

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis seberapa besar Pengaruh *Job Enrichment*, Budaya Organisasi dan Komunikasi Organisasi terhadap Kinerja Karyawan pada PT.Semen Padang. Metode analisis data menggunakan Kuesioner, dengan jumlah sampel sebanyak 75 orang dengan populasi dan sampel Karyawan PT.Semen Padang. Metode analisis data menggunakan structural equation modeling (SEM) dengan alat bantu analisis SmartPLS 4.1. Hasil penelitian menemukan terdapat pengaruh signifikan antara *Job Enrichment* terhadap Kinerja Karyawan. Terdapat pengaruh signifikan antara Budaya Organisasi terhadap Kinerja Karyawan. Terdapat pengaruh signifikan antara komunikasi Organisasi terhadap Kinerja Karyawan.

**Kata Kunci : *Job Enrichment*, Budaya Organisasi, Komunikasi Organisasi.**

## **ABSTRACT**

*This study aims to find out and try to analyze how much the Influence of Job Enrichment, Organizational Culture and Organizational Communication on Employee Performance at PT. Semen Padang. The data analysis method used a questionnaire, with a sample of 75 people with a population and a sample of PT. Semen Padang. The data analysis method uses structural equation modeling (SEM) with the SmartPLS 4.1 analysis tool. The results of the study found that there was a significant influence between Job Enrichment and Employee Performance. There is a significant influence between Organizational Culture and Employee Performance. There is a significant influence between organizational communication and employee performance.*

***Keywords: Job Enrichment, Organizational Culture, Organizational communication***