

## OUTPUT OLAH DATA MENGGUNAKAN SPSS 22.00

### 1. VALIDITAS *ETHICAL CLIMATE-EGOISM*

**Correlations**

		ETIE1	ETIE2	ETIE3	ETIE4	ETHICAL_CLIMATE_EGOISM
ETIE1	Pearson Correlation	1	,429**	,760**	,142	,695**
	Sig. (2-tailed)		,000	,000	,200	,000
	N	83	83	83	83	83
ETIE2	Pearson Correlation	,429**	1	,442**	,466**	,844**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	83	83	83	83	83
ETIE3	Pearson Correlation	,760**	,442**	1	,171	,709**
	Sig. (2-tailed)	,000	,000		,122	,000
	N	83	83	83	83	83
ETIE4	Pearson Correlation	,142	,466**	,171	1	,683**
	Sig. (2-tailed)	,200	,000	,122		,000
	N	83	83	83	83	83
ETHICAL_CLIMATE_EGOISM	Pearson Correlation	,695**	,844**	,709**	,683**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	83	83	83	83	83

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

### 2. RELIABILITAS *ETHICAL CLIMATE-EGOISM*

Cronbach's Alpha	N of Items
,693	4

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ETIE1	4,72	3,691	,516	,623
ETIE2	4,36	2,380	,607	,539
ETIE3	4,65	3,718	,547	,614
ETIE4	4,59	3,220	,361	,716

### 3. VALIDITAS *ETHICAL CLIMATE-BENEVOLENCE*

#### Correlations

		ETIB1	ETIB2	ETIB3	ETIB4	ETHICAL_CLIMATE_BENEVOLENCE
ETIB1	Pearson Correlation	1	,550**	,495**	,535**	,796**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	83	83	83	83	83
ETIB2	Pearson Correlation	,550**	1	,461**	,643**	,857**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	83	83	83	83	83
ETIB3	Pearson Correlation	,495**	,461**	1	,373**	,712**
	Sig. (2-tailed)	,000	,000		,001	,000
	N	83	83	83	83	83
ETIB4	Pearson Correlation	,535**	,643**	,373**	1	,811**
	Sig. (2-tailed)	,000	,000	,001		,000
	N	83	83	83	83	83
ETHICAL_CLIMATE_BENEVOLENCE	Pearson Correlation	,796**	,857**	,712**	,811**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	83	83	83	83	83

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

### 4. RELIABILITAS *ETHICAL CLIMATE-BENEVOLENCE*

#### Reliability Statistics

Cronbach's Alpha	N of Items
,805	4

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ETIB1	13,51	2,912	,646	,747
ETIB2	13,51	2,351	,691	,723
ETIB3	13,49	3,131	,521	,800
ETIB4	13,42	2,710	,644	,744

## 5. VALIDITAS *ETHICAL CLIMATE-PRINCIPLE*

### Correlations

		ETIP1	ETIP2	ETIP3	ETIP4	ETHICAL_CLIMATE_PRINCIPLE
ETIP1	Pearson Correlation	1	,363**	,183	,327**	,641**
	Sig. (2-tailed)		,001	,098	,003	,000
	N	83	83	83	83	83
ETIP2	Pearson Correlation	,363**	1	,246*	,443**	,739**
	Sig. (2-tailed)	,001		,025	,000	,000
	N	83	83	83	83	83
ETIP3	Pearson Correlation	,183	,246*	1	,023	,689**
	Sig. (2-tailed)	,098	,025		,835	,000
	N	83	83	83	83	83
ETIP4	Pearson Correlation	,327**	,443**	,023	1	,559**
	Sig. (2-tailed)	,003	,000	,835		,000
	N	83	83	83	83	83
ETHICAL_CLIMATE_PRINCIPLE	Pearson Correlation	,641**	,739**	,689**	,559**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	83	83	83	83	83

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

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

## 6. RELIABILITAS *ETHICAL CLIMATE-PRINCIPLE (INITIAL)*

### Reliability Statistics

Cronbach's Alpha	N of Items
,534	4

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ETIP1	12,98	2,902	,388	,422
ETIP2	13,12	2,473	,482	,323
ETIP3	13,88	2,302	,210	,640
ETIP4	12,90	3,210	,320	,478



## 9. VALIDITAS LOCUS OF CONTROL INTERNAL (FINAL)

		Correlations													
		LOCUS1	LOCUS2	LOCUS5	LOCUS6	LOCUS7	LOCUS8	LOCUS9	LOCUS10	LOCUS11	LOCUS12	LOCUS13	LOCUS14	LOCUS16	LOCUS_OF_CONTROL_INTERNAL
LOCUS1	Pearson Correlation	1	-.005	-.062	-.078	.070	.103	.116	.253	.259	.080	-.030	.460 <sup>**</sup>	.260	.327 <sup>**</sup>
	Sig. (2-tailed)		.963	.576	.484	.530	.352	.296	.021	.018	.475	.788	.000	.018	.003
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS2	Pearson Correlation	-.005	1	-.145	-.052	.385 <sup>**</sup>	-.030	.055	.039	.202	-.028	-.032	.178	-.059	.242 <sup>**</sup>
	Sig. (2-tailed)	.963		.191	.639	.000	.788	.621	.726	.066	.801	.776	.108	.595	.028
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS5	Pearson Correlation	-.062	-.145	1	.674 <sup>**</sup>	-.003	.321 <sup>**</sup>	.510 <sup>**</sup>	.266	-.016	.273	.504 <sup>**</sup>	.000	.378 <sup>**</sup>	.623 <sup>**</sup>
	Sig. (2-tailed)	.576	.191		.000	.978	.003	.000	.015	.885	.013	.000	.999	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS6	Pearson Correlation	-.078	-.052	.674 <sup>**</sup>	1	.025	.279	.525 <sup>**</sup>	.168	-.180	.120	.427 <sup>**</sup>	-.163	.407 <sup>**</sup>	.554 <sup>**</sup>
	Sig. (2-tailed)	.484	.639	.000		.819	.011	.000	.129	.103	.280	.000	.140	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS7	Pearson Correlation	.070	.385 <sup>**</sup>	-.003	.279	1	.188	.081	.296 <sup>**</sup>	.413 <sup>**</sup>	-.017	-.034	.478 <sup>**</sup>	.156	.384 <sup>**</sup>
	Sig. (2-tailed)	.530	.000	.978	.819		.088	.468	.006	.000	.879	.758	.000	.159	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS8	Pearson Correlation	.103	-.030	.321 <sup>**</sup>	.279	.188	1	.466 <sup>**</sup>	.542 <sup>**</sup>	.131	.275	.310 <sup>**</sup>	.283	.310 <sup>**</sup>	.595 <sup>**</sup>
	Sig. (2-tailed)	.352	.788	.003	.011	.088		.000	.000	.238	.012	.004	.010	.004	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS9	Pearson Correlation	.116	.055	.510 <sup>**</sup>	.525 <sup>**</sup>	.081	.466 <sup>**</sup>	1	.427 <sup>**</sup>	.152	.384 <sup>**</sup>	.426 <sup>**</sup>	.226 <sup>**</sup>	.545 <sup>**</sup>	.766 <sup>**</sup>
	Sig. (2-tailed)	.296	.621	.000	.000	.468	.000		.000	.171	.000	.000	.040	.000	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS10	Pearson Correlation	.253	.039	.266	.168	.296 <sup>**</sup>	.542 <sup>**</sup>	.427 <sup>**</sup>	1	.237	.332 <sup>**</sup>	.286 <sup>**</sup>	.348 <sup>**</sup>	.336 <sup>**</sup>	.639 <sup>**</sup>
	Sig. (2-tailed)	.021	.726	.015	.129	.006	.000	.000		.031	.002	.009	.001	.002	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS11	Pearson Correlation	.259	.202	-.016	-.180	.413 <sup>**</sup>	.131	.152	.237	1	.044	.045	.465 <sup>**</sup>	.153	.348 <sup>**</sup>
	Sig. (2-tailed)	.018	.066	.885	.103	.000	.238	.171	.031		.691	.683	.000	.168	.001
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS12	Pearson Correlation	.080	-.028	.273	.120	-.017	.275	.384 <sup>**</sup>	.332 <sup>**</sup>	.044	1	.145	.051	.178	.441 <sup>**</sup>
	Sig. (2-tailed)	.475	.801	.013	.280	.879	.012	.000	.002	.691		.192	.647	.108	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS13	Pearson Correlation	-.030	-.032	.504 <sup>**</sup>	.427 <sup>**</sup>	-.034	.310 <sup>**</sup>	.426 <sup>**</sup>	.286 <sup>**</sup>	.045	.145	1	-.018	.358 <sup>**</sup>	.559 <sup>**</sup>
	Sig. (2-tailed)	.788	.776	.000	.000	.758	.004	.000	.009	.683	.192		.871	.001	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS14	Pearson Correlation	.460 <sup>**</sup>	.178	.000	-.163	.478 <sup>**</sup>	.283	.226 <sup>**</sup>	.348 <sup>**</sup>	.465 <sup>**</sup>	.051	-.018	1	.276 <sup>**</sup>	.456 <sup>**</sup>
	Sig. (2-tailed)	.000	.108	.999	.140	.000	.010	.040	.001	.000	.647	.871		.012	.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS16	Pearson Correlation	.260	-.059	.378 <sup>**</sup>	.407 <sup>**</sup>	.156	.310 <sup>**</sup>	.545 <sup>**</sup>	.336 <sup>**</sup>	.153	.178	.358 <sup>**</sup>	.276 <sup>**</sup>	1	.662 <sup>**</sup>
	Sig. (2-tailed)	.018	.595	.000	.000	.159	.004	.000	.002	.168	.108	.001	.012		.000
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83
LOCUS_OF_CONTROL_INTERNAL	Pearson Correlation	.327 <sup>**</sup>	.242 <sup>**</sup>	.623 <sup>**</sup>	.554 <sup>**</sup>	.384 <sup>**</sup>	.595 <sup>**</sup>	.766 <sup>**</sup>	.639 <sup>**</sup>	.348 <sup>**</sup>	.441 <sup>**</sup>	.559 <sup>**</sup>	.456 <sup>**</sup>	.662 <sup>**</sup>	1
	Sig. (2-tailed)	.003	.028	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	
	N	83	83	83	83	83	83	83	83	83	83	83	83	83	83

\*. Correlation is significant at the 0.05 level (2-tailed).  
 \*\*. Correlation is significant at the 0.01 level (2-tailed).

## 10. RELIABILITAS LOCUS OF CONTROL INTERNAL

### Reliability Statistics

Cronbach's Alpha	N of Items
.746	13



### 13. VALIDITAS *PERSONAL COST*

**Correlations**

		PC1	PC2	PC3	PERSONAL_ COST
PC1	Pearson Correlation	1	,592**	,262*	,761**
	Sig. (2-tailed)		,000	,017	,000
	N	83	83	83	83
PC2	Pearson Correlation	,592**	1	,348**	,839**
	Sig. (2-tailed)	,000		,001	,000
	N	83	83	83	83
PC3	Pearson Correlation	,262*	,348**	1	,720**
	Sig. (2-tailed)	,017	,001		,000
	N	83	83	83	83
PERSONAL_COST	Pearson Correlation	,761**	,839**	,720**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	83	83	83	83

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

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

### 14. RELIABILITAS *PERSONAL COST*

**Reliability Statistics**

Cronbach's Alpha	N of Items
,657	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PC1	5,30	3,945	,519	,517
PC2	4,84	3,012	,572	,406
PC3	4,02	3,756	,347	,732

## 15. VALIDITAS KESERIOUSAN PELANGGARAN

### Correlations

		KP1	KP2	KP3	KESERIOUSAN_PELANGGARAN
KP1	Pearson Correlation	1	,762**	,626**	,900**
	Sig. (2-tailed)		,000	,000	,000
	N	83	83	83	83
KP2	Pearson Correlation	,762**	1	,778**	,935**
	Sig. (2-tailed)	,000		,000	,000
	N	83	83	83	83
KP3	Pearson Correlation	,626**	,778**	1	,870**
	Sig. (2-tailed)	,000	,000		,000
	N	83	83	83	83
KESERIOUSAN_PELANGGARAN	Pearson Correlation	,900**	,935**	,870**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	83	83	83	83

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

## 16. RELIABILITAS KESERIOUSAN PELANGGARAN

### Reliability Statistics

Cronbach's Alpha	N of Items
,879	3

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KP1	9,22	1,806	,739	,874
KP2	8,98	1,999	,852	,754
KP3	9,04	2,328	,740	,858

## 17. VALIDITAS WHISTLEBLOWING



**Correlations**

		WB1	WB2	WB3	WB4	WB5	WB6	WHISTLEBLOWING
WB1	Pearson Correlation	1	,717**	,654**	,392**	,321**	,271*	,722**
	Sig. (2-tailed)		,000	,000	,000	,003	,013	,000
	N	83	83	83	83	83	83	83
WB2	Pearson Correlation	,717**	1	,648**	,365**	,432**	,315**	,750**
	Sig. (2-tailed)	,000		,000	,001	,000	,004	,000
	N	83	83	83	83	83	83	83
WB3	Pearson Correlation	,654**	,648**	1	,219*	,293**	,283**	,646**
	Sig. (2-tailed)	,000	,000		,046	,007	,009	,000
	N	83	83	83	83	83	83	83
WB4	Pearson Correlation	,392**	,365**	,219*	1	,670**	,678**	,770**
	Sig. (2-tailed)	,000	,001	,046		,000	,000	,000
	N	83	83	83	83	83	83	83
WB5	Pearson Correlation	,321**	,432**	,293**	,670**	1	,770**	,810**
	Sig. (2-tailed)	,003	,000	,007	,000		,000	,000
	N	83	83	83	83	83	83	83
WB6	Pearson Correlation	,271*	,315**	,283**	,678**	,770**	1	,771**
	Sig. (2-tailed)	,013	,004	,009	,000	,000		,000
	N	83	83	83	83	83	83	83
WHISTLEBLOWING	Pearson Correlation	,722**	,750**	,646**	,770**	,810**	,771**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	83	83	83	83	83	83	83

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

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

**18. RELIABILITAS WHISTLEBLOWING**

**Reliability Statistics**

Cronbach's Alpha	N of Items
,840	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
WB1	17,59	17,684	,587	,819
WB2	17,46	17,641	,634	,811
WB3	17,45	19,494	,527	,831
WB4	18,82	16,760	,642	,809
WB5	18,52	15,741	,686	,800
WB6	18,60	16,608	,640	,809

**19. UJI NORMALITAS (INITIAL)**

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		83
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	4,35256311
Most Extreme Differences	Absolute	,133
	Positive	,063
	Negative	-,133
Test Statistic		,133
Asymp. Sig. (2-tailed)		,001 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

**Casewise Diagnostics<sup>a</sup>**

Case Number	Std. Residual	WHISTLEBLOWING	Predicted Value	Residual
20	-2,597	10	21,82	-11,821
49	-2,822	6	18,85	-12,845
50	-2,674	8	20,17	-12,171
62	-2,009	13	22,14	-9,145

a. Dependent Variable: WHISTLEBLOWING

## 20. Uji Normalitas (FINAL)

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		79
Normal Parameters <sup>a,b</sup>	Mean	,5820544
	Std. Deviation	3,56299907
Most Extreme Differences	Absolute	,097
	Positive	,067
	Negative	-,097
Test Statistic		,097
Asymp. Sig. (2-tailed)		,062 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

## 21. Uji Multikolinearitas

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	18,828	7,378		2,552	,013		
	ETHICAL_CLIMATE_EGOISM	-,194	,237	-,110	-,816	,417	,529	1,892
	ETHICAL_CLIMATE_BENEVOLENCE	-,076	,254	-,041	-,300	,765	,522	1,915
	ETHICAL_CLIMATE_PRINCIPLE	-,226	,369	-,086	-,613	,542	,492	2,032
	LOCUS_OF_CONTROL_INTERNAL	,042	,084	,059	,494	,622	,668	1,496
	KOMITMEN_ORGANISASI	-,010	,061	-,019	-,159	,874	,638	1,567
	PERSONAL_COST	-,438	,170	-,277	-2,575	,012	,828	1,208
	KESERiusAN_PELANGGARAN	,789	,201	,407	3,921	,000	,888	1,126

a. Dependent Variable: WHISTLEBLOWING

## 22. UJI HETEROSKEDASTISITAS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,182	4,264		,512	,610
	ETHICAL_CLIMATE_EGOISM	,050	,137	,057	,368	,714
	ETHICAL_CLIMATE_BENEVOLENCE	-,148	,147	-,158	-1,009	,316
	ETHICAL_CLIMATE_PRINCIPLE	,388	,213	,294	1,819	,073
	LOCUS_OF_CONTROL_INTERNAL	-,025	,049	-,071	-,513	,609
	KOMITMEN_ORGANISASI	-,001	,035	-,005	-,038	,970
	PERSONAL_COST	-,154	,098	-,195	-1,565	,122
	KESERIOUSAN_PELANGGARAN	-,003	,116	-,003	-,029	,977

a. Dependent Variable: ABS\_RESID

## 23. KOEFISIEN DETERMINASI

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,566 <sup>a</sup>	,320	,253	3,535	1,768

a. Predictors: (Constant), KESERIOUSAN\_PELANGGARAN, ETHICAL\_CLIMATE\_BENEVOLENCE, PERSONAL\_COST, LOCUS\_OF\_CONTROL\_INTERNAL, ETHICAL\_CLIMATE\_EGOISM, KOMITMEN\_ORGANISASI, ETHICAL\_CLIMATE\_PRINCIPLE

b. Dependent Variable: WHISTLEBLOWING

## 24. UJI F

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	417,682	7	59,669	4,774	,000 <sup>b</sup>
	Residual	887,407	71	12,499		
	Total	1305,089	78			

a. Dependent Variable: WHISTLEBLOWING

b. Predictors: (Constant), KESERIOUSAN\_PELANGGARAN, ETHICAL\_CLIMATE\_BENEVOLENCE, PERSONAL\_COST, LOCUS\_OF\_CONTROL\_INTERNAL, ETHICAL\_CLIMATE\_EGOISM, KOMITMEN\_ORGANISASI, ETHICAL\_CLIMATE\_PRINCIPLE

## 25. Uji t

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	18,828	7,378		2,552	,013		
	ETHICAL_CLIMATE_EGO ISM	-,194	,237	-,110	-,816	,417	,529	1,892
	ETHICAL_CLIMATE_BEN EVOLENCE	-,076	,254	-,041	-,300	,765	,522	1,915
	ETHICAL_CLIMATE_PRI NCIPLE	-,226	,369	-,086	-,613	,542	,492	2,032
	LOCUS_OF_CONTROL_I NTERNAL	,042	,084	,059	,494	,622	,668	1,496
	KOMITMEN_ORGANISASI	-,010	,061	-,019	-,159	,874	,638	1,567
	PERSONAL_COST	-,438	,170	-,277	-2,575	,012	,828	1,208
	KESERIOUSAN_PELANGG ARAN	,789	,201	,407	3,921	,000	,888	1,126

a. Dependent Variable: WHISTLEBLOWING

## 26. STATISTIK DESKRIPTIF

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
ETHICAL_CLIMATE_EGO ISM	79	4	13	6,11	2,320
ETHICAL_CLIMATE_BEN EVOLENCE	79	12	20	17,92	2,183
ETHICAL_CLIMATE_PRI NCIPLE	79	7	15	13,87	1,547
LOCUS_OF_CONTROL_I NTERNAL	79	36	65	53,28	5,833
KOMITMEN_ORGANISASI	79	46	105	64,68	8,277
PERSONAL_COST	79	3	12	7,09	2,588
KESERIOUSAN_PELANGG ARAN	79	6	15	13,54	2,111
WHISTLEBLOWING	79	14	30	22,32	4,090
Valid N (listwise)	79				

**Statistics**

		ETHICAL_CLI MATE_EGOIS M	ETHICAL_CLI MATE_BENE VOLENCE	ETHICAL_CLI MATE_PRINC IPLE	LOCUS_OF_ CONTROL_I NTERNAL	KOMITMEN_ ORGANISASI	PERSONAL_ COST	KESERiusAN _PELANGGA RAN	WHISTLEBLO WING
N	Valid	79	79	79	79	79	79	79	79
	Missing	0	0	0	0	0	0	0	0
	Mean	6,11	17,92	13,87	53,28	64,68	7,09	13,54	22,32
	Median	5,00	18,00	15,00	54,00	65,00	7,00	14,00	23,00
	Std. Deviation	2,320	2,183	1,547	5,833	8,277	2,588	2,111	4,090
	Minimum	4	12	7	36	46	3	6	14
	Maximum	13	20	15	65	105	12	15	30



30	1	1	2	1
31	1	2	1	2
32	1	1	1	2
33	2	1	2	1
34	1	5	1	1
35	1	1	1	1
36	1	1	1	1
37	1	1	1	1
38	3	4	2	4
39	1	1	1	1
40	1	1	1	1
41	1	1	1	1
42	1	1	1	1
43	2	3	2	2
44	2	3	2	2
45	1	1	1	1
46	1	1	1	2
47	1	2	1	1
48	2	4	2	2
49	1	2	1	1
50	1	3	2	1
51	1	1	1	1
52	1	1	1	1
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54	2	2	2	1
55	2	2	2	1
56	1	1	1	1
57	3	3	3	2
58	1	1	1	1
59	2	2	2	1
60	2	3	2	1
61	2	2	2	1
62	2	2	2	2
63	1	2	2	3

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4	4	4	4
5	5	4	5
5	5	5	5
5		5	5
5	2	5	5
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4	5	5	4
5	3	4	3

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5	4	4	4
5	4	4	5
5	5	5	5
5	5	5	5
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4	3	4	3
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5	5	3	5
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5	5	4	5
5	5	4	5
4	5	3	5
1	4	2	5
4	4	4	5
5	4	3	3



64	1	2	1	2	4	5	5	4	5	4	4	5
65	1	1	1	1	4	4	4	5	5	5	4	5
66	2	2	2	1	4	5	4	5	4	4	4	5
67	1	1	2	1	4	5	4	5	5	4	2	5
68	1	1	1	1	5	5	4	5	5	5	2	5
69	2	1	2	1	4	5	5	4	5	5	4	5
70	1	1	1	1	4	5	5	5	5	5	4	5
71	2	1	2	1	4	5	5	4	5	5	4	5
72	2	3	2	2	4	4	4	4	4	4	3	4
73	1	1	1	4	5	5	5	5	5	5	3	5
74	1	1	2	1	4	5	4	5	4	5	4	5
75	2	1	2	1	4	5	5	5	5	5	4	5
76	1	2	1	1	5	5	5	5	5	5	5	5
77	1	2	1	1	5	5	5	5	5	5	5	5
78	1	1	1	1	5	5	5	5	5	5	5	5
79	2	2	2	2	4	4	4	4	4	4	2	4
80	1	1	1	1	5	5	4	5	4	5	3	5
81	2	2	1	2	5	5	4	4	5	5	4	4
82	1	1	1	1	5	5	5	5	5	5	4	5
83	2	4	2	1	4	5	5	4	4	5	1	5

**TABULASI DATA**  
**VARIABEL LOCUS OF CONTROL INTERNAL**

NO	LOCUS OF CONTROL															
	LOC1	LOC2	LOC3	LOC4	LOC5	LOC6	LOC7	LOC8	LOC9	LOC10	LOC11	LOC12	LOC13	LOC14	LOC15	LOC16
1	4	5	2	5	1	4	5	4	5	4	5	3	4	3	3	5
2	5	5	2	3	5	5	5	5	5	5	5	5	4	5	3	5
3	3	4	1	3	5	3	5	5	5	5	5	4	5	5	3	5
4	3	4	1	3	5	3	5	5	5	5	5	4	5	5	3	5
5	5	5	5	5	1	1	5	5	1	5	5	1	5	5	5	1
6	5	1	1	5	1	1	5	5	1	5	5	5	1	5	5	5
7	4	4	1	5	5	5	5	5	5	5	5	2	5	5	5	5
8	4	3	3	4	3	1	4	3	4	2	5	3	3	5	4	4
9	5	4	4	4	1	2	5	5	5	4	4	5	2	5	4	2
10	2	5	1	4	5	4	5	5	4	5	5	5	4	4	2	1
11	3	3	2	3	4	4	2	4	4	4	4	4	4	2	3	3
12	5	5	1	5	5	5	5	5	5	5	5	5	1	5	1	5
13	3	2	2	3	4	4	5	5	4	5	5	4	4	4	3	4
14	5	5	1	5	1	2	5	5	3	5	5	3	2	5	4	4
15	4	2	2	4	4	4	5	5	5	5	5	5	5	5	3	5
16	4	2	3	3	2	2	4	4	4	4	4	2	2	4	3	3
17	3	5	1	3	5	5	5	5	4	5	4	5	5	3	3	3
18	3	4	3	4	4	2	5	4	3	4	5	5	4	3	3	3
19	5	5	1	4	5	2	4	5	5	5	5	5	5	5	1	5
20	5	5	1	4	2	3	5	5	5	5	5	5	5	5	1	5
21	4	2	1	2	5	5	3	5	5	4	4	5	5	4	2	4
22	2	4	3	3	4	4	4	5	4	4	4	4	4	3	3	4
23	5	4	1	4	4	4	5	4	4	5	5	5	4	5	3	3
24	3	4	2	4	5	5	5	3	4	4	4	5	4	4	4	4
25	4	5	3	3	3	3	4	3	3	3	5	3	3	3	3	3
26	3	2	2	3	5	4	5	5	4	5	5	4	4	4	3	4
27	4	5	5	5	1	1	5	5	5	5	5	5	1	5	5	1
28	5	1	1	1	5	4	4	5	5	5	5	4	4	4	3	4
29	5	1	1	1	5	4	4	5	5	5	5	4	4	4	3	4
30	4	4	1	4	5	5	5	5	5	5	5	5	5	5	3	5
31	5	4	4	4	4	2	4	4	4	5	4	4	4	5	4	4
32	4	4	2	4	4	4	5	4	4	4	5	4	4	4	2	4
33	3	4	1	3	5	5	4	5	5	5	3	5	5	3	3	5

34	5	1	1	3	5	5	4	5	5	5	3	5	5	3	3	5	
35	5	5	4	4	4	4	5	4	4	5	4	4	2	5	2	4	
36	5	5	4	4	4	4	5	4	4	5	4	4	2	5	2	4	
37	5	1	1	1	5	4	4	5	5	5	5	4	4	4	3	4	
38	3	4	4	3	2	4	4	3	2	3	4	2	1	2	3	2	
39	2	4	1	1	4	4	5	5	5	5	4	4	4	4	2	4	
40	4	4	2	3	4	5	5	5	5	5	4	4	5	4	4	5	
41	4	2	2	4	5	5	5	5	5	4	4	5	5	4	3	5	
42	4	4	4	4	2	2	5	4	4	4	5	5	3	5	3	4	
43	5	4	4	2	4	5	4	5	5	5	4	4	4	5	3	5	
44	5	4	4	2	4	5	4	5	5	5	4	4	4	5	3	5	
45	3	3	3	3	3	3	5	5	5	5	5	5	2	5	3	5	
46	4	4	4	3	5	5	4	5	5	3	5	5	3	4	3	3	
47	4	4	4	4	5	5	5	5	5	3	5	3	4	5	3	5	
48	4	4	2	4	3	3	4	5	3	4	4	4	3	4	3	3	
49	3	3	2	4	1	3	3	3	3	3	3	3	3	3	3	3	
50	3	3	2	5	2	3	3	3	3	3	5	4	3	4	3	3	
51	3	4	2	4	4	4	4	5	4	4	4	4	4	4	3	3	
52	4	5	5	4	3	4	5	5	5	3	5	3	4	5	3	5	
53	5	4	2	3	3	4	5	5	4	4	5	5	4	4	3	4	
54	4	2	3	3	3	3	4	5	3	4	4	4	4	5	3	3	
55	5	3	2	4	4	5	5	5	5	5	5	5	5	5	3	5	
56	3	4	1	1	4	4	4	5	5	5	5	5	5	5	4	2	4
57	3	2	4	3	3	3	4	3	2	3	4	3	4	4	3	2	
58	4	4	4	4	4	5	5	5	5	5	5	3	5	5	3	4	
59	4	4	4	4	4	5	5	5	5	5	5	3	5	5	3	4	
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62	5	5	4	4	2	4	5	4	4	4	5	3	4	5	4	5	
63	3	4	3	3	3	3	5	3	3	3	4	4	3	4	4	2	
64	4	4	3	3	4	4	5	4	4	4	4	3	4	4	4	4	
65	3	4	2	4	4	5	5	5	5	4	4	2	4	4	2	4	
66	2	5	1	4	4	4	5	5	4	4	4	5	4	4	3	5	
67	2	2	2	4	4	4	4	5	4	4	4	2	4	4	4	5	

68	4	4	2	1	5	5	4	5	5	4	4	5	4	4	2	5
69	5	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4
70	5	1	1	4	5	4	4	5	5	5	5	5	4	5	4	5
71	5	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4
72	3	4	4	4	3	3	5	3	2	3	4	2	2	4	4	3
73	5	4	1	2	5	5	5	5	4	4	5	2	4	4	2	5
74	4	2	2	4	4	4	4	5	4	4	4	4	4	4	4	4
75	4	2	4	2	4	4	4	4	4	4	4	4	4	4	2	4
76	5	5	3	5	3	3	4	4	5	5	5	5	5	4	3	5
77	5	5	3	5	3	3	4	4	5	5	5	5	5	4	3	5
78	5	5	3	4	5	5	5	5	5	5	5	5	5	5	5	5
79	4	2	2	2	4	4	4	4	4	4	4	4	4	4	2	4
80	4	4	2	2	3	3	4	5	3	3	4	5	4	3	3	3
81	4	2	4	2	4	4	5	3	4	4	5	4	4	4	2	4
82	5	1	1	3	4	4	4	5	4	4	4	4	4	4	3	4
83	3	4	1	3	5	5	4	5	5	4	4	5	5	4	3	3

**TABULIASI DATA**  
**VARIABELI KOMITMEN ORGANISASI**

NO	KOMITMEN ORGANISASI														
	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	KO11	KO12	KO13	KO14	KO15
1	4	4	3	3	3	3	4	3	3	3	4	3	3	5	3
2	4	5	5	3	5	5	5	3	5	5	5	4	5	5	5
3	5	5	5	3	5	5	5	5	5	5	5	5	5	5	5
4	5	5	5	3	5	5	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	1	1	5	1	1	5	5	5	5	5
6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
7	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
8	4	4	2	5	4	4	4	4	3	4	5	4	4	5	5
9	5	5	4	5	4	5	3	5	4	5	5	2	5	5	5
10	5	5	5	4	4	4	5	4	5	4	5	5	4	1	5
11	4	4	4	2	4	4	3	3	4	4	3	3	3	3	4
12	5	1	5	5	5	5	5	5	5	1	5	5	5	5	5
13	4	4	4	3	4	4	4	4	4	4	5	2	4	4	5
14	4	5	5	3	5	5	2	4	3	5	5	4	4	5	5
15	5	5	4	4	4	5	2	5	3	5	5	5	5	5	5
16	4	4	4	4	4	4	3	4	3	4	3	3	4	5	4
17	5	5	4	4	3	3	3	3	4	4	2	3	5	5	5
18	5	5	4	4	3	3	3	3	4	4	2	3	5	5	5
19	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
20	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
21	5	5	5	3	4	5	5	5	5	4	5	5	5	4	5
22	5	4	3	3	3	2	4	4	3	4	3	3	4	4	3
23	5	5	5	3	5	5	5	4	4	4	5	4	5	5	5
24	4	4	3	2	4	4	5	4	5	5	4	5	4	2	5
25	4	5	3	3	4	4	3	4	3	4	4	4	5	5	5
26	4	4	4	2	3	4	3	3	4	2	5	4	3	3	5
27	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
28	5	5	5	4	4	5	5	5	5	5	5	5	4	4	5
29	5	5	5	4	4	5	5	5	5	5	5	5	4	4	5
30	5	5	5	4	4	4	2	5	5	1	5	5	5	5	5
31	5	5	4	3	4	4	3	5	2	4	4	4	4	5	5
32	5	4	5	4	4	4	1	4	4	4	4	3	4	5	5
33	4	4	5	3	4	5	5	5	5	5	5	5	5	5	5
34	4	4	5	3	4	4	5	5	5	5	5	5	5	5	5
35	5	5	5	5	4	5	5	4	5	5	5	5	4	4	5

36	5	5	5	4	5	5	4	4	5	5	5	5	4	4	5
37	5	5	5	4	4	5	5	5	5	5	5	5	4	4	5
38	4	4	4	4	4	5	3	5	4	3	2	3	3	3	3
39	5	4	5	5	5	4	5	5	3	4	5	5	4	4	5
40	5	5	5	4	4	5	4	4	3	4	4	4	5	5	5
41	5	5	5	4	5	5	2	5	3	4	5	4	5	5	5
42	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
43	5	3	5	3	4	4	2	5	3	3	5	3	5	3	4
44	5	3	5	3	4	4	2	5	3	3	5	3	5	3	4
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46	5	4	5	5	5	5	2	4	4	5	2	4	5	5	5
47	5	5	5	4	5	4	4	4	5	5	5	4	5	5	5
48	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4
49	5	2	5	1	3	1	5	3	3	3	3	3	5	4	5
50	5	2	5	1	4	1	4	4	4	3	4	4	4	4	4
51	5	5	4	4	4	5	4	5	4	5	4	4	5	4	5
52	5	4	4	2	5	4	2	4	3	4	4	3	4	4	4
53	5	4	4	3	4	3	4	5	4	4	5	5	4	4	5
54	4	4	4	3	3	3	3	4	4	3	5	4	4	3	5
55	5	3	5	3	5	3	3	5	3	3	5	3	5	3	5
56	5	4	5	5	5	4	5	5	3	4	5	5	4	4	5
57	4	4	2	3	4	3	2	3	2	3	2	3	4	3	4
58	4	5	5	4	4	5	4	4	5	4	5	5	4	5	5
59	4	5	5	4	4	5	4	4	5	4	5	5	4	5	5
60	4	4	3	3	4	4	4	3	2	3	3	3	4	4	4
61	4	4	5	2	3	3	5	4	5	4	5	5	4	5	5
62	5	5	4	3	4	5	2	4	3	5	4	4	4	4	5
63	4	4	3	4	4	4	3	4	3	4	3	3	4	5	3
64	5	5	5	4	4	5	3	4	4	4	5	5	4	5	5
65	5	5	4	4	4	5	4	4	4	4	4	4	4	4	4
66	4	4	5	4	4	5	5	4	4	4	5	4	4	5	5
67	4	5	5	4	4	4	4	4	5	1	5	4	4	5	5
68	4	4	5	4	3	4	4	4	4	4	5	4	4	1	5
69	4	4	5	3	4	5	4	4	5	4	5	4	5	4	5

70	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5
71	4	4	5	3	4	5	4	4	5	4	5	4	5	4	5
72	4	4	3	4	4	4	3	4	3	4	4	3	4	4	5
73	5	5	5	5	5	5	5	5	3	5	5	5	5	5	5
74	4	4	5	2	4	4	4	4	4	4	4	4	4	4	5
75	4	4	5	4	4	4	5	4	4	4	5	4	4	4	5
76	5	4	5	4	5	5	5	5	4	5	4	4	5	5	5
77	5	4	5	4	5	5	5	5	4	5	4	4	5	5	5
78	5	5	5	5	5	5	4	5	4	5	5	5	5	5	5
79	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4
80	5	3	3	4	4	3	4	4	5	4	5	3	4	3	5
81	5	4	5	4	4	4	4	4	4	4	5	4	4	5	5
82	4	4	5	4	4	4	4	4	5	4	5	4	4	4	5
83	5	3	4	3	4	4	4	4	3	3	4	4	4	4	5

**TABULIASI DATA**  
**VARIABEL PERSONAL COST, KESERIOUSAN PELANGGARAN, DAN WHISTLEBLOWING**

NO	PERSONALCOST			K.PELANGGARAN			WB INTERNAL			WB EKSTERNAL		
	PC1	PC2	PC3	KP1	KP2	KP3	WB1	WB2	WB3	WB4	WB5	WB6
1	2	2	5	5	5	5	4	5	4	4	5	4
2	1	1	2	5	5	5	5	5	5	3	3	4
3	1	3	3	5	5	4	5	5	4	3	5	3
4	1	3	3	5	5	4	5	5	4	3	3	3
5	1	5	5	5	5	5	1	5	5	1	5	5
6	1	1	1	5	5	5	5	5	5	5	5	5
7	1	1	4	5	5	5	5	5	5	5	5	5
8	3	2	3	3	3	3	3	3	3	3	2	2
9	2	2	3	5	5	4	3	5	4	4	4	3
10	1	5	1	5	5	5	5	5	5	1	5	1
11	3	2	3	4	5	5	4	4	4	2	2	2
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62														
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