

Table of Contents

ORIGINALITY STATEMENT OF THE THESIS	1
ABSTRACT	4
KATA PENGANTAR.....	5
CHAPTER I INTRODUCTION.....	10
1.1 Research Background	10
1.2 Research Questions	18
1.3 Research Objectives	19
1.4 Benefits of the Research.....	20
1.5 Scope of Research	20
1.6 Chapter Outline	21
CHAPTER II LITERATURE REVIEW	23
2.1 Human Resource Management.....	23
2.2 Non-Governmental Organizations.....	24
2.3 Work Life Balance.....	26
2.4 Productivity.....	28
2.5 Flexibility in Working Structure.....	29
2.6 Work Life Conflict	31
2.7 Employer Expectations	33
2.8 Mobile Device Usage.....	34
2.9 Model Development and Research Hypothesis	36
2.9.1 Relationship between Mobile Device Usage and Productivity	37
2.9.2 Relationship between Mobile Device Usage and Employer Expectation	39
2.9.3 Relationship between Job Satisfaction and Productivity	41
2.9.4 Relationship between Productivity and Employer Expectations.....	42
2.9.5 Relationship between Flexibility at Work Structure and Employer Expectations.....	43
2.9.6 Relationship between Mobile Device Usage at Home and Work-Life Conflict	44
2.9.7 Relationship between Employer Expectations and Work-Life Conflict	45
2.9.8 Conceptual Framework of Research.....	46
CHAPTER 3 METHODOLOGY	49

3.1 Research Paradigm	49
3.2 Types of Research	50
3.3 Research Design	50
3.4 Object of Research	51
3.5 Subject of Research.....	52
3.6 Research Location.....	52
3.7 Unit Analysis.....	53
3.8 Data Collection Ethics.....	54
3.9 Construct Measurement	55
3.9.1 Conceptual and Operational Definitions of Variables.....	55
3.9.2. Variable Measurement Scale	62
3.10 Data Collection Sources and Techniques.....	63
3.11 Questionnaire Preparation Techniques	65
3.12 Sampling Method	65
3.13 Sample Size	66
3.14 Data Analysis Method.....	67
CHAPTER IV RESULT AND DISCUSSION.....	70
4.1 Respondent Demographic	70
4.1.1. Gender.....	72
4.1.2. Age	73
4.1.3. Marital Status	74
4.1.4. Parental Status	74
4.1.5. Last Education Pursued	75
4.1.6. Job Department.....	76
4.1.7. No of Working Experiences.....	77
4.1.8. Mobile Device Currently Owned	78
4.1.9. Time Spent at Home for Work	79
4.1.10. Social Media Application Currently Used	80
4.1.11. Work Organization has Group Chat.....	81
4.1.12. Application Used to send Work-related Documents.....	82
4.1.13. Still Working while Travelling.....	83
4.1.14. Still Receiving Task while not at Work.....	85
4.2 Statistic Descriptive.....	85

4.2.1. Statistic Descriptive of Mobile Device Usage for <i>Work Related While at Work</i>.....	86
4.2.2. Statistic Descriptive of Mobile Device Usage for <i>Work Related While at Home</i>.....	87
4.2.3. Statistic Descriptive of Mobile Device Usage for <i>Personal Usage While at Work</i>.....	89
4.2.4. Statistic Descriptive of Productivity	91
4.2.5. Statistic Descriptive of Employer Expectations	92
4.2.6. Statistic Descriptive of Job Satisfaction	93
4.2.7. Statistic Descriptive of Flexibility at Work.....	94
4.2.8. Statistic Descriptive of Work-Life Conflict	96
4.3 Inferential Statistic Analysis	97
 4.3.1. Outer Model Result.....	97
 4.3.2. Inner Model Test.....	105
4.4 Hypothesis Test.....	108
 4.4.1. Specific Indirect Effect Test	113
4.5 Discussion.....	114
CHAPTER V CONCLUSION	126
 5.1 Conclusion.....	126
 5.2 Theoretical Implication	128
 5.3 Managerial Implication	128
 5.4 Research Limitation and Suggestions for Further Research.....	131
REFERENCES	134
APPENDICES	141