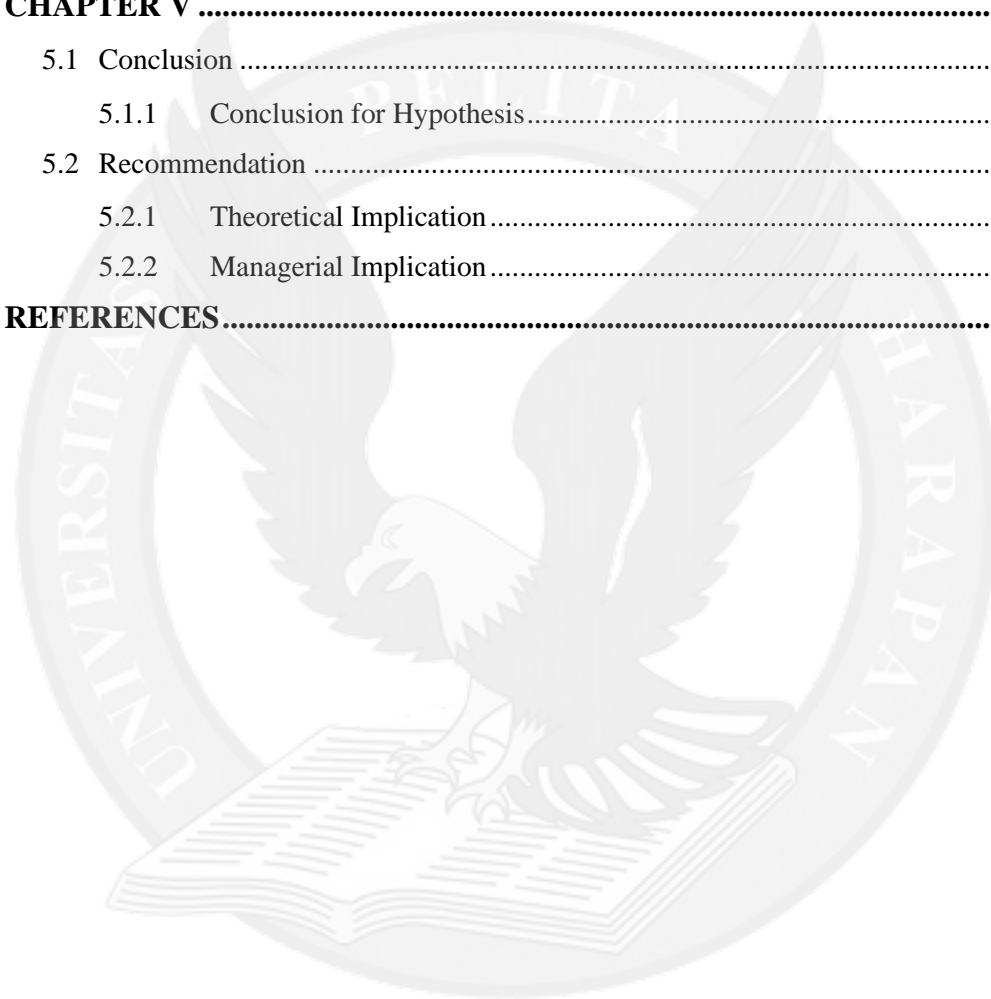


## TABLE OF CONTENT

<b>DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT .....</b>	<b>ii</b>
<b>APPROVAL PAGE BY FINAL PAPER ADVISOR.....</b>	<b>iii</b>
<b>APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....</b>	<b>iv</b>
<b>ABSTRACT .....</b>	<b>v</b>
<b>ABSTRAK .....</b>	<b>vi</b>
<b>PREFACE .....</b>	<b>vii</b>
<b>TABLE OF CONTENT .....</b>	<b>ix</b>
<b>LIST OF FIGURE .....</b>	<b>xii</b>
<b>LIST OF TABLE .....</b>	<b>xiii</b>
<b>LIST OF APPENDICES.....</b>	<b>xiv</b>
<b>CHAPTER I .....</b>	<b>1</b>
1.1 Background of the Study .....	1
1.2 Problem Limitation .....	6
1.3 Problem Formulation .....	7
1.4 Objective of the Research .....	7
1.5 Benefit of the Research.....	8
1.5.1 Theoretical Benefit.....	8
1.5.2 Practical Benefit.....	8
<b>CHAPTER II.....</b>	<b>10</b>
2.1 Work-Life Balance .....	10
2.1.1 Definition of Work-Life Balance .....	10
2.1.2 Theories of Work-Life Balance .....	11
2.1.3 The Indicators of Work-Life Balance .....	12
2.2 Transformational Leadership .....	13
2.2.1 Definition of Transformational Leadership .....	13
2.2.2 Transformational Leadership Behavioral Dimension .....	15
2.2.3 Transformational Leadership Outcomes .....	16
2.2.4 The Indicators of Transformational Leadership.....	17

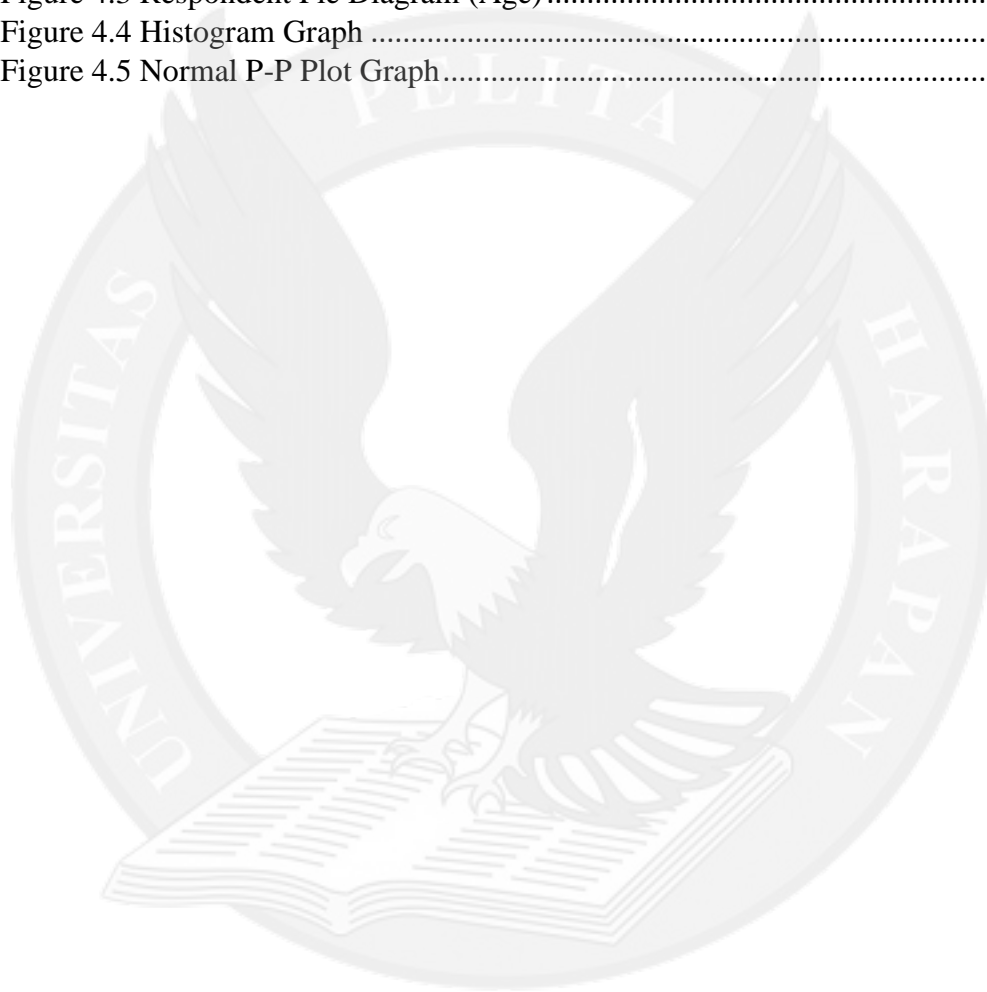
2.3 Workplace Social Support .....	18
2.3.1 The Definition of Workplace Social Support.....	18
2.3.2 Components of Workplace Social Support .....	19
2.3.3 The Indicators of Workplace Social Support .....	20
2.4 Employee Commitment .....	22
2.4.1 The Definition of Employee Commitment .....	22
2.4.2 Types of Employee Commitment .....	23
2.4.3 The Indicators of Employee Commitment .....	24
2.5 Previous Research.....	25
2.6 Hypothesis Development.....	29
2.6.1 The Influence of Work-Life Balance Towards Employee Commitment .....	29
2.6.2 The Influence of Transformational Leadership Towards Employee Commitment.....	30
2.6.3 The Influence of Workplace Social Support Towards Employee Commitment.....	30
2.7 Research Model .....	31
2.8 Framework of Thinking .....	33
<b>CHAPTER III .....</b>	<b>34</b>
3.1 Research Design.....	34
3.2 Population and Sample.....	34
3.2.1 Population .....	34
3.2.2 Sample.....	35
3.3 Data Collection Method .....	36
3.4 Operational Variable Definition and Variable Measurement.....	38
3.5 Data Analysis Method.....	39
3.5.1 Instrument Testing .....	39
3.5.2 Classical Assumption Test .....	41
3.5.3 Data Analysis .....	42
3.5.4 Hypothesis Testing.....	46
<b>CHAPTER IV.....</b>	<b>48</b>
4.1 General View of PT Intan Hevea Industry.....	48
4.1.1 General Description of PT Intan Hevea Industry.....	48
4.1.2 Organizational Structure of PT Intan Hevea Industry.....	48

4.2	Research Result.....	49
4.2.1	Test of Research Instrument .....	49
4.2.2	Descriptive Statistics.....	52
4.2.3	Result Data of Quality Testing.....	67
4.2.4	Result of Hypothesis Testing .....	73
4.3	Discussion .....	75
<b>CHAPTER V .....</b>		<b>91</b>
5.1	Conclusion .....	91
5.1.1	Conclusion for Hypothesis.....	91
5.2	Recommendation .....	94
5.2.1	Theoretical Implication .....	94
5.2.2	Managerial Implication .....	94
<b>REFERENCES.....</b>		<b>101</b>



## LIST OF FIGURE

Figure 2.1 Research Model .....	32
Figure 2.2 Framework of Thinking.....	33
Figure 4.1 Organizational Structure of PT Intan Hevea Industry .....	49
Figure 4.2 Respondents Pie Diagram (Gender) .....	52
Figure 4.3 Respondent Pie Diagram (Age).....	53
Figure 4.4 Histogram Graph .....	67
Figure 4.5 Normal P-P Plot Graph.....	68



## LIST OF TABLE

Table 1.1 Employees' Working Period.....	3
Table 1.2 Employees absent and lateness data.....	4
Table 1.3 Employees working overtime data.....	5
Table 2.1 Comparison of previous research.....	25
Table 3.1 Likert Scale .....	36
Table 3.2 Questionnaire Design .....	37
Table 3.3 Operational Variables .....	39
Table 4.1 Validity Test for Work-Life Balance (X1) .....	50
Table 4.2 Validity Test for Transformational Leadership (X2).....	50
Table 4.3 Validity Test for Workplace Social Support (X3) .....	50
Table 4.4 Validity Test for Employee Commitment (Y).....	50
Table 4.5 Reliability Test.....	51
Table 4.6 Gender Respondents .....	52
Table 4.7 Age Respondents .....	53
Table 4.8 Respondents's Response to Work-Life Balance.....	54
Table 4.9 Respondents's Response to Transformational Leadership .....	56
Table 4.10 Respondents's Response to Workplace Social Support.....	58
Table 4.11 Respondents's Response to Employee Commitment.....	59
Table 4.12 Distribution of Respondents's Answers to Work-Life Balance Variables .....	60
Table 4.13 Distribution of Respondents's Answers to Transformational Leadership Variables .....	62
Table 4.14 Distribution of Respondents's Answers to Workplace Social Support Variables .....	64
Table 4.15 Distribution of Respondents's Answers to Employee Commitment Variables .....	65
Table 4.16 One Sample Kolmogorov Smirnov.....	68
Table 4.17 Tolerance and VIF Values Test .....	69
Table 4.18 Glejser Test .....	70
Table 4.19 Multiple Regression Testing Result.....	70
Table 4.20 Results of the Analysis of the Coefficient of Determination ( $R^2$ ) .....	73
Table 4.21 Result of F-Test.....	74
Table 4.22 Result of T-Test .....	74
Table 4.23 Validity Test of Work-Life Balance .....	81
Table 4.24 Validity Test of Transformational Leadership.....	83
Table 4.25 Validity Test of Workplace Social Support.....	85
Table 4.26 Validity Test of Employee Commitment.....	87
Table 5.1 Managerial Implication.....	98

## LIST OF APPENDICES

APPENDIX A: QUESTIONNAIRE.....	A-1
APPENDIX B: FULL SAMPLING OF DATA TABULATION.....	B-1
APPENDIX C: OUTPUT SPSS .....	C-1
APPENDIX D: LETTER.....	D-1
APPENDIX E: TURNITIN .....	E-1

