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LAMPIRAN

Kuesioner Penelitian

Kuesioner ini hanya digunakan untuk kepentingan penelitian saja. Saya sangat Berharap kesediaan Bapak dan Ibu untuk mengisi kuesioner ini dengan lengkap. Pernyataan kuesioner ini berhubungan dengan fasilitas kerja, kompensasi dan benefit serta *turnover intention* Bapak dan Ibu di PT XYZ. Terima kasih banyak atas kesediaan Bapak dan Ibu dalam mengisi Kuesioner ini. "PENGARUH FASILITAS KERJA, KOMPENSASI DAN BENEFIT TERHADAP *TURNOVER INTENTION* KARYAWAN DI PT XYZ".

A. Identitas Responden

Berilah Tanda Silang (X) pada pilihan yang anda anggap sesuai

1. **Jenis Kelamin**
   a. Perempuan
   b. Laki – laki

2. **Usia : …… thn**

3. **Pendidikan Terakhir**
   a. SMA   c. S1
   b. D3   d. S2

4. **Lama Bekerja di PT XYZ:**
   a. Kurang dari 1 tahun
   b. 1 - 3 tahun
   c. 4 - 6 tahun
   d. 7 - 10 tahun
   e. Lebih dari 10 tahun

5. **Posisi/Jabatan Saat Ini:**
   a. Staff
   b. Supervisor
   c. Superintendent
   d. Manager
   e. Senior Manager
   f. Lainnya, sebutkan: ___________

6. **Divisi/Departemen Tempat Anda Bekerja:**
   a. Penanaman
   b. Pembibitan
   c. Perencanaan
   d. Tata Usaha
   e. *Forest Protection*
   f. Lainnya, sebutkan: ___________

7. **Kriteria Gaji Bulanan:**
   a. Kurang dari Rp 3.000.000
   b. Rp 3.000.000 - Rp 5.000.000
   c. Rp 5.000.000 - Rp 7.000.000
   d. Rp 7.000.000 - Rp 10.000.000
   e. Lebih dari Rp 10.000.000

8. **Apakah Anda berencana untuk tetap bekerja di PT XYZ dalam 1 tahun ke depan?**
   a. Ya
   b. Tidak
   c. Belum Tahu

9. **Apakah Anda pernah berpikir untuk mengundurkan diri atau mencari pekerjaan lain dalam 6 bulan terakhir?**
   a. Ya
   b. Tidak

B. Kuisioner Penelitian

Fasilitas Kerja

No	Pernyataan	Jawaban	
		Ya	Tidak
1	Saya merasa peralatan kerja seperti komputer, printer, dan mesin fotokopi tersedia dengan baik di Perusahaan		
2	Peralatan kerja yang saya gunakan di Perusahaan selalu dalam kondisi baik dan berfungsi		
3	Peralatan kantor di Perusahaan mudah digunakan dan dirawat		
4	Saya selalu mendapatkan perlengkapan kerja seperti alat tulis, map, dan kertas dengan cukup di Perusahaan		
5	Perlengkapan kantor digunakan sesuai kebutuhan kerja di Perusahaan		
6	Pengadaan perlengkapan kerja dilakukan secara rutin dan tepat waktu di Perusahaan		
7	Saya dapat mengakses jaringan internet dan sistem perusahaan tanpa hambatan di Perusahaan		
8	Software atau aplikasi kerja yang saya gunakan di Perusahaan sangat membantu produktivitas		

No	Pernyataan	Jawaban	
		Ya	Tidak
9	Bantuan teknis dari tim IT di Perusahaan mudah diakses dan responsif saat dibutuhkan		
10	Saya memiliki akses ke kendaraan operasional saat dibutuhkan untuk kepentingan kerja di Perusahaan		
11	Fasilitas transportasi yang disediakan perusahaan selalu tersedia tepat waktu di Perusahaan		
12	Biaya transportasi ditanggung sebagian atau seluruhnya oleh Perusahaan		
13	Tersedia ruang istirahat, pantry, atau tempat ibadah yang layak di lingkungan kerja Perusahaan		
14	Toilet di lingkungan kerja Perusahaan bersih dan selalu terjaga		
15	Fasilitas keamanan seperti APAR, CCTV, dan sistem evakuasi tersedia dengan baik di Perusahaan		
16	Suasana kerja di Perusahaan terasa nyaman bagi saya		
17	Tata letak ruangan kantor di Perusahaan memudahkan saya untuk berkomunikasi dengan rekan kerja		
18	Kebersihan lingkungan kerja di Perusahaan terjaga dengan baik setiap hari		
19	Saya dapat bekerja dengan baik di Perusahaan tanpa adanya tekanan		
20	Perusahaan memberikan sedikit keleluasaan kepada saya ketika tidak mencapai target		

Kompensasi

No	Pernyataan	Jawaban	
		Ya	Tidak
1	Gaji pokok yang saya terima di Perusahaan sudah sesuai dengan tanggung jawab saya		
2	Bonus yang diberikan Perusahaan memotivasi saya untuk bekerja lebih baik		
3	Insentif yang diberikan Perusahaan cukup untuk mendorong saya agar lebih produktif		
4	Perusahaan secara berkala memberikan kenaikan gaji sesuai penilaian kinerja		
5	Perusahaan memberikan upah tambahan ketika meminta saya untuk lembur		
6	Saya merasa dihargai dan diakui atas prestasi yang saya capai di Perusahaan		
7	Perusahaan memberikan peluang yang cukup bagi saya untuk mengembangkan karir		
8	Lingkungan kerja di Perusahaan mendukung karyawan untuk bekerja dengan baik		
9	Perusahaan menjamin karyawan dapat bekerja secara aman		
10	Perusahaan memberikan jaminan atas keselamatan kerja akryawan		

Benefit

No	Pernyataan	Jawaban	
		Ya	Tidak
1	Program asuransi kesehatan (BPJS) yang disediakan oleh Perusahaan memberikan perlindungan yang memadai bagi karyawan		
2	Cakupan kesehatan preventif yang disediakan perusahaan membantu menjaga kesehatan karyawan		
3	Akses ke layanan medis yang disediakan oleh Perusahaan mudah diakses dan memadai		
4	Perusahaan memberikan asuransi kesehatan diluar BPJS		
5	Tunjangan hari tua/pensiun yang diberikan Perusahaan cukup untuk memberikan jaminan di masa depan		
6	Program tunjangan keluarga yang disediakan Perusahaan memberikan dukungan yang memadai bagi keluarga saya		
7	Bonus tahunan yang diberikan oleh Perusahaan sesuai dengan kinerja yang telah saya capai		
8	Perusahaan menyediakan peluang promosi peningkatan karir berdasarkan kinerja		
9	Perusahaan memiliki program tunjangan pensiun yang jelas		
10	Fleksibilitas jam kerja di Perusahaan memberikan kenyamanan dalam mengatur keseimbangan antara pekerjaan dan kehidupan pribadi		
11	Cuti tambahan yang disediakan Perusahaan cukup memadai untuk mendukung kesejahteraan karyawan		
12	Kebijakan kerja jarak jauh yang diterapkan oleh Perusahaan memungkinkan karyawan untuk bekerja dengan lebih fleksibel		
13	Perusahaan memberikan iklim kerja yang nyaman bagi karyawan untuk saling berinteraksi dengan rekan kerjanya		

Turnover Intention

No	Pernyataan	Jawaban	
		Ya	Tidak
1	Saya sering berpikir untuk meninggalkan pekerjaan saya di Perusahaan		
2	Saya merasa tidak puas dengan pekerjaan saya di Perusahaan		
3	Saya merasa tidak puas dengan hubungan interpersonal yang ada di tempat kerja		
4	Tekanan pekerjaan yang saya alami membuat saya mempertimbangkan untuk keluar dari perusahaan		
5	Saya memiliki alasan pribadi yang mendorong saya untuk mengundurkan diri dari Perusahaan		
6	Saya tertarik dengan tawaran pekerjaan yang lebih baik di luar Perusahaan		
7	Faktor ekonomi menjadi salah satu alasan yang mempengaruhi saya untuk mempertimbangkan resign		
8	Saya merasa hubungan antar rekan kerja di sini kurang mendukung dibandingkan perusahaan lain		

Terima Kasih Atas Partisipasinya

Lampiran Hasil Olah Data SPSS

Frequency Table

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	21	70.0	70.0	70.0
	Perempuan	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

Usia ...... (Tahun)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21.00	1	3.3	3.3	3.3
	23.00	2	6.7	6.7	10.0
	25.00	2	6.7	6.7	16.7
	26.00	2	6.7	6.7	23.3
	27.00	1	3.3	3.3	26.7
	28.00	3	10.0	10.0	36.7
	30.00	1	3.3	3.3	40.0
	31.00	2	6.7	6.7	46.7
	32.00	1	3.3	3.3	50.0
	33.00	1	3.3	3.3	53.3
	36.00	2	6.7	6.7	60.0
	38.00	2	6.7	6.7	66.7
	39.00	1	3.3	3.3	70.0
	40.00	2	6.7	6.7	76.7
	43.00	1	3.3	3.3	80.0
	46.00	2	6.7	6.7	86.7
	49.00	2	6.7	6.7	93.3
	50.00	1	3.3	3.3	96.7
	54.00	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	3	10.0	10.0	10.0
	S1	21	70.0	70.0	80.0
	S2	3	10.0	10.0	90.0
	SMA	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

Lama Bekerja di Perusahaan saat ini bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1 tahun	13	43.3	43.3	43.3
	> 10 tahun	3	10.0	10.0	53.3
	1 - 3 tahun	8	26.7	26.7	80.0
	4 - 6 tahun	3	10.0	10.0	90.0
	7 - 10 tahun	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

Status kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Karyawan Kontrak	16	53.3	53.3	53.3
	Karyawan Tetap	12	40.0	40.0	93.3
	Percobaan	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

Posisi/Jabatan Saat Ini

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Admin	4	13.3	13.3	13.3
	Koordinator	3	10.0	10.0	23.3
	Manager/Senior Manager/Direktur	11	36.7	36.7	60.0
	Mandor/Foreman	4	13.3	13.3	73.3
	Officer	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

Gaji Bulanan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>10 jt	16	53.3	53.3	53.3
	>3 - 5 juta	7	23.3	23.3	76.7
	>5 - 7 juta	3	10.0	10.0	86.7
	≤ 3 juta	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

Divisi/Departemen Tempat Anda Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Development	1	3.3	3.3	3.3
	HSEQA, Community Rel., Doc. Management	6	20.0	20.0	23.3
	Land Acquisition	9	30.0	30.0	53.3
	Manajemen Senior	1	3.3	3.3	56.7
	Operasional (Plantation & Nursery)	4	13.3	13.3	70.0
	Planning	1	3.3	3.3	73.3
	Supporting (HRGA, Finance, Supply Chain, IT, Legal, dll.)	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

Apakah Anda berencana untuk tetap bekerja di Perusahaan Anda bekerja sekarang dalam 1 tahun ke depan?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Belum tau	4	13.3	13.3	13.3
	Tidak	3	10.0	10.0	23.3
	Ya	23	76.7	76.7	100.0
	Total	30	100.0	100.0	

Apakah Anda pernah berpikir untuk mengundurkan diri atau mencari pekerjaan lain dalam 6 bulan terakhir?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	23	76.7	76.7	76.7
	Ya	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

Frequencies
Frequency Table

1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	2	6.7	6.7	6.7
	Ya	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	2	6.7	6.7	6.7
	Ya	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	1	3.3	3.3	3.3
	Ya	29	96.7	96.7	100.0
	Total	30	100.0	100.0	

4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	1	3.3	3.3	3.3
	Ya	29	96.7	96.7	100.0
	Total	30	100.0	100.0	

6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	2	6.7	6.7	6.7
	Ya	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	2	6.7	6.7	6.7
	Ya	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	2	6.7	6.7	6.7
	Ya	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	7	23.3	23.3	23.3
	Ya	23	76.7	76.7	100.0
	Total	30	100.0	100.0	

11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	7	23.3	23.3	23.3
	Ya	23	76.7	76.7	100.0
	Total	30	100.0	100.0	

12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	6	20.0	20.0	20.0
	Ya	24	80.0	80.0	100.0
	Total	30	100.0	100.0	

14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	4	13.3	13.3	13.3
	Ya	26	86.7	86.7	100.0
	Total	30	100.0	100.0	

15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	6	20.0	20.0	20.0
	Ya	24	80.0	80.0	100.0
	Total	30	100.0	100.0	

16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	2	6.7	6.7	6.7
	Ya	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	2	6.7	6.7	6.7
	Ya	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	1	3.3	3.3	3.3
	Ya	29	96.7	96.7	100.0
	Total	30	100.0	100.0	

21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	9	30.0	30.0	30.0
	Ya	21	70.0	70.0	100.0
	Total	30	100.0	100.0	

22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	12	40.0	40.0	40.0
	Ya	18	60.0	60.0	100.0
	Total	30	100.0	100.0	

23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	9	30.0	30.0	30.0
	Ya	21	70.0	70.0	100.0
	Total	30	100.0	100.0	

24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	9	30.0	30.0	30.0
	Ya	21	70.0	70.0	100.0
	Total	30	100.0	100.0	

25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	24	80.0	80.0	80.0
	Ya	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	8	26.7	26.7	26.7
	Ya	22	73.3	73.3	100.0
	Total	30	100.0	100.0	

27

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	10	33.3	33.3	33.3
	Ya	20	66.7	66.7	100.0
	Total	30	100.0	100.0	

28

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

29

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

30

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

31

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

32

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	3	10.0	10.0	10.0
	Ya	27	90.0	90.0	100.0
	Total	30	100.0	100.0	

33

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	6	20.0	20.0	20.0
	Ya	24	80.0	80.0	100.0
	Total	30	100.0	100.0	

34

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	7	23.3	23.3	23.3
	Ya	23	76.7	76.7	100.0
	Total	30	100.0	100.0	

35

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	10	33.3	33.3	33.3
	Ya	20	66.7	66.7	100.0
	Total	30	100.0	100.0	

36

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	14	46.7	46.7	46.7
	Ya	16	53.3	53.3	100.0
	Total	30	100.0	100.0	

37

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	18	60.0	60.0	60.0
	Ya	12	40.0	40.0	100.0
	Total	30	100.0	100.0	

38

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	9	30.0	30.0	30.0
	Ya	21	70.0	70.0	100.0
	Total	30	100.0	100.0	

39

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	12	40.0	40.0	40.0
	Ya	18	60.0	60.0	100.0
	Total	30	100.0	100.0	

40

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	5	16.7	16.7	16.7
	Ya	25	83.3	83.3	100.0
	Total	30	100.0	100.0	

41

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	9	30.0	30.0	30.0
	Ya	21	70.0	70.0	100.0
	Total	30	100.0	100.0	

42

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	8	26.7	26.7	26.7
	Ya	22	73.3	73.3	100.0
	Total	30	100.0	100.0	

43

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	2	6.7	6.7	6.7
	Ya	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

44

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	24	80.0	80.0	80.0
	Ya	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

45

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	22	73.3	73.3	73.3
	Ya	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

46

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	26	86.7	86.7	86.7
	Ya	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

47

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	22	73.3	73.3	73.3
	Ya	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

48

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	21	70.0	70.0	70.0
	Ya	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

49

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	19	63.3	63.3	63.3
	Ya	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

50

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	16	53.3	53.3	53.3
	Ya	14	46.7	46.7	100.0
	Total	30	100.0	100.0	

51

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	24	80.0	80.0	80.0
	Ya	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

Correlations

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	X1
1	Pearson Correlation	1	.464**	-.050	.356	-.050	.802**	-.071	1.000**	1.000**	.169	.169	.356	-.134	.681**	-.134	-.071	1.000**	.356	.356	-.050	.592**
	Sig. (2-tailed)		.010	.795	.053	.795	.000	.708	.000	.000	.373	.373	.053	.481	.000	.481	.708	.000	.053	.053	.795	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
2	Pearson Correlation	.464**	1	.695**	.356	.695**	.356	.464**	.464**	.464**	.484**	.169	.356	.200	.288	.200	-.071	.464**	-.089	.802**	-.050	.632**
	Sig. (2-tailed)	.010		.000	.053	.000	.053	.010	.010	.010	.007	.373	.053	.288	.122	.288	.708	.010	.640	.000	.795	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
3	Pearson Correlation	-.050	.695**	1	-.062	1.000**	-.062	.695**	-.050	-.050	.337	.337	-.062	.371*	-.073	.371*	-.050	-.050	-.062	.557**	-.034	.384*
	Sig. (2-tailed)	.795	.000		.745	.000	.745	.000	.795	.795	.069	.069	.745	.043	.702	.043	.795	.795	.745	.001	.856	.036
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
4	Pearson Correlation	.356	.356	-.062	1	-.062	.259	-.089	.356	.356	.342	.079	.630**	.111	.523**	.389*	.356	.356	.259	.259	.557**	.556**
	Sig. (2-tailed)	.053	.053	.745		.745	.167	.640	.053	.053	.065	.679	.000	.559	.003	.034	.053	.053	.167	.167	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
5	Pearson Correlation	-.050	.695**	1.000**	-.062	1	-.062	.695**	-.050	-.050	.337	.337	-.062	.371*	-.073	.371*	-.050	-.050	-.062	.557**	-.034	.384*
	Sig. (2-tailed)	.795	.000	.000	.745		.745	.000	.795	.795	.069	.069	.745	.043	.702	.043	.795	.795	.745	.001	.856	.036
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
6	Pearson Correlation	.802**	.356	-.062	.259	-.062	1	-.089	.802**	.802**	.079	.342	.259	.111	.523**	-.167	.356	.802**	.259	.630**	-.062	.589**
	Sig. (2-tailed)	.000	.053	.745	.167	.745		.640	.000	.000	.679	.065	.167	.559	.003	.379	.053	.000	.167	.000	.745	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
7	Pearson Correlation	-.071	.464**	.695**	-.089	.695**	-.089	1	-.071	-.071	.484**	.484**	-.089	.535**	-.105	.535**	-.071	-.071	-.089	.356	-.050	.393*
	Sig. (2-tailed)	.708	.010	.000	.640	.000	.640		.708	.708	.007	.007	.640	.002	.581	.002	.708	.708	.640	.053	.795	.032
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
8	Pearson Correlation	1.000**	.464**	-.050	.356	-.050	.802**	-.071	1	1.000**	.169	.169	.356	-.134	.681**	-.134	-.071	1.000**	.356	.356	-.050	.592**
	Sig. (2-tailed)	.000	.010	.795	.053	.795	.000	.708		.000	.373	.373	.053	.481	.000	.481	.708	.000	.053	.053	.795	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
9	Pearson Correlation	1.000**	.464**	-.050	.356	-.050	.802**	-.071	1.000**	1	.169	.169	.356	-.134	.681**	-.134	-.071	1.000**	.356	.356	-.050	.592**
	Sig. (2-tailed)	.000	.010	.795	.053	.795	.000	.708	.000		.373	.373	.053	.481	.000	.481	.708	.000	.053	.053	.795	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
10	Pearson Correlation	.169	.484**	.337	.342	.337	.079	.484**	.169	.169	1	.627**	.604**	.512**	.479**	.512**	.169	.169	.342	.342	.337	.717**
	Sig. (2-tailed)	.373	.007	.069	.065	.069	.679	.007	.373	.373		.000	.000	.004	.007	.004	.373	.373	.065	.065	.069	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
11	Pearson Correlation	.169	.169	.337	.079	.337	.342	.484**	.169	.169	.627**	1	.079	.709**	.479**	.512**	.484**	.169	.604**	.342	.337	.717**
	Sig. (2-tailed)	.373	.373	.069	.679	.069	.065	.007	.373	.373	.000		.679	.000	.007	.004	.007	.373	.000	.065	.069	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
12	Pearson Correlation	.356	.356	-.062	.630**	-.062	.259	-.089	.356	.356	.604**	.079	1	.111	.523**	.111	.356	.356	.259	.259	.557**	.556**
	Sig. (2-tailed)	.053	.053	.745	.000	.745	.167	.640	.053	.053	.000	.679		.559	.003	.559	.053	.053	.167	.167	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	X1
13	Pearson Correlation	-.134	.200	.371*	.111	.371*	.111	.535**	-.134	-.134	.512**	.709**	.111	1	.294	.583**	.535**	-.134	.389*	.389*	.371*	.586**
	Sig. (2-tailed)	.481	.288	.043	.559	.043	.559	.002	.481	.481	.004	.000	.559		.115	.001	.002	.481	.034	.034	.043	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
14	Pearson Correlation	.681**	.288	-.073	.523**	-.073	.523**	-.105	.681**	.681**	.479**	.479**	.523**	.294	1	.294	.288	.681**	.850**	.196	.473**	.781**
	Sig. (2-tailed)	.000	.122	.702	.003	.702	.003	.581	.000	.000	.007	.007	.003	.115		.115	.122	.000	.000	.299	.008	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
15	Pearson Correlation	-.134	.200	.371*	.389*	.371*	-.167	.535**	-.134	-.134	.512**	.512**	.111	.583**	.294	1	.200	-.134	.389*	.111	.371*	.512**
	Sig. (2-tailed)	.481	.288	.043	.034	.043	.379	.002	.481	.481	.004	.004	.559	.001	.115		.288	.481	.034	.559	.043	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
16	Pearson Correlation	-.071	-.071	-.050	.356	-.050	.356	-.071	-.071	-.071	.169	.484**	.356	.535**	.288	.200	1	-.071	.356	.356	.695**	.433*
	Sig. (2-tailed)	.708	.708	.795	.053	.795	.053	.708	.708	.708	.373	.007	.053	.002	.122	.288		.708	.053	.053	.000	.017
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
17	Pearson Correlation	1.000**	.464**	-.050	.356	-.050	.802**	-.071	1.000**	1.000**	.169	.169	.356	-.134	.681**	-.134	-.071	1	.356	.356	-.050	.592**
	Sig. (2-tailed)	.000	.010	.795	.053	.795	.000	.708	.000	.000	.373	.373	.053	.481	.000	.481	.708		.053	.053	.795	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
18	Pearson Correlation	.356	-.089	-.062	.259	-.062	.259	-.089	.356	.356	.342	.604**	.259	.389*	.850**	.389*	.356	.356	1	-.111	.557**	.589**
	Sig. (2-tailed)	.053	.640	.745	.167	.745	.167	.640	.053	.053	.065	.000	.167	.034	.000	.034	.053	.053		.559	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
19	Pearson Correlation	.356	.802**	.557**	.259	.557**	.630**	.356	.356	.356	.342	.342	.259	.389*	.196	.111	.356	.356	-.111	1	-.062	.622**
	Sig. (2-tailed)	.053	.000	.001	.167	.001	.000	.053	.053	.053	.065	.065	.167	.034	.299	.559	.053	.053	.559		.745	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
20	Pearson Correlation	-.050	-.050	-.034	.557**	-.034	-.062	-.050	-.050	-.050	.337	.337	.557**	.371*	.473**	.371*	.695**	-.050	.557**	-.062	1	.439*
	Sig. (2-tailed)	.795	.795	.856	.001	.856	.745	.795	.795	.795	.069	.069	.001	.043	.008	.043	.000	.795	.001	.745		.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	.592**	.632**	.384*	.556**	.384*	.589**	.393*	.592**	.592**	.717**	.717**	.556**	.586**	.781**	.512**	.433*	.592**	.589**	.622**	.439*	1
	Sig. (2-tailed)	.001	.000	.036	.001	.036	.001	.032	.001	.001	.000	.000	.001	.001	.000	.004	.017	.001	.001	.000	.015	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

Correlations

		21	22	23	24	25	26	27	28	29	30	X2
21	Pearson Correlation	1	.356	.524**	.365*	.327	.592**	.463**	.509**	.267	.267	.716**
	Sig. (2-tailed)		.053	.003	.047	.077	.001	.010	.004	.154	.154	.000
	N	30	30	30	30	30	30	30	30	30	30	30
22	Pearson Correlation	.356	1	.802**	.356	.408*	.585**	.577**	.181	-.045	.181	.719**
	Sig. (2-tailed)	.053		.000	.053	.025	.001	.001	.337	.812	.337	.000
	N	30	30	30	30	30	30	30	30	30	30	30
23	Pearson Correlation	.524**	.802**	1	.365*	.327	.757**	.772**	.267	.024	.267	.822**
	Sig. (2-tailed)	.003	.000		.047	.077	.000	.000	.154	.899	.154	.000
	N	30	30	30	30	30	30	30	30	30	30	30
24	Pearson Correlation	.365*	.356	.365*	1	.327	.428*	.309	.024	.024	.267	.557**
	Sig. (2-tailed)	.047	.053	.047		.077	.018	.097	.899	.899	.154	.001
	N	30	30	30	30	30	30	30	30	30	30	30
25	Pearson Correlation	.327	.408*	.327	.327	1	.302	.354	.167	.167	.167	.547**
	Sig. (2-tailed)	.077	.025	.077	.077		.105	.055	.379	.379	.379	.002
	N	30	30	30	30	30	30	30	30	30	30	30
26	Pearson Correlation	.592**	.585**	.757**	.428*	.302	1	.853**	.302	.302	.302	.851**
	Sig. (2-tailed)	.001	.001	.000	.018	.105		.000	.105	.105	.105	.000
	N	30	30	30	30	30	30	30	30	30	30	30
27	Pearson Correlation	.463**	.577**	.772**	.309	.354	.853**	1	.236	.471**	.471**	.850**
	Sig. (2-tailed)	.010	.001	.000	.097	.055	.000		.210	.009	.009	.000
	N	30	30	30	30	30	30	30	30	30	30	30
28	Pearson Correlation	.509**	.181	.267	.024	.167	.302	.236	1	.630**	.259	.486**
	Sig. (2-tailed)	.004	.337	.154	.899	.379	.105	.210		.000	.167	.006
	N	30	30	30	30	30	30	30	30	30	30	30
29	Pearson Correlation	.267	-.045	.024	.024	.167	.302	.471**	.630**	1	.630**	.445*
	Sig. (2-tailed)	.154	.812	.899	.899	.379	.105	.009	.000		.000	.014
	N	30	30	30	30	30	30	30	30	30	30	30
30	Pearson Correlation	.267	.181	.267	.267	.167	.302	.471**	.259	.630**	1	.526**
	Sig. (2-tailed)	.154	.337	.154	.154	.379	.105	.009	.167	.000		.003
	N	30	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.716**	.719**	.822**	.557**	.547**	.851**	.850**	.486**	.445*	.526**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.002	.000	.000	.006	.014	.003	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

Correlations

		31	32	33	34	35	36	37	38	39	40	41	42	43	X3
31	Pearson Correlation	1	.259	.111	.342	.236	.356	.045	.267	-.045	.149	.509**	.302	-.089	.411*
	Sig. (2-tailed)		.167	.559	.065	.210	.053	.812	.154	.812	.432	.004	.105	.640	.024
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
32	Pearson Correlation	.259	1	.111	.079	.236	.356	.045	.509**	.181	-.149	.267	.302	.802**	.444*
	Sig. (2-tailed)	.167		.559	.679	.210	.053	.812	.004	.337	.432	.154	.105	.000	.014
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
33	Pearson Correlation	.111	.111	1	.512**	.530**	.535**	.408*	.400*	.442*	.894**	.400*	.264	.200	.740**
	Sig. (2-tailed)	.559	.559		.004	.003	.002	.025	.028	.014	.000	.028	.159	.288	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
34	Pearson Correlation	.342	.079	.512**	1	.446*	.432*	.129	.155	.354	.599**	.327	.202	-.147	.570**
	Sig. (2-tailed)	.065	.679	.004		.014	.017	.498	.414	.055	.000	.078	.284	.437	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
35	Pearson Correlation	.236	.236	.530**	.446*	1	.614**	.577**	.463**	.577**	.443*	.463**	.053	.378*	.773**
	Sig. (2-tailed)	.210	.210	.003	.014		.000	.001	.010	.001	.014	.010	.780	.039	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
36	Pearson Correlation	.356	.356	.535**	.432*	.614**	1	.627**	.554**	.464**	.478**	.554**	.342	.286	.847**
	Sig. (2-tailed)	.053	.053	.002	.017	.000		.000	.001	.010	.008	.001	.064	.126	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
37	Pearson Correlation	.045	.045	.408*	.129	.577**	.627**	1	.386*	.528**	.365*	.386*	.339	.218	.678**
	Sig. (2-tailed)	.812	.812	.025	.498	.001	.000		.035	.003	.047	.035	.067	.247	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
38	Pearson Correlation	.267	.509**	.400*	.155	.463**	.554**	.386*	1	.208	.293	.365*	.263	.408*	.655**
	Sig. (2-tailed)	.154	.004	.028	.414	.010	.001	.035		.270	.116	.047	.160	.025	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
39	Pearson Correlation	-.045	.181	.442*	.354	.577**	.464**	.528**	.208	1	.365*	.208	.277	.327	.641**
	Sig. (2-tailed)	.812	.337	.014	.055	.001	.010	.003	.270		.047	.270	.138	.077	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
40	Pearson Correlation	.149	-.149	.894**	.599**	.443*	.478**	.365*	.293	.365*	1	.293	.135	-.120	.622**
	Sig. (2-tailed)	.432	.432	.000	.000	.014	.008	.047	.116	.047		.116	.477	.529	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
41	Pearson Correlation	.509**	.267	.400*	.327	.463**	.554**	.386*	.365*	.208	.293	1	.099	.117	.633**
	Sig. (2-tailed)	.004	.154	.028	.078	.010	.001	.035	.047	.270	.116		.604	.539	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
42	Pearson Correlation	.302	.302	.264	.202	.053	.342	.339	.263	.277	.135	.099	1	.141	.466**
	Sig. (2-tailed)	.105	.105	.159	.284	.780	.064	.067	.160	.138	.477	.604		.457	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
43	Pearson Correlation	-.089	.802**	.200	-.147	.378*	.286	.218	.408*	.327	-.120	.117	.141	1	.396*
	Sig. (2-tailed)	.640	.000	.288	.437	.039	.126	.247	.025	.077	.529	.539	.457		.030
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.411*	.444*	.740**	.570**	.773**	.847**	.678**	.655**	.641**	.622**	.633**	.466**	.396*	1
	Sig. (2-tailed)	.024	.014	.000	.001	.000	.000	.000	.000	.000	.000	.000	.009	.030	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

Correlations

		44	45	46	47	48	49	50	51	Y
44	Pearson Correlation	1	.641**	.294	.452*	.400*	.311	.200	.375*	.690**
	Sig. (2-tailed)		.000	.115	.012	.028	.094	.288	.041	.000
	N	30	30	30	30	30	30	30	30	30
45	Pearson Correlation	.641**	1	.429*	.489**	.592**	.167	.342	.452*	.776**
	Sig. (2-tailed)	.000		.018	.006	.001	.378	.064	.012	.000
	N	30	30	30	30	30	30	30	30	30
46	Pearson Correlation	.294	.429*	1	.207	.385*	.109	.223	.784**	.613**
	Sig. (2-tailed)	.115	.018		.272	.036	.568	.237	.000	.000
	N	30	30	30	30	30	30	30	30	30
47	Pearson Correlation	.452*	.489**	.207	1	.757**	.323	.342	.075	.710**
	Sig. (2-tailed)	.012	.006	.272		.000	.081	.064	.692	.000
	N	30	30	30	30	30	30	30	30	30
48	Pearson Correlation	.400*	.592**	.385*	.757**	1	.106	.117	.218	.679**
	Sig. (2-tailed)	.028	.001	.036	.000		.578	.539	.247	.000
	N	30	30	30	30	30	30	30	30	30
49	Pearson Correlation	.311	.167	.109	.323	.106	1	.536**	.311	.572**
	Sig. (2-tailed)	.094	.378	.568	.081	.578		.002	.094	.001
	N	30	30	30	30	30	30	30	30	30
50	Pearson Correlation	.200	.342	.223	.342	.117	.536**	1	.200	.594**
	Sig. (2-tailed)	.288	.064	.237	.064	.539	.002		.288	.001
	N	30	30	30	30	30	30	30	30	30
51	Pearson Correlation	.375*	.452*	.784**	.075	.218	.311	.200	1	.616**
	Sig. (2-tailed)	.041	.012	.000	.692	.247	.094	.288		.000
	N	30	30	30	30	30	30	30	30	30
Y	Pearson Correlation	.690**	.776**	.613**	.710**	.679**	.572**	.594**	.616**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.001	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.887	20

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.858	10

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.863	13

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.807	8

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Benefit, Fasilitas Kerja, Kompensasi[b]	.	Enter

a. Dependent Variable: Turnover Intention
b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.853[a]	.728	.696	1.27340

a. Predictors: (Constant), Benefit, Fasilitas Kerja, Kompensasi
b. Dependent Variable: Turnover Intention

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	112.640	3	37.547	23.155	.000[b]
	Residual	42.160	26	1.622		
	Total	154.800	29			

a. Dependent Variable: Turnover Intention
b. Predictors: (Constant), Benefit, Fasilitas Kerja, Kompensasi

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.066	1.270		7.926	.000		
	Fasilitas Kerja	-.183	.081	-.270	-2.252	.033	.729	1.372
	Kompensasi	-.329	.113	-.398	-2.924	.007	.566	1.767
	Benefit	-.241	.099	-.356	-2.442	.022	.492	2.031

a. Dependent Variable: Turnover Intention

Collinearity Diagnostics[a]

Model	Dimension	Eigen value	Condition Index	Variance Proportions (Constant)	Fasilitas Kerja	Kompensasi	Benefit
1	1	3.857	1.000	.00	.00	.00	.00
	2	.087	6.666	.13	.04	.35	.07
	3	.041	9.695	.04	.00	.64	.81
	4	.015	15.919	.83	.95	.00	.12

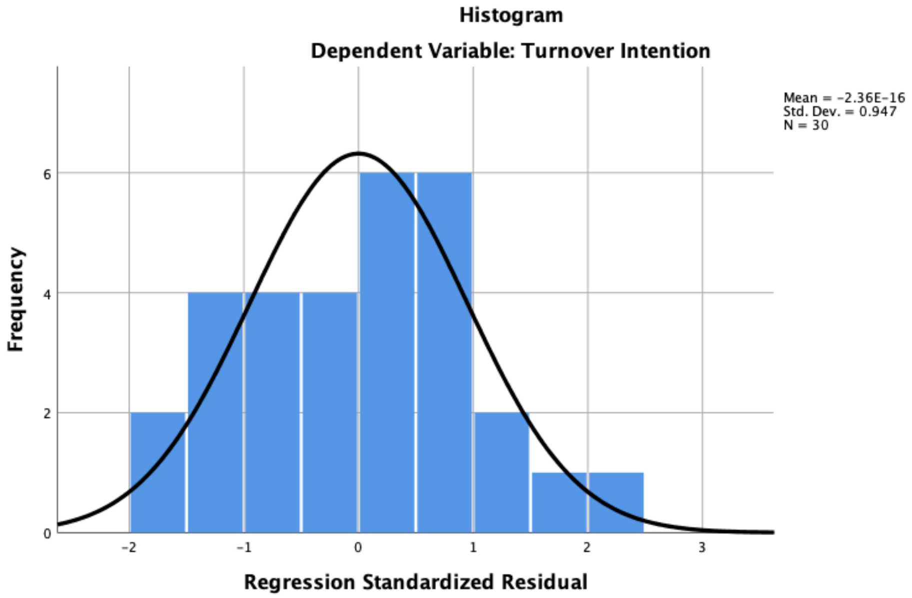
a. Dependent Variable: Turnover Intention

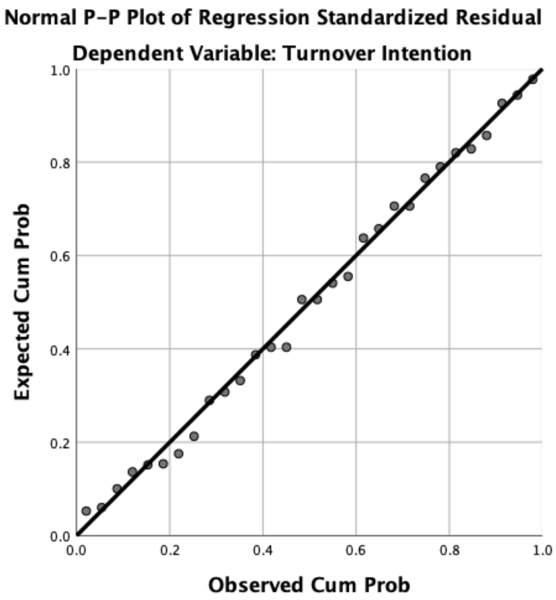
Residuals Statistics[a]

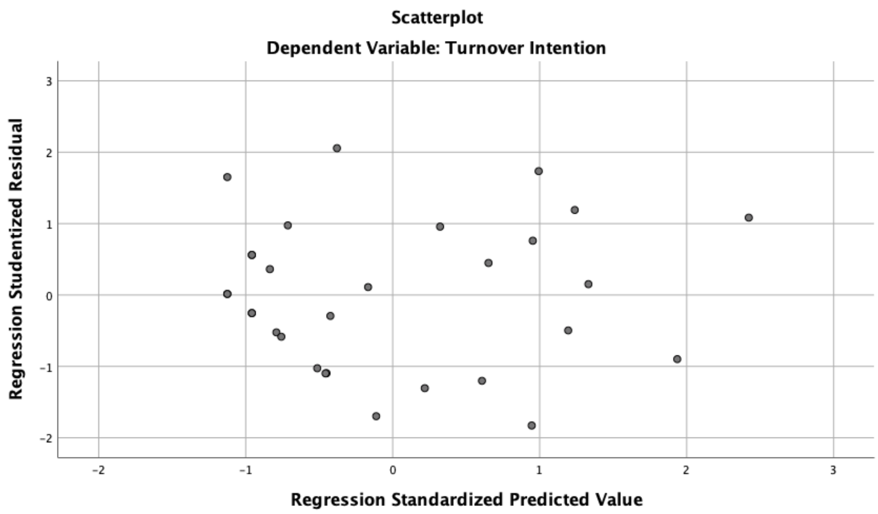
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	-.0179	6.9738	2.2000	1.97082	30
Std. Predicted Value	-1.125	2.422	.000	1.000	30
Standard Error of Predicted Value	.251	.851	.444	.140	30
Adjusted Predicted Value	-.1930	6.2902	2.1899	1.91902	30
Residual	-2.06367	2.54763	.00000	1.20574	30
Std. Residual	-1.621	2.001	.000	.947	30
Stud. Residual	-1.828	2.056	.002	1.029	30
Deleted Residual	-2.62699	2.69090	.01007	1.43610	30
Stud. Deleted Residual	-1.921	2.203	.006	1.058	30
Mahal. Distance	.164	11.983	2.900	2.577	30
Cook's Distance	.000	.328	.051	.080	30
Centered Leverage Value	.006	.413	.100	.089	30

a. Dependent Variable: Turnover Intention

Charts


Histogram
Dependent Variable: Turnover Intention
Mean = -2.36E-16
Std. Dev. = 0.947
N = 30
Frequency
Regression Standardized Residual


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Turnover Intention
Expected Cum Prob
Observed Cum Prob



NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.20573552
Most Extreme Differences	Absolute	.071
	Positive	.071
	Negative	-.049
Test Statistic		.071
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.

Lampiran Tabel Distribusi r

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189