

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, komunikasi, dan beban kerja terhadap kinerja karyawan. Objek penelitian adalah karyawan PT. Tirtakencana Tatawarna Cabang Balaraja. Penelitian ini dilakukan terhadap 40 orang responden dengan menggunakan pendekatan deskriptif kuantitatif. Metode pengumpulan data menggunakan metode survey dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan *Structural Equation Model* (SEM) dengan alat analisis *Smart Partial Least Square* (PLS). Penelitian ini membuktikan bahwa disiplin kerja berpengaruh signifikan terhadap kinerja karyawan, komunikasi tidak berpengaruh signifikan terhadap kinerja karyawan, dan beban kerja berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci: Sumber Daya Manusia, Disiplin Kerja, Komunikasi, Beban Kerja, Kinerja Karyawan

ABSTRACT

This research conducted to analyze effect of work discipline, communication, and workload to employee's performance. Research object is employees of PT. Tirtakencana Tatawarna Balaraja Branch. This research conducted at 40 participant with descriptive quantitative approach. Data gathering method conducted by survey method with questionnaire as research instrument. Analysis method used on this research is Structreal Equation Model (SEM) with Smart Partial Least Square (PLS) as research tool. This research proved that work discipline significantly affect employee's performance, communication does not significantly affect employee's performance, and workload significantly affect employee's performance.

Keywords: Human Resources, Work Discipline, Communication, Work Load, Employee Performance