

## CHAPTER V

### CONCLUSION, IMPLICATION, LIMITATION, AND RECOMMENDATION

This chapter provides conclusion from findings and discussion presented in the previous chapter, followed by potential limitations presents in this study and suggestion for the next research. The research aims to see Analysis of the relationship between charismatic leadership and follower effects.

#### **5.1 Conclusion**

This research is a quantitative research with using questionnaires to show the relationship between charismatic leadership and followers effects. The surveys are spreaded to permanent employee of PT.Kunango Jantan employee. There is six hypothesis developed in this research based on literature review and previous studies. Therefore, the analysis of the results there is positive significant relationship between charismatic leadership and follower effects

The aims of this research to examine whether those variables have positive and significant relationship or not. The data have been processed by using SPSS 17 through several tests: reliability test, validity test, frequency distribution analysis, classical theory assumption and chi square. The conclusions that could be taken from the research are:

1. The result indicates that charismatic leadership positive significant related to sense of revrence.
2. The result indicated that charismatic leadership positive significant related to trust.

3. The result indicates that charismatic leadership positive significant related to satisfaction with the leader
4. The result indicates that charismatic leadership positive significant related to work group collective identity
5. The result indicates that charismatic leadership positive significant related to group task performance
6. The result indicates that charismatic leadership positive significant related to feelings of empowerment
7. It proved that the employee feel the influence of charismatic leadership that leader in PT. Kunango Jantan Group had wich it effects to the follower .

## 5.2 Implications of the Research

The research created several implications which is based on this research. It is proved that employee on this company feeling statisfied with the charismatic leadership that leader show on this working environment, because the leader give a positive impact to the employee. Then, result shows that the charismatic leadership has a positive relationship to the followers effect which is its make the employee give more performance and feeling the influence of the charisma that leader has. In overall the relationship between charismatic leadership and followers effect has a positive and significant relationship, its mean the leader in PT. Kunango Jantan Group has a charisma that can influence his followers.

Base on research the followers PT. Kunango Jantan the followers feeling happy with the work environment that leader give like bonus fee and the leader

has a good communicating with the employee so the employee is easily understand with what leader statement. Then, the employee said that the leader is a loyal person. Based on the the research, the followers put a trust to the leader because they belived on the leader long term vision, mission and feeling the influence of charisma that leader has.

### **5.3 Limitations of the Research**

Researcher found some limitation when conducted this research. Some of the limitation and the recommendation are as follow:

1. In the process of data collection, the information provided through the questionnaire respondents sometimes do not show the actual opinion of the respondents, this occurs because of different understandings of the managerial employee, as well as other factors such as punctuality in filling the questionnaire and honesty factor in charging the opinion of the respondents in the questionnaires
2. Lack of pilot research regarding the variables about this research especially about charismatic leadership and follower effects.

### **5.4 Recommendations of The Research**

This research suggest opportunities for researcher interested in further exploring the Charismatic leadership. The result of current study is Analysis of the relationship between charismatic leadership and followers effect . Here are are some recommendation for the future researcher when conduct the same research in the same field topic :

1. For the next research, hopefully could research about the impact on the charismatic leadership that the leader in PT. Kunango Jantan Group has
2. It is expected for PT. Kunango Jantan Group to concern more about the standard safety on wokers.

