

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 manually that spread to 80 respondents in Main Office of Bank Nagari that fits the research criteria.

The objectives of the present study is to see the influence of work life balance, job satisfaction and organizational commitment whether it will affect the turnover intention. This quantitative data will then process through Microsoft Excel 2013, and SmartPLS 3.0. Thus, from this sources of data, there are 3 hypothesis can be concluded and explained:

1. The measurement variable of work life balance is negatively and significantly influences the variable of turnover intention. This proves that employees in Bank Nagari considering work life balance and Bank nagari has been successful in providing work life balance to their employees.
2. The measurement variable of job satisfaction has positive influences toward the variable of turnover intention. This proves that, the employees in Bank Nagari

do not consider Job Satisfaction as the main factor toward their turnover intention.

3. The measurement variable of organizational commitment is negatively and significantly influences the variable turnover intention. This proves that, the organizational commitment within the organization is strong, it reduces employees turnover intention in Bank Nagari.

5.2 Research Implications

This research can have some implications that could be useful and considered for Bank Nagari to increase their productivity performance and for academicians. The implications are as follows:

1. For related institution (Bank Nagari)

This research has data and information about work life balance, job satisfaction and organizational commitment influence toward turnover intention on millennial generations. Thus, it can be used as a guidance for Director of Bank Nagari to prevent the employees turnover intention in Bank Nagari.

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 work life balance, job satisfaction, organizational commitment and turnover intention. Thus, it will help as a guidance for the future research in the similar are and same variable.

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 work life balance, job satisfaction, organizational commitment variables toward turnover intention. Whereas, there are many other variables that influence turnover intention.
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 250 employees.
3. This research is only run at main office of Bank Nagari, so the result of this research will not have the same result in the other branch offices of Bank Nagari
4. The researcher did not put criteria for permanent employee and outsourcing employee. The satisfaction of permanent employee and outsourcing employee absolutely different.

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 variables that have the influence toward turnover intention.
2. For the next research, the variables shall infuse toward the phenomenon that suitable during the research is carried out. An increasing number of respondent will be needed as the next research will require more target of the research and might have different outcome.