

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Komunikasi, Koordinasi, *Job Procedure* terhadap Kinerja SDM, dengan Koordinasi dan *Job Procedure* sebagai variabel intervening. Penelitian ini menggunakan data primer yang diperoleh dari kuesioner. Populasi dalam penelitian ini adalah SDM PT Garudafood Putra Puri Jaya Pati dan diperoleh sampel penelitian sebanyak 61 responden. Hasil penelitian menunjukkan bahwa Komunikasi berpengaruh positif dan signifikan terhadap Koordinasi, *Job Procedure* dan Kinerja SDM, Koordinasi Berpengaruh positif dan signifikan terhadap Kinerja SDM, *Job Procedure* berpengaruh positif dan signifikan terhadap Kinerja SDM.

Kata Kunci: Komunikasi, Koordinasi, *Job Procedure* dan Kinerja SDM

ABSTRACT

This research aims to analyze the influence of communication, Coordination, Job Procedure against the performance of human resources, by coordinating and Job Procedure as intervening variable. The research of using primary data obtained from the questionnaire. The population in this research is the human resources of pt garudafood putra putri jaya starch and retrieved a sample research as much as 61 respondents. the results showed that the communication is positive and significant effect against the coordination procedure and job performance, human resources, coordination of positive and significant effect on performance of human resources, job procedure positive and significant effect on performance of human resources

keywords: communication, coordination, job procedure and performance of

human resources