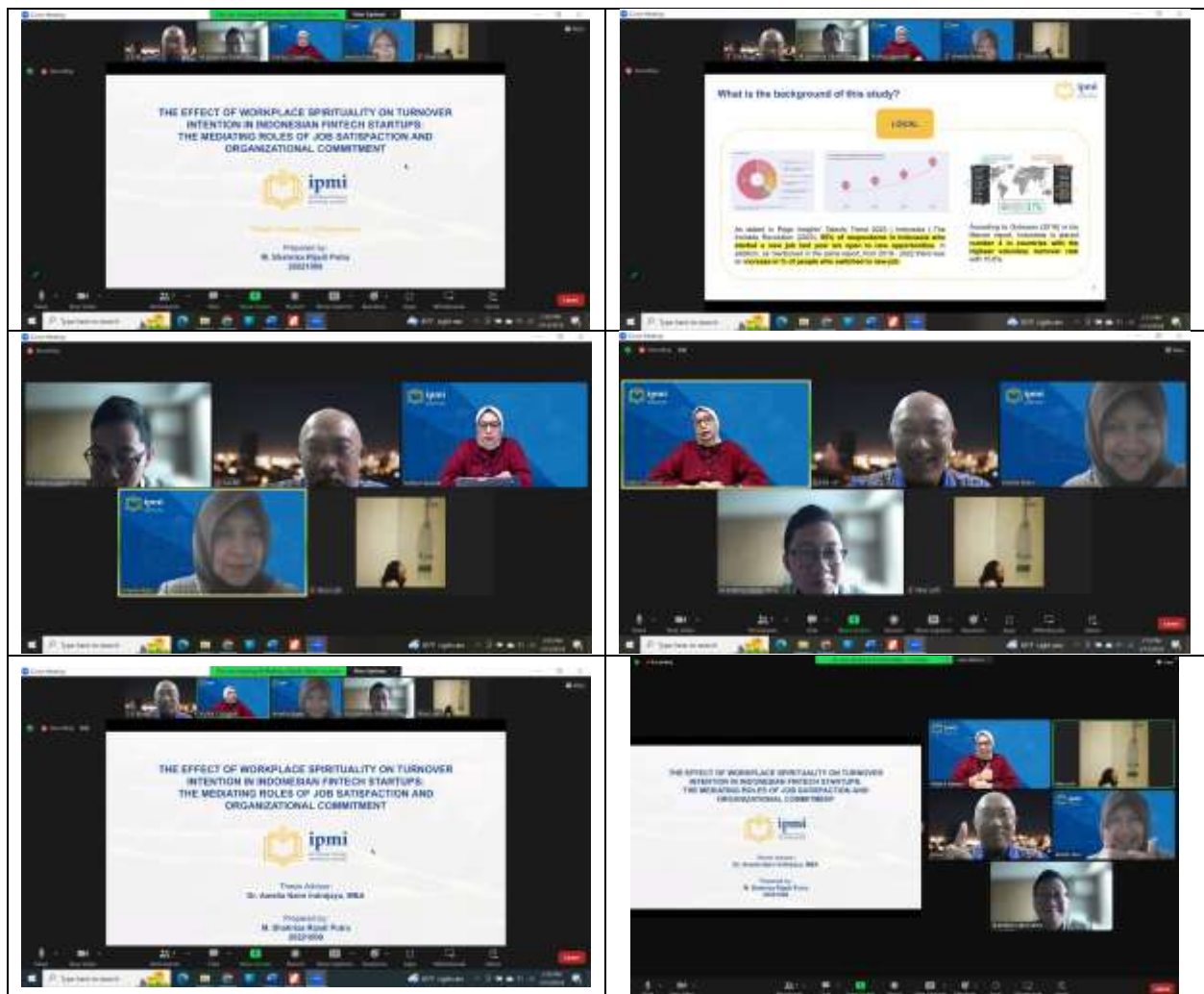




Dr. Samuel PD Anantadjaya
+62-859-21-938-800

| | | |
|-------------------|---|---|
| Event | : | Proposal Thesis Defense |
| Date | : | Thursday, March 14, 2024 |
| Student | : | M. Shahriza Rijadi Putra |
| Title | : | The Effect of Workplace Spirituality on Turnover Intention in Indonesian Fintech Startups: The Mediating Roles of Job Satisfaction and Organizational Commitment |
| Thesis Advisor(s) | : | Dr. Amelia Naim Indrajati |
| Examiners | : | Yulita F Susanti, PhD & Dr. Samuel PD Anantadjaya |



Comments;

1. You have the result of Turn It In = 24%, but it is clearly you have to **make it your own words** now, particularly in chapter 2 about your theoretical references



Dr. Samuel PD Anantadjaya
+62-859-21-938-800



2. In your bibliography, you have to accompany **old sources** to just keep the research is up to date
 - a. Ajzen in 1991; Meyer, Allen and Smith in 1993; Phillips in 1996 = to be accompanied by **other newer sources**
 - b. You have kept the insertion like web (use Mendeley). This is to be replaced them with **the actual sources**

<https://www.facilitiesnet.com/commercialofficefacilities/article/Tech-Trends-Office-Needs-Evolving-for-Tech-Firms--19319>

<https://fintechnews.sg/45513/indonesia/indonesia-fintech-report-and-map-2020/>

3. This becomes the focus on your research, but it is actually interesting what to study and used the available variables. **How did you have such variables?**
4. Do you think that there is a difference between “**work-life balance**” and “**workplace spirituality**” to direct you to the same exact equation of organizational commitment, job satisfaction and turnover?
 - a. Have you read this articles by comparing the 2 variables - https://r.search.yahoo.com/_ylt=AwrjW62Gn_JIU3EAM3lXNy0A;_ylu=Y29sbwNncTEEcG9zAzEEdnRpZAMEc2VjA3Ny/RV=2/RE=1711608967/RO=10/RU=http%3a%2f%2fwww.researchgate.net%2fpublication%2f344975048_Workplace_Spirituality_vs_Work_Life_Balance_A_Philosophical_Approach/RK=2/RS=P1h6jgW2u4mIdj.vmxxaGU3HMXM-
5. The **Research Questions** with “**how does...**”, in your opinion what are your answers? The answer must be “yes, it does” or “no, it doesn’t”. Those do not address the questions.
 - a. Just look at your hypotheses, say H₁ is stated that “*higher degree of workplace spirituality **influences** higher degree of organizational commitment*”
 - b. The questions should have been “**how strong does the influence of workplace spirituality to organizational commitment**”



Dr. Samuel PD Anantadjaya
+62-859-21-938-800

6. It says that “*the fintech startups*” and “*the relationship between workplace spirituality and turnover intention with organizational commitment and job satisfaction as mediating variables*” may NOT have too many articles because this is fintech startups
- a. The intended survey is just one industry (fintech startups), but you indicating to use PLS-SEM
 - i. It seems that you have to acknowledge “**randomness**” due to the non-probability purposive sampling used. This is to say that specific types of people with the **desired information**. Of course, everybody will have their own opinion. What does this mean?

*Page 32: This research will use non-probability purposive sampling, in which the sampling here is confined to **specific types of people who can provide the desired information**, either because they are the only ones who have it, or they conform to some criteria set by the researcher (Bougie & Sekaran, 2019).*

- ii. It has to select 24 companies, as of January 24, 2024, with a total employee of more than 4,500 people. Is it all of them for top to bottom regardless of the **level, status** or **work experience** of the organizations, or perhaps, it is **age, gender, education, salary, training, cost of living, transportation, geography location**, or others?
- iii. Why did not you use the beginning of the questionnaire (age, gender, education level, years of work experience, marital status, job title)? Is it better to keep these segregations rather than keeping all of 124 respondents altogether? Is it better to keep the **clustering** and/or **stratified** to respond to the research questions ask?