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The influence of Communication Skills and HR Competence on Employee Work Effectiveness at the Gowa Regency Education Office

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ABSTRACT

The background to this research is that the percentage of communication at the Gowa district education office; not good. From the problems above, it can be identified that the problems that arise are a lack of human resource capability, a lack of communication which hinders work effectiveness. This research uses questionnaire observation, then the research tests hypotheses about the relationship and cause and effect between the variables to be studied by referring to predetermined hypotheses, with a quantitative approach that emphasizes testing theory through measuring variables using numbers and carrying out analysis using statistical calculations. Meanwhile, the data analysis technique uses non-parametric statistics and in order to obtain effective and accurate results when carrying out correlation analysis between the independent variable and the dependent variable, in this research the author uses computer tools with the SPSS (Statistical Package for Social Sciences version 19.0) program. In research conducted on 65 respondents taken from all employees at the Gowa Regency Education Office, they distributed 30 statements aimed at finding out opinions about the Influence of Communication and Human Resource Capabilities on Work Effectiveness at the Gowa Regency Education Office. After conducting research and carrying out statistical tests supported by quantitative data, the influence between the variables in this research was obtained and a hypothesis test was carried

out between communication and human resource capabilities on work effectiveness at the Gowa Regency Education Office. The relationship between each of the two variables on Work Effectiveness is Linear Positive. Meanwhile, the influence of communication and human resource capabilities on work effectiveness at the Gowa Regency Education Office is 66.8%, while the remaining 33.2% is influenced by other factors not discussed in this research.