

ABSTRAK

PENGARUH KOMUNIKASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI DI DINAS PEMBERDAYAAN PEREMPUAN DAN PERLINDUNGAN ANAK KOTA BANDUNG

Sumber daya manusia (SDM) merupakan komponen penting dalam organisasi yang berperan dalam penyampaian tujuan. Kinerja pegawai merupakan faktor penting dalam mencapai tujuan organisasi. Organisasi, memiliki beberapa masalah umum terkait kinerja. Banyak pegawai merasa kurangnya hubungan baik antarpegawai, komunikasi yang kurang efektif, serta rendahnya disiplin kerja, yang pada akhirnya mempengaruhi kinerja secara keseluruhan. Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis pengaruh komunikasi dan disiplin kerja terhadap kinerja pegawai di Dinas Pemberdayaan Perempuan dan Perlindungan Anak Kota Bandung, serta mengukur pengaruh kedua variabel tersebut. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif dan verifikatif. Data diperoleh melalui kuesioner dengan teknik sampling jenuh (sensus), yang melibatkan seluruh populasi sebanyak 52 pegawai. Analisis data dilakukan melalui uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linear berganda, analisis koefisien korelasi, dan analisis koefisien determinasi. Hasil dari penelitian menunjukkan bahwa variabel komunikasi dan disiplin kerja berpengaruh positif terhadap kinerja pegawai, baik secara parsial maupun simultan. Nilai R Square menunjukkan kontribusi nyata dari komunikasi dan disiplin kerja terhadap peningkatan kinerja pegawai.

Kata Kunci : Kinerja Pegawai, Komunikasi, dan Disiplin Kerja

ABSTRACT

THE EFFECT OF COMMUNICATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE DEPARTMENT OF WOMEN'S EMPOWERMENT AND CHILD PROTECTION BANDUNG

Human resource (HR) is an important component in the organization that plays a role in delivering goals. Employee performance is an important factor in achieving organizational goals. Organizations, however, have some common performance-related problems. Many employees feel a lack of good relationships between employees, ineffective communication, and low work discipline, which ultimately affects overall performance. This study aims to describe and analyze the effect of communication and work discipline on employee performance at the Bandung City Women's Empowerment and Child Protection Office, and measure the influence of the two variables. This research uses a quantitative approach with descriptive and verification methods. Data were obtained through questionnaires with saturated sampling techniques (census), involving the entire population of 52 employees. Data analysis was carried out through validity test, reliability test, classical assumption test, multiple linear regression test, correlation coefficient analysis, and determination coefficient analysis. The results of the study showed that communication and work discipline variables had a positive effect on employee performance, both partially and simultaneously. The R Square value shows the real contribution of communication and work discipline to improving employee performance.

Keywords : employee performance, communication and work discipline