

CHAPTER VI

CONCLUSION AND RECOMMENDATION

This chapter contains the conclusions of the research results and recommendations that can be used for further research.

6.1 Conclusion

Based on the performance management evaluation, this research has proposed an organizational design for the Andalas University Performance Management Unit that plans, monitors, and evaluates Andalas University's performance. The existence of this Performance Management Unit at Andalas University can drive the short, medium, and long-term targets. The proposed Andalas University performance management unit is led by the University Secretary and coordinates with LPM in managing university performance. Furthermore, LPM supervises GPM in coordination with the Vice Dean II/Secretary of the Directorate/Secretary of the Institution for performance management at the faculty/ directorate/institution level. GPM then supervises GKM in coordination with Departmental Secretaries and Study Program Secretaries for the management of the department's performance.

6.2 Recommendation

The recommendation that can be given for further research are as follows:

1. The design of this performance unit needs to be reviewed and refined to determine whether this unit fits the Andalas University requirements.
2. This research can be continued in the future by designing Standard Operating Procedures (SOP), Work Instructions, and Recording Forms to

guide each activity related to performance management at every level of university management

