

CHAPTER V

CONCLUSION

5.1 Conclusion

From the results of the SEM (structural Equation Model) using the SmartPLS application to determine the relationship between variables in this study, it has also been explained previously the effect of job burnout, work environment and job satisfaction on the organizational commitment of SMA N 10 Padang teachers, the results can be concluded as follows, that:

1. Job burnout has a negative and significant effect on organizational commitment. This means that when the teacher gets a lot of workload it will cause physical and non-physical job burnout which will affect the teacher's performance when teaching and will have an impact on the teacher's commitment to get the best results when teaching.
2. Work environment has a positive and significant effect on organizational commitment. This means that when the teacher is in a supportive and comfortable environment when teaching the teacher will stick with the job he is doing and give the best performance which will have an impact on a teacher's commitment.
3. Job burnout has a negative and significant effect on job satisfaction. This means that high job burnout will increase the decrease in teacher job satisfaction when burnout teachers tend to be dissatisfied with the achievements achieved.
4. Work environment has a positive and significant effect on job satisfaction.

This means the environment influences the level of teacher satisfaction when teaching. The physical environment can be the condition of the school and equipment that supports teaching and the non-physical environment (support from other teachers).

5. Job satisfaction has a positive and significant effect on organizational commitment. This means teacher satisfaction when teaching will increase teacher commitment to stay at school and comply with applicable regulations and achieve school goals

6. Job satisfaction mediates the effect of job burnout and organizational commitment. In this study it was found that job burnout had a significant effect on organizational commitment. Then this study obtained the results of job satisfaction fully mediating job burnout and organizational commitment. It can be concluded that when teachers experience job burnout they will experience a decrease in job satisfaction and have an impact on organizational commitment.

7. Job satisfaction mediates the effect of work environment and organizational commitment. In this study it was found that the work environment has a significant effect on organizational commitment. Then this study obtained the results of job satisfaction fully mediating work environment and organizational commitment. It can be concluded that when the teacher is in the work environment a good one will increase job satisfaction and affect organizational commitment.

5.2 Implication of the Research

The results of the researcher's research obtained results and discussions that can be used as implications for the field of education and SMA N 10 Padang as input for future evaluations which include theoretical and practical fields. The implications are as follows:

1.Theoretical :

This research is expected to provide information to teachers of SMA N 10 Padang as research respondents to find out what factors can cause job burnout and how to anticipate so that burnout does not occur which will have an impact on job satisfaction and organizational commitment. This research also provides benefits to increase knowledge in order to add insight about job burnout, work environment, job satisfaction and organizational commitment.

2.Practical :

This research is expected to help school principals in dealing with problems of organizational commitment to teachers. The results of this study can provide information to school principals about the causes of commitment problems which are influenced by burnout, work environment and job satisfaction. Later these results can be used for evaluating school principals to increase teacher organizational commitment. Based on the research results, teachers of SMA N 10 Padang find it difficult to accept new regulations at school, including the organizational commitment indicator. Researchers hope that it is necessary to socialize the new regulations that will be implemented so that teachers can accept these regulations, because the level of commitment can be seen from individuals

who can carry out the vision, mission and regulations that exist in the organization. This research is also expected to increase teachers' organizational commitment to school .

5.3 Research Limitation

1. The sample for this study relatively small in scale with as many 62 respondents because the scope in only one senior high school SMA N 10 Padang.
2. The variable in this study are limited to job burnout, work environment, job satisfaction and organizational commitment.
3. The object study only one of the senior high school in West Sumatera province.
4. Researchers only conduct general research on teachers, not separating those who are already certified.

5.4 Recommendation for future Research

1. For further research, a comparative test study for favorite country high schools in West Sumatra is needed to add references about job burnout in teachers that affect organizational commitment and can produce more respondents.
2. Future researchers can add job performance variables to organizational commitment. To determine the impact of teacher performance on commitment to teaching.

3. For the education sector, researchers suggest that the curriculum does not change in the short term because this will affect job burnout for teachers because they have to adapt to changes in which not all schools get supporting facilities to implement the new curriculum.
4. Researchers suggest that there is a need for new training for teachers for any changes to the curriculum, both school regulations, so that teachers can understand and get the best results.
5. The researcher suggests that the education office and the ministry of education visit every state school so that they can get the same facilities so that teachers get a comfortable.

