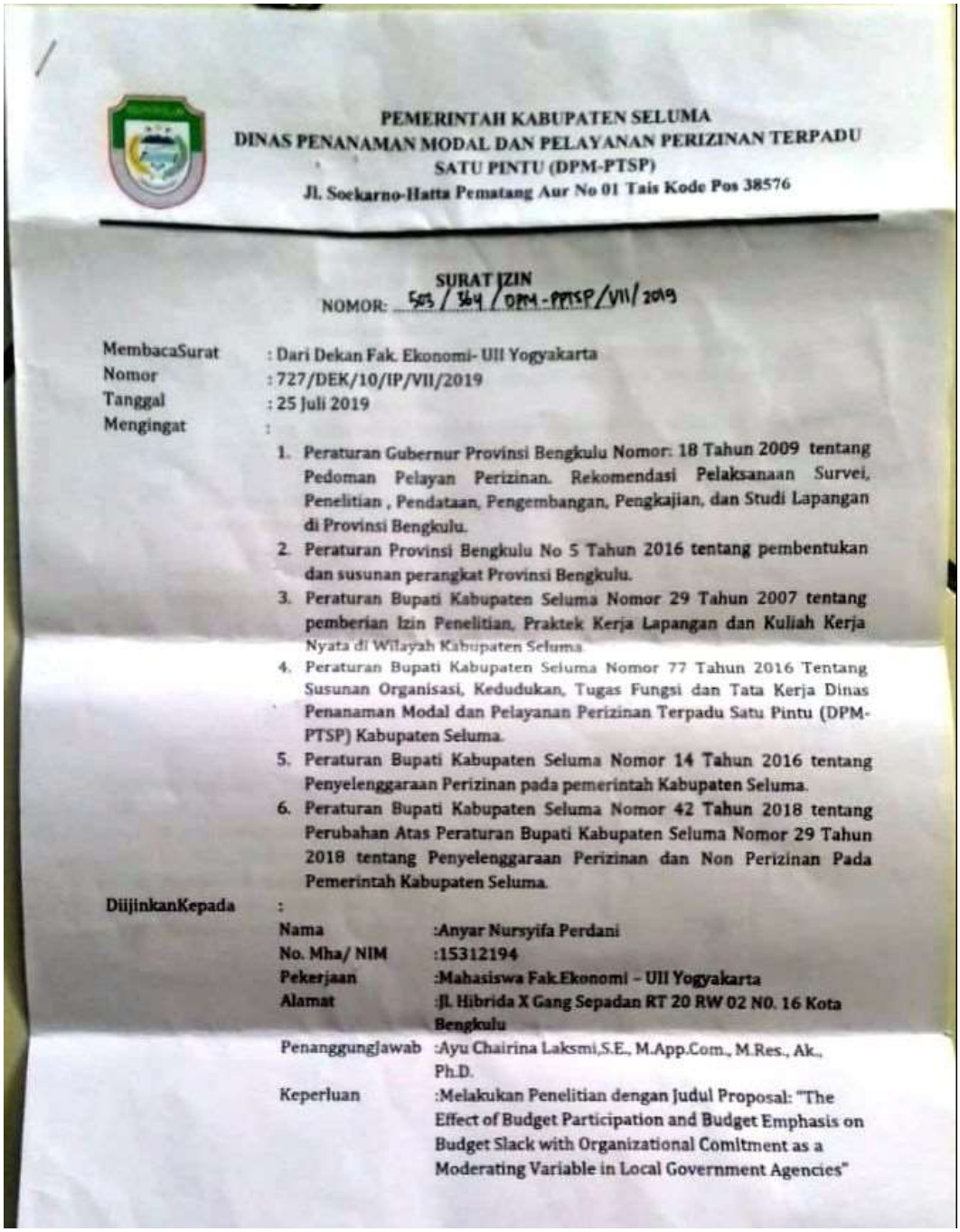
APPENDIX

APPENDICES 1 Research Letter



PEMERINTAH KABUPATEN SELUMA
DINAS PENANAMAN MODAL DAN PELAYANAN PERIZINAN TERPADU
SATU PINTU (DPM-PTSP)
Jl. Soekarno-Hatta Pematang Aur No 01 Tais Kode Pos 38576

SURAT IZIN
NOMOR: 503 / 364 / DPM-PTSP/VII/2019

MembacaSurat : Dari Dekan Fak. Ekonomi- UII Yogyakarta
Nomor : 727/DEK/10/IP/VII/2019
Tanggal : 25 Juli 2019
Mengingat :

1. Peraturan Gubernur Provinsi Bengkulu Nomor: 18 Tahun 2009 tentang Pedoman Pelayan Perizinan. Rekomendasi Pelaksanaan Survei, Penelitian , Pendataan, Pengembangan, Pengkajian, dan Studi Lapangan di Provinsi Bengkulu.
2. Peraturan Provinsi Bengkulu No 5 Tahun 2016 tentang pembentukan dan susunan perangkat Provinsi Bengkulu.
3. Peraturan Bupati Kabupaten Seluma Nomor 29 Tahun 2007 tentang pemberian Izin Penelitian, Praktek Kerja Lapangan dan Kuliah Kerja Nyata di Wilayah Kabupaten Seluma.
4. Peraturan Bupati Kabupaten Seluma Nomor 77 Tahun 2016 Tentang Susunan Organisasi, Kedudukan, Tugas Fungsi dan Tata Kerja Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Satu Pintu (DPM-PTSP) Kabupaten Seluma.
5. Peraturan Bupati Kabupaten Seluma Nomor 14 Tahun 2016 tentang Penyelenggaraan Perizinan pada pemerintah Kabupaten Seluma.
6. Peraturan Bupati Kabupaten Seluma Nomor 42 Tahun 2018 tentang Perubahan Atas Peraturan Bupati Kabupaten Seluma Nomor 29 Tahun 2018 tentang Penyelenggaraan Perizinan dan Non Perizinan Pada Pemerintah Kabupaten Seluma.

DiijinkanKepada :

Nama	:Anyar Nursyifa Perdani
No. Mha/ NIM	:15312194
Pekerjaan	:Mahasiswa Fak.Ekonomi – UII Yogyakarta
Alamat	:Jl. Hibrida X Gang Sepadan RT 20 RW 02 N0. 16 Kota Bengkulu
PenanggungJawab	:Ayu Chairina Laksmi,S.E., M.App.Com., M.Res., Ak., Ph.D.
Keperluan	:Melakukan Penelitian dengan Judul Proposal: "The Effect of Budget Participation and Budget Emphasis on Budget Slack with Organizational Comitment as a Moderating Variable in Local Government Agencies"

Lokasi/ Responden : Kabupaten Seluma
Waktu : 30 Juli 2019 s/d 12 Agustus 2019
Lampiran : Proposal dan Daftar Pertanyaan
DenganKetentuan :

1. Wajib Memberikan Laporan hasil Penelitian berupa CD kepada Bupati Kabupaten Seluma (Cq Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Satu Pintu(DPM-PTSP) Kabupaten Seluma.
2. Wajib Menjaga tata tertib dan menaati ketentuan-ketentuan yang Berlaku setempat
3. Izin ini tidak disalahgunakan untuk tujuan tertentu Yang dapat Menganggu kestabilan pemerintahan dan hanya diperlukan untuk Keperluan ilmiah
4. Surat izin ini sewaktu-waktu dapat dibatalkan apabila telah dipenuhi Ketentuan-ketentuan tersebut diatas.

Kemudian diharap para pejabat pemerintah setempat dapat memberikan bantuan Seperlunya.

TandaTangan Pemegangizin

Dikeluarkan di : KabupatenSeluma
PadaTanggal : 29 Juli 2019

An. Kepala DPM-PTS

Tembusan Kepada :
Yth.
1. Bupati Kabupaten Seluma (Sebagailaporan)
2. Ka Badan Pengelolaan Keuangan dan Aset Kabupaten Seluma
3. Badan Perencanaan Pembangunan Kabupaten Seluma
4. Dinas Pendidikan Kabupaten Seluma
5. Dinas Kependudukan dan Pencatatan Sipil Kabupaten Seluma

APPENDICES 2 Questionnaires

GENERAL QUESTION

Respondent Identity

1. Name :
2. Last Position :
3. Gender :
   ( ) Male
   ( ) Female
4. Age :
   ( ) 25 – 30 years
   ( ) 31 – 35 years
   ( ) 36 – 40 years
   ( ) 41 – 45 years
   ( ) More than 45 years
5. Last Education :
   ( ) High School
   ( ) D3
   ( ) S1
   ( ) S2
   ( ) S3
   ( ) Others,
6. Group/rank :
   ( ) Eselon I
   ( ) Eselon II
   ( ) Eselon III
   ( ) Eselon IV
   ( ) Eselon V
   ( ) Others,

7. The length of time you work in your current position:

( ) Less than 3 years

( ) 3 – 5 years

( ) 6 – 10 years

( ) 11 – 15 years

( ) More than 15 years

SPECIFIC QUESTION

Charging instructions:

You are asked to answer the questions below by giving a sign (ˇ) to the available answer choices which according to you are the most appropriate and most suitable to your conditions. Each question only requires one answer.

Explanation of answer choices:

Strongly Disagree : SD

Disagree : D

Rather Disagree : RD

Rather Agree : RA

Agree : A

Strongly Agree : SA

A List of Questions

Budget Slack

No	Question	SD	D	RD	RA	A	SA
1	Setting standards in the budget encourages high productivity in the scope of my responsibilities.						
2.	I can make sure the budget target for my department will be implemented.						
3.	I have to monitor every expenditure that is my authority because of the limited amount of budget provided.						
4.	The budget that is my responsibility is not so high in demand.						
5.	The existence of a budget target that I						

	have to achieve does not really make me want to improve the level of efficiency.						

Budget Participation

No	Question	SD	D	RD	RA	A	SA
1.	I have a big influence in budgeting.						
2.	I have always been actively involved in every budgeting.						
3.	My supervisor gives a logical reason when the budget is revised.						
4.	I discussed with my supervisor about the budget that I was proposing.						
5.	I have an important contribution in budgeting.						
6.	My supervisor often asks for my opinion when preparing a budget.						

Budget Emphasis

No	Question	SD	D	RD	RA	A	SA
1.	My supervisor emphasizes information related to the budget target in assessing my performance.						
2.	Budget targets are used with more flexibility in assessing my performance.						
3.	How efficient I am in carrying out my responsibilities is the most important factor in assessing my performance.						
4.	How well I meet budget targets is the most important factor in assessing my performance.						
5.	My supervisor is more concerned with actions that produce good results in the short term compared to long-term effectiveness.						
6.	Information related to budget targets plays a relatively insignificant role in assessing my performance.						
7.	My supervisor believes that information related to budget targets must be supplemented with other types of information to assess my performance.						

Organization Commitment

No	Question	SD	D	RD	RA	A	SA
1.	I am very proud to be able to tell others about this organization.						
2.	There is no slightest intention to resign from this organization.						
3.	I will work hard to advance this organization.						
4.	Even though the organization's financial condition is not so good, it seems I don't want to move to another organization.						
5.	I feel a part of this organization.						
6.	The hard work so far is not only for me personally, but also for the benefit of this organization.						
7.	Larger salary offers from other organizations will not make me want to move to work.						
8.	I would advise my good friends to work in this organization.						
9.	It feels great to know that what I did was beneficial to this organization.						

APPENDICES 3 Results of Respondents'

Last position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Head of finance	1	2.5	2.5	2.5
	Head of division	1	2.5	2.5	5.0
	Head of division	1	2.5	2.5	7.5
	Head of division	1	2.5	2.5	10.0
	Head of division	2	5.0	5.0	15.0
	Head of division	2	5.0	5.0	20.0
	Head of division	2	5.0	5.0	25.0
	Head of finance	3	7.5	7.5	32.5
	Head of division	1	2.5	2.5	35.0
	Head of finance	2	5.0	5.0	40.0
	Head of finance	2	5.0	5.0	45.0
	Head of division	1	2.5	2.5	47.5
	Head of division	5	12.5	12.5	60.0
	Staff of budget	2	5.0	5.0	65.0
	Staff of Budget	1	2.5	2.5	67.5
	Staff of finance	2	5.0	5.0	72.5
	Staff of finance	1	2.5	2.5	75.0
	Staff of budget	4	10.0	10.0	85.0
	Staff of budget	5	12.5	12.5	97.5
	Staff of finance	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	11	27.5	27.5	27.5
	Male	12	30.0	30.0	57.5
	Female	4	10.0	10.0	67.5
	Female	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-30 years	19	42.5	42.5	47.5
	31-35 years	6	15	15	60.0
	41-45 years	4	10	10	87.5
	More than 45 years	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

Last Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	4	10	10	7.5
	S1	28	70	70	82.5
	S2	8	20	20	97.5
	SLTA				100.0
	Total	40	100.0	100.0	

Golongan/Pangkat

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Eselon II	1	2.5	2.5	2.5
	Eselon III	3	7.5	7.5	10.0
	Eselon IV	9	22.5	22.5	32.5
	Eselon l	1	2.5	2.5	35.0
	Eselon ll	2	5.0	5.0	40.0
	Eselon lll	6	15.0	15.0	55.0
	Eselon lV	6	15.0	15.0	70.0
	Eselon V	1	2.5	2.5	72.5
	Lainnya	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

Lamanya Bapak/Ibu/Saudara bekerja pada jabatan sekarang

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11-15 years	4	10	10	5.0
	3-5 years	8	20	20	42.5
	6-10 years	16	40	40	70.0
	Less than 3 years	7	17.5	17.5	87.5
	More than 15 years	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

APPENDICES 4 Result of Validity and Reliability Test

a. Budget Slack

Correlations

		SA1	SA2	SA3	SA4	SA5	Tot
SA1	Pearson Correlation	1	.681**	.762**	.505**	.544**	.878**
	Sig. (2-tailed)		.000	.000	.001	.000	.000
	N	40	40	40	40	40	40
SA2	Pearson Correlation	.681**	1	.580**	.314*	.300	.722**
	Sig. (2-tailed)	.000		.000	.048	.060	.000
	N	40	40	40	40	40	40
SA3	Pearson Correlation	.762**	.580**	1	.394*	.533**	.833**
	Sig. (2-tailed)	.000	.000		.012	.000	.000
	N	40	40	40	40	40	40
SA4	Pearson Correlation	.505**	.314*	.394*	1	.664**	.724**
	Sig. (2-tailed)	.001	.048	.012		.000	.000
	N	40	40	40	40	40	40
SA5	Pearson Correlation	.544**	.300	.533**	.664**	1	.785**
	Sig. (2-tailed)	.000	.060	.000	.000		.000
	N	40	40	40	40	40	40
Tot	Pearson Correlation	.878**	.722**	.833**	.724**	.785**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded[a]	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.844	5

B. Budget Participation

Correlations

		PA1	PA2	PA3	PA4	PA5	PA6	Tot
PA1	Pearson Correlation	1	.679**	.721**	.550**	.783**	.811**	.890**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40
PA2	Pearson Correlation	.679**	1	.652**	.632**	.758**	.606**	.835**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40
PA3	Pearson Correlation	.721**	.652**	1	.590**	.685**	.763**	.858**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	40	40	40	40	40	40	40
PA4	Pearson Correlation	.550**	.632**	.590**	1	.704**	.507**	.769**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.000
	N	40	40	40	40	40	40	40
PA5	Pearson Correlation	.783**	.758**	.685**	.704**	1	.773**	.914**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	40	40	40	40	40	40	40
PA6	Pearson Correlation	.811**	.606**	.763**	.507**	.773**	1	.873**
	Sig. (2-tailed)	.000	.000	.000	.001	.000		.000
	N	40	40	40	40	40	40	40
Tot	Pearson Correlation	.890**	.835**	.858**	.769**	.914**	.873**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded[a]	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.928	6

c. Budget Emphasis

Correlations

		PNA1	PNA2	PNA3	PNA4	PNA5	PNA6	PNA7	Tot
PNA1	Pearson Correlation	1	.586**	.434**	.419**	.442**	.663**	.632**	.811**
	Sig. (2-tailed)		.000	.005	.007	.004	.000	.000	.000
	N	40	40	40	40	40	40	40	40
PNA2	Pearson Correlation	.586**	1	.533**	.579**	.401*	.451**	.499**	.793**
	Sig. (2-tailed)	.000		.000	.000	.010	.003	.001	.000
	N	40	40	40	40	40	40	40	40
PNA3	Pearson Correlation	.434**	.533**	1	.397*	.485**	.556**	.333*	.724**
	Sig. (2-tailed)	.005	.000		.011	.002	.000	.036	.000
	N	40	40	40	40	40	40	40	40
PNA4	Pearson Correlation	.419**	.579**	.397*	1	.386*	.196	.334*	.641**
	Sig. (2-tailed)	.007	.000	.011		.014	.227	.035	.000
	N	40	40	40	40	40	40	40	40
PNA5	Pearson Correlation	.442**	.401*	.485**	.386*	1	.634**	.321*	.715**
	Sig. (2-tailed)	.004	.010	.002	.014		.000	.043	.000
	N	40	40	40	40	40	40	40	40
PNA6	Pearson Correlation	.663**	.451**	.556**	.196	.634**	1	.430**	.764**
	Sig. (2-tailed)	.000	.003	.000	.227	.000		.006	.000
	N	40	40	40	40	40	40	40	40
PNA7	Pearson Correlation	.632**	.499**	.333*	.334*	.321*	.430**	1	.692**
	Sig. (2-tailed)	.000	.001	.036	.035	.043	.006		.000
	N	40	40	40	40	40	40	40	40
Tot	Pearson Correlation	.811**	.793**	.724**	.641**	.715**	.764**	.692**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded[a]	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.858	7

d. Organization Commitment

Correlations

		KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	Tot
KO1	Pearson Correlation	1	.825**	.902**	.791**	.770**	.862**	.756**	.811**	.765**	.923**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40
KO2	Pearson Correlation	.825**	1	.893**	.797**	.810**	.777**	.730**	.820**	.784**	.915**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40
KO3	Pearson Correlation	.902**	.893**	1	.766**	.845**	.822**	.678**	.801**	.804**	.925**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40
KO4	Pearson Correlation	.791**	.797**	.766**	1	.809**	.823**	.814**	.836**	.695**	.903**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40
KO5	Pearson Correlation	.770**	.810**	.845**	.809**	1	.875**	.678**	.836**	.787**	.913**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40
KO6	Pearson Correlation	.862**	.777**	.822**	.823**	.875**	1	.747**	.812**	.814**	.930**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40
KO7	Pearson Correlation	.756**	.730**	.678**	.814**	.678**	.747**	1	.801**	.558**	.837**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40
KO8	Pearson Correlation	.811**	.820**	.801**	.836**	.836**	.812**	.801**	1	.711**	.915**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	40	40	40	40	40	40	40	40	40	40
KO9	Pearson Correlation	.765**	.784**	.804**	.695**	.787**	.814**	.558**	.711**	1	.851**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	40	40	40	40	40	40	40	40	40	40
Tot	Pearson Correlation	.923**	.915**	.925**	.903**	.913**	.930**	.837**	.915**	.851**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40

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

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded[a]	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.971	9

Regression 1

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	PNA, PA[b]	.	Enter

a. Dependent Variable: SA
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.668[a]	.447	.417	.56473

a. Predictors: (Constant), PNA, PA

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.519	2	4.759	14.924	.000[b]
	Residual	11.800	37	.319		
	Total	21.319	39			

a. Dependent Variable: SA
b. Predictors: (Constant), PNA, PA

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.411	.749		5.886	.000
	PA	-.343	.095	-.458	-3.602	.001
	PNA	.347	.117	.377	2.960	.005

a. Dependent Variable: SA

Regression 2

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	PA*KO, PA, KO[b]	.	Enter

a. Dependent Variable: SA
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.689[a]	.474	.430	.55807

a. Predictors: (Constant), PA*KO, PA, KO

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.107	3	3.369	10.817	.000[b]
	Residual	11.212	36	.311		
	Total	21.319	39			

a. Dependent Variable: SA
b. Predictors: (Constant), PA*KO, PA, KO

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.505	.522		12.467	.000
	PA	-.483	.093	-.644	-5.203	.000
	KO	.075	.076	.125	.990	.329
	PA*KO	-.268	.095	-.356	-2.814	.008

a. Dependent Variable: SA

Regression 3

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	PNA*KO, PNA, KO[b]	.	Enter

a. Dependent Variable: SA
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.608[a]	.370	.317	.61094

a. Predictors: (Constant), PNA*KO, PNA, KO

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.882	3	2.627	7.039	.001[b]
	Residual	13.437	36	.373		
	Total	21.319	39			

a. Dependent Variable: SA
b. Predictors: (Constant), PNA*KO, PNA, KO

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.789	.676		2.646	.012
	PNA	.396	.128	.429	3.084	.004
	KO	.160	.085	.266	1.893	.066
	PNA*KO	.227	.100	.335	2.279	.029

a. Dependent Variable: SA

APPENDICES 5 Classical Assumption Test Results

Multicollinearity Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.870	.772		5.011	.000		
	PA	-.371	.093	-.495	-3.996	.000	.903	1.107
	PNA	.362	.113	.393	3.198	.003	.920	1.086
	KO	.142	.072	.236	1.970	.057	.965	1.037

a. Dependent Variable: SA

Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	.52261509
Most Extreme Differences	Absolute	.154
	Positive	.072
	Negative	-.154
Kolmogorov-Smirnov Z		.975
Asymp. Sig. (2-tailed)		.297

a. Test distribution is Normal.
b. Calculated from data.

Heteroscedasticity Test

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	KO, PNA, PA[b]	.	Enter

a. Dependent Variable: abs_res
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.281[a]	.079	.002	.24294

a. Predictors: (Constant), KO, PNA, PA

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.183	3	.061	1.031	.390[b]
	Residual	2.125	36	.059		
	Total	2.307	39			

a. Dependent Variable: abs_res
b. Predictors: (Constant), KO, PNA, PA

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.255	.345		.738	.465
	PA	.057	.041	.230	1.365	.181
	PNA	-.031	.051	-.101	-.606	.548
	KO	.005	.032	.026	.161	.873

a. Dependent Variable: abs_res

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
SA	40	2.40	5.60	4.4450	.73935
PA	40	2.67	6.00	4.3458	.98738
PNA	40	2.86	6.00	4.3893	.80161
KO	40	1.78	6.00	4.2000	1.22963
Valid N (listwise)	40				