

ABSTRAK

Penelitian ini memiliki tujuan untuk mendapatkan hasil kajian mengenai kepemimpinan, komunikasi, iklim organisasi dan kinerja pegawai, serta untuk mendapatkan hasil analisis mengenai pengaruh kepemimpinan terhadap kinerja pegawai melalui komunikasi dan iklim organisasi sebagai mediasi di lingkungan PT Inti Gunawantex. Metode penelitian yang digunakan adalah dengan metode dengan pendekatan kuantitatif, serta telah ditentukan mengenai populasi dan sampel didalam penelitian ini, yaitu pegawai dari seluruh unsur struktural dari mulai pegawai hingga supervisor di lingkungan PT Inti Gunawantex yang berjumlah sebanyak 277 pegawai. Uji hipotesis didalam penelitian ini menggunakan Structural Equation Modeling dengan software Analysis of Moment Structures (AMOS) versi 24.0. Hasil uji hipotesis menunjukkan pengaruh yang tidak kuat antara kepemimpinan dan iklim organisasi di PT Inti Gunawantex. Namun, terdapat pengaruh yang cukup kuat antara kepemimpinan dan komunikasi antar internal pegawai serta komunikasi internal pegawai terhadap kinerja. Meskipun pengaruh iklim organisasi terhadap kinerja menunjukkan pengaruh yang tidak kuat, penting untuk memperhatikan faktor-faktor lain yang dapat memengaruhi kinerja pegawai. Hasil mediasi juga menunjukkan pengaruh yang tidak kuat antara iklim organisasi dan komunikasi terhadap hubungan kepemimpinan dan kinerja pegawai. Dalam rangka meningkatkan kinerja pegawai, perlu diperhatikan aspek kepemimpinan yang kuat dan komunikasi internal yang efektif di PT Inti Gunawantex.

Kata kunci : Kepemimpinan, komunikasi, iklim organisasi, kinerja pegawai, manufaktur

ABSTRACT

This study aims to obtain the results of studies on leadership, communication, organizational climate and employee performance, as well as to obtain the results of an analysis of the influence of leadership on employee performance through communication and organizational climate as mediation within PT Inti Gunawantex. The research method used is a method with a quantitative approach, and has determined the population and sample in this study, namely employees from all structural elements from employees to supervisors within PT Inti Gunawantex, totaling 277 employees. The hypothesis testing in this study uses Structural Equation Modeling with Analysis of Moment Structures (AMOS) software version 24.0. The results of the hypothesis test show that there is no strong influence between leadership and organizational climate at PT Inti Gunawantex. However, there is a fairly strong influence between leadership and internal communication between employees and internal employee communication on performance. Even though the influence of organizational climate on performance shows that the effect is not strong, it is important to pay attention to other factors that can affect employee performance. The results of the mediation also show that there is no strong influence between organizational climate and communication on leadership relationships and employee performance. In order to improve employee performance, it is necessary to pay attention to aspects of strong leadership and effective internal communication at PT Inti Gunawantex.

Keywords: Leadership, communication, organizational climate, employee performance, manufacturing