

COMMUNICATION ON EMPLOYEE PERFORMANCE AT INFORMATION TECHNOLOGY

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Abstract: In carrying work, employees can not be separated from communication with fellow all parties of the organization both co-workers, superiors and with subordinates. Communication is one of the right means of improving employee performance. This research focused on Communication and employee performance Information Technology LIPI Bandung. The observation unit for this research is a lecturer from permanent employee Information Technology LIPI Bandung with the total sample is 60 people. Multiple linear regression is used to analyze the effect between variables by using application SPSS 22. The result of this study shows that: generally Communication already perform well. Communication has positive significant to employee performance information technology LIPI

Keywords: Communication, Employee Performance

INTRODUCTION

Organizational change is affected by the increasing interdependence relationship between the organization and the environment in which the organization is located. The development of the organization is focused on human resources which is an increase in employee performance that reflects the ability of members of the organization to work, its meaning performance of each employee is valued and measured according to criteria set by the organization.

Some organizations make exclusive procedures for creating value as a step to surviving in a dynamic environment. This procedure can found in specific tasks for new employees, new employees who already know the company, training employees to educate the value of the organization, and to focus on the organizational core. Corporate culture must also adopt several individual cultures so, member organization can enjoy satisfaction in the organization and improve the performance (Rawashdeh, 2015).

One other factor besides organizational culture which is important in increasing employee satisfaction and performance is communication, communication is one of the most important values in company

effectiveness because the key in communicating is the exchange of information between people. Communication skills are one indicator of organizational health. Successful Organization make Leaders sharing information with the needs of the members of the organization, satisfy by members of organization (Butts 2010). This is supported by research conducted by Mulyani (2012) conducted at PT PLN showing that effective communication is very influential on employee performance.

Problems in communication in the LIPI Bandung information technology work unit are as follows is the ability of leaders to give instructions regarding the work given to employees is not good, so the instructions cannot be carried out properly. The communication relationship between superiors and subordinates and coworkers is not good. Support among fellow employees has not gone well.

Main function of communication in a professional environment is to send and exchange information as a goal of achieving organizational goals. An organization consists of various types of employee backgrounds, which have "different goals, backgrounds, styles, habits, and preferences for work" (O'Hair et al, 2005). Communication

between managers and employees requires an understanding of power structures and power-sharing and must be sensitive to differences in power to maximize productivity. Power-sharing and communication require a positive and constructive relationship between managers and employees, which increases productivity, creativity, teamwork, and employee retention.

Central of interactive is process of sharing meaning. Effective communication in process of leading an individual, team or organization. Effective organizations find opportunities for efficient communication and leadership. However, in organizational communication, there are many challenges and obstacles for leaders to achieve shared meaning. Lack of shared meaning between leaders and subordinates can have bad consequences on task completion. This can be due to increasing complexity of modern organizations, the dynamic and diverse environment in which they operate, and rapid progress, and important experience, information technology is used to communicate and interact with employees (Butts 2010).

In carrying work, employees can not be separated from communication with fellow all parties of the organization both co-workers, with superiors and with subordinates. Communication is one of the right means in improving employee performance. Because through communication, employees can get clear instructions regarding the implementation of work and can transfer information that is a vital part of the performance aspects of an organization (Sehfudin, 2011).

This research aims to Obtaining the results of the test of the influence of Communication on employee performance in the LIPI Bandung information technology work unit.

Communication has meaning transfer and understanding of meaning. Organization has hierarchy and formal mix for workers that all members of the company must follow.

The effectiveness of communication is very important for productive companies for the competitiveness of the global economy. The effectiveness of communication that is usually done is to share meaning between the sender of the message and the recipient. Every manager in an organization has an effective communication style in playing a role in meeting employee satisfaction (Butts 2010).

Communication is the most important part in a company because with a good communication process allows employees to perform the best performance. Communication will give effect to employees because with good communication causes work or provided better performance. Clarity in communication makes the work will not be wrong and will not be repeated in the workmanship. The process of communication to the employees together will simplify the process of carrying out the tasks given by the leadership, with the communication will certainly provide guidance in the work.

Through communication helps increase employee motivation by explaining what needs to be done, and how well they do the work they are doing, as well as how to improve performance through setting goals, providing feedback on progress and rewards for employees.

Based on a theoretical study and framework of thinking that has been described, then it can propose temporary answers to the problems of this study which are formulated into the following hypotheses:

Hypothesis:

Ho: There is no effect of communication on performance

H1: There is an effect of Communication on performance

METHODS

This research is an experimental research. Experimental research is used to look for the effect of certain treatments on others under controlled conditions,

controlled conditions in the intent is the results of research converted into numbers, for the analysis used is to use statistical analysis (Sugiyono, 2013).

Theories study and research paradigms, uses variables independent variables such as Communication, (X1), which have the dimensions of Vertical, Horizontal, and Internal Communication. The dependent variable in this study is Employee Performance (Y),

The population of this study were 60 people employees LIPI Bandung. The method used in this sampling is saturated or census sampling.

The regression model of this research is linear regression, which is a technique to analyze the relationship between the independent variable and the dependent variable. The results of this linear regression will be in the form of the F test and the level of significance in the ANOVA table. While the t-test and the level of significance contained in the coefficient table is used to form the significance of the effect of each variable.

RESULTS AND DISCUSSION

The hypothesis in the Communication t test submitted is:

Ho: There is no effect of communication on performance

H1: There is an effect of Communication on performance

Result of this research has positive significant, this result is obtained from a coefficient of 0.476 which means that communication is positive where when the value of Communication rises by one it will influence 0.476 on the performance of the employee. From the significance level of Communication is 0.005, while the error rate (α) of management is 0.05 so the value of prob. t arithmetic smaller than 0.05 ($0.005 < 0.05$), so Communication variable has a significant effect on firm value. Another way to calculate the significance level is to calculate the t-table and compare it with the t-count with a confidence level of 95%, or α of 5%. The results of the t-

counts in the above regression are 2,938 while the t-tables are calculated using the formula:

$$t\text{-table} = (\alpha / (2) ; n - k - 1)$$

n = Number Respondent

k = Number Independent Variable.

T-table results (0.05: 2; 60 - 3 - 1), results of t-table are (0.025; 56) resulting value of the t-table is 2.003 so the value of t-count > t-table (2.358 > 2.003) which can be illustrated in the t curve below.

From the results above the t-test is greater than the t-table, the null hypothesis is rejected so that there is a conclusion that there is an influence of Communication on Performance. This happens because LIPI Information Technology has implemented Communication since ancient times. Surely these results are in accordance with LIPI's Information Technology mission which Contributes in the Development of Science and Technology, Human Resources Development in the Management of Information Technology, and the Development of People's Economy through Multimedia-Based Information Technology Services.

CONCLUSION

Communication has a positive significant on the performance of LIPI Information Technology Employees. From the results above the t-test is greater than the t-table, the null hypothesis is rejected so that there is a conclusion that there is an influence of Communication on Performance. This happens because the communication formed in the LIPI Information Technology work unit has gone well vertically, horizontally, and diagonally, in carry out tasks of the research field there is no miscommunication among fellow members.

Communication with superiors, subordinates, and organizational communication is very good. Good communication is certainly going to be very supportive of performance in the organization. Nevertheless this

communication is only in the work so that the interpersonal relationship is not established.

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