

Table 4: Reliability Test for Research Instrument, WUE Survey

| Variable | Cronbach's Alpha |
|---------------|------------------|
| WUE | 0.82 |
| Effectiveness | 0.89 |
| Dynamics | 0.86 |
| Total | 0.90 |

To ensure the sampling reliability the research adopted the sampling approach presented by Sekaran (2003) as theoretical background. Also, the research considered Stevens and Campion (1999) and Uhl-Bien and Graen (1998). In addition, it considered Leach et.al (2005) when they used both KSA and WUE together on their research.