

TABLE OF CONTENT

APPROVAL PAGE	ii
STATEMENT PAGE	iii
MOTO AND PRESENTATION PAGE	iv
FOREWORD	v
ABSTRACT	vii
ABSTRAK	viii
TABLE OF CONTENT	ix
LIST OF TABLES	xiii
LIST OF FIGURES	xv
APPENDIX LIST	xvi
CHAPTER I INTRODUCTION	1
1.1 Company's General Description	1
1.1.1 Company's Logo.....	2
1.1.2 Company's Vision and Mission.....	2
1.1.3 Company's Organizational Structure.....	2
1.2 Research Background.....	5
1.3 Problem Statement	11
1.4 Research Objectives	11
1.5 Research Benefit	11
1.5.1 Theoretical Uses	11
1.5.2 Practical Uses.....	12
1.6 Writing Structure.....	12
CHAPTER II LITERATURE REVIEW	13
2.1 Human Resource Management	13
2.1.1 Function of Human Resource Management	14
2.2 Organizational Behavior	14
2.2.1 Benefits of Organizational Behavior	15
2.3 Compensation.....	16
2.3.1 Types of Compensation	16
2.3.2 Factors that Affecting Compensation	17

2.3.3 Dimensions of Compensation	18
2.4 Leadership	19
2.4.1 Types of Leadership Style	19
2.4.2 Transformational Leadership	20
2.4.3 Dimensions of Transformational Leadership	21
2.5 Motivation	21
2.5.1 Factors Affecting Motivation	22
2.5.2 Theories of Motivation	23
2.5.3 Dimensions of Motivation	24
2.6 Relationship between Compensation and Work Motivation	24
2.7 Relationship between Transformational Leadership and Work Motivation	25
2.8 Previous Research	27
2.9 Research Framework	42
2.10 Research Hypothesis	43
2.11 Scope of Research	44
CHAPTER III RESEARCH METHOD	45
3.1 Characteristics of Research	45
3.2 Data Collection Tools	46
3.2.1 Types of Variable	46
3.2.2 Operational Variables	46
3.2.3 Measurement Scale	48
3.3 Stages of Research	49
3.4 Population and Sample	50
3.4.1 Population	50
3.4.2 Sample	50
3.5 Collection Technique	50
3.6 Validity and Reliability Test	51
3.6.1 Validity Test	51
3.6.2 Reliability Test	54
3.7 Data Analysis Technique	54
3.7.1 Descriptive Analysis	54
3.7.2 Change in Ordinal Data	55

3.7.3 Classic Assumption Test.....	56
3.7.4 Multiple Linear Regression Analysis	56
3.7.5 Hypothesis Test.....	57
3.7.6 Coefficient of Determination.....	58
CHAPTER IV RESEARCH RESULTS AND DISCUSSION	59
4.1 Data Collection.....	59
4.2 Respondent Characteristics	59
4.2.1 Characteristics of Respondents Based on Gender	59
4.2.2 Characteristics of Respondents by Age	60
4.2.3 Characteristics of Respondents Based on Latest Education	61
4.2.4 Characteristics of Respondents Based on Length of Work	62
4.3 Research Result.....	62
4.3.1 Descriptive Analysis	62
4.4 Methode of Successive Internal (MSI).....	87
4.5 Classic Assumption Test.....	87
4.5.1 Testing Prerequisite Analysis	87
4.5.2 Results of Multiple Regression Analysis.....	92
4.5.3 Hypothesis Test.....	93
4.5.4 Determination Coefficient Test Results.....	95
4.6 Analysis of Discussion Results	96
4.6.1 Work Motivation Variables	96
4.6.2 Compensation Variable.....	97
4.6.3 Transformational Leadership Style Variables	97
4.6.4 Effect of Compensation, Transformational Leadership Style on Work Motivation Partially	98
4.6.5 The Effect of Compensation and Transformational Leadership Style on Work Motivation Simultaneously.....	98
CHAPTER V CONCLUSIONS AND RECOMMENDATIONS	99
5.1 Conclusions.....	99
5.2 Recommendations.....	99
5.2.1 Advice for Companies	99
5.2.2 Suggestions for Further Researchers	100

REFERENCES..... 102

APPENDIX