

## **CHAPTER V**

### **CONCLUSION AND IMPLICATION**

#### **A. Conclusion**

Based on results discussion this research from chapter IV, can draw the conclusion of this research, there is :

1. Transformational leadership has a positive influence on innovative behavior.
2. Employee engagement has a positive influence on innovative behavior.
3. Transformational leadership has a positive influence towards employee performance.
4. Employee engagement has a positive influence towards employee performance.
5. Innovative behavior has a positive influence towards employee performance.
6. Innovative behavior no mediates the influence of transformational leadership towards employee performance.
7. Innovative behavior mediates the influence of employee engagement towards employee performance.

#### **B. Implication**

##### **1. Managerial Implication**

This research is an empirical study, so results this study can be used as the considerations for the organization to improved employee performance

and innovative behavior in PT. Telekomunikasi Indonesia, Tbk Witel Purwokerto. There are several ways to improved employee performance and innovative behavior :

- a. PT. Telekomunikasi Indonesia Witel Purwokerto needs to pay attention to the transformational leader by choosing the leader who concern the problems which are faced by their subordinates and able to giving spirit and motivation and stimulation to generate the new ideas from subordinates.
- b. PT. Telekomunikasi Indonesia Witel Purwokerto needs to pay attention to employee engagement by more appreciate employee achievement, improved facility for the employee and build the harmonious working relationship.
- c. PT. Telekomunikasi Indonesia Witel Purwokerto needs to pay attention on employee innovative behavior by doing frequently discussion among leader, and subordinates. PT. Telekomunikasi Indonesia Witel Purwokerto should be creating innovative competition among employee to stimulate employee thinking to makes the new ideas.

## 2. Theoretical Implication

Refers to the limitation of this study, further research needs to extend studies and develop the research model, by :

- a. Developing research model by adding new another variable like organizational culture, work environment, training, and development.

- b. Developing research model by testing the variable Transformational Leadership, Employee Engagement, Innovative behavior and Employee performance without mediating effect.
- c. Developing research model by change innovative behavior as variable dependent and employee performance as mediating variable.