

CHAPTER 5

CONCLUSION AND RECOMMENDATION

5.1. Conclusion

Based on the overall result obtained, it can be concluded as follows:

1. Organizational culture has positive and significant impact on Employees performance. Organizational Culture at PT. X support the Employees performance. Organizational culture invested in the work environment gives employees guidance or values in the work and lead to continuous improvement in order to increase the standard of the work.
2. Job motivation has positive and significant impact on Employees performance. Employees that have high motivation will have high desire to achieve something that in the end will result in higher performance.

So, both hypotheses are confirmed.

5.2. Recommendation

Based on the research conclusions, the recommendation put forward in this study are as follows:

1. Based on the respondents answers of questionnaire for organizational culture, the lowest average is X1.19 (*Perusahaan sedang berada di puncak dari inovasi baru terkait sistem operasional*, average= 3.64) and X1.21

(*Perusahaan selalu bisa secara cepat merespons pada hambatan-hambatan yang ada di organisasi, average= 3.64*). Company should learn or adopt the good operational system from overseas companies in order to survive in this global world, for example ASEAN Economic Community (AEC). Company also should increase the responsiveness of problems that employees faced to increase the employees satisfaction and performances.

2. The lowest average of respondents answers for job motivation is X2.2 (*Saya mempengaruhi orang lain untuk mencapai keinginan saya, average= 3.54*). As we know that sometimes people will do everything to achieve their goals even it is a wrong way. Company should avoid the unhealthy competition arising from unlimited opportunities for everyone in the company to enhance their career, for example: a punishment for employees that are convicted of fraud.
3. According to respondents answers for employees performance, the lowest average is Y10 (*Saya mampu mengambil keputusan yang benar dalam menyikapi suatu hal, average= 3.21*). Company should give more knowledges to employees about the confusing cases that usually happened in business life through the interactive event (open conferences) or e-learning, so, employees can imagine and have guidelines if someday they face the cases.

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