

CHAPTER IV

CONCLUSION AND SUGGESTION

4.1 Conclusion

It can be concluded from the study that the employees of Dinas Lalu Lintas Angkutan Jalan (DLLAJ) Semarang are handled by the personnel department. The Personnel Department conducts some activities such as doing recruitment, doing selection, giving training and development, giving compensation, and giving motivation to employees. To recruit a new employee who has high skill is difficult thing. Therefore, Dinas Lalu Lintas Angkutan Jalan (DLLAJ) Semarang announces the vacancy to the public by putting it in an advertisement. Those way are effective ways to recruits a lot of applicants for the company. But to get the best one the company has to select them. To do selection is not easy thing, to get the one who is ready to work the company has to test them. In fact there is only a few members of the applicant who is ready to work.

Dinas Lalu Lintas Angkutan Jalan (DLLAJ) Semarang provides informal education to its employees. The purpose of those activities is to increase the skill, the ability, and the knowledge of the employee in order to accelerate the company activities to give transportation services.

The maintenance of the employee is another difficult thing which must be solved by Dinas Lalu Lintas Angkutan Jalan (DLLAJ) Semarang. It is so difficult because it is connected with company satisfaction. The

gives satisfying compensation. So to solve this problem the personnel department of Dinas Lalu Lintas Angkutan Jalan (DLLAJ) Semarang takes two ways. The first way is giving motivation to the employee. It is done by giving an appreciation to the employee. The purpose of this activity is to increase the employees achievement and enthusiasm of working. In fact, this effort is done successfully until now. The second way is by giving a compensation to the employees. The compensation covers salary, allowances, and leaves. The giving of the compensation is proved effective to maintain the employee because they satisfied with compensation which is given by the company.

4.2 Suggestion

The realization of the personnel department at Dinas Lalu Lintas Angkutan Jalan (DLLAJ) Semarang is good enough, and the writer suggests it will be better if Dinas Lalu Lintas Angkutan Jalan (DLLAJ) Semarang tries to increase the function of personnel management so that it will always be running well and getting its success.