

ABSTRAK

Ferdy Adriansyah Hadhinata, Pengaruh *Internal Communications*, *Teamwork* Dan *Work Discipline* Terhadap *Employee Performance* Sekretariat DPRD di Madura. Dibawah Bimbingan Samsuki, S.E., M.SM.

Penelitian ini bertujuan untuk menganalisis pengaruh komunikasi internal, kerja sama tim, dan disiplin kerja terhadap kinerja pegawai di Sekretariat DPRD Madura. Latar belakang penelitian didasarkan pada pentingnya faktor-faktor organisasi dalam mendukung tugas administratif dan pelayanan publik. Metode yang digunakan adalah kuantitatif dengan pendekatan survei, melalui kuesioner kepada 36 pegawai. Analisis data menggunakan regresi linier berganda untuk menguji pengaruh parsial dan simultan antar variabel.

Hasil penelitian menunjukkan bahwa komunikasi internal, kerja sama tim, dan disiplin kerja secara parsial maupun simultan berpengaruh positif dan signifikan terhadap kinerja pegawai. Temuan ini menegaskan pentingnya komunikasi efektif, kolaborasi tim, dan kedisiplinan dalam meningkatkan kinerja organisasi publik. Implikasi penelitian memberikan arahan bagi manajemen instansi dalam merancang strategi peningkatan kinerja pegawai melalui penguatan ketiga aspek tersebut. Secara teoritis, penelitian ini turut memperkaya literatur manajemen sumber daya manusia di sektor publik.

Kata Kunci : Komunikasi Internal, Kerja Sama Tim, Disiplin Kerja, Kinerja Pegawai, Sekretariat DPRD Madura

ABSTRACT

Ferdy Adriansyah Hadhinata, *The Influence of Internal Communications, Teamwork and Work Discipline on Employee Performance of the DPRD Secretariat in Madura. Under the guidance of Samsuki, S.E., M.SM.*

This study aims to analyze the influence of internal communication, Teamwork, and work discipline on Employee Performance at the Madura DPRD Secretariat. The background of the study is based on the importance of organizational factors in supporting administrative tasks and public services. The method used is quantitative with a survey approach, through a questionnaire to 36 employees. Data analysis uses multiple linear regression to test the partial and simultaneous effects between variables.

The results of the study indicate that internal communication, Teamwork, and work discipline partially and simultaneously have a positive and significant effect on Employee Performance. This finding confirms the importance of effective communication, team collaboration, and discipline in improving the performance of public organizations. The implications of the study provide direction for agency management in designing strategies to improve Employee Performance by strengthening these three aspects. Theoretically, this study also enriches the literature on human resource management in the public sector.

Keywords: *Internal Communication, Teamwork, Work Discipline, Employee Performance, Madura DPRD Secretariat*