

## CHAPTER V

### CONCLUSIONS AND SUGGESTIONS

#### 5.1 Conclusions

According to the result and analysis of research on chapter IV, it can be conclude that job stress has a significant effect on job performance of health workers, it means that in order to increase or developed the job performance health worker must be able to reduce their stress level and know how to handle the stressor that they experience at the work place. Work life balance also found to has a significant effect on job performance, it means that in order to increase job performance the health workers must be able to have a well balance life between work responsibilities and other responsibilities. Job stress also found to significantly affected work life balance, it means that the ability of health workers to handle the stressor that they have experience is affecting the balance of their life between work responsibility and other responsibility. And, it can also be conclude that job stress that have been mediated by work life balance has a significant effect on job performance of health workers, it means that the stressor that the health workers experience can be mediated by the work life balance that the health workers have, if the health workers has a well balance life between work responsibilities and other responsibilities it can mediated the effect that job stress has on job performance to be increased by.

## 5.2 Implication of Research

The finding of the research brings several implications related to health workers in Public Health Center of Kabupaten Lima Puluh Kota, as follows:

1. Job stress have shown a significant effect on job performance. It identified that the lower level or good ability to handle job stress or stressors can improve the job performance of health workers, otherwise a higher level of job stress or bad ability to handle job stress or stressor can lead into the decreasing of job performance. It is necessary to have a good ability to handle the job stress or stressor for the health workers in order to increasing the job performance. It is important for the leader to observe the level of stress of the health workers. It is can be done by periodically survey the stress level of the health workers, therefore the stress level of the health workers can be controlled. The positive or constructive stressor then can be controlled to improve, and the negative or destructive stressor can be controlled to reduce.
2. Work life balance have shown a significant effect on job performance. A well-balance work life balance or well-balance between work responsibilities with the others responsibilities outside of work can lead the health workers performing a better job performance, otherwise an non-balance work life balance or non-balance between work responsibilities with the others responsibilities outside of work can lead into decreased job performance of health workers. It is necessary to have a well-balance work life balance in order to increasing the job performance.

3. Job stress have shown a significant effect on Work life balance. It identified that the lower level or good ability to handle job stress or stressors can improve the Work life balance of health workers, otherwise a higher level of job stress or bad ability to handle job stress or stressor can lead into the decreasing of Work life balance. It is necessary to have a good ability to handle the job stress or stressor for the health workers in order to increasing the Work life balance. It is important for the leader to observe the level of stress of the health workers. It is can be done by periodically survey the stress level of the health workers, therefore the stress level of the health workers can be controlled. The positive or constructive stressor then can be controlled to improve, and the negative or destructive stressor can be controlled to reduce.

4. Work life balance have been mediating the effect of job stress on job performance. It identified that the good ability of health workers on handling their job stress or stressor is able to make their work life balance improved to help them performing the better job performance. It is necessary to have a good ability to handle the job stress or stressor for the health workers. In order to improve the job performance, the leader must first be concern on work life balance, in order to improve the work life balance there is several ways the leader can perform, such as improving their leadership skill, bridge the interest between the institution and the health workers regarding their gap, giving the health workers award or punishment

regarding their performance, created a pleasant work environment, and encourage the health workers to develop and improve their job performance.

### 5.3 Suggestion for Future Research

Based on the discussion and conclusions of this study, the researchers provide suggestions as follows:

1. This research only have three variables, which is job stress, work life balance, and job performance. And the respondents of this research is in a scale of a regency, which is Kabupaten Lima Puluh Kota. Which is mean, the result of this research can only be used in the scope of health workers in Public Health Center of Kabupaten Lima Puluh Kota. Therefore, the future research can considered to use another variables as the measurement variable that related to job performance. The future research can also using a bigger scales of research object such as province/state or country.
2. Data obtained from respondents through questionnaires sometimes has a possibility to not represent the actual situation due to differences in understanding between researchers and respondents, and several situation and condition. Therefore the future research can use another data collecting method that is more suitable and have less risk of misunderstanding or miscommunications while collecting the data.
3. This research are only using quantitative method for the data analysis. Therefore the future research can use varieties of data analysis method, it can be qualitative method, or both quantitative and qualitative method.

4. The chairman of Public Health Center in Kabupaten Lima Puluh Kota can used the founding of this research as the reference to managing the job performance of their staff. The health workers of Public Health Center in Kabupaten Lima Puluh Kota can used the founding of this research as a reference to increasing the job performance and knowing what kind of stressor and other responsibilities outside work that can affecting their job performance.

