

KUESIONER

No. Responden :

Tanggal Pengisian :

Petunjuk !

Berilah tanda centang (v) untuk jawaban yang Bapak/Ibu/Saudara pilih dan dianggap benar.

1 (SS) 2 (S) 3 (N) 4 (TS) 5 (STS)

Keterangan :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

IDENTITAS RESPONDEN

1. Nama : *boleh diisi/tidak

2. Usia Bapak/Ibu/Saudara : th

3. Jenis Kelamin : a. Pria
b. Wanita

4. Tingkat Pendidikan : a. SLTA

b. Diploma

c. S1

d. S2

5. Masa Kerja : th

KUESIONER PEMBELAJARAN ORGANISASI

No	SCALE	SCORE				
		STS 1	2	3	4	5 SS
1.	Sistem yang diterapkan di perusahaan mampu mengubah pola pikir saya dalam menyelesaikan pekerjaan					
2.	Saya didorong untuk memahami dengan baik setiap tugas yang diberikan pimpinan kepada saya					
3..	Beberapa orang dari kami cenderung berusaha dengan baik untuk lebih cakap dalam melaksanakan pekerjaan					
4.	Proses pembelajaran yang dilakukan perusahaan mampu menambah wawasan saya					
5.	Atasan (manajer) langsung saya ikut terlibat dalam mengerjakan pekerjaan yang sedang saya laksanakan					
6.	Visi perusahaan mampu memberikan arahan untuk menjaga kelangsungan proses belajar dalam perusahaan					

7	Perusahaan tempat bekerja mampu menampung aspirasi karyawan dengan berusaha untuk berbagi dalam komunikasi					
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KUESIONER HUMAN CAPITAL

No	SCALE	SCORE				
		STS 1	2	3	4	5 SS
1.	Saya mempunyai kemampuan dalam menciptakan ide-ide baru					
2.	Dalam menyelesaikan pekerjaan, kami mempunyai tim work yang solid dalam melakukan kerja sama					
3..	Saya mempunyai kepedulian yang tinggi terhadap apa yang diinginkan perusahaan					
4.	Saya memberikan seluruh upaya untuk memajukan perusahaan					
5.	Kepercayaan pimpinan menjadi prioritas saya dalam menyelesaikan pekerjaan yang dibebankan					

KUESIONER MODAL SOSIAL

No	SCALE	SCORE				
		STS 1	2	3	4	5 SS
1.	Saya dengan mudah melakukan interaksi untuk memperoleh informasi					
2.	Saya dapat melakukan tukar menukar ide sesama rekan kerja dalam melakukan kerja sama					
3..	Untuk mencapai tujuan perusahaan, pihak manajemen mengoptimalkan pengetahuan karyawan					
4.	Perusahaan membangun kerja sama guna memberi solusi dalam memecahkan masalah karyawan					
5.	Untuk memberikan layanan kepada masyarakat, pihak manajemen bank mempunyai partisipasi tinggi dalam memenuhi kebutuhan dan keinginan nasabah					

KUESIONER KINERJA KARYAWAN

No	SCALE	SCORE				
		STS 1	2	3	4	5 SS
1.	Dalam menyelesaikan pekerjaan, saya selesaikan dengan ketelitian yang tinggi					
2.	Dalam melaksanakan tugas di lapangan, saya selalu mempunyai inisiatif untuk mencari langkah yang terbaik					

3..	Praktek kerjasama antar karyawan di lingkungan kerja saya berjalan dengan lancar					
4.	Hasil kerja yang saya lakukan mengutamakan kualitas sesuai dengan tanggung jawab yang diberikan					
5.	Saya selalu menyelesaikan tugas dan pekerjaan tepat waktu sesuai dengan rencana yang ada					
6.	Saya berangkat ke tempat kerja dengan penuh semangat untuk mengejar target yang sudah dibebankan pimpinan					

Frequencies Pembelajaran Organisasi

Statistics

		X.1	X.2	X.3	X.4	X.5	X.6	X.7
N	Valid	84	84	84	84	84	84	84
	Missing	0	0	0	0	0	0	0
Mean		3.81	3.95	3.63	3.82	4.12	4.13	4.12
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	5	5	5
Std. Deviation		1.035	1.074	.954	.907	1.023	.979	.924

Frequency Table

X.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	14	16.7	16.7	16.7
	Netral	12	14.3	14.3	31.0
	Setuju	34	40.5	40.5	71.4
	Sangat Setuju	24	28.6	28.6	100.0
	Total	84	100.0	100.0	

X.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.2	1.2	1.2
	Tidak Setuju	12	14.3	14.3	15.5
	Netral	8	9.5	9.5	25.0
	Setuju	32	38.1	38.1	63.1
	Sangat Setuju	31	36.9	36.9	100.0
	Total	84	100.0	100.0	

X.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	14	16.7	16.7	16.7
	Netral	17	20.2	20.2	36.9
	Setuju	39	46.4	46.4	83.3
	Sangat Setuju	14	16.7	16.7	100.0
	Total	84	100.0	100.0	

X.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	9.5	9.5	9.5
	Netral	19	22.6	22.6	32.1

Setuju	37	44.0	44.0	76.2
Sangat Setuju	20	23.8	23.8	100.0
Total	84	100.0	100.0	

X.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	10	11.9	11.9	11.9
Netral	9	10.7	10.7	22.6
Setuju	26	31.0	31.0	53.6
Sangat Setuju	39	46.4	46.4	100.0
Total	84	100.0	100.0	

X.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	8	9.5	9.5	9.5
Netral	11	13.1	13.1	22.6
Setuju	27	32.1	32.1	54.8
Sangat Setuju	38	45.2	45.2	100.0
Total	84	100.0	100.0	

X.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	6	7.1	7.1	7.1
Netral	13	15.5	15.5	22.6
Setuju	30	35.7	35.7	58.3
Sangat Setuju	35	41.7	41.7	100.0
Total	84	100.0	100.0	

Frequencies Human Capital

Statistics

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
N Valid	84	84	84	84	84
Missing	0	0	0	0	0
Mean	3.64	3.79	3.73	3.68	3.69
Median	4.00	4.00	4.00	4.00	4.00
Mode	4	4	4	4	4
Std. Deviation	.914	.932	.883	.933	.850

Frequency Table

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	12	14.3	14.3	14.3
Netral	19	22.6	22.6	36.9
Setuju	40	47.6	47.6	84.5
Sangat Setuju	13	15.5	15.5	100.0
Total	84	100.0	100.0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setuju	1	1.2	1.2	1.2
Tidak Setuju	5	6.0	6.0	7.1
Netral	26	31.0	31.0	38.1
Setuju	31	36.9	36.9	75.0
Sangat Setuju	21	25.0	25.0	100.0
Total	84	100.0	100.0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	8	9.5	9.5	9.5
Netral	23	27.4	27.4	36.9
Setuju	37	44.0	44.0	81.0
Sangat Setuju	16	19.0	19.0	100.0
Total	84	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	12	14.3	14.3	14.3
	Netral	18	21.4	21.4	35.7
	Setuju	39	46.4	46.4	82.1
	Sangat Setuju	15	17.9	17.9	100.0
	Total	84	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	9	10.7	10.7	10.7
	Netral	20	23.8	23.8	34.5
	Setuju	43	51.2	51.2	85.7
	Sangat Setuju	12	14.3	14.3	100.0
	Total	84	100.0	100.0	

Frequencies Modal Sosial

Statistics

	Y2.1	Y2.2	Y2.3	Y2.4	Y2.5
N	Valid	84	84	84	84
	Missing	0	0	0	0
Mean		3.94	3.90	3.88	3.92
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Std. Deviation		.974	1.013	.884	.895

Frequency Table

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	9	10.7	10.7	10.7
	Netral	15	17.9	17.9	28.6
	Setuju	32	38.1	38.1	66.7
	Sangat Setuju	28	33.3	33.3	100.0
	Total	84	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	11	13.1	13.1	13.1
	Netral	14	16.7	16.7	29.8
	Setuju	31	36.9	36.9	66.7
	Sangat Setuju	28	33.3	33.3	100.0
	Total	84	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	8.3	8.3	8.3
	Netral	17	20.2	20.2	28.6
	Setuju	39	46.4	46.4	75.0
	Sangat Setuju	21	25.0	25.0	100.0
	Total	84	100.0	100.0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	7.1	7.1	7.1
	Netral	19	22.6	22.6	29.8
	Setuju	35	41.7	41.7	71.4
	Sangat Setuju	24	28.6	28.6	100.0
	Total	84	100.0	100.0	

Y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	8.3	8.3	8.3
	Netral	19	22.6	22.6	31.0
	Setuju	45	53.6	53.6	84.5
	Sangat Setuju	13	15.5	15.5	100.0
	Total	84	100.0	100.0	

Frequencies Kinerja SDM

Statistics

		Y3.1	Y3.2	Y3.3	Y3.4	Y3.5	Y3.6
N	Valid	84	84	84	84	84	84
	Missing	0	0	0	0	0	0
Mean		3.71	3.77	3.67	3.77	3.93	3.86
Median		4.00	4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4	4
Std. Deviation		.939	.797	.841	.750	.818	.852

Frequency Table

Y3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	11	13.1	13.1	13.1
	Netral	19	22.6	22.6	35.7
	Setuju	37	44.0	44.0	79.8
	Sangat Setuju	17	20.2	20.2	100.0
	Total	84	100.0	100.0	

Y3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	4.8	4.8	4.8
	Netral	26	31.0	31.0	35.7
	Setuju	39	46.4	46.4	82.1
	Sangat Setuju	15	17.9	17.9	100.0
	Total	84	100.0	100.0	

Y3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	9.5	9.5	9.5
	Netral	24	28.6	28.6	38.1
	Setuju	40	47.6	47.6	85.7
	Sangat Setuju	12	14.3	14.3	100.0
	Total	84	100.0	100.0	

Y3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	4	4.8	4.8	4.8
Netral	23	27.4	27.4	32.1
Setuju	45	53.6	53.6	85.7
Sangat Setuju	12	14.3	14.3	100.0
Total	84	100.0	100.0	

Y3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	5	6.0	6.0	6.0
Netral	16	19.0	19.0	25.0
Setuju	43	51.2	51.2	76.2
Sangat Setuju	20	23.8	23.8	100.0
Total	84	100.0	100.0	

Y3.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	6	7.1	7.1	7.1
Netral	19	22.6	22.6	29.8
Setuju	40	47.6	47.6	77.4
Sangat Setuju	19	22.6	22.6	100.0
Total	84	100.0	100.0	

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.801
Bartlett's Test of Sphericity	Approx. Chi-Square	365.364
	df	21
	Sig.	.000

Communalities

	Initial	Extraction
X.1	1.000	.511
X.2	1.000	.539
X.3	1.000	.556
X.4	1.000	.665
X.5	1.000	.481
X.6	1.000	.615
X.7	1.000	.565

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
X.1	.715
X.2	.734
X.3	.745
X.4	.815
X.5	.693
X.6	.785
X.7	.751

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.865
Bartlett's Test of Sphericity	Approx. Chi-Square	313.869
	df	10
	Sig.	.000

Communalities

	Initial	Extraction
Y1.1	1.000	.830
Y1.2	1.000	.711
Y1.3	1.000	.812
Y1.4	1.000	.732
Y1.5	1.000	.744

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
Y1.1	.911
Y1.2	.843
Y1.3	.901
Y1.4	.856
Y1.5	.863

Extraction Method:
Principal Component
Analysis.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.879
Bartlett's Test of Sphericity	Approx. Chi-Square	262.984
	df	10
	Sig.	.000

Communalities

	Initial	Extraction
Y2.1	1.000	.823
Y2.2	1.000	.774
Y2.3	1.000	.723
Y2.4	1.000	.763
Y2.5	1.000	.554

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
Y2.1	.907
Y2.2	.880
Y2.3	.850
Y2.4	.874
Y2.5	.745

Extraction Method:
Principal Component
Analysis.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.830
Bartlett's Test of Sphericity	Approx. Chi-Square	248.388
	df	15
	Sig.	.000

Communalities

	Initial	Extraction
Y3.1	1.000	.764
Y3.2	1.000	.663
Y3.3	1.000	.719
Y3.4	1.000	.615
Y3.5	1.000	.424
Y3.6	1.000	.496

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
Y3.1	.874
Y3.2	.814
Y3.3	.848
Y3.4	.784
Y3.5	.651
Y3.6	.704

Extraction Method:
Principal Component
Analysis.
a. 1 components
extracted.

Reliability

Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded ^a	0	.0
	Total	84	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.867	7

Item Statistics

	Mean	Std. Deviation	N
X.1	3.81	1.035	84
X.2	3.95	1.074	84
X.3	3.63	.954	84
X.4	3.82	.907	84
X.5	4.12	1.023	84
X.6	4.13	.979	84
X.7	4.12	.924	84

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X.1	23.77	19.864	.609	.853
X.2	23.63	19.416	.632	.850
X.3	23.95	20.142	.643	.848
X.4	23.76	19.870	.725	.838
X.5	23.46	20.324	.563	.859
X.6	23.45	19.648	.686	.842
X.7	23.46	20.348	.643	.848

Reliability

Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded ^a	0	.0
	Total	84	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.923	5

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.64	.914	84
Y1.2	3.79	.932	84
Y1.3	3.73	.883	84
Y1.4	3.68	.933	84
Y1.5	3.69	.850	84

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	14.88	9.865	.850	.895
Y1.2	14.74	10.196	.758	.914
Y1.3	14.80	10.091	.839	.898
Y1.4	14.85	10.108	.775	.910
Y1.5	14.83	10.550	.780	.909

Reliability

Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded ^a	0	.0
	Total	84	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.906	5

Item Statistics

	Mean	Std. Deviation	N
Y2.1	3.94	.974	84
Y2.2	3.90	1.013	84
Y2.3	3.88	.884	84
Y2.4	3.92	.895	84
Y2.5	3.76	.816	84

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	15.46	9.360	.842	.867
Y2.2	15.50	9.337	.801	.877
Y2.3	15.52	10.252	.759	.886
Y2.4	15.49	10.036	.793	.879
Y2.5	15.64	11.220	.630	.911

Reliability

Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded ^a	0	.0
	Total	84	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.871	6

Item Statistics

	Mean	Std. Deviation	N
Y3.1	3.71	.939	84
Y3.2	3.77	.797	84
Y3.3	3.67	.841	84
Y3.4	3.77	.750	84
Y3.5	3.93	.818	84
Y3.6	3.86	.852	84

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y3.1	19.00	9.759	.789	.827
Y3.2	18.94	10.900	.709	.843
Y3.3	19.05	10.480	.750	.836
Y3.4	18.94	11.334	.667	.851
Y3.5	18.79	11.616	.534	.872
Y3.6	18.86	11.160	.594	.863

NPar Tests (Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		84
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.90591095
Most Extreme Differences	Absolute	.073
	Positive	.061
	Negative	-.073
Test Statistic		.073
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Multikolinieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Pembelajaran organisasi	.553	1.809
	Human capital	.355	2.821
	Modal sosial	.351	2.851

- a. Dependent Variable: Kinerja SDM

Regression (Heteroskedastisitas)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Modal sosial, Pembelajaran organisasi, Human capital ^b		Enter

- a. Dependent Variable: abs_res
- b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.089 ^a	.008	-.029	1.37159

a. Predictors: (Constant), Modal sosial, Pembelajaran organisasi, Human capital

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.189	3	.396	.211	.889 ^b
	Residual	150.500	80	1.881		
	Total	151.689	83			

a. Dependent Variable: abs_res

b. Predictors: (Constant), Modal sosial, Pembelajaran organisasi, Human capital

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.811	.878		2.063	.042
	Pembelajaran organisasi	-.025	.039	-.094	-.625	.534
	Human capital	-.017	.064	-.050	-.265	.792
	Modal sosial	.027	.065	.077	.409	.683

a. Dependent Variable: abs_res

Regression (Model 1)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pembelajaran organisasi ^b	.	Enter

a. Dependent Variable: Human capital

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.629 ^a	.396	.389	3.086

a. Predictors: (Constant), Pembelajaran organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	511.950	1	511.950	53.751	.000 ^b
	Residual	781.002	82	9.524		
	Total	1292.952	83			

a. Dependent Variable: Human capital

b. Predictors: (Constant), Pembelajaran organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.231	1.844		2.837	.006
	Pembelajaran organisasi	.482	.066	.629	7.332	.000

a. Dependent Variable: Human capital

Regression (Model II)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Human capital, Pembelajaran organisasi ^b		Enter

a. Dependent Variable: Modal sosial

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 ^a	.649	.641	2.347

a. Predictors: (Constant), Human capital, Pembelajaran organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	825.928	2	412.964	74.948	.000 ^b
	Residual	446.310	81	5.510		
	Total	1272.238	83			

a. Dependent Variable: Modal sosial

b. Predictors: (Constant), Human capital, Pembelajaran organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.797	1.470		1.903	.061
	Pembelajaran organisasi	.176	.064	.232	2.739	.008
	Human capital	.634	.084	.639	7.551	.000

a. Dependent Variable: Modal sosial

Regression (Model III)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Modal sosial, Pembelajaran organisasi, Human capital ^b		Enter

a. Dependent Variable: Kinerja SDM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 ^a	.762	.753	1.941

a. Predictors: (Constant), Modal sosial, Pembelajaran organisasi, Human capital

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	965.646	3	321.882	85.409	.000 ^b
	Residual	301.497	80	3.769		

Total	1267.143	83		
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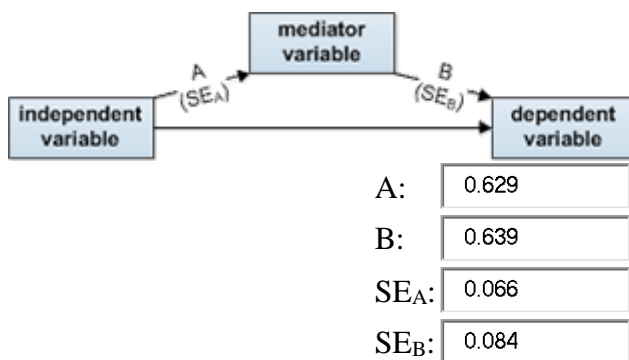
a. Dependent Variable: Kinerja SDM

b. Predictors: (Constant), Modal sosial, Pembelajaran organisasi, Human capital

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.284	1.242		2.643	.010
Pembelajaran organisasi	.297	.056	.392	5.349	.000
Human capital	.223	.091	.225	2.459	.016
Modal sosial	.366	.092	.366	3.979	.000

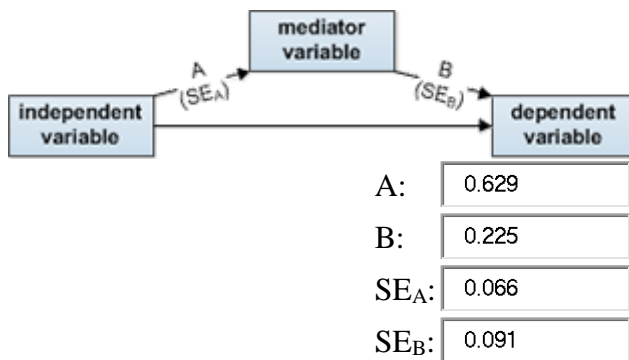
a. Dependent Variable: Kinerja SDM



Sobel test statistic: 5.94538063

One-tailed probability: 0.0

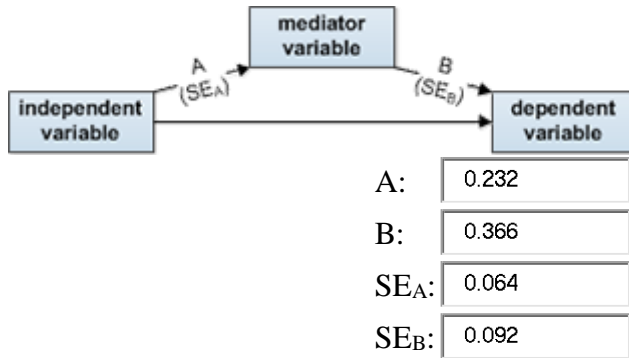
Two-tailed probability: 0.0



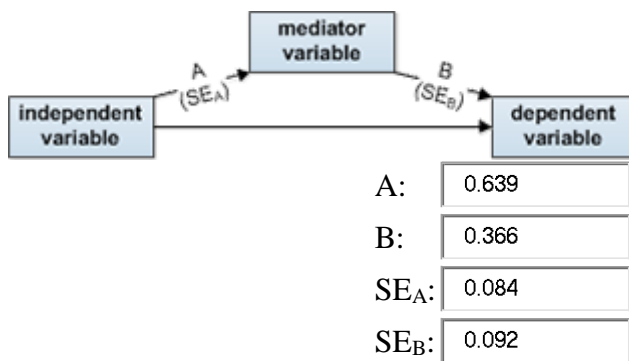
Sobel test statistic: 2.39329468

One-tailed probability: 0.00834891

Two-tailed probability: 0.01669782



Sobel test statistic: 2.67946523
One-tailed probability: 0.00368699
Two-tailed probability: 0.00737399



Sobel test statistic: 3.52529352
One-tailed probability: 0.00021151
Two-tailed probability: 0.00042301