

CHAPTER V

CONCLUSION AND SUGGESTION

5.1 Conclusion

The following research was conducted using a field study by distributing questionnaires directly to 83 employees in Trans Padang. The following research aimed to see how the influence of Interpersonal Communication, Work Discipline, and Compensation on Work Motivation at Trans Padang Unit. In analyzing the relationship between variables, the following research uses SPSS version 26.0 software.

After carrying out the analysis using SPSS version 26.0, the following results were obtained :

1. There is a positive but not significant influence between Interpersonal Communication on Work Motivation in Trans Padang employees. This showed that when the respondent communicates at work, this does not become a motivational driver for the respondent.
2. There is a positive and significant influence between Work Discipline on Work Motivation in Trans Padang employees. This showed that the control and quality Work Discipline has an effect on the respondents who work in Trans Padang.

Therefore, the more control and quality of a Work Discipline will increase the motivation of Trans Padang employees.

3. There is a positive and significant influence between Compensation on Work Motivation for Trans Padang employees. This showed that the compensation has an effect on respondents who work in Trans Padang. Several things such as salary, allowances, and facilities provided can increase employee motivation.

5.2 Research Implication

Based on the results of the study, several implications were obtained for the Trans Padang Unit and employees to increase employee motivation. The contribution of the following research proved that the variables Interpersonal Communication, Work Discipline, and Compensation have an effect on Work Motivation. Especially on work discipline and compensation because based on the data obtained by the author, these two variables has a positive and significant effect on employee motivation.

First, on the work discipline variable. The employees are proven to comply with the existing regulations in the company. This makes them well motivated which is fueled by clear and well-organized rules. Therefore, the company has succeeded in designing regulations that employees can understand and implement. Companies can also further develop employee discipline by adding regulations that are deemed necessary to control employees properly.

Second, on the compensation variable. In this study, it was found that compensation is a very influential and significant variable of employee motivation. Employees are well motivated when they get proper compensation. The salary, benefits, and facilities they get can make them work more motivated. That makes it possible to achieve good results in work. Further on the interpersonal communication variables. Although there are non-significant results, with some questions given by the author, employees communicate well at work. The employees are enthusiastic about communicating with each other but have not provided more encouragement in supporting their work motivation.

5.3 Research Limitations

Based on the experience of the researcher during carrying out the following research, the researcher understands that the research results from this review are still limited and has many obstacles that affect the expected results.

Some of the limitations in this study are as follows :

1. The following research objects are limited to employees who work at Trans Padang unit.
2. The number of samples processed in the following research is limited, which is only 83 respondents. If the number of respondents can exceed the number of the following studies, it will further strengthen how the influence between variables.

3. The independent variables used in this research are Interpersonal Communication, Work Discipline, and Compensation. Where does not represent all aspects that can affect Work Motivation.
4. The time used in collecting and processing research data is very limited.

5.4 Suggestion

Based on the conclusions and limitations found in this study, there are some suggestions that can be considered as follows :

1. Further Research

Furthermore, suggestions for academics who will carry out further research as follows :

1. In further research, it is recommended to expand the sample of respondents in order to get better research results.
2. It is recommended for future research to add other significant factors.

2. Company

The results of this study are expected to provide knowledge and suggestion for companies regarding strategies to increase employee motivation. Especially the compensation variable, because proper compensation can increase work motivation. And how companies can take advantage of Interpersonal Communication and Work Discipline as supporting factors in increasing employee motivation at work.

