

## **BAB V**

### **PENUTUP**

#### **5.1 Kesimpulan**

Bedasarkan rangkaian hasil pemabahasan pengujian dari hipotesis penelitian maka dapat disimpulkan hasil penelitian sebagai berikut:

1. *Servant leadership* tidak berpengaruh terhadap perilaku inovatif pada PT. Andalas Wahana Berjaya di Kabupaten Dharmasraya?
2. *Entrepreneurial leadership* berpengaruh negatif terhadap perilaku inovatif pada PT. Andalas Wahana Berjaya di Kabupaten Dharmasraya?
3. *Servant leadership* tidak berpengaruh terhadap iklim organisasi pada PT. Andalas Wahana Berjaya di Kabupaten Dharmasraya?
4. *Entrepreneurial leadership* tidak berpengaruh terhadap iklim organisasi pada PT. Andalas Wahana Berjaya di Kabupaten Dharmasraya?
5. Iklim organisasi tidak berpengaruh terhadap perilaku inovatif pada PT. Andalas Wahana Berjaya di Kabupaten Dharmasraya?
6. Iklim organisasi tidak memediasi hubungan *Servant leadership* dengan perilaku inovatif pada PT. Andalas Wahana Berjaya di Kabupaten Dharmasraya?
7. Iklim organisasi tidak memediasi hubungan *entrepreneurial leadership* dengan perilaku inovatif pada PT. Andalas Wahana Berjaya di Kabupaten Dharmasraya?

## **5.2 Impilkasi Hasil Penelitian**

Berdasarkan hasil kesimpulan penelitian pengujian hipotesis penelitian sehingga dapat diajukan implikasi secara praktik sebagai berikut:

Hasil penelitian ini diharapkan dapat dijadikan suatu acuan dan masukan dalam mengelola sumber daya manusia bagi pihak terkait, khususnya pada PT Andalas Wahana Berjaya di Kabupaten Dharmasraya hasil penelitian ini menunjukkan bahwa tingkat prilaku inovatif karyawan PT Andalas Wahana Berjaya masuk dalam kategori cukup baik dengan tingkat TCR 75,2%. Diharapkan dengan adanya manajemen yang baik dalam mengelola tingkat prilaku inovatif karyawan akan dapat mengetahui penyebab dan mengidentifikasi rendahnya tingkat prilaku inovatif karyawan, untuk itu dimasa yang akan datang perlu dilakukan berbagai upaya untuk meningkatkan tingkat prilaku inovatif karyawan dari kondisi cukup baik menjadi baik.

Penelitian ini memberikan masukan kepada pihak PT Andalas Wahana Berjaya di Kabupaten Dharmasraya dalam rangka memahami prilaku inovatif dan faktor-faktor yang mempengaruhinya. Disamping itu, hasil penelitian ini diharapkan dapat memberikan kontribusi praktis kepada PT Andalas Wahana Berjaya di Kabupaten Dharmasraya dalam membuat keputusan strategis terkait dengan upaya-upaya konkrit dalam meningkatkan prilaku inovatif karyawan dimasa yang akan datang. sehingga mampu menciptakan cara kerja yang baru dalam menyelesaikan pekerjaan

Selanjutnya prilaku inovatif karyawan yang ada di PT Andalas Wahana Berjaya di Kabupaten Dharmasraya didukung oleh pengembangan pengetahuan, kemampuan

intelektual, gaya berfikir, motivasi, kepribadian dan lingkungan menjadikan gagasan kreatif mereka menjadi inovasi yang muncul dari ide-ide baru, percakapan-percakapan baru, keinginan-keinginan baru dan penelitian-penelitian baru. Karena perilaku inovatif menjadi alat munculnya inovasi yang mendukung kesuksesan di PT Andalas Wahana Berjaya di Kabupaten Dharmasraya, maka penting untuk mendukung karyawan untuk menciptakan ide-ide yang kreatif kemudian mengembangkannya, sehingga perilaku inovatif itu menjadi kekuatan PT Andalas Wahana Berjaya di Kabupaten Dharmasraya dalam bersaing.

### **5.3 Keterbatasan Penelitian dan Saran Penelitian**

Berdasarkan kesimpulan dan hasil pengujian hipotesis yang telah dilakukan maka diajukan beberapa keterbatasan penelitian dan saran yang dapat bermanfaat bagi peneliti selanjutnya dimasa mendatang sebagai berikut:

- a. Untuk ukuran/jumlah sampel yang digunakan dalam penelitian masih tergolong kecil sehingga mempengaruhi ketepatan hasil penelitian yang diperoleh. Maka dari itu bagi peneliti dimasa mendatang disarankan untuk menambah ukuran/jumlah sampel agar variasi data yang diperoleh semakin tinggi sehingga mampu mendorong ketepatan hasil penelitian yang lebih baik.
- b. Selanjutnya masih terdapatnya sejumlah variabel yang juga mempengaruhi perilaku inovatif yang tidak digunakan dalam penelitian ini seperti beban kerja, kualitas kehidupan kerja, persepsi organisasi suport, komitmen organisasi, perilaku kewarganegaraan organisasi. Oleh sebab itu, bagi peneliti dimasa mendatang diharapkan dapat menggunakan salah satu variabel baru tersebut

dan memodifikasi model dalam penelitian yang digunakan, sehingga hasil penelitian diperoleh dan dapat menjadi lebih baik dimasa yang akan datang.

#### **5.4 Saran**

Berdasarkan keterbatasan yang telah diuraikan di atas tadi dapat diberikan saran sebagai berikut:

1. Peneliti dimasa mendatang diharapkan dapat menggunakan salah satu variabel baru dan memodifikasi model path analysis yang digunakan sehingga hasil penelitian yang diperoleh dapat menjadi lebih baik lagi dimasa mendatang.
2. Peneliti dimasa mendatang disarankan untuk mencoba menambah ukuran sampel agar variasi data yang diperoleh semakin tinggi sehingga mampu mendorong ketepatan hasil penelitian yang lebih baik.

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