

DAFTAR ISI

HALAMAN JUDUL

PERNYATAAN KEASLIAN KARYA TUGAS AKHIR	ii
PERSETUJUAN DOSEN PEMBIMBING TUGAS AKHIR.....	iii
PERSETUJUAN TIM PENGUJI TUGAS AKHIR	iv
PERSETUJUAN PUBLIKASI TUGAS AKHIR	v
ABSTRAK.....	vi
<i>ABSTRACT</i>	vii
KATA PENGANTAR	viii
DAFTAR ISI.....	x
DAFTAR TABEL.....	xiii
DAFTAR GAMBAR	xiv
DAFTAR LAMPIRAN	xv
BAB 1 PENDAHULUAN	1
1.1 Latar Belakang.....	1
1.2 Rumusan Masalah	6
1.3 Tujuan Penelitian.....	7
1.4 Manfaat Penelitian.....	7
1.4.1 Manfaat Teoritis	7
1.4.2 Manfaat Praktis.....	8
1.5 Sistematika Penulisan.....	8
BAB 2 TINJAUAN PUSTAKA	10
2.1 Teori-Teori Yang relevan.	10
2.1.1 <i>Job Demands–Resources (JD-R) Theory</i>	10
2.1.2 <i>Self-Determination Theory (SDT)</i>	11
2.1.3 <i>Social Exchange Theory (SET)</i>	12
2.1.4 <i>Social Cognitive Theory (SCT)</i>	13
2.2 <i>Job Performance</i>	14
2.3 <i>Supervisor Support</i>	16
2.4 <i>Career Development</i>	17

2.5	<i>Supervisor Abusive</i>	19
2.6	<i>Job Satisfaction</i>	21
2.7	<i>Job Insecurity</i>	23
2.8	Pengembangan Hipotesis.....	25
2.8.1	<i>Supervisor Support Terhadap Job satisfaction</i>	25
2.8.2	<i>Career Development Terhadap Job Satisfaction</i>	28
2.8.3	<i>Supervisor Abusive Terhadap Job Satisfaction</i>	31
2.8.4	<i>Supervisor Abusive Terhadap Job Insecurity</i>	34
2.8.5	<i>Job Satisfaction Terhadap Job Performance</i>	37
2.8.6	<i>Job Insecurity Terhadap Job Performance</i>	41
2.8.7	<i>Career Development Terhadap Job Performance</i>	44
2.9	Kerangka Konseptual	48
BAB 3	METODE PENELITIAN	50
3.1	Objek penelitian.....	50
3.2	Unit Analisis	50
3.3	Tipe Penelitian.....	50
3.4	Operasionalisasi Variabel	51
3.5	Populasi dan Sampel	54
3.6	Metode Pengumpulan Data	55
3.7	Metode Analisis Data	55
3.7.1	Analisis Statistik Deskriptif.....	55
3.7.2	Analisis <i>Structural Equation Modeling</i> (SEM)	55
3.7.3	Uji <i>Face Validity</i>	57
BAB 4	HASIL DAN PEMBAHASAN	59
4.1	Profil Responden	59
4.2	Analisis Statistik Deskriptif.....	60
4.2.1	<i>Job Performance</i>	61
4.2.2	<i>Supervisor Support</i>	61
4.2.3	<i>Career Development</i>	62
4.2.4	<i>Supervisor Abusive</i>	63
4.2.5	<i>Job Satisfaction</i>	64
4.2.6	<i>Job Insecurity</i>	64

4.3	Analisis Inferensial	65
4.3.1	Analisis Model Pengukuran (<i>outer model</i>).....	65
4.3.2	Analisis Model Struktural (<i>inner model</i>).....	69
4.4	<i>Important-Performance Map Analysis</i>	73
4.5	Pembahasan	78
4.5.1	<i>Supervisor support</i> terhadap <i>Job satisfaction</i>	78
4.5.2	<i>Career development</i> terhadap <i>Job satisfaction</i>	79
4.5.3	<i>Supervisor abusive</i> terhadap <i>Job satisfaction</i>	80
4.5.4	<i>Supervisor abusive</i> terhadap <i>Job insecurity</i>	81
4.5.5	<i>Job satisfaction</i> terhadap <i>Job performance</i>	82
4.5.6	<i>Job insecurity</i> terhadap <i>Job performance</i>	83
4.5.7	<i>Career development</i> terhadap <i>Job performance</i>	84
BAB 5	KESIMPULAN DAN SARAN.....	86
5.1	Kesimpulan.....	86
5.2	Implikasi Teoritis.....	87
5.3	Implikasi Manajerial.....	90
5.4	Keterbatasan dan Saran Penelitian Selanjutnya.....	91
DAFTAR PUSTAKA		93
LAMPIRAN		

DAFTAR TABEL

Tabel 1.1 Ringkasan Penelitian Terdahulu dan Identifikasi Gap	3
Tabel 2.1 Penelitian Terdahulu <i>Supervisor support</i> dan <i>Job satisfaction</i>	26
Tabel 2.2 Penelitian Terdahulu <i>Career development</i> dan <i>Job satisfaction</i>	29
Tabel 2.3 Penelitian Terdahulu <i>Supervisor abusive</i> dan <i>Job satisfaction</i>	32
Tabel 2.4 Penelitian Terdahulu <i>Supervisor abusive</i> dan <i>Job insecurity</i>	35
Tabel 2.5 Penelitian Terdahulu <i>Job satisfaction</i> dan <i>Job performance</i>	38
Tabel 2.6 Penelitian Terdahulu <i>Job insecurity</i> dan <i>Job performance</i>	42
Tabel 2.7 Penelitian Terdahulu <i>Career development</i> dan <i>Job performance</i>	45
Tabel 3.1 Operasionalisasi Variabel.....	51
Tabel 4.1 Profil Responden Penelitian	59
Tabel 4.2 Kategori Jawaban Responden.....	60
Tabel 4.3 Statistik Deskriptif <i>Job performance</i>	61
Tabel 4.4 Statistik Deskriptif <i>Supervisor support</i>	62
Tabel 4.5 Statistik Deskriptif <i>Career development</i>	62
Tabel 4.6 Statistik Deskriptif <i>Supervisor abusive</i>	63
Tabel 4.7 Statistik Deskriptif <i>Job satisfaction</i>	64
Tabel 4.8 Statistik Deskriptif <i>Job insecurity</i>	64
Tabel 4.9 Hasil Uji Validitas Konvergen	67
Tabel 4.10 Hasil Uji Validitas Diskriminan	68
Tabel 4.11 Hasil Uji Reliabilitas	69
Tabel 4.12 Hasil Uji Multikolinearitas	70
Tabel 4.13 Hasil Uji R Square.....	71
Tabel 4.14 Hasil Uji F Square	72
Tabel 4.15 Hasil Uji Hipotesis	73
Tabel 4.16 Hasil Analisis IPMA Variabel	74
Tabel 4.17 Hasil Analisis IPMA Indikator.....	76

DAFTAR GAMBAR

Gambar 2.1 Kerangka Konseptual.....	48
Gambar 4.1 Hasil Uji Outer Model	66
Gambar 4.2 Hasil Uji Inner Model.....	70
Gambar 4.3 Analisis IPMA Variabel	74
Gambar 4.4 Analisis IPMA Indikator.....	77



DAFTAR LAMPIRAN

Lampiran A. Transkrip Wawancara.....	A-1
Lampiran B. Hasil Olah Data.....	B-1
Lampiran C. Output Olah Data	C-1
Lampiran D. Turnitin	D-1

