

CHAPTER V

CONCLUSION

5.1 Research Conclusion

From the discussion previously described to answer the problem formulation, this research can be concluded as follows:

1. From the result, it concludes that Work Motivation in Educational Service Worker Faculty of Animal Science Andalas University does have a positive and significant impact on its employee performance. The better the Motivation, the higher the performance that can be achieved.
2. From the result, it concludes that Organizational Commitment in Educational Service Worker Faculty of Animal Science Andalas University does have negative but not significant on its employee performance.
3. From the result, it concludes that Work Environment in Educational Service Worker Faculty of Animal Science Andalas University does have a positive and significant impact on its employee performance. The better the Work Environment, the higher the performance that can be achieved.

5.2 Research Implication

1. Educational Service Worker Faculty of Animal Science Andalas University needs to pay more attention to work motivation, organizational commitment and work environment and apply it properly in an effort to improve employee performance.
2. The result shows that that motivation is very important for the continuity and fluency of the institution and the better the motivation, the better the employee's performance. This can be done by paying attention to individual characteristics, work situation characteristics and job characteristics that will affect the work productivity of employees. With high motivation, the employee's performance will increase and can exert a positive influence on the performance of the Educational Service Worker Faculty of Animal Science, Andalas University.
3. Commitment is one of important thing that employee must have to run their organization. Commitment means for the employees to not only stay in the organization for a longer time, but also to give their best efforts and be loyal to the organization. Employees with high commitments will have greater contributions to the organization and less likely to engage in unproductive or destructive behavior. The results of this study indicate that there is a lack of organizational commitment in the Educational Service Worker Faculty of Animal Science, Andalas University. So that organizational commitment does not have a significant effect on the performance of the Educational

Service Worker Faculty of Animal Science Andalas University. So, Educational Service Worker Faculty of Animal Science Andalas University must increase and make their employees committed to the organization to achieve organization goals.

4. The results of this study indicate that the better the work environment, the better the employee's performance. This is done by providing the comfort of the physical environment such as providing air circulation in the work space of employees, providing lighting, providing security and paying attention to the work environment in the agency.
5. For academics, as knowledge development, this research can be a reference for future researches.

5.3 Research Limitation

Based on the research carried out at Educational Service Worker Faculty of Animal Science Andalas University, the researchers realized that this study was still far from perfection and has limitations. Therefore these limitations are expected to be considered for future research. The limitations of this research are as follows:

1. The sample are limited and relatively small because the respondents are only 40 of all employees of Educational Service Worker Faculty of Animal Science, Andalas University.
2. The data obtained using questionnaire, where it might not show the real condition of respondents. The questionnaire was also distributed online which made it difficult to collect.

3. There are other variables that affect employee performance that are not used in this research such as leadership, organization culture, etc.

5.4 Future Research Recommendation

1. Future research is expected to increase the number of sample for more accurate result.
2. The scope of area in the future research is expected to be expanded so that it can be applied broadly.
3. Future research can add other variables related to employee performance.
4. Future research can add interview techniques in data analysis, for more accurate results.

