

TABLE OF CONTENTS

THESIS	i
ORIGINALITY STATEMENT OF THE THESIS	ii
THESIS SUPERVISOR’S APPROVAL	iii
THESIS EXAMINATION COMMITTEE	iv
ABSTRACT	v
PREFACE	vi
TABLE OF FIGURES	xii
TABLE OF TABLES	xiii
CHAPTER 1	1
INTRODUCTION	1
1.1 Research Background.....	1
1.2 Research Questions	12
1.3 Research Objectives	13
1.4 Research Benefits.....	14
1.5 Systematic Writings	15
CHAPTER 2	17
LITERATURE REVIEW	17
2.1 Theoretical Background.....	17
2.1.1 Employee Adaptive Performance Variable	25
2.1.2 Teleworking Output Variable	26
2.1.3 Sense of Purpose Variable	28
2.1.4 Organizational Commitment Variable.....	30
2.1.5 Perceived E-Leadership Variable	32
2.2 Hypothesis Development	33
2.2.1 E-Leadership Impact on Organizational Commitment and Sense of Purpose	33
2.2.2 E-Leadership and Teleworking Effects on Employee Adaptive Performance.....	34

2.2.3	Teleworking Output Effect on Sense of Purpose and Organizational commitment	35
2.2.4	Sense of Purpose and Organizational Commitment Effects to Employee Adaptive Performance	36
2.3	Conceptual Framework	37
CHAPTER 3	.....	39
RESEARCH METHODOLOGY	.....	39
3.1	Research Object	39
3.2	Analysis Unit.....	39
3.3	Research Type	40
3.4	Operationalization of Research Variables.....	41
3.4.1	Variable Measurement	41
3.4.2	Conceptual Definition and Variable Operationalization	42
3.5	Population	46
3.5.1	Data Size Determination.....	46
3.5.2	Data Collection Methodology.....	46
3.6	Data Collection Methodology	47
3.6.1	Primary Data	47
3.6.2	Secondary Data	47
3.7	Data Analysis Methodology.....	47
3.7.1	PLS-SEM Model Analysis.....	48
CHAPTER 4	.....	52
RESULTS	.....	52
4.1	Respondent Profile	52
4.2	Respondent Descriptive Analysis	53
4.2.1	Perceived e-Leadership Variable	54
4.2.2	Teleworking Output Variable	56
4.2.3	Sense of Purpose Variable	58
4.2.4	Organizational Commitment Variable.....	59
4.2.5	Employee Adaptive Performance Variable	61
4.3	Inferential Analysis	64

4.3.1	Measurement Model (Outer Model)	64
4.3.2	Structural Model (Inner Model).....	69
4.4	Discussion	95
CHAPTER 5	.....	101
CONCLUSION	.....	101
5.1	Conclusions	101
5.2	Managerial Implication	103
5.3	Research Limitation and Future Research Suggestion.....	105
BIBLIOGRAPHY	.....	108
APPENDICES	.....	124
APPENDIX 1. QUESTIONNAIRE (in Bahasa)	.....	124
APPENDIX 2. SMART PLS SETTINGS	.....	128

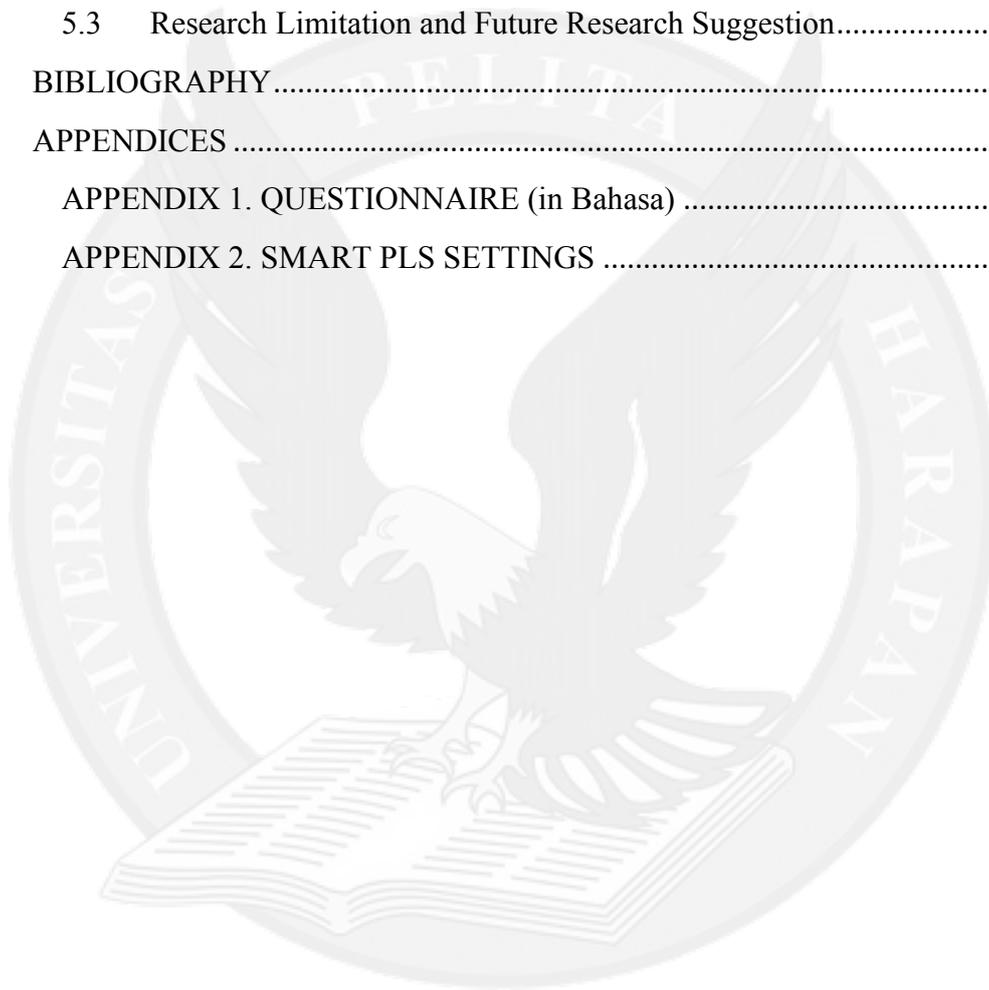


TABLE OF FIGURES

Figure 1. 1 Employee Work-from-home preference	2
Figure 1. 2 Working model before Covid-19 pandemic and desired working model after Covid-19 pandemic	3
Figure 1. 3 Average Share of Workday in Office reported before and expected COVID-19 Pandemic, % of C-suite respondents	3
Figure 1. 4 Employees who are likely to switch jobs if work returns to fully on-site	4
Figure 1. 5 Indonesian Working Preference as a result of Covid-19 Pandemic.....	6
Figure 1. 6 Employees Resignation statistic and trend.....	8
Figure 2. 1 Periodic Table of Leadership Studies	21
Figure 2. 2 Conceptual Framework	38
Figure 4. 1 Outer Model Result.....	65
Figure 4. 2 Output of Inner Model Bootstrapping Result	71
Figure 4.3 Importance-Performance Map on Employee Adaptive Performance (Constructs, Unstandardized effect)	91
Figure 4.4 Importance-Performance Map on Employee Adaptive Performance (Indicators, Unstandardized effect)	94
Figure 4.5 Research Model Result.....	96

TABLE OF TABLES

Table 3. 1 Conceptual Definition and Variable Operationalization (part 1)	43
Table 3. 2 Conceptual Definition and Variable Operationalization (part 2)	44
Table 4. 1 Socio-Demographic Profile of Respondents	52
Table 4. 2 Answer Category	54
Table 4. 3 Descriptive analysis for the perceived e-leadership variable	55
Table 4. 4 Descriptive analysis for teleworking output variable	56
Table 4. 5 Descriptive analysis for sense of purpose variable	58
Table 4. 6 Descriptive analysis for organizational commitment variable	60
Table 4. 7 Descriptive Analysis for Employee Adaptive Performance Variable	62
Table 4. 8 Indicator Reliability Results	66
Table 4. 9 Construct Reliability Result	67
Table 4. 10 Convergent Validity Result	67
Table 4. 11 Discriminant Validity / HTMT Ratio	69
Table 4. 12 Multi-Collinearity Test Result	72
Table 4. 13 R-Squared Value	73
Table 4. 14 f-Squared Value	73
Table 4. 15 Q-Squared Value	75
Table 4. 16 PLS Predict Output	76
Table 4. 17 Coefficient and Significance	77
Table 4. 18 Organizational Commitment as mediating role	86
Table 4. 19 Sense of Purpose as mediating role	87
Table 4. 20 Teleworking Output as mediating role	88
Table 4. 21 Importance and Performance Values of Each Construct	90

Table 4. 22 Importance and Performance Values of Each Indicator.....92

