

ABSTRACT

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Title : ***Effect of Organizational Communication Climate on Work Motivation and Employee Work Discipline at Esa Unggul University***

This study aims to determine how the influence of organizational communication climate on work motivation and employee work discipline at Esa Unggul University (UEU). This type of research used by the author is a type of quantitative research with a methodology based on research methods. Objects of research in this paper include: organizational communication climate, work motivation of employees and work discipline of Esa Unggul university employees. This study uses data collection techniques using a questionnaire or questionnaire. In this study the data source or subject chosen for where to conduct research is Esa Unggul University. The results obtained from this study are; (1) communication climate has a significant effect on work motivation, (2) communication climate has no effect on work discipline, and (3) work motivation has no effect on work discipline. This research also provides input to the authorities in UEU so that they can think of various ways to change employees' self-concepts (psychological factors) by increasing strict sanctions or applicable penalties and reviving motivation and a sense of responsibility for UEU employees, especially employees who have worked for more than 5 (five) years. With the aim that they can continue to work with high motivation which ultimately produces employees who have good discipline, high dedication and loyal to the institution (UEU).

Keywords: communication climate, work motivation, work discipline