

CHAPTER V

CONCLUSION

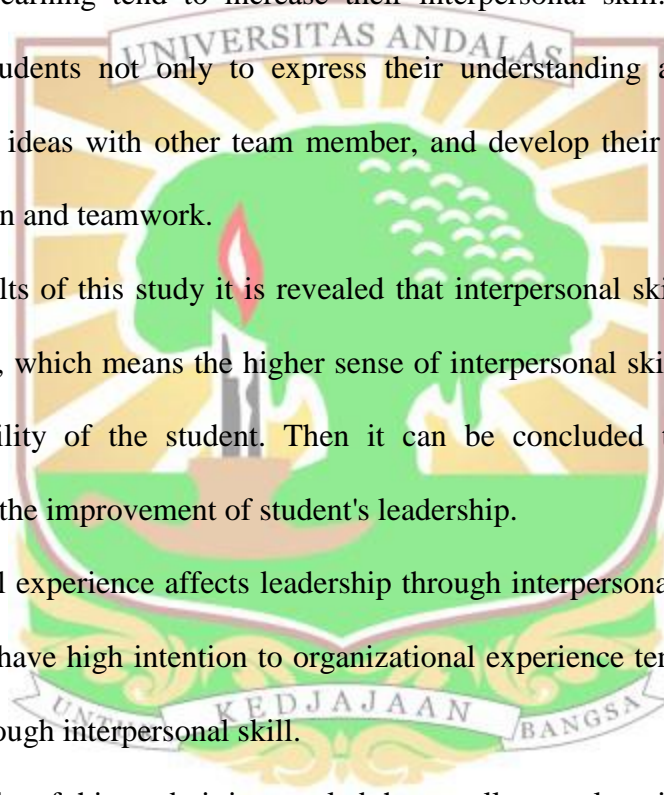
This chapter will be providing the conclusion from the findings and discussions of the research which has been shown in the previous chapter. Also this chapter shows the limitation in this study and implication for the possible future directions for the research.

5.1 Conclusion

The aim of this study is to discover about the relationship between the constructs which are organizational experience, small group learning, interpersonal skill and leadership. This study concerns about organizational experience and small group learning of the students of Economics Faculty in Universitas Andalas and how this variable influences leadership while mediated by interpersonal skill. The researcher uses primary data by distributing online questionnaires to the students of Economics Faculty in Universitas Andalas through Google form. There are seven hypotheses development in this study. After conducting test in Smart PLS 3.29, the hypothesis can be concluded as follows:

1. This study proved the positive relationship between organizational experience and interpersonal skill. When the involvement of organizational experience is higher the interpersonal skill will also be higher. In the student organizations, students can learn many things such as how to express opinions, how to lead meetings, and many things more that can increase their ability to socialize. Then it can be concluded that organizational experience contributes to the improvement of student's interpersonal skill at Economics Faculty in Universitas Andalas.

2. According to the result of this study, organizational experience influences the leadership skill of the students at Economics faculty in Universitas Andalas. The finding in this study declares that students who have high intention to organizational experience tend to remain have good leadership.
3. This study proved the positive impact between small group learning and interpersonal skill. From the results of this analysis revealed that students who have high intention to small group learning tend to increase their interpersonal skill. Small group learning encourages students not only to express their understanding about a topic but also compare their ideas with other team member, and develop their personal skills such as communication and teamwork.
4. From the results of this study it is revealed that interpersonal skill positively influences the leadership, which means the higher sense of interpersonal skill will also increase the leadership ability of the student. Then it can be concluded that interpersonal skill contributes to the improvement of student's leadership.
5. Organizational experience affects leadership through interpersonal skill. This shows that students who have high intention to organizational experience tend to remain have good leadership through interpersonal skill.
6. From the results of this study it is revealed that small group learning negatively influence student's leadership skill which means the higher involvement of students to small group learning it does not affect anything to student's leadership skill.
7. Small group learning affects leadership through interpersonal skill. This shows that the application of small group learning of students at Economics Faculty in Universitas



Andalas will increase the leadership skill even if it is coupled with the application of interpersonal skill.

5.2 Implication

This research can be used as one of the considerations and sources of information for evaluation lessons in improving the performance of the students of Economics Faculty in Universitas Andalas. Economics Faculty in Universitas Andalas must maintain and enhance the application of their student organization and small group learning method because the application of organizational experience and small group learning has a significant impact on student's leadership skill.

The levels of leadership out students are influenced by variables of organizational experience, small group learning and interpersonal skill. This study can be used as a guideline for taking decisions on Economics Faculty in Universitas Andalas in the term to control student's organizational events and organize small group learning to increase interpersonal skill of the students to have good leadership skill. The results of the theoretical model of this study explain that organizational experience and small group learning affect leadership directly or through interpersonal skill that influence partially.

Other than that, this paper indicates that organizational experience and small group learning practices are practical part of techniques that students should be pay attention to improve their interpersonal skill to build a proper leadership trait. To overcome students leadership skills, students should focus on tendency of involvement in organization, small group learning and interpersonal skill improvement that could create high intention to leadership traits. As such, students who experienced in organization and small group learning in their study path

will ultimately have good interpersonal skill, which means their leadership behavior will become higher.

5.3 Limitation and Future Research

When conducting the research, the researcher found several limitations such as:

1. The respondents in this research have bias responses that make limitations in this research. Some of the respondents do not know about the condition or personality of their self such as when consider about their interpersonal skill or leadership.
2. The number of respondents in this study was limited to only 140 people. So it is not yet biased describes the whole students who has study in Economics Faculty of Universitas Andalas.
3. The respondents in this study mostly were come from management department which consist of 94 out of 140 respondents. So it can not describe the whole students who have study in Economics Faculty of Universitas Andalas.
4. The independent variables in this study are organizational experience and small group learning, so that it cannot describe in its entirety the things that are affect leadership.

5.4 Recommendation

The suggestions from the authors based on the results of this study are as follows:

1. To increase the leadership skill and improving the interpersonal skill, students should join organization or make some more efforts in small group learning.
2. To increase intention of students to join organization, the faculty should provide opportunities for students to become active in the organization such as by giving awards

to students who can complete their study as well as active in their organization which in turn can increase the desire of students to join organization.

3. To increase organizational experience, the student's organizations should increase students' awareness of the sustainability of the organization as a sense that the organization has a meaning, and the organization also should believe to the students so they can remain loyal to the organization in order to reduce the desire of students to leave.
4. To maximize the results of small group learning, the university or faculty as education provider should give more attention to the students to finish the group based assignment, give fairness score in accordance with the workload of students and increase students loyalty through small group learning.
5. The next researcher can conduct research in other universities. This can help to enrich the knowledge and the understanding of human resources topics especially interpersonal skill and leadership according to this research

