

there might be other variables that can have a positive influence toward commitment.

CHAPTER V

CONCLUSIONS AND SUGGESTIONS

5.1. Conclusions

From the results of the data analysis and discussion, it can be concluded as follows:

1. Job rotation has a significant influence on employees' job satisfaction.
2. Job promotion has a significant influence on employees' job satisfaction.

3. Job promotion and job rotation has a significant influence on employees' job satisfaction
4. Job rotation has a significant influence on employees' commitment.
5. Job promotion has a significant influence on employees' commitment.
6. Job promotion and job rotation have a significant influence on employees' commitment.
7. Job satisfaction has a significant influence on employees' commitment.
8. Job rotation has a direct influence to commitment, which means job satisfaction is not mediating job rotation to commitment. This is based on the result in which the direct influence has a mean value of 0.723, while the indirect influence has a mean value of $0.329 \times 0.638 = 0.2099$.
9. Job promotion has an indirect influence to commitment, which means job satisfaction is mediating job promotion to commitment. This is based on the result in which the direct influence has a mean value of 0.240 while the indirect influence has a mean value of $0.639 \times 0.638 = 0.4076$.

5.2. Recommendations

Based on the conclusion, the researcher proposed some suggestions, such as:

1. The direct influence from job rotation to commitment in BRI branch office of Wonosobo is higher than job rotation to commitment through job satisfaction as the mediating variable. It means that job rotation can increase commitment with or without job satisfaction as

an intervening variable. It means to increase commitment by job rotation, it is better if using a direct influence than indirect influence.

The direct influence of job promotion to commitment in BRI branch office in Wonsoobo is smaller than job promotion to commitment through job satisfaction as the mediating variable. It means if the company wants to increase commitment, they also must increase job promotion and increase job satisfaction as a mediation of job promotion to commitment. Thus, commitment can increase if job promotion and job satisfaction increase, then the direct influence is the influence of job promotion to commitment.

2. From the results, it is found that the smallest data for indicator the choice of the appropriate working position have a mean value (4,149). From that result, it can be seen that the choice of the appropriate working position is the important thing that employee want to get while they did job rotation. From the result, it was found that 'job rotation can make me enjoy a social life and environmental conditions' has the highest level with a mean of 4,288. From this result, it can be concluded that every employee wants to increase the development of their social life relationship and environmental conditions in their workplace or new workplace while they get the job rotation in the workplace.

3. For the readers who will use this paper as a reference, preferably before using this material as a reference , it would be better to do the analysis first because this thesis still has short comings and weaknesses. It was realized by the researcher as he is still in the learning process.
4. Conducting a research on other banks, especially other private banks are likely to have a job rotation system and a different job promotion system. These differences can enrich the results of this study because it may be found different results. In addition, this study could also be extended by retrieving data on a bank in another town.
5. For the future researchers who are interested in the topic, it is suggested that the researchers add more independent variables such as work environment, performance and leadership to know the effect to employees' commitment.

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