

ABSTRACT

Devi Puspita Sari (2022). The influence of communication, work environment and competence on the performance of employees at PT Multi Media Selular Baturaja. This research was under the guidance of Darman Syafe'i, S.E., M.Si and Anis Feblin, S.E., M.Si. This research aimed to determine the influence of communication, work environment and competence on the performance of employees at PT Multi Media Selular Baturaja.

The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis there was a significant influence of communication on the performance of employees at PT Multi Media Selular Baturaja with a t value of 2.230. Work environment variables had a significant influence on employees' performance at PT. Multi Media Selular Baturaja with a t value of 2.823. The competence variable had a significant influence on employees' performance at PT. Multi Media Selular Baturaja with a t value of 3,495. Simultaneously, it was found that there was an influence of communication, work environment and competence on the performance of employees at PT. Multi Media Selular Baturaja with a calculated F value of 36,501. The coefficient of determination of Adjusted R Square obtained was 0.712. This showed that the contribution of the influence of communication, work environment and competence on employees' performance was 71.2% and the remaining 28.8% was influenced by other variables not included in this study such as work culture and competence (Afandi, 2021:87).

Keywords: Communication, Work Environment, Competence, Employees' Performance

ABSTRAK

Devi Puspita Sari (2022). Pengaruh komunikasi, lingkungan kerja dan kompetensi terhadap kinerja karyawan PT Multi Media Selular Baturaja. Dibimbing oleh **Bapak Darman Syafe'i, S.E.,M.Si selaku pembimbing I dan ibu Anis Feblin, S.E.,M.Si selaku pembimbing II.** Penelitian ini bertujuan untuk mengetahui pengaruh komunikasi, lingkungan kerja dan kompetensi terhadap kinerja karyawan PT Multi Media Selular Baturaja.

Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh signifikan komunikasi terhadap kinerja karyawan PT Multi Media Selular Baturaja dengan nilai t hitung sebesar 2.230. Variabel lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan pada PT. Multi Media Selular Baturaja dengan nilai t hitung sebesar 2.823. Variabel kompetensi berpengaruh signifikan terhadap kinerja karyawan pada PT. Multi Media Selular Baturaja dengan nilai t hitung sebesar 3.495. Secara simultan didapatkan ada pengaruh komunikasi, lingkungan kerja dan kompetensi terhadap kinerja karyawan PT. Multi Media Selular Baturaja dengan nilai F hitung sebesar 36.501. Koefisien determinasi Adjusted R Square yang diperoleh sebesar 0.712. Hal ini menunjukkan berarti sumbangan pengaruh komunikasi, lingkungan kerja dan kompetensi terhadap kinerja karyawan sebesar 71.2% dan sisanya 28,8% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam penelitian ini seperti budaya kerja dan kompetensi (Afandi, 2021:87).

Kata Kunci: Komunikasi, Lingkungan Kerja, Kompetensi, Kinerja Karyawan