

ABSTRACT

The Influence of Organizational and Formal Communication Culture toward Employees' Performance

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This study entitled “The Influence of Organizational and Formal Communication Culture toward Employees' Performance” aims to discover the influence of organizational culture towards employees' performances, formal communication towards employees' performance, and also organizational and fromal communication culture toward employees' performance. This study implemented descriptive and verificative research. The sample consist of 80 employees out of 324 employees in *Biro Umum* in *Kemendikbud*. The sample refered to Slovin's Formula (Umar, H., 2000, p. 146). Questionnaire was conducted as the research instrument of this study. The data were analyzed by Microsoft Excel 2013. The result showed the value of organizational culture toward employees' performance, $F_{obtained}$ was 29,5173 and $F_{critical}$ was 2,7701, the formal communication culture toward the employees' performance, $F_{obtained}$ was 44, 3079 and $F_{critical}$ was 2, 7701, and then the organizational and formal communication culture toward employees' performance, $F_{obtained}$ was 4111,90 and $F_{critical}$ was 2,3719. If $F_{obtained} > F_{critical}$ then the H_0 was rejected, and if $F_{obtained} < F_{critical}$ then the H_0 was accepted. From the result, the data showed 27,45% of organizational culture influenced toward the employees' performance, 36,23% of formal communication influenced toward employees' performance, and 48,20% of organizational and formal communication culture influenced toward employees' performance. The strengthening of organizational culture and the effectiveness of formal communication is the best advise for organization to improve the employees' performance so organization's goals can be accomplished well.

Keywords: Organizational culture, formal communication, employees' performance

ABSTRAK

Pengaruh Budaya Organisasi dan Komunikasi Formal Terhadap Kinerja Pegawai

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Penelitian ini berjudul “Pengaruh Budaya Organisasi dan Komunikasi Formal Terhadap Kinerja Pegawai”. Penelitian ini bertujuan untuk mengetahui adakah pengaruh dari budaya organisasi terhadap kinerja pegawai, komunikasi formal terhadap kinerja pegawai, serta budaya organisasi dan komunikasi formal terhadap kinerja pegawai. Penelitian ini menggunakan metode deskriptif dan verifikatif. Sampel yang diambil berjumlah 80 pegawai dari 324 pegawai di Biro Umum Kemendikbud Republik Indonesia. Penarikan sampel merujuk pada rumus Slovin (Husein Umar, 2000, hlm. 146). Data dari penelitian ini berupa kuisioner/angket. Pengolahan data penelitian ini menggunakan aplikasi *Microsoft Excel 2013*. Hasilnya menunjukkan bahwa nilai dari budaya organisasi terhadap kinerja pegawai yaitu F_{hit} 29,5173 dan F_{tabel} 2,7701, komunikasi formal terhadap kinerja pegawai yaitu F_{hit} 44,3079 dan F_{tabel} 2,7701, serta budaya organisasi dan komunikasi formal terhadap kinerja pegawai yaitu f_{hit} 4111,90 dan f_{tabel} 2,3719. Jika $F_{hit} > F_{tabel}$ maka H_0 ditolak, dan jika $F_{hit} < F_{tabel}$ maka H_0 diterima. Berdasarkan perhitungan data menunjukkan 27,45% budaya organisasi berpengaruh terhadap kinerja pegawai, 36,23% komunikasi formal berpengaruh terhadap kinerja pegawai, dan 48,20% budaya organisasi dan komunikasi formal berpengaruh terhadap kinerja pegawai. Penguatan budaya organisasi dan pengefektifan komunikasi formal adalah saran terbaik bagi organisasi untuk meningkatkan kinerja pegawai sehingga tujuan organisasi dapat berjalan dengan baik.

Kata Kunci: Budaya Organisasi, Komunikasi Formal, Kinerja Pegawai.