

LIST OF TABLES

| | |
|---|-----|
| Table 1.1 Employee Assessment Results at the SEB of Telkom University | 8 |
| Table 2.1: Literature Review..... | 36 |
| Table 3.1 Research Characteristics..... | 54 |
| Table 3.2 Operational Variable | 55 |
| Table 3.3 Likert Scale | 60 |
| Table 3.4 Questionnaire's Data Collection Tool..... | 61 |
| Table 3.5 Validity Test..... | 76 |
| Table 3.6 Reliability Test..... | 79 |
| Table 3.7 Category Score..... | 80 |
| Table 4.1 Respondent's Gender..... | 90 |
| Table 4.2 Education Level | 90 |
| Table 4.3 Age of Respondents | 90 |
| Table 4.4 Lecture in the Study | 91 |
| Table 4.5 Length of Work..... | 91 |
| Table 4.6 Variation Skills | 92 |
| Table 4.7 Task Identity | 94 |
| Table 4.8 Sense of Duty | 96 |
| Table 4.9 Autonomy..... | 98 |
| Table 4.10 Feedback | 99 |
| Table 4.11 Fair Treatment in Career | 101 |
| Table 4.12 Concern Direct Supervisor..... | 103 |
| Table 4.13 Information Promotion Opportunities..... | 104 |
| Table 4.14 Interest to be promoted | 106 |
| Table 4.15 the Level of Satisfaction | 108 |
| Table 4.16 Motives..... | 110 |
| Table 4.17 Traits | 112 |
| Table 4.18 Self-concept | 114 |
| Table 4.19 Knowledge | 116 |
| Table 4.20 Skill | 118 |
| Table 4.21 Quality..... | 120 |
| Table 4.22 Quantity..... | 122 |
| Table 4.23 the use of Time in the Workplace | 123 |
| Table 4.24 Cooperation with Others in the Works | 125 |
| Table 4.25 Recapitulation Respondents Regarding Work | 126 |
| Table 4.26 Recapitulation Respondents Regarding Career Development Opportunities..... | 127 |
| Table 4.27 Recapitulation Respondents Regarding Competence Development. | 128 |
| Table 4.28 Recapitulation Respondents Regarding Performance..... | 129 |

| | |
|--|-----|
| Table 4.29 Multicollinearity Test..... | 132 |
| Table 4.30 Recapitulation Regression Analysis..... | 133 |
| Table 4.31 T-test | 134 |
| Table 4.32 F-test..... | 135 |
| Table 4.33 Determination Coefficient..... | 136 |