

## TABLE OF CONTENTS

	page
<b>COVER PAGE</b>	
<b>TITLE PAGE</b>	
<b>FINAL ASSIGNMENT STATEMENT AND UPLOAD AGREEMENT.....</b>	<b>.ii</b>
<b>APPROVAL PAGE BY FINAL PAPER ADVISOR.....</b>	<b>.iv</b>
<b>APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE .....</b>	<b>v</b>
<b>ABSTRACT.....</b>	<b>vi</b>
<b>ABSTRAK.....</b>	<b>vii</b>
<b>PREFACE... .....</b>	<b>vii</b>
<b>TABLE OF CONTENTS .....</b>	<b>x</b>
<b>LIST OF FIGURES.....</b>	<b>xiii</b>
<b>LIST OF TABLES .....</b>	<b>xiv</b>
<b>LIST OF APPENDICES .....</b>	<b>xvii</b>
<b>CHAPTER 1 INTRODUCTION</b>	
1.1 Background of the study.....	2
1.2 Problem Limitation .....	7
1.3 Problem Formulation.....	7
1.4 Objective of Research.....	8
1.5 Benefit of the Research.....	9
1.5.1     Theoretical Benefit .....	9
1.5.2     Practical Benefit .....	9
<b>CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT</b>	
2.1 Theoretical Background.....	11
2.1.1 Definition of Human Capital Investment .....	11
2.1.2 Employee Monthly Compensation .....	13
2.1.2.1 Types of Compensation.....	14
2.1.2.2 Indicators of Monthly Compensation.....	17

2.1.2.3 Purpose of Compensation.....	18
2.1.3 Employee Encouragement .....	20
2.1.3.1 Definition of Employee Encouragement .....	20
2.1.3.2 The Purpose of Employee Encouragement .....	21
2.1.3.3 Factors Affecting Employee Encouragement .....	22
2.1.3.4 Types of Employee Encouragement.....	24
2.1.3.5 Encouragement Method .....	25
2.1.3.6 Indicators of Employee Encouragement.....	26
2.1.4 Employee Engagement .....	27
2.1.4.1 Definition of Employee Engagement .....	27
2.1.4.2 Employee Engagement Aspects.....	28
2.1.4.3 Types Of Employee Engagement.....	28
2.1.4.4 Indicators of Employee Engagement.....	33
2.1.5 The Influence of Employee Monthly Compensation and Employee Encouragement towards Employee Engagement.....	34
2.2 Previous Research.....	35
2.3 Hypothesis Development.....	40
2.5 Framework of Thinking.....	42
<b>CHAPTER III RESEARCH METHODOLOGY .....</b>	<b>43</b>
3.1 Research Design .....	43
3.1 Population and Sample .....	44
3.1.2 Population... 44	
3.1.3 Sample .....	45
3.2 Data Collection Method.....	46
3.3 Operational Variable Definition and Variable Measurement.....	47
3.4 Data Analysis Method .....	49
3.4.1 Research Instrument .....	49
3.4.1.1 Validity Test .....	50
3.4.1.2 Reliability Test .....	51
3.4.2 Descriptive Statistics .....	51
3.4.3 Classical Assumption Test.....	53

3.4.3.2 Heteroscedasticity test.....	53
3.4.3.3 Multicollinearity Test.....	54
3.4.4 Hypothesis Testing .....	55
3.4.4.2 Simple Linear Regression .....	56
3.4.4.3 Simultaneously Hypothesis Test (F-Test) .....	56
3.4.4.4 Partial Hypothesis Test (T-Test).....	57
3.4.5 Coefficient of Determination Test .....	58

## **CHAPTER IV RESEARCH RESULT AND DISCUSSION**

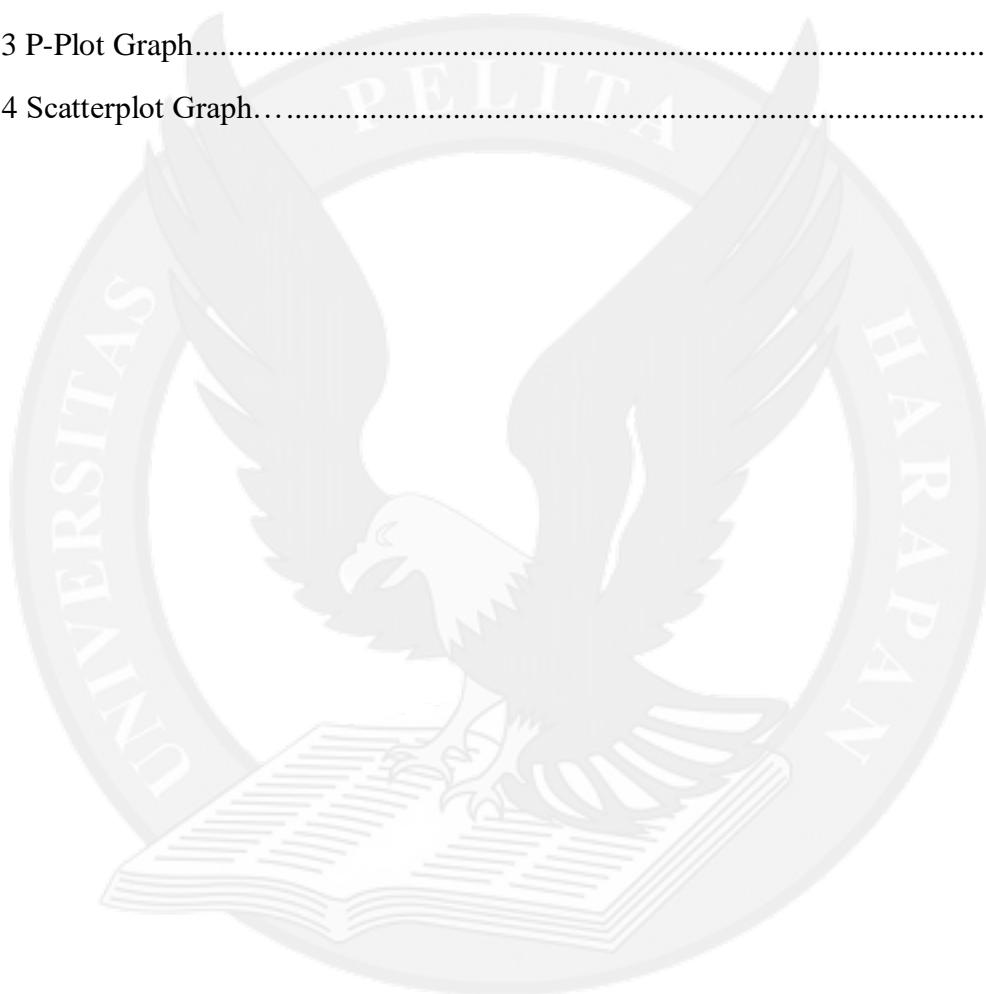
4.1 General View of “CV. Anugerah Sukses Agung .....	59
4.1.1 History of Establishment.....	59
4.1.2 Organizational Structure.....	60
4.2 Research Result .....	63
4.2.1 Test of Research Instrument .....	63
4.2.1.1. Validity Test.....	63
4.2.1.2. Reliability Test .....	65
4.2.2 Descriptive Statistics .....	66
4.2.2.1 Respondents Characteristics .....	66
4.2.2.2 Explanation of Respondents on Research Variable .....	67
4.2.3 Result of Data Quality Testing .....	80
4.2.3.1 Classical Assumption Testing Results .....	80
4.2.4 Result of Hypothesis Testing.....	85
4.2.4.1 Multiple Regression Analysis Test.....	85
4.2.4.2 Coefficient of Determination .....	86
4.2.4.3 Simultaneous Hypothesis Test (F-Test) .....	86
4.2.4.4 Partial Hypothesis Test (T-Test) .....	88
4.3 Discussion....	88

## **CHAPTER V CONCLUSION**

5.1 Conclusion... .....	91
5.2 Recommendation.....	92

## **LIST OF FIGURES**

	page
Figure 2.3. Research Model.....	42
Figure 2.4 Framework of Thinking .....	43
Figure 4.1 Organizational Structure at CV. Anugerah Sukses Agung .....	61
Figure 4.2 Histogram Graph.....	82
Figure 4.3 P-Plot Graph.....	83
Figure 4.4 Scatterplot Graph.....	84



## LIST OF TABLES

	page
Table 1.1. Employee Attendance Data CV. Anugerah Sukses Agung .....	5
Table 1.2 Affecting Motivation Employees of CV Anguerah Sukses Agung.....	5
Table 1.3 Affecting Monthly Compensation's Employee of CV Anugerah Sukses Agung .....	6
Table 2.1 Previous Research.....	36
Table 3.1 Operational variable.....	48
Table 4.1 Validity Test for Employee Monthly Compensation (Variable X1) .....	65
Table 4.2 Validity Test for Employee Encouragement (Variable X2).....	66
Table 4.3 Validity Test for Employee Engagement (Variable Y).....	66
Table 4.4 Reliability Test for Employee Monthly Compensation (Variable X1)67	
Table 4.5 Reliability Test for Employee Encouragement (Variable X2) .....	67
Table 4.6 Reliability Test for Employee Engagement (Variable Y).....	68
Table 4.7 Respondent Based on Gender.....	68
Table 4.8 Respondent Based on Age .....	68
Table 4.9 The salary that employees receive is appropriate with the workload given to him .....	69
Table 4.10 Salaries received per month can be ensure the food needs of the family.....	70
Table 4.11 There are incentives beyond the salary received employee .....	70
Table 4.12 Incentives are given according to employee performance .....	71
Table 4.13 Allowances given are appropriate with the position occupied employee.....	71

Table 4.14 Companies provide benefits which helps fulfill needs.....	72
Table 4.15 Companies provide facilities health insurance for all employee .....	72
Table 4.16 Office facilities (work uniforms, parking lots, canteens, places of worship, work equipment) complete and adequate.....	73
Table 4.17 Rewards for employees at work can motivate employee to work .....	73
Table 4.18 Employees are trying their best to be the best at work.....	74
Table 4.19 Employees enjoy working together more with others rather than working alone.....	74
Table 4.20 Employees are proud of my work get appreciation from superiors or work colleague .....	75
Table 4.21 Employees understand systems & procedures work based on knowledge and expertise.....	75
Table 4.22 Employees are cooperative, cooperative support the achievement of goals.....	76
Table 4.23 Employees are confident in their abilities can work well in the company.....	76
Table 4.24 Employees prioritize tasks over personal interests .....	77
Table 4.25 Have high energy when working.....	77
Table 4.26 Willing to put all energy into finish the job.....	78
Table 4.27 Feeling enthusiastic about the job done .....	78
Table 4.28 Feel the work done challenge.....	79

Table 4.29 Doing any given job.....	79
Table 4.30 Feeling something is missing when you don't enter work.....	80
Table 4.31 Descriptive statistics variable.....	80
Table 4.32 Descriptive statistic employee monthly compensation.....	81
Table 4.33 Descriptive statistics employee encouragement.....	81
Table 4.34 Descriptive statistic employee engagement.....	82
Table 4.35 Kolmogorov Smirnov Table.....	83
Table 4.36 Heteroscedasticity Table.....	85
Table 4.37 Multicollinearity Table .....	87
Table 4.38 Multiple Regression Analysis Table.....	87
Table 4.39 Linearity Test .....	88
Table 4.40 Coefficient of Determination.....	89
Table 4.41 Simultaneous Hypothesis Test (F-Test).....	90
Table 4.42 Partial Hypothesis Test (T-Test) ... .....	91

## **LIST OF APPENDICES**

	page
APPENDIX A: QUESTIONNAIRE.....	A-1
APPENDIX B: QUESTIONNAIRE (X1).....	B-1
APPENDIX B: QUESTIONNAIRE (X1).....	B-2
APPENDIX C: QUESTIONNAIRE (X2).....	C-1
APPENDIX C: QUESTIONNAIRE (X2).....	C-2
APPENDIX C: QUESTIONNAIRE (X2).....	C-3
APPENDIX D: QUESTIONNAIRE (Y).....	D-1
APPENDIX D: QUESTIONNAIRE (Y).....	D-2
APPENDIX E: Respondent's Answer Towards Questionnaire (Pre Test).....	E-1
APPENDIX E: Respondent's Answer Towards Questionnaire (Pre Test).....	E-2
APPENDIX F: SPSS Output for validity and reliability test.....	F-1
APPENDIX E: SPSS Output for validity and reliability test.....	F-2
APPENDIX E: SPSS Output for validity and reliability test.....	F-3
APPENDIX E: SPSS Output for validity and reliability test.....	F-4
APPENDIX E: SPSS Output for validity and reliability test.....	F-5
APPENDIX G: Respondent Answer Towards Questionnaires (Main Test)....	G-1
APPENDIX G: Respondent Answer Towards Questionnaires (Main Test)....	G-2
APPENDIX G: Respondent Answer Towards Questionnaires (Main Test)....	G-3
APPENDIX H: SPSS output (Main Test).....	H-1

APPENDIX H: SPSS output (Main Test).....H-2

APPENDIX H: SPSS output (Main Test).....H-3

APPENDIX H: SPSS output (Main Test).....H-4

