

CHAPTER 5

CONCLUSIONS AND SUGGESTIONS

5.1 Conclusion

Based on several stages from the results of hypothesis testing and discussion of this study, it can be concluded that:

1. Work From Home (X1) affects the Performance of Women Employees (Y) at PT Perkebunan Nusantara VII.
2. Work Life Balance (X2) has no effect on Women Employee Performance (Y) at PT Perkebunan Nusantara VII.
3. Work From Home (X1) and Work Life Balance (X2) affect the Performance of Women Employees (Y) at PT Perkebunan Nusantara VII

5.2 Suggestions

Based on the results of the research that has been done, the women employees of PT Perkebunan Nusantara VII can try to always pay attention to their duties or work at Work From Home and think about the balance between life outside of their work.

For Companies :

1. Appeal to employees to be able to provide space or at least a conducive environment when working at home even though they do not have a special room for work or give understanding to family members when working.
2. Professionals in living a working life with a life outside of work, in order to achieve inner balance.
3. Divide the time when carrying out Work From Home to stay focused on completing tasks and also be able to spend more time gathering with family.

4. Adjusting the job with the education or expertise possessed by the employee or being given special training and transfer of knowledge before receiving a jobdesc.
5. Maintain relationships with colleagues so that the goals achieved will be easier to complete and have good quality work.

For Further Researchers:

1. Paying attention to the theory and indicators that are in accordance with the existing phenomena, so that the research discussion will be more appropriate and produce correct information according to the phenomenon.