

ABSTRACT

Communication is a form of human interaction that influences one another, intentionally or unintentionally and is not limited to forms of verbal communication, but also in terms of art paintings, facial expressions and technology. In addition, good communication in an organization makes it one of the keys to sending and receiving various organizational messages, both in formal and informal groups for the continuity of the running of a company, which makes the better organizational communication that occurs in an organization, then it affects the performance of the resulting employees in the organization. This research was conducted in the domestic gas division of PT Pertamina with organizational communication as the independent variable and employee performance as the dependent variable. The purpose of this study was to determine organizational communication activities, employee performance levels that occurred in the Domestic Gas division of PT Pertamina. In addition, to see how high the influence of organizational communication is on employee performance in the Domestic Gas division of PT Pertamina. The population in this study were 227 active employees in the domestic gas division at PT Pertamina, with a total of 227 employees, of whom 69 respondents were selected. Sampling using probability sampling with simple random sampling technique and for data collection using the Slovin formula. Based on the research results, it shows that organizational communication is in the very high category with a percentage of 84.85%. And employee performance is in the very high category with a percentage of 87.26%. While the classical assumption test results obtained that H_0 is accepted and H_1 is rejected, which means that organizational communication (X) has no effect on the learning achievement variable (Y) in the domestic gas division of PT Pertamina.

Key Words: *Organizational Communication, Employee Performance, Employees*