

BAB V

CONCLUSION

5.1 Conclusion

Based on the results of the analysis, the conclusions of this study are as follows:

1. The results of this study prove that attitude towards work has a positive significant effect on job satisfaction. The greater the attitude towards work will increase employee job satisfaction while the smaller the attitude towards work will decrease employee job satisfaction.
2. The results of this study prove that attitude towards work has a positive significant effect on employee's job performance. The greater the work attitude will improve employee performance while the smaller the work attitude will decrease employee performance.
3. The results of this study prove that organizational commitment has a positive effect on job satisfaction. The greater the organization's commitment will increase employee job satisfaction while the smaller the organization's commitment will decrease employee job satisfaction.
4. The results of this study prove that organizational commitment has a positive effect on employee's job performance. The greater the organization's commitment will improve employee's job performance while the smaller the organization's commitment will decrease employee performance.
5. The results of this study prove that job satisfaction has a positive effect on employee's job performance. The greater the job satisfaction will improve employee performance while the smaller the job satisfaction will decrease employee performance.

5.2 Suggestion

Based on the results of this study is expected to be implemented by the Hotel in considering strategies to improve employee performance. Based on the analysis several things that need to be considered by the leadership of the company and the HR department of the company related to satisfaction and performance are as follows:

- a. Based on the results of descriptive analysis of organizational commitment variable is the lowest variable in the assessment of respondents. Based on that, the company should be able to increase the employee's organizational commitment by improving the company need to improve the existing deficiencies related to the absenteeism. What the company needs to do is to create a written rule so that employees can see and comply with existing rules, in this way it is expected that employees will be able to reduce absenteeism and delay in arriving at the office. Another effort that needs to be done by the company is through open communication, it is intended to create an atmosphere of mutual understanding between employers and employees. This openness can be realized with the criticism and suggestions on the results and achievements made by workers, other than it is intended that the boss can direct the employees to act and do the work in accordance with what is given. Another thing that companies need to do is have procedures in the delivery of complaints of employees, so that employees have a container where they can convey the aspirations of complaints and their

opinions to superiors and companies. In other words, an employee will be committed to the organization if he really feels involved as part of the organization then he will work harder than expected. This can be achieved if the employee is positive about the work and the organization.

- b. Based on the results of descriptive analysis of job satisfaction variable is the highest variable in the assessment of respondents. Based on this, the company must maintain employee job satisfaction through the role of organizational commitment and job satisfaction.

