

TABLE OF CONTENT

ACKNOWLEDGEMENT	vi
TABLE OF CONTENT	viii
TABLE OF FIGURES	xi
LIST OF TABLES	xii
APPENDIX	xiii
ABSTRACT	xiv
<i>INTISARI</i>	xv
CHAPTER I INTRODUCTION	1
1.1 Background	1
1.2 Problem Identification	12
1.3 Research Questions	15
1.4 Research Objective	15
1.5 Research Implications	16
1.5.1 Theoretical Contribution of the Research	16
1.5.2 Practical Contribution of the Research	17
1.6 Scope of Research	17
1.7 Structure of Research	17
CHAPTER II LITERATURE REVIEW	19
2.1 Pillars of Leadership	19
2.1.1 Definition of Leadership	19
2.1.2 The Nature of Leadership	20
2.1.3 Pillars of Leadership	21
2.1.4 Dimension of Pillars of Leadership	22
2.2 Perceived Supervisor Support towards Work-Life Balance (PSS WLB)	29
2.2.1 Work-Life Balance	29
2.2.2 Perceived Supervisor Support towards Work-Life Balance (PSS WLB)	30
2.3 Turnover Intention	31
2.4 Career Commitment	32
2.5 Hypotheses Development	33
2.5.1 The Effect of Pillars of Leadership towards Turnover Intention	33
2.5.2 The Effect of Pillars of Leadership towards Career Commitment	36
2.5.3 Perceived Supervisor Support towards Work-Life Balance (PSS WLB) Moderates the Negative Relationship between Pillars of Leadership and Turnover Intention	39
2.5.4 Perceived Supervisor Support towards Work-Life Balance (PSS WLB) Moderates the Positive Relationship between Pillars of Leadership and Career Commitment	42
2.6 Research Model	44
CHAPTER III RESEARCH METHODOLOGY	45
3.1 Research Design	45

3.2	Population and Sample	45
3.2.1	Population	46
3.2.2	Sample.....	46
3.3	Data Collection Method.....	48
3.3.1	Sources of Data	48
3.3.2	Research Instrument and Data Collection Methods.....	48
3.4	Measurement.....	49
3.4.1	Pillars of Leadership	50
3.4.2	Perceived Supervisor Support towards Work-Life Balance (PSS WLB).....	51
3.4.3	Turnover Intention	51
3.4.4	Career Commitment	51
3.5	Testing Measurement.....	52
3.5.1	Reliability Testing.....	52
3.5.2	Validity Testing.....	54
3.6	Data Analysis Techniques.....	54
CHAPTER IV RESULTS AND DISCUSSION.....		60
4.1	Description of Data Collection Methods	60
4.2	Demographic Characteristics Description	61
4.3	Evaluation of Research Model.....	62
4.3.1	Statistic Descriptive	62
4.3.2	Reliability Test.....	65
4.3.3	Convergent Validity Test.....	66
4.3.4	Discriminant Validity.....	67
4.3.5	Collinearity Test.....	69
4.4	Structural Model Evaluation	70
4.4.1	Coefficient of Determination (R^2 Value).....	70
4.4.2	Effect Size (f^2)	71
4.4.3	Blindfolding (Q^2)	71
4.4.4	Model Fit.....	72
4.5	Hypotheses Testing.....	72
4.6	Result Discussion.....	79
4.6.1	Pillars of Leadership is Negatively Related to Turnover Intention of Generation Y and Z Employees.	79
4.6.2	Pillars of Leadership Positively Related to Career Commitment of Generation Y and Z employees.	83
4.6.3	Perceived Supervisor Support towards Work-Life Balance (PSS WLB) Moderates the Negative Relationship between Pillars of Leadership and Turnover Intention	86
4.6.4	Perceived supervisor Support towards WLB (PSS) Moderates the Positive Relationship of Pillars of Leadership to Career Commitment.....	91
CHAPTER V CONCLUSIONS, IMPLICATIONS, AND LIMITATIONS.....		95
5.1	Conclusion	95
5.2	Research Implications.....	97
5.2.1	Theoretical Implications.....	97

5.2.2	Practical Implications.....	98
5.3	Research Limitations	100
5.4	Recommendations.....	101
5.4.1	Construction Company.....	101
5.4.2	Future Research Directions	101
REFERENCES.....		103
APPENDIX		115