

# LAMPIRAN

Lampiran 1 Try Out Skala *Self Efficacy*(X) dan Komitmen organisasi(Y)

### KUISIONER PENELITIAN

*Assalamu 'alaikum, Warahamatullahi Wabarakatuh*

Saya Risyda Emiliya mahasiswa dari Program Studi Psikologi Islam, Fakultas Ushuluddin dan Humaniora. UIN Antasari Banjarmasin. Dalam rangka memenuhi tugas Akhir/Skripsi saya yang berjudul “**Pengaruh *Self Efficacy* Terhadap Komitmen Organisasi Pada Pengurus Organisasi Mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin**”. Mohon bantuan dan ketersediaan Saudara/i untuk berpartisipasi mengisi kuisioner dengan tujuan untuk mengetahui Pengaruh *Self Efficacy* Terhadap Komitmen Organisasi Pada Mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin. Seluruh data akan dijaga kerahasiannya dan hanya digunakan untuk keperluan penelitian saja

#### IDETITAS RESPONDEN

Nama/Inisial :  
 Jenis Kelamin :  
 Jurusan :  
 Fakultas :  
 Angkatan :  
 Organisasi yang diikuti :

#### **Angket *Self Efficacy***

Jawablah pertanyaan berikut dengan memberikan tanda (✓) pada kotak pilihan yang telah disediakan. Jawablah pernyataan tersebut dengan sejujur-jujurnya sesuai berdasarkan kondisi yang paling menggambarkan diri anda.

Keterangan:

SS : Sangat Setuju

S : Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

| No | Pernyataan                                                                                                | SS | S | TS | STS |
|----|-----------------------------------------------------------------------------------------------------------|----|---|----|-----|
| 1  | Saya memahami pentingnya menyelesaikan tugas di organisasi untuk mencapai tujuan bersama                  |    |   |    |     |
| 2  | Saya tidak memerlukan waktu yang lama untuk menyesuaikan diri dengan organisasi yang saya ikuti           |    |   |    |     |
| 3  | Saya yakin pada diri saya sendiri pasti berhasil dalam menyelesaikan tugas yang diberikan oleh organisasi |    |   |    |     |
| 4  | Saya kira wajar ketika ada kegiatan organisasi dan menjalankan kepanitiaan sampai larut malam             |    |   |    |     |
| 5  | Saya berusaha menjalankan tugas organisasi meskipun sedang kurang sehat                                   |    |   |    |     |
| 6  | Saya akan menyerah jika dirasa tugas organisasi terasa berat untuk saya selesaikan                        |    |   |    |     |
| 7  | Saat diberi tugas organisasi saya langsung menyelesaikannya                                               |    |   |    |     |
| 8  | Saya mudah akrab dengan anggota organisasi yang baru                                                      |    |   |    |     |
| 9  | Saya kurang percaya diri saat diberi tanggung jawab memimpin kegiatan organisasi                          |    |   |    |     |
| 10 | Saya memahami strategi yang efektif untuk meredakan ketegangan dalam organisasi                           |    |   |    |     |
| 11 | Saya merasa tidak nyaman secara emosional ketika acara organisasi tersebut membosankan                    |    |   |    |     |
| 12 | Saya mampu menjalankan tugas organisasi meskipun tugas perkuliahan saya banyak                            |    |   |    |     |
| 13 | Saya akan melakukan evaluasi kegiatan agar kegiatan selanjutnya berjalan sukses                           |    |   |    |     |
| 14 | Saya berkomitmen untuk menyelesaikan kegiatan organisasi yang saya ikuti                                  |    |   |    |     |
| 15 | Saya berusaha maksimal dalam menyelesaikan tugas organisasi                                               |    |   |    |     |
| 16 | Saya ragu dengan kemampuan yang saya miliki dalam menyelesaikan tugas organisasi                          |    |   |    |     |
| 17 | Saya merasa tertekan dengan jabatan baru saya di organisasi                                               |    |   |    |     |
| 18 | Saya yakin menyelesaikan tugas dengan cepat itu penting                                                   |    |   |    |     |
| 19 | Saya tidak pernah mengeluh dalam menjalankan tugas organisasi ini                                         |    |   |    |     |
| 20 | Saya merasa yakin setiap masalah dalam pelaksanaan tugas dapat diatasi                                    |    |   |    |     |
| 21 | Pengalaman saya membantu saya dalam menyelesaikan tugas organisasi                                        |    |   |    |     |

|    |                                                                                                                         |  |  |  |  |
|----|-------------------------------------------------------------------------------------------------------------------------|--|--|--|--|
| 22 | Saya mengalami kesulitan saat beradaptasi dengan lingkungan organisasi yang baru                                        |  |  |  |  |
| 23 | Saya bersedia menyelesaikan tugas organisasi, bahkan jika tugas tersebut sulit                                          |  |  |  |  |
| 24 | Saya akan menghindari tugas organisasi yang sulit                                                                       |  |  |  |  |
| 25 | Saya akan menunda dalam mengerjakan tugas organisasi ketika deadlinenya masih lama                                      |  |  |  |  |
| 26 | Saya tidak yakin bisa menyelesaikan tugas organisasi ketika tugas tersebut berat                                        |  |  |  |  |
| 27 | Saya ragu akan kemampuan saya dalam menyelesaikan tugas organisasi                                                      |  |  |  |  |
| 28 | Saya tidak akan menjalankan tugas organisasi jika merasa kesulitan                                                      |  |  |  |  |
| 29 | Pengalaman kegagalan dalam menjalankan tugas organisasi membuat saya memilih menyelesaikan jobdesk organisasi yang lain |  |  |  |  |
| 30 | Saya akan mendahulukan tugas yang lain daripada tugas dari organisasi                                                   |  |  |  |  |
| 31 | Saya akan siap kapanpun dan dimanapun untuk mengkoordinir anggota organisasi meskipun sifatnya mendesak                 |  |  |  |  |
| 32 | Saya pikir wajar menghindari tugas yang berat dalam organisasi                                                          |  |  |  |  |
| 33 | Saya pikir komplain adalah wajar ketika tugas organisasi yang diberikan kepada saya sulit                               |  |  |  |  |
| 34 | Saya mudah terpancing emosi ketika ada anggota yang menyudutkan saya di organisasi                                      |  |  |  |  |

### Angket Komitmen Organisasi

Jawablah pertanyaan berikut dengan memberikan tanda (✓) pada kotak pilihan yang telah disediakan. Jawablah pernyataan tersebut dengan sejujur-juurnya sesuai berdasarkan kondisi yang paling menggambarkan diri anda.

Keterangan:

SS : Sangat Setuju

S : Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

| No | Pernyataan                                                                                                                          | SS | S | TS | STS |
|----|-------------------------------------------------------------------------------------------------------------------------------------|----|---|----|-----|
| 1  | Saya merasa nyaman dengan lingkungan organisasi yang saya ikuti                                                                     | 4  | 3 | 2  | 1   |
| 2  | Saya meluangkan waktu untuk mengikuti rangkaian kegiatan organisasi                                                                 | 4  | 3 | 2  | 1   |
| 3  | Saya menceritakan sisi buruk organisasi pada orang diluar organisasi                                                                | 1  | 2 | 3  | 4   |
| 4  | Saya berkomitmen untuk terus memperkuat dan mempertahankan rasa kekeluargaan di dalam organisasi yang saya ikuti                    | 4  | 3 | 2  | 1   |
| 5  | Kehadiran saya tidak dihargai di organisasi saat ini                                                                                | 1  | 2 | 3  | 4   |
| 6  | Saya sadar bahwa saya memiliki tanggung jawab penuh atas organisasi ini                                                             | 4  | 3 | 2  | 1   |
| 7  | Saya merasa bangga dan memiliki rasa emosional yang kuat terhadap organisasi ini, sehingga saya ingin tetap menjadi bagiannya       | 4  | 3 | 2  | 1   |
| 8  | Saya merasa marah dan kecewa jika hasil keputusan bersama tidak sesuai dengan keinginan saya                                        | 1  | 2 | 3  | 4   |
| 9  | Saya memahami bahwa masalah yang terjadi dalam organisasi dapat berdampak pada saya juga                                            | 4  | 3 | 2  | 1   |
| 10 | Saya tidak memperlumaskan waktu luang saya terpakai untuk kegiatan organisasi                                                       | 4  | 3 | 2  | 1   |
| 11 | Saat rapat, saya ikut menyuarakan pendapat saya terkait topik yang sedang dibahas                                                   | 4  | 3 | 2  | 1   |
| 12 | Saya merasa tertekan dengan banyaknya kegiatan didalam organisasi                                                                   | 1  | 2 | 3  | 4   |
| 13 | Saat perekrutan anggota baru saya ikut serta mempromosikan organisasi yang saya ikuti                                               | 4  | 3 | 2  | 1   |
| 14 | Saya tetap didalam organisasi ini karena organisasi memiliki jangkauan wawasan yang luas                                            | 4  | 3 | 2  | 1   |
| 15 | Saya tetap berada dalam organisasi ini karena berat hati meninggalkan teman-teman saya di organisasi                                | 4  | 3 | 2  | 1   |
| 16 | Saya akan menerapkan dan mengembangkan ilmu keorganisasian yang saya pelajari dari organisasi ini                                   | 4  | 3 | 2  | 1   |
| 17 | Saya menyadari bahwa menjaga nama baik organisasi di setiap lingkungan itu penting                                                  | 4  | 3 | 2  | 1   |
| 18 | Saya selalu taat pada peraturan yang dibuat oleh organisasi meskipun ada beberapa peraturan yang tidak cocok dengan saya            | 4  | 3 | 2  | 1   |
| 19 | Bagi saya tidak mengikuti kegiatan organisasi bukanlah masalah yang besar                                                           | 1  | 2 | 3  | 4   |
| 20 | Saya pikir wajar menolak untuk dijadikan panitia dalam acara organisasi                                                             | 1  | 2 | 3  | 4   |
| 21 | Saya merasa beruntung bisa bergabung dalam organisasi ini karena memiliki hubungan yang baik dengan perusahaan atau lembaga-lembaga | 4  | 3 | 2  | 1   |

|    |                                                                                                                                                   |   |   |   |   |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|
| 22 | Tidak ada paksaan dari luar diri saya untuk tetap bertahan dalam organisasi ini                                                                   | 4 | 3 | 2 | 1 |
| 23 | Saya tidak mendapatkan apa-apa dari organisasi ini, baik wawasan maupun pengetahuan                                                               | 1 | 2 | 3 | 4 |
| 24 | Saya tidak ada rencana untuk keluar dari organisasi ini                                                                                           | 4 | 3 | 2 | 1 |
| 25 | Saya menyadari bahwa fokus pada suatu organisasi akan memungkinkan saya berkontribusi lebih optimal dan mengelola waktu saya dengan lebih efektif | 4 | 3 | 2 | 1 |
| 26 | Saya menghindari ketika ada kegiatan organisasi                                                                                                   | 1 | 2 | 3 | 4 |
| 27 | Saya menyadari bahwa partisipasi aktif dalam organisasi merupakan faktor penting untuk menjaga kelanjutan dan kemajuan organisasi                 | 4 | 3 | 2 | 1 |
| 28 | Saya mengabaikan berbagai kegiatan di organisasi                                                                                                  | 1 | 2 | 3 | 4 |
| 29 | Saya merasa waktu saya terbuang sia-sia ketika mengikuti kegiatan didalam organisasi ini                                                          | 1 | 2 | 3 | 4 |
| 30 | Saya akan mengikuti kegiatan organisasi semau saya                                                                                                | 1 | 2 | 3 | 4 |
| 31 | Saya terpaksa bertahan dalam organisasi ini karena tuntutan jabatan                                                                               | 1 | 2 | 3 | 4 |
| 32 | Tidak ada pengalaman yang dapat saya ambil selama mengikuti organisasi ini                                                                        | 1 | 2 | 3 | 4 |
| 33 | Bagi saya, organisasi ini adalah tempat saya ketika saya sedang tidak ada teman untuk diajak bermain atau nongkrong                               | 1 | 2 | 3 | 4 |
| 34 | Saya tidak mendapat izin orangtua mengikuti organisasi lain selain organisasi ini                                                                 | 1 | 2 | 3 | 4 |
| 35 | Ketika saya merasa sudah bosan dengan organisasi ini, saya akan mencari organisasi yang lebih baik                                                | 1 | 2 | 3 | 4 |





## Lampiran 3 Hasil Uji Validitas Try Out Skala Komitmen Organisasi

| Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 | X14 | X15 | X16 | X17 | X18 |
|-----------|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| R1        | 3  | 4  | 4  | 4  | 4  | 3  | 3  | 4  | 3  | 3   | 4   | 4   | 4   | 2   | 3   | 4   | 3   | 4   |
| R2        | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| R3        | 3  | 4  | 3  | 3  | 2  | 1  | 2  | 1  | 3  | 3   | 3   | 4   | 3   | 2   | 3   | 3   | 2   | 3   |
| R4        | 4  | 3  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4   | 2   | 4   | 3   | 4   | 4   | 4   | 4   | 4   |
| R5        | 3  | 4  | 3  | 3  | 3  | 4  | 2  | 3  | 2  | 3   | 2   | 3   | 3   | 4   | 2   | 3   | 2   | 3   |
| R6        | 2  | 3  | 4  | 2  | 3  | 3  | 4  | 3  | 3  | 2   | 2   | 3   | 3   | 2   | 4   | 3   | 4   | 3   |
| R7        | 3  | 4  | 3  | 3  | 4  | 4  | 3  | 4  | 4  | 3   | 4   | 3   | 3   | 2   | 3   | 4   | 3   | 4   |
| R8        | 3  | 4  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   |
| R9        | 2  | 3  | 4  | 4  | 3  | 2  | 3  | 4  | 3  | 3   | 2   | 3   | 4   | 4   | 3   | 3   | 3   | 2   |
| R10       | 4  | 3  | 4  | 3  | 4  | 3  | 3  | 3  | 4  | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 4   | 2   |
| R11       | 4  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 1  | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 3   |
| R12       | 4  | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 3   | 4   | 2   | 3   | 4   | 3   | 4   | 3   | 4   |
| R13       | 3  | 4  | 3  | 3  | 2  | 3  | 4  | 3  | 2  | 2   | 4   | 3   | 4   | 3   | 2   | 2   | 3   | 3   |
| R14       | 4  | 3  | 2  | 4  | 1  | 2  | 2  | 3  | 1  | 3   | 3   | 3   | 3   | 3   | 2   | 1   | 2   | 3   |
| R15       | 3  | 3  | 3  | 4  | 3  | 4  | 3  | 3  | 4  | 3   | 3   | 3   | 3   | 4   | 2   | 3   | 4   | 3   |
| R16       | 2  | 3  | 1  | 1  | 2  | 3  | 4  | 3  | 4  | 2   | 2   | 2   | 3   | 1   | 2   | 2   | 2   | 4   |
| R17       | 3  | 2  | 4  | 4  | 4  | 2  | 2  | 3  | 3  | 3   | 2   | 4   | 2   | 3   | 3   | 3   | 3   | 2   |
| R18       | 3  | 2  | 2  | 3  | 3  | 4  | 3  | 4  | 4  | 2   | 2   | 2   | 2   | 3   | 4   | 3   | 2   | 2   |
| R19       | 3  | 4  | 3  | 4  | 3  | 3  | 4  | 4  | 4  | 4   | 3   | 4   | 3   | 4   | 4   | 3   | 2   | 3   |
| R20       | 3  | 3  | 3  | 4  | 4  | 3  | 3  | 4  | 4  | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 2   |
| R21       | 3  | 2  | 3  | 3  | 4  | 3  | 3  | 3  | 4  | 2   | 3   | 3   | 4   | 3   | 4   | 3   | 4   | 3   |
| R22       | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 4   |
| R23       | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   |
| R24       | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 2  | 4   | 3   | 4   | 4   | 3   | 3   | 2   | 3   | 3   |
| R25       | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3   | 3   | 4   | 2   | 3   | 3   | 4   | 3   | 2   |
| R26       | 1  | 2  | 3  | 3  | 3  | 3  | 2  | 1  | 2  | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 3   | 2   |
| R27       | 1  | 1  | 2  | 4  | 4  | 3  | 3  | 2  | 4  | 2   | 2   | 3   | 2   | 3   | 1   | 3   | 2   | 2   |
| R28       | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 2  | 3  | 2   | 4   | 3   | 2   | 3   | 3   | 2   | 4   | 3   |

|            |             |             |             |            |             |             |             |             |             |             |             |             |             |             |             |             |             |             |
|------------|-------------|-------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| R29        | 2           | 2           | 3           | 2          | 2           | 2           | 3           | 3           | 3           | 3           | 3           | 3           | 3           | 3           | 4           | 2           | 3           | 4           |
| R30        | 3           | 3           | 3           | 3          | 2           | 3           | 2           | 4           | 3           | 3           | 3           | 3           | 3           | 3           | 4           | 3           | 3           | 3           |
| Rhitung    | 0,5143<br>8 | 0,5129<br>9 | 0,6455<br>7 | 0,419<br>3 | 0,4775<br>5 | 0,4055<br>8 | 0,4135<br>4 | 0,6373<br>8 | 0,5019<br>1 | 0,7043<br>9 | 0,4406<br>6 | 0,4677<br>4 | 0,5014<br>5 | 0,5560<br>8 | 0,5713<br>7 | 0,7369<br>3 | 0,5167<br>8 | 0,4019<br>9 |
| R Tabel    | 0,349       | 0,349       | 0,349       | 0,349      | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       | 0,349       |
| Keterangan | valid       | valid       | valid       | valid      | valid       | valid       | valid       | valid       | valid       | valid       | valid       | valid       | valid       | valid       | valid       | valid       | valid       | valid       |

| Responden | X19 | X20 | X21 | X22 | X23 | X24 | X25 | X26 | X27 | X28 | X29 | X30 | X31 | X32 | X33 | X34 | X35 | TOTAL |
|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| R1        | 2   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 118   |
| R2        | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 140   |
| R3        | 3   | 4   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 4   | 3   | 4   | 3   | 3   | 100   |
| R4        | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 2   | 121   |
| R5        | 4   | 3   | 2   | 4   | 4   | 3   | 4   | 2   | 4   | 4   | 2   | 2   | 3   | 4   | 3   | 3   | 3   | 106   |
| R6        | 2   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 2   | 2   | 4   | 3   | 4   | 2   | 4   | 108   |
| R7        | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 119   |
| R8        | 2   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 2   | 3   | 104   |
| R9        | 3   | 2   | 1   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 109   |
| R10       | 3   | 4   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 3   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 112   |
| R11       | 3   | 2   | 3   | 2   | 3   | 4   | 3   | 3   | 3   | 4   | 2   | 3   | 2   | 3   | 3   | 3   | 1   | 95    |
| R12       | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 3   | 4   | 4   | 3   | 4   | 3   | 122   |
| R13       | 3   | 2   | 4   | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 102   |
| R14       | 3   | 3   | 2   | 3   | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 2   | 3   | 2   | 2   | 2   | 87    |
| R15       | 3   | 2   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 1   | 3   | 3   | 3   | 111   |
| R16       | 4   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 1   | 3   | 3   | 1   | 2   | 2   | 1   | 2   | 83    |
| R17       | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 4   | 103   |
| R18       | 3   | 2   | 3   | 2   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 2   | 4   | 2   | 3   | 2   | 4   | 102   |
| R19       | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 122   |
| R20       | 3   | 4   | 3   | 4   | 2   | 3   | 4   | 2   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 3   | 115   |
| R21       | 3   | 3   | 3   | 2   | 4   | 2   | 3   | 3   | 2   | 2   | 2   | 2   | 4   | 4   | 4   | 3   | 3   | 106   |
| R22       | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 2   | 121   |
| R23       | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 132   |
| R24       | 4   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 2   | 108   |



#### Lampiran 4 Skala *Self Efficacy*(X) dan Komitmen Organisasi(Y)

### KUISIONER PENELITIAN

*Assalamu'alaikum, Warahamatullahi Wabarakatuh*

Saya Risyda Emiliya mahasiswa dari Program Studi Psikologi Islam, Fakultas Ushuluddin dan Humaniora. UIN Antasari Banjarmasin. Dalam rangka memenuhi tugas Akhir/Skripsi saya yang berjudul “**Pengaruh *Self Efficacy* Terhadap Komitmen Organisasi Pada Pengurus Organisasi Mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin**”. Mohon bantuan dan ketersediaan Saudara/i untuk berpartisipasi mengisi kuisisioner dengan tujuan untuk mengetahui Pengaruh *Self Efficacy* Terhadap Komitmen Organisasi Pada Mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin. Seluruh data akan dijaga kerahasiannya dan hanya digunakan untuk keperluan penelitian saja

### IDETITAS RESPONDEN

|                         |   |
|-------------------------|---|
| Nama/Inisial            | : |
| Jenis Kelamin           | : |
| Jurusan                 | : |
| Fakultas                | : |
| Angkatan                | : |
| Organisasi yang diikuti | : |

### Angket *Self Efficacy*

Jawablah pertanyaan berikut dengan memberikan tanda (✓) pada kotak pilihan yang telah disediakan. Jawablah pernyataan tersebut dengan sejujur-jujurnya sesuai berdasarkan kondisi yang paling menggambarkan diri anda.

Keterangan:

SS : Sangat Setuju

S : Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

| No | Pernyataan                                                                                                | SS | S | TS | STS |
|----|-----------------------------------------------------------------------------------------------------------|----|---|----|-----|
| 1  | Saya memahami pentingnya menyelesaikan tugas di organisasi untuk mencapai tujuan bersama                  |    |   |    |     |
| 2  | Saya tidak memerlukan waktu yang lama untuk menyesuaikan diri dengan organisasi yang saya ikuti           |    |   |    |     |
| 3  | Saya yakin pada diri saya sendiri pasti berhasil dalam menyelesaikan tugas yang diberikan oleh organisasi |    |   |    |     |
| 4  | Saya kira wajar ketika ada kegiatan organisasi dan menjalankan kepanitiaan sampai larut malam             |    |   |    |     |
| 5  | Saya berusaha menjalankan tugas organisasi meskipun sedang kurang sehat                                   |    |   |    |     |
| 6  | Saya akan menyerah jika dirasa tugas organisasi terasa berat untuk saya selesaikan                        |    |   |    |     |
| 7  | Saat diberi tugas organisasi saya langsung menyelesaikannya                                               |    |   |    |     |
| 8  | Saya mudah akrab dengan anggota organisasi yang baru                                                      |    |   |    |     |
| 9  | Saya kurang percaya diri saat diberi tanggung jawab memimpin kegiatan organisasi                          |    |   |    |     |
| 10 | Saya memahami strategi yang efektif untuk meredakan ketegangan dalam organisasi                           |    |   |    |     |
| 11 | Saya merasa tidak nyaman secara emosional ketika acara organisasi tersebut membosankan                    |    |   |    |     |
| 12 | Saya mampu menjalankan tugas organisasi meskipun tugas perkuliahan saya banyak                            |    |   |    |     |
| 13 | Saya akan melakukan evaluasi kegiatan agar kegiatan selanjutnya berjalan sukses                           |    |   |    |     |
| 14 | Saya berkomitmen untuk menyelesaikan kegiatan organisasi yang saya ikuti                                  |    |   |    |     |
| 15 | Saya berusaha maksimal dalam menyelesaikan tugas organisasi                                               |    |   |    |     |
| 16 | Saya ragu dengan kemampuan yang saya miliki dalam menyelesaikan tugas organisasi                          |    |   |    |     |
| 17 | Saya merasa tertekan dengan jabatan baru saya di organisasi                                               |    |   |    |     |
| 18 | Saya yakin menyelesaikan tugas dengan cepat itu penting                                                   |    |   |    |     |

|    |                                                                                                                         |  |  |  |  |
|----|-------------------------------------------------------------------------------------------------------------------------|--|--|--|--|
| 19 | Saya tidak pernah mengeluh dalam menjalankan tugas organisasi ini                                                       |  |  |  |  |
| 20 | Saya merasa yakin setiap masalah dalam pelaksanaan tugas dapat diatasi                                                  |  |  |  |  |
| 21 | Pengalaman saya membantu saya dalam menyelesaikan tugas organisasi                                                      |  |  |  |  |
| 22 | Saya mengalami kesulitan saat beradaptasi dengan lingkungan organisasi yang baru                                        |  |  |  |  |
| 23 | Saya bersedia menyelesaikan tugas organisasi, bahkan jika tugas tersebut sulit                                          |  |  |  |  |
| 24 | Saya akan menghindari tugas organisasi yang sulit                                                                       |  |  |  |  |
| 25 | Saya akan menunda dalam mengerjakan tugas organisasi ketika deadlinenya masih lama                                      |  |  |  |  |
| 26 | Saya tidak yakin bisa menyelesaikan tugas organisasi ketika tugas tersebut berat                                        |  |  |  |  |
| 27 | Saya ragu akan kemampuan saya dalam menyelesaikan tugas organisasi                                                      |  |  |  |  |
| 28 | Saya tidak akan menjalankan tugas organisasi jika merasa kesulitan                                                      |  |  |  |  |
| 29 | Pengalaman kegagalan dalam menjalankan tugas organisasi membuat saya memilih menyelesaikan jobdesk organisasi yang lain |  |  |  |  |
| 30 | Saya akan mendahulukan tugas yang lain daripada tugas dari organisasi                                                   |  |  |  |  |
| 31 | Saya akan siap kapanpun dan dimanapun untuk mengkoordinir anggota organisasi meskipun sifatnya mendesak                 |  |  |  |  |
| 32 | Saya pikir wajar menghindari tugas yang berat dalam organisasi                                                          |  |  |  |  |
| 33 | Saya pikir komplain adalah wajar ketika tugas organisasi yang diberikan kepada saya sulit                               |  |  |  |  |
| 34 | Saya mudah terpancing emosi ketika ada anggota yang menyudutkan saya di organisasi                                      |  |  |  |  |

### Angket Komitmen Organisasi

Jawablah pertanyaan berikut dengan memberikan tanda (✓) pada kotak pilihan yang telah disediakan. Jawablah pernyataan tersebut dengan sejujur-jujurnya sesuai berdasarkan kondisi yang paling menggambarkan diri anda.

Keterangan:

SS : Sangat Setuju

S : Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

| No | Pernyataan                                                                                                                    | SS | S | TS | STS |
|----|-------------------------------------------------------------------------------------------------------------------------------|----|---|----|-----|
| 1  | Saya merasa nyaman dengan lingkungan organisasi yang saya ikuti                                                               | 4  | 3 | 2  | 1   |
| 2  | Saya meluangkan waktu untuk mengikuti rangkaian kegiatan organisasi                                                           | 4  | 3 | 2  | 1   |
| 3  | Saya menceritakan sisi buruk organisasi pada orang diluar organisasi                                                          | 1  | 2 | 3  | 4   |
| 4  | Saya berkomitmen untuk terus memperkuat dan mempertahankan rasa kekeluargaan di dalam organisasi yang saya ikuti              | 4  | 3 | 2  | 1   |
| 5  | Kehadiran saya tidak dihargai di organisasi saat ini                                                                          | 1  | 2 | 3  | 4   |
| 6  | Saya sadar bahwa saya memiliki tanggung jawab penuh atas organisasi ini                                                       | 4  | 3 | 2  | 1   |
| 7  | Saya merasa bangga dan memiliki rasa emosional yang kuat terhadap organisasi ini, sehingga saya ingin tetap menjadi bagiannya | 4  | 3 | 2  | 1   |
| 8  | Saya merasa marah dan kecewa jika hasil keputusan bersama tidak sesuai dengan keinginan saya                                  | 1  | 2 | 3  | 4   |
| 9  | Saya memahami bahwa masalah yang terjadi dalam organisasi dapat berdampak pada saya juga                                      | 4  | 3 | 2  | 1   |
| 10 | Saya tidak memperlumalahkan waktu luang saya terpakai untuk kegiatan organisasi                                               | 4  | 3 | 2  | 1   |
| 11 | Saat rapat, saya ikut menyuarakan pendapat saya terkait topik yang sedang dibahas                                             | 4  | 3 | 2  | 1   |
| 12 | Saya merasa tertekan dengan banyaknya kegiatan didalam organisasi                                                             | 1  | 2 | 3  | 4   |
| 13 | Saat perekrutan anggota baru saya ikut serta mempromosikan organisasi yang saya ikuti                                         | 4  | 3 | 2  | 1   |

|    |                                                                                                                                                   |   |   |   |   |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|
| 14 | Saya tetap didalam organisasi ini karena organisasi memiliki jangkauan wawasan yang luas                                                          | 4 | 3 | 2 | 1 |
| 15 | Saya tetap berada dalam organisasi ini karena berat hati meninggalkan teman-teman saya di organisasi                                              | 4 | 3 | 2 | 1 |
| 16 | Saya akan menerapkan dan mengembangkan ilmu keorganisasian yang saya pelajari dari organisasi ini                                                 | 4 | 3 | 2 | 1 |
| 17 | Saya menyadari bahwa menjaga nama baik organisasi di setiap lingkungan itu penting                                                                | 4 | 3 | 2 | 1 |
| 18 | Saya selalu taat pada peraturan yang dibuat oleh organisasi meskipun ada beberapa peraturan yang tidak cocok dengan saya                          | 4 | 3 | 2 | 1 |
| 19 | Saya pikir wajar menolak untuk dijadikan panitia dalam acara organisasi                                                                           | 1 | 2 | 3 | 4 |
| 20 | Saya merasa beruntung bisa bergabung dalam organisasi ini karena memiliki hubungan yang baik dengan perusahaan atau lembaga-lembaga               | 4 | 3 | 2 | 1 |
| 21 | Tidak ada paksaan dari luar diri saya untuk tetap bertahan dalam organisasi ini                                                                   | 4 | 3 | 2 | 1 |
| 22 | Saya tidak mendapatkan apa-apa dari organisasi ini, baik wawasan maupun pengetahuan                                                               | 1 | 2 | 3 | 4 |
| 23 | Saya tidak ada rencana untuk keluar dari organisasi ini                                                                                           | 4 | 3 | 2 | 1 |
| 24 | Saya menyadari bahwa fokus pada suatu organisasi akan memungkinkan saya berkontribusi lebih optimal dan mengelola waktu saya dengan lebih efektif | 4 | 3 | 2 | 1 |
| 25 | Saya menghindar ketika ada kegiatan organisasi                                                                                                    | 1 | 2 | 3 | 4 |
| 26 | Saya menyadari bahwa partisipasi aktif dalam organisasi merupakan faktor penting untuk menjaga kelanjutan dan kemajuan organisasi                 | 4 | 3 | 2 | 1 |
| 27 | Saya mengabaikan berbagai kegiatan di organisasi                                                                                                  | 1 | 2 | 3 | 4 |
| 28 | Saya merasa waktu saya terbuang sia-sia ketika mengikuti kegiatan didalam organisasi ini                                                          | 1 | 2 | 3 | 4 |
| 29 | Saya akan mengikuti kegiatan organisasi semau saya                                                                                                | 1 | 2 | 3 | 4 |
| 30 | Saya terpaksa bertahan dalam organisasi ini karena tuntutan jabatan                                                                               | 1 | 2 | 3 | 4 |
| 31 | Tidak ada pengalaman yang dapat saya ambil selama mengikuti organisasi ini                                                                        | 1 | 2 | 3 | 4 |
| 32 | Bagi saya, organisasi ini adalah tempat saya ketika saya sedang tidak ada teman untuk diajak bermain atau nongkrong                               | 1 | 2 | 3 | 4 |
| 33 | Saya tidak mendapat izin orangtua mengikuti organisasi lain selain organisasi ini                                                                 | 1 | 2 | 3 | 4 |
| 34 | Ketika saya merasa sudah bosan dengan organisasi ini, saya akan mencari organisasi yang lebih baik                                                | 1 | 2 | 3 | 4 |

Lampiran 5 Tabulasi Data Skala *Self Efficacy*(X)

| Responden | SE_01 | SE_02 | SE_03 | SE_04 | SE_05 | SE_06 | SE_07 | SE_08 | SE_09 | SE_10 | SE_11 | SE_12 | SE_13 | SE_14 | SE_15 | SE_16 | SE_17 |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| R1        | 3     | 2     | 3     | 3     | 3     | 3     | 3     | 4     | 3     | 2     | 3     | 2     | 4     | 3     | 4     | 2     | 4     |
| R2        | 2     | 3     | 1     | 4     | 2     | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 4     | 3     | 2     | 2     | 2     |
| R3        | 3     | 4     | 3     | 2     | 3     | 4     | 3     | 4     | 3     | 3     | 3     | 2     | 3     | 3     | 4     | 3     | 3     |
| R4        | 3     | 4     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     |
| R5        | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 2     | 2     | 2     | 3     | 2     | 4     | 3     | 3     | 3     |
| R6        | 3     | 2     | 3     | 2     | 3     | 3     | 1     | 2     | 2     | 3     | 2     | 2     | 4     | 3     | 1     | 2     | 3     |
| R7        | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 2     | 4     | 4     | 4     | 4     | 4     |
| R8        | 2     | 4     | 3     | 4     | 3     | 4     | 3     | 3     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 2     | 3     |
| R9        | 2     | 1     | 2     | 3     | 2     | 2     | 1     | 2     | 3     | 2     | 2     | 2     | 1     | 1     | 2     | 3     | 1     |
| R10       | 3     | 4     | 3     | 1     | 4     | 3     | 4     | 3     | 4     | 3     | 3     | 4     | 3     | 3     | 1     | 3     | 2     |
| R11       | 2     | 3     | 2     | 1     | 3     | 2     | 1     | 2     | 3     | 2     | 2     | 3     | 3     | 4     | 1     | 2     | 3     |
| R12       | 3     | 2     | 2     | 2     | 2     | 2     | 1     | 3     | 1     | 2     | 2     | 1     | 2     | 2     | 2     | 3     | 1     |
| R13       | 4     | 1     | 2     | 2     | 3     | 2     | 3     | 3     | 3     | 3     | 3     | 4     | 2     | 2     | 4     | 2     | 2     |
| R14       | 1     | 2     | 1     | 1     | 1     | 1     | 1     | 2     | 1     | 1     | 1     | 1     | 2     | 1     | 1     | 1     | 1     |
| R15       | 1     | 1     | 2     | 1     | 1     | 2     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 2     | 1     | 1     |
| R16       | 3     | 3     | 3     | 1     | 3     | 1     | 2     | 2     | 3     | 3     | 1     | 2     | 3     | 1     | 2     | 3     | 3     |
| R17       | 2     | 1     | 2     | 2     | 2     | 1     | 1     | 1     | 2     | 2     | 2     | 1     | 2     | 1     | 1     | 1     | 2     |
| R18       | 3     | 2     | 2     | 3     | 2     | 1     | 3     | 1     | 2     | 3     | 2     | 3     | 3     | 2     | 3     | 1     | 4     |
| R19       | 3     | 2     | 2     | 2     | 1     | 1     | 1     | 2     | 2     | 2     | 1     | 2     | 2     | 2     | 2     | 1     | 2     |
| R20       | 1     | 1     | 1     | 2     | 1     | 1     | 2     | 1     | 1     | 1     | 2     | 1     | 1     | 2     | 1     | 2     | 2     |
| R21       | 4     | 4     | 3     | 4     | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 3     |
| R22       | 3     | 3     | 3     | 3     | 1     | 3     | 2     | 3     | 2     | 3     | 2     | 2     | 4     | 4     | 2     | 2     | 3     |
| R23       | 2     | 2     | 3     | 2     | 2     | 2     | 2     | 2     | 3     | 2     | 3     | 2     | 3     | 3     | 4     | 2     | 2     |
| R24       | 2     | 1     | 1     | 1     | 1     | 3     | 1     | 2     | 1     | 1     | 1     | 1     | 2     | 2     | 1     | 2     | 1     |
| R25       | 2     | 2     | 3     | 2     | 2     | 3     | 3     | 3     | 1     | 1     | 4     | 3     | 4     | 1     | 3     | 1     | 3     |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| R26 | 2 | 3 | 4 | 3 | 1 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 1 | 2 | 3 |
| R27 | 2 | 2 | 1 | 2 | 2 | 1 | 4 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 3 |
| R28 | 4 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 4 |
| R29 | 2 | 1 | 2 | 1 | 3 | 1 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | 2 | 2 | 2 | 3 |
| R30 | 3 | 3 | 3 | 3 | 2 | 1 | 2 | 3 | 2 | 4 | 2 | 1 | 1 | 3 | 1 | 2 | 1 |
| R31 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 1 | 2 | 2 | 3 | 2 | 1 | 2 | 1 | 3 |
| R32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| R33 | 2 | 4 | 3 | 2 | 2 | 3 | 1 | 2 | 3 | 1 | 3 | 2 | 2 | 3 | 2 | 3 | 2 |
| R34 | 1 | 2 | 1 | 2 | 4 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 2 |
| R35 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 3 |
| R36 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 3 | 1 | 3 | 1 | 2 | 2 | 2 |
| R37 | 2 | 4 | 2 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 |
| R38 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 |
| R39 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 2 | 1 | 1 | 2 |
| R40 | 1 | 4 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 2 | 4 | 1 | 3 | 3 | 3 | 3 |
| R41 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 1 | 2 | 3 | 4 | 3 |
| R42 | 2 | 4 | 3 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 |
| R43 | 2 | 2 | 4 | 3 | 2 | 1 | 2 | 2 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 1 |
| R44 | 1 | 3 | 2 | 1 | 4 | 2 | 2 | 1 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 |
| R45 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 |
| R46 | 3 | 1 | 3 | 1 | 2 | 1 | 1 | 3 | 1 | 2 | 2 | 3 | 1 | 1 | 2 | 1 | 2 |
| R47 | 2 | 1 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 3 | 1 | 3 | 2 | 2 | 3 | 3 | 2 |
| R48 | 4 | 2 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 3 |
| R49 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 1 | 4 | 3 | 3 | 2 | 3 | 3 |
| R50 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 |
| R51 | 4 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 |
| R52 | 3 | 2 | 1 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 2 | 2 | 2 | 3 |
| R53 | 3 | 3 | 3 | 2 | 1 | 1 | 1 | 2 | 3 | 4 | 2 | 4 | 1 | 2 | 2 | 2 | 1 |
| R54 | 3 | 2 | 3 | 4 | 3 | 3 | 1 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 3 | 3 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| R55 | 4 | 2 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 |
| R56 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
| R57 | 1 | 2 | 2 | 4 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 2 |
| R58 | 2 | 2 | 4 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 3 |
| R59 | 1 | 1 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 4 |
| R60 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 |
| R61 | 4 | 1 | 2 | 3 | 1 | 1 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| R62 | 2 | 3 | 3 | 2 | 4 | 3 | 1 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 |
| R63 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 |
| R64 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 |
| R65 | 2 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 2 | 3 |
| R66 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 |
| R67 | 3 | 3 | 3 | 1 | 3 | 3 | 4 | 1 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 2 |
| R68 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 3 |
| R69 | 4 | 2 | 2 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 4 |
| R70 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 3 | 3 | 1 | 3 | 1 | 3 | 2 | 2 | 3 |
| R71 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 2 | 2 | 3 |
| R72 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| R73 | 1 | 3 | 2 | 3 | 4 | 2 | 3 | 1 | 3 | 2 | 2 | 2 | 1 | 4 | 1 | 3 | 3 |
| R74 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R75 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R76 | 3 | 2 | 4 | 4 | 2 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 |
| R77 | 2 | 4 | 3 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 1 | 3 | 2 | 3 | 3 |
| R78 | 1 | 2 | 3 | 2 | 3 | 2 | 3 | 1 | 2 | 2 | 2 | 3 | 1 | 2 | 4 | 3 | 3 |
| R79 | 2 | 2 | 1 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 |
| R80 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 |
| R81 | 1 | 2 | 3 | 2 | 2 | 2 | 4 | 1 | 2 | 3 | 2 | 1 | 3 | 2 | 3 | 3 | 4 |
| R82 | 4 | 3 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 |
| R83 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |

|      |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| R84  | 2 | 3 | 2 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 |
| R85  | 1 | 1 | 2 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 1 | 2 | 3 | 2 | 1 | 2 | 2 |
| R86  | 2 | 2 | 2 | 1 | 1 | 4 | 2 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 3 | 2 | 1 |
| R87  | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| R88  | 3 | 1 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 2 | 4 | 4 |
| R89  | 3 | 1 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 1 | 1 |
| R90  | 3 | 4 | 3 | 2 | 4 | 3 | 2 | 4 | 3 | 1 | 3 | 4 | 2 | 3 | 3 | 3 | 3 |
| R91  | 2 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 2 | 3 |
| R92  | 4 | 3 | 4 | 4 | 1 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 2 |
| R93  | 2 | 3 | 1 | 1 | 1 | 2 | 3 | 1 | 1 | 2 | 3 | 1 | 3 | 1 | 1 | 2 | 1 |
| R94  | 1 | 3 | 3 | 3 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 3 | 3 | 3 | 2 |
| R95  | 3 | 4 | 1 | 2 | 4 | 3 | 2 | 1 | 1 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 |
| R96  | 1 | 2 | 1 | 1 | 1 | 3 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 |
| R97  | 4 | 3 | 2 | 4 | 4 | 2 | 2 | 3 | 2 | 2 | 3 | 4 | 2 | 4 | 3 | 4 | 4 |
| R98  | 3 | 2 | 2 | 4 | 1 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 |
| R99  | 2 | 1 | 3 | 2 | 2 | 2 | 4 | 1 | 2 | 2 | 1 | 4 | 1 | 2 | 2 | 3 | 2 |
| R100 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 2 | 1 | 3 | 3 | 1 | 2 | 3 | 3 | 3 |
| R101 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 |
| R102 | 2 | 1 | 2 | 2 | 2 | 3 | 4 | 4 | 3 | 3 | 1 | 1 | 2 | 4 | 3 | 3 | 1 |
| R103 | 2 | 2 | 3 | 3 | 1 | 3 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 |
| R104 | 3 | 1 | 2 | 4 | 3 | 1 | 3 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 3 | 1 |
| R105 | 2 | 4 | 1 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 |
| R106 | 2 | 4 | 3 | 2 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 |
| R107 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| R108 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 1 | 3 | 2 | 3 | 3 |
| R109 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 3 | 2 | 4 | 4 | 2 | 3 | 3 |
| R110 | 3 | 2 | 2 | 4 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 4 | 3 | 3 | 1 | 2 |
| R111 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R112 | 2 | 3 | 2 | 3 | 2 | 2 | 1 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 |

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| R113 | 3 | 2 | 2 | 2 | 4 | 3 | 1 | 3 | 1 | 3 | 1 | 2 | 3 | 2 | 2 | 2 | 1 |
| R114 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R115 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 3 | 3 | 3 |
| R116 | 1 | 2 | 3 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 1 | 4 | 2 | 3 | 3 | 2 |
| R117 | 1 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 2 |
| R118 | 1 | 3 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 |
| R119 | 4 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| R120 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 |
| R121 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 |
| R122 | 1 | 1 | 2 | 1 | 3 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 3 | 1 | 1 | 2 |
| R123 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 4 |
| R124 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 |
| R125 | 4 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 |
| R126 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R127 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 3 |
| R128 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 1 | 1 | 3 | 2 | 2 | 2 | 1 | 2 | 3 | 2 |
| R129 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 1 | 2 | 2 | 3 | 2 | 2 | 3 | 1 |
| R130 | 2 | 1 | 1 | 3 | 3 | 1 | 1 | 3 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 3 |
| R131 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 |
| R132 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 |
| R133 | 3 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 |
| R134 | 1 | 2 | 4 | 2 | 4 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 4 | 2 | 2 | 4 | 4 |
| R135 | 1 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 1 |
| R136 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
| R137 | 1 | 1 | 1 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 3 | 3 | 2 | 2 | 1 | 2 | 2 |
| R138 | 3 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| R139 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 |
| R140 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 2 |
| R141 | 2 | 2 | 3 | 1 | 3 | 4 | 3 | 2 | 1 | 4 | 4 | 1 | 3 | 2 | 3 | 3 | 2 |

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| R142 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 4 |
| R143 | 3 | 1 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R144 | 2 | 3 | 4 | 4 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 1 | 2 | 1 | 3 | 2 | 2 |
| R145 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 2 | 2 | 3 | 2 |
| R146 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 4 | 4 |
| R147 | 3 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R148 | 1 | 1 | 1 | 3 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| R149 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 4 |
| R150 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| R151 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 4 |
| R152 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 1 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 |
| R153 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 1 | 1 | 1 | 3 |
| R154 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 2 | 2 | 3 | 3 |
| R155 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 1 | 2 | 2 |
| R156 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 2 | 1 | 1 | 3 | 2 | 2 | 2 | 1 | 1 |
| R157 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| R158 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 |
| R159 | 2 | 2 | 2 | 3 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 |
| R160 | 2 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 |
| R161 | 2 | 1 | 2 | 1 | 2 | 2 | 3 | 2 | 1 | 1 | 2 | 1 | 3 | 2 | 1 | 1 | 2 |
| R162 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 4 |
| R163 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 |
| R164 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 1 | 1 | 2 | 1 | 3 |
| R165 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 3 |
| R166 | 1 | 3 | 2 | 4 | 3 | 3 | 1 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 1 |
| R167 | 2 | 4 | 4 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 2 |
| R168 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 |
| R169 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 1 | 3 | 2 | 2 | 3 | 2 | 2 |
| R170 | 2 | 2 | 3 | 1 | 3 | 1 | 1 | 2 | 3 | 1 | 1 | 3 | 3 | 2 | 3 | 2 | 2 |

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| R171 | 3 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 3 | 2 | 2 | 1 | 2 |
| R172 | 2 | 1 | 2 | 2 | 1 | 1 | 3 | 1 | 1 | 2 | 1 | 2 | 2 | 4 | 2 | 2 | 2 |
| R173 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 3 | 3 | 1 | 3 | 1 | 4 | 3 | 3 | 2 | 2 |
| R174 | 4 | 3 | 4 | 2 | 3 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 2 |
| R175 | 3 | 3 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 |
| R176 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 2 | 4 | 3 | 2 |
| R177 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 2 |
| R178 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 |
| R179 | 4 | 3 | 1 | 4 | 4 | 3 | 2 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 |
| R180 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R181 | 4 | 4 | 3 | 1 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 |
| R182 | 1 | 1 | 1 | 1 | 3 | 1 | 4 | 3 | 2 | 2 | 2 | 1 | 3 | 1 | 2 | 2 | 3 |
| R183 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 3 | 3 | 3 | 1 | 1 |
| R184 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 4 | 3 | 2 | 2 | 2 | 3 | 4 |
| R185 | 1 | 1 | 2 | 2 | 4 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 3 | 4 | 3 | 2 | 2 |

| Responden | SE_18 | SE_19 | SE_20 | SE_21 | SE_22 | SE_23 | SE_24 | SE_25 | SE_26 | SE_27 | SE_28 | SE_29 | SE_30 | SE_31 | SE_32 | SE_33 | SE_34 | Total_SE |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| R1        | 3     | 4     | 2     | 3     | 4     | 3     | 2     | 3     | 3     | 2     | 3     | 2     | 3     | 3     | 3     | 2     | 3     | 99       |
| R2        | 3     | 2     | 3     | 3     | 3     | 2     | 3     | 2     | 2     | 2     | 4     | 1     | 2     | 4     | 2     | 4     | 3     | 89       |
| R3        | 3     | 3     | 3     | 2     | 3     | 4     | 2     | 4     | 4     | 4     | 2     | 4     | 3     | 2     | 3     | 2     | 4     | 105      |
| R4        | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 129      |
| R5        | 4     | 2     | 2     | 3     | 2     | 3     | 1     | 1     | 3     | 2     | 3     | 1     | 2     | 3     | 1     | 4     | 2     | 85       |
| R6        | 4     | 2     | 2     | 3     | 3     | 2     | 3     | 1     | 3     | 3     | 3     | 1     | 1     | 2     | 3     | 3     | 1     | 81       |
| R7        | 2     | 4     | 2     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 123      |
| R8        | 2     | 2     | 3     | 4     | 3     | 3     | 2     | 2     | 3     | 3     | 2     | 2     | 4     | 2     | 3     | 3     | 3     | 103      |
| R9        | 2     | 2     | 4     | 3     | 3     | 1     | 2     | 2     | 2     | 1     | 3     | 3     | 3     | 2     | 3     | 2     | 2     | 72       |
| R10       | 2     | 4     | 2     | 1     | 2     | 4     | 3     | 2     | 2     | 3     | 4     | 3     | 3     | 3     | 2     | 4     | 3     | 98       |
| R11       | 3     | 4     | 2     | 3     | 3     | 4     | 3     | 3     | 1     | 1     | 3     | 2     | 2     | 3     | 3     | 2     | 3     | 84       |
| R12       | 1     | 3     | 3     | 2     | 1     | 2     | 2     | 3     | 1     | 2     | 2     | 1     | 3     | 2     | 1     | 3     | 3     | 68       |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |     |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| R13 | 4 | 1 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 92  |
| R14 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 40  |
| R15 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 39  |
| R16 | 3 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 74  |
| R17 | 3 | 2 | 2 | 3 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 55  |
| R18 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 92  |
| R19 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 3 | 4 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 3 | 59  |
| R20 | 1 | 3 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 49  |
| R21 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 120 |
| R22 | 3 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 2 | 1 | 1 | 4 | 2 | 4 | 2 | 2 | 2 | 81  |
| R23 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 2 | 3 | 80  |
| R24 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 45  |
| R25 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 3 | 2 | 70  |
| R26 | 3 | 2 | 3 | 1 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 2 | 2 | 91  |
| R27 | 3 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 3 | 2 | 1 | 1 | 2 | 1 | 2 | 58  |
| R28 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 3 | 4 | 101 |
| R29 | 3 | 1 | 3 | 4 | 2 | 1 | 3 | 1 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 1 | 76  |
| R30 | 4 | 1 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 1 | 2 | 3 | 4 | 2 | 76  |
| R31 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 2 | 3 | 1 | 79  |
| R32 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 130 |
| R33 | 3 | 3 | 2 | 1 | 3 | 2 | 1 | 3 | 3 | 1 | 4 | 2 | 4 | 4 | 3 | 1 | 2 | 82  |
| R34 | 2 | 1 | 1 | 2 | 1 | 2 | 3 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 3 | 2 | 60  |
| R35 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 2 | 4 | 112 |
| R36 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 3 | 3 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 57  |
| R37 | 3 | 1 | 1 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 4 | 90  |
| R38 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 1 | 2 | 1 | 1 | 1 | 1 | 42  |
| R39 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 3 | 2 | 1 | 1 | 49  |
| R40 | 3 | 3 | 3 | 1 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 2 | 1 | 2 | 2 | 87  |
| R41 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 1 | 3 | 3 | 103 |

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| R42 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 1 | 4 | 2 | 3 | 3 | 2 | 4 | 3 | 94  |
| R43 | 2 | 3 | 2 | 2 | 1 | 4 | 2 | 3 | 1 | 3 | 1 | 3 | 4 | 3 | 1 | 3 | 3 | 81  |
| R44 | 2 | 3 | 1 | 4 | 1 | 3 | 3 | 3 | 2 | 2 | 1 | 3 | 2 | 1 | 2 | 2 | 3 | 72  |
| R45 | 3 | 1 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 45  |
| R46 | 1 | 2 | 2 | 1 | 2 | 2 | 4 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 58  |
| R47 | 2 | 2 | 3 | 2 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 1 | 2 | 3 | 1 | 3 | 2 | 77  |
| R48 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 4 | 112 |
| R49 | 4 | 3 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 1 | 3 | 4 | 4 | 3 | 3 | 95  |
| R50 | 1 | 1 | 3 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 46  |
| R51 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 1 | 3 | 3 | 1 | 95  |
| R52 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 79  |
| R53 | 1 | 3 | 2 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 1 | 3 | 1 | 2 | 3 | 1 | 2 | 73  |
| R54 | 3 | 2 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 110 |
| R55 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 118 |
| R56 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 114 |
| R57 | 1 | 2 | 2 | 4 | 1 | 1 | 2 | 4 | 2 | 2 | 3 | 3 | 1 | 2 | 2 | 2 | 2 | 65  |
| R58 | 3 | 2 | 3 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 3 | 4 | 4 | 1 | 2 | 3 | 2 | 74  |
| R59 | 3 | 1 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 2 | 83  |
| R60 | 4 | 4 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 114 |
| R61 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 3 | 70  |
| R62 | 3 | 3 | 1 | 2 | 1 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 82  |
| R63 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 3 | 1 | 1 | 2 | 2 | 2 | 1 | 3 | 1 | 1 | 52  |
| R64 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 1 | 1 | 2 | 3 | 1 | 2 | 3 | 1 | 2 | 59  |
| R65 | 4 | 4 | 2 | 2 | 3 | 4 | 2 | 2 | 4 | 3 | 4 | 1 | 3 | 3 | 3 | 4 | 3 | 103 |
| R66 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 124 |
| R67 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 96  |
| R68 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 119 |
| R69 | 3 | 2 | 4 | 1 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 103 |
| R70 | 1 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 2 | 3 | 2 | 1 | 70  |

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| R71 | 2 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 103 |
| R72 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 128 |
| R73 | 3 | 1 | 2 | 3 | 2 | 1 | 4 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 4 | 3 | 82  |
| R74 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 126 |
| R75 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 36  |
| R76 | 4 | 4 | 2 | 3 | 4 | 3 | 2 | 1 | 3 | 4 | 2 | 2 | 2 | 4 | 4 | 3 | 3 | 107 |
| R77 | 3 | 3 | 2 | 2 | 4 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 91  |
| R78 | 1 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 2 | 1 | 1 | 2 | 1 | 3 | 75  |
| R79 | 3 | 1 | 2 | 2 | 3 | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 3 | 1 | 82  |
| R80 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 40  |
| R81 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 1 | 2 | 3 | 2 | 1 | 3 | 2 | 1 | 76  |
| R82 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 102 |
| R83 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 120 |
| R84 | 1 | 3 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 1 | 66  |
| R85 | 2 | 1 | 1 | 2 | 4 | 3 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 59  |
| R86 | 2 | 1 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 72  |
| R87 | 1 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 109 |
| R88 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 96  |
| R89 | 3 | 1 | 3 | 2 | 2 | 2 | 3 | 1 | 2 | 3 | 3 | 3 | 2 | 3 | 1 | 2 | 2 | 72  |
| R90 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 1 | 4 | 2 | 3 | 4 | 101 |
| R91 | 3 | 2 | 3 | 2 | 4 | 3 | 4 | 2 | 3 | 2 | 3 | 1 | 3 | 2 | 1 | 2 | 2 | 89  |
| R92 | 2 | 4 | 3 | 4 | 1 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 108 |
| R93 | 3 | 1 | 3 | 2 | 1 | 1 | 1 | 1 | 3 | 2 | 2 | 1 | 1 | 2 | 3 | 2 | 1 | 59  |
| R94 | 4 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 2 | 1 | 80  |
| R95 | 2 | 3 | 1 | 1 | 3 | 2 | 3 | 1 | 1 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 1 | 77  |
| R96 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 47  |
| R97 | 3 | 3 | 4 | 2 | 1 | 3 | 2 | 4 | 2 | 3 | 2 | 1 | 4 | 2 | 3 | 3 | 2 | 96  |
| R98 | 1 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 92  |
| R99 | 2 | 3 | 2 | 1 | 3 | 3 | 1 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 77  |

|      |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |     |
|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| R100 | 3 | 1 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 1 | 1 | 2 | 1 | 81  |
| R101 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 45  |
| R102 | 2 | 4 | 2 | 4 | 2 | 1 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 80  |
| R103 | 2 | 2 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 1 | 85  |
| R104 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 3 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 60  |
| R105 | 2 | 2 | 4 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 3 | 2 | 84  |
| R106 | 2 | 4 | 4 | 3 | 1 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 102 |
| R107 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 128 |
| R108 | 1 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 90  |
| R109 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 1 | 3 | 3 | 2 | 2 | 3 | 3 | 98  |
| R110 | 1 | 3 | 1 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 82  |
| R111 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 40  |
| R112 | 4 | 3 | 3 | 1 | 1 | 2 | 1 | 1 | 3 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 1 | 83  |
| R113 | 2 | 2 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 3 | 3 | 2 | 1 | 1 | 76  |
| R114 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 131 |
| R115 | 2 | 2 | 2 | 4 | 4 | 2 | 3 | 2 | 2 | 3 | 1 | 4 | 2 | 4 | 1 | 3 | 3 | 83  |
| R116 | 3 | 3 | 3 | 4 | 2 | 2 | 1 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 85  |
| R117 | 2 | 3 | 1 | 2 | 3 | 4 | 2 | 3 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 78  |
| R118 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | 1 | 1 | 3 | 2 | 2 | 55  |
| R119 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 4 | 1 | 3 | 4 | 4 | 4 | 4 | 112 |
| R120 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 2 | 3 | 2 | 115 |
| R121 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 2 | 3 | 110 |
| R122 | 1 | 1 | 1 | 3 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 3 | 3 | 2 | 1 | 1 | 1 | 58  |
| R123 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 118 |
| R124 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 51  |
| R125 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 104 |
| R126 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 131 |
| R127 | 2 | 2 | 2 | 3 | 2 | 2 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 63  |
| R128 | 4 | 2 | 4 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 3 | 1 | 2 | 1 | 2 | 3 | 67  |



|      |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |     |
|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| R158 | 2 | 1 | 4 | 3 | 2 | 3 | 1 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 2 | 4 | 93  |
| R159 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 3 | 3 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 55  |
| R160 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 102 |
| R161 | 1 | 3 | 1 | 3 | 2 | 1 | 1 | 2 | 2 | 3 | 1 | 3 | 2 | 2 | 1 | 2 | 1 | 60  |
| R162 | 2 | 2 | 3 | 3 | 3 | 3 | 1 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 107 |
| R163 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 123 |
| R164 | 4 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 1 | 2 | 2 | 1 | 2 | 2 | 66  |
| R165 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 114 |
| R166 | 2 | 2 | 3 | 3 | 1 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 92  |
| R167 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 107 |
| R168 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 126 |
| R169 | 3 | 2 | 3 | 1 | 2 | 3 | 1 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 83  |
| R170 | 1 | 2 | 1 | 2 | 2 | 3 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 65  |
| R171 | 2 | 1 | 1 | 3 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 56  |
| R172 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 3 | 3 | 1 | 1 | 1 | 3 | 60  |
| R173 | 3 | 4 | 4 | 3 | 1 | 3 | 2 | 4 | 4 | 1 | 1 | 2 | 1 | 3 | 3 | 2 | 2 | 83  |
| R174 | 4 | 1 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 97  |
| R175 | 3 | 3 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 2 | 87  |
| R176 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 1 | 4 | 2 | 4 | 4 | 108 |
| R177 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 1 | 2 | 1 | 3 | 3 | 4 | 3 | 2 | 92  |
| R178 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 125 |
| R179 | 3 | 1 | 3 | 1 | 4 | 3 | 2 | 3 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 90  |
| R180 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 135 |
| R181 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 1 | 2 | 107 |
| R182 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 65  |
| R183 | 1 | 2 | 2 | 2 | 1 | 2 | 3 | 2 | 2 | 3 | 1 | 1 | 2 | 3 | 1 | 3 | 2 | 61  |
| R184 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 1 | 3 | 3 | 3 | 3 | 4 | 3 | 94  |
| R185 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 4 | 4 | 2 | 3 | 3 | 3 | 2 | 2 | 1 | 77  |

## Lampiran 6 Tabulasi Data Skala Komitmen Organisasi

| Responden | KO 01 | KO 02 | KO 03 | KO 04 | KO 05 | KO 06 | KO 07 | KO 08 | KO 09 | KO 10 | KO 11 | KO 12 | KO 13 | KO 14 | KO 15 | KO 16 | KO 17 |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| R1        | 2     | 2     | 2     | 2     | 1     | 2     | 1     | 1     | 1     | 2     | 2     | 2     | 2     | 2     | 1     | 1     | 1     |
| R2        | 1     | 1     | 2     | 1     | 2     | 2     | 2     | 1     | 1     | 1     | 2     | 1     | 1     | 2     | 1     | 2     | 2     |
| R3        | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     |
| R4        | 1     | 3     | 2     | 2     | 3     | 2     | 2     | 2     | 1     | 2     | 3     | 2     | 1     | 3     | 2     | 2     | 1     |
| R5        | 1     | 1     | 1     | 2     | 2     | 2     | 2     | 1     | 1     | 2     | 1     | 1     | 1     | 1     | 2     | 2     | 2     |
| R6        | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     |
| R7        | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     |
| R8        | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 2     | 1     | 1     | 1     | 2     | 1     | 1     | 1     | 1     | 1     |
| R9        | 1     | 1     | 1     | 1     | 1     | 2     | 1     | 1     | 1     | 2     | 1     | 1     | 2     | 1     | 2     | 1     | 1     |
| R10       | 2     | 1     | 2     | 1     | 3     | 1     | 1     | 3     | 1     | 1     | 2     | 1     | 2     | 1     | 1     | 1     | 1     |
| R11       | 2     | 1     | 1     | 2     | 1     | 1     | 3     | 1     | 3     | 1     | 2     | 2     | 1     | 1     | 1     | 2     | 1     |
| R12       | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 2     | 1     | 1     | 2     | 1     | 1     |
| R13       | 1     | 3     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 3     | 1     | 1     | 3     | 1     | 3     | 1     | 1     |
| R14       | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     |
| R15       | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     |
| R16       | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 2     |
| R17       | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     |
| R18       | 1     | 1     | 2     | 2     | 1     | 2     | 1     | 2     | 2     | 2     | 2     | 2     | 1     | 1     | 2     | 2     | 2     |
| R19       | 1     | 1     | 1     | 1     | 2     | 1     | 1     | 2     | 1     | 1     | 2     | 1     | 1     | 1     | 1     | 1     | 1     |
| R20       | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     |
| R21       | 3     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 3     | 2     | 3     | 2     | 2     |
| R22       | 1     | 2     | 2     | 1     | 2     | 2     | 1     | 2     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 2     | 1     |
| R23       | 2     | 1     | 2     | 2     | 1     | 2     | 2     | 2     | 2     | 2     | 2     | 1     | 2     | 2     | 2     | 1     | 1     |
| R24       | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     |
| R25       | 1     | 1     | 1     | 2     | 2     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 1     | 2     | 2     | 2     | 2     |
| R26       | 1     | 2     | 1     | 1     | 3     | 1     | 1     | 2     | 2     | 1     | 2     | 1     | 2     | 1     | 1     | 1     | 2     |



|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| R56 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| R57 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| R58 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 |
| R59 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 1 | 1 | 1 | 1 | 2 | 1 |
| R60 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| R61 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 |
| R62 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 |
| R63 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 |
| R64 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R65 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 1 |
| R66 | 2 | 2 | 4 | 1 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 1 | 1 |
| R67 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 |
| R68 | 4 | 2 | 3 | 3 | 3 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 2 |
| R69 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 3 |
| R70 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 1 |
| R71 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 1 |
| R72 | 3 | 3 | 2 | 2 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 |
| R73 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 |
| R74 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
| R75 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R76 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| R77 | 2 | 1 | 3 | 2 | 2 | 2 | 3 | 1 | 3 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 2 |
| R78 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R79 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 1 |
| R80 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R81 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 3 | 3 | 1 | 1 | 1 |
| R82 | 4 | 1 | 1 | 1 | 2 | 3 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 |
| R83 | 3 | 1 | 1 | 1 | 1 | 3 | 2 | 1 | 3 | 1 | 1 | 2 | 2 | 3 | 2 | 2 | 1 |
| R84 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 |



|      |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| R114 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| R115 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| R116 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 |
| R117 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 |
| R118 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| R119 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 3 | 1 |
| R120 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 |
| R121 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 3 | 2 | 3 |
| R122 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R123 | 3 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 3 | 3 | 1 | 2 | 1 | 3 | 2 | 1 | 2 |
| R124 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R125 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 3 | 1 | 1 |
| R126 | 2 | 3 | 3 | 1 | 2 | 3 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 |
| R127 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 |
| R128 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R129 | 2 | 1 | 1 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R130 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 |
| R131 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R132 | 1 | 1 | 4 | 1 | 4 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 4 | 2 | 2 | 1 | 2 |
| R133 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R134 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 |
| R135 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R136 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 |
| R137 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |
| R138 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 1 |
| R139 | 2 | 3 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 1 | 3 | 1 | 2 | 2 | 2 | 2 |
| R140 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R141 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R142 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 1 |



|      |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| R172 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R173 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| R174 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| R175 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 |
| R176 | 1 | 1 | 4 | 1 | 3 | 1 | 1 | 3 | 1 | 3 | 4 | 1 | 1 | 1 | 3 | 3 | 1 |
| R177 | 1 | 2 | 3 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 2 |
| R178 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 1 | 3 | 3 | 2 | 2 | 3 | 2 |
| R179 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 |
| R180 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 |
| R181 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 |
| R182 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| R183 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 |
| R184 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 |
| R185 | 3 | 1 | 1 | 1 | 1 | 3 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 |

| Responden | KO18 | KO19 | KO20 | KO21 | KO22 | K_23 | KO24 | KO25 | KO26 | KO27 | KO28 | KO29 | KO30 | KO31 | KO32 | KO33 | KO34 | Total_KO |
|-----------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|----------|
| R1        | 2    | 2    | 1    | 2    | 2    | 2    | 2    | 1    | 1    | 1    | 2    | 2    | 2    | 2    | 2    | 1    | 2    | 56       |
| R2        | 2    | 1    | 1    | 2    | 1    | 1    | 1    | 1    | 2    | 1    | 1    | 1    | 2    | 2    | 1    | 2    | 1    | 48       |
| R3        | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 68       |
| R4        | 3    | 3    | 3    | 3    | 2    | 3    | 3    | 1    | 3    | 2    | 2    | 2    | 1    | 2    | 2    | 3    | 2    | 74       |
| R5        | 1    | 1    | 1    | 1    | 2    | 2    | 1    | 1    | 1    | 2    | 2    | 2    | 2    | 1    | 2    | 1    | 2    | 50       |
| R6        | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 34       |
| R7        | 2    | 2    | 2    | 2    | 1    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 67       |
| R8        | 1    | 1    | 1    | 2    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 37       |
| R9        | 1    | 1    | 1    | 2    | 1    | 1    | 2    | 1    | 3    | 1    | 1    | 1    | 2    | 2    | 1    | 1    | 1    | 44       |
| R10       | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 2    | 2    | 1    | 1    | 1    | 1    | 1    | 2    | 1    | 45       |
| R11       | 2    | 2    | 1    | 1    | 1    | 2    | 2    | 3    | 2    | 1    | 1    | 1    | 3    | 1    | 3    | 1    | 1    | 54       |
| R12       | 1    | 1    | 1    | 1    | 2    | 1    | 1    | 1    | 1    | 2    | 1    | 2    | 2    | 1    | 1    | 1    | 1    | 40       |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| R13 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 4 | 1 | 3 | 1 | 3 | 53 |
| R14 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 35 |
| R15 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R16 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 40 |
| R17 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R18 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 58 |
| R19 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 43 |
| R20 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R21 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 72 |
| R22 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 48 |
| R23 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 54 |
| R24 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R25 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 47 |
| R26 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 3 | 2 | 1 | 2 | 2 | 53 |
| R27 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 36 |
| R28 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 66 |
| R29 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 57 |
| R30 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 45 |
| R31 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 45 |
| R32 | 3 | 4 | 1 | 1 | 3 | 1 | 1 | 3 | 3 | 1 | 1 | 3 | 3 | 3 | 3 | 4 | 3 | 78 |
| R33 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 48 |
| R34 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 36 |
| R35 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 69 |
| R36 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R37 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 51 |
| R38 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R39 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R40 | 1 | 2 | 1 | 2 | 2 | 1 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 50 |
| R41 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 58 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| R42 | 1 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 64 |
| R43 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 45 |
| R44 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 44 |
| R45 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R46 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 36 |
| R47 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 54 |
| R48 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 68 |
| R49 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 47 |
| R50 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R51 | 3 | 1 | 2 | 1 | 1 | 3 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 52 |
| R52 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 52 |
| R53 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 38 |
| R54 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 1 | 1 | 2 | 2 | 3 | 1 | 64 |
| R55 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 68 |
| R56 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 68 |
| R57 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 41 |
| R58 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 3 | 2 | 1 | 2 | 1 | 1 | 42 |
| R59 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 59 |
| R60 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 66 |
| R61 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 45 |
| R62 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 58 |
| R63 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 35 |
| R64 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 35 |
| R65 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 56 |
| R66 | 2 | 2 | 3 | 3 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 3 | 2 | 1 | 2 | 3 | 67 |
| R67 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 51 |
| R68 | 2 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 3 | 2 | 59 |
| R69 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 50 |
| R70 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 49 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| R71 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 61 |
| R72 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 4 | 74 |
| R73 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 52 |
| R74 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 83 |
| R75 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 37 |
| R76 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 65 |
| R77 | 2 | 1 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 2 | 2 | 3 | 1 | 2 | 69 |
| R78 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R79 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 56 |
| R80 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R81 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 51 |
| R82 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 1 | 60 |
| R83 | 1 | 2 | 3 | 1 | 3 | 3 | 3 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 61 |
| R84 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 45 |
| R85 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R86 | 2 | 2 | 1 | 2 | 1 | 3 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 50 |
| R87 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 1 | 3 | 1 | 2 | 2 | 3 | 2 | 80 |
| R88 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 59 |
| R89 | 1 | 2 | 2 | 3 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 47 |
| R90 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 1 | 1 | 2 | 3 | 1 | 48 |
| R91 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 52 |
| R92 | 3 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 1 | 56 |
| R93 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R94 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 3 | 1 | 45 |
| R95 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 41 |
| R96 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 36 |
| R97 | 1 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 64 |
| R98 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 63 |
| R99 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 48 |



|      |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| R129 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 3 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 47 |
| R130 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 48 |
| R131 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R132 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 4 | 1 | 4 | 4 | 1 | 1 | 1 | 1 | 57 |
| R133 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 38 |
| R134 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 61 |
| R135 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R136 | 3 | 3 | 1 | 3 | 1 | 2 | 3 | 3 | 2 | 2 | 1 | 3 | 2 | 1 | 3 | 3 | 1 | 79 |
| R137 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 38 |
| R138 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 53 |
| R139 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 3 | 64 |
| R140 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R141 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 47 |
| R142 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | 3 | 2 | 2 | 1 | 1 | 3 | 3 | 3 | 2 | 2 | 63 |
| R143 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 37 |
| R144 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 47 |
| R145 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 61 |
| R146 | 2 | 1 | 3 | 3 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 63 |
| R147 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R148 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R149 | 1 | 2 | 3 | 3 | 3 | 2 | 1 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | 67 |
| R150 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 50 |
| R151 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 64 |
| R152 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 64 |
| R153 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 47 |
| R154 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 54 |
| R155 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 48 |
| R156 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R157 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 89 |

|      |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| R158 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 63 |
| R159 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R160 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 55 |
| R161 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 43 |
| R162 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 71 |
| R163 | 3 | 3 | 1 | 4 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 4 | 3 | 1 | 3 | 4 | 1 | 76 |
| R164 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 44 |
| R165 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 65 |
| R166 | 2 | 1 | 2 | 1 | 2 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 49 |
| R167 | 3 | 1 | 1 | 2 | 2 | 2 | 3 | 1 | 1 | 4 | 2 | 1 | 3 | 3 | 2 | 3 | 1 | 73 |
| R168 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 67 |
| R169 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 43 |
| R170 | 3 | 1 | 2 | 2 | 1 | 1 | 3 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 60 |
| R171 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 35 |
| R172 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 34 |
| R173 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 40 |
| R174 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 62 |
| R175 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 38 |
| R176 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 3 | 1 | 3 | 1 | 4 | 4 | 1 | 74 |
| R177 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 59 |
| R178 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 88 |
| R179 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 61 |
| R180 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 93 |
| R181 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 75 |
| R182 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 42 |
| R183 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 39 |
| R184 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 60 |
| R185 | 1 | 2 | 2 | 2 | 1 | 1 | 3 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 56 |

## Lampiran 7 Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized<br>Residual |
|----------------------------------|----------------|----------------------------|
| N                                |                | 185                        |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                   |
|                                  | Std. Deviation | 11,31873391                |
| Most Extreme Differences         | Absolute       | ,060                       |
|                                  | Positive       | ,060                       |
|                                  | Negative       | -,032                      |
| Test Statistic                   |                | ,060                       |
| Asymp. Sig. (2-tailed)           |                | ,200 <sup>c,d</sup>        |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## Lampiran 8 Uji Linieritas

**ANOVA Table**

|            |               |                             | Sum of<br>Squares | df  | Mean<br>Square | F       | Sig. |
|------------|---------------|-----------------------------|-------------------|-----|----------------|---------|------|
| KO *<br>SE | Between       | (Combined)                  | 32290,154         | 78  | 413,976        | 9,603   | ,000 |
|            | Groups        | Linearity                   | 28639,892         | 1   | 28639,892      | 664,368 | ,000 |
|            |               | Deviation from<br>Linearity | 3650,262          | 77  | 47,406         | 1,100   | ,323 |
|            | Within Groups |                             | 4569,500          | 106 | 43,108         |         |      |
|            | Total         |                             | 36859,654         | 184 |                |         |      |

## Lampiran 9 Uji Hipotesis

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F       | Sig.              |
|-------|------------|----------------|-----|-------------|---------|-------------------|
| 1     | Regression | 28639,892      | 1   | 28639,892   | 637,622 | ,000 <sup>b</sup> |
|       | Residual   | 8219,762       | 183 | 44,917      |         |                   |
|       | Total      | 36859,654      | 184 |             |         |                   |

a. Dependent Variable: KO

b. Predictors: (Constant), SE

## Lampiran 10 Uji Regresi Linier Sederhana

Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 7,761                       | 1,818      |                           | 4,268  | ,000 |
|       | SE         | ,521                        | ,021       | ,881                      | 25,251 | ,000 |

a. Dependent Variable: KO

## LAMPIRAN 1. 11 Uji Koefisien Determinasi R

Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,881 <sup>a</sup> | ,777     | ,776              | 6,702                      |

a. Predictors: (Constant), SE

## Lampiran 12 Kartu Konsul Pembimbing I



**KEMENTERIAN AGAMA REPUBLIK INDONESIA**  
**UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN**  
**FAKULTAS USHULUDDIN DAN HUMANIORA**  
**PROGRAM STUDI PSIKOLOGI ISLAM**

Jalan Jenderal Ahmad Yani Km. 4.5 Banjarmasin 70235 Telepon (0511) 3266593  
 Website: www.pl.uin-antasari.ac.id; E-mail: psikologi.islam@uin-antasari.ac.id

**KARTU KONSULTASI SKRIPSI**

**Nama** : Risyda Emiliya **Dosen Pembimbing**  
**NIM** : 200103040014 1. Dr. Akhmad Sagir, M.Ag  
**Judul** : Pengaruh Self Efficacy Terhadap Komitmen 2. Dr. M. Zainal Abidin, M.Ag  
 Organisasi Pada Pengurus Organisasi Mahasiswa  
 Fakultas Ushuluddin dan Humaniora UIN Antasari  
 Banjarmasin

| No. | Tanggal           | Topik Bahasan<br>(Diisi Mahasiswa ybs.) | Tanda Tangan |
|-----|-------------------|-----------------------------------------|--------------|
| 1   | 8 September 2023  | Konsultasi judul penelitian skripsi     |              |
| 2   | 10 September 2023 | Bimbingan proposal skripsi              |              |
| 3   | 25 September 2023 | Bimbingan proposal skripsi              |              |
| 4   | 29 Oktober 2024   | Bimbingan skripsi                       |              |
| 5   | 25 Juni 2025      | Konsultasi profesional judgment         |              |
| 6   | 28 Juni 2025      | Bimbingan skripsi bab 4-5               |              |
| 7   | 18 September 2025 | Bimbingan skripsi bab 4-5               |              |
| 8   | 9 Oktober 2025    | Bimbingan BAB 5 Saran                   |              |
| 9   | 16 Oktober 2025   | Bimbingan kesimpulan                    |              |
| 10  | 17 Oktober 2025   | Bimbingan mengenai jurnal               |              |
| 11  | 20 Oktober 2025   | Bimbingan jurnal                        |              |
| 12  |                   |                                         |              |
| ... |                   |                                         |              |

Banjarmasin, 17 September 2024  
 Ketua Prodi Psikologi Islam

**Dra. Mulyani, M.Ag**

## Lampiran 13 Kartu Konsul Pembimbing II



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Website: www.pi.uin-antasari.ac.id; E-mail: psikologi.islam@uin-antasari.ac.id

**KARTU KONSULTASI SKRIPSI**

**Nama :** Risyda Emiliya **Dosen Pembimbing**  
**NIM :** 200103040014 1. Dr. Akhmad Sagir, M.Ag  
**Judul :** Pengaruh Self Efficacy Terhadap Komitmen 2. Dr. M. Zainal Abidin, M.Ag  
Organisasi Pada Pengurus Organisasi Mahasiswa  
Fakultas Ushuluddin dan Humaniora UIN Antasari  
Banjarmasin

| No. | Tanggal           | Topik Bahasan<br>(Diisi Mahasiswa ybs.) | Tanda Tangan |
|-----|-------------------|-----------------------------------------|--------------|
| 1   | 18 Desember 2024  | Bimbingan Skripsi                       |              |
| 2   | 7 Februari 2025   | Bimbingan Skripsi                       |              |
| 3   | 21 Februari 2025  | Konsultasi Skala Penelitian             |              |
| 4   | 24 Februari 2025  | Konsultasi Tryout                       |              |
| 5   | 26 Juni 2025      | Bimbingan Skripsi                       |              |
| 6   | 13 Agustus 2025   | Konsultasi BAB 4                        |              |
| 7   | 15 September 2025 | Konsultasi BAB 5                        |              |
| 8   |                   |                                         |              |
| 9   |                   |                                         |              |
| 10  |                   |                                         |              |
| 11  |                   |                                         |              |
| 12  |                   |                                         |              |
| ... |                   |                                         |              |

Banjarmasin, 17 September 2024  
Ketua Prodi Psikologi Islam

Dra. Mulyani, M.Ag

Lampiran 14 Permohonan *Expert Judgment*

Hal : Permohonan *Expert Judgment*  
Lampiran : 1 Bundel Skala

Yth. Bapak Dr. Taufik Hidayat, S.psi., Psikolog, M.Kes  
di Tempat

*Assalamualaikum Warahmatullahi Wabarakatuh*

Dengan hormat,  
Kami mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin:  
Nama : Risyda Emiliya  
NIM : 200103040014  
Prodi : Psikologi Islam (PI)

Dengan ini bermaksud mengajukan *Expert Judgment* Instrumen Skala untuk penelitian tugas akhir/skripsi saya dengan Judul "Pengaruh Self Efficacy Terhadap Komitmen Organisasi Pada Pengurus Organisasi Mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin".

Dengan permohonan ini atas kesediaan Bapak kami ucapkan banyak terima kasih.

*Wassalamualaikum warahmatullahi wabarakatuh*

Mengetahui,  
Dosen Pembimbing Akademik



Dr. Akhmad Sagir, M.Ag

Banjarmasin, 21 Februari 2025  
Hormat Kami,



Risyda Emiliya

**Surat Keterangan *Expert Judgement***

Saya yang bertanda tangan dibawah ini:

Nama : Dr. Taufik Hidayat, S.Psi., Psikolog, M.Kes  
Jabatan/Instansi : Dosen/Fakultas Ushuluddin dan Humaniora

Dengan ini telah melaksanakan *Expert Judgement* pada:

Nama : Risyda Emiliya  
NIM : 200103040014  
Judul Penelitian : Pengaruh Self Efficacy Terhadap  
Komitmen Organisasi Pada Pengurus Organisasi Mahasiswa  
Fakultas Ushuluddin  
dan Humaniora UIN Antasari Banjarmasin  
Obyek Penilaian : Self Efficacy dan Komitmen Organisasi

Demikian *Expert Judgement* ini dibuat untuk diperbaiki sebagaimana rekomendasi.  
(terlampir)

Banjarmasin, .....  
*Expert Judgement*



Dr. Taufik Hidayat, S.Psi., Psikolog, M.Kes

Jalan Jenderal Ahmad Yani Km. 4.5 Banjarmasin 70235 Telepon (0511) 3266593  
Website: [www.pi.uin-antasari.ac.id](http://www.pi.uin-antasari.ac.id); E-mail: [psikologi.islam@uin-antasari.ac.id](mailto:psikologi.islam@uin-antasari.ac.id)

### Rekomendasi dan Hasil *Expert Judgement*

- Belum layak digunakan dan masih memerlukan konsultasi
- Dapat digunakan dengan banyak revisi
- Dapat digunakan dengan sedikit revisi
- Dapat digunakan tanpa revisi

.....



Dr. Taufik Hidayat, S.Psi., Psikolog, M.Kes

\*) lingkariilah sesuai dengan penilaian bapak/Ibu secara obyektif.

Hal : Permohonan *Expert Judgement*  
Lampiran : 1 Bundel Skala

Yth. Ibu Shanty Komalasari, M.Psi, Psikolog  
di Tempat

*Assalamualaikum Warahmatullahi Wabarakatuh*

Dengan hormat,  
Kami mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin:  
Nama : Risyda Emiliya  
NIM : 200103040014  
Prodi : Psikologi Islam (PI)

Dengan ini bermaksud mengajukan *Expert Judgement* Instrumen Skala untuk penelitian tugas akhir/skripsi saya dengan Judul "Pengaruh Self Efficacy Terhadap Komitmen Organisasi Pada Pengurus Organisasi Mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin".

Dengan permohonan ini atas kesediaan Ibu kami ucapkan banyak terima kasih.

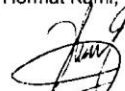
*Wassalamualaikum warahmatullahi wabarakatuh*

Mengetahui,  
Dosen Pembimbing Akademik



Dr. Akhmad Sagir, M.Ag

Banjarmasin, 21 Februari 2025  
Hormat Kami,



Risyda Emiliya

**Surat Keterangan *Expert Judgement***

Saya yang bertanda tangan dibawah ini:

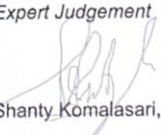
Nama : Shanty Komalasari, M.Psi, Psikolog  
Jabatan/Instansi : Dosen/Fakultas Ushuluddin dan Humaniora

Dengan ini telah melaksanakan *Expert Judgement* pada:

Nama : Risyda Emiliya  
NIM : 200103040014  
Judul Penelitian : Pengaruh Self Efficacy Terhadap Komitmen Organisasi Pada  
Pengurus Organisasi Mahasiswa Fakultas Ushuluddin dan  
Humaniora UIN Antasari Banjarmasin  
Obyek Penilaian : Self Efficacy dan Komitmen Organisasi

Demikian *Expert Judgement* ini dibuat untuk diperbaiki sebagaimana rekomendasi.  
(terlampir)

Banjarmasin, .....  
*Expert Judgement*

  
Shanty Komalasari, M.Psi, Psikolog



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Website: [www.pi.uin-antasari.ac.id](http://www.pi.uin-antasari.ac.id); E-mail: [psikologi.islam@uin-antasari.ac.id](mailto:psikologi.islam@uin-antasari.ac.id)

Lampiran:

**Rekomendasi dan Hasil Expert Judgement**

**Instrumen Skala**

Secara umum Instrumen Skala "Self Efficacy dan Komitmen Organisasi " pada Desain Penelitian a.n. Risyda Emiliya (NIM:200103040014) tersebut\*):

- a. Belum layak digunakan dan masih memerlukan konsultasi
- b. Dapat digunakan dengan banyak revisi
- c. Dapat digunakan dengan sedikit revisi
- d. Dapat digunakan tanpa revisi

**Komentar dan Saran Perbaikan:**

.....

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.....

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.....

.....

Banjarmasin, .....  
Expert Judgement

Shanty Komalasari, M.Psi, Psikolog

\*) lingkarkanlah sesuai dengan penilaian bapak/Ibu secara obyektif.

## Lampiran 15 Dokumentasi Kegiatan



## Lampiran 16 Surat Pengantar dan Izin Riset



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 Telepon (0511) 3266593  
 Website: fuh.uin-antasari.ac.id; E-mail: fuh@uin-antasari.ac.id

**SURAT RISET**

Nomor: 983/Un.14/III.3/PP.00.9/05/2025

Dekan Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin dengan ini menugaskan :

|                 |                                                                                                            |
|-----------------|------------------------------------------------------------------------------------------------------------|
| Nama            | : Risyda Emiliya                                                                                           |
| NIM             | : 200103040014                                                                                             |
| Semester        | : X (Sepuluh)                                                                                              |
| Jurusan         | : S1 Psikologi Islam                                                                                       |
| Alamat Sekarang | : Jl. Tembus Mantuil Komplek Bumi Basirih Permai No.72                                                     |
| Untuk           | : Melakukan riset / penelitian ilmiah dalam rangka pengumpulan data untuk penyusunan skripsi dengan judul: |

**Pengaruh Self Efficacy Terhadap Komitmen Organisasi Pada Pengurus Organisasi Mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin**

|                    |                                                          |
|--------------------|----------------------------------------------------------|
| Tempat yang dituju | : Organisasi Mahasiswa Fakultas Ushuluddin dan Humaniora |
| Barang yang dibawa | : Seperangkat Alat Penelitian                            |
| Lamanya Riset      | : 2 (Dua) Bulan                                          |
| Dari Tanggal       | : 19 Mei 2025                                            |
| Sampai Tanggal     | : 19 Juli 2025                                           |

Kami sampaikan pula sebagai Satker berpredikat Zona Integritas Wilayah Bebas Korupsi (ZI-WBK), menuju Zona Integritas Wilayah Birokrasi Bersih Melayani (ZI-WBBM) UIN Antasari Banjarmasin berkomitmen terus menjaga integritas serta meningkatkan Kualitas Kinerja dan Pelayanan.

Demikian surat riset ini diberikan kepada yang bersangkutan agar pihak-pihak terkait dapat memberikan bantuan sepenuhnya.

Banjarmasin, 16 Mei 2025



**Melayani Lebih Baik, Lebih Baik Melayani**



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Telepon (0511) 3266593

Website: fuh.uin-antasari.ac.id; E-mail: fuh@uin-antasari.ac.id

Nomor : 984/Un.14/III.3/TL.00/05/2025  
Sifat : Biasa  
Lampiran : 1 (satu) lembar  
Hal : Riset dalam Rangka Penyusunan Skripsi

Yth. Ketua Umum  
Organisasi Mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari  
Banjarmasin

*Assalamu'alaikum wr. wb.*

Dengan Hormat, bersama ini kami mohon izin serta bantuan Bapak/Ibu agar berkenan kiranya memberikan informasi/data yang diperlukan mahasiswa(i) :

Nama : Risyda Emiliya  
NIM : 200103040014  
Jurusan : S1 Psikologi Islam  
Alamat : Jl. Tembus Mantuil Komplek Bumi Basirih Permai No.72

sehubungan dengan penelitian yang akan dilaksanakan sebagaimana surat riset terlampir.

Kami sampaikan pula sebagai Satker berpredikat Zona Integritas Wilayah Bebas Korupsi (ZI-WBK), menuju Zona Integritas Wilayah Birokrasi Bersih Melayani (ZI-WBBM) UIN Antasari Banjarmasin berkomitmen terus menjaga integritas serta meningkatkan Kualitas Kinerja dan Pelayanan.

Demikian permohonan ini disampaikan, atas perhatian dan perkenan Bapak/Ibu serta kerjasamanya kami ucapkan terima kasih.

*Wassalamu'alaikum wr. wb.*

Banjarmasin, 16 Mei 2025

Dekan,



***Melayani Lebih Baik, Lebih Baik Melayani***

## Lampiran 17 Surat Selesai Riset



**SENAT MAHASISWA  
FAKULTAS USHULUDDIN DAN HUMANIORA  
UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN**



*Sekretariat: Jl. A. Yani Km. 4,5 Komp. UIN Antasari Banjarmasin, Kalimantan Selatan CP: 083865997306 (Alena)*

|          |                                   |                              |
|----------|-----------------------------------|------------------------------|
| Nomor    | : 040/Sekum/SEMA-FUH/UIN-A/X/2025 | Banjarmasin, 23 Oktober 2025 |
| Lampiran | : -                               |                              |
| Perihal  | : <b><u>Surat Keterangan</u></b>  |                              |

Ketua Umum Senat Mahasiswa Fakultas Ushuluddin dan Humaniora menerangkan dengan sebenar benarnya bahwa:

|                      |                                                   |
|----------------------|---------------------------------------------------|
| Nama                 | : Risyda Emiliya                                  |
| NIM                  | : 200103040014                                    |
| Tempat Tanggal Lahir | : Banjarmasin, 10 Desember 2002                   |
| Program Studi        | : Psikologi Islam                                 |
| Semester             | : 11                                              |
| Alamat               | : Jl. Tembus Mantuil, Komplek Bumi Basirih Permai |

Telah melaksanakan Riset/Penelitian dalam rangka penyusunan Skripsi pada Organisasi mahasiswa Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin selama 2 (Dua) bulan dari tanggal 19 Mei 2025-19 Juli 2025 dengan judul Pengaruh Self Efficacy Terhadap Komitmen Organisasi pada pengurus organisasi mahasiswa fakultas ushuluddin dan humaniora UIN Antasari Banjarmasin.

Kami sampaikan pula sebagai stker berpredikat zona integritas wilayah bebas korupsi (ZI-WBK), menuju Zona Integritas Wilayah Birokrasi Bersih Melayani (ZI-WBBM) IJIN Antasari Banjarmasin berkomitmen terus menjaga integritas serta meningkatkan kualitas klerja dan pelayanan.

Demikian surat keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.

Banjarbaru, 23 Oktober 2025

**Ketua Umum  
Senat Mahasiswa  
Fakultas Ushuluddin dan Humaniora**



**Ahmad Ridani**  
NIM. 230103040217

## Lampiran 18 Sertifikat Kompre



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ANTASARI BANJARMASIN  
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e-mail: fuh@uin-antasari.ac.id website: http://www.fuh.uin-antasari.ac.id.

# SERTIFIKAT

Nomor: 2018/Un.14/III.3/PP.01.1/09/2025

Dekan Fakultas Ushuluddin dan Humaniora UIN Antasari Banjarmasin dengan ini memberikan sertifikat kepada :

N a m a : RISYDA EMILIYA  
N I M : 200103040014

Telah L U L U S dalam menempuh UJIAN KOMPREHENSIF pada Jurusan Psikologi Islam dengan nilai akhir 80,67 (A) bobot : 3,75

Demikian sertifikat ini diberikan kepada yang bersangkutan untuk dipergunakan sebagaimana mestinya.



Banjarmasin, 25 September 2025

Di Zikri Nirwana, M.Ag  
NIP. 197812272003121002

## Lampiran 19 Surat Keterangan Submit Jurnal



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Website: [www.pi.uin-antasari.ac.id](http://www.pi.uin-antasari.ac.id); E-mail: [psikologi.islam@uin-antasari.ac.id](mailto:psikologi.islam@uin-antasari.ac.id)

**SURAT KETERANGAN SUBMIT JURNAL**

Nomor: 2141/Un.14/III.3/PP.00.9/10/2025

Dengan ini menerangkan bahwa:

Judul Karya Ilmiah : Pengaruh Self Efficacy Terhadap Komitmen Organisasi Pada  
Pengurus Organisasi Mahasiswa Fakultas Ushuluddin dan  
Humaniora UIN Antasari Banjarmasin  
Nama : Risyda Emiliya  
NIM : 200103040014  
Program Studi : Psikologi Islam

Karya ilmiah tersebut telah disubmit untuk dipublikasikan di Jurnal Jurnal Studia Insania (<https://jurnal.uin-antasari.ac.id/index.php/insania/submissions>) dan saat ini masih dalam proses evaluasi. Keputusan akhir mengenai publikasi sepenuhnya menjadi wewenang pihak jurnal.

Demikian surat keterangan ini disampaikan untuk dipergunakan sebagaimana mestinya.

Banjarmasin, 22 Oktober 2025

a.n. Ketua Prodi Psikologi Islam

Sekretaris,



M. Ichin, M.A

NIP 197903242023211012

## Lampiran 20 Surat Keterangan Bebas Plagiasi



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**FAKULTAS USHULUDDIN DAN HUMANIORA**  
**PROGRAM STUDI PSIKOLOGI ISLAM**

Jalan Jenderal Ahmad Yani Km. 4.5 Banjarmasin 70235 Telepon (0511) 3266593  
 Website: www.pi.uin-antasari.ac.id; E-mail: psikologi.islam@uin-antasari.ac.id

**Surat Keterangan Bebas Plagiasi**

Nomor: 2140/Un.14/III.3/PP.00.9/10/2025

Ketua Program Studi Psikologi Islam menerangkan bahwa karya ilmiah yang dibuat oleh:

|                    |                                                                                                                                                           |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Nama               | : Risyda Emiliya                                                                                                                                          |
| NIM                | : 200103040014                                                                                                                                            |
| Semester           | : XI (Sebelas)                                                                                                                                            |
| Tahun Akademik     | : Ganjil 2025/2026                                                                                                                                        |
| Prodi              | : Psikologi Islam                                                                                                                                         |
| Jenis Karya Ilmiah | : Skripsi                                                                                                                                                 |
| Judul Karya Ilmiah | : Pengaruh Self Efficacy Terhadap Komitmen Organisasi Pada<br>Pengurus Organisasi Mahasiswa Fakultas Ushuluddin Dan<br>Humaniora UIN Antasari Banjarmasin |

telah melalui proses uji plagiasi menggunakan aplikasi Turnitin dan dinyatakan memenuhi persyaratan **bebas plagiasi** dengan persentase kemiripan tidak melebihi 25%, sesuai ketentuan yang berlaku, sebagaimana bukti terlampir.

Banjarmasin, 22 Oktober 2025

a.n. Ketua Prodi Psikologi Islam

Sekretaris,



M. Ichin, M.A

### DAFTAR RIWAYAT HIDUP

1. Nama : Risyda Emiliya
2. TTL : Banjarmasin, 10 Desember 2002
3. Jenis Kelamin : Perempuan
4. Agama : Islam
5. Kebangsaan : Indonesia
6. Alamat : Jl. Tembus Mantuil, Komplek Bumi Basirih Permai
7. No.Handphone : 0899-5236-035
8. E-mail : [risydaemiliya10@gmail.com](mailto:risydaemiliya10@gmail.com)
9. Pendidikan :
  - a. TK Harapan Ibu (2007-2008)
  - b. SDN Basirih 5 (Tahun 2008-2014)
  - c. Mts Banjar Selatan 2 (Tahun 2014-2017)
  - d. Man 3 Banjarmasin (Tahun 2017-2020)
  - e. UIN Antasari Banjarmasin (2020-sekarang)
10. Orang Tua :
  - a. Ayah
    - 1) Nama : Bunyamin, S.Pd
    - 2) Pekerjaan : Guru
    - 3) Alamat : Jl. Tembus Mantuil, Kompek Bumi Basirih Permai
  - b. Ibu
    - 1) Nama : Maslina
    - 2) Pekerjaan : Ibu Rumah Tangga
    - 3) Alamat : Jl. Tembus Mantuil, Komplek Bumi Basirih Permai
11. Saudara : 2
12. Pengalaman organisasi :
  - a. HMJ Psikologi Islam
  - b. HMI KOMUSDA
  - c. DEMA Fakultas Ushuluddin dan Humaniora