

## TABLE OF CONTENTS

page

<b>COVER PAGE</b>	
<b>TITLE PAGE</b>	
<b>DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT .....</b>	<b>ii</b>
<b>APPROVAL PAGE BY FINAL PAPER ADVISOR .....</b>	<b>iv</b>
<b>APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE .....</b>	<b>v</b>
<b>ABSTRACT .....</b>	<b>vi</b>
<b>ABSTRAK .....</b>	<b>vii</b>
<b>PREFACE .....</b>	<b>viii</b>
<b>TABLE OF CONTENTS.....</b>	<b>x</b>
<b>LIST OF FIGURES .....</b>	<b>xiii</b>
<b>LIST OF TABLES .....</b>	<b>xiv</b>
<b>LIST OF APPENDICES .....</b>	<b>xvi</b>
<b>CHAPTER I INTRODUCTION</b>	
1.1 Background of the Study .....	1
1.2 Problem Limitation .....	5
1.3 Problem Formulation .....	6
1.4 Objective of The Research.....	7
1.5 Benefit of The Research .....	7
1.5.1 Theoretical Benefit .....	7
1.5.2 Practical Benefit.....	7
<b>CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT</b>	
2.1 Theoretical Background.....	9
2.1.1 Entrepreneurship .....	9
2.1.2 Family Business .....	10
2.1.3 Human Resources Management .....	11

2.1.4	Job stress.....	12
2.1.4.1	Factors Affect to Job stress.....	13
2.1.4.2	Indicators of Job stress.....	15
2.1.5	Organizational Culture.....	17
2.1.4.1	Function of Organizational Culture .....	18
2.1.4.2	Indicators of of Organizational Culture .....	18
2.1.6	Employee Performance .....	20
2.1.5.1	Process of Employee Performance .....	20
2.1.5.2	Indicators of Employee Performance .....	21
2.1.7	Relationship Between Job stress and Employee Performance .....	22
2.1.8	Relationship Between Organizational Culture and Employee Performance .....	23
2.1.9	Relationship Between of Job stress and, Organizational Culture Employee Performance .....	24
2.2	Previous Research.....	25
2.3	Hypothesis Development.....	27
2.4	Research Model .....	28
2.5	Framework of Thinking.....	29

### **CHAPTER III RESEARCH METHODOLOGY**

3.1	Research Design .....	30
3.2	Population and Sample .....	31
3.2.1	Research Location and Time .....	31
3.2.2	Population .....	31
3.2.3	Sample .....	31
3.3	Data Collection Method.....	32
3.4	Operational Variable Definition and Variable Measurement.....	33
3.5	Data Analysis Method .....	36
3.5.1	Test of Research Instrument .....	36
3.5.2	Descriptive Statistics.....	37
3.5.3	Classical Assumption Tests .....	40

3.5.4	Multiple Linear Regression Analysis .....	43
3.5.5	Hypothesis Test.....	44

#### **CHAPTER IV RESEARCH RESULT AND DISCUSSION**

4.1	General View of Research Object .....	47
4.1.1	General Description of PT Wirastama Abadi, Medan .....	47
4.1.2	Organizational Structure of PT Wirastama Abadi, Medan.....	48
4.2	Research Result .....	52
4.2.1	Test of Research Instrument .....	53
4.2.1.1	Validity Test.....	53
4.2.1.2	Reliability Test.....	55
4.2.2	Descriptive Statistics.....	55
4.2.2.1	Respondent Characteristics .....	55
4.2.2.2	Explanation of Respondents on Answer of Research Variables .....	57
4.2.2.3	Mean, Median, Mode, and Standard Deviation .....	64
4.2.3	Result of Data Quality Testing .....	70
4.2.3.1	Classical Assumption Testing Results .....	70
4.2.3.2	Multiple Linear Regression Analysis.....	74
4.2.4	Result of Hypothesis Testing.....	75
4.2.4.1	Coefficient of Determination .....	75
4.2.4.2	T test.....	76
4.2.4.3	F test.....	77
4.3	Discussion.....	<b>78</b>

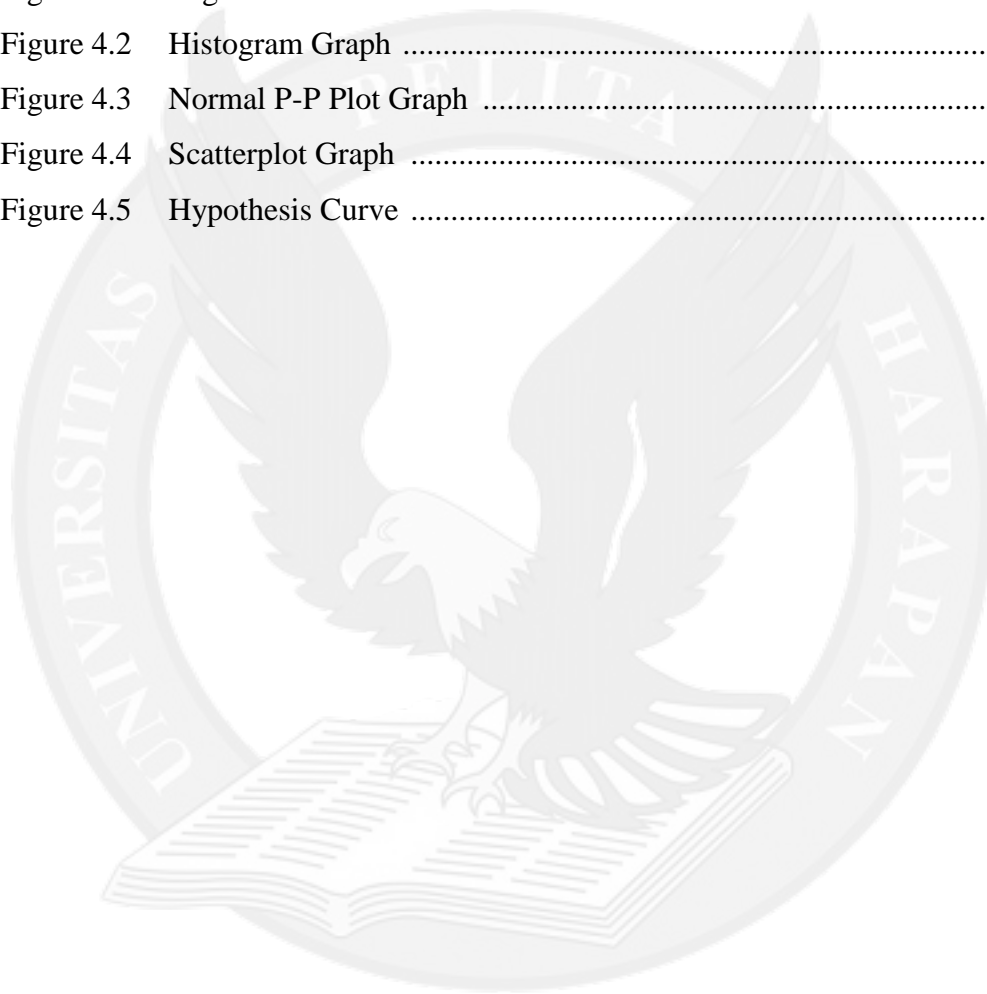
#### **CHAPTER V CONCLUSION**

5.1	Conclusion .....	81
5.2	Recommendation .....	82

<b>REFERENCES</b> .....	<b>85</b>
-------------------------	-----------

## LIST OF FIGURES

	page
Figure 2.1 Research Model .....	28
Figure 2.2 Framework of Thinking .....	29
Figure 4.1 Organizational Structure .....	48
Figure 4.2 Histogram Graph .....	74
Figure 4.3 Normal P-P Plot Graph .....	72
Figure 4.4 Scatterplot Graph .....	73
Figure 4.5 Hypothesis Curve .....	77



## LIST OF TABLES

		page
Table 1.1	Employee Attendance Data in 2020 .....	3
Table 1.2	Employee Resignation Data in 2020 .....	4
Table 1.3	Violations Data in 2020 .....	5
Table 2.1	Previous Research .....	26
Table 3.1	Likert Scale .....	34
Table 3.2	Operational of Research Variable .....	35
Table 4.1	Validity Test for Job stress (X1).....	53
Table 4.2	Validity Test for Organizational Culture (X2).....	54
Table 4.3	Validity Test for Employee Performance (Y) .....	54
Table 4.4	Reliability Test.....	55
Table 4.5	Characteristics of Respondents Based on Age.....	56
Table 4.6	Characteristics of Respondents Based on Gender.....	56
Table 4.7	Characteristics of Respondents Based on Education .....	56
Table 4.8	Characteristics of Respondents Based on Working Time.....	57
Table 4.9	Respondent Answers on Job stress (X1).....	57
Table 4.10	Respondent Answers on Organizational Culture (X2) .....	59
Table 4.11	Respondent Answers on Employee Performance (Y).....	62
Table 4.12	Interval Class for Job stress .....	64
Table 4.13	Interval Class for Organizational Culture .....	65
Table 4.14	Interval Class for Employee Performance .....	65
Table 4.15	Mean, Median, Mode and Standard Deviation .....	66
Table 4.16	Mean, Median, Mode and Standard Deviation of Job stress .....	67
Table 4.17	Mean, Median, Mode and Standard Deviation of Organizational Culture .....	68
Table 4.18	Mean, Median, Mode and Standard Deviation of Employee Performance .....	69
Table 4.19	One Sample Kolmogorov Smirnov .....	72
Table 4.20	Multicollinearity Test.....	72

Table 4.21	Glejser Test .....	74
Table 4.22	Regression Test .....	74
Table 4.23	Determination Test.....	75
Table 4.24	T Test .....	76
Table 4.25	F Test.....	77



## LIST OF APPENDICES

Appendix A: Questionnaire.....	A-1
Appendix B: Data Tabulation SPSS Output .....	B-1
Appendix C: Data of Respondent Answer Form Questionnaire.....	C-1
Appendix D: SPSS Output.....	D-1
Appendix E: Distribution R Table .....	E-1
Appendix F: Distribution T Table.....	F-1
Appendix G: Distribution F Table .....	G-1
Appendix H: Company Letter .....	H-1
Appendix I: Documentation .....	I-1

