#### ANALISIS PENGARUH BUDAYA ORGANISASI DAN KOMUNIKASI ORGANISASI TERHADAP KINERJA PEGAWAI PADA

#### DINAS PENDIDIKAN PROVINSI JAWA BARAT

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***ABSTRACT***

*The main problem in this study is the performance of employees in Department of Education West Java is low. It thought to have been cause by the culture and communication of organization have not been implemented optimally.*

*The method used in this study is explanatory survey as the effort to collect information from respondents by using questionnaire. This is aimed to test rational answer so that it can explain the problem in this study. Tis study uses quantitative analysis to test the hypothesis and interpret deeply.*

*Simultaneously, culture and communication of organization give big and significant influence toward the performance employees in Department of Education West Java with 57.7%. It means that culture and communication of organization are quite dominant and become the priority in influencing the performance of employees. This study also shows there are other variables that also give influence with 42.3%.*

*Partially, culture of organization gives small influence to the performance of employees in Department of Education West Java give 20.8%. It means that culture of organization is not dominant in influencing the performance of employees so that it is not the priority in improving the performance of employees. The characteristic of organization‘s culture that give the biggest until the smallest influence are communication pattern (3.1%), tolerance of conflict (2.8%), control (2.2%), tolerance of risk (2.1%), direction (2.1%), reward system (2.0%), support from management (1.9%), individual initiative (1.3%) and identity (1.1%).*

*Communication of organization partially gives big influence to the performance of employees in Department of Education West Java give 36.9%. It means that communication of organization is dominant in influencing the performance of employees. The direction of communication that gives the biggest until the smallest influence are communication to the bottom (12.1%), diagonal communication (8.9%), communication to the up (8.3%) and horizontal communication (7.6%).*

*The conclusion is that the culture and communication of organization are dominant and become the priority in influencing the performance of employee in Department of Education West Java. It means that the culture and communication of organization empirically give contribution toward the improvement of employee’s performance both simultaneously and partially even though they have not been fully based on the characteristics of organization’s culture and the direction of organization’s communication.*

*Keyword : culture and communication of organization toward the performance employees*