

CHAPTER V

CONCLUSION AND IMPLICATIONS

A. Conclusions

Based on the results of the research that has been discussed, the following

conclusions can be concluded :

1. Agreeableness have positive effect towards Job Satisfaction
2. Job Satisfaction have negative effect towards Employee Deviant Behaviour
3. Workplace Spirituality have no effect towards Employee Deviant Behaviour
4. Job Satisfaction not mediates the effect of Individual Characteristic on Employee Deviant Behaviour

There are 2 hypotheses that are in accordance with previous research, namely the first and second hypotheses, but the 3rd and 4th hypotheses are not in line with previous research because this hypothesis has results that are not accepted.

B. Implications

The results of this study are expected to help the parties involved and the research that will be carried out in the future. At the South Purwokerto Government Administrative office, it is expected to pay more attention to the moral values contained in the output in order to build a better

atmosphere physically and spiritually for employees so as to increase job satisfaction which will reduce the Employee Deviant Behaviour rate. For future research, it is expected to be able to develop this research by adding other more varied variables and expand the scale of research.

C. Research Limitation

In this study, data collection was carried out by means of a questionnaire which was distributed directly to employees working in the South Purwokerto Government Administrative office. In the process, not all questionnaires are returned according to the number of members per kelurahan due to their voluntary nature, because not all kelurahan members fill out the questionnaire, the accuracy of the research results tends to decrease. There is also possibility of falsification of the data that is filled in because the theme taken concerns employee irregularities.

