

CHAPTER V

CONCLUSION

In this chapter, there will be a discussion of the study and the conclusion of the study. This chapter will also explain the limitation of the study and the implication for the possible future direction for the research.

5.1 Research Conclusion

This study was conducted by using quantitative research which involves the primary source of data collection through the hypothesis testing to analyze the influence that one or more variables have on other variables. This study aims to discover the correlation between job satisfaction, work engagement and organizational commitment towards turnover intention of employees in MA Ar Risalah, Padang. There are three hypothesis developments in this research and after conducting the test in SmartPLS 3.3.2 through a test such as; descriptive statistics, measurement outer model (convergent validity discriminant validity and reliability test), and inner model measurement (R-square and T-test), the three hypotheses can be concluded:

1. From the result of the research, job satisfaction negatively and insignificantly affects turnover intention. This means the more employee feeling to have job satisfaction the lower turnover intention can be appear in the company.

2. Organizational commitment affects turnover intention negatively and significantly. In this research, organizational commitment does affect the turnover intention of employee in the corporation. The better organizational commitment appear in the corporation the better employee's feel of belonging to the corporation so they can stay longer and avoid the intents of turnover.
3. Work engagement negatively effect and insignificantly affects turnover intention. This means that the better work engagement perceived by corporation does influence the willing of employee's turnover intention in the company.

5.2 Research Implication

The finding of this research has some several implications to the employees of MA Ar Risalah, Padang. Based on the result, it is proved Organizational Commitment significantly affect Turnover Intention while Job Satisfaction and Work Engagement has insignificant effect on Turnover Intention but still positively effect. MA Ar Risalah needs to pay more attention in Job Satisfaction, Work Engagement and Organizational Commitment and apply it properly in an effort to reduce turnover and turnover intention. Researcher was recommended to the institution to focus more on job satisfaction and work engagement. This is because this variable is considered insignificantly affect turnover intention. So, in order to prevent the intent of turnover the institution should increase job satisfaction and work engagement to make significantly effect on turnover intention.

According to the research, job satisfaction insignificantly effect to turnover intention. It might be cause the employee feel too much to do at work. To increase job satisfaction and make it as significant to effect turnover intention, institution should do such incentives, reward and promotion to the employees. The institution also should consider to give the incentives, reward and promotion only to the employees who have good performance in order to increase the value of the company and increase job satisfaction of employee. The institution also need to increase Work Engagement in order to reduce turnover intention. Institution should do training and career development to create positive connection both employee and organization. Institution should create the work that able to make employee to decide to stay and make the work more engaging so employee would not think to leave their current job.

After giving both job satisfaction and work engagement, it should be evaluation program from the institution to see and evaluate how the progress of the program if there any positive impact from job satisfaction and work engagement.

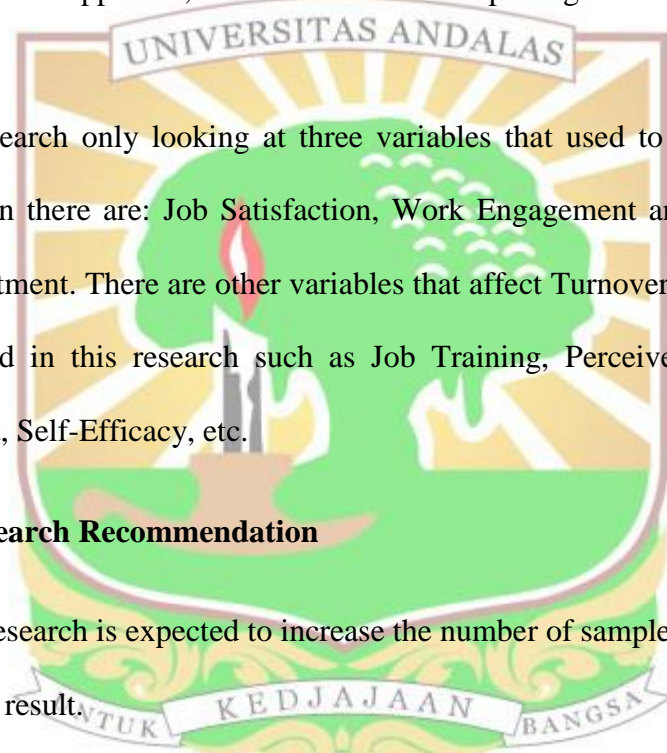
5.3 Research Limitation

Based on the research carried out at MA Ar Risalah, the researchers realized that this research was still far from perfection and has limitations. Therefore the se limitations are expected to be considered for future research. The limitations of this research are as follows:

1. The sample are limited and relatively small because the total respondents are 54 from the employee of MA Ar Risalah.
2. This study uses a questionnaire, and questionnaires often do not show actual respondent behavior. It is hoped that further research will also use a qualitative approach, in order to increase the strength of the data from the quantitative approach, because this can help to get more better research results.
3. The research only looking at three variables that used to predict Turnover Intention there are: Job Satisfaction, Work Engagement and Organizational Commitment. There are other variables that affect Turnover Intention that are not used in this research such as Job Training, Perceived Organizational Support, Self-Efficacy, etc.

5.4 Future Research Recommendation

1. Future research is expected to increase the number of sample for more accurate result.
2. The scope of area in the future research is expected to be expanded so it can be applied broadly.
3. Future research can add other variables related to Turnover Intention such as Job Training, Perceived Organizational Support, Self-Efficacy, etc.
4. Future research can add interview techniques in data analysis, add secondary data to analyse for more accurate results.



5. Researcher suggest the variable of Organizational Commitment divided and develop into three form commitment: normative, affective and continuance commitment where each variable become one dependent variable.

