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The Role of Humanitarian Management Style in The Human Resources Management of SOS Children's Village's in Palestine.

Abstract

this study identifies the role of the humanitarian management of human resources from the viewpoint of employees and its effect by the independent variables examined in the SOS Children's Villages of Palestine. Where the reality of this role was identified through the functions run by the humanitarian management style in the human resources management in the area of selection and training, motivation, leadership and culture. What are the obstacles of applying this humanitarian management style and what are the mechanisms and ways to enhance the practices of humanitarian management style in the human resources management of SOS Children village in Palestine.

A descriptive approach was followed up, through the use of questionnaire as a tool for data collection which reached an overall value of (0.901), a degree to meet the objectives of the study which was verified and judged by a committee of specialists in the field as well as verification statistically through the Pearson correlation coefficient (Pearson Correlation), and he had calculated the coefficient reliability for the study using the (Cronbach alpha) reliability coefficient to measure persistence

The importance of this study is that it is a step toward strengthening the applying of the humanitarian management style in the human resources management processes and focus on the humanitarian needs of employees the (physiological needs and the need for security and social needs and the need for appreciation, respect and self-actualization), in order to achieve these goals of the organization. In it offers a range of mechanisms and ways to enhance the activation of the role of the humanitarian management style in human resource management

The study consisted of all staff in the SOS Children's Villages in the West Bank such as: SOS Children's Village Bethlehem, and SOS Hermann Gmeiner School in Bethlehem and SOS Kindergarten, and four youth houses, and FSP familie strengthen programme and prevention of child abandonment, and seven of psychological counseling and social development centers.

To answer the questions of the study , data of the study was collected and reviewed, then it was introduced into the computer by giving certain figure numerals, that is through the transfer of verbal answers into digital ones and the extraction of ratios and percentage frequencies, averages, standard deviations, analysis of variance and analysis (of the differences and the reliability (coefficient Cronbach's alpha) through. The use of the SPSS statistical software packages.

The study showed a positive degree in the practices of humanitarian management style in the human resources management in SOS children's villages with regard of selection, training, motivation, leadership, culture, and this application is reflected in the vision of staff respondents, in relation to selection of staff pursuing a children's village of a clear policy that focuses on the humanitarian aspects along with professionalization and self-realization, job security. Moreover, training is applied in accordance with clear planning to the needs of staff to be directed to all staff despite the differences in their functions, taking

into account individual differences, and there are effective policies to stimulate staff followed by the Department of Children's Village where the involvement of staff in drawing up action plans and assign roles of leadership and moral stimulation, to promote social relations among themselves. The administrative leadership focuses on the humanitarian management style in dealing with staff away from the traditional hierarchical relationship between the parties listed in mutual respect, trust and justice, and in terms of organizational culture, staff has a sense of actual belonging and intimacy to the organization. they believe in its objectives and its mission maintain teamwork and fairness in rights and duties, As to the obstacles of the practices of this management style of SOS Children's village., results showed that these constraints are very limited and do not constitute an obstacle to the application of this pattern and that there are mechanisms and ways to strengthen and activate the humanitarian management style , if it was being worked out, it will contribute significantly to raising the degree of implementation of this humanitarian management style in the human resource management in the SOS Children's Villages.

the results supports the need to strengthen the system of motivations and work to offer financial rewards to staff who are the owners of outstanding performance and promotions based on distinction in work, and offer management and moral support to the staff because of its positive effect. Strengthening the system of salaries it has a medium impact. The job administrative leaders is to gain the trust of staff and influence them positively to enhance the capacity of staff, and contribute to the administrative leaders in the self-realization of the staff by all means available and a more positive attention in the areas of special training and support for social activities to strengthen relations between staff, and support the principle of cooperation in the work to support the culture of an organization that works on the construction of organizational coherence.

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0.00	0.505		7
0.00	0.551		8
0.00	0.551		9
0.00	0.400		10
0.00	0.302		11
0.00	0.412		12
0.00	0.555		13
0.00	0.616		14
0.00	0.560		15
0.00	0.578		16
0.00	0.507		17
0.00	0.595		18

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0.00	0.525		19
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0.00	0.579		22
0.00	0.452)	23
0.00	0.528		24
0.00	0.522		25
0.00	0.403		26
0.00	0.505		27
0.00	0.512		28
0.00	0.492		29
0.001	0.276		30
0.00	0.532		31
0.00	0.580		32
0.00	0.572		33
0.00	0.496		34
0.00	0.546		35
0.00	0.516		36
0.00	0.462	(..)	37

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	()		
0.00	0.472		38
0.00	0.584		39
0.00	0.586		40
0.00	0.519		41
0.00	0.577		42
0.04	0.153		43
0.01	0.208		44
0.03	0.081		45
0.03	0.147		46
0.01	0.020		47
0.02	0.070		48
0.03	0.039		49
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0.01	0.079		51
0.01	0.041		52
0.01	0.008		53

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0.02	0.021		54
0.003	0.261		55
0.00	0.479		56
0.00	0.493		57
0.00	0.510		58
0.00	0.626		59
0.00	0.647		60
0.00	0.684		61
0.00	0.587		62
0.00	0.658		63
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	0.7821	4.153	130		3
	0.7948	4.061	130		4
	0.8165	4.000	130		5
	0.7775	4.000	130		6
	0.8395	3.976	130		7
	1.0210	3.892	130		8
	0.5447	4.072	130		

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	0.7275	4.169	130		1
	0.6847	4.107	130		2
	0.8576	4.092	130		3
	0.8351	3.984	130		4
	0.7762	3.953	130		5
	0.7720	3.907	130		6
	0.999	3.761	130		7
	0.9680	3.707	130		8
	0.5842	3.960	130		

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	0.6525	4.153	130	.()	1
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	0.9859	3.792	130		3
	0.9805	3.723	130		4
	1.0149	3.707	130		5
	1.1726	3.407	130		6
	1.0544	3.346	130		7
	1.1727	2.653	130		8
	0.6625	3.590	130		

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	0.6835	4.369	130		1
	0.7163	4.192	130		2
	0.6977	4.038	130		3
	0.7415	3.976	130		4
	0.8448	3.915	130		5

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	0.8578	3.823	130		6
	0.8897	3.753	130		7
	0.8629	3.684	130		8
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	0.6264	4.253	130		1
	0.6534	4.230	130		2
	0.7181	4.223	130		3
	0.7151	4.215	130		4
	0.6835	4.169	130		5
	0.6273	4.130	130		6
	0.7503	4.053	130		7
	0.8571	3.869	130		8
	0.5188	4.143			

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	1.2838	3.053	130		1
	1.1466	2.761	130		2
	1.2341	2.715	130		3
	1.1971	2.707	130		4
	1.0871	2.484	130		5
	1.0787	2.446	130		6
	1.1039	2.400	130		7
	1.1224	2.376	130		8
	1.0192	2.361	130		9
	1.0986	2.307	130		10
	0.9881	2.215	130		11
	0.8108	2.038	130		12
	0.7450	2.489	130		

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	0.8209	4.176	130		2
	0.8973	4.030	130		3
	0.8578	4.023	130		4
	0.7825	4.007	130		5
	0.8621	3.969	130		6
	0.8572	3.961	130		7
	0.9713	3.953	130		8
	1.0238	3.923	130		9
	0.9354	3.907	130		10
	0.6948	4.017	130		

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0.078	1.777	128	0.6210	4.191	43		SOS
			0.4960	4.012	87		
0.098	1.669	128	0.6937	4.081	43		
			0.5157	3.900	87		
* 0.008	2.710	128	0.7109	3.808	43		
			0.6131	3.481	87		
0.180	1.347	128	0.6027	4.058	43		
			0.4891	3.925	87		
* 0.013	2.507	128	0.5845	4.302	43		
			0.4668	4.064	87		

(t.test) : -8.4

SOS

	T						
* 0.007	2.766	128	0.8483	2.238	43		SOS
			0.6588	2.613	87		
0.970	0.037	128	0.8099	4.020	43		SOS
			0.6355	4.016	87		
0.256	1.141	128	0.3905	3.737	43		
			0.3006	3.666	87		

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One Way Analysis of Variance

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0.770	0.377	0.113	3	0.340		SOS		
		0.301	126	37.937				
		-----	129	38.277				
0.675	0.512	0.177	3	0.531				
		0.345	126	43.502				
		-----	129	44.032				
0.824	0.302	0.135	3	0.404				
		0.446	126	56.228				
		-----	129	56.632				

(One Way Analysis of Variance)

: -9.4

SOS

	F					
0.776	0.369	0.105	3	0.316		SOS
		0.286	126	36.029		
		-----	129	36.346		
0.713	0.457	0.125	3	0.374		
		0.273	126	34.349		
		-----	129	34.722		
0.201	1.565	0.858	3	2.573		SOS
		0.548	126	69.030		
		-----	129	71.603		
0.473	0.842	0.408	3	1.224		SOS
		0.485	126	61.065		
		-----	129	62.289		
0.533	0.736	0.082	3	0.247		
		0.112	126	14.073		
		-----	129	14.320		

: -10.4

SOS

0.5329	4.056	53	29 – 20	SOS
0.5382	4.080	53	39 – 30	
0.6901	4.014	17	49 – 40	

: -10.4

SOS

0.2834	4.267	7	50		
0.5447	4.072	130			
0.5449	3.922	53	29 – 20		
0.5871	3.962	53	39 – 30		
0.7036	3.970	17	49 – 40		
0.6068	4.214	7	50		
0.5842	3.960	130			
0.6475	3.528	53	29 – 20		
0.6874	3.632	53	39 – 30		
0.6995	3.595	17	49 – 40		
0.5805	3.714	7	50		
0.6625	3.589	130			
0.5478	3.9481	53	29 – 20		
0.4986	3.978	53	39 – 30		
0.6374	3.926	17	49 – 40		
0.4064	4.160	7	50		
0.5308	3.969	130			
0.5013	4.136	53	29 – 20		
0.4690	4.148	53	39 – 30		
0.7488	4.066	17	49 – 40		
0.3799	4.339	7	50		
0.5188	4.143	130			
0.7770	2.630	53	29 – 20		
0.7177	2.323	53	39 – 30		
0.6509	2.539	17	49 – 40		
0.8233	2.547	7	50		
0.7450	2.489	130			

: -10.4

SOS

0.7043	3.996	53	29 – 20	SOS
0.7829	3.949	53	39 – 30	
0.4260	4.217	17	49 – 40	
0.2853	4.214	7	50	
0.6948	4.017	130		
0.3060	3.694	53	29 – 20	
0.3570	3.658	53	39 – 30	

0.05 = α

(10.4)

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SOS

SOS

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SOS

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SOS

0.05

SOS

.(10.4)

$$\frac{(39 - 30)}{39} = \frac{(29 - 20)}{20} = 0.816 \text{ (81.6\%)}$$

SOS

3.5.4

$$0.05 = \alpha$$

SOS

(One Way Analysis of Variance)

SOS

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SOS

SOS

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:(11.4)

SOS

: -11.4

SOS

	F						
0.500	0.844	0.252	4	1.006		SOS	
		0.298	125	37.271			
		-----	129	38.277			

: -11.4

SOS

	F						
0.500	0.844	0.289	4	1.157			
		0.343	125	42.875			
		-----	129	44.032			
0.677	0.581	0.258	4	1.033			
		0.445	125	55.599			
		-----	129	56.632			
0.314	1.199	0.336	4	1.343			
		0.280	125	35.002			
		-----	129	36.346			
0.520	0.811	0.220	4	0.879			
		0.271	125	33.844			
		-----	129	34.722			
* 0.017	3.133	1.631	4	6.524			SOS
		0.521	125	65.079			
		-----	129	71.603			
0.603	0.686	0.335	4	1.339			SOS
		0.488	125	60.950			
		-----	129	62.289			
0.471	0.892	0.099	4	0.397			
		0.111	125	13.922			
		-----	129	14.320			

: -12.4

SOS

0.7180	3.843	16		SOS	
0.4729	4.089	21			
0.5382	4.115	81			
0.4535	4.062	10			
0.1767	4.000	2			
0.5447	4.072	130			
0.7878	3.820	16			
0.6328	4.017	21			
0.5212	4.004	81			
0.6181	3.787	10			
0.6187	3.562	2			
0.5842	3.960	130			
0.7464	3.492	16			
0.6037	3.607	21			
0.6743	3.628	81			
0.5846	3.512	10			
0.7071	3.000	2			
0.6625	3.589	130			
0.5818	3.781	16			
0.5500	4.065	21			
0.4901	4.006	81			
0.6892	3.850	10			
0.6187	3.562	2			
0.5308	3.969	130			
0.6409	3.976	16			
0.5327	4.184	21			
0.4635	4.185	81			

: -12.4

SOS

0.7289	4.037	10			
0.1767	3.875	2			
0.5188	4.143	130			
0.6607	3.020	16		SOS	
0.6800	2.353	21			
0.7533	2.405	81			
0.6493	2.708	10			
0.2946	1.958	2			
0.7450	2.489	130			
0.6458	3.862	16			
0.6467	3.966	21		SOS	
0.7318	4.081	81			
0.6150	3.960	10			
0.2828	3.500	2			
0.6948	4.017	130			
0.3983	3.657	16			
0.3486	3.685	21			
0.3138	3.711	81			
0.3607	3.662	10			
0.2430	3.281	2			
0.3331	3.690	130			

α

(12.4)

0.05 =

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SOS

SOS

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SOS " 0.05

SOS

(19)

%62.3
SOS

0.05 = α (18)

" SOS

" SOS 0.05

SOS

(Tukey test) :13.4

SOS

----	-----	* 0.61548	* 0.66766	-----	
-----	-----	-----	-----	-----	
-----	-----	-----	-----	-----	
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() (13.4)

SOS

.(12.4)

.(12.4)

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4.5.4

0.05 = α

SOS

One Way

(Analysis of Variance)

SOS

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SOS

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SOS

SOS

.(14.4)

SOS

	F							
0.452	0.800	238.	2	0.476		SOS		
		298.	127	37.801				
		-----	129	38.277				
0.104	2.303	770.	2	1.541				
		335.	127	42.491				
		-----	129	44.032				
0.057	2.931	1.249	2	2.499				
		426.	127	54.133				
		-----	129	56.632				
0.066	2.778	0.762	2	1.524				
		0.274	127	34.822				
		-----	129	36.346				
0.135	2.036	0.539	2	1.079				
		0.265	127	33.644				
		-----	129	34.722				
* 0.006	5.264	2.741	2	5.482		SOS		
		0.521	127	66.121				
		-----	129	71.603				
0.160	1.862	0.887	2	1.775		SOS		
		0.476	127	60.514				
		-----	129	62.289				
0.135	2.034	0.222	2	0.444				
		0.109	127	13.875				
		-----	129	14.320				

: -15.4

SOS

0.5387	4.013	64	5		
0.6079	4.150	40	10 – 5		
0.4518	4.096	26	10		
0.5447	4.072	130			
0.5270	3.871	64	5		
0.7026	3.975	40	10 – 5		
0.4790	4.158	26	10		
0.5842	3.960	130			
0.6413	3.466	64	5		SOS
0.7869	3.631	40	10 – 5		
0.4032	3.826	26	10		
0.6625	3.589	130			
0.5026	3.869	64	5		
0.6059	4.015	40	10 – 5		
0.4282	4.144	26	10		
0.5308	3.969	130			
0.4643	4.050	64	5		
0.5981	4.231	40	10 – 5		
0.4941	4.235	26	10		
0.5188	4.143	130			
0.7277	2.677	64	5		SOS
0.7630	2.206	40	10 – 5		
0.6338	2.461	26	10		
0.7450	2.489	130			
0.6978	3.900	64	5		SOS
0.8185	4.115	40	10 – 5		
0.3848	4.157	26	10		

: -15.4

SOS

0.6948	4.017	130		
0.3257	3.646	64	5	
0.3830	3.687	40	10 - 5	
0.2423	3.801	26	10	
0.3331	3.690	130		

(15.4)

0.05 = α

SOS

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SOS

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SOS

0.05

SOS

.(15.4)

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%49.2

%80

10- 5

%30.8

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SOS

0.05 = α

(15.4)

SOS

SOS

0.05

(Tukey)

SOS

.(16.4)

(Tukey test)

:16.4

SOS

10	10 - 5	5	
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(16.4)

SOS

(10-5)

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SOS

5.5.4

$0.05 = \alpha$

SOS

One Way Analysis of Variance)

SOS

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SOS

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SOS

SOS

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SOS

	F					
0.731	0.314	0.094	2	188.		SOS
		0.300	127	38.089		
		-----	129	38.277		
0.691	0.371	0.128	2	0.256		
		0.345	127	43.777		
		-----	129	44.032		
0.642	0.444	0.197	2	0.394		
		0.443	127	56.239		
		-----	129	56.632		
0.726	0.321	0.091	2	0.183		
		0.285	127	36.163		
		-----	129	36.346		
0.876	0.133	0.036	2	0.072		
		0.273	127	34.650		
		-----	129	34.722		
0.159	1.863	1.020	2	2.041		
		0.548	127	69.562		
		-----	129	71.603		
0.986	0.014	007.	2	0.014		
		490.	127	62.276		
		-----	129	62.289		
0.859	0.152	0.017	2	0.034		
		0.112	127	14.285		
		-----	129	14.320		

: -18.4

SOS

0.3952	4.250	4		SOS	
0.5764	3.984	8			
0.5492	4.072	118			
0.5447	4.072	130			
0.6997	3.750	4			
0.8073	3.875	8			
0.5679	3.973	118			
0.5842	3.960	130			
0.8125	3.656	4			
0.7163	3.796	8			
0.6580	3.573	118			
0.6625	3.589	130			
0.7705	4.125	4			
0.5218	4.062	8			
0.5268	3.957	118			
0.5308	3.969	130			
0.7465	4.062	4			
0.5334	4.218	8			
0.5146	4.140	118			
0.5188	4.143	130			
0.3695	2.375	4		SOS	
0.6430	2.010	8			
0.7525	2.525	118			
0.7450	2.489	130			
0.7041	4.075	4		SOS	
0.7605	4.012	8			
0.6963	4.016	118			

: -18.4

SOS

0.7605	4.012	8		
0.6963	4.016	118		
0.6948	4.017	130		
0.4826	3.691	4		
0.4311	3.627	8		
0.3240	3.694	118		
0.3331	3.690	130		

0.05 = α

(18.4)

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SOS

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SOS

39 20 (29 - 20) %81.6 (39 - 30)

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SOS

2 %1.5	16 %12.3	15 %11.5	58 %44.6	39 %30		1
1 %0.8	6 %4.6	13 %10	74 %56.9	36 %27.7		2
2 %1.5	3 %2.3	18 %13.8	77 %59.2	30 %23.1		3
1 %0.8	6 %4.6	19 %14.6	70 %53.8	34 %26.2		4
3 %2.3	7 %5.4	10 %7.7	62 %47.7	50 %38.5		5
---	3 %2.3	13 %10	54 %41.5	60 %46.2		6
----	8 %6.2	23 %17.7	63 %48.5	36 %27.7		7
1 %0.8	4 %3.1	13 %10	68 %52.3	44 %33.8		8

%44.6



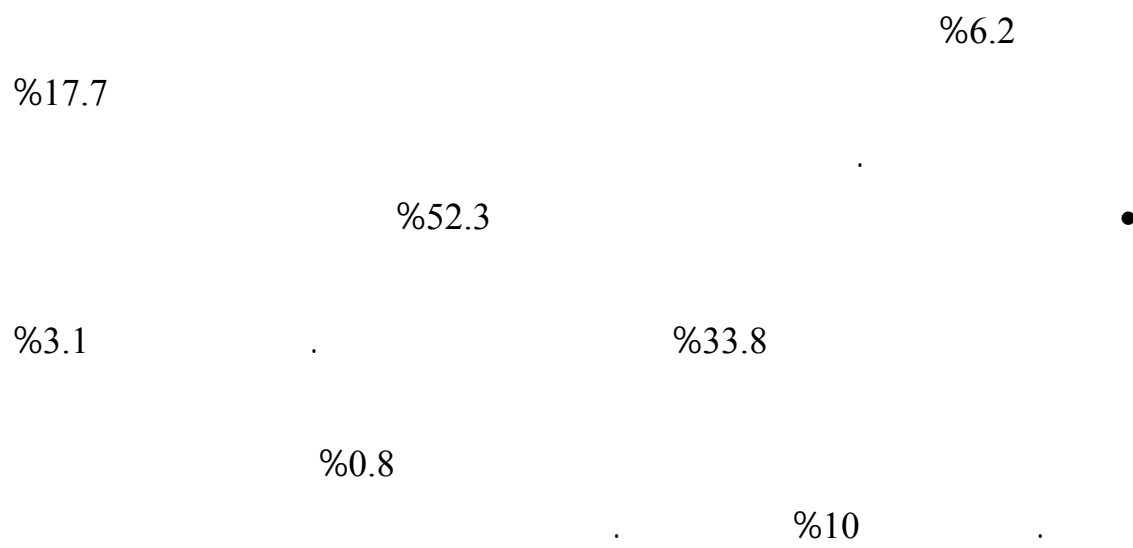
%12.3

%30

%11.5

%1.5

		%56.9		•
	%4.6	.	%27.7	
.	%10		%0.8	•
			%59.2	
		%23.1		
%13.8	.	%1.5	%2.5	
	%53.8			•
%4.6	.	%26.2		
.		%0.8		
			%14.6	•
%47.7				
%5.4	.		%38.5	
.	%7.7	.	%0.8	•
			%46.2	
.		%41.5		
			%2.3	
		%10		
%48.5	.			•
.		%27.7		



SOS

1 %0.8	18 %13.5	24 %18.5	55 %42.3	32 %24.6		1
-----	10 %7.7	15 %11.5	82 %63.1	23 %17.7		2
-----	4 %3.1	12 %9.2	80 %61.5	34 %26.2		3
2 %1.5	15 %11.5	28 %21.5	59 %45.4	26 %20		4
1 %0.8	7 %5.4	19 %14.6	69 %53.1	34 %26.2		5
-----	5 %3.8	10 %7.7	73 %56.3	42 %32.3		6
1 %0.8	3 %2.3	27 %20.8	69 %53.1	30 %23.1		7
1 %0.8	5 %3.8	21 %16.2	57 %43.8	46 %35.4		8

%42.3

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%24.6

%13.8

%0.8

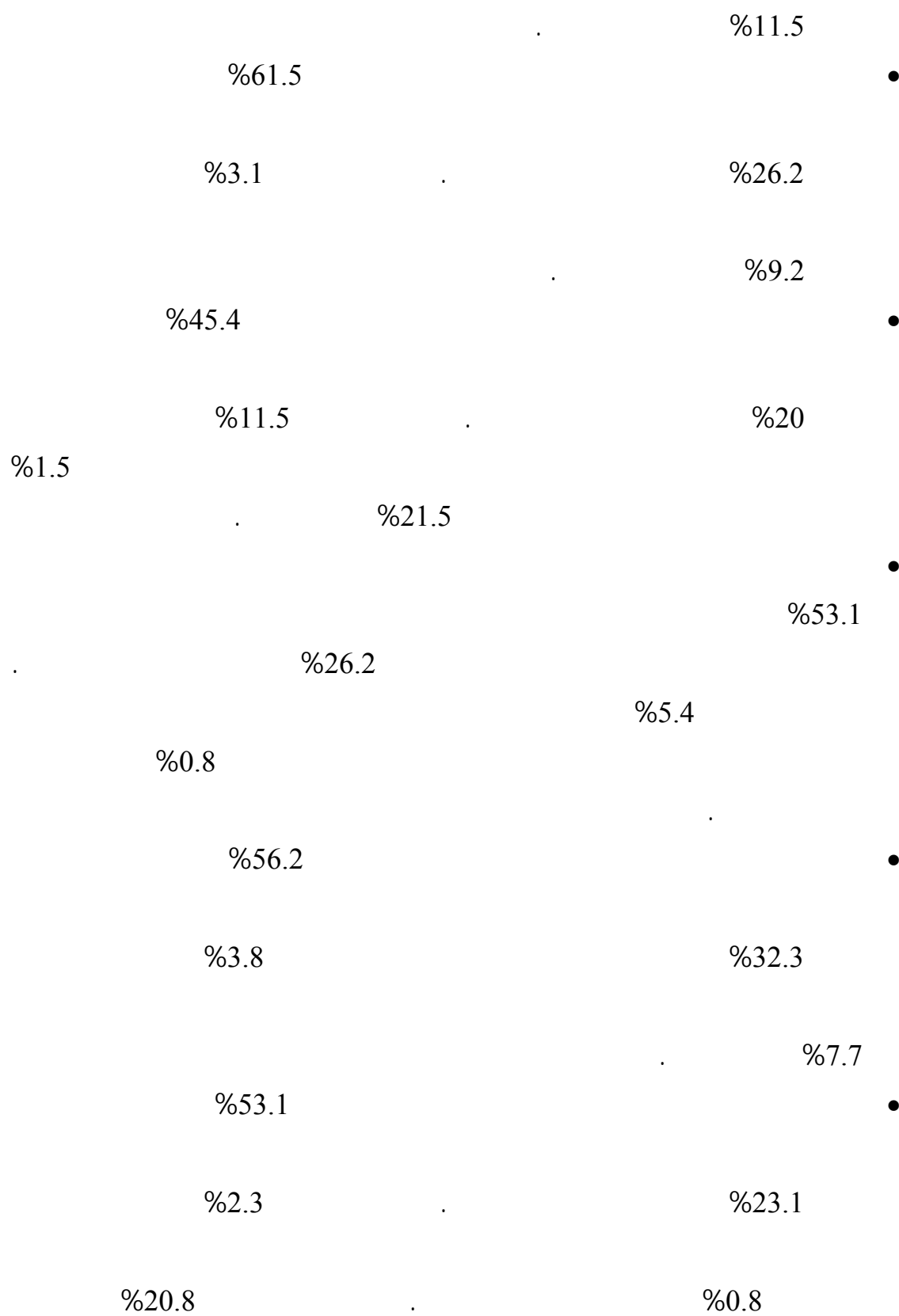
%18.5

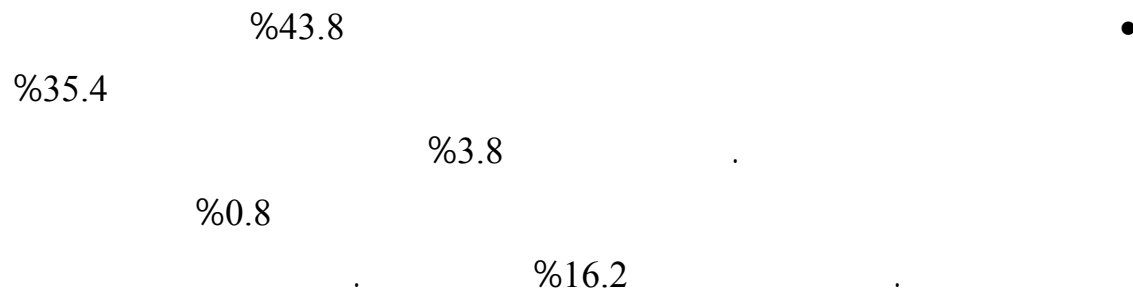
%63.1

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%7.7

%17.7





SOS

8 %6.2	24 %18.5	30 %23.1	43 %33.1	25 %19.2		1
3 %2.3	13 %10	34 %26.2	49 %37.7	31 %23.8		2
6 %4.6	22 %16.9	40 %30.8	45 %34.6	17 %13.1		3
21 %16.2	43 %33.1	39 %30	14 %10.8	13 %10		4
3 %2.3	16 %12.3	13 %10	71 %54.4	27 %20.8		5
3 %2.3	13 %10	28 %21.5	59 %45.4	27 %20.8		6
1 %0.8	----	13 %10	80 %61.5	36 %27.7	()	7
3 %2.3	6 %4.6	23 %17.7	67 %51.5	32 %24.6		8

%33.1

%18.5

%19.2

%6.2

%23.1

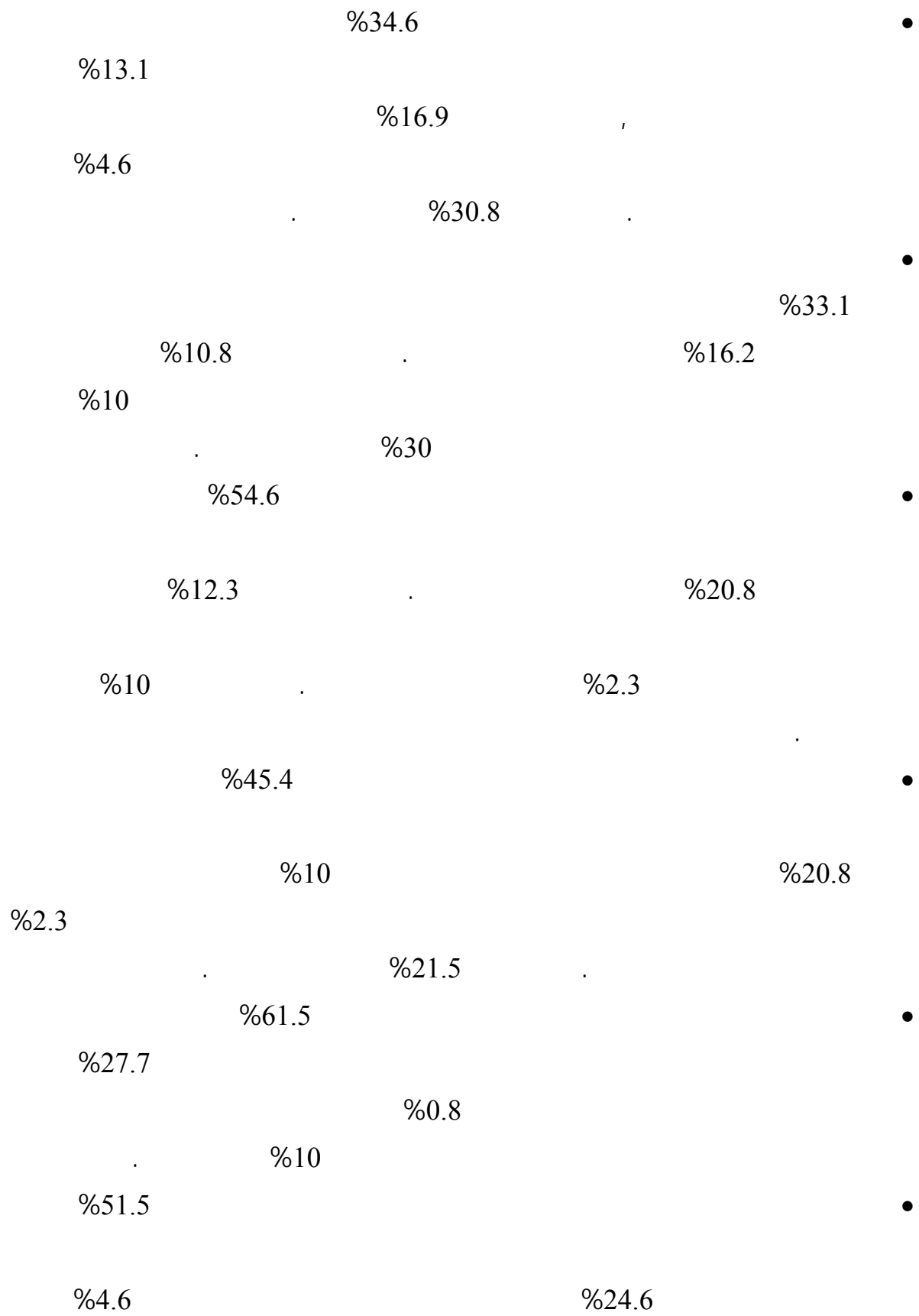
%37.7

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%10

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%26.2



%17.7

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%1.5

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SOS

---	3 %2.3	6 %4.6	61 %46.9	60 %46.2		1
----	5 %3.8	14 %10.8	82 %63.1	29 %22.3		2
1 %0.8	13 %10	26 %20	67 %51.5	23 %17.7		3
1 %0.8	7 %5.4	25 %19.2	66 %50.8	31 %23.8		4
---	1 %0.8	20 %15.4	62 %47.7	47 %36.2		5
3 %2.3	6 %4.6	25 %19.2	73 %56.2	23 %17.7		6
3 %2.3	7 %5.4	36 %27.7	66 %50.8	18 %13.8		7
1 %0.8	5 %3.8	16 %12.3	82 %63.1	26 %20		8

%46.9

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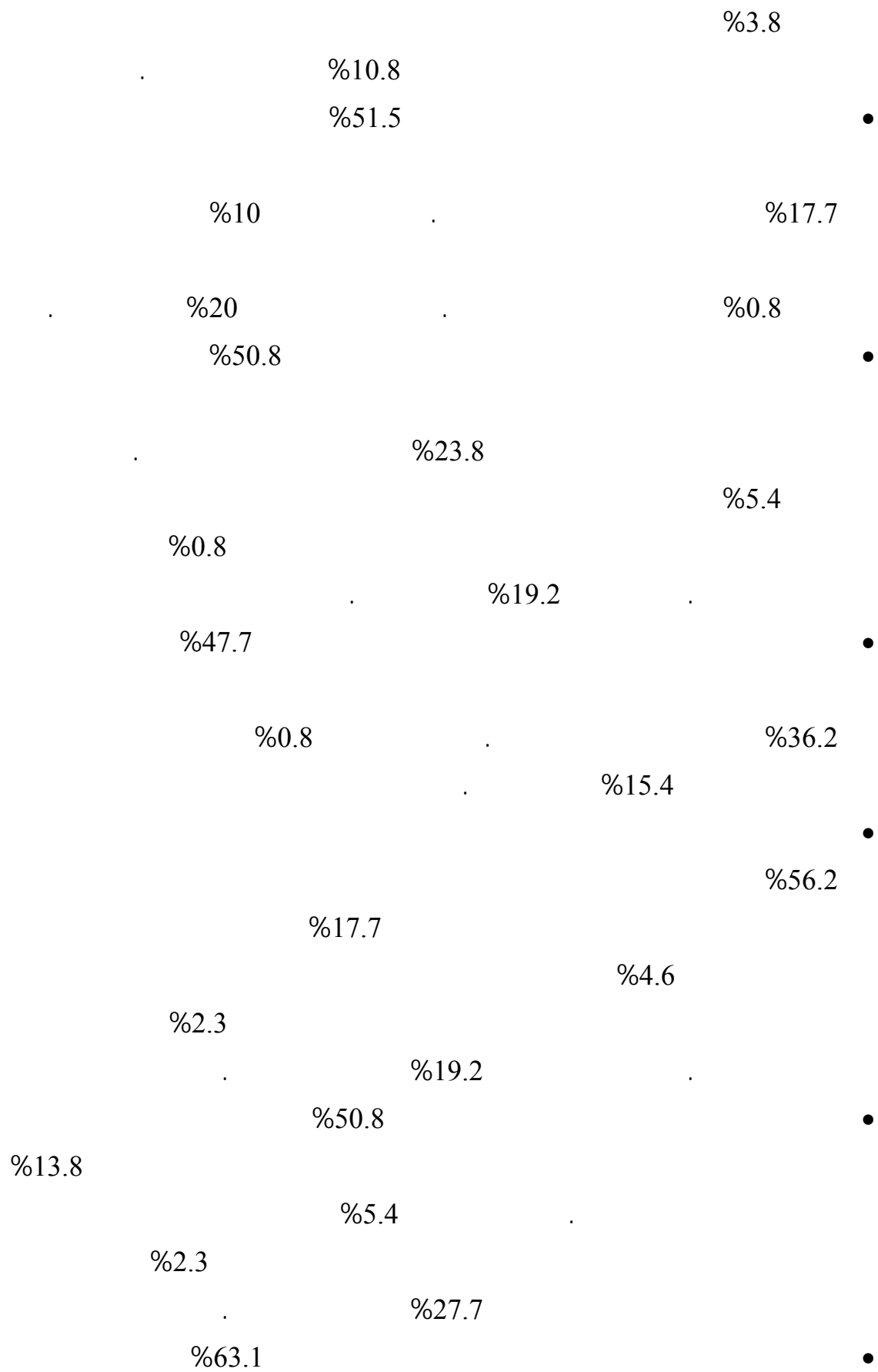
%2.3

%46.2

%4.6

%63.1

%22.3



%3.8

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%20

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SOS

---	1 %0.8	18 %13.8	69 %53.1	42 %32.3		1
----	1 %0.8	15 %11.5	80 %61.5	34 %26.2		2
1 %0.8	1 %0.8	7 %5.4	79 %60.8	42 %32.3		3
1 %0.8	1 %0.8	13 %10	68 %52.3	47 %36.2		4
----	1 %0.8	10 %7.7	72 %55.4	45 %34.6		5
----	1 %0.8	10 %7.7	74 %56.9	45 %34.6		6
---	9 %6.9	30 %23.1	60 %46.2	31 %23.8		7
1 %0.8	2 %1.5	21 %16.2	71 %54.6	35 %26.9		8
----	2 %1.5	8 %6.2	86 %66.2	34 %26.2		9
---	----	19 %14.6	81 %62.3	30 %23.1		10

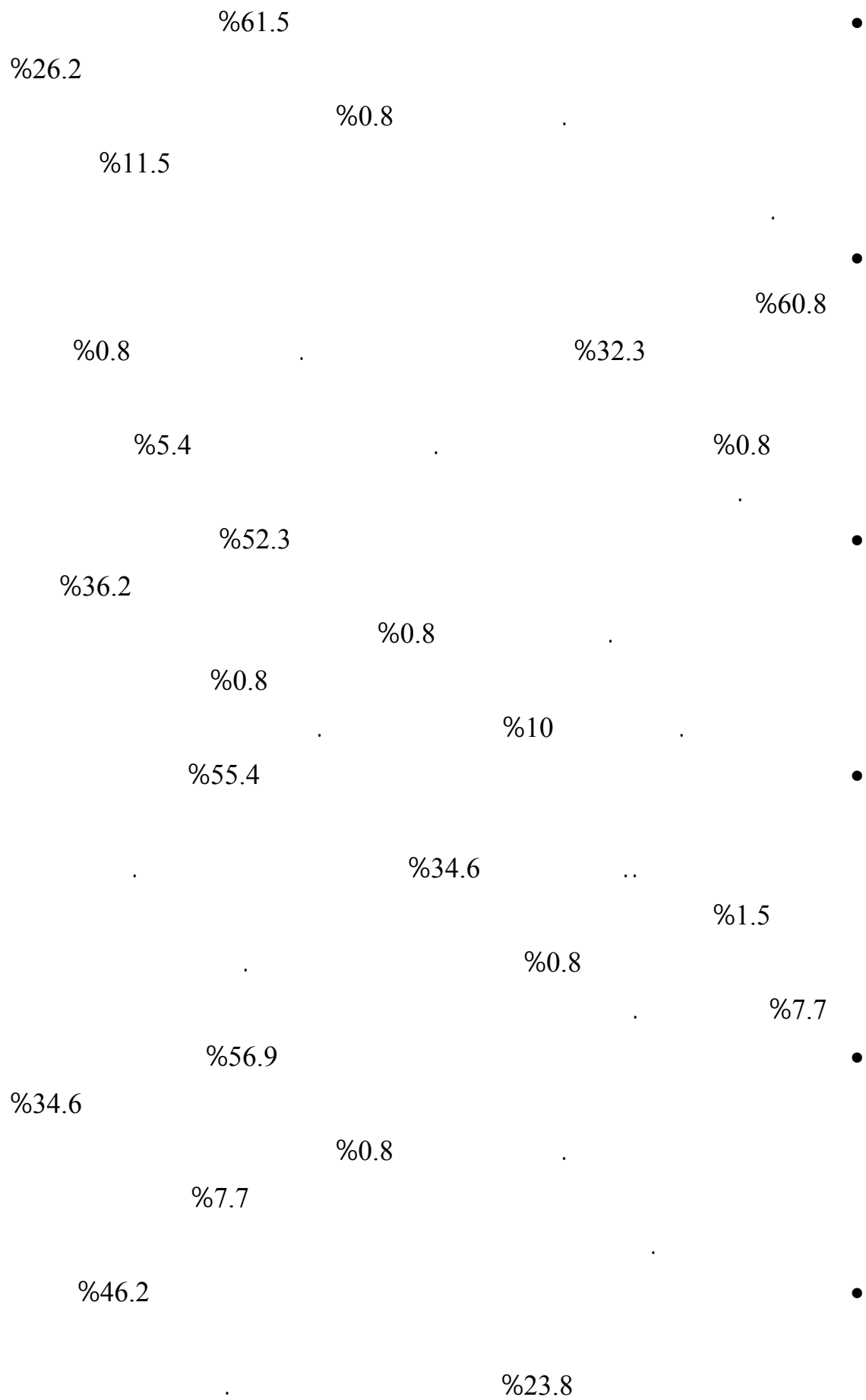
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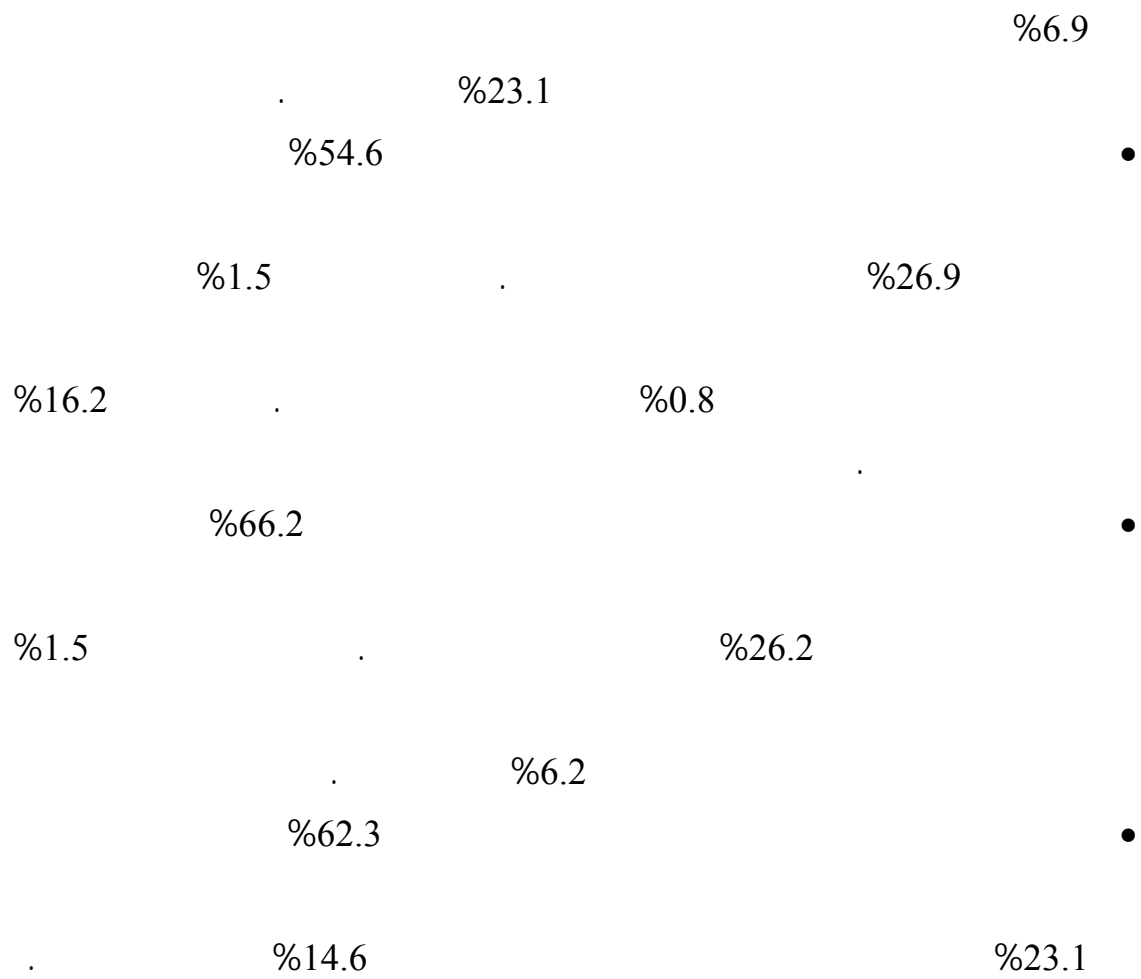
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28 %21.5	80 %61.5	12 %9.2	9 %6.9	1 %0.8		3
32 %24.6	56 %43.1	26 %20	14 %10.8	2 %1.5		4
26 %20	63 %48.5	13 %10	22 %16.9	6 %4.6		5
21 %16.2	45 %34.6	24 %18.5	31 %23.8	9 %6.9		6
29 %22.3	49 %37.7	28 %21.5	19 %14.6	5 %3.8		7
23 %17.7	62 %47.7	24 %18.5	17 %13.1	4 %3.1		8
24 %18.5	75 %57.7	5 %3.8	19 %14.6	7 %5.4		9
20 %15.4	40 %30.8	25 %19.2	41 %31.5	4 %3.1		10

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17 %13.1	58 %44.6	13 %10	29 %22.3	13 %10		11
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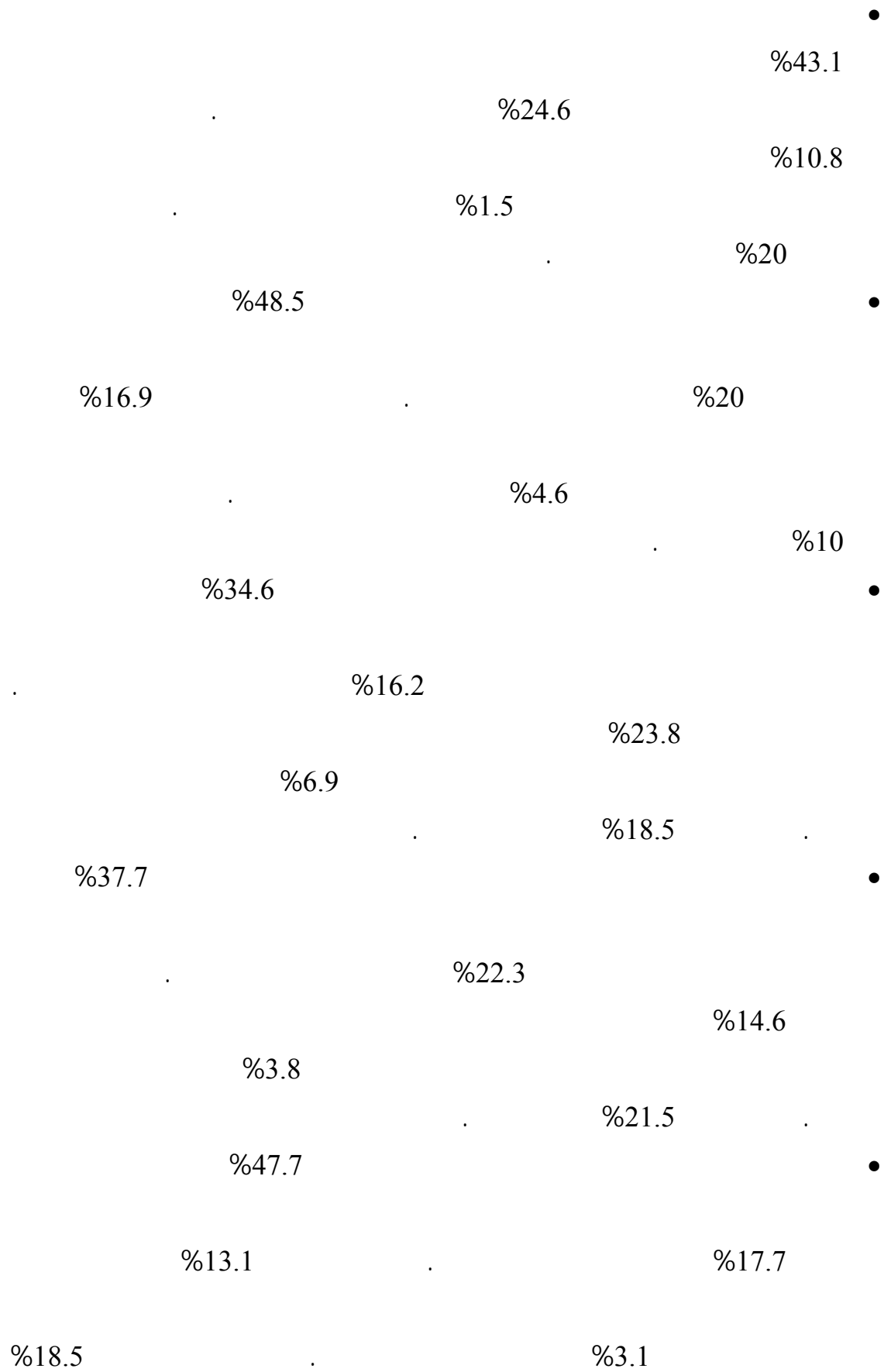
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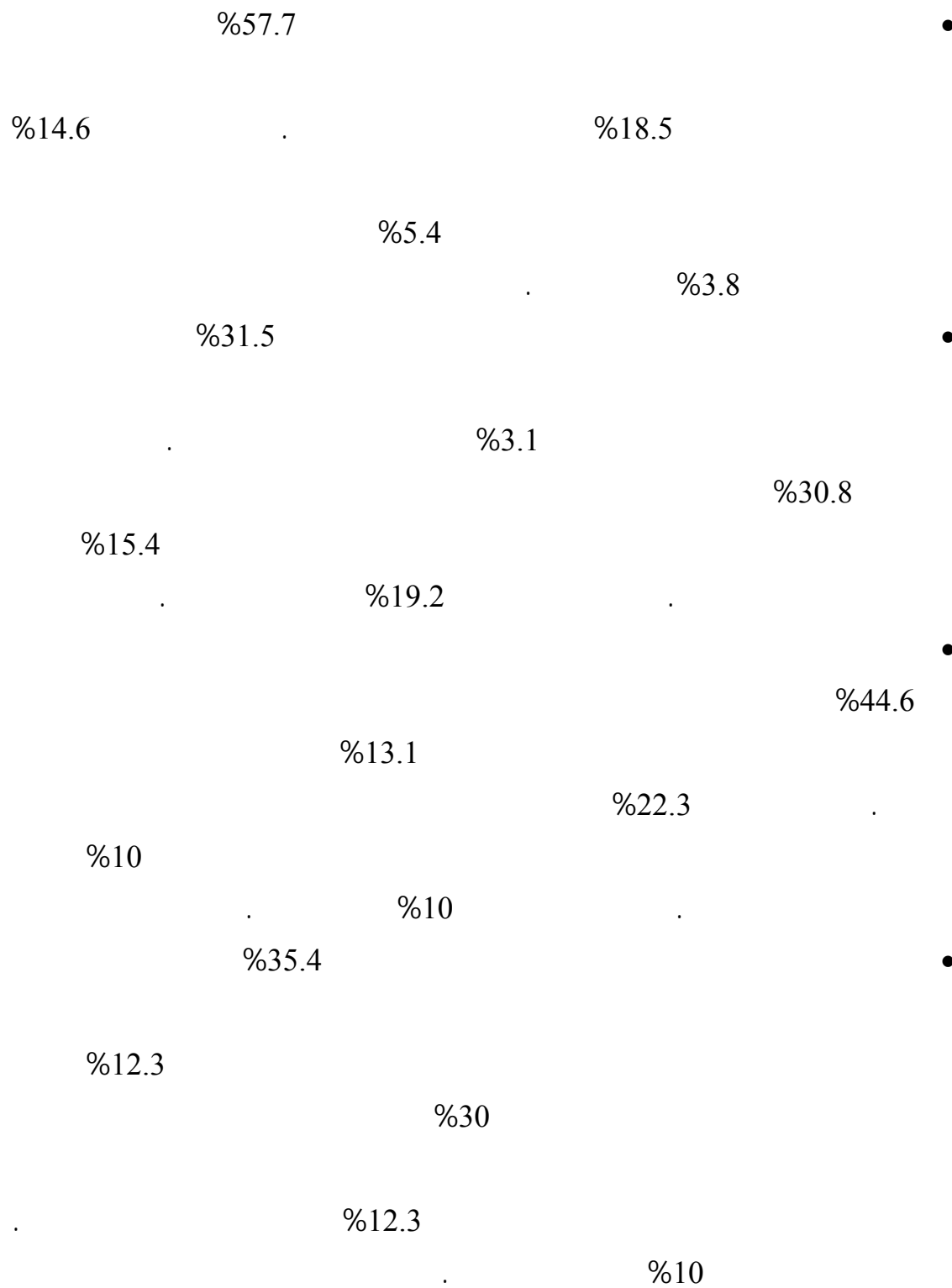
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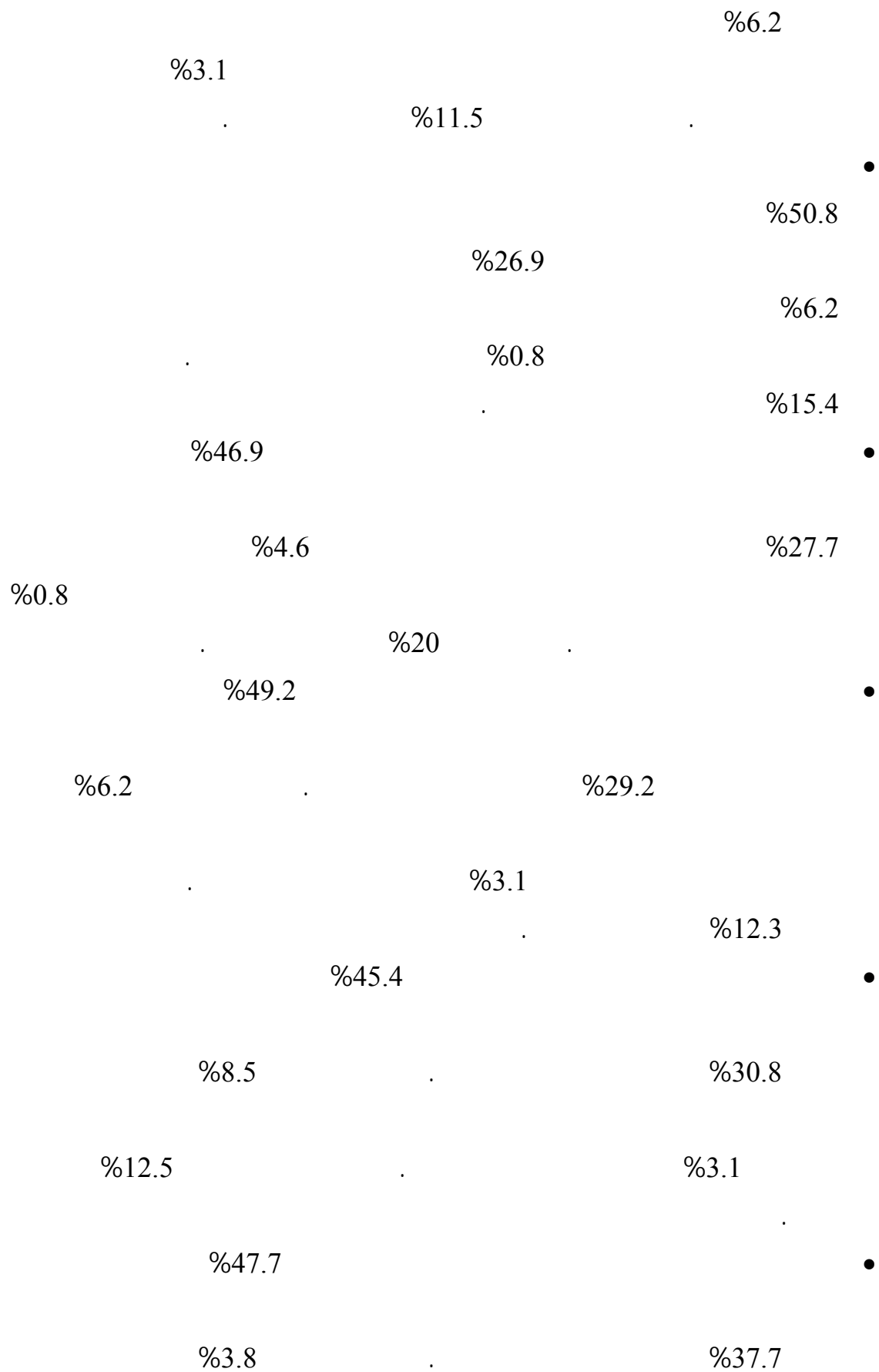
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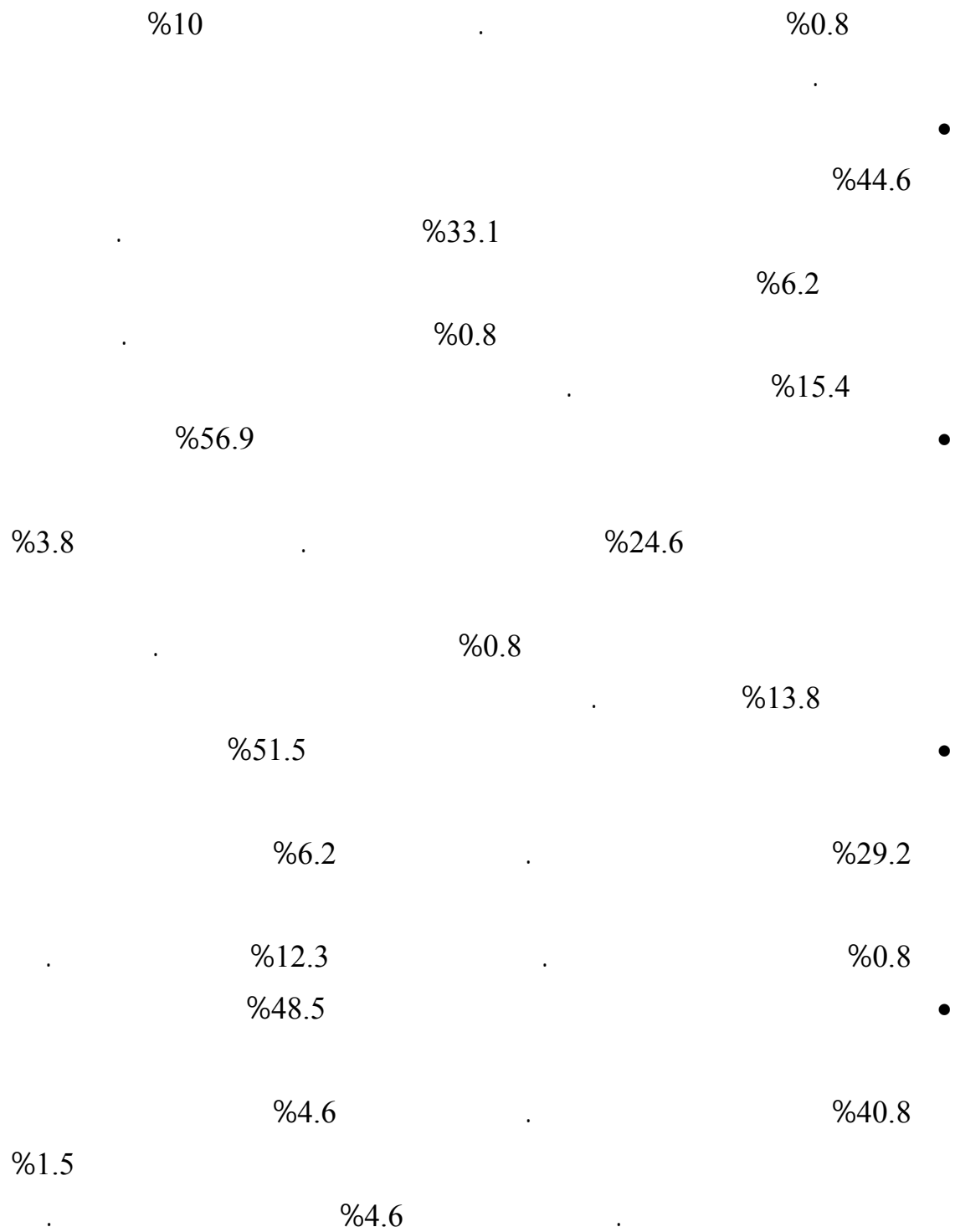
4 %3.1	8 %6.2	15 %11.5	72 %55.4	31 %23.8		1
1 %0.8	8 %6.2	20 %15.4	66 %50.8	35 %26.9		2
1 %0.8	6 %4.6	26 %20	61 %46.9	36 %27.7		3
4 %3.1	8 %6.2	16 %12.3	64 %49.2	38 %29.2		4
4 %3.1	11 %8.5	16 %12.3	59 %45.4	40 %30.8		5
1 %0.8	5 %3.8	13 %10	62 %47.7	49 %37.7		6
1 %0.8	8 %6.2	20 %15.4	58 %44.6	43 %33.1		7
1 %0.8	5 %3.8	18 %13.8	74 %56.9	32 %24.6		8
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