

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Kepemimpinan Dan *TeamWork* Terhadap Kinerja Karyawan Melalui Komunikasi Antar Karyawan Dan Pimpinan Sebagai Variabel *Intervening* Pada Toko Kelontong Bintang Abadi Kabupaten Indragiri Hulu. Penelitian ini adalah model *Struktural Equation Modeling* (SEM) dengan alat bantu analisis SmartPLS 3.2.9 Populasi dan sampel penelitian ini adalah seluruh karyawan Toko Kelontong Bintang Abadi Kab. Indragiri Hulu. Hasil penelitan menemukan terdapat pengaruh positif dan signifikan antara Kepemimpinan terhadap Komunikasi. Terdapat pengaruh positif dan signifikan antara *TeamWork* terhadap Komunikasi. Terdapat pengaruh positif dan signifikan antara Kepemimpinan terhadap Kinerja Karyawan. Terdapat pengaruh negatif dan tidak signifikan antara *TeamWork* terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan antara Komunikasi terhadap Kinerja Karyawan. komunikasi tidak dimediasi Kepemimpinan terhadap Kinerja Karyawan. komunikasi memediasi *TeamWork* terhadap Kinerja Karyawan.

Kata Kunci: Kepemimpinan, *TeamWork*, Komunikasi, Kinerja karyawan

ABSTRACT

This study aims to know and try to analyze the influence of leadership and teamwork on employee performance through communication between employees and leaders as an intervening variable in the Bintang Abadi grocery store, Indragiri Hulu Regency. This study is a Structural Equation Modeling (SEM) model with SmartPLS 3.2.9 analysis tools. Population and the sample of this study is all employees of the Bintang Abadi Grocery Store, Indragiri Hulu Regency. The results of the research found that there was a positive and significant influence between Leadership and Communication. There is a positive and significant influence between TeamWork on Communication. There is a positive and significant influence between Leadership and Employee Performance. There is a negative and insignificant influence between TeamWork on Employee Performance. There is a positive and significant influence between Communication and Employee Performance. communication is not mediated by the Leadership on Employee Performance. communication mediates TeamWork against Employee Performance.

Keywords: *Leadership, TeamWork, Communication, Employee performance*