

CHAPTER IV

CONCLUSION & SUGGESTIONS

IV.1 Conclusions

According to the data and the analysis which have been mentioned in the previous chapters, finally, I can give the following conclusion:

1. PT. X uses combinations of achievement oriented and supportive leadership style from House and Mitchell (1974). This leadership style allows a leader to set challenging goals, both in work and self improvements and to create a comfortable and friendly working environment. Besides, PT. X also uses the Likert's leadership style, which is a consultative leadership.
2. Most employees in PT. X are motivated because there are four major factors that motivate the employees at PT. X; including, reward, relationship and communication, working environment, and self motivation. To fulfill the employees' need of Physiological, one needs self-esteem, self-acceptance, safety need, and self actualization.

3. A leader's role, based on Steers theory, is needed to lead its employees to achieve the company's goals. All the effort must be done by the leaders to motivate its employees.

IV.2 Suggestions

Based on the analysis, the writer will also try to give some constructive suggestions for the company. The suggestions are:

1. Keep improving the leader to be a "true leader". One of the main points from leadership is giving examples. Therefore, a leader must be more active in giving examples from the simplest things until the hardest thing or job that require a huge responsibility.
2. Give the employees a regular training such as leadership skill, time management, goal settings, and so on, to motivate the employees in improving their working skill and experience.
3. Increase communication between the leaders and the employees so that they can have a better sense of ownership.