

V. CONCLUSIONS AND IMPLICATION

A. Conclusions

By looking at the results of the research that has been discussed, the author can draw the following conclusions:

1. Employee welfare have a positive effect on employee performance.
2. Financial compensation have a negative effect on employee performance.
3. Leadership style have a negative effect on employee performance.
4. Job satisfaction have a positive effect on employee performance.

B. Implications

Based on the results of research obtained from data, basically this research went well. But it is not a mistake if researchers want to put forward some suggestions that hopefully useful. The suggestions that the researchers put forward are as follows :

- 1.) Companies should maintain good employee welfare and continue strive to improve the performance of their employees. This is necessary so that employees can work with enthusiasm so that company performance can increase.
- 2.) Companies are expected to be able to evaluate employee job satisfaction factors so that employees can increase performance productivity and work with focus and enthusiasm.

C. Limitations of the research

The limitation in this study was the period of distribution of questionnaires which was only carried out in 1 month and 18 days. Researchers realize that in a study there are many obstacles, the author cannot confirm when the respondent filled out the questionnaire. However, the author anticipates that respondents will have to fill name company that matches with the sample criteria. For further research, researchers can develop the research object and deepen the research so that can undersantd more about the variables.

