

## BAB V

### KESIMPULAN

#### 1.1 Kesimpulan

Penelitian ini memberikan bukti secara empiris tentang pengaruh keterikatan kerja dan kepemimpinan transformasional terhadap inovasi individu dengan *learning goal orientation* sebagai variabel mediasi. Penelitian ini dilakukan dengan jumlah responden sebanyak 98 orang karyawan hotel berbintang 4 dikota Padang. Setelah melalui tahapan analisis sesuai kaidah seharusnya dan juga pengujian hipotesis maka dapat disimpulkan sebagai berikut:

1. Keterikatan kerja tidak berpengaruh positif terhadap inovasi individu pada hotel berbintang 4 dikota Padang
2. Kepemimpinan transformasional berpengaruh positif terhadap inovasi individu pada hotel berbintang 4 dikota Padang
3. *Learning goal orientation* tidak berpengaruh positif terhadap inovasi individu pada hotel berbintang 4 dikota Padang
4. Keterikatan kerja berpengaruh positif terhadap *learning goal orientation* pada hotel berbintang 4 dikota Padang
5. Kepemimpinan transformasional berpengaruh positif terhadap *learning goal orientation* pada hotel berbintang 4 dikota Padang
6. *Learning goal orientation* mampu memediasi hubungan keterikatan kerja dengan inovasi individu pada hotel berbintang 4 dikota Padang
7. *Learning goal orientation* tidak memediasi hubungan kepemimpinan transformasional dengan inovasi individu pada hotel berbintang 4 dikota Padang

## **1.2 Implikasi Praktis**

Implikasi praktis dari hasil penelitian ini dapat dijadikan pedoman praktis dalam operasional manajemen hotel berbintang 4 dikota Padang. Penelitian ini menemukan bahwa inovasi individu pegawai dilingkungan hotel berbintang 4 dikota Padang masih tergolong kedalam kategori sedang. Dengan demikian perlu dilakukan berbagai upaya secara praktis untuk meningkatkan inovasi individu tersebut dimasa yang akan datang.

Salah satu cara meningkatkan inovasi individu sebagaimana yang dimaksud diatas adalah melalui perbaikan implemetasi kepemimpinan transformasional dilingkungan hotel berbintang 4 dikota Padang. Hal ini disebabkan karena hasil penelitian ini membuktikan secara empiris bahwa kepemimpinan transformasional memiliki pengaruh yang positif terhadap inovasi individu. Dengan kata lain apabila semakin baik kepemimpinan transformasional yang diimplementasikan dilingkungan hotel berbintang 4 dikota padang, maka kondisi tersebut akan dapat meningkatkan inovasi individu karyawan hotel berbintang 4 dikota Padang dan sebaliknya.

Upaya untuk meningkatkan kepemimpinan transformasional sebagaimana dijelaskan diatas adalah dengan cara meningkatkan indikator-indikator dan memperhatikan item-item pernyataan yang masih memiliki skor rata-rata rendah. Misalnya (1). Pimpinan dilingkungan hotel berbintang 4 dikota Padang hendaknya lebih meningkatkan kualitas dan intensitas dalam melatih dan mendidik para staff, (2). Kepemimpinan dilingkungan hotel berbintang 4 dikota Padang hendaknya mengajari karyawan dalam mengidentifikasi masalah dan menyelesaikan dengan metode baru. (3). Pimpinan dalam menetapkan standar pekerjaan terhadap karyawan harus dalam standar yang jelas dan terukur. (4). Kepemimpinan

transformasional berusaha untuk meningkatkan mobilisasi rasa terhadap misi secara bersama-sama sehingga tidak ada karyawan yang terabaikan.

Disisi lain, untuk meningkatkan inovasi individu maka manajemen juga berkewajiban untuk meningkatkan level keterikatan kerja dari baik menjadi sangat baik. Begitu juga dengan inovasi karyawan yang masih berada pada level sedang untuk terus ditingkatkan ke level berikutnya yaitu cukup baik, baik dan sangat baik.

### **1.3 Keterbatasan Penelitian dan Saran Penelitian**

Sebagaimana penelitian pada umumnya, penelitian ini juga memiliki keterbatasan-keterbatasan, yang mana diantaranya adalah:

1. Penelitian ini dilakukan pada industri perhotelan dengan klasifikasi bintang 4 dikota Padang. Hasil penelitian ini belum tentu berlaku sama dengan hotel bintang 4 dikota lainnya. Oleh karenanya, disarankan untuk mereplikasi model penelitian ini untuk menguji secara empiris pada industri hotel lainnya diluar kota padang.
2. Melihat pada jumlah responden sebanyak 98 orang responden maka dirasa cukup untuk dilakukan penelitian dengan baik. Namun disebabkan penelitian ini dilakukan di 6 (enam) hotel berbintang 4 dikota padang maka karyawan yang menjadi responden adalah hanya perwakilan pada setiap departemen yang ada secara umum yaitu sebanyak 8 (delapan) departemen. Sehingga apabila melakukan penelitian dengan metode yang sama disarankan agar menambah jumlah responden atau membuat klaster responden yang sekiranya mampu memberikan informasi yang baik dalam penelitian nanti.

3. Penelitian ini terbatas pada variable keterikatan kerja, kepemimpinan transformasional, *learning goal orientation* dan inovasi individu. Sehingga disarankan untuk menambah variable terkait lainnya seperti *involving human resources* dalam inovasi individu karyawan, perananan SOP perusahaan dalam meningkatkan inovasi individu serta *knowledge sharing* sebagai variable mediasi.
4. Hasil yang didapatkan dalam penelitian ini belum mewakili teori secara keseluruhan. Dari 7 hipotesis yang dibangun masih ditemukan 3 hipotesis yang ditolak.

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