

TABLE OF CONTENTS

PREFACE	iv
ABSTRAK.....	vi
ABSTRACT	vii
TABLE OF CONTENTS	viii
LIST OF FIGURES.....	xii
LIST OF TABLES	xiii
CHAPTER I INTRODUCTION	1
1.1 Object Overview	1
1.2 Research Background	2
1.3 Problem Formulation	9
1.4 Research Objective	10
1.5 Research Benefit.....	11
1.5.1 Theoretical Benefits	11
1.5.2 Practical Benefits	12
1.6 Systematics of Final Project Writing	12
CHAPTER II LITERATURE REVIEW	14
2.1 Previous Theory and Research	14
2.1.1 Human Resource Management.....	14
2.1.2 Organizational Behavior	15
2.1.3 Work-Life Balance.....	15
2.1.4 Organizational Support	20
2.1.5 Job Burnout.....	23
2.1.6 Employee Performance.....	27
2.1.7 Previous Research.....	31

2.2	The Relationship of Each Variable	39
2.2.1	Effect of Work-Life Balance to the Organizational Support	39
2.2.2	The Impact of Work-Life Balance to Job Burnout	39
2.2.3	The Impact of Organizational Support on Employee Performance	40
2.2.4	The Impact of Job Burnout on Employee Performance	40
2.2.5	The Mediating Role of Organizational Support between Work- Life Balance and Employee Performance	40
2.2.6	The Mediating Role of Job Burnout between Work-Life Balance and Employee Performance	41
2.2.7	Effect of Work-Life Balance on Employee Performance	41
2.3	Framework.....	42
2.4	Hypothesis	43
CHAPTER III RESEARCH METHODOLOGY		44
3.1	Type of Methodology	44
3.2	Operationalization of variable	45
3.2.1	Independent variable.....	45
3.2.2	Dependent variable	46
3.2.3	Intervening Variable.....	46
3.3	Research Stage.....	49
3.4	Population and Sample	50
3.4.1	Population	50
3.4.2	Sample	50
3.5	Collecting Data and Analysis of Data	51
3.6	Data Analysis.....	51
3.6.1	Descriptive Statistic	51

3.7	Statistical Data Analytic Technique.....	52
3.7.1	Structural Equation Modelling (SEM) Analysis.....	52
3.7.2	Partial Least Square Structural Equation Modelling (PLS-SEM) Analysis	53
3.7.3	Measurement Model (Outer Model).....	54
3.7.4	Structural Model (Inner Model).....	55
3.8	Hypothesis Testing.....	56
CHAPTER IV RESULT AND DISCUSSION.....		57
4.1	Respondent Characteristic	57
4.1.1	Respondent Characteristic based on Gender	57
4.1.2	Respondent Characteristic based on Age.....	58
4.1.3	Respondent Characteristic based on Last Education	59
4.1.4	Respondent Characteristic based on Domicile	60
4.2	Research Result	60
4.2.1	Descriptive Statistic Analysis	61
4.2.2	Evaluation Analysis of Measurement Model (Outer Model)	67
4.2.3	Evaluation Analysis of Structural Model (Inner Model)	73
4.3	Discussion of Research Result	77
4.3.1	Analysis of Respondent Characteristics	77
4.3.2	Analysis of Work-Life Balance Among Z Generation in Bandung	78
4.3.3	Analysis of Perceive Organizational Support Among Z Generation in Bandung	79
4.3.4	Analysis of Job Burnout Among Z Generation in Bandung.....	79
4.3.5	Analysis of Employee Performance Among Z Generation in Bandung.....	80

4.3.6	Work–Life Balance Contributes to Increase Levels of Perceive Organizational Support	81
4.3.7	Work–Life Balance Contributes to Decrease Job Burnout	82
4.3.8	Organizational Support Impact the Employee Performance	83
4.3.9	Job Burnout Impact the Employee Performance	84
4.3.10	Organizational Support Mediate the Relationship Between Work– Life Balance and Employee Performance	85
4.3.11	Job Burnout Mediate the Relationship Between Work-Life Balance and Employee Performance	86
4.3.12	Work-Life Balance Impact the Employee Performance	87
CHAPTER V CONCLUSION AND RECOMMENDATION.....		89
5.1	Conclusion	89
5.2	Recommendation	91
5.2.1	Theoretical Aspects.....	91
5.2.2	Practical Aspects	92
REFERENCE		94
APPENDIX		108
RESEARCH QUESTIONNAIRE.....		108