TABLE OF CONTENTS

VALIDATION LETTER i
STATEMENT PAGE ii
FOREWORD iii
ABSTRAK iv
ABSTRACT v
TABLE OF CONTENTS vi
TABLE OF PICTURES viii
TABLE OF TABLES ix
CHAPTER I INTRODUCTION 1
1.1. General Description of the Research Object **1**
1.2. Research Background **4**
1.3. Formulation of the Problem **10**
1.4. Research Purposes **11**
1.5. Research Benefit **11**
1.6. Systematics of Final Assignment Writing **11**
CHAPTER II LITERATURE REVIEW 13
2.1. Previous Theory and Research **13**
2.1.1. Human Resources Management 13
2.1.2. Organizational Behavior 15
2.1.3. Motivation 17
2.1.4. Organizatinal Commitment 19
2.1.5. Discipline 21
2.1.6. Previous Research 25
2.2. Research Framework **32**
2.3. Research Hypothesis **33**
CHAPTER III RESEARCH METHOD 34
3.1. Types of Research **34**
3.2. Operational Variable **34**
3.3. Research Stage **37**
3.4. Population and Sample **38**
3.4.1. Population 38
3.4.2. Sample 38

3.5. Data Sources and Data Collection **40**
3.5.1. Data Sources 40
3.5.2. Data Collection 40
3.6. Validity and Reliability Test **41**
3.7. Data Analysis Technique **41**
3.7.1. Descriptive Analysis 41
3.7.2. Measurement Model Analysis (Outer Model) 42
3.7.3. Structural Model Analysis (Inner Model) 43
CHAPTER IV RESEARCH RESULT AND DISCUSSION 46
4.1. Respondent Characteristic **46**
4.1.1. Characteristic Based on Population 46
4.1.2. Characteristic Based on Age 46
4.1.3. Characteristic Based on Generation 47
4.1.4. Characteristic Based on Position 48
4.1.5. Characteristic Based on Employment 49
4.1.6. Characteristic Based on Awareness 49
4.2. Analysis Result **50**
4.2.1. Descriptive Analysis 50
4.2.2. SEM Analysis (Structural Equation Model) 54
4.3. Discussion **62**
CHAPTER V CONCLUSION AND SUGGESTION 66
5.1. Conclusion **66**
5.2. Suggestion **67**
References 69
Appendix 72