

The Influence of Organizational Communication Climate Toward Employees Performance (Study of Employees PT Pertamina (Persero) Ru III Plaju, Palembang, Indonesia)

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ABSTRACT

Advances in technology and information have shaped an increasingly advanced society and make changes every life sector. This change has an impact on competition in the business world especially in Indonesia which have many companies. The research design was quantitative descriptive. Research sample was 91 respondents namely employees of PT Pertamina (Persero) RU III Plaju and data collection methods was done by questionnaire and observation. Data analysis began with validation test and questionnaire reliability test, then performed a correlation test and linear regression on the test variable. The results showed an influence of the communication environment of organization for performance of the employees of PT Pertamina (Persero) RU III Plaju was 44.7%.

Keywords: organizational climate, organizational communication , employees' performance

Introduction

In the current of era globalization, technological and information advancements have shaped a society that is increasingly advanced and making changes in every area of life. This change certainly has an impact on the business world competition especially in Indonesia, which already has many companies. Starting from the company in services, such as telecommunications, transportation, entertainment, and many have sprung up new companies such as state-owned companies and domestic private companies or belonging to a foreign country (Agustiawan, 2013; Ali Haji, 2016; Ardiansyah, 2016; Nurhayani, 2016)

Therefore, to be able to compete the company must be able to run its business with new thoughts and strategies in an effort to enhance development employee performance. Employee

performance is an activity that determines success or whether or not a job is carried out in the organization in accordance with the authority and responsibility in efforts to achieve organizational goals legally, not violating legal, moral and ethical. There are two important aspects in achieving performance, namely: first, the relationship between cohesiveness and performance group; second, the differences between problem solving by making decisions individually and in groups (Pahlepi, 2014; Pangumpia, 2013; Prayogo, 2018; Wahyu, 2016).

In the process of achieving organizational goals, it is necessary to have a communication climate can be connect and manage the organizational of environment. That's where the role of climate organizational communication functions to make the communication container as a base internal organizing within a group and providing fluency that can enable each member of the organization to carry out its work more harmonious and better understand planning and know the sustainability of activities the organization. Organizational communication climate also plays an important role in the environment work because each member occupies a position or position as well as certain roles that the level of influence is different. Based on the explanation above, the writer is interested in researching concerning the Effect of Organizational Communication Climate on Employee Performance at PT Pertamina (Persero) RU III Plaju.

Literature Review

Pace and Faulus stated in his book *Organizational Communication: Strategy improve company performance* (2013: 148) that organizational communication climate on ultimately it will be very important considering communication in the organization can influence the way of life of an organization's employees about whom to talk to, who they like, how the work activities are carried out by employees, how the results of their activities and what expected and how to adapt. The above theory is in line with various theories others stated the role of the climate of communication with employee performance (Barthos, 1994; Rivai, 2007; Robbins, 2003; Sedermayanti, 2001; Simamora, 2001, Sudarmanto, 2009, Tampubolon, 2004). From the explanation above, it can be seen that the climate of organizational communication itself can develop better or worse based on the atmosphere created by the members of the organization itself.

Methods

The research design was quantitative descriptive, with as many research samples 91 employees for PT Pertamina (Persero) RU III, Plaju, Palembang, Indonesia. The variable Test in this study was the climate of communication organizational and employee performance. Communication climate assessed using the Pace & Faules (2013), namely supportiveness, participation, trust, openness and high performance. Then, this climate dimension communication was formatted as a question questionnaire to assess the dimensions of organizational communication climate. Meanwhile, employee performance variables were assessed by parameters Harbani Pasolong (2016), namely ability, willingness, clarity of purpose, technology, compensation, energy and security. Furthermore, this employee performance climate was used as a questionnaire questions to assess employee performance dimensions.

The last questionnaire was then distributed to the research samples / respondents, accompanied by observation of research samples and documentation whose validity and reliability of the questionnaire were tested before. Next, a correlation test and linear regression were performed research result. Data analysis was performed using SPSS 24 software with $p < 0.05$.

Results and Discussions

Table 1 shows that all questionnaire items were used to assess for communication of climate In the organization has a calculated value greater than the r-table value, resulting in this result shows that instruments for assessing communication climate are valid.

Table 1. Test Results of the Validity Instruments of Organizational Communication Climate

Item	Count Value	r- table	Information
1	0,696	0.444	Valid
2	0,728	0.444	Valid
3	0,531	0.444	Valid
4	0,775	0.444	Valid
5	0,768	0.444	Valid
6	0,753	0.444	Valid

7	0,802	0.444	Valid
8	0,547	0.444	Valid
9	0,768	0.444	Valid
10	0,867	0.444	Valid

Table 2. shows that all items evaluating employee performance instruments has an r-count value greater than r-tables, so all items for inference can be inferred assess employee performance instruments are valid.

Table 2. Validity Test Results for Employee Performance Instruments

No	Count value	r- table	Information
1	0,450	0.444	Valid
2	0,695	0.444	Valid
3	0,829	0.444	Valid
4	0,829	0.444	Valid
5	0,809	0.444	Valid
6	0,573	0.444	Valid
7	0,829	0.444	Valid
8	0,502	0.444	Valid
9	0,829	0.444	Valid
10	0,668	0.444	Valid
11	0,601	0.444	Valid
12	0,685	0.444	Valid
13	0,549	0.444	Valid
14	0,570	0.444	Valid
15	0,560	0.444	Valid
16	0,569	0.444	Valid

Table 3 shows that all items were assessed for communication climate employee organization and performance has a Cronbach's alpha value of 0.848 each and 0.840 whose the value indicates that all test items are reliable.

Table 3. Recapitulation of Reliability Tests

Variable	Cronbach's Alpha Value	Information
Communication Climate Organizational	0,848	Reliabel
Performance Employee	0,840	Reliabel

Based on the linear regression analysis test obtained correlation coefficient (R value) amounted to 0.669, where this value indicates that the relationship between the two variables of this study in the strong correlation category. The results of the coefficient of determination (R square value) of 0.447, where this value indicates that the organizational communication climate variable has the effect of contribution of 44.7% on employee performance. The significance value is 0,000. where this shows that the regression equation model is based on research data is significant, or the regression equation model meets the criteria. Constant value of 28,408, it means that the consistent value of employee performance variables is equal to 28,408. The regression coefficient X of 1.010 states that each addition of 1% value climate of organizational communication, the value of employee performance increases by 1,010. Coefficient The regression is positive, so it can be said that the direction of the influence of variable X towards positive Y. There is a significant influence between variable X on variable Y if $>$. Based on the t value it is known that the value of 8,485 $>$ 1,986 so it can be it was concluded that the variable Organizational Communication Climate influences the variable Employee Performance.

Conclusion

Based on the analysis with quantitative descriptive techniques (descriptive statistics) it can be it is known that the organizational communication climate at PT Pertamina (Persero) RU III Plaju has already been achieved and going well. Based on several dimensions that are in accordance with answers from respondents. The results of the analysis also explained that Employee Performance at PT Pertamina (Persero) RU III Plaju can also be categorized well, based on research of seven indicators. Furthermore, from an explanatory analysis (explanative) linear regression, it can be it was concluded that there was a significant influence between Organizational Communication Climate (variable X) on Employee Performance (variable Y).

The magnitude of influence between Climate variables Organizational Communication on Employee Performance variables at PT Pertamina (Persero) RU III Plaju is 44.7%.

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