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Lampiran 1. MATRIKS VARIABEL PENELITIAN

STUDI KEUNGGULAN BERSAING BERKELANJUTAN MELALUI CO-CREATION VALUE DAN KAPABILITAS INOVASI PADA RUMAH SAKIT TIPE B DI KOTA MAKASSAR

NO	VARIABEL (symbol)	INDIKATOR	ITEM	PERNYATAAN KUISIONER
1	HOSPITAL SUSTAINABILITY COMPETITIVE ADVANTAGE (Y3) HSCA Harbir Singh, Ajoy Kumar Dey and Arunaditya Sahay, 2019	Y3.1. Valuable	Y3.1.1. changing and adapting Y3.1.2. patient-centric approach	Y3.1.1. RS mampu beradaptasi terhadap perubahan lingkungan bisnis rumah sakit yang terjadi Y3.1.2. RS menerapkan pelayanan berpusat pada pasien (patient centre care)
		Y3.2. Rare	Y3.2. clinical excellence	Y3.2. RS kami menciptakan value/nilai yang unik dan sangat diterima oleh pelanggan/pasien
		Y3.3. InImmitable	Y3.3. creating unique value	Y3.3. RS kami memiliki keunggulan klinis yang tidak dimiliki oleh rumah sakit lain
		Y3.4. Organisational Suport	Y3.4. managing unpredictable circumstances	Y.3.4. RS kami memiliki kemampuan mengelola keadaan yang tidak terduga/manajemen resiko sangat baik
2	HOSPITAL INNOVATION CAPABILITY (Y2) HIC Nuntapol Chanlongsirichai, Chatkaew Hartrawung, Niyom Suwandej, Chompoo Saisama, 2022	Y2.1. Product Innovation	Y2.1 Inovasi Pelayanan RS	Y2.1.1. Rumah Sakit kami memiliki Inovasi produk pelayanan setiap tahunnya Y2.1.2. Setiap melakukan inovasi dalam pelayanan selalu mendapatkan respon yang positif dari pelanggan Rumah Sakit.
		Y2.2. Process Innovation	Y2.2. Inovasi Proses pelayanan RS	Y.2.2.1. Rumah Sakit kami selalu memperoleh keterampilan atau peralatan baru untuk meningkatkan proses layanan kepada pasien.
		Y2.3. Administrative Innovation	Y2.3. Inovasi Administrasi RS	Y.2.3.1. Rumah Sakit kami akan mengubah pembagian kerja di antara divisi/departemen yang berbeda sesuai dengan

NO	VARIABEL (symbol)	INDIKATOR	ITEM	PERNYATAAN KUISIONER
				perkembangan kebutuhan pelanggan Y2.3.2. Kepala departemen/divisi/unit rumah sakit kami akan mengadopsi pendekatan kepemimpinan baru untuk memastikan pegawai berkinerja tinggi
		Y2.4. Technological Innovation	Y2.4. Inovasi Teknologi RS	Y2.4. Rumah Sakit kami memiliki teknologi inovatif dan kreatif dalam memaksimalkan kualitas pelayanan.
3	HOSPITAL CO-CREATION VALUE (Y1) HCCV Payne <i>et al.</i> (2008).	Y1.1. active involvement between Hospital and Patient.	Y1.1. Keterlibatan Aktif	Y1.1. Karyawan rumah sakit dan Pasien terlibat secara aktif Bersama dalam menentukan pelayanan yang pasien butuhkan.
		Y1.2. integration of resources that create mutually beneficial value;	Y1.2. Integrasi Sumber Daya	Y1.2. Rumah sakit kami selalu berupaya menggunakan berbagai sumber daya agar terbangun hubungan yang baik dengan pasien/pelanggan RS.
		Y1.3. willingness to interact	Y1.3. Kesiediaan untuk berinteraksi	Y1.3. Rumah sakit dan pasien selalu terbuka dan bersedia untuk membangun komunikasi dalam mewujudkan pelayanan yang berkualitas
		Y1.4. spectrum of potential form of collaboration.	Y1.4. Membangun Kolaborasi	Y1.4. Rumah Sakit membangun loyalitas pasien dengan membentuk nilai kolaborasi rumah sakit dengan pasiennya
4	SDM RS (X1) HHR • Haibin Yuan and	X1.1 Penempatan Karyawan RS	X1.1.1 SDM yang tepat untuk tupoksi	X1.1.1 Rumah Sakit telah menempatkan karyawan sesuai dengan keahliannya masing-masing.
		X1.2 Pengembangan SDM	X1.2.1. Diklat	X1.2.1. Rumah Sakit memiliki mekanisme Pengembangan keterampilan kepada setiap karyawannya (pendidikan dan

NO	VARIABEL (symbol)	INDIKATOR	ITEM	PERNYATAAN KUISIONER
	Fernando A. F. Ferreira, 2022 • Simona Catalina Stefan *, Ion Popa and Cosmin Octavian Dobrin, 2016	RS	X1.2.2. Karir	pelatihan) X.1.2.2. Rumah Sakit memiliki jenjang karir dalam mengisi jabatan
		X1.3 Mekanisme Seleksi	X1.3.1 System rekrutmen	X1.3.1 Rumah Sakit memiliki mekanisme seleksi (system Rekrutment) yang baik dalam penerimaan Karyawan/Pegawai RS
		X1.4 Standar Kompetensi Pegawai RS	X1.4.1 Ukom	X.1.4.1 Rumah Sakit selalu mendorong karyawan/pegawai untuk memenuhi standar kompetensinya melalui Uji Kompetensi.
5	KEUANGAN RS (X2) HF • Haibin Yuan and Fernando A. F. Ferreira, 2022 • Simona Catalina Stefan *, Ion Popa and Cosmin Octavian Dobrin, 2016	X2.1. Gaji Karyawan	X2.1.1 Kepuasan Gaji SDM RS	X2.1.1. Rumah Sakit telah memenuhi kepuasan gaji karyawannya
		X2.2. Sumber Keuangan	X2.2.1 Tingkat Kunjungan X2.2.2. Sumber keuangan selain dari pasien	X2.2.1. Rumah Sakit memiliki tingkat kunjungan pelayanan yang tinggi sehingga memiliki pendapatan yang memadai X2.2.2. Rumah Sakit memiliki sumber keuangan yang memadai selain bersumber dr pasien untuk menghadapi tantangan bisnis RS
		X2.3. Proporsi dana yang dianggarkan untuk penelitian	X2.3.1 Anggaran Penelitian RS	X2.3.1. Rumah Sakit memiliki alokasi anggaran untuk melakukan penelitian internal rumah sakit
		X2.4. Proporsi dana yang dianggarkan untuk Pendidikan SDM RS	X2.4.1 Anggaran Diklat SDM	X2.4.1. Rumah Sakit memiliki proporsi anggaran untuk mendukung pendidikan dan pelatihan pengembangan kompetensi karyawan/pegawai

NO	VARIABEL (symbol)	INDIKATOR	ITEM	PERNYATAAN KUISIONER
		X2.5. Proporsi keuangan untuk teknologi terbaru	X2.5.1 Anggaran Adopsi Teknologi	X2.5.1. Rumah Sakit memiliki kemampuan untuk meningkatkan teknologi peralatan medisnya
6	ORIENTASI PASAR RS (X3) HMO <ul style="list-style-type: none"> • Haibin Yuan and Fernando A. F. Ferreira, 2022 • Simona Catalina Stefan *, Ion Popa and Cosmin Octavian Dobrin, 2016 	X3.1. Orientasi Pelanggan	X3.1.1 kepuasan pasien X3.1.2 Preferensi Pasien	X3.1.1. Rumah Sakit kami mensurvei pelanggan/pasien setidaknya setahun sekali untuk menilai kualitas pelayanan kami (survei kepuasan) X3.1.2. Kami sering berbicara dengan atau mensurvei pasien tentang apa yang dapat mempengaruhi pilihan pasien kepada kami (misalnya, spesialisasi dokter, keramahan perawat, peralatan medik, dll).
		X3.2. Orientasi Pesaing	X3.2.1 Informasi Produk Layanan RS Lain	X3.2.1. Kami mengumpulkan informasi terkait produk layanan rumah sakit lainnya melalui cara informal
		X3.3. Koordinasi antar fungsi	X3.3.1 Keterlibatan antar lini X3.3.2 Kolaborasi	X3.3.1. Kami melakukan rapat rutin antar direktorat, bagian, divisi untuk membahas hasil survey pelanggan/pasien. X3.3.2. Ketika kami menemukan bahwa Pasien/pelanggan memberi masukan untuk memperbaiki produk layanan kami, departemen/divisi/unit melakukan upaya bersama untuk melakukannya.
		X3.4 Orientasi Keuntungan	X3.4.1 Loyalitas Pasien	X3.4.1 Kami melakukan upaya untuk menjaga agar pasien tetap terus loyal terhadap pelayanan yang rumah sakit berikan
7	BUDAYA ORGANISASI RS (X4)	X4.1. Kebijakan RS	X4.1. Memahami kebijakan RS	X4.1. Staf mudah Memahami kebijakan Rumah Sakit
		X4.2. Renstra RS	X4.2 Renstra RS	X4.2. Rumah sakit memiliki Perencanaan jangka Panjang yang visoner

NO	VARIABEL (symbol)	INDIKATOR	ITEM	PERNYATAAN KUISIONER
	HC <ul style="list-style-type: none"> • Haibin Yuan and Fernando A. F. Ferreira, 2022 • Simona Catalina Stefan *, Ion Popa and Cosmin Octavian Dobrin, 2016 	X4.3. Kolaborasi Interprofesional	X4.3. Kolaborasi Pegawai RS	X4.3. Karyawan rumah sakit memiliki Kekompakan yang baik antar profesi dalam melakukan pelayanan kepada pasien
		X4.4. Employee Value	X4.4. Employee Value	X4.4. Kami Staf RS memiliki Identitas budaya/value yang spesifik
		X4.5. Employee Satisfaction	X4.5. Kepuasan Karyawan RS	X4.5. Rumah sakit berfokus pada Kepuasan Pegawai/Karyawan
		X4.6. Leadership	X4.6. Kepemimpinan RS	X4.6. Rumah Sakit memiliki pemimpin yang berkarakter kuat dan disenangi oleh karyawan dalam memimpin RS
		X4.7. Hospital Networking	X4.7. Jaringan Kerjasama RS	X4.7. Rumah Sakit memiliki Jaringan kerja sama yang luas dengan berbagai pihak
		X4.8. Mekanisme Kompensasi	X4.8. Mekanisme Kompensasi	X4.8. Rumah Sakit membayar gaji dan insentif berbasis kinerja pegawainya
		X4.9. Patient Centre Care	X4.9. Budaya Pelayanan berfokus pasien	X4.9. Kami sebagai pegawai Rumah Sakit memfokuskan diri dalam memberikan pelayanan yang paripurna kepada pelanggan
		X4.10. Struktur Organisasi	X4.10. Struktur Organisasi	X4.10. Rumah Sakit kami memiliki struktur organisasi yang efektif
8	PERALATAN RS (X5) HE <ul style="list-style-type: none"> • Haibin Yuan and Fernando A. F. Ferreira, 2022 • Simona Catalina Stefan 	X5.1 Alat Diagnosis Modern	X5.1.1 Ketersediaan Alat	X5.1.1. Rumah sakit memiliki Peralatan diagnosis yang memadai untuk diandalkan
		X5.2. Pelayanan unggulan	X5.2.1. Investasi Peralatan dalam pelayanan unggulan	X5.2.1. Rumah sakit memilki fasilitas untuk pelayanan khusus sebagai keunggulan
		X5.3 Perawatan alat	X5.3.1. Perawatan Rutin X5.3.2. Perawatan	X5.3.1. Rumah Sakit memiliki perencanaan maintenance/perawatan fasilitas/peralatan yang teratur X5.3.2. Rumah Sakit melakukan pergantian fasilitas dengan

NO	VARIABEL (symbol)	INDIKATOR	ITEM	PERNYATAAN KUISIONER
	*, Ion Popa and Cosmin Octavian Dobrin, 2016		sewaktu (kejadian)	cepat jika terjadi kerusakan
9	TEKNOLOGI INFORMASI RS(X6) HTI Kathrin M Cresswell and Aziz Sheikh, 2015	X6.1 SIM RS Terintegrasi	X6.1 SIM RS Terintegrasi	X6.1. Rumah Sakit memiliki Sistem Informasi Manajemen yang terintegrasi
		X6.2 Pengelolaan Data SIM	X6.2 Pengelolaan Data SIM	X6.2. Rumah sakit secara rutin mengelola data dan dipublikasikan sebagai informasi yang menjadi bahan evaluasi
		X6.3. Keputusan RS berbasis Data SIM	X6.3. Keputusan RS berbasis Data SIM	X6.3. Rumah sakit menjadikan SIM RS sebagai Pendukung pengambilan kebijakan RS
		X6.4. Teknologi Pelayanan Jarak Jauh	X6.4. Teknologi Pelayanan Jarak Jauh	X6.4. RS telah memiliki fasilitas pelayanan pasien dari jarak jauh (telemedicine, e-health, dll)

Lampiran 2. Distribusi Frekuensi Penelitian

Frequency Table

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21,0	1	,4	,4	,4
	24,0	8	3,1	3,1	3,4
	25,0	18	6,9	6,9	10,3
	26,0	23	8,8	8,8	19,1
	27,0	44	16,8	16,8	35,9
	28,0	22	8,4	8,4	44,3
	29,0	13	5,0	5,0	49,2
	30,0	14	5,3	5,3	54,6
	31,0	3	1,1	1,1	55,7
	32,0	8	3,1	3,1	58,8
	33,0	3	1,1	1,1	59,9
	34,0	10	3,8	3,8	63,7
	35,0	16	6,1	6,1	69,8
	36,0	2	,8	,8	70,6
	37,0	18	6,9	6,9	77,5
	38,0	7	2,7	2,7	80,2
	39,0	14	5,3	5,3	85,5
	40,0	14	5,3	5,3	90,8
	41,0	2	,8	,8	91,6
	42,0	2	,8	,8	92,4
	43,0	1	,4	,4	92,7
	44,0	3	1,1	1,1	93,9

45,0	3	1,1	1,1	95,0
46,0	4	1,5	1,5	96,6
50,0	1	,4	,4	96,9
51,0	1	,4	,4	97,3
52,0	1	,4	,4	97,7
53,0	1	,4	,4	98,1
54,0	2	,8	,8	98,9
55,0	1	,4	,4	99,2
58,0	2	,8	,8	100,0
Total	262	100,0	100,0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki Laki	80	30,5	30,5	30,5
Perempuan	182	69,5	69,5	100,0
Total	262	100,0	100,0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 3 Tahun	134	51,2	50,4	51,1
> 10 Tahun	52	19,8	19,8	71,0
> Tahun	6	2,3	2,3	73,3
10 > Tahun	1	,4	,4	73,7
4-10 Tahun	69	26,3	26,3	100,0
Total	262	100,0	100,0	

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SLTA	3	1,1	1,1	1,1
DIII/DIV	37	14,1	14,1	15,3
S1/Profesi	200	76,3	76,3	91,6
S2	22	8,4	8,4	100,0
Total	262	100,0	100,0	

Instalasi Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	,8	,8	,8
Humas	1	,4	,4	1,1
Lab pa	5	1,9	1,9	3,1
Manajemen	187	71,4	71,4	74,4
Marketing	6	2,3	2,3	76,7
Pelayanan Medik	37	14,1	14,1	90,8
Penunjang Medik	17	6,5	6,5	97,3
Rekam Medik	3	1,1	1,1	98,5
SDM	1	,4	,4	98,9
Sumber daya Manusia]	1	,4	,4	99,2
Wirausaha	2	,8	,8	100,0
Total	262	100,0	100,0	

Profesi

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	3,8	3,8	3,8
Administrasi Kesehatan	103	39,3	39,3	43,1
Analisis Kesehatan	1	,4	,4	43,5
Dokter	17	6,5	6,5	50,0
Farmasi/Apoteker	14	5,3	5,3	55,3
Humas	1	,4	,4	55,7
Lingkungan	3	1,1	1,1	56,9
Instalasi Gizi	1	,4	,4	57,3
Kerja Sama	1	,4	,4	57,6
Kesehatan Masyarakat	8	3,1	3,1	60,7
Keselamatan dan kesehatan kerja	2	,8	,8	61,5
Laboratorium	28	10,7	10,7	72,1
SIM	1	,4	,4	72,5
manajemen	4	1,5	1,5	74,0
Manajemen	15	5,7	5,7	79,8

Manajemen Rumah Sakit	1	,4	,4	80,2
Manejemen	1	,4	,4	80,5
Marketing	5	1,9	1,9	82,4
Pengajar	5	1,9	1,9	84,4
Pengawai	3	1,1	1,1	85,5
Perawat	25	9,5	9,5	95,0
PKRS	1	,4	,4	95,4
Rekam Medik	7	2,7	2,7	98,1
Sumber daya manusia	5	1,9	1,9	100,0
Total	262	100,0	100,0	

Rumah Sakit

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid RS Akademis Jauri	16	6,1	6,1	6,1
RS Grestelina	19	7,3	7,3	13,4
RS Ibnu Sina	56	21,4	21,4	34,7
RS Islam Faisal	71	27,1	27,1	61,8
RS Primaya	16	6,1	6,1	67,9
RS Siloam Makassar	47	17,9	17,9	85,9
RS Stella Maris	25	9,5	9,5	95,4
RS Umum Wisata Indonesia Timur	12	4,6	4,6	100,0
Total	262	100,0	100,0	

Frequencies

Statistics

		X1.1	X1.2.1	X1.2.2	X1.3	X1.4
N	Valid	262	262	258	262	262
	Missing	0	0	4	0	0
Mean		3,870	3,676	3,612	3,748	3,893

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	4	1,5	1,5	1,5
	2,0	16	6,1	6,1	7,6
	3,0	43	16,4	16,4	24,0
	4,0	146	55,7	55,7	79,8
	5,0	53	20,2	20,2	100,0
	Total	262	100,0	100,0	

X1.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	24	9,2	9,2	9,2
	3,0	65	24,8	24,8	34,0
	4,0	121	46,2	46,2	80,2
	5,0	52	19,8	19,8	100,0
	Total	262	100,0	100,0	

X1.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	20	7,6	7,8	7,8
	2,0	6	2,3	2,3	10,1
	3,0	67	25,6	26,0	36,0
	4,0	126	48,1	48,8	84,9
	5,0	39	14,9	15,1	100,0
	Total	262	1000,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	20	7,6	7,6	7,6
	2,0	4	1,5	1,5	9,2
	3,0	37	14,1	14,1	23,3
	4,0	162	61,8	61,8	85,1
	5,0	39	14,9	14,9	100,0
	Total	262	100,0	100,0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	20	7,6	7,6	7,6
	3,0	14	5,3	5,3	13,0
	4,0	182	69,5	69,5	82,4
	5,0	46	17,6	17,6	100,0
	Total	262	100,0	100,0	

Frequencies

Statistics

		X2.1	X2.2.1	X2.2.2	X2.3	X2.4	X2.5
N	Valid	262	262	262	262	262	262
	Missing	0	0	0	0	0	0
Mean		3,382	3,729	3,405	3,477	3,733	3,714

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	2,0	47	17,9	17,9	24,0
	3,0	53	20,2	20,2	44,3
	4,0	113	43,1	43,1	87,4
	5,0	33	12,6	12,6	100,0
	Total	262	100,0	100,0	

X2.2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	61	23,3	23,3	29,4
4,0	147	56,1	56,1	85,5
5,0	38	14,5	14,5	100,0
Total	262	100,0	100,0	

X2.2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,0	67	25,6	25,6	25,6
3,0	44	16,8	16,8	42,4
4,0	129	49,2	49,2	91,6
5,0	22	8,4	8,4	100,0
Total	262	100,0	100,0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,0	63	24,0	24,0	24,0
3,0	37	14,1	14,1	38,2
4,0	136	51,9	51,9	90,1
5,0	26	9,9	9,9	100,0
Total	262	100,0	100,0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,0	20	7,6	7,6	7,6
3,0	74	28,2	28,2	35,9

4,0	124	47,3	47,3	83,2
5,0	44	16,8	16,8	100,0
Total	262	100,0	100,0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	79	30,2	30,2	36,3
4,0	115	43,9	43,9	80,2
5,0	52	19,8	19,8	100,0
Total	262	100,0	100,0	

Frequencies

Statistics

		X3.1.1	X3.1.2	X3.2	X3.3.1	X3.3.2	X3.4
N	Valid	262	262	262	262	262	262
	Missing	0	0	0	0	0	0
Mean		3,729	3,641	3,977	3,634	3,939	3,916

Frequency Table

X3.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	3,0	64	24,4	24,4	30,5
	4,0	141	53,8	53,8	84,4
	5,0	41	15,6	15,6	100,0
	Total	262	100,0	100,0	

X3.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	24	9,2	9,2	9,2
	3,0	56	21,4	21,4	30,5
	4,0	148	56,5	56,5	87,0
	5,0	34	13,0	13,0	100,0
	Total	262	100,0	100,0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1

3,0	37	14,1	14,1	20,2
4,0	130	49,6	49,6	69,8
5,0	79	30,2	30,2	100,0
Total	262	100,0	100,0	

X3.3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,0	20	7,6	7,6	7,6
3,0	97	37,0	37,0	44,7
4,0	104	39,7	39,7	84,4
5,0	41	15,6	15,6	100,0
Total	262	100,0	100,0	

X3.3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	14	5,3	5,3	11,5
4,0	186	71,0	71,0	82,4
5,0	46	17,6	17,6	100,0
Total	262	100,0	100,0	

X3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1

3,0	13	5,0	5,0	11,1
4,0	194	74,0	74,0	85,1
5,0	39	14,9	14,9	100,0
Total	262	100,0	100,0	

Frequencies

Statistics

		X4.1	X4.2	X4.3	X4.4	X4.5
N	Valid	262	262	262	262	258
	Missing	0	0	0	0	4
Mean		3,996	4,046	3,996	3,939	3,664

Statistics

		X4.6	X4.7	X4.8	X4.9	X4.10
N	Valid	262	262	262	262	262
	Missing	0	0	0	0	0
Mean		3,668	3,790	3,576	3,924	3,966

Frequency Table

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	3,0	29	11,1	11,1	17,2
	4,0	141	53,8	53,8	71,0
	5,0	76	29,0	29,0	100,0

Total	262	100,0	100,0
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X4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	4	1,5	1,5	7,6
4,0	178	67,9	67,9	75,6
5,0	64	24,4	24,4	100,0
Total	262	100,0	100,0	

X4.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	4	1,5	1,5	1,5
2,0	16	6,1	6,1	7,6
3,0	22	8,4	8,4	16,0
4,0	155	59,2	59,2	75,2
5,0	65	24,8	24,8	100,0
Total	262	100,0	100,0	

X4.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	16	6,1	6,1	6,1
	3,0	27	10,3	10,3	16,4
	4,0	176	67,2	67,2	83,6
	5,0	43	16,4	16,4	100,0
	Total	262	100,0	100,0	

X4.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	5	1,9	1,9	1,9
	2,0	16	6,1	6,1	8,0
	3,0	97	37,0	37,0	45,0
	4,0	88	33,6	33,6	78,6
	5,0	56	21,4	21,4	100,0
	Total	262	100,0	100,0	

X4.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	67	25,6	25,6	25,6

3,0	13	5,0	5,0	30,5
4,0	122	46,6	46,6	77,1
5,0	60	22,9	22,9	100,0
Total	262	100,0	100,0	

X4.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	64	24,4	24,4	30,5
4,0	125	47,7	47,7	78,2
5,0	57	21,8	21,8	100,0
Total	262	100,0	100,0	

X4.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
2,0	48	18,3	18,3	24,4
3,0	22	8,4	8,4	32,8
4,0	121	46,2	46,2	79,0
5,0	55	21,0	21,0	100,0
Total	262	100,0	100,0	

X4.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	3,0	16	6,1	6,1	12,2
	4,0	186	71,0	71,0	83,2
	5,0	44	16,8	16,8	100,0
	Total	262	100,0	100,0	

X4.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	3,0	9	3,4	3,4	9,5
	4,0	189	72,1	72,1	81,7
	5,0	48	18,3	18,3	100,0
	Total	262	100,0	100,0	

Frequencies

Statistics

		X5.1	X5.2	X5.3.1	X5.3.2
N	Valid	262	262	262	261

Missing	0	0	0	1
Mean	3,634	4,172	3,802	3,724

Frequency Table

X5.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
2,0	47	17,9	17,9	24,0
3,0	22	8,4	8,4	32,4
4,0	109	41,6	41,6	74,0
5,0	68	26,0	26,0	100,0
Total	262	100,0	100,0	

X5.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	12	4,6	4,6	10,7
4,0	129	49,2	49,2	59,9
5,0	105	40,1	40,1	100,0
Total	262	100,0	100,0	

X5.3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1

3,0	60	22,9	22,9	29,0
4,0	130	49,6	49,6	78,6
5,0	56	21,4	21,4	100,0
Total	262	100,0	100,0	

X5.3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	69	26,3	26,4	32,6
4,0	131	50,0	50,2	82,8
5,0	46	17,6	17,6	100,0
Total	261	100,0	100,0	

Frequencies

Statistics

	X6.1	X6.2	X6.3	X6.4
N Valid	262	262	262	262
Missing	0	0	0	0
Mean	3,992	3,557	4,004	3,599

Frequency Table

X6.1

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	1,0	16	6,1	6,1	6,1
	2,0	4	1,5	1,5	7,6
	3,0	4	1,5	1,5	9,2
	4,0	180	68,7	68,7	77,9
	5,0	58	22,1	22,1	100,0
Total		262	100,0	100,0	

X6.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	2,0	47	17,9	17,9	24,0
	3,0	22	8,4	8,4	32,4
	4,0	129	49,2	49,2	81,7
	5,0	48	18,3	18,3	100,0
Total		262	100,0	100,0	

X6.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	3,0	13	5,0	5,0	11,1
	4,0	171	65,3	65,3	76,3

5,0	62	23,7	23,7	100,0
Total	262	100,0	100,0	

X6.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
2,0	47	17,9	17,9	24,0
3,0	23	8,8	8,8	32,8
4,0	116	44,3	44,3	77,1
5,0	60	22,9	22,9	100,0
Total	262	100,0	100,0	

Frequencies**Statistics**

	Y1.1	Y1.2	Y1.3	Y1.3	Y1.4
N Valid	262	262	262	262	262
Missing	0	0	0	0	0
Mean	4,053	4,008	4,053	3,832	3,878

Frequency Table**Y1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,0	16	6,1	6,1	6,1

3,0	17	6,5	6,5	12,6
4,0	166	63,4	63,4	76,0
5,0	63	24,0	24,0	100,0
Total	262	100,0	100,0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
2,0	4	1,5	1,5	7,6
3,0	8	3,1	3,1	10,7
4,0	168	64,1	64,1	74,8
5,0	66	25,2	25,2	100,0
Total	262	100,0	100,0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,0	16	6,1	6,1	6,1
3,0	13	5,0	5,0	11,1
4,0	174	66,4	66,4	77,5
5,0	59	22,5	22,5	100,0
Total	262	100,0	100,0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	2,0	4	1,5	1,5	7,6
	3,0	47	17,9	17,9	25,6
	4,0	136	51,9	51,9	77,5
	5,0	59	22,5	22,5	100,0
	Total	262	100,0	100,0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	16	6,1	6,1	6,1
	3,0	61	23,3	23,3	29,4
	4,0	124	47,3	47,3	76,7
	5,0	61	23,3	23,3	100,0
	Total	262	100,0	100,0	

Frequencies

Statistics

		Y2.1.1	Y2.1.2	Y2.2	Y2.3.1	Y2.3.2	Y2.4
N	Valid	262	262	260	262	262	262
	Missing	0	0	2	0	0	0

Mean	3,760	3,920	3,808	3,866	3,908	3,989
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Frequency Table

Y2.1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	63	24,0	24,0	30,2
4,0	135	51,5	51,5	81,7
5,0	48	18,3	18,3	100,0
Total	262	100,0	100,0	

Y2.1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	20	7,6	7,6	7,6
2,0	4	1,5	1,5	9,2
3,0	8	3,1	3,1	12,2
4,0	175	66,8	66,8	79,0
5,0	55	21,0	21,0	100,0
Total	262	100,0	100,0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	16	6,1	6,2	6,2
	3,0	56	21,4	21,5	27,7
	4,0	150	57,3	57,7	85,4
	5,0	40	15,3	14,6	100,0
	Total	262	100,0	100,0	

Y2.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	20	7,6	7,6	7,6
	3,0	14	5,3	5,3	13,0
	4,0	189	72,1	72,1	85,1
	5,0	39	14,9	14,9	100,0
	Total	262	100,0	100,0	

Y2.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	2,0	4	1,5	1,5	7,6
	3,0	14	5,3	5,3	13,0
	4,0	182	69,5	69,5	82,4

5,0	46	17,6	17,6	100,0
Total	262	100,0	100,0	

Y2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	12	4,6	4,6	4,6
2,0	6	2,3	2,3	6,9
3,0	6	2,3	2,3	9,2
4,0	187	71,4	71,4	80,5
5,0	51	19,5	19,5	100,0
Total	262	100,0	100,0	

Frequencies

Statistics

	Y3.1.1	Y3.1.2	Y3.2	Y3.3	Y3.4
N Valid	262	262	262	262	262
Missing	0	0	0	0	0
Mean	4,084	4,031	4,011	3,813	4,160

Frequency Table

Y3.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	15	5,7	5,7	5,7
	3,0	6	2,3	2,3	8,0
	4,0	183	69,8	69,8	77,9
	5,0	58	22,1	22,1	100,0
	Total	262	100,0	100,0	

Y3.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	16	6,1	6,1	6,1
	3,0	13	5,0	5,0	11,1
	4,0	180	68,7	68,7	79,8
	5,0	53	20,2	20,2	100,0
	Total	262	100,0	100,0	

Y3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,0	16	6,1	6,1	6,1
	3,0	1	,4	,4	6,5
	4,0	193	73,7	73,7	80,2

5,0	52	19,8	19,8	100,0
Total	262	100,0	100,0	

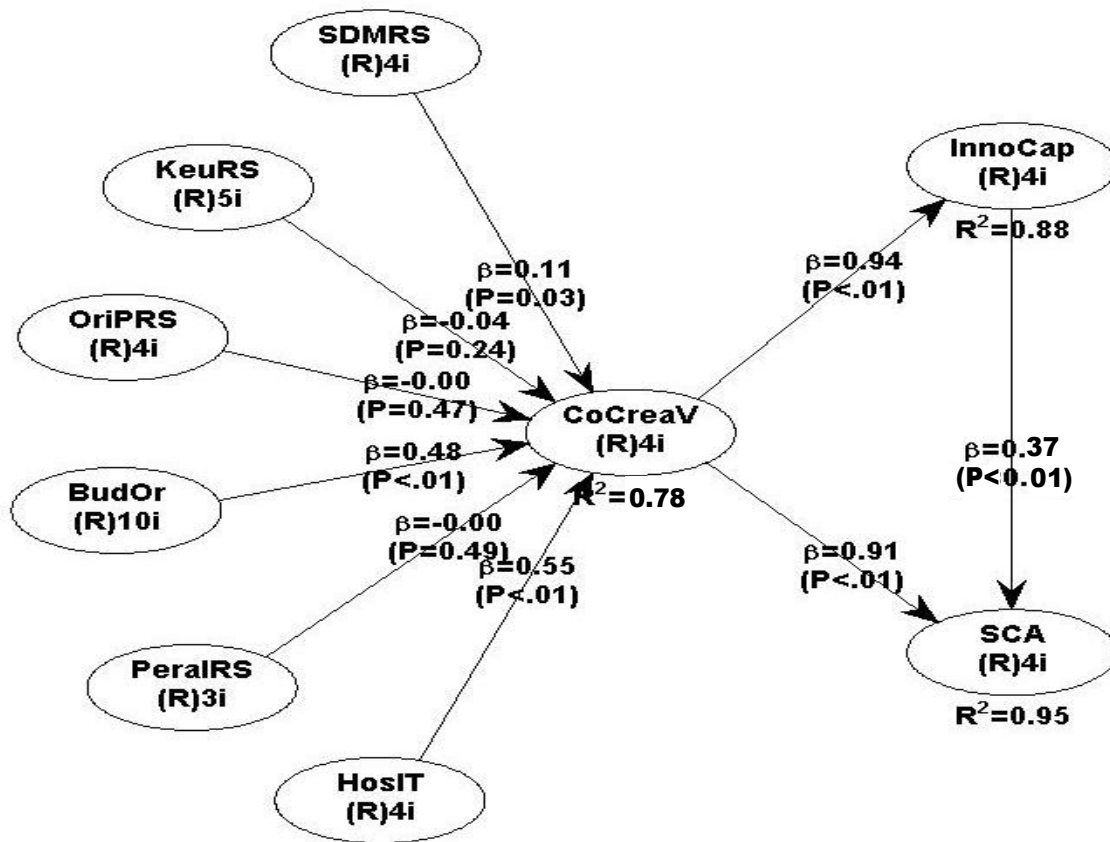
Y3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	61	23,3	23,3	29,4
4,0	125	47,7	47,7	77,1
5,0	60	22,9	22,9	100,0
Total	262	100,0	100,0	

Y3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1,0	16	6,1	6,1	6,1
3,0	9	3,4	3,4	9,5
4,0	138	52,7	52,7	62,2
5,0	99	37,8	37,8	100,0
Total	262	100,0	100,0	

Lampiran 3 Hasil Analisis dengan Warp PLS



* General SEM analysis results *

General project information

Version of WarpPLS used: 7,0

License holder:Axxxxxxxxxxx

Type of license: Premium

License start date: 14-Feb-2022

License end date: 14-Feb-2023

Project path (directory): D:\olah data\UNHAS\PAK SYAMSUL BAHRI\TEMAN PAK SAMSUL\

Project file: TEMAN,prj

Last changed: 15-Jan-2022 19:11:44

Last saved: Never (needs to be saved)

Raw data path (directory): D:\olah data\UNHAS\PAK SYAMSUL BAHRI\TEMAN PAK SAMSUL\

Raw data file: DATA HASIL PENELITIAN - FIX.csv

Model fit and quality indices

Average path coefficient (APC)=0,346, $P < 0,001$

Average R-squared (ARS)=0,951, $P < 0,001$

Average adjusted R-squared (AARS)=0,951, $P < 0,001$

Average block VIF (AVIF)=4,534, acceptable if ≤ 5 , ideally $\leq 3,3$

Average full collinearity VIF (AFVIF)=4,404, acceptable if ≤ 5 , ideally $\leq 3,3$

Tenenhaus GoF (GoF)=0,869, small $\geq 0,1$, medium $\geq 0,25$, large $\geq 0,36$

Sympson's paradox ratio (SPR)=0,767, acceptable if $\geq 0,7$, ideally = 1

R-squared contribution ratio (RSCR)=0,985, acceptable if $\geq 0,9$, ideally = 1

Statistical suppression ratio (SSR)=1,000, acceptable if $\geq 0,7$

Nonlinear bivariate causality direction ratio (NLBCDR)=1,000, acceptable if $\geq 0,7$

General model elements

 Missing data imputation algorithm: Arithmetic Mean Imputation

Outer model analysis algorithm: PLS Regression

Default inner model analysis algorithm: Warp3

Multiple inner model analysis algorithms used? No

Resampling method used in the analysis: Stable3

Number of data resamples used: 100

Number of cases (rows) in model data: 262

Number of latent variables in model: 9

Number of indicators used in model: 42

Number of iterations to obtain estimates: 6

Range restriction variable type: None

Range restriction variable: None

Range restriction variable min value: 0,000

Range restriction variable max value: 0,000

Only ranked data used in analysis? No

* Path coefficients and P values *

Path coefficients

	CoCreaV	InnoCap	SCA
SDMRS	0,113		

KeuRS	-0,044		
OriPRS	-0,005		
BudOr	0,484		
PeralRS	-0,002		
HosIT	0,552		
CoCreaV		0,940	0,908
InnoCap			0,374

P values

	CoCreaV	InnoCap	SCA
SDMRS	0,031		
KeuRS	0,235		
OriPRS	0,469		
BudOr	<0,001		
PeralRS	0,489		
HosIT	<0,001		
CoCreaV		<0,001	<0,001
InnoCap			<0,001

* Standard errors for path coefficients *

	CoCreaV	InnoCap	SCA
SDMRS	0,061		
KeuRS	0,061		
OriPRS	0,062		
BudOr	0,057		
PeralRS	0,062		
HosIT	0,056		
CoCreaV		0,053	0,053
InnoCap			0,061

* Combined loadings and cross-loadings *

	SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT	CoCreaV	InnoCap	SCA	Type (a)	SE	P value
X1,1	0,855	-0,086	-0,059	0,024	0,556	-0,428	-0,014	-0,215	-0,233	Reflect	0,05	<0,001
X1,2	0,884	0,551	-0,168	-0,038	-0,237	0,225	-0,128	-0,006	0,116	Reflect	0,05	<0,001
X1,3	0,918	0,075	0,000	0,310	-0,627	-0,319	-0,145	0,272	0,511	Reflect	0,05	<0,001
X1,4	0,920	-0,525	0,216	-0,295	0,337	0,500	0,281	-0,066	-0,405	Reflect	0,05	<0,001
X2,1	0,092	0,918	-0,545	0,481	0,245	-0,140	0,091	0,221	-0,289	Reflect	0,05	<0,001
X2,2	0,053	0,936	-0,123	0,170	-0,703	0,364	-0,103	-0,116	0,423	Reflect	0,05	<0,001
X2,3	-0,030	0,915	-0,053	0,007	-0,378	0,492	-0,366	-0,585	0,339	Reflect	0,05	<0,001
X2,4	-0,174	0,874	0,298	-0,498	0,134	-0,536	0,355	1,057	-0,476	Reflect	0,05	<0,001
X2,5	0,052	0,857	0,471	-0,201	0,772	-0,226	0,044	-0,564	-0,028	Reflect	0,05	<0,001

X3,1	-0,199	0,206	0,802	1,081	-0,598	0,658	-1,158	0,658	0,365	Reflect	0,05	<0,001
X3,2	0,066	-0,533	0,844	-0,463	0,224	-0,594	-0,045	0,415	0,429	Reflect	0,05	<0,001
X3,3	-0,067	0,222	0,919	-0,038	-0,197	-0,054	0,700	-0,240	-0,530	Reflect	0,05	<0,001
X3,4	0,173	0,085	0,952	-0,464	0,496	0,024	0,340	-0,690	-0,176	Reflect	0,05	<0,001
X4,1	0,287	-0,727	0,295	0,703	0,335	-0,825	0,069	0,442	0,677	Reflect	0,06	<0,001
X4,2	0,223	-0,140	0,330	0,892	0,130	0,553	0,263	-0,243	0,460	Reflect	0,05	<0,001
X4,3	0,046	0,471	-0,053	0,834	0,219	-1,541	0,898	-0,561	0,106	Reflect	0,05	<0,001
X4,4	0,151	0,059	0,429	0,835	0,205	-0,812	0,130	-0,373	-0,274	Reflect	0,05	<0,001
X4,5	-0,432	0,225	-0,752	0,786	-0,457	-0,748	0,244	0,603	-0,428	Reflect	0,05	<0,001
X4,6	-0,409	0,848	-0,343	0,731	-0,224	0,393	-0,483	-0,106	-0,277	Reflect	0,06	<0,001
X4,7_	-0,174	0,082	-0,169	0,902	-0,407	0,849	-0,395	0,090	0,122	Reflect	0,05	<0,001
X4,8	-0,011	0,452	-0,392	0,802	0,241	0,449	0,000	0,008	-0,536	Reflect	0,05	<0,001
X4,9	0,036	-0,803	0,123	0,901	-0,221	0,919	-0,346	0,305	0,020	Reflect	0,05	<0,001
X4,10	0,230	-0,353	0,425	0,896	0,215	0,441	-0,347	-0,084	0,105	Reflect	0,05	<0,001
X5,1	-0,096	0,612	-0,285	0,312	0,897	0,184	-0,101	-0,155	-0,267	Reflect	0,05	<0,001
X5,2	0,156	-0,783	0,457	-0,934	0,731	-0,742	0,771	0,038	0,543	Reflect	0,06	<0,001
X5,3	-0,029	0,024	-0,081	0,418	0,965	0,391	-0,490	0,115	-0,164	Reflect	0,05	<0,001
X6,1	-0,015	-0,276	-0,120	0,303	-0,327	0,859	-0,072	0,223	0,782	Reflect	0,05	<0,001
X6,2	-0,035	0,283	0,092	0,272	0,119	0,901	-0,283	-0,157	-0,728	Reflect	0,05	<0,001
X6,3	0,111	-0,471	0,340	-0,513	0,226	0,913	0,284	-0,097	0,198	Reflect	0,05	<0,001
X6,4	-0,062	0,455	-0,319	-0,042	-0,036	0,906	0,063	0,042	-0,217	Reflect	0,05	<0,001
Y1,1	0,079	-0,003	-0,049	-0,493	-0,090	-0,150	0,949	-0,114	0,314	Reflect	0,05	<0,001
Y1,2	-0,145	-0,202	-0,011	0,654	0,437	-0,619	0,892	0,310	0,385	Reflect	0,05	<0,001
Y1,3	0,089	-0,069	0,078	-0,427	-0,103	0,036	0,946	-0,031	0,121	Reflect	0,05	<0,001
Y1,4	-0,034	0,284	-0,021	0,331	-0,236	0,753	0,876	-0,159	-0,863	Reflect	0,05	<0,001
Y2,1	0,145	-0,248	0,151	-0,444	0,439	-0,363	0,228	0,939	0,307	Reflect	0,05	<0,001
Y2,2	-0,146	0,089	-0,375	1,162	-0,763	1,064	-0,662	0,874	-0,268	Reflect	0,05	<0,001
Y2,3	0,120	-0,268	0,174	-0,084	0,102	-0,230	0,044	0,945	0,308	Reflect	0,05	<0,001
Y2,4	-0,142	0,477	0,026	-0,608	0,185	-0,435	0,377	0,856	-0,403	Reflect	0,05	<0,001

Y3,1	0,031	0,044	-0,100	0,058	-0,057	-0,041	0,515	-0,098	0,946	Reflect	0,05	<0,001
Y3,2	0,050	-0,055	0,083	0,089	-0,042	0,109	-0,416	0,156	0,964	Reflect	0,05	<0,001
Y3,3	-0,101	0,453	-0,280	0,049	-0,069	0,631	-0,421	-0,204	0,887	Reflect	0,05	<0,001
Y3,4	0,013	-0,448	0,302	-0,211	0,178	-0,718	0,329	0,142	0,872	Reflect	0,05	<0,001

Notes: Loadings are unrotated and cross-loadings are oblique-rotated, SEs and P values are for loadings, P values < 0,05 are desirable for reflective indicators,

* Normalized combined loadings and cross-loadings *

	SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT	CoCreaV	InnoCap	SCA
X1,1	0,498	-0,060	-0,041	0,017	0,387	-0,298	-0,010	-0,150	-0,162
X1,2	0,369	0,569	-0,174	-0,040	-0,245	0,232	-0,132	-0,006	0,120
X1,3	0,416	0,059	0,000	0,243	-0,492	-0,250	-0,114	0,214	0,401
X1,4	0,400	-0,391	0,161	-0,220	0,251	0,373	0,209	-0,049	-0,302
X2,1	0,083	0,415	-0,491	0,434	0,221	-0,126	0,082	0,199	-0,261
X2,2	0,039	0,390	-0,090	0,124	-0,512	0,265	-0,075	-0,084	0,308
X2,3	-0,017	0,458	-0,031	0,004	-0,218	0,283	-0,211	-0,337	0,195
X2,4	-0,107	0,399	0,184	-0,307	0,083	-0,331	0,219	0,653	-0,294
X2,5	0,040	0,365	0,364	-0,155	0,596	-0,175	0,034	-0,436	-0,022
X3,1	-0,100	0,103	0,326	0,543	-0,300	0,330	-0,581	0,330	0,183
X3,2	0,040	-0,324	0,463	-0,282	0,136	-0,362	-0,027	0,252	0,261
X3,3	-0,045	0,150	0,401	-0,026	-0,133	-0,036	0,473	-0,162	-0,358
X3,4	0,107	0,052	0,392	-0,285	0,305	0,015	0,209	-0,424	-0,108
X4,1	0,195	-0,494	0,200	0,374	0,227	-0,561	0,047	0,300	0,460
X4,2	0,208	-0,130	0,308	0,344	0,121	0,515	0,245	-0,226	0,429

X4,3	0,020	0,204	-0,023	0,390	0,095	-0,667	0,389	-0,243	0,046
X4,4	0,089	0,035	0,253	0,384	0,121	-0,478	0,077	-0,219	-0,161
X4,5	-0,156	0,081	-0,271	0,393	-0,164	-0,269	0,088	0,217	-0,154
X4,6	-0,224	0,464	-0,187	0,351	-0,123	0,215	-0,264	-0,058	-0,152
X4,7_	-0,125	0,059	-0,121	0,356	-0,292	0,609	-0,283	0,065	0,087
X4,8	-0,010	0,393	-0,340	0,347	0,209	0,390	0,000	0,007	-0,465
X4,9	0,023	-0,517	0,079	0,364	-0,142	0,591	-0,222	0,196	0,013
X4,10	0,251	-0,386	0,465	0,360	0,235	0,483	-0,380	-0,092	0,114
X5,1	-0,089	0,569	-0,265	0,290	0,390	0,171	-0,094	-0,144	-0,248
X5,2	0,071	-0,357	0,209	-0,426	0,349	-0,338	0,352	0,017	0,248
X5,3	-0,027	0,022	-0,075	0,384	0,380	0,360	-0,451	0,106	-0,151
X6,1	-0,015	-0,263	-0,115	0,290	-0,312	0,350	-0,068	0,213	0,746
X6,2	-0,022	0,177	0,057	0,171	0,075	0,386	-0,177	-0,098	-0,456
X6,3	0,089	-0,379	0,273	-0,413	0,182	0,362	0,228	-0,078	0,159
X6,4	-0,053	0,390	-0,274	-0,036	-0,031	0,387	0,054	0,036	-0,186
Y1,1	0,050	-0,002	-0,031	-0,315	-0,058	-0,096	0,389	-0,073	0,201
Y1,2	-0,126	-0,177	-0,009	0,570	0,381	-0,540	0,356	0,271	0,336
Y1,3	0,066	-0,051	0,058	-0,319	-0,077	0,027	0,378	-0,023	0,090
Y1,4	-0,023	0,187	-0,014	0,218	-0,156	0,497	0,363	-0,105	-0,569
Y2,1	0,124	-0,213	0,130	-0,382	0,378	-0,312	0,196	0,361	0,264
Y2,2	-0,071	0,043	-0,182	0,563	-0,370	0,516	-0,321	0,364	-0,130
Y2,3	0,125	-0,279	0,181	-0,088	0,106	-0,239	0,046	0,362	0,320
Y2,4	-0,082	0,274	0,015	-0,349	0,106	-0,250	0,217	0,379	-0,231
Y3,1	0,038	0,054	-0,123	0,071	-0,069	-0,050	0,631	-0,120	0,369
Y3,2	0,045	-0,050	0,075	0,081	-0,038	0,098	-0,375	0,140	0,372
Y3,3	-0,076	0,344	-0,213	0,037	-0,052	0,479	-0,319	-0,155	0,350
Y3,4	0,008	-0,289	0,194	-0,136	0,115	-0,463	0,212	0,092	0,414

Note: Loadings are unrotated and cross-loadings are oblique-rotated, both after separate Kaiser normalizations,

* Pattern loadings and cross-loadings *

	SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT	CoCreaV	InnoCap	SCA
X1,1	1,208	-0,086	-0,059	0,024	0,556	-0,428	-0,014	-0,215	-0,233
X1,2	0,684	0,551	-0,168	-0,038	-0,237	0,225	-0,128	-0,006	0,116
X1,3	0,819	0,075	0,000	0,310	-0,627	-0,319	-0,145	0,272	0,511
X1,4	0,883	-0,525	0,216	-0,295	0,337	0,500	0,281	-0,066	-0,405
X2,1	0,092	0,688	-0,545	0,481	0,245	-0,140	0,091	0,221	-0,289
X2,2	0,053	1,004	-0,123	0,170	-0,703	0,364	-0,103	-0,116	0,423
X2,3	-0,030	1,428	-0,053	0,007	-0,378	0,492	-0,366	-0,585	0,339
X2,4	-0,174	0,695	0,298	-0,498	0,134	-0,536	0,355	1,057	-0,476
X2,5	0,052	0,666	0,471	-0,201	0,772	-0,226	0,044	-0,564	-0,028
X3,1	-0,199	0,206	-0,144	1,081	-0,598	0,658	-1,158	0,658	0,365
X3,2	0,066	-0,533	1,199	-0,463	0,224	-0,594	-0,045	0,415	0,429
X3,3	-0,067	0,222	1,127	-0,038	-0,197	-0,054	0,700	-0,240	-0,530
X3,4	0,173	0,085	1,234	-0,464	0,496	0,024	0,340	-0,690	-0,176
X4,1	0,287	-0,727	0,295	0,124	0,335	-0,825	0,069	0,442	0,677
X4,2	0,223	-0,140	0,330	-0,557	0,130	0,553	0,263	-0,243	0,460
X4,3	0,046	0,471	-0,053	1,245	0,219	-1,541	0,898	-0,561	0,106
X4,4	0,151	0,059	0,429	1,321	0,205	-0,812	0,130	-0,373	-0,274
X4,5	-0,432	0,225	-0,752	2,355	-0,457	-0,748	0,244	0,603	-0,428
X4,6	-0,409	0,848	-0,343	1,345	-0,224	0,393	-0,483	-0,106	-0,277

X4,7_	-0,174	0,082	-0,169	0,902	-0,407	0,849	-0,395	0,090	0,122
X4,8	-0,011	0,452	-0,392	0,649	0,241	0,449	0,000	0,008	-0,536
X4,9	0,036	-0,803	0,123	0,807	-0,221	0,919	-0,346	0,305	0,020
X4,10	0,230	-0,353	0,425	0,314	0,215	0,441	-0,347	-0,084	0,105
X5,1	-0,096	0,612	-0,285	0,312	0,676	0,184	-0,101	-0,155	-0,267
X5,2	0,156	-0,783	0,457	-0,934	1,283	-0,742	0,771	0,038	0,543
X5,3	-0,029	0,024	-0,081	0,418	0,753	0,391	-0,490	0,115	-0,164
X6,1	-0,015	-0,276	-0,120	0,303	-0,327	0,376	-0,072	0,223	0,782
X6,2	-0,035	0,283	0,092	0,272	0,119	1,319	-0,283	-0,157	-0,728
X6,3	0,111	-0,471	0,340	-0,513	0,226	0,867	0,284	-0,097	0,198
X6,4	-0,062	0,455	-0,319	-0,042	-0,036	0,995	0,063	0,042	-0,217
Y1,1	0,079	-0,003	-0,049	-0,493	-0,090	-0,150	1,433	-0,114	0,314
Y1,2	-0,145	-0,202	-0,011	0,654	0,437	-0,619	0,081	0,310	0,385
Y1,3	0,089	-0,069	0,078	-0,427	-0,103	0,036	1,253	-0,031	0,121
Y1,4	-0,034	0,284	-0,021	0,331	-0,236	0,753	0,846	-0,159	-0,863
Y2,1	0,145	-0,248	0,151	-0,444	0,439	-0,363	0,228	0,761	0,307
Y2,2	-0,146	0,089	-0,375	1,162	-0,763	1,064	-0,662	0,717	-0,268
Y2,3	0,120	-0,268	0,174	-0,084	0,102	-0,230	0,044	0,799	0,308
Y2,4	-0,142	0,477	0,026	-0,608	0,185	-0,435	0,377	1,373	-0,403
Y3,1	0,031	0,044	-0,100	0,058	-0,057	-0,041	0,515	-0,098	0,609
Y3,2	0,050	-0,055	0,083	0,089	-0,042	0,109	-0,416	0,156	1,000
Y3,3	-0,101	0,453	-0,280	0,049	-0,069	0,631	-0,421	-0,204	0,905
Y3,4	0,013	-0,448	0,302	-0,211	0,178	-0,718	0,329	0,142	1,181

Note: Loadings and cross-loadings are oblique-rotated,

* Normalized pattern loadings and cross-loadings *

	SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT	CoCreaV	InnoCap	SCA
X1,1	0,841	-0,060	-0,041	0,017	0,387	-0,298	-0,010	-0,150	-0,162
X1,2	0,706	0,569	-0,174	-0,040	-0,245	0,232	-0,132	-0,006	0,120
X1,3	0,643	0,059	0,000	0,243	-0,492	-0,250	-0,114	0,214	0,401
X1,4	0,658	-0,391	0,161	-0,220	0,251	0,373	0,209	-0,049	-0,302
X2,1	0,083	0,620	-0,491	0,434	0,221	-0,126	0,082	0,199	-0,261
X2,2	0,039	0,731	-0,090	0,124	-0,512	0,265	-0,075	-0,084	0,308
X2,3	-0,017	0,822	-0,031	0,004	-0,218	0,283	-0,211	-0,337	0,195
X2,4	-0,107	0,429	0,184	-0,307	0,083	-0,331	0,219	0,653	-0,294
X2,5	0,040	0,514	0,364	-0,155	0,596	-0,175	0,034	-0,436	-0,022
X3,1	-0,100	0,103	-0,072	0,543	-0,300	0,330	-0,581	0,330	0,183
X3,2	0,040	-0,324	0,730	-0,282	0,136	-0,362	-0,027	0,252	0,261
X3,3	-0,045	0,150	0,760	-0,026	-0,133	-0,036	0,473	-0,162	-0,358
X3,4	0,107	0,052	0,759	-0,285	0,305	0,015	0,209	-0,424	-0,108
X4,1	0,195	-0,494	0,200	0,084	0,227	-0,561	0,047	0,300	0,460
X4,2	0,208	-0,130	0,308	-0,519	0,121	0,515	0,245	-0,226	0,429
X4,3	0,020	0,204	-0,023	0,539	0,095	-0,667	0,389	-0,243	0,046
X4,4	0,089	0,035	0,253	0,777	0,121	-0,478	0,077	-0,219	-0,161
X4,5	-0,156	0,081	-0,271	0,847	-0,164	-0,269	0,088	0,217	-0,154
X4,6	-0,224	0,464	-0,187	0,736	-0,123	0,215	-0,264	-0,058	-0,152
X4,7_	-0,125	0,059	-0,121	0,647	-0,292	0,609	-0,283	0,065	0,087
X4,8	-0,010	0,393	-0,340	0,563	0,209	0,390	0,000	0,007	-0,465
X4,9	0,023	-0,517	0,079	0,519	-0,142	0,591	-0,222	0,196	0,013

X4,10	0,251	-0,386	0,465	0,343	0,235	0,483	-0,380	-0,092	0,114
X5,1	-0,089	0,569	-0,265	0,290	0,628	0,171	-0,094	-0,144	-0,248
X5,2	0,071	-0,357	0,209	-0,426	0,585	-0,338	0,352	0,017	0,248
X5,3	-0,027	0,022	-0,075	0,384	0,692	0,360	-0,451	0,106	-0,151
X6,1	-0,015	-0,263	-0,115	0,290	-0,312	0,359	-0,068	0,213	0,746
X6,2	-0,022	0,177	0,057	0,171	0,075	0,825	-0,177	-0,098	-0,456
X6,3	0,089	-0,379	0,273	-0,413	0,182	0,698	0,228	-0,078	0,159
X6,4	-0,053	0,390	-0,274	-0,036	-0,031	0,854	0,054	0,036	-0,186
Y1,1	0,050	-0,002	-0,031	-0,315	-0,058	-0,096	0,916	-0,073	0,201
Y1,2	-0,126	-0,177	-0,009	0,570	0,381	-0,540	0,070	0,271	0,336
Y1,3	0,066	-0,051	0,058	-0,319	-0,077	0,027	0,934	-0,023	0,090
Y1,4	-0,023	0,187	-0,014	0,218	-0,156	0,497	0,558	-0,105	-0,569
Y2,1	0,124	-0,213	0,130	-0,382	0,378	-0,312	0,196	0,654	0,264
Y2,2	-0,071	0,043	-0,182	0,563	-0,370	0,516	-0,321	0,347	-0,130
Y2,3	0,125	-0,279	0,181	-0,088	0,106	-0,239	0,046	0,832	0,320
Y2,4	-0,082	0,274	0,015	-0,349	0,106	-0,250	0,217	0,789	-0,231
Y3,1	0,038	0,054	-0,123	0,071	-0,069	-0,050	0,631	-0,120	0,746
Y3,2	0,045	-0,050	0,075	0,081	-0,038	0,098	-0,375	0,140	0,901
Y3,3	-0,076	0,344	-0,213	0,037	-0,052	0,479	-0,319	-0,155	0,686
Y3,4	0,008	-0,289	0,194	-0,136	0,115	-0,463	0,212	0,092	0,761

Note: Loadings and cross-loadings shown are after oblique rotation and Kaiser normalization,

* Structure loadings and cross-loadings *

	SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT	CoCreaV	InnoCap	SCA
X1,1	0,855	0,474	0,530	0,594	0,591	0,463	0,461	0,559	0,517
X1,2	0,884	0,823	0,720	0,795	0,798	0,800	0,752	0,849	0,748
X1,3	0,918	0,572	0,778	0,767	0,670	0,651	0,704	0,755	0,763
X1,4	0,920	0,605	0,785	0,792	0,754	0,732	0,740	0,771	0,767
X2,1	0,635	0,918	0,537	0,752	0,819	0,782	0,706	0,778	0,632
X2,2	0,666	0,936	0,699	0,796	0,780	0,874	0,806	0,857	0,756
X2,3	0,503	0,915	0,505	0,639	0,686	0,763	0,626	0,697	0,559
X2,4	0,611	0,874	0,683	0,702	0,738	0,765	0,708	0,818	0,636
X2,5	0,705	0,857	0,736	0,801	0,855	0,783	0,752	0,814	0,732
X3,1	0,721	0,823	0,802	0,867	0,811	0,864	0,808	0,867	0,819
X3,2	0,628	0,306	0,844	0,624	0,500	0,500	0,609	0,616	0,694
X3,3	0,672	0,657	0,919	0,790	0,687	0,755	0,798	0,795	0,773
X3,4	0,762	0,684	0,952	0,836	0,773	0,792	0,814	0,820	0,822
X4,1	0,686	0,321	0,725	0,703	0,575	0,509	0,647	0,618	0,743
X4,2	0,789	0,733	0,884	0,892	0,849	0,898	0,909	0,890	0,927
X4,3	0,671	0,622	0,678	0,834	0,755	0,646	0,744	0,697	0,745
X4,4	0,743	0,582	0,776	0,835	0,731	0,644	0,720	0,722	0,747
X4,5	0,530	0,667	0,555	0,786	0,707	0,665	0,702	0,679	0,666
X4,6	0,496	0,863	0,525	0,731	0,770	0,775	0,679	0,714	0,606
X4,7_	0,697	0,824	0,792	0,902	0,849	0,915	0,878	0,874	0,863
X4,8	0,645	0,903	0,601	0,802	0,847	0,841	0,756	0,802	0,691
X4,9	0,757	0,609	0,877	0,901	0,783	0,849	0,868	0,837	0,898
X4,10	0,814	0,670	0,875	0,896	0,815	0,831	0,830	0,840	0,871
X5,1	0,627	0,915	0,578	0,784	0,897	0,828	0,734	0,793	0,684

X5,2	0,678	0,402	0,764	0,738	0,731	0,625	0,756	0,687	0,824
X5,3	0,755	0,869	0,732	0,893	0,965	0,875	0,818	0,870	0,808
X6,1	0,712	0,655	0,820	0,869	0,779	0,859	0,873	0,838	0,918
X6,2	0,623	0,899	0,664	0,780	0,817	0,901	0,762	0,815	0,683
X6,3	0,730	0,681	0,856	0,865	0,813	0,913	0,901	0,858	0,909
X6,4	0,592	0,916	0,616	0,771	0,814	0,906	0,801	0,832	0,714
Y1,1	0,669	0,676	0,793	0,838	0,774	0,839	0,949	0,841	0,896
Y1,2	0,748	0,680	0,827	0,915	0,873	0,798	0,892	0,850	0,900
Y1,3	0,696	0,708	0,824	0,862	0,785	0,877	0,946	0,871	0,897
Y1,4	0,619	0,873	0,707	0,816	0,804	0,904	0,876	0,851	0,744
Y2,1	0,826	0,737	0,877	0,888	0,865	0,855	0,897	0,939	0,910
Y2,2	0,670	0,850	0,715	0,835	0,792	0,876	0,817	0,874	0,763
Y2,3	0,831	0,730	0,903	0,903	0,840	0,852	0,900	0,945	0,915
Y2,4	0,633	0,881	0,667	0,719	0,772	0,796	0,745	0,856	0,671
Y3,1	0,740	0,725	0,826	0,902	0,849	0,880	0,922	0,871	0,946
Y3,2	0,798	0,713	0,877	0,911	0,850	0,861	0,890	0,888	0,964
Y3,3	0,675	0,870	0,726	0,871	0,875	0,926	0,866	0,867	0,887
Y3,4	0,658	0,387	0,802	0,757	0,648	0,626	0,766	0,691	0,872

Note: Loadings and cross-loadings are unrotated,

* Normalized structure loadings and cross-loadings *

	SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT	CoCreaV	InnoCap	SCA
X1,1	0,498	0,276	0,309	0,346	0,344	0,270	0,269	0,326	0,301
X1,2	0,369	0,344	0,301	0,332	0,333	0,334	0,314	0,355	0,312
X1,3	0,416	0,259	0,352	0,347	0,303	0,295	0,319	0,342	0,345
X1,4	0,400	0,263	0,341	0,344	0,328	0,318	0,322	0,335	0,333
X2,1	0,287	0,415	0,243	0,340	0,370	0,354	0,320	0,352	0,286
X2,2	0,277	0,390	0,291	0,331	0,325	0,364	0,335	0,357	0,315
X2,3	0,251	0,458	0,253	0,320	0,343	0,382	0,313	0,349	0,280
X2,4	0,279	0,399	0,312	0,320	0,337	0,349	0,323	0,374	0,290
X2,5	0,300	0,365	0,313	0,341	0,364	0,333	0,320	0,346	0,311
X3,1	0,293	0,334	0,366	0,352	0,329	0,351	0,328	0,352	0,332
X3,2	0,345	0,168	0,463	0,342	0,275	0,274	0,334	0,338	0,381
X3,3	0,293	0,287	0,401	0,344	0,300	0,329	0,348	0,347	0,337
X3,4	0,314	0,282	0,392	0,345	0,318	0,326	0,335	0,338	0,339
X4,1	0,365	0,170	0,386	0,374	0,306	0,271	0,344	0,329	0,395
X4,2	0,304	0,282	0,340	0,389	0,327	0,346	0,350	0,343	0,357
X4,3	0,314	0,291	0,317	0,390	0,353	0,302	0,348	0,326	0,348
X4,4	0,341	0,267	0,357	0,384	0,336	0,296	0,331	0,332	0,343
X4,5	0,265	0,334	0,278	0,393	0,354	0,333	0,352	0,340	0,333
X4,6	0,238	0,415	0,252	0,451	0,370	0,372	0,326	0,343	0,291
X4,7	0,275	0,325	0,312	0,456	0,334	0,361	0,346	0,344	0,340
X4,8	0,279	0,390	0,260	0,447	0,366	0,364	0,327	0,347	0,299
X4,9	0,306	0,246	0,355	0,364	0,316	0,343	0,351	0,338	0,363
X4,10	0,327	0,269	0,352	0,360	0,328	0,334	0,334	0,338	0,350
X5,1	0,272	0,392	0,251	0,340	0,399	0,360	0,319	0,344	0,297
X5,2	0,323	0,192	0,364	0,352	0,395	0,298	0,360	0,328	0,393

X5,3	0,298	0,342	0,289	0,352	0,380	0,345	0,323	0,343	0,319
X6,1	0,290	0,267	0,334	0,354	0,317	0,390	0,356	0,342	0,374
X6,2	0,267	0,385	0,285	0,335	0,350	0,386	0,327	0,350	0,293
X6,3	0,290	0,270	0,340	0,344	0,323	0,362	0,358	0,341	0,361
X6,4	0,253	0,391	0,263	0,329	0,347	0,397	0,342	0,355	0,305
Y1,1	0,274	0,277	0,325	0,343	0,317	0,344	0,389	0,345	0,367
Y1,2	0,299	0,272	0,330	0,365	0,349	0,319	0,386	0,340	0,360
Y1,3	0,278	0,283	0,329	0,345	0,314	0,351	0,378	0,349	0,359
Y1,4	0,257	0,362	0,293	0,338	0,333	0,375	0,383	0,353	0,308
Y2,1	0,317	0,283	0,337	0,341	0,332	0,328	0,345	0,361	0,349
Y2,2	0,279	0,353	0,297	0,347	0,329	0,364	0,340	0,369	0,317
Y2,3	0,318	0,279	0,346	0,346	0,322	0,326	0,344	0,362	0,350
Y2,4	0,280	0,390	0,295	0,318	0,342	0,352	0,330	0,399	0,297
Y3,1	0,289	0,283	0,322	0,352	0,331	0,344	0,360	0,340	0,369
Y3,2	0,308	0,275	0,338	0,352	0,328	0,332	0,343	0,343	0,372
Y3,3	0,267	0,343	0,287	0,344	0,346	0,366	0,342	0,343	0,380
Y3,4	0,313	0,184	0,381	0,359	0,308	0,297	0,364	0,328	0,414

Note: Loadings and cross-loadings shown are unrotated and after Kaiser normalization,

* Indicator weights *

			Type (a)	SE	P value	VIF	WLS	ES
SDMRS	X1,1	0,267	Reflect	0,059	<0,001	2,286	1	0,228

	X1,2	0,276	Reflect	0,059	<0,001	2,702	1	0,244
	X1,3	0,287	Reflect	0,059	<0,001	3,805	1	0,263
	X1,4	0,287	Reflect	0,059	<0,001	3,852	1	0,264
KeuRS	X2,1	0,227	Reflect	0,059	<0,001	4,101	1	0,208
	X2,2	0,231	Reflect	0,059	<0,001	5,332	1	0,216
	X2,3	0,226	Reflect	0,059	<0,001	4,518	1	0,206
	X2,4	0,216	Reflect	0,060	<0,001	2,865	1	0,188
	X2,5	0,211	Reflect	0,060	<0,001	2,743	1	0,181
OriPRS	X3,1	0,258	Reflect	0,059	<0,001	2,144	1	0,207
	X3,2	0,272	Reflect	0,059	<0,001	2,868	1	0,229
	X3,3	0,296	Reflect	0,059	<0,001	3,759	1	0,272
	X3,4	0,306	Reflect	0,059	<0,001	5,724	1	0,292
BudOr	X4,1	0,102	Reflect	0,061	0,048	7,713	1	0,072
	X4,2	0,129	Reflect	0,060	0,017	8,926	1	0,115
	X4,3	0,121	Reflect	0,061	0,024	4,464	1	0,101
	X4,4	0,121	Reflect	0,061	0,023	4,088	1	0,101
	X4,5	0,114	Reflect	0,061	0,031	3,842	1	0,089
	X4,6	0,106	Reflect	0,061	0,041	9,243	1	0,077
	X4,7_	0,131	Reflect	0,060	0,016	20,168	1	0,118
	X4,8	0,116	Reflect	0,061	0,028	5,566	1	0,093
	X4,9	0,130	Reflect	0,060	0,016	14,856	1	0,118

	X4,10	0,130	Reflect	0,060	0,016	10,854	1	0,116
PeralRS	X5,1	0,395	Reflect	0,058	<0,001	5,101	1	0,354
	X5,2	0,322	Reflect	0,059	<0,001	1,750	1	0,236
	X5,3	0,425	Reflect	0,058	<0,001	6,656	1	0,410
HosIT	X6,1	0,268	Reflect	0,059	<0,001	3,929	1	0,231
	X6,2	0,281	Reflect	0,059	<0,001	6,117	1	0,253
	X6,3	0,285	Reflect	0,059	<0,001	4,942	1	0,260
	X6,4	0,283	Reflect	0,059	<0,001	6,268	1	0,256
CoCreaV	Y1,1	0,282	Reflect	0,059	<0,001	6,600	1	0,268
	Y1,2	0,266	Reflect	0,059	<0,001	2,968	1	0,237
	Y1,3	0,282	Reflect	0,059	<0,001	6,394	1	0,266
	Y1,4	0,261	Reflect	0,059	<0,001	2,657	1	0,229
InnoCap	Y2,1	0,287	Reflect	0,059	<0,001	19,445	1	0,270
	Y2,2	0,267	Reflect	0,059	<0,001	3,246	1	0,234
	Y2,3	0,289	Reflect	0,059	<0,001	20,697	1	0,273
	Y2,4	0,262	Reflect	0,059	<0,001	2,792	1	0,224
SCA	Y3,1	0,281	Reflect	0,059	<0,001	5,300	1	0,265
	Y3,2	0,286	Reflect	0,059	<0,001	8,200	1	0,276
	Y3,3	0,263	Reflect	0,059	<0,001	4,911	1	0,233
	Y3,4	0,258	Reflect	0,059	<0,001	4,197	1	0,225

Notes: P values < 0,05 are desirable for formative indicators; VIF = indicator variance inflation factor;

WLS = indicator weight-loading sign (-1 = Simpson's paradox in I,v); ES = indicator effect size,

* Latent variable coefficients *

R-squared coefficients

CoCreaV	InnoCap	SCA
0,782	0,883	0,950

Adjusted R-squared coefficients

CoCreaV	InnoCap	SCA
0,782	0,883	0,950

Composite reliability coefficients

SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT
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0,941	0,955	0,933	0,957	0,902	0,941
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CoCreaV	InnoCap	SCA
0,954	0,947	0,956

Cronbach's alpha coefficients

SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT
0,917	0,941	0,902	0,949	0,833	0,917

CoCreaV	InnoCap	SCA
0,936	0,925	0,937

Average variances extracted

SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT
0,800	0,811	0,777	0,691	0,757	0,801

CoCreaV	InnoCap	SCA
0,840	0,818	0,843

Full collinearity VIFs

SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT
4,039	8,055	6,539	19,039	10,205	14,178
CoCreaV	InnoCap	SCA			
15,857	19,232	14,487			

Q-squared coefficients

CoCreaV	InnoCap	SCA
0,924	0,878	0,947

Tests of unimodality: Rohatgi-Székely (top) and Klaassen-Mokveld-van Es (bottom)

SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT
Yes	Yes	Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes	Yes	Yes

CoCreaV	InnoCap	SCA
Yes	Yes	Yes
Yes	Yes	Yes

Linear or Warped relationship cell to view plot

	CoCreaV	InnoCap	SCA
SDMRS	Linear		
KeuRS	Linear		
OriPRS	Linear		
BudOr	Linear		
PeralRS	Linear		
HosIT	Linear		
CoCreaV		Linear	Linear
InnoCap			Linear

* Correlations among latent variables and errors *

Correlations among I,vs, with sq, rts, of AVEs

	SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT	CoCreaV	InnoCap	SCA
SDMRS	0,895	0,692	0,789	0,826	0,787	0,742	0,745	0,822	0,783
KeuRS	0,692	0,900	0,700	0,819	0,860	0,882	0,799	0,880	0,736
OriPRS	0,789	0,700	0,881	0,823	0,785	0,825	0,860	0,878	0,880

BudOr	0,826	0,819	0,823	0,831	0,827	0,817	0,835	0,827	0,838
PeralRS	0,787	0,860	0,785	0,827	0,870	0,800	0,861	0,804	0,879
HosIT	0,742	0,882	0,825	0,817	0,800	0,895	0,832	0,834	0,889
CoCreaV	0,745	0,799	0,860	0,835	0,861	0,832	0,916	0,831	0,839
InnoCap	0,822	0,880	0,878	0,827	0,804	0,834	0,831	0,904	0,805
SCA	0,783	0,736	0,880	0,838	0,879	0,889	0,839	0,805	0,918

Note: Square roots of average variances extracted (AVEs) shown on diagonal,

P values for correlations

	SDMRS	KeuRS	OriPRS	BudOr	PeralRS	HosIT	CoCreaV	InnoCap	SCA
SDMRS	1	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001
KeuRS	<0,001	1	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001
OriPRS	<0,001	<0,001	1	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001
BudOr	<0,001	<0,001	<0,001	1	<0,001	<0,001	<0,001	<0,001	<0,001
PeralRS	<0,001	<0,001	<0,001	<0,001	1	<0,001	<0,001	<0,001	<0,001
HosIT	<0,001	<0,001	<0,001	<0,001	<0,001	1	<0,001	<0,001	<0,001
CoCreaV	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	1	<0,001	<0,001
InnoCap	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	1	<0,001
SCA	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	<0,001	1

* Indirect and total effects *

Indirect effects for paths with 2 segments

	InnoCap	SCA
SDMRS	0,106	0,103
KeuRS	-0,042	-0,040
OriPRS	-0,005	-0,004
BudOr	0,454	0,439
PeralRS	-0,002	-0,002
HosIT	0,519	0,502
CoCreaV		0,352

P values of indirect effects for paths with 2 segments

	InnoCap	SCA
SDMRS	0,007	0,009
KeuRS	0,169	0,177
OriPRS	0,459	0,46
BudOr	<0,001	<0,001
PeralRS	0,485	0,486
HosIT	<0,001	<0,001
CoCreaV		<0,001

Standard errors of indirect effects for paths with 2 segments

	InnoCap	SCA
SDMRS	0,043	0,043
KeuRS	0,043	0,043
OriPRS	0,044	0,044
BudOr	0,040	0,041
PeralRS	0,044	0,044
HosIT	0,040	0,040
CoCreaV		0,043

Total effects

	CoCreaV	InnoCap	SCA
SDMRS	0,113	0,106	0,110
KeuRS	-0,044	-0,042	-0,043
OriPRS	-0,005	-0,005	-0,005
BudOr	0,484	0,454	0,470
PeralRS	-0,002	-0,002	-0,002
HosIT	0,552	0,519	0,537
CoCreaV		0,940	1.260

Number of paths for total effects

	CoCreaV	InnoCap	SCA
SDMRS	1	1	2
KeuRS	1	1	2
OriPRS	1	1	2
BudOr	1	1	2
PeralRS	1	1	2
HosIT	1	1	2
CoCreaV		1	2

P values for total effects

	CoCreaV	InnoCap	SCA
SDMRS	0,031	0,007	0,005
KeuRS	0,235	0,169	0,161
OriPRS	0,469	0,459	0,457
BudOr	<0,001	<0,001	<0,001
PeralRS	0,489	0,485	0,485
HosIT	<0,001	<0,001	<0,001
CoCreaV		<0,001	<0,001

Standard errors for total effects

	CoCreaV	InnoCap	SCA
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SDMRS	0,061	0,043	0,043
KeuRS	0,061	0,043	0,043
OriPRS	0,062	0,044	0,044
BudOr	0,057	0,040	0,040
PeralRS	0,062	0,044	0,044
HosIT	0,056	0,040	0,040
CoCreaV		0,053	0,052