

ABSTRAK

Tujuan riset merupakan buat menguji serta menganalisis Pengaruh Kerjasama Regu, Komunikasi serta Disiplin Kerja Terhadap Kinerja Karyawan di PT. Perkebunan Nusantara III (Persero). Pendekatan riset ini merupakan riset kuantitatif serta Tipe riset deskriptif. Populasi dalam riset ini merupakan sebagian karyawan dari PT. Perkebunan Nusantara III (Persero) yang berjumlah 100 orang karyawan, dimana buat pengujian validitas serta reliabilitas digunakan oleh periset merupakan sebanyak 30 orang karyawan serta sebanyak merupakan 80 orang karyawan selaku uji ilustrasi. Buat mendapatkan hasil riset apakah signifikan ataupun tidak pengaruh variabel independen terhadap variabel dependen hingga digunakan uji anggapan klasik yang meliputi: uji normalitas, uji multikolenieritas, serta uji heteroskedestisitas. Model analisis informasi ini memakai analisis regresi berganda. Hasil riset sekalian jadi kesimpulan riset merupakan secara parsial kerjasama Regu mempengaruhi positif serta signifikan terhadap kinerja karyawan di PT. Perkebunan Nusantara III (Persero). Secara parsial Komunikasi mempengaruhi positif serta signifikan terhadap kinerja karyawan di PT. Perkebunan Nusantara III (Persero). Secara parsial disiplin kerja mempengaruhi positif serta signifikan terhadap kinerja karyawan di PT. Perkebunan Nusantara III (Persero). Secara simultan Kerjasama Regu, Komunikasi serta Disiplin Kerja mempengaruhi positif serta signifikan Terhadap Kinerja Karyawan di PT. Perkebunan Nusantara III (Persero).

Kata Kunci : Kerjasama Tim, Komunikasi, Disiplin Kerja dan Kinerja Karyawan

ABSTRACT

The research objective is to examine and analyze the Effect of Teamwork, Communication and Work Discipline on Employee Performance at PT Nusantara Plantation III (Persero). This research approach is a quantitative research and descriptive research type. The population in this research is part of the employees of PT. Perkebunan Nusantara III (Persero) which has a total of 100 employees, where for validity and reliability testing used by researchers are as many as 30 employees and as many as 80 employees as illustration tests. In order to obtain research results whether or not the influence of the independent variable on the dependent variable is significant, the classical supposition test is used which includes: normality test, multicollinearity test, and heteroscedasticity test. The Information analysis model uses multiple regression analysis. The results of the research as well as the conclusions of the research are that teamwork partially has a positive and significant effect on the performance of employees at PT Nusantara Plantation III (Persero). Partially, communication has a positive and significant impact on employee performance at PT. Nusantara Plantation III (Persero). Partially work discipline has a positive and significant effect on employee performance at PT. Nusantara Plantation III (Persero). Simultaneously teamwork, communication and work discipline have a positive and significant impact on employee performance at PT Nusantara Plantation III (Persero).

Keywords: Teamwork, Communication, Work Discipline and Employee Performance