

CHAPTER 5

CONCLUSION AND RECOMMENDATION

5.1 Conclusion

Based on the results of testing the hypothesis in this research, it can be concluded as follows:

1. Self Efficacy has proven no significant influence on Employee Performance. This means H1 was rejected.
2. Work Motivation has proven to have no significant impact on the Employee Performance. This means H2 was rejected.
3. Job Satisfaction has proven to have a positive and significant impact on Employee Performance. This means that H3 was accepted. Thus it can be interpreted, the higher the Job Satisfaction, the more likely it is to increase Employee Performance.

5.2 Recommendations

5.2.1 Academic Recommendation

It is expected that next researchers can include other factors that can affect Employee Performance include organizational behaviour, Self esteem in the group of employee that is range of fresh graduated employee who just entered the workforce.

5.2.2 Practical recommendation

Based on the conclusion results of the research, suggestions that can be given are:

The results of the study show that some indicators of Self Efficacy, Work Motivation, not significantly increase Employee Performance. But for the Job Satisfaction is significantly and have positive impact on Employee Performance. Therefore some indicator like I have to solve a difficult problem, I understand the performance of evaluation criteria in my company , I participated in training to improve my own skills and competencies, Efficiency in work time by employees is very helpful in completing work well must be improved.

For the indicators of work motivation based on the result the employee don't understand about how the evaluation of performance in the company so the

supervisor or the manager must be provide further information. For the indicator of job satisfaction means that the employee there are still workers who have not yet participated in training to improve their skills and competencies, so companies must make new regulations on training policies where all workers must attend the training.

And about efficiency in work time companies must make assertions about how workers should manage their time properly because it will affect the performance of these employees.

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