

ABSTRAK

Berdasarkan fenomena kinerja bahwasannya penerapan ICT dan komunikasi dalam organisasi pemerintahan merupakan suatu faktor yang mutlak ada. Dalam melaksanakan fungsi pelayanan, organisasi harus memahami benar bahwa komunikasi merupakan komponen penting dalam organisasi. Namun kenyataannya komunikasi intra personal belum berjalan secara maksimal. Penelitian ini bertujuan untuk meneliti bagaimanakah model Peningkatan Kinerja SDM yang di pengaruhi Komunikasi dan Kerjasama berbasis Penggunaan Information Communication Tehnologi (ICT) pada Dinas Kesehatan Kabupaten Rembang khususnya pada Puskesmas Se Kabupaten Rembang Berdasarkan pengujian hipotesis yang telah diajukan dengan model regresi liner berganda dengan software PLS (*Part Least Square*), maka simpulan hipotesis adalah sebagai berikut:.. semakin baik komunikasi maka akan meningkatkan *team work* , semakin baik komunikasi maka tidak akan berpengaruh pada peningkatan kinerja, semakin baik *team work* maka akan berpengaruh pada peningkatan kinerja, pemanfaatan ICT memoderasi hubungan antara komunikasi dan kinerja, serta pemanfaatan IC tidak memoderasi hubungan antara *team work* dan kinerja Petugas Verifikator di Puskesmas Se. Kabupaten Rembang.

Kata kunci : Kinerja SDM, Komunikasi, Kerjasama, Information Communication Tehnologi (ICT)

ABSTRACT

Based on the performance phenomenon thus the ICT application and communications implementation in a government organization is an absolute factore. In carrying out the functions of the service, the organization must understand that communication is an essential component in the organization. But, in reality the intra-personal communication has not run optimally yet. This study aims to examine how the model of performance improvement of human resources is influenced Communication and cooperation based on use of Information Communications Technology (ICT) at the Rembang Health Departement especially at Public Health Centre Units at Rembang. Based on the hypothesis testing that has been filed with the model with the software PLS (Partial Least Square), then the hypothesis conclusion is as follows : communication has significant relationship with team work, communication it has no effect on improving the performance, team work will affect the performance improvement, utilization of ICT does moderate the relationship between communication and performance, as well as the use of ICT is also does not moderate the relationship between the team work and performance of Public Health Centre Units ferivicator officers at Rembang

Key words: performance, teamwork, ICT, and communication.