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Organizational Competency and Innovation Capability: The Influence of Knowledge Management on Business Performance

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Abstract

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This study seeks to analyze the relationship of organizational competence and innovation ability by exploring the effect of knowledge management on business performance. This study aims to determine whether organizational competence and innovation capacity can mediate the influence of knowledge management with firm performance. The quantitative descriptive method approach through simple linear regression analysis with SPSS is used in this study while for analytical analysis using Structural Equation Modeling (SEM) starting from the Confirmatory Factor Analysis (CFA) model to validate the instruments simultaneously to the analysis of Product Coefficient Strategy Products using Single Mediation Model, with a sample of 226 respondents, namely the culinary industry in West Java Province, Indonesia. The results show that organizational competence and innovation ability have the ability to mediate the influence between knowledge management and business performance.

Keywords: organizational competency; innovation capability; knowledge management; business performance; mediation models.

1. Introduction

Various creativity and innovation carried out by entrepreneurs have a positive influence in increasing the development of a country and categorizing the country into a developed country (Riswanto, 2016b). The development of Micro, Small and Medium Enterprises (MSMEs) and Large Enterprises (UB) in Indonesia in 2012-2013 has experienced progress. In that year, the largest business unit development was contributed by the Medium Enterprises at 6.35% and 21.7% of the workforce. If you look at the data above Indonesia as a developing country, it has the potential to become a country that has a very high population of entrepreneurs or entrepreneurs, this is very likely to improve welfare and reduce poverty (Riswanto, 2016a). In addition, the development of micro and small business units in the province of West Java had a sizeable amount compared to the national number in 2013-2015, which reached 382.899 (13.26%); 437.985 (13.60%) and 421.881 (12.46%). West Java occupies the third position on the island of Java, seen from the average development of Micro Small Enterprises at 13.10% after Central Java Province and East Java Province (table 1).

By considering the potential contained in the data and the achievements that have positioned West Java as the top three provinces in Java and continuing to develop MSEs, it is necessary to support appropriate strategies to maintain and enhance the effectiveness of MSE creativity. In terms of research gap, the results of previous studies only examined the relationship or influence between knowledge management

Province	2013		2014		2015	
	Number of Units		Number of Units		Number of Units	
	Micro	Small	Micro	Small	Micro	Small
DKI Jakarta	20.738	19.172	15.110	22.748	28.378	6.616
West Java	382.899	106.861	437.985	60.078	421.881	58.359
Central Java	650.115	160.148	766.782	65.690	934.814	95.560
Di Yogyakarta	67.454	13.306	73.266	7.313	52.907	4.758
East Java	539.320	89.786	608.774	39.932	771.185	49.659
Banten	71.736	7.424	75.760	5.652	108.235	9.313
Indonesia	2.887.015	531.351	3.220.563	284.501	3.385.851	283.022

Table 1. Number of Micro and Small Businesses
Java Island 2013-2015

Source: Central Bureau of Statistics, 2018

variables and business performance variables (X-Y) (Abuaddous & Sokkar, 2018; Ahn & Chang, 2004; Hanif, 2018; Heisig et al., 2016; Malhotra, 2000 ; Novak, 2017; Aliyu, 2015; Schiuma & Schiuma, 2012), the relationship or influence of knowledge management variables with organizational competency variables (X-M1) (Baladi, 1999; Ugwu & Ezema, 2010; Hong & Stähle, 2005; Kasvi et al., 2003; Teece, 2004), the relationship or influence between knowledge management variables and innovation ability variables (X-M2) (Esterhuizen et al., 2012; Yusr et al., 2014; Taghizadeh et al., 2018; Wei, 2017), the relationship or influence between organizational competency variables and business performance variables (M1 - Y) (Jamhour, 2010; Snow & Hrebiniak, 1980; Velu & Manxhari,

2017), the relationship or influence between innovation capability variables and business performance variables (M2 - Y) (Boulay, 2007; Huhtala et al., 2014; Mir et al., 2016); The next novelty is that there are no studies examining the relationship or influence between knowledge management variables and business performance variables (X-Y) mediated by organizational competency variables (M1) and there are no studies examining the relationship or influence between knowledge management variables and performance variables business (X - Y) mediated by the variable ability of innovation (M2) especially in the processing or culinary industry, even if there is only one in the banking industry.

This study seeks to analyze the relationship of organizational competence and innovation ability by exploring the effect of knowledge management on business performance. This study aims to determine whether organizational competence and innovation capacity can mediate the influence of knowledge management with company performance by analyzing organizational competency, innovation capability, knowledge management, and business performance.

2. Research Methodology

This research was conducted by analyzing each indicator of each variable examined. Confirmatory Factor Analysis (CFA) tests are carried out to identify valid and reliable instruments so they can be measured. The proposed model is tested through the Congeneric Measurement Model, to meet the requirements as a model fit with the sample data used. Statistical descriptive analysis was performed using simple linear regression analysis through SPSS. Model tests were carried out using Amos version 23 as a Structural Equation Modeling (SEM) tool. The research instrument was in the form of a questionnaire distributed to 226 respondents, namely the culinary industry in West Java Province, Indonesia. After the fit model is produced, the analysis is carried out using Product Coefficient Strategies: Multiple Mediation Models – Normal Theory Approaches (Baron & Kenny, 1986; Hayes, 2013; Pituch, Keenan & Stevens, 2016; Preacher & Hayes, 2004; Randolph, 2013; Tabachnick & Fidell, 2001).

3. Results

This study aims to determine whether the variable organizational competence and innovation capability variables can mediate the influence between knowledge management and business performance in the culinary industry in West Java Province, Indonesia. A significant increase occurred in 2010 in both business units and the number of workers increased by 2.309% from 2009, and the number of workers increased by 84.911% from a total of 2,280,375 in 2009 to 4,216,671 people in the following year. Although not as big as the previous number, every year there has been an increase in data on the increase in the number of units and labor respectively in 2011 and 2012. The number of business units increased 0.124% and 0.053%, while the number of workers increased 0.109% and 0.003% (Department West Java Province Industry and Trade, BPS-2018).

This development is an indicator both in the number of business units and the number of workers in small, medium and large industries in the province of West Java in 2009-2012. This is a matter of consideration for a more in-depth study of industries specifically related to the food processing industry. As explained above, this research conducts the testing phase of a measurement model using Confirmatory Factor Analysis (CFA) to validate the proposed instruments and models.

Figure 1 shows the test measurement model for business performance research. The fit model test results can be seen in Figure 2 which shows the fit test results of the measurement model for marketing performance research. Figure 2 shows that

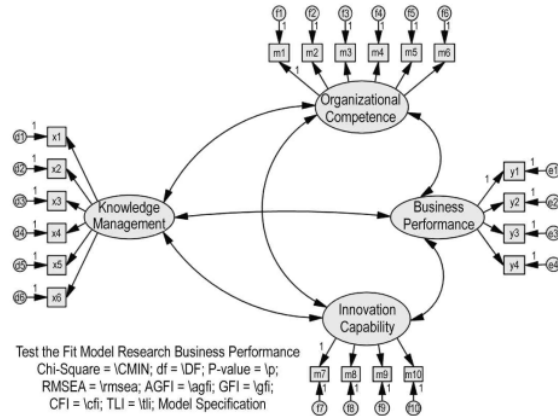


Figure 1. Measurement Model Test (All Items)

the calculated value for Chi-square is 453,501; df = 164; p-value = 0,000; the value of Root Mean Square Error of Approximation (RMSEA) = 0.098; AGFI = 0.789; GFI = 0.836; CFI = 0.926; TLI = 0.914. The results of calculations produce estimates of the standardized Regression Weaknesses, overall the indicators tested have a value > 0.50 so that all question items are considered valid and can test the things tested.

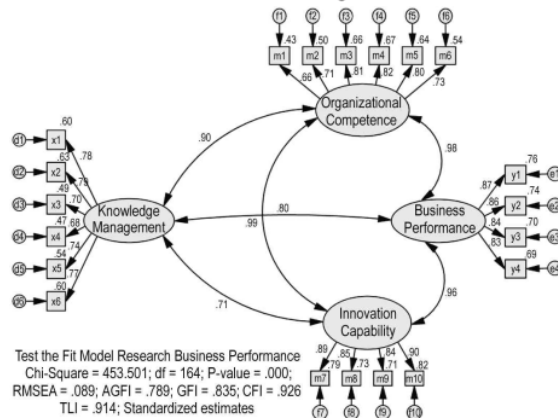


Figure 2. Measurement Model Test (Non-invalid items)

Next, after testing the model, the reliability test values of the research instruments were calculated, with the results in table 2.

Variable	Questionnaire	Item Number	Invalid Item Number *	Alpha coefficient **
X	KM Scale	1 – 6	-	0.881
M ₁	OC Scale	7 – 12	-	0.888
M ₂	IC Scale	13 – 16	-	0.928
Y	BP Scale	17 – 20	-	0.912

* The Estimate of Standardize Regression Weight <0.50.
 ** Testing is done after an invalid item has been dropped.

Table 2. Summary of Reliability Test Result

Based on the test results, it was found that the variables X (Knowledge Management), M1 (Organizational Competence), M2 (Innovation Capability) and Y research item variables (Business Performance) were categorized valid, and each had alpha coefficients 0.881, 0.888, 0.928 and 0.912, consecutively.

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the performance of the company, therefore, there needs to be an adequate business strategy to overcome bankruptcy physically and financially which in turn will cause the death of a business or organization. This is emphasized by previous studies highlighting that high performance has a positive impact on the survival of ongoing business organizations and to achieve competitive advantage. Some things that can improve performance include innovation, creativity, and the performance of every management in the company. Business performance is important in maintaining the survival of a company, because without high performance through the exploration of innovation, creative, innovation and experience of a company, the survival of the company will be at stake (Zhang et al., 2018; Hallak et al., 2018). Increased marketing innovation can be influenced by company performance. Cascio's (2011) research shows that this is moderated by the level of product innovation in all lines of the company. Processes related to business performance also play a significant role in enhancing ongoing company development. Therefore, it is important that companies improve planning in financial allocation that is directly related to the development of existing parts of the company to improve performance in the company which will ultimately contribute positively to organizational performance (Ayuba & Kazeem, 2015).

4. Conclusions

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This study examines the effect of knowledge management on business performance, which is mediated by organizational competence and innovation ability in the culinary industry in West Java, Indonesia. The findings found that organizational

competency and innovation ability variables can mediate the effect of knowledge management on business performance in the culinary industry in West Java, Indonesia. Likewise, knowledge management has a positive influence on business performance. The implication of the results of this study is that the culinary industry entrepreneurs can improve organizational competence and innovation capability so that ultimately it can improve the business performance of the culinary industry that is being developed. One limitation of this research is that this study was only studied in the culinary industry in West Java, Indonesia. Therefore, it cannot be generalized to all industries which also have a type of business that has different characteristics from the sample used. The results of other studies may be different because they are influenced by various characteristics possessed by the study sample. As a result, future research researchers suggest that the same research be carried out but carried out in different industries such as manufacturing, service industries and others with a wider sample size.

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