

## DAFTAR PUSTAKA

### Buku

- Becerra-Fernandez, I., & Sabherwal, R. (2010). *Knowledge Management – Systems and Process*. M.E. Sharpe. Armond, New York.
- Dalkir, K. (2005). *Knowledge Management – Theory and Practice*. Elsevier.
- Davenport, T.H., & Prusak, L. (1998). *Working Knowledge – How Organizations Manage What They Know*. Harvard Business School Press.
- Islamy, F. J., Yuniarsih, T., Kusnendi, & Wibowo, L. A. (2020). The power of knowledge donating and knowledge collecting for academic performance: developing Indonesian students' knowledge sharing models. In H. Ratih, T. Benny, G. A. Ade, & Lisnawati (Eds.), *Advances in Business, Management and Entrepreneurship* (1st Edition, Vol. 1, pp. 1–4). Proceedings of the 4th Global Conference on Business Management & Entrepreneurship (GC-BME 4).
- Faozanudin, M. (2020). *Inovasi Pelayanan Sektor Publik-Tantangan Pada Era New Normal*. SIP Publishing. Banyumas.
- Hajric, E. (2018). *Knowledge Management – System and Practices*.
- Lukman. (2017). *Pengaruh Kecerdasan Emosional Terhadap Kinerja Tim Melalui Berbagi Pengetahuan, Konflik Tim dan Mekanisme Struktur di Rumah Sakit*. Disertasi. Universitas Hasanuddin.
- Maier, R. (2007). *Knowledge Management Systems – Information and Communication Technologies for Knowledge Management. Third Edition*. Springer.
- North, K., & Kumta, G. (2018). *Knowledge Management – Value Creation Through Organizational Learning*. Second Edition. Springer.

### Jurnal

- Afsar, B., Masood, M., & Umrani, W. A. (2019). The role of job crafting and knowledge sharing on the effect of transformational leadership on innovative work behavior. *Personnel Review*, 48(5), 1186–1208. <https://doi.org/10.1108/PR-04-2018-0133>
- Ahmadi-Gh, Z., & Bello-Pintado, A. (2022). Why is manufacturing not more sustainable? The effects of different sustainability practices on

- sustainability outcomes and competitive advantage. *Journal of Cleaner Production*, 337. <https://doi.org/10.1016/j.jclepro.2022.130392>
- Akhavan, P., Hosseini, S. M., Abbasi, M., & Manteghi, M. (2015). Knowledge-sharing determinants, behaviors, and innovative work behaviors. *Aslib Journal of Information Management*, 67(5), 562–591. <https://doi.org/10.1108/AJIM-02-2015-0018>
- Akram, T., Lei, S., Haider, M. J., & Hussain, S. T. (2018). Exploring the Impact of Knowledge Sharing on the Innovative Work Behavior of Employees: A Study in China. *International Business Research*, 11(7). <https://doi.org/10.5539/ibr.v11n3p186>
- Akram, T., Lei, S., Haider, M. J., & Hussain, S. T. (2020b). The impact of organizational justice on employee innovative work behavior: Mediating role of knowledge sharing. *Journal of Innovation and Knowledge*, 5(2), 117–129. <https://doi.org/10.1016/j.jik.2019.10.001>
- Al-Kurdi, O. F., El-Haddadeh, R., & Eldabi, T. (2020). The role of organisational climate in managing knowledge sharing among academics in higher education. *International Journal of Information Management*, 50, 217–227. <https://doi.org/10.1016/j.ijinfomgt.2019.05.018>
- Amalia, Mirta., & Nugroho, Yanuar (2011). An innovation perspective of knowledge management in a multinational subsidiary. *Journal of Knowledge Management*, 15(1), 71–87. doi:10.1108/13673271111108701
- Asurakkody, T. A., & Kim, S. H. (2020). Effects of knowledge sharing behavior on innovative work behavior among nursing Students: Mediating role of Self- leadership. *International Journal of Africa Nursing Sciences*, 12. <https://doi.org/10.1016/j.ijans.2020.100190>
- Azeem, M., Ahmed, M., Haider, S., Sajjad, M. (2021). Expanding competitive advantage through organizational culture, knowledge sharing and organizational innovation. *Technology in Society*, 66, 101635. <https://doi.org/10.1016/j.techsoc.2021.101635>
- Azevedo, A., & Shane, M. J. (2019). A new training program in developing cultural intelligence can also improve innovative work behavior and resilience: A longitudinal pilot study of graduate students and professional employees. *The International Journal of Management Education*, 17(3), 100303. <https://doi.org/https://doi.org/10.1016/j.ijme.2019.05.004>

- Bandera, C., Keshkar, F., Bartolacci, M. R., Neerudu, S., & Passerini, K. (2017). Knowledge management and the entrepreneur: Insights from Ikujiro Nonaka's Dynamic Knowledge Creation model (SECI). *International Journal of Innovation Studies*, 1(3), 163–174. <https://doi.org/10.1016/j.ijis.2017.10.005>
- Banmairuroy, W., Kritjaroen, T., & Homsombat, W. (2021). The effect of knowledge-oriented leadership and human resource development on sustainable competitive advantage through organizational innovation's component factors: Evidence from Thailand 's new S- curve industries. *Asia Pacific Management Review*. <https://doi.org/10.1016/j.apmr.2021.09.001>
- Davenport, T. H., & Prusak, L. (1998). Working Knowledge: How Organizations Manage What They Know. *Ubiquity*, 1–15. <https://doi.org/10.1145/348772.348775>
- de Jong, J., & den Hartog, D. (2010). Measuring innovative work behaviour. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- Dóci, G., Rohracher, H., & Kordas, O. (2022). Knowledge management in transition management: The ripples of learning. *Sustainable Cities and Society*, 78. <https://doi.org/10.1016/j.scs.2021.103621>
- Duan, Y., Yang, M., Huang, L., Chin, T., Fiano, F., de Nuccio, E., & Zhou, L. (2022a). Unveiling the impacts of explicit vs. tacit knowledge hiding on innovation quality: The moderating role of knowledge flow within a firm. *Journal of Business Research*, 139, 1489–1500. <https://doi.org/https://doi.org/10.1016/j.jbusres.2021.10.068>
- Duan, Y., Yang, M., Huang, L., Chin, T., Fiano, F., de Nuccio, E., & Zhou, L. (2022b). Unveiling the impacts of explicit vs. tacit knowledge hiding on innovation quality: The moderating role of knowledge flow within a firm. *Journal of Business Research*, 139, 1489–1500. <https://doi.org/https://doi.org/10.1016/j.jbusres.2021.10.068>
- Dysvik, A., Buch, R., & Kuvaas, B. (2015). Knowledge donating and knowledge collecting. *Leadership & Organization Development Journal*, 36(1), 35–53. <https://doi.org/10.1108/LODJ-11-2012-0145>
- Evers, G., & Chappin, M. M. H. (2020). Knowledge sharing in smart grid pilot projects. *Energy Policy*, 143. <https://doi.org/10.1016/j.enpol.2020.111577>

- Hoksbergen, M., Chan, J., Peko, G., & Sundaram, D. (2021). Illuminating and bridging the vortex between tacit and explicit knowledge: Counterbalancing information asymmetry in high-value low-frequency transactions. *Decision Support Systems*, 149, 113605. <https://doi.org/https://doi.org/10.1016/j.dss.2021.113605>
- Johannessen, Jon-Arild., Olsen, Bjørn, & Olaisen, Johan. (1999). Aspects of innovation theory based on knowledge-management. *International Journal of Information Management*, 19(2), 0–139. doi:10.1016/s0268-4012(99)00004-3
- K., J., & Ranjit, G. (2021). Organisational justice and innovative behaviour: Is knowledge sharing a mediator? *Industrial and Commercial Training*, 53(1), 77–91. <https://doi.org/10.1108/ICT-04-2020-0044>
- Kaschig, A., Maier, R., & Sandow, A. (2016). The effects of collecting and connecting activities on knowledge creation in organizations. *The Journal of Strategic Information Systems*, 25(4), 243–258. <https://doi.org/https://doi.org/10.1016/j.jsis.2016.08.002>
- Kmieciak, R. (2021). Trust, knowledge sharing, and innovative work behavior: empirical evidence from Poland. *European Journal of Innovation Management*, 24(5), 1832–1859. <https://doi.org/10.1108/EJIM-04-2020-0134>
- Lyu, C., Yang, J., Zhang, F., Teo, T. S. H., & Mu, T. (2020). How do knowledge characteristics affect firm's knowledge sharing intention in interfirm cooperation? An empirical study. *Journal of Business Research*, 115, 48–60. <https://doi.org/10.1016/j.jbusres.2020.04.045>
- Malik, S. (2021). Emotional intelligence and innovative work behaviour in knowledge-intensive organizations: how tacit knowledge sharing acts as a mediator? *VINE Journal of Information and Knowledge Management Systems*, ahead-of-print(ahead-of-print). <https://doi.org/10.1108/VJIKMS-09-2020-0158>
- Milton, N. (2015). Knowledge Management: Looking after the Know-How. In *Re-Engineering Clinical Trials: Best Practices for Streamlining the Development Process* (pp. 287–294). Elsevier Inc. <https://doi.org/10.1016/B978-0-12-420246-7.00025-6>
- Mulyana., Assegaff, M., & Wasitowati. (2015). Pengaruh *Knowledge Donating* dan *Knowledge Collecting* terhadap *Innovation Capability* Kasus Pengembangan UKM Batik di Provinsi Jawa Tengah-Indonesia. *Jurnal Manajemen Teknologi*, 14(3).

- Munir, R., & Beh, L.-S. (2020). Measuring and enhancing organisational creative climate, knowledge sharing, and innovative work behavior in startups development. *The Bottom Line*, 32(4), 269–289. <https://doi.org/10.1108/BL-03-2019-0076>
- Na-Nan, K., & Arunyaphum, A. (2021). Effect of employees' work engagement and knowledge sharing as mediators of empowering leadership and innovative work behaviour. *Industrial and Commercial Training*, 53(4), 313–330. <https://doi.org/10.1108/ICT-08-2020-0100>
- Nguyen, T.P.L., Nguyen, K.N., Do, T.D., & Nguyen, T.T.M. (2019). Knowledge sharing and innovative work behavior: The case of Vietnam. *Uncertain Supply Chain Management*, 619-634. doi: 10.5267/j.uscm.2019.5.001
- Nguyen, N. P., Ngo, L. V., Bucic, T., & Phong, N. D. (2018). Cross-functional knowledge sharing, coordination and firm performance: The role of cross-functional competition. *Industrial Marketing Management*, 71, 123–134. <https://doi.org/https://doi.org/10.1016/j.indmarman.2017.12.014>
- Noerchoidah., Harjanti, D., & Suprpto, W. (2021). *Knowledge Sharing dan Job Performance: Peran Mediasi Innovative Work Behavior. Jurnal Ekbis*, 22(2).
- Nurmandi, A. (2006). Inovasi Organisasi Publik: Implementasi Knowledge Management Mendorong Inovasi. *JKAP*, 10(2), <https://doi.org/10.22146/jkap.8364>
- Pandey, A., Gupta, V., & Gupta, R. K. (2019). Spirituality and innovative behaviour in teams: Examining the mediating role of team learning. *IIMB Management Review*, 31(2), 116–126. <https://doi.org/https://doi.org/10.1016/j.iimb.2019.03.013>
- Phung, V. D., Hawryszkiewicz, I., & Chandran, D. (2019). How knowledge sharing leads to innovative work behaviour. *Journal of Systems and Information Technology*, 21(3), 277–303. <https://doi.org/10.1108/JSIT-11-2018-0148>
- Pian, Q. Y., Jin, H., & Li, H. (2019). Linking knowledge sharing to innovative behavior: the moderating role of collectivism. *Journal of Knowledge Management*, 23(8), 1652–1672. <https://doi.org/10.1108/JKM-12-2018-0753>
- Pratama, Y.G., Sukaesih., & Samson. (2021). Hubungan knowledge sharing dengan inovasi pengelola taman baca masyarakat di Jawa Barat. *Journal of Library and Information Science*, 1(1), <https://doi.org/10.24198/inf.v1i1.30708>.

- Presbitero, A., & Attar, H. (2018). Intercultural communication effectiveness, cultural intelligence and knowledge sharing: Extending anxiety-uncertainty management theory. *International Journal of Intercultural Relations*, 67, 35–43. <https://doi.org/https://doi.org/10.1016/j.ijintrel.2018.08.004>
- Ridlowi., & Himam, F. (2016). Inovasi pada Organisasi Pemerintah: Tahapan dan Dinamika. *Gadja Mada Journal of Psychology*, 2(1). 22-37.
- Saether, E. A. (2019). Motivational antecedents to high-tech R&D employees' innovative work behavior: Self-determined motivation, person-organization fit, organization support of creativity, and pay justice. *The Journal of High Technology Management Research*, 30(2), 100350. <https://doi.org/https://doi.org/10.1016/j.hitech.2019.100350>
- Singh, S.K., Gupta, S., Busso, D., & Kamboj, S. (2021). Top management knowledge value, knowledge sharing practices, open innovation and organizational performance. *Journal of Business Research*, 128, 788-798. <https://doi.org/10.1016/j.jbusres.2019.04.040>
- Singh, S.K., Mazzucchelli, A., Vessal, S.R., Solidoro, A. (2021). Knowledge-based HRM practices and innovation performance: Role of social capital and knowledge sharing. *Journal of International Management*, 27(1), <https://doi.org/10.1016/j.intman.2021.100830>
- Swift, P.E., & Hwang, A. (2013). The impact of affective and cognitive trust on knowledge sharing and organizational learning. *The Learning Organization*, 20(1), <http://dx.doi.org/10.1108/09696471311288500>
- Vandavasi, R. K. K., McConville, D. C., Uen, J.-F., & Yepuru, P. (2020). Knowledge sharing, shared leadership and innovative behaviour: a cross-level analysis. *International Journal of Manpower*, 41(8), 1221–1233. <https://doi.org/10.1108/IJM-04-2019-0180>
- Wang, Z., Ren, S., Chadee, D., Liu, M., & Cai, S. (2021). Team reflexivity and employee innovative behavior: the mediating role of knowledge sharing and moderating role of leadership. *Journal of Knowledge Management*, 25(6), 1619–1639. <https://doi.org/10.1108/JKM-09-2020-0683>
- Wang, Z., & Wang, N. (2012). Knowledge sharing, innovation and firm performance. *Experct systems with applications*, 39 8899-8908. <http://dx.doi.org/10.1016/j.eswa.2012.02.017>

- Wiig, K. M. (2002). Knowledge management in public administration. *Journal of Knowledge Management*, 6(3), 224–239. <https://doi.org/10.1108/13673270210434331>
- Yue, Qi. (2022). Bilateral matching decision-making for knowledge innovation management considering matching willingness in an interval intuitionistic fuzzy set environment. *Journal of Innovation & Knowledge*, 7(3). <https://doi.org/10.1016/j.jik.2022.100209>
- Zhao, D., Chen, M., & Gong, Y. (2019). Strategic information sharing under revenue-sharing contract: Explicit vs. tacit collusion in retailers. *Computers & Industrial Engineering*, 131, 99–114. <https://doi.org/https://doi.org/10.1016/j.cie.2019.03.035>

## Lampiran 1. Kuesioner Penelitian

### Bagian I.

Jawablah pertanyaan berikut dengan mengisi titik-titik yang telah disediakan atau dengan membubuhkan tanda “√” pada salah satu pilihan jawaban yang telah disediakan.

1. Jenis kelamin Anda ?

Pria

Wanita

2. Usia Anda: ..... Tahun

3. Pendidikan terakhir Anda ?

S1             S3

S2

4. Masa kerja ?

< 5 tahun                       11-15 tahun

6-10 tahun                       > 16 tahun



## Bagian II.

### A. Perilaku Kerja Berinovasi

Pilih salah satu pilihan jawaban yang telah disediakan atas pernyataan berikut dengan membubuhkan tanda “√” atau “X”.

No	Pernyataan	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
1.	Memperhatikan masalah pada unit kerja lain yang bukan bagian dari tugas utama saya					
2.	Mencari solusi untuk memperbaiki masalah pada unit kerja					
3.	Menganggap tugas baru yang inovatif sebagai tantangan					
4.	Mencari metode, teknik atau instrumen kerja baru					
5.	Menghasilkan solusi terbaik untuk masalah yang dihadapi					
6.	Menemukan pendekatan baru untuk menjalankan tugas					
7.	Mengajak rekan kerja untuk mengembangkan ide-ide yang inovatif					
8.	Mengajak rekan kerja untuk mendukung ide-ide yang inovatif					
9.	Mengajak rekan kerja untuk mengatasi hambatan pada ide-ide yang inovatif					
10.	Memperkenalkan ide-ide inovatif ke dalam praktik kerja secara sistematis dan berkelanjutan					
11.	Penerapan ide inovatif telah berkontribusi positif					
12.	Berupaya untuk terus mengembangkan dan menerapkan ide inovatif lainnya					

### **B. Knowledge Collecting**

Pilih salah satu pilihan jawaban yang telah disediakan atas pernyataan berikut dengan membubuhkan tanda “√” atau “X”.

No	Pernyataan	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
13.	Rekan kerja dalam satu unit kerja menceritakan hal yang mereka ketahui ketika bertanya kepada mereka					
14.	Rekan kerja dari unit kerja lain menceritakan hal yang mereka ketahui ketika bertanya kepada mereka					
15.	Rekan kerja dalam satu unit kerja membagi keterampilan yang mereka ketahui ketika bertanya kepada mereka					
16.	Rekan kerja dari unit kerja lain membagi keterampilan yang mereka ketahui ketika bertanya kepada mereka					
17.	Rekan kerja dalam satu unit kerja telah mempelajari keterampilan baru, kemudian menjelaskan kepada saya					
18.	Rekan kerja dari unit kerja lain telah mempelajari keterampilan baru, kemudian menjelaskan kepada saya					

### **C. Knowledge Donating**

Pilih salah satu pilihan jawaban yang telah disediakan atas pernyataan berikut dengan membubuhkan tanda “√” atau “X”.

No	Pernyataan	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
19.	Berbagi pengetahuan diantara pegawai telah menjadi norma yang biasa					
20.	Membagi pengetahuan dengan rekan kerja dalam satu unit kerja					
21.	Membagi pengetahuan dengan rekan kerja dari unit kerja lain					
22.	Membagi keterampilan dengan rekan kerja dalam satu unit kerja					
23.	Membagi keterampilan dengan rekan kerja dari unit kerja lain					
24.	Menceritakan dan menjelaskan keterampilan baru kepada rekan kerja dalam satu unit kerja					
25.	Menceritakan dan menjelaskan keterampilan baru kepada rekan kerja pada unit kerja lain					
26.	Rekan kerja mau berbagi pengetahuan dengan saya					
27.	Bersedia membagi pengetahuan dengan rekan kerja					

**D. Knowledge Sharing**

Pilih salah satu pilihan jawaban yang telah disediakan atas pernyataan berikut dengan membubuhkan tanda “√” atau “X”.

No	Pernyataan	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
28.	<i>Sharing</i> pengetahuan secara sukarela kepada rekan kerja lainnya					
29.	Aktif berkomunikasi dengan seluruh anggota organisasi					
30.	Memperoleh atau menerima seluruh informasi atau pengetahuan atau ide dengan mudah					

Lampiran 2. Deskripsi Jawaban Responden

**Frequencies Variabel *Knowledge Collecting***

		Statistics					
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
N	Valid	90	90	90	90	90	90
	Missing	0	0	0	0	0	0
Mean		4.0667	3.9667	3.9667	3.9222	3.9444	3.8778
Std. Deviation		.94572	.90504	.92954	.96253	.99844	.88467
Sum		366.00	357.00	357.00	353.00	355.00	349.00

**Frequency Table**

		X1.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2.2	2.2	2.2
	Tidak Setuju	4	4.4	4.4	6.7
	Kurang Setuju	13	14.4	14.4	21.1
	Setuju	38	42.2	42.2	63.3
	Sangat Setuju	33	36.7	36.7	100.0
	Total	90	100.0	100.0	

		X1.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2.2	2.2	2.2
	Tidak Setuju	2	2.2	2.2	4.4
	Kurang Setuju	20	22.2	22.2	26.7
	Setuju	39	43.3	43.3	70.0
	Sangat Setuju	27	30.0	30.0	100.0
	Total	90	100.0	100.0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2.2	2.2	2.2
	Tidak Setuju	4	4.4	4.4	6.7
	Kurang Setuju	16	17.8	17.8	24.4
	Setuju	41	45.6	45.6	70.0
	Sangat Setuju	27	30.0	30.0	100.0
	Total	90	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	7	7.8	7.8	8.9
	Kurang Setuju	18	20.0	20.0	28.9
	Setuju	36	40.0	40.0	68.9
	Sangat Setuju	28	31.1	31.1	100.0
	Total	90	100.0	100.0	

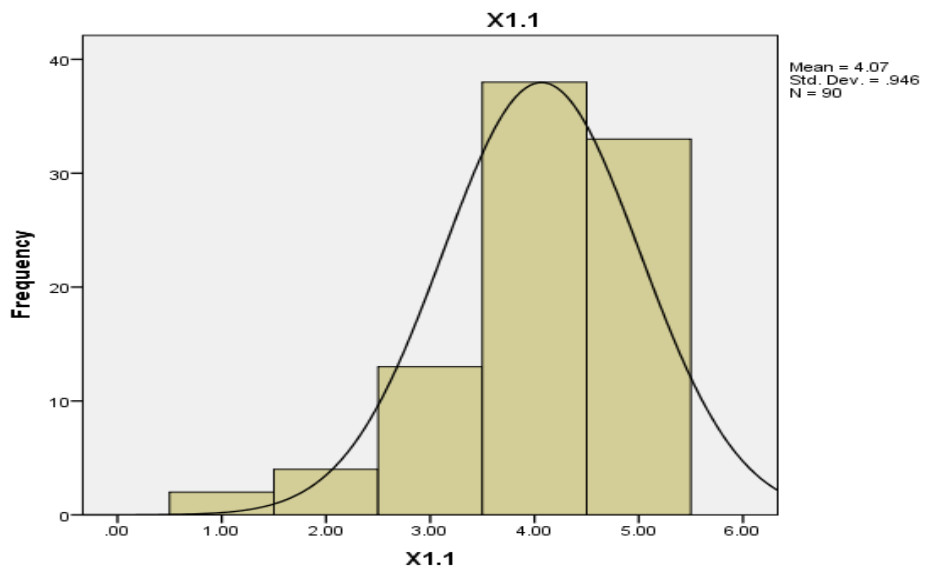
**X1.5**

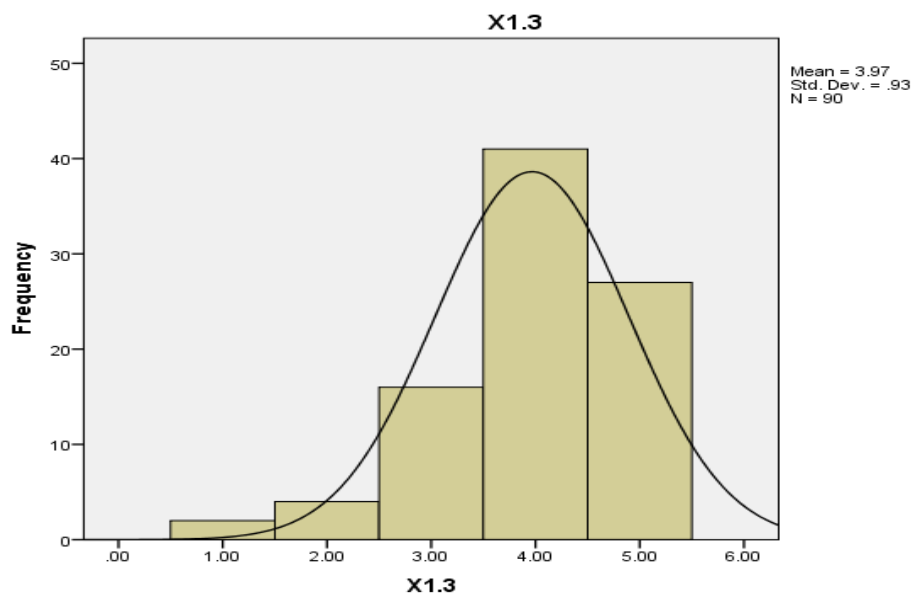
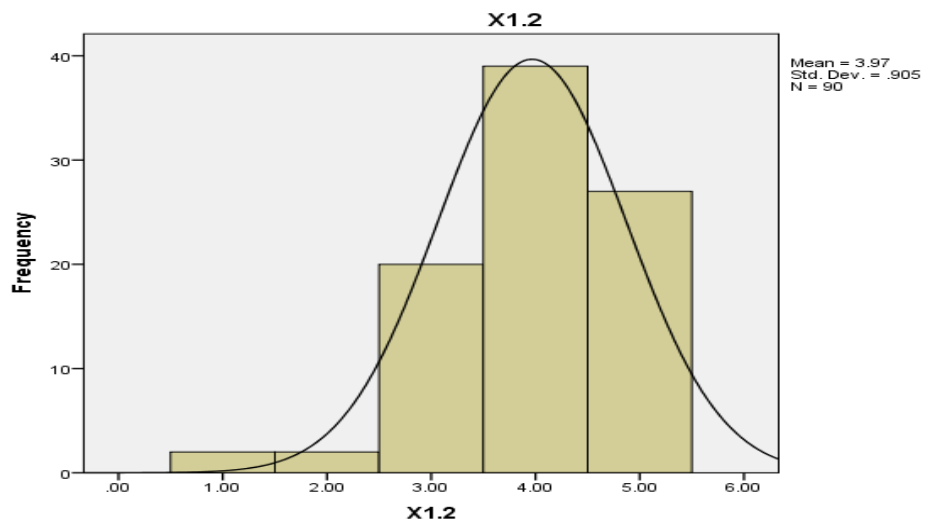
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2.2	2.2	2.2
	Tidak Setuju	5	5.6	5.6	7.8
	Kurang Setuju	20	22.2	22.2	30.0
	Setuju	32	35.6	35.6	65.6
	Sangat Setuju	31	34.4	34.4	100.0
	Total	90	100.0	100.0	

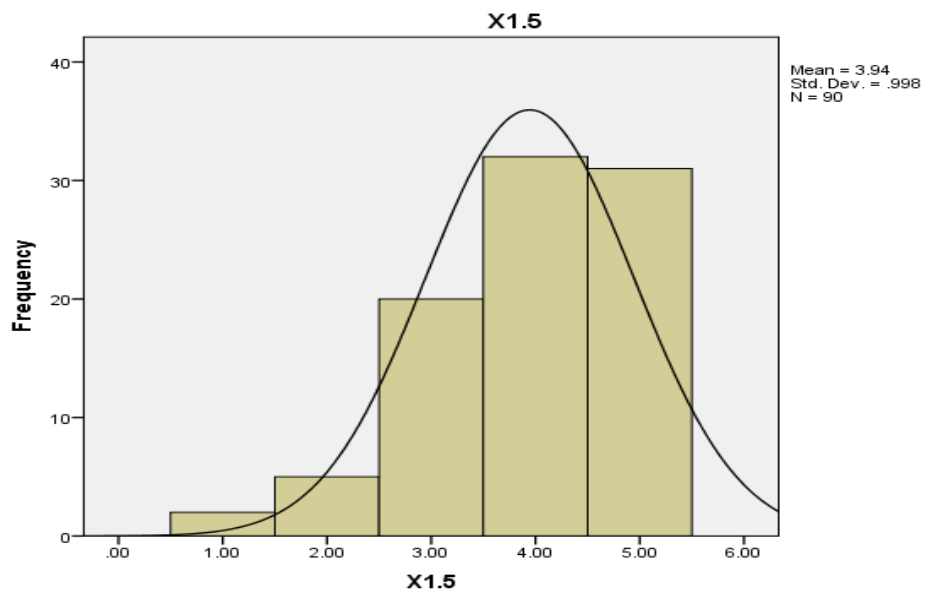
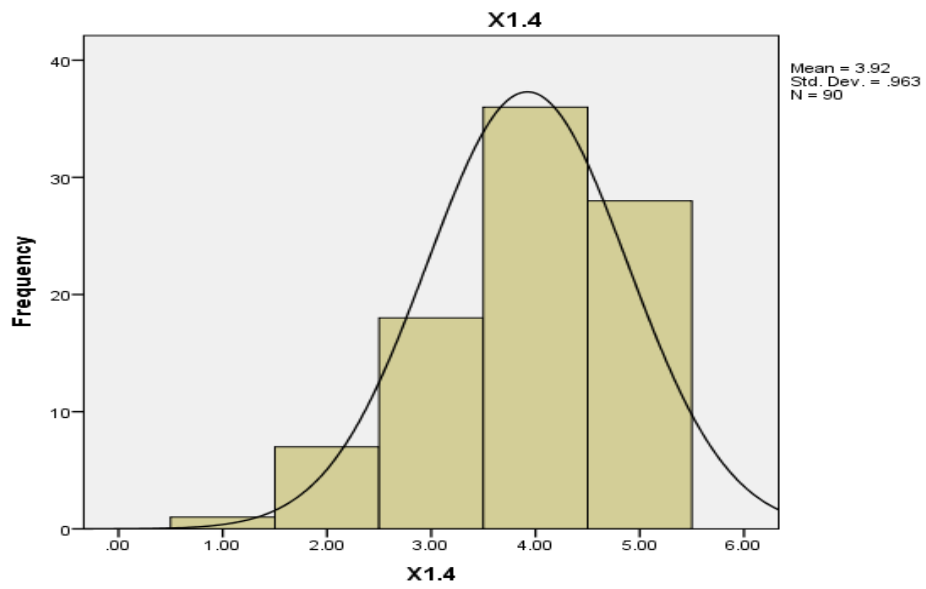
X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	7.8	7.8	7.8
	Kurang Setuju	20	22.2	22.2	30.0
	Setuju	40	44.4	44.4	74.4
	Sangat Setuju	23	25.6	25.6	100.0
	Total	90	100.0	100.0	

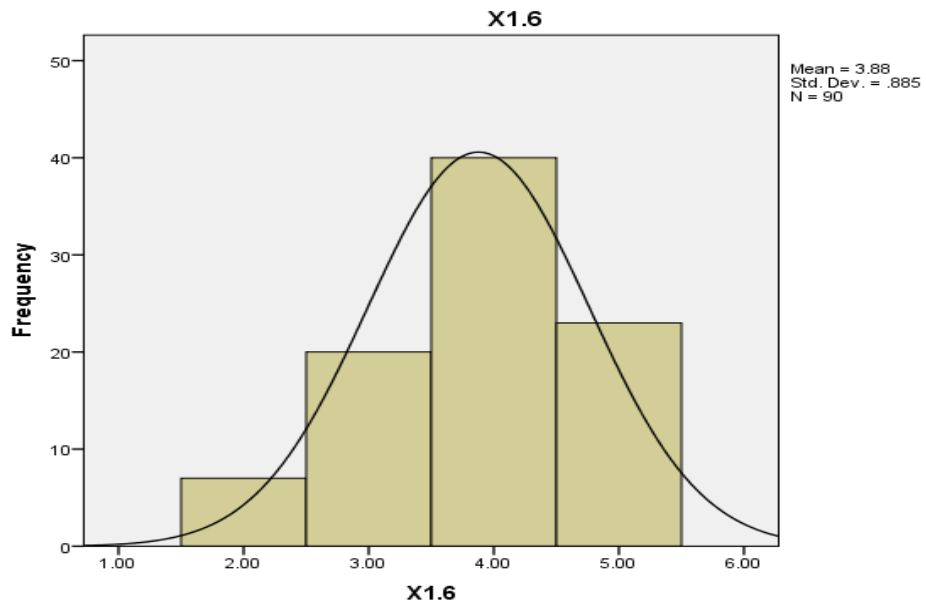
### Histogram











## Frequencies Variabel *Knowledge Donating*

**Statistics**

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9
N	Valid	90	90	90	90	90	90	90	90	90
	Missing	0	0	0	0	0	0	0	0	0
Mean		3.9333	3.8778	4.0000	4.1000	4.1000	4.0444	4.0889	4.0222	4.1333
Std. Deviation		.96919	.87188	.94809	.80797	.77966	.76307	.86951	.70277	.79606
Sum		354.00	349.00	360.00	369.00	369.00	364.00	368.00	362.00	372.00

## Frequency Table

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	2.2	2.2	2.2
	Tidak Setuju	3	3.3	3.3	5.6
	Kurang Setuju	24	26.7	26.7	32.2
	Setuju	31	34.4	34.4	66.7
	Sangat Setuju	30	33.3	33.3	100.0
	Total	90	100.0	100.0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	3	3.3	3.3	4.4
	Kurang Setuju	25	27.8	27.8	32.2
	Setuju	38	42.2	42.2	74.4
	Sangat Setuju	23	25.6	25.6	100.0
	Total	90	100.0	100.0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	6	6.7	6.7	7.8
	Kurang Setuju	16	17.8	17.8	25.6
	Setuju	36	40.0	40.0	65.6
	Sangat Setuju	31	34.4	34.4	100.0
	Total	90	100.0	100.0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3.3	3.3	3.3
	Kurang Setuju	16	17.8	17.8	21.1
	Setuju	40	44.4	44.4	65.6
	Sangat Setuju	31	34.4	34.4	100.0
	Total	90	100.0	100.0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	23	25.6	25.6	25.6
	Setuju	35	38.9	38.9	64.4
	Sangat Setuju	32	35.6	35.6	100.0
	Total	90	100.0	100.0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.2	2.2	2.2
	Kurang Setuju	18	20.0	20.0	22.2
	Setuju	44	48.9	48.9	71.1
	Sangat Setuju	26	28.9	28.9	100.0
	Total	90	100.0	100.0	

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3.3	3.3	3.3
	Kurang Setuju	21	23.3	23.3	26.7
	Setuju	31	34.4	34.4	61.1
	Sangat Setuju	35	38.9	38.9	100.0
	Total	90	100.0	100.0	

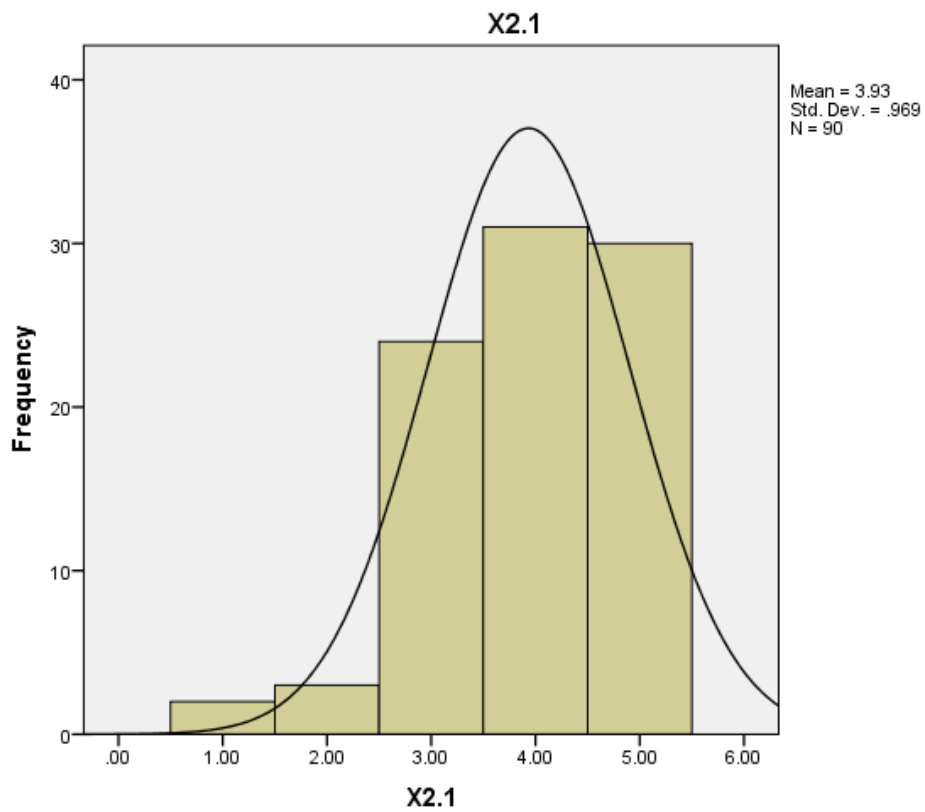
**X2.8**

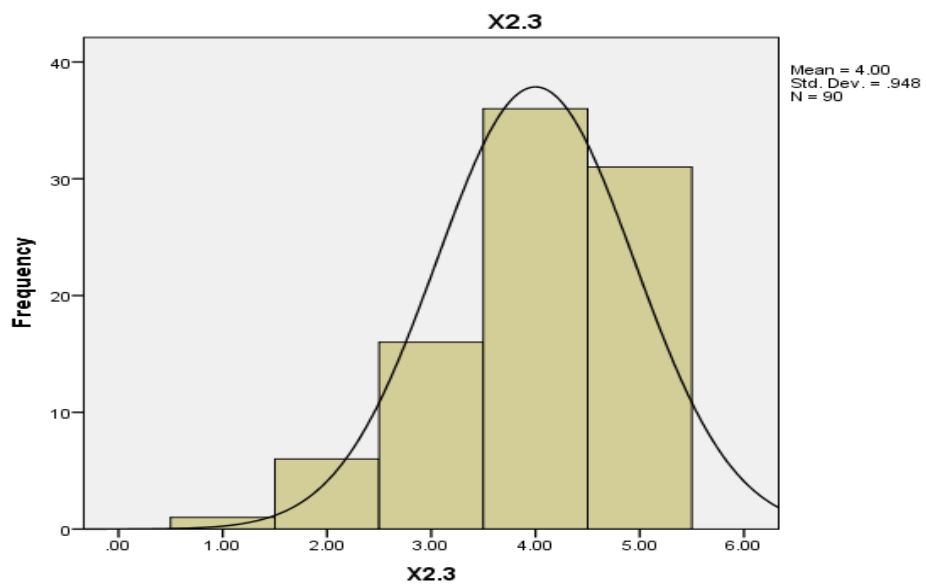
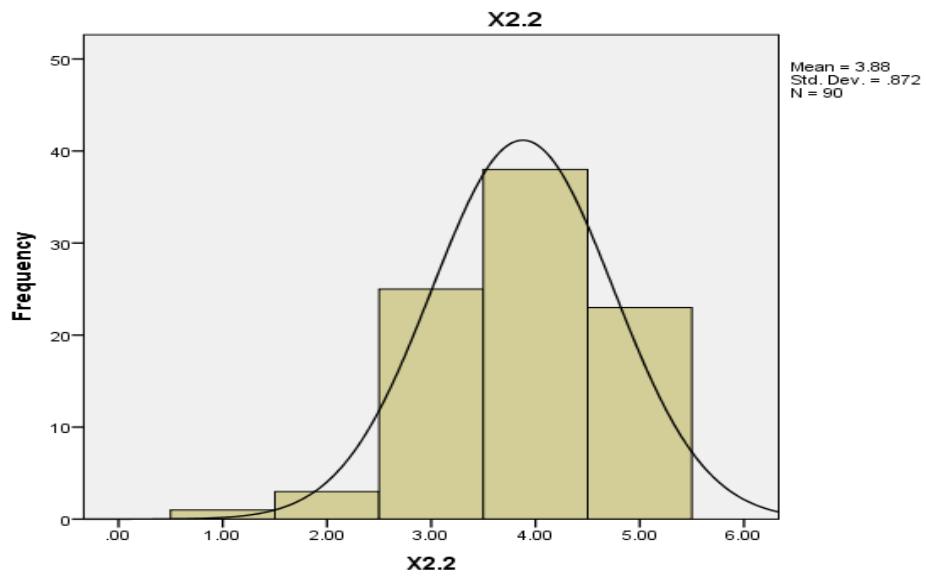
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.2	2.2	2.2
	Kurang Setuju	15	16.7	16.7	18.9
	Setuju	52	57.8	57.8	76.7
	Sangat Setuju	21	23.3	23.3	100.0
	Total	90	100.0	100.0	

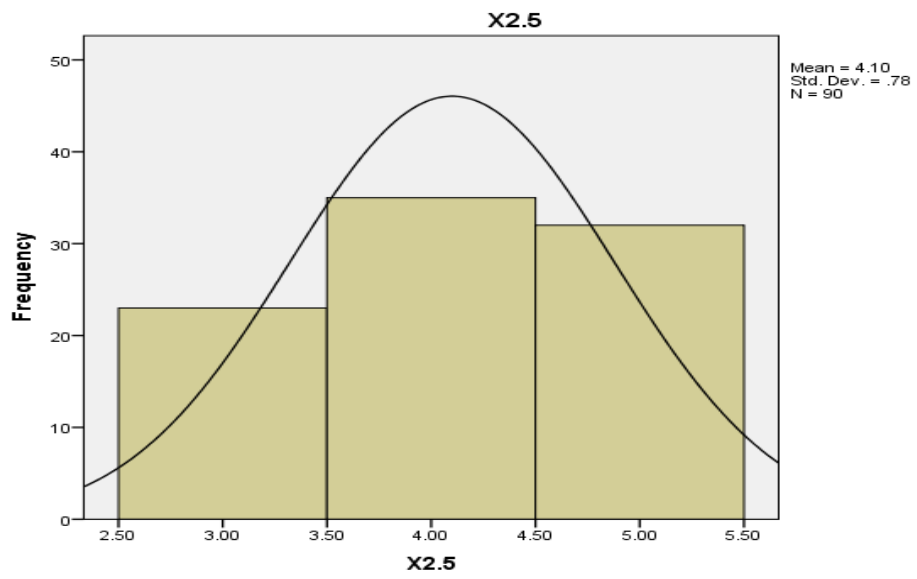
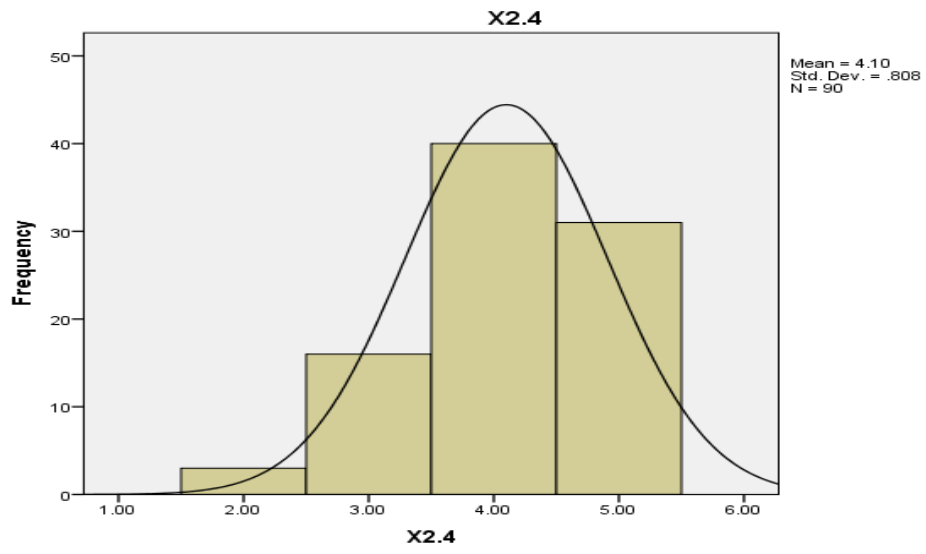
**X2.9**

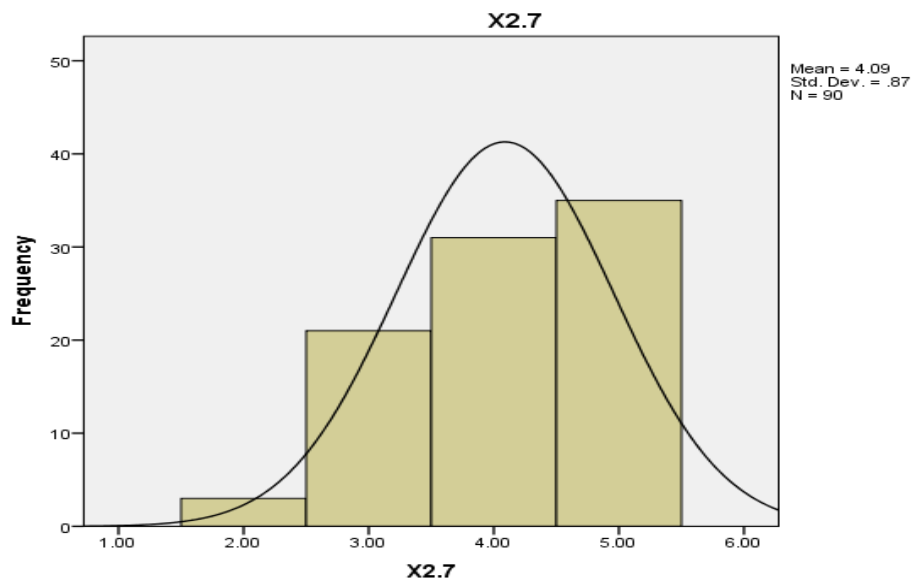
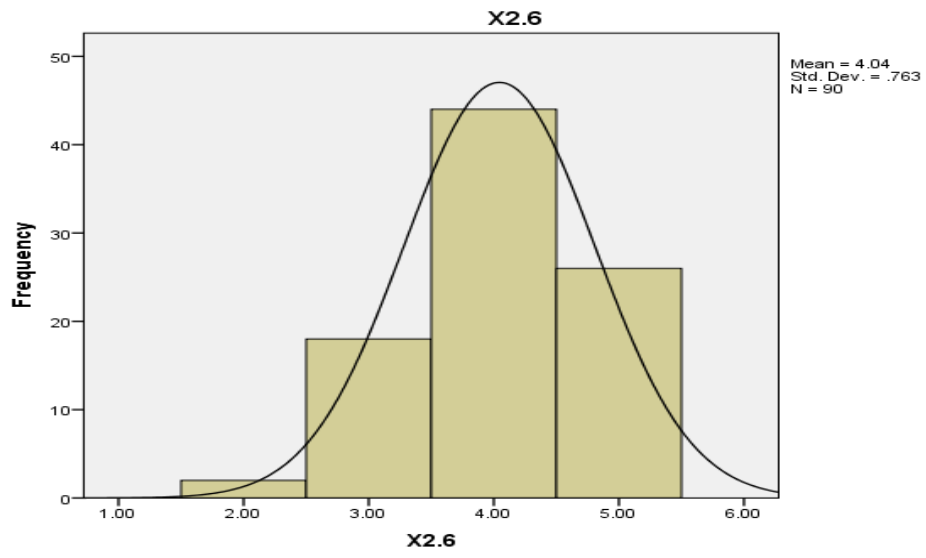
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	1	1.1	1.1	2.2
	Kurang Setuju	14	15.6	15.6	17.8
	Setuju	43	47.8	47.8	65.6
	Sangat Setuju	31	34.4	34.4	100.0
	Total		90	100.0	100.0

### Histogram

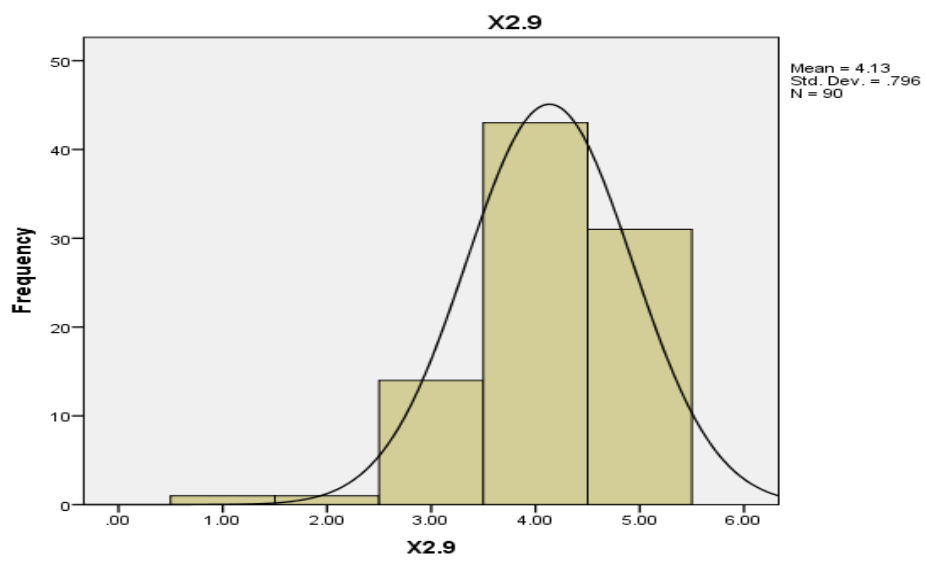
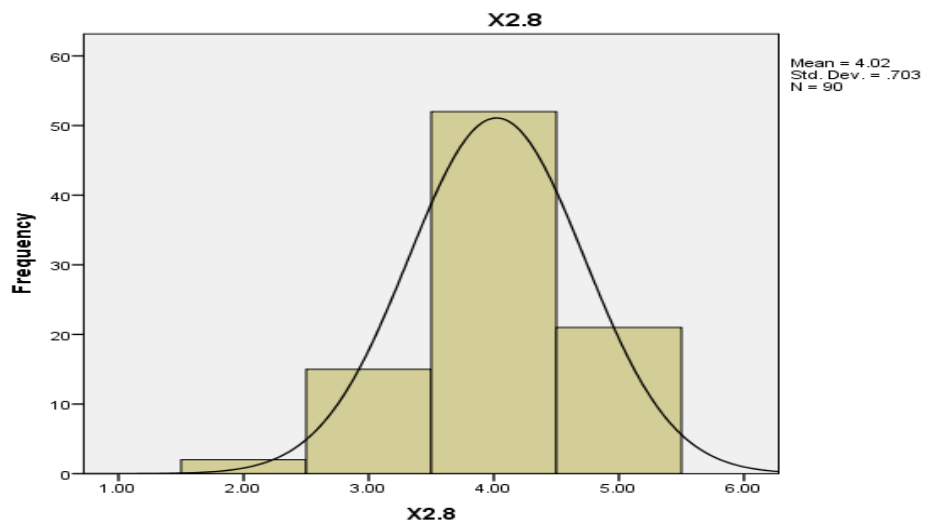












## Frequencies Variabel *Knowledge Sharing*

**Statistics**

		M1.1	M1.2	M1.3
N	Valid	90	90	90
	Missing	0	0	0
Mean		4.1778	4.1556	4.1889
Std. Deviation		.77282	.83345	.79173
Sum		376.00	374.00	377.00

## Frequency Table

**M1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3.3	3.3	3.3
	Kurang Setuju	11	12.2	12.2	15.6
	Setuju	43	47.8	47.8	63.3
	Sangat Setuju	33	36.7	36.7	100.0
	Total	90	100.0	100.0	

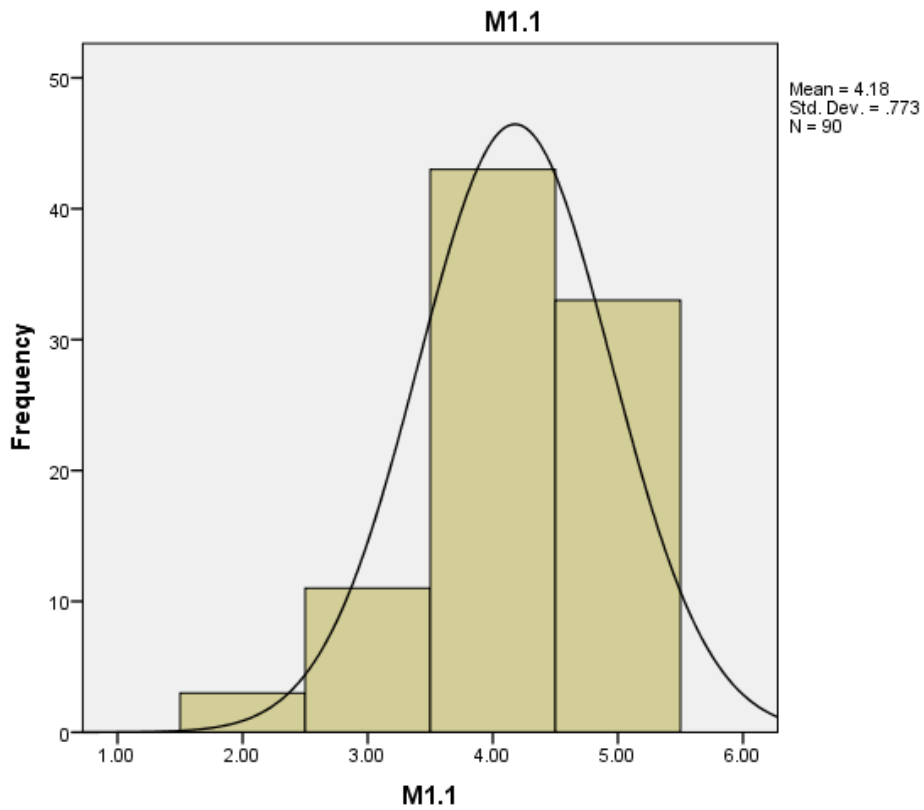
**M1.2**

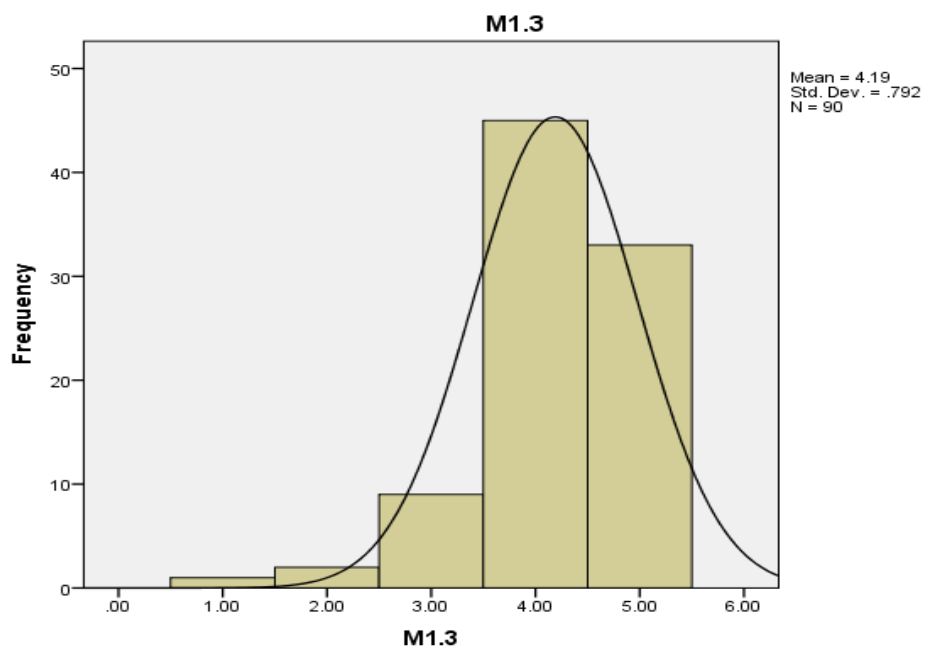
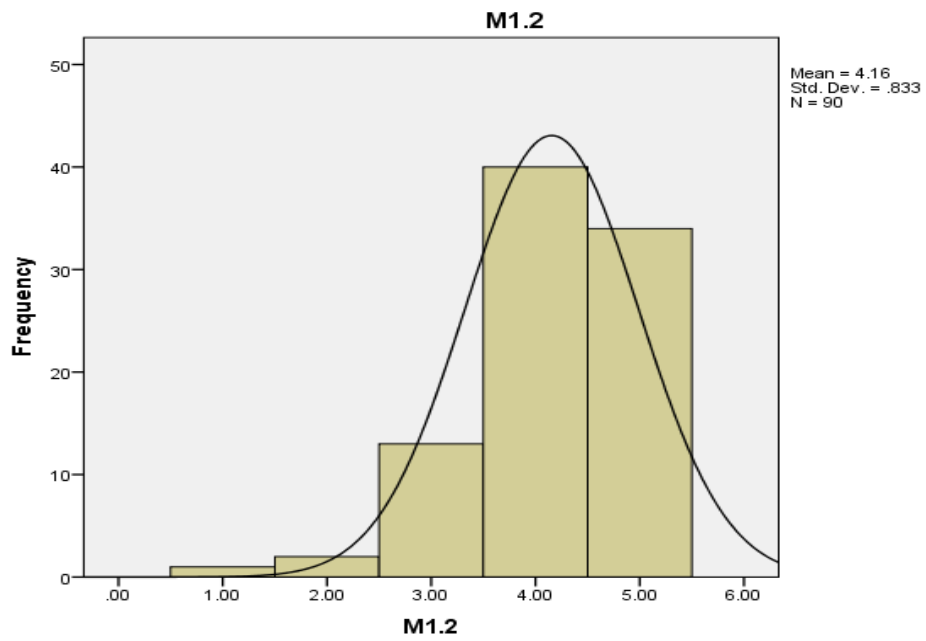
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	2	2.2	2.2	3.3
	Kurang Setuju	13	14.4	14.4	17.8
	Setuju	40	44.4	44.4	62.2
	Sangat Setuju	34	37.8	37.8	100.0
	Total	90	100.0	100.0	

**M1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	2	2.2	2.2	3.3
	Kurang Setuju	9	10.0	10.0	13.3
	Setuju	45	50.0	50.0	63.3
	Sangat Setuju	33	36.7	36.7	100.0
Total		90	100.0	100.0	

### Histogram





## Frequencies Variabel Perilaku Kerja Berinovasi

		Y1.1.1	Y1.1.2	Y1.1.3	Y1.2.1	Y1.2.2	Y1.2.3
N	Valid	90	90	90	90	90	90
	Missing	0	0	0	0	0	0
Mean		4.0889	4.1889	4.1000	4.1333	4.0333	4.0556
Std. Deviation		.78818	.80580	.82175	.83733	.87986	.83949
Sum		368.00	377.00	369.00	372.00	363.00	365.00

		Y1.3.1	Y1.3.2	Y1.3.3	Y1.4.1	Y1.4.2	Y1.4.3
N	Valid	90	90	90	90	90	90
	Missing	0	0	0	0	0	0
Mean		4.0444	4.1889	4.0000	4.0333	4.1000	4.0000
Std. Deviation		.81985	.76282	.83464	.87986	.84866	.82107
Sum		364.00	377.00	360.00	363.00	369.00	360.00

## Frequency Table

### Y1.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3.3	3.3	3.3
	Kurang Setuju	15	16.7	16.7	20.0
	Setuju	43	47.8	47.8	67.8
	Sangat Setuju	29	32.2	32.2	100.0
	Total	90	100.0	100.0	

**Y1.1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3.3	3.3	3.3
	Kurang Setuju	13	14.4	14.4	17.8
	Setuju	38	42.2	42.2	60.0
	Sangat Setuju	36	40.0	40.0	100.0
	Total	90	100.0	100.0	

**Y1.1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	4.4	4.4	4.4
	Kurang Setuju	14	15.6	15.6	20.0
	Setuju	41	45.6	45.6	65.6
	Sangat Setuju	31	34.4	34.4	100.0
	Total	90	100.0	100.0	

**Y1.2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	4.4	4.4	4.4
	Kurang Setuju	14	15.6	15.6	20.0
	Setuju	38	42.2	42.2	62.2
	Sangat Setuju	34	37.8	37.8	100.0
	Total	90	100.0	100.0	

**Y1.2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	2	2.2	2.2	3.3
	Kurang Setuju	21	23.3	23.3	26.7
	Setuju	35	38.9	38.9	65.6
	Sangat Setuju	31	34.4	34.4	100.0
	Total	90	100.0	100.0	

**Y1.2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	1	1.1	1.1	2.2
	Kurang Setuju	20	22.2	22.2	24.4
	Setuju	38	42.2	42.2	66.7
	Sangat Setuju	30	33.3	33.3	100.0
	Total	90	100.0	100.0	

**Y1.3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.1	1.1	1.1
	Tidak Setuju	2	2.2	2.2	3.3
	Kurang Setuju	16	17.8	17.8	21.1
	Setuju	44	48.9	48.9	70.0
	Sangat Setuju	27	30.0	30.0	100.0
	Total	90	100.0	100.0	

**Y1.3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.1	1.1	1.1
	Kurang Setuju	16	17.8	17.8	18.9
	Setuju	38	42.2	42.2	61.1
	Sangat Setuju	35	38.9	38.9	100.0
	Total	90	100.0	100.0	

**Y1.3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.1	1.1	1.1
	Kurang Setuju	28	31.1	31.1	32.2
	Setuju	31	34.4	34.4	66.7
	Sangat Setuju	30	33.3	33.3	100.0
	Total	90	100.0	100.0	

**Y1.4.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.1	1.1	1.1
	Kurang Setuju	30	33.3	33.3	34.4
	Setuju	24	26.7	26.7	61.1
	Sangat Setuju	35	38.9	38.9	100.0
	Total	90	100.0	100.0	



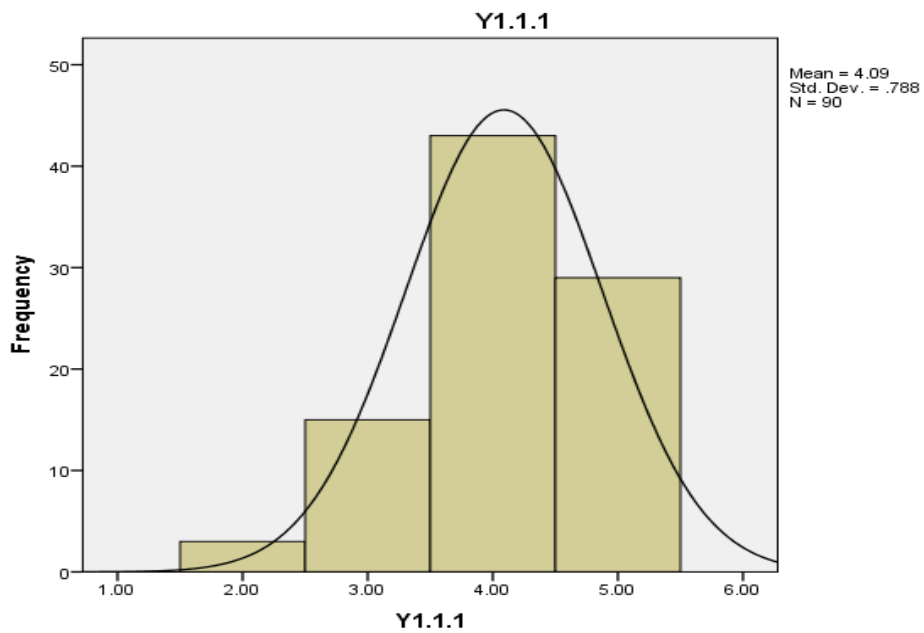
Y1.4.2

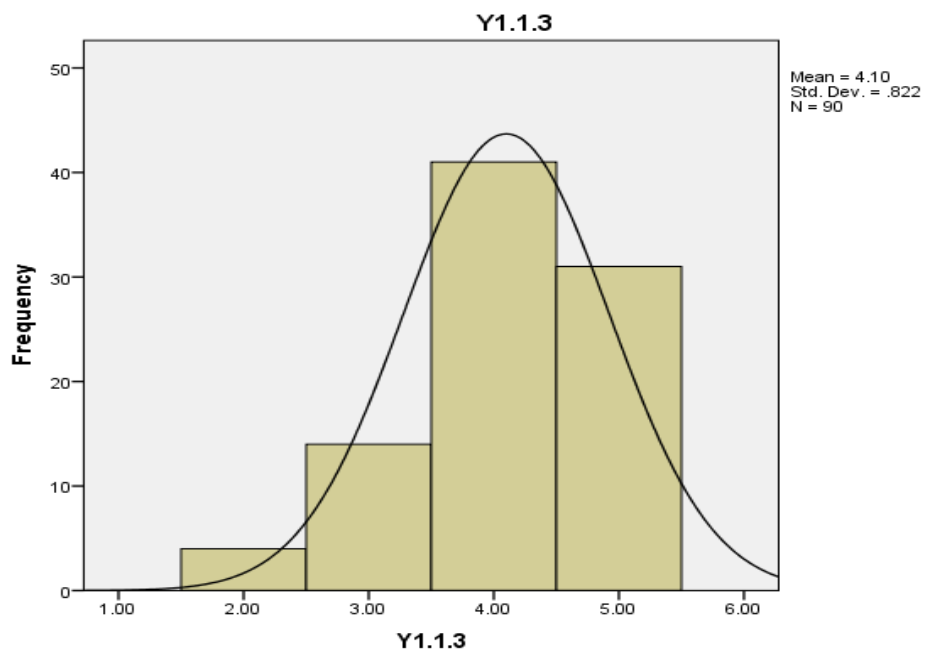
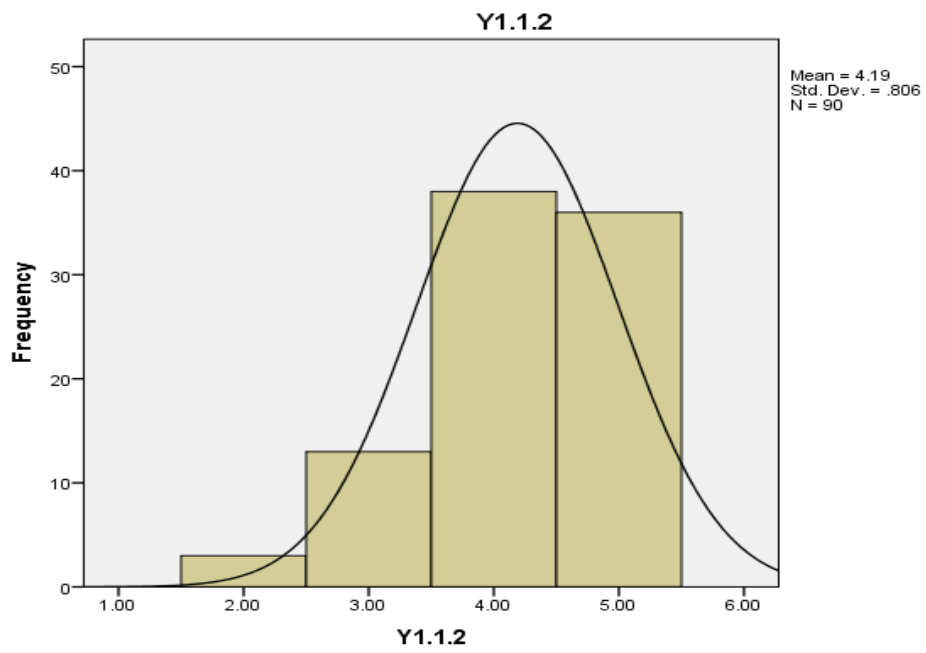
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.2	2.2	2.2
	Kurang Setuju	22	24.4	24.4	26.7
	Setuju	31	34.4	34.4	61.1
	Sangat Setuju	35	38.9	38.9	100.0
	Total	90	100.0	100.0	

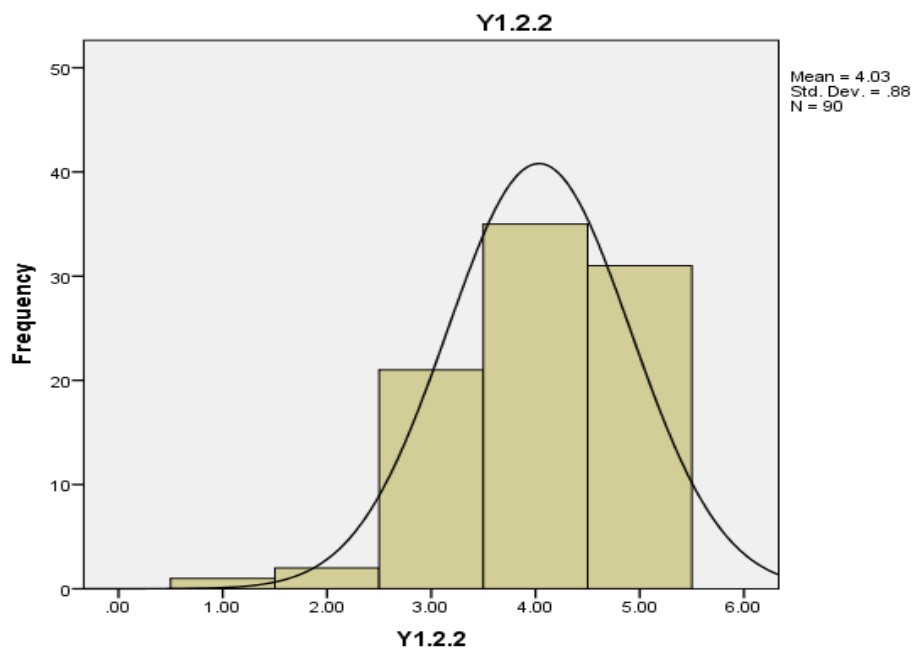
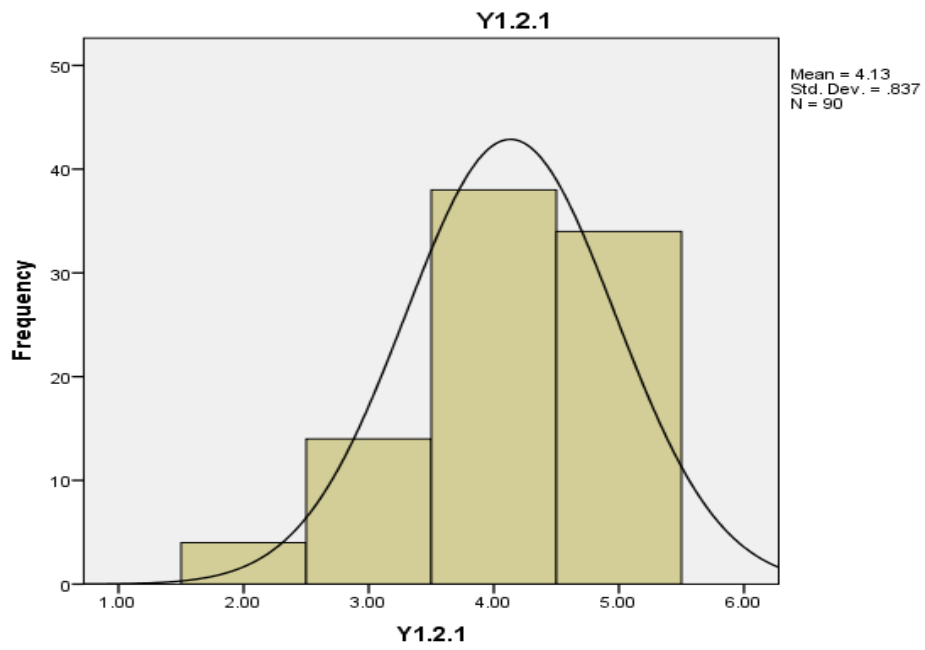
Y1.4.3

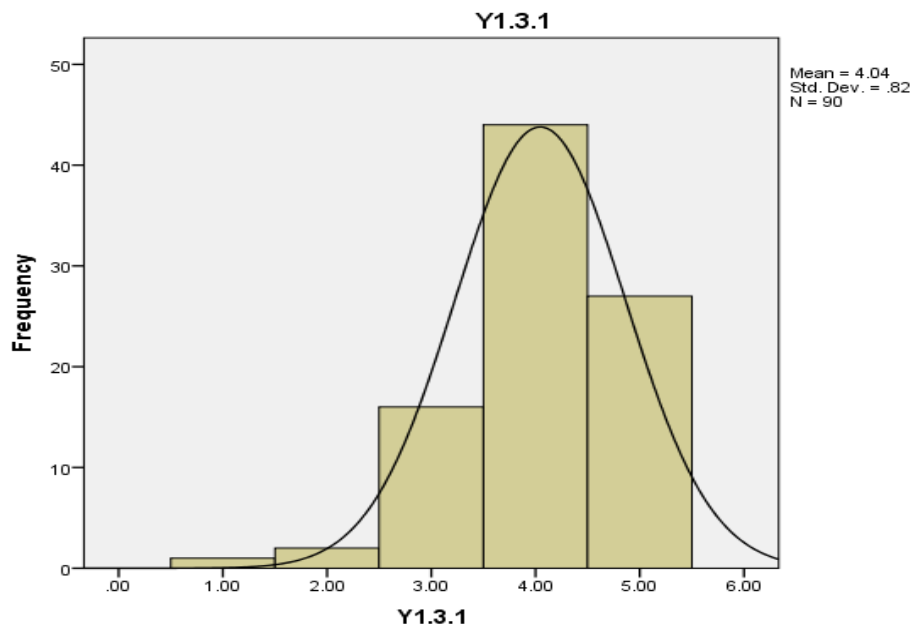
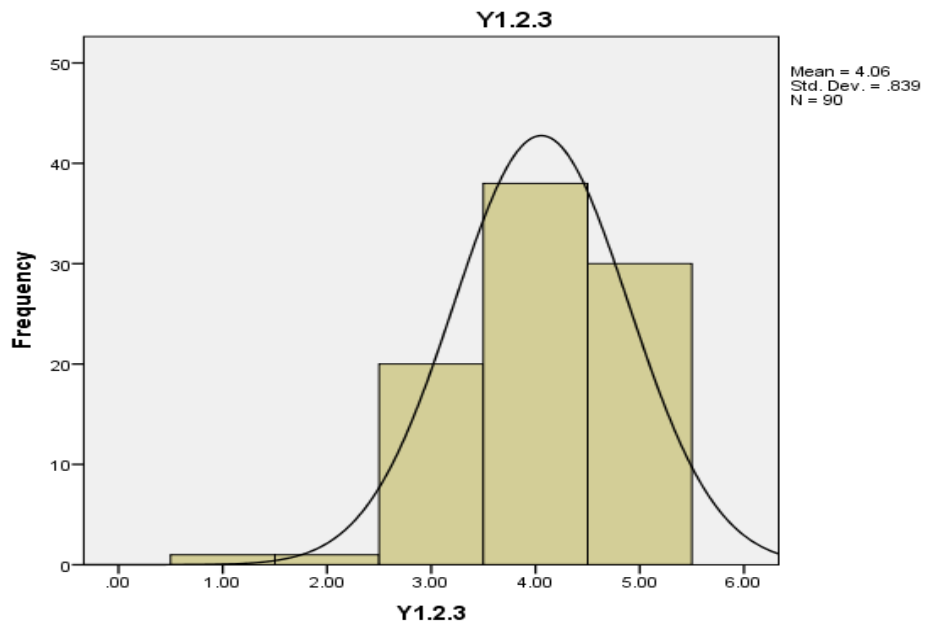
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	3.3	3.3	3.3
	Kurang Setuju	21	23.3	23.3	26.7
	Setuju	39	43.3	43.3	70.0
	Sangat Setuju	27	30.0	30.0	100.0
	Total	90	100.0	100.0	

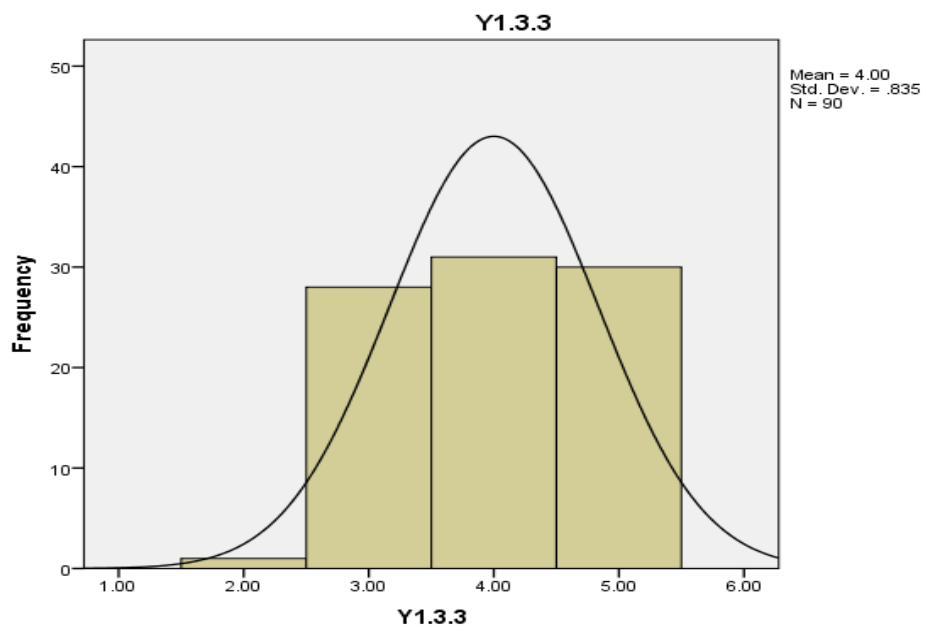
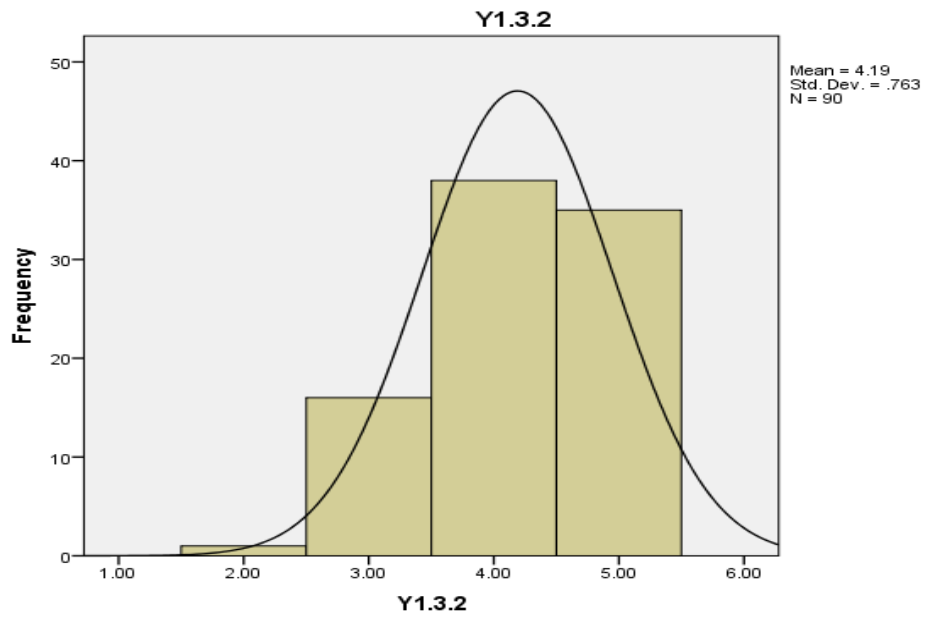
## Histogram

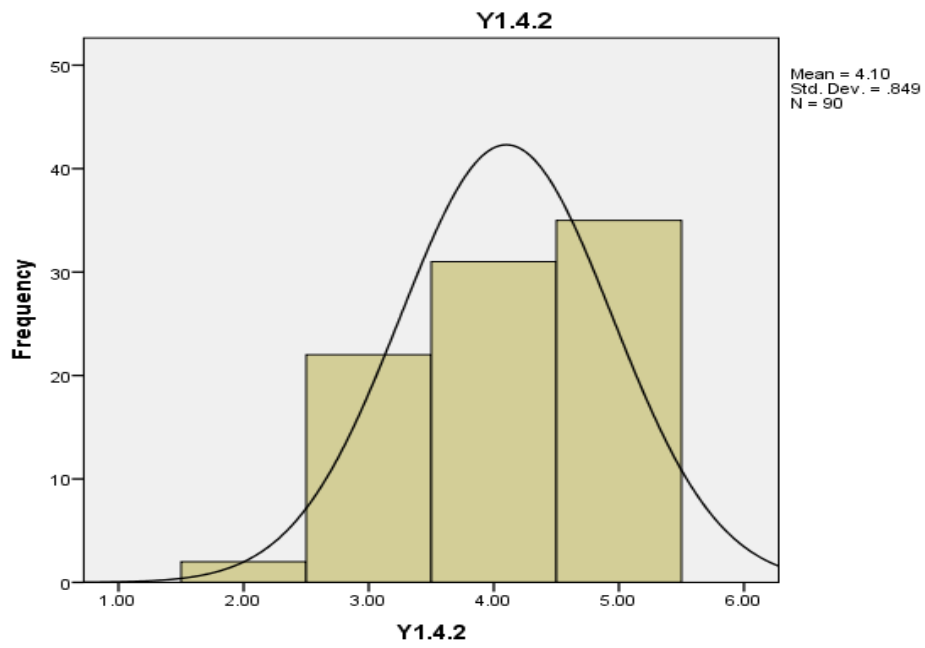
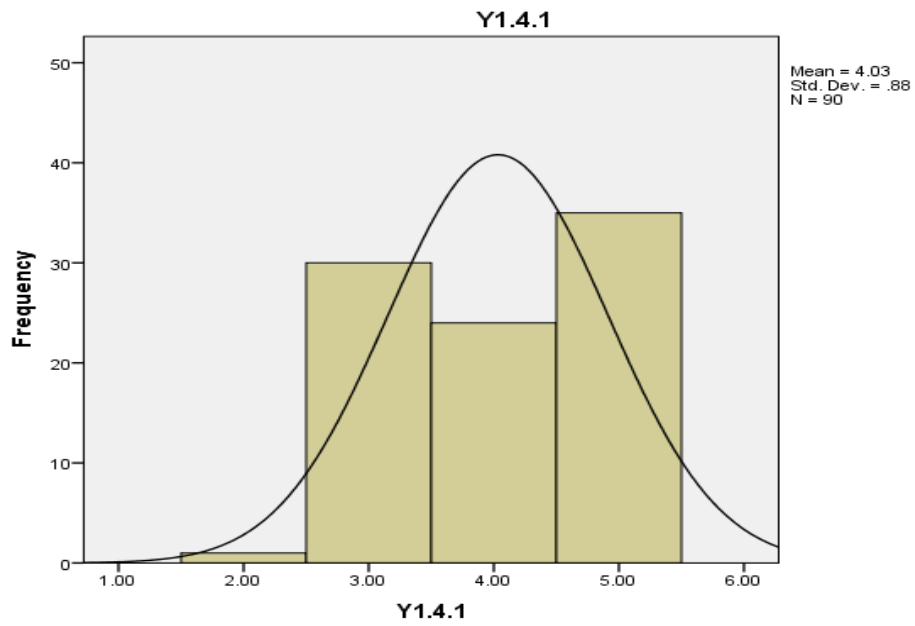


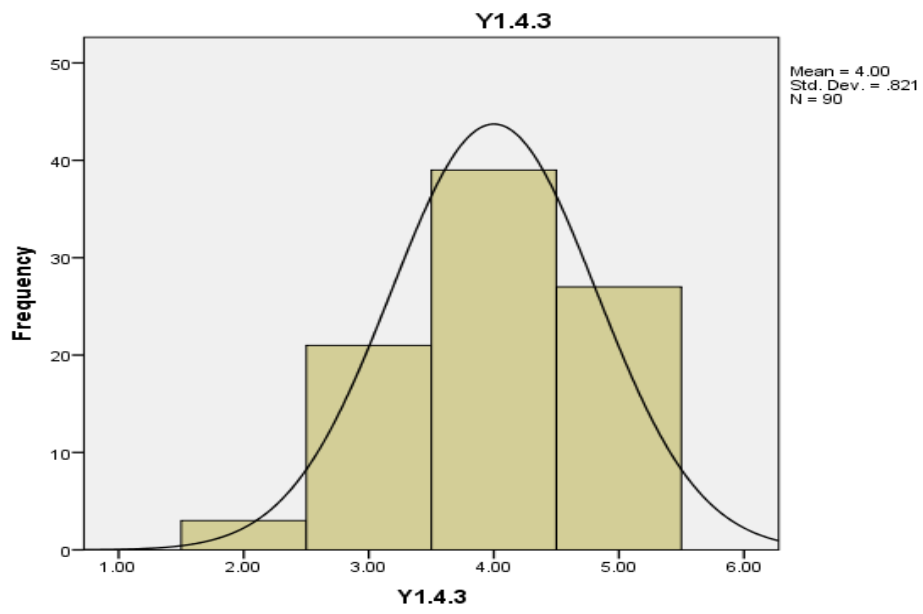












### Lampiran 3. Uji Instrumen Penelitian

#### **Reliability Variabel *Knowledge Collecting***

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	90	100.0
	Excluded <sup>a</sup>	0	.0
	Total	90	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.923	6

**Item Statistics**

	Mean	Std. Deviation	N
X1.1	4.0667	.94572	90
X1.2	3.9667	.90504	90
X1.3	3.9667	.92954	90
X1.4	3.9222	.96253	90
X1.5	3.9444	.99844	90
X1.6	3.8778	.88467	90



**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	19.6778	16.198	.758	.911
X1.2	19.7778	16.579	.742	.913
X1.3	19.7778	16.175	.779	.908
X1.4	19.8222	16.103	.756	.912
X1.5	19.8000	15.555	.802	.906
X1.6	19.8667	16.139	.836	.901

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
23.7444	22.867	4.78190	6

## Reliability Variabel *Knowledge Donating*

Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	90	100.0
	Excluded <sup>a</sup>	0	.0
	Total	90	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.925	9

**Item Statistics**

	Mean	Std. Deviation	N
X2.1	3.9333	.96919	90
X2.2	3.8778	.87188	90
X2.3	4.0000	.94809	90
X2.4	4.1000	.80797	90
X2.5	4.1000	.77966	90
X2.6	4.0444	.76307	90
X2.7	4.0889	.86951	90
X2.8	4.0222	.70277	90
X2.9	4.1333	.79606	90

**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	32.3667	26.684	.795	.912
X2.2	32.4222	27.955	.745	.915
X2.3	32.3000	27.718	.698	.919
X2.4	32.2000	28.364	.763	.914
X2.5	32.2000	28.431	.787	.913
X2.6	32.2556	28.485	.800	.912
X2.7	32.2111	27.427	.813	.911
X2.8	32.2778	30.068	.652	.921
X2.9	32.1667	30.275	.534	.928

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
36.3000	35.583	5.96516	9

## Reliability Variabel *Knowledge Sharing*

Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	90	100.0
	Excluded <sup>a</sup>	0	.0
	Total	90	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.897	3

**Item Statistics**

	Mean	Std. Deviation	N
M1.1	4.1778	.77282	90
M1.2	4.1556	.83345	90
M1.3	4.1889	.79173	90

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
M1.1	8.3444	2.296	.801	.849
M1.2	8.3667	2.100	.817	.834
M1.3	8.3333	2.292	.772	.873

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
12.5222	4.769	2.18384	3

## Reliability Variabel Perilaku Kerja Berinovasi

Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	90	100.0
	Excluded <sup>a</sup>	0	.0
	Total	90	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.936	12

**Item Statistics**

	Mean	Std. Deviation	N
Y1.1.1	4.0889	.78818	90
Y1.1.2	4.1889	.80580	90
Y1.1.3	4.1000	.82175	90
Y1.2.1	4.1333	.83733	90
Y1.2.2	4.0333	.87986	90
Y1.2.3	4.0556	.83949	90
Y1.3.1	4.0444	.81985	90
Y1.3.2	4.1889	.76282	90
Y1.3.3	4.0000	.83464	90
Y1.4.1	4.0333	.87986	90
Y1.4.2	4.1000	.84866	90
Y1.4.3	4.0000	.82107	90

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1.1	44.8778	49.996	.681	.932
Y1.1.2	44.7778	48.826	.776	.929
Y1.1.3	44.8667	48.656	.775	.929
Y1.2.1	44.8333	48.590	.764	.929
Y1.2.2	44.9333	48.265	.750	.930
Y1.2.3	44.9111	49.498	.678	.932
Y1.3.1	44.9222	48.814	.762	.929
Y1.3.2	44.7778	49.860	.721	.931
Y1.3.3	44.9667	50.347	.605	.935
Y1.4.1	44.9333	48.737	.708	.931
Y1.4.2	44.8667	48.566	.755	.930
Y1.4.3	44.9667	50.212	.630	.934

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
48.9667	58.212	7.62970	12

## Lampiran 4. Uji Regresi

### Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Knowledge_Sharing, Knowledge_Collecting, Knowledge_Donating <sup>b</sup>		Enter

a. Dependent Variable: Perilaku\_kerja\_berinovasi

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.629 <sup>a</sup>	.396	.375	.66055

a. Predictors: (Constant), Knowledge\_Sharing, Knowledge\_Collecting, Knowledge\_Donating

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24.576	3	8.192	18.775	.000 <sup>b</sup>
	Residual	37.524	86	.436		
	Total	62.100	89			

a. Dependent Variable: Perilaku\_kerja\_berinovasi

b. Predictors: (Constant), Knowledge\_Sharing, Knowledge\_Collecting, Knowledge\_Donating

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.354	.490		.721	.473
	Knowledge_Collecting	.358	.081	.375	4.406	.000
	Knowledge_Donating	.257	.110	.216	2.340	.022
	Knowledge_Sharing	.283	.081	.320	3.500	.001

a. Dependent Variable: Perilaku\_kerja\_berinovasi



Lampiran 5. Data Panel

Responden	<i>Knowledge Collecting</i>					
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
1	4	4	4	5	5	5
2	5	4	4	4	4	4
3	3	3	4	3	4	3
4	5	5	5	4	4	4
5	5	5	4	3	3	3
6	4	4	4	4	4	4
7	4	4	4	4	3	3
8	4	3	3	2	2	2
9	5	5	4	5	4	5
10	4	4	4	5	4	4
11	2	3	2	2	2	2
12	3	4	3	3	3	3
13	4	4	4	4	5	5
14	5	5	5	4	4	4
15	5	4	4	3	4	3
16	4	4	4	4	4	4
17	5	4	5	4	5	4
18	3	3	3	4	3	3
19	3	3	3	3	3	3
20	5	4	5	5	5	4
21	1	1	1	2	2	2
22	4	4	4	4	5	4
23	3	3	3	3	3	3
24	5	5	5	4	5	5
25	4	4	4	5	5	5
26	5	4	4	5	4	5
27	4	4	4	3	3	3
28	4	5	4	5	4	5
29	3	3	3	4	4	4
30	4	4	5	5	4	4
31	4	4	4	5	4	4
32	3	4	3	4	3	4
33	5	5	5	5	5	5
34	5	5	5	3	4	4
35	5	5	5	5	5	5

36	4	4	4	4	4	4
37	4	4	5	4	4	4
38	5	5	5	4	5	5
39	4	3	4	3	4	4
40	4	4	4	3	3	4
41	5	5	4	5	5	4
42	4	4	5	4	4	4
43	3	3	4	3	3	3
44	4	4	3	5	5	5
45	4	4	4	4	4	4
46	5	5	5	4	4	4
47	5	5	4	4	4	4
48	4	3	3	3	4	3
49	5	5	4	4	5	4
50	4	4	5	5	4	4
51	4	5	5	5	5	5
52	5	5	5	4	5	5
53	5	5	5	4	3	4
54	4	4	2	3	3	3
55	4	4	4	4	4	4
56	5	5	4	4	4	4
57	3	3	3	4	5	4
58	5	3	5	4	4	4
59	5	5	4	5	5	5
60	2	2	3	3	3	3
61	4	5	4	5	5	5
62	5	5	5	4	5	4
63	4	3	4	5	5	5
64	4	4	3	4	3	3
65	3	3	3	4	4	4
66	4	3	4	5	5	4
67	4	4	4	4	3	3
68	3	3	4	3	3	3
69	1	1	1	2	2	2
70	5	4	5	5	4	4
71	3	3	4	5	5	5
72	3	4	3	4	3	4
73	2	2	2	2	1	2
74	5	5	5	5	5	5

75	5	5	5	4	5	5
76	4	4	4	4	4	4
77	4	3	3	1	1	2
78	5	5	5	4	5	5
79	4	4	4	3	3	3
80	4	4	5	5	5	4
81	4	3	3	3	3	3
82	5	4	4	4	5	4
83	4	3	4	3	4	3
84	5	5	5	5	5	5
85	5	5	5	5	5	5
86	2	4	2	2	3	3
87	5	5	4	5	5	5
88	4	4	4	5	4	4
89	4	4	4	2	2	2
90	5	4	5	5	5	4

Responden	<i>Knowledge Donating</i>								
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9
1	5	5	4	5	5	5	5	4	5
2	5	4	4	4	5	4	5	4	4
3	4	3	4	3	4	4	4	4	3
4	4	4	3	4	5	5	5	5	4
5	3	3	4	4	4	4	4	4	5
6	4	4	4	4	4	4	3	4	4
7	3	3	3	4	3	3	3	4	3
8	3	2	2	3	4	4	4	5	4
9	5	4	5	5	5	5	5	4	4
10	4	4	5	4	4	4	5	4	5
11	2	3	2	3	3	3	3	4	2
12	3	3	3	4	3	4	3	4	4
13	5	5	5	3	4	4	4	4	5
14	4	4	4	4	4	4	4	4	5
15	3	3	3	4	4	3	4	4	5
16	4	4	4	5	5	4	5	5	5
17	5	4	5	4	5	4	5	4	4
18	3	3	3	4	5	3	5	3	5
19	3	3	3	4	4	4	4	4	5
20	5	4	5	5	5	4	5	4	4
21	2	3	2	5	4	4	4	4	4
22	5	4	5	4	5	4	5	4	4
23	3	3	4	4	4	4	4	3	3
24	5	5	5	5	5	5	5	4	4
25	5	5	4	5	5	5	5	5	4
26	5	5	5	5	5	4	5	5	5
27	3	3	4	3	3	4	3	3	4
28	4	5	4	5	4	5	4	5	5
29	4	4	4	3	3	3	3	4	4
30	4	4	5	5	5	4	5	4	5
31	4	4	4	5	4	4	4	4	5
32	3	4	3	4	3	4	3	4	4
33	5	4	5	5	5	5	5	5	4
34	4	4	4	5	5	5	5	4	5
35	5	5	4	4	4	4	4	4	3
36	4	4	4	3	3	3	3	4	3

37	4	4	5	4	5	4	5	4	4
38	5	5	5	4	5	5	5	5	5
39	3	4	4	3	3	3	3	3	3
40	3	3	3	3	3	4	3	4	3
41	5	5	4	5	5	5	5	5	5
42	4	4	4	4	5	4	5	4	4
43	3	3	4	3	3	3	4	3	3
44	5	5	5	4	5	5	5	5	4
45	4	4	4	4	4	4	4	4	4
46	4	4	4	4	4	4	3	4	4
47	4	4	4	5	4	5	5	5	5
48	3	3	3	4	3	3	3	3	3
49	5	5	5	5	4	5	5	5	4
50	4	4	5	5	4	4	4	4	5
51	5	5	4	5	5	5	5	4	5
52	5	5	5	4	3	4	3	4	4
53	4	4	4	4	4	4	4	3	5
54	3	3	3	3	3	3	2	3	3
55	3	4	4	4	4	5	4	4	4
56	4	5	5	4	4	4	5	4	4
57	4	4	5	3	3	3	3	4	3
58	4	3	4	5	5	5	5	5	4
59	5	4	5	5	5	5	5	5	5
60	3	3	3	3	3	3	3	4	5
61	4	5	5	4	4	4	4	4	4
62	5	4	5	5	5	5	5	4	5
63	5	5	4	4	4	4	4	3	3
64	3	3	3	4	3	3	3	3	5
65	4	4	4	4	3	3	3	3	4
66	5	4	5	5	5	5	5	5	5
67	3	3	3	4	4	4	4	4	4
68	3	3	4	4	4	4	4	5	4
69	2	3	2	3	3	3	3	4	4
70	4	4	5	5	5	4	5	4	5
71	5	4	5	5	4	4	4	4	5
72	3	4	3	4	3	4	3	4	4
73	1	2	1	4	4	4	4	3	4
74	5	4	5	4	4	4	4	4	4

75	5	5	5	5	5	5	5	5	5
76	4	4	4	4	4	4	4	4	4
77	1	1	2	2	3	2	2	2	1
78	5	5	5	5	5	5	5	5	5
79	3	3	3	3	4	3	4	3	4
80	4	4	4	5	4	4	4	4	4
81	4	3	4	3	3	3	3	4	3
82	5	5	5	5	5	5	5	4	4
83	4	3	4	4	4	4	4	3	3
84	5	5	5	4	5	5	5	5	4
85	5	5	4	5	5	5	4	5	4
86	3	3	3	2	3	3	3	3	4
87	4	5	5	4	4	5	4	4	4
88	4	4	4	5	4	5	4	5	5
89	3	2	2	2	3	2	2	2	4
90	5	5	5	5	5	4	5	4	5

Responden	<i>Knowledge Sharing</i>		
	M1.1	M1.2	M1.3
1	4	4	4
2	5	4	5
3	4	4	4
4	4	3	4
5	5	5	5
6	4	4	3
7	3	3	4
8	4	4	4
9	4	5	4
10	5	5	5
11	2	2	2
12	5	5	5
13	5	5	5
14	4	5	5
15	4	4	4
16	5	5	5
17	4	4	4
18	5	5	5
19	4	4	4
20	4	4	5
21	4	4	4
22	5	5	5
23	4	4	4
24	5	5	5
25	4	4	4
26	5	4	5
27	4	4	4
28	4	5	4
29	3	3	3
30	4	5	5
31	4	5	5
32	3	3	3
33	4	3	4
34	4	5	5
35	4	4	4
36	3	3	4
37	4	4	5

38	5	5	5
39	4	4	4
40	3	4	3
41	5	5	4
42	5	4	4
43	3	3	4
44	3	4	4
45	4	4	4
46	4	4	3
47	5	5	4
48	3	3	3
49	5	5	5
50	4	4	4
51	5	5	4
52	5	5	5
53	5	5	5
54	4	4	4
55	4	4	3
56	4	5	4
57	2	2	2
58	5	5	5
59	5	5	4
60	4	4	4
61	4	4	4
62	5	5	5
63	4	3	4
64	5	5	5
65	4	5	4
66	5	4	5
67	5	4	4
68	4	4	4
69	3	3	3
70	5	5	5
71	4	4	4
72	5	5	5
73	4	4	3
74	3	4	4
75	5	5	4
76	4	4	5



77	2	1	1
78	5	5	5
79	4	3	4
80	4	4	5
81	3	3	4
82	5	5	5
83	4	3	4
84	5	5	5
85	5	4	4
86	4	4	5
87	5	4	4
88	4	5	5
89	5	4	4
90	4	4	4

Resp.	Perilaku Kerja Berinovasi											
	Y1.1.1	Y1.1.2	Y1.1.3	Y1.2.1	Y1.2.2	Y1.2.3	Y1.3.1	Y1.3.2	Y1.3.3	Y1.4.1	Y1.4.2	Y1.4.3
1	5	5	5	4	5	5	5	4	3	3	3	4
2	4	5	5	5	4	4	4	5	4	5	5	5
3	3	3	3	4	3	3	3	3	3	3	3	4
4	5	5	5	4	4	5	5	5	5	5	5	4
5	4	4	4	4	4	3	3	3	4	4	5	4
6	4	3	3	3	4	4	4	3	3	4	4	4
7	4	4	4	4	3	3	3	3	3	3	3	4
8	4	4	4	4	4	4	3	4	4	4	4	4
9	4	4	4	4	4	4	5	4	5	5	5	4
10	5	5	4	5	5	5	5	5	5	5	5	5
11	2	2	2	3	3	4	3	3	2	3	2	2
12	5	5	5	5	4	5	5	5	4	5	5	5
13	5	4	5	5	5	5	5	5	3	4	4	4
14	5	5	5	5	5	5	4	5	5	5	5	5
15	3	3	4	3	4	4	4	4	4	5	5	5
16	5	5	5	4	4	4	5	4	4	3	4	4
17	5	5	4	5	5	5	5	5	4	5	5	5
18	4	4	4	4	3	4	3	3	3	3	3	3
19	4	5	5	5	4	5	5	5	5	5	5	5
20	5	5	4	5	5	5	4	5	5	5	5	5
21	5	4	4	4	5	4	4	4	4	4	4	4
22	4	4	4	4	4	4	4	4	5	5	4	5
23	4	4	4	4	5	5	5	4	3	4	4	4
24	4	4	4	4	5	5	5	5	4	4	4	4
25	4	5	4	4	4	4	4	4	5	5	5	4
26	5	5	5	5	5	5	5	5	4	3	3	3
27	4	5	5	5	5	4	4	4	4	4	5	4
28	5	5	5	4	4	4	4	4	5	5	5	5
29	3	3	4	3	3	3	3	3	3	3	4	3
30	5	5	5	5	5	4	4	4	5	5	5	5
31	5	5	5	4	4	3	4	4	4	4	4	4
32	3	3	3	3	3	3	3	3	3	3	3	3
33	4	4	3	4	4	4	4	5	3	3	3	3
34	3	4	4	4	5	5	5	5	5	4	5	5

35	5	5	4	5	4	4	4	5	3	3	3	3
36	3	3	3	4	4	4	4	4	3	3	4	3
37	4	4	4	4	4	4	4	5	4	4	4	4
38	4	5	5	5	5	5	5	5	4	5	5	5
39	3	4	3	3	4	3	4	4	4	4	4	3
40	5	4	4	4	2	3	3	3	4	4	4	3
41	5	5	5	5	5	5	5	5	3	3	3	2
42	4	4	4	5	4	4	4	5	3	3	3	4
43	3	3	3	3	3	4	3	3	3	3	3	3
44	4	5	5	5	4	5	4	5	4	3	4	4
45	4	5	4	4	4	4	4	4	4	4	5	4
46	5	5	5	5	5	5	4	5	5	5	5	5
47	4	5	4	4	5	4	4	4	4	5	4	4
48	3	3	4	3	3	3	3	4	3	3	3	3
49	4	5	5	5	4	3	4	4	5	5	5	4
50	4	4	4	5	4	4	4	4	3	3	4	3
51	5	4	5	5	5	4	5	5	3	4	4	4
52	4	5	5	5	4	3	4	4	5	5	5	5
53	5	5	5	5	5	5	5	5	4	5	5	5
54	5	4	4	4	3	4	4	4	3	3	3	3
55	4	4	3	4	4	4	4	5	5	5	5	4
56	4	4	4	4	5	5	5	4	5	5	5	5
57	3	3	3	2	3	3	2	3	3	2	2	2
58	4	4	4	4	4	5	5	5	4	4	4	5
59	4	5	5	5	4	5	5	5	5	5	5	4
60	3	4	3	3	3	3	3	4	4	4	4	3
61	4	5	4	4	5	5	5	5	5	5	5	4
62	4	5	5	5	4	5	5	5	5	5	5	5
63	4	4	4	4	3	4	4	4	3	3	3	4
64	4	5	5	5	5	5	5	5	5	5	5	4
65	4	3	3	3	3	3	3	3	3	3	3	4
66	5	4	5	5	5	5	4	5	5	5	5	5
67	5	4	4	4	4	4	5	4	5	5	5	4
68	4	4	4	4	3	3	3	4	3	3	3	3
69	2	3	2	2	1	1	1	2	4	3	3	3
70	4	4	4	4	5	4	4	4	5	4	4	4

71	3	4	3	3	3	4	4	4	3	3	3	4
72	4	5	5	5	5	5	4	5	4	4	4	3
73	4	4	4	3	4	4	4	4	5	4	4	4
74	4	4	4	4	5	4	5	5	5	5	5	4
75	5	5	5	5	5	5	4	5	5	5	5	5
76	4	5	4	4	4	3	4	4	4	4	4	5
77	2	2	2	2	2	2	2	3	4	3	3	3
78	5	5	5	5	4	3	4	4	5	5	5	5
79	4	4	4	3	3	4	4	4	4	4	4	3
80	4	4	4	4	5	4	4	4	5	5	4	5
81	3	3	3	4	3	3	3	3	3	3	3	4
82	4	4	4	5	4	5	5	5	4	4	4	5
83	3	4	4	4	3	4	4	4	3	3	3	4
84	4	3	3	3	4	4	4	3	4	4	4	3
85	5	5	5	5	3	4	4	4	4	5	4	4
86	4	4	4	5	3	3	4	3	5	5	5	5
87	5	4	4	4	5	5	5	5	4	3	4	4
88	5	4	5	5	5	4	4	4	5	5	5	5
89	3	2	2	2	3	3	3	4	3	3	3	4
90	5	5	5	5	5	5	4	5	3	3	4	3