

CHAPTER V

CONCLUSION AND IMPLICATION

A. Conclusion

Based on the result of regression analysis, it can be concluded as follows:

1. Emotional intelligence has a positive significant influence on individual innovativeness at the companies.
2. Emotional intelligence has a positive significant influence on self efficacy at the companies.
3. Self efficacy has positive significant influence on individual innovativeness at the companies.
4. Self efficacy has positive significant influence as mediator on the relationship between emotional intelligence and innovativeness.

B. Implication

Management of X, Y, and Z company needs to pay attention on research and development employee innovativeness. One of the most important factor for individual innovativeness is opportunity exploration. Companies should encourage employees opportunity to explore idea in order to learn or discover more about them. With give employee chance to fleshing out their ideas, give solutions, and opinions and trying them out trough investigation which it makes employee working at making innovativeness as regular part of business as usual. In order to increasing individual innovativeness, supervisor

or manager is suggested to approach the employee and monitor continuously the employee's performance and how the employees work with their self efficacy. If employee has the high level positive self efficacy it can make positive influence to increase the innovativeness. The employees who have high level of self efficacy should realize or explore their performance to the company to be better. Based from the result, the leader should to give opportunity to measure the level of innovativeness of employee or take a survey to know what the employee feel. The ways can be done by improving the guidance and counseling for employees who face the problem in workplace, build the strong teamwork through the positive relationship.

Refers to this research limitation above, Future researches need to choose and add the number of respondent and consider to use other method of data collection, such as interview or observation clearly to get more information in the company. Need to extend studies and develop the research model by incorporate the other antecedent and mediator variables and also to improve the better result of study.