

CHAPTER 5

CONCLUSION AND SUGGESTION

5.1 Conclusion

Based on the results of research and the discussion of the determining factors that motivate Generation Y in order to increase employee's performance in PT ABC, some conclusions can be taken as follows:

1. Factors that motivate PT ABC's Gen Y employees to increase the employee's performance are salary, bonus/ reward, job company, self-development opportunity, and co-worker. If the salary is higher and based on the employee's wants and is supported by the good job company, it will make the job performance for PT ABC increase because they get that motivation to do their job. Besides salary, a co-worker can be influenced too because in PT ABC all of the employees in each department will work in a team, that's why the co-worker's factor can be a motivation factor to work diligently and achieve the best job performance.
2. Factors that demotivate PT ABC's Gen Y employees to increase the employee's performance are small salary, superior condition, work conditions such as overtime, routine task, and six days work.

5.2 Suggestion

5.2.1 For Management

Motivating employees is the important factors in a company to achieve the best job performance. Nowadays Generation Y employees are mostly entering the workplace, especially in PT ABC. It becomes a challenge for the management team inside the company. They should know the factors which are motivating or demotivating the employees and after that, they can implement it to the employees suitable with their characteristics also. In PT ABC, the motivation factors such as salary and co-workers (including communication each other) are already good and must be defended. Then the work environment must be improved such as giving internet connection facility (Wi-Fi) and provide comfortable office room because there are 2 informants unsatisfied with it. There are also demotivation factors in the company such as age gaps, small salary, and lazy feeling because of routine daily task that influence the staffs become boring in working. It made the company must improve more related to its demotivation factors with giving the worth salary for employees or staffs, provide mediator to link the superior and staffs if they have a hard-situation because of different characteristics, and hold some funny events to the employees outside their job desk so they have time to refresh and fun together with others.

5.2.2 For Next Researcher

Because of the limited scope of doing this research which is one company with 5 informants, the researcher only gets some points

of the result and it still needed to do a deeper research by the next researcher related to the topics especially for quantitative study which uses more samples of Gen Y.

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