

## CHAPTER V

### CLOSING

This chapter provides conclusion from finding and discussion presented in the previous chapter, followed by an assessment of the potential limitation present is study, implication and possible future directions for the research.

#### 5.1 Conclusion of the Research

This research is quantitative research using a primary source of data through explanatory research to analyze how one or more variables related the other variables and the effect between variables that explained by the hypothesis. The surveys are spread to the employee in PT. Kunango Jantan

The purpose of this research is to find out the influence of leader personality traits toward job satisfaction and leader personality traits as an intervening variable. This research also finds out whether variables have a significant effect and positive effect or not. After gathering all the questionnaires back, the data have been processed by using SmartPLS 3.0 and SPSS 19, through several tests; measurement outer model (convergent validity, discriminant validity, and reliability test) and measurement inner model (r-square and t-test). There is three hypothesis developed in this research for employees in PT. Kunango Jantan

1. Leadership style is positively and significantly influence toward leader personality trait. It is mean that personality traits of a leader will influence the style of leadership. Different personality will effect on

different leadership style. Increasing on leadership style will increasing leader personality trait too.

2. Leader personality trait have a significant positive effect on job satisfaction. It is mean that satisfaction of the job in the company influenced by the traits of the leader to the employee. The better the leader traits the employee, the more satisfied the employee will feel on doing their job.
3. Leader personality trait is fully intervening the leadership style toward job satisfaction. It is mean that only through the trait from the leader, the employee can acknowledge the style that leader try to bring and feel satisfied on their job. Thus, the personality trait of the leader will affect leadership style toward job satisfaction.

## 5.2 Implication of the Research

This research creates several implications for the employee of PT. Kunango Jantan that based on this research. As the result show, it is proved the hypothesis is supported and related the previous study that is in this research.

This result proved that having a good leader will influence the quality of employee's productivity in their job. A good leader for PT. Kunango Jantan employees is a leader who respect the employees, a leader who appreciates the employees and a leader who generate a sense of pride on the employees. Those kind of behavior create satisfaction among the employee.

Based on the result of the present finding, the employee of PT. Kunango Jantan feeling satisfied when the leader appreciates them, respect them, and proud of them and also, the employee feeling satisfied when the leader always try to improve the working conditions. The employee then acknowledge the personality trait of the leader such as work methodically and always looking for the chance to growth is influencing how the leader behave or can be implied as the leadership style. Leader who looking for the chance to growth will appreciate employees and proud of employees. It is show that leadership style influence the leader personality traits in this company. The employee realize that their leader expecting from them so the employee know that they existence is important and realize their full potential which is mean that they satisfied of the job. It is show that leader personality trait influence the employee's job satisfaction in this company. The leader trait the employee considerately because the leader know by appreciate and respect the employee, it will influence the quality of employee's productivity. It is implied that the leadership style is positively influenced job satisfaction through the leader personality trait in this company. So, the leader in PT. Kunango Jantan have to treat the employee considerately, appreciate them and make the employee realize their full potential and see the good benefit offer by the company that can improve their job productivity and job satisfaction.

### **5.3 Limitation of the Research**

The researcher found some limitation when conducting this research. Some of the limitations are as follow:

1. This research only uses the variable from leader perspectives such as leadership style and leader personality trait that influence job satisfaction. It is better to use another variable from an organizational perspective such as organizational performance, organizational commitment, and others.
2. This research has limitations on 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 limited time given to them in filling the questionnaires are slightly inappropriate.
3. Researcher still gets lack information about the previous study that can be used as pilot research especially about leader personality as an intervening variable on leadership style toward job satisfaction.

#### **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 researcher, the location of research could be expanded such as media sector and hospitality sector.

2. For the next researcher, the number of the samples used can be propagated and use different sample method
3. For further research, there are variables that have influence job satisfaction such as organizational commitment and organizational performance, so hopefully, the next research can identify job satisfaction through those variable in order to display varieties of the result.

