

CHAPTER 5

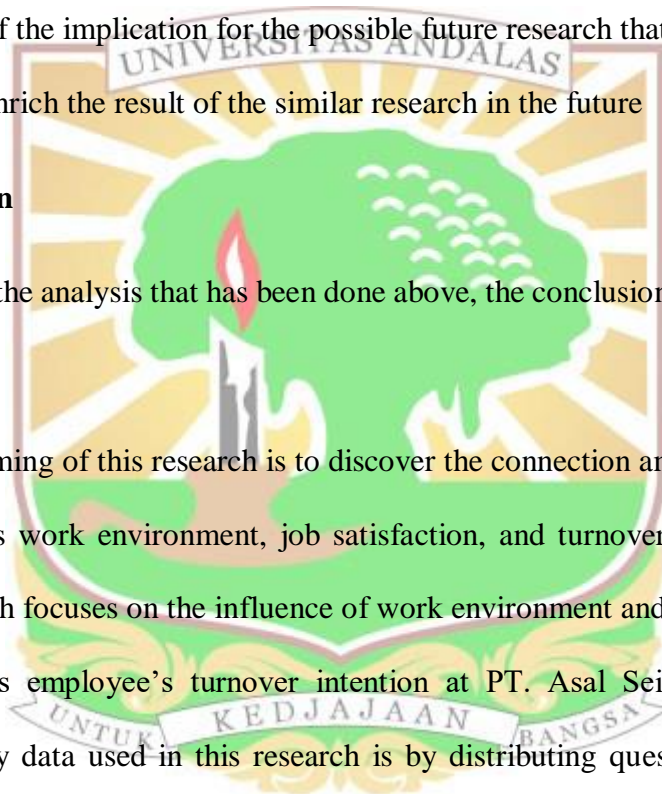
CONCLUSION

This chapter elaborates more about the conclusion regarding the findings and discussion of the research that has been elaborated within the prior chapters. The limitation of this research is also included in this chapter to provide better explanation about what aspect that limits the whole research process. This research also consists of the implication for the possible future research that is conducted to enhance and enrich the result of the similar research in the future

5.1 Conclusion

Based on the analysis that has been done above, the conclusion can be taken as follows:

1. The aiming of this research is to discover the connection among each items such as work environment, job satisfaction, and turnover intention. This research focuses on the influence of work environment and job satisfaction towards employee's turnover intention at PT. Asal Seiya Sekata. The primary data used in this research is by distributing questionnaire to the employees of PT. Asal Seiya Sekata which consists of 43 employees.
2. There are two hypothesis developments in this research that is utilizing SmartPLS 3 to analyze, the result of the analysis is elaborated as follows:
 - a. The first result of this research is concluded that work environment has a positive and insignificant influence toward employee's turnover intention at PT. Asal Seiya Sekata.



- b. The second hypothesis, the result of this research is concluded that this research proved that there is a negative and significant influence between job satisfaction towards employee's turnover intention at PT. Asal Seiya Sekata.

5.2 Implication

This research can be utilized as one of sources and consideration for certain purposes, such as company evaluation purposes, academic purposes, et cetera. The used of this research then will possibly create improvements within the company which is PT. Asal Seiya Sekata. This research helps to enhance company's decision making in order to improve for the better.

The result of this research can be interpreted that the company needs to aware of the whole work environment of the company. Referring to the result of respondents' choice on the questionnaire, the result shows that mean data for statement, "I feel satisfied with my current workplace", has lower value compared to the other statements. Based on this result, company can decide to focus on how to improve their workplace to be better for employees. Work environment of the company that possibly creates the employee's turnover intention. This means that the company should create a better work environment, both physical and non-physical environment.

For academic purposes, this research is expected to improve the development of science. Especially in the field of corporate human capital strategy. This research is also envisioned as a reference for the further relevant research. Further

development of this research is expected to enrich and improve the result of the result according to the limitation and suggestion in this research.

5.3 Limitation

Below are the several limitations that are found in this research:

1. Due to the pandemic situation, the distribution of questionnaire is distributed online which can be boundaries for employees who are not well aware of the technology since this online distributing questionnaire is utilizing Google Form as a form of questionnaire.
2. This research takes a small-medium enterprise as an object of the research, souvenir shop to be exact. Based on researcher's observation, there were lacking of previous research that is taking place at a souvenir shop as an object and utilizing the similar variables as this research observed.
3. There was a possibility of bias opinion made by the managerial level. As of the managerial level is also fulfilling the questionnaire, there will be bias opinion. This bias opinion could lead to unrealistic result due to the response that is not based on the fact that happen on the field.
4. There is not much information that will help to enhance the result of the research due to the lack of information from the company. Some of data are not disclosed due to the company's private information that can not be publicly undisclosed.
5. This research is taken place when the pandemic occurs, the result of this future research might be different due to the situation that has changed.

5.4 Recommendation

Below are some suggestions from the researcher based on the result of the research:

1. For the further future research, the research can be taken place where the company has a tendency of higher turnover intention such as MNCs (ex: Unilever, Pertamina, et cetera) and start-ups (ex: Shopee, Grab, GoTo, et cetera)
2. For the further future research, the researcher who is interested in taking the similar topic, can experiment more in adding more variables to enrich and enhance the novel perspective of the similar topic that is being researched.
3. For the further future research, the researcher who is interested in taking the similar topic, should try to add or use different indicators. The difference of result might occur to give more insight that is not particularly found in this research.

