

TABLE OF CONTENTS

| | Page |
|--|-------|
| COVER..... | I |
| PERNYATAAN BEBAS DARI PLAGIAT | II |
| PERTANGGUNGJAWABAN SKRIPSI | III |
| PREFACE | IV |
| ABSTRAK..... | VI |
| ABSTRACT..... | VII |
| RINGKASAN SKRIPSI | VIII |
| THESIS SUMMARY | XIV |
| TABLE OF CONTENTS..... | XIX |
| LIST OF TABLES | XXI |
| TABLE OF FIGURES..... | XXII |
| TABLE OF APPENDIX..... | XXIII |
| CHAPTER 1 INTRODUCTION | 1 |
| 1.1 Research Background | 1 |
| 1.2 Formulation Problem | 11 |
| 1.2.1 Problem Statement | 11 |
| 1.2.2 Research Questions | 12 |
| 1.3 Research Objective | 12 |
| 1.4 Research Contribution..... | 13 |
| 1.4.1 Theoretical Contribution | 13 |
| 1.4.2 Practical Contribution | 13 |
| 1.5 Contextual Overview of Research..... | 13 |
| CHAPTER II LITERATURE REVIEW..... | 15 |
| 2.1 Theoretical Basis..... | 15 |
| 2.1.1 Mental Health..... | 16 |
| 2.1.2 Depression..... | 20 |
| 2.1.3 Stress | 24 |
| 2.1.4 Bottom-Line Mentality | 29 |
| 2.1.5 Social Support..... | 39 |
| 2.1.6 Turnover Intention | 44 |
| 2.2 Empirical Study | 47 |
| 2.3 Conceptual Framework and Research Hypotheses | 49 |
| 2.3.1 Conceptual Framework..... | 49 |
| 2.3.2 Research Hypotheses | 53 |
| CHAPTER III RESEARCH METHODS | 54 |
| 3.1 Research Type..... | 54 |
| 3.2 Place and Time of The Research..... | 55 |

| | | |
|---|--|-----|
| 3.3 | Data Sources | 55 |
| 3.4 | Population and Sample..... | 56 |
| 3.4.1. | Population | 56 |
| 3.4.2. | Sample..... | 56 |
| 3.5 | Research Variables..... | 57 |
| 3.5.1. | Identification of Research Variables..... | 57 |
| 3.5.2. | Operational Definition of Research Variables | 58 |
| 3.5.3. | Variable Measurement | 61 |
| 3.6 | Data Analysis Methods..... | 62 |
| 3.6.1 | Measurement (Outer) Model..... | 63 |
| 3.6.2 | Structural (Inner) Model | 65 |
| CHAPTER IV RESULT AND DISCUSSION | | 68 |
| 4. 1 | Research Result..... | 68 |
| 4. 1. 1 | Characteristics of Respondent..... | 68 |
| 4. 2 | Descriptive Analysis | 72 |
| 4. 2. 1 | Respondents' Responses to Supervisor Bottom-Line Mentality ... | 72 |
| 4. 2. 2 | Respondents' Responses to Social Support | 73 |
| 4. 2. 3 | Respondents' Responses to Mental Health..... | 75 |
| 4. 2. 4 | Respondents' Responses to Turnover Intention | 76 |
| 4. 3 | Structural Equation Modelling (SEM) Analysis..... | 77 |
| 4. 3. 1 | Measurement (Outer) Model..... | 77 |
| 4. 3. 2 | Structural (Inner) Model | 80 |
| 4. 4 | Discussion..... | 89 |
| 4. 4. 1 | Relationship between Supervisor Bottom-Line Mentality (X1) and Mental Health (Y1)..... | 89 |
| 4. 4. 2 | Relationship between Social Support (X2) and Mental Health (Y1)..... | 92 |
| 4. 4. 3 | Relationship between Supervisor Bottom-Line Mentality (X1) and Turnover Intention (Y2)..... | 93 |
| 4. 4. 4 | Relationship between Social Support (X2) and Turnover Intention (Y2)..... | 95 |
| 4. 4. 5 | Relationship between Mental Health (Y1) and Turnover Intention (Y2)..... | 97 |
| 4. 4. 6 | Mental Health Mediates the Relationship Between Supervisor Bottom-Line Mentality and Turnover Intention | 99 |
| 4. 4. 7 | Mental Health Mediates the Relationship Between Social Support and Turnover Intention | 100 |
| CHAPTER V CONCLUSION AND SUGGESTION | | 102 |
| 5.1 | Conclusion | 102 |
| 5.2 | Suggestion..... | 104 |
| BIBLIOGRAPHY | | 105 |
| APPENDIX..... | | 108 |