

ABSTRAK

Bambang Julianto (2023). Pengaruh Komunikasi Dan Kemampuan Kerja Berpengaruh Terhadap Kinerja Karyawan di PT. Cakra Guna Karya Cabang Baturaja. Dibimbing oleh Bapak Noviansyah, S.E.,M.Si. selaku pembimbing I dan ibu Hasiatul Aini, S.E.,M.Si selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Komunikasi Dan Kemampuan Kerja Berpengaruh Terhadap Kinerja Karyawan di PT. Cakra Guna Karya Cabang Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 31 Karyawan PT. Cakra Guna Karya Cabang Baturaja. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil uji hipotesis parsial didapatkan bahwa variabel komunikasi memiliki nilai t-hitung (3.435) > t-tabel (2.04841) artinya ada pengaruh komunikasi terhadap kinerja karyawan di PT. Cakra Guna Karya Cabang Baturaja. Variabel kemampuan kerja memiliki nilai t-hitung (5.337) > t-tabel (2.04841) artinya ada pengaruh kemampuan kerja terhadap kinerja karyawan di PT. Cakra Guna Karya Cabang Baturaja. Secara simultan didapatkan F_{hitung} sebesar 292.048. Hasil tersebut kemudian dibandingkan dengan F_{tabel} , F_{tabel} di peroleh dengan melihat ($df_1 = \text{jumlah variabel} - 1 = 3 - 1 = 2$ dan ($df_2 = n - k - 1 = 31 - 2 - 1 = 28$ pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat F_{tabel} 3.34. Jadi $F_{hitung} 292.048 > F_{tabel} 3.34$ artinya ada pengaruh komunikasi dan kemampuan kerja terhadap kinerja karyawan di PT. Cakra Guna Karya Cabang Baturaja. Koefisien determinasi (R^2) yang diperoleh sebesar 0.954. Hal ini menunjukkan berarti sumbangan pengaruh Komunikasi dan Kemampuan Kerja terhadap Kinerja Karyawan sebesar 95.4% sedangkan sisanya 4,6% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti kepribadian dan minat kerja (Afandi, 2021:86).

Kata Kunci: Komunikasi, Kemampuan Kerja dan Kinerja Karyawan

ABSTRACT

Bambang Julianto (2023). *The Influence of Communication and Work Ability on Employees' Performance at PT. Chakra Guna Karya Baturaja Branch. This study was under the guidance of Noviansyah, S.E., M.Si. and Hasiatul Aini, S.E., M.Si.*

This study aimed to determine the influence of communication and workability on employees' performance at PT. Chakra Guna Karya Baturaja Branch. The data collection technique used in this study was through distributing questionnaires. Total population was 31 employees of PT. Chakra Guna Karya Baturaja Branch. The data analysis technique used was multiple linear regression. Based on the partial hypothesis test results, it was found that the communication variable had a t-count (3.435) > t-table (2.04841) meaning that there was an influence of communication on employees' performance at PT. Chakra Guna Karya Baturaja Branch. The work ability variable had a t-count (5.337) > t-table (2.04841) meaning that there was an influence of work ability on employees' performance at PT. Chakra Guna Karya Baturaja Branch. Simultaneously obtained Fcount of 292,048. These results were then compared with F tables, F tables were obtained by looking at $(df1 = \text{number of variables} - 1) = 3 - 1 = 2$ and $(df2 = n - k - 1) = 31 - 2 - 1 = 28$ at a 95% confidence level or $\alpha = 5\%$ obtained Ftable 3.34. So Fcount 292.048 > Ftable 3.34 meant that there was an influence of communication and work ability on the performance of employees at PT. Chakra Guna Karya Baturaja Branch. The coefficient of determination (R^2) obtained was 0.954. This showed that the contribution of the influence of Communication and Work Ability on Employees' Performance was 95.4%, while the remaining 4.6% was influenced by other variables not mentioned in this study such as personality and work interest (Afandi, 2021: 86).

Keywords: *Communication, Work Ability and Employees' Performance*