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**Lampiran 1****KUESIONER PENELITIAN**

Tegal, Oktober 2023

Kepada Yth.

Bapak/Ibu Pegawai Politeknik Keselamatan Transportasi Jalan

Dalam rangka penyusunan Tesis Program Pascasarjana Universitas Pancasakti Tegal, maka saya Johan Hermawan bermaksud mengadakan penelitian untuk menyelesaikan tugas akhir penyusunan Tesis. Penelitian ini akan menguji bagaimana pengaruh budaya organisasi, manajemen pengetahuan dan modal psikologi terhadap *innovation work behaviour* dengan komitmen organisasi sebagai mediasi. Kami mohon bantuan Bapak/Ibu untuk mengisi daftar pernyataan yang telah kami siapkan dengan menjawab secara sungguh-sungguh dan sesuai dengan keadaan yang sebenarnya.

Tidak ada jawaban benar atau salah dalam penelitian ini dan semua data yang terkumpul hanya akan digunakan untuk keperluan penelitian, setelah itu dimusnahkan. Kerahasiaan Bapak/Ibu dalam menjawab pertanyaan, akan kami jaga sepenuhnya. Besar harapan kami Bapak/Ibu berkenan meluangkan waktu sebentar di tengah kesibukan, demi kemajuan ilmu pengetahuan. Apabila Bapak/Ibu menginginkan hasil laporan penelitian ini maka dengan senang hati kami akan mengirimkannya. Atas perhatian dan kerjasamanya, kami ucapkan terimakasih.

Hormat Saya,

**Johan Hermawan**

**IDENTITAS RESPONDEN**

1. Nama : (boleh tidak diisi)
2. Jenis Kelamin :  
 a. Laki-laki                      b. Perempuan
3. Umur :  
 a. 20 - 29 tahun                  c. 40 - 49 tahun  
 b. 30 - 39 tahun                  d. Di atas 50 tahun
4. Pendidikan Terakhir :  
 a. SLTA                              d. Magister (S2)  
 b. Diploma                        e. Doktorat (S3)  
 c. Sarjana (S1)

**PETUNJUK PENGISIAN**

Berikut ini kami sampaikan beberapa pernyataan, dimohon memberikan respon terhadap semua pernyataan dalam kuesioner ini dengan memberikan penilaian tentang sejauh mana pernyataan tersebut sesuai dengan realita. Gunakan angka **1** sampai **7** untuk setiap pernyataan. Angka **1** untuk nilai yang paling rendah sedangkan angka **7** untuk nilai yang paling tinggi.

Sangat Tidak Setuju      

|   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|

      Sangat Setuju

Contoh pengisian angket :

Saya hadir di tempat kerja tepat waktu

|   |
|---|
| 7 |
|---|

Jawaban **7** menandakan responden sangat setuju dengan pernyataan yang disampaikan.



**Pernyataan Untuk Variabel *Innovation work behaviour***

1. Saya mampu menemukan akar pokok permasalahan jika menghadapi permasalahan di tempat kerja.
2. Saya memikirkan solusi dari permasalahan yang terjadi di tempat kerja.
3. Saya menyampaikan ide atas solusi dari permasalahan yang saya miliki kepada pimpinan.
4. Saya mengembangkan ide yang saya miliki agar mudah dilaksanakan.
5. Saya berusaha mencari dukungan dari rekan kerja dan pimpinan dalam mewujudkan suatu ide dalam pekerjaan.
6. Saya optimis dan percaya akan keberhasilan ide yang saya miliki.
7. Saya memiliki keberanian untuk mensosialisaikan ide yang saya miliki kepada rekan kerja dan pimpinan.
8. Saya berusaha menerapkan ide baru dalam kegiatan kerja rutin untuk mempercepat penyelesaian pekerjaan.

**Pernyataan Untuk Variabel Budaya Organisasi**

1. Saya diberikan kebebasan untuk melakukan segala bentuk inovasi yang memudahkan bekerja.
2. Saya diberikan kebebasan mengambil keputusan dan harus berani mengambil resiko.
3. Instansi mendorong setiap pegawai untuk mengutamakan ketelitian dalam bekerja.
4. Instansi mendorong setiap pegawai untuk memperhatikan hal-hal kecil secara mendetail dalam bekerja.
5. Instansi mendorong pegawai lebih fokus pada hasil bukan pada teknik atau proses mencapai hasil tersebut.
6. Instansi mendorong supaya semua pegawai menjalin hubungan baik dengan sesama pegawai atau pihak lain dalam bekerja.
7. Instansi mendorong supaya semua pegawai lebih agresif dalam menjalankan kebijakan instansi.
8. Instansi mendorong persaingan yang sehat di antara pegawai.

**Pernyataan Untuk Variabel Manajemen Pengetahuan**

1. Saya memiliki pengetahuan yang luas mengenai pekerjaan saya.
2. Saya aktif mencari referensi mengenai pekerjaan saya saat ini.
3. Saya memiliki cara yang efektif dalam pekerjaan saya.
4. Saya memiliki cara yang inovatif dalam pekerjaan saya.
5. Saya menginformasikan setiap pengetahuan pada rekan kerja saya.
6. Saya berdiskusi dengan rekan kerja.
7. Saya menerapkan ilmu pengetahuan dalam pekerjaan saya.
8. Saya menggunakan pengetahuan untuk memecahkan masalah.

**Pernyataan Untuk Variabel Modal Psikologi**

1. Saya menentukan target pencapaian dalam bekerja.
2. Saya memiliki metode kerja tersendiri agar pekerjaan cepat selesai.
3. Saya menetapkan tujuan dalam bekerja.
4. Saya memiliki motivasi diri yang tinggi dalam menyelesaikan pekerjaan.
5. Saya berusaha meningkatkan keterlibatan diri dalam pekerjaan.
6. Saya memiliki kemampuan beradaptasi dengan lingkungan kerja yang baik.
7. Saya berusaha bangkit kembali ketika dihadapkan dengan kemunduran atau kegagalan.
8. Saya selalu berpikir positif di tempat kerja.

**Pernyataan Untuk Variabel Komitmen organisasi**

1. Saya akan tetap bertahan bekerja di instansi ini sampai akhir masa karir saya.
2. Saya mendapat banyak keuntungan dengan tetap bekerja di instansi ini.
3. Saya bertahan bekerja di instansi ini karena terdapat kesesuaian tujuan dan nilai-nilai organisasi dengan nilai-nilai pribadi saya.
4. Saya memiliki kedekatan emosional dengan instansi ini dan merasa ikut memiliki instansi ini.
5. Saya merasa wajib untuk tetap tinggal dalam instansi ini meskipun dalam masa sulit.
6. Saya merasa ikut bertanggung jawab akan kemajuan instansi ini.

## Lampiran 2

## Tabulasi Data Dan Hasil Pengujian Instrument Variable Budaya Organisasi

| No | BDO01 | BDO02 | BDO03 | BDO04 | BDO05 | BDO06 | BDO07 | BDO08 | BDO |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| 1  | 7     | 7     | 7     | 7     | 6     | 7     | 7     | 7     | 55  |
| 2  | 7     | 7     | 7     | 7     | 6     | 7     | 7     | 7     | 55  |
| 3  | 6     | 5     | 7     | 7     | 6     | 7     | 7     | 6     | 51  |
| 4  | 6     | 4     | 6     | 6     | 5     | 6     | 6     | 5     | 44  |
| 5  | 5     | 5     | 6     | 5     | 4     | 5     | 6     | 5     | 41  |
| 6  | 6     | 6     | 7     | 7     | 5     | 7     | 6     | 6     | 50  |
| 7  | 6     | 4     | 7     | 7     | 5     | 6     | 4     | 5     | 44  |
| 8  | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 9  | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 56  |
| 10 | 7     | 6     | 7     | 6     | 7     | 6     | 7     | 6     | 52  |
| 11 | 5     | 4     | 6     | 4     | 4     | 5     | 5     | 5     | 38  |
| 12 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 13 | 6     | 6     | 5     | 5     | 6     | 5     | 5     | 5     | 43  |
| 14 | 7     | 6     | 7     | 6     | 6     | 6     | 6     | 6     | 50  |
| 15 | 5     | 5     | 3     | 3     | 4     | 4     | 3     | 3     | 30  |
| 16 | 7     | 6     | 6     | 7     | 7     | 7     | 6     | 7     | 53  |
| 17 | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 31  |
| 18 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 19 | 5     | 6     | 5     | 6     | 6     | 6     | 6     | 6     | 46  |
| 20 | 5     | 4     | 7     | 6     | 6     | 7     | 7     | 6     | 48  |
| 21 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 22 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 23 | 3     | 3     | 6     | 4     | 5     | 5     | 5     | 4     | 35  |
| 24 | 4     | 5     | 6     | 6     | 5     | 7     | 5     | 5     | 43  |
| 25 | 6     | 7     | 7     | 6     | 5     | 6     | 6     | 7     | 50  |
| 26 | 7     | 6     | 5     | 4     | 4     | 6     | 4     | 5     | 41  |
| 27 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 28 | 6     | 6     | 6     | 6     | 3     | 6     | 5     | 6     | 44  |
| 29 | 3     | 3     | 5     | 3     | 3     | 4     | 6     | 3     | 30  |
| 30 | 7     | 4     | 7     | 7     | 7     | 7     | 7     | 4     | 50  |

## Correlations

| Correlations              |        |        |        |        |        |        |        |        |        |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                           | BDO01  | BDO02  | BDO03  | BDO04  | BDO05  | BDO06  | BDO07  | BDO08  | BDO    |
| BDO01 Pearson Correlation | 1      | .700** | .479** | .661** | .602** | .614** | .390*  | .652** | .793** |
| Sig. (2-tailed)           |        | .000   | .007   | .000   | .000   | .000   | .033   | .000   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| BDO02 Pearson Correlation | .700** | 1      | .248   | .499** | .439*  | .460*  | .308   | .794** | .697** |
| Sig. (2-tailed)           | .000   |        | .186   | .005   | .015   | .010   | .098   | .000   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| BDO03 Pearson Correlation | .479** | .248   | 1      | .777** | .541** | .761** | .726** | .634** | .782** |
| Sig. (2-tailed)           | .007   | .186   |        | .000   | .002   | .000   | .000   | .000   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| BDO04 Pearson Correlation | .661** | .499** | .777** | 1      | .699** | .889** | .638** | .760** | .909** |
| Sig. (2-tailed)           | .000   | .005   | .000   |        | .000   | .000   | .000   | .000   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| BDO05 Pearson Correlation | .602** | .439*  | .541** | .699** | 1      | .668** | .657** | .581** | .803** |
| Sig. (2-tailed)           | .000   | .015   | .002   | .000   |        | .000   | .000   | .001   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| BDO06 Pearson Correlation | .614** | .460*  | .761** | .889** | .668** | 1      | .635** | .724** | .877** |
| Sig. (2-tailed)           | .000   | .010   | .000   | .000   | .000   |        | .000   | .000   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| BDO07 Pearson Correlation | .390*  | .308   | .726** | .638** | .657** | .635** | 1      | .592** | .753** |

|       |                     |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|       | Sig. (2-tailed)     | .033   | .098   | .000   | .000   | .000   | .000   |        | .001   | .000   |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| BDO08 | Pearson Correlation | .652** | .794** | .634** | .760** | .581** | .724** | .592** | 1      | .885** |
|       | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .001   | .000   | .001   |        | .000   |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| BDO   | Pearson Correlation | .793** | .697** | .782** | .909** | .803** | .877** | .753** | .885** | 1      |
|       | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).



## Reliability

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .925             | 8          |



## Correlations

|       |                     | Correlations |        |        |        |        |        |        |        |        |
|-------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|
|       |                     | MJP01        | MJP02  | MJP03  | MJP04  | MJP05  | MJP06  | MJP07  | MJP08  | MJP    |
| MJP01 | Pearson Correlation | 1            | .596** | .737** | .657** | .494** | .508** | .528** | .487** | .725** |
|       | Sig. (2-tailed)     |              | .001   | .000   | .000   | .006   | .004   | .003   | .006   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| MJP02 | Pearson Correlation | .596**       | 1      | .786** | .717** | .730** | .636** | .629** | .767** | .875** |
|       | Sig. (2-tailed)     | .001         |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| MJP03 | Pearson Correlation | .737**       | .786** | 1      | .920** | .677** | .669** | .710** | .693** | .916** |
|       | Sig. (2-tailed)     | .000         | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| MJP04 | Pearson Correlation | .657**       | .717** | .920** | 1      | .617** | .730** | .642** | .703** | .885** |
|       | Sig. (2-tailed)     | .000         | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| MJP05 | Pearson Correlation | .494**       | .730** | .677** | .617** | 1      | .717** | .524** | .740** | .828** |
|       | Sig. (2-tailed)     | .006         | .000   | .000   | .000   |        | .000   | .003   | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| MJP06 | Pearson Correlation | .508**       | .636** | .669** | .730** | .717** | 1      | .545** | .864** | .843** |
|       | Sig. (2-tailed)     | .004         | .000   | .000   | .000   | .000   |        | .002   | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| MJP07 | Pearson Correlation | .528**       | .629** | .710** | .642** | .524** | .545** | 1      | .662** | .776** |
|       | Sig. (2-tailed)     | .003         | .000   | .000   | .000   | .003   | .002   |        | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| MJP08 | Pearson Correlation | .487**       | .767** | .693** | .703** | .740** | .864** | .662** | 1      | .884** |
|       | Sig. (2-tailed)     | .006         | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| MJP   | Pearson Correlation | .725**       | .875** | .916** | .885** | .828** | .843** | .776** | .884** | 1      |
|       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

## Reliability

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .940             | 8          |

## Lampiran 4

## Tabulasi Data Dan Hasil Pengujian Instrument Variable Modal Psikologi

| No | MDP01 | MDP02 | MDP03 | MDP04 | MDP05 | MDP06 | MDP07 | MDP08 | MDP |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| 1  | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 56  |
| 2  | 7     | 6     | 7     | 7     | 7     | 7     | 7     | 7     | 55  |
| 3  | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 56  |
| 4  | 6     | 6     | 6     | 5     | 6     | 5     | 6     | 6     | 46  |
| 5  | 7     | 7     | 7     | 6     | 6     | 6     | 7     | 6     | 52  |
| 6  | 6     | 7     | 7     | 7     | 6     | 7     | 6     | 5     | 51  |
| 7  | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 56  |
| 8  | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 9  | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 56  |
| 10 | 7     | 6     | 6     | 6     | 7     | 6     | 7     | 6     | 51  |
| 11 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 12 | 6     | 7     | 6     | 6     | 6     | 5     | 5     | 6     | 47  |
| 13 | 6     | 5     | 7     | 7     | 6     | 5     | 6     | 5     | 47  |
| 14 | 7     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 49  |
| 15 | 4     | 4     | 4     | 5     | 4     | 4     | 6     | 4     | 35  |
| 16 | 7     | 6     | 6     | 6     | 7     | 7     | 7     | 6     | 52  |
| 17 | 5     | 4     | 5     | 5     | 4     | 4     | 4     | 5     | 36  |
| 18 | 6     | 7     | 6     | 6     | 6     | 5     | 5     | 6     | 47  |
| 19 | 7     | 5     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 20 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 56  |
| 21 | 7     | 6     | 6     | 6     | 6     | 6     | 7     | 7     | 51  |
| 22 | 7     | 6     | 7     | 7     | 6     | 7     | 7     | 7     | 54  |
| 23 | 5     | 5     | 5     | 6     | 5     | 5     | 6     | 7     | 44  |
| 24 | 5     | 5     | 6     | 5     | 4     | 5     | 6     | 6     | 42  |
| 25 | 6     | 7     | 7     | 7     | 7     | 6     | 7     | 7     | 54  |
| 26 | 7     | 6     | 7     | 7     | 7     | 6     | 7     | 7     | 54  |
| 27 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 48  |
| 28 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 7     | 49  |
| 29 | 5     | 5     | 5     | 6     | 5     | 5     | 5     | 2     | 38  |
| 30 | 7     | 7     | 7     | 7     | 7     | 6     | 7     | 6     | 54  |



|           |                        |        |        |        |        |        |        |        |        |       |
|-----------|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| MDP0<br>6 | Pearson<br>Correlation | .800** | .676** | .752** | .744** | .791** | 1      | .746** | .563** | .894* |
|           | Sig. (2-tailed)        | .000   | .000   | .000   | .000   | .000   |        | .000   | .001   | .000  |
|           | N                      | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    |
| MDP0<br>7 | Pearson<br>Correlation | .690** | .498** | .642** | .603** | .710** | .746** | 1      | .599** | .809* |
|           | Sig. (2-tailed)        | .000   | .005   | .000   | .000   | .000   | .000   |        | .000   | .000  |
|           | N                      | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    |
| MDP0<br>8 | Pearson<br>Correlation | .607** | .514** | .570** | .419*  | .570** | .563** | .599** | 1      | .738* |
|           | Sig. (2-tailed)        | .000   | .004   | .001   | .021   | .001   | .001   | .000   |        | .000  |
|           | N                      | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    |
| MDP       | Pearson<br>Correlation | .888** | .814** | .889** | .813** | .920** | .894** | .809** | .738** | 1     |
|           | Sig. (2-tailed)        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |       |
|           | N                      | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Reliability

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .939             | 8          |



## Lampiran 5

## Tabulasi Data Dan Hasil Pengujian Instrument Variable Komitmen Organsiasi

| No | KMO01 | KMO02 | KMO03 | KMO04 | KMO05 | KMO06 | KMO |
|----|-------|-------|-------|-------|-------|-------|-----|
| 1  | 7     | 7     | 7     | 7     | 7     | 7     | 42  |
| 2  | 7     | 6     | 7     | 7     | 6     | 7     | 40  |
| 3  | 7     | 7     | 7     | 7     | 7     | 7     | 42  |
| 4  | 4     | 4     | 4     | 4     | 4     | 3     | 23  |
| 5  | 6     | 7     | 7     | 6     | 7     | 7     | 40  |
| 6  | 5     | 5     | 5     | 7     | 5     | 7     | 34  |
| 7  | 7     | 7     | 7     | 7     | 7     | 7     | 42  |
| 8  | 6     | 6     | 6     | 6     | 6     | 6     | 36  |
| 9  | 7     | 7     | 7     | 7     | 7     | 7     | 42  |
| 10 | 6     | 6     | 6     | 7     | 7     | 7     | 39  |
| 11 | 6     | 6     | 6     | 6     | 6     | 4     | 34  |
| 12 | 6     | 6     | 6     | 6     | 6     | 6     | 36  |
| 13 | 7     | 6     | 6     | 7     | 7     | 7     | 40  |
| 14 | 7     | 7     | 7     | 7     | 7     | 7     | 42  |
| 15 | 4     | 4     | 4     | 4     | 4     | 6     | 26  |
| 16 | 7     | 7     | 7     | 7     | 6     | 7     | 41  |
| 17 | 6     | 5     | 6     | 7     | 6     | 6     | 36  |
| 18 | 4     | 4     | 5     | 4     | 5     | 6     | 28  |
| 19 | 5     | 6     | 6     | 6     | 6     | 6     | 35  |
| 20 | 4     | 4     | 5     | 4     | 4     | 6     | 27  |
| 21 | 7     | 6     | 6     | 7     | 7     | 7     | 40  |
| 22 | 7     | 6     | 6     | 6     | 6     | 6     | 37  |
| 23 | 3     | 4     | 4     | 5     | 4     | 3     | 23  |
| 24 | 6     | 6     | 5     | 5     | 5     | 5     | 32  |
| 25 | 6     | 6     | 7     | 7     | 7     | 7     | 40  |
| 26 | 6     | 6     | 5     | 6     | 6     | 6     | 35  |
| 27 | 6     | 6     | 6     | 6     | 6     | 6     | 36  |
| 28 | 6     | 4     | 5     | 4     | 5     | 7     | 31  |
| 29 | 2     | 5     | 2     | 2     | 2     | 2     | 15  |
| 30 | 7     | 4     | 4     | 7     | 7     | 7     | 36  |

## Correlations

|       |                     | Correlations |        |        |        |        |        |        |
|-------|---------------------|--------------|--------|--------|--------|--------|--------|--------|
|       |                     | KMO01        | KMO02  | KMO03  | KMO04  | KMO05  | KMO06  | KMO    |
| KMO01 | Pearson Correlation | 1            | .678** | .790** | .833** | .891** | .761** | .932** |
|       | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     |
| KMO02 | Pearson Correlation | .678**       | 1      | .791** | .645** | .683** | .442*  | .779** |
|       | Sig. (2-tailed)     | .000         |        | .000   | .000   | .000   | .014   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     |
| KMO03 | Pearson Correlation | .790**       | .791** | 1      | .780** | .829** | .698** | .915** |
|       | Sig. (2-tailed)     | .000         | .000   |        | .000   | .000   | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     |
| KMO04 | Pearson Correlation | .833**       | .645** | .780** | 1      | .892** | .677** | .914** |
|       | Sig. (2-tailed)     | .000         | .000   | .000   |        | .000   | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     |
| KMO05 | Pearson Correlation | .891**       | .683** | .829** | .892** | 1      | .757** | .953** |
|       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |        | .000   | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     |
| KMO06 | Pearson Correlation | .761**       | .442*  | .698** | .677** | .757** | 1      | .830** |
|       | Sig. (2-tailed)     | .000         | .014   | .000   | .000   | .000   |        | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     |
| KMO   | Pearson Correlation | .932**       | .779** | .914** | .953** | .951** | .830** | 1      |
|       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   |        |
|       | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Reliability

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .944             | 6          |

## Lampiran 6

Tabulasi Data Dan Hasil Pengujian Instrument Variable *Innovation work  
behaviour*

| No | IWB01 | IWB02 | IWB03 | IWB04 | IWB05 | IWB06 | IWB07 | IWB08 | IWB |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| 1  | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     | 54  |
| 2  | 7     | 7     | 6     | 6     | 7     | 5     | 7     | 7     | 52  |
| 3  | 5     | 6     | 5     | 6     | 5     | 5     | 6     | 6     | 44  |
| 4  | 5     | 5     | 4     | 5     | 5     | 3     | 4     | 5     | 36  |
| 5  | 5     | 6     | 5     | 5     | 6     | 5     | 5     | 5     | 42  |
| 6  | 5     | 6     | 6     | 7     | 6     | 5     | 6     | 6     | 47  |
| 7  | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     | 54  |
| 8  | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     | 47  |
| 9  | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     | 54  |
| 10 | 6     | 6     | 7     | 6     | 7     | 5     | 6     | 6     | 49  |
| 11 | 5     | 5     | 5     | 4     | 6     | 4     | 6     | 5     | 40  |
| 12 | 6     | 6     | 5     | 6     | 6     | 5     | 5     | 6     | 45  |
| 13 | 5     | 6     | 6     | 6     | 6     | 5     | 6     | 6     | 46  |
| 14 | 6     | 6     | 6     | 6     | 6     | 4     | 6     | 6     | 46  |
| 15 | 2     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 29  |
| 16 | 7     | 7     | 6     | 7     | 7     | 5     | 7     | 7     | 53  |
| 17 | 5     | 5     | 5     | 5     | 5     | 4     | 5     | 5     | 39  |
| 18 | 6     | 6     | 6     | 7     | 6     | 5     | 7     | 6     | 49  |
| 19 | 6     | 6     | 5     | 6     | 6     | 4     | 5     | 5     | 43  |
| 20 | 5     | 6     | 5     | 5     | 5     | 4     | 4     | 5     | 39  |
| 21 | 7     | 7     | 7     | 7     | 6     | 4     | 7     | 7     | 52  |
| 22 | 6     | 7     | 7     | 6     | 6     | 4     | 6     | 6     | 48  |
| 23 | 6     | 6     | 5     | 4     | 3     | 3     | 2     | 3     | 32  |
| 24 | 5     | 5     | 5     | 5     | 4     | 5     | 5     | 5     | 39  |
| 25 | 6     | 6     | 6     | 6     | 4     | 5     | 5     | 6     | 44  |
| 26 | 4     | 5     | 5     | 7     | 6     | 4     | 6     | 7     | 44  |
| 27 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     | 47  |
| 28 | 6     | 6     | 6     | 6     | 6     | 4     | 6     | 6     | 46  |
| 29 | 4     | 5     | 4     | 3     | 3     | 5     | 4     | 5     | 33  |
| 30 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     | 54  |



|     |                 |        |        |        |        |        |        |        |        |    |
|-----|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|----|
| IWB | Pearson         |        |        |        |        |        |        |        |        |    |
|     | Correlation     | .812** | .850** | .885** | .885** | .870** | .613** | .907** | .908** | 1  |
|     | Sig. (2-tailed) | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |    |
|     | N               | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30 |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Reliability

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .940             | 8          |





| No | BDO01 | BDO02 | BDO03 | BDO04 | BDO05 | BDO06 | BDO07 | BDO08 |
|----|-------|-------|-------|-------|-------|-------|-------|-------|
| 43 | 3     | 3     | 6     | 4     | 5     | 5     | 5     | 4     |
| 44 | 4     | 5     | 6     | 6     | 5     | 7     | 5     | 5     |
| 45 | 6     | 7     | 7     | 6     | 5     | 6     | 6     | 7     |
| 46 | 7     | 6     | 5     | 4     | 4     | 6     | 4     | 5     |
| 47 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 48 | 6     | 6     | 6     | 6     | 3     | 6     | 5     | 6     |
| 49 | 3     | 3     | 5     | 3     | 3     | 4     | 6     | 3     |
| 50 | 7     | 4     | 7     | 7     | 7     | 7     | 7     | 4     |
| 51 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 52 | 6     | 6     | 7     | 6     | 7     | 6     | 7     | 7     |
| 53 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 54 | 6     | 6     | 6     | 5     | 6     | 6     | 5     | 6     |
| 55 | 7     | 6     | 6     | 6     | 6     | 7     | 5     | 6     |
| 56 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 57 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 58 | 4     | 3     | 5     | 6     | 5     | 5     | 6     | 3     |
| 59 | 3     | 2     | 2     | 1     | 1     | 2     | 3     | 1     |
| 60 | 6     | 5     | 6     | 6     | 6     | 6     | 6     | 6     |
| 61 | 6     | 6     | 6     | 6     | 6     | 6     | 7     | 6     |
| 62 | 7     | 7     | 7     | 7     | 6     | 7     | 7     | 7     |
| 63 | 6     | 6     | 5     | 4     | 4     | 6     | 6     | 5     |
| 64 | 4     | 5     | 4     | 5     | 4     | 4     | 4     | 5     |
| 65 | 6     | 5     | 6     | 6     | 6     | 6     | 6     | 6     |
| 66 | 5     | 5     | 6     | 6     | 6     | 6     | 5     | 5     |
| 67 | 6     | 5     | 6     | 5     | 5     | 6     | 5     | 5     |
| 68 | 2     | 3     | 3     | 3     | 3     | 3     | 2     | 2     |
| 69 | 5     | 5     | 5     | 5     | 6     | 6     | 5     | 5     |
| 70 | 3     | 6     | 5     | 5     | 5     | 5     | 5     | 3     |
| 71 | 4     | 4     | 7     | 7     | 7     | 7     | 7     | 7     |
| 72 | 6     | 6     | 7     | 7     | 7     | 7     | 7     | 7     |
| 73 | 6     | 6     | 7     | 7     | 6     | 7     | 6     | 6     |
| 74 | 1     | 1     | 6     | 5     | 4     | 6     | 6     | 1     |
| 75 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 76 | 6     | 6     | 6     | 6     | 6     | 7     | 7     | 6     |
| 77 | 5     | 5     | 4     | 5     | 5     | 6     | 5     | 5     |
| 78 | 5     | 5     | 2     | 2     | 4     | 5     | 5     | 4     |
| 79 | 5     | 5     | 4     | 5     | 5     | 4     | 5     | 4     |
| 80 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 81 | 7     | 6     | 6     | 6     | 6     | 7     | 5     | 6     |
| 82 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 83 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 84 | 4     | 3     | 5     | 6     | 5     | 5     | 6     | 3     |
| 85 | 3     | 2     | 2     | 1     | 1     | 2     | 3     | 1     |
| 86 | 6     | 5     | 6     | 6     | 6     | 6     | 6     | 6     |
| 87 | 6     | 6     | 6     | 6     | 6     | 6     | 7     | 6     |
| 88 | 7     | 7     | 7     | 7     | 6     | 7     | 7     | 7     |
| 89 | 6     | 6     | 5     | 4     | 4     | 6     | 6     | 5     |

| No  | BDO01 | BDO02 | BDO03 | BDO04 | BDO05 | BDO06 | BDO07 | BDO08 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|
| 90  | 4     | 5     | 4     | 5     | 4     | 4     | 4     | 5     |
| 91  | 6     | 5     | 6     | 6     | 6     | 6     | 6     | 6     |
| 92  | 5     | 5     | 6     | 6     | 6     | 6     | 5     | 5     |
| 93  | 6     | 5     | 6     | 5     | 5     | 6     | 5     | 5     |
| 94  | 2     | 3     | 3     | 3     | 3     | 3     | 2     | 2     |
| 95  | 5     | 5     | 5     | 5     | 6     | 6     | 5     | 5     |
| 96  | 3     | 6     | 5     | 5     | 5     | 5     | 5     | 3     |
| 97  | 4     | 4     | 7     | 7     | 7     | 7     | 7     | 7     |
| 98  | 6     | 6     | 7     | 7     | 7     | 7     | 7     | 7     |
| 99  | 6     | 6     | 7     | 7     | 6     | 7     | 6     | 6     |
| 100 | 5     | 5     | 6     | 5     | 4     | 6     | 6     | 1     |
| 101 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 102 | 6     | 6     | 6     | 6     | 6     | 7     | 7     | 6     |
| 103 | 5     | 5     | 4     | 5     | 5     | 6     | 5     | 5     |
| 104 | 5     | 5     | 2     | 2     | 4     | 5     | 5     | 4     |
| 105 | 6     | 6     | 5     | 5     | 6     | 7     | 7     | 7     |
| 106 | 6     | 5     | 5     | 6     | 5     | 6     | 5     | 6     |
| 107 | 7     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 108 | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     |
| 109 | 4     | 5     | 6     | 6     | 3     | 3     | 4     | 2     |
| 110 | 6     | 6     | 7     | 7     | 6     | 7     | 7     | 7     |
| 111 | 6     | 7     | 6     | 7     | 6     | 7     | 7     | 7     |
| 112 | 6     | 5     | 7     | 7     | 6     | 7     | 7     | 6     |
| 113 | 6     | 4     | 6     | 6     | 5     | 6     | 6     | 5     |
| 114 | 5     | 5     | 6     | 5     | 4     | 5     | 6     | 5     |
| 115 | 6     | 6     | 7     | 7     | 5     | 7     | 6     | 6     |
| 116 | 6     | 4     | 7     | 7     | 5     | 6     | 4     | 5     |
| 117 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 118 | 7     | 6     | 7     | 7     | 7     | 7     | 7     | 7     |
| 119 | 6     | 6     | 7     | 6     | 7     | 6     | 7     | 6     |
| 120 | 5     | 4     | 6     | 4     | 4     | 5     | 5     | 5     |
| 121 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 122 | 6     | 6     | 5     | 5     | 6     | 5     | 5     | 5     |
| 123 | 6     | 6     | 7     | 6     | 6     | 6     | 6     | 6     |
| 124 | 5     | 5     | 3     | 3     | 4     | 4     | 3     | 3     |
| 125 | 6     | 6     | 6     | 7     | 6     | 6     | 6     | 7     |
| 126 | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     |
| 127 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 128 | 5     | 6     | 5     | 6     | 6     | 6     | 6     | 6     |
| 129 | 5     | 4     | 7     | 6     | 6     | 7     | 7     | 6     |



| No | MJP01 | MJP02 | MJP03 | MJP04 | MJP05 | MJP06 | MJP07 | MJP08 |
|----|-------|-------|-------|-------|-------|-------|-------|-------|
| 43 | 5     | 5     | 5     | 5     | 6     | 6     | 4     | 5     |
| 44 | 6     | 5     | 5     | 5     | 5     | 6     | 6     | 5     |
| 45 | 6     | 7     | 6     | 6     | 6     | 6     | 7     | 7     |
| 46 | 6     | 7     | 6     | 6     | 5     | 7     | 6     | 7     |
| 47 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 48 | 6     | 4     | 6     | 6     | 4     | 6     | 6     | 6     |
| 49 | 6     | 5     | 6     | 6     | 3     | 4     | 5     | 3     |
| 50 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 51 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 52 | 6     | 7     | 6     | 7     | 7     | 7     | 7     | 6     |
| 53 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 54 | 6     | 5     | 6     | 6     | 5     | 6     | 6     | 5     |
| 55 | 6     | 6     | 5     | 6     | 6     | 6     | 6     | 6     |
| 56 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 57 | 7     | 7     | 6     | 6     | 6     | 7     | 7     | 7     |
| 58 | 5     | 6     | 6     | 7     | 7     | 5     | 6     | 6     |
| 59 | 2     | 4     | 1     | 3     | 1     | 4     | 2     | 6     |
| 60 | 6     | 6     | 6     | 5     | 7     | 7     | 7     | 7     |
| 61 | 6     | 6     | 6     | 6     | 6     | 7     | 6     | 6     |
| 62 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 63 | 6     | 6     | 6     | 5     | 6     | 6     | 6     | 6     |
| 64 | 4     | 4     | 4     | 3     | 3     | 4     | 3     | 4     |
| 65 | 5     | 6     | 5     | 6     | 6     | 6     | 6     | 6     |
| 66 | 6     | 6     | 6     | 6     | 6     | 7     | 6     | 6     |
| 67 | 6     | 5     | 6     | 5     | 6     | 5     | 6     | 5     |
| 68 | 2     | 3     | 2     | 2     | 2     | 1     | 1     | 1     |
| 69 | 5     | 5     | 5     | 5     | 5     | 4     | 4     | 5     |
| 70 | 5     | 5     | 5     | 5     | 5     | 5     | 5     | 5     |
| 71 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 72 | 5     | 7     | 5     | 5     | 6     | 6     | 6     | 6     |
| 73 | 6     | 6     | 6     | 5     | 7     | 7     | 6     | 6     |
| 74 | 7     | 7     | 7     | 7     | 2     | 2     | 7     | 6     |
| 75 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 76 | 6     | 6     | 7     | 7     | 6     | 6     | 6     | 6     |
| 77 | 5     | 5     | 5     | 5     | 6     | 6     | 6     | 6     |
| 78 | 3     | 5     | 4     | 4     | 4     | 4     | 2     | 4     |
| 79 | 4     | 5     | 4     | 5     | 5     | 5     | 4     | 5     |
| 80 | 6     | 7     | 6     | 6     | 6     | 6     | 6     | 6     |
| 81 | 6     | 6     | 5     | 6     | 6     | 6     | 6     | 6     |
| 82 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 83 | 7     | 7     | 6     | 6     | 6     | 7     | 7     | 7     |
| 84 | 5     | 6     | 6     | 7     | 7     | 5     | 6     | 6     |
| 85 | 2     | 4     | 1     | 3     | 1     | 4     | 2     | 6     |
| 86 | 6     | 6     | 6     | 5     | 7     | 7     | 7     | 7     |
| 87 | 6     | 6     | 6     | 6     | 6     | 7     | 6     | 6     |
| 88 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 89 | 6     | 6     | 6     | 5     | 6     | 6     | 6     | 6     |

| No  | MJP01 | MJP02 | MJP03 | MJP04 | MJP05 | MJP06 | MJP07 | MJP08 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|
| 90  | 4     | 4     | 4     | 3     | 3     | 4     | 3     | 4     |
| 91  | 5     | 6     | 5     | 6     | 6     | 6     | 6     | 6     |
| 92  | 6     | 6     | 6     | 6     | 6     | 7     | 6     | 6     |
| 93  | 6     | 5     | 6     | 5     | 6     | 5     | 6     | 5     |
| 94  | 2     | 3     | 2     | 2     | 2     | 1     | 1     | 1     |
| 95  | 5     | 5     | 5     | 5     | 5     | 4     | 4     | 5     |
| 96  | 5     | 5     | 5     | 5     | 5     | 5     | 5     | 5     |
| 97  | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 98  | 5     | 7     | 5     | 5     | 6     | 6     | 6     | 6     |
| 99  | 6     | 6     | 6     | 5     | 7     | 7     | 6     | 6     |
| 100 | 7     | 7     | 7     | 7     | 2     | 2     | 7     | 6     |
| 101 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 102 | 6     | 6     | 7     | 7     | 6     | 6     | 6     | 6     |
| 103 | 5     | 5     | 5     | 5     | 6     | 6     | 6     | 6     |
| 104 | 3     | 5     | 4     | 4     | 4     | 4     | 2     | 4     |
| 105 | 6     | 6     | 6     | 5     | 5     | 7     | 4     | 7     |
| 106 | 5     | 5     | 6     | 5     | 6     | 6     | 6     | 5     |
| 107 | 7     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 108 | 6     | 5     | 5     | 6     | 6     | 6     | 6     | 6     |
| 109 | 7     | 6     | 6     | 5     | 6     | 7     | 6     | 5     |
| 110 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 111 | 6     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 112 | 7     | 7     | 7     | 7     | 6     | 6     | 7     | 7     |
| 113 | 6     | 6     | 6     | 6     | 4     | 6     | 6     | 6     |
| 114 | 6     | 5     | 6     | 7     | 6     | 7     | 6     | 6     |
| 115 | 7     | 7     | 7     | 7     | 7     | 7     | 5     | 7     |
| 116 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 117 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 118 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 119 | 7     | 6     | 7     | 6     | 7     | 6     | 7     | 6     |
| 120 | 6     | 6     | 6     | 6     | 6     | 6     | 4     | 6     |
| 121 | 6     | 6     | 6     | 5     | 6     | 6     | 6     | 6     |
| 122 | 5     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 123 | 6     | 6     | 6     | 7     | 6     | 7     | 6     | 7     |
| 124 | 5     | 4     | 3     | 3     | 4     | 4     | 4     | 4     |
| 125 | 5     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 126 | 4     | 4     | 4     | 4     | 4     | 5     | 5     | 5     |
| 127 | 6     | 7     | 6     | 6     | 6     | 6     | 6     | 6     |
| 128 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 129 | 6     | 6     | 6     | 6     | 6     | 7     | 6     | 7     |

## Lampiran 8

## Tabulasi Data Variable Modal Psikologi

| No | MDP01 | MDP02 | MDP03 | MDP04 | MDP05 | MDP06 | MDP07 | MDP08 |
|----|-------|-------|-------|-------|-------|-------|-------|-------|
| 1  | 5     | 6     | 6     | 5     | 5     | 5     | 6     | 6     |
| 2  | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 3  | 6     | 6     | 6     | 5     | 6     | 6     | 6     | 6     |
| 4  | 6     | 6     | 7     | 7     | 6     | 7     | 7     | 7     |
| 5  | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 6  | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 7  | 6     | 6     | 6     | 5     | 5     | 6     | 5     | 6     |
| 8  | 7     | 6     | 7     | 7     | 7     | 7     | 7     | 7     |
| 9  | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 10 | 6     | 6     | 6     | 5     | 5     | 7     | 6     | 6     |
| 11 | 7     | 5     | 6     | 6     | 5     | 4     | 4     | 6     |
| 12 | 5     | 6     | 5     | 5     | 3     | 5     | 4     | 5     |
| 13 | 6     | 6     | 7     | 7     | 7     | 7     | 7     | 7     |
| 14 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 15 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 16 | 6     | 6     | 6     | 6     | 7     | 6     | 7     | 7     |
| 17 | 6     | 5     | 6     | 6     | 5     | 5     | 5     | 5     |
| 18 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 19 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 4     |
| 20 | 7     | 6     | 7     | 7     | 5     | 7     | 6     | 7     |
| 21 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 22 | 7     | 6     | 7     | 7     | 7     | 7     | 7     | 7     |
| 23 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 24 | 6     | 6     | 6     | 5     | 6     | 5     | 6     | 6     |
| 25 | 7     | 7     | 7     | 6     | 6     | 6     | 7     | 6     |
| 26 | 6     | 7     | 7     | 7     | 6     | 7     | 6     | 5     |
| 27 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 28 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 29 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 30 | 7     | 6     | 6     | 6     | 7     | 6     | 7     | 6     |
| 31 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 32 | 6     | 7     | 6     | 6     | 6     | 5     | 5     | 6     |
| 33 | 6     | 5     | 7     | 7     | 6     | 5     | 6     | 5     |
| 34 | 7     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 35 | 4     | 4     | 4     | 5     | 4     | 4     | 6     | 4     |
| 36 | 7     | 6     | 6     | 6     | 7     | 7     | 7     | 6     |
| 37 | 5     | 4     | 5     | 5     | 4     | 4     | 4     | 5     |
| 38 | 6     | 7     | 6     | 6     | 6     | 5     | 5     | 6     |
| 39 | 7     | 5     | 6     | 6     | 6     | 6     | 6     | 6     |
| 40 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 41 | 7     | 6     | 6     | 6     | 6     | 6     | 7     | 7     |

| No | MDP01 | MDP02 | MDP03 | MDP04 | MDP05 | MDP06 | MDP07 | MDP08 |
|----|-------|-------|-------|-------|-------|-------|-------|-------|
| 42 | 7     | 6     | 7     | 7     | 6     | 7     | 7     | 7     |
| 43 | 5     | 5     | 5     | 6     | 5     | 5     | 6     | 7     |
| 44 | 5     | 5     | 6     | 5     | 4     | 5     | 6     | 6     |
| 45 | 6     | 7     | 7     | 7     | 7     | 6     | 7     | 7     |
| 46 | 7     | 6     | 7     | 7     | 7     | 6     | 7     | 7     |
| 47 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 48 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 7     |
| 49 | 5     | 5     | 5     | 6     | 5     | 5     | 5     | 2     |
| 50 | 7     | 7     | 7     | 7     | 7     | 6     | 7     | 6     |
| 51 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 52 | 6     | 6     | 7     | 7     | 6     | 7     | 7     | 6     |
| 53 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 54 | 4     | 5     | 4     | 5     | 6     | 5     | 5     | 4     |
| 55 | 6     | 6     | 6     | 6     | 6     | 7     | 7     | 6     |
| 56 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 57 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 58 | 7     | 7     | 7     | 6     | 5     | 5     | 7     | 6     |
| 59 | 4     | 6     | 7     | 7     | 6     | 7     | 4     | 7     |
| 60 | 6     | 6     | 6     | 7     | 7     | 6     | 6     | 6     |
| 61 | 6     | 6     | 6     | 7     | 6     | 6     | 6     | 6     |
| 62 | 7     | 6     | 7     | 6     | 7     | 7     | 7     | 7     |
| 63 | 5     | 6     | 6     | 7     | 6     | 6     | 6     | 6     |
| 64 | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     |
| 65 | 6     | 6     | 5     | 6     | 6     | 5     | 6     | 5     |
| 66 | 6     | 6     | 6     | 6     | 6     | 6     | 6     | 6     |
| 67 | 5     | 6     | 5     | 6     | 5     | 5     | 6     | 6     |
| 68 | 1     | 1     | 1     | 1     | 2     | 1     | 1     | 1     |
| 69 | 5     | 6     | 6     | 5     | 4     | 5     | 5     | 6     |
| 70 | 5     | 6     | 6     | 6     | 5     | 5     | 5     | 4     |
| 71 | 7     | 7     | 7     | 5     | 5     | 7     | 7     | 7     |
| 72 | 5     | 6     | 5     | 6     | 6     | 6     | 6     | 6     |
| 73 | 6     | 6     | 6     | 6     | 6     | 7     | 6     | 6     |
| 74 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 6     |
| 75 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 76 | 7     | 6     | 6     | 7     | 6     | 6     | 7     | 7     |
| 77 | 6     | 5     | 5     | 5     | 5     | 5     | 5     | 5     |
| 78 | 4     | 5     | 5     | 5     | 3     | 2     | 4     | 2     |
| 79 | 5     | 4     | 5     | 5     | 4     | 4     | 5     | 5     |
| 80 | 6     | 5     | 6     | 6     | 6     | 6     | 6     | 6     |
| 81 | 6     | 6     | 6     | 6     | 6     | 7     | 7     | 6     |
| 82 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 83 | 7     | 7     | 7     | 7     | 7     | 7     | 7     | 7     |
| 84 | 7     | 7     | 7     | 6     | 5     | 5     | 7     | 6     |
| 85 | 4     | 6     | 7     | 7     | 6     | 7     | 4     | 7     |
| 86 | 6     | 6     | 6     | 7     | 7     | 6     | 6     | 6     |
| 87 | 6     | 6     | 6     | 7     | 6     | 6     | 6     | 6     |
| 88 | 7     | 6     | 7     | 6     | 7     | 7     | 7     | 7     |





## Lampiran 10

## Tabulasi Data Variable Komitmen Organsiasi

| No | KMO01 | KMO02 | KMO03 | KMO04 | KMO05 | KMO06 |
|----|-------|-------|-------|-------|-------|-------|
| 1  | 6     | 6     | 5     | 4     | 5     | 7     |
| 2  | 5     | 4     | 6     | 7     | 4     | 7     |
| 3  | 6     | 6     | 6     | 6     | 6     | 6     |
| 4  | 6     | 6     | 6     | 6     | 6     | 7     |
| 5  | 1     | 1     | 1     | 3     | 1     | 7     |
| 6  | 6     | 4     | 6     | 2     | 4     | 6     |
| 7  | 2     | 3     | 3     | 4     | 4     | 5     |
| 8  | 1     | 4     | 5     | 5     | 4     | 7     |
| 9  | 7     | 5     | 6     | 6     | 6     | 7     |
| 10 | 5     | 5     | 5     | 6     | 5     | 6     |
| 11 | 5     | 5     | 5     | 5     | 5     | 7     |
| 12 | 6     | 6     | 6     | 6     | 6     | 6     |
| 13 | 7     | 7     | 7     | 7     | 7     | 6     |
| 14 | 4     | 5     | 5     | 5     | 6     | 6     |
| 15 | 6     | 6     | 6     | 6     | 6     | 6     |
| 16 | 7     | 7     | 7     | 6     | 6     | 7     |
| 17 | 7     | 6     | 6     | 6     | 6     | 6     |
| 18 | 6     | 6     | 6     | 6     | 6     | 6     |
| 19 | 4     | 4     | 4     | 6     | 4     | 6     |
| 20 | 1     | 6     | 6     | 7     | 6     | 6     |
| 21 | 7     | 7     | 7     | 7     | 7     | 7     |
| 22 | 7     | 6     | 7     | 7     | 6     | 7     |
| 23 | 7     | 7     | 7     | 7     | 7     | 7     |
| 24 | 4     | 4     | 4     | 4     | 4     | 6     |
| 25 | 6     | 7     | 7     | 6     | 7     | 7     |
| 26 | 5     | 5     | 5     | 7     | 5     | 7     |
| 27 | 7     | 7     | 7     | 7     | 7     | 7     |
| 28 | 6     | 6     | 6     | 6     | 6     | 6     |
| 29 | 7     | 7     | 7     | 7     | 7     | 7     |
| 30 | 6     | 6     | 6     | 7     | 7     | 7     |
| 31 | 6     | 6     | 6     | 6     | 6     | 4     |
| 32 | 6     | 6     | 6     | 6     | 6     | 6     |
| 33 | 7     | 6     | 6     | 7     | 7     | 7     |
| 34 | 7     | 7     | 7     | 7     | 7     | 7     |
| 35 | 4     | 4     | 4     | 4     | 4     | 6     |
| 36 | 7     | 7     | 7     | 7     | 6     | 7     |
| 37 | 6     | 5     | 6     | 7     | 6     | 6     |
| 38 | 4     | 4     | 5     | 4     | 5     | 6     |
| 39 | 5     | 6     | 6     | 6     | 6     | 6     |
| 40 | 4     | 4     | 5     | 4     | 4     | 6     |
| 41 | 7     | 6     | 6     | 7     | 7     | 7     |

| No | KMO01 | KMO02 | KMO03 | KMO04 | KMO05 | KMO06 |
|----|-------|-------|-------|-------|-------|-------|
| 42 | 7     | 6     | 6     | 6     | 6     | 6     |
| 43 | 3     | 4     | 4     | 5     | 4     | 5     |
| 44 | 6     | 6     | 5     | 5     | 5     | 5     |
| 45 | 6     | 6     | 7     | 7     | 7     | 7     |
| 46 | 6     | 6     | 5     | 6     | 6     | 6     |
| 47 | 6     | 6     | 6     | 6     | 6     | 6     |
| 48 | 6     | 4     | 5     | 4     | 5     | 7     |
| 49 | 2     | 5     | 2     | 2     | 2     | 6     |
| 50 | 7     | 4     | 4     | 7     | 7     | 7     |
| 51 | 6     | 6     | 6     | 6     | 6     | 6     |
| 52 | 6     | 7     | 6     | 7     | 7     | 7     |
| 53 | 7     | 7     | 7     | 7     | 7     | 7     |
| 54 | 6     | 5     | 4     | 5     | 6     | 5     |
| 55 | 5     | 6     | 6     | 7     | 7     | 6     |
| 56 | 7     | 7     | 7     | 7     | 7     | 7     |
| 57 | 7     | 7     | 7     | 7     | 7     | 7     |
| 58 | 4     | 4     | 5     | 3     | 3     | 5     |
| 59 | 7     | 7     | 7     | 7     | 7     | 5     |
| 60 | 6     | 6     | 6     | 6     | 7     | 7     |
| 61 | 6     | 6     | 6     | 6     | 6     | 7     |
| 62 | 7     | 6     | 7     | 7     | 7     | 7     |
| 63 | 6     | 6     | 6     | 6     | 6     | 7     |
| 64 | 6     | 6     | 5     | 5     | 4     | 4     |
| 65 | 5     | 6     | 6     | 6     | 6     | 6     |
| 66 | 7     | 6     | 6     | 6     | 6     | 6     |
| 67 | 5     | 6     | 5     | 6     | 5     | 6     |
| 68 | 4     | 4     | 4     | 3     | 4     | 3     |
| 69 | 5     | 6     | 6     | 6     | 5     | 5     |
| 70 | 5     | 4     | 5     | 4     | 5     | 5     |
| 71 | 4     | 4     | 4     | 1     | 1     | 7     |
| 72 | 7     | 7     | 7     | 7     | 7     | 7     |
| 73 | 6     | 6     | 6     | 6     | 6     | 6     |
| 74 | 4     | 4     | 4     | 4     | 1     | 6     |
| 75 | 7     | 7     | 7     | 7     | 6     | 7     |
| 76 | 7     | 6     | 7     | 6     | 6     | 6     |
| 77 | 5     | 5     | 5     | 5     | 5     | 5     |
| 78 | 6     | 5     | 4     | 4     | 4     | 4     |
| 79 | 5     | 4     | 5     | 5     | 5     | 4     |
| 80 | 6     | 6     | 6     | 6     | 5     | 6     |
| 81 | 5     | 6     | 6     | 7     | 7     | 6     |
| 82 | 7     | 7     | 7     | 7     | 7     | 7     |
| 83 | 7     | 7     | 7     | 7     | 7     | 7     |
| 84 | 4     | 4     | 5     | 3     | 3     | 5     |
| 85 | 7     | 7     | 7     | 7     | 7     | 5     |
| 86 | 6     | 6     | 6     | 6     | 7     | 7     |
| 87 | 6     | 6     | 6     | 6     | 6     | 7     |
| 88 | 7     | 6     | 7     | 7     | 7     | 7     |

| No  | KMO01 | KMO02 | KMO03 | KMO04 | KMO05 | KMO06 |
|-----|-------|-------|-------|-------|-------|-------|
| 89  | 6     | 6     | 6     | 6     | 6     | 7     |
| 90  | 6     | 6     | 5     | 5     | 4     | 4     |
| 91  | 5     | 6     | 6     | 6     | 6     | 6     |
| 92  | 7     | 6     | 6     | 6     | 6     | 6     |
| 93  | 5     | 6     | 5     | 6     | 5     | 6     |
| 94  | 4     | 4     | 4     | 3     | 4     | 3     |
| 95  | 5     | 6     | 6     | 6     | 5     | 5     |
| 96  | 5     | 4     | 5     | 4     | 5     | 5     |
| 97  | 4     | 4     | 4     | 1     | 1     | 5     |
| 98  | 7     | 7     | 7     | 7     | 7     | 5     |
| 99  | 6     | 6     | 6     | 6     | 6     | 5     |
| 100 | 4     | 4     | 4     | 4     | 1     | 3     |
| 101 | 7     | 7     | 7     | 7     | 6     | 5     |
| 102 | 7     | 6     | 7     | 6     | 6     | 4     |
| 103 | 5     | 5     | 5     | 5     | 5     | 4     |
| 104 | 6     | 5     | 4     | 4     | 4     | 3     |
| 105 | 7     | 7     | 7     | 6     | 6     | 4     |
| 106 | 7     | 6     | 6     | 6     | 6     | 4     |
| 107 | 6     | 6     | 6     | 6     | 6     | 5     |
| 108 | 4     | 4     | 4     | 6     | 4     | 5     |
| 109 | 1     | 5     | 6     | 5     | 6     | 5     |
| 110 | 7     | 5     | 7     | 5     | 7     | 5     |
| 111 | 7     | 5     | 7     | 5     | 6     | 5     |
| 112 | 7     | 5     | 7     | 5     | 7     | 5     |
| 113 | 4     | 3     | 4     | 3     | 4     | 3     |
| 114 | 6     | 5     | 7     | 5     | 7     | 5     |
| 115 | 5     | 5     | 5     | 5     | 5     | 5     |
| 116 | 7     | 5     | 7     | 5     | 7     | 5     |
| 117 | 6     | 5     | 6     | 5     | 6     | 5     |
| 118 | 7     | 5     | 7     | 5     | 7     | 5     |
| 119 | 6     | 5     | 6     | 5     | 7     | 5     |
| 120 | 6     | 4     | 6     | 4     | 6     | 4     |
| 121 | 6     | 5     | 6     | 5     | 6     | 5     |
| 122 | 7     | 5     | 6     | 5     | 7     | 5     |
| 123 | 7     | 4     | 7     | 4     | 7     | 4     |
| 124 | 4     | 3     | 4     | 3     | 4     | 3     |
| 125 | 7     | 5     | 7     | 5     | 6     | 5     |
| 126 | 6     | 4     | 6     | 4     | 6     | 4     |
| 127 | 4     | 5     | 5     | 5     | 5     | 5     |
| 128 | 5     | 4     | 6     | 4     | 6     | 4     |
| 129 | 4     | 4     | 5     | 4     | 4     | 4     |

## Lampiran 11

Tabulasi Data Variable *Innovation work behaviour*

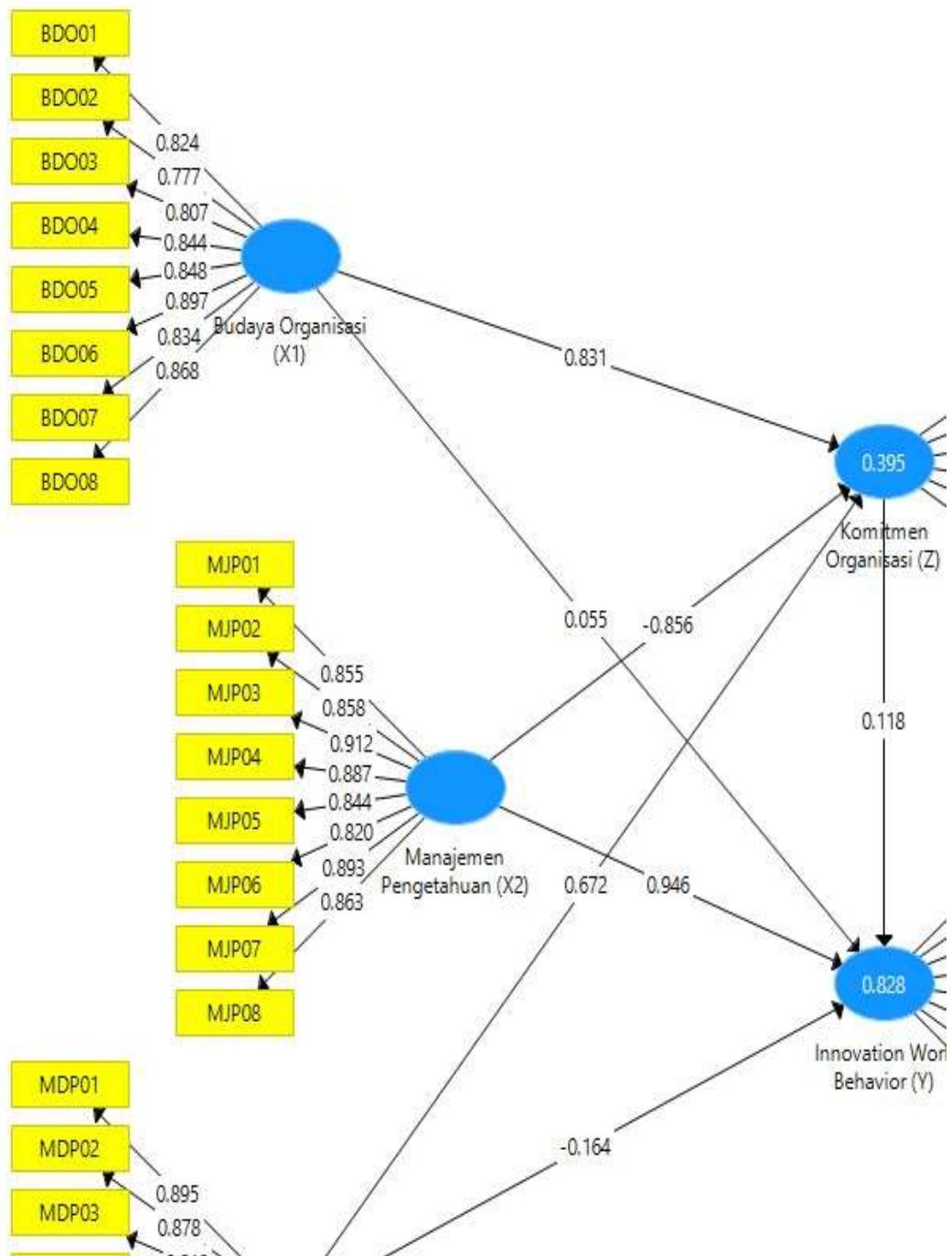
| No | IWB01 | IWB02 | IWB03 | IWB04 | IWB05 | IWB06 | IWB07 | IWB08 |
|----|-------|-------|-------|-------|-------|-------|-------|-------|
| 1  | 5     | 4     | 5     | 5     | 6     | 4     | 4     | 6     |
| 2  | 6     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 3  | 6     | 6     | 6     | 6     | 6     | 4     | 5     | 5     |
| 4  | 6     | 6     | 7     | 7     | 6     | 5     | 6     | 7     |
| 5  | 7     | 6     | 7     | 7     | 7     | 5     | 6     | 7     |
| 6  | 6     | 7     | 6     | 6     | 5     | 5     | 6     | 6     |
| 7  | 6     | 6     | 4     | 5     | 3     | 3     | 3     | 4     |
| 8  | 6     | 6     | 6     | 6     | 5     | 5     | 7     | 7     |
| 9  | 6     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 10 | 5     | 6     | 6     | 6     | 5     | 5     | 5     | 6     |
| 11 | 5     | 5     | 4     | 5     | 6     | 5     | 6     | 6     |
| 12 | 5     | 6     | 5     | 5     | 6     | 4     | 5     | 5     |
| 13 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 14 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 15 | 6     | 6     | 6     | 6     | 6     | 4     | 6     | 6     |
| 16 | 5     | 6     | 5     | 6     | 6     | 4     | 5     | 6     |
| 17 | 5     | 6     | 6     | 6     | 6     | 4     | 4     | 6     |
| 18 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 19 | 6     | 6     | 5     | 5     | 5     | 5     | 6     | 6     |
| 20 | 6     | 6     | 6     | 6     | 6     | 5     | 7     | 5     |
| 21 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 22 | 7     | 7     | 6     | 6     | 7     | 5     | 7     | 7     |
| 23 | 5     | 6     | 5     | 6     | 5     | 5     | 6     | 6     |
| 24 | 5     | 5     | 4     | 5     | 5     | 3     | 4     | 5     |
| 25 | 5     | 6     | 5     | 5     | 6     | 5     | 5     | 5     |
| 26 | 5     | 6     | 6     | 7     | 6     | 5     | 6     | 6     |
| 27 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 28 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 29 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 30 | 6     | 6     | 7     | 6     | 7     | 5     | 6     | 6     |
| 31 | 5     | 5     | 5     | 4     | 6     | 4     | 6     | 5     |
| 32 | 6     | 6     | 5     | 6     | 6     | 5     | 5     | 6     |
| 33 | 5     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 34 | 6     | 6     | 6     | 6     | 6     | 4     | 6     | 6     |
| 35 | 2     | 4     | 4     | 4     | 4     | 3     | 4     | 4     |
| 36 | 7     | 7     | 6     | 7     | 7     | 5     | 7     | 7     |
| 37 | 5     | 5     | 5     | 5     | 5     | 4     | 5     | 5     |
| 38 | 6     | 6     | 6     | 7     | 6     | 5     | 7     | 6     |
| 39 | 6     | 6     | 5     | 6     | 6     | 4     | 5     | 5     |
| 40 | 5     | 6     | 5     | 5     | 5     | 4     | 4     | 5     |
| 41 | 7     | 7     | 7     | 7     | 6     | 4     | 7     | 7     |

| No | IWB01 | IWB02 | IWB03 | IWB04 | IWB05 | IWB06 | IWB07 | IWB08 |
|----|-------|-------|-------|-------|-------|-------|-------|-------|
| 42 | 6     | 7     | 7     | 6     | 6     | 4     | 6     | 6     |
| 43 | 6     | 6     | 5     | 4     | 3     | 3     | 2     | 3     |
| 44 | 5     | 5     | 5     | 5     | 4     | 5     | 5     | 5     |
| 45 | 6     | 6     | 6     | 6     | 4     | 5     | 5     | 6     |
| 46 | 4     | 5     | 5     | 7     | 6     | 4     | 6     | 7     |
| 47 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 48 | 6     | 6     | 6     | 6     | 6     | 4     | 6     | 6     |
| 49 | 4     | 5     | 4     | 3     | 3     | 5     | 4     | 5     |
| 50 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 51 | 6     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 52 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 53 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 54 | 6     | 5     | 6     | 5     | 6     | 5     | 6     | 6     |
| 55 | 6     | 6     | 6     | 7     | 7     | 5     | 5     | 7     |
| 56 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 57 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 58 | 7     | 7     | 6     | 6     | 6     | 5     | 5     | 7     |
| 59 | 2     | 1     | 3     | 4     | 7     | 3     | 1     | 2     |
| 60 | 5     | 6     | 6     | 6     | 6     | 4     | 6     | 6     |
| 61 | 6     | 6     | 7     | 6     | 6     | 5     | 6     | 6     |
| 62 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 63 | 6     | 6     | 6     | 7     | 6     | 4     | 7     | 6     |
| 64 | 3     | 5     | 4     | 4     | 5     | 3     | 4     | 4     |
| 65 | 5     | 6     | 6     | 5     | 6     | 4     | 5     | 4     |
| 66 | 6     | 6     | 6     | 6     | 6     | 4     | 6     | 5     |
| 67 | 5     | 6     | 5     | 6     | 6     | 4     | 6     | 5     |
| 68 | 2     | 2     | 2     | 2     | 2     | 1     | 1     | 1     |
| 69 | 5     | 5     | 4     | 5     | 4     | 4     | 4     | 5     |
| 70 | 6     | 5     | 6     | 6     | 6     | 5     | 6     | 6     |
| 71 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 72 | 6     | 6     | 6     | 6     | 7     | 5     | 6     | 6     |
| 73 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 74 | 6     | 6     | 2     | 7     | 1     | 3     | 2     | 5     |
| 75 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 76 | 6     | 5     | 6     | 6     | 6     | 4     | 6     | 5     |
| 77 | 5     | 5     | 6     | 5     | 6     | 4     | 6     | 5     |
| 78 | 4     | 4     | 4     | 5     | 4     | 3     | 4     | 6     |
| 79 | 5     | 5     | 5     | 4     | 4     | 4     | 4     | 4     |
| 80 | 6     | 6     | 6     | 7     | 6     | 6     | 6     | 5     |
| 81 | 6     | 6     | 6     | 7     | 7     | 5     | 5     | 7     |
| 82 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 83 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 84 | 7     | 7     | 6     | 6     | 6     | 5     | 5     | 7     |
| 85 | 2     | 1     | 3     | 4     | 7     | 3     | 1     | 2     |
| 86 | 5     | 6     | 6     | 6     | 6     | 4     | 6     | 6     |
| 87 | 6     | 6     | 7     | 6     | 6     | 5     | 6     | 6     |
| 88 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |

| No  | IWB01 | IWB02 | IWB03 | IWB04 | IWB05 | IWB06 | IWB07 | IWB08 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|
| 89  | 6     | 6     | 6     | 7     | 6     | 4     | 7     | 6     |
| 90  | 3     | 5     | 4     | 4     | 5     | 3     | 4     | 4     |
| 91  | 5     | 6     | 6     | 5     | 6     | 4     | 5     | 4     |
| 92  | 6     | 6     | 6     | 6     | 6     | 4     | 6     | 5     |
| 93  | 5     | 6     | 5     | 6     | 6     | 4     | 6     | 5     |
| 94  | 2     | 2     | 2     | 2     | 2     | 1     | 1     | 1     |
| 95  | 5     | 5     | 4     | 5     | 4     | 4     | 4     | 5     |
| 96  | 6     | 5     | 6     | 6     | 6     | 5     | 6     | 6     |
| 97  | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 98  | 6     | 6     | 6     | 6     | 7     | 5     | 6     | 6     |
| 99  | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 100 | 6     | 6     | 2     | 7     | 1     | 3     | 2     | 5     |
| 101 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 102 | 6     | 5     | 6     | 6     | 6     | 4     | 6     | 5     |
| 103 | 5     | 5     | 6     | 5     | 6     | 4     | 6     | 5     |
| 104 | 4     | 4     | 4     | 5     | 4     | 3     | 4     | 6     |
| 105 | 5     | 6     | 5     | 6     | 6     | 4     | 5     | 6     |
| 106 | 5     | 6     | 6     | 6     | 6     | 4     | 4     | 6     |
| 107 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 108 | 6     | 6     | 5     | 5     | 5     | 5     | 6     | 6     |
| 109 | 6     | 6     | 6     | 6     | 6     | 5     | 7     | 5     |
| 110 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 111 | 7     | 7     | 6     | 6     | 7     | 5     | 7     | 7     |
| 112 | 5     | 6     | 5     | 6     | 5     | 5     | 6     | 6     |
| 113 | 5     | 5     | 4     | 5     | 5     | 3     | 4     | 5     |
| 114 | 5     | 6     | 5     | 5     | 6     | 5     | 5     | 5     |
| 115 | 5     | 6     | 6     | 7     | 6     | 5     | 6     | 6     |
| 116 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 117 | 6     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 118 | 7     | 7     | 7     | 7     | 7     | 5     | 7     | 7     |
| 119 | 6     | 6     | 7     | 6     | 7     | 5     | 6     | 6     |
| 120 | 5     | 5     | 5     | 4     | 6     | 4     | 6     | 5     |
| 121 | 6     | 6     | 5     | 6     | 6     | 5     | 5     | 6     |
| 122 | 5     | 6     | 6     | 6     | 6     | 5     | 6     | 6     |
| 123 | 6     | 6     | 6     | 6     | 6     | 4     | 6     | 6     |
| 124 | 2     | 4     | 4     | 4     | 4     | 3     | 4     | 4     |
| 125 | 7     | 7     | 6     | 7     | 7     | 5     | 7     | 7     |
| 126 | 5     | 5     | 5     | 5     | 5     | 4     | 5     | 5     |
| 127 | 6     | 6     | 6     | 7     | 6     | 5     | 7     | 6     |
| 128 | 6     | 6     | 5     | 6     | 6     | 4     | 5     | 5     |
| 129 | 5     | 6     | 5     | 5     | 5     | 4     | 4     | 5     |

Lampiran 12

Hasil Perhitungan Menggunakan Aplikasi PLS



## Outer Loadings

| Matrix |                        | Copy to Clipboard:           |                         |                           |  |
|--------|------------------------|------------------------------|-------------------------|---------------------------|--|
|        | Budaya Organisasi (X1) | Innovation Work Behavior (Y) | Komitmen Organisasi (Z) | Manajemen Pengetahuan (X) |  |
| BDO01  | 0.824                  |                              |                         |                           |  |
| BDO02  | 0.777                  |                              |                         |                           |  |
| BDO03  | 0.807                  |                              |                         |                           |  |
| BDO04  | 0.844                  |                              |                         |                           |  |
| BDO05  | 0.848                  |                              |                         |                           |  |
| BDO06  | 0.897                  |                              |                         |                           |  |
| BDO07  | 0.834                  |                              |                         |                           |  |
| BDO08  | 0.868                  |                              |                         |                           |  |
| IWB01  |                        | 0.884                        |                         |                           |  |
| IWB02  |                        | 0.877                        |                         |                           |  |
| IWB03  |                        | 0.908                        |                         |                           |  |
| IWB04  |                        | 0.870                        |                         |                           |  |
| IWB05  |                        | 0.739                        |                         |                           |  |
| IWB06  |                        | 0.849                        |                         |                           |  |
| IWB07  |                        | 0.905                        |                         |                           |  |
| IWB08  |                        | 0.910                        |                         |                           |  |
| KMO01  |                        |                              | 0.772                   |                           |  |

| Matrix |                        | Copy to Clipboard:           |                         |                           |  |
|--------|------------------------|------------------------------|-------------------------|---------------------------|--|
|        | Budaya Organisasi (X1) | Innovation Work Behavior (Y) | Komitmen Organisasi (Z) | Manajemen Pengetahuan (X) |  |
| MDP01  |                        |                              |                         |                           |  |
| MDP02  |                        |                              |                         |                           |  |
| MDP03  |                        |                              |                         |                           |  |
| MDP04  |                        |                              |                         |                           |  |
| MDP05  |                        |                              |                         |                           |  |
| MDP06  |                        |                              |                         |                           |  |
| MDP07  |                        |                              |                         |                           |  |
| MDP08  |                        |                              |                         |                           |  |
| MJP01  |                        |                              |                         | 0.85                      |  |
| MJP02  |                        |                              |                         | 0.85                      |  |
| MJP03  |                        |                              |                         | 0.91                      |  |
| MJP04  |                        |                              |                         | 0.88                      |  |
| MJP05  |                        |                              |                         | 0.84                      |  |



### Path Coefficients

| Matrix                       |                        | Path Coefficients            |                         |                    |  | Copy to Clipboard: |
|------------------------------|------------------------|------------------------------|-------------------------|--------------------|--|--------------------|
|                              | Budaya Organisasi (X1) | Innovation Work Behavior (Y) | Komitmen Organisasi (Z) | Manajemen Pengetah |  |                    |
| Budaya Organisasi (X1)       |                        | 0.055                        | 0.831                   |                    |  |                    |
| Innovation Work Behavior (Y) |                        |                              |                         |                    |  |                    |
| Komitmen Organisasi (Z)      |                        | 0.118                        |                         |                    |  |                    |
| Manajemen Pengetahuan (X2)   |                        | 0.946                        | -0.856                  |                    |  |                    |

### Indirect Effects

| Total Indirect Effects       |                        | Specific Indirect Effects    |                         |                    |  | Copy to Clipboard: |
|------------------------------|------------------------|------------------------------|-------------------------|--------------------|--|--------------------|
|                              | Budaya Organisasi (X1) | Innovation Work Behavior (Y) | Komitmen Organisasi (Z) | Manajemen Pengetah |  |                    |
| Budaya Organisasi (X1)       |                        | 0.098                        |                         |                    |  |                    |
| Innovation Work Behavior (Y) |                        |                              |                         |                    |  |                    |
| Komitmen Organisasi (Z)      |                        |                              |                         |                    |  |                    |
| Manajemen Pengetahuan (X2)   |                        | -0.101                       |                         |                    |  |                    |

### Total Effects

| Matrix                       |                        |                              |                         |                    |  | Copy to Clipboard: |
|------------------------------|------------------------|------------------------------|-------------------------|--------------------|--|--------------------|
|                              | Budaya Organisasi (X1) | Innovation Work Behavior (Y) | Komitmen Organisasi (Z) | Manajemen Pengetah |  |                    |
| Budaya Organisasi (X1)       |                        | 0.153                        | 0.831                   |                    |  |                    |
| Innovation Work Behavior (Y) |                        |                              |                         |                    |  |                    |
| Komitmen Organisasi (Z)      |                        | 0.118                        |                         |                    |  |                    |
| Manajemen Pengetahuan (X2)   |                        | 0.845                        | -0.856                  |                    |  |                    |

## R Square

| Matrix                       | R Square | R Square Adjusted | Copy to Clipboard: | Excel Form |
|------------------------------|----------|-------------------|--------------------|------------|
|                              |          | R Square          | R Square Adjusted  |            |
| Innovation Work Behavior (Y) | 0.828    | 0.822             |                    |            |
| Komitmen Organisasi (Z)      | 0.395    | 0.380             |                    |            |

## f Square

| Matrix                       | f Square               | Copy to Clipboard: |
|------------------------------|------------------------|--------------------|
|                              |                        |                    |
|                              | Budaya Organisasi (X1) | Innovation Wo...   |
| Budaya Organisasi (X1)       |                        | 0.004              |
|                              |                        | 0.305              |
| Innovation Work Behavior (Y) |                        |                    |
| Komitmen Organisasi (Z)      |                        | 0.049              |
| Manajemen Pengetahuan (X2)   |                        | 0.481              |
|                              |                        | 0.126              |

## Construct Reliability and Validity

| Matrix                       | Cronbach's Alpha | rho_A | Composite Reliability | Average Variance Extracted (AVE) | Copy to Clipboard: |
|------------------------------|------------------|-------|-----------------------|----------------------------------|--------------------|
|                              | Cronbach's Al... | rho_A | Composite Reliability | Average Variance Extracted (AVE) |                    |
| Budaya Organisasi (X1)       | 0.939            | 0.940 | 0.950                 | 0.702                            |                    |
| Innovation Work Behavior (Y) | 0.953            | 0.957 | 0.961                 | 0.756                            |                    |
| Komitmen Organisasi (Z)      | 0.890            | 0.891 | 0.918                 | 0.656                            |                    |
| Manajemen Pengetahuan (X2)   | 0.953            | 0.953 | 0.960                 | 0.752                            |                    |

### Discriminant Validity

|                              | Budaya Organisasi (X1) | Innovation Work Behavior (Y) | Komitmen Organisasi (Z) | Manajemen Pengetahuan (X2) | Model |
|------------------------------|------------------------|------------------------------|-------------------------|----------------------------|-------|
| Budaya Organisasi (X1)       | 0.838                  |                              |                         |                            |       |
| Innovation Work Behavior (Y) | 0.805                  | 0.869                        |                         |                            |       |
| Komitmen Organisasi (Z)      | 0.549                  | 0.479                        | 0.810                   |                            |       |
| Manajemen Pengetahuan (X2)   | 0.835                  | 0.899                        | 0.428                   | 0.867                      |       |

### Model\_Fit

|            | Saturated Model | Estimated Model |
|------------|-----------------|-----------------|
| SRMR       | 0.104           | 0.104           |
| d_ULS      | 7.984           | 7.984           |
| d_G        | 5.197           | 5.197           |
| Chi-Square | 2686.312        | 2686.312        |

### Path Coefficients

| Mean, STDEV, T-Values, P-Values                            | Confidence Intervals | Confidence Intervals Bias Corrected | Samples                    | Copy to Clipboard |
|--|----------------------|-------------------------------------|----------------------------|-------------------|
|  | Original Sample (O)  | Sample Mean (M)                     | Standard Deviation (STDEV) | T Statist         |
| Budaya Organisasi (X1) -> Innovation Work Behavior (Y)     | 0.055                | 0.066                               | 0.082                      |                   |
| Budaya Organisasi (X1) -> Komitmen Organisasi (Z)          | 0.831                | 0.831                               | 0.127                      |                   |
| Komitmen Organisasi (Z) -> Innovation Work Behavior (Y)    | 0.118                | 0.111                               | 0.056                      |                   |
| Manajemen Pengetahuan (X2) -> Innovation Work Behavior (Y) | 0.946                | 0.924                               | 0.119                      |                   |
| Manajemen Pengetahuan (X2) -> Komitmen Organisasi (Z)      | -0.856               | -0.768                              | 0.346                      |                   |
| Modal Psikologi (X3) -> Innovation Work Behavior (Y)       | -0.164               | -0.152                              | 0.103                      |                   |

### Total Indirect Effects

| Mean, STDEV, T-Values, P-Values                            | Confidence Intervals | Confidence Intervals Bias Corrected | Samples                    | Copy to Clipboard |
|--|----------------------|-------------------------------------|----------------------------|-------------------|
|  | Original Sample (O)  | Sample Mean (M)                     | Standard Deviation (STDEV) | T Statist         |
| Budaya Organisasi (X1) -> Innovation Work Behavior (Y)     | 0.098                | 0.090                               | 0.045                      |                   |
| Budaya Organisasi (X1) -> Komitmen Organisasi (Z)          |                      | 0.000                               | 0.000                      |                   |
| Komitmen Organisasi (Z) -> Innovation Work Behavior (Y)    |                      | 0.000                               | 0.000                      |                   |
| Manajemen Pengetahuan (X2) -> Innovation Work Behavior (Y) | -0.101               | -0.078                              | 0.050                      |                   |
| Manajemen Pengetahuan (X2) -> Komitmen Organisasi (Z)      |                      | 0.000                               | 0.000                      |                   |
| Modal Psikologi (X3) -> Innovation Work Behavior (Y)       | 0.079                | 0.059                               | 0.040                      |                   |

### Specific Indirect Effects

| Mean, STDEV, T-Values, P-Values   | Confidence Intervals | Confidence Intervals Bias Corrected | Samples             | Copy to Clipboard |                            |             |
|---|----------------------|-------------------------------------|---------------------|-------------------|----------------------------|-------------|
|   |                      |                                     | Original Sample (O) | Sample Mean (M)   | Standard Deviation (STDEV) | T-Statistic |
| Budaya Organisasi (X1) -> Komitmen Organisasi (Z) -> Innovation Work Behavior (Y) |                      |                                     |                     |                   |                            |             |
|   |                      |                                     | 0.098               | 0.090             | 0.045                      |             |
| Modal Psikologi (X3) -> Komitmen Organisasi (Z) -> Innovation Work Behavior (Y)   |                      |                                     |                     |                   |                            |             |
|   |                      |                                     | 0.079               | 0.059             | 0.040                      |             |

### Total Effects

| Mean, STDEV, T-Values, P-Values                            | Confidence Intervals | Confidence Intervals Bias Corrected | Samples             | Copy to Clipboard |                            |             |
|--|----------------------|-------------------------------------|---------------------|-------------------|----------------------------|-------------|
|  |                      |                                     | Original Sample (O) | Sample Mean (M)   | Standard Deviation (STDEV) | T-Statistic |
| Budaya Organisasi (X1) -> Innovation Work Behavior (Y)     |                      |                                     |                     |                   |                            |             |
|  |                      |                                     | 0.153               | 0.156             | 0.071                      |             |
| Budaya Organisasi (X1) -> Komitmen Organisasi (Z)          |                      |                                     |                     |                   |                            |             |
|  |                      |                                     | 0.831               | 0.831             | 0.127                      |             |
| Komitmen Organisasi (Z) -> Innovation Work Behavior (Y)    |                      |                                     |                     |                   |                            |             |
|  |                      |                                     | 0.118               | 0.111             | 0.056                      |             |
| Manajemen Pengetahuan (X2) -> Innovation Work Behavior (Y) |                      |                                     |                     |                   |                            |             |
|  |                      |                                     | 0.845               | 0.846             | 0.110                      |             |
| Manajemen Pengetahuan (X2) -> Komitmen Organisasi (Z)      |                      |                                     |                     |                   |                            |             |
|  |                      |                                     | -0.856              | -0.768            | 0.346                      |             |
| Modal Psikologi (X3) -> Innovation Work Behavior (Y)       |                      |                                     |                     |                   |                            |             |
|  |                      |                                     | -0.085              | -0.093            | 0.090                      |             |