

CHAPTER V

CONCLUSION

5.1 Conclusions of Research

This study is based on the model of the previous studies that use Transformational leadership and Job Satisfaction that influence the variable Employee Performance. The study was conducted by distributing questionnaires to 65 respondents who are employee in Dinas Prasarana Jalan, Tata Ruang dan Pemukiman Sumatra Barat in Padang city. The data in this study was processed using SPSS 16.00 for Windows.

From the results of the linear regression test with SPSS 16.00 for windows concluded that:

1. Transformational Leadership variable have a positive influence and significant effect on Employee Performance in Dinas Prasarana Jalan, Tata Ruang dan Pemukiman Sumatra Barat.
2. Job Satisfaction variable have a positive influence and significant effect on Employee Performance in Dinas Prasarana Jalan, Tata Ruang dan Pemukiman Sumatra Barat.
3. From the determination test find the value 0,299, it mean 29% from factor Employee performance of Dinas Prasarana Jalan, Tata Ruang dan

Pemukiman influence by Tranformasional Leadership (X1) and Job Satisfaction, while the remaining 70,1% is explained by variables that are not described in this study like Motivation, Organizational Culture and etc.

5.2 Limitations of Research

Researchers realized, these results are still very far from perfection and have limitations that may affect the desired results, therefore this limitation is expected to be considered for researchers who will come, where the weaknesses that researchers have found include:

1. Deployment and data collection with questionnaire media or use the questionnaire have a weakness that causes refraction of perception, difference someone looking at things, so that researchers cannot control the response of each respondent.
2. This study only considers Transformational Leadership and Job Satisfacion variables as independent variables. Expected future research may add some other variables related to Employee Performance, so as to test other variables that may affect Employee Performance.

5.3 Implications of Research

The important implication to Dinas Prasarana Jalan, Tata Ruang dan Pemukiman Sumatra Barat is:

1. The research finding the influence of tranformasional leadership on

employee performance just normal, it can see from total mean tranformasional leadership is 3,67. In order to increace the performance Dinas Prasarana Jalan, Tata Ruang dan Pemukiman Sumatra Barat must pay attention to increase influence tranformasional leadership that already exist. More specifcly:

- a. Idealized Influence

The lowest score find from question “My boss has a fun person” with mean 3,43, it mean the leader of the institution just normal or not truly much fun in to do the work. So, for increase performance of employee, the leader must more much fun in do the work.

- b. Inspirational Motivation

The lowest score find from question “My boss is able to raise the morale of his subordinates” with mean 3,62, it mean the leader of the institution in older to raise morale of employee

just normal. So, for increase employee performance, the leader must more extra to inspire his subordinate.

c. Intellectual Stimulation

The lowest score find from question “My boss provides innovative feedback for job success” with mean 3,55, it mean provide innovative feedback by the leader just normal. So, in order to increase employee performance the leader more intense to give innovative feedback for his subbordinate.

d. Individualized Consideration

The lowest score find from question “My boss is a trustworthy person and care for subordinates” with mean 3,52, it mean the leader of the institution as trustworthy person and care for subordinate just normal. So, in order to increase employee performance, make sure the leader as trustworthy person and care for subordinaten is true.

2. The research finding the influence of Job Satisfaction on employee performance just normal, it can see from total mean tranformasional leadership is 3,78. In order to increase the performance Dinas Prasarana Jalan, Tata Ruang dan Pemukiman Sumatra Barat must pay attention to increase influence Job Satisfaction that already exist.

More specifcly:

a. Salary

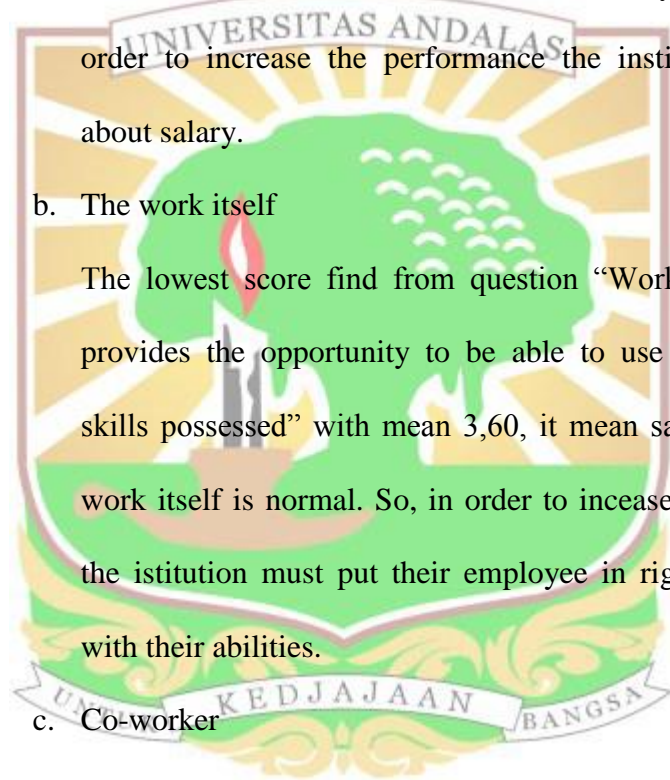
The lowest score find from question “I was given a salary more for what I'm doing and Benefits that I received quite a lot” with same mean 3,77, it mean satisfaction to salary is normal. So, in order to increase the performance the institution must care about salary.

b. The work itself

The lowest score find from question “Works Mr / Ms now provides the opportunity to be able to use the abilities and skills possessed” with mean 3,60, it mean satisfaction for the work itself is normal. So, in order to incese the performance the istitution must put their employee in right job that same with their abilities.

c. Co-worker

The lowest score find from question “I work with the people responsible”with mean 3,80, it mean satisfaction for co-woker is normal. So, in older to increase the performance the institution must make sure their employee can corporate each other in order to finish their job.

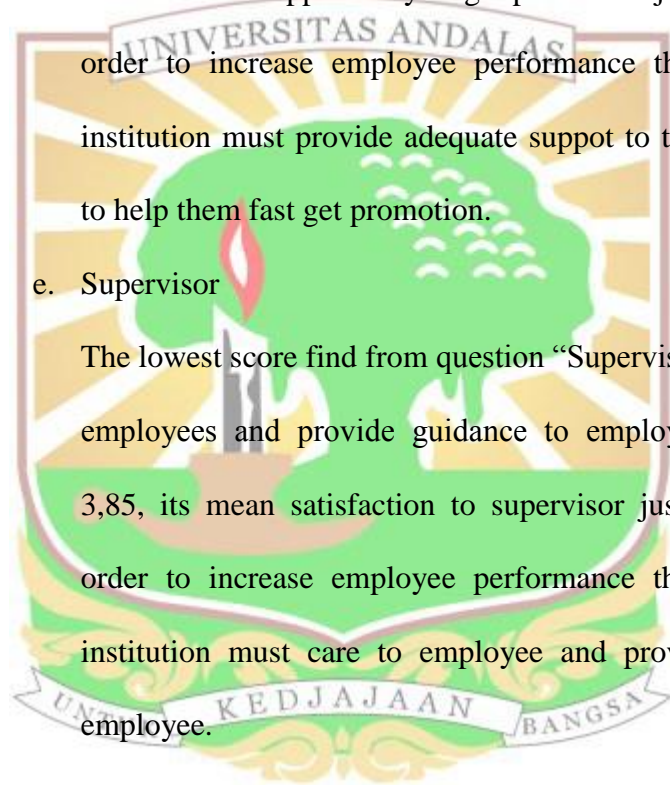


d. The opportunity to get promotion

The lowest score find from question “I like the boss who provide adequate support to me” with mean 3,68, it mean satisfaction to opportunity to get promotion just normal. So, in order to increase employee performance the leader in this institution must provide adequate support to their subordinate to help them fast get promotion.

e. Supervisor

The lowest score find from question “Supervision in touch with employees and provide guidance to employees” with mean 3,85, its mean satisfaction to supervisor just normal. So, in order to increase employee performance the leader of this institution must care to employee and provide guidance to employee.



5.4 Suggestions

For the next reseacher will perform better if:

1. The next researcher adds another variable that may affect employee performance.
2. The next researcher adds more sample, so that the data obtained is more varied.
3. Then, the object under study should be supplemented by another indicator, because in this study only examined the performance of employees.

