

ABSTRAK

Izurman, 2022 : Analisis Hubungan kerja, Komunikasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Minda Maheswari Persada Tanjung Pinang. Tim Promotor : Dr. Dodi Dermawan, SE., M.Ec dan Drs. H. Muhammad Idris, DM., M.M., M.Si.

Penelitian ini bertujuan untuk menjelaskan Analisis Hubungan kerja, Komunikasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Minda Maheswari Persada Tanjung Pinang. Populasi didalam penelitian adalah 30 orang karyawan pada pada karyawan. Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 30 orang karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan realibilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Hubungan Kerja (X1), Komunikasi Kerja (X2), dan Lingkungan Kerja (X3) berpengaruh signifikan terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai F hitung 9.380 dengan nilai F tabel 2.743 mengidentifikasi bahwa variabel Hubungan Kerja, Komunikasi Kerja, dan Lingkungan Kerja secara silmutan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan Uji koefisien determinasi, sekitar 52% variabel Kinerja Karyawan dipengaruhi oleh variabel Hubungan Kerja, Komunikasi Kerja, dan Lingkungan Kerja. Sisanya 48%.

Kata Kunci : Hubungan Kerja, Komunikasi Kerja, dan Lingkungan Kerja dan Kinerja Karyawan

ABSTRACT

Izurman, 2022 : Analysis of work relations, work communication and work environment on employee performance at PT. Minda Maheswari Persada Tanjung Pinang. Promoter Team : Dr. Dodi Dermawan, SE., M.Ec and Drs. H. Muhammad Idris, DM., M.M., M.Si.

This study aims to explain the analysis of work relations, work communication and work environment on employee performance at PT. Minda Maheswari Persada Tanjung Pinang. The population in the study were 30 employees at kaywanam. Sampling with saturation technique, the total sample of 30 employees. This type of research is quantitative research. The questionnaire tested the validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test and coefficient of determination. The results showed that partially the variables Work Relationship Anxiety (X1), Work Communication (X2), and Work Environment (X3) have a significant effect on Employee Performance (Y). The results of the F test obtained an F count value of 9,380 with an F table value of 2,743 identifying that the variables of Work Relations, Work Communication, and Work Environment simultaneously have a significant effect on Employee Performance (Y) variables. Based on the coefficient of determination test, about 52% of the Employee Performance variable is influenced by the variables of Work Relations, Work Communication, and Work Environment. The remaining 48%.

Keywords: *Analysis Of Work Relations, Work Communication And Work Environment On Employee Performance*

