

also recommended to done in countries that are developed like the united states of America and Germany in order to do a comparison for differences and in countries that are emerging which includes Malaysia and India.

5. A much larger sample size can provide a representation for the population in a more efficient and accurate manner, as this study has over 342 respondents with the potential of more respondents.

6. Instead of the use of mediation, correlations based on moderators can be studied which include experience that can be implemented for future study.

7. For the variable in relation to organizational performance certain questions/statements can be asked when providing the survey and these includes “the business has achieved its goal and long term profitability” and “The business has achieved their target profit for the year”.

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APPENDIX A
QUESTIONNAIRE

**Entrepreneurial Leadership and leadership orientation on organizational performance mediated by innovation capacity
(Case study at SME Jakarta)**

Dear respondents,

My name is Raoul Walia, and I am a final year student at Pelita Harapan University (UPH) in the Faculty of Economics and Business, majoring in Management. The impact of Entrepreneurial Leadership and Learning orientation on Organizational