**PENGARUH KOMUNIKASI KERJA DAN PENGHARGAAN TERHADAP KINERJA PEGAWAI PADA DINAS ENERGI DAN SUMBER DAYA MINERAL PROVINSI SUMATERA SELATAN**

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**2020211044**

**Abstract**

*This study aims to determine and analyze whether work communication and rewards are affected by employee performance. The independent variables in this study are work communication and rewards and employee performance as the dependent variable. This research uses quantitative methods. Data collection techniques are carried out by conducting observations, documentation and distributing questionnaires. The population in this study were all employees of the Energy and Mineral Resources Office of South Sumatra Province. The sampling technique is to use proportionate stratified random sampling of this population when the population has members or elements that are not homogeneous and proportionally stratified with a sample size of 69 respondents. Data analysis techniques used are normality test, multicolonearity test and heteroscedacity test, linear analysis, coefficient of determination analysis, and hypothesis testing used are t test and F test. The results of hypothesis testing concluded that partially work communication has a positive and significant effect on employee performance at the Energy and Mineral Resources Office of South Sumatra Province. Partially, the award has a positive and significant effect on employee performance at the Energy and Mineral Resources Office of South Sumatra Province. While simultaneously work communication variables and awards together have a positive and significant effect on employee performance at the Energy and Mineral Resources Office of South Sumatra Province.*

**Keywords:** Work Communication; Rewards; Performance