

CHAPTER V

CONCLUSIONS AND RECOMMENDATIONS

5.1. Conclusions

Based on the results of the analysis and discussion described in the previous chapter, the conclusions from this study are:

1. There is a positive impact of transformational leadership style on employee's motivation at Abadi Hotel Jogja by Tritama Hospitality. This means that the better the transformational leadership style, employee's performance will increase.
2. There is a positive influence on the work environment on employee's motivation Abadi Hotel Jogja by Tritama Hospitality. This means that the better the work environment, employee's performance will increase.
3. There is a positive effect of transformational leadership style on the employee's performance of Abadi Hotel Jogja by Tritama Hospitality. This means that the better the transformational leadership style, the employee's performance will increase.
4. There is a positive influence on the work environment on the employee's performance of Abadi Hotel Jogja by Tritama Hospitality. This means that the better the work environment, the employee's performance will increase.
5. There is a positive effect of work motivation on the employee's performance of Abadi Hotel Jogja by Tritama Hospitality. This means that the higher the work motivation, the employee's performance will increase.
6. The transformational leadership style has a positive influence effect on the employee's performance of Abadi Hotel Jogja by Tritama Hospitality with work motivation. This means that an increasingly good transformational leadership style will increase work

motivation and in the end, the employee's performance of Abadi Hotel Jogja by Tritama Hospitality will also increase.

7. The work environment has a positive influence on the employee's performance of Abadi Hotel Jogja by Tritama Hospitality through work motivation. This means that the better working environment increases work motivation and in the end, the employee's performance of Abadi Hotel Jogja by Tritama Hospitality will also increase.

5.2. Suggestion

Based on the findings in this study, some suggestions can be recommended to several parties including:

1. Management of Abadi Hotel Jogja by Tritama Hospitality applies a transformational leadership style that can be accepted by all employees, especially on the indicator willing to encourage the development and growth of subordinates by providing attractive bonuses. This is important even though it is only a bonus, but such an award is needed by employees so that it is expected to increase the motivation of the greater workforce.
2. Management of Abadi Hotel Jogja by Tritama Hospitality creates a conducive employee work environment, especially on facilities and work equipment. For this reason, the hotel should be able to improve work facilities and equipment to meet the hotel standards in general, considering that these facilities and equipment will be able to accelerate the work process so that employee performance will be more optimal.
3. Abadi Hotel Jogja management by Tritama Hospitality should always provide motivation to all employees to work seriously to achieve good performance results. Motivation is mainly given in the form of guarantees that the company will not fire employees, because this item is proven to have the lowest rating. So that there needs to

be an agreement that the company will not downsize employees, but on the other hand employees are also required to be able to maximize company performance so that the company can grow well.



