

CHAPTER V

CONCLUSION

5.1. Research Conclusion

In this study, researcher used 4 variables, namely Compensation, Job Satisfaction, Self-Efficacy as the independent variables, and employee's Organizational Commitment as the dependent variable. This research was conducted by distributing online questionnaires in the form of Google forms to 119 employees of the Bunda Padang Public Hospital that work 5 or more years. The rate of returning the questionnaire to researchers so that it could be processed was 100% or all respondents filled out the questionnaire distributed. Next, come those that are reprocessed using the SmartPLS 3.3 application. From the discussion that has been described, it can be concluded :

1. Compensation has a positive and significant impact on employee's organizational commitment in Bunda Padang Public Hospital. This means that the higher the compensation that given by the hospital, the higher the organizational commitment of employees in Bunda Padang Public Hospital.
2. Job satisfaction has a positive and significant impact on employee's organizational commitment in Bunda Padang Public Hospital. This means that the higher the job satisfaction of the employees in the hospital, the higher the organizational commitment of employees in Bunda Padang Public Hospital.

3. Self-efficacy has a negative and significant effect on employee's organizational commitment in Bunda Padang Public Hospital. This means that the higher the self-efficacy of the employee has in hospital, the lower the organizational commitment of employees in Bunda Padang Public Hospital.

5.2. Research Implication

After the researchers conducted the research, the results and discussion were obtained which could be used as implication for health sector, especially for Bunda Padang Public Hospital and the director of the hospital as their reference. The implication are as follows:

This research has found that compensation has a positive and significant impact on the organizational commitment of the employees. This result shows that the increasing of compensation, especially compensation in form of good welfare facilities, and given to the employees fairly, will increase the commitment of the employees. The hospital needs to give better compensation, not just in form of financial, but also in form of non-financial, and give to the employees of the hospital fairly to make the employees of Bunda Padang Public Hospital stay committed to the hospital. But when the hospital did not give a proper compensation to the employees, the employees tend to move to other company to find better compensation.

This research has found that job satisfaction has a positive and significant impact on the organizational commitment of employees in Bunda Padang Public Hospital.

This result shows that the increasing of job satisfaction of the employees, will increase the commitment of employees in the hospital. Job that specifies clearly, good environment of work, can increase the job satisfaction of the employees, and because of the increasing of job satisfaction of employees, there will be more committed to the hospital. But when the hospital has a uncomfortable environment, the job specification that given by the hospital is not clear, the employees tend to move to other company to find better environment, and clearer job specification.

This research has found that self-efficacy has a negative and significant effect on the employee's organizational commitment of the hospital. This means that the higher the self-efficacy of the employees have, they will be more likely to have low commitment on the hospital. The hospital needs to find a way keep the employees stay committed to the hospital, even when the employees have a high self-efficacy. For example, the hospital could give a harder task or challenging task to solve by the employees of the hospital. Hospital could also give a better compensation or give the employees more comfortable environment to make the employees think twice to move to other company. This because when the employees have high self-efficacy, high confidence in their skill, they need to be paid more or give more challenging task to do, to make them stay in the company.

5.3. Research Limitation

Based on the research conducted, the researcher realizes that there are imperfections in the findings and have limitations. The limitations in this study are:

1. The sample in this study was relatively small, because the scope that the researcher determined was only employees of Bunda Padang Public Hospital that work 5 year or more.
2. The variables that the researcher uses in this study are limited to 4 variables, namely Compensation, Job Satisfaction, Self-Efficacy, and employees Organizational Commitment.
3. The object studied in this study is only one hospital among many hospitals in Padang.

5.4. Suggestions

Based on the exposure to the limitation of the study, several suggestions can be given for further research, namely:

1. For further research, it is expected to use the multiplying background of research samples, so that the findings or data produced are more accurate.
2. In further research, it is expected to make addition of other variables that can affect the employees Organizational Commitment.
3. The research can use a moderating or mediating variable for better result in the research

