

PANDUAN WAWANCARA

1. Bagaimana menurut pendapat Ibu / Bapak tentang peta potensi (*learning, organization, people, knowledge technology*) di BPSDM Hukum dan HAM ?
2. Mengapa peta potensi itu demikian ?
3. Apakah memungkinkan jika di BPSDM Hukum dan HAM ini akan diterapkan *learning organization* ? Mengapa demikian ?
4. Apa upaya yang telah dilakukan dan yang akan dilakukan untuk membangun *Learning Organization* di BPSDM Hukum dan HAM ini ?

DAFTAR RIWAYAT HIDUP

Nama Lengkap : Nur Azizah Rahmanawati
Tempat / Tanggal Lahir : Bandung / 2 Maret 1978
Jenis Kelamin : Perempuan
Agama : Islam
Pekerjaan : Staf Bidang Laporan dan Dokumentasi
Pusat Pengembangan Fungsional dan HAM di
BPSDM Hukum dan HAM
Alamat Kantor : Jl. Raya Gandul Cinere, Jakarta Selatan
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Riwayat Pendidikan :

1. SDN Siliwangi Cianjur, 1990
2. SMPN 2 Karang Tengah Cianjur, 1993
3. SMAN 1 Cianjur, 1996
4. Sarjana Psikologi, Universitas Islam Bandung, 2001
5. Program Profesi Psikolog, UNISBA, 2003
6. Program Magister of Sains, Ilmu Administrasi, FISIP, Universitas Indonesia

Riwayat Pekerjaan :

1. Staf Tata Usaha Kepegawaian Direktorat Jenderal Pemasarakatan (2004)
2. Staf Humas dan Protokoler Direktorat Jenderal Pemasarakatan (2005)
3. Staf Tata Usaha Kepegawaian Pusdiklat Pegawai Departemen Hukum dan Hak Asasi Manusia RI (2006)
4. Staf Bidang Laporan dan Dokumentasi Pusat Pengembangan Fungsional dan HAM di BPSDM Hukum dan HAM Departemen Hukum dan Hak Asasi Manusia RI (2007 - sekarang)

In a message dated 3/17/2009 11:11:33 P.M. Central Daylight Time,
nourachi_2@yahoo.co.id writes:

Dear Prof. M.J. Marquardt

I'm a student of post graduate programme at the University of Indonesia. At the moment, I would like to do research on Learning Organization in my office (Law and Human Rigts Department). However, as far as I'm concerned Learning Organization hasn't been applied yet. Thus, I intend to find out how's the potential of applying Learning Organization in my office.

Therefore, I would like to ask some questions :

1. May I use instrument "Profile Learning Organization" in the book of Building The Learning Organization (The McGraw-Hill Companies, 1996) for unapplied Learning Organization ? I would like to find out the readiness of the organization to build Learning Organization based on five subsystem of Learning Organization.
2. I also would like to ask your permission to use the instrument of Profile Learning Organization in your book in order to do my research for my thesis.
3. Those instruments in scale 1 to 4, are they ordinal? I would like to change it into interval (semantic scale),so that the respondents will answer :

weak ----- strong
1 2 3 4

4. If it is not possible then what instrument should I use? If you don't mind suggesting any other references.

Thank you very much for your explanation.
I look forward for you reply.

Your sincerely,

Nour. A

Dear Noor,

You are hereby authorized to use my Learning Organization Profile. And yes, 1 is weak and 4 is strong/high.

Good luck and best regards,
Prof. Michael J. Marquardt

In a message dated 5/14/2009 2:54:49 A.M. Eastern Daylight Time,
nourachi_2@yahoo.co.id writes:
Dear Prof. M.J. Marquardt

Firstly, I'd like to ask for an apologize for being late in replying your e-mail. Thank you for your prior e-mail (answering my questions) on last March. All informations given are useful for the research that I conduct.

On this opportunity, I'd like to ask some questions relating to the data that I have absorbed on the field.

On average (mean) each sub dimension of Learning Organization potention map of an organization are :

- Learning : 23.82
- Organization :25.06
- People : 24.95
- Knowledge : 22.95
- Technology : 24.64

My questions are :

1. From the average (mean) score above, is it possible to establish Learning Organization in my organization ?
2. For the average (mean) score above, what are the criteria for each sub dimension ?

I have read a thesis which included the following criteria :

- 10 - 17 : poor
- 18 - 24 : fair
- 25 - 32 : good
- 33 - 40 : excellent

3. Are those criteria still valid ?

4. When the average (mean) score is 24.95 or 24.25, what is the right criteria ? Is it fair or good ?

Thank you for your explanation.

I look forward for your reply

Your sincerely,

Nour. A

Dear Nour,

In response to your questions:

1. From the average (mean) score above, is it possible to establish Learning Organization in my organization? **Of course, it is possible for an organization to become a learning organization. I would expect that an average score above 30 would be necessary for each sub-system for that organization to consider itself a learning organization.**

2. For the average (mean) score above, what are the criteria for each sub dimension ?

I have read a thesis which included the following criteria :

- 10 - 17 : poor
- 18 - 24 : fair
- 25 - 32 : good
- 33 - 40 : excellent

3. Are those criteria still valid ? **Yes**

4. When the average (mean) score is 24.95 or 24.25, what is the right criteria ? Is it fair or good ? **These scores would indicate that the organization may have the foundations to become a learning organization, but would have to make significant improvements to be considered a learning organization.**

**Good luck and best regards,
Prof. Mike Marquardt**

**TOTAL VALIDITAS ALAT UKUR
TRANSFORMASI ORGANISASI (ORGANIZATION)**

(N=36 DAN $\alpha =0.05$)

ALAT UKUR	$r_{\text{tot-val}}$	r_{tab}	Keterangan
Total Validitas Alat Ukur Transformasi Organisasi	0,685	0,325	Valid

**MATRIK HASIL UJI VALIDITAS PEARSON (PRODUK MOMENT)
UNTUK ALAT UKUR TRANSFORMASI ORGANISASI (ORGANIZATION)**

(N=36 DAN $\alpha =0.05$)

Nomor Item	r_{hit}	r_{tab}	Keterangan
11	0,613	0,325	Valid
12	0,777	0,325	Valid
13	0,778	0,325	Valid
14	0,739	0,325	Valid
15	0,665	0,325	Valid
16	0,586	0,325	Valid
17	0,632	0,325	Valid
18	0,695	0,325	Valid
19	0,686	0,325	Valid
20	0,678	0,325	Valid

Uji Reliabilitas : Alfa Cronbach

UNTUK ALAT UKUR TRANSFORMASI ORGANISASI (ORGANIZATION)

$\sum s_i^2 = \frac{\sum X_i^2}{n} - \left\{1 - \frac{(\sum X)^2}{n^2}\right\}$	$s_i^2 = \frac{JK_i}{n} - \frac{JK_s}{n^2}$	$r_i = \frac{k}{(k-1)} \left\{1 - \frac{\sum s_i^2}{s^2}\right\}$
30,96527778	190,6893519	0,861545846

**TOTAL VALIDITAS ALAT UKUR
DINAMIKA BELAJAR (*LEARNING*)
(N=36 DAN $\alpha=0.05$)**

ALAT UKUR	$r_{\text{tot-val}}$	r_{tab}	Keterangan
Total Validitas Alat Ukur Dinamika Belajar	0,683	0,325	Valid

**MATRIK HASIL UJI VALIDITAS PEARSON (PRODUK MOMENT)
UNTUK ALAT UKUR DINAMIKA BELAJAR (*LEARNING*)
(N=36 DAN $\alpha =0.05$)**

Nomor Item	r_{hit}	r_{tab}	Keterangan
1	0,738	0,325	Valid
2	0,731	0,325	Valid
3	0,812	0,325	Valid
4	0,853	0,325	Valid
5	0,559	0,325	Valid
6	0,539	0,325	Valid
7	0,830	0,325	Valid
8	0,714	0,325	Valid
9	0,426	0,325	Valid
10	0,632	0,325	Valid

**Uji Reliabilitas : Alfa Cronbach
UNTUK ALAT UKUR DINAMIKA BELAJAR (*LEARNING*)**

$\sum s_i^2 = \frac{\sum X_i^2}{n} - \left\{1 - \frac{(\sum X)^2}{n^2}\right\}$	$s_i^2 = \frac{JK_i}{n} - \frac{JK_s}{n^2}$	$r_i = \frac{k}{(k-1)} \left\{1 - \frac{\sum s_i^2}{s_i^2}\right\}$
34,49691358	176,7194444	0,827786847

**TOTAL VALIDITAS ALAT UKUR
PEMBERDAYAAN MANUSIA (PEOPLE)
(N=36 DAN $\alpha =0.05$)**

ALAT UKUR	$r_{\text{tot-val}}$	r_{tab}	Keterangan
Total Validitas Alat Ukur Pemberdayaan Manusia	0,769	0,325	Valid

**MATRIK HASIL UJI VALIDITAS PEARSON (PRODUK MOMENT)
UNTUK ALAT UKUR PEMBERDAYAAN MANUSIA (PEOPLE)
(N=36 DAN $\alpha =0.05$)**

Nomor Item	r_{hit}	r_{tab}	Keterangan
21	0,759	0,325	Valid
22	0,798	0,325	Valid
23	0,825	0,325	Valid
24	0,819	0,325	Valid
25	0,856	0,325	Valid
26	0,714	0,325	Valid
27	0,773	0,325	Valid
28	0,703	0,325	Valid
29	0,729	0,325	Valid
30	0,709	0,325	Valid

**Uji Reliabilitas : Alfa Cronbach
UNTUK ALAT UKUR PEMBERDAYAAN MANUSIA (PEOPLE)**

$\sum s_i^2 = \frac{\sum X_i^2}{n} - \left\{1 - \frac{(\sum X)^2}{n^2}\right\}$	$s_i^2 = \frac{JK_i}{n} - \frac{JK_s}{n^2}$	$r_i = \frac{k}{(k-1)} \left\{1 - \frac{\sum s_i^2}{s_i^2}\right\}$
44,08333333	187,4361111	0,786660428

**TOTAL VALIDITAS ALAT UKUR
PENGELOLAAN PENGETAHUAN (KNOWLEDGE)
(N=36 DAN $\alpha =0.05$)**

ALAT UKUR	$r_{\text{tot-val}}$	r_{tab}	Keterangan
Total Validitas Alat Ukur Pengelolaan Pengetahuan	0,707	0,325	Valid

**MATRIK HASIL UJI VALIDITAS PEARSON (PRODUK MOMENT)
UNTUK ALAT UKUR PENGELOLAAN PENGETAHUAN (KNOWLEDGE)
(N=36 DAN $\alpha =0.05$)**

Nomor Item	r_{hit}	r_{tab}	Keterangan
31	0,743	0,325	Valid
32	0,752	0,325	Valid
33	0,685	0,325	Valid
34	0,834	0,325	Valid
35	0,770	0,325	Valid
36	0,801	0,325	Valid
37	0,493	0,325	Valid
38	0,752	0,325	Valid
39	0,708	0,325	Valid
40	0,530	0,325	Valid

**Uji Reliabilitas : Alfa Cronbach
UNTUK ALAT UKUR PENGELOLAAN PENGETAHUAN (KNOWLEDGE)**

$\sum s_i^2 = \frac{\sum X_i^2}{n} - \left\{1 - \frac{(\sum X)^2}{n^2}\right\}$	$s_i^2 = \frac{JK_i}{n} - \frac{JK_s}{n^2}$	$r_i = \frac{k}{(k-1)} \left\{1 - \frac{\sum s_i^2}{s_i^2}\right\}$
32,83333333	162,8459877	0,821188802

**TOTAL VALIDITAS ALAT UKUR
PENERAPAN TEKNOLOGI (*TECHNOLOGY*)
(N=36 DAN $\alpha =0.05$)**

ALAT UKUR	$r_{\text{tot-val}}$	r_{tab}	Keterangan
Total Validitas Alat Ukur Penerapan Teknologi	0,699	0,325	Valid

**MATRIK HASIL UJI VALIDITAS PEARSON (PRODUK MOMENT)
UNTUK ALAT UKUR PENERAPAN TEKNOLOGI (*TECHNOLOGY*)
(N=36 DAN $\alpha =0.05$)**

Nomor Item	r_{hit}	r_{tab}	Keterangan
41	0,886	0,325	Valid
42	0,630	0,325	Valid
43	0,561	0,325	Valid
44	0,744	0,325	Valid
45	0,714	0,325	Valid
46	0,451	0,325	Valid
47	0,808	0,325	Valid
48	0,759	0,325	Valid
49	0,735	0,325	Valid
50	0,706	0,325	Valid

**Uji Reliabilitas : Alfa Cronbach
UNTUK ALAT UKUR PENERAPAN TEKNOLOGI (*TECHNOLOGY*)**

$\sum s_i^2 = \frac{\sum X_i^2}{n} - \left\{1 - \frac{(\sum X)^2}{n^2}\right\}$	$s_i^2 = \frac{JK_i}{n} - \frac{JK_s}{n^2}$	$r_i = \frac{k}{(k-1)} \left\{1 - \frac{\sum s_i^2}{s_i^2}\right\}$
28,95061728	188,1675926	0,870320067