

**PENGARUH KARAKTERISTIK INDIVIDU, LINGKUNGAN KERJA
DAN KOMUNIKASI TERHADAP KINERJA PEGAWAI KANTOR
PERWAKILAN BKKBN D.I.Y**

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Abstrak

Penelitian ini bertujuan untuk mengetahui apakah : (1) terdapat pengaruh antara karakteristik individu terhadap kinerja pegawai, (2) terdapat pengaruh antara lingkungan kerja terhadap kinerja pegawai, (3) terdapat pengaruh antara komunikasi terhadap kinerja pegawai, (4) terdapat pengaruh secara bersama-sama antara karakteristik individu, lingkungan kerja, dan komunikasi terhadap kinerja pegawai Kantor Perwakilan BKKBN D.I.Y. Penelitian ini menggunakan pendekatan kuantitatif dengan metode studi kasus. Sampel dalam penelitian ini adalah pegawai Kantor Perwakilan BKKBN D.I.Y sejumlah 54 pegawai. Data yang dianalisis adalah hasil observasi dan penyebaran kuesioner kepada pegawai yang menjadi sampel penelitian. Hasil analisis dari penelitian ini menunjukkan bahwa tidak ada pengaruh signifikan antara karakteristik individu terhadap kinerja pegawai yang dibuktikan dengan nilai signifikansi $0,673 > 0,05$, dengan $t_{hitung} < t_{tabel}$ ($0,425 < 2,006$). Lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai yang dibuktikan dengan nilai signifikansi $0,019 < 0,05$ dengan $t_{hitung} > t_{tabel}$ ($2,423 > 2,006$). Komunikasi berpengaruh signifikan terhadap kinerja pegawai yang dibuktikan dengan nilai signifikansi $0,009 < 0,05$ dengan $t_{hitung} > t_{tabel}$ ($2,710 > 2,006$). Terdapat pengaruh bersama-sama secara signifikan antara karakteristik individu, lingkungan kerja, dan komunikasi terhadap kinerja pegawai Kantor Perwakilan BKKBN D.I.Y yang dibuktikan dengan hasil nilai $f_{hitung} > f_{tabel}$ ($5,424 > 2,79$) dan nilai signifikansi $< 0,05$ ($0,03 < 0,05$).

Kata Kunci : *Karakteristik Individu, Lingkungan Kerja, Komunikasi, Kinerja Pegawai*

**EFFECT OF INDIVIDUAL CHARACTERISTICS, WORK ENVIRONMENT
AND COMMUNICATION TOWARD EMPLOYEE PERFORMANCE OF
REPRESENTATIVE OFFICE OF BKKBN D.I.Y**

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Abstract

This study aims to determine whether: (1) there is an influence between individual characteristics on employee performance, (2) there is an influence between the work environment on employee performance, (3) there is an influence between communication on employee performance, (4) there is a joint effect- the same between individual characteristics, work environment, and communication to the performance of DIY BKKBN Representative Office employees. This research uses a quantitative approach with a case study method. The sample in this study were 54 employees from the BKKBN Representative Office. The data analyzed are the results of observation and distribution of questionnaires to employees who become the study sample. The results of the analysis of this study indicate that there is no significant effect between individual characteristics on employee performance as evidenced by the significance value of $0.673 > 0.05$, with $t_{count} < t_{table}$ ($0.425 < 2.006$). The work environment has a significant effect on employee performance as evidenced by the significance value of $0.019 < 0.05$ with $t_{count} > t_{table}$ ($2.423 > 2.006$). Communication has a significant effect on employee performance as evidenced by the significance value of $0.009 < 0.05$ with $t_{count} > t_{table}$ ($2.710 > 2.006$). There is a significant joint effect between individual characteristics, work environment, and communication on the performance of the Representative Office of BKKBN DIY as evidenced by the results of the $f_{count} > f_{table}$ ($5424 > 2.79$) and a significance value < 0.05 ($0.03 < 0.05$).

Keywords: *Individual Characteristics, Work Environment, Communication, Employee Performance*