

## CHAPTER 5

### CONCLUSIONS AND IMPLICATIONS

#### A. Conclusion

In the context of a thesis entitled "The Effect of Work Creativity, Work Experience, and Work Motivation on Employee Performance at PT Uba Uhud International," research shows that work creativity, work experience, and work motivation have no significant effect on employee performance. The results of this study lead to several important findings:

1. Work creativity has no significant influence on employee performance, suggesting that other factors may be more important in determining employee performance.
2. Work experience has a significant influence on employee performance, indicating that work experience affects employee performance and companies need to pay attention to this factor in an effort to improve employee performance.
3. Work motivation does not have a significant effect on employee performance, indicating that work motivation does not always affect employee performance and companies need to evaluate this factor to improve employee performance.
4. Work creativity, work experience, and work motivation simultaneously have no significant effect on employee performance, indicating that these factors may need to be re-evaluated or supported with other factors to improve employee performance.

From these findings, we can conclude that factors such as work creativity, work experience, and work motivation do not always have a significant effect on employee performance. Therefore, companies need to

pay attention to other factors and perhaps examine more effective management approaches to improve employee performance.

## **B. Implication**

### 1. Theoretical Implication

Employee Performance Theory Update the finding that work creativity has no significant effect on employee performance contributes to the understanding of the concept of creativity in the context of the coconut waste processing industry. This encourages the updating of performance theories that can better reflect the dynamics of this specific industry. Affirmation of the Role of Work Experience theoretical implications arise from the finding that work experience has a significant influence on employee performance. This supports the literature that emphasizes the importance of work experience in the development of skills, knowledge, and understanding of job tasks. Understanding of Work Motivation The results showing that work motivation does not have a significant influence provide a deeper understanding of the dynamics of motivation in the coconut waste processing industry. Future research could explore additional factors that influence employee motivation in this context.

### 2. Practical Implication

Focus on Work Experience development PT UBA UHUD International management can prioritize employee work experience development programs to improve performance. This can involve training, job rotation programs, or special projects that can increase employee understanding and skills.

Improving Creative Environments while work creativity has not been shown to be significant in its effect on performance, management can strengthen work environments that support creativity. This can include approaches to assigning tasks, promoting innovative ideas, and recognizing employees' creative efforts.

Evaluation and Improvement of motivation Programs Management can review the existing work motivation program and adjust it to better suit the needs of employees in this company. By understanding the most influential motivational factors, the company can create more effective incentives.

### **C. Limitation**

Although this study provides valuable insight into the effect of work creativity, work experience, and work motivation on employee performance at PT UBA UHUD International, there are several limitations that need to be considered. This research was conducted with a specific sample of PT UBA UHUD International employees. This sample size limitation may limit the generalizability of the research results to be applied to a larger population of employees. The measurement of variables such as work creativity, work experience, work motivation, and employee performance may involve subjectivity and may affect the accuracy of the research results.

The findings in this study may be limited to the context of the coconut waste processing industry and may not be fully applicable to other industries. Inter-industry variability should be taken into account in the interpretation of the results. This study limits the variables discussed to work creativity, work experience, work motivation, and employee performance. Other factors that

may affect employee performance, such as supervisor support, physical working conditions, or external factors, were not considered.

The limited time of the study may have limited long-term monitoring of changes in employee performance. Changes may occur more slowly or take longer to materialize. External factors such as changes in company policy, changes in the economy, or changes in the industry may have an impact on employee performance, but are not fully controllable within the framework of this study. The statistical analysis used may have certain limitations related to the complexity of the relationships between variables. Alternative methods of analysis or the use of advanced models may provide additional perspectives. Recognizing these limitations, future research can broaden and deepen the understanding of the factors that influence employee performance at PT UBA UHUD International and similar industries.

