

## **BAB 6 KESIMPULAN DAN SARAN**

Demikianlah hasil penelitian Kecocokan Gaya Kepemimpinan di PT. Primatama Karya Cemerlang. Berikut penulis merumuskan kesimpulan dan saran untuk perusahaan tersebut:

### **6.1 Kesimpulan**

Berdasarkan hasil analisis dan pembahasan yang telah dijelaskan pada bab sebelumnya, maka penulis mengambil beberapa kesimpulan sebagai berikut:

- Gaya kepemimpinan yang paling dominan diterapkan di PT. Primatama adalah gaya kepemimpinan *Directing*.
- Mayoritas pegawai pada PT. Primatama sudah memiliki kemampuan dan kemauan yang tinggi.
- Kepemimpinan yang diterapkan di PT. Primatama Karya Cemerlang belum cocok dengan para anggota, karena angka ketidakcocokan berada pada angka 68%.
- Ketidakcocokan gaya kepemimpinan dapat menurunkan produktivitas kerja.

### **6.2 Saran**

Berdasarkan dari kesimpulan di atas, penulis merumuskan saran untuk PT. Primatama Karya Cemerlang sebagai berikut:

- Pemimpin harus bisa mengetahui anggota yang memiliki kemampuan dan kemauan yang berbeda.

- Pemimpin harus bisa untuk menyelaraskan gaya kepemimpinan dengan tingkat kemampuan dan kemauan para anggota, yaitu *Supporting* atau *Delegating*.
- Melakukan penilaian berkala untuk setiap anggota terhadap kemampuan dan kemauan pegawai guna mengetahui tingkat kematangan para anggota.
- Mendeskripsikan dengan jelas tugas/SOP kepada para anggota agar penilaian tidak keliru.
- Melakukan pelatihan kepada pegawai yang memiliki kemampuan belum mencukupi.
- Pemimpin harus melakukan evaluasi jika terjadi penurunan produktivitas kerja.

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