

TABLE OF CONTENTS

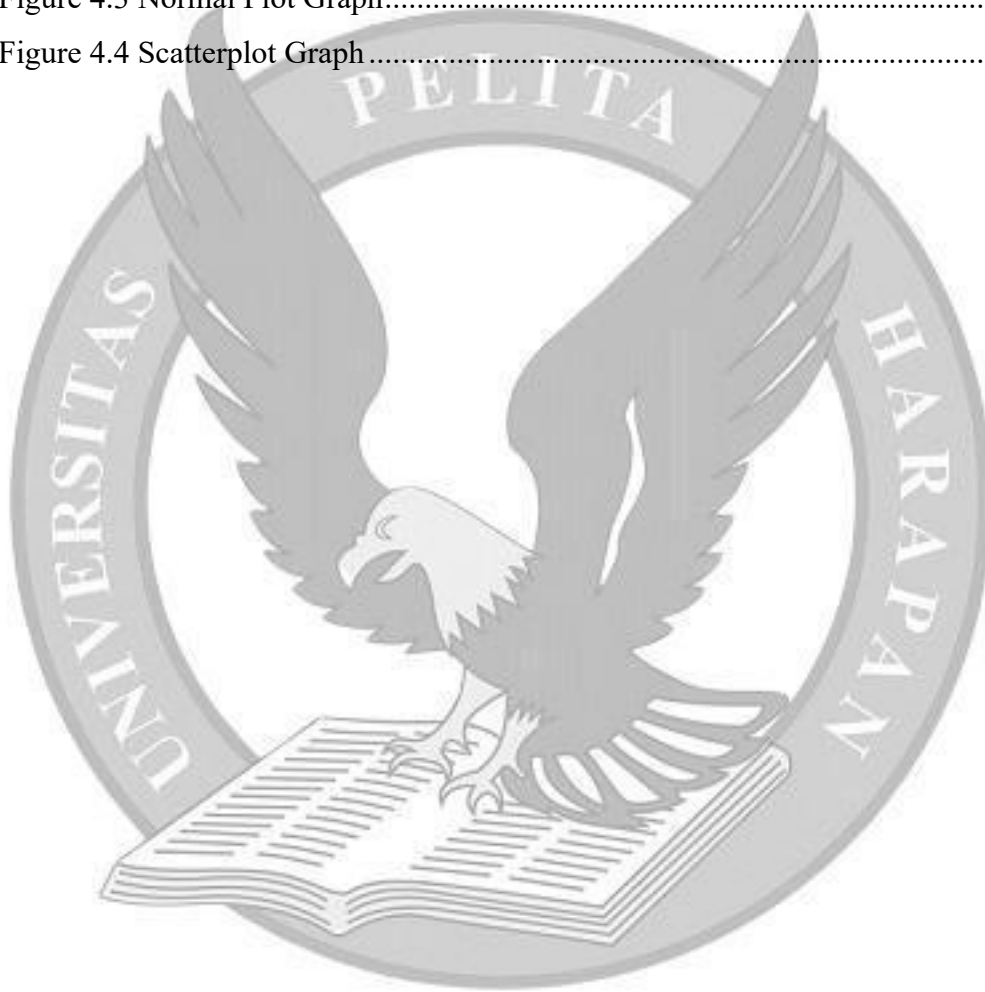
	page
COVER PAGE	
TITLE PAGE	
FINAL ASSIGNMENT STATEMENT AND UPLOAD AGREEMENT.....	ii
APPROVAL PAGE BY FINAL PAPER ADVISOR.....	iii
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....	iv
ABSTRACT	v
<i>ABSTRACT</i>	vi
PREFACE	vii
TABLE OF CONTENTS.....	ix
LIST OF FIGURES	xii
LIST OF TABLES	xiii
LIST OF APPENDICES.....	xv
CHAPTER I INTRODUCTION.....	1
1.1 Background of the Study.....	1
1.2 Problem Limitation	8
1.3 Problem Formulation	9
1.4 Objective of the Research	9
1.5 Benefit of the Research	9
1.5.1 Theoretical Benefit	10
1.5.2 Practical Benefit.....	10
CHAPTER II LITERATURE REVIEW AND HYPOTHESIS	
DEVELOPMENT	11
2.1 Work Environment.....	11
2.1.1 Definition of Work Environment.....	11
2.1.2 Types of Work Environment.....	12
2.1.3 Factors That Affect Work Environment.....	12

2.1.4	Indicators of Work Environment	14
2.1.5	Benefit of Work Environment	15
2.2	Co-Worker Support.....	16
2.2.1	Definition of Co-Worker Support.....	16
2.2.2	Indicators of Co-Worker Support.....	16
2.2.3	Factors That Affect Co-Worker Support	17
2.2.4	Benefits of Co-Worker Support	18
2.3	Employee Satisfaction.....	18
2.3.1	Definition of Employee Satisfaction	18
2.3.2	Theory of Employee Satisfaction.....	19
2.3.3	Indicators of Employee Satisfaction.....	20
2.3.4	Dimension of Employee Satisfaction	21
2.3.5	Factors That Affect Employee Satisfaction	22
2.4	Previous Research	23
2.5	Hypothesis Development	26
2.6	Research Model.....	26
2.7	Framework of Thinking	28
CHAPTER III RESEARCH METHODOLOGY		29
3.1	Research Design.....	29
3.2	Population and Sample.....	29
3.4	Operational Variable Definition and Variable Measurement	32
3.4.1	Independent Variable	32
3.4.2	Dependent Variable	32
3.5	Instrument Test.....	33
3.5.1	Validity test.....	33
3.5.2	Reliability Test	33
3.6	Data Analysis Method.....	34
3.6.1	Descriptive Statistical Analysis	34
3.6.2	Classic Assumption Test.....	37
3.6.3	Multiple Linear Regression Analysis.....	41

3.6.4 Hypothesis Testing.....	41
CHAPTER IV RESEARCH RESULT AND DISCUSSION	45
4.1 General View of Research Object.....	45
4.1.1 Brief Overview	45
4.1.2 Organization Structure	46
4.2 Research Result.....	49
4.2.1 Test of Research Instrument.....	49
4.2.1.1 Validity Test	50
4.2.1.2 Reliability Test	51
4.2.2 Descriptive Statistics	51
4.2.2.1 Respondent Charateristics.....	51
4.2.2.2 Explanation of Respondents Answer of Variable.....	53
4.2.2.3 Mean, Median, Mode and Standard Deviation	58
4.2.3 Result of Data Quality Testing.....	65
4.2.3.1 Classical Asumption Testing Result.....	65
4.2.3.2 Multiple Linear Regression Results	69
4.2.4 Result of Hyphotesis Testing	70
4.2.4.1 T test	70
4.2.4.2 F Test	71
4.2.4.3 Coefficient of Determination.....	72
4.3 Discussion.....	73
CHAPTER V CONCLUSION	81
5.1 Conclusion.....	81
5.2 Recommendation.....	81
REFERENCES	84

LIST OF FIGURES

Figure 2.1 Research Model	47
Figure 2.2 Framework of Thinking.....	28
Figure 4.1 Organizational Structure of Bulgari Resort Bali (2023).....	47
Figure 4.2 Histogram Graph	65
Figure 4.3 Normal Plot Graph.....	66
Figure 4.4 Scatterplot Graph.....	68



LIST OF TABLES

Table 1.1 Arrivals of Foreign Tourists Coming Directly to Bali in Jan-Jul 2023 and Jan-Jul 2022.....	2
Table 1.2 Arrivals of Foreign Tourists Coming Directly to Yogyakarta in Jan-Jul 2023 and Jan-Jul 2022.....	2
Table 1.3 Resort Ratings on Online Booking Platforms.....	5
Table 1.4 Division and Department at Bulgari Resort Bali	7
Table 2.1 Previous Research.....	23
Table 3.1 Likert Scale Scoring.....	31
Table 3.2 Operationalization of Research Variables.....	32
Table 4.1 Validity Test of Work Environment	50
Table 4.2 Validity Test of Co-Worker Support	50
Table 4.3 Validity Test of Employee Satisfaction	50
Table 4.4 Reability Test	50
Table 4.5 Charateristics Based on Age	52
Table 4.6 Charateristics Based on Gender	52
Table 4.7 Charateristics Based on Working Period	52
Table 4.8 Charateristics Based on Education.....	53
Table 4.9 Respondent Answer on Variable Working Environment	53
Table 4.10 Respondent Answer on Variable Co-Worker Support.....	55
Table 4.11 Respondent Answer on Variable Employee Satisfaction	57
Table 4.12 Interval Class of Work Environment	59
Table 4.13 Interval Class of Co-Worker Support	59
Table 4.14 Interval Class of Employee Satisfaction	60
Table 4.15 Mean, Median, Mode, Variance and Std Deviation of Variables	60
Table 4.16 Mean, Median, Mode and Std Deviation of Work Environment.....	62
Table 4.17 Mean, Median, Mode and Std Deviation of Co-Worker Support.....	63
Table 4.18 Mean, Median, Mode and Std Deviation of Employee Satisfaction...	64
Table 4.19 One Sample Kolmogorov Test.....	69
Table 4.20 Multicolinearity Test.....	67

Table 4.21 Glejser Test	69
Table 4.22 Multiple Linear Regression Test.....	69
Table 4.23 T Test	70
Table 4.24 F Test.....	75
Table 4.25 Simultaneous Determination Test.....	73



LIST OF APPENDICES

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: Proof of Research	H-1
Appendix I: Research Permit Letter.....	I-1

