

PENGARUH KOMUNIKASI DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA MONUMEN YOGYA KEMBALI YOGYAKARTA

Desti Rohmat Purnama

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh komunikasi dan motivasi kerja terhadap kinerja karyawan pada Monumen Yogya Kembali Yogyakarta. Jenis penelitian yang digunakan pada penelitian ini adalah dengan metode kuantitatif. Populasi dalam penelitian ini adalah seluruh pegawai yang berjumlah 34 karyawan dengan jumlah sampel 30 karyawan. Teknik pengambilan sampel dengan cara *Nonprobability* yaitu sampel jenuh atau sering disebut *total sampling*. Metode pengumpulan data dalam penelitian ini menggunakan observasi dan kuesioner. Analisis data menggunakan metode uji validasi, uji realibilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, uji F dan analisis koefisien determinasi (R^2). Berdasarkan hasil uji t_{hitung} variabel komunikasi sebesar $2.373 > t_{tabel} 2.052$ H_{01} ditolak H_{a1} diterima dan variabel motivasi kerja memiliki t_{hitung} sebesar $2.790 > t_{tabel} 2.052$, H_{02} ditolak dan H_{a2} diterima, hal ini didukung dengan nilai sigifikansi variabel komunikasi sebesar $0.025 < 0.05$ dan variabel motivasi kerja sebesar $0.010 < 0.05$, artinya H_{02} ditolak dan H_{a2} diterima, maka dapat disimpulkan komunikasi dan motivasi kerja berpengaruh signifikan secara parsial terhadap kinerja karyawan monumen yogya kembali. Dari hasil uji F diketahui $F_{hitung} 23,600 > F_{tabel} 3.35$, dengan sig uji F sebesar $0.000 < 0.05$, maka dapat disimpulkan bahwa variabel komunikasi dan motivasi kerja berpengaruh simultan terhadap kinerja karyawan monumen yogya kembali. Hasil analisis koefisien determinasi nilai *adjusted R square* (R^2) sebesar 0.609 (60,9%). Artinya variabel kinerja dipengaruhi variabel komunikasi dan variabel motivasi kerja sebesar 0.609 (60,9%), sedangkan sisanya sebesar 39,1% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: *Komunikasi, Motivasi Kerja dan Kinerja Karyawan*

INFLUENCE OF COMMUNICATION AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN MONUMEN YOGYA KEMBALI YOGYAKARTA

Destia Rohmat Purnama

Abstract

This study aims to determine the effect of communication and work motivation on employee performance at the Monumen Yogya Kembali Yogyakarta. This type of research used in this study is the quantitative method. The population in this study were all 34 employees with a sample of 30 employees. Nonprobability sampling technique that is saturated sample or often called total sampling. Data collection methods in this study used observation and questionnaires. Data analysis using validation test method, reliability test, classic assumption test, multiple linear regression analysis, t test, F test and analysis of the coefficient of determination (R^2). Based on the results of the t_{count} of communication variables of $2.373 > t_{tabel}$ 2.052 H_{o1} was rejected H_{a1} was accepted and the work motivation variable had t_{count} of $2,790 > t_{table}$ 2,052, H_{02} was rejected and H_{a2} was accepted, this was supported by the significance value of the communication variable of $0.025 < 0.05$ and the work motivation variable of $0.010 < 0.05$, meaning that H_{02} is rejected and H_{a2} is accepted, so it can be concluded that communication and work motivation have a significant effect partially on the performance of monumen yogya kembali. From the results of the F test it is known that F_{count} 23,600 $> F_{table}$ 3.35, with the sig F test of $0.000 < 0.05$, it can be concluded that the communication and work motivation variables simultaneously influence the performance of monumen yogya kembali. The results of the coefficient analysis determined the adjusted R square (R^2) value of 0.609 (60.9%). This means that the performance variable is influenced by the communication variable and work motivation variable by 0.609 (60.9%), while the remaining 39.1% is influenced by other variables not examined in this study.

Keywords: *Communication, Work Motivation and Employee Performance*