

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh *Teamwork* dan *Team Communication* terhadap *Employee Performance* melalui *Job Satisfaction* pada PT. Winakara Bali. Penelitian ini merupakan *explanatory research*, yakni penelitian yang bertujuan untuk menunjukkan pengaruh antara satu variabel dengan variabel yang lainnya. Populasi yakni karyawan bagian lapangan PT Winakara Bali. Penelitian ini menggunakan populasi yaitu seluruh karyawan bagian lapangan PT Winakara Bali yakni sebanyak 50 orang. Metode pengambilan sampel dalam penelitian ini menggunakan *non probability sampling*, dengan teknik pengambilan sampel yang dianggap mewakili keseluruhan populasi. Penelitian ini menggunakan pendekatan analisis kuantitatif dengan metode SEM Partial Least Square (PLS) dikarenakan tidak berdasar pada banyak asumsi. Berdasarkan hasil penelitian, ditemukan kesimpulan sebagai berikut: 1) *Teamwork* berpengaruh positif signifikan terhadap *Job Satisfaction* pada PT Winakara Bali; 2) *Team Communication* berpengaruh positif signifikan terhadap *Job Satisfaction* pada PT Winakara Bali; 3) *Teamwork* berpengaruh positif signifikan terhadap *Employee Performance* pada PT Winakara Bali; 4) *Team Communication* berpengaruh positif signifikan terhadap *Employee Performance* pada PT Winakara Bali; 5) *Job Satisfaction* berpengaruh positif signifikan terhadap *Employee Performance* pada PT Winakara Bali; 6) *Teamwork* tidak berpengaruh signifikan terhadap *Employee Performance* melalui *Job Satisfaction* pada PT Winakara Bali; 7) *Team Communication* tidak berpengaruh signifikan terhadap *Employee Performance* melalui *Job Satisfaction* pada PT. Winakara Bali.

Kata kunci: *Employee Performance, Job Satisfaction, Team Communication, Teamwork*

ABSTRACT

This study aims to determine the effect of Teamwork and Team Communication on Employee Performance through Job Satisfaction at PT Winakara Bali. This research is explanatory research, which aims to show the influence between one variable and another. The population is field employees at PT Winakara Bali. This study uses a population of all employees of the field section of PT Winakara Bali, namely 50 people. The sampling method in this study uses non-probability sampling, with sampling techniques that are considered representative of the entire population. This research uses a quantitative analysis approach with the Partial Least Square (PLS) SEM method because it is not based on many assumptions. Based on the research results, the following conclusions were found: 1) Teamwork has a significant positive effect on Job Satisfaction at PT Winakara Bali; 2) Team Communication has a significant positive effect on Job Satisfaction at PT Winakara Bali; 3) Teamwork has a significant positive effect on Employee Performance at PT Winakara Bali; 4) Team Communication has a significant positive effect on Employee Performance at PT Winakara Bali; 5) Job Satisfaction has a significant positive effect on Employee Performance at PT Winakara Bali; 6) Teamwork has no significant effect on Employee Performance through Job Satisfaction at PT Winakara Bali; 7) Team Communication has no significant effect on Employee Performance through Job Satisfaction at PT. Winakara Bali.

Keywords: Employee Performance, Job Satisfaction, Team Communication, Teamwork

