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ANALYSIS OF THE EFFECT OF COMMITMENT AND PARTICIPATION ON COOPERATIVE PERFORMANCE WITH INNOVATION AS INTERVENING VARIABLES IN COOPERATIVES IN SERDANG BEDAGAI DISTRICT

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Abstract

This study aims to determine the Effect Analysis of Commitment and Participation on Cooperative Performance with Innovation as an Intervening Variable in Cooperatives in Kab. Serdang Bedagai. This study used primary and secondary data obtained by distributing questionnaires to all actively assisted cooperatives in the Serdang Bedagai district government area, totaling 72 cooperative units. The questionnaire that was distributed online consisted of profiles of respondents and consisted of several statements that were in accordance with the variables contained in this study. The type of research used in this research is to use an associative method with a quantitative approach. Associative research was conducted to determine whether there is influence between exogenous variables and endogenous variables. The results of the study show that organizational commitment directly has a positive and significant effect on cooperative innovation in Serdang Bedagai District. Directly member participation has a positive and significant effect on cooperative innovation in Serdang Bedagai District. Directly organizational commitment has a positive and significant effect on the performance of cooperatives in Serdang Bedagai Regency. Directly member participation has a positive and significant effect on the performance of cooperatives in Serdang Bedagai Regency. Cooperative innovation directly has a positive and significant effect on the performance of cooperatives in Serdang Bedagai District. Indirectly, organizational commitment has a positive and significant effect on the performance of cooperatives in Serdang Bedagai Regency through cooperative innovation.

Keywords: ***Commitment, Participation, Performance, Innovation***

1. INTRODUCTION

Entering the era of the global economy resulted in high levels of competition and competition which required the need for increased performance and productivity in the national economy (Marlina, 2019). Economic growth that leads to optimization in all aspects is a benchmark for determining the level of welfare of a country (Saputra & Yasrawan, 2021; Hilal et al., 2022). Cooperatives as an integral part of national economic development have been confirmed by the government as a backbone that can accommodate the people's economy (Marlina, 2019). The status of cooperatives today has become the center of attention and is highly reckoned with, because cooperatives are a form and a real picture of the effectiveness of improving and improving people's economic conditions (Fathusyaadah & Wiranta, 2022). Cooperatives are increasingly becoming accelerators of people's economic movements as stated in Law no. 25 of 1992 concerning cooperatives.

Nevertheless, the facts on the ground show that cooperatives currently tend to experience a decline in performance due to the emergence of various problems related to organizational management (Segianto & Zulkarnaen, 2020), management leadership and motivation (Nurhidayat, 2022), as well as important issues that need to be underlined, namely related to the quality of the cooperative's own human resources (Fathusyaadah & Wiranta, 2022).

The low performance of cooperatives in Serdang Bedagai Regency was also known based on a pre-research survey conducted by the author of 30 management of cooperatives assisted by the Government of Serdang Bedagai Regency (see Appendix 1). The results show that there are performance inconsistencies in several aspects by cooperative management where only 30% of administrators are aware of the importance of innovation in cooperatives, 46% of cooperative managers have high membership participation, and only 26% of administrators collaborate/network with other parties and only 30% of the management stated their organizational commitment to the cooperative.

In general, efforts to improve cooperative performance through human resource quality development can be reviewed based on organizational commitment and participation of cooperative members (Ningsi & Arif, 2020; Ma'mun et al., 2022; Muplihah & Arifiana, 2022). To improve the performance of the cooperative, it requires a very high organizational commitment from each member of the cooperative (Santoso & Kambara, 2020; Lestari et al., 2022). Because commitment is one of the values of a cooperative member to take sides and support or intend to maintain cooperative goals that have been set (Fathusyaadah & Wiranta, 2022). In addition to organizational commitment, to improve cooperative performance, it is necessary to have the participation of cooperative members (Suryani, 2022; Risman, 2022). The participation of cooperative members can be realized by carrying out their obligations, namely carrying out with full responsibility the results of joint decisions that have been approved at the Annual Member Meeting (RAT) and complying with the Statutes (AD) and Bylaws (ART) (Amalina et al., 2021) .

In addition, the participation of cooperative members is reflected through active and thorough involvement in decision making, policy setting, direction and business steps, supervision of the running of the cooperative business, participation in business capital, in business utilization, and in enjoying the remaining business results (Tarman, 2021). So that with active member participation, it can help cooperatives prevent a decline in cooperative performance (Fathusyaadah & Wiranta, 2022) and cooperative business opportunities to progress and develop and compete with other business entities are getting bigger (Safitri et al., 2022). Improving the performance of a business including cooperatives is encouraged by the innovation efforts made. Companies that are able to innovate are believed to be able to improve performance, but are also believed to be able to assist a business in facing competition in an industrial environment that continues to grow by mediating HR orientation towards company performance (Ryadi & Yasa, 2016). Research conducted by Putri et al. (2016); Rusyana et al. (2016); Satwika & Dewi (2018); Wicaksno & Subarjo (2018); Jannah et al. (2019) shows that innovation has a positive and significant effect on the performance of a business.

The Covid-19 pandemic has also resulted in the existence of cooperatives tending to stagnate and their performance does not function properly (Anugrah & Wahyono, 2021). This is evidenced by reports from the Central Statistics Agency (BPS) in the last three years (2020-2022) (See Table 1), cooperatives in Indonesia have increasingly experienced an increase in the number of units from the previous year and currently has reached 236,656 units. However, the increase in cooperative units was not followed by an increase in the performance of the cooperative itself, not all cooperatives were active in running their business (BPS, 2022).

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Table 1. Number of Cooperatives in Indonesia in 2019 -2021

Year	Cooperative Description		
	Active (In Unit)	Inactive (In Unit)	Total Amount (In Units)
2020	143,117	60,584	203,701
2021	135,249	86,239	221,488
2022	129,254	107,402	236,656

Source: Depkop (2021)

Table 1 above reflects the development of cooperatives in Indonesia which has shown a real increase. This progress can be seen through the number of cooperatives in Indonesia which continues to increase, where in 2020 there were only 203,701 units and increased to 236,656 units in 2022 or in other words there was an addition of 32,955 units. Nevertheless, the increase in the number of cooperative units was not followed by an increase in the number of active cooperatives in Indonesia. Number of inactive cooperatives. in 2022 it will reach a figure of 107,402 units and an increase of 21,163 units when compared to 2021. This shows that currently cooperatives are experiencing problems and obstacles in their process and performance (Sitepu & Hasyim, 2018; Surya et al., 2021).

North Sumatra Province is the province with the highest number of active cooperative units on the island of Sumatra for the last five years and occupies the fourth position after the Provinces of West Java, East Java and Central Java with the number of active cooperatives in 2021 of 5,033 units (BPS, 2022) . The increase in the number of active cooperative units in North Sumatra was also accompanied by a significant increase in the number of inactive cooperatives as can be observed from Table 2 below:

Table 2. Cooperatives in North Sumatra Province

Year	Cooperative Description		
	Active (In Unit)	Inactive (In Unit)	Total Amount (In Units)
2019	7.172	3.112	10284
2020	7,296	3,341	10637
2021	7,280	3,451	10731

Source: Office of Cooperatives and Small and Medium Enterprises of Sumatra Province

Table 2 above provides an illustration that in the last three years, the number of inactive cooperatives in North Sumatra has consistently increased from year to year. In 2019, the number of inactive cooperatives was 3,112 units and increased by 229 units in 2020 and 339 units in 2021. This indicates a significant decline in the performance of cooperatives in North Sumatra. As stated by Ruswandi et al. (2021) that the decline in cooperative performance is reflected in the high number of inactive cooperative units that exist.

Based on data released by the UM Manpower Office (2022), it shows that Kab. Serdang Bedagai is currently promoting the growth of its cooperative, so that quantitatively the cooperative has increased in the last few years (See Table 3). However, the increase experienced was not accompanied by a qualitative increase in these cooperatives, one of which was shown by the number of inactive cooperatives which increased to as many as 300 units or in other words only 19% of active cooperatives out of a total of 372 units registered at the Cooperative Employment Service. and Micro Enterprises of Serdang Bedagai Regency. In detail the distribution of cooperatives in Serdang Bedagai Regency can be seen in Table 3 below:

Table 3. Data Recapitulation of Serdang Bedagai District Cooperatives

No	Subdistrict	Cooperative (Unit)		
		Amount	Active	Not active
1	Cylinder	11	3	8
2	Dolok Masihul	22	7	15
3	Sei Ramp	51	11	40
4	Noni Bay	26	9	17
5	High cliff	23	2	21
6	Cape Banyan	21	2	19
7	Shah Bandar Cliff	12	3	9
8	Sei Bamban	26	2	24
9	Mirror Beach	21	3	18
10	Smell	71	14	57
11	Dolok Merawan	5	1	4
12	Pegajahan	20	3	17
13	Khalifah City	6	1	5
14	All So	7	1	6
15	Kotarih	11	0	11
16	Sipispis	16	0	16
17	Bayu Star	10	2	8
-	Province Development	13	8	5
-	National Development	0	0	0
	Amount	**372**	**72**	**300**

Source: ODS data from the UM Manpower Office, Serdang Bedagai Regency (2021)

Based on Table 3 above, it is known that as many as 300 cooperatives in Serdang Bedagai Regency have been categorized as inactive, and sooner or later they will be included in the local government's black list. The three hundred cooperatives are classified as troubled cooperatives. Most of the cooperatives in Serdang Bedagai Regency were born only because of assistance from the Regency government, so they tend to be seasonal in nature. Based on the explanation and phenomena above, it can be seen that a vital part of the development and improvement of cooperative performance is member participation, organizational commitment and innovation in cooperatives. Active participation of members, high organizational commitment from members, and high ability to innovate can empower the wealth and potential of cooperatives to achieve agreed goals. But in fact, these three things are still a scourge for cooperatives, especially in Kab. Serdang Bedagai where it can be seen from the significant increase in the number of inactive cooperatives which indirectly indicates the low performance of cooperatives in Serdang Bedagai Regency.

2. IMPLEMENTATION METHOD

Types of research

The type of research used in this research is to use an associative method with a quantitative approach. Associative research was conducted to determine whether there is influence between exogenous variables and endogenous variables. According to Sugiyono (2019) associative research is research that aims to find out the relationship between two or more variables looking for roles, influences and causal relationships, namely between variables.

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Location and Time of Research

This research was conducted in active cooperatives under the governmental area of Serdang Bedagai Regency, North Sumatra Province which began in January - April 2023.

Population and Research Sample

The population in this study were all active cooperatives assisted by the government area of Serdang Bedagai Regency, totaling 72 cooperative units. The samples used in this study were all active cooperatives assisted by the Serdang Bedagai district government area, totaling 72 cooperative units.

Data analysis

Activities in data analysis are grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data from each variable studied, performing calculations to answer the problem formulation and performing calculations to test the hypotheses that have been proposed. The data analysis method used in this study is SEM analysis.

3. RESULTS AND DISCUSSION

SEM Analysis Results

SEM analysis in this study intends to answer the objectives and hypotheses contained in the study. The analysis was carried out using the Partial Least Square (PLS) method with the help of SmartPLS 3.0 software. PLS is a Structural Equation Model (SEM) analysis method that is used to solve problems in multivariate analysis with a relatively small sample size (30-100) and does not refer to parametric assumptions (Yamin & Kurniawan, 2009). In the process, the SEM-PLS analysis is classified into two stages of evaluation, namely the measurement model (outer model) and the structural model (inner model). The construct of the SEM path model/path diagram in the study is presented in Figure 1 below:

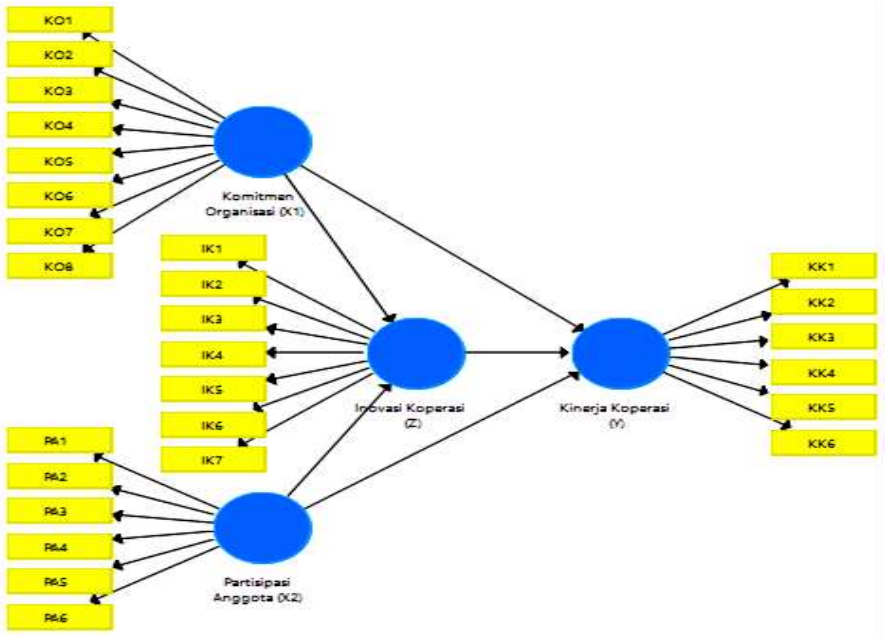

Figure 1. *Path Models*(Path Chart)

Figure 1 above shows the framework/path diagram consisting of 2 latent variables, namely 1) exogenous latent/construct variables consisting of organizational commitment variables (X1) with 8 manifest variables and member participation variables (X2) with 6 manifest variables, 2) endogenous latent/construct variables consisting of cooperative innovation variables (Z) with 7 manifest variables and cooperative performance variables (Y) with 6 manifest variables. The model above also shows if there are two substructures in the path diagram: 1) the effect of the variables X1 and X2 on Z, 2) the effect of the variables X1, X2, and Z on Y. Meanwhile, the hypothesis in this framework consists of two types namely: (1) direct influence on substructures 1 and 2; (2) indirect influence through cooperative innovation mediation variables.

Measurement Model Analysis (Outer Model)

Measurement model analysis was carried out to test the validity and reliability of the instrument by specifying the correlation between latent variables and their constituent indicators (manifest/observed variables). Evaluation of the measurement model (outer model) in the SEM analysis in this study was carried out in two main stages, namely: 1) testing the validity of the instrument, which includes convergent validity and discriminant validity, 2) testing the reliability of the instrument, which includes Cronbach's alpha reliability test and composite reliability. The following describes the two stages in the analysis of the outer model of this research.

a. Convergent Validity

Convergent validity aims to prove that the statements of each latent variable can be understood by respondents as intended by the researcher or in other words it aims to determine the validity of each correlation between manifest variables (indicators) and their constructs or latent variables. According to Latan (2015), there are two general provisions in assessing convergent validity on reflective indicators, namely the first refers to a loading factor value > 7 for confirmatory research and the second refers to the Average Variance Extracted (AVE) value > 0.5 (Hair et al., 2017).

The loading factor values in the PLS 1 model above are summarized in detail in Table 4 below:

Table 4. Loading Factor Value

Variable	Indicator	*Outer Loading*	*Rule of Thumb*	Criteria
Organizational Commitment (X1)	KO1	0.831	0.700	Meets Convergent Validity
	KO2	0.772	0.700	Meets Convergent Validity
	KO3	0.723	0.700	Meets Convergent Validity
	KO4	0.721	0.700	Meets Convergent Validity
	KO5	0821	0.700	Meets Convergent Validity
	KO6	0.929	0.700	Meets Convergent Validity
	KO7	0939	0.700	Meets Convergent Validity
	KO8	0.922	0.700	Meets Convergent Validity
Member Participation (X2)	PA1	0.861	0.700	Meets Convergent Validity
	PA2	0.812	0.700	Meets Convergent Validity
	PA3	0.790	0.700	Meets Convergent Validity
	PA4	0.756	0.700	Meets Convergent Validity
	PA5	0.828	0.700	Meets Convergent Validity
	PA6	0898	0.700	Meets Convergent Validity

Cooperative Innovation (Z)	IK1	0849	0.700	Meets Convergent Validity
	IK2	0.808	0.700	Meets Convergent Validity
	IK3	0.838	0.700	Meets Convergent Validity
	IK4	0.793	0.700	Meets Convergent Validity
	IK5	0821	0.700	Meets Convergent Validity
	IK6	0.854	0.700	Meets Convergent Validity
	IK7	0.888	0.700	Meets Convergent Validity
Cooperative Performance (Y)	KK1	0.852	0.700	Meets Convergent Validity
	KK2	0.813	0.700	Meets Convergent Validity
	KK3	0.807	0.700	Meets Convergent Validity
	KK4	0.751	0.700	Meets Convergent Validity
	KK5	0.832	0.700	Meets Convergent Validity
	KK6	0893	0.700	Meets Convergent Validity

Table 4 above shows the outer loading/loading factor values for all manifest variables (indicators) in the PLS model. The results show that the value of the loading factor on all construct/latent variable indicators is > 0.7. So that there are no indicators in the construct of latent variables that are eliminated from the model. In the organizational commitment variable (X1), the highest loading factor value is found in the KO7 indicator/statement, namely "cooperative members/administrators make more efforts than normally expected to help cooperatives" with a value of 0.939. In the member participation variable (X2), the loading value*factor*the highest is found in the PA6 indicator/statement, namely "members actively express opinions to the management outside the meeting either requested or voluntarily" with a value of 0.898. In the cooperative innovation variable (Z), the highest loading factor value is found in the IK7 indicator/statement, namely "cooperatives actively establish synergy with the millennial generation and stakeholders in the context of cooperation in developing cooperatives" with a value of 0.888. Meanwhile for the cooperative performance variable (Y), the highest loading factor value is found in the KK6 indicator/statement, namely "the number of cooperative members always increases from year to year" with a value of 0.893. Thus, it can be concluded that the constructs in the model meet the convergent validity criteria or are convergently valid.

b. Discriminant Validity

Discriminant validity aims to see the level of difference of an indicator in measuring its latent construct (Hartono, 2008). In general, the approach to evaluate discriminant validity refers to the Cross-Loading value. Cross-Loading is the correlation coefficient of the indicator to its association construct (crossloading) compared to other constructs (cross loading) where the value of the indicator correlation construct must be greater than its association construct with other constructs (Henseler et al., 2015).

The Cross-Loading value in the analysis model in this study is summarized in Table 5 below:

Table 5. Cross-Loading Value

	Innovation Cooperative (Z)	**Performance Cooperative (Y)**	**Commitment Organization (X1)**	**Participation Member (X2)**
IK1	**0.858**	0.852	0.831	0849
IK2	**0.813**	0.808	0.772	0.809
IK3	**0.838**	0.820	0.780	0.815
IK4	**0.793**	0.781	0.743	0.769
IK5	**0821**	0.819	0.794	0.815
IK6	**0869**	0.846	0.854	0.832

IK7	**0.945**	0893	0.888	0.886
KK1	0849	**0.858**	0.831	0.852
KK2	0.808	**0.813**	0.772	0.809
KK3	0.807	**0.819**	0.770	0.801
KK4	0.741	**0.752**	0.721	0.751
KK5	0.820	**0.836**	0.832	0.817
KK6	0.888	**0.945**	0893	0.886
KO1	0849	0.852	**0.858**	0.831
KO2	0.808	0.772	**0.813**	0.809
KO3	0.732	0.753	**0.767**	0.745
KO4	0.741	0.751	**0.752**	0.721
KO5	0.801	0.812	**0821**	0.796
KO6	0867	0.872	**0.929**	0.864
KO7	0.873	0.878	**0939**	0.870
KO8	0.847	0.855	**0.922**	0.847
PA1	0.840	0849	0.833	**0.861**
PA2	0.804	0811	0.774	**0.812**
PA3	0.790	0.792	0.753	**0.804**
PA4	0.741	0.751	0.720	**0.756**
PA5	0.816	0.826	0.828	**0.829**
PA6	0.885	0891	0898	**0.934**

Table 5 above shows if the correlation coefficient of the cross-loading indicator with the construct is greater than 0.7 and is greater than the correlation coefficient with the other constructs. Thus, it can be concluded that all constructs/latents in the research model have good discriminant validity, where the cross-loading value of the indicators in each construct block is greater than the indicators in other construct blocks.

c. Cronbach's Alpha reliability

Cronbach's Alpha reliability aims to test the consistency of the answers to the questionnaire statement items or in other words to measure the lowest value (lowerbound) of the reliability of a latent variable (Putka & Sackett, 2010). According to Latan (2015), in confirmatory research the value of Cronbach's Alpha must be greater than 0.7.

The results of data processing related to the reliability of Cronbach's Alpha are summarized in Table 6 below:

Table 6. Cronbach Alpha reliability

Indicator	*Cronbach's Alpha*	Kritria
Cooperative Innovation (Z)	0.928	Very Reliable
Cooperative Performance (Y)	0.906	Very Reliable
Organizational Commitment (X1)	0937	Very Reliable
Member Participation (X2)	0.906	Very Reliable

Table 6 above shows the reliability value of Cronbach's Alpha for all constructs/latency in the research model which is greater than 0.7. Thus, it can be concluded that the research questionnaire consisting of indicators and construct/latent variables is feasible and fulfills the reliability test or the answers to the questionnaire have shown high consistency.

d. Composite Reliability

Composite reliability in the research model aims to show the internal consistency of an indicator against a construct or measure the actual reliability of a latent variable (Putka & Sackett, 2010). According to Latan (2015), in confirmatory research the composite reliability value must be greater than 0.7.

The results of data processing related to composite reliability are summarized in Table 7 below:

Table 7. Composite Reliability

Indicator	*Composite Reliability*	Kritria
Cooperative Innovation (Z)	0.942	Very Reliable
Cooperative Performance (Y)	0.928	Very Reliable
Organizational Commitment (X1)	0.949	Very Reliable
Member Participation (X2)	0.927	Very Reliable

Table 7 above shows the composite reliability value of all latent/construct variables greater than 0.7. Thus, it can be concluded that all construct/latent variables in the analysis model in this study have high reliability.

Structural Model Analysis (Inner Model)

After analyzing the measurement model to evaluate the validity and reliability of an indicator against the construct/latent that has been built, then the next step is the analysis of the structural model (inner model). The structural model aims to describe the causal relationship between latent variables that have been constructed based on theoretical substance to answer the research hypothesis (Abdillah & Hartono, 2015).

Structural model analysis in this study includes several tests including: 1) fit model, 2) R-Square, 3) path coefficient, 4) Significance Test (P-Values), 5) predictive relevance, 6) F -Square (effect size), and 7) Goodness of Fit.

a. Fit models

Model fit is useful for seeing the compatibility between the observed correlations in the analytical model that has been constructed. According to Haryono (2016), to find out whether the model is fit or not in the results of PLS data processing, it can be seen from the loading factor value for each indicator. Thus, on the basis of the results obtained, it can be concluded that the SEM analysis model constructed in this study is suitable or fit because it meets the assumptions of validity and reliability.

b. *R-Square*(Coefficient of Determination)

*R-Square*or the coefficient of determinationserves to measure model quality criteria and predict the relationship between variables or latent constructs with reference to the coefficient of determination (r2) between 0 and 1 which indicates the magnitude of the influence of latent variables or exogenous constructs on latent variables or endogenous constructs (Chin, 1998).

The R-Square values obtained in this research model are summarized in Table 8 below:

Table 8. Coefficient of Determination

	R Square	R Square Adjusted
Cooperative Innovation (Z)	0.982	0.981
Cooperative Performance (Y)	0997	0997

Table 8 above shows the Adjusted R-Square value or the R-Square value that has been corrected based on the standard error value to assess the ability of an exogenous construct to explain the endogenous construct. The results above show on substructure 1 in the path diagram (the effect of X1 and X2 on Z) has an R-Square value of 0.981.

c. Path Coefficient/Regression (Path Coefficient)

The path coefficient or path coefficient functions to determine the magnitude of the influence partially and shows the direction of the relationship of variables, whether the relationship between variables is positive or negative and to determine the path equation of the model being tested. The Path Coefficient has a range of values between -1 to 1 (Hamidi & Anwar, 2019). The path coefficient values in the direct effect model in this study are summarized in Table 9.

Table 9. Direct Effect Path Coefficient

	Cooperative Innovation (Z)	Cooperative Performance (Y)
Cooperative Innovation (Z)		0.436
Cooperative Performance (Y)		
Organizational Commitment (X1)	0.318	0.163
Member Participation (X2)	0.678	0.404

Table 9 above shows the value of the regression coefficient on substructure 1 in the path diagram (the effect of X1 and X2 on Z) and substructure 2 (the effect of X1, X2, and Z on Y). In substructure 1 it shows the value of the regression coefficient of the variable organizational commitment (X1) to cooperative innovation (Z) of 0.318.

d. Significance Test (P-Values)

The significance test was carried out to answer the research hypothesis and to determine the partial effect directly between exogenous latent variables on endogenous latent variables and to determine the indirect partial effect between latent variables through intervening variables (Hamidi & Anwar, 2019). The significance test in the PLS analysis was carried out using the bootstrapping calculation method on the path diagrams that have been constructed in order to minimize any problems with the normality of the research data.

The results of the bootstrapping path diagram of this research can be seen in Figure 2 below:

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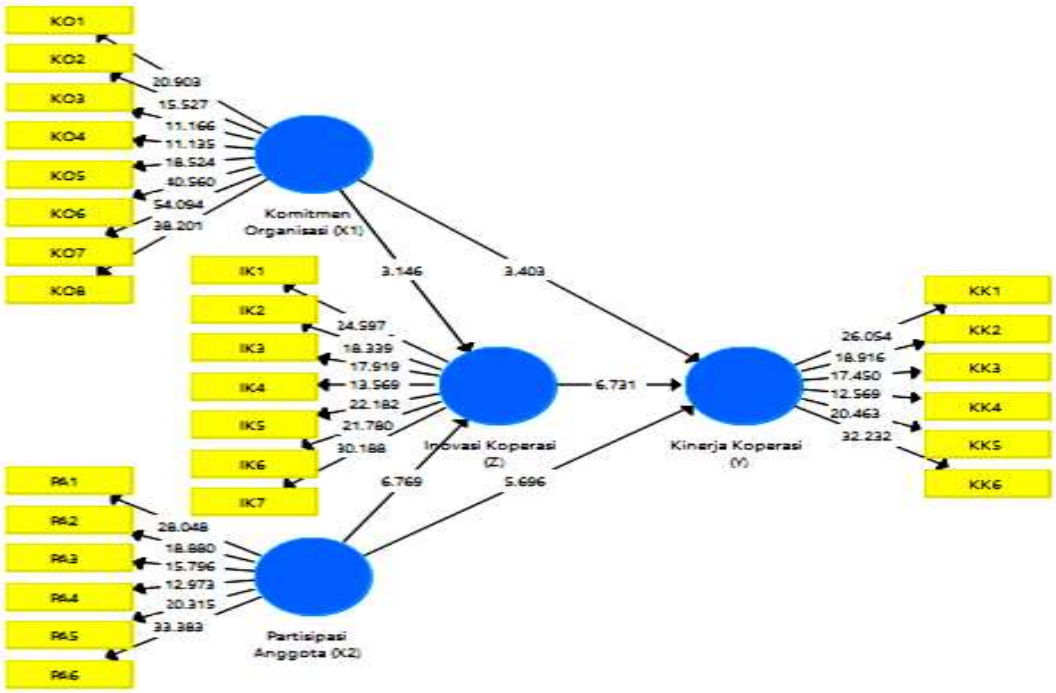

Figure 2. PLS Model/Line Diagram 2 Boostrapping

Figure 2 above shows the value of the path coefficient in the path diagram to determine the significance of the relationship between variables or latent constructs that have been built. There are two relationship models, namely direct (direct effect) and indirectly (indirect effect).

The results of the significance test for the direct effect are summarized in Table 10 below:

Table 10. Test of Significance of Direct Effect

Direct Influence Model	*Original Sample (O)*	*Sample Means (M)*	*Standard Deviation (STDEV)*	*T Statistics (|O/STDEV|)*	*P Values*
Cooperative Innovation (Z) → Cooperative Performance (Y)	0.436	0.431	0.068	6,431	0.000
Organizational Commitment (X1) → Cooperative Innovation (Z)	0.318	0.314	0.101	3,150	0.002
Organizational Commitment (X1) → Cooperative Performance (Y)	0.163	0.164	0.049	3.308	0.001
Member Participation (X2) → Cooperative Innovation (Z)	0.678	0.682	0.100	6,754	0.000
Member Participation (X2) → Cooperative Performance (Y)	0.404	0.408	0.076	5,340	0.000

Table 10 above shows the significance test of the direct effect. First, the influence of organizational commitment variable (X1) on cooperative innovation (Z) shows a regression coefficient (O) of 0.318 with a

positive relationship direction and a P-Values of 0.002 < 0.05 significance level and a statistical value of 3.150 > ttable 1.995.

e. Relevant Predictive (Q-Square)

Relevant predictive function is to see how good the observed value is and to assess the suitability of the structural relevance of the model through the blindfolding calculation method on SmartPLS. The observation value of the structural model is said to be good if the predictive relevant value (Stone Giesser value Q Square) > 0. Conversely, if the predictive relevant value (Stone Giesser value Q Square) < 0, then the observation value has a poor rating (Haryono, 2016). The relevant predictive value can be seen in Figure 3 below:

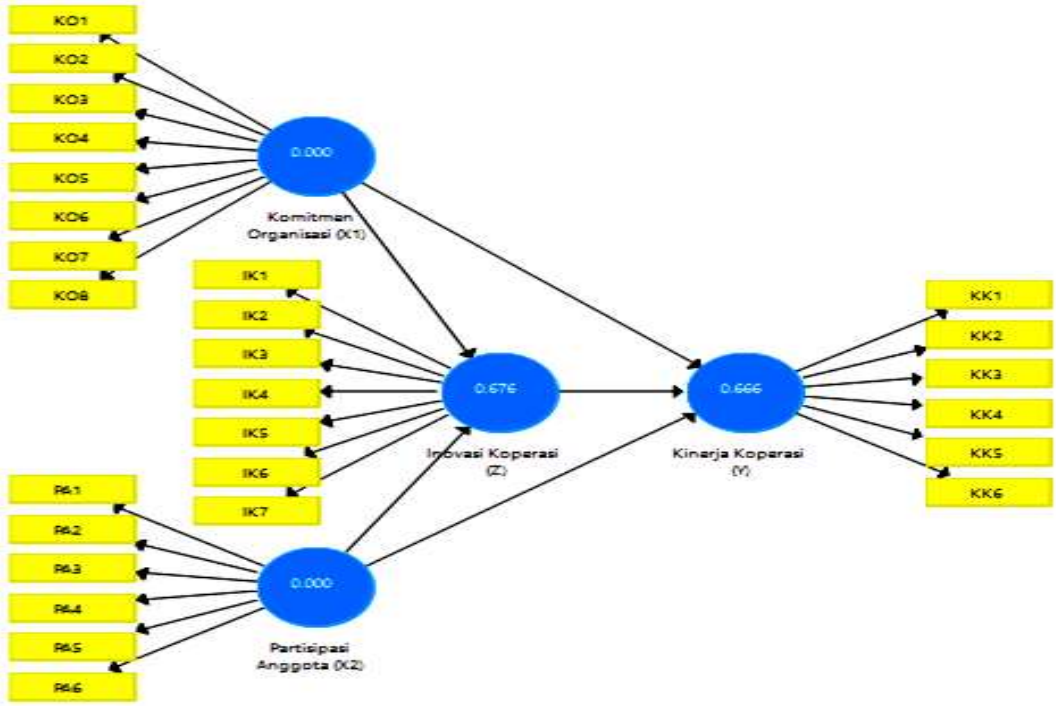

Figure 3. PLS Model / Blindfolding Path 3 Diagram

f. *F-Square (Effect Size*)

*F-Square*describes the magnitude of the influence of exogenous latent variables (predictors) on endogenous latent variables (criteria) in structural arrangements. F-Square value 0.02-0.15 category of weak influence; F-Square value 0.15-0.35 moderate influence category; F-Square value > 0.35 strong influence category (Haryono, 2016). The results of the F-Square test can be seen in Table 11 below:

Table 11. F-Square value

	Cooperative Innovation (Z)	**Cooperative Performance (Y)**
Cooperative Innovation (Z)		1,064
Cooperative Performance (Y)		
Organizational Commitment (X1)	0.214	0.260
Member Participation (X2)	0.975	0.981

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Table 11 above shows the F-Square values for each latent variable in substructures 1 and 2 in the structural model. First, the partial effect of organizational commitment (X1) on cooperative innovation (Z) shows an F-Square value of 0.214 with a moderate influence category. Second, the partial effect of member participation (X2) on cooperative innovation (Z) shows an F-Square value of 0.975 with a strong influence category. Third, the partial effect of organizational commitment (X1) on cooperative performance (Y) shows an F-Square value of 0.260 with a moderate influence category. Fourth, the partial effect of member participation (X2) on cooperative performance (Y) shows an F-Square value of 0.981 with a strong influence category. Fifth,

g. *Goodness of Fit*(GoF)

Goodness of Fit(GoF) is used to test the suitability of the model as a whole, both for the outer model and the inner model, is there a match between the observed values and the expected values in the model where the value of 0.00 – 0.24 is in the small category; value 0.25 - 0.37 medium category; value 0.38 - 1 high category. The GoF value is obtained from the square root of the multiplication result between the average AVE and the average R-Square. The results of the GoF model suitability testing calculation results can be seen in Table 12 below:

Table 12. *Goodness of Fit*

Average AVEs	Average R-Square	*Goodness of Fit*	Category
0.695	0989	0.826	Tall

Table 12 above shows the GoF value of 0.826 in the high category. So it can be concluded that the measurement model and structural model in this study already have a high fit (fit) between the observed values and the expected values in the research model. Thus, through the results of evaluating the overall fit model on the outer and inner models with reference to the loading factor value that meets the criteria (> 0.7), the R-Square due diligence value, the Q-Square value, and the Goodness of Fit value, the can be considered if the model in the study is fit both in terms of measurement and structurally.

4. CONCLUSION

Based on the results of the research and discussion that have been stated previously, the conclusions of this study are as follows:

1. Directly organizational commitment has a positive and significant effect on cooperative innovation in Serdang Bedagai District. This is evidenced by the regression coefficient value of 0.318 with a positive relationship and a P-value of 0.002 <significance level of 0.05 and a statistical value of 3.150 > ttable of 1.995 so that Ha is accepted and H0 is rejected.
2. Directly member participation has a positive and significant effect on cooperative innovation in Serdang Bedagai District. This is evidenced by the regression coefficient of 0.678 with a positive relationship and a P-value of 0.000 < a significance level of 0.05 and a statistical value of 6.754 > ttable 1.995 so that Ha is accepted and H0 is rejected.
3. Directly organizational commitment has a positive and significant effect on the performance of cooperatives in Serdang Bedagai Regency. This is evidenced by the regression coefficient of 0.163 with a positive relationship and a P-value of 0.001 <significance level of 0.05 and a statistical value of 3.308 > ttable of 1.995 so that Ha is accepted and H0 is rejected.

4. Directly member participation has a positive and significant effect on the performance of cooperatives in Serdang Bedagai District. This is evidenced by the regression coefficient of 0.404 with a positive relationship and a P-value of 0.000 < a significance level of 0.05 and a statistical value of 5.340 > ttable 1.995 so that Ha is accepted and H0 is rejected.
5. Cooperative innovation directly has a positive and significant effect on the performance of cooperatives in Serdang Bedagai District. This is evidenced by the regression coefficient of 0.436 with a positive relationship and a P-value of 0.000 < a significance level of 0.05 and a statistical value of 6.431 > ttable 1.995 so that Ha is accepted and H0 is rejected.
6. Indirectly, organizational commitment has a positive and significant effect on the performance of cooperatives in Serdang Bedagai Regency through cooperative innovation. This is evidenced by the regression coefficient of 0.138 with a positive relationship and a P-value of 0.006 <significance level of 0.05 and a statistical value of 2.739 > ttable of 1.995 so that Ha is accepted and H0 is rejected.
7. Indirectly member participation has a positive and significant effect on the performance of cooperatives in Serdang Bedagai Regency through cooperative innovation. This is evidenced by the regression coefficient of 0.295 with a positive relationship and a P-value of 0.000 < a significance level of 0.05 and a statistical value of 5.006 > ttable 1.995 so that Ha is accepted and H0 is rejected.

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