

## Evaluasi Model Pengukuran (Outer Model)

### Outer Loadings

Matrix	AUTONO...	INNOV	PERFORM	PROACTI...	RISK
OT2	0.559				
OT3	0.442				
OT4	-0.162				
IN1		0.198			
IN2		-0.557			
IN3		0.815			
IN4		0.046			
PERF1			0.265		
PERF2			0.447		
PERF3			0.925		
PR1				0.318	
PR2				0.985	
PR3				-0.017	
RI1					-0.138
RI2					-0.663
RI3					0.761

## Discriminant Validity

	AUTONO...	INNOV	PERFORM	PROACTI...	RISK
OT1	0.624	-0.107	0.263	0.168	0.044
OT2	0.559	-0.250	0.257	0.005	-0.147
OT3	0.442	0.144	0.149	0.039	0.016
OT4	-0.162	0.034	-0.062	-0.069	0.106
IN1	-0.120	0.198	-0.072	0.033	-0.028
IN2	0.112	-0.557	0.170	0.012	0.053
IN3	-0.131	0.815	-0.250	-0.150	0.013
IN4	-0.035	0.046	0.033	-0.103	-0.118
PERF1	0.015	-0.010	0.265	0.127	-0.069
PERF2	0.172	-0.029	0.447	0.171	-0.127
PERF3	0.410	-0.347	0.925	0.219	-0.177
PR1	0.040	-0.073	0.050	0.318	-0.100
PR2	0.148	-0.100	0.271	0.985	-0.009
PR3	0.148	-0.012	-0.006	-0.017	0.020
RI1	0.085	-0.081	0.043	0.044	-0.138
RI2	-0.104	-0.071	0.136	0.152	-0.663
RI3	-0.175	-0.101	-0.157	0.106	0.761

## Construct Reliability and Validity

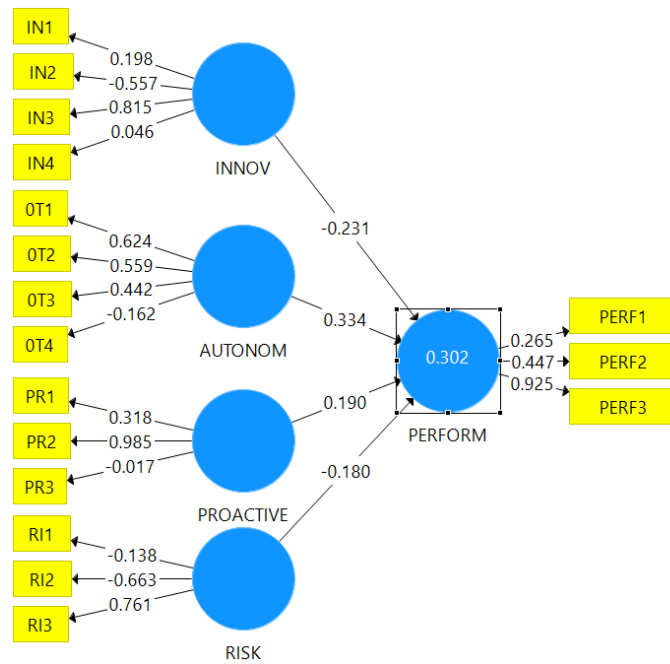
Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extract.
	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
AUTONOM	-0.059	-0.153	0.410	0.231
INNOV	0.129	-0.017	0.078	0.254
PERFORM	0.225	0.351	0.588	0.375
PROACTI...	0.236	0.783	0.462	0.357
RISK	-0.091	0.062	0.001	0.346

## R Square

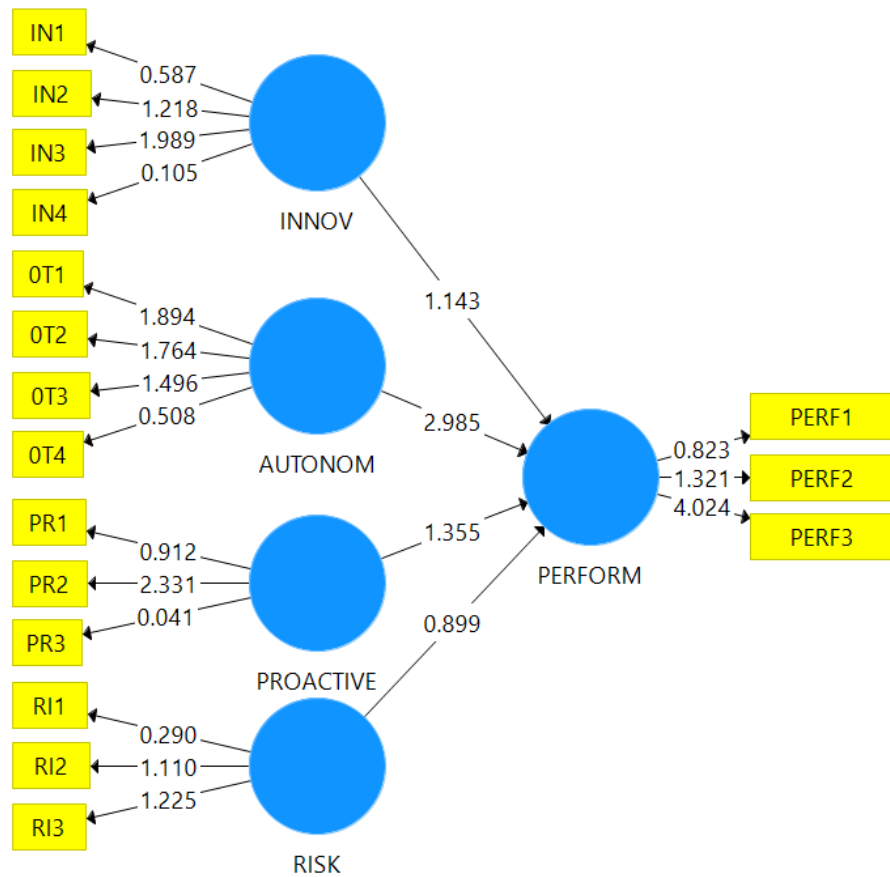
Matrix	R Square	R Square Adjusted
	R Square	R Square ...
PERFORM	0.302	0.272

## Path Coefficients

Matrix	Path Coefficients				
	AUTONO...	INNOV	PERFORM	PROACTI...	RISK
AUTONOM			0.334		
INNOV			-0.231		
PERFORM					
PROACTI...			0.190		
RISK			-0.180		



Model Standardized



### f Square

Matrix	f Square				
	AUTONO...	INNOV	PERFORM	PROACTI...	RISK
AUTONOM			0.151		
INNOV			0.073		
PERFORM					
PROACTI...			0.050		
RISK			0.046		

### Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
AUTONOM -> PERFORM	0.334	0.314	0.112	2.985	0.003
INNOV -> PERFORM	-0.231	-0.226	0.202	1.143	0.254
PROACTIVE -> PERFORM	0.190	0.178	0.140	1.355	0.176
RISK -> PERFORM	-0.180	-0.033	0.200	0.899	0.369