LAMPIRAN 1: KUESIONER PENELITIAN

Daftar Pertanyaan (Kuesioner)

Metode Peningkatan OCB Karyawan Melalui Karakteristik Pekerjaan, Kepribadian Dan Komitmen Organisasi Sebagai Variabel Intervening Karyawan Pt. Oro Argento Indonesia

Semarang, 20 Agustus 2018

Hal : Permohonan Pengisian Kuesioner

Kepada Yth:

Bapak/Ibu Responden

Di tempat

Dengan hormat

Dalam rangka penyelesaian penyusunan skripsi jurusan Manajemen Universitas Islam Sultan Agung saya bermaksud untuk melakukan penelitian dengan judul **ANALISIS PENINGKATAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) MELALUI KARAKTERISTIK PEKERJAAN, KEPRIBADIAN DAN KOMITMEN ORGANISASI (Study pada karyawan PT. Oro Argento Indonesia).** Kuesioner ini terdiri atas sejumlah pernyataan. Perlu Bapak/Ibu ketahui bahwa keberhasilan penelitian ini sangat tergantung dari partisipasi Bapak/Ibu dalam menjawab kuesioner.

Untuk mendapatkan data yang maksimal maka saya mengharapkan partisipasi bapak/ibu untuk menjawab beberapa pertanyaan dengan sebaik baiknya sesuai pengetahuan dan pengalaman yang dimiliki.

Sebelumnya saya ucapkan terimakasih sebesar-besarnya atas kesediaan bapak atau ibu yang telah membantu penelitian ini.

Diketahui,

Dosen Pembimbing

Dr. Budhi Cahyono, SE, MSi

Hormat Saya

Andri Panca Wijaya

KUESIONER

ANALISIS PENINGKATAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) MELALUI KARAKTERISTIK PEKERJAAN, KEPRIBADIAN DAN KOMITMEN ORGANISASI Study pada karyawan PT. Oro Argento Indonesia)

Petunjuk Pengisian

1. Pernyataan dibawah ini semata-mata hanya untuk data penelitian dalam rangka menyusun proposal.
2. Pilihlah salah satu jawaban yang memenuhi presepsi Saudara dengan memberikan tanda silang (X).
3. Istilah data responden berikut berdasarkan kriteria yang Bapak/Ibu/Saudara-i miliki.

Data Responden

Umur : ☐ 20 – 25 tahun
☐ 26 – 50 tahun
☐ >50 tahun

Jenis Kelamin : ☐ Laki – laki ☐ Perempuan

Pendidikan Akhir : ☐ SMP ☐ S1
☐ SMA/SMK ☐ S2

Berapa Lama Anda Menjadi Karyawan :
☐ 1 – 2 tahun ☐ 4 – 5 tahun
☐ 2 – 3 tahun ☐ >5 tahun
☐ 3 – 4 tahun

Status Perkawinan : ☐ Sudah Menikah ☐ Belum Menikah

Keterangan :

Keterangan	Arti	Angka
SS	Sangat Setuju	5
S	Setuju	4
R	Ragu	3
TS	Tidak Setuju	2
STS	Sangat Tidak Setuju	1

Butir Pertanyaan

A. Variabel *Organizational Citizenship Behavior* (OCB)

No	PERNYATAAN	JAWABAN				
		SS	S	R	TS	STS
1	Saya bersedia untuk bekerja lembur untuk membantu rekan kerja saya menyelesaikan pekerjaannnya tanpa dikenakan gaji lembur.					
2	Saya selalu mengingatkan teman saya agar tidak lupa menyelesaikan tugasnya.					
3	Jika perusahaan memberikan kebijakan baru dan tidak sesuai dengan pendapat saya, saya akan menyesuaikan diri dan melaksanakan kebijakan tersebut.					
4	Saya rutin mengikuti kegiatan-kegiatan yang diadakan perusahaan tempat saya bekerja.					
5	Setiap tugas yang diberikan akan saya selesaikan dengan penuh tanggung jawab.					

Menurut Saudara/i *Organizational Citizenship Behavior* (OCB) yang ditingkatkan sebaiknya ada di perusahaan adalah .....

B. Variable Karakteristik Pekerjaan

No	PERNYATAAN	JAWABAN				
		SS	S	R	TS	STS
1	Saya membutuhkan variasi yang berbeda-beda untuk menyelesaikan pekerjaan.					
2	Pekerjaan saya mempunyai bagian yang sangat jelas.					
3	Pekerjaan saya memberikan kontribusi yang besar bagi perusahaan.					
4	Saya mempunyai kebebasan dalam menyelesaikan					

	pekerjaan.					
5	Pekerjaan yang telah saya selesaikan selalu mendapat evaluasi dari atasan					

Menurut Saudara/i bentuk Karakteristik Pekerjaan yang sebaiknya ada di perusahaan adalah .....

C. Variabel Kepribadian

No	PERNYATAAN	JAWABAN				
		SS	S	R	TS	STS
1	Saya percaya diri dalam melakukan pekerjaan.					
2	Saya bertanggung jawab dalam melaksanakan pekerjaan					
3	Saya dapat diandalkan dalam menyelesaikan pekerjaan					
4	Saya menghadapi tekanan perusahaan dengan tenang.					
5	Saya ingin mendalami pekerjaan yang saya lakukan					

Menurut Saudara/i Kepribadian yang sebaiknya ada di perusahaan adalah .....

D. Variabel Komitmen Organisasi

No	PERNYATAAN	JAWABAN				
		SS	S	R	TS	STS
1	Saya merasa nyaman bekerja diperusahaan ini.					
2	Saya berkeinginan tetap tinggal karena kebutuhan gaji.					
3	Saya berkeinginan menghabiskan sisa karier saya di perusahaan					

Menurut Saudara/i komitmen organisasi yang sebaiknya ada di perusahaan adalah .....

LAMPIRAN 2: HASIL ANALISIS DATA

DESKRIPTIF RESPONDEN

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10-25 th	40	62.5	62.5	62.5
	26-50 th	24	37.5	37.5	100.0
	Total	64	100.0	100.0	

JENIS KELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki laki	47	73.4	73.4	73.4
	perempuan	17	26.6	26.6	100.0
	Total	64	100.0	100.0	

PENDIDIKAN TERAKHIR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	smp	7	10.9	10.9	10.9
	sma	57	89.1	89.1	100.0
	Total	64	100.0	100.0	

MASA KERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-2 th	10	15.6	15.6	15.6
	2-3 th	17	26.6	26.6	42.2
	3-4 th	14	21.9	21.9	64.1
	4-5 th	11	17.2	17.2	81.3
	> 5 th	12	18.8	18.8	100.0
	Total	64	100.0	100.0	

STATUS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sudah menikah	27	42.2	42.2	42.2
	belum menikah	37	57.8	57.8	100.0
	Total	64	100.0	100.0	

BIDANG PEKERJAAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	lilin	5	7.8	7.8	7.8
	pasang mata	4	6.3	6.3	14.1
	stone	5	7.8	7.8	21.9
	casting	3	4.7	4.7	26.6
	QC	2	3.1	3.1	29.7
	FNS	1	1.6	1.6	31.3
	plating	1	1.6	1.6	32.8
	RFN	1	1.6	1.6	34.4
	LMD	4	6.3	6.3	40.6
	patri	10	15.6	15.6	56.3
	bahan	1	1.6	1.6	57.8
	cukit	13	20.3	20.3	78.1
	grafir	3	4.7	4.7	82.8
	laser	1	1.6	1.6	84.4
	matras	1	1.6	1.6	85.9
	poles	9	14.1	14.1	100.0
	Total	64	100.0	100.0	

DESKRIPTIF VARIABEL

Statistics

		x11	x12	x13	x14	x15
N	Valid	64	64	64	64	64
	Missing	0	0	0	0	0
Mean		3.55	3.80	3.70	4.14	3.89
Std. Deviation		1.068	.912	.770	.614	.693
Variance		1.141	.831	.593	.377	.480
Range		4	4	4	3	3
Minimum		1	1	1	2	2
Maximum		5	5	5	5	5

x11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	7.8	7.8	7.8
	2	4	6.3	6.3	14.1
	3	15	23.4	23.4	37.5
	4	31	48.4	48.4	85.9
	5	9	14.1	14.1	100.0
	Total	64	100.0	100.0	

x12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.7	4.7	4.7
	2	2	3.1	3.1	7.8
	3	10	15.6	15.6	23.4
	4	39	60.9	60.9	84.4
	5	10	15.6	15.6	100.0
	Total	64	100.0	100.0	

x13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.1	3.1	3.1
	2	1	1.6	1.6	4.7
	3	16	25.0	25.0	29.7
	4	40	62.5	62.5	92.2
	5	5	7.8	7.8	100.0
	Total	64	100.0	100.0	

x14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	5	7.8	7.8	9.4
	4	42	65.6	65.6	75.0
	5	16	25.0	25.0	100.0
	Total	64	100.0	100.0	

x15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.1	3.1	3.1
	3	13	20.3	20.3	23.4
	4	39	60.9	60.9	84.4
	5	10	15.6	15.6	100.0
	Total	64	100.0	100.0	

Statistics

		x21	x22	x23	x24	x25
N	Valid	64	64	64	64	64
	Missing	0	0	0	0	0
Mean		3.78	3.86	3.81	3.73	3.72
Std. Deviation		.845	.753	.753	.913	.826
Variance		.713	.567	.567	.833	.682

Range	4	3	3	3	3
Minimum	1	2	2	2	2
Maximum	5	5	5	5	5

x21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	3	4.7	4.7	6.3
	3	16	25.0	25.0	31.3
	4	33	51.6	51.6	82.8
	5	11	17.2	17.2	100.0
	Total	64	100.0	100.0	

x22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.3	6.3	6.3
	3	11	17.2	17.2	23.4
	4	39	60.9	60.9	84.4
	5	10	15.6	15.6	100.0
	Total	64	100.0	100.0	

x23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.1	3.1	3.1
	3	19	29.7	29.7	32.8
	4	32	50.0	50.0	82.8
	5	11	17.2	17.2	100.0
	Total	64	100.0	100.0	

x24

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	5	7.8	7.8	7.8
	3	22	34.4	34.4	42.2
	4	22	34.4	34.4	76.6
	5	15	23.4	23.4	100.0
	Total	64	100.0	100.0	

x25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.3	6.3	6.3
	3	21	32.8	32.8	39.1
	4	28	43.8	43.8	82.8
	5	11	17.2	17.2	100.0
	Total	64	100.0	100.0	

Statistics

		y11	y12	y13
N	Valid	64	64	64
	Missing	0	0	0
Mean		3.88	3.55	2.69
Std. Deviation		.630	.711	.924
Variance		.397	.506	.853
Range		2	3	4
Minimum		3	2	1
Maximum		5	5	5

y11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	26.6	26.6	26.6
	4	38	59.4	59.4	85.9
	5	9	14.1	14.1	100.0
	Total	64	100.0	100.0	

y12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.3	6.3	6.3
	3	25	39.1	39.1	45.3
	4	31	48.4	48.4	93.8
	5	4	6.3	6.3	100.0
	Total	64	100.0	100.0	

y13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.3	6.3	6.3
	2	26	40.6	40.6	46.9
	3	22	34.4	34.4	81.3
	4	10	15.6	15.6	96.9
	5	2	3.1	3.1	100.0
	Total	64	100.0	100.0	

Statistics

		y21	y22	y23	y24	y25
N	Valid	64	64	64	64	64
	Missing	0	0	0	0	0
Mean		3.95	4.23	3.88	3.84	3.86
Std. Deviation		.881	.611	.745	.821	.687
Variance		.776	.373	.556	.674	.472
Range		4	2	4	3	3
Minimum		1	3	1	2	2
Maximum		5	5	5	5	5

y21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.3	6.3	7.8
	3	8	12.5	12.5	20.3
	4	35	54.7	54.7	75.0
	5	16	25.0	25.0	100.0
	Total	64	100.0	100.0	

y22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	9.4	9.4	9.4
	4	37	57.8	57.8	67.2
	5	21	32.8	32.8	100.0
	Total	64	100.0	100.0	

y23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	3	16	25.0	25.0	26.6
	4	36	56.3	56.3	82.8
	5	11	17.2	17.2	100.0
	Total	64	100.0	100.0	

y24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.1	3.1	3.1
	3	21	32.8	32.8	35.9

	4	26	40.6	40.6	76.6
	5	15	23.4	23.4	100.0
	Total	64	100.0	100.0	

y25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.1	3.1	3.1
	3	14	21.9	21.9	25.0
	4	39	60.9	60.9	85.9
	5	9	14.1	14.1	100.0
	Total	64	100.0	100.0	

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded[a]	0	.0
	Total	64	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.612	.535	6

Item Statistics

	Mean	Std. Deviation	N
x11	3.55	1.068	64
x12	3.80	.912	64
x13	3.70	.770	64
x14	4.14	.614	64
x15	3.89	.693	64

x1	19.08	1.888	64

Inter-Item Correlation Matrix

	x11	x12	x13	x14	x15	x1
x11	1.000	-.226	.085	.292	.061	.608
x12	-.226	1.000	.184	.052	-.212	.369
x13	.085	.184	1.000	-.045	.027	.540
x14	.292	.052	-.045	1.000	-.075	.470
x15	.061	-.212	.027	-.075	1.000	.286
x1	.608	.369	.540	.470	.286	1.000

Inter-Item Covariance Matrix

	x11	x12	x13	x14	x15	x1
x11	1.141	-.220	.070	.192	.045	1.226
x12	-.220	.831	.129	.029	-.134	.635
x13	.070	.129	.593	-.021	.015	.785
x14	.192	.029	-.021	.377	-.032	.544
x15	.045	-.134	.015	-.032	.480	.374
x1	1.226	.635	.785	.544	.374	3.565

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
x11	34.61	10.496	.379	.	.554
x12	34.36	12.551	.136	.	.637
x13	34.45	11.712	.371	.	.568
x14	34.02	12.460	.329	.	.587
x15	34.27	13.246	.106	.	.636
x1	19.08	3.565	1.000	.	.050

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
38.16	14.261	3.776	6

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded[a]	0	.0
	Total	64	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.653	.603	6

Item Statistics

	Mean	Std. Deviation	N
x21	3.78	.845	64
x22	3.86	.753	64
x23	3.81	.753	64
x24	3.73	.913	64
x25	3.72	.826	64
x2	18.91	2.021	64

Inter-Item Correlation Matrix

	x21	x22	x23	x24	x25	x2
x21	1.000	.076	-.165	-.118	-.044	.313
x22	.076	1.000	.149	.245	-.167	.502
x23	-.165	.149	1.000	.296	.220	.582
x24	-.118	.245	.296	1.000	.068	.632
x25	-.044	-.167	.220	.068	1.000	.440
x2	.313	.502	.582	.632	.440	1.000

Inter-Item Covariance Matrix

	x21	x22	x23	x24	x25	x2
x21	.713	.048	-.105	-.091	-.031	.535
x22	.048	.567	.084	.168	-.104	.764
x23	-.105	.084	.567	.203	.137	.887
x24	-.091	.168	.203	.833	.051	1.165
x25	-.031	-.104	.137	.051	.682	.735
x2	.535	.764	.887	1.165	.735	4.086

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
x21	34.03	14.920	.109	.	.686
x22	33.95	13.855	.343	.	.629
x23	34.00	13.365	.438	.	.606
x24	34.08	12.518	.464	.	.589
x25	34.09	14.086	.255	.	.649
x2	18.91	4.086	1.000	.	.221

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
37.81	16.345	4.043	6

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded[a]	0	.0
	Total	64	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.748	.723	4

Item Statistics

	Mean	Std. Deviation	N
y11	3.88	.630	64
y12	3.55	.711	64
y13	2.69	.924	64
y1	10.11	1.524	64

Inter-Item Correlation Matrix

	y11	y12	y13	y1
y11	1.000	-.093	.177	.478
y12	-.093	1.000	.337	.632
y13	.177	.337	1.000	.837
y1	.478	.632	.837	1.000

Inter-Item Covariance Matrix

	y11	y12	y13	y1
y11	.397	-.042	.103	.458
y12	-.042	.506	.221	.685
y13	.103	.221	.853	1.178
y1	.458	.685	1.178	2.321

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
y11	16.34	7.848	.295	.	.797
y12	16.67	7.049	.458	.	.740

y13	17.53	5.428	.698	.	.609
y1	10.11	2.321	1.000	.	.365

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.22	9.285	3.047	4

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded[a]	0	.0
	Total	64	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.715	.711	6

Item Statistics

	Mean	Std. Deviation	N
y21	3.95	.881	64
y22	4.23	.611	64
y23	3.88	.745	64
y24	3.84	.821	64
y25	3.86	.687	64
y2	19.77	2.151	64

Inter-Item Correlation Matrix

	y21	y22	y23	y24	y25	y2
y21	1.000	.168	.063	.209	.015	.564
y22	.168	1.000	.170	.264	-.109	.478
y23	.063	.170	1.000	.305	.151	.585

y24	.209	.264	.305	1.000	.298	.743
y25	.015	-.109	.151	.298	1.000	.461
y2	.564	.478	.585	.743	.461	1.000

Inter-Item Covariance Matrix

	y21	y22	y23	y24	y25	y2
y21	.776	.091	.042	.151	.009	1.068
y22	.091	.373	.077	.132	-.046	.627
y23	.042	.077	.556	.187	.077	.938
y24	.151	.132	.187	.674	.168	1.312
y25	.009	-.046	.077	.168	.472	.681
y2	1.068	.627	.938	1.312	.681	4.627

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
y21	35.58	15.010	.399	.	.692
y22	35.30	16.371	.357	.	.708
y23	35.66	15.309	.453	.	.685
y24	35.69	13.933	.637	.	.640
y25	35.67	16.256	.321	.	.711
y2	19.77	4.627	1.000	.	.480

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
39.53	18.507	4.302	6

Correlations

		x11	x12	x13	x14	x15	x1
x11	Pearson Correlation	1	-.226	.085	.292*	.061	.608**
	Sig. (2-tailed)		.072	.506	.019	.634	.000
	N	64	64	64	64	64	64
x12	Pearson Correlation	-.226	1	.184	.052	-.212	.369**
	Sig. (2-tailed)	.072		.145	.684	.093	.003
	N	64	64	64	64	64	64
x13	Pearson Correlation	.085	.184	1	-.045	.027	.540**
	Sig. (2-tailed)	.506	.145		.726	.830	.000
	N	64	64	64	64	64	64
x14	Pearson Correlation	.292*	.052	-.045	1	-.075	.470**
	Sig. (2-tailed)	.019	.684	.726		.555	.000
	N	64	64	64	64	64	64
x15	Pearson Correlation	.061	-.212	.027	-.075	1	.286*
	Sig. (2-tailed)	.634	.093	.830	.555		.022
	N	64	64	64	64	64	64
x1	Pearson Correlation	.608**	.369**	.540**	.470**	.286*	1
	Sig. (2-tailed)	.000	.003	.000	.000	.022	
	N	64	64	64	64	64	64

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

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

Correlations

		x21	x22	x23	x24	x25	x2
x21	Pearson Correlation	1	.076	-.165	-.118	-.044	.313*
	Sig. (2-tailed)		.552	.192	.354	.729	.012
	N	64	64	64	64	64	64
x22	Pearson Correlation	.076	1	.149	.245	-.167	.502**
	Sig. (2-tailed)	.552		.241	.051	.188	.000

	N	64	64	64	64	64	64
	Pearson Correlation	-.165	.149	1	.296*	.220	.582**
x23	Sig. (2-tailed)	.192	.241		.018	.080	.000
	N	64	64	64	64	64	64
	Pearson Correlation	-.118	.245	.296*	1	.068	.632**
x24	Sig. (2-tailed)	.354	.051	.018		.594	.000
	N	64	64	64	64	64	64
	Pearson Correlation	-.044	-.167	.220	.068	1	.440**
x25	Sig. (2-tailed)	.729	.188	.080	.594		.000
	N	64	64	64	64	64	64
	Pearson Correlation	.313*	.502**	.582**	.632**	.440**	1
x2	Sig. (2-tailed)	.012	.000	.000	.000	.000	
	N	64	64	64	64	64	64

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

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

Correlations

		y11	y12	y13	y1
	Pearson Correlation	1	-.093	.177	.478
y11	Sig. (2-tailed)		.465	.161	.000
	N	64	64	64	64
	Pearson Correlation	-.093	1	.337**	.632**
y12	Sig. (2-tailed)	.465		.007	.000
	N	64	64	64	64
	Pearson Correlation	.177	.337**	1	.837**
y13	Sig. (2-tailed)	.161	.007		.000
	N	64	64	64	64
	Pearson Correlation	.478**	.632**	.837**	1
y1	Sig. (2-tailed)	.000	.000	.000	
	N	64	64	64	64

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

Correlations

		y21	y22	y23	y24	y25	y2
y21	Pearson Correlation	1	.168	.063	.209	.015	.564**
	Sig. (2-tailed)		.184	.618	.097	.905	.000
	N	64	64	64	64	64	64
y22	Pearson Correlation	.168	1	.170	.264*	-.109	.478**
	Sig. (2-tailed)	.184		.179	.035	.390	.000
	N	64	64	64	64	64	64
y23	Pearson Correlation	.063	.170	1	.305*	.151	.585**
	Sig. (2-tailed)	.618	.179		.014	.233	.000
	N	64	64	64	64	64	64
y24	Pearson Correlation	.209	.264*	.305*	1	.298*	.743**
	Sig. (2-tailed)	.097	.035	.014		.017	.000
	N	64	64	64	64	64	64
y25	Pearson Correlation	.015	-.109	.151	.298*	1	.461**
	Sig. (2-tailed)	.905	.390	.233	.017		.000
	N	64	64	64	64	64	64
y2	Pearson Correlation	.564**	.478**	.585**	.743**	.461**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64

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

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

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	x2, x1[b]	.	Enter

a. Dependent Variable: y1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.556[a]	.310	.287	1.287

a. Predictors: (Constant), x2, x1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.262	2	22.631	13.672	.000[b]
	Residual	100.973	61	1.655		
	Total	146.234	63			

a. Dependent Variable: y1

b. Predictors: (Constant), x2, x1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.088	2.064		.043	.966		
	x1	.165	.087	.204	1.889	.064	.969	1.032
	x2	.364	.081	.483	4.466	.000	.969	1.032

a. Dependent Variable: y1

Coefficient Correlations[a]

Model			x2	x1
1	Correlations	x2	1.000	-.177
		x1	-.177	1.000
	Covariances	x2	.007	-.001
		x1	-.001	.008

a. Dependent Variable: y1

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	x1	x2
1	1	2.987	1.000	.00	.00	.00

	2	.009	18.676	.00	.47	.70
	3	.004	27.248	.99	.53	.30

a. Dependent Variable: y1

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	y1, x1, x2[b]	.	Enter

a. Dependent Variable: y2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.710[a]	.505	.480	1.551

a. Predictors: (Constant), y1, x1, x2

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	147.099	3	49.033	20.376	.000[b]
	Residual	144.385	60	2.406		
	Total	291.484	63			

a. Dependent Variable: y2

a. Predictors: (Constant), y1, x1, x2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.116	2.489		.850	.399		
	x1	.288	.108	.253	2.662	.010	.915	1.093
	x2	.424	.113	.399	3.748	.000	.730	1.370
	y1	.409	.154	.290	2.651	.010	.690	1.448

a. Dependent Variable: y2

Coefficient Correlations[a]

Model			y1	x1	x2
1	Correlations	y1	1.000	-.235	-.496
		x1	-.235	1.000	-.032
		x2	-.496	-.032	1.000
	Covariances	y1	.024	-.004	-.009
		x1	-.004	.012	.000
		x2	-.009	.000	.013

a. Dependent Variable: y2

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	x1	x2	y1
1	1	3.975	1.000	.00	.00	.00	.00
	2	.014	17.159	.07	.14	.00	.69
	3	.008	22.849	.02	.36	.59	.23
	4	.004	32.323	.91	.50	.41	.08

a. Dependent Variable: y2

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	x2, x1[b]	.	Enter

a. Dependent Variable: y1

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.556[a]	.310	.287	1.287

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.262	2	22.631	13.672	.000[b]

	Residual	100.973	61	1.655		
	Total	146.234	63			

a. Dependent Variable: y1

b. Predictors: (Constant), x2, x1

Coefficients[a]

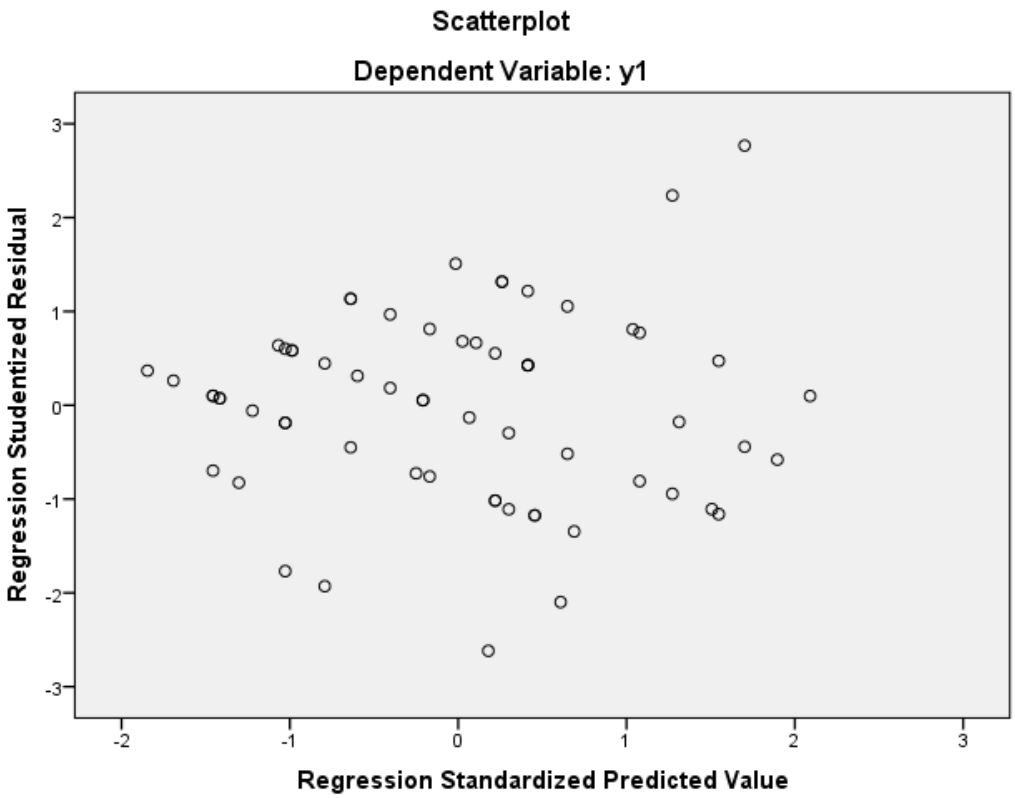
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.088	2.064		.043	.966
	x1	.165	.087	.204	1.889	.064
	x2	.364	.081	.483	4.466	.000

a. Dependent Variable: y1

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8.54	11.88	10.11	.848	64
Std. Predicted Value	-1.846	2.090	.000	1.000	64
Standard Error of Predicted Value	.161	.450	.269	.071	64
Adjusted Predicted Value	8.51	11.87	10.11	.851	64
Residual	-3.261	3.448	.000	1.266	64
Std. Residual	-2.535	2.680	.000	.984	64
Stud. Residual	-2.617	2.767	-.001	1.008	64
Deleted Residual	-3.477	3.676	-.003	1.328	64
Stud. Deleted Residual	-2.755	2.935	-.002	1.029	64
Mahal. Distance	.005	6.738	1.969	1.588	64
Cook's Distance	.000	.169	.017	.031	64
Centered Leverage Value	.000	.107	.031	.025	64

a. Dependent Variable: y1



Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	y1, x1, x2[b]	.	Enter

a. Dependent Variable: y2

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.710[a]	.505	.480	1.551

a. Predictors: (Constant), y1, x1, x2

b. Dependent Variable: y2

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	147.099	3	49.033	20.376	.000[b]

	Residual	144.385	60	2.406		
	Total	291.484	63			

a. Dependent Variable: y2

b. Predictors: (Constant), y1, x1, x2

Coefficients[a]

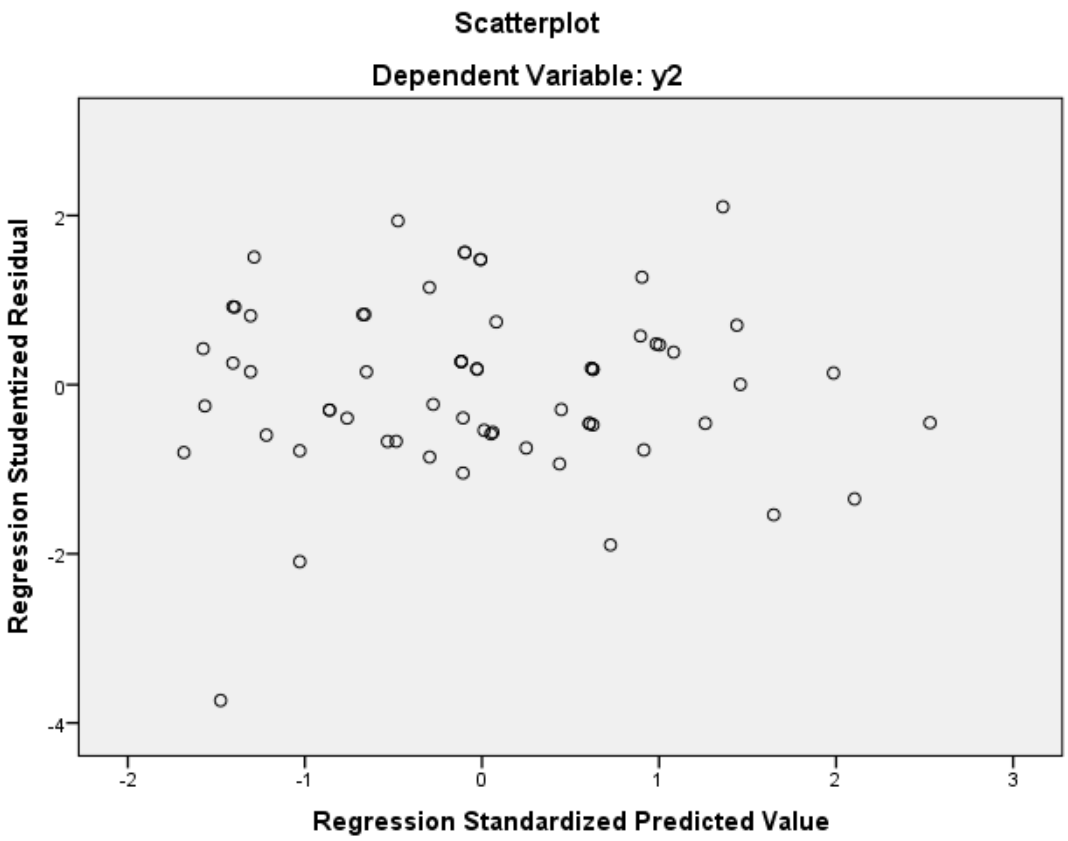
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.116	2.489		.850	.399
	x1	.288	.108	.253	2.662	.010
	x2	.424	.113	.399	3.748	.000
	y1	.409	.154	.290	2.651	.010

a. Dependent Variable: y2

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	17.19	23.63	19.77	1.528	64
Std. Predicted Value	-1.684	2.531	.000	1.000	64
Standard Error of Predicted Value	.216	.658	.375	.100	64
Adjusted Predicted Value	17.30	23.77	19.77	1.535	64
Residual	-5.510	3.155	.000	1.514	64
Std. Residual	-3.552	2.034	.000	.976	64
Stud. Residual	-3.733	2.103	-.001	1.010	64
Deleted Residual	-6.087	3.374	-.002	1.622	64
Stud. Deleted Residual	-4.225	2.167	-.007	1.049	64
Mahal. Distance	.236	10.339	2.953	2.166	64
Cook's Distance	.000	.365	.018	.048	64
Centered Leverage Value	.004	.164	.047	.034	64

a. Dependent Variable: y2



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		64
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.26599507
Most Extreme Differences	Absolute	.084
	Positive	.051
	Negative	-.084
Kolmogorov-Smirnov Z		.673
Asymp. Sig. (2-tailed)		.756

a. Test distribution is Normal.

b. Calculated from data.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		64
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.51387739
Most Extreme Differences	Absolute	.090
	Positive	.064
	Negative	-.090
Kolmogorov-Smirnov Z		.723
Asymp. Sig. (2-tailed)		.672

a. Test distribution is Normal.

b. Calculated from data.

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Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	x2, x1[b]	.	Enter

a. Dependent Variable: y1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.556[a]	.310	.287	1.287

a. Predictors: (Constant), x2, x1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.262	2	22.631	13.672	.000[b]
	Residual	100.973	61	1.655		
	Total	146.234	63			

a. Dependent Variable: y1

b. Predictors: (Constant), x2, x1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.088	2.064		.043	.966
	x1	.165	.087	.204	1.889	.064
	x2	.364	.081	.483	4.466	.000

a. Dependent Variable: y1

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	y1, x1, x2[b]	.	Enter

a. Dependent Variable: y2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.710[a]	.505	.480	1.551

a. Predictors: (Constant), y1, x1, x2

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	147.099	3	49.033	20.376	.000[b]
	Residual	144.385	60	2.406		
	Total	291.484	63			

a. Dependent Variable: y2

b. Predictors: (Constant), y1, x1, x2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.116	2.489		.850	.399
	x1	.288	.108	.253	2.662	.010
	x2	.424	.113	.399	3.748	.000
	y1	.409	.154	.290	2.651	.010

a. Dependent Variable: y2