

BAB V

CONCLUSIONS AND RECOMMENDATIONS

5.1. Conclusions

Based on the result of research, it can be concluded as follows:

1. There's a significant influence of female leadership (X_1) towards commitment (Z) in company.
2. There's a significant influence of compensation (X_2) towards commitment (Z) in company.
3. There's a significant influence of female leadership (X_1) towards employee performance (Y) in company.
4. There's a significant influence of compensation (X_2) towards employee performance (Y) in company.
5. There's a significant influence of commitment (Z) towards employee performance (Y) in company.
6. There's a significant indirect influence of female leadership (X_1) towards employee performance (Y) through commitment (Z) in company.
7. There's a significant indirect influence of compensation (X_2) towards employee performance (Y) through commitment (Z) in company.

5.2. Recommendations

Based on the conclusions above, it submitted several suggestions that:

1. Companies are expected to further improve the influence of leadership for employees in order to enhance employee performance in the future. Leaders should pay attention to employees, willing to give advice, can encourage employees to achieve performance, and be careful in taking decisions. Because the majority employees were women, so it would be and female leadership theory by Kanter would be better if implemented perfectly in company. For example not treating employees individually, so other employees could treat and feel the same. To increase the dimensions of the lowest rated by the respondents, especially the mother.
2. It's recommended that the company improve the salary system. If companies give bonuses or allowances to employees so as to increase earnings in addition to the basic salary, in order to be able to meet daily needs, salaries are timely, and follow the applicable standards of the local government (PEMDA) it could increase the commitment and performance of employees.
3. It's recommended that the company improve the relationship between leader and her subordinates. Leadership should conduct an evaluation of the employee's commitment so that it would be increasing by providing the support and evaluation on every employee's works. For salary system it's better to improve the given salary so it could be sufficient for employee's living.

4. For those readers who will use this paper as a reference, preferably before used as reference material would be better to do the analysis first, because the thesis that the author made there are still shortcomings and weaknesses. It was realized due to the author is still in the learning process.
5. For the next researches that are interested in the topic, it is suggested that researchers add more independent variables such as job satisfaction, organizational cultures and the work condition to know the effect toward employee performance.

