

**Pengaruh Komunikasi, Teamwork dan Kompetensi terhadap Kinerja
Pegawai Dinas Koperasi, UMKM dan Pengelolaan Pasar Kabupaten
Jepara**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh komunikasi, teamwork dan kompetensi terhadap kinerja pegawai Dinas Koperasi, UMKM dan Pengelolaan Pasar Kabupaten Jepara. Obyek penelitian ini adalah Dinas Koperasi, UMKM dan Pengelolaan Pasar Kabupaten Jepara. Adapun populasi dan sampel dalam penelitian ini adalah pegawai Dinas Koperasi, UMKM dan Pengelolaan Pasar Kabupaten Jepara yang berjumlah 120 orang. Metode pengambilan sampel yang digunakan dalam penelitian ini adalah simple random sampling, yaitu sebanyak 55 pegawai. Teknik dan analisis data dalam penelitian ini menggunakan analisis validitas, reliabilitas, analisis regresi berganda dan pengujian hipotesis. Hasil uji - t menunjukkan bahwa variabel komunikasi, teamwork dan kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai. Hasil uji F menunjukkan bahwa semua variabel independen (komunikasi, teamwork dan kompetensi) bersama-sama berpengaruh positif dan signifikan terhadap kinerja pegawai. Hasil koefisien determinasi pada (adjusted R²) adalah 0,623 artinya, 62,3% variasi variabel kinerja pegawai (Y) dapat dijelaskan variabel komunikasi, teamwork dan kompetensi sedangkan 37,7% sisanya dijelaskan oleh variabel lain.

Kata Kunci : Komunikasi, Teamwork, Kompetensi dan Kinerja Pegawai

**The Influence of Communication, Teamwork and Competence on
Employee Performance of Department of Cooperatives, SMEs and
Market Management Jepara Regency**

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ABSTRACT

This study aims to analyze the influence of communication, teamwork and competence on employee performance of Department of Cooperatives, SMEs and market management Jepara regency. The object of this research is Department of Cooperatives, SMEs and market management Jepara regency. The population and sample in this study are employees of Department of Cooperatives, SMEs and market management Jepara regency totaling 120 people. The sampling method used in this study is simple random sampling, as many as 55 employees. The techniques and analytical data in this study using the analysis of the validity, reliability, multiple regression analysis and hypothesis testing. The results of t - test show that the variables of communication, teamwork and competence have a positive and significant effect on employee performance. The F test results show that all the independent variables (communication, teamwork and competence) simultaneously positive and significant effect on employee performance. The results of the coefficient of determination (adjusted R²) is 0.623 that is, 62.3% of the variation employee performance variable (Y) can be explained by the variable communication, teamwork and competence while 37.7% is explained by the other variables.

Keyword : Communication, Teamwork, Competence and Performance of Employees