

## TABLE OF CONTENTS

<b>AUTORIZATION PAGE</b> .....	<b>i</b>
<b>STATEMENT OF AUTHENTICITY</b> .....	<b>ii</b>
<b>PREFACE</b> .....	<b>iii</b>
<b>TABLE OF CONTENTS</b> .....	<b>v</b>
<b>LIST OF TABLES</b> .....	<b>viii</b>
<b>LIST OF FIGURES</b> .....	<b>ix</b>
<b>LIST OF APPENDIXES</b> .....	<b>x</b>
<b>ABSTRACT</b> .....	<b>xi</b>
<b>ABSTRAK</b> .....	<b>xii</b>
<b>CHAPTER I : INTRODUCTION</b> .....	<b>1</b>
1.1. Background .....	1
1.2. Problem Formulation .....	10
1.3. Research Questions .....	11
1.4. Contribution of the Research .....	12
1.5. Research Scope .....	13
1.6. Structure of the Thesis .....	13
<b>CHAPTER II : LITERATURE REVIEW</b> .....	<b>15</b>
2.1. Working Mother .....	15
2.2. Perceived Work-Life Balance .....	16
2.3. Turnover Intention .....	19
2.4. Hypothesis Development .....	21
2.4.1. The Influence of Perceived Work-Life Balance on Turnover Intention .....	21
2.4.2. The Difference of the Influence of Perceived Work-Life Balance on Turnover Intention between Working Mothers in Jakarta and Yogyakarta .....	23
2.5. Research Model .....	25
<b>CHAPTER III : RESEARCH METHOD</b> .....	<b>26</b>
3.1. Research Design .....	26
3.2. Operational Definition .....	26

a. Operational Definition of Perceived Work-Life Balance.....	26
b. Operational Definition of Turnover Intention.....	27
3.3. Research Instruments .....	27
a. Instrument for Perceived Work-Life Balance .....	27
b. Instrument for Turnover Intention .....	28
3.4. Population and Sample .....	28
3.4.1. Population .....	28
3.4.2. Sample.....	29
3.5. Data Collection Method .....	30
3.6. Instrument Tests .....	31
3.6.1. Validity .....	31
3.6.2. Reliability.....	31
3.7. Data Analysis Method .....	32
<b>CHAPTER IV : RESULT AND DISCUSSION .....</b>	<b>34</b>
4.1. Data Collection.....	34
4.2. Profile of Respondents .....	34
4.3. Result of Instrument Test .....	37
4.3.1. Result of Validity Test.....	37
4.3.2. Result of Reliability Test .....	38
4.4. Descriptive Statistics .....	39
4.5. Assumption Tests .....	40
4.6. Hypothesis Testing .....	43
4.6.1. Result of Hypothesis 1 .....	43
4.6.2. Result of Hypothesis 2 .....	43
4.7. Demographic Analysis .....	45
4.8. Discussion .....	46
4.8.1. Hypothesis 1 .....	47
4.8.2. Hypothesis 2.....	48
<b>CHAPTER V : CONCLUSION, LIMITATIONS AND</b>	
<b>RECOMMENDATIONS .....</b>	<b>52</b>
5.1. Conclusion.....	52

5.2. Limitations .....	53
5.3. Recommendations .....	53
<b>REFERENCES .....</b>	<b>58</b>
<b>APPENDIXES .....</b>	<b>63</b>

## LIST OF TABLES

Table 1.1 Indonesian Population, Male and Female Population and Labour Force Participation Rate .....	1
Table 1.2 Demographic Comparison of Jakarta and Yogyakarta .....	6
Table 4.1 Profile of Respondents .....	35
Table 4.2 Profile of the Dependents .....	36
Table 4.3 Pearson Product Moment Test for Perceived Work-life Balance .....	37
Table 4.4 Pearson Product Moment Test for Turnover Intention .....	38
Table 4.5 Result of Reliability Test .....	38
Table 4.6 Result of Descriptive Statistics .....	39
Table 4.7 Categories and Interval of the Variables .....	40
Table 4.8 Normality Test .....	41
Table 4.9 Simple Linear Regression Analysis for Perceived Work-life Balance to Turnover Intention .....	43
Table 4.10 Result of Independent Sample T-test of the Regression Ratio .....	44
Table 4.11 One-Way ANOVA Test of Personal Demographic Factors .....	45
Table 4.12 One-Way ANOVA Test of the Dependents Characteristic .....	46

## LIST OF FIGURES

Figure 2.1 Research Model .....	25
Figure 4.1 Scatterplots of the Data.....	42

## **LIST OF APPENDIXES**

Appendix I The Questionnaires .....	63
Appendix II Validity and Reliability SPSS Outputs .....	71
Appendix III Assumption Test.....	73
Appendix IV Hypothesis Testing .....	74
Appendix V Demographic Analysis .....	75
Appendix VI Descriptive Statistics.....	85