

## CHAPTER V

### CONCLUSIONS AND SUGGESTIONS

#### 5.1 CONCLUSIONS

The conclusions that can be drawn from the research analysis are:

1. There are positive correlations between motivation factors (psychological needs, safety needs, social needs, esteem needs, and self-actualization needs) with the work productivity of employee.
2. Based on the analysis, the self-actualization needs ( $X_5$ ) is more efficient to influence the work productivity of employee.
3. And the self-actualization needs ( $X_5$ ) give bigger contribution to the work productivity of employee at Super SA Roof-tile Company.

#### 5.2 SUGGESTIONS

From the result of the research, every motivation factor has positive correlation to the work productivity of employee, so the suggestions that can be given are:

1. The company still gives attention and increasing five factors of motivation. Because the employee can be satisfied not only from one motivation factors, but the employees actually want all motivation factors can satisfy their needs, Such as the growth of income which is

event by the company that is good to improve the productivity of employee at Super Sa Roof-tile Company.

2. Keep the self-actualization needs, which are giving bigger contribution to increase the productivity of employee with gives appreciation to the employees. The appreciation from the company give not only give a gift to the employee, but the company can give compliment, where this will make the employee proud with their results.
3. To increase the work productivity of employee, the company should keep all the factors that already run well.
4. To make better the working condition, the company can plays some music to prevent boringness of employee.

