LAMPIRAN

Lampiran 1
Penelitian Terdahulu

Tabel 3. Penelitian Terdahulu

No	Peneliti	Judul	Hasil
1	Inkinen *et al.* (2015)	*Knowledge Management Practices and Innovation Performance in Finland. Baltic Journal of Management*.	• *Knowledge-based HRM practices* mempengaruhi *structural capital* dan *relational capital* • *Human capital* mempengaruhi *innovation performance* melalui *structural capital* dan *relational capital*
2.	Kianto *et al.* (2017)	*Knowledge-based human resource management practices, intellectual capital and innovation*	• *Intelektual capital* memediasi hubungan *knowledge-based HRM practices* dan *innovation performance* • *Knowledge-based HRM practices* mempengaruhi *structural* dan *relational capital* melalui *human capital* • *Human capital* mempengaruhi *innovation performance* dengan meningkatkan *structural* dan *relational capital*
3.	Ali *et al*. (2021)	*A Multidimensional View of Intellectual Capital: The Impact on Innovation Performance*	• *Culture* berpengaruh positif terhadap *human capital* • *Culture* berpengaruh positif terhadap *structural capital* • *Culture* berpengaruh negatif terhadap *relational capital* • *Culture* berpengaruh positif terhadap *social capital*

No	Peneliti	Judul	Hasil
			• *Trust* berpengaruh positif terhadap *human capital* • *Trust* berpengaruh positif terhadap *structural capital* • *Trust* berpengaruh positif terhadap *relational capital* • *Trust* berpengaruh positif terhadap *social capital* • *Human capital* berpengaruh positif terhadap *structural capital* • *Human capital* berpengaruh negatif terhadap *relational capital* • *Human capital* berpengaruh positif terhadap *innovation performance* • *Structural capital* berpengaruh positif terhadap *innovation performance* • *Relational capital* berpengaruh positif terhadap *innovation performance* • *Social capital* berpengaruh positif terhadap *innovation performance*
4.	Ali *et al*. (2021)	*Dynamic Capabilities and Their Impact on Intellectual Capital and Innovation Performance*	• *Human capital* berpengaruh positif terhadap *innovation performance* • *Structural capital* berpengaruh positif terhadap *innovation performance* • *Relational capital* berpengaruh positif terhadap *innovation performance* • *Social capital* berpengaruh positif

No	Peneliti	Judul	Hasil
			terhadap *innovation performance* • *Dynamic capability* memoderasi hubungan *intellectual capital* dan *innovation performance* • *Sensing* memoderasi hubungan *intellectual capital* dan *innovation performance*
5.	Wendra *et al.* (2019)	*Exploring Dynamic Capabilities, Intellectual Capital and Innovation Performance Relationship: Evidence from The Garment Manufacturing*	• *Dynamic capabilities* memiliki pengaruh signifikan terhadap *intellectual capital* dan *innovation performance.* • *Intellectual capital* memediasi pengaruh *dynamic capabilities* terhadap *innovation performance.*
6.	Al-Tal dan Emeagwali, (2019)	*Knowledge-based HR Practices and Innovation in SMEs*	• *Knowledge-based HRM practice* berpengaruh posistif terhadap *intellectual capital, product* dan *process innovation.* • *Knowledge management* berpengaruh posistif terhadap *intellectual capital, product* dan *process innovation.* • *Intellectual capital* berpengaruh posistif terhadap *product* dan *process innovation.* • *Knowledge management* dan *intellectual capital* memediasi hubungan *knowledge-based HRM practice* dan *product* dan *process innovation*
7.	Li *et al*. (2019)	*Intellectual Capital, Knowledge Sharing, and Innovation Performance:*	• *Intellectual capital* berpengaruh posistif

No	Peneliti	Judul	Hasil
		Evidence from the Chinese Construction Industry	terhadap *innovation performance.* • *Intellectual capital* berpengaruh posistif terhadap *knowledge sharing.* • *Knowledge sharing* memediasi hubungan *Intellectual capital* dan *innovation performance.*
8.	Rossi *et al*. (2016)	*Intellectual capital in action: evidence from Italian local governments*	• Temuan ini mendukung jika *human capital, structural capital,* dan *relational capital,* merupakan bagian dari *intellectual capital.* • Penggunaan *intellectual capital* yang tepat bagi suatu organisasi dapat memberikan keuntungan bagi pihak manajemen maupun anggota dari organisasi tersebut.
9.	Bueno *et al*. (2010)	*Tangible slack versus intangible resources: the influence of technology slack and tacit knowledge on the capability of organisational learning to generate innovation and performance*	• *Technoloy slack* berpengaruh posistif terhadap *tacit knowledge.* • *Technology slack* berpengaruh posistif terhadap *organizational learning.* • Pengaruh *tacit knowledge* lebih besar dibandingkan pengaruh *technology slack* terhadap *organizational learning.* • *Organizational learning* berpengaruh posistif terhadap *innovation.* • *Organizational learning* dan *innovation*

No	Peneliti	Judul	Hasil
			berpengaruh besar terhadap *organizational performance.*
10.	Jahmani *et al*. (2018)	*Knowledge content quality, perceived usefulness, KMS use for sharing and retrieval: A Flock Leadership application*	• *Flock leadership* berpengaruh terhadap *knowledge content quality.* • *Knowledge content quality* berpengaruh terhadap *perceived usefulness of KMS.* • *Perceived usefulness of KMS* berpengaruh terhadap *KMS use for sharing* dan *retrieval.* • *Knowledge content quality* dan *perceived usefulness of KMS* memediasi hubungan *flock leadership* dan *KMS use for sharing* dan *retrieval.*
11	Javed *et al*. (2023)	*High-Performance Work System and Innovation Capabilities: The Mediating Role of Intellectual Capital*	• *Human capital* berpengaruh posistif terhadap *Innovation capability* • *Structural capital* berpengaruh posistif terhadap *Innovation capability* • *Relational capital* berpengaruh posistif terhadap *Innovation capability* • HPWS berpengaruh posistif terhadap *Human capital* • HPWS berpengaruh posistif terhadap *Structural capital* • HPWS berpengaruh posistif terhadap *Relational capital*
12	Al-Tit *et al*. (2022)	*The Impact of Employee Development Practices on Human Capital and Social Capital: The Mediating Contribution of Knowledge Management*	• *Employee development practices* berpengaruh posistif terhadap *Human capital* • *Employee development practices*

No	Peneliti	Judul	Hasil
			berpengaruh negatif terhadap *Social capital* • *Knowledge management memediasi hubungan employee development practices* dan *human capital*

Lampiran 2
Operasional Variabel

Tabel 4. Operasional Variabel

No	*Original*	*Translate*	Operasionalisasi
Knowledge-based HRM practice **(**Hussinki *et al.*, 2020)			
1	*Our firm pays special attention to relevant expertise when recruiting.*	Rumah sakit kami memberikan perhatian khusus pada keahlian yang relevan saat merekrut	RS saya memberikan perhatian khusus pada keahlian yang sesuai kebutuhan saat merekrut
2	*Our firm pays special attention to learning ability when recruiting*	Rumah sakit kami memberikan perhatian khusus pada kemampuan pengembangan saat merekrut	RS saya memberikan perhatian khusus pada kemampuan pengembangan usaha
3	*Our firm evaluates the candidates' ability to collaborate in various networks when recruiting.*	Rumah sakit kami mengevaluasi kemampuan kandidat untuk berkolaborasi di berbagai jaringan saat merekrut	RS saya mengevaluasi kemampuan berkolaborasi di berbagai jaringan
4	*Our firm offers our employees opportunities to deepen and expand their expertise.*	Rumah sakit kami menawarkan kesempatan kepada karyawan kami untuk memperdalam dan memperluas keahlian karyawannya	RS saya menawarkan kesempatan kepada saya untuk memperdalam dan memperluas keahlian karyawan
5	*Our firm offers training and provides employees with up-to-date knowledge.*	Rumah sakit kami menawarkan pelatihan dan memberikan pengetahuan terkini kepada karyawan	RS saya menawarkan pelatihan dan memberikan pengetahuan terkini kepada saya
6	*Our employees have the opportunity to develop their competency through training tailored to their specific needs*	Kebutuhan pengembangan kompetensi karyawan didiskusikan dengan karyawan kami secara berkala	Kebutuhan pengembangan kompetensi karyawan didiskusikan dengan saya secara berkala
7	*The sharing of knowledge is one of our firm's criteria for work performance assessment.*	Kemampuan untuk menerapkan pengetahuan yang diperoleh dari orang lain adalah salah satu penilaian kinerja Rumah sakit kami	Kemampuan menerapkan pengetahuan yang diperoleh dari orang lain merupakan salah satu penilaian kinerja Rumah sakit saya

No	*Original*	*Translate*	Operasionalisasi
8	*Our firm rewards employees for creating new knowledge.*	Rumah sakit kami memberikan penghargaan kepada karyawan untuk menciptakan pengetahuan baru	RS saya memberikan penghargaan kepada karyawan untuk menciptakan pengetahuan baru
9	*Our firm rewards employees for sharing knowledge.*	Rumah sakit kami memberi penghargaan kepada karyawan karena menerapkan pengetahuan	RS saya memberi penghargaan kepada karyawan karena menerapkan pengetahuan
10	*In general, our firm has good knowledge-based human resource management.*	Secara umum, Rumah sakit kami memiliki manajemen sumber daya manusia berbasis pengetahuan yang baik	Secara umum, RS saya memiliki manajemen sumber daya manusia berbasis pengetahuan yang baik
	Human capital **(**Baron, 2011)		
1	*Our resources are sufficient for optimal customer service*	Sumber daya kami sangat memadai untuk layanan pelanggan yang optimal	Kemampuan saya sangat memadai untuk layanan pelanggan yang optimal
2	*Our resource always manages to attract customers*	Sumber daya kami selalu berhasil menarik pelanggan	Kemampuan saya selalu berhasil menarik pelanggan
3	*Our resources do not experience a significant shortage of skills*	Sumber daya kami tidak mengalami kekurangan keterampilan yang signifikan	Kemampuan saya tidak mengalami kekurangan keterampilan yang signifikan
4	*Our resources always demonstrate ability to cope with circumstances/changes*	Sumber daya kami selalu menunjukkan kemampuan untuk mengatasi keadaan / perubahan	Kemampuan saya selalu menunjukkan kemampuan untuk mengatasi keadaan / perubahan
5	*Our resources are able to demonstrate newly acquired knowledge*	Sumber daya kami mampu menunjukkan pengetahuan baru yang diperoleh	Kemampuan saya dapat menunjukkan pengetahuan baru yang diperoleh
6	*Our resources can demonstrate effective talent planning including enterprise planning*	Sumber daya kami dapat menunjukkan perencanaan bakat yang efektif termasuk perencanaan Rumah sakit	Kemampuan saya dapat menunjukkan perencanaan bakat yang efektif termasuk perencanaan Rumah sakit
7	*Our resources feel important skills and*	Sumber daya kami merasa keterampilan dan pengetahuan	Saya merasa keterampilan dan pengetahuan penting

No	*Original*	*Translate*	Operasionalisasi
	knowledge are retained effectively	penting dipertahankan secara efektif	dipertahankan secara efektif
8	*Our resources are able to maintain the relationship between involvement, and commitment and effort*	Sumber daya kami mampu menjaga hubungan antara keterlibatan, dan komitmen dan usaha	Kemampuan saya bisa menjaga hubungan antara keterlibatan, dan komitmen dan usaha
9	*Our resources have good organizational capabilities*	Sumber daya kami punya kemampuan organisasi yang baik	Saya punya kemampuan organisasi yang baik
10	*Our resources have the ability to innovate quickly*	Sumber daya kami punya kemampuan berinovasi dengan cepat	Saya punya kemampuan berinovasi dengan cepat
	Structural capital (Marr, 2008)		
1	*Our hospital has an efficient and relevant information system to support business operations*	RS kami memiliki sistem informasi yang efisien dan relevan untuk mendukung operasional bisnis.	RS saya memiliki sistem informasi yang efisien dan relevan
2	*Our hospital has the tools and facilities to support collaboration between employees*	RS kami memiliki alat dan fasilitas untuk mendukung kerjasama antar karyawan.	RS saya memiliki alat dan fasilitas untuk mendukung kerjasama antar karyawan.
3	*Our RS has a lot of useful knowledge in documents and databases*	RS kami memiliki banyak pengetahuan yang berguna dalam dokumen dan database	RS saya memiliki banyak pengetahuan yang berguna dalam dokumen dan database
4	*Our hospital invests most of the funds in maintenance and development*	RS kami menginvestasikan sebagian besar dana untuk pemeliharaan dan pengembangan	RS saya menginvestasikan sebagian besar dana untuk pemeliharaan dan pengembangan
5	*Our hospital has a very regular organizational structure that divides, groups, and coordinates tasks or work*	RS kami mempunyai struktur organisasi yang sangat teratur membagi, mengelompokkan, dan mengkoordinasikan tugas atau pekerjaan	RS saya mempunyai struktur organisasi yang sangat teratur membagi, mengelompokkan, dan mengkoordinasikan tugas atau pekerjaan
6	*Our hospital implements a corporate culture that supports employee performance*	RS kami menerapkan budaya Rumah sakit yang mendukung kinerja karyawan	RS saya menerapkan budaya Rumah sakit yang mendukung kinerja karyawan
7	*Our hospital implements business strategies to*	RS kami menerapkan startegi bisnis untuk	RS saya menerapkan startegi bisnis untuk

No	*Original*	*Translate*	Operasionalisasi
	compete and improve performance	bersaing dan meningkatkan kinerja	bersaing dan meningkatkan kinerja
8	*Our hospital has a financial application that supports good financial management or management*	RS kami memiliki aplikasi keuangan yang mendukung pengelolaan atau manajemen keuangan dengan baik	RS saya memiliki aplikasi keuangan yang mendukung pengelolaan atau manajemen keuangan dengan baik
9	*Our hospital is able to compete with other private hospitals in terms of service and experience*	RS kami mampu bersaing dengan RS swasta lain dalam hal pelayanan dan pengalaman	RS saya mampu bersaing dengan RS swasta lain dalam hal pelayanan dan pengalaman
10	*Our hospital has implemented national and international service standards*	RS kami sudah menerapkan standar pelayanan nasional dan internasional	RS saya menerapkan standar pelayanan nasional dan internasional
	Relational Capital (Starovic dan Marr, 2003)		
1	*Our RS is interested in achieving customer satisfaction and loyalty and maintaining good relations with them*	RS kami tertarik untuk mencapai kepuasan dan loyalitas pelanggan dan menjaga hubungan baik dengan mereka	RS saya tertarik untuk mencapai kepuasan dan loyalitas pelanggan dan menjaga hubungan baik
2	*Cooperation between our hospital and external stakeholders went smoothly*	Kerjasama antara RS kami dan pemangku kepentingan eksternal berjalan lancar	Kerjasama antara RS saya dan pemangku kepentingan eksternal berjalan lancar
3	*Our hospital maintains long-term relationships with its customers*	RS kami memelihara hubungan jangka panjang dengan pelanggannya	RS saya memelihara hubungan jangka panjang dengan pelanggannya
4	*Our hospital effectively cooperates with experts and consultants*	RS kami secara efektif bekerja sama dengan para ahli dan konsultan	RS saya secara efektif bekerja sama dengan para ahli dan konsultan
5	*Our hospital understands the target market and knows the characteristics of customers*	RS kami memahami target pasar dan mengetahui karakteristik pelanggan	RS saya memahami target pasar dan mengetahui karakteristik pelanggan
6	*Our hospital often communicates with customers*	RS kami sering melakukan komunikasi dengan pelanggan	RS saya melakukan komunikasi dengan pelanggan
7	*Our hospital is always committed to always maintaining the confidentiality of customer identities*	RS kami selalu berkomitmen untuk selalu menjaga kerahasiaan identitas pelanggan	RS saya berkomitmen untuk selalu menjaga kerahasiaan identitas pelanggan

No	*Original*	*Translate*	Operasionalisasi
8	*Our hospital always pays attention to customer satisfaction*	RS kami selalu memperhatikan kepuasan pelanggan	RS saya memperhatikan kepuasan pelanggan
9	*Our hospital always accepts suggestions and criticisms from our customers*	RS kami selalu menerima saran dan kritik dari pelanggan kami	RS saya menerima saran dan kritik dari pelanggan kami
10	*Our hospital always maintains good relations with customers*	RS kami selalu menjaga hubungan baik terhadap pelanggan	RS kami menjaga hubungan baik terhadap pelanggan
Innovation Performance (Pereira *et al.*, 2018)			
1	*Our hospital's ability to network (Networking)*	Kemampuan RS kami menjalin jejaring (Networking)	Kemampuan RS saya menjalin jejaring (Networking)
2	*Reciprocity is obtained for the results of innovations made*	Timbal balik yang didapat atas hasil inovasi yang dilakukan	Timbal balik yang didapat atas hasil inovasi yang dilakukan oleh saya
3	*The ability of our hospital to increase the number of competent employees*	Kemampuan RS kami untuk meningkatkan jumlah pegawai yang kompeten	Kemampuan RS saya meningkatkan jumlah pegawai yang kompeten
4	*The ability of our hospital to increase the number of customers/patients*	Kemampuan RS kami untuk meningkatkan jumlah pelanggan/pasien	Kemampuan RS saya meningkatkan jumlah pelanggan/pasien
5	*Our hospital's ability to manage customers/patients*	Kemampuan RS kami untuk mengelola pelanggan/pasien	Kemampuan RS saya untuk mengelola pelanggan/pasien
6	*Our RS' ability to excel in new markets*	Kemampuan RS kami untuk unggul dalam pasar baru	Kemampuan RS saya unggul dalam pasar baru
7	*Top management involvement in the innovation process*	Keterlibatan top manajemen di dalam proses inovasi	Keterlibatan saya di dalam proses inovasi
8	*Our hospital's ability to innovate within the organization*	Kemampuan RS kami untuk melakukan inovasi di dalam organisasi	Kemampuan RS saya untuk melakukan inovasi di dalam organisasi
9	*Our hospital's ability to manage financing to invest*	Kemampuan RS kami dalam mengelola pembiayaan untuk diinvestasikan	Kemampuan RS saya dalam mengelola pembiayaan untuk diinvestasikan
10	*innovate in the sale of products or services*	Kemampuan RS kami dalam melakukan inovasi di dalam penjualan produk atau jasa	Kemampuan RS saya dalam melakukan inovasi di dalam penjualan produk atau jasa

Lampiran 3
Kuesioner *Pretest*

KUESIONER SURVEY

Perihal *: **Permohonan Mengisi Kuesioner Penelitian***
Yth.
Bapak/Ibu/Saudara/Saudari Responden
di --
Tempat

Dengan hormat,

Dalam rangka penyusunan dan penyelesaian tesis saya pada Program Magister Manajemen Universitas Esa Unggul yang berjudul "**Pengaruh *Knowledge-based HRM practice* dan *Intelectual Capital* terhadap *Innovation Performance* Karyawan Rumah Sakit Swasta"**, mohon Bapak/Ibu/Sdr/Sdri berkenan meluangkan waktu sejenak untuk mengisi kuesioner ini, dengan penilaian secara objektif. Data yang diisikan akan dijaga kerahasiaannnya dan digunakan semata-mata untuk kepentingan penelitian/studi ilmiah saya. Kesediaan dan kerja sama yang Bapak/Ibu/Sdr/Sdri berikan dalam bentuk informasi yang benar dan lengkap akan sangat mendukung keberhasilan penelitian ini, serta menjadi masukan yang sangat bermakna bagi industri kesehatan, khususnya rumah sakit.

Demikian permohonan ini.
Atas perhatian dan kesediaan Bapak/Ibu/Sdr/Sdri, saya sampaikan terima kasih.

Hormat saya,

Imam Santoso
Mahasiswa Magister Manajemen
Universitas Esa Unggul
Telp: +62 87877558790
Email: imamsantoso@gmail.com

A. Identitas Responden

a. Nama :

b. Posisi/Jabatan :

- ☐ Direktur RS
- ☐ Wakil Direktur RS
- ☐ Manajer RS
- ☐ Lainnya

c. Jenis Kelamin :

- ☐ Wanita
- ☐ Laki-laki

d. Lama Bekerja :

- ☐ < 3 tahun
- ☐ 3 – 10 tahun
- ☐ 10 – 20 tahun
- ☐ > 20 tahun

e. Kategori Karyawan :

- ☐ Tetap
- ☐ Kontrak

f. Pendidikan :

- ☐ S1
- ☐ S2
- ☐ Lainnya

B. Kuesioner

Saya mohon untuk kesediaan bapak/ibu untuk memberikan pendapat atas pernyataan-pernyataan dengan cara menyilang kotak pada salah satu nomor yang dapat dipilih pada skala 1 sampai 5. Skala nomor menunjukkan seberapa dekat jawaban saudara/bapak/ibu dengan pilihan yang tersedia, sebagai berikut:

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

No	Kuisioner	1 (STS)	2 (TS)	3 (N)	4 (S)	5 (SS)
1	Rumah sakit kami memberikan perhatian khusus pada keahlian yang relevan saat merekrut					
2	Rumah sakit kami memberikan perhatian khusus pada kemampuan pengembangan saat merekrut					
3	Rumah sakit kami mengevaluasi kemampuan kandidat untuk berkolaborasi di berbagai jaringan saat merekrut					
4	Rumah sakit kami menawarkan kesempatan kepada karyawan kami untuk memperdalam dan memperluas keahlian karyawannya					
5	Rumah sakit kami menawarkan pelatihan dan memberikan pengetahuan terkini kepada karyawan					
6	Kebutuhan pengembangan kompetensi karyawan didiskusikan dengan karyawan kami secara berkala					
7	Kemampuan untuk menerapkan pengetahuan yang diperoleh dari orang lain adalah salah satu penilaian kinerja Rumah sakit kami					
8	Rumah sakit kami memberikan penghargaan kepada karyawan untuk menciptakan pengetahuan baru					

No	Kuisioner	1 (STS)	2 (TS)	3 (N)	4 (S)	5 (SS)
9	Rumah sakit kami memberi penghargaan kepada karyawan karena menerapkan pengetahuan					
10	Secara umum, Rumah sakit kami memiliki manajemen sumber daya manusia berbasis pengetahuan yang baik					
11	Sumber daya kami sangat memadai untuk layanan pelanggan yang optimal					
12	Sumber daya kami selalu berhasil menarik pelanggan					
13	Sumber daya kami tidak mengalami kekurangan keterampilan yang signifikan					
14	Sumber daya kami selalu menunjukkan kemampuan untuk mengatasi keadaan / perubahan					
15	Sumber daya kami mampu menunjukkan pengetahuan baru yang diperoleh					
16	Sumber daya kami dapat menunjukkan perencanaan bakat yang efektif termasuk perencanaan Rumah sakit					
17	Sumber daya kami merasa keterampilan dan pengetahuan penting dipertahankan secara efektif					
18	Sumber daya kami mampu menjaga hubungan antara keterlibatan, dan komitmen dan usaha					
19	Sumber daya kami punya kemampuan organisasi yang baik					
20	Sumber daya kami punya kemampuan berinovasi dengan cepat					
21	RS kami memiliki sistem informasi yang efisien dan relevan untuk mendukung operasional bisnis.					
22	RS kami memiliki alat dan fasilitas untuk mendukung kerjasama antar karyawan.					

No	Kuisioner	1 (STS)	2 (TS)	3 (N)	4 (S)	5 (SS)
23	RS kami memiliki banyak pengetahuan yang berguna dalam dokumen dan database					
24	RS kami menginvestasikan sebagian besar dana untuk pemeliharaan dan pengembangan					
25	RS kami mempunyai struktur organisasi yang sangat teratur membagi, mengelompokkan, dan mengkoordinasikan tugas atau pekerjaan					
26	RS kami menerapkan budaya Rumah sakit yang mendukung kinerja karyawan					
27	RS kami menerapkan startegi bisnis untuk bersaing dan meningkatkan kinerja					
28	RS kami memiliki aplikasi keuangan yang mendukung pengelolaan atau manajemen keuangan dengan baik					
29	RS kami mampu bersaing dengan RS swasta lain dalam hal pelayanan dan pengalaman					
30	RS kami sudah menerapkan standar pelayanan nasional dan internasional					
31	RS kami tertarik untuk mencapai kepuasan dan loyalitas pelanggan dan menjaga hubungan baik dengan mereka					
32	Kerjasama antara RS kami dan pemangku kepentingan eksternal berjalan lancar					
33	RS kami memelihara hubungan jangka panjang dengan pelanggannya					
34	RS kami secara efektif bekerja sama dengan para ahli dan konsultan					
35	RS kami memahami target pasar dan mengetahui karakteristik pelanggan					
36	RS kami sering melakukan komunikasi dengan pelanggan					

No	Kuisioner	1 (STS)	2 (TS)	3 (N)	4 (S)	5 (SS)
37	RS kami selalu berkomitmen untuk selalu menjaga kerahasiaan identitas pelanggan					
38	RS kami selalu memperhatikan kepuasan pelanggan					
39	RS kami selalu menerima saran dan kritik dari pelanggan kami					
40	RS kami selalu menjaga hubungan baik terhadap pelanggan					
41	Kemampuan RS kami menjalin jejaring (*Networking*)					
42	Timbal balik yang didapat atas hasil inovasi yang dilakukan					
43	Kemampuan RS kami untuk meningkatkan jumlah pegawai yang kompeten					
44	Kemampuan RS kami untuk meningkatkan jumlah pelanggan/pasien					
45	Kemampuan RS kami untuk mengelola pelanggan/pasien					
46	Kemampuan RS kami untuk unggul dalam pasar baru					
47	Keterlibatan top manajemen di dalam proses inovasi					
48	Kemampuan RS kami untuk melakukan inovasi di dalam organisasi					
49	Kemampuan RS kami dalam mengelola pembiayaan untuk diinvestasikan					
50	Kemampuan RS kami dalam melakukan inovasi di dalam penjualan produk atau jasa					

Lampiran 4. Data Dari Kuisioner

A. Data Responden

NO	*Knowledge-based HRM practice*								*Human Capital*									*Structural Capital*									*Relational Capital*									*Innovation Performance*								
	SDM1	SDM2	SDM3	SDM4	SDM5	SDM6	SDM8	SDM9	HC1	HC2	HC3	HC4	HC5	HC6	HC7	HC8	HC9	SC1	SC2	SC4	SC5	SC6	SC7	SC8	SC9	SC10	RC2	RC3	RC4	RC5	RC6	RC7	RC8	RC9	RC10	IP2	IP3	IP4	IP5	IP6	IP7	IP8	IP9	IP10
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NO	Knowledge-based HRM practice								Human Capital									Structural Capital									Relational Capital									Innovation Performance								
	SDM1	SDM2	SDM3	SDM4	SDM5	SDM6	SDM8	SDM9	HC1	HC2	HC3	HC4	HC5	HC6	HC7	HC8	HC9	SC1	SC2	SC4	SC5	SC6	SC7	SC8	SC9	SC10	RC2	RC3	RC4	RC5	RC6	RC7	RC8	RC9	RC10	IP2	IP3	IP4	IP5	IP6	IP7	IP8	IP9	IP10
111	5	4	5	5	2	5	2	5	5	4	4	5	4	5	4	5	5	4	5	5	5	4	5	5	5	5	4	4	4	4	4	4	4	4	4	1	4	5	4	5	4	3	4	3
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174	4	4	5	5	5	4	5	4	4	5	4	5	4	4	5	4	5	4	5	4	4	4	5	5	5	5	5	5	4	4	5	5	5	5	4	5	5	5	4	5	5	4	5	5
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179	5	4	4	4	3	3	3	3	4	3	3	4	3	3	3	3	3	3	3	3	3	2	4	5	4	3	2	2	1	1	1	2	1	1	1	2	3	3	3	3	3	3	3	4
180	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	4	3	3	3	4	4	4	4	4	4	4	4	4
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197	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4
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216	5	5	5	5	5	5	5	5	5	5	4	4	4	5	5	4	4	5	5	4	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	1	5	5	5	5	4
217	4	4	4	4	4	4	4	4	4	4	2	2	2	2	3	2	2	2	2	2	2	1	1	1	1	1	3	3	2	3	3	3	2	3	4	1	1	1	2	1	5	5	5	3
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219	5	5	4	5	5	5	5	5	5	5	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	4	4	4	4	4	4	4	5	5	2	2	2	2	5	5	1	5	3
220	3	3	2	3	3	3	2	3	2	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	1	4
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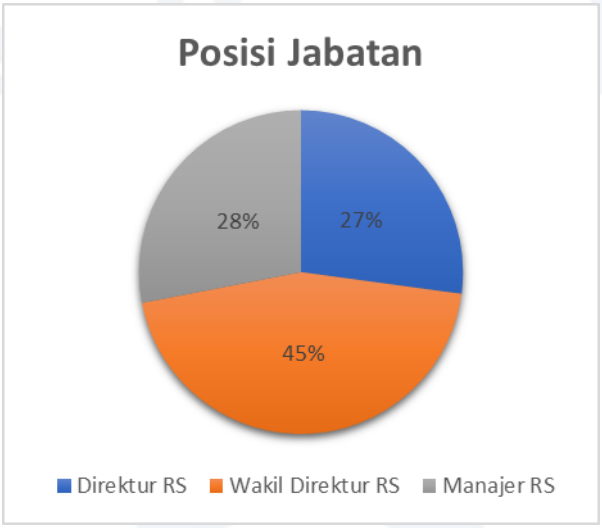
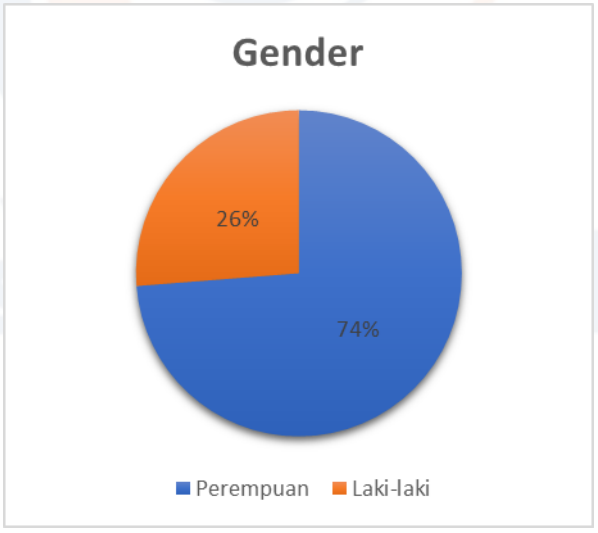
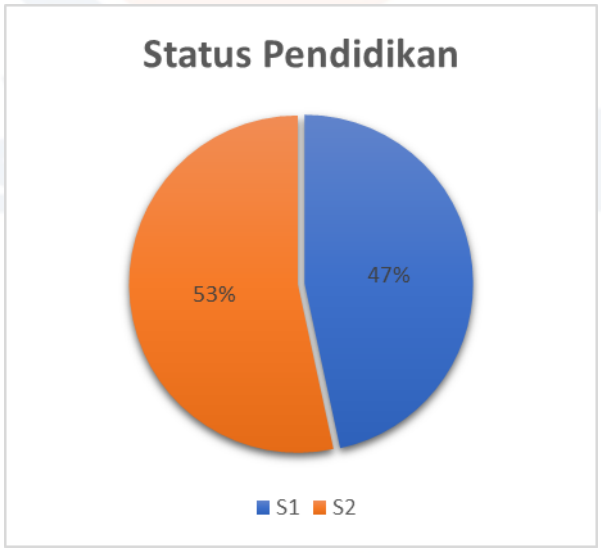
B. Demografi Responden



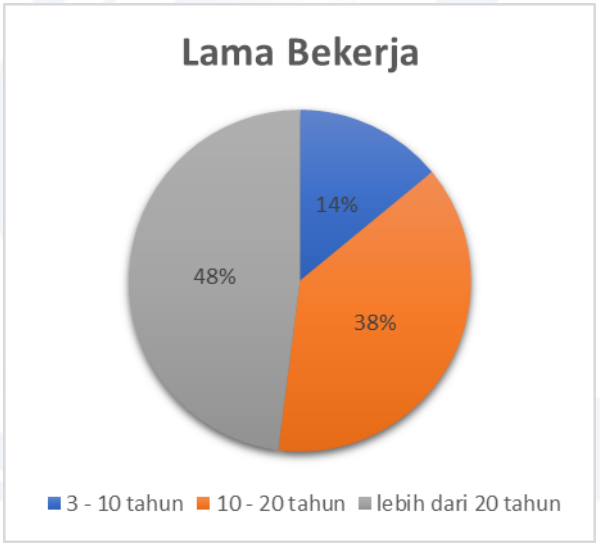
Gambar 3. Demografi Responden Berdasarkan Posisi Jabatan



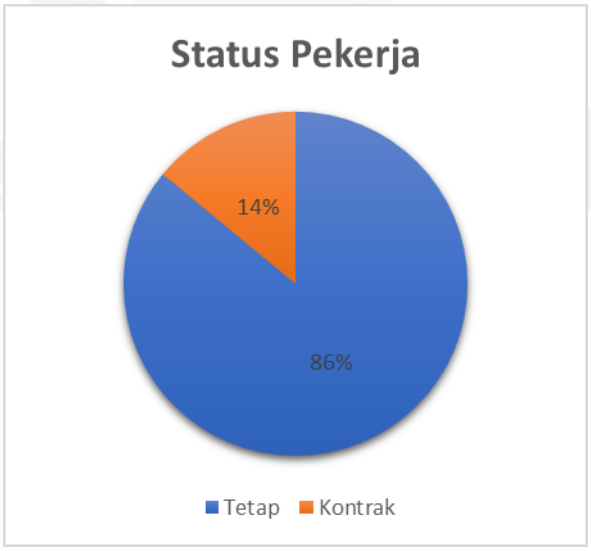
Gambar 4. Demografi Responden Berdasarkan *Gender*



Gambar 5. Demografi Responden Berdasarkan Status Pendidikan



Gambar 6. Demografi Responden Berdasarkan Lama Bekerja



Gambar 7. Demografi Responden Berdasarkan Status Pekerja

Lampiran 5. Validitas dan Reliabilitas Kuisioner

***Knowledge-based HRM practice* (SDM)**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.857
Bartlett's Test of Sphericity	Approx. Chi-Square	249.760
	df	45
	Sig.	.000

Anti-image Matrices

		SDM1	SDM2	SDM3	SDM4	SDM5	SDM6	SDM7	SDM8	SDM9	SDM10
Anti-image Covariance	SDM1	.234	-.046	.061	-.014	-.081	-.009	.016	-.077	.000	.058
	SDM2	-.046	.181	-.091	-.067	-.012	-.026	.019	.020	-.053	.049
	SDM3	.061	-.091	.282	-.031	-.020	.058	-.147	-.102	.026	.029
	SDM4	-.014	-.067	-.031	.215	-.076	-.017	.010	.009	.080	-.166
	SDM5	-.081	-.012	-.020	-.076	.189	-.045	.021	.046	-.060	.045
	SDM6	-.009	-.026	.058	-.017	-.045	.192	-.026	-.074	-.024	-.011
	SDM7	.016	.019	-.147	.010	.021	-.026	.457	-.006	-.075	.033
	SDM8	-.077	.020	-.102	.009	.046	-.074	-.006	.163	-.042	-.033
	SDM9	.000	-.053	.026	.080	-.060	-.024	-.075	-.042	.161	-.107
	SDM10	.058	.049	.029	-.166	.045	-.011	.033	-.033	-.107	.302
Anti-image Correlation	SDM1	.890[a]	-.225	.237	-.063	-.386	-.044	.048	-.395	-.001	.220
	SDM2	-.225	.898[a]	-.401	-.341	-.065	-.138	.067	.116	-.310	.209
	SDM3	.237	-.401	.810[a]	-.124	-.085	.250	-.409	-.474	.123	.099
	SDM4	-.063	-.341	-.124	.792[a]	-.378	-.084	.032	.046	.429	-.652
	SDM5	-.386	-.065	-.085	-.378	.876[a]	-.235	.073	.261	-.343	.189
	SDM6	-.044	-.138	.250	-.084	-.235	.927[a]	-.089	-.419	-.138	-.044
	SDM7	.048	.067	-.409	.032	.073	-.089	.894[a]	-.024	-.277	.088
	SDM8	-.395	.116	-.474	.046	.261	-.419	-.024	.857[a]	-.262	-.147
	SDM9	-.001	-.310	.123	.429	-.343	-.138	-.277	-.262	.844[a]	-.485
	SDM10	.220	.209	.099	-.652	.189	-.044	.088	-.147	-.485	.750[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SDM1	.832
SDM2	.898
SDM3	.750
SDM4	.788
SDM5	.864
SDM6	.898
SDM7	.651
SDM8	.890
SDM9	.890
SDM10	.679

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
SDM1	1.000	.692
SDM2	1.000	.807
SDM3	1.000	.563
SDM4	1.000	.621
SDM5	1.000	.746
SDM6	1.000	.806
SDM7	1.000	.424
SDM8	1.000	.792
SDM9	1.000	.793
SDM10	1.000	.461

Extraction Method: Principal Component Analysis.

***Knowledge-based HRM practice* (SDM) Literasi 1**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.846
Bartlett's Test of Sphericity	Approx. Chi-Square	233.381
	df	36
	Sig.	.000

Anti-image Matrices

		SDM1	SDM2	SDM3	SDM4	SDM5	SDM6	SDM8	SDM9	SDM10
Anti-image Covariance	SDM1	.234	-.047	.079	-.015	-.083	-.008	-.077	.002	.058
	SDM2	-.047	.182	-.102	-.068	-.013	-.025	.020	-.054	.048
	SDM3	.079	-.102	.339	-.033	-.016	.060	-.125	.003	.048
	SDM4	-.015	-.068	-.033	.215	-.077	-.017	.009	.088	-.168
	SDM5	-.083	-.013	-.016	-.077	.190	-.044	.046	-.061	.044
	SDM6	-.008	-.025	.060	-.017	-.044	.193	-.075	-.031	-.009
	SDM8	-.077	.020	-.125	.009	.046	-.075	.163	-.047	-.032
	SDM9	.002	-.054	.003	.088	-.061	-.031	-.047	.174	-.111
	SDM10	.058	.048	.048	-.168	.044	-.009	-.032	-.111	.304
Anti-image Correlation	SDM1	.881[a]	-.229	.281	-.065	-.391	-.040	-.394	.012	.217
	SDM2	-.229	.892[a]	-.411	-.344	-.070	-.133	.118	-.304	.204
	SDM3	.281	-.411	.808[a]	-.122	-.061	.235	-.531	.011	.149
	SDM4	-.065	-.344	-.122	.780[a]	-.381	-.081	.047	.456	-.658
	SDM5	-.391	-.070	-.061	-.381	.873[a]	-.230	.264	-.337	.183
	SDM6	-.040	-.133	.235	-.081	-.230	.925[a]	-.422	-.171	-.036
	SDM8	-.394	.118	-.531	.047	.264	-.422	.834[a]	-.280	-.145
	SDM9	.012	-.304	.011	.456	-.337	-.171	-.280	.842[a]	-.482
	SDM10	.217	.204	.149	-.658	.183	-.036	-.145	-.482	.741[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SDM1	.843
SDM2	.902
SDM3	.728
SDM4	.806
SDM5	.876
SDM6	.902
SDM8	.883
SDM9	.884
SDM10	.690

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
SDM1	1.000	.711
SDM2	1.000	.813
SDM3	1.000	.529
SDM4	1.000	.650
SDM5	1.000	.768
SDM6	1.000	.814
SDM8	1.000	.779
SDM9	1.000	.781
SDM10	1.000	.476

Extraction Method: Principal Component Analysis.

***Knowledge-based HRM practice* (SDM) Literasi 2**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.869
Bartlett's Test of Sphericity	Approx. Chi-Square	206.125
	df	28
	Sig.	.000

Anti-image Matrices

		SDM1	SDM2	SDM3	SDM4	SDM5	SDM6	SDM8	SDM9
Anti-image Covariance	SDM1	.246	-.062	.075	.032	-.099	-.007	-.076	.032
	SDM2	-.062	.190	-.117	-.076	-.022	-.025	.027	-.050
	SDM3	.075	-.117	.346	-.012	-.024	.063	-.125	.027
	SDM4	.032	-.076	-.012	.379	-.096	-.038	-.016	.062
	SDM5	-.099	-.022	-.024	-.096	.197	-.044	.054	-.061
	SDM6	-.007	-.025	.063	-.038	-.044	.193	-.078	-.045
	SDM8	-.076	.027	-.125	-.016	.054	-.078	.166	-.078
	SDM9	.032	-.050	.027	.062	-.061	-.045	-.078	.227
Anti-image Correlation	SDM1	.869[a]	-.286	.257	.106	-.449	-.032	-.376	.136
	SDM2	-.286	.892[a]	-.456	-.284	-.112	-.128	.152	-.240
	SDM3	.257	-.456	.800[a]	-.032	-.091	.243	-.520	.095
	SDM4	.106	-.284	-.032	.908[a]	-.352	-.139	-.065	.210
	SDM5	-.449	-.112	-.091	-.352	.866[a]	-.228	.299	-.288
	SDM6	-.032	-.128	.243	-.139	-.228	.910[a]	-.433	-.215
	SDM8	-.376	.152	-.520	-.065	.299	-.433	.807[a]	-.404
	SDM9	.136	-.240	.095	.210	-.288	-.215	-.404	.895[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SDM1	.862
SDM2	.914
SDM3	.740
SDM4	.785
SDM5	.886
SDM6	.902
SDM8	.883
SDM9	.876

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
SDM1	1.000	.743
SDM2	1.000	.835
SDM3	1.000	.548
SDM4	1.000	.617
SDM5	1.000	.785
SDM6	1.000	.813
SDM8	1.000	.780
SDM9	1.000	.768

Extraction Method: Principal Component Analysis.

Reliability Statistics

Cronbach's Alpha	N of Items
.941	8

***Human Capital* (HC)**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.771
Bartlett's Test of Sphericity	Approx. Chi-Square	257.301
	df	45
	Sig.	.000

Anti-image Matrices

		HC1	HC2	HC3	HC4	HC5	HC6	HC7	HC8	HC9	HC10
Anti-image Covariance	HC1	.252	-.143	.019	-.014	-.021	.022	-.004	-.054	.008	.020
	HC2	-.143	.202	.001	-.025	-.021	-.038	-.020	.038	.007	.029
	HC3	.019	.001	.219	.025	-.102	.073	-.103	-.083	.088	-.046
	HC4	-.014	-.025	.025	.233	-.080	.039	-.063	-.035	.080	-.184
	HC5	-.021	-.021	-.102	-.080	.119	-.061	.080	.036	-.085	.074
	HC6	.022	-.038	.073	.039	-.061	.148	-.065	-.078	.023	-.065
	HC7	-.004	-.020	-.103	-.063	.080	-.065	.123	.016	-.085	.060
	HC8	-.054	.038	-.083	-.035	.036	-.078	.016	.211	-.058	.023
	HC9	.008	.007	.088	.080	-.085	.023	-.085	-.058	.141	-.103
	HC10	.020	.029	-.046	-.184	.074	-.065	.060	.023	-.103	.412
Anti-image Correlation	HC1	.874[a]	-.631	.082	-.057	-.120	.112	-.022	-.234	.042	.062
	HC2	-.631	.877[a]	.007	-.115	-.136	-.218	-.125	.183	.044	.102
	HC3	.082	.007	.707[a]	.110	-.632	.404	-.626	-.387	.500	-.153
	HC4	-.057	-.115	.110	.786[a]	-.481	.208	-.370	-.157	.440	-.593
	HC5	-.120	-.136	-.632	-.481	.689[a]	-.460	.660	.227	-.652	.334
	HC6	.112	-.218	.404	.208	-.460	.819[a]	-.484	-.442	.156	-.261
	HC7	-.022	-.125	-.626	-.370	.660	-.484	.709[a]	.098	-.646	.267
	HC8	-.234	.183	-.387	-.157	.227	-.442	.098	.869[a]	-.337	.077
	HC9	.042	.044	.500	.440	-.652	.156	-.646	-.337	.709[a]	-.428
	HC10	.062	.102	-.153	-.593	.334	-.261	.267	.077	-.428	.712[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
HC1	.789
HC2	.829
HC3	.785
HC4	.820
HC5	.869
HC6	.899
HC7	.865
HC8	.875
HC9	.840
HC10	.615

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
HC1	1.000	.623
HC2	1.000	.687
HC3	1.000	.617
HC4	1.000	.672
HC5	1.000	.755
HC6	1.000	.808
HC7	1.000	.748
HC8	1.000	.765
HC9	1.000	.706
HC10	1.000	.378

Extraction Method: Principal Component Analysis.

***Human Capital* (HC) Literasi 1**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.802
Bartlett's Test of Sphericity	Approx. Chi-Square	238.430
	df	36
	Sig.	.000

Anti-image Matrices

		HC1	HC2	HC3	HC4	HC5	HC6	HC7	HC8	HC9
Anti-image Covariance	HC1	.253	-.146	.022	-.008	-.028	.027	-.007	-.056	.016
	HC2	-.146	.204	.005	-.018	-.030	-.036	-.026	.037	.018
	HC3	.022	.005	.224	.007	-.108	.072	-.106	-.083	.096
	HC4	-.008	-.018	.007	.360	-.082	.016	-.060	-.038	.064
	HC5	-.028	-.030	-.108	-.082	.134	-.060	.084	.036	-.091
	HC6	.027	-.036	.072	.016	-.060	.159	-.065	-.080	.008
	HC7	-.007	-.026	-.106	-.060	.084	-.065	.133	.014	-.093
	HC8	-.056	.037	-.083	-.038	.036	-.080	.014	.212	-.065
	HC9	.016	.018	.096	.064	-.091	.008	-.093	-.065	.173
Anti-image Correlation	HC1	.865[a]	-.642	.093	-.025	-.150	.133	-.040	-.240	.076
	HC2	-.642	.870[a]	.022	-.068	-.181	-.199	-.159	.177	.098
	HC3	.093	.022	.712[a]	.024	-.624	.382	-.614	-.381	.486
	HC4	-.025	-.068	.024	.915[a]	-.372	.068	-.273	-.139	.255
	HC5	-.150	-.181	-.624	-.372	.722[a]	-.409	.628	.214	-.598
	HC6	.133	-.199	.382	.068	-.409	.846[a]	-.445	-.438	.051
	HC7	-.040	-.159	-.614	-.273	.628	-.445	.730[a]	.081	-.611
	HC8	-.240	.177	-.381	-.139	.214	-.438	.081	.867[a]	-.337
	HC9	.076	.098	.486	.255	-.598	.051	-.611	-.337	.756[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
HC1	.806
HC2	.844
HC3	.793
HC4	.805
HC5	.877
HC6	.896
HC7	.865
HC8	.874
HC9	.832

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
HC1	1.000	.650
HC2	1.000	.713
HC3	1.000	.629
HC4	1.000	.648
HC5	1.000	.769
HC6	1.000	.803
HC7	1.000	.748
HC8	1.000	.764
HC9	1.000	.692

Extraction Method: Principal Component Analysis.

Reliability Statistics

Cronbach's Alpha	N of Items
.948	9

***Structural Capital* (SC)**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.566
Bartlett's Test of Sphericity	Approx. Chi-Square	640.630
	df	45
	Sig.	.000

Anti-image Matrices

		SC1	SC2	SC3	SC4	SC5	SC6	SC7	SC8	SC9	SC10
Anti-image Covariance	SC1	.001	.003	-.002	.003	-.002	.002	-.003	.000	.000	-.001
	SC2	.003	.028	-.006	-.003	-.004	.003	.001	.001	-.001	-.004
	SC3	-.002	-.006	.004	-.006	.002	-.003	.004	-.001	.001	.002
	SC4	.003	-.003	-.006	.045	-.021	.006	-.023	.001	-.001	-.003
	SC5	-.002	-.004	.002	-.021	.083	-.004	.024	-.001	.000	.002
	SC6	.002	.003	-.003	.006	-.004	.003	-.005	.000	.000	-.002
	SC7	-.003	.001	.004	-.023	.024	-.005	.020	-.001	.001	.002
	SC8	.000	.001	-.001	.001	-.001	.000	-.001	7.550E-5	-7.314E-5	.000
	SC9	.000	-.001	.001	-.001	.000	.000	.001	-7.314E-5	7.091E-5	.000
	SC10	-.001	-.004	.002	-.003	.002	-.002	.002	.000	.000	.001
Anti-image Correlation	SC1	.440[a]	.521	-.977	.453	-.245	.977	-.568	.994	-.994	-.986
	SC2	.521	.723[a]	-.571	-.081	-.083	.382	.047	.590	-.583	-.588
	SC3	-.977	-.571	.415[a]	-.471	.114	-.943	.501	-.987	.989	.967
	SC4	.453	-.081	-.471	.755[a]	-.337	.525	-.776	.442	-.451	-.373
	SC5	-.245	-.083	.114	-.337	.873[a]	-.284	.593	-.215	.202	.202
	SC6	.977	.382	-.943	.525	-.284	.516[a]	-.659	.962	-.963	-.955
	SC7	-.568	.047	.501	-.776	.593	-.659	.671[a]	-.537	.536	.468
	SC8	.994	.590	-.987	.442	-.215	.962	-.537	.498[a]	-1.000	-.989
	SC9	-.994	-.583	.989	-.451	.202	-.963	.536	-1.000	.514[a]	.988
	SC10	-.986	-.588	.967	-.373	.202	-.955	.468	-.989	.988	.514[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SC1	.815
SC2	.830
SC3	.769
SC4	.945
SC5	.878
SC6	.933
SC7	.909
SC8	.915
SC9	.944
SC10	.926

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
SC1	1.000	.665
SC2	1.000	.688
SC3	1.000	.592
SC4	1.000	.893
SC5	1.000	.771
SC6	1.000	.871
SC7	1.000	.826
SC8	1.000	.838
SC9	1.000	.891
SC10	1.000	.857

Extraction Method: Principal Component Analysis.

Structural Capital (SC) Literasi 1

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.681
Bartlett's Test of Sphericity	Approx. Chi-Square	503.858
	df	36
	Sig.	.000

Anti-image Matrices

		SC1	SC2	SC4	SC5	SC6	SC7	SC8	SC9	SC10
Anti-image Covariance	SC1	.023	-.006	-.001	-.028	.018	-.011	.007	-.008	-.017
	SC2	-.006	.041	-.024	-.001	-.017	.015	.002	-.002	-.005
	SC4	-.001	-.024	.058	-.023	.010	-.028	-.002	.002	.013
	SC5	-.028	-.001	-.023	.084	-.023	.029	-.010	.010	.015
	SC6	.018	-.017	.010	-.023	.023	-.016	.005	-.005	-.011
	SC7	-.011	.015	-.028	.029	-.016	.026	-.003	.003	-.002
	SC8	.007	.002	-.002	-.010	.005	-.003	.003	-.003	-.007
	SC9	-.008	-.002	.002	.010	-.005	.003	-.003	.003	.007
	SC10	-.017	-.005	.013	.015	-.011	-.002	-.007	.007	.021
Anti-image Correlation	SC1	.559[a]	-.205	-.040	-.631	.782	-.429	.876	-.889	-.766
	SC2	-.205	.831[a]	-.483	-.022	-.568	.468	.205	-.152	-.171
	SC4	-.040	-.483	.835[a]	-.323	.275	-.708	-.159	.116	.368
	SC5	-.631	-.022	-.323	.695[a]	-.533	.623	-.638	.603	.363
	SC6	.782	-.568	.275	-.533	.668[a]	-.649	.588	-.630	-.516
	SC7	-.429	.468	-.708	.623	-.649	.724[a]	-.308	.320	-.072
	SC8	.876	.205	-.159	-.638	.588	-.308	.606[a]	-.987	-.840
	SC9	-.889	-.152	.116	.603	-.630	.320	-.987	.629[a]	.825
	SC10	-.766	-.171	.368	.363	-.516	-.072	-.840	.825	.673[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SC1	.834
SC2	.851
SC4	.941
SC5	.876
SC6	.939
SC7	.898
SC8	.909
SC9	.953
SC10	.916

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
SC1	1.000	.695
SC2	1.000	.724
SC4	1.000	.885
SC5	1.000	.768
SC6	1.000	.882
SC7	1.000	.806
SC8	1.000	.827
SC9	1.000	.908
SC10	1.000	.838

Extraction Method: Principal Component Analysis.

Reliability Statistics

Cronbach's Alpha	N of Items
.968	9

***Relational Capital* (RC)**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.822
Bartlett's Test of Sphericity	Approx. Chi-Square	304.576
	df	45
	Sig.	.000

Anti-image Matrices

		RC1	RC2	RC3	RC4	RC5	RC6	RC7	RC8	RC9	RC10
Anti-image Covariance	RC1	.698	-.097	-.009	-.079	-.059	.010	.074	.131	.068	-.058
	RC2	-.097	.249	-.032	.039	-.053	.083	-.007	.013	-.032	-.016
	RC3	-.009	-.032	.114	-.064	-.024	-.029	-.084	-.064	-.006	.037
	RC4	-.079	.039	-.064	.158	.019	.021	.043	-.028	-.029	-.015
	RC5	-.059	-.053	-.024	.019	.149	-.077	-.016	.008	-.034	.031
	RC6	.010	.083	-.029	.021	-.077	.145	-.004	.020	.012	-.044
	RC7	.074	-.007	-.084	.043	-.016	-.004	.157	.060	.022	-.048
	RC8	.131	.013	-.064	-.028	.008	.020	.060	.247	-.006	-.030
	RC9	.068	-.032	-.006	-.029	-.034	.012	.022	-.006	.049	-.033
	RC10	-.058	-.016	.037	-.015	.031	-.044	-.048	-.030	-.033	.050
Anti-image Correlation	RC1	.114[a]	-.232	-.033	-.239	-.182	.031	.223	.317	.366	-.308
	RC2	-.232	.879[a]	-.191	.198	-.275	.434	-.036	.054	-.292	-.141
	RC3	-.033	-.191	.795[a]	-.480	-.185	-.228	-.629	-.384	-.087	.491
	RC4	-.239	.198	-.480	.876[a]	.122	.141	.274	-.142	-.327	-.171
	RC5	-.182	-.275	-.185	.122	.858[a]	-.524	-.104	.041	-.394	.356
	RC6	.031	.434	-.228	.141	-.524	.833[a]	-.028	.107	.137	-.512
	RC7	.223	-.036	-.629	.274	-.104	-.028	.801[a]	.305	.253	-.544
	RC8	.317	.054	-.384	-.142	.041	.107	.305	.889[a]	-.050	-.268
	RC9	.366	-.292	-.087	-.327	-.394	.137	.253	-.050	.836[a]	-.663
	RC10	-.308	-.141	.491	-.171	.356	-.512	-.544	-.268	-.663	.753[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
RC1	.037	.977
RC2	.813	.177
RC3	.888	-.071
RC4	.862	-.016
RC5	.884	.095
RC6	.856	.041
RC7	.841	-.002
RC8	.803	-.286
RC9	.950	-.036
RC10	.921	.049

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Communalities

	Initial	Extraction
RC1	1.000	.956
RC2	1.000	.692
RC3	1.000	.794
RC4	1.000	.743
RC5	1.000	.790
RC6	1.000	.734
RC7	1.000	.707
RC8	1.000	.727
RC9	1.000	.904
RC10	1.000	.850

Extraction Method: Principal Component Analysis.

***Relational Capital* (RC) Literasi 1**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.841
Bartlett's Test of Sphericity	Approx. Chi-Square	299.624
	df	36
	Sig.	.000

Anti-image Matrices

		RC2	RC3	RC4	RC5	RC6	RC7	RC8	RC9	RC10
Anti-image Covariance	RC2	.264	-.035	.032	-.067	.089	.003	.037	-.028	-.028
	RC3	-.035	.114	-.069	-.026	-.029	-.087	-.070	-.006	.040
	RC4	.032	-.069	.167	.013	.024	.057	-.015	-.026	-.025
	RC5	-.067	-.026	.013	.154	-.079	-.010	.022	-.033	.030
	RC6	.089	-.029	.024	-.079	.145	-.006	.021	.012	-.047
	RC7	.003	-.087	.057	-.010	-.006	.165	.054	.018	-.049
	RC8	.037	-.070	-.015	.022	.021	.054	.274	-.023	-.023
	RC9	-.028	-.006	-.026	-.033	.012	.018	-.023	.056	-.035
	RC10	-.028	.040	-.025	.030	-.047	-.049	-.023	-.035	.055
Anti-image Correlation	RC2	.878[a]	-.205	.151	-.331	.453	.016	.138	-.229	-.229
	RC3	-.205	.787[a]	-.502	-.194	-.227	-.638	-.394	-.081	.506
	RC4	.151	-.502	.880[a]	.082	.153	.345	-.072	-.265	-.265
	RC5	-.331	-.194	.082	.866[a]	-.528	-.066	.105	-.358	.321
	RC6	.453	-.227	.153	-.528	.826[a]	-.036	.103	.135	-.529
	RC7	.016	-.638	.345	-.066	-.036	.816[a]	.254	.189	-.513
	RC8	.138	-.394	-.072	.105	.103	.254	.914[a]	-.189	-.189
	RC9	-.229	-.081	-.265	-.358	.135	.189	-.189	.876[a]	-.621
	RC10	-.229	.506	-.265	.321	-.529	-.513	-.189	-.621	.769[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
RC2	.812
RC3	.889
RC4	.862
RC5	.883
RC6	.856
RC7	.841
RC8	.804
RC9	.950
RC10	.920

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
RC2	1.000	.660
RC3	1.000	.790
RC4	1.000	.742
RC5	1.000	.781
RC6	1.000	.732
RC7	1.000	.707
RC8	1.000	.647
RC9	1.000	.903
RC10	1.000	.847

Extraction Method: Principal Component Analysis.

Reliability Statistics

Cronbach's Alpha	N of Items
.959	9

***Innovation Performance* (IP)**

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.788
Bartlett's Test of Sphericity	Approx. Chi-Square	367.944
	df	45
	Sig.	.000

Anti-image Matrices

		KI1	KI2	KI3	KI4	KI5	KI6	KI7	KI8	KI9	KI10
Anti-image Covariance	KI1	.592	-.111	-.057	.007	.064	-.067	.061	.100	.036	.021
	KI2	-.111	.069	.048	-.028	-.045	.037	-.041	-.023	-.019	-.014
	KI3	-.057	.048	.110	-.057	-.036	.031	-.046	-.004	-.028	.003
	KI4	.007	-.028	-.057	.093	.018	-.023	.037	-.050	-.007	.009
	KI5	.064	-.045	-.036	.018	.061	-.046	.026	.016	-3.871E-5	.032
	KI6	-.067	.037	.031	-.023	-.046	.050	-.046	-.016	.004	-.027
	KI7	.061	-.041	-.046	.037	.026	-.046	.093	.002	.001	.002
	KI8	.100	-.023	-.004	-.050	.016	-.016	.002	.177	-.007	.008
	KI9	.036	-.019	-.028	-.007	-3.871E-5	.004	.001	-.007	.053	-.048
	KI10	.021	-.014	.003	.009	.032	-.027	.002	.008	-.048	.098
Anti-image Correlation	KI1	.266[a]	-.546	-.222	.029	.336	-.392	.262	.308	.203	.088
	KI2	-.546	.721[a]	.553	-.349	-.693	.622	-.506	-.207	-.318	-.165
	KI3	-.222	.553	.782[a]	-.560	-.443	.412	-.455	-.029	-.374	.026
	KI4	.029	-.349	-.560	.850[a]	.237	-.340	.402	-.388	-.101	.092
	KI5	.336	-.693	-.443	.237	.723[a]	-.826	.350	.159	-.001	.407
	KI6	-.392	.622	.412	-.340	-.826	.694[a]	-.675	-.165	.078	-.378
	KI7	.262	-.506	-.455	.402	.350	-.675	.803[a]	.015	.017	.021
	KI8	.308	-.207	-.029	-.388	.159	-.165	.015	.933[a]	-.075	.062
	KI9	.203	-.318	-.374	-.101	-.001	.078	.017	-.075	.880[a]	-.670
	KI10	.088	-.165	.026	.092	.407	-.378	.021	.062	-.670	.858[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
KI1	.201	.932
KI2	.915	.139
KI3	.895	-.144
KI4	.922	-.104
KI5	.879	.195
KI6	.882	.187
KI7	.912	.070
KI8	.888	-.212
KI9	.938	-.173
KI10	.886	-.158

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Communalities

	Initial	Extraction
KI1	1.000	.910
KI2	1.000	.856
KI3	1.000	.822
KI4	1.000	.860
KI5	1.000	.811
KI6	1.000	.812
KI7	1.000	.837
KI8	1.000	.833
KI9	1.000	.910
KI10	1.000	.811

Extraction Method: Principal Component Analysis.

Innovation Performance (IP) Literasi 1

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.822
Bartlett's Test of Sphericity	Approx. Chi-Square	359.705
	df	36
	Sig.	.000

Anti-image Matrices

		KI2	KI3	KI4	KI5	KI6	KI7	KI8	KI9	KI10
Anti-image Covariance	KI2	.099	.057	-.038	-.053	.040	-.045	-.007	-.019	-.014
	KI3	.057	.116	-.059	-.036	.030	-.045	.006	-.027	.005
	KI4	-.038	-.059	.093	.019	-.027	.039	-.056	-.008	.009
	KI5	-.053	-.036	.019	.069	-.051	.024	.007	-.005	.033
	KI6	.040	.030	-.027	-.051	.059	-.049	-.005	.010	-.029
	KI7	-.045	-.045	.039	.024	-.049	.100	-.010	-.003	.000
	KI8	-.007	.006	-.056	.007	-.005	-.010	.195	-.015	.005
	KI9	-.019	-.027	-.008	-.005	.010	-.003	-.015	.055	-.052
	KI10	-.014	.005	.009	.033	-.029	.000	.005	-.052	.099
Anti-image Correlation	KI2	.783[a]	.528	-.398	-.646	.529	-.449	-.049	-.253	-.140
	KI3	.528	.806[a]	-.568	-.401	.362	-.421	.042	-.344	.047
	KI4	-.398	-.568	.837[a]	.241	-.358	.409	-.417	-.109	.090
	KI5	-.646	-.401	.241	.756[a]	-.801	.289	.061	-.075	.402
	KI6	.529	.362	-.358	-.801	.730[a]	-.645	-.051	.175	-.375
	KI7	-.449	-.421	.409	.289	-.645	.830[a]	-.072	-.038	-.003
	KI8	-.049	.042	-.417	.061	-.051	-.072	.958[a]	-.148	.037
	KI9	-.253	-.344	-.109	-.075	.175	-.038	-.148	.881[a]	-.705
	KI10	-.140	.047	.090	.402	-.375	-.003	.037	-.705	.854[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KI2	.911
KI3	.898
KI4	.923
KI5	.877
KI6	.879
KI7	.912
KI8	.892
KI9	.941
KI10	.889

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Communalities

	Initial	Extraction
KI2	1.000	.830
KI3	1.000	.806
KI4	1.000	.851
KI5	1.000	.768
KI6	1.000	.773
KI7	1.000	.831
KI8	1.000	.795
KI9	1.000	.885
KI10	1.000	.790

Extraction Method: Principal Component Analysis.

Reliability Statistics

Cronbach's Alpha	N of Items
.971	9

Lampiran 6. Hasil Olah Data SEM Lisrel

DATE: 1/22/2023

TIME: 13:31

L I S R E L 8.80

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file O:\sidang 2 fix\imamrevisi.spl:

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RAW DATA FROM FILE imamrevisi.PSF
LATENT VARIABLES: SDM HC SC RC IP
RELATIONSHIP

SDM1 = SDM
SDM2 = SDM
SDM3 = SDM
SDM4 = SDM
SDM5 = SDM
SDM6 = SDM
SDM8 = SDM
SDM9 = SDM
HC1 = HC
HC2 = HC
HC3 = HC
HC4 = HC
HC5 = HC
HC6 = HC
HC7 = HC
HC8 = HC
HC9 =HC
SC1 = SC
SC2 = SC
SC4 = SC
SC5 = SC
SC6 = SC
SC7 = SC
SC8 = SC
SC9 = SC
SC10 = SC
RC2 = RC
RC3 = RC
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RC4 = RC
RC5 = RC
RC6 = RC
RC7 = RC
RC8 = RC
RC9 = RC
RC10 = RC
IP2 = IP
IP3 = IP
IP4 = IP
IP5 = IP
IP6 = IP
IP7 = IP
IP8 = IP
IP9 = IP
IP10= IP

HC = SDM
SC = HC SDM
RC = HC SDM
IP = HC SC RC SDM

SET ERROR COVARIANCE OF RC8 AND RC2 FREE
SET ERROR COVARIANCE OF IP7 AND IP4 FREE
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SET ERROR COVARIANCE OF IP2 AND HC1 FREE
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SET ERROR COVARIANCE OF SDM4 AND SC4 FREE
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SET ERROR COVARIANCE OF IP3 AND HC5 FREE
SET ERROR COVARIANCE OF RC10 AND HC5 FREE
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SET ERROR COVARIANCE OF IP5 AND SC5 FREE
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!SET ERROR COVARIANCE OF IP3 AND RC8 FREE

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!SET ERROR COVARIANCE OF IP10 AND HC7 FREE
!SET ERROR COVARIANCE OF SDM1 AND SC8 FREE
!SET ERROR COVARIANCE OF SDM5 AND HC3 FREE
!SET ERROR COVARIANCE OF IP4 AND RC7 FREE

OPTIONS SC EF
PATH DIAGRAM
END OF PROBLEM

Sample Size = 221

Covariance Matrix

	HC1	HC2	HC3	HC4	HC5	HC6
HC1	0.68					
HC2	0.49	0.69				
HC3	0.42	0.49	0.72			
HC4	0.45	0.48	0.52	0.84		
HC5	0.39	0.42	0.48	0.56	0.74	
HC6	0.38	0.47	0.53	0.59	0.59	0.82
HC7	0.39	0.44	0.50	0.52	0.51	0.54
HC8	0.41	0.45	0.46	0.55	0.51	0.57
HC9	0.35	0.44	0.50	0.49	0.56	0.56
SC1	0.35	0.35	0.44	0.38	0.45	0.46
SC2	0.31	0.39	0.41	0.48	0.42	0.48
SC4	0.26	0.32	0.37	0.42	0.46	0.43
SC5	0.27	0.33	0.38	0.44	0.49	0.48
SC6	0.24	0.35	0.32	0.44	0.50	0.43
SC7	0.24	0.34	0.32	0.44	0.45	0.44
SC8	0.26	0.35	0.34	0.43	0.45	0.39
SC9	0.26	0.32	0.33	0.37	0.44	0.38
SC10	0.25	0.40	0.42	0.47	0.54	0.51
RC2	-0.07	0.00	0.07	-0.09	0.07	0.09
RC3	-0.07	-0.03	0.01	-0.12	-0.01	0.02
RC4	-0.12	-0.05	0.06	-0.10	0.03	0.05
RC5	-0.04	-0.05	0.04	-0.10	0.03	0.04
RC6	0.01	0.05	0.07	-0.04	0.07	0.11
RC7	-0.02	0.00	0.06	0.00	0.11	0.10
RC8	-0.08	-0.02	0.03	-0.07	0.05	0.07
RC9	-0.04	0.01	0.05	-0.07	0.03	0.07
RC10	0.05	0.07	0.10	-0.03	0.00	0.00
IP2	0.18	0.29	0.37	0.36	0.53	0.36
IP3	0.28	0.33	0.42	0.50	0.43	0.42
IP4	0.23	0.27	0.40	0.42	0.55	0.46
IP5	0.23	0.20	0.31	0.31	0.44	0.32

IP6	0.27	0.33	0.29	0.30	0.37	0.31
IP7	0.27	0.34	0.23	0.20	0.30	0.26
IP8	0.20	0.24	0.19	0.22	0.32	0.24
IP9	0.30	0.30	0.19	0.21	0.28	0.19
IP10	0.08	0.14	0.18	0.13	0.18	0.12
SDM1	0.35	0.39	0.28	0.39	0.35	0.33
SDM2	0.35	0.44	0.33	0.41	0.38	0.35
SDM3	0.44	0.49	0.43	0.51	0.34	0.43
SDM4	0.40	0.47	0.33	0.44	0.36	0.38
SDM5	0.38	0.46	0.32	0.38	0.38	0.38
SDM6	0.39	0.45	0.35	0.44	0.38	0.38
SDM8	0.39	0.44	0.47	0.46	0.35	0.40
SDM9	0.40	0.45	0.42	0.46	0.43	0.40

Covariance Matrix

	HC7	HC8	HC9	SC1	SC2	SC4
HC7	0.72					
HC8	0.48	0.68				
HC9	0.44	0.55	0.78			
SC1	0.39	0.44	0.48	0.71		
SC2	0.37	0.47	0.46	0.59	0.78	
SC4	0.30	0.42	0.53	0.51	0.57	1.21
SC5	0.37	0.42	0.40	0.52	0.62	0.73
SC6	0.32	0.43	0.44	0.54	0.65	0.75
SC7	0.34	0.42	0.41	0.53	0.61	0.74
SC8	0.36	0.39	0.40	0.55	0.65	0.65
SC9	0.35	0.36	0.37	0.51	0.55	0.70
SC10	0.44	0.46	0.49	0.57	0.62	0.78
RC2	0.08	0.00	0.03	0.06	0.07	0.10
RC3	0.03	-0.03	-0.06	0.06	0.07	0.02
RC4	0.03	-0.05	-0.05	0.04	0.05	0.10
RC5	0.02	-0.02	-0.06	0.02	0.04	0.03
RC6	0.05	0.03	-0.01	0.08	0.10	-0.03
RC7	0.07	0.03	0.00	0.05	0.09	0.04
RC8	0.01	0.00	-0.06	0.04	0.06	-0.02
RC9	0.05	-0.02	-0.06	0.03	0.05	0.03
RC10	0.04	-0.01	-0.09	0.04	0.07	0.00
IP2	0.44	0.36	0.47	0.36	0.34	0.59
IP3	0.43	0.41	0.39	0.33	0.41	0.48
IP4	0.41	0.43	0.54	0.41	0.43	0.58
IP5	0.35	0.35	0.37	0.35	0.35	0.37
IP6	0.35	0.33	0.34	0.33	0.35	0.37
IP7	0.30	0.32	0.28	0.32	0.33	0.31
IP8	0.28	0.25	0.26	0.27	0.28	0.36
IP9	0.24	0.24	0.25	0.23	0.23	0.33
IP10	0.24	0.14	0.15	0.14	0.13	0.13
SDM1	0.31	0.34	0.33	0.36	0.46	0.41
SDM2	0.31	0.36	0.31	0.30	0.39	0.44
SDM3	0.37	0.40	0.34	0.34	0.51	0.31
SDM4	0.33	0.38	0.35	0.34	0.48	0.31
SDM5	0.34	0.35	0.34	0.34	0.41	0.53
SDM6	0.34	0.42	0.35	0.33	0.46	0.40
SDM8	0.40	0.41	0.36	0.41	0.46	0.44
SDM9	0.43	0.36	0.36	0.31	0.30	0.56

Covariance Matrix

	SC5	SC6	SC7	SC8	SC9	SC10
SC5	0.94					
SC6	0.83	1.04				
SC7	0.73	0.81	0.90			
SC8	0.69	0.75	0.75	0.91		
SC9	0.69	0.68	0.73	0.76	0.86	
SC10	0.78	0.76	0.78	0.76	0.77	1.02
RC2	0.15	0.01	0.05	0.03	0.13	0.20
RC3	0.13	0.06	0.05	0.06	0.10	0.13
RC4	0.11	0.07	0.09	0.05	0.12	0.16
RC5	0.11	0.04	0.03	0.00	0.07	0.12
RC6	0.10	0.08	0.07	0.05	0.10	0.15
RC7	0.13	0.08	0.08	0.07	0.12	0.16
RC8	0.08	0.10	0.10	0.06	0.10	0.10
RC9	0.07	0.04	0.07	0.03	0.06	0.17
RC10	0.10	0.05	0.03	-0.01	0.05	0.11
IP2	0.46	0.50	0.52	0.49	0.50	0.58
IP3	0.48	0.50	0.45	0.49	0.45	0.50
IP4	0.50	0.50	0.49	0.53	0.50	0.57
IP5	0.48	0.45	0.38	0.44	0.39	0.43
IP6	0.39	0.41	0.38	0.46	0.43	0.47
IP7	0.30	0.29	0.30	0.34	0.32	0.32
IP8	0.36	0.39	0.34	0.39	0.33	0.39
IP9	0.33	0.30	0.27	0.27	0.26	0.34
IP10	0.15	0.14	0.14	0.19	0.17	0.18
SDM1	0.45	0.45	0.43	0.47	0.38	0.45
SDM2	0.45	0.45	0.42	0.44	0.39	0.49
SDM3	0.42	0.37	0.37	0.42	0.34	0.38
SDM4	0.40	0.39	0.38	0.43	0.37	0.40
SDM5	0.39	0.43	0.42	0.34	0.36	0.41
SDM6	0.45	0.45	0.41	0.40	0.37	0.45
SDM8	0.39	0.37	0.36	0.34	0.30	0.36
SDM9	0.36	0.30	0.36	0.35	0.39	0.45

Covariance Matrix

	RC2	RC3	RC4	RC5	RC6	RC7
RC2	1.22					
RC3	0.84	0.99				
RC4	0.89	0.89	1.18			
RC5	0.95	0.91	0.99	1.18		
RC6	0.87	0.86	0.85	1.01	1.20	
RC7	0.83	0.79	0.80	0.88	0.89	0.99
RC8	0.70	0.80	0.87	0.87	0.89	0.87
RC9	0.83	0.82	0.90	0.91	0.94	0.85
RC10	0.65	0.63	0.70	0.74	0.70	0.69
IP2	0.21	0.05	0.19	0.17	0.11	0.13
IP3	0.13	0.09	0.14	0.19	0.18	0.11
IP4	0.22	0.10	0.22	0.20	0.13	0.17
IP5	0.13	0.06	0.06	0.14	0.11	0.08
IP6	0.16	0.13	0.16	0.20	0.19	0.10
IP7	0.17	0.14	0.10	0.16	0.17	0.11
IP8	0.13	0.10	0.10	0.14	0.12	0.08
IP9	0.10	0.07	0.03	0.15	0.13	0.07
IP10	0.07	-0.03	-0.02	0.01	0.04	0.01

SDM1	-0.06	-0.04	-0.07	-0.03	-0.02	0.00
SDM2	0.02	0.04	0.03	0.04	0.06	0.05
SDM3	-0.03	-0.05	-0.09	-0.07	-0.03	0.01
SDM4	-0.09	-0.08	-0.15	-0.07	0.00	-0.01
SDM5	-0.05	-0.11	-0.11	-0.05	0.01	-0.01
SDM6	-0.05	-0.03	-0.06	0.02	0.06	0.06
SDM8	-0.04	-0.05	-0.07	-0.07	-0.02	-0.01
SDM9	0.18	0.12	0.22	0.19	0.11	0.16

Covariance Matrix

	RC8	RC9	RC10	IP2	IP3	IP4
RC8	1.19					
RC9	0.95	1.23				
RC10	0.74	0.82	1.11			
IP2	0.19	0.16	0.08	1.46		
IP3	0.18	0.13	0.07	0.75	0.98	
IP4	0.13	0.14	0.08	0.83	0.74	1.10
IP5	0.03	0.02	0.04	0.67	0.60	0.72
IP6	0.14	0.13	0.11	0.57	0.64	0.68
IP7	0.13	0.12	0.09	0.44	0.43	0.42
IP8	0.10	0.07	0.09	0.55	0.58	0.55
IP9	0.07	0.10	0.14	0.47	0.47	0.51
IP10	-0.04	0.01	-0.03	0.40	0.38	0.35
SDM1	-0.05	-0.04	0.07	0.33	0.31	0.32
SDM2	0.01	0.09	0.12	0.39	0.36	0.37
SDM3	-0.03	0.01	0.08	0.24	0.39	0.25
SDM4	-0.03	-0.03	0.04	0.28	0.32	0.28
SDM5	-0.08	-0.02	0.03	0.47	0.32	0.27
SDM6	0.03	0.03	0.12	0.31	0.33	0.28
SDM8	-0.06	0.01	0.08	0.30	0.33	0.29
SDM9	0.13	0.21	0.18	0.51	0.41	0.42

Covariance Matrix

	IP5	IP6	IP7	IP8	IP9	IP10
IP5	0.95					
IP6	0.60	0.84				
IP7	0.46	0.54	0.80			
IP8	0.54	0.53	0.52	0.81		
IP9	0.48	0.59	0.56	0.58	0.86	
IP10	0.37	0.38	0.32	0.34	0.32	0.62
SDM1	0.30	0.36	0.32	0.31	0.34	0.12
SDM2	0.31	0.37	0.36	0.33	0.39	0.08
SDM3	0.29	0.30	0.34	0.25	0.28	0.08
SDM4	0.30	0.33	0.33	0.25	0.30	0.08
SDM5	0.24	0.28	0.33	0.26	0.32	0.13
SDM6	0.27	0.33	0.35	0.25	0.35	0.10
SDM8	0.21	0.26	0.35	0.25	0.34	0.14
SDM9	0.22	0.31	0.28	0.26	0.32	0.09

Covariance Matrix

	SDM1	SDM2	SDM3	SDM4	SDM5	SDM6
SDM1	0.64					

SDM2	0.49	0.73				
SDM3	0.49	0.50	0.82			
SDM4	0.49	0.47	0.62	0.67		
SDM5	0.45	0.46	0.46	0.46	0.85	
SDM6	0.50	0.53	0.53	0.52	0.52	0.64
SDM8	0.44	0.47	0.55	0.46	0.56	0.52
SDM9	0.40	0.46	0.40	0.37	0.54	0.40

Covariance Matrix

	SDM8	SDM9
SDM8	0.85	
SDM9	0.42	0.98

Number of Iterations = 33

LISREL Estimates (Maximum Likelihood)

Measurement Equations

HC1 = 0.58*HC, Errorvar.= 0.36 , R^2 = 0.48
(0.033)
10.79

HC2 = 0.67*HC, Errorvar.= 0.25 , R^2 = 0.64
(0.044) (0.025)
15.15 9.99

HC3 = 0.70*HC, Errorvar.= 0.23 , R^2 = 0.68
(0.056) (0.024)
12.60 9.55

HC4 = 0.78*HC, Errorvar.= 0.27 , R^2 = 0.69
(0.060) (0.027)
13.05 10.07

HC5 = 0.79*HC, Errorvar.= 0.18 , R^2 = 0.77
(0.058) (0.021)
13.58 8.61

HC6 = 0.78*HC, Errorvar.= 0.23 , R^2 = 0.73
(0.062) (0.023)
12.46 9.79

HC7 = 0.67*HC, Errorvar.= 0.27 , R^2 = 0.62
(0.056) (0.027)
11.97 10.11

HC8 = 0.73*HC, Errorvar.= 0.15 , R^2 = 0.79
(0.056) (0.018)

13.22 8.16

HC9 = 0.71*HC, Errorvar.= 0.27 , R^2 = 0.65
(0.056) (0.026)
12.53 10.09

SC1 = 0.63*SC, Errorvar.= 0.34 , R^2 = 0.53
(0.030)
11.29

SC2 = 0.71*SC, Errorvar.= 0.26 , R^2 = 0.66
(0.038) (0.025)
18.66 10.69

SC4 = 0.81*SC, Errorvar.= 0.50 , R^2 = 0.57
(0.064) (0.046)
12.65 10.72

SC5 = 0.87*SC, Errorvar.= 0.21 , R^2 = 0.79
(0.059) (0.021)
14.81 9.99

SC6 = 0.91*SC, Errorvar.= 0.19 , R^2 = 0.81
(0.061) (0.024)
14.82 8.15

SC7 = 0.86*SC, Errorvar.= 0.17 , R^2 = 0.82
(0.057) (0.016)
15.00 10.39

SC8 = 0.89*SC, Errorvar.= 0.11 , R^2 = 0.87
(0.057) (0.016)
15.50 6.90

SC9 = 0.84*SC, Errorvar.= 0.15 , R^2 = 0.83
(0.056) (0.016)
15.08 9.45

SC10 = 0.90*SC, Errorvar.= 0.19 , R^2 = 0.81
(0.059) (0.022)
15.36 8.69

RC2 = 0.93*RC, Errorvar.= 0.38 , R^2 = 0.69
(0.037)
10.21

RC3 = 0.88*RC, Errorvar.= 0.23 , R^2 = 0.77
(0.050) (0.022)
17.54 10.19

RC4 = 0.94*RC, Errorvar.= 0.27 , R^2 = 0.77
(0.054) (0.027)
17.53 9.72

RC5 = 1.03*RC, Errorvar.= 0.12 , R^2 = 0.90

(0.051) (0.017)
20.27 6.79

RC6 = 0.97*RC, Errorvar.= 0.25 , R^2 = 0.79
(0.053) (0.025)
18.24 9.91

RC7 = 0.92*RC, Errorvar.= 0.15 , R^2 = 0.85
(0.048) (0.019)
18.90 8.05

RC8 = 0.94*RC, Errorvar.= 0.32 , R^2 = 0.73
(0.067) (0.033)
14.01 9.61

RC9 = 0.94*RC, Errorvar.= 0.34 , R^2 = 0.72
(0.057) (0.035)
16.47 9.81

RC10 = 0.76*RC, Errorvar.= 0.55 , R^2 = 0.51
(0.059) (0.052)
12.98 10.50

IP2 = 0.88*IP, Errorvar.= 0.66 , R^2 = 0.54
(0.068)
9.63

IP3 = 0.87*IP, Errorvar.= 0.27 , R^2 = 0.74
(0.064) (0.030)
13.54 8.80

IP4 = 0.87*IP, Errorvar.= 0.32 , R^2 = 0.70
(0.068) (0.034)
12.90 9.40

IP5 = 0.77*IP, Errorvar.= 0.40 , R^2 = 0.60
(0.063) (0.038)
12.23 10.42

IP6 = 0.78*IP, Errorvar.= 0.22 , R^2 = 0.73
(0.067) (0.023)
11.65 9.73

IP7 = 0.68*IP, Errorvar.= 0.31 , R^2 = 0.60
(0.066) (0.034)
10.36 9.08

IP8 = 0.68*IP, Errorvar.= 0.34 , R^2 = 0.58
(0.059) (0.033)
11.63 10.28

IP9 = 0.71*IP, Errorvar.= 0.36 , R^2 = 0.59
(0.064) (0.036)
11.02 9.89

IP10 = 0.45*IP, Errorvar.= 0.43 , R^2 = 0.32
(0.052) (0.041)
8.64 10.46

SDM1 = 0.68*SDM, Errorvar.= 0.17 , R^2 = 0.73
(0.043) (0.019)
15.70 9.24

SDM2 = 0.73*SDM, Errorvar.= 0.22 , R^2 = 0.71
(0.047) (0.024)
15.64 9.36

SDM3 = 0.72*SDM, Errorvar.= 0.30 , R^2 = 0.64
(0.049) (0.029)
14.79 10.22

SDM4 = 0.69*SDM, Errorvar.= 0.19 , R^2 = 0.72
(0.044) (0.020)
15.75 9.31

SDM5 = 0.68*SDM, Errorvar.= 0.38 , R^2 = 0.55
(0.052) (0.038)
13.02 9.92

SDM6 = 0.73*SDM, Errorvar.= 0.095 , R^2 = 0.85
(0.040) (0.013)
18.18 7.38

SDM8 = 0.71*SDM, Errorvar.= 0.36 , R^2 = 0.59
(0.051) (0.035)
13.95 10.11

SDM9 = 0.63*SDM, Errorvar.= 0.60 , R^2 = 0.40
(0.059) (0.059)
10.62 10.07

Error Covariance for HC2 and HC1 = 0.10
(0.020)
5.24

Error Covariance for HC5 and HC2 = -0.06
(0.013)
-4.66

Error Covariance for HC6 and HC1 = -0.02
(0.016)
-1.35

Error Covariance for HC8 and HC3 = -0.06
(0.014)
-4.27

Error Covariance for HC8 and HC5 = -0.06
(0.013)

-5.09

Error Covariance for SC1 and HC1 = 0.069
(0.016)
4.19

Error Covariance for SC1 and HC4 = -0.09
(0.016)
-5.42

Error Covariance for SC2 and SC1 = 0.15
(0.020)
7.22

Error Covariance for SC4 and HC7 = -0.07
(0.022)
-3.39

Error Covariance for SC4 and HC9 = 0.092
(0.022)
4.19

Error Covariance for SC6 and HC5 = 0.075
(0.015)
4.99

Error Covariance for SC8 and SC4 = -0.08
(0.018)
-4.34

Error Covariance for SC8 and SC5 = -0.05
(0.013)
-3.81

Error Covariance for SC8 and SC6 = -0.06
(0.015)
-4.05

Error Covariance for SC9 and SC2 = -0.04
(0.011)
-3.35

Error Covariance for SC9 and SC6 = -0.08
(0.014)
-6.12

Error Covariance for SC10 and HC1 = -0.07
(0.017)
-4.46

Error Covariance for SC10 and SC6 = -0.09
(0.015)
-6.30

Error Covariance for SC10 and SC8 = -0.06
(0.013)
-4.88

Error Covariance for RC5 and HC2 = -0.04
(0.012)
-3.15

Error Covariance for RC6 and RC4 = -0.08
(0.019)
-4.52

Error Covariance for RC7 and RC4 = -0.07
(0.017)
-4.37

Error Covariance for RC7 and RC5 = -0.07
(0.015)
-4.66

Error Covariance for RC8 and RC2 = -0.14
(0.026)
-5.49

Error Covariance for RC8 and RC5 = -0.09
(0.018)
-4.68

Error Covariance for RC9 and RC5 = -0.06
(0.017)
-3.38

Error Covariance for RC10 and HC5 = -0.06
(0.020)
-3.17

Error Covariance for RC10 and HC6 = -0.07
(0.024)
-2.93

Error Covariance for RC10 and HC9 = -0.06
(0.023)
-2.70

Error Covariance for RC10 and RC9 = 0.11
(0.031)
3.70

Error Covariance for IP2 and HC1 = -0.05
(0.029)
-1.62

Error Covariance for IP2 and SC2 = -0.05
(0.022)
-2.07

Error Covariance for IP3 and HC2 = -0.04
(0.016)
-2.31

Error Covariance for IP3 and HC4 = 0.076
(0.019)

3.98

Error Covariance for IP3 and HC5 = -0.07
(0.017)
-3.82

Error Covariance for IP3 and HC9 = -0.02
(0.017)
-1.42

Error Covariance for IP4 and HC1 = -0.07
(0.022)
-3.06

Error Covariance for IP4 and HC2 = -0.09
(0.020)
-4.50

Error Covariance for IP4 and HC9 = 0.061
(0.020)
3.08

Error Covariance for IP5 and HC2 = -0.10
(0.019)
-5.39

Error Covariance for IP5 and SC5 = 0.080
(0.019)
4.35

Error Covariance for IP6 and IP2 = -0.13
(0.030)
-4.25

Error Covariance for IP7 and HC4 = -0.06
(0.019)
-2.90

Error Covariance for IP7 and SC6 = -0.06
(0.017)
-3.61

Error Covariance for IP7 and IP2 = -0.15
(0.037)
-4.12

Error Covariance for IP7 and IP3 = -0.14
(0.023)
-6.01

Error Covariance for IP7 and IP4 = -0.17
(0.025)
-6.89

Error Covariance for IP9 and HC1 = 0.075
(0.020)
3.75

Error Covariance for IP9 and SC5 = 0.057
(0.017)
3.45

Error Covariance for IP9 and RC4 = -0.06
(0.019)
-2.91

Error Covariance for IP9 and IP2 = -0.09
(0.034)
-2.51

Error Covariance for IP9 and IP3 = -0.08
(0.021)
-4.04

Error Covariance for IP9 and IP8 = 0.091
(0.025)
3.61

Error Covariance for SDM1 and HC3 = -0.04
(0.014)
-2.47

Error Covariance for SDM2 and SC1 = -0.05
(0.018)
-2.99

Error Covariance for SDM2 and SC2 = -0.08
(0.017)
-4.48

Error Covariance for SDM2 and IP10 = -0.06
(0.021)
-2.99

Error Covariance for SDM3 and HC5 = -0.08
(0.015)
-5.49

Error Covariance for SDM3 and SC4 = -0.08
(0.023)
-3.59

Error Covariance for SDM3 and SC6 = -0.06
(0.015)
-4.04

Error Covariance for SDM3 and RC6 = -0.06
(0.015)
-3.73

Error Covariance for SDM3 and IP2 = -0.05
(0.024)
-1.88

Error Covariance for SDM3 and IP3 = 0.075
(0.018)

4.25

Error Covariance for SDM4 and SC4 = -0.06
(0.020)
-3.11

Error Covariance for SDM4 and RC4 = -0.05
(0.013)
-3.93

Error Covariance for SDM4 and SDM3 = 0.11
(0.018)
5.84

Error Covariance for SDM5 and SC4 = 0.13
(0.029)
4.33

Error Covariance for SDM5 and SC5 = -0.04
(0.018)
-2.01

Error Covariance for SDM5 and SC8 = -0.06
(0.017)
-3.85

Error Covariance for SDM6 and SC8 = -0.03
(0.0095)
-3.58

Error Covariance for SDM6 and RC2 = -0.06
(0.015)
-3.85

Error Covariance for SDM6 and RC4 = -0.04
(0.012)
-3.29

Error Covariance for SDM8 and HC3 = 0.089
(0.020)
4.53

Error Covariance for SDM8 and SC1 = 0.079
(0.018)
4.39

Error Covariance for SDM8 and SC10 = -0.04
(0.017)
-2.60

Error Covariance for SDM8 and IP5 = -0.09
(0.022)
-4.08

Error Covariance for SDM8 and IP6 = -0.05
(0.017)
-2.84

Error Covariance for SDM9 and SC2 = -0.07
(0.021)
-3.33

Error Covariance for SDM9 and SC4 = 0.16
(0.037)
4.25

Error Covariance for SDM9 and SC6 = -0.06
(0.023)
-2.63

Error Covariance for SDM9 and IP5 = -0.09
(0.028)
-3.29

Error Covariance for SDM9 and SDM5 = 0.10
(0.034)
3.06

Error Covariance for SDM9 and SDM6 = -0.04
(0.017)
-2.56

Structural Equations

HC = 0.74*SDM, Errorvar.= 0.46 , R^2 = 0.54
(0.076) (0.077)
9.67 5.96

SC = 0.29*HC + 0.48*SDM, Errorvar.= 0.49 , R^2 = 0.51
(0.078) (0.084) (0.075)
3.66 5.70 6.51

RC = 0.023*HC - 0.0016*SDM, Errorvar.= 1.00 , R^2 = 0.00048
(0.11) (0.11) (0.13)
0.22 -0.015 7.74

IP = 0.29*HC + 0.25*SC + 0.17*RC + 0.22*SDM, Errorvar.= 0.51 , R^2 = 0.49
(0.083) (0.074) (0.051) (0.088) (0.083)
3.55 3.33 3.31 2.48 6.20

Reduced Form Equations

HC = 0.74*SDM, Errorvar.= 0.46, R^2 = 0.54
(0.076)
9.67

SC = 0.69*SDM, Errorvar.= 0.53, R^2 = 0.47
(0.072)
9.51

RC = 0.015*SDM, Errorvar.= 1.00, R^2 = 0.00024
(0.069)
0.22

IP = 0.61*SDM, Errorvar.= 0.63, R^2 = 0.37
(0.073)
8.31

Correlation Matrix of Independent Variables

SDM
1.00

Covariance Matrix of Latent Variables

	HC	SC	RC	IP	SDM
HC	1.00				
SC	0.64	1.00			
RC	0.02	0.01	1.00		
IP	0.62	0.59	0.18	1.00	
SDM	0.74	0.69	0.02	0.61	1.00

Goodness of Fit Statistics

Degrees of Freedom = 810
Minimum Fit Function Chi-Square = 1635.88 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 1447.55 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 637.55
90 Percent Confidence Interval for NCP = (535.21 ; 747.71)

Minimum Fit Function Value = 7.44
Population Discrepancy Function Value (F0) = 2.90
90 Percent Confidence Interval for F0 = (2.43 ; 3.40)
Root Mean Square Error of Approximation (RMSEA) = 0.060
90 Percent Confidence Interval for RMSEA = (0.055 ; 0.065)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00078

Expected Cross-Validation Index (ECVI) = 8.22
90 Percent Confidence Interval for ECVI = (7.75 ; 8.72)
ECVI for Saturated Model = 9.00
ECVI for Independence Model = 170.51

Chi-Square for Independence Model with 946 Degrees of Freedom = 37423.12
Independence AIC = 37511.12
Model AIC = 1807.55
Saturated AIC = 1980.00
Independence CAIC = 37704.64
Model CAIC = 2599.21
Saturated CAIC = 6334.18

Normed Fit Index (NFI) = 0.96
Non-Normed Fit Index (NNFI) = 0.97
Parsimony Normed Fit Index (PNFI) = 0.82
Comparative Fit Index (CFI) = 0.98
Incremental Fit Index (IFI) = 0.98
Relative Fit Index (RFI) = 0.95

Critical N (CN) = 122.92

Root Mean Square Residual (RMR) = 0.057
Standardized RMR = 0.065
Goodness of Fit Index (GFI) = 0.77
Adjusted Goodness of Fit Index (AGFI) = 0.72
Parsimony Goodness of Fit Index (PGFI) = 0.63

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
HC4	RC	9.2	-0.10
SC1	HC	14.2	0.16
IP4	HC	9.2	0.16

The Modification Indices Suggest to Add an Error Covariance

Between	and	Decrease in Chi-Square	New Estimate
SC5	HC6	9.8	0.04
IP3	RC8	9.9	0.06
IP4	RC7	8.1	0.05
IP7	SC10	11.1	-0.06
IP9	IP6	8.4	0.06
IP10	HC7	7.9	0.06
SDM1	SC8	8.1	0.03
SDM5	HC3	8.5	-0.05

Standardized Solution

LAMBDA-Y

	HC	SC	RC	IP
HC1	0.58	- -	- -	- -
HC2	0.67	- -	- -	- -
HC3	0.70	- -	- -	- -
HC4	0.78	- -	- -	- -
HC5	0.79	- -	- -	- -
HC6	0.78	- -	- -	- -
HC7	0.67	- -	- -	- -
HC8	0.73	- -	- -	- -
HC9	0.71	- -	- -	- -
SC1	- -	0.63	- -	- -
SC2	- -	0.71	- -	- -
SC4	- -	0.81	- -	- -
SC5	- -	0.87	- -	- -
SC6	- -	0.91	- -	- -
SC7	- -	0.86	- -	- -
SC8	- -	0.89	- -	- -
SC9	- -	0.84	- -	- -
SC10	- -	0.90	- -	- -
RC2	- -	- -	0.93	- -
RC3	- -	- -	0.88	- -
RC4	- -	- -	0.94	- -
RC5	- -	- -	1.03	- -

RC6	- -	- -	0.97	- -
RC7	- -	- -	0.92	- -
RC8	- -	- -	0.94	- -
RC9	- -	- -	0.94	- -
RC10	- -	- -	0.76	- -
IP2	- -	- -	- -	0.88
IP3	- -	- -	- -	0.87
IP4	- -	- -	- -	0.87
IP5	- -	- -	- -	0.77
IP6	- -	- -	- -	0.78
IP7	- -	- -	- -	0.68
IP8	- -	- -	- -	0.68
IP9	- -	- -	- -	0.71
IP10	- -	- -	- -	0.45

LAMBDA-X

	SDM
SDM1	0.68
SDM2	0.73
SDM3	0.72
SDM4	0.69
SDM5	0.68
SDM6	0.73
SDM8	0.71
SDM9	0.63

BETA

	HC	SC	RC	IP
HC	- -	- -	- -	- -
SC	0.29	- -	- -	- -
RC	0.02	- -	- -	- -
IP	0.29	0.25	0.17	- -

GAMMA

	SDM
HC	0.74
SC	0.48
RC	0.00
IP	0.22

Correlation Matrix of ETA and KSI

	HC	SC	RC	IP	SDM
HC	1.00				
SC	0.64	1.00			
RC	0.02	0.01	1.00		
IP	0.62	0.59	0.18	1.00	
SDM	0.74	0.69	0.02	0.61	1.00

PSI

Note: This matrix is diagonal.

HC	SC	RC	IP
0.46	0.49	1.00	0.51

Regression Matrix ETA on KSI (Standardized)

	SDM
HC	0.74
SC	0.69
RC	0.02
IP	0.61

Completely Standardized Solution

LAMBDA-Y

	HC	SC	RC	IP
HC1	0.69	- -	- -	- -
HC2	0.80	- -	- -	- -
HC3	0.83	- -	- -	- -
HC4	0.83	- -	- -	- -
HC5	0.88	- -	- -	- -
HC6	0.85	- -	- -	- -
HC7	0.79	- -	- -	- -
HC8	0.89	- -	- -	- -
HC9	0.81	- -	- -	- -
SC1	- -	0.73	- -	- -
SC2	- -	0.81	- -	- -
SC4	- -	0.76	- -	- -
SC5	- -	0.89	- -	- -
SC6	- -	0.90	- -	- -
SC7	- -	0.90	- -	- -
SC8	- -	0.94	- -	- -
SC9	- -	0.91	- -	- -
SC10	- -	0.90	- -	- -
RC2	- -	- -	0.83	- -
RC3	- -	- -	0.88	- -
RC4	- -	- -	0.88	- -
RC5	- -	- -	0.95	- -
RC6	- -	- -	0.89	- -
RC7	- -	- -	0.92	- -
RC8	- -	- -	0.86	- -
RC9	- -	- -	0.85	- -
RC10	- -	- -	0.72	- -
IP2	- -	- -	- -	0.74
IP3	- -	- -	- -	0.86
IP4	- -	- -	- -	0.84
IP5	- -	- -	- -	0.77
IP6	- -	- -	- -	0.86
IP7	- -	- -	- -	0.78
IP8	- -	- -	- -	0.76
IP9	- -	- -	- -	0.77
IP10	- -	- -	- -	0.57

LAMBDA-X

	SDM
SDM1	0.85
SDM2	0.84
SDM3	0.80
SDM4	0.85
SDM5	0.74
SDM6	0.92
SDM8	0.77
SDM9	0.63

BETA

	HC	SC	RC	IP
HC	- -	- -	- -	- -
SC	0.29	- -	- -	- -
RC	0.02	- -	- -	- -
IP	0.29	0.25	0.17	- -

GAMMA

	SDM
HC	0.74
SC	0.48
RC	0.00
IP	0.22

Correlation Matrix of ETA and KSI

	HC	SC	RC	IP	SDM
HC	1.00				
SC	0.64	1.00			
RC	0.02	0.01	1.00		
IP	0.62	0.59	0.18	1.00	
SDM	0.74	0.69	0.02	0.61	1.00

PSI

Note: This matrix is diagonal.

HC	SC	RC	IP
0.46	0.49	1.00	0.51

THETA-EPS

	HC1	HC2	HC3	HC4	HC5	HC6
HC1	0.52					
HC2	0.15	0.36				
HC3	- -	- -	0.32			
HC4	- -	- -	- -	0.31		
HC5	- -	-0.08	- -	- -	0.23	

HC6	-0.03	- -	- -	- -	- -	0.27
HC7	- -	- -	- -	- -	- -	- -
HC8	- -	- -	-0.09	- -	-0.09	- -
HC9	- -	- -	- -	- -	- -	- -
SC1	0.10	- -	- -	-0.11	- -	- -
SC2	- -	- -	- -	- -	- -	- -
SC4	- -	- -	- -	- -	- -	- -
SC5	- -	- -	- -	- -	- -	- -
SC6	- -	- -	- -	- -	0.08	- -
SC7	- -	- -	- -	- -	- -	- -
SC8	- -	- -	- -	- -	- -	- -
SC9	- -	- -	- -	- -	- -	- -
SC10	-0.09	- -	- -	- -	- -	- -
RC2	- -	- -	- -	- -	- -	- -
RC3	- -	- -	- -	- -	- -	- -
RC4	- -	- -	- -	- -	- -	- -
RC5	- -	-0.04	- -	- -	- -	- -
RC6	- -	- -	- -	- -	- -	- -
RC7	- -	- -	- -	- -	- -	- -
RC8	- -	- -	- -	- -	- -	- -
RC9	- -	- -	- -	- -	- -	- -
RC10	- -	- -	- -	- -	-0.07	-0.07
IP2	-0.05	- -	- -	- -	- -	- -
IP3	- -	-0.04	- -	0.08	-0.07	- -
IP4	-0.08	-0.10	- -	- -	- -	- -
IP5	- -	-0.12	- -	- -	- -	- -
IP6	- -	- -	- -	- -	- -	- -
IP7	- -	- -	- -	-0.07	- -	- -
IP8	- -	- -	- -	- -	- -	- -
IP9	0.10	- -	- -	- -	- -	- -
IP10	- -	- -	- -	- -	- -	- -

THETA-EPS

	HC7	HC8	HC9	SC1	SC2	SC4
HC7	0.38					
HC8	- -	0.21				
HC9	- -	- -	0.35			
SC1	- -	- -	- -	0.47		
SC2	- -	- -	- -	0.19	0.34	
SC4	-0.08	- -	0.10	- -	- -	0.43
SC5	- -	- -	- -	- -	- -	- -
SC6	- -	- -	- -	- -	- -	- -
SC7	- -	- -	- -	- -	- -	- -
SC8	- -	- -	- -	- -	- -	-0.07
SC9	- -	- -	- -	- -	-0.05	- -
SC10	- -	- -	- -	- -	- -	- -
RC2	- -	- -	- -	- -	- -	- -
RC3	- -	- -	- -	- -	- -	- -
RC4	- -	- -	- -	- -	- -	- -
RC5	- -	- -	- -	- -	- -	- -
RC6	- -	- -	- -	- -	- -	- -
RC7	- -	- -	- -	- -	- -	- -
RC8	- -	- -	- -	- -	- -	- -
RC9	- -	- -	- -	- -	- -	- -
RC10	- -	- -	-0.07	- -	- -	- -
IP2	- -	- -	- -	- -	-0.04	- -

IP3	- -	- -	-0.03	- -	- -	- -
IP4	- -	- -	0.07	- -	- -	- -
IP5	- -	- -	- -	- -	- -	- -
IP6	- -	- -	- -	- -	- -	- -
IP7	- -	- -	- -	- -	- -	- -
IP8	- -	- -	- -	- -	- -	- -
IP9	- -	- -	- -	- -	- -	- -
IP10	- -	- -	- -	- -	- -	- -

THETA-EPS

	SC5	SC6	SC7	SC8	SC9	SC10
SC5	0.21					
SC6	- -	0.19				
SC7	- -	- -	0.18			
SC8	-0.05	-0.06	- -	0.13		
SC9	- -	-0.09	- -	- -	0.17	
SC10	- -	-0.09	- -	-0.07	- -	0.19
RC2	- -	- -	- -	- -	- -	- -
RC3	- -	- -	- -	- -	- -	- -
RC4	- -	- -	- -	- -	- -	- -
RC5	- -	- -	- -	- -	- -	- -
RC6	- -	- -	- -	- -	- -	- -
RC7	- -	- -	- -	- -	- -	- -
RC8	- -	- -	- -	- -	- -	- -
RC9	- -	- -	- -	- -	- -	- -
RC10	- -	- -	- -	- -	- -	- -
IP2	- -	- -	- -	- -	- -	- -
IP3	- -	- -	- -	- -	- -	- -
IP4	- -	- -	- -	- -	- -	- -
IP5	0.08	- -	- -	- -	- -	- -
IP6	- -	- -	- -	- -	- -	- -
IP7	- -	-0.07	- -	- -	- -	- -
IP8	- -	- -	- -	- -	- -	- -
IP9	0.06	- -	- -	- -	- -	- -
IP10	- -	- -	- -	- -	- -	- -

THETA-EPS

	RC2	RC3	RC4	RC5	RC6	RC7
RC2	0.31					
RC3	- -	0.23				
RC4	- -	- -	0.23			
RC5	- -	- -	- -	0.10		
RC6	- -	- -	-0.07	- -	0.21	
RC7	- -	- -	-0.07	-0.06	- -	0.15
RC8	-0.12	- -	- -	-0.07	- -	- -
RC9	- -	- -	- -	-0.05	- -	- -
RC10	- -	- -	- -	- -	- -	- -
IP2	- -	- -	- -	- -	- -	- -
IP3	- -	- -	- -	- -	- -	- -
IP4	- -	- -	- -	- -	- -	- -
IP5	- -	- -	- -	- -	- -	- -
IP6	- -	- -	- -	- -	- -	- -
IP7	- -	- -	- -	- -	- -	- -
IP8	- -	- -	- -	- -	- -	- -

IP9	- -	- -	-0.06	- -	- -	- -
IP10	- -	- -	- -	- -	- -	- -

THETA-EPS

	RC8	RC9	RC10	IP2	IP3	IP4
RC8	0.27					
RC9	- -	0.28				
RC10	- -	0.10	0.49			
IP2	- -	- -	- -	0.46		
IP3	- -	- -	- -	- -	0.26	
IP4	- -	- -	- -	- -	- -	0.30
IP5	- -	- -	- -	- -	- -	- -
IP6	- -	- -	- -	-0.12	- -	- -
IP7	- -	- -	- -	-0.14	-0.16	-0.19
IP8	- -	- -	- -	- -	- -	- -
IP9	- -	- -	- -	-0.08	-0.09	- -
IP10	- -	- -	- -	- -	- -	- -

THETA-EPS

	IP5	IP6	IP7	IP8	IP9	IP10
IP5	0.40					
IP6	- -	0.27				
IP7	- -	- -	0.40			
IP8	- -	- -	- -	0.42		
IP9	- -	- -	- -	0.11	0.41	
IP10	- -	- -	- -	- -	- -	0.68

THETA-DELTA-EPS

	HC1	HC2	HC3	HC4	HC5	HC6
SDM1	- -	- -	-0.05	- -	- -	- -
SDM2	- -	- -	- -	- -	- -	- -
SDM3	- -	- -	- -	- -	-0.10	- -
SDM4	- -	- -	- -	- -	- -	- -
SDM5	- -	- -	- -	- -	- -	- -
SDM6	- -	- -	- -	- -	- -	- -
SDM8	- -	- -	0.11	- -	- -	- -
SDM9	- -	- -	- -	- -	- -	- -

THETA-DELTA-EPS

	HC7	HC8	HC9	SC1	SC2	SC4
SDM1	- -	- -	- -	- -	- -	- -
SDM2	- -	- -	- -	-0.07	-0.10	- -
SDM3	- -	- -	- -	- -	- -	-0.08
SDM4	- -	- -	- -	- -	- -	-0.07
SDM5	- -	- -	- -	- -	- -	0.13
SDM6	- -	- -	- -	- -	- -	- -
SDM8	- -	- -	- -	0.10	- -	- -
SDM9	- -	- -	- -	- -	-0.08	0.15

THETA-DELTA-EPS

	SC5	SC6	SC7	SC8	SC9	SC10
SDM1	- -	- -	- -	- -	- -	- -
SDM2	- -	- -	- -	- -	- -	- -
SDM3	- -	-0.07	- -	- -	- -	- -
SDM4	- -	- -	- -	- -	- -	- -
SDM5	-0.04	- -	- -	-0.07	- -	- -
SDM6	- -	- -	- -	-0.05	- -	- -
SDM8	- -	- -	- -	- -	- -	-0.05
SDM9	- -	-0.06	- -	- -	- -	- -

THETA-DELTA-EPS

	RC2	RC3	RC4	RC5	RC6	RC7
SDM1	- -	- -	- -	- -	- -	- -
SDM2	- -	- -	- -	- -	- -	- -
SDM3	- -	- -	- -	- -	-0.06	- -
SDM4	- -	- -	-0.06	- -	- -	- -
SDM5	- -	- -	- -	- -	- -	- -
SDM6	-0.06	- -	-0.05	- -	- -	- -
SDM8	- -	- -	- -	- -	- -	- -
SDM9	- -	- -	- -	- -	- -	- -

THETA-DELTA-EPS

	RC8	RC9	RC10	IP2	IP3	IP4
SDM1	- -	- -	- -	- -	- -	- -
SDM2	- -	- -	- -	- -	- -	- -
SDM3	- -	- -	- -	-0.04	0.08	- -
SDM4	- -	- -	- -	- -	- -	- -
SDM5	- -	- -	- -	- -	- -	- -
SDM6	- -	- -	- -	- -	- -	- -
SDM8	- -	- -	- -	- -	- -	- -
SDM9	- -	- -	- -	- -	- -	- -

THETA-DELTA-EPS

	IP5	IP6	IP7	IP8	IP9	IP10
SDM1	- -	- -	- -	- -	- -	- -
SDM2	- -	- -	- -	- -	- -	-0.09
SDM3	- -	- -	- -	- -	- -	- -
SDM4	- -	- -	- -	- -	- -	- -
SDM5	- -	- -	- -	- -	- -	- -
SDM6	- -	- -	- -	- -	- -	- -
SDM8	-0.10	-0.06	- -	- -	- -	- -
SDM9	-0.09	- -	- -	- -	- -	- -

THETA-DELTA

	SDM1	SDM2	SDM3	SDM4	SDM5	SDM6
SDM1	0.27					
SDM2	- -	0.29				
SDM3	- -	- -	0.36			

SDM4	- -	- -	0.15	0.28		
SDM5	- -	- -	- -	- -	0.45	
SDM6	- -	- -	- -	- -	- -	0.15
SDM8	- -	- -	- -	- -	- -	- -
SDM9	- -	- -	- -	- -	0.11	-0.05

THETA-DELTA

	SDM8	SDM9
SDM8	0.41	
SDM9	- -	0.60

Regression Matrix ETA on KSI (Standardized)

	SDM
HC	0.74
SC	0.69
RC	0.02
IP	0.61

Total and Indirect Effects

Total Effects of KSI on ETA

	SDM
HC	0.74
	(0.08)
	9.67
SC	0.69
	(0.07)
	9.51
RC	0.02
	(0.07)
	0.22
IP	0.61
	(0.07)
	8.31

Indirect Effects of KSI on ETA

	SDM
HC	- -
SC	0.21
	(0.06)
	3.66
RC	0.02
	(0.08)
	0.22
IP	0.39
	(0.08)
	5.01

Total Effects of ETA on ETA

	HC	SC	RC	IP
HC	- -	- -	- -	- -
SC	0.29	- -	- -	- -
	(0.08)			
	3.66			
RC	0.02	- -	- -	- -
	(0.11)			
	0.22			
IP	0.37	0.25	0.17	- -
	(0.09)	(0.07)	(0.05)	
	4.18	3.33	3.31	

Largest Eigenvalue of B*B' (Stability Index) is 0.225

Indirect Effects of ETA on ETA

	HC	SC	RC	IP
HC	- -	- -	- -	- -
SC	- -	- -	- -	- -
RC	- -	- -	- -	- -
IP	0.07	- -	- -	- -
	(0.03)			
	2.24			

Total Effects of ETA on Y

	HC	SC	RC	IP
HC1	0.58	- -	- -	- -
HC2	0.67	- -	- -	- -
	(0.04)			
	15.15			
HC3	0.70	- -	- -	- -
	(0.06)			
	12.60			
HC4	0.78	- -	- -	- -
	(0.06)			
	13.05			
HC5	0.79	- -	- -	- -
	(0.06)			
	13.58			
HC6	0.78	- -	- -	- -
	(0.06)			
	12.46			
HC7	0.67	- -	- -	- -
	(0.06)			
	11.97			
HC8	0.73	- -	- -	- -
	(0.06)			
	13.22			
HC9	0.71	- -	- -	- -
	(0.06)			
	12.53			
SC1	0.18	0.63	- -	- -

	(0.05)			
	3.66			
SC2	0.20	0.71	- -	- -
	(0.06)	(0.04)		
	3.64	18.66		
SC4	0.23	0.81	- -	- -
	(0.06)	(0.06)		
	3.65	12.65		
SC5	0.25	0.87	- -	- -
	(0.07)	(0.06)		
	3.68	14.81		
SC6	0.26	0.91	- -	- -
	(0.07)	(0.06)		
	3.66	14.82		
SC7	0.25	0.86	- -	- -
	(0.07)	(0.06)		
	3.69	15.00		
SC8	0.26	0.89	- -	- -
	(0.07)	(0.06)		
	3.68	15.50		
SC9	0.24	0.84	- -	- -
	(0.07)	(0.06)		
	3.69	15.08		
SC10	0.26	0.90	- -	- -
	(0.07)	(0.06)		
	3.66	15.36		
RC2	0.02	- -	0.93	- -
	(0.10)			
	0.22			
RC3	0.02	- -	0.88	- -
	(0.09)		(0.05)	
	0.22		17.54	
RC4	0.02	- -	0.94	- -
	(0.10)		(0.05)	
	0.22		17.53	
RC5	0.02	- -	1.03	- -
	(0.11)		(0.05)	
	0.22		20.27	
RC6	0.02	- -	0.97	- -
	(0.10)		(0.05)	
	0.22		18.24	
RC7	0.02	- -	0.92	- -
	(0.10)		(0.05)	
	0.22		18.90	
RC8	0.02	- -	0.94	- -
	(0.10)		(0.07)	
	0.22		14.01	
RC9	0.02	- -	0.94	- -
	(0.10)		(0.06)	
	0.22		16.47	
RC10	0.02	- -	0.76	- -
	(0.08)		(0.06)	
	0.22		12.98	
IP2	0.32	0.22	0.15	0.88
	(0.08)	(0.07)	(0.04)	
	4.18	3.33	3.31	
IP3	0.32	0.21	0.15	0.87
	(0.07)	(0.06)	(0.04)	(0.06)

	4.33	3.37	3.36	13.54
IP4	0.32	0.21	0.15	0.87
	(0.08)	(0.06)	(0.04)	(0.07)
	4.26	3.37	3.35	12.90
IP5	0.28	0.19	0.13	0.77
	(0.07)	(0.06)	(0.04)	(0.06)
	4.23	3.34	3.34	12.23
IP6	0.29	0.19	0.13	0.78
	(0.07)	(0.06)	(0.04)	(0.07)
	4.28	3.37	3.35	11.65
IP7	0.25	0.17	0.11	0.68
	(0.06)	(0.05)	(0.03)	(0.07)
	4.24	3.36	3.32	10.36
IP8	0.25	0.17	0.11	0.68
	(0.06)	(0.05)	(0.03)	(0.06)
	4.23	3.34	3.32	11.63
IP9	0.26	0.17	0.12	0.71
	(0.06)	(0.05)	(0.04)	(0.06)
	4.27	3.33	3.33	11.02
IP10	0.17	0.11	0.08	0.45
	(0.04)	(0.03)	(0.02)	(0.05)
	4.00	3.22	3.21	8.64

Indirect Effects of ETA on Y

	HC	SC	RC	IP
HC1	- -	- -	- -	- -
HC2	- -	- -	- -	- -
HC3	- -	- -	- -	- -
HC4	- -	- -	- -	- -
HC5	- -	- -	- -	- -
HC6	- -	- -	- -	- -
HC7	- -	- -	- -	- -
HC8	- -	- -	- -	- -
HC9	- -	- -	- -	- -
SC1	0.18	- -	- -	- -
	(0.05)			
	3.66			
SC2	0.20	- -	- -	- -
	(0.06)			
	3.64			
SC4	0.23	- -	- -	- -
	(0.06)			
	3.65			
SC5	0.25	- -	- -	- -
	(0.07)			
	3.68			
SC6	0.26	- -	- -	- -
	(0.07)			
	3.66			
SC7	0.25	- -	- -	- -
	(0.07)			
	3.69			
SC8	0.26	- -	- -	- -
	(0.07)			
	3.68			
SC9	0.24	- -	- -	- -

	(0.07)			
	3.69			
SC10	0.26	- -	- -	- -
	(0.07)			
	3.66			
RC2	0.02	- -	- -	- -
	(0.10)			
	0.22			
RC3	0.02	- -	- -	- -
	(0.09)			
	0.22			
RC4	0.02	- -	- -	- -
	(0.10)			
	0.22			
RC5	0.02	- -	- -	- -
	(0.11)			
	0.22			
RC6	0.02	- -	- -	- -
	(0.10)			
	0.22			
RC7	0.02	- -	- -	- -
	(0.10)			
	0.22			
RC8	0.02	- -	- -	- -
	(0.10)			
	0.22			
RC9	0.02	- -	- -	- -
	(0.10)			
	0.22			
RC10	0.02	- -	- -	- -
	(0.08)			
	0.22			
IP2	0.32	0.22	0.15	- -
	(0.08)	(0.07)	(0.04)	
	4.18	3.33	3.31	
IP3	0.32	0.21	0.15	- -
	(0.07)	(0.06)	(0.04)	
	4.33	3.37	3.36	
IP4	0.32	0.21	0.15	- -
	(0.08)	(0.06)	(0.04)	
	4.26	3.37	3.35	
IP5	0.28	0.19	0.13	- -
	(0.07)	(0.06)	(0.04)	
	4.23	3.34	3.34	
IP6	0.29	0.19	0.13	- -
	(0.07)	(0.06)	(0.04)	
	4.28	3.37	3.35	
IP7	0.25	0.17	0.11	- -
	(0.06)	(0.05)	(0.03)	
	4.24	3.36	3.32	
IP8	0.25	0.17	0.11	- -
	(0.06)	(0.05)	(0.03)	
	4.23	3.34	3.32	
IP9	0.26	0.17	0.12	- -
	(0.06)	(0.05)	(0.04)	
	4.27	3.33	3.33	
IP10	0.17	0.11	0.08	- -
	(0.04)	(0.03)	(0.02)	

4.00 3.22 3.21

Total Effects of KSI on Y

	SDM
HC1	0.43
	(0.04)
	9.67
HC2	0.50
	(0.05)
	10.71
HC3	0.52
	(0.05)
	10.82
HC4	0.58
	(0.05)
	11.01
HC5	0.58
	(0.05)
	11.50
HC6	0.57
	(0.05)
	11.12
HC7	0.49
	(0.05)
	10.45
HC8	0.54
	(0.05)
	11.39
HC9	0.52
	(0.05)
	10.78
SC1	0.43
	(0.05)
	9.51
SC2	0.49
	(0.05)
	10.19
SC4	0.56
	(0.06)
	9.77
SC5	0.60
	(0.06)
	10.68
SC6	0.63
	(0.06)
	10.82
SC7	0.59
	(0.06)
	10.75
SC8	0.61
	(0.06)
	11.12
SC9	0.58
	(0.05)
	10.79
SC10	0.62

(0.06)
10.77
RC2 0.01
(0.06)
0.22
RC3 0.01
(0.06)
0.22
RC4 0.01
(0.07)
0.22
RC5 0.02
(0.07)
0.22
RC6 0.01
(0.07)
0.22
RC7 0.01
(0.06)
0.22
RC8 0.01
(0.06)
0.22
RC9 0.01
(0.07)
0.22
RC10 0.01
(0.05)
0.22
IP2 0.53
(0.06)
8.31
IP3 0.53
(0.06)
9.11
IP4 0.53
(0.06)
8.96
IP5 0.47
(0.05)
8.75
IP6 0.47
(0.05)
9.04
IP7 0.41
(0.05)
8.58
IP8 0.42
(0.05)
8.47
IP9 0.43
(0.05)
8.56
IP10 0.27
(0.04)
7.13

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	SDM
HC	0.74
SC	0.69
RC	0.02
IP	0.61

Standardized Indirect Effects of KSI on ETA

	SDM
HC	- -
SC	0.21
RC	0.02
IP	0.39

Standardized Total Effects of ETA on ETA

	HC	SC	RC	IP
HC	- -	- -	- -	- -
SC	0.29	- -	- -	- -
RC	0.02	- -	- -	- -
IP	0.37	0.25	0.17	- -

Standardized Indirect Effects of ETA on ETA

	HC	SC	RC	IP
HC	- -	- -	- -	- -
SC	- -	- -	- -	- -
RC	- -	- -	- -	- -
IP	0.07	- -	- -	- -

Standardized Total Effects of ETA on Y

	HC	SC	RC	IP
HC1	0.58	- -	- -	- -
HC2	0.67	- -	- -	- -
HC3	0.70	- -	- -	- -
HC4	0.78	- -	- -	- -
HC5	0.79	- -	- -	- -
HC6	0.78	- -	- -	- -
HC7	0.67	- -	- -	- -
HC8	0.73	- -	- -	- -
HC9	0.71	- -	- -	- -
SC1	0.18	0.63	- -	- -
SC2	0.20	0.71	- -	- -
SC4	0.23	0.81	- -	- -
SC5	0.25	0.87	- -	- -
SC6	0.26	0.91	- -	- -
SC7	0.25	0.86	- -	- -

SC8	0.26	0.89	- -	- -
SC9	0.24	0.84	- -	- -
SC10	0.26	0.90	- -	- -
RC2	0.02	- -	0.93	- -
RC3	0.02	- -	0.88	- -
RC4	0.02	- -	0.94	- -
RC5	0.02	- -	1.03	- -
RC6	0.02	- -	0.97	- -
RC7	0.02	- -	0.92	- -
RC8	0.02	- -	0.94	- -
RC9	0.02	- -	0.94	- -
RC10	0.02	- -	0.76	- -
IP2	0.32	0.22	0.15	0.88
IP3	0.32	0.21	0.15	0.87
IP4	0.32	0.21	0.15	0.87
IP5	0.28	0.19	0.13	0.77
IP6	0.29	0.19	0.13	0.78
IP7	0.25	0.17	0.11	0.68
IP8	0.25	0.17	0.11	0.68
IP9	0.26	0.17	0.12	0.71
IP10	0.17	0.11	0.08	0.45

Completely Standardized Total Effects of ETA on Y

	HC	SC	RC	IP
HC1	0.69	- -	- -	- -
HC2	0.80	- -	- -	- -
HC3	0.83	- -	- -	- -
HC4	0.83	- -	- -	- -
HC5	0.88	- -	- -	- -
HC6	0.85	- -	- -	- -
HC7	0.79	- -	- -	- -
HC8	0.89	- -	- -	- -
HC9	0.81	- -	- -	- -
SC1	0.21	0.73	- -	- -
SC2	0.23	0.81	- -	- -
SC4	0.22	0.76	- -	- -
SC5	0.25	0.89	- -	- -
SC6	0.26	0.90	- -	- -
SC7	0.26	0.90	- -	- -
SC8	0.27	0.94	- -	- -
SC9	0.26	0.91	- -	- -
SC10	0.26	0.90	- -	- -
RC2	0.02	- -	0.83	- -
RC3	0.02	- -	0.88	- -
RC4	0.02	- -	0.88	- -
RC5	0.02	- -	0.95	- -
RC6	0.02	- -	0.89	- -
RC7	0.02	- -	0.92	- -
RC8	0.02	- -	0.86	- -
RC9	0.02	- -	0.85	- -
RC10	0.02	- -	0.72	- -
IP2	0.27	0.18	0.12	0.74
IP3	0.32	0.21	0.14	0.86
IP4	0.31	0.21	0.14	0.84
IP5	0.28	0.19	0.13	0.77
IP6	0.32	0.21	0.14	0.86

IP7	0.29	0.19	0.13	0.78
IP8	0.28	0.19	0.13	0.76
IP9	0.28	0.19	0.13	0.77
IP10	0.21	0.14	0.10	0.57

Standardized Indirect Effects of ETA on Y

	HC	SC	RC	IP
HC1	- -	- -	- -	- -
HC2	- -	- -	- -	- -
HC3	- -	- -	- -	- -
HC4	- -	- -	- -	- -
HC5	- -	- -	- -	- -
HC6	- -	- -	- -	- -
HC7	- -	- -	- -	- -
HC8	- -	- -	- -	- -
HC9	- -	- -	- -	- -
SC1	0.18	- -	- -	- -
SC2	0.20	- -	- -	- -
SC4	0.23	- -	- -	- -
SC5	0.25	- -	- -	- -
SC6	0.26	- -	- -	- -
SC7	0.25	- -	- -	- -
SC8	0.26	- -	- -	- -
SC9	0.24	- -	- -	- -
SC10	0.26	- -	- -	- -
RC2	0.02	- -	- -	- -
RC3	0.02	- -	- -	- -
RC4	0.02	- -	- -	- -
RC5	0.02	- -	- -	- -
RC6	0.02	- -	- -	- -
RC7	0.02	- -	- -	- -
RC8	0.02	- -	- -	- -
RC9	0.02	- -	- -	- -
RC10	0.02	- -	- -	- -
IP2	0.32	0.22	0.15	- -
IP3	0.32	0.21	0.15	- -
IP4	0.32	0.21	0.15	- -
IP5	0.28	0.19	0.13	- -
IP6	0.29	0.19	0.13	- -
IP7	0.25	0.17	0.11	- -
IP8	0.25	0.17	0.11	- -
IP9	0.26	0.17	0.12	- -
IP10	0.17	0.11	0.08	- -

Completely Standardized Indirect Effects of ETA on Y

	HC	SC	RC	IP
HC1	- -	- -	- -	- -
HC2	- -	- -	- -	- -
HC3	- -	- -	- -	- -
HC4	- -	- -	- -	- -
HC5	- -	- -	- -	- -
HC6	- -	- -	- -	- -
HC7	- -	- -	- -	- -
HC8	- -	- -	- -	- -

HC9	- -	- -	- -	- -
SC1	0.21	- -	- -	- -
SC2	0.23	- -	- -	- -
SC4	0.22	- -	- -	- -
SC5	0.25	- -	- -	- -
SC6	0.26	- -	- -	- -
SC7	0.26	- -	- -	- -
SC8	0.27	- -	- -	- -
SC9	0.26	- -	- -	- -
SC10	0.26	- -	- -	- -
RC2	0.02	- -	- -	- -
RC3	0.02	- -	- -	- -
RC4	0.02	- -	- -	- -
RC5	0.02	- -	- -	- -
RC6	0.02	- -	- -	- -
RC7	0.02	- -	- -	- -
RC8	0.02	- -	- -	- -
RC9	0.02	- -	- -	- -
RC10	0.02	- -	- -	- -
IP2	0.27	0.18	0.12	- -
IP3	0.32	0.21	0.14	- -
IP4	0.31	0.21	0.14	- -
IP5	0.28	0.19	0.13	- -
IP6	0.32	0.21	0.14	- -
IP7	0.29	0.19	0.13	- -
IP8	0.28	0.19	0.13	- -
IP9	0.28	0.19	0.13	- -
IP10	0.21	0.14	0.10	- -

Standardized Total Effects of KSI on Y

	SDM

HC1	0.43
HC2	0.50
HC3	0.52
HC4	0.58
HC5	0.58
HC6	0.57
HC7	0.49
HC8	0.54
HC9	0.52
SC1	0.43
SC2	0.49
SC4	0.56
SC5	0.60
SC6	0.63
SC7	0.59
SC8	0.61
SC9	0.58
SC10	0.62
RC2	0.01
RC3	0.01
RC4	0.01
RC5	0.02
RC6	0.01
RC7	0.01
RC8	0.01

RC9	0.01
RC10	0.01
IP2	0.53
IP3	0.53
IP4	0.53
IP5	0.47
IP6	0.47
IP7	0.41
IP8	0.42
IP9	0.43
IP10	0.27

Completely Standardized Total Effects of KSI on Y

	SDM
HC1	0.51
HC2	0.59
HC3	0.61
HC4	0.61
HC5	0.65
HC6	0.63
HC7	0.58
HC8	0.65
HC9	0.59
SC1	0.50
SC2	0.56
SC4	0.52
SC5	0.61
SC6	0.62
SC7	0.62
SC8	0.64
SC9	0.63
SC10	0.62
RC2	0.01
RC3	0.01
RC4	0.01
RC5	0.01
RC6	0.01
RC7	0.01
RC8	0.01
RC9	0.01
RC10	0.01
IP2	0.45
IP3	0.52
IP4	0.51
IP5	0.47
IP6	0.52
IP7	0.47
IP8	0.46
IP9	0.46
IP10	0.35

Time used: 0.969 Seconds

Tabel 5. ***Structural Equation***

NO	***Stuctural Equation***
1	HC = 0.74*SDM, Errorvar.= 0.46 , R^2 = 0.54 (0.076) (0.077) 9.67 5.96
2	SC = 0.29*HC + 0.48*SDM, Errorvar.= 0.49 , R^2 = 0.51 (0.078) (0.084) (0.075) 3.66 5.70 6.51
3	RC = 0.023*HC - 0.0016*SDM, Errorvar.= 1.00 , R^2 = 0.00048 (0.11) (0.11) (0.13) 0.22 -0.015 7.74
4	IP = 0.29*HC + 0.25*SC + 0.17*RC + 0.22*SDM, Errorvar.= 0.51 , R^2 = 0.49 (0.083) (0.074) (0.051) (0.088) (0.083) 3.55 3.33 3.31 2.48 6.20

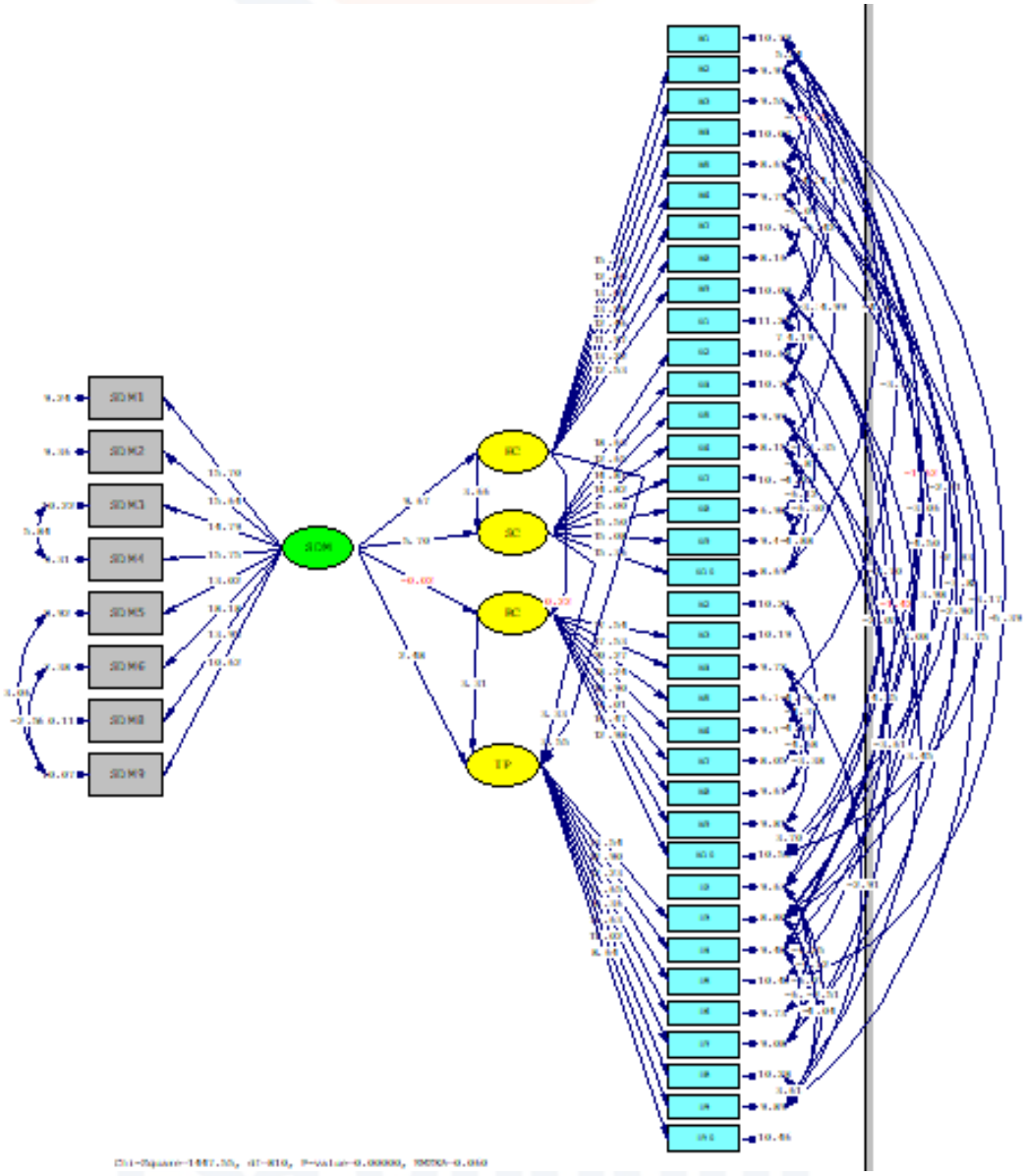
Hasil *output* lisrel 2023

Lampiran 7. Data Perhitungan *Construct Reliability* (*CR*) dan *Variance Extracted* (*VE*)

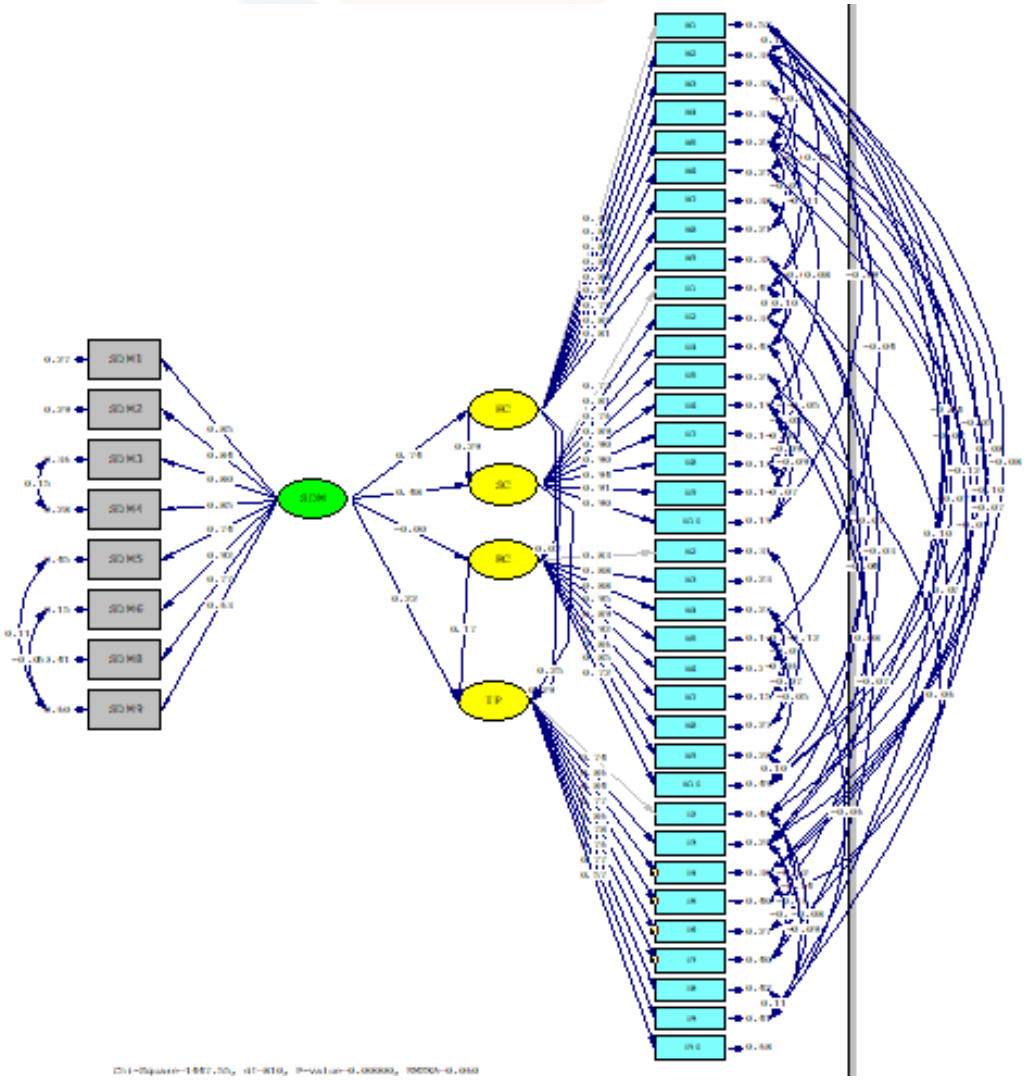
Tabel 6. Perhitungan *Construct Reliability* (CR) dan *Variance Extracted* (VE)

Variabel	*Standard Loading*	*Error*	*Construct Reability*				*Variance Extracted*		
			∑ *STd, Loading*	(∑ *STd, Loading*)^2	∑ *Error*	Nilai CR	*Standard Loading*^{2}	∑ *STd, Loading*^{2}	Nilai VE
Knowledge-based HRM practice (SDM)									
SDM1	0,85	0,27	6,40	40,96	2,81	**0,94**	0,72	5,17	**0,65**
SDM2	0,84	0,29					0,71		
SDM3	0,80	0,36					0,64		
SDM4	0,85	0,28					0,72		
SDM5	0,74	0,45					0,55		
SDM6	0,92	0,15					0,85		
SDM8	0,77	0,41					0,59		
SDM9	0,63	0,6					0,40		
Human Capital (HC)									
HC1	0,69	0,52	7,37	54,32	2,95	**0,95**	0,48	6,06	**0,67**
HC2	0,80	0,36					0,64		
HC3	0,83	0,32					0,69		
HC4	0,83	0,31					0,69		
HC5	0,88	0,23					0,77		
HC6	0,85	0,27					0,72		
HC7	0,79	0,38					0,62		
HC8	0,89	0,21					0,79		
HC9	0,81	0,35					0,66		
Structural Capital (SC)									
SC1	0,73	0,47	7,74	59,91	2,31	**0,96**	0,53	6,70	**0,74**
SC2	0,81	0,34					0,66		
SC4	0,76	0,43					0,58		
SC5	0,89	0,21					0,79		
SC6	0,90	0,19					0,81		
SC7	0,90	0,18					0,81		
SC8	0,94	0,13					0,88		
SC9	0,91	0,17					0,83		
SC10	0,90	0,19					0,81		
Relational Capital (RC)									
RC2	0,83	0,31	7,78	60,53	2,27	**0,96**	0,69	6,76	**0,75**

Variabel	*Standard Loading*	*Error*	*Construct Reability*				*Variance Extracted*		
			∑ *STd, Loading*	(∑ *STd, Loading*)^2	∑ *Error*	Nilai CR	*Standard Loading*^{2}	∑ *STd, Loading*^{2}	Nilai VE
RC3	0,88	0,23					0,77		
RC4	0,88	0,23					0,77		
RC5	0,95	0,10					0,90		
RC6	0,89	0,21					0,79		
RC7	0,92	0,15					0,85		
RC8	0,86	0,27					0,74		
RC9	0,85	0,28					0,72		
RC10	0,72	0,49					0,52		
Innovation performance (IP)									
IP2	0,74	0,46					0,55		
IP3	0,86	0,26					0,74		
IP4	0,84	0,30					0,71		
IP5	0,77	0,40					0,59		
IP6	0,86	0,27	6,95	48,30	3,60	**0,93**	0,74	5,43	**0,60**
IP7	0,78	0,40					0,61		
IP8	0,76	0,42					0,58		
IP9	0,77	0,41					0,59		
IP10	0,57	0,68					0,32		



Gambar 8. Path diagram T *value* (*basic model*)



Gambar 9. Path diagram Standardized Solution (*basic model*)

Tabel 7. Goodness of Fit

No	Indikator	*Value*	Keterangan
1.	*Degree of Freedom*	810	*Good fit*
	Chi Square	1447,55	
	NCP	637,55	
	Confidence Interval	535,21 : 747,71	
2.	RMSEA	0,060	*Good fit*
	Confidence Interval	0,055 : 0,065	
	P Value	0,00078	
3.	ECVI *Model*	8,22	*Good fit*
	ECVI *Saturated*	9,00	
	ECVI *Independence*	170,51	
	Confidence Interval	7,75 : 8,72	
4.	AIC *Model*	1807,55	*Good fit*
	AIC *Saturated*	1980,00	
	AIC *Independence*	37511,12	
	CAIC *Model*	2599,21	
	CAIC *Saturated*	6334,18	
	CAIC *Independence*	37704,64	
5.	NFI	0,96	*Good fit*
	CFI	0,98	
	NNFI	0,97	
	IFI	0,98	
	RFI	0,95	
	PNFI	0,82	
6.	*Critical N*	122,92	*Marginal fit*
7.	GFI	0,77	*Marginal fit*
	Standardized RMR	0,065	
	AGFI	0,72	
	PGFI	0,63	