

## **ABSTRACT**

**Dwi Sapitri 2023, The Influence of Communication and Work Discipline on the Performance of Employees at J&T Express Muaradua, Ogan Komering Ulu Selatan Regency. The study was under the guidance of Dr. E Mardiah Kenamon, S.E., M.Si and Tati Herlina, S.E., M.Si.**

The purpose of this research was to determine the Influence of Communication and Work Discipline on the Performance of Employees at J&T Express Muaradua, Ogan Komering Ulu Selatan. The data collection technique used in this research was through distributing questionnaires. Data processing was done using SPSS version 25.0. The population in this research consisted of 32 employees of J&T Express Muaradua, Ogan Komering Ulu Selatan Regency. The analysis method used was a quantitative method using Multiple Linear Regression analysis. The results of the analysis explained that the t-value for each dependent variable Communication (x1) was 4.683, while Work Discipline (x2) was 0.545, which was greater compared to the t-table value of 2.04523. This indicated that Communication (x1) had a significant influence on employees' performance, while the Work Discipline (x2) variable did not have a significant influence on the performance of J&T Express employees in Muaradua, Ogan Komering Ulu Selatan Regency. The calculated F-value of 11.021 was greater than the tabulated F-value of 3.33, indicating that both Communication and Work Discipline simultaneously had a significant influence on the performance of J&T Express employees in Muaradua, Ogan Komering Ulu Selatan Regency. The coefficient of determination (Adjusted R<sup>2</sup>) value of 0.432 meant that the contribution of Communication and Work Discipline to Employees' Performance was 43.2%, while the remaining 56.8% was influenced by other variables not included in this research, such as Skills, work motivation, work culture (Afandi; 2018:87).

**Keywords: Communication, Work Discipline, Employees' Performance**

## ABSTRAK

**Dwi Sapitri 2023, Pengaruh Komunikasi dan Disiplin Kerja Terhadap Kinerja Karyawan J&T Express Muaradua Kabupaten Ogan Komering Ulu Selatan. Skripsi dibimbing oleh Dr E Mardiah Kenamon, S.E.,M.Si selaku pembimbing 1 dan Tati Herlina,S.E.,M.Si selaku pembimbing 2.**

Tujuan penelitian ini untuk mengetahui Pengaruh Komunikasi dan Disiplin Kerja Terhadap Kinerja Karyawan J&T Express Muaradua Kabupten Ogan Komering Ulu Selatan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Pengolahan data menggunakan program SPSS versi 25.0 Populasi dalam penelitian ini adalah 32 orang karyawan J&T Express Muaradua Kabupaten Ogan Komering Ulu Selatan. Metode Analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda,. Hasil analisis menjelaskan t hitung masing-masing variabel dependen Komunikasi ( $x_1$ ) sebesar 4,683 sedangkan Disiplin Kerja ( $x_2$ ) sebesar 0,545 dan lebih besar jika dibandingkan dengan t tabel sebesar 2.04523 secara parsial menyatakan Komunikasi ( $x_1$ ) berpengaruh signifikan terhadap kinerja karyawan dan variabel Disiplin Kerja ( $x_2$ ) tidak berpengaruh signifikan terhadap kinerja karyawan J&T Express Muaradua Kabupaten Ogan Komering Ulu selatan. Nilai F hitung sebesar 11,021 lebih besar dari F tabel sebesar 3,33 menyatakan secara simultan Komunikasi dan Disiplin Kerja berpengaruh signifikan terhadap kinerja karyawan J&T Express Muaradua Kabupaten Ogan Komering Ulu Selatan. Nilai koefisien determinasi (Adjusted  $R^2$ ) sebesar 0.432 artinya dalam hal ini sumbangan pengaruh Komunikasi dan Disiplin Kerja Terhadap Kinerja Karyawan sebesar 43,2%, sedangkan sisanya 56,8% dipengaruhi oleh variabel lainnya yang tidak termasuk dalam penelitian ini, misalnya Kemampuan, motivasi kerja, budaya kerja, (Afandi;2018:87).

**Kata Kunci : Komunikasi, Disiplin Kerja, Kinerja Karyawan**