

CHAPTER V

CONCLUSION, LIMITATION, AND SUGGESTION

A. Conclusion

The purpose of this research is to expand the effect of the budget participation, organizational commitment, and work motivation on managerial performance with internal locus of control as a moderating variable in the government department in Bantul Regency. Based on the results of this study, conclusions can be taken as follows:

1. Budget participation has no effect on managerial performance.
2. Organizational commitment has positive significant effect on managerial performance.
3. Work motivation has positive significant effect on managerial performance.
4. Internal locus of control has positive effect to strengthen the relationship between budget participation on managerial performance.
5. Internal locus of control has positive significant effect to strengthen the relationship between organizational commitment on managerial performance.
6. Internal locus of control has no effect on the relationship between work motivation on managerial performance.

B. Limitation

In this study, there are several limitations including :

1. The scope of this research is only taken in the government department in Bantul Regency.
2. The number of questionnaires distributed was not the same as the number of questionnaires returned.
3. The independent variables used are only three variables, namely budget participation, organizational commitment, and work motivation. In fact, there are still many other variables that can affect managerial performance of local governments in Indonesia.
4. This research method is limited only by distributing the questionnaire.

C. Suggestion

1. It is recommended that, further research will develop this research by studying other independent variables that can affect managerial performance.
2. It is recommended that, further research will use other research objects and increase the number of samples so the results can be generalized.
3. Further research should change the methods of research not limitedly by distributing questionnaires, but also as conducting a brief interview to each respondent.
4. With this research, the readers know about the working system of Bantul Local Government about managerial performance.

5. With this study, the employee in local government can improve the managerial performance in their job to improve the quality of their government.