

**FINAL PAPER**

**ANALYSIS ON THE INFLUENCE OF SCHEDULE  
FLEXIBILITY, ORIENTATION & TRAINING,  
EMPOWERMENT, SOCIAL INTERACTION, REFLECTION,  
REWARD & RECOGNITION ON THE INTENTION TO  
REMAIN THROUGH VOLUNTEER SATISFACTION AT  
INTERNATIONAL CHRISTIAN ASSEMBLY YOUTH IN  
SURABAYA**

Submitted as a final requirement to obtain the degree of *Sarjana Manajemen Strata Satu*

**By:**

**NAME : Victor Abraham**

**NPM : 02011170001**



**MANAGEMENT STUDY PROGRAM  
FACULTY OF ECONOMICS AND BUSINESS  
UNIVERSITY OF PELITA HARAPAN  
SURABAYA  
2020**



**PELITA HARAPAN UNIVERSITY**  
**FACULTY OF ECONOMICS AND BUSINESS**

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**IDENTITY EXAMINER TEAM**

Title : **ANALYSIS ON THE INFLUENCE OF SCHEDULE FLEXIBILITY, ORIENTATION & TRAINING, EMPOWERMENT, SOCIAL INTERACTION, REFLECTION, REWARD & RECOGNITION ON THE INTENTION TO REMAIN THROUGH VOLUNTEER SATISFACTION AT INTERNATIONAL CHRISTIAN ASSEMBLY YOUTH IN SURABAYA**

Name : Victor Abraham

NPM : 02011170001

Major : Management

Specialization : Entrepreneur

**ADVISOR TEAM**

Advisor 1 : Dr. Ronald S.T., M.M, CSMA, CDM, PMA

Advisor 2 : Dr. Amelia S.E., RFP-I., M.M., CSMA

**EXAMINER TEAM**

Head of Examiner : Dr. Ronald S.T., M.M, CSMA, CDM, PMA

Secretary : Dr. Yanuar Dananjaya, B. Sc., M.M

Member : Dr. Oliandes Sondakh, SE, MM



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**AUTHENTICITY STATEMENT OF FINAL PROJECT**

I am a student of the Management Department, Faculty of Economics and  
Business, Pelita Harapan University, Surabaya Campus,

Nama Mahasiswa : Victor Abraham  
Nomor Pokok Mahasiswa : 02011170001  
Jurusan : Manajemen

Hereby declare that the final project work that I created with the title **“ANALYSIS ON THE INFLUENCE OF SCHEDULE FLEXIBILITY, ORIENTATION & TRAINING, EMPOWERMENT, SOCIAL INTERACTION, REFLECTION, REWARD & RECOGNITION ON THE INTENTION TO REMAIN THROUGH VOLUNTEER SATISFACTION AT INTERNATIONAL CHRISTIAN ASSEMBLY YOUTH IN SURABAYA”** is:

- 1) Made and completed by yourself, using the results of lectures, field reviews and reference books and journals listed in the references in my final project work.
- 2) It is not a duplication of written work that has been published or that has been used to obtain a bachelor's degree at another university, unless the parts of the source of the information are stated by means of proper reference.
- 3) Not a translation work from a collection of books or reference journals listed in the reference to my final project. If it is proven that I do not fulfil what has been stated above, then this final project work is cancelled.

Surabaya, 10 September 2020

Statement made by

(Victor Abraham)



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**AGREEMENT OF MENTORING GUIDANCE FOR FINAL PAPER**

**ANALYSIS ON THE INFLUENCE OF SCHEDULE FLEXIBILITY,  
ORIENTATION & TRAINING, EMPOWERMENT, SOCIAL  
INTERACTION, REFLECTION, REWARD & RECOGNITION ON THE  
INTENTION TO REMAIN THROUGH VOLUNTEER SATISFACTION  
AT INTERNATIONAL CHRISTIAN ASSEMBLY YOUTH IN SURABAYA**

By:

**Student Name : Victor Abraham**

**NPM : 0201170001**

**Department : Management**

Has been examined and approved for submission and defended in a comprehensive presentation in order to obtain the degree of Sarjana Ekonomi Strata Satu in Fakultas Ekonomi, Universitas Pelita Harapan Surabaya.

**Surabaya, 16<sup>th</sup> April 2020**

**Approval:**

**Advisor 1**

**(Dr. Ronald S.T., M.M, CSMA, CDM,  
PMA)**

**Co-Advisor**

**(Dr. Amelia S.E., RFP-I., M.M., CSMA)**

**Head of Management Study Program**

**(Dr. Amelia S.E., RFP-I., M.M., CSMA)**

**Associate Dean**

**(Dr. Ronald S.T., M.M, CSMA  
CDM, PMA)**



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**FINAL PROJECT EXAMINATION TEAM APPROVAL SHEET**

On (day and date of trial) a comprehensive examination was held to fulfil some of the academic requirements in order to achieve a Bachelor's Degree in Management Faculty of Economics and Business University of Pelita Harapan Surabaya Campus on behalf of:




**Name: Victor Abraham**

**NPM: 02011170001**

**Major: Management**

**Faculty: Economics**

including the final project with the title of **“ANALYSIS ON THE INFLUENCE OF SCHEDULE FLEXIBILITY, ORIENTATION & TRAINING, EMPOWERMENT, SOCIAL INTERACTION, REFLECTION, REWARD & RECOGNITION ON THE INTENTION TO REMAIN THROUGH VOLUNTEER SATISFACTION AT INTERNATIONAL CHRISTIAN ASSEMBLY YOUTH IN SURABAYA”** by a team of examiners consisting of:

<b>Examiner</b>	<b>Status</b>	<b>Signature</b>
Dr. Ronald S.T., M.M, CSMA, CDM, PMA	As the head Advisor	(  )
Dr. Yanuar Dananjaya, B. Sc., M.M	Examiner	(  )
Dr. Oliandes Sondakh, SE, MM	Examiner	(  )

**Surabaya – 21<sup>st</sup> September 2020**