

ABSTRAK

Tesis ini berjudul **Pengaruh *Monitoring* Evaluasi Kerja dan Komunikasi Terhadap Kinerja Pegawai di Dinas Kesehatan Kota Banjar, Uus Firdaus, NIM. 82302023024, di bawah bimbingan Dr. Apri Budianto, M.M. (Pembimbing I) , Dr. Hj. Irma Darmawati Bastaman, M.M. (Pembimbing II).** Kinerja pegawai pada Dinas Kesehatan Kota Banjar belum optimal dalam hal dalam hal waktu kerja dan kerjasama. Dalam hal waktu masih ditemukannya pegawai datang dan pulang tidak tepat waktu sesuai dengan jadwal yang telah ditentukan dan untuk kerjasama yaitu kerjasama atasan dan bawahan di tempat bekerja belum mampu memudahkan pelaksanaan pekerjaan. Kinerja pegawai dapat dipengaruhi oleh *monitoring* evaluasi kerja dan komunikasi, dimana pada Dinas Kesehatan Kota Banjar *Monitoring* evaluasi belum optimal dalam hal dampak yaitu belum mampu memberikan perubahan dalam organisasi. Komunikasi belum optimal dalam hal komunikasi bawahan terhadap atasan (*Bottom up*) dimana dalam mengadakan musyawarah belum mampu mendapatkan pendapat dari semua pegawai. Penelitian dilakukan dengan metode survei eksplanasi (*explanatory survey*) dengan desain kuantitatif. Teknis analisis data yang digunakan adalah menggunakan program SPSS menggunakan analisis deskriptif dan regresi. Hasil penelitian menginformasikan bahwa (1) *Monitoring* evaluasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Kesehatan Kota Banjar. Artinya jika *monitoring* evaluasi kerja ditingkatkan, maka kinerja pegawai di Dinas Kesehatan Kota Banjar akan meningkat pula. (2) Komunikasi berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Kesehatan Kota Banjar. Artinya jika komunikasi ditingkatkan, maka kinerja pegawai di Dinas Kesehatan Kota Banjar akan meningkat pula. (3) *Monitoring* evaluasi kerja dan komunikasi berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Kesehatan Kota Banjar. Artinya jika *monitoring* evaluasi kerja dan komunikasi ditingkatkan, maka kinerja pegawai di Dinas Kesehatan Kota Banjar akan meningkat pula.

Kata kunci: *Monitoring* Evaluasi Kerja, Komunikasi, Kinerja Pegawai

ABSTRACT

*This thesis is entitled **The Effect of Work Evaluation Monitoring and Communication on Employee Performance at the Banjar City Health Service, Uus Firdaus, NIM. 82302023024, under the guidance of Dr. Apri Budianto, M.M. (Supervisor I), Dr. Hj. Irma Darmawati Bastaman, M.M. (Supervisor II).** The performance of employees at the Banjar City Health Service is not yet optimal in terms of working time and collaboration. In the event that it is still found that employees come and go home not on time according to the predetermined schedule and for cooperation, namely cooperation between superiors and subordinates in the workplace, it has not been able to facilitate the implementation of work. Employee performance can be influenced by monitoring work evaluation and communication, where at the Banjar City Health Service, evaluation monitoring has not been optimal in terms of impact, that is, it has not been able to provide change in the organization. Communication is not yet optimal in terms of communication between subordinates and superiors (Bottom up) where in holding deliberations we have not been able to get opinions from all employees. The research was conducted using an explanatory survey method with a quantitative design. The data analysis technique used is the SPSS program using descriptive and regression analysis. The research results inform that (1) Monitoring work evaluations has a positive and significant effect on employee performance at the Banjar City Health Service. This means that if work evaluation monitoring is improved, the performance of employees at the Banjar City Health Service will also increase. (2) Communication has a positive and significant effect on employee performance at the Banjar City Health Service. This means that if communication is improved, the performance of employees at the Banjar City Health Service will also increase. (3) Monitoring work evaluation and communication has a positive and significant effect on employee performance at the Banjar City Health Service. This means that if work evaluation monitoring and communication are improved, the performance of employees at the Banjar City Health Service will also increase.*

Keywords: Work Evaluation Monitoring, Communication, Employee Performance