

The Effect of Coordination, Communication, and Competence on the Performance of Secretariat Employees of the Financial Education and Training Agency (BPPK) of the Ministry of Finance of the Republic Indonesia

By Dhifa Fitriy Fadhiyah

Abstract

The research was carried out with the aim of knowing and proving whether there was an influence on Coordination, Communication, and Competence on Employee Performance in non-echelon employees of the Secretariat of the Financial Education and Training Agency (BPPK) of the Ministry of Finance of the Republic of Indonesia, amounting to 68 people. The number of non-echelon employees is obtained by using the Probability Sampling technique with the Simple Random Sampling technique by means of a lottery. the test equipment in processing the research data was carried out using the SmartPLS 3.0 application using the Partial Test (T test) and Simultaneous Test (F test). The results obtained from this study are (1) there is a positive and significant effect of Coordination on the Performance of Secretariat Employees of the Financial Education and Training Agency of the Republic of Indonesia. (2) there is a positive and significant effect of Communication on the Performance of Secretariat Employees of the Financial Education and Training Agency of the Republic of Indonesia. (3) there is a positive and significant effect of Competence on the Performance of the Secretariat Employees of the Financial Education and Training Agency of the Republic of Indonesia (4) there is a simultaneous influence on the performance of the Secretariat Employees of the Financial Education and Training Agency of the Republic of Indonesia

Keywords : Human Resources, Employee Performance, Coordination, Communication, and Competence

**Pengaruh Koordinasi, Komunikasi, dan Kompetensi terhadap Kinerja
Pegawai Sekretariat Badan Pendidikan dan Pelatihan Keuangan (BPPK)
Kementerian Keuangan Republik Indonesia**

Oleh Dhifa Fitry Fadhiyah

Abstrak

Penelitian dilaksanakan bertujuan untuk mengetahui dan membuktikan apakah terdapat pengaruh pada Koordinasi, Komunikasi, dan Kompetensi terhadap Kinerja Pegawai pada pegawai non eslon Sekretariat Badan Pendidikan dan Pelatihan Keuangan (BPPK) Kementerian Keuangan Republik Indonesia yang berjumlah 68 orang. Jumlah pegawai non eslon tersebut didapatkan dengan menggunakan teknik Probability Sampling dengan teknik Simple Random Sampling dengan cara undian. alat uji dalam pengolahan data penelitian ini dilakukan dengan menggunakan aplikasi SmartPLS 3,0 dengan menggunakan Uji Parsial (Uji T) dan Uji Simultan (Uji F). Hasil yang didapatkan dari penelitian ini yaitu (1) terdapat pengaruh positif dan signifikan Koordinasi terhadap Kinerja Pegawai Sekretariat Badan Pendidikan dan Pelatihan Keuangan Republik Indonesia. (2) terdapat pengaruh positif dan signifikan Komunikasi terhadap Kinerja Pegawai Sekretariat Badan Pendidikan dan Pelatihan Keuangan Republik Indonesia. (3) terdapat pengaruh positif dan signifikan Kompetensi terhadap Kinerja Pegawai Sekretariat Badan Pendidikan dan Pelatihan Keuangan Republik Indonesia (4) terdapat pengaruh secara simultan terhadap Kinerja Pegawai Sekretariat Badan Pendidikan dan Pelatihan Keuangan Republik Indonesia

Kata kunci : Sumber Daya Manusia, Kinerja Pegawai, Koordinasi, Komunikasi, dan Kompetensi