CHAPTER 5
CONCLUSION AND SUGGESTION

5.1. Conclusion

The author had form the conclusion that the new hires were motivated to work harder because of their motivations which are reward, promotion, work condition, coworker support, and supervisor support were fulfilled by Company X. The employees are satisfied once their major motivator was fullfilled by the company where they work. From the result of this research, it is proven that four out of five informants are satisfied with their job as in Company X and all of them are moivated to work better because their main motivation to work which are promotion, reward, and coworker support are fullfilled. Many of them said that in general Company X has give their best in keeping their employees satisfied. Even more, they felt that the company has put so many effort for them, therefore they are felt obligated and motivated to work their best for the company.Therefore, it is proven that job satisfaction has role to affect the employees work motivation.

5.2. Suggestion
5.2.1. Academic Suggestion

For the future researcher who wants to do a similar research they can use this research as references in determining and analysing the role of job satisfaction on work motivation in other company or institution. And for the next researcher, they can try to breakdowneach determinants in job satisfaction in more detail, so they can have a better look and description in how the role of job satisfaction toward work motivation.

5.2.2. Practical Suggestion

From the interview with the informants in Company X,the author assumes that in general Company X has a good practice in managing their emloyees satisfaction and motivation. There are some factors that make the employees are satisfied to work in Company X.

The first one is reward, all of the inforants are assume that reward system in Company X is very promising. Some of them has mention that Company X has implement performance based reward which makes them more motivated to achieve a bigger incentives and bonus that were offered by the company. Other than that, Company X also giving many oportunity for the employees to contribute their ideas and they will give an extra reward for those who has the best initiative. Sometimes they also held an internal competition, so the employees that win the competition can achievemore reward from the company.

The scond one is coworker support, even though Company X has a very competitive work environment, the employees are still open in making relation with the new hires and willing to help each other during their job. According to the informant this situation has made their job more enjoyable. However they are agree that due to the limited mobility of their job situation it is quite hard for them to make new friends and blend with their team mates, as each of them are given individual responsibility everyday. Therefore the company should consider in making more activities that can enhance the employees bound closer and faster, especially for new hires who are still new and might find it difficult to suits themselves into the company.

The last one is promotion, based on the informants story collected by the author. Company X has implement a fair promotion system whereby all of their employees can have the same opportunity to either transfer to

another departments regardless of their age, gender, and current position. Therefore, the new hires are motivated to contribute their best for the company in order to achieve their desired position. However in Company X there is no exact qualification for employees that want to take the opportunity to transfer or to get prmoted and it is better for Company X to begin give a clear explanation to their employees on how they can be promoted.

Beside the good implementation, Company X still have some drawbacks that needs to be improved. This is based on few informants that are not satisfied with their job in Company X. One of the biggest complaint by the informant is the job scope in Disbursement Non Operations that are too tense and monoton. This sitation has cause the new hires felt bored with their job and stressed due to the unpredictable work load. To overcome the problem, one of the informant suggest that the company should add more workers into their team, because currently there are many people left the team and being transfered ito other sections. The other suggestion is that Company X can make a program or event periodically that can help the employees to release their stress and fatigue so they can work more effectively. This is to avoid the employees from getting bored and getting over stresed within their work hour.

One more important thing to be considered by the company is that it is important for the company to keep the satisfaction level of their employees high. By doing so company also can contribute to enhancing the employees motivation to work harder. For the future, it is better if the company set a certain level of job satisfaction that should be maintained and develop program or system to evaluate the employees job satisfaction and motivation periodically, so in the future the company can use the historical

data of the employee's satisfaction as a reference in making improvement for their current practice.

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