

ABSTRAK

Analisis Kinerja Karyawan PT. Sumatera Inti Karet

Program Studi Manajemen

Fakultas Ekonomi Universitas Prima Indonesia

Penelitian ini bertujuan menentukan bagaimana kinerja karyawan PT. Sumatera Inti Karet dipengaruhi oleh rotasi kerja, komunikasi organisasi, dan disiplin kerja. Fenomena yang diteliti termasuk ketidaknyamanan karyawan terhadap rotasi kerja, kurangnya komunikasi, penurunan kinerja, dan pelanggaran disiplin. Studi ini menggunakan pendekatan kuantitatif deskriptif, dan karakteristiknya adalah deskriptif. Evaluasi data dilakukan dengan menggunakan regresi linear berganda dan sampel jenuh dari 45 individu. Hasil penelitian menunjukkan bahwa kinerja karyawan PT. Sumatera Inti Karet tidak dipengaruhi oleh rotasi kerja, komunikasi organisasi memengaruhi kinerja karyawan, dan disiplin kerja tidak memengaruhi kinerja karyawan secara bersamaan. Koefisien determinasi Adjusted R Square 0,069, atau 6,9% dari kinerja karyawan, dijelaskan oleh aturan kerja, rotasi kerja, dan komunikasi organisasi. Variabel lain yang tidak diteliti menyumbang 93,1% dari koefisien pengambilan keputusan tersebut.

Kata Kunci : Rotasi Kerja, Komunikasi Organisasi, Disiplin Kerja, dan Kinerja Karyawan.

ABSTRACT

Analysis of Employee Performance PT.Sumatera Inti Karet

Management Study Program

Faculty of Economics, Prima Indonesia University

This study attempts to look into the effects of job rotation, work discipline, and organizational communication on PT workers' performance. The phenomena that underlie this study are employee uneasiness with job rotation, a lack of contact among coworkers, a decline in employee performance, and disciplinary infractions. This study uses quantitative descriptive approaches and has a descriptive nature. The multiple linear regression method was employed for data analysis and the saturated sample consistency of 45 individuals. The results of the study show that job rotation does not affect the performance of PT staff. Workplace discipline has a positive impact on employee performance however, have little impact on workers' performance in tandem with corporate communication, according to Sumatra Inti Karet. Personnel performance is also unaffected by work rotation, organizational communication, or work discipline Inti Karet Sumatra. Adjusted R Square coefficient of determination of 0.069, three factors explain 6.9% of employee performance: job rotation, organizational communication, and work discipline 93.1% of the variance in worker performance is explained by other variables that were out of the study.

Keywords: Workplace discipline, employee performance, organizational communication, and job rotation.