

ABSTRAK

WIYA CONTESA/19101155310243, Jurusan Manajemen tahun 2019, Pengaruh Komunikasi Dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Pengawasan Kerja Sebagai Variabel Intervening Pada Dinas Tenaga Kerja Dan Perindustrian Kota Padang dibawah bimbingan Bapak Dr. Jhon Very, S.kom.,MM.,M.kom dan Bapak Rio Andika Putra, SH,MM. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Komunikasi dan Disiplin Kerja terhadap Kinerja Karyawan melalui pengawasan kerja sebagai variabel intervening pada Dinas Tenaga Kerja Dan Perindustrian Kota Padang. Metode yang digunakan adalah analisis *Structura Equation Modeling* (SEM) dengan *Pertial Least Square* (PLS). Dengan mengedarkan kuisioner sebanyak 45 responden. Berdasarkan hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan tidak signifikan antara variabel Komunikasi terhadap pengawasan kerja, maka H1 pada penelitian ini ditolak. Terdapat pengaruh positif dan signifikan antara variabel Disiplin Kerja Terhadap Pengawasan Kerja, maka H2 pada penelitian ini diterima. Terdapat pengaruh positif dan signifikan antara variabel Komunikasi Terhadap Kinerja Karyawan, maka H3 pada penelitian ini diterima. Terdapat pengaruh positif dan tidak signifikan antara variabel Disiplin kerja Terhadap Kinerja Karyawan, maka H4 pada penelitian ini ditolak. Terdapat pengaruh positif dan signifikan antara variabel Pengawasan Kerja Terhadap Kinerja Karyawan, maka H5 pada penelitian ini diterima. Terdapat pengaruh positif dan tidak signifikan antara variabel Komunikasi terhadap Kinerja Karyawan Melalui Pengawasan Kerja, maka H6 ditolak. Terdapat pengaruh positif dan signifikan antara variabel Disiplin Kerja terhadap Kinerja Karyawan Melalui Pengawasan Kerja, maka H7 diterima.

Kata Kunci : Komunikasi, Disiplin Kerja, Pengawasan Kerja dan Kinerja Karyawan.

ABSTRACT

WIYA CONTESA/19101155310243, Department of Management in 2019, *The Influence of Communication and Work Discipline on Employee Performance Through Work Supervision as an Intervening Variable at the Department of Labor and Industry of the City of Padang under the guidance of Dr. Jhon Very, S.kom.,MM.,M.kom and Mr. Rio Andika Putra, SH,MM*This study aims to determine how much influence Communication and Work Discipline have on Employee Performance through work supervision as an intervening variable at the Department of Labor and Industry in Padang City. The method used is Structural Equation Modeling (SEM) analysis with Partial Least Square (PLS). By distributing the questionnaire as many as 45 respondents. Based on the results of the study, it showed that there was a positive and insignificant influence between the communication variables on work supervision, so H1 in this study was rejected. There is a positive and significant influence between the variables of Work Discipline on Work Supervision, so H2 in this study is accepted. There is a positive and significant influence between the Communication variables on Employee Performance, so H3 in this study is accepted. There is a positive and insignificant effect between the variables of work discipline on employee performance, so H4 in this study is rejected. There is a positive and significant influence between the variables of Work Supervision on Employee Performance, so H5 in this study is accepted. There is a positive and not significant influence between the Communication variables on Employee Performance Through Work Supervision, then H6 is rejected. There is a positive and significant influence between the variables of Work Discipline on Employee Performance Through Work Supervision, then H7 is accepted.

Keywords: *Communication, Work Discipline, Work Supervision and Employee Performance.*