

Jakarta,.....2008

Kepada Yth.
Karyawan/Karyawati
PT. Bank "ABC"Tbk.
Di tempat

Perihal : Permohonan pengisian kuesioner Learning Organization Profile.

Dengan hormat,

Dalam rangka melakukan penelitian penyusunan tugas akhir di Program Pascasarjana Universitas Indonesia, bersama ini saya mohon kesediaan Bapak/Ibu untuk berkenan mengisi daftar kuesioner terlampir.

Pengisian kuesioner ini berhubungan dengan 5 learning subsystem yang dimana berkaitan dengan pembentukan Learning Organization, yaitu untuk menganalisa sejauh mana PT. Bank "ABC"Tbk.

Analisa pemanfaatan dan penerapan **five force of learning organization dengan menggunakan model profile learning Marquardt.**

Untuk menjaga objektivitas dan kerahasiaan pengisian kuesioner, maka pengisian kuesioner ini tidak mencantumkan nama dan identitas lain dari responden. Hanya mencantumkan jabatan atau posisi responden pada saat mengisi.

Demikian permohonan ini saya ajukan, atas perhatian dan kesediaan Bapak/Ibu saya mengucapkan terima kasih.

Hormat saya,

Suri Maharani R.

DAFTAR KUESIONER

ANALISA PEMANFAATAN & PENERAPAN FIVE FORCE OF LEARNING ORGANIZATION DENGAN MENGGUNAKAN MODEL PROFILE LEARNING MARQUARDT

Jabatan Anda saat ini* : (a) Middle Officer (b) Junior Officer (c) Clerk
* Pilihlah dengan memberi tanda silang (x) pada pilihan jabatan yang telah disediakan

Berikut ini adalah pertanyaan-pertanyaan mengenai Organisasi tempat Anda bekerja, baca setiap pernyataan dengan hati-hati dan berikan skala 1-5 pada setiap pernyataan yang memberikan profil yang paling sesuai dengan memberikan tanda silang (X) pada masing-masing pernyataan.

Kategori	Skala
Diterapkan secara menyeluruh pada organisasi	5
Diterapkan pada sebagian besar organisasi	4
Diterapkan hanya pada bagian-bagian tertentu organisasi	3
Diterapkan pada sebagian kecil organisasi	2
Tidak diterapkan sama sekali pada organisasi	1

A. ASPEK DINAMIKA LEARNING: INDIVIDUAL, KELOMPOK & ORGANISASI

Dalam organisasi ini	Skala Nilai
1. Belajar secara terus menerus oleh seluruh karyawan merupakan prioritas utama.	1 2 3 4 5
2. Karyawan dilatih dan diarahkan untuk belajar bagaimana cara belajar.	1 2 3 4 5
3. Kerancuan dan terhambatnya proses penyampaian informasi di hindari dengan cara melakukan konfirmasi ulang, proaktif dan memberikan feedback atau respon	1 2 3 4 5
4. Seseorang dilatih dan diarahkan untuk terus belajar dan bagaimana proses belajar tersebut.	1 2 3 4 5
5. Berbagai cara dilakukan oleh organisasi untuk memperbaiki tingkat belajar digunakan misalnya dengan melalui forum diskusi, e-learning, animasi, film atau video, dll)	1 2 3 4 5
6. Karyawan memperluas pengetahuan dengan cara belajar melalui pengalaman (<i>experiential learning</i> atau Adaptif), belajar dengan cara untuk memenuhi kebutuhan masa depan (antisipatif) dan belajar kreatif	1 2 3 4 5
7. Tim dan individu memanfaatkan proses belajar melalui tindakan, yaitu melalui belajar dari refleksi suatu masalah atau situasi dan menerapkannya untuk di gunakan pada masa mendatang	1 2 3 4 5
8. Tim di motivasi untuk saling belajar satu sama lain dan berbagi ilmu pengetahuan dengan berbagai cara misalnya melalui buletin, newsletter, forum group discussion, meeting, sharing session, dll)	1 2 3 4 5
9. Seseorang dapat berpikir dan bertindak dengan pendekatan sistem yang lengkap dan menyeluruh terhadap seluruh bagian yang terkait dalam sebuah sistem	1 2 3 4 5
10. Tim menerima pelatihan bagaimana cara bekerja dalam bentuk kelompok	1 2 3 4 5

B. ASPEK TRANSFORMASI ORGANISASI :VISI, BUDAYA, STRATEGI, & STRUKTUR

Dalam organisasi ini	Skala Nilai				
1. Top Management mendukung visi menjadi sebuah learning organization	1	2	3	4	5
2. Pentingnya menjadi organisasi pembelajaran dimengerti oleh seluruh jajaran	1	2	3	4	5
3. Terdapat kondisi dan iklim yang menunjang dan mendukung pentingnya untuk terus belajar	1	2	3	4	5
4. Karyawan memiliki komitmen untuk belajar secara berkesinambungan untuk perbaikan dan peningkatan diri	1	2	3	4	5
5. Karyawan belajar dari kesuksesan dan kegagalan	1	2	3	4	5
6. Karyawan dan kelompok yang belajar dan membantu karyawan dan kelompok yang lain untuk belajar diberi penghargaan	1	2	3	4	5
7. Kesempatan belajar menyatu dengan operasional dan program organisasi	1	2	3	4	5
8. Organisasi mendesain cara untuk berbagi pengetahuan dan meningkatkan belajar seluruh organisasi misalnya melalui rotasi pekerjaan lintas departemen, sistem belajar <i>on the job training</i> atau sistem belajar <i>on-line</i>	1	2	3	4	5
9. Organisasi di desain secara ramping, dengan sedikit tingkatan manajemen, untuk dapat memaksimalkan komunikasi dan proses belajar antar tingkatan manajemen	1	2	3	4	5
10. Dilakukan kordinasi yang lebih mendasar pada sasaran dan tujuan dan belajar, dibandingkan dengan mempertahankan batas-batas antar departemen secara terpisah	1	2	3	4	5

C. ASPEK PEMBERDAYAAN MANUSIA (PEOPLE): KARYAWAN, MANAGER, PELANGGAN, ALIANSI, MITRA & MASYARAKAT

Dalam organisasi ini	Skala Nilai				
1. Pengembangan tenaga kerja yang berdaya, yang mampu dan terlibat pada proses belajar dan kinerja yang kualitatif dicanangkan	1	2	3	4	5
2. Kewenangan didesentralisasikan dan didelegasikan untuk menyeimbangkan tanggung jawab dan kemampuan belajar seseorang	1	2	3	4	5
3. Seluruh jajaran organisasi bekerjasama dalam kemitraan untuk belajar bersama-sama dan memecahkan suatu masalah untuk menemukan solusinya	1	2	3	4	5
4. Karyawan pimpinan mengambil peran dan melatih, mendampingi dan memfasilitasi proses pembelajaran.	1	2	3	4	5
5. Karyawan pinpinan membangkitkan dan memberikan kesempatan belajar serta memotivasi eksperimentasi dan percobaan dan refleksi terhadap apa yang telah dipelajari sehingga ilmu dan keterampilan yang baru dapat diterapkan	1	2	3	4	5
6. Berbagi pengetahuan dan informasi dengan klien untuk memperoleh ide-ide dan masukan-masukan dalam rangka belajar dan memperbaiki produk (barang dan layanan) selalu dilakukan	1	2	3	4	5
7. Klien dan supplier diberi kesempatan untuk dapat berpartisipasi dalam kegiatan belajar dan pelatihan	1	2	3	4	5
8. Belajar dari mitra (subkontraktor dan supplier) dimaksimalkan melalui perencanaan sumberdaya dan strategi pada tahap awal, yang dicurahkan untuk mendapatkan pengetahuan dan keterampilan	1	2	3	4	5
9. Karyawan berpartisipasi dalam setiap kegiatan belajar dengan supplier, kelompok masyarakat, asosiasi profesi dan institusi akademik	1	2	3	4	5
10. Karyawan secara aktif mencari mitra belajar antara klien, subkontrak dan supplier	1	2	3	4	5

D. ASPEK PENGELOLAAN PENGETAHUAN (KNOWLEDGE)

Dalam organisasi ini	Skala Nilai				
1. Karyawan giat mencari informasi untuk memperbaiki kinerja pekerjaan organisasi	1	2	3	4	5
2. Tersedia sistem yang dapat diakses mengumpulkan informasi internal dan eksternal	1	2	3	4	5
3. Karyawan memantau tren diluar organisasi dengan melihat apa yang dilakukan pihak lain misalnya benchmarking	1	2	3	4	5
4. Karyawan dilatih tentang keterampilan berpikir kreatif dan bereksperimen	1	2	3	4	5
5. Karyawan sering menciptakan proyek-proyek contoh untuk di demonstrasikan untuk menguji cara-cara baru dalam mengembangkan suatu produk (barang/layanan)	1	2	3	4	5
6. Sistem dan struktur dibuat untuk menjamin bahwa pengetahuan yang penting ditandai dengan label, disimpan dan disediakan bagi siapa saja yang membutuhkan dan ingin memanfaatkannya.	1	2	3	4	5
7. Karyawan menyadari kebutuhan untuk mempertahankan cara belajar yang penting dan berbagi pengetahuan dengan yang lain	1	2	3	4	5
8. Ada tim lintas Group/Area yang dibentuk untuk mentrasfer proses pembelajaran yang penting antar kelompok, antar departemen dan antar divisi.	1	2	3	4	5
9. Strategi dan mekanisme baru untuk berbagi proses belajar di seluruh organisasi terus dikembangkan.	1	2	3	4	5
10. Organisasi mendukung area, unit dan proyek tertentu yang menumbuhkan pengetahuan dan memberikan kesempatan belajar pada karyawan	1	2	3	4	5

E. ASPEK APLIKASI TEKNOLOGI (TECHNOLOGY): SISTEM INFORMASI, BERBASIS TEKNOLOGI

Dalam organisasi ini	Skala Nilai				
1. Proses belajar dimudahkan dengan sistem informasi berbasis komputer yang efektif dan efisien	1	2	3	4	5
2. Karyawan mempunyai akses terhadap jalur informasi yang tersedia misalnya Intranet, Online Internet, dll	1	2	3	4	5
3. Memiliki fasilitas belajar, misalnya: ruang learning atau pelatihan yang dilengkapi dengan sarana multimedia dan lingkungan belajar yang mengintegrasikan seni, warna, musik dan alat-alat peraga	1	2	3	4	5
4. Tersedia program learning yang berbasiskan komputer, dan alat bantu kerja secara elektronik misalnya software pembuatan flowchart, e-Learning, dll	1	2	3	4	5
5. Menggunakan teknologi groupware untuk dapat mengelola proses-proses di kelompok misalnya manajemen proyek, meeting, dll sangat dimanfaatkan	1	2	3	4	5
6. Proses pembelajaran just in time secara online mendapat dukungan	1	2	3	4	5
7. Sistem elektronik pendukung kerja atau EPSS (Electronic Performance Support System) yaitu suatu sistem yang dapat menyimpan, dan mendistribusikan pengetahuan keseluruhan unit organisasi untuk membantu para karyawan belajar dan melakukan pekerjaan dengan lebih baik.	1	2	3	4	5
8. Sistem elektronik pendukung kerja (EPSS) yang didesain dan disesuaikan untuk memenuhi kebutuhan belajar karyawan	1	2	3	4	5
9. Karyawan mempunyai akses penuh terhadap data yang mereka butuhkan untuk membantu proses penyelesaian kerja	1	2	3	4	5
10. Karyawan dapat menyesuaikan sistem <i>software</i> untuk mengumpulkan dan memberi kode	1	2	3	4	5

VALIDITY LEARNING ORGANIZATION (*pre-test*)

1. Learning Subsystem (Dinamika Pembelajaran)

Correlations

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	TA
A1 Pearson Correlation	1	.725(**)	.425(*)	.508(**)	.338	.357	.319	.443(*)	.414(*)	.331	.728(**)
Sig. (2-tailed)		.000	.019	.004	.068	.053	.086	.014	.023	.074	.000
N	30	30	30	30	30	30	30	30	30	30	30
A2 Pearson Correlation	.725(**)	1	.515(**)	.529(**)	.458(*)	.319	.459(*)	.399(*)	.468(**)	.259	.754(**)
Sig. (2-tailed)	.000		.004	.003	.011	.086	.011	.029	.009	.167	.000
N	30	30	30	30	30	30	30	30	30	30	30
A3 Pearson Correlation	.425(*)	.515(**)	1	.679(**)	.671(**)	.440(*)	.453(*)	.314	.454(*)	.272	.742(**)
Sig. (2-tailed)	.019	.004		.000	.000	.015	.012	.091	.012	.145	.000
N	30	30	30	30	30	30	30	30	30	30	30
A4 Pearson Correlation	.508(**)	.529(**)	.679(**)	1	.586(**)	.467(**)	.557(**)	.375(*)	.660(**)	.515(**)	.841(**)
Sig. (2-tailed)	.004	.003	.000		.001	.009	.001	.041	.000	.004	.000
N	30	30	30	30	30	30	30	30	30	30	30
A5 Pearson Correlation	.338	.458(*)	.671(**)	.586(**)	1	.524(**)	.515(**)	.019	.273	.209	.640(**)
Sig. (2-tailed)	.068	.011	.000	.001		.003	.004	.920	.144	.268	.000
N	30	30	30	30	30	30	30	30	30	30	30
A6 Pearson Correlation	.357	.319	.440(*)	.467(**)	.524(**)	1	.687(**)	.086	.298	.390 (*)	.657(**)
Sig. (2-tailed)	.053	.086	.015	.009	.003		.000	.652	.118	.038	.000
N	30	30	30	30	30	30	30	30	30	30	30
A7 Pearson Correlation	.319	.459(*)	.453(*)	.557(**)	.515(**)	.687(**)	1	.028	.463(*)	.479(**)	.691(**)
Sig. (2-tailed)	.086	.011	.012	.001	.004	.000		.882	.010	.007	.000
N	30	30	30	30	30	30	30	30	30	30	30
A8 Pearson Correlation	.443(*)	.399(*)	.314	.375(*)	.019	.086	.028	1	.575(**)	.355	.733(**)
Sig. (2-tailed)	.014	.029	.091	.041	.920	.652	.882		.001	.054	.000
N	30	30	30	30	30	30	30	30	30	30	30
A9 Pearson Correlation	.414(*)	.468(**)	.454(*)	.660(**)	.273	.298	.463(*)	.575(**)	1	.615(**)	.757(**)
Sig. (2-tailed)	.023	.009	.012	.000	.144	.118	.010	.001		.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
A10 Pearson Correlation	.331	.259	.272	.515(**)	.209	.390 (*)	.479(**)	.355	.615(**)	1	.688(**)
Sig. (2-tailed)	.074	.167	.145	.004	.268	.038	.007	.054	.000		.000
N	30	30	30	30	30	30	30	30	30	30	30
TA Pearson Correlation	.728(**)	.754(**)	.742(**)	.841(**)	.640(**)	.657(**)	.691(**)	.733(**)	.757(**)	.688(**)	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30	30	30	30	30

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

* Correlation is significant at the 0.05 level (2-tailed).

2. Transformation Subsystem (Dimensi Transformasi Organisasi)

Correlations

	B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	TB
B1 Pearson Correlation	1	.368(*)	.604(**)	.710(**)	.592(**)	.196	.322	.468(**)	.717(**)	.555(**)	.799(**)
Sig. (2-tailed)		.045	.000	.000	.001	.300	.082	.009	.000	.001	.000
N	30	30	30	30	30	30	30	30	30	30	30
B2 Pearson Correlation	.368(*)	1	.436(*)	.552(**)	.554(**)	.241	.262	.284	.251	.621(**)	.644(**)
Sig. (2-tailed)	.045		.016	.002	.001	.200	.162	.129	.181	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
B3 Pearson Correlation	.604(**)	.436(*)	1	.606(**)	.393(*)	.290	.143	.540(**)	.691(**)	.450(*)	.742(**)
Sig. (2-tailed)	.000	.016		.000	.032	.120	.453	.002	.000	.013	.000
N	30	30	30	30	30	30	30	30	30	30	30
B4 Pearson Correlation	.710(**)	.552(**)	.606(**)	1	.748(**)	.509(**)	.271	.553(**)	.738(**)	.565(**)	.896(**)
Sig. (2-tailed)	.000	.002	.000		.000	.004	.147	.002	.000	.001	.000
N	30	30	30	30	30	30	30	30	30	30	30
B5 Pearson Correlation	.592(**)	.554(**)	.393(*)	.748(**)	1	.518(*)	.412(*)	.288	.538(**)	.532(**)	.775(**)
Sig. (2-tailed)	.001	.001	.032	.000		.028	.024	.122	.002	.002	.000
N	30	30	30	30	30	30	30	30	30	30	30
B6 Pearson Correlation	.196	.241	.290	.509(**)	.518(*)	1	.228	.309	.421(*)	.200	.740(**)
Sig. (2-tailed)	.300	.200	.120	.004	.028		.225	.096	.020	.289	.000
N	30	30	30	30	30	30	30	30	30	30	30
B7 Pearson Correlation	.322	.262	.143	.271	.412(*)	.228	1	.239	.022	.216	.707(*)
Sig. (2-tailed)	.082	.162	.453	.147	.024	.225		.203	.907	.252	.000
N	30	30	30	30	30	30	30	30	30	30	30
B8 Pearson Correlation	.468(**)	.284	.540(**)	.553(**)	.288	.309	.239	1	.614(**)	.625(**)	.686(**)
Sig. (2-tailed)	.009	.129	.002	.002	.122	.096	.203		.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
B9 Pearson Correlation	.717(**)	.251	.691(**)	.738(**)	.538(**)	.421(*)	.022	.614(**)	1	.546(**)	.796(**)
Sig. (2-tailed)	.000	.181	.000	.000	.002	.020	.907	.000		.002	.000
N	30	30	30	30	30	30	30	30	30	30	30
B10 Pearson Correlation	.555(**)	.621(**)	.450(*)	.565(**)	.532(**)	.200	.216	.625(**)	.546(**)	1	.743(**)
Sig. (2-tailed)	.001	.000	.013	.001	.002	.289	.252	.000	.002		.000
N	30	30	30	30	30	30	30	30	30	30	30
TB Pearson Correlation	.799(**)	.644(**)	.742(**)	.896(**)	.775(**)	.740(**)	.707(*)	.686(**)	.796(**)	.743(**)	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30	30	30	30	30

* Correlation is significant at the 0.05 level (2-tailed).

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

3. People Subsystem (Dimensi Pemberdayaan Manusia)

Correlations

		C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	TC
C1	Pearson Correlation	1	.214	.324	.570(**)	.571(**)	.640(**)	.416(*)	.360	.462(*)	.154	.649(**)
	Sig. (2-tailed)		.255	.081	.001	.001	.000	.022	.051	.010	.417	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C2	Pearson Correlation	.214	1	.474(*)	.295	.381(*)	.258	.192	.394(*)	.361(*)	.415(*)	.717(**)
	Sig. (2-tailed)	.255		.042	.113	.038	.168	.309	.031	.050	.023	.003
	N	30	30	30	30	30	30	30	30	30	30	30
C3	Pearson Correlation	.324	.474(*)	1	.517(**)	.692(**)	.347	.583(**)	.662(**)	.418(*)	.668(**)	.760(**)
	Sig. (2-tailed)	.081	.042		.003	.000	.060	.001	.000	.021	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C4	Pearson Correlation	.570(**)	.295	.517(**)	1	.634(**)	.514(**)	.417(*)	.606(**)	.565(**)	.520(**)	.773(**)
	Sig. (2-tailed)	.001	.113	.003		.000	.004	.022	.000	.001	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C5	Pearson Correlation	.571(**)	.381(*)	.692(**)	.634(**)	1	.778(**)	.772(**)	.668(**)	.540(**)	.492(**)	.900(**)
	Sig. (2-tailed)	.001	.038	.000	.000		.000	.000	.000	.002	.006	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C6	Pearson Correlation	.640(**)	.258	.347	.514(**)	.778(**)	1	.645(**)	.472(**)	.539(**)	.186	.749(**)
	Sig. (2-tailed)	.000	.168	.060	.004	.000		.000	.008	.002	.326	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C7	Pearson Correlation	.416(*)	.192	.583(**)	.417(*)	.772(**)	.645(**)	1	.535(**)	.368(*)	.456(*)	.768(**)
	Sig. (2-tailed)	.022	.309	.001	.022	.000	.000		.002	.045	.011	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C8	Pearson Correlation	.360	.394(*)	.662(**)	.606(**)	.668(**)	.472(**)	.535(**)	1	.532(**)	.532(**)	.781(**)
	Sig. (2-tailed)	.051	.031	.000	.000	.000	.008	.002		.002	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C9	Pearson Correlation	.462(*)	.361(*)	.418(*)	.565(**)	.540(**)	.539(**)	.368(*)	.532(**)	1	.692(**)	.743(**)
	Sig. (2-tailed)	.010	.050	.021	.001	.002	.002	.045	.002		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C10	Pearson Correlation	.154	.415(*)	.668(**)	.520(**)	.492(**)	.186	.456(*)	.532(**)	.692(**)	1	.690(**)
	Sig. (2-tailed)	.417	.023	.000	.003	.006	.326	.011	.002	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TC	Pearson Correlation	.649(**)	.717(**)	.760(**)	.773(**)	.900(**)	.749(**)	.768(**)	.781(**)	.743(**)	.690(**)	1
	Sig. (2-tailed)	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

* Correlation is significant at the 0.05 level (2-tailed).

4. Knowledge Subsystem (Dimensi Pengelolaan Pengetahuan)

Correlations

	D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	TD
D1 Pearson Correlation	1	.582(**)	.512(**)	.485(**)	.453(*)	.327	.130	.198	.467(**)	.389(*)	.646(**)
Sig. (2-tailed)		.001	.004	.007	.012	.077	.494	.294	.009	.034	.000
N	30	30	30	30	30	30	30	30	30	30	30
D2 Pearson Correlation	.582(**)	1	.821(**)	.734(**)	.531(**)	.461(*)	.345	.414(*)	.587(**)	.434(*)	.828(**)
Sig. (2-tailed)	.001		.000	.000	.003	.010	.062	.023	.001	.017	.000
N	30	30	30	30	30	30	30	30	30	30	30
D3 Pearson Correlation	.512(**)	.821(**)	1	.754(**)	.596(**)	.474(**)	.356	.453(*)	.589(**)	.519(**)	.859(**)
Sig. (2-tailed)	.004	.000		.000	.001	.008	.054	.012	.001	.003	.000
N	30	30	30	30	30	30	30	30	30	30	30
D4 Pearson Correlation	.485(**)	.734(**)	.754(**)	1	.657(**)	.516(**)	.177	.304	.482(**)	.304	.757(**)
Sig. (2-tailed)	.007	.000	.000		.000	.004	.351	.102	.007	.102	.000
N	30	30	30	30	30	30	30	30	30	30	30
D5 Pearson Correlation	.453(*)	.531(**)	.596(**)	.657(**)	1	.593(**)	.345	.255	.587(**)	.317	.738(**)
Sig. (2-tailed)	.012	.003	.001	.000		.001	.062	.174	.001	.088	.000
N	30	30	30	30	30	30	30	30	30	30	30
D6 Pearson Correlation	.327	.461(*)	.474(**)	.516(**)	.593(**)	1	.563(**)	.269	.375(*)	.148	.644(**)
Sig. (2-tailed)	.077	.010	.008	.004	.001		.010	.151	.041	.434	.000
N	30	30	30	30	30	30	30	30	30	30	30
D7 Pearson Correlation	.130	.345	.356	.177	.345	.563(**)	1	.648(**)	.429(*)	.453(*)	.695(**)
Sig. (2-tailed)	.494	.062	.054	.351	.062	.010		.000	.018	.012	.000
N	30	30	30	30	30	30	30	30	30	30	30
D8 Pearson Correlation	.198	.414(*)	.453(*)	.304	.255	.269	.648(**)	1	.490(**)	.724(**)	.659(**)
Sig. (2-tailed)	.294	.023	.012	.102	.174	.151	.000		.006	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
D9 Pearson Correlation	.467(**)	.587(**)	.589(**)	.482(**)	.587(**)	.375(*)	.429(*)	.490(**)	1	.454(*)	.747(**)
Sig. (2-tailed)	.009	.001	.001	.007	.001	.041	.018	.006		.012	.000
N	30	30	30	30	30	30	30	30	30	30	30
D10 Pearson Correlation	.389(*)	.434(*)	.519(**)	.304	.317	.148	.453(*)	.724(**)	.454(*)	1	.676(**)
Sig. (2-tailed)	.034	.017	.003	.102	.088	.434	.012	.000	.012		.000
N	30	30	30	30	30	30	30	30	30	30	30
TD Pearson Correlation	.646(**)	.828(**)	.859(**)	.757(**)	.738(**)	.644(**)	.695(**)	.659(**)	.747(**)	.676(**)	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30	30	30	30	30

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

* Correlation is significant at the 0.05 level (2-tailed).

5. Technology Subsystem (Dimensi Teknologi)

Correlations

		E1	E2	E3	E4	E5	E6	E7	E8	E9	E10	TE
E1	Pearson Correlation	1	.696(**)	.408(*)	.500(**)	.398(*)	.559(**)	.621(**)	.547(**)	.544(**)	.268	.773(**)
	Sig. (2-tailed)		.000	.025	.005	.029	.001	.000	.002	.002	.152	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E2	Pearson Correlation	.696(**)	1	.589(**)	.721(**)	.472(**)	.552(**)	.535(**)	.585(**)	.638(**)	.383(*)	.849(**)
	Sig. (2-tailed)	.000		.001	.000	.009	.002	.002	.001	.000	.037	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E3	Pearson Correlation	.408(*)	.589(**)	1	.472(**)	.222	.480(**)	.389(*)	.507(**)	.305	.383(*)	.654(**)
	Sig. (2-tailed)	.025	.001		.009	.239	.007	.034	.004	.101	.037	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E4	Pearson Correlation	.500(**)	.721(**)	.472(**)	1	.376(*)	.573(**)	.645(**)	.553(**)	.629(**)	.310	.795(**)
	Sig. (2-tailed)	.005	.000	.009		.040	.001	.000	.002	.000	.095	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E5	Pearson Correlation	.398(*)	.472(**)	.222	.376(*)	1	.398(*)	.364(*)	.474(**)	.579(**)	.233	.618(**)
	Sig. (2-tailed)	.029	.009	.239	.040		.029	.048	.008	.001	.216	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E6	Pearson Correlation	.559(**)	.552(**)	.480(**)	.573(**)	.398(*)	1	.494(**)	.683(**)	.471(**)	.268	.764(**)
	Sig. (2-tailed)	.001	.002	.007	.001	.029		.006	.000	.009	.152	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E7	Pearson Correlation	.621(**)	.535(**)	.389(*)	.645(**)	.364(*)	.494(**)	1	.554(**)	.512(**)	.204	.741(**)
	Sig. (2-tailed)	.000	.002	.034	.000	.048	.006		.002	.004	.280	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E8	Pearson Correlation	.547(**)	.585(**)	.507(**)	.553(**)	.474(**)	.683(**)	.554(**)	1	.553(**)	.218	.786(**)
	Sig. (2-tailed)	.002	.001	.004	.002	.008	.000	.002		.002	.247	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E9	Pearson Correlation	.544(**)	.638(**)	.305	.629(**)	.579(**)	.471(**)	.512(**)	.553(**)	1	.310	.760(**)
	Sig. (2-tailed)	.002	.000	.101	.000	.001	.009	.004	.002		.095	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E10	Pearson Correlation	.268	.383(*)	.383(*)	.310	.233	.268	.204	.218	.310	1	.708(**)
	Sig. (2-tailed)	.152	.037	.037	.095	.216	.152	.280	.247	.095		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TE	Pearson Correlation	.773(**)	.849(**)	.654(**)	.795(**)	.618(**)	.764(**)	.741(**)	.786(**)	.760(**)	.708(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

* Correlation is significant at the 0.05 level (2-tailed).

VALIDITY LEARNING ORGANIZATION FACTORS (pre-test)**Correlations**

		Learning	Organization	People	Knowledge	Technology	Total
Learning	Pearson Correlation	1	.585(**)	.697(**)	.807(**)	.682(**)	.836(**)
	Sig. (2-tailed)		.001	.000	.000	.000	.000
	N	30	30	30	30	30	30
Organization	Pearson Correlation	.585(**)	1	.738(**)	.675(**)	.730(**)	.840(**)
	Sig. (2-tailed)	.001		.000	.000	.000	.000
	N	30	30	30	30	30	30
People	Pearson Correlation	.697(**)	.738(**)	1	.874(**)	.859(**)	.937(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30
Knowledge	Pearson Correlation	.807(**)	.675(**)	.874(**)	1	.856(**)	.939(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30
Technology	Pearson Correlation	.682(**)	.730(**)	.859(**)	.856(**)	1	.920(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30
Total	Pearson Correlation	.836(**)	.840(**)	.937(**)	.939(**)	.920(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

VALIDITY LEARNING ORGANIZATION (*pre-test*)

1. Learning Subsystem (Dinamika Pembelajaran)

Correlations

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	TA
A1 Pearson Correlation	1	.725(**)	.425(*)	.508(**)	.338	.357	.319	.443(*)	.414(*)	.331	.728(**)
Sig. (2-tailed)		.000	.019	.004	.068	.053	.086	.014	.023	.074	.000
N	30	30	30	30	30	30	30	30	30	30	30
A2 Pearson Correlation	.725(**)	1	.515(**)	.529(**)	.458(*)	.319	.459(*)	.399(*)	.468(**)	.259	.754(**)
Sig. (2-tailed)	.000		.004	.003	.011	.086	.011	.029	.009	.167	.000
N	30	30	30	30	30	30	30	30	30	30	30
A3 Pearson Correlation	.425(*)	.515(**)	1	.679(**)	.671(**)	.440(*)	.453(*)	.314	.454(*)	.272	.742(**)
Sig. (2-tailed)	.019	.004		.000	.000	.015	.012	.091	.012	.145	.000
N	30	30	30	30	30	30	30	30	30	30	30
A4 Pearson Correlation	.508(**)	.529(**)	.679(**)	1	.586(**)	.467(**)	.557(**)	.375(*)	.660(**)	.515(**)	.841(**)
Sig. (2-tailed)	.004	.003	.000		.001	.009	.001	.041	.000	.004	.000
N	30	30	30	30	30	30	30	30	30	30	30
A5 Pearson Correlation	.338	.458(*)	.671(**)	.586(**)	1	.524(**)	.515(**)	.019	.273	.209	.640(**)
Sig. (2-tailed)	.068	.011	.000	.001		.003	.004	.920	.144	.268	.000
N	30	30	30	30	30	30	30	30	30	30	30
A6 Pearson Correlation	.357	.319	.440(*)	.467(**)	.524(**)	1	.687(**)	.086	.298	.390 (*)	.657(**)
Sig. (2-tailed)	.053	.086	.015	.009	.003		.000	.652	.118	.038	.000
N	30	30	30	30	30	30	30	30	30	30	30
A7 Pearson Correlation	.319	.459(*)	.453(*)	.557(**)	.515(**)	.687(**)	1	.028	.463(*)	.479(**)	.691(**)
Sig. (2-tailed)	.086	.011	.012	.001	.004	.000		.882	.010	.007	.000
N	30	30	30	30	30	30	30	30	30	30	30
A8 Pearson Correlation	.443(*)	.399(*)	.314	.375(*)	.019	.086	.028	1	.575(**)	.355	.733(**)
Sig. (2-tailed)	.014	.029	.091	.041	.920	.652	.882		.001	.054	.000
N	30	30	30	30	30	30	30	30	30	30	30
A9 Pearson Correlation	.414(*)	.468(**)	.454(*)	.660(**)	.273	.298	.463(*)	.575(**)	1	.615(**)	.757(**)
Sig. (2-tailed)	.023	.009	.012	.000	.144	.118	.010	.001		.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
A10 Pearson Correlation	.331	.259	.272	.515(**)	.209	.390 (*)	.479(**)	.355	.615(**)	1	.688(**)
Sig. (2-tailed)	.074	.167	.145	.004	.268	.038	.007	.054	.000		.000
N	30	30	30	30	30	30	30	30	30	30	30
TA Pearson Correlation	.728(**)	.754(**)	.742(**)	.841(**)	.640(**)	.657(**)	.691(**)	.733(**)	.757(**)	.688(**)	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30	30	30	30	30

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

* Correlation is significant at the 0.05 level (2-tailed).

2. Transformation Subsystem (Dimensi Transformasi Organisasi)

Correlations

	B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	TB
B1 Pearson Correlation	1	.368(*)	.604(**)	.710(**)	.592(**)	.196	.322	.468(**)	.717(**)	.555(**)	.799(**)
Sig. (2-tailed)		.045	.000	.000	.001	.300	.082	.009	.000	.001	.000
N	30	30	30	30	30	30	30	30	30	30	30
B2 Pearson Correlation	.368(*)	1	.436(*)	.552(**)	.554(**)	.241	.262	.284	.251	.621(**)	.644(**)
Sig. (2-tailed)	.045		.016	.002	.001	.200	.162	.129	.181	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
B3 Pearson Correlation	.604(**)	.436(*)	1	.606(**)	.393(*)	.290	.143	.540(**)	.691(**)	.450(*)	.742(**)
Sig. (2-tailed)	.000	.016		.000	.032	.120	.453	.002	.000	.013	.000
N	30	30	30	30	30	30	30	30	30	30	30
B4 Pearson Correlation	.710(**)	.552(**)	.606(**)	1	.748(**)	.509(**)	.271	.553(**)	.738(**)	.565(**)	.896(**)
Sig. (2-tailed)	.000	.002	.000		.000	.004	.147	.002	.000	.001	.000
N	30	30	30	30	30	30	30	30	30	30	30
B5 Pearson Correlation	.592(**)	.554(**)	.393(*)	.748(**)	1	.518(*)	.412(*)	.288	.538(**)	.532(**)	.775(**)
Sig. (2-tailed)	.001	.001	.032	.000		.028	.024	.122	.002	.002	.000
N	30	30	30	30	30	30	30	30	30	30	30
B6 Pearson Correlation	.196	.241	.290	.509(**)	.518(*)	1	.228	.309	.421(*)	.200	.740(**)
Sig. (2-tailed)	.300	.200	.120	.004	.028		.225	.096	.020	.289	.000
N	30	30	30	30	30	30	30	30	30	30	30
B7 Pearson Correlation	.322	.262	.143	.271	.412(*)	.228	1	.239	.022	.216	.707(*)
Sig. (2-tailed)	.082	.162	.453	.147	.024	.225		.203	.907	.252	.000
N	30	30	30	30	30	30	30	30	30	30	30
B8 Pearson Correlation	.468(**)	.284	.540(**)	.553(**)	.288	.309	.239	1	.614(**)	.625(**)	.686(**)
Sig. (2-tailed)	.009	.129	.002	.002	.122	.096	.203		.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
B9 Pearson Correlation	.717(**)	.251	.691(**)	.738(**)	.538(**)	.421(*)	.022	.614(**)	1	.546(**)	.796(**)
Sig. (2-tailed)	.000	.181	.000	.000	.002	.020	.907	.000		.002	.000
N	30	30	30	30	30	30	30	30	30	30	30
B10 Pearson Correlation	.555(**)	.621(**)	.450(*)	.565(**)	.532(**)	.200	.216	.625(**)	.546(**)	1	.743(**)
Sig. (2-tailed)	.001	.000	.013	.001	.002	.289	.252	.000	.002		.000
N	30	30	30	30	30	30	30	30	30	30	30
TB Pearson Correlation	.799(**)	.644(**)	.742(**)	.896(**)	.775(**)	.740(**)	.707(*)	.686(**)	.796(**)	.743(**)	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30	30	30	30	30

* Correlation is significant at the 0.05 level (2-tailed).

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

3. People Subsystem (Dimensi Pemberdayaan Manusia)

Correlations

		C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	TC
C1	Pearson Correlation	1	.214	.324	.570(**)	.571(**)	.640(**)	.416(*)	.360	.462(*)	.154	.649(**)
	Sig. (2-tailed)		.255	.081	.001	.001	.000	.022	.051	.010	.417	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C2	Pearson Correlation	.214	1	.474(*)	.295	.381(*)	.258	.192	.394(*)	.361(*)	.415(*)	.717(**)
	Sig. (2-tailed)	.255		.042	.113	.038	.168	.309	.031	.050	.023	.003
	N	30	30	30	30	30	30	30	30	30	30	30
C3	Pearson Correlation	.324	.474(*)	1	.517(**)	.692(**)	.347	.583(**)	.662(**)	.418(*)	.668(**)	.760(**)
	Sig. (2-tailed)	.081	.042		.003	.000	.060	.001	.000	.021	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C4	Pearson Correlation	.570(**)	.295	.517(**)	1	.634(**)	.514(**)	.417(*)	.606(**)	.565(**)	.520(**)	.773(**)
	Sig. (2-tailed)	.001	.113	.003		.000	.004	.022	.000	.001	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C5	Pearson Correlation	.571(**)	.381(*)	.692(**)	.634(**)	1	.778(**)	.772(**)	.668(**)	.540(**)	.492(**)	.900(**)
	Sig. (2-tailed)	.001	.038	.000	.000		.000	.000	.000	.002	.006	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C6	Pearson Correlation	.640(**)	.258	.347	.514(**)	.778(**)	1	.645(**)	.472(**)	.539(**)	.186	.749(**)
	Sig. (2-tailed)	.000	.168	.060	.004	.000		.000	.008	.002	.326	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C7	Pearson Correlation	.416(*)	.192	.583(**)	.417(*)	.772(**)	.645(**)	1	.535(**)	.368(*)	.456(*)	.768(**)
	Sig. (2-tailed)	.022	.309	.001	.022	.000	.000		.002	.045	.011	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C8	Pearson Correlation	.360	.394(*)	.662(**)	.606(**)	.668(**)	.472(**)	.535(**)	1	.532(**)	.532(**)	.781(**)
	Sig. (2-tailed)	.051	.031	.000	.000	.000	.008	.002		.002	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C9	Pearson Correlation	.462(*)	.361(*)	.418(*)	.565(**)	.540(**)	.539(**)	.368(*)	.532(**)	1	.692(**)	.743(**)
	Sig. (2-tailed)	.010	.050	.021	.001	.002	.002	.045	.002		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
C10	Pearson Correlation	.154	.415(*)	.668(**)	.520(**)	.492(**)	.186	.456(*)	.532(**)	.692(**)	1	.690(**)
	Sig. (2-tailed)	.417	.023	.000	.003	.006	.326	.011	.002	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TC	Pearson Correlation	.649(**)	.717(**)	.760(**)	.773(**)	.900(**)	.749(**)	.768(**)	.781(**)	.743(**)	.690(**)	1
	Sig. (2-tailed)	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

* Correlation is significant at the 0.05 level (2-tailed).

4. Knowledge Subsystem (Dimensi Pengelolaan Pengetahuan)

Correlations

	D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	TD
D1 Pearson Correlation	1	.582(**)	.512(**)	.485(**)	.453(*)	.327	.130	.198	.467(**)	.389(*)	.646(**)
Sig. (2-tailed)		.001	.004	.007	.012	.077	.494	.294	.009	.034	.000
N	30	30	30	30	30	30	30	30	30	30	30
D2 Pearson Correlation	.582(**)	1	.821(**)	.734(**)	.531(**)	.461(*)	.345	.414(*)	.587(**)	.434(*)	.828(**)
Sig. (2-tailed)	.001		.000	.000	.003	.010	.062	.023	.001	.017	.000
N	30	30	30	30	30	30	30	30	30	30	30
D3 Pearson Correlation	.512(**)	.821(**)	1	.754(**)	.596(**)	.474(**)	.356	.453(*)	.589(**)	.519(**)	.859(**)
Sig. (2-tailed)	.004	.000		.000	.001	.008	.054	.012	.001	.003	.000
N	30	30	30	30	30	30	30	30	30	30	30
D4 Pearson Correlation	.485(**)	.734(**)	.754(**)	1	.657(**)	.516(**)	.177	.304	.482(**)	.304	.757(**)
Sig. (2-tailed)	.007	.000	.000		.000	.004	.351	.102	.007	.102	.000
N	30	30	30	30	30	30	30	30	30	30	30
D5 Pearson Correlation	.453(*)	.531(**)	.596(**)	.657(**)	1	.593(**)	.345	.255	.587(**)	.317	.738(**)
Sig. (2-tailed)	.012	.003	.001	.000		.001	.062	.174	.001	.088	.000
N	30	30	30	30	30	30	30	30	30	30	30
D6 Pearson Correlation	.327	.461(*)	.474(**)	.516(**)	.593(**)	1	.563(**)	.269	.375(*)	.148	.644(**)
Sig. (2-tailed)	.077	.010	.008	.004	.001		.010	.151	.041	.434	.000
N	30	30	30	30	30	30	30	30	30	30	30
D7 Pearson Correlation	.130	.345	.356	.177	.345	.563(**)	1	.648(**)	.429(*)	.453(*)	.695(**)
Sig. (2-tailed)	.494	.062	.054	.351	.062	.010		.000	.018	.012	.000
N	30	30	30	30	30	30	30	30	30	30	30
D8 Pearson Correlation	.198	.414(*)	.453(*)	.304	.255	.269	.648(**)	1	.490(**)	.724(**)	.659(**)
Sig. (2-tailed)	.294	.023	.012	.102	.174	.151	.000		.006	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
D9 Pearson Correlation	.467(**)	.587(**)	.589(**)	.482(**)	.587(**)	.375(*)	.429(*)	.490(**)	1	.454(*)	.747(**)
Sig. (2-tailed)	.009	.001	.001	.007	.001	.041	.018	.006		.012	.000
N	30	30	30	30	30	30	30	30	30	30	30
D10 Pearson Correlation	.389(*)	.434(*)	.519(**)	.304	.317	.148	.453(*)	.724(**)	.454(*)	1	.676(**)
Sig. (2-tailed)	.034	.017	.003	.102	.088	.434	.012	.000	.012		.000
N	30	30	30	30	30	30	30	30	30	30	30
TD Pearson Correlation	.646(**)	.828(**)	.859(**)	.757(**)	.738(**)	.644(**)	.695(**)	.659(**)	.747(**)	.676(**)	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30	30	30	30	30

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

* Correlation is significant at the 0.05 level (2-tailed).

5. Technology Subsystem (Dimensi Teknologi)

Correlations

		E1	E2	E3	E4	E5	E6	E7	E8	E9	E10	TE
E1	Pearson Correlation	1	.696(**)	.408(*)	.500(**)	.398(*)	.559(**)	.621(**)	.547(**)	.544(**)	.268	.773(**)
	Sig. (2-tailed)		.000	.025	.005	.029	.001	.000	.002	.002	.152	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E2	Pearson Correlation	.696(**)	1	.589(**)	.721(**)	.472(**)	.552(**)	.535(**)	.585(**)	.638(**)	.383(*)	.849(**)
	Sig. (2-tailed)	.000		.001	.000	.009	.002	.002	.001	.000	.037	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E3	Pearson Correlation	.408(*)	.589(**)	1	.472(**)	.222	.480(**)	.389(*)	.507(**)	.305	.383(*)	.654(**)
	Sig. (2-tailed)	.025	.001		.009	.239	.007	.034	.004	.101	.037	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E4	Pearson Correlation	.500(**)	.721(**)	.472(**)	1	.376(*)	.573(**)	.645(**)	.553(**)	.629(**)	.310	.795(**)
	Sig. (2-tailed)	.005	.000	.009		.040	.001	.000	.002	.000	.095	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E5	Pearson Correlation	.398(*)	.472(**)	.222	.376(*)	1	.398(*)	.364(*)	.474(**)	.579(**)	.233	.618(**)
	Sig. (2-tailed)	.029	.009	.239	.040		.029	.048	.008	.001	.216	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E6	Pearson Correlation	.559(**)	.552(**)	.480(**)	.573(**)	.398(*)	1	.494(**)	.683(**)	.471(**)	.268	.764(**)
	Sig. (2-tailed)	.001	.002	.007	.001	.029		.006	.000	.009	.152	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E7	Pearson Correlation	.621(**)	.535(**)	.389(*)	.645(**)	.364(*)	.494(**)	1	.554(**)	.512(**)	.204	.741(**)
	Sig. (2-tailed)	.000	.002	.034	.000	.048	.006		.002	.004	.280	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E8	Pearson Correlation	.547(**)	.585(**)	.507(**)	.553(**)	.474(**)	.683(**)	.554(**)	1	.553(**)	.218	.786(**)
	Sig. (2-tailed)	.002	.001	.004	.002	.008	.000	.002		.002	.247	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E9	Pearson Correlation	.544(**)	.638(**)	.305	.629(**)	.579(**)	.471(**)	.512(**)	.553(**)	1	.310	.760(**)
	Sig. (2-tailed)	.002	.000	.101	.000	.001	.009	.004	.002		.095	.000
	N	30	30	30	30	30	30	30	30	30	30	30
E10	Pearson Correlation	.268	.383(*)	.383(*)	.310	.233	.268	.204	.218	.310	1	.708(**)
	Sig. (2-tailed)	.152	.037	.037	.095	.216	.152	.280	.247	.095		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TE	Pearson Correlation	.773(**)	.849(**)	.654(**)	.795(**)	.618(**)	.764(**)	.741(**)	.786(**)	.760(**)	.708(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

* Correlation is significant at the 0.05 level (2-tailed).

VALIDITY LEARNING ORGANIZATION FACTORS

Correlations

		Learning	Organization	People	Knowledge	Technology	Total
Learning	Pearson Correlation	1	.842(**)	.763(**)	.821(*)	.739(*)	.853(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	306	306	306	306	306	306
Organization	Pearson Correlation	.842(**)	1	.780(**)	.881(**)	.870(**)	.818(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	306	306	306	306	306	306
People	Pearson Correlation	.763(**)	.780(**)	1	.774(**)	.885(**)	.803(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	306	306	306	306	306	306
Knowledge	Pearson Correlation	.821(*)	.881(**)	.774(**)	1	.763(**)	.757(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	306	306	306	306	306	306
Technology	Pearson Correlation	.739(*)	.870(**)	.885(**)	.763(**)	1	.831(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	306	306	306	306	306	306
Total	Pearson Correlation	.853(**)	.818(**)	.803(**)	.757(**)	.831(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	306	306	306	306	306	306

* Correlation is significant at the 0.05 level (2-tailed).

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

1. Learning Subsystem (Dinamika Pembelajaran)

Correlations

		A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	TA
A1	Pearson Correlation	1	.649(**)	.546(**)	.644(**)	.443(**)	.356(**)	.450(**)	.428(**)	.552(**)	.340(**)	.785(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A2	Pearson Correlation	.649(**)	1	.502(**)	.603(**)	.512(**)	.323(**)	.382(**)	.398(**)	.460(**)	.327(**)	.737(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A3	Pearson Correlation	.546(**)	.502(**)	1	.667(**)	.502(**)	.366(**)	.366(**)	.420(**)	.511(**)	.319(**)	.745(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A4	Pearson Correlation	.644(**)	.603(**)	.667(**)	1	.571(**)	.497(**)	.384(**)	.481(**)	.658(**)	.431(**)	.852(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A5	Pearson Correlation	.443(**)	.512(**)	.502(**)	.571(**)	1	.402(**)	.407(**)	.233(**)	.384(**)	.261(**)	.670(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A6	Pearson Correlation	.356(**)	.323(**)	.366(**)	.497(**)	.402(**)	1	.417(**)	.293(**)	.350(**)	.205(**)	.591(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A7	Pearson Correlation	.450(**)	.382(**)	.366(**)	.384(**)	.407(**)	.417(**)	1	.287(**)	.298(**)	.317(**)	.606(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A8	Pearson Correlation	.428(**)	.398(**)	.420(**)	.481(**)	.233(**)	.293(**)	.287(**)	1	.580(**)	.437(**)	.646(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A9	Pearson Correlation	.552(**)	.460(**)	.511(**)	.658(**)	.384(**)	.350(**)	.298(**)	.580(**)	1	.565(**)	.769(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
A10	Pearson Correlation	.340(**)	.327(**)	.319(**)	.431(**)	.261(**)	.205(**)	.317(**)	.437(**)	.565(**)	1	.599(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	306	306	306	306	306	306	306	306	306	306	306
TA	Pearson Correlation	.785(**)	.737(**)	.745(**)	.852(**)	.670(**)	.591(**)	.606(**)	.646(**)	.769(**)	.599(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	306	306	306	306	306	306	306	306	306	306	306

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

2. Transformation Subsystem (Dimensi Transformasi Organisasi)

Correlations

		B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	TB
B1	Pearson Correlation	1	.602(**)	.511(**)	.627(**)	.444(**)	.364(**)	.458(**)	.432(**)	.590(**)	.348(**)	.776(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B2	Pearson Correlation	.602(**)	1	.486(**)	.570(**)	.479(**)	.340(**)	.382(**)	.414(**)	.456(**)	.361(**)	.724(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B3	Pearson Correlation	.511(**)	.486(**)	1	.652(**)	.489(**)	.386(**)	.368(**)	.450(**)	.527(**)	.384(**)	.748(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B4	Pearson Correlation	.627(**)	.570(**)	.652(**)	1	.580(**)	.519(**)	.409(**)	.489(**)	.681(**)	.429(**)	.850(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B5	Pearson Correlation	.444(**)	.479(**)	.489(**)	.580(**)	1	.448(**)	.424(**)	.280(**)	.427(**)	.249(**)	.681(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B6	Pearson Correlation	.364(**)	.340(**)	.386(**)	.519(**)	.448(**)	1	.433(**)	.357(**)	.405(**)	.226(**)	.632(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B7	Pearson Correlation	.458(**)	.382(**)	.368(**)	.409(**)	.424(**)	.433(**)	1	.293(**)	.319(**)	.253(**)	.609(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B8	Pearson Correlation	.432(**)	.414(**)	.450(**)	.489(**)	.280(**)	.357(**)	.293(**)	1	.539(**)	.392(**)	.654(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B9	Pearson Correlation	.590(**)	.456(**)	.527(**)	.681(**)	.427(**)	.405(**)	.319(**)	.539(**)	1	.501(**)	.777(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
B10	Pearson Correlation	.348(**)	.361(**)	.384(**)	.429(**)	.249(**)	.226(**)	.253(**)	.392(**)	.501(**)	1	.586(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	306	306	306	306	306	306	306	306	306	306	306
TB	Pearson Correlation	.776(**)	.724(**)	.748(**)	.850(**)	.681(**)	.632(**)	.609(**)	.654(**)	.777(**)	.586(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	306	306	306	306	306	306	306	306	306	306	306

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

3. People Subsystem (Dimensi Pemberdayaan Manusia)

Correlations

		C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	TC
C1	Pearson Correlation	1	.644(**)	.586(**)	.651(**)	.478(**)	.366(**)	.413(**)	.434(**)	.587(**)	.430(**)	.802(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C2	Pearson Correlation	.644(**)	1	.479(**)	.604(**)	.535(**)	.352(**)	.356(**)	.362(**)	.431(**)	.418(**)	.733(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C3	Pearson Correlation	.586(**)	.479(**)	1	.667(**)	.496(**)	.388(**)	.307(**)	.459(**)	.531(**)	.388(**)	.754(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C4	Pearson Correlation	.651(**)	.604(**)	.667(**)	1	.597(**)	.498(**)	.348(**)	.513(**)	.675(**)	.512(**)	.863(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C5	Pearson Correlation	.478(**)	.535(**)	.496(**)	.597(**)	1	.442(**)	.416(**)	.261(**)	.373(**)	.271(**)	.689(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C6	Pearson Correlation	.366(**)	.352(**)	.388(**)	.498(**)	.442(**)	1	.408(**)	.314(**)	.351(**)	.198(**)	.603(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C7	Pearson Correlation	.413(**)	.356(**)	.307(**)	.348(**)	.416(**)	.408(**)	1	.303(**)	.253(**)	.246(**)	.564(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C8	Pearson Correlation	.434(**)	.362(**)	.459(**)	.513(**)	.261(**)	.314(**)	.303(**)	1	.603(**)	.445(**)	.657(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C9	Pearson Correlation	.587(**)	.431(**)	.531(**)	.675(**)	.373(**)	.351(**)	.253(**)	.603(**)	1	.567(**)	.764(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
C10	Pearson Correlation	.430(**)	.418(**)	.388(**)	.512(**)	.271(**)	.198(**)	.246(**)	.445(**)	.567(**)	1	.633(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	306	306	306	306	306	306	306	306	306	306	306
TC	Pearson Correlation	.802(**)	.733(**)	.754(**)	.863(**)	.689(**)	.603(**)	.564(**)	.657(**)	.764(**)	.633(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	306	306	306	306	306	306	306	306	306	306	306

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

4. Knowledge Subsystem (Dimensi Pengelolaan Pengetahuan)

Correlations

		D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	TD
D1	Pearson Correlation	1	.682(**)	.524(**)	.625(**)	.447(**)	.362(**)	.416(**)	.379(**)	.524(**)	.333(**)	.768(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D2	Pearson Correlation	.682(**)	1	.549(**)	.627(**)	.521(**)	.387(**)	.377(**)	.375(**)	.465(**)	.338(**)	.762(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D3	Pearson Correlation	.524(**)	.549(**)	1	.661(**)	.499(**)	.421(**)	.363(**)	.379(**)	.465(**)	.354(**)	.748(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D4	Pearson Correlation	.625(**)	.627(**)	.661(**)	1	.578(**)	.495(**)	.368(**)	.427(**)	.621(**)	.404(**)	.833(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D5	Pearson Correlation	.447(**)	.521(**)	.499(**)	.578(**)	1	.454(**)	.396(**)	.249(**)	.422(**)	.257(**)	.685(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D6	Pearson Correlation	.362(**)	.387(**)	.421(**)	.495(**)	.454(**)	1	.423(**)	.332(**)	.362(**)	.206(**)	.627(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D7	Pearson Correlation	.416(**)	.377(**)	.363(**)	.368(**)	.396(**)	.423(**)	1	.340(**)	.320(**)	.289(**)	.609(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D8	Pearson Correlation	.379(**)	.375(**)	.379(**)	.427(**)	.249(**)	.332(**)	.340(**)	1	.546(**)	.399(**)	.627(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D9	Pearson Correlation	.524(**)	.465(**)	.465(**)	.621(**)	.422(**)	.362(**)	.320(**)	.546(**)	1	.493(**)	.747(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
D10	Pearson Correlation	.333(**)	.338(**)	.354(**)	.404(**)	.257(**)	.206(**)	.289(**)	.399(**)	.493(**)	1	.585(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	306	306	306	306	306	306	306	306	306	306	306
TD	Pearson Correlation	.768(**)	.762(**)	.748(**)	.833(**)	.685(**)	.627(**)	.609(**)	.627(**)	.747(**)	.585(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	306	306	306	306	306	306	306	306	306	306	306

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

5. Technology Subsystem (Dimensi Teknologi)

Correlations

		E1	E2	E3	E4	E5	E6	E7	E8	E9	E10	TE
E1	Pearson Correlation	1	.654(**)	.555(**)	.624(**)	.498(**)	.403(**)	.471(**)	.417(**)	.529(**)	.332(**)	.787(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E2	Pearson Correlation	.654(**)	1	.484(**)	.574(**)	.523(**)	.373(**)	.390(**)	.380(**)	.424(**)	.331(**)	.726(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E3	Pearson Correlation	.555(**)	.484(**)	1	.648(**)	.511(**)	.401(**)	.366(**)	.459(**)	.493(**)	.372(**)	.751(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E4	Pearson Correlation	.624(**)	.574(**)	.648(**)	1	.572(**)	.527(**)	.385(**)	.502(**)	.637(**)	.425(**)	.838(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E5	Pearson Correlation	.498(**)	.523(**)	.511(**)	.572(**)	1	.443(**)	.468(**)	.273(**)	.381(**)	.249(**)	.698(**)
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E6	Pearson Correlation	.403(**)	.373(**)	.401(**)	.527(**)	.443(**)	1	.399(**)	.369(**)	.367(**)	.205(**)	.631(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E7	Pearson Correlation	.471(**)	.390(**)	.366(**)	.385(**)	.468(**)	.399(**)	1	.348(**)	.287(**)	.243(**)	.616(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E8	Pearson Correlation	.417(**)	.380(**)	.459(**)	.502(**)	.273(**)	.369(**)	.348(**)	1	.583(**)	.441(**)	.671(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E9	Pearson Correlation	.529(**)	.424(**)	.493(**)	.637(**)	.381(**)	.367(**)	.287(**)	.583(**)	1	.544(**)	.745(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	306	306	306	306	306	306	306	306	306	306	306
E10	Pearson Correlation	.332(**)	.331(**)	.372(**)	.425(**)	.249(**)	.205(**)	.243(**)	.441(**)	.544(**)	1	.587(**)
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	306	306	306	306	306	306	306	306	306	306	306
TE	Pearson Correlation	.787(**)	.726(**)	.751(**)	.838(**)	.698(**)	.631(**)	.616(**)	.671(**)	.745(**)	.587(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	306	306	306	306	306	306	306	306	306	306	306

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

Uji Reliability

1. Learning Subsystem (Dinamika Pembelajaran)

Reliability

Case Processing Summary

		N	%
Cases	Valid	306	100.0
	Excluded(a)	0	.0
	Total	306	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.886	.885	10

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.078	3.951	4.203	.252	1.064	.006	10

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
A1	36.81	22.523	.705	.571	.869
A2	36.73	24.244	.665	.516	.872
A3	36.63	23.920	.670	.499	.871
A4	36.74	22.653	.802	.688	.861
A5	36.65	24.713	.583	.430	.877
A6	36.69	25.541	.495	.324	.883
A7	36.58	25.432	.513	.337	.882
A8	36.66	25.084	.559	.399	.879
A9	36.72	23.585	.698	.595	.869
A10	36.83	25.164	.496	.366	.884

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40.78	29.608	5.441	10

2. Transformation Subsystem (Dimensi Transformasi Organisasi)

Reliability

Case Processing Summary

		N	%
Cases	Valid	306	100.0
	Excluded(a)	0	.0
	Total	306	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.888	.887	10

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.056	3.931	4.170	.239	1.061	.008	10

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
B1	36.63	22.871	.695	.548	.872
B2	36.55	24.367	.647	.467	.875
B3	36.44	23.926	.673	.485	.873
B4	36.56	22.863	.800	.677	.864
B5	36.42	24.827	.598	.430	.879
B6	36.50	25.097	.537	.357	.883
B7	36.39	25.497	.517	.328	.884
B8	36.41	25.161	.569	.373	.881
B9	36.51	23.707	.709	.583	.871
B10	36.62	25.488	.484	.300	.887

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40.56	29.729	5.452	10

3. *People Subsystem* (Dimensi Pemberdayaan Manusia)

Reliability

Case Processing Summary

		N	%
Cases	Valid	306	100.0
	Excluded(a)	0	.0
	Total	306	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.890	.888	10

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.028	3.856	4.173	.317	1.082	.008	10

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
C1	36.43	24.174	.729	.595	.872
C2	36.30	26.113	.662	.519	.877
C3	36.21	25.597	.681	.509	.876
C4	36.32	24.159	.816	.704	.865
C5	36.21	26.236	.603	.472	.881
C6	36.22	27.275	.509	.337	.887
C7	36.11	27.594	.465	.302	.890
C8	36.17	26.924	.575	.426	.883
C9	36.25	25.384	.693	.609	.875
C10	36.33	26.760	.538	.390	.886

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40.28	31.739	5.634	10

4. Knowledge Subsystem (Dimensi Pengelolaan Pengetahuan)

Reliability

Case Processing Summary

		N	%
Cases	Valid	306	100.0
	Excluded(a)	0	.0
	Total	306	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.884	.884	10

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.119	4.003	4.203	.199	1.050	.004	10

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
D1	37.14	21.616	.684	.562	.868
D2	37.08	22.728	.695	.565	.868
D3	37.04	22.516	.672	.496	.869
D4	37.09	21.746	.778	.659	.861
D5	37.02	23.331	.602	.436	.874
D6	37.09	23.795	.535	.349	.879
D7	37.01	23.875	.511	.309	.880
D8	36.99	23.842	.535	.368	.879
D9	37.06	22.649	.673	.535	.869
D10	37.19	23.805	.475	.296	.883

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
41.19	28.023	5.294	10

5. Technology Subsystem (Dimensi Teknologi)

Reliability

Case Processing Summary

		N	%
Cases	Valid	306	100.0
	Excluded(a)	0	.0
	Total	306	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.888	.888	10

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.047	3.889	4.173	.284	1.073	.007	10

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
E1	36.58	23.142	.710	.579	.871
E2	36.44	24.864	.655	.506	.875
E3	36.38	24.335	.679	.496	.873
E4	36.48	23.241	.785	.657	.865
E5	36.42	24.671	.613	.468	.878
E6	36.41	25.554	.540	.348	.883
E7	36.33	25.502	.518	.343	.885
E8	36.30	25.233	.587	.433	.880
E9	36.40	24.299	.671	.567	.874
E10	36.49	25.667	.482	.339	.887

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40.47	30.060	5.483	10

Technology Subsystem

No.	Indikator	Level/ Count	Belum diterapkan sama sekali (1)	Diterapkan pada sebagian kecil (1)	Diterapkan pada bagian- bagian tertentu (2)	Diterapkan sebagian besar (3)	Diterapkan secara menyeluruh (4)	Total
41	Penggunaan informasi berbasis komputer untuk pembelajaran	Level 3	3	2	69	12	4	90
		Level 4	9	29	24	78	2	142
		Clerk	17	36	11	5	5	74
		Jumlah	29	67	104	95	11	306
		% Total	9,47	21,89	33,98	31,05	3,59	100
42	Karyawan punya akses jalur cepat terhadap informasi	Level 3	17	6	23	30	14	90
		Level 4	24	35	20	38	25	142
		Clerk	2	32	27	5	8	74
		Jumlah	43	73	70	73	47	306
		% Total	14,05	23,85	22,87	23,85	15,35	100
Sub Total Teknologi Informasi		Level 3	20	8	92	42	18	180
		Level 4	33	64	44	116	27	284
		Clerk	19	68	38	10	13	148
Jumlah			72	140	174	168	58	612
Persentase (%)			11,76%	22,87%	28,43%	27,45%	9,48%	100%
43	Fasilitas belajar dilengkapi sarana multimedia	Level 3	3	8	28	34	17	90
		Level 4	6	13	19	58	46	142
		Clerk	3	9	27	22	13	74
		Jumlah	12	30	78	113	48	306
		% Total	3,92	9,80	25	36	15	100
44	Akses terhadap program belajar berbasis komputer	Level 3	1	3	7	27	52	90
		Level 4	1	7	14	45	75	142
		Clerk	0	4	9	36	25	74
		Jumlah	2	14	30	108	152	306
		% Total	0,65	4,57	9,80	35,29	49,67	100
45	Teknologi groupware untuk mengelola kelompok	Level 3	0	3	24	31	32	90
		Level 4	0	3	28	35	76	142
		Clerk	0	4	17	17	36	74
		Jumlah	0	10	69	83	144	306
		% Total	0	3,26	22,54	27,12	47,05	100
Sub Total Teknologi Berbasis Pembelajaran		Level 3	4	14	59	92	101	270
		Level 4	7	23	61	138	197	426
		Clerk	3	17	53	75	74	222
Jumlah			14	54	177	304	344	918
Persentase (%)			1,53%	5,88%	19,28	33,12%	37,47%	100%
46	Pembelajaran just in-time	Level 3	0	1	12	53	24	90
		Level 4	1	4	17	37	83	142
		Clerk	2	2	5	21	44	74
		Jumlah	3	7	34	111	151	306
		% Total	0,98	2,28	11,11	36,27	49,35	100

No.	Indikator	Level/ Count	Belum diterapkan sama sekali (1)	Diterapkan pada sebagian kecil (1)	Diterapkan pada bagian- bagian tertentu (2)	Diterapkan sebagian besar (3)	Diterapkan secara menyeluruh (4)	Total
47	Kinerja sistem elektronik untuk belajar	<i>Level 3</i>	15	23	39	4	9	90
		<i>Level 4</i>	6	48	30	31	27	142
		<i>Clerk</i>	6	14	33	12	9	74
		Jumlah	27	85	102	47	45	306
		% Total	8,82	27,7	33,3	15,35	14,71	100
48	Desain sistem elektronik disesuaikan dengan kebutuhan belajar	<i>Level 3</i>	1	27	38	18	6	90
		<i>Level 4</i>	9	43	37	39	14	142
		<i>Clerk</i>	3	26	23	17	5	74
		Jumlah	13	96	98	74	25	306
		% Total	4,24	31,37	32,02	24,18	8,16	100
49	Akses karyawan terhadap data untuk menyelesaikan pekerjaan	<i>Level 3</i>	12	5	67	2	4	90
		<i>Level 4</i>	29	8	82	20	3	142
		<i>Clerk</i>	17	36	14	5	2	74
		Jumlah	58	49	163	27	9	306
		% Total	18,95	16,01	53,26	8,82	2,94	100
50	Tersedianya sarana teknologi untuk mengelola data & informasi	<i>Level 3</i>	9	14	27	35	5	90
		<i>Level 4</i>	7	21	28	77	9	142
		<i>Clerk</i>	3	1	16	34	20	74
		Jumlah	19	36	71	146	34	306
		% Total	6,21	11,76	23,20	47,71	11,11	100
Sub Total EPSS	<i>Level 3</i>	120	70	183	112	48	450	
	<i>Level 4</i>	52	124	194	204	136	710	
	<i>Clerk</i>	31	79	91	89	80	370	
Jumlah		203	273	468	405	264	1530	
Persentase (%)		13,26%	17,84%	30,59%	26,47%	17,25%	100%	
Total Aplikasi Teknologi	Count	289	467	819	877	666	3060	
	%	9%	15%	26%	29%	21%	100	