CHAPTER V
CONCLUSIONS, LIMITATIONS AND RECOMMENDATIONS

5.1 Conclusions

Based on discussions and calculations in the previous chapter the total respondents from supervisor rated are 77 and total from self-rated are 111, which is the employee from two companies that located in Shenzhen, China. The companies are Tencent and Baidu. Through the test that are shown in Chapter four, there are four hypotheses that researcher use, and the result of four hypotheses is all accepted and significant to each variable.

5.2 Limitations

In this research, the current study in not without limitations. First, the respondents are limited which are only two company that are been chosen from 35,774 listed company in China which is Tencent and Baidu, the chosen company only two is because of there are lack of company that approve to send the questioner because of company security. From the chosen company there are 100,196 employee, but researcher only got 178 respondent, the reason is because not all department in the company willing to fill the questioner. the results of this study could be different if further research was conducted on different country or cities, also there are not include for occupation and salary, which only age and gender. Second, in this study, only P-O fit and psychological empowerment were used as independent variables; future studies can also improve the explanatory power of the model proposed by adding further variables that could more comprehensively explain innovative work behaviour. Third, the research studied employees of one country; however, employees from other cultures and identities
should be studied to obtain thorough comparisons. Fourth, the present study did not take in to account the impact of number of years in current organization, occupational group and different generations. Thus, future research should attempt to study the role of these variables, as well as the additional mediating variables, as this research only studied psychological empowerment as the mediating variable.

In sum, this is the study to examine the effect of person-organization fit on innovative work behaviour in multiple industries and at multiple organizational levels; and tests the mediating effect of psychological empowerment on the linkage between person-organization fit on innovative work behaviour.

5.3 Recommendations

According to the results of research and discussion above, the authors can provide the following recommendations:

1. This research can be used as a reference by students or further researchers who will examine The mediating role of psychological empowerment on the relationship between person-organization fit and innovative work behaviour by adding further variables that could more comprehensively explain innovative work behaviour.

2. The questioner can be add more question that will influence each variable that researcher use in this thesis, in other word is to add more question for relation in each variable, which for innovative work behaviour, person-organization fit, and psychological empowerment.
3. Determine the object of research outside the China Country or the characteristics of different respondents from this study to obtain research results that may be different from this research.