

## 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 in 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 members of AIESEC in Universitas Andalas.

The purpose of this research is to find out the transformational leadership toward team performance and trust as a mediating 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 2.0 and SPSS 16, through several tests; measurement outer model (convergent validity, discriminant validity, and reliability test) and measurement inner model (r-square and t-test). There are three hypotheses developed in this research for members of AIESEC in Universitas Andalas term 2016/2017.

1. Transformational leadership is positively and significantly effect toward trust. It is mean that Confidence in the leader, in turn, may help to gain

trust because followers believe that the leader has the ability to fulfil the leadership role. Transformational Leadership increases the emotional connection or identification between the supervisor and the follower in a way that follower feel more confident to perform because the team trust their leader.

2. Trust has a significant positive effect on team performance. It is mean that when the team trust each other, like team leader trust their team member and also team member trust their team leader, they will have ability to cooperate together to achieve the goals. So that, the greater the trust level, the higher and better will be the team performance.
3. Trust is fully mediate the transformational leadership toward team performance. It is mean that subordinates who trust their leaders are likely to both extra effort and obtain increased levels of intrinsically-based satisfaction because of the positive emotions associated with trust.

## **5.2 Implication of the Research**

This research provides some implication for improvement in understanding the effect of transformational leadership toward team performance, mediated by trust on AIESEC in Universitas Andalas. The result of this research shows all hypothesis are accepted. It showed that the results of this research also support the results of previous studies conducted by many researchers that related to the variables used in this research.

The research found the four variables have a positive relationship. It means that transformational leadership effects to trust, trust effects to team performance and transformational leadership effects to team performance is mediated by trust.

For AIESEC in Universitas Andalas, all the hypothesis are supported. It means most of team leaders have transformational leadership style and the team trust each other. It gains good performance of the team. So keep it up for the organizational sustainability. To keep the good result of team performance in AIESEC Universitas Andalas, the organization can put leadership style session in the conferences, doing good engagement in the team such as team bonding, team days and evaluation.

For other non-profit organizations, to pay attention to leadership style and trust in an organization. because it proved to affect team performance in organization.

For academics, this research can facilitate analysis related to team performance in non-profit organizations. in addition, this study can also be a comparative study with research both in the past, and in the future.

### **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 test one type of leadership style which is transformational leadership. It's better to use other types of leadership style such as transactional leadership or Laissez – faire leadership.
2. This research uses SmartPLS 2.0 version because when the researcher entered the data to the PLS, critical error happened. The data can't be calculated.
3. This research only located in one of non-profit organization, AIESEC in Universitas Andalas

#### **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 research, different variables can be added regarding the topic of the research in order to found varieties of the result.
2. For the next research, can use updated SPSS and smartPLS such as SPSS 19 version and SmartPLS 3.0 version.
3. For the next research, hopefully the next researcher able to expand the location of the research. Not only in one non-profit organization but can examine two or more non-profit organization. So, the result can be compared and more accurate.