CHAPTER V

CLOSING

This chapter provides conclusion from finding and discussion presented on 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

The purpose of this research is to find out the effect of Organizational Commitment as Mediating Factor between Workplace Spirituality to Role-Based Performance, case non-academic staff in University of Andalas. This research also find out whether variables have significant relationship and positive effect or not. This research is using primary data collected by spreading 210 questionnaires to respondents who are working as non-academic staff in Andalas University. There are three hypothesis developed in this research for non-academic staff in Andalas University. Therefore, the analysis of results, are:

1. Workplace spirituality positively and significantly affects role-based performance of non-academic staff in Andalas University, Padang.It means that workplace spirituality has significant and positive correlation on role-based performance. Thus, role-base performance of non-academic staff can be predicted by workplace spirituality.

2. Organizational commitment positively and significantly affects role-based performance of non-academic staff in Andalas University. It means that

organizational commitment has significant ad positive correlation on role-based performance. Thus, role-based performance of non-academic staff can be predicted by organizational commitment.

3. Organizational commitment as a mediator positively relates on the relationship between workplace spirituality to role-based performance. It means that organizational commitment of non-academic staff has significant effects between workplace spirituality to role-based performance. Thus, the relationship between workplace spirituality to role-based performance can be predicted by organizational commitment of non-academic staff itself.

5.2   Implications of the Research

This research creates several implication for researcher and practitioners. For researcher, this research is for improving the understanding about relationship between workplace spirituality, organizational commitment and role-based performance. Based on this research, researcher more understand that relation between organizational commitment, workplace spirituality and role-based performance.

For practitioners or University of Andalas especially for the non-academic staff itself, this research can be used as a source of information to understand relationship about workplace spirituality, organizational commitment and role-based performance. University of Andalas can use this data and this information in order to increase the performance of the non-academic staff. They must also

increase the value of workplace spirituality while doing their work, and to strengthen and increase the performance and workplace spirituality, University of Andalas should has a strong organizational commitment, because based on this research, organizational commitment has strong correlation, positive and significantly as mediating factor between workplace spirituality to role-based performance.

For non-academic staff also can use this research as an information and knowledge to improve their performance and evaluation for the future. They can use the result of this research to improve their performance through strong workplace spirituality and strong organizational commitment.

5.3   Limitation of the Research

Researcher found some limitation when conducted this research. Some of the limitation are as follows:

1. The sampling technique which used is non probability, so it difficult to generalizable and the number of sampling which used too little.

2. This research has limitations of the response bias of the respondents. Response bias is the information given by respondents through questionnaire sometimes does not show the actual opinion of the respondents. This happened because of the inability of the respondents to understand the items of each point in the questions. So that the honesty of respondents in answering the questions and the limitation

time given to them in filling the questionnaires are slightly inappropriate.

5.4 Recommendation of the Research

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

1. For the next research, the number of samples used for the next research can be propagated.

2. For the next research, location of research can be expanded

3. For the next research can used online questionnaire collaborated with IT administration that must be answered as requirement for taking higher occupation

4. For the next research, distributed the questionnaire more to the head or chairman per division to get more understanding, more data and different perception of information

For the next research, different variables can be added or encompassed regarding the topic of the research in order to create and found varieties of the result.