

CHAPTER V

CONCLUSION

5.1 Conclusion

from the results examination hypothesis that has been done, it can be summarized as follows:

1. Education is positive effect but no significant effect related to employee performance on Rectorat Employees Universitas Andalas.
2. Training is positive and significant effect related to employee performance on Rectorat Employees Universitas Andalas.
3. Work motivation is positive and significant effect related to employee performance on Rectorat Employees Universitas Andalas.
4. Education, training and motivation simultaneously significant effect related to employee performance on Rectorat Employees Universitas Andalas.

5.2 Research implications

Based on the research results and conclusions obtained. Then found some useful implications for Rectorat Employees Universitas Andalas for the performance of clerks increased. Therefore, researchers made some form of implications that can assist in improving the performance Rectorat Employees Universitas Andalas are as follows:

1. Improve employee performance on Rectorat Employees Universitas Andalasthrough increased education, training and motivation.
2. Improve the working environment on Rectorat Employees Universitas Andalas as it related to safety and security needs of employees in work. then the Rectorat Employees Universitas Andalas, more focused attention to the physical environment such as color management, spatial planning work, music, safety in leaving valuables in the room, equipment or inventory is organized and arranged neatly in place to work

and fair treatment from the leadership. Because this will make the working environment safe and comfortable for Employees. Indicators have implications for the work environment Employee performance Rectorat Employees Universitas Andalas.

3. Increase the motivation of Rectorat Employees Universitas Andalas educational personnel, such as salaries, benefits and recognition and awards both from colleagues when successfully doing their job. Because work motivation influence on employee performance Rectorat Employees Universitas Andalas.
4. Rectorat Employees Universitas Andalas encouraging employees to improve education
5. Intensified implementation of training to improve performance employee Rectorat Employees Universitas Andalas.

5.3 Limitations of the study

This study has several limitations, which can be input for future studies. The limitations of this study include:

1. The author simply took this data from 82 employees Rectorat Employees Universitas Andalas.
2. The author only analyze the influence of education, training and motivation of the alleged influence employee performance on Rectorat Employees Universitas Andalas.
3. The author only analyze data using multiple linear regression analysis to answer the research hypothesis.

5.4 Suggestion

This study has several suggestions, which if addressed in future studies, may improve the results of the study are:

1. Future studies are expected to develop research models. Because this study was to analyze the education, training, motivation and performance. Suggested for subsequent researchers to be able to add other variables that can explain the depth of employee performance.
2. Sampling was narrowed down to more specific so that it will be obtained the results more accurate.
3. It is suggested to the Rectorat Employees Universitas Andalasto pay attention to in terms of work motivation of physiological needs in order to work motivation may be able to improve the performance of educators.

