

TABLE OF CONTENT

DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT	ii
APPROVAL PAGE BY FINAL PAPER ADVISOR	iv
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....	v
ABSTRACT.....	vi
ABSTRAK	vii
TABLE OF CONTENT.....	x
LIST OF FIGURE.....	xiii
LIST OF TABLE.....	xiv
LIST OF APPENDICES	xvi
CHAPTER I INTRODUCTION	1
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
CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT	8
2.1 Theoretical Background.....	8
2.1.1 Entrepreneurship.....	8
2.1.2 Family Business.....	9
2.1.3 Human Resource Management (HRM).....	10
2.1.4 Work Motivation	11
2.1.5 Work Discipline.....	16

2.1.6 Employee Performance	19
2.1.7 Relationship between Work Motivation and Employee Performance	21
2.1.8 Relationship between Work Discipline and Employee Performance .	22
2.1.9 Relationship between Work Motivation and Work Discipline and Employee Performance	22
2.2 Previous Research	22
2.3 Hypothesis Development	23
2.4 Research Model	24
2.5 Framework of Thinking	25
CHAPTER III RESEARCH METHODOLOGY	28
3.1 Research Design	28
3.2 Population and Sample.....	28
3.2.1 Population	28
3.2.2 Sample.....	29
3.3 Data Collection Method	29
3.4 Operational Variable and Variable Measurement	30
3.5 Data Analysis Method.....	32
3.5.1 Descriptive Statistics	32
3.5.2 Instrument Test	34
3.5.3 Classical Assumption Test	35
3.5.4 Multiple Linear Regression Analysis	37
3.5.5 Coefficient Determination Test	37
3.5.6 Hypothesis Test	38
CHAPTER IV RESEARCH RESULT AND DISCUSSION.....	39
4.1 General Review of Research Object	39
4.1.1 Brief Overview of CV Harapan Raya Medan.....	39
4.2 Research Results.....	40
4.2.1 Test of Research Instrument	40
4.2.2 Descriptive Statistics	44
4.2.3 Result of Data Quality Testing	58

4.2.4 Result of Hypothesis Testing	64
4.3 Discussion.....	Error! Bookmark not defined.
CHAPTER V CONCLUSION	72
5.1 Conclusion	72
5.2 Recommendation.....	72
REFERENCES	74



LIST OF FIGURE

Figure 2. 1 Research Model.....	24
Figure 2.2 Framework of Thinking	26
Figure 4.1 Organizational Structure of CV Harapan Raya Medan	40
Figure 4. 2 Normality Test of Histograms	59
Figure 4.3 Normality Test of P-P Plots.....	60
Figure 4. 4Heteroscedasticity Test	62

LIST OF TABLE

Table 1.1 Employee's Latenes and Attendance Data CV Harapan Raya Medan ...	3
Table 3. 1 Likert Scale	30
Table 3. 2 Operational Variable	31
Table 4. 1 Test Results for the Validity of Work Motivation (X ₁)	41
Table 4. 2 Test Results for the Validity of Work Discipline (X ₂).....	41
Table 4. 3 Test Results for the Validity of Employee Performance (Y).....	42
Table 4. 4 Test Results for the Reliability of Work Motivation (X ₁)	43
Table 4. 5 Test Results for the Reliability of Work Discipline (X ₂).....	43
Table 4. 6 Test Results for the Reliability of Employee Performance (Y).....	43
Table 4. 7 Characteristics of Respondents by Gender	44
Table 4. 8 Characteristics of Respondents by Age.....	44
Table 4. 9 Work Motivation Variable - Questionnaire 1	45
Table 4. 10 Work Motivation Variable - Questionnaire 2	45
Table 4. 11 Work Motivation Variable - Questionnaire 3	45
Table 4. 12 Work Motivation Variable - Questionnaire 4	46
Table 4. 13 Work Motivation Variable - Questionnaire 5	46
Table 4. 14Work Motivation Variable . Questionnaire 6	46
Table 4. 15 Work Motivation Variable - Questionnaire 7	47
Table 4. 16 Work Motivation Variable - Questionnaire 8	47
Table 4. 17 Work Discipline Variable - Questionnaire 1	48
Table 4. 18 Work Discipline Variable - Questionnaire 2	48
Table 4. 19 Work Discipline Variable - Questionnaire 3	48
Table 4. 20 Work Discipline Variable - Questionnaire 4	49
Table 4. 21 Work Discipline Variable - Questionnaire 5	49
Table 4. 22Work Discipline Variable . Questionnaire 6.....	50
Table 4. 23 Work Discipline Variable - Questionnaire 7	50
Table 4. 24 Work Discipline Variable - Questionnaire 8	50
Table 4. 25 Employee Performance Variable - Questionnaire 1	51
Table 4. 26 Employee Performance Variable - Questionnaire 2.....	51

Table 4. 27 Employee Performance Variable - Questionnaire 3	52
Table 4. 28 Employee Performance Variable - Questionnaire 4.....	52
Table 4. 29 Employee Performance Variable - Questionnaire 5	52
Table 4. 30 Employee Performance Variable . Questionnaire 6	53
Table 4. 31 Employee Performance Variable - Questionnaire 7	53
Table 4. 32 Employee Performance Variable - Questionnaire 8.....	53
Table 4. 33 Employee Performance Variable - Questionnaire 9.....	54
Table 4. 34 Employee Performance Variable - Questionnaire 10.....	54
Table 4. 35 Employee Performance Variable - Questionnaire 11.....	54
Table 4. 36 Employee Performance Variable - Questionnaire 12.....	55
Table 4. 37 Descriptive Statistics for Work Motivation (X_1).....	55
Table 4. 38 The Interval Tables.....	56
Table 4. 39 Descriptive Statistics for Work Discipline (X_1)	57
Table 4. 40 The Interval Tables.....	57
Table 4. 41 Descriptive Statistics for Employee Performance (Y)	58
Table 4. 42 Normality Test of Kolmogorov Smirnov.....	60
Table 4. 43 Multicollinearity Test	61
Table 4. 44 Heteroscedasticity Test	62
Table 4. 45 Multiple Linear Regression Analysis.....	63
Table 4. 46 Determination Coefficient Test	64
Table 4. 47 Partial Test	65
Table 4. 48 Simultaneously Test	65

LIST OF APPENDICES

APPENDIX A-1 KUESIONER PENELITIAN	A-1
APPENDIX B-1 PRE-SAMPLING DATA TABULATION	B-1
APPENDIX C-1 FULL SAMPLING DATA TABULATION	C-1
APPENDIX D-1 OUTPUT SPSS	D-1
APPENDIX E-1 LETTER	E-1
APPENDIX F-1 TURNITIN	F-1

