

## **CHAPTER V**

### **CONCLUSION**

#### **5.1 Conclusion**

This study aims to determine the effect of leadership style, work motivation, and organizational culture on the performance and well-being of employees at a hospital in the city of Padang after the COVID-19 pandemic. This study used primary data obtained by distributing questionnaires to 220 respondents. Based on the tests that have been carried out using SMART-PLS 3.3.3, it can be concluded:

1. The results of H<sub>1</sub> prove that there is a positive and significant influence of Leadership Style on Employee Performance at Hospitals in Padang City After the Covid-19 Pandemic.
2. The results of H<sub>2</sub> prove that there is a positive and significant influence of Work Motivation on Employee Performance at Hospitals in Padang City After the Covid-19 Pandemic.
3. The results of H<sub>3</sub> prove that there is a positive and significant influence of Organizational Culture on Employee Performance at Hospitals in Padang City After the Covid-19 Pandemic.
4. The results of H<sub>4</sub> prove that there is a positive and significant influence of Employee Performance on Employee Well-being at Hospitals in Padang City After the Covid-19 Pandemic.

#### **5.2 Suggestion**

Based on result in this research, there is implication as follows:

1. The results of the study are expected to be a reference for readers to know and understand the influence of leadership style, work motivation and organizational culture on employee performance. Become useful information or thought donation for those readers who will be doing research in the same field. As information for management regarding a leadership, work motivation and organizational culture towards employee performance.
2. This research illustrates the performance of contributing to the well-being of employees. Therefore, the employee which have high performance describes them as prosperous and vice versa. Therefore, it is necessary to create employee well-being.

