

CHAPTER V

CONCLUSIONS AND IMPLICATIONS

A. Conclusion

1. There is an effect between work environment toward employee engagement in Java Heritage Hotel Purwokerto. Companies who able create a work environment that supports the work motivation of their employees, making them feel involved also provide positive feedback so that they understand the organization as a whole.
2. There is an effect between Training and career development toward employee engagement in Java Heritage Hotel Purwokerto. With the training and career development provided by the company is expected the workers are able to gain new skills and self-development. So as to meet the needs of companies to achieve increased productivity as well as increased presence of employees.
3. There is an effect between Compensation toward employee engagement in Java Heritage Hotel Purwokert. Workers who earn a wage that suits with their efforts, will make them feel respected by where they work especially if they get recognition from the company. Workers will feel more responsible for the company and return it with higher involvement.

4. There is an effect between Organizational policy toward employee engagement in Java Heritage Hotel Purwokerto. Companies who able act quickly in changes that occur in the work environment, create a sense of secure and belongings of the company also oriented employees as an asset that is very important for the company will create good employee engagement. Along with empowerment given to employees able to give a sense of great responsibility to each employee to be able to work better.
5. There is an effect between Employee Engagement toward Employee Performace in Java Heritage Hotel Purwokerto. Employee who already engage to the company will give their focus and energy to the company because they feel own the company as their own. They will work effectively and efficiently to increase corporate profits.

B. Implication

As an effort to increase employee performance optimally, management of Java Heritage Hotel Purwokerto needs to make priority on work environment (0,28) and organizational policy (0,28) because both of variable got same score of loading factor which means company which have a supportive work environment and also good organizational policy can create employee engage to the company. After that followed with training and career development (0.26) quality of training materials and also methods is determining that what is given to employees can be in line with company goals, the last is compensation (0.25) with the smallest score loading factor as generally happens in every single company this variable

will not always satisfy the employee cause people will always never satisfy especially with financial factor. The ways can be done by provide the various facilities and infrastructures well, give opportunity for employee to achieve the higher positions and guarantee the continuity of their work if they are able to meet the company's target or even exceed it, apply the effective training and career development program, give reward and compensation fairly according to the work quality and quantity of each employee, provide the guidance and counseling services for employees who face the problem in workplace, provide the interest, encouragement and the fairly treatment in order to create the harmonious working relationships and build the strong teamwork as well as always increasing the employee participation in realize the organization's objectives in order to achieve the effectiveness and successive the organization's goals.

Based on the research limitations within study, further researches need to extend studies and develop the research model by incorporate the mediator or moderator variables. Further research needs to choose and add the number of respondents that in practically can using the probability sampling method, and develop wider object to produce the better result and more generally and objectively.