

ABSTRAK

Yassir Arafah Hidayat, 2026. Pengaruh Komunikasi *Interpersonal* dan Lingkungan Kerja Terhadap Kinerja Pegawai di Kantor Dinas Perikanan Kabupaten Bulukumba. Skripsi. Jurusan Manajemen Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Makassar. Di bimbing oleh: Samsul Rizal dan Andi Risfan Rizaldi.

Penelitian ini bertujuan untuk mengetahui pengaruh komunikasi interpersonal dan lingkungan kerja, baik secara parsial maupun simultan, terhadap kinerja pegawai di Kantor Dinas Perikanan Kabupaten Bulukumba. Penelitian ini menggunakan metode pendekatan kuantitatif survei dengan populasi sebanyak 60 responden. Teknik pengumpulan data menggunakan metode sensus (sampling jenuh). Data dianalisis menggunakan regresi linear berganda melalui perangkat lunak SPSS. Hasil penelitian menunjukkan bahwa komunikasi *interpersonal* berpengaruh positif dan signifikan terhadap kinerja dengan nilai koefisien regresi yang berkontribusi pada peningkatan kinerja. Lingkungan kerja juga memiliki pengaruh positif dan signifikan terhadap kinerja. Secara simultan, kedua variabel ini berkontribusi sebesar 22,1% terhadap kinerja pegawai, sedangkan sisanya sebesar 77,9% dipengaruhi oleh faktor-faktor lain di luar penelitian ini. Namun, dalam pelaksanaannya masih terdapat beberapa kendala seperti keterbatasan sumber daya manusia, kedisiplinan pegawai yang belum optimal, serta keterbatasan sarana dan prasarana. Oleh karena itu, diperlukan peningkatan pembinaan, pengawasan, serta pengembangan kinerja pegawai agar komunikasi *interpersonal* dan lingkungan kerja di Kantor Dinas Perikanan Kabupaten Bulukumba dapat lebih optimal.

Kata Kunci: *Komunikasi Interpersonal, Lingkungan Kerja, Kinerja Pegawai.*

ABSTRACT

Yassir Arafah Hidayat, 2026. *The Impact of Interpersonal Communication and Work Environment on Employee Performance: A Case Study of the Fisheries Office in Bulukumba Regency. Thesis. Department of Management, Faculty of Economics and Business, University of Muhammadiyah Makassar. Supervised by: Samsul Rizal and Andi Risfan Rizaldi.*

This research aims to analyze the influence of interpersonal communication and the work environment, both partially and simultaneously, on employee performance at the Fisheries Department Office of Bulukumba Regency. The study utilizes a quantitative survey approach with a total population of 60 respondents. Data collection was conducted through a census (saturated sampling) method, and the gathered data were analyzed using multiple linear regression via SPSS software. The findings indicate that interpersonal communication has a positive and significant impact on performance, with regression coefficients contributing to improved output. Similarly, the work environment shows a positive and significant influence on performance. Simultaneously, these two variables contribute 22.1% to employee performance, while the remaining 77.9% is influenced by other factors not covered in this study. Despite these positive results, several practical obstacles remain, such as limited human resources, suboptimal employee discipline, and inadequate infrastructure. However, it is essential to enhance guidance, supervision, and performance development to ensure that interpersonal communication and the work environment at the Fisheries Department of Bulukumba Regency can be fully optimized.

Keywords: Interpersonal Communication, Work Environment, Employee Performance