	.832**	.782**	.950**	1	.955**
	Sig. (2-tailed)	.000	.002	.000		.000
	N	13	13	13	13	13
x2	Pearson Correlation	.914**	.918**	.937**	.955**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	13	13	13	13	13

Case Processing Summary

		N	%
Cases	Valid	13	86.7
	Excluded ^a	2	13.3
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.947	4



Correlations

		x3.1	x3.2	x3.3	x3.4	x3
x3.1	Pearson Correlation	1	.919**	.677*	.320	.914**
	Sig. (2-tailed)		.000	.011	.287	.000
	N	13	13	13	13	13
x3.2	Pearson Correlation	.919**	1	.545	.390	.892**
	Sig. (2-tailed)	.000		.054	.188	.000
	N	13	13	13	13	13
x3.3	Pearson Correlation	.677*	.545	1	.551	.829**
	Sig. (2-tailed)	.011	.054		.051	.000
	N	13	13	13	13	13
x3.4	Pearson Correlation	.320	.390	.551	1	.644*
	Sig. (2-tailed)	.287	.188	.051		.017
	N	13	13	13	13	13
x3	Pearson Correlation	.914**	.892**	.829**	.644*	1
	Sig. (2-tailed)	.000	.000	.000	.017	
	N	13	13	13	13	13

Case Processing Summary

		N	%
Cases	Valid	13	86.7
	Excluded ^a	2	13.3
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.843	4



Correlations

		y1	y2	y3	y4	y
y1	Pearson Correlation	1	.775**	.695**	.560*	.893**
	Sig. (2-tailed)		.002	.008	.046	.000
	N	13	13	13	13	13
y2	Pearson Correlation	.775**	1	.427	.391	.759**
	Sig. (2-tailed)	.002		.146	.186	.003
	N	13	13	13	13	13
y3	Pearson Correlation	.695**	.427	1	.910**	.899**
	Sig. (2-tailed)	.008	.146		.000	.000
	N	13	13	13	13	13
y4	Pearson Correlation	.560*	.391	.910**	1	.843**
	Sig. (2-tailed)	.046	.186	.000		.000
	N	13	13	13	13	13
y	Pearson Correlation	.893**	.759**	.899**	.843**	1
	Sig. (2-tailed)	.000	.003	.000	.000	
	N	13	13	13	13	13

Case Processing Summary

		N	%
Cases	Valid	13	86.7
	Excluded ^a	2	13.3
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.869	4



Lampiran 3. Uji Asumsi Klasik

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		13
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.89579704
Most Extreme Differences	Absolute	.166
	Positive	.156
	Negative	-.166
Kolmogorov-Smirnov Z		.597
Asymp. Sig. (2-tailed)		.869

a. Test distribution is Normal.
b. Calculated from data.

Model Summary^d

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.575 ^a	.330	.107	.94022	2.606

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.244	2.981		.753	.471		
	x1	.301	.282	.279	1.066	.314	.533	1.876
	x2	.475	.196	.618	2.427	.038	.564	1.775
	x3	.051	.267	.061	.190	.854	.358	2.793

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.620	1.280		2.047	.071
	x1	-.235	.121	-.725	-1.941	.084
	x2	.052	.084	.226	.621	.550
	x3	.091	.115	.360	.790	.450

Lampiran 4. Regresi Linier Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.244	2.981		.753	.471
	x1	.301	.282	.279	1.066	.314
	x2	.475	.196	.618	2.427	.038
	x3	.051	.267	.061	.190	.854

a. Dependent Variable: y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819 ^a	.671	.561	2.18908

ANOVA^a

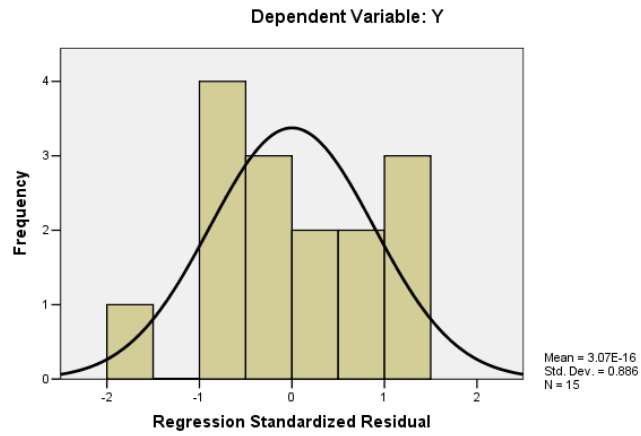
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	87.948	3	29.316	6.118	.015 ^b
	Residual	43.129	9	4.792		
	Total	131.077	12			

Coefficients^a

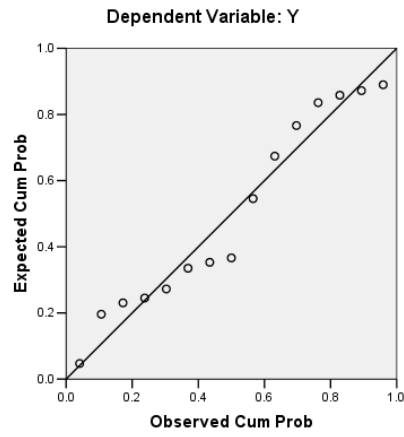
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.244	2.981		.753	.471
	x1	.301	.282	.279	1.066	.314
	x2	.475	.196	.618	2.427	.038
	x3	.051	.267	.061	.190	.854

a. Dependent Variable: y

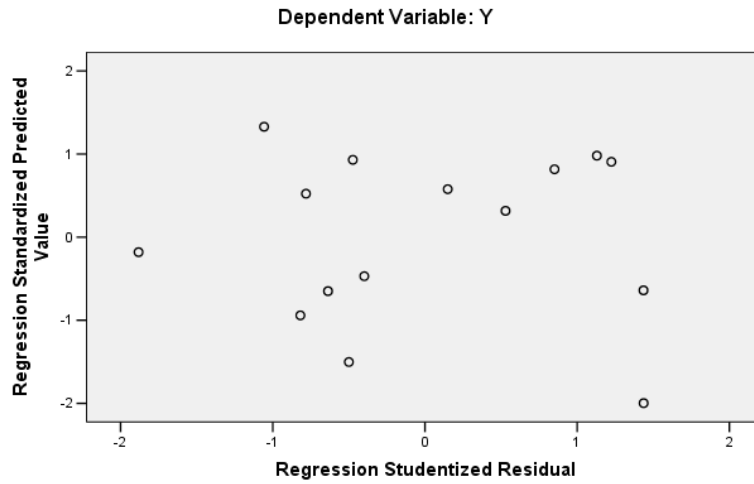
Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot



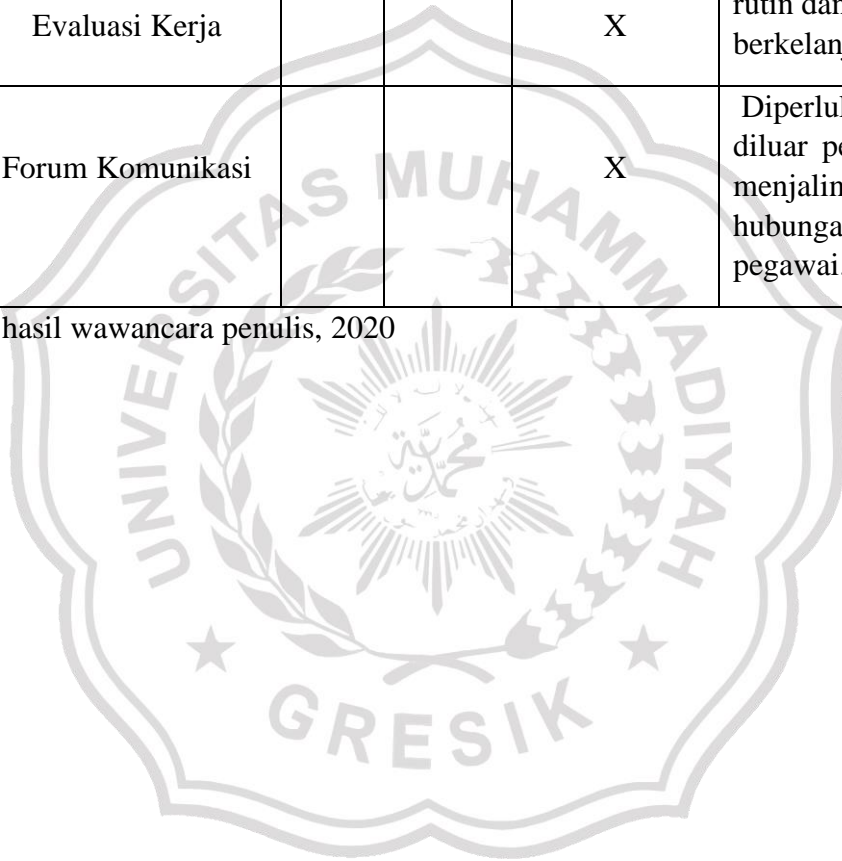
Lampiran 5. Hasil Survei Terhadap Variabel Penelitian

Tabel. Hasil Survei Mengenai Variabel – Variabel Yang Mempengaruhi Kinerja Pegawai Sprinter di PT.Karya Niaga Abadi (J&T Express) Cabang Cerme.

PERNYATAAN		ADA	TIDAK ADA	KURANG MEMADAI	KETERANGAN
Insentif Finansial	Tunjangan Sosial			X	Pegawai mendapatkan tunjangan Kesehatan BNI Life, Untuk tunjangan Hari Tua dan Asuransi Kecelakaan belum ada.
	Bonus diluar gaji pokok		X		
	Fasilitas Kerja Yang Memadai			X	Untuk pengiriman dengan transportasi roda 2 masih menggunakan kendaraan pribadi kurir dan tidak ada asuransi / ganti rugi jika ada kendala dalam bekerja.
Insentif Non Finansial	Jenjang Karir/Promosi Jabatan		X		
	Pelatihan Kerja Untuk Peningkatan Kualitas Pegawai		X		
	Piagam penghargaan/apresiasi atas kinerja diluar target perusahaan		X		

Motivasi Kerja	Lingkungan Kerja Yang Teratur			X	Terbatasnya fasilitas dan ruangan yang kurang memadai dengan <i>flexibilitas</i> pekerjaan yang berkelanjutan berakibat lingkungan kerja tidak tertata dengan rapi.
	Evaluasi Kerja			X	Tidak dilakukan secara rutin dan terkesan tidak berkelanjutan.
	Forum Komunikasi			X	Diperlukan forum diluar pekerjaan untuk menjalin komunikasi / hubungan semua pegawai.

Sumber : hasil wawancara penulis, 2020



Lampiran 6. Rancangan Kuesioner

Identitas Responden

1. Masa Kerja :..... Tahun
2. Usia :.....Tahun
3. Jenis Kelamin : L/P
4. Pendidikan Terakhir:
 - a. Dibawah SLTA
 - b. SLTA/Sederajat
 - c. D-III
 - d. S1
 - e. S2

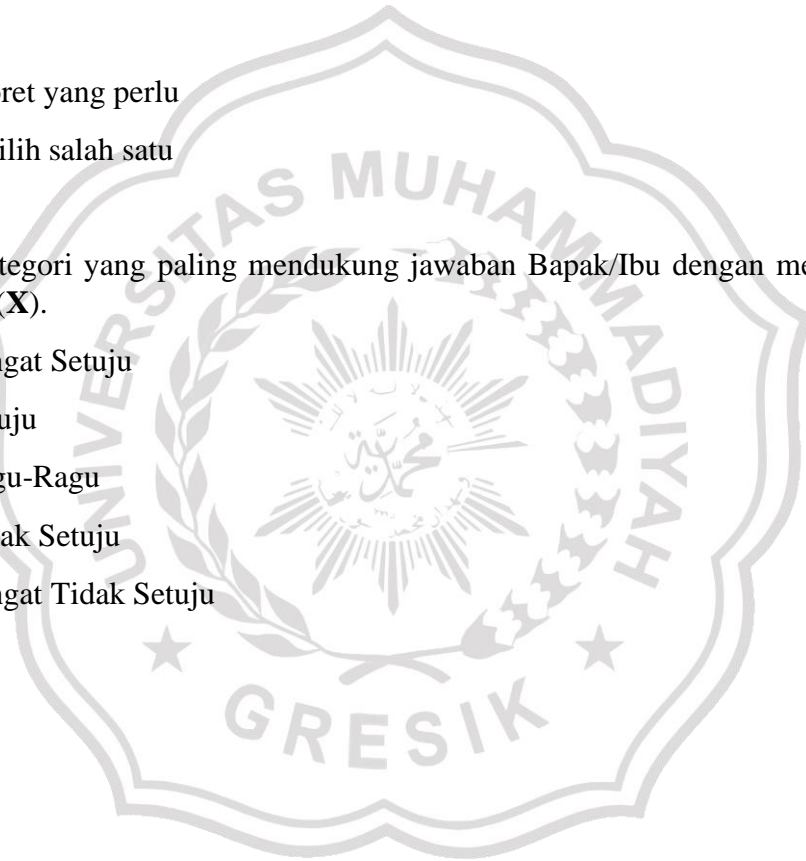
*) Coret yang perlu

**) Pilih salah satu

Keterangan:

Pilih satu kategori yang paling mendukung jawaban Bapak/Ibu dengan memberikan tanda silang (X).

- SS = Sangat Setuju
S = Setuju
R = Ragu-Ragu
TS = Tidak Setuju
STS = Sangat Tidak Setuju



Tabel. Rancangan Kuesioner

NO.	PERNYATAAN	KATEGORI				
		SS	S	R	TS	STS
A. Insentif Finansial						
Setujukah Bapak/Ibu bila dinyatakan bahwa:						
1.	Perusahaan meningkatkan standar kehidupan karyawan berupa pembayaran diluar gaji pokok. (Mangkunegara, 2005)					
2.	Memberikan bonus atas kinerja yang melebihi target perusahaan.					
3.	Mendapatkan jaminan hari tua/pensiun.					
4.	Mendapatkan fasilitas pengobatan gratis.					

B. Insentif Non Finansial

Setujukah Bapak/Ibu bila dinyatakan bahwa:

1.	Jaminan promosi jabatan atas kinerja yang produktif.					
2.	Pembinaan dan peningkatan kualitas karyawan dengan pelatihan kerja.					
3.	Nilai – nilai dan budaya perusahaan dapat tersosialisasikan melalui manajemen unit kerja.					
4.	Dapat mempertahankan dan meningkatkan moral kerja karyawan yang ditunjukkan dengan menurunnya tingkat perputaran tenaga kerja dan absensi. (Robin, 2009)					

C. Motivasi Kerja

Setujukah Bapak/Ibu bila dinyatakan bahwa:

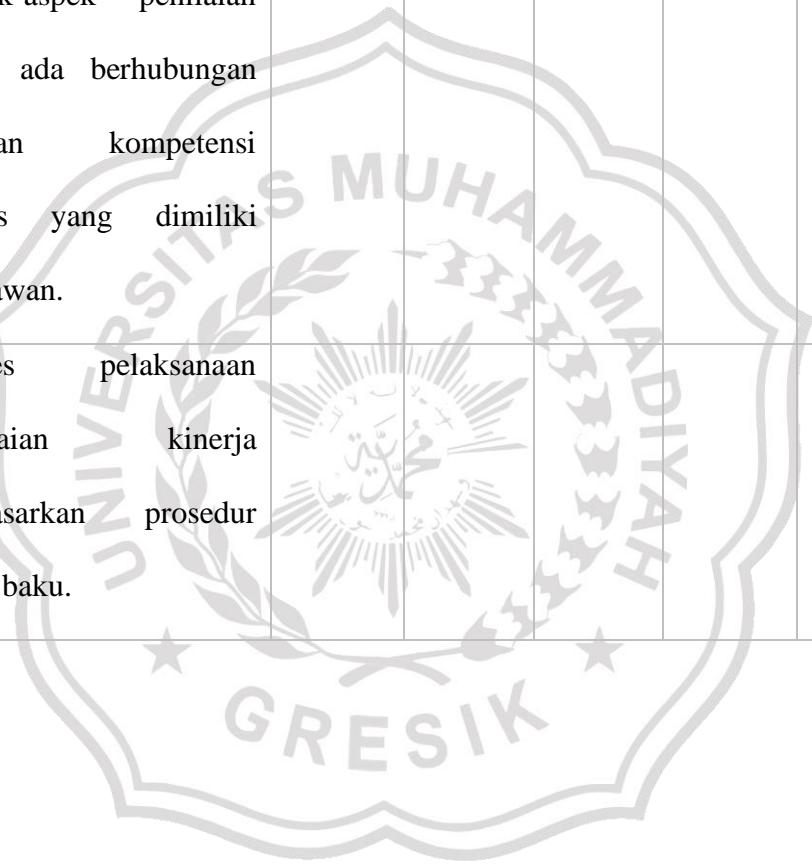
1.	Evaluasi kinerja dengan diskusi semua karyawan dan atasan.					
2.	Kesempatan yang sama untuk mengajukan ide/gagasan.					
3.	Kepercayaan yang tinggi kepada tugas yang diberikan kepada karyawan.					
4.	Terjalin kerja sama tim yang baik. (Debra, 2008)					

D. Kinerja Pegawai

Setujukah Bapak/Ibu bila dinyatakan bahwa:

1.	Sasaran kerja unit/bidang tempat bekerja mendukung tercapainya sasaran kerja.					
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2.	Aspek – aspek penilaian yang ada berhubungan dengan tugas dan tanggung jawab karyawan.					
3.	Aspek-aspek penilaian yang ada berhubungan dengan kompetensi teknis yang dimiliki karyawan.					
4.	Proses pelaksanaan penilaian kinerja berdasarkan prosedur yang baku.					



Lampiran 7. Rekapitulasi Jawaban Responden

Nama Responden	Hasil Jawaban Responden																			
	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2.4	X2	X3.1	X3.2	X3.3	X3.4	X3	Y1	Y2	Y3	Y4	Y
Muhammad irawan	4	3	3	2	12	3	3	3	3	12	4	3	4	1	12	3	3	2	3	11
Riki widodo	4	3	3	4	14	3	1	2	2	8	2	2	2	3	9	2	3	2	3	10
Dwi cahya nugraha	4	3	3	3	13	3	3	3	3	12	4	4	3	3	14	3	4	2	3	12
Achmad ferianto	2	2	2	2	8	2	2	2	2	8	1	1	2	3	7	2	2	3	4	11
Eko hari priambudi	3	3	3	2	11	5	5	3	3	16	5	5	3	3	16	2	2	3	3	10
Rendi pradana	3	2	2	2	9	3	3	2	2	10	2	3	1	2	8	3	2	2	2	9
Eka fandi setiawan	5	5	5	5	20	3	3	4	3	13	5	5	5	5	20	4	4	4	4	16
Muhammad rizki	4	3	3	4	14	5	5	5	5	20	4	4	4	4	16	5	4	5	5	19
Fauzan adityo	3	4	4	3	14	5	4	5	5	19	3	3	4	4	14	4	4	5	5	18
Restu adi kurniawan	4	3	2	3	12	4	5	5	4	18	5	5	4	4	18	4	4	4	4	16
Arifuddin zuhri	3	3	3	3	12	3	3	3	3	12	5	5	3	3	16	4	5	3	3	15
Ezra andi priambudi	5	3	3	5	16	5	5	5	5	20	5	4	3	3	15	4	4	4	4	16
Adityo budi leksono	4	3	4	4	15	4	4	4	4	16	5	4	4	4	17	3	3	4	4	14



Lampiran 8. R-Tabel

Tabel r untuk df = 1 - 50

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604

Lampiran 9. T-Tabel

Titik Persentase Distribusi t (df = 1 - 40)

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



Lampiran 10. Tabel Durbin-Watson

Tabel Durbin-Watson (DW), $\alpha = 5\%$

n	k=1		k=2		k=3		k=4		k=5	
	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
6	0.6102	1.4002								
7	0.6996	1.3564	0.4672	1.8964						
8	0.7629	1.3324	0.5591	1.7771	0.3674	2.2866				
9	0.8243	1.3199	0.6291	1.6993	0.4548	2.1282	0.2957	2.5881		
10	0.8791	1.3197	0.6972	1.6413	0.5253	2.0163	0.3760	2.4137	0.2427	2.8217
11	0.9273	1.3241	0.7580	1.6044	0.5948	1.9280	0.4441	2.2833	0.3155	2.6446
12	0.9708	1.3314	0.8122	1.5794	0.6577	1.8640	0.5120	2.1766	0.3796	2.5061
13	1.0097	1.3404	0.8612	1.5621	0.7147	1.8159	0.5745	2.0943	0.4445	2.3897



Lampiran 11. F-Tabel

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53

