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LAMPIRAN

Lampiran 1. Kuesioner Penelitian

Kepada Yth.

Bapak/Ibu Responden

Di tempat

Dengan hormat,

Saya Dyan Fauziah Suryadi, mahasiswa program doktoral pada program studi Doktor Ilmu Ekonomi (PDIE) Universitas Hasanuddin, sedang melakukan penelitian dalam rangka penyelesaian penelitian disertasi. Judul penelitian saya adalah **“Relasi Modal Sosial dan *Awareness of Knowledge Sharing* Pasca Merger Bank Syariah Indonesia di Sulawesi Selatan”**

Selama periode integrasi pasca merger, keinginan dan kebutuhan untuk berbagi pengetahuan yang efektif menjadi tinggi dan sangat menantang melintasi batas tiga organisasi yang baru bergabung. *Knowledge sharing* selama merger dapat merevitalisasi perusahaan melalui peningkatan kemampuan baru. *Knowledge sharing* diakui sebagai aset sosial yang penting bagi organisasi yang meningkatkan kinerja individu dan meningkatkan keberhasilan organisasi. Ketika pengetahuan dibagikan, karyawan yang tidak berpengalaman atau yang baru direkrut akan memiliki akses ke sumber daya intelektual dan mendapatkan pengetahuan terkait pekerjaan, yang dapat menghasilkan kinerja yang lebih baik.

Untuk itu saya sangat mengharapkan kesediaan Bapak/Ibu untuk menjadi responden dengan mengisi kuesioner penelitian ini. Data yang diperoleh hanya akan digunakan untuk kepentingan penelitian, sehingga kerahasiaannya akan dijaga sesuai dengan etika penelitian.

Demikian permohonan ini atas kesediaan Bapak/Ibu saya mengucapkan terimakasih.

Hormat Saya,

Dyan Fauziah Suryadi
NIM. A013191016

KUESIONER PENELITIAN
RELASI MODAL SOSIAL DAN *AWARENESS OF KNOWLEDGE SHARING*
PASCA MERGER BANK SYARIAH INDONESIA
DI SULAWESI SELATAN

IDENTITAS RESPONDEN

Mohon berikan tanda (x) atau (√) di kolom pilihan pada setiap jawaban anda.

Jenis Kelamin

- Laki-Laki Perempuan

Usia

- < 25 tahun 36-45 tahun
 25-35 tahun 46-58 tahun

Pendidikan

- SMA S2
 S1 S3

Lama Bekerja

- < 5 tahun
 6-20 tahun
 > 20 tahun

Wilayah Kerja

- Kota Makassar Pare-pare
 Palopo Bulukumba
 Bone Gowa

DAFTAR PERNYATAAN

Petunjuk Pengisian:

Pilihlah salah satu jawaban dibawah ini yang sesuai dengan pendapat anda terhadap pernyataan mengenai modal sosial struktural, modal sosial relasional, modal sosial kognitif, *awareness of knowledge sharing*, dan kinerja karyawan Bank Syariah Indonesia. Anda dapat memberikan pendapat dengan memberikan tanda (x) atau (√) pada lima skala yang tersedia sesuai dengan kondisi bapak/ibu.

Keterangan:

- | | |
|-------------------------------|------------------------|
| 1 = Sangat Tidak Setuju (STS) | 4 = Setuju (S) |
| 2 = Tidak Setuju (TS) | 5 = Sangat Setuju (SS) |
| 3 = Netral (N) | |

NO	PERNYATAAN	STS	TS	N	S	SS
MODAL SOSIAL STRUKTURAL						
1	Pasca merger, saya menghabiskan banyak waktu untuk berinteraksi dengan beberapa rekan kerja.					
2	Pasca merger, saya sering berbicara tentang semua hal yang berkaitan dengan pekerjaan dengan rekan kerja.					
3	Pasca merger, saya memiliki ikatan yang kuat dengan rekan kerja saya sehingga mereka mengetahui pengetahuan apa yang saya miliki, pun sebaliknya.					
4	Pasca merger, saya memiliki kebiasaan bersama rekan kerja saya.					
MODAL SOSIAL RELASIONAL						
1	Saya percaya bahwa rekan kerja tidak akan mengambil keuntungan dari kesulitan saya bahkan ketika ada kesempatan.					
2	Saya percaya untuk berbagi ide, perasaan, dan tujuan tertentu dengan rekan kerja.					
3	Saya mempercayai kemampuan dan pengetahuan anggota organisasi saya untuk memperoleh informasi yang berguna.					
4	Saya dan rekan kerja akan selalu menepati janji dan jujur dalam berurusan satu sama lain.					
5	Saya dan rekan kerja berperilaku sesuai dengan etika dan norma perbankan.					
6	Saya tahu rekan kerja saya akan selalu mencoba dan membantu saya jika saya mendapat kesulitan.					
7	Saya dapat mengandalkan rekan kerja saya ketika saya membutuhkan dukungan dalam pekerjaan saya.					
MODAL SOSIAL KOGNITIF						
1	Saya merasa bahwa karyawan berbagi perspektif untuk visi, tujuan, dan sasaran yang sama.					
2	Saya dan karyawan lain memiliki tujuan yang sama untuk saling belajar.					
3	Saya dan karyawan lain berbagi visi untuk membantu orang lain memecahkan masalah profesional mereka.					
4	Saya dan karyawan lain menjalankan budaya yang diterapkan dalam perbankan syariah.					
5	Saya dan karyawan lain memahami dan menjalankan nilai-nilai dalam perbankan syariah.					
6	Saya dan karyawan lain memiliki nilai yang sama, yaitu membantu orang lain itu menyenangkan.					

NO	PERNYATAAN	STS	TS	N	S	SS
<i>AWARENESS OF KNOWLEDGE SHARING</i>						
1	Pasca merger, saya rela membagi pengalaman saya terkait pekerjaan dengan karyawan lain					
2	Pasca merger, saya rela membagi pengetahuan tentang hal manajerial dan teknis dengan karyawan lain.					
3	Pasca merger, saya bertanya kepada rekan kerja tentang keahlian dan pengalaman yang mereka miliki.					
4	Pasca merger, saya mengumpulkan semua informasi dan pengetahuan yang berkaitan dengan pekerjaan saya.					
5	Pasca merger, saya rela menggabungkan ide dan pengalaman yang saya miliki.					
6	Pasca merger, saya rela berbagi pengetahuan dan menggabungkan ide serta pengetahuan dengan rekan kerja.					
7	Saya percaya bahwa dengan bertukar dan menggabungkan pengetahuan, saya mendapat inisiatif baru yang dapat memajukan perusahaan lebih cepat daripada jika saya bekerja sendiri.					
KINERJA KARYAWAN						
1	Saya dapat menyelesaikan pekerjaan utama saya secara efektif.					
2	Saya mampu merencanakan prioritas pekerjaan sehingga dapat menyelesaikannya tepat waktu.					
3	Saya berniatif memulai tugas baru setelah tugas sebelumnya selesai.					
4	Saya terus mencari tantangan baru dalam pekerjaan saya.					
5	Saya mampu menemukan solusi kreatif untuk setiap masalah.					
6	Saya berusaha untuk menjaga pengetahuan dan keterampilan saya untuk selalu <i>up to date</i> .					
7	Saya mampu mengatasi situasi sulit dan kemunduran di tempat kerja.					
8	Saya mudah menyesuaikan diri dan mampu mengatasi dengan baik situasi yang tidak pasti dan tidak terduga di tempat kerja.					

Lampiran 2. Hasil Uji Statistik Karakteristik Responden

Statistics

		JenisKelamin	Usia	Pendidikan	LamaBekerja	WilayahKerja
N	Valid	265	265	265	265	265
	Missing	0	0	0	0	0

JenisKelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	133	50,2	50,2	50,2
	Perempuan	132	49,8	49,8	100,0
	Total	265	100,0	100,0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<25 tahun	19	7,2	7,2	7,2
	25-35	183	69,1	69,1	76,2
	36-45	54	20,4	20,4	96,6
	46-58	9	3,4	3,4	100,0
	Total	265	100,0	100,0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	5	1,9	1,9	1,9
	SMA	7	2,6	2,6	4,5
	S-1	231	87,2	87,2	91,7
	S-2	22	8,3	8,3	100,0
	Total	265	100,0	100,0	

LamaBekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<5 tahun	85	32,1	32,1	32,1
	6-20 tahun	172	64,9	64,9	97,0
	>20 tahun	8	3,0	3,0	100,0
	Total	265	100,0	100,0	

WilayahKerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Makassar	169	63,8	63,8	63,8
Palopo	29	10,9	10,9	74,7
Bone	20	7,5	7,5	82,3
Valid Pare-Pare	14	5,3	5,3	87,5
Bulukumba	16	6,0	6,0	93,6
Gowa	17	6,4	6,4	100,0
Total	265	100,0	100,0	

Lampiran 3. Mean, Median, Mode Variabel Penelitian

Modal Sosial Struktural

	MSS1	MSS2	MSS3	MSS4
N Valid	265	265	265	265
Missing	0	0	0	0
Mean	4,4151	4,4792	4,4377	4,4906
Median	4,0000	4,0000	4,0000	4,0000
Mode	4,00	4,00	4,00	5,00
Sum	1170,00	1187,00	1176,00	1190,00

Modal Sosial Relasional

	MSR1	MSR2	MSR3	MSR4	MSR5	MSR6	MSR7
N Valid	265	265	265	265	265	265	265
Missing	0	0	0	0	0	0	0
Mean	3,9585	4,0604	4,1698	4,2377	4,3509	4,1358	4,1170
Median	4,0000	4,0000	4,0000	4,0000	4,0000	4,0000	4,0000
Mode	4,00	4,00	4,00	4,00	4,00	4,00	4,00
Sum	1049,00	1076,00	1105,00	1123,00	1153,00	1096,00	1091,00

Modal Sosial Kognitif

	MSK1	MSK2	MSK3	MSK4	MSK5	MSK6
N Valid	265	265	265	265	265	265
Missing	0	0	0	0	0	0
Mean	4,0906	4,2377	4,1585	4,1698	4,1736	4,2264
Median	4,0000	4,0000	4,0000	4,0000	4,0000	4,0000
Mode	4,00	4,00	4,00	4,00	4,00	4,00
Sum	1084,00	1123,00	1102,00	1105,00	1106,00	1120,00

Awareness of Knowledge Sharing

	AKS1	AKS2	AKS3	AKS4	AKS5	AKS6	AKS7
N Valid	265	265	265	265	265	265	265
Missing	0	0	0	0	0	0	0
Mean	4,2868	4,2868	4,1962	4,2981	4,2943	4,3208	4,3170
Median	4,0000	4,0000	4,0000	4,0000	4,0000	4,0000	4,0000
Mode	4,00	4,00	4,00	4,00	4,00	4,00	4,00
Sum	1136,00	1136,00	1112,00	1139,00	1138,00	1145,00	1144,00

Kinerja Karyawan

	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8
N Valid	265	265	265	265	265	265	265	265
Missing	0	0	0	0	0	0	0	0
Mean	4,2943	4,2642	4,2377	4,1472	4,2000	4,3170	4,1547	4,2151
Median	4,0000	4,0000	4,0000	4,0000	4,0000	4,0000	4,0000	4,0000
Mode	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00
Sum	1138,00	1130,00	1123,00	1099,00	1113,00	1144,00	1101,00	1117,00

Lampiran 4. Tabel Frekuensi Jawaban Responden pada Setiap Item Indikator

MSS1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	7	2.6	2.6	2.6
Valid 4.00	141	53.2	53.2	55.8
Valid 5.00	117	44.2	44.2	100.0
Total	265	100.0	100.0	

MSS2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	2	.8	.8	.8
Valid 4.00	134	50.6	50.6	51.3
Valid 5.00	129	48.7	48.7	100.0
Total	265	100.0	100.0	

MSS3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	3	1.1	1.1	1.1
Valid 4.00	143	54.0	54.0	55.1
Valid 5.00	119	44.9	44.9	100.0
Total	265	100.0	100.0	

MSS4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	2	.8	.8	.8
Valid 4.00	131	49.4	49.4	50.2
Valid 5.00	132	49.8	49.8	100.0
Total	265	100.0	100.0	

MSR1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	75	28.3	28.3	28.3
Valid 4.00	126	47.5	47.5	75.8
Valid 5.00	64	24.2	24.2	100.0
Total	265	100.0	100.0	

MSR2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	1	.4	.4	.4
Valid 3.00	51	19.2	19.2	19.6
Valid 4.00	144	54.3	54.3	74.0
Valid 5.00	69	26.0	26.0	100.0
Total	265	100.0	100.0	

MSR3

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	31	11.7	11.7	11.7
Valid 4.00	158	59.6	59.6	71.3
5.00	76	28.7	28.7	100.0
Total	265	100.0	100.0	

MSR4

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	32	12.1	12.1	12.1
Valid 4.00	138	52.1	52.1	64.2
5.00	95	35.8	35.8	100.0
Total	265	100.0	100.0	

MSR5

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	26	9.8	9.8	9.8
Valid 4.00	120	45.3	45.3	55.1
5.00	119	44.9	44.9	100.0
Total	265	100.0	100.0	

MSR6

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	.4	.4	.4
3.00	47	17.7	17.7	18.1
Valid 4.00	132	49.8	49.8	67.9
5.00	85	32.1	32.1	100.0
Total	265	100.0	100.0	

MSR7

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	.4	.4	.4
3.00	40	15.1	15.1	15.5
Valid 4.00	151	57.0	57.0	72.5
5.00	73	27.5	27.5	100.0
Total	265	100.0	100.0	

MSK1

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	44	16.6	16.6	16.6
Valid 4.00	153	57.7	57.7	74.3
5.00	68	25.7	25.7	100.0
Total	265	100.0	100.0	

MSK2

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	30	11.3	11.3	11.3
Valid 4.00	142	53.6	53.6	64.9
5.00	93	35.1	35.1	100.0
Total	265	100.0	100.0	

MSK3

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	38	14.3	14.3	14.3
Valid 4.00	147	55.5	55.5	69.8
5.00	80	30.2	30.2	100.0
Total	265	100.0	100.0	

MSK4

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	.4	.4	.4
3.00	43	16.2	16.2	16.6
Valid 4.00	131	49.4	49.4	66.0
5.00	90	34.0	34.0	100.0
Total	265	100.0	100.0	

MSK5

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	.4	.4	.4
3.00	42	15.8	15.8	16.2
Valid 4.00	132	49.8	49.8	66.0
5.00	90	34.0	34.0	100.0
Total	265	100.0	100.0	

MSK6

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	1	.4	.4	.4
3.00	34	12.8	12.8	13.2
Valid 4.00	134	50.6	50.6	63.8
5.00	96	36.2	36.2	100.0
Total	265	100.0	100.0	

AKS1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	27	10.2	10.2	10.2
Valid 4.00	135	50.9	50.9	61.1
Valid 5.00	103	38.9	38.9	100.0
Total	265	100.0	100.0	

AKS2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	26	9.8	9.8	9.8
Valid 4.00	137	51.7	51.7	61.5
Valid 5.00	102	38.5	38.5	100.0
Total	265	100.0	100.0	

AKS3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	33	12.5	12.5	12.5
Valid 4.00	147	55.5	55.5	67.9
Valid 5.00	85	32.1	32.1	100.0
Total	265	100.0	100.0	

AKS4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	22	8.3	8.3	8.3
Valid 4.00	142	53.6	53.6	61.9
Valid 5.00	101	38.1	38.1	100.0
Total	265	100.0	100.0	

AKS5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	23	8.7	8.7	8.7
Valid 4.00	141	53.2	53.2	61.9
Valid 5.00	101	38.1	38.1	100.0
Total	265	100.0	100.0	

AKS6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	18	6.8	6.8	6.8
Valid 4.00	144	54.3	54.3	61.1
Valid 5.00	103	38.9	38.9	100.0
Total	265	100.0	100.0	

AKS7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	22	8.3	8.3	8.3
4.00	137	51.7	51.7	60.0
5.00	106	40.0	40.0	100.0
Total	265	100.0	100.0	

KK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	18	6.8	6.8	6.8
4.00	151	57.0	57.0	63.8
5.00	96	36.2	36.2	100.0
Total	265	100.0	100.0	

KK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	24	9.1	9.1	9.1
4.00	147	55.5	55.5	64.5
5.00	94	35.5	35.5	100.0
Total	265	100.0	100.0	

KK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	.4	.4	.4
3.00	28	10.6	10.6	10.9
4.00	142	53.6	53.6	64.5
5.00	94	35.5	35.5	100.0
Total	265	100.0	100.0	

KK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	45	17.0	17.0	17.0
4.00	136	51.3	51.3	68.3
5.00	84	31.7	31.7	100.0
Total	265	100.0	100.0	

KK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	37	14.0	14.0	14.0
4.00	138	52.1	52.1	66.0
5.00	90	34.0	34.0	100.0
Total	265	100.0	100.0	

KK6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	18	6.8	6.8	6.8
4.00	145	54.7	54.7	61.5
5.00	102	38.5	38.5	100.0
Total	265	100.0	100.0	

KK7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3.00	43	16.2	16.2	16.2
4.00	138	52.1	52.1	68.3
5.00	84	31.7	31.7	100.0
Total	265	100.0	100.0	

KK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	1	.4	.4	.4
3.00	30	11.3	11.3	11.7
4.00	145	54.7	54.7	66.4
5.00	89	33.6	33.6	100.0
Total	265	100.0	100.0	

Lampiran 5. Uji Validitas dan Reliabilitas Variabel Penelitian

Variabel Penelitian		<i>Loading factor</i>	Keterangan Validitas	CR	Keterangan Reliabilitas
Modal Sosial Struktural					
Pemanfaatan Waktu	(MSS1)	0,596	Valid	0,715	Reliabel
Komunikasi	(MSS2)	0,660			
Hubungan Emosional	(MSS3)	0,634			
Keakraban Sosial	(MSS4)	0,592			
Modal Sosial Relasional					
Kepercayaan	(MSR1)	0,669	Valid	0,909	Reliabel
Keterbukaan	(MSR2)	0,777			
Kehandalan	(MSR3)	0,780			
Etika	(MSR4)	0,813			
Saling menghargai	(MSR5)	0,729			
Sikap saling menolong	(MSR6)	0,792			
Bekerja sama	(MSR7)	0,798			
Modal Sosial Kognitif					
Pemahaman visi	(MSK1)	0,810	Valid	0,906	Reliabel
Tujuan bersama	(MSK2)	0,779			
Visi bersama	(MSK3)	0,842			
Pemahaman budaya	(MSK4)	0,733			
Pemahaman nilai	(MSK5)	0,741			
Nilai bersama	(MSK6)	0,804			
Awareness of Knowledge Sharing					
Kesadaran membagi pengalaman	(AKS1)	0,790	Valid	0,943	Reliabel
Kesadaran membagi pengetahuan	(AKS2)	0,793			
Kesadaran mengumpulkan pengalaman	(AKS3)	0,812			
Kesadaran mengumpulkan informasi	(AKS4)	0,871			
Kerelaan berkolaborasi	(AKS5)	0,883			
Kerelaan berbagi pengetahuan	(AKS6)	0,884			
Kesadaran akan manfaat berbagi pengetahuan	(AKS7)	0,834			

Kinerja Karyawan					
Efektifitas penyelesaian tugas	(KK1)	0,739	Valid	0,940	Reliabel
Efisiensi penyelesaian tugas	(KK2)	0,797			
Inisiatif	(KK3)	0,738			
Senang tantangan	(KK4)	0,816			
Kreatifitas	(KK5)	0,885			
Update pengetahuan	(KK6)	0,810			
Kemampuan melalui situasi sulit	(KK7)	0,823			
Kemampuan beradaptasi	(KK8)	0,890			

Lampiran 6. Standardized Regression Weights: (Group number 1 - Default model)

		Estimate
Awareness_Knowledge_Sharing	<--- Modal_Sosial_Struktural	,135
Awareness_Knowledge_Sharing	<--- Modal_Sosial_Relasional	,341
Awareness_Knowledge_Sharing	<--- Modal_Sosial_Kognitif	,411
Kinerja_Karyawan	<--- Awareness_Knowledge_Sharing	,406
Kinerja_Karyawan	<--- Modal_Sosial_Struktural	,082
Kinerja_Karyawan	<--- Modal_Sosial_Relasional	,048
Kinerja_Karyawan	<--- Modal_Sosial_Kognitif	,439
MSS1	<--- Modal_Sosial_Struktural	,596
MSS2	<--- Modal_Sosial_Struktural	,660
MSS3	<--- Modal_Sosial_Struktural	,634
MSS4	<--- Modal_Sosial_Struktural	,592
MSR1	<--- Modal_Sosial_Relasional	,669
MSR2	<--- Modal_Sosial_Relasional	,777
MSR3	<--- Modal_Sosial_Relasional	,780
MSR4	<--- Modal_Sosial_Relasional	,813
MSR5	<--- Modal_Sosial_Relasional	,729
MSR6	<--- Modal_Sosial_Relasional	,792
MSR7	<--- Modal_Sosial_Relasional	,798
MSK1	<--- Modal_Sosial_Kognitif	,810
MSK2	<--- Modal_Sosial_Kognitif	,779
MSK3	<--- Modal_Sosial_Kognitif	,842
MSK4	<--- Modal_Sosial_Kognitif	,733
MSK5	<--- Modal_Sosial_Kognitif	,741
MSK6	<--- Modal_Sosial_Kognitif	,804
AKS1	<--- Awareness_Knowledge_Sharing	,790
AKS2	<--- Awareness_Knowledge_Sharing	,793
AKS3	<--- Awareness_Knowledge_Sharing	,812
AKS4	<--- Awareness_Knowledge_Sharing	,871
AKS5	<--- Awareness_Knowledge_Sharing	,883
AKS6	<--- Awareness_Knowledge_Sharing	,884
AKS7	<--- Awareness_Knowledge_Sharing	,834
KK1	<--- Kinerja_Karyawan	,739
KK2	<--- Kinerja_Karyawan	,797
KK3	<--- Kinerja_Karyawan	,738
KK4	<--- Kinerja_Karyawan	,816
KK5	<--- Kinerja_Karyawan	,885
KK6	<--- Kinerja_Karyawan	,810
KK7	<--- Kinerja_Karyawan	,823
KK8	<--- Kinerja_Karyawan	,890

Lampiran 7. Regression Weights: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P	Label
Awareness_Knowledge_Sharing	<--- Modal_Sosial_Struktural	,211	,093	2,258	,024	
Awareness_Knowledge_Sharing	<--- Modal_Sosial_Relasional	,357	,164	2,177	,030	
Awareness_Knowledge_Sharing	<--- Modal_Sosial_Kognitif	,398	,147	2,704	,007	
Kinerja_Karyawan	<--- Awareness_Knowledge_Sharing	,348	,063	5,551	***	
Kinerja_Karyawan	<--- Modal_Sosial_Struktural	,109	,068	1,605	,109	
Kinerja_Karyawan	<--- Modal_Sosial_Relasional	,043	,118	,364	,716	
Kinerja_Karyawan	<--- Modal_Sosial_Kognitif	,364	,112	3,256	,001	
MSS1	<--- Modal_Sosial_Struktural	1,000				
MSS2	<--- Modal_Sosial_Struktural	1,048	,146	7,182	***	
MSS3	<--- Modal_Sosial_Struktural	1,014	,144	7,045	***	
MSS4	<--- Modal_Sosial_Struktural	,941	,139	6,782	***	
MSR1	<--- Modal_Sosial_Relasional	1,000				
MSR2	<--- Modal_Sosial_Relasional	1,095	,096	11,353	***	
MSR3	<--- Modal_Sosial_Relasional	,988	,087	11,391	***	
MSR4	<--- Modal_Sosial_Relasional	1,093	,093	11,799	***	
MSR5	<--- Modal_Sosial_Relasional	,982	,091	10,740	***	
MSR6	<--- Modal_Sosial_Relasional	1,152	,100	11,539	***	
MSR7	<--- Modal_Sosial_Relasional	1,080	,093	11,618	***	
MSK1	<--- Modal_Sosial_Kognitif	1,000				
MSK2	<--- Modal_Sosial_Kognitif	,953	,067	14,328	***	
MSK3	<--- Modal_Sosial_Kognitif	1,046	,065	15,989	***	
MSK4	<--- Modal_Sosial_Kognitif	,982	,074	13,209	***	
MSK5	<--- Modal_Sosial_Kognitif	,984	,074	13,382	***	
MSK6	<--- Modal_Sosial_Kognitif	1,039	,069	14,967	***	

		Estimate	S.E.	C.R.	P	Label
AKS1	<--- Awareness_Knowledge_Sharing	1,000				
AKS2	<--- Awareness_Knowledge_Sharing	,994	,051	19,460	***	
AKS3	<--- Awareness_Knowledge_Sharing	1,025	,069	14,833	***	
AKS4	<--- Awareness_Knowledge_Sharing	1,057	,065	16,326	***	
AKS5	<--- Awareness_Knowledge_Sharing	1,080	,065	16,648	***	
AKS6	<--- Awareness_Knowledge_Sharing	1,041	,063	16,634	***	
AKS7	<--- Awareness_Knowledge_Sharing	1,021	,067	15,319	***	
KK1	<--- Kinerja_Karyawan	1,000				
KK2	<--- Kinerja_Karyawan	1,127	,065	17,252	***	
KK3	<--- Kinerja_Karyawan	1,128	,092	12,205	***	
KK4	<--- Kinerja_Karyawan	1,285	,094	13,635	***	
KK5	<--- Kinerja_Karyawan	1,354	,091	14,922	***	
KK6	<--- Kinerja_Karyawan	1,111	,082	13,532	***	
KK7	<--- Kinerja_Karyawan	1,283	,093	13,768	***	
KK8	<--- Kinerja_Karyawan	1,328	,088	15,017	***	

Lampiran 8. Hasil Uji Goodness of Fit Indices Overall Model

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	80	755,639	448	,000	1,687
Saturated model	528	,000	0		
Independence model	32	7309,127	496	,000	14,736

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,017	,855	,829	,725
Saturated model	,000	1,000		
Independence model	,202	,113	,056	,106

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,897	,886	,955	,950	,955
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,903	,810	,862
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	307,639	235,696	387,461
Saturated model	,000	,000	,000
Independence model	6813,127	6539,916	7092,767

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	2,862	1,165	,893	1,468
Saturated model	,000	,000	,000	,000
Independence model	27,686	25,807	24,772	26,867

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,051	,045	,057	,390
Independence model	,228	,223	,233	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	915,639	938,496	1202,017	1282,017
Saturated model	1056,000	1206,857	2946,097	3474,097
Independence model	7373,127	7382,270	7487,678	7519,678

ECVI

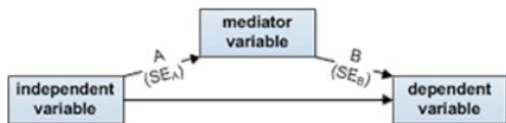
Model	ECVI	LO 90	HI 90	MECVI
Default model	3,468	3,196	3,771	3,555
Saturated model	4,000	4,000	4,000	4,571
Independence model	27,929	26,894	28,988	27,963

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	175	182
Independence model	20	21

Lampiran 9. Uji Pengaruh Tidak Langsung menggunakan Sobel Tes Online Calculator

Modal Sosial Struktural → Awareness of Knowledge Sharing → Kinerja Karyawan

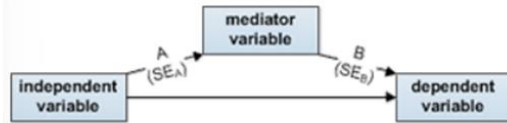


A: ?
 B: ?
 SE_A: ?
 SE_B: ?

Calculate!

Sobel test statistic: 2.09868623
 One-tailed probability: 0.01792228
 Two-tailed probability: 0.03584457

Modal Sosial Relasional → Awareness of Knowledge Sharing → Kinerja Karyawan

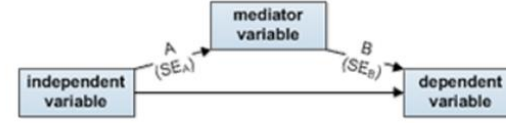


A: ?
 B: ?
 SE_A: ?
 SE_B: ?

Calculate!

Sobel test statistic: 2.02524230
 One-tailed probability: 0.02142125
 Two-tailed probability: 0.04284249

Modal Sosial Kognitif → Awareness of Knowledge Sharing → Kinerja Karyawan



A: ?
 B: ?
 SE_A: ?
 SE_B: ?

Calculate!

Sobel test statistic: 2.43115149
 One-tailed probability: 0.00752546
 Two-tailed probability: 0.01505092