

## CHAPTER V

### CONCLUSION

#### 5.1 Conclusion

This study was conducted to analyze the impact of IL, POS and person job fit on innovative work behavior in the case of lecturers of PNP. The research was conducted at Politeknik Negeri Padang and distributed 175 research questions to the respondents, the results obtained as follows:

First and foremost, IL has a positive and significant influence on innovative work behavior where the more open, available, and accessible a leader is, the more innovative work behavior is going to be displayed among the lecturers of PNP. With this knowledge, PNP can further work to maintain and improve their IL as it will also increase the innovative work behaviors of the lecturers.

Secondly, POS has a positive and significant influence on innovative work behavior. The role of organizational support is crucial and how the lecturers are able to perceive it is even more so. From the aspects of justice, supervisor support, to organizational and working condition appreciation, PNP needs to pay attention to how all of these contributes to the perceptions of lecturers of PNP on their support as an organization. The more appreciation and support given by PNP and perceived by the lecturers, the higher the reciprocity of lecturers by the increase of innovative work behavior.

Last but not least, IL has a positive and significant influence on innovative work behavior of lecturers in PNP. The result of the research shows that the higher the compatibility between the lecturers and their job then the higher innovative work behavior of the lecturers. PNP needs to think of means and ways of maintaining the high fit of IL of the lecturers to maintain the high innovative work behavior of the lecturers as well. As the more that the lecturers are able to have the right job description corresponding to the skills of the lecturers, the more skilled the lecturers are, the higher the innovative work behavior is going to be.

## **5.2 Limitations of the Research**

The researcher realized that this research was conducted far from perfection as knowledge will always be new and different toward every phenomenon. The limitations of this research should be used as suggestions for future research. Due to the time constraints of this research, it resulted in a response rate of 94% instead of 100%. If the research was able to be conducted a little longer, the result could've been more accurate to explain the phenomenon. The independent variables of the research namely, IL, POS and IL are only able to explain 54.4% of innovative work behavior in PNP. Adding more relevant variables to the research could perhaps explain factors that influence innovative work behavior in PNP better.

## **5.3 Suggestions**

Future research can increase the number of the samples used in each research, especially if the research is conducted at a bigger scale with a larger number of populations, to provide a more accurate result to represent the phenomenon studied. Furthermore, the use of many of other research variables that could influence innovative work behavior amongst lecturers. Third, subsequent to this research, future studies could develop a different research model that could provide a more complete picture.

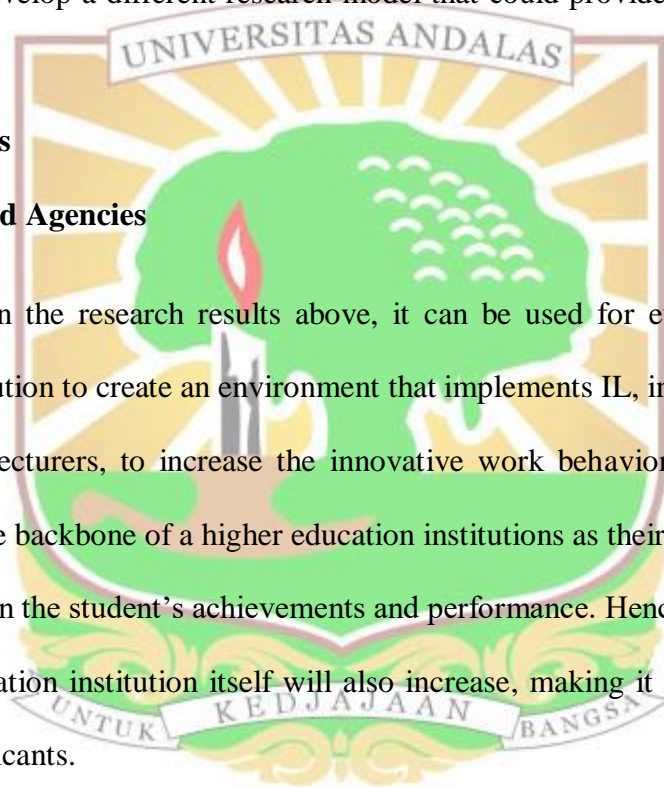
## **5.4 Implications**

### **5.4.1 For related Agencies**

Based on the research results above, it can be used for every other higher education institution to create an environment that implements IL, increasing the POS and the IL of lecturers, to increase the innovative work behavior of the lecturers. Lecturers are the backbone of a higher education institutions as their performance will be reflected upon the student's achievements and performance. Hence, the rankings of the higher education institution itself will also increase, making it more attractive in the eyes of applicants.

### **5.4.2 For Academics**

This research makes a good contribution in the development of human resources, especially in finding out factors that contributes to the innovative work behaviors of lecturers in vocational higher education institutions. Institution that is becoming more popular choice due to its flexibility of length of study and the fact that



it produces human resources who are ready to enter the working field with a specific set of skill. It can be referenced for further research to add or improve upon suggestions that the researcher experienced in this research.

### **5.4.3 For Politeknik Negeri Padang**

This research was conducted in finding out whether IL, POS and IL are present in the organization and whether these variables are able to influence the innovative work behavior of the lecturers. Based on the findings, all of the variables are present currently in PNP. It is hoped that PNP can use the findings of this research to maintain or even to increase the existing IL, POS and IL in PNP. As it was found from this research that IL, POS and IL has a positive significant effect on Innovative Work Behavior of Lecturers in PNP. Perhaps, to answer how to increase innovative work behavior of lecturers of PNP, leaders of PNP can be more of a working example to the lecturers and be more available whenever the lecturers have a problem to be reached out. PNP could also provide more organizational support in a higher response rate in not ignoring the complaints made by the lecturers. However, since the descriptive analysis findings of this research finds that IL, POS and IL is already present based on the perspective of the lecturers of PNP, this can be signs for Politeknik Negeri Padang to be able to maintain it.