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Lampiran 1. Kuesioner

KUESIONER

A. PENDAHULUAN

Assalamu'alaikum Warahmatullahi Wabarakatuh,
Yang terhormat Bapak/Ibu Responden,

Dengan hormat,
Saya yang bertanda tangan di bawah ini:
Nama : Aryo Kadman Amlianto
Program Studi : Magister Manajemen
Fakultas : Ekonomi dan Bisnis
Universitas : Muhammadiyah Bengkulu

Sedang melaksanakan penelitian tesis yang berjudul:

“Studi *Organizational Agility* pada Perumda Tirta Hidayah Kota Bengkulu: Peran Mediasi Budaya Organisasi dalam Hubungan *Leadership Agility* terhadap *Organizational Agility*.”

Penelitian ini bertujuan untuk mengkaji dan menganalisis sejauh mana kelincahan kepemimpinan dapat mempengaruhi kelincahan organisasi secara langsung maupun melalui budaya organisasi sebagai variabel mediasi.

Sehubungan dengan hal tersebut, Bapak/Ibu dimohon kesediaannya untuk mengisi kuesioner ini secara jujur, terbuka, dan sesuai dengan kondisi yang sebenarnya di lingkungan kerja Bapak/Ibu.

Seluruh data, informasi, dan jawaban yang diberikan dalam kuesioner ini akan dijaga kerahasiaannya, digunakan semata-mata untuk kepentingan penelitian akademik, dan tidak akan mempengaruhi kedudukan, penilaian kinerja, ataupun hak dan kewajiban Bapak/Ibu sebagai karyawan di Perumda Tirta Hidayah Kota Bengkulu.

Partisipasi Bapak/Ibu sangat berarti dan akan memberikan kontribusi yang besar bagi pengembangan ilmu pengetahuan, khususnya di bidang manajemen organisasi.

Atas perhatian, bantuan, dan kesediaan Bapak/Ibu untuk meluangkan waktu dalam pengisian kuesioner ini, saya ucapkan terima kasih yang sebesar-besarnya.

Wassalamu'alaikum Warahmatullahi Wabarakatuh.

Bengkulu, 08 Juli 2025
Peneliti,

Aryo Kadman Amlianto

B. IDENTITAS RESPONDEN**1. Jenis Kelamin**

- ☐ Laki-laki
☐ Perempuan

2. Usia

- ☐ < 25 Tahun
☐ 25–35 Tahun
☐ 36–45 Tahun
☐ > 45 Tahun

3. Pendidikan Terakhir

- ☐ SMA/SMK
☐ D3
☐ S1
☐ S2/S3

4. Lama Bekerja

- ☐ < 5 Tahun
☐ 5–10 Tahun
☐ 11–15 Tahun
☐ > 15 Tahun

C. PERNYATAAN PENELITIAN

Petunjuk:

Berikan penilaian sesuai pendapat Bapak/Ibu terhadap pernyataan di bawah ini:

Skala Keterangan

- 1 Sangat Tidak Setuju (STS)
 2 Tidak Setuju (TS)
 3 Netral (N)
 4 Setuju (S)
 5 Sangat Setuju (SS)

Variabel I: *Leadership Agility*

No.	Pernyataan	STS	TS	N	S	SS
1.	Atasan saya mampu menyesuaikan gaya kepemimpinannya sesuai dengan situasi dan kondisi yang berubah di lingkungan perusahaan.					

No.	Pernyataan	STS	TS	N	S	SS
2.	Pemimpin di unit kerja saya cepat beradaptasi ketika terjadi perubahan kebijakan atau prosedur operasional.					
3.	Atasan saya memberi kesempatan kepada staf untuk terlibat dalam pengambilan keputusan yang berkaitan dengan pekerjaan sehari-hari.					
4.	Pemimpin di tempat saya bekerja selalu mendorong layanan terbaik demi kepuasan pelanggan					
5.	Atasan saya mendorong tim untuk terus belajar dan meningkatkan kualitas pelayanan secara berkelanjutan.					
6.	Atasan saya membangun kerja sama yang baik antar bagian/unit dalam menyelesaikan masalah pelayanan air.					
7.	Pemimpin memberi kepercayaan dan dukungan agar pegawai dapat mengambil inisiatif dalam pekerjaan.					

Variabel II: Budaya Organisasi

No.	Pernyataan	STS	TS	N	S	SS
1.	Organisasi ini mendorong saya untuk mengambil risiko dalam berinovasi.					
2.	Organisasi memberikan perhatian besar terhadap detail dalam pekerjaan.					
3.	Organisasi fokus pada pencapaian hasil kerja yang maksimal.					
4.	Organisasi memperhatikan kebutuhan dan kesejahteraan saya.					
5.	Organisasi menekankan pentingnya kerja sama tim.					
6.	Organisasi memiliki sikap kompetitif dalam menghadapi pesaing.					
7.	Organisasi menjunjung tinggi kestabilan dalam proses kerjanya					

Variabel III: *Organizational Agility*

No.	Pernyataan	STS	TS	N	S	SS
1.	Organisasi mampu mengelola sumber daya secara fleksibel sesuai kebutuhan.					
2.	Organisasi mampu merespons perubahan pasar secara cepat.					
3.	Organisasi selalu menerapkan teknologi terbaru dalam operasionalnya.					
4.	Organisasi mampu mengelola keragaman budaya di lingkungan kerja.					
5.	Organisasi membangun hubungan bisnis yang kuat dengan mitra eksternal.					

Lampiran 2. Tabulasi Data *Leadership Agility*

RESPONDEN	LA1	LA2	LA3	LA4	LA5	LA6	LA7
1	4	4	4	3	3	4	4
2	3	3	3	3	3	3	3
3	4	4	4	4	4	4	4
4	4	4	3	4	3	3	3
5	3	4	3	4	3	4	4
6	3	3	3	3	3	3	4
7	3	4	3	4	4	4	4
8	4	4	4	4	4	5	5
9	4	4	4	4	4	5	5
10	4	4	4	4	4	5	5
11	3	3	2	3	3	3	3
12	2	3	2	3	2	3	3
13	4	4	4	4	4	4	4
14	4	4	4	4	4	4	4
15	4	4	4	5	4	5	5
16	4	4	4	4	4	4	4
17	4	4	4	4	4	4	4
18	3	3	3	3	3	3	3
19	2	3	3	3	2	3	3
20	4	4	4	4	4	4	4
21	4	4	4	5	4	5	5
22	3	4	3	4	3	3	4
23	3	3	3	3	3	3	3
24	2	3	3	3	3	3	3
25	4	4	4	4	4	4	4
26	1	1	2	3	2	3	3
27	3	3	3	3	3	3	3
28	3	3	3	3	2	3	3
29	4	4	4	4	4	4	4
30	4	5	4	5	4	5	5
31	4	4	4	4	4	4	4
32	4	4	4	4	4	4	4
33	4	3	3	3	3	3	3
34	4	3	3	4	3	3	3
35	4	3	3	3	4	3	3
36	4	3	4	4	3	4	3
37	5	4	5	4	4	5	5
38	4	3	4	4	3	4	3

RESPONDEN	LA1	LA2	LA3	LA4	LA5	LA6	LA7
39	3	3	3	3	3	3	3
40	3	3	3	3	3	3	3
41	3	3	3	3	3	3	3
42	4	3	4	3	3	4	4
43	4	4	4	4	4	4	4
44	3	3	3	3	3	3	3
45	3	3	3	3	3	3	3
46	2	1	2	2	1	3	3
47	3	3	3	3	3	3	3
48	4	4	4	4	4	4	4
49	3	4	3	3	3	4	4
50	3	4	3	3	4	4	4
51	4	3	3	3	4	4	4
52	3	4	3	4	3	4	3
53	3	4	3	4	3	4	4
54	4	4	4	4	4	4	4
55	3	3	3	3	3	3	3
56	3	3	3	3	3	3	3
57	3	3	3	3	3	3	3
58	3	3	3	3	3	3	3
59	4	4	4	4	4	4	4
60	4	4	4	4	4	4	4
61	4	4	4	4	4	4	4
62	4	4	4	4	4	4	4
63	4	4	4	5	4	5	4
64	4	4	4	4	4	4	4
65	3	3	3	3	3	3	3
66	3	3	3	3	2	3	3
67	4	4	4	4	4	4	4
68	4	4	4	4	4	4	4
69	4	4	3	4	3	4	3
70	4	4	3	4	4	4	3
71	4	4	4	4	4	4	4
72	4	4	4	4	4	4	4
73	3	3	4	4	3	4	4
74	3	3	3	3	3	4	4
75	4	4	4	4	3	4	4

Lampiran 3. Tabulasi Data Budaya Organisasi

RESPONDEN	BO1	BO2	BO3	BO4	BO5	BO6	BO7
1	4	3	4	4	4	3	3
2	3	3	3	3	3	3	3
3	4	4	4	4	4	4	4
4	4	3	4	3	4	3	3
5	4	3	4	3	4	3	3
6	3	3	4	4	4	3	3
7	4	3	4	4	4	3	3
8	4	4	4	5	5	4	5
9	4	4	5	4	5	4	5
10	4	4	5	5	5	4	4
11	3	3	3	3	3	3	3
12	3	2	3	3	3	2	3
13	4	4	4	4	4	4	4
14	4	4	4	4	4	4	4
15	5	4	5	5	5	4	5
16	4	4	4	4	4	4	4
17	4	4	4	4	4	4	4
18	3	2	3	3	3	2	3
19	3	1	3	3	3	2	3
20	4	4	4	4	4	4	4
21	4	4	5	5	5	4	5
22	3	3	4	4	4	3	3
23	3	3	3	3	3	3	3
24	3	3	3	3	3	3	3
25	4	4	4	4	4	4	4
26	2	1	3	3	3	2	2
27	2	2	3	3	3	3	3
28	2	2	3	3	3	3	3
29	4	4	4	4	4	4	4
30	4	4	5	5	5	4	4
31	4	4	4	4	4	4	4
32	4	4	4	4	4	4	4
33	2	3	3	4	4	3	3
34	3	3	4	4	4	3	4
35	2	3	4	4	4	3	4
36	4	3	4	4	3	3	4
37	4	4	5	5	5	4	5

RESPONDEN	BO1	BO2	BO3	BO4	BO5	BO6	BO7
38	4	3	4	4	4	3	4
39	3	3	3	3	3	3	3
40	3	3	3	3	3	3	3
41	3	3	4	3	3	3	4
42	4	3	4	4	4	3	4
43	4	4	4	4	4	4	4
44	2	2	3	3	3	3	2
45	2	2	3	3	3	2	3
46	1	1	3	3	3	2	2
47	2	1	3	3	3	1	2
48	4	4	4	4	4	4	4
49	3	3	4	4	3	3	3
50	3	4	4	4	3	3	4
51	3	4	4	4	3	3	4
52	3	3	4	4	4	3	3
53	3	4	4	4	3	3	4
54	4	4	4	4	4	4	4
55	3	3	3	3	3	3	3
56	3	3	3	3	3	3	3
57	3	3	3	3	3	3	3
58	3	3	3	3	3	3	3
59	4	4	4	4	4	4	4
60	4	4	4	4	4	4	4
61	4	4	4	4	4	4	4
62	4	4	4	4	4	4	4
63	5	4	5	5	5	4	5
64	4	4	4	4	4	4	4
65	3	3	3	3	3	3	3
66	3	3	3	3	3	3	3
67	4	4	4	4	4	4	4
68	4	4	4	4	4	4	4
69	4	3	4	3	4	3	3
70	4	4	4	4	3	4	3
71	5	4	5	5	4	4	4
72	5	4	5	5	4	4	5
73	4	3	4	4	4	3	3
74	4	3	4	3	4	3	3
75	4	3	4	4	4	3	3

Lampiran 4. Tabulasi Data *Organizational Agility*

RESPONDEN	OA1	OA2	OA3	OA4	OA5
1	4	4	3	4	4
2	3	3	3	3	3
3	4	4	4	4	4
4	4	4	3	4	4
5	4	4	3	4	4
6	3	3	3	4	4
7	3	4	3	4	4
8	4	4	4	4	4
9	4	4	4	5	5
10	4	4	4	5	5
11	3	3	2	3	3
12	2	3	2	3	3
13	4	4	4	4	4
14	4	4	4	4	4
15	5	4	4	5	5
16	4	4	4	4	4
17	4	4	4	4	4
18	3	3	3	3	3
19	2	3	3	3	3
20	4	4	4	4	4
21	4	4	4	5	5
22	3	4	3	4	4
23	3	3	3	3	3
24	2	3	3	3	3
25	4	4	4	4	4
26	1	1	2	3	3
27	3	3	3	3	3
28	3	3	3	3	3
29	4	4	4	4	4
30	4	5	4	5	5
31	4	4	4	4	4
32	4	4	4	4	4
33	4	3	3	4	4
34	4	3	3	4	4
35	4	3	3	4	4
36	4	3	4	4	4
37	5	4	5	5	4
38	4	3	4	4	4

RESPONDEN	OA1	OA2	OA3	OA4	OA5
39	3	3	3	3	3
40	3	3	3	3	3
41	3	3	3	4	4
42	4	3	4	4	3
43	4	4	4	4	4
44	3	3	3	3	3
45	3	3	3	3	3
46	2	1	2	3	3
47	3	3	3	3	3
48	4	4	4	4	4
49	3	4	3	4	4
50	3	4	3	4	3
51	4	3	3	4	4
52	3	4	3	4	4
53	3	4	3	4	4
54	4	4	4	4	4
55	3	3	3	3	3
56	3	3	3	3	3
57	3	3	3	3	3
58	3	3	3	3	3
59	4	4	4	4	4
60	4	4	4	4	4
61	4	4	4	4	4
62	4	4	4	4	4
63	5	5	5	4	4
64	4	4	4	4	4
65	3	3	3	3	3
66	3	3	3	3	3
67	4	4	4	4	4
68	4	4	4	4	4
69	4	4	3	4	3
70	4	4	3	4	3
71	4	4	5	5	4
72	4	4	5	5	4
73	3	3	4	4	3
74	3	3	3	3	3
75	4	4	4	4	4

Lampiran 5. Distribusi Tanggapan Responden

LA1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,3	1,3	1,3
	Tidak Setuju	4	5,3	5,3	6,7
	Netral	28	37,3	37,3	44,0
	Setuju	41	54,7	54,7	98,7
	Sangat Setuju	1	1,3	1,3	100,0
	Total	75	100,0	100,0	

LA2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2,7	2,7	2,7
	Netral	31	41,3	41,3	44,0
	Setuju	41	54,7	54,7	98,7
	Sangat Setuju	1	1,3	1,3	100,0
	Total	75	100,0	100,0	

LA3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,3	5,3	5,3
	Netral	35	46,7	46,7	52,0
	Setuju	35	46,7	46,7	98,7
	Sangat Setuju	1	1,3	1,3	100,0
	Total	75	100,0	100,0	

LA4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1,3	1,3	1,3
	Netral	31	41,3	41,3	42,7
	Setuju	39	52,0	52,0	94,7
	Sangat Setuju	4	5,3	5,3	100,0
	Total	75	100,0	100,0	

LA5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,3	1,3	1,3
	Tidak Setuju	5	6,7	6,7	8,0
	Netral	34	45,3	45,3	53,3
	Setuju	35	46,7	46,7	100,0
	Total	75	100,0	100,0	

LA6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	29	38,7	38,7	38,7
	Setuju	38	50,7	50,7	89,3
	Sangat Setuju	8	10,7	10,7	100,0
	Total	75	100,0	100,0	

LA7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	32	42,7	42,7	42,7
	Setuju	36	48,0	48,0	90,7
	Sangat Setuju	7	9,3	9,3	100,0
	Total	75	100,0	100,0	

B01

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,3	1,3	1,3
	Tidak Setuju	8	10,7	10,7	12,0
	Netral	24	32,0	32,0	44,0
	Setuju	38	50,7	50,7	94,7
	Sangat Setuju	4	5,3	5,3	100,0
	Total	75	100,0	100,0	

B02

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	5,3	5,3	5,3
	Tidak Setuju	6	8,0	8,0	13,3
	Netral	31	41,3	41,3	54,7
	Setuju	34	45,3	45,3	100,0
	Total	75	100,0	100,0	

B03

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	23	30,7	30,7	30,7
	Setuju	43	57,3	57,3	88,0
	Sangat Setuju	9	12,0	12,0	100,0
	Total	75	100,0	100,0	

B04

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	27	36,0	36,0	36,0
	Setuju	39	52,0	52,0	88,0
	Sangat Setuju	9	12,0	12,0	100,0
	Total	75	100,0	100,0	

B05

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	29	38,7	38,7	38,7
	Setuju	38	50,7	50,7	89,3
	Sangat Setuju	8	10,7	10,7	100,0
	Total	75	100,0	100,0	

B06

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,3	1,3	1,3
	Tidak Setuju	6	8,0	8,0	9,3
	Netral	37	49,3	49,3	58,7
	Setuju	31	41,3	41,3	100,0
	Total	75	100,0	100,0	

B07

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,3	5,3	5,3
	Netral	32	42,7	42,7	48,0
	Setuju	32	42,7	42,7	90,7
	Sangat Setuju	7	9,3	9,3	100,0
	Total	75	100,0	100,0	

OA1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1,3	1,3	1,3
	Tidak Setuju	4	5,3	5,3	6,7
	Netral	27	36,0	36,0	42,7
	Setuju	40	53,3	53,3	96,0
	Sangat Setuju	3	4,0	4,0	100,0
	Total	75	100,0	100,0	

OA2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2,7	2,7	2,7
	Netral	31	41,3	41,3	44,0
	Setuju	40	53,3	53,3	97,3
	Sangat Setuju	2	2,7	2,7	100,0
	Total	75	100,0	100,0	

OA3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5,3	5,3	5,3
	Netral	36	48,0	48,0	53,3
	Setuju	31	41,3	41,3	94,7
	Sangat Setuju	4	5,3	5,3	100,0
	Total	75	100,0	100,0	

OA4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	23	30,7	30,7	30,7
	Setuju	44	58,7	58,7	89,3
	Sangat Setuju	8	10,7	10,7	100,0
	Total	75	100,0	100,0	

OA5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	28	37,3	37,3	37,3
	Setuju	42	56,0	56,0	93,3
	Sangat Setuju	5	6,7	6,7	100,0
	Total	75	100,0	100,0	

Lampiran 6. Deskriptif Statistik

Descriptive Statistics						
	N	Minimum	Maximum	Sum	Mean	Std. Deviation
LA1	75	1,00	5,00	262,00	3,4933	,68524
LA2	75	1,00	5,00	264,00	3,5200	,66495
LA3	75	2,00	5,00	258,00	3,4400	,62037
LA4	75	2,00	5,00	271,00	3,6133	,61278
LA5	75	1,00	4,00	253,00	3,3733	,67330
LA6	75	3,00	5,00	279,00	3,7200	,64849
LA7	75	3,00	5,00	275,00	3,6667	,64375
BO1	75	1,00	5,00	261,00	3,4800	,81141
BO2	75	1,00	4,00	245,00	3,2667	,82746
BO3	75	3,00	5,00	286,00	3,8133	,63017
BO4	75	3,00	5,00	282,00	3,7600	,65430
BO5	75	3,00	5,00	279,00	3,7200	,64849
BO6	75	1,00	4,00	248,00	3,3067	,67730
BO7	75	2,00	5,00	267,00	3,5600	,73961
OA1	75	1,00	5,00	265,00	3,5333	,72286
OA2	75	1,00	5,00	265,00	3,5333	,68445
OA3	75	2,00	5,00	260,00	3,4667	,68445
OA4	75	3,00	5,00	285,00	3,8000	,61512
OA5	75	3,00	5,00	277,00	3,6933	,59214
Valid N (listwise)	75					

Lampiran 7. Output SmartPLS

Outer Loadings

	Budaya Organisasi (BO)	Leadership Agility (LA)	Organizational Agility (OA)
BO1	0,853		
BO2	0,881		
BO3	0,912		
BO4	0,892		
BO5	0,852		
BO6	0,879		
BO7	0,893		
LA1		0,849	
LA2		0,866	
LA3		0,889	
LA4		0,864	
LA5		0,870	
LA6		0,892	
LA7		0,845	
OA1			0,894
OA2			0,851
OA3			0,859
OA4			0,909
OA5			0,859

R Square

	R Square	R Square Adjusted
Budaya Organisasi (BO)	0,907	0,906
Organizational Agility (OA)	0,942	0,941

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Budaya Organisasi (BO)	0,952	0,952	0,960	0,775
Leadership Agility (LA)	0,945	0,946	0,955	0,753
Organizational Agility (OA)	0,923	0,924	0,942	0,765

Heterotrait-Monotrait Ratio (HTMT)

	Budaya Organisasi (BO)	Leadership Agility (LA)	Organizational Agility (OA)
Budaya Organisasi (BO)			
Leadership Agility (LA)	0,004		
Organizational Agility (OA)	0,014	0,032	

Collinearity Statistics (VIF)

Outer VIF Values

	VIF
BO1	2,301
BO2	2,135
BO3	1,921
BO4	2,311
BO5	1,999
BO6	2,211
BO7	1,944
LA1	1,137
LA2	2,551
LA3	2,370
LA4	2,627
LA5	1,540
LA6	2,415
LA7	2,083
OA1	1,430
OA2	2,470
OA3	2,958
OA4	1,409
OA5	2,292

Fornell-Larcker Criterion

	Budaya Organisasi (BO)	Leadership Agility (LA)	Organizational Agility (OA)
Budaya Organisasi (BO)	0,981		
Leadership Agility (LA)	0,953	0,968	
Organizational Agility (OA)	0,951	0,965	0,875

Cross Loadings

	Budaya Organisasi (BO)	Leadership Agility (LA)	Organizational Agility (OA)
BO1	0,853	0,826	0,800
BO2	0,881	0,851	0,815
BO3	0,912	0,858	0,900
BO4	0,892	0,843	0,867
BO5	0,852	0,828	0,838
BO6	0,879	0,843	0,809
BO7	0,893	0,821	0,829
LA1	0,804	0,849	0,869
LA2	0,775	0,866	0,842
LA3	0,832	0,889	0,858
LA4	0,842	0,864	0,855
LA5	0,824	0,870	0,813
LA6	0,874	0,892	0,837
LA7	0,833	0,845	0,788
OA1	0,828	0,860	0,894
OA2	0,790	0,868	0,851
OA3	0,850	0,858	0,859
OA4	0,884	0,844	0,909
OA5	0,805	0,787	0,859

Path Coefficients

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Budaya Organisasi (BO) -> Organizational Agility (OA)	0,344	0,352	0,110	3,140	0,002
Leadership Agility (LA) -> Budaya Organisasi (BO)	0,953	0,955	0,011	90,226	0,000
Leadership Agility (LA) -> Organizational Agility (OA)	0,637	0,629	0,108	5,885	0,000

Specific Indirect Effects

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Leadership Agility (LA) -> Budaya Organisasi (BO) -> Organizational Agility (OA)	0,328	0,336	0,105	3,120	0,002



