

CHAPTER V

A. Conclusion

Based on the results of research that have been discussed in previous chapter, some conclusions can be drawn such as education has a positive impact on job satisfaction. Besides that, training has a positive impact on job satisfaction. Then, work experience has a positive impact on job satisfaction. And the last, job satisfaction has a positive impact on job performance.

B. Implication

Practically, as an effort to increase employees' job satisfaction, management of Bank Rakyat Indonesia (BRI) in Purbalingga need to maintain or increase their employees' education, training and work experience related to all items of each variable in answer index analysis that include on high category. The ways can be done by provide education program such as scholarship for employees that have high integrity to increase their education level, so, they can be ready to further responsibility, apply the effective training program and give the same opportunity for each employee to follow the training program periodically, offer the employees opportunities for growth at work and give opportunity for each employee to achieve the higher positions and guarantee the continuity of their work in order to achieve the organization goals. Additionally, as an effort to increase employees' job performance, management of Bank Rakyat Indonesia (BRI) in Purbalingga needs to pay attention on employees' job satisfaction, especially, their dedication for the job, because, its value in answer index

analysis smaller than the other items. The ways can be done by meet the various needs and desires of employee related to their work activities and provide the interest, encouragement and the fairly treatment in order to create the harmonious working relationships.

Theoretically, in this research, there are contributions of empirical support such as concept from Duggan & Horton (2004) that said organization should have to invest in ongoing employee career development programs to make both employee as well as organization successful.

C. Limitation and Suggestion

There are several limitations when this research began to conduct and some suggestions for future research, they are:

1. Focus on this research were consists only of three variables, there are education, training and work experience as a factors that influence job satisfaction. While there are many other factors that could influence job satisfaction. Future research, researcher suggest adding another variable as the influencing factor to job satisfaction.
2. Subject of this research was the employees in banking sector which is Bank Rakyat Indonesia (BRI) in Purbalingga. Future research, researcher expect to use another sector or company as research subject.