

CHAPTER V

CONCLUSIONS, RESEARCH LIMITATIONS, SUGGESTIONS

A. Conclusion

Based on the results of data analysis that has been done, it can be concluded with the following results:

- a. Distributive justice has a positive effect on employee engagement in SMA Muhammadiyah in Yogyakarta City.
- b. Procedural justice has a positive effect on employee engagement in SMA Muhammadiyah in Yogyakarta City.
- c. Religiosity has a positive effect on employee engagement in SMA Muhammadiyah in Yogyakarta City.
- d. Millennial-Non Millennial moderate the influence of distributive justice on employee engagement in SMA Muhammadiyah in Yogyakarta City.
- e. Millennial-Non Millennial moderate the influence of procedural justice on employee engagement in SMA Muhammadiyah in Yogyakarta City.
- f. Millennial-Non Millennial moderate the influence of religiosity on employee engagement in SMA Muhammadiyah in Yogyakarta City.

B. Research Limitations

In this study there are several limitations, as follows:

1. Researchers still have a narrow population scope, which is only limited in SMA Muhammadiyah in Yogyakarta City. Muhammadiyah High School in Yogyakarta City.
2. This study only analyzed 5 variables, namely the variables of distributive justice, procedural justice, religiosity, employee engagement, and millennial-non millennial.

C. Suggestions

In this study there are a number of suggestions addressed to future researchers in order to be able to carry out and get better research results in the future, namely as follows:

1. Academic

- a. It is recommended to further researchers to be able to expand the scope of the population.
- b. It is recommended to further researchers to be able to increase the number of samples studied in order to get better research results.
- c. It is recommended to further researchers to add other variables so they can know what variables can influence employee engagement variables, such as informational justice and interactional justice.
- d. It is recommended to further researchers to be able to analyze other moderation variables other than millennial non-millennial, so it can be known what variables can moderate the influence between the independent variable and the dependent variable.

2. Practice

1. In collecting data, it can be added to the method of interview or observation to the respondent so that the results can be better than before.

3. Organization

- a. In order to increase the employee engagement with their organizations, organizations should pay attention to distributive justice, which can be in the form of a balanced salary, promotion, and career development between employees.
- b. In order to increase the employee engagement to their organizations, organizations should also pay attention to procedural justice, which can be in

the form of an explanation of employees how good procedures are when expressing aspirations, and receiving advice from their employees.

c. In order to increase the employee engagement to their organizations, organizations should also pay attention to aspects of religiosity, which can be in the form of policies relating to not playing truant during working hours, not prolonging rest hours, not speeding up work hours, not arriving late at work, giving employees opportunities to worship and conduct activities to strengthen religiosity such as recitation and group prayer.

d. In order to increase the employee engagement to their organization, organizations should pay attention to aspects of age, which can influence a person to be able to accept programs that have been created by the organization such as career development, salary increases, and promotions. In addition, age can also influence in accepting every procedure made by the organization regarding how to convey an aspiration, and how an organization accepts suggestions from its employees.