DAFTAR PUSTAKA

Agung, A., Sudja, N., & Yuesti, A. (2021). Role of organizational commitment on employee performance: The mediation of quality of work. *International Journal of Sustainability, Education, and Global Creative Economic*, *4*(2), 73–85.

Alazmi, A. A., & Al-Mahdy, Y. F. H. (2020). Principal authentic leadership and teacher engagement in Kuwait's educational reform context. *Educational Management Administration & Leadership*, *50*(3), 392–412. https://doi.org/10.1177/1741143220957339

Ali, A. D., Narine, L. K., Hill, P. A., & Bria, D. C. (2023). Factors Affecting Remote Workers' Job Satisfaction in Utah: An Exploratory Study. *International Journal of Environmental Research and Public Health*, *20*(9). https://doi.org/10.3390/ijerph20095736

Alkhawaldeh, A. A. K., Jaber, J. J., Boughaci, D., & Ismail, N. (2021). A novel investigation of the influence of corporate governance on firms' credit ratings. *PLoS ONE*, *16*(5 May), 1–21. https://doi.org/10.1371/journal.pone.0250242

Alrasheedi, O., Schultz, T. J., & Harvey, G. (2021). Factors influencing nurses' intention to work in the oncology specialty: multi-institutional cross-sectional study. *BMC Palliative Care*, *20*(1), 1–12. https://doi.org/10.1186/s12904-021-00764-9

Anggraini, S. A., & Hapsari, M. T. B. (2023). Work Commitment to Contract Employees In Government Organization. *Psikoborneo: Jurnal Ilmiah Psikologi*, *11*(2), 174. https://doi.org/10.30872/psikoborneo.v11i2.10983

Anh, D. B. H. (2024). Examining Factors Influencing Employee Engagement: A Study of Universities in Ho Chi Minh City. *Journal of Logistics, Informatics and Service Science*, *11*(1), 392–404. https://doi.org/10.33168/JLISS.2024.0125

Anthony, O. (2021). Organizational Culture and Implications on Workers' Commitment: An Applied Study of Breweries in Nigeria. *Nigerian Journal of Management Sciences*, *22*(2), 84–105.

Anwar, S., & BibinRubini, D. W. S. (2021). Effects of Self Efficacy and Job

Satisfaction on theImprovement of Lecturers Professional Commitment. In *Turkish Journal of Computer and …*. turcomat.org.

Audia, L., Sutrisno, S., Kadir, A., & Abdurrakhman, Z. (2021). Pengaruh Efikasi Diri, Penghargaan Diri, dan Stress Kerja Terhadap Kinerja Pegawai Puskesmas Muara Teweh Kabupaten Barito Utara. *Jurnal Aplikasi Pelayaran Dan Kepelabuhanan*, *11*(2), 124–137. https://doi.org/10.30649/japk.v11i2.73

Awaludin, Y. (2022). 40 Persen ASN Kemenag Terancam Dipecat, Dinyatakan Tidak Profesional. *Radar Bogor*, 1.

Ayida, N., Bokiu, Z., & Lukum, A. (2022). Pengaruh Sumber Daya Aparatur Dan Tekanan Anggaran Waktu Audit Terhadap Kualitas Audit. *YUME : Journal of Management*, *5*(3), 465–472. https://doi.org/10.37531/yume.vxix.325

Bachri, F., & Solekah, N. A. (2021). Organizational Commitment as Mediating Variable of Employee Job Satisfaction Toward Turnover Intentions. *INOBIS: Jurnal Inovasi Bisnis Dan Manajemen Indonesia*, *4*(2), 151–162. https://doi.org/10.31842/jurnalinobis.v4i2.174

Bagis, F., Dianti, L., Darmawan, A., & Rahmawati, D. V. (2021). The Effect of Job Satisfaction, Organizational Culture and Work Stress on Organizational Commitment To Civil Servants At the Regional Secretariat of Pemalang Regency. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, *4*(3), 343–353. https://jurnal.stie-aas.ac.id/index.php/IJEBAR

Bakotić, D. (2021). Organizational and Professional Commitment: Evidence From Croatia. *Economic Thought and Practice*, *30*(2), 419–437. https://doi.org/10.17818/EMIP/2021/2.5

Balili, D. M. (2023). *Transformational Leadership of School Heads and School Culture as Predictors of Professional Commitment*. *8*(3).

Bancoro, J. C. M. (2023). The Impact of Organizational Commitment on the Job Satisfaction of College Teachers in the College of Business Administration of Negros Oriental State University. *East Asian Journal of Multidisciplinary Research*, *2*(4), 1399–1414. https://doi.org/10.55927/eajmr.v2i4.3715

Barbieri, B., Balia, S., Sulis, I., Cois, E., Cabras, C., Atzara, S., & De Simone, S.

(2021). Don't Call It Smart: Working From Home During the Pandemic Crisis. *Frontiers in Psychology*, *12*(September), 1–13. https://doi.org/10.3389/fpsyg.2021.741585

Budiaji, R., Ginting, R. P., & Asropi. (2023). Implementation of Policies and Achievement of the State Civil Apparatus Professionalism Index Measurement at the Secretariat General of the House of Representatives of the Republic of Indonesia. *Jurnal Ekonomi & Kebijakan Publik*, *14*(2), 203–214. https://doi.org/10.22212/jekp.v14i2.3558

Carvalho, P. A., Laundos, C. A. S., Juliano, J. V. S., Casulari, L. A., & Gottems, L. B. D. (2019). Assessment of safety culture in a public hospital in the Federal District, Brazil. *Revista Brasileira de Enfermagem*, *72*(Suppl 1), 252–258. https://doi.org/10.1590/0034-7167-2017-0716

Choi, Y. S., & Kim, S. H. (2023). The influence of professional competency, professional commitment, and nursing organizational culture on the person-centered practice of nurses in long-term care hospitals: A cross-sectional study. *Journal of Korean Gerontological Nursing*, *25*(2), 116–127. https://doi.org/10.17079/jkgn.2302.07001

Chou, S. Y., & Chang, T. (2021). Feeling Capable and Worthy? Impact of Employee Silence on Self-Concept: Mediating Role of Organizational Citizenship Behaviors. In *Psychological Reports* (Vol. 124, Issue 1). https://doi.org/10.1177/0033294120901845

Colquitt, J. A., J., W. M., & Lepine, J. A. (2019). *Organizational Behavior: Improving Performance And Commitment In The Workplace* (6th ed., pp. 1–585). McGraw Hill Education.

Colquitt, J. A., Wesson, M. J., & Lepine, J. A. (2021). *Organizational Behavior : improving performance and commitment in the workplace* (7th ed., pp. 1–584). Micgraw-hill book compay.

Daniel L.T, O. (2023). Human Resources Professionalism in Public Administration: Efforts to Achieve Good Governance and Organizational Performance Improvement in the Era of Bureaucratic Reform. *KnE Social Sciences*, *2023*, 615–627. https://doi.org/10.18502/kss.v8i17.14155

Darwin, & Mudjisusatyo, Y. (2023). Dominant Factors Influencing the

Performance of Principals of Vocational High Schools. *International Journal of Education in Mathematics, Science and Technology*, *11*(5), 1238–1257. https://doi.org/10.46328/ijemst.3516

Davidescu, A. A. M., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among romanian employees-Implications for sustainable human resource management. *Sustainability (Switzerland)*, *12*(15). https://doi.org/10.3390/su12156086

del Río-Rama, M. de la C., Ríos-Manríquez, M., Álvarez-García, J., & Sánchez-Fernández, M. D. (2020). An empowerment scale analysis of Mexican msmes: Modeling with covariance structures. *Mathematics*, *8*(10), 1–23. https://doi.org/10.3390/math8101817

Dewi, A. K., Lestari, S. M. P., & Sandayanti, V. (2023). Can self-efficacy have a role in learning interest. *Psikostudia : Jurnal Psikologi*, *12*(2), 302. https://doi.org/10.30872/psikostudia.v12i2.10829

Djatola, H. R., & Hilal, N. (2022). Peran Keinginan Keluar Sebagai Moderasi ; Pengaruh Komitmen dan Kepuasan Kerja Karyawan terhadap Organizational Citizenship Behavior (OCB) pada Asuransi Amanah. *JAMIN : Jurnal Aplikasi Manajemen Dan Inovasi Bisnis*, *4*(2), 168. https://doi.org/10.47201/jamin.v4i2.98

Djuanda, I. (2022). Peningkatan Komitmen Profesional Guru Melalui Pengembangan Efikasi Diri Dan Kepercayaan. *Edukasi Islami: Jurnal Pendidikan Islam*.

Dunggio, T. (2023). Peran Komitmen dan Kompetensi dalam Meningkatkan Kinerja. *Jurnal Bisnis Dan Manajemen West Science*, *2*(02), 102–110. https://doi.org/10.58812/jbmws.v2i02.320

Eliyana, A., Ma'arif, S., & Muzakki. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, *25*(3), 144–150. https://doi.org/https://doi.org/10.1016/j.iedeen.2019.05.001

Ezita, R. cahndra, Firdaus, A. R., & Rodiah, E. (2022). Pengaruh Budaya Profesional Terhadap Kinerja Karyawan yang Dimediasi oleh Disiplin dan Loyalitas Karyawan PT. ABC Cikarang Kabupaten Bekasi. *MASTER: Jurnal*

Manajemen Strategik Kewirausahaan, *2*(1), 85–96. https://doi.org/10.37366/master.v2i1.470

Fatimah, S., Manuardi, A. R., & Meilani, R. (2021). Tingkat Efikasi Diri Performa Akademik Mahasiswa Ditinjau Dari Perspektif Dimensi Bandura. *Prophetic : Professional, Empathy, Islamic Counseling Journal*, *4*(1), 25. https://doi.org/10.24235/prophetic.v4i1.8753

Febriansyah, I. B., & Puspitadewi, N. W. S. (2021). Hubungan antara kepuasan kerja dengan komitmen organisasi pada PT.X. *Jurnal Penelitian Psikologi*, *8*(9), 154–165. https://ejournal.unesa.ac.id/index.php/character/article/view/43286

Fernandes, P., Pereira, R., & Wiedenhöft, G. (2023). Organizational culture and the individuals' discretionary behaviors at work: a cross-cultural analysis. *Frontiers in Sociology*, *8*, 1190488. https://doi.org/10.3389/fsoc.2023.1190488

Freund, A., Zriker, A., & Sapir, Z. (2022). Optimal educational climate among students at risk: the role of teachers' work attitudes. *European Journal of Psychology of Education*, *37*(1), 207–226. https://doi.org/10.1007/s10212-021-00545-1

Fung, B., Neolaka, A., & Sihotang, H. (2020). Pengaruh Efikasi Diri Dan Kepuasan Kerja Guru Terhadap Komitmen Organisasi Pada Spk Sd Dan Smp Di Kecamatan Kalideres Dan Cengkareng Provinsi Jakarta. *Jurnal Manajemen Pendidikan*, *9*, 154–172. https://doi.org/10.33541/jmp.v9i2.3018

Gabardo-Martins, L. M. D. (2022). Evidence of Validity of the Productive Organizational Energy Measure in Brazilian Samples. *Paideia*, *32*, 1–9. https://doi.org/10.1590/1982-4327E3222

Giri Nugraha, F., Indrayanto, A., & Anggraeni, A. I. (2023). The influence of job characteristics and job satisfaction on intention to leave. *International Sustainable Competitiveness Advantage*, 1–10.

Graczyk-Kucharska, M., & Erickson, G. S. (2020). A person-organization fit model of Generation Z: Preliminary studies. *Journal of Entrepreneurship, Management and Innovation*, *16*(4), 149–176. https://doi.org/10.7341/20201645

Hadziahmetovic, N., & Salihovic, N. (2022). The Role of Transparent Communication and Leadership in Employee Engagement. *International Journal of Academic Research in Economics and Management Sciences*, *11*(2), 558–571. https://doi.org/10.6007/ijarems/v11-i2/14067

Hameli, K., & Ordun, G. (2022). The mediating role of self-efficacy in the relationship between emotional intelligence and organizational commitment. *European Journal of Management Studies*, *27*(1), 75–97. https://doi.org/10.1108/EJMS-05-2021-0033

Handayani, M. (2019). Pengaruh Budaya Organisasi, Gaya Kepemimpinan, Dan Jabatan Fungsional Auditor Terhadap Komitmen Organisasi Dan Dampaknyaterhadap Kinerja Auditor Internal (Studi pada BPKP dan Inspektorat Sumatera Selatan). *BALANCE Jurnal Akuntansi Dan Bisnis*, *4*(1), 511. https://doi.org/10.32502/jab.v4i1.1817

Harrison, C., Paul, S., & Burnard, K. (2022). Importance of entrepreneurial leadership for innovative business manage-ment: A systematic review. In *Central European Management Journal*. https://doi.org/10.57030/23364890.cemj.30.4.15

Hasan, H., Astuti, E. S., A, T. W., & Iqbal, M. (2020). Impact of Organizational Culture on Employee Engagement and Employee Performance: A Stimuli-Organism-Response Approach. *Prabandhan: Indian Journal of Management*, *23*(4), 235–247.

Hasby. (2020). Faktor-Faktor Yang Mempengaruhi Kepuasan Kerja Aparatur Sipil Negara. *Conference on Business, Social Sciences and Innovation Technology*, *1*(1), 667–703. http://journal.uib.ac.id/index.php/cbssit

Hasnianti, M. R. A. I. (2022). Peningkatan Kinerja Aparatur Sipil Negara Melalui pemberian insentif. *YUME : Journal of Management*, *5*(3), 510–524. https://ftk.uinbanten.ac.id/journals/index.php/tarbawi/article/view/1775%0A https://ftk.uinbanten.ac.id/journals/index.php/tarbawi/article/download/1775/1514

Herijanto, P., Fiernaningsih, N., Widayani, A., Fauzi, A., & Himmah, M. (2023). The influence of vocational lecturer's work environment on innovative work behavior and creative self-efficiency. *Problems and Perspectives in*

Management, *21*(3), 408–417. https://doi.org/10.21511/ppm.21(3).2023.33

Herman, H., Hartini, S., & Mulyaningsih, M. (2023). Pengaruh kepuasan kerja terhadap komitmen organisasi ketua BUM Desa di Kabupaten Bogor. *JPPI (Jurnal Penelitian Pendidikan Indonesia)*, *9*(3), 1420. https://doi.org/10.29210/020232162

Horoshkova, L., Kharahirlo, V., & Khlobystov, I. (2020). Improvement of the continuous education services financing for vocational training. In *Ekonomìčnij vìsnik unìversitetu*. Pereiaslav-Khmelnytskyi Hryhorii Skovoroda State Pedagogical University. https://doi.org/10.31470/2306-546x-2020-45-195-206

Huda, K. (2024). Upaya Meningkatkan Kinerja Karyawan Dengan Efikasi Diri , Tingkat Pendidikan Melalui Kepuasan Kerja. *Jurnal Maneksi*, *13*(3), 566–573.

Hunter, P. V., McCleary, L., Akhtar-Danesh, N., Goodridge, D., Hadjistavropoulos, T., Kaasalainen, S., Sussman, T., Thompson, G., Venturato, L., & Wickson-Griffiths, A. (2020). Mind the gap: Is the Canadian long-term care workforce ready for a palliative care mandate? *Ageing and Society*, *40*(6), 1223–1243. https://doi.org/10.1017/S0144686X18001629

Husnah, A., Harapan, E., & Rohana, R. (2021). Pengaruh Kepemimpinan Kepala Sekolah dan Budaya Organisasi terhadap Komitmen Guru dalam Melaksanakan Tugas. *Jurnal Manajemen Pendidikan: Jurnal Ilmiah Administrasi, Manajemen Dan Kepemimpinan Pendidikan*, *3*(1), 19–30. https://doi.org/10.21831/jump.v3i1.38599

Hutabarat, R. A., & Lubis, E. F. (2023). Pengaruh Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Pada PT . Alfa Scorpii Yamaha Pematang Reba Kabupaten Indragiri Hulu. *Jurnal Ilmu Administrasi Bisnis & Sosial*, *1*(3), 1–11.

Indryawati, R. (2023). Kontribusi Kepribadian Openness To Experience, Etos Kerja Dan Efikasi Diri Terhadap Kepuasan Kerja Pada Guru Paud. *Arjwa: Jurnal Psikologi*, *2*(1), 19–34. https://doi.org/10.35760/arjwa.2023.v2i1.7643

Ingarianti, T. M., Suhariadi, F., Fajrianthi, F., & Kristiana, I. F. (2022). The Effect

of Antecedents of Teachers' Subjective Career Success. *International Journal of Environmental Research and Public Health*, *19*(17). https://doi.org/10.3390/ijerph191711121

Insyani, I. N. (2019). Hubungan Etika Kerja Dengan Komitmen Kerja Pada Karyawan. *Psikoborneo: Jurnal Ilmiah Psikologi*, *7*(4), 587–595. https://doi.org/10.30872/psikoborneo.v7i4.4837

Iskamto, D. (2023). Organizational Culture and Its Impact on Employee Performance. *International Journal of Management and Digital Business*, *2*(1), 47–55. https://doi.org/10.54099/ijmdb.v2i1.584

Islamy, F. J., Yuniarsih, T., Ahman, E., & Kusnendi, K. (2020). The role of organizational culture, knowledge sharing and job satisfaction in higher education. *Management Science Letters*, *10*(16), 3957–3966. https://doi.org/10.5267/j.msl.2020.7.014

İspir, B., & Yildiz, A. (2023). Relationship Between Professional Attitudes and Professional Commitment of Classroom Teachers: The Mediating Role of Teacher Self-Efficacy Belief. *Cukurova University Faculty of Education Journal*, *52*(2), 528–555. https://doi.org/10.14812/cuefd.1215217

Izzati, U. A., Lestari, G. D., & Adiarti, W. (2024). Job Satisfaction and Professional Commitment in Early Childhood Education Teachers. *Journal of Nonformal Education*, *10*(1), 75–83.

Izzati, U. A., Nurchayati, N., Lolita, Y., & Mulyana, O. P. (2022). Komitmen Profesional pada Guru Taman Kanak-Kanak. *Jurnal Obsesi : Jurnal Pendidikan Anak Usia Dini*, *6*(6), 6746–6755. https://doi.org/10.31004/obsesi.v6i6.3580

Jabri, B. Al, & Ghazzawi, I. (2019). Organizational Commitment: A Review of the Conceptual and Empirical Literature and a Research Agenda. *International Leadership Journal "ILJ*, *11*(1), 78–119. https://www.researchgate.net/publication/331635975

Jadidi, N. (2022). Job satisfaction among early childhood female teachers and its impact on professional commitment. *Pegem Journal of Education and Instruction*.

Jahan, I., Huynh, T., & Mass, G. (2022). The Influence of Organisational Culture

on Employee Commitment: An Empirical Study on Civil Service Officials in Bangladesh. *South Asian Journal of Human Resources Management*, *9*(2), 271–300. https://doi.org/10.1177/23220937221113994

Janie, D. N. A., & Isgiyarta, J. (2019). Impact of the personality, professionalism, and spirituality on dysfunctional behaviour (A case study of indonesian accountants). *Humanities and Social Sciences Reviews*, *7*(5), 12–23. https://doi.org/10.18510/hssr.2019.752

Jendra, A. F., & Sugiyo, S. (2020). Pengaruh Efikasi Diri Terhadap Kecemasan Presentasi Siswa Kelas XI di SMA Negeri 1 Wuryantoro. *Konseling Edukasi"Journal of Guidance and Counseling"*, *4*(1), 138–159. https://doi.org/10.21043/konseling.v4i1.5992

Ji, Y., & Han, J. (2021). A moderat ed mediat ion model of t he relat ionship bet ween part icipat ory decision-making and team performance in hotel industry. *Global Business and Finance Review*, *26*(1), 41–52. https://doi.org/10.17549/gbfr.2021.26.1.41

Junaidi, J. (2019). Peran Aparatur Sipil Negara Melalui Pelayanan Prima. *Diklat Review : Jurnal Manajemen Pendidikan Dan Pelatihan*, *3*(1), 11–24. https://doi.org/10.35446/diklatreview.v3i1.350

Kahpi, H. S., Mahmud, T. A., Guli, & Subroto, D. E. (2022). The Role Of Comitmen Organization In Mediating Professionalisme And The Performance Of State Civil Services (ASN) In Banten Province. *Management Studies and Entrepreneurship Journal*, *3*(2), 466–476. http://journal.yrpipku.com/index.php/msej

Kawiana, I. G. P., Rexhepi, B. R., Arsha, I. M. R. M., Swara, N. N. A. A. V., & Yudhistira, P. G. A. (2023). Accelerating Values In Shaping Ethical Leadership And It's Effect On Organisational Performance. *Quality - Access to Success*, *24*(196), 295–302. https://doi.org/10.47750/QAS/24.196.36

KemenPAN-RB. (2018). Peraturan Menteri Pendayagunaan Aparatur Negara Dan Reformasi Birokrasi Republik Indonesia Nomor 38 Tahun 2018 Tentang Pengukuran Indeks Profesionalitas Aparatur Sipil Negara. *Peraturan Menteri Pedayagunaan Aparatur Negara Dan Reformasi Birokrasi*, 1–10.

Kementerian Agama. (2022). Peraturan Menteri Agama Nomor 72 Tahun 2022

Tentang Organisasi dan Tata Kerja Kementerian Agama. *Biro Hukum Dan Kerjasama Luar Negeri*.

Kerwin, S., Trussell, D. E., Cheevers, R., Ritondo, T., & McClean, C. (2023). A critical examination of how experiences shape board governance at the community level of sport. *Sport Management Review*, *00*(00), 1–16. https://doi.org/10.1080/14413523.2023.2259148

Ketprapakorn, N., & Kantabutra, S. (2022). Toward an organizational theory of sustainability culture. *Sustainable Production and Consumption*, *32*, 638–654. https://doi.org/https://doi.org/10.1016/j.spc.2022.05.020

Khanali, A., Karnati, N., & Madhakomala, R. (2024). Job Satisfaction and Professional Commitment among Civil Servants : A Literature Review. *International Conference on Learning Community (ICLC)*, *1*(1), 380–385. https://jurnal.untirta.ac.id/index.php/iclc/index

Kharisma, M., Lestari, P. S., & AyuningtiasEkaAvianti. (2019). PENGARUH BUDAYA ORGANISASI DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN DENGAN KOMITMEN ORGANISASI SEBAGAI VARIABEL INTERVENING. *Jurnal Pengembangan Wiraswasta*, *21*(2), 1–10. https://doi.org/10.33370/jpw.v21i2.342

Kholid, Septantina, R. A., Jakfar, A., Setyawan, W., Pusrianto, E., & Guntoro. (2023). Factor Analysis of Commitment as Mediation on Organizational Culture, Motivation to Performance of Office Administration Employees. *International Journal of Advanced Engineering and Management Research*, *08*(06), 50–62. https://doi.org/10.51505/ijaemr.2023.8605

Kogan, L. R., & Rishniw, M. (2023). Differences in perceptions and satisfaction exist among veterinarians employed at corporate versus privately owned veterinary clinics. *Journal of the American Veterinary Medical Association*, *261*(12), 1838–1846. https://doi.org/10.2460/javma.23.06.0326

Kohnová, L., Stacho, Z., Salajová, N., Stachová, K., & Papula, J. (2023). Application of agile management methods in companies operating in Slovakia and the Czech Republic. *Economic Research-Ekonomska Istrazivanja* , *36*(2). https://doi.org/10.1080/1331677X.2022.2142809

Komariyah, I., Prayudi, A., Edison, E., & Laelawati, K. (2023). the Relationship

Between Organizational Culture and Competence With Organizational Commitment in Employees of Bumd Binjai, North Sumatra. *Jurnal Riset Bisnis Dan Manajemen*, *16*(2), 210–218. https://doi.org/10.23969/jrbm.v16i2.7572

Krajcsák, Z. (2018). Making High Committed Workplaces by Strong Organizational Values. *Journal of Human Values*, *24*(2), 127–137. https://doi.org/10.1177/0971685818764064

Kurniawan, R., & Mahdani, R. (2024). The Effect of Remuneration, Work Discipline and Motivation on Employee Performance. *Jurnal Ilmiah Manajemen Kesatuan*, *12*(1), 1101–1112. https://doi.org/10.37641/jimkes.v12i4.2677

Kustini, K., Rini, H. P., & Pertiwi, T. K. (2020). The Effect Of Self Efficacy And Motivation On Readiness For Changes Executive staff To Implementation Financial Budget-Based Information System. *The 19th MIICEMA 2018*, *19*(2000), 261–269.

Langgeng, Y. S., & Wilasari, M. F. (2023). Profesionalisme Aparatur Sipil Negara Dalam Meningkatkan Kinerja Organisasi (Tinjauan Literatur). *Nusantara Innovation Journal*, *2*(2), 103–113.

Larsson, G., & Björklund, C. (2020). Age and leadership: comparisons of age groups in different kinds of work environment. *Management Research Review*, *44*(5), 661–676. https://doi.org/10.1108/MRR-01-2020-0040

Lee, K., Choi, J. O., & Hyun, S. S. (2022). A Study on Job Stress Factors Caused by Gender Ratio Imbalance in a Female-Dominated Workplace: Focusing on Male Airline Flight Attendants. *International Journal of Environmental Research and Public Health*, *19*(15). https://doi.org/10.3390/ijerph19159418

Lehtonen, E. E., Nokelainen, P., Rintala, H., & Puhakka, I. (2022). Thriving or surviving at work: how workplace learning opportunities and subjective career success are connected with job satisfaction and turnover intention? *Journal of Workplace Learning*, *34*(1), 88–109. https://doi.org/10.1108/JWL-12-2020-0184

Lestari, U. P., Sinambela, E. A., Mardikaningsih, R., & Darmawan, D. (2020). Pengaruh Efikasi Diri Dan Lingkungan Kerja Terhadap Kepuasan Kerja

Karyawan. *Jurnal Ekonomi & Ekonomi Syariah*, *3*(2), 529–536.

Li, X., & Tresirichod, T. (2024). The Mediating Role of Job Performance : The Impact of Organizational Culture on Job Satisfaction. *Journal of Arts Management*, *8*(2), 254–271. https://so02.tci-thaijo.org/index.php/jam/article/view/269071/180496

Lianto, L. (2019). Self-Efficacy: A Brief Literature Review. *Jurnal Manajemen Motivasi*, *15*(2), 55. https://doi.org/10.29406/jmm.v15i2.1409

Lopez-Martin, E., & Topa, G. (2019). Organizational culture and job demands and resources: Their impact on employees' wellbeing in a multivariate multilevel model. *International Journal of Environmental Research and Public Health*, *16*(17). https://doi.org/10.3390/ijerph16173006

Ma'rufi, A. R., & Anam, C. (2019). Faktor yang mempengaruhi komitmen organisasi. *Prosiding Seminar Nasional Magister Psikologi Universitas Ahmad Dahlan*, *2*(2), 442–446. http://seminar.uad.ac.id/index.php/snmpuad/article/view/3458

Mahrus Ali, M., Ali, H., & Author, C. (2023). Faktor-Faktor Pembentuk Budaya Organisasi: Kepemimpinan, Tata Nilai, dan Motivasi. *Jurnal Ilmu Manajemen Terapan (JIMT)*, *5*(2), 70–79. https://creativecommons.org/licenses/by/4.0/

Maimunah, M., Lesmana, D., & Panjaitan, D. (2023). The effect of professional certification, professional commitment, and professionalism on lecturer's performance. *Journal of Business and Information Systems (e-ISSN: 2685-2543)*, *5*(2), 152–162. https://doi.org/10.36067/jbis.v5i2.181

Maj, J. (2023). Influence of Inclusive Work Environment and Perceived Diversity on Job Satisfaction: Evidence From Poland. *Central European Business Review*, *12*(4), 105–122. https://doi.org/10.18267/j.cebr.334

Marlapa, E., & Endri, E. (2024). Work Stress, Organizational Commitment, and Turnover Intention: The Intervening Role of Work Satisfaction. *Jurnal Aplikasi Bisnis Dan Manajemen*, *10*(2), 503–519. https://doi.org/10.17358/jabm.10.2.503

Marliani, L. (2019). Peranan Budaya Organisasi Dalam Mewujudkan Kinerja suatu Oerganisasi. *Journal of Chemical Information and Modeling*, *53*(9),

1689–1699.

Masturah, A. N., & Hudaniah. (2023). Efikasi Diri dan Dukungan Sosial sebagai Prediktor Flourishing pada Dewasa Awal. *Jurnal Ilmiah Psikomuda Connectedness*, *2*(1), 10–18. https://unimuda.e-journal.id/jurnalpsikologiunimuda/article/view/2389

Mauliddya, D. (2021). The Effect of Employee Engagement on Job Satisfaction through Affective Commitment at PT Ultra Medika Surabaya. *Journal of Business and Management Review*, *2*(9), 634–647. https://doi.org/10.47153/jbmr29.2162021

Metin, K., & Asli, K. (2018). The Relationship between Organizational Commitment and Work Performance: a Case of Industrial Enterprises Work code CJ02F5005. *Journal of Economic and Social Development (JESD)*, *5*(1), 46.

Miftah Farid, & Wahyundaru, S. D. (2020). Pengaruh Komitmen Profesional, Motivasi Kerja, Komitmen Organisasi, Locus of Control, dan Tindakan Supervisi Terhadap Kepuasan Kerja Auditor. *Konferensi Ilmiah Mahasiswa Unissula (KIMU)*, 485–486.

Mijakoski, D., Cheptea, D., Marca, S. C., Shoman, Y., Caglayan, C., Bugge, M. D., Gnesi, M., Godderis, L., Kiran, S., McElvenny, D. M., Mediouni, Z., Mesot, O., Minov, J., Nena, E., Otelea, M., Pranjic, N., Mehlum, I. S., van der Molen, H. F., & Canu, I. G. (2022). Determinants of Burnout among Teachers: A Systematic Review of Longitudinal Studies. *International Journal of Environmental Research and Public Health*, *19*(9). https://doi.org/10.3390/ijerph19095776

Moon, K., Cho, H., Lee, K., & Oah, S. (2014). Effect of pay satisfaction on organizational commitment. *Korean Journal of Industrial and Organizational Psychology*, *27*(3), 585–615. https://doi.org/10.24230/kjiop.v27i3.585-615

Mulu, M., Iku, P. F., Lazar, F. L., & Jediut, M. (2023). Self Efficacy: A View from Junior High School Students and Its Gender Interaction. *Journal of Educational Science and Technology (EST)*, *9*(2), 150. https://doi.org/10.26858/est.v9i1.48373

Munawar, M., & Suriyanti, S. (2024). The Effect of Organizational Culture, Work-Life Balance, and Job Satisfaction on Non-Commercial Employee Work Engagement. *Golden Ratio of Human Resource Management*, *4*(1), 53–66. https://doi.org/10.52970/grhrm.v4i1.452

Muzayanah, M. (2020). Pemahaman Terhadap Tanggungjawab, Hak Dan Kewajiban Pegawai Terhadap U.U. No 5 Tahun 2014 Tentang Aparatur Sipil Negara. *Jurnal Komunikasi Hukum (JKH)*, *6*(1), 228. https://doi.org/10.23887/jkh.v6i1.23488

Naibaho, A. R., & Yusra, Z. (2023). Hubungan Kepuasan Kerja dan Subjective Well Being Pada Karyawan PT. X di Kota Bukittinggi. *Jurnal Pendidikan Tambusai*, *7*(2), 13211–13218. https://www.jptam.org/index.php/jptam/article/view/8486

Natika, L., & Septianti, L. P. (2023). Profesionalisme Aparatur Sipil Negara. *The World of Public Administration Journal*, *5*(1), 20–34. https://doi.org/10.37950/wpaj.v5i1.1653

Noviardi, F., Rahmanto, A., & Slamet, Y. (2020). Logo rebranding: Indonesian tax authority public relations strategy in forming organizational culture images. In *Informasi*. State University of Yogyakarta. https://doi.org/10.21831/informasi.v50i1.29594

Nurrohim, N. (2020). Analisis Kepuasan Siswa Kelas IX Sekolah Menengah Pertama Terhadap Pembelajaran Daring Mata Pelajaran PJOK Pada Masa Pandemi Covid-19 Kecamatan Purwanegara 2020. *Journal of Physical Activity and Sports (JPAS)*, *1*(1), 133–146. https://doi.org/10.53869/jpas.v1i1.26

Obata, S., & Iriyama, S. (2023). Development and validation of a professional autonomy scale for Japanese midwives. *Nagoya Journal of Medical Science*, *85*(3), 555–568. https://doi.org/10.18999/nagjms.85.3.555

Pandya, J. D. (2024). Intrinsic & extrinsic motivation & its impact on organizational performance at Rajkot city: A review. *Journal of Management Research and Analysis*, *11*(1), 46–53. https://doi.org/10.18231/j.jmra.2024.009

Paparang, N. C. P., Areros, W. A., & Tatimu, V. (2021). Pengaruh Kepuasan

Kerja Terhadap Kinerja Pegawai Kantor PT. Post Indonesia di Manado. *Productivity*, *2*(2), 119–123. https://ejournal.unsrat.ac.id/index.php/productivity/article/view/33793

Parameswari, R., Tholok, F. W., & Pujiarti. (2020). The effect of professionalism on employess work productivity at Sakura Jaya Company. *Primanomics: Jurnal Ekonomi Dan Bisnis*, *18*(2), 1–13. https://doi.org/10.5829/idosi.wasj.2013.26.03.1379

Pavlovic, N., Ivanis, M., & Crnjar, K. (2020). Organizational Culture and Job Satisfaction among University Professors in the Selected Central and Eastern European Countries. *Studies in Business and Economics*, *15*(3), 168–184. https://doi.org/10.2478/sbe-2020-0052

Pontoh, R., & Guhung, R. (2022). Gaya Kepemimpinan dan Budaya Organisasi dalam Motivasi Kinerja Guru. *Transformasi: Journal of Management, Administration, Education and Religiouf Affairs*, *4*(1), 64–89. https://transformasi.kemenag.go.id/index.php/journal/article/view/266

Priyadi, D. T., Sumardjo, M., & Iman Mulyono, S. (2020). Pengaruh Kepuasan Kerja, Komitmen Organisasional, Dan Job Insecurity Terhadap Organizational Citizenship Behaviour (Ocb) (Studi Pada Pegawai Non-Pns Kementerian Sosial Ri). *Jurnal Ilmu Manajemen Terapan*, *2*(1), 10–22. https://doi.org/10.31933/jimt.v2i1.282

Purwanto, E., Fajri, A., & Haqq, Z. N. (2022). The Effect of Organizational Culture, Commitment and Job Satisfaction on Organization Citizenship Behavior of Employees. *Islamic Banking, Accounting and Finance International Conference- The 10th IBAF 2022*, *5*(1), 383–392. http://repository.unimus.ac.id/7021/1/The Effect of Organizational Culture%2C Commitment and Job Satisfaction on Organization Citizenship Behavior of Employees_2.pdf

Purwanto, J. H. (2020). Analisis Budaya Kerja Aparatur Sipil Negara: Studi Kasus Pada Badan Pengembangan Sumber Daya Manusia Provinsi Jawa Barat. *Jurnal Pembangunan Dan Administrasi Publik*, *2*(2), 59–81. https://doi.org/10.32834/jpap.v2i2.237

Puspitawati, N. M. D., & Riana, I. G. (2014). Pengaruh kepuasan kerja terhadap

komitmen organisasional dan kualitas layanan. *Jurnal Manajemen Strategi Bisnis Dan Kewirausahaan*, *8*(No 1), 68–80.

Qurbani, D., & Solihin, D. (2021). Peningkatan Komitmen Organisasi melalui Penguatan Efikasi Diri dan Kualitas Kehidupan Kerja. *Jurnal Bisnis Dan Manajemen*, *8*(2), 223–232. https://doi.org/10.26905/jbm.v8i2.5797

Ravina-Ripoll, R., & Robina-Ramírez, R. (2023). Are rural accommodation employees able to aspire to transcendent happiness in their work? An exploratory model. *Humanities and Social Sciences Communications*, *10*(1), 1–13. https://doi.org/10.1057/s41599-023-01937-y

Robbins, S. P., & Judge, T. A. (2018). *Essentials of Organizational Behavior*. Pearson.

Robbins, S. P., & Judge, T. A. (2019). *Organizational Behavior*. Penerbit Salemba Empat.

Rosid, M. A., & Darojat, I. (2022). Pengaruh Komitmen Organisasi Terhadap Kepuasan Kerja Dalam Meningkatkan Kinerja Pegawai (Studi pada Pegawai di Lingkungan Pemerintah Daerah Kota Tangerang). *Dynamic Management Journal*, *6*(2), 55. https://doi.org/10.31000/dmj.v6i2.6710

Saebah, N., & Merthayasa, A. (2024). The Influence of Organizational Culture on Employee Performance with Organizational Commitment as an Intervening Variable. *International Journal of Social Service and Research*, *4*(03), 744–751. https://doi.org/10.46799/ijssr.v4i03.685

Sahervian, R. R., Adi, W. B., & Sunarto. (2019). Pengaruh Budaya Organisasi, Kepemimpinan Dan Disiplin Kerja Terhadap Kinerja Organisasi Laboratorium Pendidikan Ekonomi Mini Market Tania Tahun 2018. *Jurnal Pendidikan Bisnis Dan Ekonomi*, *4*(2), 1–20.

Sandy, F., & Selamet Riadi, S. (2023). Pengaruh Komitmen Organisasi dan Budaya Organisasi terhadap Kepuasan Kerja serta Kinerja Pegawai pada Dinas Pendidikan dan Kebudayaan Kota Samarinda. *Jurnal Manajemen Tenaga Kependidikan (JMTK)*, *1*(1), 11–20. https://e-journals2.unmul.ac.id/index.php/jmtk

Santosa, B. R., Masahere, U., & Widodo, W. (2023). Komitmen organisasi sebagai strategi peningkatan kinerja dan loyalitas karyawan: studi tinjauan

literatur. *Entrepreneurship Bisnis Manajemen Akuntansi (E-BISMA)*, *4*(1), 143–156. https://ejournal.widyamataram.ac.id/index.php/j-mae/article/view/930

Santoso, A., & Dewi, I. G. . M. (2019). Pengaruh Efikasi Diri, Motivasi Kerja, Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pt. Sukanda Djaya Denpasar. *E-Jurnal Manajemen Universitas Udayana*, *8*(11), 6488. https://doi.org/10.24843/ejmunud.2019.v08.i11.p06

Santoso, S. A. (2020). Pengaruh Budaya Organisasi Dan Kepuasan Kerja Terhadap Kinerja Karyawan Koperasi Rajawali Pt. Telkom. *JABE (Journal of Applied Business and Economic)*, *7*(1), 65. https://doi.org/10.30998/jabe.v7i1.6381

Sari, L. P., Bastian, A., & Arizal. (2023). Kepemimpinan Altruistik Terhadap Komitmen Profesional Guru Dan Peran Psikologi dI SMKN 1 Pangkalan Kerinci. *Jurnal Komunitas Sains Manajemen*, *2*(2), 136–147. http://www.jkmk.akademimanajemen.or.id/index.php/home/article/view/90

Schermerhorn, J. R., & Bachrach, D. G. (2020). *Management*. Wiley. https://books.google.co.id/books?id=wnbEDwAAQBAJ

Sembiring, R., & Sofiyan, S. (2021). Analisis Faktor-Faktor Yang Mempengaruhi Budaya Kerja Organisasi Di Perusahaan. *Maker: Jurnal Manajemen*, *7*(2), 208–213. https://doi.org/10.37403/mjm.v7i2.396

Senduk, E. L., & Londa, V. Y. (2023). Self Efficacy Aparatur Sipil Negara di Sekretariat Dewan Perwakilan Rakyat Daerah Kota Manado. *Jurnal Administrasi Publik*, *10*(2), 48–60. https://doi.org/10.35797/jap.v10i2.54938

Senen, S. H., & Az-Zahra, V. I. (2021). The Effect of Organizational Culture on Motivation and Job Satisfaction and Its Impact on Organizational Citizenship Behavior (OCB) at the Office of PT. Permodalan Nasional Madani (PT.PNM) Garut Branch. *Proceedings of the 5th Global Conference on Business, Management and Entrepreneurship (GCBME 2020)*, *187*(Gcbme 2020), 227–231. https://doi.org/10.2991/aebmr.k.210831.045

Setiyani, P., Ismanto, H. S., & Ajie, G. R. (2023). Hubungan Antara Efikasi Diri Dengan Pengambilan Keputusan Karier Siswa Kelas XI SMA Negeri 1 Juwana. *JUBIKOPS: Jurnal Bimbingan Konseling Dan Psikologi*, *3*(2), 83–

95. https://jurnal.stkipmb.ac.id/index.php/jubikops/article/view/426

Setyaningsih, S., & Sunaryo, W. (2021). Optimizing transformational leadership strengthening, self efficacy, and job satisfaction to increase teacher commitment. *International Journal of Instruction*, *14*(4), 427–438. https://doi.org/10.29333/iji.2021.14425a

Siraneh, Y., Ololo, S., Tsega, G., Yitbarek, K., Adamu, A., Erchafo, B., Hailu, M., & Woldie, M. (2018). Level and Factors Associated with Professional Commitment of Health Professionals Providing Institutional Delivery Services in Public Health Facilities, Southwest Ethiopia. *Ethiopian Journal of Health Sciences*, *28*(4), 495–504. https://doi.org/10.4314/ejhs.v28i4.15

Sopiyan, P., & Abdul Aziz, H. (2019). Pengaruh Komitmen Profesi Dan Self-Efficacy Terhadap Konflik Peran. *Coopetition : Jurnal Ilmiah Manajemen*, *10*(1), 15–22. https://doi.org/10.32670/coopetition.v10i1.26

Suhakim, A. (2020). Pengaruh Locus of Control, Komitmen Profesi, Kesadaran Etis, Dan Independensi Terhadap Perilaku Auditor. *EKOMABIS: Jurnal Ekonomi Manajemen Bisnis*, *1*(01), 91–102. https://doi.org/10.37366/ekomabis.v1i01.10

Sunarta, S. (2019). Pentingnya Kepuasan Kerja. *Efisiensi - Kajian Ilmu Administrasi*, *16*(2), 63–75. https://doi.org/10.21831/efisiensi.v16i2.27421

Surajiyo, S. (2022). Prinsip-Prinsip Etis Profesi Akuntan. *Prosiding Serina*, 781–788. https://journal.untar.ac.id/index.php/PSERINA/article/view/19803

Syandriadi, T. (2021). Pengaruh Iklim Organisasi Terhadap Kepuasan Kerja Serta Dampaknya Pada Kinerja Pegawai Di Lingkungan Kantor Wilayah Direktorat Jenderal Kekayaan Negara Kalimantan Barat. *Equator Journal of Management and Entrepreneurship (EJME)*, *8*(1), 133–142. https://doi.org/10.26418/ejme.v8i1.35695

Teymoori, E., Rahmani, V., Fereidouni, A., Khachian, A., & Hannani, S. (2022). Ethical Climate Of The Operating Room From The Perspective Of The Surgical Team And Its Relationship With Organizational Culture And Organizational Commitment. *Perioperative Care and Operating Room Management*, *26*, 100238. https://doi.org/https://doi.org/10.1016/j.pcorm.2021.100238

Tindowen, D. J., Bautista, J. A., Mira, S., & Echalar, H. J. (2020). Senior High School Teachers ' Professional And Organizational Commitment And Their Job Satisfaction Senior High School T eachers ' Professional And Organizational Commitment And Their Job Satisfaction Erylle Shane Parallag. *International Journal Of Arts Humanities and Social Sciences Studies*, *5*(September), 142–150.

Tsai, Y. (2011). Relationship between organizational culture, leadership behavior and job satisfaction. *BMC Health Services Research*, *11*, 98. https://doi.org/10.1186/1472-6963-11-98

Ulumuddin, M., & Audah, A. (2020). Efek Interaksi Kepemimpinan Otentik Kepercayaan Pada Pimpinan Organisasi Terhadap Kepuasan Kerja Tenaga Pendidikan Dan Kependidikan Stai At-Tahdzib Jombang. *Jurnal Studi Islam Dan Mu'amalah*, *8*(2), 155–174. https://ejournal.staiat-tahdzib.ac.id/tahdzib/article/view/122

Vebrianis, S., M, A., & Haryati, R. (2021). Pengaruh Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Pada PT. Bumi Sarimas Indonesia Kabupaten Padang Pariaman. *Jurnal Matua*, *3*(3), 539–548.

Vidyastuti, V. (2019). Kepuasan Kerja Pegawai Negeri Sipil di Lingkungan Pemerintah Kota Semarang. *Eksistensi*, *1*(2), 97–109.

Vivianty, R., Rahmat, A., & Oemar, F. (2023). Konsekuensi Korupsi : Faktor Penentu Kepuasan Kerja Dan Kinerja Pegawai Sekretariat Daerah. *Jurnal Komunitas Sains Manajemen*, *2*(3), 163–175. https://doi.org/10.55356/jksm.v2i3.101

Wahid, A. R., Kurniawan, I. S., & Yulianto, E. (2023). Pengaruh Budaya Organisasi Dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Bento Café Yogyakarta. *Publik: Jurnal Manajemen Sumber Daya Manusia, Administrasi Dan Pelayanan Publik*, *10*(4), 1470–1482. https://doi.org/10.37606/publik.v10i4.855

Wahyudin, H. (2022). Budaya Organisasi. *Multiverse: Open Multidisciplinary Journal.*, *1*(3), 51–56. https://jurnal.medanresourcecenter.org/index.php/MULTIVERSE/article/download/716/590/3051

Wibowo, J., & Hidajat, T. (2020). Pengaruh Efikasi Diri, Motivasi Kerja Dengan Dimediasi Kepuasan Kerja Terhadap Kinerja Karyawan Pt. Bank Bni Syariah Kantor Cabang Pekalongan. *Magisma: Jurnal Ilmiah Ekonomi Dan Bisnis*, *8*(2), 1–16. https://doi.org/10.35829/magisma.v8i2.95

Wiktorowicz, J., Warwas, I., Turek, D., & Kuchciak, I. (2022). Does generativity matter? A meta-analysis on individual work outcomes. *European Journal of Ageing*, *19*(4), 977–995. https://doi.org/10.1007/s10433-022-00727-w

Wolor, C. W., Dania, R. F. R., Suherdi, Nurkhin, A., & Ardiansyah. (2022). Effects of Covid-19 Cultural Change on Employee Performance: A Cross-Sectional Study in Jakarta, Indonesia. *Journal of Intercultural Communication*, *22*(4), 1–13. https://doi.org/10.36923/jicc.v22i4.42

Wulandari, D., Noviani, P., Hardhienata, S., & Setyaningsih, S. (2023). Professional Commitment: Transformational Leadership, Perceived Organizational Support, and Achievement Motivation as the Mediator. *AL-ISHLAH: Jurnal Pendidikan*, *15*(2), 2166–2172. https://doi.org/10.35445/alishlah.v15i2.3239

Wulandari, D., Valentine, F., Melinda, M., Regilsa, M., Andini, R. C., Studi, P., Bimbingan, P., Konseling, D., & Jambi, U. (2022). Pengaruh Self-Efficacy dalam Budaya pada Mahasiswa. *Jurnal Pendidikan Tambusai*, *6*(2), 9875–9879.

Yanuardianto, E. (2019). Teori Kognitif Sosial Albert Bandura (Studi Kritis Dalam Menjawab Problem Pembelajaran di Mi). *Auladuna : Jurnal Prodi Pendidikan Guru Madrasah Ibtidaiyah*, *1*(2), 94–111. https://doi.org/10.36835/au.v1i2.235

Yusnita, N., Sunaryo, W., & Notosudjono, D. (2020). Professional Commitment – Organizational Mechanisms, Individual Characteristics and Individual Mechanisms. *Zeszyty Naukowe Politechniki Częstochowskiej Zarządzanie*, *40*(1), 67–83. https://doi.org/10.17512/znpcz.2020.4.06

Zagoto, S. F. L. (2019). Efikasi Diri Dalam Proses Pembelajaran. *Jurnal Review Pendidikan Dan Pengajaran*, *2*(2), 386–391. https://doi.org/10.31004/jrpp.v2i2.667

Zhang, W., Zeng, X., Liang, H., Xue, Y., & Cao, X. (2023). Understanding How

Organizational Culture Affects Innovation Performance: A Management Context Perspective. *Sustainability (Switzerland)*, *15*(8). https://doi.org/10.3390/su15086644

Zhenjing, G., Chupradit, S., Ku, K. Y., Nassani, A. A., & Haffar, M. (2022). Impact of Employees' Workplace Environment on Employees' Performance: A Multi-Mediation Model. *Frontiers in Public Health*, *10*, 890400. https://doi.org/10.3389/fpubh.2022.890400

Zuraida, I., Retnowati, R., & Hidayat, R. (2020a). Peningkatan Komitmen Profesional Guru Smp Melalui Penguatan Efikasi Diri Dan Budaya Organisasi. *Jurnal Manajemen Pendidikan*, *8*(2), 110–114. https://doi.org/10.33751/jmp.v8i2.2766

Zuraida, I., Retnowati, R., & Hidayat, R. (2020b). Peningkatan Komitmen Profesional Guru Smp Melalui Penguatan Efikasi Diri dan Iklim Organisasi. *Jurnal Manajemen Pendidikan*, *08*(2), 1–15. https://doi.org/10.33751/jmp.v8i2.2766

Lampiran 1. Instrumen Uji Coba Komitmen Profesional

No	Indikator	Pernyataan	Alternatif Jawaban				
			SS	S	N	TS	STS
Dimensi Profesi Afektif							
1	Peningkatan Pengetahuan	Saya berpartisipasi dalam diskusi kelompok di tempat kerja untuk membahas isu-isu dan solusi terkait pekerjaan.					
2		Saya meminta penjelasan kepada rekan kerja, jika ada kesalahpahaman dalam pekerjaan.					
3		Saya mempelajari SOP (Standar Operasional Prosedur) yang berlaku untuk memastikan bahwa saya mengikuti prosedur yang benar dalam pekerjaan.					
4	Peningkatan komunikasi interpersonal	Saya menjelaskan ide dan informasi dengan jelas dan mudah dipahami saat berkomunikasi dengan tim atau atasan.					
5		Saya memahami dan menafsirkan pesan yang disampaikan oleh rekan sejawat dengan benar.					
6		Saya memberikan dukungan emosional profesional kepada rekan kerja ketika mereka menghadapi tantangan atau kesulitan.					
7	Dukungan Organisasi	Saya mematuhi aturan yang ada di Ditjen Pendis.					
8		Saya membantu sesama teman dan juga semua warga Ditjen Pendis.					
9		Saya melakukan tugas yang diberikan pimpinan dengan tanggung jawab					
10	Partisipasi pegawai dalam masyarakat	Saya melakukan usaha yang maksimal untuk kesuksesan Ditjen Pendis.					
11		Saya tidak membuat inovasi apapun untuk kemajuan dan kepentingan					

No	Indikator	Pernyataan	Alternatif Jawaban				
			SS	S	N	TS	STS
		Ditjen Pendis.					
12		Saya berpatisipasi pada proses pengambulan keputusan di Ditjen Pendis.					
13	Aktualisasi Pegawai	Saya berusaha untuk menetapkan dan mencapai tujuan pribadi dan profesional dalam pekerjaan saya.					
14		Saya memiliki pengalaman bekerja sesuai dengan apa yang saya lakukan sekarang.					
15		Saya melaksanakan tugas yang ditugaskan kepada saya berdasarkan pengetahuan yang telah saya miliki					
Dimensi Profesi Kontinuan							
16	Kesadaran terhadap profesi	Saya tidak memiliki tingkat pengetahuan yang cukup memadai dalam pekerjaan.					
17		Saya menjaga kekompakan tim di Ditjen Pendis.					
18		Saya bersikap professional dalam menjalankan tanggung jawab pekerjaan.					
19	Kelemahan independensi pegawai	Ketika ada masalah antar rekan atau pegawai saya merasa tidak peduli.					
20		Saya tetap di Ditjen Pendis ini karena saya sudah merasa nyaman.					
21		Saya tidak merasa menjadi bagian dari keluarga di Ditjen Pendis ini.					
22	Penerapan standar profesi	Saya atetap bertahan untuk bekerja di Ditjen Pendis apapun yang terjadi.					
23		Walau ada tawaran yang lebih bagus di tempat lain, tapi saya tidak akan meninggalkan atau pindah dari Ditjen Pendis.					
24		Saya melaksanakan standar kualitas kerja yang sudah ditetapkan dalam profesi.					
25	Cara penilaian profesi	Akan sangat merugikan saya apabila meninggalkan Ditjen Pendis ini.					
26		Saya rugi meninggalkan					

No	Indikator	Pernyataan	Alternatif Jawaban				
			SS	S	N	TS	STS
		Ditjen Pendis ini karena saya sudah merasa nyaman dan dekat dengan rekan dan pegawai.					
27		Perubahan yang baik akan saya lakukan demi kemajuan Ditjen Pendis ini.					
28	Penilaian prestasi	Saya tidak melakukan suatu perubahan atau inovasi untuk kemajuan Ditjen Pendis ini.					
29		Setiap permasalahan saya akan mencoba memberikan solusi yang tepat.					
30		Saya mendapat keuntungan dengan bergabung dalam organisasi.					
Dimensi Profesi Normatif							
31	Puas terhadap rekan seprofesi	Saya bekerja sesuai dengan pembagian tugas.					
32		Saya tidak mendapatkan penghargaan atas prestasi yang diraih.					
33		Saya merasa bahwa rekan-rekan seprofesi saya mendukung saya dalam menyelesaikan tugas dan mencapai tujuan kerja.					
34	Idealisme pegawai	Tanggung jawab yang diberikan kepada saya akan saya lakukan dengan baik untuk kemajuan Ditjen Pendis.					
35		Saya bekerja keras untuk menghasilkan tujuan organisasi yang lebih bagus.					
36		Saya berusaha sekuat mungkun untuk mencapai hasil maksimal dalam pekerjaan.					
37	Antusiame terhadap pekerjaan	Saya tidak terlalu perlu tanggung jawab untuk memajukan Ditjen Pendis ini, karena hal tersebut menjadi tanggung jawab pimpinan.					
38		Saya menjaga solidaritas					

No	Indikator	Pernyataan	Alternatif Jawaban				
			SS	S	N	TS	STS
		dengan pegawai di Ditjen Pendis ini.					
39		Saya menjalin keakraban dengan pegawai yang ada di Ditjen Pendis ini.					
40	Dedikasi penuh pada pekerjaan	Saya bekerja lebih awal dari karyawan lainnya.					
41		Saya mengerjakan pekerjaan dikantor dengan sungguh-sungguh sebelum *dateline.*					
42		Saya bersedia untuk lembur dalam kondisi tertentu.					
43	Kesempatan membuat keputusan	Saya memiliki pengalaman yang baik dalam pengambilan keputusan di Ditjen Pendis.					
44		Saya puas jika saya melihat pengabdian yang dilakukan oleh sesama rekan seprofesi.					
45		Saya sulit untuk berantusias dengan jenis pekerjaan yang saya lakukan.					
46	Kemampuan Analitis	Saya menganalisis seluruh informasi dalam pemecahan masalah.					
47		Saya mengumpulkan berbagai informasi guna mengambil keputusan dan memecahkan masalah.					
48		Saya bertukar pikiran kepada rekan kerja di ditjen pendis dalam memecahkan masalah dan pengambilan keputusan.					
49		Saya melakukan tukar menukar ide dengan pegawai dari organisasi lain.					
50		**Saya melihat tren pola dalam data yang dapat membantu dalam merumuskan strategi atau solusi.**					

Lampiran 2. Instrumen Uji Coba Efikasi Diri

No	Indikator	Pernyataan	Alternatif Jawaban				
			Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
Dimensi *Level/Magnitude*							
1	Yakin mampu bertahan menghadapi masalah.	Saya yakin yang saya kerjakan pasti akan berhasil dengan baik.					
2		Saya yakin dengan usaha yang saya lakukan maka akan berpengaruh terhadap pekerjaan saya kelak.					
3		Saya yakin dapat menyelesaikan kesulitan dalam mengerjakan tugas.					
4		Saya yakin pada kemampuan saya dalam mengerjakan tugas yang sulit.					
5		Saya yakin mengerjakan pekerjaan yang diberikan walaupun sulit.					
6		Saya yakin bisa menyelesaikan pekerjaan yang sulit dengan usaha yang sungguh-sungguh.					
7		Saya pesimis bisa mengerjakan pekerjaan dengan baik.					
8	Yakin dapat menghadapi segala tingkat kesulitan.	Saya yakin bisa melakukan pekerjaan dengan baik.					
9		Saya mudah bingung dan menyerah ketika menentukan pekerjaan yang saya inginkan.					
10		Saya yakin bahwa menyelesaikan tugas yang sedang saya kerjakan sekarang bisa mendukung pekerjaan					

No	Indikator	Pernyataan	Alternatif Jawaban				
			Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
		selanjutnya.					
11		Saya yakin dalam menghadapi pekerjaan yang sulit karena saya bisa menghadapinya.					
12		Saya yakin dengan usaha yang saya lakukan akan berhasil dikemudian hari.					
13		Saya tidak yakin pada diri sendiri saat bekerja.					
14		Saya yakin dapat bertindak dengan baik dalam situasi yang tidak terduga.					
15		Saya yakin jika serius dalam bekerja, maka saya mendapat pekerjaan yang lebih baik lagi.					
Dimensi Kekuatan (*Strength*)							
16	Yakin dapat memotivasi diri untuk melakukan Tindakan yang diperlukan dalam menyelesaikan masalah	Saya pesimis bisa melakukan pekerjaan dengan baik jika tidak dibantu oleh rekan sejawat.					
17		Saya yakin akan kemampuan saya dalam melakukan pekerjaan yang sulit yang diberikan.					
18		Saya yakin terhadap usaha yang saya lakukan, meskipun hari esok tidak akan lebih baik dari hari ini.					
19		Saya tidak bisa menyelesaikan tugas saya sendiri tanpa bantuan orang lain.					
20		Saya yakin bahwa saya bisa mengatasi kegagalan saya hadapi dalam					

No	Indikator	Pernyataan	Alternatif Jawaban				
			Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
		pekerjaan.					
21	Yakin bahwa diri mampu berusaha dengan keras	Saya tidak mau bekerja karena saya merasa tidak mampu dalam pekerjaan yang saya kerjakan.					
22		Saya tampaknya ditakdirkan untuk gagal mendapatkan pekerjaan yang saya inginkan apapun yang saya kerjakan.					
23		Saya merasa pesimis saat diberikan pekerjaan yang baru pertama kali saya kerjakan.					
24		Saya menyelesaikan masalah yang saya hadapi.					
25		Saya membiarkan pekerjaan sulit secara berlarut-larut.					
26		Saya dapat mengalahkan rasa malas ketika bekerja					
27		Saya masih bisa berfikir dengan baik meskipun mendapatkan masalah					
28		Saya tidak mampu mengerjakan tugas-tugas yang sulit					
29		Saya menerima ajakan nongkrong daripada mengerjakan tugas yang sulit					
30		Saya tidak dapat berfikir dengan baik ketika mendapatkan masalah					
Dimensi Umum (Generality)							

No	Indikator	Pernyataan	Alternatif Jawaban				
			Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
31	Yakin dapat menyelesaikan tugas tertentu	Saya tidak menyerah dalam bekerja meskipun mengalami kesulitan berulang kali					
32		Saya yakin dapat melakukan pekerjaan dengan baik walaupun banyak gangguan di sekitar.					
33		Saya menyerah jika kesulitan dalam pekerjaan					
34		Saya tidak bisa memotivasi diri untuk belajar dengan giat					
35		Saya menyerah ketika ada pekerjaan yang sulit, jika tidak berhasil.					
36		Saya yakin dapat beradaptasi dengan cepat terhadap perubahan dalam tugas dan tanggung jawab pekerjaan saya.					
37		Saya yakin dapat mengatasi ketidakpastian yang muncul akibat perubahan dalam lingkungan kerja.					
38		Saya yakin dapat mengadopsi alat atau metode baru yang diperkenalkan di tempat kerja.					
39		Saya yakin mampu untuk beradaptasi dengan perubahan mendukung keberhasilan saya dalam pekerjaan.					

No	Indikator	Pernyataan	Alternatif Jawaban				
			Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
40		Saya yakin dan mampu untuk beradaptasi dengan perubahan yang terjadi dalam organisasi tanpa mengurangi kinerja saya.					
41	Yakin dapat menyelesaikan tugas yang memiliki range yang luas maupun spesifik.	Saya tahu apa yang harus saya lakukan agar semangat bangkit kembali ketika semangat turun.					
42		Saya yakin dapat menyelesaikan masalah meskipun permasalahan tersebut belum pernah dialami sebelumnya					
43		Saya yakin dengan kemampuan yang saya miliki					
44		Saya merasa malas untuk bekerja ketika mendapat sesuatu yang kurang memuaskan.					
45		Saya memotivasi diri untuk bekerja dengan giat.					
46		Saya percaya diri dalam mengusulkan ide-ide baru dan pendekatan yang berbeda untuk meningkatkan cara kerja di lingkungan saya.					
47		Saya percaya diri dalam berkolaborasi dengan rekan kerja untuk menciptakan ide-ide baru yang relevan dengan perubahan yang terjadi.					
48		Saya yakin dapat menerapkan teknologi atau					

No	Indikator	Pernyataan	Alternatif Jawaban				
			Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
		metode terbaru sebagai bagian dari respon terhadap perubahan di lingkungan kerja.					
49		Saya yakin bahwa kemampuan saya untuk berinovasi membantu saya dan tim dalam beradaptasi dan sukses di tengah perubahan yang cepat.					
50		Saya yakin bahwa saya dapat mengembangkan ide-ide inovatif untuk mengatasi tantangan yang muncul akibat perubahan di tempat kerja.					

Lampiran 3. Instrumen Uji Coba Budaya Organisasi

No	Indikator	Pernyataan	SS	S	KS	TS	STS
Inovasi Dan Pengambilan Risiko							
1	Dorongan untuk melakukan inovasi	Saya diminta pimpinan untuk memiliki inisiatif dalam mengerjakan tugas pekerjaan					
2		Saya dimotivasi pimpinan untuk mengembangkan kreativitas supaya tugas bisa diselesaikan dengan cepat dan aman					
3		Saya didorong untuk melakukan inovasi atau gagasan baru dalam pekerjaan.					
4		Saya menciptakan ide-ide yang inovatif dalam pekerjaan.					
5		Saya dibeikan kebebasan dalam bertindak untuk mengambil keputusan.					
6	Dorongan terhadap tantangan	Saya diberi kepercayaan penuh oleh pimpinan dalam menyelesaikan pekerjaan.					
7		Saya mendapat masalah dalam melaksanakan pekerjaan.					
8		Saya mengambil resiko dalam melakukan pekerjaan yang menjadi tanggung jawab saya.					
9		Saya sering berhadapan dengan resiko dalam upaya menyelesaikan tugas pekerjaan.					
Perhatian Kerincian							
10	Karyawan bekerja dengan teliti	Saya dituntut untuk menyelesaikan pekerjaan dengan tepat dan cermat.					
11		Saya dituntut untuk menyelesaikan pekerjaan dengan akurat.					
12		Saya diingatkan oleh atasan Ditjen Pendis untuk lebih fokus pada detail dalam pekerjaan.					
13	Tugas yang diberikan terperinci	Saya bekerja berdasarkan arahan dari atasan Ditjen Pendis tentang indikator keberhasilan dalam pekerjaan.					
14		Pimpinan Ditjen Pendis selalu menyampaikan tujuan perusahaan secara detail kepada para karyawan.					
15		Pimpinan Ditjen Pendis memberikan arahan dan komunikasi yang jelas dan rinci mengenai pekerjaan yang harus saya lakukan					
Orientasi terhadap hasil							
16	Dituntut agar lebih berkualitas	Saya bekerja dengan menekankan pada hasil yang optimal.					
17		Saya mengembangkan diri untuk mendapatkan hasil yang optimal dalam menyelesaikan pekerjaan.					
18		Saya meningkatkan efektivitas cara bekerja guna memperoleh hasil yang optimal.					
19		Saya berfikir dalam menyelesaikan pekerjaan dengan cepat dengan hasil yang optimal.					

No	Indikator	Pernyataan	SS	S	KS	TS	STS
20	Fokus pada Pencapaian Kinerja	Saya menekankan pada hasil kerja, tetapi tetap memperhatikan proses kerja untuk mencapai hasil yang optimal.					
21		Ditjen Pendis memberikan penghargaan kepada karyawan yang mampu menunjukkan prestasi kerja.					
22		Saya dituntut untuk berorientasi kepada hasil kerja yang tinggi dalam bekerja.					
23		Ditjen Pendis memberikan fasilitas dalam menunjang penyelesaian pekerjaan secara optimal.					
Orientasi terhadap orang							
24	Dituntut untuk bekerja keras	Saya mengerjakan pekerjaan dengan sungguh-sungguh.					
25		Saya mengisi jam kerja untuk menyelesaikan pekerjaan yang menjadi tugas.					
26		Pimpinan Ditjen Pendis memotivasi saya untuk aktif mengambil kesempatan atau peluang yang ada.					
27		Saya senang dengan pekerjaan yang saya jalani saat ini karena dapat memberikan manfaat bagi Ditjen Pendis.					
28	Saling menghargai	Saya bekerja sesuai dengan target yang telah ditentukan oleh Ditjen Pendis.					
29		Pimpinan Ditjen Pendis selalu memberi perhatian kepada pegawai.					
30		Saya dituntut untuk mandiri dalam menyelesaikan pekerjaan.					
31		Saya menyelesaian pekerjaan sesuai dengan prosedur yang ditetapkan oleh kantor.					
Orientasi tim							
32	Kerjasama dalam tim	Saya menyelesaikan pekerjaan dengan kerjasama tim.					
33		Saya menjalin kerjasama dengan anggota satuan kerja lain untuk meningkatkan hasil yang terbaik bagi Ditjen Pendis.					
34		Saya menolong sesama rekan maupun satuan kerja lainnya bila ada yang mengalami kesulitan.					
35		Saya dituntut untuk menjadi anggota satuan kerja yang kompak dan handal dalam menjalankan pekerjaan untuk mendapatkan hasil yang optimal.					
36	Saling berkompetisi	Saya dan para pegawai saling percaya terhadap sesama rekan kerja.					
37		Saya loyal terhadap tim untuk mencapai target yang telah ditetapkan pihak Ditjen Pendis.					
38		Saya berkerjasama dengan TIM dalam menyelesaikan pekerjaan sesuai penugasan dari atasan.					
39		Saya dan rekan kerja menyelesaikan					

No	Indikator	Pernyataan	SS	S	KS	TS	STS
		permasalahan secara bersama-sama di tempat kerja.					
Aggresivitas							
40	Mempunyai Hak berkembang	Saya bekerja dengan giat dalam melaksanakan tugas-tugas yang sudah menjadi tanggung jawab.					
41		Saya datang tepat waktu dan disiplin waktu agar pekerjaan terselesaikan dengan baik.					
42		Ditjen Pendis ini memiliki kesepakatan yang jelas mengenai pedoman pelaksanaan tugas yang benar dan yang salah.					
43	Hak yang sama dalam karir	Ditjen Pendis ini memiliki peraturan yang membimbing perilaku dan memberitahu apa yang boleh dan tidak boleh dilakukan oleh pegawai berdasarkan nilai-nilai yang berlaku di perusahaan.					
44		Saya berbagi informasi pada rekan kerja dalam pelaksanaan pekerjaan.					
Stabilitas							
45	Bekerja dengan cepat dan efisien	Saya dihargai dan bukan sebagai alat untuk memperoleh keuntungan sehingga terwujudnya lingkungan kerja yang baik.					
46		Saya nyaman dengan kondisi organisasi di Ditjen Pendis saat ini.					
47		Saya mengedepankan visi dan misi Ditjen Pendis daripada kepentingan pribadi.					
48	Bekerja sesuai prosedur	Saya selalu mengikuti prosedur yang telah ditetapkan dalam setiap tugas yang saya kerjakan.					
49		Saya bekerja sesuai dengan prosedur membantu meningkatkan efisiensi kerja					
50		Prosedur kerja di Ditjen Pendis ini jelas dan mudah diikuti.					

Lampiran 4. Instrumen Uji Coba Kepuasan Kerja

No	Indikator	Pernyataan	Alternative Jawaban				
			Sangat Tidak puas	Tidak Puas	Netral	Puas	Sangat Puas
Dimensi Pekerjaan Itu Sendiri							
1.	Rasa bangga terhadap pekerjaan	Saya puas dengan pekerjaan yang saya lakukan setiap hari.					
2.		Pekerjaan saya memberikan rasa kepuasan yang mendalam.					
3.		Saya puas Ketika dihargai oleh rekan kerja dan atasan atas hasil kerja saya.					
4.		Saya puas pada pekerjaan saya dapat berkontribusi positif bagi Ditjen Pendis.					
5.		Saya puas pekerjaan saya sesuai dengan nilai dan prinsip pribadi saya.					
6.	Keterlibatan dalam Pengambilan Keputusan	Saya puas Ketika dilibatkan dalam pengambilan keputusan yang mempengaruhi pekerjaan.					
7.		Saya puas dilibatkan dalam perencanaan strategis yang terkait dengan pekerjaan.					
8.		Keterlibatan saya dalam pengambilan keputusan meningkatkan rasa kepemilikan terhadap pekerjaan.					
9.		Saya puas Ketika Pendapat saya didengar dan dipertimbangkan dalam proses pengambilan keputusan di Ditjen Pendis.					
10.		Saya puas dengan keputusan-keputusan yang diambil di tempat kerja mencerminkan kontribusi dari seluruh rekan kerja.					
Dimensi Memiliki keseimbangan Kerja dan Kehidupan Pribadi							
11.	Jumlah bayaran yang diterima atas hasil kerjanya	Saya puas dengan jumlah gaji yang saya terima setiap bulan.					
12.		Jumlah bayaran yang					

		saya terima sesuai dengan beban kerja yang saya lakukan.					
13.		Bonus dan insentif yang saya terima memotivasi saya untuk bekerja lebih baik.					
14.		Saya puas dengan keseimbangan antara bayaran dan manfaat lainnya yang saya terima dari peruDitjen Pendis.					
15.		**Saya puas dengan transparansi mengenai bagaimana bayaran saya ditentukan.**					
16.	Waktu yang Fleksibel	Saya puas dengan fleksibilitas jam kerja yang diberikan oleh Ditjen Pendis.					
17.		Waktu kerja yang fleksibel membantu saya mencapai keseimbangan antara pekerjaan dan kehidupan pribadi.					
18.		Saya puas dengan kebijakan Ditjen Pendis terkait izin dan cuti yang fleksibel.					
19.		Saya puas Ditjen Pendis memberikan kebebasan yang cukup dalam mengatur jadwal kerja.					
20.		Saya puas dengan fleksibilitas waktu kerja mengurangi stres terkait dengan pekerjaan.					
Dimensi Mendapatkan Pengakuan dan Penghargaan							
21.	Peningkatan status	Saya puas dengan peluang peningkatan status karir yang ditawarkan oleh Ditjen Pendis.					
22.		Saya puas dengan kecepatan perkembangan karir saya di Ditjen Pendis.					
23.		Saya puas dengan adanya pengakuan yang layak dari Ditjen Pendis terhadap upaya dan kinerja.					

24.		**Saya puas peningkatan status saya sejalan dengan harapan karir.**					
25.		Saya puas dengan tanggung jawab tambahan yang saya terima setelah peningkatan status.					
26.	**Pengakuan atas Inovasi dan Ide Baru**	Saya puas dengan pengakuan yang saya terima atas ide-ide baru yang saya sampaikan.					
27.		Saya puas Inovasi yang saya usulkan dihargai oleh atasan dan rekan kerja.					
28.		Saya puas dengan kontribusi saya dalam menciptakan inovasi diakui oleh Ditjen Pendis.					
29.		Saya puas dengan peluang untuk berpartisipasi dalam proyek-proyek inovatif di Ditjen Pendis.					
30.		Saya puas dengan dukungan yang saya terima ketika mencoba mengimplementasikan ide-ide baru.					
Dimensi Memperoleh Dukungan dari Manajemen							
31.	Pemberian pengawasan saat bekerja	Saya puas dengan tingkat pengawasan yang diberikan oleh atasan saat saya bekerja.					
32.		Saya puas dengan keseimbangan antara pengawasan dan kebebasan dalam menjalankan tugas.					
33.		Saya puas dengan frekuensi dan intensitas pengawasan yang diterapkan oleh atasan.					
34.		Saya puas dengan cara atasan memberikan umpan balik selama proses pengawasan.					
35.		Saya puas pengawasan dari atasan membuat saya merasa lebih percaya diri dalam bekerja.					
36.	Dukungan	Saya puas dengan					

	terhadap Pengembangan Karier	dukungan yang diberikan Ditjen Pendis dalam mengembangkan karier.					
37.		Saya puas dengan dukungan atasan dalam mencapai tujuan karier.					
38.		Saya puas dengan akses ke sumber daya yang membantu pengembangan karier.					
39.		Saya puas Ditjen Pendis mendukung saya dalam mencapai target karier jangka panjang.					
40.		Saya puas Ditjen Pendis memiliki komitmen yang kuat terhadap pengembangan karier pegawai					
Dimensi Lingkungan Kerja yang kondusif							
41.	Karakteristik pribadi dan rasa tanggung jawab bersama	Saya puas dengan rasa tanggung jawab yang saya miliki terhadap pekerjaan.					
42.		Saya puas dengan cara saya bekerja sama dengan rekan kerja untuk mencapai tujuan bersama.					
43.		Saya puas dengan keseimbangan antara tanggung jawab pribadi dan tanggung jawab tim.					
44.		Saya puas memiliki komitmen yang kuat terhadap tugas-tugas yang diberikan.					
45.		Saya puas dengan cara saya memegang tanggung jawab bersama dalam proyek-proyek tim.					
46.	Hubungan Sosial yang Positif antar Karyawan	Saya puas dengan hubungan kerja yang saya miliki dengan rekan kerja.					
47.		Saya puas dengan lingkungan kerja saya mendukung interaksi sosial yang positif.					
48.		Saya puas dengan cara saya berkomunikasi dengan rekan kerja.					

49.		Saya puas dengan dukungan sosial yang saya terima dari rekan-rekan kerja.					
50.		Saya puas dengan rasa kebersamaan yang terjalin di antara pegawai Ditjen Pendis.					

Lampiran 5. Hasil Uji Coba Komitmen Profesional

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R001	Pearson Correlation	1	.446*	.685**	.536**	.409*	.410*	.475**	.399*	.470**	.440*	-.330	.466**	.002	.354	.544**	-.111	.332	.315	-.261	.124	-.191	.319	.176	.647**	.328	.147	.364*	-.179	.398*	.438*	.513**	-.245	.576**	.453*	.458*	.489**	-.095	.354	.093	.269	
	Sig. (2-tailed)		.013	.000	.002	.025	.024	.008	.029	.009	.015	.075	.009	.990	.055	.002	.561	.073	.091	.163	.513	.312	.086	.353	.000	.077	.440	.048	.345	.029	.015	.004	.191	.001	.012	.011	.006	.618	.055	.625	.150	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R002	Pearson Correlation	.446*	1	.181	.290	.220	.608**	.395*	.395*	.173	.333	-.010	.291	-.179	.091	.334	-.086	.374*	.310	-.112	.050	-.041	.215	.154	.350	-.051	.049	.258	-.292	.425*	.105	.310	-.216	.262	.383*	.286	.254	-.059	.227	.207	.088	
	Sig. (2-tailed)	.013		.338	.120	.243	.000	.031	.031	.362	.072	.958	.119	.343	.632	.071	.650	.042	.095	.556	.793	.829	.254	.417	.058	.788	.795	.169	.118	.019	.580	.095	.252	.161	.037	.125	.175	.756	.228	.272	.645	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R003	Pearson Correlation	.685**	.181	1	.400*	.500**	.283	.552**	.272	.363*	.195	-.278	.262	-.031	.201	.483**	-.115	.496**	.168	-.138	.255	-.127	.265	.097	.521**	.283	.284	.322	-.107	.215	.559**	.442*	-.124	.534**	.457*	.633**	.638**	-.044	.254	.190	-.128	
	Sig. (2-tailed)	.000	.338		.028	.005	.129	.002	.145	.049	.303	.136	.161	.871	.286	.007	.547	.005	.376	.466	.175	.503	.157	.610	.003	.129	.128	.083	.575	.254	.001	.014	.513	.002	.011	.000	.000	.819	.176	.316	.502	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R004	Pearson Correlation	.536**	.290	.400*	1	.578**	.367*	.536**	.536**	.387*	.253	-.377*	.371*	.011	.230	.582**	-.288	.078	.194	-.037	-.021	-.163	.144	.183	.477**	.213	.010	.303	-.299	.297	.417*	.345	-.004	.284	.510**	.537**	.477**	.000	.031	-.095	.285	
	Sig. (2-tailed)	.002	.120	.028		.001	.046	.002	.002	.035	.178	.040	.044	.952	.221	.001	.123	.683	.305	.845	.913	.390	.449	.333	.008	.257	.957	.104	.109	.111	.022	.062	.981	.128	.004	.002	.008	##	.873	.617	.127	
	N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R005	Pearson Correlation	.409*	.220	.500**	.578**	1	.344	.500**	.415*	.324	.021	-.177	.492**	.004	.384*	.424*	-.093	.420*	.111	.192	.242	.066	.322	.413*	.563**	.412*	.212	.390*	-.266	.424*	.452*	.444*	-.209	.225	.555**	.666**	.592**	.212	.308	.304	.114	
	Sig. (2-tailed)	.025	.243	.005	.001		.063	.005	.023	.080	.910	.349	.006	.982	.036	.020	.626	.021	.559	.309	.198	.728	.883	.023	.001	.024	.260	.033	.156	.020	.012	.014	.269	.231	.001	.000	.001	.260	.098	.102	.547	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R006	Pearson Correlation	.410*	.608**	.283	.367*	.344	1	.586**	.863**	.337	.729**	-.137	.316	-.030	.330	.652**	-.219	.630**	.707**	-.284	-.049	-.201	.221	.043	.607**	-.175	-.121	.710**	-.496**	.474**	.144	.505**	-.295	.436*	.523**	.447*	.497**	-.289	.443*	.405*	.245	
	Sig. (2-tailed)	.024	.000	.129	.046	.063		.001	.000	.069	.000	.472	.089	.873	.075	.000	.245	.000	.000	.129	.798	.288	.241	.822	.000	.355	.525	.000	.005	.008	.448	.004	.114	.016	.003	.013	.005	.121	.014	.026	.192	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R007	Pearson Correlation	.475**	.395*	.552**	.536**	.500**	.586**	1	.544**	.490**	.444*	-.391*	.405*	.152	.313	.532**	-.183	.478**	.438*	-.146	.279	-.253	.442*	.275	.651**	.247	.148	.343	-.340	.181	.345	.458*	-.033	.359	.678**	.606**	.735**	-.171	.342	.375*	.114
	Sig. (2-tailed)	.008	.031	.002	.002	.005	.001		.002	.006	.014	.033	.026	.424	.092	.002	.333	.008	.015	.440	.135	.177	.014	.142	.000	.189	.436	.063	.066	.338	.062	.011	.862	.052	.000	.000	.000	.365	.065	.041	.550
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R008	Pearson Correlation	.399*	.395*	.272	.536**	.415*	.863**	.544**	1	.490**	.752**	-.160	.405*	-.029	.313	.619**	-.283	.576**	.737**	-.211	-.010	-.194	.181	.021	.576**	-.049	-.210	.682**	-.486**	.356	.284	.558**	-.220	.435*	.567**	.496**	.539**	-.228	.419*	.375*	.331
	Sig. (2-tailed)	.029	.031	.145	.002	.023	.000	.002		.006	.000	.399	.026	.881	.092	.000	.130	.001	.000	.263	.960	.304	.339	.912	.001	.796	.266	.000	.006	.053	.129	.001	.242	.016	.001	.005	.002	.225	.021	.041	.074	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R009	Pearson Correlation	.470**	.173	.363*	.387*	.324	.337	.490**	.490**	1	.477**	-.279	.341	.168	.548**	.495**	-.295	.501**	.653**	-.312	.072	-.124	.137	-.202	.552**	.169	-.182	.198	-.327	.256	.277	.436*	.080	.048	.494**	.603**	.670**	-.078	.302	.262	.409*	
	Sig. (2-tailed)	.009	.362	.049	.035	.080	.069	.006	.006		.008	.136	.065	.374	.002	.005	.113	.005	.000	.093	.704	.512	.471	.284	.002	.373	.335	.295	.077	.173	.138	.016	.676	.800	.006	.000	.000	.682	.105	.162	.025	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R010	Pearson Correlation	.440*	.333	.195	.253	.021	.729**	.444*	.752**	.477**	1	-.115	.289	.060	.264	.627**	-.323	.420*	.824**	-.429*	.065	-.344	.186	-.089	.626**	-.042	-.213	.542**	-.336	.183	.188	.437*	-.144	.393*	.367*	.233	.455*	-.337	.398*	.426*	
	Sig. (2-tailed)	.015	.072	.303	.178	.910	.000	.014	.000	.008		.544	.121	.754	.158	.000	.082	.021	.000	.018	.732	.062	.326	.639	.000	.827	.258	.002	.069	.334	.319	.016	.448	.032	.046	.216	.011	.068	.003	.029	.019	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R011	Pearson Correlation		-.330	-.010	-.278	-.377*	-.177	-.137	-.391*	-.160	-.279	-.115	1	-.414*	.155	-.151	-.303	.463**	-.191	-.113	.240	-.003	.333	.068	-.174	-.279	-.203	.069	-.020	.438*	-.081	-.103	-.328	.305	-.390*	-.345	-.384*	-.341	.614**	-.197	-.248	-.320	
	Sig. (2-tailed)		.075	.958	.136	.040	.349	.472	.033	.399	.136	.544		.023	.414	.427	.103	.010	.313	.551	.202	.987	.072	.723	.358	.135	.282	.716	.916	.016	.669	.589	.077	.101	.033	.062	.036	.065	.000	.298	.187	.085	
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R012	Pearson Correlation		.466**	.291	.262	.371*	.492**	.316	.405*	.405*	.341	.289	-.414*	1	-.108	.385*	.359	-.273	.402*	.340	-.309	.247	-.365*	-.245	.390*	.639**	.354	.195	.370*	-.526**	.539**	.374*	.408*	-.213	.363*	.528**	.490**	.569**	-.351	.553**	.518**	.322	
	Sig. (2-tailed)		.009	.119	.161	.044	.006	.089	.026	.026	.065	.121	.023		.571	.036	.051	.145	.028	.066	.097	.189	.047	.191	.033	.000	.055	.301	.044	.003	.002	.042	.025	.259	.049	.003	.006	.001	.057	.002	.003	.083	
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R013	Pearson Correlation	.002	-.179	-.031	.011	.004	-.030	.152	-.029	.168	.060	.155	-.108	1	.488**	.228	.328	-.123	.226	.381*	.231	.086	-.079	-.209	.233	.012	-.026	-.091	.071	-.118	-.040	-.324	.488**	-.489**	.029	-.027	.121	.338	-.105	-.185	.099
	Sig. (2-tailed)	.990	.343	.871	.952	.982	.873	.424	.881	.374	.754	.414	.571		.006	.226	.076	.518	.229	.038	.220	.651	.680	.268	.216	.949	.892	.631	.708	.533	.834	.080	.006	.006	.879	.886	.524	.068	.580	.327	.603
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R014	Pearson Correlation	.354	.091	.201	.230	.384*	.330	.313	.313	.548**	.264	-.151	.385*	.488**	1	.554**	-.068	.377*	.492**	-.035	.099	-.130	.063	-.087	.585**	.081	-.020	.372*	-.292	.409*	.134	.246	.086	-.042	.394*	.409*	.524**	.047	.243	.164	.428*	
	Sig. (2-tailed)	.055	.632	.286	.221	.036	.075	.092	.092	.002	.158	.427	.036	.006		.002	.719	.040	.006	.852	.602	.492	.742	.647	.001	.670	.918	.043	.118	.025	.482	.190	.653	.827	.031	.025	.003	.805	.195	.385	.018	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R015	Pearson Correlation	.544**	.334	.483**	.582**	.424*	.652**	.532**	.619**	.495**	.627**	-.303	.359	.228	.554**	1	-.368*	.403*	.593**	-.153	.019	-.369*	.029	-.163	.762**	.024	-.078	.512**	-.334	.326	.331	.364*	-.176	.330	.503**	.530**	.659**	-.274	.380*	.276	.339	
	Sig. (2-tailed)	.002	.071	.007	.001	.020	.000	.002	.000	.005	.000	.103	.051	.226	.002		.046	.027	.001	.419	.923	.045	.878	.391	.000	.901	.683	.004	.072	.079	.074	.048	.353	.075	.005	.003	.000	.142	.038	.139	.067	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R016	Pearson Correlation	-.111	-.086	-.115	-.288	-.093	-.219	-.183	-.283	-.295	-.323	.463**	-.273	.328	-.068	-.368*	1	-.143	-.272	.377*	.092	.281	.191	.058	-.286	-.175	.169	-.025	.414*	.016	-.122	-.381*	.148	-.221	-.262	-.362*	-.375*	.562**	.070	-.044	-.185	
	Sig. (2-tailed)	.561	.650	.547	.123	.626	.245	.333	.130	.113	.082	.010	.145	.076	.719	.046		.451	.146	.040	.628	.132	.313	.762	.125	.354	.371	.897	.023	.933	.521	.038	.436	.240	.162	.049	.041	.001	.712	.819	.328	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R017	Pearson Correlation		.332	.374*	.496**	.078	.420*	.630**	.478**	.576**	.501**	.420*	-.191	.402*	-.123	.377*	.403*	-.143	1	.600**	-.283	.114	-.068	.145	-.046	.547**	-.053	-.056	.603**	-.279	.497**	.240	.579**	-.210	.403*	.420*	.593**	.633**	-.184	.475**	.584**	.021
	Sig. (2-tailed)		.073	.042	.005	.683	.021	.000	.008	.001	.005	.021	.313	.028	.518	.040	.027	.451		.000	.130	.548	.720	.444	.811	.002	.781	.767	.000	.136	.005	.202	.001	.265	.027	.021	.001	.000	.330	.008	.001	.913
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R018	Pearson Correlation		.315	.310	-.168	.194	-.111	.707**	.438*	.737**	.653**	.824**	-.113	.340	.226	.492**	.593**	-.272	.600**	1	-.338	.126	-.246	.057	-.208	.621**	-.162	-.140	.459*	-.432*	.306	.133	.304	-.041	.182	.410*	.361*	.535**	-.249	.488**	.401*	.411*
	Sig. (2-tailed)		.091	.095	.376	.305	.559	.000	.015	.000	.000	.000	.551	.066	.229	.006	.001	.146	.000		.067	.506	.189	.765	.271	.000	.394	.459	.011	.017	.100	.484	.102	.830	.336	.024	.050	.002	.184	.006	.028	.024
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

	R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R019	Pearson Correlation	-.261	-.112	-.138	-.037	.192	-.284	-.146	-.211	-.312	-.429*	.240	-.309	.381*	-.035	-.153	.377*	-.283	-.338	1	.150	.541**	-.086	.075	-.233	.087	.128	-.262	.256	-.277	-.072	-.226	.165	-.329	.005	-.156	-.208	.404*	-.247	-.192	-.178
	Sig. (2-tailed)	.163	.556	.466	.845	.309	.129	.440	.263	.093	.018	.202	.097	.038	.852	.419	.040	.130	.067		.429	.002	.650	.694	.215	.646	.500	.161	.172	.138	.706	.231	.384	.076	.978	.410	.270	.027	.188	.309	.347	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R020	Pearson Correlation	.124	.050	.255	-.021	.242	-.049	.279	-.010	.072	.065	-.003	.247	.231	.099	.019	.092	.114	.126	.150	1	-.144	.418*	.369*	.284	.606**	.581**	-.039	.143	-.051	.273	.032	.142	.056	.309	.262	.311	.181	.350	.304	.130	
	Sig. (2-tailed)	.513	.793	.175	.913	.198	.798	.135	.960	.704	.732	.987	.189	.220	.602	.923	.628	.548	.506	.429		.447	.022	.045	.128	.000	.001	.836	.450	.789	.144	.869	.455	.769	.096	.162	.095	.339	.058	.103	.493	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R021	Pearson Correlation	-.191	-.041	-.127	-.163	.066	-.201	-.253	-.194	-.124	-.344	.333	-.365*	.086	-.130	-.369*	.281	-.068	-.246	.541**	-.144	1	.133	-.014	-.263	.080	.118	-.109	.140	-.084	-.106	-.143	.111	-.451*	-.283	-.287	-.319	.372*	-.328	-.281	-.164	
	Sig. (2-tailed)	.312	.829	.503	.390	.728	.288	.177	.304	.512	.062	.072	.047	.651	.492	.045	.132	.720	.189	.002	.447		.483	.942	.160	.673	.535	.567	.461	.660	.579	.452	.559	.012	.130	.124	.086	.043	.077	.133	.388		
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R022	Pearson Correlation	.319	.215	.265	.144	.322	.221	.442*	.181	.137	.186	.068	.245	-.079	.063	.029	.191	.145	.057	-.086	.418*	.133	1	.651**	.209	.601**	.638**	.265	-.023	.155	.116	.228	-.077	.116	.232	.039	.175	.123	.388*	.338	.206	
	Sig. (2-tailed)	.086	.254	.157	.449	.083	.241	.014	.339	.471	.326	.723	.191	.680	.742	.878	.313	.444	.765	.650	.022	.483		.000	.268	.000	.000	.156	.905	.414	.541	.225	.684	.542	.217	.836	.354	.518	.034	.068	.275	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R023	Pearson Correlation	.176	.154	.097	.183	.413*	.043	.275	.021	-.202	-.089	-.174	.390*	-.209	-.087	-.163	.058	-.046	-.208	.075	.369*	-.014	.651**	1	.104	.600**	.613**	.116	-.136	.203	.099	.138	-.159	.193	.282	.077	.068	.040	.196	.222	.118
	Sig. (2-tailed)	.353	.417	.610	.333	.023	.822	.142	.912	.284	.639	.358	.033	.268	.647	.391	.762	.811	.271	.694	.045	.942	.000		.584	.000	.000	.934	.474	.281	.604	.465	.401	.306	.131	.687	.720	.835	.298	.238	.536
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R024	Pearson Correlation	.647**	.350	.521**	.477**	.563**	.607**	.651**	.576**	.552**	.626**	-.279	.639**	.233	.585**	.762**	-.286	.547**	.621**	-.233	.284	-.263	.209	.104	1	.243	.094	.533**	-.403*	.475**	.449*	.523**	-.092	.348	.653**	.678**	.844**	-.187	.562**	.413*	.363*
	Sig. (2-tailed)	.000	.058	.003	.008	.001	.000	.000	.001	.002	.000	.135	.000	.216	.001	.000	.125	.002	.000	.215	.128	.160	.268	.584		.196	.622	.002	.027	.008	.013	.003	.629	.059	.000	.000	.000	.322	.001	.023	.049
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R025	Pearson Correlation	.328	-.051	.283	.213	.412*	-.175	.247	-.049	.169	-.042	-.203	.354	.012	.081	.024	-.175	-.053	-.162	.087	.606**	.080	.601**	.600**	.243	1	.541**	-.092	.020	-.047	.362*	.242	-.034	.041	.239	.179	.238	.093	.104	.130	.255
	Sig. (2-tailed)	.077	.788	.129	.257	.024	.355	.189	.796	.373	.827	.282	.055	.949	.670	.901	.354	.781	.394	.646	.000	.673	.000	.000	.196		.002	.630	.917	.804	.050	.197	.860	.830	.203	.344	.205	.627	.584	.495	.174	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R026	Pearson Correlation	.147	.049	.284	.010	.212	-.121	.148	-.210	-.182	-.213	.069	.195	-.026	-.020	-.078	.169	-.056	-.140	.128	.581**	.118	.638**	.613**	.094	.541**	1	-.007	.130	.197	.175	-.094	.003	.032	.150	.000	.077	.134	.129	.038	-.064	
	Sig. (2-tailed)	.440	.795	.128	.957	.260	.525	.436	.266	.335	.258	.716	.301	.892	.918	.683	.371	.767	.459	.500	.001	.535	.000	.000	.622	.002		.970	.493	.297	.356	.623	.986	.868	.429	##	.687	.480	.498	.844	.736	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R027	Pearson Correlation	.364*	.258	.322	.303	.390*	.710**	.343	.682**	.198	.542**	-.020	.370*	-.091	.372*	.512**	-.025	.603**	.459*	-.262	-.039	-.109	.265	.016	.533**	-.092	-.007	1	-.203	.643**	.256	.577**	-.182	.424*	.389*	.328	.437*	-.085	.408*	.332	.047	
	Sig. (2-tailed)	.048	.169	.083	.104	.033	.000	.063	.000	.295	.002	.916	.044	.631	.043	.004	.897	.000	.011	.161	.836	.567	.156	.934	.002	.630	.970		.281	.000	.172	.001	.335	.019	.034	.077	.016	.656	.025	.073	.807	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R028	Pearson Correlation	-.179	-.292	-.107	-.299	-.266	-.496**	-.340	-.486**	-.327	-.336	.438*	-.526**	.071	-.292	-.334	.414*	-.279	-.432*	.256	.143	.140	-.023	-.136	-.403*	.020	.130	-.203	1	-.193	-.114	-.368*	.294	-.065	-.486**	-.399*	-.433*	.459*	-.357	-.430*	-.421*	
	Sig. (2-tailed)	.345	.118	.575	.109	.156	.005	.066	.006	.077	.069	.016	.003	.708	.118	.072	.023	.136	.017	.172	.450	.461	.905	.474	.027	.917	.493	.281		.308	.548	.045	.115	.733	.007	.029	.017	.011	.053	.018	.020	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R029	Pearson Correlation		.398*	.425*	.215	.297	.424*	.474**	.181	.356	.256	.183	-.081	-.539**	-.118	.409*	.326	.016	.497**	.306	-.277	-.051	-.084	.155	.203	.475**	-.047	.197	.643**	-.193	1	.214	.364*	-.056	.258	.397*	.424*	.377*	.000	.232	.123	.060
	Sig. (2-tailed)		.029	.019	.254	.111	.020	.008	.338	.053	.173	.334	.669	.002	.533	.025	.079	.933	.005	.100	.138	.789	.660	.414	.281	.008	.804	.297	.000	.308		.255	.048	.769	.170	.030	.020	.040	##	.217	.518	.751
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R030	Pearson Correlation		.438*	.105	.559**	.417*	.452*	.144	.345	.284	.277	.188	-.103	.374*	-.040	.134	.331	-.122	.240	.133	-.072	.273	-.106	.116	.099	.449*	.362*	.175	.256	-.114	.214	1	.398*	-.305	.421*	.467**	.441*	.523**	.152	.171	.160	.129
	Sig. (2-tailed)		.015	.580	.001	.022	.012	.448	.062	.129	.138	.319	.589	.042	.834	.482	.074	.521	.202	.484	.706	.144	.579	.541	.604	.013	.050	.356	.172	.548	.255		.029	.101	.020	.009	.015	.003	.422	.366	.399	.497
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R031	Pearson Correlation		.513**	.310	.442*	.345	.444*	.505**	.458*	.558**	.436*	.437*	-.328	.408*	-.324	.246	.364*	-.381*	.579**	.304	-.226	.032	-.143	.228	.138	.523**	.242	-.094	.577**	-.368*	.364*	.398*	1	-.299	.563**	.676**	.602**	.642**	-.187	.353	.384*	.222
	Sig. (2-tailed)		.004	.095	.014	.062	.014	.004	.011	.001	.016	.016	.077	.025	.080	.190	.048	.038	.001	.102	.231	.869	.452	.225	.465	.003	.197	.623	.001	.045	.048	.029		.108	.001	.000	.000	.000	.323	.056	.036	.239
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R032	Pearson Correlation		-.245	-.216	-.124	-.004	-.209	-.295	-.033	-.220	.080	-.144	.305	-.213	.488**	.086	-.176	.148	-.210	-.041	.165	.142	.111	-.077	-.159	-.092	-.034	.003	-.182	.294	-.056	-.305	-.299	1	-.532**	-.065	.000	.000	.351	-.425*	-.426*	-.244
	Sig. (2-tailed)		.191	.252	.513	.981	.269	.114	.862	.242	.676	.448	.101	.259	.006	.653	.353	.436	.265	.830	.384	.455	.559	.684	.401	.629	.860	.986	.335	.115	.769	.101	.108		.002	.731	##	##	.057	.019	.019	.193
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R033	Pearson Correlation		.576**	.262	.534**	.284	.225	.436*	.359	.435*	.048	.393*	-.390*	.363*	-.489**	-.042	.330	-.221	.403*	.182	-.329	.056	-.451*	.116	.193	.348	.041	.032	.424*	-.065	.258	.421*	.563**	-.532**	1	.374*	.367*	.326	-.380*	.414*	.305	.092
	Sig. (2-tailed)		.001	.161	.002	.128	.231	.016	.052	.016	.800	.032	.033	.049	.006	.827	.075	.240	.027	.336	.076	.769	.012	.542	.306	.059	.830	.868	.019	.733	.170	.020	.001	.002		.042	.046	.079	.039	.023	.101	.627
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R034	Pearson Correlation		.453*	.383*	.457*	.510**	.555**	.523**	.678**	.567**	.494**	.367*	-.345	.528**	.029	.394*	.503**	-.262	.420*	.410*	.005	.309	-.283	.232	.282	.653**	.239	.150	.389*	-.486**	.397*	.467**	.676**	-.065	.374*	1	.802**	.831**	-.138	.398*	.406*	.240
	Sig. (2-tailed)		.012	.037	.011	.004	.001	.003	.000	.001	.006	.046	.062	.003	.879	.031	.005	.162	.021	.024	.978	.096	.130	.217	.131	.000	.203	.429	.034	.007	.030	.009	.000	.731	.042		.000	.000	.466	.029	.026	.201
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R035	Pearson Correlation	.458*	.286	.633**	.537**	.666**	.447*	.606**	.496**	.603**	.233	-.384*	.490**	-.027	.409*	.530**	-.362*	.593**	.361*	-.156	.262	-.287	.039	.077	.678**	.179	.000	.328	-.399*	.424*	.441*	.602**	.000	.367*	.802**	1	.889**	-.138	.326	.338	.131	
	Sig. (2-tailed)	.011	.125	.000	.002	.000	.013	.000	.005	.000	.216	.036	.006	.886	.025	.003	.049	.001	.050	.410	.162	.124	.836	.687	.000	.344	##	.077	.029	.020	.015	.000	##	.046	.000		.000	.467	.079	.068	.489	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R036	Pearson Correlation	.489**	.254	.638**	.477**	.592**	.497**	.735**	.539**	.670**	.455*	-.341	.569**	-.121	.524**	.659**	-.375*	.633**	.535**	-.208	.311	-.319	.175	.068	.844**	.238	.077	.437*	-.443*	.377*	.523**	.642**	.000	.326	.831**	.889**	1	-.184	.455*	.472**	.195	
	Sig. (2-tailed)	.006	.175	.000	.008	.001	.005	.000	.002	.000	.011	.065	.001	.524	.003	.000	.041	.000	.002	.270	.095	.086	.354	.720	.000	.205	.687	.016	.017	.040	.003	.000	##	.079	.000	.000		.331	.011	.008	.303	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R037	Pearson Correlation		-.095	-.059	-.044	.000	.212	-.289	-.171	-.228	-.078	-.337	.614**	-.351	.338	.047	-.274	.562**	-.184	-.249	.404*	.181	.372*	.123	.040	-.187	.093	.134	-.085	.459*	.000	.152	-.187	.351	-.380*	-.138	-.138	-.184	1	-.289	-.350	-.136
	Sig. (2-tailed)		.618	.756	.819	# #	.260	.121	.366	.225	.682	.068	.000	.057	.068	.805	.142	.001	.330	.184	.027	.043	.339	.518	.835	.322	.627	.480	.656	.011	# #	.422	.223	.057	.039	.466	.467	.331		.121	.058	.473
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R038	Pearson Correlation		.354	.227	.254	.031	.308	.443*	.342	.419*	.302	.523**	-.197	.553**	-.105	.243	.380*	.070	.475**	.488**	-.247	.350	-.328	.388*	.196	.562**	.104	.129	.408*	-.357	.232	.171	.353	-.425*	.414*	.398*	.326	.455*	-.289	1	.870**	.467**
	Sig. (2-tailed)		.055	.228	.176	.873	.098	.014	.065	.021	.105	.003	.298	.002	.580	.195	.038	.712	.008	.006	.188	.058	.077	.034	.298	.001	.584	.498	.025	.053	.217	.366	.056	.019	.023	.029	.079	.011	.121		.000	.009
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R039	Pearson Correlation	.093	.207	.190	-.095	.304	.405*	.375*	.375*	.262	.398*	-.248	.518**	-.185	.164	.276	-.044	.584**	.401*	-.192	.304	-.281	.338	.222	.413*	.130	.038	.332	-.430*	.123	.160	.384*	-.426*	.305	.406*	.338	.472**	-.350	.870**	1	.324
	Sig. (2-tailed)	.625	.272	.316	.617	.102	.026	.041	.041	.162	.029	.187	.003	.327	.385	.139	.819	.001	.028	.309	.103	.133	.068	.238	.023	.495	.844	.073	.018	.518	.399	.036	.019	.101	.026	.068	.008	.058	.000		.081
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R040	Pearson Correlation	.269	.088	-.128	.285	.114	.245	.114	.331	.409*	.426*	-.320	.322	.099	.428*	.339	-.185	.021	.411*	-.178	.130	-.164	.206	.118	.363*	.255	-.064	.047	-.421*	.060	.129	.222	-.244	.092	.240	.131	.195	-.136	.467**	.324	1
	Sig. (2-tailed)	.150	.645	.502	.127	.547	.192	.550	.074	.025	.019	.085	.083	.603	.018	.067	.328	.913	.024	.347	.493	.388	.275	.536	.049	.174	.736	.807	.020	.751	.497	.239	.193	.627	.201	.489	.303	.473	.009	.081		
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R041	Pearson Correlation		.398*	.243	.215	.582**	.424*	.474**	.356	.619**	.615**	.553**	-.137	.539**	.141	.481**	.663**	-.368*	.308	.593**	-.215	.019	-.141	.155	.020	.618**	.237	-.009	.447*	-.404*	.494**	.565**	.364*	-.056	.112	.503**	.424*	.565**	-.055	.232	.200	.478**	
	Sig. (2-tailed)		.029	.196	.254	.001	.020	.008	.053	.000	.000	.002	.471	.002	.456	.007	.000	.046	.098	.001	.253	.923	.458	.414	.915	.000	.207	.962	.013	.027	.005	.001	.048	.769	.557	.005	.020	.001	.773	.217	.290	.008	
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R042	Pearson Correlation		.511**	.109	.412*	.552**	.565**	.283	.342	.482**	.363*	.313	-.455*	.549**	-.203	.259	.483**	-.229	.421*	.244	.010	.033	.009	.115	.097	.579**	.227	-.044	.425*	-.219	.282	.419*	.518**	-.363*	.534**	.372*	.464**	.488**	-.262	.490**	.373*	.372*	
	Sig. (2-tailed)		.004	.567	.024	.002	.001	.129	.064	.007	.049	.093	.011	.002	.281	.167	.007	.223	.021	.194	.959	.862	.962	.545	.610	.001	.229	.818	.019	.245	.131	.021	.003	.049	.002	.043	.010	.006	.162	.006	.042	.043	
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R043	Pearson Correlation		.544**	.400*	.225	.448*	.157	.465**	.410*	.535**	.353	.420*	-.394*	.747**	-.100	.266	.412*	-.296	.354	.423*	-.419*	.013	-.304	.222	.145	.518**	.169	.091	.412*	-.514**	.412*	.194	.396*	-.168	.339	.434*	.340	.436*	-.508**	.350	.279	.266
	Sig. (2-tailed)		.002	.028	.232	.013	.408	.010	.024	.002	.056	.021	.031	.000	.600	.156	.024	.112	.055	.020	.021	.945	.103	.238	.445	.003	.372	.631	.024	.004	.024	.303	.030	.375	.067	.017	.066	.016	.004	.058	.135	.155
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R044	Pearson Correlation		.453*	.471**	.305	.174	.240	.637**	.482**	.621**	.458*	.608**	-.234	.501**	-.100	.201	.416*	-.038	.646**	.549**	-.336	.199	-.218	.415*	.097	.521**	.170	-.044	.477**	-.444*	.282	.279	.595**	-.363*	.418*	.457*	.380*	.488**	-.262	.726**	.740**	.483**
	Sig. (2-tailed)		.012	.009	.101	.358	.201	.000	.007	.000	.011	.000	.213	.005	.599	.286	.022	.841	.000	.002	.069	.291	.247	.023	.610	.003	.369	.818	.008	.014	.131	.135	.001	.049	.022	.011	.038	.006	.162	.000	.000	.007
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R045	Pearson Correlation	.072	.000	.058	-.024	-.182	-.110	-.011	-.065	.268	-.064	.220	-.297	.435*	.134	-.031	.149	.129	.143	.092	-.034	.262	-.172	-.378*	.009	-.132	-.068	-.146	.315	-.031	-.254	-.143	.513**	-.344	-.211	.000	.000	.272	-.386*	-.467**	-.242	
	Sig. (2-tailed)	.704	##	.759	.902	.336	.562	.954	.732	.152	.735	.242	.111	.016	.479	.869	.433	.497	.452	.627	.856	.162	.365	.039	.963	.485	.720	.443	.090	.869	.176	.452	.004	.063	.263	##	##	.145	.035	.009	.197	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R046	Pearson Correlation	.436*	.477**	-.323	.363*	.543**	.685**	.411*	.573**	-.347	.374*	-.178	.554**	-.029	.512**	.613**	-.207	.722**	.460*	-.257	-.047	-.183	.085	.075	.705**	-.044	-.008	.715**	-.309	.769**	.144	.514**	-.163	.306	.465**	.588**	.610**	-.203	.352	.327	.056	
	Sig. (2-tailed)	.016	.008	.082	.049	.002	.000	.024	.001	.060	.041	.347	.001	.878	.004	.000	.272	.000	.010	.171	.805	.333	.654	.693	.000	.818	.965	.000	.097	.000	.447	.004	.391	.101	.010	.001	.000	.282	.057	.078	.769	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R047	Pearson Correlation	.569**	.477**	.172	.266	.268	.542**	.331	.460*	.292	.442*	-.250	.679**	.005	.379*	.411*	.012	.391*	.420*	-.348	.186	-.362*	.237	.193	.658**	.069	.084	.508**	-.404*	.596**	.029	.420*	-.146	.338	.492**	.427*	.448*	-.281	.641**	.421*	.365*	
	Sig. (2-tailed)	.001	.008	.364	.155	.152	.002	.074	.011	.117	.014	.182	.000	.978	.039	.024	.951	.033	.021	.059	.324	.049	.207	.306	.000	.716	.660	.004	.027	.001	.881	.021	.441	.068	.006	.019	.013	.133	.000	.020	.047	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R048	Pearson Correlation	.498**	.434*	.181	.271	.155	.565**	.334	.543**	.248	.565**	-.335	.666**	-.096	.229	.362*	-.114	.315	.487**	-.375*	.177	-.435*	.180	.242	.583**	.000	.022	.435*	-.605**	.428*	.093	.426*	-.200	.428*	.574**	.421*	.449*	-.436*	.682**	.500**	.410*	
	Sig. (2-tailed)	.005	.017	.338	.147	.412	.001	.071	.002	.187	.001	.070	.000	.613	.223	.050	.548	.090	.006	.041	.351	.016	.342	.197	.001	##	.909	.016	.000	.018	.625	.019	.289	.018	.001	.020	.013	.016	.000	.005	.025	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
R049	Pearson Correlation		.603**	.614**	.414*	.511**	.502**	.770**	.490**	.658**	.300	.542**	-.085	.461*	.008	.417*	.682**	-.138	.563**	.498**	-.215	.080	-.198	.278	.117	.706**	.000	.093	.778**	-.258	.682**	.113	.516**	-.069	.379*	.491**	.510**	.544**	-.106	.399*	.237	.094	
	Sig. (2-tailed)		.000	.000	.023	.004	.005	.000	.006	.000	.107	.002	.653	.010	.965	.022	.000	.466	.001	.005	.253	.673	.295	.137	.537	.000	##	.627	.000	.169	.000	.554	.004	.716	.039	.006	.004	.002	.578	.029	.208	.622	
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
R050	Pearson Correlation		.637**	.782**	.336	.317	.228	.546**	.405*	.405*	.312	.375*	-.158	.485**	-.062	.248	.401*	-.059	.352	.338	-.177	.157	-.205	.225	.150	.498**	.017	.125	.358	.588**	.115	.367*	-.077	.383*	.543**	.469**	.416*	-.242	.356	.192	.075	
	Sig. (2-tailed)		.000	.000	.069	.088	.226	.002	.027	.027	.093	.041	.404	.007	.746	.186	.028	.757	.056	.067	.350	.408	.278	.232	.430	.005	.927	.511	.052	.172	.001	.546	.046	.688	.037	.002	.009	.022	.197	.053	.309	.693	
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040	
TOTAL	Pearson Correlation		.712**	.499**	.565**	.532**	.651**	.661**	.678**	.682**	.562**	.560**	-.160	.647**	.177	.555**	.646**	-.027	.629**	.586**	-.107	.395*	-.137	.492**	.281	.855**	.339	.263	.643**	-.322	.593**	.464**	.589**	-.083	.388*	.721**	.659**	.767**	.009	.593**	.452*	.344
	Sig. (2-tailed)		.000	.005	.001	.002	.000	.000	.000	.000	.001	.001	.397	.000	.348	.001	.000	.888	.000	.001	.572	.031	.471	.006	.132	.000	.067	.161	.000	.082	.001	.010	.001	.663	.034	.000	.000	.000	.964	.001	.012	.062
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Reliability

Notes

Output Created		19-SEP-2024 11:22:04
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>

	N of Rows in Working Data File	30
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=R001 R002 R003 R004 R005 R006 R007 R008 R009 R010 R011 R012 R013 R014 R015 R016 R017 R018 R019 R020 R021 R022 R023 R024 R025 R026 R027 R028 R029 R030 R031 R032 R033 R034 R035 R036 R037 R038 R039 R040 R041 R042 R043 R044 R045 R046 R047 R048 R049 R050 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.00

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.905	50

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
R001	185.37	249.275	.689	.900
R002	185.27	256.616	.471	.902
R003	185.33	251.747	.530	.901
R004	185.20	256.372	.506	.902
R005	185.33	252.299	.627	.901
R006	185.10	253.197	.640	.901
R007	185.07	252.685	.657	.901
R008	185.07	252.616	.661	.901
R009	184.70	257.872	.542	.902
R010	184.87	253.154	.528	.901
R011	187.00	271.931	-.217	.911
R012	185.93	247.720	.613	.900

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
R013	186.47	260.257	.102	.909
R014	185.27	252.961	.522	.901
R015	185.17	252.833	.623	.901
R016	187.10	268.162	-.096	.911
R017	184.97	254.516	.607	.901
R018	184.83	255.454	.563	.902
R019	187.50	269.707	-.160	.910
R020	185.97	256.516	.354	.903
R021	187.50	271.017	-.193	.911
R022	185.87	252.878	.450	.902
R023	186.10	258.576	.230	.905
R024	185.13	245.568	.842	.898
R025	186.10	258.093	.297	.904
R026	186.17	259.799	.217	.905
R027	185.17	249.247	.611	.900
R028	187.47	274.533	-.363	.911
R029	185.17	253.937	.567	.901
R030	185.77	252.806	.418	.903
R031	185.03	255.413	.565	.902
R032	186.57	269.151	-.137	.910

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
R033	185.50	257.086	.349	.903
R034	184.90	254.231	.706	.901
R035	184.93	255.237	.641	.901
R036	184.93	251.926	.752	.900
R037	187.43	266.599	-.052	.909
R038	185.20	252.372	.562	.901
R039	185.13	256.051	.417	.903
R040	185.67	257.816	.302	.904
R041	185.17	253.316	.598	.901
R042	185.33	251.747	.530	.901
R043	185.67	249.816	.539	.901
R044	185.33	248.851	.648	.900
R045	187.23	265.978	-.034	.909
R046	185.17	250.557	.679	.900
R047	185.27	246.754	.670	.899
R048	185.23	250.737	.570	.901
R049	185.23	249.220	.775	.899
R050	185.37	248.585	.605	.900

Lampiran 6. Hasil Uji Coba Efikasi Diri

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R001	Pearson Correlation	1	.156	.620**	.037	-.008	.121	.124	.175	-.009	.034	.476**	.097	-.010	.462*	.224	-.181	.132	-.202	-.288	.080	.042	.023	.207	.090	.038	-.021	-.008	.002	-.063	.054	-.139	.094	.077	.009	.052	.116	.026	.050	.219	.268
	Sig. (2-tailed)		.410	.000	.845	.968	.525	.515	.354	.961	.859	.008	.609	.958	.010	.235	.340	.487	.285	.123	.674	.827	.905	.273	.634	.841	.913	.968	.990	.742	.777	.463	.622	.684	.961	.786	.540	.891	.794	.245	.152
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R002	Pearson Correlation	.156	1	.602**	.537**	.588**	.740**	-.547**	.680**	-.281	.812**	.549**	.704**	-.387*	.597**	.503**	-.159	.564**	.319	-.139	.539**	-.343	-.207	-.399*	.724**	-.368*	.134	.392*	-.252	-.402*	-.376*	.321	.579**	-.404*	-.270	-.469**	.605**	.667**	.686**	.671**	.602**
	Sig. (2-tailed)	.410		.000	.002	.001	.000	.002	.000	.133	.000	.002	.000	.035	.000	.005	.400	.001	.086	.465	.002	.064	.271	.029	.000	.045	.481	.032	.178	.028	.040	.083	.001	.027	.149	.009	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R003	Pearson Correlation	.620**	.602**	1	.517**	.425*	.583**	-.208	.467**	-.130	.567**	.739**	.372*	-.093	.755**	.381*	-.441*	.537**	.138	-.340	.331	-.110	-.135	-.144	.558**	-.078	.193	.336	-.023	-.145	-.159	.064	.404*	-.119	-.249	-.197	.353	.361*	.425*	.617**	.565**
	Sig. (2-tailed)	.000	.000		.003	.019	.001	.270	.009	.492	.001	.000	.043	.625	.000	.038	.015	.002	.467	.066	.074	.563	.477	.448	.001	.684	.307	.069	.905	.444	.402	.735	.027	.530	.184	.296	.056	.050	.019	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R004	Pearson Correlation	.037	.537**	.517**	1	.837**	.646**	-.318	.633**	-.266	.714**	.444*	.520**	-.192	.647**	.612**	-.276	.706**	.205	-.250	.283	-.357	-.473**	-.452*	.527**	-.344	.367*	.749**	-.241	-.335	-.554**	.373*	.760**	-.506**	-.460*	-.457*	.414*	.537**	.749**	.571**	.625**
	Sig. (2-tailed)	.845	.002	.003		.000	.000	.087	.000	.156	.000	.014	.003	.309	.000	.000	.140	.000	.276	.183	.130	.053	.008	.012	.003	.063	.046	.000	.200	.070	.001	.043	.000	.004	.010	.011	.023	.002	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R005	Pearson Correlation	-.008	.588**	.425*	.837**	1	.745**	-.353	.620**	-.189	.759**	.524**	.520**	-.240	.727**	.650**	-.227	.769**	.263	-.158	.338	-.284	-.338	-.434*	.540**	-.403*	.269	.712**	-.229	-.315	-.532**	.455*	.787**	-.551**	-.430*	-.452*	.489**	.523**	.856**	.634**	.691**
	Sig. (2-tailed)	.968	.001	.019	.000		.000	.056	.000	.318	.000	.003	.003	.201	.000	.000	.228	.000	.161	.405	.067	.128	.068	.017	.002	.027	.151	.000	.223	.090	.002	.012	.000	.002	.018	.012	.006	.003	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R006	Pearson Correlation	.121	.740**	.583**	.646**	.745**	1	-.242	.714**	-.300	.696**	.501**	.586**	-.165	.629**	.487**	-.257	.589**	.296	-.058	.646**	-.325	-.198	-.363*	.497**	-.202	.346	.547**	-.144	-.297	-.308	.204	.523**	-.274	-.398*	-.357	.279	.493**	.547**	.521**	.462*
	Sig. (2-tailed)	.525	.000	.001	.000	.000		.197	.000	.108	.000	.005	.001	.384	.000	.006	.170	.001	.112	.762	.000	.079	.294	.048	.005	.284	.061	.002	.447	.111	.098	.279	.003	.142	.029	.053	.136	.006	.002	.003	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R007	Pearson Correlation	.124	-.547**	-.208	-.318	-.353	-.242	1	-.118	.572**	-.476**	-.309	-.382*	.672**	-.373*	-.261	.367*	-.376*	-.193	.140	-.062	.521**	.436*	.569**	-.688**	.654**	-.038	-.226	.482**	.509**	.452*	-.211	-.381*	.587**	.549**	.686**	-.490**	-.384*	-.480**	-.307	-.312
	Sig. (2-tailed)	.515	.002	.270	.087	.056	.197		.536	.001	.008	.096	.037	.000	.043	.164	.046	.040	.307	.461	.744	.003	.016	.001	.000	.000	.840	.230	.007	.004	.012	.264	.038	.001	.002	.000	.006	.036	.007	.098	.093
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R008	Pearson Correlation	.175	.680**	.467**	.633**	.620**	.714**	-.118	1	-.016	.685**	.489**	.796**	-.105	.569**	.595**	.065	.544**	.299	-.011	.616**	-.187	-.186	-.429*	.355	-.163	.055	.420*	-.103	-.328	-.269	.219	.389*	-.315	-.086	-.255	.266	.499**	.520**	.423*	.467**
	Sig. (2-tailed)	.354	.000	.009	.000	.000	.000	.536		.932	.000	.006	.000	.580	.001	.001	.733	.002	.108	.953	.000	.323	.324	.018	.054	.390	.775	.021	.588	.077	.151	.246	.034	.090	.652	.174	.155	.005	.003	.020	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R009	Pearson Correlation	-.009	-.281	-.130	-.266	-.189	-.300	.572**	-.016	1	-.176	-.018	-.176	.264	-.276	-.290	.409*	-.043	.015	.190	-.234	.775**	.634**	.449*	-.355	.686**	-.273	-.307	.631**	.725**	.574**	-.064	-.329	.650**	.792**	.761**	-.185	-.161	-.130	-.213	-.203
	Sig. (2-tailed)	.961	.133	.492	.156	.318	.108	.001	.932		.352	.925	.352	.159	.141	.120	.025	.821	.936	.314	.214	.000	.000	.000	.013	.055	.000	.144	.099	.000	.000	.000	.001	.735	.076	.000	.000	.000	.328	.397	.494	.259	.282
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R010	Pearson Correlation	.034	.812**	.567**	.714**	.759**	.696**	-.476**	.685**	-.176	1	.565**	.648**	-.384*	.668**	.474**	-.164	.641**	.290	-.227	.432*	-.324	-.294	-.469**	.714**	-.362*	.116	.600**	-.321	-.435*	-.554**	.512**	.690**	-.579**	-.369*	-.541**	.678**	.668**	.839**	.716**	.665**
	Sig. (2-tailed)	.859	.000	.001	.000	.000	.000	.008	.000	.352		.001	.000	.036	.000	.008	.386	.000	.120	.228	.017	.081	.114	.009	.000	.049	.542	.000	.083	.016	.001	.004	.000	.001	.045	.002	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R011	Pearson Correlation	.476**	.549**	.739**	.444*	.524**	.501**	-.309	.489**	-.018	.565**	1	.565**	-.161	.750**	.542**	-.247	.714**	.067	-.234	.302	-.025	.002	-.183	.644**	-.141	.027	.304	-.003	-.281	-.163	.205	.438*	-.237	-.124	-.183	.514**	.300	.524**	.588**	.739**
	Sig. (2-tailed)	.008	.002	.000	.014	.003	.005	.096	.006	.925	.001		.001	.396	.000	.002	.189	.000	.726	.213	.105	.897	.991	.334	.000	.458	.889	.103	.987	.133	.390	.277	.015	.208	.512	.332	.004	.108	.003	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R012	Pearson Correlation	.097	.704**	.372*	.520**	.520**	.586**	-.382*	.796**	-.176	.648**	.565**	1	-.300	.587**	.637**	.009	.558**	.186	-.047	.607**	-.262	-.092	-.410*	.478**	-.312	.007	.361*	-.167	-.500**	-.350	.280	.489**	-.460*	-.125	-.414*	.451*	.487**	.520**	.518**	.567**
	Sig. (2-tailed)	.609	.000	.043	.003	.003	.001	.037	.000	.352	.000	.001		.107	.001	.000	.964	.001	.324	.807	.000	.162	.628	.024	.007	.093	.970	.050	.376	.005	.058	.134	.006	.011	.510	.023	.012	.006	.003	.003	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R013	Pearson Correlation	-.010	-.387*	-.093	-.192	-.240	-.165	.672**	-.105	.264	-.384*	-.161	-.300	1	-.180	-.155	.206	-.218	-.173	-.046	-.097	.260	.198	.453*	-.467**	.443*	.121	-.088	.309	.362*	.283	-.106	-.213	.355	.190	.463**	-.402*	-.430*	-.506**	-.134	-.186
	Sig. (2-tailed)	.958	.035	.625	.309	.201	.384	.000	.580	.159	.036	.396	.107		.342	.412	.276	.247	.362	.807	.609	.165	.295	.012	.009	.014	.526	.642	.096	.049	.130	.578	.258	.054	.316	.010	.028	.018	.004	.482	.325
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R014	Pearson Correlation	.462*	.597**	.755**	.647**	.727**	.629**	-.373*	.569**	-.276	.668**	.750**	.587**	-.180	1	.630**	-.452*	.734**	.228	-.328	.494**	-.315	-.264	-.382*	.562**	-.387*	-.186	.507**	-.258	-.400*	-.481**	.284	.646**	-.526**	-.442*	-.462*	.491**	.514**	.654**	.777**	.755**
	Sig. (2-tailed)	.010	.000	.000	.000	.000	.000	.043	.001	.141	.000	.000	.001	.342		.000	.012	.000	.225	.077	.006	.090	.158	.037	.001	.034	.325	.004	.170	.029	.007	.128	.000	.003	.014	.010	.006	.004	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R015	Pearson Correlation	.224	.503**	.381*	.612**	.650**	.487**	-.261	.595**	-.290	.474**	.542**	.637**	-.155	.630**	1	-.008	.525**	.163	-.033	.358	-.149	-.238	-.120	.539**	-.388*	.212	.429*	-.114	-.424*	-.322	.269	.711**	-.487**	.299	-.341	.506**	.385*	.577**	.515**	.653**
	Sig. (2-tailed)	.235	.005	.038	.000	.000	.006	.164	.001	.120	.008	.002	.000	.412	.000		.966	.003	.388	.861	.052	.431	.206	.527	.002	.034	.262	.018	.548	.020	.083	.151	.000	.006	.109	.065	.004	.036	.001	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R016	Pearson Correlation	-.181	-.159	-.441*	-.276	-.227	-.257	.367*	.065	.409*	-.164	-.247	.009	.206	-.452*	-.008	1	-.237	-.010	.482**	-.060	.443*	.324	.381*	-.246	.328	-.565**	-.188	.237	.256	.295	-.370*	-.145	.228	.445*	.398*	.030	-.071	-.149	.272	-.250
	Sig. (2-tailed)	.340	.400	.015	.140	.228	.170	.046	.733	.025	.386	.189	.964	.276	.012	.966		.208	.957	.007	.752	.014	.081	.038	.189	.077	.001	.321	.208	.172	.113	.044	.444	.225	.014	.029	.876	.710	.433	.146	.184
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R017	Pearson Correlation	.132	.564**	.537**	.706**	.769**	.589**	-.376*	.544**	-.043	.641**	.714**	.558**	-.218	.734**	.525**	-.237	1	.323	-.200	.298	-.111	-.108	-.351	.527**	-.217	.195	.693**	-.272	-.185	-.395*	.302	.674**	-.378*	-.226	-.252	.523**	.632**	.693**	.647**	.629**
	Sig. (2-tailed)	.487	.001	.002	.000	.000	.001	.040	.002	.821	.000	.000	.001	.247	.000	.003	.208		.081	.289	.109	.558	.569	.057	.003	.250	.301	.000	.146	.327	.031	.105	.000	.039	.229	.179	.003	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R018	Pearson Correlation	-.202	.319	-.138	.205	.263	.296	-.193	.299	.015	.290	.067	.186	-.173	.228	.163	-.010	.323	1	.329	.351	-.007	.016	-.326	.175	-.170	.013	.216	-.175	-.077	-.108	-.102	.150	-.126	-.092	-.060	.062	.436*	.216	.128	.023
	Sig. (2-tailed)	.285	.086	.467	.276	.161	.112	.307	.108	.936	.120	.726	.324	.362	.225	.388	.957	.081		.076	.057	.970	.934	.079	.354	.369	.947	.252	.355	.687	.570	.590	.428	.505	.629	.754	.743	.016	.252	.499	.904
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R019	Pearson Correlation	-.288	-.139	-.340	-.250	-.158	-.058	.140	-.011	.190	-.227	-.234	-.047	-.046	-.328	-.033	.482**	-.200	.329	1	.123	.335	.381*	.170	-.245	.177	-.235	-.198	.287	.245	.431*	-.480**	-.273	.327	.156	.288	-.373*	-.250	-.280	-.434*	-.441*
	Sig. (2-tailed)	.123	.465	.066	.183	.405	.762	.461	.953	.314	.228	.213	.807	.807	.077	.861	.007	.289	.076		.519	.071	.038	.370	.192	.350	.211	.293	.124	.192	.017	.007	.144	.078	.411	.123	.042	.184	.134	.016	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R020	Pearson Correlation	.080	.539**	.331	.283	.338	.646**	-.062	.616**	-.234	.432*	.302	.607**	-.097	.494**	.358	-.060	.298	.351	.123	1	-.238	.004	-.395*	.219	-.155	.058	.180	-.160	-.411*	-.200	.038	.210	-.273	-.123	-.269	.131	.467**	.259	.381*	.331
	Sig. (2-tailed)	.674	.002	.074	.130	.067	.000	.744	.000	.214	.017	.105	.000	.609	.006	.052	.752	.109	.057	.519		.205	.981	.031	.246	.412	.762	.342	.398	.024	.290	.840	.266	.144	.517	.150	.492	.009	.167	.038	.074
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R021	Pearson Correlation	.042	-.343	-.110	-.357	-.284	-.325	.521**	-.187	.775**	-.324	-.025	-.262	.260	-.315	-.149	.443*	-.111	-.007	.335	-.238	1	.817**	.639**	-.259	.754**	-.087	-.228	.632**	.750**	.708**	-.211	-.262	.710**	.639**	.895**	-.183	-.178	-.284	-.346	-.316
	Sig. (2-tailed)	.827	.064	.563	.053	.128	.079	.003	.323	.000	.081	.897	.162	.165	.090	.431	.014	.558	.970	.071	.205		.000	.000	.166	.000	.649	.226	.000	.000	.000	.264	.162	.000	.000	.000	.334	.347	.128	.061	.088
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R022	Pearson Correlation	.023	-.207	-.135	-.473**	-.338	-.198	.436*	-.186	.634**	-.294	.002	-.092	.198	-.264	-.238	.324	-.108	.016	.381*	.044	.817**	1	.540**	-.246	.735**	-.047	-.216	.560**	.583**	.698**	-.170	-.323	.672**	.582**	.755**	-.172	-.166	-.338	-.245	-.285
	Sig. (2-tailed)	.905	.271	.477	.008	.068	.294	.016	.324	.000	.114	.991	.628	.295	.158	.206	.081	.569	.934	.038	.981	.000		.002	.189	.000	.805	.253	.001	.001	.000	.368	.082	.000	.001	.000	.364	.381	.068	.191	.127
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R023	Pearson Correlation	.207	-.399*	-.144	-.452*	-.434*	-.363*	.569**	-.429*	.449*	-.469**	-.183	-.410*	.453*	-.382*	-.120	.381*	-.351	-.326	.170	-.395*	.639**	.540**	1	-.310	.569**	.017	-.327	.517**	.641**	.562**	-.188	-.138	.651**	.417*	.643**	-.120	-.459*	-.434*	-.228	-.340
	Sig. (2-tailed)	.273	.029	.448	.012	.017	.048	.001	.018	.013	.009	.334	.024	.012	.037	.527	.038	.057	.079	.370	.031	.000	.002		.096	.001	.929	.078	.003	.000	.001	.321	.467	.000	.022	.000	.528	.011	.017	.226	.066
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R024	Pearson Correlation	.090	.724**	.558**	.527**	.540**	.497**	-.688**	.355	-.355	.714**	.644**	.478**	-.467**	-.562**	.539**	-.246	.527**	.175	-.245	.219	-.259	-.246	-.310	1	-.346	.165	.398*	-.265	-.407*	-.436*	.336	.587**	-.431*	-.422*	-.486**	.803**	.499**	.682**	.592**	.645**
	Sig. (2-tailed)	.634	.000	.001	.003	.002	.005	.000	.054	.055	.000	.000	.007	.009	.001	.002	.189	.003	.354	.192	.246	.166	.189	.096		.061	.385	.030	.157	.026	.016	.069	.001	.017	.020	.006	.000	.005	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R025	Pearson Correlation	.038	-.368*	-.078	-.344	-.403*	-.202	.654**	-.163	.686**	-.362*	-.141	-.312	.443*	-.387*	-.388*	.328	-.217	-.170	.177	-.155	.754**	.735**	.569**	-.346	1	-.023	-.222	.623**	.763**	.729**	-.274	-.474**	.831**	.604**	.859**	-.346	-.215	-.448*	-.366*	-.410*
	Sig. (2-tailed)	.841	.045	.684	.063	.027	.284	.000	.390	.000	.049	.458	.093	.014	.034	.034	.077	.250	.369	.350	.412	.000	.000	.001	.061		.906	.237	.000	.000	.000	.144	.008	.000	.000	.000	.061	.255	.013	.046	.025
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R026	Pearson Correlation	-.021	.134	.193	.367*	.269	.346	-.038	.055	-.273	.116	.027	.007	.121	.186	.212	-.565**	.195	.013	-.235	.058	-.087	-.047	.017	.165	-.023	1	.465**	-.086	-.013	-.099	.525**	.321	-.029	-.449*	-.057	-.022	.089	.072	.077	.012
	Sig. (2-tailed)	.913	.481	.307	.046	.151	.061	.840	.775	.144	.542	.889	.970	.526	.325	.262	.001	.301	.947	.211	.762	.649	.805	.929	.385	.906		.010	.650	.944	.604	.003	.084	.877	.013	.763	.909	.640	.705	.684	.950
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R027	Pearson Correlation	-.008	.392*	.336	.749**	.712**	.547**	-.226	.420*	-.307	.600**	.304	.361*	-.088	.507**	.429*	-.188	.693**	.216	-.198	.180	-.228	-.216	-.327	.398*	-.222	.465**	1	-.508**	-.315	-.578**	.402*	.726**	-.497**	-.518**	-.337	.420*	.523**	.567**	.454*	.425*
	Sig. (2-tailed)	.968	.032	.069	.000	.000	.002	.230	.021	.099	.000	.103	.050	.642	.004	.018	.321	.000	.252	.293	.342	.226	.253	.078	.030	.237	.010		.004	.090	.001	.027	.000	.005	.003	.069	.021	.003	.001	.012	.019
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R028	Pearson Correlation	.002	-.252	-.023	-.241	-.229	-.144	.482**	-.103	.631**	-.321	-.003	-.167	.309	-.258	-.114	.237	-.272	-.175	.287	-.160	.632**	.560**	.517**	-.265	.623**	-.086	-.508**	1	.710**	.780**	-.282	-.371*	.716**	.480**	.663**	-.356	-.379*	-.275	-.204	-.194
	Sig. (2-tailed)	.990	.178	.905	.200	.223	.447	.007	.588	.000	.083	.987	.376	.096	.170	.548	.208	.146	.355	.124	.398	.000	.001	.003	.157	.000	.650	.004		.000	.000	.132	.044	.000	.007	.000	.054	.039	.141	.280	.305
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R029	Pearson Correlation	-.063	-.402*	-.145	-.335	-.315	-.297	.509**	-.328	.725**	-.435*	-.281	-.500**	.362*	-.400*	-.424*	.256	-.185	-.077	.245	-.411*	.750**	.583**	.641**	-.407*	.763**	-.013	-.315	.710**	1	.706**	-.315	-.382*	.841**	.494**	.815**	-.374*	-.268	-.374*	-.318	-.508**
	Sig. (2-tailed)	.742	.028	.444	.070	.090	.111	.004	.077	.000	.016	.133	.005	.049	.029	.020	.172	.327	.687	.192	.024	.000	.001	.000	.026	.000	.944	.090	.000		.000	.090	.037	.000	.005	.000	.042	.153	.042	.086	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R030	Pearson Correlation	.054	-.376*	-.159	-.554**	-.532**	-.308	.452*	-.269	.574**	-.554**	-.163	-.350	.283	-.481**	-.322	.295	-.395*	-.108	.431*	-.200	.708**	.698**	.562**	-.436*	.729**	-.099	-.578**	.780**	.706**	1	-.448*	-.634**	.837**	.539**	.791**	-.546**	-.439*	-.578**	-.559**	-.555**
	Sig. (2-tailed)	.777	.040	.402	.001	.002	.098	.012	.151	.001	.001	.390	.058	.130	.007	.083	.113	.031	.570	.017	.290	.000	.000	.001	.016	.000	.604	.001	.000		.013	.000	.000	.000	.002	.000	.002	.015	.001	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R031	Pearson Correlation	-.139	.321	.064	.373*	.455*	.204	-.211	.219	-.064	.512**	.205	.280	-.106	.284	.269	-.370*	.302	-.102	-.480**	.038	-.211	-.170	-.188	.336	-.274	.525**	.402*	-.282	-.315	-.448*	1	.502**	-.452*	-.188	-.362*	.441*	.238	.507**	.403*	.451*
	Sig. (2-tailed)	.463	.083	.735	.043	.012	.279	.264	.246	.735	.004	.277	.134	.578	.128	.151	.044	.105	.590	.007	.840	.264	.368	.321	.069	.144	.003	.027	.132	.090	.013		.005	.012	.321	.049	.015	.205	.004	.027	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R032	Pearson Correlation	.094	.579**	.404*	.760**	.787**	.523**	-.381*	.389*	-.329	.690**	.438*	.489**	-.213	.646**	.711**	-.145	.674**	.150	-.273	.210	-.262	-.323	-.138	.587**	-.474**	.321	.726**	-.371*	-.382*	-.634**	.502**	1	-.620**	-.442*	-.481**	.698**	.566**	.787**	.722**	.702**
	Sig. (2-tailed)	.622	.001	.027	.000	.000	.003	.038	.034	.076	.000	.015	.006	.258	.000	.000	.444	.000	.428	.144	.266	.162	.082	.467	.001	.008	.084	.000	.044	.037	.000	.005		.000	.014	.007	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R033	Pearson Correlation	.077	-.404*	-.119	-.506**	-.551**	-.274	.587**	-.315	.650**	-.579**	-.237	-.460*	.355	-.526**	-.487**	.228	-.378*	-.126	.327	-.273	.710**	.672**	.651**	-.431*	.831**	-.029	-.497**	.716**	.841**	.837**	-.452*	-.620**	1	.625**	.869**	-.529**	-.453*	-.605**	-.531**	-.584**
	Sig. (2-tailed)	.684	.027	.530	.004	.002	.142	.001	.090	.000	.001	.208	.011	.054	.003	.006	.225	.039	.505	.078	.144	.000	.000	.000	.017	.000	.877	.005	.000	.000	.000	.012	.000		.000	.000	.003	.012	.000	.003	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R034	Pearson Correlation	.009	-.270	-.249	-.460*	-.430*	-.398*	.549**	-.086	.792**	-.369*	-.124	-.125	.190	-.442*	-.299	.445*	-.226	-.092	.156	-.123	.639**	.582**	.417*	-.422*	.604**	-.449*	-.518**	.480**	.494**	.539**	-.188	-.442*	.625**	1	.694**	-.242	-.190	-.297	-.309	-.195
	Sig. (2-tailed)	.961	.149	.184	.010	.018	.029	.002	.652	.000	.045	.512	.510	.316	.014	.109	.014	.229	.629	.411	.517	.000	.001	.022	.020	.000	.013	.003	.007	.005	.002	.321	.014	.000		.000	.198	.314	.110	.096	.301
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R035	Pearson Correlation	.052	-.469**	-.197	-.457*	-.452*	-.357	.686**	-.255	.761**	-.541**	-.183	-.414*	.463**	-.462*	-.341	.398*	-.252	-.060	.288	-.269	.895**	.755**	.643**	-.486**	.859**	-.057	-.337	.663**	.815**	.791**	-.362*	-.481**	.869**	.694**	1	-.444*	-.286	-.509**	-.505**	-.479**
	Sig. (2-tailed)	.786	.009	.296	.011	.012	.053	.000	.174	.000	.002	.332	.023	.010	.010	.065	.029	.179	.754	.123	.150	.000	.000	.000	.006	.000	.763	.069	.000	.000	.000	.049	.007	.000	.000		.014	.125	.004	.004	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R036	Pearson Correlation	.116	.605**	.353	.414*	.489**	.279	-.490**	.266	-.185	.678**	.514**	.451*	-.402*	.491**	.506**	.030	.523**	.062	-.373*	.131	-.183	-.172	-.120	.803**	-.346	-.022	.420*	-.356	-.374*	-.546**	.441*	.698**	-.529**	-.242	-.444*	1	.590**	.763**	.718**	.690**
	Sig. (2-tailed)	.540	.000	.056	.023	.006	.136	.006	.155	.328	.000	.004	.012	.028	.006	.004	.876	.003	.743	.042	.492	.334	.364	.528	.000	.061	.909	.021	.054	.042	.002	.015	.000	.003	.198	.014		.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R037	Pearson Correlation	.026	.667**	.361*	.537**	.523**	.493**	-.384*	.499**	-.161	.668**	.300	.487**	-.430*	.514**	.385*	-.071	.632**	.436*	-.250	.467**	-.178	-.166	-.459*	.499**	-.215	.089	.523**	-.379*	-.268	-.439*	.238	.566**	-.453*	-.190	-.286	.590**	1	.686**	.589**	.461*
	Sig. (2-tailed)	.891	.000	.050	.002	.003	.006	.036	.005	.397	.000	.108	.006	.018	.004	.036	.710	.000	.016	.184	.009	.347	.381	.011	.005	.255	.640	.003	.039	.153	.015	.205	.001	.012	.314	.125	.001		.000	.001	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R038	Pearson Correlation	.050	.686**	.425*	.749**	.856**	.547**	-.480**	.520**	-.130	.839**	.524**	.520**	-.506**	.654**	.577**	-.149	.693**	.216	-.280	.259	-.284	-.338	-.434*	.682**	-.448*	.072	.567**	-.275	-.374*	-.578**	.507**	.787**	-.605**	-.297	-.509**	.763**	.686**	1	.723**	.779**
	Sig. (2-tailed)	.794	.000	.019	.000	.000	.002	.007	.003	.494	.000	.003	.003	.004	.000	.001	.433	.000	.252	.134	.167	.128	.068	.017	.000	.013	.705	.001	.141	.042	.001	.004	.000	.000	.110	.004	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R039	Pearson Correlation	.219	.671**	.617**	.571**	.634**	.521**	-.307	.423*	-.213	.716**	.588**	.518**	-.134	.777**	.515**	-.272	.647**	.128	-.434*	.381*	-.346	-.245	-.228	.592**	-.366*	.077	.454*	-.204	-.318	-.559**	.403*	.722**	-.531**	-.309	-.505**	.718**	.589**	.723**	1	.837**
	Sig. (2-tailed)	.245	.000	.000	.001	.000	.003	.098	.020	.259	.000	.001	.003	.482	.000	.004	.146	.000	.499	.016	.038	.061	.191	.226	.001	.046	.684	.012	.280	.086	.001	.027	.000	.003	.096	.004	.000	.001	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R040	Pearson Correlation	.268	.602**	.565**	.625**	.691**	.462*	-.312	.467**	-.203	.665**	.739**	.567**	-.186	.755**	.653**	-.250	.629**	.023	-.441*	.331	-.316	-.285	-.340	.645**	-.410*	.012	.425*	-.194	-.508**	-.555**	.451*	.702**	-.584**	-.195	-.479**	.690**	.461*	.779**	.837**	1
	Sig. (2-tailed)	.152	.000	.001	.000	.000	.010	.093	.009	.282	.000	.000	.001	.325	.000	.000	.184	.000	.904	.015	.074	.088	.127	.066	.000	.025	.950	.019	.305	.004	.001	.012	.000	.001	.311	.007	.000	.010	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R041	Pearson Correlation	-.044	.783**	.505**	.767**	.850**	.639**	-.515**	.571**	-.202	.878**	.558**	.605**	-.375*	.723**	.590**	-.223	.773**	.321	-.294	.392*	-.341	-.325	-.466**	.729**	-.446*	.131	.603**	-.300	-.382*	-.614**	.490**	.810**	-.616**	-.336	-.546**	.755**	.745**	.932**	.852**	.808**
	Sig. (2-tailed)	.819	.000	.004	.000	.000	.000	.004	.001	.285	.000	.001	.000	.041	.000	.001	.237	.000	.084	.114	.032	.065	.080	.009	.000	.014	.491	.000	.107	.037	.000	.005	.000	.000	.070	.002	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R042	Pearson Correlation	-.044	.671**	.505**	.667**	.685**	.639**	-.370*	.456*	-.202	.696**	.475**	.515**	-.245	.640**	.421*	-.223	.687**	.321	-.155	.482**	-.149	-.046	-.344	.648**	-.240	.299	.603**	-.141	-.180	-.456*	.319	.671**	-.370*	-.386*	-.349	.599**	.652**	.685**	.750**	.606**
	Sig. (2-tailed)	.819	.000	.004	.000	.000	.000	.044	.011	.285	.000	.008	.004	.192	.000	.020	.237	.000	.084	.413	.007	.432	.808	.062	.000	.202	.109	.000	.457	.342	.011	.086	.000	.044	.035	.059	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R043	Pearson Correlation	.247	.656**	.733**	.573**	.573**	.526**	-.318	.511**	-.122	.714**	.533**	.423*	-.284	.736**	.432*	-.276	.614**	.319	-.250	.476**	-.152	-.176	-.322	.613**	-.234	.068	.398*	-.185	-.192	-.386*	.245	.538**	-.375*	-.245	-.387*	.581**	.636**	.661**	.789**	.625**
	Sig. (2-tailed)	.188	.000	.000	.001	.001	.003	.087	.004	.520	.000	.002	.020	.128	.000	.017	.140	.000	.085	.183	.008	.422	.353	.082	.000	.213	.722	.029	.329	.310	.035	.192	.002	.041	.191	.035	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R044	Pearson Correlation	-.028	-.535**	-.258	-.564**	-.560**	-.420*	.643**	-.364*	.709**	-.628**	-.258	-.454*	.437*	-.550**	-.430*	.370*	-.302	-.102	.302	-.327	.823**	.748**	.653**	-.543**	.864**	-.095	-.402*	.653**	.831**	.851**	-.427*	-.591**	.885**	.670**	.948**	-.490**	-.357	-.612**	-.533**	-.580**
	Sig. (2-tailed)	.884	.002	.169	.001	.001	.021	.000	.048	.000	.000	.168	.012	.016	.002	.018	.044	.105	.590	.105	.078	.000	.000	.000	.002	.000	.616	.027	.000	.000	.000	.019	.001	.000	.000	.000	.006	.053	.000	.002	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R045	Pearson Correlation	.158	.593**	.471**	.736**	.722**	.591**	-.171	.557**	-.329	.668**	.332	.379*	-.107	.543**	.573**	-.114	.511**	.102	-.359	.333	-.398*	-.512**	-.305	.498**	-.389*	.182	.634**	-.457*	-.453*	-.666**	.424*	.746**	-.562**	-.296	-.505**	.558**	.514**	.722**	.637**	.686**
	Sig. (2-tailed)	.406	.001	.009	.000	.000	.001	.366	.001	.076	.000	.073	.039	.573	.002	.001	.550	.004	.591	.052	.072	.029	.004	.101	.005	.033	.335	.000	.011	.012	.000	.020	.000	.001	.113	.004	.001	.004	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R046	Pearson Correlation	.122	.537**	.485**	.854**	.877**	.602**	-.219	.548**	-.269	.702**	.447*	.412*	-.092	.712**	.742**	-.178	.619**	.214	-.236	.313	-.273	-.427*	-.276	.518**	-.439*	.329	.680**	-.240	-.359	-.575**	.447*	.870**	-.591**	-.470**	-.437*	.542**	.522**	.811**	.682**	.727**
	Sig. (2-tailed)	.520	.002	.007	.000	.000	.000	.245	.002	.150	.000	.013	.024	.628	.000	.000	.346	.000	.256	.210	.092	.145	.019	.140	.003	.015	.076	.000	.202	.051	.001	.013	.000	.001	.009	.016	.002	.003	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R047	Pearson Correlation	.069	.533**	.428*	.795**	.784**	.538**	-.230	.484**	-.250	.626**	.399*	.433*	-.160	.619**	.625**	-.142	.592**	.113	-.271	.383*	-.305	-.405*	-.290	.472**	-.436*	.178	.523**	-.224	-.357	-.558**	.412*	.809**	-.555**	-.293	-.486**	.538**	.494**	.784**	.704**	.749**
	Sig. (2-tailed)	.716	.002	.018	.000	.000	.002	.221	.007	.183	.000	.029	.017	.397	.000	.000	.455	.001	.551	.148	.037	.102	.026	.120	.008	.016	.346	.003	.233	.053	.001	.024	.000	.001	.115	.007	.002	.006	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R048	Pearson Correlation	-.011	.562**	.440*	.738**	.813**	.548**	-.162	.554**	-.101	.746**	.365*	.441*	-.072	.657**	.579**	-.082	.633**	.242	-.265	.333	-.246	-.338	-.265	.434*	-.362*	.150	.606**	-.195	-.226	-.564**	.451*	.779**	-.557**	-.321	-.428*	.602**	.593**	.813**	.822**	.693**
	Sig. (2-tailed)	.954	.001	.015	.000	.000	.002	.393	.001	.594	.000	.047	.015	.704	.000	.001	.666	.000	.198	.157	.072	.190	.068	.157	.017	.049	.428	.000	.302	.230	.001	.012	.000	.001	.084	.018	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R049	Pearson Correlation	-.051	.593**	.471**	.736**	.722**	.591**	-.222	.557**	-.114	.668**	.332	.476**	-.199	.632**	.483**	-.161	.693**	.386*	-.161	.525**	-.194	-.217	-.370*	.413*	-.280	.182	.547**	-.176	-.167	-.443*	.297	.673**	-.432*	-.242	-.366*	.475**	.712**	.722**	.745**	.579**
	Sig. (2-tailed)	.789	.001	.009	.000	.000	.001	.238	.001	.548	.000	.073	.008	.292	.000	.007	.396	.000	.035	.395	.003	.303	.250	.044	.023	.134	.335	.002	.352	.378	.014	.112	.000	.017	.197	.047	.008	.000	.000	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R050	Pearson Correlation	-.033	.656**	.517**	.680**	.661**	.526**	-.266	.633**	-.050	.714**	.533**	.617**	-.192	.647**	.612**	-.086	.706**	.377*	-.250	.476**	-.152	-.176	-.387*	.613**	-.234	.068	.486**	-.128	-.264	-.442*	.309	.612**	-.440*	-.138	-.317	.664**	.736**	.749**	.789**	.733**
	Sig. (2-tailed)	.864	.000	.003	.000	.000	.003	.155	.000	.792	.000	.002	.000	.309	.000	.000	.653	.000	.040	.183	.008	.422	.353	.035	.000	.213	.722	.007	.500	.159	.015	.097	.000	.015	.467	.088	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
TOTAL	Pearson Correlation	.202	.501**	.534**	.512**	.576**	.539**	.180	.586**	.402*	.531**	.557**	.445*	.118	.511**	.529**	.152	.630**	.271	.019	.370*	.411*	.345	.172	.365*	.296	.179	.420*	.307	.239	.066	.217	.524**	.098	.173	.249	.412*	.471**	.530**	.549**	.503**
	Sig. (2-tailed)	.285	.005	.002	.004	.001	.002	.342	.001	.028	.003	.001	.014	.535	.004	.003	.423	.000	.148	.921	.044	.024	.062	.365	.047	.112	.344	.021	.099	.204	.729	.248	.003	.608	.360	.184	.024	.009	.003	.002	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Reliability

Notes

Output Created		19-SEP-2024 12:09:40
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30

	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=R001 R002 R003 R004 R005 R006 R007 R008 R009 R010 R011 R012 R013 R014 R015 R016 R017 R018 R019 R020 R021 R022 R023 R024 R025 R026 R027 R028 R029 R030 R031 R032 R033 R034 R035 R036 R037 R038 R039 R040 R041 R042 R043 R044 R045 R046 R047 R048 R049 R050 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.04
	Elapsed Time	00:00:00.00

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.850	50

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
R001	174.67	194.092	.142	.851
R002	174.43	191.357	.473	.845
R003	174.53	190.120	.504	.845
R004	174.50	190.397	.481	.845
R005	174.67	187.540	.541	.843
R006	174.50	190.879	.513	.845
R007	176.77	193.702	.097	.854
R008	174.33	190.299	.562	.844
R009	177.03	189.413	.350	.846
R010	174.50	189.293	.498	.844
R011	174.70	188.079	.523	.844
R012	174.50	190.810	.409	.846
R013	176.77	195.633	.025	.857
R014	174.80	188.924	.474	.844
R015	174.53	188.671	.493	.844

R016	176.33	194.437	.062	.855
R017	174.83	186.971	.600	.842
R018	175.13	191.292	.199	.850
R019	175.70	199.114	-.068	.859
R020	174.47	192.120	.330	.847
R021	177.30	188.769	.356	.846
R022	177.37	190.999	.292	.847
R023	177.17	194.626	.106	.852
R024	174.63	191.551	.320	.847
R025	177.07	190.271	.222	.850
R026	174.87	194.189	.108	.852
R027	174.67	190.575	.378	.846
R028	177.07	190.133	.236	.849
R029	177.27	193.306	.181	.850
R030	176.87	197.430	-.011	.856
R031	174.77	193.357	.152	.851
R032	174.80	186.855	.480	.843
R033	177.03	196.585	.032	.853
R034	176.97	194.033	.094	.853
R035	177.20	192.924	.190	.850
R036	174.70	190.355	.368	.846
R037	174.73	190.547	.436	.845
R038	174.67	188.437	.493	.844

R039	174.57	189.978	.521	.844
R040	174.53	190.602	.473	.845
R041	174.60	188.662	.555	.844
R042	174.60	188.110	.589	.843
R043	174.50	189.155	.562	.844
R044	177.10	196.024	.051	.853
R045	174.47	191.292	.421	.846
R046	174.60	186.317	.550	.842
R047	174.43	189.978	.505	.845
R048	174.53	185.913	.599	.842
R049	174.47	188.326	.613	.843
R050	174.50	187.707	.658	.842

Lampiran 7. Hasil Uji Coba Budaya Organisasi

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R001	Pearson Correlation	1	.573**	.840**	.782**	.451*	.446*	-.399*	.128	.301	.537**	.492**	.730**	.848**	.591**	.601**	.661**	.653**	.555**	.764**	.519**	.351	.778**	.137	.545**	.492**	.658**	.457*	.604**	.262	.591**	.459*	.638**	.528**	.482**	.532**	.349	.702**	.508**	.549**	.555**
	Sig. (2-tailed)		.001	.000	.000	.012	.013	.029	.502	.106	.002	.006	.000	.000	.001	.000	.000	.000	.001	.000	.003	.057	.000	.471	.002	.006	.000	.011	.000	.161	.001	.011	.000	.003	.007	.002	.058	.000	.004	.002	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R002	Pearson Correlation	.573**	1	.729**	.710**	-.293	.719**	-.389*	.524**	.553**	.744**	.752**	.489**	.486**	.565**	.613**	.569**	.624**	.650**	.491**	.666**	.576**	.572**	.471**	.651**	.671**	.709**	.624**	.620**	.572**	.621**	.644**	.646**	.684**	.631**	.520**	.641**	.573**	.555**	.630**	.650**
	Sig. (2-tailed)	.001		.000	.000	.116	.000	.033	.003	.002	.000	.000	.006	.006	.001	.000	.001	.000	.000	.006	.000	.001	.001	.009	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.003	.000	.001	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R003	Pearson Correlation	.840**	.729**	1	.667**	.389*	.644**	-.400*	.279	.399*	.745**	.629**	.433*	.667**	.738**	.691**	.731**	.652**	.763**	.620**	.657**	.426*	.734**	.237	.737**	.702**	.672**	.858**	.596**	.385*	.600**	.607**	.644**	.718**	.683**	.779**	.564**	.842**	.730**	.807**	.763**
	Sig. (2-tailed)	.000	.000		.000	.034	.000	.029	.135	.029	.000	.000	.017	.000	.000	.000	.000	.000	.000	.000	.000	.019	.000	.129	.000	.000	.000	.001	.001	.036	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R004	Pearson Correlation	.782**	.710**	.667**	1	.377*	.552**	-.517**	.246	.390*	.644**	.660**	.713**	.660**	.444*	.418*	.628**	.681**	.572**	.717**	.518**	.450*	.724**	.143	.597**	.660**	.724**	.613**	.701**	.345	.662**	.479**	.619**	.581**	.488**	.383*	.394*	.552**	.469**	.535**	.572**
	Sig. (2-tailed)	.000	.000	.000		.040	.002	.003	.190	.033	.000	.000	.000	.000	.014	.021	.000	.000	.001	.000	.003	.012	.000	.451	.000	.000	.000	.000	.000	.062	.000	.007	.000	.001	.006	.037	.031	.002	.009	.002	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R005	Pearson Correlation	.451*	.293	.389*	.377*	1	.292	-.021	.123	.218	.275	.372*	.289	.188	.356	.290	.191	.204	.084	.184	.125	.145	.317	.066	.164	.118	.230	.110	.200	.114	.338	.295	.430*	.282	.050	.157	.252	.338	.245	.176	.134
	Sig. (2-tailed)	.012	.116	.034	.040		.118	.911	.518	.248	.142	.043	.122	.319	.053	.121	.312	.279	.661	.331	.511	.444	.088	.729	.386	.533	.221	.563	.289	.550	.068	.114	.018	.130	.794	.408	.178	.068	.193	.352	.481
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R006	Pearson Correlation	.446*	.719**	.644**	.552**	.292	1	-.322	.236	.295	.763**	.693**	.438*	.486**	.511**	.477**	.668**	.511**	.597**	.456*	.678**	.328	.614**	.419*	.714**	.765**	.553**	.511**	.650**	.359	.608**	.677**	.544**	.529**	.646**	.612**	.685**	.675**	.676**	.660**	.527**
	Sig. (2-tailed)	.013	.000	.000	.002	.118		.082	.208	.113	.000	.000	.015	.007	.004	.008	.000	.004	.000	.011	.000	.077	.000	.021	.000	.000	.002	.004	.000	.052	.000	.000	.002	.003	.000	.000	.000	.000	.000	.000	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R007	Pearson Correlation	-.399*	-.389*	-.400*	-.517**	-.021	-.322	1	-.084	-.137	-.469**	-.415*	-.195	-.286	-.106	-.237	-.403*	-.432*	-.397*	-.446*	-.396*	-.270	-.294	-.129	-.325	-.415*	-.463**	-.432*	-.485**	-.439*	-.467**	-.398*	-.368*	-.402*	-.332	-.288	-.218	-.232	-.353	-.449*	-.446*
	Sig. (2-tailed)	.029	.033	.029	.003	.911	.082		.658	.471	.009	.023	.303	.125	.577	.208	.027	.017	.030	.013	.030	.148	.115	.496	.080	.023	.010	.017	.007	.015	.009	.029	.046	.028	.073	.123	.247	.217	.056	.013	.013
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R008	Pearson Correlation	.128	.524**	.279	.246	.123	.236	-.084	1	.504**	.333	.311	.147	.113	.274	.341	.209	.355	.324	.040	.230	.236	.118	.466**	.260	.311	.301	.422*	.121	.444*	.296	.182	.171	.369*	.337	.294	.385*	.171	.286	.274	.324
	Sig. (2-tailed)	.502	.003	.135	.190	.518	.208	.658		.004	.072	.095	.437	.552	.143	.065	.267	.054	.081	.833	.222	.210	.535	.009	.166	.095	.106	.020	.525	.014	.112	.335	.365	.045	.069	.115	.036	.365	.125	.143	.081
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R009	Pearson Correlation	.301	.553**	.399*	.390*	.218	.295	-.137	.504**	1	.466**	.474**	.382*	.264	.240	.258	.293	.378*	.362*	.228	.300	.610**	.381*	.352	.355	.339	.381*	.378*	.320	.294	.328	.221	.357	.396*	.385*	.297	.364*	.234	.224	.435*	.429*
	Sig. (2-tailed)	.106	.002	.029	.033	.248	.113	.471	.004		.009	.008	.037	.158	.202	.169	.116	.040	.050	.226	.107	.000	.038	.056	.054	.067	.038	.040	.084	.115	.077	.239	.053	.030	.036	.111	.048	.214	.234	.016	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R010	Pearson Correlation	.537**	.744**	.745**	.644**	.275	.763**	-.469**	.333	.466**	1	.931**	.351	.434*	.479**	.431*	.753**	.725**	.751**	.527**	.680**	.302	.574**	.294	.785**	.855**	.703**	.725**	.735**	.327	.708**	.767**	.763**	.861**	.798**	.690**	.706**	.694**	.769**	.878**	.751**
	Sig. (2-tailed)	.002	.000	.000	.000	.142	.000	.009	.072	.009		.000	.057	.016	.007	.018	.000	.000	.000	.003	.000	.105	.001	.115	.000	.000	.000	.000	.000	.078	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R011	Pearson Correlation	.492**	.752**	.629**	.660**	.372*	.693**	-.415*	.311	.474**	.931**	1	.371*	.366*	.377*	.375*	.669**	.636**	.650**	.494**	.639**	.282	.515**	.154	.664**	.763**	.717**	.636**	.707**	.236	.719**	.746**	.765**	.747**	.696**	.554**	.628**	.550**	.680**	.754**	.650**
	Sig. (2-tailed)	.006	.000	.000	.000	.043	.000	.023	.095	.008	.000		.043	.046	.040	.041	.000	.000	.000	.006	.000	.131	.004	.417	.000	.000	.000	.000	.000	.209	.000	.000	.000	.000	.000	.001	.000	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R012	Pearson Correlation	.730**	.489**	.433*	.713**	.289	.438*	-.195	.147	.382*	.351	.371*	1	.822**	.441*	.446*	.458*	.509**	.311	.659**	.336	.369*	.656**	.305	.371*	.371*	.556**	.345	.527**	.215	.378*	.277	.491**	.302	.368*	.260	.362*	.438*	.258	.265	.253
	Sig. (2-tailed)	.000	.006	.017	.000	.122	.015	.303	.437	.037	.057	.043		.000	.015	.013	.011	.004	.094	.000	.069	.045	.000	.102	.043	.043	.001	.062	.003	.255	.039	.139	.006	.105	.046	.165	.050	.015	.168	.157	.177
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R013	Pearson Correlation	.848**	.486**	.667**	.660**	.188	.486**	-.286	.113	.264	.434*	.366*	.822**	1	.629**	.558**	.697**	.613**	.572**	.790**	.518**	.346	.724**	.286	.526**	.513**	.537**	.409*	.543**	.235	.431*	.319	.419*	.337	.488**	.444*	.394*	.685**	.469**	.471**	.500**
	Sig. (2-tailed)	.000	.006	.000	.000	.319	.007	.125	.552	.158	.016	.046	.000		.000	.001	.000	.000	.001	.000	.003	.061	.000	.126	.003	.004	.002	.025	.002	.210	.017	.085	.021	.069	.006	.014	.031	.000	.009	.009	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R014	Pearson Correlation	.591**	.565**	.738**	.444*	.356	.511**	-.106	.274	.240	.479**	.377*	.441*	.629**	1	.822**	.538**	.474**	.639**	.508**	.482**	.504**	.525**	.605**	.585**	.576**	.525**	.474**	.338	.536**	.158	.410*	.451*	.574**	.508**	.590**	.688**	.752**	.655**	.600**	.574**
	Sig. (2-tailed)	.001	.001	.000	.014	.053	.004	.577	.143	.202	.007	.040	.015	.000		.000	.002	.008	.000	.004	.007	.005	.003	.000	.001	.001	.003	.008	.068	.002	.403	.024	.012	.001	.004	.001	.000	.000	.000	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R015	Pearson Correlation	.601**	.613**	.691**	.418*	.290	.477**	-.237	.341	.258	.431*	.375*	.446*	.558**	.822**	1	.495**	.419*	.594**	.520**	.555**	.429*	.448*	.586**	.510**	.526**	.512**	.419*	.484**	.617**	.316	.573**	.477**	.502**	.515**	.632**	.747**	.614**	.621**	.522**	.594**
	Sig. (2-tailed)	.000	.000	.000	.021	.121	.008	.208	.065	.169	.018	.041	.013	.001	.000		.005	.021	.001	.003	.001	.018	.013	.001	.004	.003	.004	.021	.007	.000	.089	.001	.008	.005	.004	.000	.000	.000	.000	.003	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R016	Pearson Correlation	.661**	.569**	.731**	.628**	.191	.668**	-.403*	.209	.293	.753**	.669**	.458*	.697**	.538**	.495**	1	.829**	.859**	.786**	.792**	.149	.747**	.193	.735**	.817**	.620**	.621**	.695**	.272	.609**	.567**	.533**	.589**	.611**	.601**	.458*	.668**	.660**	.658**	.712**
	Sig. (2-tailed)	.000	.001	.000	.000	.312	.000	.027	.267	.116	.000	.000	.011	.000	.002	.005		.000	.000	.000	.000	.433	.000	.307	.000	.000	.000	.000	.000	.146	.000	.001	.002	.001	.000	.000	.011	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R017	Pearson Correlation	.653**	.624**	.652**	.681**	.204	.511**	-.432*	.355	.378*	.725**	.636**	.509**	.613**	.474**	.419*	.829**	1	.822**	.822**	.749**	.262	.729**	.334	.759**	.709**	.729**	.864**	.657**	.438*	.591**	.533**	.644**	.756**	.647**	.577**	.438*	.577**	.632**	.637**	.749**
	Sig. (2-tailed)	.000	.000	.000	.000	.279	.004	.017	.054	.040	.000	.000	.004	.000	.008	.021	.000		.000	.000	.000	.162	.000	.072	.000	.000	.000	.000	.000	.015	.001	.002	.000	.000	.000	.000	.016	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R018	Pearson Correlation	.555**	.650**	.763**	.572**	.084	.597**	-.397*	.324	.362*	.751**	.650**	.311	.572**	.639**	.594**	.859**	.822**	1	.769**	.843**	.346	.700**	.355	.843**	.884**	.700**	.822**	.668**	.472**	.536**	.624**	.527**	.728**	.810**	.793**	.605**	.739**	.812**	.799**	.923**
	Sig. (2-tailed)	.001	.000	.000	.001	.661	.000	.030	.081	.050	.000	.000	.094	.001	.000	.001	.000	.000		.000	.000	.061	.000	.054	.000	.000	.000	.000	.000	.008	.002	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R019	Pearson Correlation	.764**	.491**	.620**	.717**	.184	.456*	-.446*	.040	.228	.527**	.494**	.659**	.790**	.508**	.520**	.786**	.822**	.769**	1	.761**	.346	.833**	.254	.691**	.650**	.700**	.677**	.752**	.414*	.536**	.539**	.597**	.532**	.581**	.530**	.373*	.597**	.570**	.528**	.692**
	Sig. (2-tailed)	.000	.006	.000	.000	.331	.011	.013	.833	.226	.003	.006	.000	.000	.004	.003	.000	.000	.000		.000	.061	.000	.176	.000	.000	.000	.000	.000	.023	.002	.002	.000	.002	.001	.003	.043	.000	.001	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R020	Pearson Correlation	.519**	.666**	.657**	.518**	.125	.678**	-.396*	.230	.300	.680**	.639**	.336	.518**	.482**	.555**	.792**	.749**	.843**	.761**	1	.334	.729**	.379*	.733**	.806**	.729**	.749**	.827**	.517**	.549**	.787**	.678**	.615**	.718**	.669**	.531**	.603**	.735**	.680**	.761**
	Sig. (2-tailed)	.003	.000	.000	.003	.511	.000	.030	.222	.107	.000	.000	.069	.003	.007	.001	.000	.000	.000	.000		.072	.000	.039	.000	.000	.000	.000	.000	.003	.002	.000	.000	.000	.000	.000	.003	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R021	Pearson Correlation	.351	.576**	.426*	.450*	.145	.328	-.270	.236	.610**	.302	.282	.369*	.346	.504**	.429*	.149	.262	.346	.346	.334	1	.375*	.623**	.394*	.339	.471**	.367*	.315	.649**	.047	.246	.379*	.377*	.354	.266	.404*	.379*	.268	.402*	.402*
	Sig. (2-tailed)	.057	.001	.019	.012	.444	.077	.148	.210	.000	.105	.131	.045	.061	.005	.018	.433	.162	.061	.061	.072		.041	.000	.031	.067	.009	.046	.090	.000	.803	.190	.039	.040	.055	.155	.027	.039	.152	.028	.028
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R022	Pearson Correlation	.778**	.572**	.734**	.724**	.317	.614**	-.294	.118	.381*	.574**	.515**	.656**	.724**	.525**	.448*	.747**	.729**	.700**	.833**	.729**	.375*	1	.218	.709**	.650**	.714**	.604**	.689**	.321	.598**	.488**	.614**	.524**	.553**	.562**	.348	.675**	.551**	.595**	.633**
	Sig. (2-tailed)	.000	.001	.000	.000	.088	.000	.115	.535	.038	.001	.004	.000	.000	.003	.013	.000	.000	.000	.000	.000	.041		.246	.000	.000	.000	.000	.000	.083	.000	.006	.000	.003	.002	.001	.060	.000	.002	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R023	Pearson Correlation	.137	.471**	.283	.143	.066	.419*	-.129	.466**	.352	.294	.154	.305	.286	.605**	.586**	.193	.334	.355	.254	.379*	.623**	.218	1	.448*	.359	.306	.429*	.276	.805**	-.054	.335	.326	.428*	.402*	.346	.663**	.373*	.371*	.356	.355
	Sig. (2-tailed)	.471	.009	.129	.451	.729	.021	.496	.009	.056	.115	.417	.102	.126	.000	.001	.307	.072	.054	.176	.039	.000	.246		.013	.051	.100	.018	.140	.000	.777	.070	.079	.018	.028	.061	.000	.043	.044	.053	.054
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R024	Pearson Correlation	.545**	.651**	.737**	.597**	.164	.714**	-.325	.260	.355	.785**	.664**	.371*	.526**	.585**	.510**	.735**	.759**	.843**	.691**	.733**	.394*	.709**	.448*	1	.817**	.578**	.759**	.669**	.435*	.553**	.640**	.575**	.725**	.795**	.756**	.670**	.783**	.770**	.785**	.843**
	Sig. (2-tailed)	.002	.000	.000	.000	.386	.000	.080	.166	.054	.000	.000	.043	.003	.001	.004	.000	.000	.000	.000	.000	.031	.000	.013		.000	.001	.000	.000	.016	.002	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R025	Pearson Correlation	.492**	.671**	.702**	.660**	.118	.765**	-.415*	.311	.339	.855**	.763**	.371*	.513**	.576**	.526**	.817**	.709**	.884**	.650**	.806**	.339	.650**	.359	.817**	1	.717**	.783**	.792**	.413*	.553**	.746**	.621**	.747**	.851**	.753**	.707**	.765**	.843**	.823**	.806**
	Sig. (2-tailed)	.006	.000	.000	.000	.533	.000	.023	.095	.067	.000	.000	.043	.004	.001	.003	.000	.000	.000	.000	.000	.067	.000	.051	.000		.000	.000	.000	.023	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R026	Pearson Correlation	.658**	.709**	.672**	.724**	.230	.553**	-.463**	.301	.381*	.703**	.717**	.556**	.537**	.525**	.512**	.620**	.729**	.700**	.700**	.729**	.471**	.714**	.306	.578**	.717**	1	.791**	.689**	.522**	.528**	.635**	.798**	.749**	.685**	.619**	.482**	.553**	.690**	.712**	.633**
	Sig. (2-tailed)	.000	.000	.000	.000	.221	.002	.010	.106	.038	.000	.000	.001	.002	.003	.004	.000	.000	.000	.000	.000	.009	.000	.100	.001	.000		.000	.000	.003	.003	.000	.000	.000	.000	.000	.007	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R027	Pearson Correlation	.457*	.624**	.585**	.613**	.110	.511**	-.432*	.422*	.378*	.725**	.636**	.345	.409*	.474**	.419*	.621**	.864**	.822**	.677**	.749**	.367*	.604**	.429*	.759**	.783**	.791**	1	.657**	.548**	.514**	.613**	.644**	.817**	.791**	.700**	.584**	.577**	.783**	.764**	.822**
	Sig. (2-tailed)	.011	.000	.001	.000	.563	.004	.017	.020	.040	.000	.000	.062	.025	.008	.021	.000	.000	.000	.000	.000	.046	.000	.018	.000	.000	.000		.000	.002	.004	.000	.000	.000	.000	.000	.001	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R028	Pearson Correlation	.604**	.620**	.596**	.701**	.200	.650**	-.485**	.121	.320	.735**	.707**	.527**	.543**	.338	.484**	.695**	.657**	.668**	.752**	.827**	.315	.689**	.276	.669**	.792**	.689**	.657**	1	.387*	.672**	.863**	.804**	.649**	.715**	.576**	.574**	.573**	.619**	.648**	.668**
	Sig. (2-tailed)	.000	.000	.001	.000	.289	.000	.007	.525	.084	.000	.000	.003	.002	.068	.007	.000	.000	.000	.000	.000	.090	.000	.140	.000	.000	.000	.000		.035	.000	.000	.000	.000	.000	.001	.001	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R029	Pearson Correlation	.262	.572**	.385*	.345	.114	.359	-.439*	.444*	.294	.327	.236	.215	.235	.536**	.617**	.272	.438*	.472**	.414*	.517**	.649**	.321	.805**	.435*	.413*	.522**	.548**	.387*	1	.149	.450*	.412*	.517**	.358	.338	.505**	.305	.414*	.389*	.472**
	Sig. (2-tailed)	.161	.001	.036	.062	.550	.052	.015	.014	.115	.078	.209	.255	.210	.002	.000	.146	.015	.008	.023	.003	.000	.083	.000	.016	.023	.003	.002	.035		.433	.013	.024	.003	.052	.068	.004	.101	.023	.034	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R030	Pearson Correlation	.591**	.621**	.600**	.662**	.338	.608**	-.467**	.296	.328	.708**	.719**	.378*	.431*	.158	.316	.609**	.591**	.536**	.536**	.549**	.047	.598**	-.054	.553**	.553**	.528**	.514**	.672**	.149	1	.603**	.532**	.508**	.520**	.484**	.429*	.457*	.509**	.591**	.618**
	Sig. (2-tailed)	.001	.000	.000	.000	.068	.000	.009	.112	.077	.000	.000	.039	.017	.403	.089	.000	.001	.002	.002	.002	.803	.000	.777	.002	.002	.003	.004	.000	.433		.000	.002	.004	.003	.007	.018	.011	.004	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R031	Pearson Correlation	.459*	.644**	.607**	.479**	.295	.677**	-.398*	.182	.221	.767**	.746**	.277	.319	.410*	.573**	.567**	.533**	.624**	.539**	.787**	.246	.488**	.335	.640**	.746**	.635**	.613**	.863**	.450*	.603**	1	.833**	.742**	.758**	.676**	.685**	.599**	.741**	.672**	.624**
	Sig. (2-tailed)	.011	.000	.000	.007	.114	.000	.029	.335	.239	.000	.000	.139	.085	.024	.001	.001	.002	.000	.002	.000	.190	.006	.070	.000	.000	.000	.000	.000	.013	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R032	Pearson Correlation	.638**	.646**	.644**	.619**	.430*	.544**	-.368*	.171	.357	.763**	.765**	.491**	.419*	.451*	.477**	.533**	.644**	.527**	.597**	.678**	.379*	.614**	.326	.575**	.621**	.798**	.644**	.804**	.412*	.532**	.833**	1	.828**	.646**	.551**	.542**	.544**	.602**	.660**	.527**
	Sig. (2-tailed)	.000	.000	.000	.000	.018	.002	.046	.365	.053	.000	.000	.006	.021	.012	.008	.002	.000	.003	.000	.000	.039	.000	.079	.001	.000	.000	.000	.000	.024	.002	.000		.000	.000	.002	.002	.002	.000	.000	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R033	Pearson Correlation	.528**	.684**	.718**	.581**	.282	.529**	-.402*	.369*	.396*	.861**	.747**	.302	.337	.574**	.502**	.589**	.756**	.728**	.532**	.615**	.377*	.524**	.428*	.725**	.747**	.749**	.817**	.649**	.517**	.508**	.742**	.828**	1	.775**	.703**	.656**	.648**	.726**	.801**	.728**
	Sig. (2-tailed)	.003	.000	.000	.001	.130	.003	.028	.045	.030	.000	.000	.105	.069	.001	.005	.001	.000	.000	.002	.000	.040	.003	.018	.000	.000	.000	.000	.000	.003	.004	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R034	Pearson Correlation	.482**	.631**	.683**	.488**	.050	.646**	-.332	.337	.385*	.798**	.696**	.368*	.488**	.508**	.515**	.611**	.647**	.810**	.581**	.718**	.354	.553**	.402*	.795**	.851**	.685**	.791**	.715**	.358	.520**	.758**	.646**	.775**	1	.899**	.739**	.786**	.863**	.846**	.810**
	Sig. (2-tailed)	.007	.000	.000	.006	.794	.000	.073	.069	.036	.000	.000	.046	.006	.004	.004	.000	.000	.000	.001	.000	.055	.002	.028	.000	.000	.000	.000	.000	.052	.003	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R035	Pearson Correlation	.532**	.520**	.779**	.383*	.157	.612**	-.288	.294	.297	.690**	.554**	.260	.444*	.590**	.632**	.601**	.577**	.793**	.530**	.669**	.266	.562**	.346	.756**	.753**	.619**	.700**	.576**	.338	.484**	.676**	.551**	.703**	.899**	1	.688**	.793**	.884**	.831**	.793**
	Sig. (2-tailed)	.002	.003	.000	.037	.408	.000	.123	.115	.111	.000	.001	.165	.014	.001	.000	.000	.001	.000	.003	.000	.155	.001	.061	.000	.000	.000	.000	.001	.068	.007	.000	.002	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R036	Pearson Correlation	.349	.641**	.564**	.394*	.252	.685**	-.218	.385*	.364*	.706**	.628**	.362*	.394*	.688**	.747**	.458*	.438*	.605**	.373*	.531**	.404*	.348	.663**	.670**	.707**	.482**	.584**	.574**	.505**	.429*	.685**	.542**	.656**	.739**	.688**	1	.685**	.763**	.736**	.683**
	Sig. (2-tailed)	.058	.000	.001	.031	.178	.000	.247	.036	.048	.000	.000	.050	.031	.000	.000	.011	.016	.000	.043	.003	.027	.060	.000	.000	.000	.007	.001	.001	.004	.018	.000	.002	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R037	Pearson Correlation	.702**	.573**	.842**	.552**	.338	.675**	-.232	.171	.234	.694**	.550**	.438*	.685**	.752**	.614**	.668**	.577**	.739**	.597**	.603**	.379*	.675**	.373*	.783**	.765**	.553**	.577**	.573**	.305	.457*	.599**	.544**	.648**	.786**	.793**	.685**	1	.824**	.784**	.739**
	Sig. (2-tailed)	.000	.001	.000	.002	.068	.000	.217	.365	.214	.000	.002	.015	.000	.000	.000	.000	.001	.000	.000	.000	.039	.000	.043	.000	.000	.002	.001	.001	.101	.011	.000	.002	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R038	Pearson Correlation	.508**	.555**	.730**	.469**	.245	.676**	-.353	.286	.224	.769**	.680**	.258	.469**	.655**	.621**	.660**	.632**	.812**	.570**	.735**	.268	.551**	.371*	.770**	.843**	.690**	.783**	.619**	.414*	.509**	.741**	.602**	.726**	.863**	.884**	.763**	.824**	1	.878**	.812**
	Sig. (2-tailed)	.004	.001	.000	.009	.193	.000	.056	.125	.234	.000	.000	.168	.009	.000	.000	.000	.000	.000	.001	.000	.152	.002	.044	.000	.000	.000	.000	.000	.023	.004	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R039	Pearson Correlation	.549**	.630**	.807**	.535**	.176	.660**	-.449*	.274	.435*	.878**	.754**	.265	.471**	.600**	.522**	.658**	.637**	.799**	.528**	.680**	.402*	.595**	.356	.785**	.823**	.712**	.764**	.648**	.389*	.591**	.672**	.660**	.801**	.846**	.831**	.736**	.784**	.878**	1	.867**
	Sig. (2-tailed)	.002	.000	.000	.002	.352	.000	.013	.143	.016	.000	.000	.157	.009	.000	.003	.000	.000	.000	.003	.000	.028	.001	.053	.000	.000	.000	.000	.000	.034	.001	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R040	Pearson Correlation	.555**	.650**	.763**	.572**	.134	.527**	-.446*	.324	.429*	.751**	.650**	.253	.500**	.574**	.594**	.712**	.749**	.923**	.692**	.761**	.402*	.633**	.355	.843**	.806**	.633**	.822**	.668**	.472**	.618**	.624**	.527**	.728**	.810**	.793**	.683**	.739**	.812**	.867**	1
	Sig. (2-tailed)	.001	.000	.000	.001	.481	.003	.013	.081	.018	.000	.000	.177	.005	.001	.001	.000	.000	.000	.000	.000	.028	.000	.054	.000	.000	.000	.000	.000	.008	.000	.000	.003	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R041	Pearson Correlation	.470**	.436*	.467**	.574**	.129	.420*	-.232	-.009	.466**	.495**	.553**	.407*	.434*	.352	.287	.469**	.514**	.527**	.602**	.600**	.572**	.574**	.147	.566**	.553**	.638**	.584**	.573**	.214	.312	.439*	.557**	.420*	.503**	.436*	.330	.420*	.535**	.550**	.527**
	Sig. (2-tailed)	.009	.016	.009	.001	.496	.021	.218	.962	.009	.005	.002	.026	.016	.057	.124	.009	.004	.003	.000	.000	.001	.001	.438	.001	.002	.000	.001	.001	.256	.093	.015	.001	.021	.005	.016	.075	.021	.002	.002	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R042	Pearson Correlation	.393*	.557**	.576**	.515**	-.135	.431*	-.575**	.370*	.260	.570**	.399*	.190	.398*	.485**	.480**	.439*	.547**	.640**	.453*	.541**	.423*	.361*	.451*	.607**	.651**	.523**	.723**	.492**	.622**	.380*	.504**	.374*	.614**	.630**	.556**	.539**	.546**	.682**	.690**	.702**
	Sig. (2-tailed)	.032	.001	.001	.004	.477	.017	.001	.044	.166	.001	.029	.314	.029	.007	.007	.015	.002	.000	.012	.002	.020	.050	.012	.000	.000	.003	.000	.006	.000	.038	.005	.042	.000	.000	.001	.002	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R043	Pearson Correlation	.328	.553**	.563**	.336	-.145	.544**	-.377*	.403*	.337	.571**	.348	.275	.450*	.623**	.642**	.445*	.494**	.645**	.402*	.555**	.447*	.359	.718**	.623**	.655**	.463**	.665**	.503**	.646**	.314	.513**	.377*	.606**	.697**	.658**	.781**	.600**	.680**	.735**	.706**
	Sig. (2-tailed)	.077	.002	.001	.069	.446	.002	.040	.027	.069	.001	.060	.141	.013	.000	.000	.014	.006	.000	.028	.001	.013	.052	.000	.000	.000	.010	.000	.005	.000	.091	.004	.040	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R044	Pearson Correlation	.549**	.644**	.797**	.532**	.321	.627**	-.370*	.333	.302	.730**	.646**	.207	.450*	.618**	.587**	.539**	.519**	.711**	.450*	.636**	.315	.475**	.286	.712**	.734**	.550**	.682**	.584**	.362*	.587**	.704**	.547**	.675**	.777**	.791**	.701**	.787**	.880**	.842**	.798**
	Sig. (2-tailed)	.002	.000	.000	.002	.084	.000	.044	.072	.104	.000	.000	.272	.013	.000	.001	.002	.003	.000	.013	.000	.090	.008	.125	.000	.000	.002	.000	.001	.049	.001	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R045	Pearson Correlation	.342	.693**	.478**	.449*	.263	.654**	-.200	.393*	.383*	.597**	.589**	.470**	.378*	.677**	.658**	.354	.476**	.489**	.413*	.565**	.571**	.397*	.749**	.616**	.589**	.593**	.619**	.531**	.614**	.248	.642**	.654**	.631**	.617**	.526**	.810**	.514**	.646**	.574**	.489**
	Sig. (2-tailed)	.064	.000	.007	.013	.160	.000	.289	.032	.037	.000	.001	.009	.039	.000	.000	.055	.008	.006	.023	.001	.001	.030	.000	.000	.001	.001	.000	.003	.000	.187	.000	.000	.000	.000	.003	.000	.004	.000	.001	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R046	Pearson Correlation	.326	.636**	.533**	.388*	.094	.619**	-.286	.246	.264	.574**	.513**	.332	.388*	.691**	.767**	.490**	.341	.572**	.427*	.596**	.450*	.349	.619**	.526**	.660**	.474**	.409*	.622**	.619**	.277	.719**	.552**	.581**	.560**	.506**	.758**	.486**	.545**	.535**	.500**
	Sig. (2-tailed)	.079	.000	.002	.034	.621	.000	.125	.190	.158	.001	.004	.073	.034	.000	.000	.006	.066	.001	.019	.001	.012	.058	.000	.003	.000	.008	.025	.000	.000	.138	.000	.002	.001	.001	.004	.000	.007	.002	.002	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R047	Pearson Correlation	.486**	.650**	.620**	.572**	.184	.668**	-.397*	.253	.295	.751**	.728**	.369*	.427*	.508**	.445*	.565**	.677**	.692**	.614**	.761**	.402*	.633**	.406*	.767**	.728**	.833**	.822**	.668**	.530**	.536**	.709**	.739**	.728**	.734**	.661**	.605**	.597**	.812**	.799**	.692**
	Sig. (2-tailed)	.006	.000	.000	.001	.331	.000	.030	.178	.114	.000	.000	.045	.019	.004	.014	.001	.000	.000	.000	.000	.028	.000	.026	.000	.000	.000	.000	.000	.003	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R048	Pearson Correlation	.522**	.699**	.720**	.613**	.204	.644**	-.478**	.222	.441*	.865**	.783**	.345	.409*	.535**	.489**	.552**	.659**	.749**	.604**	.671**	.524**	.604**	.429*	.830**	.783**	.729**	.795**	.736**	.493**	.591**	.773**	.777**	.878**	.862**	.762**	.730**	.711**	.783**	.892**	.822**
	Sig. (2-tailed)	.003	.000	.000	.000	.279	.000	.008	.238	.015	.000	.000	.062	.025	.002	.006	.002	.000	.000	.000	.000	.003	.000	.018	.000	.000	.000	.000	.000	.006	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R049	Pearson Correlation	.595**	.720**	.800**	.559**	.287	.600**	-.403*	.277	.485**	.824**	.817**	.292	.490**	.601**	.565**	.650**	.621**	.786**	.565**	.714**	.467**	.620**	.290	.735**	.743**	.747**	.691**	.615**	.383*	.609**	.648**	.668**	.713**	.757**	.726**	.680**	.735**	.814**	.916**	.859**
	Sig. (2-tailed)	.001	.000	.000	.001	.125	.000	.027	.139	.007	.000	.000	.117	.006	.000	.001	.000	.000	.000	.001	.000	.009	.000	.120	.000	.000	.000	.000	.000	.037	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R050	Pearson Correlation	.381*	.680**	.583**	.438*	.107	.653**	-.357	.255	.405*	.678**	.619**	.378*	.438*	.678**	.680**	.524**	.509**	.673**	.532**	.699**	.551**	.515**	.650**	.614**	.691**	.698**	.642**	.655**	.662**	.410*	.675**	.653**	.676**	.658**	.598**	.796**	.523**	.659**	.757**	.673**
	Sig. (2-tailed)	.038	.000	.001	.016	.573	.000	.053	.174	.027	.000	.000	.039	.016	.000	.000	.003	.004	.000	.002	.000	.002	.004	.000	.000	.000	.000	.000	.000	.000	.024	.000	.000	.000	.000	.000	.000	.003	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
TOTAL	Pearson Correlation	.709**	.827**	.851**	.730**	.317	.763**	-.427*	.399*	.503**	.859**	.780**	.554**	.659**	.742**	.723**	.763**	.792**	.862**	.745**	.823**	.550**	.757**	.547**	.858**	.875**	.824**	.830**	.793**	.597**	.626**	.780**	.781**	.838**	.851**	.798**	.794**	.816**	.854**	.873**	.856**
	Sig. (2-tailed)	.000	.000	.000	.000	.088	.000	.019	.029	.005	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.002	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Reliability

Notes

Output Created		19-SEP-2024 12:16:33
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30

	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=R001 R002 R003 R004 R005 R006 R007 R008 R009 R010 R011 R012 R013 R014 R015 R016 R017 R018 R019 R020 R021 R022 R023 R024 R025 R026 R027 R028 R029 R030 R031 R032 R033 R034 R035 R036 R037 R038 R039 R040 R041 R042 R043 R044 R045 R046 R047 R048 R049 R050 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.00

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.978	50

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
R001	203.03	645.620	.694	.978
R002	202.87	645.016	.819	.978
R003	203.00	641.172	.844	.978
R004	202.93	645.926	.717	.978
R005	203.37	656.516	.281	.979
R006	202.80	644.097	.751	.978
R007	204.30	696.700	-.459	.982
R008	203.27	657.857	.375	.979
R009	203.43	652.875	.480	.979
R010	202.77	642.047	.852	.978
R011	202.70	646.079	.770	.978
R012	203.07	647.582	.530	.979
R013	202.93	648.547	.643	.978
R014	203.10	642.783	.728	.978
R015	203.03	646.792	.710	.978
R016	202.73	645.099	.751	.978

R017	202.70	643.666	.782	.978
R018	202.67	642.920	.856	.978
R019	202.67	646.989	.733	.978
R020	202.60	646.041	.815	.978
R021	203.23	646.875	.524	.979
R022	202.90	642.507	.744	.978
R023	203.03	644.585	.518	.979
R024	202.50	642.534	.850	.978
R025	202.70	642.838	.868	.978
R026	202.90	639.817	.814	.978
R027	202.70	642.286	.821	.978
R028	202.67	647.471	.784	.978
R029	203.13	645.775	.574	.978
R030	202.90	652.369	.611	.978
R031	202.70	648.217	.770	.978
R032	202.80	643.407	.770	.978
R033	202.87	638.602	.829	.978
R034	202.63	643.068	.843	.978
R035	202.77	640.530	.786	.978
R036	202.83	645.454	.785	.978
R037	202.80	642.097	.806	.978
R038	202.77	644.461	.847	.978
R039	202.83	638.489	.866	.978

R040	202.67	643.126	.849	.978
R041	202.77	650.461	.608	.978
R042	202.97	643.551	.670	.978
R043	203.00	640.759	.718	.978
R044	202.87	647.913	.800	.978
R045	202.80	645.752	.758	.978
R046	202.93	646.823	.692	.978
R047	202.67	643.816	.829	.978
R048	202.70	640.286	.878	.978
R049	202.73	641.720	.848	.978
R050	202.90	641.886	.810	.978

Lampiran 8. Hasil Uji Coba Kepuasan Kerja

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R001	Pearson Correlation	1	.750**	.783**	.745**	.785**	.656**	.607**	.588**	.662**	.708**	.219	.301	.451*	.295	.243	.327	.382*	.428*	.481**	.464**	.382*	.279	.410*	.410*	.406*	.437*	.571**	.548**	.480**	.524**	.600**	.600**	.563**	.570**	.390*	.521**	.330	.521**	.520**	.482**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.001	.000	.000	.244	.106	.012	.113	.197	.078	.037	.018	.007	.010	.037	.135	.025	.024	.026	.016	.001	.002	.007	.003	.000	.000	.001	.001	.033	.003	.075	.003	.003	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R002	Pearson Correlation	.750**	1	.652**	.824**	.648**	.864**	.852**	.740**	.681**	.665**	.193	.317	.348	.389*	.274	.432*	.247	.614**	.418*	.491**	.413*	.241	.296	.304	.429*	.339	.604**	.485**	.371*	.485**	.629**	.407*	.431*	.383*	.424*	.449*	.265	.401*	.359	.461*
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.306	.088	.060	.033	.143	.017	.188	.000	.021	.006	.023	.200	.112	.103	.018	.067	.000	.007	.044	.007	.000	.026	.017	.037	.020	.013	.158	.028	.051	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R003	Pearson Correlation	.783**	.652**	1	.679**	.732**	.565**	.559**	.613**	.548**	.656**	.174	.230	.321	.183	.126	.254	.299	.366*	.387*	.326	.266	.179	.203	.184	.333	.277	.460*	.490**	.438*	.457*	.427*	.488**	.388*	.447*	.287	.423*	.174	.370*	.379*	.343
	Sig. (2-tailed)	.000	.000		.000	.000	.001	.001	.000	.002	.000	.359	.222	.084	.332	.507	.175	.109	.047	.035	.079	.155	.343	.282	.330	.072	.139	.011	.006	.016	.011	.019	.006	.034	.013	.124	.020	.357	.044	.039	.064
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R004	Pearson Correlation	.745**	.824**	.679**	1	.756**	.845**	.794**	.808**	.743**	.865**	.310	.449*	.445*	.445*	.390*	.544**	.431*	.631**	.415*	.497**	.510**	.427*	.420*	.445*	.512**	.483**	.612**	.566**	.470**	.585**	.531**	.470**	.433*	.409*	.437*	.460*	.350	.513**	.507**	.574**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.095	.013	.014	.014	.033	.002	.017	.000	.023	.005	.004	.019	.021	.014	.004	.007	.000	.001	.009	.001	.003	.009	.017	.025	.016	.010	.058	.004	.004	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R005	Pearson Correlation	.785**	.648**	.732**	.756**	1	.732**	.631**	.687**	.687**	.798**	.165	.331	.531**	.283	.197	.359	.449*	.541**	.522**	.547**	.272	.234	.341	.246	.413*	.407*	.514**	.491**	.540**	.414*	.431*	.541**	.399*	.520**	.491**	.374*	.367*	.326	.505**	.435*
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.382	.074	.003	.130	.297	.051	.013	.002	.003	.002	.146	.212	.065	.190	.023	.026	.004	.006	.002	.023	.017	.002	.029	.003	.006	.042	.046	.079	.004	.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R006	Pearson Correlation	.656**	.864**	.565**	.845**	.732**	1	.870**	.824**	.766**	.820**	.129	.273	.306	.265	.186	.384*	.202	.595**	.282	.400*	.372*	.206	.262	.264	.388*	.283	.493**	.425*	.369*	.472**	.570**	.407*	.431*	.440*	.534**	.353	.259	.306	.316	.414*
	Sig. (2-tailed)	.000	.000	.001	.000	.000		.000	.000	.000	.000	.498	.145	.100	.157	.326	.036	.285	.001	.131	.028	.043	.275	.162	.159	.034	.129	.006	.019	.045	.008	.001	.026	.017	.015	.002	.056	.168	.100	.089	.023
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R007	Pearson Correlation	.607**	.852**	.559**	.794**	.631**	.870**	1	.798**	.681**	.665**	.182	.267	.268	.309	.214	.434*	.241	.622**	.321	.439*	.359	.157	.274	.202	.409*	.373*	.593**	.451*	.363*	.465**	.521**	.302	.320	.299	.446*	.262	.314	.309	.319	.418*
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000		.000	.000	.000	.335	.154	.152	.096	.257	.017	.200	.000	.084	.015	.051	.407	.143	.284	.025	.042	.001	.012	.048	.010	.003	.105	.085	.109	.013	.163	.091	.097	.086	.021
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R008	Pearson Correlation	.588**	.740**	.613**	.808**	.687**	.824**	.798**	1	.811**	.867**	.261	.234	.280	.192	.131	.409*	.302	.508**	.291	.373*	.328	.201	.230	.204	.429*	.395*	.516**	.537**	.491**	.502**	.432*	.432*	.395*	.380*	.412*	.221	.281	.272	.289	.347
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000		.000	.000	.164	.213	.133	.310	.489	.025	.105	.004	.119	.042	.077	.288	.221	.280	.018	.031	.004	.002	.006	.005	.017	.017	.031	.038	.024	.240	.133	.145	.121	.060
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R009	Pearson Correlation	.662**	.681**	.548**	.743**	.687**	.766**	.681**	.811**	1	.867**	.205	.234	.369*	.192	.178	.213	.202	.452*	.243	.281	.374*	.292	.323	.352	.429*	.453*	.516**	.593**	.545**	.567**	.432*	.373*	.395*	.445*	.538**	.374*	.449*	.374*	.427*	.441*
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.000	.000	.000		.000	.277	.213	.045	.310	.346	.259	.284	.012	.196	.133	.042	.118	.081	.056	.018	.012	.004	.001	.002	.001	.017	.042	.031	.014	.002	.041	.013	.041	.019	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R010	Pearson Correlation	.708**	.665**	.656**	.865**	.798**	.820**	.665**	.867**	.867**	1	.339	.399*	.442*	.300	.291	.385*	.376*	.543**	.362*	.399*	.449*	.410*	.396*	.429*	.505**	.422*	.491**	.574**	.583**	.606**	.462*	.525**	.490**	.546**	.508**	.401*	.420*	.455*	.505**	.523**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.067	.029	.014	.107	.119	.036	.041	.002	.049	.029	.013	.025	.030	.018	.004	.020	.006	.001	.001	.000	.010	.003	.006	.002	.004	.028	.021	.011	.004	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R011	Pearson Correlation	.219	.193	.174	.310	.165	.129	.182	.261	.205	.339	1	.807**	.543**	.739**	.769**	.559**	.603**	.612**	.623**	.602**	.747**	.708**	.696**	.584**	.623**	.438*	.236	.316	.368*	.393*	.200	.253	.268	.261	.354	.445*	.498**	.536**	.561**	.580**
	Sig. (2-tailed)	.244	.306	.359	.095	.382	.498	.335	.164	.277	.067		.000	.002	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.016	.210	.088	.045	.032	.289	.178	.153	.163	.055	.014	.005	.002	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R012	Pearson Correlation	.301	.317	.230	.449*	.311	.273	.267	.234	.234	.399*	.807**	1	.758**	.920**	.915**	.696**	.711**	.664**	.614**	.627**	.739**	.830**	.840**	.758**	.768**	.537**	.437*	.444*	.496**	.530**	.360	.403*	.382*	.413*	.496**	.612**	.577**	.724**	.749**	.775**
	Sig. (2-tailed)	.106	.088	.222	.013	.074	.145	.154	.213	.213	.029	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.016	.014	.005	.003	.051	.027	.037	.023	.005	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R013	Pearson Correlation	.451*	.348	.321	.445*	.531**	.306	.268	.280	.369*	.442*	.543**	.758**	1	.813**	.708**	.592**	.675**	.678**	.684**	.693**	.602**	.689**	.759**	.751**	.727**	.632**	.533**	.541**	.545**	.555**	.421*	.503**	.402*	.391*	.561**	.652**	.670**	.687**	.808**	.770**
	Sig. (2-tailed)	.012	.060	.084	.014	.003	.100	.152	.133	.045	.014	.002	.000		.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.002	.000	.021	.005	.028	.033	.001	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R014	Pearson Correlation	.295	.389*	.183	.445*	.283	.265	.309	.192	.192	.300	.739**	.920**	.813**	1	.938**	.730**	.675**	.678**	.650**	.693**	.731**	.785**	.792**	.716**	.697**	.510**	.453*	.382*	.355	.463**	.379*	.338	.314	.253	.428*	.616**	.552**	.687**	.712**	.770**
	Sig. (2-tailed)	.113	.033	.332	.014	.130	.157	.096	.310	.310	.107	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.004	.012	.037	.054	.010	.039	.068	.091	.177	.018	.000	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R015	Pearson Correlation	.243	.274	.126	.390*	.197	.186	.214	.131	.178	.291	.769**	.915**	.708**	.938**	1	.602**	.577**	.628**	.520**	.536**	.656**	.749**	.760**	.705**	.721**	.505**	.406*	.327	.346	.439*	.328	.285	.302	.326	.412*	.589**	.543**	.702**	.697**	.756**
	Sig. (2-tailed)	.197	.143	.507	.033	.297	.326	.257	.489	.346	.119	.000	.000	.000	.000		.000	.001	.000	.003	.002	.000	.000	.000	.000	.000	.004	.026	.078	.061	.015	.076	.127	.105	.079	.024	.001	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R016	Pearson Correlation	.327	.432*	.254	.544**	.359	.384*	.434*	.409*	.213	.385*	.559**	.696**	.592**	.730**	.602**	1	.904**	.580**	.684**	.768**	.703**	.728**	.733**	.564**	.604**	.656**	.591**	.556**	.436*	.514**	.512**	.512**	.446*	.229	.425*	.563**	.525**	.643**	.611**	.699**
	Sig. (2-tailed)	.078	.017	.175	.002	.051	.036	.017	.025	.259	.036	.001	.000	.001	.000	.000		.000	.001	.000	.000	.000	.000	.000	.001	.000	.000	.001	.001	.016	.004	.004	.004	.014	.223	.019	.001	.003	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R017	Pearson Correlation	.382*	.247	.299	.431*	.449*	.202	.241	.302	.202	.376*	.603**	.711**	.675**	.675**	.577**	.904**	1	.497**	.774**	.784**	.650**	.749**	.793**	.582**	.620**	.715**	.560**	.611**	.576**	.519**	.434*	.573**	.460*	.341	.434*	.578**	.620**	.658**	.734**	.685**
	Sig. (2-tailed)	.037	.188	.109	.017	.013	.285	.200	.105	.284	.041	.000	.000	.000	.000	.001	.000		.005	.000	.000	.000	.000	.000	.001	.000	.000	.001	.000	.001	.003	.017	.001	.011	.065	.016	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R018	Pearson Correlation	.428*	.614**	.366*	.631**	.541**	.595**	.622**	.588**	.452*	.543**	.612**	.664**	.678**	.678**	.628**	.580**	.497**	1	.688**	.745**	.595**	.515**	.576**	.553**	.712**	.574**	.568**	.454*	.446*	.506**	.438*	.284	.246	.304	.563**	.469**	.541**	.514**	.580**	.642**
	Sig. (2-tailed)	.018	.000	.047	.000	.002	.001	.000	.004	.012	.002	.000	.000	.000	.000	.001	.000	.005		.000	.000	.001	.004	.001	.002	.000	.001	.001	.012	.014	.004	.015	.129	.190	.103	.001	.009	.002	.004	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R019	Pearson Correlation	.481**	.418*	.387*	.415*	.522**	.282	.321	.291	.243	.362*	.623**	.614**	.684**	.650**	.520**	.684**	.774**	.688**	1	.965**	.626**	.582**	.693**	.448*	.564**	.468**	.453*	.417*	.431*	.352	.373*	.373*	.253	.229	.323	.440*	.512**	.479**	.602**	.551**
	Sig. (2-tailed)	.007	.021	.035	.023	.003	.131	.084	.119	.196	.049	.000	.000	.000	.000	.003	.000	.000	.000		.000	.000	.001	.000	.013	.001	.009	.012	.022	.017	.057	.042	.042	.177	.224	.082	.015	.004	.007	.000	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R020	Pearson Correlation	.464**	.491**	.326	.497**	.547**	.400*	.439*	.373*	.281	.399*	.602**	.627**	.693**	.693**	.536**	.768**	.784**	.745**	.965**	1	.672**	.596**	.703**	.468**	.576**	.494**	.479**	.402*	.376*	.340	.403*	.360	.244	.173	.358	.425*	.494**	.462*	.581**	.567**
	Sig. (2-tailed)	.010	.006	.079	.005	.002	.028	.015	.042	.133	.029	.000	.000	.000	.000	.002	.000	.000	.000	.000		.000	.001	.000	.009	.001	.006	.007	.028	.040	.066	.027	.051	.193	.361	.052	.019	.005	.010	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R021	Pearson Correlation	.382*	.413*	.266	.510**	.272	.372*	.359	.328	.374*	.449*	.747**	.739**	.602**	.731**	.656**	.703**	.650**	.595**	.626**	.672**	1	.884**	.852**	.787**	.701**	.559**	.453*	.512**	.432*	.533**	.458*	.415*	.440*	.248	.435*	.658**	.573**	.732**	.689**	.747**
	Sig. (2-tailed)	.037	.023	.155	.004	.146	.043	.051	.077	.042	.013	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000		.000	.000	.000	.000	.001	.012	.004	.017	.002	.011	.023	.015	.186	.016	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R022	Pearson Correlation	.279	.241	.179	.427*	.234	.206	.157	.201	.292	.410*	.708**	.830**	.689**	.785**	.749**	.728**	.749**	.515**	.582**	.596**	.884**	1	.901**	.879**	.752**	.634**	.486**	.587**	.541**	.625**	.490**	.533**	.520**	.384*	.520**	.721**	.691**	.795**	.777**	.804**
	Sig. (2-tailed)	.135	.200	.343	.019	.212	.275	.407	.288	.118	.025	.000	.000	.000	.000	.000	.000	.000	.004	.001	.001	.000		.000	.000	.000	.000	.006	.001	.002	.000	.006	.002	.003	.036	.003	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R023	Pearson Correlation	.410*	.296	.203	.420*	.341	.262	.274	.230	.323	.396*	.696**	.840**	.759**	.792**	.760**	.733**	.793**	.576**	.693**	.703**	.852**	.901**	1	.843**	.850**	.726**	.612**	.636**	.623**	.642**	.574**	.574**	.562**	.480**	.572**	.724**	.748**	.838**	.851**	.846**
	Sig. (2-tailed)	.025	.112	.282	.021	.065	.162	.143	.221	.081	.030	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.001	.001	.001	.007	.001	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R024	Pearson Correlation	.410*	.304	.184	.445*	.246	.264	.202	.204	.352	.429*	.584**	.758**	.751**	.716**	.705**	.564**	.582**	.553**	.448*	.468**	.787**	.879**	.843**	1	.787**	.691**	.532**	.594**	.549**	.674**	.538**	.538**	.571**	.472**	.566**	.747**	.703**	.867**	.811**	.840**
	Sig. (2-tailed)	.024	.103	.330	.014	.190	.159	.284	.280	.056	.018	.001	.000	.000	.000	.000	.001	.001	.002	.013	.009	.000	.000	.000		.000	.000	.002	.001	.000	.000	.002	.002	.001	.008	.001	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R025	Pearson Correlation	.406*	.429*	.333	.512**	.413*	.388*	.409*	.429*	.429*	.505**	.623**	.768**	.727**	.697**	.721**	.604**	.620**	.712**	.564**	.576**	.701**	.752**	.850**	.787**	1	.773**	.709**	.681**	.712**	.682**	.643**	.602**	.596**	.601**	.675**	.734**	.774**	.839**	.846**	.875**
	Sig. (2-tailed)	.026	.018	.072	.004	.023	.034	.025	.018	.018	.004	.000	.000	.000	.000	.000	.000	.000	.000	.001	.001	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R026	Pearson Correlation	.437*	.339	-.277	.483**	.407*	-.283	.373*	.395*	.453*	.422*	.438*	.537**	.632**	.510**	.505**	.656**	.715**	.574**	.468**	.494**	.559**	.634**	.726**	.691**	.773**	1	.818**	.820**	.729**	.723**	.570**	.570**	.546**	.644**	.627**	.682**	.776**	.776**	.779**	.763**
	Sig. (2-tailed)	.016	.067	.139	.007	.026	.129	.042	.031	.012	.020	.016	.002	.000	.004	.004	.000	.000	.001	.009	.006	.001	.000	.000	.000		.000	.000	.000	.000	.000	.001	.001	.002	.010	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R027	Pearson Correlation	.571**	.604**	.460*	.612**	.514**	.493**	.593**	.516**	.516**	.491**	.236	.437*	.533**	.453*	.406*	.591**	.560**	.568**	.453*	.479**	.453*	.486**	.612**	.532**	.709**	.818**	1	.902**	.806**	.828**	.762**	.656**	.639**	.568**	.497**	.569**	.608**	.661**	.633**	.655**
	Sig. (2-tailed)	.001	.000	.011	.000	.004	.006	.001	.004	.004	.006	.210	.016	.002	.012	.026	.001	.001	.001	.012	.007	.012	.006	.000	.002	.000	.000		.000	.000	.000	.000	.000	.000	.000	.001	.005	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R028	Pearson Correlation	.548**	.485**	.490**	.566**	.491**	.425*	.451*	.537**	.593**	.574**	.316	.444*	.541**	.382*	.327	.556**	.611**	.454*	.417*	.402*	.512**	.587**	.636**	.594**	.681**	.820**	.902**	1	.907**	.932**	.719**	.719**	.707**	.632**	.556**	.624**	.652**	.669**	.681**	.662**
	Sig. (2-tailed)	.002	.007	.006	.001	.006	.019	.012	.002	.001	.001	.088	.014	.002	.037	.078	.001	.000	.012	.022	.028	.004	.001	.000	.001	.000	.000	.000		.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R029	Pearson Correlation	.480**	.371*	.438*	.470**	.540**	.369*	.363*	.491**	.545**	.583**	.368*	.496**	.545**	.355	.346	.436*	.576**	.446*	.431*	.376*	.432*	.541**	.623**	.549**	.712**	.729**	.806**	.907**	1	.844**	.625**	.726**	.716**	.766**	.582**	.541**	.724**	.629**	.720**	.664**
	Sig. (2-tailed)	.007	.044	.016	.009	.002	.045	.048	.006	.002	.001	.045	.005	.002	.054	.061	.016	.001	.014	.017	.040	.017	.002	.000	.002	.000	.000	.000	.000		.000	.000	.000	.000	.000	.001	.002	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R030	Pearson Correlation	.524**	.485**	.457*	.585**	.414*	.472**	.465**	.502**	.567**	.606**	.393*	.530**	.555**	.463**	.439*	.514**	.519**	.506**	.352	.340	.533**	.625**	.642**	.674**	.682**	.723**	.828**	.932**	.844**	1	.738**	.677**	.718**	.681**	.588**	.640**	.636**	.692**	.667**	.690**
	Sig. (2-tailed)	.003	.007	.011	.001	.023	.008	.010	.005	.001	.000	.032	.003	.001	.010	.015	.004	.003	.004	.057	.066	.002	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R031	Pearson Correlation	.600**	.629**	.427*	.531**	.431*	.570**	.521**	.432*	.432*	.462*	.200	.360	.421*	.379*	.328	.512**	.434*	.438*	.373*	.403*	.458*	.490**	.574**	.538**	.643**	.570**	.762**	.719**	.625**	.738**	1	.835**	.885**	.765**	.687**	.724**	.577**	.628**	.604**	.626**
	Sig. (2-tailed)	.000	.000	.019	.003	.017	.001	.003	.017	.017	.010	.289	.051	.021	.039	.076	.004	.017	.015	.042	.027	.011	.006	.001	.002	.000	.001	.000	.000	.000	.000		.000	.000	.000	.000	.000	.001	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R032	Pearson Correlation	.600**	.407*	.488**	.470**	.541**	.407*	.302	.432*	.373*	.525**	.253	.403*	.503**	.338	.285	.512**	.573**	.284	.373*	.360	.415*	.533**	.574**	.538**	.602**	.570**	.656**	.719**	.726**	.677**	.835**	.943**	.826**	.628**	.676**	.577**	.628**	.605**	.582**	
	Sig. (2-tailed)	.000	.026	.006	.009	.002	.026	.105	.017	.042	.003	.178	.027	.005	.068	.127	.004	.001	.129	.042	.051	.023	.002	.001	.002	.000	.001	.000	.000	.000	.000		.000	.000	.000	.000	.000	.001	.000	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R033	Pearson Correlation	.563**	.431*	.388*	.433*	.399*	.431*	.320	.395*	.395*	.490**	.268	.382*	.402*	.314	.302	.446*	.460*	.246	.253	.244	.440*	.520**	.562**	.571**	.596**	.546**	.639**	.707**	.716**	.718**	.885**	.943**	1	.876**	.666**	.717**	.612**	.666**	.596**	.617**
	Sig. (2-tailed)	.001	.017	.034	.017	.029	.017	.085	.031	.031	.006	.153	.037	.028	.091	.105	.014	.011	.190	.177	.193	.015	.003	.001	.001	.001	.002	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R034	Pearson Correlation	.570**	.383*	.447*	.409*	.520**	.440*	.299	.380*	.445*	.546**	.261	.413*	.391*	.253	.326	.229	.341	.304	.229	.173	.248	.384*	.480**	.472**	.601**	.464**	.568**	.632**	.766**	.681**	.765**	.826**	.876**	1	.707**	.610**	.583**	.557**	.594**	.565**
	Sig. (2-tailed)	.001	.037	.013	.025	.003	.015	.109	.038	.014	.002	.163	.023	.033	.177	.079	.223	.065	.103	.224	.361	.186	.036	.007	.008	.000	.010	.001	.000	.000	.000	.000	.000	.000		.000	.000	.001	.001	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R035	Pearson Correlation	.390*	.424*	.287	.437*	.491**	.534**	.446*	.412*	.538**	.508**	.354	.496**	.561**	.428*	.412*	.425*	.434*	.563**	.323	.358	.435*	.520**	.572**	.566**	.675**	.627**	.497**	.556**	.582**	.588**	.687**	.628**	.666**	.707**	1	.749**	.786**	.596**	.670**	.694**
	Sig. (2-tailed)	.033	.020	.124	.016	.006	.002	.013	.024	.002	.004	.055	.005	.001	.018	.024	.019	.016	.001	.082	.052	.016	.003	.001	.001	.000	.000	.005	.001	.001	.001	.000	.000	.000	.000		.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R036	Pearson Correlation	.521**	.449*	.423*	.460*	.374*	.353	.262	.221	.374*	.401*	.445*	.612**	.652**	.616**	.589**	.563**	.578**	.469**	.440*	.425*	.658**	.721**	.724**	.747**	.734**	.682**	.569**	.624**	.541**	.640**	.724**	.676**	.717**	.610**	.749**	1	.728**	.876**	.821**	.850**
	Sig. (2-tailed)	.003	.013	.020	.010	.042	.056	.163	.240	.041	.028	.014	.000	.000	.000	.001	.001	.001	.009	.015	.019	.000	.000	.000	.000	.000	.000	.001	.000	.002	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R037	Pearson Correlation	.330	.265	.174	.350	.367*	.259	.314	.281	.449*	.420*	.498**	.577**	.670**	.552**	.543**	.525**	.620**	.541**	.512**	.494**	.573**	.691**	.748**	.703**	.774**	.776**	.608**	.652**	.724**	.636**	.577**	.577**	.612**	.583**	.786**	.728**	1	.773**	.855**	.843**
	Sig. (2-tailed)	.075	.158	.357	.058	.046	.168	.091	.133	.013	.021	.005	.001	.000	.002	.002	.003	.000	.002	.004	.005	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.001	.000	.001	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R038	Pearson Correlation	.521**	.401*	.370*	.513**	.326	.306	.309	.272	.374*	.455*	.536**	.724**	.687**	.687**	.702**	.643**	.658**	.514**	.479**	.462*	.732**	.795**	.838**	.867**	.839**	.776**	.661**	.669**	.629**	.692**	.628**	.628**	.666**	.557**	.596**	.876**	.773**	1	.895**	.926**
	Sig. (2-tailed)	.003	.028	.044	.004	.079	.100	.097	.145	.041	.011	.002	.000	.000	.000	.000	.000	.000	.004	.007	.010	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R039	Pearson Correlation	.520**	.359	.379*	.507**	.505**	.316	.319	.289	.427*	.505**	.561**	.749**	.808**	.712**	.697**	.611**	.734**	.580**	.602**	.581**	.689**	.777**	.851**	.811**	.846**	.779**	.633**	.681**	.720**	.667**	.562**	.605**	.596**	.594**	.670**	.821**	.855**	.895**	1	.966**
	Sig. (2-tailed)	.003	.051	.039	.004	.004	.089	.086	.121	.019	.004	.001	.000	.000	.000	.000	.000	.000	.001	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.001	.001	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R040	Pearson Correlation	.482**	.461*	.343	.574**	.435*	.414*	.418*	.347	.441*	.523**	.580**	.775**	.770**	.770**	.756**	.669**	.685**	.642**	.551**	.567**	.747**	.804**	.846**	.840**	.875**	.763**	.655**	.662**	.664**	.690**	.626**	.582**	.617**	.565**	.694**	.850**	.843**	.926**	.966**	1
	Sig. (2-tailed)	.007	.010	.064	.001	.016	.023	.021	.060	.015	.003	.001	.000	.000	.000	.000	.000	.000	.000	.002	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.001	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R041	Pearson Correlation	.409*	.423*	.327	.476**	.310	.335	.505**	.421*	.352	.377*	.477**	.349	.297	.297	.240	.383*	.376*	.559**	.414*	.400*	.394*	.303	.334	.369*	.361*	.487**	.368*	.397*	.409*	.408*	.267	.267	.283	.264	.444*	.287	.489**	.399*	.407*	.421*
	Sig. (2-tailed)	.025	.020	.078	.008	.095	.070	.004	.020	.056	.040	.008	.058	.110	.110	.202	.037	.041	.001	.023	.029	.031	.103	.072	.045	.050	.006	.046	.030	.025	.025	.153	.153	.129	.159	.014	.123	.006	.029	.026	.021
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R042	Pearson Correlation	.700**	.543**	.635**	.677**	.597**	.443*	.435*	.493**	.632**	.676**	.567**	.587**	.628**	.530**	.524**	.371*	.466**	.604**	.555**	.484**	.556**	.570**	.569**	.597**	.604**	.520**	.596**	.669**	.687**	.692**	.510**	.576**	.541**	.587**	.469**	.555**	.559**	.612**	.649**	.619**
	Sig. (2-tailed)	.000	.002	.000	.000	.000	.014	.016	.006	.000	.000	.001	.001	.000	.003	.003	.044	.009	.000	.001	.007	.001	.001	.001	.000	.000	.003	.001	.000	.000	.000	.004	.001	.002	.001	.009	.001	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R043	Pearson Correlation	.732**	.487**	.611**	.619**	.567**	.398*	.441*	.490**	.627**	.671**	.477**	.450*	.490**	.394*	.444*	.330	.430*	.499**	.466**	.400*	.544**	.552**	.588**	.584**	.646**	.614**	.678**	.704**	.704**	.691**	.588**	.652**	.624**	.621**	.444*	.566**	.612**	.677**	.656**	.627**
	Sig. (2-tailed)	.000	.006	.000	.000	.001	.029	.015	.006	.000	.000	.008	.013	.006	.031	.014	.075	.018	.005	.009	.029	.002	.002	.001	.001	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.014	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R044	Pearson Correlation	.600**	.546**	.390*	.517**	.414*	.412*	.465**	.372*	.437*	.467**	.393*	.578**	.646**	.600**	.584**	.564**	.570**	.562**	.549**	.530**	.486**	.578**	.690**	.674**	.726**	.663**	.828**	.758**	.733**	.800**	.799**	.677**	.718**	.681**	.523**	.640**	.694**	.745**	.714**	.739**
	Sig. (2-tailed)	.000	.002	.033	.003	.023	.024	.010	.043	.016	.009	.032	.001	.000	.000	.001	.001	.001	.001	.002	.003	.007	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.003	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R045	Pearson Correlation	.601**	.485**	.525**	.520**	.637**	.473**	.413*	.388*	.503**	.539**	.247	.471**	.574**	.371*	.347	.277	.416*	.500**	.488**	.429*	.263	.388*	.528**	.464**	.606**	.483**	.631**	.673**	.750**	.710**	.655**	.602**	.581**	.785**	.638**	.522**	.565**	.475**	.634**	.570**
	Sig. (2-tailed)	.000	.007	.003	.003	.000	.008	.023	.034	.005	.002	.188	.009	.001	.043	.060	.139	.022	.005	.006	.018	.160	.034	.003	.010	.000	.007	.000	.000	.000	.000	.000	.000	.001	.000	.000	.003	.001	.008	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R046	Pearson Correlation	.564**	.571**	.429*	.613**	.503**	.500**	.550**	.410*	.471**	.504**	.261	.498**	.521**	.478**	.503**	.435*	.439*	.582**	.469**	.453*	.367*	.454*	.603**	.538**	.724**	.623**	.833**	.712**	.741**	.751**	.750**	.579**	.614**	.703**	.553**	.551**	.651**	.650**	.670**	.694**
	Sig. (2-tailed)	.001	.001	.018	.000	.005	.005	.002	.024	.009	.004	.163	.005	.003	.008	.005	.016	.015	.001	.009	.012	.046	.012	.000	.002	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.002	.002	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R047	Pearson Correlation	.591**	.727**	.558**	.701**	.572**	.700**	.753**	.698**	.637**	.681**	.380*	.396*	.430*	.387*	.301	.525**	.425*	.719**	.549**	.575**	.518**	.434*	.462*	.413*	.566**	.485**	.708**	.679**	.621**	.681**	.687**	.572**	.546**	.484**	.514**	.397*	.491**	.447*	.444*	.506**
	Sig. (2-tailed)	.001	.000	.001	.000	.001	.000	.000	.000	.000	.000	.038	.031	.018	.035	.107	.003	.019	.000	.002	.001	.003	.016	.010	.023	.001	.007	.000	.000	.000	.000	.000	.001	.002	.007	.004	.030	.006	.013	.014	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R048	Pearson Correlation	.711**	.706**	.542**	.642**	.616**	.623**	.701**	.506**	.634**	.610**	.359	.447*	.478**	.433*	.446*	.232	.228	.704**	.511**	.493**	.422*	.333	.494**	.453*	.613**	.435*	.665**	.529**	.578**	.583**	.577**	.398*	.422*	.557**	.464**	.397*	.512**	.500**	.540**	.559**
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.000	.000	.004	.000	.000	.052	.013	.008	.017	.013	.217	.225	.000	.004	.006	.020	.073	.005	.012	.000	.016	.000	.003	.001	.001	.001	.030	.020	.001	.010	.030	.004	.005	.002	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
R049	Pearson Correlation	.652**	.552**	.398*	.690**	.567**	.588**	.569**	.558**	.696**	.671**	.416*	.450*	.539**	.442*	.444*	.437*	.430*	.559**	.414*	.450*	.594**	.502**	.588**	.584**	.598**	.614**	.678**	.642**	.645**	.620**	.588**	.588**	.624**	.549**	.513**	.510**	.612**	.621**	.606**	.627**
	Sig. (2-tailed)	.000	.002	.029	.000	.001	.001	.001	.001	.000	.000	.022	.013	.002	.014	.014	.016	.018	.001	.023	.013	.001	.005	.001	.001	.000	.000	.000	.000	.000	.000	.001	.001	.000	.002	.004	.004	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
R050	Pearson Correlation	.591**	.391*	.407*	.591**	.511**	.362*	.366*	.415*	.546**	.584**	.368*	.593**	.629**	.537**	.585**	.442*	.535**	.402*	.365*	.353	.366*	.569**	.615**	.650**	.648**	.604**	.612**	.625**	.639**	.652**	.592**	.653**	.628**	.681**	.568**	.567**	.642**	.673**	.697**	.672**
	Sig. (2-tailed)	.001	.033	.026	.001	.004	.049	.047	.023	.002	.001	.045	.001	.000	.002	.001	.014	.002	.028	.047	.056	.046	.001	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.001	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		R001	R002	R003	R004	R005	R006	R007	R008	R009	R010	R011	R012	R013	R014	R015	R016	R017	R018	R019	R020	R021	R022	R023	R024	R025	R026	R027	R028	R029	R030	R031	R032	R033	R034	R035	R036	R037	R038	R039	R040
TOTAL	Pearson Correlation	.698**	.661**	.556**	.754**	.658**	.616**	.608**	.602**	.636**	.722**	.613**	.760**	.778**	.725**	.677**	.724**	.735**	.753**	.681**	.697**	.749**	.771**	.840**	.783**	.870**	.787**	.805**	.810**	.788**	.818**	.760**	.737**	.721**	.683**	.723**	.781**	.784**	.842**	.868**	.888**
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Reliability

Notes

Output Created		19-SEP-2024 12:21:56
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=R001 R002 R003 R004 R005 R006 R007 R008 R009 R010 R011 R012 R013 R014 R015 R016 R017 R018 R019 R020 R021 R022 R023 R024 R025 R026 R027 R028 R029 R030 R031 R032 R033 R034 R035 R036 R037 R038 R039 R040 R041 R042 R043 R044 R045 R046 R047 R048 R049 R050 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.983	50

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
R001	195.77	938.806	.682	.982
R002	195.83	934.213	.639	.983
R003	195.70	941.597	.533	.983
R004	195.57	932.944	.737	.982
R005	195.73	933.995	.638	.983
R006	195.80	935.890	.589	.983
R007	195.60	936.455	.584	.983
R008	195.63	938.999	.572	.983
R009	195.63	937.206	.612	.983
R010	195.63	935.344	.701	.982
R011	195.73	934.064	.603	.983
R012	196.03	918.309	.755	.982
R013	196.07	915.168	.772	.982
R014	196.07	918.409	.720	.982
R015	196.00	923.931	.671	.982

R016	196.07	923.513	.711	.982
R017	196.03	923.275	.726	.982
R018	195.80	926.372	.746	.982
R019	196.03	924.723	.672	.982
R020	196.03	922.378	.687	.982
R021	196.17	918.971	.739	.982
R022	196.20	917.131	.764	.982
R023	196.27	913.857	.838	.982
R024	196.17	920.075	.777	.982
R025	196.13	908.464	.864	.982
R026	196.00	926.759	.779	.982
R027	196.03	925.275	.793	.982
R028	195.97	924.723	.796	.982
R029	196.03	924.309	.773	.982
R030	195.87	929.637	.806	.982
R031	196.07	929.099	.741	.982
R032	196.07	930.340	.715	.982
R033	196.07	933.099	.697	.982
R034	196.00	936.138	.662	.982
R035	195.97	932.930	.708	.982
R036	196.07	921.857	.772	.982
R037	195.90	925.541	.777	.982
R038	196.07	918.340	.837	.982

R039	196.07	911.099	.866	.982
R040	196.07	911.789	.886	.982
R041	195.67	943.471	.516	.983
R042	195.53	932.395	.799	.982
R043	195.67	932.920	.774	.982
R044	195.87	928.464	.834	.982
R045	195.87	929.775	.711	.982
R046	195.87	928.395	.783	.982
R047	195.70	930.148	.748	.982
R048	195.77	932.668	.723	.982
R049	195.67	933.057	.770	.982
R050	195.57	932.047	.758	.982