

CHAPTER 5

CONCLUSION, LIMITATION, AND SUGGESTION

5.1 Conclusion

In this research study, the aim is to analyze the effect of work motivation on employee job satisfaction and also job satisfaction on employee performance. This study has 2 hypotheses. After the analysis in chapter 4, the conclusions are:

1. The work motivation variable is proven to have a significant positive impact on the employee job satisfaction variable. This indicates that employees who work in the company are entirely satisfied with the work they do in accordance with the divisions placed in the company because they are motivated by appropriate work or with the income they get, therefore hypothesis 1 is supported.
2. Job satisfaction variable is proven to have a significant positive impact on employee performance. This indicates that employees are satisfied in doing their jobs in each division in the company so that the performance of the employees produced is good in the company, therefore hypothesis 2 is supported.

5.2 Limitation

Limitations in this study are:

1. The research model was limited because it was only tested on a sample of employees in one company
2. The research model only identifies the role of two independent variables, namely the first hypothesis is a work motivation variable and the second hypothesis is a job satisfaction variable

5.3 Suggestion

After doing the research, suggestions that can and can be given are as follows:

A) Academic suggestions

After the research studies that have been conducted and described, there are many academic suggestions that can assist further academic research:

1. The research model can be further developed so that more variables can be used in researching human resources within the company and tested by more than one company.
2. Using a research model that allows adding many influential variables in human resources so that it will produce more perfect research.

B) Practical suggestions

Following the responses to the questionnaire, there are practical suggestions that can help company management:

1. Based on the lowest mean value in the motivation variable with a value of 3.82 on the indicator statement "This type of work helps me fulfill my lifestyle." (m1), it is important for the company to pay more attention to the work and personal problems of employees who work in the company. This step can further increase the work motivation felt by employees because employees feel more motivated so that their performance will be better.
2. Based on the mean value of job satisfaction, the indicator value of "I am overall satisfied with my job." (js1) and "I generally enjoy working here." (js3) has the same mean value and the lowest in the job satisfaction variable, which is 4.63, which means that the two indicators indicate that employees are satisfied with the work they do in the company and employees feel happy working in the company, so the suggestion for the company is to keep this indicator and if you can increase the value of these two indicators.

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