

DAFTAR ISI

| | |
|--|-------------|
| PERNYATAAN KEASLIAN DAN PERSETUJUAN UNGGAH | i |
| PERSETUJUAN DOSEN PEMBIMBING TUGAS AKHIR | iii |
| PERSETUJUAN TIM PENGUJI TUGAS AKHIR | iv |
| ABSTRACT | v |
| ABSTRAK | vi |
| KATA PENGANTAR..... | vii |
| DAFTAR ISI..... | ix |
| DAFTAR TABEL | xii |
| DAFTAR GAMBAR..... | xiii |
| BAB I PENDAHULUAN..... | 1 |
| 1.1 Latar Belakang Penelitian | 1 |
| 1.2 Rumusan Masalah | 14 |
| 1.3 Tujuan Penelitian..... | 15 |
| 1.4 Manfaat Penelitian | 15 |
| 1.4.1 Manfaat Teoritis | 16 |
| 1.4.2 Manfaat Praktis | 16 |
| 1.5 Batasan Penelitian..... | 17 |
| 1.6 Sistematika Penulisan..... | 17 |
| BAB II TINJAUAN PUSTAKA..... | 19 |
| 2.1 Pengertian Teori Manajemen Sumber Daya Manusia (MSDM)..... | 19 |
| 2.2 Teori Perilaku Organisasi..... | 25 |
| 2.3 Pengertian <i>Leadership</i> | 31 |
| 2.4 <i>Employee Wellbeing</i> | 35 |
| 2.5 <i>Corporate Culture</i> | 37 |
| 2.6 <i>Commitment Organization</i> | 41 |
| 2.6.1 <i>Affective Commitment</i> | 43 |
| 2.6.2 <i>Normative Commitment</i> | 44 |
| 2.6.3 <i>Continuance Commitment</i> | 45 |

| | |
|--|-----------|
| 2.7 Motivasi | 46 |
| 2.8 <i>Employee Performance</i> | 51 |
| 2.9 Penelitian Terdahulu | 54 |
| 2.10 Model Penelitian dan Hipotesis | 56 |
| 2.10.1. Pengaruh <i>inclusive leadership</i> terhadap <i>employee well-being</i> , <i>corporate culture</i> , <i>employee performance</i> dan <i>affective commitment</i> | 57 |
| 2.10.2 Pengaruh <i>employee wellbeing</i> , <i>corporate culture</i> dan <i>affective</i> <i>commitment</i> terhadap <i>employee performance</i> | 62 |
| 2.10.4 Pengaruh <i>intrinsic motivation</i> terhadap <i>employee performance</i> | 64 |
| 2.10.5 Pengaruh <i>Corporate Culture</i> terhadap <i>employee well-being</i> dan <i>affective commitment</i> | 65 |
| 2.10.6 Pengaruh <i>inclusive leadership</i> terhadap <i>employee performance</i> yang di mediasi <i>corporate culture</i> dan <i>corporate culture</i> memediasi <i>inclusive</i> <i>leadership</i> terhadap <i>affective commitment</i> | 67 |
| BAB III METODOLOGI PENELITIAN | 72 |
| 3.1 Penentuan Lokasi Penelitian | 72 |
| 3.2 Objek dan Subjek Penelitian | 72 |
| 3.3 Definisi Konseptual dan Model Penelitian | 73 |
| 3.4 Penentuan Data dan Sumber Data | 79 |
| 3.5 Pengumpulan Data | 79 |
| 3.6 Metode Penarikan Sampel | 80 |
| 3.6. 1 Penentuan Jumlah Sampel | 80 |
| 3.6.2 Skala Pengukuran | 80 |
| 3.7 Teknik Pengolahan Data | 81 |
| 3.8 Teknik Analisis Data | 82 |
| 3.8.1 Outer Model | 83 |
| 3.8.2 Inner Model | 84 |
| 3.9 Structural Equation Modelling | 85 |
| 3.10 Statistika Deskriptif | 85 |
| 3.11 Uji Validitas dan Reliabilitas Studi Pendahuluan | 86 |
| BAB IV ANALISIS DAN PEMBAHASAN | 90 |
| 4.1 Karakteristik Responden | 90 |
| 4.2 Statistik Deskriptif | 93 |
| 4.2.1 Statistik Deskriptif Variabel <i>Inclusive Leadership</i> | 94 |

| | |
|---|------------|
| 4.2.2 Statistik Deskriptif Variabel <i>Employee Well-being</i> | 96 |
| 4.2.3 Statistik Deskriptif Variabel <i>Corporate Culture</i> | 98 |
| 4.2.4 Statistik Deskriptif Variabel <i>Affective Commitment</i> | 100 |
| 4.2.5 Statistik Deskriptif Variabel <i>Intrinsic Motivation</i> | 102 |
| 4.2.6 Statistik Deskriptif Variabel <i>Employee Performance</i> | 104 |
| 4.3 Analisis Data | 107 |
| 4.3.1 Outer Model | 107 |
| 4.3.2 Inner Model | 113 |
| 4.4 Uji Hipotesis Penelitian..... | 119 |
| 4.5 Pembahasan Hasil Uji Hipotesis | 123 |
| 4.6 Perbandingan Penelitian Terdahulu dan Penelitian Sekarang..... | 143 |
| BAB V KESIMPULAN DAN SARAN | 149 |
| 5.1 Kesimpulan | 149 |
| 5.2 Implikasi Manajerial | 155 |
| 5.3 Keterbatasan Penelitian..... | 157 |
| 5.4 Saran Untuk Penelitian Selanjutnya..... | 158 |
| DAFTAR PUSTAKA | 160 |
| LAMPIRAN A | A-1 |
| LAMPIRAN A STATISTIK DESKRIPTIF | A-1 |
| LAMPIRAN B JAWABAN RESPONDEN | B-1 |
| LAMPIRAN C HASIL OLAH DATA SMART PLS..... | C-1 |
| LAMPIRAN D KUESIONER PENELITIAN..... | D-1 |
| LAMPIRAN E LAPORAN HASIL TURNITIN..... | E-1 |

DAFTAR TABEL

| | |
|---|-----|
| Tabel 1.1 Profil dan Operasi PT XYZ, | 3 |
| Tabel 1.2 KPI Departemen PT. XYZ..... | 5 |
| Tabel 1.3 Temuan Kesenjangan Penelitian..... | 12 |
| Tabel 3.1 Definisi Operasional Variabel..... | 73 |
| Tabel 3.2 Hasil Uji Reliabilitas Studi Pendahuluan..... | 86 |
| Tabel 3.3 Hasil Uji Validitas Kovergen Studi Pendahuluan..... | 87 |
| Tabel 3.4 Hasil Uji Validitas Diskriminan Studi Pendahuluan | 88 |
| Tabel 4.1 Profil Responden..... | 90 |
| Tabel 4.2 Deskripsi Variabel Inclusive Leadership | 94 |
| Tabel 4.3 Deskripsi Variabel Employee wellbweing..... | 96 |
| Tabel 4.4 Deskripsi Variabel Corporate Cultutre | 98 |
| Tabel 4.5 Deskripsi Variabel Affective Commitment | 100 |
| Tabel 4.6 Deskripsi Variabel Intrinsic motivation..... | 102 |
| Tabel 4.7 Deskripsi Variabel Employee Perfomance | 104 |
| Tabel 4.8 Uji Validitas Konvergen | 107 |
| Tabel 4.9 Fornell-Locker Criterion | 110 |
| Tabel 4.10 Loading Factor | 111 |
| Tabel 4.11 HTMT (Heteroit Monotrait Ratio)..... | 113 |
| Tabel 4.12 Nilai Cronbach Alpha, PoE dan Composite Reliability..... | 113 |
| Tabel 4.13 Collinearity Statistic (VIF)..... | 114 |
| Tabel 4.14 R-Squared..... | 116 |
| Tabel 4.15 Q-Square | 118 |
| Tabel 4.16 Uji Hipotesis Direct Effect dan Indirect effect | 120 |
| Tabel 4.17 Hasil Uji Hipotesis | 124 |
| Tabel 4.18 Perbandingan Penelitian Jurnal Pertama dan Kedua | 144 |

DAFTAR GAMBAR

| | |
|---|-----|
| Gambar 2.1 Tahapan pembentukan budaya perusahaan | 39 |
| Gambar 2.2 Kerangka Pemikiran (Srimulyani et al., 2023a)..... | 57 |
| Gambar 2.3 Kerangka Pemikiran (Nguyen., 2019)..... | 57 |
| Gambar 2.4 Model Penelitian | 71 |
| Gambar 3. 1 Model Penelitian | 78 |
| Gambar 4. 1 Uji Hipotesis..... | 119 |

