

LAMPIRAN

Lampiran 1 : Kuesioner Penelitian

LEMBAR KUESIONER

Responden yang terhormat

Bersama ini saya mengharapkan kesediaan anda untuk mengisi daftar pernyataan dalam kuesioner ini dengan tujuan sebagai data untuk penyusunan skripsi dengan judul: **“Pengaruh Pengetahuan, Kemampuan, dan Pengalaman terhadap Kinerja Karyawan Dinas Lingkungan Hidup Kota Palopo”**. Atas kesediaan anda menjawabnya dengan sejujurnya dan sebaik-baiknya saya mengucapkan terima kasih.

IDENTITAS RESPONDEN

Nama :
Jenis kelamin :
Umur :
Pendidikan :
Lama bekerja :

KETERANGAN

STS = Sangat Tidak Setuju
TS = Tidak Setuju
KS = Kurang Setuju
S = Setuju
SS = Sangat Setuju

CARA PENGISIAN KUESIONER

1. Isilah kuesioner ini dengan tanda () pada kolom yang tersedia
2. Setiap pernyataan membutuhkan jawaban satu saja
3. Setelah selesai melakukan pengisian, mohon kuesioner dikembalikan kembali.

A. Variabel Pengetahuan (X1)

NO	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1.	Saya paham dengan pekerjaan yang saya jalani karena sesuai pendidikan yang pernah saya					

	pelajari.					
2.	Saya memiliki pengetahuan terkait pekerjaan yang saya lakukan sekarang.					
3.	Saya memiliki pemahaman terkait prosedur dalam bekerja sehingga memudahkan saya dalam menyelesaikan pekerjaan.					

B. Variabel Kemampuan (X2)

NO	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1.	Saya mampu menyelesaikan tugas/pekerjaan yang diberikan kepada saya.					
2.	Saya mampu menyelesaikan pekerjaan sesuai dengan aturan pekerjaan.					
3.	Saya mampu melaksanakan					

	pekerjaan sesuai kebijakan yang ada diperusahaan.					
4.	Saya dan tim mampu bekerja sama dalam menyelesaikan pekerjaan sehingga ini memudahkan kami dalam bekerja.					
5.	Saya mengerjakan pekerjaan yang diberikan sesuai dengan prosedur yang diberikan.					

C. Variabel Pengalaman (X3)

NO	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1	Lama kerja/masa kerja saya memudahkan saya mengerjakan tugas saya					
2.	Dengan keterampilan dan pengetahuan yang saya miliki, saya					

	memiliki inisiatif untuk menghasilkan kualitas kerja yang optimal dalam bekerja.					
3.	Saya memiliki kemampuan dan penguasaan terhadap pekerjaan dan peralatan dalam bekerja sehingga memudahkan saya dalam menyelesaikan pekerjaan.					

D. Kinerja Karyawan (Y)

NO	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1.	Saya dapat menyelesaikan pekerjaan dengan baik dan teliti.					
2.	Saya menyelesaikan pekerjaan sesuai dengan target yang ingin dicapai.					

3.	Saya selalu menyelesaikan pekerjaan tepat waktu.					
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Lampiran 2 : Tabulasi Data

1. Pengetahuan

Pengetahuan (X1)			
5	4	5	14
5	4	4	13
5	5	4	14
4	5	4	13
4	5	5	14
5	4	4	13
4	4	5	13
5	5	4	14
5	4	5	14
5	4	5	14
5	4	5	14
5	4	5	14
4	5	5	14
4	5	4	13
4	4	5	13
5	5	4	14
4	4	4	12
5	5	4	14
5	4	4	13

4	5	4	13
4	5	5	14
5	5	5	15
4	5	5	14
5	4	4	13
5	4	5	14
4	5	4	13
5	5	4	14
5	5	5	15
4	4	5	13
5	5	5	15
5	4	5	14
5	4	5	14
4	4	4	12
4	5	5	14
5	4	4	13
4	5	4	13
4	4	4	12
5	5	4	14
4	4	4	12
4	5	4	13
5	5	4	14
5	5	5	15
5	5	4	14
5	5	4	14
5	5	5	15

5	4	3	12
5	5	4	14
5	4	5	14
4	5	5	14
3	5	4	12
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4	5	4	13
4	5	3	12
4	5	4	13
5	5	5	15
4	5	5	14
3	5	4	12
5	5	4	14
4	5	5	14
3	5	4	12
5	5	4	14
5	5	5	15
4	5	5	14
5	5	4	14

2. Kemampuan

Kemampuan (X2)					
5	5	5	5	5	25
5	5	5	5	4	24
5	4	5	5	4	23
4	5	4	4	4	21
4	5	4	4	5	22
4	5	4	4	4	21
4	5	4	5	5	23
4	5	5	4	4	22
5	4	5	4	5	23
4	5	4	4	5	22
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4	5	4	4	4	21
4	5	4	4	4	21
5	5	5	5	5	25
5	5	5	5	5	25
5	4	5	5	5	24
4	5	4	4	5	22

5	5	5	5	5	25
5	4	5	5	4	23
4	5	4	5	5	23
5	4	5	4	4	22
4	5	4	5	4	22
5	4	4	4	5	22
5	5	5	5	4	24
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5	4	5	4	4	22
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4	5	4	5	5	23
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5	4	5	4	4	22
4	5	4	5	5	23
5	4	5	4	4	22
5	4	5	4	5	23
5	4	5	4	4	22
5	5	5	5	5	25

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5	5	5	5	5	25
5	5	5	5	4	24
4	5	4	5	5	23
5	5	5	5	4	24
4	4	5	4	4	21
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4	5	4	5	5	23
5	4	5	4	4	22
5	5	5	5	5	25
4	4	5	4	4	21
5	5	5	5	5	25
5	4	5	5	5	24
4	5	4	5	5	23

3. Pengalaman

Pengalaman (X3)			
5	4	4	13
5	5	5	15
5	5	4	14
4	5	4	13
5	5	5	15
5	5	5	15
4	4	4	12
5	5	4	14
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5	5	5	15
5	4	3	12
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4	4	5	13
5	5	5	15
5	5	4	14
5	5	4	14
5	5	5	15
5	4	5	14
4	4	5	13

4. Kinerja Karyawan

Kinerja Karyawan			
4	5	5	14
5	4	5	14
4	4	5	13
4	4	5	13
4	4	5	13
4	4	4	12
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4	4	4	12
5	4	4	13
5	4	4	13
4	4	4	12
4	4	4	12
5	5	5	15
5	5	5	15
5	4	4	13

Lampiran 3 : Karakteristik Responden

Tabel 4.1

Karakteristik responden berdasarkan jenis kelamin

Jenis kelamin	Frekuensi	Presentase (%)
Laki-Laki	21	33%
Perempuan	43	43%
Total	64	100%

Tabel 4.2

Karakteristik respnden berdasarkan usia

Usia	Frekuensi	Presentase (%)
20– 30	46	72%
31 - 40	15	24%
41 – 50	3	4%
Total	64	100%

Tabel 4.3

Karakteristik responden berdasarkan pendidikan

Pendidikan	Frekuensi	Presentase (%)
S1	49	77%
S2	2	3%
D3	4	6%
SMA	9	14%
Total	64	100%

Lampiran 4 : Uji Validitas Pengetahuan, Kemampuan, Pengalaman, Dan Kineja Karyawan

1. Pengetahuan

Correlations

		X1.1	X1.2	X1.3	pengetahuan
X1.1	Pearson Correlation	1	-.205	.077	.616**
	Sig. (2-tailed)		.104	.545	.000
	N	64	64	64	64
X1.2	Pearson Correlation	-.205	1	-.123	.333**
	Sig. (2-tailed)	.104		.332	.007
	N	64	64	64	64
X1.3	Pearson Correlation	.077	-.123	1	.624**
	Sig. (2-tailed)	.545	.332		.000
	N	64	64	64	64
Pengetahuan	Pearson Correlation	.616**	.333**	.624**	1
	Sig. (2-tailed)	.000	.007	.000	
	N	64	64	64	64

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

2. Kemampuan

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	kemampuan
X2.1	Pearson Correlation	1	-.354**	.808**	.195	.012	.590**
	Sig. (2-tailed)		.004	.000	.122	.925	.000
	N	64	64	64	64	64	64
X2.2	Pearson Correlation	-.354**	1	-.405**	.481**	.377**	.394**
	Sig. (2-tailed)	.004		.001	.000	.002	.001
	N	64	64	64	64	64	64
X2.3	Pearson Correlation	.808**	-.405**	1	.048	-.177	.448**
	Sig. (2-tailed)	.000	.001		.707	.161	.000
	N	64	64	64	64	64	64
X2.4	Pearson Correlation	.195	.481**	.048	1	.422**	.771**
	Sig. (2-tailed)	.122	.000	.707		.001	.000
	N	64	64	64	64	64	64
X2.5	Pearson Correlation	.012	.377**	-.177	.422**	1	.592**
	Sig. (2-tailed)	.925	.002	.161	.001		.000
	N	64	64	64	64	64	64
Kemampuan	Pearson Correlation	.590**	.394**	.448**	.771**	.592**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	
	N	64	64	64	64	64	64

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

3. Pengalaman

Correlations

		X3.1	X3.2	X3.3	pengalaman
X3.1	Pearson Correlation	1	.390**	-.083	.723**
	Sig. (2-tailed)		.001	.512	.000
	N	64	64	64	64
X3.2	Pearson Correlation	.390**	1	-.303*	.588**
	Sig. (2-tailed)	.001		.015	.000
	N	64	64	64	64
X3.3	Pearson Correlation	-.083	-.303*	1	.419**
	Sig. (2-tailed)	.512	.015		.001
	N	64	64	64	64
pengalaman	Pearson Correlation	.723**	.588**	.419**	1
	Sig. (2-tailed)	.000	.000	.001	
	N	64	64	64	64

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

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

4. Kinerja Karyawan

Correlations

		Y1	Y2	Y3	Kinerja karyawan
Y1	Pearson Correlation	1	.188	-.031	.613**
	Sig. (2-tailed)		.136	.806	.000
	N	64	64	64	64
Y2	Pearson Correlation	.188	1	.166	.693**
	Sig. (2-tailed)	.136		.189	.000
	N	64	64	64	64
Y3	Pearson Correlation	-.031	.166	1	.603**
	Sig. (2-tailed)	.806	.189		.000
	N	64	64	64	64
Kinerja karyawan	Pearson Correlation	.613**	.693**	.603**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	64	64	64	64

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

Lampiran 5 : Uji Reliabilitas Pengetahuan, Kemampuan, Pengalaman, dan Kinerja Karyawan

1. Pengetahuan

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded ^a	0	.0
	Total	64	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.609	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	22.64	2.107	.331	.579
X1.2	22.50	2.698	.061	.714
X1.3	22.75	2.127	.362	.559
pengetahuan	13.58	.756	1.000	-.260 ^a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

2. Kemampuan

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded ^a	0	.0
	Total	64	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.709	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	41.28	6.237	.453	.676
X2.2	41.23	6.785	.232	.720
X2.3	41.22	6.650	.293	.709
X2.4	41.30	5.736	.679	.626
X2.5	41.41	6.213	.453	.675
kemampuan	22.94	1.901	1.000	.455

3. Pengalaman

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded ^a	0	.0
	Total	64	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.656	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x3.1	23.00	1.905	.542	.543
x3.2	23.02	2.111	.354	.641
x3.3	23.20	2.355	.110	.769
pengalaman	13.84	.705	1.000	-.047 ^a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

4. Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded ^a	0	.0
	Total	64	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.724	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1	22.14	2.631	.401	.723
y2	22.30	2.530	.522	.674
y3	22.13	2.651	.387	.729
kinerja karyawan	13.31	.885	1.000	.260

Lampiran 6 : Uji Analisis Linier Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.107	2.814		1.459	.150
	Pengetahuan	.366	.133	.338	2.751	.008
	kemampuan	.206	.083	.302	2.471	.016
	pengalaman	-.035	.141	-.031	-.249	.804

a. Dependent Variable: kinerja karyawan

Lampiran 7 : Uji koefisien determinasi (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.419 ^a	.176	.135	.875	.176	4.271	3	60	.008

a. Predictors: (Constant), pengalaman, kemampuan, Pengetahuan

Lampiran 8 : Uji T (Parsial))

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.107	2.814		1.459	.150
	Pengetahuan	.366	.133	.338	2.751	.008
	kemampuan	.206	.083	.302	2.471	.016
	pengalaman	-.035	.141	-.031	-.249	.804

b. Dependent Variable: kinerja karyawan

Lampiran 9 : Uji F (Secara Simultan)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.810	3	3.270	4.271	.008 ^b
	Residual	45.940	60	.766		
	Total	55.750	63			

a. Dependent Variable: kinerja karyawan

b. Predictors: (Constant), pengalaman, kemampuan, Pengetahuan

Lampiran 10 : F tabel & T tabel

1. Tabel Uji F

Tabel Uji F								
	0,05							
	df₁=(k-1)							
df₂=(n								
-k- 1)	1	2	3	4	5	6	7	8
1	161,448	199,500	215,7	224,583	230,162	233,986	236,768	238,883
2	18,513	19,000	19,164	19,247	19,296	19,330	19,353	19,37
3	10,128	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
5	6,608	5,786	5,409	5,192	5,050	4,950	4,876	4,818
6	5,987	5,143	4,757	4,534	4,387	4,284	4,207	4,147
7	5,591	4,737	4,347	4,120	3,972	3,866	3,787	3,726
8	5,318	4,459	4,066	3,838	3,687	3,581	3,500	3,438
9	5,117	4,256	3,863	3,633	3,482	3,374	3,293	3,230
10	4,965	4,103	3,708	3,478	3,326	3,217	3,135	3,072
11	4,844	3,982	3,587	3,357	3,204	3,095	3,012	2,948
12	4,747	3,885	3,490	3,259	3,106	2,996	2,913	2,849
13	4,667	3,806	3,411	3,179	3,025	2,915	2,832	2,767
14	4,600	3,739	3,344	3,112	2,958	2,848	2,764	2,699
15	4,543	3,682	3,287	3,056	2,901	2,790	2,707	2,641
16	4,494	3,634	3,239	3,007	2,852	2,741	2,657	2,591
17	4,451	3,592	3,197	2,965	2,810	2,699	2,614	2,548
18	4,414	3,555	3,160	2,928	2,773	2,661	2,577	2,510
19	4,381	3,522	3,127	2,895	2,740	2,628	2,544	2,477
20	4,351	3,493	3,098	2,866	2,711	2,599	2,514	2,447
21	4,325	3,467	3,072	2,840	2,685	2,573	2,488	2,420
22	4,301	3,443	3,049	2,817	2,661	2,549	2,464	2,397
23	4,279	3,422	3,028	2,796	2,640	2,528	2,442	2,375
24	4,260	3,403	3,009	2,776	2,621	2,508	2,423	2,355
25	4,242	3,385	2,991	2,759	2,603	2,490	2,405	2,337
26	4,225	3,369	2,975	2,743	2,587	2,474	2,388	2,321
27	4,210	3,354	2,960	2,728	2,572	2,459	2,373	2,305
28	4,196	3,340	2,947	2,714	2,558	2,445	2,359	2,291
29	4,183	3,328	2,934	2,701	2,545	2,432	2,346	2,278

30	4,171	3,316	2,922	2,690	2,543	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244
33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209
37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
51	4,030	3,179	2,786	2,553	2,397	2,283	2,195	2,126
52	4,027	3,175	2,783	2,550	2,393	2,279	2,192	2,122
53	4,023	3,172	2,779	2,546	2,389	2,275	2,188	2,119
54	4,020	3,168	2,776	2,543	2,386	2,272	2,185	2,115
55	4,016	3,165	2,773	2,540	2,383	2,269	2,181	2,112
56	4,013	3,162	2,769	2,537	2,380	2,266	2,178	2,109
57	4,010	3,159	2,766	2,534	2,377	2,263	2,175	2,106
58	4,007	3,156	2,764	2,531	2,374	2,260	2,172	2,103
59	4,004	3,153	2,761	2,528	2,371	2,257	2,169	2,100
60	4,001	3,150	2,758	2,525	2,368	2,254	2,167	2,097
61	3,998	3,148	2,755	2,523	2,366	2,251	2,164	2,094
62	3,996	3,145	2,753	2,520	2,363	2,249	2,161	2,092
63	3,993	3,143	2,751	2,518	2,361	2,246	2,159	2,089
64	3,991	3,140	2,748	2,515	2,358	2,244	2,156	2,087
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082

2. Tabel Uji t

Tabel Uji t		
df=(n-k)	= 0.05	= 0.025
1	6,314	12,706
2	2,920	4,303
3	2,353	3,182
4	2,132	2,776
5	2,015	2,571
6	1,943	2,447
7	1,895	2,365
8	1,860	2,306
9	1,833	2,262
10	1,812	2,228
11	1,796	2,201
12	1,782	2,179
13	1,771	2,160
14	1,761	2,145
15	1,753	2,131
16	1,746	2,120
17	1,740	2,110
18	1,734	2,101
19	1,729	2,093
20	1,725	2,086
21	1,721	2,080
22	1,717	2,074
23	1,714	2,069
24	1,711	2,064
25	1,708	2,060
26	1,706	2,056
27	1,703	2,052
28	1,701	2,048
29	1,699	2,045
30	1,697	2,042
31	1,696	2,040
32	1,694	2,037
33	1,692	2,035

34	1,691	2,032
35	1,690	2,030
36	1,688	2,028
37	1,687	2,026
38	1,686	2,024
39	1,685	2,023
40	1,684	2,021
41	1,683	2,020
42	1,682	2,018
43	1,681	2,017
44	1,680	2,015
45	1,679	2,014
46	1,679	2,013
47	1,678	2,012
48	1,677	2,011
49	1,677	2,010
df=(n-k)	= 0.05	= 0.025
51	1,675	2,008
52	1,675	2,007
53	1,674	2,006
54	1,674	2,005
55	1,673	2,004
56	1,673	2,003
57	1,672	2,002
58	1,672	2,002
59	1,671	2,001
60	1,671	2,000
61	1,670	2,000
62	1,670	1,999
63	1,669	1,998
64	1,669	1,998
65	1,669	1,997
66	1,668	1,997
67	1,668	1,996
68	1,668	1,995
69	1,667	1,995
70	1,667	1,994

