

PENGARUH KOMUNIKASI SISTEM KERJA DAN DISIPLIN KARYAWAN TERHADAP KINERJA KARYAWAN DI PT. MARGA Tbk. CABANG BALMERA MEDAN

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ABSTRAK

Nama. NPM. Pengaruh Komunikasi, Sistem Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Di PT JasaMarga Tbk. Cabang Belmera Medan. Fakultas Ekonomi Universitas Prima Indonesia. Skripsi.

Penelitian ini bertujuan untuk mengetahui pengaruh komunikasi terhadap kinerja karyawan di PT Jasa Marga Tbk Cabang Belmera Medan, mengetahui pengaruh sistem kerja terhadap kinerja karyawan dan mengetahui pengaruh disiplin kerja terhadap kinerja karyawan serta mengetahui pengaruh komunikasi, sistem kerja dan disiplin kerja secara simultan terhadap kinerja karyawan di PT Jasa Marga Tbk Cabang Belmera Medan dengan populasi sebanyak 50 orang sehingga sampel penelitian sebanyak 50 orang. Penelitian ini deskriptif kuantitatif instrumen kuisioner, teknik analisis data uji validitas dan reliabilitas, uji asumsi klasik, regresi linier berganda. uji t (parsial), uji F (simultan) dan koefisien determinan. Hasil penelitian persamaan regresi linier berganda adalah: $Y = 1,137 + 0,402X_1 + 0,300X_2 + 0,337X_3 + 0$. Ketentuan uji t (parsial) nilai hitung > attabel dan asihitung < asigtabel diperoleh hasil nilai hitung komunikasi sebesar 4,157, nilai attabel sebesar 2,011 sehingga $4,157 > 2,011$ dan $0,000 < 0,05$, nilai hitung sistem kerja sebesar 3,063 dan nilai attabel sebesar 2,011 sehingga $3,063 > 2,011$ dan $0,004 < 0,05$ dan nilai hitung disiplin kerja sebesar 2,984 dan nilai attabel sebesar 2,011 sehingga $2,984 > 2,011$ dan $0,005 < 0,05$ serta ketentuan uji F (simultan) nilai hitung > Ftabel dan asihitung < asigtabel diperoleh hasil nilai hitung komunikasi, sistem kerja dan disiplin sebesar 23,525 dan nilai attabel sebesar 2,802 sehingga $23,525 > 2,802$ dan $0,000 < 0,05$. Kesimpulan penelitian komunikasi berpengaruh signifikan terhadap kinerja, sistem kerja berpengaruh signifikan terhadap kinerja karyawan dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan serta secara simultan komunikasi, sistem kerja dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan di PT Jasa Marga Tbk Cabang Belmera Medan.

Kata Kunci: Komunikasi, Sistem kerja, Disiplin, Kinerja

THE EFFECT OF WORK SYSTEM COMMUNICATION AND EMPLOYEE DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. MARGA Tbk. MEDAN BALMERA BRANCH

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ABSTRACT

Name. NPM. The Influence of Communication, Work Systems and Work Discipline on Employee Performance at PT Jasa Marga Tbk. Belmera Medan Branch. Faculty of Economics, Prima Indonesia University. Thesis.

This study aims to determine the effect of communication on employee performance at PT Jasa Marga Tbk Belmera Branch, to determine the effect of work systems on employee performance and to determine the effect of work discipline on employee performance and to determine the effect of communication, work systems and work discipline simultaneously on employee performance at PT Jasa Marga Tbk Belmera Branch. This research was conducted at PT Jasa Marga Tbk Belmera Medan Branch with a population of 50 people so that the research sample was 50 people. This research is a quantitative description of the questionnaire instrument, data analysis techniques, validity and reliability tests, classical assumption tests, multiple linear regression. t test (partial), F test (simultaneous) and the coefficient of determination. The results of the multiple linear regression equation research are: $Y = 1.137 + 0.402X_1 + 0.300X_2 + 0.337X_3 + 0$. The provisions of the t test (partial) $t_{count} > t_{table}$ and $sig_{count} < sig_{table}$ obtained the results of the communication t_{count} value of 4.157, the t_{table} value of 2.011 so that $4.157 > 2.011$ and $0.000 < 0.05$, the work system t_{count} value is 3.063 and the t_{table} value is 2.011 so that $3.063 > 2.011$ and $0.004 < 0.05$ and the work discipline t_{count} value is 2.984 and the t_{table} value is 2.011 so that $2.984 > 2.011$ and $0.005 < 0.05$ and the provisions of the F test (simultaneous) the value of $F_{count} > F_{table}$ and $sig_{count} < sig_{table}$ obtained the results of the F_{count} value of communication, work systems and discipline of 23.525 and a t_{table} value of 2.802 so that $23.525 > 2.802$ and $0.000 < 0.05$. The conclusion of this research is that communication has a significant effect on performance, work systems have a significant effect on employee performance and work discipline has a significant effect on employee performance and simultaneously communication, work systems and work discipline have a significant effect on employee performance at PT Jasa Marga Tbk Belmera Medan Branch.

Keywords: Communication, Work system, Discipline, Performance