

DAFTAR ISI

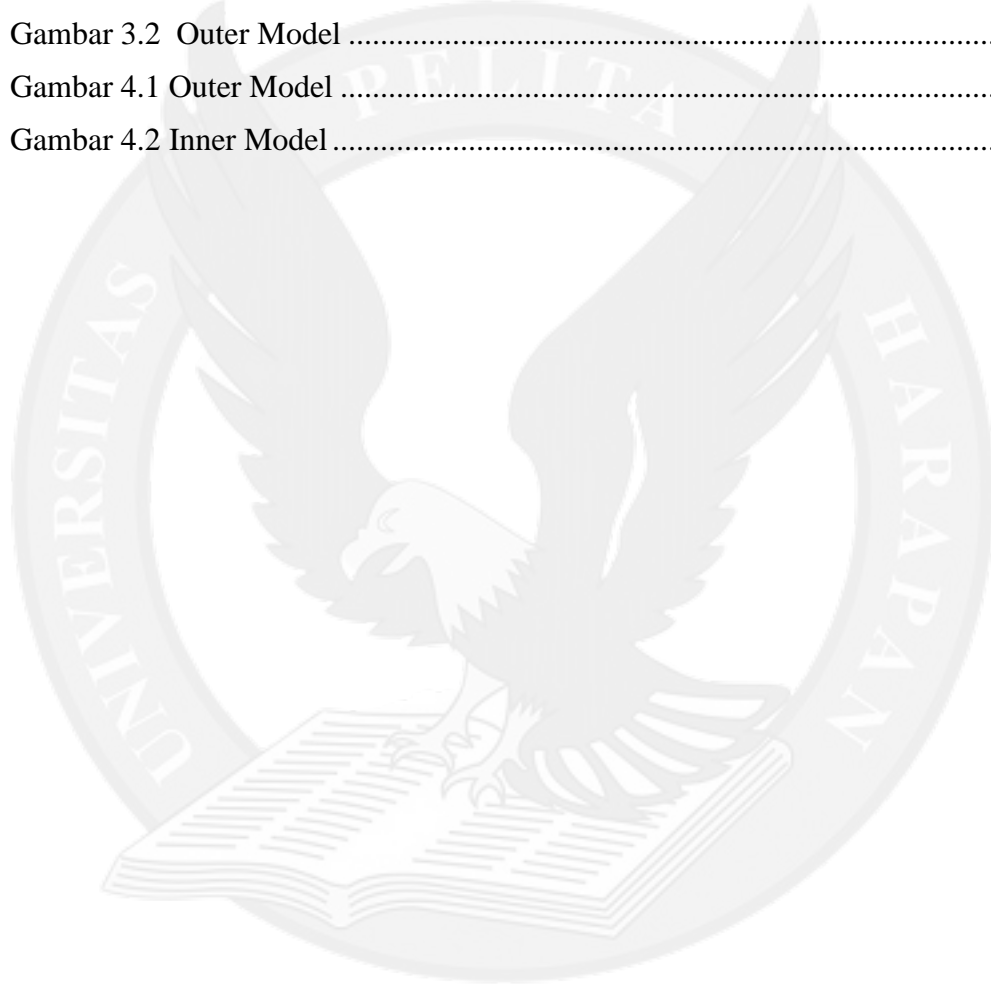
PERSETUJUAN DOSEN PEMBIMBING TUGAS AKHIR
PERSETUJUAN TIM PENGUJI TUGAS AKHIR.....
ABSTRAK	i
KATA PENGANTAR.....	iii
DAFTAR ISI.....	v
DAFTAR GAMBAR.....	viii
DAFTAR TABEL.....	ix
BAB I.....	1
1.1 Latar Belakang	1
1.2 Tujuan Penelitian	14
1.3 Pertanyaan Penelitian	15
1.4 Manfaat Penelitian	17
1.5 Ruang Lingkup Penelitian.....
1.6 Sistematika Penelitian	18
BAB II	20
2.1 Manajemen Sumber Daya Manusia	20
2.2 Perilaku Organisasi	22
2.3 Workplace safety management practices	24
2.4 Organizational citizenship behavior.....	27
2.5 Job Insecurity	33
2.6 Perceived Risk Associated with COVID-19	38
2.7 Hubungan Antar Variabel	40
2.7.1 <i>Workplace safety management practices dan Organizational Citizenship Behavior</i>	40
2.7.2 <i>Workplace safety management practices dan Perceived Risk Associated with COVID-19</i>	42

2.7.3 <i>Perceived Risk Associated with COVID-19 dan Organizational Citizenship Behavior</i>	43
2.7.4 <i>Perceived Risk Associated with COVID-19 dan WSP-OCB</i>	45
2.7.5 <i>Perceived Risk Associated with COVID-19 dan Job Insecurity</i>	46
2.7.6 <i>Workplace safety management practices dan Job Insecurity</i>	48
2.7.7 <i>Job Insecurity dan Organizational Citizenship Behavior</i>	49
2.7.8a <i>Job Insecurity dan WSP-OCB</i>	51
2.7.8b <i>Job Insecurity dan Perceived Risk Associated with COVID-19-OCB</i>	51
2.8 Model Penelitian	53
BAB III	54
3.1 Objek Penelitian	54
3.2 Subjek Penelitian.....	55
3.3 Unit Analisis.....	55
3.4 Jenis Penelitian.....	56
3.5 Desain Penelitian.....	57
3.6 Etika Pengumpulan Data.....	58
3.7 Pengukuran Konstruk.....	59
3.7.1 Definisi Konseptual dan Definisi Operasional.....	61
3.7.2 Skala Pengukuran.....	66
3.8 Sumber dan Teknik Pengumpulan Data.....	67
3.9 Teknik Penyusunan Kuisisioner	68
3.10 Desain Sampel.....	68
3.11 Penentuan Jumlah Sampel.....	69
3.12 Teknik Analisis Data.....	71
3.12.1 Studi Pendahuluan.....	71
3.12.2 Statistik Deskriptif	72
3.12.3 Statistik Inferensial.....	72
3.13 Goodness of the Data	73
3.13.1 Uji Validitas	73
3.13.2 Uji Reabilitas.....	74
3.14 Structural Equation Modeling (SEM)	75
3.15 Partial Least Square (PLS)	76
3.16 Goodness of Fit	77
3.17 Pengujian Awal	78

3.17.1 Reliability Pre-Test Result	78
3.17.2 Validity Pre-Test Result	79
BAB IV	85
4.1 Profil Responden	86
4.1.1 Jenis Kelamin	87
4.1.2 Usia	88
4.1.3 Pendidikan	89
4.1.4 Lama Bekerja	89
4.2 Uji Aktual	90
4.3 Statistik Deskriptif	91
4.3.1 Variabel Organizational Citizenship Behaviour	92
4.3.2 Variabel Perceived Job Insecurity	93
4.3.3 Variabel Perceived Risk Associated with COVID-19	94
4.3.4 Variabel Workplace Safety Management practices	94
4.4 Statistik Inferensial	97
4.5 Uji Validitas Konvergen – Uji Aktual	97
4.6 Uji Bias Metode Umum	104
4.7 Goodness of Fit	105
4.8 R Square	109
4.9 Relevansi Prediktif	111
4.10 Pengujian Hipotesis	113
4.12 Pembahasan	122
BAB V	134
5.1 Kesimpulan	135
5.2 Implikasi Teoritis	137
5.3 Implikasi Manajerial	138
5.4 Batasan Penelitian	141
5.5 Saran untuk Peneliti Selanjutnya	141
DAFTAR PUSTAKA	142
LAMPIRAN	152

DAFTAR GAMBAR

Gambar 1.1 Data Pengangguran tahun 2021.....	2
Gambar 2.1 Model Penelitian	53
Gambar 3.1 Populasi, Target Populasi dan Sampel Penelitian	70
Gambar 3.2 Outer Model	85
Gambar 4.1 Outer Model	103
Gambar 4.2 Inner Model	122



DAFTAR TABEL

Tabel 1.1 Hasil Wawancara	8
Tabel 1.2 Fenomena Gap	8
Tabel 1.3 Temuan Kesenjangan Penelitian	13
Tabel 3.1 Definisi Konseptual dan Definisi Operasional.....	61
Tabel 3.2 Hasil Pre-Test <i>Cronbach's Reability</i>	78
Tabel 3.3 Hasil Uji Validitas Konvergen (<i>Organizational Citizenship Behaviour</i>)79	
Tabel 3.4 Hasil Uji Validitas Konvergen (<i>Perceived Job Insecurity</i>).....	80
Tabel 3.5 Hasil Uji Validitas Konvergen (<i>Perceived Risk Associated with COVID-19</i>)	81
Tabel 3.6 Hasil Uji Validitas Konvergen (<i>Workplace Safety Management practices</i>).....	81
Tabel 3.7 Hasil Pre-Test AVE Validitas Konvergen	82
Tabel 3.8 Hasil Pre-Test Validitas Diskriminan HTMT	83
Tabel 3.9 Hasil Pre-Test Composite Reliability.....	84
Tabel 4.1 Presentase Jenis Kelamin	87
Tabel 4.2 Presentase Usia.....	88
Tabel 4.3 Presentase Pendidikan.....	89
Tabel 4.4 Presentase Lama Bekerja	90
Tabel 4.5 Statistik Deskriptif Organizational Citizenship Behaviour	92
Tabel 4.6 Statistik Deskriptif <i>Perceived Job Insecurity</i>	93
Tabel 4.7 Statistik Deskriptif Perceived Risk Associated with COVID-19.....	94
Tabel 4.8 Statistik Deskriptif Perceived Risk Associated with COVID-19.....	94
Tabel 4.9 Validitas Konvergen – Faktor Loading > 0,70 untuk Uji Aktual	98
Tabel 4.10 Hasil Uji Aktual - Validitas Konvergen AVE.....	100
Tabel 4.11 Hasil Uji Validitas Diskriminan (Fornell-Lacker) Studi Aktual.....	101
Tabel 4.12 Hasil Uji Validitas Diskriminan (HTMT) Studi Aktual	102
Tabel 4.13 Hasil Cronbach's Alpha dan Reliabilitas Komposit	103
Tabel 4.14 Inner Variance Inflation Factor	105

Tabel 4.15 Perhitungan indeks Goodness-of-Fit.....	106
Tabel 4.16 Rangkuman Model Fit	107
Tabel 4.17 Nilai R Square	109
Tabel 4.18 Nilai R Square Adjusted	111
Tabel 4.19 Q2 Relevansi Prediktif	112
Tabel 4.20 Q2 Tabel Hipotesis.....	114

