Effect of Organizational Communication and Job Satisfaction on Employee Achievement at Central Bureau of Statistics (BPS) Binjai City

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ABSTRACT
The purpose of this study was to determine the organizational communication and job satisfaction to performance at Central Bureau of Statistics (BPS) Binjai City. To obtain the data in the preparation of this paper, the authors use the instrument; Study the documentation, observations, questionnaires (questionnaire). In analyzing the data using multiple regression, F test, T test and a test of determination. Based on the results of the discussion in mind that organizational communication and job Satisfaction to performance affect simultaneously (simultant) performance. The results of simultaneous hypothesis indicates F_Counts 246,216 count > F table value of 3,183 and a significant probability 0,000 < 0,05, then reject Ho (thank Hi) while the value of t, 4.961 > 1.675 t table, and a significant probability value 0,001 < 0,05, then reject Ho (thank Hi). there are positive and significant influence simultaneously and partial organizational communication and job Satisfaction to performance at Central Bureau of Statistics (BPS) Binjai City, hypothesis Hi previously accepted, in other words, organizational communication and job Satisfaction good variable to explain the performance at, Central Bureau of Statistics (BPS) Binjai City but only in this study only.

Keywords: Organizational Communication, Job Satisfaction and Performance.

INTRODUCTION
Based on pre-survey observations, communication relationships between superiors and subordinates are rarely or never given to subordinates to act alone, to take initiative and make decisions. This is because the communication made by the boss to subordinates is formal where there is a distant organizational structure between the superior and subordinate. So the consequence of this behavior is that its underlining is not utilized as a source of information, ideas, and advice, while communication with colleagues is quite good because each employee helps each other in the completion of tasks given by the boss.

Central Bureau of Statistics (BPS) Binjai City is one of the Rating Agencies that serves as social and population statistics, social statistics, trade economy in Binjai city for the assessment and preparation of national policies in the field of statistic activities. There are negative factors that can decrease the employee's work performance, among others are the motivation in the form of rewards for good-performing employees that are given less suitable employees so that employee performance is decreasing, the number of employees is not disciplined i.e. willingness in complying with all the rules and norms that exist in performing their duties as a form of responsibility so that the employee's work performance is not achieved, the lack of communication between leaders to subordinates because it is formal where there is a distant organizational structure between the boss and subordinates so that the employee there is no initiative to do its job and the employee's work on the completeness of facilities and facilities is
less supportive of the work so that the employee's work performance decreases.

**LITERATURE REVIEW**

**Organizational Communication**

According to Mangkunegara (2011:145) communication is the process of transferring information, ideas, understanding from a person to another person can interpret it according to the intended purpose. Based on the above description can be concluded that communication is the process of sending or exchanging information to others directly or using the media so that the person can act, in accordance with the purpose of the messenger.

According to Mangkunegara (2011:148) There are two reviews of affecting factors, namely factors from the sender or so-called communicators, and factors on the part of the receiver or communion.

**Job Satisfaction**

Job satisfaction is the result of employees' perceptions of how well their work delivers what is considered important (Luthans 2006:243). According to Handoko (2008:193) stated job satisfaction is a pleasant or unpleasant emotional state with which employees view their work.

Based on the definition of job satisfaction, it can be concluded that job satisfaction is the level of a person's feelings about his/her liking and dislike in view of his work, meaning that an employee will like or dislike his work can be seen from his attitude towards the job and everything faced in his work environment. According to Luthans (2008: 171), there are six factors of job satisfaction, namely:

a. The work itself,
b. Salary,
c. Promotion,
d. Supervision,
e. Working group/ co-workers,
f. Working Conditions.

**Work Performance**

According to Handoko (2008:135) performance assessment (Performance Appraisal) is a process through the managers of organizations evaluating employee work performance. This activity can improve personnel decisions and provide employees with feedback about the implementation of their work. Based on some of the above opinions, it can be concluded that the employee's work performance is the result that the employee achieves in completing a task that can be seen from one's abilities and prowess. According to Mangkunegara (2011:67), factors that influence the achievement of work achievement are ability factor and motivation factor.

**METHODOLOGY**

**Research Approach**

The research approach implemented in this study is quantitative associative. According to Sugiyono (2009:12) associative research is a study that aims to know the influence or relationship between two or more variables, where this research serves to explain, predict and control a symptom. While quantitative associative research is research by obtaining numbers or qualitative data that is suspected.

**Population and Sample/ Type and Data Source**

**Population**

Population is a generalized region consisting of: subjects or objects of a certain quality and characteristic stipulated by researchers to be studied and then drawn conclusions (Sangadji and Sopiah, 2010:185). The population in this study was an employee at Central Bureau of Statistics Binjai of 35 people.

**Sample**

Samples are part of the number and characteristics possessed by the population (Sangadji and Sopiah, 2010: 186). In this study the authors. Conducted census research because the population is over 30 and under 100 people. So the population of 35 respondents is entirely sampled.
Data Analysis Techniques

a. Multiple Linear Regression

\[ Y = a + b_1X_1 + b_2X_2 + \varepsilon \]

Description:
- \( Y \): Work Performance (Dependent Variable)
- \( X_1 \): Organization Communication (Independent Variable)
- \( X_2 \): Job Satisfaction (Independent Variable)

b. Hypothesis Test

1. Test F
2. Test t
3. Determination Coefficient (R²)

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

<table>
<thead>
<tr>
<th>Coefficients* Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>T</th>
<th>Sig.</th>
<th>Correlations</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
<td>Zero-</td>
<td>Partial</td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>-.698</td>
<td>1.122</td>
<td>-622</td>
<td>.538</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Communication (X1)</td>
<td>.480</td>
<td>.097</td>
<td>.494</td>
<td>4.961</td>
<td>.000</td>
</tr>
<tr>
<td></td>
<td>Job Satisfaction (X2)</td>
<td>.366</td>
<td>.073</td>
<td>.500</td>
<td>5.018</td>
<td>.000</td>
</tr>
</tbody>
</table>

Based on table it obtained multiple linear regressions as follows:

\[ Y = -0.698 + 0.480X_1 + 0.366X_2 + \varepsilon. \]

Hypothesis Testing

F test (Simultant)

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>Df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
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<tbody>
<tr>
<td>1</td>
<td>2384.906</td>
<td>2</td>
<td>1192.453</td>
<td>246.216</td>
<td>.000*</td>
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<tr>
<td>Residual</td>
<td>154.979</td>
<td>32</td>
<td>4.843</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>2539.886</td>
<td>34</td>
<td></td>
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</table>

T Test (Partial)

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<th>Model</th>
<th>Unstandardized Coefficients</th>
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<td>.000</td>
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</table>

Determination Test

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<tr>
<th>Model Summary*</th>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>.969</td>
<td>.939</td>
<td>.935</td>
<td>2.201</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Performance (Y)

Source: SPSS processing results version 19.00
CONCLUSION

1. Simultaneous analysis shows that F counts at 246,216 while table F is 3,183 and the probability of significant is much smaller than 0.05 which is 0.000 <0.05, then there is a positive and significant influence together (simultaneous) organizational communication and job satisfaction on the work performance of BPS employees of Binjai city.

2. Partial analysis shows that t counts 4.691 > t table 1.676 and significant 0.000 < 0.05, then there is a positive and significant influence on the organization's communication on the work performance of BPS Binjai City employees.

3. Partial analysis results show that t count 5.018 > t table 1.676 and significant 0.000 < 0.05, then there is a positive and significant influence on (partial) job satisfaction on the work performance of BPS Binjai City employees.

REFERENCES