

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Komunikasi dan kerja sama tim terhadap efektivitas kerja pegawai melalui kepuasan kerja sebagai variabel intervening pada UPTD RSUD Sungai Dareh. Penelitian ini adalah model structural equation modeling (SEM) dengan alat bantu analisis SmartPLS 3.0. populasi dan sampel penelitian ini adalah karyawan UPTD RSUD Sungai Dareh. Hasil penelitian menemukan terdapat pengaruh signifikan antara komunikasi terhadap kepuasan kerja. Terdapat pengaruh signifikan antara kerja sama tim terhadap kepuasan kerja. Tidak terdapat pengaruh signifikan antara komunikasi terhadap efektivitas kerja pegawai. Terdapat pengaruh signifikan antara kerja sama tim terhadap efektivitas kerja pegawai. Terdapat pengaruh signifikan antara kepuasan kerja terhadap efektivitas kerja pegawai. Kepuasan kerja mampu memediasi komunikasi terhadap efektivitas kerja pegawai. Kepuasan kerja mampu memediasi kerja sama tim terhadap efektivitas kerja pegawai.

Kata Kunci: Komunikasi, Kerja Sama Tim, Kepuasan Kerja, Dan Efektivitas Kerja Pegawai.

ABSTRACT

This research aims to determine and try to analyze the influence of communication and teamwork on employee work effectiveness through job satisfaction as an intervening variable at UPTD RSUD Sungai Dareh. This research is a structural equation modeling (SEM) model with the SmartPLS 3.0 analysis tool. The population and sample for this study were employees of UPTD RSUD Sungai Dareh. The research results found that there was a significant influence between communication and job satisfaction. There is a significant influence between teamwork and job satisfaction. There is no significant influence between communication on employee work effectiveness. There is a significant influence between teamwork on employee work effectiveness. There is a significant influence between job satisfaction and employee work effectiveness. Job satisfaction is able to mediate communication on employee work effectiveness. Job satisfaction is able to mediate teamwork on employee work effectiveness.

Keywords: *Communication, Teamwork, Job Satisfaction, and Employee Work Effectiveness.*