

BAB V CONCLUSIONS AND IMPLICATIONS

A. Conclusion

Based on the results of the management in the previous chapters, the following conclusions can be drawn:

1. Employee engagement is positively impacted by perceived organizational support. The findings suggest that employee engagement tends to rise in tandem with perceived organizational support.
2. Employee performance is positively impacted by employee engagement. Based on the findings, it can be said that employee performance improves in tandem with an increase in employee engagement.
3. As a mediating factor between perceived organizational support and employee performance, strong employee engagement is essential. Employees are more engaged in their work when they perceive that the company or organization is supporting them. The link between individual performance and organizational support is strengthened by high engagement. As a result, the beneficial effect of perceived organizational support on employee engagement is strengthened by employee engagement acting as a connector.

B. Implication

1. Managerial Implications

Employee performance development efforts in the BPSDM Ministry of Villages unit are carried out consistently and continuously so that the company can design policies and programs that focus on providing support to employees that will lead to improving overall organizational performance. By creating a supportive environment, such as providing adequate facilities, career development opportunities, and providing awards and appreciation for achievements, organizations can motivate employees to increase their involvement and dedication. This will result in increased individual performance, strengthening team collaboration and synergy within the organization. In addition, the organization will be better able to achieve its goals and be able to adapt to changes that occur in the external environment, while creating a productive work culture.

2. Theoretical Implications

By including additional elements like organizational citizenship behavior (OCB), interpersonal deviance behavior, and job satisfaction that may have an impact on employee performance, a research model of the causal relationship between perceived organizational support, employee engagement, and employee performance can be developed using these findings as a guide for future studies..

C. Limitations and Suggestions

1. In this study, there is still a lack of participation and enthusiasm from respondents because the sampling locations are far apart and different, making it difficult for researchers to collect respondent data.
2. This research was only conducted at the BPSDM unit, so the results obtained cannot be generalized to other units in the village ministry.
3. In further research, other variables can be added, such as adding independent variables or moderating variables that can affect other variables.
4. Future research should be able to expand the sample by involving various other government units or institutions to obtain a more comprehensive picture.

