

CHAPTER IV

CONCLUSION AND SUGGESTION

In this chapter, I will give a conclusion of what has been discussed in the previous chapter and some suggestions that are useful for Maranatha Christian University.

I conclude that motivation of administration staffs in Maranatha Christian University is not appeared yet in achievement, recognition, salary and security factors. The reason is the employees feel that this University has not given the proper recognition and reward for their achievement. The staffs also thought that their salaries are not enough and they are not satisfied with the security.

I am aware that salary will affect the motivation of the workers because generally, the goal of the people to work is to get money. Even though people will never feel satisfied with their salaries money can be the factor that drive people in working hard. It means that money can be a motivation factor.

Besides motivating with a high salary, employees' security is very important to motivate them because it effects the dedication and loyalty to

the company, such as if there is good offer perhaps they will find another job if they do not get the high security. For example give them the health insurance and retirement for the employee.

I agree that every staffs in Maranatha Christian University should be given some reward according to their work record or achievement such as bonus, promotion or scholarship for staff.

I am also aware that staffs need recognition such as reward system especially for their loyalty because it will make them happy. If they are happy it will increase their motivation in working. For example if the employees have reached more than ten or fifteen years of working period in the institution, they will receive some kind of honors such as medal, charter, ring or souvenirs. Another reward is scholarship for their children or the raise of their salaries.