

ABSTRACT

The study sought to establish and analyze the impacts of communication, motivation and work discipline toward employee's performance at PT. Ideal Formica Purnatata Tangerang both partially and simultaneously. This statistic parametric study adopted a quantitative method that used a multiple linear regression in which the data were processed by SPSS 21 program. Sample size was 60 targeting employee as respondents. A structured questionnaire with likert scale was used to collect data which consisted of 53 questions arranged based on indicators and dimensions derived from each independent variables. Findings of this study showed that communication, motivation and work discipline had positive significant effect toward employee's performance in simultaneously. Furthermore, communication and motivation in partially had significant effect on employee's performance meanwhile work discipline had no significant effect in partially on employee's performance. Communication is a variable that has the most impact on employee performance with dimensions of upward communication that has the highest correlation.

Keywords: *Communication, Motivation, Work Discipline, Employee's Performance.*



ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh variabel komunikasi, motivasi dan disiplin kerja terhadap kinerja karyawan PT. Ideal Formica Purnatata Tangerang baik secara parsial maupun simultan. Metode penelitian statistis parametrik ini menggunakan desain kuantitatif analisis regresi linier berganda yang kemudian pengolahan datanya diproses dengan program SPSS 21. Jumlah sampel yang menjadi responden sebanyak 60 karyawan dan instrumen penelitian yang digunakan berupa kuesioner terstruktur dengan skala likert, terdiri dari 53 pernyataan yang disusun berdasarkan indikator dan dimensi yang mendukung masing-masing variabel penelitian. Hasil penelitian menunjukkan bahwa komunikasi, motivasi dan disiplin kerja secara simultan berpengaruh signifikan terhadap variabel kinerja karyawan. Komunikasi dan motivasi secara parsial berpengaruh terhadap kinerja karyawan, sedangkan disiplin kerja secara parsial tidak berpengaruh terhadap kinerja karyawan. Komunikasi merupakan variabel yang memiliki pengaruh paling besar terhadap kinerja karyawan dengan dimensi *upward communication* yang memiliki korelasi tertinggi.

Kata Kunci: Komunikasi, Motivasi, Disiplin Kerja, Kinerja Karyawan.

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