

CHAPTER 5

CONCLUSION AND SUGGESTION

5.1. Conclusion

Based on the results of research and discussion are used in accordance with the purpose of the hypothesis, some conclusions can be concluded such as follows

1. Employee Competency has a significant positive influence on job performance. Therefore, the first hypothesis which states that employee competency has an effect on job performance is supported.
2. Employee Competency has a significant positive influence on organizational commitment. Therefore, the second hypothesis which states that the employee competency has effect on organizational commitment is supported.
3. Organizational commitment has a significant positive influence on job performance. Therefore, the third hypothesis which states that the organizational commitment has effect on job performance is supported.
4. Employee Competency has a significant negative influence on job performance with mediation of organizational commitment. Therefore, the fourth hypothesis which states that employee competency has an effect on job performance with mediation of organizational commitment is unsupported.

5.2. Suggestion

Based on the conclusion, it can be given a number of recommendations in the form of suggestions that can be taken into considerations as follows:

5.2.1. Academic Suggestion

1. The researcher suggest for the next research should be deeper analyse, because in the future the problem will become more complex and more complicated.
2. For the next research the researcher suggest to use SEM, in order to get precision result.

5.2.2. Practical Suggestion

Proposed suggestions related to the research conclusions are as follows:

1. For HRD PT.Ayari Persada, the employee who have ability and show their performance so good have to be consider when make new regulation in order to make the employee loyal.
2. In the commitment variable, the lowest average score is statement “Occasionally, I feel disagree with this company policy about crucial things that concern their workers” I suggest the company to have convensation with the employees before make new policy so that when company set their new policy, the employees will understand the reason of that policy. This will help to prevent disloyalty action from the employee.
3. In the competency variable, the lowest average score is statement “This job offers me a chance to test and

challenge myself” due to the high competencies of the employee so they need challenge in their work, because if not they will get bored and shortly after that they will leave the company. Maybe company should let their worker to show their capability by giving facilities such as course program, seminar, and many else for they who want to develop their potential.

4. In the job performance variable, the lowest average score is statement “I involve in a lot of activity that will influence the job performance evaluation” this show that the employees feel a little disappointed because their effort is not evaluate in the right way. So the company should share their indicator in evaluating their employees, by doing this employees will feel fair and they will do exactly what indicator ask for. This will increase employee commitment and their performance.
5. For Employee PT.Ayari Persada, better to speak up your opinion compare to just keep it, because sometimes your opinion can be useful for the company.
6. Consumer PT.Ayari Persada, this proposal shows that PT.Ayari Persada is a good company and still want to grow up, they open for any opinions, suggestion and critics. Not all company able to do it. So feel free to say what you think to this company as long as not out of the topic.

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