

## TABLE OF CONTENT

<b>COVER</b> .....	i
<b>ORIGINALITY STATEMENT</b> .....	ii
<b>THESIS VALIDATION SHEET</b> .....	iii
<b>ABSTRAK</b> .....	iv
<b>PREFACE</b> .....	vii
<b>TABLE OF CONTENT</b> .....	vii
<b>LIST OF TABLES</b> .....	ix
<b>LIST OF FIGURES</b> .....	x
<b>LIST OF APPENDIX</b> .....	xi
<b>CHAPTER I. INTRODUCTION</b>	1
1.1. Background .....	1
1.2. Problem Formulation Research .....	7
1.3. Research Objectives .....	8
1.4. Research Contributions.....	8
<b>CHAPTER II. LITERATURE REVIEW</b>	10
2.1. Literature Review.....	10
2.1.1. Human Resource Management .....	10
2.1.2. Organizational Citizenship Behavior .....	10
2.1.3. Compensation .....	18
2.1.4. Work-Discipline .....	22
2.1.5. Organizational Justice.....	28
2.2. Previous Research .....	32
2.3. Conceptual Framework .....	37
2.4. Hypothesis Development .....	38
<b>CHAPTER III. RESEARCH METHOD</b>	42
3.1. Time and Research Place .....	42
3.2. Research Design .....	42
3.3. Definition and Operational of Variables .....	42
3.4. Data and Data Collection Method.....	49

3.5.	Population and Research Sample.....	50
3.6.	Data Analysis Method.....	51
3.6.1.	Descriptive Statistic .....	51
3.6.2.	Measurement Analysis .....	51
3.6.3.	Clasical Assumption Test .....	54
3.6.4.	Regresion Analysis .....	56
3.6.5.	Hypothesis test .....	57
<b>CHAPTER IV. RESULT AND DISCUSSION</b>		59
4.1.	General Description of Research Objects .....	59
4.2.	Characteristics of Respondents .....	61
4.3.	Descriptive Statistic of Variables .....	65
4.4.	Result of Data Analysis.....	66
4.4.1.	Measurement Analysis .....	69
4.4.2.	Clasical Assumption Test.....	72
4.4.3.	Regresion Analysis.....	76
4.4.4.	Hypothesis test.....	80
4.5.	Discussion of Research Results .....	82
<b>CHAPTER V. CONCLUSION AND SUGGESTION</b>		85
5.1.	Conclusion.....	85
5.2.	Suggestion .....	86
<b>BIBLIOGRAPHY</b>		118
<b>ATTACHMENT</b> .....		120