

LAMPIRAN
Tabel 4.5.
Hasil Uji Validitas

| Variabel | R-hitung | R-tabel | Keterangan | |
|----------------|----------|---------|------------|-------|
| Kompensasi | X1Q1 | 0,823 | 0,189 | Valid |
| | X1Q2 | 0,851 | 0,189 | Valid |
| | X1Q3 | 0,498 | 0,189 | Valid |
| | X1Q4 | 0,505 | 0,189 | Valid |
| | X1Q5 | 0,351 | 0,189 | Valid |
| | X1Q6 | 0,467 | 0,189 | Valid |
| | X1Q7 | 0,851 | 0,189 | Valid |
| | X1Q8 | 0,861 | 0,189 | Valid |
| Kepuasan Kerja | X2Q1 | 0,366 | 0,189 | Valid |
| | X2Q2 | 0,830 | 0,189 | Valid |
| | X2Q3 | 0,818 | 0,189 | Valid |
| | X2Q4 | 0,894 | 0,189 | Valid |
| | X2Q5 | 0,623 | 0,189 | Valid |
| | X2Q6 | 0,538 | 0,189 | Valid |
| | X2Q7 | 0,414 | 0,189 | Valid |
| | X2Q8 | 0,839 | 0,189 | Valid |
| Transparansi | X3Q1 | 0,837 | 0,189 | Valid |
| | X3Q2 | 0,633 | 0,189 | Valid |
| | X3Q3 | 0,270 | 0,189 | Valid |
| | X3Q4 | 0,592 | 0,189 | Valid |
| | X3Q5 | 0,616 | 0,189 | Valid |
| | X3Q6 | 0,840 | 0,189 | Valid |
| | X3Q7 | 0,818 | 0,189 | Valid |
| | X3Q8 | 0,838 | 0,189 | Valid |
| Loyalitas | Y1 | 0,765 | 0,189 | Valid |
| | Y2 | 0,728 | 0,189 | Valid |
| | Y3 | 0,614 | 0,189 | Valid |
| | Y4 | 0,693 | 0,189 | Valid |
| | Y5 | 0,554 | 0,189 | Valid |
| | Y6 | 0,478 | 0,189 | Valid |
| | Y7 | 0,710 | 0,189 | Valid |
| | Y8 | 0,644 | 0,189 | Valid |

1. Uji Validitas

a. Kompensasi

| | | Correlations | | | | | | | | |
|----------------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|----------------|
| | | X2Q1 | X2Q2 | X2Q3 | X2Q4 | X2Q5 | X2Q6 | X2Q7 | X2Q8 | Kepuasan_Kerja |
| X2Q1 | Pearson Correlation | 1 | .014 | .051 | .201* | .396** | .189 | .379** | -.023 | .366** |
| | Sig. (2-tailed) | | .886 | .604 | .039 | .000 | .052 | .000 | .819 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X2Q2 | Pearson Correlation | .014 | 1 | .868** | .789** | .276** | .273** | .037 | .931** | .830** |
| | Sig. (2-tailed) | .886 | | .000 | .000 | .004 | .005 | .705 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X2Q3 | Pearson Correlation | .051 | .868** | 1 | .737** | .311** | .276** | .001 | .894** | .818** |
| | Sig. (2-tailed) | .604 | .000 | | .000 | .001 | .004 | .993 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X2Q4 | Pearson Correlation | .201* | .789** | .737** | 1 | .465** | .370** | .299** | .795** | .894** |
| | Sig. (2-tailed) | .039 | .000 | .000 | | .000 | .000 | .002 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X2Q5 | Pearson Correlation | .396** | .276** | .311** | .465** | 1 | .367** | .444** | .296** | .623** |
| | Sig. (2-tailed) | .000 | .004 | .001 | .000 | | .000 | .000 | .002 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X2Q6 | Pearson Correlation | .189 | .273** | .276** | .370** | .367** | 1 | .297** | .288** | .538** |
| | Sig. (2-tailed) | .052 | .005 | .004 | .000 | .000 | | .002 | .003 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X2Q7 | Pearson Correlation | .379** | .037 | .001 | .299** | .444** | .297** | 1 | .055 | .414** |
| | Sig. (2-tailed) | .000 | .705 | .993 | .002 | .000 | .002 | | .574 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X2Q8 | Pearson Correlation | -.023 | .931** | .894** | .795** | .296** | .288** | .055 | 1 | .839** |
| | Sig. (2-tailed) | .819 | .000 | .000 | .000 | .002 | .003 | .574 | | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| Kepuasan_Kerja | Pearson Correlation | .366** | .830** | .818** | .894** | .623** | .538** | .414** | .839** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |

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

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

b. Kepuasan Kerja

Correlations

| | | X1Q1 | X1Q2 | X1Q3 | X1Q4 | X1Q5 | X1Q6 | X1Q7 | X1Q8 | Kompensasi |
|------------|---------------------|--------|---------|--------|--------|--------|--------|---------|--------|------------|
| X1Q1 | Pearson Correlation | 1 | .840** | .363** | .076 | .159 | .084 | .840** | .815** | .823** |
| | Sig. (2-tailed) | | .000 | .000 | .439 | .104 | .392 | .000 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X1Q2 | Pearson Correlation | .840** | 1 | .301** | .098 | .050 | .052 | 1.000** | .950** | .851** |
| | Sig. (2-tailed) | .000 | | .002 | .319 | .610 | .594 | .000 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X1Q3 | Pearson Correlation | .363** | .301** | 1 | .241* | .142 | .092 | .301** | .282** | .498** |
| | Sig. (2-tailed) | .000 | .002 | | .013 | .147 | .349 | .002 | .003 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X1Q4 | Pearson Correlation | .076 | .098 | .241* | 1 | .289** | .810** | .098 | .148 | .505** |
| | Sig. (2-tailed) | .439 | .319 | .013 | | .003 | .000 | .319 | .131 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X1Q5 | Pearson Correlation | .159 | .050 | .142 | .289** | 1 | .326** | .050 | .078 | .351** |
| | Sig. (2-tailed) | .104 | .610 | .147 | .003 | | .001 | .610 | .426 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X1Q6 | Pearson Correlation | .084 | .052 | .092 | .810** | .326** | 1 | .052 | .127 | .467** |
| | Sig. (2-tailed) | .392 | .594 | .349 | .000 | .001 | | .594 | .195 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X1Q7 | Pearson Correlation | .840** | 1.000** | .301** | .098 | .050 | .052 | 1 | .950** | .851** |
| | Sig. (2-tailed) | .000 | .000 | .002 | .319 | .610 | .594 | .000 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X1Q8 | Pearson Correlation | .815** | .950** | .282** | .148 | .078 | .127 | .950** | 1 | .861** |
| | Sig. (2-tailed) | .000 | .000 | .003 | .131 | .426 | .195 | .000 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| Kompensasi | Pearson Correlation | .823** | .851** | .498** | .505** | .351** | .467** | .851** | .861** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |

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

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

c. Transparansi

Correlations

| | | X3Q1 | X3Q2 | X3Q3 | X3Q4 | X3Q5 | X3Q6 | X3Q7 | X3Q8 | Transparansi |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|
| X3Q1 | Pearson Correlation | 1 | .157 | .069 | .116 | .149 | .983** | .972** | .945** | .837** |
| | Sig. (2-tailed) | | .108 | .485 | .237 | .128 | .000 | .000 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X3Q2 | Pearson Correlation | .157 | 1 | .195* | .890** | .907** | .148 | .137 | .188 | .633** |
| | Sig. (2-tailed) | .108 | | .046 | .000 | .000 | .129 | .161 | .053 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X3Q3 | Pearson Correlation | .069 | .195* | 1 | .280** | .160 | .047 | -.003 | .029 | .270** |
| | Sig. (2-tailed) | .485 | .046 | | .004 | .100 | .630 | .977 | .766 | .005 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X3Q4 | Pearson Correlation | .116 | .890** | .280** | 1 | .812** | .107 | .070 | .147 | .592** |
| | Sig. (2-tailed) | .237 | .000 | .004 | | .000 | .276 | .474 | .133 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X3Q5 | Pearson Correlation | .149 | .907** | .160 | .812** | 1 | .165 | .154 | .169 | .616** |
| | Sig. (2-tailed) | .128 | .000 | .100 | .000 | | .090 | .115 | .084 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X3Q6 | Pearson Correlation | .983** | .148 | .047 | .107 | .165 | 1 | .988** | .962** | .840** |
| | Sig. (2-tailed) | .000 | .129 | .630 | .276 | .090 | | .000 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X3Q7 | Pearson Correlation | .972** | .137 | -.003 | .070 | .154 | .988** | 1 | .950** | .818** |
| | Sig. (2-tailed) | .000 | .161 | .977 | .474 | .115 | .000 | | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| X3Q8 | Pearson Correlation | .945** | .188 | .029 | .147 | .169 | .962** | .950** | 1 | .838** |
| | Sig. (2-tailed) | .000 | .053 | .766 | .133 | .084 | .000 | .000 | | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| Transparansi | Pearson Correlation | .837** | .633** | .270** | .592** | .616** | .840** | .818** | .838** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .005 | .000 | .000 | .000 | .000 | .000 | |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |

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

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

d. Loyalitas

Correlations

| | | YQ1 | YQ2 | YQ3 | YQ4 | YQ5 | YQ6 | YQ7 | YQ8 | Loyalitas |
|-----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|-----------|
| YQ1 | Pearson Correlation | 1 | .509** | .369** | .301** | .177 | .119 | .325** | .868** | .765** |
| | Sig. (2-tailed) | | .000 | .000 | .002 | .069 | .223 | .001 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| YQ2 | Pearson Correlation | .509** | 1 | .416** | .447** | .421** | .202* | .459** | .390** | .728** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .038 | .000 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| YQ3 | Pearson Correlation | .369** | .416** | 1 | .297** | .189 | .280** | .336** | .358** | .614** |
| | Sig. (2-tailed) | .000 | .000 | | .002 | .052 | .004 | .000 | .000 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| YQ4 | Pearson Correlation | .301** | .447** | .297** | 1 | .379** | .300** | .962** | .114 | .693** |
| | Sig. (2-tailed) | .002 | .000 | .002 | | .000 | .002 | .000 | .246 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| YQ5 | Pearson Correlation | .177 | .421** | .189 | .379** | 1 | .441** | .371** | .060 | .554** |
| | Sig. (2-tailed) | .069 | .000 | .052 | .000 | | .000 | .000 | .541 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| YQ6 | Pearson Correlation | .119 | .202* | .280** | .300** | .441** | 1 | .286** | .060 | .478** |
| | Sig. (2-tailed) | .223 | .038 | .004 | .002 | .000 | | .003 | .540 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| YQ7 | Pearson Correlation | .325** | .459** | .336** | .962** | .371** | .286** | 1 | .135 | .710** |
| | Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .003 | | .167 | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| YQ8 | Pearson Correlation | .868** | .390** | .358** | .114 | .060 | .060 | .135 | 1 | .644** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .246 | .541 | .540 | .167 | | .000 |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |
| Loyalitas | Pearson Correlation | .765** | .728** | .614** | .693** | .554** | .478** | .710** | .644** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 |

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

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

2. Uji Reabilitas

a. Kompensasi

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .820 | 8 |

b. Kepuasan Kerja

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .836 | 8 |

c. Transparansi

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .848 | 8 |

d. Loyalitas

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .800 | 8 |

3. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 106 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 1.54105051 |
| Most Extreme Differences | Absolute | .070 |
| | Positive | .051 |
| | Negative | -.070 |
| Test Statistic | | .070 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

4. Uji Multikolinearitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | -9.809 | 6.996 | | -1.402 | .164 | | |
| | Kompensasi | .155 | .088 | .150 | 1.768 | .080 | .754 | 1.326 |
| | Kepuasan Kerja | 1.080 | .161 | .579 | 6.715 | .000 | .729 | 1.372 |
| | Transparansi | .033 | .173 | .014 | .191 | .849 | .960 | 1.042 |

a. Dependent Variable: Loyalitas

5. Uji Heteroskestisitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.889 | 2.315 | | 1.248 | .215 |
| | Kompensasi | -.043 | .029 | -.166 | -1.484 | .141 |
| | Kepuasan Kerja | -.021 | .053 | -.046 | -.400 | .690 |
| | Transparansi | .009 | .057 | .016 | .165 | .869 |

a. Dependent Variable: res_abs

6. Regresi Linear Berganda

a. Uji Parsial (Uji T)

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -9.809 | 6.996 | | -1.402 | .164 |
| | Kompensasi | .155 | .088 | .150 | 1.768 | .080 |
| | Kepuasan Kerja | 1.080 | .161 | .579 | 6.715 | .000 |
| | Transparansi | .033 | .173 | .014 | .191 | .849 |

a. Dependent Variable: Loyalitas

b. Uji Kelayakan Model (Uji F)

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 738.163 | 3 | 246.054 | 27.536 | .000 ^b |
| | Residual | 911.432 | 102 | 8.936 | | |
| | Total | 1649.594 | 105 | | | |

a. Dependent Variable: Loyalitas

b. Predictors: (Constant), Transparansi, Kompensasi, Kepuasan Kerja

c. Koefisien Determinasi

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .669 ^a | .447 | .431 | 2.989 |

a. Predictors: (Constant), Transparansi, Kompensasi, Kepuasan Kerja

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | AA | AB | AC | AD | AE | AF | AG | AH | AI | AJ | AK | |
|----|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|----|----|----|--|
| 1 | Respoden | KP1 | KP2 | KP3 | KP4 | KP5 | KP6 | KP7 | KP8 | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK7 | KK8 | TP1 | TP2 | TP3 | TP4 | TP5 | TP6 | TP7 | TP8 | LY1 | LY2 | LY3 | LY4 | LY5 | LY6 | LY7 | LY8 | | | | | |
| 2 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | | | | |
| 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | | | | |
| 4 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | |
| 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | | |
| 6 | 5 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | |
| 7 | 6 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 8 | 7 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | | | | |
| 9 | 8 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 10 | 9 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | | | | | |
| 11 | 10 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 5 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | | | | | |
| 12 | 11 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | |
| 13 | 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 14 | 13 | 2 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 2 | 4 | 5 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | |
| 15 | 14 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 4 | 2 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | | | |
| 16 | 15 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | |
| 17 | 16 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | |
| 18 | 17 | 4 | 4 | 2 | 3 | 2 | 2 | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | |
| 19 | 18 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | | | | |
| 20 | 19 | 5 | 5 | 3 | 3 | 1 | 5 | 1 | 1 | 5 | 3 | 3 | 1 | 1 | 1 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | | | | | |
| 21 | 20 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 2 | 2 | 2 | 1 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | | | | | |
| 22 | 21 | 2 | 4 | 3 | 2 | 1 | 2 | 2 | 2 | 5 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | | | | | |
| 23 | 22 | 2 | 4 | 2 | 3 | 2 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | | | | | |
| 24 | 23 | 2 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 1 | 1 | 2 | 2 | 2 | 5 | 2 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | | | | | | |

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | AA | AB | AC | AD | AE | AF | AG | AH | AI | AJ | AK |
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| 25 | 24 | 5 | 4 | 2 | 5 | 2 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | |
| 26 | 25 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | | | | |
| 27 | 26 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 3 | 5 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | | | | | |
| 28 | 27 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 2 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | | | | | |
| 29 | 28 | 3 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | | | | | |
| 30 | 29 | 3 | 2 | 2 | 2 | 2 | 3 | 5 | 4 | 5 | 2 | 3 | 2 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 2 | 3 | 3 | | | | |
| 31 | 30 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 1 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | | | | | |
| 32 | 31 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 1 | 1 | 1 | 1 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 33 | 32 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | | |
| 34 | 33 | 2 | 3 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 2 | 2 | 4 | 4 | | | | |
| 35 | 34 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 3 | 3 | 4 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 36 | 35 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | | | | | |
| 37 | 36 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 38 | 37 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 39 | 38 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | | | | | |
| 40 | 39 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 41 | 40 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | | | | | |
| 42 | 41 | 1 | 3 | 1 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 2 | 4 | 1 | 3 | | | | |
| 43 | 42 | 4 | 4 | 1 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | | |
| 44 | 43 | 5 | 5 | 2 | 5 | 2 | 2 | 2 | 4 | 5 | 2 | 2 | 4 | 4 | 3 | 4 | 1 | 1 | 1 | 1 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | | | | | | |
| 45 | 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | | | | | |
| 46 | 45 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | | | | | |
| 47 | 46 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | | | | | |
| 48 | 47 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | |

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | AA | AB | AC | AD | AE | AF | AG | AH | AI | AJ | AK | | |
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| 48 | 47 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | | |
| 49 | 48 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | | | | | | |
| 50 | 49 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | | | | | | |
| 51 | 50 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | | | | | | |
| 52 | 51 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | | |
| 53 | 52 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | | |
| 54 | 53 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | | |
| 55 | 54 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 56 | 55 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 57 | 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | |
| 58 | 57 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | | | | | |
| 59 | 58 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | | | | | |
| 60 | 59 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 61 | 60 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 62 | 61 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | | | | | |
| 63 | 62 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | | | | | |
| 64 | 63 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 65 | 64 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 66 | 65 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | |
| 67 | 66 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 68 | 67 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | | |
| 69 | 68 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 70 | 69 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | | |
| 71 | 70 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | | |

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| 71 | 70 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | | | | | |
| 72 | 71 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | |
| 73 | 72 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | |
| 74 | 73 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | | | | | |
| 75 | 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | | | | | |
| 76 | 75 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | |
| 77 | 76 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | |
| 78 | 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | |
| 79 | 78 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | | | | | |
| 80 | 79 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | | | | | |
| 81 | 80 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | | |
| 82 | 81 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | | |
| 83 | 82 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | | | | | | |
| 84 | 83 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | | | | | |
| 85 | 84 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | | | | | |
| 86 | 85 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | | | | | |
| 87 | 86 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | | | | | | |
| 88 | 87 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | | | | | |
| 89 | 88 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | | |
| 90 | 89 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | | | | | |
| 91 | 90 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | | | | | |
| 92 | 91 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | | |
| 93 | 92 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | | |
| 94 | 93 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |

Sheet1 Sheet2 Sheet3

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| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | AA | AB | AC | AD | AE | AF | AG | AH | AI | AJ | AK |
| 84 | 83 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | | | | |
| 85 | 84 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | | | | |
| 86 | 85 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | | | | |
| 87 | 86 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | | | | | |
| 88 | 87 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | | | | |
| 89 | 88 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | |
| 90 | 89 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | | | | | |
| 91 | 90 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | | | | |
| 92 | 91 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | |
| 93 | 92 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | |
| 94 | 93 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 95 | 94 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | | | | | |
| 96 | 95 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | |
| 97 | 96 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 98 | 97 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | | | | |
| 99 | 98 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | | | | | |
| 100 | 99 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | | | |
| 101 | 100 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | | | | | |
| 102 | 101 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | |
| 103 | 102 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | | | | | |
| 104 | 103 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | | | | | |
| 105 | 104 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | | | | | |
| 106 | 105 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | | | | | |
| 107 | 106 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | | | | |

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| No. | Pertanyaan | STS | TS | N | S | SS |
|-----|--|-----|----|---|---|----|
| 1. | Sistem kompensasi yang berlaku di organisasi sudah memuaskan saya | | | | | |
| 2. | Saya senang karena kompensasi yang diberikan kepada saya didasarkan hasil kerja | | | | | |
| 3. | Saya senang karena kompensasi yang diterima oleh saya didasarkan pada besarnya tugas dan tanggungjawab | | | | | |
| 4. | Saya puas karena kelebihan jam kerja diperhitungkan oleh organisasi | | | | | |
| 5. | Saya senang karena organisasi sangat memperhatikan kesejahteraan karyawan | | | | | |
| 6. | Saya merasa puas karena organisasi memberikan berbagai tunjangan dan insentif | | | | | |
| 7. | Saya senang karena hasil kerja yang baik mendapatkan penghargaan dari organisasi | | | | | |
| 8. | Saya senang pemimpin memuji saya karena hasil kerja yang baik | | | | | |

KUESIONER KEPUASAN KERJA

| No. | Pertanyaan | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 1. | Saya merasa puas karena gaji yan saya terima sudah cukup besar | | | | | |
| 2. | Saya merasa puas karena kelebihan jam kerja mendapatkan imbalan dari organisasi | | | | | |
| 3. | Kompensasi finansial yang diberikan organisasi cukup untuk memnuhi kebutuhan pokok keluarga | | | | | |
| 4. | Insentif dan tunjangan yang diberikan organisasi dapat menambah pendapatan | | | | | |
| 5. | Kerjasama antar rekan sekerja yang baik menjadikan saya betah ditempat kerja | | | | | |
| 6. | Lingkungan kerja yang kondusif membuat saya tetap semangat kerja | | | | | |
| 7. | Tugas dan pekerjaan yang sesuai dengan kemampuan saya membuat saya dapat bekerja dengan baik | | | | | |
| 8. | Tugas dan tanggungjawab yang diberikan organisasi kepada saya menimbulkan rasa percaya diri dan tanggungjawab yang tinggi | | | | | |

KUESIONER TRANSPARANSI

| No. | Pertanyaan | STS | TS | N | S | SS |
|-----|--|-----|----|---|---|----|
| 1. | Pengumuman anggaran kepada karyawan dapat meningkatkan loyalitas. | | | | | |
| 2. | Informasi kebijakan yang diberikan kepada karyawan dapat meningkatkan loyalitas karyawan. | | | | | |
| 3. | Mudah untuk mengakses dokumen tentang anggaran dan kebijakan organisasi dapat meningkatkan loyalitas | | | | | |
| 4. | Lokakarya Mini dapat meningkatkan loyalitas | | | | | |
| 5. | Laporan pertanggungjawaban tahunan anggaran selalu tepat waktu | | | | | |
| 6. | Transparansi dapat mengakomodasi usulan atau pendapat karyawan | | | | | |
| 7. | Pengumuman tentang anggaran dapat diperoleh setiap waktu | | | | | |
| 8. | Pengumuman kebijakan organisasi mudah didapatkan oleh karyawan | | | | | |

KUESIONER LOYALITAS

| No. | Pertanyaan | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 1. | Saya mematuhi jam atau waktu kerja dengan baik | | | | | |
| 2. | Saya mendorong dan memberikan contoh yang baik bagi rekan kerja | | | | | |
| 3. | Saya merasa bangga dengan pekerjaan yang saya miliki | | | | | |
| 4. | Saya menjaga kepercayaan yang diberikan pimpinan dengan penuh tanggungjawab | | | | | |
| 5. | Saya menerima dengan baik semua keputusan yang dibuat organisasi bagi saya | | | | | |
| 6. | Saya mendukung sepenuhnya setiap kebijakan yang diambil organisasi | | | | | |
| 7. | Saya menjalankan tugas yang diberikan pimpinan dengan sepenuh hati | | | | | |
| 8. | Saya taat dan patuh terhadap petunjuk dan perintah pimpinan | | | | | |