

## CHAPTER V

### CONCLUSION, SUGGESTION AND RESEARCH LIMITATION

#### A. Conclusion

This study aims to provide empirical evidence on the influence of transformational leadership styles and financial compensation on employee performance. Based on the results of the data analysis and discussion related to the influence of transformational leadership style and financial compensation on employee performance can be drawn conclusion as follows:

1. The transformational leadership style positively affects employee performance. This is proven by the value of t arithmetic ( $2.786 > t$  table  $(1.669)$ ).
2. Financial compensation has a positive effect on employee performance. This is proven by the value of t arithmetic ( $2.727 > t$  table  $(1.669)$ ).
3. The transformational leadership style and financial compensation simultaneously have a positive effect on employee performance. This is proven by the sig value  $0.000 < \alpha 0.05$ .

#### B. Suggestion

Based on the results of research and related to the limitations of this study, further suggestions can be suggested that will be useful as follows:

1. The results of this study indicate that Employee Performance can only be explained by 30.9% by the two independent variables. For future research, the next researcher should be able to add other variables.

2. Suggestion for the next researcher is that the distribution of questionnaires can be supported by interviews or direct face-to-face interviews with respondents. This is done in order that the respondents would be better understanding the questionnaire statement given by the researchers, so the results obtained will be more accurate.
3. Suggestion for the manager of The hotel is to be considered as the variable of financial compensation and transformational leadership style, because based on the result of this research, financial compensation and transformational leadership style have a positive impact on employee performance.

### **C. Research Limitation**

This research has some limitation, they are:

1. The financial compensation variable is only made in one variable in general, so it can not identify which type of financial compensation that has the most significant effect on the dependent variable.
2. This study is limited to the data from the result of questionnaire that are still slightly limited compared with the existing population.