

**DAFTAR PERTANYAAN PENELITIAN**

**Judul Penelitian**

**PENGARUH KEPEMIMPINAN, MOTIVASI DAN DISIPLIN KERJA**

**TERHADAP KINERJA PEGAWAI LLP TVRI**

**SULAWESI SELTAN**

**IDENTITAS RESPONDEN :**

Nama Responden :  
 Umur : .....Tahun  
 Masa Kerja : .....Tahun.....Bulan  
 Unit Kerja saat ini : .....  
 Jabatan : .....  
 Pendidikan Terakhir : .....

**PETUNJUK JAWABAN :**

1. Bacalah dengan seksama pertanyaan / pernyataan di bawah ini dengan teliti sebelum memberi jawaban.
2. Berilah jawaban yang paling benar menurut kata hati Anda dengan terlebih dahulu memberi tanda silang (X), tanpa ada tekan dari orang lain.
3. Pastikanlah bahwa jawaban Anda sesuai dengan apa yang Anda rasakan atau yang Anda alami selama Anda menjadi pegawai.
4. Jawaban yang disiapkan terdiri dari lima pilihan yaitu :
  1. Sangat Setuju; (SST)
  2. Setuju ; (ST)
  3. Kurang Setuju ; (KS)
  4. Tidak Setuju ; (TS)
  5. Sangat Tidak Setuju. (STS)

### 1. SIKAP PEMIMPIN (X1)

No	Item Pernyataan / Pertanyaan	STS	TST	KST	ST	SST
1	Menurut saya pimpinan selama ini mempunyai tingkat energi yang tinggi dalam menjalankan tugas					
2	Menurut saya pimpinan selama ini selalu menentukan tujuan dan cita-cita yang realistis untuk organisasi					
3	Menurut penilaian saya pimpinan selama ini selalu dan menghargai kinerja karyawan secara terbuka					
4	Pimpinan saya selama ini cukup apresiasip mendorong bawahan untuk memikul tanggung Jawab					
5	Menurut saya pimpinan selama ini mempunyai tingkat energi yang tinggi dalam menjalankan tugas					

### 2. MOTIVASI KERJA (X2)

No	Item Pernyataan / Pertanyaan	STS	TST	KST	ST	SST
1	Dalam melaksanakan tugas saya selalu berusaha keras untuk mencapai target pekerjaan					
2	Dalam melaksanakan tugas saya selalu mempertahankan gagasan dan argumentasi saya					
3	Dalam melaksanakan tugas saya selalu optimis bahwa semua pekerjaan yang saya lakukan secara terencana					
4	Dalam melaksanakan tugas saya selalu mengikuti apa yang menjadi cita-cita saya					
5	Dalam melaksanakan tugas saya selalu berusaha mengembangkan kemampuan saya terhadap setiap pekerjaan					

### 3. DISIPLIN KERJA (X3)

No	Item Pernyataan / Pertanyaan	STS	TS	KST	ST	SST
1	Saya datang di kantor Sesuai dengan aturan yang berlaku di kantor, jam masuk kantor adalah jam 08.00.					
2	Saya menyelesaikan pekerjaan sesuai dengan waktu yang ditetapkan oleh kantor					
3	Saudara setuju apabila karyawan diharuskan masuk dan pulang kerja tepat pada waktunya					
4	Tingkat kehadiran saya sangat tinggi dalam bekerja setiap bulan ?					
5	Apabila mendapat tugas dari pimpinan, saya selalu memberikan laporan perihal tugas tersebut tepat waktu					

### 4. KINERJA PEGAWAI (Y)

No	Item Pernyataan / Pertanyaan	STS	TS	KST	ST	SST
1	Pekerjaan yang saya laksanakan selalu jauh lebih baik dari pada pekerjaan teman saya pada umumnya					
2	Tenaga yang saya curahkan untuk tugas pekerjaan saat ini jauh lebih besar dari pada yang seharusnya					
3	Semua tugas-tugas dan pekerjaan di bawah tanggung jawab saya, selalu diselesaikan tepat pada waktunya					
4	Saya sangat memahami pekerjaan saya saat ini karena ada kesesuaian dengan latar belakang & kemampuan yang saya dimiliki					
5	Semua pekerjaan saya lakukan sesuai dengan prosedur dan kebijakan yang ditetapkan pimpinan					

**Terima Kasih Atas Partisipasi Anda**

FREQUENCIES VARIABLES=X1 P1 P2 P3 P4  
 /ORDER=ANALYSIS.

## Frequencies

### Notes

Output Created		2018-04-18T11:05:22.078
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X1 P1 P2 P3 P4 /ORDER=ANALYSIS.
Resources	Processor Time	0:00:00.031
	Elapsed Time	0:00:00.000

[DataSet0]

### Statistics

		X1	P1	P2	P3	P4
N	Valid	0	53	53	53	53
	Missing	53	0	0	0	0

## Frequency Table

### X1

		Frequency	Percent
Missing	System	53	100.0

### P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	9.4	9.4	9.4
	4	27	50.9	50.9	60.4
	5	21	39.6	39.6	100.0
	Total	53	100.0	100.0	

### P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	9.4	9.4	9.4
	4	20	37.7	37.7	47.2
	5	28	52.8	52.8	100.0
	Total	53	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	15.1	15.1	15.1
4	21	39.6	39.6	54.7
5	24	45.3	45.3	100.0
Total	53	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	12	22.6	22.6	22.6
4	20	37.7	37.7	60.4
5	21	39.6	39.6	100.0
Total	53	100.0	100.0	

FREQUENCIES VARIABLES=X2 P1 P2 P3 P4  
/ORDER=ANALYSIS.

**Frequencies**

**Notes**

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X2 P1 P2 P3 P4 /ORDER=ANALYSIS.
Resources	Processor Time	0:00:00.032
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[DataSet0]

**Statistics**

	X2	P1	P2	P3	P4
N Valid	0	53	53	53	53
Missing	53	0	0	0	0

## Frequency Table

X2

		Frequency	Percent
Missing	System	53	100.0

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	28.3	28.3	28.3
	4	27	50.9	50.9	79.2
	5	11	20.8	20.8	100.0
	Total	53	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	20.8	20.8	20.8
	4	27	50.9	50.9	71.7
	5	15	28.3	28.3	100.0
	Total	53	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	11.3	11.3	11.3
	4	28	52.8	52.8	64.2
	5	19	35.8	35.8	100.0
	Total	53	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	17.0	17.0	17.0
	4	27	50.9	50.9	67.9
	5	17	32.1	32.1	100.0
	Total	53	100.0	100.0	

FREQUENCIES VARIABLES=X3 P1 P2 P3 P4  
 /ORDER=ANALYSIS.

## Frequencies

### Notes

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	N of Rows in Working Data File	53
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X3 P1 P2 P3 P4 /ORDER=ANALYSIS.
Resources	Processor Time	0:00:00.031
	Elapsed Time	0:00:00.015

[DataSet0]

### Statistics

		X3	P1	P2	P3	P4
N	Valid	0	53	53	53	53
	Missing	53	0	0	0	0

## Frequency Table

### X3

		Frequency	Percent
Missing	System	53	100.0

### P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	22.6	22.6	22.6
	4	22	41.5	41.5	64.2
	5	19	35.8	35.8	100.0
	Total	53	100.0	100.0	

### P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	11.3	11.3	11.3
	4	34	64.2	64.2	75.5
	5	13	24.5	24.5	100.0
	Total	53	100.0	100.0	

### P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.9	1.9	1.9
2	1	1.9	1.9	3.8
3	10	18.9	18.9	22.6
4	21	39.6	39.6	62.3
5	20	37.7	37.7	100.0
Total	53	100.0	100.0	

#### P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.9	1.9	1.9
3	8	15.1	15.1	17.0
4	28	52.8	52.8	69.8
5	16	30.2	30.2	100.0
Total	53	100.0	100.0	

FREQUENCIES VARIABLES=Y P1 P2 P3 P4  
/ORDER=ANALYSIS.

## Frequencies

### Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Y P1 P2 P3 P4 /ORDER=ANALYSIS.
Resources	Processor Time	0:00:00.000
	Elapsed Time	0:00:00.000

[DataSet0]

### Statistics

	Y	P1	P2	P3	P4
N Valid	0	53	53	53	53
Missing	53	0	0	0	0

## Frequency Table

### Y

	Frequency	Percent
Missing System	53	100.0



**P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	24.5	24.5	24.5
4	21	39.6	39.6	64.2
5	19	35.8	35.8	100.0
Total	53	100.0	100.0	

**P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	11.3	11.3	11.3
4	33	62.3	62.3	73.6
5	14	26.4	26.4	100.0
Total	53	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	11.3	11.3	11.3
4	34	64.2	64.2	75.5
5	13	24.5	24.5	100.0
Total	53	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	15.1	15.1	15.1
4	24	45.3	45.3	60.4
5	21	39.6	39.6	100.0
Total	53	100.0	100.0	

```

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI BCOV R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3.

```

## Regression

### Notes

Output Created		2018-04-18T10:52:18.171
Comments		
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	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	53
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION   /DESCRIPTIVES MEAN STDDEV CORR SIG N   /MISSING LISTWISE   /STATISTICS COEFF OUTS CI BCOV R ANOVA COLLIN TOL CHANGE ZPP   /CRITERIA=PIN(.05) POUT(.10)   /NOORIGIN   /DEPENDENT Y   /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	0:00:00.250
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	Memory Required	1940 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet1] D:\TESIS\tesis anak ibu ida\RATA2.sav

### Descriptive Statistics

	Mean	Std. Deviation	N
Y	4.1604	.43604	53
X1	4.3019	.44224	53
X2	4.0991	.45027	53
X3	4.1132	.37840	53

### Correlations

		Y	X1	X2	X3
Pearson Correlation	Y	1.000	.467	.511	.361
	X1	.467	1.000	.119	.223
	X2	.511	.119	1.000	.434
	X3	.361	.223	.434	1.000
Sig. (1-tailed)	Y	.	.000	.000	.004
	X1	.000	.	.199	.054

	X2	.000	.199	.	.001
	X3	.004	.054	.001	.
N	Y	53	53	53	53
	X1	53	53	53	53
	X2	53	53	53	53
	X3	53	53	53	53

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 <sup>a</sup>	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: Y

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.660 <sup>a</sup>	.435	.401	.33760

**Model Summary**

Model	Change Statistics				
	R Square Change	F Change	df1	df2	Sig. F Change
1	.435	12.582	3	49	.000

- a. Predictors: (Constant), X3, X1, X2

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.302	3	1.434	12.582	.000 <sup>a</sup>
	Residual	5.585	49	.114		
	Total	9.887	52			

- a. Predictors: (Constant), X3, X1, X2  
b. Dependent Variable: Y

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	.368	.658
	X1	.391	.109
	X2	.413	.115
	X3	.101	.140

**Coefficients<sup>a</sup>**

Model		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		
		Beta			Lower Bound	Upper Bound	Beta
1	(Constant)		.559	.579	-.954	1.689	
	X1	.397	3.603	.001	.173	.610	
	X2	.426	3.574	.001	.181	.645	
	X3	.088	.725	.472	-.180	.383	

**Coefficients<sup>a</sup>**

Model	Correlations			Collinearity Statistics						
	Zero-order	Partial	Part	Tolerance	VIF	Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)										
X1	.467	.458	.387	.950	1.053					
X2	.511	.455	.384	.811	1.233					
X3	.361	.103	.078	.782	1.279					

a. Dependent Variable: Y

**Coefficient Correlations<sup>a</sup>**

Model		X3	X1	X2	
1	Correlations	X3	1.000	-.192	-.421
		X1	-.192	1.000	-.025
		X2	-.421	-.025	1.000
	Covariances	X3	.020	-.003	-.007
		X1	-.003	.012	.000
		X2	-.007	.000	.013

a. Dependent Variable: Y

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.981	1.000	.00	.00	.00	.00
	2	.010	20.026	.00	.53	.40	.02
	3	.005	27.428	.03	.22	.57	.64
	4	.004	33.045	.96	.25	.02	.34

a. Dependent Variable: Y

Tabulasi Kuesioner, Variabel Terikat dan Variabel Bebas

No	Kode Resp	Umur	Jenis kelamin kelamin	Pendidikan	(Y)				Total	Rata2	(X1)				Total	Rata2	(X2)				Total	Rata2	(X3)				Total	Rata2	
					P1	P2	P3	P4			P1	P2	P3	P4			P1	P2	P3	P4			P1	P2	P3	P4			
1	R	1	39	L	S1	4	4	4	5	17	4,25	5	3	3	4	15	3,75	5	4	5	5	19	4,75	5	4	3	5	17	4,25
2	R	2	40	L	S2	5	4	5	5	19	4,75	4	4	4	5	17	4,25	5	5	4	4	18	4,50	5	5	3	4	17	4,25
3	R	3	50	L	S2	4	4	4	5	17	4,25	5	4	3	4	16	4,00	3	4	5	4	16	4,00	5	4	5	4	18	4,50
4	R	4	39	L	S2	4	5	4	3	16	4,00	5	5	3	4	17	4,25	4	3	5	3	15	3,75	3	4	4	3	14	3,50
5	R	5	40	P	S1	4	4	3	4	15	3,75	4	4	3	5	16	4,00	5	3	4	5	17	4,25	5	3	4	4	16	4,00
6	R	6	42	L	S1	5	5	5	5	20	5,00	5	5	5	5	20	5,00	4	5	4	5	18	4,50	4	5	4	4	17	4,25
7	R	7	30	P	S1	4	5	3	4	16	4,00	5	5	5	5	20	5,00	3	4	3	3	13	3,25	5	3	5	4	17	4,25
8	R	8	48	L	S1	4	4	5	5	18	4,50	4	4	4	4	16	4,00	4	4	4	5	17	4,25	4	5	5	4	18	4,50
9	R	9	35	L	S1	5	4	3	3	15	3,75	5	5	5	3	18	4,50	4	4	4	4	16	4,00	4	3	4	4	15	3,75
10	R	10	29	P	S1	4	5	4	3	16	4,00	3	4	4	4	15	3,75	4	5	4	4	17	4,25	4	4	4	4	16	4,00
11	R	11	40	L	S1	3	3	4	5	15	3,75	4	4	4	4	16	4,00	4	3	4	3	14	3,50	3	4	4	5	16	4,00
12	R	12	28	P	S1	4	4	3	5	16	4,00	3	4	4	4	15	3,75	3	3	4	4	14	3,50	5	3	4	4	16	4,00
13	R	13	41	L	SMA	3	4	4	3	14	3,50	5	4	5	5	19	4,75	4	4	4	3	15	3,75	5	4	3	5	17	4,25
14	R	14	45	L	S1	5	5	5	5	20	5,00	5	3	4	5	17	4,25	4	4	5	4	17	4,25	3	5	5	5	18	4,50
15	R	15	41	L	S2	4	4	3	4	15	3,75	4	5	4	4	17	4,25	4	5	4	5	18	4,50	5	3	5	5	18	4,50
16	R	16	49	L	S1	5	4	3	4	16	4,00	3	4	5	5	17	4,25	3	4	5	4	16	4,00	4	3	4	4	15	3,75
17	R	17	38	P	SMA	5	5	5	5	20	5,00	5	5	5	5	20	5,00	5	5	5	5	20	5,00	3	5	5	5	18	4,50
18	R	18	41	L	SMA	4	4	4	4	16	4,00	5	5	4	4	18	4,50	5	5	5	5	20	5,00	5	4	5	4	18	4,50
19	R	19	41	L	S1	4	4	5	3	16	4,00	4	5	4	4	17	4,25	4	4	4	4	16	4,00	5	5	4	4	18	4,50
20	R	20	38	P	S1	5	5	5	5	20	5,00	4	5	5	5	19	4,75	5	5	5	3	18	4,50	3	5	5	5	18	4,50
21	R	21	41	P	SMA	3	5	4	4	16	4,00	3	4	4	3	14	3,50	3	4	4	4	15	3,75	4	4	3	4	15	3,75
22	R	22	42	P	S1	5	4	4	5	18	4,50	4	5	5	5	19	4,75	4	4	4	4	16	4,00	3	4	3	5	15	3,75
23	R	23	53	P	S1	4	3	5	4	16	4,00	5	5	5	4	19	4,75	3	4	4	4	15	3,75	4	5	5	5	19	4,75
24	R	24	50	L	S1	3	4	4	5	16	4,00	4	4	3	3	14	3,50	5	4	5	5	19	4,75	3	4	5	3	15	3,75
25	R	25	50	P	S2	5	4	4	5	18	4,50	4	5	5	5	19	4,75	5	3	4	5	17	4,25	5	4	3	5	17	4,25
26	R	26	48	L	S2	5	5	5	5	20	5,00	5	5	5	5	20	5,00	3	5	5	4	17	4,25	4	5	3	4	16	4,00
27	R	27	42	P	S2	5	5	4	4	18	4,50	3	4	4	5	16	4,00	4	5	4	4	17	4,25	5	4	2	4	15	3,75
28	R	28	38	P	S1	4	4	4	5	17	4,25	5	5	5	4	19	4,75	4	5	4	4	17	4,25	5	4	5	5	19	4,75
29	R	29	50	L	S2	5	4	4	3	16	4,00	5	5	5	5	20	5,00	4	3	4	5	16	4,00	3	4	4	4	15	3,75
30	R	30	47	P	SMA	3	4	4	4	15	3,75	5	4	3	3	15	3,75	3	4	4	3	14	3,50	4	4	5	4	17	4,25
31	R	31	48	L	S1	4	4	4	4	16	4,00	4	5	4	4	17	4,25	4	4	3	4	15	3,75	5	4	4	3	16	4,00
32	R	32	35	L	S1	3	4	4	4	15	3,75	4	4	5	3	16	4,00	5	5	5	4	19	4,75	4	4	5	5	18	4,50
33	R	33	40	P	S1	5	4	5	5	19	4,75	4	5	4	5	18	4,50	5	5	5	5	20	5,00	4	5	4	4	17	4,25
34	R	34	41	P	S1	5	3	4	5	17	4,25	5	5	5	5	20	5,00	4	4	4	4	16	4,00	5	4	3	4	16	4,00
35	R	35	55	P	SMA	3	5	5	4	17	4,25	4	5	4	3	16	4,00	4	4	5	4	17	4,25	5	5	4	5	19	4,75
36	R	36	30	P	SMA	3	4	4	4	15	3,75	5	4	4	3	16	4,00	3	4	4	4	15	3,75	4	4	4	3	15	3,75
37	R	37	52	L	SMA	4	4	4	4	16	4,00	5	4	4	4	17	4,25	3	3	5	4	15	3,75	3	4	1	4	12	3,00
38	R	38	41	P	SMA	3	4	4	4	15	3,75	5	5	5	3	18	4,50	4	4	4	4	16	4,00	4	4	3	4	15	3,75
39	R	39	51	P	SMA	4	4	4	4	16	4,00	4	5	5	4	18	4,50	4	3	4	4	15	3,75	5	4	4	3	16	4,00
40	R	40	39	P	SMA	5	4	4	4	17	4,25	4	4	4	5	17	4,25	3	4	4	5	16	4,00	4	4	4	4	16	4,00
41	R	41	48	L	SMA	5	5	4	5	19	4,75	5	5	5	5	20	5,00	3	4	4	4	15	3,75	4	4	5	4	17	4,25
42	R	42	40	P	SMA	4	4	4	3	15	3,75	4	5	3	4	16	4,00	4	4	3	3	14	3,50	4	4	4	3	15	3,75
43	R	43	41	L	SMA	3	4	4	4	15	3,75	5	5	5	3	18	4,50	4	3	5	4	16	4,00	4	4	4	3	15	3,75
44	R	44	44	P	S1	4	4	4	4	16	4,00	4	4	4	4	16	4,00	4	4	4	3	15	3,75	3	4	4	4	15	3,75
45	R	45	43	P	S1	5	4	4	3	16	4,00	4	4	4	5	17	4,25	4	5	5	5	19	4,75	3	4	5	5	17	4,25
46	R	46	39	P	S1	3	4	4	4	15	3,75	4	3	5	3	15	3,75	4	3	4	4	15	3,75	4	4	3	4	15	3,75
47	R	47	42	L	SMA	3	3	4	4	14	3,50	4	4	4	3	15	3,75	4	3	3	4	14	3,50	5	4	5	3	17	4,25
48	R	48	39	P	S1	5	5	5	5	20	5,00	4	5	5	5	19	4,75	5	5	5	5	20	5,00	5	5	5	5	20	5,00
49	R	49	52	L	SMA	5	5	4	5	19	4,75	4	5	5	5	19	4,75	3	4	5	5	17	4,25	4	4	5	5	18	4,50
50	R	50	50	L	S1	4	4	5	5	18	4,50	4	3	5	4	16	4,00	4	5	3	5	17	4,25	4	5	5	1	15	3,75
51	R	51	40	P	S1	4	3	4	4	15	3,75	4	5	3	4	16	4,00	4	4	5	4	17	4,25	4	4	4	4	16	4,00
52	R	52	42	L	S1	4	3	4	4	15	3,75	4	5	5	4	18	4,50	3	4	3	3	13	3,25	3	4	4	4	15	3,75
53	R	53	35	P	S1	3	4	4	4	15	3,75	4	3	4	3	14	3,50	3	4	4	5	16	4,00	4	4	5	4	17	4,25