

## ABSTRAK

Nama	: Carina Ifelyn
NIM	: 2013.52.166
Judul	: Hubungan Iklim Komunikasi Organisasi dengan Motivasi Kerja Karyawan pada <i>Banking Department</i> di <i>Bank of China Hongkong Limited Jakarta Branch</i>
Jumlah Halaman	: xvi + 73 halaman + 14 lampiran
Kata Kunci	: Iklim Komunikasi Organisasi, Motivasi Kerja Karyawan, <i>Banking Department</i> di <i>Bank of China (Hong Kong) Limited Jakarta Branch</i>
Daftar Pustaka	: 16 buku + 1 Jurnal

Seiring meningkatnya perkembangan ekonomi di Indonesia maka semakin banyak pula perusahaan asing yang mendirikan cabang-cabang perusahaannya di Indonesia, seperti salah satunya *Bank of China (Hong Kong) Limited Jakarta Branch* yang merupakan cabang dari *Bank of China Hong Kong Limited*. Sebagai perusahaan multinasional, tidak menutup kemungkinan adanya perbedaan budaya dan Bahasa yang terjadi, ditambah dengan banyaknya regulasi dan prosedur yang tidak sama dengan perusahaan lokal pada umumnya dimana nantinya akan menghasilkan iklim komunikasi organisasi yang akan berdampak pada motivasi kerja karyawannya.

Penelitian ini bertujuan untuk mengetahui iklim komunikasi organisasi, motivasi kerja karyawan serta hubungan iklim komunikasi organisasi dengan motivasi kerja karyawan pada *Banking Department* di *Bank of China (Hong Kong) Limited Jakarta Branch*. Penelitian ini bersifat deskriptif korelasional dengan Teknik pengambilan sampel *Total Sampling* atau disebut juga dengan sensus dan menggunakan pendekatan kuantitatif untuk mengetahui hubungan Variabel X dengan Variabel Y melalui penyebaran kuesioner yang diberikan kepada 32 responden. Populasinya sendiri adalah seluruh karyawan pada *Banking Department* di *Bank of China (Hong Kong) Limited Jakarta Branch*.

Berdasarkan hasil analisis korelasi dengan *Pearson Correlation* hasilnya menunjukkan hubungan yang kuat antara variabel Iklim Komunikasi Organisasi dengan Motivasi Kerja karyawan dengan hasil perhitungan 0,741. Dari hasil analisa data secara deskriptif diketahui faktor-faktor yang mendorong motivasi kerja karyawan pada *Banking Department* di *Bank of China (Hong Kong) Limited Jakarta Branch* adalah adanya hubungan yang baik antara karyawan dengan atasannya dan kompensasi, bonus dan tunjangan yang diberikan oleh perusahaan kepada karyawan. Kesimpulan dalam penelitian ini adalah, semakin baik iklim komunikasi organisasi yang diterapkan dalam perusahaan maka semakin tinggi pula motivasi kerja karyawannya.

**ABSTRACT**

Name	:	Carina Ifelyn
ID Number Student	:	2013.52.166
Title	:	Relationship between Organizational Communication Climate and Motivation Employee Work at the Banking Department at the Bank of China Hongkong Limited Jakarta Branch
Number of Pages	:	xvi + 73 pages + 14 Attachment
Keywords	:	Organizational Communication Climate, Motivation Employee Work, Banking Department at the Bank of China (Hong Kong) Limited Jakarta Branch
Bibliography	:	16 books + 1 Journal

Along with the increasing economic development in Indonesia, more and more foreign companies are establishing branches of their companies in Indonesia, such as one of them is Bank of China (Hong Kong) Limited Jakarta Branch which is a branch of Bank of China Hong Kong Limited. As a multinational company, it does not rule out the possibility of cultural and language differences that occur, coupled with the many regulations and procedures that are not the same as local companies in general which will later produce an organizational communication climate that will have an impact on the work motivation of its employees.

This study aims to determine the organizational communication climate, employee motivation and relationship between organizational communication climate and employee motivation at the Banking Department at Bank of China (Hong Kong) Limited Jakarta Branch. This research is descriptive correlational with the Total Sampling technique or also called the census and uses a quantitative approach to determine the relationship of Variable X with Y Variable through the distribution of questionnaires given to 32 respondents. The population itself is all employees at the Banking Department at Bank of China (Hong Kong) Limited Jakarta Branch. Based on the results of the correlation analysis with Pearson Correlation the results address a strong relationship between the variables of Organizational Communication Climate and Employee Motivation with the results of the calculation of 0.741. From the results of descriptive data analysis it is known that the factors that drive employee motivation in the Banking Department at Bank of China (Hong Kong) Limited Jakarta Branch are the existence of a good relationship between employees and their superiors and compensation, bonuses and benefits provided by the company to employees . The conclusion in this study is, the better the organizational communication climate that is applied in the company, the higher the work motivation of employees.