

## TABLE OF CONTENT

TITTLE PAGE .....	
APPROVAL PAGE .....	i
DECLARATION PAGE .....	ii
ACKNOWLEDGEMENTS.....	iii
ABSTRAK .....	v
ABSTRACT .....	vi
TABLE OF CONTENT .....	vii
LIST OF FIGURES .....	xi
LIST OF TABLES .....	xii
CHAPTER 1 .....	1
INTRODUCTION .....	1
1.1 Overview Research Object.....	1
1.1.1 History of PT. Indonesia Power .....	1
1.1.2 PLTU Suralaya Unit 1-7.....	2
1.1.3 PT. Indonesia Power Unit Jasa Pembangkitan 1 Suralaya .....	2
1.1.4 Company Logo .....	3
1.1.5 Organization Structure .....	4
1.1.6 Company Location.....	5
1.2 Research Background .....	5
1.3 Problem Statement .....	8
1.4 Research Questions .....	9
1.5 Research Objectives .....	10
1.6 Research Aims.....	10

1.6.1	Theoretical Aspect .....	10
1.6.2	Practical Aspect .....	11
1.7	Research Scope.....	11
1.7.1	Research Location and Research Object .....	11
1.7.2	Time and Research Period.....	11
1.8	Writing Systematic .....	11
CHAPTER 2.....		14
LITERATURE REVIEW.....		14
2.1	Literature Review .....	14
2.1.1	Grand Theory.....	14
2.1.1.1	Organizational Behaovior.....	14
2.1.1.2	Human Resource Management .....	14
2.1.2	Employee Engagement.....	15
2.1.3	Factors Affecting Employee Engagement .....	17
2.1.4	Compensation .....	20
2.1.5	Factors Affecting Compensation .....	23
2.1.6	Employee Performance .....	25
2.1.7	Factors Affecting Employee Performance.....	27
2.1.8	Employee Performance Appraisal Goals.....	29
2.1.9	Correlation Between Compensation and Employee Performance .....	29
2.1.10	Correlation Between Compensation and Employee Performance .....	30
2.1.11	Correlation Between Employee Engagement, Compensation and Employee Performance	30
2.2	Previous Research.....	31
2.3	Research Framework .....	40
2.4	Research Hypothesis .....	41

2.5	The Scope of Study.....	41
CHAPTER 3.....		42
RESEARCH METHODOLOGY.....		42
3.1	Type of Methodology .....	42
3.2	Operational Variables .....	43
3.2.1	Independent Variable .....	43
3.2.2	Dependent Variable.....	44
3.3	Research Stage.....	47
3.4	Population and Sample.....	49
3.4.1	Population.....	49
3.4.2	Sample.....	50
3.5	Data Collection and Data Sources .....	50
3.6	Validity and Reliability.....	51
3.5.1	Validity.....	51
3.5.2	Reliability .....	54
3.7	Data Analysis Techniques and Hypotheses Testing .....	56
3.6.6	Descriptive Analysis .....	56
3.6.6	MSI (Method of Successive Interval) .....	58
3.6.6	Classic Assumption Test .....	59
3.6.6	Multiple Regression Analysis .....	60
3.6.6	Hypothesis Testing.....	60
CHAPTER 4.....		63
RESULT AND DISCUSSION .....		63
4.1	Characteristic of Respondent.....	63
4.1.1	Characteristics of Respondents by Gender .....	63
4.1.2	Characteristics of Respondent by Age .....	64

4.1.3	Characteristics of Respondent by Division.....	65
4.1.4	Characteristics of Respondent by Working Period .....	66
4.1.5	Characteristics of Respondent by Latest Education .....	67
4.2	Quantitative Analysis Data Continuum .....	68
4.3	Methods Successive Interval (MSI).....	73
4.4	Classical Assumption.....	73
4.5	Discussion of Research Result .....	82
4.2.1	The Effect of Employee Engagement on Employee Performance .....	82
4.2.2	The Effect of Compensation on Employee Performance .....	82
CHAPTER 5 .....		83
CONCLUSION.....		83
5.1	Conclusion.....	83
5.2.1	Practical Aspects .....	84
5.2.2	Theoretical Aspects .....	84
REFERENCES .....		85
APPENDIX I.....		91