



Wege zur guten Bürokratie

Erklärungsansätze und Evidenz zur Leistungsfähigkeit
öffentlicher Verwaltungen

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Elektronischer Anhang 3:

Ergebnisse der multiplen Mediatoranalyse

Glossar:

UV_Legit = Legitimation

UV_Bue_D = Funktionale Binnen-Differenzierung

MA_unter = Kritische Größe

Abhängige Variable UNBOTMÄSSIGE POLITISIERUNG

INDIRECT EFFECT(S) THROUGH: RESSOURCENBEREITSTELLUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,0851	,1454	-,0809	,4958
UV_Bue_D	-,1144	,1411	-,4579	,0688
MA_unter	,0282	,0958	-,1419	,2680

INDIRECT EFFECT(S) THROUGH: HIERARCHISCHE UNTERSTÜTZUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,2143	,1712	-,0576	,6244
UV_Bue_D	,0055	,0696	-,1555	,1469
MA_unter	-,1493	,1365	-,4781	,0465

INDIRECT EFFECT(S) THROUGH: ZIELKLARHEIT

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	1,1611	,4535	,4295	2,1859
UV_Bue_D	-,1180	,2431	-,6350	,3185
MA_unter	-,4337	,3495	-1,1717	,2354

INDIRECT EFFECT(S) THROUGH: ORGANISATIONALE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0788	,1595	-,4103	,2225
UV_Bue_D	,0631	,1316	-,1518	,3513
MA_unter	,0874	,1710	-,2249	,4663

INDIRECT EFFECT(S) THROUGH: INHALTLICHE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,8571	,5005	-,0060	1,8711
UV_Bue_D	-,2503	,1825	-,6864	,0347
MA_unter	-,3357	,2774	-,9671	,0575

Abhängige Variable KUNDENBILD

INDIRECT EFFECT(S) THROUGH: RESSOURCENBEREITSTELLUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,0426	,0408	-,0282	,1323
UV_Bue_D	-,0457	,0317	-,1151	,0094
MA_unter	-,0052	,0315	-,0646	,0630

INDIRECT EFFECT(S) THROUGH: HIERARCHISCHE UNTERSTÜTZUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0147	,0392	-,0981	,0700
UV_Bue_D	,0002	,0096	-,0216	,0209
MA_unter	,0086	,0248	-,0387	,0609

INDIRECT EFFECT(S) THROUGH: ZIELKLARHEIT

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,1082	,0619	-,2549	-,0110
UV_Bue_D	,0063	,0242	-,0428	,0623
MA_unter	,0321	,0346	-,0296	,1067

INDIRECT EFFECT(S) THROUGH: ORGANISATIONALE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,0400	,0333	-,0123	,1169
UV_Bue_D	-,0289	,0244	-,0851	,0097
MA_unter	-,0380	,0316	-,1088	,0122

INDIRECT EFFECT(S) THROUGH: INHALTLICHE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0496	,0707	-,2011	,0764
UV_Bue_D	,0117	,0199	-,0221	,0591
MA_unter	,0114	,0244	-,0308	,0700

Abhängige Variable PROFESSIONALITÄT/RESPONSIVITÄT

INDIRECT EFFECT(S) THROUGH: RESSOURCENBEREITSTELLUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0011	,0103	-,0272	,0183
UV_Bue_D	,0012	,0096	-,0172	,0240
MA_unter	,0001	,0057	-,0119	,0147

INDIRECT EFFECT(S) THROUGH: HIERARCHISCHE UNTERSTÜTZUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,0338	,0259	-,0070	,0940
UV_Bue_D	,0000	,0100	-,0223	,0217
MA_unter	-,0195	,0183	-,0602	,0068

INDIRECT EFFECT(S) THROUGH: ZIELKLARHEIT

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0841	,0377	-,1675	-,0198
UV_Bue_D	,0051	,0175	-,0278	,0415
MA_unter	,0250	,0262	-,0202	,0846

INDIRECT EFFECT(S) THROUGH: ORGANISATIONALE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,0425	,0271	,0041	,1042
UV_Bue_D	-,0305	,0204	-,0788	-,0008
MA_unter	-,0403	,0251	-,1004	-,0037

INDIRECT EFFECT(S) THROUGH: INHALTLICHE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,1043	,0513	-,2221	-,0157
UV_Bue_D	,0244	,0195	-,0034	,0718
MA_unter	,0240	,0276	-,0238	,0880

Abhängige Variable EFFIZIENZ

INDIRECT EFFECT(S) THROUGH: RESSOURCENBEREITSTELLUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,0152	,0157	-,0101	,0539
UV_Bue_D	-,0163	,0136	-,0481	,0051
MA_unter	-,0019	,0119	-,0272	,0253

INDIRECT EFFECT(S) THROUGH: HIERARCHISCHE UNTERSTÜTZUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0732	,0346	-,1498	-,0144
UV_Bue_D	-,0001	,0184	-,0363	,0368
MA_unter	,0423	,0272	-,0038	,1052

INDIRECT EFFECT(S) THROUGH: ZIELKLARHEIT

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0166	,0362	-,0931	,0520
UV_Bue_D	,0010	,0077	-,0157	,0184
MA_unter	,0049	,0151	-,0218	,0415

INDIRECT EFFECT(S) THROUGH: ORGANISATIONALE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,1214	,0496	-,2238	-,0329
UV_Bue_D	,0872	,0369	,0210	,1657
MA_unter	,1153	,0478	,0304	,2206

INDIRECT EFFECT(S) THROUGH: INHALTLICHE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0756	,0458	-,1704	,0075
UV_Bue_D	,0177	,0150	-,0053	,0512
MA_unter	,0174	,0216	-,0138	,0726

Abhängige Variable ARBEITSZUFRIEDENHEIT

INDIRECT EFFECT(S) THROUGH: RESSOURCENBEREITSTELLUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,0031	,0119	-,0214	,0325
UV_Bue_D	-,0033	,0114	-,0277	,0209
MA_unter	-,0004	,0069	-,0178	,0130

INDIRECT EFFECT(S) THROUGH: HIERARCHISCHE UNTERSTÜTZUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0407	,0310	-,1136	,0072
UV_Bue_D	-,0001	,0125	-,0240	,0297
MA_unter	,0235	,0209	-,0076	,0723

INDIRECT EFFECT(S) THROUGH: ZIELKLARHEIT

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0205	,0403	-,1030	,0579
UV_Bue_D	,0012	,0088	-,0146	,0262
MA_unter	,0061	,0165	-,0287	,0461

INDIRECT EFFECT(S) THROUGH: ORGANISATIONALE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,1185	,0527	-,2343	-,0261
UV_Bue_D	,0851	,0387	,0146	,1689
MA_unter	,1125	,0485	,0213	,2178

INDIRECT EFFECT(S) THROUGH: INHALTLICHE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,2351	,0721	-,3804	-,1075
UV_Bue_D	,0550	,0352	-,0097	,1282
MA_unter	,0541	,0572	-,0498	,1663

Abhängige Variable ORGANISATIONALE BINDUNG

INDIRECT EFFECT(S) THROUGH: RESSOURCENBEREITSTELLUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	,0152	,0197	-,0140	,0657
UV_Bue_D	-,0163	,0162	-,0543	,0096
MA_unter	-,0019	,0136	-,0376	,0200

INDIRECT EFFECT(S) THROUGH: HIERARCHISCHE UNTERSTÜTZUNG

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0868	,0495	-,1980	-,0089
UV_Bue_D	-,0001	,0235	-,0503	,0498
MA_unter	,0501	,0368	-,0054	,1322

INDIRECT EFFECT(S) THROUGH: ZIELKLARHEIT

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0439	,0509	-,1590	,0507
UV_Bue_D	,0026	,0133	-,0210	,0358
MA_unter	,0130	,0216	-,0257	,0669

INDIRECT EFFECT(S) THROUGH: ORGANISATIONALE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,0934	,0471	-,2017	-,0182
UV_Bue_D	,0671	,0329	,0096	,1438
MA_unter	,0887	,0422	,0176	,1792

INDIRECT EFFECT(S) THROUGH: INHALTLICHE AUTONOMIE

	Effect	SE(boot)	LLCI	ULCI
UV_Legit	-,2516	,0860	-,4462	-,1089
UV_Bue_D	,0588	,0411	-,0103	,1486
MA_unter	,0579	,0576	-,0509	,1818