

TABLE OF CONTENT

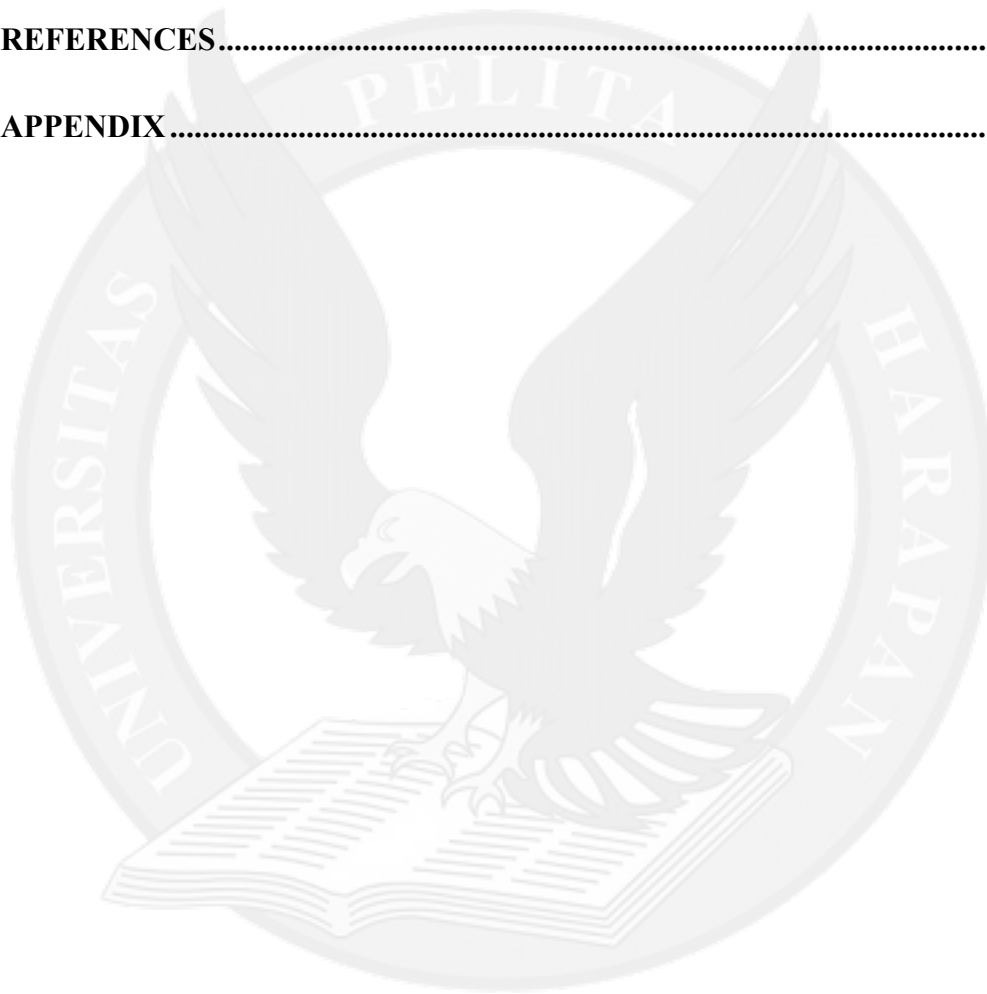
DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT	i
APPROVAL PAGE BY FINAL PAPER ADVISOR.....	iii
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....	iv
ABSTRACT	v
ABSTRAK	vi
PREFACE.....	vii
TABLE OF CONTENT	ix
LIST OF FIGURES	xiv
LIST OF TABLES	xv
LIST OF APPENDICES	xvii
CHAPTER I.....	1
1.1. Background of The Study.....	1
1.2. Problem Limitation	6
1.3. Problem Formulation.....	7
1.4. Objective of the Research	8
1.5. Benefit of the Research	8
1.5.1 Theoretical Benefit.....	8
1.5.2 Practical Benefit.....	8

CHAPTER II	10
2.1. Theoretical Background	10
2.1.1. Entrepreneurship	10
2.1.2. Family Business	11
2.2. Theory of Job Satisfaction	12
2.2.1. Definition of Job Satisfaction	12
2.2.2. Components of Job Satisfaction	12
2.2.3. Benefits of Job Satisfaction	13
2.2.4. Indicators of Job Satisfaction	15
2.3. Theory of Motivation	17
2.3.1. Motivation Definition	17
2.3.2. Factors of Motivation	18
2.3.3. Benefits of Motivation	19
2.3.4. Indicators of Motivation	20
2.4. Theory of Employee Performance	23
2.4.1. Employee Performance Definition	23
2.4.2. Factors Affecting Employee Performance	24
2.4.3. Indicators of Employee Performance	26
2.5. Previous Research	27
2.6. Hypothesis Development.....	28

2.6.1. Relationship Between Job Satisfaction and Employee Performance.....	29
2.6.2. Relationship Between Motivation and Employee Performance.....	30
2.7. Research Model	29
2.8. Framework of Thinking.....	31
CHAPTER III	32
3.1. Research Design.....	32
3.2. Population and Sample	33
3.3. Data Collection Method	34
3.3.1. Primary Data	34
3.3.2. Secondary Data.....	34
3.4. Operational Variable and Variable Measurement.....	35
3.4.1. Operational Variable.....	35
3.4.2. Variable Measurement.....	35
3.5. Data Analysis Method	36
3.5.1. Descriptive Statistics	36
3.5.2. Test of Research Instruments.....	37
3.5.3. Classical Assumption Tests.....	38
3.5.4. Multiple Linear Regression Analysis.....	41

3.5.5. Determination Test.....	42
3.5.6. Hypothesis Test.....	42
CHAPTER IV.....	44
4.1. General View of “Research Object”	44
4.1.1. Brief History of the Company	44
4.1.2. Vision and Mission of the Company	44
4.1.3. Job Description	45
4.2. Research Result	46
4.2.1. Descriptive Statistics	46
4.2.2. Test of Research Instrument	56
4.2.3. Result of Data Quality Testing	57
4.3. Discussion	66
a. The Influence of Job Satisfaction and Motivation towards Employee Performance.....	66
b. The Influence of Job Satisfaction towards Employee Performance.....	70
c. The Influence of Motivation towards Employee Performance.....	71
CHAPTER V	74
5.1. Conclusion.....	74

5.2. Managerial Implication	75
1. Job Satisfaction	75
2. Motivation	76
3. Recommendation	77
REFERENCES	78
APPENDIX	84



LIST OF FIGURES

Chapter II

Figure 2.1. Research Model..... 29

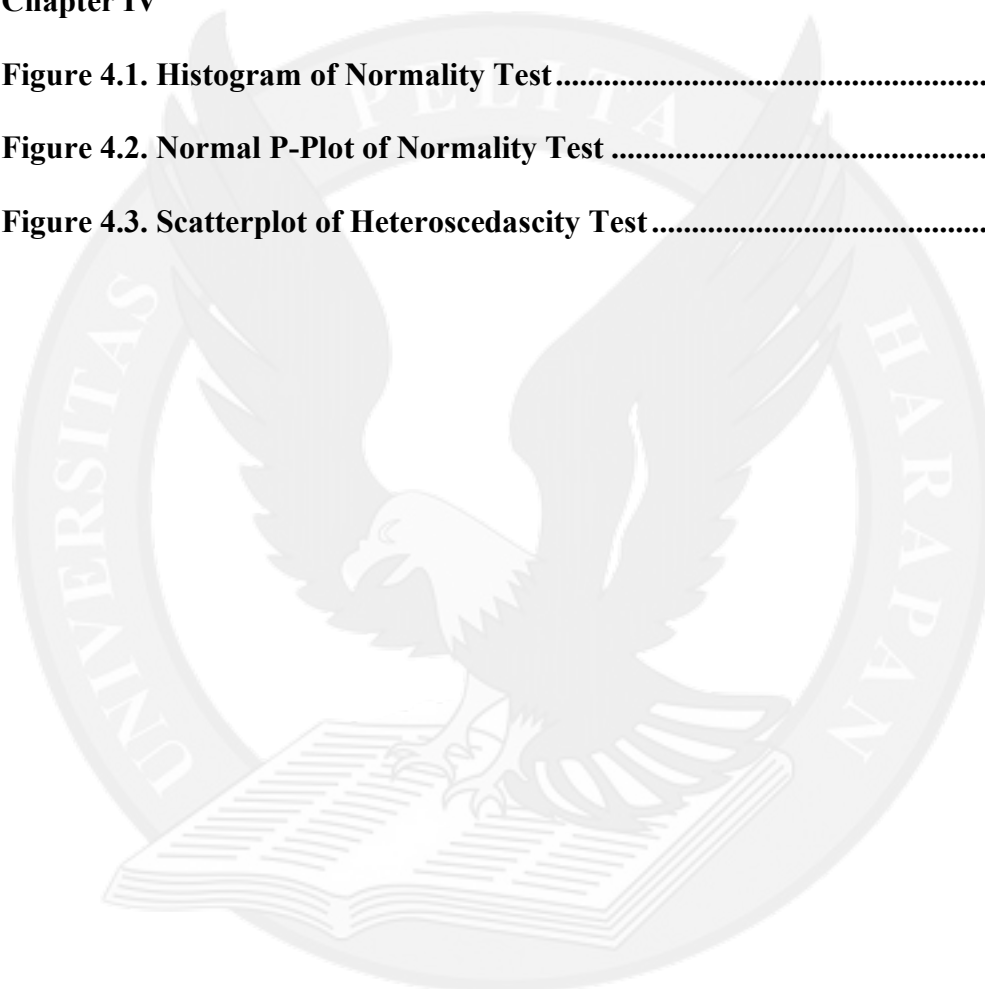
Figure 2.2. Framework of Thinking 31

Chapter IV

Figure 4.1. Histogram of Normality Test..... 58

Figure 4.2. Normal P-Plot of Normality Test 58

Figure 4.3. Scatterplot of Heteroscedascity Test..... 59



LIST OF TABLES

Chapter I

Table 1.1 Competitor from PT Tirta Sumber Menaralestari.....	5
---	----------

Chapter III

Table 3.1 Operationalization of Research Variable.....	35
---	-----------

Table 3.2 Likert Scale Table	36
---	-----------

Table 3.3 Mean Category	37
--------------------------------------	-----------

Chapter IV

Table 4.1 Likert Scale Table	46
---	-----------

Table 4.2 Descriptive Statistics of Job Satisfaction.....	47
--	-----------

Table 4.3 Descriptive Statistics of Motivation	50
---	-----------

Table 4.4 Descriptive Statistics of Job Satisfaction.....	53
--	-----------

Table 4.5 Validity Test of Job Satisfaction	56
--	-----------

Table 4.6 Validity Test of Motivation.....	56
---	-----------

Table 4.7 Validity Test of Employee Performance	57
--	-----------

Table 4.8 Reliability Test.....	57
--	-----------

Table 4.9 Kolmogorov-Smirnov Test	59
--	-----------

Table 4.10 Glejser Test of Heteroscedasticity Test	60
---	-----------

Table 4.11 Linearity Test of Employee Performance and Job Satisfaction ..	61
--	-----------

Table 4.12 Linearity Test of Employee Performance and Motivation.....	61
--	-----------

Table 4.13 Multicollinearity Test.....	62
---	-----------

Table 4.14 Multiple Linear Regression Test.....	62
--	-----------

Table 4.15 Determination Test.....	64
---	-----------

Table 4.16 F-Test	65
Table 4.17 Partial t-Test	66



LIST OF APPENDICES

Appendix A : Questionnaire.....	84
Appendix B : Pre-Test Questionnaire Tabulation	88
Appendix C : Validity Test.....	91
Appendix D : Reliability Test.....	92
Appendix E : Main Test Questionnaire Tabulation	93
Appendix F : Descriptive Statistics.....	96
Appendix G : Classical Assumption Analysis.....	102
Appendix H : Multiple Regression Linear.....	106
Appendix I : Determination Test.....	106
Appendix J : Hypothesis Test	107
Appendix K : Company Letter	108
Appendix L : r Table	109