

## **CHAPTER 5**

### **CONCLUSION, LIMITATION, AND SUGGESTIONS**

#### **5.1. Conclusions**

This research study purpose is to analyse the effect of motivation, training, responsible leadership variable towards task performance with employee well being as intervening variables. In this research the researcher found 7 hypotheses in total which are; 4 hypotheses are indirect relationship and 3 of them is direct relationships. Based on the data analysis and the discussion on previous chapter, the conclusions are:

1. The first hypothesis that stated motivation has positive and significant effect on task performance is accepted. This showed that the goals and activity requiring that the Ebenhaezer Cashew Company provide motivation to move and action for their employees is good, so the beliefs, perceptions, values, information and actions that are totally related to each other also good, and this will make the employee in Ebenhaezer company increase their task performance.
2. The second hypothesis that stated training has a positive and significant effect on task performance is accepted. This showed that the concerned with the improvement and upgrade of the skills and knowledge of the employees, which ultimately adds into the job performance on Ebenhaezer Cashew Company is good, and this will affect the task performance higher in Ebenhaezer.
3. The third hypothesis that stated responsible leadership has positive and significant effect is accepted. This showed that higher leadership variable this means that a primarily action as an input to team to enrich for process and performance on Ebenhaezer Cashew Company, focused on the importance of functional leadership in teams, and this will affect the higher task performance higher in Ebenhaezer.
4. The fourth hypothesis that stated employee well-being has positive and significant effect on task performance is accepted. This showed that the

great importance for employee of Ebenhaezer Cashew Company it is to maintain good rates of motivation and physical and mental health, it is necessary that they feel good about themselves, their lives, and the job that occur in them, and this will affect the higher employee task performance in Ebenhaezer.

5. The fifth hypothesis that stated motivation has a positive and significant effect on task performance through the mediation of employee well-being is accepted. This showed that Ebenhaezer Cashew Company has been provide motivation to move and action for their employees, so the beliefs, perceptions, values, information and actions that are totally related to each other also good, and this will affect the higher employee task performance in Ebenhaezer.
6. The sixth hypothesis that stated training has a positive and significant effect on task performance through the mediation of employee well-being is accepted. This showed that the Ebenhaezer Cashew Company has been provided their employess with good training so will increase their employee well-being, and finally will affect the higher employee task performance in Ebenhaezer.
7. The seventh hypothesis that stated responsible leadership has a positive and significant effect on task performance through the mediation of employee well-being is accepted. This showed that in Ebenhaezer Cashew Company, the focuse is on the importance of functional leadership in teams and this will provide better employee well-being and finally this will affect the higher employee task performance in Ebenhaezer.

## **5.2. Limitations**

Limitations in this study include the results of normality tests that do not follow the normal distribution function. As a result, the results of this study can only be used for this study. Also, this study used 40 samples with the majority of respondents coming from people under 35 years old and less with respondents aged 35 years and over and only at the Ebenhaezer Cashew Company. For further studies, it would be advantageous if the sample size is greater than 40 people, and the focus shifts on Ebenhaezer Cashew Company's competitors. An increase in the number of respondents would be recommended to give better results about the performance of the company. This research is limited because the majority of the sample are Ebenhaezer Cashew Company employees. For further research, it is recommended to find more diverse respondents not only dominated by younger or older respondents. It is also suggested that in further research, researchers can explore further the innovation variables that were rejected in the two studies. In addition, if possible, future researchers will be able to find more respondents if the current number of respondents is deemed to be lacking.

## **5.3. Suggestions**

Based on the conclusions that have been stated above, the researcher gives some suggestions or recommendation that can be used as consideration to future researchers. Based on the result of the research explained in previous chapter, there are some academic suggestions for future researcher:

### **5.3.1. Academic Suggestion**

1. For further studies, according to the theory of task performance and human resources management theory, additional variables will be a good idea to be included in future studies. Variables such as the affective commitment, culture, self efficacy can be included in research. Therefore, researchers must be able to get a better understanding of the impact of the affective commitment, culture, self efficacy on task performance. Further research

must find other exogenous variables that can help endogenous variables and add other variables that affect task performance.

2. For further studies can make moderating effect despite mediating effect of task performance.

### **5.3.2. Practical Suggestion**

1. From the beta coefficient, the strongest impact on task performance is Environmental Well Being (EWB), so the company can provide an appropriate salary for employees, respect employees while working, and make comfortable environment for work.
2. The second rank variables that affecting task performance and EWB is responsible leader (RL), so for the leaders in the company can always provide solutions if subordinates experience problems, leaders in the company can coordinate work, and leaders in the company can have the ability to supervise their subordinates.
3. Further research should pay more attention to employee welfare and motivation because these variables have lower impact on task performance based on the results of statistical data.

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