

CHAPTER V

CONCLUSIONS AND IMPLICATIONS

A. CONCLUSION

The aim of this research is to analyze how work motivation can influence training effectiveness and career development opportunities on employee performance in RRI Purwokerto, RRI Semarang and RRI Surakarta employees. The research results showed seven things. First, training effectiveness has a positive effect on work motivation. Second, career development opportunity has a positive effect on work motivation. Third, training effectiveness has a positive effect on employee performance. Fourth, career development opportunities have no effect on employee performance. Fifth, work motivation has a positive effect on employee performance. Sixth, work motivation mediates partially between training effectiveness on employee performance. Finally, work motivation mediates in full between career development opportunities on employee performance.

B. IMPLICATIONS

1. Theoretical Implication

This study enhances the focus on the significance of training effectiveness and career development opportunity prospects in relation to employee performance, with work motivation acting as a mediator. This research aims to enhance our comprehension of the elements that impact

employee performance, namely the training effectiveness and the prospects for career development opportunity, by analyzing the function of work motivation as a mediator. Research can ascertain crucial factors of training effectiveness and career development opportunity prospects that exert a substantial influence on work motivation and employee performance.

2. Managerial Implication

Technological developments have changed the world to follow the era of digitalization, especially advances in information technology. In keeping with the times, employees are required to improve employee performance, one of which is by regularly assessing training effectiveness, career development opportunities, and work motivation for Radio Republik Indonesia employees. The results of this research can be used as guidance for the Human Resources Department of RRI Purwokerto, RRI Surakarta, and RRI Semarang in improving employee performance. RRI Purwokerto, RRI Semarang, and RRI Surakarta can carry out training effectiveness by setting training objectives, providing a list of employee training needs to the Pusat Penelitian dan Pengembangan, Pendidikan, dan Pelatihan (PUSLITBANGDIKLAT), and choosing the right training method. Apart from that, in providing career development opportunities, RRI Purwokerto, RRI Surakarta and RRI Semarang must attention to employees' interests, skills and weaknesses and involve them in work, and formal courses so that they have experience.

C. LIMITATION AND FUTURE RESEARCH

1. Limitation Research

In this research there are limitation even though the researchers tried to get perfect results. Respondents in this study were dominated by employees who were in the pre-retirement period with an age range of 50 - 59 years, so it was felt that taking samples online would take a long time. Therefore, it requires researchers to take samples offline by visiting the research location directly which is far from the researcher's location.

2. Research Future

This research only focuses on the influence of training effectiveness and career development on employee performance through work motivation. So, it is recommended that further research study further the training effectiveness and perceptions of career development for Aparatur Sipil Negara (ASN) in other research locations. It can also be considered to use other variables that are still related to factors improving ASN employee performance such as coordination, discipline, and employee commitment. Apart from that, it is hoped that future research can increase the number of samples in the research. Researcher hoped that future research can explain each item in McClelland's work motivation theory.