

ABSTRAK

Penelitian ini dilakukan berdasarkan adanya permasalahan yang terjadi pada karyawan di PT. Hexa Prima Perkasa Bandung, yang bergerak di bidang konstruksi. Pada penelitian ini ditemukan adanya permasalahan mengenai rendahnya kepuasan kerja dan kinerja karyawan di PT. Hexa Prima Perkasa Bandung yang disebabkan oleh rendahnya *Teamwork* dan teknologi informasi dan komunikasi. Penelitian ini bertujuan untuk mengetahui pengaruh *Teamwork* dan teknologi informasi komunikasi terhadap kinerja karyawan dan kepuasan kerja sebagai variabel intervening pada perusahaan konstruksi PT. Hexa Prima Perkasa Bandung. Metode yang digunakan dalam penelitian ini adalah kuantitatif dengan analisis deskriptif dan verifikatif, dengan teknik pengambilan sampel non probability sampling jenis sampel jenuh, sehingga diperoleh jumlah responden sebanyak 83 orang. Pengumpulan data dilakukan melalui kuesioner. Instrumen penelitian diuji menggunakan uji validitas dan uji reliabilitas, sedangkan analisis data dilakukan dengan metode *path analysis*, *method of successive interval* (MSI), perhitungan koefisien determinasi, serta pengujian hipotesis. Hasil penelitian menunjukkan bahwa terdapat pengaruh yang positif, baik secara parsial maupun simultan, di antara variabel-variabel yang diteliti. Hasil analisis data menunjukkan bahwa besarnya pengaruh *Teamwork* dan teknologi informasi komunikasi terhadap kepuasan kerja memberikan kontribusi sebesar 76,0%, sedangkan sisanya sebesar 24,0% dipengaruhi oleh variabel lain di luar penelitian ini. Selanjutnya, kepuasan kerja memberikan pengaruh terhadap kinerja karyawan sebesar 79,7%. Adapun di antara variabel independen, teknologi informasi komunikasi merupakan variabel yang memberikan pengaruh paling dominan, yaitu sebesar 42,6%, sedangkan *Teamwork* memberikan pengaruh sebesar 33,4%.

Kata Kunci : *Teamwork*, Teknologi Informasi Komunikasi, Kepuasan Kerja, dan Kinerja Karyawan

ABSTRACT

This research was conducted based on problems occurring among employees at PT. Hexa Prima Perkasa Bandung, a company engaged in the construction sector. This study identified problems related to low Job Satisfaction and Employee Performance, which were associated with low levels of Teamwork and Information and Communication Technology (ICT). This study aims to determine the effect of Teamwork and ICT on Employee Performance, with Job Satisfaction as an intervening variable, at PT. Hexa Prima Perkasa Bandung. This research employed descriptive and verificative methods, with a sample of 83 respondents. The sampling technique used was non-probability sampling, specifically saturated sampling. Data were collected through questionnaires, and the research instruments were tested using validity and reliability tests. The analytical methods employed included path analysis, the Method of Successive Intervals (MSI), coefficient of determination analysis, and hypothesis testing. The results showed that Teamwork and ICT had a positive effect on Job Satisfaction, both partially and simultaneously, with a total contribution of 76.0%, while the remaining 24.0% was influenced by other variables outside this study. Teamwork had an effect on Job Satisfaction of 33.4%, while ICT had the most dominant effect at 42.6%. Furthermore, Job Satisfaction had an effect on Employee Performance of 79.7%.

Keywords: *Teamwork, Information and Communication Technology, Job Satisfaction, Employee Performance*