

## **Lampiran 1 Instrumen Penelitian (Lengkap)**

### **PENGARUH MOTIVASI, LINGKUNGAN HIDUP DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI DINAS LINGKUNGAN HIDUP NGANJUK**

Saudara/saudari responden yang terhormat,

Bersama ini, kami mohon kesediaan saudara/i untuk mengisi kuesioner yang di bawah ini. Informasi saudara/i berikan merupakan bantuan yang sangat berarti bagi kami dalam menyelesaikan penelitian ini.

Atas bantuan dan perhatiannya kami ucapan terima kasih.

#### **A. IDENTITAS RESPONDEN**

1. Jenis Kelamin?
  - a. Laki-laki
  - b. Perempuan
  
2. Usia?
  - a. 20-30
  - b. 31-40
  - c. 41-60

#### **B. PETUNJUK**

1. Berilah tanda *Check list* (✓) pada jawaban yang paling sesuai menurut pendapat Anda. Dengan kriteria penelitian, berikut:

### **Penilaian Hasil Kuesioner**

Jawaban	Skor
Sangat Setuju (SS)	<b>5</b>
Setuju (S)	<b>4</b>
Netral (N)	<b>3</b>
Tidak Setuju (TS)	<b>2</b>
Sangat Tidak Setuju (STS)	<b>1</b>

#### **A. Motivasi**

No	Pernyataan	STS	TS	N	S	SS
<b>Senang Bekerja</b>						
1.	Saya merasa ada kepuasan tersendiri apabila mampu menyelesaikan pekerjaan yang sulit dan mencapai target kerja.					
2.	Saya merasa senang apabila dapat melayani masyarakat dengan setulus hati					
<b>Merasa Berharga</b>						
3.	Tugas dan tanggung jawab yang diberikan oleh pimpinan sesuai					

	dengan pendidikan dan kemampuan saya					
4.	Saya merasa puas menerima bonus sesuai dengan penilaian hasil kinerja pribadi					
<b>Bekerja Keras</b>						
5.	Saya mampu bekerja dengan penuh rasa tanggung jawab					
6.	Saya mampu menggunakan potensi diri dan bekerja secara mandiri					
<b>Semangat Tinggi</b>						
7.	Saya siap lembur apabila pekerjaan saya belum selesai					
8.	Saya suka bekerja pada perusahaan yang memberikan kenaikan jenjang karier bagi karyawan yang memiliki kemampuan					

## B. Lingkungan Kerja

No	Pernyataan	STS	TS	N	S	SS
<b>Suasana Kerja</b>						
1.	Pegawai merasa aman dalam bekerja					
2.	Suhu udara di tempat kerja sudah baik					
<b>Hubungan dengan rekan kerja</b>						
3.	Hubungan antar pegawai dan atasan membantu satu sama lain					
4.	Tidak terdapat perpecahan kelompok dalam lingkungan kerja					
<b>Tersedianya fasilitas kerja</b>						
5.	Terdapat ruang gerak yang cukup di tempat kerja untuk mendukung pekerjaan					
6.	Sarana dan prasarana sudah cukup memadai					

### C. Budaya Organisasi

No	Pernyataan	STS	TS	N	S	SS
<i>Hubungan Manusia dengan Manusia</i>						
1.	Saya termotivasi pegawai yang lain untuk bekerja lebih giat lagi					
2.	Jika timbul permasalahan di tempat kerja selalu diselesaikan bersama-sama					
<i>Kerja sama</i>						
3.	Saya mampu memberikan ide kreatif untuk kemajuan instansi					
4.	Saya mengutamakan kepentingan tim di bandingkan kepentingan pribadi					
<i>Penampilan Karyawan</i>						
5.	Setiap bekerja saya selalu berpenampilan rapi					
6.	Pegawai memakai seragam khas pada hari-hari tertentu.					

## D. Kinerja Pegawai

5.	Saya selalu hadir tepat waktu					
6.	Saya menyelesaikan pekerjaan sesuai dengan jadwal yang sudah ditentukan					
	<b>EFEKTIVITAS</b>					
7	Saya selalu mengerjakan hal yang mudah terlebih dahulu					
8	Jika pekerjaan saya telah selesai saya membantu tim untuk menyelesaikannya					

**Lampiran 2 Data Penelitian Variabel Motivasi (X1)**

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TOTAL X1
5	4	5	5	4	5	5	5	38
5	5	5	4	4	5	4	5	37
5	4	5	4	4	5	4	5	36
5	5	5	5	5	5	5	5	40
5	5	4	4	4	5	4	5	36
5	5	5	5	5	5	5	5	40
4	5	4	5	4	5	5	4	36
5	4	5	5	4	5	5	5	38
4	5	5	5	4	5	5	4	37
5	4	5	4	4	5	5	5	37
5	5	5	5	5	4	5	5	39
5	5	5	4	5	5	5	5	39
5	5	5	5	5	5	5	5	40
5	5	5	5	5	5	5	5	40
5	5	5	5	5	5	4	5	39
5	5	5	5	5	5	3	5	38
5	5	5	5	5	5	4	5	39
4	5	4	4	4	5	3	4	33
4	5	5	5	4	5	3	4	35
4	4	4	4	4	4	4	4	32
5	4	5	5	4	5	5	5	38
5	5	5	4	4	5	4	5	37
5	4	5	4	4	5	4	5	36
5	5	5	5	5	5	5	5	40
5	5	4	4	4	5	4	5	36

**Lampiran 3 Data Penelitian Variabel Lingkungan Kerja (X2)**

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	TOTAL X2
4	3	2	4	4	3	4	2	26
5	2	2	5	3	2	2	2	23
5	3	2	5	4	3	4	2	28
5	5	3	5	5	5	5	3	36
5	3	3	5	3	3	4	3	29
5	5	2	5	2	3	5	2	29
5	2	2	5	5	2	2	2	25
4	3	2	4	3	3	4	2	25
5	3	3	5	3	3	4	3	29
5	3	2	5	3	3	4	2	27
5	3	3	5	4	3	4	3	30
5	3	2	5	4	3	4	2	28
5	3	2	5	4	3	3	2	27
5	5	3	5	4	5	5	3	35
5	3	2	5	4	3	4	2	28
5	2	2	5	3	4	2	2	25
5	3	2	5	3	3	4	2	27
3	3	2	4	3	3	4	2	24
5	3	2	5	4	3	3	2	27
5	3	2	5	4	3	4	2	28
5	2	2	5	3	4	2	2	25
5	3	2	5	3	3	4	2	27
3	3	2	4	3	3	4	2	24
5	3	2	5	4	3	3	2	27
3	3	2	4	3	3	4	2	24

**Lampiran 4** Data Penelitian Variabel Budaya (X3)

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	TOTAL X3
4	4	4	4	2	3	21
4	5	5	5	2	5	26
5	5	4	4	2	3	23
5	4	4	4	3	5	25
5	5	5	5	3	5	28
5	5	5	5	3	5	28
5	5	5	5	3	5	28
5	5	5	5	3	5	28
5	5	5	5	3	4	27
5	5	5	5	3	5	28
5	5	5	5	3	5	28
5	5	5	5	2	5	27
5	5	5	5	2	5	27
5	5	5	5	3	5	28
5	5	5	5	3	5	28
5	5	5	5	3	5	28
5	5	5	5	3	5	28
5	4	5	5	2	5	26
5	4	5	5	2	5	26
4	4	4	4	2	3	21
4	5	5	5	2	5	26
5	5	4	4	2	3	23
5	4	4	4	3	5	25
5	5	5	5	3	5	28

**Lampiran 5** Data Penelitian Kinerja Pegawai (Y)

Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	TOTAL Y
2	3	4	4	4	4	4	25
2	5	5	5	5	5	5	32
2	3	5	5	4	5	4	28
3	5	4	5	5	5	5	32
3	5	4	5	5	5	5	32
3	5	5	5	5	5	4	32
3	5	5	5	5	5	5	33
3	5	5	5	5	5	5	33
3	4	5	5	5	5	5	32
3	5	5	5	5	5	5	33
3	5	5	5	5	5	5	33
2	5	5	5	5	5	5	32
2	5	5	5	5	5	5	32
3	5	5	5	5	5	5	33
3	5	5	5	5	5	5	33
3	5	5	5	5	5	5	33
3	5	5	5	5	5	5	33
2	5	5	5	5	5	5	32
2	5	5	4	5	4	5	30
2	3	4	4	4	4	4	25
2	5	5	5	5	5	5	32
2	3	5	5	4	5	4	28
3	5	4	5	5	5	5	32
3	5	4	5	5	5	5	32

## Lampiran 6 Output Uji Validitas Variabel Motivasi (X1)

Correlations									
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	x1
X1.1 Pearson Correlation	1	1,000**	,081	-,142	,585**	1,000**	,216	1,000**	,732**
Sig. (2-tailed)		,000	,701	,499	,002	,000	,299	,000	,000
N	25	25	25	25	25	25	25	25	25
X1.2 Pearson Correlation	1,000**	1	,081	-,142	,585**	1,000**	,216	1,000**	,732**
Sig. (2-tailed)	,000		,701	,499	,002	,000	,299	,000	,000
N	25	25	25	25	25	25	25	25	25
X1.3 Pearson Correlation	,081	,081	1	,592**	,384	,081	,497*	,081	,666**
Sig. (2-tailed)	,701	,701		,002	,058	,701	,011	,701	,000
N	25	25	25	25	25	25	25	25	25
X1.4 Pearson Correlation	-,142	-,142	,592**	1	,292	-,142	,154	-,142	,387
Sig. (2-tailed)	,499	,499	,002		,156	,499	,461	,499	,056
N	25	25	25	25	25	25	25	25	25
X1.5 Pearson Correlation	,585**	,585**	,384	,292	1	,585**	,139	,585**	,738**
Sig. (2-tailed)	,002	,002	,058	,156		,002	,509	,002	,000
N	25	25	25	25	25	25	25	25	25
X1.6 Pearson Correlation	1,000**	1,000**	,081	-,142	,585**	1	,216	1,000**	,732**
Sig. (2-tailed)	,000	,000	,701	,499	,002		,299	,000	,000
N	25	25	25	25	25	25	25	25	25
X1.7 Pearson Correlation	,216	,216	,497*	,154	,139	,216	1	,216	,612**
Sig. (2-tailed)	,299	,299	,011	,461	,509	,299		,299	,001
N	25	25	25	25	25	25	25	25	25
X1.8 Pearson Correlation	1,000**	1,000**	,081	-,142	,585**	1,000**	,216	1	,732**
Sig. (2-tailed)	,000	,000	,701	,499	,002	,000	,299		,000
N	25	25	25	25	25	25	25	25	25
x1 Pearson Correlation	,732**	,732**	,666**	,387	,738**	,732**	,612**	,732**	1
Sig. (2-tailed)	,000	,000	,000	,056	,000	,000	,001	,000	
N	25	25	25	25	25	25	25	25	25

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

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

## Lampiran 7 Output Uji Validitas Variabel Lingkungan Kerja (X2)

**Correlations**

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	x2
X2.1 Pearson Correlation	1	,048	,237	,946**	,267	,112	-,172	,237	,462*
Sig. (2-tailed)		,821	,255	,000	,197	,593	,412	,255	,020
N	25	25	25	25	25	25	25	25	25
X2.2 Pearson Correlation	,048	1	,452*	,050	,069	,573**	,834**	,452*	,789**
Sig. (2-tailed)	,821		,023	,811	,743	,003	,000	,023	,000
N	25	25	25	25	25	25	25	25	25
X2.3 Pearson Correlation	,237	,452*	1	,250	,200	,475*	,408*	1,000**	,743**
Sig. (2-tailed)	,255	,023		,228	,338	,016	,043	,000	,000
N	25	25	25	25	25	25	25	25	25
X2.4 Pearson Correlation	,946**	,050	,250	1	,229	,119	-,181	,250	,451*
Sig. (2-tailed)	,000	,811	,228		,272	,572	,385	,228	,024
N	25	25	25	25	25	25	25	25	25
X2.5 Pearson Correlation	,267	,069	,200	,229	1	,163	-,054	,200	,414*
Sig. (2-tailed)	,197	,743	,338	,272		,437	,796	,338	,040
N	25	25	25	25	25	25	25	25	25
X2.6 Pearson Correlation	,112	,573**	,475*	,119	,163	1	,355	,475*	,683**
Sig. (2-tailed)	,593	,003	,016	,572	,437		,081	,016	,000
N	25	25	25	25	25	25	25	25	25
X2.7 Pearson Correlation	-,172	,834**	,408*	-,181	-,054	,355	1	,408*	,625**
Sig. (2-tailed)	,412	,000	,043	,385	,796	,081		,043	,001
N	25	25	25	25	25	25	25	25	25
X2.8 Pearson Correlation	,237	,452*	1,000**	,250	,200	,475*	,408*	1	,743**
Sig. (2-tailed)	,255	,023	,000	,228	,338	,016	,043		,000
N	25	25	25	25	25	25	25	25	25
x2 Pearson Correlation	,462*	,789**	,743**	,451*	,414*	,683**	,625**	,743**	1
Sig. (2-tailed)	,020	,000	,000	,024	,040	,000	,001	,000	
N	25	25	25	25	25	25	25	25	25

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

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

### Lampiran 8 Output Uji Validitas Variabel Budaya Organisasi (X3)

**Correlations**

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	x3
X3.1 Pearson Correlation	1	,051	-,075	,055	,501*	,188	,360
Sig. (2-tailed)		,807	,722	,796	,011	,369	,077
N	25	25	25	25	25	25	25
X3.2 Pearson Correlation	,051	1	-,118	,118	,034	,111	,399*
Sig. (2-tailed)	,807		,575	,575	,872	,599	,048
N	25	25	25	25	25	25	25
X3.3 Pearson Correlation	-,075	-,118	1	,109	,085	-,063	,526**
Sig. (2-tailed)	,722	,575		,603	,686	,763	,007
N	25	25	25	25	25	25	25
X3.4 Pearson Correlation	,055	,118	,109	1	,215	,313	,490*
Sig. (2-tailed)	,796	,575	,603		,301	,128	,013
N	25	25	25	25	25	25	25
X3.5 Pearson Correlation	,501*	,034	,085	,215	1	,208	,524**
Sig. (2-tailed)	,011	,872	,686	,301		,319	,007
N	25	25	25	25	25	25	25
X3.6 Pearson Correlation	,188	,111	-,063	,313	,208	1	,599**
Sig. (2-tailed)	,369	,599	,763	,128	,319		,002
N	25	25	25	25	25	25	25
x3 Pearson Correlation	,360	,399*	,526**	,490*	,524**	,599**	1
Sig. (2-tailed)	,077	,048	,007	,013	,007	,002	
N	25	25	25	25	25	25	25

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

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

## Lampiran 9 Output Uji Validitas Variabel Kinerja Pegawai (Y)

Correlations							
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	y
Y.1 Pearson Correlation	1	,484*	-,190	,452*	,408*	,452*	,593**
Sig. (2-tailed)		,014	,362	,023	,043	,023	,002
N	25	25	25	25	25	25	25
Y.2 Pearson Correlation	,484*	1	,060	,484*	,836**	,484*	,842**
Sig. (2-tailed)	,014		,777	,014	,000	,014	,000
N	25	25	25	25	25	25	25
Y.3 Pearson Correlation	-,190	,060	1	,165	,029	,165	,381
Sig. (2-tailed)	,362	,777		,430	,890	,430	,060
N	25	25	25	25	25	25	25
Y.4 Pearson Correlation	,452*	,484*	,165	1	,431*	1,000**	,765**
Sig. (2-tailed)	,023	,014	,430		,032	,000	,000
N	25	25	25	25	25	25	25
Y.5 Pearson Correlation	,408*	,836**	,029	,431*	1	,431*	,767**
Sig. (2-tailed)	,043	,000	,890	,032		,032	,000
N	25	25	25	25	25	25	25
Y.6 Pearson Correlation	,452*	,484*	,165	1,000**	,431*	1	,765**
Sig. (2-tailed)	,023	,014	,430	,000	,032		,000
N	25	25	25	25	25	25	25
y Pearson Correlation	,593**	,842**	,381	,765**	,767**	,765**	1
Sig. (2-tailed)	,002	,000	,060	,000	,000	,000	
N	25	25	25	25	25	25	25

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

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

## **Lampiran 10 Output Uji Reliabilitas Variabel Motivasi (X1)**

**Case Processing Summary**

		N	%
Cases	Valid	25	100,0
	Excluded <sup>a</sup>	0	,0
	Total	25	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,754	7

## **Lampiran 11 Output Uji Reliabilitas Variabel Lingkungan Kerja (X2)**

**Case Processing Summary**

	N	%
Cases Valid	25	100,0
Excluded <sup>a</sup>	0	,0
Total	25	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,772	9

## Lampiran 12 Output Uji Reliabilitas Budaya Organisasi (X3)

**Case Processing Summary**

		N	%
Cases	Valid	25	100,0
	Excluded <sup>a</sup>	0	,0
	Total	25	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,742	9

**Lampiran 13** Output Uji Reliabilitas Variabel Kinerja Pegawai (Y)

<b>Case Processing Summary</b>		
	N	%
Cases	Valid	25 100,0
	Excluded <sup>a</sup>	0 ,0
	Total	25 100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,643	7

**Lampiran 14** Output SPSS Statistika Deskriptif

### Statistics

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	x1
N	Valid	25	25	25	25	25	25	25	25
	Missing	0	0	0	0	0	0	0	0
Mean		4,76	4,76	4,88	4,72	4,52	4,76	4,60	37,88

### Frequency Table

#### X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	6	24,0	24,0
	5	19	76,0	100,0
Total		25	100,0	100,0

#### X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	6	24,0	24,0
	5	19	76,0	100,0
Total		25	100,0	100,0

#### X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	3	12,0	12,0
	5	22	88,0	88,0
Total		25	100,0	100,0

#### X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	7	28,0	28,0
	5	18	72,0	100,0
Total		25	100,0	100,0

#### X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	4	12	48,0	48,0	48,0
	5	13	52,0	52,0	100,0
	Total	25	100,0	100,0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	6	24,0	24,0
	5	19	76,0	76,0
	Total	25	100,0	100,0

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	12,0	12,0
	4	4	16,0	28,0
	5	18	72,0	72,0
	Total	25	100,0	100,0

X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	6	24,0	24,0
	5	19	76,0	100,0
	Total	25	100,0	100,0

Statistics

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	x2
N	Valid	25	25	25	25	25	25	25	25
	Missing	0	0	0	0	0	0	0	0
Mean		4,68	3,08	2,20	4,80	3,52	3,16	3,68	2,20
									27,32

## Frequency Table

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	12,0	12,0
	4	2	8,0	20,0
	5	20	80,0	80,0
	Total	25	100,0	100,0

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	16,0	16,0	16,0
	3	18	72,0	72,0	88,0
	5	3	12,0	12,0	100,0
	Total	25	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	20	80,0	80,0	80,0
	3	5	20,0	20,0	100,0
	Total	25	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	5	20,0	20,0	20,0
	5	20	80,0	80,0	100,0
	Total	25	100,0	100,0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	4,0	4,0	4,0
	3	12	48,0	48,0	52,0
	4	10	40,0	40,0	92,0
	5	2	8,0	8,0	100,0
	Total	25	100,0	100,0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	8,0	8,0	8,0
	3	19	76,0	76,0	84,0
	4	2	8,0	8,0	92,0
	5	2	8,0	8,0	100,0
	Total	25	100,0	100,0	

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	16,0	16,0	16,0
	3	3	12,0	12,0	28,0
	4	15	60,0	60,0	88,0
	5	3	12,0	12,0	100,0
Total		25	100,0	100,0	

**X2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	20	80,0	80,0	80,0
	3	5	20,0	20,0	100,0
	Total	25	100,0	100,0	

## Frequencies

**Statistics**

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	x3
N	Valid	25	25	25	25	25	25	25
	Missing	0	0	0	0	0	0	0
Mean		4,84	4,60	4,28	4,80	2,64	4,44	25,60

## Frequency Table

**X3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	4	16,0	16,0	16,0
	5	21	84,0	84,0	100,0
	Total	25	100,0	100,0	

**X3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	4,0	4,0	4,0
	4	6	24,0	24,0	28,0
	5	18	72,0	72,0	100,0
	Total	25	100,0	100,0	

**X3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	12,0	12,0	12,0
	4	6	24,0	24,0	36,0
	5	16	64,0	64,0	100,0
Total		25	100,0	100,0	

**X3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	5	20,0	20,0	20,0
	5	20	80,0	80,0	100,0
	Total	25	100,0	100,0	

**X3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	40,0	40,0	40,0
	3	14	56,0	56,0	96,0
	4	1	4,0	4,0	100,0
Total		25	100,0	100,0	

**X3.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	4,0	4,0	4,0
	3	4	16,0	16,0	20,0
	4	2	8,0	8,0	28,0
	5	18	72,0	72,0	100,0
Total		25	100,0	100,0	

## Frequencies

### Statistics

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	y
N Valid	25	25	25	25	25	25	25
Missing	0	0	0	0	0	0	0
Mean	2,60	4,64	4,64	4,88	4,80	4,88	26,44

## Frequency Table

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	10	40,0	40,0	40,0
3	15	60,0	60,0	100,0
Total	25	100,0	100,0	

Y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	16,0	16,0	16,0
4	1	4,0	4,0	20,0
5	20	80,0	80,0	100,0
Total	25	100,0	100,0	

Y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	4,0	4,0	4,0
4	6	24,0	24,0	28,0
5	18	72,0	72,0	100,0
Total	25	100,0	100,0	

Y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	3	12,0	12,0	12,0
5	22	88,0	88,0	100,0
Total	25	100,0	100,0	

Y.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	5	20,0	20,0	20,0
5	20	80,0	80,0	100,0
Total	25	100,0	100,0	

**Y.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	3	12,0	12,0
	5	22	88,0	88,0
Total		25	100,0	100,0

**Y**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21	2	8,0	8,0
	24	2	8,0	16,0
	25	2	8,0	24,0
	27	11	44,0	68,0
	28	8	32,0	100,0
Total		25	100,0	100,0