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DAFTAR LAMPIRAN

LAMPIRAN 1: KUESIONER PENELITIAN

PENGARUH IMPLEMENTASI LEARNING ORGANIZATION TERHADAP ADAPTIVE ORGANIZATION PADA KARYAWAN DI RSUP TAJUDDIN CHALID DI KOTA MAKASSAR

Yth. Bapak/Ibu
Karyawan RSUP Tajuddin Chalid
Di Makassar

Dengan hormat,

Dalam rangka penyusunan **Tesis** untuk menyelesaikan studi jenjang Strata 2 (**S2**) pada Program Studi Kesehatan Masyarakat Universitas Hasanuddin Makassar dan sesuai dengan judul dan tema tersebut di atas, maka dengan ini memberitahukan bahwa saya akan menyelenggarakan survei penelitian dengan Bapak/Ibu karyawan RSUP Tajuddin Chalid.

Sehubungan dengan hal tersebut, maka saya mohon bantuan Bapak/Ibu untuk bersedia mengisi kuesioner sesuai dengan keadaan yang dialami dan dirasakan. Saya menjamin penuh kerahasiaan informasi yang Bapak/Ibu berikan.

Kemudian untuk kerjasama dan kesediaannya untuk meluangkan waktu mengisi kuesioner ini, saya ucapkan banyak terima kasih atas bantuannya. Mudah-mudahan bantuan yang Bapak/Ibu berikan dapat mendukung penyelesaian penyusunan Tesis ini. Atas perhatiannya saya ucapkan terima kasih.

Makassar, Juni 2022

Peneliti,

Nur Rachmi Maudy Chasanah
NIM: K022191018

DATA RESPONDEN

1. No. Kuesioner :..... (diisi Peneliti)
2. Nama/Initial :..... (boleh tidak diisi)
3. Alamat :.....
4. Umur :.....
5. Jenis Kelamin :.....
6. Pend. Terakhir :.....
7. Status Pegawai :.....
8. Lama Bekerja :.....

PETUNJUK PENGISIAN KUESIONER

1. Jawablah masing-masing pertanyaan di bawah ini sesuai dengan penilaian Bapak/ibu.
2. Pilihlah salah satu jawaban dari kelima alternative jawaban yang sesuai dengan cara memberikan tanda centang (√) pada salah satu kolom jawaban yang Bapak/ibu pilih.
3. Keterangan jawaban sebagai berikut:

STS	TS	KS	S	SS
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Keterangan

- STS = Sangat Tidak Setuju
 TS = Tidak Setuju
 KS = Kurang Setuju
 S = Setuju
 SS = Sangat Setuju

DAFTAR PERTANYAAN

1. Adaptive Organization (Y)

No.	Pertanyaan	STS	TS	KS	S	SS	Total
Penciptaan Perubahan							
1.	Mampu melihat dan mengetahui perubahan-perubahan yang terjadi di rumah sakit.	0	0	1	56	29	86
2.	Dapat menerapkan dan mengerjakan pekerjaan didalam situasi yang baru di rumah sakit.	0	0	3	48	35	86
3.	Memiliki respon dan sikap yang adaptif dalam mengikuti perubahan yang ada di rumah sakit.	0	0	4	43	39	86
Fokus Pada Konsumen							
1	Melakukan perubahan atas komentar dan saran konsumen.	0	0	2	36	48	86
2.	Memahami keinginan dan kebutuhan konsumen.	0	0	5	37	44	86
3.	Menyelesaikan permasalahan konsumen dengan segera dengan cepat.	0	0	3	39	44	86
Pembelajaran Organisasi							
1.	Mengidentifikasi peluang baru karna lingkungan usaha berubah-ubah.	0	0	3	43	40	86
2.	Memiliki keunggulan pribadi yang tinggi agar mampu berkompetisi dengan kemampuan adaptasi terhadap tuntutan perubahan yang terjadi.	0	0	4	34	48	86

3	Berbagi shared vision yang berkaitan dengan kemajuan usaha yang dimiliki.	0	0	4	30	52	86
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2. Learning Organization (X)

No.	Pertanyaan	STS	TS	KS	S	SS	Total
System thinking (X1)							
1.	Belajar secara terus menerus merupakan prioritas utama.	0	7	24	47	8	86
2.	Struktur organisasi serta perjanjian kerja bersama memudahkan dalam mengatur tugas dan tanggung jawab masing - masing.	0	17	27	35	7	86
3.	Semakin meningkatnya informasi serta teknologi di dunia mendorong kami untuk memiliki konsep yang jelas serta dapat dipertanggung jawabkan.	0	19	25	27	15	86
4.	Memikirkan dampak yang akan terjadi sebelum melakukan sesuatu.	0	17	26	32	11	86
5.	Mampu berpikir secara komperensif.	0	16	35	26	9	86
6.	Mampu berpikir secara sistematis.	0	18	25	30	13	86
Personal mastery (X2)							
1.	Menyempatkan waktu untuk mempelajari <i>product knowledge</i> .	0	13	23	40	10	86
2.	Menerima pengakuan atau pujian karena melakukan pekerjaan dengan baik.	0	12	28	43	3	86
3.	Berusaha mencari solusi dalam menyelesaikan pekerjaan.	0	16	30	34	6	86
4.	Memiliki komitmen terhadap pekerjaan.	0	14	35	28	9	86

5.	Berusaha mencari solusi dalam menyelesaikan pekerjaan.	0	20	24	31	11	86
6.	Bekerja dan belajar bersama dalam sebuah tim dan kelompok	0	18	27	36	5	86
Mental Model (X3)							
1.	Memilih untuk tidak melakukan perdebatan selama dilakukan dengan benar dan efisien.	0	6	22	46	12	86
2.	Mengeluarkan Ide, gagasan atau pendapat demi kemajuan rumah sakit.	0	7	21	51	7	86
3.	Bersedia menerima kritik dan saran.	0	8	25	47	6	86
4.	Memiliki kemampuan untuk menghargai kreatifitas orang lain.	0	9	23	45	9	86
5.	Memiliki kepribadian yang luwes serta berpandangan luas	0	11	26	41	8	86
6.	Dapat menerima keterbukaan terhadap perubahan.	0	12	23	40	11	86
Shared vision (X4)							
1.	Berusaha sebaik mungkin dalam menjalankan visi-misi rumah sakit.	0	20	24	32	10	86
2.	Rumah sakit mendukung komponen / bagian / bidang dan proyek tertentu yang mengembangkan pengetahuan untuk memberikan kesempatan belajar pada karyawan.	1	20	25	37	3	86
3.	Visi organisasi merupakan pedoman dalam menjalankan tugas	0	18	29	34	5	86
4.	Menyadari visi organisasi merupakan rumusan yang harus dipahami	0	19	30	28	9	86
5.	Memiliki komitmen tinggi	0	20	28	27	11	86

6.	Dapat memberikan respon terhadap pembaharuan.	0	22	21	36	7	86
Shared learning (X5)							
1.	Pembelajaran menggunakan beberapa metode pembelajaran seperti diskusi informal, studi banding, musik, video.	0	22	21	35	8	86
2.	Memberikan kebebasan kepada kelompok untuk inisiatif yang tinggi dengan cara yang menurut mereka benar.	0	14	30	38	4	86
3.	Tidak malu bertanya atas hal yang tidak diketahui.	0	21	20	32	13	86
4.	Memiliki kemampuan dalam pembagian visi dan tujuan.	0	22	25	31	8	86
5.	Memiliki kemampuan untuk membina hubungan baik dengan kelompok lain.	0	21	27	32	6	86
6.	Saling bertukar informasi untuk pembelajaran antar komponen.	0	22	24	32	8	86

LAMPIRAN 2: SURAT IZIN PENELITIAN



**PEMERINTAH PROVINSI SULAWESI SELATAN
DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU**

Jl. Bougenville No.5 Telp. (0411) 441077 Fax. (0411) 448936
Website : <http://simap-new.sulselprov.go.id> Email : ptsp@sulselprov.go.id
Makassar 90231

Nomor	: 3364/S.01/PTSP/2022	Kepada Yth.
Lampiran	: -	Direktur RS Dr Tadjuddin Chalid
Perihal	: <u>Izin penelitian</u>	Makassar

di-
Tempat

Berdasarkan surat Deka Fak. Kesehatan Masyarakat UNHAS Makassar Nomor : 6355/UN4.14/PT.01.04/2022 tanggal 16 Juni 2022 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	: NUR RACHMI MAUDY CHASANAH
Nomor Pokok	: K022191018
Program Studi	: Administrasi Rumah Sakit
Pekerjaan/Lembaga	: Mahasiswa (S2)
Alamat	: Jl. P. Kemerdekaan Km.. 10 Makassar

PROVINSI SULAWESI SELATAN

Bermaksud untuk melakukan penelitian di daerah/kantor saudara dalam rangka menyusun Tesis, dengan judul :

" PENGARUH IMPLEMENTASI LEARNING ORGANIZATION TERHADAP ADAPTIVE ORGANIZATION PADA KARYAWAN DI RSUP TAJUDDIN CHALID DI KOTA MAKASSAR "

Yang akan dilaksanakan dari : Tgl. **17 Juni s/d 31 Agustus 2022**

Sehubungan dengan hal tersebut diatas, pada prinsipnya kami **menyetujui** kegiatan dimaksud dengan ketentuan yang tertera di belakang surat izin penelitian.

Demikian Surat Keterangan ini diberikan agar dipergunakan sebagaimana mestinya.

Diterbitkan di Makassar
Pada Tanggal 17 Juni 2022

A.n. GUBERNUR SULAWESI SELATAN
PLT. KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU
SATU PINTU PROVINSI SULAWESI SELATAN



Dra. Hj SUKARNIATY KONDOLELE, M.M.
Pangkat : PEMBINA UTAMA MADYA
Nip : 19650606 199003 2 011

Tembusan Yth
1. Deka Fak. Kesehatan Masyarakat UNHAS Makassar di Makassar;
2. *Pertinggal.*

LAMPIRAN 3: DOKUMENTASI PENELITIAN





LAMPIRAN 4: MASTER TABEL PENELITIAN

Re sp.	U m ur (T h n)	Jenis Kela min	Pendi dikan	Statu s Kary awan	La ma Kerj a (Ta hun)	Adaptive Organization (Y)									To tal
						P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Re sp. 01	23	Pere mpua n	S1	Hono rer	1	5	5	4	4	5	5	4	5	5	42
Re sp. 02	27	Pere mpua n	S1	Hono rer	12	5	4	5	5	5	5	5	4	5	43
Re sp. 03	35	Pere mpua n	S1	Hono rer	3	5	5	5	5	5	4	5	5	5	44
Re sp. 04	34	Pere mpua n	S1	PNS	3	5	5	5	5	4	5	5	5	5	44
Re sp. 05	25	Pere mpua n	S1	Hono rer	2	5	5	4	5	5	5	5	4	5	43
Re sp. 06	24	Pere mpua n	S1	Hono rer	1	5	4	4	5	4	5	5	5	5	42
Re sp. 07	35	Laki- laki	S1	Hono rer	2	4	3	3	4	4	4	4	4	4	34
Re sp. 08	28	Pere mpua n	S2	PNS	4	5	5	4	5	5	5	4	4	5	42
Re sp. 09	26	Pere mpua n	S1	PNS	2	5	5	4	5	4	4	5	5	5	42

Re sp.	U m ur (T h n)	Jenis Kela min	Pendi dikan	Statu s Kary awan	La ma Kerj a (Ta hun)	Adaptive Organization (Y)									To tal
						P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Re sp. 10	29	Pere mpua n	S1	PNS	2	5	5	5	4	5	4	5	5	5	43
Re sp. 11	28	Pere mpua n	DIII	PNS	3	4	4	4	4	4	4	4	4	4	36
Re sp. 12	49	Laki- laki	DIII	PNS	20	4	5	5	4	5	5	4	5	5	42
Re sp. 13	35	Laki- laki	DIII	PNS	12	4	4	5	5	5	5	4	5	5	42
Re sp. 14	55	Pere mpua n	S2	PNS	33	5	4	5	4	5	5	5	5	5	43
Re sp. 15	52	Laki- laki	S2	PNS	29	3	5	4	4	4	4	4	5	3	36
Re sp. 16	59	Laki- laki	DIV	PNS	36	4	5	5	5	5	5	4	5	5	43
Re sp. 17	46	Laki- laki	S1	PNS	19	4	5	5	5	4	4	5	5	5	42
Re sp. 18	46	Laki- laki	S1	PNS	19	4	4	4	4	4	5	5	3	5	38
Re sp.	52	Laki-	S1	PNS	28	5	4	5	5	4	4	5	5	5	42

Re sp.	U m ur (T h n)	Jenis Kela min	Pendi dikan	Statu s Kary awan	La ma Kerj a (Ta hun)	Adaptive Organization (Y)									To tal
						P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
19		laki													
Re sp. 20	55	Laki- laki	S1	PNS	25	4	5	4	5	4	5	5	5	5	42
Re sp. 21	55	Pere mpua n	S1	PNS	31	4	4	5	4	3	5	4	4	4	37
Re sp. 22	57	Pere mpua n	DIV	PNS	36	5	4	4	4	4	4	4	5	4	38
Re sp. 23	49	Pere mpua n	S1	PNS	19	4	4	3	3	4	5	4	4	4	35
Re sp. 24	55	Pere mpua n	S2	PNS	16	4	4	4	4	3	3	4	3	4	33
Re sp. 25	46	Laki- laki	DIII	PNS	7	4	5	4	5	3	4	4	3	4	36
Re sp. 26	50	Pere mpua n	SLTA	PNS	7	4	5	4	5	4	5	5	5	5	42
Re sp. 27	38	Pere mpua n	DIII	PNS	7	4	3	4	4	4	5	4	4	4	36
Re sp. 28	31	Pere mpua n	SLTA	Hono rer	1	4	4	3	4	4	4	4	4	3	34

Re sp.	U m ur (T h n)	Jenis Kela min	Pendi dikan	Statu s Kary awan	La ma Kerj a (Ta hun)	Adaptive Organization (Y)									To tal
						P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Re sp. 29	32	Laki- laki	DIII	Hono rer	1	4	4	4	5	4	3	4	4	4	36
Re sp. 30	30	Pere mpua n	DIII	PNS	8	4	4	5	5	5	5	5	5	5	43
Re sp. 31	51	Laki- laki	DIII	PNS	15	4	4	4	3	5	3	4	4	4	35
Re sp. 32	29	Pere mpua n	DIII	PNS	3	4	4	4	4	5	4	4	4	3	36
Re sp. 33	33	Pere mpua n	DIII	PNS	7	5	5	4	4	5	4	5	5	5	42
Re sp. 34	35	Pere mpua n	DIII	PNS	7	5	5	4	5	5	5	5	5	5	44
Re sp. 35	29	Pere mpua n	DIII	PNS	8	4	4	4	5	5	5	5	5	5	42
Re sp. 36	24	Laki- laki	S1	Hono rer	1	5	5	4	4	4	5	4	5	5	41
Re sp. 37	53	Pere mpua n	DIII	PNS	8	4	4	4	4	4	4	5	4	4	37
Re sp.	34	Pere mpua	S1	PNS	8	4	4	5	5	5	5	4	5	5	42

Re sp.	U m ur (T h n)	Jenis Kela min	Pendi dikan	Statu s Kary awan	La ma Kerj a (Ta hun)	Adaptive Organization (Y)									To tal
						P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
38		n													
Re sp. 39	38	Pere mpua n	S1	PNS	13	4	5	5	5	5	5	4	5	5	43
Re sp. 40	39	Laki- laki	DIII	PNS	11	5	4	5	5	5	5	5	5	5	44
Re sp. 41	37	Pere mpua n	DIII	PNS	11	4	4	4	5	5	4	5	5	5	41
Re sp. 42	47	Laki- laki	S1	PNS	27	4	4	5	5	5	4	4	4	4	39
Re sp. 43	45	Pere mpua n	S1	PNS	15	4	4	4	5	5	5	5	5	5	42
Re sp. 44	41	Pere mpua n	S1	PNS	15	4	5	4	5	4	5	5	5	5	42
Re sp. 45	27	Pere mpua n	S1	Hono rer	1	4	4	5	4	4	4	5	5	5	40
Re sp. 46	29	Pere mpua n	S1	Hono rer	1	4	5	4	5	4	4	5	5	4	40
Re sp. 47	50	Pere mpua n	S1	PNS	25	5	5	4	5	5	4	5	5	4	42

Re sp.	U m ur (T h n)	Jenis Kela min	Pendi dikan	Statu s Kary awan	La ma Kerj a (Ta hun)	Adaptive Organization (Y)									To tal
						P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Re sp. 48	48	Laki- laki	S1	PNS	23	4	5	5	4	5	4	5	4	4	40
Re sp. 49	35	Pere mpua n	S1	PNS	11	4	4	5	4	4	5	4	5	5	40
Re sp. 50	37	Pere mpua n	S1	PNS	12	4	5	5	5	5	5	5	5	5	44
Re sp. 51	43	Pere mpua n	S1	PNS	15	5	4	5	4	5	4	4	4	4	39
Re sp. 52	36	Pere mpua n	DIII	PNS	14	4	4	5	4	4	4	5	4	4	38
Re sp. 53	46	Pere mpua n	DIV	Hono rer	24	4	4	5	5	5	5	4	4	4	40
Re sp. 54	40	Pere mpua n	DIII	Hono rer	12	5	5	5	5	5	4	5	5	5	44
Re sp. 55	31	Laki- laki	S1	PNS	7	4	4	4	4	4	4	3	4	4	35
Re sp. 56	32	Pere mpua n	S1	PNS	7	4	4	4	5	4	4	4	4	4	37
Re sp.	33	Pere mpua	S1	Hono	4	4	5	4	5	5	4	5	5	5	42

Re sp.	U m ur (T h n)	Jenis Kela min	Pendi dikan	Statu s Kary awan	La ma Kerj a (Ta hun)	Adaptive Organization (Y)									To tal
						P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Re sp. 86	40	Pere mpua n	S1	PNS	20	4	4	4	5	4	4	4	4	4	37

Resp.	System thinking (X1)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 01	3	2	4	3	3	2	17
Resp. 02	4	4	4	4	4	4	24
Resp. 03	4	3	2	2	2	4	17
Resp. 04	4	3	4	4	4	3	22
Resp. 05	5	4	4	2	4	4	23
Resp. 06	4	4	4	4	3	3	22
Resp. 07	4	2	4	3	3	4	20
Resp. 08	4	4	4	4	5	4	25
Resp. 09	5	3	4	4	4	4	24
Resp. 10	4	4	4	2	4	4	22
Resp. 11	4	2	4	2	2	3	17
Resp. 12	3	5	4	2	4	4	22
Resp. 13	4	4	3	5	3	2	21
Resp. 14	4	4	4	4	5	4	25
Resp. 15	4	4	4	4	4	5	25
Resp. 16	3	2	4	3	2	2	16
Resp. 17	4	4	5	4	4	5	26
Resp. 18	4	4	5	5	5	5	28
Resp. 19	5	5	5	4	4	4	27
Resp. 20	3	2	4	4	3	4	20
Resp. 21	3	2	2	4	2	2	15
Resp. 22	2	3	3	2	3	3	16

Resp.	System thinking (X1)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 23	4	4	5	4	5	3	25
Resp. 24	3	2	2	4	3	3	17
Resp. 25	3	2	3	3	3	2	16
Resp. 26	4	4	4	4	4	5	25
Resp. 27	2	3	2	2	3	3	15
Resp. 28	4	3	3	2	3	2	17
Resp. 29	4	3	3	2	3	2	17
Resp. 30	4	4	3	5	3	3	22
Resp. 31	2	2	2	4	3	3	16
Resp. 32	3	2	2	4	2	2	15
Resp. 33	4	4	3	3	3	3	20
Resp. 34	4	4	3	3	4	4	22
Resp. 35	3	4	4	4	3	4	22
Resp. 36	3	3	4	2	2	3	17
Resp. 37	4	3	4	3	4	4	22
Resp. 38	5	5	5	5	4	5	29
Resp. 39	5	5	4	4	4	4	26
Resp. 40	4	3	5	5	4	3	24
Resp. 41	4	4	5	5	5	5	28
Resp. 42	3	3	2	2	2	3	15
Resp. 43	4	4	3	5	3	4	23
Resp. 44	3	4	5	4	5	3	24
Resp. 45	3	3	4	2	2	3	17

Resp.	System thinking (X1)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 46	4	3	2	3	3	2	17
Resp. 47	3	3	4	4	3	3	20
Resp. 48	3	2	2	2	3	2	14
Resp. 49	4	2	2	3	3	3	17
Resp. 50	4	5	3	3	3	5	23
Resp. 51	3	4	2	2	3	3	17
Resp. 52	4	3	2	3	2	2	16
Resp. 53	3	3	2	2	2	2	14
Resp. 54	5	3	5	4	4	5	26
Resp. 55	4	4	5	5	4	4	26
Resp. 56	4	4	3	4	4	4	23
Resp. 57	3	3	3	3	4	4	20
Resp. 58	3	2	2	2	3	2	14
Resp. 59	3	2	3	4	4	4	20
Resp. 60	2	2	4	3	2	3	16
Resp. 61	2	3	2	3	3	2	15
Resp. 62	4	5	3	3	5	5	25
Resp. 63	4	2	3	3	3	2	17
Resp. 64	5	5	3	3	3	3	22
Resp. 65	5	4	3	5	3	5	25
Resp. 66	4	3	3	4	3	4	21
Resp. 67	4	4	3	5	3	4	23
Resp. 68	4	4	5	4	5	5	27

Resp.	System thinking (X1)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 69	3	2	2	3	2	2	14
Resp. 70	4	3	3	2	3	2	17
Resp. 71	4	4	5	4	4	4	25
Resp. 72	4	4	5	4	3	5	25
Resp. 73	4	3	3	4	4	4	22
Resp. 74	3	3	2	3	2	2	15
Resp. 75	2	3	3	3	3	3	17
Resp. 76	2	3	2	3	2	3	15
Resp. 77	4	4	4	4	4	4	24
Resp. 78	4	4	3	4	4	4	23
Resp. 79	4	4	4	4	5	5	26
Resp. 80	3	3	3	3	2	3	17
Resp. 81	4	4	4	4	3	4	23
Resp. 82	4	4	5	5	4	4	26
Resp. 83	4	3	2	3	2	3	17
Resp. 84	4	4	5	3	3	4	23
Resp. 85	4	4	3	3	4	4	22
Resp. 86	3	4	4	3	3	3	20

Resp.	Personal mastery (X2)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 01	4	5	3	3	4	4	23
Resp. 02	4	4	4	4	4	4	24
Resp. 03	5	4	3	3	4	4	23
Resp. 04	4	4	4	4	3	4	23
Resp. 05	3	4	3	4	4	3	21
Resp. 06	3	4	4	4	4	5	24
Resp. 07	3	3	4	2	4	3	19
Resp. 08	4	4	4	4	4	5	25
Resp. 09	4	4	4	3	4	3	22
Resp. 10	4	4	4	4	4	4	24
Resp. 11	4	4	4	4	4	4	24
Resp. 12	4	3	4	3	4	3	21
Resp. 13	3	4	3	3	5	4	22
Resp. 14	4	4	3	3	5	3	22
Resp. 15	4	2	3	3	2	2	16
Resp. 16	4	4	4	3	3	3	21
Resp. 17	3	3	4	3	4	2	19
Resp. 18	4	4	3	3	5	3	22
Resp. 19	5	4	5	4	3	4	25
Resp. 20	3	4	4	5	3	4	23
Resp. 21	4	2	3	2	2	3	16
Resp. 22	4	3	3	2	2	3	17
Resp. 23	2	4	3	2	3	2	16

Resp.	Personal mastery (X2)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 24	3	3	2	3	4	2	17
Resp. 25	3	2	2	2	3	4	16
Resp. 26	4	3	4	5	4	2	22
Resp. 27	3	3	4	2	2	3	17
Resp. 28	4	3	2	3	3	2	17
Resp. 29	3	3	4	2	2	2	16
Resp. 30	5	4	4	4	4	3	24
Resp. 31	3	2	2	3	3	2	15
Resp. 32	2	3	4	2	3	3	17
Resp. 33	5	4	4	4	5	4	26
Resp. 34	4	4	5	4	3	4	24
Resp. 35	5	4	4	4	4	5	26
Resp. 36	5	4	4	4	5	4	26
Resp. 37	5	3	3	3	4	4	22
Resp. 38	4	4	2	4	4	3	21
Resp. 39	4	2	3	3	4	4	20
Resp. 40	3	4	2	3	4	3	19
Resp. 41	4	3	4	5	4	4	24
Resp. 42	4	4	4	4	3	5	24
Resp. 43	4	2	2	3	4	4	19
Resp. 44	4	3	3	4	4	2	20
Resp. 45	3	3	3	3	2	3	17
Resp. 46	3	4	3	3	2	2	17

Resp.	Personal mastery (X2)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 47	4	4	5	4	4	5	26
Resp. 48	2	4	3	3	2	3	17
Resp. 49	2	3	3	3	2	3	16
Resp. 50	4	4	5	4	5	4	26
Resp. 51	3	4	3	2	2	3	17
Resp. 52	3	3	4	2	2	2	16
Resp. 53	4	2	3	3	2	3	17
Resp. 54	2	3	3	4	3	2	17
Resp. 55	4	3	2	2	3	3	17
Resp. 56	2	3	3	3	2	3	16
Resp. 57	3	2	2	2	3	4	16
Resp. 58	3	3	3	2	2	4	17
Resp. 59	2	3	2	3	3	3	16
Resp. 60	3	3	3	3	3	2	17
Resp. 61	3	2	2	3	4	3	17
Resp. 62	4	4	4	4	5	4	25
Resp. 63	4	2	3	3	2	2	16
Resp. 64	2	4	3	3	2	3	17
Resp. 65	3	2	3	4	3	2	17
Resp. 66	2	3	2	3	3	4	17
Resp. 67	4	5	4	5	4	4	26
Resp. 68	4	4	4	5	4	4	25
Resp. 69	5	4	4	5	3	4	25

Resp.	Personal mastery (X2)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 70	2	4	2	3	2	2	15
Resp. 71	4	4	3	4	5	4	24
Resp. 72	3	3	3	3	2	3	17
Resp. 73	4	4	4	5	3	4	24
Resp. 74	2	2	2	3	2	4	15
Resp. 75	4	4	4	4	5	4	25
Resp. 76	2	4	2	3	3	3	17
Resp. 77	4	4	4	4	5	4	25
Resp. 78	5	4	4	4	4	4	25
Resp. 79	4	4	4	5	5	4	26
Resp. 80	4	4	5	4	4	4	25
Resp. 81	5	5	4	4	4	4	26
Resp. 82	3	3	3	4	2	2	17
Resp. 83	2	3	3	3	3	3	17
Resp. 84	4	3	2	2	3	2	16
Resp. 85	4	3	5	3	4	4	23
Resp. 86	4	4	4	5	3	4	24

Resp.	Mental Model (X3)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 01	3	3	4	4	5	3	22
Resp. 02	4	5	4	4	4	3	24
Resp. 03	3	2	4	3	4	5	21
Resp. 04	4	4	4	4	5	4	25
Resp. 05	4	4	4	4	4	4	24
Resp. 06	4	4	4	4	4	4	24
Resp. 07	4	3	4	5	3	4	23
Resp. 08	3	4	4	4	3	3	21
Resp. 09	4	2	3	3	3	2	17
Resp. 10	4	4	4	4	4	4	24
Resp. 11	4	4	4	4	4	4	24
Resp. 12	4	4	4	4	4	4	24
Resp. 13	5	4	4	4	4	3	24
Resp. 14	5	4	4	3	3	4	23
Resp. 15	5	4	4	4	4	4	25
Resp. 16	4	3	4	5	4	3	23
Resp. 17	4	4	2	3	4	4	21
Resp. 18	4	4	3	4	3	3	21
Resp. 19	4	4	4	4	3	5	24
Resp. 20	4	4	3	3	5	4	23
Resp. 21	4	3	2	3	3	2	17
Resp. 22	3	2	2	2	3	3	15
Resp. 23	2	2	3	3	3	2	15

Resp.	Mental Model (X3)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 24	3	3	3	2	3	2	16
Resp. 25	4	4	3	5	3	4	23
Resp. 26	3	4	3	4	4	4	22
Resp. 27	4	3	4	4	4	3	22
Resp. 28	4	5	4	5	4	4	26
Resp. 29	3	4	3	4	4	4	22
Resp. 30	5	4	5	3	4	4	25
Resp. 31	5	4	4	4	4	4	25
Resp. 32	5	4	4	4	4	5	26
Resp. 33	4	4	4	3	4	4	23
Resp. 34	4	4	3	3	4	4	22
Resp. 35	4	5	5	4	4	4	26
Resp. 36	3	4	3	4	4	3	21
Resp. 37	4	3	3	2	4	4	20
Resp. 38	4	4	3	4	5	3	23
Resp. 39	5	4	4	5	4	4	26
Resp. 40	4	4	4	3	4	3	22
Resp. 41	3	3	2	4	3	4	19
Resp. 42	4	4	3	3	4	4	22
Resp. 43	4	4	3	4	4	4	23
Resp. 44	3	2	4	4	4	3	20
Resp. 45	3	4	3	4	4	4	22
Resp. 46	3	4	2	3	2	2	16

Resp.	Mental Model (X3)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 47	3	2	4	3	2	3	17
Resp. 48	4	4	4	3	3	4	22
Resp. 49	2	4	3	2	3	2	16
Resp. 50	4	5	4	4	4	4	25
Resp. 51	4	4	4	4	5	5	26
Resp. 52	5	4	4	4	3	5	25
Resp. 53	5	4	4	5	3	4	25
Resp. 54	4	3	4	4	3	2	20
Resp. 55	4	3	4	4	4	4	23
Resp. 56	2	3	4	2	2	2	15
Resp. 57	2	3	4	3	2	3	17
Resp. 58	4	4	4	4	3	5	24
Resp. 59	3	4	3	2	2	3	17
Resp. 60	4	4	4	4	3	4	23
Resp. 61	3	3	4	3	2	2	17
Resp. 62	4	3	4	4	3	4	22
Resp. 63	4	3	4	4	4	5	24
Resp. 64	3	4	5	2	3	4	21
Resp. 65	3	3	3	2	2	3	16
Resp. 66	4	4	2	3	5	3	21
Resp. 67	4	4	4	4	5	4	25
Resp. 68	3	3	2	3	2	3	16
Resp. 69	4	5	4	4	4	3	24

Resp.	Mental Model (X3)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 70	4	4	3	4	4	5	24
Resp. 71	4	2	3	3	2	2	16
Resp. 72	3	3	3	3	2	2	16
Resp. 73	2	3	3	3	3	3	17
Resp. 74	5	4	4	4	3	4	24
Resp. 75	5	4	4	5	4	4	26
Resp. 76	5	3	4	4	3	4	23
Resp. 77	3	4	4	5	4	3	23
Resp. 78	4	4	5	4	4	5	26
Resp. 79	4	5	5	4	4	4	26
Resp. 80	4	4	3	4	4	5	24
Resp. 81	4	5	4	4	4	4	25
Resp. 82	3	3	2	2	3	3	16
Resp. 83	4	4	3	4	3	5	23
Resp. 84	4	4	5	5	4	4	26
Resp. 85	3	4	4	4	5	3	23
Resp. 86	2	4	3	3	2	2	16

Resp.	Shared vision (X4)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 01	3	3	4	2	3	2	17
Resp. 02	3	2	2	3	3	2	15
Resp. 03	4	4	3	4	4	3	22
Resp. 04	5	4	4	3	4	4	24
Resp. 05	4	4	4	4	4	4	24
Resp. 06	4	3	3	2	2	2	16
Resp. 07	4	4	3	3	4	4	22
Resp. 08	5	4	4	4	5	4	26
Resp. 09	2	3	4	3	2	3	17
Resp. 10	4	4	4	4	4	4	24
Resp. 11	3	3	2	3	2	4	17
Resp. 12	4	4	5	4	4	4	25
Resp. 13	4	4	5	4	3	4	24
Resp. 14	5	5	4	4	3	4	25
Resp. 15	4	4	4	3	5	4	24
Resp. 16	3	3	2	2	2	3	15
Resp. 17	4	4	4	5	5	4	26
Resp. 18	4	4	5	4	4	4	25
Resp. 19	5	3	4	4	3	4	23
Resp. 20	4	4	3	4	4	3	22
Resp. 21	2	3	2	3	2	3	15
Resp. 22	3	3	2	3	3	2	16
Resp. 23	2	2	3	2	2	3	14

Resp.	Shared vision (X4)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 24	3	2	3	2	3	3	16
Resp. 25	3	3	2	2	2	4	16
Resp. 26	5	3	4	3	4	4	23
Resp. 27	5	4	4	3	3	4	23
Resp. 28	3	4	4	4	3	4	22
Resp. 29	2	3	2	2	2	3	14
Resp. 30	2	3	3	4	3	4	19
Resp. 31	3	2	3	3	2	2	15
Resp. 32	4	5	4	4	4	4	25
Resp. 33	3	4	3	4	5	3	22
Resp. 34	4	4	4	4	5	4	25
Resp. 35	4	3	4	4	4	3	22
Resp. 36	5	4	4	3	4	4	24
Resp. 37	3	3	4	3	5	4	22
Resp. 38	4	4	3	2	4	3	20
Resp. 39	2	2	3	3	2	2	14
Resp. 40	3	4	4	5	4	3	23
Resp. 41	2	2	2	2	2	3	13
Resp. 42	4	4	3	4	3	4	22
Resp. 43	4	4	4	4	5	4	25
Resp. 44	4	3	4	5	4	3	23
Resp. 45	3	2	2	3	3	2	15
Resp. 46	2	3	3	2	2	2	14

Resp.	Shared vision (X4)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 47	3	4	3	4	4	4	22
Resp. 48	2	2	3	3	2	2	14
Resp. 49	3	2	2	2	3	4	16
Resp. 50	5	4	4	5	3	4	25
Resp. 51	3	3	3	2	2	3	16
Resp. 52	2	3	2	3	3	2	15
Resp. 53	2	2	3	2	2	2	13
Resp. 54	2	2	2	2	3	2	13
Resp. 55	2	3	3	3	3	2	16
Resp. 56	2	2	3	2	3	2	14
Resp. 57	2	3	2	2	3	3	15
Resp. 58	3	2	3	3	2	2	15
Resp. 59	2	2	2	2	3	3	14
Resp. 60	2	3	3	3	2	3	16
Resp. 61	3	2	3	3	3	2	16
Resp. 62	4	4	4	3	5	4	24
Resp. 63	3	3	3	3	3	2	17
Resp. 64	3	3	2	3	2	2	15
Resp. 65	3	2	2	3	3	3	16
Resp. 66	3	2	3	2	2	2	14
Resp. 67	4	4	4	4	3	4	23
Resp. 68	4	4	4	4	4	4	24
Resp. 69	4	3	3	5	4	4	23

Resp.	Shared vision (X4)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 70	2	2	2	3	2	3	14
Resp. 71	4	4	4	5	4	5	26
Resp. 72	3	3	3	2	3	3	17
Resp. 73	4	4	4	5	4	2	23
Resp. 74	2	2	3	3	3	4	17
Resp. 75	4	4	4	4	5	5	26
Resp. 76	2	1	3	3	3	2	14
Resp. 77	4	4	3	4	4	5	24
Resp. 78	4	4	4	4	5	5	26
Resp. 79	4	4	5	5	4	4	26
Resp. 80	5	4	4	4	4	5	26
Resp. 81	4	5	5	4	4	4	26
Resp. 82	5	4	4	4	4	5	26
Resp. 83	3	2	2	3	3	2	15
Resp. 84	4	4	4	5	4	5	26
Resp. 85	4	4	4	3	5	4	24
Resp. 86	4	4	4	4	4	4	24

Resp.	Shared learning (X5)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 01	4	4	4	3	4	4	23
Resp. 02	4	5	4	4	4	4	25
Resp. 03	3	4	3	2	2	3	17
Resp. 04	5	4	4	4	4	5	26
Resp. 05	3	3	3	3	2	2	16
Resp. 06	5	5	4	4	4	3	25
Resp. 07	4	4	5	4	3	4	24
Resp. 08	3	2	2	3	3	2	15
Resp. 09	4	5	4	4	4	3	24
Resp. 10	4	4	5	4	4	4	25
Resp. 11	2	3	2	3	3	2	15
Resp. 12	5	3	4	4	4	4	24
Resp. 13	4	4	4	3	4	3	22
Resp. 14	4	3	3	3	5	4	22
Resp. 15	5	4	4	5	4	4	26
Resp. 16	4	4	4	3	5	4	24
Resp. 17	5	4	3	3	4	4	23
Resp. 18	4	5	4	4	3	5	25
Resp. 19	3	4	3	5	4	4	23
Resp. 20	3	3	4	2	3	2	17
Resp. 21	2	2	3	2	2	2	13
Resp. 22	4	2	3	2	3	3	17
Resp. 23	4	3	2	3	2	2	16

Resp.	Shared learning (X5)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 24	2	3	2	2	2	3	14
Resp. 25	3	4	3	2	2	2	16
Resp. 26	4	4	4	3	4	5	24
Resp. 27	3	2	3	2	2	3	15
Resp. 28	4	3	2	3	3	2	17
Resp. 29	2	3	2	3	2	4	16
Resp. 30	4	3	4	4	4	3	22
Resp. 31	2	2	3	3	3	2	15
Resp. 32	3	2	4	2	2	3	16
Resp. 33	4	4	5	4	3	4	24
Resp. 34	3	4	4	5	4	4	24
Resp. 35	4	3	4	4	3	5	23
Resp. 36	4	4	5	4	4	4	25
Resp. 37	3	4	4	4	4	4	23
Resp. 38	4	4	4	4	3	5	24
Resp. 39	2	2	3	4	3	2	16
Resp. 40	2	3	3	2	2	3	15
Resp. 41	5	4	4	4	4	4	25
Resp. 42	3	2	2	4	3	2	16
Resp. 43	2	3	3	3	2	3	16
Resp. 44	4	4	5	4	4	4	25
Resp. 45	3	3	3	2	2	3	16
Resp. 46	2	3	2	2	3	2	14

Resp.	Shared learning (X5)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 47	3	2	2	4	2	3	16
Resp. 48	4	3	2	3	3	2	17
Resp. 49	4	4	5	4	4	5	26
Resp. 50	4	4	4	3	5	3	23
Resp. 51	4	4	5	4	4	4	25
Resp. 52	4	4	5	4	4	5	26
Resp. 53	4	4	5	4	3	4	24
Resp. 54	2	3	2	2	3	2	14
Resp. 55	2	3	2	2	2	3	14
Resp. 56	2	4	2	3	2	3	16
Resp. 57	2	3	2	2	3	4	16
Resp. 58	3	2	3	2	2	3	15
Resp. 59	2	2	3	4	3	2	16
Resp. 60	3	4	5	4	4	4	24
Resp. 61	4	4	4	5	4	4	25
Resp. 62	5	4	4	4	4	4	25
Resp. 63	5	3	4	4	4	4	24
Resp. 64	4	3	4	4	4	3	22
Resp. 65	3	2	2	2	3	2	14
Resp. 66	2	3	2	3	3	3	16
Resp. 67	3	4	5	3	4	4	23
Resp. 68	2	3	2	2	2	3	14
Resp. 69	4	4	5	5	4	4	26

Resp.	Shared learning (X5)						Total
	P1	P2	P3	P4	P5	P6	
Resp. 70	4	3	4	3	5	4	23
Resp. 71	2	3	3	3	2	4	17
Resp. 72	2	3	2	2	3	3	15
Resp. 73	3	2	3	2	4	2	16
Resp. 74	2	3	3	2	3	2	15
Resp. 75	4	4	4	4	5	3	24
Resp. 76	4	4	4	3	4	5	24
Resp. 77	4	4	5	4	5	4	26
Resp. 78	4	3	4	5	3	3	22
Resp. 79	3	4	4	5	4	4	24
Resp. 80	2	3	4	3	3	2	17
Resp. 81	2	3	2	2	3	2	14
Resp. 82	3	2	3	2	2	3	15
Resp. 83	3	4	2	3	2	2	16
Resp. 84	4	4	4	5	4	4	25
Resp. 85	2	4	2	3	2	2	15
Resp. 86	4	4	4	4	3	4	23

REKAPITULASI JAWABAN RESPONDEN

FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9

/ORDER=ANALYSIS

Frequencies

Statistics

	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9
N Valid	86	86	86	86	86	86	86	86	86
Missing	0	0	0	0	0	0	0	0	0

Frequency Table

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kurang Setuju	1	1,2	1,2	1,2
Setuju	56	65,1	65,1	66,3
Sangat Setuju	29	33,7	33,7	100,0
Total	86	100,0	100,0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kurang Setuju	3	3,5	3,5	3,5
Setuju	48	55,8	55,8	59,3
Sangat Setuju	35	40,7	40,7	100,0
Total	86	100,0	100,0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	4	4,7	4,7	4,7
	Setuju	43	50,0	50,0	54,7
	Sangat Setuju	39	45,3	45,3	100,0
	Total	86	100,0	100,0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	2,3	2,3	2,3
	Setuju	36	41,9	41,9	44,2
	Sangat Setuju	48	55,8	55,8	100,0
	Total	86	100,0	100,0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	5	5,8	5,8	5,8
	Setuju	37	43,0	43,0	48,8
	Sangat Setuju	44	51,2	51,2	100,0
	Total	86	100,0	100,0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	3,5	3,5	3,5
	Setuju	39	45,3	45,3	48,8
	Sangat Setuju	44	51,2	51,2	100,0
	Total	86	100,0	100,0	

Y7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	3,5	3,5	3,5
	Setuju	43	50,0	50,0	53,5
	Sangat Setuju	40	46,5	46,5	100,0
	Total	86	100,0	100,0	

Y8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	4	4,7	4,7	4,7
	Setuju	34	39,5	39,5	44,2
	Sangat Setuju	48	55,8	55,8	100,0
	Total	86	100,0	100,0	

Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kurang Setuju	4	4,7	4,7	4,7
Setuju	30	34,9	34,9	39,5
Sangat Setuju	52	60,5	60,5	100,0
Total	86	100,0	100,0	

FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6

/ORDER=ANALYSIS.

Frequencies

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
N	Valid	86	86	86	86	86	86
	Missing	0	0	0	0	0	0

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	8,1	8,1	8,1
	Kurang Setuju	24	27,9	27,9	36,0
	Setuju	47	54,7	54,7	90,7
	Sangat Setuju	8	9,3	9,3	100,0
	Total	86	100,0	100,0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	17	19,8	19,8	19,8
	Kurang Setuju	27	31,4	31,4	51,2
	Setuju	35	40,7	40,7	91,9
	Sangat Setuju	7	8,1	8,1	100,0
	Total	86	100,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	19	22,1	22,1	22,1
	Kurang Setuju	25	29,1	29,1	51,2
	Setuju	27	31,4	31,4	82,6
	Sangat Setuju	15	17,4	17,4	100,0
	Total	86	100,0	100,0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	17	19,8	19,8	19,8
	Kurang Setuju	26	30,2	30,2	50,0
	Setuju	32	37,2	37,2	87,2
	Sangat Setuju	11	12,8	12,8	100,0
	Total	86	100,0	100,0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	16	18,6	18,6	18,6
Kurang Setuju	35	40,7	40,7	59,3
Setuju	26	30,2	30,2	89,5
Sangat Setuju	9	10,5	10,5	100,0
Total	86	100,0	100,0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	18	20,9	20,9	20,9
Kurang Setuju	25	29,1	29,1	50,0
Setuju	30	34,9	34,9	84,9
Sangat Setuju	13	15,1	15,1	100,0
Total	86	100,0	100,0	

FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6

/ORDER=ANALYSIS.

Frequencies

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6
N	Valid	86	86	86	86	86	86
	Missing	0	0	0	0	0	0

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	13	15,1	15,1	15,1
	Kurang Setuju	23	26,7	26,7	41,9
	Setuju	40	46,5	46,5	88,4
	Sangat Setuju	10	11,6	11,6	100,0
	Total	86	100,0	100,0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	12	14,0	14,0	14,0
Kurang Setuju	28	32,6	32,6	46,5
Setuju	43	50,0	50,0	96,5
Sangat Setuju	3	3,5	3,5	100,0
Total	86	100,0	100,0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	16	18,6	18,6	18,6
Kurang Setuju	30	34,9	34,9	53,5
Setuju	34	39,5	39,5	93,0
Sangat Setuju	6	7,0	7,0	100,0
Total	86	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	14	16,3	16,3	16,3
	Kurang Setuju	35	40,7	40,7	57,0
	Setuju	28	32,6	32,6	89,5
	Sangat Setuju	9	10,5	10,5	100,0
	Total	86	100,0	100,0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	20	23,3	23,3	23,3
	Kurang Setuju	24	27,9	27,9	51,2
	Setuju	31	36,0	36,0	87,2
	Sangat Setuju	11	12,8	12,8	100,0
	Total	86	100,0	100,0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	18	20,9	20,9	20,9
	Kurang Setuju	27	31,4	31,4	52,3
	Setuju	36	41,9	41,9	94,2
	Sangat Setuju	5	5,8	5,8	100,0
	Total	86	100,0	100,0	

FREQUENCIES VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6

/ORDER=ANALYSIS.

Frequencies

Statistics

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6
N	Valid	86	86	86	86	86	86
	Missing	0	0	0	0	0	0

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	7,0	7,0	7,0
	Kurang Setuju	22	25,6	25,6	32,6
	Setuju	46	53,5	53,5	86,0
	Sangat Setuju	12	14,0	14,0	100,0
	Total	86	100,0	100,0	

X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	7	8,1	8,1	8,1
Kurang Setuju	21	24,4	24,4	32,6
Setuju	51	59,3	59,3	91,9
Sangat Setuju	7	8,1	8,1	100,0
Total	86	100,0	100,0	

X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	8	9,3	9,3	9,3
Kurang Setuju	25	29,1	29,1	38,4
Setuju	47	54,7	54,7	93,0
Sangat Setuju	6	7,0	7,0	100,0
Total	86	100,0	100,0	

X3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	9	10,5	10,5	10,5
Kurang Setuju	23	26,7	26,7	37,2
Setuju	45	52,3	52,3	89,5
Sangat Setuju	9	10,5	10,5	100,0
Total	86	100,0	100,0	

X3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	11	12,8	12,8	12,8
Kurang Setuju	26	30,2	30,2	43,0
Setuju	41	47,7	47,7	90,7
Sangat Setuju	8	9,3	9,3	100,0
Total	86	100,0	100,0	

X3.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	12	14,0	14,0	14,0
Kurang Setuju	23	26,7	26,7	40,7
Setuju	40	46,5	46,5	87,2
Sangat Setuju	11	12,8	12,8	100,0
Total	86	100,0	100,0	

FREQUENCIES VARIABLES=X4.1 X4.2 X4.3 X4.4 X4.5 X4.6

/ORDER=ANALYSIS.

Frequencies

Statistics

		X4.1	X4.2	X4.3	X4.4	X4.5	X4.6
N	Valid	86	86	86	86	86	86
	Missing	0	0	0	0	0	0

Frequency Table

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	20	23,3	23,3	23,3
	Kurang Setuju	24	27,9	27,9	51,2
	Setuju	32	37,2	37,2	88,4
	Sangat Setuju	10	11,6	11,6	100,0
	Total	86	100,0	100,0	

X4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,2	1,2	1,2
	Tidak Setuju	20	23,3	23,3	24,4
	Kurang Setuju	25	29,1	29,1	53,5
	Setuju	37	43,0	43,0	96,5
	Sangat Setuju	3	3,5	3,5	100,0
	Total	86	100,0	100,0	

X4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Sejutu	18	20,9	20,9	20,9
	Kurang Setuju	29	33,7	33,7	54,7
	Setuju	34	39,5	39,5	94,2
	Sangat Setuju	5	5,8	5,8	100,0
	Total	86	100,0	100,0	

X4.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	19	22,1	22,1	22,1
Kurang Setuju	30	34,9	34,9	57,0
Setuju	28	32,6	32,6	89,5
Sangat Setuju	9	10,5	10,5	100,0
Total	86	100,0	100,0	

X4.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	20	23,3	23,3	23,3
Kurang Setuju	28	32,6	32,6	55,8
Setuju	27	31,4	31,4	87,2
Sangat Setuju	11	12,8	12,8	100,0
Total	86	100,0	100,0	

X4.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	22	25,6	25,6	25,6
Kurang Setuju	21	24,4	24,4	50,0
Setuju	36	41,9	41,9	91,9
Sangat Setuju	7	8,1	8,1	100,0
Total	86	100,0	100,0	

FREQUENCIES VARIABLES=X5.1 X5.2 X5.3 X5.4 X5.5 X5.6

/ORDER=ANALYSIS.

Frequencies

Statistics

		X5.1	X5.2	X5.3	X5.4	X5.5	X5.6
N	Valid	86	86	86	86	86	86
	Missing	0	0	0	0	0	0

Frequency Table

X5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	22	25,6	25,6	25,6
	Kurang Setuju	21	24,4	24,4	50,0
	Setuju	35	40,7	40,7	90,7
	Sangat Setuju	8	9,3	9,3	100,0
	Total	86	100,0	100,0	

X5.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	14	16,3	16,3	16,3
Kurang Setuju	30	34,9	34,9	51,2
Setuju	38	44,2	44,2	95,3
Sangat Setuju	4	4,7	4,7	100,0
Total	86	100,0	100,0	

X5.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	21	24,4	24,4	24,4
Kurang Setuju	20	23,3	23,3	47,7
Setuju	32	37,2	37,2	84,9
Sangat Setuju	13	15,1	15,1	100,0
Total	86	100,0	100,0	

X5.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	22	25,6	25,6	25,6
Kurang Setuju	25	29,1	29,1	54,7
Setuju	31	36,0	36,0	90,7
Sangat Setuju	8	9,3	9,3	100,0
Total	86	100,0	100,0	

X5.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	21	24,4	24,4	24,4
Kurang Setuju	27	31,4	31,4	55,8
Setuju	32	37,2	37,2	93,0
Sangat Setuju	6	7,0	7,0	100,0
Total	86	100,0	100,0	

X5.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	22	25,6	25,6	25,6
Kurang Setuju	24	27,9	27,9	53,5
Setuju	32	37,2	37,2	90,7
Sangat Setuju	8	9,3	9,3	100,0
Total	86	100,0	100,0	

LAMPIRAN 5: HASIL UJI VALIDITAS DAN REABILITAS

1. Adaptive Organization (Y)

Correlations

		Correlations									Total_
		Y.P1	Y.P2	Y.P3	Y.P4	Y.P5	Y.P6	Y.P7	Y.P8	Y.P9	Y
Y.P1	Pearson Correlation	1	,282**	,025	,175	,246*	,152	,334**	,309**	,379**	,525**
	Sig. (2-tailed)		,009	,822	,108	,022	,161	,002	,004	,000	,000
	N	86	86	86	86	86	86	86	86	86	86
Y.P2	Pearson Correlation	,282**	1	,072	,267*	,192	,103	,347**	,383**	,295**	,545**
	Sig. (2-tailed)	,009		,509	,013	,077	,348	,001	,000	,006	,000
	N	86	86	86	86	86	86	86	86	86	86
Y.P3	Pearson Correlation	,025	,072	1	,195	,204	,225*	,177	,278**	,396**	,491**
	Sig. (2-tailed)	,822	,509		,071	,059	,038	,103	,010	,000	,000
	N	86	86	86	86	86	86	86	86	86	86
Y.P4	Pearson Correlation	,175	,267*	,195	1	,147	,306**	,313**	,273*	,306**	,552**
	Sig. (2-tailed)	,108	,013	,071		,177	,004	,003	,011	,004	,000
	N	86	86	86	86	86	86	86	86	86	86
Y.P5	Pearson Correlation	,246*	,192	,204	,147	1	,219*	,179	,298**	,371**	,545**
	Sig. (2-tailed)	,022	,077	,059	,177		,043	,099	,005	,000	,000
	N	86	86	86	86	86	86	86	86	86	86
Y.P6	Pearson Correlation	,152	,103	,225*	,306**	,219*	1	,087	,282**	,463**	,533**
	Sig. (2-tailed)	,161	,348	,038	,004	,043		,428	,009	,000	,000
	N	86	86	86	86	86	86	86	86	86	86
Y.P7	Pearson Correlation	,334**	,347**	,177	,313**	,179	,087	1	,427**	,475**	,621**
	Sig. (2-tailed)	,002	,001	,103	,003	,099	,428		,000	,000	,000
	N	86	86	86	86	86	86	86	86	86	86
Y.P8	Pearson Correlation	,309**	,383**	,278**	,273*	,298**	,282**	,427**	1	,594**	,724**
	Sig. (2-tailed)	,004	,000	,010	,011	,005	,009	,000		,000	,000
	N	86	86	86	86	86	86	86	86	86	86
Y.P9	Pearson Correlation	,379**	,295**	,396**	,306**	,371**	,463**	,475**	,594**	1	,805**
	Sig. (2-tailed)	,000	,006	,000	,004	,000	,000	,000	,000		,000
	N	86	86	86	86	86	86	86	86	86	86
Total_Y	Pearson Correlation	,525**	,545**	,491**	,552**	,545**	,533**	,621**	,724**	,805**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	86	86	86	86	86	86	86	86	86	86

** . 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	86	100,0
	Excluded ^a	0	,0
	Total	86	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,771	9

2. System thinking (X1)

Correlations

		Correlations						
		X1.P1	X1.P2	X1.P3	X1.P4	X1.P5	X1.P6	Total_X1
X1.P1	Pearson Correlation	1	,519	,410	,355	,424	,471	,682
	Sig. (2-tailed)		,000	,000	,001	,000	,000	,000
	N	86	86	86	86	86	86	86
X1.P2	Pearson Correlation	,519	1	,434	,307	,534	,596	,746
	Sig. (2-tailed)	,000		,000	,004	,000	,000	,000
	N	86	86	86	86	86	86	86
X1.P3	Pearson Correlation	,410	,434	1	,430	,582	,560	,773
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X1.P4	Pearson Correlation	,355	,307	,430	1	,439	,445	,667
	Sig. (2-tailed)	,001	,004	,000		,000	,000	,000
	N	86	86	86	86	86	86	86
X1.P5	Pearson Correlation	,424	,534	,582	,439	1	,616	,800
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000
	N	86	86	86	86	86	86	86
X1.P6	Pearson Correlation	,471	,596	,560	,445	,616	1	,827
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
	N	86	86	86	86	86	86	86
Total_X1	Pearson Correlation	,682	,746	,773	,667	,800	,827	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	86	86	86	86	86	86	86

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	86	100,0
	Excluded ^a	0	,0
	Total	86	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,843	6

3. Personal mastery (X2)

Correlations

		Correlations						
		X2.P1	X2.P2	X2.P3	X2.P4	X2.P5	X2.P6	Total_X2
X2.P1	Pearson Correlation	1	,286	,453	,412	,497	,404	,716
	Sig. (2-tailed)		,008	,000	,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X2.P2	Pearson Correlation	,286	1	,458	,469	,413	,399	,686
	Sig. (2-tailed)	,008		,000	,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X2.P3	Pearson Correlation	,453	,458	1	,476	,297	,424	,715
	Sig. (2-tailed)	,000	,000		,000	,005	,000	,000
	N	86	86	86	86	86	86	86
X2.P4	Pearson Correlation	,412	,469	,476	1	,444	,406	,744
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000
	N	86	86	86	86	86	86	86
X2.P5	Pearson Correlation	,497	,413	,297	,444	1	,428	,732
	Sig. (2-tailed)	,000	,000	,005	,000		,000	,000
	N	86	86	86	86	86	86	86
X2.P6	Pearson Correlation	,404	,399	,424	,406	,428	1	,710
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
	N	86	86	86	86	86	86	86
Total_X2	Pearson Correlation	,716	,686	,715	,744	,732	,710	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	86	86	86	86	86	86	86

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	86	100,0
	Excluded ^a	0	,0
	Total	86	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,810	6

4. Mental Model (X3)

Correlations

		Correlations						
		X3.P1	X3.P2	X3.P3	X3.P4	X3.P5	X3.P6	Total_X3
X3.P1	Pearson Correlation	1	,360	,337	,476	,372	,520	,733
	Sig. (2-tailed)		,001	,001	,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X3.P2	Pearson Correlation	,360	1	,285	,362	,398	,380	,655
	Sig. (2-tailed)	,001		,008	,001	,000	,000	,000
	N	86	86	86	86	86	86	86
X3.P3	Pearson Correlation	,337	,285	1	,401	,236	,339	,611
	Sig. (2-tailed)	,001	,008		,000	,028	,001	,000
	N	86	86	86	86	86	86	86
X3.P4	Pearson Correlation	,476	,362	,401	1	,418	,418	,736
	Sig. (2-tailed)	,000	,001	,000		,000	,000	,000
	N	86	86	86	86	86	86	86
X3.P5	Pearson Correlation	,372	,398	,236	,418	1	,432	,691
	Sig. (2-tailed)	,000	,000	,028	,000		,000	,000
	N	86	86	86	86	86	86	86
X3.P6	Pearson Correlation	,520	,380	,339	,418	,432	1	,753
	Sig. (2-tailed)	,000	,000	,001	,000	,000		,000
	N	86	86	86	86	86	86	86
Total_X3	Pearson Correlation	,733	,655	,611	,736	,691	,753	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	86	86	86	86	86	86	86

** . 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	86	100,0
	Excluded ^a	0	,0
	Total	86	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,789	6

5. Shared vision (X4)

Correlations

		Correlations						
		X4.P1	X4.P2	X4.P3	X4.P4	X4.P5	X4.P6	Total_X4
X4.P1	Pearson Correlation	1	,708	,646	,556	,610	,619	,843
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X4.P2	Pearson Correlation	,708	1	,662	,610	,632	,667	,867
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X4.P3	Pearson Correlation	,646	,662	1	,605	,585	,535	,814
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X4.P4	Pearson Correlation	,556	,610	,605	1	,577	,518	,785
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000
	N	86	86	86	86	86	86	86
X4.P5	Pearson Correlation	,610	,632	,585	,577	1	,577	,813
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000
	N	86	86	86	86	86	86	86
X4.P6	Pearson Correlation	,619	,667	,535	,518	,577	1	,798
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
	N	86	86	86	86	86	86	86
Total_X4	Pearson Correlation	,843	,867	,814	,785	,813	,798	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	86	86	86	86	86	86	86

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	86	100,0
	Excluded ^a	0	,0
	Total	86	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,902	6

6. Shared learning (X5)

Correlations

		Correlations						Total_X5
		X5.P1	X5.P2	X5.P3	X5.P4	X5.P5	X5.P6	
X5.P1	Pearson Correlation	1	,483	,613	,542	,617	,549	,807
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X5.P2	Pearson Correlation	,483	1	,541	,495	,467	,564	,735
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X5.P3	Pearson Correlation	,613	,541	1	,580	,606	,645	,849
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000
	N	86	86	86	86	86	86	86
X5.P4	Pearson Correlation	,542	,495	,580	1	,530	,506	,773
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000
	N	86	86	86	86	86	86	86
X5.P5	Pearson Correlation	,617	,467	,606	,530	1	,471	,778
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000
	N	86	86	86	86	86	86	86
X5.P6	Pearson Correlation	,549	,564	,645	,506	,471	1	,791
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
	N	86	86	86	86	86	86	86
Total_X5	Pearson Correlation	,807	,735	,849	,773	,778	,791	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	86	86	86	86	86	86	86

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	86	100,0
	Excluded ^a	0	,0
	Total	86	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,879	6

LAMPIRAN 6: IDENTITAS RESPONDEN PENELITIAN**Umur**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	23-30 Tahun	15	17.4	17.4	17.4
	31-38 Tahun	25	29.1	29.1	46.5
	39-46 Tahun	19	22.1	22.1	68.6
	47-54 Tahun	15	17.4	17.4	86.0
	> 54 Tahun	12	14.0	14.0	100.0
	Total	86	100.0	100.0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	29	33.7	33.7	33.7
	Perempuan	57	66.3	66.3	100.0
	Total	86	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	DIII	17	19.8	19.8	19.8
	DIV	3	3.5	3.5	23.3
	S1	52	60.5	60.5	83.7
	S2	10	11.6	11.6	95.3
	SLTA	4	4.7	4.7	100.0
	Total	86	100.0	100.0	

Status Pegawai

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PNS	69	80.2	80.2	80.2
	Honorer	17	19.8	19.8	100.0
	Total	86	100.0	100.0	

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-10 Tahun	34	39.5	39.5	39.5
	11-20 Tahun	32	37.2	37.2	76.7
	21-30 Tahun	12	14.0	14.0	90.7
	> 30 Tahun	8	9.3	9.3	100.0
	Total	86	100.0	100.0	

LAMPIRAN 7: ANALISIS UNIVARIAT

1. Adaptive Organization (Y)

Adaptive Organization

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Baik	44	51,2	51,2	51,2
Kurang	42	48,8	48,8	100,0
Total	86	100,0	100,0	

2. System thinking (X1)

System thinking

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Baik	53	61,6	61,6	61,6
Kurang	33	38,4	38,4	100,0
Total	86	100,0	100,0	

3. Personal mastery (X2)

Personal mastery

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Baik	49	57,0	57,0	57,0
Kurang	37	43,0	43,0	100,0
Total	86	100,0	100,0	

4. Mental Model (X3)

Mental Model

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Baik	66	76,7	76,7	76,7
Kurang	20	23,3	23,3	100,0
Total	86	100,0	100,0	

5. Shared vision (X4)**Shared vision**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Baik	47	54,7	54,7	54,7
Kurang	39	45,3	45,3	100,0
Total	86	100,0	100,0	

6. Shared learning (X5)**Shared learning**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Baik	45	52,3	52,3	52,3
Kurang	41	47,7	47,7	100,0
Total	86	100,0	100,0	

LAMPIRAN 8: ANALISIS BIVARIAT

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
System thinking * Adaptive Organization	86	100,0%	0	0,0%	86	100,0%
Personal mastery * Adaptive Organization	86	100,0%	0	0,0%	86	100,0%
Mental Model * Adaptive Organization	86	100,0%	0	0,0%	86	100,0%
Shared vision * Adaptive Organization	86	100,0%	0	0,0%	86	100,0%
Shared learning * Adaptive Organization	86	100,0%	0	0,0%	86	100,0%

System thinking * Adaptive Organization

Crosstab

			Adaptive Organization		Total
			Baik	Kurang	
System thinking	Baik	Count	35	18	53
		% within System thinking	66,0%	34,0%	100,0%
	Kurang	Count	9	24	33
		% within System thinking	27,3%	72,7%	100,0%
Total		Count	44	42	86
		% within System thinking	51,2%	48,8%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	12,231 ^a	1	,000		
Continuity Correction ^b	10,729	1	,001		
Likelihood Ratio	12,579	1	,000		
Fisher's Exact Test				,001	,000
Linear-by-Linear Association	12,089	1	,001		
N of Valid Cases	86				

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 16,12.

b. Computed only for a 2x2 table

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	,377	,099	3,732	,000 ^c
Ordinal by Ordinal	Spearman Correlation	,377	,099	3,732	,000 ^c
N of Valid Cases		86			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Personal mastery * Adaptive Organization

Crosstab

			Adaptive Organization		Total
			Baik	Kurang	
Personal mastery	Baik	Count	37	12	49
		% within Personal mastery	75,5%	24,5%	100,0%
	Kurang	Count	7	30	37
		% within Personal mastery	18,9%	81,1%	100,0%
Total		Count	44	42	86
		% within Personal mastery	51,2%	48,8%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	27,021 ^a	1	,000		
Continuity Correction ^b	24,803	1	,000		
Likelihood Ratio	28,729	1	,000		
Fisher's Exact Test				,000	,000
Linear-by-Linear Association	26,706	1	,000		
N of Valid Cases	86				

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 18,07.

b. Computed only for a 2x2 table

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	,561	,089	6,203	,000 ^c
Ordinal by Ordinal	Spearman Correlation	,561	,089	6,203	,000 ^c
N of Valid Cases		86			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Mental Model * Adaptive Organization

Crosstab

			Adaptive Organization		Total
			Baik	Kurang	
Mental Model	Baik	Count	38	28	66
		% within Mental Model	57,6%	42,4%	100,0%
	Kurang	Count	6	14	20
		% within Mental Model	30,0%	70,0%	100,0%
Total		Count	44	42	86
		% within Mental Model	51,2%	48,8%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	4,671 ^a	1	,031		
Continuity Correction ^b	3,633	1	,057		
Likelihood Ratio	4,766	1	,029		
Fisher's Exact Test				,041	,028
Linear-by-Linear Association	4,617	1	,032		
N of Valid Cases	86				

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 9,77.

b. Computed only for a 2x2 table

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	,233	,102	2,196	,031 ^c
Ordinal by Ordinal	Spearman Correlation	,233	,102	2,196	,031 ^c
N of Valid Cases		86			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Shared vision * Adaptive Organization

Crosstab

			Adaptive Organization		Total
			Baik	Kurang	
Shared vision	Baik	Count	31	16	47
		% within Shared vision	66,0%	34,0%	100,0%
	Kurang	Count	13	26	39
		% within Shared vision	33,3%	66,7%	100,0%
Total	Count		44	42	86
	% within Shared vision		51,2%	48,8%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	9,079 ^a	1	,003		
Continuity Correction ^b	7,820	1	,005		
Likelihood Ratio	9,243	1	,002		
Fisher's Exact Test				,005	,002
Linear-by-Linear Association	8,973	1	,003		
N of Valid Cases	86				

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 19,05.

b. Computed only for a 2x2 table

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	,325	,102	3,149	,002 ^c
Ordinal by Ordinal	Spearman Correlation	,325	,102	3,149	,002 ^c
N of Valid Cases		86			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Shared learning * Adaptive Organization

Crosstab

			Adaptive Organization		Total
			Baik	Kurang	
Shared learning	Baik	Count	29	16	45
		% within Shared learning	64,4%	35,6%	100,0%
	Kurang	Count	15	26	41
		% within Shared learning	36,6%	63,4%	100,0%
Total		Count	44	42	86
		% within Shared learning	51,2%	48,8%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	6,664 ^a	1	,010	,017	,009
Continuity Correction ^b	5,596	1	,018		
Likelihood Ratio	6,751	1	,009		
Fisher's Exact Test					
Linear-by-Linear Association	6,586	1	,010		
N of Valid Cases	86				

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 20,02.

b. Computed only for a 2x2 table

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	,278	,104	2,656	,009 ^c
Ordinal by Ordinal	Spearman Correlation	,278	,104	2,656	,009 ^c
N of Valid Cases		86			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

LAMPIRAN 9: ANALISIS MULTIVARIAT

Logistic Regression

Variables in the Equation

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for EXP(B)	
							Lower	Upper
Step 1 ^a X1	1,137	,631	3,246	1	,072	3,117	,905	10,738
X2	2,586	,854	9,178	1	,002	13,275	2,492	70,726
X3	,731	,716	1,040	1	,308	2,076	,510	8,455
X4	-,978	,863	1,284	1	,257	,376	,069	2,042
X5	,395	,577	,469	1	,493	1,485	,479	4,604
Constant	-5,350	1,356	15,561	1	,000	,005		

a. Variable(s) entered on step 1: X1, X2, X3, X4, X5.

Tabel Nilai Kritis untuk Korelasi r Product – Moment

N	Taraf Signifikansi		N	Taraf Signifikansi		N	Taraf Signifikansi	
	5%	1%		5%	1%		5%	1%
3	0.997	0.999	27	0.380	0.487	55	0.266	0.345
4	0.950	0.990	28	0.374	0.478	60	0.254	0.330
5	0.878	0.959	29	0.367	0.470	65	0.244	0.317
6	0.811	0.917	30	0.361	0.463	70	0.235	0.306
7	0.754	0.874	31	0.355	0.456	75	0.227	0.296
8	0.707	0.834	32	0.349	0.449	80	0.220	0.286
9	0.666	0.798	33	0.344	0.442	85	0.213	0.278
10	0.632	0.765	34	0.339	0.436	90	0.207	0.270
11	0.602	0.735	35	0.334	0.430	95	0.202	0.263
12	0.576	0.708	36	0.329	0.424	100	0.195	0.256
13	0.553	0.684	37	0.325	0.418	125	0.176	0.230
14	0.532	0.661	38	0.320	0.413	150	0.159	0.210
15	0.514	0.641	39	0.316	0.408	175	0.148	0.194
16	0.497	0.623	40	0.312	0.403	200	0.138	0.181
17	0.482	0.606	41	0.308	0.398	300	0.113	0.148
18	0.468	0.590	42	0.304	0.393	400	0.098	0.128
19	0.456	0.575	43	0.301	0.389	500	0.088	0.115
20	0.444	0.561	44	0.297	0.384	600	0.080	0.105
21	0.433	0.549	45	0.294	0.380	700	0.074	0.097
22	0.423	0.537	46	0.291	0.376	800	0.070	0.091

N	Tarf Signifikansi		N	Tarf Signifikansi		N	Tarf Signifikansi	
	5%	1%		5%	1%		5%	1%
23	0.413	0.526	47	0.288	0.372	900	0.065	0.086
24	0.404	0.515	48	0.284	0.368	1000	0.062	0.081
25	0.396	0.505	49	0.281	0.364			
26	0.388	0.496	50	0.279	0.361			