

CHAPTER V

CONCLUSIONS, SUGGESTIONS AND LIMITATIONS OF RESEARCH

A. Conclusions

This study aims to examine the effect of information, organizational commitment, transformational leadership style, quality of human resources and good governance on the effectiveness of the implementation of performance-based budgeting. This research was conducted in the Regional Government of Sleman Regency.

Based on testing and analysis that have been done, the conclusions of this study are:

1. Information has a negative effect on the effectiveness of the implementation of performance-based budgeting
2. Organizational commitment has a positive effect on the effectiveness of the implementation of performance-based budgeting
3. Transformational leadership style has a positive influence on the effectiveness of the implementation of performance-based budgeting
4. Quality of human resources has a positive effect on the effectiveness of the implementation of performance-based budgeting
5. Good Governance has a positive effect on the effectiveness of the implementation of performance-based budgeting

B. Limitations

This study has several limitations, including the following:

1. The sample used was only 29 OPD out of 38 existing OPD in Sleman Regency. Districts and hospitals are not included in the sample because not all of the districts and hospitals have the same functional positions with other regional government agencies or organizations.
2. This research can be supplemented by conducting interviews with the parties concerned, where the parties read about the questionnaire written by researchers. So the respondent can understand what the researcher wrote in the questionnaire.
3. This research was only tested with quantitative data in the form of a questionnaire distributed to the respondents, thus the results of the study have not shown in detail about the effectiveness of the implementation of performance-based budgeting.
4. Research using a questionnaire for instrument can sometimes lead to bias in research, because the answers from respondents sometimes do not reflect the real situation.
5. The selection of research objects only uses one location of the Regional Apparatus Organization (OPD) and only one scope of the district, namely, OPD Sleman Regency.
6. The independent variable in this study is limited which consists of information, the quality of human resources, organizational commitment and the transformational leadership style. The effect to weak explain the dependent variable.

C. Suggestions

Given the limitations in this research, suggestions that can be given to improve for further research are:

1. The survey method should be supplemented with interviews or oral questions, thus filling out the questionnaire becomes more objective.
2. Further research might consider using a broader research object with a provincial scope.
3. The object of further research should be a wider scope of work units because, a wider work unit is expected to enable different classifications.

D. Implication

The implication of this research is sleman district organization (OPD) can improve quality of human resources and good governance. It is expected to eliminate the gaps in the budget and the occurrence of budget slack so that this performance-based budget can be applied in sleman district organizations.