

TABLE OF CONTENTS

ABSTRACT	v
ACKNOWLEDGMENTS	vi
TABLE OF CONTENTS	viii
LIST OF TABLES	xi
LIST OF FIGURES	xii
CHAPTER I	1
INTRODUCTION	1
1.1 Research Background	1
1.2 Formulation of the Problem	4
1.3 Research Purpose	5
1.4 Significance of Study	6
1.4.1 Theoretical	6
1.4.2 Practical	6
1.5 Systematic Writing	7
CHAPTER II	8
LITERATURE REVIEW	8
2.1 Innovativeness	8
2.2 Proactiveness	8
2.3 Risk Taking	9
2.4 Support for CSR	10
2.5 Organizational Engagement	10
2.6 Job Engagement	11
2.7 Creativity	11
2.8 Hypothesis	12
2.8.1 The Relationship between Innovativeness and Organizational Engagement	12
2.8.2 The Relationship between Pro-activeness and Organizational Engagement	13
2.8.3 The Relationship between Risk taking and Organizational Engagement	14
2.8.4 The Relationship between CSR Support and Organizational Engagement	14
2.8.5 The Relationship between Innovativeness and Job Engagement	15
2.8.6 The Relationship between Pro-activeness and Job Engagement	16
2.8.7 The Relationship between Risk taking and Job Engagement	17
2.8.8 The Relationship between CSR Support and Job Engagement	17

2.8.9	The Relationship between Organizational Engagement and Job Engagement	18
2.8.10	The Relationship between Organizational Engagement and Creativity	19
2.8.11	The Relationship between Job Engagement and Creativity	19
	2.8 Theoretical Framework	20
	CHAPTER III	21
	RESEARCH METHODOLOGY	21
3.1	Research Objective	21
3.2	Unit of Analysis	21
3.3	Research Type	22
3.4	Research Variables	22
3.4.1	Dependent variable	22
3.4.2	Independent variable	23
3.5	Conceptual and Operational Definitions	24
3.6	Population and Sample	29
3.6.1	Determination of The Number of Samples	30
3.6.2	Sampling Method	30
3.7	Data Collecting Method	32
3.8	Measurement of Scales	32
3.9	Research Instrument Testing	33
3.9.1	Validity Test	33
3.9.2	Reliability Test	34
3.10	Data Analysis Method	35
3.11	Preliminary Instrument Test Results	36
3.11.1	Validity and Reliability Test	36
	CHAPTER IV	44
	ANALYSIS	44
4.1	Profile of Respondents	44
4.1.1	Gender	44
4.1.2	Marital Status	45
4.1.3	Age	46
4.1.4	Educational Level	47
4.1.5	Working Periode	48
4.1.6	Profession	49

4.2 Actual Test Results	50
4.3 Research Construct Description	52
4.3.1 Innovativeness	53
4.3.2 Pro activeness	55
4.3.3 Risk Taking	55
4.3.4 CSR Support	57
4.3.5 Organizational Engagement	58
4.3.6 Job Engagement	59
4.3.7 Creativity	60
4.4 Outer Model	61
4.4.1 Validity and Reliability of Actual Test	62
4.5 Actual Test Results with Inner Model	66
4.6 Discussion	73
CHAPTER V	81
CONCLUSION	81
5.1 Conclusion	81
5.2 Theoretical Implication	82
5.3 Managerial Implication	82
5.4 Research Limitation	83
5.5 Recommendation for Future Research	84
REFERENCES	85
Appendices	96

LIST OF TABLES

Table 3.1: Variables and Indicator definitions	24
Table 3.2: Pre-Test Result CR & AVE Before.....	37
Table 3.3: Pre-test Outer Loadings Before.....	38
Table 3.4: Pre-Test Result CR & AVE After.....	40
Table 3.5: Pre-test Outer Loadings After	41
Table 3.6: Pre-Test of Fornell-Larcker Criterion.....	43
Table 4.1: Respondents Characteristics based on Gender	45
Table 4.2: Respondents Characteristics based on Marital Status.....	45
Table 4.3: Respondents Characteristics based on Age.....	46
Table 4.4: Respondents Characteristics based on Education Level	47
Table 4.5: Respondents Characteristics based on Working Periode	48
Table 4.6: Respondents Characteristics based on Profession	49
Table 4.7: Responses category.....	50
Table 4.8: Research Construct Description for Innovativeness.....	53
Table 4.9: Research Construct Description for Proactiveness.....	54
Table 4.10: Research Construct Description for Risk Taking... ..	56
Table 4.11: Research Construct Description for CSR Support... ..	57
Table 4.12: Research Construct Description for Organizational Engagement	58
Table 4.13: Research Construct Description for Job Engagement... ..	59
Table 4.14: Research Construct Description for Creativity	60
Table 4.15: Validity Test Results.....	63
Table 4.16: Average Variance Extracted and Composite Reliability Results	65
Table 4.17: Fornell-Larcker Criterion Results	65
Table 4.18: Variance Inflation Factor results.....	67
Table 4.19: R Square Results.....	68
Table 4.20: Path Coefficient Hypothesis Results.....	69

LIST OF FIGURES

Figure 1.1 Employee working status 2021 in Indonesia.....	2
Figure 2.1 Theoretical Framework.....	20
Figure 4.1 Outer Model	61
Figure 4.2 Inner Model	66

