

CHAPTER 5

CONCLUSION, LIMITATION, AND SUGGESTION

5.1 Conclusion

Based on the result of the hypothesis test and discussion in the previous chapter, there is some conclusion of this research are:

1. Empowerment has a positive influence with no significant influence on Job Satisfaction on employee banks in Malang, so the first hypothesis is not supported. This show that Empowerment cannot increase Job Satisfaction on employee bank in Malang.
2. Teamwork has a positive influence with significant influence on Job Satisfaction on employee banks in Malang, so the second hypothesis is supported. This show that Teamwork can increase Job Satisfaction on employee bank in Malang.
3. Training has a positive influence and significant influence on Job Satisfaction on employee banks in Malang, so the third hypothesis is supported. This shows that training can increase Job Satisfaction in employee banks in Malang.

5.2 Limitations

This study examines the effects of empowerment, teamwork, and training on job satisfaction where job satisfaction can be examined more than the variables that currently exist such variable Job stress, job level, organizational culture, leadership style, work motivation, work environment, communication, pay, and promotion. Because of limited time and energy were exactly this research can be examined with a larger number of respondents so that the results can be more objective. Because environmental conditions get an impact on this pandemic global this research uses questioner by google form where sometimes the answers given by the sample do not show the real situation. the research was only conducted in the Malang area.

5.3 Suggestion

Based on the conclusion, there is some suggestion that explained below:

5.3.1 Theoretical Suggestion

1. Further research is expected to continue this study as research with additional variables such as pay and promotion, Job stress, job level, organizational culture, leadership style, work motivation, work environment, communication where that can influence Job Satisfaction.
2. Further research is expected to choose another object which meanly on companies in the service sector such as hospitality company “Golden Tulip hospitality”; telecommunication company “Telkomsel company”; transportation company “Garuda Indonesia”; insurance company “prudential assurance company”.
3. Further research is expected to use research samples from other cities besides Malang to obtain encompass result of the research.
4. Further research expected to use more respondents so the result can more objective
5. Further research expected to use other tools to collect data not only from questioner but can do it by interview

5.3.2 Practical Suggestion

1. Company bank in Malang expected to give training empowerment to managers make the empowerment process for subordinate managers a successful impact.
2. Company bank in Malang expected to look at empowerment as a long-term process which looks at employee participation and interaction.
3. Company bank in Malang expected to pay more attention to the process from a culture of command and control to the concept of empowerment although this takes time and effort.

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