

TABLE OF CONTENTS

PREFACE PAGE	ii
TABLE OF CONTENTS.....	iv
LIST OF FIGURES	vii
LIST OF TABLES	viii
ABSTRACT	ix
ABSTRACT	ix
CHAPTER I INTRODUCTION	1
1.1 Background	1
1.2. Problem Statement	6
1.3. Research Questions.....	8
1.4. Research Objectives.....	8
1.5 Research Contributions	9
1.5.1 Academic contribution	9
1.5.2 Practical contribution.....	9
1.6 Research Scope.....	9
1.7 Systematic of Writing	10
CHAPTER II LITERATURE REVIEW	12
2.1 Turnover Intention	12
2.2 Work Life Balance.....	14
2.2.1 Work Life Balance Dimensions	15
2.3 Schedule Flexibility	19
2.4 Job Autonomy	20
2.5 Manager Support	21
2.6 Millennial Employees	22
2.7 Hypothesis Development	22
2.7.1 Schedule Flexibility and Turnover Intention	22
2.7.2 Job Autonomy and Turnover Intention	24
2.7.3 Manager Support and Turnover Intention	25
2.8 Research Model	27
CHAPTER III RESEARCH METODOLOGY.....	28
3.1 Research Design	28
3.2 Population and Sample	28
3.2.1 Population	28
3.2.2 Sample	29
3.2.3 Sampling Method	29

3.3	Source of Data	30
3.3.1	Primary Data	30
3.3.2	Secondary Data	30
3.4	Data Collection Method	31
3.5	Operational Definition and Measures	31
3.5.1	Schedule Flexibility	31
3.5.2	Job Autonomy	31
3.5.3	Manager Support	32
3.5.4	Turnover Intention	32
3.6	Validity and Reliability Testing	33
3.6.1	Validity Test	33
3.6.2	Reliability	33
3.7	Hypothesis Testing	34
3.7.1	Multiple Regression Test	34
3.7.2	F-test of Overall Significance	35
3.7.3	Individual Parameter Significant Test (t-Test)	35
3.7.4	Coefficient of Determination Test (R^2)	35
3.8	Company Overview	36
3.8.1	Company Profile	36
3.8.2	Vision, Mission, and Strategy	37
3.8.3	Corporate Responsibility	38
CHAPTER IV RESULT AND DISCUSSION		39
4.1	Data Collection Results	39
4.2	Sample Profile	39
4.3	Descriptive Statistics	41
4.3.1	Schedule Flexibility	43
4.3.2	Job Autonomy	44
4.3.3	Manager Support	45
4.3.4	Turnover Intention	47
4.4	Correlation Coefficient	47
4.5	Validity and Reliability Test Results	48
4.5.1	Validity Test Results	48
4.5.2	Reliability Test Results	50
4.6	Hypothesis Testing	51
4.6.1	Hypothesis Test 1 : There is a significant negative relationship between schedule flexibility and turnover intention	51
4.6.2	Hypothesis Test 2 : There is a significant negative relationship between job autonomy and turnover intention	51
4.6.3	Hypothesis Test 3 : There is a significant negative relationship between manager support and turnover intention	52
4.6.4	F-test of Overall Significance	52
4.6.5	Coefficient of Determination Test (R^2)	53
4.7	Summary of Hypothesis Test Results	53
4.8	Discussion	54

CHAPTER V CONCLUSION.....	59
5.1 Conclusion.....	59
5.2 Managerial Implication	60
5.3 Research Limitations and Recommendation for Future Research	65
BIBLIOGRAPHY	67
APPENDIX I.....	73
APPENDIX II	74
APPENDIX III.....	77