

Lampiran 1: Kuesioner Penelitian

No. Respondent : _____ (Diisi oleh peneliti)
 Nama Respondent : _____
 Nama Bagian/Unit : _____
 Jabatan : _____
 Lama Bekerja : _____ (tahun)
 Pendidikan Terakhir : SLTA / D3 / S1 / S2 / S3 (coret yang tidak perlu)

PETUNJUK PENGISIAN : Berikan tanda silang (X) pada pilihan Skor (1 s/d 5) yang menurut Bapak/Ibu tepat atau paling mendekati untuk dua (2) jenis Struktur Organisasi berbeda

No	Pertanyaan	Skor																				
		Struktur Organisasi Lama (Organisasi Fungsional)										Struktur Organisasi Baru (Organisasi Produk-Team)										
		Sangat Sedikit	1	2	3	4	5	Sangat Banyak	Sangat Sedikit	1	2	3	4	5	Sangat Banyak							
KOMPLEKSITAS/DIFFERENSIASI																						
A. DEPARTEMENTASI																						
1	Seberapa banyak Anda menjumpai kejadian-kejadian khusus diluar kegiatan rutin dalam pekerjaan Anda sehari-hari?																					
2	Di Organisasi ini terdapat banyak bagian-bagian atau departemen vertikal	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali							
3	Dalam unit/bagian ini terdapat berbagai macam jenis pekerjaan harus dilaksanakan setiap hari	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali							
4	Apakah Anda berpendapat bahwa pekerjaan Anda adalah sangat rutin, agak rutin, sedikit kurang rutin atau sangat tidak rutin	Sangat Rutin	1	2	3	4	5	Sangat Tdk Rutin	Sangat Rutin	1	2	3	4	5	Sangat Tdk Rutin							
5	Pegawai-pegawai dalam unit ini selalu melakukan pekerjaannya menurut cara yang sama	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali							
6	Dalam melaksanakan tugas sehari-hari anggota-anggota unit pada umumnya harus mempergunakan cara atau prosedur-prosedur yang berbeda untuk melaksanakan pekerjaannya	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali							
B. SPESIALISASI																						
7	Dalam beberapa pekerjaan hasilnya dapat diperkirakan sebelumnya. Dalam pekerjaan-pekerjaan lain hasilnya sulit diduga. Berapa persen dari waktu Anda pada umumnya dapat memastikan akan hasil dari pada usaha Anda?	Minimum 0%	1	2	3	4	5	Maksimum 100%	Minimum 0%	1	2	3	4	5	Maksimum 100%							
8	Selama Anda melakukan pekerjaan, seringkali Anda menemui persoalan-persoalan yang sukar dan Anda tidak mengetahui bagaimana memecahkannya dan memerlukan waktu dan orang tertentu dalam organisasi untuk menyelesaikannya	Tdk Benar	1	2	3	4	5	Sangat Sering	Tdk Benar	1	2	3	4	5	Sangat Sering							
9	Di Organisasi ini dibutuhkan ilmu pengetahuan khusus dalam menyelesaikan tugas-tugas pekerjaan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali							
10	Mengenai tugas-tugas pokok yang ditugaskan kepada Anda, pada umumnya berapa lama Anda mengetahui sebelumnya bahwa usaha Anda itu akan berhasil	Segera	1	2	3	4	5	Tdk akan tahu	Segera	1	2	3	4	5	Tdk akan tahu							
11	Di Organisasi ini dibutuhkan banyak pelatihan/training	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali							
12	Di Organisasi ini dibutuhkan banyak orang dengan spesialisasi tertentu dalam pekerjaan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali							

Lampiran 1: (Sambungan)

No	Pertanyaan	Skor													
		Struktur Organisasi Lama (Organisasi Fungsional)					Struktur Organisasi Baru (Organisasi Produk-Team)								
FORMALISASI															
A. JOB CODIFICATION															
13	Untuk pekerjaan saya terdapat uraian pekerjaan (<i>job description</i>) yang jelas dan lengkap	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
14	Di sini tersedia buku peraturan (<i>rules manual</i>) yang bisa dipelajari dan dijadikan acuan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
15	Setiap pegawai memiliki tanggungjawab atas pekerjaan masing-masing	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
16	Setiap pegawai disini mengetahui dan memahami rincian pekerjaan yang dilakukan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
17	Di organisasi ini semua pegawai paham terhadap peraturan-peraturan yang telah ditetapkan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
B. JOB OBSERVATION															
18	Disini pegawai selalu diamati apakah mereka mengikuti semua peraturan-peraturan dengan seksama	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
19	Para pegawai terus menerus diamati terhadap pelanggaran peraturan-peraturan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
20	Setiap pegawai disini senantiasa taat kepada peraturan yang telah ditetapkan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
21	Setiap pegawai selalu diawasi jika melanggar prosedur kerja yang telah ditetapkan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
22	Disini terdapat banyak jenis peraturan-peraturan yang harus ditaati	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
C. JOB SPECIFICITY															
23	Dalam keadaan tertentu, pegawai diperkenankan untuk menentukan prosedur kerjanya sendiri	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
24	Seluruh pegawai harus selalu mengikuti prosedur-prosedur pelaksanaan secara teliti	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
25	Dalam setiap keadaan kami mempunyai tata cara (prosedur) tertulis untuk digunakan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
26	Organisasi di sini memiliki data-data tertulis mengenai hasil kerja (performance) setiap pegawai	Tdk Ada	1	2	3	4	5	Lengkap	Tdk Ada	1	2	3	4	5	Lengkap
27	Di organisasi ini tersedia dokumen-dokumen kerja dengan lengkap	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
HIRARKI OTORITAS															
A. DESENTRALISASI/SENTRALISASI															
28	Dalam organisasi ini terdapat banyak jenis keputusan yang harus diambil oleh pimpinan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
29	Hanya pimpinan yang berhak mengambil keputusan organisasi	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
30	Tanpa persetujuan atasan, disini sangat sedikit aktivitas yang bisa dilakukan	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
31	Setiap orang yang ingin membuat keputusan sendiri akan sangat cepat disepelekan (direndahkan oleh pihak lain)	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
32	Setiap permasalahan sekecil apapun harus meminta solusi dari seseorang yang lebih tinggi	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
B. PELIMPAHAN WEWENANG															
33	Setiap orang harus menanyakan atasannya sebelum melakukan hampir semua aktivitas	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
34	Apakah dalam organisasi ini banyak keputusan-keputusan yang diberikan kepada divisi atau departemen	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali

Lampiran 1: (Sambungan)

No	Pertanyaan	Skor													
		Struktur Organisasi Lama (Organisasi Fungsional)					Struktur Organisasi Baru (Organisasi Produk-Team)								
35	Setiap bagian disini berhak memutuskan sendiri kebijakan yang berkaitan dengan pekerjaannya	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
C. PARTISIPASI DALAM PENGAMBILAN KEPUTUSAN															
36	Seringkali Anda ikut serta mengambil keputusan tentang kenaikan pangkat tenaga staf ahli	Tdk Pernah	1	2	3	4	5	Selalu	Tdk Pernah	1	2	3	4	5	Selalu
37	Seringkali Anda ikut memutuskan dalam penerimaan staf baru	Tdk Pernah	1	2	3	4	5	Selalu	Tdk Pernah	1	2	3	4	5	Selalu
38	Seringkali Anda ikut dalam mengambil keputusan-keputusan mengenai penentuan program baru	Tdk Pernah	1	2	3	4	5	Selalu	Tdk Pernah	1	2	3	4	5	Selalu
39	Seringkali Anda ikut dalam mengambil keputusan-keputusan mengenai penentuan kebijakan baru	Tdk Pernah	1	2	3	4	5	Selalu	Tdk Pernah	1	2	3	4	5	Selalu
HUBUNGAN PELAPORAN															
A. RENTANG KENDALI															
40	Jumlah bawahan yang dapat dan harus diawasi oleh seorang manajer	Sedikit Sekali	1	2	3	4	5	Banyak Sekali	Sedikit Sekali	1	2	3	4	5	Banyak Sekali
41	Intensitas dan frekwensi dari hubungan aktual didalam organisasi	Sedikit Sekali	1	2	3	4	5	Banyak Sekali	Sedikit Sekali	1	2	3	4	5	Banyak Sekali
B. RANTAI KOMANDO															
42	Manajemen/Pimpinan selalu meminta pertanggung jawaban atau laporan kepada level yang paling bawah	Tdk Pernah	1	2	3	4	5	Selalu	Tdk Pernah	1	2	3	4	5	Selalu
43	Jika ada masalah, setiap orang tahu harus meminta bantuan kepada siapa	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
44	Setiap orang tahu harus bertanggung jawab kepada atasan langsung	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
KOORDINASI															
A. MEKANISME KOORDINASI															
45	Dalam melaksanakan pekerjaan, pimpinan sering melakukan rapat-rapat baik formal maupun informal	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
46	Di organisasi ini ada mekanisme atau bagian khusus yang menangani masalah koordinasi organisasi	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
47	Pada umumnya, seberapa jauh sistem pekerjaan rutin antar-berbagai bagian/departemen yang harus bekerja sama telah terlaksana?	Tdk Terlaksana	1	2	3	4	5	Terlaksana	Tdk Terlaksana	1	2	3	4	5	Terlaksana
48	Dalam organisasi ini komunikasi antar pegawai berjalan sangat baik dan lancar	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
49	Apakah para pegawai dari berbagai bagian yang bekerjasama melaksanakan tugas mereka dengan tepat dan tidak saling menghambat	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
50	Seberapa jauh orang-orang dari berbagai departemen atau bagian yang saling berhubungan berusaha menghindari persoalan-persoalan atau mencampuri tugas dan tanggung jawab satu sama lain	Sangat Sedikit	1	2	3	4	5	Sangat Banyak	Sangat Sedikit	1	2	3	4	5	Sangat Banyak
PROSES PERBAIKAN															
A. PEMBELAJARAN															
51	Setiap orang selalu mendokumentasikan setiap solusi atas permasalahan yang dihadapi	Tdk Pernah	1	2	3	4	5	Selalu	Tdk Pernah	1	2	3	4	5	Selalu
52	Jika ada masalah, setiap orang mudah mendapatkan solusi berdasarkan pengalaman sebelumnya	Tidak Benar	1	2	3	4	5	Benar Sekali	Tidak Benar	1	2	3	4	5	Benar Sekali

Lampiran 1: (Sambungan)

No	Pertanyaan	Skor													
		Struktur Organisasi Lama (Organisasi Fungsional)					Struktur Organisasi Baru (Organisasi Produk-Team)								
53	Perbaikan prosedur kerja selalu dilakukan jika ditemukan adanya kesalahan atau improvement berdasarkan kondisi aktual dalam pekerjaan	Tidak Benar	1	2	3	4	5	Benar Sekali	Tidak Benar	1	2	3	4	5	Benar Sekali
B. PENGURANGAN KETIDAKPASTIAN															
54	Manajemen secara konsisten selalu melakukan scanning lingkungan di dalam dan di luar negeri untuk mendapatkan kesempatan	Tidak Benar	1	2	3	4	5	Benar Sekali	Tidak Benar	1	2	3	4	5	Benar Sekali
55	Setiap pegawai selalu berinteraksi dengan para customer untuk perbaikan berkelanjutan	Tdk Pernah	1	2	3	4	5	Selalu	Tdk Pernah	1	2	3	4	5	Selalu
56	Setiap pegawai selalu berinteraksi dengan para supplier/subcontractor untuk perbaikan berkelanjutan	Tdk Pernah	1	2	3	4	5	Selalu	Tdk Pernah	1	2	3	4	5	Selalu
57	Setiap informasi selalu mengalir ke tingkatan-tingkatan yang lebih rendah	Tidak Benar	1	2	3	4	5	Benar Sekali	Tidak Benar	1	2	3	4	5	Benar Sekali
KINERJA															
A. EFEKTIFITAS															
58	Dalam organisasi ini terdapat banyak tujuan-tujuan atau sasaran-sasaran yang harus dicapai dalam periode tertentu	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
59	Dalam organisasi ini masing-masing bidang memiliki sasaran-sasaran dan target-target tertentu	Tdk Benar	1	2	3	4	5	Benar Sekali	Tdk Benar	1	2	3	4	5	Benar Sekali
60	Berdasarkan pengalaman, pengamatan dan informasi yang Anda terima, bagaimana penilaian Anda tentang efisiensi biaya yang dikeluarkan dalam mencapai tujuan organisasi	Sangat Tdk Efisien	1	2	3	4	5	Sangat Efisien	Sangat Tdk Efisien	1	2	3	4	5	Sangat Efisien
61	Berdasarkan pengalaman, pengamatan dan informasi yang Anda terima, bagaimana penilaian Anda tentang kemampuan perusahaan bertahan dimasa depan	Lemah	1	2	3	4	5	Sangat Kuat	Lemah	1	2	3	4	5	Sangat Kuat
62	Menurut Anda apakah selama ini biaya yang dikeluarkan oleh organisasi ini sebanding dengan hasil yang diterima	Tdk sebanding	1	2	3	4	5	Sangat sebanding	Tdk sebanding	1	2	3	4	5	Sangat sebanding
63	Berdasarkan pengalaman, pengamatan dan informasi yang Anda terima, bagaimana penilaian Anda tentang kemampuan perusahaan memperoleh laba dalam beberapa tahun ke depan	Sangat Tdk Efisien	1	2	3	4	5	Sangat Efisien	Sangat Tdk Efisien	1	2	3	4	5	Sangat Efisien

Lampiran 2: Tabulasi Data Kuesioner Untuk Organisasi Baru

No	Sampel	Lama Kerja (Thn)	Pendidikan	Kompleksitas/Diferensiasi												Formalisasi												Hirarki Otoritas										
				Departementalisasi						Spesialisasi						Job Codification						Job Observation						Job Specificity						Sentralisasi				
				X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	X24	X25	X26	X27	X28	X29	X30	X31	X32			
1	Sample 1	19	S2	2	1	4	3	5	1	4	2	5	2	4	2	5	5	5	5	5	4	4	4	2	3	2	1	5	4	4	4	4	2	2	2	1	1	
2	Sample 2	19	S2	3	4	5	3	3	2	4	1	4	2	2	3	5	5	5	4	4	4	2	3	2	1	5	4	4	4	4	4	2	2	2	2	1	1	
3	Sample 3	21	S2	4	3	3	4	3	2	4	4	4	5	4	4	3	3	5	3	4	3	3	3	3	3	4	4	2	4	3	3	3	2	3	2	3	2	
4	Sample 4	21	S1	5	3	4	3	1	5	5	5	5	5	5	5	3	3	3	3	3	4	2	5	4	5	1	5	5	5	4	3	4	2	1	1	1	1	
5	Sample 5	15	S1	4	4	2	2	2	2	2	4	4	3	4	4	1	1	2	2	2	2	3	2	4	2	2	1	2	1	5	4	4	4	4	4	4	4	
6	Sample 6	10	S1	3	3	2	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	
7	Sample 7	15	S1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
8	Sample 8	13	S1	2	3	3	2	5	4	4	4	5	2	5	5	2	1	4	1	1	2	2	3	2	2	3	2	2	3	2	5	4	2	3	2	3	2	
9	Sample 9	3	S1	5	1	5	5	1	1	5	3	5	1	5	5	3	5	3	5	5	3	3	5	3	3	3	5	5	3	5	1	1	1	3	3	3	3	
10	Sample 10	4	S1	3	3	4	4	2	2	2	4	3	5	5	5	1	2	5	1	1	1	1	1	1	4	3	1	2	3	1	5	3	1	4	1	4	1	
11	Sample 11	17	S1	3	3	4	4	4	3	4	4	4	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	
12	Sample 12	3	S1	5	1	5	5	1	1	5	3	5	1	5	5	3	5	3	5	5	3	3	5	5	3	3	5	5	3	5	1	1	1	3	3	3	3	
13	Sample 13	12	S1	4	4	3	2	3	2	4	3	4	2	4	4	4	4	4	4	4	4	3	2	3	3	4	2	4	4	2	3	3	4	4	3	4	4	
14	Sample 14	24	S1	3	3	4	4	2	4	4	4	4	2	4	4	4	3	4	3	3	4	3	3	3	4	4	4	4	3	4	3	3	2	3	2	3	2	
15	Sample 15	18	S1	4	2	2	3	2	3	3	4	4	2	3	3	4	4	4	4	4	4	3	2	3	3	3	4	4	4	2	4	2	2	2	1	3	3	
16	Sample 16	7	S1	2	5	4	2	4	5	4	4	3	2	3	3	4	3	5	5	4	3	2	3	2	3	4	3	3	3	3	4	4	2	2	2	2	2	
17	Sample 17	10	S2	4	3	4	4	4	3	4	4	3	4	3	4	3	4	4	3	4	3	4	4	4	4	4	4	2	3	4	4	5	5	3	4	3	3	
18	Sample 18	13	S1	4	4	4	3	4	2	2	4	3	4	3	3	1	1	3	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	
19	Sample 19	10	S1	3	2	3	3	4	3	4	2	3	3	4	3	4	4	4	3	3	4	3	3	3	2	3	3	3	3	3	4	2	2	2	2	2	2	
20	Sample 20	12	S1	2	4	2	2	4	4	2	2	5	2	5	4	4	4	4	4	3	4	3	4	4	2	4	3	1	4	2	3	4	1	1	1	1	1	
21	Sample 21	12	S2	3	2	2	4	4	2	3	3	4	2	3	3	2	2	3	3	3	2	4	2	2	2	3	3	2	3	3	4	4	2	4	3	4	3	
22	Sample 22	14	S1	5	5	3	3	1	4	4	5	4	3	4	5	2	2	2	3	2	3	3	2	2	3	4	4	3	3	2	3	3	2	2	3	2	3	
23	Sample 23	19	S2	5	5	3	3	1	5	4	5	4	4	4	5	2	2	2	3	2	3	3	2	2	3	4	4	3	3	2	4	1	3	2	2	2	2	
24	Sample 24	23	S1	3	1	5	5	3	1	4	2	5	2	5	5	5	5	5	5	5	5	5	4	4	4	4	1	5	5	5	5	3	4	4	3	2	2	
25	Sample 25	19	S1	4	3	4	5	4	4	4	3	4	2	4	4	4	3	4	4	4	3	3	3	3	3	3	3	3	3	4	4	4	2	2	2	3	3	
26	Sample 26	12	S1	3	3	5	4	3	2	4	3	3	3	4	5	2	1	3	3	3	3	3	3	4	3	3	2	3	3	3	2	3	3	3	3	3	1	
27	Sample 27	12	S1	3	3	4	4	3	3	4	4	4	2	4	2	4	4	4	4	4	3	3	4	4	4	4	3	3	4	4	2	2	3	3	3	3	3	
28	Sample 28	18	S1	4	1	4	5	2	3	3	2	3	3	4	3	2	3	4	2	3	3	3	4	4	3	3	3	2	2	2	2	3	2	1	2	1	1	

Lampiran 2: (Sambungan)

No	Sampel	Hirarki Otoritas							Hub Pelaporan						Koordinasi						Proses Perbaikan						Kinerja					
		Pelimpahan Wewenang			Partisipasi Dlm Pengambilan				Rentang Kendali		Rantai Komando				Mekanisme Koordinasi						Pembelajaran			Reduce Uncertainty			Efektifitas					
		X33	X34	X35	X36	X37	X38	X39	X40	X41	X42	X43	X44	X45	X46	X47	X48	X49	X50	X51	X52	X53	X54	X55	X56	X57	Y1	Y2	Y3	Y4	Y5	Y6
1	Sample 1	1	2	3	4	4	4	4	4	3	1	5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	5	5	4	4	5	4
2	Sample 2	1	5	5	4	4	5	5	2	5	1	4	3	4	3	4	5	4	2	4	4	4	5	5	5	5	5	5	4	5	4	4
3	Sample 3	2	3	2	2	4	4	4	1	3	3	2	3	4	4	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	
4	Sample 4	1	3	4	3	5	5	5	4	4	2	5	5	5	4	4	4	4	3	4	4	4	4	4	4	3	5	4	4	4	4	
5	Sample 5	3	5	5	1	1	1	1	2	1	4	2	1	1	1	2	2	2	4	2	2	2	2	4	4	2	3	3	2	2	2	
6	Sample 6	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	4	
7	Sample 7	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	
8	Sample 8	4	5	4	1	2	2	2	5	2	4	2	3	4	1	2	3	3	3	3	2	1	3	2	4	2	5	5	2	4	2	
9	Sample 9	3	3	5	1	1	1	1	3	5	3	3	5	5	5	3	5	1	1	5	3	5	1	5	3	5	5	3	3	1	3	
10	Sample 10	1	3	3	1	1	1	1	3	3	2	2	2	2	1	4	4	2	2	1	1	2	1	1	2	3	1	2	2	2	5	
11	Sample 11	3	3	4	3	4	4	4	3	3	4	4	4	3	4	4	4	4	3	4	4	4	4	4	4	4	3	4	4	4	4	
12	Sample 12	3	3	5	1	1	1	1	3	5	3	3	5	5	5	3	5	1	1	5	3	5	1	5	3	5	5	3	3	1	3	
13	Sample 13	3	4	3	1	1	2	1	2	2	4	4	4	4	2	3	3	3	2	3	3	4	2	2	4	2	3	3	3	2	3	
14	Sample 14	3	4	4	2	3	2	2	4	4	4	4	4	4	3	4	3	3	4	3	3	2	3	3	4	3	4	4	4	3	3	
15	Sample 15	1	2	4	3	3	4	3	2	4	4	4	5	4	2	2	3	3	1	3	3	3	4	4	4	4	5	5	4	4	3	
16	Sample 16	2	2	2	1	3	3	3	2	3	3	3	3	3	3	3	3	3	2	3	2	2	3	3	3	4	4	2	2	3	3	
17	Sample 17	3	3	3	1	2	1	1	4	3	3	3	3	5	3	4	4	3	3	3	3	4	3	3	3	2	4	3	3	3	3	
18	Sample 18	3	3	3	3	4	3	3	3	2	3	3	3	3	2	3	3	2	3	2	2	2	2	2	2	2	4	4	3	3	2	
19	Sample 19	2	3	3	3	3	3	3	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	4	3	4	2	3	3	3	
20	Sample 20	1	4	4	1	4	4	4	2	2	4	4	5	4	2	4	3	3	3	2	3	4	3	3	2	4	4	4	2	3	2	
21	Sample 21	3	3	3	1	3	3	3	3	3	4	3	3	4	3	3	3	4	4	3	4	3	2	3	2	4	2	4	4	4	1	
22	Sample 22	4	3	4	2	2	1	1	4	2	3	2	3	3	3	2	2	3	3	2	3	3	2	4	3	3	4	1	3	2	1	
23	Sample 23	4	3	4	2	2	1	1	4	2	3	2	3	3	3	2	2	3	3	2	3	3	2	4	3	3	4	1	3	2	1	
24	Sample 24	2	5	4	5	5	3	3	5	4	1	5	5	5	5	5	4	2	4	5	4	3	3	4	4	4	5	5	4	3	3	
25	Sample 25	2	3	4	1	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	
26	Sample 26	2	3	3	2	3	3	3	4	4	4	4	4	5	3	5	4	3	3	3	4	4	3	3	3	4	4	4	4	2	4	
27	Sample 27	3	3	3	4	2	3	2	2	3	3	3	3	3	3	3	4	3	3	3	3	3	4	4	3	4	4	4	3	3	2	3
28	Sample 28	1	2	1	5	5	4	4	5	5	2	3	5	4	3	3	4	1	1	3	5	4	3	4	4	4	4	4	2	3	3	2

Lampiran 2: (Sambungan)

No	Sampel	Lama Kerja (Thn)	Pendidikan	Kompleksitas/Differensiasi												Formalisasi												Hirarki Otoritas								
				Departementalisasi						Spesialisasi						Job Codification					Job Observation				Job Specificity			Sentralisasi								
				X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	X24	X25	X26	X27	X28	X29	X30	X31	X32	
29	Sample 29	18	S1	2	2	4	3	4	2	3	4	4	2	2	2	2	2	3	3	3	3	3	4	3	4	2	4	2	4	3	2	2	3	2	2	
30	Sample 30	15	S1	3	3	2	2	4	1	3	3	5	1	4	5	4	4	5	4	4	5	5	4	5	5	1	4	5	5	4	4	5	4	3	3	
31	Sample 31	16	S1	5	4	5	5	2	4	2	5	5	4	5	5	2	2	4	3	3	3	5	4	4	4	5	2	2	4	2	2	2	5	5	2	
32	Sample 32	6	S1	3	2	4	4	3	3	4	3	5	3	3	4	3	4	4	4	4	4	3	4	3	4	3	4	3	4	4	4	4	3	3	3	
33	Sample 33	10	S1	5	5	5	5	2	5	3	3	5	3	5	5	3	2	5	3	2	3	2	3	3	3	3	3	2	2	3	1	1	1	1	1	
34	Sample 34	13	S1	4	2	4	4	4	1	2	4	5	2	4	3	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	1	1	1	1	1	
35	Sample 35	3	S1	2	4	5	2	3	4	4	3	4	2	5	5	3	2	4	4	3	2	2	3	2	4	3	3	2	2	3	5	4	3	2	2	
36	Sample 36	12	S1	3	4	4	4	4	3	4	2	4	2	4	4	4	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4	4	4	4	4	2
37	Sample 37	8	S1	4	2	5	4	1	5	3	3	5	2	5	3	2	2	5	5	5	3	5	5	5	5	5	2	2	4	3	3	3	1	1	1	
38	Sample 38	19	D3	3	4	4	2	3	1	4	3	3	2	4	4	4	4	4	4	4	4	3	4	4	4	2	4	4	4	4	3	3	2	2	2	
39	Sample 39	18	D3	2	3	4	3	4	2	3	2	4	2	4	5	4	5	5	5	5	5	5	4	5	5	2	5	5	4	5	5	5	5	5	5	
40	Sample 40	12	S1	4	3	4	3	3	2	4	3	5	2	4	3	4	3	4	3	3	4	3	4	3	3	4	4	3	3	4	3	4	2	2	2	
41	Sample 41	14	S1	5	1	5	4	5	1	4	5	5	2	5	5	5	4	5	4	5	4	4	5	4	4	4	5	4	4	5	5	5	5	1	2	2
42	Sample 42	3	S1	5	3	5	5	5	3	2	5	3	1	5	3	2	2	5	5	1	3	3	2	3	3	5	2	1	2	1	2	1	3	1	1	
43	Sample 43	22	S1	3	2	5	3	2	4	4	2	3	2	3	3	3	3	4	2	2	4	4	4	3	4	1	4	3	3	3	3	3	3	3	3	
44	Sample 44	18	S1	4	3	3	2	3	4	4	4	5	2	5	4	5	4	4	4	4	4	4	4	4	4	3	3	3	4	5	4	4	4	2	3	
45	Sample 45	13	S2	4	4	5	3	1	5	2	4	4	3	5	4	2	2	4	1	1	1	1	3	2	4	4	4	1	4	2	4	1	4	1	4	
46	Sample 46	22	S1	3	2	4	3	4	2	4	2	3	2	3	5	5	4	5	5	4	5	5	5	5	5	4	5	5	5	5	4	5	2	4	1	
47	Sample 47	13	S2	3	3	4	1	3	4	4	2	4	2	5	4	2	2	3	2	2	1	1	2	2	3	3	4	2	2	2	4	5	2	2	2	
48	Sample 48	17	S1	2	2	3	3	2	3	3	3	3	3	3	4	2	2	3	3	3	3	3	3	3	3	2	3	3	2	3	2	3	2	2	2	
49	Sample 49	14	S2	3	3	4	4	3	2	4	2	5	4	5	5	3	3	4	3	3	3	2	4	4	2	3	4	3	2	4	3	2	1	1	1	
50	Sample 50	12	S1	3	5	5	5	1	5	2	5	5	4	5	5	2	3	4	2	2	2	2	3	3	2	3	3	4	3	3	1	1	1	2	2	
51	Sample 51	8	S1	5	4	4	3	2	3	3	5	3	3	3	4	3	3	4	4	4	3	4	5	3	3	3	3	3	3	4	5	4	1	5	5	
52	Sample 52	10	S2	4	3	5	4	3	3	4	5	4	3	5	5	3	3	5	4	4	3	3	4	3	3	3	4	5	4	3	3	2	2	2	4	
53	Sample 53	13	D3	1	1	2	1	5	1	1	1	1	5	5	5	5	5	5	5	5	5	1	1	5	1	5	5	5	2	5	5	5	1	1	1	
54	Sample 54	20	S1	4	2	4	4	2	4	3	3	3	3	3	3	2	3	3	3	4	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3
55	Sample 55	3	S1	2	4	5	5	4	4	4	3	5	2	5	3	5	5	5	5	4	4	4	4	4	3	1	3	3	5	5	4	4	2	2	2	

Lampiran 2: (Sambungan)

No	Sampel	Hirarki Otoritas							Hub Pelaporan					Koordinasi					Proses Perbaikan						Kinerja								
		Pelimpahan Wewenang			Partisipasi Dlm Pengambilan				Rentang Kendali		Rantai Komando			Mekanisme Koordinasi					Pembelajaran			Reduce Uncertainty			Efektifitas								
		X33	X34	X35	X36	X37	X38	X39	X40	X41	X42	X43	X44	X45	X46	X47	X48	X49	X50	X51	X52	X53	X54	X55	X56	X57	Y1	Y2	Y3	Y4	Y5	Y6	
29	Sample 29	3	5	5	4	4	4	4	4	4	2	4	3	4	3	3	3	3	2	3	3	3	3	3	4	3	4	4	4	3	4	4	
30	Sample 30	2	3	4	3	4	4	2	3	5	1	5	5	4	4	3	4	3	2	3	4	4	4	4	4	4	4	4	3	4	4	4	
31	Sample 31	2	4	4	4	4	4	4	4	5	4	2	5	4	3	4	5	5	3	2	2	2	5	5	4	5	5	4	2	5	2		
32	Sample 32	3	4	4	1	2	1	2	3	3	2	4	4	3	4	3	4	4	4	3	4	4	4	3	3	4	4	4	3	5	4	4	
33	Sample 33	3	5	5	3	3	4	4	5	5	5	5	5	4	4	4	4	4	3	3	3	3	3	4	5	5	4	4	4	4	5	3	3
34	Sample 34	1	1	4	3	4	4	4	5	5	1	5	5	5	5	5	4	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	
35	Sample 35	3	5	4	1	2	1	1	5	4	3	4	5	5	3	3	4	2	3	3	4	4	3	4	3	2	5	5	4	4	3	4	
36	Sample 36	2	3	4	2	3	2	2	4	4	2	4	4	4	4	4	4	4	4	3	4	4	2	3	3	4	5	5	5	5	4	5	
37	Sample 37	1	4	4	1	4	4	2	4	3	3	3	5	3	1	5	4	5	1	5	5	3	3	3	3	5	4	5	2	3	3	3	
38	Sample 38	2	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	2	4	4	4	3	3	3	3	4	4	4	4	3	4	
39	Sample 39	5	5	4	2	2	2	2	4	3	2	4	5	5	5	4	4	3	3	4	4	5	4	4	3	3	4	5	4	4	4	4	
40	Sample 40	2	3	4	3	4	4	4	4	4	1	3	4	4	3	4	3	4	3	4	4	4	3	4	5	4	4	4	4	4	4	4	
41	Sample 41	1	5	5	5	5	4	5	4	5	3	5	5	5	3	3	5	4	3	4	4	5	3	3	4	4	5	5	5	5	4		
42	Sample 42	5	2	5	1	3	3	3	2	1	4	2	4	3	3	4	3	3	4	2	2	4	3	3	4	4	5	4	5	5	1	5	
43	Sample 43	4	4	4	1	1	3	3	4	4	3	3	4	2	2	2	3	3	3	3	4	3	3	5	4	4	4	3	4	3	4	3	
44	Sample 44	3	4	4	4	4	4	4	5	5	4	4	4	4	4	5	4	2	4	4	4	4	5	5	5	5	4	4	3	4	4	4	
45	Sample 45	4	5	1	1	4	4	2	5	2	4	3	4	4	2	3	4	4	2	2	2	2	4	4	4	4	4	4	2	4	2	3	
46	Sample 46	1	5	5	3	4	4	4	4	5	5	2	5	5	4	4	5	5	1	5	4	5	4	4	5	4	5	5	4	5	5	5	
47	Sample 47	1	5	5	1	4	3	2	3	3	4	1	4	5	3	3	2	3	2	3	3	1	2	2	2	2	5	4	3	3	2	2	
48	Sample 48	2	3	4	3	3	3	2	3	3	1	3	3	3	3	4	3	3	3	2	3	3	2	3	3	3	4	4	3	4	3	3	
49	Sample 49	1	4	4	4	4	4	3	3	4	2	4	4	5	4	4	4	4	4	3	2	3	5	4	3	4	5	4	3	3	3	3	
50	Sample 50	1	5	4	1	1	1	1	5	2	2	2	4	5	3	3	3	3	3	3	2	2	3	3	3	3	5	3	2	3	2	2	
51	Sample 51	2	5	3	1	1	1	1	4	3	5	5	5	4	3	3	4	4	2	3	3	4	4	4	5	5	4	4	4	4	4	4	
52	Sample 52	3	3	3	4	4	3	3	4	4	4	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	4	5	4	3	3	3	
53	Sample 53	1	1	5	1	1	1	1	5	1	5	1	5	5	1	5	5	1	1	5	1	1	1	5	5	1	1	1	1	5	5	1	1
54	Sample 54	3	3	3	4	4	4	4	3	3	3	3	4	3	3	4	3	4	3	4	3	3	3	4	4	3	4	3	4	3	4	4	
55	Sample 55	2	5	4	1	1	1	1	4	4	4	4	5	5	3	5	5	4	3	2	3	4	3	4	4	3	5	5	4	4	4	4	

Lampiran 3: Tabulasi Data Kuesioner Untuk Organisasi Lama

No	Sampel	Lama Kerja (Thn)	Pendidikan	Kompleksitas/Differensiasi												Formalisasi												Hirarki Otoritas								
				Departementalisasi						Spesialisasi						Job Codification						Job Observation			Job Specificity			Sentralisasi								
				X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	X24	X25	X26	X27	X28	X29	X30	X31	X32	
1	Sample 1	19	S2	2	1	4	3	5	1	3	3	4	2	3	3	5	5	5	5	5	5	5	4	5	5	1	5	5	4	5	3	3	2	2	1	
2	Sample 2	19	S2	3	3	5	3	3	2	4	1	4	2	2	3	5	5	5	5	4	4	2	3	2	1	4	4	4	4	4	4	4	4	3	1	3
3	Sample 3	21	S2	3	3	3	4	3	2	4	3	4	5	4	4	3	3	5	4	4	3	3	3	3	4	4	3	4	3	4	3	2	3	2		
4	Sample 4	21	S1	4	2	2	3	1	1	1	1	1	1	1	1	3	3	3	3	4	4	2	5	4	5	1	5	5	5	5	4	4	2	1	1	
5	Sample 5	15	S1	2	2	2	2	4	2	4	2	4	2	2	3	4	4	4	4	4	3	4	3	3	3	4	4	5	4	4	2	4	2	2	2	
6	Sample 6	10	S1	3	2	3	2	4	2	3	3	2	3	3	2	2	2	3	2	3	2	3	3	3	3	3	3	3	2	3	2	3	2	3	2	3
7	Sample 7	15	S1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
8	Sample 8	13	S1	3	3	3	2	5	2	3	3	4	2	3	3	4	4	4	4	4	4	2	4	2	3	2	4	4	3	4	3	3	2	3	2	
9	Sample 9	3	S1	5	5	5	5	1	1	5	3	5	1	5	5	3	5	3	3	3	3	3	5	5	3	3	5	5	3	5	5	5	5	3	3	
10	Sample 10	4	S1	1	1	2	1	4	1	2	3	2	5	2	1	1	3	5	4	2	1	1	1	1	4	3	1	4	3	2	4	1	1	4	1	
11	Sample 11	17	S1	4	4	3	3	3	4	3	3	3	4	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	
12	Sample 12	3	S1	5	5	5	5	1	1	5	3	5	1	5	5	3	5	3	3	3	3	3	5	5	3	3	5	5	3	5	5	5	5	3	3	
13	Sample 13	12	S1	3	4	2	2	3	2	4	3	4	2	4	3	4	4	4	4	4	3	2	3	3	4	2	4	4	2	3	4	4	4	3	4	
14	Sample 14	24	S1	2	4	3	3	3	3	4	3	3	3	3	3	3	4	4	4	4	4	3	3	3	3	4	4	3	4	4	3	2	3	2	2	
15	Sample 15	18	S1	4	2	2	3	2	3	3	4	4	2	3	3	4	4	4	4	4	3	3	3	3	4	4	4	2	4	2	2	2	1	3	3	
16	Sample 16	7	S1	3	2	3	5	2	2	3	3	5	2	3	1	5	5	5	5	5	3	2	3	2	3	2	3	4	3	4	2	4	3	4	4	
17	Sample 17	10	S2	4	3	4	4	4	3	4	4	3	4	3	5	3	4	4	3	3	4	3	4	4	4	4	2	3	4	4	5	5	3	4	3	
18	Sample 18	13	S1	3	3	3	3	4	2	2	3	3	3	3	3	2	3	3	3	3	2	2	3	2	2	2	3	2	2	2	2	2	2	1	2	
19	Sample 19	10	S1	4	4	3	3	2	3	3	3	3	3	4	3	3	2	3	3	3	3	3	3	3	2	3	2	3	3	3	3	3	3	2	3	
20	Sample 20	12	S1	2	1	2	2	4	2	4	3	5	2	5	4	3	3	3	3	3	4	3	4	4	2	4	3	1	4	2	3	4	1	1	1	
21	Sample 21	12	S2	3	2	2	4	4	2	3	3	4	2	3	3	2	2	3	3	3	2	3	3	3	3	2	2	3	3	4	2	4	2	2	2	
22	Sample 22	14	S1	1	1	3	3	5	2	2	1	3	2	2	1	4	4	5	4	4	3	3	4	4	3	4	4	5	4	4	3	3	4	4	3	
23	Sample 23	19	S2	1	1	3	3	5	2	2	1	3	2	2	1	4	4	5	4	4	3	3	4	4	3	4	4	4	3	4	2	4	3	2	2	
24	Sample 24	23	S1	3	4	3	4	3	1	4	2	5	2	5	3	5	5	5	5	5	5	4	4	4	4	1	5	5	3	5	3	4	4	3	2	
25	Sample 25	19	S1	2	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
26	Sample 26	12	S1	2	2	2	2	3	2	3	2	2	3	2	2	4	4	4	4	4	3	3	4	3	3	2	4	4	3	4	2	4	3	3	1	
27	Sample 27	12	S1	3	2	2	1	5	4	2	4	3	4	2	4	4	4	3	2	3	2	2	2	2	2	4	2	2	1	2	5	4	3	2	2	
28	Sample 28	18	S1	2	3	3	4	2	3	3	3	5	3	4	4	2	4	4	3	3	3	3	4	4	3	3	2	2	2	3	2	1	2	2	1	

Lampiran 3: (Sambungan)

No	Sampel	Hirarki Otoritas							Hub Pelaporan					Koordinasi							Proses Perbaikan							Kinerja					
		Pelimpahan Wewenang			Partisipasi Dlm Pengambilan				Rentang Kendali		Rantai Komando			Mekanisme Koordinasi							Pembelajaran			Reduce Uncertainty				Efektifitas					
		X33	X34	X35	X36	X37	X38	X39	X40	X41	X42	X43	X44	X45	X46	X47	X48	X49	X50	X51	X52	X53	X54	X55	X56	X57	Y1	Y2	Y3	Y4	Y5	Y6	
1	Sample 1	1	2	3	4	4	4	4	3	3	1	5	5	5	4	4	4	5	5	5	4	4	5	4	4	4	5	5	3	3	4	3	
2	Sample 2	1	3	5	4	4	5	5	3	4	1	4	5	4	3	4	5	4	2	4	4	4	4	3	3	5	5	4	4	5	4	4	
3	Sample 3	2	3	2	2	4	4	4	2	3	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
4	Sample 4	1	3	4	3	5	5	5	4	4	1	5	5	5	4	4	4	3	3	3	3	3	3	3	3	5	4	4	3	3	4		
5	Sample 5	2	2	2	4	3	3	3	3	3	3	4	4	4	3	4	4	3	3	4	4	3	4	4	4	4	4	4	3	4	3	3	
6	Sample 6	3	3	3	3	2	3	3	2	2	3	2	3	3	3	2	3	2	3	3	3	3	3	3	3	2	2	2	3	2	3		
7	Sample 7	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
8	Sample 8	3	3	3	1	3	4	3	3	4	2	4	5	4	4	4	4	4	3	3	3	3	2	2	4	3	4	4	4	4	3	3	
9	Sample 9	3	3	3	1	1	1	1	3	5	3	5	5	5	5	3	3	1	1	5	3	5	1	5	1	3	5	5	3	3	1	3	
10	Sample 10	1	3	3	1	1	1	1	3	3	1	4	2	3	1	4	4	2	2	1	1	2	1	1	1	3	1	2	2	2	5	2	
11	Sample 11	4	4	3	4	4	3	3	4	4	3	3	4	4	4	3	3	3	4	4	4	3	3	3	3	4	3	3	3	3	3	3	
12	Sample 12	3	3	3	1	1	1	1	3	5	3	5	5	5	5	3	3	1	1	5	3	5	1	5	3	3	5	5	3	3	1	2	
13	Sample 13	3	4	3	1	1	2	1	3	3	4	4	4	4	2	3	3	3	2	3	3	4	2	2	2	2	3	4	4	4	3	4	
14	Sample 14	2	3	3	2	3	2	2	3	4	3	4	4	4	3	4	3	3	4	3	3	2	3	3	4	3	4	3	3	4	3	4	
15	Sample 15	1	2	4	3	3	4	3	2	4	4	4	5	4	2	2	3	3	1	3	3	3	4	4	4	4	5	5	4	4	3	4	
16	Sample 16	3	2	4	1	1	1	1	4	3	3	3	3	3	3	3	3	3	3	2	3	2	2	2	2	2	2	3	4	4	4	3	
17	Sample 17	2	3	3	1	2	1	1	2	3	3	4	4	3	5	4	4	4	3	3	3	3	4	3	3	3	2	4	3	3	3	3	
18	Sample 18	3	3	4	4	4	3	3	4	4	4	4	4	3	2	4	3	4	2	2	2	2	2	2	2	3	4	3	4	4	3	3	
19	Sample 19	3	3	3	2	2	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
20	Sample 20	1	4	4	1	2	3	1	4	4	4	4	5	3	3	5	4	4	2	1	3	3	3	2	2	4	3	3	4	4	3	3	
21	Sample 21	2	2	4	1	2	3	3	3	3	4	3	3	2	4	3	4	4	2	3	3	3	3	3	2	4	2	4	4	4	1	2	
22	Sample 22	4	4	2	4	4	3	3	2	3	3	5	5	3	3	3	4	4	3	4	4	3	3	3	2	4	2	4	4	4	4	3	
23	Sample 23	4	4	2	4	4	3	3	2	3	3	5	5	3	3	3	4	4	3	4	4	3	3	3	1	4	2	4	4	4	4	3	

Lampiran 3: (Sambungan)

No	Sampel	Lama Kerja (Thn)	Pendidikan	Kompleksitas/Diferensiasi												Formalisasi												Hirarki Otoritas										
				Departementalisasi						Spesialisasi						Job Codification						Job Observation						Job Specificity						Sentralisasi				
				X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	X24	X25	X26	X27	X28	X29	X30	X31	X32			
29	Sample 29	18	S1	1	4	3	3	3	2	4	2	4	4	3	4	4	4	5	5	3	4	3	4	4	4	2	4	2	4	4	3	2	3	2	2			
30	Sample 30	15	S1	2	2	4	3	2	1	3	3	5	2	5	3	4	4	5	3	3	4	3	4	4	5	2	3	3	4	4	4	4	5	3	3	2		
31	Sample 31	16	S1	3	5	3	3	3	2	4	3	3	3	3	3	4	4	4	3	4	3	3	3	3	3	3	3	2	4	4	4	4	3	4	5			
32	Sample 32	6	S1	1	3	2	2	3	3	4	3	5	3	3	3	3	4	4	4	4	4	4	3	4	3	4	3	3	4	4	3	4	3	3	3			
33	Sample 33	10	S1	3	3	3	3	4	3	2	3	3	3	3	3	5	4	3	4	3	3	2	3	3	3	3	2	2	3	3	3	2	2	3	3			
34	Sample 34	13	S1	2	4	2	4	4	1	3	2	5	2	2	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5		
35	Sample 35	3	S1	2	3	4	2	3	4	3	3	4	2	5	5	4	4	4	4	3	3	2	3	2	4	3	3	2	2	3	4	4	3	2	2			
36	Sample 36	12	S1	2	3	3	4	3	3	3	2	3	2	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	4	3	3	4	4	4	4	2		
37	Sample 37	8	S1	3	4	2	4	5	1	4	2	5	1	5	5	5	5	5	5	5	4	5	5	5	5	2	5	5	4	4	3	3	1	1	1			
38	Sample 38	19	D3	3	4	4	2	3	1	4	3	3	2	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	3	3	2	2	2			
39	Sample 39	18	D3	2	3	4	3	4	2	3	2	4	2	4	5	4	5	5	5	5	5	4	5	5	2	5	5	4	5	5	5	5	5	5	5	5		
40	Sample 40	12	S1	3	4	3	4	4	2	4	4	5	2	4	5	4	4	4	4	4	3	4	4	4	3	4	4	4	4	4	5	3	2	2	3			
41	Sample 41	14	S1	4	1	5	4	5	1	4	4	5	2	4	4	5	4	5	4	5	4	4	5	4	4	4	5	4	4	5	5	5	1	2	2	2		
42	Sample 42	3	S1	3	4	4	3	4	3	4	3	4	3	4	5	5	5	4	3	5	3	3	3	3	3	3	4	1	2	3	4	4	4	4	5			
43	Sample 43	22	S1	3	4	3	3	3	2	3	2	3	2	3	3	4	3	4	4	4	4	4	4	3	4	1	4	4	3	4	3	3	3	3	3	3		
44	Sample 44	18	S1	2	5	3	1	4	3	3	3	5	3	4	5	5	4	5	5	4	5	5	5	5	5	2	4	4	4	5	5	5	4	2	4	4		
45	Sample 45	13	S2	1	1	1	3	4	1	4	2	4	3	2	4	4	4	4	4	4	4	5	3	4	4	4	4	4	4	4	4	4	2	2	2	4		
46	Sample 46	22	S1	3	5	5	2	5	2	4	2	3	2	3	5	5	4	5	5	4	5	5	5	5	3	5	5	4	5	4	5	2	4	1	1			
47	Sample 47	13	S2	2	3	3	1	2	3	3	2	4	2	4	4	3	3	3	3	3	4	1	1	2	2	3	2	4	4	2	2	4	4	3	2	2		
48	Sample 48	17	S1	2	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	3	2	3	4	4	3	2	2	2			
49	Sample 49	14	S2	2	4	4	4	3	2	4	2	5	4	5	5	3	4	4	5	5	4	3	4	4	2	2	4	4	2	5	3	2	1	1	1	1		
50	Sample 50	12	S1	3	3	3	3	3	1	4	2	4	1	4	4	5	5	5	5	5	5	5	5	5	2	4	4	4	4	4	3	1	1	1	1	1		
51	Sample 51	8	S1	1	3	3	1	5	1	4	4	3	2	2	5	5	5	5	5	5	5	5	5	5	1	5	5	4	4	3	3	4	1	5	5			
52	Sample 52	10	S2	3	3	3	4	2	2	4	3	3	3	4	4	4	3	5	4	4	3	3	3	4	3	3	4	5	3	3	3	2	2	2	4	4		
53	Sample 53	13	D3	1	1	1	1	5	1	2	1	5	1	5	5	5	5	5	5	5	5	1	1	5	3	5	5	5	1	5	5	5	1	1	1	1		
54	Sample 54	20	S1	3	3	3	3	3	3	4	2	4	2	4	4	3	4	4	4	4	4	3	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	
55	Sample 55	3	S1	2	3	4	4	4	2	4	3	5	2	4	3	5	5	5	5	4	4	3	4	4	3	1	2	3	5	5	4	4	2	2	2	2		

Lampiran 3: (Sambungan)

No	Sampel	Hirarki Otoritas							Hub Pelaporan				Koordinasi						Proses Perbaikan						Kinerja								
		Pelimpahan Wewenang			Partisipasi Dlm Pengambilan				Rentang Kendali		Rantai Komando		Mekanisme Koordinasi						Pembelajaran			Reduce Uncertainty			Efektifitas								
		X33	X34	X35	X36	X37	X38	X39	X40	X41	X42	X43	X44	X45	X46	X47	X48	X49	X50	X51	X52	X53	X54	X55	X56	X57	Y1	Y2	Y3	Y4	Y5	Y6	
29	Sample 29	3	3	4	4	4	3	3	3	3	2	4	4	4	3	4	4	4	2	3	4	4	3	3	3	3	4	3	3	4	3	4	
30	Sample 30	2	3	4	3	4	4	2	3	5	2	4	4	4	3	3	3	2	3	2	3	3	3	2	2	3	3	3	2	2	3	2	
31	Sample 31	5	5	2	1	1	2	2	2	4	2	5	5	4	5	2	4	4	5	4	4	4	2	3	2	4	2	2	2	5	4	4	
32	Sample 32	3	3	3	1	2	1	2	3	3	2	4	4	3	4	4	4	3	3	2	4	3	3	3	3	4	3	3	3	4	4	4	
33	Sample 33	4	4	4	2	2	3	3	3	3	4	4	4	3	3	3	3	2	2	4	4	3	3	3	3	2	2	3	3	2	2		
34	Sample 34	1	1	4	3	4	4	4	3	3	1	5	5	5	5	5	3	3	3	4	4	4	4	4	4	4	4	4	3	3	3		
35	Sample 35	3	4	3	1	1	1	1	4	3	3	4	5	4	3	3	4	2	3	3	4	4	3	4	4	2	4	4	2	4	3	3	
36	Sample 36	2	3	3	2	3	2	2	3	3	3	3	3	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3		
37	Sample 37	1	4	4	1	3	3	2	4	3	3	5	5	3	1	5	5	5	1	5	5	4	3	3	3	5	4	5	3	5	5	5	
38	Sample 38	2	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	2	4	4	4	3	3	3	3	4	4	4	4	3	4	
39	Sample 39	5	5	4	2	2	2	2	4	3	2	4	5	5	5	4	4	3	3	4	4	5	4	5	3	3	4	5	4	4	4	4	
40	Sample 40	2	4	3	2	2	2	3	4	3	4	1	4	4	4	4	4	4	4	4	4	5	3	3	4	3	4	4	3	3	4	3	
41	Sample 41	1	4	4	5	5	4	5	4	4	3	5	5	5	3	3	5	4	3	4	4	5	3	3	4	4	4	4	5	5	5	4	
42	Sample 42	3	3	3	1	1	1	1	5	2	2	4	2	5	5	2	5	3	2	3	4	3	3	3	3	2	3	3	3	3	3	3	
43	Sample 43	3	4	4	3	4	4	3	3	3	4	3	4	4	3	4	4	2	2	3	4	3	4	5	3	4	3	3	3	3	3	4	
44	Sample 44	4	5	4	4	4	4	4	4	4	5	5	5	4	4	5	4	4	2	4	5	5	5	3	3	4	4	4	4	3	4	3	
45	Sample 45	4	2	4	1	4	4	3	3	4	2	4	4	4	4	5	4	4	4	4	4	4	4	4	2	2	2	2	4	4	4	2	4
46	Sample 46	1	5	4	2	4	4	4	4	5	5	2	5	5	4	4	4	4	2	4	4	5	4	4	5	3	5	5	3	4	5	4	
47	Sample 47	1	3	4	1	4	3	2	3	3	4	1	4	5	3	3	2	3	3	2	3	2	2	2	2	2	4	4	3	3	2	2	
48	Sample 48	2	4	3	3	3	3	2	3	4	1	3	3	3	3	4	3	3	3	2	3	3	2	3	3	3	3	3	3	3	2	3	
49	Sample 49	1	3	3	4	4	4	3	4	4	2	5	5	5	4	4	4	4	3	3	3	5	4	3	4	5	5	3	3	4	3		
50	Sample 50	1	5	1	3	3	3	3	3	4	4	5	5	3	5	5	5	2	4	4	3	4	3	4	4	4	3	5	5	5	5	5	
51	Sample 51	2	5	3	1	1	1	1	3	3	4	5	5	5	4	3	5	5	2	4	4	4	5	5	5	4	4	4	5	5	5		
52	Sample 52	3	3	2	2	2	2	1	3	3	4	3	3	4	4	4	3	3	4	4	3	3	3	3	3	4	4	3	4	3	3		
53	Sample 53	1	1	1	1	1	1	1	5	1	5	1	5	5	1	1	5	5	1	1	5	1	1	1	5	5	1	1	1	5	5	1	
54	Sample 54	4	4	4	4	4	4	4	4	4	2	4	3	4	4	3	4	3	4	3	3	4	3	2	2	2	3	4	2	3	2	2	
55	Sample 55	2	3	2	1	1	1	1	3	4	3	5	5	5	3	5	5	4	3	2	4	4	3	3	3	3	3	3	4	4	4	5	

Lampiran 4: Output Hasil Analisa Faktor Untuk Organisasi Baru

Total Variance Explained

Component	Initial Eigenvalues			Loadings			Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.248	54.133	54.133	3.248	54.133	54.133	2.195	36.584	36.584
2	1.084	18.063	72.196	1.084	18.063	72.196	2.137	35.611	72.196
3	.689	11.486	83.681						
4	.407	6.778	90.459						
5	.358	5.974	96.433						
6	.214	3.567	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix dan Rotated Component

Component Matrix ^a			Rotated Component Matrix ^a		
	Component			Component	
	1	2		1	2
Y6	.819	.292	Y5	.794	-.114
Y3	.818	.202	Y6	.791	.362
Y4	.800	.043	Y3	.727	.426
Y1	.739	-.495	Y4	.604	.527
Y2	.693	-.554	Y2	.110	.881
Y5	.489	.635	Y1	.184	.870

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Lampiran 5: Output Hasil Analisa Faktor Untuk Organisasi Lama

Total Variance Explained

Component	Initial Eigenvalues			Loadings			Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.054	50.906	50.906	3.054	50.906	50.906	2.250	37.502	37.502
2	1.172	19.533	70.439	1.172	19.533	70.439	1.976	32.938	70.439
3	.752	12.526	82.965						
4	.528	8.798	91.763						
5	.284	4.737	96.500						
6	.210	3.500	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix dan Rotated Component

	Component Matrix ^a			Rotated Component Matrix ^a	
	Component			Component	
	1	2		1	2
Y1	.630	.612	Y1	.077	.875
Y2	.739	.541	Y2	.206	.892
Y3	.704	.031	Y3	.512	.484
Y4	.805	-.310	Y4	.812	.292
Y5	.552	-.562	Y5	.785	-.065
Y6	.814	-.304	Y6	.815	.302

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Lampiran 6: Hasil Regresi Linier Berganda (Tanpa Variabel Dummy)
pada Organisasi Baru untuk Kinerja Y_{baru2}

Model Summary^d

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.541 ^a	.292	.274	73.48079	.292	15.696	1	38	.000	
2	.750 ^b	.563	.539	58.53499	.270	22.883	1	37	.000	
3	.806 ^c	.649	.620	53.17534	.086	8.834	1	36	.005	2.057

a. Predictors: (Constant), X53

b. Predictors: (Constant), X53, X49

c. Predictors: (Constant), X53, X49, X5

d. Dependent Variable: Y5xY6xY3xY4

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X53	X49	X5
1	1	1.954	1.000	.02	.02		
	2	.046	6.547	.98	.98		
2	1	2.875	1.000	.01	.01	.01	
	2	.094	5.544	.00	.46	.52	
	3	.031	9.618	.99	.53	.47	
3	1	3.779	1.000	.00	.01	.01	.01
	2	.110	5.858	.01	.39	.05	.47
	3	.080	6.855	.01	.10	.59	.51
	4	.031	11.088	.97	.50	.36	.02

a. Dependent Variable: Y5xY6xY3xY4

ANOVA^d

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	84747.562	1	84747.562	15.696	.000 ^a
	Residual	205178.213	38	5399.427		
	Total	289925.775	39			
2	Regression	163150.991	2	81575.496	23.808	.000 ^b
	Residual	126774.784	37	3426.346		
	Total	289925.775	39			
3	Regression	188131.558	3	62710.519	22.178	.000 ^c
	Residual	101794.217	36	2827.617		
	Total	289925.775	39			

a. Dependent Variable: Y5xY6xY3xY4

Lampiran 6: (Sambungan)

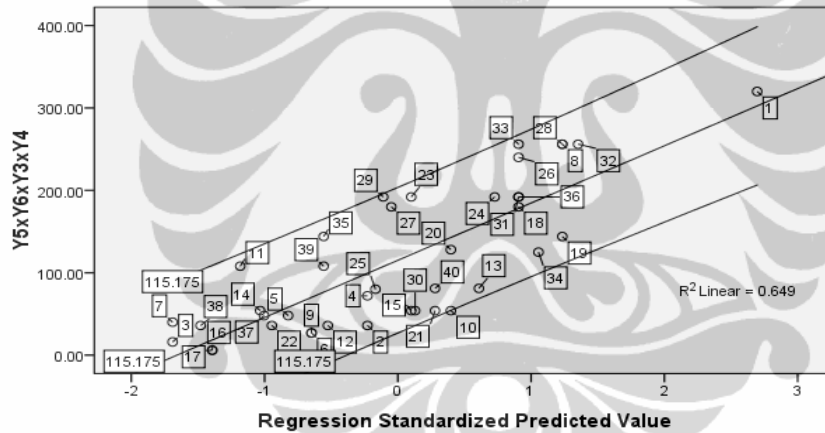
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	90.0% Confidence Interval for B		Correlations			Collinearity Statistics	
	B	Std. Error				Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
	1 (Constant)	-31.982	38.919									
X53	44.933	11.342	.541	3.962	.000	25.812	64.055	.541	.541	.541	1.000	1.000
2 (Constant)	-172.690	42.737										
X53	45.888	9.037	.552	5.078	.000	30.642	61.135	.541	.641	.552	1.000	1.000
X49	43.333	9.059	.520	4.784	.000	28.050	58.615	.508	.618	.520	1.000	1.000
3 (Constant)	-205.323	40.346										
X53	43.481	8.249	.523	5.271	.000	29.553	57.408	.541	.660	.521	.990	1.010
X49	35.249	8.667	.423	4.067	.000	20.616	49.881	.508	.561	.402	.901	1.110
X5	22.822	7.678	.310	2.972	.005	9.859	35.786	.487	.444	.294	.895	1.118

a. Dependent Variable: Y5xY6xY3xY4

Scatterplot

Dependent Variable: Y5xY6xY3xY4



Lampiran 7: Hasil Regresi Linier Berganda (Tanpa Variabel Dummy)
pada Organisasi Baru untuk Kinerja Y_{baru1}

Model Summary^d

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.710 ^a	.504	.491	3.71138	.504	40.578	1	40	.000	
2	.803 ^b	.644	.626	3.18241	.141	15.403	1	39	.000	
3	.870 ^c	.757	.738	2.66192	.113	17.743	1	38	.000	2.291

- a. Predictors: (Constant), X3
 b. Predictors: (Constant), X3, X45
 c. Predictors: (Constant), X3, X45, X35
 d. Dependent Variable: $Y_{2 \times Y_1}$

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X3	X45	X35
1	1	1.970	1.000	.01	.01		
	2	.030	8.163	.99	.99		
2	1	2.938	1.000	.00	.01	.01	
	2	.035	9.107	.01	.78	.59	
	3	.027	10.508	.99	.22	.40	
3	1	3.886	1.000	.00	.00	.00	.00
	2	.056	8.325	.00	.15	.14	.73
	3	.035	10.476	.00	.73	.62	.00
	4	.022	13.160	.99	.12	.23	.26

- a. Dependent Variable: $Y_{2 \times Y_1}$

ANOVA^d

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	558.930	1	558.930	40.578	.000 ^a
	Residual	550.975	40	13.774		
	Total	1109.905	41			
2	Regression	714.923	2	357.462	35.295	.000 ^b
	Residual	394.982	39	10.128		
	Total	1109.905	41			
3	Regression	840.644	3	280.215	39.546	.000 ^c
	Residual	269.260	38	7.086		
	Total	1109.905	41			

- a. Predictors: (Constant), X3
 b. Predictors: (Constant), X3, X45
 c. Predictors: (Constant), X3, X45, X35
 d. Dependent Variable: $Y_{2 \times Y_1}$

Lampiran 7: (Sambungan)

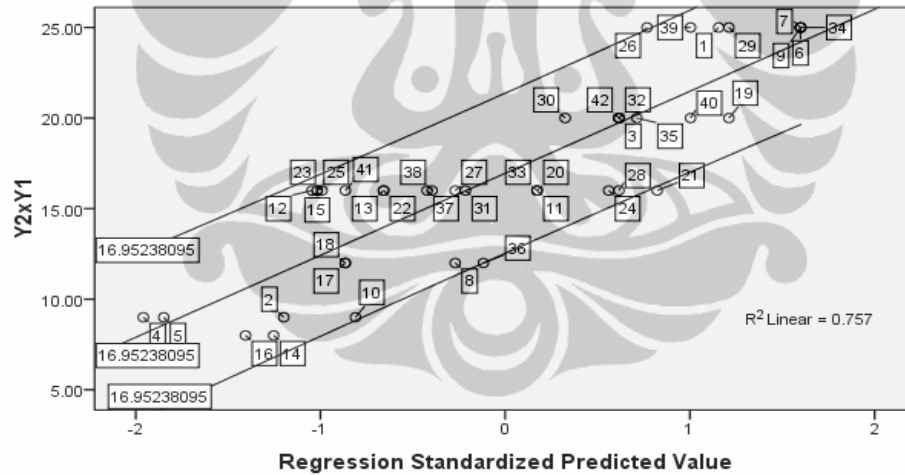
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	90.0% Confidence Interval for B		Correlations			Collinearity Statistics	
	B	Std. Error				Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
	1 (Constant)	2.286	2.373				.964	.341	-1.709	6.281		
	3.756	.590	.710	6.370	.000	2.763	4.749	.710	.710	.710	1.000	1.000
2 (Constant)	-3.135	2.459		-1.275	.210	-7.278	1.008					
	2.944	.546	.556	5.390	.000	2.024	3.865	.710	.653	.515	.857	1.167
	2.200	.561	.405	3.925	.000	1.256	3.145	.616	.532	.375	.857	1.167
3 (Constant)	-8.094	2.370		-3.415	.002	-12.089	-4.098					
	2.695	.461	.509	5.849	.000	1.918	3.472	.710	.688	.467	.842	1.187
	2.006	.471	.369	4.257	.000	1.211	2.800	.616	.568	.340	.848	1.179
	1.756	.417	.344	4.212	.000	1.053	2.459	.491	.564	.337	.960	1.042

a. Dependent Variable: Y2xY1

Scatterplot

Dependent Variable: Y2xY1



Lampiran 8: Hasil Regresi Linier Berganda (Tanpa Variabel Dummy)
pada Organisasi Lama untuk Kinerja Y_{baru2}

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.820 ^a	.673	.663	31.14184	.673	67.782	1	33	.000	1.946

a. Predictors: (Constant), X49

b. Dependent Variable: Y3xY4xY5xY6

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	X49
1	1	1.959	1.000	.02	.02
	2	.041	6.924	.98	.98

a. Dependent Variable: Y3xY4xY5xY6

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	65736.409	1	65736.409	67.782	.000 ^a
	Residual	32003.877	33	969.814		
	Total	97740.286	34			

a. Predictors: (Constant), X49

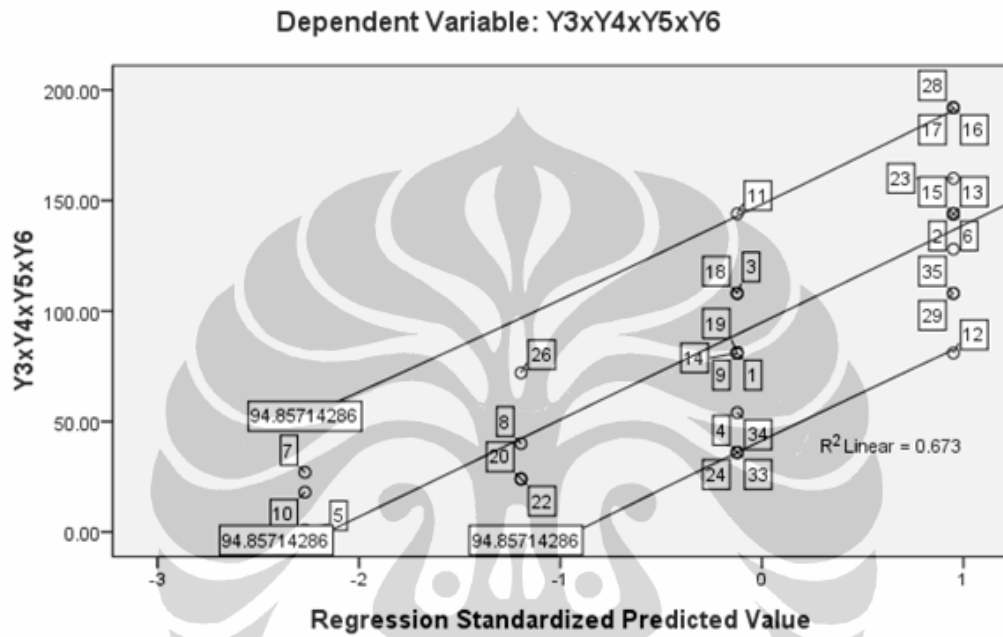
b. Dependent Variable: Y3xY4xY5xY6

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics		
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	-52.047	18.604		-2.798	.009	-89.897	-14.198						
	X49	47.171	5.730	.820	8.233	.000	35.514	58.828	.820	.820	.820	1.000	1.000	

a. Dependent Variable: Y3xY4xY5xY6

Scatterplot



Lampiran 9: Hasil Regresi Linier Berganda (Tanpa Variabel Dummy) pada Organisasi Lama untuk Kinerja Y_{baru1}

Model Summary^d

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.722 ^a	.521	.511	4.44408	.521	50.101	1	46	.000	
2	.788 ^b	.621	.604	3.99728	.100	11.858	1	45	.001	
3	.829 ^c	.687	.665	3.67637	.066	9.199	1	44	.004	1.837

- a. Predictors: (Constant), X24
 b. Predictors: (Constant), X24, X12
 c. Predictors: (Constant), X24, X12, X33
 d. Dependent Variable: Y1xY2

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X24	X12	X33
1	1	1.964	1.000	.02	.02		
	2	.036	7.354	.98	.98		
2	1	2.894	1.000	.01	.01	.01	
	2	.070	6.422	.12	.17	.98	
	3	.036	8.935	.87	.82	.00	
3	1	3.806	1.000	.00	.00	.01	.01
	2	.107	5.950	.01	.02	.42	.44
	3	.059	8.041	.02	.57	.54	.20
	4	.028	11.711	.97	.41	.03	.36

- a. Dependent Variable: Y1xY2

ANOVA^d

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	989.486	1	989.486	50.101	.000 ^a
	Residual	908.493	46	19.750		
	Total	1897.979	47			
2	Regression	1178.958	2	589.479	36.893	.000 ^b
	Residual	719.022	45	15.978		
	Total	1897.979	47			
3	Regression	1303.287	3	434.429	32.142	.000 ^c
	Residual	594.692	44	13.516		
	Total	1897.979	47			

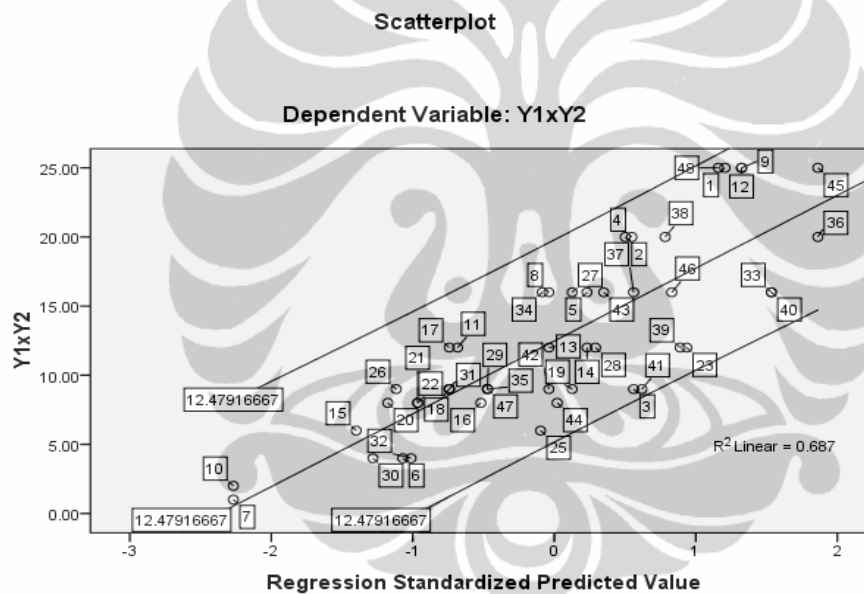
- a. Predictors: (Constant), X24
 b. Predictors: (Constant), X24, X12
 c. Predictors: (Constant), X24, X12, X33
 d. Dependent Variable: Y1xY2

Lampiran 9: (Sambungan)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-3.908	2.402		-1.627	.111	-8.743	.928					
	X24	4.495	.635	.722	7.078	.000	3.216	5.773	.722	.722	.722	1.000	1.000
2	(Constant)	-7.078	2.349		-3.014	.004	-11.809	-2.348					
	X24	3.770	.609	.606	6.195	.000	2.545	4.996	.722	.678	.568	.881	1.136
	X12	1.711	.497	.337	3.444	.001	.710	2.712	.546	.457	.316	.881	1.136
3	(Constant)	-12.004	2.703		-4.442	.000	-17.450	-6.557					
	X24	3.707	.560	.595	6.617	.000	2.578	4.836	.722	.706	.558	.879	1.137
	X12	1.731	.457	.341	3.787	.000	.810	2.652	.546	.496	.320	.880	1.136
	X33	1.421	.468	.256	3.033	.004	.477	2.365	.276	.416	.256	.999	1.001

a. Dependent Variable: Y1xY2



Lampiran 10: Hasil Regresi Linier Berganda (Dengan Variabel Dummy)
pada Organisasi Baru untuk Kinerja Y_{baru2}

Model Summary^f

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.515 ^a	.266	.245	76.08004	.266	12.662	1	35	.001	
2	.693 ^b	.480	.449	64.96826	.214	13.996	1	34	.001	
3	.810 ^c	.656	.624	53.64446	.176	16.869	1	33	.000	
4	.897 ^d	.804	.779	41.13592	.148	24.120	1	32	.000	
5	.977 ^e	.955	.948	19.91389	.152	105.546	1	31	.000	1.881

a. Predictors: (Constant), X5

b. Predictors: (Constant), X5, X53

c. Predictors: (Constant), X5, X53, X49

d. Predictors: (Constant), X5, X53, X49, Dummy1

e. Predictors: (Constant), X5, X53, X49, Dummy1, Dummy2

f. Dependent Variable: $Y_5 \times Y_6 \times Y_3 \times Y_4$

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions					
				(Constant)	X5	X53	X49	Dummy1	Dummy2
1	1	1.926	1.000	.04	.04				
	2	.074	5.095	.96	.96				
2	1	2.853	1.000	.01	.02	.01			
	2	.108	5.136	.03	.82	.25			
	3	.039	8.575	.97	.16	.74			
3	1	3.776	1.000	.00	.01	.01	.01		
	2	.111	5.841	.02	.49	.35	.05		
	3	.085	6.681	.01	.49	.10	.57		
	4	.029	11.403	.97	.01	.55	.38		
4	1	4.718	1.000	.00	.01	.00	.00	.00	
	2	.124	6.164	.01	.56	.12	.06	.04	
	3	.086	7.404	.00	.32	.24	.49	.01	
	4	.059	8.955	.01	.09	.48	.28	.25	
	5	.013	18.922	.98	.03	.15	.17	.69	
5	1	5.649	1.000	.00	.00	.00	.00	.00	.00
	2	.138	6.387	.00	.54	.03	.05	.02	.06
	3	.090	7.939	.00	.12	.42	.38	.00	.04
	4	.065	9.347	.00	.28	.37	.43	.03	.17
	5	.048	10.898	.00	.01	.06	.00	.44	.47
	6	.010	23.311	.99	.05	.13	.13	.50	.26

a. Dependent Variable: $Y_5 \times Y_6 \times Y_3 \times Y_4$

Lampiran 10: (Sambungan)

ANOVA^f

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	73291.245	1	73291.245	12.662	.001 ^a
	Residual	202586.052	35	5788.173		
	Total	275877.297	36			
2	Regression	132367.552	2	66183.776	15.680	.000 ^b
	Residual	143509.746	34	4220.875		
	Total	275877.297	36			
3	Regression	180912.283	3	60304.094	20.955	.000 ^c
	Residual	94965.014	33	2877.728		
	Total	275877.297	36			
4	Regression	221728.046	4	55432.012	32.758	.000 ^d
	Residual	54149.251	32	1692.164		
	Total	275877.297	36			
5	Regression	263583.840	5	52716.768	132.934	.000 ^e
	Residual	12293.458	31	396.563		
	Total	275877.297	36			

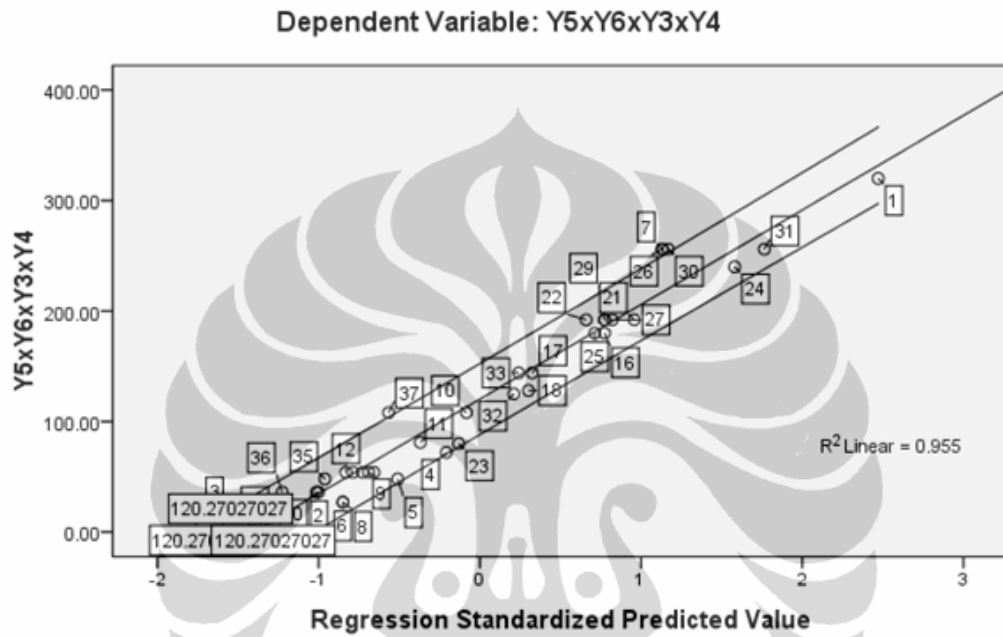
- a. Predictors: (Constant), X5
- b. Predictors: (Constant), X5, X53
- c. Predictors: (Constant), X5, X53, X49
- d. Predictors: (Constant), X5, X53, X49, Dummy1
- e. Predictors: (Constant), X5, X53, X49, Dummy1, Dummy2
- f. Dependent Variable: Y5xY6xY3xY4

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	90.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	11.247	33.093		.340	.736	-44.666	67.160		
	X5	37.700	10.595	.515	3.558	.001	19.799	55.600	1.000	1.000
2	(Constant)	-111.062	43.214		-2.570	.015	-184.133	-37.991		
	X5	34.334	9.092	.469	3.776	.001	18.960	49.707	.990	1.010
	X53	39.400	10.531	.465	3.741	.001	21.592	57.208	.990	1.010
3	(Constant)	-211.207	43.217		-4.887	.000	-284.346	-138.069		
	X5	24.190	7.903	.331	3.061	.004	10.815	37.564	.893	1.119
	X53	42.924	8.738	.507	4.912	.000	28.136	57.712	.981	1.020
	X49	36.897	8.983	.442	4.107	.000	21.694	52.100	.899	1.113
4	(Constant)	-395.489	50.062		-7.900	.000	-480.288	-310.690		
	X5	26.525	6.079	.363	4.363	.000	16.228	36.822	.888	1.126
	X53	42.873	6.701	.506	6.398	.000	31.523	54.223	.981	1.020
	X49	40.290	6.923	.483	5.819	.000	28.563	52.017	.890	1.124
	Dummy1	83.438	16.989	.389	4.911	.000	54.660	112.216	.977	1.023
5	(Constant)	-549.117	28.477		-19.283	.000	-597.400	-500.834		
	X5	30.657	2.970	.419	10.322	.000	25.621	35.693	.872	1.147
	X53	43.571	3.244	.514	13.429	.000	38.070	49.072	.980	1.020
	X49	40.383	3.352	.484	12.049	.000	34.700	46.065	.890	1.124
	Dummy1	84.846	8.226	.396	10.315	.000	70.900	98.793	.977	1.024
	Dummy2	69.047	6.721	.394	10.274	.000	57.652	80.443	.978	1.022

a. Dependent Variable: Y5xY6xY3xY4

Scatterplot



Lampiran 11: Hasil Regresi Linier Berganda (Dengan Variabel Dummy)
pada Organisasi Baru untuk Kinerja Y_{baru1}

Model Summary^f

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.740 ^a	.548	.536	3.66431	.548	44.832	1	37	.000	1.556
2	.827 ^b	.684	.666	3.10680	.136	15.471	1	36	.000	
3	.896 ^c	.804	.787	2.48339	.120	21.343	1	35	.000	
4	.943 ^d	.889	.876	1.89015	.086	26.418	1	34	.000	
5	.977 ^e	.954	.947	1.23866	.064	46.171	1	33	.000	

a. Predictors: (Constant), X3

b. Predictors: (Constant), X3, X45

c. Predictors: (Constant), X3, X45, Dummy1

d. Predictors: (Constant), X3, X45, Dummy1, X35

e. Predictors: (Constant), X3, X45, Dummy1, X35, Dummy2

f. Dependent Variable: Y2xY1

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions					
				(Constant)	X3	X45	Dummy1	X35	Dummy2
1	1	1.973	1.000	.01	.01				
	2	.027	8.587	.99	.99				
2	1	2.940	1.000	.00	.01	.01			
	2	.035	9.201	.01	.56	.80			
	3	.025	10.773	.98	.44	.20			
3	1	3.899	1.000	.00	.00	.00	.00		
	2	.052	8.678	.02	.19	.20	.39		
	3	.035	10.603	.00	.63	.73	.00		
	4	.014	16.630	.98	.18	.07	.61		
4	1	4.844	1.000	.00	.00	.00	.00	.00	
	2	.057	9.198	.00	.09	.19	.00	.76	
	3	.051	9.773	.02	.12	.08	.45	.16	
	4	.034	11.876	.00	.66	.67	.00	.02	
	5	.014	18.904	.98	.13	.06	.55	.05	
5	1	5.805	1.000	.00	.00	.00	.00	.00	.00
	2	.057	10.064	.00	.05	.14	.00	.87	.01
	3	.056	10.205	.01	.20	.16	.18	.07	.13
	4	.038	12.427	.00	.01	.00	.48	.00	.51
	5	.034	13.005	.00	.64	.68	.00	.02	.00
	6	.010	24.037	.99	.11	.02	.34	.03	.35

a. Dependent Variable: Y2xY1

Lampiran 11: (Sambungan)

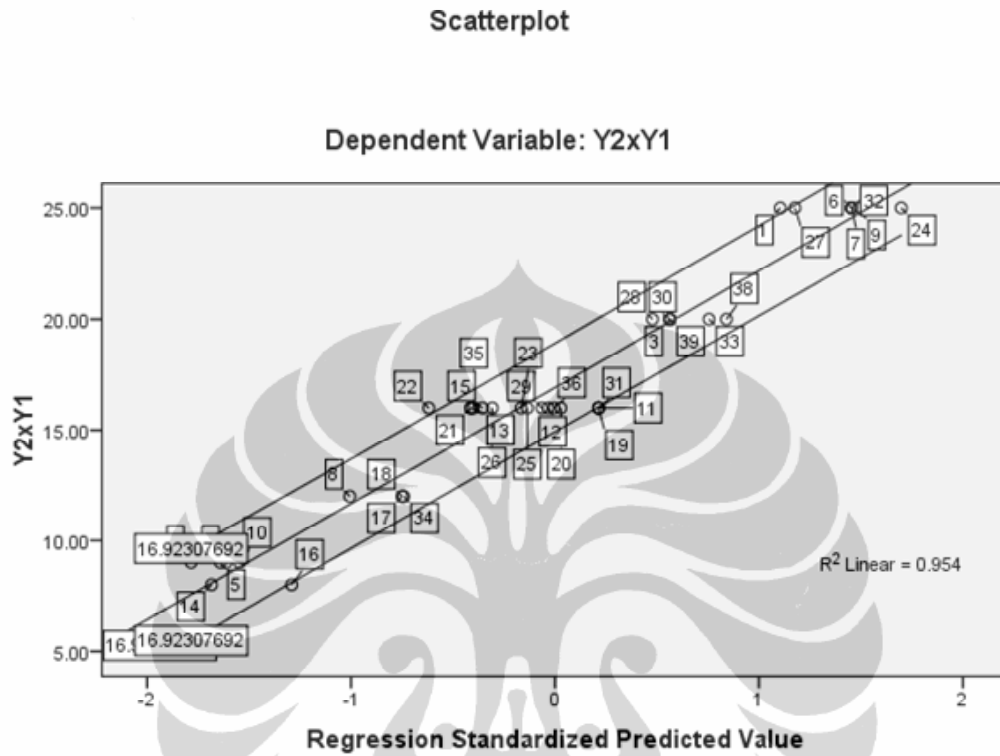
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	601.964	1	601.964	44.832	.000 ^a
	Residual	496.806	37	13.427		
	Total	1098.769	38			
2	Regression	751.289	2	375.645	38.918	.000 ^b
	Residual	347.480	36	9.652		
	Total	1098.769	38			
3	Regression	882.916	3	294.305	47.721	.000 ^c
	Residual	215.853	35	6.167		
	Total	1098.769	38			
4	Regression	977.298	4	244.325	68.387	.000 ^d
	Residual	121.471	34	3.573		
	Total	1098.769	38			
5	Regression	1048.138	5	209.628	136.629	.000 ^e
	Residual	50.631	33	1.534		
	Total	1098.769	38			

- a. Predictors: (Constant), X3
 b. Predictors: (Constant), X3, X45
 c. Predictors: (Constant), X3, X45, Dummy1
 d. Predictors: (Constant), X3, X45, Dummy1, X35
 e. Predictors: (Constant), X3, X45, Dummy1, X35, Dummy2
 f. Dependent Variable: Y2xY1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	2.542	2.508		1.014	.317	-2.519	7.603		
	X3	3.608	.620	.668	5.823	.000	2.357	4.858	1.000	1.000
2	(Constant)	-3.481	2.568		-1.356	.183	-8.666	1.705		
	X3	2.733	.565	.506	4.835	.000	1.591	3.874	.863	1.159
	X45	2.435	.582	.438	4.181	.000	1.259	3.611	.863	1.159
3	(Constant)	-8.107	2.528		-3.207	.003	-13.217	-2.997		
	X3	2.453	.495	.454	4.960	.000	1.453	3.453	.844	1.185
	X45	2.226	.507	.400	4.390	.000	1.201	3.250	.853	1.172
	X35	1.713	.446	.332	3.838	.000	.811	2.615	.950	1.053
4	(Constant)	-20.480	2.763		-7.412	.000	-26.069	-14.891		
	X3	2.674	.363	.495	7.372	.000	1.940	3.407	.836	1.197
	X45	2.277	.370	.409	6.156	.000	1.529	3.026	.852	1.173
	X35	2.152	.334	.417	6.450	.000	1.477	2.827	.904	1.106
	Dummy1	4.706	.783	.384	6.013	.000	3.123	6.289	.926	1.080
5	(Constant)	-28.227	1.923		-14.675	.000	-32.121	-24.333		
	X3	3.028	.224	.561	13.495	.000	2.574	3.482	.805	1.242
	X45	2.064	.226	.371	9.128	.000	1.606	2.522	.841	1.189
	X35	2.139	.203	.414	10.559	.000	1.729	2.550	.904	1.106
	Dummy1	4.758	.475	.388	10.013	.000	3.796	5.720	.926	1.080
	Dummy2	3.605	.438	.313	8.234	.000	2.719	4.491	.961	1.041

a. Dependent Variable: Y2xY1



Lampiran 12: Hasil Regresi Linier Berganda (Dengan Variabel Dummy)
pada Organisasi Lama untuk Kinerja Y_{baru1}

Model Summary^f

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.722 ^a	.521	.511	4.44408	.521	50.101	1	46	.000	2.338
2	.826 ^b	.682	.668	3.65999	.161	22.821	1	45	.000	
3	.888 ^c	.789	.774	3.01807	.106	22.178	1	44	.000	
4	.935 ^d	.874	.862	2.36071	.085	28.916	1	43	.000	
5	.957 ^e	.916	.905	1.95352	.042	20.794	1	42	.000	

a. Predictors: (Constant), X24

b. Predictors: (Constant), X24, Dummy1

c. Predictors: (Constant), X24, Dummy1, X12

d. Predictors: (Constant), X24, Dummy1, X12, Dummy2

e. Predictors: (Constant), X24, Dummy1, X12, Dummy2, X33

f. Dependent Variable: Y1xY2

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions					
				(Constant)	X24	Dummy1	X12	Dummy2	X33
1	1	1.964	1.000	.02	.02				
	2	.036	7.354	.98	.98				
2	1	2.917	1.000	.00	.01	.01			
	2	.066	6.643	.01	.62	.27			
	3	.017	13.242	.99	.37	.72			
3	1	3.833	1.000	.00	.00	.00	.01		
	2	.094	6.375	.02	.01	.17	.61		
	3	.056	8.252	.00	.74	.11	.35		
	4	.016	15.355	.98	.25	.72	.03		
4	1	4.790	1.000	.00	.00	.00	.00	.00	
	2	.105	6.769	.01	.03	.08	.59	.04	
	3	.056	9.223	.00	.74	.10	.36	.00	
	4	.039	11.119	.00	.09	.47	.01	.47	
	5	.010	21.519	.99	.14	.35	.04	.49	
5	1	5.708	1.000	.00	.00	.00	.00	.00	.00
	2	.118	6.967	.00	.04	.03	.50	.01	.17
	3	.070	9.038	.01	.01	.08	.10	.07	.78
	4	.056	10.071	.00	.74	.11	.35	.00	.00
	5	.039	12.145	.00	.09	.48	.01	.45	.00
	6	.010	23.961	.99	.12	.30	.04	.46	.04

a. Dependent Variable: Y1xY2

Lampiran 12: (Sambungan)

ANOVA^f

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	989.486	1	989.486	50.101	.000 ^a
	Residual	908.493	46	19.750		
	Total	1897.979	47			
2	Regression	1295.180	2	647.590	48.344	.000 ^b
	Residual	602.800	45	13.396		
	Total	1897.979	47			
3	Regression	1497.193	3	499.064	54.789	.000 ^c
	Residual	400.786	44	9.109		
	Total	1897.979	47			
4	Regression	1658.342	4	414.585	74.392	.000 ^d
	Residual	239.638	43	5.573		
	Total	1897.979	47			
5	Regression	1737.697	5	347.539	91.069	.000 ^e
	Residual	160.282	42	3.816		
	Total	1897.979	47			

a. Predictors: (Constant), X24

b. Predictors: (Constant), X24, Dummy1

c. Predictors: (Constant), X24, Dummy1, X12

d. Predictors: (Constant), X24, Dummy1, X12, Dummy2

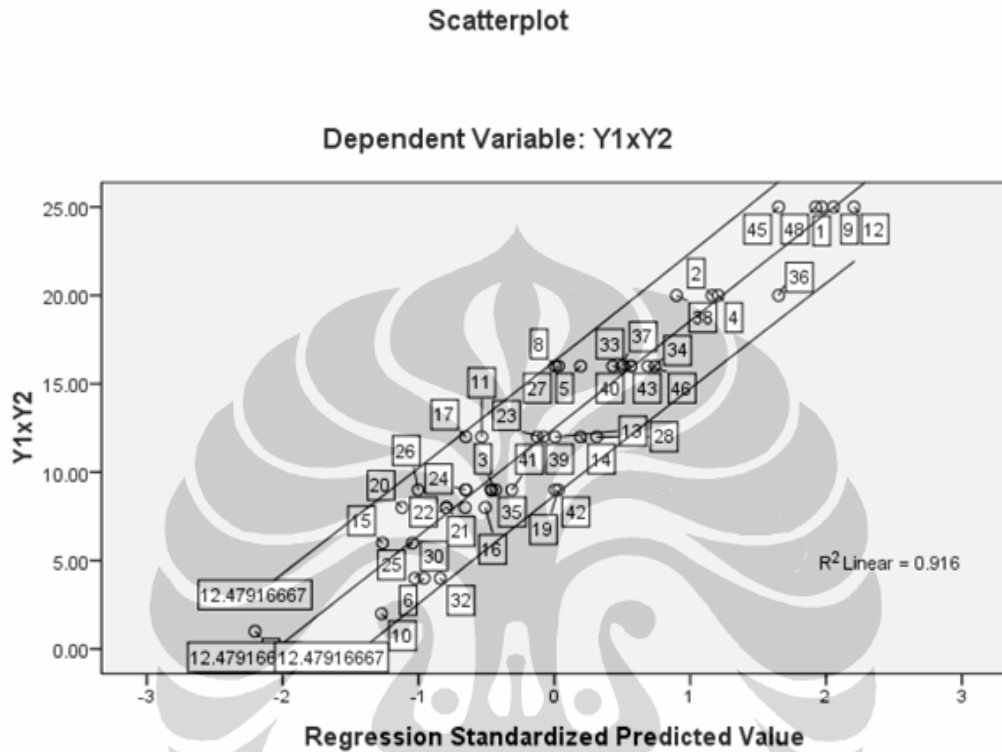
e. Predictors: (Constant), X24, Dummy1, X12, Dummy2, X33

f. Dependent Variable: Y1xY2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	-3.908	2.402		-1.627	.111	-8.743	.928		
	X24	4.495	.635	.722	7.078	.000	3.216	5.773	1.000	1.000
2	(Constant)	-16.558	3.306		-5.009	.000	-23.216	-9.900		
	X24	4.777	.526	.767	9.077	.000	3.717	5.837	.987	1.013
	Dummy1	5.872	1.229	.404	4.777	.000	3.396	8.348	.987	1.013
3	(Constant)	-20.094	2.827		-7.107	.000	-25.792	-14.396		
	X24	4.035	.462	.648	8.738	.000	3.104	4.965	.872	1.146
	Dummy1	5.993	1.014	.412	5.911	.000	3.950	8.037	.987	1.013
	X12	1.767	.375	.348	4.709	.000	1.011	2.524	.880	1.136
4	(Constant)	-30.235	2.906		-10.403	.000	-36.096	-24.373		
	X24	4.063	.361	.653	11.250	.000	3.335	4.792	.872	1.147
	Dummy1	6.004	.793	.413	7.571	.000	4.405	7.604	.987	1.013
	X12	1.851	.294	.364	6.297	.000	1.258	2.444	.878	1.140
	Dummy2	4.815	.895	.292	5.377	.000	3.009	6.621	.996	1.004
5	(Constant)	-33.300	2.497		-13.335	.000	-38.339	-28.260		
	X24	3.996	.299	.642	13.354	.000	3.392	4.600	.870	1.149
	Dummy1	5.660	.661	.389	8.568	.000	4.327	6.993	.974	1.027
	X12	1.862	.243	.366	7.655	.000	1.371	2.353	.877	1.140
	Dummy2	4.744	.741	.288	6.401	.000	3.248	6.239	.996	1.004
	X33	1.143	.251	.206	4.560	.000	.637	1.649	.985	1.015

a. Dependent Variable: Y1xY2



Lampiran 13: Hasil Regresi Linier Berganda (Dengan Variabel Dummy)
pada Organisasi Lama untuk Kinerja Y_{baru2}

Model Summary^f

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.825 ^a	.680	.670	30.97804	.680	68.060	1	32	.000	
2	.966 ^b	.933	.929	14.40520	.253	116.985	1	31	.000	2.373

a. Predictors: (Constant), X49

b. Predictors: (Constant), X49, Dummy1

c. Dependent Variable: Y3xY4xY5xY6

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X49	Dummy1
1	1	1.958	1.000	.02	.02	
	2	.042	6.837	.98	.98	
2	1	2.913	1.000	.00	.01	.01
	2	.062	6.863	.02	.79	.32
	3	.025	10.826	.98	.20	.68

a. Dependent Variable: Y3xY4xY5xY6

ANOVA^c

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	65313.438	1	65313.438	68.060	.000 ^a
	Residual	30708.444	32	959.639		
	Total	96021.882	33			
2	Regression	89589.076	2	44794.538	215.867	.000 ^b
	Residual	6432.806	31	207.510		
	Total	96021.882	33			

a. Predictors: (Constant), X49

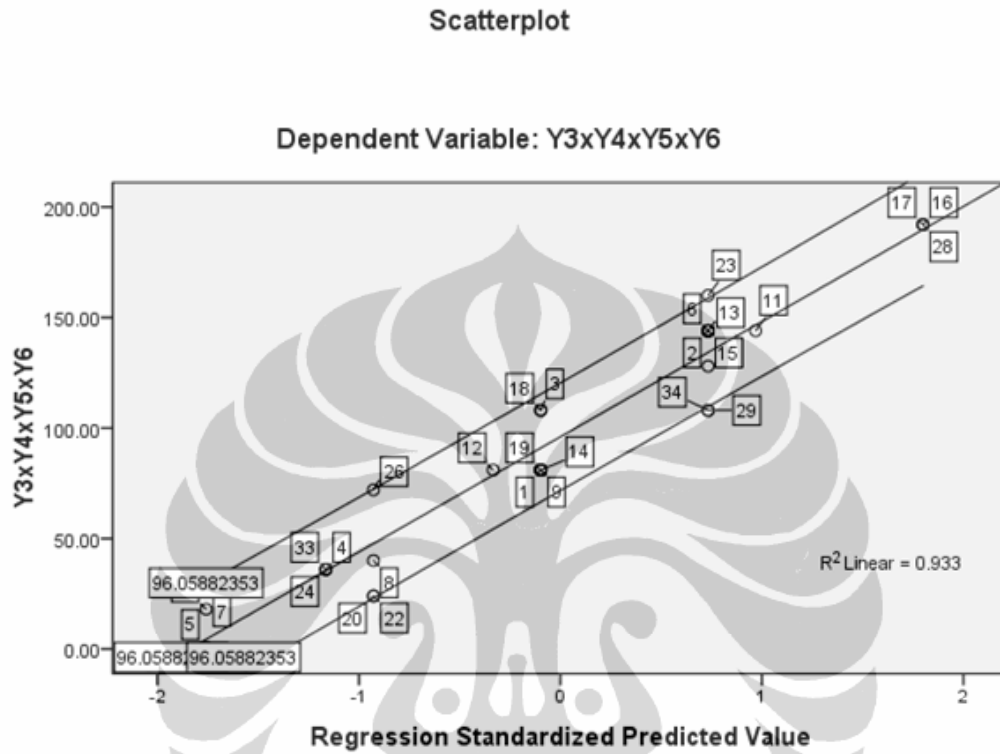
b. Predictors: (Constant), X49, Dummy1

c. Dependent Variable: Y3xY4xY5xY6

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	90.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	-50.564	18.550		-2.726	.010	-81.985	-19.143		
	X49	47.030	5.701	.825	8.250	.000	37.374	56.686	1.000	1.000
2	(Constant)	-149.949	12.603		-11.898	.000	-171.318	-128.580		
	X49	43.267	2.674	.759	16.183	.000	38.734	47.800	.983	1.017
	Dummy1	55.558	5.137	.507	10.816	.000	46.849	64.268	.983	1.017

a. Dependent Variable: Y3xY4xY5xY6



Lampiran 14: Reliabilitas Analisis pada Organisasi Baru untuk Kinerja Y_{baru1}

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.783	.811	5

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
X3	15.8462	6.976	.588	.630	.733
X35	16.0000	7.632	.352	.341	.824
X45	15.8974	7.305	.489	.441	.769
Y1	15.7692	6.603	.805	.705	.663
Y2	15.6667	7.912	.725	.557	.718

Lampiran 15: Reliabilitas Analisis pada Organisasi Baru untuk Kinerja Y_{baru2}

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.782	.793	7

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
X5	19.2973	15.270	.506	.445	.757
X49	19.0000	16.556	.442	.507	.768
X53	18.8378	17.695	.307	.458	.793
Y3	19.0270	15.527	.635	.457	.729
Y4	18.7027	17.715	.518	.395	.758
Y5	19.2703	16.314	.464	.462	.764
Y6	19.0000	15.167	.770	.727	.706

Lampiran 16: Reliabilitas Analisis pada Organisasi
Lama untuk Kinerja Y_{baru2}

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.831	.837	5

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
X49	12.1765	5.422	.829	.715	.732
Y3	12.2647	6.988	.601	.507	.806
Y4	12.0000	6.848	.640	.554	.796
Y5	12.3824	7.092	.432	.391	.858
Y6	12.3529	6.902	.710	.608	.781

Lampiran 17: Reliabilitas Analisis pada Organisasi
Lama untuk Kinerja Y_{baru1}

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.744	.759	5

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
X12	14.1042	9.670	.454	.375	.724
X24	13.8542	9.914	.593	.603	.669
X33	13.9167	12.418	.128	.164	.832
Y1	14.1458	8.553	.797	.663	.583
Y2	13.9792	9.723	.704	.575	.636