

CHAPTER V
CONCLUSION, LIMITATIONS, IMPLICATION AND
RECOMMENDATION OF RESEARCH

5.1 Conclusion

The purposed of this research is to find out the influence of locus of control on organizational commitment mediating by islamic work ethic. This research also aims to examine whether those variable give significant and positive effect to islamic work ethic or not. There are four hypotheses developed in this research for all employees at BSM Padang based on the literature review and previous studies. Therefore, the analyses of results are:

1. For employees at Bank Syariah Mandiri Padang
 - a. Locus of control has significant effect on islamic work ethic . The relationship is positive .
 - b. Islamic work ethic has significant effect on organizational commitment. The relationship is positive.
 - c. Locus of control has no significant effect on organizational commitment. The relationship is negative.
 - d. Islamic work ethic can be treated as mediating variable in correlation of locus of control to organizational commitment.

5.2.Limitation

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

1. Variable

The variables examined in this research are locus of control , islamic work ethic and organizational commitment. The next research will be more variables and indicators added to be developed.

2. Respondent

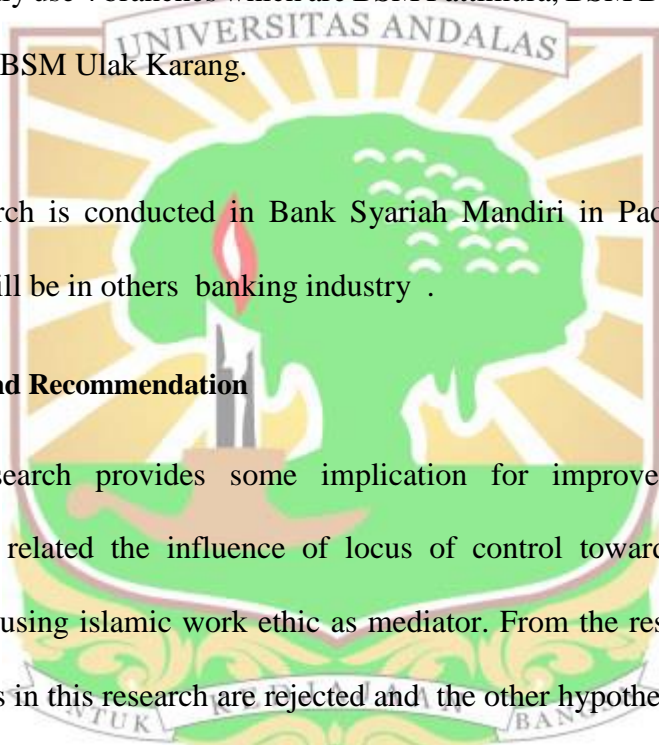
Since this research use respondent from Bank Syariah Mandiri in Padang , this research only use 4 branches which are BSM Pattimura, BSM Bandarbuat, BSM Siteba and BSM Ulak Karang.

3. Location

This research is conducted in Bank Syariah Mandiri in Padang . The next research will be in others banking industry .

Implications and Recommendation

This research provides some implication for improvement in better understanding related the influence of locus of control toward organizational commitment , using islamic work ethic as mediator. From the result, it is proved one hypotheses in this research are rejected and the other hypothesis is supported for employees at BSM in Padang. The result also supports the previous studies related with variable used in this research. First implication is management could gain the benefit from this result that employees who have internal locus of control strongly support the islamic work ethic . When hiring employee who strongly support the islamic work ethic means hiring employee who believe in hard work, dedication of work, meeting deadline of work, cooperation and competitiveness in the work place . It also means that employee who have high islamic work ethic also



contributed to have more commitment to the organization because they are producing more than enough to fulfill the need for society, working harder to give benefit not only for themselves but also for society including the entire of organization.

1. For Management of Bank Syariah Mandiri in Padang.

The locus of control especially internal LOC from employees at Bank Syariah Mandiri is directly has significant effect on their islamic work ethic eventhough there is insignificant influence of *locus* of control directly to organizational commitment but islamic work ethic has strong influence to the organizational commitment for the employee in Bank Syariah Mandiri Padang. Therefore, locus of control may be an important factor in evaluating individual during recruitment and selection process. Management should hire employee who have high internal locus of control and also who strongly support islamic work ethic particularly.

In order to improve the employee's organizational commitment, the management team and employees in BSM Padang need to be more corporate to increase their productivity by create the islamic work ethic is considered as corporate behaviour by improve the traning related with sharia or give the intention to the employee on behaviour in working especially to make them closer to the work ethic based on Quran and Hadist.

2. For The Next Reseracher

It is hope that the next researcher should add another factor of organizational commitment so the next researcher will gain the complete research and the

amount of the sample to gain the accurate research and also doing the same research to know the consistency of this research .

