**Supplementary file**

Table 5. Total direct and indirect effect

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Constructs** | **Original Sample (O)** | **Sample Mean (M)** | **Standard Deviation (STDEV)** | **T Statistics (|O/STDEV|)** | **P Values** |
| **Direct Effect** | | | | | |
| Competence -> Employee Engagement | 0.628 | 0.622 | 0.061 | 10.281 | **0.000** |
| Competence -> Performance | 0.688 | 0.677 | 0.061 | 11.266 | **0.000** |
| Commitment -> Employee Engagement | 0.288 | 0.296 | 0.075 | 3.868 | **0.000** |
| Commitment -> Performance | 0.053 | 0.059 | 0.052 | 1.028 | 0.152 |
| Employee Engagement -> Performance | 0.349 | 0.349 | 0.075 | 4.640 | **0.000** |
| Knowledge Sharing -> Performance | 0.138 | 0.145 | 0.050 | 2.783 | **0.003** |
| Mental Workload -> Performance | 0.038 | 0.042 | 0.036 | 1.059 | 0.145 |
| **Indirect Effect** | | | | | |
| Competence -> Employee Engagement -> Performance | 0.219 | 0.216 | 0.045 | 4.919 | **0.000** |
| Commitment -> Employee Engagement -> Performance | 0.101 | 0.105 | 0.040 | 2.518 | **0.006** |