Lampiran 6 Kuesioner

**Identitas Responden**

Berilah tanda silang (V) sesuai dengan identitas bapak/ibu/saudara.

Nama : .................................................... (boleh tidak diisi)  
Jenis Kelamin : Laki-laki Perempuan

Usia : 17-21 tahun 27-31

22-26 tahun 32 tahun ke atas  
Lama Berdiri Usaha : < 1 tahun 3 tahun ke atas

1-2 tahun  
Tingkat Pendidikan : SMP/Sederajat SMA/SMK

Diploma Sarjana

**Petunjuk Pengisian**

Untuk pertanyataan berikut ini, mohon beri tanda (**√**) pada salah satu angka 1 sampai 5 sesuai dengan pendapat anda

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

**Kepemimpinan Transformasional (*Transformational Leadership)***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | 1 (STS) | 2 (TS) | 3  (N) | 4 (S) | 5 (SS) |
| 1 | Sebagai pemimpin, saya berupaya menunjukkan tekad untuk mencapai tujuan usaha. |  |  |  |  |  |
| 2 | Sebagai pemimpin, saya berusaha membuat para pegawai lebih percaya diri melalui motivasi yang saya berikan. |  |  |  |  |  |
| 3 | Berupaya membuat pegawai merasa nyaman di sekitar saya sebagai pemimpin. |  |  |  |  |  |
| 4 | Sebagai seorang pemimpin, saya mengkomunikasikan kepada pegawai tentang performa yang baik. |  |  |  |  |  |
| 5 | Berusaha menciptakan rasa saling menghormati antara pemimpin dengan pegawai. |  |  |  |  |  |
| 6 | Sebagai pemimpin, saya mendorong para pegawai agar memiliki komitmen yang kuat terhadap usaha ini. |  |  |  |  |  |
| 7 | Saya memberikan visi yang jelas tentang masa depan tentang usaha ini. |  |  |  |  |  |
| 8 | saya berupaya meningkatkan pengembangan diri para pegawai. |  |  |  |  |  |
| 9 | Saya berupaya meningkatkan antusiasme pegawai dalam bekerja. |  |  |  |  |  |

**Orientasi Kewirausahaan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | 1 (STS) | 2 (TS) | 3  (N) | 4 (S) | 5 (SS) |
| 1 | UMKM saya selalu memperkenalkan barang baru kepada para konsumen. |  |  |  |  |  |
| 2 | Sebagai pemilik UMKM, saya reaktif terhadap tindakan competitor yang kurang sehat seperti banting harga. |  |  |  |  |  |
| 3 | Saya menggunakan pendekatan dalam penataan gaji karyawan yaitu dengan berbasis pasar. |  |  |  |  |  |
| 4 | UMKM saya cenderung memperoleh keuntungan yang tinggi. |  |  |  |  |  |
| 5 | Sebagai pemilik UMKM, saya sering mengambil tindakan tegas untuk kemajuan usaha ini |  |  |  |  |  |
| 6 | Saya memiliki sikap agresif dalam melihat peluang pasar potensial dalam bisnis kuliner ini. |  |  |  |  |  |

**Product Innovation**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | 1 (STS) | 2 (TS) | 3  (N) | 4 (S) | 5 (SS) |
| 1 | Selaku pemilik UMKM, saya selalu mencoba ide – ide baru. |  |  |  |  |  |
| 2 | Saya selalu mencari cara untuk melakukan inovasi produk baru. |  |  |  |  |  |
| 3 | Agar usaha ini memiliki keuntungan maksimal, saya selalu kreatif dalam hal operasional usaha. |  |  |  |  |  |
| 4 | Saya selalu ingin menjadi yang pertama dalam memasarkan produk terbaru dijual. |  |  |  |  |  |
| 5 | Inovasi produk yang saya lakukan di UMKM ini sangat menarik |  |  |  |  |  |
| 6 | Pengenalan terhadap produk baru yang saya buat mengalami peningkatan. |  |  |  |  |  |

**SME’s Performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | 1 (STS) | 2 (TS) | 3  (N) | 4 (S) | 5 (SS) |
| 1 | Penjualan produk dalam usaha saya mengalami peningkatan. |  |  |  |  |  |
| 2 | Laba bersih dalam usaha saya mengalami pertumbuhan yang baik |  |  |  |  |  |
| 3 | Pelanggan cenderung membeli kembali produk yang tersedia pada UMKM ini. |  |  |  |  |  |
| 4 | Pelanggan cenderung puas terhadap produk yang dijual pada UMKM ini karena sesuai dengan ekspektasi mereka. |  |  |  |  |  |
| 5 | UMKM saya ini hanya sesekali menerima keluhan dari pelanggan. |  |  |  |  |  |

Lampiran 7 Tabulasi Data

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | Kepemimpinan Transformasional | | | | | | | | | Total X1 |
| KT1 | KT2 | KT3 | KT4 | KT5 | KT6 | KT7 | KT8 | KT9 |
| 1 | 1 | 4 | 1 | 2 | 3 | 2 | 3 | 2 | 2 | 20 |
| 2 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 42 |
| 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 38 |
| 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 39 |
| 6 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| 7 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 36 |
| 8 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |
| 9 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 10 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 38 |
| 11 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 36 |
| 12 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 32 |
| 13 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 14 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 40 |
| 15 | 2 | 3 | 2 | 2 | 4 | 5 | 4 | 4 | 4 | 30 |
| 16 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 40 |
| 17 | 1 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 17 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 19 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 37 |
| 20 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 21 | 4 | 4 | 2 | 2 | 5 | 4 | 5 | 5 | 4 | 35 |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 23 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 40 |
| 24 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 38 |
| 25 | 3 | 5 | 3 | 2 | 4 | 2 | 2 | 2 | 2 | 25 |
| 26 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 32 |
| 27 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| 28 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 29 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 36 |
| 30 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 39 |
| 31 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 39 |
| 32 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 30 |
| 33 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 35 |
| 34 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 40 |
| 35 | 2 | 5 | 3 | 2 | 4 | 5 | 3 | 4 | 4 | 32 |
| 36 | 2 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 34 |
| 37 | 2 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 33 |
| 38 | 3 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 35 |
| 39 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 39 |
| 40 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| 41 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 35 |
| 42 | 5 | 4 | 4 | 6 | 5 | 4 | 5 | 4 | 4 | 41 |
| 43 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 37 |
| 44 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 36 |
| 45 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |
| 46 | 1 | 2 | 2 | 1 | 3 | 5 | 5 | 4 | 5 | 28 |
| 47 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 41 |
| 48 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 49 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 50 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 41 |
| 51 | 2 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 52 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 40 |
| 53 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 54 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |
| 55 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 56 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 57 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 58 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 36 |
| 59 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 60 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |
| 61 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 62 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 40 |
| 63 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 30 |
| 64 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 36 |
| 65 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 66 | 5 | 3 | 2 | 4 | 5 | 3 | 4 | 4 | 3 | 33 |
| 67 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 36 |
| 68 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 35 |
| 69 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 36 |
| 70 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 39 |
| 71 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| 72 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 35 |
| 73 | 4 | 4 | 6 | 5 | 4 | 5 | 4 | 4 | 5 | 41 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 75 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 3 | 23 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 36 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 41 |
| 79 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 40 |
| 80 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 39 |
| 81 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 40 |
| 82 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 40 |
| 83 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 39 |
| 84 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 39 |
| 85 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 42 |
| 86 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 42 |
| 87 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 41 |
| 88 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 38 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 90 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 37 |
| 91 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 92 | 3 | 2 | 2 | 3 | 2 | 2 | 5 | 5 | 5 | 29 |
| 93 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 2 | 5 | 37 |
| 94 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 34 |
| 95 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 37 |
| 96 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 35 |
| 97 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 41 |
| 98 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 39 |
| 99 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 38 |
| 100 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 40 |
| 101 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 5 | 5 | 30 |
| 102 | 5 | 5 | 4 | 5 | 5 | 2 | 3 | 4 | 5 | 38 |
| 103 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 40 |
| 104 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 40 |
| 105 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 39 |
| 106 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 39 |
| 107 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 39 |
| 108 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 109 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 38 |
| 110 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 36 |
| 111 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 32 |
| 112 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 113 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 40 |
| 114 | 2 | 3 | 2 | 2 | 4 | 5 | 4 | 4 | 4 | 30 |
| 115 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 40 |
| 116 | 1 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 17 |
| 117 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 118 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 37 |
| 119 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 120 | 4 | 4 | 2 | 2 | 5 | 4 | 5 | 5 | 4 | 35 |
| 121 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 122 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 40 |
| 123 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 38 |
| 124 | 3 | 5 | 3 | 2 | 4 | 2 | 2 | 2 | 2 | 25 |
| 125 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 126 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| 127 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 2 | 36 |
| 128 | 4 | 4 | 4 | 4 | 3 | 2 | 1 | 3 | 5 | 30 |
| 129 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 43 |
| 130 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 35 |
| 131 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 132 | 5 | 4 | 5 | 5 | 4 | 2 | 2 | 5 | 5 | 37 |
| 133 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 28 |
| 134 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 39 |
| 135 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 40 |
| 136 | 5 | 5 | 5 | 5 | 4 | 3 | 2 | 4 | 5 | 38 |
| 137 | 4 | 5 | 5 | 4 | 5 | 2 | 3 | 4 | 4 | 36 |
| 138 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 34 |
| 139 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 140 | 5 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 5 | 37 |
| 141 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 29 |
| 142 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 34 |
| 143 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 31 |
| 144 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 2 | 36 |
| 145 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 40 |
| 146 | 5 | 5 | 5 | 5 | 3 | 3 | 2 | 4 | 3 | 35 |
| 147 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 35 |
| 148 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 27 |
| 149 | 5 | 4 | 5 | 5 | 2 | 3 | 3 | 4 | 5 | 36 |
| 150 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 5 | 4 | 34 |
| 151 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 34 |
| 152 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 38 |
| 153 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 37 |
| 154 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 38 |
| 155 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 156 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 42 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Entrepreneur Orientation | | | | | | Total X2 |
| EO1 | EO2 | EO3 | EO4 | EO5 | EO6 |
| 3 | 2 | 2 | 5 | 5 | 5 | 22 |
| 4 | 4 | 5 | 4 | 2 | 5 | 24 |
| 4 | 3 | 3 | 4 | 5 | 5 | 24 |
| 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 4 | 4 | 4 | 4 | 5 | 2 | 23 |
| 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 5 | 5 | 4 | 4 | 4 | 3 | 25 |
| 4 | 4 | 5 | 3 | 4 | 4 | 24 |
| 4 | 4 | 4 | 3 | 2 | 1 | 18 |
| 5 | 5 | 5 | 3 | 5 | 5 | 28 |
| 5 | 5 | 4 | 3 | 3 | 3 | 23 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 5 | 5 | 4 | 2 | 2 | 22 |
| 2 | 2 | 2 | 4 | 4 | 4 | 18 |
| 4 | 5 | 5 | 4 | 4 | 3 | 25 |
| 5 | 5 | 5 | 4 | 3 | 3 | 25 |
| 5 | 5 | 5 | 4 | 3 | 2 | 24 |
| 5 | 5 | 4 | 5 | 2 | 3 | 24 |
| 4 | 4 | 4 | 2 | 4 | 4 | 22 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 4 | 5 | 5 | 3 | 3 | 3 | 23 |
| 2 | 2 | 2 | 4 | 4 | 4 | 18 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 5 | 5 | 5 | 4 | 3 | 3 | 25 |
| 5 | 5 | 4 | 3 | 4 | 5 | 26 |
| 5 | 5 | 5 | 3 | 3 | 2 | 23 |
| 5 | 5 | 4 | 4 | 3 | 3 | 24 |
| 3 | 3 | 3 | 2 | 3 | 3 | 17 |
| 4 | 5 | 5 | 2 | 3 | 3 | 22 |
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| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
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| 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
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| 4 | 5 | 5 | 3 | 4 | 4 | 25 |
| 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 5 | 4 | 5 | 3 | 5 | 5 | 27 |
| 5 | 5 | 4 | 4 | 2 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 5 | 4 | 4 | 4 | 3 | 4 | 24 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 3 | 5 | 4 | 4 | 4 | 4 | 24 |
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| 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
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| 4 | 4 | 4 | 5 | 5 | 4 | 26 |
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| 4 | 4 | 4 | 3 | 4 | 5 | 24 |
| 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| 5 | 5 | 5 | 4 | 3 | 4 | 26 |
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| 5 | 5 | 5 | 3 | 3 | 3 | 24 |
| 5 | 5 | 4 | 4 | 3 | 5 | 26 |
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| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
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| 4 | 3 | 3 | 4 | 5 | 5 | 24 |
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| 3 | 3 | 2 | 3 | 5 | 5 | 21 |
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| 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 4 | 5 | 5 | 3 | 4 | 4 | 25 |
| 2 | 5 | 5 | 5 | 5 | 4 | 26 |
| 5 | 5 | 3 | 4 | 4 | 5 | 26 |
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| 5 | 4 | 4 | 3 | 5 | 4 | 25 |
| 4 | 5 | 3 | 5 | 4 | 5 | 26 |
| 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 3 | 3 | 2 | 4 | 4 | 5 | 21 |
| 3 | 5 | 5 | 5 | 5 | 5 | 28 |
| 4 | 5 | 5 | 4 | 4 | 3 | 25 |
| 4 | 4 | 4 | 5 | 5 | 3 | 25 |
| 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 5 | 5 | 5 | 2 | 3 | 5 | 25 |
| 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 5 | 5 | 3 | 4 | 4 | 3 | 24 |
| 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 3 | 3 | 5 | 4 | 4 | 4 | 23 |
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| 3 | 3 | 4 | 5 | 5 | 5 | 25 |
| 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 2 | 1 | 3 | 2 | 2 | 2 | 12 |
| 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 3 | 3 | 4 | 5 | 5 | 5 | 25 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 4 | 2 | 3 | 4 | 4 | 4 | 21 |
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| 4 | 3 | 3 | 4 | 5 | 5 | 24 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 5 | 4 | 4 | 3 | 5 | 5 | 26 |
| 4 | 3 | 3 | 4 | 4 | 3 | 21 |
| 3 | 3 | 3 | 4 | 5 | 4 | 22 |
| 5 | 4 | 5 | 5 | 5 | 4 | 28 |
| 5 | 3 | 2 | 4 | 5 | 3 | 22 |
| 5 | 3 | 3 | 3 | 4 | 4 | 22 |
| 5 | 3 | 3 | 3 | 5 | 4 | 23 |
| 5 | 3 | 3 | 4 | 5 | 4 | 24 |
| 5 | 4 | 3 | 5 | 5 | 4 | 26 |
| 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 3 | 3 | 4 | 4 | 5 | 5 | 24 |
| 4 | 4 | 4 | 5 | 5 | 5 | 27 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Product Innovation | | | | | | Total Y2 |
| PI1 | PI2 | PI3 | PI4 | PI5 | PI6 |
| 4 | 3 | 2 | 2 | 5 | 5 | 21 |
| 5 | 4 | 4 | 5 | 4 | 2 | 24 |
| 5 | 4 | 3 | 3 | 4 | 5 | 24 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 2 | 4 | 4 | 4 | 4 | 5 | 23 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 5 | 4 | 4 | 5 | 3 | 4 | 25 |
| 3 | 4 | 4 | 4 | 3 | 2 | 20 |
| 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 4 | 5 | 5 | 4 | 3 | 3 | 24 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 5 | 4 | 5 | 5 | 4 | 2 | 25 |
| 4 | 2 | 2 | 2 | 4 | 4 | 18 |
| 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 5 | 5 | 5 | 5 | 4 | 3 | 27 |
| 4 | 5 | 5 | 5 | 4 | 3 | 26 |
| 4 | 5 | 5 | 4 | 5 | 2 | 25 |
| 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 4 | 5 | 5 | 3 | 3 | 24 |
| 4 | 2 | 2 | 2 | 4 | 4 | 18 |
| 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| 4 | 5 | 5 | 5 | 4 | 3 | 26 |
| 5 | 5 | 5 | 4 | 3 | 4 | 26 |
| 4 | 5 | 5 | 5 | 3 | 3 | 25 |
| 3 | 5 | 5 | 4 | 4 | 3 | 24 |
| 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 4 | 4 | 5 | 5 | 2 | 3 | 23 |
| 5 | 4 | 4 | 4 | 2 | 4 | 23 |
| 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 3 | 4 | 5 | 5 | 4 | 4 | 25 |
| 3 | 4 | 4 | 4 | 4 | 5 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 4 | 4 | 3 | 4 | 5 | 5 | 25 |
| 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 4 | 4 | 5 | 5 | 3 | 4 | 25 |
| 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 4 | 5 | 4 | 5 | 3 | 5 | 26 |
| 5 | 5 | 5 | 4 | 4 | 2 | 25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 4 | 5 | 4 | 4 | 4 | 3 | 24 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 5 | 3 | 2 | 2 | 5 | 5 | 22 |
| 5 | 4 | 4 | 5 | 4 | 2 | 24 |
| 4 | 4 | 3 | 3 | 4 | 5 | 23 |
| 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 2 | 4 | 4 | 4 | 4 | 4 | 22 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 3 | 5 | 5 | 2 | 3 | 5 | 23 |
| 5 | 5 | 5 | 5 | 4 | 3 | 27 |
| 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 4 | 3 | 5 | 4 | 4 | 5 | 25 |
| 3 | 4 | 4 | 4 | 5 | 4 | 24 |
| 3 | 4 | 5 | 5 | 5 | 5 | 27 |
| 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 4 | 4 | 5 | 5 | 2 | 4 | 24 |
| 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 5 | 4 | 5 | 4 | 5 | 4 | 27 |
| 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 5 | 3 | 5 | 5 | 4 | 2 | 24 |
| 3 | 5 | 5 | 5 | 5 | 4 | 27 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 5 | 3 | 2 | 3 | 2 | 2 | 17 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 4 | 5 | 5 | 4 | 3 | 3 | 24 |
| 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 3 | 4 | 5 | 5 | 3 | 4 | 24 |
| 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 4 | 5 | 4 | 5 | 3 | 5 | 26 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 5 | 4 | 4 | 5 | 2 | 4 | 24 |
| 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 5 | 5 | 3 | 4 | 4 | 3 | 24 |
| 4 | 4 | 3 | 2 | 1 | 4 | 18 |
| 4 | 5 | 3 | 5 | 5 | 4 | 26 |
| 5 | 4 | 3 | 3 | 3 | 3 | 21 |
| 5 | 4 | 4 | 5 | 5 | 3 | 26 |
| 4 | 5 | 4 | 2 | 2 | 3 | 20 |
| 4 | 2 | 4 | 4 | 4 | 4 | 22 |
| 4 | 5 | 4 | 4 | 3 | 4 | 24 |
| 4 | 5 | 4 | 3 | 3 | 2 | 21 |
| 5 | 5 | 4 | 3 | 2 | 4 | 23 |
| 4 | 4 | 4 | 5 | 5 | 2 | 24 |
| 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 5 | 5 | 4 | 4 | 4 | 2 | 24 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 2 | 5 | 4 | 5 | 5 | 4 | 25 |
| 5 | 3 | 3 | 5 | 5 | 3 | 24 |
| 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 5 | 4 | 4 | 3 | 5 | 5 | 26 |
| 4 | 4 | 4 | 5 | 3 | 5 | 25 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 4 | 4 | 5 | 3 | 5 | 26 |
| 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 3 | 3 | 4 | 5 | 4 | 5 | 24 |
| 5 | 4 | 4 | 5 | 4 | 3 | 25 |
| 4 | 5 | 5 | 3 | 5 | 5 | 27 |
| 4 | 5 | 4 | 5 | 5 | 4 | 27 |
| 5 | 5 | 2 | 4 | 3 | 2 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 5 | 4 | 5 | 4 | 3 | 25 |
| 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 5 | 2 | 4 | 5 | 4 | 5 | 25 |
| 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 5 | 5 | 4 | 4 | 5 | 4 | 27 |
| 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 5 | 5 | 2 | 3 | 5 | 5 | 25 |
| 3 | 5 | 5 | 4 | 3 | 2 | 22 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 3 | 5 | 5 | 5 | 4 | 3 | 25 |
| 3 | 5 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 5 | 5 | 4 | 5 | 3 | 26 |
| 4 | 4 | 3 | 4 | 5 | 4 | 24 |
| 5 | 5 | 3 | 3 | 3 | 2 | 21 |
| 4 | 4 | 4 | 3 | 5 | 5 | 25 |
| 2 | 5 | 5 | 4 | 5 | 5 | 26 |
| 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 4 | 5 | 3 | 4 | 4 | 4 | 24 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 4 | 5 | 5 | 5 | 5 | 3 | 27 |
| 5 | 5 | 4 | 4 | 5 | 4 | 27 |
| 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 5 | 4 | 3 | 5 | 5 | 5 | 27 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 4 | 3 | 3 | 3 | 4 | 4 | 21 |
| 2 | 3 | 2 | 2 | 3 | 3 | 15 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| SME'S Performance | | | | | Total Y1 |
| SME1 | SME2 | SME3 | SME4 | SME5 |
| 4 | 1 | 2 | 3 | 2 | 12 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 5 | 4 | 4 | 4 | 4 | 21 |
| 3 | 4 | 5 | 5 | 4 | 21 |
| 5 | 4 | 4 | 4 | 5 | 22 |
| 5 | 3 | 3 | 5 | 4 | 20 |
| 5 | 4 | 4 | 4 | 5 | 22 |
| 5 | 4 | 4 | 4 | 5 | 22 |
| 5 | 3 | 3 | 4 | 5 | 20 |
| 5 | 3 | 3 | 4 | 4 | 19 |
| 3 | 3 | 3 | 4 | 4 | 17 |
| 4 | 4 | 4 | 5 | 5 | 22 |
| 4 | 4 | 4 | 5 | 5 | 22 |
| 3 | 2 | 2 | 4 | 5 | 16 |
| 5 | 4 | 4 | 5 | 4 | 22 |
| 2 | 2 | 1 | 3 | 2 | 10 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 3 | 3 | 4 | 5 | 19 |
| 4 | 5 | 5 | 4 | 5 | 23 |
| 4 | 2 | 2 | 5 | 4 | 17 |
| 5 | 4 | 4 | 4 | 4 | 21 |
| 5 | 4 | 3 | 4 | 5 | 21 |
| 5 | 3 | 3 | 5 | 4 | 20 |
| 5 | 3 | 2 | 4 | 2 | 16 |
| 4 | 2 | 3 | 4 | 4 | 17 |
| 5 | 4 | 4 | 4 | 3 | 20 |
| 4 | 4 | 4 | 5 | 5 | 22 |
| 4 | 3 | 3 | 4 | 5 | 19 |
| 4 | 4 | 4 | 4 | 5 | 21 |
| 5 | 4 | 4 | 3 | 5 | 21 |
| 4 | 3 | 3 | 4 | 4 | 18 |
| 3 | 3 | 3 | 4 | 5 | 18 |
| 5 | 4 | 5 | 5 | 5 | 24 |
| 5 | 3 | 2 | 4 | 5 | 19 |
| 5 | 3 | 3 | 3 | 4 | 18 |
| 5 | 3 | 3 | 3 | 5 | 19 |
| 5 | 3 | 3 | 4 | 5 | 20 |
| 5 | 4 | 3 | 5 | 5 | 22 |
| 5 | 4 | 4 | 4 | 4 | 21 |
| 5 | 4 | 4 | 4 | 3 | 20 |
| 4 | 4 | 6 | 5 | 4 | 23 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 4 | 3 | 4 | 5 | 19 |
| 5 | 5 | 5 | 5 | 4 | 24 |
| 2 | 2 | 1 | 3 | 5 | 13 |
| 5 | 4 | 4 | 5 | 5 | 23 |
| 2 | 3 | 3 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 5 | 21 |
| 4 | 4 | 4 | 5 | 4 | 21 |
| 4 | 1 | 2 | 3 | 2 | 12 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 5 | 4 | 4 | 4 | 4 | 21 |
| 5 | 4 | 4 | 5 | 4 | 22 |
| 4 | 5 | 5 | 4 | 5 | 23 |
| 4 | 5 | 5 | 4 | 5 | 23 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 5 | 4 | 5 | 5 | 4 | 23 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 4 | 4 | 5 | 4 | 22 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 2 | 2 | 3 | 2 | 12 |
| 4 | 4 | 5 | 4 | 4 | 21 |
| 4 | 3 | 3 | 4 | 3 | 17 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 5 | 5 | 4 | 5 | 23 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 5 | 5 | 4 | 5 | 23 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 4 | 4 | 3 | 4 | 18 |
| 4 | 5 | 5 | 4 | 3 | 21 |
| 4 | 4 | 4 | 5 | 5 | 22 |
| 5 | 5 | 4 | 4 | 5 | 23 |
| 4 | 4 | 5 | 5 | 5 | 23 |
| 3 | 5 | 4 | 4 | 4 | 20 |
| 4 | 4 | 5 | 4 | 4 | 21 |
| 4 | 4 | 5 | 4 | 4 | 21 |
| 3 | 4 | 5 | 5 | 5 | 22 |
| 3 | 4 | 4 | 4 | 4 | 19 |
| 3 | 4 | 4 | 4 | 4 | 19 |
| 4 | 5 | 5 | 5 | 5 | 24 |
| 4 | 5 | 5 | 5 | 5 | 24 |
| 2 | 4 | 5 | 4 | 4 | 19 |
| 4 | 5 | 4 | 4 | 5 | 22 |
| 1 | 3 | 2 | 2 | 2 | 10 |
| 5 | 5 | 5 | 4 | 5 | 24 |
| 3 | 4 | 5 | 5 | 5 | 22 |
| 5 | 4 | 5 | 5 | 5 | 24 |
| 2 | 3 | 4 | 4 | 4 | 17 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 4 | 4 | 5 | 5 | 5 | 23 |
| 3 | 3 | 4 | 5 | 5 | 20 |
| 4 | 4 | 4 | 5 | 5 | 22 |
| 4 | 4 | 3 | 5 | 5 | 21 |
| 3 | 3 | 4 | 4 | 3 | 17 |
| 3 | 3 | 4 | 5 | 4 | 19 |
| 4 | 5 | 5 | 5 | 4 | 23 |
| 3 | 2 | 4 | 5 | 3 | 17 |
| 3 | 3 | 3 | 4 | 4 | 17 |
| 3 | 3 | 3 | 5 | 4 | 18 |
| 3 | 3 | 4 | 5 | 4 | 19 |
| 4 | 3 | 5 | 5 | 4 | 21 |
| 4 | 4 | 4 | 4 | 5 | 21 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 4 | 6 | 5 | 4 | 5 | 24 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 4 | 5 | 5 | 4 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 4 | 4 | 4 | 5 | 21 |
| 4 | 4 | 5 | 4 | 4 | 21 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 5 | 5 | 4 | 5 | 23 |
| 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 5 | 4 | 4 | 21 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 2 | 3 | 2 | 2 | 11 |
| 4 | 5 | 4 | 4 | 5 | 22 |
| 3 | 3 | 4 | 3 | 3 | 16 |
| 4 | 4 | 4 | 4 | 3 | 19 |
| 4 | 4 | 4 | 4 | 3 | 19 |
| 5 | 5 | 5 | 5 | 4 | 24 |
| 4 | 5 | 5 | 4 | 3 | 21 |
| 5 | 5 | 5 | 5 | 3 | 23 |
| 4 | 5 | 5 | 4 | 4 | 22 |
| 3 | 3 | 3 | 3 | 2 | 14 |
| 5 | 4 | 5 | 5 | 2 | 21 |
| 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 4 | 4 | 4 | 5 | 21 |
| 4 | 4 | 5 | 4 | 4 | 21 |
| 5 | 5 | 4 | 5 | 5 | 24 |
| 5 | 4 | 2 | 5 | 5 | 21 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 4 | 5 | 4 | 23 |
| 4 | 5 | 4 | 4 | 4 | 21 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 4 | 4 | 4 | 4 | 19 |
| 5 | 5 | 5 | 5 | 5 | 25 |

Lampiran 7 Output SEM AMOS

**Regression Weights: (Group number 1 - Default model)**

|  |  |  | Estimate | S.E. | C.R. | P | Label |
| --- | --- | --- | --- | --- | --- | --- | --- |
| KT1 | <--- | Kepemimpinan\_Transformasional | 1,000 |  |  |  |  |
| KT2 | <--- | Kepemimpinan\_Transformasional | ,756 | ,110 | 6,882 | \*\*\* |  |
| KT3 | <--- | Kepemimpinan\_Transformasional | 1,046 | ,119 | 8,826 | \*\*\* |  |
| KT4 | <--- | Kepemimpinan\_Transformasional | ,908 | ,118 | 7,703 | \*\*\* |  |
| KT5 | <--- | Kepemimpinan\_Transformasional | ,421 | ,097 | 4,341 | \*\*\* |  |
| KT6 | <--- | Kepemimpinan\_Transformasional | ,317 | ,109 | 2,915 | ,004 |  |
| KT7 | <--- | Kepemimpinan\_Transformasional | ,067 | ,105 | ,636 | ,524 |  |
| KT8 | <--- | Kepemimpinan\_Transformasional | ,299 | ,099 | 3,028 | ,002 |  |
| KT9 | <--- | Kepemimpinan\_Transformasional | ,446 | ,097 | 4,612 | \*\*\* |  |
| EO6 | <--- | Entrepreneur\_Orientation | 1,000 |  |  |  |  |
| EO5 | <--- | Entrepreneur\_Orientation | 1,550 | ,425 | 3,650 | \*\*\* |  |
| EO4 | <--- | Entrepreneur\_Orientation | ,614 | ,162 | 3,799 | \*\*\* |  |
| EO3 | <--- | Entrepreneur\_Orientation | -,267 | ,154 | -1,730 | ,084 |  |
| EO2 | <--- | Entrepreneur\_Orientation | -,331 | ,160 | -2,064 | ,039 |  |
| EO1 | <--- | Entrepreneur\_Orientation | -,189 | ,145 | -1,309 | ,191 |  |

##### Standardized Regression Weights: (Group number 1 - Default model)

|  |  |  | Estimate |
| --- | --- | --- | --- |
| KT1 | <--- | Kepemimpinan\_Transformasional | ,738 |
| KT2 | <--- | Kepemimpinan\_Transformasional | ,607 |
| KT3 | <--- | Kepemimpinan\_Transformasional | ,818 |
| KT4 | <--- | Kepemimpinan\_Transformasional | ,683 |
| KT5 | <--- | Kepemimpinan\_Transformasional | ,381 |
| KT6 | <--- | Kepemimpinan\_Transformasional | ,256 |
| KT7 | <--- | Kepemimpinan\_Transformasional | ,056 |
| KT8 | <--- | Kepemimpinan\_Transformasional | ,266 |
| KT9 | <--- | Kepemimpinan\_Transformasional | ,405 |
| EO6 | <--- | Entrepreneur\_Orientation | ,565 |
| EO5 | <--- | Entrepreneur\_Orientation | ,871 |
| EO4 | <--- | Entrepreneur\_Orientation | ,376 |
| EO3 | <--- | Entrepreneur\_Orientation | -,159 |
| EO2 | <--- | Entrepreneur\_Orientation | -,191 |
| EO1 | <--- | Entrepreneur\_Orientation | -,119 |

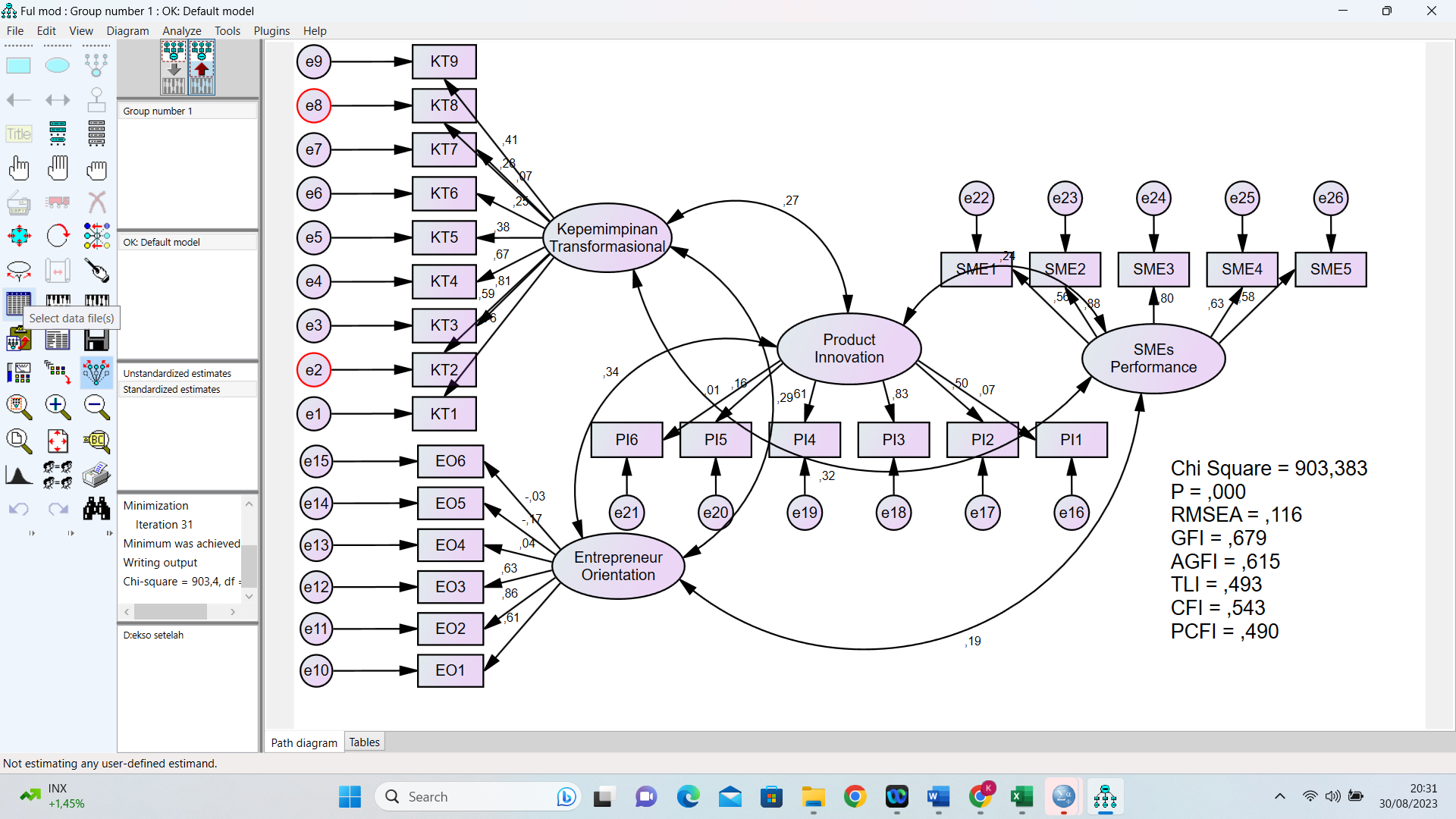
Endogen

##### Regression Weights: (Group number 1 - Default model)

|  |  |  | Estimate | S.E. | C.R. | P | Label |
| --- | --- | --- | --- | --- | --- | --- | --- |
| PI1 | <--- | Product\_Innovation | 1,000 |  |  |  |  |
| PI2 | <--- | Product\_Innovation | 6,388 | 8,096 | ,789 | ,430 |  |
| PI3 | <--- | Product\_Innovation | 11,751 | 14,856 | ,791 | ,429 |  |
| PI4 | <--- | Product\_Innovation | 9,146 | 11,550 | ,792 | ,428 |  |
| PI5 | <--- | Product\_Innovation | 2,992 | 4,024 | ,743 | ,457 |  |
| PI6 | <--- | Product\_Innovation | ,565 | 1,702 | ,332 | ,740 |  |
| SME1 | <--- | SMEs\_Performance | 1,000 |  |  |  |  |
| SME2 | <--- | SMEs\_Performance | 1,635 | ,231 | 7,090 | \*\*\* |  |
| SME3 | <--- | SMEs\_Performance | 1,497 | ,219 | 6,830 | \*\*\* |  |
| SME4 | <--- | SMEs\_Performance | ,922 | ,154 | 5,982 | \*\*\* |  |
| SME5 | <--- | SMEs\_Performance | 1,029 | ,180 | 5,729 | \*\*\* |  |

##### Standardized Regression Weights: (Group number 1 - Default model)

|  |  |  | Estimate |
| --- | --- | --- | --- |
| PI1 | <--- | Product\_Innovation | ,074 |
| PI2 | <--- | Product\_Innovation | ,499 |
| PI3 | <--- | Product\_Innovation | ,806 |
| PI4 | <--- | Product\_Innovation | ,627 |
| PI5 | <--- | Product\_Innovation | ,191 |
| PI6 | <--- | Product\_Innovation | ,034 |
| SME1 | <--- | SMEs\_Performance | ,561 |
| SME2 | <--- | SMEs\_Performance | ,884 |
| SME3 | <--- | SMEs\_Performance | ,788 |
| SME4 | <--- | SMEs\_Performance | ,630 |
| SME5 | <--- | SMEs\_Performance | ,591 |

FULL MODEL