

## V. CONCLUSION AND IMPLICATION

### A. Conclusion

Based on the results of research and discussion in this research regarding the effect of sleep deprivation towards decision making quality in the leadership of student organizations at the Faculty of Economics and Business, Jenderal Soedirman University, Purwokerto with the variables of sleep deprivation, stress level, anxiety, and decision making quality, it can be concluded below:

1. Sleep deprivation has negative effect on decision making quality.
2. Stress level has positive effect on decision making quality.
3. Sleep deprivation mediated by anxiety has positive effect on decision making quality.
4. Stress level mediated by anxiety has negative effect on decision making quality.

### B. Implication

Based on the results of research and discussion in this study, the implications of this study can be obtained, including:

1. Theoretically, this research supports the thesis title impaired decision making following 49 hours of sleep deprivation. Killgore et al (2006) explaining relevant empirical evidence in the quality of decision making by organizational leaders at the Faculty of Economics and Business, Universitas Jenderal Soedirman. This is evident in this study regarding sleep deprivation, stress levels, anxiety, and decision making quality in the

leadership of student organizations at FEB Unsoed.

2. Practically, organizational leaders at the Faculty of Economics and Business, Universitas Jenderal Soedirman, are able to improve the quality of decision making by maintaining sleep patterns to avoid sleep deprivation and stress level management in order to provide the best performance in decision making related to related organizations.

### **C. Limitation and Suggestion**

Based on the results of research and discussion in this study, it has limitations and suggestions for further research and empirical suggestion, including:

1. In this research, literacy and references related to sleep deprivation, stress level, and anxiety in the human resource management fields is still in limited and small amounts.
2. It is suggested that another variable will be added, namely decreased cognitive performance, because in the study of Killgore at al (2006) sleep deprivation has a relationship with cognitive performance either as an independent, mediating or moderating variable.
3. Leaders of student organizations should maintain sleep patterns, adequate sleep, and stress management to reduce stress and anxiety levels so they can give their high quality of decision-making created within the organization. Furthermore, it is also can drive student organizational leaders stabilize emotions in making decisions that should be taken.