

## **CHAPTER 5**

### **CONCLUSION, LIMITATIONS AND RECOMMENDATION**

#### **5.1 Conclusion**

According to the results of testing, analysis and discussion in the previous chapter, then the research results can be concluded:

1. Work Discipline has a positive and significant impact on Employee Performance in Stellar Powerhouse. This shows that Work Discipline can increase Employee Performance, so it supports the second hypothesis in the study.

2. Work motivation has a positive and significant effect on Employee Performance in Stellar Powerhouse. It can be seen that the work motivation companies provide are able to increase Employee Performance, therefore it supports the first hypothesis in research.

#### **5.2 Limitation**

Researchers have various limitations in conducting this research, researcher have Limitation about another variable such as Leadership , Service Quality , Loyalty , Brand Trust, etc that researcher believed that will have positive effect on Employee Performance, Researcher hope that one day people will do research on Stellar Powerhouse with another variable.

Researchers have difficulty in finding companies that allow to distribute questionnaires to their employees. The distribution of questionnaires was carried out during the ongoing pandemic of the COVID-19 virus, as well as the enactment of policies of the Indonesian and Surabaya governments, namely the Lockdown, where many fitness centers are temporarily closed until an undetermined time along with the extension Continuously enforcing the Lockdown Therefore some of the distribution was also carried out by distributing online questionnaires, which were assisted by employees, Global head coaches and company

owners. Researchers also have difficulties because prior to COVID-19 there were approximately 80 employees working at the Stellar Powerhouse. And in October 2020 the employee efficiency has been carried out to 56 people. Thus reducing the number of respondents

### **5.3 Recommendation**

Following are suggestions that can be given, according to the results of the research already implemented:

#### **Academic Recommendation**

Academic advice given by researchers for future researchers is that this research can be used as a reference when using work motivation, work discipline and employee performance variables. For future researchers, it is hoped that they can expand the coverage of questionnaires and increase the number of respondents so that they can cover all companies in the fitness industry.

#### **Practical recommendation**

Here are some practical suggestions that researchers give to improve Employee Performance in a company:

1. For the Work Discipline variable, the answer with the lowest average score of the respondent is the indicator "My attendance rate is increasing every month." In this regard, the company should provide career paths and opportunities for promotion to employees, because that way employees will feel more valued and will commit more to the company.
2. For the work motivation variable, the answer with the lowest average value of the respondent is the indicator "I like to look back at my day-to-day work with the feeling that my job was well done." In this regard, the company should pay more attention to increasing employee motivation, employees can be given further training (training) about their work. Also, companies or superiors better understand if

employees do not always work or do their work based on the money, but there are other factors such as the desired position in a career, recognition from the surrounding environment or other achievements. Thus, Employee Performance will increase.

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