

CHAPTER 5

CONCLUSION AND SUGGESTION

5.1. Conclusion

Based on the results of research and the discussion about the impact of effective communication and work environment on employees' job performance at PT Duta Pangan Nusantara office staff, some conclusions can be taken as follows:

1. Effective communication variable has a positive impact on employees' job performance at PT Duta Pangan Nusantara. The higher the level of effective communication between the supervisor and the employees in the company, the higher the employees' job performance will be. This result supports the first hypothesis stating that effective communication has a positive impact on employees' job performance.
2. Work environment variable has a positive impact on employees' job performance at PT Duta Pangan Nusantara. The higher the level of comfortability of employees with the work environment, the employees' job performance will also increase. This results supports the second hypothesis stating that work environment has a positive impact on employees' job performance.

5.2. Suggestions

For the sake of further development of this research's findings that has been conducted, researcher provides a few suggestions that can be taken into consideration for PT Duta Pangan Nusantara related to the impact of effective communication and work environment on employees' job performance in the company.

1. Based on the descriptive statistics, the lowest mean value of effective communication variable is the indicator which states that supervisor informs about the upcoming changes. Therefore it is suggested that supervisor clearly inform to the employees about the upcoming changes in the company, by constructing standard operating procedure and publishing it.
2. Indicator stating that the supervisor discusses with the employees on handling problems at work also has the lowest value in effective communication variable. Therefore the company should train and instruct the supervisor to communicate with the employees especially relating to problems that occur at work and the solution to the problems.
3. For the work environment variable, indicator stating that decoration and arrangement of facilities in the office are bright and clean has the lowest mean value. Therefore the company should decorate and arrange facilities in the office to make it seem bright and clean, so employees can feel comfortable and adequate to work in the office.
4. Finally, it is suggested that company should evaluate employees' job performance regularly so that whenever the performance is declining, the company can quickly deal with the problem.

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