

## **BAB 6**

### **KESIMPULAN DAN SARAN**

#### **6.1 Kesimpulan**

Berdasarkan hasil analisis yang telah dibahas pada bab sebelumnya tentang Pengaruh Kepuasan Kerja Terhadap Kinerja Karyawan di CV.Wahana Citra Sejati, penulis menyimpulkan sebagai berikut:

1. Kepuasan kerja memiliki pengaruh signifikan terhadap kinerja karyawan di CV.Wahana Citra Sejati. Dimensi kepuasan kerja yang berpengaruh terhadap kinerja karyawan adalah aspek lingkungan dan promosi. Sedangkan konten pekerjaan, pengawasan manajemen, tunjangan, hubungan dengan rekan kerja, respon lingkungan pekerjaan, prosedur pekerjaan, gaji, komunikasi tidak berpengaruh signifikan terhadap kinerja karyawan di CV.Wahana Citra Sejati.
2. Variabel kepuasan kerja yang meliputi lingkungan dan promosi memberikan kontribusi pengaruh sebesar 90,2% terhadap kinerja karyawan di CV.Wahana Citra Sejati. Sedangkan sisanya 9,8% dijelaskan oleh faktor lain yang tidak diteliti misalnya stres kerja, kompetensi, pelatihan dan konseling dan sebagainya.

#### **6.2 Saran**

Berdasarkan hasil analisis dan kesimpulan, penulis memberikan beberapa saran, antara lain:

1. Kepuasan kerja sudah terbukti memiliki korelasi yang sangat kuat terhadap kinerja karyawan di CV.Wahana Citra Sejati. Perusahaan disarankan melakukan peningkatan pada lingkungan kerja yang lebih kondusif dan penghargaan bagi karyawan berprestasi serta kesempatan untuk promosi jabatan yang lebih adil. Hal ini penting agar kinerja karyawan di CV.Wahana Citra Sejati bisa terus ditingkatkan.
2. Peneliti selanjutnya disarankan untuk meneliti faktor-faktor lain yang bisa mempengaruhi kinerja karyawan, misalnya dari sisi kompetensi, stres kerja, beban kerja, pelatihan, konseling dan sebagainya

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