

CHAPTER 5

CONCLUSION, LIMITATION, IMPLICATION AND RECOMMENDATION OF RESEARCH

5.1. Conclusion

The purposed of this research is to find out the effect of financial incentive and moral incentive on employee performance toward job satisfaction in truck container industry in Padang. This research is also aims to examine whether those variable give significant and positive effect to employee performance or not and also whether the job satisfaction can treated as mediator or not. There are four hypothesis developed in this research based on the literature review and previous studies. Therefor, the analysis of result are:

1. Financial incentive has positive effect on employee performance but not significant.
2. Moral incentive has positive effect on employee performance but not significant.
3. Job satisfaction can be treated as mediator between financial incentive on employee performance.
4. Job satisfaction can be treated as mediator between moral incentive on employee performance.

5.2. Implication of the Research

The finding of this research has some several implications to the employees of truck container companies in Padang. Based on the result, it is proved the financial incentive and moral incentive have insignificant effect on job performance but still positive effect.

Financial incentive that applied by the truck container companies in Padang actually has appropriate with the need of the employee. The company should do such incentive program, but the companies need to increase the incentive in order to make it significant. As we can see before, the financial incentive is insignificant effect on employee performance. Also it used for moral incentive that applied by the companies. The companies also need to increase the intensity of the program.

The companies should also consider about whom to give incentive. The financial incentive and moral incentive should be given to the employee with good performance in order to increase the value of the company in employee perspective and also increase the satisfaction of the employee

After giving both financial incentive and moral incentive, it should be evaluation program that doing by the companies in order to evaluate whether the incentive is appropriate or not and also in order to discuss about increasing amount of incentive for several employee.

5.3. Limitation of the Research

Researcher found some limitation when conducted this research. Some of the limitation and the recommendation are as follow:

1. Size of the sample. It is really limited sample in this research because the employee in truck container companies in Padang is only 162 employees. Then only used 100 samples that chosen as the sample which meet with the purpose, but only 96 that valid and proceed responses to the questionnaires may be influenced by the individual,s mood and by the environmental conditions in the setting at the time the questionnaires are completed.
2. Research location. This research is done at truck container industry at Padang. Because the location of the truck container companies that able by the researcher to come.
3. Mediating variable. In this research, mediating variable used is job satisfaction only.

5.4. Recommendation of the Research

Several recommendation to future researchers:

1. The next research can gather the data more than 100 samples to strengthen the validity through the data process. It can be including all of employee, not only employee of truck container companies in Padang, but also in West Sumatera.
2. From the result, there are still more variables that have an influence on employee job performance, hopefully the other researchers will identified the others variable that influence on employee job performance, such as job design and emotional intelligence.

3. There are more variable that can mediate between incentive and employee performance, such as work motivation and locus of control.

