

ABBREVIATIONS

%-age	Percentage
KBBI	<i>Kamus Besar Bahasa Indonesia</i> (Great Dictionary of Indonesian Language)
NIK	<i>Nomor Induk Karyawan</i> (Employee Registration Number)
SBMPTN	<i>Seleksi Bersama Masuk Perguruan Tinggi Negeri</i> (Joint Admission Selection of State Universities)