

LIST OF FIGURES

Figure 1.1 Logo of PT. Telkom Indonesia	3
Figure 1.2 Organization structure of PT Telkom Indonesia Regional II	5
Figure 2.1 Types of supervision.....	33
Figure 2.2 Framework Theory	48
Figure 3.1 Research Stages	54
Figure 3.2 Position Variables on the Continuum Line.....	65
Figure 4.1 Characteristics of Respondent based on Gender	71
Figure 4.2 Characteristics of Respondent based on Age.....	71
Figure 4.3 Characteristics of Respondent based on Level of Education.....	72
Figure 4.4 Characteristics of Respondent based on Working Period.....	73
Figure 4.5 Quality Dimension Position on Continuum Line	76
Figure 4.6 Quantity Dimension Position on Continuum Line	77
Figure 4.7 Timeliness Dimension Position on Continuum Line.....	78
Figure 4.8 Effectiveness Dimension Position on Continuum Line.....	80
Figure 4.9 Independence Dimension Position on Continuum Line	81
Figure 4.10 Employee Performance Variable Position on Continuum Line	83
Figure 4.11 obedience to the rules of time Dimension positions on the Continuum Line	84
Figure 4.12 Compliance with Company SOP of Time Dimension Position on The Continuum Line	86
Figure 4.13 Obedience in Regulation dimension position on the continuum line	87
Figure 4.14 Compliance with work ethics dimension position on Continuum Line .	89
Figure 4. 15 Work Discipline Variables Position on the Continuum Line	90
Figure 4. 16 Standard Setting Dimension Position on the Continuum Line.....	92
Figure 4. 17 Measurement Dimensions Position on the Continuum Line	93
Figure 4. 18 Level of Deviation Dimension Position on the Continuous Line.....	94
Figure 4. 19 Error Correction Dimension Position on the Continuum Line.....	96
Figure 4. 20 Supervision Variables Position on the Continent Line.....	97
Figure 4. 21 Chart Normal P-P Plot Employee Performance Variable (Y)	98

Figure 4. 22 Heteroscedasticity Test..... 101