

**PENGARUH BUDAYA ORGANISASI DAN KOMUNIKASI ORGANISASI  
TERHADAP KINERJA GURU SMP NEGERI  
DI KECAMATAN CEMPAKA PUTIH  
JAKARTA PUSAT  
(2017)**

**DEA MARDIAH**

**ABSTRAK**

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh budaya organisasi dan komunikasi organisasi terhadap kinerja guru di tingkat SMP Negeri Cempaka Putih Jakarta Pusat.

Penelitian dilakukan dengan metode kuantitatif. Populasi penelitian ini adalah 130 guru sampel penelitian dipilih 57 guru dengan teknik simple random sampling. Data penelitian diperoleh melalui kuesioner dan dianalisis dengan menggunakan teknik analisis jalur.

Berdasarkan hasil analisis data penelitian ini disimpulkan, (1) budaya organisasi memiliki pengaruh langsung positif terhadap kinerja, (2) komunikasi organisasi memiliki pengaruh langsung positif terhadap kinerja, (3) budaya organisasi memiliki pengaruh langsung positif terhadap komunikasi organisasi. Implikasi kinerja dapat ditingkatkan melalui peningkatan budaya organisasi dan komunikasi organisasi.

Kata kunci: Kinerja, Budaya Organisasi, Komunikasi Organisasi.

**THE INFLUENCE OF ORGANIZATIONAL CULTURE AND  
ORGANIZATIONAL COMMUNICATION ON THE PERFORMANCE OF  
TEACHER'S JUNIOR HIGH SCHOOL IN DISTRICT OF CEMPAKA PUTIH  
CENTRAL JAKARTA  
(2017)**

**DEA MARDIAH**

**ABSTRACT**

*The purpose of this study is to determine the influence of organizational culture and organizational communication on the performance of teachers SMP in district of cempaka putih.*

*The research was conducted by using quantitative method. The population of this study was 130 teachers. The sample of the study was selected 57 teachers with simple random sampling technique. Research data was obtained through questionnaire and analyzed by using path analysis technique.*

*Based on the results of data analysis in this study concluded; (1) organizational culture has a positive direct influence on performance; (2) organizational communication has a positive direct effect on performance; (3) organizational culture has a positive direct influence on organizational communication. Performance implications can be improved through the improvement of organizational culture and organizational communication.*

*Keywords: performance, organizational culture and organizational communication.*