

TEKNIK MENULIS ARTIKEL JURNAL BEREPUTASI BEBAS PLAGIASI

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PLAGIARISM

Plagiarism is committed when one author uses another work (typically the work of another author) without permission, credit, or acknowledgment. Plagiarism takes different forms, from literal copying to paraphrasing the work of another.

an act of presenting another person's work or idea as your own.

Source: Elsevier



Literal copying

Literal copying is reproducing a work word for word, in whole or in part, without permission and acknowledgment of the original source. Literal copying is obvious plagiarism and is easy to detect by comparing the papers in question.



Substantial copying

Substantial copying is reproducing a substantial part of a work, without permission and acknowledgment of the original source. In determining what is "substantial," both the quantity and the quality of the copied content are relevant. Quality refers to the relative value of the copied text in proportion to the work as a whole. Where the essence of a work has been reproduced, even if only a small part of the original work, plagiarism may have occurred. For example, a relatively short extract from a piece of music may be instantly recognizable and may constitute a substantial part.

In addition to judging the quantity and quality of the copied content, you should consider the following question: Has the author benefited from the skill and judgment of the original author? The degree to which the answer to this question is "yes" will indicate whether substantial copying has taken place

Paraphrasing

Copying may take place without reproducing the exact words used in the original work, i.e. without literal or substantial copying. This type of copying is known as paraphrasing, and it can be the most difficult type of plagiarism to detect.



To determine whether unacceptable paraphrasing has occurred, you should apply a test similar to that for substantial copying: Look at the quantity and quality of what has been taken and also at whether the second author has benefited from the skill and judgment of the first author. If it seems clear, on a balance of probabilities, that the second author has taken without permission or acknowledgment all or a substantial part of the original work and used it to create a second work, albeit expressed in different words, then such use amounts to plagiarism.

MENULIS ARTIKEL BEBAS PLAGIASI



Menurut Soelistyo (2011) ada beberapa tipe plagiarisme:

- 1. Plagiarisme Kata demi Kata (*Word for word Plagiarism*). Penulis menggunakan kata-kata penulis lain (persis) tanpa menyebutkan sumbernya.
- 2. Plagiarisme atas sumber (*Plagiarism of Source*). Penulis menggunakan gagasan orang lain tanpa memberikan pengakuan yang cukup (tanpa menyebutkan sumbernya secara jelas).
- 3. Plagiarisme Kepengarangan (*Plagiarism of Authorship*). Penulis mengakui sebagai pengarang karya tulis karya orang lain.
- 4. Self Plagiarism. Termasuk dalam tipe ini adalah penulis mempublikasikan satu artikel pada lebih dari satu redaksi publikasi dan mendaur ulang karya tulis/ karya ilmiah. Yang penting dalam self plagiarism adalah bahwa ketika mengambil karya sendiri, maka ciptaan karya baru yang dihasilkan harus memiliki perubahan yang berarti. Artinya karya lama merupakan bagian kecil dari karya baru yang dihasilkan. Sehingga pembaca akan memperoleh hal baru, yang benar-benar penulis tuangkan pada karya tulis yang menggunakan karya lama.

kalimat/ka·li·mat/ *n* **1** kesatuan ujar yang mengungkapkan suatu konsep pikiran dan perasaan; **2** perkataan; **3** *Ling* satuan bahasa yang secara relatif berdiri sendiri, mempunyai pola intonasi final dan secara aktual ataupun potensial terdiri atas klaus. (KBBI)



A sentence is a group of words that makes complete sense, contains a main verb, and begins with a capital letter. (Oxford Dictionaries)

paragraf/pa-ra-graf/ n bagian bab dalam suatu karangan (biasanya mengandung satu ide pokok dan penulisannya dimulai dengan garis baru); alinea. (KKBI)



CIRI ARTIKEL ILMIAH

A (ccurate)= Tepat, Tidak bermakna ganda B (rief), = Singkat, Tidak bertele-tele C (lear)= Jelas, Tegas

CONCEPT BUILDING



Marketing Functions School

Commodities School

Institutional School

Interregional Trade School

Marketing Management School

Marketing System School

Consumer Behavior School

Macromarketing School

Exchange School

Marketing history School

MARKETING SCHOOL

MENULIS ARTIKEL BEBAS PLAGIASI

CONCEPT BUILDING



Schools of marketing thought

School	Selected marketing pioneers	Question(s) addressed	Level or focus of analysis	Key concepts and theories
Marketing functions	Shaw 1912, Weld 1917, Cherington 1920, Clark 1922, Converse 1922, Maynard et al. 1927	What activities (i.e. functions) comprise marketing?	Macro: • Marketing Middlemen	Value added by marketing activities
Marketing commodities	Shaw 1916, Cherington 1920, Copeland 1924, Breyer 1931	How are different types of goods (i.e., commodities) classified and related to different types of marketing functions?	Macro: • Trade flows • Types of goods	Classification of goods: Industrial and consumer Convenience, shopping and specialty Products and services Search and experience
Marketing institutions	Weld 1916, Nystrom 1915, Clark 1922, Maynard et al. 1927 Breyer 1934, Mallen 1967, Stern 1969, Bucklin 1970	Who performs marketing functions on commodities?	Macro: Retailers Wholesalers Middlemen Channels of distribution	Channels of distribution: Market gaps and flows Parallel systems Depots Transactions and transvections Sorts and transformations Postponement and speculation Conflict and cooperation Power and dependence
Marketing management	Alderson 1956, 1965, Howard 1956, Kelley and Lazer 1958, McCarthy 1960, Kotler 1967	How should managers market goods to customers (clients, patrons, patients)?	Micro: • Business firm as seller/supplier • Any individual or organization as supplier	 Marketing mix Customer orientation Segmentation, targeting and positioning
Marketing systems	Alderson 1956, 1965, Boddewyn 1969, Fisk 1967, Dixon 1967	What is a marketing system? Why does it exist? How do marketing systems work? Who performs marketing work? Where and when is it performed?	Micro: • Firms and households Macro: • Channels of distribution • Aggregate marketing systems	 Interrelationships between parts and whole Unity of thought Marketing systems Micro and macro marketing Societal Impact

CONCEPT BUILDING



School	Selected marketing pioneers	Question(s) addressed	Level or focus of analysis	Key concepts and theories	
Consumer behavior	Dichter 1947, Katona 1953, Engel et al. 1968, Kassarjian and Robertson 1968, Howard and Sheth 1969, Holloway et al. 1971, Cohen 1972	Why do customers buy? How do people think, feel, act? How can customers/ people be persuaded?	Subconscious motivation Rational & emotional motives Needs and wants Learning Personality Attitude formation and change Hierarchy of effects Information processing Symbolism and signs Opinion leadership Social class Culture and sub-cultures		
Macro- marketing	Alderson 1965, Fisk 1967, Dixon 1967, Hunt 1976, Bartels and Jenkins 1977	How do marketing systems impact society and society impact marketing systems?	Macro: Industries Channels of Distribution Consumer Movement Public Policy Economic Development	Standard of living Quality of life Marketing systems Aggregate marketing performance	
Exchange	Alderson 1965, Kotler 1972, Bagozzi 1975, 1978, 1979, Shaw and Dixon 1980, Houston and Gassenheimer 1987, Wilkie and Moore 2003	What are the forms of exchange? How does market exchange differ from other exchanges? Who are the parties to exchange? Why do they engage in exchange?	Macro: Aggregations of buyers and sellers in channels Micro: Firms and households Any two parties or persons	Strategic and routine transactions Social, economic and market exchange Barter and market transactions Generic exchange	
Marketing history	Hotchkiss 1938, Bartels 1962, 1976, 1988, Hollander 1960, 1983, Shapiro and Doody 1968, Savitt 1980	When did marketing practices, ideas, theories, schools of thought emerge and evolve?	Macro: • Thought and practice Micro: • Thought and practice	History of marketing practice History of marketing thought	



Contents lists available at SciVerse ScienceDirect

Journal of Retailing and Consumer Services

journal homepage: www.elsevier.com/locate/jretconser





Antecedents of adaptive selling among retail salespeople: A multilevel analysis



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1. Introduction

Salespeople are typically aware of the existence of different types of customers (Sharma and Levy, 1995) and the need for using different selling approaches for successful selling (Plouffe et al., 2009). The practice of using different selling approaches to meet customer needs is known as adaptive selling behavior (ASB). There is general consensus that adaptive selling behavior is desirable. One primary benefit of ASB is that it results in improved sales performance (Román and Iacobucci, 2010). Consequently, significant research effort has been devoted to identifying factors that influence the practice of ASB (Román and Iacobucci, 2010; Giacobbe et al., 2006). These factors include role conflict, sales experience (Levy and Sharma, 1994; Siguaw, 1993), empathy, locus of control, management (Spiro and Weitz, 1990), intrinsic reward orientation, psychological androgyny (Goolsby et al.,1992), learning orientations, job satisfaction (Park and Holloway, 2003), pride, self-efficacy and civic virtue (Verbeke et al., 2004).

Despite the significant research attention that has revolved around the antecedents of ASB, an examination of the literature reveals that very little research has focused on adaptive selling behavior in a retail sales environment. Only a handful of studies (e. g. Levy and Sharma, 1994; Sharma, 2001; Mallalieu, 2006) have explicitly addressed the antecedents and consequences of adaptive selling among retail salespeople.

Two reasons may partly account for this lack of adaptive selling research in retail sales. First, scholars may assume, given the self-selection/self-service nature of much of retailing, that the practice of adaptive selling is not as important in a retail sales setting as it is in industrial selling. However, there are reasons why the practice of adaptive selling is equally important in many retail sales contexts (Sharma, 2001). For instance, whilst the industrial salesperson typically deals with a more formula-driven buyer (Barry and Weinstein, 2009), a key aspect of the salesperson's role in many retail sales environments such as jewelry, opticians, etc. is to persuade customers who are often not entirely certain of what they want (Sharma, 2001; Goff et al., 1994). Furthermore, due to hyper-competition in the retail sector, there is an increasing need for salespeople to work smart in terms of their selling in order to gain and keep customers (Sharma, 2001).

A second possible reason for the paucity of research activity on adaptive selling in retail sales may be the assumption that the findings that pertain to industrial or professional salespeople would apply in a retail setting. However, the work environment and conditions, under which retail salespeople work, are significantly

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This study contributes to sales management research in two important ways. First, by focusing on both salesperson-related and managerial practices, this study provides an in-depth investigation of antecedents of adaptive selling among retail salespeople. Whilst some relationships in this study, such as the influence of selling skills, are documented in the literature, we specifically investigate them in a retail sales environment. However, and more importantly, some of the relationships in this study have not been addressed in previous studies. For example, we could not find any studies explicitly documenting the relationship between affective commitment and adaptive selling or the moderating effect of behavior-based control on the influence of selling skills. In essence, while there are studies to support some parts of our conceptual model individually, our proposed nomological network, as a whole, requires empirical validation. We therefore contribute to the literature by testing these additional hypotheses, thereby offering new insights both to organizations and researchers.



The second contribution of this study is the methodology we apply to investigate antecedents of ASB. Specifically, we collect information about organizational constructs from managers and information about salesperson constructs from salespeople in a variety of retail sales organizations and analyze them using a multilevel modeling approach. Research suggests that studies focusing on salespersons' perceptions of their own constructs, in addition to their perceptions of their organization, are likely to be somewhat more biased and intrinsically less holistic than studies such as ours where data is obtained from multiple sources (Román and Iacobucci, 2010). Our analytical approach also appropriately models the multilevel nature of retail sales organizations, thereby providing more robust results pertaining to the antecedents of adaptive selling.

The remainder of this paper is structured as follows: in the literature review and hypothesis section, we discuss the literature pertaining to ASB and all influencing factors of interest in this study, and then present the research hypotheses. The methodology section explains and describes the analytical approach used. Next, we explain the modeling procedure adopted and provide the results of this study. This is followed by the discussion and conclusion section where theoretical and managerial implications are presented, the study's limitations highlighted and areas for further research suggested.

2. Literature review and hypotheses

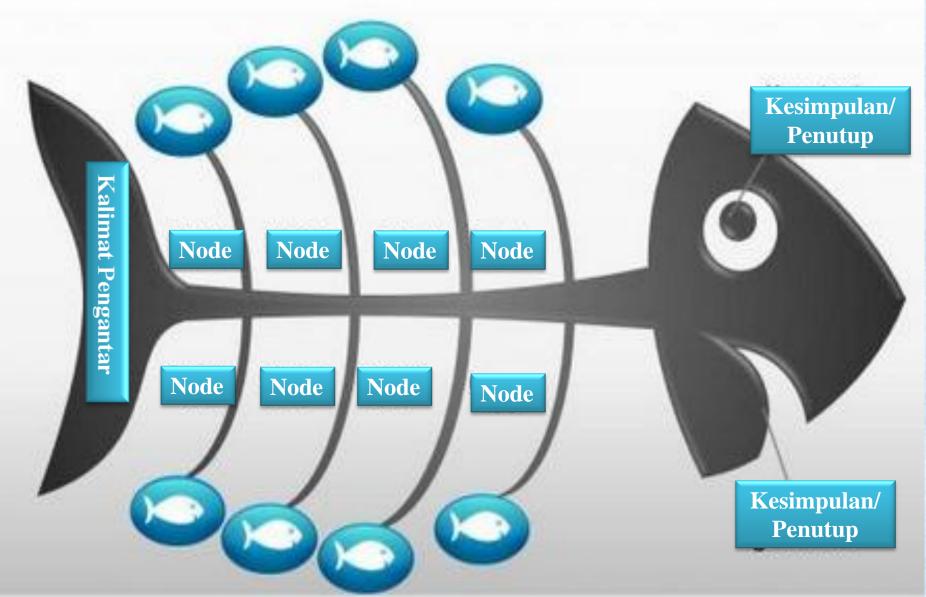
2.1. Adaptive selling behavior

The practice of adaptive selling is defined as the altering of sales behaviors during a customer interaction or across customer interactions based on perceived information about the nature of the selling situation (Weitz et al., 1986; Gengler et al., 1995; Weitz et al., 1986). Inherent in this definition is the notion that ASB is a complex process that emphasizes customized sales solutions tailored to an individual customer (Cannon and Perreault, 1999).

The adaptive selling process consists of gathering information about prospective customers, developing sales strategies based on this information, transmitting messages to implement those strategies, evaluating the impact of these messages, and making adjustments based on these evaluations (Weitz, 1978; Pettijohn et al., 2000). Eckert (2006) explains the process using a three-stage model. The first stage involves the inputs to a selling interaction that form the characteristics of that selling situation; the second stage involves the behaviors undertaken to process and understand those inputs; and the third stage involves the range of outputs possible as an adaptive response to the situation created by the inputs. The degree of engagement in process corresponds to different levels of adaptiveness ranging from advanced to intermediate to elementary order adaptiveness (Porter et al., 2003). Consequently, salespeople exhibit high levels of ASB when they use different sales presentations across sales encounters and when they make adjustments during these encounters. In contrast, the use of the same sales presentation in and during all sales encounters indicates low levels of ASB (Spiro and Weitz, 1990).



FISH BONE METHODE





Ì	513	Bev	CIIDAI	ΔRTΔ
			ELEMEN NASKAH	
	4	*	Narasi Telaah Pustaka (hal 10)	
	5	*	Narasi Proposisi	
	6	*	Narasi GTM	
	7	*	Narasi Hipotesis (hal 11)	
	8	*	Narasi ERM (EMPIRICAL RESEARCH MODEL) HAL. 12	
	9	*	Narasi Metode Penelitian (hal 13)	
	10	*	Narasi Olah Data (hal 15)	
	11	*	Narasi Temuan Deskriptif (16)	
	12	*	Narasi Temuan Inferensial (hal 17)	

		ELEMEN NASKAH
1	*	Pengantar (1 halaman)
2	*	Narasi masalah (2)
3	*	Narasi Kontribusi (2)

13	*	Narasi Kesimpulan (MASALAH/MASALAH PENELITIAN)hal. 18
14	*	Narasi Implikasi teoretikal (hal 19)
15	*	Narasi Implikasi kebijakan(hal 20)
16	*	Narasi Keterbatasan (20)
17	*	Narasi Penelitian Lanjutan (20)

	Title	8 – 15 words
	Abstract	200 – 250 words
	Keywords	6 – 8 keywords
	Introduction	500 – 1 000 words
	Literature review (Alternatively: Background, conceptual development or conceptual framework)	1 000 – 2 000 words
	Methods (Alternatively: Methodology)	500 – 1 000 words
	Results (Alternatively: Findings)	1 000 – 1 500 words
	 Descriptive statistics (Alternatively: Preliminary analysis) Hypothesis testing (Alternatively: Inferential statistics) 	
	Discussion	1 000 – 1 500 words
	Summary of findings	
	Managerial implications Limitations	
	Recommendations for future research	
>	Total	4 000 – 7 000 words
	A AFAULUIC A RTUVEL RERAC DI A CIA CI	



TITTLE

- 1. Spesifik
- 2. Menarik Perhatian
- 3. Tidak Njelimet dan Tidak Norak
- 4. Menggambarkan Tema atau Issue-Jangan PHP
- 5. Menjawab 5W+1H



ABSTRACT

- 1, Tujuan Penelitian
- 2. Pentingnya terhadap teori dan praktek
- 3. Metodelogi yang digunakan
- 4. Ringkasan temuan utama
- 5. Kontribusi untuk ilmu
- 6. Implikasi Manajerial dan Praktek
- 7. Implikasi Sosial



KEYWORDS

- 1. Displin/sub displin Ilmu
- 2. Thema
- 3. Research design
- 4. Industri/objek



INTRODUCTION

- 1. Topik Penelitian
- 2. Tunjukan kesan "pentingnya" artikel
- 3. Sitasi dari sumber utama dan fundamental
- 4. Core Research Prolem
- 5. Specific Research Objective
- 6. Context will be Conductive
- 7. Unit Analisis
- 8. Outline artikel



INTRODUCTION

- 1. Topik Penelitian
- 2. Tunjukan kesan "pentingnya" artikel
- 3. Sitasi dari sumber utama dan fundamental
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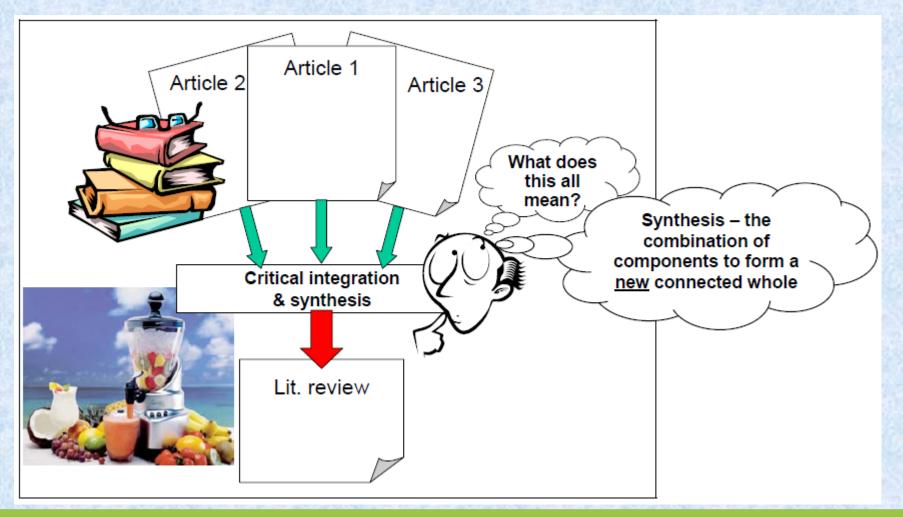


Literature Review

- 1. Aspek apa saja yang harus dimasukkan?
- 2. Bagaimana membangun Hipotesis?
- 3. Bagaimana membangun Literature review?
- 4. Gaya Selingkung yang digunakan?



Literature Review





METHODOLOGY

1.SAMPLING

- target populasi, konteks penelitian, unit analisis
- 2. DATA COLLECTION
 - Data collection methode
- 3. MEASUREMENT



RESULTS

- 1. Guidelines Research Result
- 2. Statistik Deskriptif
- 3. Univariate Descriptive/Loading Factor
- 4. Summated Score
- 5. Uraian Uji Hipotesis

CONCLUSSION



- 1. Uraian singkat tujuan penelitian
- 2.Uraian singkat pentingnya dan kontribusi penelitian
- 3. Ringkasan hasil hipotesis
- 4. Menghubungkan temuan dengan penelitian terdahulu.
- 5. Menjelaskan Perbedaan (posisition)
- 6.Implikasi Manajerial, Praktis, dan Sosial
- 7. Keterbatasan
- Membuka wawasan penelitian mendatang

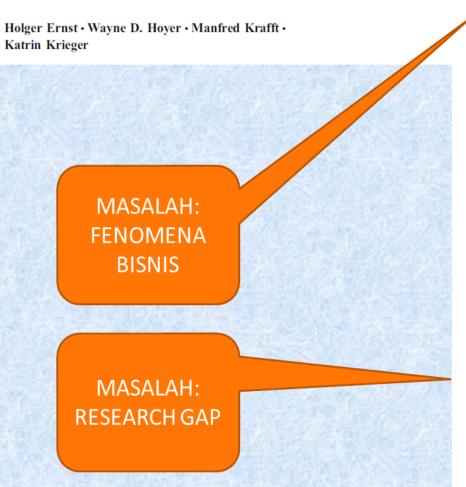
REFENCES

IBIN SURAKARTA

- 1.Baku (Chicago)
- 2. Valid dan Reliable
- 3.Relevan
- 4. Mutakhir
- 5. Hanya yang di sitasi

ORIGINAL EMPIRICAL RESEARCH

Customer relationship management and comp performance—the mediating role of new prod performance



MENULIS ARTIKEL B

Introduction

The continuous development and launching of new products is an important determinant of sustained company performance (Sorescu and Spanjol 2008; Zhou et al. 2005). However, while new products open up new growth opportunities, they also involve a substantial amount of risk. In particular, the failure rate of new products has remained high over the years (Crawford and DiBenedetto 2003), and companies have been searching for ways to address this critical problem.

One potentially effective strategy for reducing the failure rate of new products and increasing new product success is to align the new product development (NPD) process with market requirements (Ernst 2002; Henard and Szymanski 2001). Some studies have shown a positive impact of an overall market or customer orientation (the latter as a specific element of market orientation) on new product success (Gruner and Homburg 2000; Im and Workman 2004; Joshi and Sharma 2004). Other studies have identified specific aspects of customer integration such as the integration of "lead users" as an antecedent of new product performance (Lilien et al. 2002; von Hippel 1986).

Although these studies advance our understanding about the effect of certain facets of customer orientation on new product performance, they represent only a beginning and fall short of developing an integrated and systematic organizational framework for leveraging customer knowledge on an ongoing basis in order to create successful new products. We propose that customer relationship management (CRM) is an approach that can provide such a

MEMBUAT KALIMAT BERDASARKAN HASIL STATISTIK

Construct	Items/aggregated items	λ (t-value)
Rapport building	R1 [When I am with a customer (e.g. in the elevator before a sales meeting, I can easily kindle a small conversation)]	0.88 (12.38)
	R2 (I find it difficult to talk to a customer about topics that are not business-related) ^r + (When at a business meeting or a reception, I can easily start off a conversation on a general topic such as the weather)	0.78 (11.14
Taking a bird's- eye view	B1 (When I realize that someone does not possess the right amount of knowledge in or during a sales conversation, I can easily add some information to bring focus to the conversation, thus making it easier for people to understand what I want to say) + (When I realize that people do not understand what I am saying, I put what I want to say in a broader perspective in order to explain what I mean)	0.82 (12.98)
	B2 (I always try to understand the industry context in which a customer operates, and by using examples from that context, I add any missing information) + (Sometimes I summarize for customers what has been said up to that point in the meeting; this makes for a smoother conversation)	0.80 (12.69
Detecting nonverbal cues	NI (I find it difficult to discern the nonverbal cues of customers during a conversation) ^r + (At times I realize that I may not have picked up some hints in sales conversations; after the meeting, colleagues explain to me what happened during the conversations. Only then am I aware of those hints) ^r	0.45 (4.45)
	N2 (During a sales conversation, if customers hint of something, I do take that into consideration as we are speaking together)	0.38 (4.07)
Creating a positive ambience	S1 (I make sure that I positively influence the atmosphere in a sales conversation) + (I can easily act in ways that gives a sales conversation a positive twist)	0.91 (15.93
	S2 (I can easily make people feel more comfortable during a sales conversation)	0.82 (13.87
Customer orientation	I try to find out what kind of product would be most helpful to my customer	0.90 (16.32
	I try to figure out what a customer's needs are	0.79 (13.55
	I offer the product of mine that is best suited to the customer's problem	0.87 (15.47
Adaptiva calling	I take a problem-solving approach with my customers	0.75 (12.38
Adaptive selling	When I feel that my sales approach is not working, I can easily change to another approach I like to experiment with different sales approaches	0.74 (12.50
	I am very flexible in the selling approach I use	0.90 (16.33
	I can easily use a wide variety of selling approaches	0.91 (16.80

MEMBUAT KALIMAT BERDASARKAN HASIL STATISTIK



Table 4
Results of Hypothetical Test

No	Hypothesis	Proposed Hypothesis	Path Coefficien t	Result
1	H1	Competitive experience portofolio → Salesperson Performance	0.10	Insignificant
2	H2	Competitive experience portofolio → Islamic Relationship Portofolio	0.22	Significant
3	Н3	Islamic relationship quality → Salesperson Performance	0.34	Significant
4	H4	Competitive experience portofolio → Adaptive selling	0.74	Significant
5	Н5	Adaptive selling → Islamic relationship quality	0.65	Significant
6	H 6	Adaptive selling → Salesperson performance	0.34	Significant
	Source : M	Inin data after processing (2017	Λ.	

Source: Main data after processing (2017)

MEMBUAT KALIMAT BERDASARKAN HASIL STATISTIK



Table 3 Average Variance Extracted

	Competitive Experience Portofolio		Ada	ptive Sel	ling	Quality			Salesperson Performance			
	Std Load	Std Load ²	Error	Std Load	Std Load ²	Error	Std Load	Std Load ²	Error	Std Load	Std Load ²	Error
CEP1	0.79	0.62	0.38									
CEP2	0.89	0.79	0.21									
CEP3	0.85	0.72	0.28									
AS1				0.70	0.49	0.51						
AS2				0.79	0.62	0.38						
AS3				0.77	0.59	0.41						
AS4				0.69	0.48	0.52						
IRQ1							0.74	0.55	0.45			
IRQ2							0.74	0.55	0.45			
IRQ3							0.72	0.52	0.48			
SPP1										0.72	0.52	0.48
SPP2										0.71	0.50	0.50
SPP3										0.72	0.52	0.48
SPP4										0.72	0.52	0.48
Σλ	2.53			2.95			2.20			2.87		
Σε .			0.86			1.82			1.39			1.94
$(\sum \lambda)^2$		2.14			2.18			1.61			2.06	
$(\sum \lambda)^2 + \sum E$		3.00			4.00			3.00			4.00	
Average												
Variance												
Extracted		0.71			0.55			0.54			0.51	
	Sourc		n data a	after p		ng (20	17)					

ASUMSI DASAR STATISTIK

REGRESI

MENULIS ARTIKE

UJI

SPSS

HIPOTESIS

REGRESSI

UJI HIPOTESIS

KELAYAKAN MODEL –

GOODNESS OF FIT

UJI F- untuk
melihat kelayakan
model yaitu
variable yang
digunakan dalam
model penelitian
adalah layak

terkonfirmasi data



$$H_0 = R^2 = 0$$

UJI HIPOTESIS
PENGARUH
KAUSALITAS

UJI- T DALAM SEM
DISEBUT UJI CRCritical Ratio

$$H_0$$
=β=0 T= ≥1.96

ASUMSI DASAR STATISTIK

MEASUREMENT MODEL UNTUK

VARIABEL LATEN

MENULIS ARTIKEL

UJI HIPOTESIS

MEASUREMENT

MODEL

UJI HIPOTESIS KELAYAKAN MODEL -**GOODNESS OF FIT**

STATISTICAL MEASURE: CHI-SQUARE= TANDA PEMBEDA, semakin besar chi-square berarti semakin besar beda antara dua obyek

Dalam SEM → diharapkan chisquare angkanya kecil sehingga tidak signifikan menunjukkan adanya perbedaan: perbedaan antara MKDS dan MKPE.

Sigfikansi ≥0.05

NONSTATISTICAL MEASURE: GFI =Goodness of Fit AGFI = Adjusted GFI TLI = Tucker Lewis Index CFI = Comparative Fit Index

≥0.90

RMSEA = Root Mean Square Error approximation

0.03 - 0.08

UJI HIPOTESIS BOBOT FAKTOR

UJI- T DALAM SEM DISEBUT UJI CR-Critical Ratio atas nilai lambda λ

 $\lambda = 0$ CR **≥2.0**



PERTANYAAN PESERTA

- 1.Level Plagiasi Plagiasi??
- 2.Berapa lama menyusun sebua paper?
- 3. Pengalaman menulis?
- 4. Translate?





PRACTICE MAKES PERFECT

THANK

YOU

