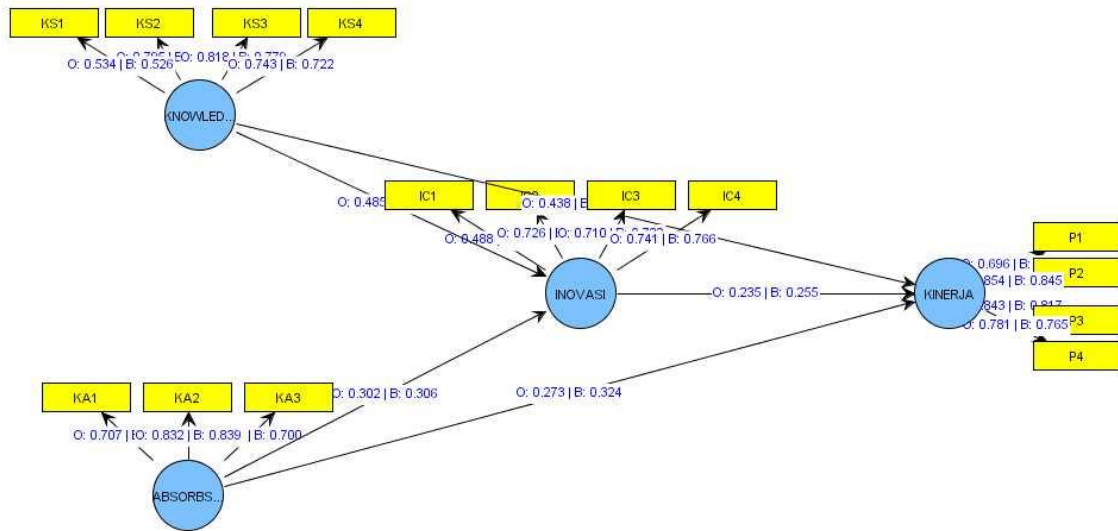


LAMPIRAN



KUESIONER

Isilah pertanyaan yang telah disusun pada lembar kuesioner ini sesuai dengan kondisi riil di tempat kerja Anda. Jawaban Anda tidak ada yang salah dan data yang Anda berikan hanya untuk keperluan ilmiah sehingga kerahasiaan Anda kami jamin.

Identitas Responden

Nama responden : (boleh tidak diisi)

Umur :

Pendidikan :

Jenis Kelamin : ☐ pria ☐ wanita

Lama Bekerja :

Berikan tanda silang (X) pada masing – masing kolom berikut ini dengan pilihan jawaban sebagai berikut:

1	2	3	4	5
Sangat tidak setuju	Tidak setuju	Kurang setuju	Setuju	Sangat setuju

BERBAGI PENGETAHUAN

1	Anda selalu membagikan pengetahuan pada rekan sekerja sesudah memperoleh pelatihan	1	2	3	4	5
2	Anda selalu berbagi pengalaman kerja dengan rekan sekerja	1	2	3	4	5
3	Anda selalu aktif membagikan pengetahuan yang dimiliki kepada rekan sekerja baik diminta maupun tidak	1	2	3	4	5
4	Anda selalu berbagi pengetahuan yang baru saja diperoleh kepada rekan sekerja	1	2	3	4	5

PENYERAPAN PENGETAHUAN

1	Anda secara aktif menggunakan berbagai macam sumber informasi untuk menunjang penyelesaian pekerjaan	1	2	3	4	5
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2	Anda seringkali memperoleh pengetahuan baru yang berguna bagi penyelesaian pekerjaan	1	2	3	4	5
3	Anda secara aktif mencari informasi baru dalam menunjang penyelesaian pekerjaan	1	2	3	4	5

KAPABILITAS INOVASI

1	Anda seringkali menggunakan ide-ide baru untuk menyelesaikan pekerjaan	1	2	3	4	5
2	Anda seringkali menggunakan metode baru untuk mempermudah penyelesaian pekerjaan	1	2	3	4	5
3	Anda seringkali melakukan perbaikan pekerjaan secara berkesinambungan dengan mencari cara-cara baru yang efektif dan efisien.	1	2	3	4	5
4	Anda seringkali menggunakan teknik penyelesaian pekerjaan yang baru dengan memanfaatkan teknologi untuk menyelesaikan pekerjaan	1	2	3	4	5

KINERJA

1	Anda mampu menyelesaikan kuantitas pekerjaan yang ditetapkan oleh perusahaan	1	2	3	4	5
2	Anda mampu menyelesaikan pekerjaan sesuai dengan standar kualitas yang ditetapkan perusahaan	1	2	3	4	5
3	Anda mampu menyelesaikan pekerjaan dengan efisien dan efektif	1	2	3	4	5
4	Anda mampu menyelesaikan pekerjaan yang ditetapkan perusahaan dengan tepat waktu	1	2	3	4	5

Data Mentah
Hasil Jawaban Responden

LAMPIRAN 1

Resp.	Knowledge Sharing				Knowledge Acquisition				Absorptive Capacity				Innovation Capability				Employee Performance					
	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2	X3.1	X3.2	X3.3	X3	Y1.1	Y1.2	Y1.3	Y1	Y2.1	Y2.2	Y2.3	Y2.4	Y2
1	4	5	4	4	17	4	5	4	13	4	5	4	13	5	4	5	14	5	5	5	4	19
2	4	4	4	3	15	4	4	4	12	5	4	4	13	4	4	5	13	4	5	4	4	17
3	4	4	5	4	17	4	4	5	13	5	4	5	14	5	5	5	15	5	4	5	5	19
4	4	4	4	4	16	5	4	5	14	4	4	4	12	5	5	4	14	4	5	4	4	17
5	2	2	3	2	9	5	4	4	13	3	3	3	9	3	3	4	10	4	3	4	3	14
6	3	3	2	3	11	3	3	3	9	2	3	2	7	3	4	3	10	4	3	4	4	15
7	5	4	4	4	17	4	5	4	13	5	4	5	14	5	4	5	14	4	5	5	4	18
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Data Mentah
Hasil Jawaban Responden

LAMPIRAN 1

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Data Mentah

Hasil Jawaban Responden

LAMPIRAN 1

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Data Mentah
Hasil Jawaban Responden

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Statistik Descriptives Variable

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Knowledge sharing	118	7	20	14.29	3.574
Knowledge Acquisition	118	7	15	11.23	2.465
Absorptive capacity	118	4	15	10.90	2.380
Innovation capability	118	6	15	11.46	2.581
Employee performance	118	8	20	15.27	3.343
Valid N (listwise)	118				

Frequencies Knowledge Sharing

Statistics					
		X1.1	X1.2	X1.3	X1.4
N	Valid	118	118	118	118
	Missing	0	0	0	0
Mean		3.54	3.69	3.61	3.44
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Std. Deviation		.966	1.025	1.030	.948

X1.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	24	20.3	20.3	20.3
	Cukup setuju	22	18.6	18.6	39.0
	Setuju	56	47.5	47.5	86.4
	Sangat Setuju	16	13.6	13.6	100.0
	Total	118	100.0	100.0	

X1.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.8	.8	.8
	Tidak Setuju	20	16.9	16.9	17.8
	Cukup setuju	19	16.1	16.1	33.9
	Setuju	52	44.1	44.1	78.0
	Sangat Setuju	26	22.0	22.0	100.0
	Total	118	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	23	19.5	19.5	19.5
	Cukup setuju	25	21.2	21.2	40.7
	Setuju	45	38.1	38.1	78.8
	Sangat Setuju	25	21.2	21.2	100.0
	Total	118	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.8	.8	.8
	Tidak Setuju	24	20.3	20.3	21.2
	Cukup setuju	26	22.0	22.0	43.2
	Setuju	56	47.5	47.5	90.7
	Sangat Setuju	11	9.3	9.3	100.0
	Total	118	100.0	100.0	

Frequencies Knowledge Acquisition

Statistics

		X2.1	X2.2	X2.3
N	Valid	118	118	118
	Missing	0	0	0
Mean		3.67	3.83	3.73
Median		4.00	4.00	4.00
Mode		4	4	4
Std. Deviation		.952	.918	.854

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	19	16.1	16.1	16.1
	Cukup setuju	22	18.6	18.6	34.7
	Setuju	56	47.5	47.5	82.2
	Sangat Setuju	21	17.8	17.8	100.0
	Total	118	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	10	8.5	8.5	8.5
Cukup setuju	31	26.3	26.3	34.7
Setuju	46	39.0	39.0	73.7
Sangat Setuju	31	26.3	26.3	100.0
Total	118	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	10	8.5	8.5	8.5
Cukup setuju	33	28.0	28.0	36.4
Setuju	54	45.8	45.8	82.2
Sangat Setuju	21	17.8	17.8	100.0
Total	118	100.0	100.0	

Frequencies Absorptive Capacity

Statistics

	X3.1	X3.2	X3.3
N Valid	118	118	118
Missing	0	0	0
Mean	3.61	3.66	3.63
Median	4.00	4.00	4.00
Mode	4	4	4
Std. Deviation	.858	.798	.932

Frequency Table

X3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setuju	1	.8	.8	.8
Tidak Setuju	12	10.2	10.2	11.0
Cukup setuju	33	28.0	28.0	39.0
Setuju	58	49.2	49.2	88.1
Sangat Setuju	14	11.9	11.9	100.0
Total	118	100.0	100.0	

X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	8	6.8	6.8	6.8
Cukup setuju	40	33.9	33.9	40.7
Setuju	54	45.8	45.8	86.4
Sangat Setuju	16	13.6	13.6	100.0
Total	118	100.0	100.0	

X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setuju	1	.8	.8	.8
Tidak Setuju	15	12.7	12.7	13.6
Cukup setuju	30	25.4	25.4	39.0
Setuju	53	44.9	44.9	83.9
Sangat Setuju	19	16.1	16.1	100.0
Total	118	100.0	100.0	

Frequencies Innovation Capability

Statistics

	Y1.1	Y1.2	Y1.3
N Valid	118	118	118
Missing	0	0	0
Mean	3.76	3.79	3.91
Median	4.00	4.00	4.00
Mode	4	4	4
Std. Deviation	.976	.846	.952

Frequency Table

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	15	12.7	12.7	12.7
Cukup setuju	28	23.7	23.7	36.4
Setuju	45	38.1	38.1	74.6
Sangat Setuju	30	25.4	25.4	100.0
Total	118	100.0	100.0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	9	7.6	7.6	7.6
Cukup setuju	30	25.4	25.4	33.1
Setuju	56	47.5	47.5	80.5
Sangat Setuju	23	19.5	19.5	100.0
Total	118	100.0	100.0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	11	9.3	9.3	9.3
Cukup setuju	26	22.0	22.0	31.4
Setuju	44	37.3	37.3	68.6
Sangat Setuju	37	31.4	31.4	100.0
Total	118	100.0	100.0	

Frequencies Employee Performance

Statistics

	Y2.1	Y2.2	Y2.3	Y2.4
N Valid	118	118	118	118
Missing	0	0	0	0
Mean	3.83	3.81	3.85	3.78
Median	4.00	4.00	4.00	4.00
Mode	4	4	4	4
Std. Deviation	.946	.969	.912	.944

Frequency Table

Y2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	15	12.7	12.7	12.7
Cukup setuju	19	16.1	16.1	28.8
Setuju	55	46.6	46.6	75.4
Sangat Setuju	29	24.6	24.6	100.0
Total	118	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	15	12.7	12.7	12.7
	Cukup setuju	23	19.5	19.5	32.2
	Setuju	49	41.5	41.5	73.7
	Sangat Setuju	31	26.3	26.3	100.0
	Total	118	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	13	11.0	11.0	11.0
	Cukup setuju	20	16.9	16.9	28.0
	Setuju	57	48.3	48.3	76.3
	Sangat Setuju	28	23.7	23.7	100.0
	Total	118	100.0	100.0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	15	12.7	12.7	12.7
	Cukup setuju	23	19.5	19.5	32.2
	Setuju	53	44.9	44.9	77.1
	Sangat Setuju	27	22.9	22.9	100.0
	Total	118	100.0	100.0	

Correlations

		Correlations				
		X1.1	X1.2	X1.3	X1.4	Knowledge sharing
X1.1	Pearson Correlation	1	.755**	.893**	.754**	.944**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	118	118	118	118	118
X1.2	Pearson Correlation	.755**	1	.720**	.614**	.862**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	118	118	118	118	118
X1.3	Pearson Correlation	.893**	.720**	1	.747**	.934**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	118	118	118	118	118
X1.4	Pearson Correlation	.754**	.614**	.747**	1	.861**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	118	118	118	118	118
Knowledge sharing	Pearson Correlation	.944**	.862**	.934**	.861**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	118	118	118	118	118

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

Correlations

		Correlations			
		X2.1	X2.2	X2.3	Knowledge Acquisition
X2.1	Pearson Correlation	1	.669**	.772**	.903**
	Sig. (2-tailed)		.000	.000	.000
	N	118	118	118	118
X2.2	Pearson Correlation	.669**	1	.748**	.890**
	Sig. (2-tailed)	.000		.000	.000
	N	118	118	118	118
X2.3	Pearson Correlation	.772**	.748**	1	.923**
	Sig. (2-tailed)	.000	.000		.000
	N	118	118	118	118
Knowledge Acquisition	Pearson Correlation	.903**	.890**	.923**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	118	118	118	118

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

Correlations

		Correlations			
		X3.1	X3.2	X3.3	Absorptive capacity
X3.1	Pearson Correlation	1	.705**	.939**	.964**
	Sig. (2-tailed)		.000	.000	.000
	N	118	118	118	118
X3.2	Pearson Correlation	.705**	1	.645**	.842**
	Sig. (2-tailed)	.000		.000	.000
	N	118	118	118	118
X3.3	Pearson Correlation	.939**	.645**	1	.946**
	Sig. (2-tailed)	.000	.000		.000
	N	118	118	118	118
Absorptive capacity	Pearson Correlation	.964**	.842**	.946**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	118	118	118	118

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

Correlations

		Correlations			
		Y1.1	Y1.2	Y1.3	Innovation capability
Y1.1	Pearson Correlation	1	.736**	.924**	.960**
	Sig. (2-tailed)		.000	.000	.000
	N	118	118	118	118
Y1.2	Pearson Correlation	.736**	1	.718**	.871**
	Sig. (2-tailed)	.000		.000	.000
	N	118	118	118	118
Y1.3	Pearson Correlation	.924**	.718**	1	.954**
	Sig. (2-tailed)	.000	.000		.000
	N	118	118	118	118
Innovation capability	Pearson Correlation	.960**	.871**	.954**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	118	118	118	118

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

Correlations

		Correlations				
		Y2.1	Y2.2	Y2.3	Y2.4	Employee performance
Y2.1	Pearson Correlation	1	.674**	.852**	.743**	.921**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	118	118	118	118	118
Y2.2	Pearson Correlation	.674**	1	.674**	.637**	.844**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	118	118	118	118	118
Y2.3	Pearson Correlation	.852**	.674**	1	.715**	.911**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	118	118	118	118	118
Y2.4	Pearson Correlation	.743**	.637**	.715**	1	.872**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	118	118	118	118	118
Employee performance	Pearson Correlation	.921**	.844**	.911**	.872**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	118	118	118	118	118

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.922	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.54	.966	118
X1.2	3.69	1.025	118
X1.3	3.61	1.030	118
X1.4	3.44	.948	118

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	10.75	7.183	.898	.871
X1.2	10.59	7.508	.749	.922
X1.3	10.68	6.955	.876	.878
X1.4	10.85	7.840	.760	.917

Reliability

Case Processing Summary

		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.888	3

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.67	.952	118
X2.2	3.83	.918	118
X2.3	3.73	.854	118

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	7.56	2.744	.768	.854
X2.2	7.40	2.891	.750	.868
X2.3	7.50	2.919	.832	.801

Reliability

Case Processing Summary

		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.907	3

Item Statistics

	Mean	Std. Deviation	N
X3.1	3.61	.858	118
X3.2	3.66	.798	118
X3.3	3.63	.932	118

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	7.29	2.463	.916	.778
X3.2	7.24	3.106	.684	.967
X3.3	7.27	2.336	.864	.825

Reliability

Case Processing Summary

		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.921	3

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.76	.976	118
Y1.2	3.79	.846	118
Y1.3	3.91	.952	118

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	7.69	2.778	.901	.833
Y1.2	7.67	3.574	.742	.960
Y1.3	7.55	2.882	.889	.843

Reliability

Case Processing Summary

		N	%
Cases	Valid	118	100.0
	Excluded ^a	0	.0
	Total	118	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.909	4

Item Statistics

	Mean	Std. Deviation	N
Y2.1	3.83	.946	118
Y2.2	3.81	.969	118
Y2.3	3.85	.912	118
Y2.4	3.78	.944	118

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	11.44	6.249	.853	.861
Y2.2	11.46	6.643	.719	.909
Y2.3	11.42	6.451	.840	.867
Y2.4	11.49	6.560	.770	.891

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		118
Normal Parameters ^{a,b}	Mean	-.0643406
	Std. Deviation	1.16965157
Most Extreme Differences	Absolute	.069
	Positive	.061
	Negative	-.069
Test Statistic		.069
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.

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Knowledge sharing	.324	3.083
	Knowledge Acquisition	.298	3.351
	Absorptive capacity	.330	3.029
	Innovation capability	.190	5.265

a. Dependent Variable: Employee performance

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.482	.541		-.891	.375
	Knowledge sharing	.100	.053	.305	1.886	.062
	Knowledge Acquisition	.056	.080	.118	.699	.486
	Absorptive capacity	-.042	.079	-.085	-.532	.596
	Innovation capability	-.103	.096	-.228	-1.076	.284

a. Dependent Variable: Unstandardized Residual

Regression Model 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Knowledge Acquisition, Knowledge sharing ^b		Enter

a. Dependent Variable: Innovation capability

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.887 ^a	.786	.783	1.203

a. Predictors: (Constant), Knowledge Acquisition, Knowledge sharing

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	612.789	2	306.394	211.625	.000 ^b
	Residual	166.499	115	1.448		
	Total	779.288	117			

a. Dependent Variable: Innovation capability

b. Predictors: (Constant), Knowledge Acquisition, Knowledge sharing

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.839	.533		1.572	.119
	Knowledge sharing	.341	.044	.473	7.805	.000
	Knowledge Acquisition	.511	.063	.488	8.058	.000

a. Dependent Variable: Innovation capability

Regression Model 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Innovation capability ^b		Enter

a. Dependent Variable: Employee performance

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.880 ^a	.775	.773	1.594

a. Predictors: (Constant), Innovation capability

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1012.689	1	1012.689	398.705	.000 ^b
	Residual	294.633	116	2.540		
	Total	1307.322	117			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Innovation capability

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.210	.670		3.297	.001
	Innovation capability	1.140	.057	.880	19.968	.000

a. Dependent Variable: Employee performance

Regression Model 3

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X1.X3, Absorptive capacity, Knowledge sharing ^b		Enter

a. Dependent Variable: Innovation capability

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 ^a	.762	.756	1.275

a. Predictors: (Constant), X1.X3, Absorptive capacity, Knowledge sharing

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	594.066	3	198.022	121.878	.000 ^b
	Residual	185.222	114	1.625		
	Total	779.288	117			

a. Dependent Variable: Innovation capability

b. Predictors: (Constant), X1.X3, Absorptive capacity, Knowledge sharing

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.496	2.602		-.191	.849
	Knowledge sharing	.483	.196	.669	2.461	.015
	Absorptive capacity	.633	.269	.583	2.355	.020
	X1.X3	-.011	.019	-.286	-.612	.542

a. Dependent Variable: Innovation capability

Tabel t & r product moment dengan signifikansi 5 %

df	tabel t one tail	tabel t two tail	tabel r one tail	tabel r two tail
1	6.3138	12.7062	0.9877	0.9969
2	2.9200	4.3027	0.9000	0.9500
3	2.3534	3.1824	0.8054	0.8783
4	2.1318	2.7764	0.7293	0.8114
5	2.0150	2.5706	0.6694	0.7545
6	1.9432	2.4469	0.6215	0.7067
7	1.8946	2.3646	0.5822	0.6664
8	1.8595	2.3060	0.5494	0.6332
9	1.8331	2.2622	0.5214	0.6021
10	1.8125	2.2281	0.4973	0.5760
15	1.7531	2.1314	0.4124	0.4821
21	1.7207	2.0796	0.3598	0.4227
25	1.7081	2.0595	0.3233	0.3809
30	1.6973	2.0423	0.2960	0.3494
31	1.6955	2.0395	0.2913	0.3440
32	1.6939	2.0369	0.2869	0.3388
33	1.6924	2.0345	0.2826	0.3338
34	1.6909	2.0322	0.2785	0.3291
35	1.6896	2.0301	0.2746	0.3246
36	1.6883	2.0281	0.2709	0.3202
37	1.6871	2.0262	0.2673	0.3160
38	1.6860	2.0244	0.2638	0.3120
39	1.6849	2.0227	0.2605	0.3081
40	1.6839	2.0211	0.2573	0.3044
41	1.6829	2.0195	0.2542	0.3008
42	1.6820	2.0181	0.2512	0.2973
43	1.6811	2.0167	0.2483	0.2940
44	1.6802	2.0154	0.2455	0.2907
45	1.6794	2.0141	0.2429	0.2876
46	1.6787	2.0129	0.2403	0.2845
47	1.6779	2.0117	0.2377	0.2816
48	1.6772	2.0106	0.2353	0.2787
49	1.6766	2.0096	0.2329	0.2759
50	1.6759	2.0086	0.2306	0.2732
51	1.6753	2.0076	0.2284	0.2706
52	1.6747	2.0066	0.2262	0.2681
53	1.6741	2.0057	0.2241	0.2656
54	1.6736	2.0049	0.2221	0.2632
55	1.6730	2.0040	0.2201	0.2609
56	1.6725	2.0032	0.2181	0.2586
57	1.6720	2.0025	0.2162	0.2564
58	1.6716	2.0017	0.2144	0.2542
60	1.6706	2.0003	0.2126	0.2521
70	1.6669	1.9944	0.2108	0.2500
80	1.6641	1.9901	0.2091	0.2480
90	1.6620	1.9867	0.2075	0.2461
100	1.6602	1.9840	0.2058	0.2441
113	1.6585	1.9812	0.2042	0.2423
114	1.6583	1.9810	0.2027	0.2404
115	1.6582	1.9808	0.2012	0.2387
116	1.6581	1.9806	0.1997	0.2368
118	1.6579	1.9803	0.1982	0.2352

Sumber : Imam Ghozali, 2005 :291 - 292