

**PENGARUH KOMUNIKASI DAN DISIPLIN KERJA
TERHADAP KINERJA PEGAWAI PADA
BADAN NARKOTIKA NASIONAL (BNN)
PROVINSI SUMATERA UTARA**

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh komunikasi dan disiplin kerja terhadap kinerja pegawai pada Badan Narkotika Nasional (BNN) Provinsi Sumatera Utara. Metodologi dalam penelitian ini adalah menggunakan penelitian kuantitatif, yang dimana sumber datanya menggunakan data primer dari penyebaran kuesioner melalui Google Form kepada para pegawai Badan Narkotika Nasional (BNN) Provinsi Sumatera Utara sesuai. Populasi penelitian ini adalah Pegawai Badan Narkotika Nasional (BNN) Provinsi Sumatera Utara yaitu sebanyak 75 orang. Teknik sampel yang digunakan adalah teknik sampling jenuh. Analisis menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, uji f dan koefisien determinasi (R^2). Hasil analisis linier berganda variabel Komunikasi sebesar 0,244, variabel Disiplin Kerja sebesar 0,643 dan untuk variabel Kinerja Pegawai sebesar 4,815. Sedangkan hasil uji hipotesis secara parsial variabel komunikasi (X1) diperoleh nilai thitung > ttabel ($3,071 > 1,993$) dan nilai signifikansi sebesar $0,003 < 0,05$. Artinya komunikasi (X1) berpengaruh positif dan signifikan terhadap kinerja pegawai (Y). Sedangkan variabel disiplin kerja (X2) diperoleh nilai thitung > ttabel ($6,229 > 1,993$) dan nilai signifikan sebesar $0,000 < 0,05$. Artinya disiplin kerja (X2) sangat berpengaruh signifikan terhadap kinerja pegawai (X2). Pengujian hipotesis secara simultan diperoleh nilai fhitung > f tabel ($72,740 > 3,12$) dan nilai signifikan sebesar $0,000 < 0,05$. Maka dapat disimpulkan bahwa Komunikasi (X1) dan Disiplin Kerja (X2) berpengaruh signifikan secara simultan terhadap kinerja pegawai (Y). Kesimpulan penelitian : Komunikasi dan Disiplin Kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada Badan Narkotika Nasional (BNN) Provinsi Sumatera Utara.

Kata kunci : Komunikasi, Disiplin Kerja, Kinerja Pegawai.

**THE INFLUENCE OF COMMUNICATION AND WORK DISCIPLINE
ON EMPLOYEE PERFORMANCE AT THE
NATIONAL NARCOTICS AGENCY (BNN)
OF NORTH SUMATERA PROVINCE**

ABSTRACT

This research aims to determine the influence of communication and work discipline on employee performance at the National Narcotics Agency (BNN) of North Sumatra Province. The methodology in this study is to use quantitative research, where the data source uses primary data from distributing questionnaires via Google Form to employees of the National Narcotics Agency (BNN) of North Sumatra Province according to. The population of this study was 75 employees of the National Narcotics Agency (BNN) of North Sumatra Province. The sampling technique used was the saturated sampling technique. The analysis used validity test, reliability test, classical assumption test, multiple linear regression analysis, t test, f test and coefficient of determination (R²). The results of the multiple linear analysis of the Communication variable were 0.244, the Work Discipline variable was 0.643 and for the Employee Performance variable was 4.815. While the results of the partial hypothesis test for the communication variable (X1) obtained a calculated t value > t table (3.071 > 1.993) and a significance value of 0.003 < 0.05. This means that communication (X1) has a positive and significant effect on employee performance (Y). While the work discipline variable (X2) obtained a calculated t value > t table (6.229 > 1.993) and a significant value of 0.000 < 0.05. This means that work discipline (X2) has a very significant effect on employee performance (X2). Simultaneous hypothesis testing obtained a calculated f value > f ttable (72.740 > 3.12) and a significant value of 0.000 < 0.05. So it can be concluded that Communication (X1) and Work Discipline (X2) have a significant effect simultaneously on employee performance (Y). Conclusion of the study: Communication and Work Discipline have a positive and significant effect on employee performance at the National Narcotics Agency (BNN) of North Sumatra Province.

Keywords: Communication, Work Discipline, Employee Performance.