

DAFTAR ISI

| | |
|--|------|
| HALAMAN JUDUL | i |
| HALAMAN PERSETUJUAN | ii |
| HALAMAN PENGESAHAN..... | iii |
| PERNYATAAN KEASLIAN SKRIPSI | iv |
| PERNYATAAN PERSETUJUAN PUBLIKASI KARYA ILMIAH FAKULTAS | v |
| PERNYATAAN PERSETUJUAN PUBLIKASI KARYA ILMIAH UNIVERSITAS | vi |
| MOTTO DAN PERSEMBAHAN..... | vii |
| ABSTRAK..... | viii |
| ABSTRACT..... | ix |
| INTISARI..... | x |
| KATA PENGANTAR..... | xii |
| DAFTAR ISI | iv |
| DAFTAR TABEL | vi |
| DAFTAR GAMBAR..... | viii |
| DAFTAR LAMPIRAN | ix |
| BAB I..... | 10 |
| PENDAHULUAN..... | 10 |
| 1.1 Latar Belakang | 10 |
| 1.2 Rumusan Masalah | 17 |
| 1.3 Tujuan Penelitian..... | 17 |
| 1.4 Manfaat Penelitian..... | 18 |
| 1.4.1 Manfaat Teoritis..... | 18 |
| 1.4.2 Manfaat Praktis | 18 |
| BAB II | 20 |
| KAJIAN PUSTAKA | 20 |

| | | |
|--|---|-----------|
| 2.1 | Landasan Teori | 20 |
| 1.1.1 | <i>Digital Mediated Communication</i> | 20 |
| 1.1.2 | <i>Spiritual Work Values</i> | 21 |
| 1.1.3 | <i>Job Engagement</i> | 23 |
| 1.1.4 | <i>Career Satisfaction</i> | 24 |
| 2.2 | Pengembangan Hipotesis | 25 |
| 2.2.1 | <i>Digital Mediated Communication dan Job Engagement</i> | 25 |
| 2.2.2 | <i>Spiritual Work Values dan Job Engagement</i> | 26 |
| 2.2.3 | <i>Job Engagement dan Career Satisfaction</i> | 28 |
| 2.2.4 | <i>Digital Mediated Communication dan Career Satisfaction</i> | 29 |
| 2.2.5 | <i>Spiritual Work Values dan Career Satisfaction</i> | 30 |
| 2.3 | Model Empirik | 31 |
| 2.4 | Hipotesis Penelitian | 32 |
| BAB III | | 33 |
| METODE PENELITIAN | | 33 |
| 3.1 | Jenis Penelitian | 33 |
| 3.2 | Populasi dan Sampel | 34 |
| 3.3 | Sumber dan Jenis Data | 36 |
| 3.4 | Metode Pengumpulan Data | 36 |
| 3.5 | Definisi Operasional Variabel dan Indikator | 38 |
| 3.6 | Teknik Analisis Data | 40 |
| 3.6.1 | Partial Least Square | 40 |
| 3.6.2 | Pengujian Model Pengukuran (Outer Model) | 42 |
| 3.6.3 | Pengujian Model Struktural (Inner Model) | 44 |
| BAB IV | | 48 |
| HASIL PENELITIAN DAN PEMBAHASAN | | 48 |
| 4.1 | Gambaran Umum Responden | 48 |
| 4.2 | Analisis Deskriptif Variabel | 51 |
| 4.2.1 | <i>Digital Mediated Communication</i> | 52 |
| 4.2.2 | <i>Spiritual Work Values</i> | 53 |

| | | |
|-----------------------------|---|-----------|
| 4.2.3 | <i>Job Engagement</i> | 55 |
| 4.2.4 | <i>Career Satisfaction</i> | 57 |
| 4.3 | Analisis Data | 58 |
| 4.3.1 | Analisis Model Pengukuran (<i>Outer Model</i>) | 59 |
| 4.3.2 | Analisis Model Struktural (<i>Inner Model</i>) | 63 |
| 4.4 | Pembahasan Hasil Penelitian | 73 |
| 4.4.1 | Pengaruh <i>Digital Mediated Communication</i> Terhadap <i>Job Engagement</i> . | 73 |
| 4.4.2 | Pengaruh <i>Spiritual Work Values</i> Terhadap <i>Job Engagement</i> | 74 |
| 4.4.3 | Pengaruh <i>Job Engagement</i> Terhadap <i>Career Satisfaction</i> | 76 |
| 4.4.4 | Pengaruh <i>Digital Mediated Communication</i> Terhadap <i>Career Satisfaction</i> 78 | |
| 4.4.5 | Pengaruh <i>Spiritual Work Values</i> Terhadap <i>Career Satisfaction</i> | 79 |
| BAB V | | 82 |
| PENUTUP | | 82 |
| 5.1 | Simpulan | 82 |
| 1.2 | Implikasi Manajerial | 85 |
| 1.3 | Implikasi Teori | 87 |
| 1.4 | Keterbatasan Penelitian dan Agenda Penelitian Mendatang | 89 |
| DAFTAR PUSTAKA | | 90 |
| LAMPIRAN | | 94 |

DAFTAR TABEL

| | |
|---|----|
| Tabel 4.1 Hasil Pengumpulan Data Primer | 48 |
| Tabel 4.2 Demografi Responden | 49 |
| Tabel 4.3 <i>Digital Mediated Communication</i> | 52 |

| | |
|--|----|
| Tabel 4.4 <i>Spiritual Work Values</i> | 54 |
| Tabel 4.5 <i>Job Engagement</i> | 56 |
| Tabel 4.6 <i>Career Satisfaction</i> | 57 |
| Tabel 4.7 <i>Measurement Evaluation Model</i> | 61 |
| Tabel 4.8 <i>Fornell-Larcker Criterion</i> | 62 |
| Tabel 4.9 <i>Coefficient of Determination</i> | 63 |
| Tabel 4.10 <i>Effect Size</i> | 64 |
| Tabel 4.11 <i>Q-square</i> | 66 |
| Tabel 4.12 <i>Path Coefficient</i> | 69 |
| Tabel 4.13 <i>Indirect Effect</i> | 70 |
| Tabel 4.14 <i>Kesimpulan Hasil Uji Hipotesis</i> | 70 |



DAFTAR GAMBAR

| | |
|--|----|
| Gambar 2.1 Model Empirik..... | 31 |
| Gambar 4.1 <i>Outer Model</i> | 59 |
| Gambar 4.2 Evaluasi Model..... | 62 |
| Gambar 4.3 <i>Predictive Relevance</i> | 66 |
| Gambar 4.4 Pengujian Model Struktural | 67 |



DAFTAR LAMPIRAN

| | |
|---|-----|
| LAMPIRAN 1. Kuesioner Penelitian | 94 |
| LAMPIRAN 2. Tabulasi Data..... | 98 |
| LAMPIRAN 3. Hasil Output Smart PLS 3.3..... | 103 |
| LAMPIRAN 4. Diagram Output Smart PLS 3.3..... | 108 |

