

LIST OF CONTENTS

Approval Page	i
Legalization Page	ii
Declaration of Authenticity	iii
Acknowledgement.....	iv
List of Contents	vi
List of Tables	xi
List of Figures	xiii
List of Appendices	xiv
Abstract (in English)	xv
Abstract (in Bahasa Indonesia)	xvi
CHAPTER I: INTRODUCTION	1
1.1. Background of Study	1
1.2. Problem Identification	5
1.3. Problem Formulation	6
1.4. Problem Limitation	7
1.5. Research Objectives	7
1.6. Research Contributions	8
1.7. Definitions of terms	9
1.8. Systematics of Writing	10
CHAPTER II: LITERATURE REVIEW	11
2.1. Previous Research	11
2.2. Theoretical Review	16

2.2.1. Human Resource Management	16
2.2.1.1. Human Resource Management Definition	16
2.2.1.2. Functions of Human Resource Management	17
2.2.2. Training and Development	19
2.2.2.1. Definition of Training and Development	19
2.2.2.2. Purpose of Training and Development	21
2.2.2.3. Process Stages of Training and Development	22
2.2.2.4. Evaluation of Training and Development	29
2.2.2.5. Training Development programs in PT.Aseli Dagadu Djokdja...	30
2.2.2.6. Measurements of Training and Development	31
2.2.3 Working Condition	33
2.2.3.1. Measurements of Working Condition	34
2.2.4. Job Satisfaction	38
2.2.4.1. Definition of Job Satisfaction	38
2.2.4.2. Theories of Job Satisfaction	39
2.2.4.3. Measurement of Job Satisfaction	42
2.2.4.5. Issues Related with Job Satisfaction Measurement	45
2.2.5. Employees Performance	47
2.2.5.1. Definition of Employees Performance	47
2.2.5.2. Terms of Performance Assessment	48
2.2.5.3. Performance Assessment Method	49
2.2.5.4. Measurement of Employees Performance	51
2.3. Theoretical Framework	53

2.4. Hypotheses Formulation	54
2.5. Relationship between Variables	54
2.5.1. Relationship between Training Development with Job Satisfaction	54
2.5.2. Relationship between Working Conditions with Job Satisfaction	56
2.5.3. Relationship between Job Satisfaction with Performance	57
2.5.4. Relationship between Training Development with Performance	59
2.5.5. Relationship between Working Condition with Performance	60
2.5.6. Relationship between Training Development and Performance through the effect of Job Satisfaction	62
2.5.7. Relationship between Working Condition and Performance through the effect of Job Satisfaction	63
CHAPTER III: RESEARCH METHOD	65
3.1. Introduction.....	65
3.2. Research Object	65
3.2.1. Research Site.....	65
3.2.2. Company Overview.....	65
3.3. Employee Demographics	66
3.3.1. Population	67
3.4. Research Variables.....	68
3.5. Operational Definitions	69
3.5.1. Training and Development	69
3.5.2. Working Condition.	71
3.5.3. Job Satisfaction	73

3.5.4. Employees Performance	75
3.6. Type of Study	77
3.7. Data Collection Method.....	78
3.8. Instrument Test	79
3.8.1. Validity Test	79
3.8.2. Reliability Test	80
3.9. Data Analysis Technique.....	81
3.9.1. Quantitative Method	81
CHAPTER IV: DATA ANALYSIS AND DISCUSSIONS	87
4.1. Data Quality Test	87
4.1.1. Validity Test	87
4.1.2. Reliability Test	94
4.2. Descriptive Analysis Research	95
4.2.1. Description of Respondents	95
4.3. Descriptive Analysis of Research Variable	98
4.3.1. Variable of Training and Development	98
4.3.2. Variable of Working Conditions	100
4.3.3. Variable of Job Satisfactions	102
4.3.4. Variable of Performance	103
4.4. Classical Assumption Test	122
4.4.1. Classical Assumption Test Results Residual Normality	122
4.4.2. Classical Assumption Test Results Multicollinearity	126
4.4.3. Classical Assumption Test Results Heteroscedasticity	127

4.5. Path Analysis	129
4.5.1. Regression Analysis Model Equations 1	129
4.5.2. Regression Analysis Model Equations 2	130
4.5.3. Regression Analysis Model Equations 3	132
4.6. Hypotheses Testing	133
4.6.1. t-testing	133
4.6.2. F Test	141
4.6.3. Test Coefficient of Determination	144
4.6.4. Direct Effect, Indirect Effect and Total Effect	145
4.7. Discussion on Research Result	148
CHAPTER V: CONCLUSIONS AND RECOMMENDATIONS	157
5.1. Conclusions	157
5.2. Recommendations	159
REFERENCES	161
APPENDICES	170

LIST OF TABLES

Table 1.1 Population of Respondents	67
Table 4.1 Distribution Statement Based Variable	88
Table 4.2 Training Development Validity Test Result	89
Table 4.3 Working Condition Validity Test Result	90
Table 4.4 Job Satisfaction Validity Test Result	91
Table 4.5 Employees Performance Validity Test Result	92
Table 4.6 Reliability Test Result	94
Table 4.7 Characteristics of Respondents by Gender	95
Table 4.8 Characteristics of Respondents by Age	96
Table 4.9 Characteristics of Respondents by Education	97
Table 4.10 Characteristics of Respondent by Time Length of Employment	98
Table 4.11 Assessment of Training and Development Variable.....	98
Table 4.12 Assessment of Working Conditions Variable.....	100
Table 4.13 Assessment of Job Satisfactions Variable.....	102
Table 4.14 Assessment of Performance Variable.....	103
Table 4.15 Summary of Descriptive Analysis Results	122
Table 4.16 Classical Assumptions Normality	123
Table 4.17 Classical Assumptions Multicollinearity.....	127
Table 4.18 Estimation of Linear Regression Model 1	129
Table 4.19 Estimation of Linear Regression Model 2	131
Table 4.20 Estimation of Linear Regression Model 3	132
Table 4.21 Hypotheses t-Testing	133
Table 4.22 Hypotheses t-Testing	136

Table 4.23 Hypotheses t-Testing	139
Table 4.24 F Testing Third Hypothesis	141
Table 4.25 F Testing Sixth Hypothesis	142
Table 4.26 Coefficients Determination Test Results	144



LIST OF FIGURES

Figure 1 Research Design	53
Figure 2 Normality Tes Model 1	123
Figure 3 Normality Tes Model 2	124
Figure 4 Normality Tes Model 3	125
Figure 5 Heterosdasticity Test Results	128
Figure 12 Path Analysis Results	146



LIST OF APPENDICES

Appendix 1 Questionnaire	171
Appendix 2 Research Data	183
Appendix 3 Validity and Reliability Result	194
Appendix 4 Multi Regression Analysis	213
Appendix 5 Classical Assumption Test	215

