

TABLE OF CONTENTS

COVER PAGE

STATEMENT OF ORIGINALITY OF THESIS

AGREEMENT OF MENTORING GUIDANCE FOR THESIS

THESIS EXAMINING COMMITTEE

ABSTRACT

v

PREFACE

iv

TABLE OF CONTENTS

vii

LIST OF TABLE

xii

LIST OF FIGURE

xiv

APPENDIX

xviii

CHAPTER I INTRODUCTION

1.1	Background	1
1.2	Research Questions	8
1.3	Research Objectives	9
1.4	Research Purposes	10
1.5	Research Limitation Problem	10
1.6	Systematic Framework	10

CHAPTER II LITERATURE REVIEW

2.1	Theory of Planned Behavior	13
2.2	Theory of Motivation	14
2.3	Equity Theory	15
2.4	Reinforcement Theory	16
2.5	Individual Factors	17
2.5.1	Need	17
2.5.2	Opportunity	18
2.5.3	Personal Characteristics	19
2.6	Organizational Factors	20
2.6.1	Compensation	21
2.6.2	Justice	21
2.6.3	Ethical Work Climate	23
2.6.4	Coworker Theft and Punishment	24

2.7	Intention to Steal	25
2.8	Internal Control System	27
2.9	Workplace Theft Behavior.....	28
2.10	Former Studies	30
2.12	Theoretical Framework and Hypothesis	31

CHAPTER III RESEARCH METHODOLOGY

3.1	Research Area	37
3.2	Object and Subject of research	37
3.3	Conceptual and Operational Definition	38
3.4	Research Model	42
3.5	Determination and Data Sources	44
3.6	Data Collection	45
3.7	Sampling Method.....	46
3.7.1	Determining the Number of Samples	46
3.7.2	Scale of Measurement.....	47
3.8	Data Processing Techniques	48
3.9	Data Analysis Techniques.....	48
3.9.1	Pre-Test Data	49
3.9.2	Validity Test.....	50
3.9.3	Reliability Test.....	50
3.9.4	Descriptive Statistics.....	51
3.9.5	Hypothesis Testing.....	51
3.10	Validity and Reliability Test Result.....	52

CHAPTER IV DATA ANALYSIS RESULTS AND DISCUSSIONS

4.1	Respondent's Profile.....	55
4.2	Descriptive Statistics.....	57
4.2.1	Descriptive Statistics of Variable Need	58
4.2.2	Descriptive Statistics of Variable Opportunity	58
4.2.3	Descriptive Statistics of Variable Personal Characteristics	59
4.2.4	Descriptive Statistics of Variable Compensation	60
4.2.5	Descriptive Statistics of Variable Justice.....	61
4.2.6	Descriptive Statistics of Variable Ethical Work Climate	62
4.2.7	Descriptive Statistics of Variable Coworker Theft and Punishment	63
4.2.8	Descriptive Statistics of Variable Intention to Steal	64

4.2.9	Descriptive Statistics of Variable Internal Control System	65
4.2.10	Descriptive Statistics of Variable Workplace Theft Behavior	66
4.3	Analysis of Actual Research Data	67
4.3.1	Measurement Model (Outer Model)	67
4.3.2	Testing of Structural Model (Inner Model)	72
4.3.3	Hypothesis Test Result	73
4.3.4	Mediation Test	76
4.4	Discussion of Hypothesis Test Results	78
4.4.1	Interpretation Hypothesis H1	79
4.4.2	Interpretation Hypothesis H2	81
4.4.3	Interpretation Hypothesis H3	82
4.4.4	Interpretation Hypothesis H4	83
4.4.5	Interpretation Hypothesis H5	84
4.4.6	Interpretation Hypothesis H6	85
4.4.7	Interpretation Hypothesis H7	86
4.4.8	Interpretation Hypothesis H8	87
4.4.9	Interpretation Hypothesis H9	88
4.4.10	Interpretation Hypothesis H10	89
4.4.11	Interpretation Hypothesis H11	90
4.5	Comparison of Previous Research with Current Research	90
CHAPTER V CONCLUSION AND SUGGESTION		
5.1	Conclusion	93
5.2	Managerial Implication	96
5.3	Theoretical Implication	97
5.4	Suggestions for Further Research	98
5.5	Research Limitations	99

REFERENCES

APPENDIX

LIST OF TABLES

Table 3.1 Conceptual Definition and Operational Definition.....	38
Table 3.2 Validity Test Result of 30 Respondents	52
Table 3.3 Total Reliability Test Result of 30 Respondents	54
Table 4.1 Respondents' Profile.....	56
Table 4.2 Descriptive Statistics of Variable Need	58
Table 4.3 Descriptive Statistics of Variable Opportunity	58
Table 4.4 Descriptive Statistics of Variable Personal Characteristics	59
Table 4.5 Descriptive Statistics of Variable Compensation	60
Table 4.6 Descriptive Statistics of Variable Justice.....	61
Table 4.7 Descriptive Statistics of Variable Ethical Work Climate	62
Table 4.8 Descriptive Statistics of Variable Coworker Theft and Punishment	63
Table 4.9 Descriptive Statistics of Variable Intention to Steal	64
Table 4.10 Descriptive Statistics of Variable Internal Control System	65
Table 4.11 Descriptive Statistics of Variable Workplace Theft Behavior.....	66
Table 4.12 Outer Loading and AVE.....	68
Table 4.13 Discriminant Validity	71
Table 4.14 Composite Reliability	72
Table 4.15 R-Square Table	59
Table 4.16 Hypothesis Test Result	73
Table 4.17 Indirect Effects.....	77
Table 4.18 Hypothesis Test Result	78
Table 4.19 Comparison of Previous Research with Current Research.....	91

LIST OF FIGURES

Figure 1.1 Indonesia Tourist Arrivals.....	3
Figure 1.2 Accommodation Classification, 2016 of DKI Jakarta.....	4
Figure 1.3 Indonesia – Average losses due to Theft and Vandalism.....	7
Figure 1.4 Indonesia – Percent of Firms Identifying Crime, Theft and Disorder.....	7
Figure 2.1 Conceptual Model	37
Figure 3.1 Research Model.....	43
Figure 4.1 Hypothesis Test of Structural Model.....	74

