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# The Effect of Innovation and Human Capital on Work Effectiveness with Job Satisfaction as an Intervening Variable to the Askab Pssi Coach of Sidoarjo District

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**Abstract:** This study aims to analyze work effectiveness using innovation and human capital variables as independent variables, and Job Satisfaction as an intervening variable. The type of sample used is total sampling with a total population of 40 employees, data collection using a questionnaire, while the data analysis technique uses Partial Least Square analysis with validity tests, reliability tests, and hypothesis tests. The results of the hypothesis test conclude that innovation has a significant effect on job satisfaction, human capital has a significant effect on job satisfaction, innovation has a significant effect on work effectiveness, human capital has a significant effect on work effectiveness, Job Satisfaction has a significant effect on work effectiveness, innovation has a significant effect on work effectiveness through job satisfaction and human capital has a significant effect on work effectiveness through job satisfaction.

**Keyword:** Innovation, Human Capital, Job Satisfaction, Work Effectiveness, Partial Least Squares

## INTRODUCTION

The success of an organization can be seen in terms of achieving organizational goals to achieve predetermined goals, so that it can be categorized as effective. Ya'kub (2018: 39) states that work effectiveness is a condition that shows the level of success of management activities in achieving predetermined goals. This opinion explains work effectiveness from the perspective of management activities that aim to achieve organizational goals. The variables that influence work effectiveness are job satisfaction, innovation and human capital.

Hasibuhan (2016:202) stated that job satisfaction is an emotional attitude that is pleasant and loves one's job. This attitude is reflected by work enthusiasm, discipline, and work performance. Employees who are always enthusiastic in working, full of enthusiasm and create

achievements in the organization are employees who have a connection with their work including sports.

The importance of innovation in improving employee work effectiveness is an important thing that will be discussed in this study. Innovation strategy is a way to make changes or new updates in order to achieve the goals of the company's organization (Wahyuningsih and Prasetyo, 2018). For organizations, innovation is very important and is a continuous process of each other without stopping as a driver for the company to continue to grow and develop.

Intellectual capital is a resource for companies in creating value and gaining advantages when compared to other companies. Human Capital is an important factor in the production process because human resources are important assets in a company to improve company performance (Dahlan, 2014). This is in accordance with research conducted by Ongkohardjo (2008) where human capital has a significant effect on company performance.

The initial research conducted by the researcher, related to ASKAB PSSI Sidoarjo Regency, the researcher suspected that there were problems related to low Coach Work Effectiveness. This can be seen from the coach's work effectiveness which is not yet optimal. This can be seen in the preparation of training evaluation monitoring reports through the application, the quality of the report is not in accordance with the information that should be, so improvements and revisions need to be made. In addition, the innovation carried out by the coach is still not optimal or there are still not many changes to improve football achievements in Sidoarjo Regency.

## METHOD

### Population and Sample

The population in this study was all PSSI Sidoarjo Regency Regional Staff Officer totaling 400 employees. The sampling technique uses saturated or census sampling. Saturated or census sampling is a sampling technique when all members of the population are used as samples. Therefore, the number of samples in this study is 40 PSSI Sidoarjo Regency Regional Staff Officer.

## RESULTS AND DISCUSSION

### Inner Model Evaluation

Inner model or structural model testing is conducted to see the relationship between constructs, significance values and R-Square of the research model. The structural model is evaluated using R-Square for dependent constructs and the Stone-Geisser Q-Square test for predictive relevance. The following are the results of the R-Square calculation:

#### R-Square Calculation Value

Variables	R-Square	Information
Job Satisfaction (Z)	0.886	Reliable
Work Effectiveness (Y)	0.958	Reliable

Source: Partial Least Square (PLS) Data Processing Results

Based on the Adjusted R Square value, the variable Employee Work Effectiveness variable (Y) is influenced by Innovation (X1), Human Capital (X2), and Job Satisfaction (Z) by 0.958 or 95.8% (good). While the remaining 4.2% is influenced by other variables that are not studied further. While the Job Satisfaction variable (Z) is influenced by Innovation (X1) and Human Capital (X2) by 0.886 or 88.6% (good). While the remaining 11.4% is influenced by other variables that are not studied further.

## Hypothesis Testing

The results of hypothesis testing are carried out by looking at the P-value and comparing the calculated t value with the t table value, if the calculated t value is greater than the t table and has a P-value below 0.05 then the relationship between the variables is significant and can be analyzed further. With 35 data, the t table value ( $\alpha = 5\%$ ) is 2,030. The results of hypothesis testing are presented in the following table:

Direct Hypothesis Testing Results					
	Direct Influence	t table	t statistics	P-value	Information
H1	Innovation $\rightarrow$ Job Satisfaction	2,030	5,070	0.000	Significant
H2	Human Capital $\rightarrow$ Job Satisfaction	2,030	2.335	0.020	Significant
H3	Innovation $\rightarrow$ Work Effectiveness	2,030	2,721	0.007	Significant
H4	Human Capital $\rightarrow$ Work Effectiveness	2,030	2.427	0.015	Significant
H5	Job Satisfaction $\rightarrow$ Work Effectiveness	2,030	3,774	0.000	Significant

Source: Partial Least Square (PLS) Data Processing Results.

Indirect Hypothesis Testing Results					
	Indirect Influence	t table	t statistics	P-value	Information
H6	Innovation $\rightarrow$ Job Satisfaction $\rightarrow$ Work Effectiveness	2,030	2,847	0.004	Significant
H7	Human Capital $\rightarrow$ Job Satisfaction $\rightarrow$ Work Effectiveness	2,030	2,039	0.042	Significant

Source: Partial Least Square (PLS) Data Processing Results.

## Discussion

### The Influence of Innovation on Job Satisfaction

Based on the results of the hypothesis that have been presented, it is known that with a calculated t value  $>$  t table ( $5.070 > 2.030$ ) and a P-value of 0.000 ( $p < 0.05$ ). The results of this analysis explain that the hypothesis stating that innovation has a significant effect on Job Satisfaction is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017) which shows that innovation has a significant effect on job satisfaction.

### The Influence of Human Capital on Job Satisfaction

Based on the results of the hypothesis that have been presented, it is known that with a calculated t value  $>$  t table ( $2.335 > 2.030$ ) and a P-value of 0.020 ( $p < 0.05$ ). The results of this analysis explain that the hypothesis stating that human capital has a significant effect on Job Satisfaction is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017) and the research results of Tomy Sun Siagian and Hamzmanan Khair (2018) which shows that human capital has a significant influence on job satisfaction.

### The Influence of Innovation on Work Effectiveness

Based on the results of the hypothesis that have been presented, it is known that with a calculated t value  $>$  t table ( $2.721 > 2.030$ ) and a P-value of 0.007 ( $p < 0.05$ ). The results of this analysis explain that the hypothesis stating that innovation has a significant effect on work effectiveness is proven to be accepted/positive. The results of this study are in accordance with the

results of research from Magfira Arifin (2017), Tiya Intan Permatasari (2018), as well as the research results of Ery Teguh Prasetyo and Puspa Marlina (2019) which shows that innovation has a significant influence on work effectiveness.

### **The Influence of Human Capital on Work Effectiveness**

Based on the results of the hypothesis that have been presented, it is known that with a calculated t value  $> t$  table ( $2.427 > 2.030$ ) and a P-value of 0.015 ( $p < 0.05$ ). The results of this analysis explain that the hypothesis stating that human capital has a significant effect on employee work effectiveness is proven to be accepted/positive. The results of this study are in accordance with the results of research from Magfira Arifin (2017), Tiya Intan Permatasari (2018), and the research results from Eliyanto (2018) which shows that human capital has a significant influence on work effectiveness.

### **The Influence of Job Satisfaction on Work Effectiveness**

Based on the results of the hypothesis that have been presented, it is known that with a calculated t value  $> t$  table ( $3.774 > 2.030$ ) and a P-value of 0.000 ( $p < 0.05$ ). The results of this analysis explain that the hypothesis stating that Job Satisfaction has a significant effect on Employee Work Effectiveness is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017), Tomy Sun Siagian and Hamzmanan Khair (2018), as well as the research results of Ery Teguh Prasetyo and Puspa Marlina (2019) which shows that Job Satisfaction has a significant influence on Employee Work Effectiveness.

### **The Influence of Innovation on Work Effectiveness through Job Satisfaction**

Based on the results of the hypothesis that have been presented, it is known that with a calculated t value  $> t$  table ( $2.847 > 2.030$ ) and a P-value of 0.000 ( $p < 0.05$ ). The results of this analysis explain that the hypothesis stating that innovation has a significant effect on work effectiveness through Job Satisfaction is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017) which shows that innovation has a significant influence on employee work effectiveness through job satisfaction.

### **The Influence of Human Capital on Work Effectiveness through Job Satisfaction**

Based on the results of the hypothesis that have been presented, it is known that with a calculated t value  $> t$  table ( $2.039 > 2.030$ ) and a P-value of 0.042 ( $p < 0.05$ ). The results of this analysis explain that the hypothesis stating that human capital has a significant effect on work effectiveness through Job Satisfaction is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017) and the research results of Tomy Sun Siagian and Hamzmanan Khair (2018) which shows that human capital has a significant influence on work effectiveness through Job Satisfaction

## **CONCLUSION**

The conclusions in this study are as follows:

1. Innovation influences Job Satisfaction.
2. Human Capital influences Job Satisfaction.
3. Innovation influences work effectiveness.
4. Human Capital Influences Work Effectiveness.
5. Job Satisfaction Influences Work Effectiveness.

6. Innovation influences Work Effectiveness through Job Satisfaction.
7. Human Capital influences Work Effectiveness through Job Satisfaction.

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