

TABLE OF CONTENTS

	Page
TITLE PAGE	i
AUTHORIZATION PAGE	ii
DECLARATION	iii
TABLE OF CONTENTS	iv
LIST OF TABLES	viii
LIST OF FIGURES	ix
LIST OF APPENDICES	x
ACKNOWLEDGEMENT	xii
ABSTRACT	xiii
ABSTRAKSI	xiv
CHAPTER I. INTRODUCTION	
A. Background	1
B. Problem Formulation	6
C. Research Objectives	7
D. Contribution of Research	7
E. The Writing Scheme	8
CHAPTER II. LITERATURE REVIEW	
A. Employee's Trust	9
1. Definition of employee's trust	9

2. Trust formation theories	11
3. Factors that influence employee's perception of managerial trustworthy	12
4. The benefits of trust	15
5. Commitment oriented work system and employee's trust.....	17
B. Employee's Perceived Job Security	19
1. Definition of employee's perceived job security	19
2. The antecedents and consequences of job security	20
3. Commitment oriented work system and employee's perceived job security	23
C. Commitment Oriented Work System.....	24
1. Work system approaches.....	24
2. Commitment oriented work system's approach.....	25
3. Characteristics of commitment oriented work system	27
4. Assumption of motivation theory in commitment oriented work system.....	30
5. Human resources management aspects in implementation of commitment oriented work system	31
D. Conceptual Framework of Relationship between Independent Variable and Dependent Variable.....	47
E. Hypothesis.....	48
 CHAPTER III. RESEARCH METHODOLOGY	
A. Method of Data Collection.....	50
B. Purpose of The Study	50

C. Data Collection	51
D. Population	51
E. Sample	52
F. Instrument	52
1. Commitment oriented work system (independent variable)	52
2. Employee's trust (dependent variable I)	54
3. Employee's perceived job security (dependent variable II).....	54
G. Data Analysis Method.....	55
1. Test of validity	55
2. Test of reliability	56
3. Descriptive statistics analysis.....	56
4. Single linier regression.....	56
5. Coefficient of correlation (R).....	58
6. Coefficient of determination (R^2).....	58
 CHAPTER IV. ANALYSIS AND DISCUSSION	
A. Company Profile	59
1. History.....	59
2. Vision and Mission	61
3. Company's philosophy	62
4. Organization structure.....	62
B. The Analysis of the Data.....	64
1. Respondent characteristics	64

2. Validity test	66
3. Reliability test	66
4. Descriptive statistics analysis.....	68
5. The effect of commitment oriented work system on employee's trust.....	70
6. The effect of commitment oriented work system on employee's perceived job security	71
C. Discussion of Findings.....	73
CHAPTER V. CONCLUSION	
A. Conclusion	87
B. Recommendation	88
C. Limitation of Research.....	89
BIBLIOGRAPHY	90
APPENDICES	