

Table of Contents

CHAPTER 1	12
1.1 Introduction	12
1.2 Research Problem	14
1.3 Research Objectives	14
CHAPTER 2	16
Literature Review	16
2.1 Concepts of HRM	16
2.2 Concepts of OB	17
2.3 Definition of Leadership	19
2.3.1 Types of Leadership	19
2.3.2 Transformational Leadership	20
2.3.3 Participative Leadership	21
2.4 Organizational Commitment	22
2.4.1 Affective Commitment	23
2.4.2 Continuance Commitment	24
2.4.3 Normative Commitment	24
2.5 Job Satisfaction	25
2.6 Turnover Intention	26
2.7 Previous Research	28
2.8 Framework and Hypotheses	29
CHAPTER 3	34
Research Methodology	34
3.1 Research Location	34
3.2 Object & Subject of the research	34
3.3 Conceptual and Research Model Definition	35
3.4 Source of Data	39
3.5 Data Collection	40
3.6 Sampling Method	41
3.6.1 Determining the Sample Size	42
3.6.2 Measurement Scale	42
3.7 Data Collection Method	43
3.8 Data Analysis Technique	44

3.8.1 Inner Model	45
3.8.2 Outer Model	45
3.9 Structural Equation Model (SEM)	46
3.10 Descriptive Statistics	47
3.11 Validity and Reliability Pre-test Results	47
CHAPTER 4.....	51
4.1 Characteristics of Respondent	51
4.2 Descriptive Statistics	55
4.2.1 Descriptive Statistics of the Variable Participative Leadership.....	56
4.2.2 Descriptive Statistics of the Variable Job Satisfaction	57
4.2.3 Descriptive Statistics of the Variable Organizational Commitment	58
4.2.4 Descriptive Statistics of the Variable Turnover Intention.....	59
4.3 Actual Research Data Analysis	60
4.3.1 Outer Model	61
4.3.2 Inner Model	65
4.3.3 Hypothesis Test Results	66
4.4 Discussion of the Result of Hypothesis Testing.....	69
4.4.1 Hypothesis H1.....	70
4.4.2 Hypothesis H2.....	72
4.4.3 Hypothesis H3.....	74
4.4.4 Hypothesis H4.....	75
4.4.5 Hypothesis H5.....	77
4.4.6 Hypothesis H6.....	79
4.4.7 Hypothesis H7.....	81
4.5 Comparison of Previous and Current Research	82
CHAPTER 5.....	85
Literature Review	85
5.1 Conclusion	85
5.2 Managerial Implications.....	90
5.3 Research Limitations and Further Research Suggestions.....	91
5.3.1 Research Limitations	91
5.3.2 Further Research Suggestions	92
Reference	93

Appendices..... 100

