

CHAPTER V

CONCLUSION AND SUGGESTION

5.1 Conclusions

conclusion of this study is that there is a positive relationship between employee employees and organizational commitment to employees of PT. Perkebunan Mitra Ogan Pin 1 Peninjauan. The higher the engagement employee, the higher the organizational commitment. This means that employee engagement is an employee'srelated to the organizational commitment of the employee. Employees who have a high feeling of engagement will turn into engaged employees. This happens because employees find the meaning of a deep job with their work. This meaning arises through the intermediary of employee involvement in work which is not only actualized cognitively but also in affection and behavior. This positive behavior will make employees feel bound and create a feeling of staying in the company as a form of employee organizational commitment to the company.

5.2 Suggestions

As for some suggestions from the results found by researchers after carrying out and analyzing the results of the research, the researchers gave several suggestions to several parties involved in this study as follows:

5.2.1 To Company

With a positive relationship between employee engagement and organizational commitment, it is hoped that training employees can further improve employee engagement so that they will have a high organizational commitment to the company by providing training employee engagement to stimulate employee engagement, provide space and provide information sharing. provides opportunities for learning, and assists in balancing employee needs, which in turn creates employee energy and personal initiative.

5.2.2 To Subjects of Research

To employees of PT. Perkebunan Mitra Ogan Pin 1 Peninjauan is expected to consistently increase feelings of enthusiasm and appreciation at work, and to continue to maintain a dedicated attitude towards the company, and to continuously strive to increase its commitment to the organization.

5.2.3 To Further Researchers

1. It is hoped that the next researchers will use other variables from external and internal factors in examining organizational commitment so that it can be seen which factors are greater that affect individual organizational commitment, especially for employees.
2. It is hoped that the next researcher will look for companies with more employees.
3. Furthermore, it is hoped that researchers will pay attention to self-preparedness to examine pandemic conditions and situations.

4. It is hoped that the next researchers will pay attention to the research location and look for research sites in the nearest area.

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