

ABSTRAK

Hidayah, Dina Nirmala. 2022. Skripsi. **Pengaruh Efektivitas Komunikasi, Budaya Organisasi dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Kota Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini bertujuan untuk menguji pengaruh signifikan secara parsial dan simultan efektivitas komunikasi, budaya organisasi dan lingkungan kerja terhadap kinerja karyawan serta untuk menguji manakah yang berpengaruh dominan antara efektivitas komunikasi, budaya organisasi dan lingkungan kerja terhadap kinerja karyawan PT. Pos Indonesia (Persero) Kota Probolinggo.

Jenis penelitian ini menggunakan teknik analisis statistik deskriptif dengan pendekatan asosiatif kausal dengan metode penelitian kuantitatif. Metode analisis data menggunakan uji validitas dan uji reliabilitas, uji asumsi klasik, analisis regresi linear berganda, Analisis Koefisien Determinasi (Adjusted R Square), uji t, uji F dan uji dominan dengan bantuan SPSS Versi 23.

Hasil penelitian menunjukkan bahwa seluruh item pernyataan valid yaitu r hitung lebih besar dari rtabel yaitu 0,2706 dan hasil uji reliabilitas menunjukkan hasil yang reliable yaitu diatas 0,60. Dapat dibuktikan bahwa variabel efektivitas komunikasi, budaya organisasi dan lingkungan kerja berpengaruh signifikan secara parsial terhadap kinerja dimana efektivitas komunikasi diperoleh nilai thitung sebesar 4,446 > dari ttabel 2.009, budaya organisasi diperoleh nilai thitung sebesar 2,608 > dari ttabel 2.009 dan lingkungan kerja diperoleh nilai thitung sebesar 4,496 > dari ttabel 2.009. Sedangkan dari uji simultan dibuktikan bahwa variabel efektivitas komunikasi, budaya organisasi dan lingkungan kerja berpengaruh signifikan secara simultan terhadap kinerja dimana diperoleh nilai Fhitung 37,299 > Ftabel 2.79. Serta membuktikan bahwa variabel lingkungan kerja mempunyai pengaruh yang lebih dominan terhadap kinerja dengan nilai Standardized Coefficients Beta yaitu 0,435.

Kata Kunci : Komunikasi, Budaya Organisasi, Lingkungan Kerja, Kinerja.

ABSTRACT

*Hidayah, Dina Nirmala. 2022. Thesis. **The Effect of Effectiveness of Communication, Organizational Culture and Work Environment on Employee Performance PT. Pos Indonesia (Persero) Probolinggo City.** Management Study Program, Faculty of Economics, Panca Marga University Probolinggo.*

This research aims to examine the significant effect partially and simultaneously the effectiveness of communication, organizational culture and work environment on employee performance and to test which of the dominant effects of communication effectiveness, organizational culture and work environment on employee performance at PT. Pos Indonesia (Persero) Probolinggo City.

This type of research uses descriptive statistical analysis techniques with a causal associative approach with quantitative research methods. The data analysis method uses validity and reliability tests, classical assumption tests, multiple linear regression analysis, Coefficient of Determination Analysis (Adjusted R Square), t test, F test and dominant test with the help of SPSS Version 23.

Research results show that all statement items were valid, namely rcount greater than rtable, namely 0.2706 and the reliability test results showed reliable results, which were above 0.60. It can be proven that the variables of communication effectiveness, organizational culture and work environment have a partially significant effect on performance where the effectiveness of communication is obtained by a tcount value of 4.446 > from ttable 2009; organizational culture has a tcount value of 2.608 > from ttable 2009 and the work environment obtained a tcount value of 4.496. > from 2009 table. Meanwhile, from the simultaneous test, it is proven that the variables of communication effectiveness, organizational culture and work environment have a significant simultaneous effect on performance where the Fcount value is 37,299 > Ftable 2.79. As well as proving that the work environment variable has a more dominant influence on performance with the Standardized Coefficients Beta value of 0.435.

Keywords: Communication, Organizational Culture, Work Environment, Performance.