

CHAPTER V
CONCLUSSION, LIMITATIONS AND RECOMMENDATION OF
THE RESEARCH

This chapter provides conclusion drawn from finding and discussion presented in the previous chapter, followed by assessment of the potential limitation present is study, implication and possible future directions for the research.

5.1 Conclusion of the Research

Based on the result and discussion of research about the effect of job satisfaction on nurses' performance, it can be conclude as followed:

1. The purposed of this research is to find out the influence of job satisfaction on nurses' performance, in compare between public and private hospital, RSUP Dr.M.Djamil and RSI Siti Rahmah Padang. This research conducted by using questionnaire distribution to the nurses of both of those hospital. The measurement of the job satisfaction of nurses variables are 4 items for supervisory, 4 items for co-workers, 3 items for pay, 2 items for promotion and 3 items for work itself, and total 39 items for nurses' performance. The data of research is processed using SPSS 20.0 for windows.



2. Based on the hypothesis, there is a different result between public and private hospital in satisfaction with supervisor and satisfaction with work itself variable.
3. Based on the hypothesis, for another job satisfaction variable (co-workers, pay, and promotion) it shown the same result. It can be assume that nurses whether in public or private hospital has same typical on task and service to their patient. Hence, that is why there are no significant difference result of influence of job satisfaction on nurses performance in public nor in private hospital.

5.2 Limitations of the Research

Researcher found there are several limitation when conducted this research. Some of limitations are as follow:

1. Comparison size of population

Total nurses for both of hospital is significantly different, therefore it make the questionnaire is not distribution properly. Sampling technique that researcher use in RSI Siti Rahmah is census, meanwhile in RSUP.M.Djamil use sample.

2. This research has specific focus

Only use 5 facets of job satisfaction that are satisfaction with supervisory, co-workers, pay, promotion and work itself as variable that can influence nurses' performance, where there are many others facets such as, work environment, job safety/security, working condition, autonomy and so on that can predict nurses' performance.

3. Each dimension can not explain briefly their affect on performance cause the items of each dimension that become variable only have 2 up to 5 items.
4. This research only job satisfaction (satisfaction with supervisor, co-worker, pay, promotion, work itself) as variable that can influence nurses performance, where there are many other variable that can predict nurse performance, such as emotional intelligence, leadership style, conflict management, compensation, and others.

5.3 Recommendation of the Research

The result of this research is expected to encourage and become references to conduct further research in the future, some suggested topics to be developed in future research:

1. For the next research it suggested to increase the number of samples in order to obtain the accurate result.
2. For the next research it suggested to use other factors/facets that might contribute to the job satisfaction among employees.
3. For the next research can be use more variable in determining nurse performance.
4. For the next research it suggested to enhanced at other area such as in hotel management, banking sector, government department, manufacturing and other organizations in order to further analyze the influence job satisfaction on employee performance.