

| NO | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 | x20 | x21 | x22 | x23 | Xtot |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| p22 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 83 |
| p23 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 1 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 77 |
| p24 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 88 |
| p25 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 82 |
| p26 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 85 |
| p27 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 82 |
| p28 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 83 |
| p29 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 83 |
| p30 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 82 |
| p31 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 84 |
| p32 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 81 |
| p33 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 84 |
| p34 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 85 |
| p35 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 81 |
| p36 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 80 |
| p37 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 81 |
| p38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 87 |
| p39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 88 |
| p40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 91 |
| p41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| p42 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 81 |
| p43 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 82 |
| p44 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 82 |
| p45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| p46 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 87 |
| p47 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 89 |
| p48 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 84 |
| p49 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 86 |

| NO | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x11 | x12 | x13 | x14 | x15 | x16 | x17 | x18 | x19 | x20 | x21 | x22 | x23 | Xtot | |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|----|
| p50 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 85 | |
| p51 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 65 |
| p52 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 72 |
| p53 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 66 |
| p54 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 62 | |
| p55 | 2 | 2 | 3 | 1 | 2 | 1 | 1 | 1 | 3 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 43 | |
| p56 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 88 |
| p57 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 87 | |

57 Kuesioner tingkat Kinerja

| NO | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | y11 | y12 | y13 | y14 | y15 | y16 | y17 | y18 | y19 | y20 | y21 | y22 | y23 | Ytot | |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|----|
| p1 | 2 | 1 | 1 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |
| p2 | 2 | 3 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 67 |
| p3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| p4 | 2 | 3 | 2 | 1 | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 50 |
| p5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| p6 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 52 |
| p7 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 40 |
| p8 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 67 |
| p9 | 1 | 2 | 3 | 4 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 35 |
| p10 | 2 | 2 | 3 | 3 | 1 | 1 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 59 |
| p11 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 59 |
| p12 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 59 |
| p13 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 59 |
| p14 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 49 |
| p15 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 59 |
| p16 | 3 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 48 |

| NO | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | y11 | y12 | y13 | y14 | y15 | y16 | y17 | y18 | y19 | y20 | y21 | y22 | y23 | Ytot |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| p17 | 2 | 3 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 67 |
| p18 | 3 | 1 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 69 |
| p19 | 3 | 2 | 3 | 2 | 4 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 59 |
| p20 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 63 |
| p21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| p22 | 3 | 2 | 3 | 3 | 1 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 57 |
| p23 | 2 | 2 | 2 | 3 | 1 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 53 |
| p24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 71 |
| p25 | 2 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 54 |
| p26 | 2 | 1 | 3 | 2 | 1 | 1 | 3 | 2 | 3 | 2 | 1 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 51 |
| p27 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 57 |
| p28 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 2 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 2 | 2 | 3 | 1 | 54 |
| p29 | 2 | 2 | 1 | 2 | 1 | 2 | 3 | 2 | 3 | 1 | 3 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 4 | 4 | 52 |
| p30 | 3 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 3 | 3 | 3 | 2 | 2 | 2 | 42 |
| p31 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 2 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 1 | 59 |
| p32 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 59 |
| p33 | 2 | 2 | 3 | 2 | 1 | 1 | 3 | 2 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 58 |
| p34 | 2 | 1 | 2 | 2 | 1 | 1 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 60 |
| p35 | 2 | 2 | 3 | 2 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 47 |
| p36 | 2 | 3 | 3 | 3 | 1 | 1 | 3 | 3 | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 43 |
| p37 | 2 | 1 | 2 | 3 | 1 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 3 | 47 |
| p38 | 3 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 38 |
| p39 | 3 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 1 | 45 |
| p40 | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 67 |
| p41 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 73 |
| p42 | 1 | 2 | 1 | 3 | 4 | 3 | 2 | 1 | 2 | 3 | 4 | 3 | 1 | 4 | 3 | 2 | 4 | 2 | 4 | 3 | 1 | 2 | 3 | 58 |
| p43 | 1 | 2 | 2 | 2 | 1 | 2 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 4 | 1 | 2 | 1 | 2 | 2 | 49 |
| p44 | 1 | 2 | 3 | 4 | 2 | 1 | 2 | 3 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 43 |

| NO | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | y11 | y12 | y13 | y14 | y15 | y16 | y17 | y18 | y19 | y20 | y21 | y22 | y23 | Ytot |
|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| p45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| p46 | 1 | 2 | 1 | 1 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 1 | 2 | 3 | 2 | 3 | 4 | 2 | 4 | 2 | 4 | 2 | 1 | 58 |
| p47 | 3 | 3 | 2 | 1 | 1 | 1 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 67 |
| p48 | 2 | 3 | 2 | 1 | 1 | 1 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 62 |
| p49 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 64 |
| p50 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 4 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 37 |
| p51 | 2 | 2 | 4 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 70 |
| p52 | 3 | 3 | 3 | 1 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| p53 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| p54 | 3 | 1 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 69 |
| p55 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 3 | 3 | 39 |
| p56 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 89 |
| p57 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 52 |

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| x23 | Pearson Correlation | .392** | .418** | 0.145 | .383** | .438** | .388** | .446** | .511** | .390** | .578** | .446** | .341** | .530** | .545** | 0.221 | .349** | .381** | .472** | .435** | 0.221 | .277* | .333* | 1 | .642** |
| | Sig. (2-tailed) | 0.003 | 0.001 | 0.281 | 0.003 | 0.001 | 0.003 | 0.001 | 0.000 | 0.003 | 0.000 | 0.001 | 0.010 | 0.000 | 0.000 | 0.099 | 0.008 | 0.003 | 0.000 | 0.001 | 0.099 | 0.037 | 0.011 | | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| sumx | Pearson Correlation | .694** | .738** | .484** | .754** | .727** | .722** | .731** | .698** | .543** | .699** | .714** | .696** | .849** | .656** | .669** | .614** | .626** | .517** | .469** | .410** | .677** | .453** | .642** | 1 |
| | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.002 | 0.000 | 0.000 | 0.000 | |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

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

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

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| y8 | Pearson Correlation | .432** | .595* | .397** | 0.235 | .289* | .362** | .591** | 1 | .711** | .575** | .564** | .518** | .279* | .354** | .290* | .315 | .313* | .520** | 0.210 | .394** | .297* | .287* | 0.252 | .661** |
| | Sig. (2-tailed) | 0.001 | 0.000 | 0.002 | 0.079 | 0.030 | 0.006 | 0.000 | | 0.000 | 0.000 | 0.000 | 0.000 | 0.036 | 0.007 | 0.028 | 0.017 | 0.018 | 0.000 | 0.117 | 0.002 | 0.025 | 0.030 | 0.059 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y9 | Pearson Correlation | .402** | .328* | 0.241 | 0.140 | 0.221 | .385** | .616** | .711** | 1 | .644** | .532** | .448** | .321* | .445** | .355** | .463** | .482** | .478** | .347** | .408** | .406** | .408** | .337* | .683** |
| | Sig. (2-tailed) | 0.002 | 0.013 | 0.071 | 0.300 | 0.098 | 0.003 | 0.000 | 0.000 | | 0.000 | 0.000 | 0.000 | 0.015 | 0.001 | 0.007 | 0.000 | 0.000 | 0.000 | 0.008 | 0.002 | 0.002 | 0.010 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y10 | Pearson Correlation | .379** | .368** | .373** | 0.233 | .367** | .504** | .449** | .575** | .644** | 1 | .660** | .368** | 0.212 | .597** | .415** | .269 | .393** | .511** | .309* | .358** | .364** | .305* | .284* | .677** |
| | Sig. (2-tailed) | 0.004 | 0.005 | 0.004 | 0.081 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | | 0.000 | 0.005 | 0.113 | 0.000 | 0.001 | 0.043 | 0.002 | 0.000 | 0.019 | 0.006 | 0.005 | 0.021 | 0.032 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y11 | Pearson Correlation | .292* | .479* | .307* | .283* | .455** | .552** | .472** | .564** | .532** | .660** | 1 | .442** | 0.182 | .568** | 0.243 | 0.225 | .409** | .367** | 0.245 | .330* | 0.250 | 0.249 | 0.155 | .632** |
| | Sig. (2-tailed) | 0.027 | 0.000 | 0.020 | 0.033 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | | 0.001 | 0.177 | 0.000 | 0.069 | 0.093 | 0.002 | 0.005 | 0.066 | 0.012 | 0.060 | 0.062 | 0.251 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y12 | Pearson Correlation | .368** | .473* | .376** | .372** | .467** | .432** | .618** | .518** | .448** | .368** | .442** | 1 | .336* | .536** | .538** | .516** | .524** | .480** | .421** | .544** | .296* | .485** | .433** | .748** |
| | Sig. (2-tailed) | 0.005 | 0.000 | 0.004 | 0.004 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.005 | 0.001 | | 0.011 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.025 | 0.000 | 0.001 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y13 | Pearson Correlation | .362** | .341* | .286* | 0.238 | .318* | .347** | .399** | .279* | .321* | 0.212 | 0.182 | .336* | 1 | .393** | .289* | .343** | .335* | .327* | 0.203 | 0.179 | .340** | 0.140 | 0.252 | .506** |
| | Sig. (2-tailed) | 0.006 | 0.009 | 0.031 | 0.074 | 0.016 | 0.008 | 0.002 | 0.036 | 0.015 | 0.113 | 0.177 | 0.011 | | 0.002 | 0.029 | 0.009 | 0.011 | 0.013 | 0.129 | 0.182 | 0.010 | 0.300 | 0.058 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y14 | Pearson Correlation | .375** | .266* | .281* | 0.142 | .538** | .495** | .466** | .354** | .445** | .597** | .568** | .536** | .393** | 1 | .587** | .438** | .452** | 0.254 | .447** | .536** | 0.235 | .356** | .264* | .682** |
| | Sig. (2-tailed) | 0.004 | 0.046 | 0.034 | 0.293 | 0.000 | 0.000 | 0.000 | 0.007 | 0.001 | 0.000 | 0.000 | 0.000 | 0.002 | | 0.000 | 0.000 | 0.056 | 0.000 | 0.000 | 0.000 | 0.078 | 0.007 | 0.047 | 0.000 |

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | |
| y15 | Pearson Correlation | .352** | .265* | .339** | .272* | .414** | .375** | .456** | .290* | .355** | .415** | 0.243 | .538** | .289* | .587** | 1 | .646** | .561** | .369** | .406** | .538** | .322* | .401** | .435** | .671** |
| | Sig. (2-tailed) | 0.007 | 0.046 | 0.010 | 0.041 | 0.001 | 0.004 | 0.000 | 0.028 | 0.007 | 0.001 | 0.069 | 0.000 | 0.029 | 0.000 | | 0.000 | 0.000 | 0.005 | 0.002 | 0.000 | 0.015 | 0.002 | 0.001 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y16 | Pearson Correlation | .327* | 0.205 | 0.189 | 0.061 | .288* | .472** | .607** | .315* | .463** | .269* | 0.225 | .516** | .343** | .438** | .646** | 1 | .674** | .428** | .426** | .503** | .379** | .573** | .498** | .668** |
| | Sig. (2-tailed) | 0.013 | 0.126 | 0.160 | 0.650 | 0.030 | 0.000 | 0.000 | 0.017 | 0.000 | 0.043 | 0.093 | 0.000 | 0.009 | 0.001 | 0.000 | | 0.000 | 0.001 | 0.001 | 0.000 | 0.004 | 0.000 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y17 | Pearson Correlation | .298* | .335* | 0.129 | 0.100 | .351** | .493** | .548** | .313* | .482** | .393** | .409** | .524** | .335* | .452** | .561** | .674** | 1 | .493** | .584** | .545** | .544** | .499** | .492** | .719** |
| | Sig. (2-tailed) | 0.024 | 0.011 | 0.341 | 0.458 | 0.008 | 0.000 | 0.000 | 0.018 | 0.000 | 0.002 | 0.002 | 0.000 | 0.011 | 0.000 | 0.000 | 0.000 | | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y18 | Pearson Correlation | .408** | .555** | .314* | 0.227 | 0.242 | .385** | .575** | .520** | .478** | .511** | .367** | .480** | .327* | 0.254 | .369** | .428** | .493** | 1 | .408** | .553** | .420** | .402** | .467** | .691** |
| | Sig. (2-tailed) | 0.002 | 0.000 | 0.017 | 0.089 | 0.070 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.005 | 0.000 | 0.013 | 0.056 | 0.005 | 0.001 | 0.000 | | 0.002 | 0.000 | 0.001 | 0.002 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y19 | Pearson Correlation | .300* | 0.193 | 0.017 | -0.084 | .340** | .349** | .339** | 0.210 | .347** | .309* | 0.245 | .421** | 0.203 | .447** | .406** | .426** | .584** | .408** | 1 | .663** | .660** | .579** | .503** | .605** |
| | Sig. (2-tailed) | 0.023 | 0.151 | 0.901 | 0.536 | 0.010 | 0.008 | 0.010 | 0.117 | 0.008 | 0.019 | 0.066 | 0.001 | 0.129 | 0.000 | 0.002 | 0.001 | 0.000 | 0.002 | | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y20 | Pearson Correlation | .432** | .293* | 0.235 | 0.118 | .275* | 0.254 | .514** | .394** | .408** | .358** | .330* | .544** | 0.179 | .536** | .538** | .503** | .545** | .553** | .663** | 1 | .552** | .709** | .647** | .717** |
| | Sig. (2-tailed) | 0.001 | 0.027 | 0.078 | 0.382 | 0.039 | 0.057 | 0.000 | 0.002 | 0.002 | 0.006 | 0.012 | 0.000 | 0.182 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | | 0.000 | 0.000 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y21 | Pearson Correlation | .368** | .275* | 0.060 | -0.050 | 0.147 | .279* | .392** | .297* | .406** | .364** | 0.250 | .296* | .340** | 0.235 | .322* | .379** | .544** | .420** | .660** | .552** | 1 | .600** | .507** | .587** |

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|------|---------------------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | 0.005 | 0.039 | 0.656 | 0.715 | 0.274 | 0.035 | 0.003 | 0.025 | 0.002 | 0.005 | 0.060 | 0.025 | 0.010 | 0.078 | 0.015 | 0.004 | 0.000 | 0.001 | 0.000 | 0.000 | | 0.000 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y22 | Pearson Correlation | .350** | 0.131 | 0.203 | 0.020 | 0.217 | 0.260 | .407** | .287* | .408** | .305* | 0.249 | .485** | 0.140 | .356** | .401** | .573** | .499** | .402** | .579** | .709** | .600** | 1 | .745** | .633** |
| | Sig. (2-tailed) | 0.008 | 0.333 | 0.130 | 0.881 | 0.106 | 0.051 | 0.002 | 0.030 | 0.002 | 0.021 | 0.062 | 0.000 | 0.300 | 0.007 | 0.002 | 0.000 | 0.000 | 0.002 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y23 | Pearson Correlation | .284* | 0.149 | 0.181 | 0.022 | 0.122 | 0.185 | .458** | 0.252 | .337* | .284* | 0.155 | .433** | 0.252 | .264* | .435** | .498** | .492** | .467** | .503** | .647** | .507** | .745** | 1 | .588** |
| | Sig. (2-tailed) | 0.032 | 0.269 | 0.177 | 0.868 | 0.364 | 0.168 | 0.000 | 0.059 | 0.010 | 0.032 | 0.251 | 0.001 | 0.058 | 0.047 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| sumy | Pearson Correlation | .628** | .586* | .518** | .406** | .622** | .675** | .751** | .661** | .683** | .677** | .632** | .748** | .506** | .682** | .671** | .668** | .719** | .691** | .605** | .717** | .587** | .633** | .588** | 1 |
| | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.002 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

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

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