

## CHAPTER V

### CONCLUSIONS, LIMITATIONS AND RECOMMENDATIONS

#### 5.1 Conclusions

Based on the explanation and analysis of the discussion that has been shown in the previous chapter, it can be concluded as follows:

1. The test result on hypotheses 1 state that Employee Performance has significant effect on Team Support based on the survey done at Dong-A University. Based on the analysis of the structural model that tested the influence relationship between Employee Performance on Team Support, obtained T-Statistics value of 114.118. Meanwhile the opposite result obtained based on the survey conducted on UIB, where the obtained T-Statistics value is 0,883 which means the result is positive significant. The cause of this result might be due to the condition where they might feel supported and helps are available but the fear of having weak presence for their kids affects their performance..
2. The test result using the data collected from the survey conducted at Dong-A University, hypothesis 2 states that Team Support has significant positive effect on Childcare Demand. Meanwhile, the test result using the data collected from the survey conducted at UIB, it has been determined that the effect of Team Support is also significant. This result might caused by the fact that they have a positive and reassuring working environment and sense of belonging that ease the burden of childcare demands which then affects the quality of their performance positively.

## 5.2 Limitations

Some of the limitations in this study are as follows:

1. Limited source of supporting articles because there are not many researchers who have researched about Childcare Demand specifically.
2. There is a language barrier because most of the respondents are less proficient in English and the author is less proficient in Korean, so it is likely that it will cause less unfamiliarity to questions asked through questionnaires spread.
3. This research is limited with Childcare Demand, Employee Performance and Team Support variables.
4. Respondents who are able to earn the authors as limited as mothers who are struggling in the field of education.

## 5.3 Recommendations

Some of the recommendations that can be given for future studies are as follows:

1. It is advisable to research the next, if there is a problem of language differences as faced in this research, it is good to each question provided a simple translation of the question, so that it can facilitate Respondents in answering and allowing subsequent researchers to get much more accurate results.
2. The idea of tackling both being a mother and a worker and having the best of both worlds has been a concept that most women strive to achieve, but without proper support from both working and non-working surrounding,

though it is achievable, it will take a toll on the mother's physical and mental health.

3. Further research is expected to cover more broadly respondents, not limited to mothers who work in the field of education only but also mothers who work in other fields such as industrial fields and others.