

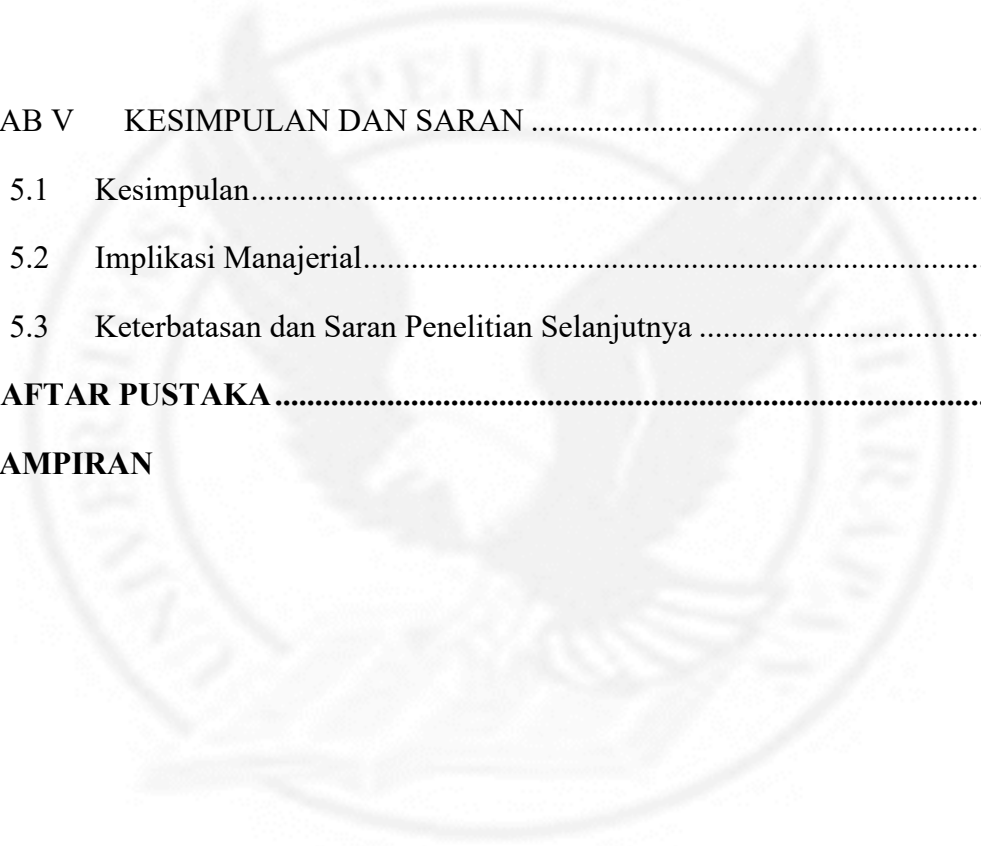
DAFTAR ISI

HALAMAN JUDUL	
PERNYATAAN KEASLIAN KARYA TUGAS AKHIR.....	ii
PERSETUJUAN DOSEN PEMBIMBING TUGAS AKHIR	iii
PERSETUJUAN TIM PENGUJI TUGAS AKHIR.....	iv
KATA PENGANTAR.....	v
ABSTRAK	vii
ABSTRACT	viii
DAFTAR ISI.....	ix
DAFTAR TABEL	xiv
DAFTAR GAMBAR.....	xv
DAFTAR LAMPIRAN	xvi
BAB I PENDAHULUAN	1
1.1 Latar Belakang Penelitian.....	1
1.2 Pernyataan Penelitian	15
1.3 Tujuan Penelitian.....	16
1.4 Manfaat Penelitian.....	17
1.4.1 Manfaat Akademik	18
1.4.2 Manfaat Manajerial.....	18
1.5 Lingkup Penelitian	18
1.5.1 <i>Career development</i>	18
1.5.2 <i>Employee motivation</i>	19

1.5.3	<i>Worklife balance</i>	19
1.5.4	<i>Employee performance</i>	19
1.5.5	<i>Employee engagement</i> sebagai Mediator.....	19
1.6	Sistematika Penelitian	20
BAB II	TINJAUAN PUSTAKA	22
2.1	Manajemen Sumber Daya Manusia.....	22
2.2	Perilaku Organisasi.....	24
2.3	Konsep, Konstruk, dan Variabel	24
2.3.1	<i>Career development</i>	24
2.3.2	<i>Employee motivation</i>	25
2.3.3	<i>Work life balance</i>	27
2.3.4	<i>Employee engagement</i>	28
2.3.5	<i>Employee Performance</i>	29
2.4	Pengembangan Hipotesa	30
2.4.1	Kaitan <i>Career development</i> dengan <i>Employee engagement</i>	30
2.4.2	Kaitan <i>Employee motivation</i> dengan <i>Employee engagement</i>	31
2.4.3	Kaitan <i>Work life balance</i> dengan <i>Employee engagement</i>	32
2.4.4	Kaitan <i>Career development</i> dengan <i>Employee performance</i>	33
2.4.5	Kaitan <i>Employee motivation</i> dengan <i>Employee performance</i>	33
2.4.6	Kaitan <i>Work life balance</i> dengan <i>Employee performance</i>	34
2.4.7	Kaitan <i>Employee engagement</i> dengan <i>Employee performance</i>	35
2.4.8	<i>Career Development</i> Berpengaruh terhadap <i>Employee performance</i> melalui <i>Employee engagement</i>	36
2.4.9	<i>Employee motivation</i> Berpengaruh terhadap <i>Employee performance</i> melalui <i>Employee engagement</i>	37

2.4.10	Work Life Balance Berpengaruh terhadap <i>Employee performance</i> melalui <i>Employee engagement</i>	38
2.5	Kerangka Penelitian	39
BAB III	METODE PENELITIAN	42
3.1	Paradigma Penelitian	42
3.2	Jenis Penelitian	42
3.3	Desain Penelitian	43
3.4	Objek Penelitian	44
3.5	Subjek Penelitian	45
3.6	Unit Analisis	46
3.7	Pengukuran Konstruksi	47
3.7.1	Operasionalisasi Variabel	47
3.7.2	Skala Pengukuran Variabel.....	51
3.8	Sumber dan Teknik Pengumpulan Data	53
3.9	Teknik Penyusunan Kuesioner	54
3.10	Desain Sampel	54
3.11	Penentuan Jumlah Sampel	55
3.12	Teknik Analisis Data	56
3.12.1	Outer Model.....	57
3.12.2	Inner Model.....	58
3.13	Hasil Uji Pretest.....	61
3.13.1	Validitas Konvergen Pretest	61
3.13.2	Validitas Diskriminan Pretest	63
3.13.3	Reliabilitas Pretest	64

BAB IV HASIL DAN PEMBAHASAN.....	66
4.1 Profil Responden	66
4.2 Analisis Statistik Deskriptif.....	67
4.2.1 <i>Employee performance</i>	68
4.2.2 <i>Employee engagement</i>	69
4.2.3 <i>Work life balance</i>	69
4.2.4 Motivasi Kerja	70
4.2.5 <i>Career development</i>	71
4.3 Hasil Analisa	72
4.3.1 Outer Model.....	72
4.3.2 Inner Model.....	77
4.4 Pembahasan	87
4.4.1 <i>Career development</i> terhadap <i>Employee engagement</i>	87
4.4.2 <i>Employee motivation</i> terhadap <i>Employee engagement</i>	88
4.4.3 <i>Work life balance</i> terhadap <i>Employee engagement</i>	89
4.4.4 <i>Career development</i> terhadap <i>Employee performance</i>	91
4.4.5 <i>Employee motivation</i> terhadap <i>Employee performance</i>	92
4.4.6 <i>Work life balance</i> terhadap <i>Employee performance</i>	93
4.4.7 <i>Employee engagement</i> terhadap <i>Employee performance</i>	94
4.4.8 <i>Career development</i> Berpengaruh terhadap <i>Employee performance</i> melalui <i>Employee engagement</i>	95
4.4.9 <i>Employee motivation</i> Berpengaruh terhadap <i>Employee performance</i> melalui <i>Employee engagement</i>	95
4.4.10 <i>Work Life Balance</i> Berpengaruh terhadap <i>Employee performance</i> melalui <i>Employee engagement</i>	96



BAB V	KESIMPULAN DAN SARAN	97
5.1	Kesimpulan.....	97
5.2	Implikasi Manajerial.....	99
5.3	Keterbatasan dan Saran Penelitian Selanjutnya	100
DAFTAR PUSTAKA	102	
LAMPIRAN		

DAFTAR TABEL

Tabel 3.1 Operasionalisasi Variabel	48
Tabel 3.2 Nilai Rentang Interval.....	53
Tabel 3.3 Hasil Uji Validitas Konvergen Pretest.....	62
Tabel 3.4 Hasil Uji Validitas Diskriminan Pretest.....	64
Tabel 3.5 Hasil Uji Reliabilitas.....	64
Tabel 4.1 Profil Responden.....	66
Tabel 4.2 Statistik Deskriptif <i>Employee performance</i>	68
Tabel 4.3 Statistik Deskriptif <i>Employee engagement</i>	69
Tabel 4.4 Statistik Deskriptif <i>Work life balance</i>	70
Tabel 4.5 Statistik Deskriptif Motivasi Kerja	71
Tabel 4.6 Statistik Deskriptif <i>Career development</i>	71
Tabel 4.7 Hasil Uji Validitas Konvergen.....	74
Tabel 4.8 Hasil Uji Validitas Diskriminan.....	76
Tabel 4.9 Hasil Uji Reliabilitas.....	76
Tabel 4.10 Hasil Uji Multikolinearitas	78
Tabel 4.11 Hasil Uji R Square	79
Tabel 4.12 Hasil Uji F Square.....	80
Tabel 4.13 Hasil Uji Hipotesis	82
Tabel 4.14 Hasil Uji Indirect.....	82



DAFTAR GAMBAR

Gambar 4.1 Hasil Uji Outer Model.....	73
Gambar 4.2 Hasil Uji Inner Model	77



DAFTAR LAMPIRAN

Lampiran A : Kuesioner.....	A-1
Lampiran B : Hasil SmartPLS	B-1
Lampiran C : Turnitin	C-1