

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kemampuan kerja karyawan dan komunikasi terhadap kinerja karyawan pada Kantor Desa Bulian Jaya Kecamatan Maro Sebo Ilir Kabupaten Batang Hari. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei dan sampel yang telah diuji validitas dan reliabilitasnya. Analisis data dilakukan menggunakan teknik regresi linear berganda untuk menguji pengaruh masing-masing variabel independen (kemampuan kerja karyawan dan komunikasi) terhadap variabel dependen (kinerja karyawan). Hasil penelitian menunjukkan bahwa kemampuan kerja karyawan dan komunikasi berpengaruh positif dan signifikan terhadap kinerja karyawan secara simultan. Penelitian ini menunjukkan bahwa peningkatan kemampuan kerja dan komunikasi yang efektif di lingkungan kerja dapat meningkatkan kinerja karyawan. Dengan demikian, hasil penelitian ini memberikan pengaruh bagi sumber daya manusia di Kantor Desa Bulian Jaya, dimana peningkatan kemampuan kerja dan komunikasi diharapkan dapat berkontribusi pada peningkatan kinerja organisasi secara keseluruhan.

Kata Kunci: Kemampuan Kerja, Komunikasi, Kinerja Karyawan

ABSTRACT

This research seeks to explore how employee work ability and communication influence employee performance at the Bulian Jaya Village Office, located in the Maro Sebo Ilir District, Batanghari Regency. A quantitative research method was employed, utilizing surveys as the primary data collection technique, with a sample size of 30 employees. The data were gathered through a structured questionnaire, which had previously undergone validity and reliability testing. Analysis was conducted using multiple linear regression to evaluate the impact of the independent variables (work ability and communication) on the dependent variable (employee performance). The findings demonstrate that both work ability and communication significantly and positively affect employee performance when considered together. The study highlights that enhancing employees' work ability and fostering effective communication in the workplace contribute to better overall performance. These insights are valuable for human resource management at the Bulian Jaya Village Office, as efforts to strengthen these aspects are expected to enhance organizational outcomes.

Keywords: Work Ability, Communication, Employee Performance

