

CHAPTER V

CONCLUSION AND IMPLICATION

1. Conclusion and Implication

Overall, servant leadership has negative influence on absenteeism and positive influence on task performance. As for National Institute of Public Administration of Indonesia to decrease the level of employee absenteeism and increase employee task performance, servant leadership gives significant result to decrease the level of employee's absenteeism and increase task performance.

As an effort to decrease the employee's absenteeism and increase employee's task performance, management of National Institute of Public Administration the Republic of Indonesia needs to pay consider the efforts to use servant leadership (behaving ethically, putting subordinate first, helping subordinates grow and succeed, empowering, conceptual skills, creating value for the community, and emotional healing) as a leadership method. The leaders given a training program about servant leadership in order to endorse it when they lead their subordinates, especially when the subordinate's level of absenteeism is high and the level of their task performance is low.

2. Limitation

Refers to the limitations of this study, further researchers need to develop the research model by adding moderator variable to examine the indirect effect or mediator variable for broader result. Related to the limitation about research

subject within study, further researchers need to expand the scope of research subject, for example by examine the comparison between government and private sector workers.