**RESEARCH QUESTIONNAIRE**

Kepada Yth.,

Bapak/Ibu/Saudara/i

Di Tempat

Perkenalkan saya Adeline A. Raphani, mahasiswi Program Studi Manajemen S1 Universitas Mercu Buana, Jakarta. Saat ini, saya sedang melakukan penelitian dalam rangka penulisan skripsi mengenai "Pengaruh Motivasi Intrinsik dan Pelatihan terhadap Kinerja Pegawai/Karyawan dengan dimediasi Keterikatan Pegawai/Karyawan".

Mohon kesediaan Bapak/Ibu/Saudara/i mengisi kuesioner berikut, TANPA mencantumkan Nama dan Identitas lain. Semua hasil terkait kuesioner penelitian ini bersifat confidential.

Saya mengucapkan terima kasih atas kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner ini.

Hormat saya,

Adeline A. Raphani.

**Bagian A: Data Singkat Responden dan Organisasi**

1. Jenis kelamin :

a. Perempuan b. Laki-laki

1. Usia :

a. < 20 tahun c. > 30 – 45 tahun

b. 20 – 30 tahun d. > 45 tahun

1. Pendidikan terakhir :
   1. SMA dan sederajat d. S2
   2. D1/D2/D3 e. S3
   3. S1 dan sederajat
2. Organisasi tempat saya bekerja :
   1. Berorientasi pada laba (for profit)
   2. Tidak berorientasi pada laba/Nirlaba (not-for-profit)
3. Saya telah bekerja di organisasi ini selama :
   1. < 1 tahun c. > 3 – 5 tahun
   2. ≥ 1 – 3 tahun d. > 5 tahun
4. Saya adalah pegawai/karyawan tetap :
   1. Ya b. Tidak
5. Jabatan saya pada saat ini sebagai :
   1. Pegawai/Karyawan d. Manajer Madya
   2. Staf e. Manajer Puncak
   3. Manajer Lini Pertama f. Lainnya: \_\_\_\_\_\_\_
6. Organisasi di mana saya berkerja berada di DKI Jakarta :
   1. Ya b. Tidak

**Bagian B: Kuesioner Penelitian**

Pada bagian ini Bapak/Ibu/Saudara/i diminta untuk memberikan jawaban dengan:

“STS = Sangat Tidak Setuju”, “TS = Tidak Setuju”, “R = Ragu-Ragu”, “S = Setuju”, atau “SS = Sangat Setuju.”

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| **No.** | **Pernyataan** | **STS** | **TS** | **R** | **S** | **SS** |
| **Employee Performance** | | | | | | |
| 1 | Kualitas hasil kerja saya sesuai standar yang ditentukan organisasi. |  |  |  |  |  |
| 2 | Kuantitas hasil kerja saya sesuai target yang ditentukan organisasi. |  |  |  |  |  |
| 3 | Saya menyelesaikan pekerjaan saya secara efektif. |  |  |  |  |  |
| 4 | Saya menyelesaikan pekerjaan saya secara efisien. |  |  |  |  |  |
| 5 | Saya mengikuti waktu kerja yang ditentukan organisasi. |  |  |  |  |  |
| 6 | Saya mampu berkomunikasi efektif dengan atasan di dalam organisasi. |  |  |  |  |  |
| 7 | Saya bersikap sopan selama di tempat kerja. |  |  |  |  |  |
| 8 | Saya mengutamakan kerja-sama tim dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 9 | Saya mulai mengerjakan tugas baru begitu tugas lama saya selesai. |  |  |  |  |  |
| 10 | Saya mampu memberikan ide-ide baru yang berguna bagi organisasi. |  |  |  |  |  |
| **Intrinsic Motivation** | | | | | | |
| 11 | Saya tertantang menyelesaikan tugas pekerjaan dengan baik. |  |  |  |  |  |
| 12 | Saya puas dengan prestasi kerja yang telah saya capai. |  |  |  |  |  |
| 13 | Saya sangat menyukai pekerjaan saya. |  |  |  |  |  |
| 14 | Dalam bekerja saya bersikap proaktif, tidak hanya menunggu perintah dari atasan. |  |  |  |  |  |

Statement Continuation

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| **No.** | **Pernyataan** | **STS** | **TS** | **R** | **S** | **SS** |
| **Intrinsic Motivation** | | | | | | |
| 15 | Saya mendapat penghargaan pimpinan atas pekerjaan saya bila hasilnya memuaskan. |  |  |  |  |  |
| 16 | Adanya penghargaan dari pimpinan atas prestasi kerja saya membuat saya lebih termotivasi dalam bekerja. |  |  |  |  |  |
| 17 | Kemampuan saya dalam berkerja diakui teman sekerja. |  |  |  |  |  |
| 18 | Digunakannya ide dan saran saya di tempat kerja membuat saya bersemangat. |  |  |  |  |  |
| 19 | Saya bekerja dengan penuh rasa tanggung jawab. |  |  |  |  |  |
| 20 | Saya merasa tertantang untuk menyelesaikan tugas yang diberikan. |  |  |  |  |  |
| 21 | Program pengembangan karir yang disediakan organisasi memotivasi saya untuk lebih berkembang dan maju. |  |  |  |  |  |
| 22 | Program pendidikan dan pengembangan karyawan sangat berguna meningkatkan kemampuan kerja saya. |  |  |  |  |  |
| 23 | Saya mampu melakukan semua pekerjaan yang diberikan kepada saya dengan baik. |  |  |  |  |  |
| 24 | Atasan selalu mengkomunikasikan kepada saya hal-hal yang berhubungan pencapaian tugas. |  |  |  |  |  |
| 25 | Saya bersedia bekerja lembur ketika diperlukan. |  |  |  |  |  |
| **Training** | | | | | | |
| 26 | Saya memahami materi yang diberikan pengajar. |  |  |  |  |  |
| 27 | Saya memperoleh fasilitas yang memadai selama pelatihan berlangsung. |  |  |  |  |  |

Statement Continuation

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| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **R** | **S** | **SS** |
| **Training** | | | | | | |
| 28 | Saya didukung oleh proses administrasi yang baik selama pelatihan. |  |  |  |  |  |
| 29 | Saya mendapatkan pelatihan yang sesuai dengan tujuan pelatihan. |  |  |  |  |  |
| 30 | Materi pelatihan bermanfaat bagi pekerjaan saya. |  |  |  |  |  |
| 31 | Setelah pelatihan, saya memperoleh pengetahuan dari pelatihan. |  |  |  |  |  |
| 32 | Setelah pelatihan, saya memperoleh keterampilan sesuai dengan pekerjaan saya. |  |  |  |  |  |
| 33 | Setelah pelatihan, saya meperoleh keterampilan mengenai hubungan interpersonal. |  |  |  |  |  |
| 34 | Saya terapkan keterampilan teknis dari mengikuti pelatihan di tempat kerja. |  |  |  |  |  |
| 35 | Setelah pelatihan, saya menjadi lebih toleran menghadapi keberagaman di tempat kerja. |  |  |  |  |  |
| 36 | Setelah pelatihan, saya menjadi lebih termotivasi untuk belajar hal-hal baru. |  |  |  |  |  |
| 37 | Setelah pelatihan, saya lebih peduli terhadap pentingnya mengutamakan keselamatan kerja. |  |  |  |  |  |
| 38 | Setelah pelatihan, kepedulian saya terhadap pentingnya pelayanan kepada pelanggan baik internal/eksternal meningkat. |  |  |  |  |  |
| 39 | Setelah pelatihan, saya menjadi lebih produktif dalam bekerja. |  |  |  |  |  |
| 40 | Setelah pelatihan, kualitas hasil kerja saya meningkat. |  |  |  |  |  |
| 41 | Saya lebih peduli untuk menekan biaya perusahaan setelah pelatihan. |  |  |  |  |  |

Statement Continuation

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | | | | **STS** | | **TS** | **R** | **S** | | **SS** | |
| **Training** | | | | | | | | | | | | |
| 42 | Setelah pelatihan, kepedulian saya terhadap kepuasan pelanggan menjadi meningkat. | | | |  | |  |  |  | |  | |
| 43 | Setelah pelatihan, kepedulian saya mengurangi kecelakaan kerja sampai nol meningkat. | | | |  | |  |  |  | |  | |
| 44 | Saya mendapatkan pelatihan sesuai dengan anggaran yang telah ditetapkan. | | | |  | |  |  |  | |  | |
| 45 | Menurut saya, pelatihan yang diberikan, baik secara langsung maupun tidak langsung, bermanfaat bagi (meningkatkan laba) organisasi. | | | |  | |  |  |  | |  | |
| **Employee Engagement** | | | | | | | | | | | | |
| 46 | Saya merasa amat bersemangat di tempat kerja. | | | |  | |  |  |  | |  | |
| 47 | Saya mampu bekerja dalam rentang waktu yang lama. | | | |  | |  |  |  | |  | |
| 48 | Saya tetap bekerja tekun, meskipun ada masalah. | | | |  | |  |  |  | |  | |
| 49 | Menurut saya, pekerjaan saya penting. | | | |  | |  |  |  | |  | |
| 50 | Saya antusias terhadap pekerjaan saya. | | | |  | |  |  |  | |  | |
| 51 | Saya terinspirasi dari pekerjaan saya. | | | |  | |  |  |  | |  | |
| 52 | Saya bangga pada apa yang saya kerjakan. | | | |  | |  |  |  | |  | |
| 53 | Menurut saya, pekerjaan saya menantang. | | | |  | |  |  |  | |  | |
| 54 | Saya fokus pada pekerjaan yang saya lakukan. | | | |  | |  |  |  | |  | |
| 55 | Saya menghayati pekerjaan saya. | | | |  | |  |  |  | |  | |
| 56 | Waktu terasa berjalan dengan cepat saya bekerja. | | | |  | |  |  |  | |  | |
| 57 | Ketika saya bekerja, saya lupa waktu. | | | |  | |  |  |  | |  | |
| 58 | Saya merasa sulit melepaskan diri dari pekerjaan. | | | |  | |  |  |  | |  | |
| Respondent No. | | Gender | Age | Level of Education | | Organization's profit orientation | | | | Year of Service | |
| 1 | | 1 | 2 | 3 | | 1 | | | | 3 | |
| 2 | | 1 | 2 | 3 | | 2 | | | | 3 | |
| 3 | | 1 | 2 | 3 | | 2 | | | | 2 | |
| 4 | | 1 | 2 | 3 | | 1 | | | | 2 | |
| 5 | | 1 | 2 | 3 | | 1 | | | | 3 | |
| 6 | | 1 | 4 | 5 | | 2 | | | | 4 | |
| 7 | | 2 | 2 | 3 | | 1 | | | | 4 | |
| 8 | | 1 | 4 | 3 | | 1 | | | | 4 | |
| 9 | | 2 | 2 | 3 | | 1 | | | | 2 | |
| 10 | | 2 | 2 | 3 | | 1 | | | | 4 | |
| 11 | | 1 | 4 | 5 | | 2 | | | | 4 | |
| 12 | | 2 | 3 | 4 | | 1 | | | | 4 | |
| 13 | | 1 | 3 | 3 | | 1 | | | | 4 | |
| 14 | | 2 | 3 | 3 | | 2 | | | | 3 | |
| 15 | | 1 | 3 | 4 | | 1 | | | | 2 | |
| 16 | | 1 | 2 | 4 | | 1 | | | | 3 | |
| 17 | | 2 | 3 | 3 | | 1 | | | | 4 | |
| 18 | | 1 | 3 | 3 | | 2 | | | | 4 | |
| 19 | | 1 | 2 | 3 | | 1 | | | | 3 | |
| 20 | | 2 | 2 | 3 | | 2 | | | | 4 | |
| 21 | | 2 | 2 | 1 | | 1 | | | | 2 | |
| 22 | | 2 | 1 | 1 | | 2 | | | | 2 | |
| 23 | | 2 | 3 | 3 | | 1 | | | | 4 | |
| 24 | | 2 | 2 | 3 | | 1 | | | | 2 | |
| 25 | | 2 | 3 | 3 | | 1 | | | | 2 | |
| 26 | | 2 | 2 | 3 | | 2 | | | | 4 | |
| 27 | | 2 | 3 | 3 | | 2 | | | | 4 | |
| 28 | | 1 | 3 | 3 | | 1 | | | | 4 | |
| 29 | | 2 | 2 | 1 | | 2 | | | | 3 | |
| 30 | | 1 | 4 | 5 | | 1 | | | | 3 | |
| 31 | | 1 | 2 | 3 | | 1 | | | | 2 | |
| 32 | | 1 | 2 | 3 | | 1 | | | | 3 | |
| 33 | | 2 | 3 | 3 | | 1 | | | | 3 | |
| 34 | | 1 | 2 | 3 | | 1 | | | | 2 | |
| 35 | | 1 | 2 | 3 | | 1 | | | | 2 | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respondent No. | | Gender | | Age | | Level of Education | | | Organization's profit orientation | | | | Year of Service | |
| 36 | | 2 | | 2 | | 3 | | | 1 | | | | 2 | |
| 37 | | 1 | | 2 | | 3 | | | 1 | | | | 2 | |
| 38 | | 2 | | 2 | | 3 | | | 1 | | | | 2 | |
| 39 | | 2 | | 2 | | 3 | | | 1 | | | | 2 | |
| 40 | | 2 | | 3 | | 4 | | | 2 | | | | 4 | |
| 41 | | 2 | | 2 | | 3 | | | 1 | | | | 2 | |
| 42 | | 2 | | 2 | | 3 | | | 1 | | | | 2 | |
| 43 | | 1 | | 2 | | 2 | | | 2 | | | | 2 | |
| 44 | | 2 | | 3 | | 3 | | | 1 | | | | 2 | |
| 45 | | 1 | | 3 | | 1 | | | 2 | | | | 2 | |
| 46 | | 1 | | 2 | | 1 | | | 1 | | | | 2 | |
| 47 | | 2 | | 3 | | 4 | | | 2 | | | | 4 | |
| 48 | | 1 | | 2 | | 3 | | | 1 | | | | 2 | |
| 49 | | 2 | | 3 | | 3 | | | 2 | | | | 4 | |
| 50 | | 2 | | 3 | | 4 | | | 1 | | | | 4 | |
| 51 | | 1 | | 4 | | 3 | | | 1 | | | | 4 | |
| 52 | | 1 | | 4 | | 4 | | | 1 | | | | 4 | |
| 53 | | 2 | | 3 | | 4 | | | 1 | | | | 4 | |
| 54 | | 1 | | 3 | | 4 | | | 1 | | | | 4 | |
| 55 | | 1 | | 3 | | 3 | | | 1 | | | | 2 | |
| 56 | | 1 | | 2 | | 3 | | | 2 | | | | 4 | |
| 57 | | 2 | | 4 | | 4 | | | 1 | | | | 4 | |
| 58 | | 2 | | 4 | | 3 | | | 1 | | | | 4 | |
| 59 | | 2 | | 2 | | 4 | | | 1 | | | | 2 | |
| 60 | | 2 | | 3 | | 3 | | | 2 | | | | 3 | |
| 61 | | 1 | | 2 | | 3 | | | 1 | | | | 2 | |
| 62 | | 2 | | 2 | | 3 | | | 1 | | | | 2 | |
| 63 | | 2 | | 4 | | 4 | | | 1 | | | | 4 | |
| 64 | | 2 | | 2 | | 4 | | | 1 | | | | 3 | |
| 65 | | 1 | | 3 | | 3 | | | 1 | | | | 4 | |
| 66 | | 1 | | 4 | | 4 | | | 2 | | | | 4 | |
| 67 | | 1 | | 2 | | 3 | | | 1 | | | | 3 | |
| 68 | | 2 | | 4 | | 4 | | | 2 | | | | 4 | |
| 69 | | 1 | | 2 | | 4 | | | 1 | | | | 3 | |
| 70 | | 2 | | 3 | | 4 | | | 1 | | | | 3 | |
| 71 | | 2 | | 4 | | 4 | | | 2 | | | | 4 | |
| Respondent No. | | Gender | | Age | | Level of Education | | | Organization's profit orientation | | | | Year of Service | |
| 72 | | 1 | | 3 | | 4 | | | 2 | | | | 4 | |
| 73 | | 1 | | 2 | | 3 | | | 1 | | | | 2 | |
| 74 | | 1 | | 4 | | 4 | | | 1 | | | | 4 | |
| 75 | | 1 | | 2 | | 4 | | | 2 | | | | 3 | |
| 76 | | 2 | | 2 | | 3 | | | 1 | | | | 2 | |
| 77 | | 2 | | 2 | | 4 | | | 1 | | | | 2 | |
| 78 | | 1 | | 2 | | 3 | | | 1 | | | | 3 | |
| 79 | | 2 | | 4 | | 4 | | | 2 | | | | 4 | |
| 80 | | 1 | | 2 | | 4 | | | 1 | | | | 3 | |
| 81 | | 1 | | 2 | | 4 | | | 1 | | | | 3 | |
| 82 | | 1 | | 3 | | 3 | | | 2 | | | | 3 | |
| 83 | | 2 | | 3 | | 3 | | | 1 | | | | 3 | |
| 84 | | 1 | | 4 | | 3 | | | 2 | | | | 4 | |
| 85 | | 2 | | 3 | | 3 | | | 2 | | | | 4 | |
| 86 | | 1 | | 4 | | 3 | | | 1 | | | | 4 | |
| 87 | | 1 | | 3 | | 3 | | | 1 | | | | 4 | |
| 88 | | 2 | | 3 | | 4 | | | 1 | | | | 3 | |
| 89 | | 1 | | 3 | | 3 | | | 2 | | | | 4 | |
| 90 | | 1 | | 2 | | 4 | | | 1 | | | | 3 | |
| 91 | | 2 | | 3 | | 3 | | | 2 | | | | 4 | |
| 92 | | 1 | | 2 | | 3 | | | 1 | | | | 2 | |
| 93 | | 1 | | 3 | | 4 | | | 2 | | | | 4 | |
| 94 | | 1 | | 3 | | 4 | | | 1 | | | | 4 | |
| 95 | | 1 | | 2 | | 3 | | | 2 | | | | 2 | |
| 96 | | 1 | | 2 | | 4 | | | 2 | | | | 4 | |
| 97 | | 2 | | 2 | | 3 | | | 2 | | | | 4 | |
| 98 | | 1 | | 2 | | 3 | | | 1 | | | | 2 | |
| 99 | | 1 | | 3 | | 3 | | | 1 | | | | 4 | |
| 100 | | 2 | | 2 | | 3 | | | 2 | | | | 3 | |
| 101 | | 1 | | 2 | | 3 | | | 2 | | | | 2 | |
| 102 | | 1 | | 3 | | 4 | | | 1 | | | | 4 | |
| 103 | | 2 | | 3 | | 3 | | | 2 | | | | 4 | |
| 104 | | 2 | | 2 | | 3 | | | 2 | | | | 2 | |
| 105 | | 1 | | 2 | | 3 | | | 1 | | | | 2 | |
| 106 | | 1 | | 2 | | 3 | | | 2 | | | | 2 | |
| 107 | | 1 | | 3 | | 3 | | | 1 | | | | 3 | |
| Respondent No. | EP1 | | EP2 | | EP3 | | EP4 | EP5 | | EP6 | EP7 | EP8 | | EP9 | | EP10 |
| 1 | 5 | | 5 | | 5 | | 5 | 5 | | 4 | 4 | 4 | | 5 | | 4 |
| 2 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 4 | 4 | | 3 | | 3 |
| 3 | 4 | | 4 | | 4 | | 4 | 5 | | 5 | 5 | 5 | | 3 | | 3 |
| 4 | 4 | | 5 | | 4 | | 4 | 4 | | 4 | 4 | 4 | | 5 | | 3 |
| 5 | 4 | | 4 | | 4 | | 3 | 5 | | 4 | 5 | 5 | | 2 | | 4 |
| 6 | 4 | | 4 | | 4 | | 5 | 5 | | 3 | 4 | 4 | | 3 | | 4 |
| 7 | 5 | | 5 | | 4 | | 5 | 5 | | 5 | 5 | 5 | | 5 | | 5 |
| 8 | 4 | | 4 | | 4 | | 4 | 5 | | 4 | 4 | 4 | | 4 | | 4 |
| 9 | 4 | | 4 | | 4 | | 5 | 5 | | 5 | 5 | 5 | | 4 | | 4 |
| 10 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 4 | 4 | | 4 | | 4 |
| 11 | 5 | | 5 | | 5 | | 5 | 5 | | 5 | 5 | 5 | | 5 | | 5 |
| 12 | 4 | | 4 | | 5 | | 5 | 5 | | 5 | 5 | 4 | | 4 | | 5 |
| 13 | 4 | | 4 | | 4 | | 4 | 4 | | 5 | 5 | 4 | | 4 | | 5 |
| 14 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 4 | 4 | | 4 | | 4 |
| 15 | 3 | | 4 | | 5 | | 4 | 1 | | 4 | 3 | 3 | | 3 | | 3 |
| 16 | 4 | | 4 | | 5 | | 5 | 4 | | 5 | 5 | 4 | | 2 | | 5 |
| 17 | 4 | | 4 | | 3 | | 4 | 4 | | 5 | 5 | 3 | | 5 | | 5 |
| 18 | 4 | | 2 | | 2 | | 2 | 4 | | 4 | 4 | 3 | | 2 | | 5 |
| 19 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 4 | 3 | | 4 | | 4 |
| 20 | 4 | | 4 | | 3 | | 3 | 4 | | 4 | 3 | 5 | | 4 | | 4 |
| 21 | 3 | | 4 | | 4 | | 3 | 4 | | 3 | 3 | 4 | | 3 | | 3 |
| 22 | 4 | | 2 | | 4 | | 4 | 2 | | 4 | 4 | 4 | | 4 | | 4 |
| 23 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 5 | 5 | | 5 | | 4 |
| 24 | 4 | | 4 | | 4 | | 3 | 2 | | 3 | 4 | 4 | | 4 | | 4 |
| 25 | 4 | | 4 | | 5 | | 5 | 5 | | 5 | 5 | 5 | | 5 | | 5 |
| 26 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 3 | 4 | | 2 | | 4 |
| 27 | 4 | | 2 | | 4 | | 4 | 4 | | 4 | 4 | 4 | | 4 | | 4 |
| 28 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 4 | 4 | | 4 | | 4 |
| 29 | 4 | | 4 | | 4 | | 3 | 4 | | 3 | 5 | 3 | | 5 | | 5 |
| 30 | 5 | | 5 | | 5 | | 5 | 5 | | 3 | 5 | 5 | | 5 | | 5 |
| 31 | 5 | | 5 | | 5 | | 5 | 5 | | 5 | 5 | 5 | | 5 | | 4 |
| 32 | 4 | | 3 | | 4 | | 4 | 3 | | 4 | 4 | 4 | | 2 | | 3 |
| 33 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 4 | 4 | | 4 | | 3 |
| 34 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 5 | 5 | | 4 | | 3 |
| 35 | 4 | | 4 | | 4 | | 4 | 4 | | 4 | 5 | 5 | | 4 | | 3 |

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| Respondent No. | EP1 | EP2 | EP3 | EP4 | EP5 | EP6 | EP7 | EP8 | EP9 | EP10 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 39 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 |
| 40 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 41 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 |
| 42 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 |
| 43 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 45 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 |
| 48 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 |
| 49 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 2 | 4 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 51 | 5 | 4 | 5 | 5 | 2 | 5 | 4 | 5 | 2 | 4 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 54 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 56 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 |
| 57 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 |
| 58 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 59 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 61 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 |
| 62 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 64 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
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| Respondent No. | IM11 | IM12 | IM13 | IM14 | IM15 | T1 | T2 | T3 | T4 | T5 |
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| Respondent No. | IM11 | IM12 | IM13 | IM14 | IM15 | T1 | T2 | T3 | T4 | T5 |
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| Respondent No. | IM11 | IM12 | IM13 | IM14 | IM15 | T1 | T2 | T3 | T4 | T5 |
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| 24 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
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| 26 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 30 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 33 | 1 | 1 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respondent No. | T6 | T7 | T8 | T9 | T10 | T11 | T12 | T13 | T14 | T15 |
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| 40 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 41 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 |
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| Respondent No. | T6 | T7 | T8 | T9 | T10 | T11 | T12 | T13 | T14 | T15 |
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| Respondent No. | T16 | T17 | T18 | T19 | T20 | EE1 | EE2 | EE3 | EE4 | EE5 |
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| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 6 | 2 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 |
| 7 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 |
| 8 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 16 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 |
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| 19 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
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| Respondent No. | T16 | T17 | T18 | T19 | T20 | EE1 | EE2 | EE3 | EE4 | EE5 |
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| 39 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 40 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 42 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
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| 44 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 |
| 45 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| Respondent No. | T16 | T17 | T18 | T19 | T20 | EE1 | EE2 | EE3 | EE4 | EE5 |
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| 82 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 84 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 85 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 |
| 86 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 88 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 89 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 91 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 92 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 93 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
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| 95 | 4 | 4 | 4 | 3 | 3 | 1 | 4 | 4 | 4 | 3 |
| 96 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 4 |
| 97 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 98 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
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| 104 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 105 | 2 | 2 | 2 | 4 | 4 | 1 | 1 | 4 | 4 | 3 |
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| 107 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| Respondent No. | EE6 | EE7 | EE8 | EE9 | EE10 | EE11 | EE12 | EE13 |
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| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 |
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| 6 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 |
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| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 2 |
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| 18 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 |
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| 32 | 2 | 4 | 3 | 4 | 3 | 4 | 2 | 2 |
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| Respondent No. | EE6 | EE7 | EE8 | EE9 | EE10 | EE11 | EE12 | EE13 |
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