

PENGARUH KOMUNIKASI, KOMPENSASI, KOMITMEN ORGANISASI TERHADAP EFEKTIVITAS KERJA TIM DI PUSAT DATA DAN INFORMASI KEMENTERIAN PERTAHANAN REPUBLIK INDONESIA

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Abstrak

Penelitian ini dilakukan di Pusdatin Kemhan untuk memecahkan permasalahan rendahnya efektivitas kerja tim karyawan Pusdatin Kemhan RI. Adapun faktor yang diduga mempengaruhi efektivitas kerja tim karyawan Pusdatin Kemhan RI adalah komunikasi, kompetensi, dan komitmen organisasi. Tujuan penelitian ini untuk menganalisa pengaruh langsung komunikasi, kompensasi dan komitmen organisasi terhadap efektivitas kerja tim. Responden yang digunakan sebanyak 57 orang dan pengambilan sampel menggunakan pendekatan random simple sampling dengan error 10%. Unit analisis yang digunakan adalah analisis jalur. Hasil analisis jalur menunjukkan bahwa pengaruh kausal empiris antara variabel komunikasi (X_1) dan kompensasi (X_2) dan komitmen organisasi (X_3) dan efektivitas kerja tim (Y) ini dapat digambarkan melalui persamaan sub struktural satu $X_3 = 0,18X_1 + 0,34X_2 + e_1$. dan sub struktur dua $Y = 0,56 X_3 + e_2$. Dengan demikian dapat disimpulkan bahwa variabel komunikasi (X_1) dan kompensasi (X_2) dan komitmen organisasi (X_3) berpengaruh signifikan terhadap Efektivitas Kerja Tim (Y).

Kata Kunci : Komunikasi, Kompensasi, Komitmen Organisasi, Efektivitas Kerja Tim

EFFECT OF COMMUNICATION, COMPENSATION, ORGANIZATIONAL COMMITMENT TO THE EFFECTIVENESS OF WORK TEAMS IN THE CENTER OF DATA AND INFORMATION MINISTRY OF DEFENCE OF THE REPUBLIC OF INDONESIA

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Abstract

This research was conducted in Pusdatin Kemhan to solve the problems of lack of effectiveness of employee team Pusdatin Kemhan RI. The factors suspected to affect the effectiveness of the employee team Pusdatin Kemhan RI is communication, competence, and commitment to the organization. The purpose of this study to analyze the effect of direct communication, compensation and organizational commitment to the effectiveness of teamwork. Respondents who used as many as 57 people and sample using simple random sampling approach with an error of 10%. The unit of analysis is the analysis of the path. The results of path analysis showed that the empirical causal influence between communication variables (X_1) and compensation (X_2) and organizational commitment (X_3) and the effectiveness of teamwork (Y) can be described by an equation of the structural sub $X_3 = 0,18X_1 + 0,34X_2 + e_1$.and sub-structure of the two $Y = 0.56 X_3 + e_2$. It can be concluded that the communication variables (X_1) and compensation (X_2) and organizational commitment (X_3) significantly affects the effectiveness of Teamwork (Y).

Keywords: Communication, Compensation, Organizational Commitment,
Teamwork Effectiveness