

CHAPTER V

Conclusion and Summary

This chapter provides conclusion from finding and discussion presented on the previous chapter, followed by 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 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 employee in Hotel Pusako Bukittinggi

The purpose of this research is to find out the influence of Workplace Spirituality, Religiosity, and Job Satisfaction. This research also finds out whether variables have significant effect and positive effect or not. After gathered 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 are three hypothesis developed in this research for employee in Hotel Pusako Bukittinggi.

1. Spirituality is positively and significantly influence toward Job Performance. It is mean that Spirituality will influence the Job

Performance, Increasing on Spirituality will increasing Job performance.

2. Spirituality has significant positive effect toward job satisfaction. It is mean that satisfaction of the job in the company influence by the Spirituality of the employee. The better the better Spirituality implimanted, the more satisfied the employee will feel on doing their job.

3. Spirituality has significant positive effect toward job performance that mediated by job satisfaction. It means that satisfaction of the job in the company influence Between Spirituality on Job Performance.

4. Religiosity is positively and significantly influence toward Job Performance. It is mean that Religiosity will influence the Job Performance Increasing on Religiosity will increasing Job performance.

5. Religiosity has significant positive effect toward job satisfaction. It is mean that satisfaction of the job in the company influence by the Religiosity of the employee. The better the better Religiosity implimanted, the more satisfied the employee will feel on doing their job.

6. Job Satisfaction is positively and significantly influence toward Job Performance. It is mean that Job Satisfaction will influence the Job



Performance, Increasing on Job Satisfaction, increasing Job performance.

5.2 Implication of the Research

This research creates several implication for the employee of Hotel Pusako Bukittinggi that based on this research. As the result show, it is proved the hypothesis is supported and influenced previous study in this research.

This result proved that in development of spirituality in workplace it can create a positive effect to organizational performance. In personal level specially in Hotel Pusako it can give impact for their employee's in the satisfy individual needs its like how they get work meaningfulness and serenity. From this research also emphasizing that the goal of spirituality is to reach a highly evolved personal state or attainment of one's highest potential to Employee of Hotel Pusako Bukittinggi, which in turn lead to greater employee creativity, motivation, and increase their commitment. And it reserch proved that how to make a good character for employee that it could increase their performances by keep consistenly do faith its regarding with the Religiosity of employee, where they do practicies related with their religion,it surely create a significant effect a good character person it automatically increase performance of Employee at Hotel Pusako Bukittinggi. The impact of this factor, spirituality and religiosity including, enhance the satisfaction for employee, the research proved that, how it makes employe feel calm, safety and enjoy doing their activities in their workplace. It also proved that how satisfaction lead the employee to find their best performance.

The reserach in Hotel Pusako Bukittinggi proved in Job Satisfaction as mediating effect on The impact of spirituality on employee's job performance,that result it not really significant effect, it just stay in the middle or it just could effect little bit for support the impact of spirituality on job performance, the reality here that shown how actually the spirituality can directly influenced the performance employee.

Based on the result of present finding, the employee of Hotel Pusako Bukittinggi feeling satisfied with how the implication of Spirituality an religiosity in their workplace. It is implies that Religiosity and Spirituality is positively and significantly influence on job satisfaction also increase their performance in this company.

5.3 Limitation of the Research

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

1. This research only use variable from Employee perspective such as Religiosity,Spirituality and Job Satisfaction toward Job Performance,It is better to use another variable from organizational perspective such as organizational performance, organizational commitment and others.
2. This research has limitations of 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 limitation time given to them in filling the questionnaires are slightly inappropriate.

3. Researcher still get lack information about previous study that can be use as pilot research especially about Job Satisfaction as Mediated between Spirituality toward Employee's Job performance

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, location of research could be expanded such as media sector and hospitality sector.
2. For the next researcher, the number of sample used can be propagated and use different sample method
3. For further research, there are variable that have influence Job Performance such as organizational commitment and organizational behavior, so hopefully the next research can identified job satisfaction through those variable in order to display varieties of the result.