

TABLE OF CONTENTS

page

COVER PAGE

TITLE PAGE

FINAL ASSIGNMENT AND UPLOAD STATEMENT	ii
APPROVAL PAGE BY FINAL PAPER ADVISOR	iii
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....	iv
ABSTRACT	v
<i>ABSTRAK</i>	vi
TABLE OF CONTENTS	ix
LIST OF FIGURES	xiii
LIST OF TABLES	xiv
LIST OF APPENDICES	xvi

CHAPTER I INTRODUCTION

1.1 Background of Study	1
1.2 Problem Limitation.....	9
1.3 Problem Formulation.....	9
1.4 Research Objective	10
1.5 Benefit of the Research	10
1.5.1 Theoretical Benefit	10
1.5.2 Practical benefit	11

CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

2.1. Theoretical Background.....	12
2.1.1 Definition of Human Capital Investment	12
2.1.2 Definition of Human Resources Management.....	13
2.1.3 Theory of Employee Performance	14
2.1.2.1 Definition of Employee Performance.....	14
2.1.2.2 Characteristics of Employee Performance	15
2.1.2.3 Factors that Effect Employee Performance	17

2.1.2.4	Types of Employee Performance.....	20
2.1.2.5	Indicators of Employee Performance.....	21
2.1.4	Theory of Work Discipline	22
2.1.4.1	Definition of Work Discipline.....	22
2.1.4.2	Types of Work Discipline	23
2.1.4.3	Factors that Effect Work Discipline	24
2.1.4.4	Indicator of Work Discipline.....	25
2.1.4.5	Aspect of Work Discipline	26
2.1.5	Theory of Job Burnout	27
2.1.4.1	Definition of Job Burnout.....	27
2.1.4.2	Factors that Effect Job Burnout	28
2.1.4.3	Types of Job Burnout	29
2.1.4.4	Indicators of Job Burnout	30
2.1.4.5	Aspect of of Job Burnout.....	31
2.1.6	The Effect of Work Discipline Towards Employee Performance	32
2.1.7	The Effect of Job Burnout Towards Employee Performance.....	32
2.2.	Previous Research	33
2.3.	Hyphotesis Development.....	34
2.4.	Research Model.....	35
2.5.	Framework of Thinking	37

CHAPTER III RESEARCH METHODOLOGY

3.1.	Research Design.....	38
3.2.	Population and Sample	38
3.2.1.	Research Location and Time	38
3.2.2.	Population	39
3.2.3.	Sample	39
3.3.	Data Collection Method.....	40
3.3.1.	Observations.....	40
3.3.2.	Documentation	41
3.3.3.	Questionnaire	41
3.3.4.	Test Sheet.....	41
3.3.5.	Interviews.....	42

3.4.	Operational Variable Definition and Variable Measurement	42
3.4.1.	Research Variable	42
3.4.2.	Operational Variable Definition	43
3.4.2.1	Work Discipline	43
3.4.2.2	Job Burnout.....	43
3.4.2.3	Employee Performance	43
3.4.2.4	Variable Measurement	44
3.5.	Data Analysis Method	44
3.5.1.	Data Quality Test.....	45
3.5.2.	Descriptive Statistics	46
3.5.3.	Classical Asumption Test.....	46
3.5.4.	Multiple Linear Regression Analysis	48
3.5.5.	Hypothesis Test	49
CHAPTER IV RESEARCH RESULT AND DISCUSSION		
4.1	General View of Reseach Object	52
4.1.1	Brief Overview of PT Gemar Sukawati Indah	52
4.1.2	Organization Structure of PT Gemar Sukawati Indah.....	53
4.2	Research Result	57
4.2.1	Test of Research Instrument.....	57
4.2.1.1	Validity Test	58
4.2.1.2	Reliability Test	59
4.2.2	Descriptive Statistics	59
4.2.2.1	Respondent Characteristics	60
4.2.2.2	Explanation of Respondents Answers on Variables	62
4.2.2.3	Mean, Median, Mode, Variance and Standard Deviation.....	67
4.2.3	Result of Data Quality Testing	75
4.2.3.1	Classical Asumption Testing Result	75
4.2.3.2	Multiple Linear Regression Analysis.....	79
4.2.4	Result of Hyphotesis Testing	80
4.2.4.1	Coefficient of Determination	80
4.2.4.2	T Test.....	81
4.2.4.3	F Test	82

4.3 Discussion..... 83

CHAPTER V CONCLUSION

5.1. Conclusion 96

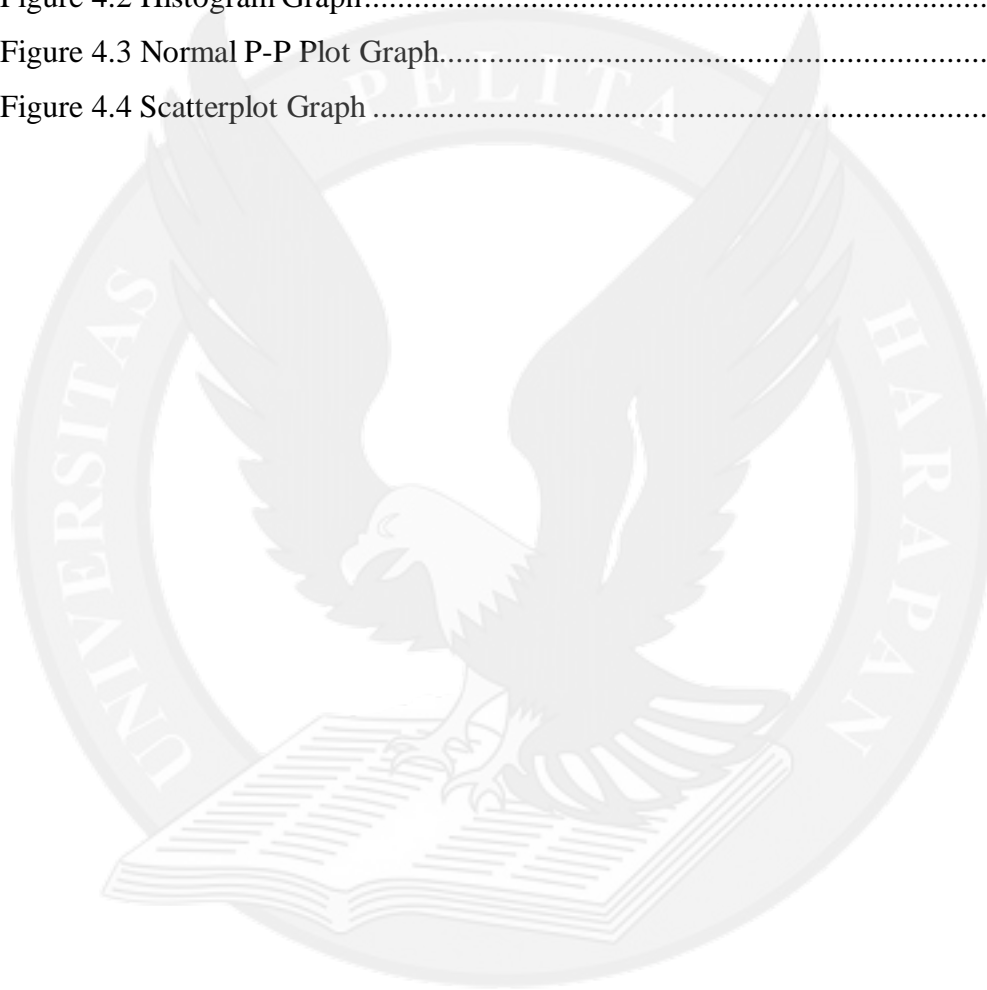
5.2. Recommendation..... 96

BIBLIOGRAPHY..... 99



LIST OF FIGURES

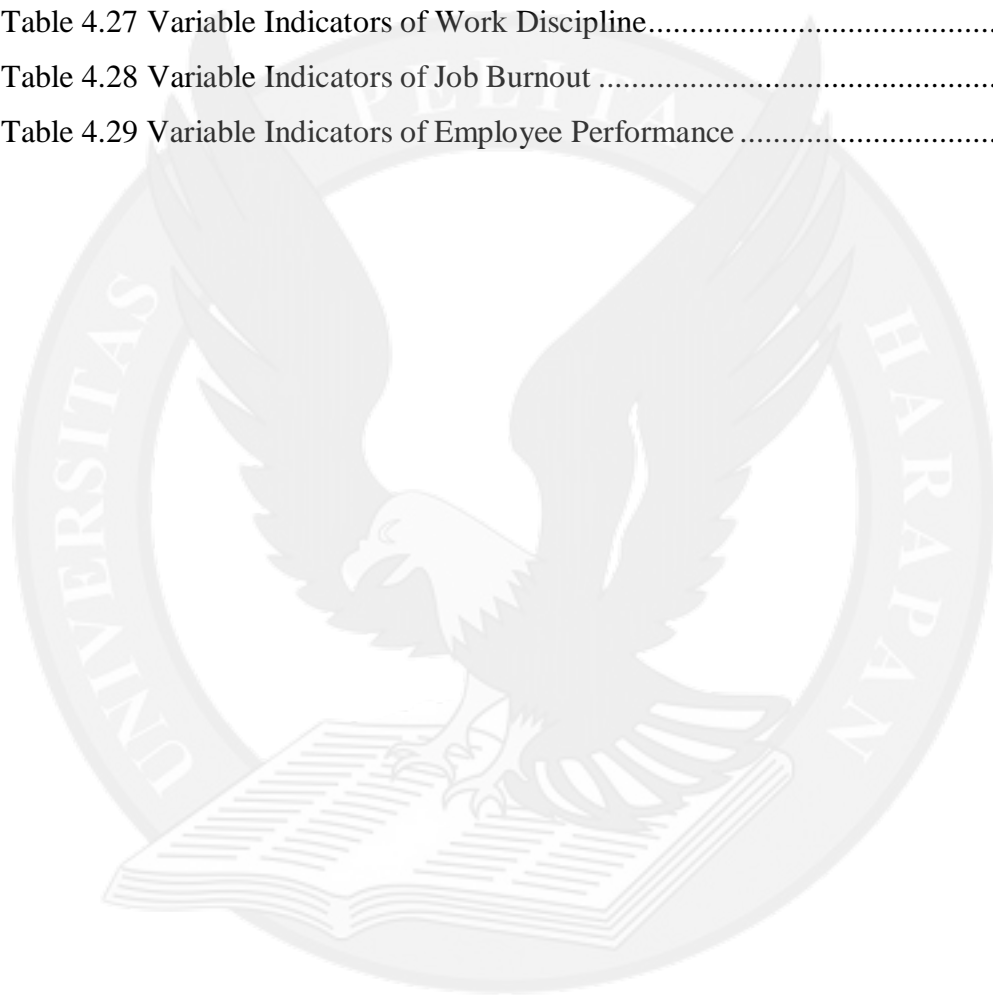
	page
Figure 2.1 Research Model	36
Figure 2.2 Framework of Thinking	37
Figure 4.1 Organizational Structure of PT Gemar Sukawati Indah.....	53
Figure 4.2 Histogram Graph.....	75
Figure 4.3 Normal P-P Plot Graph.....	76
Figure 4.4 Scatterplot Graph	78



LIST OF TABLES

	page
Table 1.1 Revenue Data of PT Gemar Sukawati Indah 2020-2022.....	6
Table 1.2 Employee Violation Data at PT Gemar Sukawati Indah	7
Table 1.3 Turnover Data at PT Gemar Sukawati Indah.....	8
Table 2.1 Previous Research	33
Table 3.1 Likert Scale 1-5 Points Measurement.....	44
Table 4.1 Validity Test of Work Discipline	58
Table 4.2 Validity Test of Job Burnout.....	58
Table 4.3 Validity Test of Employee Performance.....	59
Table 4.4 Reliability Test of Variable.....	59
Table 4.5 Characteristics Based on Gender.....	60
Table 4.6 Characteristics Based on Age.....	60
Table 4.7 Characteristics Based on Education	60
Table 4.8 Characteristics Based on Length of Work	61
Table 4.9 Characteristics Based on Department.....	61
Table 4.10 Respondent Answer on Variable Work Discipline.....	62
Table 4.11 Respondent Answer on Variable Job Burnout.....	64
Table 4.12 Respondent Answer on Variable Employee Performance	66
Table 4.13 Interval Class of Work Discipline	68
Table 4.14 Interval Class of Job Burnout.....	69
Table 4.15 Interval Class of Employee Performance.....	69
Table 4.16 Mean, Median, Mode, Variance and Standard Deviation.....	69
Table 4.17 Mean, Median, Mode, Variance and Standard Deviation of Work Discipline	70
Table 4.18 Mean, Median, Mode, Variance and Standard Deviation of Job Burnout.....	72
Table 4.19 Mean, Median, Mode, Variance and Standard Deviation of Employee Performance.....	74
Table 4.20 One Sample Kolgomorov Smirnov Test.....	76

Table 4.21 Multicollinearity Test	77
Table 4.22 Glejser Test	79
Table 4.23 Multiple Linear Regression Analysis	79
Table 4.24 Coefficient of Determination	80
Table 4.25 F Test	81
Table 4.26 T Test.....	82
Table 4.27 Variable Indicators of Work Discipline.....	85
Table 4.28 Variable Indicators of Job Burnout	88
Table 4.29 Variable Indicators of Employee Performance	92



LIST OF APPENDICES

	page
Appendix A: Questionnaire.....	A-1
Appendix B: Data Tabulation SPSS Output	B-1
Appendix C: Data of Respondent Answer from Questionnaire	C-1
Appendix D: SPSS Output	D-1
Appendix E: Distribution R Table	E-1
Appendix F: Distribution T Table	F-1
Appendix G: Distribution F Table	G-1
Appendix H: Letter	H-1

