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(Haitston, and Brooks,2004

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Human Capital development & its relationship with the quality of services rendered by Palestinian Telecommunications Group

Abstract

This study, however, aimed at recognizing and knowing about the reality of the human capital development inside the Palestinian Telecommunications Group, as on level of quality of services rendered to its customers (whereas the timeless in service delivery, completeness in service rendering, convenience in rendering services to customers, accuracy in performing services, tangibility in dealing with customers upon presenting services, accessibility, consistency, competence, security and assurance), in addition to provoking the role of developing the human capital in the Palestinian Telecommunications Group, and the presentation of the strong but consistent relationship between the human capital, from one side, and the aspects of quality of service submission, on other hand).

In this study, the descriptive approach has been used in studying the relationship between development of human capital and quality of service rendered by the Palestinian Telecommunications Group. However, a set of questions and assumptions which in turn have treated the problem of the study in its various aspects. Besides, the questionnaire has been used as a tools for gathering information, further to designing three questionnaires in this regards: the first questionnaire is regarding the staff working in the Palestinian Telecommunications Group; the second one concerns the customers of Palestinian Telecommunications Company (PALTEL); and the third one is assigned for the customers of the Palestinian Cellular Telecommunications Company (JAWWAL).

These questionnaires have been presented to a group of arbitrators for checking their accuracy; examining the tool stability through calculating Person Coefficient. Also, the data are analyzed then by using the appropriate statistical techniques (such as repetition, the arithmetic mean, normative deviation and the percentage), and hypotheses have been tested by using the concerned statistical tools (such as the unilateral difference analysis test, Person Coefficient (Correlation) and the T-Test).

This study community has been formed and constituted from the staff working in Palestinian Telecommunications Group (whereas this group contains five companies in addition to the head office of the group), in addition to customers of each of Cellular Telecommunications Company (JAWWAL) and Palestinian Telecommunications Company (PALTEL). The study sample has included those who work in group companies of officers and managers, using the random class sample method in order to select the study samples; having also 314 questionnaires distributed onto all group companies in addition to the group premises, having recovered 250 questionnaires.

As for the customers, 1000 questionnaires have been distributed in class random method onto the customers of the Cellular Telecommunications Company (JAWWAL), customers of Palestinian Telecommunications Company (PALTEL), in 600 researched person from amongst the JAWWAL customers and 400 researched person from customers of Telecommunications Company.

Results from the responses of the staff related to the reality of the development of the human capital in those working with the Palestinian Telecommunications Group (which in fact tackled the issue of developing the human capital through nine hubs, which are:

education and learning, training, concern in experiences, in knowledge, capabilities of work cadre, skills of work cadre, improvement of work cadre features, improvement of regulatory environment and service quality) have shown that the values of arithmetic means has been very high ranging between (3.55 - 3.78).

As for the results of the special study regarding the response from JAWWAL customers, such arithmetic means of estimations of individuals from the sample study relating to quality of the service of Cellular Telecommunications Company (JAWWAL) have ranged between (2.95 – 3.92), and these are high or intermediate values. However, the general evaluation of customer satisfaction about the services rendered by this company has been intermediate, having arithmetic means of estimations of individuals from the sample study relating to quality of the service of PALTEL Company have ranged between (3.22 – 3.93), and these are high or intermediate values. However, the general evaluation of customer satisfaction about the services rendered by this company has been intermediate also.

Results of such study has shown up the existence of corporate relationship at the level of the statistical inference ($P \leq 0.05$) between the reality of developing the human capital in the Palestinian Telecommunications Group through (education, learning, training, concern in experiences, in knowledge, workforce competences, workforce or cadre skills, improvement of workforce features, and improvement of organizational environment) from one side and the quality of service rendered, on other hand.

The study, however, has presented several recommendations, most importantly are: to have the group companies created more strong level of convenience amongst themselves in regards of exchanging experiences, skills and knowledge for its administrative and executive cadres, improvement and continued development, through preparing unified training programs for all teams and cadres concerned in the Group companies through which those of featured experiences shall be utilized in improving capabilities, and job skills for their work mates in the group, staff benefiting from each other, after having promoted humanitarian and personal skills, supporting the work within the spirit of teamwork, and working to show more concern and interest in continued learning which help its staff in developing capabilities, and job skills, or acquiring new skills and capabilities, through concentrating on structures and processes which facilitate the learning process whether on individual level or groups or the company, encouraging thereby the self-learning, facilitating the learning in the company, which in turn shall work on rendering services with high quality and less cost, which decline the prices of services.



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() Human Capital (Becker, 2007)

(Berkowitz,2001) (Hitt, et. al, 2001) (Woodhall,1987)

) Income Productive Use
Wealth

Non-Market Activities

(Black & Lynch,1996)
Organization Capacity Intangible Asset

(Vandenberghe,1999) (Bartel,1995)

Knowledge

Training

Education

(Van der Heijden,2002)

(Becker,1993)

Assets

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Career

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(Weiss and Finn,2005)

Labor Market

Skills

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(Zula, 2007)

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(Brush, and Ruse, 2005)

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(Chen, and Chen, 2008)

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(King, & Hill,1993)

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(Bartel,1995)

(Vandenberghe,1999) (Bartel,1995)

Learning

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Education

(Teece,2000)

(Barro, & Lee,2001)

Education Quality

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(Prussia, Fugate, & Kinicki,2001)

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(Zula and Chermack,2007)

(Yeung, and Berman, 1997)

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(Kaplan, and Norton, 2005)

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.7.4.1.1.2

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(Becker,2007) . Career Behavior

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(Kotler, 2006)

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(Krajewski and Ritzman, 2000)

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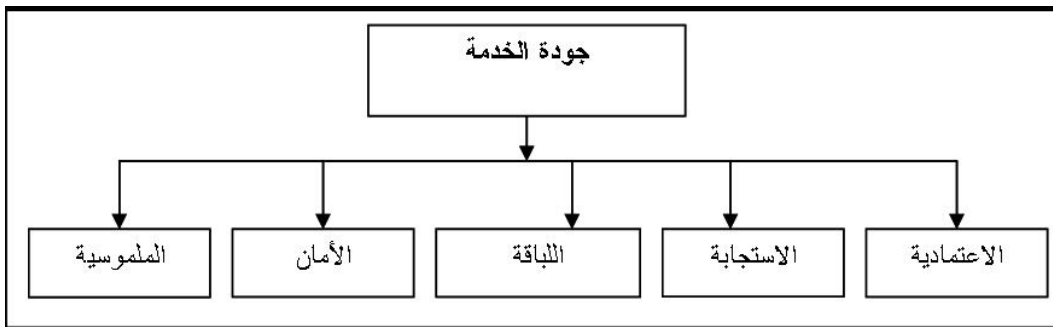
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%			
55.2	138		
44.8	112		
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2.4	6	50	
57.2	143	/	
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3.2	8	(/ /)	
24.0	60		
64.4	161		
11.6	29		

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%			
55.6	139		
38.8	97		
5.6	14		
48.4	121		
28.4	71		
11.2	28		
5.6	14		
6.4	16		
3.2	8		
24.8	62		
21.2	53		
50.8	127		
39.2	98	5	
41.6	104	10- 5	
19.2	48		
13.6	34	2000	
36	90	2001-3000	
25.6	64	3001-4000	
12	30	4001-5000	
8	20	5001-6000	
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%		%			
59.5	357	56.8	227		
40.5	243	43.3	173		
100.0	600	100.0	400		
15.8	95	15.3	61	20	
47.0	282	33.8	135	21 - 29	
21.2	127	28.8	115	30 -39	
16.0	96	22.3	89	40	
100	600	100	400		
31.3	188	28.5	114		
44.7	268	42.0	168		
24.0	144	29.5	118		
100.0	600	100.0	400		
21.5	129	22.8	91		
14.5	87	19.8	79		
52.5	315	44.5	178		
11.5	69	13.0	52		
100	600	100	400		
24.7	148	20.5	82	1500	
24.2	145	24.5	98	1500-2000	
24.5	147	27.3	109	2001-3000	
9.7	58	10.3	41	3001-4000	
7.3	44	9.25	37	4001-5000	
4.3	26	3.75	15	5001-6000	
1.2	7	2.25	9	6001-7000	
4.2	25	2.25	9	7001	
100.0	600	100	400		
29.7	178	19.5	78	3	
39.7	238	26.0	104	3-5	
21.5	129	23.8	95	6-10	
9.2	55	30.8	123	10	
100.0	600	100.0	400		

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6	6	:
60	51	:
8	6	1.2
10	4	2.2
4	4	3.2

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%		
94.8	12	
95.1	15	
90.5	6	
94.5	11	
94.5	7	

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%		
92.5	6	
92.3	10	
96.8	23	
96.9	20	

:6.3

%70.3	6	%70.8	8	
%68.3	4	%79.0	10	
77.1	4	%81.9	4	
%72.6	5	%83.7	5	
%79.2	4	%81.7	4	
%79.7	6	%81.8	6	
%83.0	7	%89.6	7	
%79.4	5	%87.0	5	
%76.4	4	%83.4	4	
%71.4	7	%80.0	7	
%94.7	52	%96.3	60	

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(Pearson correlation)

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0.000	0.84		1
0.000	0.90		2
0.000	0.89		3
0.000	0.89		4
0.000	0.90		5
0.000	0.85		6
0.000	0.89		7
0.000	0.89		8

($P \leq 0.05$)

*

(Pearson correlation)

:8.3

0.000	0.62	:	1
0.000	0.62	:	2
0.000	0.77	:	3
0.000	0.74	:	4
0.000	0.74	:	5
0.000	0.77	:	6
0.000	0.85	:	7
0.000	0.78	:	8
0.000	0.75	:	9
0.000	0.72	:	10

($P \leq 0.05$)

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(Pearson correlation)

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0.000	0.69	:	1
0.000	0.70	:	2
0.000	0.81	:	3
0.000	0.85	:	4
0.000	0.73	:	5
0.000	0.87	:	6
0.000	0.87	:	7
0.000	0.86	:	8
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0.000	0.77	:	10

(P≤0.05)

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0.89	3.84	.	1
0.86	3.81	()	2
0.78	3.85		3
0.88	3.79		4
0.99	3.68		5
0.88	3.76	.(/ /)	6
0.93	3.72	.	7
0.89	3.80		8
0.93	3.75		9

: -1.4

(250=)

0.88	3.68	.	10
0.92	3.68	.	11
0.89	3.74		12
0.71	3.76		

(-1.4 -1.4)

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3.79

:

. 3.68 •
 3.76 •
 3.72 . 3.8 •
 . (3.75) •
 . (3.68) •
) . (3.74) •
 . 3.68 •
 (2006)

: **.2.1.2.4**

:

" " (2.4)

:2.4

(250=)

0.92	3.81	.	13
0.86	3.84	.	14
0.90	3.82	.	15
0.93	3.75	.	16
0.95	3.70	.	17
0.97	3.72	.	18
0.98	3.72	.	19
1.01	3.51	.()	20
0.92	3.71	.	21
0.95	3.66	.	22
0.93	3.67	.	23
0.93	3.67	.	24
0.91	3.73	.	25
0.97	3.48	.	26
0.98	3.58	.	27
0.73	3.69		

(2.4)

(3.48-3.84)

0.73

3.69

:

. 3.84
 . 3.84
 .
 (3.75)
)
 .(3.7
 3.72
 .3.72
 :
 . 3.71 :
 3.66 :
 :
 :
 3.67
 . 3.51
 3.48)
)
 .(3.73
 .(

)

.(3.18

: **.3.1.2.4**

"

(3.4) "

:

:3.4

(250=)

0.93	3.68	.	28
0.99	3.70	.	29
0.94	3.66	.	30
1.02	3.61	.	31
0.96	3.71	.	32
1.01	3.57	.	33
0.80	3.65		

(3.4)

(3.57-3.71)

.(0.80)

3.65

(3.4)

(3.70 3.68)

.(3.66)

)

)

(3.61

.(3.57

)

.(3.71

:

.4.1.2.4

"

(4.4)

"

:

: -4.4

(250=)

0.89	3.82	.	34
0.89	3.79	.	35
0.91	3.78	.	36
0.90	3.71	.	37
0.91	3.76	.	38
0.96	3.72	.	39
0.97	3.67	.	40

: -4.4

(250=)

0.93	3.66	.()	41
0.92	3.70	.	42
0.92	3.65	.	43
1.02	3.68	.	44
0.75	3.72		

(4.4)

(3.65-3.82)

.0.75

3.72

(4.4)

3.82

3.79

(3.71)

(3.72)

)

.(3.72

(2009)

(3.67)

()

3.66

(3.70)

(3.65)

(3.68)

.5.1.2.4

:

"

(5.4)

"

:

:5.4

(250=)

0.96	3.73	.	45
0.97	3.75	.	46
0.95	3.76	.	47
0.93	3.76	.	48
0.90	3.78	.	49
0.96	3.74	.	50
0.94	3.67	.	51
0.82	3.74		

(5.4)

(3.67-3.78)

.0.82

3.74

:

(5.4)

.(3.73

)

•

.(3.75

)

•

•

.3.76

.3.76

•

.3.78

•

3.74

(2004)

.3.67

(2004)

.

.

:

.6.1.2.4

"

(6.4)

"

:6.4

(250=)

0.93	3.74	.	52
0.97	3.64	.	53
0.92	3.64	.	54
0.93	3.74	.	55
1.05	3.74	.	56
1.03	3.72	.	57
0.83	3.70		

(6.4)

(3.64-3.74)

.0.83

3.70

(6.4)

:

•

3.74

•

3.64

•

3.64

•

3.74

•

3.74

•

3.72

(2004)

)

.(

:

.7.1.2.4

"

(7.4)

"

: -7.4

(250=)

1.07	3.68		58
1.03	3.72		59
1.03	3.68		60
1.00	3.62		61
0.98	3.60		62
1.01	3.57		63
1.03	3.61		64

: -7.4

(250=)

0.99	3.63		65
1.02	3.49		66
0.93	3.67	)	67
0.78	3.63		

(-7.4 -7.4)

(3.49-3.72)

3.63

.0.78

(-7.4 -7.4)

3.68

()

3.68

3.62

3.57 3.60

3.61•3.63

)

3.67

(3.49

()

.()

:

8.1.2.4

"

(8.4)

"

: -8.4

.(250=)

0.95	3.49		68
1.03	3.50		69
1.02	3.35		70

: -8.4

.(250=)

0.95	3.52	.	71
0.98	3.58	.	72
1.02	3.50	.	73
1.04	3.52	) .(	74
1.01	3.55	.	75
1.06	3.47	.	76
1.06	3.52	.	77
1.04	3.58	.	78
0.97	3.64	./	79
0.98	3.68	.	80
0.95	3.62	.	81
0.96	3.60	.	82
1.09	3.49	.	83
0.98	3.66	.	84
1.02	3.62	.	85
0.99	3.74	.	86
1.03	3.54	.	87
1.03	3.49	.	88
0.93	3.55	.	89
0.95	3.58	.	90
0.77	3.55		

8.4

3.55

(3.35-3.74)

.0.77

(8.4)

(3.49)

() 3.50

.() 3.35

() 3.52

.(3.58)

.(3.5)

() 3.52

.(3.55)

(3.47)

(3.62)

.(3.58 3.55)

)

)

)

(3.52

(3.58)

(3.49

(3.64

.(3.62)

(3.54)

3.74

)

(3.49

.() 3.6

.8.1.2.4

(9.4) "

: -9.4

.(250=)

0.97	3.69	.	91
0.99	3.74	.	92
0.99	3.70	.	93
0.95	3.74	.	94
0.97	3.69	.	95
1.01	3.66		96

: -9.4

.(250=)

0.96	3.72	.	97
0.95	3.71	.	98
0.92	3.66	.	99
0.91	3.75	.	100
0.89	3.81	.	101
0.90	3.88	.	102
0.91	3.85	.	103
0.90	3.85	()	104
0.92	3.84	.	105
0.86	3.86	.	106
0.92	3.83	.	107
0.89	3.83	.	108
0.94	3.89	()	109
0.93	3.88	.	110
0.74	3.78		

(9.4)

(3.66-3.89)

3.78

0.74

:

•

(3.69)

.(3.71)

•

•
 .(3.72)
 .(3.74) •
 .(3.81) •
 .(3.85) •
 .(3.83) •
) •
 .(3.83) •
) •
 .(3.75) •
 .(3.88) •
) •
 .(3.89) •
 : •
 .(3.66) •
 .(3.86) •
) •
 .(3.74) •
 :
) •
 .(3.70) •
) •
 .(3.69)

.(3.66)

•

:

.10.1.2.4

-3.78)

(3.55

.(0.77)

(3.55)

(10.4)

: -10.4

(250=)

	0.71	3.76	:
	0.73	3.69	:
	0.80	3.65	:

: -10.4

(250=)

	0.75	3.72	:
	0.82	3.74	:
	0.83	3.70	:
	0.78	3.63	:
	0.77	3.55	:
	0.74	3.78	:

: **.2.2.4**

: **.1.2.2.4**

:

: **.1.1.2.2.4**

"

"

()

:

.1.1.1.2.2.4

(11.4) " ()
:

() :11.4
(600=)

1.09	3.32	.	1
0.97	4.02	.	2
1.17	2.44	) (	3
1.03	3.27		4
0.96	3.85	SMS	5
1.10	3.35	MMS	6
1.11	3.63	.	7
1.19	3.67	.	8
0.75	3.46		

(11.4)
()
11.4 (2.44 – 4.02)

3.32

4.02
()

2.44

3.27

) MMS

(3.85

) SMS

.(3.63

(3.63

)

3.46

)

(

3.46

:

.2.1.1.2.2.4

"

(12.4)

"

()

:

: -12.4

(600=) ()

1.09	3.84	.	9
1.15	3.53	.	10
1.20	3.64	.	11
1.22	3.41	.	12
1.09	3.03	.	13

: -12.4

(600=) ()

1.14	3.04	.	14
1.31	2.32	.	15
1.23	2.11	.	16
1.21	2.24	.	17
1.19	2.27	.	18
0.80	2.95		

(12.4)

()

(2.11 - 3.84)

(3.84)
 (3.53)
)

.(3.41 3.64

)
 . (3.04 3.03

)
 2.32 2.11

(

(2.27 2.24)

2.95

.3.1.1.2.2.4

:

"

(13.4) " ()

:

:13.4

(600=) ()

1.09	3.22		19
1.26	3.31		20
1.25	3.50	.()	21
1.25	3.41	.	22
0.98	3.36		

(13.4)

(3.22 – 3.50) ()

13.4

)

(99)

(3.22

(3.66)

3.31

)

)

(3.50

3.36

.(3.41

.4.1.1.2.2.4

(14.4) " ()
:

:14.4

(600=) ()

1.19	3.42	.	23
1.19	3.57	)	24
1.14	3.80	.	25
1.16	3.56	.	26
1.15	3.40	.	27
0.91	3.55		

(14.4)

()

(3.40 – 3.80)

)

)

(3.42

(3.87

(3.8)

(3.56)

(3.40)

.3.55

(97)

3.72

:

.5.1.1.2.2.4

"

(15.4)

"

()

:

:15.4

(600=) ()

1.11	3.65	.	28
1.17	3.82	.	29
1.14	4.10	()	30
1.16	4.10	.	31
0.92	3.92		

(15.4)

()

(3.65 – 4.10)

)

(3.65)

(3.82

(4.10)

(4.10)

3.92

.6.1.1.2.2.4

(16.4) " ()

:16.4

(600=) ()

1.12	3.74	)	32
1.19	3.25	.	33
1.09	3.57	.	34
1.04	3.76	.	35
1.07	3.72	.	36
1.03	3.63	.	37
0.87	3.62		

(16.4)

()

(3.25 – 3.76)

)

(3.74

(3.25)

(3.57)

.(3.72 3.76)

.(3.63)

.3.62

:

.7.1.1.2.2.4

"

(17.4) " ()

:

:17.4

(600=) ()

1.12	3.50		38
1.15	3.33		39
1.16	3.35		40
1.11	3.64		41
1.09	3.33		42
1.09	3.67		43
1.11	3.50		44
0.88	3.47		

(17.4)

()

(3.33 – 3.67)

(3.50)

(106)

) (3.86)

(3.3
) (3.35)

(108)
(3.83)

(3.33
(3.67)
(3.64)

.3.83 (107)

3.50)

.(

(2002) .3.47

:

.8.1.1.2.2.4

"

(18.4) " ()

:

:18.4

(600=) ()

1.09	3.60	.	45
1.13	3.55	.	46
1.09	3.59	.	47
1.18	3.28		48
1.23	3.26	.	49
0.93	3.45		

(18.4)

()

(3.26 - 3.60)

: 3.45

3.60)

) .(

) .(3.55

.(3.59

3.26 3.28 :

: **.9.1.1.2.2.4**

"

(19.4)

"

()

:

:19.4

(600=) ()

1.31	2.82	.	50
1.19	3.12	.	51
1.23	3.34	.	52
1.32	2.93	.	53
1.03	3.05		

(19.4)

()

(2.82 - 3.34)

(2.82)

(3.34 3.12)

(110)

3.88

(2.93)

(103 102)

)

.(3.85 3.88)

3.05

(2002)

.10.1.1.2.2.4

" ()
 : (20.4)
 :20.4
 (600=) ()

1.13	3.48	.	54
1.06	4.05	.()	55
1.13	3.91	.	56
1.12	3.90	.	57
1.37	2.87	)	58
1.37	2.56	.	59
1.32	2.96	)	60
0.82	3.39		

(20.4)

()

(2.56 - 4.05)

(3.48)

) (4.05)

) (3.91

(3.90

2.87

.2.59

)

3.39

.(2.96

(109)

()

(2002)

:

.11.1.1.2.2.4

"

(21.4)

"

()

:

:21.4

(600=) ()

0.98	3.06	

(21.4)

()

3.06

:

.2.1.2.2.4

:

(22.4)

()

•
 •
 (6) (0.92) (3.92)
 (3.62) " (5)
) " (4) (0.87)
 " (7) (0.91) (3.55)
 " (1) (0.88) (3.47)
 (0.75) (3.46)
 (3.45) " (8)
 " (10) (0.93)
 " (3) (0.82) (3.39)
) (3.36)
) " (9) (0.98)
 " (9) (0.98) (3.06)
 (2) (1.03) (3.05)

()

.(0.80) (2.95)

: -22.4

()

	0.75	3.46	:
	0.80	2.95	:
	0.98	3.36	:
	0.91	3.55	:
	0.92	3.92	:
	0.87	3.62	:

: -22.4

()

	0.88	3.47	:
	0.93	3.45	:
	1.03	3.05	:
	0.82	3.39	:
	0.98	3.06	

:

.2.2.2.4

:

.1.2.2.2.4

"

"

()

:

:

.1.1.2.2.2.4

"

(23.4)

"

()

:

(23.4)

- 4.31) ()

23.4

(2.92

3.81

4.31

:23.4

(400=)

0.96	3.81	.	1
0.81	4.31	.	2
1.12	2.92	) (	3
0.97	3.56		4
0.98	3.64	.	5
0.91	3.87	.	6
0.61	3.68		

2.92

3.56

. (3.87)
)

(3.64

.()

3.68

.2.1.2.2.2.4

(24.4) " ()
:

:24.4

(400=)

0.97	3.98	.	7
1.02	3.67	.	8
1.43	2.89	.	9
1.29	2.53	.	10
0.85	3.27		

(24.4)

- 3.98) ()

.(2.53

. (3.98)

(3.67)

2.89 2.53

3.27

()

.3.1.2.2.2.4

(25.4) " ()
:

:25.4

(400=)

1.04	3.23		11
1.12	3.35		12
1.08	3.49	.()	13
1.13	3.64	.	14
0.84	3.43		

(25.4)

()

.(3.23 – 3.64)

25.4

)

(3.23

(3.35

(3.49)

.(3.64)

3.43

()

.4.1.2.2.2.4

(26.4) " ()

:

:26.4

(400=) ()

0.99	3.50	.	15
1.02	3.76	)	16
		.(
1.03	3.72	.	17
1.13	3.69	.	18
1.06	3.43	.	19
0.72	3.62		

(26.4)

3.76) ()

.(3.43 -

) (3.50)

(3.76

(3.69) (3.72)

.(3.43)

3.62

.()

()

.5.1.2.2.4

(27.4) " ()

:

:27.4

(400=)

1.02	3.77	.	20
1.02	3.81	.	21
1.07	4.05	()	22
1.07	4.08	.	23
0.82	3.93		

(27.4)

()

.(3.77 - 4.08)

)

)

(3.77

(3.81

(4.05)

(4.08)

3.93

.6.1.2.2.2.4

(28.4) " ()

:28.4

(400=)

1.02	3.54	)	24
1.09	3.32	.	25
0.98	3.41	.	26
0.88	3.87	.	27
0.96	3.90	.	28
0.95	3.66	.	29
0.69	3.62		

(28.4)

- 3.90) ()

.(3.32

(3.54)

3.32

(3.41)
 (3.90 3.87)
)

.(3.66

3.62

:

.7.1.2.2.2.4

"

(29.4)

"

()

:

:29.4

(400=)

1.04	3.51		30
1.11	3.30	.	31
1.09	3.35		32
0.90	3.75	.	33
1.06	3.45	.	34
0.92	3.81		35
0.97	3.70	.	36
0.71	3.55		

(29.4)

()

.(3.30 - 3.81)

(3.51)

)

)

(3.3

() () .(3.35)

() (3.81)

) (3.75)

.(3.45

.(3.70)

)

.3.55 (

()

:

.8.1.2.2.4

"

(30.4) " ()

:

:30.4

(400=)

0.99	3.71	.	37
1.00	3.70	.	38
0.95	3.61	.	39
1.03	3.31		40
1.06	3.33	.	41
0.74	3.53		

(30.4)

.(3.31 - 3.71) ()

: 3.53

.(3.70) •
.(3.61) •
.(3.71) •

: 3.33 3.31

: **.9.1.2.2.2.4**

(31.4) " ()
:

:31.4

(400=)

1.17	2.94	.	42
1.07	3.26	.	43
1.01	3.46	.	44
1.23	3.23	.	45
0.86	3.22		

(31.4)

()

.(2.94 – 3.46)

2.94
(3.26)
(3.64)

.3.23

3.22
()

: **.10.1.2.2.2.4**

"

" ()
:

(32.4)

:32.4

(400=)

1.02	3.65	/	46
0.88	4.16	.(...)	47
1.01	3.96	.	48
0.96	4.00	.	49
1.35	2.75	)	50
1.24	2.28	.	51
1.31	2.68	)	52
0.68	3.35	.(

() (32.4)

(2.28 - 4.16)

(3.65)

) (4.16)

) (3.96

(4.00

2.75

2.75

.2.28

)

3.35 .(2.68

: **.11.1.2.2.2.4**

"

(33.4) "

()

:

(33.4)

3.33 ()

()

3.06

:33.4

(400=)

0.76	3.33	

:()

.2.2.2.2.4

: 34.4 ()

•

(3.22 – 3.93) ()

" (5) •

" (1) (0.82) (3.93)

(4) (0.61) (3.68)

" (6) " "

(7) (0.69 0.72) (3.62)

) (3.55) " "

(3.53) " (8) (0.71

" (3) (0.74)

" (10) (0.84) (3.43)

) (3.35) "

) " (11) (0.68

" (2) (0.67) (3.33

" (9) (0.85) (3.27)

"

(3.22) ()

.(0.86)

:34.4

(400=)

	0.61	3.68	:
	0.85	3.27	:
	0.84	3.43	:
	0.72	3.62	:
	0.82	3.93	:
	0.69	3.62	:
	0.71	3.55	:
	0.74	3.53	:
	0.86	3.22	:
	0.68	3.35	:
	0.67	3.33	

3.4

: **.1.3.4**

:
: **.1.1.3.4**

($P \leq 0.05$)

0.05

(35.4)

($P \leq 0.05$)

($P \leq 0.05$)

0.000

0.521

($P \leq 0.05$)

:35.4

0.521	1		
0.000	.		
250	250		
1	0.521		
.	0.000		
250	250		

:

2.1.3.4

($P \leq 0.05$)

0.05

(36.4)

($P \leq 0.05$)

($P \leq 0.05$)

0.000

0.590

($P \leq 0.05$)

:36.4

0.590	1		
0.000	.		
250	250		
1	0.590		
.	0.000		
250	250		

:

.3.1.3.4

($P \leq 0.05$)

0.05

(37.4)

(P≤0.05)

(P≤0.05)

0.000

0.608

(P≤0.05)

:37.4

0.608	1		
0.000	.		
250	250		
1	0.608		
.	0.000		
250	250		

: **.4.1.3.4**

(P≤0.05)

0.05

(38.4)

(P≤0.05)

($P \leq 0.05$)

0.000
($P \leq 0.05$)

0.613

:38.4

0.613	1		
0.000	.		
250	250		
1	0.613		
.	0.000		
250	250		

:

.5.1.3.4

($P \leq 0.05$)

0.05

(39.4)

(P≤0.05)

(P≤0.05)

0.620

0.000

(P≤0.05)

:39.4

0.620	1		
0.000	.		
250	250		
1	0.620		
.	0.000		
250	250		

: **.6.1.3.4**

(P≤0.05)

0.05

(40.4)

(P≤0.05)

($P \leq 0.05$)

0.613

0.000

($P \leq 0.05$)

:40.4

0.613	1		
0.000	.		
250	250		
1	0.613		
.	0.000		
250	250		

:

.7.1.3.4

($P \leq 0.05$)

0.05

(41.4)

($P \leq 0.05$)

($P \leq 0.05$)

0.000

0.642

($P \leq 0.05$)

:41.4

0.642	1		
0.000	.		
250	250		
1	0.642		
.	0.000		
250	250		

:

.8.1.3.4

($P \leq 0.05$)

0.05

(42.4)

($P \leq 0.05$)

($P \leq 0.05$)

0.000
($P \leq 0.05$)

0.664

:42.4

0.664	1		
0.000	.		
250	250		
1	0.664		
.	0.000		
250	250		

: **.9.1.3.4**

($P \leq 0.05$)
)

(

:43.4

0.943	248	-0.07	0.72	3.76	138		
		-0.07	0.71	3.76	112		
0.630	248	-0.48	0.78	3.67	138		
		-0.49	0.65	3.72	112		
0.380	248	0.88	0.81	3.69	138		
		0.88	0.79	3.60	112		
0.462	248	0.74	0.76	3.75	138		
		0.74	0.74	3.68	112		
0.282	248	1.08	0.86	3.79	138		
		1.09	0.76	3.68	112		
0.726	248	0.35	0.89	3.72	138		
		0.36	0.75	3.68	112		
0.916	248	0.11	0.85	3.63	138		
		0.11	0.68	3.62	112		
0.972	248	0.04	0.84	3.56	138		
			0.67	3.55	112		

($P \leq 0.05$)

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0.005

t .Test

($P \leq 0.05$)

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.10.1.3.4

($P \leq 0.05$)

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: -44.4

0.020	3.34	1.65	3	4.94		
		0.49	246	121.37		
			249	126.31		
0.063	2.46	1.27	3	3.82		
		0.52	246	127.10		
			249	130.92		
0.319	1.18	0.76	3	2.28		
		0.64	246	158.39		
			249	160.67		
0.060	2.51	1.38	3	4.13		
		0.55	246	135.11		
			249	139.25		
0.154	1.77	1.18	3	3.53		
		0.67	246	163.67		
			249	167.20		
0.626	0.58	0.40	3	1.21		
		0.69	246	169.74		
			249	170.95		

: -44.4

0.144	1.82	1.08	3	3.25		
		0.60	246	146.57		
			249	149.82		
0.179	1.65	0.96	3	2.88		
		0.58	246	143.46		
			249	146.35		

0.005

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($P \leq 0.05$)

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0.005

($P \leq 0.05$)

($P \leq 0.05$)

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.11.1.3.4

($P \leq 0.05$)

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:45.4

0.184	1.70	0.86	2	1.72		
		0.50	247	124.59		
			249	126.31		
0.293	1.23	0.65	2	1.30		
		0.52	247	129.62		
			249	130.92		
0.298	1.22	0.78	2	1.57		
		0.64	247	159.10		
			249	160.67		
0.564	0.57	0.32	2	0.64		
		0.56	247	138.60		
			249	139.25		
0.587	0.53	0.36	2	0.72		
		0.67	247	166.48		
			249	167.20		
0.587	0.53	0.36	2	0.72		
		0.67	247	166.48		
			249	167.20		
0.068	2.72	1.84	2	3.69		
		0.68	247	167.26		
			249	170.95		
0.063	2.80	1.66	2	3.32		
		0.59	247	146.49		
			249	149.82		
0.433	0.84	0.49	2	0.99		
		0.59	247	145.36		
			249	146.35		

0.005

($P \leq 0.05$)
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.12.1.3.4

($P \leq 0.05$)
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: -46.4

0.051	3.00	1.50	2	3.00		
		0.50	247	123.31		
			249	126.31		
0.007	5.06	2.58	2	5.16		
		0.51	247	125.76		
			249	130.92		
0.005	5.33	3.33	2	6.65		
		0.62	247	154.02		
			249	160.67		

: -46.4

0.008	4.95	2.68	2	5.37		
		0.54	247	133.88		
			249	139.25		
0.088	2.45	1.63	2	3.26		
		0.66	247	163.94		
			249	167.20		
0.027	3.68	2.48	2	4.95		
		0.67	247	166.00		
			249	170.95		
0.099	2.33	1.39	2	2.78		
		0.60	247	147.04		
			249	149.82		
0.009	4.86	2.77	2	5.54		
		0.57	247	140.81		
			249	146.35		

0.005

($P \leq 0.05$)

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0.005

($P \leq 0.05$)

(P≤0.05)

: **.13.1.3.4**

(P≤0.05)

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: -47.4

0.715	0.34	0.17	2	0.34		
		0.51	247	125.96		
			249	126.31		
0.609	0.50	0.26	2	0.52		
		0.53	247	130.39		
			249	130.92		
0.248	1.40	0.90	2	1.80		
		0.64	247	158.87		
			249	160.67		
0.728	0.32	0.18	2	0.36		
		0.56	247	138.89		
			249	139.25		
0.408	0.90	0.61	2	1.21		
		0.67	247	165.99		
			249	167.20		

: -47.4

0.541	0.62	0.42	2	0.85		
		0.69	247	170.10		
			249	170.95		
0.573	0.56	0.34	2	0.67		
		0.60	247	149.14		
			249	149.82		
0.596	0.52	0.31	2	0.61		
		0.59	247	145.73		
			249	146.35		

0.005

($P \leq 0.05$)
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: **.14.1.3.4**

($P \leq 0.05$)
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:48.4

0.564	0.74	0.38	4	1.51		
		0.51	245	124.79		
			249	126.31		
0.000	5.43	2.67	4	10.67		
		0.49	245	120.25		
			249	130.92		
0.159	1.67	1.06	4	4.25		
		0.64	245	156.42		
			249	160.67		
0.024	2.86	1.55	4	6.20		
		0.54	245	133.04		
			249	139.25		
0.064	2.25	1.48	4	5.93		
		0.66	245	161.27		
			249	167.20		
0.011	3.36	2.22	4	8.89		
		0.66	245	162.06		
			249	170.95		
0.037	2.59	1.52	4	6.08		
		0.59	245	143.73		
			249	149.82		
0.030	2.73	1.56	4	6.24		
		0.57	245	140.11		
			249	146.35		

0.005

($P \leq 0.05$)
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0.005

($P \leq 0.05$)

($P \leq 0.05$)

: **15.1.3.4**

($P \leq 0.05$)
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: -49.4

0.006	4.19	2.05	3	6.14		
		0.49	246	120.16		
			249	126.31		
0.060	2.50	1.29	3	3.88		
		0.52	246	127.04		
			249	130.92		

: -49.4

0.038	2.85	1.80	3	5.40		
		0.63	246	155.27		
			249	160.67		
0.025	3.17	1.73	3	5.18		
		0.54	246	134.07		
			249	139.25		
0.160	1.74	1.16	3	3.47		
		0.67	246	163.73		
			249	167.20		
0.086	2.23	1.51	3	4.52		
		0.68	246	166.43		
			249	170.95		
0.042	2.77	1.63	3	4.89		
		0.59	246	144.92		
			249	149.82		
0.003	4.77	2.68	3	8.05		
		0.56	246	138.29		
			249	146.35		

0.005

($P \leq 0.05$)

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0.005

($P \leq 0.05$)

($P \leq 0.05$)

: **.16.1.3.4**

($P \leq 0.05$)

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: -50.4

0.001	7.45	3.59	2	7.19		
		0.48	247	119.12		
			249	126.31		
0.004	5.57	2.83	2	5.65		
		0.51	247	125.26		
			249	130.92		
0.022	3.87	2.44	2	4.89		
		0.63	247	155.78		
			249	160.67		
0.065	2.76	1.52	2	3.05		
		0.55	247	136.20		
			249	139.25		

: -50.4

0.091	2.42	1.61	2	3.22		
		0.66	247	163.98		
			249	167.20		
0.174	1.76	1.20	2	2.41		
		0.68	247	168.54		
			249	170.95		
0.079	2.57	1.53	2	3.05		
		0.59	247	146.76		
			249	149.82		
0.058	2.89	1.67	2	3.34		
		0.58	247	143.00		
			249	146.35		

0.005

($P \leq 0.05$)
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0.005

($P \leq 0.05$)

($P \leq 0.05$)

: **.17.1.3.4**

($P \leq 0.05$)

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: -51.4

0.001	4.57	2.16	5	10.81		
		0.47	244	115.50		
			249	126.31		
0.032	2.49	1.27	5	6.35		
		0.51	244	124.57		
			249	130.92		
0.041	2.36	1.48	5	7.40		
		0.63	244	153.27		
			249	160.67		
0.032	2.49	1.35	5	6.76		
		0.54	244	132.48		
			249	139.25		
0.147	1.65	1.09	5	5.47		
		0.66	244	161.72		
			249	167.20		
0.452	0.95	0.65	5	3.25		
		0.69	244	167.70		
			249	170.95		

: -51.4

0.007	3.27	1.84	5	9.19		
		0.56	244	137.15		
			249	146.35		

0.005

($P \leq 0.05$)

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0.005

($P \leq 0.05$)

($P \leq 0.05$)

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.2.3.4

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.1.2.3.4

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: **.1.1.2.3.4**

($P \leq 0.05$)

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: -52.4

0.529	0.74	0.41	3	1.24		
		0.56	596	334		
			599	335		
0.051	2.60	1.66	3	5		
		0.64	596	381.07		
			599	386.06		
0.035	2.89	2.72	3	8.17		
		0.94	596	561.82		
			599	569.98		
0.692	0.49	0.40	3	1.20		
		0.82	596	491.14		
			599	492.34		
0.058	2.51	2.11	3	6.33		
		0.84	596	500.80		
			599	507.12		
0.312	1.19	0.90	3	2.71		
		0.76	596	450.97		
			599	453.68		
0.562	0.68	0.53	3	1.58		
		0.77	596	457.75		
			599	459.32		

: -52.4

0.788	0.35	0.30	3	0.91		
		0.87	596	517.51		
			599	518.43		
0.363	1.06	1.13	3	3.40		
		1.06	596	634.00		
			599	637.40		
0.903	0.19	0.13	3	0.39		
		0.68	596	404.97		
			599	405.36		

0.005

($P \leq 0.05$)

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0.005

($P \leq 0.05$)

($P \leq 0.05$)

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.2.1.2.3.4

($P \leq 0.05$)

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:53.4

0.795	598	0.26	0.80	3.47	357		
		0.27	0.67	3.45	243		
0.094	598	-1.68	0.85	2.91	357		
		-1.73	0.72	3.02	243		
0.282	598	-1.08	1.00	3.32	357		
		-1.09	0.94	3.41	243		
0.590	598	-0.54	0.96	3.53	357		
		-0.55	0.83	3.57	243		
0.228	598	-1.21	0.96	3.88	357		
		-1.23	0.87	3.97	243		
0.540	598	0.61	0.89	3.64	357		
		0.62	0.84	3.59	243		
0.644	598	0.46	0.85	3.49	357		
		0.46	0.91	3.45	243		
0.292	598	-1.05	0.96	3.42	357		
		-1.07	0.89	3.50	243		
0.326	598	-0.98	1.04	3.02	357		
		-0.99	1.02	3.10	243		
0.953	598	-0.06	0.84	3.39	357		
		-0.06	0.80	3.39	243		

0.005

t .Test

($P \leq 0.05$)

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.3.1.2.3.4

(P≤0.05)

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: -54.4

0.316	1.15	0.65	2	1.29		
		0.56	597	334		
			599	335		
0.307	1.18	0.76	2	2		
		0.64	597	384.53		
			599	386.06		
0.603	0.51	0.48	2	0.96		
		0.95	597	569.02		
			599	569.98		
0.692	0.37	0.30	2	0.61		
		0.82	597	491.73		
			599	492.34		
0.851	0.16	0.14	2	0.27		
		0.85	597	506.85		
			599	507.12		
0.844	0.17	0.13	2	0.26		
		0.76	597	453.42		
			599	453.68		
0.557	0.59	0.45	2	0.90		
		0.77	597	458.43		
			599	459.32		

: -54.4

0.953	0.05	0.04	2	0.08		
		0.87	597	518.35		
			599	518.43		
0.733	0.31	0.33	2	0.66		
		1.07	597	636.73		
			599	637.40		
0.713	0.34	0.23	2	0.46		
		0.68	597	404.90		
			599	405.36		

0.005

($P \leq 0.05$)

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.4.1.2.3.4

($P \leq 0.05$)

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0.005

(55.4)

($P \leq 0.05$)

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0.016	3.47	1.92	3	5.76		
		0.55	596	329		
			599	335		
0.312	1.19	0.77	3	2		
		0.64	596	383.76		
			599	386.06		
0.004	4.52	4.22	3	12.67		
		0.94	596	557.31		
			599	569.98		
0.012	3.68	2.98	3	8.95		
		0.81	596	483.39		
			599	492.34		
0.000	7.55	6.19	3	18.58		
		0.82	596	488.55		
			599	507.12		
0.001	5.81	4.30	3	12.90		
		0.74	596	440.78		
			599	453.68		
0.010	3.78	2.86	3	8.58		
		0.76	596	450.75		
			599	459.32		
0.001	5.27	4.46	3	13.39		
		0.85	596	505.04		
			599	518.43		
0.006	4.20	4.40	3	13.20		
		1.05	596	624.20		
			599	637.40		
0.011	3.73	2.49	3	7.46		
		0.67	596	397.90		
			599	405.36		

0.005

($P \leq 0.05$)

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($P \leq 0.05$)

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.5.1.2.3.4

($P \leq 0.05$)

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: -56.4

0.001	3.47	1.89	7	13.22		
		0.54	592	322		
			599	335		
0.017	2.46	1.56	7	11		
		0.63	592	375.14		
			599	386.06		
0.000	5.02	4.56	7	31.95		
		0.91	592	538.04		
			599	569.98		
0.005	2.94	2.37	7	16.56		
		0.80	592	475.78		
			599	492.34		

: -56.4

0.000	4.70	3.81	7	26.69		
		0.81	592	480.43		
			599	507.12		
0.032	2.21	1.65	7	11.57		
		0.75	592	442.11		
			599	453.68		
0.010	2.66	2.00	7	13.99		
		0.75	592	445.34		
			599	459.32		
0.005	2.97	2.51	7	17.59		
		0.85	592	500.84		
			599	518.43		
0.033	2.20	2.31	7	16.18		
		1.05	592	621.22		
			599	637.40		
0.000	4.49	2.92	7	20.45		
		0.65	592	384.91		
			599	405.36		

0.005

($P \leq 0.05$)

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($P \leq 0.05$)

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.6.1.2.3.4

(P≤0.05)

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: -57.4

0.271	1.31	0.73	3	2.19		
		0.56	596	332.94		
			599	335.13		
0.277	1.29	0.83	3	2.49		
		0.64	596	383.57		
			599	386.06		
0.039	2.81	2.65	3	7.95		
		0.94	596	562.04		
			599	569.98		
0.448	0.89	0.73	3	2.19		
		0.82	596	490.15		
			599	492.34		
0.720	0.45	0.38	3	1.14		
		0.85	596	505.99		
			599	507.12		
0.792	0.35	0.26	3	0.79		
		0.76	596	452.89		
			599	453.68		
0.992	0.03	0.03	3	0.08		
		0.77	596	459.25		
			599	459.32		

: -57.4

0.092	2.16	1.86	3	5.57		
		0.86	596	512.86		
			599	518.43		
0.416	0.95	1.01	3	3.03		
		1.06	596	634.37		
			599	637.40		
0.054	2.57	1.72	3	5.17		
		0.67	596	400.19		
			599	405.36		

0.005

($P \leq 0.05$)

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0.005

($P \leq 0.05$)

($P \leq 0.05$)

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.2.2.3.4

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.1.2.2.3.4

($P \leq 0.05$)

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: -58.4

0.558	0.69	0.26	3	0.77		
		0.37	396	147.57		
			399	148.34		
0.192	1.59	1.15	3	3.45		
		0.73	396	287.28		
			399	290.73		
0.200	1.55	1.09	3	3.28		
		0.70	396	279.14		
			399	282.42		
0.043	2.75	1.41	3	4.24		
		0.51	396	203.57		
			399	207.81		
0.176	1.66	1.11	3	3.33		
		0.67	396	265.17		
			399	268.50		
0.008	4.00	1.87	3	5.62		
		0.47	396	185.46		
			399	191.07		
0.070	2.37	1.20	3	3.60		
		0.51	396	200.09		
			399	203.69		
0.251	1.37	0.76	3	2.27		
		0.55	396	218.87		
			399	221.15		

: -58.4

0.004	4.45	3.20	3	9.59		
		0.72	396	284.78		
			399	294.37		
0.000	7.56	3.35	3	10.04		
		0.44	396	175.47		
			399	185.51		

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0.637	398	0.47	0.66	3.70	227		
		0.49	0.54	3.67	173		
0.478	398	-0.71	0.89	3.24	227		
		-0.72	0.80	3.30	173		
0.537	398	-0.62	0.89	3.40	227		
		-0.63	0.77	3.46	173		
0.740	398	0.33	0.80	3.63	227		
		0.34	0.61	3.61	173		
0.149	398	-1.44	0.85	3.87	227		
		-1.46	0.78	3.99	173		
0.249	398	1.15	0.71	3.65	227		
		1.16	0.67	3.57	173		
0.085	398	1.73	0.71	3.61	227		
		1.73	0.71	3.48	173		
0.403	398	0.84	0.75	3.56	227		
		0.84	0.74	3.49	173		
0.568	398	-0.57	0.85	3.20	227		
		-0.57	0.87	3.25	173		
0.950	398	0.06	0.67	3.36	227		
		0.06	0.69	3.35	173		

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0.092	2.40	0.89	2	1.77		
		0.37	397	146.57		
			399	148.34		
0.141	1.97	1.43	2	2.85		
		0.73	397	287.88		
			399	290.73		
0.366	1.01	0.71	2	1.43		
		0.71	397	281.00		
			399	282.42		
0.661	0.41	0.22	2	0.43		
		0.52	397	207.37		
			399	207.81		
0.549	0.60	0.40	2	0.81		
		0.67	397	267.69		
			399	268.50		
0.095	2.37	1.13	2	2.25		
		0.48	397	188.82		
			399	191.07		
0.893	0.11	0.06	2	0.12		
		0.51	397	203.57		
			399	203.69		
0.783	0.24	0.14	2	0.27		
		0.56	397	220.88		
			399	221.15		

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0.080	2.54	1.86	2	3.72		
		0.73	397	290.65		
			399	294.37		
0.859	0.15	0.07	2	0.14		
		0.47	397	185.37		
			399	185.51		

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0.015	3.53	1.29	3	3.87		
		0.36	396	144.47		
			399	148.34		

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0.187	1.61	1.17	3	3.50		
		0.73	396	287.24		
			399	290.73		
0.435	0.91	0.65	3	1.94		
		0.71	396	280.48		
			399	282.42		
0.088	2.20	1.13	3	3.40		
		0.52	396	204.40		
			399	207.81		
0.064	2.43	1.62	3	4.86		
		0.67	396	263.64		
			399	268.50		
0.113	2.00	0.95	3	2.86		
		0.48	396	188.22		
			399	191.07		
0.233	1.43	0.73	3	2.18		
		0.51	396	201.51		
			399	203.69		
0.239	1.41	0.78	3	2.34		
		0.55	396	218.81		
			399	221.15		
0.112	2.01	1.47	3	4.41		
		0.73	396	289.96		
			399	294.37		
0.098	2.11	0.97	3	2.92		
		0.46	396	182.59		
			399	185.51		

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0.014	2.55	0.92	7	6.47		
		0.36	392	141.88		
			399	148.34		
0.134	1.60	1.15	7	8.07		
		0.72	392	282.67		
			399	290.73		
0.419	1.02	0.72	7	5.03		
		0.71	392	277.39		
			399	282.42		
0.820	0.52	0.27	7	1.91		
		0.53	392	205.90		
			399	207.81		

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0.071	1.89	1.25	7	8.75		
		0.66	392	259.75		
			399	268.50		
0.384	1.07	0.51	7	3.57		
		0.48	392	187.50		
			399	191.07		
0.675	0.70	0.36	7	2.50		
		0.51	392	201.19		
			399	203.69		
0.070	1.89	1.03	7	7.23		
		0.55	392	213.92		
			399	221.15		
0.309	1.19	0.87	7	6.11		
		0.74	392	288.26		
			399	294.37		
0.090	1.78	0.82	7	5.71		
		0.46	392	179.80		
			399	185.51		

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0.029	3.04	1.11	3	3.34		
		0.37	396	145.00		
			399	148.34		
0.011	3.78	2.70	3	8.09		
		0.71	396	282.65		
			399	290.73		
0.125	1.92	1.35	3	4.05		
		0.70	396	278.37		
			399	282.42		
0.166	1.70	0.88	3	2.65		
		0.52	396	205.16		
			399	207.81		
0.091	2.17	1.45	3	4.34		
		0.67	396	264.16		
			399	268.50		
0.164	1.71	0.82	3	2.45		
		0.48	396	188.63		
			399	191.07		

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0.045	2.70	1.36	3	4.09		
		0.50	396	199.60		
			399	203.69		
0.039	2.81	1.54	3	4.62		
		0.55	396	216.53		
			399	221.15		
0.395	1.00	0.73	3	2.20		
		0.74	396	292.17		
			399	294.37		
0.032	2.96	1.36	3	4.07		
		0.46	396	181.44		
			399	185.51		

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66	3.1.2.4
67	4.1.2.4
69	5.1.2.4
70	6.1.2.4
72	7.1.2.4
74	8.1.2.4
77	9.1.2.4
80	10.1.2.4
81	2.2.4
81	1.2.2.4
81	1.1.2.2.4
82	.....	1.1.1.2.2.4
83	.....	2.1.1.2.2.4
85	.....	3.1.1.2.2.4
86	.....	4.1.1.2.2.4
87	.....	5.1.1.2.2.4
88	.....	6.1.1.2.2.4
89	.....	7.1.1.2.2.4
90	.....	8.1.1.2.2.4
91	.....	9.1.1.2.2.4
93	.....	10.1.1.2.2.4
94	.....	11.1.1.2.2.4
94	.....	2.1.2.2.4
96	.....	2.2.2.4
96	.....	1.2.2.2.4
96	.....	1.1.2.2.2.4
98	.....	2.1.2.2.2.4

99	.....	3.1.2.2.2.4
100	.....	4.1.2.2.2.4
101	.....	5.1.2.2.2.4
102	.....	6.1.2.2.2.4
103	.....	7.1.2.2.2.4
104	.....	8.1.2.2.2.4
105	.....	9.1.2.2.2.4
206	.....	10.1.2.2.2.4
107	.....	11.1.2.2.2.4
108	.....( )	2.2.2.2.4
109	.....	3.4
109	.....	1.3.4
132	.....	2.3.4
132	.....( )	1.2.3.4
142	.....( )	2.2.3.4
153	.....	:
153	.....	1.5
155	.....	2.5
159	.....	3.5
161	.....
190	.....
191	.....
192	.....
199	.....