

TABLE OF CONTENT

	Page
COVER PAGE	
TITLE PAGE	
DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT.....	ii
APPROVAL PAGE BY <i>FINAL PAPER</i> ADVISOR	iv
APPROVAL PAGE BY <i>FINAL PAPER</i> COMMITTEE	v
ABSTRACT	vi
<i>ABSTRAK</i>	vii
PREFACE	viii
TABLE OF CONTENTS.....	x
LIST OF FIGURES	xii
LIST OF TABLES	xiii
LIST OF APPENDICES.....	xv
CHAPTER I INTRODUCTION	
1.1 Background of the Study.....	1
1.2 Problem Limitation	5
1.3 Problem Formulation	5
1.4 Objective of the Research.....	6
1.5 Benefit of Research.....	6
1.5.1 Theoretical Benefit	6
1.5.2 Practical Benefit	7
CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT	
2.1 Theoretical Background	8
2.1.1 Entrepreneurship	8
2.1.1.1 Characteristic of Entrepreneurship	8

2.1.2	Family Business	9
2.1.3	Motivation	10
2.1.3.1	Definition of Motivation.....	10
2.1.3.2	Types of Motivation	11
2.1.3.3	The Factors That Affect Work Motivation.....	12
2.1.3.4	Indicators of motivation	14
2.1.4	Competence.....	15
2.1.4.1	Definition of Competence	15
2.1.4.2	Meaning in Work Competence.....	16
2.1.4.3	Indicator of Competence	17
2.1.5	Employee Performance	18
2.1.5.1	Definition of Employee Performance.....	18
2.1.5.2	Factors affecting employee performance	19
2.1.5.3	Indicator of Employee Performance.....	20
2.1.6	Relationship between Motivation and Employee Performance	21
2.1.7	Relationship between Competence and Employee Performance	21
2.2	Previous Research.....	22
2.3	Hypothesis Development	24
2.4	Research Model	24
2.5	Framework of Thinking	25

CHAPTER III RESEARCH METHODOLOGY

3.1	Research Design	27
3.2	Population and Sample	27
3.2.1	Population.....	27
3.2.2	Sample	28
3.3	Data Collection Method.....	28
3.4	Operational Variable and Variable Measurement	29
3.5	Data Analysis Method	31
3.5.1	Descriptive Statistics	31

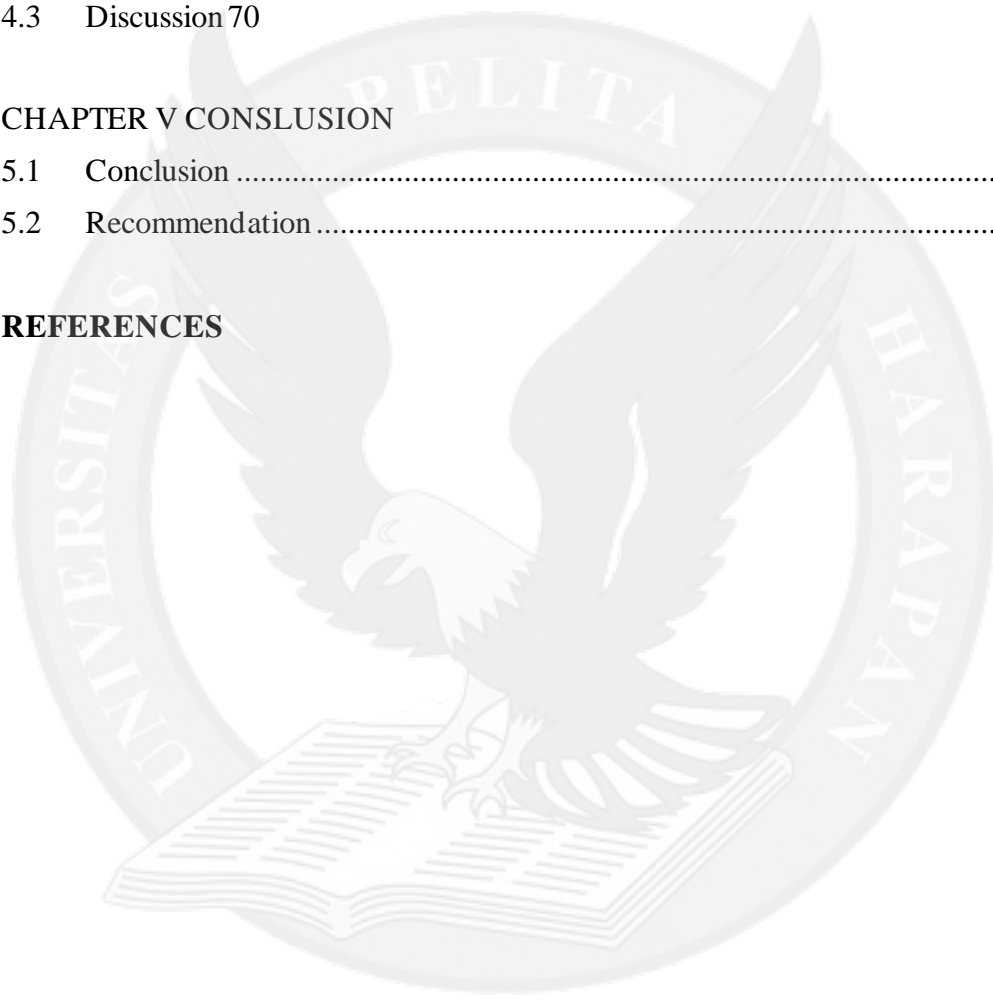
3.5.2	Instrument Test.....	33
3.5.2.1	Validity Test	33
3.5.2.2	Reliability Test	33
3.5.3	Classical Assumption Test.....	34
3.5.3.1	Normality Tests0	34
3.5.3.2	Heteroscedasticity Tests0	34
3.5.3.3	Multicollinearity Test	35
3.5.3.4	Linearity0Tests	36
3.5.4	Multiple Linear Regression Analysis	36
3.5.5	Coefficient Determination Test	37
3.5.6	Hypothesis0Test	37
3.5.6.1	Partial (t Test)	37
3.5.6.2	F test	37

CHAPTER IV RESEARCH RESULT AND DISCUSSION

4.1	General Review of Research Object.....	37
4.1.1	Bried Overview of PT. Kreativitas Aset Indonesia Medan.....	37
4.2	Research Result	38
4.2.1	Descriptive Statistics	38
4.2.1.1	Characteristics of Respondents.....	38
4.2.1.2	Respondents' Explanation of Motivation	39
4.2.1.3	Respondents' explanation of Competence.....	44
4.2.1.4	Respondents' explanation of Employee Performance	48
4.2.2	Test of Research Instrument.....	58
4.2.2.1	Validity test	58
4.2.3	Result of Data Quality Testing.....	61
4.2.3.1	Normality Test	61
4.2.3.2	Heteroscedasticity Test.....	64
4.2.3.3	Multicollinearity Test	65

4.2.3.4	Linearity Test.....	66
4.2.3.5	Multiple Linear Regression	67
4.2.3.6	Coefficient of Determination.....	68
4.2.4	Hypothesis Test	69
4.2.4.1	Partial Test.....	69
4.2.4.2	F Tets	70
4.3	Discussion	70
CHAPTER V CONSLUSION		
5.1	Conclusion	82
5.2	Recommendation	83

REFERENCES



LIST OF FIGURES

	Page
Figure 4. 1 Organizational Structure at PT Kreativitas Aset Indonesia Medan.....	38
Figure 4. 2 Histograms	62
Figure 4. 3 Normal P-P Plot	62
Figure 4. 4 Heteroscedasticity Test	64



LIST OF TABLE

	Page
Table 1. 1 Employee's Lateness and Attendance Data.....	2
Table 1. 2 Competence Data.....	4
Table 2. 1 Previous Research.....	22
Table 3. 1 Operational Variable.....	30
Table 4. 1 Characteristics of Respondents by Age.....	38
Table 4. 2 Characteristics of Respondents by Gender.....	39
Table 4. 3 Questionnaire 1. Motivation.....	39
Table 4. 4 Questionnaire 2. Motivation.....	40
Table 4. 5 Questionnaire 3. Motivation.....	40
Table 4. 6 Questionnaire 4. Motivation.....	41
Table 4. 7 Questionnaire 5. Motivation.....	41
Table 4. 8 Questionnaire 6. Motivation.....	42
Table 4. 9 Questionnaire 7. Motivation.....	42
Table 4. 10 Questionnaire 8. Motivation.....	43
Table 4. 11 Questionnaire 9. Motivation.....	43
Table 4. 12 Questionnaire 10. Motivation.....	44
Table 4. 13 Questionnaire 1. Competence.....	44
Table 4. 14 Questionnaire 2. Competence.....	45
Table 4. 15 Questionnaire 3. Competence.....	45
Table 4. 16 Questionnaire 4. Competence.....	46
Table 4. 17 Questionnaire 5. Competence.....	46
Table 4. 18 Questionnaire 6. Competence.....	47
Table 4. 19 Questionnaire 7. Competence.....	47
Table 4. 20 Questionnaire 8. Competence.....	48
Table 4. 21 Questionnaire 1. Employee Performance.....	49
Table 4. 22 Questionnaire 2. Employee Performance.....	49
Table 4. 23 Questionnaire 3. Employee Performance.....	50
Table 4. 24 Questionnaire 4. Employee Performance.....	50
Table 4. 25 Questionnaire 5. Employee Performance.....	51
Table 4. 26 Questionnaire 6. Employee Performance.....	51

Table 4. 27 Questionnaire 7. Employee Performance	52
Table 4. 28 Questionnaire 8. Employee Performance	52
Table 4. 29 Questionnaire 9. Employee Performance	53
Table 4. 30 Questionnaire 10. Employee Performance	53
Table 4. 31 Questionnaire 11. Employee Performance	54
Table 4. 32 Questionnaire 12. Employee Performance	54
Table 4. 33 Descriptive Statistics	55
Table 4. 34 The Interval Tables	55
Table 4. 35 Descriptive Statistics	56
Table 4. 36 The Interval Tables	56
Table 4. 37 Descriptive Statistics	57
Table 4. 38 The Interval Tables	58
Table 4. 39 Validity of Motivation (X).....	59
Table 4. 40 Validity of Competence (X ₂)	59
Table 4. 41 Validity of Employee Performance (Y)	60
Table 4. 42 Reliability Test for Motivation.....	60
Table 4. 43 Reliability Test for Competence	61
Table 4. 44 Reliability Test for Employee Performance.....	61
Table 4. 45 Kolmogorv-Sminorv (K-S) test.....	63
Table 4. 46 Heteroscedasticity Test	65
Table 4. 47 Multicollinearity Test.....	65
Table 4. 48 Linearity Test	66
Table 4. 49 Linearity Test	66
Table 4. 50 Multiple Linear Regression.....	67
Table 4. 51 Coefficient of Determination	68
Table 4. 52 Partial Test	69
Table 4. 53 Partial Test	70

LIST OF APPENDICES

	Page
APPENDIX A QUESTIONNAIRE	A-1
APPENDIX B TABULATION QUESTIONNAIRE DATA	B-1
APPENDIX C TABULATION QUESTIONNAIRE DATA	C-1
APPENDIX D SPSS OUPUT	D-1
APPENDIX E R TABLE	E-1
APPENDIX F T TABLE	F-1
APPENDIX G F TABLE	G-1
APPENDIX H LETTER	H-1

