

ABSTRACT

Dela Gustiani (2023). *The Influence of Interpersonal Communication and the Work Environment on Employee Performance at the Ogan Komering Ulu Regency Food Security Service. Supervised by Mrs. Novegya Ratih Primandari, S.E., M.Si. as supervisor I and Mrs. Rr. Dimas Veronica Priharti, S.E., M.M. as supervisor II lecturer.*

This research aimed to determine the influence of interpersonal communication and the work environment on employee performance at the Ogan Komering Ulu Regency Food Security Service. The data collection technique used in this research is through observation, interviews and distributing questionnaires. The total population is 26 civil servants from the Food Security Service of Ogan Komering Ulu Regency. The analytical method used is the Quantitative Analysis method. The data analysis technique used is multiple linear regression analysis. Based on the results of the analysis, it shows that partially the tcount of the Interpersonal Communication variable (X1) is $6.391 > t_{table}$ is 2.06866, so the decision making criteria H_0 is rejected and H_a is accepted, meaning that Interpersonal Communication has an effect on Employee Performance at the Ogan Komering Ulu Regency Food Security Service, and tcount of the variable work environment (X2) is $3.002 > t_{table}$ is 2.06866, so the decision making criteria H_0 is rejected and H_a is accepted, meaning that the work environment influences employee performance at the Ogan Komering Ulu Regency Food Security Service. Simultaneously, Fcount is $141.360 > F_{table}$ is 3.42. So H_0 is rejected and H_a is accepted, meaning that Interpersonal Communication (X1) and Work Environment (X2) simultaneously influence employee performance at the Ogan Komering Ulu Regency Food Security Service. The results of the analysis show that the coefficient of determination (R^2) obtained is 0.925. This shows that the contribution of the influence of Interpersonal Communication and the Work Environment on Employee Performance is 92.5%, while the remaining 7.5% is influenced by other variables such as knowledge, work motivation, leadership, job satisfaction and work discipline (Kasmir, 2020:189).

Keywords: *Interpersonal Communication, Work Environment and Employees Performance.*

ABSTRAK

Dela Gustiani (2023). Pengaruh Komunikasi Interpersonal dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Dinas Ketahanan Pangan Kabupaten Ogan Komering Ulu. Dibimbing oleh ibu Novegya Ratih Primandari, S.E., M.Si. selaku dosen pembimbing I dan ibu Rr. Dimas Veronica Priharti, S.E., M.M. selaku dosen pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Komunikasi Interpersonal dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Dinas Ketahanan Pangan Kabupaten Ogan Komering Ulu. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah melalui observasi, wawancara dan penyebaran kuesioner. Jumlah populasi sebanyak 26 pegawai Negeri Sipil Dinas Ketahanan Pangan Kabupaten Ogan Komering Ulu. Metode analisis yang digunakan yaitu metode Analisis Kuantitatif. Teknik analisis data yang digunakan adalah analisis regresi linier berganda. Berdasarkan hasil analisis menunjukkan bahwa secara parsial t_{hitung} variabel Komunikasi Interpersonal (X_1) sebesar $6,391 > t_{tabel}$ sebesar $2,06866$ maka kriteria pengambilan keputusannya H_0 ditolak dan H_a diterima artinya Komunikasi Interpersonal berpengaruh terhadap Kinerja Pegawai pada Dinas Ketahanan Pangan Kabupaten Ogan Komering Ulu, dan t_{hitung} variabel lingkungan kerja (X_2) sebesar $3,002 > t_{tabel}$ sebesar $2,06866$ maka kriteria pengambilan keputusannya H_0 ditolak dan H_a diterima, artinya lingkungan kerja berpengaruh terhadap kinerja pegawai pada Dinas Ketahanan Pangan Kabupaten Ogan Komering Ulu. Secara simultan didapatkan F_{hitung} sebesar $141,360 > F_{tabel}$ sebesar $3,42$. Maka H_0 ditolak dan H_a diterima, artinya Komunikasi Interpersonal (X_1) dan Lingkungan Kerja (X_2) berpengaruh secara simultan terhadap Kinerja Pegawai pada Dinas Ketahanan Pangan Kabupaten Ogan Komering Ulu. Hasil analisis menunjukkan bahwa koefisien determinasi (R^2) yang diperoleh sebesar $0,925$. Hal ini menunjukkan berarti sumbangan pengaruh Komunikasi Interpersonal dan Lingkungan Kerja terhadap Kinerja Pegawai sebesar $92,5\%$ sedangkan sisanya $7,5\%$ dipengaruhi variabel lain seperti pengetahuan, motivasi kerja, kepemimpinan, kepuasan kerja dan disiplin kerja (Kasmir, 2020:189).

Kata Kunci: Komunikasi Interpersonal, Lingkungan Kerja dan Kinerja Pegawai.