

LAMPIRAN

KUESIONER PENELITIAN

Petunjuk Pengisian : jawablah pertanyaan atau pernyataan berikut ini, pada pilihan jawaban yang telah disediakan dengan cara memberikan tanda silang (X).

1. Jenis Kelamin : 1). Laki-laki
2). Perempuan
2. Usia :
3. Masa Kerja :
4. Pendidikan :

Kami mohon kesediaan Bapak/Ibu/Sdr/Sdri untuk menjawab pertanyaan-pertanyaan berikut ini. Masing-masing pertanyaan disediakan 5 alternatif jawaban.

Petunjuk pengisian : anda diminta untuk memilih salah satu jawaban dengan memberi tanda silang (x) pada kotak yang tersedia.

Respon	Skor
Sangat setuju (SS)	5
Setuju (S)	4
Cukup Setuju (CS)	3
Tidak setuju (TS)	2
Sangat tidak setuju (STS)	1

KUESIONER SELF-EFFICACY

No	Pernyataan	Skala				
		STS	TS	CS	S	SS
1.	Atasan sering memberikan penghargaan kepada saya					
2.	Reward (penghargaan) yang saya peroleh adalah hasil dari usaha dan kerja keras saya					
3.	Saya termotivasi jika melihat rekan kerja yang berhasil menjadi meraih sukses.					
4.	Saya yakin memiliki kemampuan untuk mencapai kesuksesan seperti rekan kerja yang lainnya.					
5.	Atasan selalu memberikan dorongan dan arahan untuk dapat menyelesaikan tugas yang diberikan					
6.	Rekan kerja selalu meyakinkan saya untuk meraih keberhasilan dalam melaksanakan tugas.					

KUESIONER KOMITMEN NORMATIF

No	Pernyataan	Skala				
		STS	TS	CS	S	SS
1.	Saya tetap percaya dan loyal kepada satu organisasi yaitu Polres Sleman					
2.	Polres Sleman telah banyak berjasa bagi kehidupan sosial dan ekonomi saya					
3.	Polres Sleman layak mendapatkan kesetiaan saya.					

4.	Saya merasa memiliki kewajiban untuk tetap menjadi anggota Polres Sleman untuk alasan moral					
5.	Saat ini tetap bekerja di Polres Sleman merupakan kebutuhan sekaligus juga keinginan saya					
6.	Banyak hal dalam kehidupan akan terganggu jika saya memutuskan ingin mengundurkan diri dari Polres Sleman					

KUESIONER BUDAYA ORGANISASI

No	Pernyataan	Skala				
		STS	TS	CS	S	SS
1.	Di Polres Sleman saya didorong untuk menciptakan ide-ide yang inovatif dalam pekerjaan					
2.	Di Polres Sleman saya didorong untuk memiliki inisiatif dalam mengerjakan tugas pekerjaan					
3.	Di Polres Sleman saya dituntut untuk menyelesaikan pekerjaan dengan akurat					
4.	Di Polres Sleman saya dituntut untuk memperhatikan hal detail dalam pekerjaan					
5.	Di Polres Sleman saya bekerja dengan menekankan pada hasil yang optimal					
6.	Di Polres Sleman saya berusaha meningkatkan efektivitas cara bekerja guna memperoleh hasil yang optimal					

7.	Di Polres Sleman saya mengerjakan pekerjaan dengan sungguh-sungguh					
8.	Di Polres Sleman saya mengisi jam kerja untuk menyelesaikan pekerjaan yang sudah ditugaskan					
9.	Di Polres Sleman saya berusaha menjalin kerjasama dengan anggota satuan kerja lain untuk meningkatkan hasil yang terbaik					
10.	Di Polres Sleman saya berusaha untuk menolong sesama anggota satuan kerja maupun satuan kerja lainnya bila ada yang mengalami kesulitan					
11.	Di Polres Sleman saya tidak puas dengan satu tugas, sehingga tertantang dengan tugas berikutnya					
12.	Di Polres Sleman saya menyelesaikan tugas dengan cepat agar mendapatkan tugas lain yang lebih menantang					
13.	Saya merasa nyaman dengan kondisi Polres Sleman yang ada saat ini					
14.	Polres Sleman memiliki strategi yang jelas untuk masa depan karir anggota					

KUESIONER KESIAPAN ORGANISASI UNTUK BERUBAH

No	Pernyataan	Skala				
		STS	TS	CS	S	SS
1.	Saya berkomitmen untuk mengimplementasikan penggunaan e-Manajemen Penyidikan					

2.	Saya mampu menjalankan penggunaan e-Manajemen Penyidikan Polres Sleman secara progresif.					
3.	Saya akan berusaha maksimal untuk mengimplementasikan penggunaan e-Manajemen Penyidikan.					
4.	Saya bertekad untuk menerapkan proses penggunaan e-Manajemen Penyidikan.					
5.	Saya ingin mengimplementasikan penggunaan e-Manajemen Penyidikan dengan baik					
6.	Saya percaya bahwa Polres Sleman dapat memfasilitasi proses penggunaan e-Manajemen Penyidikan yang efektif					
7.	Saya yakin dapat menjalankan penggunaan e-Manajemen Penyidikan secara konsisten.					
8.	Saya percaya dapat mengatasi tantangan yang makin meningkat saat penerapan penggunaan e-Manajemen Penyidikan.					
9.	Saya percaya bahwa seluruh rekan kerja saya dapat saling berkoordinasi sehingga proses penerapan penggunaan e-Manajemen Penyidikan berjalan lancar.					
10.	Saya termotivasi untuk menerapkan proses penggunaan e-Manajemen Penyidikan.					

LAMPIRAN DATA PENELITIAN

1. Karakteristik Responden dan Self Efficacy

No	JK	Usia	Masa Kerja	Pendidikan	SE1	SE2	SE3	SE4	SE5	SE6	SE
1	L	27	10	SMA	4	5	4	2	2	4	21
2	L	30	11	S1	5	5	4	5	5	5	29
3	L	28	9	SMA	3	4	4	3	3	4	21
4	P	37	16	SMA	5	5	5	5	5	5	30
5	L	36	16	SMA	5	5	4	5	5	5	29
6	L	35	16	SMA	4	5	4	5	4	5	27
7	L	29	11	SMA	3	4	2	3	3	3	18
8	L	40	18	SMA	3	3	3	3	3	3	18
9	L	35	16	SMA	3	4	3	3	3	4	20
10	L	37	16	SMA	5	5	5	5	5	5	30
11	L	35	14	SMA	3	4	2	3	3	4	19
12	L	27	10	SMA	2	5	4	3	3	4	21
13	P	34	14	S1	4	4	3	3	3	4	21
14	L	36	14	SMA	3	4	3	3	3	4	20
15	L	42	20	SMA	5	5	4	5	1	5	25
16	L	38	16	S1	5	5	4	5	5	5	29
17	L	30	11	SMA	2	5	4	3	3	4	21
18	L	34	14	S1	5	5	4	4	4	5	27
19	L	32	11	SMA	3	4	4	3	3	4	21
20	L	36	17	SMA	3	3	3	3	3	3	18
21	L	34	14	SMA	5	5	4	5	5	5	29
22	L	33	16	S1	3	4	4	3	4	3	21
23	P	30	13	S1	3	3	3	3	3	3	18
24	L	34	15	SMA	5	5	5	5	5	5	30
25	L	35	14	SMA	3	3	3	3	3	3	18
26	L	40	18	S1	5	5	5	5	5	5	30
27	L	20	3	S1	2	5	4	3	4	4	22
28	L	32	14	SMA	3	3	3	3	3	3	18
29	L	35	15	S1	4	4	4	4	2	4	22
30	P	33	12	SMA	5	5	5	4	4	5	28
31	L	40	20	SMA	3	4	4	3	4	4	22
32	L	28	9	SMA	5	5	4	4	4	5	27
33	L	36	16	SMA	5	5	5	5	5	5	30
34	L	38	16	S1	5	5	4	5	5	5	29
35	L	32	11	SMA	5	5	3	3	3	4	23
36	L	38	16	SMA	5	5	5	5	5	5	30

37	L	30	11	S1	5	5	5	5	5	5	30
38	L	36	16	SMA	5	4	4	5	5	5	28
39	L	40	18	S1	5	5	5	5	5	5	30
40	L	36	17	SMA	3	3	2	2	2	3	15
41	L	37	17	SMA	5	5	3	3	3	4	23
42	L	37	16	SMA	5	5	5	5	5	5	30
43	L	37	15	S1	5	5	5	5	5	5	30
44	L	28	9	SMA	5	5	3	4	4	5	26
45	L	35	16	SMA	5	5	4	4	4	5	27
46	L	40	18	SMA	3	4	2	3	2	4	18
47	L	30	11	SMA	4	4	4	4	3	4	23
48	L	34	15	SMA	5	5	5	5	5	5	30
49	L	35	16	SMA	3	3	3	3	3	4	19
50	L	31	10	SMA	4	4	5	4	4	5	26
51	L	37	17	SMA	4	4	4	4	2	5	23
52	L	37	18	SMA	3	3	3	3	3	3	18
53	L	35	14	SMA	4	3	2	2	2	5	18
54	L	36	16	SMA	5	5	5	5	3	5	28
55	L	33	15	S1	4	4	4	4	3	4	23
56	L	39	15	SMA	5	5	4	4	4	5	27
57	L	32	14	SMA	3	3	2	2	2	3	15
58	L	42	20	SMA	3	5	4	4	3	4	23
59	L	42	19	SMA	3	4	2	3	1	3	16
60	P	30	13	S1	3	3	3	3	3	3	18
61	L	37	16	SMA	5	5	5	5	5	5	30
62	P	34	14	S1	5	5	3	4	4	5	26
63	L	33	15	S1	3	4	4	3	3	3	20
64	L	32	11	S1	4	4	4	4	3	4	23
65	L	40	20	SMA	3	4	4	3	3	3	20
66	L	34	15	SMA	5	4	4	5	4	5	27
67	L	57	36	SMA	5	5	4	4	1	5	24
68	L	36	14	SMA	4	3	2	2	2	5	18
69	L	32	11	SMA	4	4	4	4	4	4	24
70	L	39	15	SMA	3	3	2	2	2	3	15
71	L	40	18	SMA	3	4	2	3	3	3	18
72	P	34	14	S1	4	4	4	4	4	4	24
73	P	33	12	SMA	4	5	4	5	5	5	28
74	L	31	10	SMA	5	5	5	4	3	5	27
75	L	34	14	S1	5	4	4	5	5	5	28
76	L	32	14	SMA	3	3	3	3	3	4	19
77	L	30	11	SMA	3	5	4	4	4	4	24

78	L	29	11	SMA	3	4	2	3	3	3	18
79	L	42	19	SMA	3	3	3	3	1	3	16
80	L	37	17	SMA	4	4	4	4	4	4	24
81	L	37	16	SMA	5	5	5	5	5	5	30
82	L	37	16	SMA	5	5	5	5	5	5	30
83	L	34	14	S1	4	5	4	5	4	5	27
84	L	28	9	SMA	4	4	4	4	4	4	24
85	L	31	10	SMA	4	4	5	4	4	5	26
86	L	28	9	SMA	4	5	4	5	5	5	28
87	L	32	11	SMA	4	4	4	4	4	4	24
88	L	37	15	S1	5	5	5	5	3	5	28
89	L	35	16	SMA	4	5	4	5	5	5	28
90	L	33	15	S1	3	4	4	4	1	4	20
91	L	43	22	S1	5	5	3	3	1	4	21
92	L	36	16	SMA	5	5	5	5	3	5	28
93	L	36	16	S1	4	5	4	2	2	4	21
94	L	32	11	SMA	4	5	3	4	3	5	24
95	L	31	12	SMA	4	4	4	4	4	4	24
96	L	37	18	SMA	3	4	2	3	1	3	16
97	L	35	16	SMA	3	4	3	3	4	4	21
98	L	34	14	SMA	5	5	5	5	3	5	28
99	L	28	9	SMA	5	5	5	4	4	5	28
100	L	36	16	S1	3	5	1	3	3	4	19
101	L	33	16	S1	4	4	4	4	4	4	24
102	L	36	17	SMA	4	5	1	1	1	4	16
103	L	36	16	S1	4	5	4	2	2	4	21
104	L	37	16	SMA	5	5	5	5	5	5	30
105	L	37	15	S1	3	5	1	3	3	4	19
106	P	30	13	S1	4	5	4	2	1	4	20
107	L	36	18	SMA	4	4	3	3	3	4	21
108	L	29	11	SMA	3	4	2	3	3	4	19
109	L	42	19	SMA	4	4	4	4	4	4	24
110	L	43	22	S1	4	5	4	2	2	4	21
111	P	37	16	SMA	5	5	5	5	5	5	30
112	L	31	12	SMA	4	4	4	4	4	4	24
113	L	32	11	S1	4	5	4	4	4	4	25
114	L	36	18	SMA	4	5	4	2	1	4	20
115	L	42	20	SMA	5	5	4	5	1	5	25
116	L	34	15	SMA	5	5	5	5	5	5	30
117	L	42	19	SMA	3	5	1	3	1	4	17
118	L	37	15	S1	3	4	3	3	3	4	20

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79	4	4	4	4	4	5	4	4	4	4	4	5	4	5	59
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81	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70
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89	5	5	4	5	5	5	5	5	4	5	5	5	5	5	68
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112	5	5	2	5	5	5	5	5	2	5	5	5	5	5	64

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114	5	4	4	1	1	5	5	4	4	1	1	5	1	5	46
115	5	4	4	4	4	5	5	4	4	4	4	5	4	5	61
116	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
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118	5	4	4	1	1	5	5	4	4	1	1	5	1	5	46
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121	5	5	5	4	4	5	5	5	5	4	4	5	4	5	65
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3. Komitmen Normatif

No	KN1	KN2	KN3	KN4	KN5	KN6	KN
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87	4	4	5	4	4	4	25
88	4	4	5	5	5	5	28
89	4	4	5	5	5	5	28
90	3	3	4	4	4	4	22
91	3	3	4	4	4	4	22
92	4	4	5	5	5	5	28
93	3	3	4	4	4	4	22
94	4	4	5	4	4	4	25
95	4	4	4	4	4	5	25
96	4	4	4	4	4	4	24
97	3	3	4	4	4	4	22
98	4	4	5	5	5	5	28
99	4	4	5	5	5	5	28
100	4	4	4	3	3	4	22
101	4	4	5	4	4	4	25
102	4	4	4	4	4	4	24
103	3	3	4	4	4	4	22
104	5	5	5	5	5	5	30
105	4	4	3	3	3	4	21
106	4	4	4	3	3	4	22

59	2	3	3	1	3	5	3	3	3	3	29
60	3	4	3	3	3	4	4	3	4	4	35
61	5	5	5	5	5	5	5	5	5	5	50
62	4	5	4	4	4	4	4	4	4	4	41
63	4	3	4	4	4	4	4	4	4	4	39
64	3	5	4	4	3	4	4	4	4	5	40
65	4	4	5	4	4	4	4	3	3	4	39
66	4	5	4	4	5	4	4	4	4	4	42
67	4	4	4	4	4	4	4	4	4	4	40
68	3	4	3	3	3	4	4	4	3	3	34
69	4	4	4	4	4	4	4	4	4	4	40
70	3	4	3	3	3	3	3	3	3	2	30
71	3	4	3	3	3	4	4	3	4	4	35
72	4	4	4	4	4	4	4	4	4	4	40
73	5	4	3	4	5	4	5	5	4	4	43
74	4	5	5	4	4	4	4	4	4	4	42
75	4	4	5	5	4	4	4	4	4	5	43
76	4	3	4	1	4	4	3	4	4	4	35
77	4	4	4	4	4	4	4	4	4	4	40
78	3	4	3	3	3	4	4	4	3	3	34
79	3	3	3	3	3	3	3	3	3	3	30
80	4	4	4	4	4	4	4	4	4	4	40
81	5	5	5	5	5	5	5	5	5	5	50
82	5	5	5	5	5	5	5	5	5	5	50
83	4	5	4	4	4	5	4	4	4	4	42
84	3	5	4	4	3	4	4	4	4	5	40
85	4	4	4	5	3	4	4	4	4	5	41
86	4	5	4	4	4	5	4	4	4	4	42
87	4	4	4	4	4	4	4	4	4	4	40
88	4	5	4	4	4	5	5	4	4	5	44
89	4	5	5	4	4	4	4	4	4	4	42
90	4	3	4	4	4	4	4	4	4	4	39
91	4	4	5	4	3	4	4	3	4	4	39
92	4	5	4	4	3	5	5	5	4	5	44
93	4	4	5	4	4	4	4	3	3	4	39
94	4	4	4	4	4	4	4	4	4	4	40
95	4	4	4	4	4	4	4	4	4	4	40
96	3	3	3	3	3	3	3	3	3	3	30
97	3	4	4	4	4	4	4	4	4	4	39
98	4	5	4	4	3	5	5	5	4	5	44
99	4	5	4	4	4	5	4	4	4	4	42

OUTPUT SPSS

Correlations

		Correlations				
		SE1	SE2	SE3	SE4	SE5
SE1	Pearson Correlation	1	.578**	.595**	.677**	.451**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	124	124	124	124	124
SE2	Pearson Correlation	.578**	1	.453**	.486**	.321**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	124	124	124	124	124
SE3	Pearson Correlation	.595**	.453**	1	.691**	.559**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	124	124	124	124	124
SE4	Pearson Correlation	.677**	.486**	.691**	1	.708**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	124	124	124	124	124
SE5	Pearson Correlation	.451**	.321**	.559**	.708**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	124	124	124	124	124
SE6	Pearson Correlation	.781**	.654**	.578**	.714**	.518**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	124	124	124	124	124
Self Efficacy	Pearson Correlation	.821**	.673**	.814**	.897**	.780**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	124	124	124	124	124

		Correlations	
		SE6	Self Efficacy
SE1	Pearson Correlation	.781**	.821**
	Sig. (2-tailed)	.000	.000
	N	124	124
SE2	Pearson Correlation	.654**	.673**
	Sig. (2-tailed)	.000	.000
	N	124	124
SE3	Pearson Correlation	.578**	.814**
	Sig. (2-tailed)	.000	.000
	N	124	124

	N	124	124	124	124	124	124	124
BO9	Pearson Correlation	.648**	1	.372**	.276**	.561**	.266**	.547**
	Sig. (2-tailed)	.000		.000	.002	.000	.003	.000
	N	124	124	124	124	124	124	124
BO10	Pearson Correlation	.591**	.372**	1	.824**	.537**	.814**	.523**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	124	124	124	124	124	124	124
BO11	Pearson Correlation	.494**	.276**	.824**	1	.469**	.991**	.456**
	Sig. (2-tailed)	.000	.002	.000		.000	.000	.000
	N	124	124	124	124	124	124	124
BO12	Pearson Correlation	.863**	.561**	.537**	.469**	1	.456**	.981**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	124	124	124	124	124	124	124
BO13	Pearson Correlation	.482**	.266**	.814**	.991**	.456**	1	.469**
	Sig. (2-tailed)	.000	.003	.000	.000	.000		.000
	N	124	124	124	124	124	124	124
BO14	Pearson Correlation	.845**	.547**	.523**	.456**	.981**	.469**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	124	124	124	124	124	124	124
Budaya Organisasi	Pearson Correlation	.870**	.665**	.820**	.789**	.857**	.785**	.851**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	124	124	124	124	124	124	124

Correlations

		Budaya Organisasi
BO1	Pearson Correlation	.868**
	Sig. (2-tailed)	.000
	N	124
BO2	Pearson Correlation	.874**
	Sig. (2-tailed)	.000
	N	124

BO3	Pearson Correlation	.673**
	Sig. (2-tailed)	.000
	N	124
BO4	Pearson Correlation	.827**
	Sig. (2-tailed)	.000
	N	124
BO5	Pearson Correlation	.795**
	Sig. (2-tailed)	.000
	N	124
BO6	Pearson Correlation	.858**
	Sig. (2-tailed)	.000
	N	124
BO7	Pearson Correlation	.867**
	Sig. (2-tailed)	.000
	N	124
BO8	Pearson Correlation	.870**
	Sig. (2-tailed)	.000
	N	124
BO9	Pearson Correlation	.665**
	Sig. (2-tailed)	.000
	N	124
BO10	Pearson Correlation	.820**
	Sig. (2-tailed)	.000
	N	124
BO11	Pearson Correlation	.789**
	Sig. (2-tailed)	.000
	N	124
BO12	Pearson Correlation	.857**
	Sig. (2-tailed)	.000
	N	124
BO13	Pearson Correlation	.785**
	Sig. (2-tailed)	.000
	N	124
BO14	Pearson Correlation	.851**
	Sig. (2-tailed)	.000
	N	124

Budaya Organisasi	Pearson Correlation	1
	Sig. (2-tailed)	
	N	124

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

Correlations

		KN1	KN2	KN3	KN4	KN5
KN1	Pearson Correlation	1	.882**	.501**	.511**	.510**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	124	124	124	124	124
KN2	Pearson Correlation	.882**	1	.545**	.509**	.508**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	124	124	124	124	124
KN3	Pearson Correlation	.501**	.545**	1	.835**	.816**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	124	124	124	124	124
KN4	Pearson Correlation	.511**	.509**	.835**	1	.980**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	124	124	124	124	124
KN5	Pearson Correlation	.510**	.508**	.816**	.980**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	124	124	124	124	124
KN6	Pearson Correlation	.492**	.536**	.694**	.763**	.741**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	124	124	124	124	124
Komitmen Normatif	Pearson Correlation	.754**	.768**	.873**	.920**	.912**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	124	124	124	124	124

		KN6	Komitmen Normatif
KN1	Pearson Correlation	.492**	.754**
	Sig. (2-tailed)	.000	.000
	N	124	124

KN2	Pearson Correlation	.536**	.768**
	Sig. (2-tailed)	.000	.000
	N	124	124
KN3	Pearson Correlation	.694**	.873**
	Sig. (2-tailed)	.000	.000
	N	124	124
KN4	Pearson Correlation	.763**	.920**
	Sig. (2-tailed)	.000	.000
	N	124	124
KN5	Pearson Correlation	.741**	.912**
	Sig. (2-tailed)	.000	.000
	N	124	124
KN6	Pearson Correlation	1	.834**
	Sig. (2-tailed)		.000
	N	124	124
Komitmen Normatif	Pearson Correlation	.834**	1
	Sig. (2-tailed)	.000	
	N	124	124

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

Correlations

Correlations

		KIB1	KIB2	KIB3	KIB4
KIB1	Pearson Correlation	1	.427**	.617**	.624**
	Sig. (2-tailed)		.000	.000	.000
	N	124	124	124	124
KIB2	Pearson Correlation	.427**	1	.575**	.624**
	Sig. (2-tailed)	.000		.000	.000
	N	124	124	124	124
KIB3	Pearson Correlation	.617**	.575**	1	.572**
	Sig. (2-tailed)	.000	.000		.000
	N	124	124	124	124
KIB4	Pearson Correlation	.624**	.624**	.572**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	124	124	124	124
KIB5	Pearson Correlation	.566**	.436**	.622**	.334**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124

KIB6	Pearson Correlation	.485**	.488**	.502**	.412**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124
KIB7	Pearson Correlation	.730**	.672**	.568**	.792**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124
KIB8	Pearson Correlation	.303**	.479**	.421**	.191*
	Sig. (2-tailed)	.001	.000	.000	.034
	N	124	124	124	124
KIB9	Pearson Correlation	.487**	.586**	.650**	.362**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124
KIB10	Pearson Correlation	.564**	.607**	.688**	.591**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124
Kesiapan Individu untuk Berubah	Pearson Correlation	.762**	.772**	.810**	.746**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124

Correlations

		KIB5	KIB6	KIB7	KIB8
KIB1	Pearson Correlation	.566**	.485**	.730**	.303**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	124	124	124	124
KIB2	Pearson Correlation	.436**	.488**	.672**	.479**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124
KIB3	Pearson Correlation	.622**	.502**	.568**	.421**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124
KIB4	Pearson Correlation	.334**	.412**	.792**	.191*
	Sig. (2-tailed)	.000	.000	.000	.034
	N	124	124	124	124
KIB5	Pearson Correlation	1	.339**	.426**	.678**
	Sig. (2-tailed)		.000	.000	.000
	N	124	124	124	124

KIB6	Pearson Correlation	.339**	1	.745**	.242**
	Sig. (2-tailed)	.000		.000	.007
	N	124	124	124	124
KIB7	Pearson Correlation	.426**	.745**	1	.330**
	Sig. (2-tailed)	.000	.000		.000
	N	124	124	124	124
KIB8	Pearson Correlation	.678**	.242**	.330**	1
	Sig. (2-tailed)	.000	.007	.000	
	N	124	124	124	124
KIB9	Pearson Correlation	.760**	.417**	.514**	.787**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124
KIB10	Pearson Correlation	.478**	.624**	.725**	.593**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124
Kesiapan Individu untuk Berubah	Pearson Correlation	.729**	.668**	.853**	.647**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	124	124	124	124

Correlations

		KIB9	KIB10	Kesiapan Individu untuk Berubah
KIB1	Pearson Correlation	.487**	.564**	.762**
	Sig. (2-tailed)	.000	.000	.000
	N	124	124	124
KIB2	Pearson Correlation	.586**	.607**	.772**
	Sig. (2-tailed)	.000	.000	.000
	N	124	124	124
KIB3	Pearson Correlation	.650**	.688**	.810**
	Sig. (2-tailed)	.000	.000	.000
	N	124	124	124
KIB4	Pearson Correlation	.362**	.591**	.746**
	Sig. (2-tailed)	.000	.000	.000
	N	124	124	124
KIB5	Pearson Correlation	.760**	.478**	.729**
	Sig. (2-tailed)	.000	.000	.000
	N	124	124	124

KIB6	Pearson Correlation	.417**	.624**	.668**
	Sig. (2-tailed)	.000	.000	.000
	N	124	124	124
KIB7	Pearson Correlation	.514**	.725**	.853**
	Sig. (2-tailed)	.000	.000	.000
	N	124	124	124
KIB8	Pearson Correlation	.787**	.593**	.647**
	Sig. (2-tailed)	.000	.000	.000
	N	124	124	124
KIB9	Pearson Correlation	1	.745**	.810**
	Sig. (2-tailed)		.000	.000
	N	124	124	124
KIB10	Pearson Correlation	.745**	1	.859**
	Sig. (2-tailed)	.000		.000
	N	124	124	124
Kesiapan Individu untuk Berubah	Pearson Correlation	.810**	.859**	1
	Sig. (2-tailed)	.000	.000	
	N	124	124	124

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	124	100.0
	Excluded ^a	0	.0
	Total	124	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.883	6

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	124	100.0
	Excluded ^a	0	.0
	Total	124	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.956	14

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	124	100.0
	Excluded ^a	0	.0
	Total	124	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.920	6

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	124	100.0
	Excluded ^a	0	.0
	Total	124	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.916	10

Regression**Variables Entered/Removed^a**

Model	Variables Entered	Variables Removed	Method
1	Budaya Organisasi, Self Efficacy ^b		Enter

a. Dependent Variable: Komitmen Normatif
b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.814 ^a	.663	.658	2.04383	1.776

a. Predictors: (Constant), Budaya Organisasi, Self Efficacy

b. Dependent Variable: Komitmen Normatif

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	995.941	2	497.971	119.211	.000 ^b
	Residual	505.446	121	4.177		
	Total	1501.387	123			

a. Dependent Variable: Komitmen Normatif

b. Predictors: (Constant), Budaya Organisasi, Self Efficacy

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.010	1.268		4.742	.000
	Self Efficacy	.307	.056	.395	5.428	.000
	Budaya Organisasi	.191	.028	.491	6.752	.000

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Self Efficacy	.526	1.900
	Budaya Organisasi	.526	1.900

a. Dependent Variable: Komitmen Normatif

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Self Efficacy	Budaya Organisasi
1	1	2.975	1.000	.00	.00	.00
	2	.017	13.052	.66	.47	.00
	3	.007	19.993	.34	.53	1.00

a. Dependent Variable: Komitmen Normatif

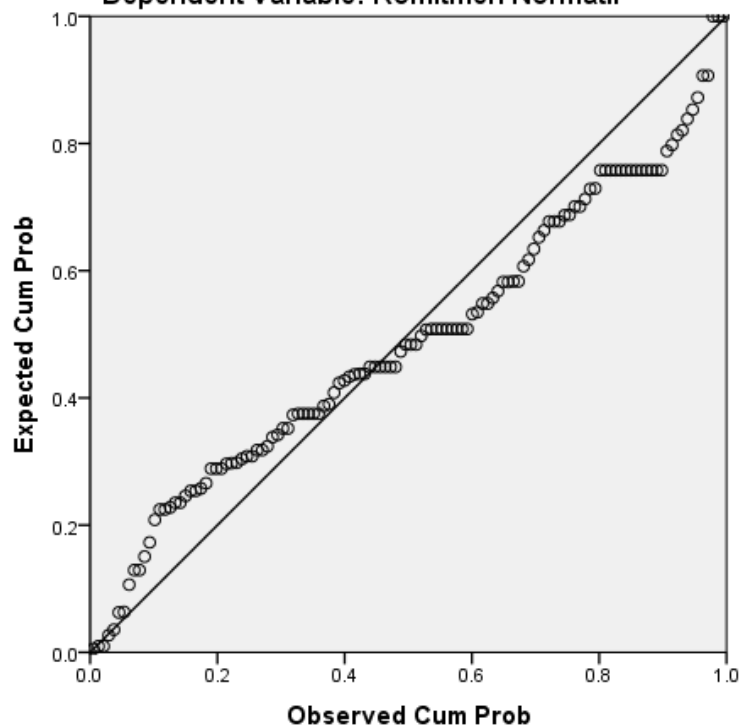
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	18.9329	28.5700	24.8548	2.84554	124
Std. Predicted Value	-2.081	1.306	.000	1.000	124
Standard Error of Predicted Value	.184	.835	.302	.099	124
Adjusted Predicted Value	18.9762	28.5841	24.8611	2.85010	124
Residual	-5.22487	10.45394	.00000	2.02714	124
Std. Residual	-2.556	5.115	.000	.992	124
Stud. Residual	-2.801	5.230	-.001	1.015	124
Deleted Residual	-6.27033	10.92950	-.00628	2.12260	124
Stud. Deleted Residual	-2.884	5.920	.006	1.065	124
Mahal. Distance	.004	19.516	1.984	2.426	124
Cook's Distance	.000	.523	.016	.064	124
Centered Leverage Value	.000	.159	.016	.020	124

a. Dependent Variable: Komitmen Normatif

Charts

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Komitmen Normatif



Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Komitmen Normatif, Self Efficacy, Budaya Organisasi ^b		Enter

a. Dependent Variable: Kesiapan Individu untuk Berubah

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.852 ^a	.726	.719	2.88187	1.871

a. Predictors: (Constant), Komitmen Normatif, Self Efficacy, Budaya Organisasi

b. Dependent Variable: Kesiapan Individu untuk Berubah

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2640.862	3	880.287	105.993	.000 ^b
	Residual	996.622	120	8.305		
	Total	3637.484	123			

a. Dependent Variable: Kesiapan Individu untuk Berubah

b. Predictors: (Constant), Komitmen Normatif, Self Efficacy, Budaya Organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.765	1.946		4.504	.000
	Self Efficacy	.563	.089	.466	6.340	.000
	Budaya Organisasi	.129	.047	.213	2.760	.007
	Komitmen Normatif	.402	.128	.258	3.137	.002

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Self Efficacy	.423	2.362
	Budaya Organisasi	.382	2.615
	Komitmen Normatif	.337	2.970

a. Dependent Variable: Kesiapan Individu untuk Berubah

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Self Efficacy	Budaya Organisasi
1	1	3.970	1.000	.00	.00	.00
	2	.018	15.056	.58	.35	.00
	3	.008	22.550	.37	.58	.46
	4	.005	29.347	.05	.07	.54

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions	
		(Constant)	Komitmen Normatif
1	1	.00	.00
	2	.00	.00
	3	.07	.07
	4	.93	.93

a. Dependent Variable: Kesiapan Individu untuk Berubah

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	30.4345	46.7573	39.9355	4.63362	124
Std. Predicted Value	-2.050	1.472	.000	1.000	124
Standard Error of Predicted Value	.259	1.469	.475	.206	124
Adjusted Predicted Value	30.5038	46.7214	39.9883	4.62585	124
Residual	-11.21637	3.84159	.00000	2.84651	124
Std. Residual	-3.892	1.333	.000	.988	124

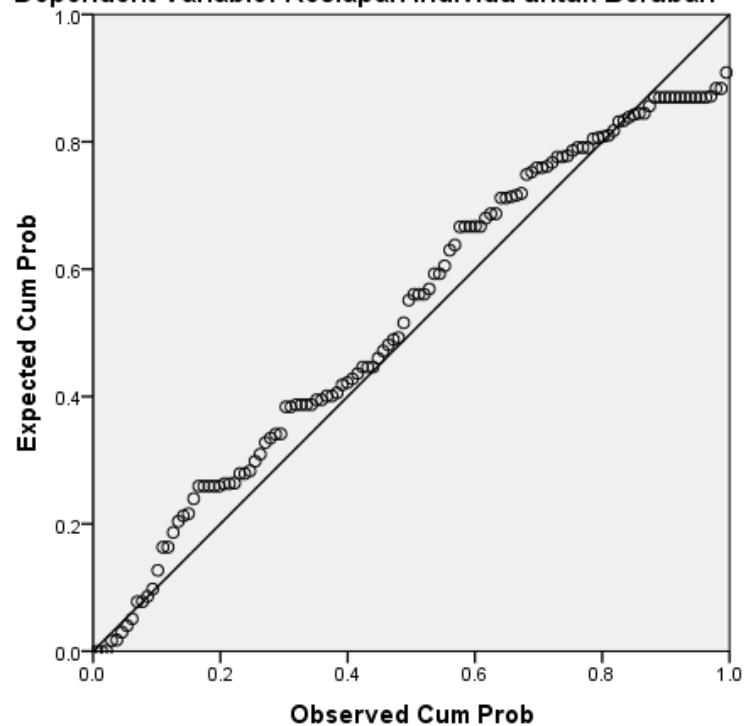
Stud. Residual	-4.104	1.372	-.009	1.029	124
Deleted Residual	-12.47346	4.07093	-.05282	3.09496	124
Stud. Deleted Residual	-4.408	1.377	-.016	1.055	124
Mahal. Distance	.005	30.954	2.976	4.503	124
Cook's Distance	.000	.950	.024	.106	124
Centered Leverage Value	.000	.252	.024	.037	124

a. Dependent Variable: Kesiapan Individu untuk Berubah

Charts

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kesiapan Individu untuk Berubah



Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Komitmen Normatif, Self Efficacy, Budaya Organisasi ^b		Enter

- a. Dependent Variable: Aba_Res
 b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.146 ^a	.021	-.003	1.81853

- a. Predictors: (Constant), Komitmen Normatif, Self Efficacy, Budaya Organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.591	3	2.864	.866	.461 ^b
	Residual	396.846	120	3.307		
	Total	405.437	123			

- a. Dependent Variable: Aba_Res
 b. Predictors: (Constant), Komitmen Normatif, Self Efficacy, Budaya Organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.995	1.228		3.253	.001
	Self Efficacy	-.012	.056	-.030	-.213	.832
	Budaya Organisasi	-.024	.030	-.120	-.823	.412
	Komitmen Normatif	-.002	.081	-.004	-.027	.978

- a. Dependent Variable: Aba_Res