Effect of Interpersonal Communication and Motivation on Employee Work Effectiveness in BAPPEDA, Karawang Regency

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Abstract

This study aimed to determine, analyze, and explain the effect of interpersonal communication and motivation on work effectiveness at BAPPEDA Karawang Regency. Quantitative descriptive analysis methods, scale techniques, and path analysis, with the results of research, conducted it can be concluded:interpersonal Communication, in general, went well, motivation, in general, went well, work effectiveness of employees, in general, went well, the correlation coefficient between interpersonal communication and motivation has a correlation value of 0.352, the level of this relationship is included in the low criteria, but the value is positive, this means that if Interpersonal Communication is getting better, then the motivation of employees will also be better, the partial influence of interpersonal communication partially on work effectiveness of 0.369 or 36.9% which is a contribution from the direct effect of $0.534^2 = 0.285$ and indirect contribution of 0.534 x 0.352 x 0.445 = 0.084. While the partial influence of motivation on work effectiveness is 0.282, or 28.2% which is a contribution from the direct effect of $0.445^2 = 0.198$ and indirect contribution of 0.534 x 0.352 x 0.445 = 0.084, the simultaneous influence of Interpersonal communication and motivation on work effectiveness is 0.651 or 65.1% which is a contribution of partial influence of interpersonal communication on work effectiveness of 0.369 or 36.9% and the effect of partial motivation on effectiveness work of 0.282, or 28.2%, the remaining 34.39% is the contribution of other variables (ε) that are not examined.

Keywords

Interpersonal Communication, Motivation, Effective Work, Optimal Performance.

Introduction

The effectiveness of employee work is a requirement for an organization to achieve optimal performance. In the current post-reform era, efficient and effective governance has become a demand, with this condition requiring a leadership role and the importance of interpersonal communication in the effort to carry out daily tasks to obtain good performance as expected. That fact, can not be bargained again has demanded the professionalism of the apparatus/civil servants in the implementation of government affairs, development, and services to the community.

Local government is a public institution and is complex and unique. It is complex because of the government as a public organization in which various dimensions are interrelated and determine one another. While it is unique because the government has its character, wherein the service process activities to the community. Because of its complex and unique nature, the government as a public organization requires a better level of coordination between structural officials and functional employees, so that it can achieve good performance following the expectations of the people who require optimal services.

Theoretical Framework

Human Resources is an integrated capability of individual thought and physical power. Power of thought is intelligence that is born, while skills are obtained from the effort. Physical power is the strength and resilience of a person to do heavy work and work long hours, and endurance against disease. In an organization, resources are consisting of five elements or resources, namely *man, material, machine, method, and money*. In this case, the Man element is the most dynamic and most complex in an organization, so often the effectiveness of an organization becomes very dependent on the management and utilization of people within the organization.

Handoko Hani, T. (2003) stated human resource managementis the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals. Malayu S.P Hasibuan (2003) stated human resource managementis the science and art of regulating the relationship and role of the workforce so that it effectively and efficiently helps the realization of the objectives of the company, employees, and society. Meanwhile, according to Handoko Hani, T. (2003), human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals.

Methods

This research is a quantitative descriptive study. It is a quantitative descriptive study about leadership, interpersonal communication, and work effectiveness at the Karawang Regency Development Planning Agency Office, namely:

a) Based on its purpose; this research is applied research aimed at finding out the relationship and the influence of interpersonal communication, motivation, and work effectiveness on BAPPEDA Karawang.

b) Based on the method; *Ex Post Facto* research to find out the factors that can be used to determine the relationship and influence of interpersonal communication and motivation on the work effectiveness of BAPPEDA Karawang employees, by conducting interviews, questionnaires, and evaluating the performance of BAPPEDA Karawang employees.

c) Based on the level of exploration; quantitative descriptive research is quantitative, to get an overview and conclusion based on primary data taken from the object of research, in this case, the Karawang BAPPEDA staff.

d) Based on the type of data; this research is data obtained from BAPPEDA Karawang employees through the distribution of questionnaires to all elements of the leadership and employees that are processed and then analyzed and presented using statistical analysis.

To facilitate understanding, the following are research methods that can be described as follows:
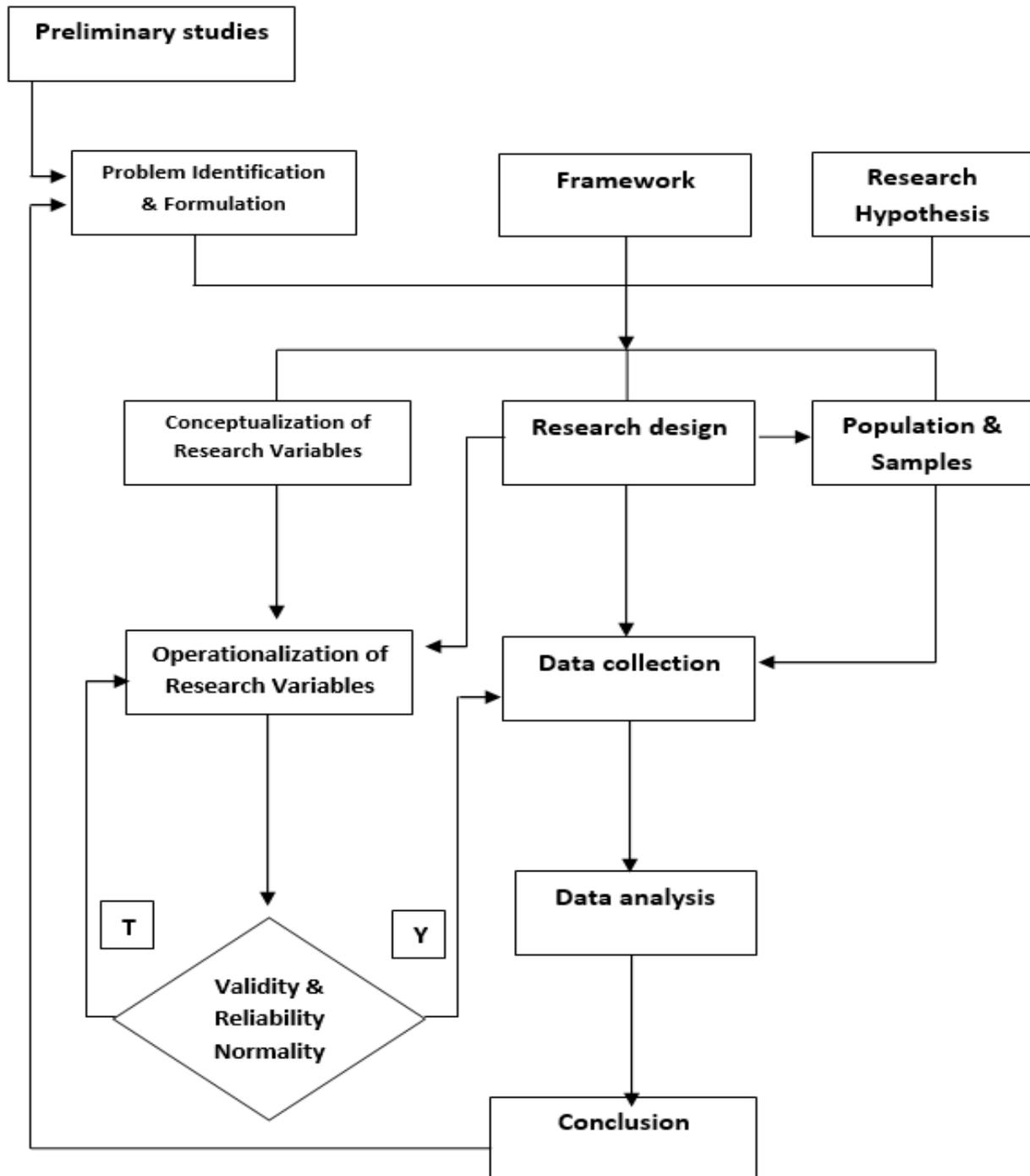
Figure 1 Research Methods
Source: FE Unsika Research Methodology Guide, 2013.

Research Variables

a) Conceptual Definition

Three variables, namely: Independent variables are variables that cause changes in the dependent variable. The dependent variable is the variable that is due to the independent

variable (Sugiyono, 2003) the independent variable in this study is Interpersonal Communication and Motivation, while the dependent variable is Work Effectiveness. Miftah Thoha (2003), that interpersonal communication can be effective, if it fulfills five things as follows: Openness; Empathy; Endorsement; Positivity; and similarity.

A.A. Anwar PrabuMangkunegara (2007),stated that motivation is a condition or energy that drives employees who are directed or directed to achieve the goals of the company's organization. The mental attitude of employees who are pro and positive towards work situations is what strengthens their work motivation to achieve maximum performance". Streers (1977) in Edy Sutrisno (2010), stated that: effectiveness is only associated with organizational goals, namely profit, which tends to ignore the most important aspects of the whole process, namely human resources. In research on organizational effectiveness, human resources and human behavior should always appear to be a primary focus, and efforts to improve effectiveness should always begin by examining human behavior in the workplace.

b) Operational Definition

In quantitative research, researchers will use instruments to collect data. The instrument is used to measure the value of the variable under study, where the number of instruments is adjusted to the number of variables, meaning that if the variable is five, then the instrument is also five (Sugiyono, 2011).

The instruments have been standardized, but there are still things that must be made by the researchers themselves. Because research instruments will be used to make measurements to produce accurate quantitative data, each instrument must have a scale (Sugiyono, 2011). Through a measurement scale, the values of variables measured with certain instruments can be expressed in terms of numbers, so that it will be more accurate, efficient, and communicative. Various scales that can be used to carry out administrative, educational, and social research include the Likert scale, Guttman scale, rating scale, and semantic differential (Sugiyono, 2011). As operationalization in this study, the researcher will disseminate the questionnaire to be given to respondents as part of the population, to obtain quantitative data based on all indicators of each of these variables, using the Likert scale technique as a measurement tool with gradations or the lowest score = 1 to the highest grade or score = 5.

c) Research Instruments

Table 1 Research Instruments

Variable	Dimension	Indicator
Interpersonal Communication (X.1) *	Openness	1. Interact 2. Want to respond 3. Respect differences of opinion
	Empathy	1. Same way 2. The same feeling 3. Understand position
	Endorsement	1. Think positive 2. Thumbs up 3. Not blasted
	Positivity	1. Positive attention 2. Opportunity for participation 3. Give a response
	Similarity	1. equal right to speak 2. the same free time 3. no vanity
Motivation (X.2) **	*Intervention Program*	1. requirement 2. interests 3. attitude 4. job requirements 5. placement 6. expertise 7. work regulations 8. work climate 9. work culture
	Pay Incentive Plans	1. money 2. goods
	Job Redesign	1. so as not to get bored 2. increase productivity
	Behavior Modification	1. the value of appreciation expected by employees 2. perception of achieving appreciation 3. business carried out 4. ability 5. role perception 6. required work performance 7. intrinsic appreciation 8. extrinsic appreciation 9. fair award 10. job satisfaction

Source: Miftah Thoha (2003) and Anwar Prabu Mangkunegara (2007)

The instrument for independent variables, consisting of two variables as mentioned above, there are 15 indicators for interpersonal communication variables and 17 indicators for

motivational variables.As for the instrument variables that are influenced by 18 indicators for operationalization in this study, which can be tabulated as follows:

Table 2 Research Instruments (continued)

Variable	Dimension	Indicator
Work Effectiveness (Y) ***	*Goal Attainment Approach*	1. the quality of the product produced, 2. the level of productivity, 3. efficiency, 4. profit achieved
	System Approach	1. readiness to complete special tasks, 2. employee turnover, 3. absenteeism, 4. accident, 5. work spirit, 6. teamwork, 7. organizational internal climate
	Strategic-Constituencies Approach	1. stability, 2. internalizing organizational goals, 3. growth, 4. utilization of the environment, 5. stakeholders
	Competing Values Approach	1. overall effectiveness in achieving goals, 2. adaptation flexibility

Source: Robbins in Adam Ibrahim Indrawijaya (2010)

d) Data Collection Methods

Population

The population is a generalization area that consists of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. (Sugiyono, 2011). The population in this study were all elements of the leadership and employees of the Karawang Regency Regional Development Planning Board as many as 48 people.

Sample

While what is meant by the sample, is part of the number and characteristics possessed by the population (Sugiyono, 2011). In this study, the sample taken from the population was the elements of the leaders and employees of the Office of the Regional Development Planning Agency of Karawang Regency, which was set as many as 44 people with an error rate of 5% (Sugiyono, 2011). The formula used to calculate the sample size is:

$$S = \frac{\lambda^2 . \text{N. P. Q}}{d^2 (N-1) + \lambda^2 . \text{P. Q}}$$

λ^2 with dk = 1, the degree of error can be 1 %, 5 %, 10 %.

P = Q = 0,5   d = 0, 05   S = number of samples

Source: Sugiyono (2011).

To simplify the calculation, from the formula the results will be presented with reference or use based on the table as follows:

Table 3 Sample Calculation Results

N	Error rate 5 %
10	10
45 - 50	**44**
450.000 - 1.000.000	348
> 1.000.000 (∞ = Infinity)	349

Source : Sugiyono(2011)

Based on the calculation table as mentioned above, it can be seen that from a total population of 48 people using an error rate of 5%, we found a total sample of 44 people.

Sampling Technique

To obtain a representative sample size, the sampling technique will be used is Stratified Random Sampling, namely the leaders and employees of the Karawang Regency Regional Development Planning Office, whose strata are tabulated as follows:

Table 4 Samples with Stratified Random Sampling

No	Part	Total Population	Number of Samples
1	Leadership Element	5	5/48 x 44 = 4
2	Staff	8	8/48 x 44 = 7
3	Functional Employee	35	35/48 x 44 = 33
	Total	48	44

Source: Sugiyono (2011)

e)Types and Sources of Data

Data Type

The type or type of data used in this study is qualitative data which is quantified. The data which is quantitative in this research is the data from the continuum results. Continuum

data (divided into ordinal data, interval data, and ratio data), is data that varies according to the level obtained from the measurement results. The data to be obtained in this study is ordinal data, because the data are tiered or in the form of ranks obtained through questionnaires to respondents using a Likert scale (Sugiyono, 2003).

f) Data Source

Literature Study

Data is taken from various kinds of literature and evidence notes, dictates, and the results of previous studies related to this study, including other data relating to the problems in this study.

Field Research

In this field research, data is taken by conducting direct research or field research, to obtain the actual or pre-existent data needed following the theme of this study.

g) Data Collection Techniques

Data collection techniques in this study carried out by collecting from primary sources or directly from objects, as well as secondary sources or through other people. Retrieval of data through direct interviews to obtain information, as well as distributing questionnaires to leaders, staff, and employees at the Karawang Regency Regional Development Planning Agency.

Scale Engineering

The scaling technique used is the Likert Scale which aims to measure attitudes, opinions, and perceptions about the effect of interpersonal communication and motivation on the effectiveness of employee work at the Karawang Regency Regional Development Planning Agency. The range of scales used in this study are:

$$RS = \frac{n(m-1)}{m}$$

RS = Scale Range
n   = Number of Samples
m   = Number of Alternative Answers (score = 5)
1   = Constant

Based on the total sample of 44 people, the Scale Range can be calculated as follows: n = 44; m = 5; then the Scale Range is:

$$\text{scale range: } 35{,}2 \ \ RS = \frac{44(5-1)}{5} = 35{,}2$$

Lowest scale: Lowest score x number of samples (n): 1 x 44 = 44
Highest scale: Highest score x number of samples (n): 5 x 44 = 220
Calculation of the scale, the results can be tabulated the following:

Table 5 Criteria Range of Interpersonal Communication Scale, Motivation, and Work Effectiveness

Score	Scale Range	Respondent's Answers		
		Interpersonal Communication	Motivation	Performance Effectiveness
1	44 – 79,2	Very bad	Very Not High	Very bad
2	79,3 – 114,4	Not good	Not good	Not good
3	114,5 – 149,6	Pretty good	Pretty good	Pretty good
4	149,7 – 184,8	Good	Good	Good
5	184,9 – 220	Very good	Very good	Very good

Source: Sugiyono (2011)

Analysis of the scale range can then be explained using a Bar Scale as shown below:

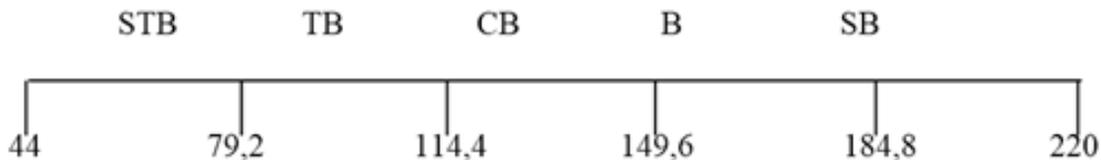**Figure 2 Bar scale, interpersonal communication, motivation, and work effectiveness**

The maximum score for all items is 5 x 44 = 220 if all respondents answered Very Good. If the research score = 200, then the level of interpersonal communication or motivation or work effectiveness = 90.90% (Sugiyono, 2011: 95).

h) Verification Analysis

In this study, path analysis is used if, in theory, we are confident of dealing with a cause and effect related problem. The goal is to explain the direct and indirect effects of a set of variables, as causal variables, on other variables which are two variables. Therefore, the data analysis method used in this study is path analysis because the researcher wants to

ascertain whether there is an influence between Interpersonal Communication and Motivation on Work Effectiveness. This study uses Path Analysis (PA) or path analysis, where path analysis is a causal model analysis of the independent variables, intermediate variables, and dependent variables and all measurable variables. Path analysis is a technique for testing causal relationships between two or more variables based on linear equations.

1) One-way arrows that express the direct effect of an exogenous variable [cause variable (X)] on an endogenous variable [effect variable (Y)], for example:
2) Two-way arrows that express correlational relationships between exogenous variables, for example:

$$X_1 \longleftrightarrow X_2 \qquad X_1 \longrightarrow Y$$

The steps - steps to test Path Analysis are as follows:

1) Formulate hypotheses and structural equations:
   Structure: $Y = \rho_{yx1} X_1 + \rho_{yx2} X_2 + \rho_y \varepsilon_1$
2) Calculate path coefficients based on regression coefficients:

a) Draw a complete path diagram, determine the sub-structures and formulate the structural equation following the proposed hypothesis. Hypothesis: The ups and downs of endogenous variables (Y) are significantly influenced by exogenous variables (X1 and X2).
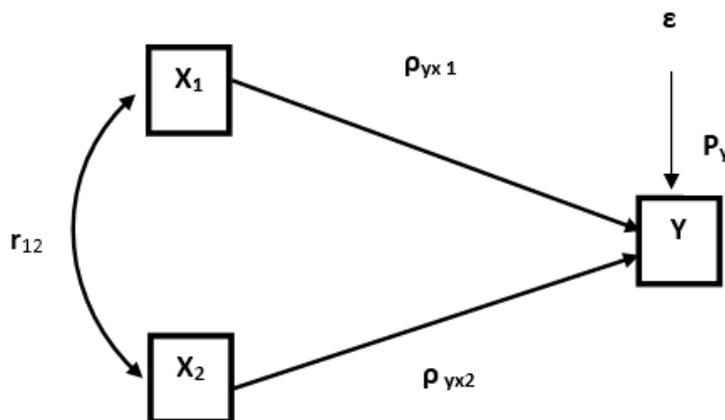

Figure 3 Research paradigm
Source: Riduwan (2012: 199)

X1   = Interpersonal Communication
X1   = Motivation
Y   = Work Effectiveness
r X1 X2 = Relationship of Interpersonal Communication with Motivation
ρ yx1   = Effect of Interpersonal Communication on Work Effectiveness
ρ yx2   = Effect of Motivation on Work Effectiveness

b) Calculate the regression coefficients for a structure that has been formulated, with the equation:

Multiple regression equation: Y= a + b1 X1 + b1 X2 + ε 1

Basically, the path coefficient (Path) is a standardized regression coefficient that is the regression coefficient calculated from a database that has been set in a standard number or Z-score (data set with an average value = 0 and standard deviation = 1).The standardized path coefficient (standardized path coefficient) is used to explain the amount of influence (not predict) the independent variable (exogenous) to other variables that are treated as dependent variables (endogenous). In this study, there are two independent or exogenous variables, namely Interpersonal Communication and Motivation variables, while the endogenous variable or dependent variable is work effectiveness.

Table6 Guidelines for providing an interpretation of correlation coefficients

Coefficient interval	Relationship Level
0,00 – 0,199	Very low
0,20 – 0.399	Low
0,40 – 0,599	Is
0,60 – 0,799	Strong
0,80 – 1,000	Very strong

Source: Sugiyono (2012: 184)

Testing the Model Path Analysis

Path Analysis testing follows the general assumptions of linear regression, namely:

a) Regression models must be feasible. This feasibility is known if the significance value on ANOVA is Sign <0.05 Or (F (Hit)> F (Alpha)

b) Predictors used as independent variables must be feasible. This feasibility is known if the Standard Error of Estimate <Standard Deviation

c) Regression coefficients must be significant. Tests carried out by the T-Test. Coefficient regression is significant if T arithmetic> T table (critical value) à Sign <0.05

d) Multicollinearity may not occur, meaning that there cannot be a very high or very low correlation between independent variables.

e) No autocorrelation occurred. Autocorrelation occurs if Dubin Watson is <1 and> 3

Examples of the test steps are as follows:

Table 7 Regression Model Feasibility Test

Model		Sum of Squares	df	Mean Square	F	Sig.
ANOVA[b]						
1	Regression	497.885	2	248.942	31.833	.000[a]
	Residual	758.554	97	7.820		
	Total	1256.439	99			
(a) Predictors: (Constant), Interpersonal Communication, Motivation						
(b) Dependent: Work Effectiveness						

F (count)> F (table) →Eligible

Sign = 0.00 <0.05 → Eligible. → Conclusion: Regression Model is Eligible

Table 8 Predictor Test for Independent Variables (X1 and X2)

Descriptive Statistics			
	Mean	Std. Deviation	N
Work Effectiveness	27.9911	3.56248	100
Interpersonal Communication	26.8580	3.43377	100
Motivation	23.2578	3.60504	100

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.629[a]	.396	.384	2.79645	2.002
(a) Predictors: (Constant), Interpersonal Communication, Motivation					
(b) Dependent Variable: Work Effectiveness					

SE = 2,79645; SD X1 = 3,56248; SD X2 = 3,43377; dan SD Y = 3,60504

Analysis: SE <SD → Predictors (X1 and X2) Eligible for the Pathway Model

Table 9 Regression Coefficient Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Coefficients[a]						
		B	Std. Error	Beta		
1	(Constant)	9.156	2.424		3.778	.000
	Kom.Interp.	.358	.090	.345	3.965	.000
	Motivasi	.397	.086	.402	4.621	.000

Dependent: Ef. Work.   Test 1

Variable	T-Count	T (5%)	Conclusion
X1	3,965	2,920	Th>T(5%) Regression coefficient = feasible
X2	4,621	2,920	Th>T(5%) Decent coefficient

T-table 5 %, db = 3-1 = 2 (3 variables)

Test 2

Variable	Sign	Conclusion
X1	0,00	Sign < 0,05 →Regression coefficient = Eligible
X2	0,00	Sign < 0,05 →Regression coefficient = Eligible

Multicollinearity Test

Correlation between X1 and X2 = 0.420 (multicollinearity does not occur because it does not approach 1 or close to zero).

Table 10 Correlations

		Work Effectiveness	Com. Interp.	Motivation
Pearson Correlation	Work Effectiveness	1.000	.513	.546
	Com. Interp.	.513	1.000	.420
	Motivation	.546	.420	1.000
Sig. (1-tailed)	Work Effectiveness	.	.000	.000
	Com. Interp.	.000	.	.000
	Motivation	.000	.000	.
N	Work Effectiveness	100	100	100
	Com. Interp.	100	100	100
	Motivation	100	100	100

Autocorrelation Test. Durbin-Watson Number = 2,002

Table 11 Model Summary[b]

| Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.629[a]	.396	.384	2.79645	2.002

(a) Predictors: (constant), com. interp., motivation (b) Dependent Variable: Ef. Work

This means that the variable under study does not occur autocorrelation

Conclusion: the five test models can be concluded that the results of the analysis meet the requirements for path analysis.

Hypothesis Testing

Testing the hypothesis in a sub-structure in this study are:
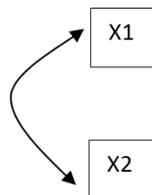
Correlation between X1 and X2 (t-test)

Ho : ρx2x1 = 0
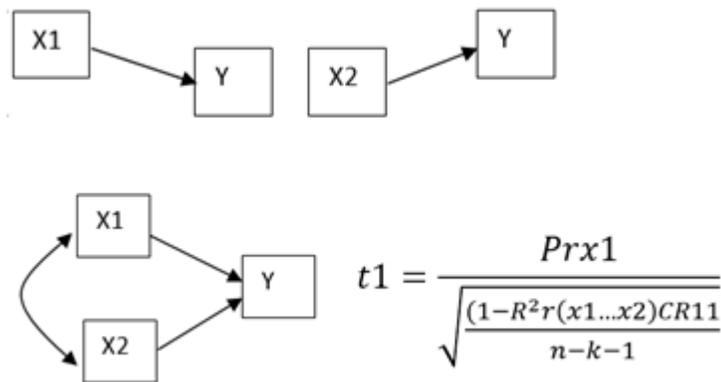H1 : ρx2x1 ≠ 0 (there is a correlationbetween X1 and X2)

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}} \text{with dk} = n - 2$$

Hypothesis - 1: There is a significant relationship between interpersonal communication and motivation of BAPPEDA Karawang Regency employees.

Partial Influence of X1 and X2 on Y (t-test)

Ho: ρyx1, ρyx2 = 0

H1: ρyx1, ρyx2 ≠ 0 (there is a partial effect of X1 and X2 on Y)

$$t1 = \frac{Prx1}{\sqrt{\frac{(1-R^2 r(x1...x2)CR11)}{n-k-1}}}$$

Hypothesis 2: There is a partial effect between interpersonal communication and motivation on the work effectiveness of BAPPEDA Karawang employees.Simultaneous Effect of X1 and X2 on Y (Test F).

Ho : ρyx1, ρyx2, ρyx2x1 = 0

H1 : ρyx1, ρyx2, ρyx2x1 ≠ 0

$$F = \frac{(n-k-1)R^2 Y(X1, X2 ... Xk)}{k\left(1 - R^2 Y(X1, X2 ... Xk)\right)}$$

Hypothesis 3: There is a simultaneous difference between interpersonal communication and motivation towards the work effectiveness of BAPPEDA Karawang employees.

Conclusion

Based on the results of the analysis and discussion as in the previous chapter, it can be concluded that:

1) Interpersonal Communication at BAPPEDA Karawang Regency, based on the results of the analysis of indicators, generally falls within the range of good criteria scale, but two

indicators are in good enough criteria, namely: indicators of the same way and indicators of no vanity.

2) The motivation of BAPPEDA Karawang Regency employees, based on the analysis of indicators, all indicators are in good criteria. This shows that employees at BAPPEDA Karawang Regency stated well about employee motivation.

3) Work Effectiveness of employees at BAPPEDA Karawang Regency, based on the analysis of indicators, in general, are in the range of scales with good criteria. However, three indicators are quite good criteria, namely: the level of productivity; readiness to complete specific tasks; and teamwork.

4) Correlation Coefficient of the independent variable between Interpersonal Communication and Motivation has a correlation value of 0.352, the level of this relationship is included in the low criteria, but the value is positive, this means that if Interpersonal Communication is getting better, then the Motivation of Employees in BAPPEDA Karawang Regency will also be better.

5) Partial influence of Interpersonal Communication partially on Work Effectiveness in BAPPEDA Karawang Regency is 0.369 or 36.9%. The value of this influence is the contribution of direct influence and indirect contribution of 0.534 x 0.352 x 0.445 = 0.084. While the effect of partial motivation on work effectiveness in BAPPEDA Karawang regency is 0.282, or 28.2%. The value of this influence is the contribution of direct influence and indirect contribution of 0.534 x 0.352 x 0.445 = 0.084.

6) Simultaneous Effect of Interpersonal Communication and Motivation on Work Effectiveness in BAPPEDA Karawang Regency, based on the calculation results is equal to 0.651 or 65, 1%. The influence value is a partial influence contribution of Interpersonal Communication partially on Work Effectiveness of 0.369 or 36.9% and the effect of partial Motivation on Work Effectiveness is 0.282, or 28.2%. So thus, that based on the results of the analysis shows that Interpersonal Communication and Motivation in BAPPEDA Karawang Regency has a contribution or influence on Work Effectiveness of 65.1%, while the remaining 34.39% is contributed by other variables (ε) which are not examined, this becomes the subject of study for subsequent researchers to find out what other factors can influence it.

Suggestions

Based on the conclusions as mentioned above, the following suggestions can be submitted:

1) For Interpersonal Communication (X1) at BAPPEDA, Karawang Regency, part of it has been done well, although there are still responses from respondents who stated quite well about Interpersonal Communication, namely about: the same way in conducting

communication; and about no arrogance. These two indicators need to be improved, meaning that in conducting interpersonal communication within the BAPPEDA environment it must be in equally acceptable ways, and not to be arrogant.

2) For Motivation (X2) at BAPPEDA, Karawang Regency has been going well, because of the 23 indicators, all respondents stated well. This means that the work motivation of all employees in BAPPEDA is already good, but this needs to be maintained and needs to be improved for the better so that it will have an impact on better performance as well.

3) For work effectiveness (Y) in BAPPEDA, Karawang Regency, of the 18 indicators most or 15 indicators have been done well, but there are still 3 indicators that are still in pretty good criteria, namely about: the level of productivity; readiness to complete specific tasks; and teamwork with a score of 148. These three things mean that it still needs to be improved about its implementation to be more effective.

4) Relationship of Interpersonal Communication (X1) with Motivation (X2) at BAPPEDA, Karawang Regency, a value of 0.352 is included in the criteria for a low and unidirectional relationship because it is positive. Therefore this must be increased again so that the interpersonal communication relationship with motivation can become stronger, to increase the effectiveness of employee work in carrying out daily tasks.

5) Partial Influence of Interpersonal Communication (X 1) on Work Effectiveness (Y) on BAPPEDA Karawang Regency, amounting to 0.369 or 36.9%, this is still at a low criterion. Therefore it is recommended that interpersonal communication both vertically and horizontally can be further enhanced. While the partial influence of Motivation (X2) on Work Effectiveness is 0.282 or 28.2% which is also included in the low criteria, so it is also suggested that employee motivation can be further increased.

6) Simultaneous Effect of Interpersonal Communication (X 1) and Motivation (X2) on Work Effectiveness (Y) in BAPPEDA Karawang Regency has a contribution of 65.1%, while the remaining 34.39% is contributed by other variables (ε) which are not examined. Therefore, to the next researchers or interested parties, it is suggested to be able to expand the research by adding other research variables, so that the results can be used to set policies more effectively for increasing Work Effectiveness.

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