

CHAPTER V

CONCLUSIONS AND RECOMMENDATIONS

5.1. Conclusions

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

1. Leadership style had a significant influence toward employee performance.
2. Organizational communication had a significant influence toward employee performance.
3. Leadership style and organizational communication had a significant influence toward employee performance.
4. Leadership style had a significant influence toward job satisfaction.
5. Organizational communication had a significant influence toward job satisfaction.
6. Leadership style and organizational communication had a significant influence toward job satisfaction.
7. Job satisfaction had a significant influence toward employee performance.
8. Leadership style had a greater direct influence toward employee performance, which means job satisfaction as the intervening variable that has lesser influence than direct effect.
9. Organizational Communication had a greater direct influence toward employee performance, which means job satisfaction as intervening has lesser influence than direct effect.

5.2. Recommendations

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

1. Manager of Kalimilk Yogyakarta needs a good leadership style that fits the criteria of employees, so their job satisfaction and also employee performance will be improved. It has an impact on the achievement of company objectives.
2. Kalimilk Yogyakarta must implement good organizational communication so that employees remain loyal to the organization. Thus, employee performance can be maintained and even increased.
3. Kalimilk Yogyakarta is recommended to evaluate the program on a regular basis related to leadership style, organizational communication, job satisfaction and employee performance which are already running well and have a positive impact on the organization.
4. Manager of Kalimilk must more concerned about the satisfaction of employees because maybe Kalimilk more focused on customer's satisfaction and sometimes ignoring the employees satisfaction Kalimilk and by doing so the employees satisfaction will mediate leadership style and employee performance.
5. All Kalimilk's staffs including manager should not be glued on increasing the employee performance, but also increasing communication between all employees and manager. The purpose of good communication is to make a good relationship within all Kalimilk's employees, maybe take some vacation or camping to strengthening relationships among employees and also manager. This will make job satisfaction mediate organizational communication and employee performance.
6. For the future researchers who will conduct research in Kalimilk Yogyakarta, it is advisable to look for other variables either independent variable or mediating variables that affect employee performance outside the variables used in this research.