DAFTAR ISI

LEMBAR JUDUL ........................................................................................................ i
LEMBAR PERSETUJUAN PROPOSAL ..................................................................... ii
LEMBAR PENGESAHAN .................................................................................... iii
KATA PENGANTAR ........................................................................................... iv
DAFTAR ISI ........................................................................................................ vii
DAFTAR TABEL .................................................................................................. xi
DAFTAR GAMBAR ........................................................................................... xiii
DAFTAR LAMPIRAN ......................................................................................... xiv

BAB I 1 PENDAHULUAN ................................................................................ 1
   A. Latar belakang masalah .............................................................................. 1
   B. Identifikasi dan pembatasan masalah ...................................................... 5
      1. Identifikasi masalah ........................................................................... 5
      2. Pembatasan masalah ....................................................................... 6
   C. Perumusan masalah ............................................................................... 7
   D. Tujuan penelitian ................................................................................ 8
E. Manfaat penelitian.............................................................................................. 9

F. Sistimatika penulisan.......................................................................................... 9

BAB II LANDASAN TEORI.................................................................................. 11

A. Pengertian dan aktifitas Sumber Daya Manusia (SDM).......................... 11

B. Kinerja individu ................................................................................................. 14

1. Faktor kinerja individu .................................................................................. 14

2. Motivasi Individu .............................................................................................. 15

C. Ketidaknyamanan kerja (Job Insecurity) ................................................. 20

D. Kepuasan Kerja (Job Satisfaction)................................................................. 23

E. Komitmen organisasi ....................................................................................... 25

F. Perputaran atau tingkat keluar masuk karyawan (Turnover Intention) ...... 32

G. Kerangka pikir .................................................................................................. 35

H. Hipotesis........................................................................................................... 38

BAB III METODE PENELITIAN................................................................. 44

A. Tempat dan waktu penelitian ......................................................................... 44

B. Jenis dan sumber data .................................................................................... 44

1. Jenis penelitian .................................................................................................. 44

2. Sumber data ........................................................................................................ 45

viii
C. Populasi dan sample................................................................. 45

1. Populasi.................................................................................. 45

2. Sampel.............................................................................. 45

D. Metode analisis data................................................................. 46

1. Uji Validitas dan Reliabilitas............................................... 46

2. Metode Analisis Jalur.......................................................... 50

E. Definisi Operational dan pengukuran Variabel....................... 56

1. Job insecurity................................................................. 56

2. Job Satisfaction................................................................. 58

3. Komitmen organisasi.......................................................... 60

4. Turnover Intention.............................................................. 62

BAB IV GAMBARAN UMUM PERUSAHAAN................................. 64

A. Sejarah Singkat Perusahaan ............................................... 64

B. Visi Misi Perusahaan.......................................................... 65

C. Struktur Organisasi Perusahaan........................................... 67

D. Kegiatan Usaha Perusahaan............................................... 67

E. Latar Belakang Responden..................................................... 70

BAB V HASIL PENELITIAN, ANALISIS DATA DAN PEMBAHASAN ...... 80
A. Hasil Uji Validitas dan Reliabilitas................................................... 80

1. Uji Validitas................................................................................ 81

2. Uji Reliabilitas............................................................................ 85

B. Hasil Penelitian dan Analisis Data.................................................... 88

BAB VI  KESIMPULAN KETERBATASAN DAN SARAN ...................... 106

A. Kesimpulan ............................................................................... 106

B. Saran bagi Perusahaan................................................................. 114

C. Saran Penelitian selanjutnya................................................. 110

Daftar Pustaka .................................................................................. 117