

BAB V PENUTUP

5.1 Kesimpulan

Berdasarkan kepada uraian analisis statistik dan pembahasan yang telah dijelaskan pada bab sebelumnya maka diajukan beberapa kesimpulan penting yang merupakan jawaban dari permasalahan yang diajukan dalam penelitian ini yaitu:

1. Keadilan organisasional berpengaruh positif terhadap *employee engagement* pada karyawan (tenaga kependidikan) di Universitas Bung Hatta.
2. Persepsi dukungan organisasional berpengaruh positif terhadap *employee engagement* pada karyawan (tenaga kependidikan) di Universitas Bung Hatta.
3. Komunikasi interpersonal tidak berpengaruh terhadap *employee engagement* pada karyawan (tenaga kependidikan) di Universitas Bung Hatta.

5.2 Implikasi Penelitian

Berdasarkan kesimpulan hasil pengujian hipotesis terdapat implikasi dari hasil penelitian ini yaitu keadilan organisasional berpengaruh positif terhadap *employee engagement* pada karyawan (tenaga kependidikan) di Universitas Bung Hatta. maka ada beberapa hal yang dapat dilakukan oleh pimpinan ini untuk mempertahankan dan meningkatkan keadilan di dalam universitas yaitu agar dapat terus memberikan inspirasi, motivasi serta dorongan agar karyawan merasa nyaman sehingga karyawan lebih semangat untuk pergi bekerja melaksanakan tanggung jawabnya. Pimpinan juga harus memperhatikan peran karyawan di

dalam bekerja. Selain itu hasil penelitian ini juga membuktikan bahwa persepsi dukungan organisasional berpengaruh positif terhadap *employee engagement* pada karyawan (tenaga kependidikan) di Universitas Bung Hatta. Untuk meningkatkan dukungan organisasi universitas dapat meningkatkan kontribusi terhadap karyawan, serta mengakui kualitas kerja seorang karyawan dan memperhatikan tingkat keberhasilan yang di capai karyawan. Pimpinan harus peduli serta memperhatikan kesejahteraan karyawan.

5.3 Keterbatasan Dan Saran Untuk Peneliti Selanjutnya

Hasil yang ditemukan penelitian ini belum sempurna, ada beberapa keterbatasan dalam pembuatan penelitian ini dan saran yang diajukan untuk penelitian selanjutnya yaitu:

1. Responden penelitian lebih didominasi oleh pria sebanyak 61,25%, dan sisanya wanita sebanyak 38,75%. Hal ini tentunya bisa menjadi bias dalam penelitian yang menyebabkan ketidak seimbangan pendapat sehingga menyebabkan hasil penelitian yang hanya berpedoman pada pemikiran dari sebelah sisi. Maka pada penelitian selanjutnya disarankan untuk menambahkan responden perempuan untuk menghindari terjadinya bias dalam penelitian.
2. Ada beberapa variabel yang memiliki validitas yang rendah, sehingga banyak item-item yang harus di eliminasi. Dan dalam pengolahan data awalnya peneliti menggunakan *factor loading* 0,75 dikarenakan banyak data yang tidak valid, peneliti memutuskan untuk mengganti *factor loading* menjadi 0,40.

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