

LAMPIRAN

QUESTIONER TESIS

“PERSEPSI BEBAN KERJA, LINGKUNGAN KERJA, STRESS KERJA DAN PENGARUHNYA TERHADAP KEPUASAN KERJA YANG DIMODERASI OLEH *COACHING*”

Identitas responden

- Nama :
- Jenis kelamin :
- Lama bekerja :

Petunjuk pengisian:

1. Mohon kuesioner ini diisi secara lengkap dari seluruh pernyataan yang telah disediakan
2. Berilah tanda (v) pada kolom jawaban yang tersedia
3. Terdapat 5(lima) alternatif pengisian jawaban, yaitu:

- SS (5) = Sangat Setuju
- S (4) = Setuju
- R (3) = Ragu –ragu
- TS (2) = Tidak Setuju
- STS (1)= Sangat Tidak Setuju

		STS	TS	R	S	SS
Beban Kerja		1	2	3	4	5
1	Hasil adalah satu-satunya tujuan pekerjaan saya					
2	Saya harus bekerja sangat cepat untuk menyelesaikan pekerjaan dan tanggung jawab yang saya pegang					
3	Saya senang dengan pekerjaan saya karena inovasi yang ada membuat saya selalu semangat dalam bekerja meskipun beban kerja bertambah					
Lingkungan Kerja		1	2	3	4	5

1	Keamanan di tempat kerja sudah mampu membuat saya bekerja dengan nyaman.					
2	Saya senang bekerja dengan rekan kerja yang dapat menciptakan suasana kerja yang harmonis satu dengan lainnya					
3	Para karyawan mendapat perlakuan secara adil					
Stres Kerja		1	2	3	4	5
1	Saya senang bekerja diperusahaan ini sehingga saya jarang mengalami gangguan aspek fisiologis (sakit kepala, tekanan darah naik, dll)					
2	Saya senang bekerja diperusahaan ini sehingga saya jarang mengalami gangguan aspek psikologis (kebosanan,kecemasan, ketidakpuasan,dll)					
3	Saya senang bekerja diperusahaan ini sehingga saya jarang mengalami gangguan aspek perilaku seperti perubahan produktifitas kerja, gangguan tidur,perubahan kebiasaan makan, meningkatkan konsumsi rokok dan alcohol, dll					
Coaching		1	2	3	4	5
1	<i>Coaching</i> meningkatkan performa kerja saya					
2	<i>Coaching</i> dapat meningkatkan potensi diri saya					
3	<i>Coaching</i> dapat memberikan dukungan pembelajaran untuk pengembangan diri saya					
4	<i>Coaching</i> mengubah persepsi saya mengenai beban kerja menjadi tantangan yang harus di capai					
Kepuasan Kerja		1	2	3	4	5
1	Saya akan merasa senang dan bahagia menghabiskan sisa karir saya untuk mengabdikan diperusahaan ini.					

2	Saya senang dengan pekerjaan saat ini karena sesuai dengan kemampuan saya sehingga hasil pekerjaan dapat optimal					
3	Saya senang jika saya dapat menjadi bagian dalam memajukan perusahaan ini kedepannya.					

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	52	2	5	4,44	,850
X1.2	52	1	5	3,44	,916
X1.3	52	2	5	4,19	,687
Valid N (listwise)	52				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	52	3	5	4,52	,577
X2.2	52	3	5	4,87	,397
X2.3	52	3	5	4,25	,653
Valid N (listwise)	52				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	52	1	5	3,87	,793
X3.2	52	1	5	3,92	,837
X3.3	52	1	5	4,06	,850
Valid N (listwise)	52				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Z1.1	52	3	5	4,42	,605
Z1.2	52	3	5	4,44	,639
Z1.3	52	3	5	4,46	,609
Z1.4	52	3	5	4,35	,738
Valid N (listwise)	52				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1.1	52	3	5	4,38	,631
Y1.2	52	3	5	4,31	,673
Y1.3	52	3	5	4,62	,530
Valid N (listwise)	52				

Correlations

		X1.1	X1.2	X1.3	Persepsi Beban Kerja
X1.1	Pearson Correlation	1	,373**	,456**	,768**
	Sig. (2-tailed)		,006	,001	,000
	N	52	52	52	52
X1.2	Pearson Correlation	,373**	1	,547**	,822**
	Sig. (2-tailed)	,006		,000	,000
	N	52	52	52	52
X1.3	Pearson Correlation	,456**	,547**	1	,805**
	Sig. (2-tailed)	,001	,000		,000
	N	52	52	52	52
Persepsi Beban Kerja	Pearson Correlation	,768**	,822**	,805**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	52	52	52	52

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

Correlations

		X2.1	X2.2	X2.3	Lingkungan Kerja
X2.1	Pearson Correlation	1	,311*	,429**	,783**
	Sig. (2-tailed)		,025	,001	,000
	N	52	52	52	52
X2.2	Pearson Correlation	,311*	1	,359**	,647**
	Sig. (2-tailed)	,025		,009	,000

Correlations

		X1.1	X1.2	X1.3	Persepsi Beban Kerja
X1.1	Pearson Correlation	1	,373**	,456**	,768**
	Sig. (2-tailed)		,006	,001	,000
	N	52	52	52	52
X1.2	Pearson Correlation	,373**	1	,547**	,822**
	Sig. (2-tailed)	,006		,000	,000
	N	52	52	52	52
X1.3	Pearson Correlation	,456**	,547**	1	,805**
	Sig. (2-tailed)	,001	,000		,000
	N	52	52	52	52
Persepsi Beban Kerja	Pearson Correlation	,768**	,822**	,805**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	52	52	52	52
	N	52	52	52	52
X2.3	Pearson Correlation	,429**	,359**	1	,833**
	Sig. (2-tailed)	,001	,009		,000
	N	52	52	52	52
Lingkungan Kerja	Pearson Correlation	,783**	,647**	,833**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	52	52	52	52

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

Correlations

		X1.1	X1.2	X1.3	Persepsi Beban Kerja
X1.1	Pearson Correlation	1	,373**	,456**	,768**
	Sig. (2-tailed)		,006	,001	,000
	N	52	52	52	52
X1.2	Pearson Correlation	,373**	1	,547**	,822**
	Sig. (2-tailed)	,006		,000	,000
	N	52	52	52	52
X1.3	Pearson Correlation	,456**	,547**	1	,805**
	Sig. (2-tailed)	,001	,000		,000
	N	52	52	52	52
Persepsi Beban Kerja	Pearson Correlation	,768**	,822**	,805**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	52	52	52	52

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

Correlations

Correlations

		X3.1	X3.2	X3.3	Stress Kerja
X3.1	Pearson Correlation	1	,841**	,798**	,933**
	Sig. (2-tailed)		,000	,000	,000
	N	52	52	52	52
X3.2	Pearson Correlation	,841**	1	,834**	,950**
	Sig. (2-tailed)	,000		,000	,000
	N	52	52	52	52
X3.3	Pearson Correlation	,798**	,834**	1	,936**
	Sig. (2-tailed)	,000	,000		,000
	N	52	52	52	52
Stress Kerja	Pearson Correlation	,933**	,950**	,936**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	52	52	52	52

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

Correlations

		Z1.1	Z1.2	Z1.3	Z1.4	Coaching
Z1.1	Pearson Correlation	1	,926**	,843**	,719**	,947**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	52	52	52	52	52
Z1.2	Pearson Correlation	,926**	1	,775**	,667**	,915**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	52	52	52	52	52

Correlations

		X3.1	X3.2	X3.3	Stress Kerja	
X3.1	Pearson Correlation	1	,841**	,798**	,933**	
	Sig. (2-tailed)		,000	,000	,000	
	N	52	52	52	52	
X3.2	Pearson Correlation	,841**	1	,834**	,950**	
	Sig. (2-tailed)	,000		,000	,000	
	N	52	52	52	52	
X3.3	Pearson Correlation	,798**	,834**	1	,936**	
	Sig. (2-tailed)	,000	,000		,000	
	N	52	52	52	52	
Stress Kerja	Pearson Correlation	,933**	,950**	,936**	1	
	Sig. (2-tailed)	,000	,000	,000		
	N	52	52	52	52	
Z1.3	Pearson Correlation	,843**	,775**	1	,772**	,923**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	52	52	52	52	52
Z1.4	Pearson Correlation	,719**	,667**	,772**	1	,875**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	52	52	52	52	52
Coaching	Pearson Correlation	,947**	,915**	,923**	,875**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	52	52	52	52	52

Correlations

		X3.1	X3.2	X3.3	Stress Kerja
X3.1	Pearson Correlation	1	,841**	,798**	,933**
	Sig. (2-tailed)		,000	,000	,000
	N	52	52	52	52
X3.2	Pearson Correlation	,841**	1	,834**	,950**
	Sig. (2-tailed)	,000		,000	,000
	N	52	52	52	52
X3.3	Pearson Correlation	,798**	,834**	1	,936**
	Sig. (2-tailed)	,000	,000		,000
	N	52	52	52	52
Stress Kerja	Pearson Correlation	,933**	,950**	,936**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	52	52	52	52

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

Correlations

Correlations

		Y1.1	Y1.2	Y1.3	Kepuasan Kerja
Y1.1	Pearson Correlation	1	,732**	,686**	,914**
	Sig. (2-tailed)		,000	,000	,000
	N	52	52	52	52
Y1.2	Pearson Correlation	,732**	1	,614**	,897**
	Sig. (2-tailed)	,000		,000	,000
	N	52	52	52	52
Y1.3	Pearson Correlation	,686**	,614**	1	,845**
	Sig. (2-tailed)	,000	,000		,000
	N	52	52	52	52
Kepuasan Kerja	Pearson Correlation	,914**	,897**	,845**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	52	52	52	52

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	52	100,0
	Excluded ^a	0	,0
	Total	52	100,0

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

Case Processing Summary

		N	%
Cases	Valid	52	100,0
	Excluded ^a	0	,0
	Total	52	100,0

Reliability Statistics

Cronbach's Alpha	N of Items
,705	3

Reliability

Case Processing Summary

		N	%
Cases	Valid	52	100,0
	Excluded ^a	0	,0
	Total	52	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,623	3

Case Processing Summary

		N	%
Cases	Valid	52	100,0
	Excluded ^a	0	,0
	Total	52	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,933	3

Reliability

Case Processing Summary

		N	%
Cases	Valid	52	100,0
	Excluded ^a	0	,0
	Total	52	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,931	4

Case Processing Summary

		N	%
Cases	Valid	52	100,0
	Excluded ^a	0	,0
	Total	52	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,859	3

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Kepuasan Kerja	13,31	1,627	52
Persepsi Beban Kerja	12,08	1,959	52
Lingkungan Kerja	13,63	1,253	52
Stress Kerja	11,85	2,330	52

Correlations

		Kepuasan Kerja	Persepsi Beban Kerja
Pearson Correlation	Kepuasan Kerja	1,000	,454
	Persepsi Beban Kerja	,454	1,000
	Lingkungan Kerja	,383	,275
	Stress Kerja	,416	,364
Sig. (1-tailed)	Kepuasan Kerja	.	,000
	Persepsi Beban Kerja	,000	.
	Lingkungan Kerja	,003	,024
	Stress Kerja	,001	,004
N	Kepuasan Kerja	52	52
	Persepsi Beban Kerja	52	52
	Lingkungan Kerja	52	52
	Stress Kerja	52	52

Correlations

		Lingkungan Kerja	Stress Kerja
Pearson Correlation	Kepuasan Kerja	,383	,416
	Persepsi Beban Kerja	,275	,364
	Lingkungan Kerja	1,000	,048
	Stress Kerja	,048	1,000
Sig. (1-tailed)	Kepuasan Kerja	,003	,001
	Persepsi Beban Kerja	,024	,004
	Lingkungan Kerja	.	,369
	Stress Kerja	,369	.
N	Kepuasan Kerja	52	52
	Persepsi Beban Kerja	52	52
	Lingkungan Kerja	52	52
	Stress Kerja	52	52

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Stress Kerja, Lingkungan Kerja, Persepsi Beban Kerja ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja



Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,600 ^a	,360	,320	1,342

a. Predictors: (Constant), Stress Kerja, Lingkungan Kerja, Persepsi Beban Kerja

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	Change Statistics				
	R Square Change	F Change	df1	df2	Sig. F Change
1	,360	8,991	3	48	,000

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,600 ^a	,360	,320	1,342

a. Predictors: (Constant), Stress Kerja, Lingkungan Kerja, Persepsi Beban Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48,596	3	16,199	8,991	,000 ^a
	Residual	86,481	48	1,802		
	Total	135,077	51			

a. Predictors: (Constant), Stress Kerja, Lingkungan Kerja, Persepsi Beban Kerja

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,894	2,251		1,286	,205
	Persepsi Beban Kerja	,216	,107	,260	2,017	,049

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,600 ^a	,360	,320	1,342

a. Predictors: (Constant), Stress Kerja, Lingkungan Kerja, Persepsi Beban Kerja

Lingkungan Kerja	,386	,156	,297	2,467	,017
Stress Kerja	,215	,087	,307	2,475	,017

a. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	Persepsi Beban Kerja	,454	,279	,233	,801	1,248
	Lingkungan Kerja	,383	,335	,285	,921	1,086
	Stress Kerja	,416	,336	,286	,865	1,156

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics^a

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,600 ^a	,360	,320	1,342

a. Predictors: (Constant), Stress Kerja, Lingkungan Kerja, Persepsi Beban Kerja

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Persepsi Beban Kerja
1	1	3,955	1,000	,00	,00
	2	,026	12,413	,02	,01
	3	,015	16,179	,06	,98
	4	,004	31,713	,92	,01

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions	
		Lingkungan Kerja	Stress Kerja
1	1	,00	,00
	2	,05	,88
	3	,05	,07
	4	,90	,05

a. Dependent Variable: Kepuasan Kerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10,40	15,14	13,31	,976	52
Std. Predicted Value	-2,974	1,881	,000	1,000	52
Standard Error of Predicted Value	,210	,944	,342	,150	52
Adjusted Predicted Value	10,31	15,16	13,29	1,020	52
Residual	-3,079	2,650	,000	1,302	52
Std. Residual	-2,294	1,974	,000	,970	52
Stud. Residual	-2,323	2,626	,005	1,022	52
Deleted Residual	-3,157	4,689	,017	1,470	52
Stud. Deleted Residual	-2,440	2,808	,005	1,045	52
Mahal. Distance	,271	24,223	2,942	4,564	52

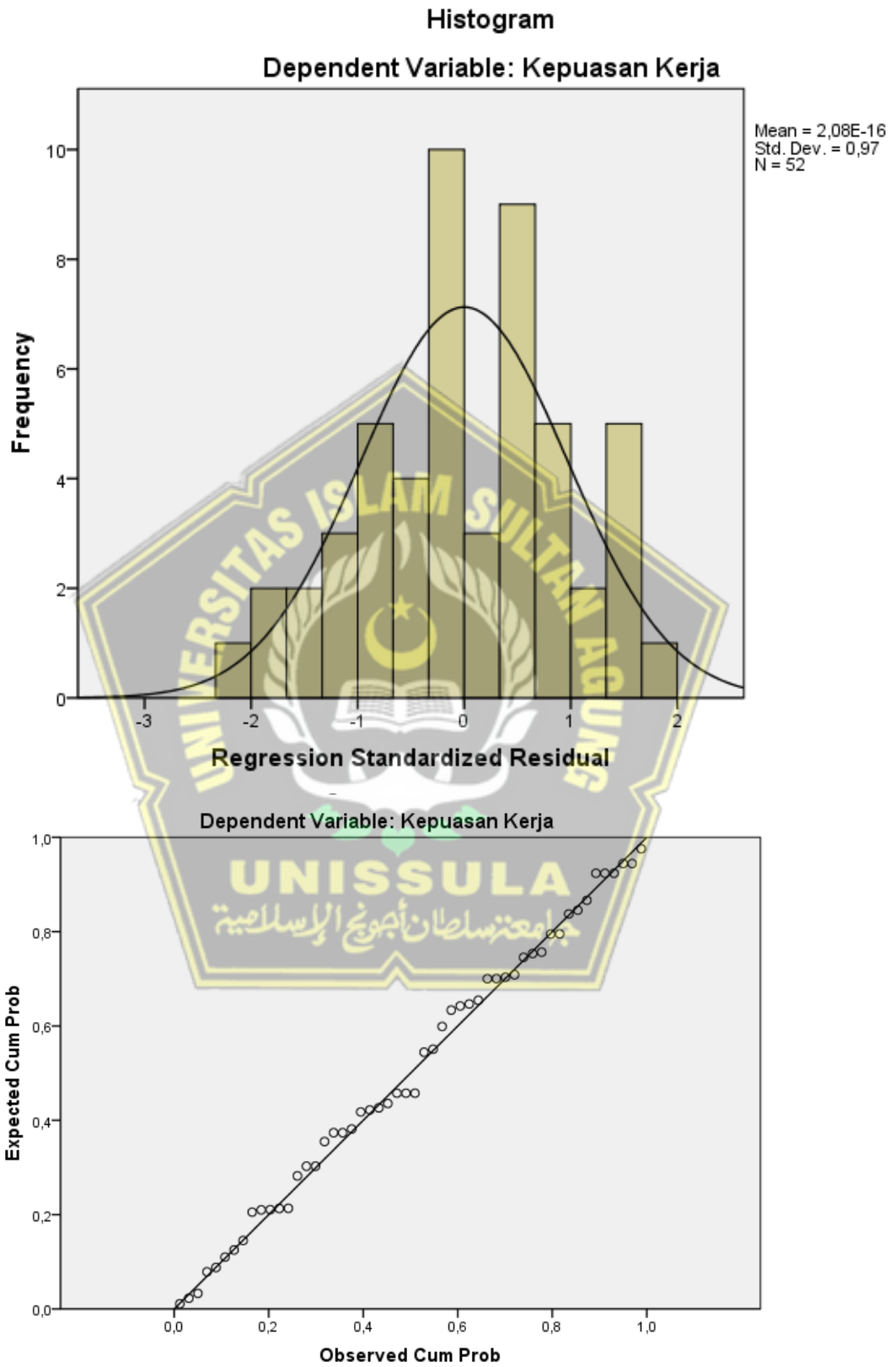
Collinearity Diagnostics^a

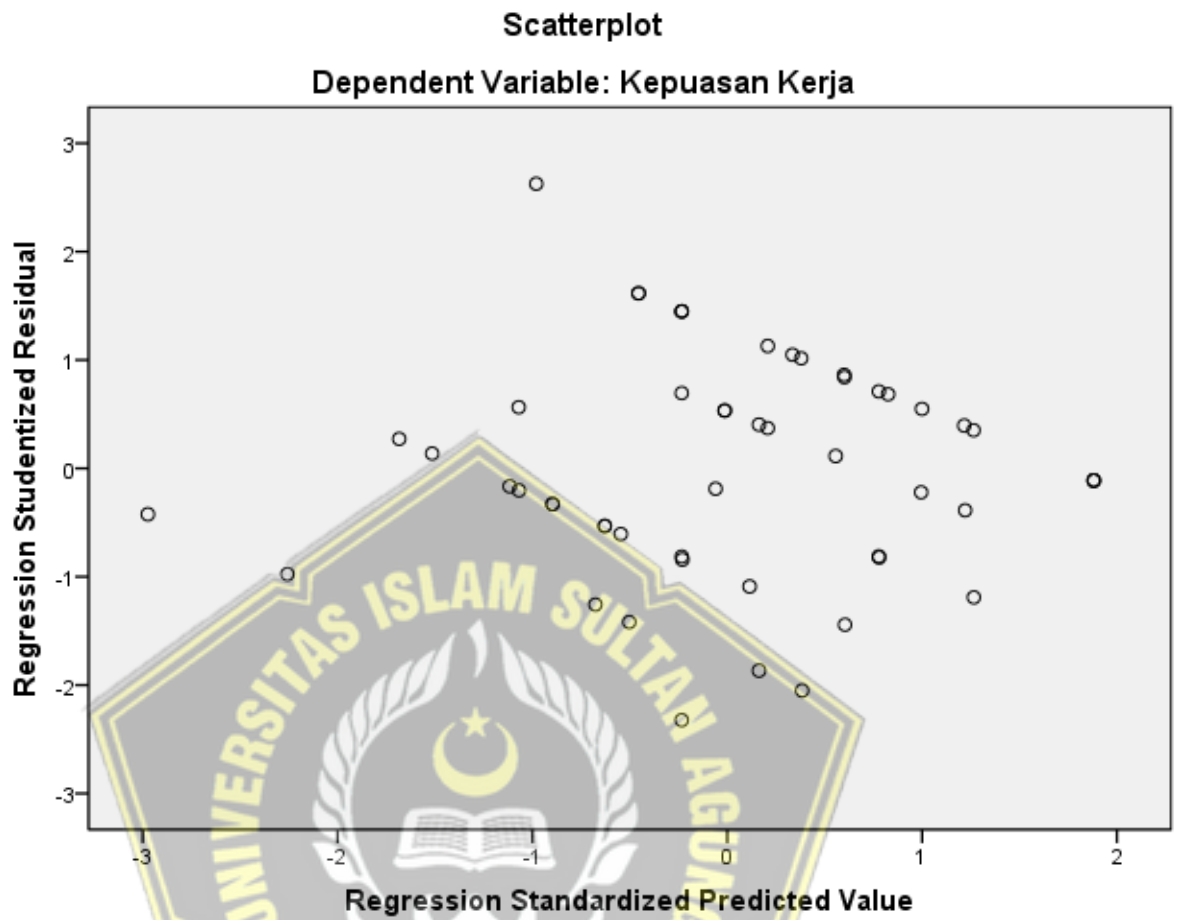
Model	Dimension	Variance Proportions				
		Lingkungan Kerja	Stress Kerja			
1	1	,00	,00			
	2	,05	,88			
	3	,05	,07			
	4	,90	,05			
Cook's Distance		,000	1,327	,038	,183	52
Centered Leverage Value		,005	,475	,058	,089	52

a. Dependent Variable: Kepuasan Kerja

Charts







Descriptive Statistics

	Mean	Std. Deviation	N
Kepuasan Kerja	13,31	1,627	52
Persepsi Beban Kerja	12,08	1,959	52
Lingkungan Kerja	13,63	1,253	52
Stress Kerja	11,85	2,330	52
Moderasi_X1_Z	216,0769	53,67946	52

Correlations

		Kepuasan Kerja	Persepsi Beban Kerja	Lingkungan Kerja
Pearson Correlation	Kepuasan Kerja	1,000	,454	,383
	Persepsi Beban Kerja	,454	1,000	,275
	Lingkungan Kerja	,383	,275	1,000
	Stress Kerja	,416	,364	,048
	Moderasi_X1_Z	,559	,905	,396
Sig. (1-tailed)	Kepuasan Kerja		,000	,003
	Persepsi Beban Kerja	,000		,024
	Lingkungan Kerja	,003	,024	
	Stress Kerja	,001	,004	,369
	Moderasi_X1_Z	,000	,000	,002
N	Kepuasan Kerja	52	52	52
	Persepsi Beban Kerja	52	52	52
	Lingkungan Kerja	52	52	52
	Stress Kerja	52	52	52
	Moderasi_X1_Z	52	52	52

Correlations

		Stress Kerja	Moderasi_X1_Z
Pearson Correlation	Kepuasan Kerja	,416	,559
	Persepsi Beban Kerja	,364	,905
	Lingkungan Kerja	,048	,396
	Stress Kerja	1,000	,426
	Moderasi_X1_Z	,426	1,000
Sig. (1-tailed)	Kepuasan Kerja	,001	,000
	Persepsi Beban Kerja	,004	,000
	Lingkungan Kerja	,369	,002
	Stress Kerja	.	,001
	Moderasi_X1_Z	,001	.
N	Kepuasan Kerja	52	52
	Persepsi Beban Kerja	52	52
	Lingkungan Kerja	52	52
	Stress Kerja	52	52
	Moderasi_X1_Z	52	52

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Moderasi_X1_Z , Lingkungan Kerja, Stress Kerja, Persepsi Beban Kerja ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,631 ^a	,399	,348	1,315

a. Predictors: (Constant), Moderasi_X1_Z, Lingkungan Kerja, Stress Kerja, Persepsi Beban Kerja

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	Change Statistics				
	R Square Change	F Change	df1	df2	Sig. F Change
1	,399	7,792	4	47	,000

b. Dependent Variable: Kepuasan Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	53,861	4	13,465	7,792	,000 ^a
	Residual	81,216	47	1,728		
	Total	135,077	51			

a. Predictors: (Constant), Moderasi_X1_Z, Lingkungan Kerja, Stress Kerja, Persepsi Beban Kerja

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,782	2,756		2,098	,041
	Persepsi Beban Kerja	-,135	,227	-,163	-,596	,554
	Lingkungan Kerja	,274	,166	,211	1,653	,105
	Stress Kerja	,171	,089	,244	1,926	,060
	Moderasi_X1_Z	,016	,009	,519	1,746	,087

a. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	Persepsi Beban Kerja	,454	-,087	-,067	,171	5,839
	Lingkungan Kerja	,383	,234	,187	,784	1,275
	Stress Kerja	,416	,270	,218	,795	1,258
	Moderasi_X1_Z	,559	,247	,197	,145	6,906

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Persepsi Beban Kerja	Lingkungan Kerja
1	1	4,929	1,000	,00	,00	,00
	2	,038	11,409	,03	,01	,02
	3	,026	13,875	,01	,00	,04
	4	,005	30,075	,12	,30	,44
	5	,002	50,735	,85	,69	,50

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions	
		Stress Kerja	Moderasi_X1_Z
1	1	,00	,00
	2	,03	,12
	3	,85	,00
	4	,02	,16
	5	,09	,73

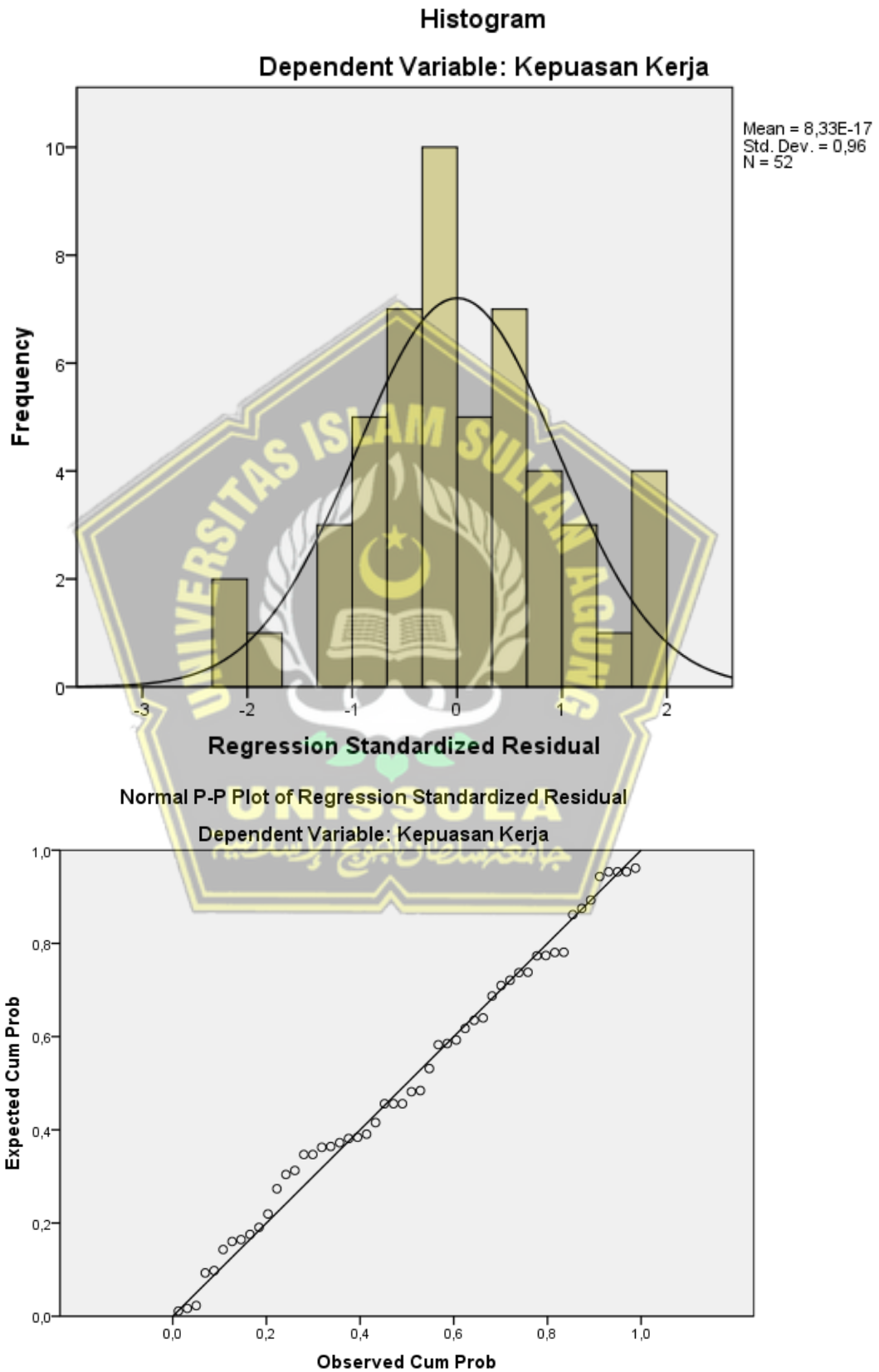
a. Dependent Variable: Kepuasan Kerja

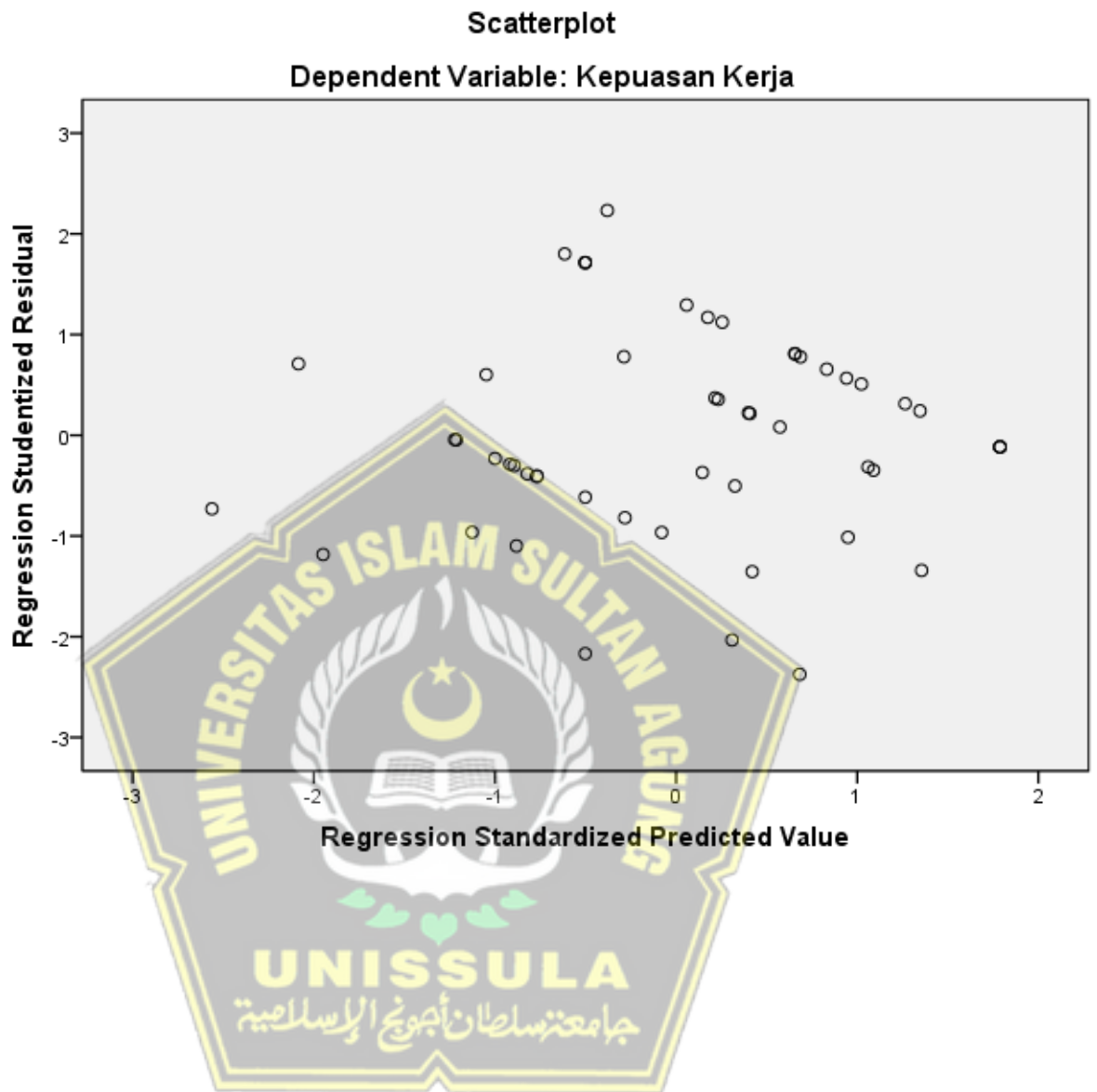
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10,67	15,15	13,31	1,028	52
Std. Predicted Value	-2,563	1,788	,000	1,000	52
Standard Error of Predicted Value	,243	,937	,382	,144	52
Adjusted Predicted Value	10,87	15,16	13,30	1,042	52
Residual	-3,009	2,325	,000	1,262	52
Std. Residual	-2,289	1,768	,000	,960	52
Stud. Residual	-2,373	2,232	,003	1,017	52
Deleted Residual	-3,235	4,133	,010	1,446	52
Stud. Deleted Residual	-2,503	2,335	,002	1,040	52
Mahal. Distance	,761	24,926	3,923	4,808	52
Cook's Distance	,000	,980	,034	,136	52
Centered Leverage Value	,015	,489	,077	,094	52

a. Dependent Variable: Kepuasan Kerja

Charts





NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	Unstandardized Residual
N		52	52
Normal Parameters ^{a,b}	Mean	,0000000	,0000000
	Std. Deviation	1,30219492	1,26193414
Most Extreme Differences	Absolute	,063	,072
	Positive	,063	,056
	Negative	-,061	-,072
Kolmogorov-Smirnov Z		,455	,517
Asymp. Sig. (2-tailed)		,986	,952

a. Test distribution is Normal.

b. Calculated from data.

