

## DAFTAR ISI

|   |             |
|---|-------------|
| <b>HALAMAN PERSETUJUAN.....</b>                   | <b>ii</b>   |
| <b>HALAMAN PERNYATAAN.....</b>                    | <b>iii</b>  |
| <b>KATA PENGANTAR.....</b>                        | <b>iv</b>   |
| <b>ABSTRAK .....</b>                              | <b>vi</b>   |
| <b>ABSTRACT .....</b>                             | <b>vii</b>  |
| <b>DAFTAR ISI.....</b>                            | <b>viii</b> |
| <b>DAFTAR TABEL.....</b>                          | <b>xii</b>  |
| <b>DAFTAR GAMBAR.....</b>                         | <b>xiii</b> |
| <b>DAFTAR LAMPIRAN .....</b>                      | <b>xiv</b>  |
| <b>BAB I PENDAHULUAN.....</b>                     | <b>1</b>    |
| <b>1.1    Gambaran Umum Objek Penelitian.....</b> | <b>1</b>    |
| <b>1.1.1    Profil Singkat Perusahaan .....</b>   | <b>1</b>    |
| <b>1.1.2    Visi dan Misi .....</b>               | <b>2</b>    |
| <b>1.1.3    Logo Organisasi .....</b>             | <b>2</b>    |
| <b>1.1.4    Struktur Organisasi.....</b>          | <b>3</b>    |
| <b>1.2    Latar Belakang Penelitian .....</b>     | <b>5</b>    |
| <b>1.3    Perumusan Masalah .....</b>             | <b>12</b>   |
| <b>1.4    Pertanyaan Penelitian .....</b>         | <b>13</b>   |
| <b>1.5    Tujuan Penelitian .....</b>             | <b>13</b>   |
| <b>1.6    Kegunaan Penelitian .....</b>           | <b>13</b>   |
| 1.    Kegunaan Teoritis .....                     | 13          |
| 2.    Kegunaan Praktis .....                      | 14          |
| <b>1.7    Sistematika Penulisan .....</b>         | <b>14</b>   |
| <b>BAB II TINJAUAN PUSTAKA.....</b>               | <b>16</b>   |

|                |   |           |
|----------------|---|-----------|
| <b>2.1</b>     | <b>Tinjauan Pustaka Penelitian .....</b>  | <b>16</b> |
| <b>2.1.1</b>   | <b>Manajemen Sumber Daya Manusia .....</b>  | <b>16</b> |
| a.             | Definisi Manajemen Sumber Daya Manusia .....                                      | 16        |
| b.             | Fungsi Manajemen Sumber Daya Manusia .....  | 16        |
| <b>2.1.2</b>   | <b>Perilaku Organisasi .....</b>  | <b>18</b> |
| a.             | Definisi Perilaku Organisasi .....  | 18        |
| b.             | Prinsip – Prinsip Perilaku Organisasi.....  | 18        |
| <b>2.1.3</b>   | <b><i>Work-Life Balance</i> .....</b>   | <b>19</b> |
| a.             | Definisi <i>Work-Life Balance</i> .....   | 19        |
| b.             | Faktor – Faktor Yang Mempengaruhi <i>Work-Life Balance</i> .....                  | 20        |
| c.             | Dimensi <i>Work-Life Balance</i> .....  | 20        |
| <b>2.1.4</b>   | <b><i>Turnover Intention</i> .....</b>  | <b>21</b> |
| a.             | Definisi <i>Turnover Intention</i> .....  | 21        |
| b.             | Faktor – Faktor Yang Mempengaruhi <i>Turnover Intention</i> .....                 | 21        |
| c.             | Dimensi <i>Turnover Intention</i> .....   | 22        |
| <b>2.1.5</b>   | <b>Hubungan <i>Work-Life Balance</i> Terhadap <i>Turnover Intention</i> .....</b> | <b>23</b> |
| <b>2.2</b>     | <b>Penelitian Terdahulu.....</b>  | <b>24</b> |
| <b>2.3</b>     | <b>Kerangka Pemikiran.....</b>  | <b>31</b> |
| <b>2.4</b>     | <b>Hipotesis Penelitian .....</b>   | <b>32</b> |
| <b>2.5</b>     | <b>Ruang Lingkup Penelitian.....</b>  | <b>32</b> |
| <b>BAB III</b> | <b><u>METODE PENELITIAN</u> .....</b>   | <b>34</b> |
| <b>3.1</b>     | <b>Jenis Penelitian .....</b>   | <b>34</b> |
| <b>3.2</b>     | <b>Operasional Variabel .....</b>   | <b>34</b> |
| <b>3.3</b>     | <b>Skala Pengukuran dan Instrumen.....</b>  | <b>36</b> |
| 3.3.1          | Skala Pengukuran.....   | 36        |
| 3.3.2          | Skala Instrumen.....  | 36        |
| <b>3.4</b>     | <b>Tahapan Penelitian.....</b>  | <b>37</b> |

|               |   |           |
|---------------|---|-----------|
| <b>3.5</b>    | <b>Populasi dan Sampel .....</b>  | <b>37</b> |
| 3.5.1         | Populasi .....  | 37        |
| 3.5.2         | Sampel.....   | 38        |
| <b>3.6</b>    | <b>Teknik Pengumpulan Data dan Sumber Data.....</b>                                     | <b>40</b> |
| 3.6.1         | Pengumpulan Data .....  | 40        |
| 3.6.2         | Sumber Data.....  | 41        |
| <b>3.7</b>    | <b>Uji Validitas dan Realibilitas.....</b>  | <b>41</b> |
| 3.7.1         | Uji Validitas .....   | 41        |
| 3.7.1         | Uji Realibilitas .....  | 43        |
| <b>3.8</b>    | <b>Teknik Analisis Data .....</b>   | <b>44</b> |
| 3.8.1         | Analisis Deskriptif .....   | 44        |
| 3.8.2         | <i>Method of Successive Interl (MSI)</i> .....  | 45        |
| 3.8.3         | Uji Asumsi Klasik .....   | 46        |
| a.            | Uji Normalitas.....   | 46        |
| b.            | Uji Heteroskedastisitas.....  | 46        |
| 3.8.4         | Analisis Regresi Linear Sederhana .....   | 46        |
| 3.8.5         | Koefisien Determinasi.....  | 47        |
| 3.8.6         | Uji Hipotesis.....  | 47        |
| <b>BAB IV</b> | <b>PEMBAHASAN.....</b>  | <b>49</b> |
| <b>4.1</b>    | <b>Pengumpulan Data .....</b>   | <b>49</b> |
| <b>4.2</b>    | <b>Karakteristik Responden .....</b>  | <b>49</b> |
| 4.2.1         | Karakteristik Responden Berdasarkan Jenis Kelamin Karyawan Perum<br>BULOG Jakarta ..... | 50        |
| 4.2.2         | Karakteristik Responden Berdasarkan Usia Karyawan Perum BULOG<br>Jakarta                | 50        |
| 4.2.3         | Karakteristik Responden Berdasarkan Pendidikan Karyawan Perum<br>BULOG Jakarta .....    | 51        |

|   |  |           |
|---|--|-----------|
| 4.2.4                                   | Karakteristik Responden Berdasarkan Masa Kerja Karyawan Perum<br>BULOG Jakarta ..... | 52        |
| <b>4.3</b>                              | <b>Hasil Penelitian .....</b>  | <b>52</b> |
| 4.3.1                                   | Analisis Deskriptif .....  | 53        |
| a.                                      | Tanggapan Responden Mengenai Variabel X ( <i>Work-Life Balance</i> )....             | 53        |
| b.                                      | Tanggapan Responden Mengenai Variabel Y ( <i>Turnover Intention</i> )....            | 57        |
| <b>4.3.2</b>                            | <b>Analisis Deskriptif Berdasarkan Unit Kerja .....</b>                              | <b>61</b> |
| a.                                      | Tanggapan Responden Berdasarkan Variabel X ( <i>Work-Life Balance</i> )              | 61        |
| b.                                      | Tanggapan Responden Berdasarkan Variabel Y ( <i>Turnover Intention</i> )             | 62        |
| <b>4.3.3</b>                            | <b>Uji Asumsi Klasik .....</b>   | <b>63</b> |
| a.                                      | Uji Normalitas .....   | 63        |
| b.                                      | Uji Heteroskedastisitas .....  | 66        |
| <b>4.3.4</b>                            | <b>Hasil Analisis Regresi Linear Sederhana .....</b>                                 | <b>66</b> |
| <b>4.4</b>                              | <b>Uji Hipotesis .....</b>   | <b>67</b> |
| 4.4.1                                   | Pengujian Hipotesis (Uji t) .....  | 67        |
| 4.4.2                                   | Koefisien Determinasi .....  | 69        |
| <b>4.5</b>                              | <b>Analisis Hasil Penelitian .....</b>   | <b>70</b> |
| <b>BAB V KESIMPULAN DAN SARAN .....</b> |  | <b>73</b> |
| <b>5.1</b>                              | <b>Kesimpulan .....</b>  | <b>73</b> |
| <b>5.2</b>                              | <b>Saran .....</b>   | <b>73</b> |
| 5.2.1                                   | Saran Bagi Perusahaan .....  | 73        |
| 5.2.2                                   | Saran Bagi Peneliti Selanjutnya .....  | 74        |
| <b>DAFTAR PUSTAKA .....</b>             |  | <b>75</b> |
| <b>LAMPIRAN .....</b>                   |  | <b>79</b> |