

ABSTRAK

Tujuan penelitian ini adalah menganalisis mendeskripsikan keterkaitan variabel kinerja sumberdaya manusia, motivasi intrinsik dan ualitas komunikasi. Populasi yang digunakan adalah seluruh pegawai tetap Sakit Umum Kabupaten Konawe yang berjumlah 242 orang. Sampel diambil dengan pendekatan Purposive sampling dengan kriteria responden yang telah bekerja diatas 5 tahun. Alat analisis adalah Sruktural Equation Modeling (SEM) dengan metode Partial Least Square (PLS).

Hasil penelitian adalah ada pengaruh kualitas komunikasi terhadap kinerja sumber daya manusia dan ada pengaruh motivasi intrinsik terhadap kinerja sumberdaya manusia serta teknologi informasi dapat memoderasi hubungan kualitas komunikasi dan motivasi intrinsik terhadap kinerja sumber daya manusia

Kata Kunci : Kualitas Komunikasi, Motivasi Intrinsik, Teknologi Informasi, Kinerja sumber daya manusia

ABSTRACT

The purpose of this study was to analyze the variables describing the relationship of human resource performance, intrinsic motivation and Quality of communication. The population is all employees remain General Hospital Konawe totaling 242 people. Samples were taken by purposive sampling approach to the criteria of the respondents who have worked more than 5 years. The analysis tool is structurally Equation Modeling (SEM) with Partial Least Square method (PLS).

Results of the study is no effect on the performance of the communication quality of human resources and there is the influence of intrinsic motivation on the performance of human resource and information technology can moderate the quality of relationship communication and intrinsic motivation on the performance of human resources

Keywords: Quality of Communication, Intrinsic Motivation, information technology, human resources performance