

ABSTRACT

From three free variables, that are: information transparency, working authority autonomy, and independent team thinking pattern, there is only 2 (two) variables that are: working authority autonomy and independent team thinking pattern which significantly influence Working Performance variable. It is shown from the value of t_{count} and t_{table} , as follows:

- $t_{\text{count}} > t_{\text{table}}$, that is $2,647 > 1,671$ for X_2 variable
- $t_{\text{count}} > t_{\text{table}}$, that is $2,484 > 1,671$ for X_3 variable. ($\alpha=0,05$ and $N=45$).

Meanwhile variable X_1 : information transparency does not have significant influence to worker performance, and it is shown by $t_{\text{count}} < t_{\text{table}}$, that is $1,535 < 1,671$ (X_1).

Since the value of F_{count} is bigger than F_{table} ($6,273 > 2,45$), it means that whole influence relationship of free variable X_1 : information transparency, X_2 : working authority autonomy and X_3 : independent team thinking pattern to dependent variable Y : Worker Performance is significant. ($\alpha=0,05$ and $N=45$).

The result of the test is the value of "R" Square = 0,315, and the value of table is 0,294 at significant level 5% and $N=45$. Since $0,315 > 0,294$, free variable X_1 : information transparency, X_2 : working authority autonomy adanya X_3 : independent team thinking pattern, simultaneously, have significant influence to variable Y (Worker Performance).

The great influence construction of the whole free variables X_1 : information transparency, X_2 : working authority autonomy and X_3 : independent team thinking pattern to variable Y (worker performance) is shown by the value of "R" Square = 0,315 or 31,5%. The whole variables X_1 , X_2 , and X_3 or free variables that are used for regression formula in this research, simultaneously, have 31,5% influence to variable Y Worker Performance.

Since simultaneous influence of free variables to dependent variable is 31,5%, there is also 68,5% influence to variable Y which is caused by other variables that do not examined in this research.