

SKRIPSI

**PENGARUH KOMUNIKASI DAN PENGAWASAN TERHADAP
EFEKTIVITAS KERJA PEGAWAI PADA KANTOR
CAMAT LEMBANG JAYA**

*Diajukan Sebagai Salah Satu Syarat Untuk Menyelesaikan Program Studi
Strata Satu (S1) Pada Program Sarjana Fakultas Ekonomi*



Disusun Oleh :

PETRIANTI
NPM. 181000461201061

**JURUSAN MANAJEMEN
FAKULTAS EKONOMI
UNIVERSITAS MAHAPUTRA MUHAMMAD YAMIN SOLOK
TAHUN 2022**

ABSTRACT

THE EFFECT OF COMMUNICATION AND SUPERVISION ON EMPLOYEE EFFECTIVENESS AT THE OFFICE LEMBANG

JAYA CAMAT OFFICE

PETRIANTI

MAHAPUTRA MUYAMMAD YAMIN UNIVERSITY OF SOLOK

Based on the observations made, it turns out that the communication that is often used at the Lembang Jaya Sub-District Office is in the form of vertical communication, namely communication from superiors to subordinates including orders, instructions and information. Meanwhile, upward communication is only carried out in providing reports on work results. Suggestions and criticisms are rarely made because of the feeling of reluctance towards superiors. Meanwhile, the supervision carried out has not run as it should. This can be seen from the supervision carried out by the head of the office where the frequency of supervision is not carried out routinely, supervision techniques are not carried out directly, only delegated to the head of section/sub-service and the head of the sub-district office only receives reports regarding supervision of employees in the form of Employee Work Targets. (SKP) from each Section/Sub Department without looking directly at the office staff. The purpose of the study was to determine the effect of Communication and Supervision on the effectiveness of employees' work at the Lembang Jaya Camat Office.

This research was conducted at the Lembang Jaya Sub-district Office, which is located at Bukit Sileh Batu Bajanjang, Lembang Jaya District, Solok Regency. This type of research uses a descriptive quantitative approach. Sources of data used in this study is primary through the distribution of questionnaires regarding communication and supervision effect on the effectiveness of employees' work. The sampling technique was carried out by total sampling, as many as 47 people.

The results showed that partially communication had a positive effect on employee work effectiveness, the t-count value was greater than t-table, namely $5.271 > 2.01410$, and the significant value was $0.000 < 0.05$ and communication had a positive effect on employee work effectiveness. t table is $4.784 > 2.01410$ and the value is not significant $0.000 < 0.05$. Based on the F test, the Fcount value is 30.199 and the Ftable value is 3.20. This states that simultaneous or simultaneous communication and supervision have a positive effect on the work effectiveness of employees at the Lembang Jaya Sub-district Office.

Keywords: Communication, Supervision and Work Effectiveness of Employees

DAFTAR PUSTAKA

Abizar.2012.*Komunikasi*. Jakarta:Depdikbud Dirjen Dikti Proyek Pengetahuan Lembaga Pendidikan Tenaga Kerja.

Algifari. 2010. *Analisis Regresi*. Yogyakarta :Rineka Cipta.

Arikunto, Suharsimi. 2012. *Prosedur Penelitian Suatu Pendekatan Praktek*. Jakarta:Rineka Cipta.

Arni, Muhammad. 2012. *Komunikasi Organisasi*. Jakarta:Depdikbud Dirjen Dikti Proyek Pengetahuan Lembaga Pendidikan Tenaga Kerja.

Deppen.2012. *Pedoman Pengawasan yang Efektif*. Jakarta

Ivancevich, John. 2016. *Perilaku dan Manajemen Organisasi*, Jakarta: Erlangga,

Jalaludin Rahmat. 2011. *Psikologi Komunikasi*. Bandung :Rosada Karya

Jiwanto, Gunawan.2015. *Komunikasi Dalam Organisasi*. Yogyakarta:Pusat Pengembangan Manajemen bekerjasama dengan Andi Offset.

Ghozali, Imam, 2015.*Aplikasi Analisis Multivariate Dengan Program SPSS*. Semarang:Badan Penerbit Universitas Diponegoro.

Hadari Nawawi. 2013. *Management Kepegawaian di Indonesia*. Jakarta :Gunung Agung.

Mendikbud. 2012. *Pengawasan Fungsional – Melekat*. Jakarta:Kloang Klede Jaya.

_____2012, *Manajemen Personalia*. Jakarta :Ghalia Indonesia

Mulyana, Deddy . 2012. Ilmu Komunikasi Suatu Pengantar, Bandung : PT Remaja Rosdakarya

Putro, Raharjo. 2014. Konsep Efektivitas, Jurnal yang Dipublikasikan, Universitas Negeri Yogyakarta

Risna, 2018. *Peranan Pengawasan Terhadap Efisiensi Dan Efektivitas Kerja Pada Kantor Kelurahan Mentaos Kecamatan Banjar Baru Utara*, Majalah Ilmiah Ekonomi Bisnis, Vol. 1, No.3

Rosidah, 2018. *Pengaruh Komunikasi dan Pengawasan Terhadap Efektivitas Kerja Pegawai Pada Dinas Perternakan Provinsi Daerah Tingkat I Lampung*, Jurnal , Jurusan Ilmu Administrasi Negara, Universitas Bandar Lampung, (UBL),

Selviana, Annisa. 2015. *Analisis Kinerja Pegawai Negeri Sipil Sebelum Dan Sesudah Adanya Tunjangan Dalam Perspektif Ekonomi Islam*, Jurnal, Jurusan Ekonomi Syariah, Universitas Islam Negeri, (UIN) Raden Intan Lampung, 2015.

Solihin, Ismail. 2013. Pengantar Manajemen, Jakarta:Erlangga

Sudjana. 1996. *Statistika*. Yogyakarta :Rineka Cipta

Sugiyono. 2016. *Metode Penelitian Administrasi*. Bandung:Tarsito.

Sujak, Abi 2012. Kepemimpinan Manajer, Jakarta:Rajawali Pers

Sukirno, Sadono. 2014. Pengantar Bisnis Edisi Pertama, Jakarta: Kencana Prenada Media Group

Supeno, 2012. *Potret Guru*. Jakarta :Pustaka Sinar Harapan

Supriyono.2013.*Pemeriksaan Manajemen dan Pengawasan Pemerintah Indonesia*. Yogyakarta:BPFE.

Sutarto.2011.*Dasar-dasar Komunikasi*. Yogyakarta:Duta Wacana University Press.

Suyamto, 2012. *Komitmen Organisasi :Perspektif Psikologi Sosial*. Surabaya : APIO

Yuwono, S. 2015. *Ikhtisar Komunikasi*. Yogyakarta :Penerbit Liberty.

Wursanto, IG. 2012.*Etika Komunikasi Kantor*. Yogyakarta:Kanisius.

_____. 2015. *Dasar-Dasar Ilmu Komunikasi*, Yogyakarta : CV. Andi Offset

