

BAB V

KESIMPULAN DAN SARAN

Pada bab ini akan dijelaskan mengenai kesimpulan dan saran dari hasil penelitian yang dilakukan. Kesimpulan merupakan hasil yang diperoleh yang menjawab rumusan masalah. Sedangkan untuk saran merupakan masukan yang diberikan kepada pemilik masalah maupun untuk pengembangan penelitian yang serupa selanjutnya.

V.1 Kesimpulan

Pada bagian ini akan dijelaskan mengenai kesimpulan dari hasil penelitian yang diperoleh. Kesimpulan akan menjawab rumusan masalah yang digunakan dalam penelitian ini. Berdasarkan hal tersebut, berikut merupakan kesimpulan dari penelitian ini.

1. Terdapat 7 faktor dari 8 yang secara signifikan mempengaruhi kepuasan kerja. Selain itu, kepuasan kerja dan keterlibatan karyawan menunjukkan pengaruh yang signifikan terhadap kinerja karyawan di PT X.
2. Secara keseluruhan terdapat 5 usulan perbaikan yang diberikan kepada PT X pada 3 kategori faktor yaitu meningkatkan nilai dan budaya bersama, perbaikan sistem ventilasi, usulan program olahraga, pengukuran beban kerja mental, dan menyediakan layanan konsultasi

V.2 Saran

Pada bagian ini akan dijelaskan mengenai saran yang diberikan kepada pemilik masalah dan penelitian selanjutnya. Saran pertama yang diberikan diharapkan dapat membantu PT X agar lebih baik. Berikut merupakan saran yang diberikan.

1. PT X diharapkan agar dapat meningkatkan fokus dengan memberikan sumber daya yang lebih dalam perbaikan faktor-faktor yang diberikan pada penelitian ini.

2. PT X diharapkan dapat mempertimbangkan usulan yang diberikan dan mempertahankan faktor yang memiliki *performance* yang sudah baik dengan nilai *importance* yang tinggi.

Selanjutnya, akan dijelaskan mengenai saran yang diberikan kepada penelitian selanjutnya. Saran ini diharapkan dapat membantu dan memiliki penelitian yang lebih mendalam. Saran yang diberikan untuk penelitian selanjutnya yaitu dapat mengembangkan model lebih dalam pada faktor keterlibatan karyawan, emosional, motivasi, kebahagiaan, dan keamanan mental karyawan yang dihubungkan kepada kepuasan kerja dan kinerja karyawan.

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