

## ABSTRAK

### **Pengaruh Kompetensi, Komunikasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Di Dinas Pendidikan Surakarta**

Penelitian ini bertujuan untuk mengetahui, menganalisa dan memberikan bukti empiris Pengaruh Kompetensi, Komunikasi dan Lingkungan Kerja terhadap Kinerja Pegawai di Dinas Pendidikan Surakarta. Analisa yang digunakan meliputi uji instrumen: uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linier berganda, uji t, uji F, dan analisis koefisien determinasi ( $R^2$ ). Pada Dinas Pendidikan Surakarta populasi yang digunakan dalam penelitian ini adalah pegawai Dinas Pendidikan Surakarta dengan jumlah sampel sebesar 75 responden. Hasil analisis regresi linier berganda menunjukkan bahwa kompetensi, komunikasi dan lingkungan kerja berpengaruh positif terhadap kinerja pegawai. Hasil uji t menunjukkan bahwa: variabel kompetensi dan komunikasi secara parsial berpengaruh signifikan, sedangkan variabel lingkungan kerja secara parsial berpengaruh tidak signifikan. Hasil uji F menunjukkan secara bersama-sama variabel kompetensi, komunikasi dan lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai. Hasil uji koefisien determinasi ( $R^2$ ) dari hasil perhitungan diperoleh nilai Adjusted menunjukkan bahwa kompetensi, komunikasi dan lingkungan kerja sebesar 0,486 artinya variabel kompetensi, komunikasi dan lingkungan kerja mampu menjelaskan 48,6% sedangkan sisanya 51,5% dijelaskan oleh variabel lain yang tidak ikut diteliti, misalnya: kepemimpinan, motivasi, komitmen, kompensasi, disiplin kerja.

**Kata kunci** : Kompetensi, Komunikasi, Lingkungan Kerja, Kinerja Pegawai

## ABSTRAC

### **The Effect Of Competence, Communication And Work Environment On Employee Performance In The Surakarta Education Office**

This study aims to determine, analyze and provide empirical evidence on the effect of competence, communication and work environment on employee performance in the Surakarta Education Office. The analysis used includes the instrument test: validity test, reliability test, classic assumption test, multiple linear regression test, t test, F test, and coefficient of determination ( $R^2$ ) analysis. To The Surakarta Education Office population used in this study were employees of The Surakarta Education Office with the sample size of 75 respondents. The results of multiple linear regression analysis showed that competence, communication and work environment had a positive effect on employee performance. t test results show that: competence and communication variables partially have a significant effect, while work environment variables have a partially insignificant effect. F test results show that together competency, communication and work environment variables significantly influence employee performance. The coefficient of determination test results ( $R^2$ ) from the calculation results obtained Adjusted value shows that the competence, communication and work environment of 0.486 means that the variables of competence, communication and work environment are able to explain 48.6% while the remaining 51.5% are explained by other variables not participating researched, for example: leadership, motivation, commitment, compensation, work discipline.

**Keywords:** Competence, Communication, Work Environment, Employee Performance