

ABSTRAK

Susantri Wulandari (2023) Pengaruh Iklim Organisasi, Budaya Organisasi, dan Komunikasi Interpersonal Terhadap Kinerja Karyawan PT.Perkreditan Rakyat (Bank Agritrans) Di bimbing oleh Noviansyah, S.E., M.Si selaku pembimbing 1 dan Palupi Indah Sari, S.E., M,M selaku pembimbing 2.

Penelitian ini membahas tentang Pengaruh Iklim Organisasi, Budaya Organisasi, dan Komunikasi Interpersonal Terhadap Kinerja Karyawan PT.Perkreditan Rakyat (Bank Agritrans). Populasi dalam penelitian ini adalah 36 responden, teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat regresi linear berganda. Hasil analisis dalam penelitian ini menjelaskan t_{hitung} masing – masing variabel Iklim Organisasi (X1) sebesar 3.269, Budaya Organisasi (X2) sebesar 4,412, dan Komunikasi Interpersonal (X3) 3,061 lebih besar jika dibandingkan dengan nilai t_{tabel} sebesar 2,03693 yang menyatakan masing – masing variabel berpengaruh secara parsial terhadap Kinerja Karyawan PT.Perkreditan Rakyat (Bank Agritrans). Secara simultan ada pengaruh Iklim Organisasi (X1), Budaya Organisasi (X2), dan Komunikasi Interpersonal (X3) terhadap Kinerja Karyawan PT. Perkreditan Rakyat (Bank Agritrans) dengan f_{hitung} sebesar 58,421 lebih besar dari f_{tabel} sebesar 2,90, nilai koefisien determinasi (*adjusted R square*) sebesar 0,846 artinya dalam hal ini sumbangan Iklim Organisasi, Budaya Organisasi, dan Komunikasi Interpersonal terhadap Kinerja Karyawan sebesar 84,5% sedangkan sisanya sebesar 15,4 % ditentukan oleh variabel lain seperti motivasi, kompetensi, fasilitas kerja, kepemimpinan, disiplin kerja.

Kata kunci : Iklim Organisasi, Budaya Organisasi, Komunikasi Interpersonal, Kinerja Karyawan

ABSTRACT

Susantri Wulandari (2023) The Influence of Organizational Climate, Organizational Culture, and Interpersonal Communication on Employees' Performance at PT.Perkreditan Rakyat (Bank Agritrans). This study was under the guidance of Noviansyah, S.E., M.Si and Palupi Indah Sari, S.E., M.M.

This study discussed the Influence of Organizational Climate, Organizational Culture, and Interpersonal Communication on Employees' Performance at PT. Perkreditan Rakyat (Bank Agritrans). The population in this study was 36 respondents, the data collection technique used in this study was through distributing questionnaires. The analytical method used was a quantitative method using multiple linear regression tools. The results of the analysis in this study explained that the tcount of each variable was Organizational Climate (X1) of 3,269, Organizational Culture (X2) of 4,412, and Interpersonal Communication (X3) of 3,061 was greater when compared to the ttable value of 2,03693 which stated that each variables partially influenced the performance of employees of PT. Perkreditan Rakyat (Bank Agritrans). Simultaneously there was the influence of Organizational Climate (X1), Organizational Culture (X2), and Interpersonal Communication (X3) on Employees' Performance at PT. Perkreditan Rakyat (Bank Agritrans) with an fcount of 58.421 greater than a ftable of 2.90, the value of the coefficient of determination (adjusted R square) of 0.846 means that in this case the contribution of Organizational Climate, Organizational Culture and Interpersonal Communication to Employees' Performance was 84.5 % while the remaining 15.4% was determined by other variables such as motivation, competence, work facilities, leadership, work discipline.

Keywords: Organizational Climate, Organizational Culture, Interpersonal Communication, Employees' Performance