

ABSTRACT

Fauzul Salam, The Influence of Conflict and Communication Towards Employee's Performance in Development Planning Agency (BAPPEDA) in Sampang District., under the guidance of Dr. Hj. Iriani Ismail, Dra., MM. and Dr. H. RM. Moch Wispandono, SE., MS.

Conflict and Communication are factors which can influence the employee's performance. In carrying out the work, the employee's frequently experience issues such as conflict, lack of communication, so it direct impact less optimal to of employee's performance.

This research aims to find out the influence of conflict and communication both simultaneously and partially toward the employee's performance, as well as which conflict and communication issues influence the most towards employee's performance of Development Planning Agency (BAPPEDA) in Sampang District.

This research use multiple linear regression (MLR) with a total population of 44 employee's. Based on the conducted MLR, discovers that the conflict and communication influence simultaneously towards the employee's performance is 0.665. Then found that the conflict influence towards the employee's performance is 0.525. Later found that communication influence towards the employee's performance is 0.379. Therefore conflict is dominant influence on employee's performance.

Keywords : Conflict, Communications, and Employee's Performance

ABSTRAK

Fauzul Salam, Pengaruh Konflik Dan Komunikasi Terhadap Kinerja Pegawai Badan Perencanaan Dan Pengembangan Daerah (BAPPEDA) Kabupaten Sampang, di bawah bimbingan Dr. Hj. Iriani Ismail, Dra., MM. dan Dr. H. RM. Moch Wispandono, SE., MS.

Konflik dan Komunikasi merupakan faktor penting yang dapat mempengaruhi kinerja pegawai. Dalam melaksanakan pekerjaan, pegawai sering mengalami permasalahan seperti terjadinya konflik, komunikasi yang kurang, sehingga berdampak langsung kepada kinerja pegawai yang kurang optimal.

Penelitian ini bertujuan untuk mengetahui pengaruh konflik dan komunikasi baik secara simultan dan parsial terhadap kinerja pegawai, serta konflik dan komunikasi manakah yang paling dominan berpengaruh terhadap kinerja pegawai Badan Perencanaan dan Pengembangan Daerah (BAPPEDA) Kabupaten Sampang.

Penelitian ini menggunakan uji regresi linier berganda dengan jumlah populasi sebanyak 44 pegawai. Berdasarkan uji regresi linier di atas, ditemukan bahwa konflik dan komunikasi berpengaruh secara simultan terhadap kinerja pegawai sebesar 0.665. Kemudian ditemukan bahwa konflik berpengaruh terhadap kinerja pegawai sebesar 0.525. Selanjutnya ditemukan bahwa komunikasi berpengaruh terhadap kinerja pegawai sebesar 0.379. Dengan demikian konflik berpengaruh dominan terhadap kinerja pegawai sebesar 0.525.

Kata kunci : Konflik, Komunikasi, dan Kinerja Pegawai