

ABSTRACT

EFFECT OF ORGANIZATIONAL CLIMATE, INTERPERSONAL COMMUNICATION AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE

(Research on employees of PT. Pos Indonesia Branch Office 30 Tasikmalaya City 46100)

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This study aims to determine and analyze the influence of organizational climate, interpersonal communication and work motivation on employees of PT. Pos Indonesia Branch Office 30 Tasikmalaya City 46100 and its Effect on Employee Performance, either simultaneously or partially. This research model uses a survey method. Data collection techniques were carried out by distributing questionnaires to employees of PT. Pos Indonesia Branch Office 30 Tasikmalaya City 46100 as many as 45 people. Data analysis technique using Path Analysis. Based on the results of the study, it is known that Organizational Climate, Interpersonal Communication and Work Motivation simultaneously affect employee performance and partially Organizational Climate, Interpersonal Communication and Work Motivation have a significant effect on employee performance. Therefore, it is suggested that the company can improve the organizational climate, Interpersonal Communication, Work Motivation and Employee Performance so that it can have a positive impact and the company's goals in the future.

Keywords: Organizational Climate, Interpersonal Communication, Work Motivation, Employee Performance

ABSTRAK

PENGARUH IKLIM ORGANISASI, KOMUNIKASI INTERPERSONAL DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN

**(Penelitian Pada Karyawan PT. Pos Indonesia Kantor Cabang 30 Kota
Tasikmalaya 46100)**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis Pengaruh Iklim Organisasi, Komunikasi Interpersonal dan Motivasi Kerja pada karyawan PT. Pos Indonesia Kantor Cabang 30 Kota Tasikmalaya 46100 serta pengaruhnya terhadap Kinerja Karyawan, baik secara simultan maupun parsial. Model penelitian ini menggunakan metode survey. Teknik pengumpulan data dilakukan dengan cara penyebaran kuesioner pada karyawan PT. Pos Indonesia Kantor Cabang 30 Kota Tasikmalaya 46100 sebanyak 45 orang. Teknik analisis data menggunakan Analisis Jalur (*Path Analysis*). Berdasarkan hasil penelitian, diketahui bahwa secara simultan Iklim Organisasi, Komunikasi Interpersonal dan Motivasi Kerja berpengaruh terhadap Kinerja Karyawan dan secara parsial Iklim Organisasi, Komunikasi Interpersonal maupun Motivasi Kerja ketiganya berpengaruh signifikan terhadap Kinerja Karyawan. Maka dari itu disarankan perusahaan dapat meningkatkan lagi Iklim Organisasi, Komunikasi Interpersonal, Motivasi Kerja dan Kinerja Karyawan agar ampu memberikan dampak yang positif dan tercapainya tujuan perusahaan dimasa yang akan datang.

Kata Kunci: Iklim Organisasi, Komunikasi Interpersonal, Motivasi Kerja, Kinerja Karyawan.