

TABLE OF CONTENT

	page
COVER PAGE	
TITLE PAGE	
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
PREFACE	viii
TABLE OF CONTENT	x
LIST OF FIGURES	xiv
LIST OF TABLES	xv
LIST OF APPENDICES.....	xvii
CHAPTER I INTRODUCTION	
1.1. Background of the study	1
1.2. Problem Limitation.....	4
1.3. Problem Formulation	4
1.4. Objective of the Research	5
1.5. Benefit of the Research	5
CHAPTER II LITERATURE REVIEW & HYPOTHESIS DEVELOPMENT	
2.1. Theoretical Background.....	7
2.1.1. Entrepreneurship.....	7
2.1.1.1 Definition of Entrepreneurship	7
2.1.1.2 Characteristic of Entrepreneurship.....	7
2.1.2 Family Business.....	7

2.1.2.1 Advantage and Disadvantages of Family Business	8
2.1.3 Organizational Culture	9
2.1.3.1 Definition of Organizational Culture	9
2.1.3.2 Indicator of Organizational Culture.....	9
2.1.3.3 Types of Organizational Culture	10
2.1.4 Job Satisfaction	12
2.1.4.1 Definition of Job Satisfaction	12
2.1.4.2 Indicators of Job Satisfaction.....	12
2.1.4.3 Key Factors to Job Satisfaction.....	13
2.1.5 Employee Performance.....	14
2.1.5.1 Definition of Employee Performance.....	14
2.1.5.2 Indicators of Employee Performance	15
2.1.5.3 Factors Affecting Employee Performance.....	16
2.1.6 Relationship Between Job Satisfaction, Organizational Culture, and Employee Performance	16
2.1.6.1 Relationship Between Job Satisfaction and Employee Performance.....	16
2.1.6.2 Relationship Between Organizational Culture and Employee Performance.....	17
2.2. Previous Research.....	19
2.3. Hypothesis Development.....	20
2.4. Research Model.....	21

CHAPTER III RESEARCH METHODOLOGY

3.1. Research Design	23
3.2. Population and Sample	24
3.2.1 Population.....	24
3.2.2 Sample.....	24
3.3. Data Collection Method	25
3.4. Operational Variable Definition and Variable Measurement.....	26
3.5. Data Analysis Method	28

3.5.1. Test and Research Instruments	28
3.5.2. Classical Assumption Tests	30
3.5.3. Multi Linear Regression Analysis.....	31
3.5.4. Hypothesis Test.....	31
3.5.4.1. Partial T-test.....	31
3.5.4.2. F-Test.....	32

CHAPTER IV DATA ANALYSIS AND DISCUSSION

4.1 GENERAL VIEW OF “PT Anugrah Sentana Agro Medan”	33
4.1.1 Brief History of PT Anugrah Sentana Agro Medan	33
4.1.2 Vision of PT Anugrah Sentana Agro Medan	34
4.1.3 Mission of PT Anugrah Sentana Agro Medan	34
4.1.4 Organizational Structure of PT Anugrah Sentana Agro Medan....	34
4.2 Research Result	37
4.2.1 RESULT OF DATA QUALITY TESTING	37
4.2.1.1 Validity Test.....	37
4.2.1.2 Reliability Test	39
4.2.2 DESCRIPTIVE STATISTICS	39
4.2.3 Result of Data Quality Testing	47
4.2.3.1 Normality Test	47
4.2.3.2 Heteroscedasticity Test.....	49
4.2.3.3 Multicollinearity Test	50
4.2.3.4 Linearity Test	51
4.2.3.5 Multiple Linear Regression Analysis	52
4.2.3.6 Coefficient Determination	53
4.2.3.7 Hypothesis Test.....	54
4.2.3.8 F Test	55
4.2.3.9 T-Test.....	55
4.3 DISCUSSION	56

CHAPTER V CONCLUSION

5.1 CONCLUSION.....59

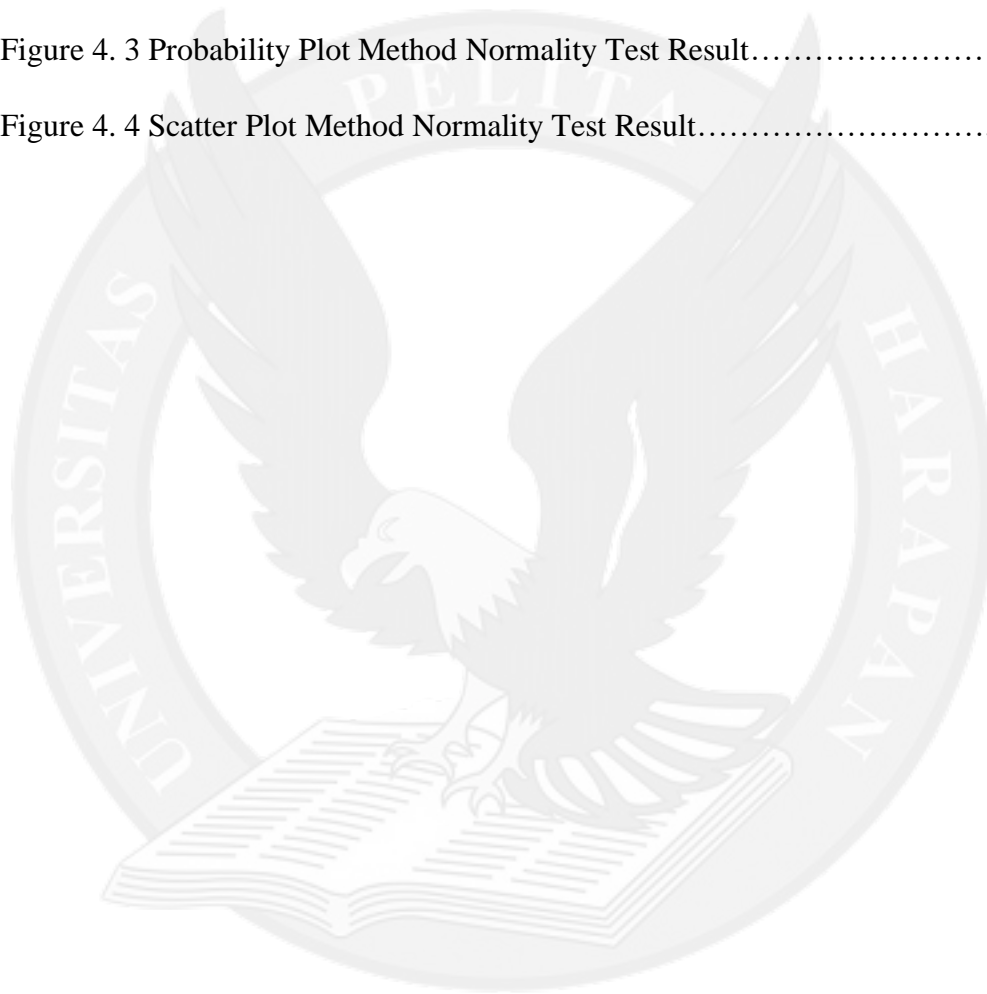
5.2 RECOMMENDATION..... 61

REFERENCES 65



LIST OF FIGURES

Figure 2. 1 Research Model.....	22
Figure 4.1 Organizational Structure.....	35
Figure 4. 2 Histogram Graph Normality Test Result.....	47
Figure 4. 3 Probability Plot Method Normality Test Result.....	47
Figure 4. 4 Scatter Plot Method Normality Test Result.....	49



LIST OF TABLES

Table 1.1 Sales Data PT. Senata Agro Medan Period 2017 to December 2021...	1
Table 1.2 Employee Data from 2018 to 2021.....	2
Table 4. 1 Validity Test Result Variable Job Satisfaction (X1).....	37
Table 4. 2 Validity Test Result Variable Organizational Culture (X2).....	37
Table 4. 3 Validity Test Result Variable Employee Performance (Y).....	38
Table 4. 4 Reliability Test Result.....	39
Table 4. 5 Descriptive Statistic	40
Table 4. 6 Respondent Based on Gender.....	40
Table 4. 7 Respondent Based on Age.....	41
Table 4. 8 Respondent Based on Length of Work.....	42
Table 4. 9 Respondent's Answers Based on Variable Job Satisfaction.....	42
Table 4. 10 Respondent's Answers Based on Variable Organizational Culture...	43
Table 4. 11 Respondent's Answers Based on Variable Employee Performance..	45
Table 4. 12 Histogram Graph Normality Test Result.....	47
Table 4. 13 Probability Plot Method Normality Test Result.....	47
Table 4. 14 Kolmogorov-Smirnov Test Result.....	49
Table 4. 15 Scatter Plot Method Heteroscedasticity Test Result.....	49
Table 4. 16 Multicollinearity Test.....	50
Table 4. 17 Linearity Test Job Satisfaction toward Employee Performance.....	51
Table 4. 18 Linearity Test Organizational Culture toward Employee Performance.....	51

Table 4. 19 Multiple Linear Regression Analysis Result.....	62
Table 4. 20 Coefficient Determination Test Value.....	54
Table 4. 21 F-Test.....	55
Table 4. 22 T-Test.....	55



LIST OF APPENDICES

APPENDIX A QUESTIONNAIRE	A-1
APPENDIX B PRETEST DATA TABULATION.....	B-1
APPENDIX C VALIDITY AND RELIABILITY	C-1
APPENDIX D SAMPLE DATA	D-1
APPENDIX E REGRESSION	E-1
APPENDIX F LETTER	F-1
APPENDIX G TURNITIN	G-1

