

CHAPTER V
CONCLUSION, RECOMMENDATIONS AND LIMITATIONS OF
RESEARCH

A. Conclusion

Based on the results of research on the influence of intrinsic motivation, extrinsic motivation, procedural justice compensation in the distribution of medical fees toward employee performance with job satisfaction as an intervening variable, it can be concluded as follows:

1. Intrinsic motivation has significant negative influence to job satisfaction
2. Extrinsic motivation has significant positive influence to job satisfaction
3. Procedural justice compensation in distribution medical fees has significant positive influence to job satisfaction
4. Intrinsic motivation has significant positive influence to employee performance
5. Extrinsic motivation has significant negative influence to employee performance
6. Procedural justice compensation in distribution medical fees has significant negative influence to employee performance
7. Job satisfaction has significant positive influence to employee performance

B. Suggestion

Based on the result in this research, there are several suggestions for further research and the party of RSUD dr. Abdul Aziz :

1. For further researchers, it is expected to increasing the number of samples and increasing research locations so that comparison can be made.
2. For further research that wants to do a review of this study, it is recommended to use the AMOS statistical tools.
3. Future studies are expected to consider and add other variables that affect employee satisfaction and performance.
4. For RSUD parties, it is recommended to involve employees more in the distribution of medical services as seen from the results of research where some employees consider that they have not been involved and the need for better transparency in the distribution of medical services. Hence it is expected to improve employee performance.
5. The RSUD can consider the remuneration system if seen from the existing problems

C. Limitations

Several limitations in this study are as follows :

1. From the results of the SEM model test, it can be seen that some criteria are less fit so as to increase the number of samples to antipase it.
2. This study is limited to one type B hospital in Singkawang City, Dr. Abdul Aziz Regional Hospital

D. Implication

The implication of this research is RSUD dr.Abdul Aziz Singkawang City can improve services by giving attention to aspects of satisfaction and employee performance. Then, it is expected the management of RSUD dr.Abdul Aziz Singkawang City to be more open in describing the procedures in the distribution of medical fees so that employees get fairly treatment in the distribution medical fees.