

CONCLUSION AND SUGGESTIONS

A. Conclusions

Based on the results of the above research, the researcher draws conclusions, namely:

- a. Organizational support has a positive influence on innovative behavior of coffee shop employees in Purwokerto.
- b. Organizational support has a positive influence on the work-life balance of coffee shop employees in Purwokerto.
- c. Work-life balance has a positive influence on the innovative behavior of coffee shop employees in Purwokerto.
- d. Work-life balance partially mediates the influence of organizational support on innovative behavior.

B. Suggestions

Based on the results of the above research, the authors have several suggestions, namely:

- a. Cafe needs to maintain and increase support in the form of time, facilities, salaries, and moral support for employees.
- b. Cafes need to maintain and increase employee work flexibility.
- c. Cafes need to maintain and improve innovation support for employees, in the form of tools, appreciation, and moral support.
- d. The government needs to pay attention to the synchronization between the working hours of coffee shop employees in Purwokerto with applicable regulations.