

CHAPTER V

CONCLUSION

5.1 Conclusion Research

The purpose of this research is to know the effect of job discipline and application technology on employee performance with leadership as intervening variable, where 3 dependent variable is job discipline, application technology and leadership is second order construct formed by each 3 to 5 dimension. The research was conducted by giving questionnaires to employees at PT Semen Padang.

The conclusion of this research is from 4 hypothesis of research, all have significant influence that is influence of job discipline to employee performance, influence of application of technology to employee performance, influence of leadership as intervening variable on job discipline influence to employee performance and influence of leadership as intervening variable on influence Application of technology to employee performance.

5.2 Research Implications

The findings in this study have several important implications for PT Semen Padang, including:

1. To improve employee performance can be done by increasing the values and aspects of application of technology, so that employees can have better performance.

2. In assessing employee performance, leadership can be an aspect that can be used as an intervening variable.

3. In this study, job discipline has no direct effect on employee performance. However, job discipline can use leadership to have a significant effect on employee performance

4. PT Semen Padang must have a way to improve employee performance quality by improving job appraisal system, giving incentive, upgrading office facilities and infrastructure.

5. In achieving better employee performance, the company must improve the quality of job discipline by giving more opportunities in doing the job to the employees. It is aimed To improve the ability to complete the job for the better.

5.3 Limitations of Research

The author realizes that the research conducted at PT Semen Padang still has limitations. Therefore this limitation needs to be considered for further research. Limitations in this study include:

1. Access to research in this company is limited.
2. Research is only done in the work schedule and to certain employees.

5.4 Suggestions

A. For the leadership of PT Semen Padang

It is suggested to the leadership to improve the knowledge about environmental condition and job discipline in the company's environment in order to understand, what is needed by the employees in improving the performance and maximizing the result of work and task. Furthermore, the leadership can reorganize the system of work assessment system to the assessment system based on the salary of each employee.

B. For employees of PT Semen Padang

Researchers have some suggestions for employees of PT Semen Padang is the first of every employee can improve performance by maximizing all existing facilities. The second is that every employee can improve the state of job discipline in the work to get a good atmosphere to complete the job. The third is that employees can take a systematic step in an effort to increase salaries and incentives on each job and task that has been completed.

C. For Further Researchers

After completing this research, the researcher has some suggestions for further research, it aims to further research better than this research. First the next researcher should add another variable that may affect employee performance. The next two researchers should add the scope of the region, from one city, to a province or to make comparisons between one company and another.