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***LAMPIRAN***

# **LAMPIRAN**

Lembar Kuesioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Pengembangan Karir, *Reward*, dan Insentif Terhadap Kepuasan Kerja Karyawan PT. Halt Manufaktur Sentosa Tegal.

Kepada Yth

Sdr. Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari saudara untuk mengisi kuesioner yang telah kami sediakan.

 Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

 Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

 Atas perhatian dan bantuannya, kami mengucapkan terimakasih.

Tegal, 21 September 2023

 Hormat Saya,

Gusnawan Fajrin Ibrahim

A. IDENTITAS RESPONDEN

Nama :

Usia : a. 20-30 Tahun

 : b. 31-40 Tahun

 : c. 41 > Tahun

Jenis kelamin : a. Laki-laki

 : b. Perempuan

Pendidikan Terakhir : a. SD

 b. SMP

 c. SMA

B. PETUNJUK PENGISIAN KUESIONER

Berilah tanda *check list* (√) pada kolom yang sesuai dengan perasaan dan keadaan saudara, saudara diminta untuk menjawab dengan jujur sesuai dengan penghayatan saudara mengenai situasi dan kondisi yang ada dalam pernyataan tersebut.

Keterangan :

SP : Sangat Puas

P : Puas

N : Netral

TP : Tidak Puas

STP : Sangat Tidak Puas

**KUESIONER PENELITIAN**

**A. KEPUASAN KERJA**

****

**B. PENGEMBANGAN KARIR**

****

**C. *REWARD***

******

**D. INSENTIF**

******

**Lampiran pengolahan data ordinal**

1. **Lampiran data kuesioner variabel kepuasan kerja (Y)**
2. **Lampiran data kuesioner variabel pengembangan karir (X1)**
3. **Lampiran data kuesioner variabel reward (X2)**
4. **Lampiran data kuesioner variabel insentif (X3)**

**Lampiran data pengolahan data interval (MSI)**

1. **Lampiran data hasil kuesioner kepuasan kerja (Y)**
2. **Lampiran data hasil kuesioner pengembangan karir (X1)**
3. **Lampiran data hasil kuesioner reward (X2)**
4. **Lampiran data hasil kuesioner insetif (X3)**

**Lampiran Hasil Output SPSS**

1. **Hasil Uji Analisis Data**
2. **Uji Validitas**
3. **Hasil uji validitas variabel kepuasan kerja (Y)**

|  |
| --- |
| **Correlations** |
|  | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.TOTAL |
| Y1.1 | Pearson Correlation | 1 | .539\*\* | .752\*\* | .400\* | .385\* | .285 | .311 | .259 | .484\*\* | .172 | .762\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .029 | .036 | .127 | .094 | .167 | .007 | .363 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.2 | Pearson Correlation | .539\*\* | 1 | .551\*\* | .379\* | .430\* | .306 | .091 | .214 | .114 | -.040 | .567\*\* |
| Sig. (2-tailed) | .002 |  | .002 | .039 | .018 | .100 | .632 | .256 | .548 | .833 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.3 | Pearson Correlation | .752\*\* | .551\*\* | 1 | .492\*\* | .172 | .240 | .223 | .224 | .133 | .084 | .622\*\* |
| Sig. (2-tailed) | .000 | .002 |  | .006 | .365 | .201 | .237 | .234 | .484 | .658 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.4 | Pearson Correlation | .400\* | .379\* | .492\*\* | 1 | .426\* | .551\*\* | .156 | .506\*\* | -.170 | .190 | .626\*\* |
| Sig. (2-tailed) | .029 | .039 | .006 |  | .019 | .002 | .409 | .004 | .370 | .314 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.5 | Pearson Correlation | .385\* | .430\* | .172 | .426\* | 1 | .625\*\* | .390\* | .300 | .163 | .066 | .645\*\* |
| Sig. (2-tailed) | .036 | .018 | .365 | .019 |  | .000 | .033 | .108 | .390 | .730 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.6 | Pearson Correlation | .285 | .306 | .240 | .551\*\* | .625\*\* | 1 | .265 | .622\*\* | -.055 | .175 | .671\*\* |
| Sig. (2-tailed) | .127 | .100 | .201 | .002 | .000 |  | .157 | .000 | .772 | .355 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.7 | Pearson Correlation | .311 | .091 | .223 | .156 | .390\* | .265 | 1 | .278 | .220 | .070 | .510\*\* |
| Sig. (2-tailed) | .094 | .632 | .237 | .409 | .033 | .157 |  | .137 | .243 | .715 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.8 | Pearson Correlation | .259 | .214 | .224 | .506\*\* | .300 | .622\*\* | .278 | 1 | .232 | .294 | .665\*\* |
| Sig. (2-tailed) | .167 | .256 | .234 | .004 | .108 | .000 | .137 |  | .217 | .115 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.9 | Pearson Correlation | .484\*\* | .114 | .133 | -.170 | .163 | -.055 | .220 | .232 | 1 | .320 | .453\* |
| Sig. (2-tailed) | .007 | .548 | .484 | .370 | .390 | .772 | .243 | .217 |  | .085 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.10 | Pearson Correlation | .172 | -.040 | .084 | .190 | .066 | .175 | .070 | .294 | .320 | 1 | .435\* |
| Sig. (2-tailed) | .363 | .833 | .658 | .314 | .730 | .355 | .715 | .115 | .085 |  | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.TOTAL | Pearson Correlation | .762\*\* | .567\*\* | .622\*\* | .626\*\* | .645\*\* | .671\*\* | .510\*\* | .665\*\* | .453\* | .435\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .000 | .004 | .000 | .012 | .016 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

1. **Hasil uji validitas variabel pengembangan karir (X1)**

|  |
| --- |
| **Correlations** |
|  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.TOTAL |
| X1.1 | Pearson Correlation | 1 | .189 | .322 | .325 | .003 | .336 | .375\* | .211 | .494\*\* | .396\* | .472\*\* |
| Sig. (2-tailed) |  | .316 | .083 | .080 | .986 | .069 | .041 | .262 | .005 | .030 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .189 | 1 | .630\*\* | .510\*\* | .490\*\* | .306 | .541\*\* | .406\* | .562\*\* | .414\* | .667\*\* |
| Sig. (2-tailed) | .316 |  | .000 | .004 | .006 | .100 | .002 | .026 | .001 | .023 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .322 | .630\*\* | 1 | .737\*\* | .682\*\* | .445\* | .712\*\* | .586\*\* | .737\*\* | .439\* | .829\*\* |
| Sig. (2-tailed) | .083 | .000 |  | .000 | .000 | .014 | .000 | .001 | .000 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .325 | .510\*\* | .737\*\* | 1 | .744\*\* | .697\*\* | .688\*\* | .552\*\* | .720\*\* | .449\* | .843\*\* |
| Sig. (2-tailed) | .080 | .004 | .000 |  | .000 | .000 | .000 | .002 | .000 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .003 | .490\*\* | .682\*\* | .744\*\* | 1 | .654\*\* | .677\*\* | .488\*\* | .641\*\* | .395\* | .763\*\* |
| Sig. (2-tailed) | .986 | .006 | .000 | .000 |  | .000 | .000 | .006 | .000 | .031 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .336 | .306 | .445\* | .697\*\* | .654\*\* | 1 | .803\*\* | .591\*\* | .697\*\* | .486\*\* | .788\*\* |
| Sig. (2-tailed) | .069 | .100 | .014 | .000 | .000 |  | .000 | .001 | .000 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .375\* | .541\*\* | .712\*\* | .688\*\* | .677\*\* | .803\*\* | 1 | .688\*\* | .794\*\* | .622\*\* | .907\*\* |
| Sig. (2-tailed) | .041 | .002 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .211 | .406\* | .586\*\* | .552\*\* | .488\*\* | .591\*\* | .688\*\* | 1 | .720\*\* | .449\* | .745\*\* |
| Sig. (2-tailed) | .262 | .026 | .001 | .002 | .006 | .001 | .000 |  | .000 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .494\*\* | .562\*\* | .737\*\* | .720\*\* | .641\*\* | .697\*\* | .794\*\* | .720\*\* | 1 | .550\*\* | .906\*\* |
| Sig. (2-tailed) | .005 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |  | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .396\* | .414\* | .439\* | .449\* | .395\* | .486\*\* | .622\*\* | .449\* | .550\*\* | 1 | .686\*\* |
| Sig. (2-tailed) | .030 | .023 | .015 | .013 | .031 | .006 | .000 | .013 | .002 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.TOTAL | Pearson Correlation | .472\*\* | .667\*\* | .829\*\* | .843\*\* | .763\*\* | .788\*\* | .907\*\* | .745\*\* | .906\*\* | .686\*\* | 1 |
| Sig. (2-tailed) | .008 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

1. **Hasil uji validitas variabel reward (X2)**

|  |
| --- |
| **Correlations** |
|  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.TOTAL |
| X2.1 | Pearson Correlation | 1 | .589\*\* | .208 | .408\* | .472\*\* | .450\* | .567\*\* | .551\*\* | .558\*\* | .670\*\* | .700\*\* |
| Sig. (2-tailed) |  | .001 | .270 | .025 | .008 | .013 | .001 | .002 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .589\*\* | 1 | .392\* | .722\*\* | .556\*\* | .637\*\* | .687\*\* | .650\*\* | .631\*\* | .356 | .782\*\* |
| Sig. (2-tailed) | .001 |  | .032 | .000 | .001 | .000 | .000 | .000 | .000 | .054 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .208 | .392\* | 1 | .339 | .331 | .599\*\* | .357 | .499\*\* | .621\*\* | .316 | .620\*\* |
| Sig. (2-tailed) | .270 | .032 |  | .067 | .074 | .000 | .053 | .005 | .000 | .089 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .408\* | .722\*\* | .339 | 1 | .385\* | .643\*\* | .595\*\* | .675\*\* | .546\*\* | .411\* | .719\*\* |
| Sig. (2-tailed) | .025 | .000 | .067 |  | .035 | .000 | .001 | .000 | .002 | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .472\*\* | .556\*\* | .331 | .385\* | 1 | .581\*\* | .734\*\* | .671\*\* | .674\*\* | .454\* | .759\*\* |
| Sig. (2-tailed) | .008 | .001 | .074 | .035 |  | .001 | .000 | .000 | .000 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .450\* | .637\*\* | .599\*\* | .643\*\* | .581\*\* | 1 | .759\*\* | .712\*\* | .663\*\* | .498\*\* | .852\*\* |
| Sig. (2-tailed) | .013 | .000 | .000 | .000 | .001 |  | .000 | .000 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .567\*\* | .687\*\* | .357 | .595\*\* | .734\*\* | .759\*\* | 1 | .875\*\* | .683\*\* | .472\*\* | .866\*\* |
| Sig. (2-tailed) | .001 | .000 | .053 | .001 | .000 | .000 |  | .000 | .000 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .551\*\* | .650\*\* | .499\*\* | .675\*\* | .671\*\* | .712\*\* | .875\*\* | 1 | .763\*\* | .542\*\* | .891\*\* |
| Sig. (2-tailed) | .002 | .000 | .005 | .000 | .000 | .000 | .000 |  | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .558\*\* | .631\*\* | .621\*\* | .546\*\* | .674\*\* | .663\*\* | .683\*\* | .763\*\* | 1 | .695\*\* | .878\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .002 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .670\*\* | .356 | .316 | .411\* | .454\* | .498\*\* | .472\*\* | .542\*\* | .695\*\* | 1 | .699\*\* |
| Sig. (2-tailed) | .000 | .054 | .089 | .024 | .012 | .005 | .008 | .002 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.TOTAL | Pearson Correlation | .700\*\* | .782\*\* | .620\*\* | .719\*\* | .759\*\* | .852\*\* | .866\*\* | .891\*\* | .878\*\* | .699\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

1. **Hasil uji validitas variabel insentif (X3)**

|  |
| --- |
| **Correlations** |
|  | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.TOTAL |
| X3.1 | Pearson Correlation | 1 | .452\* | .388\* | .611\*\* | .326 | .571\*\* | .572\*\* | .537\*\* | .424\* | .182 | .701\*\* |
| Sig. (2-tailed) |  | .012 | .034 | .000 | .078 | .001 | .001 | .002 | .019 | .335 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .452\* | 1 | .590\*\* | .514\*\* | .366\* | .353 | .772\*\* | .603\*\* | .476\*\* | .570\*\* | .813\*\* |
| Sig. (2-tailed) | .012 |  | .001 | .004 | .047 | .056 | .000 | .000 | .008 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .388\* | .590\*\* | 1 | .544\*\* | .217 | .416\* | .592\*\* | .536\*\* | .308 | .483\*\* | .734\*\* |
| Sig. (2-tailed) | .034 | .001 |  | .002 | .248 | .022 | .001 | .002 | .098 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .611\*\* | .514\*\* | .544\*\* | 1 | .308 | .359 | .764\*\* | .568\*\* | .479\*\* | .213 | .764\*\* |
| Sig. (2-tailed) | .000 | .004 | .002 |  | .097 | .051 | .000 | .001 | .007 | .258 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .326 | .366\* | .217 | .308 | 1 | .476\*\* | .183 | .311 | .353 | .679\*\* | .593\*\* |
| Sig. (2-tailed) | .078 | .047 | .248 | .097 |  | .008 | .333 | .094 | .056 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .571\*\* | .353 | .416\* | .359 | .476\*\* | 1 | .339 | .346 | .426\* | .485\*\* | .662\*\* |
| Sig. (2-tailed) | .001 | .056 | .022 | .051 | .008 |  | .067 | .061 | .019 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .572\*\* | .772\*\* | .592\*\* | .764\*\* | .183 | .339 | 1 | .682\*\* | .454\* | .183 | .790\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .000 | .333 | .067 |  | .000 | .012 | .332 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .537\*\* | .603\*\* | .536\*\* | .568\*\* | .311 | .346 | .682\*\* | 1 | .346 | .333 | .732\*\* |
| Sig. (2-tailed) | .002 | .000 | .002 | .001 | .094 | .061 | .000 |  | .061 | .072 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .424\* | .476\*\* | .308 | .479\*\* | .353 | .426\* | .454\* | .346 | 1 | .358 | .644\*\* |
| Sig. (2-tailed) | .019 | .008 | .098 | .007 | .056 | .019 | .012 | .061 |  | .052 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .182 | .570\*\* | .483\*\* | .213 | .679\*\* | .485\*\* | .183 | .333 | .358 | 1 | .638\*\* |
| Sig. (2-tailed) | .335 | .001 | .007 | .258 | .000 | .007 | .332 | .072 | .052 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.TOTAL | Pearson Correlation | .701\*\* | .813\*\* | .734\*\* | .764\*\* | .593\*\* | .662\*\* | .790\*\* | .732\*\* | .644\*\* | .638\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

1. **Uji Reliabilitas**
2. **Lampiran Hasil Asumsi Klasik**

**Hasil uji normalitas Kolmogrov-Smirnov**



**Histogram**



**Grafik Normal Plot**

**Hasil uji multikolinearitas**

**Hasil uji heteroskedastitas**



1. **Lampiran uji hipotesis**
2. **Hasil uji t**
3. **Hasil uji F**
4. **Lampiran hasil analisis regresi linear berganda**

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1. **Lampiran hasil koefisien determinasi**



**Surat Permohonan Izin Penelitian**

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**Surat Balasan Penelitian**

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**Surat Selesai Penelitian**

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