

ABSTRACT

PT Ijen Permata Jaya, a jewelry company, is currently dealing with challenges related to employee performance. These challenges arise from issues such as ineffective communication, limited work experience, and low motivation. This study seeks to assess the impact of communication, work experience, and motivation on employee performance at PT Ijen Permata Jaya, considering the aforementioned context. This study used both quantitative and qualitative data, incorporating primary and secondary data sources. The sampling employed is a fully representative sample, consisting of 32 individuals. Survey data was collected using a questionnaire. Using SPSS 24.00 for Windows, it's proficient in conducting a wide range of data analysis techniques. These include Descriptive Analysis, Validity Test and Reliability Test, Classical Assumption Test, Partial Correlation Analysis, Multiple Correlation Analysis, Multiple Linear Regression, Determination Analysis, T-test Analysis, and F-test Analysis. The hypothesis testing is conducted at a significance level of 5%. The findings indicated that Communication (X1) had a partially positive and significant impact on employee performance. The regression coefficient of 0.687 and the t-test value of 5.129 further support this conclusion. Work experience has a notable impact on employee performance, as evidenced by a positive regression coefficient and a significant t-test result. To some extent, motivation has a positive but insignificant impact on employee performance. The regression coefficient for motivation is 0.072, and the t-test value is 0.524. At PT Ijen Permata Jaya, the communication style (X1), work experience (X2), and motivation (X3) all play a crucial role in positively impacting employee performance (Y). This is demonstrated through multiple regression analyses. The equation can be represented as $Y = (-1.975 + 0.687X1 + 0.530X2 + 0.072X3)$. Furthermore, the F test (F-test = 25.671) confirms that the F count is higher than the F table value of 2.95, leading to the rejection of H_0 and acceptance of H_a . In addition, the communication style (X1), work experience (X2), and motivation (X3) had a significant impact on employee performance (Y) at PT Ijen Permata Jaya, as revealed by the multiple determination analysis.

Keywords: Communication, Work Experience, Motivation, Employee Performance.

ABSTRAK

PT. Ijen Permata Jaya adalah salah satu perusahaan yang bergerak di bidang perhiasan, namun terdapat permasalahan mengenai kinerja karyawan yang dipicu oleh kurang baiknya komunikasi, pengalaman kerja, dan motivasi. Dari latar belakang tersebut, penelitian ini bertujuan untuk mengetahui pengaruh komunikasi, pengalaman kerja, dan motivasi terhadap kinerja karyawan di PT. Ijen Permata Jaya. Penelitian ini menggunakan data kuantitatif dan kualitatif dengan sumber data yaitu data primer dan data sekunder. Pengambilan sampel yang digunakan adalah sampel jenuh, dengan jumlah sampel 32 orang. Pengumpulan data menggunakan kuesioner. Analisis data menggunakan SPSS 24.00 for Windows dengan Analisis Deskriptif, Uji Validitas dan Uji Reliabilitas, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Regresi Linier Berganda, Analisis Determinasi, Analisis Uji T-test, dan Analisis Uji F-test. Uji Hipotesis dilakukan pada taraf 5%. Hasil penelitian menunjukkan secara parsial Komunikasi (X1) memberikan pengaruh positif dan signifikan terhadap kinerja karyawan dengan koefisien regresi b_{1X1} yang bernilai positif sebesar 0,687, dengan t — test = 5,129. Secara parsial Pengalaman Kerja (X2) memberikan pengaruh positif dan signifikan terhadap kinerja karyawan dengan koefisien regresi b_{2X2} yang bernilai positif sebesar 0,530 dengan t — test = 2,351. Secara parsial Motivasi (X3) berpengaruh positif namun tidak signifikan terhadap kinerja karyawan dengan koefisien regresi b_{3X3} sebesar 0,072 dan t — test = 0,524. Secara simultan gaya komunikasi (X1), pengalaman kerja (X2), dan motivasi (X3) berpengaruh positif dan signifikan terhadap kinerja karyawan (Y) di PT. Ijen Permata Jaya. Hal ini dibuktikan melalui analisis regresi berganda $Y = (-1,975 + 0,687X_1 + 0,530X_2 + 0,072X_3)$. Selain itu, dipertegas dengan uji F (F — test = 25,671) dimana F hitung lebih besar dibandingkan dengan F tabel = 2,95, yang berarti H_0 ditolak dan H_a diterima. Selain itu melalui analisis determinasi berganda, pengaruh gaya komunikasi (X1), pengalaman kerja (X2), dan motivasi (X3) memberikan kontribusi 70,5% terhadap kinerja karyawan (Y) di PT. Ijen Permata Jaya.

Kata Kunci : Komunikasi, Pengalaman Kerja, Motivasi, Kinerja Karyawan.