

TABLE OF CONTENT

| | |
|---|------|
| TITLE PAGE | i |
| <i>PERNYATAAN BEBAS PLAGIASI</i> | ii |
| ACKNOWLEDGEMENT | iii |
| TABLE OF CONTENT | vi |
| LIST OF FIGURES | viii |
| LIST OF APPENDIX | x |
| ABSTRACT..... | xi |
| <i>INTISARI</i> | xii |
| CHAPTER I | 1 |
| INTRODUCTION | 1 |
| 1.1 Background | 1 |
| 1.2 Problem Statement | 5 |
| 1.3 Research Questions | 7 |
| 1.4 Research Objectives | 8 |
| 1.5 Contribution of Research | 8 |
| 1.6 Scope of Study | 9 |
| 1.7 Writing Framework..... | 9 |
| CHAPTER II..... | 11 |
| LITERATURE REVIEW | 11 |
| 2.1 Employee Proactivity | 11 |
| 2.2 Empowering Leadership | 13 |
| 2.3 Psychological Safety | 14 |
| 2.4 Hypotheses Development | 16 |
| 2.4.1 The direct influence of empowering leadership on employee proactivity | 16 |
| 2.4.2 The indirect influence of empowering leadership to employee proactivity through psychological safety..... | 17 |
| 2.5 Research Model..... | 19 |
| CHAPTER III | 20 |
| RESEARCH METHOD..... | 20 |
| 3.1 Research Design..... | 20 |
| 3.2 Operational Definition and Measurement..... | 20 |
| 3.2.1 Empowering Leadership | 20 |

| | | |
|----------------------|--|----|
| 3.2.2 | Employee Proactivity | 23 |
| 3.2.3 | Psychological Safety | 24 |
| 3.3 | Population & Sample | 26 |
| 3.4 | Data Collection Method | 27 |
| 3.5 | Data Analysis | 28 |
| 3.5.1 | Measurement Model (Outer Model) | 29 |
| 3.5.2 | Structural Model (Inner Model) & Hypothesis Testing | 30 |
| CHAPTER IV | | 33 |
| ANALYSIS AND RESULTS | | 33 |
| 4.1 | Data Collection Results | 33 |
| 4.2 | Profile of Respondents | 34 |
| 4.3 | Validity and Reliability Test Results | 36 |
| 4.3.1 | Validity Test Results | 36 |
| 4.3.2 | Reliability Test Results | 39 |
| 4.4 | Descriptive Statistics | 40 |
| 4.5 | Inner Model | 43 |
| 4.5.1 | Determination Coefficient | 43 |
| 4.5.2 | Predictive Relevance | 44 |
| 4.5.3 | Model Fit | 44 |
| 4.5.4 | First Hypothesis Testing | 45 |
| 4.5.5 | Second Hypothesis Testing | 46 |
| 4.6 | Discussion | 49 |
| 4.6.1 | The Direct Influence of EL to EP | 49 |
| 4.6.2 | The Indirect Influence of EL on EP via Employee's PS | 50 |
| CHAPTER V | | 53 |
| CONCLUSION | | 53 |
| 5.1 | Conclusion | 53 |
| 5.2 | Managerial & Theoretical Implications | 54 |
| 5.2.1 | Practical Implications | 54 |
| 5.2.2 | Theoretical Implications | 55 |
| 5.3 | Limitation of Research | 56 |
| 5.4 | Recommendation for Future Research | 57 |
| REFERENCES | | 58 |
| APPENDIX | | 68 |

LIST OF FIGURES

| | |
|--------------------------------|----|
| Figure 2.1 Research Model..... | 19 |
|--------------------------------|----|

LIST OF TABLE

| | |
|---|----|
| Table 3.1 Statement Items of Empowering Leadership..... | 21 |
| Table 3.2 Scoring Indicator for Empowering Leadership..... | 23 |
| Table 3.3 Statement Items of Employee Proactivity..... | 23 |
| Table 3.4 Scoring Indicators of Employee Proactivity..... | 24 |
| Table 3.5 Statement Items of Psychological Safety..... | 25 |
| Table 3.6 Scoring Indicator of Psychological Safety..... | 26 |
| Table 4.1 Data Collection Result..... | 33 |
| Table 4.2 Profile of Respondents..... | 34 |
| Table 4.3 Loading Factor of Variables..... | 36 |
| Table 4.4 Average Variance Extracted (AVE)..... | 37 |
| Table 4.5 Cross-Loading of Variables..... | 38 |
| Table 4.6 Reliability Test Result..... | 39 |
| Table 4.7 Interval Categorization of Data..... | 40 |
| Table 4.8 Descriptive Analysis..... | 40 |
| Table 4.9 Determination Coefficient..... | 43 |
| Table 4.10 Predictive Relevance..... | 44 |
| Table 4.11 Overall Model Fit Evaluation..... | 45 |
| Table 4.12 Direct Effect..... | 45 |
| Table 4.13 Indirect Effect..... | 46 |
| Table 4.14 Total Effect..... | 47 |
| Table 4.15 Result of VAF (Variance Accounted For)..... | 48 |
| Table 4.16 Calculation of VAF (Variance Accounted For)..... | 48 |
| Table 4.17 Overall Result of Hypothesis Testing..... | 48 |

LIST OF APPENDIX

Appendix 1: Questionnaire

Appendix 2: Translation of Measurement Items

Appendix 3: Primary Data

Appendix 4: SmartPLS Data Processing Result