

ABSTRACT

INFLUENCE OF TRAINING AND EDUCATION, COMMUNICATION ORGANIZATION AND DISCIPLINE OF EMPLOYEE'S ON EMPLOYEE PERFORMANCE (Census of Employees of Regional Revenue Management Center of East Priangan Region)

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The purpose of this study were to determine the effect of training and education, communication organizational and discipline partially or simultaneously to the performance of employees. To find out which variables are the most influential among the training and education, communication organizational and discipline on the performance of employees.

The research was conducted at the Regional Revenue Management Center of East Priangan Region by taking as many as 139 respondents. The research method used is survey method. Data collection was obtained through interviews, questionnaires and literature study.

By using multiple regression analysis, the study found that partially the training and education, communication organizational had a significant influence on employee performance, Simultaneously, education and training, communication organizational and discipline have a significant effect on employee performance, so that the hypothesis is validated. From the result of the analysis, it is found that the variables that most influence performance are discipline variables.

Keywords: training and education, organizational communication, discipline, employee performance

ABSTRAK

PENGARUH DIKLAT, KOMUNIKASI ORGANISASI DAN DISIPLIN PEGAWAI TERHADAP KINERJA PEGAWAI (Sensus Pada Pegawai Pusat Pengelolaan Pendapatan Daerah Wilayah se Priangan Timur)

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Tujuan dari penelitian ini adalah untuk mengetahui pengaruh diklat, komunikasi organisasi dan disiplin secara parsial maupun simultan terhadap kinerja pegawai. Selain itu juga untuk mencari tahu variabel mana yang paling berpengaruh diantara diklat, komunikasi organisasi dan disiplin terhadap kinerja pegawai.

Penelitian ini dilakukan di Pusat Pengelolaan Pendapatan Daerah Wilayah se Priangan Timur dengan mengambil sebanyak 139 responden. Metode penelitian yang digunakan adalah metode survey. Pengumpulan data diperoleh melalui wawancara, kuesioner dan studi pustaka.

Dengan menggunakan analisis regresi berganda, penelitian menemukan bahwa secara parsial, diklat dan komunikasi organisasi tidak memiliki pengaruh yang signifikan terhadap kinerja pegawai, sedangkan disiplin berpengaruh signifikan terhadap kinerja. Secara simultan, diklat, komunikasi organisasi dan disiplin berpengaruh signifikan terhadap kinerja pegawai, sehingga hipotesis teruji kebenarannya. Lalu variabel yang paling berpengaruh terhadap kinerja adalah variabel disiplin dengan nilai sebesar 0,759.

Kata kunci: diklat, komunikasi organisasi, disiplin, kinerja pegawai