

## **ABSTRAK**

Atiqah Fathinah Ismail, 15101155310309, Jurusan Manajemen, Tahun 2019, pengaruh Komunikasi, Disiplin, Kecerdasan Emosional dan Budaya Organisasi terhadap kinerja karyawan sebagai variabel independent pada Dinas Pendidikan Kota Solok, di bawah bimbingan Bapak Dr. Wendi Boy ST, MM dan Bapak Robby Dharma SE, MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Komunikasi, Disiplin, Kecerdasan Emosional dan Budaya Organisasi terhadap kinerja karyawan sebagai variabel independent. Variabel penelitian yaitu Komunikasi (X1), Disiplin (X2) Kecerdasan Emosional (X3), Budaya Organisasi (X4) dan kinerja (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner kepada karyawan responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis korelasi, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Hasil penelitian menunjukkan (1) Komunikasi berpengaruh positif dan signifikan terhadap kinerja (2) Disiplin berpengaruh positif dan tidak signifikan terhadap kinerja (3) Kecerdasan Emosional berpengaruh positif dan signifikan terhadap kinerja karyawan (4) soft skill berpengaruh positif dan signifikan terhadap kinerja karyawan (5) Budaya Organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Sumbangan model 1 yaitu variabel hard skill dan soft skill terhadap komunikasi sebesar 0,303 atau 30,3% sedangkan sumbangan variabel Komunikasi, Disiplin, Kecerdasan Emosional dan Budaya Organisasi sebesar 0,633 atau 63,3% sedangkan sisanya sebesar 36,7% di pengaruhi variabel lain seperti iklim organisasi, fasilitas dan lain-lain.

**Kata Kunci : Komunikasi, Disiplin, Kecerdasan Emosional dan Budaya Organisasi terhadap kinerja karyawan**

## **ABSTRACT**

*Atiqah Fathinah Ismail, 15101155310309, Department of Management, 2019, the influence of Communication, Discipline, Emotional Intelligence and Organizational Culture on employee performance as an independent variable at Dinas Pendidikan Kota Solok, under the guidance of Mr Dr. Wendi Boy ST, MM and Mr Robby Dharma, SE, MM*

*This study aims to determine how much influence Communication, Discipline, Emotional Intelligence and Organizational Culture have on employee performance as an independent variable. Research variables are Communication (X1), Discipline (X2) Emotional Intelligence (X3), Organizational Culture (X4) and performance (Y). The method of collecting data through surveys and circulating questionnaires to respondent employees. The analytical method used is the validity and reliability test, correlation analysis, multiple regression analysis, for the hypothesis test used is the t test and F test.*

*The results showed (1) Communication has a positive and significant effect on performance (2) Discipline has a positive and not significant effect on performance (3) Emotional Intelligence has a positive and significant effect on employee performance (4) soft skills have a positive and significant effect on employee performance (5 ) Organizational culture has a positive and significant effect on employee performance. Model 1 contributions are hard skill and soft skill variables to communication of 0.303 or 30.3% while the contribution of Communication, Discipline, Emotional Intelligence and Organizational Culture variables is 0.633 or 63.3% while the remaining 36.7% is influenced by other variables such as organizational climate, facilities and others.*

***Keywords: Communication, Discipline, Emotional Intelligence and Organizational Culture on employee performance***