

ABSTRACT

SITI FATIMAH KHOIRIYAH, Communication Science Research Program, Faculty of Social, Political and Computer Sciences, Djuanda University, 2022, The Influence of Organizational Communication Climate on Employee Performance at Tarikolot Village Office, First Counsellor: Dr. Agustina Multi Pumomo, SP., M.Si, Second Counsellor: Hj. Sukarelawati, Dra., M.Si.

Communication, in organizational life, also plays a role in building the flow of information, common understanding (between information senders and recipients of information at all levels in the organization), to organizational climate and leadership communication style which in turn can affect organizational performance and productivity. Therefore, in organizations, communication plays a very important role. Realizing the importance of the role of communication in organizations, it is not surprising that today the research of organizational communication is also growing and developing. The research entitled "The Influence of Organizational Communication Climate on Employee Performance at Tarikolot Village Office" which was conducted at the Tarikolot Village Office, Citeureup Sub-district, Bogor District has the purpose of explaining the organizational communication climate and employee performance at the Tarikolot Village Office, Citeureup Sub-district and to determine the effect between the two variables.

This research used a survey method with a descriptive quantitative approach supported by observation and interview data. Sampling in this research were all employees of the Tarikolot Village Office, totaling 19 people with a total sample of 19 people who were determined using the saturated sampling technique. Data collection techniques were equipped with literature studies, interviews, and observations.

The results of this research are that there is an influence of Organizational Communication Climate on the Performance of the Tarikolot Village Office Employees. This is evidenced by the results of the Likert scale statistical test using the product moment correlation test in the SPSS 22 program which produces the effect of the independent variable (organizational communication climate) on the dependent variable (employee performance) of 31.4% and the tcount value of 2.790 > ttable 2.11991, so it can be concluded that the organizational communication climate variable (X) has an effect on the employee performance variable (Y), means that the proposed hypothesis "there is an influence of organizational communication climate on employee performance at the Tarikolot Village office" can be accepted.

The conclusion of this research, organizational communication climate in Tarikolot Village is in the very good category, while the performance of the employees of Tarikolot Village is in the good category and there is an influence of organizational communication climate on the performance of the employees of the Tarikolot Village Office.

Keywords: Organizational Communication Climate, Organizational Communication, Employee Performance.



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ABSTRAK

SITI FATIMAH KHOIRIYAH, Pogram Studi Sains Komunikasi, Fakultas Ilmu Sosial, Ilmu Politik dan Ilmu Komputer, Universitas Djuanda, 2022, Pengaruh Iklim Komunikasi Organisasi terhadap Kinerja Pegawai Kantor Desa Tarikolot, Pembimbing I: Dr Agustina Multi Purnomo, SP., M.Si, Pembimbing II: Hj Sukarelawati, Dra., M.Si.

Komunikasi, dalam kehidupan organisasi, juga berperan dalam membangun mulai dari alur informasi, pemahaman yang sama (antar pengirim informasi dan penerima informasi pada semua tingkatan dalam organisasi), hingga iklim organisasi dan gaya komunikasi kepemimpinan yang pada akhirnya hal tersebut dapat mempengaruhi kinerja dan produktivitas organisasi. Oleh sebab itu, dalam organisasi, komunikasi memainkan peranan yang sangat penting. Menyadari pentingnya peranan komunikasi dalam organisasi, maka tak heran pula bila dewasa ini studi komunikasi organisasi juga makin bertumbuh dan berkembang. Penelitian berjudul “Pengaruh Iklim Komunikasi Organisasi terhadap Kinerja Pegawai Kantor Desa Tarikolot” yang dilaksanakan di Kantor Desa Tarikolot Kecamatan Citeureup Kabupaten Bogor memiliki tujuan untuk menjelaskan iklim komunikasi organisasi dan kinerja pegawai di Kantor Desa Tarikolot Kecamatan Citeureup serta untuk mengetahui pengaruhnya diantara kedua variabel tersebut.

Penelitian ini menggunakan metode survei dengan pendekatan kuantitatif deskriptif yang didukung oleh data observasi dan wawancara. Sampling dalam penelitian ini yaitu seluruh pegawai Kantor Desa Tarikolot yang berjumlah 19 orang dengan jumlah sampel 19 orang yang ditentukan menggunakan teknik *sampling* jenuh. Teknik pengumpulan data dilengkapi studi kepustakaan, wawancara, dan pengamatan.

Hasil penelitian ini yaitu terdapat pengaruh Iklim Komunikasi Organisasi terhadap Kinerja Pegawai Kantor Desa Tarikolot. Hal ini dibuktikan dengan hasil uji statistik skala Likert menggunakan pengujian korelasi *product moment* pada program SPSS 22 yang menghasilkan pengaruh variabel bebas (iklim komunikasi organisasi) terhadap variabel terikat (kinerja pegawai) sebesar 31,4% dan nilai thitung sebesar $2,790 > t_{tabel} 2,11991$, sehingga dapat disimpulkan bahwa variabel iklim komunikasi organisasi (X) berpengaruh terhadap variabel kinerja pegawai (Y) ini berarti hipotesis yang diajukan “ada pengaruh iklim komunikasi organisasi terhadap kinerja pegawai di kantor Desa Tarikolot” dapat diterima.

Kesimpulan dari penelitian ini, iklim komunikasi organisasi di Desa Tarikolot berada pada kategori sangat baik, sedangkan kinerja pegawai Desa Tarikolot berada pada kategori baik dan terdapat pengaruh iklim komunikasi organisasi terhadap kinerja pegawai Kantor Desa Tarikolot.

Kata Kunci: Iklim Komunikasi Organisasi, Komunikasi Organisasi, Kinerja Pegawai.