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## LAMPIRAN 1

### KOESIONER PENELITIAN

PENGARUH PENDIDIKAN/PELATIHAN (DIKLAT) TERHADAP  
KOMPETENSI PEGAWAI PT. PLN (Persero)  
PUSAT PENDIDIKAN DAN PELATIHAN  
UNIT TUNTUNGAN  
MEDAN

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Bersama ini kami mohon kesediaan Bapak/Ibu untuk mengisi daftar kuesioner yang diberikan. Informasi yang anda berikan merupakan bantuan yang sangat berarti dalam menyelesaikan penelitian ini. Atas bantuan dan perhatiannya saya ucapkan terimakasih.

#### IDENTITAS RESPONDEN

Nama : \_\_\_\_\_.

Usia : \_\_\_\_\_ Tahun

Jenis Kelamin : \_\_\_\_\_.

Pendidikan : \_\_\_\_\_.

Pekerjaan : \_\_\_\_\_.

#### PETUNJUK PENGISIAN JAWABAN.

1. Jawablah pertanyaan ini dengan jujur dan benar.
2. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum anda memulai jawabannya.
3. Pilihlah salah satu jawaban yang tersedia dengan memberi tanda ceklisth (✓) pada jawaban yang anda anggap benar.
4. Atas kesediaan anda untuk mengisi angket ini terlebih dahulu saya ucapkan terimakasih.

**PILIHAN JAWABAN** →

|                            |            |
|----------------------------|------------|
| <b>Sangat Setuju</b>       | <b>SS</b>  |
| <b>Setuju</b>              | <b>S</b>   |
| <b>Ragu-Ragu</b>           | <b>RR</b>  |
| <b>Tidak Setuju</b>        | <b>TS</b>  |
| <b>Sangat Tidak Setuju</b> | <b>STS</b> |

#### **Pendidikan/Pelatihan (Diklat) (X)**

| No | Pertanyaan                                                                                                                               | ST | S | RR | TS | STS |
|----|------------------------------------------------------------------------------------------------------------------------------------------|----|---|----|----|-----|
| 1  | Materi pelajaran yang diajarkan dalam pendidikan/ pelatihan (Diklat) yang diberikan oleh perusahaan dapat menunjang pekerjaan Bapak/Ibu. |    |   |    |    |     |
| 2  | pendidikan/ pelatihan (Diklat) yang Bapak/Ibu ikuti dapat meningkatkan pengetahuan dalam pekerjaan Bapak/Ibu.                            |    |   |    |    |     |
| 3  | Materi pendidikan/ pelatihan (Diklat) yang diberikan telah sesuai dengan kebutuhan pekerjaan Bapak/Ibu.                                  |    |   |    |    |     |
| 4  | Instruktur selalu memotivasi Bapak/Ibu untuk dapat mempraktikkan subjek yang telah diajarkan.                                            |    |   |    |    |     |
| 5  | Setelah mengikuti pendidikan/ pelatihan (Diklat) Bapak/Ibu dapat menyelesaikan pekerjaan dengan cepat tepat sesuai dengan ketentuan.     |    |   |    |    |     |
| 6  | Bapak/Ibu berpartisipasi aktif dalam pelaksanaan program pendidikan/ pelatihan (Diklat) .                                                |    |   |    |    |     |

### Kompetensi (Y)

| No | Pertanyaan                                                                  | ST | S | RR | TS | STS |
|----|-----------------------------------------------------------------------------|----|---|----|----|-----|
| 1  | Pengetahuan yang anda miliki sesuai dengan standar perusahaan.              |    |   |    |    |     |
| 2  | Dengan pengetahuan yang anda miliki anda dapat menyelesaikan tugas.         |    |   |    |    |     |
| 3  | Dengan pengetahuan yang anda miliki anda mampu memecahkan masalah pekerjaan |    |   |    |    |     |
| 4  | Keterampilan yang anda miliki sesuai dengan standar perusahaan.             |    |   |    |    |     |
| 5  | Dengan keterampilan yang anda miliki anda memiliki inisiatif dalam bekerja. |    |   |    |    |     |
| 6  | Dengan keterampilan anda dapat menyelesaikan pekerjaan.                     |    |   |    |    |     |
| 7  | Saya dapat memberikan ide yang baik dalam bekerja                           |    |   |    |    |     |
| 8  | Saya dapat berpikir kreatif dalam melaksanakan pekerjaan                    |    |   |    |    |     |
| 9  | Anda mampu berkomunikasi dengan baik terhadap sesama rekan kerja            |    |   |    |    |     |

## Lampiran 2

Hasil jawaban responden untuk variabel Pendidikan dan Pelatihan

| No<br>Responden | Variabel X |   |   |   |   |   | Total<br>Skor |
|-----------------|------------|---|---|---|---|---|---------------|
|                 | 1          | 2 | 3 | 4 | 5 | 6 |               |
| 1               | 3          | 4 | 5 | 3 | 3 | 4 | 22            |
| 2               | 4          | 4 | 5 | 5 | 4 | 5 | 27            |
| 3               | 3          | 3 | 5 | 4 | 4 | 3 | 22            |
| 4               | 4          | 3 | 5 | 4 | 5 | 3 | 24            |
| 5               | 3          | 4 | 3 | 5 | 4 | 3 | 22            |
| 6               | 5          | 4 | 4 | 4 | 3 | 4 | 24            |
| 7               | 4          | 5 | 5 | 4 | 3 | 4 | 25            |
| 8               | 5          | 5 | 4 | 5 | 5 | 5 | 29            |
| 9               | 4          | 4 | 5 | 4 | 3 | 4 | 24            |
| 10              | 5          | 5 | 5 | 5 | 5 | 5 | 30            |
| 11              | 3          | 3 | 3 | 3 | 3 | 4 | 19            |
| 12              | 4          | 5 | 4 | 4 | 5 | 5 | 27            |
| 13              | 4          | 3 | 4 | 3 | 4 | 4 | 22            |
| 14              | 5          | 4 | 5 | 4 | 5 | 5 | 28            |
| 15              | 5          | 5 | 5 | 5 | 4 | 5 | 29            |
| 16              | 4          | 4 | 4 | 4 | 3 | 4 | 23            |
| 17              | 5          | 5 | 5 | 3 | 4 | 4 | 26            |
| 18              | 4          | 4 | 4 | 4 | 5 | 5 | 26            |
| 19              | 5          | 5 | 5 | 5 | 5 | 3 | 28            |
| 20              | 4          | 3 | 4 | 3 | 4 | 3 | 21            |
| 21              | 5          | 5 | 5 | 5 | 5 | 3 | 28            |
| 22              | 4          | 3 | 4 | 4 | 5 | 4 | 24            |
| 23              | 5          | 5 | 5 | 5 | 4 | 4 | 28            |
| 24              | 4          | 5 | 4 | 4 | 5 | 5 | 27            |
| 25              | 4          | 4 | 5 | 4 | 4 | 4 | 25            |
| 26              | 5          | 5 | 5 | 5 | 5 | 5 | 30            |
| 27              | 5          | 4 | 4 | 4 | 5 | 4 | 26            |
| 28              | 4          | 3 | 5 | 4 | 4 | 5 | 25            |
| 29              | 5          | 4 | 4 | 5 | 4 | 4 | 26            |
| 30              | 4          | 5 | 3 | 4 | 5 | 5 | 26            |
| 31              | 3          | 4 | 5 | 3 | 3 | 4 | 22            |
| 32              | 4          | 4 | 5 | 5 | 4 | 5 | 27            |
| 33              | 3          | 3 | 5 | 4 | 4 | 3 | 22            |
| 34              | 4          | 3 | 5 | 4 | 5 | 3 | 24            |
| 35              | 3          | 4 | 3 | 5 | 4 | 3 | 22            |
| 36              | 5          | 4 | 4 | 4 | 3 | 4 | 24            |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 37 | 4 | 5 | 5 | 4 | 3 | 4 | 25 |
| 38 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 39 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 41 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 42 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 43 | 4 | 3 | 3 | 3 | 4 | 4 | 21 |
| 44 | 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 45 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 46 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 47 | 5 | 5 | 5 | 3 | 4 | 4 | 26 |
| 48 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 49 | 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 50 | 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| 51 | 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 52 | 4 | 3 | 4 | 4 | 5 | 4 | 24 |
| 53 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 54 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 55 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 57 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 58 | 4 | 3 | 5 | 4 | 4 | 5 | 25 |
| 59 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 60 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 61 | 3 | 4 | 5 | 3 | 3 | 4 | 22 |
| 62 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 63 | 3 | 3 | 5 | 4 | 4 | 3 | 22 |
| 64 | 4 | 3 | 5 | 4 | 5 | 3 | 24 |
| 65 | 3 | 4 | 3 | 5 | 4 | 3 | 22 |
| 66 | 5 | 4 | 4 | 4 | 3 | 4 | 24 |
| 67 | 4 | 5 | 5 | 4 | 3 | 4 | 25 |
| 68 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 69 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 70 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 71 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 72 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 73 | 4 | 3 | 3 | 3 | 4 | 4 | 21 |
| 74 | 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 75 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |

### Hasil Jawaban Responden Untuk Variabel Kompetensi

| No<br>responde<br>n | Item Variabel Y |   |   |   |   |   |   |   |   | Total<br>Skor |
|---------------------|-----------------|---|---|---|---|---|---|---|---|---------------|
|                     | 1               | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |               |
| 1                   | 4               | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 37            |
| 2                   | 3               | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 36            |
| 3                   | 4               | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 39            |
| 4                   | 3               | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 33            |
| 5                   | 4               | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 3 | 36            |
| 6                   | 4               | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36            |
| 7                   | 5               | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 36            |
| 8                   | 4               | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 40            |
| 9                   | 5               | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 38            |
| 10                  | 4               | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 37            |
| 11                  | 5               | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 40            |
| 12                  | 3               | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 33            |
| 13                  | 4               | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 41            |
| 14                  | 5               | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45            |
| 15                  | 5               | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 40            |
| 16                  | 5               | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 42            |
| 17                  | 4               | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 38            |
| 18                  | 4               | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36            |
| 19                  | 4               | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41            |
| 20                  | 5               | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 41            |
| 21                  | 4               | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 33            |
| 22                  | 5               | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 39            |
| 23                  | 4               | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 39            |
| 24                  | 5               | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 39            |
| 25                  | 4               | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 42            |



|    |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|----|
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 35 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 28 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 37 |
| 29 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 39 |
| 30 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 40 |
| 31 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 33 |
| 32 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 38 |
| 33 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 36 |
| 34 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 37 |
| 35 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 32 |
| 36 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 37 |
| 37 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 38 |
| 38 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 39 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 38 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 41 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 34 |
| 42 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 40 |
| 43 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 35 |
| 44 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 41 |
| 45 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 4 | 39 |
| 46 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 38 |
| 47 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| 48 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 49 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 39 |
| 50 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 36 |
| 51 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 41 |
| 52 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 37 |
| 53 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |

|    |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|----|
| 54 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 40 |
| 55 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 37 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 57 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 38 |
| 58 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 39 |
| 59 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 40 |
| 60 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 35 |
| 61 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 42 |
| 62 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 31 |
| 63 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 39 |
| 64 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 5 | 5 | 37 |
| 65 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 38 |
| 66 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 40 |
| 67 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 33 |
| 68 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 36 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 70 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 34 |
| 71 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 37 |
| 72 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 36 |
| 73 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 39 |
| 74 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 32 |
| 75 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 38 |

### Lampiran 3

#### Hasil pengolahan data SPSS

#### Frekuensi hasil jawaban Pendidikan dan Pelatihan

**P1**

|         | Frequency | Percent | Valid Percent | Comulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 12        | 16.0    | 16.0          | 16.0               |
| 4       | 34        | 45.3    | 45.3          | 61.3               |
| 5       | 29        | 38.7    | 38.7          | 100.0              |
| Total   | 75        | 100.0   | 100.0         |                    |

**P2**

|         | Frequency | Percent | Valid Percent | Comulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 18        | 24.0    | 24.0          | 24.0               |
| 4       | 29        | 38.7    | 38.7          | 62.7               |
| 5       | 28        | 37.3    | 37.3          | 100.0              |
| Total   | 75        | 100.0   | 100.0         |                    |

**P3**

|         | Frequency | Percent | Valid Percent | Comulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 18        | 24.0    | 24.0          | 24.0               |
| 4       | 29        | 38.7    | 38.7          | 62.7               |
| 5       | 28        | 37.3    | 37.3          | 100.0              |
| Total   | 75        | 100.0   | 100.0         |                    |

**P4**

|         | Frequency | Percent | Valid Percent | Comulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 9         | 12.0    | 12.0          | 12.0               |
| 4       | 24        | 32.0    | 32.0          | 44.0               |
| 5       | 42        | 56.0    | 56.0          | 100.0              |
| Total   | 75        | 100.0   | 100.0         |                    |

**P5**

|         | Frequency | Percent | Valid Percent | Comulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 13        | 17.3    | 17.3          | 17.3               |
| 4       | 37        | 49.3    | 49.3          | 66.7               |
| 5       | 25        | 33.3    | 33.3          | 100.0              |
| Total   | 75        | 100.0   | 100.0         |                    |

**P6**

|         | Frequency | Percent | Valid Percent | Comulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 17        | 22.7    | 22.7          | 22.7               |
| 4       | 28        | 37.3    | 37.3          | 60.0               |
| 5       | 30        | 40.0    | 40.0          | 100.0              |
| Total   | 75        | 100.0   | 100.0         |                    |

**P7**

|         | Frequency | Percent | Valid Percent | Comulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 15        | 20.0    | 20.0          | 20.0               |
| 4       | 32        | 42.7    | 42.7          | 62.7               |
| 5       | 28        | 37.3    | 37.3          | 100.0              |
| Total   | 75        | 100.0   | 100.0         |                    |

**P8**

|         | Frequency | Percent | Valid Percent | Comulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 13        | 17.3    | 17.3          | 17.3               |
| 4       | 35        | 46.7    | 46.7          | 64.0               |
| 5       | 27        | 36.0    | 36.0          | 100.0              |
| Total   | 75        | 100.0   | 100.0         |                    |

**P9**

|         | Frequency | Percent | Valid<br>Percent | Comulat<br>ive<br>Percent |
|---------|-----------|---------|------------------|---------------------------|
| Valid 3 | 19        | 25.3    | 25.3             | 25.3                      |
| 4       | 30        | 40.0    | 40.0             | 65.3                      |
| 5       | 26        | 34.7    | 34.7             | 100.0                     |
| Total   | 75        | 100.0   | 100.0            |                           |

**10**

|         | Frequency | Percent | Valid<br>Percent | Comulative<br>Percent |
|---------|-----------|---------|------------------|-----------------------|
| Valid 3 | 7         | 9.3     | 9.3              | 9.3                   |
| 4       | 29        | 38.7    | 38.7             | 48.0                  |
| 5       | 39        | 52.0    | 52.0             | 100.0                 |
| Total   | 75        | 100.0   | 100.0            |                       |

**P11****P12**

|         | Frequency | Percent | Valid<br>Percent | Comulat<br>ive<br>Percent |
|---------|-----------|---------|------------------|---------------------------|
| Valid 3 | 14        | 18.7    | 18.7             | 18.7                      |
| 4       | 38        | 50.7    | 50.7             | 69.3                      |
| 5       | 23        | 30.7    | 30.7             | 100.0                     |
| Total   | 75        | 100.0   | 100.0            |                           |

|         | Frequency | Percent | Valid<br>Percent | Comulative<br>Percent |
|---------|-----------|---------|------------------|-----------------------|
| Valid 3 | 17        | 22.7    | 22.7             | 22.7                  |
| 4       | 29        | 38.7    | 38.7             | 61.3                  |
| 5       | 29        | 38.7    | 38.7             | 100.0                 |
| Total   | 75        | 100.0   | 100.0            |                       |

**P13**

|         | Frequency | Percent | Valid<br>Percent | Comulat<br>ive<br>Percent |
|---------|-----------|---------|------------------|---------------------------|
| Valid 3 | 13        | 17.3    | 17.3             | 17.3                      |
| 4       | 36        | 48.0    | 48.0             | 65.3                      |
| 5       | 26        | 34.7    | 34.7             | 100.0                     |
| Total   | 75        | 100.0   | 100.0            |                           |

**P14**

|         | Frequency | Percent | Valid<br>Percent | Comulative<br>Percent |
|---------|-----------|---------|------------------|-----------------------|
| Valid 3 | 11        | 14.7    | 14.7             | 14.7                  |
| 4       | 29        | 38.7    | 38.7             | 53.3                  |
| 5       | 35        | 46.7    | 46.7             | 100.0                 |
| Total   | 75        | 100.0   | 100.0            |                       |

**P15**

|         | Frequency | Percent | Valid<br>Percent | Comulative<br>Percent |
|---------|-----------|---------|------------------|-----------------------|
| Valid 3 | 10        | 13.3    | 13.3             | 13.3                  |
| 4       | 33        | 44.0    | 44.0             | 57.3                  |
| 5       | 32        | 42.7    | 42.7             | 100.0                 |
| Total   | 75        | 100.0   | 100.0            |                       |