

TABLE OF CONTENTS

DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT	ii
APPROVAL PAGE BY FINAL PAPER ADVISOR.....	iii
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....	iv
ABSTRACT.....	v
ABSTRAK	vi
PREFACE.....	vii
TABLE OF CONTENTS.....	ix
LIST OF APPENDICES.....	xv
CHAPTER I INTRODUCTION.....	1
1.1 Background of the Study	1
1.2 Problem Limitation.....	10
1.3 Problem Formulation.....	10
1.4 Objective of the Research.....	11
1.5 Benefit of the Research	12
CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT	8
2.1 Literature Review	8
2.1.1 Job Loyalty	8
2.1.2 Job Satisfaction	9
2.1.2 Job Competence.....	11
2.1.3 Job Autonomy.....	12

2.1.4	Job Impact.....	13
2.2	Previous Research	15
2.3	Hypothesis Development	22
2.3.1	The Influence of Job Competence on Job Satisfaction.....	22
2.3.2	The Influence of Job Autonomy on Job Satisfaction.....	23
2.3.3	The Influence of Job Impact on Job Satisfaction.....	24
2.3.4	The Influence of Job Satisfaction on Job Loyalty	24
2.3.5	Influence of Job Competence Towards Job Loyalty through Job Satisfaction.....	25
2.3.6	Influence of Job Autonomy Towards Job Loyalty through Job Satisfaction.....	26
2.3.7	Influence of Job Impact Towards Job Loyalty through Job Satisfaction.....	26
2.4	Research Model	27
2.5	Framework of Thinking.....	28
CHAPTER III RESEARCH METHODOLOGY		35
3.1	Research Design	35
3.2	Population and Sample	36
3.3	Data Collection Method	37
3.4	Operational Definition and Variable Measurement	39
3.5	Data Analyzing Method	41
CHAPTER IV RESEARCH RESULT AND DISCUSSION		
4.1	General Review of PT Mana Aktiva Kreasi.....	53
4.1.1.	General Description of PT Mana Aktiva Kreasi.....	53

4.2. Research Result	54
4.2.1 Test of Research Instrument.....	54
4.2.2 Full Sampling Validity Test	57
4.2.3 Full Sampling Reliability Test	58
4.3 Full Sampling Research Result	59
4.3.1 Descriptive Statistic.....	59
4.3.2 Analysis Descriptive Variable.....	67
4.3.3 Classic Assumption Test	74
4.3.4 Inferential Statistic	78
4.3.5 Hypothesis Testing.....	82
CHAPTER V CONCLUSION, IMPLICATION, AND RECOMMENDATION	101
5.1 Conclusion	101
5.1.1 Conclusion for Hypothesis	101
5.1.2 Conclusion for Research Problem.....	110
5.2 Recommendation.....	114
5.2.1 Theoretical Implication.....	114
5.2.2 Managerial Implication	115
5.2.3 Recommendation for Future Research.....	122
REFERENCES	124

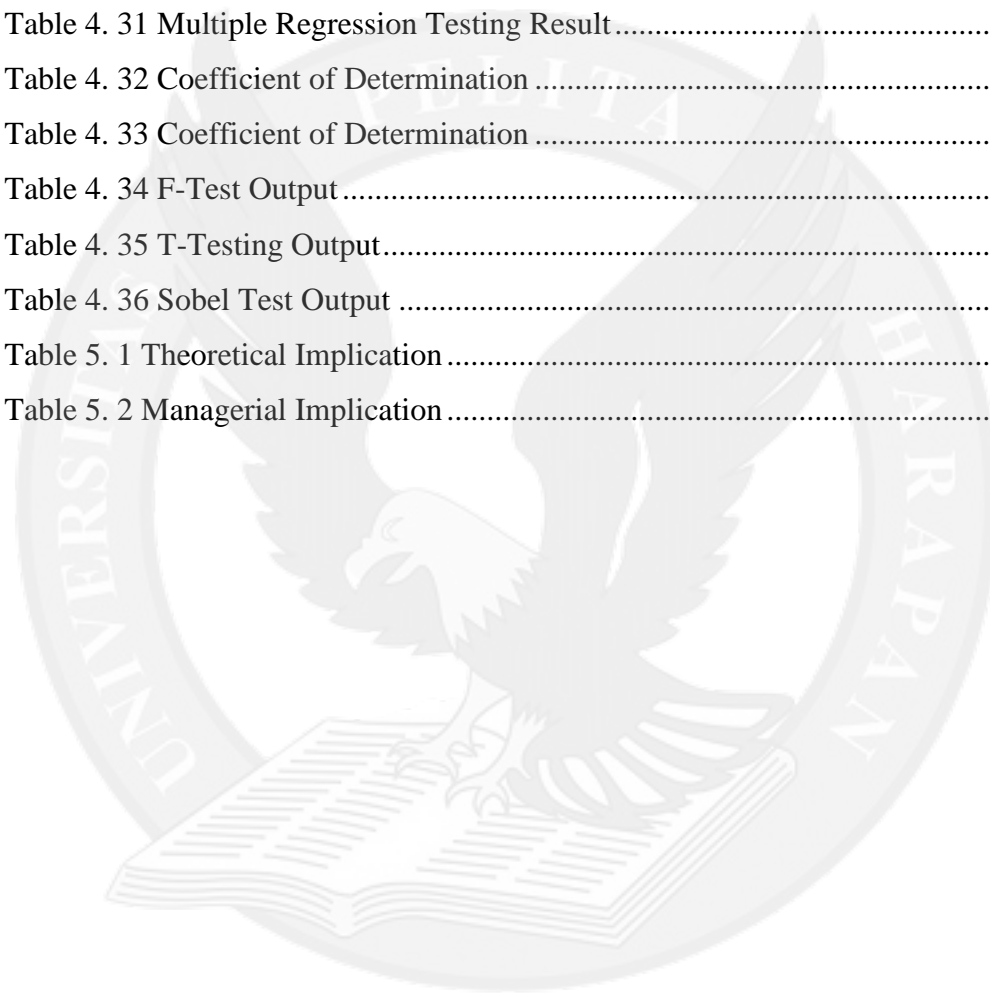
LIST OF FIGURES

Figure 2. 1 Research Model from Previous Research.....	21
Figure 2. 2 Result of Previous Research	21
Figure 2. 3 Figure Research Model.....	26
Figure 2. 4 Framework of Thinking.....	27
Figure 4. 1 Organization Structure	41
Figure 4. 2 Diagram of Respondents by Age.....	45
Figure 4. 3 Diagram of Respondents by Gender.....	46
Figure 4. 4 P-Plot of Normality Test Job Satisfaction	62
Figure 4. 5 P-Plot of Normality Test Job Loyalty.....	63
Figure 4. 6 Scatterplot for Heteroscedasticity for Job Satisfaction.....	65
Figure 4. 7 Scatterplot for Heteroscedasticity for Job Loyalty	66
Figure 4. 8 Research Model	75

LIST OF TABLE

Table 1. 1 Lateness of Employees PT Mana Aktiva Kreasi In Medan	2
Table 2. 1 Comparison of Previous Research	18
Table 3. 1 Questionnaire Design	30
Table 3. 2 Operational Definition and Variable Measurement	31
Table 3. 3 Interpretation of Coefficient Correlation	37
Table 4. 1 Validity Test Result on Job Competence	43
Table 4. 2 Validity Test Result on Job Autonomy	43
Table 4. 3 Validity Test Result on Job Impact	43
Table 4. 4 Validity Test Result on Job Satisfaction	43
Table 4. 5 Validity Test Result on Job Loyalty	43
Table 4. 6 Reliability Test	44
Table 4. 7 Respondents' Details Based on Age	45
Table 4. 8 Respondents' Details Based on Gender	46
Table 4. 9 Degree of Assessment of Each Variable	47
Table 4. 10 Respondents' Responses towards Job Competence	47
Table 4. 11 Respondents' Responses towards Job Autonomy	48
Table 4. 12 Respondents' Responses towards Job Impact	49
Table 4. 13 Respondents' Responses towards Job Satisfaction	51
Table 4. 14 Respondents' Responses towards Job Loyalty	52
Table 4. 15 Distribution of Respondents' Responses on Job Competence	53
Table 4. 16 Distribution of Respondents' Responses on Job Autonomy	55
Table 4. 17 Distribution of Respondents' Responses on Job Impact	56
Table 4. 18 Distribution of Respondents' Responses on Job Satisfaction	58
Table 4. 19 Distribution of Respondents' Responses on Job Loyalty	59
Table 4. 20 Validity Test Result on Job Competence	60
Table 4. 21 Validity Test Result on Job Autonomy	60
Table 4. 22 Validity Test Result on Job Impact	61
Table 4. 23 Validity Test Result on Job Satisfaction	61
Table 4. 24 Validity Test Result on Job Loyalty	61

Table 4. 25 Reliability Test.....	61
Table 4. 26 Kolmogorov Smirnov for One - Test.....	62
Table 4. 27 Linearity Test Result.....	63
Table 4. 28 Tolerance Value and VIF.....	64
Table 4. 29 Spearman's Rho Test.....	66
Table 4. 30 Simple Regression Testing Result.....	67
Table 4. 31 Multiple Regression Testing Result.....	68
Table 4. 32 Coefficient of Determination.....	70
Table 4. 33 Coefficient of Determination.....	70
Table 4. 34 F-Test Output.....	71
Table 4. 35 T-Testing Output.....	72
Table 4. 36 Sobel Test Output.....	73
Table 5. 1 Theoretical Implication.....	103
Table 5. 2 Managerial Implication.....	107



LIST OF APPENDICES

APPENDIX A QUESTIONNAIRE.....	A-1
APPENDIX B PRE-TEST DATA TABULATION	B-1
APPENDIX C PRE-TEST DATA QUALITY ANALYSIS USING SPSS ...	C-1
APPENDIX D FULL SAMPLING DATA TABULATION.....	D-1
APPENDIX E DATA CALCULATION RESULT USING SPSS 25.00.....	E-1
APPENDIX F INDIRECT EFFECT TEST	F-1
APPENDIX G LETTER.....	G-1
APPENDIX H TURNITIN REPORT.....	H-1

