

CHAPTER 5

CONCLUSION AND RECOMMENDATION

5.1. CONCLUSION

Based on the conducted research analysis, it was determined that the leadership style plays a crucial and positive role in influencing employee performance at PT. XYZ. The interactions between leaders and the specific leadership methods implemented within the organization significantly impact how employees carry out their responsibilities and complete tasks. The study establishes a strong and positive correlation between leadership style and employee performance, supported by a low p-value of 0.001 and a T-value of 3.423.

In contrast, an examination of respondents' responses regarding job satisfaction reveals a less tangible impact on PT. XYZ employee performance. This indicates that satisfaction derived from work activities does not significantly affect employee performance outcomes. Variables related to compensation, facilities, and a work environment tailored to employees appear to exert minimal influence on overall performance, with a p-value of 0.392 and a T-value of 0.857. Essentially, the research results do not support the assumption that job satisfaction plays a significant role in shaping and supporting employee performance outcomes.

Conversely, the research results demonstrate that the organizational culture implemented at PT. XYZ effectively influences employee work. A consistently positive culture within the company serves as a motivating factor for employees, encouraging them to fulfill their responsibilities and supporting them in achieving high levels of performance. The impact of organizational culture on employee performance is strongly supported, as evidenced by a p-value of 0.001 and a T-value of 3.257. These findings underscore the crucial role of organizational culture in shaping employee performance outcomes.

In summary, the overall responses from the respondents fall within the "good" category. Enhancements in leadership style and organizational culture at PT. XYZ are shown to positively influence employees, motivating them to improve performance and job satisfaction. While the study does not validate the impact of job satisfaction on employee performance, it aligns with the research objectives. This stands in contrast to the findings of (Sinurat, 2017), (Fareena Nazim, 2018), and (Handsome, 2009), who assert that job satisfaction has a positive and significant influence on employee performance.

5.2. RECOMMENDATION

Based on the research findings, several recommendations emerge:

1. For PT. XYZ

- Leadership Style Enhancement:

Considering the substantial impact of leadership style on employee performance, it is advisable for company leaders and directors to concentrate on enhancing leadership aspects. This involves offering explicit instructions, proficiently delegating tasks, promoting employee involvement in work initiatives, and coordinating employees based on their individual expertise.

- Maintaining Organizational Culture:

To sustain positive outcomes, it is advisable for PT. XYZ to continue maintaining its existing organizational culture. This involves upholding company regulations, fostering innovation, promoting teamwork, and reinforcing other key elements of the established culture.

- Focus on Job Satisfaction:

PT. XYZ should prioritize strengthening programs related to employee job satisfaction. Supportive infrastructure in the workplace can be a factor in enhancing employee performance.

2. For Future Researchers:

- Include Additional Variables:

Future research endeavors should consider adding variables such as communication factors, motivation, and employee personality provide very comprehensive understanding of the predictors influencing the employee performance at PT. XYZ.

- Expand Testing to Different Sectors:

To enhance the generalizability of research outcomes, it is suggested that future researchers examine similar models in diverse service company sectors, such as financial services. This broader scope enables the validation of findings across multiple industries, thereby contributing to a more comprehensive understanding of the influence of leadership style and organizational culture on employee performance.

3. For Similar Companies in the Heavy Equipment Sector Labor Services:

- Leadership Style Emphasis:

Entrepreneurs entering the heavy equipment sector labor services should prioritize the leadership style employed within their organizations. Paying attention to aspects such as instruction-giving, task delegation, and employee participation can create a motivating work environment and maximize employee contributions.

- Organizational Culture Implementation:

Implementing a comprehensive and consistent organizational culture is crucial for similar companies. A strong organizational culture forms the basis for norms, values, and behaviors aligned with company goals. Ensuring sustainability and consistency in implementing this culture can serve as a robust foundation for improving employee performance and overall business success.

In summary, these recommendations aim to guide PT. XYZ in enhancing leadership style and maintaining organizational culture, encourage future researchers to explore additional variables and sectors, and advise similar companies in the heavy equipment sector labor services to emphasize leadership style and organizational culture for sustained success.