

# **PENGARUH KOMUNIKASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI BADAN KEPEGAWAIAN, PENDIDIKAN, DAN PELATIHAN KABUPATEN PATI**

**Teza Sugartony**

## **Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh: (1) Komunikasi terhadap kinerja pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Pati, (2) Disiplin Kerja terhadap kinerja pegawai pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Pati, (3) Komunikasi dan Disiplin Kerja terhadap Kinerja pegawai pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Pati. Penelitian ini menggunakan data primer yang diperoleh dengan menyebarkan kuisioner kepada pegawai pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Pati dan observasi. Sampel dalam penelitian ini adalah pegawai yang berjumlah 27 orang. Teknik pengambilan sampel menggunakan metode *purposive sampling*. Metode pengumpulan data menggunakan kuisioner sedangkan analisis data yang dilakukan menggunakan analisis regresi linear berganda. Data dikumpulkan dengan kuisioner yang telah diuji validitas (CFA) dan reliabilitasnya (*Cronbach Alpha*). Analisis linear berganda digunakan untuk uji hipotesis penelitian ini. Hasil penelitian ini menunjukkan bahwa: (1) Komunikasi memiliki pengaruh positif dan signifikan terhadap kinerja karyawan, diperoleh nilai  $t_{hitung} X1$  Komunikasi sebesar  $2,362 > t_{tabel} 2,064$ . (2) Disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, diperoleh nilai  $t_{hitung} X2$  Disiplin kerja sebesar  $4,256 > t_{tabel} 2,064$ . (3) Komunikasi dan Disiplin Kerja memiliki pengaruh positif dan signifikan Terhadap Kinerja pegawai dengan  $F_{hitung}$  sebesar  $22,605 > F_{tabel}$  sebesar 2,40. Hasil koefisien determinan didapat sebesar 0,624, yang berarti terdapat pengaruh sebesar 62,4% komunikasi dan disiplin kerja terhadap kinerja pegawai, sedangkan sisanya 38,6% dipengaruhi oleh faktor lain yang tidak diteliti.

**Kata Kunci:** *Komunikasi, Disiplin Kerja, Kinerja Pegawai*

**THE INFLUENCE OF COMMUNICATION AND WORK DISCIPLINE ON  
EMPLOYEE PERFORMANCE AT PERSONNEL, EDUCATION, AND  
TRAINING AGENCY OF PATI DISTRICT**

**Teza Sugyartony**

**Abstract**

*This study aims to determine the effect of: (1) Communication on the performance of employees of Personnel, Education, And Training Agency Of Pati District, (2) Work Discipline on the performance of Personnel, Education, And Training Agency Of Pati District, (3) Communication and Work Discipline on Employee Performance of Personnel, Education, And Training Agency Of Pati District. This study used primary data obtained by distributing questionnaires to employees of Personnel, Education, And Training Agency Of Pati District. The sample in this study were 27 employees. The sampling technique uses purposive sampling method. Methods of data collection uses questionnaires while data analysis was performed using multiple linear regression analysis. Data were collected by questionnaires that had been tested for validity (CFA) and reliability (Cronbach Alpha). Multiple linear analysis is used to test the hypothesis of this study. The results of this study indicate that: (1) Communication has a positive effect and significant to employee performance, obtained value  $t_{count}$  X1 Communication 2,362 >  $t_{table}$  2,064. (2) Work Discipline has a positive effect and significant to the employee performance, obtained significant value  $t_{count}$  X2 Work Discipline 4,256 >  $t_{table}$  2,064. (3) Communication and Work Discipline have a positive and significant effect on employee performance with  $F_{count}$  of 22,605 >  $F_{table}$  of 2,40. The result of the determinant coefficient is 0,624, which means that there is an influence as many as 62,4% of communication and work discipline to employee performance, and 38,6% is influenced by other factors.*

**Keywords:** *Communication, Work Discipline, Employee Performance*