

CHAPTER V

CONCLUSION, IMPLICATION, LIMITATIONS AND RECOMMENDATION OF RESEARCH

This chapter consists of several parts which is the conclusions of the findings and discussions that have been shown in the previous chapter. As well as this chapter also provides an assessment of the potential limitation present in study, implication, and possible future direction for the research.

5.1 Conclusion of the research

The purpose of this study is to find out the effect of transformational leadership on employee performance with learning orientation as mediating role in head office of Bank Nagari. This study is using the primary data which is questionnaire that have been collected from 113 respondents who are working in head office of Bank Nagari. In this research, there are three hypotheses that have been developed and analyzed which has the result as follows;

1. Transformational leadership is positively related to employee performance. It means that transformational leadership enhances the employee performance. Therefore, employee performance can be predicted by transformational leadership.

2. Learning orientation is insignificantly related to employee performance which means that learning orientation is not being able to improve employee performance. In conclusion, employee performance cannot be predicted by learning orientation.
3. Learning orientation cannot mediate the relationship between transformational leadership and employee performance. It means that learning orientation has no effect on the relationship between transformational leadership and employee performance. Thus, the relationship between transformational leadership and employee performance cannot be predicted by learning orientation.

5.2 Implication of the research

The study that has been conducted provides several implications which should be considered. The results of this study are expected to be considered by the intended institution which is Bank Nagari.

The research implication for the leader of Bank Nagari which the findings showed that transformational leadership can have strong impact on their employees. So that the employees are willing to show high confidence in their leaders. And also through the transformational leadership approach, the employees feel appreciated by their leader. Thus, transformational leadership leads to the mutual trust and mutual respect.

Transformational leadership highly contributes to the employee performance. However, individual consideration as the lowest aspect needs to be improved so that transformational leadership can play a more significant role in the performance of employees. From an employee perspective, it can be said that their leaders did not pay enough attention to their employees in terms of work-related, job development, and work achievement. It is certainly desirable for leaders to pay attention, guide, coaching, teaching and mentor their employees in all situations. So, the employees feel helped by the guidance from their leaders which result in positive relation the employee and the leader. Then, it is not impossible if the leader neglect the aspect of individual consideration, there must be an effect of decreasing in employee performance whether directly or indirectly.

In the other side, besides considering the major contribution to the employee performance, the research implication also consider aspects of employee performance that need to be improved based on the results of this study. To improve the performance of the company, the company must be able to pay attention to their employees. Companies must be able to fulfill the rights of employees. So the company should not only focus on the interests of the company, but the interests of employees also should be a priority. With the fulfillment of the rights of employees, it is believed that it will motivate employees to perform better and improve their performance.

5.3 Limitations of the research

During conducting this study, researcher has several limitations which shown below;

1. The limitations of this study such as the researcher's difficulty in terms of raising awareness of respondents to this research considering the high number of questionnaires that are not feasible to be processed and there are some questionnaires that are missing and not returned by the respondents concerned.
2. This study only took place in one location which makes this study lack generalizability.

5.4 Recommendation of the research

This research is expected to be improved by considering the following future direction in the future research such as;

1. For the future direction, develop new trick in order to increase the awareness of respondent in participating in this study.
2. It is recommended that the number of sample and the location should be augmented.
3. For a better study, provide more the questionnaire with information in order to prevent the response bias.
4. This study is recommended to be improved by adding different variables in order to create and found varieties of the result.