

## Chapter 5

### Conclusion and Suggestion

#### 5.1. Conclusion

1. Based on the evaluation of existing procedure of Promotion/Mutation we find there are several drawback of procedure. The existing procedure tends to create slower decision making with many administrative processes. Furthermore most of the user finds the procedure is complicated to follow.
2. In order to eliminate those drawbacks there is a need to do improvement of the several steps and time requirement, time completing of the procedure.
3. By proposing the new time, form and solution procedure is expected to complete the whole process with 40% of efficiency (All process, except the moving manager level) and 50 % of efficiency (moving manager level).

The effect of the new procedure:

1. Faster decision making.
2. Less administrative process without reducing the quality of process.

## **5.2.Suggestion**

For Business practitioner:

1. The company and the manager can evaluating the process and improve for the efficiency.
2. The new procedure can be a role model for making improvement of the other company procedure better.

For Academician:

1. The case studies give more enlighten information about career development, implementation in the work about what is the difference and which theory is implemented.

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