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Research Article

The Effect of Digital Talent on Individual Innovation Behavior, Skills of Revolution Industry 4.0 as Mediator Variables

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A B S T R A C T

In the face of the Revolution industry 4.0, global connection, artificial intelligence, and automation have disrupted technology. This made the industrial world's development in work competition, not linear and even created new jobs. Digital talent and innovation are needed to face the world of work. This study discusses the construct effect between digital talent, individual innovation behavior, and Skills Revolution Industry 4.0, and the effect of Skills Revolution Industry 4.0) as a mediator to digital talent constructs' relationship. Data collection is obtained directly (face to face). Samples were previously clustered by sampling technique. Questionnaires use the Likert Scale. Then, the data gotten were processed by SEM-PLS with Software 3.8.2. The result showed that digital talent has a positive effect on individual innovation behavior. This meant that skill of revolution industry 4.0 as a construct mediator was successful. The stronger digital talent influences, the stronger individual innovation behavior influences, and it is accelerated with revolution industry skills 4. This study proposes a model to build mastery of digital talent and individual innovation behavior of Universitas Andalas students through the mastery of skills of revolution 4.0 as a mediator. This research can pave the way to improve students' readiness in facing the world of revolution 4.0, one of which is in the field of digital innovation.

INTRODUCTION

Nowadays, the world is facing a global revolution in the industry. There was a change in technology and innovation [1]. All these industrial revolutions did not only the product itself but also the labor market and educational system. As a result of these changes, some professions and jobs disappeared. The core concept of innovation in revolution industry 4.0 is how to face the labor market and global era challenges. The process of innovation includes the innovation of technology and psychology [2]. Innovation technology and connectivity are smart, quick, and effective in developing products in all aspects of life. The economy of acceleration is started with information and communication technology. Information and communication technology are the bases of innovation in Revolution Industry 4.0, where innovation starts with people, making the human capital within the workforce decisive [3][4][5]. The process of innovation is the most important in creating innovative behavior[6]. The innovation behavior is not only an idea, but also the individual behavior related to idea generation (idea invention), introduction (idea promotion), and realization (idea implementation) from the new and useful thing [7].

Revolution Industry 4.0 starts with artificial intelligence, genetics engineering, automatic cars, nanotechnology, and supercomputer. In the era of Industry 4.0, we are facing a digital revolution and technology disruption. Revolution of Industry 4.0 describes a movement trying to explore and unite some upcoming technology, such as the internet of things and its services, automation industry, connectivity, cybersecurity, and big data analyses. The development revolution 4.0, like sensors, physic-cyber system, internet of things, will influence every life [9]. The essential features of the Revolution of Industry 4.0; are machines, devices, sensors, and people, primarily via the Internet (Internet of Things-IoT) to communicate with each other and the ability to communicate[10]. The development of digitalization requires digital talent (digital skill) for operating and mastering digital services. Digital talent is knowledge of software and knowledge on how to solve and learn problems. Digital talent is useful in the technology society group [11]. Digital talent is significant for every organization to join product innovation and become more critical for succeeding in the workplace [12].

Innovation passes a series of phases before people apply it. Individuals develop their ability to formulate their attitude, make the decision, implement, and confirm whether innovation must be applied or not. Individual innovation is a multi-stages process,

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including recognize the problem, generate the idea or solution, search for a sponsor to build a coalition of ideas, solving the idea (like producing a prototype model and process). Individual innovation is supposed as a part of an organization, managerial or non-managerial. Innovation was previously started by the rapid development of information technology (IT), which changes society's mindset and lifestyle. As a consequence, this changes the organization in running a business. IT makes all activities quicker, more comfortable, and accurate, but not all things can be replaced by technology. The application of technology skills requires the skill related to planning, creating interaction in making the decision, and managing human resources [13]. Not only technology faces transformation, but also skills face some changes from time to time. The demands of skills in 2018 had described the tendency of skills for 2022 were system analysis evaluation, emotional intelligence, complex problem solving, creativity, active learning, analytical thinking, technology design, leadership, and reasoning problem-solving [14].

The appearance of digital technology in daily life changes the individual's way of accessing and developing knowledge. Individuals must process complex information, think systematically, and decide by considering various forms of proof. They have to keep renovating their skills to be suitable for the rapid technological changes in the workplace. More basically, to utilize the new chance provided by digital technology in most aspects, the individual must develop a set of skills properly to utilize the technology more meaningful. The increase in using digital technology in the workplace increases the demands of new skills.

Technology development has a strong relation to innovation, especially in creating new technology. Creating new technology and product must follow innovation and skill as a part of creativity. While advances in hardware and software capabilities continue at a staggering pace, their beneficiaries' lack [15]. This is an opportunity for technological innovation.

This research is limited to digital talent's effect on individual innovation behavior and skills revolution 4.0 as a construct mediator, including indicators that significantly influence. The research's focus is that students are pretended to have useful perspectives and follow the technology.

METHODOLOGY

The research method is descriptive, where some constructs are manipulated to observe the influence of other constructs by using a qualitative approach relating to the subjective assessment of attitude, opinion, and behavior. Indicators reflected construct of Skills Revolution Industry 4.0 can be seen in Table 1, indicators construct individual innovation behavior shown in Table 2, indicators reflected construct of Skills Revolution Industry 4.0 could be seen in Table 3.

The questionnaire is designed closed except for questions/statements regarding identity respondents in the form of a semi-open questionnaire. The questionnaires were distributed directly face to face. Each closed question/statement item gave five answer options: very agree score 5, agree score 4, less agree score 3, and disagree score 2, and strongly disagree score 1. The effects of digital talent on individual innovation behavior and Skills Revolution Industry 4.0 using the SEM-PLS method. Based on the construct an indicator of research, it can be seen in Figure 1.

Table 1. Digital Talent

Construct	Symbols	Indicators
Soft Digital	S1	Change Management [16]
	S2	Collaboration [16]
	S3	Comfort With Ambiguity [16]
	S4	Customer-Centricity [16]
	S5	Entrepreneurial mindset [16]
	S6	Data-driven decision making [16]
	S7	Organizational dexterity [16]
	S8	Passion for learning [16]
Hard Digital	H1	Agile [16]
	H2	Analytic [16]
	H3	Cloud Computing [16]
	H4	Search Engine Optimalization/SEO [16]
	H5	Web Development [16]
Role Digital	R1	Chief Analytics Officer/ Chief Data Officer [16]
	R2	Chief Customer Officer [16]
	R3	Chief Digital Officer/ Chief Digital Information Officer [16]
	R4	Chief Internet Of Things Officer [16]
	R5	Data Architect [16]
	R6	Data Engineer [16]
	R7	Data Scientist [16]
	R8	Digital Project Manager [16]
	R9	Information Security/Privacy Consultant [16]
	R10	Personal Web Manager [16]

Table 2. Individual Innovation Behavior

Indicators	Symbols
Exploring new opportunity [6], [17]	B1
New idea generation [6], [15] ,[17]	B2
Ability to adopt new product/ service [6],[18]	B3
Championing new idea [15]	B4
New idea implementation [6],[15],[17]	B5
Problem-solving ability [6], [18]	B6
Network building [6],[18]	B7

Research Hypotheses

Research hypotheses are used to test the interrelationship of the construct latent. Based on research formulation, then translated into the purposes of the research, the research hypotheses used are:

H1: Digital talent has a significant effect on individual innovation behavior.

H2: Digital talent has significant effect Skills Revolution Industry 4.0

H3: Skills Revolution Industry 4.0 has a significant effect on individual innovation behavior.
H4: Skills Revolution Industry 4.0 mediates the relationship between Digital talent and individual innovation behavior.

Table 3. Skills Revolution Industry 4.0

Construct	Indicators	Symbol
Abilities	Analytical Thinking [15][17]	A1
	Initiative [15]	A2
	Creativity [15]	A3
	Responsibility [15],[19]	A4
	Autonomy [15], [19]	A5
	Originality [15,[19]	A6
	Idea Generation and Reasoning Abilities [15]	A7
	Quantitative Abilities [15]	A8
Skills	Active Learning [15]	C1
	Learning Strategies [15]	C2
	Programming [15]	C3
	Technology Design [15]	C4
	Critical Thinking [15]	C5
	Monitoring [15]	C6
	Complex Problem Solving [15]	C7
	Leadership [15]	C8
	Social Influence [15]	C9
	Concern for Others [15]	C10
	Cooperation [15]	C11
	Social Orientation [15]	C12
	Social Perceptiveness [15]	C13
	Judgment and Decision Making [15]	C14
	System Analysis [15]	C15
	System Evaluation [15]	C16

Data Analysis

Determining the number of samples. The sample for this study is students of Andalas University. Data gathering questionnaires are distributed to all faculties in Andalas University. Determining the number of samples [20]demonstrates that the size of the minimum samples should be the same or more than:

a. Ten times, the most formative indicators used to measure one construct, or
b. Ten times, the most structural path is directed to certain constructs in the structural model.

The construct of samples has the most structural path in this research model, namely 16 structural paths so that the calculation of the number of minimum sample is $16 \times 10 = 160$. The technique of taking samples is probability sampling by using proportionate stratified random sampling. According to [21], proportionate stratified random sampling is used if populations have homogenous members/elements that are not homogenous or stratify proportionally. Determining the size of samples for each faculty is done by allocating proportionally as seen in Equation 1.

$$X = \frac{N}{P} \times S \quad (1)$$

An example for calculation sample taking in Faculty of Pharmacy can be seen in the following equation;
N: 22084, A= 547, S=160

$$X = \frac{547}{22084} \times 160 = 3.96 \text{ (4 respondent)}$$

Research data collection from questionnaire data is closed, which is distributed directly to respondents of Universitas Andalas students. The following faculties are used as a sampling point.

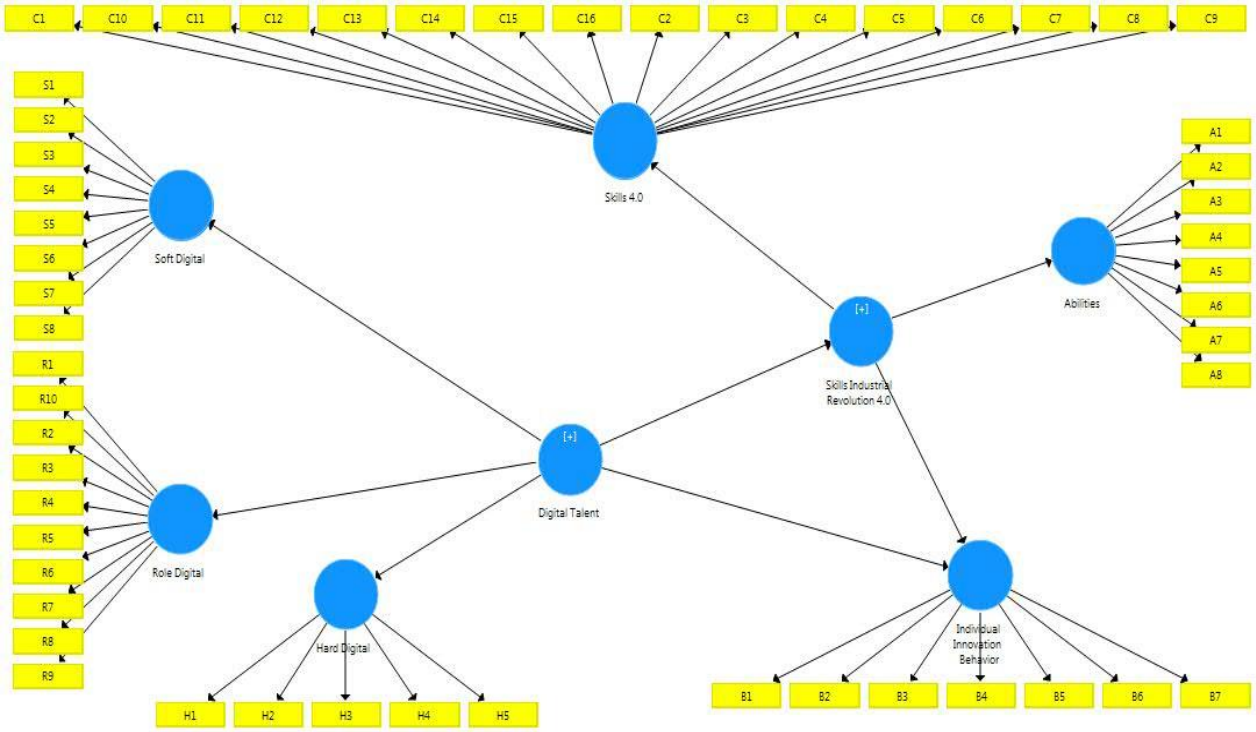

Figure 1. Model of the Research

Table 4. Recapitulation of the Respondents

No.	Departments	Total Students	Number of Samples
1	Agriculture	2314	17
2	Animal Husbandry	1797	15
3	Science	1688	12
4	Engineering	2764	32
5	Agricultural Technology	980	7
6	Information Technology	548	8
7	Medicine	1666	12
8	Dentistry	346	3
9	Nursing	464	6
10	Public Health	885	10
11	Pharmacy	574	7
12	Law	1766	25
13	Economy	2655	32
14	Cultural	1643	22
15	Social Science & Political Science	2021	25
Total Respondents		**22084**	**233**

The measurement indicator of this study used the method of SEM-PLS. SEM-PLS is divided into two stages [20],[22]

a. Outer Model
- Indicator reliability (Composite reliability): considering loading factor, value correlates more than 0.7.
- Indicator reliability: Indicator of outer loading should be more than 0.7.
- Convergent validity by considering loading factor (correlation between item score/component score and construct score). Reflective value is considered high if the value correlates more than 0.70 (x=0.70) with measured latent constructs
- Discriminant validity is considered adequate if the average variance extracted (AVE) root of each latent constructs more than the correlation among constructs. Value AVE be more than 0,5
- Consistency Reliability

b. Inner Model (Structural model)
- Collinearity test; the computation of the path coefficient linking the construct rests on a series of regression analyses. The researcher must ascertain that collinearity issues do not bias the regression result. This step is analogous to the formative measurement, with the difference being that the scores of the exogenous latent variables serve as input for the VIF assessment.
- Coefficient of Determination (R2); R2 is a measure of the model's predictive accuracy. R2 values are 0.75 (substantial); 0.5 (moderate); 0.25 (weak).
- Predictive relevance is Q2 (blindfolding). Resulting Q2 values of large than zero indicate the exogenous construct have predictive relevance for the endogenous construct under consideration.
- Path coefficients; values are standardized on a range from -1 to +1, with coefficient closer to +1 representing a strong positive relationship and coefficient closer to +1 representing a strong negative relationship.
- Effect Size (f2): high value (f2) an exogenous construct strongly contribute to explaining an endogenous construct. (f2) value 0.02 (small effect) 0.15 (medium effect) 0.35 (large effect).

RESULTS AND DISCUSSION

The description of the general of the respondent in this study can be seen in Figure 2. This shows that 73% of respondents are planning to work as civil servants and employees of state companies after graduation, and entrepreneurship means the respondents have understood the mastery of digital talent, skill, and individual innovation behavior. This means that students will face competition in the world of work and the challenges of the revolution of industry 4.0.

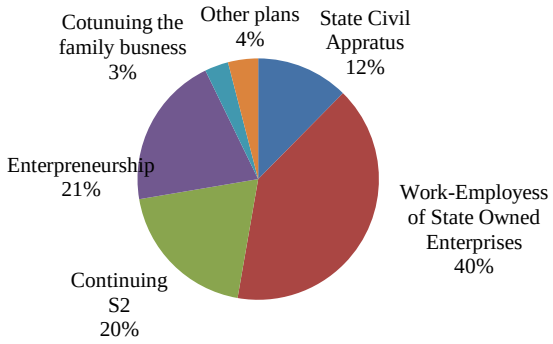

Figure 2. Distribution of Respondent's Planning Graduation

Table 5. Interpretation Data of Mean Value Based on Respondents' Gender

Data Descriptive	Male	Female
Role Digital skills	3.75	3.58
Soft Digital Skills	4.05	3.92
Hard Digital Skills	3.62	3.48
Skills	3.75	3.55
Abilities	3.70	3.52
IIB	3.76	3.62
Total Mean	22.63	21.67
Average	3,77	3.61

Table 5 shows that the value of male respondents is higher than the value of female respondents. It indicates that the males outperform the males' influence because they quickly master the digital, technology, and industry work world [23].

Based on age, the mastery of digital talent is not influenced by the number of ages. The recent generation is 18 and 23 years old, z generation (Gen Z). They collaborate and use digital devices efficiently. Gen-Z have changed due to technological advancement and need skills in the development of revolution 4.0.

Table 6. Interpretation Data of Mean Value based on Respondents' Age

Data Descriptive	< 20 Years	20-25 Years	<25 Years
Role Digital skills	3.6	3.66	3.57
Soft Digital Skills	4.06	3.99	3.46
Hard Digital Skills	3.5	3.54	3.6
Skills	3.75	3.63	3.27
Abilities	3.62	3.59	3.58
IIB	3.96	3.66	3.43
Total Mean	22.49	22.07	22.68
Average	3.75	3.66	3.68

Presentation of questionnaire data consisting of 23 statements to evaluate digital talent construct, 16 statements to evaluation Skills Revolution Industry 4.0 construct, and seven statements to evaluate individual innovation behavior constructs presented in Table 7.

Table 7. Recapitulation of Respondents' Understanding on the Construct of Digital Talent, Skills Revolution Industry 4.0, and Individual Innovation Behavior

Statement to-	Very Agree	Agree	Less Agree	Dis Agree	Very Dis agree	Total
A. Soft Digital						
1	47	111	67	7	1	233
2	74	136	23	0	0	233
3	58	113	59	3	0	233
4	85	112	25	1	0	233
5	70	124	38	1	0	233
6	35	105	93	7	0	233
7	32	109	57	4	1	233
8	62	109	57	4	1	233
B. Hard Digital						
1	2	46	107	60	18	233
2	10	39	115	58	11	233
3	36	93	88	13	3	233
4	70	113	46	3	1	233
5	104	92	35	1	1	233
C. Role Digital						
1	20	65	108	32	8	233
2	50	131	48	4	0	233
3	159	61	12	1	0	233
4	61	92	69	9	2	233
5	30	67	102	28	6	233
6	23	53	85	61	11	233
7	49	83	80	19	2	233
8	35	85	87	22	4	233
9	53	117	50	11	2	233
10	25	74	87	42	5	233

Table 7. Recapitulation of Respondents' Understanding on the Construct of Digital Talent, Skills Revolution Industry 4.0, and Individual Innovation Behavior (Cont.)

Statement to-	Agree	Less Agree	Dis Agree	Very Dis agree	Total
Abilities					
1	126	72	4	1	233
2	129	57	2	-	233
3	117	67	7	1	233
4	96	86	20	1	233
5	132	58	5	-	233
6	114	81	6	-	233
7	72	95	49	6	233
8	48	105	60	12	233
Skills					
1	121	76	5	1	233
2	96	102	14	-	233
3	61	117	36	8	233
4	40	72	89	25	233
5	104	90	14	3	233
6	114	75	9	1	233
7	101	107	11	1	233
8	104	77	9	2	233
9	123	81	8	-	233
10	115	48	2	-	233
11	127	41	1	-	233
12	111	67	10	-	233
13	140	47	1	-	233
14	137	66	3	-	233
15	103	92	12	-	233
16	88	118	12	-	233
Individual Innovation Behavior					
1	102	94	4		233
2	83	113	10	2	233
3	123	73	6	1	233
4	114	89	6	1	233
5	119	86	7	-	233
6	101	105	12	-	233
7	119	62	4	1	233

The Outer Model Test Results

The outer model aims to check the validity and reliability measurement of the indicators in model constructed. These analyses were done to ensure whether questionnaires are reliable to use or not to a measurement device (validation reliable). The test conducted in the outer model is as follows.

Table 8 Value of Mean of Respondents' Answer for Each Indicator

Indicator	Mean	Median	Min	Max	Standard Deviation
S1	3.762	4	2	5	0.780
S2	4.143	4	2	5	0.616
S3	3.888	4	2	5	0.747
S4	4.175	4	2	5	0.666
S5	4.063	4	2	5	0.686
S6	3.673	4	2	5	0.715
S7	3.605	4	2	5	0.739
S8	3.919	4	2	5	0.788
H1	2.762	3	1	5	0.874
H2	2.865	3	1	5	0.868
H3	3.578	4	1	5	0.864
H4	4.027	4	1	5	0.766
H5	4.247	4	1	5	0.742
R1	3.247	3	1	5	0.885
R2	3.910	4	1	5	0.695
R3	4.574	5	2	5	0.608
R4	4.027	4	1	5	0.766
R5	4.247	3	1	5	0.742
R6	3.247	3	1	5	0.885
R7	3.910	4	1	5	0.695
R8	4.574	4	1	5	0.608
R9	3.812	4	1	5	0.876
R10	3.336	3	1	5	0.926
A1	3.773	4	1	5	0.702
A2	3.931	4	2	5	0.684
A3	3.815	4	1	5	0.767
A4	3.575	4	1	5	0.836
A5	3.871	4	2	5	0.694
A6	3.738	4	2	5	0.721
A7	3.142	3	1	5	0.889
A8	2.914	3	1	5	0.894
C1	3.747	4	1	5	0.718
C2	3.532	4	2	5	0.741
C3	3.133	3	1	5	0.851
C4	2.635	3	1	5	0.985
C5	3.549	4	1	5	0.796
C6	3.734	4	1	5	0.768
C7	3.489	3	1	5	0.694
C8	3.742	4	1	5	0.820
C9	3.674	4	2	5	0.685
C10	4.069	4	2	5	0.726
C11	4.090	4	2	5	0.678
C12	3.785	4	1	5	0.822
C13	3.983	4	2	5	0.642
C14	3.807	4	2	5	0.643
C15	3.614	4	2	5	0.750
C16	3.455	3	2	5	0.693
IIB1	3.704	4	2	5	0.725
IIB2	3.511	3	1	5	0.776
IIB3	3.751	4	1	5	0.722
IIB4	3.652	4	1	5	0.708
IIB5	3.661	4	2	5	0.681
IIB6	3.511	3	2	5	0.694
IIB7	3.888	4	1	5	0.750

Indicator Reliability

Testing indicator reliability is determined based on the value loadings of each indicator. The value loadings of the indicator must be higher than 0.7, where the value indicates that the construct can explain more than 50% of the variance indicators. A reflective indicator that has a smaller value than 0.700 was eliminated from model. This showed that the indicator was not valid, so that it needed to test again. The test process was done many times till all values of the loading indicator were higher than 0.700. Generally, the outer values loading had by each indicator in construct can be seen in the initial estimation model Figure 3. The value of outer loading, which is less than 0.7, will be measured again till the value of outer loading reaches 0.7.

Test of Convergent Validity

Convergent validity from the model is determined based on the value of Average Variance Extracted (AVE). AVE's value was higher than 0.500, indicating that the mean of the construct was able to explain more than 50% of variant indicators. The data obtained from the previous measurement were in Table 9.

Table 9. The Value of AVE in the Modified Model

	(AVE)
Abilities	0.596
Digital Talent	0.52
Hard	0.703
Individual innovation behavior	0.627
Role	0.588
Skill	0.611
Skills Revolution Industry 4.0	0.50
Soft	0.615

Discriminant Validity

Discriminant validity is a test for the typicality of each construct in a measurement model. The discriminant validity model is done by comparing the values of indicators' loading and cross-loading value. The comparison can be seen in Table 10.

Table10. Final Estimation

	Abilities	Hard	IIB	Role	s	Soft
A1	0.757	0.262	0.393	0.281	0.445	0.385
A2	0.844	0.345	0.507	0.35	0.509	0.447
A3	0.759	0.327	0.495	0.328	0.412	0.38
A6	0.724	0.227	0.477	0.25	0.477	0.457
B1	0.515	0.284	0.763	0.368	0.48	0.347
B4	0.478	0.257	0.850	0.29	0.431	0.386
B5	0.474	0.254	0.800	0.314	0.444	0.412
B6	0.443	0.196	0.749	0.251	0.366	0.288
C5	0.475	0.318	0.395	0.229	0.782	0.289
C6	0.377	0.287	0.356	0.257	0.751	0.277
C7	0.514	0.287	0.513	0.328	0.829	0.451
C8	0.484	0.304	0.43	0.254	0.761	0.423
H3	0.386	0.815	0.304	0.521	0.333	0.356
H4	0.309	0.884	0.264	0.482	0.337	0.317
H5	0.236	0.815	0.218	0.413	0.283	0.226
R10	0.394	0.441	0.317	0.73	0.385	0.243
R4	0.275	0.515	0.281	0.757	0.213	0.239
R5	0.367	0.435	0.365	0.824	0.209	0.247
R6	0.257	0.348	0.328	0.773	0.255	0.217
R7	0.209	0.437	0.202	0.745	0.261	0.211
S3	0.451	0.268	0.356	0.264	0.409	0.803
S4	0.381	0.296	0.301	0.17	0.344	0.798
S5	0.399	0.284	0.329	0.153	0.285	0.745
S6	0.448	0.296	0.414	0.315	0.403	0.790

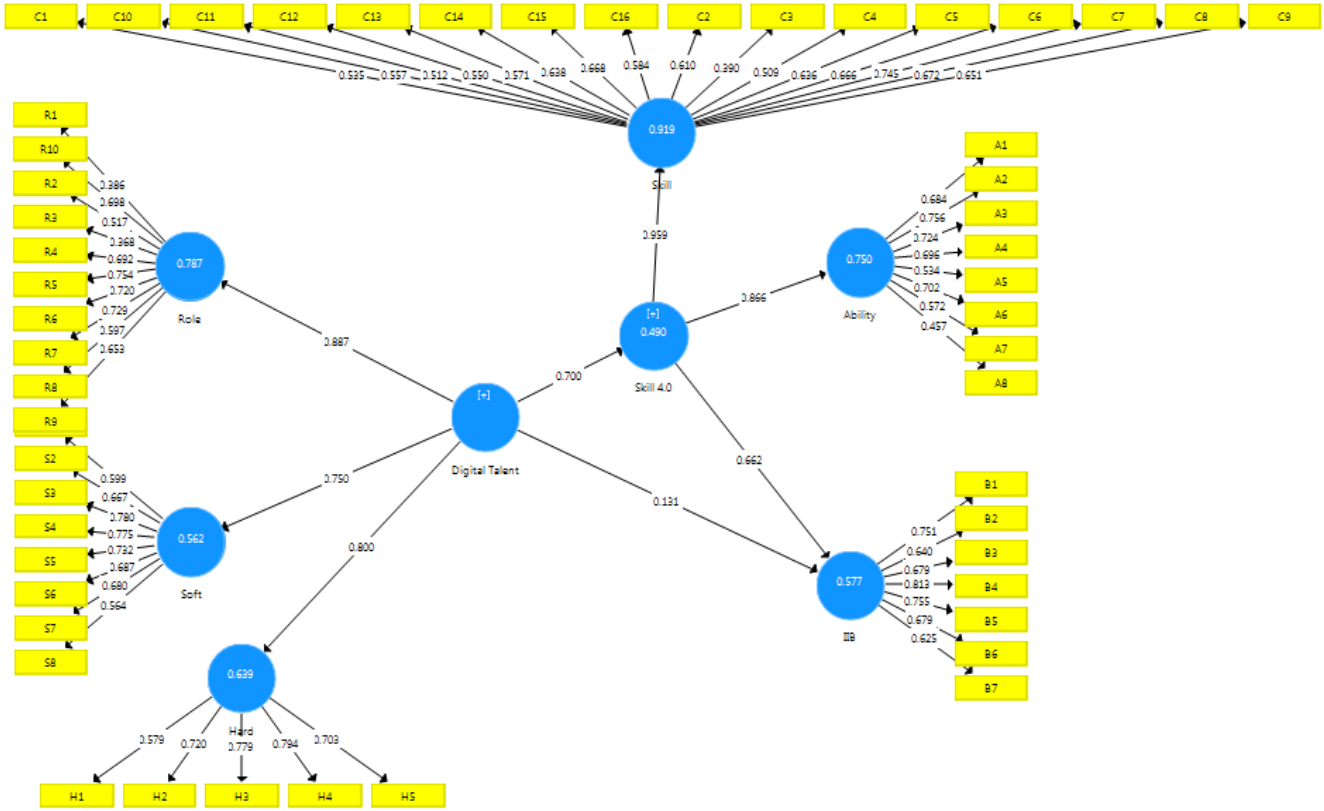

Figure 3. Initial Estimation Model SEM-PLS

Internal Consistency Reliability

Internal consistency reliability is determined based on the value of composite reliability. Table 3 shows that the value of composite reliability is higher than 0.7 for each construct. This shows that the variable used in model can be handle in testing hypotheses. In other words, all constructs or research constructs have become the fit measuring device, and all questions used to measure each variable have good reliability. The value of composite reliability can be seen in Table 11.

Table 11. Composite Reliability

	Composite Reliability
Ability	0.855
Digital Talent	0.883
Hard	0.877
IIB	0.87
Role	0.877
Skill	0.862
Skill of Revolution Industry	0.875

Table 11 shows that the calculation result of total respondent data, which have values for composite reliability with values higher than 0.7. This means that the construct applied in this model to measure reliability can be acceptable and reliable in testing hypotheses. The process of elimination was done in 13 time, resulting the valid model. The eliminated constructs were R3, R1, R2, R8, R9, S1, S2, S7, S8, C1, C2, C3, C4, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, A4, A5, A7, A8, B2, B3, B7. The final model is seen in Figure 4.

Inner Model

From the testing of the outer model, in this case, the research model is reflective and has a dimension in the construct of digital talent and Skills Revolution Industry 4.0, so this research has a second option to see inner model evaluation, seen in Figure 5. Inner model evaluation starts from the calculation:

Test of Path Coefficient in the Output of PLS.

Path coefficient is obtained after doing bootstrapping from software Smart-PLS 3.8.2. The evaluation of the structural model can be seen in the original sample (O) existing in the path coefficient's output. If the original sample is positive (+), then there has been a positive relation; instead, if the original sample is negative (-), there has been a negative relation. The value of the original sample can be seen in Table 12.

Table 12. The Value of Original Sample

	Original Sample (O)
Digital Talent → Individual Innovation Behavior	0.178
Digital Talent → Skills Revolution Industry 4.0	0.615
Skills Revolution Industry 4.0 → Individual Innovation Behavior	0.538

The original sample between digital talent and individual innovation behavior had value 0.178, means that they were positively influenced. Digital talent and skills of revolution industry 4.0 influenced positively with the value of the original sample 0.615. Skills of revolution industry 4.0 with individual innovation behavior also were positively influenced.

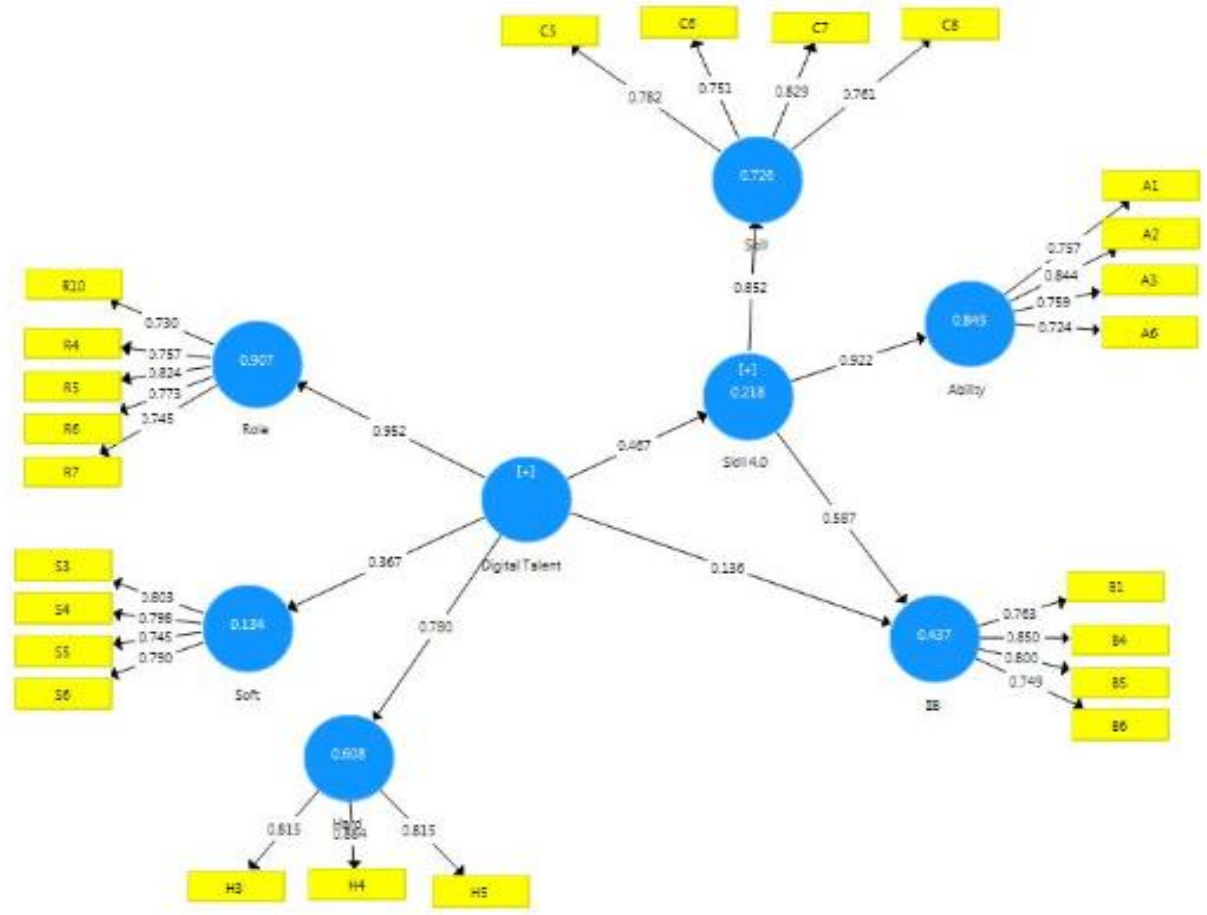

Figure 4. Final Model

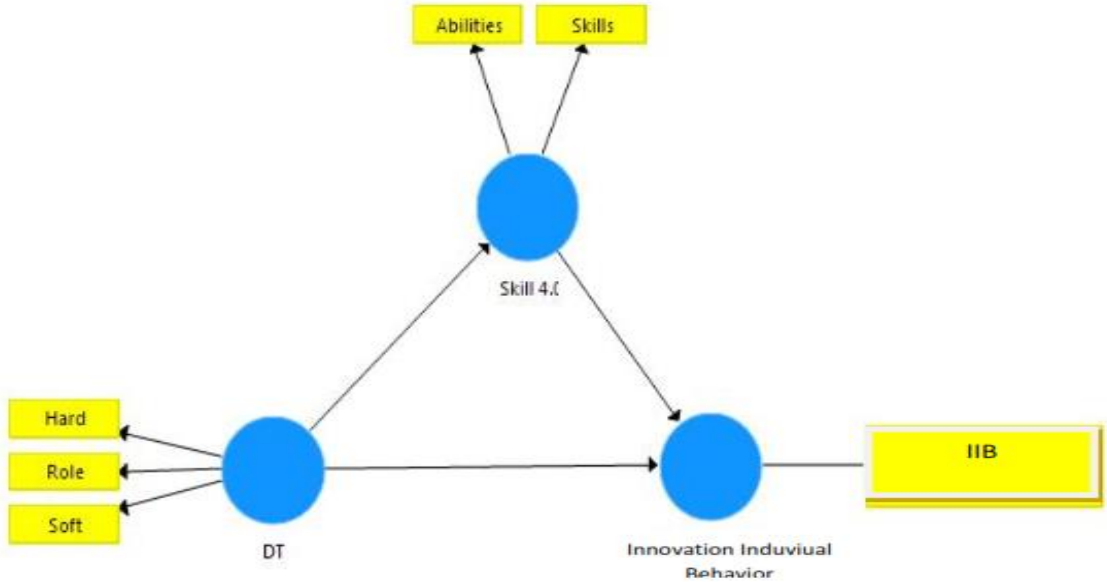

Figure 5. Model of Second Order

Test of Hypotheses

The research hypothesis can be accepted if the obtained t-statistics value is more than compared to the t-table value (t-statistics > t-table value). The test of hypotheses is done using alpha (α) = 5%, so this research's t-table value is 1.96. The value of such alpha states that the tolerance threshold that can be accepted is 5% (0.50). Besides, the test of hypotheses can be seen in the p-value existing in the output path coefficient. P-value in the level of significance α = 5% or 0.05. To answer hypotheses, the used value is p-value < 0.05. To sum up, if the hypotheses are accepted or rejected, then the p-value used is in the level of

significance α = 5 % or 0.05. If p-value < 0.05, then H0 is rejected, meaning there is a significant effect on the construct. Instead, if p-value > 0.05, then H0 is accepted; in other words, there is no significant effect on the construct. The value of t-statistics and p-value in the total respondent's data can be seen in Table 13.

Table 13. The Value of Test of Hypotheses of Total Respondents' Data

	P- values
Digital Talent → Individual Innovation Behavior	0.004
Digital Talent → Skills Revolution Industry 4.0	0.000
Skills Revolution Industry 4.0 → Individual Innovation Behavior	0.000

P-value shows that all hypotheses are accepted and have a significant effect (if p-value > 0.05).

- The result of the p-value between digital talent and individual innovation behavior is 0.004 < 0.05.
- The p-value between digital talent and Revolution Industry 4.0 is 0.00 < 0.05.
- The p-value between Revolution Industry 4.0 and individual innovation behavior is 0.00 < 0.

Test of hypotheses for effect digital talent on individual innovation s with Revolution Industry 4.0 as mediator construct. The calculation of mediation construct is done by the Sobel test by using the Sobel test calculator online, as seen in Figure 6.

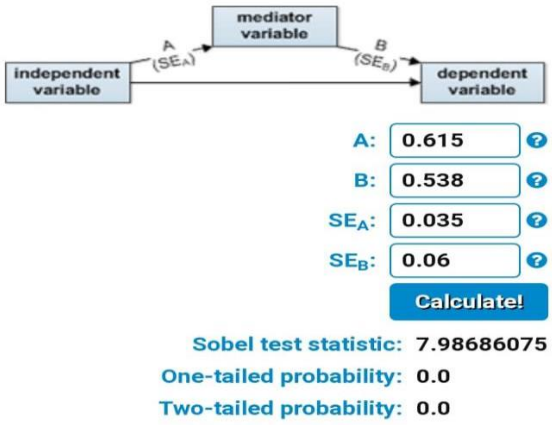

Figure 6. The Value of Sobel Test

Figure 6 shows that the Sobel test's value is 7.98686075, meaning Skills Revolution Industry 4.0 are constructs that can mediate digital talent with individual innovation behavior. Requirement of the value of mediation model is the value of z-statistics > 1.96 (z-table).

Determinant Coefficient/R-square

Determinant coefficient/R-square (R^2) is a measurement used to calculate a model's prediction accuracy and seek construct capability in percentage. The higher value of R^2 demonstrates a good model. The value of R-square can be seen in Table 14.

This study's structural model or inner model can be identified by looking at the value of R^2. The R^2 states that the number of variants percentage of each latent construct. The value of R^2 is obtained by using software Smart PLS 3, in amount is 0.438. It means construct variability of individual innovation behavior obtained from digital talent construct and its interaction 43.8%, and evaluation of R^2 for is 37.9%. The R^2 value in construct innovation behavior and Skills Revolution Industry 4.0 is < 5.00. It means a critical value for the level of prediction accuracy is medium.

Table 14. The Value of R^2

	R^2
Individual innovation behavior	0.438
Skills Revolution Industry 4.0	0.379

Cross-validated Redundancy (Q^2)

Cross-validated redundancy (Q^2) is a measurement of model's predictive relevance, in which the value of $Q^2 > 0$ indicating that endogen construct can be predicted by exogen construct. The values of Q^2 can be seen in Table 15. It can be seen that the value of Q^2 for each construct is more than zero, indicating that the behavior and Skills Revolution Industry 4.0 can be predicted.

Table15. The value of Cross-validated Redundancy (Q^2)

	Q^2
Individual innovation behavior	0.423
Skills Revolution Industry 4.0	0.286

Overall, based on the research result, construct digital gave positive and significant effect to construct Skills Revolution Industry 4.0 directly. Then, the accuracy prediction was not still weak, yet it did not influence the quality. Construct digital talent and construct individual innovation behavior also gave a positive and significant effect. This happened since there was a construct mediator. The construct mediator is a construct becoming a mediator for the free construct's relation with the bound construct. In this research, the free construct is digital talent, the bound construct is individual innovation behavior, and the construct mediator is the skills revolution industry 4.0. The more digital talent influences, the more individual innovation behavior will be gotten by someone with any help of skills mastery.

CONCLUSIONS

The result of the study shows that digital talent has a positive relation to Skills Revolution Industry 4.0. The majority of innovation behavior indicators are comfortable with ambiguity, customer-centricity, entrepreneurial mindset, data-driven decision-making, cloud computing, search engine optimization, web development, chief internet of things officer, data architect, data engineer, and data scientist. In Skills Revolution Industry 4.0 construct, produced indicators are Skills Revolution Industry 4.0 critical thinking, monitoring, complex problem solving, leadership, analytical thinking, creativity, initiative, and responsibility. In the construct of individual innovation behavior, produced indicators explore a new opportunity, champion new ideas, new idea implementation, and problem-solving ability. The relationship of digital talent with individual innovation behavior is affected by the construct of Skills Revolution Industry 4.0 as a mediator. The result of this study, the construct of Skills Revolution Industry 4.0, can mediate the relationship of digital talent with individual innovation behavior.

This study's built-up model can describe the relationship between digital talent construct with skills 4.0, the digital talent on innovation behavior, and mediation relationship between digital talent with individual innovation behavior by using the construct of skills 4.0 as mediator. The prediction accuracy of that relationship is categorized as inferior. Therefore, researchers can recommend further research in the light of wider scopes, such as the number of respondents, number of constructs, and the research and case study's location to minimalize such weaknesses.

The development of industry revolution 4.0 is increasing rapidly. The demands of mastering, digital competence, skills, and innovation will last permanently. Revolution development is also referred to as the needs of human resources in the world, which is entirely digital. In this study, the built-model can describe the students' competence as individual job seekers in the future. The competence of digitalization or technology requires the mastery of digital talent.

The mastery of digital talent is about using digital devices and managing and building up new technology. Digital talent, which positively influences Skills Revolution Industry 4.0, is a supporting factor in taking and deciding to use technology. Skills Revolution Industry can become a catalisator for accelerating the establishment of technology innovation. The roles of digital talent and individual innovation behavior are connected to Skills Revolution Industry 4.0.

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NOMENCLATURE

A	Ability
C	Skill of Revolusi 4.0
IIB	Individual Innovation Behavior
DT	Readiness
X	Total Each Sample Faculty
N	Number of Sample
P	Number of Population
S	The Amount of Faculty
AVE	Average Variance Extracted
R^2	Coefficient of Determination
f^2	Effect Size
Q^2	Cross-Validated Redundancy
O	Original Sample