

## **CHAPTER V**

### **CONCLUSION**

This chapter provides the conclusion from the findings and the discussions of the research which has been conducted and shown in the previous chapter. This chapter also show the limitation in this study and the implication for the possible future directions for the research.

#### **5.1. Research Conclusion**

This research study uses quantitative method which involves two sources in order to find relevant between each of the variables. First is the primary data, where the source of data are collected and processed through the hypothesis testing through questionnaires to analyze the effect between each of the variables are related and influencing each other. Second is the secondary data, where source of data collected through other literature, journal, books, and other reliable source. The questionnaire was conducted via google forms that spread to 80 respondent in Politeknik Negeri Padang that fits the research criteria.

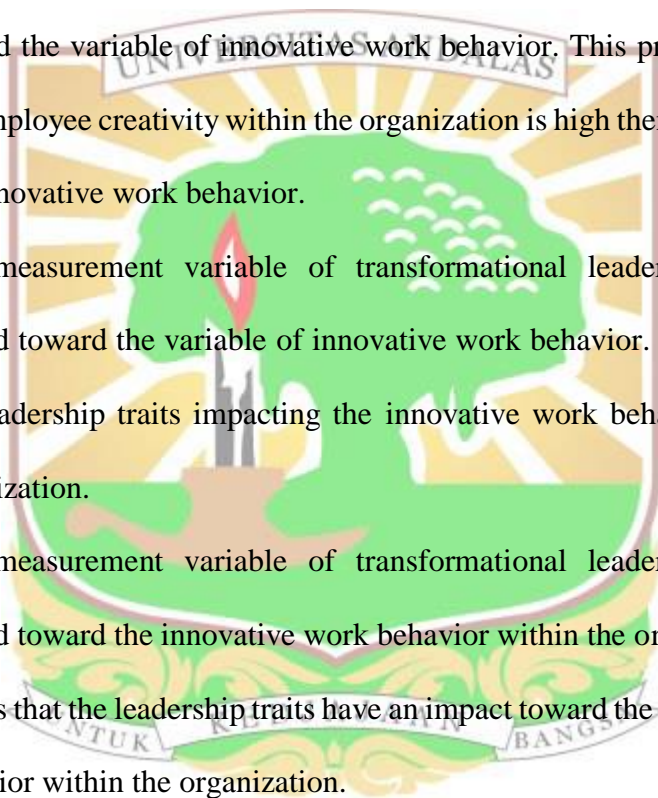
The objectives of the present study is to see the influence of transformational leadership and innovative culture whether it will affect the innovative work behavior which is mediated by employee creativity. This quantitative data will then process through Microsoft Excel 2013, and SmartPLS 3.0. Thus, from this sources of data, there are 7 hypothesis can be concluded and explained.

1. The measurement variable of transformational leadership is positive but doesnt have a significant effect toward the variable of employee creativity.

This because of the result of the employee creativity it self already high

enough which means that, even without the transformational leader traits, the employee creativity already good in State Polytechnic of Padang.

2. The measurement variable of innovative culture has significantly and positively toward the variable of employee creativity. This proves that, when the organization have the innovative culture, then the employee creativity will be following the trend of the organizational culture.
3. The measurement variable of employee creativity positively associated toward the variable of innovative work behavior. This proves that, when the employee creativity within the organization is high then it will improve the innovative work behavior.
4. The measurement variable of transformational leadership positively related toward the variable of innovative work behavior. This proves that the leadership traits impacting the innovative work behavior within the organization.
5. The measurement variable of transformational leadership positively related toward the innovative work behavior within the organization. This proves that the leadership traits have an impact toward the innovative work behavior within the organization.
6. Transformational leadership has positively affecting innovative work behavior through employee creativity in State Polytechnic of Padang.
7. Innovative culture has positively related and affected innovative work behavior through employee creativity.



## **5.2. Research Implications**

This research can have some implications that could be useful and considered for Politeknik Negeri Padang to increase their productivity performance.

The implications are as follows:

### **1. For related institution (Politeknik Negeri Padang)**

This research has data and information about transformational leadership, innovative culture, employee creativity, and their impact to Innovative work behavior. Thus, it can be used as a guidance for Director of State Polytechnic of Padang to improve the Innovative work behavior at his institution.

### **2. Academicians (Researcher)**

The research is the learning process in knowledge applications and theories related to the real problem in human resource management field, and provide better understanding about transformational leadership, innovative culture, employee creativity, and innovative work behavior. Thus, it will help as a guidance for the future research in the similar area.

## **5.3. Research Limitation**

Researcher realizes that this research was conducted far from perfection as knowledge will always be new and different toward every phenomenon. Because of that, the limitations from this research are as follows:

1. The researcher is only done by measuring the transformational leader effect by the director of State Polytechnic of Padang. Whereas, in this variable could have measured other leaders such head of department whom rated by their subordinate in order to know whether the success is not only from the director side, but it is

also from the department that support the act from the director decision within State Polytechnic of Padang.

2. The number of samples in this research study amounted to 80 respondents, with the total of population that meets the criteria of the research are 364 lecturers. This was because of the pandemic covid-19 that the respondents only return 80 of the questionnaires.

#### **5.4. Future Research Suggestions**

According to the conclusion and the research limitation that this research study have, thus the future suggestions for the next researcher are as follows:

1. As it has been mentioned before, the research target can be expanded to another level where it also measures other leaders that also have the impact toward the success of State Polytechnic of Padang.
2. For the next research, the variables shall infuse toward the phenomenon that suitable during the research is carried out.
3. An increasing number of respondent will be needed as the next research will require more target of the research and might have different outcome.

